



Academy of Human Resource Development

Leading Human Resource Development Through Research

2020 AHRD

International Research Conference

in the Americas

February 26-29, 2020 | Atlanta, Georgia, U.S.A.



www.ahrd.org

Welcome from the President



On behalf of the Academy of Human Resource Development Board of Directors, I would like to welcome you to the 2020 Academy of Human Resource Development (AHRD) Conference. We are delighted that you are here! This organization is a community of scholars and scholar-practitioners who share a passion for the field of Human Resource Development in all of its dimensions. Over the next three days, there will be a myriad of opportunities for learning, sharing, growth, thinking, discussion, and engagement.

Since our last conference, our Board has been hard at work in ways that reflect the requisite governance of a not-for-profit association, and in ways that are intended to help move us forward.

We have been considering and developing ways to strengthen the value that members receive; as an example, we have asked our Program Excellence Network (PEN) members to give feedback about what they see as valuable and effective in PEN. We have begun a journey toward intentional and systematic fund development so that we are appropriately resourced, we have continued to consider and develop ways to energize our Special Interest Groups (which I have long believed can be part of the “heartbeat” of AHRD). The Board serves as representatives of our members, so I do hope that you feel comfortable sharing your input during and after the conference.

Please join us for the annual business meeting, in which we will present the annual report and in which we will engage synchronously with members to dialog about the organization, and receive input. With four excellent journals that cover a range of methods and HRD subject areas, with an annual conference in the Americas, as well as conferences with colleagues in Europe and in Asia, and with informal ways to connect and establish collaborations and new friendships, AHRD provides a wonderful array of opportunities for professional development. I hope you find this year’s conference to be a highlight of your year. I look forward to meeting you personally.

May I extend sincere thanks to Past-President Wendy Ruona, who has given generously of her abundant talents as a leader and a strategist. Thank you to President-Elect Laura Bierema, who has taken our conference model and championed its evolution toward greater diversity, equity and inclusion. Thank you to our Board of Directors, and thank you to all of the Conference Team.

Next year’s conference is in Minneapolis, Minnesota so please make plans to join us. A little later this year, there are conferences with our partners in Europe (with the University Forum for HRD, or UFHRD), and Asia. The UFHRD conference for 2020 will be held at The Budapest Business School and The University of Pécs with the theme “Sustainability and Ethics: The Responsibility of HRD in the Global Society” in Budapest, Hungary, June 10-12, 2020. The HRD Conference in Asia will be held at Universiti Putra Malaysia, November 20-21 in Kuala Lumpur, Malaysia.

Welcome to AHRD 2020!

Welcome from the President-elect



Welcome to Atlanta! Many talented colleagues have been working for the past year to bring you the 2020 Academy of Human Resource Development (AHRD) Conference. On behalf of those individuals who submitted proposals, chaired tracks, reviewed proposals, served on the Conference Team, developed the conference schedule, produced the materials, provided local site team planning, signed-up as Ambassadors, designed innovative pre-conferences, and volunteered countless hours, I

welcome you to 2020 AHRD Research Conference in the Americas. We are excited to meet newcomers and greet seasoned members. Welcome to the AHRD Community!

The Academy of Human Resource Development (AHRD) strives for continuous improvement to our conference. Accordingly, HRD made inclusiveness and civility a major priority for the 2019 conference and continues its efforts for 2020. Advancing our aim for a high quality, inclusive community, AHRD strives to provide a safe, respectful, and harassment-free conference environment for everyone involved regardless of age, sex, gender, gender identity and expression, sexual orientation, (dis)ability, physical appearance, race, ethnicity, nationality, marital status, military status, veteran status, religious beliefs, dietary requirements, childbirth- and pregnancy-related medical conditions or childcare requirements. As we are committed to inclusion and civility, any concerns about harassment or discrimination should be directed to Kathie Pugaczewski at the Registration Desk. We all have to hold each other accountable if we are to live up to HRD's commitment to diversity and inclusion.

We are excited to continue and expand the AHRD Ambassador Program. This involves a cadre of volunteers trained to welcome and involve attendees, inclusive name badge ribbons, designated networking spaces for interest groups to meet, and an openness to receive your feedback and recommendations for continued improvement on all aspects of the conference, especially inclusion and civility. We are also excited to be celebrating Black History Month this year in Atlanta, particularly given the city's role in the Civil Rights Movement in the USA.

Our conference theme of *"Inclusion and Activism in an Age of Intolerance"* also challenges us to invite inclusiveness across professional boundaries and academic disciplines. The Town Forum will help us consider the topic of *"Leveraging Emerging Methodologies to Challenge Master Narratives in HRD"* followed by the Opening Reception at the Atlanta History Center with an opportunity to see the Cyclorama and take a critical look at Civil War history and network with the AHRD Community.

The 2020 AHRD Conference planners are many and a heartfelt thanks goes out to: the Executive Committee: Laura Bierema (Conference Chair and President-elect), Julie Gedro, (President) and Wendy Ruona (Past President); Program and Manuscripts Team: Sarah Minnis (Chair), Karen Johnson, and Kathy Yeager; the Research and Conference Engagement Team: Marilyn Byrd (Co-Chair), Joshua Collins (Co-Chair), Jeremy Bohonos, Brad Shuck, and Nathan Victoria; The University of Georgia Site Host Team: Caleb Han (Chair), Diann Jones, Aliko Nicolaidis, Wendy Ruona, and Karen Watkins; and the Ewald Team: Kathie Pugaczewski (Executive Director) and Jill Tichy

(Meeting Planner). We also thank all volunteers who signed up to help with the conference.

We are also indebted to our sponsors: Kia Motors, Texas A&M Education & Human Development, Interpretive Simulations, Sherpa Coaching, University of Arkansas, HRDK and AAACE. We also appreciate our exhibitors: OnDemand Consulting, Palgrave Macmillan, Roche Diabetes Care, Springer, The Case Center, and the University of Georgia.

It is an honor to collaborate with this talented team of professionals and volunteers who have worked tirelessly to bring you an amazing conference. It is our hope that you meet new friends, forge new collaborations, and make each other feel like welcome, valued members of the AHRD Community. We look forward to collectively leading HRD through research!

Let's make AHRD 2020 a fantastic conference!

Laura Bierema

21st International UFHRD Conference



The 21st International Conference on Human Resource Development Research and Practice on **"Sustainability and Ethics: The Responsibility of HRD in the Global Society"**

Preconference dates: June 9-10, 2020

Conference dates: June 10-12, 2020

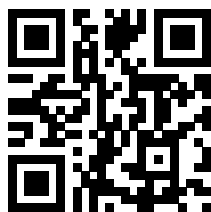
Venue: Budapest, Hungary

Conference Host: The Budapest Business School and The University of Pécs

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Download the Conference Mobile App!



<https://eventmobi.com/ahrd2020>

Scan the above or visit the link above to have full access to conference information and updates. Add app to home screen by swiping up and clicking "Add to Home Screen"

Thank You to Our Mobile App Sponsor!



Conference Program Committee

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University of Georgia

Proceedings Editor



Karen Johnson
University of North Texas

Program Chair



Sarah Minnis
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Katherine Yeager
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Critical, Social Justice, Diversity Perspectives in HRD

Katsiaryna Matusevich, Barry University

Oliver Crocco, Louisiana State University

HRD Performance and Strategy

Kibum Kwon, Texas A&M University-Commerce

International, Global and Cross Cultural Issues

Dae Seok Chai, Colorado State University

Leadership and Career Development

Kevin Rose, University of Louisville

Siham Lekchiri, Western Carolina University

Non-Refereed

Rita Kowalski, Work Life Consulting LLC

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Michael Kirchner, Purdue University-Fort Wayne

Research Methods and Foundations in HRD

Rose Opengart, HRDOC

Technology, E-learning, and Virtual HRD

Jason Moats, Texas A&M University

Rochell McWhorter, The University of Texas at Tyler

Workplace Learning

Caleb Seung-Hyun Han, The University of Georgia

Chang-kyu Kwon, Oakland University

Thank You, Sponsors!

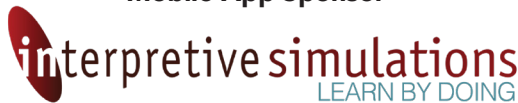
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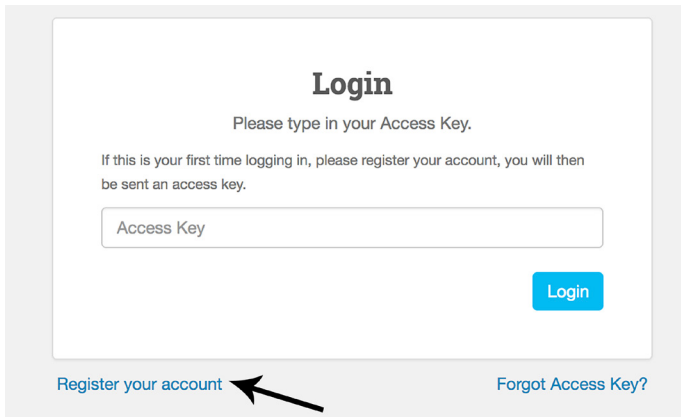


Thank You, Exhibitors!

- | | |
|-------------------------------------|--|
| » Interpretive Simulations | » Springer |
| » Kia Motors Manufacturing, Georgia | » Texas A&M University Education & Human Development |
| » Palgrave Macmillan | » The Case Centre |
| » Roche Diabetes Care | » University of Georgia |
| » Sherpa Coaching | |

Conference Proceedings

1. Please visit the Conference Proceedings page at:
<https://www.eventscribe.com/2020/ahrd>
We recommend using Chrome, Firefox or Safari as your browser.
2. Create an account by completing the information on the page. You will need to "Register your account" first. **The account information used to submit or review papers will no longer work.**



3. **To register your account, use your First (Given) Name, Last (surname) name, Email, and then Event Code: AHRD2020.** *This is NOT the Access Key.*
4. Check your email for your Access Key (this is what allows you to access the system). Note: Access Key will be sent from EventScribe
5. Once you gain access to the system, you can click on the [View Full Schedule] button. This takes you to the full schedule grouped by symposia sessions in chronological order.
6. You may also search by **Author or Keyword** by hovering your mouse over the [Table of Contents] on the navigation bar in the upper left-hand corner, under the black bar.

Schedule-at-a-Glance Overview

ICON KEY

Refereed Sessions are called Symposia, and the three different types of symposia 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.

P Posters & Poster Session Up to ten 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 colloquia, 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.

H HRDtalk offer the opportunity to explore a unique perspective that promotes new insight for HRD practice, tells a compelling story that can change how HRD research is interpreted and impacts the world through HRD practice, and shares innovative HRD practice ideas to help participants to grow. HRDtalk sessions are brief presentations intended to educate interested colleagues on innovative HRD practice based on scholarship.

Connect using the conference hotel wi-fi:
Network: **Marriott_Conference**
Password: **AHRD2020**

Schedule-at-a-Glance (Tuesday, Wednesday)

Tuesday, February 25

2:00-9:00pm

AHRD Board of Directors Meeting — *Savannah*

Wednesday, February 26

8:00am-5:00pm

Registration Desk Open — *Buckhead Pre-Function*

8:45am-12:00pm

AHRD Board of Directors Meeting — *Savannah*

9:00am-6:00pm

2020 Graduate Student Research Colloquium — *Oglethorpe*

1:00-5:00pm

Pre-Conference: Advancing Human Resource Development Research through Building a Diverse External Funding Portfolio
— *Marietta*

1:00-5:00pm

Pre-Conference: Hiring and Retaining Military Veterans: Integrating Research and Best-Practices to Improve Veteran Outcomes — *Dahlonega*

12:00-7:00pm

Pre-Conference: VIP Tour at Kia Motors Manufacturing Georgia
— *Off-Site*

1:00pm-5:00pm

Program Excellence Network Meeting — *Savannah*

5:30pm-7:00pm

Journal Editors Meeting — *Hospitality Suite - please stop by registration desk for the Suite number*

Schedule-at-a-Glance (Thursday)

Thursday, February 27

8:00am-5:00pm

Registration Desk Open — *Buckhead Pre-Function*

8:30am-12:00pm

2020 Graduate Student Research Colloquium — *Oglethorpe*

8:30am-12:30pm

Program Excellence Network Meeting — *Savannah*

11:00am-11:15am

Conference Ambassador Meeting — *Heritage A*

11:30am-1:30pm

SIG Chair Meeting — *Athens*

12:30pm-1:15pm

Conference Orientation Meeting — *Heritage A*

1:30pm-3:30pm

Welcome and Town Hall Forum 2020 — *Heritage B/C*

Leveraging emerging methodologies to challenge master narratives in HRD

3:30pm-3:45pm

Conference Ambassador Meeting — *Heritage A*

3:30pm-3:45pm

Networking and Exhibits Break — *Buckhead Pre-Function*

3:45pm-5:15pm

Breakout Sessions A

P

Poster Session 1 — *Buckhead Pre-Function*

- A Study of the Influence of Big Five Personality Factors on Training and Development Outcomes
- Applying Implicit Theories to Veteran Career Transitions: Implications for Human Resource Development
- Enhancing Competencies of Future Professionals Interviewing Deaf Job Candidates
- Let's Get Real About Augmented/Virtual Reality: A Case Study of Technology Opportunities and Challenges within a Large Insurance Organization
- PsyCap and Diversity in Organizations: LGBTQ PsyCap Awareness

Schedule-at-a-Glance (Thursday)

