

<AHRD Conference 전체 스케줄 요약본>

날짜	시간	트랙	트랙별 주제	HRD 실무자 추천 트랙
11.13 (목)	09:00 ~ 10:20	Room1	Keynote Speech I	-
	10:20 ~ 10:40	Coffee Break		-
	10:40 ~ 11:50	Room1	Keynote Speech II	
	13:00 ~ 14:45	Room1	Innovative Session I	-
		Room2	Leadership and Talent Development	✓
		Room3	Career Development and Ethical Issues in HRD	
		Room4	Organizational Change	✓
		Room5	Job related Outcomes in HRD	✓
		Room6	Global, Comparative & Cross Cultural Dimensions of HRD (Work In Progress)	-
	14:45 ~ 15:15	Coffee Break		-
	15:15 ~ 16:30	Room1	Innovative Session II	-
		Room2	Innovative Session III	-
		Room3	Training & Development	-
		Room4	Global dimension of HRD and Career Development	-
Room5		Organizational Development (Work In Progress)	✓	
Room6		Strategic HRD	✓	
16:30 ~ 18:00	Debriefing (컨퍼런스 + 디브리핑 신청자만 참석이 가능합니다)		✓	
11.14 (금)	09:00 ~ 10:20	Room1	Keynote Speech III	-
	10:20 ~ 10:40	Coffee Break		-
	10:40 ~ 11:50	Room1	Keynote Speech IV	-
	13:00 ~ 14:45	Room1	Innovative Session IV	-
		Room2	Leadership Development	-
		Room3	Career Development and Global Dimension of HRD	✓
		Room4	Organizational Development	-
		Room5	Leadership Development and Training & Development (Work In Progress)	-
		Room6	Employee Engagement	✓
	14:45 ~ 15:15	Coffee Break		-
	15:15 ~ 16:30	Room1	Innovative Session V	-
		Room2	Training & Development	-
		Room3	Organizational Development	-
		Room4	Social Justice in HRD and Training & Development (Work In Progress)	-
Room5		Strategic HRD	✓	
Room6		Social Justice and Ethical Issues in HRD	-	
16:30 ~ 18:00	Debriefing (컨퍼런스 + 디브리핑 신청자만 참석이 가능합니다)		✓	
18:00 ~ 21:30	Room1	Gala Dinner Best Paper Award and Sponsor Appreciation	-	

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* **파란색** : HRD실무자들에게 추천하는 트랙

* **노란색** : 추천하는 주요연사

13 November 2014 (Thursday)

Time	Activities	Venue
08:00 – 17:00	Conference Registration and Check In	2 nd Floor Lobby
09:00 – 10:20	Keynote Speech I: Beyond competency models: New areas of focus for corporate leadership development Dr. Alexandre Ardichvili <i>Professor of HRD at the University of Minnesota</i>	Emerald Hall
10:20 – 10:40	Coffee Break	
10:40 – 11:50	Keynote Speech II: Leadership Journey: How to drive leadership behavior change in real world Mijin Cho <i>Vice President of Leadership Development group at Hyundai Motor Group University</i>	Emerald Hall
11:50 – 12:00	Group Photo	
12:00 – 13:00	Lunch	
13:00 – 14:45	Innovative Session I: Network Analysis for HRD Research and Practice: What, How, and Why? Leader: Seung Won Yoon, Doo Hun Lim, and Jihoon Song	Noblesse A Hall
	Paper Presentation Session A- Leadership and Talent Development [Full Papers]	Noblesse B Hall
	<i>Chair: Aahad Osman-Gani</i>	
	Leadership Characteristics in Leading Korean Firms and Their Implications for HRD <i>Suk-Jean Kang, Joseph Kessels, Eun-Soo Lee, and Young-Sam Cho</i>	
	Talent Development for Innovation <i>Nisha Manikoth and Maria Cseh</i>	
	Examining Ethical Leadership Behaviors: Applications of VIE Model of Motivation <i>Emmanuel Osafo</i>	
	The Impacts of Learning Goal Orientation and Empowering Leadership on Psychological Well-being of Knowledge Workers: The Mediating Role of Psychological Empowerment <i>Baek-Kyoo Joo and Jong Gyu Park</i>	
	Paper Presentation Session B- Career Development and Ethical Issues in HRD [Full Papers]	Omnibus A Hall
	<i>Chair: Rob Poell</i>	
	A career path moving across organizational boundaries -Based on a case study research of corporate executive leaders <i>Kumiko Ito and Takehiro Inohara</i>	
	The moderating effect of religious faith in the relationship between academic dishonesty and future work ethics among undergraduates in the public universities in Malaysia. <i>Zoharah Omar, Suriani Ismail, Turiman Suandi, and Ismi Ismail Arif</i>	
	Towards a Definition of Professional Accountability in Human Resource Development <i>Xiaoping Tong, Sanghyun Lee, and Ronald Jacobs</i>	

