



**Workshop on Research Advances in Organizational Behavior and
Human Resources Management
Université Paris Dauphine, DRM - Management & Organisation
23 and 24 May 2017**

Program

Guests

Talya Bauer (Portland State University)
Jacqueline Coyle-Shapiro (London School of Economics)
Neil Conway (Royal Holloway, University of London)
Elaine Hollensbe (University of Cincinnati)
Robert Liden (University of Illinois at Chicago)
Ikram Nasr (EM Lyon Business School)
David Patient (Católica School of Business and Economics, Lisbon)
David Schoorman (Purdue University)
Lynn Shore (Colorado State University)

Tuesday May 23, 8h30-12h30, SESSION I (Salle Raymond Aron)

CHAIR: David Patient

8h00: Breakfast

8h30-9h00: Afif George Nassi, Rick Hackett (DeGroote School of Business – McMaster University, UK)

Toward Further Exploration of Implicit Attitudes in Organizational Behavior & Human Resources Management Research

Discussants: Neil Conway and Talya Bauer

9h00-9h30: Ahmed Mostafa (Warwick Business School, UK)

High-Commitment HRM and Employee Outcomes: The Contingent Role of Organizational Identification

Discussants: Lynn Shore and Jacqueline Coyle-Shapiro

9h30-10h00: Sargam Garg (Rutgers, The State University of New Jersey), Exploring Variance in Employee Perceptions of an HRM system: Is the Employee Being Drawn Towards or Repulsed by HR practices?

Discussants: David Schoorman and Elaine Hollensbe

coffee-break

CHAIR: Jacqueline Coyle-Shapiro

10h30- 11h00: Melia Djabi (University of Paris-Sud), **Oriane Sitte De Longueval** (University of Paris-Dauphine)

The Scapegoats of organizational Change: A Girardian Perspective

Discussants: Elaine Hollensbe and Ikram Nasr

11h00-11h30: Armand Brice Kouadio (IDHEAP, University of Lausanne, Switzerland)

Public Workplace Commitment (PWPC): an exploratory analysis of commitment foci, and discussion of potential implications for public managers

Discussants: Lynn Shore and Robert Liden

11h30-12h00: Belgin Okay-Somerville (Adam Smith Business School, University of Glasgow, UK), **Dora Scholarios** (University of Strathclyde, UK)

Organizational Interventions for Improving Wellbeing and Performance of the Underemployed

Discussants: David Patient and Neil Conway

12h00-12h30: Claire Picque, Jean-Yves Ottman (University of Paris-Dauphine, France)

The recognition of researchers in public and private sectors. A qualitative and comparative study.

Discussants: Neil Conway and Elaine Hollensbe

Tuesday May 23, 14h00-17h30, SESSION II (Salle Raymond Aron)

CHAIR: Neil Conway

14h00-14h30: Daniela Gutermann (Jacobs University Bremen, Germany & Vrije Universiteit Amsterdam, Netherland), **Lehmann-Willenbrock** (VU University Amsterdam), **Sven C. Voelpel** (Jacobs University Bremen), **Marise Ph. Born** (Erasmus University Rotterdam/ VU Amsterdam) & **Dominik Hecker** (Federal German Employment Agency)

Bridging the gap between research and practice: Development and validation of the Engagement-Index (ENG-I) among four samples

Discussants: David Schoorman and Talya Bauer

14h30-15h00: Eric Gautier (University Paris II Assas, France)

Ethnography for organizational identity

Discussants: Elaine Hollensbe and Lynn Shore

coffee-break

CHAIR: Elaine Hollensbe

15h30-16h00: Fabian Bernhard (EDHEC Business School, France),

Ashamed of being creative? Guilt, shame, and innovative behavior

Discussants: Talya Bauer and David Patient

16h00-16h30: Ghulam Murtaza, Olivier Roque (Marseille University, France)

Combined Effects of Workplace Incivility and Islamic Work Ethic on Organizational Retaliation Behaviors.

Discussants: Robert Liden and Jacqueline Coyle-Shapiro

16h30-17h00: Luigi Stirpe, Jaime Bonache (Carlos III University of Madrid, Spain), **Jordi Trullen** (ESADE Business School, Spain),

Are High-Performance Work Systems and Flexible Work Arrangements Effective Initiatives for Retaining Older Workforces?

Discussants : Jacqueline Coyle-Shapiro and Ikram Nasr

17h00-17h30: Jolanta Jaskiene (ISM University of Management and Economics, Lithuania)

Mediating factors in HRM Practices and Research Performance Linkage: Higher Education Context

Discussants: Ikram Nasr and Robert Liden

Evening is freetime for the participants. Enjoy Paris and its magical monuments!

