

Research in Personnel  
and Human Resources  
Management

**Volume 36**

# Research in Personnel and Human Resources Management

**Edited by**

M. Ronald Buckley

Anthony R. Wheeler

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 and Anthony R. Wheeler

## 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  
Volume 32: Edited by M. Ronald Buckley, Jonathon R. B. Halbesleben and  
Anthony R. Wheeler  
Volume 33: Edited by M. Ronald Buckley, Jonathon R. B. Halbesleben and  
Anthony R. Wheeler  
Volume 34: Edited by M. Ronald Buckley, Jonathon R. B. Halbesleben,  
Anthony R. Wheeler  
Volume 35: Edited by M. Ronald Buckley, Jonathon R. B. Halbesleben,  
Anthony R. Wheeler

RESEARCH IN PERSONNEL AND HUMAN  
RESOURCES MANAGEMENT VOLUME 36

# RESEARCH IN PERSONNEL AND HUMAN RESOURCES MANAGEMENT

EDITED BY

**M. RONALD BUCKLEY**

*University of Oklahoma, Norman, OK, USA*

**ANTHONY R. WHEELER**

*Bryant University, Smithfield, RI, 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 2018

Copyright © 2018 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: 978-1-78756-322-3 (Print)

ISBN: 978-1-78756-321-6 (Online)

ISBN: 978-1-78756-323-0 (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>The Relevance of Discrete Emotional Experiences for Human Resource Management: Connecting Positive and Negative Emotions to HRM</b> <i>Shane Connelly and Brett S. Torrence</i>	1
<b>Organizational Citizenship Behavior in the 21<sup>st</sup> Century: How Might Going the Extra Mile Look Different at the Start of the New Millennium?</b> <i>Jaron Harvey, Mark C. Bolino and Thomas K. Kelemen</i>	51
<b>Examining the Role of Pregnancy at Work: Implications for the Well-Being of the Mother and Baby</b> <i>Kaylee J. Hackney and Pamela L. Perrewé</i>	111
<b>A Research Revolution in SHRM: New Challenges and New Research Directions</b> <i>Patrick M. Wright, Anthony J. Nyberg and Robert E. Ployhart</i>	141
<b>Familiarity and Fluid Team Performance: Leadership and HRM Implications</b> <i>Christopher H. Thomas, Foster Roberts, Milorad M. Novicevic, Anthony P. Ammeter and Dragan Loncar</i>	163
<b>HR Technology Systems: An Evidence-Based Approach to Construct Measurement</b> <i>Gary W. Florkowski</i>	197
<b>From the Unfolding Process to Self-Regulation in Job Search: Integrating Between- and Within-Person Approaches</b> <i>Serge P. da Motta Veiga, Daniel B. Turban, Allison S. Gabriel and Nitya Chawla</i>	241
<i>About the Authors</i>	273
<i>Index</i>	277

*This page intentionally left blank*

# LIST OF CONTRIBUTORS

<i>Anthony P. Ammeter</i>	University of Mississippi, MS, USA
<i>Mark C. Bolino</i>	Division of Management and International Business, Price College of Business, University of Oklahoma, Norman, OK, USA
<i>Nitya Chawla</i>	Department of Management and Organizations, Eller College of Management, University of Arizona, Tucson, AZ, USA
<i>Shane Connelly</i>	Department of Psychology, College of Arts and Sciences, University of Oklahoma, Norman, OK, USA
<i>Serge P. da Motta Veiga</i>	Department of Management, Kogod School of Business, American University, Washington, DC, USA
<i>Gary W. Florkowski</i>	Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA, USA
<i>Allison S. Gabriel</i>	Department of Management and Organizations, Eller College of Management, University of Arizona, Tucson, AZ, USA
<i>Kaylee J. Hackney</i>	Department of Management, Hankamer School of Business, Baylor University, Waco, TX, USA
<i>Jaron Harvey</i>	Department of Management, College of Business Administration, Kansas State University, Manhattan, KS, USA
<i>Thomas K. Kelemen</i>	Division of Management and International Business, Price College of Business, University of Oklahoma, Norman, OK, USA
<i>Dragan Loncar</i>	Faculty of Economics, University of Belgrade, Serbia
<i>Milorad M. Novicevic</i>	University of Mississippi, MS, USA
<i>Anthony J. Nyberg</i>	Department of Management, Darla Moore School of Business, University of South Carolina, Columbia, SC, USA



<i>Pamela L. Perrewé</i>	Department of Management, Florida State University, Tallahassee, FL, USA
<i>Robert E. Ployhart</i>	Department of Management, Darla Moore School of Business, University of South Carolina, Columbia, SC, USA
<i>Foster Roberts</i>	Harrison College of Business, Southeast Missouri State University, MO, USA
<i>Christopher H. Thomas</i>	Richard A. Chaifetz School of Business, Saint Louis University, USA
<i>Brett S. Torrence</i>	Department of Psychology, College of Arts and Sciences, University of Oklahoma, Norman, OK, USA
<i>Daniel B. Turban</i>	Department of Management, Trulaske College of Business, Columbia, MO, USA
<i>Patrick M. Wright</i>	Department of Management, Darla Moore School of Business, University of South Carolina, Columbia, SC, USA