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21 - 22.05.2019 / 8h30 - 17h

Salle C

16TH WORKSHOP ON RESEARCH ADVANCES IN ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCES MANAGEMENT





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

▶ **9h00-9h15: Welcome address** **Gregor Bouville** and **Eric Campoy**

▶ **9h15-10h15: SESSION I (Salle C, 2nd floor)**

CHAIR: **Fabien Blanchot**

FOCUS: Performance management

9h15-9h45: Thomas Van Waeyenberg (Ghent University), **Riccardo Peccei** (King's College London) and **Adelien Decramer** (Ghent University)

The Role of Performance Management in Improving Employee Well-being and Performance: Empirical Evidence from Education

Discussants: **Robert Liden** and **David Patient**

9h45-10h15: Alejandro Salvador (Universitat Jaume I), **Juan Carlos Bou Llusar** (Universitat Jaume I) and **Inmaculada Beltrán Martín** (Universitat Jaume I)

Determinants of line managers' performance in HRM: A multisectoral study within sales departments

Discussants: **Neil Conway** and **Elaine Hollensbe**

▶ **10h15-10h45: Coffee-break (Foyer, 2nd floor)**

▶ **10h15-10h45: POSTER SESSION (Foyer, 2nd floor)**

Emma Heine (KU Leuven), **Jeroen Stouten** (KU Leuven) and **Robert Linden** (University of Illinois at Chicago)

Tough Love, an Experiment

Laura Schärer (University of Lucerne, Center for Human Resource Management, Switzerland), **Julian Pfrombeck** (ETH Zurich, Chair of Work and Organizational Psychology, Switzerland) and **Anja Feierabend** (University of Lucerne, Center for Human Resource Management, Switzerland)

The relationship between self-initiated expatriates and employers: A mediated moderation

Atieh S. Mirfakhar (Universitat Ramon Llull - ESADE Business School) and **Jeroen Stouten** (KU Leuven)

Institutionalization of Change: How Implemented Change Can Be Sustained in Organization

▶ **10h45-12h15: SESSION II (Salle C, 2nd floor)**

CHAIR: **Fabien Blanchot**

FOCUS: Discussing Leadership

10h45-11h15: Billel Ferhani (University of Paris 1 Panthéon-Sorbonne)

Ethical leadership and unethical behavior in the workplace: a multi-level approach

Discussants: **Robert Liden** and **Talya Bauer**

11h15-11h45: Anouk Decuyper (Ghent University), **Mieke Audenaert** (Ghent University), **Adelien Decramer** (Ghent University) and **Lynn Shore** (Colorado State University)

Leader attentive communication: validation of a new questionnaire.

Discussants: **Elaine Hollensbe** and **Robert Liden**

11h45-12h15: Dag Ingvar Jacobsen (University of Agder)

Room for leadership? A comparison of leaders in public, private and hybrid organizations?

Discussant: **Talya Bauer** and **Robert Liden**

▶ **12h15-13h30: Lunch (Foyer, 2nd floor)**

▶ **13h00-13h30: POSTER SESSION (Foyer, 2nd floor)**

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▶ **13h30-15h00: SESSION III (Salle C, 2nd floor)**

CHAIR: **Pascale De Rozario**

FOCUS: Social Inclusion

13h30-14h00: Xiaomin XU (University of Edinburg), **Susan Elaine Murphy** (University of Edinburg), **Ishbel McWha-Hermann** (University of Edinburg) and **Chang-qin Lu** (Pekin University)

Observed organizational justice: Self and moral concerns underlying the observer's response to organizational justice

Discussants: **Lynn Shore** and **Robert Liden**

14h00-14h30: Esther Canonico (LSE) and **Daniela Lup** (Middlesex University London)

Restricted Access: The Effect of Job Candidates' Disability on Recruitment Judgements

