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David Lepak is Professor of Human Resource Management and Chairperson of the Human Resource Management department in the School of Management and Labor Relations at Rutgers University. He received his

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PhD in management from the Pennsylvania State University. He teaches and conducts research on a variety of human resource topics with an emphasis on strategic human resource management and has presented his research to domestic and international audiences.

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About the Author (s) David Lepak is Professor of Human Resource Management and Chairperson of the Human Resource Management department in the School of Management and Labor Relations at Rutgers University. He received his PhD in management from the Pennsylvania State University.

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Lepak and Gowan approach these themes from the context of understanding how employee management affects the ability of an organization to achieve its objectives and attain a competitive advantage.

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He is associate editor of Academy of Management Review and has served on the editorial boards of Academy of Management Journal, Journal of Management, Human Resource Management, British Journal of Management, and Journal of Management Studies. Mary Gowan is Professor of Management and Dean of the Martha and Spencer Love School of Business at Elon University. She received her PhD in business administration from the University of Georgia.

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