### Thursday, 3:00 – 4:15

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| 0123 Panel Symposia: Reframing Individual Development and Organizational Change Around Meaning and Purpose | 0333 Electronic Health Records and IT Professionals: Exploring the Effects of Stress on Employee Engagement **Paula Anthony, The University of Texas at Tyler** | 0306 The Effects of Work-Related Learning and Organizational Investment on Organizational Commitment: A Multilevel Analysis **Jihyun Chang, The Pennsylvania State University**  
**Junghwan Kim, The Pennsylvania State University** |
| Neal Chalofsky, The George Washington University  
John Dirkx, Michigan State University  
Patricia Boverie, University of New Mexico  
Brad Shuck, University of Louisville  
Sunny Munn, The Ohio State University | | |
| 0277 Recognizing Human Resource Development/Organizational Development (HRD/OD) and Urban Consultancy (UC) in the Discourse of Curriculumist: The Problem with Urban Education **Kevin Harvey, The Harvey Center** | 0328 Hospital Leaders: An Exploratory Case Study of Social Styles **Abigail Ulrich, The University of Texas at Tyler**  
**Jana Belzer, The University of Texas at Tyler** | 0286 Learning Styles for Multi-generations **Tony Lee, University of Oklahoma**  
**Doo Hun Lim, University of Oklahoma** |
| 0320 Illuminating Tacit Knowledge during Technology Development of a Patient Handoff Tool **Elisabeth E. Bennett, PhD Northeastern University** | | 0295 The Impact of Virtual vs. Face-to-Face Coaching on the Transfer of Leadership Skills **Brenda E. Kraner, The Ohio State University** |
| 0323 Small and Medium Enterprises (SMEs) in Tourism: The Role of Training and Development **Karen R. Johnson, The University of Akron**  
**Mauvalyn Bowen, Metropolitan State University** | | 0234 The Role of Attachment and Mentoring in Junior Faculty’s Job Satisfaction **Rimjhim Banerjee, University of Florida**  
**Thomas Ge. Reio, Jr., Florida International University** |
| 0099 Analyzing Critical Situations of Entrepreneurs: A Step towards the Modeling of Entrepreneurial Competence **Holger Benninghoff, Ludwig-Maximilians University, Munich**  
**Susanne Weber, Ludwig-Maximilians University Munich** | | 0276 Needs Assessment in Organizational Settings **Catherine Sleezer, Baker-Hughes, Inc.**  
**Darlene Russ-Eft, Oregon State University** |
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Brian A. Altman, The Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.  
Lauren Walsh, National Center for Disaster Medicine & Public Health | 0090 Social Network Analysis Panel Symposium  
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Julia Storberg-Walker, North Carolina State University |
| 0081 Evidence-Based Curriculum and Course Design in HRD  
Aaron F. Zachmeier, Indiana University  
Yonjoo Cho, Indiana University | 0293 Developing 21st Century HRD Competencies Through International Field Experience  
Diane D. Chapman, Julia Storberg-Walker, Laurie Brummit, Jennifer J. Stanigar, and Kristina Natt och Dag  
North Carolina State University |
| 0072 Play and Sense-Making in Organizational Learning: Considerations for Meta-Paradigm Research  
Irina V. Popova-Nowak  
The George Washington University | |
| 0322 To Engage or Not to Engage: An Examination of Factors that Motivate Higher Education Faculty toward, or Deter Them from, Using Service-Learning in Their Courses  
Joe Follman, The George Washington University | |
| 0165 Linking Learning to Innovation in the Consumer Food Industry: A Review  
Hasse Cox, Wageningen University  
Thomas Lans, Wageningen University  
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<td>0253 Critical Perspectives and the Advancement of HRD: A Conversation with Members of the Critical and Social Justice Perspectives SIG Joshua C. Collins, Florida International University Jamie L. Callahan, Drexel University Julie Gedro, Empire State College Julia Storberg-Walker, North Carolina State University Laura L. Bierema University of Georgia</td>
<td>0170 Impact of Spiritual Intelligence and Emotional Intelligence on Employee Performance: A Conceptual Analysis AAhad M. Osman-Gani, IUM University, Kuala Lampur</td>
<td>0092 An Exploratory Study of Undergraduate Student’s Chronotype: Study and Work Choices and Social Jetlag Susan Adams, The University of Texas at Tyler</td>
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<td>0243 Impact of Cultural Intelligence on Work Performance: A Phenomenological Study Xi Yu, University of Minnesota</td>
<td>0181 Confirming HRD as a Distinct Philosophy and Practice in Bangladesh’s Tourism Industry Tazrian Azmary Rian, Isbat Azmary Rifat, Alina M. Waite, and Carroll M. Graham, Indiana State University</td>
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<td>0146 Incivility within the IT Context: Power and Job-Stress as Predictors of Workplace Incivility</td>
<td>0225 It Depends: Ambiguity as a Component of Improved Expatriate Training</td>
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<td>Marcia Hagen, Allan Bernard, and Eric Grube, Metropolitan State University</td>
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<td>Rozalia Klara Bako, Sapientia-Hungarian University of Transylvania, Romania</td>
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<td>0194 The Effect of Servant Leadership Method on the Perception of Information Technology Project Success and Organizational Strategic Alignment</td>
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<td>0150 Managing Diversity through the Lived Experience of Diversity Trainers</td>
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<td>Brook D. Jones, The George Washington University</td>
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<td>Misha Chakraborty and Jia Wang, Texas A&amp;M University</td>
