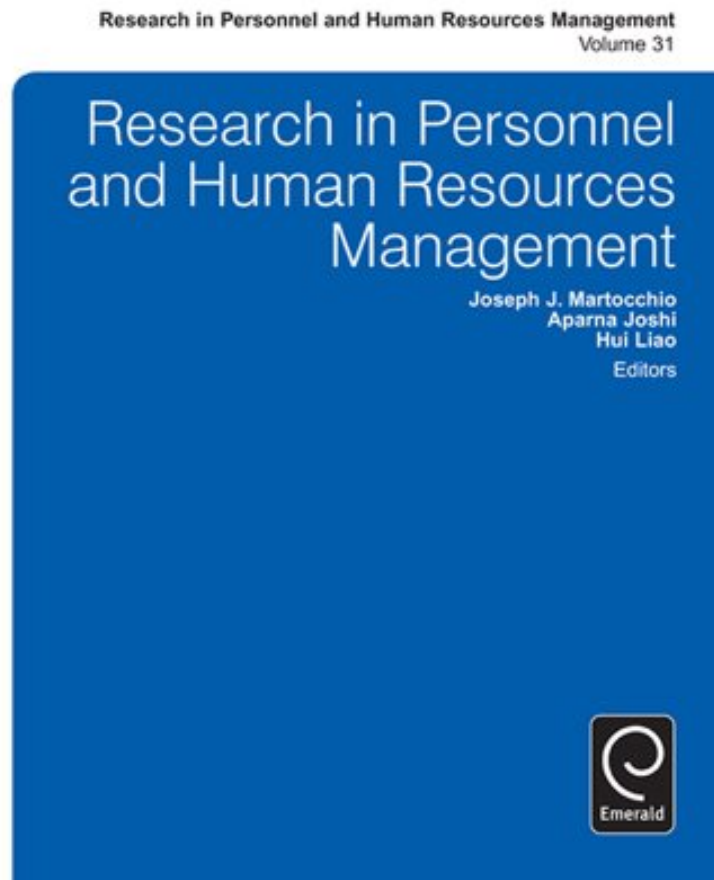


## Research in Personnel and Human Resources Management: 31

*Joseph J Martocchio, Aparna Joshi, Hui Liao*  
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