2020 AHRD

International Research Conference in the Americas

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

www.ahrd.org
Welcome from the President

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

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

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

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

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

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

Welcome to AHRD 2020!
Welcome from the President-elect

Welcome to Atlanta! Many talented colleagues have been working for the past year to bring you the 2020 Academy of Human Resource Development (AHRD) Conference. On behalf of those individuals who submitted proposals, chaired tracks, reviewed proposals, served on the Conference Team, developed the conference schedule, produced the materials, provided local site team planning, signed-up as Ambassadors, designed innovative preconferences, and volunteered countless hours, I welcome you to 2020 AHRD Research Conference in the Americas. We are excited to meet newcomers and greet seasoned members. Welcome to the AHRD Community!

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

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

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

The 2020 AHRD Conference planners are many and a heartfelt thanks goes out to: the Executive Committee: Laura Bierema (Conference Chair and President-elect), Julie Gedro, (President) and Wendy Ruona (Past President); Program and Manuscripts Team: Sarah Minnis (Chair), Karen Johnson, and Kathy Yeager; the Research and Conference Engagement Team: Marilyn Byrd (Co-Chair), Joshua Collins (Co-Chair), Jeremy Bohonos, Brad Shuck, and Nathan Victoria; The University of Georgia Site Host Team: Caleb Han (Chair), Diann Jones, Aliki Nicolaides, Wendy Ruona, and Karen Watkins; and the Ewald Team: Kathie Pugaczewski (Executive Director) and Jill Tichy.
(Meeting Planner). We also thank all volunteers who signed up to help with the conference.

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

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

Let’s make AHRD 2020 a fantastic conference!

Laura Bierema

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21st International UFHRD Conference


Preconference dates: June 9-10, 2020
Conference dates: June 10-12, 2020

Venue: Budapest, Hungary

Conference Host: The Budapest Business School and The University of Pécs
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Download the Conference Mobile App!

https://eventmobi.com/ahrd2020

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

Thank You to Our Mobile App Sponsor!
Conference Program Committee

Conference Chair
Laura Bierema
University of Georgia

Program Chair
Sarah Minnis
Western Carolina University

Proceedings Editor
Karen Johnson
University of North Texas

Associate Proceedings Editor
Katherine Yeager
Abilene Christian University

Track Chair Editors

Assessment and Evaluation
Jie Ke, Jackson State University

Critical, Social Justice, Diversity Perspectives in HRD
Katsiaryna Matusevich, Barry University
Oliver Crocco, Louisiana State University

HRD Performance and Strategy
Kibum Kwon, Texas A&M University-Commerce

International, Global and Cross Cultural Issues
Dae Seok Chai, Colorado State University

Leadership and Career Development
Kevin Rose, University of Louisville
Siham Lekchiri, Western Carolina University

Non-Refereed
Rita Kowalski, Work Life Consulting LLC

Organizational Development and Change
Michael Kirchner, Purdue University-Fort Wayne

Research Methods and Foundations in HRD
Rose Opengart, HRDOC

Technology, E-learning, and Virtual HRD
Jason Moats, Texas A&M University
Rochell McWhorter, The University of Texas at Tyler

Workplace Learning
Caleb Seung-Hyun Han, The University of Georgia
Chang-kyu Kwon, Oakland University
Thank You, Sponsors!

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President’s Dinner Sponsor

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Thank You, Exhibitors!

> Interpretive Simulations
> Kia Motors Manufacturing, Georgia
> Palgrave Macmillan
> Roche Diabetes Care
> Sherpa Coaching

> Springer
> Texas A&M University Education & Human Development
> The Case Centre
> University of Georgia
1. Please visit the Conference Proceedings page at:
https://www.eventscribe.com/2020/ahrd
We recommend using Chrome, Firefox or Safari as your browser.

2. Create an account by completing the information on the page. You will need to “Register your account” first. The account information used to submit or review papers will no longer work.

3. To register your account, use your First (Given) Name, Last (surname) name, Email, and then Event Code: AHRD2020. This is NOT the Access Key.

4. Check your email for your Access Key (this is what allows you to access the system). Note: Access Key will be sent from EventScribe

5. Once you gain access to the system, you can click on the [View Full Schedule] button. This takes you to the full schedule grouped by symposia sessions in chronological order.

6. You may also search by Author or Keyword by hovering your mouse over the [Table of Contents] on the navigation bar in the upper left-hand corner, under the black bar.
Schedule-at-a-Glance Overview

ICON KEY

Refereed Sessions are called Symposia, and the three different types of symposia presented at AHRD are described below. Note: the number in parentheses after each symposium title refers to its assigned symposium number which is a key way to access papers/abstracts in the conference proceedings online.

M Full Manuscript Sessions consist of 4-5 individually submitted full papers (8000 word maximum) presented.

P Posters & Poster Session Up to ten individually submitted posters will be grouped together to share a 90-minute session.

Non-Refereed Sessions. Fit into three types of sessions presented at AHRD, each described below. Note: A brief description of each scheduled session is available in the mobile app for the conference or in the “Non-Refereed Submission Descriptions” document available from “Conference Central” on the AHRD website (www.ahrd.org).

F FOCUS Sessions offer an in-depth focus on a specific topic area. These might be colloquia, expert panel discussions, or other kinds of session designs that foster scholarly exploration.

PD A Professional Development Workshop (PD) provides the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.

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

Connect using the conference hotel wi-fi:
Network: Marriott_Conference
Password: AHRD2020
## Schedule-at-a-Glance (Tuesday, Wednesday)

### Tuesday, February 25

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>2:00-9:00pm</td>
<td>AHRD Board of Directors Meeting</td>
<td>Savannah</td>
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### Wednesday, February 26

<table>
<thead>
<tr>
<th>Time</th>
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<th>Location</th>
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<tr>
<td>8:00am-5:00pm</td>
<td>Registration Desk Open</td>
<td>Buckhead Pre-Function</td>
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<tr>
<td>8:45am-12:00pm</td>
<td>AHRD Board of Directors Meeting</td>
<td>Savannah</td>
</tr>
<tr>
<td>9:00am-6:00pm</td>
<td>2020 Graduate Student Research Colloquium</td>
<td>Oglethorpe</td>
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<tr>
<td>1:00-5:00pm</td>
<td>Pre-Conference: Advancing Human Resource Development Research through Building a Diverse External Funding Portfolio</td>
<td>Marietta</td>
</tr>
<tr>
<td>1:00-5:00pm</td>
<td>Pre-Conference: Hiring and Retaining Military Veterans: Integrating Research and Best-Practices to Improve Veteran Outcomes</td>
<td>Dahlonega</td>
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<tr>
<td>12:00-7:00pm</td>
<td>Pre-Conference: VIP Tour at Kia Motors Manufacturing Georgia</td>
<td>Off-Site</td>
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<tr>
<td>1:00pm-5:00pm</td>
<td>Program Excellence Network Meeting</td>
<td>Savannah</td>
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<tr>
<td>5:30pm-7:00pm</td>
<td>Journal Editors Meeting</td>
<td>Hospitality Suite - please stop by registration desk for the Suite number</td>
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### Schedule-at-a-Glance (Thursday)

**Thursday, February 27**

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<td>8:00am-5:00pm</td>
<td>Registration Desk Open — Buckhead Pre-Function</td>
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<tr>
<td>8:30am-12:00pm</td>
<td>2020 Graduate Student Research Colloquium — Oglethorpe</td>
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<tr>
<td>8:30am-12:30pm</td>
<td>Program Excellence Network Meeting — Savannah</td>
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<tr>
<td>11:00am-11:15am</td>
<td>Conference Ambassador Meeting — Heritage A</td>
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<tr>
<td>11:30am-1:30pm</td>
<td>SIG Chair Meeting — Athens</td>
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<tr>
<td>12:30pm-1:15pm</td>
<td>Conference Orientation Meeting — Heritage A</td>
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<tr>
<td>1:30pm-3:30pm</td>
<td>Welcome and Town Hall Forum 2020 — Heritage B/C</td>
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<tr>
<td></td>
<td>Leveraging emerging methodologies to challenge master narratives in HRD</td>
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<tr>
<td>3:30pm-3:45pm</td>
<td>Conference Ambassador Meeting — Heritage A</td>
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<tr>
<td>3:30pm-3:45pm</td>
<td>Networking and Exhibits Break — Buckhead Pre-Function</td>
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<tr>
<td>3:45pm-5:15pm</td>
<td>Breakout Sessions A</td>
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<td></td>
<td><strong>P</strong>• A Study of the Influence of Big Five Personality Factors on Training and Development Outcomes</td>
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<td>• Applying Implicit Theories to Veteran Career Transitions: Implications for Human Resource Development</td>
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<td>• Enhancing Competencies of Future Professionals Interviewing Deaf Job Candidates</td>
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<td>• Let’s Get Real About Augmented/Virtual Reality: A Case Study of Technology Opportunities and Challenges within a Large Insurance Organization</td>
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<td>• PsyCap and Diversity in Organizations: LGBTQ PsyCap Awareness</td>
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Schedule-at-a-Glance (Thursday)

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

M
• Career & Employment — Suwanee
• Coaching & Mentoring — Augusta
• Leadership & Culture — Dahlonega
• Unlearning — Marietta
• Learning & Development — Oglethorpe

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

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

3:45pm-5:15pm
AHRD Faculty Mentoring Partner Program Meet & Greet — Athens

5:30pm-6:15pm
Awards Presentation — Heritage B/C
Schedule-at-a-Glance (Thursday, Friday)

7:00pm-9:00pm
Off-Site Reception: Atlanta History Center
— Atlanta History Center (Transportation provided)

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

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

Friday, February 28

7:00am-5:00pm
Registration Desk Open — Buckhead Pre-Function

7:15am-8:15am
SIG Meetings
• China SIG — Augusta
• HRD Theory SIG — Suwanee
• Faculty Learning & Development SIG — Savannah
• Korea SIG — Marietta
• Qualitative SIG — Oglethorpe