- Enhancing Citizenship Behavior and Social Capital in Higher Education
- An agile approach to post-training follow-up design for motivation to transfer
- Exploring Effective Digital Technologies in Online Teacher Training Programs
- Exploring Cybersecurity issues in HRD: A Literature Review of Cybersecurity Training
- The relationships among participation in employee development programs, organizational commitment and turnover of non-medical staff in a nonprofit medical institution in Lebanon
- Learning Culture as differentiator in outlier stores of fast food organization
- Schopenhauer Therapy for Algorithmic Malaise
- Programmatic Assessment Effectiveness: Conceptualization of a Medical Education Model
- Exploring Top Executive Leaders' Knowledge Sharing: A Social Network Analysis Approach

M

- Career & Employment — *Suwanee*
- Coaching & Mentoring — *Augusta*
- Leadership & Culture — *Dahlonge*
- Unlearning — *Marietta*
- Learning & Development — *Oglethorpe*

F

- In a different tongue: The experience of HRD faculty born abroad who teach in the United States — *Heritage A*

PD

- Problem-based learning: Using authentic performance problems to inductively teach and promote active learning in HRD — *Buckhead A*
- Beyond Implications: New Ways to Theorize HRD in Research and Publications — *Savannah*

3:45pm-5:15pm

AHRD Faculty Mentoring Partner Program Meet & Greet — *Athens*

5:30pm-6:15pm

Awards Presentation — *Heritage B/C*

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

7:00pm-9:00pm

Off-Site Reception: Atlanta History Center

— Atlanta History Center (*Transportation provided*)

*Thank you, Sherpa Coaching, for your sponsorship of
the Opening Reception!*



*Thank you, HRDK, for your entertainment sponsorship of
the Opening Reception!*



Friday, February 28

7:00am-5:00pm

Registration Desk Open — *Buckhead Pre-Function*

7:15am-8:15am

SIG Meetings

- China SIG — *Augusta*
- HRD Theory SIG — *Suwanee*
- Faculty Learning & Development SIG — *Savannah*
- Korea SIG — *Marietta*
- Qualitative SIG — *Oglethorpe*

7:00 am-8:30 am

AHRD Foundation Breakfast — *Conference Dining Room*

8:15am-8:30am

Networking and Exhibits Break — *Buckhead Pre-Function*

Schedule-at-a-Glance (Friday)

8:30am-10:00am

Breakout Sessions B

P

Poster Session 2 — *Buckhead Pre-Function*

- Attachment Orientation and HRD: A Psychoneuroimmunology View
- Your Brain on Work: The Neuroscience of Trust
- A Conceptual Framework for Facilitating Experiential Learning from a Social and Cultural Neuroscience Perspective
- Self-Efficacy Survey Construct Development for Promoting Aging Workers' Employability in Aging Society
- Self-direction in the adult-learning experience: How perceived control and program design influence learner motivation and training utility
- Supervisors' Support and Training Transfer: A Meta-Analysis
- Questions from the Airport
- Diversity in HRD Scholars: Analysis of Ethnic diversity in Co-Authorship Papers
- Employee Trust and HRD: Current Insights and Future Directions
- The Trends of Neuroscientific Research for Human Resource Development: A Keywords Network Analysis
- Evolution of Self-Managed Organizations---Organization Development's Consistent Task
- Exploring Motives, Processes, and Outcomes of Reflective Capacity Development of Academic Medicine Faculty
- Impact of Artificial Intelligence on Recruitment: Implications for HRD Practice
- Exploring the Relationship between the Impostor Phenomenon, Flow at Work, and Authentic Leadership Using the Job Demands-Resources Theory
- Helping and Wishlist Factors for Successful Adoption of Appreciative Inquiry

M

- Diversity, Inclusion, Social Justice — *Suwanee*
- Mindfulness — *Augusta*
- Employee Engagement — *Dahlonega*
- Gender Issues in the Workplace — *Marietta*
- Veterans — *Oglethorpe*

F

- Evidence of HRD Espoused vs Worlds-in-Action. What Could This Lend When It Comes to Discussions About Our Future? — *Buckhead A*
- Leading or Misleading HRD Research? Testing the NHRD Claims with China's HRD Policies 1949-2019 — *Savannah*

Schedule-at-a-Glance (Friday)

PD

- Academic writing for novices: A roadmap to publishing
— *Heritage A*

10:00am-10:30am

Networking and Exhibits Break— *Buckhead Pre-Function*

10:30am-12:00pm

Keynote Presentation with Dr. Annaliese A Singh

Racial Healing: The Next Step in Racial Justice and Our Collective Liberation — *Heritage B/C*

12:00pm-1:15pm

Professional Development Session: Reviewer Training Workshop
— *Dahlonge*

12:00pm-1:30pm

Lunch on Your Own

12:00pm-1:00pm

Annual AHRD Business Meeting — *Heritage B/C*

12:00pm-1:30pm

ADHR Editorial Board Lunch Meeting — *Highlands Boardroom*

HRDI Editorial Board Lunch Meeting — *Athens*

1:30pm-3:00pm

Breakout Sessions C

P

Poster Session 3 — *Buckhead Pre-Function*

- Legislating a Woman's Seat at the Board: Shattering the Glass Ceiling or Building a New One?
- Veterans In Transition: Embracing Transitional Challenges, Application of Transfer of Training and Promoting a Conducive Work Environment
- Evolution of Strategic Human Resource Practice
- Job Stress and Facet Job Satisfaction in Laboratory Animal Care Workers: A Correlational Quantitative Study and Implications for HRD
- Identifying Opportunities with Employee Volunteer Programs: A Literature Review
- Employee engagement: Understanding the millennial workforce
- Organizational Learning and Citizenship Behavior in Small and Medium Enterprises in Vietnam: Employee Engagement as Mediation
- Exploring the Other Side of Burnout
- Pygmalion effect: A study of organization expectations and employee performance

Schedule-at-a-Glance (Friday)

- Linking HR Practices, Organizational Culture, Structure, Strategy, and Organizational Performance: Moderating Role of Retention
- Women Leadership and Leadership Identity Development in Azerbaijan
- Utilizing a Logic Model to Evaluate an Interdisciplinary Initiative at a Research I University
- The Leadership Role of Village Leaders' Spouses: A Case Study in Aceh Province, Indonesia
- Employee Wellness and Retention in the Policing Profession: A Systematic Literature Review
- Exploring Perceived Challenging Factors of Employment among Korean Undergraduates: A Qualitative Study

M

- HRD Research — *Suwanee*
- Learning & Development — *Augusta*
- Teams — *Dahlonge*
- Work Engagement — *Marietta*
- Diversity, Inclusion, Social Justice — *Oglethorpe*

F

- Looking for a meaningful conversation? Experience a Mentoring Episode with an Expert Scholar and with Peers! — *Buckhead A*
- Exploring the Basics of Qualitative Data Analysis — *Savannah*
- Congratulations!!! You've got a Revise and Resubmit! Now What?: Meet the Editors Panel on "How to Successfully Revise your Manuscript for Publication" — *Heritage A*

3:00pm-3:30pm

Networking and Exhibits Break — *Buckhead Pre-Function*

3:30pm-5:00pm

Breakout Sessions D

P

Poster Session 4 — *Buckhead Pre-Function*

- Human Resource Development Practices and Employee Engagement - Examining the Connection with Employee Turnover Intentions: A Replication and Extension using Structural Equation Modeling
- Quantitative modeling informal and incidental learning as used by adaptive agents engaging in simulation based games
- Testing the Validity of Instagram as the Medium for Data Collection in HRD
- What Makes Older Employees Stay? Exploring Antecedents of Their Turnover Intention
- Work Stressors as Drivers of Reduced Employee Engagement

Schedule-at-a-Glance (Friday)

- Drivers of Turnover in a Retail Firm: Results from an Exit Survey
- Gender Differences in Entrepreneurship in South Korea
- Evolving Theory and Practice for Informal and Incidental Learning in the Workplace
- Employee Engagement Scale (EES): A Validation Study in the South Korean context
- Examining Structural Relationships between Learning Agility, Organizational Support, Professional Commitment, and Organizational Commitment in Korean Public TVET Institutions
- Promoting Effective Personal Branding to Create Optimal Leader Identity in Organizations
- A Study on Career Decision-Making Process of College Students Applying to Career Self-Management Model
- Protean career orientation and career related continuous learning among online university students in South Korea
- The Academic Preparation Strategies Particularly for a Graduate Curriculum in Korea: Comparison to the U.S.
- Two Different Approaches to Leadership Development

M

- Communication & Collaboration — *Suwanee*
- Culture and HRD — *Augusta*
- Wellbeing — *Dahlonaga*
- Future of HRD — *Marietta*

F

- Book Club — *Heritage A*

PD

- Developing Learner Personas: Incorporating Empathy and Data in Strategic Design — *Savannah*

H

- HRDtalk — *Oglethorpe*

5:00pm-8:00pm

KAHRDA Annual Meeting — *Buckhead Ballroom A*

5:00pm

UGA Reception — *Hotel Bar*

Schedule-at-a-Glance (Saturday)

Saturday, February 29

7:00am-5:00pm

Registration Desk Open — *Buckhead Pre-Function*

7:00am-8:30am

HRDR Editorial Board Breakfast Meeting — *Dahlonge*

Discussion/exchange focused on the upcoming 3rd Edition of Foundations of Human Resource Development by Richard Swanson and Mesut Akdere. Your professional input is needed. Moderated by Mesut Akdere, Purdue University.

7:15am-8:15am

SIG Meetings

- Scholar-Practitioner SIG — *Savannah*
- Virtual SIG — *Marietta*
- FDL SIG — *Oglethorpe*
- Quantitative — *Augusta*

7:15am-8:15am

Foundations of HRD Focus Group Breakfast — *Suwanee*

8:15am-8:30am

Networking and Exhibits Break — *Buckhead Pre-Function*

8:30am-10:00am

Breakout Sessions E

P

Poster Session 5 — *Buckhead Pre-Function*

- Employer Perceptions of U.S. Military Veterans as Corporate Social Responsibilities: Implications for Human Resource Development
- CPR Could Save Your Organization: Introducing Corporate Psychological Responsibility
- A Mixed Methods Approach to Investigating the Value of Internships in Closing the Skills Gap of Recent College Graduates
- Which Instrument Measures Employee Engagement More Accurately and Reliably? Comparison of Three Measures of Employee Engagement
- HRD and the Emergence of Social Finance as a Driver for Social Change.
- Factors Advancing Staff Training and Development: The Use of Motivation and Communication Theory
- The Effects of Using Cognitive Apprenticeship model training in Comparison to a traditional method in CPR and First aid training in a Local Community in Oman
- Further exploring managerial coaching effectiveness

Schedule-at-a-Glance (Saturday)

- The latent profiling of Kaleidoscope career attitude of Korean employees
- The Impact of Emotional Intelligence in the Military Workplace
- The Development of a Liminal Leadership Scale
- The Role of Self-Directed and Self-Initiated Learning in Career Development: Expanding Boundaries in the New Economy
- Review of Design Thinking Literature: Implications for HRD in a Technologically Advancing Age
- The relationships among E-mentoring, work engagement and job performance for Teaching Assistants of online courses in Korea: Lesson from United States

M

- Culture and HRD — *Suwanee*
- Emotional Intelligence — *Augusta*
- Learning & Development — *Dahlonge*
- Meaningful Work — *Marietta*

F

- A Cross-SIG Proposal on Research Collaboration Networking for the 2020 AHRD Conference Sponsored by the China, India, and Korea SIGs of AHRD — *Buckhead A*
- Team Learning for Innovation and Knowledge Generation — *Heritage A*
- Challenges in Needs Assessment — *Heritage B*
- Contribution of researchers from Asia to the discipline of HRD: current status and future priorities — *Oglethorpe*

PD

- Propensity Score Analysis in HRD Quantitative Research — *Savannah*

10:00am-10:30am

Networking and Exhibits Break — *Buckhead Pre-Function*

10:30am-12:00pm

Breakout Sessions F

P

Poster Session 6 — *Buckhead Pre-Function*

- Assessing the psychometric properties of the abbreviated self-leadership questionnaires in Korea
- Social Construction of Celebrity and an Alternative Entrepreneurship for Women's Career in the Digital Era: Celebpreneurship
- The Mediating Effect of Work Engagement in the Relationship between Perceived Organizational Support and Turnover Intention at the Work-Learning Dual System in Korea
- How do team leaders facilitate inter-team collaboration?
- Preparing the Next Generation of HRD Practitioners: SWOT of Project-Based Learning in the HRD Undergraduate Classroom

Schedule-at-a-Glance (Saturday)

- Building police effectiveness: Exploring the guiding blueprint of work design to reduce work stress
- Transforming Prescription Opioid Management with Change Theory: A Case Study
- Occupational Stress and Workplace Incivility: Can We Bounce Back?
- Contemporary Issues in Faculty and Staff Engagement Research: An Integrative Literature Review
- Linking Ethical Leadership to Wellbeing: The Mediating Role of Employee Engagement
- Refining the Employee Career Development Integration Model Through an Integrative Literature Review
- Mixed Methods Research in Human Resource Development: Applications, Advantages, and Potential
- Performance Management in Pakistani Secondary Schools Sector
- An Examination of Women Leadership Development Context in Selected Countries

M

- Career & Employment — *Suwanee*
- Ethics & Values — *Augusta*
- Leadership — *Dahlonge*
- National HRD — *Marietta*

F

- Interested to help AHRD organize International Research Conference in Asia? Meet the International Conference Coordinator and Host Team Panel — *Heritage A*
- Mind the Gap – On the Transformation of Professional Practice in HRD — *Savannah*
- HRD and Medical Education for Human and Organizational Potential — *Buckhead A*

PD

- Competency Models 101: What are they? How do you develop them and validate them? How do HRD professionals apply them? — *Oglethorpe*

