

# YONGBEOM HUR

Associate Professor, Public Administration  
 Government & Justice Studies • Appalachian State University  
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## EDUCATION

University of Kentucky Ph.D. in Public Administration	Lexington, KY
Ohio State University M.A. in Public Administration	Columbus, OH
Seoul National University B.S. in Food Science and Biotechnology	Seoul, South Korea

## RESEARCH & TEACHING INTERESTS

- Human Resource Management
- Organizational Behavior
- Research Methods

## COURSES TAUGHT

Appalachian State University (Aug 2007 – present)

- Organization Theory & Behavior
- Research methods
- Decision making
- Field-based research
- Seminar in Public Administration
- Capstone Seminar

Graduate Courses

- Public Management
- Research Methods
- Introduction to Public Administration
- State and Local Government

Undergraduate Courses

University of Kentucky (Jan 2007 – May 2007)

<b>PUBLICATIONS</b>
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**PEER-REVIEWED JOURNAL ARTICLES**

Hur, Yongbeom. 2022. "Improving Job Satisfaction among Racial/Ethnic Minorities: The Case of U.S. Federal Employees" *Public Organization Review* <https://doi.org/10.1007/s11115-022-00671-4>

Hur, Yongbeom. 2022. "Exploring Effective Ways to Reduce Turnover Intention among Female Employees: The Case of U.S. Federal Employees." *Journal of Public and Nonprofit Affairs* <https://doi.org/10.20899/jpna.8.3.302-322>

Hur, Yongbeom. 2022. "Exploring Job Resources for Female Employees' Job Strain: The Case of U.S. Federal Employees." *Transylvanian Review of Administrative Sciences* 66 E: 45-63

Hur, Yongbeom. 2022. "Racial/Ethnic Minorities and Job Strain: Exploring Effective Ways to Reduce Their Job Strain." *Public Organization Review* <https://doi.org/10.1007/s11115-021-00552-2>

Hur, Yongbeom. 2020. "The paradox of grateful slaves revisited: How about female public managers?" *International Journal of Public Sector Performance Management* 6 (6): 781-792

Hur, Yongbeom. 2018. "Gender Diversity and Organizational Performance: Assessing the Effects of Gender Diversity in the U.S. Law Enforcement Agencies." *International Journal of Public Sector Performance Management* 4 (3): 313-330

Hur, Yongbeom. 2018. "Testing Herzberg's Two-Factor Theory of Motivation in the Public Sector: Is it Applicable to Public Managers?" *Public Organization Review* 18 (3): 329-343

Hur, Yongbeom. 2017. "Does Training Matter in Public Organizations? Assessing Training Effects in The U.S. Law Enforcement Agencies" *International Journal of Organization Theory and Behavior* 20 (4): 435-459.

Hur, Yongbeom and Ruth Ann Strickland. 2015. "Diversity Management Practices, Do They Make a Difference? Examining Impacts of Their Adoption in Local Governments" *Public Administration Quarterly* 39 (2): 325-357

Hur, Yongbeom. 2013. "Racial Diversity, Is It a Blessing to an Organization? Examining the Effects of Workforce Diversity in Municipal Police Departments" *International Review of Administrative Sciences* 79 (1): 149-164

Hur, Yongbeom. 2013. "Turnover, Voluntary Turnover, and Organizational Performance: Evidence from Municipal Police Departments." *Public Administration Quarterly* 37 (1): 3-35

Hur, Yongbeom and Ruth Ann Strickland. 2012. "Diversity Management Practices and Understanding Their Adoption: Examining Local Governments in North Carolina." *Public Administration Quarterly* 36 (3): 380-412

Hur, Yongbeom and Robin Testerman. 2012. "An Index of Child Well-being at a Local Level in the U.S.: The Case of North Carolina Counties." *Child Indicators Research* 5 (1): 29-53

Hur, Yongbeom, Ruth Ann Strickland, and Dragan Stefanovic. 2010. "Managing Diversity, Does It Matter To Municipal Governments?" *International Journal of Public Sector Management* 23 (5): 500-515

Hur, Yongbeom, and Merl Hackbart. 2009. "MPA vs. MPP Programs: Distinction without a Difference?" *Journal of Public Affairs Education* 15 (4): 397-424

#### BOOK CHAPTERS, MONOGRAPHS, AND TECHNICAL REPORTS

Hur, Yongbeom. 2017. Public Employee Motivation. In *Global Encyclopedia of Public Administration, Public Policy, and Governance*, edited by A. Farazmand. New York City: Springer International Publishing.

