



Workshop on Research Advances in Organizational Behavior and Human Resources Management

PROGRAM

**University of Toulouse 1 - IAE - LIRHE & GRACCO CNRS - FRANCE May 28 to 30,
2008**



Sponsorship: Conseil Régional de Midi-Pyrénées.

Location: TOULOUSE - IAE & LIRHE

Guests

**Maureen Ambrose (University of Central Florida)
David Balkin (University of Colorado)
Kathleen Bentein (UQAM)
Neil Conway (University of London)
Jacqueline Coyle-Shapiro (London School of Economics)
Robert Liden (University of Illinois at Chicago)
Marylène Gagné (Concordia University)
Marshall Schminke (University of Central Florida)
Christian Vandenberghe (HEC Montréal)**

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.

Breakfast: 08:45 am - Lunch : 12:15 am

SESSION I - LIRHE – Wednesday May 28, 09:00–12:15 - *Research advances in Organizational Justice*

CHAIRS: MAUREEN AMBROSE & MARSHALL SCHMINKE

. • **09:00 - 09:45. Marion Fortin, Hayley German & Daniel Read (Durham University, UK): REPRESENTATIVE DESIGN AND POLICY-CAPTURING IN THE STUDY OF JUSTICE ANTECEDENTS**

. First discussant : Maureen Ambrose

. Second discussant: Marshall Schminke

. • **09:45 - 10:30. Irina Cojuharenco (Catholic University of Portugal), Michael Bashur (Universitat Pompeu Fabra, Spain) & David Patient (Catholic University of Portugal): TIME WILL TELL: RECALLING AND ANTICIPATING WORKPLACE UNFAIR EVENTS**

. First discussant: Marshall Schminke

. Second discussant: Maureen Ambrose

. • **10:45 - 11:30. Mohamed Ikram Nasr (LIRHE - Université Toulouse 1, France): THE EFFECTS OF JUSTICE PERCEPTIONS ON NEWCOMERS' PROACTIVE BEHAVIORS: THE ROLE OF PERSONALITY TRAITS AND ANTICIPATORY INJUSTICE**

First discussant: Maureen Ambrose

Second discussant: Marshall Schminke

. • **11:30 -12:15. Johanna Maaniemi & Anu Hakonen (Helsinki University of Technology, Finland): THE MEANING OF INJUSTICE IN THE PERFORMANCE APPRAISAL PROCESS – THE SALIENCE OF THE JUSTICE RULES**

First discussant: Marshall Schminke

Second discussant: Maureen Ambrose

Lunch

SESSION II-LIRHE- Wednesday May 28, 14:00-17:15 - *Research Advances in Social Exchange Theory, Psychological Contract and the employment relationship*

CHAIRS: JACQUELINE COYLE-SHAPIRO, CHRISTIAN VANDENBERGHE, NEIL CONWAY & ROBERT LIDEN

- 14:00 - 14:45. **Catherine Fabre & Yana Hammer** (LIRHE - Université Toulouse 1, France): RELATIONS BETWEEN LMX AND ORGANIZATIONAL COMMITMENT: ANALYSING THE INSIDE OF SOCIAL EXCHANGE
First discussant: Robert Liden
Second Discussant: Christian Vandenberghe
- 14:45 - 15:30. **Joshua R. Knapp** (University of Cincinnati, Ohio, USA): PSYCHOLOGICAL CONTRACTS AND MULTIPLE-FOCI: AN EXPLORATORY QUANTITATIVE STUDY
First discussant: Jacqueline Coyle-Shapiro
Second discussant: Neil Conway
- 15:45 - 16:30. **René Schalk & Jeroen de Jong** (Tilburg University, The Netherlands): DO EMPLOYEE EXPECTATIONS ON EMPLOYMENT CHANGE WITH AGE?
First discussant: Jacqueline Coyle-Shapiro
Second discussant: Neil Conway
- 16:30 - 17:15. **Francine Schlosser** (University of Windsor, Canada) & **Deborah Zinni** (Brock University, Canada): ENCOURAGING POST-EMPLOYMENT VOLUNTEERING BY IMPROVING SOCIAL EXCHANGES WITH AGEING CANADIAN WORKERS
First discussant: Neil Conway
Second discussant: Jacqueline Coyle-Shapiro

- Wednesday May 28 - 17:30-18:30

CONFERENCE - MAUREEN AMBROSE - ORGANIZATIONAL JUSTICE AND WORKPLACE DEVIANCE: THE MEDIATING ROLE OF EXCHANGE RELATIONSHIPS

SESSION III -LIRHE - Thursday May 29, 09:00-11:30 -*Research Advances in Organizational Behavior*

