


DEPARTMENT OF MANAGEMENT
 News Letter

Summary of October 2004-April 2005

Note: Bold text represents faculty and students of the Department of Management.

Departures

Norma Juma accepted a position at the Washburn University in Topeka, Kansas.

Kim Konghee accepted a position at St. Cloud State University in St. Cloud, Minnesota.

Col. Becky Neilson was deployed to Afghanistan as part of her Texas National Guard commitment.

Meg Virick accepted a position at San Jose State University in San Jose, California.

Awards

Eileen Kwesiga received the *Best Paper Award* at the Dallas Area Industrial-Organizational Psychologists Meeting in Dallas.

Abdul Rasheed was inducted into the UTA Academy of Distinguished Teachers, one of the University's highest honors.

Appeared in Print

Datta, D., Guthrie, J., and Wright, P. "HRM and firm productivity: Does industry matter?" *Academy*

of Management Journal, 48 (1), 2005, 135-146.

Datta, D., and Hermann, P. "Relationships between top management team characteristics and international diversification: An empirical investigation." *British Journal of Management*, 16 (1), 2005, 69-78.

Eby, L. T., **Casper, W. J.**, Lockwood, A., Bordeaux, C., and Brinley, A. 2005. A twenty-year retrospective on work and family research in IO/OB: A review of the literature. *Journal of Vocational Behavior*, 66, 124-197.

Grant, J. M. and **Mack, D. A.** 2004. "Preparing for the battle: Healthy leadership during organizational crisis." *Organizational Dynamics*, 33(4), 329-442.

Juma, N., and **Payne, G.T.** 2004. "Intellectual capital and performance of new venture high-tech firms." *International Journal of Innovation Management*, 8(3): 297-318.

Kedia, B.L., Mahto, R., and **Nordtvedt, L.P.** 2005. Advancing globalization to alleviate poverty. In Subhash C.

Jain and Sushil Vachani (Eds.), *Multinational Corporations and Global Poverty Reduction*: 99-142. Northampton, MA: Edward Elgar Publishing.

Macik-Frey, M., **Quick, J.C.**, and Quick, J.D. 2005. "Interpersonal communications: The key to social support for preventive stress management." In C.L. Cooper (Ed.) *Handbook Stress, Medicine, and Health, Second Edition*: 265-292. Boca Raton, FL: CRC Press.

McGonigle, T. P., **Casper, W. J.**, Meiman, E. P., Blair Cronin, C., Cronin, B. E., and Harris, R. R. 2005. Linking military quality-of-life programs to individual and organizational performance. *Military Psychology*, 17, 25-39.

Quick, J.C., Nelson, D.L., and **Macik-Frey, M.** 2005. "Job stress". In Cartwright, S., Cooper, C.L., Argyris, C., Starbuck, W.H. (Eds.) *The Blackwell Encyclopedia of Management*: 214-215. Oxford, England: Basil Blackwell Ltd.

Quick, J.C., and Nelson, D.L. 2006. *Organizational Behavior: Foundations, Realities and Challenges*, Fifth Edition (Mason,

OH: South-Western/Thompson Learning).

Quick, J.C. and Quick, J.D. (Guest Editors) 2004. "Healthy, happy, productive work: A leadership challenge." *Organizational Dynamics*, 33 (4), 329-337 - Special Issue on Healthy, happy, productive work: A leadership challenge.

Quick, J.D., **Henley, A.**, and **Quick, J.C.** 2004. "The balancing act - At work and at home." *Organizational Dynamics* (33 (4), 426-438 - Special Issue on Healthy, happy, productive work: A leadership challenge.

Rasheed, A., and Gilley, K. 2005. "Outsourcing in entrepreneurial ventures." In *The Blackwell Encyclopedia of Management: Entrepreneurship*. [Eds.] Hitt, M.A. and Ireland, D.R. Blackwell: 199-201.

Papers Presented

Al-Shammari, H. "Strategic planning and organizational performance: A review of empirical literature." Southern Management Association Meeting, San Antonio, TX, November 2004.

Datta, D. "Competitive advantage through people: Human resource systems, context, and performance." Invited symposium presentation at the Southwest Academy of Management Meetings, Dallas, TX, March 2005.

Juma, N. "The interactive effect of IC effort and strategy on firm performance." Southern Management Association, San Antonio, TX, November 2004.

Kwesiga, E. "The effects of gender, difficult marriages, and

work relations on the relationship between work-family conflict and career satisfaction." Southwest Academy of Management, Dallas, TX, March 2005.

Goswami, R., Virick, M., and Wheeler, K. "Diversity and social capital: Does trust and personal reputation matter." Southern Management Association, San Antonio, TX, November 2004.

Stewart, D., **Casper, W.**, and **Henley, A.** "The effects of work flexibility and work-family conflict on perceptions of organizational support." Society for Industrial and Organizational Psychology, Los Angeles, CA, April 2005.

