



Academy of Human Resource Development

Leading Human Resource Development Through Research

2019 AHRD

International Research Conference in the Americas

February 13-16, 2019 | Louisville, Kentucky, U.S.A.



Welcome from the President



On behalf of the AHRD Board of Directors and Conference Team, I extend greetings and a welcome to the 2019 AHRD International Research Conference in the Americas. We're glad you are here!

This year's conference marks the end of our 25th anniversary year, and what a year it has been! Our four journals continue to be led by committed editors, associate editors, and editorial boards, we affiliate with HRD colleagues in other parts of this wonderful world to engage in conferences in Europe (with the University Forum for HRD) and Asia (the AHRD Conference in Asia), and

groups within our group, such as our Special Interest Groups, facilitate professional development opportunities throughout the year.

The Academy of Human Resource Development is a professional organization of HRD scholars and scholar practitioners, and we create and maintain structured and systematic mechanisms for research and scholarship to flourish. This annual conference is a signature pathway designed to foster HRD research. As an applied field, it is important that research link or inform practice, and that our research address challenges and opportunities that benefit from our work.

I invite you to get the most from your conference experience. Of course, you'll attend symposia that align with your interests, career, and professional objectives—but I hope you'll reach beyond those areas to connect with people and ideas that stretch you. With 130 manuscripts and 79 posters across nine tracks, the peer-reviewed research has depth and breadth. Twelve professional development workshops and 14 focus sessions allow you to explore topics that enrich us intellectually and professionally. In plenary sessions, the entire conference community engages in listening, learning, dialoging, and exploring topics and concepts that help shape and foster new research, and also help shape this organization. This year's keynote is a reflective structured dialog session on what it means to be transdisciplinary; the Town Hall session is intended to build on the keynote by exploring transdisciplinarity through the perspectives of varied panelists.

During this past year, the Board of Directors has continued to develop a strategic plan focused on creating an even deeper and richer member value proposition, rigorous and relevant research that leads the field of HRD, a strong financial position, and a multi- or trans-disciplinary growth strategy. We are excited to present our strategies to address these four focus areas, so please come to the AHRD Business Meeting on Friday. We are eager to share our plans—and just as importantly, we are eager to receive your input.

I extend a heartfelt thanks to the Conference Team: Laura Bierema (Conference Chair/CEO and President-Elect); SunYoung Park (Program Chair), Sarah Minnis (Proceedings Editor), Karen Johnson (Associate Proceedings Editor), Brad Shuck, Jason Moats, and Josh Collins. The Track Chairs also have played a major role in managing the review process, communicating with authors, and ensuring that the submissions within their tracks are of the highest quality.

Next year's conference is in Atlanta, Georgia, so please make plans to join us. In addition, there are conferences with our partners in Europe (with the University Forum for HRD, or UFHRD), and Asia. The UFHRD conference for 2019 will be held at Nottingham Business School, Nottingham Trent University June 24-26, with the theme "From Robin Hood to the digital era: HRD as a driver for future creativity, innovation and change." The HRD Conference in Asia will be held November 6-10 in Hanoi, Vietnam.

Welcome to AHRD 2019!

Julie Gedro

Welcome from the President-elect



Welcome to Louisville! Many talented colleagues have worked for the past year to bring you the 2019 conference. On behalf of all those, I welcome you to 2019 AHRD International Research Conference in the Americas. We are thrilled you are here!

Thank you for attending and being part of the AHRD Community. AHRD is committed to creating a community focused on inclusiveness and civility—a major priority of our 2019 conference planning. We aim 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, please direct any concerns about harassment or discrimination to Kathie Pugaczewski at the registration desk. We all must hold each other accountable if we are to live up to HRD's commitment to diversity and inclusion. We are excited to meet newcomers and greet seasoned members. Welcome to the AHRD Community!

2018 marked the Academy of Human Resource Development's 25th anniversary—a milestone we commemorated with celebrations and a thinktank during the conference to determine our vision for the future. Several scenarios were examined, and overwhelmingly, the participants supported a future in which AHRD is interdisciplinary or transdisciplinary. What does this mean for AHRD and its mission? The short answer: We need to broaden our constituency and create partnerships with like-minded professions. The 2019 conference will build on the theme of transdisciplinarity; please help us understand what that future looks like.

Transdisciplinarity will be the focus of a preconference, Town Forum, and keynote address. The preconference, *Getting Unstuck, Hearing All Voices, and Finding a Way Forward*, led by Drs. Raye Rawls and Brandy Walker, introduces the tool of Reflective Structured Dialogue (RSD) and helps participants create capacity to have deep conversations about what it takes to move into a transdisciplinary HRD future when different values, beliefs, and perspectives are held. The Town Forum, our traditional conference kickoff, presents varied experts focusing on *Transforming AHRD through Transdisciplinary Collaboration*. Panelists were asked to envision what it means for AHRD to live into this new transdisciplinary future, discuss potential synergies with their fields, and what would either compel or repel them from partnering with AHRD. In the keynote, Dr. Raye Rawls will lead us through an interactive exploration of *Reflective Structured Dialogue: An Approach to Cross Boundaries*. These events should set the stage for rich dialogue and reflection on what AHRD's next 25 years hold.

Let's make AHRD 2019 a transdisciplinary and transformative conference!

Laura Bierema

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Download the Conference Mobile App!



<https://eventmobi.com/ahrd2019>

Scan the above or visit the link above to have full access to conference information and updates.

Thank You to Our Mobile App Sponsor!



Conference Program Committee

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Laura Bierema
University of Georgia

Proceedings Editor



Sarah Minnis
Western Carolina University

Program Chair



Sunyoung Park
Louisiana State University

Associate Proceedings Editor



Karen Johnson
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Assessment and Evaluation

Jie Ke, Jackson State University

Critical, Social Justice, Diversity Perspectives in HRD

Katsiaryna Matusevich, Barry 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

Katherine Yeager, Texas A&M University

Rebecca McPherson, Texas A&M University-Central Texas

Non-Refereed

Rita Kowalski, Work Life Consulting LLC

Deepika Pandita, Symbiosis International University

Organizational Development and Change

Michael Kirchner, Indiana University Purdue University-Fort Wayne

Research Methods and Foundations in HRD

Rose Opengart, HRDOC

Technology, E-learning, and Virtual HRD

Eunjung Grace Oh, The University of Illinois at Urbana-Champaign

Workplace Learning

Caleb Seung-Hyun Han, University of Georgia

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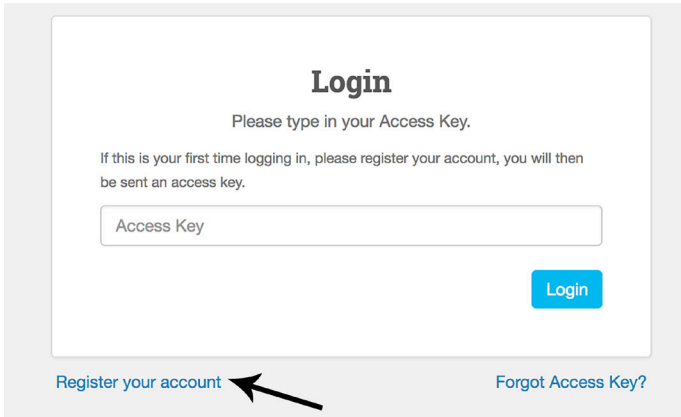


Thank You, Exhibitors!

- » Case Western Reserve University
- » Interpretive Simulations
- » Palgrave MacMillan
- » Springer
- » Texas A&M University
- » The Gomel Group
- » University of Louisville

Conference Proceedings

1. Please visit the Conference Proceedings page at:
<https://www.eventscribe.com/2019/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: AHRD2019.** *This is NOT the Access Key.*
4. Check your email for your Access Key (this is what allows you to access the system).
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.

Connect using the conference hotel wi-fi:
Network: **Marriott_Conference**
Password: **ahrd2019**

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

Tuesday, February 12

2:00-9:00pm

AHRD Board of Directors Meeting — *Paddock*

Wednesday, February 13

8:00am-5:00pm

Registration Desk Open — *Foyer*

8:45am-12:00pm

AHRD Board of Directors Meeting — *Paddock*

9:00am-6:00pm

2019 Graduate Student Research Colloquium — *Show*

12:00pm-7:00pm

Pre-Conference: Bourbon Backstage

Bourbon Backstage: Behind-the Scenes of America's Favorite Spirit
— *Brown-Forman HQ*

1:00pm-5:30pm

**Pre-Conference: Getting Unstuck, Hearing All Voices, and
Finding a Way Forward**

New Methods to Hold Difficult Conversations and Operationalize
Multiple Perspectives for a Transdisciplinary HRD Future — *Kentucky A*

1:00pm-5:00pm

Pre-Conference: Overcoming Your Inner Critic

A Faculty Workshop On Managing Imposter Cognitions — *Kentucky B*

1:00pm-5:00 pm

Program Excellence Network Meeting — *Bluegrass*

5:30pm-7:00 pm

Journal Editors Meeting — *See Registration Desk*

Schedule-at-a-Glance (Thursday)

Thursday, February 14

8:00am-5:00pm

Registration Desk Open — *Foyer*

8:30am-12:00pm

2018 Graduate Student Research Colloquium — *Show*

8:30am-12:00pm

Pre-Conference: Getting Unstuck, Hearing All Voices, and Finding a Way Forward

New Methods to Hold Difficult Conversations and Operationalize Multiple Perspectives for a Transdisciplinary HRD Future (Cont. from Wednesday) — *Kentucky A*

8:30am-12:00pm

Pre-Conference: Overcoming Your Inner Critic

A Faculty Workshop On Managing Imposter Cognitions (Cont. from Wednesday) — *Kentucky B*

8:30am-12:30pm

Program Excellence Network Meeting (Cont. from Wednesday) — *Bluegrass*

11:30am-12:30pm

SIG Leadership Meeting — *Porch Kitchen & Bar*

11:30am-12:30pm

Mentoring Session — *Filly*

12:30pm-1:15pm

Conference Orientation Meeting — *Kentucky C&D*

12:30pm-1:30pm

India SIG Meeting — *Thoroughbred*

1:30pm-3:30pm

Welcome and Town Hall Forum 2019 — *Kentucky E*
Sustainability through Transdisciplinarity

3:30pm-3:45pm

Networking and Exhibits Break — *Foyer*

Schedule-at-a-Glance (Thursday)

3:45pm-5:15pm

Breakout Sessions A

P

Poster Session 1 — *Kentucky F*

- A Study on Unstable Work Experiences and Career Development Strategy - Focused on Early Career Stage Employees
- Understandings of Career Transition and Implications for HRD
- Challenges Faced by Military Service Members Transitioning into the Civilian Workforce: An Empirical Study
- Examining the Impact of Skills Alignment on Veteran Job Satisfaction
- Workplace Learning and Development the Ultimate Tool for Veterans/Military Transitioning Careers
- Enablers and Barriers Influencing African American Administrators Career Advancement at Predominately White Institutions of Higher Learning
- The Relationship between Participation in Employee Development Program, Organizational Commitment and Turnover of Technical Staff in Nonprofit Academic Medical Institution in Lebanon
- Margin Creation & Its Creators: A Work-Life Balance Perspective of Career Development in the 21st Century
- Global Nomads and HRD: Time to Focus on Work and Development
- Why do Laid-Off Women Quit Working in South Korea? A Qualitative Study
- Navigating Barriers Faced by Women in Leadership Positions in the Construction Industry: A Retrospective on Females' Continued Struggle in a Male-Dominated Industry

M

- Analysis and Activities in HRD — *Kentucky A*
- Coaching and International Experience — *Kentucky B*
- Creativity and Multiteam System — *Kentucky C*
- Different Leadership — *Kentucky D*

F

- Tips for Publishing Qualitative Research from Editors and Scholars — *Kentucky G*
- Is Blind Recruiting Really as Gender Blind as It's Supposed to Be? — *Show*
- Shaping and Skilling as the Cornerstone of HRD: New Findings, Challenges, and Opportunities for HRD Research — *Rose*
- My Favorite Assignment — *Filly*

5:30pm-6:15pm

Awards Presentation — *Kentucky E*

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

7:00pm-8:30 pm

Off-Site Opening Reception at The Frazier Museum
— *The Frazier Museum (Transportation provided)*

Thank you, Interpretive Simulations, for your sponsorship of the Opening Reception!