CHAIRS: JACQUELINE COYLE-SHAPIRO & NEIL CONWAY

- 09:00 - 09:45. **Therese Sverdrup, Willy Haukedal & Kjell Grønhaug** (Norwegian School of Economics and Business Administration, Norway): THE ROLE OF PSYCHOLOGICAL CONTRACTS IN MANAGING KNOWLEDGE WORKER TEAMS
First discussant: Neil Conway
Second discussant: Jacqueline Coyle-Shapiro

- . • 09:45 - 10:30. **Veronique Tran & Jean Pralong** (ESCP-EAP European School of Management, France): EMOTIONAL SOCIALIZATION: TO FIT OR NOT TO FIT?
 . First discussant: Jacqueline Coyle-Shapiro
 . Second discussant: Neil Conway
- . • 10:45 - 11:30. **Giseline Rondeaux** (LENTIC – HEC Management School of the University of Liege, Belgium): MANAGING CHANGE IN PUBLIC ADMINISTRATION: AN IDENTITY APPROACH
 . First discussant: Neil Conway
 . Second discussant: Jacqueline Coyle-Shapiro

Lunch

SESSION IV- LIRHE – Thursday May 29, 13:30-16:45 - *Research advances in Employee Commitment in the Workplace*

CHAIRS: CHRISTIAN VANDENBERGHE, KATHLEEN BENTEIN, JACQUELINE COYLE-SHAPIRO & MARYLÈNE GAGNÉ

- . • 13:30 - 14:15. **Elisabeth Dütschke** (University of Konstanz, Germany): FLEXIBLE WORKERS AND THEIR WILLINGNESS TO SHOW EXTRA-ROLE BEHAVIOR
 . First discussant: Kathleen Bentein
 . Second discussant: Jacqueline Coyle-Shapiro
- . • 14:15 - 15:00. **Sára Csillag, Andrea Toarniczky, Katalin Bácsi, Henriett Primecz, Roland Szilas & Csaba Kiss** (Corvinus University of Budapest): EMPLOYEE FRIENDLY ORGANIZATION RESEARCH. EMPLOYEE COMMITMENT
 . First discussant: Christian Vandenberghe
 . Second discussant: Kathleen Bentein
- . • 15:15 - 16:00. **Monica Heitmann, Ingjerd Sæther & Hallgeir Halvari** (Buskerud University College, Hønefoss, Norway): ORGANIZATIONAL COMMITMENT IN A PHARMACEUTICAL INDUSTRY: ACHIEVEMENT MOTIVES, FUTURE ORIENTATION AND JOB-CHARACTERISTICS MODELLED AS ANTECEDENTS AND SHORT-TIME SICKNESS ABSENTEEISM MODELLED AS A CONSEQUENCE
 . First discussant: Marylène Gagné
 . Second discussant: Christian Vandenberghe
- . • 16:00 - 16:45. **Marcia Duarte** (Polytechnic Institute of Cávado and Ave, Minho University, Portugal): NURSES' ORGANISATIONAL AND PROFESSIONAL COMMITMENT: WHAT IS THE RELATION? AN EMPIRICAL PERSPECTIVE
 . First discussant: Kathleen Bentein
 . Second discussant: Christian Vandenberghe

PARALLEL SESSION - IAE - Thursday May 29, 14:00-16:30 - *Works on Progress in Social Exchange Theory and the employment relationship*

CHAIRS: ROBERT LIDEN, NEIL CONWAY & DAVID BALKIN

. • 13:30 - 14:15. **Chwen-Li Chang** (Chaoyang University of Technology, Taiwan) & **Barbara Dastoor** (Nova Southeastern University, FL): TRANSFORMATIONAL LEADERSHIP PRACTICES, LEADER-MEMBER EXCHANGE, TEAM MEMBER EXCHANGE AND TEAM PERFORMANCE OUTCOMES

First discussant: Robert Liden

Second discussant: Neil Conway

. • 14:15 - 15:00. **Catherine Marchand** (Université du Québec à Montréal, Canada): PERCEIVED ORGANIZATIONAL SUPPORT (POS), LEADER-MEMBER EXCHANGE (LMX) AND TEAM-MEMBER EXCHANGE (TMX): A MULTI FOCI APPROACH ON EMPLOYEE RETENTION

First discussant: Robert Liden

Second discussant: Neil Conway

. • 15:15 - 16:00. **Matthias Wörten** (Universität Duisburg-Essen, Germany): GIFT AND EXCHANGE - PERFORMATIVITY OF PERFORMANCE ACCOUNTING PRACTICES

First discussant: David Balkin

Second discussant: Robert Liden

- Thursday May 29 - 17:00 -18:00

CONFERENCE - ALEXANDRA PANACCIO, GUYLAINE LANDRY, CHRISTIAN VANDENBERGHE, PATRICE ROUSSEL, KARIM MIGNONAC - THE RELATIONSHIPS OF GOAL ORIENTATION, JOB CHARACTERISTICS, AND ORGANIZATIONAL COMMITMENT, TO FEEDBACK SEEKING DURING ORGANIZATIONAL SOCIALIZATION

