

Research in Personnel  
and Human Resources  
Management

**Volume 37**

# Research in Personnel and Human Resources Management

**Edited by**

M. Ronald Buckley  
Anthony R. Wheeler  
John E. Baur  
Jonathon R. B. Halbesleben

RESEARCH IN PERSONNEL  
AND HUMAN RESOURCES  
MANAGEMENT

# RESEARCH IN PERSONNEL AND HUMAN RESOURCES MANAGEMENT

Series Editors: M. Ronald Buckley, Jonathon R. B.  
Halbesleben, Anthony R. Wheeler and  
John E. Baur

## Earlier Volumes:

- Volumes 1–10: Edited by Kendrith M. Rowland and Gerald R. Ferris  
Volumes 11–20: Edited by Gerald R. Ferris  
Supplement 1: International Human Resources Management  
Edited by Albert Nedd  
Supplement 2: International Human Resources Management  
Edited by James B. Shaw and John E. Beck  
Supplement 3: International Human Resources Management – Edited by James  
B. Shaw, Paul S. Kirkbridge and Kendrith M. Rowland  
Supplement 4: International Human Resources Management in the Twenty-  
First Century – Edited by Patrick M. Wright, Lee D. Dyer, John  
W. Boudreau and George T. Milkovich  
Volume 21: Edited by Joseph J. Martocchio and Gerald R. Ferris  
Volume 22: Edited by Joseph J. Martocchio and Gerald R. Ferris  
Volumes 23–27: Edited by Joseph J. Martocchio  
Volume 28: Edited by Joseph J. Martocchio and Hui Liao  
Volume 29: Edited by Hui Liao, Joseph J. Martocchio and Aparna Joshi  
Volume 30: Edited by Aparna Joshi, Hui Liao and Joseph J. Martocchio  
Volume 31: Edited by Joseph J. Martocchio, Aparna Joshi and Hui Liao  
Volumes 32–36: Edited by M. Ronald Buckley, Jonathon R. B. Halbesleben and  
Anthony R. Wheeler

RESEARCH IN PERSONNEL AND HUMAN  
RESOURCES MANAGEMENT VOLUME 37

# RESEARCH IN PERSONNEL AND HUMAN RESOURCES MANAGEMENT

EDITED BY

**M. RONALD BUCKLEY**

*University of Oklahoma, Norman, OK, USA*

**ANTHONY R. WHEELER**

*West Chester University, Chester County, PA, USA*

**JOHN E. BAUR**

*University of Nevada, Las Vegas, NV, USA*

**JONATHON R. B. HALBESLEBEN**

*The University of Alabama, Tuscaloosa, AL, USA*



United Kingdom – North America – Japan  
India – Malaysia – China

Emerald Publishing Limited  
Howard House, Wagon Lane, Bingley BD16 1WA, UK

First edition 2019

Copyright © 2019 Emerald Publishing Limited

**Reprints and permissions service**

Contact: [permissions@emeraldinsight.com](mailto:permissions@emeraldinsight.com)

No part of this book may be reproduced, stored in a retrieval system, transmitted in any form or by any means electronic, mechanical, photocopying, recording or otherwise without either the prior written permission of the publisher or a licence permitting restricted copying issued in the UK by The Copyright Licensing Agency and in the USA by The Copyright Clearance Center. Any opinions expressed in the chapters are those of the authors. Whilst Emerald makes every effort to ensure the quality and accuracy of its content, Emerald makes no representation implied or otherwise, as to the chapters' suitability and application and disclaims any warranties, express or implied, to their use.

**British Library Cataloguing in Publication Data**

A catalogue record for this book is available from the British Library

ISBN: 978-1-78973-852-0 (Print)

ISBN: 978-1-78973-851-3 (Online)

ISBN: 978-1-78973-853-7 (Epub)

ISSN: 0742-7301 (Series)



ISOQAR certified  
Management System,  
awarded to Emerald  
for adherence to  
Environmental  
standard  
ISO 14001:2004.