7:30pm-9:30pm

Korea Member Meeting — *Kentucky A*

Friday, February 15

7:00am-5:00pm

Registration Desk Open — *Foyer*

7:00am-8:30am

ADHR Editorial Board Breakfast Meeting — Skybox

HRDI Editorial Board Breakfast Meeting — Paddock

7:15am-8:15am

SIG Meetings

- China SIG — *Kentucky A*
- HRD Theory SIG — *Kentucky B*
- Faculty Learning & Development SIG — *Kentucky C*
- Korea SIG — *Kentucky D*
- Qualitative SIG — *Show*
- Quantitative SIG — *Kentucky G*

8:15am-8:30am

Networking and Exhibits Break — *Foyer*

8:30am-10:00am

Breakout Sessions B

P

Poster Session 2 — *Kentucky F*

- Finding Homeplace within the Borderlands: Decolonizing Non-profit Membership Association Volunteer Leadership
- What Are the Strategies for Women Leaders and Their Career Development in the Korean Military?
- Emotional Labor Experiences of Adult Educators
- Convergent and Divergent Factors that Affect Women Leaders in Kuwait: HRD Perspectives

Schedule-at-a-Glance (Friday)

- Women's Leadership in Public Policy Making: A Cross Cultural Analysis of Indonesia and India
- Work Place Bullying: How Work Place Bullying lead to Social Isolation of Sri Lankan Working Women
- Measuring Gender Diversity and Equality at the Organizational Level: Implications for a South Korean Context
- Non-verbal Communication in the Workplace: Gender Differences
- Bad Habits are Maybe Why We Still Stumble on a Rocky Road to the Transfer of Training
- Exploring the Consequences of Denied Promotions Among Associate Pastors Serving As Internal Interims Within A Religious Denomination

M

- Discrimination and Justice — *Kentucky A*
- Emerging Themes in HRD — *Kentucky B*
- Employee Engagement — *Kentucky C*
- Gender Issues in the Workplace — *Kentucky D*

F

- Meet the Editor Session — *Kentucky G*
- The Changing of the Guard: Transforming the Way We Respond to Challenges in Academia — *Show*

PD

- Problem-based Learning: Using Authentic Performance Problems to Inductively Teach and Promote Active Learning in HRD — *Rose*
- CFA Marker Technique: Assessing Common Method Variance and Bias — *Filly*

10:00am-10:30am

Networking and Exhibits Break— *Foyer*

10:30am-12:00pm

Keynote Presentation with Raye M. Rawls

Reflective Structured Dialogue: An Approach to Cross Boundaries — *Kentucky E*

12:00pm-1:15pm

Professional Development Session: Reviewer Training Workshop — *Rose*

12:00pm-1:30pm

Lunch on Your Own

12:00pm-1:00pm

Annual AHRD Business Meeting — *Kentucky E*

Schedule-at-a-Glance (Friday)

1:30pm-3:00pm

Breakout Sessions C

P

Poster Session 3 — *Kentucky F*

- The Role of HRD Professionals in the Transition of Individuals with Autism to the Workplace
- (F2F) Faculty to Faculty Peer Mentoring Program: A Model for Excellence
- Understanding the Millennials and HRD's Roles: What Are the Missing Link?
- Are Research Faculty Development Programs Worth the Investment? An Assessment and Evaluation of Impact and Cost-benefit of Faculty Mentorship Programs
- Reverse Mentoring: Are We Ready for Global Acceptance Yet?
- Selective Acculturation and Cultural Intelligence: Focusing on Second-Generation Immigrants in the United States
- Microgenerations: Bridging the Generation Gap in Workplace Values
- Putting on an Employability Show: A Dramaturgical Analysis of Graduate Talent Spotting
- Enabling Equivalent Virtual Student Success: Undergraduate Human Resource Management Students' Outcomes from Early Career Mapping Experiences
- Defining Military-Friendly: An Examination of Employers' Strategies For Hiring and Retaining Veterans

M

- HRD Discussion in Different Occupations and Contexts — *Kentucky A*
- HRD Implications from Healthcare Context — *Kentucky B*
- HRD in Different Countries — *Kentucky C*
- HRD: Past, Present, and Future — *Kentucky D*

F

- Preparing HRD Professionals for the Global Workplace: A Holistic Learning and Development Approach — *Kentucky G*

PD

- Progressive Enhancements to Web-Based Learning: The What, Why, and How — *Show*
- Living La Vida Loca: Integrating the Practice and Scholarship of a Scholar-Practitioner — *Rose*
- How to Break into Academia: Unlocking the Code to Get an Academic Position — *Filly*

3:00pm-3:30pm

Networking and Exhibits Break — *Foyer*

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

3:30pm-5:00pm

Breakout Sessions D

P

Poster Session 4 — *Kentucky F*

- Perceived Work-Life Balance: Exploring the Experiences of Professional Moroccan Females
- Evolution of the Training and Development Field: Snapshots from the Annual Review of Psychology
- A Systemic Model of Training Transfer in the Spanish Public Administration: Direct, Indirect and Interaction Effects
- Relationship between Work Environment Support for Training and Organizational Commitment: The Role of Mediating and Moderating Variables
- Expanding MOOCs for Training and Development Initiatives at Multiple Levels
- Does Authentic Leadership Make a Difference in the Chinese Hospitality Industry?
- Navigating the Leader Grief-Cycle: An Interpretative Phenomenological Exploration of Leader Grief Associated with the Loss of a Follower-Relationship.
- Leadership and Death
- Reimagining Leadership Development of Hourly Employees

M

• Importance of Team — *Kentucky A*

• Internship, Employability, and Personnel — *Kentucky B*

• Job Satisfaction in Different Organizations — *Kentucky C*

• Work Engagement — *Kentucky D*

F

• Writing for Success: How to Publish Non-Empirical Research? — *Kentucky G*

5:00pm

Open Night

Saturday, February 16

7:00am-5:00pm

Registration Desk Open — *Foyer*

7:00am-8:30am

HRDQ Editorial Board Breakfast Meeting — *Bluegrass*

Schedule-at-a-Glance (Saturday)

7:15am-8:15am

SIG Meetings

- India SIG — *Kentucky B*
- Leadership SIG — *Kentucky C*
- Scholar-Practitioner SIG — *Kentucky D*
- Virtual SIG — *Kentucky G*

8:15am-8:30am

Networking and Exhibits Break — *Foyer*

8:30am-10:00am

Breakout Sessions E

P

Poster Session 5 — *Kentucky F*

- Public Datasets: An Alternative to Convenience Sampling for Quantitative Research
- Design-Based Research in Human Resource Development
- A Review of Human Resource Analytics: Implications for the Workplace in the Age of Gig Economy
- Techniques When Noninvariance is Found: An Extension of Nimon and Reio (2011)
- Amazon Mechanical Turk – A Source of Data for HRD Research?
- Selectivity and Specificity of Automated Decisions Based on p-value Calculations: A Study Design
- Point Method in Job Evaluation: Decision Criteria
- HRD Evaluation: Is There Anything New?
- Needs Analysis: Core Competency Requirements for Overseas Employment Utilizing Project K-MOVE (HRD Korea)
- Going Beyond the Numbers: A Study Examining the Value of Qualitative Research Methodology as a Mode of Inquiry in Engagement Research

M

- Perspectives on Performance — *Kentucky A*
- Leadership Development and Effectiveness — *Kentucky B*
- Mentoring: Different Perspectives — *Kentucky C*
- Meta-ethnography and Phenomenology — *Kentucky D*
- Military Careers and Old Workers — *Kentucky G*

F

- Why I Matter - The Relationship between Job Crafting and Meaningful Work — *Show*
- The Social Impact of the 'Student-as-Customer' 'Student as Co-producers' Metaphor on the Role of Academic Leadership in the Higher Education Sector — *Filly*

PD

- Developing International Academic Career — *Place*

Schedule-at-a-Glance (Saturday)

10:00am-10:30am

Networking and Exhibits Break — *Foyer*

10:30am-12:00pm

Breakout Sessions F

P

Poster Session 6 — *Kentucky F*

- The Correlation between Psychological Empowerment, Workplace Motivation, Social Capital and Job Performance of Farmers in Olancho, Honduras
- Appreciating the Hands that Feed Us: A Theoretical Framework for Fostering Optimal Farm Labor Conditions through Motivator-Hygiene Factors
- Human Resource Information System Implementation and Utilization in Kenya: A Multi-Case Study of Three MNCs
- Global Human Resource Development Informed by Indigenous Knowledge and Research
- LGBT Workplace Issues in Southeast Asia (ASEAN) Countries
- Lifelong Learning Policy Implementation in Selected Southeast Asian Countries
- Exploring Digital Competencies and Likelihood to Recruit Graduates amongst SMEs in UK and Switzerland.
- Emotional Intelligence and Intercultural Competence: Exploring the Connection
- It Takes a Village. A Collaborative Autoethnography of the Work-life Experiences of Emerging HRD Scholars.