12:15pm-1:15pm

SIG Meetings

- Leadership SIG — *Chastain B*
- India SIG — *Chastain A*

12:00pm-1:30pm

HRDQ Editorial Board Lunch Meeting — Athens Meeting Room

1:30pm-3:00pm

Critical & Diversity SIG Meeting — Heritage C

Schedule-at-a-Glance (Saturday)

1:30pm-3:00pm

Breakout Sessions G

P

Poster Session 7 — *Buckhead Pre-Function*

- Telecommuting: The Evolution of a Flexible Work Arrangement
- Multi-national Perceptions of Leadership: An Interpretative Phenomenological Exploration of Cultural Responsiveness and Cultural Preferences of Leadership Style.
- Not Your Mama's Feminist Movement: Why Millennial and Gen Z Women Participate in Today's Feminist Movements and Implications for the Workplace
- Literature Review: Reconsidering the impact of Confucianism on Employee Engagement
- The Present and Future of National Human Resource Development: The Case of Industrial Skills Council in South Korea
- What Did They Do? International Students' Experiences Integrating into U.S. Higher Education
- New Words for Defining New Leadership: Evidences from Topic Modeling
- Performance improvement intervention concentrating retail customer engagement: Future of physical stores in home improvement
- Predicting Employees' Absenteeism: Introducing the Process of Applying Machine Learning
- Measuring Adult Development in Human Resource Development: Applications of the Subject-Object Interview
- "Intersectionality, Introversion, and the Glass Ceiling: Proposing a study exploring how personality trait theory can enhance understandings of African American women's work-lives."
- The Role of Peer Support in Medical Training
- Role of Non-formal Education in Improving Gender Equalities and Quality of Life in India
- Incorporating Design Thinking into a Process of Organizational Change: Implications for HRD

M

- Career & Employment — *Suwanee*
- Communication — *Augusta*
- Ethics & Values — *Dahlonaga*
- Gender & Leadership — *Marietta*

F

- Publishing Non-Empirical Research Successfully — *Oglethorpe*
- Connecting Adult Learning and Knowledge Management for Organization Change — *Buckhead A*

Schedule-at-a-Glance (Saturday)

- PD**
- My Favorite Assignment—Sharing our collective knowledge with one another — *Savannah*
 - What It Means to Be a Scholar-Practitioner in Human Resource Development — *Heritage B*

3:00pm-3:30pm

Networking and Exhibits Break — *Buckhead Pre-function*

3:30pm-5:00pm

Breakout Sessions H

- P** Poster Session 8 — *Buckhead Pre-function*
- An analysis of the challenges of women in leadership.
 - Coping with Challenges in Leadership Journey: An Intersectional Examination of Minoritized Women Leaders' Lived Experiences in Academia
 - Perceptions of Curriculum Redesign: Using the Whole-Part-Whole Model to Teach Business Writing Courses for the Workplace
 - Department Chair Academic Human Resource Development: Finding the Gap between Training and Needs
 - Applying Social Network Analysis to Evaluation in HRD: A Case of the Interprofessional Clinic Team Development Project
 - The Unexpected Leader
 - The Effects and Influences of Social Constructs on Employee Conflict Management Style and Workplace Conflict: A Transformative Mixed Method Study
 - Developing Leaders' Interpersonal Emotion Regulation: The Role of Reflective Journaling
 - A Qualitative Assessment of the Impact of Worker Perception on Turnover Intention within the Global Trucking Industry
 - Exploring the relationship among learning goal orientation, enjoyment, perceived e-learning usefulness and e-learning effectiveness on massive open online courses (MOOCs) for professional development in South Korea
 - Influencing Factors of Informal Mentoring: A Case Study
 - Using VoIP for International Dissertation Research: Experiences of Conducting Virtual Interviews with Scientists from Benin and Pakistan
 - Do Organizations with Work Councils Perform Better on Equality?
- M**
- Generations in the Workforce — *Suwanee*
 - Leadership & Entrepreneurship — *Augusta*
 - Learning & Development — *Dahlonega*
 - Teams — *Marietta*

Schedule-at-a-Glance (Saturday)

F

- Intersectionality in the Experiences of Transgender People of Color in the Workplace — *Oglethorpe*
- Uncover the mystery of the AHRD SIGs — *Buckhead A*
- Sherpa Coaching Presentation — *Savannah*

PD

- Communities of Practice – Faculty Learning and Development SIG
Community of Practice Charrette — *Heritage A*

5:00pm-6:30 pm

President's Reception & Meet the Authors — *Buckhead Ballroom B*

Thank you, Texas A&M University Education & Human Development for your sponsorship of the President's Reception!



6:30pm-8:00pm

President's Banquet — *Heritage B/C*

Thank you, Kia Motors for your sponsorship of the President's Banquet!



9:00pm

Conference Adjourns



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Advancing Human Resource Development Research through Building a Diverse External Funding Portfolio

Kristin K. Frady and Clarethia Hughes

Wednesday, February 26 | 1:00 PM – 5:00 PM | Marietta

This pre-conference session is designed to help participants such as scholars, scholar/practitioners, and doctoral students connect HRD research agendas and interests to multiple sources of external funding. The goal of the workshop, through exposure to multiple funding opportunities, is to develop an actionable plan for proposal development and submission. The workshops experience will be built around the Design Thinking process to actively engage participants a collaborative, problemsolving approach for the purpose of developing prototypes of basic grant development materials such as an empathy map, logic model, journey map of major milestones, and a skeletal outline to support development of a full grant proposal. Also, real-world examples and scenarios will be shared with participants to support greater learning. Using the Design Thinking approach will teach HRD professionals how to innovate to solve grand challenges in the field through identification of funding opportunities. Additionally, use of the Design Thinking approach will also serve to foster innovation, teamwork, and provide a model that participants may use in future teaching and training experiences.

Hiring and Retaining Military Veterans: Integrating Research and Best-Practices to Improve Veteran Outcomes

Michael Kirchner, Ph.D., Sarah Minnis, Ph.D., and Christopher Goehner, M.A.

Wednesday February 26 | 1:00 PM – 5:00 PM | Dahlonga

Since federal hiring initiatives were launched, military veterans have received unprecedented access to non-military employment after completing their service enlistment. Hundreds of employers have formalized military veteran hiring programs and thousands more have informally prioritized, to at least some extent, the employment of those who have served in the armed forces. However, once employed, veterans leave their first non-military job at alarming rates (50% within one year; nearly 65% within two years). The dramatic turnover is particularly concerning as employers are investing significant resources in finding veterans for hire. Whereas veterans are currently perceived as assets and possibly social responsibilities, prolonged high turnover rates may reduce the likelihood of employers continuing to invest resources in finding veterans for hire.

This session will explore recognized challenges to veteran employment, including reasons employers struggle to hire and retain veterans, before transitioning into a discussion about the challenges veterans experience veterans during the career transition and through the employment life-cycle. Following the discussion, we will present attendees a comprehensive veteran employment and retention framework which will guide our discussion and be completed throughout the rest of the session. The framework will utilize research-informed current best practices in hiring and retaining veterans which can be tailored to each attendees' respective organization and their corresponding resources and constraints. By the end of the session, attendees will have developed at least one new initiative for their organization to formalize an aspect of veteran recruitment and retention.

VIP Tour at Kia Motors Manufacturing Georgia

Wednesday February 26 | 12:00 PM – 6:00 PM | Off-Site

Meet in the lobby to transport to KIA Motors (volunteer at registration will assist with order rideshare transportation)

Kia Motors USA celebrates its 10th anniversary of vehicle production in Georgia. This facility was the Kia's first manufacturing hub to open in North America. It has so far helped create more than 15,000 local jobs and produced more than three million vehicles by providing education opportunity to unprivileged southern Georgia. This advanced manufacturing facility represents a \$1.1 billion investment on a 2,200-acre site and employs 2,700 full time employees. Most of the output at Kia Motors Manufacturing Georgia (KMMG) is for the brand's popular SUV models, the Telluride "the SUV of the year" and Sorento, as well as the Optima mid-size sedan.

Tour visitors will see the entire manufacturing process from rolled metal all the way to the finished product using high tech stamping, weld shop advanced robotics, and highly automated assembly processes to produce the finished vehicle. They produce a vehicle every 57 seconds utilizing three full shifts operating at the plant 24 hours a day/five days per week. In line with Hyundai Motors' strategy to become a smart mobility solutions provider, Kia Motors is preparing itself for the rapidly changing automotive landscape in 21st century.

Racial Healing: The Next Step in Racial Justice and Our Collective Liberation

Friday, February 28 | 10:30am-12:00pm | Heritage B/C



Anneliese Singh, PhD, LPC is an award-winning social justice scholar and community organizer. She is a Professor and Associate Dean of the Office of Diversity, Equity, and Inclusion in the College of Education at the University of Georgia, and a Professor of Counselor Education and Counseling Psychologist. Her research, practice, and advocacy explores the resilience and liberation experiences of trans people, people of color, survivors of trauma, South

Asian immigrants, and social justice and empowerment training, and she has over 100 publications among these areas. She is the author of *A Clinician's Guide to Gender-Affirming Care*, in addition to the *Queer and Transgender Resilience Workbook* and the *Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing*. Anneliese is the current President of the American Psychological Association Division of Counseling Psychology. Anneliese has worked on several national competencies and guidelines projects for the American Counseling Association (ACA) and American Psychological Association (APA). She is a Fellow of both APA and ACA, and serves on multiple editorial boards.

In 2009, Anneliese co-founded the Georgia Safe Schools Coalition to work on the intersection of heterosexism, racism, sexism, and other oppressions in Georgia schools. She also founded the Trans Resilience Project to translate findings from her nearly 20 years of research on the resilience that trans and nonbinary people develop across the lifespan and across multiple identities to navigate societal oppression. Anneliese is currently working on an NIH-funded longitudinal multi-site (Atlanta, New York, San Francisco) grant investigating trans identity development, risk, and resilience, as well as a collaborative PCORI grant developing a southeastern trans research and education network. Her TEDx Talk, titled "Transgender Liberation is for Everybody," explored gender liberation for cisgender and transgender people. Anneliese passionately believes in and strives to live by the ideals of Dr. King's beloved community, as well as Audre Lorde's reminder that "without community, there is no liberation."

Leveraging emerging methodologies to challenge master narratives in HRD

Thursday, February 27, | 1:30-3:30 pm | Heritage B/C

One way of exploring the purposes and scope of Human Resource Development is by examining the stories we tell about the field. In this Town Hall Forum, panelists and participants will explore the stories they tell about the field and be exposed to the stories that others hold dear. The forum will begin with an open discussion about HRD narratives, and then move to a focused discussion regarding dominant narratives around diversity, equity, inclusion, engagement, and justice in HRD and ways these perspectives are being challenged through the use of emerging research methodologies.

Panelists

Dr. Jeremy Bohonos



Jeremy Bohonos is an Assistant Professor of Adult Education, Assistant Editor for *New Horizons in Adult Education and Human Resource Development*, and Chair of the Academy of Human Resource Development Critical HRD & Social Justice Perspectives Special Interest Group. His research focuses

on organizational (in)justice with a special emphasis on race and racism in the workforce. He has published in journals including *Adult Education Quarterly*, *Advances in Developing Human Resources*, *Adult Learning*, and *New Horizons in Adult Education and HRD*.

Dr. Juanita Johnson-Bailey



Juanita Johnson-Bailey holds the Josiah Meigs Distinguished Teaching Professorship at the University of Georgia and is the recipient of the Eleanor Roosevelt Award from the American Association of University Women. In 2018 she was bestowed the title of University Professor, which is awarded to faculty at the University of Georgia who have had a significant impact in addition to fulfilling their normal

Town Hall Forum

academic responsibilities. In 2018, she also received the Career Achievement Award from American Association of Adult and Continuing Education.

She has worked at UGA for twenty-four years and currently holds an administrative appointment as the Director of the Institute for Women's Studies at UGA. She is the author of *Sistahs in College: Making a Way Out of No Way*, which received the Phillip E. Frandson Award for Literature in Continuing Higher Education and the Sadie T. Mossell Alexander Award for Outstanding Scholarship in Black Women's Studies. Dr. Johnson-Bailey is a member of the International Adult and Continuing Education Hall of Fame, a Houle Scholar, and a Lilly Teaching Fellow. She has lectured nationally and internationally and her most recent book is a co-edited text, the *Handbook on Race and Racism in Adult and Higher Education: A Dialogue* (Sheared, Johnson-Bailey, Colin, Peterson, & Brookfield).

Johnson-Bailey specializes in researching race and gender in educational and workplace settings. She has made significant contributions to the literature in adult education and women's studies, with over 100 publications, which includes articles in: *Harvard Educational Review*, *Teachers College Record*, *Journal of Negro Education*, *Journal of Higher Education*, *The Handbook of Adult and Continuing Education*, *SAGE Encyclopedia of Qualitative Research Methods*, *Handbook of Mentoring and Coaching for Education*, and the *Handbook of Transformative Learning Theory*.

Nathan Victoria



Nathan Victoria is a doctoral candidate in the Executive Leaders Program, Human and Organizational Learning at the George Washington University, as well as the Senior Director, Recruitment, Engagement, and Volunteerism (REV) for NASPA-Student Affairs Administrators in Higher Education, the leading voice for student affairs administration, policy, and practice. Featured as the "Exec of the Future: Change Agent" by Associations Now

and recognized as one of Forum's Forty Under 40 Award Winners, he curates the arc of experience for the student affairs profession. More information about his project can be found at <https://www.buildingbayanihan.org/>.

