**Jonathan L. Hendricks**

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Management Department

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# RESEARCH INTERESTS

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

# 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. (2019) Improving the Measurement of Group-level Constructs by Optimizing Between-group Differentiation. ***Journal of Applied Psychology***, 104 (2) 293-302.

Bliese, P. D., Maltarich, M. A., & **Hendricks, J. L**. (2018). Back to Basics with Mixed-Effects Models: Nine Take-Away Points. ***Journal of Business and Psychology*,** 33 (1), 1-23.

Ployhart, R. E., & **Hendricks, J. L.** (2019). 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.***

McFarland, L. A., **Hendricks, J. L.,** Ward, W. B. (In Press) A Contextual Framework for Understanding Impression Management. ***Human Resource Management Review****.*

**Hendricks, J. L.,** Call, M. L., & Campbell, E. B. High Performer Peer Effects: A Review, Synthesis, and Agenda for Future Research (In Press)***. Journal of Management***

# MANUSCRIPTS UNDER REVIEW

**Hendricks, J. L.,** Hancock, J., Ostermeier, K., Cooper, D., & Caldas, M. Moving On: Exploring the Implications of Departing Leader Tenure and Incoming Leader Permanence for Collective Turnover and Unit Performance. (3*rd round R&R at* ***Journal of Applied Psychology***).

Lang, J. W. B., Voogt, A. D., **Hendricks, J. L**., Goh, Z., Herr, S. D., & Bliese, P. D., Self-Efficacy, Task Performance, and Adaptive Transfer (*Under Review at* ***Personnel Psychology***).

# RESEARCH IN PROGRESS

McFarland, L, **Hendricks, J. L.,** Meister, A, & Thatcher, S. M. An Examination of the Prevalence and Consequences of Identity Disclosures Among Job Seekers. (*In preparation for* ***Personnel Psychology***).

**Hendricks, J. L.,** Yu, J., & Call, M.Star Sacrifice.The impact of Organizational Prestige on Star Sacrifice and Peer Development(*In preparation for* ***Journal of Applied Psychology***).

**Hendricks, J. L.**, Ployhart, R. E. & Ward, W. B. Examining the role of Consensus and Credibility in Forming Impressions of Organizations During Recruiting. (*In preparation for* ***Organizational Behavior and Human Decision Processes)***

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

McFarland, L, Ward, W. B., Clark, S., & **Hendricks, J.L.** Observer Reaction to Impression Management Use in the Workplace. (*In preparation for* ***Journal of Applied Psychology***).

# CONFERENCE PRESENTATIONS

McFarland, L, Ward, W. B., Clark, S., & **Hendricks, J.L.** Observer Reaction to Impression Management Use in the Workplace. Paper presented as part of a symposium entitled “Impression Management and Mismanagement in Organizations” at the *annual meeting of the Academy of Management, Seattle, WA.*

**Hendricks, J. L.,** Yu, J., & Call, M.When Do You Have a Friend in Me? Age, Tenure, and Team Ability as Bundary Conditions of Star OCBs.Paper presented as part of a symposium entitled “Aligning the Stars: Theoretical and Empirical Advancements in Star Performer Research” at the *annual meeting of the Academy of Management, Seattle, WA.*

**Hendricks, J. L.,** Ployhart, R. E., (2021)The Relationship Between Faultlines and Collective Voluntary Turnover. Paper presented at the *annual meeting of the Academy of Management,.*

Clark, S., **Hendricks, J. L.,** Ployhart, R. E., (2021)The Relationship Between Faultlines and Collective Voluntary Turnover. Paper presented at the *annual meeting of the Academy of Management,.*

**Hendricks, J. L.,** Hancock, J., Ostermeier, K., Cooper, D., & Caldas, M. (2020) Leaving It Better Than You Found It: The Impact Of Leader Turnover On Collective Turnover And Unit Performance. Paper presented at the *annual meeting of the Academy of Management,.*

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.*

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.*

# RESEARCH GRANTS

University of Nebraska College of Business Research Grant for Hendricks, J. L., , Messersmith, J., & Smith, T.& Cheng, D. “The Impact of Physical Exercise on Employee Psychological Resources” (Awarded $5,000, 2022)

University of Nebraska College of Business Research Grant for Yu, J., Hendricks, J. L., & Cheng, D. “Gender Diversity and Post-Acquisition Firm Performance”

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, 2018-2021

Chair, Management Department Doctoral Student Round Table, 2016

Ad Hoc-Journal Reviewing:

* Journal of Applied Psychology
* Academy of Management Review
* Journal of Organizational Behavior

# TEACHING EXPERIENCE

Organizational Behavior, MGMT 376, Summer 2017

Human Resources, MGMT, Spring 2019, Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022

# PROFESSIONAL BACKGROUND

**Insidesales.com** Provo, UT

*Product specialist coach, Feb 2014 – July 2014*

*Product specialist, Feb 2013 – Feb 2014*

**Intermountain Healthcare** Provo, UT

*Physical Therapy Aide, Aug 2011 – May 2012*