



From the Associate Editor

The Journal of Behavioral and Applied Management (JBAM), the official journal of the Institute of Behavioral and Applied Management (IBAM) continue to seek relevance to academic and practitioners alike. While the organization is heavily associated with academics steeped in rigorous basic research, the contributors to the JBAM recognize the need for application. Each issue of JBAM promise the reader with new insights into the art of management rooted in sound research; this issue is no exception.

The first article in this issue is an empirical article that examines the relationship between abusive supervision and work behaviors. In the article entitle *Perceptions of Ethical Leadership as a Mediator of the Relationship Between Abusive Supervision and Work Behaviors*, K. Michele Kacmar, C. Justice Tillman, Kenneth J. Harris, and Marilyn V. Whitman, the authors find that ethical leadership does mediate the relationship between abusive supervision and task-focused organizational citizenship behavior.

In the second article, *Volunteerism: Can it Provide Insights for Employee Selection?*, Charlotte D. Sutton and Kimberly M. Johnson review the literature of social sciences and provide an empirical study that provides greater insights into volunteerism and employee selection. This article not only expands our understanding of selection but does so in an application-based way especially for employers looking for socially responsible behaviors.

Finally, in their article *An Empirical Test of Strategic Groups: Predicting Organizational Performance*, Kenneth M. York and Cynthia E. Miree expand the literature of strategic groups by applying payroll data to classify NFL teams. This work is important to the field of strategic management since it allows the application of payroll data to strategic positioning. Payroll data in this case serves as a proxy for talent – high pay-high talent – and allows for the mapping of within industry positioning.

It is my desire to continue the hard work that pervious 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 encourage 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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