

Kim Hester

Fall 1992 - Fall 2021

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Current Position

Position: Professor-COB

Education

1997	Ph.D., Human Resource Management, University of Alabama
1992	M.A., Human Resource Management, University of Alabama
1987	M.B.A., Management, Jacksonville State University
1980	B.A., Accounting, Jacksonville State University

Professional

1984 - 1991

Chief Financial Officer, Etowah Quality of Life, Inc., 1991

Scholarly Contributions

Book

Completed/Published

Hester, K., & Bain, T. (2003). *Carrot or Stick: How MNCs Have Reacted to the European Works Council Directive* (pp. pp.305–327). *Multinational Companies and Transnational Workplace Issues*.

Journal Publication

Completed/Published

Laird, B. K., Bailey, C., & Hester, K. (2018). The Effects of Monitoring Environment on Problem-Solving Performance. *Journal of Social Psychology, 158*(2), 15.

Liu, Y., Fuller, Jr., J. B., Hester, K., Bennett, R., & Simmering, M. (2018). Linking Authentic Leadership To Subordinate Behaviors. *Leadership & Organizational Development Journal, 39*(2), 16.

Fuller, B., Marler, L. E., Hester, K., & Otondo, R. F. (2015). Leader Reactions to Proactive Behavior: Giving Credit When Credit is Due. *Human Relations, 68*(6), 20.

Fuller, J. B., Marler, L., & Hester, K. (2012). Bridge Building within the province of Proactivity. *Journal of Organizational Behavior*.

Gibney, R., Zagenczyk, T., Fuller, B., Hester, K., & Caner, T. (2011). Exploring Organizational Obstruction and the Expanded Model of Organizational Identification. *Journal of Applied Social Psychology, 5*(41), 1083–1109.

Fuller, B., Hester, K., & Cox, S. (2010). Proactive Personality and Job Performance: Exploring Job Autonomy as a Moderator. *Journal of Managerial Issues, XXII*(1), 35–51.

Fuller, B., Hester, K., Barnett, T., Beu, D., Frey, L., & Relyea, C. (2009). Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity. *Journal of Managerial Issues, 30*(1).

Twigg, N., Fuller, B., & Hester, K. (2008). Transformational Leadership in Labor Organizations: The Effects on Union Citizenship Behaviors. *Journal of Labor Research, 29*(1), 27–41.

Fuller, J. B., Barnett, T., Hester, K., Frey, L., & Relyea, C. (2007). Exploratory Examination of Voice Behavior from an Impression Management Prospective. *Journal of Managerial Issues, Vol. 19*(1), pp. 134–151.

Fuller, B., Hester, K., Barnett, T., Frey, L., & Relyea, C. (2007). Chameleons and Proactive Behavior: Selectively Using Voice as an Image Enhancement Strategy. *Journal of Managerial Issues, Vol. 19*(1), pp. 134–151.

- Fuller, B., & Hester, K. (2007). Procedural Justice and the Cooperative Worker: An Interactional Model of Union-Supportive Behavior. *Journal of Labor Research*, 28(1), 189–202.
- Fuller, B., Hester, K., Marler, L., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem. *Journal of Social Psychology*, 146(6), pp. 701–716.
- Fuller, B., Hester, K., & Marler, L. (2006). Promoting Felt Responsibility for Constructive Change and Proactive Behavior: A Structural and Socio-Structural Approach. *Journal of Organizational Behavior*, 27(8), pp. 1089–1120.
- Fuller, B., Hester, K., Barnett, T., Frey, L., Relyea, C., & Beu, D. (2006). Perceived External Prestige and Internal Respect: New Insights into the Organizational Identification Process. *Human Relations*, 59(6), 815–846.
- Fuller, B., Hester, K., Frey, L., Relyea, C., & Barnett, T. (2006). Perceived Organizational Support and Perceived External Prestige: Predicting Organizational Attachment for University Faculty, Staff, and Administrators. *Journal of Social Psychology*, 146(3), 327–347.
- Fuller, B., Hester, K., Barnett, T., & Relyea, C. (2003). A Social Identity Perspective on the Relationship between Perceived Organizational Support and Organizational Commitment. *Journal of Social Psychology*, 146(6), pp.789–791.
- Hester, K., & Fuller, B. (2001). Building Union Commitment: The Impact of Parental Attitudes and Participation. *Labor Studies Journal*, 26(2), pp.17–30.
- Hester, K., & Fuller, B. (2001). A Closer Look at How Justice Perceptions Influence Participation in Union Activities. *Journal of Applied Psychology*, 86(6), pp.1096–1105.
- Hester, K., & Fuller, B. (1999). Comparing the Sample-Weighted and Unweighted Meta-Analysis: An Applied Perspective. *Journal of Management*, 8, pp.803–828.
- Hester, K., & Fuller, B. (1999). An Extension of the Family Socialization Model of Union Attitudes. *Journal of Social Psychology*, 139(3), pp.396–398.
- Hester, K., & Fuller, B. (1998). The Effect of Labor Relations Climate on the Union Participation Process. *Journal of Labor Research*, 19(1), pp.173–187.
- Hester, K., & Fuller, B. (1997). Another Look at Pre-Employment Predictors of Union Attitudes. *Psychological Reports*, 81, pp.1327–1330.
- Hester, K., Scott, C., & Arnold, E. (1997). Employer-Initiated Elections, 1968-1991. *Journal of Labor Research*, 19(2), pp.315–331.
- Hester, K., Fuller, B., Dickson, P., Allison, B., & Birdseye, M. (1996). A Closer Look at Select Cognitive Precursors to Organizational Turnover: What Has Been Missed and Why. *Psychological Reports*, 78, pp.1331–1352.