7:00 am-8:30 am
AHRD Foundation Breakfast — Conference Dining Room

8:15am-8:30am
Networking and Exhibits Break — Buckhead Pre-Function
Schedule-at-a-Glance (Friday)

8:30am-10:00am
Breakout Sessions B

Poster Session 2 — Buckhead Pre-Function

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

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

F
- Evidence of HRD Espoused vs Worlds-in-Action. What Could This Lend When It Comes to Discussions About Our Future? — Buckhead A
- Leading or Misleading HRD Research? Testing the NHRD Claims with China’s HRD Policies 1949-2019 — Savannah
Schedule-at-a-Glance (Friday)

10:00am-10:30am
Networking and Exhibits Break — Buckhead Pre-Function

10:30am-12:00pm
Keynote Presentation with Dr. Annaliese A Singh
Racial Healing: The Next Step in Racial Justice and Our Collective Liberation — Heritage B/C

12:00pm-1:15pm
Professional Development Session: Reviewer Training Workshop — Dahlonega

12:00pm-1:30pm
Lunch on Your Own

12:00pm-1:00pm
Annual AHRD Business Meeting — Heritage B/C

12:00pm-1:30pm
ADHR Editorial Board Lunch Meeting — Highlands Boardroom
HRDI Editorial Board Lunch Meeting — Athens

1:30pm-3:00pm
Breakout Sessions C
Poster Session 3 — Buckhead Pre-Function
- Legislate a Woman’s Seat at the Board: Shattering the Glass Ceiling or Building a New One?
- Veterans In Transition: Embracing Transitional Challenges, Application of Transfer of Training and Promoting a Conducive Work Environment
- Evolution of Strategic Human Resource Practice
- Job Stress and Facet Job Satisfaction in Laboratory Animal Care Workers: A Correlational Quantitative Study and Implications for HRD
- Identifying Opportunities with Employee Volunteer Programs: A Literature Review
- Employee engagement: Understanding the millennial workforce
- Organizational Learning and Citizenship Behavior in Small and Medium Enterprises in Vietnam: Employee Engagement as Mediation
- Exploring the Other Side of Burnout
- Pygmalian effect: A study of organization expectations and employee performance
Schedule-at-a-Glance (Friday)

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

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

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

3:00pm-3:30pm
Networking and Exhibits Break — Buckhead Pre-Function

3:30pm-5:00pm
Breakout Sessions D

Poster Session 4 — Buckhead Pre-Function
- Quantitative modeling informal and incidental learning as used by adaptive agents engaging in simulation based games
- Testing the Validity of Instagram as the Medium for Data Collection in HRD
- What Makes Older Employees Stay? Exploring Antecedents of Their Turnover Intention
- Work Stressors as Drivers of Reduced Employee Engagement
Schedule-at-a-Glance (Friday)

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

M
- Communication & Collaboration — Suwanee
- Culture and HRD — Augusta
- Wellbeing — Dahlonega
- Future of HRD — Marietta

F
- Book Club — Heritage A

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

H
- HRDtalk — Oglethorpe

5:00pm-8:00pm
KAHRDA Annual Meeting — Buckhead Ballroom A

5:00pm
UGA Reception — Hotel Bar
### Schedule-at-a-Glance (Saturday)

**Saturday, February 29**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td><strong>7:00am-5:00pm</strong></td>
<td>Registration Desk Open — <em>Buckhead Pre-Function</em></td>
</tr>
</tbody>
</table>
| **7:00am-8:30am** | *HRDR* Editorial Board Breakfast Meeting — *Dahlonega*  
Discussion/exchange focused on the upcoming 3rd Edition of *Foundations of Human Resource Development* by Richard Swanson and Mesut Akdere. Your professional input is needed. Moderated by Mesut Akdere, Purdue University. |
| **7:15am-8:15am** | **SIG Meetings**  
- Scholar-Practitioner SIG — *Savannah*  
- Virtual SIG — *Marietta*  
- FDL SIG — *Oglethorpe*  
- Quantitative — *Augusta* |
| **7:15am-8:15am** | *Foundations of HRD Focus Group Breakfast* — *Suwanee*               |
| **8:15am-8:30am** | Networking and Exhibits Break — *Buckhead Pre-Function*             |
| **8:30am-10:00am** | **Breakout Sessions E**  
*Poster Session 5* — *Buckhead Pre-Function*  
- Employer Perceptions of U.S. Military Veterans as Corporate Social Responsibilities: Implications for Human Resource Development  
- CPR Could Save Your Organization: Introducing Corporate Psychological Responsibility  
- A Mixed Methods Approach to Investigating the Value of Internships in Closing the Skills Gap of Recent College Graduates  
- HRD and the Emergence of Social Finance as a Driver for Social Change.  
- Factors Advancing Staff Training and Development: The Use of Motivation and Communication Theory  
- The Effects of Using Cognitive Apprenticeship model training in Comparison to a traditional method in CPR and First aid training in a Local Community in Oman  
- Further exploring managerial coaching effectiveness |
Schedule-at-a-Glance (Saturday)

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

M
- Culture and HRD — Suwanee
- Emotional Intelligence — Augusta
- Learning & Development — Dahlonega
- Meaningful Work — Marietta

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

PD
- Propensity Score Analysis in HRD Quantitative Research — Savannah

10:00am-10:30am
Networking and Exhibits Break — Buckhead Pre-Function

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

P
- Poster Session 6 — Buckhead Pre-Function
- Assessing the psychometric properties of the abbreviated self-leadership questionnaires in Korea
- Social Construction of Celebrity and an Alternative Entrepreneurship for Women’s Career in the Digital Era: Celebpreneurship
- The Mediating Effect of Work Engagement in the Relationship between Perceived Organizational Support and Turnover Intention at the Work-Learning Dual System in Korea
- How do team leaders facilitate inter-team collaboration?
- Preparing the Next Generation of HRD Practitioners: SWOT of Project-Based Learning in the HRD Undergraduate Classroom
• Building police effectiveness: Exploring the guiding blueprint of work design to reduce work stress  
• Transforming Prescription Opioid Management with Change Theory: A Case Study 
• Occupational Stress and Workplace Incivility: Can We Bounce Back?  
• Contemporary Issues in Faculty and Staff Engagement Research: An Integrative Literature Review 
• Linking Ethical Leadership to Wellbeing: The Mediating Role of Employee Engagement 
• Refining the Employee Career Development Integration Model Through an Integrative Literature Review 
• Mixed Methods Research in Human Resource Development: Applications, Advantages, and Potential 
• Performance Management in Pakistani Secondary Schools Sector 
• An Examination of Women Leadership Development Context in Selected Countries

M  
• Career & Employment — Suwanee 
• Ethics & Values — Augusta 
• Leadership — Dahlonega 
• National HRD — Marietta

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

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

12:15pm-1:15pm  
SIG Meetings  
• Leadership SIG — Chastain B  
• India SIG — Chastain A

12:00pm-1:30pm  
HRDQ Editorial Board Lunch Meeting — Athens Meeting Room

1:30pm-3:00pm  
Critical & Diversity SIG Meeting — Heritage C
Schedule-at-a-Glance (Saturday)

1:30pm-3:00pm

Breakout Sessions G

Poster Session 7 — Buckhead Pre-Function

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

Career & Employment — Suwanee
Communication — Augusta
Ethics & Values — Dahlonega
Gender & Leadership — Marietta

Publishing Non-Empirical Research Successfully — Oglethorpe
Connecting Adult Learning and Knowledge Management for Organization Change — Buckhead A
Schedule-at-a-Glance (Saturday)

3:00pm-3:30pm
Networking and Exhibits Break — Buckhead Pre-function

3:30pm-5:00pm
Breakout Sessions H

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

Generations in the Workforce — Suwanee
Leadership & Entrepreneurship — Augusta
Learning & Development — Dahlonega
Teams — Marietta
Schedule-at-a-Glance (Saturday)

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

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

5:00pm-6:30 pm
President’s Reception & Meet the Authors — Buckhead Ballroom B

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

![Texas A&M University Education & Human Development](image)

6:30pm-8:00pm
President’s Banquet — Heritage B/C

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

![Kia Motors](image)

9:00pm
Conference Adjourns
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Pre-Conference Workshops

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

Kristin K. Frady and Claretha Hughes

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

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

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

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

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

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

VIP Tour at Kia Motors Manufacturing Georgia

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

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

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

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

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

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

Anneliese Singh, PhD, LPC is an award-winning social justice scholar and community organizer. She is a Professor and Associate Dean of the Office of Diversity, Equity, and Inclusion in the College of Education at the University of Georgia, and a Professor of Counselor Education and Counseling Psychologist. Her research, practice, and advocacy explores the resilience and liberation experiences of trans people, people of color, survivors of trauma, South Asian immigrants, and social justice and empowerment training, and she has over 100 publications among these areas. She is the author of A Clinician’s Guide to Gender-Affirming Care, in addition to the Queer and Transgender Resilience Workbook and the Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing. Anneliese is the current President of the American Psychological Association Division of Counseling Psychology. Anneliese has worked on several national competencies and guidelines projects for the American Counseling Association (ACA) and American Psychological Association (APA). She is a Fellow of both APA and ACA, and serves on multiple editorial boards.

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

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

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

Panelists

**Dr. Jeremy Bohonos**

Jeremy Bohonos is an Assistant Professor of Adult Education, Assistant Editor for New Horizons in Adult Education and Human Resource Development, and Chair of the Academy of Human Resource Development Critical HRD & Social Justice Perspectives Special Interest Group. His research focuses on organizational (in)justice with a special emphasis on race and racism in the workforce. He has published in journals including Adult Education Quarterly, Advances in Developing Human Resources, Adult Learning, and New Horizons in Adult Education and HRD.

