



**Workshop on Research Advances in Organizational Behavior and Human
Resources Management
Paris Dauphine, May 2011**

Program

Guests

Talya Bauer (Portland State University)

Kathleen Bentein (UQAM)

Jacqueline Coyle-Shapiro (London School of Economics)

Robert Liden (University of Illinois at Chicago)

David Patient (Católica School of Business and Economics, Lisbon)

Patrice Roussel (University of Toulouse1- CRM)

Lynn Shore (San Diego State University)

Role of Discussants:

For each paper, two discussants are designated among the chairs of the session. For each paper, the role of discussants is to identify strengths and areas for improvement, to identify themes that run through the paper and to identify two or three questions to open up discussion.

Participants:

Presenters will have **20 minutes** to give a talk on their paper and to identify key points of their research.

Tuesday May 17, 14h30-17h30 - SESSION I

CHAIR : Lynn Shore

14h30-15h10: Anjali Chaudhry (Saint Xavier University, Chicago) **Prajya Vidyarthi**, (Indiana University), **Smriti Anand** (University of Illinois at Chicago), and **Robert C. Liden** (University of Illinois at Chicago): “ How Much Flexibility Is Ideal? The Relationship Between Flexibility I-Deals and Employee Attitudes”

Discussants: Lynn Shore and Kathleen Bentein

15h10-15h50: Denise Breaux, Anne M. O'Leary-Kelly and **Shannon Rawski** (University of Arkansas) : “The Use of Humor in Sexual Harassment”

Discussants: Lynn Shore and Kathleen Bentein

coffee-break

16h10-16h50: David J.Henderson (London School of Economics and Political Science), **Robert C. Liden** (University of Illinois at Chicago) and **Jacqueline Coyle-Shapiro** (London School of Economics and Political Science) : “Maintaining social exchange relationships in organizations: an integration of the investment model and the relationship maintenance communication literature”

Discussants: Lynn Shore and Kathleen Bentein

16h50-17h30: Stephen Champion (London School of Economics and Political Science): “Winners and losers of organizational support: A social comparison model”

Discussants: Lynn Shore and Kathleen Bentein

17h30 : Conference Robert Liden

Wednesday May 18, 9h-12h-SESSION II

CHAIR : David Patient

8h40: Breakfast

9h00-9h40: Alain M. Roger and **Jocelyne Ientile-Yalenios** (IAE Lyon): “Assessment of the effectiveness of appraisal interviews by supervisors and subordinates”

Discussants: David Patient and Patrice Roussel

9h40-10h20: Elaine Farndale (Pennsylvania State University, USA and Tilburg University, The Netherlands), **Veronica Hope-Hailey** (Cass Business School, UK) **Clare Kelliher** (Cranfield School of Management, UK), and **Stef Suijkerbuijk** (Management Consultant, Voestalpine Plastics Solutions, The Netherlands) : “Organizational justice in the new public sector: mediating the LMX and organizational commitment relationship”

Discussants : David Patient and Patrice Roussel

coffee-break

10h40- 11h20: Marisa Ratto (Université Paris-Dauphine and Centre d'Etudes de l'Emploi, France) : “Implicit and explicit incentives to cooperate in teams”

Discussants : Patrice Roussel and David Patient

11h20-12h00: Valerie Caven and **Marie Diop** (Nottingham Business School) : “Architecture: a ‘rewarding’ career?: An Anglo-French comparative study of intrinsic rewards in the architecture profession”

Discussants : Patrice Roussel and David Patient

Wednesday May 18 – 13h30-16h30- SESSION III

CHAIR : Jacqueline Coyle-Shapiro

13h30-14h10: Anjali Chaudhry (Saint Xavier University, Chicago) and **Lynda Song** (Renmin University) : “Employee Response To The New ‘Deal’: Moderating Role Of Social Comparison And Social Exchange”

Discussants : Lynn Shore and Jacqueline Coyle-Shapiro

14h10-14h50: Timo Braun, Gordon Müller-Seitz and **Jörg Sydow** (Freie Universität Berlin) : “Organizational Citizenship Behavior in inter-organizational projects – An empirical study”

Discussants : Lynn Shore and Jacqueline Coyle-Shapiro

coffee-break

15h10-15h50: Jarrod Haar and **David Brougham** (University of Waikato, New Zealand) : “Testing a Cultural Dimension of Perceived Organizational Support for Indigenous Employees: A Study of Outcomes”

Discussants : Lynn Shore and Jacqueline Coyle-Shapiro

15h50-16h30: K.E.Ingram (London School of Economics and Political Science) : “Relational ambivalence with managers: Exploring diachronic events that sustain and change employee perceptions of relationship quality at work”

Discussants : Lynn Shore and Jacqueline Coyle-Shapiro

Wednesday May 18 – 13h30-16h30- SESSION IV

CHAIR : Robert Liden

13h30-14h10: Björn Michaelis and **Joachim Wagner** (Heidelberg University) : “Satisfied with the status-quo: when positive affect dampens the impact of transformational leadership”

