



From the Editor

The Journal of Behavioral and Applied Management (JBAM), the official journal of the Institute of Behavioral and Applied Management (IBAM), is moving quickly to advance the journal, its reach, and its impact. Along with the support of the Editorial Board, we are working on migrating all of the previous issues onto the Scholastica platform which will provide greater exposure. We are updating our agreements with various search providers to make certain that the work of our authors is discoverable. Additionally, we have applied for Digital Object Identifier (DOI) agreement which we will apply to all previous articles once awarded to ensure accessibility. Meanwhile, we are very pleased with the quality of article that we continue to receive and are excited to bring this issue to publication.

The first article in this issue builds and tests boundary management measures and tactics. In their article, *Boundary Management Tactics: An Examination of the Alignment with Preferences in the Work and Family Domains*, Dawn S. Carlson, Merideth Ferguson, and K. Michele Kacmar apply structural equation modeling to a sample of 639 working individuals to test the temporal, physical, behavioral, and communicative boundary management tactics. This article will be of interest to anyone thinking about work-family conflict and boundary management tactics.

In the second article, *The Role of Ethical Climate and Moral Disengagement in Well-Intended Employee Rule Breaking*, James Vardaman, Julie I. Hancock, and Meagan Brock Baskin explore pro-social rule breaking and the role of that an ethical work climate plays in enabling pro-social rule breaking. Using surveys from 274 working adults, the authors measure the use confirmatory factor analysis to test the relationships of their model and found significance. This article will be particularly interesting to those who wonder why employees break rule especially when done for the benefit of the organization rather than the detriment.

In the third article, *Generational Workforce Demographic Trends and Total Organizational Rewards that Might Attract and Retain Different Generational Employees*, by Tomas Martin and Robert Otteman provides practical recommendations for managing generational cohorts that is ground in sound research. This article will be of particular value to those who are looking to develop strategic alignment of their incentive systems with performance taking into considerations the differences in motivations of the various cohort.

Finally, in his article, *Emotional versus Cognitive Intelligence: Which is the Better Predictor of Efficacy for Working in Teams*, Graeme Coetzer develops and tests predictors of individual efficacy in teamwork on 510 college students. The area of teamwork and team performance is every increasing in importance since so much of the world is dependent upon them. This article provides insights into how one might anticipate ex ante an individual's ability to work in teams. This is of particular importance for organizations that are reliant on team-based performance.

It is my desire to continue the hard work that the previous editors of JBAM have put in and continue to deliver issues that find a balance between pure research and application. I encourage you to consider submitting your scholarly and practitioner oriented work to the Journal of Behavior and Applied Management at <https://jbam.scholasticahq.com/> . I want to

continue the practice of encouraging our readership to provide their reflections and responses to the articles in this issue. As the Associate Editor for JBAM, I appreciate your feedback in the spirit of continuous improvement.

Warm regards,

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