

ISSN: 2328-4862 Volume 10, Number 4, December 2022



Journal of Human Resource and Sustainability Studies



ISSN: 2328-4862



9 772328 486002 04

<https://www.scirp.org/journal/jhrss>

Journal Editorial Board

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Editorial Board

Dr. Ayman Batisha	Cairo University, Egypt
Prof. Olivier Boiral	Université Laval, Canada
Dr. Alan Hoi-Shou Chan	City University of Hong Kong, China
Dr. Irene Hau-Siu Chow	Hang Seng Management College, China
Dr. Stefan Cristian Gherghina	Bucharest University of Economic Studies, Romania
Dr. Vasilii Erokhin	Harbin Engineering University, Russia
Dr. Sanae Hanine	Settat-Hassan Premier University, Morocco
Dr. Inaki Heras-Saizarbitoria	The University of the Basque Country UPV/EHU, Spain
Dr. Hatem Jemmali	Manouba University, Tunisia
Dr. Céline Louche	Vlerick Business School, Belgium
Prof. Bahgat M. Abdel-Maksoud	University of Assiut, Egypt
Prof. Emeritus Ehud Menipaz	Ben Gurion University, Israel
Dr. Denis Morin	Université du Québec à Montréal, Canada
Dr. Douglas W. S. Renwick	University of Sheffield, UK
Dr. Jayendra Sankar	AMA International University Bahrain, Bahrain
Dr. Mohmmmed Muslim Sheikh	Maharaja Ganga Singh University, India
Prof. Peter Stokes	University of Chester Business School, UK
Prof. James Robert Terborg	University of Oregon, USA
Prof. Nguyen Ngoc Thang	Vietnam National University, Vietnam

Table of Contents

Volume 10 Number 4

December 2022

A Review of Cross-Cultural Training Research: The Past 10 Years and Implications for Moving Forward

L. G. C. S. Gohi, W. Wang, B. V. M. L. Gohi, B. H. G. F. Bohou, D. E. W. Traore.....653

Effect of Human Resources Management Training Program for Nurse Managers on Staff Nurses' Attitudes toward Organizational Change

A. N. H. Mostafa, W. A. El-Azeem El-hosany, S. A. El-Azeem Ibrahim.....672

Workplace Bullying, Sexual Harassment, Discrimination: A Bane for Female Employees' Career in the Private Banking Industry of Bangladesh

M. Milon, M. Al-Amin, S. Saha.....689

The Effect of Work Life Balance and Compensation on Employee Performance through Employee Engagement as Intervening Variable (Study on Married Women Employees That Have Children in the Production Section of PT Sukuntex Spinning)

A. M. Arianti, W. Soekemi, R. S. Dewi.....705

The Influence of Organizational Virtues on Employees' Constructive Behavior: The Role of Constructive Responsibility Perception and Proactive Personality

F. Y. Zhu, N. Yang, X. T. Chen.....719

Economic Crisis, Changing Paradigms and Organizational Complexity

P. G. Sánchez, I. S. Guevara, A. R. P. Mayo.....737

Equality at the Starting Line? A Study of Gender- and Race-Related Differences at Law Graduates' Labor Market Entry

Y. Xu.....753

The Matthew Effect: What Post-Pandemic COVID-19 Readings?

S. Hanine, B. Dinar.....772

Effect of Reward Equity on the Inclination for Creative Contributions by the Innovative Employee

F. Oyefusi.....781

Critical Evaluation of the Current Bonus and Merits Policy and Its Impacts on Employees' Pay Satisfaction: Reference to Two Oil and Gas Service Companies

O. Alyafei.....795

The Influence of the Matching of Leader’s Authorization Behavior and Employee’s Authorization Expectation on Employee’s Active Behavior: Based on the Theory of Personal-Environmental Matching

X. T. Chen, M. M. Yin, B. J. Yang.....824

Corporate Social Responsibility in China’s Overseas Mining Projects

T. F. Li, C. Wang, S. Q. Zhou, Y. H. Li.....846

Making Decisions for the Future in a Globalized Society with Erratic Circumstances, Collective Action and Transformational Paths to Enhance Human Development: An Assessment

G. Yoganandham.....853

Journal of Human Resource and Sustainability Studies (JHRSS)

Journal Information

SUBSCRIPTIONS

The *Journal of Human Resource and Sustainability Studies* (Online at Scientific Research Publishing, <https://www.scirp.org/>) is published quarterly by Scientific Research Publishing, Inc., USA.

Subscription rates:

Print: \$39 per issue.

To subscribe, please contact Journals Subscriptions Department, E-mail: sub@scirp.org

SERVICES

Advertisements

Advertisement Sales Department, E-mail: service@scirp.org

Reprints (minimum quantity 100 copies)

Reprints Co-ordinator, Scientific Research Publishing, Inc., USA.

E-mail: sub@scirp.org

COPYRIGHT

Copyright and reuse rights for the front matter of the journal:

Copyright © 2022 by Scientific Research Publishing Inc.

This work is licensed under the Creative Commons Attribution International License (CC BY).

<http://creativecommons.org/licenses/by/4.0/>

Copyright for individual papers of the journal:

Copyright © 2022 by author(s) and Scientific Research Publishing Inc.

Reuse rights for individual papers:

Note: At SCIRP authors can choose between CC BY and CC BY-NC. Please consult each paper for its reuse rights.

Disclaimer of liability

Statements and opinions expressed in the articles and communications are those of the individual contributors and not the statements and opinion of Scientific Research Publishing, Inc. We assume no responsibility or liability for any damage or injury to persons or property arising out of the use of any materials, instructions, methods or ideas contained herein. We expressly disclaim any implied warranties of merchantability or fitness for a particular purpose. If expert assistance is required, the services of a competent professional person should be sought.

PRODUCTION INFORMATION

For manuscripts that have been accepted for publication, please contact:

E-mail: jhrss@scirp.org



Journal of Human Resource and Sustainability Studies

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Journal of Human Resource and Sustainability Studies (JHRSS) is an international journal dedicated to the latest advancements related to topics of human resource, work, and ecological sustainability. The aim of this journal is to provide an outlet for researchers interested to human resource, employment, and management issues.

Subject Coverage

All manuscripts must be prepared in English, and are peer-reviewed with double-blind process. The journal expects empirical, either quantitative or qualitative, or conceptual research, and publishes original papers focusing on the following but not limited topics:

- Corporate Social Responsibility
- Educational Environment
- Environmental Behavior
- Environmental Governance
- Environmental Health
- Environmental Management
- Environmental Psychology
- Ethics in Environmental Issues
- Greening Business
- Human Resources Management
- ISO 14001 Certification
- Sustainable Development
- Talent, Human Capital Development and Sustainability

We are also interested in: 1) Short reports—2-5 page papers where an author can either present an idea with theoretical background but has not yet completed the research needed for a complete paper or preliminary data; 2) Book reviews—Comments and critiques.

Website and E-Mail

<https://www.scirp.org/journal/jhrss>

Email: jhrss@scirp.org