## INDEX

absenteeism, 61-62, 171 academic emotions questionnaire, 21 academic journals, 143 prestigious, 146 acculturation, 127 active job search behaviors, 244, 248, 254 affective commitment, 20, 64, 182 affective events, 10, 12, 25–26, 32 affective events theory, 8 agency, 7, 31-32 altruism, 54-57, 81 anger, 2-6, 9, 14, 16, 22, 27-28, 34, 37, 39 antecedents, 15, 36, 54, 57-58, 60, 99, 125, 156 antecedent variables, 246, 255-256 anxiety, 17, 20–22, 112, 117, 119, 124, 127, 262 appelbaum, 13, 16, 28, 30-31, 68 applicants, 20, 91, 93, 243, 245 appraisals, 4, 7-8, 14-16, 19, 22-25, 113 cognitive, 2, 7-8, 10 apps, 82, 84, 206, 209, 222, 228 assimilation, 202-203, 216, 222-223, 225, 227 attributes, 10, 27, 93, 225 automation, 80-81, 98, 210, 213 autonomy, 30, 77, 79 babies, 111-114, 120, 122-124, 128 - 132Baby Boomers, 66-67, 88 behavioral research, 242

between-person differences, 8–9, 254-256, 258-260 biases, 85, 87, 116–117 birth, 112, 119-121, 123, 127 outcomes, 115, 119, 121, 126-127, 132 weight, 121, 123-124, 128, 133 brand, 92–94 strong employee, 93–94 business-to-employee 199 campion, 12 career, 88, 92–93, 113, 131, 133 change. environmental, 153 citizenship, 52, 56–57, 73, 77, 84, 87, 90, 92, 96-98, 100 citizenship behaviors, 61, 65, 68, 72, 78, 81, 83-85, 87, 92, 95-97, 177 citizenship fatigue, 62-64, 70, 76, 97 citizenship motives, 57-60 citizenship pressure, 60, 63, 70, 76 clients, 75-76, 84, 208, 215 climate, 10, 12, 157 cognitions, 6–7, 14, 19, 113, 242–243, 255-256, 259-260 cognitive appraisal research, 7-8 compliance, organizational, 55-56, 69,96 components, 7, 25-26, 90, 143, 151, 157, 182, 184, 204, 206, 211–212, 215 composition, dynamic, 163-164, 166, 171, 190 conflict, identity-role, 113, 118-119, 128, 131

conscientiousness, 17, 54-56, 58, 60, 78–79, 84, 122, 253, 255 contagion, emotional, 10, 245 content domains, 200-201, 205, 226 contextualizing HRT Research, 222 - 226contingency, 144, 151-152 contractors, independent, 81-83, 99 control, 7, 21-24, 26, 30-31, 34, 37, 39, 115–116, 153–155, 157, 206, 209, 212-213, 254 perceived, 115, 122, 254 perceived behavior, 248–249 control HR practices, 154 control theory, 242-243, 247-251, 254, 257 corporations, multinational, 70 costs, 32, 35, 54, 65, 79–80, 82–83, 91, 96, 153–154 countries, developing, 66-67 courtesy, 54-57, 60, 72, 75 coworkers, 6, 10, 19, 25, 28, 52, 55-56, 64, 68, 71, 75, 80-81, 83, 118, 130–131, 173 cultural backgrounds, 73, 127-128 cultural values, 122, 127-128 cultures, 10, 56, 58, 60, 70-76, 87, 96, 127–128, 146, 157, 227, 265 collectivist, 72-73 design, 88, 176, 178, 190, 199, 201-202, 211, 223, 255 within-subject, 249, 255-256 detaching, 63, 263 discrete emotions, 2-15, 17-18, 20-23, 25-26, 29, 31, 34-39, 262 incorporating, 5 negative, 11 work-relevant, 38 discrete emotions result, 5 discrimination, 112, 116–118, 122, 127, 131–133 perceived, 117, 131 display, 10–11, 14, 18, 20, 27, 182 emotional, 11