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<td>0079 Using the Occupational Information Network to Characterize Entrepreneurs Mindset: A Literature Based Approach</td>
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<td>David Hensworth and Jonathan Muterera, Nipissing University; Blanca Rosa Garcia-Rivera, Universidad Autonoma de Baja California, Ignacio Alejandro Mendoza-Martinez, Universidad Autonoma de Mexico</td>
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<td>0161 The Role of OD Practitioners in Developing Corporations’ Capacity to Practice Corporate Citizenship: A Sociomaterial Case Study Ingo Stolz, SGOCI-Basel, Switzerland</td>
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<td>Schoon Kim, Texas A&amp;M University Toby Egan, Indiana University-Purdue University Indianapolis</td>
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<td>0288 A Model of Next-Generation Leadership Style Adaptation</td>
<td>0101 Practical Guidelines and Implications for Organizational Development Evaluation</td>
<td>0299 Dimensions of the Learning Organization Culture in Lebanon Khalil Dirani, University of Georgia</td>
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<td>Wooshul Kim, Rashed Alzahmi, Cho Hyun Park, and William J. Rothwell, The Pennsylvania State University</td>
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0162 Factors Influencing the Extent to Which Nurses in the Netherlands Conduct Continuing Professional Development Activities
Gerard A. Brekelmans and Susanne Maassen, University Hospital Erasmus MC
Rob F. Poell, Tilburg University
Kees van Wijk, Erasmus University
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<td>0283Behaviors Associated with Managerial Career Derafflement: An Exploration of Self-other Agreement Pattern Groups in Multisource Feedback</td>
<td>0160 Mentoring and Feedback: Components for Successful Socialization of New Lawyers Roselynn S. Down, SUNY Empire State College</td>
<td>0183 Perceived Learning Organization Culture: Its Effect on Intrinsic Job Satisfaction and Affective Organizational Commitment Taejo Lim, Samsung HRD center</td>
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<td>0168 “A Change Is Gonna Come!” Factors Affecting Organizational Identity Threat Following an Acquisition</td>
<td>0024 Perceived Managerial and Leadership Effectiveness within Private Companies in Germany and the United Kingdom: An Empirical and Cross-Nation Study of Effective Managerial Behavior Robert G. Hamlin, University of Wolverhampton, UK Regina H. Mulder, University of Regensburg, Germany Taran Patel, Grenoble Ecole de Management, France</td>
<td>0240 The Relationship of Manager and Employee One-on-One Meetings and Cultural Change Efforts Mark J. Hutt, Colorado State University</td>
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<td>Cho Hyun Park, The Pennsylvania State University Jung Woo Kim, Human Resource Development Service of Korea Doo Hun Lim, University of Oklahoma, Ji Hoon Song, The University of North Texas</td>
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<td>0120 Programs for Transitioning Academically Underprepared Adults into College and the Workforce - A Review and Critique</td>
<td>0145 Organizational Justice and Work Engagement: The Mediating Effect of Self-leadership</td>
<td>0300 Conceptualizing a Framework for Investigating Consequences of Job Satisfaction, Commitment and Turnover in Early Learner Environments</td>
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<td>Woocheol Kim and Judith A. Kolb, The Pennsylvania State University Ji Hoon Song, The University of North Texas</td>
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<td>0263 The Role of National Culture on Organizational Identity in Multinational Companies (MNCs) Harminder C. Rajan, George Washington University</td>
<td>0227 Hezbollah’s Global Reach using Exploration and Exploitation, An Organizational Learning Virtue</td>
<td>0247 Manifestation of Workplace Incivility and Targets' Coping Strategies Priyanka Doshy and Jia Wang, Texas A&amp;M University</td>
<td>0220 Facing Ethical Dilemmas in the Workplace: A Qualitative Study of HR Managers' Perceptions of the Influences on Their Behavior and the Implications for Building an Ethical Culture in Organizations Ramona Marie LaMontagne and Amy D. Rose, Northern Illinois University</td>
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<td>0296 A Culture of Learning and Development and its Influence on Acculturation in Cross-border Acquisitions Robin R. Hurst, Virginia Commonwealth University</td>
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<td>0124 Exploring the Definability of HRD: Why the Debate Continues Jim Rumsey The University of Texas at Tyler</td>
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<td><strong>0046 Enhancing Learning through Engaging Instruction</strong>&lt;br&gt;Vishal Arghode and Jia Wang, Texas A&amp;M University</td>
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<td>0109 A Missing Link: Psychological Ownership as a Mediator between Transformational Leadership and Organizational Citizenship Behavior RFM</td>
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<td>0310 A Further Analysis of Adult Education as a Competency for the Human Resource Development Professional as it Relates to the Field RA</td>
<td>0205 The Development of an Instrument for Diagnosing Strategic Human Resource Development Maturity RFM</td>
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<td>Boyoun Jung, Seoul National University</td>
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0311 Leaders' emotion talk: Exploring the role of organizational affective culture in leaders' verbal expression of emotion RA
Beatriz Coningham, The George Washington University

