



2017 AHRD

*International Research Conference
in the Americas*

March 2-4, 2017 | San Antonio, Texas, U.S.A.



Download the Conference Mobile App!



Welcome, from the President



On behalf of the Academy of Human Resource Development (AHRD) Board of Directors and this year's Conference Team, welcome to the *2017 AHRD International Research Conference in the Americas*!

The theme that drives me during my presidential term is "Rigor and Relationship." It's more than a slogan for me—it synthesizes what I most value in AHRD, what I have most gained from being an AHRD member and leader for over 20 years, and what I most aim to support and foster during my presidency. In my view, this conference is one of the most powerful ways this theme comes to life. Here we all get the amazing opportunity to learn about and from research and theory judged by our peers to be worthy of sharing and to engage in sessions and activities that foster deep and rigorous thinking on the topic areas we care so deeply about. We also get to engage in networking and relationship building

to help us be the best Scholars, Scholar-Practitioners, and/or HRD Educators we can be.

I frame this conference as an *opportunity*. Few other venues offer what is before you during the next few days—the rare and extraordinary opportunity to engage in this level of thoughtfulness and consideration and do so with people who care deeply about scholarship. It's easy to take this for granted, and I realize it's not for everyone. But, for those of us who believe that HRD must be pulled by theory, research, and evidence-based practice, these few days are critically important to nurture our scholarship and development so that we can be the leaders who bring AHRD's mission to life "out there" beyond this organization.

Thus, I invite you to seize this opportunity with a spirit of inquiry, openness, reflection, and community! Use this time to broaden and deepen your understandings, further and strengthen your research and theorizing, and build partnerships to support and enhance your scholarship. And, I hope that this conference is one of the many reasons you decide that AHRD is or should be your professional home!

I deeply appreciate so many who have worked to create this opportunity for us, including Julie Gedro (Conference Chair), Jason Moats (Program Chair), Robert Yawson (Proceedings Editor), Sunyoung Park (Associate Proceedings Editor), the members of the AHRD Board of Directors, Kathie Pugaczewski (AHRD Executive Director), and Carissa Wolf (AHRD Conference Planner). A big "thank you" also to many people who volunteered thousands of hours as track chairs/co-chairs, reviewers, session chairs, presenters, and more. This conference only happens as a result of the fully volunteer efforts of our members—I and the Board of Directors very much appreciate the expertise, energy, time, and care you contribute! Conference participants, please note their names in our conference program or their name badges and thank them personally!

For additional opportunities to continue deepening your "rigor and relationships," I hope we will see you next year at the *2018 AHRD International Research Conference in the Americas* in Richmond, Virginia. And, that you will consider participating in these conferences in 2017:

- *18th International Conference on Human Resource Development Research and Practice across Europe* in Portugal in June 2017 (sponsored by AHRD's strategic partner, the University Forum for Human Resource Development).
- A joint conference focusing on human resource development research and practice in Africa (co-sponsored by AHRD and IFTDO (International Federation of Training and Development Organizations) in Ethiopia in June 2017.
- *The 2017 International Research Conference in Asia* in Ahmedabad, India in November 2017 (jointly sponsored by the Academy of Human Resource Development and AHRD-India).

Information about all these conferences and more can be found on AHRD's website, and you'll learn more about each of them during this conference.

The AHRD Board of Directors (past and present) have worked to ensure that AHRD provides a host of reasons for you 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 other member services. We aim to effectively address your needs for rigor and relationship and to increase the visibility and impact of research and theory on HRD. The Board is currently engaged in a strategic planning process; please talk with any AHRD Board Member if there are additional things you'd like to see AHRD do in the coming years to lead HRD through research! You can do this by visiting personally with us during this conference, attending the Business Meeting on Saturday, or sending us an e-mail (find us on the AHRD website).

I wish you a tremendous conference and am so glad you're here!

Wendy Ruona, AHRD President

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Download the Conference Mobile App!



<http://eventmobi.com/ahrd2017>

**Thank You to
Our Mobile App
Sponsor!**



Conference Program Committee

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Program Chair

Jason Moats, Texas A & M Engineering Extension Service

Proceedings Editor

Robert Yawson, Quinnipiac University

Associate Proceedings Editor

Sunyoung Park, Louisiana State University

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Assessment and Evaluation

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Jie Ke, Jackson State University

Critical, Social Justice, Diversity Perspectives in HRD

Marilyn Byrd, The University of Oklahoma

Joshua Collins, University of Minnesota

International, Global and Cross Cultural Issues

Dae Seok Chai, Western Michigan University

Gertrude Hewapathirana, Ashford University

HRD Performance and Strategy

YeonSoo Kim, University of Nevada Las Vegas

Leadership and Career Development

Kori Whitener-Fellows, KWF Solutions, LLC

Organizational Development and Change

Barbara Eversole, Indiana State University

Catherine Kyeyune, Jackson State University

Research Methodology

Marie-Line Germain, Western Carolina University

Meera Alagaraja, University of Louisville

Technology, E-learning, and Virtual HRD

David Huang, Department of Education Policy

Eunjung Grace Oh, University of Illinois at Urbana-Champaign

Workplace Learning

Karen Johnson, University of North Texas

Sanghamitra Chaudhuri, University of Minnesota

Non-refereed Submissions

Sarah Minnis, Anthology Consulting LLC

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Thank You, Exhibitors!

- » Columbia Southern University
- » Human Resources Development Service of Korea
- » Interpretive Simulations
- » Palgrave MacMillan
- » Springer
- » The University of Southern Mississippi
Department of Human Capital Development

Schedule-at-a-Glance Overview

ICON KEY

Refereed Sessions are called Symposiums, and the two different types of symposiums presented at AHRD are described below.

- M Full Manuscript Sessions** consist of 4 individually submitted full papers (8000 word maximum) presented.
- S Symposium** consists of a pre-defined group of 3-5 full manuscripts presented.
- P Posters & Poster Session** Up to eight individually submitted posters will be grouped together to share a 90-minute session.

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.
- PD A Professional Development Workshop (PD)** 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.

Connect using the conference hotel wi-fi:
Network: **wyndham_conference** / Password: **AHRD2017**

2017 Schedule-at-a-Glance (Tue, Wed, Thur)

Tuesday, February 28

2:00-9:00pm

AHRD Board of Directors Meeting — *Directors Room 1*

Wednesday, March 1

8:00am-5:00pm

Registration Desk Open — *San Antonio Foyer*

8:30am-12:00pm

AHRD Board of Directors Meeting — *Directors Room 1*

9:00am-6:00pm

Graduate Student Research Colloquium — *Executive Salon 4*

11:30am-12:00pm

Break — *San Antonio Foyer*

1:00-5:00pm

Program Excellence Network Meeting — *Lone Star Room*

2:30-3:00pm

Break — *San Antonio Foyer*

5:30-7:00pm

AHRD Journal Editors Meeting — *President's Suite 0401*

Thursday, March 2

8:00am-5:00pm

Registration Desk Open — *Texas Foyer*

8:30am-12:00pm

Pre-Conference Professional Development Workshop:

Social Network Analysis for HRD/OD Professionals — *Executive Salon 3*

8:30am-12:00pm

Pre-Conference Professional Development Workshop:

Re-seeing Workplace Emotions: An Imaginative Approach to Research and Practice in HRD — *Executive Salon 1*

2017 Schedule-at-a-Glance (Thursday)

8:30am-12:30pm

Program Excellence Network Meeting
(Cont. from Wednesday) — Lone Star Room

8:30am-12:30pm

2017 Graduate Research Colloquium
(Cont. from Wednesday) — Executive Salon 4

11:00-11:30am

Networking and Exhibits Break — Texas Foyer

12:00-1:30pm

HRDI Editorial Board Lunch Meeting — Boardroom

12:30-1:15pm

Conference Orientation Meeting — Executive Salon 2

1:30-3:30pm

Welcome and Town Hall Forum 2017:

HRD and Career Development: Where Are We, and Where Do We
Need to Go — Texas Ballroom A&B

2:00pm

Exhibits Open — Texas Foyer

3:30-3:45pm

Networking and Exhibits Break — Texas & San Antonio Foyer

3:45-5:15pm

Breakout Sessions A

M

- Emotions and HRD — Executive Salon 1
- Higher Education Administration and HRD — Executive Salon 2
- Coaching and Mentoring in HRD — Executive Salon 4
- HRD in the Workplace — Texas Ballroom C

F

- Helping to Refine Our New AHRD Standards on Ethics and Integrity: AHRD Member Feedback and Discussion — Executive Salon 3
- Cross-country Research Collaboration Networking — Lone Star Room

PD

- Yes and in Workplace Learning: Improvisation to Enhance Collaboration and Organizational Development — Executive Salon 5

2017 Schedule-at-a-Glance (Thursday, Friday)

5:30-7:00pm

Welcome Reception and Board Meet and Greet

(All are invited to attend! Included in full conference registration.)

— Texas Ballroom A&B

6:30-8:30pm

DJ and Line Dance Instructor Ronny Tee — Texas Ballroom A&B

Put on your boots and learn the fun of line dancing. Our expert instructor has many years of experience and can lead any group to learn country line dance. Doubling as an event DJ, Ronny Tee keeps the dance going with hot beats.

Friday, March 3

7:30am-5:00pm

Registration Desk Open — Texas Foyer

7:00-8:30am

ADHR Editorial Board Breakfast Meeting — Boardroom

7:15-8:15am

SIG Meetings

- China SIG — Executive Salon 1
- Qualitative SIG — Executive Salon 2
- Korea SIG — Executive Salon 3
- Quantitative SIG — Executive Salon 4
- Critical SIG — Lone Star Room
- Faculty Learning and Development SIG — Lone Star Room

8:00-8:30am

Morning Break — Texas and San Antonio Foyer

8:30-10:00am

Breakout Sessions B

M

- Organizational Commitment and Work Engagement — Executive Salon 1
- Employee and Workforce Development — Executive Salon 2
- Perspectives on Organizational Culture: Trust & Social Justice — Executive Salon 3
- International Perspectives on Women in Leadership — Executive Salon 5
- Organizational Fit and Turnover — Texas Ballroom C
- Ethics in the Workplace — BlueBonnet Room

2017 Schedule-at-a-Glance (Friday)

- P** Poster Session 1 — *San Antonio Ballroom*
 - Expanding MOOCs for HRF Initiatives at Multiple Levels
 - Is Employee Engagement Measurable?
 - Gamifying the Job Demands-Resources Model
 - Feedback Structures and Dynamics in Work Engagement in Systems Dynamics Perspective
 - Career Development of Women Doctors in Korean Academic Medicine
- F** • HRD Responses to Gender and Diversity Issues in India: Panel Discussion — *Lone Star Room*
- PD** • Problem-based Learning: Using Authentic Problems to Inductively Teach and Promote Active Learning — *Executive Salon 4*

10:00-10:30am

Networking and Exhibits Break — *Texas and San Antonio Foyer*

10:30am-12:00pm

Keynote Presentation with Jennifer Brown

How Diversity and Inclusion Will Drive Next Generation Workplaces with Jennifer Brown, Founder and CEO, Jennifer Brown Consulting — *Texas Ballroom A&B*

12:00-1:30pm

Lunch on Your Own — *Offsite and Hotel Restaurant (111 Bar & Grill)*

12:00-1:30pm

AHRD Foundation Lunch — *Hotel Restaurant (111 Bar & Grill)*

12:00-1:30pm

AHRD Faculty Mentoring Partner Program Meet & Greet — *President's Suite 0401*

Program participants of 2015 and 2016 cohort and the applicants in the 2017 cohort are welcome to attend and enjoy pizza!

