



Academy of Human Resource Development

Leading Human Resource Development Through Research

2021 AHRD Virtual Conference

February 17-19, 2021

**Innovating And Leading
In Times Of Rapid And
Unplanned Change**

www.ahrd.org

Welcome from the President



I welcome you to the 2021 Academy of Human Resource Development (AHRD) Conference, on behalf of the Academy of Human Resource Development Board of Directors. We are delighted that you are here! We are excited to bring you our first virtual conference in AHRD's history and relish the opportunity to rethink how we deliver value to you. AHRD is a community of scholars and scholar-practitioners who are passionate about Human

Resource Development in all of its dimensions. I welcome you to join our community for learning, networking, conversing, and engaging over the next three days.

Since our 2020 conference, the world has shifted at an unprecedented pace and scope. The COVID-19 pandemic forced immediate, global change as we moved our lives and work online, turned our homes into remote work stations and schools, and learned that Zoom fatigue is real. I hope you and your loved ones are staying healthy and safe, avoiding crowded places, and donning your facemasks.

The AHRD Board is hard working in normal circumstances and the Coronavirus pandemic has required additional meetings and decision making amid uncertainty. The Board was faced with a difficult decision in mid-2020: whether to move our conference online and potentially expose the organization to financial penalties for breaking our hotel contract with the Minneapolis site for the 2021 in-person conference. The Board prioritized the health and safety of our members and made the tough decision to break the contract, take the financial risk, and protect our community. Due to the outstanding negotiation skills of our association management firm, Ewald, our financial obligation of \$75,000.00 was forgiven and the hotel contract was extended for Minneapolis in 2023. Due to this good luck and strong conference registrations for 2021, AHRD is positioned well financially. The financial wellbeing of AHRD translates into scholarly community health for you, our members, and conference attendees.

The Board is committed to advancing our vision of leading through HRD research that informs scholarship, teaching, and practice. With four excellent journals that cover a range of methods and HRD subject areas, an annual conference in the Americas, as well as conferences with colleagues in Europe and in Asia, AHRD provides excellent opportunities to connect and collaborate. AHRD provides a wonderful array of opportunities for professional development that we continue to expand and we hope you will take advantage of these offerings.

AHRD is devoted to delivering high value to our members and has created new, innovative virtual opportunities for our community to connect through webinars, Facebook Live sessions, and several social media platforms throughout the past year. Delivering value to our members demands that we ensure each person is seen, heard, and feels a sense of belonging. To that end, AHRD is dedicated to addressing racism within our organization, not only due to the surge in racial unrest during the past year, but also in light of the historical violence, murder, and racism in our society. During 2020, the Board made statements about Black Lives Matter, created the Antiracism Committee, and continues to integrate topics related to diversity, equity, and inclusion into our plenary sessions and other AHRD initiatives. The Antiracism Committee and Board are bringing the community a unique opportunity to receive specialized training in Reflective Structured Dialogue (RSD) where participants will learn to convene and facilitate difficult conversations with professional and community stakeholders. I am especially excited about how this RSD workshop will help us build the capacity to have brave conversations that make us a more just and inclusive community. You can learn more about the RSD workshop and register here: <https://www.ahrd.org/events/EventDetails.aspx?id=1465908&group=>. I am personally engaged in my own antiracism education and activism and invite you to hold both me and the AHRD Board accountable for addressing injustice within our community.

The AHRD Board serves as the fiscal steward for the organization. We have implemented several initiatives aimed at generating income for AHRD such as conducting fundraising and sponsorship campaigns, running membership drives, developing new educational programs, and digitizing content that will potentially generate income. A key driver is ensuring the health and vitality of AHRD when we celebrate our 50th anniversary in 2043. I ask that you consider donating if you are able. We are a nonprofit organization and your donations are incredibly helpful and entirely tax-deductible. You can support AHRD here: <https://www.ahrd.org/donations/donate.aspx?id=17501>

The Board works for and represents you and I welcome your input during and after the conference. We held our first-ever virtual annual business meeting on Saturday, February 6, 2021, in conjunction with our awards ceremony. It was a moving celebration of our community and tribute to the brilliant research and practice of our members. You can view both events here [add link]. You can also learn more about the work of AHRD by reading our more detailed annual 2021 report, available here: https://www.ahrd.org/page/who_we_are#reports. The Board plans to hold quarterly meetings to share more personalized updates and opportunities for members to network, so we hope you will join those upcoming meetings.

I am deeply grateful to the Conference Team, particularly the Conference Program Team, who not only carried out their usual responsibilities of managing the peer review process and scheduling sessions, but also shifted to an entirely online format that required significant planning, managing of logistics, and training, all while keeping positive attitudes and innovating our processes. I am indebted to my dear friend and colleague, Past President Julie Gedro, who has mentored me into the presidential role and willingly gives of her time to serve as a sounding board and encourager. I am also grateful to President-Elect, Khalil Dirani, who has done a stupendous job of leading the Conference Team and bringing us this virtual event. Thank you to our Board of Directors, and thank you to each member and conference attendee for making our AHRD community special.

Next year's conference is in Washington, DC, so please make plans to join us. Sadly the 2020 and 2021 UFHRD Conferences have been canceled due to the pandemic. We hope to see you in Europe in 2022! The Asian Conference was also canceled in 2020, and we are hopeful that the event will go on in November of 2021 at Universiti Putra Malaysia, November 20-21, 2021 in Kuala Lumpur, Malaysia. I look forward to the day when we can gather in person and learn and collaborate. Meanwhile, I am excited about seeing you virtually at this year's conference!

Welcome to AHRD 2021!

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Conference Program Committee

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Texas A&M University

Proceedings Editor



Katherine Yeager
Abilene Christian University

Program Chair



Karen Johnson
University of North Texas

Associate Proceedings Editor



Dae Seok Chai
Colorado State University

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Assessment and Evaluation

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Jie Ke, Jackson State University

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Katsiaryna Matusevich, Barry University

Emerging Issues in Organizations, Communities, and Societies

Stephanie Sisco, University of Minnesota
Rochell McWhorter, University of Texas at Tyler
Angela Danielle Carter, Clemson University

International, Global and Cross Cultural Issues

Oliver Crocco, Louisiana State University

Leadership, Strategy, and Engagement

Kevin Rose, University of Louisville
Siham Lekchiri, Western Carolina University
Sanghamitra Chaudhuri, Metropolitan State University

Non-Refereed

Rita Kowalski, Work Life Consulting LLC

Organizational Development, Performance and Change

Michael Kirchner, Indiana University Purdue University-Fort Wayne
Soo Jeung Han, Boise State University

Workplace Learning, Training, and Career Development

Caleb Seung-Hyun Han, The University of Georgia
Shinhee Jeong, Louisiana State University

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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.

R Refereed Sessions Sessions consist of 3 to 4 individual submissions that are either Full Manuscripts or Extended Abstracts.

Non-Refereed Sessions. A brief description of each scheduled session is available on the AHRD website (www.ahrd.org).

