

## PUBLICATIONS

Virick, M. (in press). Underemployment and older workers. In D.C. Maynard and D.C. Feldman (Ed.) *Underemployment: Psychological, Economic, and Social Challenges*. Springer.

Greer, C. R. & Virick, M. (in press). Diverse succession planning: Strengthening the foundations of talent management. In M. Paludi (Ed.), *Managing diversity in today's workplace. vol. 4: Multicultural management strategies for organizations*. Westport, CT: Praeger (forthcoming).

Lilly, J.D., Virick, M., & Hadani, M. (2010). The dynamic nature of justice: Influential Effects of Time and Work Outcomes on Long-Term Perceptions of Justice. *Social Justice Research*, 23, 37-59.

Virick, M., Da Silva, N., & Arrington, K. (2010). Moderators of the Curvilinear Relation Between Extent of Telecommuting and Job and Life Satisfaction: The Role of Performance Outcome Orientation and Worker Type. *Human Relations*, 63, 1, 137-154.

McKee-Ryan, F.M, Virick, M., Prussia, G. E., Harvey, J., & Lilly, J. D. (2009). Life after the layoff: getting a job worth keeping. *Journal of Organizational Behavior*, 30, 4: 561-580.

Turner, M.E., & Virick, M. (2008). Threat and group creativity. *Social Influence*, 3, 286-3-3.

Greer, C.R., & Virick, M. (2008). Diverse succession planning: Lessons from the industry leaders. *Human Resource Management*, 47, 2, 351-367.

Virick, M., Lilly, J.D., & Casper, W.J. (2007). Doing more with less: an analysis of work life balance among layoff survivors. *Career Development International*, 12, 5: 463-480.

Lilly, J.D., Duffy, J.A., & Virick, M. (2006). A gender-sensitive study of McClelland's needs, stress, and turnover intent with work-family conflict. *Women in Management Review*, 21,8: 662-680.

Lilly, J.D., & Virick, M. (2006). The effect of personality on perceptions of justice. *Journal of Managerial Psychology*, 21, 5: 438-458.

Lilly, J.D., Gray, D.A., & Virick, M. (2005). Outsourcing the human resource function: environmental and organizational characteristics that affect HR performance. *Journal of Business Strategies*, 22, 1: 55-73.

Virick, M., Goswami, R., & Czekajewski, A. (2004). Diversity climate: A reality check. *Proceedings of the Sixty-fourth Annual Meeting of the Academy of Management*.

McMahan, G. C., Virick, M., & Wright, P. M. (1999). Alternative theoretical perspectives for strategic human resource management revisited: Progress, problems, and prospects. In Wright, P., Dyer, L., Boudreau, J., & Milkovich, G. (Eds.). *Research in Personnel and Human Resource Management, Special Topic Volume*. Greenwich, CT: JAI Press.

Reprinted in *International Library of Essays on Business and Management*, K. Hutchings & H. DeCieri (Eds.) International Human Resource Management. Ashgate Publishing Limited, 2007.

McMahan, G. C., Bell, M. P., & Virick, M. (1998). Strategic human resource management: Employee involvement, diversity, and international issues. *Human Resource Management Review*, 8: 193-214.

Lovett, S., Harrison, D. A., & Virick, M. (1997). Managing the boundary spanner— customer turnover connection. *Human Resource Management Review*, 7: 405-424.

Harrison, D. A., Virick, M., & William, S. (1996). Working without a net: Time, performance, and turnover under maximally contingent rewards. *Journal of Applied Psychology*, 81: 331-345.

## CONFERENCE PRESENTATIONS

Virick, M., & McKee-Ryan, F. (2011). The willingness to be underemployed: A study of unemployed professionals. *Society for Industrial Organizational Psychology Annual Conference*, Chicago Illinois. Presentation.

Da Silva, N., & Virick, M. (2010). Explication of the Curvilinear Relationship between Extent of Telecommuting and Employee Outcomes. *Presented at the August 2010, Academy of Management Annual Conference, Montreal, Canada*

Casper, W. Yang, T. & Virick, M. (2010). Workaholism and its Dimensions: A Scale Development Study. Paper presentation as part of Harrison et al. (Chair) Symposium “*Filling in the Gaps: Individual Differences and the Work-Family Interface*” to the 2010 Society for Industrial/Organizational Psychology conference, Atlanta.

Roman, R., Lilly, J.D., & Virick, M. (2009). Effects of Attribution of Responsibility and Moral Intensity on the Ethicality of Layoffs. *Presented at the August, 2009, Academy of Management Annual Conference, Chicago, CA.*

Virick, M., & Casper, W. (2009). *Moderators of the Work Family Conflict-Job Performance Relationship*. Paper presentation as part of Gibson, J. (Chair) Symposium “*Predictors and Moderators of Stress Effects: Insights from Applied Findings*” to the 2009 Society for Industrial/Organizational Psychology conference. New Orleans, LA.

Johnson, C., & Virick, M. (2009). *Effects of Role Conflict Among Employed School Goers*. Paper presentation as part of Casper, W., & Griggs, T. (Co-Chairs) Symposium “*An Examination of Work-Family Conflict among Low-Income and Non-Professional Worker,*” to the 2009 Society for Industrial/Organizational Psychology conference. New Orleans, LA.