M

• Theory and Model for HRD — *Kentucky A*

• Online Community and Learning — *Kentucky B*

• Women Entrepreneurs and Women's Career — *Kentucky C*

• Knowledge and Learning — *Kentucky D*

F

• Exploring Engagement, Diversity & Inclusion. Where does Race & Gender Fit In? — *Kentucky G*

• Leadership in Developing Countries: Challenges and Opportunities — *Show*

PD

• Using Liberating Structures to Give and Get from Other Conference Participants — *Place*

12:00pm-1:30pm

HRDR Editorial Board Lunch Meeting — *Bluegrass*

Schedule-at-a-Glance (Saturday)

12:00pm-1:30pm

AHRD Foundation Lunch — *Porch Kitchen & Bar*

1:30pm-3:00pm

Critical & Diversity SIG Meeting — *Thoroughbred*

1:30pm-3:00pm

Breakout Sessions G

P

Poster Session 7 — *Kentucky F*

- An Analysis of Mediating Effects of Informal Learning Between Organizational Culture and Characteristics and Job Satisfaction: Using Korean Corporates Data
- Exploring Churn and Alignment between Retention and Occupational Culture as Perceived by Professional Truck Drivers
- The Link between Occupational Stress and Instigator Workplace Incivility as Moderated by the “Big Five” Personality Traits to Perceived Physical Health and Turnover Intent
- Examining the Relationship between Occupational Stress Factors and Stress Symptoms: A Case Study of the Human Resources Development Service of Korea
- Testing the Structural Invariance of Affective Commitment on Unethical Pro-Organizational Behavior Across the Two Organizational Culture Types Clan and Hierarchy
- The Effect of Organizational Culture and Characteristics on Organizational Commitment by Participation Process of Education and Training : Using Korean Corporates Data
- Psychological Capital, Student Success, and Retention
- “Relate-Create-Donate”: Exploring Team-Based Learning in a College of Pharmacy
- An Examination of Factors that May Influence Manager’s Perceived Value of Telework to Support Employees to Perform Work in the Federal Government

M

- Neuroscience and Intelligence — *Kentucky A*
- Perspectives on Leadership — *Kentucky B*
- Skills, Competencies, and Workers — *Kentucky C*
- Social Responsibility and Sustainability — *Kentucky D*

F

- Career Development: Creating Future Direction for HRD Research and Practice — *Kentucky G*
- Bridging the Fields: Medical Education and HRD — *Show*

Schedule-at-a-Glance (Saturday)

- PD** • Doing Your Part, Instead of Doing It All: Improvisation to Promote Collaboration in the Workplace — *Filly*
- Exploring Virtual Reality for Training: Intercultural Leadership Development Simulations — *Place*

3:00pm-3:30pm

Networking and Exhibits Break — *Foyer*

3:30pm-5:00pm

Breakout Sessions H

- P** Poster Session 8 — *Kentucky F*
 - Adaptation and Change in Police Organizations
 - Power: Six Decades of Relevance, Rigor, and Reliability?
 - Game Over for Boring E-Learning: A Case Study of Game-Based Strategies in a Fundamental Onboarding Course
 - Social Capital and Organizational Knowledge: An Integrative Literature Review
 - Developing A Comprehensive Range Model of Strategic Human Resource Development
 - Factors Affecting Onboarding Processes for Veterans: An Integrative Literature Review and Conceptual Model for Aligning Former Service Members into the Workforce
 - Evaluation on Job Rotation Policy and Its Effect on Career Development in Higher Education Institute Using a Social Sequence Analysis
 - Proposing Meaning of Work/Meaningful Work Research Agendas through a Review of Empirical Literature
 - Examining the Meaning and Application of Good Work
 - Current Perceptions of the Middle Eastern Women in Leadership
- M** • Training: Evaluation, Technique, and Transfer — *Kentucky A*
- Organizational Change, Performance, and Values — *Kentucky B*
- Work Engagement in Organizations — *Kentucky C*
- Workplace Deviance and Racism — *Kentucky D*
- F** • Career and Family Sacrifices of Female Internationals: Implications for Human Resource Development Professionals — *Kentucky G*
- PD** • Collaborating with the Masters: Challenges, Pathways, & Lessons from the Masters — *Show*

Schedule-at-a-Glance (Saturday)

5:00pm-6:30 pm

President's Reception & Meet the Authors — Foyer

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



6:30pm-8:00pm

President's Banquet — Kentucky E

Thank you, University of Louisville for your sponsorship of the President's Banquet!



9:00pm

Conference Adjourns

Bourbon Backstage: Behind-the Scenes of America's Favorite Spirit

Dr. Brad Shuck, Matt Bergman, and Kevin Rose

**Wednesday, February 13 | 12:00 pm – 7:00 pm |
Brown-Forman HQ**

Kentucky is the birthplace of bourbon. Through a mix of legend and fact, the history of bourbon distillation can be traced to the nineteenth century and is a uniquely American creation. Today bourbon is enjoyed across the globe and is the US's most widely exported liquor. Bourbon is characterized by high popularity and high standing with spirit aficionados. But bourbon distilleries face many of the same issues that other organizations face: selecting and retaining a skilled and diverse workforce, developing employees, remaining competitive, succession planning, recruiting diverse talent, and other issues.

This pre-conference event is an opportunity to learning more about the uniqueness of bourbon and get an exclusive, behind the scenes view of the organizations that manufacture this special beverage. Learn more about the distillation process and its connections to agriculture and the environment, the supply chain and forecasting consumer demand, the history of prohibition and reestablishment of an industry, and current workforce needs.

This workshop includes a backstage tour of a bourbon distillery, meeting with corporate leaders from one of the world's leading spirits companies, and an opportunity for networking.

Getting Unstuck, Hearing All Voices, and Finding a Way Forward: New Methods to Hold Difficult Conversations and Operationalize Multiple Perspectives for a Transdisciplinary HRD Future

Raye Rawls, J.D. and Brandy Walker, Ph.D.

Wednesday, February 13 | 1:00pm-5:30 pm | Kentucky A

Are you equipped to move forward into a transdisciplinary HRD future and work with people with different values, beliefs, and perspectives? When difficult conversations happen, will you be able to get unstuck? How will you hear all of the disparate voices and find a way forward? This two-part workshop provides you with powerful tools to help you provide positive answers to those questions and more.

Learn about the practice of Reflective Structured Dialogue as a way to break the unproductive patterns in stuck conversations that often leave us mired in polarizing and entrenched positions. Follow-up with the insights you gained from RSD in Part II of the workshop as a participant researcher in your own Q method study of the perspectives that emerged. Engage in your own perspective-taking and work with others in the session to articulate multiple nuanced ways of understanding what a transdisciplinary HRD future looks like. Learn how both methods can be used to complement each other and to further your practice and research in HRD.

Overcoming Your Inner Critic: A Faculty Workshop On Managing Imposter Cognitions

Holly M. Hutchins, Ph.D.

Wednesday, February 13 | 1:00pm-5:00 pm | Kentucky B

Despite the adverse influence of imposter phenomenon on job and well-being outcomes (cf. Hutchins, Penney & Sublett, 2018), no studies have offered an evidence-based intervention to help individuals address their persistent cognitive errors of “feeling like a fake”. This pre-conference will be a guided experiential workshop that will help academic faculty address maladaptive thoughts/beliefs about their performance and learn evidence-based active coping methods to help adjust their thinking patterns in productive ways. The workshop is based on cognitive processing therapy (CPT), an evidence-based intervention that has been used successfully with veterans in helping them address post-traumatic stress disorder (PTSD).

Participation is limited to faculty members (tenure-track, tenured, non-tenure track) and space is limited to 20 participants. The registered participants will complete pre and post workshop assessments and agree to bring a prepared critical incident statement to the workshop as part of an ongoing evaluation of the workshop. The workshop project has been approved by the Institutional Review Board (#STUDY00001121) at the University of Houston.



Reflective Structured Dialogue: An Approach to Cross Boundaries

Friday, February 15 | 10:30am-12:00pm | Kentucky E

Finding ways to engage in dialogue that is embracing and welcoming while allowing us to remain in community despite our differences is critical to fostering collaboration. The Reflective Structured Dialogue (RSD) process is a dialogue tool that can be used to help facilitate a process of engagement that can lead to mutual understanding, a foundation for problem solving, collaboration, and equity in learning environments.

RSD is a structured conversation designed to provide people with the opportunity to develop understanding around perspectives and worldviews that may be different from their own. The goal of RSD is to open spaces for communication that have been closed. RSD responds to what normally happens in highly polarized conversations: people take sides, things become black or white, and uncertainty and ambiguity become suppressed. The overarching purpose of this engagement is to teach RSD as an approach for fostering collaboration.

Sustainability through Transdisciplinarity

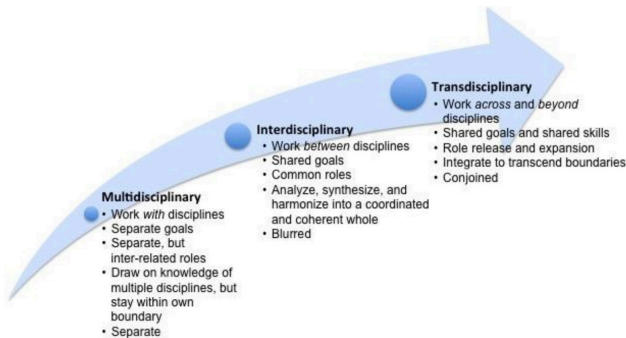
Check the Conference "App" for full list of presenters.

Thursday, February 14 | 1:30-3:30 pm | Kentucky E

We see an ever-increasing move toward inter and trans-disciplinary attacks upon problems in the real world ... The system scientist has a central role to play in this new order, and that role is to first of all understand ways and means of how to encode the natural world into "good" formal structures.

-John Casti, Mathematician, Author, Entrepreneur

During 2018, when AHRD celebrated its 25th anniversary, a think tank was held with major stakeholders to envision what the next 25 years might look like. Several scenarios were examined, and overwhelmingly, the participants supported a future in which AHRD is interdisciplinary or transdisciplinary. What does this mean for AHRD and its mission to be a community of professionals who create and apply research to build human, organizational, and social capacity to learn, change, and thrive? The short answer is we need to broaden our constituency and create partnerships with like-minded professions. The Town Forum is AHRD's traditional kickoff to the conference where key issues of the day are examined. The purpose of the 2019 Town Forum is to bring professionals from diverse, compatible fields, to help us muse on the issues related to becoming more inter- or transdisciplinary. Below are some basic definitions of these concepts:



Characteristics drawn and adapted from Choi and Pak (2008) & Fawcett (2013)

This year, we are inviting partners with whom we might forge inter- or transdisciplinary partnerships to help us think about: What it means for AHRD to live into this new transdisciplinary future.



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Breakout Sessions A

Thursday, February 14 | 3:45-5:15pm

P

REFEREED POSTER | *Kentucky F*

Poster Session 1

A Study on Unstable Work Experiences and Career Development Strategy - Focused on Early Career Stage Employees

Session ID: 540601

Jieun Yi, Texas A&M University

Understandings of Career Transition and Implications for HRD

Session ID: 540662

Jieun You, Yonsei University

Heh Youn Shin, The Pennsylvania State University

Jihye Oh, Texas A&M University

Junghwan Kim, University of Oklahoma

Bora Jin, Texas A&M University

Challenges Faced by Military Service Members Transitioning into the Civilian Workforce: An Empirical Study

Session ID: 541619

Ann Herd, University of Louisville

Examining the Impact of Skills Alignment on Veteran Job Satisfaction

Session ID: 541202

Michael Kirchner, Purdue University Fort Wayne

Faith Stull, Purdue University Fort Wayne

Workplace Learning and Development the Ultimate Tool for Veterans/Military Transitioning Careers

Session ID: 541341

Yvonne Hunter-Johnson, Southern Illinois University (Carbondale)

Enablers and Barriers Influencing African American Administrators Career Advancement at Predominately White Institutions of Higher Learning

Session ID: 541259

Larry Webster, University of Southern Mississippi

Hamett Brown, The University of Southern Mississippi Gulf Park Campus

Breakout Sessions A

The Relationship between Participation in Employee Development Program, Organizational Commitment and Turnover of Technical Staff in Nonprofit Academic Medical Institution in Lebanon

Session ID: 540739

Raghida Abdallah Yassine, University of Illinois

Margin Creation & Its Creators: A Work-Life Balance Perspective of Career Development in the 21st Century

Session ID: 541597

Nekeisha Randall, University of Georgia

Global Nomads and HRD: Time to Focus on Work and Development

Session ID: 536581

Kyoungjin Jang, Yonsei University

Bob Kim, Yonsei University

Why Do Laid-Off Women Quit Working in South Korea? A Qualitative Study

Session ID: 541430

Boreum Ju, University of Illinois

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

Session ID: 540184

Siham Lekchiri, Western Carolina University

Jesse Kamm, Christian Financial Resources

Thursday, February 14 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Analysis and Activities in HRD