NR Non-Refereed Sessions

Schedule-at-a-Glance (Wednesday)

Wednesday, February 17

ALL TIMES AT LISTED IN CENTRAL STANDARD TIME

9:00 - 10:30 am

Welcome & Town Hall Forum - "I'm not a Racist." Challenging Safe Metanarratives that Silence and Perpetuate Racism in AHRD

10:30 - 10:45 am

Networking and Exhibits Break

10:45 am - 12:15 pm

Breakout Sessions A

R

- Career and Employment
- COVID-19 and Education
- HRD and Learning
- Leadership and Teams
- Organization Development and Change
- Research Methods
- Talent Management and Development

NR

- Human Resource Development in Vietnam: A Panel Discussion on Contextualization
- A Toolkit for Promoting and Implementing Tools for Scholarly Teaching Evaluation: Departmental Scale Change and Development

12:15 - 1:00 pm

Networking and Sponsor Break

12:15 - 1:00 pm

Quantitative SIG Meeting

12:15 - 1:00 pm

China SIG Meeting

1:00 - 2:30 pm

Breakout Sessions B

R

- Employee Turnover
- COVID-19 and Education
- Social Justice and the Workplace
- Technology and Learning
- Women and Careers
- Workplace Learning

NR

- Shaping and Skilling as Cornerstones of a New HRD Core Theory

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

2:30 - 2:45 pm

Networking and Sponsor Break

2:45 - 4:15 pm

Breakout Sessions C

R

- COVID-19 and HRD
- Employee Development
- Job Satisfaction
- Leadership Performance
- Learning Design
- Mentoring

NR

- Decentering Whiteness, Confronting Complicity, and Taking Action to Disrupt Systemic Racism

4:15 - 4:30 pm

Closing Remarks

4:30 - 5:30 pm

Workforce Diversity & Critical SIG Meeting

4:30 - 5:30 pm

Leadership SIG Meeting

Thursday, February 18

ALL TIMES AT LISTED IN CENTRAL STANDARD TIME

8:15 - 9:45 am

Breakout Sessions D

R

- Assessment and Evaluation
- COVID-19 and Leadership
- Generations in the Workplace
- International Career Transitions
- Student Success
- Training Transfer

NR

- Informal and Incidental Learning During Times of Uncertainty

9:45 - 10:00 am

Networking and Sponsor Break

Schedule-at-a-Glance (Thursday)

10:00 - 11:00 am

Keynote Presentation with Dr. Kecia Thomas

On Becoming an Inclusive Leader: How Good Intentions and Well-Meaning Behaviors Derail Inclusion

11:00am-11:15am

Networking and Exhibits Break

11:15 am - 12:45 pm

Breakout Sessions E

R

- Career Development
- Organizational Culture
- Performance Improvement
- Social Justice, Diversity, and Inclusion
- Strategic HRD
- Women and Leadership

NR

- Does the Shoe Fit? Finding the Perfect Position in Academia
- What Makes A Great Scholarly Contribution to HRD Journals: Meet the Editors Panel on “Outstanding Qualities of Accepted Articles”

12:45 - 1:30 pm

AHRD Mentoring Program Meet & Greet

12:45 - 1:30 pm

Korea SIG Meeting

12:45 - 1:30 pm

Qualitative SIG Meeting

12:45 - 1:30 pm

Networking and Sponsor Break

1:30 - 3:00 pm

Breakout Sessions F

R

- Entrepreneurship
- HRD Research and Theory
- Leadership and Well-Being
- Veterans and Careers
- Women and Work
- Work and Employee Engagement

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

NR

- Is the Workplace Stacked Against the Worker? (And What is the Role of HRD in this Situation?)
- Moving Beyond the Conceptual: Findings of the Skills Gap Analysis Project to Forecast Changes in the Nature of Work

3:00 - 3:15 pm

Networking and Sponsor Break

3:15 - 4:45 pm

Breakout Sessions G

R

- COVID-19 and Remote Work
- Critical HRD
- Learning and Work
- Mindfulness
- Shared Leadership and Teams
- Workplace Incivility

NR

- The Agile, Digital, Learning Organization: A Transformation in Organizational Learning

4:45 - 5:00 pm

Closing Remarks

5:00 - 6:00 pm

Networking Event: Poetry, Pandemic & Pan-Technology

Learn more & submit here: <https://www.ahrd.org/page/2021-Poetry>

Friday, February 19

ALL TIMES AT LISTED IN CENTRAL STANDARD TIME

8:15 - 9:45 am

Breakout Sessions H

R

- Authentic Leadership
- Career Success
- COVID-19 and the Future of Work
- Employee Well-Being
- Ethics and Organizations
- Global Cross Cultural Issues

NR

- Moving Forward: A Roundtable Discussion on Engagement and Identity Best Practices in the Workplace

9:45 - 10:00 am

Networking and Sponsor Break

10:00 - 11:30 am**Breakout Sessions I****R**

- Career Transitions
- Faculty and Higher Education
- HRD Evaluation
- HRD Scholar-Practitioners
- Leadership Research
- Learning and Development

NR

- Moving Forward: A Roundtable Discussion on Engagement and Identity Best Practices in the Workplace
- Publishing Non-Empirical Research Articles: Practical Tips for Success

11:30 - 11:45 am

Networking and Sponsor Break

11:45 am - 12:30 pm

Closing Remarks

Creating Your Ultimate AHRD Experience: A Graduate Student Meet-up

Tomika W. Greer, Katherine Rosenbusch, and Brad Shuck
Tuesday, February 16, 2021 | 10:00 am - 12:00 pm CT

This session is designed for graduate student participants who want to develop themselves through involvement and opportunities at AHRD. Participants will engage with long-term AHRD members and AHRD Board members to learn more about how to maximize their graduate student experience and include AHRD as they develop their careers. Objectives of the session include:

- Understand available opportunities to get involved in the AHRD community
- Create a network of HRD colleagues through the AHRD community
- Showcase 2021 AHRD Conference program highlights
- Explore HRD research tracks at the 2021 AHRD Conference

Managing Complexity: A Systems Thinking Approach

Rebecca Roebber and Lauren Rose Ludtke

Tuesday, February 16, 2021 | 1:00 - 3:00 pm CT

The world is a mess, these are unprecedented times and we are all doing our best to navigate the collective turmoil. By centering people's wellbeing as our metric for success, we offer tools for HR professionals to adapt and innovate in this VUCA environment. In this 120 min session, we create a container for participants to embrace the chaos and messiness, to lead from their heart, and to explore systems thinking as a tool for activating change. The goal of the workshop is to provide individuals with a more nuanced understanding of complexity as well as cognitive tools for more effectively engaging with change as it shows up in their lives and work. This workshop is modeled around a process for managing complexity: embracing the messiness within, building relationships in the messiness, and thriving in the messiness. The approach is centered around appreciative inquiry and human centered design thinking for the purpose of helping individuals show up more effectively in their organizations with the interpersonal tools and awareness needed to lead with empathy and efficacy. Templates for polarity mapping, difficult conversations and system mapping variable identification will be explored in conjunction with relevant theories and frameworks and offered as takeaways for the participants. In our strategy, we apply a systems thinking lens and build from the work of design thinkers and change makers that have strengthened collaboration in the workplace. Our emphasis is on personal growth and organizational resilience.

Learning Objectives:

- Identify and describe how to navigate complexity in the micro, meso and macro systems in which we all operate
- Apply a systems thinking approach to mapping the core issues faced by organizations and develop a roadmap for activating change
- Develop a nuanced understanding of how we can build bridges of understanding and employ effective communication strategies during high stakes conflict situations
- Experience an interactive framework for creating containers in which team building can take place effectively in a virtual environment
- Define and reflect on the essential qualities needed to innovate and lead in times of rapid and unplanned change.

Making Mistakes in a Safety-Critical Workplace

Sarah Dyer

Tuesday, February 16, 2021 | 1:00 - 3:00 pm CT

This two hour workshop will comprise of icebreakers related to the issue of humans making mistakes at work, telling authentic stories of human error, videos, real-time polling of attendees, interactive questions and answers and the use of safety props to help attendees visualize the safety-critical workplace. HRD scholarly practitioners from safety-critical workplaces and those particular HRD administrators who work in environments where breaching safety policies and procedures is hazardous to the overall health and well-being of their teams, will benefit from this session

Learning Objectives:

- Scholar-practitioners who attend this session will learn about the typical types of human errors that people make when performing high consequence tasks in a safety-critical workplace.
- The focus will be on how innovative technologies and organizations address those different types of human errors.
- A new taxonomy of skills, knowledge and rule-based human errors will also be presented.