Virick, M., & Lilly, J. D. (2008). Work Family Conflict and Performance: The Role of Proactive Personality and Career Identity Salience. *Presented at the October, 2008, Institute of Behavioral and Applied Management (IBAM) Conference, Orlando, FL.*

Swift, M., & Virick, M. (2008). Looking beyond the knowledge source-recipient relationship in the transfer of tacit knowledge. *Presented at the August, 2008, Academy of Management Annual Conference, Anaheim, CA.*

Virick, M., Lilly, J.D., Simmons, A., & Liao, W. (2008). Guanxi and justice perceptions in a hiring context: a comparative study of US and Chinese students. *Proceedings of the Sixty-Eighth Annual Meeting of the Academy of Management.*

Virick, M., & Greer, C.W. (2008). Diverse succession planning: an empirical investigation. Presented at the 16<sup>th</sup> Annual Conference of International Employment Relations Association, Netherlands.

Basu, A., & Virick, M. (2008). Assessing entrepreneurial intentions amongst students: a comparative study. Accepted at the April, 2008, National Collegiate Inventors and Innovators Alliance Conference, Dallas, TX.

Arrington, K., Virick, M., & Da Silva, N. (2008). Telecommuting and job satisfaction: investigation of work/life balance and workaholism. *Presented at the April, 2008, SIOP Annual Conference, San Francisco, CA.*

Virick, M., Wheeler, K., & Lilly, J. D. (2008). Do organizational policies prevent women from fully participating in the high technology work force? An investigation of work cultures and female gender roles. *Presented at the March, 2008, Southwest Academy of Management Conference, Houston, TX*

Virick, M., & Basu, A. (2007). From job loss to entrepreneurial intent: a process perspective. *Presented at the October, 2007, Institute of Behavioral and Applied Management (IBAM) Conference, Reno, NV.*

McKee-Ryan, F., Virick, M., Prussia, G., & Harvey, B.J. (2007). Life after the layoff: On getting the "good" job. *Presented at the August, 2007, Academy of Management Annual Conference, Philadelphia, PA.*

Virick, M., & Baruch, Y. (2007). Factors determining workaholism, its positive and negative consequences. *Presented at the August, 2007, Academy of Management Annual Conference, Philadelphia, PA.*

Swift, M., & Virick, M. (2007). Creating relational capital through knowledge sharing. *Presented at the Western Academy of Management Conference, March, 2007, Missoula, MT.*

Lilly, J.D. & Virick, M. (2006). Justice over time: do perceptions of procedural justice last longer than perceptions of interpersonal justice?. *Presented at the October, 2006, Institute of Behavioral and Applied Management (IBAM) Conference, Memphis, TN.*

Virick, M., & Lilly, J.D. (2006). From unemployment to underemployment: the lesser of two evils? *Presented at the August, 2006, Academy of Management Annual Conference, Atlanta, GA.*

Greer, C.R. & Virick, M. (2006). Diverse succession planning: lessons from the industry leaders. *Presented at the August, 2006, Academy of Management Annual Conference, Atlanta, GA.*

Gurung, A., Virick, M., & Lilly, J.D. (2005). Attitudes toward virtual work: the role of virtuality and work family conflict. *Proceedings of the 36<sup>th</sup> Annual Meeting of the Decision Sciences Institute, November, 2005 San Francisco, CA*

Lilly, J. D., Duffy, J., Goswami, R., & Virick, M. (2005). Work and family conflict: a needs theory perspective. *Proceedings of the Annual Meeting of the Institute of Behavioral and Applied Management (IBAM) Conference, October, 2005, Scottsdale, AZ.*

Virick, M. & Gowan, M. (2005). Making sense of job loss: A retrospective analysis of the ascribed emotional meaning of job loss. *Presented at the August, 2005, Academy of Management Annual Meeting in Honolulu, Hawaii.*

Kinicki, A., McKee-Ryan, F., & Virick, M. (2005). The match between coping goals and coping: the missing link in coping with job loss process models. *Presented at the August, 2005, Academy of Management Annual Meeting in Honolulu, Hawaii.*

Lilly, M., & Virick, M. (2004). The effect of personality on perceptions of justice. *Proceedings of the Annual Meeting of the Institute of Behavioral and Applied Management (IBAM) Conference.* Award for best paper in Organizational Behavior, Theory and Development Division of IBAM.

Virick, M., & Lilly, J. (2004). Doing more with less: an analysis of the post layoff situation among survivors. *Presented at the Academy of Management Annual Meeting, New Orleans, August 2004.*

Goswami, R., Virick, M., & Wheeler, K. (2004). Diversity and social capital: does trust and personal reputation matter? *Presented at the Southern Management Meeting, San Antonio, November 2004.*

Misra, R., & Virick, M. (2003). Diversity initiatives: lip service or reality? *Presented at the August, 2003, Academy of Management Annual Meeting in Seattle, WA.*

Lilly, J.D., & Virick, M. (2003). Antecedents of justice perceptions: role of attribution theory. *Presented at the August, 2003, Academy of Management Annual Meeting in Seattle, WA.*

Czekajewski, A. & Virick, M. (2003). Impact of affective commitment on service quality: A group level analysis. *Presented at the 2003, Society for Industrial and Organizational Psychology (SIOP) annual meeting, Orlando, FL*

Love, L. G., Mack, D. A., Virick, M., & Harrison, D. A. (1999). Like sand through our fingers: Method, theory, and time in organizational research. *Published in the 1999 Proceedings of the Southwest Academy of Management Annual Meeting in Houston, TX.*

Lovett, S., Harrison, D.A., & Virick, M. (1996). Managing boundary spanner turnover for customer retention: Theory and paradox about the (non) imitability of human resources. *Presented at the Academy of Management Annual Meeting, Cincinnati, OH.*