

**4 GREEN SUPPLY CHAIN MANAGEMENT
ADOPTION IN MIDWEST
MANUFACTURING: THE ROLE OF
SUPPLIERS**

Companies today are facing increasing pressure to consider environmental issues in their quest to pursue profits. In recent years, Green Supply Chain Management (GSCM) has emerged as a promising approach to reduce the environmental impact of supply chain activities. The purpose of this study was to investigate the extent to which manufacturers in the Midwest region of the United States have adopted GSCM practices, the driving factors of adoption, and the perceived benefits of GSCM. Survey responses from 51 Midwestern manufacturers were collected and analyzed using regression approach to investigate the relationships between drivers and practices and between practices and organizational performance. Results suggest that collaboration with suppliers is a key but overlooked driver of GSCM adoption.

Atul Agarwal & Francois Giraud-Carrier

**17 EXPERIENCING BURNOUT BY AFRICAN-
AMERICAN COLLEGE STUDENTS WHO
HOLD EMPLOYMENT**

The purpose of the present study was to examine the differences in the gender, type of students, and age in the relationship between emotional exhaustion and personal accomplishment and depersonalization. We surveyed 300 African-American college students and our findings show that female students, married students, graduate students, more age-group students experience emotional exhaustion that significantly affects their personal accomplishment and depersonalization. The implications for management are discussed.

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30 WHY TRUST MATTERS: THE MODERATION OF AFFECTIVE TRUST IN THE RELATIONSHIP BETWEEN LMX AND WORK OUTCOMES

Although a plethora of leader-member-exchange (LMX) research has been conducted over several decades, there still exists a paucity of research that completely explicates the exact mechanisms LMX elicits positive work outcomes through. The incumbent study examined the moderating effects of affective trust in the relationship between LMX and work outcomes (i.e., task performance, turnover intentions, loyalty to supervisor, and organizational citizenship behavior). Data was collected from 255 subordinates from the health care, food, and service industries. The Hayes' macro process (2013) was utilized to test the hypotheses, and the results confirm that affective trust does moderate the relationship between LMX and various work outcomes. Additionally, the relationship between LMX and work outcomes was stronger when subordinates had high affective trust. The implications, limitations, and direction for future research are also discussed.

Shingirayi M. Mushonga

45 SHOULD I STAY OR SHOULD I GO NOW: NURSE BURNOUT & TURNOVER INTENTIONS

Despite both the practical and academic significance of burnout in nursing, relatively few studies have examined the relationship between burnout in nurses and turnover intentions. Although there is emerging evidence that burnout in nurses is associated with turnover intentions, the literature has been virtually silent on the process that underlies their relationship. Understanding the process underpinning the relationship between burnout in nurses and turnover intentions is critical because as it may help organizations develop interventions and strategies for relief that reduce and eliminate burnout's prevalence in the workplace and which ultimately curtail nurse turnover. Accordingly, the purpose of this paper is to advance the burnout and healthcare literatures by articulating and testing a process model wherein nurse burnout leads to turnover intentions.

Cody Logan Chullen

61 THE EFFECT OF EDUCATION AND FORMAL TRAINING ON ETHICAL BEHAVIOR AMONG RUSSIAN PUBLIC SECTOR EMPLOYEES

The purpose of this paper is to investigate how education and formal training predict personal administrative ethics perceptions of Russian public sector employees while controlling for age. Using ANCOVA analyses and adopting the widely used Clark and Clark's Personal Business Ethics Scores measure, this study analyzed the ethical perception of 199 Russian public sector employees. Significant correlations were observed between personal administrative ethics perceptions of Russian public sector employees and level of education. The respondents with doctorate degrees scored significantly higher PBES, followed by respondents with bachelor degrees, compared to respondents with two years of college and high school diploma. We did not find significant differences in ethical behavior and formal training. Researchers and scholars in cross-cultural management and business ethics fields can benefit from this study as it provides more empirical results in understanding the impact of educational and cultural factors on the ethical maturity of public sector employees in different countries. Leaders, managers, and practitioners can benefit from this study as it provides managerial implications in managing public sector employees in the most effective and efficient manner. The results from this research suggest that academic ethics education plays a critical role in creating an ethical workplace climate in Russia. This study fills the gap in the literature and offers a unique analysis of the administrative ethics perceptions of Russian public sector employees. Determining the types of administrative ethics education and training that are most effective in Russia would be beneficial to researchers and practitioners.

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