



2016 AHRD
International Research
Conference
in the Americas



Download the Conference Mobile App!
February 18-20, 2016 | Jacksonville, Florida

Welcome, from the President



Welcome to Jacksonville, Florida — the largest city in Florida — and the venue of the 2016 AHRD International Research Conference in The Americas!

I am delighted to welcome you to our conference and our scholarly community focused on leading the field of HRD through research. Our conference brings together scholars and scholar practitioners to discuss theories, research, and informed practice to improve the field of HRD and the diverse organizations that we represent and serve. In addition, the conference is designed to foster a sense of community and to develop networking opportunities that should be beneficial to your professional and personal development. I encourage you to take advantage of the many different types of sessions occurring over the next few days, and to expand your understanding, build your network, and of course also have fun.

I want to especially take this opportunity to thank everyone who has worked so hard to make this conference happen. This includes Kathie Pugaczewski (AHRD Executive Director), Carissa Wolf (AHRD Conference Organizer), Wendy Ruona (Conference Chair), Jason Moats (Program Chair), Angela Titi Amayah (Proceedings Editor), Robert Yawson (Associate Proceedings Editor) and the members of the AHRD Board. I also wish to thank the many people who volunteered thousands of hours as track chairs, reviewers, session chairs, presenters, and more. This illustrates that the conference only happens as a result of the volunteer efforts of our members, and I want to thank everyone for supporting the conference through their time and energy. We are only here in Jacksonville because of you!

Looking toward the future, there are other AHRD conferences on the horizon including the Asian Conference and European Conference and the next International Conference (San Antonio, Texas in 2017). You will also hear much more about these and other conferences during the coming days.

Beyond conferences, members of AHRD can take advantage of a variety of benefits. There are many exciting reasons to be a member of AHRD, including four refereed research journals, special interest groups (SIGs), the Program Excellence Network (PEN), webinars, web-based resources, and a variety of other member services. These strategically focused activities and initiatives are designed to meet the scholarly interests of our members and the broader field of HRD.

This is an exciting time to be a member of AHRD and to participate in the initiatives that are “leading HRD through research.” It is my sincere hope that you will continue to make AHRD your academic and professional home for many years to come.

Thanks very much for attending our conference!
Ron Jacobs, AHRD President

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Download the Conference Mobile App!

Thank You to Our Mobile App Sponsor!



<http://eventmobi.com/ahrd2016/>

Access the Conference Proceedings!



You will need to create an account and use the Event Code: AHRD2016. An email will be automatically sent to you with your Access Key.

<https://www.eventscribe.com/2016/AHRD-IRC>

Conference Program Committee

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Workplace Learning

Karen Johnson, University of North Texas

Non-refereed Submissions

Sarah E. Minnis, Anthology Consulting LLC

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Username: **AHRD** / Password: **2016**

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WILEY

Thank You, Exhibitors!

- Association for Talent Development (ATD)
- Columbia Southern University
- Human Resource Development Review (HRDR)
- Springer
- The University of Southern Mississippi – Department of Human Capital Development

2016 Schedule-at-a-Glance

ICON KEY

Refereed Sessions are called Symposiums, and the two different types of symposiums presented at AHRD are described below. *Note:* the number in parentheses after each symposium title refers to its assigned symposium number which is a key way to access papers/abstracts in the conference proceedings online.

M Full Manuscript Sessions consist of 4-5 individually submitted full papers (8000 word maximum) presented.

A Abstract Manuscript Sessions consist of 6-7 individually submitted abstracts (2000 word maximum) presented.

Non-Refereed Sessions. Fit into three types of sessions presented at AHRD, each described below. *Note:* A brief description of each scheduled session is available in the mobile app for the conference or in the “Non-Refereed Submission Descriptions” document available from “Conference Central” on the AHRD website (www.ahrd.org).

F FOCUS Sessions offer an in-depth focus on a specific topic area. These might be colloquiums, expert panel discussions, or other kinds of session designs that foster scholarly exploration.

P A Professional Development Workshop (PDW) provides the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.

IR Interactive Roundtables are designed for small groups to focus on topics of common interest. The organizer frames the topic and poses guiding questions (for approximately 15 minutes) and then facilitates a 30-minute dialogue with participants joining the table. Attendees of these sessions will be able to attend two roundtables in one 90-minute session.

2016 Schedule-at-a-Glance (Tue, Wed, Thur)

Tuesday, February 16

4:00-8:00pm

AHRD Board of Directors Meeting — *Naples*

Wednesday, February 17

8:00am-5:00pm

Registration Desk Open — *Prefunction*

8:00am-12:30pm

AHRD Board of Directors Meeting — *Naples*

9:00am-6:00pm

Graduate Student Research Colloquium — *Florida Salon B*

11:30am-12:00pm

Break — *Prefunction*

1:00-5:00pm

Program Excellence Network Meeting — *Florida Salon A*

1:00-5:00pm

Pre-Conference Workshop:

Nurturing Emotionally Intelligent Organizations through Action Learning — *Omni Salon A*

2:30-3:00pm

Break — *Prefunction*

5:30-7:00pm

AHRD Journal Editors Meeting — *Meet in the Lobby*

Thursday, February 18

7:30am-5:00pm

Registration Desk Open — *Prefunction*

8:30am-12:00pm

Pre-Conference Workshop:

Focus Group Design, Facilitation, and Integration with Quantitative Research — *Omni Salon A*

2016 Schedule-at-a-Glance (Thursday)

8:30am-12:30pm

Program Excellence Network Meeting — *Florida Salon A*

8:30am-12:30pm

Graduate Student Research Colloquium — *Florida Salon B*

11:00-11:30am

Break — *Prefunction*

11:30am-1:00pm

SIG Leadership Lunch Meeting — *Juliette's Bistro*

12:00-1:30pm

HRDI Editorial Board Lunch Meeting — *Tallahassee*

12:30-1:15pm

Conference Orientation Meeting — *Jacksonville*

1:30-3:30 pm

Welcome and Town Hall Forum 2016:

Theorizing, Knowledge, and Community: Exploring the Hidden Communities — *Florida Salon CD*

2:00pm

Exhibits Open — *Prefunction*

3:30-3:45pm

Break — *Prefunction*

3:45-5:15pm

Breakout Sessions

M

- Career Development and Strategies (3) — *Miami*

A

- Organizational Culture and Global Companies (1) — *Pensacola Salon A*
- Job Satisfaction and Engagement (2) — *Florida Salon B*

F

- The Korea HRD SIG'S FOCUS Session: Research on HRD in Korea — *Jacksonville*
- Exploring Authenticity in Employing Assessment Tools for Leadership Development — *Omni Salon A*

2016 Schedule-at-a-Glance (Thursday, Friday)

3:45-5:15pm

Breakout Sessions *Continued*

P

- Improvisational Tenets and Activities: Development of an Improv Mentality in Workplace Learning — *Florida Salon A*

IR

- Session #1 — *Pensacola Salon C*
- Session #2 — *Pensacola Salon B*

4:00-5:30pm

Mentoring Kick-Off — *Omni Salon B*

5:30-7:00pm

Opening Reception and Cash Bar — *Florida Salon CD*

6:30-9:00pm

Jacksonville Boat Cruise - optional evening event — *Offsite*
For pre-registered attendees only. Boarding time is at 6:45 p.m. The cruise will depart from River City Brewing Company (825 Museum Circle) promptly at 7:00 pm. Visit the registration desk for options to get to the boat.

Friday, February 19

7:00am-5:00pm

Exhibits Open — *Prefunction*

7:00am-5:00pm

Registration Desk Open — *Prefunction*

7:00-8:30am

HRDQ Editorial Board Breakfast Meeting — *Naples*

7:15-8:15am

Food N' Thought Sessions

- Book Club – The Culture Map (Meyers) — *Pensacola Salon C*
- Sustainable Employment: Viable Construct, HR Jargon, or Both — *Pensacola Salon B*

7:15-8:15am

SIG Meetings

- Workforce Diversity and Inclusion SIG — *Omni Salon B*
- India HRD SIG — *Florida Salon B*

2016 Schedule-at-a-Glance (Friday)

8:15-8:30am

Break — Prefunction

8:30-10:00am

Breakout Sessions

M

- Lookism, Colorism and Gender Factors (5) — *Pensacola Salon A*
- Talent Development (7) — *Omni Salon A*
- Career Transitions (8) — *St. Augustine*

A

- Higher Education & HRD (6) — *Jacksonville*
- Developing Women Leaders (9) — *Omni Salon B*
- HRD and the US Military (4) — *Tampa*

P

- Tapping the Power of Conceptual Mapping for Scholarship, Management, and Instruction — *Florida Salon A*
- Being a Reviewer for AHRD: What Does it Take? — *Florida Salon B*

IR

- Session #3 — *Pensacola Salon C*
- Session #4 — *Pensacola Salon B*

10:00-10:30am

Break — Prefunction

10:30am-12:00pm

Keynote:

HR Analytics: Why, What, How, So What — *Florida CD*
Laurie Bassi, CEO, McBassi & Co.

12:00-1:30pm

AHRD Foundation Board of Directors Lunch — *Juliette's Bistro*

12:00-1:30pm

ADHR Editorial Board Lunch Meeting — *Naples*

12:00-1:30pm

Lunch on your own — *Jacksonville Landing and Juliette's Bistro*
(Hotel Restaurant)

2016 Schedule-at-a-Glance (Friday)

12:15-1:15pm

Food N' Thought Sessions

- Current Perspectives on Asian Women in Leadership and HRD Implications — *Pensacola Salon C*
- Food N' Thought Book Club: The 2016 Book of the Year Award Nominees — *Pensacola Salon B*
- Collaborating for Qualitative Research on Women Leaders in a Korean Context: Lessons Learned — *Pensacola Salon A*
- The Human Factor to Profitability, Building a People-Centered Culture for Long Term Success — *Florida Salon A*

12:15-1:15pm

SIG Meetings

- Scholar - Practitioner SIG — *Florida Salon B*
- Leadership SIG — *Jacksonville*
- Virtual HRD SIG — *Omni Salon A*

1:30-3:00pm

Breakout Sessions

- M** • Work Engagement (10) — *Pensacola Salon A*
- Current and Emerging Trends in Leadership Development - Leadership SIG (12) — *Omni Salon B*
- Ethics and HRD (13) — *Omni Salon A*
- Organizational Citizenship and Culture (14) — *St. Augustine*
- A** • Knowledge Development and HRD Identity (11) — *Jacksonville*
- F** • What Is Ethical Research and Practice in HRD? (Re-)Examining HRD Standards on Ethics and Integrity — *Tampa*
- P** • The Workplace Is a Stage: Using Improv Theater Techniques to Develop High Performing Employee Skills — *Florida Salon A*
- Scholar Practitioner 101: Bridging Theory & Practice and Fostering Scholarly Practice Within the Academy, Part 1 — *Florida Salon B*
- IR** • Roundtable Session #5 — *Pensacola Salon C*
- Roundtable Session #6 — *Pensacola Salon B*

