

JOURNAL
OF



HRM

HUMAN
RESOURCE
MANAGEMENT

Volume XXII, 2/2019



COMENIUS UNIVERSITY IN BRATISLAVA
FACULTY OF MANAGEMENT

EDITORIAL COMMITTEE

Editor-in-Chief:

L'UBICA BAJZÍKOVÁ
Comenius University in Bratislava
Slovak Republic

BARRY GERHART
University of Wisconsin
USA

HAKAN SEZEREL
Anadolu University
Turkey

Senior editor:

ANNA LAŠÁKOVÁ
Comenius University in Bratislava
Slovak Republic

JOEL MENDOZA GOMEZ
Universidad Autonoma de Nuevo Leon
Mexico

AGNES SLAVIC
University of Novi Sad
Serbia

KATARINA STACHOVA
University of Ss. Cyril and Methodius in Trnava
Slovak Republic

Editor:

Jana Fratričová
Comenius University in Bratislava
Slovak Republic

MILOŠ HITKA
Technical University in Zvolen
Slovak Republic

HAIYAN ZHANG
University of Antwerpen
Belgium

Editor:

Zuzana Kirchmayer
Comenius University in Bratislava
Slovak Republic

GABRIELA KRAVCAKOVA
Pavol Jozef Safarik University in Kosice
Slovak Republic

NADA ZUPAN
University of Ljubljana
Slovenia

Editorial Board:

JIRI BLAHA
Technical University of Ostrava
Czech Republic

NISHA NAIR
University of Pittsburgh
USA

WENCANG (WARREN) ZHOU
Montclair State University
USA

DOINA CATANA
Technical University of Cluj-Napoca
Romania

ARUN PRASAD
University of Dubai
United Arab Emirates

Publishing House:
Comenius University in Bratislava
Faculty of Management
Odbojarov 10, P. O. BOX 95
820 05 Bratislava 25, Slovak Republic
Phone: 00421 (2) 50 117 508
Fax: 00421 (2) 50 117 527
Web: <http://www.jhrm.eu>
ISSN 2453-7683

ZUZANA DVORAKOVA
University of Economics, Prague
Czech Republic

JAN RUDY
Comenius University in Bratislava
Slovak Republic

LJUPCO EFTIMOV Ss.
Cyril and Methodius University in Skopje
Republic of Macedonia

HELENA SAJGALIKOVA
University of Economics in Bratislava
Slovak Republic

Copyright ©

The scientific Journal of Human Resource Management. All papers are double-blind peer-reviewed.

Research Databases

Articles from Journal of HRM are discoverable through EBSCOhost research databases.

Journal of HRM is listed in Ulrichsweb and Ulrich's Periodicals Directory.

Articles in Journal of HRM searchable via EconBiz.

Journal of HRM is included in the European Reference Index for the Humanities and the Social Sciences (ERIH PLUS) database.

Articles in Journal of HRM are listed in Central and Eastern European Online Library.

Journal of HRM is indexed in Directory of Open Access Journals.

Articles in Journal of HRM are searchable in RePEc EconPapers.

Articles published in Journal of HRM are searchable in Google Scholar.

COMPLIANCE PROGRAM AND ETHICS PROGRAM: DOES AN ORGANIZATION NEED BOTH?	
<i>Alexandra Bohinská</i>	1
GENERATIONAL SIMILARITIES IN WORK VALUES OF GENERATIONS X, Y AND Z	
<i>Shanna D. Dick</i>	10
GEN Z: WHERE ARE WE NOW, AND FUTURE PATHWAYS	
<i>Ravikiran Dwivedula, Poonam Singh, Mehran Azaran</i>	28
MOTIVATION PROCESS DURING THE ECONOMIC CRISIS: THE EVIDENCE OF GREEK STRUCTURAL DESIGN ENGINEERS	
<i>George Xanthakis</i>	41
THE INFLUENCE OF HIGH COMMITMENT HR PRACTICES ON EMPLOYEES' BEHAVIORS UNDER PERCEIVED ORGANIZATIONAL SUPPORT AND AFFECTIVE COMMITMENT	
<i>Ansa Bajwa</i>	52
EXPLORING THE IMPACT OF TRAINING ON EQUITABLE ACCESS TO EMPLOYMENT: A GENDERED PERSPECTIVE OF WORK RELEASE PROGRAMS	
<i>Nicole C. Jones Young, Jakari N. Griffith, Kemi S. Anazodo</i>	70