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Georgia Southern University
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Education:

Ph.D., Business Administration, 2012
Florida State University – Tallahassee, Florida
Emphasis in Organizational Behavior & Human Resource Management
Minor in Statistical Methods

Academic Work Experience:

Assistant Professor of Management
Georgia Southern University – Statesboro, GA
College of Business Administration
August 2015 – Present

Assistant Professor of Management
California Polytechnic State University – San Luis Obispo, CA
Orfalea College of Business
September 2012 – August 2015

Editorial Positions:

Reviewer - *Journal of Managerial Psychology*, 2015

Reviewer - *Human Resource Management Journal*, 2014, 2015, 2016

Reviewer - *Human Resource Management*, 2013

Reviewer - *Human Resource Management Review*, 2010, 2011, 2012, 2013, 2014, 2015

Books:

Sikora, D.M., Ferris, G.R., & Russell, Z.A. (2016). Crossing the Line between High Performance Work Practices and Abusive Supervision: Intentionality and Implementation as Interpretive Triggers. In N. Ashkanasy, R. Bennett, & M.J. Martinko (Eds.), *Understanding the high performance workplace: The line between motivation and abuse* (SIOP Frontier Series volume). New York: Routledge/Taylor and Francis.

Perryman, A.A., Sikora, D., & Ferris, G.R. (2010). One bad apple: The role of destructive executives in organizations. In C. Schriesheim & L. Neider (Eds.), *The “dark” side of management* (Vol. 8, pp. 27-48) (A volume in the Research in Management series). Charlotte, NC: Information Age Publishing.

Journal Articles:

- Sikora, D.M., Thompson, K.W., Russell, Z.A., & Ferris, G.R. (2016). Reimagining overqualified human resources to promote organizational effectiveness and competitive advantage. *Journal of Organizational Effectiveness: People and Performance*, 3(1), 23-42.
- Russell, Z.A., Ferris, G.R., Thompson, K.W., & Sikora, D.M. (2016). Overqualified human resources, career development experiences, and work outcomes: Leveraging an underutilized resource with political skill. *Human Resource Management Review*, 26(2), 125-135.
- Sikora, D.M., Ferris, G.R., & Van Iddekinge, C.H. (2015). Line manager implementation perceptions as a mediator of relations between high performance work practices and employee outcomes. *Journal of Applied Psychology*, 100(6), 1908-1918.
- Thompson, K.W., Sikora, D.M., Perrewé, P.L., & Ferris, G.R. (2015). Employment qualifications, person-job fit, overqualification attributions, and hiring recommendations: A three-study investigation. *International Journal of Selection and Assessment*, 23(3), 247-262.
- Sikora, D.M., & Ferris, G.R. (2014). Strategic human resources practice implementation: The critical role of line management. *Human Resource Management Review*, 24(3), 271-281.
- Della Torre, E., Sikora, D. M., Zatzick, C. D., & Solari, L. (2014). Human capital and productivity: The impact of collective employee inflows and outflows. *Academy of Management Annual Meeting Proceedings*, 500-505.
- Thompson, K.W., Shea, T.H., Sikora, D.M., & Ferris, G.R. (2013). Rethinking underemployment and overqualification in organizations: The not so ugly truth. *Business Horizons*, 56(1), 113-121.
- Martinko, M.J., Sikora, D.M., Harvey, P., & Moss, S.E. (2012). The relationships between attribution styles, LMX, and perceptions of abusive supervision. *Journal of Leadership and Organizational Studies*, 19, 397-406.
- Martinko, M.J., Harvey, P., Sikora, D.M., & Douglas, S.C. (2011). Abusive supervision: Perception or reality? *The Leadership Quarterly*, 22(4), 751-764.
- Sikora, D., & Ferris, G.R. (2011). Critical factors in human resources practice implementation: Implications of cross-cultural contextual issues. *International Journal of Human Resources Development and Management*, 11(2/3/4), 112-140.
- Martinko, M. J., Harvey, P., Sikora, D., & Douglas, S. C. (2009). Abusive supervision: perception or reality? In *Academy of Management Proceedings 2009*(1), 1-7. Academy of Management.

Other Publications: None.