Discussants: **Talya Bauer** and **Neil Conway**

14h30-15h00: Pascale Debuire (ISC Paris), **Dominique Peyrat-Guillard** (Université d'Angers) and **Anne Sachet-Milliat** (Université d'Angers)

Antecedents, Psychological Bonds to Multiple Targets and Outcomes: A Qualitative Approach of their Links

Discussants: **Elaine Hollensbe** and **Talya Bauer**

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▶ **15h30-17h00, SESSION IV (Salle C, 2nd floor)**

CHAIR: **Elaine Hollensbe**

FOCUS: Stress and psychological issues

15h30-16h00: Aicha Oumessaoud (Aix-Marseille Graduate School of Management) and **Olivier Roques** (Aix-Marseille Graduate School of Management)

Occupational stress: the case of the staff of the EHPAD in the south of France

Discussant: **David Patient** and **Lynn Shore**

16h00-16h30: Gul Afshan (IAE Aix) and **Carolina Serrano Archimi** (IAE Graduate School of Management)

I would raise voice against my management: psychological contract breach effect on voice through organizational cynicism

Discussants: **Neil Conway** and **Talya Bauer**

16h30-17h00: Shuaib Ahmed (IAE Aix) and **Olivier Roques** (Aix-Marseille Graduate School of Management)

Relationship Between Job stress and Burnout: Examining the Mediating Role of Organizational Justice and the Moderating Role of Sensitivity to Terrorism in Terrorism-Ridden Areas

Discussants: **David Patient** and **Lynn Shore**

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SOCIAL EVENT:

**Sharing a drink together in the bar // Cottage
opposite to Université Paris-Dauphine**

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

..... **PARALLEL SESSION**

▶ **9h00-10h30: SESSION V a**
(Salle C, 2nd floor)

CHAIR: **Eric Campoy**

FOCUS: Critical perspectives

9h00-9h30: Vincent J. Giolito (Solvay Brussels School of Economics & Management), **Robert C. Liden** (University of Illinois at Chicago), **Dirk van Dierendonck** (Rotterdam School of Management Erasmus University), **Gordon Cheung** (The University of Auckland)

Servant leadership employee flourishing, and financial performance: An agentic perspective

Discussants: **David Schoorman** and **Neil Conway**

9h30-10h00: Caroline Diard (Ecole de Management de Normandie) and **Mathilde Aubry** (Ecole de Management de Normandie)

Factors affecting the acceptance of organizational video surveillance : a quantitative study

Discussants: **David Schoorman** and **Neil Conway**

10h00-10h30: Zaheer Abbas (IAE Graduate School of Management) and **Carolina Serrano Archimi** (IAE Graduate School of Management)

Does job embeddedness predict retention in organizations? The moderating effect family embeddedness in community and gender

Discussants: **Lynn Shore** and **David Schoorman**

▶ **9h00-10h30: SESSION V b**
(Salle D, 2nd floor)

CHAIR: **Grégory Bouville**

FOCUS: HRM and Entrepreneurship

9h00-9h30: Mahbulul Alam (York University)

Hard work does not always hurt: Task significance in balancing between work, family and life roles

Discussants: **Elaine Hollensbe** and **David Patient**

9h30-10h00: Evy Van Lancker (Ghent University), **Mirjam Knockaert** (Ghent University), **Mieke Audenaert** (Ghent University) and **Melissa Cardon** (Pace University)

Human Resource Management in Entrepreneurial Firms: A Systematic Review and Framework for Future Research

Discussants: **Talya Bauer** and **Robert Liden**

10h00-10h30: Christoph Daldrop (Kiel University), **Claudia Buengeler** (Kiel University) and **Astrid C. Homan** (University of Amsterdam)

Changing Perceptions of Younger CEOs: The Role of Organizational Change and Observer's Age

Discussants: **Talya Bauer** and **Neil Conway**

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..... **PARALLEL SESION**

▶ **11h00-12h30: SESSION VI a (Salle C, 2nd floor)**

CHAIR: **Gregor Bouville**

FOCUS: Stress and psychological issues

10h30-11h00: Claire Picque-Kiraly

(Université Paris-Dauphine, PSL Research University, Paris) and **Laura D'hont** (ISG Business School, Paris)