Paper Presentation Session C- Organizational Change [Full Papers]Omnibus B
Hall*Chair: Hye-Seung Kang*Perceived Relationships among Knowledge Management, Total Quality Management,
and Organization Innovation Performance*Gary N. McLean and Pimpimon Kongpichayanond*

Managing and Developing Global Teams

Sewon Kim and Gary N. McLean

Exploring HRD Professional Organizations: Implications for HRD Education

Gary N. McLean and Mesut Akdere

Creative Talent Mapping of Korea

Hunseok Oh, Kyung-Min Kim, Daekwon Park, Jae-Hun Jung, and Hanrim Park

Paper Presentation Session D- Job related Outcomes in HRD [Full Papers]SKY A
Hall*Chair: Yi-Chin Lin*Exploring the Theoretical Link between Characteristics in a Job and Cyberloafing Using
Job Demands-Resource Theory*Ahmad Alshuaibi, Faridahwati Mohd. Shamsudin Chandrakantan Subramaniam.*The impact of perceived corporate social responsibility on job satisfaction and
organizational commitment: evidence from Pakistan*Muhammad Asrar-Ul-Haq, K Peter Kuchinke, Muhammad Hameed, and Hasan Tahir*The structural relationship among organizational commitment, job satisfaction, and
turnover intention*Yunsoo Lee*

**Paper Presentation Session E- Global, Comparative & Cross Cultural HRD
[Work In Progress]**SKY B
Hall*Chair: Jeongho Jeon*Corporate Social Responsibility, Employer Reputation, and Employee Commitment: An
Empirical Study in ASEAN Economic Community*Kanittaga Thardsatien*The Mediating Effects of Influencing Skills in the Relationship between Key
Information-Processing Skills and Hourly earnings for wage*Herry Koh, Jeonghun Kim, and Heesu Lee*Talent Identification for Contemporary Human Resource Development in Medium Sized
Companies*Xiaoxian Zhu*An Examination of the Relationships between Goal Orientation, Self-directed Learning,
Job-search Behavior of University Students: The Mediating Role of Career Adaptability*Heh Youn Shin***14:45 – 15:15**

Coffee Break

15:15 – 16:30**Innovative Session II: Developing the Global Competence of HRD
Graduate Students through a Comprehensive Learning Approach**Leader: *Maria Cseh*Noblesse A
Hall**Innovative Session III: Tools and Tips for Publishing HRD Research**Leader: Julia Storberg-Walker, *Gary N. McLean*, and *Mesut Akdere*,Noblesse B
Hall

Paper Presentation Session F - Training & Development [Full Papers]Omnibus A
Hall*Chair: Roziah Mohd Rasdi*Global Migration and Meanings of Work: Framing the Role of Human Resource
Development for Human Flourishing*K. Peter Kuchinke*

A study on needs assessment for developing a global leadership program in South Korea
Yangyi Kwon

Malaysian public sector employees' locus of control and financial adequacy
Husniyah Abdul Rahim, Zuroni Md. Jusoh, Husna Sulaiman, Mohd. Amim Othman, and Noor Diyana Fazan Ahmad

Paper Presentation Session G- Global HRD and Career Development[Full Papers] Omnibus B Hall

Chair: Taejun Cho

The History, Present, and Future of HRD Education in the Netherlands
Rob Poell

Implementing Common Core State Standards: Implications for Global Human Resource Development
Seburn Pense, Elizabeth Freeburg, and Christopher Clemons

A Theoretical Framework of Career Identity, Career Well-being, and Emotional Labor: A Review of Literature
Yu-Ya Hsiao and Yi-Chin Lin

Paper Presentation Session H- Organizational Development [Work In Progress] SKY A Hall

Chair: Jeeyon Paek

An Examination of the use of older adult volunteers as workers in caring for elderly peers in Taiwan
Su-Fen Liu and Po-Sheng Chiou

A Study on Good Meeting Practices, Interactional Justice, and Informal Learning: Mediating Effect of Meeting Citizenship Behavior
Minjung Kim and Jeeyon Paek

Knowledge Management Process in accordance with Employee Competence: A Review of Knowledge Acquisition, Sharing, and Utilization Process at Different Levels of Employee Competence
Sanghyun Lee

The Mediating Effect of the Practice of Core Values Between Core Values Development Activities and Work Engagement
Jihye Oh, Doo Hun Lim, and Dae Yeon Cho

