

## From the Editor

In assuming the position of Editor of JBAM, I have some very “big shoes” to fill. I am following in this position the distinguished David Van Fleet of Arizona State University. During his tenure as editor, he skillfully advanced the credibility of JBAM and built on the solid foundation provided by Dan Rowley, Herb Sherman, and John Humphreys. I will not be alone in my editorship. I am fortunate to have Paul Jacques of Western Carolina University serving as Assistant to the Editor. I am also fortunate to have secured the commitment of an excellent group of scholars and practitioners to advise me by serving on the Editorial Board: RuthAnn Althaus (Ohio University), Frank Jeffries (University of Alaska, Anchorage), Geraldine Kiesel (AK Research & Testing), Keiko Krahnke (University of Northern Colorado), Tom Martin (University of Nebraska, Omaha), Jim McElroy (Iowa State University), Bill Reisel (St. John's University), Herb Sherman (Long Island University, Brooklyn Campus), John Sosik (The Pennsylvania State University, Great Valley), Irv Summers (Independent Researcher), David Van Fleet (Arizona State University), Melody Wollen (Eastern Illinois University), and Carolyn Youssef (Bellevue University). Finally, I am guided by a host of qualified reviewers without whose donation of time, effort, and wisdom no editor could succeed.

In attempting to build on David's efforts the past three years, there are some projects moving forward that should prove beneficial. First, Melody Wollen has completed an extensive impact study of JBAM. She has provided me with a listing of past JBAM articles that have been cited in the scholarly literature, and I will be notifying the authors of these articles regarding journals in which their JBAM published article was cited. Second, David Van Fleet is pursuing the possibility of producing a hard copy of JBAM through some type of agreement with a publishing firm. Finally, I am investigating the potential of publishing JBAM on a quarterly basis, and this may involve the creation of a “Special Issue” composed of invited articles from noted researchers around a specific management theme.

As I shared with the Editorial Board, a goal for my tenure as editor of JBAM is to encourage submissions willing to challenge current management thinking but reflecting the highest level of scholastic rigor. I trust that you will find a number of articles in this issue illustrative of that effort. As an example, Michele Kacmar of the University of Alabama, Kenneth Harris of Indiana University Southeast, Dawn Carlson of Baylor University, and Suzanne Zivnuska of California State University-Chico provide an intriguing study in “Surface-Level Actuality Similarity vs. Deep-Level Perceived Similarity: Predicting Leader-Member Agreement.” Their study of Leader-Member exchange reports that predictions associated with similarity-attraction theory were supported only when surface level similarity (i.e. relational demographics) was the only predictor in the equation. Once deep-level similarity variables entered the equation, the influence of surface level similarity on Leader-Member exchange became insignificant.

This issue of JBAM contains two studies with an international flavor. In the first, Anastasia Katou of the University of Macedonia in Greece provides insight regarding

the relationship between human resource development (HRD) and organizational performance in “The Impact of Human Resource Development on Organizational Performance: Test of a Causal Model. Reporting results of a study involving the Greek manufacturing sector, Anastasia provides data suggesting that HRD has a positive impact on organizational performance and explains the mechanism thorough with HRD improves such performance.

In the second, Rebecca Merkin of Baruch College-CUNY brings to JBAM a most interesting study suggesting that not only do perspectives of sexual harassment differ between cultures, but negative outcomes associated with sexual harassment also differ along cultural lines. In her manuscript entitled “South American Perspectives on Sexual Harassment: The Standpoint in Argentina, Brazil, and Chile”, Rebecca reports that the decrease in job satisfaction associated with sexual harassment reported in the U.S. was not evident among the South American employees in her study, but sexual aggression did produce significant decreases in job satisfaction.

“What it Means When Your Work is Admired by Others: Observations of Employees of Professional Sport Organizations” by Samuel Todd of Georgia Southern University and Kenneth Harris of Indiana University Southeast provides an extension of professional sports into management research. Guided by social identification theory, the authors report on a study investigating the manner in which the evaluative dimension of group identification ultimately influences employee perceptions of work and work performance.

“The Engagement Process: Examining the Evidence from Diverse Perspectives” by Leslie Haugen and Anne Davis of Houston Baptist University presents the results of a qualitative search of diverse literature regarding the concept of engagement. The authors identify three critical components of engagement and elaborate on a theoretical model for researching engagement in the workforce. The authors conclude with discussion of practical considerations in working toward an engaged workforce.

This issue of JBAM contains two articles with the potential to stimulate scholarly discussion and further research. “Leader Levity: The Effects of a Leader’s Humor Delivery on Followers’ Positive Emotions and Creative Performance” by Larry Hughes of the University of Nebraska, Kearney, explores theory underlying the relationship between a leader’s style in delivery of humor on creative performance as mediated by positive emotions. The author advances a series of propositions to explain the relationships inherent in his model and discusses the practical implications of humor and delivery style for practicing managers.

In “The Implications of the Cultural Values of Individualism and Collectivism in the Formation of the Psychological Contract and Employee Commitment,” Jeffrey Street of Idaho State University conceptualizes a study involving mid-level managers and mid-career salaried professionals of Japanese-American firms located in the U.S. At the center of this hypothetical study, the author explores the influence of individualism and

collectivism on the nature of psychological contracts that evolve in the workplace and subsequent components of commitment.

Ernie Stark, Editor