dispositional predictors, 84-85 distress, 20, 29, 31, 126 247 diversity, 54, 66, 85-86, 95, 98, 173 - 174increasing, 85-87 domains, 3, 13–14, 16, 33, 39, 128–129, 132, 143, 175, 189 drivers, 70, 74, 149 EASI, 10, 13 economies, 66, 70-71, 82, 146 gig, 82-83, 97, 99 effort, employee development, 24 extra, 12, 20, 56, 62, 72, 184-185 extrinsic rewards guide employee, 29 increased, 29, 185, 264 e-HRm, 198–201, 203–206, 208–211, 213-215, 225-226, 228 Electronic HRM, 203 emergence process, 156-157 emotion abilities, 6, 36 ambivalence, 262 capabilities, 17, 36 constructs, 3, 9 distress, lower, 123 employees, 26 expressions, 14 focused coping, 125-126, 247 influence, 2 positive, 46, 245 intelligence, 2, 36 knowledge, 36, 38 phenomena, 2, 9 processes, 13 reactions, 26, 32 reciprocal, 10-11 recognition, 36, 38 regulation strategies, 5, 37-38 intra-individual, 38 regulation, 4, 9–10, 34, 37, 39 related phenomena, 3 research, 36, 40, 43 functional, 13 responses, 12, 26, 36–37

states, 3-5, 8, 25, 29, 35-36, 39 discrete, 4, 7, 9 tendencies, 17 empirical research, 25, 120, 144, 150, 156 employee behaviors, 12, 16, 30-31, 53, 56-57, 79, 94, 148 commitment, 12, 20, 73, 131 development, 19, 26-27 emotions, 5, 7, 10, 35-36, 38 discrete, 10 managing, 38 health, 112 job performance, 52, 63 motivation, 13, 25–26, 29, 144 performance, 12, 73 reactions, 26, 155 relations, 148, 150 relationships, 84 female, 112-113 hiring, 19, 67, 83 influence, 10, 92 lower level, 150 migrant, 75 non-pregnant, 114 potential, 90, 95 prospective, 90-93 sustainability, 55–56, 96 turnover, 62, 154, 165 values, 66, 88 voice, 2–3, 5, 16, 31–35 employer brands, 54, 92–95 strong, 93-94 employers, potential, 243-244 employment outcomes, 242, 246-247, 254-255, 257, 259-260 employment state, 244, 249-250 employment status, 244-247, 252, 257, 259 end-users, 205–206, 208, 210–211, 222, 225 engagement, 30, 32, 126, 150-151, 248 enjoyment, 21-22, 30

environment, 2, 5, 7, 12-13, 86, 89, 98, 117, 122, 124–125, 129, 145, 148, 261, 263-264 external, 142, 145, 157 socio-contextual, 261 environmental factors, 201, 261, 264 espinosa, 169, 172-175, 189 evolution, 142-145 exchange, 10, 38, 122, 177, 181–182, 184-186, 189-190 leader-member exchange resources, 170, 177, 184, 186 experience, 4, 6–10, 15, 18–19, 26–27, 37, 67, 114, 116–117, 122, 127-131, 133, 173-174 emotional, 4, 7, 36, 39 non-pregnant employees, 119 facebook, 85, 94 familialism, 127 familiarity, 163, 165, 167, 169–171, 173–175, 177, 179, 181–183, 185–187, 189 hierarchical, 174, 185 family conflict, 20, 63, 98, 118 feedback, negative, 23, 26, 28, 37, 243, 249 feedback contexts, 28 feedback recipients, 27–28 firms, 144, 146–151, 153–155, 202, 210–211, 215, 222, 224, 227 fluid team, assembling, 187, 189 familiarity, 167, 171–175 leadership, 163, 167, 169, 175, 181, 183, 186, 190 performance, 163, 165, 167, 169–171, 173, 175, 177, 179, 181, 183–185, 187, 189 flux, 166-167, 186-187 freelancers union, 82 freelance work, 54, 82-83 functional approaches, 5–7, 10, 176, 180 functional leadership of fluid teams, 175

