EDITORIAL

Improving the Quality of Quantitative Research Reports: A Call for Action
Kim Nimon

ARTICLES

Managing Workplace Incivility: The Role of Conflict Management Styles—Antecedent or Antidote?
Jeannie Trudel, Thomas G. Reio Jr.
This study explores the relationship between conflict management styles and workplace incivility. Hierarchical regression analyses suggest that conflict management style predicts frequency of workplace incivility among instigators and targets of uncivil behavior. The integrating and dominating styles significantly predict both instigator and target incivility, while the accommodating, avoiding, and compromising styles do not attain statistical significance in the regression equations.

Invited Reaction: Managing Workplace Incivility: The Role of Conflict Management Styles—Antecedent or Antidote?
M. Sandy Hershcovis, Ann-Frances Cameron
The study by Trudel and Reio (2011) investigates the relationship between workplace incivility and conflict management styles. This is a commendable and important first step to bridge the ideas from these two literatures. The authors comment on this study by providing their assessment of the contributions of the study and by addressing some concerns about both the study itself and the broader issues in the field. They also provide some suggestions for further research in this area.

The Influence of Investment in Workplace Learning on Learning Outcomes and Organizational Performance
Yoonhee Park, Ronald L. Jacobs
This study investigates the influence of investment in workplace learning on learning outcomes and organizational performance using the 2005 and 2007 Human Capital Corporate Panel (HCCP) survey of South Korean companies. The data were analyzed using structural equation modeling (SEM). The study indicates that investment in workplace learning influences organizational performance through the outcomes of workplace learning.
Drive Down the Cost of Unemployment Insurance

Hiring ex-offenders

Incent healthier workers with lower premiums

Don’t be so rude: Quell workplace incivility

Subscriber’s Copy Not For Sale
24 COVER STORY
Hidden Costs of Layoffs
How to save costs on your unemployment insurance rating.
By Robert J. Grossman

33 Q&A
Incivility Rising
Rudeness at work is too common.
Interview by Donna M. Owens

34 EMPLOYEE RELATIONS
Sudden Death
Help employees deal with the shocking news when a co-worker dies suddenly.
By Adrienne Fox

40 FIRST-PERSON ACCOUNT
Ante Up for Wellness
Sprint's senior vice president of human resources asked the executive team to get on the bandwagon for wellness. Now they lead the way.
By Sandra Price

PRE-EMPLOYMENT SCREENING SPECIAL REPORT
44 Criminal Background
When evaluating criminal backgrounds, balance safety issues with demands for talent and diversity.
By Eric Krell

AGENDAS
63 TRAINING
Appraising CEO Performance
Help board members gain the knowledge needed to effectively evaluate the CEO.
By Kathryn Tyler

67 WELLNESS
Wellness Rewards
Employees are earning health insurance discounts through healthy behaviors.
By Susan J. Wells