Journal Editorial Board

ISSN Print: 2328-4862    ISSN Online: 2328-4870
http://www.scirp.org/journal/jhrss/

Editor-in-Chief

Prof. Pascal Paille          Université Laval, Canada

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
Dr. Denis Morin              Université du Québec à Montréal, Canada
Dr. Michael Muller-Camen     Wirtschafts Universität Wien, Austria
Dr. Douglas W. S. Renwick    University of Sheffield, UK
Dr. Mohmedd Muslim Sheikh    Maharaja Ganga Singh University, India
Prof. Luca Solari            University of Milan, Italy
Prof. James Terborg          University of Oregon, USA
Prof. Nguyen Ngoc Thang      Vietnam National University, Vietnam
Prof. Marcus Wagner          University of Würzburg, Germany
Table of Contents

Volume 2 Number 4 December 2014

Organizational Justice as Mediator of the Discretionary Human Resource Practice-Organizational Citizenship Behavior Relationship: Evidence from Enterprises in China
S. Q. Wu, J. Xiao...........................................................................................................................................................................173

A Survey Study on the Causes of Annual Paid Leave Being Left Untaken by Japanese Physicians from the Perspective of Hospital Managers
G. Igusa......................................................................................................................................................................................182

Executive Coaching: An Integrative Literature Review
J. E. Bartlett ll, R. V. Boylan, J. E. Hale........................................................................................................................................188

The Research of Design of Human Resource Recruitment System Based on the Total Relationship Flow Management Theorems
F. L. Hu.......................................................................................................................................................................................196

Empirical Research on the Relationship among Sense of Control, Control Demand and Job Burnout
C. H. Zhang, C. L. Li, F. S. Feng..................................................................................................................................................201

An Empirical Study of Turnover Intentions in Call Centre Industry of Pakistan
M. A. S. Khan, J. G. Du............................................................................................................................................................206

Managing Emotional Labour in Service Encounters in Healthcare Occupation in Bangladesh
M. F. Chowdhury.........................................................................................................................................................................215

Human Capital Planning of Faculties in Higher Education Institutions with Analytic Hierarchy Process Model
L. Zhang, X. Yu, Z. Yang, Q. Du..................................................................................................................................................224

Factors That Affect Staff Morale in Tertiary Hospitals in Malawi: A Case Study of Kamuzu Central Hospital
J. B. Chipeta.................................................................................................................................................................................230

The Research of Chinese College Student Cadres’ Leadership Style Based on the Contingency Theory
L. T. Dai, Q. Cai.........................................................................................................................................................................239

Review on the Research of Dynamic Competition Theory
J. B. Zhang, D. Gao.................................................................................................................................................................246
Journal of Human Resource and Sustainability Studies (JHRSS)

Journal Information

SUBSCRIPTIONS


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)
E-mail: sub@scirp.org

COPYRIGHT

COPYRIGHT AND REUSE RIGHTS FOR THE FRONT MATTER OF THE JOURNAL:
Copyright © 2014 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 © 2014 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 (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 in 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.

Website and E-Mail

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