



Workshop on Advances in Organizational Behavior and Human Resources Management Research

**LIRHE & GRACCO CNRS – University of Toulouse 1 - France
May 16 to 19, 2006**

Guests	
David Balkin - University of Colorado at Boulder	Jacqueline Coyle-Shapiro - London School of Economics
Robert Liden - University of Illinois at Chicago	Sylvie Saint-Onge - HEC Montréal & Mercer HR
Christian Vandenberghe - HEC Montréal	
Discussants	
Kathleen Bentein (UQAM), Eric Campoy (University of Sorbonne), Neil Conway (University of London), Olivier Herrbach (University of Bordeaux 4), Jean-Pierre Neveu (University of Bordeaux 4), Karim Mignonac , Patrice Roussel & Assâad El Akremi (LIRHE, CNRS – University of Toulouse 1)	

Location: Toulouse – LIRHE (University of Toulouse 1)

Role of Discussants:

For each paper, two discussants are designated: the chair of the session and another discussant. 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 **10 minutes** to give a talk on their paper and to identify key points of their research.

Session I - Tuesday May 16 - 09:00 – 12:00 am - *Advances on Research on Employee Commitment in the Workplace*

Chair: Christian Vandenberghe

Discussants: Kathleen Bentein, Eric Campoy, Olivier Herrbach, & Jean-Pierre Neveu

- Bellò Benedetta & Battistelli Adalgisa (University of Verona), *Antecedents and consequences of newcomers' Organizational Commitment* – 09:00 - 09:45
- John P. Mendy (University of Lincoln), *Culture and Commitment?* – 09:45 – 10:30
- Caroline Manville (Université Montpellier 2), *The Impact of Organizational Justice Perceptions on Contingent Workers' Organizational Commitment* – 10:30 – 11:15
- Stephen Swailes (Hull University Business School): *The effects of involuntary job change on commitment and performance* – 11:15 – 12:00

Session II - Tuesday May 16 - 02:00 - 05:00 pm - *Advances on Research on Social Exchange Theory and the Employment relationship*

Chair: Jacqueline Coyle-Shapiro

Discussants: Neil Conway, Eric Campoy & Assâad El Akremi

- Florence Palpacuer, & Corinne Vercher (University of Montpellier 3), *Towards a Contract-Based HRM Model in Global Corporations: Expert and manager experiences of employment termination in a French context* – 02:15 – 03:00
- Sébastien Castaing (University of Toulouse 1), *Psychological contract fulfilment and multiple forms of commitment in the French Public Administrations* – 03:00 – 03:45
- M^a Dolores de la Rosa Navarro, Inés Herrero Chacón, & Elizabeth, F. Cabrera (Universidad Pablo de Olavide & Universidad Carlos III), *Influence of individual and Interactional characteristics on psychological contract incongruence* – 03:45 – 04:30

Conference - Tuesday May 16 - 05:00 - 06:00 pm, Christian Vandenberghe (HEC Montréal)

Session III - Wednesday May 17 - 09:00 - 12:00 am - *Advances on Research on Commitment and Performance*

Chair: Christian Vandenberghe

Discussants: Kathleen Bentein, Olivier Herrbach, Jean-Pierre Neveu, & Assâad El Akremi

- Joaquín García Cruz, Alvaro López-Cabrales, & Ramón Valle (Universidad Pablo de Olavide), *The role of employee commitment and knowledge on innovation: A HRM approach* - 09:00 - 09:45
- Iwona Wilkowska (De Montfort University, Leicester Business School), *Qualitative Analysis of Employees' experience of High Commitment Management* - 09:45 - 10:30
- C.R. Birajdar (MES Institute of Management & Career Courses, Mayur Colony, Kothrud, Pune), *Highest commitment = Highest performance at work. Whether True?* - 10:30 - 11:15
- Mahmut Ozdevecioglu & Aylin Aktas (Erciyes University Kayseri, & Akdeniz University Antalya), *The effects of career, occupational and organizational commitment on life satisfaction - (Attendance to be confirmed)*
- Claire Edey Gamassou (Université Paris 1 Panthéon Sorbonne), *L'implication des agents territoriaux - (Attendance to be confirmed)*

Session IV - Wednesday May 17 - 02:00 - 5:00 pm - *Advances on Research on the LMX & TMX – Leader-Member-Exchange & Team-Member-Exchange*

