

**409–434.**

**Abstract:** Drawing on the work–home resources model, this study investigated the relationship between sexual harassment perceived by employees in the workplace and their work–family enrichment. We considered the potential mediating role of employees organization-based self-esteem and moderating role of their polychronicity. Using two-



**Abstract:** This paper examines the credit risk implications of a firm's reliance on skilled labor and provides an empirical analysis of the effect of skilled labor on loan contracting outcomes. Using a sample of listed US firms from 1998 to 2017, we predict and find that banks charge higher interest rates to firms relying on high-skill workers than low-skill workers. This effect is stronger for firms with higher asset-based operating leverage, higher probabilities of employee turnover and severer conflicts of interest between equity holders and debt holders. In addition, consistent with the idea that banks consider the specific costs and benefits associated with skilled labor, we show that a firm's reliance on skilled labor is positively (negatively) associated with the relative usage of capital (performance) covenants. Our results hold when applying different matching methods, fixed-effect models or exogenous shocks from two quasi-natural experiments. Overall, our





widely acknowledged as a critical mechanism for integrating user



Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2023 June. "  
Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Xin, K. R. & Yan, J.. 2023 Apr. "The Source of Profit  
". *Business Review*. 5.  
Contact: [katherinexin@ceibs.edu](mailto:katherinexin@ceibs.edu)

Xin, K. R. & Yan, J.. 2023 May. "Bridging the Digital Gap  
". *Business Review*. 5.  
Contact: [katherinexin@ceibs.edu](mailto:katherinexin@ceibs.edu)

Wang, Hong. 2023 May. "

Contact: [whong@ceibs.edu](mailto:whong@ceibs.edu)

Contact: [whong@ceibs.edu](mailto:whong@ceibs.edu)

Wang, Hong. 2023 April 30. 30

Sheng, Songcheng. 2023 April 2, 2023.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng and Long, Yu. 2023 April 5, 2023.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2023 April 6, 2023.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Wang, Hong. 2023 April 9, 2023. 29.18% ESG

Contact: [whong@ceibs.edu](mailto:whong@ceibs.edu)

Wang, Hong. 2023 April 10. A ESG 29.18%.

Contact: [whong@ceibs.edu](mailto:whong@ceibs.edu)

Wang, Hong. 2023 April 28. ESG

Contact: [whong@ceibs.edu](mailto:whong@ceibs.edu)

Wang, Hong. 2023 April 29. ESG

Contact: [whong@ceibs.edu](mailto:whong@ceibs.edu)

Wang, Hong. 2023 April 29. ESG



Lee, Jean, Pan, Bin and Zhao, Liman. 2023. "  
".

Contact: [jeanlee@ceibs.edu](mailto:jeanlee@ceibs.edu)

Lee, Jean, Pan, Bin and Zhao, Liman. 2023. "  
". CI-423-020.

Contact: [jeanlee@ceibs.edu](mailto:jeanlee@ceibs.edu)

Lu, Yi and Cao, Zhijing. 2023. "  
". CI-523-004.

Contact: [michellelu@ceibs.edu](mailto:michellelu@ceibs.edu)

Lu, Yi and Huang, Xiayan. 2023. "  
CI-523-011.

Contact: [michellelu@ceibs.edu](mailto:michellelu@ceibs.edu)

Tsai, Terence and Huang, Xiayan. 2023. "  
". CI-323-006.

Contact: [tterence@ceibs.edu](mailto:tterence@ceibs.edu)

Tsai, Terence, Wu, Fan and Zhang, Yunlu. 2023. "  
". CI-323-029.

Contact: [tterence@ceibs.edu](mailto:tterence@ceibs.edu)

Tsai, Terence, Zhu, Qiong and Zhang, Yunlu. 2023. "  
". CI-323-003.

Contact: [tterence@ceibs.edu](mailto:tterence@ceibs.edu)

Wang, Gao and Lin, Yanan. 2023. "  
". CI-523-022.

Contact: [wgao@ceibs.edu](mailto:wgao@ceibs.edu)

Wang, Gao and Wang, Chu. 2023. "  
". CI-523-015.

Contact: [wgao@ceibs.edu](mailto:wgao@ceibs.edu)

Wang, Qi and Zhao, Ling. 2023. "  
". CI-523-027.

Contact: [qwang@ceibs.edu](mailto:qwang@ceibs.edu)

Zhou, Dongsheng and Ruan, Liyang. 2023. "  
". CI-323-024.

Contact: [zdongsheng@ceibs.edu](mailto:zdongsheng@ceibs.edu)

Zhou, Dongsheng and Ruan, Liyang. 2023. "  
B ". CI-323-009.

Contact: [zdongsheng@ceibs.edu](mailto:zdongsheng@ceibs.edu)

Zhou, Dongsheng and Ruan, Liyang. 2023. "  
". CI-323-008.

Contact: [zdongsheng@ceibs.edu](mailto:zdongsheng@ceibs.edu)

Zhu, Tian and Chen, Bingliang. 2023. "  
". CI-323-026.

Contact: [ztian@ceibs.edu](mailto:ztian@ceibs.edu)

Zhu, Tian and Chen, Bingliang. 2023. "  
". CI-323-023.

Contact: [ztian@ceibs.edu](mailto:ztian@ceibs.edu)

Zhang, Feida, Chen, Shimin and Huang, Xiayan. 2023. "  
A ". CI-123-013.

Zhang, Feida, Chen, Shimin and Huang, Xiayan. 2023. "  
B ". CI-123-014.

Contact: [feidazhang@ceibs.edu](mailto:feidazhang@ceibs.edu)  
[cshimin@ceibs.edu](mailto:cshimin@ceibs.edu)

## Awards & Honors

Kim, Tae-Yeol. 2023. Prof. Kim's coauthored paper entitled "Untangling the Relationship between Creative Self-Efficacy and Intrinsic Motivation in Influencing Creativity" won 2023 Academy of Management Meeting best paper proceedings.

Prashantham, Shameen. 2023. Prof. Shameen was awarded the 2023 JIBS Best Reviewer.