

Research in Personnel
and Human Resources
Management

Volume 38

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, Anthony R.
Wheeler, John E. Baur, and Jonathon
R. B. Halbesleben

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
Volume 37: Edited by M. Ronald Buckley, Anthony R. Wheeler, John E. Baur,
Jonathon R. B. Halbesleben

RESEARCH IN PERSONNEL AND HUMAN
RESOURCES MANAGEMENT VOLUME 38

RESEARCH IN PERSONNEL AND HUMAN RESOURCES MANAGEMENT

M. RONALD BUCKLEY
University of Oklahoma, USA

ANTHONY R. WHEELER
Widener University, USA

JOHN E. BAUR
University of Nevada, Las Vegas, USA

JONATHON R. B. HALBESLEBEN
University of Alabama, USA



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

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

First edition 2020

Copyright © 2020 Emerald Publishing Limited

Reprints and permissions service

Contact: 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: 978-1-80043-076-1 (Print)

ISBN: 978-1-80043-075-4 (Online)

ISBN: 978-1-80043-077-8 (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
Chapter 1 Is Leadership More Than “I Like My Boss”? <i>Francis J. Yammarino, Minyoung Cheong, Jayoung Kim and Chou-Yu Tsai</i>	1
Chapter 2 Mindfulness and Relationships: An Organizational Perspective <i>Lillian T. Eby, Melissa M. Robertson and David B. Fecteau</i>	57
Chapter 3 Dyads of Politics and the Politics of Dyads: Implications for Leader Development <i>Wayne A. Hochwarter, Ilias Kapoutsis, Samantha L. Jordan, Abdul Karim Khan and Mayowa Babalola</i>	103
Chapter 4 The Future of Unions in the United States <i>Gayle Hamilton and Marick F. Masters</i>	145
Chapter 5 Prosocial Advocacy Voice in Healthcare: Implications for Human Resource Management <i>Soo-Hoon Lee, Thomas W. Lee and Phillip H. Phan</i>	181
Chapter 6 Discrete Incivility Events and Team Performance: A Cognitive Perspective on a Pervasive Human Resource (HR) Issue <i>Arieh Riskin, Peter Bamberger, Amir Erez and Aya Zeiger</i>	223
Chapter 7 HR Research and Practice from a Deonance Perspective <i>Robert Folger and Steven W. Whiting</i>	259

Chapter 8 Using Computer-Assisted Text Analysis (CATA) to Inform Employment Decisions: Approaches, Software, and Findings	
<i>Emily D. Campion and Michael A. Campion</i>	285
<i>About the Authors</i>	327

LIST OF CONTRIBUTORS

<i>Mayowa Babalola</i>	United Arab Emirates University, UEA
<i>Peter Bamberger</i>	Tel Aviv University, Israel
<i>Emily D. Champion</i>	Old Dominion University, USA
<i>Michael A. Champion</i>	Purdue University
<i>Minyoung Cheong</i>	Penn State Great Valley, USA
<i>Lillian T. Eby</i>	University of Georgia, USA
<i>Amir Erez</i>	University of Florida, USA
<i>David B. Fecteau</i>	University of Georgia, USA
<i>Robert Folger</i>	University of Central Florida, USA
<i>Gayle Hamilton</i>	Wayne State University, USA
<i>Wayne A. Hochwarter</i>	Florida State University, USA
<i>Samantha L. Jordan</i>	Florida State University, USA
<i>Ilias Kapoutsis</i>	Athens University of Economics and Business (AUEB), Greece
<i>Abdul Karim Khan</i>	United Arab Emirates University, UEA
<i>Jayoung Kim</i>	Purdue University Northwest, USA
<i>Soo-Hoon Lee</i>	Old Dominion University, USA
<i>Thomas W. Lee</i>	University of Washington, USA
<i>Marick F. Masters</i>	Wayne State University, USA
<i>Phillip H. Phan</i>	Johns Hopkins University, USA
<i>Arieh Riskin</i>	Tel Aviv University & Technion, Israel Institute of Technology, Israel
<i>Melissa M. Robertson</i>	University of Georgia, USA
<i>Chou-Yu Tsai</i>	Binghamton University, State University of New York, USA

Steven W. Whiting

University of Central Florida, USA

Francis J. Yammarino

Binghamton University, State University of
New York, USA

Aya Zeiger

Tel Aviv University, Israel