Hester, K., Fuller, B., Patterson, C., & Stringer, D. (1996). A Quantitative Review of Charismatic Leadership Research. *Psychological Reports*, 78, pp.271–287.

Hester, K., Scott, C., & Arnold, E. (1995). Decertification Elections: An Analysis of Recent Activity. *Labor Law Journal*, 46(2), pp.67–77.

Submitted

Liu, Y., Fuller, Jr., B., & Hester, K. (2021). Positive Employee Health: Construct Development and Validation. *Psychological Reports*.

Presentation

Completed/Published

Liu, Y., Fuller, B., & Hester, K. (2020, Autumn). *Positive Employee Health: Development and Construct Validation*. Midwest Academy of Management.

Laird, B. K., Bailey, C., & Hester, K. (2016, September). *The Effects of Monitoring Environment on Problem-Solving Performance*. Arkansas College Teachers of Economics and Business. University of Central Arkansas: ACTEB.

Hester, K., Marler, L., & Fuller, Jr., J. B. (2012, August). *Leader Reactions to Proactive Behavior: Giving Credit When Credit is Due*. Academy of Management Annual Meeting. Boston, MA: Academy of Management.

Hester, K., Fuller, B., & Marler, L. (2007, August). *Using Performance-Based Theory to Better Understand Proactive Engagement at Work*. Academy of Management National Conference. Philadelphia, PA.

Hester, K., Gibney, R., Zegenczyk, T., Fuller, B., & Caner, T. (2007, August). *Organizational Support and Obstruction: Exploring the Need for an Expanded View of Exchange in Organizations*. Academy of Management National Conference. Philadelphia, PA.

Hester, K., & Fuller, B. (2005, August). *Proactive Personality, Taking Charge, and Performance: Analyzing Autonomy as a Moderator*. Academy of Management National Conference. Honolulu, HI.

Hester, K. (2004, December). *Voice and Helping Behaviors: Contrasting Effects of Personality Situation Interactions*. Southern Management Association. San Antonio, TX.

Hester, K. (2004, December). *Perceived Organizational Support and Perceived External Prestige: A Two-Dimensional Social Exchange Model*. Southern Academy of Management Annual Conference. San Antonio, TX.

Hester, K. (2003, December). *Cosmopolitans and Locals: Toward a Greater Understanding of Organizational Support and Prestige*. Annual Meeting. Seattle, WA: Academy of Management.

Hester, K. (2003, August). *Cosmopolitans and Locals: Toward a Greater Understanding of Organizational Support and Prestige*. Academy of Management National Conference. Seattle, WA.

- Hester, K., & Bain, T. (2001, June). *European Works Council Directive-HR/IR Strategies of Multinational Companies. Sixth European International Industrial Relations Conference*. Oslo, Norway.
- Hester, K., & Bain, T. (2000, April). *Carrot or Stick: How Multinational Companies Reacted to the European Works Council Directive. Conference on Multinational Companies and Emerging Workplace Issues: Practice, Outcomes, and Policy*. Douglas A. Fraser Center for Workplace Issues, Wayne State University. Wayne State University.
- Hester, K., & Fuller, B. (1998, August). *Extending the Social Exchange Model of Union Commitment: An Examination of Steward Leadership and Union Justice*. Academy of Management National Conference. San Diego, CA.
- Hester, K., & Bain, T. (1995, December). *Eastern Europe After the Berlin Wall: What New Systems of Worker Participation Will Evolve? International World Congress Industrial Relations Research Association Conference*. Washington, D.C.
- Hester, K., Patterson, C., Fuller, B., & Stringer, D. (1995, August). *A Meta-Analytic Examination of Leadership Style and Selected Follower Compliance Outcomes*. Academy of Management National Conference. Vancouver, B.C.
- Hester, K., Fuller, B., Patterson, C., & Stringer, D. (1995, August). *Meta-Analytic Methods Variance in Non-Normal Sample Domains: Hunter & Schmidt vs. Osborn & Callender*. Academy of Management National Conference. Vancouver, B.C.
- Hester, K., & Bain, T. (1993, November). *Eastern Europe After the Berlin Wall: What New System of Work Force Government Will Evolve? Southern Management Association Conference*. Atlanta, GA.
- Hester, K. (1993, December). *Family Socialization: A Predictor of Union Attitudes*. Southern Industrial Relations and Human Resources Conference. Myrtle Beach, S.C.

