



**Université Toulouse1 Sciences Sociales**

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## **Workshop on Research Advances in Organizational Behavior, Human Resources Management and Corporate Social Responsibility**

### **PROGRAM**

**University of Toulouse 1 - IAE - LIRHE & GRACCO CNRS - FRANCE**

**May 23 to 25, 2007**



**Sponsorship: Maison des Sciences de l'Homme et de la Société de Toulouse, Conseil Régional de Midi-Pyrénées, Conseil Général de la Haute-Garonne.**

**Location: TOULOUSE - LIRHE (UNIVERSITY OF TOULOUSE 1)**

#### **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)  
Russell Cropanzano (University of Arizona)  
Jean-Pascal Gond (University of Nottingham)  
Robert Liden (University of Illinois at Chicago)  
Michel Magnan (Concordia University)  
Sylvie Saint-Onge (HEC Montréal)  
Marshall Schminke (University of Central Florida)  
Christian Vandenberghe (HEC Montréal)**

**Role of Discussants:**

For each paper, few discussants are designated: 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**

**Pre-Session - Tuesday May 22 (and Monday May 21) -**

**SESSION I - Wednesday May 23, 09:00-12:00 am - *Research advances in Corporate Social Responsibility (CSR)***

**CHAIRS: MARSHALL SCHMINKE, JEAN-PASCAL GOND, JACQUES IGALENS, MICHEL MAGNAN (English and French session speaking)**

- **09:00 - 09:45. Scott R. Colwell (University of Guelph, Canada) & Michael J. Zyphur (National University of Singapore): ETHICS ON A SLIDING SCALE: WHEN BUYERS DON'T CARE ABOUT SUPPLIER ETHICS**
- **09:45 - 10:30. Ana Patrícia Duarte, Carla Mouro & José Gonçalves das Neves (ISCTE, Lisboa, Portugal): SOCIAL REPRESENTATION OF CORPORATE SOCIAL RESPONSIBILITY IN PORTUGAL**
- **10:30 - 11:15. Prashant Roy & Mohsin Alam (NALSAR University of Law, Hyderabad, India): CORPORATE SOCIAL RESPONSIBILITY AND AFFIRMATIVE ACTION PROGRAM: AN INDIAN PERSPECTIVE**
- **11:15 -12:00. Caroline Closon (Université Libre de Bruxelles): MESURE DE LA PERCEPTION DE LA RESPONSABILITE SOCIALE DES EMPLOYEURS PAR LEURS EMPLOYES (ENGLISH TALK)**

**Lunch**

**SESSION II (a) LIRHE – Wednesday May 23, 02:00–5:00 pm - *Research Advances in Employee Commitment in the Workplace***

**CHAIRS: KATHLEEN BENTEIN, CHRISTIAN VANDENBERGHE**

- **02:00 - 02:45. Kim M. Ingham (Temple University, USA):** CAN ONE'S PERCEPTIONS ABOUT THEIR OCCUPATION AFFECT (OR BE AFFECTED BY) THEIR COMMITMENT TO THEIR OCCUPATION OR ORGANIZATION?
- **02:45 - 03:30. Joyce Elele (USAID Nigeria) & Dail Fields (Regent University USA):** EXPLORING EMPLOYEE PARTICIPATION AND ORGANIZATIONAL COMMITMENT ACROSS CULTURES: A STUDY OF EMPLOYEES IN NIGERIA AND THE UNITED STATES
- **03:30 - 04:15. Peter Lee (York University, Toronto, Canada):** TWO PEAS IN A POD? AN EXAMINATION OF ORGANIZATIONAL IDENTIFICATION AND ORGANIZATIONAL COMMITMENT
- **04:15 - 05:00. Audrey Rouziès (Université de Toulouse 3 Paul Sabatier, France):** COMMITMENT AFTER A MERGER: THE INFLUENCE OF DUAL IDENTIFICATION

**SESSION II (b) IAE – Wednesday May 23, 02:00–3:30 pm - *Research Advances in Organizational Behavior and Human Resource Management***

**CHAIRS: SYLVIE SAINT-ONGE, DAVID BALKIN**

- **02:00 – 02:45. Asmaa Mesrar (Université des Sciences Sociales Toulouse 1, France):** L'ETUDE DE L'EFFICACITE DE LA REMUNERATION DES COMPETENCES : UNE APPROCHE PAR LA THEORIE DE LA JUSTICE ORGANISATIONNELLE
- **02:45 - 03:30. Hayet Hachana (Université Paris Dauphine, France):** EMBA PROGRAM'S IMPACT ON EXECUTIVES' COMPETENCIES: FOR A MEASUREMENT'S MODEL OF EXECUTIVES' COMPETENCIES