Nathan's Golden Circle: I stand on the shoulders of those who have come before. Not everyone can speak their truths, but I have

Town Hall Forum

been fortunate and privileged in having found mine. Through inspiration, innovation, and innovation, I empower those around me, strategically squeaking, to make agents of change.

Dr. Cynthia M. Sims



Cynthia M. Sims is an Assistant Professor and program coordinator of the Master of Human Resource Development, Department of Educational and Organizational Leadership, College of Education, Clemson University, Clemson, South Carolina, U.S.A. Her research focuses on the ways gender and diversity influences the enactment of leadership in the workplace. She was recognized with an Emerald

Literati Award, Highly Commended 2019 for a research publication. Dr. Sims is the founder director and co-lead of Clemson's gender equity leadership development and mentoring program for faculty an ADVANCE initiative. She has a bachelor's degree from Lake Forest College, a master's from the College of Education, Harvard University, and a doctorate in organizational leadership from the University of Maryland Eastern Shore. Prior to her academic career, Dr. Sims was employed with a U.S. fortune 100 company, serving as the Director of Staff Operations, Director of Learning and Performance Improvement, and Director of Human Resources.



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Breakout Sessions A

Thursday, February 27 | 3:45-5:15pm

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 1

A Study of the Influence of Big Five Personality Factors on Training and Development Outcomes

Session ID: 722579

Autumn Kelly, University of Houston

Tomika Greer, University of Houston

Applying Implicit Theories to Veteran Career Transitions: Implications for Human Resource Development

Session ID: 731955

Michael Kirchner, Purdue University Fort Wayne

Louis Hickman, Purdue University

Enhancing Competencies of Future Professionals Interviewing Deaf Job Candidates

Session ID: 732518

Hayley Stokar, Purdue University Northwest

Claudia Mich, Purdue University Northwest

Let's Get Real About Augmented/Virtual Reality: A Case Study of Technology Opportunities and Challenges within a Large Insurance Organization

Session ID: 734596

Jeanne Koehler, State Farm

Nancy Pope, State Farm

Dean Turner, State Farm

PsyCap and Diversity in Organizations: LGBTQ PsyCap Awareness

Session ID: 736253

Johanna Sweet, Roanoke College

Emily Curfman, Roanoke College

Elizabeth Helmski, Roanoke College

Enhancing Citizenship Behavior and Social Capital in Higher Education

Session ID: 737402

Sung "Pil" Kang, University of New Mexico

Caleb Seung-Hyun Han, University of Georgia

Eunjung Grace Oh, University of Illinois Urbana-Champaign

Yun Kyung Seo, Seoul Women's University

Breakout Sessions A

An agile approach to post-training follow-up design for motivation to transfer

Session ID: 737438

Pimsiri Aroonsri, University of Minnesota

Exploring Effective Digital Technologies in Online Teacher Training Programs

Session ID: 737475

Jie Ke, Jackson State University

Rui Kang, Georgia College & State University

Millard Bingham, Jackson State University

Exploring Cybersecurity issues in HRD: A Literature Review of Cybersecurity Training

Session ID: 737633

Lisa Newman, University of Georgia

Caleb Seung-Hyun Han, University of Georgia

The relationships among participation in employee development programs, organizational commitment and turnover of non-medical staff in a nonprofit medical institution in Lebanon

Session ID: 737775

Raghida Abdallah Yassine, University of Illinois Urbana-Champaign

Ronald Jacobs, University of Illinois at Urbana-Champaign

Learning Culture as differentiator in outlier stores of fast food organization

Session ID: 739137

Jill Jinks, University of Georgia

Karen Watkins, University of Georgia

Schopenhauer Therapy for Algorithmic Malaise

Session ID: 739155

John Hammond, The University of Georgia

Programmatic Assessment Effectiveness: Conceptualization of a Medical Education Model

Session ID: 739187

Boyung Suh, Southern Illinois University School of Medicine

Chungil Chae, Penn State University

Breakout Sessions A

Exploring Top Executive Leaders' Knowledge Sharing: A Social Network Analysis Approach

Session ID: 739708

JiYoon Shin, ChangShin Inc.

Jihye Oh, Texas A&M University

Seung Won Yoon, Texas A&M University-Commerce

Caleb Seung-Hyun Han, University of Georgia

Johyun Kim, Texas A&M University-Commerce

Moon Ju Sung, National Assembly Futures Institute

Thursday, February 27 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Career & Employment

Federal Programs for Dislocated Workers: A Review of the Legislation, Effectiveness, Issues, and a Proposed Framework of Research Questions Related to Human Resource Development

Session ID: 704548

Phyllis Tate, University of Illinois at Urbana-Champaign

Ronald Jacobs, University of Illinois at Urbana-Champaign

Utilizing Work Ability Index in Strategic Human Resource Development Decisions: A Hungarian Study

Session ID: 738783

Iván Zádori, University of Pécs, Hungary

Gábor Szécsi, University of Pécs, Hungary

Antal Tibold, University of Pécs, Hungary

Gergely Fehér, University of Pécs, Hungary

Zsolt Nemeskeri, University of Pécs, Gál Ferenc College, Hungary

Self-perceived Employability: Investigating the Responses of Students in HRD Field

Session ID: 737643

Yuanlu Niu, University of Arkansas

Xu Xu, Henderson State University

Yvonne Hunter-Johnson, North Carolina A&T State University

Conceptualizing Sustainable Employment

Session ID: 734824

Sarah Minnis, Western Carolina University

Breakout Sessions A

Thursday, February 27 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Augusta*

Coaching & Mentoring

Exploring Independent Human Resource Development Consulting Practice and Expertise in Colombia through Reflective Practice
Session ID: 734625

Laura Cajiao-Wingenbach, Texas A&M University
Khalil Dirani, Texas A&M University

The Effects of Managerial Coaching on Work Performance: The Mediating Roles of Role Clarity and Psychological Empowerment
Session ID: 739766

Huh-Jung Hahn, Winona State University

Blazing the Trail: A Case Study of Mentoring in a Gender Equity Leadership Development Program
Session ID: 738196

Angela Carter, Clemson University
Cynthia Sims, Clemson University
Arelis Moore de Peralta, Clemson University

A Mentoring Relationship between International Instructors and Undergraduate Assistants: Challenges and Opportunities
Session ID: 739260

Jennifer Jihae Park, Indiana University
Yonjoo Cho, Indiana University

Thursday, February 27 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Dahlonga*

Leadership & Culture

Importing Complexity Leadership Theory into Bureaucratic Organizations in Non-Western Environment: A Perspective and Agenda for Future Research.
Session ID: 722041

Francis Donkor, University of Electronic Science and Technology of China
Dongmei Zhou, University of Electronic Science and Technology of China

Breakout Sessions A

Cross-Cultural Comparative Leadership Studies in the Past Decade: A Review and Update

Session ID: 739770

Ann Herd, University of Louisville

Kevin Lowe, The University of Sydney

Positive Leadership and Followers' Performance

Session ID: 739205

Saurabh Gupta, The University of Southern Mississippi

Quincy Brown, The University of Southern Mississippi

Essential Female Leadership Competencies for Industry 4.0

Session ID: 738870

Szufang Chuang, Indiana State University

Barbara Eversole, Indiana State University

Thursday, February 27 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Marietta*

Unlearning

Unlearning in the Workplace: Review and Summary

Session ID: 737873

Sunyoung Park, Louisiana State University

Eun-Jee Kim, Seoul Women's University

Forgetting to Learn and Learning to Forget: The Call for Organizational Unlearning

Session ID: 737937

Mandolen Mull, Rockford University

Clay Duffy, Rockford University

Dave Silberman, Red Leaf Ventures

Organizational Unlearning for Human Resource Development: An Integrated Model

Session ID: 739743

Huyen Nguyen, Texas A&M University

Jia Wang, Texas A&M University

Thursday, February 27 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Oglethorpe*

Learning & Development

How can a CPD approach support the transition towards becoming a "Learning Organisation?"

Session ID: 739440

Kesiena Ebenade, Sport Ireland

Training Volunteers: A Literature Review

Session ID: 739653

Bruce Brown, Texas A&M University

Jia Wang, Texas A&M University

CTSDL (Cross-Training Through Self-Directed Learning): Talent Management Blueprint, Benchmarks, and Diversity and Inclusion Gaps

Session ID: 739437

Markease Doe, Florida International University

Thomas Reio, Florida International University

Associations between Training and Development Investment and Financial Performance: Multilevel Autoregressive Modeling

Session ID: 739682

Sangok Yoo, University of Minnesota

Suhyung Lee, University of Minnesota

Sehoon Kim, University of Minnesota

Soebin Jang, Augsburg University

Daeyeon Cho, Korea University

Eun Sol Park, Korea University

Myungbin Choi, Korea University

Somin Park, Korea University

Breakout Sessions A

Thursday, February 27 | 3:45-5:15pm

F NON-REFEREED FOCUS SESSION | *Heritage A*

In a different tongue: The experience of HRD faculty born abroad who teach in the United States

Session ID: 734938

K. Peter Kuchinke, University of Illinois at Urbana-Champaign

Alexandre Ardichvili, University of Minnesota

Maria Cseh, George Washington University

Khalil Dirani, Texas A&M University

Heeyoung Han, Southern Illinois University Medical School

Jia Wang, Texas A&M University

Thursday, February 27 | 3:45-5:15pm

F NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Savannah*

Beyond Implications: New Ways to Theorize HRD in Research and Publications

Jamie Callahan, Newcastle Business School, Northumbria University

Carole Elliott, Roehampton University

Sharon Mavin, Newcastle University

Thursday, February 27 | 3:45-5:15pm

F NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Buckhead A*

Problem-based learning: Using authentic performance problems to inductively teach and promote active learning in HRD

Session ID: 732544

Heeyoung Han, Southern Illinois University School of Medicine

Boyoung Suh, Southern Illinois University School of Medicine

Friday, February 28 | 8:30-10:00am

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 2

Attachment Orientation and HRD: A Psychoneuroimmunology View

Session ID: 737911

Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
Mandolen Mull, PURI School of Business at Rockford University

Your Brain on Work: The Neuroscience of Trust

Session ID: 737944

Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
Mandolen Mull, PURI School of Business at Rockford University
Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

A Conceptual Framework for Facilitating Experiential Learning from a Social and Cultural Neuroscience Perspective

Session ID: 738014

Yoshie Nakamura, George Washington University
Kate Mistry, George Washington University

Self-Efficacy Survey Construct Development for Promoting Aging Workers' Employability in Aging Society

Session ID: 738195

Chaewon Yang, University of Georgia
Kyoungshin Kim, Sungkyunkwan University

Self-direction in the adult-learning experience: How perceived control and program design influence learner motivation and training utility

Session ID: 738227

Nicole Cannonier, Savannah State University

Breakout Sessions B

Supervisors' Support and Training Transfer: A Meta-Analysis (Work in progress)

Session ID: 738688

Nuzulul Isna, Texas A&M University

Fredrick Nafukho, Texas A&M University

Questions from the Airport

Session ID: 738817

Cynthia Digby, University of Florida

Diversity in HRD Scholars: Analysis of Ethnic diversity in Co-Authorship Papers

Session ID: 738997

Ki Bum Noh, University of Minnesota - Twin Cities

Employee Trust and HRD: Current Insights and Future Directions

Session ID: 739127

Amin Alizadeh, Texas A&M University

Shaoping Qiu, Texas A&M University

Khalil Dirani, Texas A&M University

The Trends of Neuroscientific Research for Human Resource Development: A Keywords Network Analysis

Session ID: 739129

Chang Sung Jang, University of Oklahoma

Doo Hun Lim, University of Oklahoma

Sungbum Cho, Hansung University

Junghwan Kim, University of Oklahoma

Evolution of Self-Managed Organizations---Organization Development's Consistent Task

Session ID: 739223

Robert Ellis, The University of Georgia

Karen Watkins, University of Georgia

Exploring Motives, Processes, and Outcomes of Reflective Capacity Development of Academic Medicine Faculty

Session ID: 739230

Boyung Suh, Southern Illinois University School of Medicine

Stacy Sattovia, Southern Illinois University School of Medicine

Breakout Sessions B

Impact of Artificial Intelligence on Recruitment: Implications for HRD Practice

Session ID: 739268

Siham Lekchiri, Western Carolina University

Marie-Line Germain, Western Carolina University

Sarah Minnis, Western Carolina University

Exploring the Relationship between the Impostor Phenomenon, Flow at Work, and Authentic Leadership Using the Job Demands-Resources Theory

Session ID: 739721

Katsiaryna Matusevich, Barry University

Priva Fischweicher, Barry University

Helping and Wishlist Factors for Successful Adoption of Appreciative Inquiry

Session ID: 739724

Robert Ketchem, Penn State University

Friday, February 28 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Diversity, Inclusion, Social Justice

Moving beyond productivity: Towards whole-person disability inclusion in the workplace

Session ID: 737494

Chang-kyu Kwon, Oakland University

Aliki Nicolaides, University of Georgia

Backlash at Work: Types, Antecedents, and Coping Strategies

Session ID: 737823

Jin Lee, Texas A&M University

Jieun Yi, Texas A&M University

Hyeonju Kang, Korea University

Paradigmatic, Theoretical, and Philosophical Perspectives for Social Justice Pedagogy: A Human Relations Perspective

Session ID: 737897

Marilyn Byrd, University of Oklahoma

Breakout Sessions B

Linking bystander intervention and ally development: An integrative approach to organization development for social justice

Session ID: 738986

Joshua Collins, University of Minnesota

Friday, February 28 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Augusta*