Discussants : Robert Liden and Talya Bauer

14h10-14h50: Nabila Jawadi (Amiens School of Management), **Mohamed Daassi** (University of François Rabelais), **Marc Favier** (University of Grenoble) and **Michel Kalika** (EM Strasbourg Business School) : “Leadership complexity and leader-member exchange: the case of virtual teams”

Discussants : Robert Liden and Talya Bauer

coffee-break

15h10-15h50: Christine J. Syrek and **Conny H. Antoni** (University of Trier): “Leadership, Psychological Contracts and Pay Satisfaction”

Discussants : Robert Liden and Talya Bauer

15h50-16h30: Laurence Bouveresse, Jean-François Chanlat and Corinne Baujard (DRM Paris-Dauphine): “Occupational Stress On French Customer Service Employees: Impact Of Human Resource Management Modes”

Discussants : Kathleen Bentein and Robert Liden

17h15 : Conference Lynn Shore

Thursday May 19– 9h-12h40- SESSION V

CHAIR : Patrice Roussel

8h40: Breakfast

9h00-9h40: Rebecca Hewett (University of London): “Self-determination theory in the workplace – a qualitative study of motivational experience and agenda for future research”

Discussants: Patrice Roussel and Robert Liden

9h40-10h20: Suja Chacko and Neil Conway (University of London): “Developing a scale to measure HRM system strength – challenges and initial findings “

Discussants : Patrice Roussel and Robert Liden

coffee-break

10h40-11h20: Maree Roche (Waikato Institute of Technology, New Zealand) and **Jarrood Haar** (University of Waikato, New Zealand): “Towards a Comprehensive Model of Managers Wellbeing: The Role of Self-Determination Theory”

Discussants : Patrice Roussel and Robert Liden

11h20-12h00: Sen Xu (UCD Michael Smurfit Business School, Ireland): “Benevolent Leadership and Followers’ Outcomes : An Attachment Theoretical Perspective”

Discussants : Robert Liden and Patrice Roussel

12h00-12h40: Sarah Saint-Michel (Université Paris 1 Panthéon Sorbonne): “ The mediating role of personality traits in the relation between gender and transformational/ transactional leadership perceptions and organizational outcomes”

Discussants : Robert Liden and Patrice Roussel

Thursday May 19– 9h-12h40- SESSION VI

CHAIR : Talya Bauer

8h40: Breakfast

9h00-9h40: Mieke Audenaert, Alex Vanderstraeten and Dirk Buyens (Hogeschool Gent – Belgium): “Employee-organization relationships, HRM practices and employee reactions: a conceptual model of intervening mechanisms”

Discussants: Jacqueline Coyle-Shapiro and Talya Bauer

9h40-10h20: Kate Rowbotham (Queen's School of Business, Ontario, Canada): “Reactions to the extra-organizational deviance of coworkers: Implications for individuals in the workplace”

Discussants : Jacqueline Coyle-Shapiro and Talya Bauer

coffee-break

10h40-11h20: Jean-Yves HAMIOT (IDRAC Lyon) : “Employment relationship in Academic Sciences”

Discussants : Jacqueline Coyle-Shapiro and Talya Bauer

11h20-12h00: Sébastien Fosse (IE Business School Madrid) : “In search of lost reciprocity: sense and nonsense within and between virtual teams”

Discussants : Talya Bauer and David Patient

12h00-12h40: Philip Gylfe (Hanken School of Economics, Helsinki) : “How HRM impacts employee creativity: Exploring the mediating effect of the organizational climate”

Discussants : David Patient and Talya Bauer

Thursday May 19– 14h-17h- SESSION VII

CHAIR : Kathleen Bentein

14h00-14h40: Amandine Carrier-Vernhet and **Céline Desmarais** (Université de Savoie) : « Can organizational commitment be excessive? A reflection based on the situations of “troubled managers”

Discussants: Kathleen Bentein and Talya Bauer

14h40-15h20: Başak Uçanok (İstanbul Bilgi University, , Turkey) : “The Effects of Work Alienation in the Relationship between Work Values, Materialism and Organizational Commitment”

Discussants: Kathleen Bentein and David Patient

coffee-break

15h40-16h20: Jörg Korff (Jacobs University Bremen, Germany), **Torsten Biemann** (Universität zu Köln, Germany) and **Sven Voelpel** (Jacobs University Bremen, EBS Business School, Germany) : “Attenuating HRM’s impact: Moderating effects of age and maintenance-enhancing HR practices on work outcomes”

Discussants: Kathleen Bentein and David Patient

16h20-17h00: Juani Swart, Nicholas Kinnie and **Zeynep Yalabik** (University of Bath, UK) : “What makes me stay? An analysis of the multiple foci of employee commitment in Professional Service Firms”

Discussants: Kathleen Bentein and David Patient

Information

Organization of the workshop: Christine.vicens@dauphine.fr

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