**CONFERENCE – RUSSELL CROPANZANO –  
WEDNESDAY MAY 23, 05:15 – 06:15 PM**

**SESSION III - Thursday May 24, 09:00-12:00 am - *Research Advances in Organizational Justice***

**CHAIRS: MAUREEN AMBROSE, RUSSELL CROPANZANO**

- **09:00 - 09:45. Tessa Melkonian (EM LYON), Philippe Monin (EM LYON), Niels G. Noorderhaven (Tilburg University): ORGANIZATIONAL FAIRNESS AND COOPERATION OVER TIME: THE SPECIFIC CONTEXT OF MERGERS AND ACQUISITIONS**
- **09:45 - 10:30. Marion Fortin (Durham University, UK) & Martin R. Fellenz (University of Dublin, Ireland): FAIRNESS JUDGMENTS OVER TIME - THE ROLE OF THE PAST DEPENDS ON WHAT YOU KNOW ABOUT NOW**
- **10:30 - 11:15. Michael E. Price (Brunel University United Kingdom) & Raymond Sparrowe (Washington University in St. Louis): THE EVOLUTION OF FAIRNESS JUDGMENTS IN GROUPS: AN EVOLUTIONARY PSYCHOLOGICAL PERSPECTIVE ON ORGANIZATIONAL JUSTICE**
- **11:15 -12:00. David L. Patient (Catholic University of Portugal) & Daniel P. Skarlicki (University of British Columbia, Vancouver): INTERACTIONAL JUSTICE IN COMMUNICATING NEGATIVE NEWS: THE ROLE OF COMMUNICATOR EMPATHIC CONCERN AND MORAL DEVELOPMENT**

**Lunch**

**SESSION IV - Thursday May 24, 02:00-5:00 pm - *Research advances in Social Exchange Theory and the employment relationship***

**CHAIRS: NEIL CONWAY, JACQUELINE COYLE-SHAPIO, ROBERT LIDEN**

- **02:00 - 02:45. Raymond T. Sparrowe (Washington University in St. Louis): RECOVERING THE 'SOCIAL' IN SOCIAL EXCHANGE: INSIGHTS FROM DISTANT PERSPECTIVES**
- **02:45 - 03:30. Jonathan E. Booth, Kyoung Won Park, & Theresa M. Glomb (University of Minnesota): GIFT EXCHANGE BETWEEN THE EMPLOYER AND VOLUNTEER ORGANIZATION: UTILIZING EMPLOYEES AS INTERMEDIARIES IN EMPLOYER-SUPPORTED VOLUNTEERING**

- 03:30 - 04:15. **Kyle Ingram** (LSE, UK): PROSOCIAL REACTIONS TO PSYCHOLOGICAL CONTRACT VIOLATION: AN INTERDEPENDENCE THEORY PERSPECTIVE
- 04:15 - 05:00. **Marjo-Riitta Parzefall** (Swedish School of Economics and Business Administration Helsinki, Finland): PERCEIVED EMPLOYER PSYCHOLOGICAL CONTRACT FULFILMENT AND ITS OUTCOMES THE MODERATING ROLE OF POWER

**CONFERENCE – KATHLEEN BENTEIN AND CHRISTIAN VANDENBERGHE –  
THURSDAY MAY 24, 05:15-06:15 PM**

**SESSION V a (LIRHE – Room 323) - Friday May 25 - 09:00 - 12:00 am - *Research Advances in Organizational Justice and Social Exchange***