12:00-1:30pm

HRDR Editorial Board Lunch Meeting — *Boardroom*

2017 Schedule-at-a-Glance (Friday)

1:30-3:00pm

M Breakout Sessions C

- Professional Development — *Executive Salon 1*
- Gender and HRD — *Executive Salon 2*
- Understanding Learning Transfer — *Executive Salon 5*
- Technology and HRD — *Texas Ballroom C*
- Employee Engagement — *BlueBonnet Room*

P Poster Session 2 — *San Antonio Ballroom*

- From the Job Applicant's Viewpoint, What Are the Perceptual Differences between Video and Phone Screening?
- Virtual Coaching and Higher Education Faculty: A Qualitative Exploration
- Dimensions of Work Engagement: A Person-oriented Perspective
- Workplace Learning: Understanding the Space between Formal and Informal Learning
- Black Entrepreneurship
- Mommy Wars
- Unpacking the Nuancies of Reciprocity in Formal Mentoring: Lived Experiences of AHRD Faculty Mentoring Partners
- Examining Student Attendance and Demographic Factors on Academic Success

F • Lessons Learned from an Executive HRD Program: An Action Research Perspective — *Lone Star Room*

- Addressing Sexual Differences in the Training (Learning) and Development (Performance) Process — *Executive Salon 3*

PD • Engaging Research in Practice: Approaching HRD as a Scholar-Practitioner (Part 1 of 2) — *Executive Salon 4*

3:00-3:30pm

Networking and Exhibits Break — *Texas and San Antonio Foyer*

3:30-5:00pm

M Breakout Sessions D

- Generations in the Workplace — *Executive Salon 2*
- HRD and Corporate Social Responsibility — *Executive Salon 5*
- Career Development — *Texas Ballroom C*
- Perspectives on Leadership and Leadership Development — *BlueBonnet Room*
- Perspectives on Work-Life Balance — *Lone Star Room*

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

- P** Poster Session 3 — *San Antonio Ballroom*
- An HRM Perspective: Elucidating Low-Qualified Labor Markets' Paths in Navigating Career Mobility Plateaus across Organizations
 - The Construction of Competency Model and Competency-based Program for Bakery Production Workers
 - Thinking Beyond the Comparison of Online versus Traditional Learning: A Systematic Review and Meta-analysis
 - Role of HRD in Changing Culture in Relation to Equality in Universities
 - Perceived Managerial and Leadership Behaviors in Moroccan Higher Education Institutions
 - The Relationship between Lean Management and Employee Engagement: A Preliminary Literature Review
 - Psychometric Properties of the Hope-centered Career Inventory: An Update after Six Years of Administration
 - Potential Causes of Substance Abuse among Nurses and Forms of Corrective Action
- F** • The Changing Nature of Work: Implications of Knowledge Work for HRD Research — *Executive Salon 1*
- PD** • Accelerating Academically: The Power of Career Sponsorship — *Executive Salon 3*
- Engaging Research in Practice: Approaching HRD as a Scholar-Practitioner (Part 2 of 2) — *Executive Salon 4*

5:15-6:00pm

2017 Awards Presentation — *Texas Ballroom A&B*

7:00-10:00pm

Friday Conference Dine-Arounds — *Offsite Restaurants*

Sign-up sheet by topics of discussion are located at the Registration desk. Dine-Arounds are Dutch-treat; each person is responsible for his or her own check.

Saturday, March 4

7:00am-12:00pm

Registration Desk Open — *Texas Foyer*

7:00-8:30am

HRDQ Editorial Board Breakfast Meeting — *Boardroom*

Schedule-at-a-Glance (Saturday)

7:15-8:15am

SIG Meetings

- Virtual SIG — *Executive Salon 1*
- Leadership SIG — *Executive Salon 2*
- Scholar-Practitioner SIG — *Executive Salon 3*
- Diversity SIG — *Executive Salon 4*
- India SIG — *Executive Salon 5*
- Theory SIG — *Lone Star Room*

8:00-8:30am

Morning Break — *San Antonio and Texas Foyer*

8:30-10:00am

Breakout Sessions E

M

- Exploring the Foundational Perspectives of HRD — *Executive Salon 1*
- The Ups and Downs of Working — *Executive Salon 2*
- Skill Needs Identification — *Executive Salon 5*
- Diverse Perspectives on Leadership — *BlueBonnet Room*
- Exploring New Frontiers in HRD — *Texas Ballroom A*
- Contemporary Perspectives on Performance — *Texas Ballroom B*
- Learning and Learning Organizations — *Texas Ballroom C*

P

Poster Session 4 — *San Antonio Ballroom*

- Technological Changes in the Workplace and Continuous Development of Employees
- Hey Team, Let's Chat! Improving Employee Performance Using Motivating Language and Feedback Orientation
- Is Human Capital Development the Missing Component of the Aerotropolis Model?
- Examining Measurement Invariance in Managerial Coaching
- Embodied Learning as a Tool for Workplace Training
- Empathy in Teaching: A Phenomenological Study Exploring Students' Perceptions
- What's in a Name? Deconstructing the Meaning of Cultural Intelligence, Global Mindset, Intercultural Competence, and Related Terms/Constructs
- Business Education 4.0: Pedagogical Use and Affordances of Flipped Learning and MOOCs in Team-based Professional Development

F

- Personalized Learning Pathways: A Panel Discussion — *Executive Salon 3*
- The Changing Nature of Academia — *Lone Star Room*

Schedule-at-a-Glance (Saturday)

- PD** • Leadership SIG Sponsored Workshop: Learn, Experience and Explore Leadership Development Research and Practice Through Engaging Activities and Research Collaboratories — *Executive Salon 4*

10:00-10:30am

Networking and Exhibits Break — *Texas and San Antonio Foyer*

10:30am-12:00pm

Breakout Sessions F

- M** • Perspectives on Individual and Team Development — *Executive Salon 1*
- Leadership in Different Contexts — *Executive Salon 2*
 - Theory Building in HRD — *Executive Salon 5*
 - HRD in Corporate Practice — *Texas Ballroom A*
 - Applications of HRD in Higher Ed — *Texas Ballroom B*
 - HRD Perspectives on Transitions and Changes — *BlueBonnet Room*
- P** Poster Session 5 — *San Antonio Ballroom*
- Exploring Augmented Reality: Challenges and Opportunities for Virtual HRD
 - Investigating the Successors of Chinese Family Enterprises: An Empirical Study
 - A Holistic Approach to Job Resources for International Students and their Organizational Citizenship Behavior and Psychological Well-being in the Context of an U.S. Higher Education Institution
 - Analysis of Gender and Implicit Leadership Themes in HR Practitioner Literature: A Comparison of U.S. and Brazilian HR Practitioner Publications
 - Applying Affective Engagement to Change Organizational Culture: A Secondary Analysis of Sexual Assault Prevention and Reporting Outcomes on U.S. Air Force Technical Training Campuses
 - Examining the Effects of Mandatory Flexible Working Arrangements in a Multi-ethnic and Multi-generational Professional Workforce
 - Managerial Coaching and Work Engagement: A Conceptual Model
 - Getting on the metaBUS: Meta-analyses of HRD Research
 - Who Are Workaholics? A Revisit to Workaholism

Schedule-at-a-Glance (Saturday)

- F** • Publishing Qualitative Research in HRD Journals: Panel Discussion involving Qualitative Methods Editorial Members from HRD journals — *Executive Salon 3*
- A 30 Years' Evolving Journey of Learning in the Workplace: Karen Watkins and Victoria Marsick's Multifaceted Impact on HRD Through Informal and Incidental Learning and the Learning Organization — *Lone Star Room*
- PD** • Conducting SEM Using Published Descriptive Statistics: Extending HRD Research — *Executive Salon 4*
- Being a Reviewer for AHRD: What Does it Take? — *Texas Ballroom C*

12:15-1:15pm

Annual AHRD Business Meeting — *Texas Ballroom C*

1:15-1:30pm

Networking and Exhibits Break — *San Antonio and Texas Foyer*

1:30-3:00pm

Breakout Sessions G

- M** • Innovative Perspectives for HRD — *Executive Salon 2*
- Emotions and HRD — *Executive Salon 5*
- HRD Applications in the Community — *BlueBonnet Room*
- S** • Leadership Development in Emerging Markets — *Executive Salon 1*
- P** Poster Session 6 — *San Antonio Ballroom*
- Inquiry into the Role of Learning Objectives in the Design and Development of Serious Games
- The Relationships among Foreign Language Competency, Expatriate Training, Cultural Adjustment, and Perceived Job Performance: Focus on Expatriate Workers
- Examining Psychological Capital, Perceived Stress and Student Success
- Cultural Intelligence in Leadership Populations
- Factors Affecting Employee Motivation: Inspiring Employee Engagement, Intrinsic versus Extrinsic Motivators
- Career Enrichment Employability Path: An Employability Life Skills Curriculum Designed for the Liberty City Community Revitalization Project
- Social Network Analysis in HRD Research: An Integrative Review of Literature
- Virtual Coaching and Higher Education Faculty: A Qualitative Exploration

Schedule-at-a-Glance (Saturday)