0141 Do Your Homework before Empirical Research on Employee Engagement: Exploring Theoretical Foundations of Employee Engagement RA
Woocheol Kim, The Pennsylvania State University
Ji Hoon Song, University of North Texas
Doo Hun Lim, University of Oklahoma
Jungwoo Kim, Human Resource Development Service of Korea

0023 Identifying the Factors Underlying Employee Engagement Levels in an Organization: Leveraging Strengths and Underpinning Weaknesses RA
Sona Saran, SJMSOM, Indian Institute of Technology Bombay
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<td>0189 Intersectionality and Social Capital: Career Development Implications for Women International Marriage Migrants in South Korea RFM Hyounju Kang, Texas A&amp;M University Mrudula Anne, Texas A&amp;M University Jamie L. Callahan, Drexel University</td>
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<td>0016 Using Motion Pictures in Teaching Intercultural Concepts: An Action Research Project at two Universities in India and the USA RFM David Hemsworth, Nipissing University Jonathan Muterera, Nipissing University Blanca Rosa Garcia-Rivera, Universidad Autonóma de Baja California Ignacio Alejandro Mendoza-Martinez, Universidad Autonoma de Mexico</td>
<td>0198 Predictors of Organizational Commitment in Indonesia RFM Noor Rahmani, Gadjah Mada University, Indonesia</td>
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<td>0098 Career Authenticity Based Voluntary Career Transition: A Grounded Theory Study RFM Judy Y. Sun, The University of Texas at Tyler Greg G. Wang, The University of Texas at Tyler Jerry W. Gilley, The University of Texas at Tyler D. Harold Doty, The University of Texas at Tyler</td>
<td>0203 West Meets East? Identifying the Gap in Current Cross-Cultural Training Research from an Asian Perspective RFM Kyoung-Ah Nam, American University Yonjoo Cho, Indiana University Mimi Lee, University of Houston</td>
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<td>0110 Leave or Stay: Intentions of International Graduate Students after Graduation RFM Sehoon Kim Texas A&amp;M University Rebecca Luckey, Texas A&amp;M University Gary Wingenbach, Texas A&amp;M University</td>
<td>0330 International voluntary service: Selfish action or solution to (some) effectiveness in the changing world of international development RFM Jason Heffner, The George Washington University</td>
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<td>0152 Examining the Dominant, Emerging, and Waning Themes featuring in HRD publications: Is it time to redefine HRD?</td>
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| Suzanne Armatas Dickson, Colorado State University | Rajashi Ghosh, Drexel University  
Jamie Callahan, Drexel University  
Sehoon Kim, Texas A&M University  
Minjung Kim, Texas A&M University |