gestational age, 119-120, 123, 128 gigs, 54, 82-84, 146 gig work, 66, 81-85, 95 gig workers, 83-85 globalization, 54, 66, 70-73, 85, 95-96, 146 goods, 67-68, 70, 91, 122, 146, 210 group, Cedar, 203, 209 density, 121 ethnic, 127 guest, 145, 152 levels, 9, 156 performance, 65 guilt, 2-5, 14, 16, 18-20, 22, 25, 28-29, 31, 35, 38-39, 262 trait, 19-20 proneness, 19–20 health, 114, 122–123, 126–127, 129-130, 132, 263 mental, 258, 260 outcomes, 113, 116, 126, 128-129 physical, 20, 122-124, 128 practices, 129 psychology, 112 hierarchical goal levels, 261, 263-264 hopelessness, 22, 130 horizontal familiarity, 174-175, 181, 183–184, 187 HPWS, 144, 151–152, 154 HR flexibility, 153 HRIS, 201, 203–212, 214–215, 223, 225 HRM. See human resource management strategic, 3, 201 policies, 12-13, 25, 31, 147, 155 systems, 3, 5-6, 21, 38, 143 practices, 2-6, 17, 35, 38, 143 systems, 9, 11–14, 17–18, 20, 24–25, 35, 38–39, 143, 150–151, 153-155 practices, 8, 12-14, 16, 20, 25, 29, 33, 35, 38–39, 142, 144–145, 148-155, 157 policies, 2-3, 6-7

HRT research, 199, 201, 212, 227 HRTs, 201–202, 205, 213, 215, 222-228 HRT Systems, 199–207, 209, 211, 213, 215, 223, 225-227 hubristic pride, 15, 18, 22-23, 27, 33 human capital, 12, 142, 144, 147, 149, 156-157 human capital resources, 147, 155-157 collective, 155-156 human resource information systems, 199 human resource management (HRM), 2-3, 5-7, 9, 11, 13, 15, 17, 19, 21, 39, 163 human resource practices, 112, 143 immigration, 54, 66, 73–76, 85, 95, 98 imperatori, 199, 220-221, 226 implications, negative, 61, 63-64 implicit coordination, 171-172, 176-177, 181-183, 186, 189 impression management, 10, 58, 84 impression management motives, 57-60 incentives, 5-6, 12-13, 16, 29-31, 90, 151 infants, 119, 123, 127 information systems, 200, 203 information technology, 77, 168 instacart, 82 interpersonal emotion regulation, 38-39 interpersonal facilitation, 72 interviews, 126, 130, 244-245, 252, 257, 259, 262-263 intra-individual research, 257-258 intranets, 208-210, 226 job design, relational, 182 job interviews, 244-245, 253

job resources, 115 job search effort, 244, 251, 257–258, 261–262 intensity, 243, 245–249, 252, 254, 257–260, 264

intentions, 248-249, 257 self-efficacy, 245-246, 249, 252-254, 259, 263 self-regulation, 255-260, 264 stress, 247-248 job seekers, 252, 254 employed, 242 unemployed, 257-258 job stress, 63, 76, 115, 119, 124, 128 job stressors, 125, 130 job stress research, traditional, 114 knowledge, 16–18, 20–21, 23, 25, 36, 77–78, 92, 146, 152, 171-172, 174-175, 178-180, 185, 187–189, 212–214 tacit, 165, 171–172 knowledge-based work, 54, 77 knowledge intensity, low, 188 knowledge workers, 77-79, 96 labels, 36, 199, 202–208, 210, 228 labor emotional, 2, 9 market, 67, 69, 76, 112, 147, 264 shortages, 54, 70, 91, 95 leadership, 36, 38, 163, 167, 169–170, 175-176, 180 shared, 177, 180, 189 leadership behavior, 178 person-focused, 178–179 leadership function, 169, 176 leadership process, shared, 176-177, 181 Leadership Quarterly, 36 legitimacy, 7, 35 lengnick-hall, 143, 150-151, 210 low birthweight, 112, 115, 123, 127, 129 loyalty, 54, 95, 177, 181, 183-185 organizational, 56, 94–96 management, 174, 176 employer brand, 93 project, 223 Management Review, 143