- P** Poster Session 6, *continued* — *San Antonio Ballroom*
 - Engagement and Work Passion in the Federal Government: Testing Model Fit through a Secondary Analysis of Federal Employee Viewpoint Survey Data
 - Talent Management in Tourism and Hospitality: A Review of the Literature
- F**
 - Improving Your Digital Presence as a Researcher — *Executive Salon 3*
 - Coaching versus Mentoring for Junior Faculty: What to Do When the Experts Do Not Know that They Are Not Experts — *Texas Ballroom C*
 - The Fulbright Experience for HRD Scholars and Practitioners — *Lone Star Room*
 - The Art and Science of Facilitating Experiential Learning to Achieve Transformational Growth — *Texas Ballroom C*
- PD** • Promoting Your Individual Research via Social Media — *Executive Salon 4*

3:00-3:30pm

Networking and Exhibits Break — *San Antonio and Texas Foyer*

3:30-5:00pm

Breakout Sessions H

- M**
 - Knowledge Management and Sharing — *Executive Salon 2*
 - Organizational Dynamics — *Executive Salon 5*
- P** Poster Session 7 — *San Antonio Ballroom*
 - Virtual Scenario Planning: A Research Agenda
 - Hispanic-serving Institutions Best Practices: A Literature Review
 - Inquiry into Spiritual Transformation of College Students and their Role in HRD
 - Relationship between Pre-training Perceptions and Organizational Commitment in Public University of Pakistan
 - An App-driven Workforce: A Phenomenological Study of the Sharing Economy's Influence on a Human Resource Development Professional's Workforce Planning Strategies
 - Does Meaning of Work Have Impact on Employee Health and Well-being: An Asian Perspective
 - Mixed Methods Models and Use in AHRD Publications
 - Engagement and Work Passion in the Federal Government: Testing Model Fit through a Secondary Analysis of Federal Employee Viewpoint Survey Data

Schedule-at-a-Glance (Saturday)

- F** • Fostering Individual Self-awareness and Meaning in the Workplace — *Executive Salon 3*
- Workforce Diversity Competencies and Human Resource Development — *Lone Star Room*
- A Case for Using Higher-level Evaluations of Learning: Moving Theory into Practice — *BlueBonnet Room*

- PD** • Romancing the Shadow: A Mythopoetic Approach to Understanding and Working with Emotion-laden Experiences and Images — *Executive Salon 4*

6:00-7:00pm

President's Reception and Cash Bar
(Included with full conference registration) — *Texas Foyer*

7:00-9:00pm

President's Banquet with *Drugstore Cowboy Band*
(Included with full conference registration) — *Texas Ballroom*

A San Antonio favorite, the *Drugstore Cowboys* have brought their electric energy to thousands. With four distinct and talented singers up front, a rock-solid rhythm section, and blistering instrumentalists, the *Drugstore Cowboys'* musical dynamics are hard to deny. The band's artistry on lead and rhythm guitar, bass, keyboards, drums, and strong vocals have earned them a place on stage with music legends Willie Nelson, Merle Haggard, Hank Williams Jr., Gregg Allman, Ronnie Milsap, David Alan Coe, Charlie Daniels, Alabama, Johnny Paycheck, Con Hunley, Flaco Jimenez, the Warren Brothers, Michael Murphy, and the list goes on.

9:00pm

Conference Adjourns

Thank you, Human Resources Development Service of Korea (HRD Korea) and Korea SIG for your sponsorship of the President's Banquet!





Keynote Presentation “How Diversity and Inclusion Will Drive Next Generation Workplaces”

*with Jennifer Brown, Founder and
CEO, Jennifer Brown Consulting*

Friday, March 3 | 10:30am-12:00pm | Texas Ballroom A&B

To give their fullest contribution, employees must feel they can bring their full selves to work; however research shows many do not feel comfortable doing so. They are spending valuable energy every day minimizing or managing aspects of their own diversity — of identity, background, experience — in order to succeed. This takes a particular toll on diverse talent — women, people of color, LGBT individuals, people with disabilities — at a time when organizations are struggling to recruit, retain, and develop those same individuals. But all of us, and the business, pay the price.

How can we build more inclusive workplace environments where all kinds of talent feel welcome?

In this lively and informative session you'll discover:

- The shifting definitions of diversity and inclusion in the workplace today
- The Iceberg Model: Where we set our own waterline, and why
- The role and pervasiveness of “covering” in today’s workplace
- The business case for diversity and inclusion
- Welcomed, Valued, Respected, and Heard®: A new model for Inclusion
- How leading companies use generational strategies as a powerful tool for workforce engagement and innovation
- What leading companies are doing to build more inclusive workplace cultures for the future



HRD and Career Development: Where Are We, and Where Do We Need to Go

with Dr. Marilyn Byrd, Elliott Dawes, Dr. Rajashi Ghosh, Dr. Kim McDonald, and Dr. Tonette Rocco. Moderator Dr. Brad Shuck

Thursday, March 2 | 1:30-3:00pm | Texas Ballroom A&B

This year's Town Hall Forum will focus on Career Development. Panelists will each offer their own perspectives about the state of Career Development research and practice in the field of Human Resource Development, and offer observations about the problems, challenges, opportunities and areas that need to be researched in order to really make Career Development a relevant and robust area of HRD research and practice. Given the dynamic world in which we live, and the increasing complexity of the world of work, what are the areas within or related to Career Development that could benefit from a focused examination? Where are the gaps? Where are the opportunities? Where do we go from here?

Moderated by Dr. Brad Shuck, Associate Professor in the Department of Educational Leadership, Evaluation and Organizational Development at the University of Louisville, panelists include: Elliott Dawes, Chief Diversity Officer for Institutional Equity and Inclusion at SUNY Empire State College; Dr. Tonette Rocco, Professor and Graduate Program Director of the Department of Adult Education and Human Resource Development at Florida International University; Dr. Marilyn Byrd, Assistant Professor of Human Relations at the University of Oklahoma; Dr. Rajashi Ghosh, Associate Professor and Program Director of the Ph.D. in Educational Leadership and Learning Technologies at Drexel University; and Dr. Kimberly McDonald, Professor and Associate Dean in Engineering, Technology and Computer Science at Indiana University-Purdue University Fort Wayne.

Emotions and HRD

M

REFEREED FULL MANUSCRIPT | Executive Salon 1

Can Empathetic Leadership Influence Employee Performance?

Vishal Arghode, Gannon University

Ann Lathan, Gannon University

Meera Alagaraja, University of Louisville

Impact of Empathetic Organizational Culture on Employee Well-Being and Performance

Vishal Arghode, Gannon University

Ann Lathan, Gannon University

Kumaran Rajaram, Nanyang Business School

The Relationship between Alexithymia and Leadership Effectiveness: An Integrative Literature Review

Kellner Cody, University of North Texas

Elaine Chew, University of North Texas

Emotional and Cultural Intelligence in Diverse Workplaces: Getting out of the Box

Jeremy M. Clark, University of Minnesota

Diane Polesello, University of Minnesota

Thursday, March 2 | 3:45-5:15pm

Higher Education Administration and HRD

M

REFEREED FULL MANUSCRIPT | Executive Salon 2

Barriers to the Success of HRD Internship in Morocco

Benjamin Yumol, Claflin University

Hiti Wissam, Al Akhawayn University

Student or Professional? Role Conflict Among Student Affairs Graduate Assistants

Gerson Sanchez, Florida International University

Exploratory Research on Factors Influencing Career Choice of Hospitality Management Students in Guangzhou

Shaoping Qiu, Texas A&M University

Trupti Palkar, Texas A&M University

Larry Dooley, Texas A&M University

Readiness to Engage the Intercultural: A Qualitative Study of International Students' Personal Constructions of Successful Adjustment

Joan Burkhardt, Northeastern University

Elisabeth E. Bennett, Northeastern University

Breakout Sessions A

Thursday, March 2 | 3:45-5:15pm

Coaching and Mentoring in HRD

M

REFEREED FULL MANUSCRIPT | Executive Salon 4

Exploring the Role of Communication and Gender in Mentoring Relationships: A Literature Review

Yasmeen Makarem, Texas A&M University

Multiple Identities in Emerging Professions: Coaching Chameleons in HRD

David E. Gray, University of Greenwich

Mark N.K. Saunders, University of Birmingham

Barry J. Curnow, University of Greenwich

The Impact of Executive Coaching for New Managers: A Mixed Methods Study Exploring Goal-Related, Affective, and Performance Outcomes

Toby Egan, University of Maryland

Ann Herd, University of Louisville

Zhaoli Song, University of Singapore

Thursday, March 2 | 3:45-5:15pm

HRD in the Workplace

M

REFEREED FULL MANUSCRIPT | Texas Ballroom C

Speaking up: Managers' Voice Behavior in SMEs

Denise M. Cumberland, University of Louisville

Brad Shuck, University of Louisville

Jason Immekus, University of Louisville

Meera Alagaraja, University of Louisville

Social Value Orientation and Work Group Outcomes

Gary Jones, University of Louisville

Denise M. Cumberland, University of Louisville

Namok Choi, University of Louisville

The Mediating Role of Emotional Resilience and Work Values on the Relationship between Perceptions of Workplace Incivility and Employee Well-being

David McGuire, Edinburgh Napier University

Marie-Line Germain, Western Carolina University

Indravidoushi Dusoye, University of Mauritius

Gillian Mauchline, Edinburgh Napier University

Sudhir Saha, Memorial University of Newfoundland

Change of Work Value Patterns in Career Activities from Job Search to Turnover Planning: A Latent Class Analysis

Hyunok Ryu, Korea University

Jungjoo Kim, Korea University

Daeyeon Cho, Korea University

Breakout Sessions A

Thursday, March 2 | 3:45–5:15pm

F

NON-REFEREED FOCUS SESSION | Executive Salon 2

Helping to Refine Our New AHRD Standards on Ethics and Integrity: AHRD Member Feedback and Discussion

Darlene Russ-Eft, Oregon State University

Toby Egan, University of Maryland

Hamett Q. Brown, University of Southern Mississippi

Khalil Dirani, Texas A&M University

Kori Whitener Fellows, KWF Solutions, LLC

Boreum Ju, University of Illinois-UC

Donna Logan, UT Health Science Center at Houston

AAhad Osman-Gani, IIUM University

Gary McLean, McLean Global Consulting Inc.

Amir Hedayati Mehdiabadi, University of Illinois-UC

Jim Stewart, Coventry University

Xue Yang, University of Illinois-UC

Breakout Sessions A

Thursday, March 2 | 3:45–5:15pm

F

NON-REFEREED FOCUS SESSION | Lone Star Room

Cross-country Research Collaboration Networking

Meera Alagaraja, University of Louisville

Soo Jeoung Han, Texas A&M University

Gary N. McLean, McLean Global Consulting, Inc.