| 0254 A Talent Mindset Could have a Cultural Influence on Employee Satisfaction in Small Businesses | 0184 Foundational Theories of HRD: Twenty Years in the Making |
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Huh Jung Hahn, University of Minnesota |

| **RFM** | **RFM** |
| Baek-Kyoo (Brian) Joo, Winona State University | Andrew C. Hurt, Purdue University  
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<p>| 0031 Narrowing the Education-Employment Gap through a Systematic Course Evaluation Model: An Action Research Study | 0325 What can references tell us about the fields contributing to HRD? |
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| Szu-Fang Chuang, Fooyin University | Renato Azsevedo <em>no affiliation provided</em> |</p>
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<td>0331 Unity Within Diversity at St. Rita Catholic Church: An Action Research Study RFM</td>
<td>0149 Achieving Work-Life Balance in Dyadic Partnerships: A Narrative Study of Adaptation by Male Accompanying Partners to a Non-Traditional Role RA</td>
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<td>Laura D. Briscoe, The University of Texas at Tyler</td>
<td>Emma M. Flack, University of Georgia</td>
<td>Donald J. Bernard, University of Nevada Las Vegas Yoonsoo Kim, University of Nevada Las Vegas</td>
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<td>028 Enterprise-Level Human Resource Development in Russia: Trends and Barriers RA</td>
<td>0191 Organizational Citizenship Behaviors in Higher Education: Examining the Relationship Between Behaviors and Performance Outcomes for Indi Kevin Rose, University of Louisville</td>
<td>0193 Organizational Assessment: An integrated qualitative and quantitative approach to defining the current-state of organizational health RA</td>
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<td>028 Women and Leadership in Bahrain RA</td>
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<td>0172 Tacit Knowledge in Post-Bureaucratic Organizations RA</td>
<td>0229 There can be no action without experience: Integrating action learning and experiential learning theories for HRD RFM</td>
<td>0204 Active Engagement to Active Disengagement: Empirical Evidence of the Engagement Continuum RA</td>
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<td>Tekeisha Zimmerman, The University of North Texas</td>
<td>Roland K. Yeo, University of South Australia Michael J. Marquardt, George Washington University</td>
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0262 Development and Validation of an Instrument to Assess Employees’ Perceptions of Informal Learning Work Contexts: An Abstract RA
Jane Maringka, University of Minnesota-Twin Cities

SESSION 37
0215 Improving the Success of Mergers and Acquisitions: The Role of Learning in an Environment of Planned and Emergent Change RA
Jamie Pirrello, The George Washington University
Rochelle Sherlock, The George Washington University
Kim Villeneuve, The George Washington University
Ronna Halbgewachs, The George Washington University
Andrew Rahaman, The George Washington University
Barb Sido, The George Washington University

0270 The relationships between training and organizational and occupational commitment: a study within insurance industry in Iran RA
Melika Shirmohammadi, Texas A&M University
Joobin Ordoobdy, University of Tehran

0255 Strategic Outcomes of Successful Telework Strategies RA
Tomika W. Greer, University of Houston
Stephanie C. Payne, Texas A&M University