Papers Accepted for Presentation

Al-Shammari, H. "Antecedents of inter-country variance of outsourcing practices: Culture and institutional context," Academy of International Business, Quebec City, Canada.

Alshebil, S., **Rasheed, A.**, and **Al-Shammari, H.**, "Coping with boycotts: An analysis and framework," Academy of International Business, Quebec City, Canada.

Benson, G. and Chan, S. "The comparative influence of employee involvement and conscientiousness on helping behavior," Society of Industrial and Organizational Psychology, Los Angeles, CA.

Datta, D., Kemmerer, B., and Musteen M. "Board characteristics and reputation: A study of firms in the service sector." 9th International Conference on Corporate Reputation, Madrid, Spain.

Davis, J. "Confidence And control as determinants of initial venture financing," Babson Kaufman Entrepreneurship Research

Conference, Babson College in Wellesley, MA.

Nordtvedt, L. P., and Kedia, B. L. "Learning from international business affiliations: Effects of the effective and efficient transfer of knowledge on absorptive capacity." Academy of International Business, Quebec City, Canada.

Quick, J.C (Chair), Simmons, B.L., Nelson, D.L., Shirom, O. Shraga, **Macik-Frey, M.**, Gavin, J.H., Rossi, A.M. and Cooper, C.L. Symposium "Positive strengths to meet the challenges...hope, vigor, and self-reliance" at the British Academy of Management Meetings, Said School of Management, Oxford University, Oxford, England.

Papers Accepted for Publication

Benson, G., Greenhaus, J., and Callanan, G (Eds.) "Tuition-reimbursement". *Encyclopedia of Career Management*.

Datta, D., and Hermann, P. "CEO observable experiences: Implications for choice between international acquisitions, joint ventures and Greenfield Investments." *Journal of Management Studies*.

Garg, V., **Rasheed, A.**, and Priem, R "Explaining franchisors' choices of organization forms within franchise systems." *Strategic Organization*.

Garg, V., and **Rasheed, R.** "An explanation of international franchisors' preference for multiunit franchising." *International Journal of Entrepreneurship*.

Gilley, K. M., **Rasheed, A.** and **Al-Shammari, H.** "Research on outsourcing: Theoretical

perspectives and empirical evidence.” *International handbook of Outsourcing*, Gower Publishers Limited.

Goswami, R., McMahan, G.C., and Wright, P.M. “Strategic human resource management in entrepreneurial firms”. In Henneman, R. and Tansky, J., (Eds.) *Human Resources in Entrepreneurial Firms*, Elsevier Press.

Henley, A.B., and McMahan, G.C. “Pay compression” in Greenhaus, J.H., *Encyclopedia of Career Development*, Sage Publications.

Kuhen, K., and **Al Busaidi, Y.** “Silver bread bakery: A small business case from the Sultanate of Oman.” *Journal of the International Academy for Case Studies*.

Kwesiga, E., and Bell, M. P., “Back to organizational socialization: Building a case for the advancement of women in organizations.” *Equal Opportunities International Journal*.

Quick, J.C., Saleh, K.J., Sime, W.E., Martin, W., Cooper, C.L., Quick, J.D., and Mont, M.A. “Stress management skills for strong leadership: Is it worth dying for?” *Journal of Bone and Joint Surgery*.

Shook, C.L., **Payne, G.T.,** and Voges, K.E. “The ‘what’ in top management group conflict: The effects of organizational issue interpretation on conflict among hospital decision makers.” *Journal of Managerial Issues*.

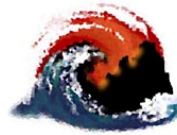
Van den Bos, K., Burrows, J.W., Umphress, E., Folger, R., **Lavelle, J.J.,** Gee, J., and Eaglestone, J. “Prior experiences

as temporal frames of reference in social justice: The influence of previous fairness experiences on reactions to new and old supervisors.” *Social Justice Research*.

Academy of Management

The Department will be well represented again this year at the Academy’s annual conference. We are particularly proud of our Ph.D. students who had a combined nine entries. Moreover, five of these entries were solo authored. This accomplishment is noteworthy as entries are selected through a highly competitive peer-reviewed process and our students competed not only with other Ph.D. students but with senior faculty across the globe as well.

**August 5-10, 2005
Honolulu (On the Island of
Oahu), Hawaii, USA**



**A NEW VISION OF MANAGEMENT
IN THE 21ST CENTURY**

Paper Presented at the Academy of Management

Al-Shammari, H. “Strategic planning-firm performance linkage: Empirical investigation from emergent market perspective.”

Bell, M. P. “A new vision of management in the 21st century: Diversity and career choice issues for young worker.”

Datta, D., Guthrie, J., and Wright, P. “HRM and firm productivity: Does industry matter?”

Datta, D., Musteen, M., and Liang, X. “Links between business strategies and foreign market entry

mode choices: An empirical examination.”

