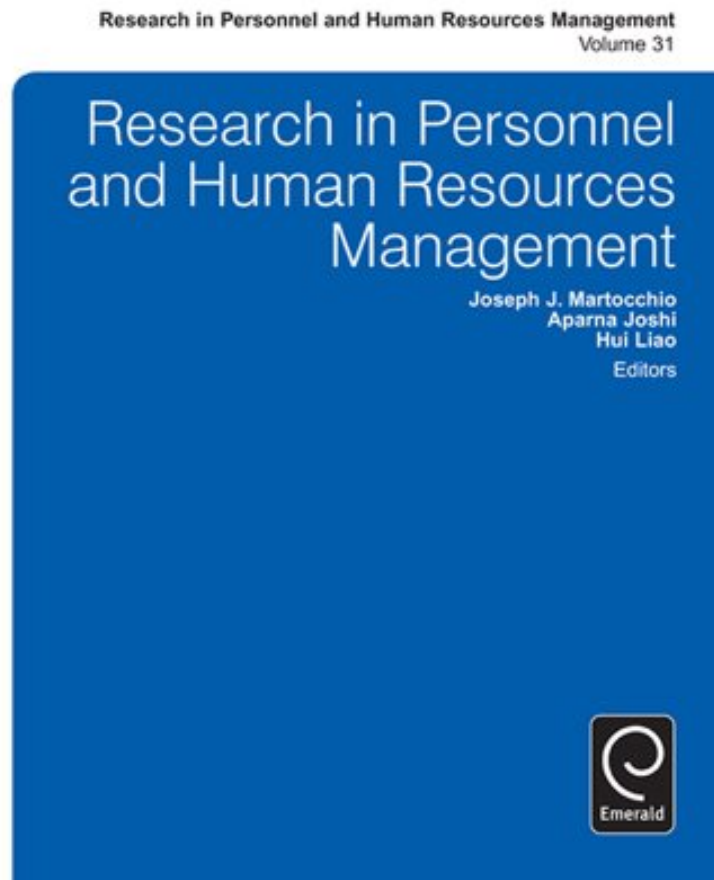


Research in Personnel and Human Resources Management: 31

Joseph J Martocchio, Aparna Joshi, Hui Liao
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About the Author
Joseph J. Martocchio - University of Illinois at Urbana-Champaign, USA
Aparna Joshi - University of Illinois at Urbana-Champaign, USA
Hui Liao - University of Maryland, USA