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 (EMLyon 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**


- **9h00-9h40:** Valerie Caven (Nottingham Business School): “Men’s career commitment and orientations to work – a 21st century perspective”
  
  **Discussants:** Kathleen Bentein and Christian Vandenberghge

- **9h40-10h20:** Abdul Karim Khan (Université Paul Cézanne- Aix Marseille III): “Assessing the dimensionality of Organizational Justice: evidence from Pakistani context”
Discussants: Assaâd El Akremi and Timothy Judge

  Discussants: Marylène Gagné and Christian Vandenberghe

  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, Andrê Savoie and François Chiocchio (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:** Assâad 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. Poujol (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
  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 (Aaston 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
- 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

Website: [http://gracco.univ-tlse1.fr](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