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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 and Creative Productions

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. (2017). The Effects of Monitoring Environment on Problem-Solving Performance. *Journal of Social Psychology, 158*(2), 15.

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, 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, 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., 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., & 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., 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., 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). 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. (2001). Building Union Commitment: The Impact of Parental Attitudes and Participation. *Labor Studies Journal*, 26(2), pp.17-30.
- 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. (1999). Comparing the Sample-Weighted and Unweighted Meta-Analysis: An Applied Perspective. *Journal of Management*, 8, pp.803-828.
- 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., Scott, C., & Arnold, E. (1997). Employer-Initiated Elections, 1968-1991. *Journal of Labor Research*, 19(2), pp.315-331.
- Hester, K., & Fuller, B. (1997). Another Look at Pre-Employment Predictors of Union Attitudes. *Psychological Reports*, 81, pp.1327-1330.
- Hester, K., Fuller, B., Patterson, C., & Stringer, D. (1996). A Quantitative Review of Charismatic Leadership Research. *Psychological Reports*, 78, pp.271-287.
- 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., Scott, C., & Arnold, E. (1995). Decertification Elections: An Analysis of Recent Activity. *Labor Law Journal*, 46(2), pp.67-77.

Accepted

Liu, Y., Fuller, Jr., J. B., Hester, K., Bennett, R., & Simmering, M. (2016). Linking Authentic Leadership To Subordinate Behaviors. *Leadership & Organizational Development Journal*.

Submitted

Laird, B. K., Bailey, C., & Hester, K. (2018). The Effects of Task-Monitoring Intensity on Subsequent Performance of Optional Tasks. *Journal of Social Psychology*, 13.

Liu, Y., Fuller, B., Hester, K., Simmering-Dickerson, M., & Bennett, R. (2013). Linking Authentic Leadership to Subordinate Behaviors: An Exploration of Psychological Mechanisms. *Journal of Organizational Behavior*.

In Progress

Fuller, Jr, B., Marler, L., & Hester, K. (n.d.). Using performance theory to better understand proactive engagement at work. *Journal of Organizational Behavior*.

Completed/Published

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., 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., & Marler, L. (2007, August). *Using Performance-Based Theory to Better Understand Proactive Engagement at Work*. 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., 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., 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. (1993, December). *Family Socialization: A Predictor of Union Attitudes*. Southern Industrial Relations and Human Resources Conference. Myrtle Beach, S.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.

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.
- 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.

- 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.
- 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., 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., & Bain, T. (2000). *Similarities and Differences in European Works Council Agreements* (pp. pp.45-51). Industrial Relations Research 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., & 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.

Review Articles

Completed/Published

Hester, K. (2000). Union and Workplace Reorganization, 3.

Hester, K., & Bain, T. (1996). Labour Relations & Political Change in Eastern Europe, pp.182-184.

University Committees

University

No activities entered.

College

Summer 2014 - Spring 2015

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

Spring 2014 - Fall 2015

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

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

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

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

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 2007

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

Spring 1999 - Fall 2004

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

Spring 1997 - Fall 2009

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

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

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

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

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

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

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

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

Disabilities 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