3:00-3:30pm

Break — *Prefunction*

Schedule-at-a-Glance (Friday, Saturday)

3:30-5:00pm

Breakout Sessions

- M** • Higher Education and HRD (16) — *Jacksonville*
• HRD in the Asian Context (18) — *Omni Salon B*
• HRD Practice (19) — *St. Augustine*

- A** • Online and Organizational Learning (15) — *Pensacola Salon A*
• NHRD from around the World (17) — *Omni Salon A*

- F** • Meet the Editors Session — *Tampa*

- P** • Introduction to Hierarchical Linear Modeling in Human Resource Development Research — *Florida Salon A*
• Scholar Practitioner 101: Bridging Theory & Practice and Fostering Scholarly Practice within the Academy, Part 2 — *Florida Salon B*
• Problem-Based Learning: Using Authentic Problems to Inductively Teach and Promote Active Learning — *Naples*

- IR** • Roundtable Session #7 — *Pensacola Salon C*
• Roundtable Session #8 — *Pensacola Salon B*

5:15-6:00pm

Awards Presentation — *Florida CD*

6:15-10:30pm

Jacksonville Brewery Tour - optional evening event — *Offsite*

For pre-registered attendees only – Meet in the hotel lobby at 6:15 pm. Bus will pick up from the Omni Jacksonville at 6:30 pm and will drop off at the hotel at 10:30 pm. Food is not provided on this tour; however, food will be available for purchase at the breweries. Breweries that will be visited are: Bold City Brewery, Intuition Ale Works, and Aardwolf Brewing Co.

7:00-10:00pm

AHRD Scholar Dinners — *Offsite*

Sign up at the Registration Desk.

Saturday, February 20

7:00am-5:00pm

Exhibits Open — *Prefunction*

7:00am-5:00pm

Registration Desk Open — *Prefunction*

Schedule-at-a-Glance (Saturday)

7:00-8:30am

HRDR Editorial Board Breakfast Meeting — *Naples*

7:15-8:15am

Food N' Thought Sessions

- A discussion of "The Rise of Creativity, the Gift of Failure, and the Search for Mastery," By Sarah Lewis and the Role of Creativity Innovation, and Grit in HRD — *Pensacola Salon B*
- Exploring the Use of Degrees of Freedom Analysis to Build Theory in HRD — *Pensacola Salon A*

7:15-8:15am

SIG Meetings

- China HRD Research SIG — *Florida Salon B*
- Quantitative Research Methods — *Florida Salon A*

8:15-8:30am

Break — *Prefunction*

8:30-10:00am

Breakout Sessions

M

- Informal Learning (20) — *Pensacola Salon A*
- Training and Professional Development (22) — *Omni Salon A*
- Learning Organizations and Team Learning (23) — *Omni Salon B*
- Millennials, Organizations and HRD (24) — *St. Augustine*

A

- Mentoring and Leader Development (21) — *Florida Salon B*

F

- ShapeShifting: How Do Journal Ranking Lists Define and Shape HRD Research and Practice? — *Jacksonville*
- Technology Development and HRD: Three Cases for Analysis and Discussion — *Tampa*

P

- Creating Team-Centered Performance Improvement: Taking a Team from Average to Awesome — *Florida Salon A*

IR

- Roundtable Session #9 — *Pensacola Salon C*
- Roundtable Session #10 — *Pensacola Salon B*

10:00-10:30am

Break — *Prefunction*

Schedule-at-a-Glance (Saturday)

10:30am-12:00pm

Breakout Sessions

- M** • Leadership in Practice (25) — *Pensacola Salon A*
- Employee Development (26) — *Florida Salon B*
- Training Transfer (29) — *Omni Salon B*
- Research Methods in HRD (30) — *St. Augustine*

- A** • Innovation and Integration in HRD (27) — *Jacksonville*
- Diversity in HRD (28) — *Omni Salon A*

- F** • Leading HRD Through Action Research — *Jacksonville*

- P** • Workshop on Leadership & Team-Building Simulation — *Florida Salon A*

- IR** • Roundtable Session #11 — *Pensacola Salon C*
- Roundtable Session #12 — *Pensacola Salon B*

12:15-1:15pm

Annual AHRD Business Meeting — *Florida CD*

1:15-1:30pm

Break — *Prefunction*

1:30-3:00pm

Breakout Sessions

- M** • HRD in Healthcare (31) — *Pensacola Salon A*
- Employees' Experiences and the Impact on HRD (32) — *Florida Salon B*
- Gender and Diversity in the Workplace (33) — *Omni Salon A*
- Workplace Learning (35) — *St. Augustine*
- HRD Strategic Perspectives (36) — *Tampa*

- A** • Cross-Culture and Cultural Competence (34) — *Omni Salon B*

- F** • Organizational Identity in Cross-Border Acquisitions: The Implications for HRD Practitioners — *Jacksonville*

- P** • Publication Ethics and the Academy of Human Resource Development — *Florida Salon A*

- IR** • Roundtable Session #13 — *Pensacola Salon C*
- Roundtable Session #14 — *Pensacola Salon B*

Schedule-at-a-Glance (Saturday, Sunday)

1:30-3:00pm

SIG Meeting

Qualitative Inquiry SIG — Naples

3:30-5:00pm

Breakout Sessions

M

- Job Satisfaction and Happiness (37) — Pensacola Salon C
- Motivation (38) — Pensacola Salon B
- Fit in Organizations (39) — Pensacola Salon A
- HRD Applied Theories (41) — Florida Salon B
- Leaders, Employees and Organizations (42) — Jacksonville
- HRD in Contexts Around the World (43) — Omni Salon A
- Performance and Evaluation (44) — Omni Salon B
- Diverse Perspectives on Employee Engagement and Behavior (45) — St. Augustine

A

- Unique Perspectives on HRD (40) — Florida Salon A

F

- Hierarchical Linear Modeling and Human Resource Development: The Importance of Three-Level and Cross-Classified Models — Tampa

3:30-5:00pm

SIG Meeting

Korea HRD SIG — Naples

6:00-7:00pm

Reception and Cash Bar — Prefunction

7:00-9:00pm

President's Dinner — Florida Ballroom

Thank you, ATD and University of Southern Mississippi for your sponsorship of the President's Dinner!



Sunday, February 21

8:30-10:30am

AHRD Board of Directors Meeting — Pensacola

Keynote



HR Analytics: Why, What, How, So What?

with Laurie Bassi, CEO, McBassi & Company

Friday, February 19 — 10:30am-12:00pm
Florida C-D

Is HR analytics just another HR “flavor of the day” — or is it here to stay? And just what is it anyway? How and why are firms using it? And what does it mean for you and our profession? These are the topics that Laurie Bassi will be tackling in her lively and provocative keynote address at the AHRD conference.

Town Hall Forum 2016



Theorizing, Knowledge, and Community: Exploring the Hidden Connections

*Featured Hosts: Susan Madsen and
Julia Storberg-Walker*

*Invited Panelists (in alphabetical order):
Laura Bierema, Rajashi Ghosh, Rob Poell, and
Lyle Yorks*



Thursday, February 18 — 1:30-3:30pm
Florida C-D

This year's Town Hall Forum (THF) aims to inspire the HRD community to engage in meaningful, collaborative, and interdisciplinary research and theorizing that will make a difference in the world by focusing on the relationship between theorizing and actionable knowledge, and the role of community as the critical factor in that relationship.

Thursday, February 18 | 3:45–5:15pm

Career Development and Strategies: Symposium 3

M

REFEREED FULL MANUSCRIPTS | *Miami*

Career Orientations and Determinants of Perceived Career Success of China-Based Singaporean Expatriates

Belinda Wee, Husson University

Gary McLean, McLean Global Consulting Inc.

Conceptualizing a Career Management System Tool Using Hughes' Values Creation Model for Organizational Competitive Advantage Framework

DeVaughn Stephens, University of Arkansas

Claretha Hughes, University of Arkansas

Career Development Issues of Women Pilots

Rose Opengart, Embry-Riddle Aeronautical University-Worldwide

Marie-Line Germain, Western Carolina University

Julie Gedro, SUNY Empire State College

Developing Protean Career Behavior through Employability Culture and Mentoring: Career Strategies as Moderator

Wong Siew Chin, Universiti Putra Malaysia

Roziah Mohd Rasdi, Universiti Putra Malaysia

Bahaman Abu Samah, Universiti Putra Malaysia

Thursday, February 18 | 3:45–5:15pm

Organizational Culture and Global Companies: Symposium 1

A

REFEREED ABSTRACT MANUSCRIPTS | *Pensacola Salon A*

HRD and International Competitiveness of Russian MNCs

Victoria Tsybova, Saint Petersburg State University, Russia

Elena Zavyalova, Saint Petersburg State University, Russia

Core Value Comparison for U.S. and Asia-based Global Companies: Network Analysis Perspectives

Hyunok Ryu, Korea University

Petter Holme, Sungkyunkwan University, Korea

Seung Won Yoon, Texas A&M University-Commerce

Dae Yeon Cho, Korea University

The Human Factor to Profitability, Building a People-Centered Culture for Long-Term Success

Jeanette Kersten, University of Wisconsin Stout, Menomonie WI

Kelly La Venture, Bemidji State University, Bemidji MN

Integrating an Aging Workforce in Organizations

Kim Smith, University of Oklahoma - Norman

Linking Authoritarian Leadership to Organizational Performance: A China Case

Jia Wang, Texas A&M University

Min Wu, Sichuan University

Impact of Individual Perception of Organizational Culture on Learning Transfer

Aindrila Chatterjee, Indian School of Business

Arun Pereira, Indian School of Business

Reid Bates, Louisiana State University

Atreyee Bose, Indian School of Business

Thursday, February 18 | 3:45–5:15pm

Job Satisfaction and Engagement: Symposium 2

A

REFEREED ABSTRACT MANUSCRIPTS | *Florida Salon B*

Empirical Study of Mentoring Participation, Communication and Job Satisfaction in the Manufacturing Industry of South Korea

Hae Na Kim, The Ohio State University

The Tie that Binds Employee Engagement and Job Attitudes: Harmonious Passion and Work Affect?

