

Intellectual Contributions

The University of Vermont

Jones, David A.

Refereed Journal Articles

Journal Article, Academic Journal (Published)

Schmidt, J. A., Willness, C. R., Jones, D., Bourdage, J. S. (2018). Human resource practices and voluntary turnover: A study of internal workforce and external labor market contingencies. *The International Journal of Human Resource Management*, 29, 571-594.

Journal Article, Academic Journal (Published)

Jones, D., Willness, C. R., Glavas, A. (2017). When corporate social responsibility (CSR) meets organizational psychology: New frontiers in micro-CSR research, and fulfilling a quid pro quo through multilevel insights. *Frontiers in Psychology, Organizational Psychology Specialty Section*, 8(Article 520. March 2017 doi: 10.3389/fpsyg.2017.00520), 1-14. <http://journal.frontiersin.org/journal/psychology>

Journal Article, Academic Journal (Published)

Jones, D., Willness, C. R., Glavas, A. (2017). When Corporate Social Responsibility (CSR) Meets Organizational Psychology: New Frontiers in Micro-CSR Research, and Fulfilling a Quid Pro Quo through Multilevel Insights. *Frontiers in Psychology*, 8(520), 1-14. <https://www.frontiersin.org/articles/10.3389/fpsyg.2017.00520/full>

Journal Article, Academic Journal (Published)

Jones, D. (2016). Widely assumed but thinly tested: Do employee volunteers' self-reported skill improvements reflect the nature of their volunteering experiences? *Frontiers in Psychology, Organizational Psychology Specialty Section*.(Article 495), 1-14. http://journal.frontiersin.org/article/10.3389/fpsyg.2016.00495/full?utm_source=Email_to_authors_&utm_medium=Email&utm_content=T1_11.5e1_author&utm_campaign=Email_publication&field=&journalName=Frontiers_in_Psychology&id=184070

Journal Article, Academic Journal (Published)

Jones, D., Willness, C. R., Heller, K. W. (2016). Illuminating the signals job seekers receive from an employer's community involvement and environmental sustainability practices: Insights into why most job seekers are attracted, others are indifferent, and a few are repelled. *Frontiers in Psychology, Organizational Psychology Specialty Section*., 7, Article 426, 1-16. http://journal.frontiersin.org/article/10.3389/fpsyg.2016.00426/full?utm_source=Email_to_authors_&utm_medium=Email&utm_content=T1_11.5e1_author&utm_campaign=Email_publication&field=&journalName=Frontiers_in_Psychology&id=183285

Journal Article, Academic Journal (Published)

Schmidt, J. A., Chapman, D. C., Jones, D. (2015). Does emphasizing different types of person-environment fit in on-line job ads influence application behavior and applicant quality? Evidence from a field experiment. *Journal of Business Psychology*, 30 (doi: 10.1007/s10869-014-9353)(2), 267-282.

Journal Article, Academic Journal (Published)

Jones, D., Willness, C., Madey, S. (2014). Why are job seekers attracted by corporate social performance? Experimental and field tests of three signal-based mechanisms. *Academy of Management Journal*, 57, 383-404. <http://amj.aom.org/content/early/2013/02/21/amj.2011.0848.full.pdf+html>

Journal Article, Academic Journal (Published)

Jones, D., Skarlicki, D. P. (2013). How perceptions of fairness can change: A dynamic model of organizational justice. *Organizational Psychology Review*, 3(2), 138-160.

Journal Article, Academic Journal (Published)

Jones, D. (2010). Does serving the community also serve the company? Using organizational identification and social exchange theories to understand employee responses to a volunteerism programme. *Journal of Occupational and Organizational Psychology*, 83(4), 857-878.

Journal Article, Academic Journal (Published)

Jones, D., zz-McIntosh, B. (2010). Organizational and occupational commitment in relation to bridge employment and retirement intentions. *Journal of Vocational Behavior*, 77, 290-303. http://www.sciencedirect.com/science?_ob=MIimg&_imagekey=B6WMN-4YVJ43W-5-1&_cdi=6939&_user=1563816&_pii=S0001879110000746&_origin=search&_coverDate=04%2F14%2F2010&_sk=999999999&view=c&wchp=dGLzVtb-zSkzV&md5=85210952b94f529fb648395aa757eec4&ie=/sdarticle.pdf

Journal Article, Academic Journal (Published)