Mindfulness

Possible Drivers of Self-Actualization

Session ID: 710602

Samuel Adams, Cornell University

Thomas Reio, Florida International University

The operationalisation of informal learning through managed reflective practice

Session ID: 737891

Bernadette McDonald, Liverpool John Moores University

Mindfulness Training in the Workplace: Exploring its Scope and Outcomes

Session ID: 739354

Karen Johnson, University of North Texas

Sunyoung Park, Louisiana State University

Sanghamitra Chaudhuri, Metropolitan State University

The Case for Mindfulness Scholarship and Practice in HRD

Session ID: 739500

Joseph Wohkittel, Metropolitan State University / University of Minnesota

Breakout Sessions B

Friday, February 28 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Dahlonega*

Employee Engagement

Developing a Measurement for Employee Engagement: A Validation study in a South Korea Context

Session ID: 737885

JiHyun Kim, Hanyang University
ByungHan So, Hanyang University
YunJeong Ro, Hanyang University
Ji Hoon Song, Hanyang University

Exploring Incongruence Effect of CSR Actions toward Employee Job Outcomes

Session ID: 738449

Ming-Yen Lee, Chung Yuan Christian University
Shuyuan Chen, National United University

What Do International Students in Japanese Higher Education Need? Moderating Mediation Model of Positive Psychological Capital, Adjustment, Engagement, and Organizational Citizenship Behavior

Session ID: 739515

Dae Seok Chai, Colorado State University
Chungil Chae, Penn State University
Jaeun Lee, Konkuk University, Institute for Innovative Education

Friday, February 28 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Marietta*

Gender Issues in the Workplace

Application of ESG Measures for Gender Diversity and Equality at the Organizational Level

Session ID: 733153

Yonjoo Cho, Indiana University
Sehoon Kim, University of Minnesota
Jieun You, Yonsei University
Hanna Moon, Korea Research Institute for Vocational Education & Training
Hyoyong Sung, Sungshin University

Breakout Sessions B

Negotiating Positionality in the Online Diversity HRD Course: A Feminist Narrative Inquiry of Teacher Self-Disclosure **Session ID: 734203**

Hyungjoo Yoon, The University of Georgia
Diann Jones, The University of Georgia

Women on Boards and Their Effect on Opportunities for Women: An Examination of the Davies Review **Session ID: 738102**

Silvana Chambers, University of Houston-Clear Lake

Gender Equity and Work for Sustainable Development: Applications of Transnational Feminism to HRD **Session ID: 738114**

Jill Zarestky, Colorado State University
Sarah Ray, Texas A&M University
Joshua Collins, University of Minnesota

Friday, February 28 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Oglethorpe*

Veterans

Veterans Serving the Franchise Sector: Exploring the Appeal **Session ID: 735718**

Erin Mires, University of Louisville
Denise Cumberland, University of Louisville

Learning Challenges Faced by Transitioning Military Service Members: Voices of Military Transition Counselors **Session ID: 738122**

Ann Herd, University of Louisville
Faith Stull, Purdue University Fort Wayne
Michael Kirchner, Purdue University Fort Wayne

Career Transition of Military Veterans: A Systematic Literature Review and Agenda for Future Research and Practice **Session ID: 739701**

Jihye Oh, Texas A&M University
Jia Wang, Texas A&M University

Breakout Sessions B

Friday, February 28 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Buckhead A*

Evidence of HRD Espoused vs Worlds-in-Action. What Could This Lend When It Comes to Discussions About Our Future?
Session ID: 734944

Holly Jackson, Virginia Commonwealth University
Robin Hurst, Virginia Commonwealth University

Friday, February 28 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Savannah*

Leading or Misleading HRD Research? Testing the NHRD Claims with China's HRD Policies 1949-2019
Session ID: 735426

Greg Wang, The University of Texas at Tyler

Friday, February 28 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Heritage A*

Academic writing for novices: A roadmap to publishing
Session ID: 735709

Jeremy Bohonos, Buffalo State College
Jill Zarestky, Colorado State University
Tonette Rocco, Florida International University
Sunny Munn, Florida International University
Stephanie Sisco, University of Minnesota
Joshua Collins, University of Minnesota

Breakout Sessions C

Friday, February 28 | 1:30-3:00pm

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 3

Legislating a Woman's Seat at the Board: Shattering the Glass Ceiling or Building a New One?

Session ID: 739181

Silvana Chambers, University of Houston-Clear Lake

Veterans In Transition: Embracing Transitional Challenges, Application of Transfer of Training and Promoting a Conducive Work Environment

Session ID: 739204

Yvonne Hunter-Johnson, North Carolina A&T State University

Evolution of Strategic Human Resource Practice

Session ID: 739364

Jeong-Ha Yim, University of Georgia

Wendy Ruona, University of Georgia

Job Stress and Facet Job Satisfaction in Laboratory Animal Care Workers: A Correlational Quantitative Study and Implications for HRD

Session ID: 739438

Ebube Utomi, Priority One Services

Marie-Line Germain, Western Carolina University (UNC System)

Identifying Opportunities with Employee Volunteer Programs: A Literature Review

Session ID: 739466

Charity Hamilton, University of Southern Mississippi

Quincy Brown, University of Southern Mississippi

Employee engagement: Understanding the millennial workforce

Session ID: 739480

Matthew Hurtienne, Concordia University of Wisconsin

Laura Hurtienne, Concordia University of Wisconsin

Madelyn Kempen, Concordia University of Wisconsin

Breakout Sessions C

Organizational Learning and Citizenship Behavior in Small and Medium Enterprises in Vietnam: Employee Engagement as Mediation

Session ID: 739495

Huyen Thi Minh Van, Texas A&M University

Fredrick Nafukho, Texas A&M University

Exploring the Other Side of Burnout

Session ID: 739514

Nekeisha Randall, University of Georgia

Pygmalion effect: A study of organization expectations and employee performance

Session ID: 739561

Melissa Taylor, University of Louisville

Linking HR Practices, Organizational Culture, Structure, Strategy, and Organizational Performance: Moderating Role of Retention

Session ID: 739750

Regin Justin, The University of Texas at Tyler

Women Leadership and Leadership Identity Development in Azerbaijan

Session ID: 739277

Chilanay Safarli, George Washington University

Maria Cseh, George Washington University

Utilizing a Logic Model to Evaluate an Interdisciplinary Initiative at a Research I University

Session ID: 739287

Amanda Garr, Texas A&M University

Sarayu Sankar, Texas A&M University

Michael Beyerlein, Texas A&M University

Patrice French, Texas A&M University

Patricia Goodson, Texas A&M University

Kenneth McLeroy, Texas A&M University

Carla Liau-Hing Yep, Saint Mary's College of California

The Leadership Role of Village Leaders' Spouses: A Case Study in Aceh Province, Indonesia (research proposal)

Session ID: 739306

Nuzulul Isna, Texas A&M University

Breakout Sessions C

Employee Wellness and Retention in the Policing Profession: A Systematic Literature Review

Session ID: 739734

Todd Brimm, University of Louisville

Ann Herd, University of Louisville

Kevin Rose, University of Louisville

Exploring Perceived Challenging Factors of Employment among Korean Undergraduates: A Qualitative Study

Session ID: 739751

Jiwon Park, Korea University of Technology and Education

Woocheol Kim, Korea University of Technology and Education

Heajung Woo, Korea University of Technology and Education

Friday, February 28 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Suwanee*

HRD Research

How is HRD Related to Other Disciplines? The Analysis of 100 Most Frequently Cited Empirical Articles Published in Three HRD Journals

Session ID: 738171

Jaekyo Seo, University of Minnesota - Twin Cities

Suhyung Lee, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Community-Engaged Scholarship: Where's HRD?

Session ID: 739720

Emily Morrison, The George Washington University

A Literature Review of Human Resource Analytics: Implications for Human Resources

Session ID: 738740

Yeling Jiang, Purdue University

Mesut Akdere, Purdue University

Disciplinary Interactions and Collaborations in Research: Exploring Possibilities for HRD Researchers and HRD

Session ID: 739588

Wendy Ruona, University of Georgia

Julie Gedro, SUNY Empire State College

Breakout Sessions C

Friday, February 28 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Augusta*

Learning & Development

The Mediating Role of Learning Agility and Organizational Learning on Goal Orientation and Adaptive Performance

Session ID: 734137

Min Hee Yoo, Korea University

Doo Hun Lim, University of Oklahoma

So Kyum Yoon, Korea University

Exploring Antecedents of Learning Agility: Towards Corporate Employees in Manufacturing Industry in South Korea

Session ID: 737398

Miai Kim, Hyundai Group

Chan Lee, Seoul National University

Ahreum Lim, University of Georgia

Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas using a Borich's Needs Assessment Model: A Focus on Degree Programs at Universities

Session ID: 738167

Yunsoo Lee, Hanyang University

Shinhee Jeong, Louisiana State University

Daeyeon Cho, Korea University

Why Become a Learning Organization: Measuring the Dimensions of Learning at the University of the Bahamas

Session ID: 738762

Jason Styles, University of the Bahamas

Lisa Knowles, St Thomas University

Breakout Sessions C

Friday, February 28 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Dahlonaga*

Teams

In-Group and Out-group Dynamics and Inclusive Strategies for Team Performance Development

Session ID: 739735

Soo Jeoung Han, Boise State University

Jaeeun Lee, Konkuk University Glocal Campus

Chungil Chae, Penn State University

The Mediating Role of Knowledge Sharing and Team Learning on the Relationship between Trust, Psychological Safety, and Virtual Team Effectiveness

Session ID: 735976

Woongbae Park, Al Akhawayn University in Ifrane

Transformative Learning in Self-Directed Teams: An Integrative Literature Review

Session ID: 737833

Robert Ellis, The University of Georgia

Caleb Seung-Hyun Han, University of Georgia

Managers' Perspectives on Developing Teams in the Public Sector: A Case Study of a Traffic Division in a Local County Government

Session ID: 738682

Soo Jeoung Han, Boise State University

Bora Jin, Texas A&M University

Jie Chen, Boise State University

Mehrangiz Zadeh Abadi, Texas A&M University

Mathew Selker, Walsh University

Breakout Sessions C

Friday, February 28 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Marietta*

Work Engagement

The Role of Transformational Leadership in Work Engagement

Session ID: 738862

Jovana Markovic, Barry University

Ivana Fredotovic, Barry University

Examining the Role of Affect Within the Nomological Network of the A-factor of Job Attitudes and Work Engagement: A Replication and Extension using Commonality Analysis

Session ID: 736247

Marietta Kim Nimon, University of Texas - Tyler

Brad Shuck, University of Louisville

Julia Fulmore, University of Dallas

Drea Zigarmi, The Ken Blanchard Companies

Organizational support and adaptive performance: The rotating relationships between job crafting, work engagement, and adaptive performance

Session ID: 739253

Yoonhee Park, Ewha Womans University

Doo Hun Lim, University of Oklahoma

Woocheol Kim, Korea University of Technology and Education

Hana Kang, Michigan State University

Breakout Sessions C

Friday, February 28 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Oglethorpe*

Diversity, Inclusion, Social Justice

Diversity Training Programmes in Organisation: A Conceptual Framework

Session ID: 739422

Hussain Alhejji, Australian College of Kuwait

The Effect of Employment Works Canada Program for Individuals with ASD: A Hope-Action Theory Perspective

Session ID: 739571

Hyung Joon Yoon, Pennsylvania State University

Eunjung Grace Oh, University of Illinois Urbana-Champaign

Social Construction of Knowledge in HRD: Absent (Black) Narratives

Session ID: 739759

Stephanie Sisco, University of Minnesota

Tasha Hart-Mrema, University of Minnesota-Twin Cities

Eniola Aderibigbe, University of Minnesota

Breakout Sessions C

Friday, February 28 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Buckhead A*

Looking for a meaningful conversation? Experience a Mentoring Episode with an Expert Scholar and with Peers!
Session ID: 738293

Rajashi Ghosh, Drexel University

Friday, February 28 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Savannah*

Exploring the Basics of Qualitative Data Analysis
Session ID: 734071

Yonjoo Cho, Indiana University

Jessica Lester, Indiana University

Friday, February 28 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Heritage A*

Congratulations!!! You've got a Revise and Resubmit! Now What?: Meet the Editors Panel on "How to Successfully Revise your Manuscript for Publication"
Session ID: 736114

Robert Yawson, Quinnipiac University

Rajashi Ghosh, Drexel University

Thomas Reio, Florida International University

Jia Wang, Texas A&M University

Jessica Li, University of Illinois at Urbana-Champaign

Marilyn Byrd, University of Oklahoma

Breakout Sessions D

Friday, February 28 | 3:30-5:00pm

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 4

Human Resource Development Practices and Employee Engagement - Examining the Connection with Employee Turnover Intentions: A Replication and Extension using Structural Equation Modeling

Session ID: 738880

Julia A. Fulmore, University of Dallas

Joy Cooper, Texas A&M University - Texarkana

Anthony Fulmore, Texas A&M University - Central Texas

Quantitative modeling informal and incidental learning as used by adaptive agents engaging in simulation based games

Session ID: 739147

Jill Jinks, The University of Georgia

Testing the Validity of Instagram as the Medium for Data Collection in HRD

Session ID: 739612

Bhagyashree Barhate, Texas A&M University

Deepu Kurian, Texas A&M University

What Makes Older Employees Stay? Exploring Antecedents of Their Turnover Intention

Session ID: 731544

Sunyoung Park, Louisiana State University

Shinhee Jeong, Louisiana State University

Work Stressors as Drivers of Reduced Employee Engagement

Session ID: 733321

Josh Serlock, Metropolitan State University

Joseph Wohkittel, Metropolitan State University / University of Minnesota

Drivers of Turnover in a Retail Firm: Results from an Exit Survey

Session ID: 733999

Ingrid Alm, Metropolitan State University

Joseph Wohkittel, Metropolitan State University / University of Minnesota

Breakout Sessions D

Gender Differences in Entrepreneurship in South Korea

Session ID: 734276

Jieun You, Yonsei University

Jiwon Park, Korea University of Technology and Education

Yonjoo Cho, Indiana University

Evolving Theory and Practice for Informal and Incidental Learning in the Workplace

