

Jonathan L. Hendricks

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Management Department

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RESEARCH INTERESTS

Impression Management; Recruitment; Social Cognition; Star Employees; Multi-level Methods

EDUCATION

Ph.D., Business Administration Concentration: OB/HR May 2019

Darla Moore School of Business
University of South Carolina

Dissertation: A model of impression formation in recruitment

Committee: Dr. Robert E. Ployhart (Chair); Dr. Paul D. Bliese; Dr. Patrick M. Wright; Dr. Elise C. Ince

B.S., Exercise Science and Outdoor Recreation December 2012

College of Business Administration
Utah Valley University

JOURNAL PUBLICATIONS

Bliese, P. D., Maltarich, M. A., **Hendricks, J. L.**, Hofmann, D., & Adler, A. B. (In Press) Improving the Measurement of Group-level Constructs by Optimizing Between-group Differentiation. *Journal of Applied Psychology*.

Bliese, P. D., Maltarich, M. A., & **Hendricks, J. L.** (2017). Back to Basics with Mixed-Effects Models: Nine Take-Away Points. *Journal of Business and Psychology*, 1-23.

Ployhart, R. E., & **Hendricks, J. L.** (2017). The Missing Levels of Microfoundations: A Call for Bottom-Up Theory and Methods. In J. LeBreton, & S. Humphrey (Eds.), *Handbook for Multilevel Theory, Measurement, and Analysis*.

PUBLICATIONS UNDER REVIEW

McFarland, L., **Hendricks, J. L.**, & Ward, W. A Contextual Review of the Impression Management Literature. (*Under Review at Journal of Management*).

Ployhart, R. E., **Hendricks, J. L.** & Shepherd, W. The Impact of Human Capital Quality, Human Capital Quantity, and Engagement on Business Unit Sales. (*Under Review at Academy of Management Journal*).

Meister, A, **Hendricks, J. L.**, McFarland, L., & Thatcher, S. M. An Examination of the Prevalence and Consequences of Identity Disclosures Among Job Seekers. (*Under Review at Journal of Applied Psychology*).

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RESEARCH IN PROGRESS

Hendricks, J. L. & Ployhart, R. E. Star Teams: Types, Antecedents and Consequences. (*In preparation for **Organization Science***).

Hendricks, J. L. & Ployhart, R. E. Examining the role of Consensus and Credibility in Forming Impressions of Organizations During Recruiting. (*In preparation for **Academy of Management Journal***).

Hendricks, J. L., Call, M, Bliese, P. D., & Thatcher, S. M. High Performer Humility and Task Interdependence on Peer Performance. (*In preparation for **Journal of Applied Psychology***).

Lang, J. W. B., Bliese, P. D., & **Hendricks, J. L.** The Impact of an Unforeseen Task Change on the Relationship Between Self-efficacy and Performance in a Helicopter Simulator. (*In preparation for **Organizational Behavior and Human Decision Processes***).

CONFERENCE PRESENTATIONS

McFarland, L. A., **Hendricks, J. L.**, Meister, A, & Thatcher, S. M. B. (2019). A Contextual Framework for Understanding Impression Management. Paper presented at the *annual meeting of the Academy of Management, Boston, MA*.

McFarland, L. A., **Hendricks, J. L.**, Ward, W. B. (2019). An Examination of the Prevalence and Consequences of Identity Disclosures Among Job Seekers. Paper presented at the *annual meeting of the Academy of Management, Boston, MA*.

Ployhart, R. E., **Hendricks, J. L.** & Shepherd, W. (2018). Complementarities Between Human Capital Resource Flows and Psychological Resources. Paper presented at the *annual meeting of the Academy of Management, Boston, MA*.

Ployhart, R. E., Shepherd, W., & **Hendricks, J. L.** (2018). The Impact of Collective Psychological Resources on Business Unit Sales. Paper presented as part of a symposium entitled “The Impact of Talent on Collective Turnover, Performance, and Profit” at the *annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL*.

Hendricks, J. L. & Ployhart, R. E. (2017). Star Teams: Types, Antecedents and Consequences. Paper presented as part of a symposium entitled “Research on Human Capital” at the *annual meeting of the Academy of Management, Atlanta, GA*.

Meister, A, **Hendricks, J. L.**, McFarland, L. A., & Thatcher, S. M. B. (2017). The Paradox of Virtual Disclosure. Paper presented as part of a symposium entitled “The Role of Identities and Impression Management in Image Creation in Organizations” at the *annual meeting of the Academy of Management, Atlanta, GA*.

Hendricks, J. L., Call, M., & Thatcher, S. M. B. (2016) High Performer Humility and Competing Peer Goal Orientation on Peer Performance. Paper presented as part of a symposium entitled “It’s about time: Advancing theories and methods of dynamic research” at the *annual meeting of the Academy of Management, Anaheim, CA*.

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Flynn, P. J. & **Hendricks, J. L.** (2016). "The Influence of Task and Interpersonal Environments on Self-efficacy Over Time". Paper presented at the *annual meeting of the Academy of Management, Anaheim, CA.*

TEACHING EXPERIENCE

Organizational Behavior, MGMT 376, Summer 2017

Human Resources, MGMT 374, Spring 2019

RESEARCH GRANTS

Riegel and Emory Human Resource Center Research Grant for McFarland, L., Hendricks, J. L., & Thatcher, S. M. "The Paradox of Virtual Disclosure: How Identity Disclosures in Interviews Result in Different Outcomes for Male and Female Job Seekers" (Awarded \$1,760, 2017)

Moore School of Business Grant for Hendricks, J. L., & Ployhart, R. E., "The impact of industry characteristics and applicant relevance on the impression formation process for potential applicants" (Awarded \$2,000, 2018)

Darla Moore School of Business Grant for Essman, S., Nyberg A., Hendricks, J. L., and Ployhart, R. E., "Investigating the Relationships among Individual Human Capital, Manager Human Capital, Team Processes, Team Performance, and Value Capture" (Awarded \$5,000, 2017)

Riegel and Emory Human Resource Center Research Grant for Hendricks, J. L., Call, M, Bliese, P. D., & Thatcher, S. M. "High Performer Humility and Task Interdependence on Peer Performance" (Awarded \$3,000, 2016)

Darla Moore School of Business Grant for Hendricks, J. L., Call, M, Bliese, P. D., & Thatcher, S. M. "High Performer Humility and Goal Orientation on Peer Performance" (Awarded \$5,000, 2015)

PROFESSIONAL SERVICE

Reviewer, Academy of Management Annual Meeting, OB Division, 2016, HR Division, 2018

Chair, Management Department Doctoral Student Round Table, 2016

PROFESSIONAL BACKGROUND

Insidesales.com

Product specialist coach, Feb 2014 – July 2014

Product specialist, Feb 2013 – Feb 2014

Provo, UT

Intermountain Healthcare

Physical Therapy Aide, Aug 2011 – May 2012

Provo, UT