**Dr. Juanita Johnson-Bailey**

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

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


Nathan Victoria

Nathan Victoria is a doctoral candidate in the Executive Leaders Program, Human and Organizational Learning at the George Washington University, as well as the Senior Director, Recruitment, Engagement, and Volunteerism (REV) for NASPA-Student Affairs Administrators in Higher Education, the leading voice for student affairs administration, policy, and practice. Featured as the “Exec of the Future: Change Agent” by Associations Now and recognized as one of Forum’s Forty Under 40 Award Winners, he curates the arc of experience for the student affairs profession. More information about his project can be found at https://www.buildingbayanihan.org/.

Nathan’s Golden Circle: I stand on the shoulders of those who have come before. Not everyone can speak their truths, but I have
been fortunate and privileged in having found mine. Through inspiration, innovation, and innovation, I empower those around me, strategically squeaking, to make agents of change.

Dr. Cynthia M. Sims

Cynthia M. Sims is an Assistant Professor and program coordinator of the Master of Human Resource Development, Department of Educational and Organizational Leadership, College of Education, Clemson University, Clemson, South Carolina, U.S.A. Her research focuses on the ways gender and diversity influences the enactment of leadership in the workplace. She was recognized with an Emerald Literati Award, Highly Commended 2019 for a research publication. Dr. Sims is the founder director and co-lead of Clemson’s gender equity leadership development and mentoring program for faculty an ADVANCE initiative. She has a bachelor’s degree from Lake Forest College, a master’s from the College of Education, Harvard University, and a doctorate in organizational leadership from the University of Maryland Eastern Shore. Prior to her academic career, Dr. Sims was employed with a U.S. fortune 100 company, serving as the Director of Staff Operations, Director of Learning and Performance Improvement, and Director of Human Resources.
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Poster Session 1
A Study of the Influence of Big Five Personality Factors on Training and Development Outcomes
Session ID: 722579
   Autumn Kelly, University of Houston
   Tomika Greer, University of Houston

Applying Implicit Theories to Veteran Career Transitions: Implications for Human Resource Development
Session ID: 731955
   Michael Kirchner, Purdue University Fort Wayne
   Louis Hickman, Purdue University

Enhancing Competencies of Future Professionals Interviewing Deaf Job Candidates
Session ID: 732518
   Hayley Stokar, Purdue University Northwest
   Claudia Mich, Purdue University Northwest

Let’s Get Real About Augmented/Virtual Reality: A Case Study of Technology Opportunities and Challenges within a Large Insurance Organization
Session ID: 734596
   Jeanne Koehler, State Farm
   Nancy Pope, State Farm
   Dean Turner, State Farm

PsyCap and Diversity in Organizations: LGBTQ PsyCap Awareness
Session ID: 736253
   Johanna Sweet, Roanoke College
   Emily Curfman, Roanoke College
   Elizabeth Helminski, Roanoke College

Enhancing Citizenship Behavior and Social Capital in Higher Education
Session ID: 737402
   Sung “Pil” Kang, University of New Mexico
   Caleb Seung-Hyun Han, University of Georgia
   Eunjung Grace Oh, University of Illinois Urbana-Champaign
   Yun Kyung Seo, Seoul Women’s University
An agile approach to post-training follow-up design for motivation to transfer  
**Session ID: 737438**  
Pimsiri Aroonsri, University of Minnesota

Exploring Effective Digital Technologies in Online Teacher Training Programs  
**Session ID: 737475**  
Jie Ke, Jackson State University  
Rui Kang, Georgia College & State University  
Millard Bingham, Jackson State University

Exploring Cybersecurity issues in HRD: A Literature Review of Cybersecurity Training  
**Session ID: 737633**  
Lisa Newman, University of Georgia  
Caleb Seung-Hyun Han, University of Georgia

The relationships among participation in employee development programs, organizational commitment and turnover of non-medical staff in a nonprofit medical institution in Lebanon  
**Session ID: 737775**  
Raghida Abdallah Yassine, University of Illinois Urbana-Champaign  
Ronald Jacobs, University of Illinois at Urbana-Champaign

Learning Culture as differentiator in outlier stores of fast food organization  
**Session ID: 739137**  
Jill Jinks, University of Georgia  
Karen Watkins, University of Georgia

Schopenhauer Therapy for Algorithmic Malaise  
**Session ID: 739155**  
John Hammond, The University of Georgia

Programmatic Assessment Effectiveness: Conceptualization of a Medical Education Model  
**Session ID: 739187**  
Boyung Suh, Southern Illinois University School of Medicine  
Chungil Chae, Penn State University
Exploring Top Executive Leaders’ Knowledge Sharing: A Social Network Analysis Approach
Session ID: 739708
JiYoon Shin, ChangShin Inc.
Jihye Oh, Texas A&M University
Seung Won Yoon, Texas A&M University-Commerce
Caleb Seung-Hyun Han, University of Georgia
Johyun Kim, Texas A&M University-Commerce
Moon Ju Sung, National Assembly Futures Institute

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

Career & Employment

Session ID: 704548
Phyllis Tate, University of Illinois at Urbana-Champaign
Ronald Jacobs, University of Illinois at Urbana-Champaign

Utilizing Work Ability Index in Strategic Human Resource Development Decisions: A Hungarian Study
Session ID: 738783
Iván Zádori, University of Pécs, Hungary
Gábor Szécsi, University of Pécs, Hungary
Antal Tibold, University of Pécs, Hungary
Gergely Fehér, University of Pécs, Hungary
Zsolt Nemeskeri, University of Pécs, Gál Ferenc College, Hungary

Self-perceived Employability: Investigating the Responses of Students in HRD Field
Session ID: 737643
Yuanlu Niu, University of Arkansas
Xu Xu, Henderson State University
Yvonne Hunter-Johnson, North Carolina A&T State University

Conceptualizing Sustainable Employment
Session ID: 734824
Sarah Minnis, Western Carolina University
**Breakout Sessions A**

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

**Coaching & Mentoring**

*Exploring Independent Human Resource Development Consulting Practice and Expertise in Colombia through Reflective Practice*

**Session ID: 734625**

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

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

**Session ID: 739766**

Huh-Jung Hahn, Winona State University

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

**Session ID: 738196**

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

*A Mentoring Relationship between International Instructors and Undergraduate Assistants: Challenges and Opportunities*

**Session ID: 739260**

Jennifer Jihae Park, Indiana University
Yonjoo Cho, Indiana University

**Leadership & Culture**

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

**Session ID: 722041**

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

Cross-Cultural Comparative Leadership Studies in the Past Decade: A Review and Update
Session ID: 739770
Ann Herd, University of Louisville
Kevin Lowe, The University of Sydney

Positive Leadership and Followers’ Performance
Session ID: 739205
Saurabh Gupta, The University of Southern Mississippi
Quincy Brown, The University of Southern Mississippi

Essential Female Leadership Competencies for Industry 4.0
Session ID: 738870
Szufang Chuang, Indiana State University
Barbara Eversole, Indiana State University

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

Unlearning
Unlearning in the Workplace: Review and Summary
Session ID: 737873
Sunyoung Park, Louisiana State University
Eun-Jee Kim, Seoul Women’s University

Forgetting to Learn and Learning to Forget: The Call for Organizational Unlearning
Session ID: 737937
Mandolen Mull, Rockford University
Clay Duffy, Rockford University
Dave Silberman, Red Leaf Ventures

Organizational Unlearning for Human Resource Development: An Integrated Model
Session ID: 739743
Huyen Nguyen, Texas A&M University
Jia Wang, Texas A&M University
**Learning & Development**

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

**Session ID: 739440**
Kesiena Ebenade, Sport Ireland

**Training Volunteers: A Literature Review**

**Session ID: 739653**
Bruce Brown, Texas A&M University
Jia Wang, Texas A&M University

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

**Session ID: 739437**
Markease Doe, Florida International University
Thomas Reio, Florida International University

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

**Session ID: 739682**
Sangok Yoo, University of Minnesota
Suhyung Lee, University of Minnesota
Sehoon Kim, University of Minnesota
Soebin Jang, Augsburg University
Daeyeon Cho, Korea University
Eun Sol Park, Korea University
Myungbin Choi, Korea University
Somin Park, Korea University
**Breakout Sessions A**

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

**F** NON-REFEREED FOCUS SESSION | *Heritage A*

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

**Session ID: 734938**

K. Peter Kuchinke, University of Illinois at Urbana-Champaign  
Alexandre Ardichvili, University of Minnesota  
Maria Cseh, George Washington University  
Khalil Dirani, Texas A&M University  
Heeyoung Han, Southern Illinois University Medical School  
Jia Wang, Texas A&M University

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

**F** NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Savannah*

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

Jamie Callahan, Newcastle Business School, Northumbria University  
Carole Elliott, Roehampton University  
Sharon Mavin, Newcastle University

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

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

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

**Session ID: 732544**

Heeyoung Han, Southern Illinois University School of Medicine  
Boyung Suh, Southern Illinois University School of Medicine
**Breakout Sessions B**

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

**P** REFEREEED POSTER | *Buckhead Pre-Function*

**Poster Session 2**

**Attachment Orientation and HRD: A Psychoneuroimmunology View**

**Session ID: 737911**
- Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
- Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
- Mandolen Mull, PURI School of Business at Rockford University

**Your Brain on Work: The Neuroscience of Trust**

**Session ID: 737944**
- Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
- Mandolen Mull, PURI School of Business at Rockford University
- Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

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

**Session ID: 738014**
- Yoshie Nakamura, George Washington University
- Kate Mistry, George Washington University

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

**Session ID: 738195**
- Chaewon Yang, University of Georgia
- Kyoungshin Kim, Sungkyunkwan University

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

**Session ID: 738227**
- Nicole Cannonier, Savannah State University
Breakout Sessions B

Supervisors’ Support and Training Transfer: A Meta-Analysis (Work in progress)
Session ID: 738688
Nuzulul Isna, Texas A&M University
Fredrick Nafukho, Texas A&M University

Questions from the Airport
Session ID: 738817
Cynthia Digby, University of Florida

Diversity in HRD Scholars: Analysis of Ethnic diversity in Co-Authorship Papers
Session ID: 738997
Ki Bum Noh, University of Minnesota - Twin Cities