Session ID: 734419

Beixi Li, University of Georgia

Carrie Ann Harman, University of Georgia

Employee Engagement Scale (EES): A Validation Study in the South Korean context

Session ID: 734858

Dae Seok Chai, Colorado State University

Woocheol Kim, Korea University of Technology and Education

Brad Shuck, University of Louisville

Examining Structural Relationships between Learning Agility, Organizational Support, Professional Commitment, and Organizational Commitment in Korean Public TVET Institutions

Session ID: 735213

Youngeun Wee, Korea Polytechnics

Woocheol Kim, Korea University of Technology and Education

Changhyun Im, SK Innovation

Promoting Effective Personal Branding to Create Optimal Leader Identity in Organizations

Session ID: 739340

Clay Duffy, Rockford University

Mandolen Mull, Rockford University

A Study on Career Decision-Making Process of College Students Applying to Career Self-Management Model

Session ID: 739360

Yoon-Jeong Won, University of Illinois - Urbana Champaign

Protean career orientation and career related continuous learning among online university students in South Korea

Session ID: 739363

Yujin Kim, University-Industry Foundation, Yonsei University

Wonju Park, Hanyang Cyber University

Breakout Sessions D

The Academic Preparation Strategies Particularly for a Graduate Curriculum in Korea: Comparison to the U.S. **Session ID: 739753**

Ahreum Ju, University of Illinois at Urbana-Champaign

Two Different Approaches to Leadership Development **Session ID: 739769**

Huh-Jung Hahn, Winona State University

Sungjun Kim, University of Illinois at Urbana-Champaign

Friday, February 28 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Communication & Collaboration

Inter-institutional Collaboration: A Case for Higher Education and Assessing the Value Proposition for Collaboration Across Universities

Session ID: 736210

Alexander Williams, University of Louisville

Denise Cumberland, University of Louisville

Sharon Kerrick, University of Louisville

The Mutual Impact of University President's Leadership and Organizational Justice on Knowledge Sharing: The Mediating Effect of Communication

Session ID: 738209

Ji Hoon Song, Hanyang University

Myunghyun Yoo, Hanyang University

Youjin Jang, Hanyang University

Soo Jung Kim, Hanyang University

Can We Talk? Improving Employee Performance Using Motivating Language and Feedback Orientation

Session ID: 739247

Emily Elsner Twesme, Bright Business Consulting

Jon Werner, University of Wisconsin-Whitewater

Aditya Simha, University of Wisconsin-Whitewater

Breakout Sessions D

Friday, February 28 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Augusta*

Culture and HRD

Korean Chaebols and Lessons for Global HRD – A Literature Review

Session ID: 726471

Deepu Kurian, Texas A&M University

Working Abroad: A Qualitative Exploration of Expat and Trailing Spouse Adjustment in the United Kingdom

Session ID: 737597

Silvana Chambers, University of Houston-Clear Lake

Jessica McCann, University of Texas at Tyler

Cheryl DePonte, University of Texas at Tyler

David Macauley, University of Texas at Tyler

Dimensions of National Culture as Predictors of Salary among Project Management Professionals

Session ID: 738221

Tomika Greer, University of Houston

Lila Carden, University of Houston

The Relationship between Industry Types and Employee Culture Satisfaction: Mining Employee Reviews on indeed.com

Session ID: 738123

Suhyung Lee, University of Minnesota - Twin Cities

Jaekyo Seo, University of Minnesota - Twin Cities

Bo Fang, University of Minnesota

Breakout Sessions D

Friday, February 28 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Dahlonaga*

Wellbeing

A Validation Study of the Korean Version of the Thriving at Work Measurement

Session ID: 735620

Jaeyoung Lee, KT&G

Yunsoo Lee, Hanyang University

An Introduction to Work Determinants of Health: Implications for Research and Practice in Human Resource Development

Session ID: 736770

Brad Shuck, University of Louisville

The effects of High-Performance Work System on Innovative Work Behavior: Role of Psychological Well-being and Organizational Justice

Session ID: 738169

Dong-Yeol Yoon, Konkuk University

Caleb Seung-Hyun Han, University of Georgia

Jun Cho, Human Resources Development Service of Korea

Ahreum Lim, University of Georgia

Serving for Thriving: A Moderated Mediation Analysis on the Relationship between Servant Leadership and Thriving at Work

Session ID: 739668

Soebin Jang, Augsburg University

Sangok Yoo, University of Minnesota

Jin Lee, Texas A&M University

Yunsoo Lee, Hanyang University

Breakout Sessions D

Friday, February 28 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Marietta*

Future of HRD

The Evolution of the Workforce During the Fourth Industrial Evolution

Session ID: 717753

Denise Rotatori, Columbia University

Eun J Lee, Columbia University

Sheryl Sleevea, Columbia University

Where is the Neuroscience in HRD? A Peek into the Midbrain

Session ID: 738985

Rob Carpenter, The University of Texas at Tyler Ben and Maytee
Fisch College of Pharmacy

Developing Vietnam's Human Resources under the Impact of Industry 4.0: A Review of Literature

Session ID: 737487

Lam Nguyen, Foreign Trade University, Hanoi

Tam Phuong, Foreign Trade University, Hanoi

Friday, February 28 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

Developing Learner Personas: Incorporating Empathy and Data in Strategic Design

Session ID: 735960

Jeanne Koehler, State Farm

Breakout Sessions D

Friday, February 28 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Heritage A*

Book Club

Session ID: 735550

Carole Elliott, Roehampton University
Jamie Callahan, Newcastle Business School, Northumbria University
Robin Grenier, University of Connecticut
Kristi Kaepfel, University of Connecticut

Friday, February 28 | 3:30-5:00pm

H

NON-REFEREED HRDTALK | *Oglethorpe*

Mental Health: The One Trillion Dollar Cost to The US Economy

Session ID: 717549

Lawrence Salone, Louisiana State University

Personality Testing in HRD – Six Sensemaking Strategies for Professional Practice

Session ID: 739554

Henriette Lundgren, The George Washington University

What Confucius says to HRD? Big having or small having? big learning or small learning? big happiness or small happiness?

Session ID: 739758

Jinfang (Jackie) Liu, University of Minnesota

The Influence of Friendship on Team Effectiveness Depending on Team Development Stages

Session ID: 738593

Jaekyo Seo, University of Minnesota - Twin Cities
Meg Fitzgerald-Sisk, University of Minnesota

Breakout Sessions E

Saturday, February 29 | 8:30-10:00am

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 5

Employer Perceptions of U.S. Military Veterans as Corporate Social Responsibilities: Implications for Human Resource Development

Session ID: 735682

Michael Kirchner, Purdue University Fort Wayne

Susan Yelich-Biniecki, Kansas State University

David Vacchi, Liberty University

CPR Could Save Your Organization: Introducing Corporate Psychological Responsibility

Session ID: 736334

Johanna Sweet, Roanoke College

A Mixed Methods Approach to Investigating the Value of Internships in Closing the Skills Gap of Recent College Graduates

Session ID: 736555

Cory Wicker, University of Southern Mississippi Gulf Coast

Quincy Brown, University of Southern Mississippi

Which Instrument Measures Employee Engagement More Accurately and Reliably? Comparison of Three Measures of Employee Engagement

Session ID: 736628

Jiwon Park, Korea University of Technology and Education

Woocheol Kim, Korea University of Technology and Education

Jiyoung Kim, Korea University of Technology and Education

HRD and the Emergence of Social Finance as a Driver for Social Change.

Session ID: 736675

Robert Yawson, Quinnipiac University

Breakout Sessions E

Factors Advancing Staff Training and Development: The Use of Motivation and Communication Theory

Session ID: 737193

Danying Chen, University of Illinois at Urbana-Champaign
Xiao Xu, University of Illinois at Urbana Champaign

The Effects of Using Cognitive Apprenticeship model training in Comparison to a traditional method in CPR and First aid training in a Local Community in Oman

Session ID: 737266

Issa Al Balushi, Pennsylvania State University

Further exploring managerial coaching effectiveness

Session ID: 737298

Sewon Kim, State University of New York/SUNY Empire State
Junhee Kim, Korea University
Sehoon Kim, University of Minnesota

The latent profiling of Kaleidoscope career attitude of Korean employees

Session ID: 737372

Jaeun Lee, Konkuk University, Institute for Innovative Education
Ahreum Lim, University of Georgia

The Impact of Emotional Intelligence in the Military Workplace

Session ID: 737511

Deyanira Garcia Zea, Texas A&M University
Sarayu Sankar, Texas A&M University
Nuzulul Isna, Texas A&M University

The Development of a Liminal Leadership Scale

Session ID: 739385

Leslie Shaw-VanBuskirk, The University of Oklahoma
Doo Hun Lim, University of Oklahoma
Sondra Petty, Southeastern Oklahoma State University

The Role of Self-Directed and Self-Initiated Learning in Career Development: Expanding Boundaries in the New Economy

Session ID: 739420

Julie Gedro, SUNY Empire State College

Breakout Sessions E

Review of Design Thinking Literature: Implications for HRD in a Technologically Advancing Age

Session ID: 739479

Elisabeth Bennett, Northeastern University

The relationships among E-mentoring, work engagement and job performance for Teaching Assistants of online courses in Korea: Lesson from United States

Session ID: 739781

Ahreum Ju, University of Illinois at Urbana-Champaign

Saturday, February 29 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Culture and HRD

The Downside of Bringing Pets to Work: Voices of a Silent Population

Session ID: 738238

Xinyi Bian, Texas A&M University

Jia Wang, Texas A&M University

Country Effects on Teacher Turnover Intention: A Multilevel, Cross-National Analysis Abstract

Session ID: 739098

Lixia Qin, Texas A&M University

Mario Torres, Texas A&M University

An Empirical Case for Culture Change in Healthcare Delivery

Session ID: 739373

Emmanuel Osafo, Washington State University

Robert Yawson, Quinnipiac University

M

REFEREED FULL MANUSCRIPT | *Augusta*

Emotional Intelligence

The Development of Emotional Intelligence, Self-Efficacy and Locus of Control in MBA Students

Session ID: 710692

Claire Thompson, Central Queensland University

Adrian Kuah, James Cook University

Regina Foong, James Cook University

Eddy Ng, Bucknell University

Should we Develop Individuals Emotionally and Psychologically? Combined Effects of Emotional Intelligence and Psychological Capital on Effective Investment Decision Making.

Session ID: 738284

Sania Mazhar, Army Public College of Management and Science
Rawalpindi, Pakistan

Adnan Riaz, Allama Iqbal Open University

Shakeel Sabir, Allama Iqbal Open University

The Role of Leader Emotional Intelligence in Organizational Learning: A literature review using 4I Framework

Session ID: 739611

Navjot Kaur, Rochester Institute of Technology

Malarvizhi Hirudayaraj, Rochester Institute of Technology

Breakout Sessions E

Saturday, February 29 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Dahlonga*

Learning & Development

Learning and Mergers and Acquisitions: An Integrative Literature Review

Session ID: 739729

Consuelo Waight, University of Houston

Saadia Batool, Cisco

Forecasting the Financial Benefits of Structured On-the-Job Training and Unstructured On-the-Job Training on Knowledge-Based Tasks in Terms of their Training Efficiency and Training Effectiveness

Session ID: 739733

Eunbyul Park, University of Illinois at Urbana-Champaign

Ronald Jacobs, University of Illinois at Urbana-Champaign

Mediating Effect of Social Media Use Behavior on the Relationship between Predictor Factors and Work Success: A Conceptual Model for Talent Learning and Development

Session ID: 736296

Fatemeh Dena Rezaei, Texas A&M University

Michael Beyerlein, Texas A&M University

Breakout Sessions E

Saturday, February 29 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Marietta*

Meaningful Work

The relationship of the meaning of work and related constructs in HRD and Using a Systems Framework to Drive Future Research, Theory, and Practice

Session ID: 736300

Tabitha Coates, James Madison University

Examining the Mediating Role of Team Growth Mindset on the Relationship of Individual Mindsets and Shared Leadership

Session ID: 739386

Soo Jeoung Han, Boise State University

Lei Xie, Texas A&M University

Jiacheng Lu, Texas A&M University

Miranda F. Walichowski, Texas A&M University

Michael Beyerlein, Texas A&M University

Rodney Boehm, Texas A&M University

Organizational Learning Culture, Organizational Commitment, and Job Involvement in Early Careers: The Mediating Role of Meaningful Work

Session ID: 737770

Seonghye Kim, Yonsei University

Wonsup Chang, Yonsei University

Jihyun Chang, FMASSOCIATES

Breakout Sessions E

Saturday, February 29 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Buckhead A*

A Cross-SIG Proposal on Research Collaboration Networking for the 2020 AHRD Conference Sponsored by the China, India, and Korea SIGs of AHRD

Session ID: 737454

Sanghamitra Chaudhuri, Metropolitan State University

Sehoon Kim, University of Minnesota

Gary McLean, McLean Global Consulting

Jie Ke, Jackson State University

Saturday, February 29 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

Propensity Score Analysis in HRD Quantitative Research

Session ID: 737626

Greggory Keiffer, Houston Baptist University

Bryn Hammack-Brown, Tarleton State University

Kim Nimon, The University of Texas at Tyler

Thomas Kramer, Penn State University Mont Alto

Saturday, February 29 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Heritage A*

Team Learning for Innovation and Knowledge Generation

Session ID: 738070

Victoria Marsick, Teachers College, Columbia University

Nicholas Pelzer, The Wallace Foundation

Stacey Robbins, Seattle University

Elizabeth Robinson, Healthcare Consultancy Group

Sheryl Sleeva, Columbia University

Breakout Sessions E

Saturday, February 29 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Heritage B*

Challenges in Needs Assessment

Session ID: 739633

Darlene Russ-Eft, Oregon State University

Yonjoo Cho, Indiana University

Gary McLean, McLean Global Consulting

Sandra Williams, Northeastern Illinois University

Saturday, February 29 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Oglethorpe*

Contribution of researchers from Asia to the discipline of HRD: current status and future priorities

Session ID: 738252

Malarvizhi Hirudayaraj, Rochester Institute of Technology

Vishal Arghode, Indian Institute of Management Nagpur

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UNIVERSITY OF GEORGIA

Breakout Sessions F

Saturday, February 29 | 10:30am-12:00pm

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 6

Assessing the psychometric properties of the abbreviated self-leadership questionnaires in Korea

Session ID: 737657

Wonsul Choi, Korea University

Jiwoon Kang, Korea University

Yoojin Jun, Korea University

Social Construction of Celebrity and an Alternative Entrepreneurship for Women's Career in the Digital Era: Celebpreneurship

Session ID: 737676

Jin Lee, Texas A&M University

The Mediating Effect of Work Engagement in the Relationship between Perceived Organizational Support and Turnover Intention at the Work-Learning Dual System in Korea

Session ID: 737695

Wonseok Kang, Korea University of Technology and Education

Hyunjeong Jo, Korea University of Technology and Education

Jiyoung Kim, Korea University of Technology and Education

Heajung Woo, Korea University of Technology and Education

Woocheol Kim, Korea University of Technology and Education

Mi Hwa Kim, Korea University of Technology and Education

How do team leaders facilitate inter-team collaboration?