Judy Sun, University of Texas at Tyler

Thursday, March 2 | 3:45-5:15pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 5

Yes and in Workplace Learning: Improvisation to Enhance Collaboration and Organizational Development

Nicole Buras, Waubensee Community College

Henri Dugas IV, NorthShore University Health Systems



Organizational Commitment and Work Engagement

REFEREED FULL MANUSCRIPT | Executive Salon 1

The Relationship Between Work Engagement and Organizational Commitment: Proposing Research Agendas Through a Review of Literature

Woocheol Kim, Korea University of Technology and Education
Jiyoung Kim, Korea University of Technology and Education
Hye Jung Woo, Korea University of Technology and Education
Junghyun Jo, Korea University of Technology and Education
Sang Hoon Park, Korea University of Technology and Education
Se Yung Lim, Korea University of Technology and Education
JiWon Park, Pennsylvania State University
Jung Woo Kim, HRD Service of Korea

Perceived Organizational Support and Adaptability on Employees' Organizational Commitment during Change

Eun Kim, KAIST

Mediating Role of Meaningful Work between Resources and Work Engagement: A Conceptual Framework

Rubaba Nawrin, National Institute of Development
Administration (NIDA), Thailand

A Study on the Effect of Core Values Sharing Levels on Organizational Commitment

Jeong-Ha Yim, University of Georgia
Jiyoung Yang, Namseoul University
Youngsoo Song, Hanyang University
Dong-Yeol Yoon, University of Ulsan

Friday, March 3 | 8:30-10:00am

Employee and Workforce Development

M

REFEREED FULL MANUSCRIPT | Executive Salon 2

Training and Development from Two Perspectives: Human Resource Development and Industrial and Organizational Psychology

Jon M. Werner, University of Wisconsin-Whitewater

Career Development Theory and Implications for Practice in Organizations

Catherine Kyeyune, Jackson State University

Critical Analysis of National Workforce Development in Tunisia and Kingdom of Saudi Arabia

Fahad O. Albeshri, University of Illinois at Urbana-Champaign

Raghida Abdallah Yassine, University of Illinois at Urbana-Champaign

Employee Development Through Motivational Performance Appraisals

Cindy L. Crowder, Indiana State University

C. Ronald. Andersen, Indiana State University

Friday, March 3 | 8:30-10:00am

Perspectives on Organizational Culture: Trust & Social Justice

M

REFEREED FULL MANUSCRIPT | Executive Salon 3

Trust, Pro-social Behaviors, and Performance

Samuel H. Adams, Cornell University

Thomas G. Reio, Florida International University

Robert Gest, Federal Executive Institute

A Model for Trust-Mindfulness within a Responsible Leadership for Performance Frame

Stephanie Torrez, Colorado State University

Organizational Social Justice: A New Paradigm for Diversity

Marilyn Byrd, University of Oklahoma

"That's Just the Way it Is": How Gay Male Law Enforcement Officers Make Sense of Employee Engagement in a Heteronormative Environment

Joshua C. Collins, University of Minnesota-Twin Cities

Tonette S. Rocco, Florida International University

Friday, March 3 | 8:30-10:00am

International Perspectives on Women in Leadership

M

REFEREED FULL MANUSCRIPT | Executive Salon 5

Korean Women in Leadership: An Overview

Yonjoo Cho, Indiana University

Hyeonju Kang, Korea University

JiWon Park, Pennsylvania State University

Does the Story Change as we Cross Borders: A Glimpse of Indian Women Leadership from an Asian Perspective

Sanghamitra Chaudhuri, University of Minnesota

Gertrude Hewapathirana, Ashford University

Gender Influences Perceptions of Leadership Characteristics

Jennifer Castellanos, Florida International University

Thai Women in Leadership and Management

Dawisa Sritanyarat, Graduate School of Human Resource

Development, National Institute of Development Administration

Gary N. McLean, McLean Global Consulting, Inc.

Organizational Fit and Turnover

M

REFEREED FULL MANUSCRIPT | Texas Ballroom C

A Longitudinal Examination of the Causes and Effects of Burnout Based on the Job Demands-Resources Model

Yunsoo Lee, The Pennsylvania State University

Sunhee Jang, The Pennsylvania State University

The Impact of Organizational Learning Culture on Turnover Intention: the Mediating Role of Team Learning Behavior

Chun-Yu Lin, National Taipei University

Yu-Chia Hsu, National Taipei University

Chung-Kai Huang, National Taipei University

Antecedents and Outcomes of Organizational Socialization for the Early Careers of High School Graduates: The Role of Informal Learning

Yoonhee Park, Korea University of Technology and Education

Kyetaik Oh, Korea Labor Institute

A Conceptual Framework to Determine Workplace Behaviors

Kanimozhi Narayanan, University of Edinburgh

Breakout Sessions B

Friday, March 3 | 8:30-10:00am

Ethics in the Workplace

M

REFEREED FULL MANUSCRIPT | BlueBonnet Room

Exploring the Perceived Influence of Ethics Education on Ethical Awareness and Workplace Behavior: An Evaluation of Undergraduate Business Students

Julia Berrios, University of Texas at Tyler

Anthony Fulmore Sr., Texas A&M University - Central Texas

Creating Ethical Corporate Cultures: An Organization Development Approach

Soebin Jang, University of Minnesota

Sunyoung Park, Louisiana State University

Heeyoung Han, Southern Illinois University School of Medicine

Friday, March 3 | 8:30-10:00am

Poster Session 1

P

REFEREED POSTER | San Antonio Ballroom

Career Development of Women Doctors in Korean Academic Medicine

Heeyoung Han, Southern Illinois University School of Medicine

Yujin Kim, University of Connecticut

Yonjoo Cho, Indiana University

Chungil Chae, Pennsylvania State University

Sehoon Kim, University of Wisconsin-Platteville

Feedback Structures and Dynamics in Work Engagement in System Dynamics Perspective

Chungil Chae, Pennsylvania State University

Jin Lee, Texas A&M University

Gamifying the Job Demands-Resources Model

Greggory Keiffer, The University of Texas at Tyler

Expanding MOOCs for HRD Initiatives at Multiple Levels

Hasan Tahir, University of Illinois at Urbana-Champaign

Xiaoping Tong, University of Illinois at Urbana-Champaign

Is Employee Engagement Measurable?

Nima Khodakarami, Texas A&M University

Khalil M. Dirani, Texas A&M University

Breakout Sessions B

Friday, March 3 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | Lone Star Room

HRD Responses to Gender and Diversity Issues in India: Panel Discussion

Meera Alagaraja, University of Louisville

Malar Hirudayaraj, Rochester Institute of Technology

Friday, March 3 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 4

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

Heeyoung Han, Southern Illinois University School of Medicine

Jeanne Koehler, Southern Illinois University School of Medicine

Friday, March 3 | 1:30-3:00pm

M

Professional Development

REFEREED FULL MANUSCRIPT | Executive Salon 1

Reasons for Foreign Professional Learners' Participation in Nuclear-Related Continuing Professional Education in Korea

Hyeon-Jin Kim, Korea Atomic Energy Research Institute

Youngsup Hyun, Kyungpook National University

Jae-Hyun Kim, Hosan University

Predicting Workplace Transfer of Learning Among Working Adult Learners Engaged in Training

Fredrick M. Nafukho, Texas A&M University

Mary V. Alfred, Texas A&M University

Misha Chakraborty, Texas A&M University

Michelle A. Johnson, Texas A&M University

Catherine Cherrstrom, Texas State University

Continuing Professional Development of Nurses in the Netherlands: Changes over Time

Susanne Maassen, MC University Medical Center

Gerard Brekelmans, Erasmus MC University Medical Center

Anne Brekelmans, Fontys School of Applied Sciences, Eindhoven

Rob Poell, Tilburg University

The "T-shaped Professional" in HRD

Laura L. Bierema, University of Georgia

Breakout Sessions C

Friday, March 3 | 1:30-3:00pm



Gender and HRD

REFEREED FULL MANUSCRIPT | Executive Salon 2

Women and Management in the MENA Region: A Review

Yasmeen Makarem, Texas A&M University

From Military Service to Civilian Employment: Facilitating Successful Career Transitions for Women Veterans

Tomika W. Greer, University of Houston

Minority Women in Male-dominated Industries: An Integrative Review of the Literature

Campuzano Mariela, The George Washington University

Vocational Feminist Pedagogy: Perspectives on Inclusive Workforce Education

Ovi Galvan, Lone Star College System/Texas A&M University

Sarah Ray, Lone Star College System/Texas A&M University

Jill Zarestky, Colorado State University

Friday, March 3 | 1:30-3:00pm

Understanding Learning Transfer

M

REFEREED FULL MANUSCRIPT | Executive Salon 5

Understanding Learning Transfer as a Developmental Journey: How Work-Related Behavior Change Occurs Over Time

Deidre H. Carmichael, The University of Georgia

Experiences of Transferring Soft Skills Training in Malaysia

Michelle Ng, Monash University

Patricia Lau, Monash University Malaysia

Gary N. McLean, McLean Global Consulting, Inc.

Validation of the Learning Transfer System Inventory in the Korean Corporate Context

Junhee Kim, Seattle University

Ji Hoon Song, Hanyang University

Reid A. Bates, Louisiana State University

Evaluating Training Program Using the Success Case Method (SCM): Case Study of Korean Public Sector

Chan Lee, Seoul National University

Jaeun Lee, Seoul National University

Friday, March 3 | 1:30-3:00pm

Employee Engagement

M

REFEREED FULL MANUSCRIPT | BlueBonnet Room

What Resources Are Important for Employee Engagement?