Employee Trust and HRD: Current Insights and Future Directions
Session ID: 739127
Amin Alizadeh, Texas A&M University
Shaoping Qiu, Texas A&M University
Khalil Dirani, Texas A&M University

The Trends of Neuroscientific Research for Human Resource Development: A Keywords Network Analysis
Session ID: 739129
Chang Sung Jang, University of Oklahoma
Doo Hun Lim, University of Oklahoma
Sungbum Cho, Hansung University
Junghwan Kim, University of Oklahoma

Evolution of Self-Managed Organizations—Organization Development’s Consistent Task
Session ID: 739223
Robert Ellis, The University of Georgia
Karen Watkins, University of Georgia

Exploring Motives, Processes, and Outcomes of Reflective Capacity Development of Academic Medicine Faculty
Session ID: 739230
Boyung Suh, Southern Illinois University School of Medicine
Stacy Sattovia, Southern Illinois University School of Medicine
Breakout Sessions B

Impact of Artificial Intelligence on Recruitment: Implications for HRD Practice
Session ID: 739268
Siham Lekchiri, Western Carolina University
Marie-Line Germain, Western Carolina University
Sarah Minnis, Western Carolina University

Exploring the Relationship between the Impostor Phenomenon, Flow at Work, and Authentic Leadership Using the Job Demands-Resources Theory
Session ID: 739721
Katsiaryna Matusevich, Barry University
Priva Fischweicher, Barry University

Helping and Wishlist Factors for Successful Adoption of Appreciative Inquiry
Session ID: 739724
Robert Ketchem, Penn State University

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

Diversity, Inclusion, Social Justice
Moving beyond productivity: Towards whole-person disability inclusion in the workplace
Session ID: 737494
Chang-kyu Kwon, Oakland University
Aliki Nicolaides, University of Georgia

Backlash at Work: Types, Antecedents, and Coping Strategies
Session ID: 737823
Jin Lee, Texas A&M University
Jieun Yi, Texas A&M University
Hyounju Kang, Korea University

Paradigmatic, Theoretical, and Philosophical Perspectives for Social Justice Pedagogy: A Human Relations Perspective
Session ID: 737897
Marilyn Byrd, University of Oklahoma
**Mindfulness**

**Possible Drivers of Self-Actualization**

Session ID: 710602

Samuel Adams, Cornell University

Thomas Reio, Florida International University

**The operationalisation of informal learning through managed reflective practice**

Session ID: 737891

Bernadette McDonald, Liverpool John Moores University

**Mindfulness Training in the Workplace: Exploring its Scope and Outcomes**

Session ID: 739354

Karen Johnson, University of North Texas

Sunyoung Park, Louisiana State University

Sanghamitra Chaudhuri, Metropolitan State University

**The Case for Mindfulness Scholarship and Practice in HRD**

Session ID: 739500

Joseph Wohkittel, Metropolitan State University / University of Minnesota
**Employee Engagement**

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

**Session ID: 737885**

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

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**Exploring Incongruence Effect of CSR Actions toward Employee Job Outcomes**

**Session ID: 738449**

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

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

**Session ID: 739515**

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

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**Gender Issues in the Workplace**

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

**Session ID: 733153**

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

**Negotiating Positionality in the Online Diversity HRD Course: A Feminist Narrative Inquiry of Teacher Self-Disclosure**  
**Session ID: 734203**  
Hyungjoo Yoon, The University of Georgia  
Diann Jones, The University of Georgia

**Women on Boards and Their Effect on Opportunities for Women: An Examination of the Davies Review**  
**Session ID: 738102**  
Silvana Chambers, University of Houston-Clear Lake

**Gender Equity and Work for Sustainable Development: Applications of Transnational Feminism to HRD**  
**Session ID: 738114**  
Jill Zarestky, Colorado State University  
Sarah Ray, Texas A&M University  
Joshua Collins, University of Minnesota

---

**Veterans**

**Veterans Serving the Franchise Sector: Exploring the Appeal**  
**Session ID: 735718**  
Erin Mires, University of Louisville  
Denise Cumberland, University of Louisville

**Learning Challenges Faced by Transitioning Military Service Members: Voices of Military Transition Counselors**  
**Session ID: 738122**  
Ann Herd, University of Louisville  
Faith Stull, Purdue University Fort Wayne  
Michael Kirchner, Purdue University Fort Wayne

**Career Transition of Military Veterans: A Systematic Literature Review and Agenda for Future Research and Practice**  
**Session ID: 739701**  
Jihye Oh, Texas A&M University  
Jia Wang, Texas A&M University

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Friday, February 28 | 8:30-10:00am
### Breakout Sessions B

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

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<th>Session Type</th>
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<td>Buckhead A</td>
<td>Evidence of HRD Espoused vs Worlds-in-Action. What Could This Lend When It Comes to Discussions About Our Future?</td>
<td>734944</td>
<td>Holly Jackson, Virginia Commonwealth University, Robin Hurst, Virginia Commonwealth University</td>
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<td>NON-REFEREED FOCUS SESSION</td>
<td>Savannah</td>
<td>Leading or Misleading HRD Research? Testing the NHRD Claims with China’s HRD Policies 1949-2019</td>
<td>735426</td>
<td>Greg Wang, The University of Texas at Tyler</td>
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<tr>
<td>NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP</td>
<td>Heritage A</td>
<td>Academic writing for novices: A roadmap to publishing</td>
<td>735709</td>
<td>Jeremy Bohonos, Buffalo State College, Jill Zarestky, Colorado State University, Tonette Rocco, Florida International University, Sunny Munn, Florida International University, Stephanie Sisco, University of Minnesota, Joshua Collins, University of Minnesota</td>
</tr>
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**Poster Session 3**

**Legislating a Woman’s Seat at the Board: Shattering the Glass Ceiling or Building a New One?**  
Session ID: 739181  
Silvana Chambers, University of Houston-Clear Lake

**Veterans In Transition: Embracing Transitional Challenges, Application of Transfer of Training and Promoting a Conducive Work Environment**  
Session ID: 739204  
Yvonne Hunter-Johnson, North Carolina A&T State University

**Evolution of Strategic Human Resource Practice**  
Session ID: 739364  
Jeong-Ha Yim, University of Georgia  
Wendy Ruona, University of Georgia

**Job Stress and Facet Job Satisfaction in Laboratory Animal Care Workers: A Correlational Quantitative Study and Implications for HRD**  
Session ID: 739438  
Ebube Utomi, Priority One Services  
Marie-Line Germain, Western Carolina University (UNC System)

**Identifying Opportunities with Employee Volunteer Programs: A Literature Review**  
Session ID: 739466  
Charity Hamilton, University of Southern Mississippi  
Quincy Brown, University of Southern Mississippi

**Employee engagement: Understanding the millennial workforce**  
Session ID: 739480  
Matthew Hurtienne, Concordia University of Wisconsin  
Laura Hurtienne, Concordia University of Wisconsin  
Madelyn Kempen, Concordia University of Wisconsin
Organizational Learning and Citizenship Behavior in Small and Medium Enterprises in Vietnam: Employee Engagement as Mediation  
**Session ID: 739495**  
Huyen Thi Minh Van, Texas A&M University  
Fredrick Nafukho, Texas A&M University

Exploring the Other Side of Burnout  
**Session ID: 739514**  
Nekeisha Randall, University of Georgia

Pygmalion effect: A study of organization expectations and employee performance  
**Session ID: 739561**  
Melissa Taylor, University of Louisville

Linking HR Practices, Organizational Culture, Structure, Strategy, and Organizational Performance: Moderating Role of Retention  
**Session ID: 739750**  
Regin Justin, The University of Texas at Tyler

Women Leadership and Leadership Identity Development in Azerbaijan  
**Session ID: 739277**  
Chilanay Safarli, George Washington University  
Maria Cseh, George Washington University

Utilizing a Logic Model to Evaluate an Interdisciplinary Initiative at a Research I University  
**Session ID: 739287**  
Amanda Garr, Texas A&M University  
Sarayu Sankar, Texas A&M University  
Michael Beyerlein, Texas A&M University  
Patrice French, Texas A&M University  
Patricia Goodson, Texas A&M University  
Kenneth McLeroy, Texas A&M University  
Carla Liau-Hing Yep, Saint Mary’s College of California

The Leadership Role of Village Leaders’ Spouses: A Case Study in Aceh Province, Indonesia (research proposal)  
**Session ID: 739306**  
Nuzulul Isna, Texas A&M University
Breakout Sessions C

Employee Wellness and Retention in the Policing Profession: A Systematic Literature Review
Session ID: 739734
Todd Brimm, University of Louisville
Ann Herd, University of Louisville
Kevin Rose, University of Louisville

Exploring Perceived Challenging Factors of Employment among Korean Undergraduates: A Qualitative Study
Session ID: 739751
Jiwon Park, Korea University of Technology and Education
Woocheol Kim, Korea University of Technology and Education
Heajung Woo, Korea University of Technology and Education

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

HRD Research
How is HRD Related to Other Disciplines? The Analysis of 100 Most Frequently Cited Empirical Articles Published in Three HRD Journals
Session ID: 738171
Jaekyo Seo, University of Minnesota - Twin Cities
Suhyung Lee, University of Minnesota
Alexandre Ardichvili, University of Minnesota

Community-Engaged Scholarship: Where’s HRD?
Session ID: 739720
Emily Morrison, The George Washington University

A Literature Review of Human Resource Analytics: Implications for Human Resources
Session ID: 738740
Yeling Jiang, Purdue University
Mesut Akdere, Purdue University

Disciplinary Interactions and Collaborations in Research: Exploring Possibilities for HRD Researchers and HRD
Session ID: 739588
Wendy Ruona, University of Georgia
Julie Gedro, SUNY Empire State College
Learning & Development
The Mediating Role of Learning Agility and Organizational Learning on Goal Orientation and Adaptive Performance
Session ID: 734137
Min Hee Yoo, Korea University
Doo Hun Lim, University of Oklahoma
So Kyum Yoon, Korea University

