



Journal of Human Resource and Sustainability Studies



Journal Editorial Board

http://www.scirp.org/journal/jhrss/

.....

Editor-in-Chief

Prof. Pascal Paille Université Laval, Canada

Editorial Board

Dr. Ayman BatishaCairo University, EgyptProf. Olivier BoiralUniversité Laval, Canada

Dr. Alan Hoi-shou ChanDr. Irene Hau-siu ChowCity University of Hong Kong, ChinaHang 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

Dr. Denis Morin Université du Québec à Montréal, Canada

Dr. Michael Muller-Camen Wirtschafts Universitat Wien, Austria

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, Chester, UK

Prof. James Terborg University of Oregon, USA

Prof. Nguyen Ngoc Thang Vietnam National University, Vietnam



Table of Contents

Volume 3 Number 1 IV	larch 2015
Consensual Relationships in the Academic Field: A Phenomenological Understanding A. M. Dublin	1
Evaluation of the Effect of Ecological Migration on Rural Household Development Capability	
G. T. Yang, Z. H. Liu, H. J. Zhou	9
The Performance of Knowledge Workers Based on Behavioral Perspective	
J. Yao, L. L. Fan	21
The Development of Rural Sustainability Using Participatory Action Research: A Case Study from Guatemala	
F. Anderson	28
Job Rotation: An Effective Tool to Transfer the Tacit Knowledge within an Enterprise	
H. L. Lu, C. J. Yang	34
Human Resource Management in the Era of Big Data	
S. Y. Zang, M. L. Ye	41
The Study on Incentive Mode Design of Pay-Through Phantom Equity	
L. T. Dai, Q. Y. Zhou	46
The Discussion of Theory Review and Practice on Enterprise Executives Incentive	

Journal of Human Resource and Sustainability Studies (JHRSS)

Journal Information

SUBSCRIPTIONS

The Journal of Human Resource and Sustainability Studies (Online at Scientific Research Publishing, www.SciRP.org) 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 © 2015 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 © 2015 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

Call for Papers



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

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