Ehrhardt, George and Yongbeom Hur. 2011. *Research Methods: Statistical Analysis with SPSS*. Government and Justice Studies, Appalachian State University.

Hur, Yongbeom. 2009. *Organizational Performance, Turnover, and Human Resource Management: Focusing on Municipal Police Service*: VDM Publishing House Ltd. ISBN: 978-3-639-19306-0

Hackbart, Merl, Suzanne Sapp, and Yongbeom Hur. 2004. "Debt Capacity and Debt Limits: A State Road Fund Perspective." Lexington, KY: Kentucky Transportation Center.

#### JOURNAL SUBMITTED & UNDER REVIEW

Do We Need a New Theory to Explain Female Employees' Job Satisfaction?

The Case of U.S. Federal Employees

<h3>PROFESSIONAL MEETING PRESENTATIONS</h3>
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Public managers and job satisfaction: Exploring a tailored approach to improving job satisfaction Southeastern Conference for Public Administration, Lexington, KY	Sep 2022
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Passing the tourist's eye test: A study of the importance of the branding for municipalities Southeastern Conference for Public Administration, Lexington, KY	Sep 2022
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How do contextual workplace factors affect turnover intention? American Society for Public Administration Conference, Jacksonville, FL	Mar 2022
Delving into Gender Effects on Job Satisfaction: How Are Female Public Employees Different? Southeastern Conference for Public Administration, Baton Rouge, LA	Sep 2019
Can We Kill Two Birds with One Stone? Dealing with Public Manager's Satisfaction and Dissatisfaction at Work Southeastern Conference for Public Administration, Birmingham, AL	Oct 2018
Work Orientations and Job Satisfaction for Public Managers: Does Gender Matter? Southeastern Conference for Public Administration, Raleigh, NC	Oct 2016
Where Does Satisfaction Come from? Testing Herzberg's Dual Structure Theory of Motivation in The Public Sector Southeastern Conference for Public Administration, North Charleston, SC	Oct 2015
Is Extra Stress Real for Female Workers in Nontraditional Jobs? The Case of Law Enforcement Agencies Southeastern Conference For Public Administration, Charlotte, NC	Sep 2013
What Returns Can We Expect from Investing in Human Capital? Assessing Training Effects in Municipal Police Departments Southeastern Conference for Public Administration, Coral Springs, FL	Oct 2012
Turnover's Impact on Performance: Just Turnover or Voluntary Turnover? Southeastern Conference for Public Administration, Wilmington, NC	Oct 2010
Diversity Management Issues: How Are Local Governments Responding? with Ruth Ann Strickland and Dragan Stefanovic Southeastern Conference for Public Administration, Louisville, KY	Oct 2009
Managerial Approaches to Crime Control: Shifting Attentions to Interior Environments of Municipal Police Departments Southeastern Conference for Public Administration, Orlando, FL	Sep 2008
Diversity Management Principles in Adopting Practices with Ruth Ann Strickland and Dragan Stefanovic Southeastern Conference For Public Administration, Orlando, FL	Sep 2008
What Should We Pay Attention to, Crime Clearance or Crime Reduction? Proposing A Crime Control Model North Carolina Criminal Justice Association Conference, Boone, NC	Apr 2008

Diversity Management Practices in North Carolina's County Governments: Investigating Current Status and Influencing Factors with Ruth Ann Strickland and Dragan Stefanovic Conference on Southern Political Science Association, New Orleans, LA	Jan 2008
Reducing Negative Effects of Turnover: Can We Do It with Human Resource Management? Conference on American Society of Public Administration, Washington, D.C.	Mar 2007
How Do Human Resources Matter in the Public Sector? Exploring the Consequences of Turnover for Municipal Police Performance Southeastern Conference for Public Administration, Athens, GA	Sep 2006
Turnover, Performance, and Human Resource Management in the Public Sector: Focusing on Municipal Police Service Conference on Academy of Management, Atlanta, GA	Aug 2006
Does Turnover Matter in the Public Sector? Conference on Midwest Political Science Association, Chicago, IL	Apr 2006