A Sequence Analysis of Changing Perceptions of Decent Work among Korean Employees

Session ID: 541217

Jaeeun Lee, Konkuk University

Jeong-Ha Yim, University of Georgia

Juri Ahn, Seoul National University

Chungil Chae, Penn State University

Breakout Sessions A

Integrating a Person-Centered Approach with Longitudinal Analyses in HRD: Application of Growth Mixture Modeling Session ID: 539866

Hyunok Ryu, University of British Columbia
Seung Won Yoon, Texas A&M University-Commerce
Daeyeon Cho, Korea University

To What Extent Do Employees and Managers Prefer Different HRD Activities and Attribute Different Functions to Them? Session ID: 540032

Irina Lilova, Tilburg University
Rob Poell, Tilburg University

Coworker Assessment of the Social Exchange Relationship in FWA Session ID: 540208

Therese Sprinkle, Quinnipiac University
Suzanne Masterson, University of Cincinnati

Thursday, February 14 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

***Coaching and International Experience* Are Affective Commitment and Self-Esteem Necessary Conditions for Professional Identity? A Study of Coaching Practitioners Session ID: 539574**

Mark Saunders, University of Birmingham
David Gray, University of Greenwich
Margarita Nyfoudi, University of Birmingham
Barry Curnow, University of Greenwich

Assessing the Impact of Managerial Coaching on Subordinate Feedback Orientation: Mediating Role of Affective Supervisory Commitment Session ID: 540252

Muhammad Ali, University of the Punjab, Lahore, Pakistan
Khalil Arbi, University of Management and Technology, Pakistan
Basharat Raza, National College of Business Administration & Economics, Lahore, Pakistan

Education Abroad Programs: Theory Analysis for Student Affairs Session ID: 534825

Lauren Hartig, Colorado State University

Breakout Sessions A

Internationalization of Higher Education and International Students

Session ID: 540744

Ezgi Ozyonum, Concordia University

Thursday, February 14 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Creativity and Multiteam System

Individual Profiles and Team Classes Based on the Climate for Creativity: A Multilevel Latent Profile Analysis

Session ID: 540395

Sangok Yoo, University of Minnesota

Yunsoo Lee, Korea University Institute of Educational Research

A Model of Interdisciplinary Team Creativity: Exploring Facilitators, Inhibitors, and Critical Processes

Session ID: 541427

Soo Jeoung Han, Boise State University

Mehrangiz Zadeh Abadi, Texas A&M University

Bora Jin, Texas A&M University

Jie Chen, Boise State University

A New Multiteam System (MTS) Effectiveness Model

Session ID: 539971

John Turner, University of North Texas

Nigel Thurlow, Toyota Connected

Rose Baker, University of North Texas

David Northcutt, Toyota Connected

Kelsey Newman, Emory University

Multiteam Systems: A Systematic Review Identifying Solutions to Multiteam Systems for Toyota Connected

Session ID: 539967

John Turner, University of North Texas

Nigel Thurlow, Toyota Connected

Rose Baker, University of North Texas

David Northcutt, Toyota Connected

Kelsey Newman, Emory University

Breakout Sessions A

Thursday, February 14 | 3:45–5:15pm

F NON-REFEREED FOCUS SESSION | *Kentucky G*

Tips for Publishing Qualitative Research from Editors and Scholars
Session ID: 534029

Denise Cumberland, University of Louisville

Thursday, February 14 | 3:45–5:15pm

F NON-REFEREED FOCUS SESSION | *Show*

Is Blind Recruiting Really as Gender Blind as it's Supposed to Be?
Session ID: 536237

Jeanette Maister, Oleo

Thursday, February 14 | 3:45–5:15pm

F NON-REFEREED FOCUS SESSION | *Rose*

Shaping and Skilling as the Cornerstone of HRD: New Findings, Challenges, and Opportunities for HRD Research
Session ID: 539184

Greg Wang, The University of Texas at Tyler

Thursday, February 14 | 3:45–5:15pm

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Filly*

My Favorite Assignment
Session ID: 530289

Rose Opengart, HR Doc

Breakout Sessions A

Thursday, February 14 | 3:45-5:15pm

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Different Leadership

A Critique of Authentic Leadership Theory and Implications for Human Resource Development

Session ID: 540590

Christina Gran, Colorado State University

Compassionate Leader Behavior: An Emerging Framework for Consideration in HRD

Session ID: 534531

Brad Shuck, University of Louisville

Meera Alagaraja, University of Louisville

Jason Immekus, University of Louisville

Maryanne Elliott, George Washington University

Denise Cumberland, University of Louisville

Shared Leadership through the Lens of Individualism

Session ID: 540614

Suhyung Lee, University of Minnesota

The Multi-Level Effects of HR Practices and Paternalistic Leadership on Organizational Commitment

Session ID: 539984

Dae Seok Chai, Colorado State University

Shinhee Jeong, Louisiana State University

Baek-kyoo Joo, Slippery Rock University of Pennsylvania

Friday, February 15 | 8:30-10:00am

P

REFEREED POSTER | *Kentucky F*

Poster Session 2

Finding Homeplace within the Borderlands: Decolonizing Non-profit Membership Association Volunteer Leadership

Session ID: 541088

Nathan Victoria, The George Washington University

What Are the Strategies for Women Leaders and Their Career Development in the Korean Military?

Session ID: 541428

Boreum Ju, University of Illinois

Emotional Labor Experiences of Adult Educators

Session ID: 541002

Joseph Dawsey, Piedmont College

Karen Watkins, University of Georgia

Convergent and Divergent Factors that Affect Women Leaders in Kuwait: HRD Perspectives

Session ID: 541158

Gertrude Hewapathirana, Gulf University for Science and Technology, Kuwait

Angela Brunstein, Gulf University for Science and Technology

Sanghamitra Chaudhuri, University of Minnesota

Women's Leadership in Public Policy Making: A Cross Cultural Analysis of Indonesia and India, A Research Proposal

Session ID: 541642

Nuzulul Isna, Texas A&M University

Bhagyashree Barhate, Texas A&M University

Mehrangiz Zadeh Abadi, Texas A&M University

Work Place Bullying: How Work Place Bullying Lead to Social Isolation of Sri Lankan Working Women

Session ID: 540610

Mandari Wijerathna, Korea University of Technology and Education

Yong Chae, Kongju National University

Breakout Sessions B

Measuring Gender Diversity and Equality at the Organizational Level: Implications for a South Korean Context

Session ID: 541641

Jieun You, Yonsei University

Yonjoo Cho, Indiana University

Sehoon Kim, University of Minnesota

Jiwon Park, Korea University

Hanna Moon, Korea Research Institute for Vocational Education & Training

Non-verbal Communication in the Workplace: Gender Differences

Session ID: 541393

Ke Ma, University of Georgia

Bad Habits are Maybe Why We Still Stumble on a Rocky Road to the Transfer of Training

Session ID: 539837

Pimsiri Aroonsri, University of Minnesota

Exploring the Consequences of Denied Promotions Among Associate Pastors Serving As Internal Interims Within A Religious Denomination

Session ID: 541470

Darius Chapman, The University of Texas at Tyler

Rochell McWhorter, The University of Texas at Tyler

Andrea Ellinger, The University of Texas at Tyler

Friday, February 15 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Discrimination and Justice

Masculinized Radio: When Injustice Drives Profit

Session ID: 530409

Jeremy Bohonos, University of Illinois

Examining the Relationship between Organizational Justice and Employee Engagement

Session ID: 520627

Deepu Kurian, University of Houston

Breakout Sessions B

Social Justice Education and HRD: Advancing the United Nations Sustainable Development Goals for Human Rights

Session ID: 541192

Mary Alfred, Texas A&M University

Sarah Ray, Texas A&M University

Jill Zarestky, Colorado State University

How Facial Attractiveness Influences Employment Decisions: Evidence from China

Session ID: 533544

Yuanlu Niu, Southern Illinois University Carbondale

Friday, February 15 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

Emerging Themes in HRD

The Hierarchical Linear Relationship among Job Crafting, Individual-Level, and Team-Level Characteristics

Session ID: 539915

Hankyu Park, SKTelecom

Chan Lee, Seoul National University

Conceptualizing Meaningful Work and Its Implications for HRD

Session ID: 541652

Jieun You, Yonsei University

Seonghye Kim, Yonsei University

Ahro Cho, Yonsei University

Keunho Kim, Yonsei University

The 'Dead Goat Syndrome' in Organizations

Session ID: 534166

Emmanuel Osafo, Metropolitan Engagement Zone Initiative,
Urban Research Outreach-Engagement Center, University of
Minnesota-Twin Cities

Robert Yawson, School of Business, Quinnipiac University

Winning the War for Talent in the United Arab Emirates

Session ID: 541495

Khalil Dirani, Texas A&M University

Breakout Sessions B

Friday, February 15 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Employee Engagement

Antecedents of Job Engagement: The Mediating Role of Psychological States

Session ID: 541449

Moonju Sung, University of Georgia

Wendy Ruona, University of Georgia

In Heok Lee, University of Georgia

Thomas Valentine, University of Georgia

The Role of Employee Engagement and Organizational Climate Factors on Nonprofit Employee Performance: A National Study of Sport-Based Youth Development Employees

Session ID: 541466

Per Svensson, Louisiana State University

Brad Shuck, University of Louisville

Jason Immekus, University of Louisville

Marcella Otto, Louisiana State University

Antecedents and Consequences of Employee Engagement Research in Vietnamese Business Organizations

Session ID: 541550

Huyen Van, Texas A&M University

Fred Nafukho, Texas A&M University

The Mediating Role of Informal Learning between Self-efficacy, Organizational Culture, and Employee Engagement

Session ID: 540620

Osaretin Uhunoma, University of Oklahoma

Doo Hun Lim, University of Oklahoma

Junghwan Kim, University of Oklahoma

Breakout Sessions B

Friday, February 15 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Gender Issues in the Workplace

Furthering Women Faculty in Leadership Roles – A Human Performance Improvement Case Study

Session ID: 541582

Cynthia Sims, Clemson University

**Perceived Workplace Gender-Bias and Psychological Impact:
The Case of Women in a Moroccan Higher Education Institution**
Session ID: 541085

Siham Lekchiri, Western Carolina University

Cindy Crowder, Indiana State University

Intention Matters: Quality Women's Networks Focus on Career Advancement

Session ID: 527159

Sarah Rand, St. Catherine University

Laura Bierema, University of Georgia

Eve's Dilemma: The Diagnosis of Current Women's Development
Session ID: 541580

Jackie Liu, University of Minnesota

Friday, February 15 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Kentucky G*

Meet the Editor Session

Session ID: 540210

Thomas Reio, Florida International University

Breakout Sessions B

Friday, February 15 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Show*

The Changing of the Guard: Transforming the Way We Respond to Challenges in Academia

Session ID: 540260

Katherine Rosenbusch, George Mason University
Brad Shuck, University of Louisville
Emily Morrison, The George Washington University
Tomika Greer, University of Houston

Friday, February 15 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Rose*

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

Session ID: 534512

Heeyoung Han, Southern Illinois University School of Medicine

Friday, February 15 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Filly*

CFA Marker Technique: Assessing Common Method Variance and Bias

Session ID: 537052

Janice Chretien, The University of Texas at Tyler
Kim Nimon, The University of Texas at Tyler

P

REFEREED POSTER | *Kentucky F*

Poster Session 3

The Role of HRD Professionals in the Transition of Individuals with Autism to the Workplace

Session ID: 541560

Karen Johnson, University of North Texas

Demetria Ennis-Cole, University of North Texas

(F2F) Faculty to Faculty Peer Mentoring Program: A Model for Excellence

Session ID: 541011

Marie Valentin, Faculty Fellow in Human Resource Faculty

Development for Alamo Colleges District

Celestino Valentin, Our Lady of the Lake University

Understanding the Millennials and HRD's Roles: What Are the Missing Link?

