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 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 interdisciplin ary 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!

Download the Conference Mobile App!  

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*Learn by Doing*
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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
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Deepika Pandita, Symbiosis International University

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Michael Kirchner, Indiana University Purdue University-Fort Wayne

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Rose Opengart, HRDOC

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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.
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.

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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**

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<tr>
<th>Time</th>
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<td>8:00am-5:00pm</td>
<td>Registration Desk Open — Foyer</td>
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<tr>
<td>8:30am-12:00pm</td>
<td>2018 Graduate Student Research Colloquium — Show</td>
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<tr>
<td>8:30am-12:00pm</td>
<td><strong>Pre-Conference: Getting Unstuck, Hearing All Voices, and Finding a Way Forward</strong>&lt;br&gt;New Methods to Hold Difficult Conversations and Operationalize Multiple Perspectives for a Transdisciplinary HRD Future (Cont. from Wednesday) — Kentucky A</td>
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<td>8:30am-12:00pm</td>
<td><strong>Pre-Conference: Overcoming Your Inner Critic</strong>&lt;br&gt;A Faculty Workshop On Managing Imposter Cognitions (Cont. from Wednesday) — Kentucky B</td>
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<td>8:30am-12:30pm</td>
<td>Program Excellence Network Meeting (Cont. from Wednesday) — Bluegrass</td>
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<td>11:30am-12:30pm</td>
<td>SIG Leadership Meeting — Porch Kitchen &amp; Bar</td>
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<td>11:30am-12:30pm</td>
<td>Mentoring Session — Filly</td>
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<td>12:30pm-1:15pm</td>
<td>Conference Orientation Meeting — Kentucky C&amp;D</td>
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<td>12:30pm-1:30pm</td>
<td>India SIG Meeting — Thoroughbred</td>
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<td>1:30pm-3:30pm</td>
<td><strong>Welcome and Town Hall Forum 2019</strong>&lt;br&gt;Sustainability through Transdisciplinarity — Kentucky E</td>
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<tr>
<td>3:30pm-3:45pm</td>
<td>Networking and Exhibits Break — Foyer</td>
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Schedule-at-a-Glance (Thursday)

3:45pm-5:15pm
Breakout Sessions A

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!

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
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

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

3:00pm-3:30pm

Networking and Exhibits Break — Foyer
Schedule-at-a-Glance (Friday, Saturday)

3:30pm-5:00pm

Breakout Sessions D

- 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
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

Perpspectives 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

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

Developing International Academic Career — Place
10:00am-10:30am
Networking and Exhibits Break — Foyer

10:30am-12:00pm
Breakout Sessions F

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

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

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

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

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
Pre-Conference Workshops

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.
Pre-Conference Workshops

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 transdisciplinary 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:

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.
What if your students could experience being a Human Resources Director before their first job?

They can.

HRManagement is a competitive Human Resource Management simulation where students act as the newly-appointed Human Resource Director of a medium sized organization. They will make the types of decisions required of a human resource department while operating within the constraints of an annual budget.

Coming Fall 2019: UPDATE! HRManagement 3.0 will be available featuring a new, intuitive interface, new analysis tools, and budget tracking. Come by our booth to get faculty access to it TODAY.
Breakout Sessions A

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

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

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
  Bobi 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

Analysis and Activities in HRD
A Sequence Analysis of Changing Perceptions of Decent Work among Korean Employees
Session ID: 541217
  Jaeun 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

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 Zadegh 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
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<th>NON-REFEREED FOCUS SESSION</th>
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<td><strong>Tips for Publishing Qualitative Research from Editors and Scholars</strong></td>
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<td><strong>Session ID: 534029</strong></td>
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<td>Denise Cumberland, University of Louisville</td>
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<th>NON-REFEREED FOCUS SESSION</th>
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<td><strong>Is Blind Recruiting Really as Gender Blind as it’s Supposed to Be?</strong></td>
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<td><strong>Session ID: 536237</strong></td>
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<td>Jeanette Maister, Oleeo</td>
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<tr>
<td><strong>Shaping and Skilling as the Cornerstone of HRD: New Findings, Challenges, and Opportunities for HRD Research</strong></td>
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<td>Greg Wang, The University of Texas at Tyler</td>
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<td>Rose Opengart, HR Doc</td>
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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
**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 Zadegh 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

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**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

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

**REFEREED FULL MANUSCRIPT | Kentucky A**
Breakout Sessions B

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

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 Uuniversit
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
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

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**F**

**NON-REFEREED FOCUS SESSION | Kentucky G**

**Meet the Editor Session**

*Session ID: 540210*

Thomas Reio, Florida International University
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| Friday, February 15 | 8:30-10:00am | **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 | **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 | **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 |
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**

Sanghamittra 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
**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
**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

**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

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

**HRD: Past, Present, and Future**
What HRD is Doing – What HRD Should be Doing: The Case for Transforming HRD  
Session ID: 540240  
Richard Torraco, 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

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**

### 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

### 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

### 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
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

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

**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

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

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
**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  
Boyung 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

**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
**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

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

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
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
**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
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**

#### 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

#### 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

#### NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | **Place**

**Developing an International Academic Career**  
**Session ID: 541572**  
Sehoon Kim, University of Minnesota  
Soebin Jang, University of Minnesota
**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

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Friday, 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

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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

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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

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 Zadegh Abadi, Texas A&M University

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

**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
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

Using Liberating Structures to Give and Get from Other Conference Participants
Session ID: 540975
Henriette Lundgren, Tilburg University, The Netherland
S Fisher Qua, Back Loop Consulting
**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, Gyeonggido 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
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

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, Kyoto University, Japan  
Sabbir Rahman, North South University

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

**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  
Hamnett 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

**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

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

NON-REFEREED FOCUS SESSION | Kentucky G

Career Development: Creating Future Direction for HRD Research and Practice
Session ID: 541450
Katherine Yeager, Abilene Christian University
**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

**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

**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
**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
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

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
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

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.
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

**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
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

**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
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

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
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