Jones, D., Martens, M. L. (2009). The mediating role of overall fairness and the moderating role of trust certainty in justice-criteria relationships: The formation and use of fairness heuristics in the workplace. *Journal of Organizational Behavior*, 30(8), 1025-1051. <http://onlinelibrary.wiley.com/doi/10.1002/job.577/abstract>

Journal Article, Academic Journal (Published)

Jones, D. (2009). A novel approach to business ethics training: Improving moral reasoning in just a few weeks. *Journal of Business Ethics*, 88, 367-379. <http://www.springerlink.com/content/q565kp4408733302/>

Journal Article, Academic Journal (Published)

Jones, D. (2009). Getting even with one's supervisor and one's organization: Relationships among types of injustice, desires for revenge, and counterproductive work behaviors. *Journal of Organizational Behavior*, 30(4), 525-542. <http://www3.interscience.wiley.com/journal/121417641/abstract>

Journal Article, Academic Journal (Published)

Fassina, N., Jones, D., Uggerslev, K. (2008). Meta-analytic tests of relationships between organizational justice and citizenship behavior: Testing agent-system and shared variance models. *Journal of Organizational Behavior*, 29, 805-828. The first and second authors contributed equally.

Journal Article, Academic Journal (Published)

Fassina, N., Jones, D., Uggerslev, K. (2008). Relationship clean-up time: Using meta-analysis and path analysis to clarify the relationships among job satisfaction, perceived fairness, and citizenship behaviors. *Journal of Management*, 34, 161-188. <http://jom.sagepub.com/cgi/content/abstract/34/2/161>

Journal Article, Academic Journal (Published)

Jones, D., Shultz, J. W., Chapman, D. S. (2006). Recruiting through job advertisements: The effects of cognitive elaboration on decision making. *International Journal of Selection and Assessment*, 14(2), 167-179. <http://onlinelibrary.wiley.com/doi/10.1111/j.1468-2389.2006.00342.x/abstract>

Journal Article, Academic Journal (Published)

Jones, D., Skarlicki, D. P. (2005). The effects of overhearing peers discuss an authority's reputation for fairness on reactions to subsequent treatment. *Journal of Applied Psychology*(90), 363-372.

Journal Article, Academic Journal (Published)

Chapman, D. S., Uggerslev, K. L., zz-Carroll, S., Piasentin, K. A., Jones, D. (2005). Applicant attraction to organizations and job choice: A meta-analytic review of the correlates of recruiting outcomes. *Journal of Applied Psychology*, 90(5), 928-944.
<http://psycnet.apa.org/index.cfm?fa=search.displayRecord&uid=2005-10696-009>

Journal Article, Academic Journal (Published)

Jones, D., Skarlicki, D. P. (2003). The relationship between perceptions of fairness and voluntary turnover among retail employees. *Journal of Applied Social Psychology*, 33(6), 1226-1243.

Non-Refereed Journal Articles

Journal Article, Academic Journal (Published)

Jones, D., Newman, A., Shao, R., Cooke, F. L. (2018). Advances in employee-focused micro-level research on corporate social responsibility: Situating new contributions within the current state of the literature. (Invited editorial introduction to the Special Thematic Symposium on Corporate Social Responsibility and Employees). *Journal of Business Ethics*, 157(2), 293-302.

Books

Book, Scholarly-New (Published)

Glavas, A., Willness, C. R., Jones, D. (2017). In Glavas, A., Willness, C. R., & Jones, D. A. (Ed.), *Corporate Social Responsibility and Organizational Psychology: Quid pro Quo*. Lausanne: Frontiers Media. doi: 10.3389/978-2-88945-199-9.
http://www.frontiersin.org/books/Corporate_Social_Responsibility_and_Organizational_Psychology_Quid_pro_Quo/1236

Book Chapters

Book, Chapter in Scholarly Book-New (Published)

Willness, C. R., Jones, D., Strah, N., Rupp, D. E. (2020). Corporate social responsibility at the individual level of analysis: Research findings that inform responsible management "in the wild." (The first and second authors contributed equally). In O. Laasch, D. Jamali, R. E. Freeman, & R. Suddaby (Ed.), *Research handbook of responsible management* (pp. Chapter 25 (pp. 375-391)). Cheltenham: Edward Elgar.
<https://www.elgaronline.com/view/edcoll/9781788971959/9781788971959.00034.xml>

Book, Chapter in Scholarly Book-New (Published)

Jones, D. (2019). The psychology of CSR. In A. McWilliams, D. E. Rupp, D. S. Siegel, G. K. Stahl, & D. A. Waldman (Ed.), *The Oxford Handbook of Corporate Social Responsibility: Psychological and Organizational Perspectives* (vol. Chapter 2, Section II (Micro/HR Issues), pp. 19-47). Oxford: Oxford University Press.