Kim Nimon, The University of Texas at Tyler

Brad Shuck, University of Louisville

Drea Zigarmi, Ken Blanchard Companies

An Empirical Study of Training and Development, Employee Job Satisfaction and Organizational Commitment in Public Organizations

Awa Sillah, Graduate Institute of International Human Resource Development, National Taiwan Normal University and The Gambia Revenue Authority

Work Cognition and Work Intention: A Canonical Correlation Study

Kim Nimon, The University of Texas at Tyler

Marvin Bontrager, The University of Texas at Tyler

Brian Joo, Winona State University, MN

Perceptions of the Impact of Post-Licensing Continuing Education on the "Job" Satisfaction of Foster Parents and the Implications for Human Resource Development

Lori Ann Gionti, Florida International University

The Role of Career Adaptability and Organizational Support on Career Satisfaction During Change

Eun Kim, KAIST

2016 Session Schedule

Thursday, February 18 | 3:45–5:15pm

F FOCUS SESSIONS

The Korea HRD SIG's FOCUS Session: Research on HRD in Korea

Jacksonville

Yonjoo Cho, Indiana University, Bloomington

Heeyoung Han, Southern Illinois University School of Medicine

Exploring Authenticity in Employing Assessment Tools for Leadership Development

Omni Salon A

Rubina Malik, Morehouse College

Tracy Reznik, Jabian Consulting

P PROFESSIONAL DEVELOPMENT WORKSHOP | *Florida Salon A*

Improvitational Tenets and Activities: Development of an Improv Mentality in Workplace Learning

Florida Salon A

Nicole Buras, Triton Community College

Henri Dugas IV, North Shore University Health System

IR INTERACTIVE ROUNDTABLE DIALOGUES

Look Up: A Work-Life Boundary Discussion around Mobile Technologies (Session 1)

Pensacola Salon C

Rochell R. McWhorter, The University of Texas at Tyler

Paul B. Roberts, The University of Texas at Tyler

Julie A. Delello, The University of Texas at Tyler

Exploring Differences in Employee Engagement for Federal Government Supervisors and Non-supervisors and Examining the Implications for HRD (Session 1)

Pensacola Salon C

Teresa Hollingsworth, The George Washington University

Continued on page 21

2016 Session Schedule

Strategies for Effective Interdisciplinary Teaching and Learning on Technology Ethics Training (Session 2)

Pensacola Salon B

Se Jin Heo, FutureTHINKNET

Influence of Teaching Presence on Students' Perceived Cognitive Learning and Affective Learning (Session 2)

Pensacola Salon B

Misha Chakraborty, Texas A&M University

Frederick Nafukho, Texas A&M University

Friday, February 19 | **7:15–8:15am**

Food N' Thought Sessions

Book Club – The Culture Map by Erin Meyers (2014)

Pensacola Salon C

Oliver Crocco, The George Washington University

Abdulrhman Alanzy, The George Washington University

Sustainable Employment: Viable Construct, HR Jargon, or Both

Pensacola Salon B

Sarah Minnis, Anthology Consulting LLC

Friday, February 19 | 8:30–10:00am

HRD and the US Military: Symposium 4

A

REFEREED ABSTRACT MANUSCRIPTS | Tampa

HRD and the U.S. Military: Addressing the Changing Nature of Military Jobs and Careers

Ann Herd, University of Louisville

Sarah Minnis, Anthology Consulting LLC

Walter Herd, United States Army

Proven Leadership = College Credit: Enhancing Employability of Transitioning Military Members Through Prior Learning Assessment

Mathew Bergman, University of Louisville

VetStart: A Model Program for Veteran Entrepreneurship Training

Denise Cumberland, University of Louisville

Sharon Kerrick, College of Business

Organizational Citizenship Behavior: An Exploration of One Aspect of Cultural Adjustment Faced by U.S. Army Soldiers Transitioning from Military to Civilian Careers

Stephanie Palacio, University of Louisville

Kevin Rose, University of Louisville

Ann Herd, University of Louisville

Cadre & Faculty Development Course: A Cooperative Human Resource Development Intervention with the U.S. Army

Kevin Rose, University of Louisville

Jeffrey Sun, University of Louisville

Veterans' Career Transition

Sarah Minnis, Anthology Consulting LLC

2016 Session Schedule

Friday, February 19 | 8:30–10:00am

Lookism, Colorism and Gender Factors: Symposium 5

M

REFEREED FULL MANUSCRIPTS | *Pensacola A*

Family Roles and Distress: A Gender Comparison Among Korean Employees

Sehoon Kim, University of Wisconsin-Platteville

Hyeonju Kang, Texas A&M University

Boreum Ju, University of Illinois

White Space: A Radical Approach to Address the Racial Binary in the Workplace

Stephanie Pleasant, University of Minnesota, Twin Cities

Joshua Collins, University of Minnesota, Twin Cities

The Impact of Colorism on Taiwanese Women's Careers

Cynthia Sims, Southern Illinois University Carbondale

Evidence of Lookism in Online Job Advertisements for Nurses in Urban China

Yuanlu Niu, Southern Illinois University Carbondale

Cynthia Sims, Southern Illinois University Carbondale

2016 Session Schedule

Friday, February 19 | 8:30–10:00am

Talent Development: Symposium 7

M

REFEREED FULL MANUSCRIPTS | *Omni Salon A*

Technological Advancement and Talent Development: Looking at Social Media from a Different Lens

Fatemeh (Dena) Rezaei, Texas A&M University

Michael Beyerlein, Texas A&M University

Understanding Human Capital Theory: An Overview of the Beliefs and Assumptions Regarding Performance

Lindsay Kalis, Colorado State University

What Is Talent Development? An Integrative Review of Literature

Amir Hedayati Mehdiabadi, University of Illinois at Urbana-Champaign

Jessica Li, University of Illinois at Urbana-Champaign

Human Resource Development and Talent Development in the Business Sector in Vietnam

Huyen Van, Texas A&M University

2016 Session Schedule

Friday, February 19 | 8:30–10:00am

Career Transitions: Symposium 8

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

Managing Retirement: A Career Transition Stage

Chaewon Yang, Adult Education Program Emphasis on HRD,
University of Georgia

Laura Bierema, Department of Lifelong Education,
Administration, and Policy, University of Georgia

Midlife Career Change: Prior Career Expert to New Career Novice

Catherine Cherrstrom, Texas State University

Refugee Women, HRD, and Transitions to Employment: A Summary of Methodological Approaches

Minerva Tuliao, University of Nebraska-Lincoln

A Research on Changing Trends of Social Perspective on Korean Returnees Focusing on Business Context

Keunsun You, Induk College, Department of Office and
Information Management

Transfers from Expatriate to Local Contracts: A Unique Career Transition

Tania Nery-Kjerfve, Texas A&M University

Jia Wang, Texas A&M University

Friday, February 19 | 8:30–10:00am

Higher Education & HRD: Symposium 6

A

REFEREED ABSTRACT MANUSCRIPTS | *Jacksonville*

Opening the Black Box of Academic Collaboration in Relation to Researchers' Cumulative Productivity

Maciej Mitreęga, University of Economics in Katowice

Anna Wieczorek, University of Silesia, Katowice

Career Development: Identifying, Negotiating, and Discerning the "Marketplace" of Higher Education for Non-Traditional Students

Julie Gedro, SUNY Empire State College

Engaging HRD Scholars in Academic Change Projects: Reflections from the NSF's ADVANCE Grant Program

Holly Hutchins, University of Houston

College Internships and Effective Processes for Career Success

Brenda Kraner, Wright State University

Seung Hyun Han, Central State University

Relationship Between Pre-training Perceptions and Organization Commitment: A Study of Higher Education Sector in Pakistan

Muhammad Khan, University of Illinois Urbana-Champaign

Friday, February 19 | 8:30–10:00am

Developing Women Leaders: Symposium 9

A

REFEREED ABSTRACT MANUSCRIPTS | *Omni Salon B*

Developing Emotional Intelligence Skills among Practicing Leaders: Where Is the Evidence?

Frederick Nafukho, Texas A&M University

Helen Muyia, Texas A&M University

Forouzan Farinia, TAMU

Susan Lynham, Colorado State University

Kit Kacirek, University of Arkansas

Developing Authenticity in Leadership

Yoshie Nakamura, Columbia Business School

William Klepper, Columbia Business School

Korean Women Leaders' Challenges and Opportunities: Reviewing the Literature

Yonjoo Cho, Indiana University, Bloomington

Sehoon Kim, University of Wisconsin-Platteville

Sunyoung Park, Louisiana State University

Sung Jun Jo, Gachon University, Global Campus, Korea

ChanKyun Park, University of Minnesota

Namhee Kim, Northcentral University

The Life Stream of a Servant Leader: A Case Study of Servant Leader Development

Seth Martinez, Indiana University

Asilomar: A Historical Study of the Intersection of Place-based Learning and Women's Leadership Development

Kenneth Bartlett, University of Minnesota

Susan Madsen, Utah Valley University

Women in Leadership: Foundations of Leader Identity Development

Katherine Yeager, University of Houston

Friday, February 19 | 8:30–10:00am

P

PROFESSIONAL DEVELOPMENT WORKSHOPS

Tapping the Power of Conceptual Mapping for Scholarship, Management, and Instruction

Florida Salon A

Tad Foster, Department of Human Resource Development & Performance Technology

Jason Dean, Human Resource Development and Performance Technologies Department in the College of Technology at Indiana State University

Being a Reviewer for AHRD: What Does it Take?

Florida Salon B

Richard Torracco, University of Nebraska - Lincoln

Tonette Rocco, Florida International University

Rob Poell, Tilburg University, the Netherlands

IR

INTERACTIVE ROUNDTABLE DIALOGUES

Virtual Coaching as an HRD Strategy (Session 3)

Pensacola Salon C

Penelope McFarline, VCU

Julia Tucker-Lloyd, Virginia Commonwealth University

Career Coaching for the Older Workers in South Korea (Session 3)

Pensacola Salon C

Hae Na Kim, The Ohio State University

DooHun Lim, University of Oklahoma

Grace Oh, University of Illinois

Talent Management Best Practices: Harnessing the Dragon for Competitive Advantage (Session 4)

Pensacola Salon B

Marie Valentin, Texas A&M University

The Human Factor to Profitability: Building a People-Centered Culture for Long Term Success (Session 4)

Pensacola Salon B

Jeanette Kersten, University of Wisconsin Stout, Menomonie WI

Kelly La Venture, Bemidji State University, Bemidji MN

2016 Session Schedule

Friday, February 19 | 12:15–1:15pm

Food N' Thought Sessions

Current Perspectives on Asian Women in Leadership and HRD Implications

Pensacola Salon C

Rajashi Ghosh, Drexel University

Yonjoo Cho, Indiana University, Bloomington

Judy Sun, The University of Texas at Tyler

Gary McLean, McLean Global Consulting Inc.