Jae Young Lee, The Pennsylvania State University

Definitional and Conceptual Muddling: Identifying the Positionality of Employee Engagement and Defining the Construct

Brad Shuck, University of Louisville

Kim Nimon, University of Texas at Tyler

Drea Zigarmi, The Ken Blanchard Companies

The Influence of Engagement and Self-Directed Learning on Job Performance for Managers

Kenneth R. Bartlett, University of Minnesota

Louis N. Quast, University of Minnesota

Witsinee Bovornusvakool, University of Minnesota

Soebin Jang, University of Minnesota

Jeremy M. Clark, University of Minnesota

Wei Song, University of Minnesota

Joseph M. Wohkittel, University of Minnesota

Dennis Paetzel University of Minnesota

Ricardo Aparicio, University of Minnesota

Antecedents of Employee Engagement: An Integrative Literature Review Exploring the Different Theoretical Approaches

Moonju Sung, University of Georgia

Wendy Ruona, University of Georgia

Breakout Sessions C

Friday, March 3 | 1:30-3:00pm

Technology and HRD

M

REFEREED FULL MANUSCRIPT | Texas Ballroom C

Integrated Review of Stakeholder Theory: Implications for Technology Adoption and Training

Louis Hickman, Purdue University

Mesut Akdere, Purdue University

A Case Study on the Application of a Human Performance Technology Model to a Sports Product Manufacturing Company

Kevin J. Nold, University of Louisville

E. Kobena Osam University of Louisville

Meera Alagaraja, University of Louisville

A Professional Development System for Technology Integration in College Courses

Carla Liau-Hing Yep, Texas A&M University

Massive Open Online Courses for Higher Education and Workforce Development in Sub-Saharan Africa

Charlene Mutamba, North Carolina State University

Friday, March 3 | 1:30-3:00pm

Poster Session 2

P

REFEREED POSTER | San Antonio Ballroom

From the Job Applicant's Viewpoint, What Are the Perceptual Differences between Video and Phone Screening?

Christine Mark, Texas A&M University

Haley Bray, Texas A&M University

Tara Garven, Texas A&M University

Farhan Hasham, Texas A&M University

Virtual Coaching and Higher Education Faculty: A Qualitative Exploration

Bryn R. Brown, The University of Texas at Tyler

Kevin Sanford, The University of Texas at Tyler

Jeff Risinger, The University of Texas at Tyler

Breakout Sessions C

Dimensions of Work Engagement: A Person-oriented Perspective

Chungil Chae, Pennsylvania State University

Dae Seok Chai, Western Michigan University

Workplace Learning: Understanding the Space Between Formal and Informal Learning

Edward Fussell II, University of Georgia

Wendy Ruona, University of Georgia

Examining Student Attendance and Demographic Factors on Academic Success

Charles Childress III, University of Southern Mississippi

Black Entrepreneurship

Timla G. Washington, The University of Southern Mississippi Gulf Coast

Chad R. Miller, The University of Southern Mississippi

Hamett Q. Brown, The University of Southern Mississippi Gulf Coast

Mommy Wars

Stephanie Whitecross, Roanoke College

Johanna D. Sweet, Roanoke College

Unpacking the Nuances of Reciprocity in Formal Mentoring: Lived Experiences of AHRD Faculty Mentoring Partners

Rajashi Ghosh, Drexel University

Holly Hutchins, University of Houston

Kevin Rose, University of Louisville

Matt Bergman, University of Louisville

Breakout Sessions C

Friday, March 3 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | Lone Star Room

Lessons Learned from an Executive HRD Program: An Action Research Perspective

Consuelo L. Waight, University of Houston

Holly Hutchins, University of Houston

Friday, March 3 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | Executive Salon 3

Addressing Sexual Differences in the Training (Learning) and Development (Performance) Process

Sage A. Mauldin, University of Oklahoma

Friday, March 3 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 4

Engaging Research in Practice: Approaching HRD as a Scholar-Practitioner (Part 1 of 2)

Sarah E. Minnis, Anthology Consulting LLC

Tomika Greer, University of Houston

Breakout Sessions D

Friday, March 3 | 3:30-5:00pm

M

Generations in the Workplace

REFEREED FULL MANUSCRIPT | Executive Salon 2

Work Ethics across Generations: A Comparison between Chinese Parents and Young Adults

Xue Yang, University of Illinois at Urbana-Champaign

Mark James, Columbus State University

From Generation to Culture to Work-life Balance: The Changing Landscape of Women Leadership in the 21st Century

Sanghamitra Chaudhuri, University of Minnesota

Sunyoung Park, Louisiana State University

Sehoon Kim, University of Wisconsin-Platteville

Xennials: A Microgeneration in the Workplace

Melissa Taylor, University of Louisville

Psychological Capital and the Multi-generational Nursing Workforce

Johanna D. Sweet, Roanoke College

Susan Swayze, The George Washington University

Friday, March 3 | 3:30-5:00pm

HRD and Corporate Social Responsibility

M

REFEREED FULL MANUSCRIPT | Executive Salon 5

Corporate Social Responsibility: Human Resources' Role in Community Development

Perry Moler, Texas A&M University Commerce

Alina Waite, Indiana State University

A Review of International Policy Participation: Implications for the Multi-national Enterprise and HRD Professionals

Marie Carasco Saul, Talent en Floré Ltd. Co.

Ethical Organizational Culture and Corporate Social Responsibility as Predictors of Work-Related Flow in Organizations

Katsiaryna Matusevich, Barry University

David Molnar, Barry University

HRD in the Olympic Games – Tools, People, Practices, Returns and Consequences

Eduardo Tomé, Universidade Europeia

Sandra Costa, Universidade Europeia

Friday, March 3 | 3:30-5:00pm

Career Development

M

REFEREED FULL MANUSCRIPT | Texas Ballroom C

An Application of Work Engagement in the Job Demands-Resources Model to Career Development: Assessing Gender Differences

Yunsoo Lee, The Pennsylvania State University

Sunhee Jang, The Pennsylvania State University

Older Women and Career Development

Julie Gedro, Empire State College SUNY

A Multilevel Analysis of the Individual and Organizational Factors that Influence the Relationship between Career Development and Job-Performance Improvement

Yunsoo Lee, The Pennsylvania State University

Jae Young, The Pennsylvania State University

How Do Skilled Migrants from Developing Countries Navigate their Careers in the Developed World: An Integrative Literature Review

Melika Shirmohammadi, Texas A&M University

Jia Wang, Texas A&M University

Mina Beigi, Liverpool John Moores University

Friday, March 3 | 3:30-5:00pm

Perspectives on Work-Life Balance

M

REFEREED FULL MANUSCRIPT | Lone Star Room

A Longitudinal Canonical Correlation of Work-Family Balance and Work Satisfactory Outcomes

Sunhee Jang, The Pennsylvania State University

Yunsoo Lee, The Pennsylvania State University

Exploring Work-Life Issues for Millennial-aged Non-Instructional Administrators: A Literature Review

Tawny Dotson, Clover Park Technical College

Darlene Russ-Eft, Oregon State University

The Health-Related Upside of Employee Engagement: Exploratory Evidence and Implications for HRD Theory and Practice

Brad Shuck, University of Louisville

Meera Alagaraja, University of Louisville

Kevin Rose, University of Louisville

E. Kobena Osam, University of Louisville

Matt Bergman, University of Louisville

Creating Their Own Work-Life 'Balance': Experiences of the Highly Educated and Married Female Employees in South Korea

Hyounju Kang, Korea University

Jia Wang, Texas A&M University

Friday, March 3 | 3:30-5:00pm

Perspectives on Leadership and Leadership Development

M

REFEREED FULL MANUSCRIPT | BlueBonnet Room

Exploring the U.S. Army Leader Development Program in Private Sector: A New Frontier for Leadership Development

Michael Kirchner, Purdue University

Mesut Akdere, Purdue University

The Relationship between Conceptual Skills and Project Success within the Information Technology Context

Allan Bernard, Wartburg College

Eric Grube, Metropolitan State University

Factors that Influence Followers to Be a Future Ethical Leader

Hasanuzzaman Tushar, National Institute of Development Administration, Bangkok

Hassan Miushad, National Institute of Development Administration, Bangkok

Women's Leadership Development in Japan

Yoshie Tomozumi Nakamura, Columbia University

Mayuko Horimoto, Tokai University

Friday, March 3 | 3:30-5:00pm

Poster Session 3

P

REFEREED POSTER | San Antonio Ballroom

An HRM Perspective: Elucidating Low-Qualified Labor Markets' Paths in Navigating Career Mobility Plateaus Across Organizations

Rebecca McPherson, Texas A&M University - Central Texas

The Construction of Competency Model and Competency-Based Program for Bakery Production Workers

Chun-Yu Lin, National Taipei University

Min-Hun Wu, Texas A&M University

Perceived Managerial and Leadership Behaviors in Moroccan Higher Education Institutions

Barbara A.W. Eversole, Indiana State University

Siham Lekchiri, Western Carolina University

Thinking beyond the Comparison of Online versus Traditional Learning: A Systematic Review & Meta-Analysis

Daniel Woldeab, Metropolitan State University

Robert M. Yawson, Lender School of Business, Quinnipiac University

Role of HRD in Changing Culture in Relation to Equality in Universities

Joan P. Buckley, University College Cork

Breakout Sessions D

Potential Causes of Substance Abuse among Nurses and Forms of Corrective Action

Rose Baker, University of North Texas

Elaine Chew, University of North Texas

Kellner Cody, University of North Texas

The Relationship between Lean Management and Employee Engagement: A Preliminary Literature Review

Huyen Van, Texas A&M University

Psychometric Properties of the Hope-centered Career Inventory: An Update after Six Years of Administration

Hyung Joon Yoon, The George Washington University

Friday, March 3 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | Executive Salon 1

The Changing Nature of Work: Implications of Knowledge Work for HRD Research

Mesut Akdere, Purdue University

Kenneth R. Bartlett, University of Minnesota

Josh Hawley, The Ohio State University

Ronald L. Jacobs, University of Illinois

Karen Johnson, University of North Texas

Darlene Russ-Eft, Oregon State University

Breakout Sessions D

Friday, March 3 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 3

Accelerating Academically: The Power of Career Sponsorship

Katherine Rosenbusch, George Mason University
Rubina Malik, Morehouse College

Friday, March 3 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 4

Engaging Research in Practice: Approaching HRD as a Scholar-Practitioner (Part 2 of 2)

Tomika Greer, University of Houston
Sarah E. Minnis, Anthology Consulting LLC

Saturday, March 4 | 8:30-10:00am

Exploring the Foundational Perspectives of HRD

M

REFEREED FULL MANUSCRIPT | Executive Salon 1

A 7R Framework: A Tool to Discover and Resolve Ethical Issues in Organizational Changes

Thiri Kyaw, National Institute of Development Administration
Thailand

Chee Wai Mak, National Institute of Development Administration
Thailand

Nopparat Phaopat, National Institute of Development
Administration Thailand

Darlene Russ-Eft, Oregon State University

Inter-organizational Relations and their Development: An Exploratory Study

Seung-hyun Han, The University of Georgia

Boyung Suh, The University of Georgia

Jeong-Ha Yim, The University of Georgia

Hyungjoo Yoon, The University of Georgia

Theoretical Foundations of Human Resource Development: Conceptual Visual Expansion