Book, Chapter in Scholarly Book-New (Published)

Jones, D., Rupp, D. E. (2018). Social responsibility in and of organizations: The psychology of corporate social responsibility among organizational members. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Ed.), *Handbook of industrial, work, and organizational psychology* (2nd ed. ed., pp. 333-350). Thousand Oaks, California: Sage.

Book, Chapter in Scholarly Book-New (Published)

Jones, D., Willness, C. R. (2013). In K. Y. T. Yu & D. Cable (Ed.), *Corporate social performance, organizational reputation, and recruitment* (pp. 298-313). New York, New York: The Oxford Handbook of Recruitment. Oxford University Press.

Book, Chapter in Scholarly Book-New (Published)

Jones, D. (2013). In R. A. Giacalone & M. D. Promislo (Ed.), *The morality and ethics of workplace revenge: Avengers' moral considerations and the consequences of revenge for stakeholder well-being*. In *Handbook of Unethical Work Behavior: Implications for Individual Well-Being* (pp. 56-72). Armonk, New York: M. E. Sharpe, Inc..

Book, Chapter in Scholarly Book-New (Published)

Henning, J. B., Jones, D. (2013). In J. B. Olson-Buchanan, L. L. Koppes Bryan, & L. F. Thompson (Ed.), *Volunteer programs in the corporate world* (pp. 110-147). New York, New York: Using I-O Psychology for the Greater Good: Helping Those Who Help Others. SIOP Frontier Series, Routledge Academic.

Book, Chapter in Scholarly Book-New (Published)

Willness, C. R., Jones, D. (2013). In A. H. Huffman & S. R. Klein (Ed.), *Corporate environmental sustainability and employee recruitment: Leveraging "green" business practices to attract talent* (pp. 231-250). Green Organizations: Driving Change with I-O Psychology. Routledge Academic.

Book, Chapter in Scholarly Book-New (Published)

Jones, D. (2010). In J. Greenberg (Ed.), *Getting even for interpersonal mistreatment in the workplace: Triggers of revenge motives and behavior* (pp. 101-148). Insidious Workplace Behavior - Routledge.

Conference Proceedings

Conference Proceeding (Published)

Jones, D., Glavas, A., Hahn, T. (2019). *Why do some early-career professionals want jobs that allow them to have social impact, and do they care less about pay? Effects of being predisposed, inspired, and widely-desired*.

Conference Proceeding (Published)

Willness, C. R., Zerr, K., Jones, D. (2012). *(Conference Proceeding) How awareness, greenwashing, and public opinion influence employees concept of their company's green practices* (vol. 47, pp. 527). International Journal of Psychology.

Conference Proceeding (Published)

Willness, C. R., Jones, D. (2012). *(Conference Proceeding) Says who? Information source credibility and job seekers' perceptions of Corporate Social Responsibility* (vol. 47, pp. 527). International Journal of Psychology.

Conference Proceeding (Published)

Jones, D., Willness, C. R. (2012). *(Conference Proceeding) What kinds of job seekers are attracted to socially responsible employers?* (vol. 47, pp. 537-538). International Journal of Psychology.

Conference Proceeding (Published)

Jones, D., Willness, C. R. (2012). *(Conference Proceeding) Why job seekers are attracted by Corporate Social Responsibility: Experimental and field evidence* (vol. 47, pp. 504). International Journal of Psychology.

Conference Proceeding (Published)

Jones, D., Willness, C., Madey, S. (2010). In L. A. Toombs (Ed.), (*Conference Proceeding*) *Why are job seekers attracted to socially responsible companies? Testing underlying mechanisms*. Paper Proceedings of the 70th Annual Meeting of the Academy of Management.

Conference Proceeding (Published)

Jones, D., Willness, C., MacNeil, S. (2009). In G. T. Solomon (Ed.), (*Conference Proceeding*) *Corporate social responsibility and recruitment: Person-organization fit and signaling mechanisms*. Paper Proceedings of the Sixty-ninth Annual Meeting of the Academy of Management.