management science, 145 managers, human resource, 133, 188 Manpowergroup, 68, 91 markets, 70, 146 members, 85, 117, 156, 163-164, 166-187, 189-190, 209 community, 94-95 group, 10, 166, 174, 178, 180 membership, 164, 167-168, 175, 222 unstable, 165-166 memory, transactive, 189–190 mental models, shared, 166, 180-183, 186-189 meta-analysis, 114-115, 117, 144, 177-179, 246-247, 252 metacognitive activities, 256, 258 methodologies, 88, 142, 144-145, 201-202, 215, 220 migrants, 75-76 migration, 54, 73-76, 95 forced, 74, 86 Millennial employees, 89, 98 Millennials, 88-90, 98-100 millennium, 65, 97, 99 models, affect-as-information, 249-251 EASI, 10-11, 24, 26, 28 heuristic job search, 246–247, 256 structural, 244, 249, 255-256 moderation, 151–152 moderators, 249 motherhood, 132-133 mothers, 112, 118–119, 123–126, 128 expecting, 112, 114, 128 motivation, 11, 13-15, 21, 35-37, 84, 130, 243, 251, 255–257, 259 - 260intrinsic, 23, 27, 30 Motivational Self-Regulation, 257, 259 motivational state, 7 motivation control, 256, 258 motives, 32, 57, 60, 84, 246-247 multilevel model, 155 multi-level theory, 9–10

nations, united, 74 negative emotions, 2-4, 6, 10, 13-14, 16, 18–19, 21–22, 26–28, 30, 35–38, 247, 262 negotiations, 4, 10, 39 newborn, 123, 133 norms, subjective, 248-249 obligation, 35, 57-58, 60 OCB (organizational citizenship behavior), 31, 65, 67-69, 71-73, 75-81, 83, 220 daily, 64 employee, 87 optimism, 123-124, 126, 246 organizational behavior, 8, 52–53 organizational citizen, 61, 63, 96-97 organizational citizenship behavior. See OCB organizational climate, 9-11, 13, 34 organizational effectiveness, 17, 65, 73, 78, 81, 97–98 organizational outcomes, 152-153, 155, 157 organizational performance, 18, 64-65, 98, 147 Organizational Psychology, 85 organizational research, 79 organizational routines, 87 organizational stressors, 113-116, 119, 122, 125, 128, 131 organizations, 2-6, 10-13, 17-20, 29-35, 37, 61-100, 143, 145-148, 150-154, 157, 166–169, 187 contemporary, 164, 168, 173, 175 formal, 52 outsourcing, 96, 147, 208 participation, 13, 22-23, 88, 128 social, 54-56 parties, 100, 181-182, 184 paternalism, 131 penetration, 202-203, 227 functional, 222, 224, 227 perceived stress, 247, 250, 259-260