Food N' Thought Book Club: The 2016 Book of the Year Award Nominees

Pensacola Salon B

Marcia Hagen, Metropolitan State University

Joshua Collins, University of Minnesota

Satish Pandey, Pandit Deendayal Petroleum University

Brad Shuck, University of Louisville

Robert Yawson, Quinnipiac University

Judy Sun, The University of Texas at Tyler

Collaborating for Qualitative Research on Women Leaders in a Korean Context: Lessons Learned

Pensacola Salon A

Jiwon Park, The Pennsylvania State University

Boreum Ju, University of Illinois at Urbana-Champaign

Yonjoo Cho, Indiana University, Bloomington

The Human Factor to Profitability, Building a People-Centered Culture for Long Term Success

Florida Salon A

Jeanette Kersten, University of Wisconsin Stout, Menomonie WI

Kelly La Venture, Bemidji State University, Bemidji MN

2016 Session Schedule

Friday, February 19 | 1:30–3:00pm

Work Engagement: Symposium 10

M

REFEREED FULL MANUSCRIPTS | Pensacola Salon A

Investigating Structural Relationships Among Job Expectations, Work Engagement, Job Crafting, and Intention to Stay

Min Hee Yoo, Korea University

Dae Yeon Cho, Korea University

Doo Hun Lim, Oklahoma University

Woocheol Kim, Korea University of Technology and Education

The Impact of Personal Resources on Turnover Intention: The Mediating Effect of Work Engagement

Woocheol Kim, Korea University of Technology and Education

Kibum Kwon, Pennsylvania State University

Young-Sup Hyun, Kyungpook National University

Jinho Kim, Korea National Open University

Examining Mediation Effects of Work Engagement Among Job Resources, Job Performance, and Turnover Intention in Korean Organizations

Woocheol Kim, Korea University of Technology and Education

Exemplary Cohort Engagement in an Executive Human Resource Development Program: What Made the Difference?

Consuelo Waight, University of Houston

Friday, February 19 | 1:30–3:00pm

Current and Emerging Trends in Leadership Development: Symposium 12

A

REFEREED ABSTRACT MANUSCRIPTS | *Omni Salon B*

Leadership SIG: Current and Emerging Trends in Leadership Development

Alexandre Ardichvili, University of Minnesota

Kristina Natt och Dag, The George Washington University

Global Leadership Development: An Overview of Approaches

Denise Cumberland, University of Louisville

Ann Herd, University of Louisville

Meera Alagaraja, University of Louisville

Action Learning and Leadership Development

Mary Volz-Peacock, World Institute of Action Learning

Bea Carson, World Institute for Action Learning

Michael Marquardt, The George Washington University

Embodied Leadership: Transforming Leaders Through Mindfulness and Somatic Practices

William Brendel, University of Saint Thomas

Carmela Bennett, Teachers College Columbia University

2016 Session Schedule

Friday, February 19 | 1:30–3:00pm

Ethics and HRD: Symposium 13

M

REFEREED FULL MANUSCRIPTS | *Omni Salon A*

Balancing Individual and Organizational Development: Revisiting the Purpose of HRD from Ethical Perspectives

Jae Young Lee, The Pennsylvania State University

Taesung Kim, The Pennsylvania State University

Effects of Ethical Behavior on Employee Performance Mediated by Job Commitment Among Services Sector Employees of Malaysia

AAhad Osman-Gani, IIUM University

Aftab Anwar, IIUM University

Sabbir Hossain, IIUM University

Exploring Followers' Responses to Ethical Leadership Through Social Identity Theory

Ratnagorn Sampradist, Mercer - Thailand

Historical Review of Five Theories of Business Ethics: Implications for HRD Research and Practice

Emmanuel Osafo, University of Minnesota

Friday, February 19 | 1:30–3:00pm

Organizational Citizenship and Culture: Symposium 14

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

The Role of Organizational Culture on Innovation: A Conceptual Model and Implications for HRD

Tracy Richardson, University of Louisville

Meera Alagaraja, University of Louisville

Relationship of Emotional Intelligence with Organizational Citizenship Behavior Among Bank Employees in Malaysia

Aftab Anwar, IIUM University

AAhad Osman-Gani, IIUM University

Rodrigue Fontaine, IIUM University

Examining Organizational Citizenship Behavior in the Context of Human Resource Development: An Integrative Review of the Literature

Kevin Rose, University of Louisville

Examining Organizational Culture in Predicting Organizational Attractiveness: Evidence from Recruitment Websites of Most Admired Employers in Taiwan

C. Rosa Yeh, Graduate Institute of International Human Resource Development, NTNU

Cheng-Huan Liu, National Taiwan Normal University

Friday, February 19 | 1:30–3:00pm

Knowledge Development and HRD Identity: Symposium 11

A

REFEREED ABSTRACT MANUSCRIPTS | Jacksonville

Measuring the Business Impact of Employee Learning: A Grounded Theory Case Study from the U.S. Healthcare Sector

Shahron Williams van Rooij, George Mason University

Alexis Battista, George Mason University

Defining Workforce Development Profession and Professionals: A Content Analysis of Occupation

Yeonsoo Kim, University of Nevada Las Vegas

Chungil Chae, Pennsylvania State University

Patricia Macko, Pennsylvania State University

Maria Spencer, Pennsylvania State University

Gentry Cassie, College of Southern Nevada

(De)constructing Journal Ranking Lists to Shape Scholarship and Practice in HRD

Jamie Callahan, Drexel University

Valerie Anderson, University of Portsmouth

Carole Elliott, Durham University

Julia Storberg-Walker, The George Washington University

Developing a Theoretical Framework: A Case Study of Theory-Building

Sandra Williams, Northeastern Illinois University

Mapping the HRD Knowledge: Keyword Network Perspective

Chungil Chae, Pennsylvania State University

Hyunwoo Yang, Pennsylvania State University

Seung Won Yoon, Texas A&M University-Commerce

What Is E-Mentoring? Constructing a Theoretical Framework for E-Mentoring from Existing Literature

Jennifer Goode, Mercer University

Sandra Williams, Northeastern Illinois University

Conceptualizing Global Human Resource Development: A Systems Perspective

Thomas N. Garavan, Napier Edinburgh University

Alma M. McCarthy, NUI Galway

Michael J. Morely, University of Limerick

2016 Session Schedule

Friday, February 19 | 1:30–3:00pm

F FOCUS SESSION | Tampa

What Is Ethical Research and Practice in HRD? (Re-)Examining HRD Standards on Ethics and Integrity

Toby Egan, University of Maryland
Darlene Russ-Eft, Oregon State University
Hamett Q. Brown, University of Minnesota
Khalil Dirani, Texas A&M University
Kori Whitener Fellows, KWF Solutions, LLC
Amir Hedayati Mehdiabadi, University of Illinois at Urbana-Champaign
Boreum Ju, University of Illinois at Urbana-Champaign
Donna Logan, UT Health Science Center at Houston
Gary McLean, McLean Global Consulting Inc.
Xue Yang, University of Illinois at Urbana-Champaign

P PROFESSIONAL DEVELOPMENT WORKSHOPS

The Workplace Is a Stage: Using Improv Theater Techniques to Develop High Performing Employee Skills

Florida Salon A
Jason Moats, Texas A&M Engineering Extension Service
Mikayla Moats, Brazos Valley Troupe
Marie-Line Germain, Western Carolina University

Scholar Practitioner 101: Bridging Theory & Practice and Fostering Scholarly Practice Within the Academy, Part 1

Florida Salon B
Sarah Minnis, Anthology Consulting LLC
Tomika Greer, University of Houston

IR INTERACTIVE ROUNDTABLE DIALOGUES

How Can Professional Development Increase Technology Integration for Improved Instruction? (Session 5)

Pensacola Salon C
Carla Liao Hing, Texas A&M University

Instructional Design of a MOOC (Session5)

Pensacola Salon C
Norma Scagnoli, University of Illinois, College of Business

Continued on page 36

2016 Session Schedule

Employee Engagement: How Psychological Safety Impacts Employee Voice (Session 6)

Pensacola Salon B

Russell Robinson, HHS, Federal Occupational Health

Fostering Individual Self-awareness and Meaning in the Workplace (Session 6)

Pensacola Salon B

Elizabeth Alvarado, The George Washington University

Friday, February 19 | **3:30–5:00pm**

Higher Education and HRD: Symposium 16

M

REFEREED FULL MANUSCRIPTS | *Jacksonville*

Employees' Perception and Manpower Training in Nigerian Private University System

Timothy Olaosebikan, Joseph Ayo Babalola University, Ikeji Arakeji, Osun State, Nigeria

Organization Climate for Innovation in Higher Education

Tanya Batazhan, Portland Community College
Darlene Russ-Eft, Oregon State University

Academic Leadership: Literature Review and Implications to HRD

Loi Nguyen, University of Minnesota
Rosemary Barry, University of Minnesota

Global Education Research and Practice: Developing a Graduate Course in Global Education in Hungary

Zsolt Nemeskeri, University of Pecs
Ivan Zadori, University of Pecs

2016 Session Schedule

Friday, February 19 | 3:30–5:00pm

HRD in the Asian Context: Symposium 18

M

REFEREED FULL MANUSCRIPTS | *Omni Salon B*

The Influence of Managerial Integrity on Leader-level Outcomes in Confucian and Anglo Countries

Soebin Jang, University of Minnesota, Twin Cities

Louis Quast, University of Minnesota, Twin Cities

Joseph Wohkittel, University of Minnesota, Twin Cities

Witsinee Bovornusvakool, University of Minnesota, Twin Cities

Jeremy Clark, University of Minnesota, Twin Cities

Dennis Paetzel, University of Minnesota, Twin Cities

Wei Song, University of Minnesota, Twin Cities

A Review of the Development of Chinese Business Ethics: Implications for HRD

Jessica Li, University of Illinois at Urbana-Champaign

For a Public Cause or a Personal Interest? Examining Public Service Motives in the Chinese Context

Judy Sun, The University of Texas at Tyler

Vera Gu, Shanghai Jiaotong University

Greg Wang, The University of Texas at Tyler

Leading the Change of HRD in China: A Strategic Plan

Xiaoping Tong, University of Illinois at Urbana-Champaign

Testing Multi-group Measurement Invariance of Knowledge Creation Practice Inventory: A Study of Public Sector, Private Sector, and Schools in South Korea

Shinhee Jeong, Texas A&M University

Ji Hoon Song, Han Yang University

2016 Session Schedule

Friday, February 19 | 3:30–5:00pm

HRD Practice: Symposium 19

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

Structured on the Job Training: An Integrative Review of the Literature

Sahar Ahadi, Ferdowsi University of Mashhad

Human Resource Development Practices and Counterproductive Work Behaviour: Mediating Role of Employee Engagement