“I’m not a Racist.” Challenging Safe Metanarratives that Silence and Perpetuate Racism in AHRD

Wednesday, February 17 | 9:00 - 10:30 am CT

Presented by the AHRD Antiracism Task Force:

Laura Bierema, Marilyn Byrd, Josh Collins, Khalil Dirani, Julie Gedro, Chelesea Lewellen, Terry Maltbia, Chaunda Scott, and Torrence Sparkman

Abstract:

This AHRD Town Hall Forum will feature the AHRD Antiracism Task Force and the Academy's work to integrate antiracism into our culture, research, and practice. This interactive session will invite participant input, share scholarship and context for antiracist HRD initiatives, and engage participants in dialogue.

Purpose:

The purpose of this session is to build on AHRD's 2020 Town Hall Forum exploration of metanarratives in AHRD by shifting the focus to racism and how the AHRD community can embed antiracism into research and practice..

Intended Outcomes:

1. Extending the dialogue on metanarratives in HRD that began at the 2020 AHRD Conference.
2. Examining the evolution of AHRD's artifacts and practices for embedded bias to expose organizational blind spots (e.g., calls-for-proposals; journal reviews; conference program, hall of fame winners, editorials by presidents, stories, bylaws, 501C-3 incorporation documents, phrases such as “unleashing human performance,” and so on).
3. Incorporating practices and protocols into our ways of being that allow the AHRD community to move beyond our collective “comfort zone” from safe spaces to the braves spaces demanded by antiracism work.
4. Identifying “progress” and “success” indicators that demonstrate AHRD is realizing our antiracism aims.

On Becoming an Inclusive Leader: How Good Intentions and Well-Meaning Behaviors Derail Inclusion

Thursday, February 18 | 10:00 - 11:00 am CT

Dr. Thomas' talk will highlight her research and the scholarship of others to recommend best practices for embracing inclusive leadership. Her talk will highlight the ways in which inclusion can be derailed through well-intentioned everyday behaviors while also providing best practices for building a data-driven culture of inclusion.



On August 1, 2020, Kecia M. Thomas became the fourth Dean of the UAB College of Arts and Sciences. Prior to joining the leadership team at UAB, Dr. Thomas was the Senior Associate Dean in the Franklin College of Arts and Sciences at the University of Georgia where she began her career in 1993 as a Professor of Industrial/Organizational (I/O) Psychology and African-American Studies.

Dr. Thomas is an expert in the psychology of workplace diversity. Her scholarship and institutional engagements focus on the issues of strategic diversity recruitment, supporting diversity in STEM workplaces, and understanding the career experiences of high potential women of color. She is the author of over 60 peer-reviewed articles and book chapters as well as the first I/O diversity textbook *Diversity Dynamics in the Workplace* (Thomson Wadsworth). She also served as editor of six volumes, including *Diversity Resistance in the Workplace* vol. 1 & 2 (Taylor-Francis/Routledge) and *Diversity Ideologies in Organizations* (Routledge). Her research has been funded by federal agencies, for-profit and non-profit institutions, and corporate foundations. She is an elected-Fellow of the American Psychological Association, the Society for the Psychological Study of Culture, Ethnicity and Race, and the Society of I/O Psychology. She is also a past recipient of the Janet Chusmir Award for Distinguished Service from the Academy of Management. She currently serves on the national change team for the NSF-funded Aspire, the national alliance for inclusive and diverse STEM faculty.

Read More at: <https://www.ahrd.org/page/2021-keynote>

Breakout Sessions A

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

Career and Employment

What Makes Startups Attractive to Employees as Employers?

Jaekyo Seo, University of Minnesota

Suhyung Lee, University of Minnesota

Lessons Learned from the Returners: A Grounded Theory Study about Career Interruptions

Xinyi Bian, Texas A&M University

Examining Determinants of Self-Perceived Employability: Evidence from International Students in the United States

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

Xu Xu, Henderson State University

Yuanlu Niu, University of Arkansas

Examining Determinants of Self-Perceived Employability: Evidence from International Students in the United States

Yidan Zhu, Lingnan University

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

COVID-19 and Education

For Sustainability of Student Success, What are the Roles of Higher Education?: A Study of Reconceptualization of Student Success in South Korea

Jinju Lee, Dept. of Educational Technology

Youjin Jang, Dept. of Educational Technology

Heesun Kim, Dept. of Educational Technology

Jaehong Joo, Dept. of Educational Technology

Yohan Koo, Dept. of Educational Technology

Mitigating Educational Inequality during Pandemic: First Response of a Minority Serving Institution and its Impact on Adult Learning

Jie Ke, Jackson State University

Deidre Wheaton, Jackson State University

Breakout Sessions A

Leading Texas Adult Education and Literacy Programs Transition during COVID-19

Mary Alfred, Texas A&M University
Chih-Wei Wang, Texas A&M University
Amanda Sainz, Texas A&M University
Suresh Joshi, O P Jindal Global University

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

HRD and Learning

Understanding Multi-Level Learning in Organizations: A Comparison of Learning Organization and Lean Strategy Characteristics

Ann Herd, University of Louisville
Meera Alagaraja, University of Louisville

The Mediating Role of Informal Learning on Job Performance: The Work-Learning Dual System in South Korea

Shinhee Park, University of Georgia
Sumi Lee, University of Georgia
Caleb Seung-hyun Han, University of Georgia
Eunjung Grace Oh, University of Illinois at Urbana-Champaign
Sung "Pil" Kang, University of New Mexico

How Do HRD Professionals and Business Managers Interact within the Context of their Learning Network in Organizing HRD Activities?

Henriette Lundgren, Corning Incorporated / The George Washington University
Rob Poell, Tilburg University

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

Leadership and Teams

Expertise Diversity, Task Design, and Project Team Effectiveness: Project Teams in Healthcare

Sangok Yoo, Northwest Missouri State University

Breakout Sessions A

Structural Relationships among Empowering Leadership, Shared Leadership, and Team Performance in a Local County Government

Soo Jeoung Han, Boise State University
Jiacheng Lu, Texas A&M University
Mehrangiz Abadi, Texas A&M University
Bora Jin, Texas A&M University
Jie Chen, Boise State University
Matthew Selker, Walsh University

High Potential Leadership Traits: A measure of success

Ekta Sharma, Ahmedabad University

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

Organization Development and Change Teacher Leaders' Strategies to Mitigate Change Resistance: A Case Study

Fengning Du, American Council on the Teaching of Foreign Languages

Competencies of Organization Development Professionals in Times of Change: A Delphi Study

Michae Beyerlein, Texas A&M University
Sreyoshi Patra, Texas A&M University

Organizational Change in Sport Management

Ehren Green, University of Louisville
Kevin Rose, IUPUI

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

Research Methods

Neuroscience-Based Method in Adult Learning Research

Yoshie Nakamura, George Washington University

Utilizing Digital Media in HRD Research Methodologies

Stephanie Sisco, University of Minnesota
Tasha S Hart-Mrema, University of Minnesota
Tiffany Smith, University of Minnesota

Breakout Sessions A

Systematic Reviews of HRD Research: Are We Doing It Right?

