



**Workshop on Research Advances in Organizational Behavior and Human
Resources Management
Paris Dauphine, May 22-24, 2012**

Program

Guests

Kathleen Bentein (UQAM)
Jacqueline Coyle-Shapiro (London School of Economics)
Neil Conway (Birkbeck, University of London)
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)

14h - Welcome coffee (A 709)

Tuesday May 22, 14h30-17h30 - SESSION I (Salle A 711)

CHAIR : Jacqueline Coyle-Shapiro

14h30-15h10: Maryam Aldossari "The Effects of Repatriation on the Psychological Contract: A Saudi Arabian Comparative Study"

Discussants: [Jacqueline Coyle-Shapiro](#), [Lynn Shore](#)

15h10-15h50: Beatrice Piccoli, Hans De Witte and Margherita Pasini, " Explaining the Relationship between Job Insecurity and Organizational Discretionary Behaviours: Psychological Contract Breach and Organizational Justice as Mediators"

Discussants: [Jacqueline Coyle-Shapiro](#), [Lynn Shore](#)

coffee-break

16h10-16h50: : Valérie Neveu et Eric Campoy

Discussants: [Jacqueline Coyle-Shapiro](#), [Lynn Shore](#)

Tuesday May 22, 14h30-17h30 - SESSION II (Salle A 709)

CHAIR : Neil Conway

14h30-15h10: Jonathon R. B. Halbesleben, Samantha C. Paustian-Underdahl "Proactive Work-Family Boundary Management: A Lifespan Perspective"

Discussants: [Neil Conway](#), [Robet Liden](#)

15h10-15h50: Jarrod M. Haar, David Brougham, "Organizational-Based Self Esteem and Work and Mood Outcomes: A within Country Comparison"

Discussants: [Neil Conway](#) , [Robet Liden](#)

coffee-break

16h10-16h50: Enrique Ogliastri and Tara Wernsing "Leadership Perceptions in Latin America: A GLOBE Analysis"

Discussants: [Neil Conway](#), [Robet Liden](#)

16h50-17h30: Claudia Buengeler, Ronald F. Piccolo, Sven C. Voelpel, "How Group-Focused, Individual-Focused, and Differentiation in Individual-Focused Transformational Behaviors Affect Performance: A Model of Transformational Leadership's Effectiveness"

Discussants: [Neil Conway](#), [Robet Liden](#)

17h30 : Conference

Wednesday May 23, 9h-12h-SESSION III (Salle A 711)

CHAIR : Lynn Shore

8h40: Breakfast

9h00-9h40: Diana Malinowska and Aleksandra Tokarz, "The motivational antecedents of positive and negative types of workaholic"

Discussants: [Jacqueline Coyle-Shapiro](#), [Lynn Shore](#)

9h40-10h20: Maria João Velez and Pedro Neves, "Abusive Supervision, Exhaustion and Deviance: Can Job Autonomy Make a Difference?"

Discussants : [Lynn Shore](#), [Patrice Roussel](#)

coffee-break

10h40- 11h20: Stephen Champion and Pedro Neves "Core self-evaluations and workplace deviance: the role of emotional resources and self-regulation»

Discussants : : [Patrice Roussel](#), [Lynn Shore](#)

11h20-12h00: Emilie Bagues, "Organizational socialization practices and organizational socialization tactics. Contents and interplays"

Discussants : [Lynn Shore](#), [Patrice Roussel](#)

Wednesday May 23, 9h-12h-SESSION IV (Salle A 709)

CHAIR : Robert Liden

9h00-9h40 : Mieke Audenaert, Alex Vanderstraeten, Dirk Buyens, "Mutual Investment Employee-Organization Relationship (EOR): How and When it is Functional? The mediating role of social exchange and empowerment contingent on the moderating role of LMX and job complexity"

Discussants : [Robert Liden](#), [Neil Conway](#)

9h40-10h20: Imran Hameed and Olivier Roques "Exploring the Differential Effects of Status Evaluations on Organizational Identification (OID) & Effect of OID on Organization and Individuals"

Discussants : [Robert Liden](#), [Neil Conway](#)

coffee-break

10h40- 11h20: Shora Moteabbed "An Exploratory Study of Antecedents and Outcomes of Close Relationships at Work "

Discussants : [Robert Liden](#), [Neil Conway](#)

11h20-12h00: Marie-Hélène Budworth "Using appreciative inquiry to improve manager-employee relationships at work"