Certificate Number 1985  
ISO 14001



INVESTOR IN PEOPLE

# CONTENTS

<i>List of Contributors</i>	vii
<b>Chapter 1 High-involvement Work Processes and Systems: A Review of Theory, Distribution, Outcomes, and Tensions</b> <i>Peter Boxall, Meng-Long Huo, Keith Macky and Jonathan Winterton</i>	1
<b>Chapter 2 The Roles of Grit in Human Resources Theory and Research</b> <i>Samantha L. Jordan, Andreas Wihler, Wayne A. Hochwarter and Gerald R. Ferris</i>	53
<b>Chapter 3 Data Visualizations and Human Resource Management: The State of Science and Practice</b> <i>David E. Caughlin and Talya N. Bauer</i>	89
<b>Chapter 4 Organizational Influences on Work–Home Boundary Permeability: A Multidimensional Perspective</b> <i>Johnna Capitano, Kristie L. McAlpine and Jeffrey H. Greenhaus</i>	133
<b>Chapter 5 Third Party Employment Branding: What are its Signaling Dimensions, Mechanisms, and Sources?</b> <i>Brian R. Dineen, Greet Van Hove, Filip Lievens and Lindsay Mechem Rosokha</i>	173
<b>Chapter 6 Reviewing Creativity and Innovation Research Through the Strategic HRM Lens</b> <i>Saba S. Colakoglu, Niclas Erhardt, Stéphanie Pougnet-Rozan and Carlos Martin-Rios</i>	227
<i>About the Authors</i>	273

*This page intentionally left blank*

# LIST OF CONTRIBUTORS

<i>Talya N. Bauer</i>	Management Area, Portland State University, Portland, OR, USA
<i>Peter Boxall</i>	Department of Management and International Business, University of Auckland, Auckland, New Zealand
<i>Johnna Capitano</i>	Department of Management, College of Business and Public Administration, West Chester University, West Chester, PA, USA
<i>David E. Caughlin</i>	School of Business, Portland State University, Portland, OR, USA
<i>Saba Colakoglu</i>	Scheller College of Business, Georgia Institute of Technology, Atlanta, GA, USA; Koc University, Istanbul, Turkey
<i>Brian R. Dineen</i>	Organizational Behavior and Human Resources Area, Krannert School of Management, Purdue University, West Lafayette, IN, USA
<i>Niclas Erhardt</i>	Maine Business School, University of Maine, Orono, ME, USA
<i>Gerald R. Ferris</i>	Department of Management, College of Business, Florida State University, Tallahassee, FL, USA
<i>Jeffrey H. Greenhaus</i>	Department of Management, LeBow College of Business, Drexel University, Philadelphia, PA, USA
<i>Wayne A. Hochwarter</i>	Department of Management, College of Business, Florida State University, Tallahassee, FL, USA
<i>Meng-Long Huo</i>	Department of Management, Monash University, Subang Jaya, Malaysia
<i>Samantha L. Jordan</i>	Department of Management, College of Business, Florida State University, Tallahassee, FL, USA



<i>Filip Lievens</i>	Lee Kong Chian School of Business, Singapore Management University, Singapore, Singapore
<i>Keith Macky</i>	Management and Information Technology (Postgraduate), Whitireia New Zealand, Auckland Campus, New Zealand
<i>Carlos Martin-Rios</i>	Department of Management, Ecole hôtelière de Lausanne, HES-SO University of Applied Sciences and Arts Western Switzerland
<i>Kristie L. McAlpine</i>	School of Business-Camden, Rutgers University, Camden, NJ, USA
<i>Stéphanie Pougnet-Rozan</i>	Department of Management, Ecole hôtelière de Lausanne, HES-SO University of Applied Sciences and Arts Western Switzerland
<i>Lindsay Mechem Rosokha</i>	Organizational Behavior and Human Resources Area, Krannert School of Management, Purdue University, West Lafayette, IN, USA
<i>Greet Van Hoye</i>	Department of Marketing, Innovation, and Organisation, Ghent University, Ghent, Belgium
<i>Andreas Wihler</i>	Frankfurt School of Finance & Management, Frankfurt, Germany
<i>Jonathan Winterton</i>	Department of Management, Huddersfield Business School, Huddersfield, UK