Submitted

No activities entered.

Proceedings Publication

Completed/Published

- Liu, Y., Fuller, J. B., Hester, K., Simmering-Dickerson, M., & Bennett, R. (2012). Linking Authentic Leadership to Organizational Outcomes: A Mediation Role of Job Engagement. In *Southern Management Association*. Southern Management Association.
- Fuller, B., Hester, K., & Cox, S. (2009). Manager Rated Affective Commitment to the Organization: Exploring New Antecedents and Outcomes. Oklahoma: Southwest Academy of Management Association.
- Hester, K., Fuller, B., Barnett, T., Frey, L., & Relyea, C. (2006). Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity. OK: Southwest Academy of Management Association.

- Fuller, B., Hester, K., Barnett, T., Frey, L., & Relyea, C. (2006). Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity. Southwest Academy of Management Association.
- Fuller, B., Hester, K., Marler, L., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem. Southwest Academy of Management Association.
- Hester, K., Fuller, B., Marler, L., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem. Southwest Academy of Management Association.
- Marler, L., Hester, K., & Fuller, B. (2005). Promoting Felt Responsibility for Constructive Change and Voice Behavior: A Structural and Socio-Structural Approach. Southern Management Association.
- Hester, K., Marler, L., & Fuller, B. (2005). Promoting Felt Responsibility for Constructive Change and Voice Behavior: A Structural and Socio-Structural Approach. Southern Management Association.
- Fuller, J. B., Barnett, T., Hester, K., Frey, L., & Relyea, C. (2004). Voice and Helping Behaviors: Contrasting Effects of Personality Situation Interactions (pp. pp. 217–222). Southern Management Association.
- Hester, K., Fuller, B., Barnett, L., Relyea, C., & Frey, L. (2004). Voice and Helping Behaviors: Contrasting Effects of Personality-Situation Interactions. Southern Management Association.
- Hester, K., Twigg, N., & Fuller, B. (2004). Fostering Covenantal Relationships in Labor Organizations: A Fresh Look at Perceived Union Support. Southern Management Association.
- Hester, K., & Fuller, B. (2000). The Influence of Individualism/Collectivism and Justice on Union Participation (pp. pp.165–170). Southwest Academy of Management.
- Hester, K., & Bain, T. (2000). Similarities and Differences in European Works Council Agreements (pp. pp.45–51). Industrial Relations Research Association.
- Hester, K., & Fuller, B. (1998). Extending the Family Socialization Models of Attitude Development to the Unionized Work Context (pp. pp.160–164). Southern Management Association.
- Hester, K., & Fuller, B. (1996). Assessing the Impact of Labor Relations Climate Upon the Union Participation Process (pp. pp.160–164). Southern Management Association.
- Hester, K., & Bain, T. (1996). Privatization, Unions, and Employer Association (pp. pp.85–91). Industrial Relations Research Association.
- Hester, K., & Fuller, B. (1995). A Meta-Analytic Review of Antecedents, Correlates, and Consequences of Union Commitment (pp. pp.191–195). Southern Management Association.

Hester, K., Allison, B., Dickson, P., & Fuller, B. (1994). The Relationship Between Employee Job Satisfaction and Turnover Intentions: A Meta-Analytic Examination (pp. pp.89–92). Southern Management Association.

Hester, K., Patterson, C., Fuller, B., & Stringer, D. (1994). Meta-Analytic Examination of Charismatic Leadership and Selected Subordinate Compliance Outcomes (pp. pp.168–173). Southwest Academy of Management Association.

Submitted

Stillwell, G., Hester, K., Nonis, S., & Schloemer, H. (2021) The Influence of Stress and Financial Stabilizing Measures Used During Covid by Dentists Have on Their Psychological Outcomes. Association of Collegiate Marketing Educators.

Review Articles

Completed/Published

Hester, K. (2000). Union and Workplace Reorganization. Detroit, MI USA: Journal of Labor Research.