Laura Hurtienne, School District of Mayville, WI

Matthew Hurtienne, Moraine Park Technical College

Bojan Ljubenko, Moraine Park Technical College

Construct of Expertise in the Context of HRD

John Bixby, Texas State University

Catherine Cherrstrom, Texas State University

Saturday March 4 | 8:30-10:00am

The Ups & Downs of Working

M

REFEREED FULL MANUSCRIPT | Executive Salon 2

Silent Threats in Organizations: The Relationship between Career Plateau and Counterproductive Work Behaviors, and the Mediating Effect of Job Satisfaction

Angela Shin-yih Chen, National Taipei University

Shang lin Hu, National Taiwan Normal University

Yi-chun Lin, National Taiwan Normal University

Breach or Bridge Your Career? The Influence of Career Plateau, Internal Employability, and Psychological Contract Breach

Angela Shin-yih Chen, National Taipei University

Yu-ting Lai, National Taiwan Normal University

Yi-chun Lin, National Taiwan Normal University

Overcoming the Struggle of Attracting and Retaining Manpower: A Developmental Approach to Construction Manpower Issues

Lindsay Kalis, Colorado State University

Perceived Effective and Ineffective Managerial Behaviors in the Hungarian Higher Education Sector

Anita Belá, Budapest University of Technology and Economics

Barbara A.W. Eversole, Indiana State University

Robert G. Hamlin, University of Wolverhampton

Márta Juhász, Budapest University of Technology and Economics

Rita Répáczki, Budapest University of Technology and Economics

Saturday, March 4 | 8:30-10:00am

M

Skill Needs Identification

REFEREED FULL MANUSCRIPT | Executive Salon 5

Worker Skill Estimation from Crowdsourced Mutual Assessments

Amrinder Arora, The George Washington University

The Effect of Career Coaching on the Job Search Behavior of the Older Generations in South Korea

Boreum Ju, University of Illinois at Urbana-Champaign

Hae Na Kim, Ohio State University

Intak Kwon, Chonbuk National University

Doo Hun Lim, University of Oklahoma

Eunjung Grace Oh, University of Illinois at Urbana-Champaign

In Search of Knowledge Workers' Creativity in the Chinese Context: The Moderating-Mediating Effect of Employees' Expertise Identity

Chaoying Tang, The University of Chinese Academy of Sciences

Greg Wang, The University of Texas at Tyler

Lina Yi, The University of Chinese Academy of Sciences

The Effect of Education, Social Capital, and Skills Use on Older Generations' Income: A Cross-Level Analysis among OECD Countries

Shinhee Jeong, Texas A&M University

Doo Hun Lim, University of Oklahoma

Yoo Min Hee, Korea University

Sangok Yoo, University of Minnesota

Saturday, March 4 | 8:30-10:00am

Exploring New Frontiers in HRD

M

REFEREED FULL MANUSCRIPT | Texas Ballroom A

Engineering the Benefits of Learning in the New Learning Economy

Matt Bergman, University of Louisville

E. Kobena Osam, University of Louisville

Bridgett Strickler, Graduate! Network

Dan Ash, ACT Foundation/Retired

A Review of Literature to Investigate the Barriers for Evaluating Financial Impacts of Training Programs in Organizations

Jing Tian, University of Illinois at Urbana-Champaign

Toward Adaptive Transfer: Integrative Framework and Directions for Future Research

Yoonhee Park, Korea University of Technology and Education

Doo Hun Lim, University of Oklahoma

The Big Bang Effect of HRD Investment on Financial Performance

Kibum Kwon, The Pennsylvania State University

Saturday March 4 | 8:30-10:00am

Contemporary Perspectives on Performance

M

REFEREED FULL MANUSCRIPT | Texas Ballroom B

Bridging the Rift between Two Hospital Cultures that Erodes Performance: A Narrative Review of Literature Concerning the Emerging Role of Chief Medical Officers in U.S. Healthcare

Joseph A. Hlavin, Texas A&M University

High Performance Work Systems in Manufacturing Units in India and their Perceived Union Substitution Effect

Sukti Ghosh, Age UK

The Relationship between Perceived Employability and Employee Performance

Sungjun Kim, SK SUPEX Council

High Performance Work Systems: The Impact on Employee Performance and Customer Satisfaction

Daniel Thoman, George Fox University

Steven Rydin, George Fox University

Robert Lloyd, George Fox University

Saturday, March 4 | 8:30-10:00am

Learning and Learning Organizations

M

REFEREED FULL MANUSCRIPT | Texas Ballroom C

Service-Learning without Borders: Integrating Human Resources Consulting into an Online Graduate Course

Marie-Line Germain, Western Carolina University

A Grounded Theory Approach to Explore the Design of Virtual, Remote, and Hands-on Laboratory Instructions in Engineering Undergraduate Education

Debbie Hrubec, University of Illinois at Urbana-Champaign

Jessica Li, University of Illinois at Urbana-Champaign

Seung-hyun Han, University of Georgia

Shengli Fu, University of North Texas

A Multiple Indicators Multiple Causes Approach to the Relationships between National Culture and the Dimensions of a Learning Organization

Kyoungshin Kim, University of Georgia

Karen E. Watkins, University of Georgia

Toward an Integrative Approach of the Learning Organization

Alaina Doyle, University of North Texas

Karen Johnson, University of North Texas

Saturday, March 4 | 8:30-10:00am

Diverse Perspectives on Leadership

M

REFEREED FULL MANUSCRIPT | BlueBonnet Room

Reaching a Consensus on Definition, Measurement, and Components of Authentic Leadership

Jihye Oh, Texas A&M University

Daeyeon Cho, Korea University

The Effects of Leadership on Members' Commitment and Participatory Behaviors: An Evidence of Korean Catholic Church

Baek-Kyoo (Brian) Joo, Georgia Southwestern State University

Sang Won Byun, University of Minnesota

Soebin Jang, University of Minnesota

In-seok Lee, Sogang University, South Korea

The Effects of Compelling Direction, Team Identity, and Psychological Safety on Team Effectiveness: Inclusive Leadership as a Moderator and Knowledge Sharing as a Partial Mediator

Baek-Kyoo Joo, Georgia Southwestern State University

Sangok Yoo, University of Minnesota

Jae Hang Noh, University of Minnesota

Literature Review: Performing Arts-based Methods for Leadership Development

Ximena Vidal De Col, George Washington University

Saturday, March 4 | 8:30-10:00am

P

Poster Session 4

REFEREED POSTER SESSION | San Antonio Ballroom

The Technological Changes in the Workplace and Continuous Development of Employees

Julie Janelle Murphy, Indiana State University

Breonnia Nicole, Elkins, Indiana State University

Szufang Chuang, Indiana State University

Hey Team, Let's Chat! Improving Employee Performance Using Motivational Language and Feedback Orientation

Emily Elsner Twesme, University of Wisconsin-Whitewater

Is Human Capital Development the Missing Component of the Aerotropolis Model?

John Hubbard, University of Southern Mississippi Gulf Coast

Chad Miller, University of Southern Mississippi Gulf Coast

Cyndi Gaudet, University of Southern Mississippi Gulf Coast

Hamett Q. Brown, University of Southern Mississippi Gulf Coast

Dale Lunsford, University of Southern Mississippi Gulf Coast

Examining Measurement Invariance in Managerial Coaching

Sewon Kim, SUNY Empire State

Toby Egan, University of Maryland

Andrea Ellinger, University of Texas at Tyler

Eun Sook Kim, University of South Florida

Embodied Learning as a Tool for Workplace Training

Chinedu Anumudu, Texas State University

Breakout Sessions E

Empathy in Teaching: A Phenomenological Study Exploring Students' Perceptions

Vishal Arghode, Gannon University

David Barker, Gannon University

What's in a Name? Deconstructing the Meaning of Cultural Intelligence, Global Mindset, Intercultural Competence and Related Terms/Constructs

Maria Cseh, George Washington University

Oliver Crocco, George Washington University

Business Education 4.0: Pedagogical Use and Affordances of Flipped Learning and MOOCs in Team-based Professional Development

Chung-Kai Huang, National Taipei University

Chun-Yu Lin, National Taipei University

Hao Zhang, National Taipei University

Saturday, March 4 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | Lone Star Room

The Changing Nature of Academia

Katherine Rosenbusch, George Mason University

John Dirkx, Michigan State University

Brad Shuck, University of Louisville

Breakout Sessions E

Saturday, March 4 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | Executive Salon 3

Personalized Learning Pathways: A Panel Discussion

Elisabeth E. Bennett, Northeastern University

Rochell R. McWhorter, University of Texas at Tyler

Paul B. Roberts, University of Texas at Tyler

Wenhao David Huang, University of Illinois at Urbana-Champaign

Darren Short, GoDaddy

Saturday, March 4 | 8:30-10:00am

PD

Non-Refereed Professional Development WORKSHOP |
Executive Salon 4

Leadership SIG Sponsored Workshop: Learn, Experience and Explore Leadership Development Research and Practice Through Engaging Activities and Research Collaborators

Katherina Yeager, University of Houston and Texas A&M
University

Laura Brummitt, North Carolina State University

Kristina Natt och Dag, Kanof Institute for Physician Leadership

Saturday, March 4 | 10:30am-12:00pm

Perspectives on Individual and Team Development

M

REFEREED FULL MANUSCRIPT | Executive Salon 1

Talent Development: A Systematic Literature Review of Empirical Studies

Fatemeh Rezaei, Texas A&M University

Models of Team Learning in STEM: An Opportunity for HRD

Michael Beyerlein, Texas A&M University

Soo Jeoung Han, Texas A&M University

Jill Zarestky, Colorado State University

Malini Natarajarathinam, Texas A&M University

Khalil M. Dirani, Texas A&M University

Lei Xie, Texas A&M University

Developing a Model for Effective Organizational Learning: Voice from Communities of Practice (CoP) Groups in Higher Education

Ji-hyun Kim, Hanyang University

Byung-han So, Hanyang University

Ji Hoon Song, Hanyang University

Junhee Kim, Seattle University

Towards a Theory of Scenarios as a Mechanism for Accelerated Employee Development