Session ID: 540577

Jihye Oh, Texas A&M University

Moonju Sung, University of Georgia

Sokyum Yoon, Korea University

Seung Won Yoon, Texas A&M University Commerce

Are Research Faculty Development Programs Worth the Investment? An Assessment and Evaluation of Impact and Cost-Benefit of Faculty Mentorship Programs

Session ID: 540952

Mazen Aziz, University of South Carolina

Henry Tran, University of South Carolina

Reverse Mentoring: Are We Ready for Global Acceptance Yet?

Session ID: 534510

Sanghamitra Chaudhuri, University of Minnesota

Rajashi Ghosh, Drexel University

Sunyoung Park, Louisiana State University

Breakout Sessions C

Selective Acculturation and Cultural Intelligence: Focusing on Second-Generation Immigrants in the United States

Session ID: 540618

Suhyng Lee, University of Minnesota

Sehoon Kim, University of Minnesota

Microgenerations: Bridging the Generation Gap in Workplace Values

Session ID: 541477

Melissa Taylor, University of Louisville

Putting on an Employability Show: A Dramaturgical Analysis of Graduate Talent Spotting

Session ID: 529300

Valerie Anderson, University of Portsmouth

Michael Tomlinson, Southampton University

Jessica Gagnon, University of Portsmouth

Emily Mason-Apps, University of Portsmouth

Enabling Equivalent Virtual Student Success: Undergraduate Human Resource Management Students' Outcomes from Early Career Mapping Experiences

Session ID: 540878

Rebecca McPherson, Texas A&M University - Central Texas

Dalila Salazar, Texas A&M University - Central Texas

Defining Military-Friendly: An Examination of Employers' Strategies For Hiring and Retaining Veterans

Session ID: 541178

Michael Kirchner, Purdue University Fort Wayne

Hannah Thompson, University of Cincinnati

Katie Holloway, Purdue University Fort Wayne

Lily Hoffmann, Purdue University Fort Wayne

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

HRD Discussion in Different Occupations and Contexts

The Effect of Teachers' ADDIE Application for Their Class Management on Student Satisfaction: A Dual Mediation Model of Partnership with Stakeholders and Teacher Effectiveness

Session ID: 541285

Eunjung Grace Oh, University of Illinois

Sung "Pil" Kang, University of New Mexico

Seung-hyun Han, The University of Georgia

Jeong-gyum Kim, Chungnam National University

A Case Study on the Career Success of Lawyers with Visual Impairment in South Korea

Session ID: 539845

Chang-kyu Kwon, University of Georgia

Quality of Life In Academia

Session ID: 541469

Khalil Dirani, Texas A&M University

Idethia Harvey, Texas A&M University

Rhonda Rahn, Texas A&M University

A Review of the Literature Regarding Lookism in the Chinese Workplace: Implications for HRD

Session ID: 540335

Yuanlu Niu, Southern Illinois University Carbondale

Jackie Liu, University of Minnesota

Breakout Sessions C

Friday, February 15 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

HRD Implications from Healthcare Contexts

Followers-Who-Lead: The Case of a Health Organization
Session ID: 529164

John Otasowie, Worcestershire Health and Care NHS Trust
Mark Loon, Bath Spa University
Robert (Bob) Hamlin, University of Wolverhampton Business School, UK

Consumers' and Industry Representatives' Perceptions of Quality, Safety and Attributes of Melons for Improved Health Outcomes

Session ID: 530317

Rahma Mkuu, Texas A&M University
Marco Palma, Texas A&M University
Fred Nafukho, Texas A&M University
Bhimanagouda Patil, Texas A&M University

Compassion Fatigue and Psychosocial Risks of Healthcare Professionals and Occupational Suicide: A Literature Review and Recommendations for HRD

Session ID: 541506

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

The Dynamic Nature of Trusting Relationships: Towards an Initial Theorization and Exploration of Trust Building and Maintenance in Healthcare

Session ID: 541369

Emily Morrison, The George Washington University
Mark Saunders, University of Birmingham

Breakout Sessions C

Friday, February 15 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

HRD in Different Countries

Learning, Development, and Change in a Community-Based Enterprise in Myanmar: Implications for Human Resource Development

Session ID: 541579

Oliver Crocco, Louisiana State University

Maria Cseh, The George Washington University

Attitudes Affecting the Labour Market and Human Resource Development: a Research on Tolerance and Sensitivity in Hungary
Session ID: 538924

Iván Zádori, University of Pécs

Zsolt Nemeskéri, University of Pécs, Gál Ferenc College

György Muity, University of Pécs

Marietta Pohl, University of Pécs

National Human Resource Development in Lebanon: Lessons from Korea and Singapore
Session ID: 540705

Raghida Abdallah Yassine, University of Illinois

National Human Resource Development in Emerging Economies: Case of Pakistan
Session ID: 541631

Hasan Tahir, University of Illinois

Friday, February 15 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

HRD: Past, Present, and Future

What HRD is Doing – What HRD Should be Doing: The Case for Transforming HRD

Session ID: 540240

Richard Torracco, University of Nebraska - Lincoln

Henriette Lundgren, Tilburg University, The Netherlands

Breakout Sessions C

The Three Paradigms in HRD and the Implications of the Performance Paradigm for Research, Practice, and Academic Preparation

Session ID: 541529

Ahreum Ju, University of Illinois at Urbana-Champaign

Ronald Jacobs, University of Illinois at Urbana-Champaign

Theory Building and Testing in HRD: Current Advancements and Future Directions

Session ID: 539152

Jaekyo Seo, University of Minnesota

Ki Bum Noh, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Reflecting on the Past and Potential Future of Human Resource Development

Session ID: 541634

Robert (Bob) Hamlin, University of Wolverhampton Business School, UK

Wendy Ruona, University of Georgia

Friday, February 15 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Kentucky G*

Preparing HRD Professionals for the Global Workplace: A Holistic Learning and Development Approach

Session ID: 540434

Maria Cseh, The George Washington University

Kenneth Bartlett, University of Minnesota – Twin Cities

Oliver Crocco, Louisiana State University

Gary McLean, McLean Global Consulting, Inc.

Darlene Russ-Eft, Oregon State University

Jia Wang, Texas A&M University

Breakout Sessions C

Friday, February 15 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Show*

**Progressive Enhancements to Web-Based Learning: The What,
Why, and How**

Session ID: 538801

Lauren Merrild, Health Care Service Corporation
Nicole Buras, Health Care Service Corporation

Friday, February 15 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Rose*

**Living La Vida Loca: Integrating the Practice and Scholarship of
a Scholar-Practitioner**

Session ID: 539367

Jason Moats, Texas A&M Engineering Extension Service

Friday, February 15 | 1:30-3:00pm

PD

NON-REFEREED FOCUS SESSION | *Filly*

**How to Break into Academia: Unlocking the Code to Get an
Academic Position**

Session ID: 540323

Katherine Rosenbusch, George Mason University
Marie Valentin, Faculty Fellow in Human Resource Faculty
Development for Alamo Colleges District

Breakout Sessions D

Friday, February 15 | 3:30-5:00pm

P

REFEREED POSTER | *Kentucky F*

Poster Session 4

Perceived Work-Life Balance: Exploring the Experiences of Professional Moroccan Females

Session ID: 540222

Siham Lekchiri, Western Carolina University

Barbara Eversole, Indiana State University

Evolution of the Training and Development Field: Snapshots from the Annual Review of Psychology.

Session ID: 541301

Ajit P Bhattarai, University of Georgia

A Systemic Model of Training Transfer in the Spanish Public Administration: Direct, Indirect and Interaction Effects

Session ID: 524824

Aitana Gonzalez Ortiz de Zarate, Universidad Complutense de Madrid

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

Session ID: 540989

Muhammad Khan, University of Illinois at Urbana-Champaign

Wenhao Huang, University of Illinois at Urbana-Champaign

Expanding MOOCs for Training and Development Initiatives at Multiple Levels

Session ID: 541620

Hasan Tahir, University of Illinois at Urbana-Champaign

Muhammad Sohail Khan, University of Illinois at Urbana-Champaign

Breakout Sessions D

Does Authentic Leadership Make a Difference in the Chinese Hospitality Industry?

Session ID: 540647

Shaoping Qiu, Texas A&M University

Amin Alizadeh, Texas A&M University

Larry Dooley, Texas A&M University

Navigating the Leader Grief-Cycle: An Interpretative Phenomenological Exploration of Leader Grief Associated with the Loss of a Follower-Relationship.

Session ID: 539940

Mandolen Mull, Rockford University

Jon Musgrave, Indiana State University

Leadership and Death

Session ID: 540190

Joan Buckley, University College Cork

Reimagining Leadership Development of Hourly Employees

Session ID: 540922

Jill Jinks, University of Georgia

Karen Watkins, University of Georgia

Friday, February 15 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Importance of Team

An Analysis and Critique of Tuckman's Team Development Theory

Session ID: 541416

Virginia Barber, Colorado State University

Team Diversity and Leadership: A Review and Research Agenda

Session ID: 541564

Sangok Yoo, University of Minnesota

Yurina Lee, University of Minnesota

Breakout Sessions D

Exploring the Emergence of a Team Growth Mindset in Winning Design Teams: A Pilot Study

Session ID: 541008

Soo Jeoung Han, Boise State University
Amanda Garr, Texas A&M University
Ashlynn Kogut, Texas A&M University
Michele Norton, Texas A&M University
Michael Beyerlein, Texas A&M University
Lei Xie, Texas A&M University
Rodney Boehm, Texas A&M University

The Current State of Trust in Virtual Teams: A Literature Review

Session ID: 530779

Andrew Gillam, Indiana State University
Alina Waite, Indiana State University

Friday, February 15 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

Internship, Employability, and Personnel

Critical Success Factors in Internships: A Preliminary Integrative Literature Review

Session ID: 540772

Ingy Bakir, Education Department, Concordia University,
Montreal, QC, Canada
Saul Carliner, Education Department, Concordia University,
Montreal, QC, Canada

Leadership Education in College: What do Students Expect to Gain for Their First Job?