Presentations or proceedings at Professional Meetings (for the past 5 years), indicate if you were the presenter:

- Della Torre, E., Sikora, D.M., Zatzick, C., & Solari, L. (2014). *Human capital and organizational productivity: The impact of collective employee inflows and outflows*. Presentation at the 2014 Academy of Management Meeting, Philadelphia, PA (Human Resources Division - Best Paper Award).
- Russell, Z.A., Thompson, K.W., & Sikora, D.M. *Overqualified Human Resources, Career Development Experiences, and Work Outcomes: Leveraging an Underutilized Resource*. Presentation at the 2014 Southern Management Association Annual Meeting, Savannah, GA.
- Thompson, K.W., Sikora, D.M., Perrewé, P.L., & Ferris, G.R. (2014). *Employment qualifications, fit, attributions, and hiring recommendation: A three-study examination*. Presentation at the 2014 Academy of Management Meeting, Philadelphia, PA.
- Sikora, D.M., & Thompson, K.W. (2013). *The underemployed as a source of strategic human capital for competitive advantage*. Presentation at the 2013 Academy of Management Meeting, Orlando, FL. - *Presenter*
- Thompson, K.W., Sikora, D.M., Perrewé, P.L., & Ferris, G.R. (2013). *Person-job fit as a mediator of the relationship between employment under/over qualification level and hiring recommendations in two samples*. Presentation at the Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Sikora, D.M. (2012). *Antecedents and consequences of effective human resource practice implementation*. Presentation at the 2012 Academy of Management Meeting, Boston, MA. - *Presenter*
- Sikora, D.M. (2011). *Critical factors influencing human resource practice implementation (empirical study)*. Presentation at the 2011 Academy of Management Meeting, San Antonio, TX. - *Presenter*
- Allen, M., Sikora, D.M., & Collins, C.J. (2011). *The role of leadership in the relationship between human resource management and firm performance*. Presentation at the 2011 Strategic Management Society Meeting, Miami, FL.
- Sikora, D.M. (2010). *Factors influencing human resource practice implementation*. Presentation at the 2010 Southern Management Association Meeting, St. Petersburg, FL. - *Presenter*

Work in Progress:

Sikora, D.M., Ferris, G.R., & Van Iddekinge, C.H. Line manager high performance work practice implementation and organizational outcomes. Research in progress.

Della Torre, E., Sikora, D.M., Zatzick, C., & Solari, L. Human capital and organizational productivity: The impact of collective employee inflows and outflows. Under review at *Human Resource Management*.

Collins, C.J., Sikora, D.M., & Allen, M. When do HR practices matter? The interaction of HR and leadership on employee motivation and behaviors. Research in progress.

Thompson, K.W., & Sikora, D.M. To hire or not hire: Examining the influence of applicant overqualification on hiring recommendations. Research in progress.

Dissertation Committees: None.

Honors, Awards, and Business Activities:

Academy of Management - Human Resources Division Scholarly Achievement Award Finalist, 2016

Human Resources Division Best Paper Award, 2014 Annual Meeting of the Academy of Management.

Outstanding Management Faculty Award, Cal Poly, 2013-2014 (based on student voting)

Cal Poly Orfalea College of Business Summer Research Grant, 2014

Cal Poly Orfalea College of Business Summer Research Grant, 2013

Society for Human Resource Management Foundation/Academy of Management Dissertation Award, 2011

Outstanding Teaching Assistant Award Nominee, Florida State University, 2011

Academy of Management, HR Division Doctoral Consortium, 2011

Southern Management Association, Doctoral Student Consortium, 2009

Organizational Behavior Division Best Paper Award, 2009 Annual Meeting of the Academy of Management.

Services, Professional Activities, and Associations related to discipline (for the past 5 years):

Georgia Southern University Society for Human Resource Management student association – Co-Advisor. 2016-2017.

Georgia Southern University Carter Scholarship Selection Committee, 2016

Search Committee Member, Georgia Southern University, Leadership Faculty Opening, 2016

Search Committee Member, Georgia Southern University, International Management Faculty Opening, 2015

Human Resources Division Best Paper Award Selection Committee, 2015 Annual Meeting of the Academy of Management.

Cal Poly Academic Senate Fairness Board, 2014 to 2015

Search Committee Member, Cal Poly Human Resources Faculty Opening, 2014

Cal Poly Academic Senate member, 2013

Faculty Advisor, Cal Poly Society for Human Resource Management, 2013 to 2015

Search Committee Member, Cal Poly Organizational Behavior Faculty Opening, 2013

Intuit – Cal Poly Design for Delight Challenge, 2012 – 2013, 2013 – 2014 (Co-developed private/public student competition with Intuit, Inc.)