



**15rd Workshop on Research Advances in Organizational Behavior
and Human Resources Management**

**Université Paris Dauphine, DRM - Management & Organisation
29 and 30 May 2018**

Program

Guests

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)

Lynn Shore (Colorado State University)

Tuesday, May 29th

8h30-9h30: Breakfast (Foyer, 2nd floor)

9h30-10h30, SESSION I (Salle C, 2nd floor)

CHAIR: Elaine Hollensbe

FOCUS: Collective and individual psychological issues

9h30-10h00: Ana Paula Giordano (UCP – Católica Lisbon School of Business and Economics)

Antecedents and consequences of Collective Psychological Ownership : the validation of a conceptual model

Discussants: Lynn Shore and Ikram Nasr

10h00-10h30: Muhammad Babar Shahzad (Riphah International University Islamabad)

Role of Psychological Capital in the Non-Linear Relationship between Job Autonomy and Job Stress

Discussants: Neil Conway and Robert Liden

10h30-11h00: coffee-break (Foyer, 2nd floor)

11h00-12h00, SESSION II (Salle C, 2nd floor)

CHAIR: Neil Conway

FOCUS: Discussing Servant Leadership

11h00-11h30: Emmanuel Dalavai (University of Dallas)

Turnover intentions: Helping managers ‘turn over’ a new leaf in leadership behaviors

Discussants: Robert Liden and David Patient

11h30-12h00: Emma C. E. Heine & Jeroen Stouten (KULeuven)

Servant Leaders’ Tough Love and Followers’ OCB: The Mediating and Moderating Roles of Trust in Leader and Leader’s Vision

Discussants: Neil Conway and Elaine Hollensbe

12h00-13h30: Lunch (Foyer, 2nd floor)

13h30-14h30, SESSION III (Salle C, 2nd floor)

CHAIR: Lynn Shore

FOCUS: Leadership's antecedents

13h30-14h00: Florian Rosing (University of Koblenz-Landau)

The Secret to Survival: How Autocratic and Participative Leadership Foster the Development of Follower's Trust in their Leader in Extreme Contexts

Discussants: Robert Liden and Neil Conway

14h00- 14h30: Birgit Schyns (NEOMA Business School)

How narcissism predicts motivation to lead: Exploring the links between leaders' implicit self-theories, identity, and promotion focus

Discussants: Neil Conway and David Patient

14h30-15h30, SESSION IV (Salle C, 2nd floor)

CHAIR: David Patient

FOCUS: Ethical and attentive leaders

14h30-15h00: Saidur Rahaman (KU Leuven)

When do ethical leaders enhance employees' commitment to the organizational change: a moderated mediation model

Discussants: Elaine Hollensbe and Robert Liden

15h00- 15h30: Anouk Decuyper, Adeliën Decramer, Mieke Audenaert (Ghent University)

Leader Attentive Communication: Towards the development of a new questionnaire.

Discussants: Ikram Nasr and Neil Conway

15h30-16h00: coffee-break (Foyer, 2nd floor)

There are 2 sessions on Tuesday afternoon

16h00-17h30, SESSION Va (Salle C, 2nd floor)	16h00-17h00, SESSION Va (Salle D, 2nd floor)
CHAIR: David Patient FOCUS: Dealing with gender issues and generation gaps at the workplace	CHAIR: Robert Liden FOCUS: Human Resources management and practices

16h00-16h30: Aicha Oumessaoud, Olivier Roques (IAE Aix-Marseille)
Stress related to role conflict: an exploratory study in Morocco
Discussants: Elaine Hollensbe and Lynn Shore

16h30-17h00: Inês C. Sousa (Instituto Universitário de Lisboa)
Clearing the fog: Contributions to a broader understanding of generational differences in the workplace
Discussants: Lynn Shore and Elaine Hollensbe

17h00-17h30: Lara Bertola (ESCP Europe)
Female managers in professional service firms: better networks, fewer benefits?
Discussants: Elaine Hollensbe and Lynn Shore

16h00-16h30: Monica Zaharie (Babeş-Bolyai University)
HRM and learning organisations: a comparison between public and private sectors in a post-communist country
Discussants: Neil Conway and Ikram Nasr

16h30-17h00: Alko van der Wiel (KU Leuven)
A leadership and social identity approach to explore positive team dynamics as a consequence of HR differentiation
Discussants: Robert Liden and Neil Conway

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

Wednesday, May 30th

8h30-9h00: Breakfast (Foyer, 2nd floor)

There are 2 sessions on Wednesday morning	
9h00-10h00, SESSION VIa (Salle C, 2nd floor)	9h00-10h00, SESSION VIa (Salle D, 2nd floor)
CHAIR: Ikram Nasr FOCUS: Pinpointing Career Plateau	CHAIR: Robert Liden FOCUS: Leadership in healthcare

9h00-9h30: Afrooz Shafiei (Montpellier Business School)

The impact of religious and political affiliation on career plateau: the case of a large Iranian oil company

Discussants: Elaine Hollensbe and Lynn Shore

9h30-10h00: Khaled Lahlouh (IAE Aix-Marseille), **Richard Huaman-Ramirez** (EM Strasbourg)

Understanding career plateau: coworkers support as a predictor and its influence on affective and continuance organizational commitment. Evidence from Algeria.

Discussants: Lynn Shore and Elaine Hollensbe

9h00-9h30: Hendrik Ansgar Hillen (University of Cologne)

The relationship between co-leader positive relational affect, teamwork climate, and patient safety performance.

Discussants: Neil Conway and David Patient

9h30-10h00: Karin Kreiliger (University of Lucerne)

Leadership in the healthcare setting – Investigating the effects of leadership on well-being and proactive behavior among Swiss healthcare staff.

Discussants: Neil Conway and Robert Liden

10h00-10h30: coffee-break (Foyer, 2nd floor)

10h30-12h00, SESSION VII (Salle C, 2nd floor)
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CHAIR: Ikram Nasr

FOCUS: Handling with power, defensive routines, and feedback in organizations

10h30- 11h00: Saqib Shamim (Kent Business School), **Yumei Yang** (Bournemouth University)

Supervisory orientations, organization defensive routines and employee goal orientation.

Discussants: Lynn Shore and David Patient

11h00-11h30: Thomas Van Waeyenberg, Adeliën Decramer (Ghent University)

Exploring The Synergy Of Performance Management And Informal Supervisory Feedback

Discussants: Lynn Shore and Robert Liden

11h30-12h00: Atieh S. Mirfakhar (ESADE Business School)

The Role of Power Dimensions in Implementation of HR Practices

Discussants: Elaine Hollensbe and Lynn Shore

12h00-13h30: Lunch (Foyer, 2nd floor)

13h30-14h30, SESSION VIII (Salle C, 2nd floor)

CHAIR: Neil Conway

FOCUS: Social behaviors and perceptions

13h30-14h00: Andrew C. Loignon (NEOMA Business School), **David J. Woehr** (University of North Carolina)

Analyzing Interpersonal Data: The Social Relations Model in the Organizational Sciences

Discussants: Robert Liden and Ikram Nasr

14h00-14h30: Andrew C. Hafenbrack (UCP – Católica Lisbon School of Business and Economics)

Helping people by being in the present: mindfulness increases prosocial behavior

Discussants: David Patient and Elaine Hollensbe

14h30-15h00: coffee-break (Foyer, 2nd floor)

Open Conference – theme to be defined, 15h00-16h30, (Salle C)

Practical information

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RER C – stop : “Avenue Foch”

Bus : PC1 – stop : “Porte Dauphine - Maréchal de Lattre de Tassigny”