Session ID: 534851

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

Investigating the Self-Perceived Employability of University Students in China

Session ID: 540621

Yuanlu Niu, Southern Illinois University Carbondale
Xu Xu, Henderson State University

Breakout Sessions D

Automated Personnel Assessment: A Review and Future Directions

Session ID: 523900

Louis Hickman, Purdue University

Friday, February 15 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Job Satisfaction in Different Organizations

Female Managers' Commitment and Job Satisfaction: The Role of Organizational Culture and HR Practices in South Korea

Session ID: 539068

Sunyoung Park, Louisiana State University

Min Young Doo, Korea University

Job Satisfaction in the Workplace: A Multigenerational Study

Session ID: 541539

William Slade, Indiana State University

Cindy Crowder, Indiana State University

Stephen McCaskey, Indiana State University

Bassou El Mansour, Indiana State University

A Study of the Factors Affecting Job Satisfaction Among Employees of Small and Medium Businesses in Ghana

Session ID: 541577

Isaac Boateng, Gachon University

Sung Jun Jo, Gachon University

Job Satisfaction, Work Engagement, and Turnover Intentions of Health Science Teachers

Session ID: 541613

Park Kathleen, Austin Community College

Karen Johnson, University of North Texas

Breakout Sessions D

Friday, February 15 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Work Engagement

The Role of Learning Goals on Work Engagement: An Empirical Study

Session ID: 540708

Eun-Jee Kim, Seoul Women's University

Linking Meaningfulness and In-Role Performance: A Moderated Mediation Model for Job Characteristics and Work Engagement

Session ID: 541358

Moonju Sung, University of Georgia

Seung-hyun Han, University of Georgia

Boyoung Suh, Southern Illinois University School of Medicine

Towards a Happier and Healthier Workforce: Examining Psychological Climate, Engagement, and Wellbeing Among Higher Education Employees

Session ID: 541396

E. Kobena Osam, Northern Kentucky University

Brad Shuck, University of Louisville

Jason Immekus, University of Louisville

The Reciprocal Relationship Between Workplace Learning and Employee Engagement : An Integrative Literature Review

Session ID: 541605

Kibum Kwon, Texas A&M University-Commerce

Shinhee Jeong, Louisiana State University

Jiwon Park, Korea University

Seung Won Yoon, Texas A&M University-Commerce

Friday, February 15 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Kentucky G*

Writing for Success: How to Publish Non-Empirical Research?

Session ID: 540399

Jia Wang, Texas A&M University

Yonjoo Cho, Indiana University

Mina Beigi, University of Southampton

Breakout Sessions E

Saturday, February 16 | 8:30-10:00am

P

REFEREED POSTER | *Kentucky F*

Poster Session 5

Public Datasets: An Alternative to Convenience Sampling for Quantitative Research

Session ID: 540465

Regin Justin, The University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

Design-Based Research in Human Resource Development

Session ID: 540617

Thomas Nechodomu, University of Minnesota

A Review of Human Resource Analytics: Implications for the Workplace in the Age of Gig Economy

Session ID: 541491

Yeling Jiang, Purdue University

Mesut Akdere, Purdue University

Techniques When Noninvariance is Found: An Extension of Nimon and Reio (2011)

Session ID: 534267

Bryn Hammack-Brown, The University of Texas at Tyler

Greggory Keiffer, Houston Baptist University

Julia Fulmore, University of Dallas

Kim Nimon, The University of Texas at Tyler

Amazon Mechanical Turk – A source of data for HRD research?

Session ID: 533508

Deepu Kurian, University of Houston

Bhagyashree Barhate, Texas A & M University

Selectivity and Specificity of Automated Decisions Based on p-value Calculations: A Study Design

Session ID: 540133

David L. Passmore, Penn State University

Chungil Chae, Penn State University

Rose Baker, University of North Texas

Breakout Sessions E

Point Method in Job Evaluation: Decision Criteria

Session ID: 535569

Aitana Gonzalez Ortiz de Zarate, Universidad Complutense de Madrid

HRD Evaluation: Is There Anything New?

Session ID: 540521

Darlene Russ-Eft, Oregon State University

Needs Analysis: Core Competency Requirements for Overseas Employment Utilizing Project K-MOVE (HRD Korea)

Session ID: 539699

Dongsu Yeo, Human Resources Development Service of Korea
Heajung Woo, Korea University of Technology and Education
Se Yung Lim, Korea University of Technology and Education
Woocheol Kim, Korea University of Technology and Education

Going Beyond the Numbers: A Study Examining the Value of Qualitative Research Methodology as a Mode of Inquiry in Engagement Research

Session ID: 541426

E. Kobena Osam, Northern Kentucky University
Nicole Dillard, Northern Kentucky University
Jarrod Druery, University of Louisville

Saturday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Perspectives on Performance

Adaptive Performance and Human Resource Development Practitioners: Insights from Successes and Failures

Session ID: 541610

Consuelo Waight, University of Houston
Tomika Greer, University of Houston

Impacts of the Leader-Member Exchange (LMX) Quality on Employees' Outcomes

Session ID: 541174

Jiwon Park, Korea University

Breakout Sessions E

Motivation Towards the Use of English on Customs Officers' Work Performance

Session ID: 541522

Roberto Rojas, University of Illinois at Urbana-Champaign
Danying Chen, University of Illinois at Urbana-Champaign

Key Performance Indicators of Part-Time Employees Teaching Online

Session ID: 541558

Mark Alexander, Indiana Wesleyan University
Cindy Crowder, Indiana State University
David Beach, Indiana State University
Li-Shiang Tsay, North Carolina A & T State University

Saturday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

Leadership Development and Effectiveness

Leader Accountability in the United States of Higher Education and Confucianism

Session ID: 540773

Jackie Liu, University of Minnesota
Jaekyo Seo, University of Minnesota

Leadership Development in Volunteer Based Organization: Implications for HRD

Session ID: 541402

Amin Alizadeh, Texas A&M University
Khalil Dirani, Texas A&M University
Naser Valaei, KEDGE Business School, Bordeaux, France

Perceived Managerial and Leadership Effectiveness Within Canadian and British Public Sector Organizations

Session ID: 525823

Robert (Bob) Hamlin, University of Wolverhampton Business School, UK
Sandi Whitford, GB Contract Inspection Ltd

Breakout Sessions E

Saturday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Mentoring: Different Perspectives

eMentoring as a Counter to Gendered Organizations: A Case of the Military

Session ID: 541498

Laura Bierema, University of Georgia

Hyungjoo Yoon, University of Georgia

The Relationships among Informal Mentoring, Career Satisfaction and Turnover Intention in Korean Companies

Session ID: 541257

Ahreum Ju, University of Illinois at Urbana-Champaign

Ronald Jacobs, University of Illinois at Urbana-Champaign

Unpacking the Nuances of Mutuality in Formal Mentoring: Lived Experiences of Faculty in Diverse Mentoring Partnerships

Session ID: 540272

Rajashi Ghosh, Drexel University

Holly Hutchins, University of Houston

Kevin Rose, University of Louisville

Ague Manongsong, Drexel University

Breakout Sessions E

Saturday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Meta-Ethnography and Phenomenology

Emotional Labor, Professional Practice and Professional Development: A research Synthesis

Session ID: 540005

Rebecca Hings, University of Portsmouth
Valerie Anderson, University of Portsmouth
Sarah Gilmore, University of Exeter
Chris Wagstaff, University of Portsmouth
Richard Thelwell, University of Portsmouth

Portrait of an Entrepreneur: A Meta-Ethnography of "Being an Entrepreneurial Self"

Session ID: 541581

Jin Lee, Texas A&M University

Training Generation Y: Young Adult Perceptions of an Operator Training Program at a Nuclear Power Plant

Session ID: 541079

Matthew Kingham, Louisiana State University

The Lived Experience of Responsible Leadership: A Transcendental Phenomenological Study of Five Middle School Teachers

Session ID: 541474

Ryan MacTaggart, Colorado State University
Susan Lynham, Colorado State University

Breakout Sessions E

Saturday, February 16 | 8:30-10:00am

M

REFEREED FULL MANUSCRIPT | *Kentucky G*

Military Careers and Old Workers

**The Transition from Military Careers to Civilian Careers:
Experiences of Short- and Mid-Term South Korean Veterans
Session ID: 541169**

Jihye Oh, Texas A&M University

Melika Shirmohammadi, Idaho State University

Shinhee Jeong, Louisiana State University

21st Century Barriers to Women as US Military Leaders: Implications for Military HRD

Session ID: 539806

Stephanie Erwin, The George Washington University

Career Adaptability and Active Job Search Behavior of Korean Older Workers: The Mediating Roles of Attitudes Toward Seeking Professional Psychological Help and Perceived Value of Career Coaching

Session ID: 541023

Doo Hun Lim, University of Oklahoma

Woocheol Kim, Korea University of Technology and Education

Heh Youn Shin, Pennsylvania State University

A Latent Class Analysis of Older Workers' Skill Proficiency and Skill Utilization in South Korea

Session ID: 537772

Doo Hun Lim, University of Oklahoma

Hyunok Ryu, University of British Columbia

Bora Jin, Texas A&M University

Intak Kwon, Chonbuk University

Breakout Sessions E

Saturday, February 16 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Show*

Why I Matter - The Relationship between Job Crafting and Meaningful Work

Session ID: 540578

Julia Tucker-Lloyd, Virginia Commonwealth University

Robin Hurst, Virginia Commonwealth University

Saturday, February 16 | 8:30-10:00am

F

NON-REFEREED FOCUS SESSION | *Filly*

The Social Impact of the 'Student-as-Customer' 'Student as Co-producers' Metaphor on the Role of Academic Leadership in the Higher Education Sector

Session ID: 541123

Loliya Akobo, Liverpool John Moores University

Deborah Humphreys, Liverpool John Moores University

Saturday, February 16 | 8:30-10:00am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Place*

Developing an International Academic Career

Session ID: 541572

Sehoon Kim, University of Minnesota

Soebin Jang, University of Minnesota

Breakout Sessions F

Saturday, February 16 | 10:30am-12:00pm

P

REFEREED POSTER | *Kentucky F*

Poster Session 6

The Correlation between Psychological Empowerment, Workplace Motivation, Social Capital and Job Performance of Farmers in Olancho, Honduras

Session ID: 540997

Susan Karimiha, Louisiana State University

Appreciating the Hands that Feed Us: A Theoretical Framework for Fostering Optimal Farm Labor Conditions through Motivator-Hygiene Factors

Session ID: 541604

Christine Wiggins-Romesburg, University of Louisville

Rod Githens, University of the Pacific

Ann Herd, University of Louisville

Human Resource Information System Implementation and Utilization in Kenya: A Multi-Case Study of Three MNCs

Session ID: 541952

Cyd Yongo, Independent HRM and OD Consultant

Kenneth Kungu, Clayton State University

James Wairimu, University of Texas, Rio Grande Valley

Global Human Resource Development Informed by Indigenous Knowledge and Research

Session ID: 540336

Maria Cseh, The George Washington University

Oliver Crocco, Louisiana State University

Chilanay Safarli, The George Washington University

LGBT Workplace Issues in Southeast Asia (ASEAN) Countries

Session ID: 541009

Julie Gedro, Empire State College / State University of New York

Lifelong Learning Policy Implementation in Selected Southeast Asian Countries

Session ID: 541599

Nuzulul Isna, Texas A&M University

Fred Nafukho, Texas A&M University

Breakout Sessions F

Exploring Digital Competencies and Likelihood to Recruit Graduates amongst SMEs in UK and Switzerland.

Session ID: 540712

Stefanos Nachmias, Nottingham Trent University
Fotis Mitsakis, Nottingham Trent University
Elena Hubschmid-Vierheilig, ZHAW
Monika Rohrer, ZHAW
Roger Seiler, ZHAW

Emotional Intelligence and Intercultural Competence: Exploring the Connection

Session ID: 539835

Vishal Arghode, Gannon University
Lakshman Gandhi, Shri Dharmasthala Manjunatheshwara
Institute for Management Development

It Takes a Village. A Collaborative Autoethnography of the Work-life Experiences of Emerging HRD Scholars.