Exploring Antecedents of Learning Agility: Towards Corporate Employees in Manufacturing Industry in South Korea
Session ID: 737398
Miai Kim, Hyundai Group
Chan Lee, Seoul National University
Ahreum Lim, University of Georgia

Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas using a Borich’s Needs Assessment Model: A Focus on Degree Programs at Universities
Session ID: 738167
Yunsoo Lee, Hanyang University
Shinhee Jeong, Louisiana State University
Daeyeon Cho, Korea University

Why Become a Learning Organization: Measuring the Dimensions of Learning at the University of the Bahamas
Session ID: 738762
Jason Styles, University of the Bahamas
Lisa Knowles, St Thomas University
Breakout Sessions C
Friday, February 28 | 1:30-3:00pm

Teams

In-Group and Out-group Dynamics and Inclusive Strategies for Team Performance Development
Session ID: 739735
Soo Jeoung Han, Boise State University
Jaeheun Lee, Konkuk University Glocal Campus
Chungil Chae, Penn State University

The Mediating Role of Knowledge Sharing and Team Learning on the Relationship between Trust, Psychological Safety, and Virtual Team Effectiveness
Session ID: 735976
Woongbae Park, Al Akhawayn University in Ifrane

Transformative Learning in Self-Directed Teams: An Integrative Literature Review
Session ID: 737833
Robert Ellis, The University of Georgia
Caleb Seung-Hyun Han, University of Georgia

Managers’ Perspectives on Developing Teams in the Public Sector: A Case Study of a Traffic Division in a Local County Government
Session ID: 738682
Soo Jeoung Han, Boise State University
Bora Jin, Texas A&M University
Jie Chen, Boise State University
Mehrangiz Zadegh Abadi, Texas A&M University
Mathew Selker, Walsh University
Breakout Sessions C

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

**Work Engagement**

The Role of Transformational Leadership in Work Engagement

Session ID: 738862

- Jovana Markovic, Barry University
- Ivana Fredotovic, Barry University

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

Session ID: 736247

- Marietta Kim Nimon, University of Texas - Tyler
- Brad Shuck, University of Louisville
- Julia Fulmore, University of Dallas
- Drea Zigarmi, The Ken Blanchard Companies

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

Session ID: 739253

- Yoonhee Park, Ewha Womans University
- Doo Hun Lim, University of Oklahoma
- Woocheol Kim, Korea University of Technology and Education
- Hana Kang, Michigan State University
Diversity, Inclusion, Social Justice

Diversity Training Programmes in Organisation: A Conceptual Framework
Session ID: 739422
Hussain Alhejji, Australian College of Kuwait

The Effect of Employment Works Canada Program for Individuals with ASD: A Hope-Action Theory Perspective
Session ID: 739571
Hyung Joon Yoon, Pennsylvania State University
Eunjung Grace Oh, University of Illinois Urbana-Champaign

Social Construction of Knowledge in HRD: Absent (Black) Narratives
Session ID: 739759
Stephanie Sisco, University of Minnesota
Tasha Hart-Mrema, University of Minnesota-Twin Cities
Eniola Aderibigbe, University of Minnesota
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<tbody>
<tr>
<td><strong>Looking for a meaningful conversation? Experience a Mentoring Episode with an Expert Scholar and with Peers!</strong></td>
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<tr>
<td>Rajashi Ghosh, Drexel University</td>
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<tr>
<th>Session ID: 734071</th>
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<tr>
<td><strong>Exploring the Basics of Qualitative Data Analysis</strong></td>
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<td>Yonjoo Cho, Indiana University</td>
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<td>Jessica Lester, Indiana University</td>
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<th>Heritage A</th>
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<tr>
<td><strong>Congratulations!!! You’ve got a Revise and Resubmit! Now What?: Meet the Editors Panel on “How to Successfully Revise your Manuscript for Publication”</strong></td>
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<tr>
<td>Robert Yawson, Quinnipiac University</td>
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<td>Rajashi Ghosh, Drexel University</td>
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<td>Thomas Reio, Florida International University</td>
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<tr>
<td>Jia Wang, Texas A&amp;M University</td>
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<tr>
<td>Jessica Li, University of Illinois at Urbana-Champaign</td>
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<tr>
<td>Marilyn Byrd, University of Oklahoma</td>
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Human Resource Development Practices and Employee Engagement - Examining the Connection with Employee Turnover Intentions: A Replication and Extension using Structural Equation Modeling
Session ID: 738880
Julia A. Fulmore, University of Dallas
Joy Cooper, Texas A&M University - Texarkana
Anthony Fulmore, Texas A&M University - Central Texas

Quantitative modeling informal and incidental learning as used by adaptive agents engaging in simulation based games
Session ID: 739147
Jill Jinks, The University of Georgia

Testing the Validity of Instagram as the Medium for Data Collection in HRD
Session ID: 739612
Bhagyashree Barhate, Texas A&M University
Deepu Kurian, Texas A&M University

What Makes Older Employees Stay? Exploring Antecedents of Their Turnover Intention
Session ID: 731544
Sunyoung Park, Louisiana State University
Shinhee Jeong, Louisiana State University

Work Stressors as Drivers of Reduced Employee Engagement
Session ID: 733321
Josh Serlock, Metropolitan State University
Joseph Wohkittel, Metropolitan State University / University of Minnesota

Drivers of Turnover in a Retail Firm: Results from an Exit Survey
Session ID: 733999
Ingrid Alm, Metropolitan State University
Joseph Wohkittel, Metropolitan State University / University of Minnesota
Breakout Sessions D

Gender Differences in Entrepreneurship in South Korea
Session ID: 734276
Jieun You, Yonsei University
Jiwon Park, Korea University of Technology and Education
Yonjoo Cho, Indiana University

Evolving Theory and Practice for Informal and Incidental Learning in the Workplace
Session ID: 734419
Beixi Li, University of Georgia
Carrie Ann Harman, University of Georgia

Employee Engagement Scale (EES): A Validation Study in the South Korean context
Session ID: 734858
Dae Seok Chai, Colorado State University
Woocheol Kim, Korea University of Technology and Education
Brad Shuck, University of Louisville

Examining Structural Relationships between Learning Agility, Organizational Support, Professional Commitment, and Organizational Commitment in Korean Public TVET Institutions
Session ID: 735213
Youngeun Wee, Korea Polytechnics
Woocheol Kim, Korea University of Technology and Education
Changhyun Im, SK Innovation

Promoting Effective Personal Branding to Create Optimal Leader Identity in Organizations
Session ID: 739340
Clay Duffy, Rockford University
Mandolen Mull, Rockford University

A Study on Career Decision-Making Process of College Students Applying to Career Self-Management Model
Session ID: 739360
Yoon-Jeong Won, University of Illinois - Urbana Champaign

Protean career orientation and career related continuous learning among online university students in South Korea
Session ID: 739363
Yujin Kim, University-Industry Foundation, Yonsei University
Wonju Park, Hanyang Cyber University
The Academic Preparation Strategies Particularly for a Graduate Curriculum in Korea: Comparison to the U.S.
Session ID: 739753
Ahreum Ju, University of Illinois at Urbana-Champaign

Two Different Approaches to Leadership Development
Session ID: 739769
Huh-Jung Hahn, Winona State University
Sungjun Kim, University of Illinois at Urbana-Champaign

Communication & Collaboration
Inter-institutional Collaboration: A Case for Higher Education and Assessing the Value Proposition for Collaboration Across Universities
Session ID: 736210
Alexander Williams, University of Louisville
Denise Cumberland, University of Louisville
Sharon Kerrick, University of Louisville

The Mutual Impact of University President’s Leadership and Organizational Justice on Knowledge Sharing: The Mediating Effect of Communication
Session ID: 738209
Ji Hoon Song, Hanyang University
Myunghyun Yoo, Hanyang University
Youjin Jang, Hanyang University
Soo Jung Kim, Hanyang University

Can We Talk? Improving Employee Performance Using Motivating Language and Feedback Orientation
Session ID: 739247
Emily Elsner Twesme, Bright Business Consulting
Jon Werner, University of Wisconsin-Whitewater
Aditya Simha, University of Wisconsin-Whitewater
REFEREED FULL MANUSCRIPT | Augusta

**Culture and HRD**

**Korean Chaebols and Lessons for Global HRD – A Literature Review**
*Session ID: 726471*
Deepu Kurian, Texas A&M University

**Working Abroad: A Qualitative Exploration of Expat and Trailing Spouse Adjustment in the United Kingdom**
*Session ID: 737597*
Silvana Chambers, University of Houston-Clear Lake
Jessica McCann, University of Texas at Tyler
Cheryl DePonte, University of Texas at Tyler
David Macauley, University of Texas at Tyler

**Dimensions of National Culture as Predictors of Salary among Project Management Professionals**
*Session ID: 738221*
Tomika Greer, University of Houston
Lila Carden, University of Houston

**The Relationship between Industry Types and Employee Culture Satisfaction: Mining Employee Reviews on indeed.com**
*Session ID: 738123*
Suhyung Lee, University of Minnesota - Twin Cities
Jaekyo Seo, University of Minnesota - Twin Cities
Bo Fang, University of Minnesota
Wellbeing
A Validation Study of the Korean Version of the Thriving at Work Measurement
Session ID: 735620
Jaeyoung Lee, KT&G
Yunsoo Lee, Hanyang University

An Introduction to Work Determinants of Health: Implications for Research and Practice in Human Resource Development
Session ID: 736770
Brad Shuck, University of Louisville

The effects of High-Performance Work System on Innovative Work Behavior: Role of Psychological Well-being and Organizational Justice
Session ID: 738169
Dong-Yeol Yoon, Konkuk University
Caleb Seung-Hyun Han, University of Georgia
Jun Cho, Human Resources Development Service of Korea
Ahreum Lim, University of Georgia

Serving for Thriving: A Moderated Mediation Analysis on the Relationship between Servant Leadership and Thriving at Work
Session ID: 739668
Soebin Jang, Augsburg University
Sangok Yoo, University of Minnesota
Jin Lee, Texas A&M University
Yunsoo Lee, Hanyang University
Breakout Sessions D