Session ID: 737824

SuJin Son, Chosun University

Jieun Song, KT DS

Preparing the Next Generation of HRD Practitioners: SWOT of Project-Based Learning in the HRD Undergraduate Classroom

Session ID: 737831

Noorjehan Brantmeier, James Madison University

Breakout Sessions F

Building police effectiveness: Exploring the guiding blueprint of work design to reduce work stress

Session ID: 737844

Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

Judy Sun, Soules College of Business The University of Texas at Tyler

Transforming Prescription Opioid Management with Change Theory: A Case Study

Session ID: 737855

Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

Judy Sun, Soules College of Business The University of Texas at Tyler

Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

Occupational Stress and Workplace Incivility: Can We Bounce Back?

Session ID: 737929

Laura Batista, Florida International University

Thomas Reio, Florida International University

Contemporary Issues in Faculty and Staff Engagement Research: An Integrative Literature Review

Session ID: 737940

E. Kobena Osam, University of Louisville

Matt Bergman, University of Louisville

Linking Ethical Leadership to Wellbeing: The Mediating Role of Employee Engagement

Session ID: 737942

E. Kobena Osam, University of Louisville

Nicole Dillard, Northern Kentucky University

Breakout Sessions F

Refining the Employee Career Development Integration Model Through an Integrative Literature Review

Session ID: 739524

Hyung Joon Yoon, Pennsylvania State University

Rania Elanwer, Pennsylvania State University

Yu-Ling Chang, Pennsylvania State University

Mixed Methods Research in Human Resource Development: Applications, Advantages, and Potential

Session ID: 739538

Oliver Crocco, Louisiana State University

Julia Bachman, Louisiana State University

Performance Management in Pakistani Secondary Schools Sector

Session ID: 739540

Maryam Kawsar, Liverpool John Moores University

An Examination of Women Leadership Development Context in Selected Countries

Session ID: 739470

Millard Bingham, Jackson State University

Jie Ke, Jackson State University

Saturday, February 29 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Career & Employment

Exploring Contextual Antecedents of Job Crafting: Key Questions and Future Directions

Session ID: 736035

Sunyoung Park, Louisiana State University

Sohee Park, Inje University, South Korea

The New Foot Binding Cloth: The Challenges against Chinese International female Ph.D. students' Career Development

Session ID: 739718

Jinfang Liu, University of Minnesota

Breakout Sessions F

"Without the why, we are powerless": Examining Intrinsic and Extrinsic Motivators Among Junior- and Senior-Year College Students

Session ID: 736398

Danying Chen, University of Illinois at Urbana-Champaign

Roberto Rojas, University of Illinois at Urbana-Champaign

Wenhao Huang, University of Illinois at Urbana-Champaign

Saturday, February 29 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Augusta*

Ethics & Values

Reading for Justice: The Potential of Book Clubs for Connecting, Learning, and Creating Social Capital in Organizations

Session ID: 735672

Robin Grenier, University of Connecticut

Kristi Kaepfel, University of Connecticut

Jamie Callahan, Newcastle Business School, Northumbria University

Carole Elliott, Roehampton University

Ethical Leadership Development: The Role of Reflection in Adult Brain

Session ID: 738026

Yoshie Nakamura, George Washington University

Yuan Gu, George Washington University

Hecheng Jin, Columbia University

Swetha Kalla, George Washington University

Rehan Rehman, Columbia University

Is There Difference between Perception and Reality on Gender-Based Lookism in the Workplace?

Session ID: 739681

Yuanlu Niu, University of Arkansas

Rose Baker, University of North Texas

Xu Xu, Henderson State University

Malar Hirudayaraj, Rochester Institute of Technology

Breakout Sessions F

Saturday, February 29 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Dahlonga*

Leadership

Leader Humor and Employee Creativity: An Integrative Model Incorporating Pragmatic and Affective Roles

Session ID: 734063

Wenan Hu, Tongji University
Jinlian Luo, Tongji University
Jing Zhong, Tongji University
Xiaoying Wang, Tongji University
Shuwen Li, Tongji University

Comparative Analyses on the Effects of Spiritual and Emotional Intelligence on Leadership Effectiveness among Japanese and Malaysian Business Leaders

Session ID: 738332

AAhad Osman-Gani, IIUM Academy of Graduate & Professional Studies
Kiyoshi Kobayashi, Kyoto University Japan
Sardar Kabir, International Islamic University Malaysia

Examining the Impact of Transformational Leadership Practices on Organizational Outcomes: The Case of Healthcare

Session ID: 739651

Mesut Akdere, Purdue University
Toby Egan, University of Maryland

Saturday, February 29 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Marietta*

National HRD

Can the Idea of NHRD Explain What Happened in China? A Follow-up Study

Session ID: 728903

Greg Wang, The University of Texas at Tyler
Harold Doty, The University of Texas at Tyler
Shengbin Yang, China Northwestern Polytechnical University

Breakout Sessions F

Educating the Southeast Asian Workforce: Higher Education in the Association in Southeast Asian Nations

Session ID: 739679

Oliver Crocco, Louisiana State University

Human Resource Development (HRD): Why it Matters in the National Context of Afghanistan

Session ID: 733983

Sami Jabarkhail, Texas A&M University

National Human Resource Development in China: Cases of University-Industry-Government Relations and Roles

Session ID: 737858

Bo Fang, University of Minnesota

Panpan Zhang, University of Minnesota, Twin Cities

Sehoon Kim, University of Minnesota

Saturday, February 29 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | *Heritage A*

Interested to help AHRD organize International Research Conference in Asia? Meet the International Conference Coordinator and Host Team Panel

Session ID: 738295

Rajashi Ghosh, Drexel University

Saturday, February 29 | 10:30am-12:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Oglethorpe*

Competency Models 101: What are they? How do you develop them and validate them? How do HRD professionals apply them?

Session ID: 739011

Saul Carliner, Concordia University

Breakout Sessions F

Saturday, February 29 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | *Savannah*

Mind the Gap – On the Transformation of Professional Practice in HRD

Session ID: 739436

Henriette Lundgren, George Washington University

Michael Leimbach, Wilson Learning Worldwide

Ellen Scully-Russ, George Washington University

Darren Short, GoDaddy Learning

Richard J. Torraco, University of Nebraska - Lincoln

Saturday, February 29 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | *Buckhead A*

HRD and Medical Education for Human and Organizational Potential

Session ID: 739468

Boyung Suh, Southern Illinois University School of Medicine

Heeyoung Han, Southern Illinois University School of Medicine

Breakout Sessions G

Saturday, February 29 | 1:30-3:00pm

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 7

Telecommuting: The Evolution of a Flexible Work Arrangement

Session ID: 737999

Elizabeth Nesuda, University of Texas at Tyler

Multi-national Perceptions of Leadership: An Interpretative Phenomenological Exploration of Cultural Responsiveness and Cultural Preferences of Leadership Style.

Session ID: 738022

Jon Musgrave, Indiana State University

Omaima Hajjami, Indiana State University

Not Your Mama's Feminist Movement: Why Millennial and Gen Z Women Participate in Today's Feminist Movements and Implications for the Workplace

Session ID: 738117

Siham Lekchiri, Western Carolina University (UNC System)

Marie-Line Germain, Western Carolina University (UNC System)

Sarah Minnis, Western Carolina University (UNC System)

Literature Review: Reconsidering the impact of Confucianism on Employee Engagement

Session ID: 738138

Ke Ma, University of Georgia

Bo Fang, University of Minnesota

The Present and Future of National Human Resource Development: The Case of Industrial Skills Council in South Korea

Session ID: 738181

Jeong Tae Park, Human Resources Development Service of Korea

Sunyoung Kim, Human Resource Development Service of Korea

Seung Won Yoon, Texas A&M University-Commerce

Caleb Seung-Hyun Han, University of Georgia

Johyun Kim, Texas A&M University-Commerce

Moon Ju Sung, National Assembly Futures Institute

Jihye Oh, Texas A&M University

Breakout Sessions G

What Did They Do? International Students' Experiences Integrating into U.S. Higher Education

Session ID: 738205

Chih-Wei Wang, Texas A&M University

Jia Wang, Texas A&M University

Huyen Thi Minh Van, Texas A&M University

Yasmeen Makarem, American University of Beirut

Jin Lee, Texas A&M University

New Words for Defining New Leadership: Evidences from Topic Modeling

Session ID: 738364

Caleb Seung-Hyun Han, University of Georgia

Aliki Nicolaides, University of Georgia

Chad Chungil Chae, Pennsylvania State University

So Kyum Yoon, Korea University

Performance improvement intervention concentrating retail customer engagement: Future of physical stores in home improvement

Session ID: 738431

Farhan Sadique, Pennsylvania State University

Predicting Employees' Absenteeism: Introducing the Process of Applying Machine Learning

Session ID: 738441

Rania Elanwer, Pennsylvania State University

David Passmore, Penn State University

Measuring Adult Development in Human Resource Development: Applications of the Subject-Object Interview

Session ID: 738516

Oliver Crocco, Louisiana State University

Anna Field, Louisiana State University

Intersectionality, Introversion, and the Glass Ceiling: Proposing a study exploring how personality trait theory can enhance understandings of African American women's work-lives.

Session ID: 739596

Chelesea Lewellen, Southern Illinois University

Eboni Henderson, Buffalo State College

Jeremy Bohonos, Buffalo State College

Breakout Sessions G

The Role of Peer Support in Medical Training

Session ID: 739712

Melinda Waterman, Texas A&M University

Role of Non-formal Education in Improving Gender Equalities and Quality of Life in India

Session ID: 739617

Regin Justin, University of Texas at Tyler

Incorporating Design Thinking into a Process of Organizational Change: Implications for HRD

Session ID: 739642

Jieun You, Yonsei University

Junghwan Kim, University of Oklahoma

Saturday, February 29 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Career & Employment

Career Adaptability, Job Embeddedness, and Turnover upon Transfer from Expatriate to Local Contracts

Session ID: 739361

Tania Nery-Kjerfve, Independent Consultant

Success Strategies for Employees with Autism Spectrum Disorder (ASD)

Session ID: 739444

Karen Johnson, University of North Texas

Demetria Ennis-Cole, University of North Texas

Matthew Bonhamgregory, University of North Texas

Middle Eastern Women Career Development

Session ID: 739582

Mehrangiz Zadeh Abadi, Texas A&M University

Khalil Dirani, Texas A&M University

The Link between HRD Professionals' Social Capital and Career Adaptability: A Moderated Mediation Analysis of Social Network

Session ID: 739415

Jihye Oh, Texas A&M University

Shinhee Jeong, Louisiana State University

Seung Won Yoon, Texas A&M University-Commerce

Daeyeon Cho, Korea University

Breakout Sessions G

Saturday, February 29 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Augusta*

Communication

Cultivating Trust in Doctor-Patient Relationships

Session ID: 739609

Emily Morrison, The George Washington University

Mark Saunders, University of Birmingham

Investigating Virtual Team Communication Processes in Higher Education: A Case Study of the Indiana STEM Alliance

Session ID: 739767

Jennifer Jihae Park, Indiana University

Deb Cole, Indiana University

The Moderating Effect of Communication on Congruence and Incongruence of Openness to Change: Is Communication Always Beneficial for the Learning Organization Culture and Knowledge Sharing?

