

James H. Morris
Professor Emeritus
Defense Resources Management Institute
Naval Postgraduate School, Monterey, CA 93943

PROFESSIONAL HISTORY

Work Experience

Professor of Organization Theory and Behavior, Defense Resources Management Institute, Naval Postgraduate School, Monterey, Calif., 1992-2013

Associate Professor of Organization Theory and Behavior, Defense Resources Management Institute, Naval Postgraduate School, Monterey, Calif., 1982-1992 (Awarded tenure 1985)

Assistant Professor of Management, Santa Clara University, Santa Clara, Calif., 1979-1982

Assistant Professor and Research Associate, University of Alabama, Tuscaloosa, Ala., 1977-1979

Instructor, Command and General Staff College, U.S. Army Reserve School, San Francisco, Calif. 1992-2007

Medical Service Officer, 40th Infantry Division and 146th Combat Support Hospital, California Army National Guard, 1979-1992

Education

Ph.D. Organization Theory and Behavior, University of Oregon, 1976

M.S./M.B.A., San Diego State University, 1973

B.S. Human Factors, San Diego State University, 1971

Research Interests

Organizational commitment and work-related psychopathology

Honors and Awards

Fellow, Inter University Seminar on Armed Forces and Society, 1982

The Lieutenant Commander David L. Williams Outstanding Professor Award, 2011

Grants

Office of Naval Research

National Science Foundation

Professional Societies

American Psychological Association (Life member)

Academy of Management (Retired)

Consultancies

Smithsonian Institution

Intel Corporation

Dalmo-Victor Corporation

Lockheed Missiles and Space

U.S. Air Force Logistics Command

PUBLICATIONS (Selected, refereed publications)

Morris, James H., Thomas R. Wotruba, and Robert B. Settle. 1977. "Influence of Respondent Sets on Two Objective Measures of Achievement Motivation." *Educational and Psychological Measurement* 37 (4): 1051–55.
<https://doi.org/10.1177/001316447703700430>.

Morris, James H., and Robert A. Snyder. 1978. "Convergent Validities of the Resultant Achievement Motivation Test and the Prestatie Motivatie Test with Ac and Ai Scales of the CPI." *Educational and Psychological Measurement* 38 (4): 1151–55.
<https://doi.org/10.1177/001316447803800436>.

Snyder, Robert A., and James H. Morris. 1978. "Competence as a Moderator of the Similarity/Attraction Relationship: Development and Application of a New Index." *Journal of Psychology: Interdisciplinary and Applied* 99 (2): 235–44.
<https://doi.org/10.1080/00223980.1978.9921464>.

Morris, James H., and James L. Koch. 1979. "Impacts of Role Perceptions on Organizational Commitment, Job Involvement, and Psychosomatic Illness among Three Vocational Groupings." *Journal of Vocational Behavior* 14 (1): 88–101. [https://doi.org/10.1016/0001-8791\(79\)90051-4](https://doi.org/10.1016/0001-8791(79)90051-4).

- Morris, James H., and Robert A. Snyder. 1979. "A Second Look at Need for Achievement and Need for Autonomy as Moderators of Role Perception-Outcome Relationships." *Journal of Applied Psychology* 64 (2): 173–78. <https://doi.org/10.1037/0021-9010.64.2.173>.
- Morris, James H., and Richard M. Steers. 1980. "Structural Influences on Organizational Commitment." *Journal of Vocational Behavior* 17 (1): 50–57. [https://doi.org/10.1016/0001-8791\(80\)90014-7](https://doi.org/10.1016/0001-8791(80)90014-7).
- Morris, James H., and J. D. Sherman. 1981. "Generalizability of an Organizational Commitment Model." *Academy of Management Journal* 24 (3): 512–26. <https://doi.org/10.2307/255572>.
- Blandin, James S., and James H. Morris. 1982. "Tests of Situational Discontinuity in Path-Goal Theory Hypotheses." In *Proceedings - Annual Meeting of the American Institute for Decision Sciences*, 1:453–55. American Inst for Decision Sciences.
- Blandin, James S., and James H. Morris. 1982. "Predicting Attrition among Non-High School Graduate Army Enlistees." *Armed Forces & Society* 8 (4): 643–55. <https://doi.org/10.1177/0095327X8200800408>.
- Snyder, Robert A., and James H. Morris. 1982. "Predicting Absenteeism from Attitudes Versus Behavior" In *Proceedings - Annual Meeting of the American Institute for Decision Sciences*, 2:428. American Inst for Decision Sciences.
- Morris, James H., and Robert A. Snyder. 1983. "Organization Performance and Voluntary Union Membership among Human Service Organizations." *Journal of Occupational Psychology* 56 (3): 183–90. <https://doi.org/10.1111/j.2044-8325.1983.tb00126.x>.
- Caldwell, David F., Charles A. O'Reilly, and James H. Morris. 1983. "Responses to an Organizational Reward: A Field Test of the Sufficiency of Justification Hypothesis." *Journal of Personality and Social Psychology* 44 (3): 506–14. <https://doi.org/10.1037/0022-3514.44.3.506>.
- Snyder, Robert A., and James H. Morris. 1984. "Organizational Communication and Performance." *Journal of Applied Psychology* 69 (3): 461–65. <https://doi.org/10.1037/0021-9010.69.3.461>.
- Morris, James H., J. Daniel Sherman, and Edward R. Mansfield. 1986. "Failures to Detect Moderating Effects With Ordinary Least Squares-Moderated Multiple Regression. Some Reasons and a Remedy." *Psychological Bulletin* 99 (2): 282–88. <https://doi.org/10.1037/0033-2909.99.2.282>.
- Snyder, Robert A., Kathleen S. Verderber, and James H. Morris. 1986. "Voluntary Union Membership of Women and Men: Differences in Personal Characteristics, Perceptions, and Attitudes." *Journal of Occupational Psychology* 59 (3): 205–16. <https://doi.org/10.1111/j.2044-8325.1986.tb00225.x>.

Mills, Peter K, and James H. Morris. 1986. "Clients as 'Partial' Employees of Service Organizations: Role Development in Client Participation." *Academy of Management Review*. Vol. 11.

Morris, James H., J. Daniel Sherman, and Robert A. Snyder. 1989. "Prediction of Absenteeism From Attitudes, Prior Absenteeism, and Performance." *Personnel Review* 18 (1): 16–22. <https://doi.org/10.1108/00483488910133332>.

Mills, Peter K., and James H. Morris. 1992. "Some Moderating Effects of Client-Interaction Need on Perceived Technology and Structure in Service Providers' Tasks." *International Journal of Service Industry Management* 3 (1): 4–13. <https://doi.org/10.1108/EUM0000000002807>.