Amy Paros, Quinnipiac University

Emmanuel Osafo, Washington State University

Daniel Woldeab, Metropolitan State University

Robert Yawson, School of Business, Quinnipiac University

Research Method Trends in the Field of Human Resource Development

Jennifer Park, Indiana University

Heeyoung Han, Southern Illinois University School of Medicine

Yujin Kim, Sangji University

Wednesday, February 17 | 10:45 am - 12:15 pm

R

REFEREED FULL MANUSCRIPT

Talent Management and Development

Talent Management Practice for Non-High Potential Employees

Yoshi Takahashi, Hiroshima University

Maman Alimansyah, Hiroshima University

A Framework for Onboarding Military Veterans

Michael Kirchner, Purdue University Fort Wayne

Faith Stull, enFocus Inc

Barriers Faced by Females in the US Fire Service Industry: Investigating Talent Acquisition and Retention Issues in a Male-Dominated Industry

Jason Moats, Texas A&M Engineering Extension Service

Siham Lekchiri, Western Carolina University

A Discursive Analysis of the Identity Work of Employees with Disabilities in Deliberately Developmental Organizations

Chang-kyu Kwon, Oakland University

Breakout Sessions A

Wednesday, February 17 | 10:45 am - 12:15 pm

NR NON-REFEREED SESSION

Human Resource Development in Vietnam: A Panel Discussion on Contextualization

Gary McLean, Assumption University, Bangkok, Thailand
Loi Nguyen, Metropolitan State University
Oliver Crocco, Louisiana State University
Huyen Van, Texas A&M University

A Toolkit for Promoting and Implementing Tools for Scholarly Teaching Evaluation: Departmental Scale Change and Development

Dena (Fatemeh) Rezaei, Boston University



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Breakout Sessions B

Wednesday, February 17 | 1:00 - 2:30 pm

R

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Employee Turnover

Trajectories of Turnover Intentions among Extended-care Company Employees: A Growth Mixture Modeling Approach
Trajectories of Turnover Intentions among Extended-care Company Employees: A Growth Mixture Modeling Approach

Shinhee Jeong, Louisiana State University

Yunsoo Lee, Hanyang University

Understanding Moroccan Millennials Turnover: Why Moroccan Millennials Stay at or Leave their Employers

Omaima Hajjami, Louisiana State University

Barbara Eversole, Indiana State University

Middle-School Teacher Turnover Intent: What can HRD do?

Thomas Reio, Florida International University

Rose Opengart, Texas A & M

Wednesday, February 17 | 1:00 - 2:30 pm

R

REFEREED FULL MANUSCRIPT

Social Justice and the Workplace

Employers Willing to Hire Formerly Incarcerated Individuals: A Critical Qualitative Study

Brian Dorr, Metropolitan State University

(Un)Biased Algorithms: HRD and the Quantifiable Employee

Tasha S. Hart-Mrema, University of Minnesota

Teaching Critical Reflexivity: Disrupting the Relationship between Higher Education and the Socio-political-economic Context

Ximena Vidal De Col, The George Washington University

Breakout Sessions B

Wednesday, February 17 | 1:00 - 2:30 pm

R

REFEREED FULL MANUSCRIPT

Technology and Learning

Comparing Synchronous vs. Asynchronous Instructional Delivery in an Online HRD Graduate Course

Denise Cumberland, University of Louisville
Kevin Rose, IUPUI

Working with Robots and HRD

Sehoon Kim, University of Minnesota

The Impact of Simulation-Based Learning on Undergraduate Nursing Students' Satisfaction and Self-Confidence at the Sultan Qaboos University in Oman

Azza Al Hajri, The Penn State University

Wednesday, February 17 | 1:00 - 2:30 pm

R

REFEREED FULL MANUSCRIPT

Women and Careers

The role of mentorship for career enhancement of female employees in the technology field

Mihee Park, Penn State University
Hope Pilkington, Penn State

Career Experiences of Women in Japan: A Literature Review

Jieun Yi, Texas A&M University
Erina Matsuoka, Bukkyo University

Breakout Sessions B

Exploring Career Challenges of Female Doctorate Holders in Education from an Elite University in South Korea through the Lens of Career Chance Theory

Jieun You, Yonsei University

Yonjoo Cho, University of Texas at Tyler

Yuyeon Choi, Korea University

Jiyoung Ha, Daejin University

Yoon Hee Kim, Ministry of Personnel Management, Korea

Seunghye Lee, Seoul National University College of Medicine

Jin Sook Kim, Pusan National University

Sang Hee Kang, KC University

Terri Kim, University of East London

Romee Lee, Korea National Open University

Wednesday, February 17 | 1:00 - 2:30 pm

R

REFEREED FULL MANUSCRIPT

Workplace Learning

Content and Keywords Network Analysis of Brain-based Learning for ACE and HRD

Chang Sung Jang, University of Oklahoma

Sungbum Cho, Hansung University

Doo Hun Lim, University of Oklahoma

Quantifying Informal Learning: An Instrument Validation Study

Karen Watkins, University of Georgia

Beixi Li, University of Georgia

Carrie Ann Harman, University of Georgia

Moving Beyond Learning to Change: A Systematic Literature Review of Adaptive Learning in Human Resource Development

Malar Hirudayaraj, Rochester Institute of Technology

Rose Baker, University of North Texas

Susan Karimiha, Louisiana State University

John Turner, University of North Texas

Breakout Sessions B

Wednesday, February 17 | 1:00 - 2:30 pm



NON-REFEREED SESSION

Shaping and Skilling as Cornerstones of a New HRD Core Theory

Greg Wang, University of Texas at Tyler

Harold Doty, University of Texas at Tyler

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Breakout Sessions C

Wednesday, February 17 | 2:45 - 4:15 pm

R

REFEREED FULL MANUSCRIPT

COVID-19 and HRD

Women Entrepreneurs in COVID-19: Challenges & Solutions

Sonal Soni, Indian Institute of Management, India

Yong-byoung Chae, Statistics Korea, Republic of Korea

Mandari Pabasara Wijerathna, University of Geneva, Switzerland

The Role of HRD on the Work Transition Due to the COVID-19 Pandemic

Yuanlu Niu, University of Arkansas

Using HRD Research-to-Practice Concepts to Mitigate COVID-19 in US Hospitals: Deploying Action Research Strategies in the Coronavirus Pandemic

Julia De George, University of Wisconsin-Madison

Toby Egan, University of Maryland

Kristi Klee, Allina Health System

Michael Schwemm, Emergency Physicians Professional Association

Heather Bye-Kollbaum, Medtronic plc

Andrew Kinser, Medtronic plc

Michael De George, Medtronic plc

Wednesday, February 17 | 2:45 - 4:15 pm

R

REFEREED FULL MANUSCRIPT

Employee Development

Essential Skills for Human Employees

Szufang Chuang, Indiana State University

The Effect of Immigration Status on Earnings of Skilled-immigrants in STEM Occupations

Aynur Charkasova, Southern Illinois University Carbondale

Ego Depletion and Autonomy to Understand the Influence of Time Pressure on Knowledge Hiding Behavior

Roksana Rezwani, Hiroshima University

Breakout Sessions C

Wednesday, February 17 | 2:45 - 4:15 pm

R

REFEREED FULL MANUSCRIPT

Job Satisfaction

The Moderating Effect of Perceived Organizational Support on the Relationship between Emotional Exhaustion and Job Satisfaction in South Korea

Soo Jung Kim, Hanyang University

Minyoung Kim, Hanyang University

Ji Hoon Song, Dept. of Educational Technology

How Psychological Empowerment Impact on Job stress and Job Satisfaction of Nurses

Ke Ma, University of Georgia

The Serial Multiple Mediation Effect of Person-Job Fit and Job Satisfaction on the Relationship between Active Senior's Occupational Experience and Life Satisfaction

Jeehyun Choi, Korea University

Junhee Kim, Korea University

Wednesday, February 17 | 2:45 - 4:15 pm

R

REFEREED FULL MANUSCRIPT

Leadership Performance

Exploring Perceived Managerial and Leadership Effectiveness in New Zealand

Carolyn Ward, University of Auckland

Robert Hamlin, University of Wolverhampton

Barbara Eversole, Indiana State University

The Effect of Leadership on Work Engagement of Employees in Public Sector

Widdy Wibawa, Hiroshima University

Yoshi Takahashi, Hiroshima University

Corina Riantoputra, University of Indonesia

Breakout Sessions C

Do My Ethics Hurt? A Study Examining The Relationship Between Ethical Leadership, Engagement, and Wellbeing

Kobena Osam, Northern Kentucky University
Joseph Westlin, The College of Saint Rose