Datta, D., and Guthrie, J. “Workforce reductions and firm performance: Do industry conditions moderate the relationship?”
Dean, M., Shook, L., and **Payne, G.T.** “Data analytic trends and training in entrepreneurship research.”

Kwesiga, E., Casper, W., Bianco, A., and Kandikjan, L. “A cross-cultural comparison of work-family conflict: US versus Brazil.”

Kwesiga, E. “Is management science built on a shaky foundation? The case for intersubjective certifiability.”

Kwesiga, E. “Ain’t you too young to be the boss? When age discrimination targets employees under 40.”

Lavelle, J.J., Konovsky, M.A., and Brockner, J. “Differentiating the antecedents of OCBO and OCBI: A multiple commitments and justice framework.”

Levenson, A., and **Benson, G.** “Occupational skills, job changes and wages.”

Moore, T. “Workplace spirituality: A critical relativist perspective.”

Moore, T., and Casper, W. “The mediating affects of spirituality on transformational leadership and turnover.”

O’Brien, R. “Effectiveness and efficiency through diversity: Can you have it both ways?”

Pattie, M., and McMahan, G. “Ethical concerns in organizational socialization: The use of propaganda.”

Quick, J.C., and Baruch, Y. "The Admirals study: The retirement transition."

Rasheed, A., Goll, I., and Johnson, N. "Strategic responses to deregulation and their performance implications in the U.S. Airline Industry."

Other Academy of Management Activities

Lavelle, J., will serve as a discussant for the OB division in a session entitled "Individual and Social Predictors of Justice Perceptions and their Influence on Employee Outcomes."

McMahan, G. will Chair a session titled "Antecedents of Work and Contextual Performance."

McMahan, G. will Chair a session titled "Stigmas and Invisible Identities."

McMahan, G. will participate in a Panel on the Doctoral Program as part of the Human Resource Management Division's Doctoral Consortium.

Nordtvedt, L. P. will facilitate a session called "Knowledge Transfer and Technology."

Price, K., and **Lavelle, J.** are co-organizers of a caucus session entitled "Teams, Diversity, and Fairness."

Quick, J.C. OB Junior Faculty Consortium Fellow.

Quick, J.C., **Macik-Frey, M.**, and Rossi, A.M. "Self-reliance and political skills as positive organizational constructs" presentation in a Showcase Symposium titled "Accentuating the positive at work: Linking

positive psychological capacities with valued outcomes."

Other Activities

Hussam Al-Shammari served as a discussant for a session in the Business Policy track at the Southern Management Association, San Antonio, TX, November 2004.

Benson, G., and Lawler, E. (2002). "Employee Involvement: Utilization, impacts, and future prospects", in *The New Workplace: People, Technology and Organization: A Handbook and Guide to the Human Impact of Modern Working Practices*. Holman, D., T. Wall, C. Clegg, P. Sparrow, and Howard, A. (Eds.) has been accepted for reprint in a paperback edition.

George Benson received a \$22,000 course release grant from the Center for Effective Organizations at the University of Southern California.

Bob Buchanan chaired a session in the Human Resource Management Track at the Southwest Academy of Management, Dallas, TX, April 2005.

Wendy Casper was invited to join the editorial board of the *Journal of Occupational Health Psychology*.

Deepak Datta was invited to join the Editorial Board of the *British Journal of Management*. BJM is the official journal of the British Academy of Management.

Norma Juma served as Session Chair for a session in the Business Policy track at the Southern Management Association, San Antonio, TX, November 2004.

Roshni Goswami served as a discussant for a session in the Organizational Behavior track at the

Southern Management Association, San Antonio, TX, November 2004.

James Guthrie, from the University of Kansas, was the featured speaker at the inaugural session of The West Management Seminar Series on March 25th. Dr. Guthrie's presentation was titled "HRM and Organizational Effectiveness: Overview of a Research Program."

Norma Juma served as a discussant for a session in the International Management at the Southern Management Association, San Antonio, TX, November 2004.

Gary McMahan presented "The Role of a Professor at a Research Institution," as part of a panel at Southwest Academy of Management, Doctoral Student Consortium, Dallas, TX, April 2005.

Gary McMahan was recently named to the Editorial Board of the *Journal of Applied Behavioral Science*.

Liliana Nordtvedt successfully defended her dissertation and will graduate from The University of Memphis on May 7.

Liliana Nordtvedt and B.L. Kedia were invited to participate in the Second Annual JIBS Paper Development Workshop, Quebec City, Canada, July 2005.

Tyge Payne served as a discussant for sessions in the Business Policy and International Management tracks at the Southern Management Association, San Antonio, TX November 2004.

James Quick and staff received \$24,000 to extend the communication and leadership

grant in partial support of the
Goolsby Leadership Academy,

and to fund the E.F. Faust/Goolsby
D o c t o r a l F e l l o w s h i p .