Discussants : [Robert Liden](#), [Neil Conway](#)

Wednesday May 23 – 13h30-16h30- SESSION V (Salle A 711)

CHAIR : Patrice Roussel

13h30-14h10: Sara De Gieter, Hofmans Joeri, “The effect of reward satisfaction on turnover intention and performance: a study exploring the presence of individual differences”

Discussants : David Patient, Patrice Roussel

14h10-14h50: Thomas Van Waeyenberg, Adeliën Decramer, Sebastian Desmidt, Alex Vanderstraeten “Employee Performance Management Systems and Organizational Performance in Belgian Public Agencies: Testing the Mediating Role of HR Outcomes”

Discussants : David Patient, Mohamed Ikram Nasr

coffee-break

15h10-15h50: Marc Ohana, “Organizational justice and affective commitment: a multilevel study »

Discussants : David Patient, Mohamed Ikram Nasr

15h50-16h30: Rebecca Hewett, “Performance-related reward and motivation: Self-Determination Theory in an organisational setting”

Discussants : David Patient, Patrice Roussel

Wednesday May 23 – 13h30-16h30- SESSION VI (Salle A 709)

CHAIR : Kathleen Bentein

13h30-14h10: Maree Roche, Jarrod M. Haar “Team Level Perceptions of Autonomy Support and Job Outcomes: A Mediation Study”

Discussants: Robert Liden, Kathleen Bentein

14h10-14h50: Nicholas Kinnie, Zeynep Yalabik, Yvonne van Rossenberg, Stefanie Gustafsson, Juaní Swart “Between a rock and a hard place? Conflict between organization and client commitment in Professional Service Firms”

Discussants : Robert Liden, Kathleen Bentein

coffee-break

15h10-15h50: Maree Roche, Jarrod M. Haar “ Leader to Follower Contagion: A Self-Determination Theory Approach”

Discussants : Robert Liden, Kathleen Bentein

15h50-16h30: Lucas Monzani, Pilar Ripoll, Jose Maria Peiró, “The interaction between personality traits and authentic leadership on follower attributed charisma and loyalty towards the leader”

Discussants : Robert Liden, Kathleen Bentein

Thursday May 24– 9h-12h40- SESSION VII (Salle A 711)

CHAIR : Kathleen Bentein

8h40: Breakfast

9h00-9h40: Rashpal K. Dhensa-Kahlon “It's Good to Talk: Examining the Effectiveness of Talk as a ‘Shared’ Coping Response to Workplace Injustice”

Discussants: Kathleen Bentein, Lynn Shore

9h40-10h20: Yvonne van Rossenberg “Exploring the value of juxtaposing variable-centred and person-centred approaches: The case of multiple foci of commitment attitudes and creative behaviour”

Discussants: Kathleen Bentein, Robert Liden

coffee-break

10h40-11h20: Samantha C. Paustian-Underdahl, Jonathon R. B. Halbesleben, Dawn S. Carlson, K. Michele Kacmar “Integration of the Work and Family Domains: A Double Edged Sword?”

Discussants : Kathleen Bentein, Neil Conway

11h20-12h00: Pedro Gonzalo, “Talent shortage in the banking sector: does it make sense to talk about strategic graduate management?”

Discussants : Kathleen Bentein, Neil Conway

Thursday May 24– 9h-12h40- SESSION VIII (Salle A 701)

CHAIR : David Patient

8h40: Breakfast

9h00-9h40: Kate Rowbotham “Extra-organizational opportunities for organizational care and compassion: Understanding the impact of individual-level events across personal and professional contexts”

Discussants: David Patient, Mohamed Ikram Nasr

9h40-10h20: Rey Dang and Linh-Chi Vo ,”The Influence of Top Management Team Characteristics on the Presence of Women on Corporate Board”

Discussants : David Patient, Mohamed Ikram Nasr

coffee-break

10h40-11h20: Véronique Magista, Vivien Blanchet, Véronique Perret “The Making of Justice in the Workplace: A Pragmatic Approach to Organizational Justice”

Discussants: David Patient, Mohamed Ikram Nasr

11h20-12h00: Tessa Melkonian, Guillaume Soenen, Maureen L. Ambrose “The role of anticipatory justice perceptions on employees’ cooperation in a merger context”

Discussants : David Patient, Mohamed Ikram Nasr