Wednesday May 24, 8h30-12h30, SESSION IIIa (Salle Raymond Aron)

CHAIR: David Schoorman

8h00: Breakfast

8h30-9h00: Julie Rosseel, Frederik Anseel (Ghent University, Belgium)

Disentangling Reflection Strategy and Focus: How Task and Imaginative Reflection Affect Creativity

Discussants: Talya Bauer and Lynn Shore

9h00-9h30: Lien Vossaert, Frederik Anseel (Ghent University, Belgium)

I-deals at the Individual and the Team-level: A Multilevel Investigation of the Moderating Role of Organizational Reward Fairness and I-deal Normativeness

Discussants: Talya Bauer and Lynn Shore

9h30-10h00: Sandhya Taneja (Indian Institute of Management, Ahmedabad (IIM-A), INdia),
Implications of Communication Technology Devices on Work Life Conflict: A Study on Perception of Indian IT and ITes Employees

Discussants : Elaine Hollensbe and Lynn Shore

coffee-break

CHAIR: Talya Bauer

10h30- 11h00: Maria Doufa (University of Manchester, UK)

A journey of employee wellbeing and its relationship with workplace spatial design

Discussants: Lynn Shore and David Schoorman

11h00-11h30: Mathieu Peiffer, Mohammad Habibpour, Marc Jegers, Roland Pepermans (Vrije Universiteit Amsterdam, Netherland)

Person-sector fit, sector attractiveness and pursuit intentions among management graduate students: the impact of Public Service Motivation

Discussants: Neil Conway and David Schoorman

11h30-12h00: Valérie Petit (EDHEC, Paris, France), **Sarah Saint-Michel** (Université Paris I Panthéon Sorbonne, France), **Marieke Delanghe** (EDHEC Business School, France)

How organizations solve the paradox of authentic leadership for women: the role of organizational inclusion

Discussants: Elaine Hollensbe and David Schoorman

12h00-12h30: Roshni Das (Indian Institute of Management Indore, India)

Temporal Focus as a Pivotal Construct to understand work motivation and goal setting behavior over the Lifespan

Discussants: David Schoorman and Talya Bauer

Wednesday May 24, 8h30-12h30, SESSION IIIb (Salle Espace One)

CHAIR: Robert Liden

8h00: Breakfast

8h30-9h00: Sheryl Chummar, Parbudyal Singh, Souha Ezzedeen (York University, Canada)
Exploring the Differential Impact of Work Passion on Life Satisfaction via the Work- Family Interface
Discussants: Jacqueline Coyle-Shapiro and David Patient

9h00-9h30: Sheryl Chummar (York University, Canada)
Exploring the Effects of Psychological Contract Violation on Individual Creativity: An Integrated Perspective
Discussants: David Patient and Jacqueline Coyle-Shapiro

9h30-10h00: H M Saidur Rahaman, Jeroen Stouten (University of Leuven & Jagannath University, Belgium), **Mayowa T. Babalola** (Australian Catholic University, Australia), **Liang Guo** (NEOMA Business School, France)
Antecedents of ethical leadership: the theory of planned behavior
Discussants: Robert Liden and Ikram Nasr

coffee-break

CHAIR: Ikram Nasr

10h30- 11h00: Mieke Audenaert (Ghent University, Belgium), **Robert Buch** (Oslo and Akershus University College of Applied Sciences, Norway), **Bård Kuvaas** (BI Norwegian Business School, Norway), **Adelien Decramer** (Ghent University, Belgium)
How Do Simultaneous Exchanges Combine? Three-way Interactions Among Exchange Resources
Discussants: David Patient and Robert Liden

11h00-11h30: Van Waeyenberg Thomas, Decramer Adelien, Vanderstraeten Alex ((Ghent University, Belgium)
The Impact of Performance Management on Employee Wellbeing and Performance: Mutual gains or Conflicting Outcomes?
Discussants: Robert Liden and David Patient

11h30-12h00: Yuhee Jung (Gakushuin University, Japan), Norihiko Takeuchi (Waseda Business University, Japan)
Age-related Differences in the Relationships between Individual and Organizational Career Management and Career Satisfaction
Discussants : Jacqueline Coyle-Shapiro and Robert Liden

12h00-12h30: Sheldon Carvalho (ESSEC Business School, France)
When I get depleted all day, my peers and folks face the music all evening and night: A diary study of challenging job experiences and work and family behaviors
Discussants: Ikram Nasr and David Patient

Wednesday May 24, 14h00-14h30, SESSION IV (Salle Raymond Aron)

CHAIR: Lynn Shore

14h00-14h30: Anna Sender, Manuela Morf, Anja Feierabend (IDHEAP, University of Lausanne, Switzerland)

If leaving is not an option: the role of unemployment rates in the relationship between turnover intentions and organizational deviance

Discussants: Jacqueline Coyle-Shapiro and Neil Conway

14h30- 15h00: Anja Feierabend, Anna Sender (University of Zurich, Switzerland)

When less is more: the role of line managers' hr involvement in the effects of job insecurity.

Discussants: Ikram Nasr and Lynn Shore

Open Conference on Quantitative and Qualitative methods in HRM & OB researches, 15h00-17h00, (Salle Raymond Aron)

Moderators: Gregor Bouville, Pascale de Rozario

-**Lynn Shore (Colorado State University)**. Validity conditions in qualitative approaches. Moving from quantitative to qualitative researches.

- **Elaine Hollensbe (University of Cincinnati)**. Qualitative methods in HRM & OB researches

- **Gregor Bouville (Paris-Dauphine University)**. Mixed methods in HRM & OB researches

- **Neil Conway (Royal Holloway, University of London), Ikram Nasr (EM Lyon Business School)**. Diary methods in HRM & OB methods

- **Lionel Garraud (Paris-Dauphine University)**. Qualitative research designs and their tools (N'Vivo, prospero, Alceste...)

- **Pascale de Rozario (CNAM University)**. Triangulating data and Models in Research. Circulation of models.

- **Jean-François Chanlat (Paris-Dauphine University), Aurore Dandoy (PhD student, Paris-Dauphine University)**: Does OB & HRM researches need ethnographic methods?