

From: Yao, Kun(Fiona)
To: [Song CHANG](#); [WK Leung](#); "[Yaping GONG](#)"
Subject: FW: Michael Poole Award for Best Paper in IJHRM 2022 - Second Runner Up
Date: Sunday, January 1, 2023 12:45:14 AM

FYI. Great news for the new year!
Fiona.

Fiona Kun YAO
Assistant Professor of Business Administration
Gies College of Business
University of Illinois at Urbana-Champaign
350 Wohlers Hall
1206 South Sixth Street
Champaign, IL 61820
Phone: [\(217\)244-4016](tel:(217)244-4016); Fax: [\(217\)244-7969](tel:(217)244-7969); Email: fionayao@illinois.edu

From: Emma Parry <emma.parry@cranfield.ac.uk>
Sent: Saturday, December 31, 2022 9:40 AM
To: Yao, Kun(Fiona) <fionayao@illinois.edu>
Subject: Michael Poole Award for Best Paper in IJHRM 2022 - Second Runner Up

Dear Dr Yao

I hope that you are enjoying the holiday season.

We greatly appreciate your decision to publish a paper with the International Journal of Human Resource Management in 2021. As you might be aware, a few years ago we launched two Best Paper awards at the International journal of Human Resource Management, for papers published in the previous year. These are named in memory of the two Editors-in-Chief who are sadly no longer with us. The Dave Lepak award is for the best paper in IJHRM written by an early-career researcher, and the Michael Poole award is for the best paper overall.

The best papers are selected based on nominations from the Associate Editors at the journal which are then reviewed by a panel of academics in order to choose a winner and two runners up.

I am delighted to let you know that your paper below has been selected as the **second runner up** of the Michael Poole award for 2022 (for papers published in 2021). We will be sending you a certificate in due course, but I wanted to make sure that I let you know before the year is out.

Chang, S., Leung, W. K., Yao, F. K., & Gong, Y. (2021). Firm employee relations system and financial performance: Unfolding the Dual-Causal relationship and the associated temporal and resource boundary conditions. *The International Journal of Human Resource Management*, 1-38.

I hope that this is a nice surprise at the beginning of the new year. I wish you all the best for the rest

of 2023.

Best regards

Emma Parry

(with Michael Dickmann and Fang Lee Cooke)

Editors in Chief

Emma Parry

Professor of Human Resource Management

Head, Changing World of Work Group | Director of Academic Development

Vice-Chair, British Academy of Management

Editor-in-Chief, International Journal of Human Resource Management

Cranfield School of Management

Cranfield, Bedfordshire MK43 0AL

Tel: 01234 751122

Email: emma.parry@cranfield.ac.uk