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By Robert L. Mathis, John H. Jackson, Sean R. Valentine

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Editorial Review

About the Author

Dr. Robert L. Mathis is professor emeritus of management at the University of Nebraska at Omaha (UNO). Born and raised in Texas, he received his BBA and MBA from Texas Tech University and a Ph.D. in Management and Organization from the University of Colorado. At UNO, he has received the "Excellence in Teaching" award. Dr. Mathis has co-authored several books and published numerous articles covering a variety of topics. He also has held national offices in the Society for Human Resource Management (SHRM) and served as president of the Human Resource Certification Institute (HRCI). In addition, he is certified as a Senior Professional in Human Resources (SPHR) by HRCI. He has had extensive consulting experiences with organizations of all sizes and in a variety of areas. Firms assisted have been in the telecommunications, telemarketing, financial, manufacturing, retail, healthcare, and utility industries. Dr. Mathis has extensive specialized consulting experience in establishing or revising compensation plans for small- and medium-sized firms. Internationally, he has consulting and training experience with organizations in Australia, Lithuania, Romania, Moldova, and Taiwan.

Dr. John H. Jackson is professor of management at the University of Wyoming. Born in Alaska, he received his BBA and MBA from Texas Tech University. He worked in the telecommunications industry in human resources management for several years before completing his PhD in Management and Organization at the University of Colorado. During his academic career, Dr. Jackson authored six other college texts and more than 50 articles and papers, including those appearing in *ACADEMY OF MANAGEMENT REVIEW*, *JOURNAL OF MANAGEMENT*, *HUMAN RESOURCE MANAGEMENT*, and *HUMAN RESOURCES PLANNING*. He has consulted with a variety of organizations on HR and management development matters and has served as an expert witness in a number of HR-related cases. At the University of Wyoming, he served four terms as department head in the Department of Management and Marketing. Dr. Jackson received the university's highest teaching award and has been recognized for his work with two-way interactive television for MBA students. Two Wyoming governors have appointed him to the Wyoming Business Council and the Workforce Development Council. Dr. Jackson serves as president of Silverwood Ranches, Inc.

Dr. Sean R. Valentine is the University of North Dakota alumni leadership and ethics professor and professor of management. Originally from Texas, he received a BS in Management/Human Resources from Park University, a BS in Hotel, Restaurant, and Tourism Management from New Mexico State University, an MBA in Business Administration from Texas State University, and a DBA in Management from Louisiana Tech University. He was employed in the hospitality industry for many years and was an officer in the Army National Guard. During his academic career, Dr. Valentine published more than 75 articles in journals such as *HUMAN RESOURCE MANAGEMENT*, *HUMAN RELATIONS*, *HUMAN RESOURCE DEVELOPMENT QUARTERLY*, *EMPLOYEE RESPONSIBILITIES AND RIGHTS JOURNAL*, *JOURNAL OF BUSINESS RESEARCH*, *JOURNAL OF BUSINESS ETHICS*, *JOURNAL OF PERSONAL SELLING & SALES MANAGEMENT*, *CONTEMPORARY ACCOUNTING RESEARCH*, and *BEHAVIORAL RESEARCH IN ACCOUNTING*. His primary research and teaching interests include human resource management, business ethics, and organizational behavior, and he has received numerous awards and other recognition for his work. He also has consulted with a variety of organizations on different business matters.

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