The dynamics of trust and distrust in the recognition of the role of expert

Discussant: **David Schoorman** and **Neil Conway**

11h00-11h30: Sandra J. Schiemann

(University of Salzburg), **Irina T. Eberhard** (University of Salzburg), **Christina Mühlberger** (University of Salzburg),

Stefan Reiss (University of Salzburg), **Eva Jonas** (University of Salzburg)

I don't like you - I don't empathize with you! The influence of disliking a client can even influence a coach's empathy

Discussant: **Neil Conway** and **Elaine**

Hollensbe

▶ **11h00-12h30: SESSION VI b (Salle D, 2nd floor)**

CHAIR: **Aurore Dandoy**

FOCUS: Individual commitments

10h30-11h00: Stéphane Fauvy (ESSCA)

and **Andrea Toarniczky** (ESSCA)

A question of life or death: the struggle of identities in a crisis situation

Discussants: **David Patient** and **Lynn Shore**

11h00-11h30: Maïlys George (ESSEC), **Karoline Strauss** (ESSEC) and **Kevin W Rockmann** (George Mason University)

The Role of Hypothetical Home Selves in Cross-Cultural Transitions

Discussants: **David Patient** and **Robert Liden**

11h30-12h00: Jeayaram Subramanian (IMT BS) and **Jean-Luc Moriceau** (IMT BS) Airhostesses' reaction to Psychological Contract Violation – A Qualitative Investigation amongst airhostesses from Air France and Air India
Discussants: **Neil Conway** and **Elaine Hollensbe**

11h30-12h00: Franck Biétry (IAE Caen) and **Jordane Creusier** (Université du littoral)
Plausible intra-individual evolutions of multi-foci commitment. A simulation based on the theory of general relativity.
Discussants: **Lynn Shore** and **David Schoorman**

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▶ **13h30-15h00: SESSION VII (Salle C, 2nd floor)**

CHAIR: **Talya Bauer**

FOCUS: Digital object and digital context

13h30-14h00: Sonja Hollerbach (EBS) and **Armin Trost** (HFU Business School)
How the Digitization of Feedback leads to a Cannibalization of Developmental Feedback
Discussants: **David Schoorman** and **Neil Conway**

14h00-14h30: Vanessa Sá (UCP – Católica Lisbon School of Business & Economics) and **Andrew C. Hafenbrack** (UCP – Católica Lisbon School of Business & Economics)
The Era of Digital Colonial(tour)ism
Discussant: **Lynn Shore** and **Talya Bauer**

14h30-15h00: Fabienne Perez (Aix-Marseille Graduate School of Management) and **Olivier Roques** (Aix-Marseille Graduate School of Management)
Exploring the coping strategies to face the integration of Artificial Intelligence at work: the case of bank and radiology
Discussants: **Neil Conway** and **Elaine Hollensbe**

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

▶ **15h30-16h00: POSTER SESSION (Foyer, 2nd floor)**

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▶ **16h00-17h00: OPEN CONFERENCE (Salle C, 2nd floor)**
About Epistemology

Keynote Speaker: **Pascale de Rozario**, Associate Professor Hdr in Sociology, Lab. LIRSA (Conservatoire National des Arts et Métiers)

Young Phd students are often asked to be reflexive and to describe how they make research, i.e. their «epistemology». Some deep questions about how they use knowledge, methodology, data and types of demonstration they wish to promote strongly belong to their training as future researcher. This kind of reflexivity about research as practice forms part of what we can call the Researcher's deontology about science's consequences. But when employed as researchers, few of them keep this research skill. This year Open Conference will rapidly present how epistemology is generally taught and practiced. Each participant of the OB Workshop will be invited to think about how she/he makes research.

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