



**Université Toulouse1 Sciences Sociales**

2 RUE DU DOYEN GABRIEL MARTY 31042 TOULOUSE CEDEX 9 / Tél : +33 (0)5.61.63.35.00 / Fax : +33 (0)5.61.63.37.98

## **Workshop on Research Advances in Organizational Behavior and Human Resources Management**

### **Program**

**University of Toulouse 1 - IAE - CRM/LIRHE & GRACCO CNRS  
Toulouse, FRANCE - May 18 to 20, 2009**



### **Guests**

**David Balkin (University of Colorado)  
Kathleen Bentein (UQAM)  
Jacqueline Coyle-Shapiro (London School of Economics)  
Marylène Gagné (University of Concordia)  
Timothy Judge (University of Florida)  
Robert Liden (University of Illinois at Chicago)  
Lynn Shore (San Diego State University)  
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 : 12:00 am**

### **Monday May 18, 13h45-16h00 - SESSION I -**

**CHAIRS: D. BALKIN, J. COYLE-SHAPIRO, M. GAGNÉ,**

- **13h45-14h25: Patrick Heflin** (University of Colorado, Boulder): “Employee monitoring, vicious compliance and unintended consequences”  
**Discussants: Jacqueline Coyle-Shapiro and David Balkin**
- **14h25-15h05: Daniela Noethen, Torsten Biemann and Sven C. Volpel** (Jacob University Bremen) : « A Multilevel Investigation of the Effects of Age, Motivation, and Job Autonomy on Knowledge Sharing and Seeking in Work Teams”  
**Discussants: Marylène Gagné and David Balkin**
- **15h20-16h00: Christelle Tornikoski and Zied Guédri** (EM Lyon Business School): “Link between expatriates’ psychological contract and their compensation package”  
**Discussants: David Balkin and Jacqueline Coyle-Shapiro**

**16h30 : Conference Timothy Judge**

### **Tuesday May 19, 9h00-12h00-SESSION II**

**CHAIRS: CHAIRS: D. BALKIN, A. EL AKREMI C., M. GAGNÉ, T. JUDGE,  
C.VANDENBERGHE,**

- **9h00-9h40: Valerie Caven** (Nottingham Business School): “Men’s career commitment and orientations to work – a 21st century perspective”  
**Discussants: Kathleen Bentein and Christian Vandenberghe**
- **9h40-10h20: Abdul Karim Khan** (Université Paul Cézanne- Aix Marseille III): “Assessing the dimensionality of Organizational Justice: evidence from Pakistani context”

**Discussants:** Assaad El Akremi and Timothy Judge

- **10h35- 11h15: Arnaud Stéphanie** (ICN Business School, Nancy): “The impact of the perception of work supervision on employees self-regulated motivation: an empirical french study”

**Discussants:** Marylène Gagné and Christian Vandenberghe

- **11h15-11h55: Dan Lerner** (University of Colorado, Boulder): “Deviant, Core Self-Evaluation, & Social Environment: Paths to Work, Entrepreneurship, and Illicit Venturing.”

**Discussants:** Timothy Judge and David Balkin

**- Tuesday May 19 - 13h30-16h25- SESSION III-**

**CHAIRS: K. BENTEIN, J. COYLE-SHAPIRO, T. JUDGE, R. LIDEN, L. SHORE, C.VANDENBERGHE,**

- **13h30-14h10: Véronique Dagenais-Desmarais, André Savoie and François Chiochio** (Université de Montréal): “On The Conceptualization and Measurement of Psychological Well-Being at Work: Development and Validation of the Index of Psychological Well-Being at Work”

**Discussants:** Timothy Judge and Robert Liden

- **14h10-14h50: Assaad El Akremi and Mohamed Ikram Nasr** (University of Toulouse 1), **Christian Vandenberghe** (HEC Montréal), **Patrice Roussel** (University of Toulouse 1): “The Relationships of Multi-Foci Justice and Risk Aversion to Newcomers’ Proactive Behaviors: An Uncertainty Management Perspective”

**Discussants:** Timothy Judge and Jacqueline Coyle-Shapiro

- **15h05-15h45: Isabelle Galois** (ESC Chambéry), **Juliet F. Pujol** (IAE Valenciennes) and **Pascal Paillé** (Laval University): “Temporary workers’ loyalty based on reciprocity”

**Discussants:** Jacqueline Coyle-Shapiro and Lynn Shore

- **15h45-16h25: Nadege Maisy, Sylvie Guerrero** (Université du Québec à Montréal) and **Olivier Herrbach** (IAE, Université Montesquieu, Bordeaux IV): “Dirty work and funeral homes”.

**Discussants:** Jacqueline Coyle-Shapiro and Christian Vandenberghe

**16h45 : Conference Lynn Shore**

**19h45 : Dinner**

**Wednesday May 20- 9h00-12h00- SESSION IV- *Work in progress***

**CHAIRS: D. BALKIN, R. LIDEN, J. COYLE-SHAPIRO , L. SHORE**

- **9h00-9h40: Samina Quratulain** (Université Paul Cézanne, Aix-Marseille III):  
“Individual-level Cultural values and Workplace Attitudes and Behaviours”  
**Discussants: Jacqueline Coyle-Shapiro and Lynn Shore**
- **9h40-10h20: Danut Casoinic** (Université Pierre Mendès France, Grenoble):  
“Leadership and demographic diversity in organizations”  
**Discussants: Lynn Shore and Robert Liden**
- **10h35-11h15: Mathias Höglund** (Hanken School of Economics, Finland):  
“Exchange Climate: A Human Resource Management Perspective on Psychological Contracts”  
**Discussants: Jacqueline Coyle-Shapiro and David Balkin**
- **11h15-11h55: Shainaz Firfiray** (IE Business School, Madrid): “Bridging relational dissimilarities and team faultiness in pursuit of positive organizational outcomes in a flexible work setting”  
**Discussants: Lynn Shore and Robert Liden**

**Wednesday May 20- 14h00-14h40- SESSION V-**

**CHAIRS: R. LIDEN, L. SHORE**

- **Susana Tavares** (Lisbon University Institute), **Daan van Knippenberg** (Erasmus University, The Netherlands), **Rolf van Dick** (Aston University) **and Antonio Caetano** (Lisbon University Institute): “Tell me what you have to exchange, I’ll tell you who you are: organizational identification consequences to the social exchange content”  
**Discussants: Lynn Shore and Robert Liden**

**15h00 : Conference Marylène Gagné**

## Information

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

Website: <http://gracco.univ-tlse1.fr>

IAE Toulouse & LIRHE CNRS  
Université Toulouse 1 Sciences  
Sociales  
2 RUE DU DOYEN GABRIEL MARTY  
31042 TOULOUSE CEDEX 9  
FRANCE