Kabiru Maitama Kura, Federal Polytechnic Kaura Namoda, Nigeria

Enabling the Shoemaker's Children: Building the Capacity of Novice Human Resource Development Practitioners Through Action Learning Coaching

Angie Carter, University of Georgia

Inter-organizational Collaboration in the Nonprofit Sector: A Review and Synthesis

Boyung Suh, The University of Georgia

Organizational Socialization: Does it Affect Second Career Success of Practitioners-Turned-Academics

Roziah Mohd Rasdi, Universiti Putra Malaysia
Khairunnisa Mohd Pauzi, Universiti Putra Malaysia

2016 Session Schedule

Friday, February 19 | 3:30–5:00pm

Online and Organizational Learning: Symposium 15

A

REFEREED ABSTRACT MANUSCRIPTS | Pensacola Salon A

Advantages of Blended Learning for Career Development

Carla Liao Hing, Texas A&M University

Learning from Errors in Insurance Companies

Veronika Leicher, Institute of Educational Science, University of Regensburg

Regina H. Mulder, Institute of Educational Science, University of Regensburg, Germany

Organizational Learning in Sport Organizations: A Conceptual Framework for Competitive Advantage through Service Quality

Jean Martinez, Louisiana State University

James Evans, Louisiana State University

Amy Werdine, Louisiana State University

Strategic Leadership for Organizational Learning: A Multi-Level Approach

Soo Yeon Park, University of Oklahoma

Jieun You, The Ohio State University

Junghwan Kim, University of Oklahoma

Examining Factor Validity of the Online Student Connectedness Survey

Tekeisha Zimmerman, BICSI

Kim Nimon, University of Tyler at Texas

Promoting Meaningful Participation in Online Learning Communities: Using Learner Analytics to Create Effective Feedback Loops

Allison Bell, University of Illinois, Urbana-Champaign

Xue Yang, University of Illinois, Urbana-Champaign

Jelena Pokimica, University of Illinois, Urbana-Champaign

Seohyun Claire Lee, University of Illinois at Urbana-Champaign

Jessica Li, University of Illinois at Urbana-Champaign

Friday, February 19 | 3:30–5:00pm

NHRD from around the World: Symposium 17

A

REFEREED ABSTRACT MANUSCRIPTS | *Omni Salon A*

Midnight Running: How IHR Managers Make Meaning of Expatriate Adjustment

Todd Stephenson, University of Central Florida

The Relationship Between Human and Social Capital Characteristics and Entrepreneurship in the United States

William Burge, Indiana State University

What Do We Know About National HRD in Colombia: A Scoping Review

Laura Cajiao-Wingenbach, Texas A&M University

Jia Wang, Texas A&M University

Analysis of Global Leadership Competencies Depending on Team Members' Positions in Korean Large Enterprises

Jeong-Ha Yim, University of Georgia

Youngsoo Song, Hanyang University

The Roles of Entrepreneurial Competencies and Organizational Life Cycle Stages in Malaysian Tourism and Hospitality SMEs: A Proposed Framework

Victoria Jonathan, University of Minnesota

Huh Jung Hahn, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Exploring the Conceptual Relationships of Repatriation Preparation, Training, and Employee Adjustment: What Does the Repatriate Expect?

Boreum Ju, University of Illinois at Urbana-Champaign

Ahreum Joo, Consulate General of the Republic of Korea in

Seattle, Washington

2016 Session Schedule

Friday, February 19 | 3:30–5:00pm

F FOCUS SESSION | Tampa

Meet the Journal Editors Session

Wendy Ruona, University of Georgia (Facilitator)
Valerie Anderson, University of Portsmouth
Kim F. Nimon, The University of Texas at Tyler
Jon M. Werner, University of Wisconsin-Whitewater
Julia Storberg-Walker, George Washington University
Carole Elliott, University of Roehampton, UK
Michael Leimbach, Wilson Learning Worldwide, USA

P PROFESSIONAL DEVELOPMENT WORKSHOPS

Introduction to Hierarchical Linear Modeling in Human Resource Development Research

Florida Salon A
Gregg Keiffer, The University of Texas at Tyler
Pamela Christian, The University of Texas at Tyler
David Conley, The University of Texas at Tyler
Bryn Hammack-Brown, The University of Texas at Tyler
Marvin Bontrager, The University of Texas at Tyler
Kim Nimon, The University of Texas at Tyler

Scholar Practitioner 101: Bridging Theory & Practice and Fostering Scholarly Practice within the Academy, Part 2

Florida Salon B
Sarah Minnis, Anthology Consulting LLC
Tomika Greer, University of Houston

Problem-Based Learning: Using Authentic Problems to Inductively Teach and Promote Active Learning

Naples
Heeyoung Han, Southern Illinois University School of Medicine
Jeanne Koehler, Southern Illinois University School of Medicine

2016 Session Schedule

Friday, February 19 | 3:30–5:00pm

IR

INTERACTIVE ROUNDTABLE DIALOGUES

An Exploration of Millennial Leadership Development (Session 7)

Pensacola Salon C

Oliver Crocco, The George Washington University

Disruptive Innovations: If You Lead, Will People Follow? (Session 7)

Pensacola Salon C

Carol Packard, Institute for Learning Transformation, University of Texas

Norma Scagnoli, University of Illinois, College of Business

An Anecdote of Women Leadership Now and Then: A Cross Comparative Study between India and Korea (Session 8)

Pensacola Salon B

Sanghamitra Chaudhuri, University of Minnesota

Sunyoung Park, Louisiana State University

Democratic Workplaces: Minority Women Working in Freedom (Session 8)

Pensacola Salon B

Mariela Campuzano, The George Washington University

Alicia Williams, The George Washington University

Saturday, February 20 | 7:15–8:15am

Food N' Thought Sessions

A Discussion of "The Rise of Creativity, the Gift of Failure, and the Search for Mastery," by Sarah Lewis and the Role of Creativity Innovation, and Grit in HRD

Pensacola Salon B

Amanda Rolle, University of Houston

Rhonda Fowler, Texas A&M University

Continued on page 43

2016 Session Schedule

Exploring the Use of Degrees of Freedom Analysis to Build Theory in HRD

Pensacola Salon A

James Bartlett, North Carolina State University

Michelle Bartlett, North Carolina State University

Stephen Cathcart, North Carolina State University

Saturday, February 20 | 8:30–10:00am

Informal Learning: Symposium 20

M

REFEREED FULL MANUSCRIPTS | *Pensacola Salon A*

Transfer in Informal Learning: Influence of Personality Similarity, Positive Affect, and Motivation to Learn

Yuri Choi, Ewha Womans University

Jeeyon Paek, Ehwa Womans University

Doo Hun Lim, Oklahoma University

Seung Won Yoon, Texas A&M University-Commerce

Exploring How New Leaders of Small Community-Based Nonprofit Organizations Learn to Lead

Anne Lutomia, University of Illinois Urbana-Champaign

Understanding Informal Learning in Small and Medium-sized Enterprises in South Korea

Shinhee Jeong, Texas A&M University

Gary McLean, McLean Global Consulting Inc.

Soyoun Park, Anyang University

The Effects of Formal Learning and Informal Learning on Job Performance

Yoonhee Park, KOREATECH (Korea University of Technology and Education)

Woojae Choi, Cheong Ju University

2016 Session Schedule

Saturday, February 20 | 8:30–10:00am

Training and Professional Development: Symposium 22

M

REFEREED FULL MANUSCRIPTS | *Omni Salon A*

Teacher Retention in Urban Schools: Implications for Human Resource Development

Ali Yilmaz, Concept Schools

Impact of Didactic and Experiential Training Based on Empathy: A Quasi-experimental Study

Idriss Djibo, Barry University

Michael Frino, Barry University

Jose Martinez, University of Miami

Katie Desiderio, Moravian College

Ask Them, They'll Tell You! Eliciting Police Perspectives to Improve Interrogation Practices

Amanda Rolle, University of Houston

Strategies Used by Employees to Organise Professional Development

Rob Poell, Tilburg University

Ferd Van Der Krogt, Radboud University Nijmegen

Saturday, February 20 | 8:30–10:00am

Learning Organizations and Team Learning: Symposium 23

M

REFEREED FULL MANUSCRIPTS | *Omni Salon B*

A Measurement Invariance Analysis of the Dimensions of the Learning Organization Questionnaire (DLOQ) across Two Different Cultures

Kyoungshin Kim, Department of Lifelong Education, Administration, and Policy, The University of Georgia
Karen Watkins, Department of Lifelong Education, Administration, and Policy, The University of Georgia
Zhenqiu Lu, Department of Educational Psychology (Quantitative Methods), The University of Georgia

The Space in Between: How Knowledge Sharing Contributes Towards Team Learning

Roland Yeo, University of South Australia Business School
Michael Marquardt, The George Washington University
Sue Dopson, University of Oxford

Learning Organization Culture and Organizational Citizenship Behavior: Moderating Role of Team-Oriented Culture in Malaysia

Patricia Yin Yin Lau, Monash University Malaysia
Sunyoung Park, Louisiana State University
Gary McLean, McLean Global Consulting Inc.

The Impact of Organization-Supported Learning on Organizational Performance in Korean Industries

Jieun You, The Ohio State University
Junghwan Kim, University of Oklahoma
Joshua Hawley, The Ohio State University

The Use of HRD Interventions in Improving Team Learning

Mei-Tzu Huang, University of Illinois at Urbana-Champaign
Ronald Jacobs, Education Policy, Organization and Leadership, University of Illinois at Urbana-Champaign

Saturday, February 20 | 8:30–10:00am

Millennials, Organizations and HRD: Symposium 24

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

Meet the Asian Millennial Generation: The Perceptions of Confucian Values in Taiwan and the Implication for HRD Practices

Szu-Fang Chuang, Indiana State University

Greg Wang, The University of Texas at Tyler

The Concept of Time and Organizational Change: Past, Present, and Future

Oliver Crocco, The George Washington University

Millennials and the Workplace: Why it Matters

Debaro Huyler, Florida International University

Yselande Pierre, Florida International University

Wei Ding, Florida International University

Adly Norelus, Florida International University

Tamela Reaves, Nova Southeastern University

Reflecting on Performance Feedback: A Proposed Framework for the Effect of Counterfactual Thinking on Individual Learning

Kelly Hall, Stetson University

Neal Mero, Kennesaw State University

Robin Cheramie, Kennesaw State University

Saturday, February 20 | 8:30–10:00am

Mentoring and Leader Development: Symposium 21

A

REFEREED ABSTRACT MANUSCRIPTS | *Florida Salon B*

Building Psychological Capital toward Employee Engagement: Is Formal Mentoring a Useful Strategic Human Resource Intervention?