Session ID: 541602

Sunny Munn, The Ohio State University
Debaro Huyler, Florida International University
Jocelyn James, Florida International University
Gus Roque, Florida International University
Tonette Rocco, Florida International University

Saturday, February 16 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Theory and Model for HRD

A Critical Realist Critique of a Program Planning Theory

Session ID: 540646

Hyunok Ryu, University of British Columbia
Thomas Sork, University of British Columbia

Implicit Theory of Cultural Controllability: Scale Development and Evidence of Convergent/Discriminant Validity

Session ID: 523899

Louis Hickman, Purdue University
Kris Acheson-Clair, Purdue University
Mesut Akdere, Purdue University

Breakout Sessions F

Rethinking of HRD: Platform as a New Business Model

Session ID: 541608

Cho Hyun Park, Planit Consulting

Seung Won Hong, Samsung SDS

Saturday, February 16 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

Online Community and Learning

Motivations to Participate in an Online Community for Professionals: Lessons from ServiceNow Customer Service Communities

Session ID: 529502

Sohel Imroz, Embry-Riddle Aeronautical University

An Online College Near Me: Exploring Institutional Factors of E-Learner's Local Orientation

Session ID: 541489

Hyungjoo Yoon, University of Georgia

Promoting Participation in Online Learning: Using Learner Analytics and Multimedia Feedback

Session ID: 541492

Jessica Li, University of Illinois at Urbana-Champaign

Seohyun Claire Wong, University of Illinois at Urbana-Champaign

Xue Yang, University of Illinois at Urbana-Champaign

Allison Bell, University of Illinois at Urbana-Champaign

Saturday, February 16 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Women Entrepreneurs and Women's Career

The Entrepreneurial Learning Processes of Saudi Women Entrepreneurs: A Grounded Theory Study

Session ID: 541590

Malikah Alturki, The George Washington University

Maria Cseh, The George Washington University

Breakout Sessions F

Women Entrepreneurs in South Korea: Motivations, Challenges, and Career Success

Session ID: 541464

Yonjoo Cho, Indiana University
Jiwon Park, Korea University
Soo Jeoung Han, Boise State University
Moonju Sung, University of Georgia
Chan Kyun Park, Chung-Ang University

The Career Experiences of Women in STEM: A Grounded Theory Study

Session ID: 524393

Yasmeen Makarem, Texas A&M University

Women's Career Interruptions: An Integrative Review

Session ID: 534120

Xinyi Bian, Texas A&M University
Jia Wang, Texas A&M University

Saturday, February 16 | 10:30am-12:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Knowledge and Learning

An Empirical Investigation of Transformational Leadership, Organizational Climate, Knowledge Sharing, and Organizational Learning

Session ID: 541355

Sunyoung Park, Louisiana State University
Eun-Jee Kim, Seoul Women's University

Knowledge Management can make Software Start-Ups Exemplary Learning Organizations

Session ID: 541415

Bhagyashree Barhate, Texas A & M University
Khalil Dirani, Texas A&M University
Mehrangiz Zadeh Abadi, Texas A&M University

Breakout Sessions F

The Impact of an Experiential Learning Program in a Community Context

Session ID: 522593

Denise Cumberland, University of Louisville

Susan Sawning, University of Louisville

Megan Church-Nally, University of Cincinnati

Monica Shaw, University of Louisville

Erika Branch, Parkinson Support Center of Kentuckiana

Kathrin LaFaver, University of Louisville

Examining the Impact of Psychological Safety on Transformative Learning in the Workplace

Session ID: 541499

Chang-kyu Kwon, University of Georgia

Seung-hyun Han, The University of Georgia

Aliki Nicolaides, University of Georgia

Saturday, February 16 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | *Kentucky G*

Exploring Engagement, Diversity & Inclusion. Where does Race & Gender Fit In?

Session ID: 541235

Nicole Dillard, Northern Kentucky University

E. Kobena Osam, Northern Kentucky University

Russell Robinson, U.S. Department of Health & Human Services

Breakout Sessions F

Saturday, February 16 | 10:30am-12:00pm

F

NON-REFEREED FOCUS SESSION | *Show*

Leadership in Developing Countries: Challenges and Opportunities

Session ID: 541445

Sami Jabarkhail, Texas A&M University

Larry Dooley, Texas A&M University

Amin Alizadeh, Texas A&M University

Saturday, February 16 | 10:30am-12:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Place*

Using Liberating Structures to Give and Get from Other Conference Participants

Session ID: 540975

Henriette Lundgren, Tilburg University, The Netherlands

S Fisher Qua, Back Loop Consulting

Breakout Sessions G

Saturday, February 16 | 1:30-3:00pm

P

REFEREED POSTER | *Kentucky F*

Poster Session 7

An Analysis of Mediating Effects of Informal Learning Between Organizational Culture and Characteristics and Job Satisfaction: Using Korean Corporates Data

Session ID: 535960

Seonghye Kim, Yonsei University

Ahro Cho, Yonsei University

Jiyoung Kim, Gyeongdo Job Foundation

Exploring Churn and Alignment between Retention and Occupational Culture as Perceived by Professional Truck Drivers

Session ID: 541472

Catherine Cole, The University of Southern Mississippi

The Link between Occupational Stress and Instigator Workplace Incivility as Moderated by the "Big Five" Personality Traits to Perceived Physical Health and Turnover Intent

Session ID: 540256

Laura Batista, Florida International University

Thomas Reio, Florida International University

Examining the Relationship between Occupational Stress Factors and Stress Symptoms: A Case Study of the Human Resources Development Service of Korea

Session ID: 539445

Chang Ok Bae, Human Resources Development Service of Korea, South Korea

Min Hee Yoo, Korea University

Woocheol Kim, Korea University of Technology and Education

Eun Hye Ko, Human Resources Development Service of Korea, South Korea

Sang Il Park, Human Resources Development Service of Korea, South Korea

Jung Woo Kim, Human Resources Development Service of Korea, South Korea

Breakout Sessions G

Testing the Structural Invariance of Affective Commitment on Unethical Pro-Organizational Behavior Across the Two Organizational Culture Types Clan and Hierarchy

Session ID: 541596

Julia Fulmore, University of Dallas

The Effect of Organizational Culture and Characteristics on Organizational Commitment by Participation Process of Education and Training : Using Korean Corporates Data

Session ID: 541479

Ahro Cho, Yonsei University

Seonghye Kim, Yonsei University

Jiyoung Kim, Gyeonggido Job Foundation

Psychological Capital, Student Success, and Retention

Session ID: 523362

Johanna Sweet, Roanoke College

"Relate-Create-Donate": Exploring Team-Based Learning in a College of Pharmacy

Session ID: 541397

Rob Carpenter, The University of Texas at Tyler

Dave Silberman, The University of Texas at Tyler

Rochell McWhorter, The University of Texas at Tyler

An Examination of Factors that May Influence Manager's Perceived Value of Telework to Support Employees to Perform Work in the Federal Government

Session ID: 540342

Corey Adams, George Washington University

Saturday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Neuroscience and Intelligence

The Neuroscience of Workplace Learning: An Integrative Review and Implications for HRD

Session ID: 534125

Doo Hun Lim, University of Oklahoma

Dae Seok Chai, Colorado State University

Sunyoung Park, Louisiana State University

Min Young Doo, Korea University

Breakout Sessions G

Artificial Intelligence in HRD: Adaptive Learning Research Agenda

Session ID: 541649

Rose Baker, University of North Texas

Malar Hirudayaraj, Rochester Institute of Technology

John Turner, University of North Texas

Jason Bickle, University of North Texas

Developing, Validating, and Testing a Diversity Intelligence (DQ) Scale

Session ID: 541617

Claretha Hughes, University of Arkansas

Xinya Liang, University of Arkansas

Impacts of Spiritual and Emotional Intelligence on Leadership Effectiveness Mediated by Personal Values

Session ID: 539742

AAhad Osman-Gani, IIUM Academy of Graduate & Professional Studies

Aftab Anwar, Eastern University, Dhaka. Bangladesh

Kiyoshi Kobayashi, GSM, Kiyoto University, Japan

Sabbir Rahman, North South University

Saturday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

Perspectives on Leadership

Revisiting Parker & Ogilive's model of African American Women Executive Leadership Model

Session ID: 541586

Angela Carter, Clemson University

Cynthia Sims, Clemson University

Investigating the Relationship between Followership and Leadership

Session ID: 541387

Saurabh Gupta, The University of Southern Mississippi Gulf Park Campus

Hamett Brown, The University of Southern Mississippi Gulf Park Campus

Breakout Sessions G

Imposter Phenomenon, Leadership, and Self-Efficacy: Review and Considerations for HRD

Session ID: 539773

Megan Downing, Northern Kentucky University

Jeff Zimmerman, Northern Kentucky University

Nana Arthur-Mensah, Northern Kentucky University

Beneath the Mask: Exploring the Underlying Mechanisms Through Which Followers' Psychological Capital Spreads to Leaders

Session ID: 539754

V Venkatanagarajan, Indian Institute of Technology Madras

T.J. Kamalanabhan, Indian Institute of Technology Madras

Saturday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Skills, Competencies, and Workers

Are You Robot-Proof? An Empirical Exploration on Displaced Job Skills

Session ID: 541485

Szufang Chuang, Indiana State University

A Study of Sales Competencies in a Global Technology Firm

Session ID: 541107

Ravi Knutson, University of Minnesota

Sang Won Byun, University of Minnesota

David Christesen, University of Minnesota

An Examination of the Role of Strategic Human Resource Development in the Optimization of the Skilled Technical Workforce

Session ID: 541589

Kristin Frady, Clemson University

Job Socialization of Independent Workers: A Qualitative Study of Independent Corporate Instructors in South Korea

Session ID: 535979

Soo-yong Lee, Yonsei University

Ho-jin Lee, Yonsei University

Kyoungjin Jang, Yonsei University

So-yeon Lee, Yonsei University

Breakout Sessions G

Saturday, February 16 | 1:30-3:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Social Responsibility and Sustainability

Examining the Link between Human Resources (HR) and Corporate Social Responsibility (CSR): Implications for HRD Research and Practice

Session ID: 540671

Soebin Jang, University of Minnesota, Twin Cities

Alexandre Ardichvili, University of Minnesota, Twin Cities

Emerging Approaches in Organizations: The Joint Effect of Shared Leadership and Organizational Learning on Corporate Sustainability

Session ID: 539917

Panpan Zhang, University of Minnesota

Sehoon Kim, University of Minnesota

Sustainability and Human Resource Development: Findings of the OVHR-model in Hungary

Session ID: 539193

Zsolt Nemeskéri, University of Pécs, Gál Ferenc College

Iván Zádori, University of Pécs

Antal Tibold, University of Pécs

Gábor Kósa, University of Pécs

Inside Stakeholders' Ethics Development for Sustainable HRD

Session ID: 541514

Jie Ke, Jackson State University

Saturday, February 16 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Kentucky G*

Career Development: Creating Future Direction for HRD Research and Practice

Session ID: 541450

Katherine Yeager, Abilene Christian University

Breakout Sessions G

Saturday, February 16 | 1:30-3:00pm

F

NON-REFEREED FOCUS SESSION | *Show*

Bridging the Fields: Medical Education and HRD

Session ID: 541591

Boyung Suh, Southern Illinois University School of Medicine
Heeyoung Han, Southern Illinois University School of Medicine

Saturday, February 16 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Filly*

Doing Your Part, Instead of Doing It All: Improvisation to Promote Collaboration in the Workplace

Session ID: 541368

Henri Dugas, NorthShore University HealthSystem
Nicole Buras, Health Care Service Corporation

Saturday, February 16 | 1:30-3:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Place*

Exploring Virtual Reality for Training: Intercultural Leadership Development Simulations

Session ID: 541480

Mesut Akdere, Purdue University
Louis Hickman, Purdue University
Kris Acheson-Clair, Purdue University

Breakout Sessions H

Saturday, February 16 | 3:30-5:00pm

P

REFEREED POSTER | *Kentucky F*

Poster Session 8

Adaptation and Change in Police Organizations

Session ID: 539923

Alaina Doyle, University of North Texas, COI, Learning Technologies

Power: Six Decades of Relevance, Rigor, and Reliability?