Wednesday, February 17 | 2:45 - 4:15 pm

R

REFEREED FULL MANUSCRIPT

Learning Design

Expectations of Learning Experience Designers: Employers' Perspectives

Consuelo Waight, University of Houston

Employee Experiences and Case Studies: Engaging Learners in an Executive Master Health Administration Program

Lesley Tomaszewski, Texas A&M University
Jill Zarestky, Colorado State University

Who Is Offering Advice to Instructional Designers? An Exploratory Author Analysis of Learning Solutions

Wenbin Liu, Concordia University
Saul Carliner, Certified Training and Development Professional

Wednesday, February 17 | 2:45 - 4:15 pm

R

REFEREED FULL MANUSCRIPT

Mentoring

Is Reverse Mentoring a Panacea to All? Findings from Literature Review

Sanghamitra Chaudhuri, Metropolitan State University
Sunnyoung Park, Louisiana State University
Karen Johnson, University of North Texas

Reverse Mentoring: Perception, Potential and Application in the Global Contexts

Rajashi Ghosh, Drexel University
Sanghamitra Chaudhuri, Metropolitan State University
Sunnyoung Park, Louisiana State University

Breakout Sessions C

Exploring Peer Mentor's Role in College Student Transition Mentoring Program

Jihye Lee, Pennsylvania State University

Joseph Cho, Pennsylvania State University

Daniel Foster, Pennsylvania State University

Jenneth Layaou, Pennsylvania State University

Wednesday, February 17 | 2:45 - 4:15 pm

NR

NON-REFEREED SESSION

Decentering Whiteness, Confronting Complicity, And Taking Action to Disrupt Systemic Racism

Julia Storberg-Walker, George Washington University

Julie Gedro, Empire State University

Laura Bierema, University of Georgia

Holly Hutchins, University of Houston

Wendy Ruona, University of Georgia

Jamie Callahan, Northumbria University

Marilyn Byrd, University of Oklahoma

Susan Madsen, Jon M. Huntsman School of Business, Utah State University

Carole Elliott, Sheffield University

Chaunda Scott, Oakland University

Breakout Sessions D

Thursday, February 18 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Assessment and Evaluation

Developing A Measurement for Organizational Knowledge Formation: A Study of Validation in South Korea
Session ID: 736210

Yun Jeong Ro, Dept. of Educational Technology
Ji Hoon Song, Dept. of Educational Technology
Jaehong Joo, Dept. of Educational Technology
Youjin Jang, Dept. of Educational Technology

Revisit Kirkpatrick's Evaluation Model: A Meta-Analysis of the Relations among Training Evaluation Criteria

Jaekyo Seo, University of Minnesota
Suhung Lee, University of Minnesota

The Career and Aptitude Assessment for Cybersecurity: Exploring Linkages to Employee KSAs

Mesut Akdere, Purdue University
Toby Egan, University of Maryland
Flavio Lobo, Purdue University

Thursday, February 18 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

COVID-19 and Leadership

Issues and Challenges of Virtual Leadership in Educational Institution

Hamett Brown, The University of Southern Mississippi
Saurabh Gupta, The University of Southern Mississippi

From Sustainability to Survivability in the Midst of the Covid-19 Crisis: The Narrated Experience of an HR Leader and The Challenges of Recruiting in the U.S. Navy Amidst a Global Pandemic

Olivia Bjerkeset, Western Carolina University
Margaret Gresham, Western Carolina University
Katie Leonard, Western Carolina University
Starla Rogers, Western Carolina University
Marie-Line Germain, Western Carolina University

Breakout Sessions D

Changing Dynamics of Hospitality Leadership in the COVID Era: A Cross-Country Study across Jamaica and India

Pallvi Arora, International Centre for Cross Cultural Research and Human Resource Management (ICccR & HRM), University of Jammu (India)

Bikram Singh, University of North Texas

Karen Johnson, University of North Texas

Thursday, February 18 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Generations in the Workplace

Generational Cohorts: Three "Influencers" Contributing to the Acceptance of Generational Theory in Human Resource Development

Lei Xie, Texas State University

John Arreola, Texas State University

Generational Differences in Work Values in South Korea

Sunyoung Park, Louisiana State University

Sohee Park, Inje University

Hofstede's cultural dimension: Redefining individualism and collectivism for GEN Y Generation

Monica Thapa, University of North Texas

What Engages Gen-Z in the Workplace? An Exploratory Study of Inside Sales Representatives

Andrew Loring, Texas A&M University

Bruce Brown, Texas A&M University

Thursday, February 18 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

International Career Transitions

Navigating Academic Jobs in the United States: Multiple Cases of Early Career Korean HRD Faculty

Bora Jin, Texas A&M University

Heh Youn Shin, Pennsylvania State University

Jieun You, Yonsei University

Junghwan Kim, Texas A&M University

Breakout Sessions D

International Students' Career Self-Efficacy and Its Interrelationships with Social Support, Cultural Adjustment, and Protean Career Attitude: A Multigroup Path Analysis by Marital Status

Jihye Oh, Texas A&M university

Exploring Experience of Career Transition among Chinese Immigrant Women in Canada

Yuanlu Niu, University of Arkansas

Yidan Zhu, Lingnan University

Thursday, February 18 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Student Success

The Impact of Technology on Learning Outcomes for University Students and Other Learners

Sali Almohammed, Pennsylvania state University

Virtual Mock Team Interviewing: Preparing Students for Career Success

Gail Johnson, The University of Texas at Tyler

Paul Holt, Texas A&M University

Julie Delello, The University of Texas at Tyler

Rochell McWhorter, The University of Texas at Tyler

Developing International Students' Intercultural Competences for Diversity and Inclusion Enhancement in the U.S. Higher Education

Huyen Van, Texas A&M University

Chih-Wei Wang, Texas A&M University

Jia Wang, Texas A&M University

Breakout Sessions D

Thursday, February 18 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Training Transfer

Relationship between Work Environment Support for Training and Organizational Commitment: The Role of Mediating and Moderating Variables

Muhammad Khan, University of Illinois at Urbana-Champaign

Wenhao Huang, University of Illinois at Urbana-Champaign

Supervisor Support for Training Transfer: A Scoping Review

Nuzulul Isna, Texas A&M University

Predicting Training Transfer in Spain through Structural Equation Modeling

Aitana González Ortiz de Zárate, Udimá (Madrid Open University)

Miguel Aurelio Alonso García, Complutense University of Madrid

Carla Quesada-Pallarès, Autonomous University of Barcelona

Francisca Berrocal Berrocal, Complutense University of Madrid

Gary McLean, Assumption University, Bangkok, Thailand

Thursday, February 18 | 8:15 - 9:45 am

NR

NON-REFEREED SESSION

Informal and Incidental Learning During Times of Uncertainty

Victoria Marsick, Teachers College, Columbia University

Henriette Lundgren, Corning Incorporated / The George

Washington University

Rob Poell, Tilburg University

Aliki Nicolaides, University of Georgia

Ellen Scully-Russ, The George Washington University

Karen Watkins, University of Georgia

Neal Herr, University of Georgia

Lily Hakimi, George Washington University

Dimitrios Papanagnou, Thomas Jefferson University

Breakout Sessions E

Thursday, February 18 | 11:15 am - 12:45 pm

R

REFEREED FULL MANUSCRIPT

Career Development

Examination of the Engineering Technology Career-Related Interest and Choices Impacting Career Pathways in a Rapidly Changing Marketplace: A Qualitative Case Study

Daniel Stockwell, Clemson University

Karen High, Clemson University

Claretha Hughes, University of Arkansas

Kristin Frady, Clemson University

Career Trajectories in a Technology Management-HRD Program

Noemi Mendoza Diaz, Texas A&M University

Austin Johnston, Texas A&M University

Rufino Oregon, Texas A&M University

Bhagyashree Barhate, Texas A&M University

Sami Jabarkhail, PhD Student, Texas A&M University

The Impact of Internships on Labor Market Outcomes Among College Graduate

Mihee Park, Penn State University

Kyungin Kim, Pennsylvania State University

Thursday, February 18 | 11:15 am - 12:45 pm

R

REFEREED FULL MANUSCRIPT

Organizational Culture

Workplace FUNdamentals: A Proposed Framework for Workplace Fun

Lacey Logan-Monarch, The University of Texas at Tyler

Judy Sun, The University of Texas at Tyler

Key Internal Stakeholders During University Internationalization: Committed to an Imaginary Culture?