perceptions, 3-6, 16, 22, 24, 29, 32, 34-35, 87, 93-94, 118, 125, 127, 133, 251, 254 performance feedback, 5, 26 management, 2-3, 11-13, 16, 25, 27,93 management practices, 26–28 standards, 26-28, 175 personality, 17, 99, 245, 256, 259 personality assessments, 2, 17-18 personality traits, 17, 58-60, 246-247, 255-256, 259 personal resources, 64, 115, 123, 132 positive emotions, 3-5, 10, 21-22, 26-27, 33, 37, 124, 245, 255 discrete postpartum, emotional distress, 123 predictors, 17-18, 58, 121, 128, 165-166, 220, 245, 249-250, 252-253, 262 pregnancy disclosure, 113, 117-119, 128, 131 discrimination, 116-117 perceived, 113, 116, 119, 128, 131 employees experience, 119 employees, 114, 116–119, 124 examined, 118 high-risk, 124 late, 126 outcomes, 112, 114–115, 119–120, 125, 127, 129 status, 116, 119, 131 women, 112, 116–117, 120, 122, 125, 127, 131, 133 preterm birth, 112, 115, 119-121, 123, 129 preterm delivery, 115, 121 pride, authentic, 15, 18, 22-23, 27, 30, 33 problem-focused coping, 125-126, 242, 247–248 problem solving, 77, 85, 176, 189 proficiency, 71, 203, 226 collective, 201-202, 222, 227 projects, springboard, 90-91

prosocial values, 58-60 psychosocial characteristics, 114-115 punctual, 54, 69 punishments, 30-31, 154 quality exchange relationships, 181, 186 race, 85-87, 116 reciprocate, 183, 185, 190 recommendations, 87, 203, 242 recovery, 132, 263 **Regulating Discrete Emotions in** addition, 37 regulating emotions, 5, 35 relationships, positive, 20, 23, 60, 65, 76, 152–153, 250–251, 262 Relevance of Discrete Emotional Experiences for, 3, 5, 7, 9, 11, 13, 15, 17, 19, 21, 23, 25, 27, 29, 31 research agenda, 142, 189 community, 221 path, 144–145 resilience resources, 113–114, 122–125, 130, 133 resiliency, 122, 124 resource exchanges, 169, 177, 181, 183, 185, 190 relational, 184, 186 resource management, electronic human, 199 resources, 33, 113, 117, 119, 122–123, 125–126, 130, 147, 150, 153, 176-177, 181-187, 189-190 discretionary, 185 material, 176, 180, 189 model, 113, 115 service, 185 slack, 153 theory, 181, 184–186 résumé, 244, 252 rewards, 5, 12-13, 16, 29-31, 63, 73, 87, 90, 96–97, 100, 152 extrinsic, 29-30, 33, 90, 99 organizational, 30-31, 53, 90

practices, 29-31 structures, 29-30, 188 systems, 29-30, 90 risk, 9, 14, 19, 24, 34–35, 112, 114, 116, 118, 120–121, 124 risk factors, 127, 129 medical, 129 safety, 12, 17, 23–24, 32, 34, 39, 74, 190 psychological, 34, 173, 175, 188 scholars, 4, 53, 124, 144, 243, 245-246, 253 - 263organizational, 15, 52, 166 scholarship, 242-243, 263, 265 schools, 164-165 selection, 2-3, 11-13, 16-19, 155, 166, 176, 180, 209 self-conscious emotions, 15, 31 self-development, 78, 92 self-efficacy, 122–123, 187, 245, 250-257, 259, 264 interviewing, 253 lower, 25, 251-252 self-esteem, 117, 122-123, 246, 252 self-regulated process, 242–243, 246, 249-250, 252-253, 259 self-regulation, 22, 124, 243, 245, 247, 249, 251–253, 255–257, 259, 261, 263, 265 behavioral, 257, 259 self-regulation frameworks, 242–243, 246, 249, 251, 264 self-regulation processes, 243, 246, 254-255, 264 service generation, 208-209, 211 service industry, 76 shame, 16, 19, 22, 25 shared leadership structures, 177, 189 shortage, 68, 90 SHRM, 149, 151, 153–157, 209, 222-224 SHRM research, 142, 145–150, 157 academic, 146 early, 148-149 signals, 175, 250–251 silence, 16, 32–35