## RESEARCH EXPERIENCES

Department of Government and Justice Studies, Appalachian State University	Aug 2007 – present
Martin School of Public Policy and Administration, University of Kentucky	
Research Assistant for Dr. Merl Hackbart Conduct research on public affairs education Responsible for data collection and management through surveying and data analysis	Aug 2005 – Dec 2006
Research Assistant for Dr. Seok-Woo Kwon Provided assistance to research on hospital management practices Responsible for data management Provided assistance to graduate class preparing	Aug 2003 – Jun 2005
Graduate Assistant for Dr. James Martin Provided general research assistance Provided assistance to graduate class preparing	Aug 2002 – Jun 2003
Kentucky Transportation Center, University of Kentucky	
Research Associate Conducted research on transportation finance (debt limit) Responsible for data collection through survey and data analysis	Aug 2003 – Dec 2003

<b>PROFESSIONAL SERVICE OFF CAMPUS</b>
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- Chair, Panel on Motivating and Demotivating Public Employees  
Southeastern Conference for Public Administration, Lexington, KY (September 2022)
- Chair, Panel on Anticipating the Future and Shaping the Mission of Public Agencies  
Southeastern Conference for Public Administration, Lexington, KY (September 2022)
- Chair, Panel on Leadership and Performance in Public Organizations  
Southeastern Conference for Public Administration, Birmingham, AL (October 2018)
- Chair, Panel on Individuals' Work-Life Concerns and the Questions of Balance or Imbalance  
Southeastern Conference for Public Administration, Raleigh, NC (October 2016)
- Chair, Panel on Issues in the Management of Human Resources  
Southeastern Conference for Public Administration, Louisville, KY (October 2009)
- Chair, Panel on Public Administration  
Conference on Southern Political Science Association, New Orleans, LA (January 2008)
- Editorial Board Member, *Public Administration Quarterly* (2012-2016)
- Outside Review for Tenure Candidate, University of Hawaii at Manoa (2013)
- Ad hoc Reviewer:
- Public Administration Review* (Since 2018)
  - International Journal of Organization Theory and Behavior* (Since 2016)
  - Public Personnel Management* (Since 2014)
  - International Review of Administrative Sciences* (Since 2013)
  - Public Management Review* (Since 2012)
  - Police Practice and Research* (Since 2012)
  - Child Indicators Research* (Since 2012)
  - American Review of Public Administration* (Since 2011)
  - Review of Public Personnel Administration* (Since 2011)
  - Journal of Public Affairs Education* (Since 2010)
  - Management Research Review* (Since 2009)

<b>PROFESSIONAL SERVICE ON CAMPUS</b>
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- Member, William C. Strickland Outstanding Junior Faculty Award Committee, 2022
- Member, MPA Admissions Committee 2011-present
- Member, Faculty Search Committee for Public Administration, 2022
- Member, Department Personnel Committee, 2017-present
- Member, Promotion and Tenure Committee, 2013-present
- Member, Post Tenure Review Committee, 2018-present
- Member, Faculty Search Committee for Public Administration, 2019-2020
- Department Webmaster, 2011-2017
- Member, Promotion and Tenure Review Committee, 2017
- Member, Faculty Search Committee for Public Administration, 2015-2016
- Member, Post Tenure Review Committee, 2014-2016

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Member, MPA Program Assessment Committee, 2015  
 Member, Department Personnel Committee, 2013-2015  
 Member, Faculty Search Committee for American Politics, 2014-2015  
 Member, Faculty Search Committee for Public Administration, 2013-2014  
 Interviewed on North Korea's current situation, future scenarios, and more (App 1800 News Show at WASU radio, April 8, 2013)  
 Research Methods Refresher Session for MPA capstone students, 2009-2012  
 Redesigning MPA website, 2012  
 Member, Faculty Search Committee for Public Administration, 2011-2012  
 Member, Faculty Search Committee for Criminal Justice, 2011-2012  
 Member, Faculty Search Committee for Administrative law, 2010-2011  
 Member, Department Personnel Committee, 2010-2011  
 Member, Faculty Search Committee for Public Policy, 2010-2011  
 Member, Scholarship Committee for MPA program, 2010-2011  
 Invited Speaker for Asian politics (PS 2610, instructor: Dr. Ehrhardt):  
     Sharing the Information about Korean Politics and a Divided Situation, March 22, 2010  
 Member, Faculty Search Committee for Environmental Policy and Politics, 2009-2010  
 Member, Faculty Search Committee for American Politics, 2009-2010  
 Volunteer, Sharing Teaching Experiences at the Orientation for New International Faculty, 2009  
 Member, MPA Director Search Committee, 2008  
 Member, Department Tenure and Promotion Guideline Committee, Government & Justice Studies 2008  
 Member, Department Personnel Committee, Government & Justice Studies 2007-2008

<b>MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS</b>
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American Society for Public Administration

Academy of Management