0273 Work-family Conflict and its Antecedents among Faculty: A National Survey in Iran RA
Mina Beigi, Texas A&M University
Fatemeh Rezaei, Texas A&M University
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<td>Diana McBurnett, The University of Texas at Tyler</td>
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<td>Charles E. Beard, Louisiana State University Elwood F. Holton, Louisiana State University Reid A. Bates, Louisiana State University</td>
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<td>0087 Multidisciplinary Simulation-Based Team Training (SBTT) in Healthcare RFM</td>
<td>0264 Exploring Pediatric Residents Ability to Self-Assess Communication Skills: Impacts for the HRD Professional RFM</td>
<td>Mary A. Severson, University of Minnesota</td>
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<td>Julie Gedro, Empire State College / State University of New York</td>
<td>0280 Perspective of Managers on Work/life Allowance Decisions RA</td>
<td>Barbara A.W. Eversole, Indiana State University</td>
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<td>0167 Transformational leadership and authentic leadership: A canonical correlational analysis RFM</td>
<td>0291 Examining the Relationships among Organizational Structure, Task Complexity, Learning Orientation, Knowledge Sharing, and Organizational Socialization: A Preliminary Study RA</td>
<td>Sunyoung Park, Indiana University Eun-Jee Kim, Korea Advanced Institute of Science and Technology (KAIST)</td>
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<tr>
<td>0188 MBAs as Chief Executive Officers - Does the degree make a difference? RFM Maggie Glick no affiliation</td>
<td>0317 Institutionalizing Succession Planning: Applying Neo-Institutional Theory To Explain Phenomena RA</td>
<td>Mariya Gavriloiva Aguilar, University of North Texas</td>
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<td>0178 Financial Ratio Analysis as a Determinant for Calculating HRD Performance Outcomes within Commercial Banking Institutions RA</td>
<td>Jason C. Dean, Indiana State University Carroll M. Graham, Indiana State University</td>
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**RAW TEXT END**
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0041 Employer brand as a Strategic HRD Tool RA (TBD)

0314 Transfer of Training: The Effects of Stressors, Goal Orientation, and Motivation to Learn RA
Seog Joo Hwang,
University of Minnesota
Cho Hyun Park,
Pennsylvania State University
Baek-Kyoo Joo,
Winona State University
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<td><strong>R. Wayne Pace, Brigham Young University</strong></td>
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<td>0073 Emergence of HRD from the Humanistic Perspective RFM</td>
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<td><strong>Christina Stello, University of Minnesota</strong></td>
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<td>0086 Personal Agency and Meaningful Work: Looking Beyond Employee Engagement RFM</td>
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<td><strong>Wendy Elliott Shaia</strong></td>
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<td><strong>Devon A. Twyford, University of Louisville</strong></td>
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<td><strong>Brad Shuck, University of Louisville</strong></td>
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<td><strong>Meera Alagaraja, University of Louisville</strong></td>
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<td>Steven Welch, The Pennsylvania State University</td>
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<td>0153 The Relationship between the Constructs of Psychological Capital and Learning Organization Dimensions in a Community Medical Center: An Exploratory Survey Research Study</td>
<td>0078 Stories of Innovation: Roles, Perspectives, and Players</td>
<td>0139 Adults Becoming Emotionally Intelligent: The Role of Experiential and Situated Learning</td>
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<td>Johanna Little, The George Washington University</td>
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<td>0070 Comparing Team Learning Approaches Through the Lens of Activity Theory</td>
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<td>AAhad M. Osman-Gani, IIUM University, Kuala Lumpur, Malaysia</td>
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<td>Isa M. Adamu, IIUM University, Kuala Lumpur, Malaysia</td>
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<td>0049 How Instructors Learn to Teach Online: Following the Learning Process RA</td>
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| 0213   | Knowledge Sharing in Work Teams: Antecedents of Individual Engagement RFM |
|        | Jae-Hang Noh, University of Minnesota Chan Lee, Republic of Korea, Seoul National University |

| 0309   | A Review of Theoretical Frameworks Explaining Formal Mentoring Relationships |
|        | Mariya Gavrilova Aguilar, University of North Texas Laura A. Pasquini, University of North Texas |