skill mix, 165, 187 skills, 23–25, 27, 36–37, 74, 77–78, 90-92, 143, 150, 155-156, 165–166, 168, 178, 180, 183–186, 253 average, 156 emotion regulation, 38 skills gap, 54, 90-92, 95, 147 smoking, 124, 126 social cognitive theory, 242–243, 251, 257 social media, 94-95, 98 social support, 114, 120, 122-123, 125, 127, 133, 246 software, 200-201, 207, 211-212, 220, 222, 224 spillover, 128-129 sportsmanship, 54-56, 69, 75, 86, 96 SRR (systematic research review), 201, 204 stability, 167–168, 170, 256 staff, 205-209, 211-212, 223 state emotions, 2, 10, 18, 32, 39 strategic human resource management, 145 strategy research, 149 stress, 74, 98, 119, 122, 169, 247, 257, 260 chronic, 120–121 community-level, 121-122 maternal measuring prenatal, 123, 126–127 urban social, 122 stressors, 114, 116, 119, 121–126, 130-133, 247, 262-263 episodic, 119-120 unique, 113, 130 stress processes, 113 systematic research review (SRR), 201, 204 talent, 147, 150, 220 talent management, 224

task experience, complex, 190

team

composition, 163, 177, 183, 185, 188 effectiveness, 169, 175, 177-179, 181 familiarity, 166-167, 169-175, 181, 184, 186–187, 189 horizontal, 175, 180, 183, 186 leader's ability, 177–179 leaders, 166–167, 170, 175–176, 178–187, 189–190 fluid, 166, 181, 185, 188, 190 leadership, 163, 169, 176-177, 179-180 integrated model of fluid, 163, 167, 180, 183, 186 shared, 177 learning, 165, 174-175, 179 member familiarity, 171 members, 164–165, 167–190 fluid, 169, 171–174, 182 front-line, 174 horizontal, 180, 188 replacement, 166, 169 membership, 165, 168, 170-171 unstable, 166, 170 performance, 164, 166-171, 174-175, 178–181, 183–187, 189 improved, 174–175, 184, 187 resource, 170, 186, 189 flash, 166, 190 real, 178 stable, 163, 165, 169 traditional, 164, 167–170, 188 stability, 165 work skills, 187-188 work, 37, 90, 167, 177–178, 180, 185, 187–188 technology, 23-24, 77, 79-82, 146-147, 165, 201, 203, 205-208, 210-212, 222-225, 227 technology labels, 202 tensions, 145, 148-149, 156-157 theoretical model, 99, 113-114, 133, 143 threat appraisals, 126–127, 130 threats, 14, 16, 19, 22, 24, 28, 94, 118-119, 122, 124-125, 130, 199

thrust, 216, 220 trainers, 23–24 transfer, 21, 212 Trans-organizational research, 216, 221 trimester, 120, 128-129 trust, 150, 157, 173, 181, 183–184, 186, 220 turnover, 6, 61, 76 twenty-first century, 54, 57, 65, 77–78, 96-97, 99-100, 142 unemployed individuals, 242 long-term, 242 unfolding process, 245, 247, 249, 251, 253, 255, 257, 259, 261, 263, 265 unfolding process of job search, 244 - 245United States, 70, 74, 82, 146, 254 unit performance, 149, 152 vendors, 208, 211, 213-214 virtual meetings, 72, 81 voice, 7, 13, 31-35, 56, 60, 78, 96

voice behavior, 31–35

wages, 67, 74, 91 within-person, 9, 243, 262, 264 approaches, 255 designs, 243, 250, 256-257, 259 level, 9, 258-259 research, 262 women, 20, 85–87, 97, 116, 118–122, 126, 128–133 workers, contingent, 83 front-line, 175 immigrant, 73-74, 76 knowledge-based, 66, 77-79, 95 migrant, 74-76 workforce, 66-67, 75, 77, 80-81, 85-89, 91, 146-150, 208–209, 211, 213–214, 224-225, 228 workgroup, 10, 61, 65, 173 workplace, 2-3, 7, 9-16, 54, 69, 85-90, 98-99, 113, 116-118, 130-133 conditions, 114-115 technologies, 210-211 work stress, 212, 220-221 work stressors, 128-129, 263