Stacy J. Elwell-Chalmers, Colorado State University

Saturday, March 4 | 10:30am-12:00pm

Leadership in Different Contexts

M

REFEREED FULL MANUSCRIPT | Executive Salon 2

Exploring How Virtual Team Leaders Cope with the Challenge of Developing a Context for Team Creativity

Soo Jeoung Han, Texas A&M University

Patricia Macko, Pennsylvania State University

Chungil Chae, Pennsylvania State University

Woongbae Park, Pennsylvania State University

Michael Beyerlein, Texas A&M University

Critical Review of Global Leadership Literature: Toward an Integrative Global Leadership Framework

Sunyoung Park, Louisiana State University

Shinhee Jeong, Texas A&M University

Soebin Jang, University of Minnesota

Seung Won Yoon, Texas A&M University-Commerce

Doo Hun Lim, University of Oklahoma

The Role of Guanxi, Ubuntu and Wasta in Shaping Workplace Leadership and Culture: A Conceptual Framework

Anne Namatsi Lutomia, University of Illinois at Urbana Champaign

Ping Li, University of Illinois at Urbana Champaign

Raghida Abdallah Yassine, University of Illinois at Urbana Champaign

Xiaoping Tong, University of Illinois at Urbana Champaign

Chinese Language and Confucianism: Implications for Challenges of Chinese Women's Leadership

Jackie Liu, University of Minnesota

Saturday, March 4 | 10:30am-12:00pm

Theory Building in HRD

M

REFEREED FULL MANUSCRIPT | Executive Salon 5

Structural Model of Topics in Academy of Human Resource Development Journals, 1990-2015

David Passmore, Pennsylvania State University

Chungil Chae, Pennsylvania State University

Jamal Al-Khaduri, Penn State University

Rose Baker, University of North Texas

John R. Turner, University of North Texas

Multi-level Theories: Development, Testing, and Interpreting

John R. Turner, University of North Texas

Schemata Floyd, University of North Texas

Saturday, March 4 | 10:30am-12:00pm

HRD in Corporate Practice

M

REFEREED FULL MANUSCRIPT | Texas Ballroom A

Identifying Contemporary Behavioral Indicators of Perceived Managerial and Leadership Effectiveness in the USA

Carlos Ruiz, Georgia Gwinnett College

Robert G. Hamlin, University of Wolverhampton

Eric Gresch, Georgia Gwinnett College

The Marketing MBA Professional Preferred Mental Model and the Strategic Thinking Competence

Flavio Bressan, FATEC-Campinas/BREMAT Institute for Strategic Thinking & Leadership

Geraldo Toledo, Universidade de São Paulo

Developing Entrepreneurial Resilience: Implications for Human Resource Development

Jin Lee, Texas A&M University

Jia Wang, Texas A&M University

Perceived Effective and Ineffective Managerial Behaviors within Private Sector Organizations in Hungary, Portugal and the Netherlands

Barbara A.W. Eversole, Indiana State University

Robert G. Hamlin, University of Wolverhampton

Márta Juhász, Budapest University of Technology and Economics

Eduardo Tomé, Universidade Europeia

Rob Poell, Tilburg University

Anita Belá, Budapest University of Technology and Economics

Paula Figueiredo, Universidade Europeia

Edward Kerkhof, Tilburg University

Rita Répáczki, Budapest University of Technology and Economics

Saturday, March 4 | 10:30am-12:00pm

M

Applications of HRD in Higher Ed

REFEREED FULL MANUSCRIPT | Texas Ballroom B

Assessing Student Retention Using Appreciative Inquiry: A Mixed Method Case Study

Elizabeth Abraham, University of Minnesota

Stephanie Pleasant, University of Minnesota

Economic Inequality, Educational Inequity, and Reduced Career Opportunity: A Self-Perpetuating Cycle?

Richard Torraco, University of Nebraska - Lincoln

Intercultural Competence Development in Higher Education: A Case Study of Korean Heritage Learners

Jeong-Ha Yim, University of Georgia

Boyung Suh, University of Georgia

Hyungjoo Yoon, University of Georgia

Seung-hyun Han, University of Georgia

Using Perceived Employability and Career Success to Explore the Value of an Undergraduate HRD Degree

Tomika W. Greer, University of Houston

Consuelo L. Waight, University of Houston

Breakout Sessions F

Saturday, March 4 | 10:30am -12:00pm

HRD Perspectives on Transitions and Changes

M

REFEREED FULL MANUSCRIPT | BlueBonnet Room

Group Formation During Mergers and Acquisitions: A Conceptual Model of Putting People First

Dea Robinson, Colorado State University

What Can We Learn from MNCs in China from a Learning Perspective? A Review of the Literature

Lei Xie, Texas A&M University

Military Transitioning and Civilian Life Preparedness: A Phenomenological Study about the Process of Transitioning Out of the Military and into the Civilian Life and Workforce

Wilisha Daniels, University of Nevada Las Vegas

CEO Succession of Family-Owned Small Businesses: How Can Small Business Leaders Ensure Organizational Learning and Performance Improvement Implementations During the Succession Process?

John LeCounte, Texas A&M University

Saturday, March 4 | 10:30am-12:00pm

Poster Session 5

P

REFEREED POSTER | San Antonio Ballroom

Who Are Workaholics? A Revisit to Workaholism

Sehoon Kim, University of Wisconsin-Platteville

Minjung Kim, Texas A&M University

Examining the Effects of Mandatory Flexible Working Arrangements in a Multi-Ethnic and Multi-Generational Professional Workforce

Greggory Keiffer, University of Texas at Tyler

Marvin Bontrager, University of Texas at Tyler

Managerial Coaching and Work Engagement: A Conceptual Model

Sewon Kim, SUNY Empire State

Baek-Kyoo (Brian) Joo, Winona State University

Doo Hun Lim, University of Oklahoma

Applying Affective Engagement to Change Organizational Culture: A Secondary Analysis of Sexual Assault Prevention and Reporting Outcomes on U.S. Air Force Technical Training Campuses

Stephen Ellis, University of Southern Mississippi Gulf Coast

Hamett Q. Brown, University of Southern Mississippi Gulf Coast

Analysis of Gender and Implicit Leadership Themes in HR Practitioner Literature: A Comparison of United States and Brazilian HR Practitioner Publications

Flavia Rossetti, University of Louisville

Ann Herd, University of Louisville

A Holistic Approach to Job Resources for International Students and their Organizational Citizenship Behavior and Psychological Well-being in the Context of an U.S. Higher Educational institution

Dae Seok Chai, Western Michigan University

Huyen Van, Texas A&M University

Chih-Wei Wang, Texas A&M University

Jin Lee, Texas A&M University

Jia Wang, Texas A&M University

Investigating the Successors of Chinese Family Enterprises: An Empirical Study

Judy Sun, University of Texas at Tyler

Exploring Augmented Reality: Challenges and Opportunities for Virtual HRD

Rochell R. McWhorter, University of Texas at Tyler

Julie A. Delello, University of Texas at Tyler

Getting on the metaBUS: Meta-analyses of HRD Research

Julia Berrios, University of Texas at Tyler

Kim Nimon, University of Texas at Tyler

Breakout Sessions F

Saturday, March 4 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | Executive Salon 3

Publishing Qualitative Research in HRD Journals: Panel Discussion involving Qualitative Methods Editorial Members from HRD Journals

Meera Alagaraja, University of Louisville

Jia Wang, Texas A&M University

Saturday, March 4 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | Lone Star Room

A 30 Years' Evolving Journey of Learning in the Workplace: Karen Watkins and Victoria Marsick's Multifaceted Impact on HRD Through Informal and Incidental Learning and the Learning Organization

Khalil M. Dirani, Texas A&M University

Lei Xie, Texas A&M University

Michael Beyerlein, Texas A&M University

Saturday, March 4 | 10:30am-12:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 4

Conducting SEM Using Published Descriptive Statistics: Extending HRD Research

Bryn Brown, University of Texas at Tyler

Greggory Keiffer, University of Texas at Tyler

David Conley, University of Texas at Tyler

Marvin Bontrager, University of Texas at Tyler

J. Mark Clardy, University of Texas at Tyler

Kim Nimon, University of Texas at Tyler

Saturday March 4 | 10:30am-12:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Texas Ballroom C

Being a Reviewer for AHRD: What Does it Take?

Richard Torracco, University of Nebraska - Lincoln

Saturday, March 4 | 1:30-3:00pm

Innovative Perspectives for HRD

M

REFEREED FULL MANUSCRIPT | Executive Salon 2

Effects of Spiritual Intelligence on Organizational Citizenship Behavior Mediated by Instrumental and Terminal Values: An Empirical Investigation in Asia

AAhad OsmanGani, International Islamic University Malaysia

Aftab Anwar, International Islamic University Malaysia

Zabeda A. Hamid, International Islamic University Malaysia

Employment Lookism in Chinese Job-Hunting Television Show: A Media Content Analysis of Fei Ni Mo Shu

Yuanlu Niu, Southern Illinois University Carbondale

Tingting Liu, Southern Illinois University Carbondale

Cynthia Sims, Southern Illinois University Carbondale

A Framework for Developing Sustainability Index for Ready-made Garments Sector in Bangladesh

Md Abdus. Salam, NIDA, Thailand

Education and Human Resource Development in Ghana: The Need to Revisit Indigenous Forms

Emmanuel Osafo, University of Minnesota

Robert M. Yawson, Quinnipiac University

Breakout Sessions G

Saturday, March 4 | 1:30-3:00pm

HRD Applications in the Community

M

REFEREED FULL MANUSCRIPT | BlueBonnet Room

The Role of Gratitude in Workplace Performance and Relationships

Zenon Arthur Udani, University of Macau

Community Policing: Using Needs Assessment to Gain Understanding Before Implementing

Eric Doane, University of Louisville

Denise M. Cumberland, University of Louisville

Perceptions of Organizational Innovation among Government and Profit Organization Employees

Hanwei Zhu, University of Georgia

Jeong-Ha Yim, University of Georgia

Community-Based Enterprise: An Integrative Literature Review

Oliver Crocco, George Washington University

Breakout Sessions G

Saturday, March 4 | 1:30-3:00pm

S

REFEREED SYMPOSIUM | Executive Salon 1

Leadership Development in Emerging Markets

Alexandre Ardichvili, University of Minnesota

Khalil M. Dirani, Texas A&M University

Peter Kuchinke, University of Illinois

Jessica Li, University of Illinois at Urbana-Champaign

Helen Muyia, Texas A&M University

Fredrick M. Nafukho, Texas A&M University

Emmanuel Osafo, University of Minnesota

Yarong Wang, Inner Mongolia University of Science and Technology, China

Feng Wu, Peking University

Robert M. Yawson, Quinnipiac University

Poster Session 6

P

REFEREED POSTER | San Antonio Ballroom

Social Network Analysis in HRD Research: An Integrative Review of Literature

Chungil Chae, Pennsylvania State University
Jieun You, Ohio State University

Engagement and Work Passion in the Federal Government: Testing Model Fit Through a Secondary Analysis of Federal Employee Viewpoint Survey Data