Brad Shuck, University of Louisville

Rajashi Ghosh, Drexel University

Denise Cumberland, University of Louisville

Mathew Bergman, University of Louisville

Virtual Managerial Coaching and its Relationship to Virtual Human Resource Development: A Literature Review

Bryn Hammack-Brown, The University of Texas at Tyler

Using Popular Films in Cross-Cultural Management Training: Experiences from an Indian University Management School

Satish Pandey, Pandit Deendayal Petroleum University

A Qualitative Inquiry of Leadership Perceptions within Nonprofit Civic Engagement Organizations

Melissa Mathews, University of Minnesota

The Mediating Role of Learning in the Managerial Coaching Process

Marcia Hagen, Metropolitan State University, Minnesota

Becky Evan, Metropolitan State University, Minnesota

Assessing Emotionally Intelligent Mentoring

Laura Bierema, Department of Lifelong Education,

Administration, and Policy, University of Georgia

Rose Opengart, Embry-Riddle Aeronautical University

2016 Session Schedule

Saturday, February 20 | 8:30–10:00am

F FOCUS SESSIONS

ShapeShifting: How Do Journal Ranking Lists Define and Shape HRD Research and Practice?

Jacksonville

Julia Storberg-Walker, George Washington University

Jamie Callahan, Drexel University

Carole Elloitt, Durham University

Valerie Anderson, University of Portsmouth

Darlene Russ-Eft, Oregon State University

Laura Bierema, Department of Lifelong Education,

Administration, and Policy, University of Georgia

Brad Shuck, University of Louisville

Technology Development and HRD: Three Cases for Analysis and Discussion

Tampa

Elisabeth E. Bennett, Northeastern University

Darren Short, GoDaddy

Rochell R. McWhorter, The University of Texas at Tyler

Paul B. Roberts, The University of Texas at Tyler

P PROFESSIONAL DEVELOPMENT WORKSHOP

Florida Salon A

Creating Team-Centered Performance Improvement: Taking a Team from Average to Awesome

Drew Suss, Truebridge Partners LLC

Dori Rubin, Truebridge Partners LLC

2016 Session Schedule

Saturday, February 20 | 8:30–10:00am

IR

INTERACTIVE ROUNDTABLE DIALOGUES

Roundtable Dialogue: Military-to-Civilian Career Transition (Session 9)

Pensacola Salon C

Lisa Stern, The George Washington University

Returns for Education Investments: Prior Learning Assessment's Impact on Degree Completion (Session 9)

Pensacola Salon C

Taheesha Quarells, Department of Defense, DANTES

Dale Lunsford, The University of Southern Mississippi

Employee Perceptions of Marriage Enrichment Training and its Influence on Work Performance (Session 10)

Pensacola Salon B

Tonya Moore, The University of Southern Mississippi

Heather Annulis, Department of Human Capital Development, USM

Relational Leadership, Climate, and Culture and its Impact on Employee Engagement: An Exploration of China's "One Country, Two Systems" Perspective (Session 10)

Pensacola Salon B

Marie Valentin, Texas A&M University

Celestino Valentin, Texas A&M University

2016 Session Schedule

Saturday, February 20 | 10:30am–12:00pm

Leadership in Practice: Symposium 25

M

REFEREED FULL MANUSCRIPTS | *Pensacola Salon A*

Perceived Managerial and Leadership Effectiveness Within an Indian Private Sector Company: An Empirical and Comparative Managerial Behavior Study

Robert Hamlin, University of Wolverhampton, UK

Taran Patel, Grenoble Ecole de Management, France

Chirag Patel, Grenoble Ecole de Management, France

Leader Role Effectiveness and Team Building Training in Global Virtual Teams

Soo Jeoung Han, Texas A&M University

Mirim Kim, Texas A&M University

Michael Beyerlein, Texas A&M University

Darleen DeRosa, Onpoint Consulting

Korean Corporate Women Leaders' Work-Life Imbalance: A Collaborative Qualitative Study

Yonjoo Cho, Indiana University, Bloomington

Jiwon Park, The Pennsylvania State University

Boreum Ju, University of Illinois at Urbana-Champaign

Hanna Moon, Korea Research Institute for Vocational Education & Training

Sohee Park, Inje University in Korea

Ahreum Joo, Consulate General of the Republic of Korea in Seattle, Washington

Soo Jeoung Han, Texas A&M University

Eugene Park, Korea National Open University

Managing Interference Between Leader and Gender Identities: Determining an Antecedent to the Authentic Leadership Framework Within U.S. Small Business Owners

Cynthia Sims, Clemson University

2016 Session Schedule

Saturday, February 20 | 10:30am–12:00pm

Employee Development: Symposium 26

M

REFEREED FULL MANUSCRIPTS | *Florida Salon B*

CEO Succession Planning and Why it Is Critical to an Organization's Strategic Success and Competitive Advantage

John LeCounte, Texas A&M University

Development and Validation of the Employee Expertise Development Scale (EEDS)

Yujin Kim, University of Connecticut

Robin Grenier, University of Connecticut

A Systematic Literature Review of Education Faculty Development: Opportunities for Human Resource Development

Tam Phuong, Texas A&M University

Catherine Cole, Texas A&M University

Rethinking the Skills-Gap: Building Effective Learning and Development Opportunities for Young People in NiNi Status

Armando Justo, The Graduate School of Education and Human Development of The George Washington University

Ellen Scully-Russ, The George Washington University

Saturday, February 20 | 10:30am–12:00pm

Training Transfer: Symposium 29

M

REFEREED FULL MANUSCRIPTS | *Omni Salon B*

Exploring Impacts of Cultural and Contextual Factors on Training Transfer in Ghana: A Cross-national Study

Hope Attipoe, The University of Georgia: Dept. of Lifelong Education, Administration & Policy/College of Education
Karen Watkins, Department of Lifelong Education, Administration, and Policy, The University of Georgia

High Performance Work System and Training Transfer Climate: An Empirical Study

Ashutosh Muduli, Pandit Deendayal Petroleum University

Mediational Analysis of the Influence of Transfer Variables on Training Transfer in Korean

Yoonhee Park, Korea University of Technology and Education
Doo Hun Lim, Oklahoma University
Joohee Chang, Korea Research Institute for Vocational Education and Training

Validation of LTSl: A Study of Executive Training in India

Aindrila Chatterjee, Indian School of Business
Arun Pereira, Indian School of Business
Reid Bates, Louisiana State University
Atreyee Bose, Indian School of Business

Saturday, February 20 | 10:30am–12:00pm

Research Methods in HRD: Symposium 30

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

Importance of Multimethod and Mixed Methods Research Approach in HRD. A Case of a 'Skills Needs Identification Study'

Robert Yawson, Quinnipiac University

"Man, Have I Got a Story for You": Facilitated Autoethnography as a Potential Methodology in HRD Research

Robin Grenier, University of Connecticut

Joshua Collins, University of Minnesota

A Study on Research Trends in Recent Human Resource Development: Topic Modeling Approach

Chungil Chae, Pennsylvania State University

Jamal Al Khadhuri, Pennsylvania State University

Hyunwoo Yang, Pennsylvania State University

Woongbae Park, Pennsylvania State University

Writing Integrative Literature Reviews: Using the Past and Present to Explore the Future

Richard Torraco, University of Nebraska - Lincoln

Saturday, February 20 | 10:30am–12:00pm

Innovation and Integration in HRD: Symposium 27

A

REFEREED ABSTRACT MANUSCRIPTS | *Jacksonville*

Interactive Effects of Job Demands, Psychological Empowerment, and Participative Safety on Innovative Work Behaviour

Gerhard Messmann, Institute of Educational Science, University of Regensburg, Germany

Jol Stoffers, Faculty of Management and Law, Zuyd University of Applied Sciences, Heerlen–Sittard–Maastricht, the Netherlands

Beatrice I. J. M. Van der Heijden, Institute for Management Research, Radboud University, Nijmegen, the Netherlands and School of Management, Open University of the Netherlands, Heerlen, the Netherlands

Regina H. Mulder, Institute of Educational Science, University of Regensburg, Germany

A Framework for Information Technology Project Selection

James F. Carilli, Indiana State University

Alina M. Waite, Indiana State University

A Case Study on Project Manager Learning in a Large Information Technology Organization

Mark Rohrbough, North Carolina State University

Michelle Bartlett, North Carolina State University

Making Sense of Needs Assessment in HRD: Metaphors for Learning

Tomika Greer, University of Houston

How Are Mobile Devices Changing Workplace Learning Practices? A Case Study

Allison Bell, University of Illinois, Urbana-Champaign

HRD Evaluation: An Integrated Approach

Jieun You, The Ohio State University

Junghwan Kim, University of Oklahoma

2016 Session Schedule

Saturday, February 20 | 10:30am–12:00pm

Diversity in HRD: Symposium 28

A

REFEREED ABSTRACT MANUSCRIPTS | *Omni Salon A*

Managing Workers Who Are Deaf: Perspectives of Hearing Supervisors

Hayley Stokar, Loyola University Chicago

Gender Diversity Reporting by Organizations Operating in the United Kingdom: An HRD Perspective

Christina Rumble, Indiana State University

Alina M. Waite, Indiana State University

Talent Management Reframed with the Critical Perspective

Minjung Kim, Texas A&M University

Jamie Callahan, Drexel University

The Critical Turn in HRD: Critical Race Theory and the Practice of HRD

Sunny Munn, Leadership Studies, Ashland University, Ohio

Joshua Collins, University of Minnesota

Tonette Rocco, Florida International University

Visuals in Qualitative Research Findings and Analysis

Norma Scagnoli, University of Illinois, College of Business

Susana Verdinelli, Walden University, Minneapolis

Do HR Managers Need to Start Behaving Like Marketers? Using Appreciative Inquiry Tool to Achieve Strategic Change of Diversity and Inclusion

Gregor Pfajfar, Faculty of Economics, University of Ljubljana

2016 Session Schedule

Saturday, February 20 | 10:30am–12:00pm

F FOCUS SESSION | Tampa

Leading HRD Through Action Research

Aliki Nicolaides, University of Georgia
Karen Watkins, Department of Lifelong Education,
Administration, and Policy, University of Georgia
Wendy Ruona, University of Georgia
Laura Bierema, Department of Lifelong Education,
Administration, and Policy, University of Georgia
Lyle Yorks, Teachers College, Columbia University
Lorilee Sandmann, University of Georgia