Paper Presentation Session I- Strategic HRD [Full Papers] SKY B Hall

Chair: Fee Yeon Tan

Developing Expatriates and Inpatriates: Strategies, Challenges, and Benefits
Gary N. McLean, Junhee Kim, and Oranuch Pruetipibultham

A Theoretical Framework of Trait Anxiety, Political Skill, and Job Performance in the Securities Industry in Taiwan: A Review of Literature
Chi-Wei Chiang, Yi-Chun Lin

The Moderating Role of Cognition-Based Trust in Formal Mentoring Relationships in Korea
Sujin Son and Peter K. Kuchinke

16:30 – 18:00 **Debriefing (컨퍼런스+디브리핑 신청자만 참석이 가능합니다)**

18:00 – 22:00 **City Tour** The Hotel Main Lobby

14 November 2014 (Friday)

Time	Activities	Venue
08:00 – 17:00	Conference Registration and Check In	2 nd Floor Lobby
09:00 – 10:20	Keynote Speech III: Examining Leadership from an Outside and an Inside Perspective Dr. Darlene Russ-Eft <i>Professor and Discipline Liaison of Adult Education and Higher Education Leadership in the College of Education at Oregon State University</i>	Emerald Hall
10:20 – 10:40	Coffee Break	
10:40 – 12:00	Keynote Speech IV: Developing Public Leadership by Field Oriented, Process Oriented, and Outcome Oriented Approaches: Lessons from Global Big 3 Public HRD Practices Dr. Dae-Bong KWON <i>Professor of the Department of Education, Korea University</i>	Emerald Hall
12:00 – 13:00	Lunch	
13:00 – 14:45	Innovative Session IV: Asian Women in Top Management Leader: Yonjoo Cho and Gary N. McLean	Noblesse A Hall
	Paper Presentation Session K- Leadership Development [Full Papers] Chair: K. Peter Kuchinke Leadership and Organizational Commitment: The Case of a Thai Private University <i>Iratrachar Amornpipat, Gary N. McLean, and Meta Katekaew</i> Effects of Spiritual Intelligence on Leadership Effectiveness Mediated by Ethical Behavior: A Conceptual Analysis <i>Aahad Osman-Gani and Aftab Anwar</i> Leadership Competency and Employee Engagement: The Mediating Role of Job Satisfaction <i>Fee Yean Tan, Khulida Kirana Yahya, Johanim Johari, Mohd Faizal Mohd Isa, Zurina Adnan, Siti Zubaidah Othman</i>	Noblesse B Hall
	Paper Presentation Session L- Career Development and Global HRD [Full Papers] Chair: Yi-Chin Lin Factors Influencing Career Aspiration of Hotel Managers <i>Meliza Mohamad and Roziah Mohd Rasdi</i> Protean Career of Professionals at E&E Industry: The moderating role of career strategies <i>Wong Siew Chin and Roziah Mohd Rasdi</i> <i>Developing Survival Skills: Thai Expatriate Adjustment in Myanmar</i> <i>Oranuch Pruetipibultham and Panassya Singhavadhana</i> HRD Education in Developing Countries <i>Gary N. McLean and Chiraprapha Tan Akaraborworn</i>	Omnibus A Hall
	Paper Presentation Session M- Organization Development[Full Papers] Chair: Jungjoo Kim Making money more valuable: Sense-giving in monetary rewards distribution process <i>Haiyun Li and Yufan Shang</i> The Excellent Higher Education HRD Teacher in Thailand: A Pilot Study <i>Thamarat Jangsiriwattana and Gary N. McLean</i> A Case Study on Domestic and Overseas Legal Systems and Pertinent Projects for Facilitating Middle-Aged Human Resources following the Extension of Retirement Age <i>Jihyun Oh</i> Customer satisfaction of quality training in higher education <i>Mohd Nizam Ab Rahman, Mohd Saiful Mohamed, and Dzuraidah Abd Wahab</i>	Omnibus B Hall

Paper Presentation Session N- Leadership and Training & Development SKY A
[Work In Papers] Hall

Chair: Seung Won Yoon

Managerial Leadership Effectiveness in a Military Section of the Public Sector in South Korea

Hye-Seung Theresa Kang and Robert Hamlin

The Mediating Role of Job Crafting between Intrinsic Motivation, Job Expectations, and Job Enrichment

Min Hee Yoo and Doo Hun Lim

Interaction Effect of Job Demand and Learning Goal Orientation on Informal Learning Activities of Organizational Members

Daeyoung Kim and Hanna Moon

Paper Presentation Session O- Employee Engagement [Full Papers] SKY B
Hall

Chair: Taejun Cho

The Relationship between Islamic Work Ethics and Deviant Workplace Behavior among Muslim Employees in a Selected Public Service Agency