SESSION V (a) - LIRHE - Friday May 30 - 09:00 - 12:15 - *Research Advances in Employees Motivation*

CHAIRS: MARYLÈNE GAGNÉ, KATHLEEN BENTEIN & DAVID BALKIN

. • 09:00 - 09:45. **Anu Hakonen & Johanna Maaniemi** (Helsinki University of Technology, Finland): THE MEANING OF GROUP-BASED RESULTS ORIENTED PAY

First discussant: David Balkin

Second discussant: Marylène Gagné

. • 09:45 - 10:30. **Steffen Brørby, Hans Petter Karlsen, Hallgeir Halvari** (Buskerud University College, Norway) & **Maarten Vansteenkiste** (University of Gent,

Belgium): BEYOND INCOME AND EXTRINSIC INCENTIVES: THE IMPORTANCE OF AUTONOMOUS MOTIVATION TO SEARCH AND NOT TO SEARCH AND POSITIVE EXPECTANCY-VALUES FOR PART-TIME WORKING NURSES' SEARCH FOR A FULL-TIME JOB

First discussant: David Balkin

Second discussant: Marylène Gagné

• **10:45 - 11:30. Per Olav Snoksrud & Hallgeir Halvari (Buskerud University College, Hønefoss, Norway): WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT AMONG UNIVERSITY EMPLOYEES**

First discussant: Marylène Gagné

Second discussant: Kathleen Bentein

• **11:30 -12:15. Val Caven (Nottingham Business School, UK): WOMEN'S WORK ORIENTATIONS REVISITED: A LONGITUDINAL PERSPECTIVE**

First discussant: Kathleen Bentein

Second discussant: Marylène Gagné

SESSION V (b) - IAE - Friday May 30 - 09:00 - 12:15 -*Research Advances in Organizational Justice*

CHAIRS: MAUREEN AMBROSE, MARSHALL SCHMINKE & ROBERT LIDEN

• **09:00 - 09:45. Janet Romaine (Saint Anselm College, New Hampshire, USA): WHEN DO WORK-FAMILY ACCOMMODATIONS WORK? THE ROLE OF ORGANIZATIONAL JUSTICE**

First discussant: Maureen Ambrose

Second discussant: Marshall Schminke

• **09:45 - 10:30. Jeroen Stouten (University of Leuven, Belgium): LEADERSHIP AND FAIRNESS IN ORGANIZATIONS: HOW DO FOLLOWERS RESPOND?**

First discussant: Marshall Schminke

Second discussant: Robert Liden

• **10:45 - 11:30. Rémi Finkelstein (University Paris 10, France) & Matthieu Poirot (Burgundy School of Business, CEREN): ORGANISATIONAL JUSTICE AND PERCEIVED TEAM AND MANAGEMENT SUPPORT: THE MEDIATING ROLE OF MANAGERIAL EXEMPLARITY**

First discussant: Maureen Ambrose

Second discussant: Marshall Schminke

• **11:30 -12:15. Lionel Dagot (Université Paris 8), Boris Vallée (Université Bordeaux 2) & Rebecca Shankland (Université Pierre Mendès France): STAKES FOR THE MANAGER AND ORIENTATION OF DISTRIBUTIVE JUSTICE. WHEN TEAM PERFORMANCE DETERMINES EQUITY OR EQUALITY.**

First discussant: Marshall Schminke

Second discussant: Maureen Ambrose

Lunch

SESSION VI - LIRHE - Friday May 30 - 14:00 - 14:45 - *Research Advances in Employees Motivation*

CHAIRS: CHRISTIAN VANDENBERGHE & MAUREEN AMBROSE

- 14:00 - 14:45. **Jacques Forest** (Université du Québec à Montréal), **Marylène Gagné** (John Molson School of Business, Concordia University), **Geneviève A. Mageau** (Université de Montréal): LINKS BETWEEN SELF-DETERMINATION THEORY'S MOTIVATIONAL CONTINUUM AND THE THREE FACTORS OF ORGANIZATIONAL COMMITMENT: A TWO SAMPLE STUDY.

First discussant: Christian Vandenberghe

Second discussant: Maureen Ambrose

CONFERENCE - MARYLÈNE GAGNÉ AND JACQUES FOREST - Friday May 30 - 15:00 - 16:00 THE STUDY OF COMPENSATION SYSTEMS THROUGH THE LENS OF SELF-DETERMINATION THEORY: RECONCILING 35 YEARS OF DEBATE

Discussants: David Balkin & Patrice Roussel

Information

- **Concerning the program:** Caroline Manville – caroline.manville@univ-tlse1.fr
- **Concerning your visit to the University of Toulouse:** Mohamed Ikram Nasr – mohamed-ikram.nasr@sip.univ-tlse1.fr
- **Concerning the organization of the workshop:** Patrice Roussel – roussel@univ-tlse1.fr

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