



Managing Human Resources (8th Edition)

By Luis R. Gomez-Mejia, David B. Balkin, Robert L. Cardy

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Editorial Review

About the Author

Luis R. Go?mez-Meji?a holds the Ray and Milann Siegfried Professor of Management Chair in Business at the University of Notre Dame. Prior to that, he was the Benton Cocanougher Chair at Texas A&M University as well as Council of 100 Distinguished Scholars at Arizona State University (ASU), and held the Horace Steel Arizona Heritage Chair at ASU. He was a Regent's Professor at ASU and has recently received the Outstanding Alumni Award from the University of Minnesota and was awarded the title of Doctor Honoris Causa at Carlos III University (Spain). He is a Fellow of the Academy of Management and member of the "Hall of Fame" of the Academy of Management (which includes 33 members out of approximately 20,000 members in the Academy of Management). He has published more than 250 articles and 12 books focused on macro human resource issues. His work has appeared in the best management journals including: Academy of Management Journal, Academy of Management Review, Strategic Management Journal, and Administrative Science Quarterly. He has received numerous awards for his research, including "best paper" in the Academy of Management Journal and "most impactful paper" in Administrative Science Quarterly. His publications have been cited approximately 16,000 times (Google), making him one of the most highly cited management scholars. He is past president of the Human Resource Division of the Academy of Management and has served as elected member of the Board of Governors of the Academy of Management. He also served three terms as president of the Iberoamerican Academy of Management.

David B. Balkin is Professor of Management at the Leeds School of Business at the University of Colorado at Boulder. He received his PhD in human resource management and industrial relations from the University of Minnesota. Prior to joining the University of Colorado, he served on the faculties of Louisiana State University and Northeastern University. He has published over 70 articles appearing in journals such as the Academy of Management Journal, Strategic Management Journal, Personnel Psychology, Journal of Organizational Behavior, Journal of Business Venturing, and Journal of Management Studies. One of his publications (coauthored with Luis R. Go?mez-Meji?a) was selected as the best article published in 1992 in the Academy of Management Journal. Professor Balkin has written or edited several books on human resources, the management of innovation, compensation, and other topics. He has served as Chair of the Management Department at the University of Colorado and also served on advisory boards of nonprofit organizations. Professor Balkin serves as the associate editor for Human Resource Management Review and has previously served on the editorial boards of the Academy of Management Journal and the Journal of Management. He has served as an expert witness on cases dealing with employment and pay discrimination. Professor Balkin has extensive international experience as a scholar and teacher and was a visiting professor at the University of Toulouse (France), Copenhagen Business School (Denmark), Helsinki University of Technology (Finland), University of Regensburg (Germany), ESADE Business School (Spain), National University of Singapore, Hong Kong University of Science and Technology, HEC Montreal (Canada), and Indian School of Business (India).

Robert L. Cardy is a Professor in the Department of Management at the University of Texas at San Antonio. He received his PhD in industrial/organizational psychology from Virginia Tech in 1982. He is an ad hoc reviewer for a variety of journals, including the Academy of Management Journal and the Academy of Management Review. He is editor and cofounder of the Journal of Quality Management. Professor Cardy has been recognized for his research, teaching, and service. He was ranked in the top 20 in research productivity for the decade 1980–1989 based on the number of publications in the Journal of Applied

Psychology. He was doctoral coordinator in Arizona State University's management department for five years and received a University Mentor Award in 1993 for his work with doctoral students. He served as department chair for seven years at UTSA. He authored a regular column on current issues in HRM for over ten years and received an Academy of Management certificate for outstanding service as a columnist for the HR division newsletter. Professor Cardy was a 1992 recipient of a certificate for significant contributions to the quality of life for students at ASU. His research focuses on performance appraisal and effective HRM practices.

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