Maria Plakhotnik, National Research University Higher School of Economics

Natalia Volkova, National Research University Higher School of Economics

Breakout Sessions E

Creating an Inclusive Organizational Culture for HRD to Innovate and Lead in Times of Rapid and Unplanned Change

Tabitha Coates, James Madison University

Thursday, February 18 | 11:15 am - 12:45 pm

R

REFEREED FULL MANUSCRIPT

Performance Improvement

How Is Culture Represented in Performance Improvement? An Exploratory Analysis of Performance Improvement Quarterly

Wenbin Liu, Concordia University

Managerial Coaching Efficacy, Work-Related Attitudes, And Performance: Public Vs. Private Employees

Katie Stone, The University of Texas at Tyler

Proposing the Future Directions of the Human Capital Corporate Panel (HCCP) Study: A Review of the Empirical Research

Jiwon Park, Korea University of Technology and Education

Jiyoung Han, Korea University of Technology and Education

Thursday, February 18 | 11:15 am - 12:45 pm

R

REFEREED FULL MANUSCRIPT

Social Justice, Diversity, and Inclusion

A Critical Race and Radical Humanistic Analysis: African-American Experience in The Workplace

Abbie Salcedo, University of Texas at Austin

Diversity, Inclusion, and HRD: More than Diversity Training

Jon Werner, University of Wisconsin-Whitewater

Intersectionality in the Workplace: An Integrative Literature Review

Valerie Olalde, Texas State University

Lei Xie, Texas State University

Breakout Sessions E

Thursday, February 18 | 11:15 am - 12:45 pm

R

REFEREED FULL MANUSCRIPT

Strategic HRD

Systems Design and Strategic Planning for the Public System of Workforce Development

Tracey Regenold, Work Transformed, LLC
Philip Reed, Old Dominion University

The Role of HRD in Achieving Strategic Organizational Agility

Ghassan Ibrahim, Texas A&M University

Strategic Human Resource Development: An Analysis of the Western Literature

Jeong-Ha Yim, EPL Power Electronics
Wendy Ruona, University of Georgia

Contextual Factors of Strategic HRD practice

Jeong-Ha Yim, EPL Power Electronics
Wendy Ruona, University of Georgia

Thursday, February 18 | 11:15 am - 12:45 pm

R

REFEREED FULL MANUSCRIPT

Women and Leadership

Women Leadership in Central Eurasia: Implications for HRD in Azerbaijan

Chilanay Safarli, George Washington University
Maria Cseh, The George Washington University

South Asian Women's Views on Leadership

Yong-byoung Chae, Statistics Korea, Republic of Korea
Mandari Pabasara Wijerathna, University of Geneva, Switzerland
Gertrude Hewapathirana, Gulf University for Science and Technology, Kuwait
Sonal Soni, Indian Institute of Management, India

The Status of Women's Leadership in Government in Utah

Susan Madsen, Jon M. Huntsman School of Business, Utah State University
April Townsend, Utah State University

Breakout Sessions E

Thursday, February 18 | 11:15 am - 12:45 pm

NR

NON-REFEREED SESSION

What Makes A Great Scholarly Contribution to HRD Journals? Meet the Editors Panel on "Outstanding Qualities of Accepted Articles"

Robert Yawson, School of Business, Quinnipiac University

Jessica Li, University of Illinois

Yonjoo Cho, University of Texas at Tyler

Thomas Reio, Florida International University

Marilyn Byrd, University of Oklahoma

Does the Shoe Fit? Finding the Perfect Position in Academia

Tomika Greer, University of Houston

Katherine Rosenbusch, George Mason University

Angie Carte, Clemson University

Brad Shuck, University of Louisville

Kim McDonald, Purdue University Fort Wayne

Breakout Sessions F

Thursday, February 18 | 1:30 - 3:00 pm

R

REFEREED FULL MANUSCRIPT

Entrepreneurship

Entrepreneurship in South Korea from the Gender Difference Perspective

Yonjoo Cho, University of Texas at Tyler

Jieun You, Yonsei University

Min Young Doo, Kangwon National University

Jiwon Park, Korea University of Technology and Education

Entrepreneurial Readiness: A Career Development Framework for Moroccan Females

David Hayes, Africa Business School / Université Mohammed VI Polytechnique

Siham Lekchiri, Western Carolina University

Construction of Middle Managers' Corporate Entrepreneurial Identity in South Korea: A Grounded Theory Study

Jia Wang, Texas A&M University

Jin Lee, Texas State University

Developing Japanese Women in Entrepreneurial Leadership in Time of Crisis

Mayuko Horimoto, Toyo University

Yoshie Nakamura, George Washington University

Thursday, February 18 | 1:30 - 3:00 pm

R

REFEREED FULL MANUSCRIPT

HRD Research and Theory

Possibilities of (Re)thinking Qualitative Research in HRD

Ajit Bhattarai, University of Georgia

Voices from the field: New understandings of HRD contributions to theory

Carole Elliott, Sheffield University

Jamie Callahan, Northumbria University

Breakout Sessions F

Creative and Innovative Processes as Complex Adaptive Systems: A Multilevel Theory

Rose Baker, University of North Texas

John Turner, University of North Texas

James Washington, University of North Texas

Jae Schroeder, University of North Texas

From Definition to a Core Theory of Human Resource Development

Greg Wang, University of Texas at Tyler

Harold Doty, University of Texas at Tyler

Shengbin Yang, Northwestern Polytechnical University

Thursday, February 18 | 1:30 - 3:00 pm

R

REFEREED FULL MANUSCRIPT

Leadership and Well-Being

Conceptualizing the Intrapersonal Nature of Leaders' Well-Being: An Integrative Literature Review

Heidi Scott, University of Idaho

Laura Holyoke, University of Idaho

Individual-level and Organizational-level Antecedents of Employee Well-being: An Integrative Literature Review

Yebin Seo, Ewha Womans University

Chaemin Nam, Ewha Womans University

Jisoo Kang, Ewha Womans University

Namhee Kim, Ewha Womans University

Leader Well-Being in Organizations: A Multilevel Literature Review, Framework, and Opportunities for Future Research

Julia Bachman, Louisiana State University

Lacy Dicharry, Louisiana State University

Rachel Henry, Louisiana State University

Corai Jackson, Louisiana State University

Tyree Mitchell, Louisiana State University

Breakout Sessions F

Thursday, February 18 | 1:30 - 3:00 pm

R

REFEREED FULL MANUSCRIPT

Veterans and Careers

Self in Spaces: Sensemaking in Identity Development of Career Transitioning Military Service Veterans

Sarah Minnis, Western Carolina University

Elizabeth Likis-Werle, Western Carolina University

Factors Shaping Veteran Identity During Military Service: Implications for Career Transitions

Michael Kirchner, Purdue University Fort Wayne

Julie Shank, George Mason University

Lisa Adams, The University of Texas at Dallas

Middle Eastern Women Career Development

Session ID: 739582

Mehrangiz Zadeh Abadi, Texas A&M University

Khalil Dirani, Texas A&M University

Strategies and Best Practices for Veterans in Transition to a Civilian Virtual Workforce: Implications for Human Resources Development Specialist