Teresa Hollingsworth, George Washington University
Maria Cseh, George Washington University

Factors Affecting Employee Motivation: Inspiring Employee Engagement, Intrinsic vs. Extrinsic Motivators

Marie A. Valentin, Texas A&M University

Career Enrichment Employability Path: An Employability Life Skills Curriculum Designed for the Liberty City Community Revitalization Project

Joliett Vega-Klucsevsek, Student

Inquiry into the Role of Learning Objectives in the Design and Development of Serious Games

John J. Kmiec Jr., Science Applications International Corporation
(SAIC)

Talent Management in Tourism and Hospitality: A Review of the Literature

Karen Johnson, University of North Texas
Tai-Yi Fischer Huang, University of North Texas
Alaina Doyle, University of North Texas

Examining Psychological Capital, Perceived Stress, and Student Success

Johanna D. Sweet, Roanoke College
Marissa Viridi, Roanoke College
Kaitlin Busse, Roanoke College

Cultural Intelligence in Leadership Populations

Ramona T. Sharpe, Columbia University

Virtual Coaching and Higher Education Faculty: A Qualitative Exploration

Bryn Brown, University of Texas at Tyler

Breakout Sessions G

Saturday, March 4 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | Executive Salon 3

Improving Your Digital Presence as a Researcher

John R. Turner, University of North Texas

Joanne Hix, Dallas Baptist University

Rose Baker, University of North Texas

Jeff Allen, University of North Texas

Saturday, March 4 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | Texas Ballroom C

Coaching versus Mentoring for Junior Faculty: What to Do when the Experts Do not Know that they are not Experts

Claretha Hughes, University of Arkansas

Rob Knoeppel, Clemson University

Cynthia Sims, Clemson University

Michelle Boettcher, Clemson University

Saturday, March 4 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | Texas Ballroom A

The Art and Science of Facilitating Experiential Learning to Achieve Transformational Growth!

Michael Beyerlein, Texas A&M University

Cynthia Cantu, University of North Texas

Carla Liau-Hing Yep, Texas A&M University

Breakout Sessions G

Saturday, March 4 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | Lone Star Room

The Fulbright Experience for HRD Scholars and Practitioners

Robin S. Grenier, University of Connecticut

Holly Hutchins, University of Houston

Saturday, March 4 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 4

Promoting Your Individual Research via Social Media

Jon M. Werner, University of Wisconsin-Whitewater

Julia Storberg-Walker, George Washington University

Mariela Campuzano, George Washington University

Emily Elsner Twesme, University of Wisconsin-Whitewater

Valerie Anderson, University of Portsmouth

Kim Nimon, University of Texas at Tyler

Heather Short, University of Portsmouth

Saturday, March 4 | 3:30-5:00pm



Knowledge Management and Sharing

REFEREED FULL MANUSCRIPT | Executive Salon 2

An Iterative Model of Knowledge Management Processes in Higher Education Institutions

Suravee Sunalai, Dhurakij Pundit University

Michael Beyerlein, Texas A&M University

The Retrospective (Im)moralization of Self-Plagiarism: Power Interests in the Social Construction of New Norms for Publishing

Jamie Callahan, Northumbria University

Social Capital as Antecedents of Knowledge Sharing: A Social Network Approach

Chungil Chae, Pennsylvania State University

Seung-hyun Han, University of Georgia

Seung Won Yoon, Texas A&M University-Commerce

Organizational Knowledge and Its Component Parts

Coronda Ziegler, Colorado State University

Susan A. Lynham, Colorado State University

Saturday, March 4 | 3:30-5:00pm

M

Organizational Dynamics

REFEREED FULL MANUSCRIPT | Executive Room 5

How Do South Korean Female Executives' Definitions of Career Success Differ from Those of Male Executives?

Yonjoo Cho, Indiana University

Jiwon Park, Pennsylvania State University

Soo Jeoung Han, Texas A&M University

Boreum Ju, University of Illinois at Urbana-Champaign

Ahreum Ju, University of Illinois at Urbana-Champaign

ChanKyun Park, Asian Leadership Center

Hye Young Park, Hyosung Corporation

Understanding the Relationship between Individual and Team Adaptability: Multilevel Approach

Sangok Yoo, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Initiating Academic Practitioner Collaborative Research Projects: Negotiation's Role

Rita Kowalski, Work Life Consulting LLC

Saturday March 4 | 3:30-5:00pm

Poster Session 7

P

REFEREED POSTER | San Antonio Ballroom

Engagement and Work Passion in the Federal Government: Testing Model Fit Through a Secondary Analysis of Federal Employee Viewpoint Survey Data

Teresa Hollingsworth, George Washington University

Maria Cseh, George Washington University

Relationship between Pre-Training Perceptions and Organizational Commitment in Public University of Pakistan

Muhammad Sohail Khan, University of Illinois

Wenhao David Huang, University of Illinois at Urbana-Champaign

Mixed Methods Models and Use in AHRD Publications

Rose Baker, University of North Texas

Francie Baker, Mississippi State University

David Passmore, Pennsylvania State University

Chungil Chae, Pennsylvania State University

Does Meaning of Work Have Impact on Employee Health and Well-being: An Asian Perspective

Gertrude Hewapathirana, Ashford University

Satish Panday, Pandit Deenadayal Petroleum University

Sanghamitra Chaudhuri, University of Minnesota

Dinyar Pestonjee, Pandit Deenadayal Petroleum University

Inquiry into Spiritual Transformation of College Students and their Role in HRD

Trupti Palkar, Texas A&M University

Hispanic-serving Institutions Best Practices: A Literature Review

Celestino Valentin Jr., Texas A&M University

Virtual Scenario Planning: A Research Agenda

Rochell R. McWhorter, University of Texas at Tyler

Susan A. Lynham, Colorado State University

An App Driven Workforce: A Phenomenological Study of the Sharing Economy's Influence on a Human Resource Development Professional's Workforce Planning Strategies

Catherine M. Cole, University of Southern Mississippi

Breakout Sessions H

Saturday, March 4 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | BlueBonnet Room

A Case for Using Higher-level Evaluations of Learning: Moving Theory into Practice

Robin R. Hurst, Virginia Commonwealth University

Julia Tucker-Lloyd, Virginia Commonwealth University

Jennifer Miller, Virginia Commonwealth University

Saturday, March 4 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | Executive Salon 3

Fostering Individual Self-awareness and Meaning in the Workplace

Elizabeth Alvarado, George Washington University

Saturday, March 4 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | Lone Star Room

Workforce Diversity Competencies and Human Resource Development

Catherine Kyeyune, Jackson State University

Saturday, March 4 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| Executive Salon 4

Romancing the Shadow: A Mythopoetic Approach to Understanding and Working with Emotion-laden Experiences and Images

John Dirkx, Michigan State University

Benjamin D. Espinoza, Michigan State University

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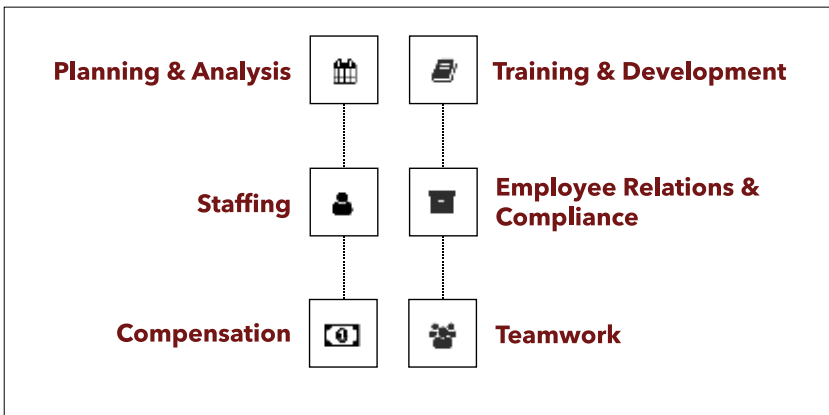
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HRD Korea has recognized the importance of having a competency based and highly skilled society.

Like our vision, to become the **“Best HRD professional organization to raise the value of both people and enterprises”**, HRD Korea provides a variety of competency development programs.

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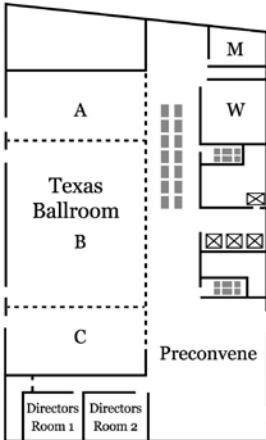


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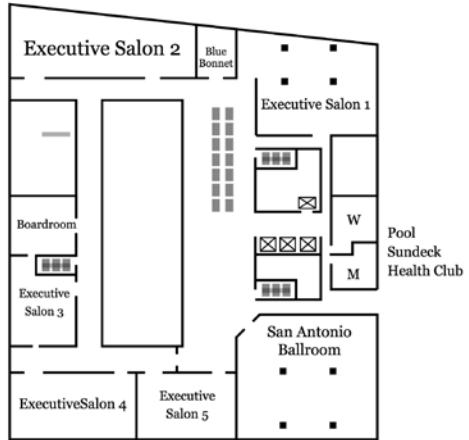
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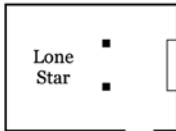
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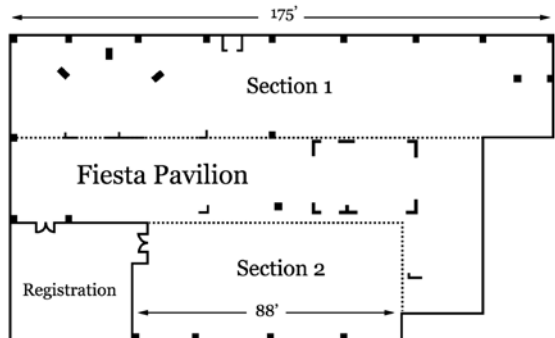
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