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

**M**

**REFEREED FULL MANUSCRIPT | Marietta**

**Future of HRD**

The Evolution of the Workforce During the Fourth Industrial Evolution

*Session ID: 717753*

Denise Rotatori, Columbia University
Eun J Lee, Columbia University
Sheryl Sleeva, Columbia University

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

*Session ID: 738985*

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

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

*Session ID: 737487*

Lam Nguyen, Foreign Trade University, Hanoi
Tam Phuong, Foreign Trade University, Hanoi


**PD**

**NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Savannah**

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

*Session ID: 735960*

Jeanne Koehler, State Farm
**Breakout Sessions D**

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

**F**

**NON-REFEREED FOCUS SESSION | Heritage A**

**Book Club**

**Session ID: 735550**

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

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

**H**

**NON-REFEREED HRDTALK | Oglethorpe**

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

**Session ID: 717549**

Lawrence Salone, Louisiana State University

**Personality Testing in HRD – Six Sensemaking Strategies for Professional Practice**

**Session ID: 739554**

Henriette Lundgren, The George Washington University

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

**Session ID: 739758**

Jinfang (Jackie) Liu, University of Minnesota

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

**Session ID: 738593**

Jaekyo Seo, University of Minnesota - Twin Cities  
Meg Fitzgerald-Sisk, University of Minnesota
**Poster Session 5**

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

*Session ID: 735682*

- Michael Kirchner, Purdue University Fort Wayne
- Susan Yelich-Biniecki, Kansas State University
- David Vacchi, Liberty University

**CPR Could Save Your Organization: Introducing Corporate Psychological Responsibility**

*Session ID: 736334*

- Johanna Sweet, Roanoke College

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

*Session ID: 736555*

- Cory Wicker, University of Southern Mississippi Gulf Coast
- Quincy Brown, University of Southern Mississippi

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

*Session ID: 736628*

- Jiwon Park, Korea University of Technology and Education
- Woocheol Kim, Korea University of Technology and Education
- Jiyoung Kim, Korea University of Technology and Education

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

*Session ID: 736675*

- Robert Yawson, Quinnipiac University
Breakout Sessions E

Factors Advancing Staff Training and Development: The Use of Motivation and Communication Theory  
**Session ID: 737193**  
Danying Chen, University of Illinois at Urbana-Champaign  
Xiao Xu, University of Illinois at Urbana Champaign

The Effects of Using Cognitive Apprenticeship model training in Comparison to a traditional method in CPR and First aid training in a Local Community in Oman  
**Session ID: 737266**  
Issa Al Balushi, Pennsylvania State University

Further exploring managerial coaching effectiveness  
**Session ID: 737298**  
Sewon Kim, State University of New York/SUNY Empire State  
Junhee Kim, Korea University  
Sehoon Kim, University of Minnesota

The latent profiling of Kaleidoscope career attitude of Korean employees  
**Session ID: 737372**  
Jaeeun Lee, Konkuk University, Institute for Innovative Education  
Ahreum Lim, University of Georgia

The Impact of Emotional Intelligence in the Military Workplace  
**Session ID: 737511**  
Deyanira Garcia Zea, Texas A&M University  
Sarayu Sankar, Texas A&M University  
Nuzulul Isna, Texas A&M University

The Development of a Liminal Leadership Scale  
**Session ID: 739385**  
Leslie Shaw-VanBuskirk, The University of Oklahoma  
Doo Hun Lim, University of Oklahoma  
Sondra Petty, Southeastern Oklahoma State University

The Role of Self-Directed and Self-Initiated Learning in Career Development: Expanding Boundaries in the New Economy  
**Session ID: 739420**  
Julie Gedro, SUNY Empire State College
Review of Design Thinking Literature: Implications for HRD in a Technologically Advancing Age
Session ID: 739479
Elisabeth Bennett, Northeastern University

The relationships among E-mentoring, work engagement and job performance for Teaching Assistants of online courses in Korea: Lesson from United States
Session ID: 739781
Ahreum Ju, University of Illinois at Urbana-Champaign

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

**Culture and HRD**

The Downside of Bringing Pets to Work: Voices of a Silent Population
Session ID: 738238
Xinyi Bian, Texas A&M University
Jia Wang, Texas A&M University

Country Effects on Teacher Turnover Intention: A Multilevel, Cross-National Analysis Abstract
Session ID: 739098
Lixia Qin, Texas A&M University
Mario Torres, Texas A&M University

An Empirical Case for Culture Change in Healthcare Delivery
Session ID: 739373
Emmanuel Osafo, Washington State University
Robert Yawson, Quinnipiac University
Emotional Intelligence

The Development of Emotional Intelligence, Self-Efficacy and Locus of Control in MBA Students
Session ID: 710692
Claire Thompson, Central Queensland University
Adrian Kuah, James Cook University
Regina Foong, James Cook University
Eddy Ng, Bucknell University

Should we Develop Individuals Emotionally and Psychologically? Combined Effects of Emotional Intelligence and Psychological Capital on Effective Investment Decision Making.
Session ID: 738284
Sania Mazhar, Army Public College of Management and Science Rawalpindi, Pakistan
Adnan Riaz, Allama Iqbal Open University
Shakeel Sabir, Allama Iqbal Open University

The Role of Leader Emotional Intelligence in Organizational Learning: A literature review using 4I Framework
Session ID: 739611
Navjot Kaur, Rochester Institute of Technology
Malavizhi Hirudayaraj, Rochester Institute of Technology
**Learning & Development**

Learning and Mergers and Acquisitions: An Integrative Literature Review  
Session ID: 739729  
Consuelo Waight, University of Houston  
Saadia Batool, Cisco

Forecasting the Financial Benefits of Structured On-the-Job Training and Unstructured On-the-Job Training on Knowledge-Based Tasks in Terms of their Training Efficiency and Training Effectiveness  
Session ID: 739733  
Eunbyul Park, University of Illinois at Urbana-Champaign  
Ronald Jacobs, University of Illinois at Urbana-Champaign

Mediating Effect of Social Media Use Behavior on the Relationship between Predictor Factors and Work Success: A Conceptual Model for Talent Learning and Development  
Session ID: 736296  
Fatemeh Dena Rezaei, Texas A&M University  
Michael Beyerlein, Texas A&M University
Meaningful Work
The relationship of the meaning of work and related constructs in HRD and Using a Systems Framework to Drive Future Research, Theory, and Practice
Session ID: 736300
Tabitha Coates, James Madison University

Examining the Mediating Role of Team Growth Mindset on the Relationship of Individual Mindsets and Shared Leadership
Session ID: 739386
Soo Jeoung Han, Boise State University
Lei Xie, Texas A&M University
Jiacheng Lu, Texas A&M University
Miranda F. Walichowski, Texas A&M University
Michael Beyerlein, Texas A&M University
Rodney Boehm, Texas A&M University

Organizational Learning Culture, Organizational Commitment, and Job Involvement in Early Careers: The Mediating Role of Meaningful Work
Session ID: 737770
Seonghye Kim, Yonsei University
Wonsup Chang, Yonsei University
Jihyun Chang, FMASSOCIATES
NON-REFEREED FOCUS SESSION | Buckhead A

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

Session ID: 737454
Sanghamitra Chaudhuri, Metropolitan State University
Sehoon Kim, University of Minnesota
Gary McLean, McLean Global Consulting
Jie Ke, Jackson State University

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Savannah

Propensity Score Analysis in HRD Quantitative Research
Session ID: 737626
Greggory Keiffer, Houston Baptist University
Bryn Hammack-Brown, Tarleton State University
Kim Nimon, The University of Texas at Tyler
Thomas Kramer, Penn State University Mont Alto

NON-REFEREED FOCUS SESSION | Heritage A

Team Learning for Innovation and Knowledge Generation
Session ID: 738070
Victoria Marsick, Teachers College, Columbia University
Nicholas Pelzer, The Wallace Foundation
Stacey Robbins, Seattle University
Elizabeth Robinson, Healthcare Consultancy Group
Sheryl Sleeva, Columbia University
NON-REFEREED FOCUS SESSION | Heritage B

Challenges in Needs Assessment
Session ID: 739633
Darlene Russ-Eft, Oregon State University
Yonjoo Cho, Indiana University
Gary McLean, McLean Global Consulting
Sandra Williams, Northeastern Illinois University

NON-REFEREED FOCUS SESSION | Oglethorpe

Contribution of researchers from Asia to the discipline of HRD: current status and future priorities
Session ID: 738252
Malarvizhi Hirudayaraj, Rochester Institute of Technology
Vishal Arghode, Indian Institute of Management Nagpur

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Poster Session 6

Assessing the psychometric properties of the abbreviated self-leadership questionnaires in Korea
Session ID: 737657
Wonsul Choi, Korea University
Jiwoon Kang, Korea University
Yoojin Jun, Korea University

Social Construction of Celebrity and an Alternative Entrepreneurship for Women’s Career in the Digital Era: Celebpreneurship
Session ID: 737676
Jin Lee, Texas A&M University

The Mediating Effect of Work Engagement in the Relationship between Perceived Organizational Support and Turnover Intention at the Work-Learning Dual System in Korea
Session ID: 737695
Wonseok Kang, Korea University of Technology and Education
Hyunjeong Jo, Korea University of Technology and Education
Jiyong Kim, Korea University of Technology and Education
Heajung Woo, Korea University of Technology and Education
Woocheol Kim, Korea University of Technology and Education
Mi Hwa Kim, Korea University of Technology and Education

How do team leaders facilitate inter-team collaboration?
Session ID: 737824
SuJin Son, Chosun University
Jieun Song, KT DS

Preparing the Next Generation of HRD Practitioners: SWOT of Project-Based Learning in the HRD Undergraduate Classroom
Session ID: 737831
Noorjehan Brantmeier, James Madison University
Breakout Sessions F

Building police effectiveness: Exploring the guiding blueprint of work design to reduce work stress
Session ID: 737844
Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
Judy Sun, Soules College of Business The University of Texas at Tyler

