

## From the Editor

With the introduction of the year 2011, *JBAM* is pleased to present to its readers four very relevant and insightful manuscripts. As with past issues of *JBAM*, I trust that these articles are reflective of the rigorous effort put forth on the part of both the reviewers and authors to ensure the highest level of research and scholarship.

From China comes a most interesting study by Ren-Tao Miao of the University of Science and Technology in Liaoning, China. In an article entitled “Perceived organizational support, job satisfaction, task performance and organizational citizenship behavior in China”, the author reports a study in which Western concepts about organizational theory were tested in an Oriental environment. The results suggest that the association demonstrated between these constructs in Western cultures generally holds true in China, but discussion of these relationships is enhanced by consideration of the uniqueness of the Chinese workplace.

The second manuscript in this issue, “The two faces of uncertainty avoidance: Attachment and adaptation,” also has an international flavor. In a study of 155 field sales personnel located in the United States, Canada, the United Kingdom, and Australia/New Zealand, David Baker and Kerry Carson of the University of Louisiana at Lafayette researched the constructs of attachment and adaptation as avenues for addressing uncertainty avoidance. The results of their study suggest that while individuals in Western cultures may indeed respond to uncertainty by attaching themselves to a dominant group in their culture, a secondary approach to avoiding uncertainty is to adjust to the environment rather than hanging onto the present.

The third manuscript appearing in this issue presents a very insightful discussion regarding the construct of spirituality in the workplace in Western cultures. In “Expanding a framework for non-ideological conceptualization of spirituality in the workplace,” Robert Hayden and John Barbutto, Jr. of the University of Nebraska, critique the existing conceptualization of workplace spirituality and argue that a single-domain model (i.e. workplace) is inadequate. They advocate for a non-ideological expression of spirituality built from universal values, virtues, and behaviors.

The final manuscript in this issue addresses a phenomenon facing most of us engaged in teaching at the college or university level: the increasing dichotomy between the traditional face-to-face teaching environment and the online teaching environment. In “Deciding between traditional and online formats: Exploring the role of learning advantages, flexibility, and compensatory adaptation,” Thomas Daymont, Gary Blau, and Deborah Campbell of Tulane University present the results of a study of format choice decisions among undergraduate students. They report that students preferring the traditional delivery format justify their preference by citing perceived learning advantages possible through face-to-face classroom interaction. Students reporting a preference for the asynchronous delivery format justify their preference by citing the greater flexibility possible, but recognize they must compensate for its disadvantages by enhanced time management and greater levels of self-discipline.

I am trusting that you find this issue worthy of your time and consideration, and I encourage you to share with me any reflections or responses you might have in regard to the articles in this issue.

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