Session ID: 737847

Yohan Koo, Hanyang University

Soo Jung Kim, Hanyang University

Ji Hoon Song, Hanyang University

The Role of CSR Communication and CSR Participation in Developing Organization-Employee Relationship

Session ID: 729931

Panpan Zhang, University of Minnesota, Twin Cities

Saturday, February 29 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Dahlonge*

Ethics & Values

Ethical Leadership: A Review of the Literature With Implications for Human Resource Development

Session ID: 738203

Jihye Lee, Pennsylvania State University

Joseph Cho, Pennsylvania State University

Breakout Sessions G

From Aristotle to the Amygdala: Developing an Enhanced Approach in Ethics Training for Police Officers

Session ID: 739544

Todd Brimm, University of Louisville

Kevin Rose, University of Louisville

Tone at the Top, Ethical Leadership, and Occupational Fraud: Bridging Disciplinary Gaps and Implications for HRD Transdisciplinary Research

Session ID: 737359

Leslie Kirsch, George Washington University

A Study on Latent Classes of Work Values in Korea

Session ID: 737852

Jinju Lee, Department of Educational Technology

Yunsoo Lee, Hanyang University

Ji Hoon Song, Hanyang University

Saturday, February 29 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Marietta*

Gender & Leadership

Navigating Barriers Faced by Women in Leadership Positions in the Construction Industry: A Retrospective on Women's Continued Struggle in a Male-Dominated Industry

Session ID: 738430

Siham Lekchiri, Western Carolina University (UNC System)

Jesse Kamm, Christian Financial Resources

South East Asian Women and Leadership

Session ID: 737143

Emily Vu, Oregon State University

Darlene Russ-Eft, Oregon State University

Comparing servant to transformational leadership on eliciting mentoring skills, a study of a gender equity leadership development program for faculty

Session ID: 738570

Cynthia Sims, Clemson University

Angela Carter, Clemson University

Arelis Moore De Peralta, Clemson University

Breakout Sessions G

Model Couple Approach: Is Relational Leadership a Remedy for Gender Inequality?

Session ID: 739339

Jinfang Liu, University of Minnesota

Saturday, February 29 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Oglethorpe*

Publishing Non-Empirical Research Successfully

Session ID: 739589

Jia Wang, Texas A&M University

Yonjoo Cho, Indiana University

Mina Beigi, University of Southampton

Meera Alagaraja, University of Louisville

Saturday, February 29 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Buckhead A*

Connecting Adult Learning and Knowledge Management for Organization Change

Session ID: 739594

Laura Bierema, University of Georgia

Moncia Fedeli, University of Padua

Saturday, February 29 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

My Favorite Assignment—Sharing our collective knowledge with one another

Session ID: 739613

Rose Opengart, Texas A&M University

Katherine Rosenbusch, George Mason University

Breakout Sessions G

Saturday, February 29 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Heritage B*

What It Means to Be a Scholar-Practitioner in Human Resource Development

Session ID: 738214

Sarah Minnis, Western Carolina University

Jason Moats, TEEX Emergency Services Training Institute

JOB OPENINGS IN CHINA

OnDemand Group is one of the leading learning technology companies in China with 6 branches located in major cities over the nation. We are also the host of the annual AHRD China Summit. OnDemand offers customers public seminars, in-house training, e-learning, consulting services in talent development, human performance improvement, TTT and training evaluation, etc. Our clients include large multinational and local companies, such as Tencent, Didi Chuxing, Lenovo, Alibaba, JD.com, TCL, Johnson & Johnson, Wal-Mart, etc. OnDemand is building a strong R&D team to design and deliver simulations, gamified leadership programs and management training currently.



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LEARNING ON DEMAND

Breakout Sessions H

Saturday, February 29 | 3:30-5:00pm

P

REFEREED POSTER | *Buckhead Pre-Function*

Poster Session 8

An analysis of the challenges of women in leadership.

Session ID: 738547

Hoda Alavinejad, Texas A&M University

Sreyoshi Patra, Texas A&M University

Yu-Chin Chen, Texas A&M University

Natalie Shaw, Texas A&M University

Coping with Challenges in Leadership Journey: An Intersectional Examination of Minoritized Women Leaders' Lived Experiences in Academia

Session ID: 738616

Ague Mae Manongsong, Drexel University

Perceptions of Curriculum Redesign: Using the Whole-Part-Whole Model to Teach Business Writing Courses for the Workplace

Session ID: 738673

Jon Musgrave, Indiana State University

David Fowler, Newberry College

Department Chair Academic Human Resource Development: Finding the Gap between Training and Needs

Session ID: 738800

Leigh Dzwik, Oakland University

Applying Social Network Analysis to Evaluation in HRD: A Case of the Interprofessional Clinic Team Development Project

Session ID: 738877

Sangok Yoo, University of Minnesota

Emily Leasure, Mayo Clinic

Ji Yun Kang, Mayo Clinic

The Unexpected Leader

Session ID: 738971

Shatrela Washington-Hubbard, Brenau University

Breakout Sessions H

The Effects and Influences of Social Constructs on Employee Conflict Management Style and Workplace Conflict: A Transformative Mixed Method Study

Session ID: 738981

Quincy Brown, University of Southern Mississippi

Keith Boyd, University of Southern Mississippi

Developing Leaders' Interpersonal Emotion Regulation: The Role of Reflective Journaling

Session ID: 738983

Erin Richard, Louisiana State University

A Qualitative Assessment of the Impact of Worker Perception on Turnover Intention within the Global Trucking Industry

Session ID: 739038

Rose Baker, University of North Texas

Susan Karimiha, Louisiana State University

Exploring the relationship among learning goal orientation, enjoyment, perceived e-learning usefulness and e-learning effectiveness on massive open online courses (MOOCs) for professional development in South Korea

Session ID: 739660

Boreum Ju, University of Illinois at Urbana-Champaign

Influencing Factors of Informal Mentoring: A Case Study

Session ID: 735167

Fengning Du, Defense Language Institute

Using VoIP for International Dissertation Research: Experiences of Conducting Virtual Interviews with Scientists from Benin and Pakistan

Session ID: 739675

Anne Namatsi Lutomia, University of Illinois at Urbana-Champaign

Hasan Tahir, University of Illinois at Urbana-Champaign

Do Organizations with Work Councils Perform Better on Equality? (Work in Progress)

Session ID: 739684

Regin Justin, University of Texas at Tyler

Breakout Sessions H

Saturday, February 29 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Suwanee*

Generations in the Workforce

Understanding Millennials and HRD's Roles: What are the Missing Links?

Session ID: 738979

Jihye Oh, Texas A&M University

Moon Ju Sung, National Assembly Futures Institute

Sokyum Yoon, Korea University

Seung Won Yoon, Texas A&M University-Commerce

Integrative Literature Review on Employee Turnover Antecedents across Different Generations: Commonalities and Uniqueness

Session ID: 739756

Michael Climek, Louisiana State University

Rachel Henry, Louisiana State University

Shinhee Jeong, Louisiana State University

Middle Eastern Women Career Development

Session ID: 739582

Mehrangiz Zadeh Abadi, Texas A&M University

Khalil Dirani, Texas A&M University

Understanding How Callings Develop: A Phenomenological Study of Millennials

Session ID: 736016

Ava Safaie, The George Washington University

Neal Chalofsky, The George Washington University

Saturday, February 29 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Augusta*

Leadership & Entrepreneurship

What Makes South Korean Women Entrepreneurs in the IT Industry Start and Develop their Businesses?

Session ID: 733129

Yonjoo Cho, Indiana University

Soo Jeoung Han, Boise State University

Jiwon Park, Korea University of Technology and Education

Hyeonju Kang, Korea University

Breakout Sessions H

Exploring the risky terrain of entrepreneurship with the help of mentors: Narratives from Indian women entrepreneurs

Session ID: 738308

Sanghamitra Chaudhuri, Metropolitan State University

Rajashi Ghosh, Drexel University

Yogita Abhichandani, Management Development Institute

The moderation effect of leadership style on the relationship between self-efficacy and job satisfaction in cross-cultural work environments

Session ID: 725652

Bernard Gumah, University of Electronic Science and Technology of China

Liu Win-ben, University of Electronic Science and Technology of China

Deducing Generic Behavioral Indicators of Perceived Managerial and Leadership Effectiveness within the Healthcare Services

Sector: A cross-case/cross-nation comparative study of managerial behavior in public hospitals

Session ID: 727826

Robert Hamlin, University of Wolverhampton

Carlos Ruiz, Georgia Gwinnett College

Jenni Jones, University of Wolverhampton

Taran Patel, Grenoble Ecole de Management

Saturday, February 29 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Dahlonge*

Learning & Development

HRD development in technology transferring process: Korean case study based on competence approach

Session ID: 738322

Olga Shvetsova, Korea University of Technology and Education (KOREATECH)

Social Capital leveraging Knowledge Sharing: Evidence from Classroom in Higher Education

Session ID: 739294

Caleb Seung-Hyun Han, University of Georgia

Eunjung Grace Oh, University of Illinois Urbana Champaign

Sung "Pil" Kang, University of New Mexico

Breakout Sessions H

Technology and Self-directed Learning

Session ID: 739553

Mehrangiz Zadehgh Abadi, Texas A&M University

Khalil Dirani, Texas A&M University

Bhagyashree Barhate, Texas A&M University

Making the Case for Application of HRD Strategies in Workforce Development for the Public Transportation Industry

Session ID: 739014

Tasha Hart-Mrema, University of Minnesota-Twin Cities

Michael Valesano, University of Minnesota-Twin Cities

Joshua Collins, University of Minnesota

Kenneth Bartlett, University of Minnesota-Twin Cities

Saturday, February 29 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Marietta*

Teams

Team Social Capital in Self-Managed Project Teams: A Case Study of a Shared Leadership Development Intervention

Session ID: 738798

Leah Osborn, Wisconsin Technical College System Foundation, Inc.

Robin Grenier, University of Connecticut

Active Learning Space Design to Promote Team Learning in the Workplace

Session ID: 739508

David Kirkland, Indiana State University

Alina Waite, Indiana State University

Leadership in Agile Teams: An Integrative Systematic Literature Review

Session ID: 739639

Christina Grant, Colorado State University

HRD Strategic Planning: The Outlook and Inclusion of Mature Workers in Industry 4.0

Session ID: 738799

Szufang Chuang, Indiana State University

Carroll Graham, Indiana State University

Breakout Sessions H

Saturday, February 29 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Heritage A*

**Communities of Practice – Faculty Learning and Development
SIG Community of Practice Charrette**

Session ID: 739647

Marie Valentin, Our Lady of the Lake University

Celestino Valentin, Our Lady of the Lake University

Saturday, February 29 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Oglethorpe*

**Intersectionality in the Experiences of Transgender People of
Color in the Workplace**

Session ID: 739695

Sage Mauldin, University of Oklahoma

Saturday, February 29 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Buckhead A*

Uncover the mystery of the AHRD SIGs

Session ID: 739521

Katie Rosenbusch, George Mason University

Saturday, February 29 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Savannah*

**Hindsight 2020 – The Coaching Industry Matures – Key Data,
Trends & Constants.**

Joe Valeri, Sherpa Coaching

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Our primary areas of work are in HRD support for enterprises, competency development of employees, qualification management, foreign workforce employment support, overseas employment support, international cooperation, skills promotion and skills competition. Like our vision, to become the "Korea's No.1 HRD Partner Organization developing people's lifetime employability", HRD Korea provides a variety of competency development programs.

Our headquarters is located in Ulsan. We have 6 regional headquarters and 21 local offices around the country. Furthermore, to perform foreign worker introduction tasks, we operate EPS (Employment Permit System) Centers in 16 countries worldwide.

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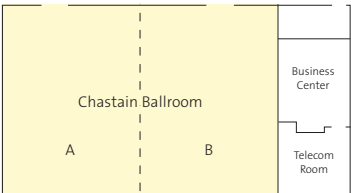
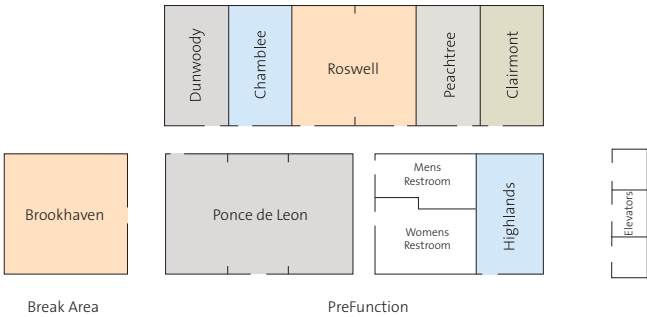
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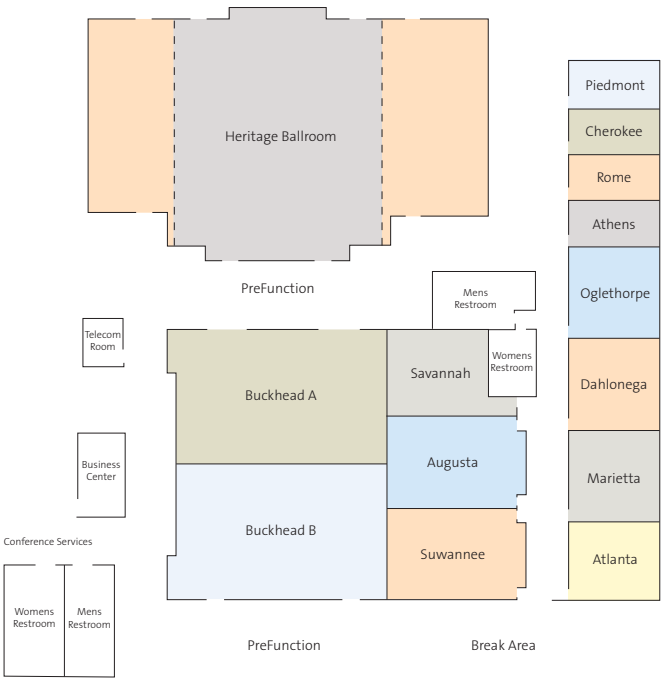
Conference Map

TERRACE LEVEL



Break Area

ATRIUM LEVEL



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