Zoharah Omar, Salhah Salleh, Basma Al Arimi, Abu Daud Silong, and Aminah Ahmad

Career and Employee Engagement: Proposing Research Agendas Through A Review of Literature

Yunsoo Lee, Kibum Kwon, Woocheol Kim, and Daeyeon Cho

The Red Thin Line: Engagement and Burnout among Military Students in Angola

Pedro Ferreira and José M. Santos Cruz

"Will work alienation really decrease employees' performance?
- An empirical research in Chinese culture context"

Xiuming Sun, Wenzhuo Wang, and Yuchun Sun

14:45 – 15:15 Coffee Break

15:15 – 16:30 **Innovative Session V: Corporate Core Values: Typologies and Implications for Organization Development and HRD** Noblesse
A Hall
Leader: Doo Hun Lim, Seung Won Yoon and Ji Hye Oh

Paper Presentation Session P- Training & Development[Full Papers] Noblesse
B hall

Chair: Hanna Moon

Theories and Models Supported Transfer of Learning to the Workplace

Zainon Mat Sharif, Syed Nurulakla Syed Abdullah, and Mohd Yusof Mardi

Leader's Coaching Behaviors, Work Stressors and Role based Performance

Daeyeon Cho and Eun Jung Jung

Identifying competency needs of training for insurance sales agents

Jungjoo Kim

Employees' learning goals and organizational commitment: The mediating role of career adaptability

Eun-Jee Kim and Sooyoung Kim

Paper Presentation Session Q- Organization Development [Full Papers]	Omnibus A Hall
<i>Chair: Fee Yean Tan</i>	
What Drives Employee Ownership? : A Case Study of a High Performance Organization <i>Anoma Charoensap and Gary N. McLean</i>	
Definition and a Conceptual Model for Organizational Schizophrenia <i>Elizabeth Real de Oliveira</i>	
Elements that influence High Performance Organization <i>Boonthipa Jiantreerangkool and Gary N. McLean</i>	
Adapting Dubin's Theory Building Research Process in Thai Higher Education <i>Dawisa Sritanyarat</i>	

Paper Presentation Session R- Corporate Social Responsibility & HRD [Work In Papers]	Omnibus B Hall
<i>Chair: Woocheol Kim</i>	
The Association of Corporate Social Responsibility, Quality of Work Life, and Employees' Job-Related Outcomes in Thailand <i>Kanittaga Thardsatien</i>	
A Review of the Critical HRD (CHRD) Trends in the Proceedings of the AHRD Conference in the Americas from 2002 to 2014 <i>Pyounggu Baek and Namhee Kim</i>	
Professional Expertise Plateau and Its Influencing Factors <i>Haesun Park and Chan Lee</i>	
Effectiveness Analysis of NCS Educational Program in Vocational Institution <i>Youngjun Kim, Herry Koh, and Heesu Lee</i>	

Paper Presentation Session S- Strategic HRD [Full Papers]	SKY A Hall
<i>Chair: Pedro Ferreira</i>	
Gossiping in the Workplace: Its Effect of on Job Satisfaction and Turnover Intention in South Korea <i>Jihyun Shim and Baek-Kyoo Joo</i>	
Comparing Managerial Competency Priorities across Seven Asia-Pacific Countries and the United States <i>Joseph Wohkittel, Louis Quast, Bruce Center, Katherine Edwards, and Witsinee Bovornusvakool</i>	
The Relationship Between TQM Practices and Organisation Performance in Malaysian Skills Training Institutes <i>Mohd Nizam Ab Rahman, Mohd Zuhdi Ibrahim, Ruhizan M. Yasin, and Rizauddin Ramli</i>	

Paper Presentation Session T- Ethic & HRD[Full Papers]	SKY B Hall
<i>Chair: Sujin Son</i>	
The impact of organizational justice and commitment on university teachers' organizational citizenship behavior: In the case of one major university in Shandong, China <i>Taejun Cho, Kiung Ryu, and Donglong Zhao</i>	
University Social Responsibility (USR): Knowledge Sharing for Community Development <i>Siriporn Yamnill, Gary N. McLean, Amornrat Phunakorn, and Supaporn Jaturapat</i>	
Effects of Spirituality and Social Responsibility on Leadership Effectiveness: A Conceptual Analysis <i>Lokman Ramli and Aahad Osman-Gani</i>	

16:30 –18:00 **Debriefing (컨퍼런스+디프리핑 신청자만 참석이 가능합니다)**

18:00 – 21:30 **Gala Dinner
Best Paper Award and Sponsor Appreciation** Emerald
Hall