### ISSN: 2328-4862



# Journal of Human Resource and Sustainability Studies



# **Journal Editorial Board**

http://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. Bassou El Mansour Indiana State University, USA

Dr. Inaki Heras-Saizarbitoria The University of the Basque Country UPV/EHU, Spain

Prof. Charbel J. C. Jabbour The Sao Paulo State University, Brazil

**Prof. J. Edward Kellough** University of Georgia, USA

Dr. Céline Louche Vlerick Business School, Belgium

Prof. Bahgat M. Abdel-Maksoud University of Assiut, Egypt

**Dr. Denis Morin** Université du Québec à Montréal, Canada

**Dr. Douglas W. S. Renwick** University of Sheffield, UK

**Dr. Mohmmed Muslim Sheikh** Maharaja Ganga Singh University, India

Prof. Luca Solari University of Milan, Italy

Prof. Peter Stokes University of Chester Business School, UK

**Prof. James Terborg**University of Oregon, USA

**Prof. Nguyen Ngoc Thang** Vietnam National University, Vietnam



# **Table of Contents**

Volume 4 Number 3	September 2016
An Empirical Analysis of the Training Program Characteristics on Training Program Effe A Case Study with Reference to International Agricultural Research Institute, Hyderaba	
K. D. V. Prasad, R. W. Vaidya, V. A. Kumar	143
A Review of Researches on Sleepiness at Workplace	
X. Jiao, M. L. Ye	155
Strategic Compensation as a Factor of Attraction for Students Graduating in Business Administration: A Brazilian Case	
F. J. da Silva Leitão, J. P. C. Da Silva, C. L. Ubeda	162
Product Market Competition, Competitive Position and Employee Wage	
L. Yang	176
Ownership Property, Product Market Competition and Auditor Choice	
L. H. Liu	183
The Present Situation, Problems and Countermeasures of the Exhibition Industry in Guangdong, China	
X. Lu, M. Ouyang	192
Workplace Ostracism: A Review and Directions for Future Research	
H. L. Liu, H. S. Xia	197
Management of Education Resource Centre and Capacity Development in Nigerian Un	iversities
C. A. Akinfolarin	202
Being a Fashion Designer in Montreal: Flexible Careers across the Life Course!	
A. Yagoubi, DG. Tremblay	215
How Does Objective Career Success Affect Subjective Career Success? The Moderating Role of Self-Awareness	
Q. N. Gu, Y. Su	227
Subjective Career Success: A Literature Review and Prospect	
L. T. Dai, F. H. Song	238
Teacher as Unit Leader: Defining and Examining the Effects of Care and Support on Chi A Review of the Research	ldren:
J. Murphy	243

### Journal of Human Resource and Sustainability Studies (JHRSS)

### **Journal Information**

### SUBSCRIPTIONS

The *Journal of Human Resource and Sustainability Studies* (Online at Scientific Research Publishing, <a href="www.SciRP.org">www.SciRP.org</a>) 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 © 2016 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 © 2016 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

http://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.

Email: jhrss@scirp.org

### Website and E-Mail

### What is SCIRP?

Scientific Research Publishing (SCIRP) is one of the largest Open Access journal publishers. It is currently publishing more than 200 open access, online, peer-reviewed journals covering a wide range of academic disciplines. SCIRP serves the worldwide academic communities and contributes to the progress and application of science with its publication.

### What is Open Access?

All original research papers published by SCIRP are made freely and permanently accessible online immediately upon publication. To be able to provide open access journals, SCIRP defrays operation costs from authors and subscription charges only for its printed version. Open access publishing allows an immediate, worldwide, barrier-free, open access to the full text of research papers, which is in the best interests of the scientific community.

- High visibility for maximum global exposure with open access publishing model
- Rigorous peer review of research papers
- Prompt faster publication with less cost
- Guaranteed targeted, multidisciplinary audience





Website: http://www.scirp.org Subscription: sub@scirp.org Advertisement: service@scirp.org