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

Thursday, February 18 | 1:30 - 3:00 pm

R

REFEREED FULL MANUSCRIPT

Women and Work

Women's Views on Working with Women

Yong-byoung Chae, Statistics Korea, Republic of Korea

Mandari Pabasara Wijerathna, University of Geneva, Switzerland

Gertrude Hewapathirana, Gulf University for Science and Technology, Kuwait

Breakout Sessions F

Meaningful Work and Commitment for Female Managers

Eun Jee Kim, Kyonggi University

Sunyoung Park, Louisiana State University

Exploring Knowledge Transferring Experiences of Buddhist Women Managers in Sri Lanka

Yong-byoung Chae, Statistics Korea, Republic of Korea

Mandari Pabasara Wijerathna, University of Geneva, Switzerland

Thursday, February 18 | 1:30 - 3:00 pm

R

REFEREED FULL MANUSCRIPT

Work and Employee Engagement

What We Talk About When We Talk About Employee Engagement: A Critical Review and Research Agenda

Bo Fang, University of Minnesota - OLPD

Extending the Job Demands-Resources Theory: Linking Authentic Leadership to Work-Related Flow Through Job Resources

Katsiaryna Matusevich, Barry University

Dale Hartz, Barry University

Sheila McMahon, Barry University

A Multi-Year Study of the Multivariate Relationship between Work Cognitions and Work Intentions

Joanna Norman, The University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

Drea Zigarmi, The Ken Blanchard Companies

Revamping the JD-R Model to Broaden the Scope of Job Resources and Demands through Text Mining

Joonghak Lee, University of Reading

Seung Won Yoon, Texas A&M University-Commerce

Kibum Kwon, Texas A&M University-Commerce

Breakout Sessions F

Thursday, February 18 | 1:30 - 3:00 pm

NR

NON-REFEREED SESSION

Is the Workplace Stacked Against the Worker? (And What Is the Role of HRD in this Situation?)

Margaret Driscoll

Yvonne Thayer, Self-employed

Saul Carliner, Certified Training and Development Professional (CTDP)

Moving Beyond the Conceptual: Findings of the Skills Gap Analysis Project to Forecast Changes in the Nature of Work

David Boulay, Illinois Manufacturing Excellence Center

Ronald Jacobs, University of Illinois

Nicole Dillard, Northern Kentucky University

Kobena Osam, Northern Kentucky University

Breakout Sessions G

Thursday, February 18 | 3:15 - 4:45 pm

R

REFEREED FULL MANUSCRIPT

COVID-19 and Remote Work

Against the Grain: Thriving in the Time of COVID-19

Melissa Taylor, University of Louisville

A Qualitative Study of the Administrative Professionals' Teleworking Experiences in South Korea

Minyoung Song, Ewha Womans University

Jin Hur, Ewha Womans University

Yoon-Jeong Won, University of Illinois - Urbana Champaign

Working from Home (WFH) of COVID-19 Pandemic Era: An Integrate Literature Review

Woongbae Park, Al Akhawayn University in Ifrane

Thursday, February 18 | 3:15 - 4:45 pm

R

REFEREED FULL MANUSCRIPT

Critical HRD

Critical Human Resource Development: The Voice for the Voiceless

Joseph Martinez, Regent University

The Race of HRD Education: A Critical Discourse Analysis of HRD Education Program Websites

Beixi Li, University of Georgia

Regional Human Resource Development: A Critical Realist Case Study

Oleksandr Tkachenko, University of New Mexico

Oliver Crocco, Louisiana State University

Loi Nguyen, Metropolitan State University

Victoria Jonathan, Universiti Malaysia Sarawak (UNIMAS)

Breakout Sessions G

Thursday, February 18 | 3:15 - 4:45 pm

R

REFEREED FULL MANUSCRIPT

Learning and Work

Volunteer Development as a Human Resource Development Function

Robert Yawson, School of Business, Quinnipiac University
Emmanuel Osafo, Washington State University

Work Placements in Academic Degree Programs: An Overview of the Feedback and Recommendations of Graduates and Current Students to Arrange, Design and Implement Effective Co-ops and Internships

Matthew Batty, ABB
Ingy Bakir, Certified Training and Development Professional (CTDP)
Saul Carliner, Certified Training and Development Professional (CTDP)

Challenging HRD Assumptions: A Mitigation Strategy for Disarming Colluders

Clayton Duffy, University of Louisville
Jake Beebe, Tarleton State University
Mandolen Mull, Rockford University

Thursday, February 18 | 3:15 - 4:45 pm

R

REFEREED FULL MANUSCRIPT

Mindfulness

Introducing SERA: An Open Source Code for Developing Innovation and Inclusion Programs and Interventions

William Brendel, Pennsylvania State University
Farhan Sadique, Pennsylvania State University
Israa Samarin, Pennsylvania State University

Mindfulness-Based Training, Emotion Regulation and Employee Wellbeing

Phyu Phyu Zaw, Hiroshima University

Breakout Sessions G

Work-life Balance: Learning from Maternity and Parental Leave Policies in Six Western European Union (EU) Countries

Sohel Imroz, Embry-Riddle Aeronautical University

Sadia Mazid, University of Illinois Urbana-Champaign

Thursday, February 18 | 3:15 - 4:45 pm

R

REFEREED FULL MANUSCRIPT

Shared Leadership and Teams

The Emergence of Shared Leadership in Innovative Design Teams: A Social Network Analysis

Soo Jeoung Han, Boise State University

Factors Leading to Engineering Student Team Performance During Intense International Design Competition

Jiacheng Lu, Texas A&M University

The Emergence of Shared Leadership in Innovative Design Teams: A Social Network Analysis

Jihye Oh, Texas A&M university

How Does Shared Leadership Influence in a Team Performance?

Monica Thapa, University of North Texas

Thursday, February 18 | 3:15 - 4:45 pm

R

REFEREED FULL MANUSCRIPT

Workplace Incivility

Prepare for the Worst, Hope for the Best: A Phenomenological Study of Workplace Violence Preparedness

John Haymore, University of Texas at Tyler

Judy Sun, The University of Texas at Tyler

Helping Abrasive Leaders and Their Superiors: The Essential Role of HRD Professionals

Peter Williams, Texas A&M University Commerce

Lori Tucker, Change Course LLC

Breakout Sessions G

Invisible and yet Hyper-Visible: The Gendered Experiences of Female Military Leaders

Maria Cseh, The George Washington University

Stephanie Erwin, US Army War College

Thursday, February 18 | 3:15 - 4:45 pm

NR

NON-REFEREED SESSION

The Agile, Digital, Learning Organization: A Transformation in Organizational Learning

Robin Hurst, Virginia Commonwealth University

Holly Jackson, Virginia Commonwealth University and Villanova University

Breakout Sessions H

Friday, February 19 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Authentic Leadership

Embracing Followership for Effective Leadership: Implications for Human Resource Development

Nana Arthur-Mensah, Northern Kentucky University

Letitia de Graft-Johnson, Arkansas Department of Health

Creating Psychological Safety in the Workplace: Exploring the Role of Authentic Leadership and Social Support

Katsiaryna Matusevich, Barry University

Dale Hartz, Barry University

Jalane Meloun, Barry University

Gender on the Relationship between Authentic Leadership, Trust, and Organizational Citizenship Behavior: A Moderated-Mediation Analysis

Ruchi Tyagi

Saurabh Gupta, The University of Southern Mississippi

Friday, February 19 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Career Success

Exploring Burnout and Super: A Career Development Intervention Perspective

Rosemary Capuchino Garza, Texas A&M University

Job Crafting for Career Success

Manar Salamah, Penn State University

The Mediating Effect of Hopeful Career State and Work Engagement on HR Outcome Variables in Healthcare in Oman

Issa Jalal Ahmed Balushi, Pennsylvania State University

Hyung Joon Yoon, Penn State University

Yu-Ling Chang, Pennsylvania State University

Farhan Sadique, Pennsylvania State University

Breakout Sessions H

Friday, February 19 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

COVID-19 and the Future of Work

Re-territorializing the ethical ground of HRD in post-COVID-19

Ahream Lim, University of Georgia

Aliki Nicolaides, University of Georgia

Exploring Job Expectations and Concerns of Generation Z for Future Careers

Ke Ma, University of Georgia

Bo Fang, University of Minnesota - OLPD

COVID-19 Pandemic and Employee Mental Health: Leadership and Human Resource Development Intervention