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<td>Elva Resendez, The University of Texas at Tyler, Bo Chapman, The University of Texas at Tyler, Greg G. Wang, The University of Texas at Tyler</td>
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<td>Eduardo Tomé, Universidade Lusia, Portugal</td>
<td>Smita Kumar, The George Washington University</td>
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<td>0216 The Role of Self-Efficacy in Recruiting and Retaining Women in Male-Dominated Occupations: The Case of Women Pilots</td>
<td>0234 The Role of Attachment and Mentoring in Junior Faculty's Job Satisfaction RA</td>
<td>0214 The Meaning of Working and Work Orientation in Iran: A Survey In The Iranian Insurance Industry RFM Joobin Ordoobody, University of Tehran, Melika Shirmohammadi, Texas A&amp;M University</td>
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<td>Marie-Line Germain, Western Carolina University</td>
<td>Rjmjhim Banerjee, University of Florida</td>
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<td>0154 Exploring Interactions between Job and Home Factors in Relation to Participation in Training and the Time Spent on Training by Female Employees</td>
<td>0244 Examining Career Development Practices of the Hispanic Population in the United States RA</td>
<td>0238 The Importance of VET in NHRD Strategy: Review of Literature RFM Meera Alagaraja, University of Louisville, Pradeep Kotamraju, University of Louisville, Sehoon Kim, Texas A&amp;M University</td>
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<td>Simone J. van Zolingen, Institute for Management Research, Radboud University Nijmegen, Müzeyyen Ardiç, Institute for Management Research, Radboud University Nijmegen</td>
<td>Marie A. Valentin, Texas A&amp;M University, Jia Wang, Texas A&amp;M University</td>
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<td>Marilyn Y. Byrd, University of Mary Hardin-Baylor</td>
<td>Monica Cannon</td>
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<td>0163 Conceptualization and Description of HRD in Ghana RA Felix Amenuemey, University of Minnesota, Robert Yawson, University of Minnesota</td>
<td>0252 Cultural Influences on Human Resource Management Practices: Implications for Arab Subsidiaries of Multinational Enterprises RFM Aya Ismail, America-Mideast Education and Training Services, Inc., Russell Korte, University of Illinois at Urbana-Champaign</td>
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<td>0062 Important Tasks and Primary Challenges Reported by Facilitators in South Korea RA Judith A. Kolb, The Pennsylvania State University, Hong Min Kim, The Pennsylvania State University, Ji Hoon Song, University of North Texas</td>
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<td>0327 Case Study of an Organizational Diagnosis: Retention and Employee Satisfaction within a Personal Care Home RA Aileen Zaballero, The Pennsylvania State University, Maureen Jones, The Pennsylvania State University, Ali Habeeb Alkhalaf, The Pennsylvania State University, Steve Welch, The Pennsylvania State University</td>
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### Saturday 3:30-5:00

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<td><strong>0197 Formalized Informal Learning, Social Relationship, and Organizational Performance in the Workplace</strong></td>
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<td>Ann M. Herd, Paula Kommor, Noell Rowan, &amp; Paul Salmon, University of Louisville</td>
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<td><strong>0077 A Study on the Effects of Emotional Labor on the Organizational Adaptation -Moderating Effect of Satisfaction with Mentor</strong></td>
<td><strong>0059 Reflections by Managers on the Impact of a Leadership Development Program</strong></td>
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<td>Gaeun Seo, University of Illinois at Urbana and Champaign, Jeeyon Park, Ewha Womans University</td>
<td>Elizabeth King, Macquarie Graduate School of Management Macquarie University, Sydney, Australia, Paul I. Nesbit, Macquarie Graduate School of Management Macquarie University, Sydney, Australia</td>
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<td>Steve Maffei, The University of Texas at Tyler, Mary Lynn Lunn, The University of Texas at Tyler, Andrea D. Ellinger, The University of Texas at Tyler, Brad Shuck, University of Louisville</td>
<td>Saul Carliner, Chantal Castonguay, Ofelia Ribeiro, Hiba Sabri, Chantal Saylor, Emily Sheepy, Andre Valle, Concordia University</td>
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<td><strong>0017 The Role of Demographics as Predictors of Successful Performance of Sales Professionals in Business-to-Business Sales Organizations</strong></td>
<td><strong>0278 Layered Generative Learning for Professional Advancement: The Case of Advanced Sonographers</strong></td>
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<td>Michael G. Frino, Barry University, Katie P. Desiderio, Moravian College</td>
<td>Catheje Ismail, George Washington University, Maria Cseh, George Washington University</td>
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<td><strong>0313 Drivers of Evidence-Based Behavior Change in Professionals: Results of a Grounded Theory Study</strong></td>
<td><strong>0199 Supportive Work Environment as a Major Influence on Transfer of Training in Law Enforcement: A Caribbean Perspective</strong></td>
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<td>Mayri Sagady Leslie, The George Washington University, Maria Cseh, George Washington University</td>
<td>Yvonne Hunter-Johnson, The College of the Bahamas, Rosemary Closson, The University of South Florida</td>
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