P PROFESSIONAL DEVELOPMENT WORKSHOP | Florida Salon A

Workshop on Leadership & Team-Building Simulation

Satish Pandey, Pandit Deendayal Petroleum University

IR INTERACTIVE ROUNDTABLE DIALOGUES

Academic Branding: How to Construct and Maintain Your Personal Brand (Session 11)

Pensacola Salon C

Katherine Rosenbusch, George Mason University
Rubina Malik, Morehouse College

Moving Managerial Coaching Research Further Forward: Showcasing Three Future Pathways and More (Session 10)

Pensacola Salon C

Beth Adele, Cameron University
Sam Carrell, The University of Texas at Tyler
Jennifer DuPlessis, Arlington Independent School District
Sewon Kim, SUNY Empire State
Andrea D. Ellinger, The University of Texas at Tyler
Toby Egan, University of Maryland

Training Transfer: Factors that Increase Direct-Care Worker Outcomes (Session 11)

Pensacola Salon B

Sandra Reddish, Indiana State University
Carroll Graham, Indiana State University

Continued on page 57

2016 Session Schedule

Getting from Knowing to Doing: Knowledge Translation in the Field of HRD (Session 11)

Pensacola Salon B

Hannah Rudstam, Cornell University

Saturday, February 20 | 1:30–3:00pm

HRD in Healthcare: Symposium 31

M

REFEREED FULL MANUSCRIPTS | *Pensacola Salon A*

Globalization of Healthcare and New Leadership Requirements

Susan Maksomski, New York Presbyterian Hospital

Organizations as Humans, Leadership Is the Head: A Methodical Analysis of Organizational Effectiveness Using Human Anatomy and Physiology Theories

Emmanuel Osafo, University of Minnesota

HR Talent Management and the Application of Biotechnology Solutions

Cliodhna MacKenzie, University College Cork

Ronan Carbery, University College Cork

Joan Buckley, University College Cork

Introducing a Leadership Model for Physicians Leadership Introduction

Kristina Natt och Dag, The George Washington University

Saturday, February 20 | 1:30–3:00pm

Employees' Experiences and the Impact on HRD: Symposium 32

M

REFEREED FULL MANUSCRIPTS | *Florida Salon B*

Employee Perceptions and Financial Performance

Michael De Georgeo, University of Minnesota

The Effects of Psychological Ownership on Openness to Change: The Mediating Impacts of Work Engagement and Knowledge Creation

Dae Seok Chai, Texas A&M University

Ji Hoon Song, Han Yang University

Young-In Shin, Han Yang University

Revisiting Violence in Human Resource Development

Christine Wiggins-Romesburg, University of Louisville

Brad Shuck, University of Louisville

Abused at Home, Disengaged at Work: A Select Literature Review of the Relationship of the Worker and the Potential Role of Human Resource Development Scholar-Practitioners

Carroll Graham, Indiana State University

Barbara Eversole, Indiana State University

Cindy Crowder, Indiana State University

Szu-Fang Chuang, Indiana State University

Saturday, February 20 | 1:30–3:00pm

Gender and Diversity in the Workplace: Symposium 33

M

REFEREED FULL MANUSCRIPTS | *Omni Salon A*

Factors Influencing Movement toward Gender Diversity on Corporate Boards

Christina Rumble, Indiana State University

Bassou El Mansour, Indiana State University

Over-Mentored and Under-Sponsored: Exploring Why Women Are Underrepresented in Executive Management Ranks

Solange Charas, NYU

Lauren L. Griffeth, University of Georgia, Athens

Rubina Malik, Morehouse College

An Examination of the Relationships Among Self-awareness, Self-other Agreement, Gender and Managerial Derailment

Wei Song, University of Minnesota, Twin Cities

Louis Quast, University of Minnesota, Twin Cities

Bruce Center, University of Minnesota, Twin Cities

Experiences of Women Leaders in Breaking the Glass Ceiling

Ana Moreno, Universidad de Monterrey

Saturday, February 20 | 1:30–3:00pm

Workplace Learning: Symposium 35

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

Improvisation in Organizational Development: Basic Interpretive Examination of the Improviser Facilitator's Contributions

Nicole Buras, Triton Community College

Beyond Training: The Just-in-Time Program as a Force for Diversity and Disability Inclusiveness

Hannah Rudstam, Cornell University

Wendy Gower, Cornell University

Carolina Harris, Cornell University

Validation of the Workplace Learning Hope Scale

Vicki Dieffenderfer, University of Arkansas

Catalysts for Change: Disabled Workforce Actualizes Adaptive Leadership and Organizational Learning

Everon Maxey, Anderson University

Jeffrey Moore, Anderson University

William Hanson, Anderson University

Saturday, February 20 | 1:30–3:00pm

HRD Strategic Perspectives: Symposium 36

M

REFEREED FULL MANUSCRIPTS | *Tampa*

The Moderating Effect of Top Management Support on the Relationship Between HRD Efforts and Employees' Attitudes

Jae Young Lee, The Pennsylvania State University

An Integrated Model of Critical HRD and National HRD: Exploring New Possibilities for Human Resource Development

Joshua Collins, University of Minnesota

Jill Zarestky, Texas A&M University

Oleksandr Tkachenko, University of Minnesota

SOAR: An Appreciative Inquiry Approach to Organization Development

Jill Zarestky, Texas A&M University

Catherine Cole, Texas A&M University

Making Sense of Paradox Using Bourdieu's Concepts of Disposition, Habitus, and Field

Edie Williams, The George Washington University

Rationalization of Human Resource Requirements During Transition Years of the Implementation of the K to 12 Enhanced Basic Education Curricula in the Philippines

Marleonie Bauyot, San Pedro College

Saturday, February 20 | 1:30–3:00pm

Cross-Culture and Cultural Competence: Symposium 34

A

REFEREED ABSTRACT MANUSCRIPTS | *Omni Salon B*

Importance of Cross-Cultural Training on Multinational Corporations: A Conceptual Statement

Shih-jui Yang, Education Policy, Organization & Leadership,
College of Education

Chih-Wei Wang, College of Education and Human Development

Exploring Cross-cultural Competence for the New Economy

Eddy Ng, Dalhousie University

Waheeda Lillevik, The College of New Jersey

Cultural-historical Activity Theory's Relevance to HRD: A Review and Application

Oleksandr Tkachenko, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Cultural Competence in Human Resource Development: Perspectives on Definition and Assessment

Catherine Kyeyune, Jackson State University

Global Skills Inventory: Understanding the Hard and Soft Skills Needed for the Global Workforce

Katherine Rosenbusch, George Mason University

David Earnest, Towson University

Revealing Socio-cultural Complexity of Knowledge Sharing Motif Among Korean and U.S. Companies

Chungil Chae, Pennsylvania State University

Jamal Al Khadhuri, Pennsylvania State University

Woongbae Park, Pennsylvania State University

Joe Harford, Pennsylvania State University

Todd Luke, Pennsylvania State University

2016 Session Schedule

Saturday, February 20 | 1:30–3:00pm

F FOCUS SESSION | Tampa

Organizational Identity in Cross-border Acquisitions: The Implications for HRD Practitioners

Robin Hurst, Virginia Commonwealth University

P PROFESSIONAL DEVELOPMENT WORKSHOP | Florida Salon A

Publication Ethics and the Academy of Human Resource Development

Susan Madsen, Utah Valley University
Andrea Ellinger, University of Texas at Tyler
Valerie Anderson, University of Portsmouth
Kim Nimon, University of Tyler at Texas
Jon Werner, University of Wisconsin-Whitewater

IR INTERACTIVE ROUNDTABLE DIALOGUES

Understanding the Multidimensionality of Organizational Performance: An Interactive Roundtable Dialogue (Session 13)

Pensacola Salon C
Boyung Suh, The University of Georgia
Kyoungshin Kim, The University of Georgia
Elizabeth Cox, The University of Georgia
Karen Watkins, The University of Georgia
Khalil Dirani, Texas A&M University

Exploring Basic Qualitative Studies for Consensus Challenging Research in Human Resource Development (Session 13)

Pensacola Salon C
Elisabeth E. Bennett, Northeastern University
Robin Grenier, University of Connecticut

A Mixed Methods Study Examining the High Turnover Rate of Direct Care Employees in a Healthcare Setting (Session 14)

Pensacola Salon B
Ashley Scales, University of Southern Mississippi

Continued on page 64

2016 Session Schedule

Building Capacity Through Crisis: Lessons Learned from a Non-profit Organization Operating in Syria (Session 14)

Pensacola Salon B

Khalil Dirani, Texas A&M University

Christine Hamie, Texas A&M University

Saturday, February 20 | **3:30–5:00pm**

Job Satisfaction and Happiness: Symposium 37

M

REFEREED FULL MANUSCRIPTS | *Pensacola Salon C*

Job Quality and Why it Matters to HRD

Yoo Min Lee, UIUC

An Investigation of the Antecedents of Turnover Intentions and Job Hopping Behavior: An Empirical Study of Universities in Pakistan

Sharjeel Saleem, Government College University Faisalabad, Pakistan

Beenish Qamar, Government College University Faisalabad, Pakistan

A Literature Review on Employee Engagement in the Field of Human Resource Development: Exploring Where We Are and Where We Should Go

Yunsoo Lee, The Pennsylvania State University

Heh Youn Shin, The Pennsylvania State University

Jiwon Park, The Pennsylvania State University

Woocheol Kim, Korea University of Technology and Education

Dae Yeon Cho, Korea University

Sunye Hong, Korea Research Institute for Vocational Education and Training

Pursuing Happiness in the Workplace: Could it Be Turned to Reality or Is it Just a Picturesque Fantasy through the Looking Glass?