Chanel Novack, Indiana State University

Szufang Chuang, Indiana State University

Friday, February 19 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Employee Well-Being

Subjective Well-Being among Blue-Collar Immigrant Employees: A Systematic Literature Review

Melika Shirmohammadi, University of Houston

Mina Beigi, University of Southampton

Julia Richardson, Curtin University

Hukou System and Employee Well-Being

Sehoon Kim, University of Minnesota

Hanwen Li, University of Minnesota

Does Work Context Matter to Employee Well-Being? Links between Life Satisfaction and Organizational, Supervisory, and Individual Characteristics

Sehoon Kim, University of Minnesota

Breakout Sessions H

Youngsoo Song, Hanyang University
Sewon Kim, SUNY Empire State College
Dae Seok Chai, Colorado State University
Junhee Kim, Korea University

Human Resource Practices and Organizational Commitment: Mediating Effects of Employee Resilience in Times of Economic Crisis

Raghida Abdallah Yassine, American University of Beirut
Haifaa Hachem, Haigazian University

Friday, February 19 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Ethics and Organizations

The Importance of Ethics and Social Responsibility Education in HRD: A Clear Call for Action

Amin Alizadeh, Texas A&M University

Espoused Values of Vietnamese Firms

Loi Nguyen, Metropolitan State University

Barriers to Green Consumption: Under the Lens of Ethical Theories

Darlene Russ-Eft, Oregon State University & Purdue University
Minh Nguyen, National Institute of Development Administration

Friday, February 19 | 8:15 - 9:45 am

R

REFEREED FULL MANUSCRIPT

Global Cross Cultural Issues

Saudi National HRD: A Sociocultural Context and a Future Perspective

Israa Samarin, Pennsylvania State University

Acculturative Challenges, Critical Issues, and Adaptation Strategies of Foreign Students in South Korea

Yong-byoung Chae, Statistics Korea, Republic of Korea
Mandari Pabasara Wijerathna, University of Geneva, Switzerland

Breakout Sessions H

Localization of Workforce in Gulf Countries

Ahmed Al-Asfour, Southern Illinois University

James Rajasekar, Sultan Qaboos University

Aynur Charkasova, Southern Illinois University Carbondale

Fostering International Research Collaborations: The Role of Human Resource Development

Jeremy Coats, The George Washington University

Breakout Sessions I

Friday, February 19 | 10:00 - 11:30 am

R

REFEREED FULL MANUSCRIPT

Career Transitions

Women's Career Transitions: An HRD Model of Boundaryless Career Transitions

Joanna Norman, The University of Texas at Tyler

Tomika Greer, University of Houston

Leah Aiken, The University of Texas at Tyler

Women's Career Transitions: An HRD Model of Boundaryless Career Transitions

Autumn Kirk, University of Houston

Career Perspectives of Korean Women Workers: Accommodation and Integration

Namhee Kim, Ewha Womans University

Suh Young Jang, Career Research Center

Pyounggu Baek, Kookmin University

Kyungham Kim, Ewha Womans University

Transition Challenges Faced by Military Service Members' Spouses: An Ignored Population

Ann Herd, University of Louisville

Friday, February 19 | 10:00 - 11:30 am

R

REFEREED FULL MANUSCRIPT

Faculty and Higher Education

Faculty's Perceptions of Culture Conducive to Career Success in Academic Medicine

Vidhya Prakash, Southern Illinois University School of Medicine

Susan Hingle, Southern Illinois University School of Medicine

Russell Korte, George Washington University

Heeyoung Han, Southern Illinois University School of Medicine

Leadership of Tribal Colleges and Universities: Perspectives of the Skills Needed to Successfully Lead a TCU

Ahmed Al-Asfour, Southern Illinois University

Breakout Sessions I

Personal and Professional Identity Development of Early Career Faculty Members: A Phenomenological Study Proposal

Stacy Sattovia, Southern Illinois University School of Medicine
Boyung Suh, Southern Illinois University School of Medicine

Friday, February 19 | 10:00 - 11:30 am

R

REFEREED FULL MANUSCRIPT

HRD Evaluation

Application of the Logic Model of Evaluation to Systems-based Multidisciplinary Research - The Case of A Federally Funded Project

Huyen Van, Texas A&M University
Fredrick Nafukho, Texas A&M University
Bhimanagouda Patil, Texas A&M

The Profile of Core Workplace Skills in Developing Countries: Development and Validation via Analysis of Secondary Data from PIAAC

Xiao Xu, University of Illinois at Urbana and Champaign

Evaluation and Assessment in Virtual Reality-Based Simulated Training

Mesut Akdere, Purdue University
Yeling Jiang, Purdue University
Flavio Lobo, Purdue University

Friday, February 19 | 10:00 - 11:30 am

R

REFEREED FULL MANUSCRIPT

HRD Scholar-Practitioners

The Gap between Research and Practice in Human Resource Development: An Examination of Empirical Evidence

Jia Wang, Texas A&M University
Merrilee Prochaska, Texas A&M University

Breakout Sessions I

Topic Modeling in Human Resource Development Research: Re-examining the Knowledge Transfer Between Research and Practice

Ying Feng, University of Minnesota

Appreciative Inquiry Practitioner Formation

Lisa Wocken, University of Minnesota

Friday, February 19 | 10:00 - 11:30 am

R

REFEREED FULL MANUSCRIPT

Leadership Research

Liminal Leadership: Development and Validation of the Liminal Leadership Construct

Leslie Shaw - VanBuskirk, The University of Oklahoma

Doo Hun Lim, University of Oklahoma

Distributed Leadership

John Lazar, ISPI

John Turner, University of North Texas

Rose Baker, University of North Texas

Structural Relationships between Transformational Leadership, Employee Engagement, Affective Organizational Commitment, and Job Performance in Korean Organizations

Jiyoung Kim, Korea University of Technology and Education

Jiwon Park, Korea University of Technology and Education

Soo Jeoung Han, Boise State University

Woocheol Kim, Korea University of Technology and Education

Liminal Leadership: Development and Validation of the Liminal Leadership Construct

Woocheol Kim, Korea University of Technology and Education

Breakout Sessions I

Friday, February 19 | 10:00 - 11:30 am

R

REFEREED FULL MANUSCRIPT

Learning and Development

Accelerating transfer: An innovative post-training support mechanism

Reda Sadki, The Geneva Learning Foundation

Ajit Bhattarai, University of Georgia

Karen Watkins, University of Georgia

State-of-the-Art Strategies for Developing Workplace Essential Skills

Mollie Brazile, Colorado State University

Jill Zarestky, Colorado State University

A proposal of training through interaction between participants using a method to visualize HR systems for human resource department

Yusuke Sato, Keio University

Nobuyuki Kobayashi, Keio University

Seiko Shirasaka, Keio University

Friday, February 19 | 10:00 - 11:30 am

NR

NON-REFEREED SESSION

Publishing Non-Empirical Research Articles: Practical Tips for Success

Meera Alagaraja, University of Louisville

Yonjoo Cho, University of Texas at Tyler

Hyung Joon Yoon, Penn State University

Julie Davies, Manchester Metropolitan University

Breakout Sessions I

Workplace Learning and Reflection in Disruptive and Complex Times

Rita Kowalski, Work Life Consulting LLC
Pierre Faller, Teachers College, Columbia University
Jude Walke, University of British Columbia
Cynthia Russell, CG Russell Consulting
SeoYoon Sung, Rutgers University
Rob F. Poell, Tilburg University
Victoria Marsick, Teachers College, Columbia University
Lyle Yorks, Teachers College, Columbia University
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Sijia Fan, Communication Specialist

Save the Date!

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