Transforming Prescription Opioid Management with Change Theory: A Case Study
Session ID: 737855
Rob Carpenter, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy
Judy Sun, Soules College of Business The University of Texas at Tyler
Dave Silberman, The University of Texas at Tyler Ben and Maytee Fisch College of Pharmacy

Occupational Stress and Workplace Incivility: Can We Bounce Back?
Session ID: 737929
Laura Batista, Florida International University
Thomas Reio, Florida International University

Contemporary Issues in Faculty and Staff Engagement Research: An Integrative Literature Review
Session ID: 737940
E. Kobena Osam, University of Louisville
Matt Bergman, University of Louisville

Linking Ethical Leadership to Wellbeing: The Mediating Role of Employee Engagement
Session ID: 737942
E. Kobena Osam, University of Louisville
Nicole Dillard, Northern Kentucky University
Refining the Employee Career Development Integration Model Through an Integrative Literature Review  
Session ID: 739524  
Hyung Joon Yoon, Pennsylvania State University  
Rania Elanwer, Pennsylvania State University  
Yu-Ling Chang, Pennsylvania State University  

Session ID: 739538  
Oliver Crocco, Louisiana State University  
Julia Bachman, Louisiana State University  

Performance Management in Pakistani Secondary Schools Sector  
Session ID: 739540  
Maryam Kawsar, Liverpool John Moores University  

An Examination of Women Leadership Development Context in Selected Countries  
Session ID: 739470  
Millard Bingham, Jackson State University  
Jie Ke, Jackson State University  

Career & Employment  
Exploring Contextual Antecedents of Job Crafting: Key Questions and Future Directions  
Session ID: 736035  
Sunyoung Park, Louisiana State University  
Sohee Park, Inje University, South Korea  

The New Foot Binding Cloth: The Challenges against Chinese International female Ph.D. students’ Career Development  
Session ID: 739718  
Jinfang Liu, University of Minnesota  

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

REFEREED FULL MANUSCRIPT | Suwanee
Breakout Sessions F

“Without the why, we are powerless”: Examining Intrinsic and Extrinsic Motivators Among Junior- and Senior-Year College Students
Session ID: 736398
Danying Chen, University of Illinois at Urbana-Champaign
Roberto Rojas, University of Illinois at Urbana-Champaign
Wenhao Huang, University of Illinois at Urbana-Champaign

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

Ethics & Values

Reading for Justice: The Potential of Book Clubs for Connecting, Learning, and Creating Social Capital in Organizations
Session ID: 735672
Robin Grenier, University of Connecticut
Kristi Kaeppe, University of Connecticut
Jamie Callahan, Newcastle Business School, Northumbria University
Carole Elliott, Roehampton University

Ethical Leadership Development: The Role of Reflection in Adult Brain
Session ID: 738026
Yoshie Nakamura, George Washington University
Yuan Gu, George Washington University
Hecheng Jin, Columbia University
Swetha Kalla, George Washington University
Rehan Rehman, Columbia University

Is There Difference between Perception and Reality on Gender-Based Lookism in the Workplace?
Session ID: 739681
Yuanlu Niu, University of Arkansas
Rose Baker, University of North Texas
Xu Xu, Henderson State University
Malar Hirudayaraj, Rochester Institute of Technology
Leadership
Leader Humor and Employee Creativity: An Integrative Model Incorporating Pragmatic and Affective Rolesy
Session ID: 734063
Wenan Hu, Tongji University
Jinlian Luo, Tongji University
Jing Zhong, Tongji University
Xiaoying Wang, Tongji University
Shuwen Li, Tongji University

Comparative Analyses on the Effects of Spiritual and Emotional Intelligence on Leadership Effectiveness among Japanese and Malaysian Business Leaders
Session ID: 738332
AAhad Osman-Gani, IIUM Academy of Graduate & Professional Studies
Kiyoshi Kobayashi, Kyoto University Japan
Sardar Kabir, International Islamic University Malaysia

Examining the Impact of Transformational Leadership Practices on Organizational Outcomes: The Case of Healthcare
Session ID: 739651
Mesut Akdere, Purdue University
Toby Egan, University of Maryland

National HRD
Can the Idea of NHRD Explain What Happened in China? A Follow-up Study
Session ID: 728903
Greg Wang, The University of Texas at Tyler
Harold Doty, The University of Texas at Tyler
Shengbin Yang, China Northwestern Polytechnical University
**Breakout Sessions F**

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

*Session ID: 739679*

Oliver Crocco, Louisiana State University

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

*Session ID: 733983*

Sami Jabarkhail, Texas A&M University

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

*Session ID: 737858*

Bo Fang, University of Minnesota
Panpan Zhang, University of Minnesota, Twin Cities
Sehoon Kim, University of Minnesota

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

**F**

NON-REFEREED FOCUS SESSION | *Heritage A*

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

*Session ID: 738295*

Rajashi Ghosh, Drexel University

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

**PD**

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Oglethorpe*

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

*Session ID: 739011*

Saul Carliner, Concordia University
Breakout Sessions F

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

NON-REFEREED FOCUS SESSION | Savannah

Mind the Gap – On the Transformation of Professional Practice in HRD
Session ID: 739436
Henriette Lundgren, George Washington University
Michael Leimbach, Wilson Learning Worldwide
Ellen Scully-Russ, George Washington University
Darren Short, GoDaddy Learning
Richard J. Torraco, University of Nebraska - Lincoln

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

NON-REFEREED FOCUS SESSION | Buckhead A

HRD and Medical Education for Human and Organizational Potential
Session ID: 739468
Boyung Suh, Southern Illinois University School of Medicine
Heeyoung Han, Southern Illinois University School of Medicine
Poster Session 7

Telecommuting: The Evolution of a Flexible Work Arrangement
Session ID: 737999
Elizabeth Nesuda, University of Texas at Tyler

Session ID: 738022
Jon Musgrave, Indiana State University
Omaima Hajjami, Indiana State University

Not Your Mama’s Feminist Movement: Why Millennial and Gen Z Women Participate in Today’s Feminist Movements and Implications for the Workplace
Session ID: 738117
Siham Lekchiri, Western Carolina University (UNC System)
Marie-Line Germain, Western Carolina University (UNC System)
Sarah Minnis, Western Carolina University (UNC System)

Literature Review: Reconsidering the impact of Confucianism on Employee Engagement
Session ID: 738138
Ke Ma, University of Georgia
Bo Fang, University of Minnesota

The Present and Future of National Human Resource Development: The Case of Industrial Skills Council in South Korea
Session ID: 738181
Jeong Tae Park, Human Resources Development Service of Korea
Sunyoung Kim, Human Resource Development Service of Korea
Seung Won Yoon, Texas A&M University-Commerce
Caleb Seung-Hyun Han, University of Georgia
Johyun Kim, Texas A&M University-Commerce
Moon Ju Sung, National Assembly Futures Institute
Jihye Oh, Texas A&M University
Breakout Sessions G

What Did They Do? International Students’ Experiences Integrating into U.S. Higher Education
Session ID: 738205
Chih-Wei Wang, Texas A&M University
Jia Wang, Texas A&M University
Huyen Thi Minh Van, Texas A&M University
Yasmeen Makarem, American University of Beirut
Jin Lee, Texas A&M University

New Words for Defining New Leadership: Evidences from Topic Modeling
Session ID: 738364
Caleb Seung-Hyun Han, University of Georgia
Aliki Nicolaides, University of Georgia
Chad Chungil Chae, Pennsylvania State University
So Kyum Yoon, Korea University

Performance improvement intervention concentrating retail customer engagement: Future of physical stores in home improvement
Session ID: 738431
Farhan Sadique, Pennsylvania State University

Predicting Employees’ Absenteeism: Introducing the Process of Applying Machine Learning
Session ID: 738441
Rania Elanwer, Pennsylvania State University
David Passmore, Penn State University

Measuring Adult Development in Human Resource Development: Applications of the Subject-Object Interview
Session ID: 738516
Oliver Crocco, Louisiana State University
Anna Field, Louisiana State University

Intersectionality, Introversion, and the Glass Ceiling: Proposing a study exploring how personality trait theory can enhance understandings of African American women’s work-lives.
Session ID: 739596
Chelsea Lewellen, Southern Illinois University
Eboni Henderson, Buffalo State College
Jeremy Bohonos, Buffalo State College
Breakout Sessions G

The Role of Peer Support in Medical Training
Session ID: 739712
Melinda Waterman, Texas A&M University

Role of Non-formal Education in Improving Gender Equalities and Quality of Life in India
Session ID: 739617
Regin Justin, University of Texas at Tyler

Incorporating Design Thinking into a Process of Organizational Change: Implications for HRD
Session ID: 739642
Jieun You, Yonsei University
Junghwan Kim, University of Oklahoma

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

REFEREED FULL MANUSCRIPT | Suwanee

Career & Employment
Career Adaptability, Job Embeddedness, and Turnover upon Transfer from Expatriate to Local Contracts
Session ID: 739361
Tania Nery-Kjerfve, Independent Consultant

Success Strategies for Employees with Autism Spectrum Disorder (ASD)
Session ID: 739444
Karen Johnson, University of North Texas
Demetria Ennis-Cole, University of North Texas
Matthew Bonhamgregory, University of North Texas

Middle Eastern Women Career Development
Session ID: 739582
Mehrangiz Zadegh Abadi, Texas A&M University
Khalil Dirani, Texas A&M University

The Link between HRD Professionals’ Social Capital and Career Adaptability: A Moderated Mediation Analysis of Social Network
Session ID: 739415
Jihye Oh, Texas A&M University
Shinhee Jeong, Louisiana State University
Seung Won Yoon, Texas A&M University-Commerce
Daeyeon Cho, Korea University
**Breakout Sessions G**

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

**Communication**

**Cultivating Trust in Doctor-Patient Relationships**

*Session ID: 739609*

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

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

*Session ID: 739767*

Jennifer Jihae Park, Indiana University
Deb Cole, Indiana University

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

*Session ID: 737847*

Yohan Koo, Hanyang University
Soo Jung Kim, Hanyang University
Ji Hoon Song, Hanyang University