Session ID: 539871

Thomas Kramer, The University of Texas at Tyler

Game Over for Boring E-Learning: A Case Study of Game-Based Strategies in a Fundamental Onboarding Course

Session ID: 538085

Nicole Buras, Health Care Service Corporation

Lauren Merrild, Health Care Service Corporation

WooRi Kim, Health Care Service Corporation

Social Capital and Organizational Knowledge: An Integrative Literature Review

Session ID: 541622

Kibum Kwon, Texas A&M University-Commerce

Seung-hyun Han, The University of Georgia

Jihye Oh, Texas A&M University

Shinhee Jeong, Louisiana State University

Seung Won Yoon, Texas A&M University-Commerce

Developing A Comprehensive Range Model of Strategic Human Resource Development

Session ID: 541166

Jeong-Ha Yim, University of Georgia

Factors Affecting Onboarding Processes for Veterans: An Integrative Literature Review and Conceptual Model for Aligning Former Service Members into the Workforce

Session ID: 541460

Ann Herd, University of Louisville

Michael Kirchner, Purdue University Fort Wayne

Breakout Sessions H

Evaluation on Job Rotation Policy and its Effect on Career Development in Higher Education Institute Using a Social Sequence Analysis

Session ID: 540666

Chan Lee, Seoul National University
Miai Kim, Seoul National University
Chungil Chae, Penn State University
Ahreum Lim, Seoul National University

Proposing Meaning of Work/Meaningful Work Research Agendas through a Review of Empirical Literature

Session ID: 540563

Keunho Kim, Yonsei University
Jieun You, Yonsei University
Seonghye Kim, Yonsei University
Ahro Cho, Yonsei University

Examining the Meaning and Application of Good Work

Session ID: 541389

Sewon Kim, SUNY Empire State
Junhee Kim, Indiana University-Purdue University Indianapolis
Sehoon Kim, University of Minnesota
Youngsoo Song, Hanyang University

Current Perceptions of the Middle Eastern Women in Leadership

Session ID: 541639

Mehrangiz Zadeh Abadi, Texas A&M University
Bhagyashree Barhate, Texas A&M University
Nuzulul Isna, Texas A&M University

Saturday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky A*

Training: Evaluation, Technique, and Transfer

Revisiting Roles of Trainee Reactions: A Case of Safety Training Programs

Session ID: 541568

Sehoon Kim, University of Minnesota
Soyoun Park, Anyang University
John Lavelle, University of Minnesota
Sanghamitra Chaudhuri, University of Minnesota
Minjung Kim, University of Minnesota

Breakout Sessions H

Human Resource Development and Useful Training Techniques: A Literature Review

Session ID: 541503

Kaeley Tener, Indiana State University
Cindy Crowder, Indiana State University

Technological Input Factors Influencing Transfer of Training Learning

Session ID: 535414

Seohyun Claire Wong, University of Illinois at Urbana-Champaign
Jessica Li, University of Illinois at Urbana-Champaign

Reliability Generalization of Transfer of Training

Session ID: 541102

Junhee Kim, Indiana University-Purdue University Indianapolis
Hyeon-Jin Kim, Nuclear Training and Education Center
Youngsup Hyun, Kyungpook National University

Saturday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky B*

Organizational Change, Performance, and Values

**Human Resource Development Practices, Readiness for Change
and Organizational Adaptability: A comparative study across
the Middle and Lower Level Managers**

Session ID: 524369

Rama Krishna Gupta Potnuru, ICBM School of Business
Excellence, Hyderabad
Meera Alagaraja, University of Louisville, College of Education
and Development
Chandan Kumar Sahoo, National Institute of Technology
Rourkela, India
Rohini Sharma, National Institute of Technology Rourkela, India

**Organizational Change Theories: Exploring the Connection
between Organizations and Organisms in Dealing with Change**

Session ID: 535885

Vishal Arghode, Gannon University
Narveen Jandu, Gannon University
Gary McLean, McLean Global Consulting, Inc.

Breakout Sessions H

A Review of Multidimensional Organizational Performance of International Nonprofit Collaboratives

Session ID: 541583

Boyung Suh, Southern Illinois University School of Medicine
Karen Watkins, University of Georgia

Identification of Organizational Values: An Illustration of Combining Attributed and Aspirational Values

Session ID: 541513

Hyung Joon Yoon, The Pennsylvania State University
S. Ron Banerjee, The Pennsylvania State University
Jamie Campbell, The Pennsylvania State University
Willie Vigil, The Pennsylvania State University

Saturday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky C*

Work Engagement in Organizations

The Effects of Employee Resource Groups on Work Engagement and Workplace Inclusion

Session ID: 539497

Ada Cenkci, Northern Kentucky University
Jeff Zimmerman, Northern Kentucky University
Tuba Bircan, Netkent Mediterranean Research and Science University

Roles of Work Engagement in the Relationships between Resources and Employees' Outcomes in Korean Organizations: Supplementary vs. Essential

Session ID: 540559

Woocheol Kim, Korea University of Technology and Education
Soo Jeoung Han, Boise State University
Jiwon Park, Korea University

The Relationship between Work Engagement and Workaholism: A Systematic Review and Meta-Analysis

Session ID: 533298

Jin Lee, Texas A&M University
Jae Young Lee, The Pennsylvania State University
Yunsoo Lee, Korea University Institute of Educational Research

Breakout Sessions H

Work Engagement and Employee Well-being in Chinese Small and Medium-sized Enterprises

Session ID: 536558

Bo Fang, University of Minnesota

Sehoon Kim, University of Minnesota

Saturday, February 16 | 3:30-5:00pm

M

REFEREED FULL MANUSCRIPT | *Kentucky D*

Workplace Deviance and Racism

Ethical Leadership and Employee Deviance: An Exploratory Meta-Analysis of the Relationship Based on Typology of Deviance

Session ID: 539297

Leslie Kirsch, The George Washington University

William Dardick, The George Washington University

The Impact of Leadership on Workplace Bullying

Session ID: 540964

Jovana Markovic, Barry University

Ivana Fredotovic, Barry University

Not Funny: When Black and Native Lives Don't Matter—Racially Motivated Violence, Killing, and Genocide in Masculinized White Workplace Discourse and Humor

Session ID: 530426

Jeremy Bohonos, University of Illinois

A Pedagogical Approach for Addressing Racism and Building a Foundation for Human Relations in the Workplace

Session ID: 541501

Marilyn Byrd, University of Oklahoma

Breakout Sessions H

Saturday, February 16 | 3:30-5:00pm

F

NON-REFEREED FOCUS SESSION | *Kentucky G*

**Career and Family Sacrifices of Female Internationals:
Implications for Human Resource Development Professionals**
Session ID: 541640

Cynthia Sims, Southern Illinois University-Carbondale
Yuanlu Niu, Southern Illinois University Carbondale

Saturday, February 16 | 3:30-5:00pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Show*

**Collaborating with the Masters: Challenges, Pathways, &
Lessons from the Masters**
Session ID: 540749

Malar Hirudayaraj, Rochester Institute of Technology
Rose Baker, University of North Texas



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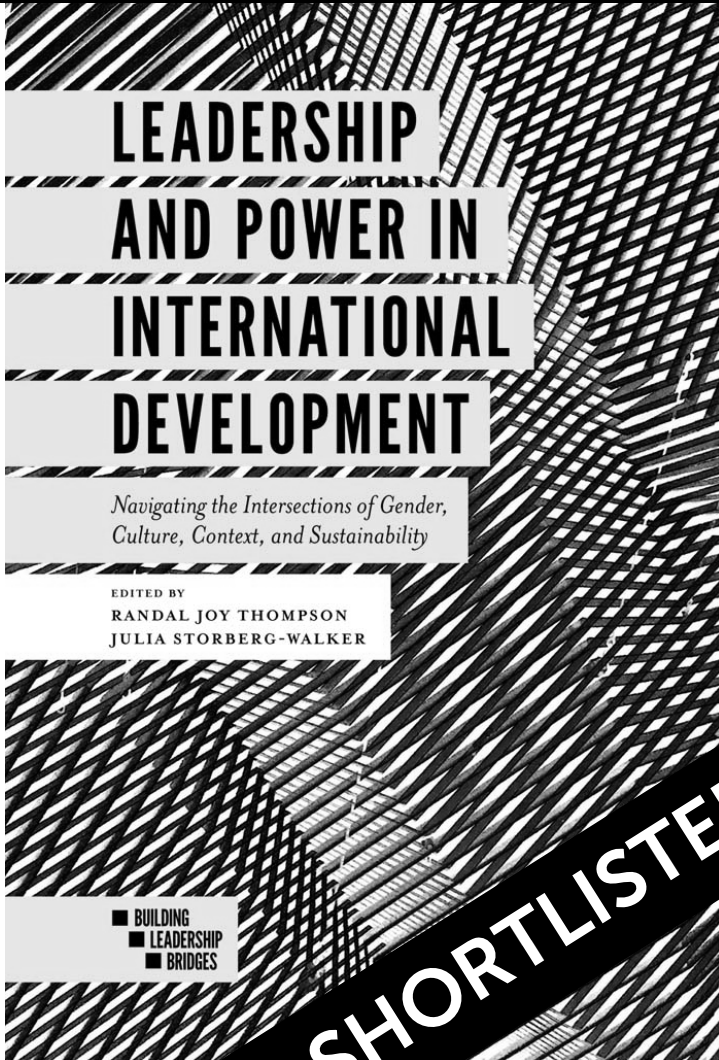
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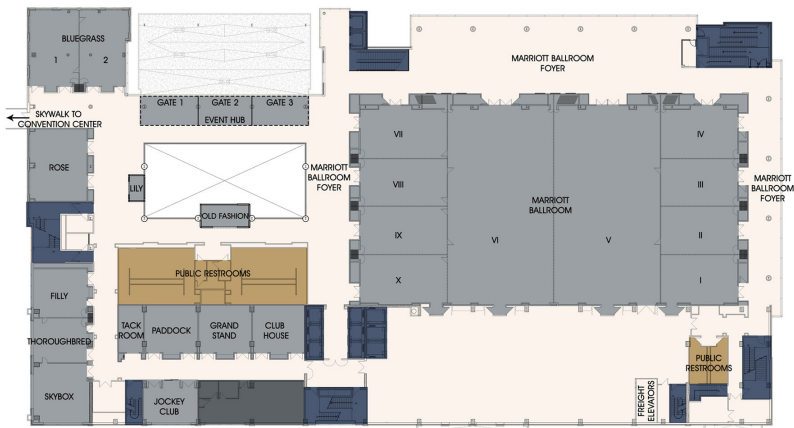
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