

From the Editor

Best wishes to you for 2005 from JBAM! This is our first issue of the New Year and we think you'll enjoy the quality articles and case presented. Before I describe these works, however, I would like to use a portion of my space here to update the readership.

First, I would like to say thank you to the many members of the IBAM family I was able to meet at the Providence, Rhode Island conference. It was a pleasure and I greatly appreciated the warm welcome. The constructive tone and collegiality that epitomizes IBAM was clearly evident. If you did not have the opportunity to participate in the 2004 conference, plan to join us at the beautiful Sunburst Resort in Scottsdale, Arizona (October 6-8) for the 2005 meeting. The paper deadline is April 13th, 2005 and you can register online at www.ibam.com.

Also, in a previous issue, I announced an agreement between the *Journal of Behavioral and Applied Management* and EBSCO Publishing, Inc. EBSCO project managers tell me we are slated for a new product group that is due out Fall/Winter 2005. Once this product group becomes operational, JBAM articles will appear in the EBSCO periodical database. We view this as a positive step in both enhancing the journal and providing greater distribution of the superior work of our authors.

Examples of superior scholarship are certainly evident in this issue of JBAM. We begin with an international flair as our first article comes to us from Unnikammu Moideenkutty from Sultan Qaboos University in the Sultanate of Oman. This manuscript is titled, "Organizational citizenship behavior and developmental experiences: Do role definitions moderate the relationship?" The study examined 136 supervisor-subordinate dyads and indicated organizational citizenship behavior (OCB) was positively related to developmental experiences after controlling for in-role performance (IRP). In addition, the author addresses the implications of the breadth of supervisor role definitions on followers' OCB and developmental experiences.

Continuing on the international theme, our second article is, "Repatriation adjustment problems and the successful reintegration of expatriates and their families." In this article, Aaron Andreason and Kevin Kinneer tackle the problem of expatriate dissatisfaction and attrition associated with repatriation adjustment. The authors discuss why many programs have been unsuccessful. More importantly, they offer a conceptual framework for analysis and provide recommendations for managing reintegration into the home culture and organization.

Our third article, by Harlan Spotts and Anthony Chelte, is "Evaluating the effects of team composition and performance environment on team performance." This study considered the performance, interpersonal relations, equity, and output of online and face to face groups. The authors suggest that while face to face groups may be more costly, they may lead to higher levels of performance over the longer-term.

Next, we have an article titled, “The integrative effects of flexible work arrangements and preferences for segmenting or integrating work and home roles.” MaryAnne Hyland, Ciaran Rowsome, and Erin Rowsome investigated the relationship between work flexibility, employee performance, affective commitment, and turnover intentions, while controlling for the moderating effects of employees’ preferences for segmenting or integrating their work and home lives. Involving 172 employees from eight organizations in Ireland, they found marginally significant effects for compressed work weeks.

Finally, for those case aficionados, we offer a case entitled, “Stadium Foods Company” by Stephen Skripak. This case study is quite complex and has a greater quantitative focus than many. For those of you especially adept in using the case method, we think you’ll enjoy this one. JBAM only publishes the case itself as teaching notes should be requested from the author.

We hope you enjoy this edition of the *Journal of Behavioral and Applied Management*. As always, please send us your comments as to how we can improve JBAM to better meet your needs.

John Humphreys, Editor