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

*Session ID: 729931*

Panpan Zhang, University of Minnesota, Twin Cities

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**Ethics & Values**

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

*Session ID: 738203*

Jihye Lee, Pennsylvania State University
Joseph Cho, Pennsylvania State University
From Aristotle to the Amygdala: Developing an Enhanced Approach in Ethics Training for Police Officers
Session ID: 739544
Todd Brimm, University of Louisville
Kevin Rose, University of Louisville

Tone at the Top, Ethical Leadership, and Occupational Fraud: Bridging Disciplinary Gaps and Implications for HRD Transdisciplinary Research
Session ID: 737359
Leslie Kirsch, George Washington University

A Study on Latent Classes of Work Values in Korea
Session ID: 737852
Jinju Lee, Department of Educational Technology
Yunsoo Lee, Hanyang University
Ji Hoon Song, Hanyang University

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

Gender & Leadership
Navigating Barriers Faced by Women in Leadership Positions in the Construction Industry: A Retrospective on Women’s Continued Struggle in a Male-Dominated Industry
Session ID: 738430
Siham Lekchiri, Western Carolina University (UNC System)
Jesse Kamm, Christian Financial Resources

South East Asian Women and Leadership
Session ID: 737143
Emily Vu, Oregon State University
Darlene Russ-Eft, Oregon State University

Comparing servant to transformational leadership on eliciting mentoring skills, a study of a gender equity leadership development program for faculty
Session ID: 738570
Cynthia Sims, Clemson University
Angela Carter, Clemson University
Arelis Moore De Peralta, Clemson University
Model Couple Approach: Is Relational Leadership a Remedy for Gender Inequality?
Session ID: 739339
Jinfang Liu, University of Minnesota

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

Publishing Non-Empirical Research Successfully
Session ID: 739589
Jia Wang, Texas A&M University
Yonjoo Cho, Indiana University
Mina Beigi, University of Southampton
Meera Alagaraja, University of Louisville

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

Connecting Adult Learning and Knowledge Management for Organization Change
Session ID: 739594
Laura Bierema, University of Georgia
Moncia Fedeli, University of Padua

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

My Favorite Assignment—Sharing our collective knowledge with one another
Session ID: 739613
Rose Opengart, Texas A&M University
Katherine Rosenbusch, George Mason University
**What It Means to Be a Scholar-Practitioner in Human Resource Development**

**Session ID: 738214**  
Sarah Minnis, Western Carolina University  
Jason Moats, TEEX Emergency Services Training Institute
Poster Session 8
An analysis of the challenges of women in leadership.
Session ID: 738547
  Hoda Alavinejad, Texas A&M University
  Sreyoshi Patra, Texas A&M University
  Yu-Chin Chen, Texas A&M University
  Natalie Shaw, Texas A&M University

Coping with Challenges in Leadership Journey: An Intersectional Examination of Minoritized Women Leaders’ Lived Experiences in Academia
Session ID: 738616
  Ague Mae Manongsong, Drexel University

Perceptions of Curriculum Redesign: Using the Whole-Part-Whole Model to Teach Business Writing Courses for the Workplace
Session ID: 738673
  Jon Musgrave, Indiana State University
  David Fowler, Newberry College

Department Chair Academic Human Resource Development: Finding the Gap between Training and Needs
Session ID: 738800
  Leigh Dzwik, Oakland University

Applying Social Network Analysis to Evaluation in HRD: A Case of the Interprofessional Clinic Team Development Project
Session ID: 738877
  Sangok Yoo, University of Minnesota
  Emily Leasure, Mayo Clinic
  Ji Yun Kang, Mayo Clinic

The Unexpected Leader
Session ID: 738971
  Shatrela Washington-Hubbard, Brenau University
Breakout Sessions H

The Effects and Influences of Social Constructs on Employee Conflict Management Style and Workplace Conflict: A Transformative Mixed Method Study
Session ID: 738981
Quincy Brown, University of Southern Mississippi
Keith Boyd, University of Southern Mississippi

Developing Leaders’ Interpersonal Emotion Regulation: The Role of Reflective Journaling
Session ID: 738983
Erin Richard, Louisiana State University

A Qualitative Assessment of the Impact of Worker Perception on Turnover Intention within the Global Trucking Industry
Session ID: 739038
Rose Baker, University of North Texas
Susan Karimiha, Louisiana State University

Exploring the relationship among learning goal orientation, enjoyment, perceived e-learning usefulness and e-learning effectiveness on massive open online courses (MOOCs) for professional development in South Korea
Session ID: 739660
Boreum Ju, University of Illinois at Urbana-Champaign

Influencing Factors of Informal Mentoring: A Case Study
Session ID: 735167
Fengning Du, Defense Language Institute

Using VoIP for International Dissertation Research: Experiences of Conducting Virtual Interviews with Scientists from Benin and Pakistan
Session ID: 739675
Anne Namatsi Lutomia, University of Illinois at Urbana-Champaign
Hasan Tahir, University of Illinois at Urbana-Champaign

Do Organizations with Work Councils Perform Better on Equality? (Work in Progress)
Session ID: 739684
Regin Justin, University of Texas at Tyler
Generations in the Workforce
Understanding Millennials and HRD’s Roles: What are the Missing Links?
Session ID: 738979
Jihye Oh, Texas A&M University
Moon Ju Sung, National Assembly Futures Institute
Sokyum Yoon, Korea University
Seung Won Yoon, Texas A&M University-Commerce

Integrative Literature Review on Employee Turnover Antecedents across Different Generations: Commonalities and Uniqueness
Session ID: 739756
Michael Climek, Louisiana State University
Rachel Henry, Louisiana State University
Shinhee Jeong, Louisiana State University

Middle Eastern Women Career Development
Session ID: 739582
Mehrangiz Zadegh Abadi, Texas A&M University
Khalil Dirani, Texas A&M University

Understanding How Callings Develop: A Phenomenological Study of Millennials
Session ID: 736016
Ava Safaie, The George Washington University
Neal Chalofsky, The George Washington University

Leadership & Entrepreneurship
What Makes South Korean Women Entrepreneurs in the IT Industry Start and Develop their Businesses?
Session ID: 733129
Yonjoo Cho, Indiana University
Soo Jeoung Han, Boise State University
Jiwon Park, Korea University of Technology and Education
Hyounju Kang, Korea University
**Breakout Sessions H**

**Exploring the risky terrain of entrepreneurship with the help of mentors: Narratives from Indian women entrepreneurs**  
**Session ID: 738308**  
Sanghamitra Chaudhuri, Metropolitan State University  
Rajashi Ghosh, Drexel University  
Yogita Abhichandani, Management Development Institute

**The moderation effect of leadership style on the relationship between self-efficacy and job satisfaction in cross-cultural work environments**  
**Session ID: 725652**  
Bernard Gumah, University of Electronic Science and Technology of China  
Liu Win-ben, University of Electronic Science and Technology of China

**Deducing Generic Behavioral Indicators of Perceived Managerial and Leadership Effectiveness within the Healthcare Services Sector: A cross-case/cross-nation comparative study of managerial behavior in public hospitals**  
**Session ID: 727826**  
Robert Hamlin, University of Wolverhampton  
Carlos Ruiz, Georgia Gwinnett College  
Jenni Jones, University of Wolverhampton  
Taran Patel, Grenoble Ecole de Management

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

**Learning & Development**

**HRD development in technology transferring process: Korean case study based on competence approach**  
**Session ID: 738322**  
Olga Shvetsova, Korea University of Technology and Education (KOREATECH)

**Social Capital leveraging Knowledge Sharing: Evidence from Classroom in Higher Education**  
**Session ID: 739294**  
Caleb Seung-Hyun Han, University of Georgia  
Eunjung Grace Oh, University of Illinois Urbana Champaign  
Sung “Pil” Kang, University of New Mexico
**Breakout Sessions H**

**Technology and Self-directed Learning**  
Session ID: 739553  
Mehrangiz Zadeh Abadi, Texas A&M University  
Khalil Dirani, Texas A&M University  
Bhagyashree Barhate, Texas A&M University

**Making the Case for Application of HRD Strategies in Workforce Development for the Public Transportation Industry**  
Session ID: 739014  
Tasha Hart-Mrema, University of Minnesota-Twin Cities  
Michael Valesano, University of Minnesota-Twin Cities  
Joshua Collins, University of Minnesota  
Kenneth Bartlett, University of Minnesota-Twin Cities

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

**Teams**  
**Team Social Capital in Self-Managed Project Teams: A Case Study of a Shared Leadership Development Intervention**  
Session ID: 738798  
Leah Osborn, Wisconsin Technical College System Foundation, Inc.  
Robin Grenier, University of Connecticut

**Active Learning Space Design to Promote Team Learning in the Workplace**  
Session ID: 739508  
David Kirkland, Indiana State University  
Alina Waite, Indiana State University

**Leadership in Agile Teams: An Integrative Systematic Literature Review**  
Session ID: 739639  
Christina Grant, Colorado State University

**HRD Strategic Planning: The Outlook and Inclusion of Mature Workers in Industry 4.0**  
Session ID: 738799  
Szufang Chuang, Indiana State University  
Carroll Graham, Indiana State University
Breakout Sessions H

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

PD
NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Heritage A

Communities of Practice – Faculty Learning and Development SIG Community of Practice Charrette
Session ID: 739647
Marie Valentin, Our Lady of the Lake University
Celestino Valentin, Our Lady of the Lake University

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

F
NON-REFEREED FOCUS SESSION | Oglethorpe

Intersectionality in the Experiences of Transgender People of Color in the Workplace
Session ID: 739695
Sage Mauldin, University of Oklahoma

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

F
NON-REFEREED FOCUS SESSION | Buckhead A

Uncover the mystery of the AHRD SIGs
Session ID: 739521
Katie Rosenbusch, George Mason University

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

F
NON-REFEREED FOCUS SESSION | Savannah

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

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

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