Hester, K., & Bain, T. (1996). Labour Relations & Political Change in Eastern Europe. Industrial Relations Journal.

University Committees

University

University Faculty Awards Committee --- 2013-2020

University Disability Services Committee – 2010-2012

College

Summer 2014 - Spring 2015

MGMT. & MKTG. PRT Committee, (College of Business) [Responsibility: Member]

Spring 2014 - Fall 2015

Undergraduate Curriculum, (College of Business) [Responsibility: Member]

Faculty Awards, (College of Business) [Responsibility: Member]

MGMT. & MKTG. Undergraduate Curriculum Committee, (College of Business)
[Responsibility: Member]

MGMT. & MKTG. Internship Committee, (College of Business) [Responsibility: Chair]

MGMT. & MKTG. Grievance Committee, (College of Business) [Responsibility: Member]

Summer 2013 - Spring 2015

Faculty Search Committee, (College of Business) [Responsibility: Member]

Scholarship and Honors, (College of Business) [Responsibility: Member]

Spring 2012 - Ongoing

Undergraduate Graduation & Academic Appeals, (College of Business) [Responsibility: Member]

Fall 2009 - Spring 2011

Promotion, Retention, and Tenure, (College of Business) [Responsibility: Member]

Summer 2009 - Summer 2012

Promotion, Retention, and Tenure, (College of Business) [Responsibility: Chair]

Spring 2009 - Fall 2012

Management & Marketing PRT Committee, (College of Business) [Responsibility: Chair]

Fall 2008 - Summer 2014

Faculty Awards Committee, (College of Business) [Responsibility: Member]

Spring 2007 - Fall 2009

Accounting & Law PRT Committee, (College of Business) [Responsibility: Member]

Spring 2006 - Fall 2006

Faculty Search Committees, (College of Business) [Responsibility: Member]

Spring 1999 - Fall 2004

Management & Marketing Search Committees, (College of Business) [Responsibility: Member]

Spring 1999 - Fall 2007

Undergraduate Curriculum Committee, (College of Business) [Responsibility: Member]

Spring 1997 - Fall 2009

Undergraduate Curriculum Committee, (College of Business) [Responsibility: Chair]

Faculty Development Committee, (College of Business) [Responsibility: Chair]

Promotion, Retention, & Tenure Accounting & Law Dept., (College of Business) [Responsibility: Member]

Reaffirmation Committee, (College of Business) [Responsibility: Chair]

Disabilities Committee, (College of Business) [Responsibility: Member]

Fringe Benefits Committee, (College of Business) [Responsibility: Member]

General Education Committee, (College of Business) [Responsibility: Member]
Student Disciplinary Committee, (College of Business) [Responsibility: Member]
Undergraduate Curriculum Committee, (College of Business) [Responsibility: Member]

Spring 1998 - Fall 2001

Faculty Search Committees, (University)

Spring 1997 - Ongoing

Human Resources Management program, (University)

Spring 1997 - Fall 2004

Northeast Arkansas SHRM, (University)

SHRM, (University)

Service to the Community

Summer 2015 - Spring 2016

Human Resources Presentation, Jonesboro Chamber of Commerce [Scope: Local]

Service to Professional Organizations

Spring 2005 - Fall 2005

Reviewer, Textbook, McGraw-Hill/Irwin

Honors and Awards

2009	Best Paper, Southwest Academy of Management
2006	College of Business Faculty Award for Research in 2001, Arkansas State University
2002	College of Business Faculty Award for Research in 2001
2000	Best Paper Award, Southwestern Management Association Annual Conference
1997	Dean's Service Award, College of Commerce & Business Administration/University of Alabama
1996	Dean's Service Award, College of Commerce & Business

Administration/University of Alabama

Excellence in Research by Doctoral Student, College of
Business/University of Alabama

Excellence in Research by Doctoral Student, University of Alabama

Irwin Best Doctoral Student Paper Award, Human Resources/Career
Track, Southern Management Association

1995

Doctoral Fellow, Doctoral Consortium for Organizational
Behavior/Human Resources Track, Academy of Management

Irwin Best Doctoral Student Paper Award, Human Resources/Career
Track, Southern Management Association

Sage Memorial Best Doctoral Paper Award, Research Methods
Division/Academy of Management

Professional Development

Fall 2015 - Spring 2016

Astate Teaching and Learning Symposium, Jonesboro, Arkansas

Fall 2013 - Fall 2013

Human Resources Management Conference, Tuscaloosa, AL, 3 hours

Fall 2011 - Fall 2011

Human Resources Management Conference, Tuscaloosa, AL, 3 hours

Fall 2009 - Fall 2009

Human Resources Management Conference, Tuscaloosa, AL, 3 hours