Keba Modisane, Renmin University of China

2016 Session Schedule

Saturday, February 20 | 3:30–5:00pm

Motivation: Symposium 38

M

REFEREED FULL MANUSCRIPTS | *Pensacola Salon B*

Trust, Motivation, Pro-social Behavior, and Performance

Samuel Adams, Amplify Leadership Consulting

Phillip Killam, Killam Management Associates

Motivating Employees by Balancing the Big 4

Thomas Seemann, DHBW Stuttgart

Melanie Seemann, Automotive Industry

Decoupling Pay from Performance: A Critical Analysis

Stacy Elwell-Chalmers, Starbucks Coffee Company

Influence of Leader Behaviors on Intrinsic Motivation and Creativity: A Comparative Study Between South Korea and the United States

Seog Joo Hwang, CJ America

Alexandre Ardichvili, University of Minnesota

Saturday, February 20 | 3:30–5:00pm

Fit in Organizations: Symposium 39

M

REFEREED FULL MANUSCRIPTS | *Pensacola Salon A*

Creating Healthy Organizations: Integrating Affect, Emotional Intelligence, and Culture in Theory and Practice

David Rude, The George Washington University

Edie Williams, The George Washington University

Person-Organization Fit in the Employee Selection Process: An Instructive Framework for Practitioners and Implications for HRD

Zachary Mercurio, Colorado State University

The Search for Meaning at Work: A Critical Analysis of the Dominant and Subordinate Theoretical Assumptions

Zachary Mercurio, Colorado State University

The Relationships Between Person-Organization Value Fit and Employee Attitudes and Behaviors in a Korean Government Sector

Sohee Park, Inje University

Yujin Lee, Handong Global University

Sehee Oh, Inje University

2016 Session Schedule

Saturday, February 20 | 3:30–5:00pm

HRD Applied Theories: Symposium 41

M

REFEREED FULL MANUSCRIPTS | *Florida Salon B*

Social Network Theory in Difficult Work Environments

Melissa Taylor, University of Louisville

A Critique of Human Capital Theory and HRD Related Studies

Charlene Mutamba, North Carolina State University

Critical Review of the Characteristics of Human Capital in HRD Investment

Kibum Kwon, Pennsylvania State University

Theory in Online Learning: A Delineation of Student-Centered Approach

Misha Chakraborty, Texas A&M University

Saturday, February 20 | 3:30–5:00pm

Leaders, Employees and Organizations: Symposium 42

M

REFEREED FULL MANUSCRIPTS | *Jacksonville*

Culture, Leadership, Human Resource Development and the Development of Corporate Social Responsibility Initiatives in Oil-Rich Communities in Ghana

E. Kobena Osam, University of Louisville

Cecile Garmon, Gordon Ford College of Business, Western Kentucky University

A Structural Relationship among Leaders' Coaching, Work Stress, and Employee Performance

Eun-Jung Jung, Konkuk University

Dae Yeon Cho, Korea University

Seung Won Yoon, Texas A&M University-Commerce

Organizational Commitment and Job Satisfaction Among Career Changers in Korea: The Influence of Leaders' Vision of Talent and Organizational Culture

Eun-Jee Kim, Korea Advanced Institute of Science and Technology (KAIST)

Sunyoung Park, Louisiana State University

Linking Transformational Leadership and Employees' Personal Initiative: Exploring the Influence of Work Engagement and Self-Efficacy Beliefs

Jiwon Park, The Pennsylvania State University

Judith Kolb, The Pennsylvania State University

Saturday, February 20 | 3:30–5:00pm

HRD in Contexts Around the World: Symposium 43

M

REFEREED FULL MANUSCRIPTS | *Omni Salon A*

Social Justice in HRD: A Review of Literature

Jeremy Bohonos, University of Illinois

HRD in Portugal and South Korea: A Comparative Study

Eduardo Tomé, Universidade Europeia

Seohyun Claire Lee, University of Illinois at Urbana-Champaign

Conceptual Understanding on Levels of HRD Professional Accountability

Xiaoping Tong, University of Illinois at Urbana-Champaign

Ronald Jacobs, Education Policy, Organization and Leadership,
University of Illinois at Urbana-Champaign

The Muddy Realities of Organizational Existence: Should HRD Dive in or Take an Ostrich Defense from the Sidelines? Review of Literature, Framework Development and Future

Keba Modisane, Renmin University of China

Saturday, February 20 | 3:30–5:00pm

Performance and Evaluation: Symposium 44

M

REFEREED FULL MANUSCRIPTS | *Omni Salon B*

Where the Performance Problems Are and Are Not: A Meta-Analytic Examination

David Hartt, The George Washington University, Hampton Roads Center

Timothy Quiram, US Coast Guard Force Readiness Command
James Marken, Virginia Beach City Schools

Factors Influencing Nontraditional Students' Persistence: Exploratory Model

Matthew Hurtienne, Moraine Park Technical College

Audit and Performance Evaluation of National Human Resource Development Consortium Using Analytic Hierarchy Process

Chan Lee, Seoul National University, Republic of Korea

Seung Won Yoon, Texas A&M University-Commerce

Boyoung Jung, Seoul National University, Republic of Korea

Bum Joon Kim, Seoul National University, Republic of Korea

Saturday, February 20 | 3:30–5:00pm

Diverse Perspectives on Employee Engagement and Behavior: Symposium 45

M

REFEREED FULL MANUSCRIPTS | *St. Augustine*

Employee Engagement and Perceived Organizational Support: Reexamining an Inseparable Relationship

David Conley, University of Texas at Tyler

The Relationships Among Career Identity, Career Satisfaction, and Emotional Labor

Yu-Ya Hsiao, National Taiwan Normal University, Graduate
Institute of International Human Resource Development

Yi-Chun Lin, National Taiwan Normal University, Graduate
Institute of International Human Resource Development

To Revere or to Irrevere: That Is Not the Question

Michael Kroth, University of Idaho

Impact of Cockpit Automation on Crew Resource Management Pilot Monitoring and Backup Behaviors

Alan Martinez, U.S. Coast Guard

Dale Lunsford, The University of Southern Mississippi

Cyndi Gaudet, The University of Southern Mississippi

Saturday, February 20 | 3:30–5:00pm

Unique Perspectives on HRD: Symposium 40

A

REFEREED ABSTRACT MANUSCRIPTS | *Florida Salon A*

A Case Study of Social Interactions Among Surgical Team Members

Michelle Leak, Mayo Clinic

Targeting at Consumers as Human Resource: Towards Understanding of Customer-related Antecedents of Customer Citizenship Behavior

Maciej Mitreęa, University of Economics in Katowice

Agnieszka Małecka, University of Economics in Katowice

Organizational Investment in Employee Development and Employee Turnover Intentions: the Mediating Role of Affective Organizational Commitment

Dmitry Kuchеров, Saint Petersburg State University, Russia

Methodological Implications for HRD Practice from Refining a Detailed Work Activity Job Profile

Darrel Sandall, Florida Institute of Technology

Abram Walton, Florida Institute of Technology

Applying the U.S. Army Leader Development System in the Contemporary Organizations: Implications for Technology & Innovation

Michael Kirchner, University of Wisconsin-Milwaukee

Mesut Akdere, Purdue University

Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education

Richard Ayers, U.S. Army

Cyndi Gaudet, The University of Southern Mississippi

2016 Session Schedule

Saturday, February 20 | 3:30–5:00pm

F

FOCUS SESSION | *Tampa*

Hierarchical Linear Modeling and Human Resource Development: The Importance of Three-Level and Cross-Classified Models

Marvin Bontrager, The University of Texas at Tyler

Bryn Hammack-Brown, The University of Texas at Tyler

David Conley, The University of Texas at Tyler

Pamela Christian, The University of Texas at Tyler

Gregg Keiffer, The University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

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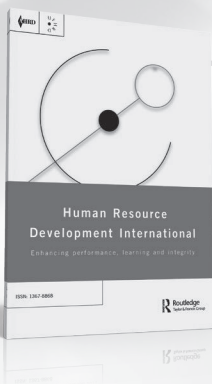
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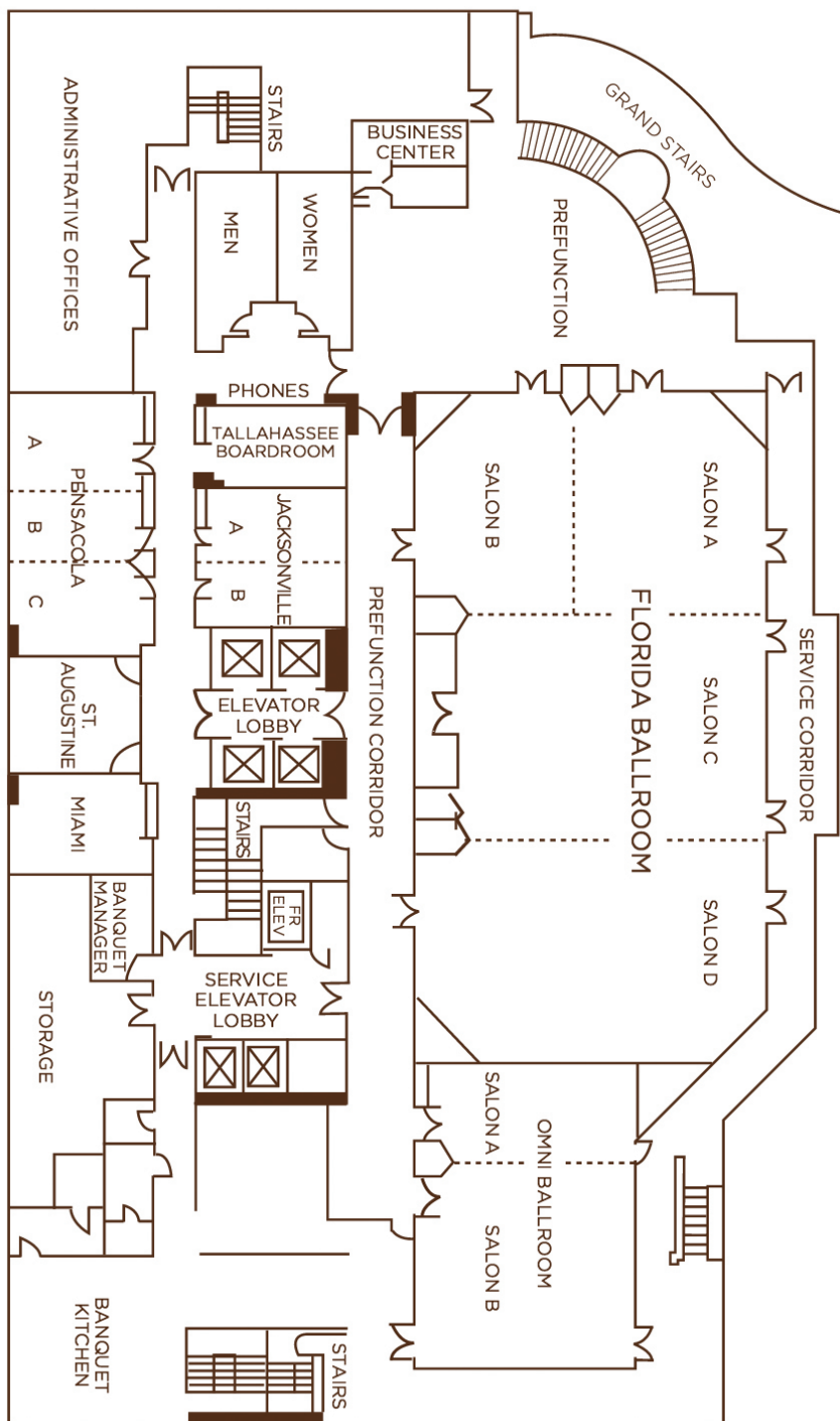


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