Conference Proceeding (Published)

Martens, M. L., Jones, D. (2008). (*Conference Proceeding*) *Justice, overall fairness, and employee attitudes: Using qualitative data to understand how context affects quantitative findings*. Proceedings of the British Academy of Management conference, York, UK.

Conference Proceeding (Published)

Jones, D., Martens, M. (2007). In G. T. Solomon (Ed.) (Ed.), (*Conference Proceeding*) *The mediating role of overall fairness and the moderating role of trust certainty in justice-criteria relationships: Testing fundamental tenets of fairness heuristic theory*. Paper proceedings of the sixty-seventh annual meeting of the Academy of Management.

Conference Proceeding (Published)

Jones, D., Fassina, N., Uggerslev, K. (2006). In K. Mark Weaver (Ed.), (*Conference Proceeding*) *Meta-analytic tests of justice and OCB: Agent-system, agent-dominance, and shared-variance models*. (pp. Jon, Fas, & Ugg, 2006; 1 & 2 contributed equally). Paper Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management.

Conference Proceeding (Published)

Jones, D. (2004). In D. H. Nagao (Ed.), (*Conference Proceeding*) *Counterproductive work behavior toward supervisors & organizations: Injustice, revenge, & context*. Louisiana: Paper Proceedings of the Sixty-fourth Annual Meeting of the Academy of Management.

Conference Proceeding (Published)

Jones, D. (2003). In D. H. Nagao (Ed.), (*Conference Proceeding*) *Predicting retaliation in the workplace: The theory of planned behavior and organizational justice*. Paper Proceedings of the Sixty-third Annual Meeting of the Academy of Management (CD).

Conference Proceeding (Published)

Jones, D. (2002). In Published as RHR Kendall Award winning paper (Ed.), *Employee narratives of procedural justice: A content analysis of 1600 intranet postings* (vol. 18, pp. 15-17. (Jones, 2002)). The Canadian Industrial and Organizational Psychologist,.

Conference Proceeding (Published)

Jones, D., Holton, T. A., Bramfield, T. D., Heinrich, C. L. (2001). *From individual to collective learning: An examination of intra-net discourse from information technology employees* (July ed., pp. 517-525). 2nd International Conference on Researching Work and Learning: Conference Proceedings.

Other Intellectual Contributions

Co-editor of a special issue in a scholarly journal (Published)

Jones, D., Newman, A., Shao, R., Cooke, F. L. (2018). In Jones, D. A., Newman, A., Shao, R., & Cooke, F. L. (Ed.), *Thematic Symposium on Corporate Social Responsibility and Employees* (1st ed., vol. 157). Journal of Business Ethics.

Technical Report (Published)

Jones, D. (2013). *The Citizen Teacher Experience Study: A report of recommendations for internal use.*

Technical Report (Published)

Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results.*

Technical Report (Published)

Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Cisco Systems.*

Technical Report (Published)

Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Cognizant Technology Solutions Corp.*

Technical Report (Published)

Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Fidelity Investments.*

Technical Report (Published)

Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Google.*

Magazine/Trade Publication (Published)

Jones, D., Willness, C. R. (2013). *Three reasons job seekers prefer sustainable companies: How being better to the planet can help you hire better people* (June 7, 2013 ed.). Feature Article for the Network for Business Sustainability. June 7, 2013.
<http://nbs.net/knowledge/three-reasons-job-seekers-prefer-sustainable-companies/>.
<http://nbs.net/knowledge/three-reasons-job-seekers-prefer-sustainable-companies/>

Technical Report (Published)

Jones, D. (2012). *Employee reactions to Cognizant's efforts to support STEM education in the US: A report of study results.* Prepared for Cognizant Technology Solutions Corp..

Technical Report (Published)

Jones, D. (2007). *Assessing employee reactions to the Dream Service Day: A report of results and recommendations for volunteerism program design.*

Technical Report (Published)

Jones, D. (2006). *Seven reports and literature reviews including, Assessment of a company-funded volunteerism program: Associations with positive workforce outcomes and insight into decisions to volunteer.* Prepared for the Green Mountain Coffee Roasters Foundation.

Technical Report (Published)

Jones, D., zz-Carroll, S., Day, A. L. (2003). *Perceptions of Leadership Fairness in the Canadian Forces: Unintended Consequences and Transmission of Core Values* (March ed.). Canadian Forces Leadership Institute.