**CHAIRS: MAUREEN AMBROSE, RUSSELL CROPANZANO, JACQUELINE COYLE-SHAPIO,  
NEIL CONWAY, ROBERT LIDEN**

- 09:00 - 09:45. **Thierry Nadisic** (HEC Paris): ANTECEDENTS OF MANAGERS' INTERACTIONAL JUSTICE BEHAVIORS
- 09:45 - 10:30. **Christina L. Stamper** (Western Michigan University), **Suzanne S. Masterson** (University of Cincinnati) & **Joshua Knapp** (University of Cincinnati): JUSTICE AND PERCEIVED ORGANIZATIONAL MEMBERSHIP: RELATING FAIRNESS WITH NEED FULFILMENT, MATTERING, AND BELONGING
- 10:30 - 11:15. **Marion Festing & Bernadette Mueller** (ESCP-EAP European School of Management Berlin, Germany): MANAGING EXPATRIATE PSYCHOLOGICAL CONTRACTS FOR GLOBAL CAREER DEVELOPMENT - THEORETICAL FRAMEWORK AND EMPIRICAL EVIDENCE
- 11:15 -12:00. **Yasmina Jaidi** (Paris II University France) & **Edwin A.J. van Hooft** (Erasmus University, Rotterdam The Netherlands): EXPLORING THE FOUNDATIONS OF THE EMPLOYMENT RELATIONSHIP: HOW COMPANIES' EARLY RECRUITMENT-RELATED ACTIVITIES AFFECT JOB PURSUIT AND ACTUAL JOB CHOICE. A LONGITUDINAL STUDY AMONG FUTURE GRADUATES

**Lunch**

**SESSION V b (IAE – Room AF2) - Friday May 25 - 09:00 - 11:15 am - *Research Advances in Employee Commitment in the Workplace***

**CHAIRS: KATHLEEN BENTEIN, CHRISTIAN VANDENBERGHE**

- 09:00 - 09:45. **Claire Edey** (Université de Paris 1 – Sorbonne): WHAT KIND OF ROLE MAY ORGANIZATIONAL COMMITMENT REALLY PLAYS IN THE WORKPLACE?
- 09:45 - 10:30. **John P. Mendy** (University of Lincoln, UK): ORGANISATIONAL CULTURE AND EMPLOYEE PERFORMANCE?
- 10:30 - 11:15. **Stéphanie Chasserio** (ESC Lille) & **Marie-Josée Legault** (Téluq-UQAM): COMMITMENT PROCESS OF HIGHLY QUALIFIED PROFESSIONALS IN HIGH TECH FIRMS. CANADIAN CASE STUDIES

**CONFERENCE – MAUREEN AMBROSE AND MARSHALL SCHMINKE –  
FRIDAY MAY 25 - 02:00 – 03:00 PM**

**PANEL DISCUSSION ON “THE FUTURE OF SOCIAL EXCHANGE THEORY” : JACQUELINE  
COYLE-SHAPIRO, RUSSELL CROPANZANO, NEIL CONWAY, & ROBERT LIDEN –  
FRIDAY MAY 25 – 03:15 - 05:00 PM**

**DOCTORAL PRE-SESSION – Tuesday May 22, 1:30 - 3:45 pm - *Research Advances in Organizational Behavior***

**CHAIRS: RUSSELL CROPAZANO, MAUREEN AMBROSE, NEIL CONWAY, JACQUELINE COYLE-SHAPIRO, & ROBERT LIDEN**

- 01:30 - 02:15. **Jean Pralong**, Ph.D. Candidate – ESCP-EAP: HOW FRAMING MAKES CAREER PATTERNS: THREE CASE STUDIES
- 02:15 - 03:00. **Sycheva Yana** Ph.D. Student – LIRHE (CNRS) – IAE – University of Toulouse I: THE ROLE OF RELATIONSHIPS IN PERSONAL CAREER SUCCESS: CONCEPTUALIZATION AND METHODOLOGY
- 03:00 - 03:45. **Mohamed Ikram Nasr** Ph.D. Student – LIRHE (CNRS) – IAE – University of Toulouse I: FAIRNESS JUDGMENTS FORMATION AND EFFECTS DURING THE ORGANIZATIONAL SOCIALIZATION PROCESS: THE ROLE OF PERSONALITY

## Information

- concerning the program: Assâad El Akremi - [assaad.el-akremi@univ-tlse1.fr](mailto:assaad.el-akremi@univ-tlse1.fr)
- concerning your visit to the University of Toulouse: Audrey Charbonnier - [audrey.charbonnier@sip.univ-tlse1.fr](mailto:audrey.charbonnier@sip.univ-tlse1.fr)
- concerning the organization of the workshop: Patrice Roussel - [roussel@univ-tlse1.fr](mailto:roussel@univ-tlse1.fr)
- concerning the Responsible Organization Review and the session on CSR: Jacques Igalens - [Igalens@univ-tlse1.fr](mailto:Igalens@univ-tlse1.fr)

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