Chair: Robert Liden

Discussants: Eric Campoy, Neil Conway, & Olivier Herrbach

- Eric Kearney, & Diether Gebert (Technical University Berlin), *Fostering Commitment and Performance in Diverse R&D Teams through Transformational Leadership* - 02:00 - 02:45
- Catherine Fabre (LIRHE, University of Toulouse 1), *The role of leader and pairs in the success of Organizational Socialization* - 02:45 - 03:30
- M^a del Mar Bornay, Mary Uhl-Bien, & Ramón Valle (University of Pablo de Olavide, Seville & University of Central Florida), *Investigating the relationship between Leader-Member-Exchange and Team Climate for innovation* - 03:30 - 04:15
- Delphine van Hoorebeke (École des Relations Industrielles, University of Montréal), *Emotional contagion as lever of Social cohesion: A study based on participant observation* - 04:15 - 05:00

Conference - Wednesday May 17 - 05:15 - 06:00 pm, Kathleen Bentein (UQAM)

Session V - Thursday May 18 - 08:50 - 12:10 am - *Avancées de recherche sur la Conciliation travail - famille*

Chair: Sylvie St-Onge

Discussants: Eric Campoy, Karim Mignonac, Patrice Roussel & Jean-Pierre Neveu

- Caroline Closon, & Sabine Pohl (Université Libre de Bruxelles), *La perception du rôle des entreprises dans la dynamique de la gestion du conflit travail- famille* - 08:50 - 09:30
- Marc Dumas (Université de Rennes 1), *Construction d'une échelle de mesure de la relation travail-famille à partir des modèles de la rareté et de l'enrichissement*- 09 :30 - 10:10
- Maryline Bourdil (CREGO Université Montpellier II), *Tensions de rôle engendrées par les primes d'objectifs: des différences de perception* - 10:10 - 10:50
- Anne-Laure Gatignon-Turnau (LIRHE, Université des Sciences Sociales de Toulouse), *La perception négative des pratiques favorables au hors travail par les salariés ou l'ingérence perçue* - 10:50 - 11:30
- Nejla Haddaji, Narjes Sassi, et Assâad El Akremi (ISG Tunis, & LIRHE - UT1), *Analyse des effets de la flexibilité du travail sur le stress et les comportements productifs des salariés* - 11:30 - 12:10.

Session VI - Thursday May 18 - 02:00 - 05:20 pm - *Avancées de recherche sur l'implication et l'engagement dans les organisations*

Chair: Christian Vandenberghe

Discussants: Kathleen Bentein, Karim Mignonac, Jean-Pierre Neveu, & Eric Campoy

- Pascal Paillé, & Sabine Pohl (Université Le Mans et Université Libre de Bruxelles), *Les relations empiriques entre l'implication au travail et les comportements de citoyenneté organisationnelle* - 02:00 - 02:40
- Sana Guerfel-Henda, et Alain Fronteau (ESC Amiens et ISTEC), *La fidélisation des salariés : enjeu de performance des entreprises ?* - 02:40 - 03:20
- Ilia Taktak Kallel (ESC, Université de Tunis), *Formes, modalités et déterminants de l'engagement organisationnel et de l'implication dans un premier emploi. Cas des primo-travailleurs dans les centres d'appel en Tunisie* - 03:20 - 04:00
- Adriana Schiopoiu Burlea (Université de Craiova), *Une nouvelle dimension de*

l'engagement des salariés dans les entreprises roumaines – 04:00 – 04:40

- Anne Carbonnel (GREFIGE- CEREMO, Université de Metz), **Apprentissage organisationnel réflexif engagement dans le travail et performance commerciale** – 04:40 – 05:20.

Conference – Thursday May 18 - 05:30 - 06:15 pm, Robert Liden (University of Illinois at Chicago)

Session VII- Friday May 19 - 09:00 - 12:00 am - *Advances on Research on Compensation and Performance*

Chair: David Balkin

Discussants: Sylvie St-Onge & Patrice Roussel

- Marion Festing, Judith Eidems, & Bernadette Müller (ESCP-EAP European School of Management, Berlin), *Explaining variable pay in global organizations - Essentials and limits* – 09:00 – 09:45
- Mirta Díaz Fernández, & Ramón Valle Cabrera (Pablo de Olavide University), *HRM and compensation: A competency-based perspective* – 09:45 – 10:30
- Poornima Gupta (FIIB, New Delhi), **Perception of the appraisees on the effectiveness of the performance appraisal process** – 10:30 – 11:15

Information:

- concerning program and contributions: Assâad El Akremi – assaad.el-akremi@univ-tlse1.fr
- concerning your visit to the University of Toulouse: Michel Dalmas - michel.dalmas@univ-tlse1.fr
- concerning the organization of the workshop: Patrice Roussel - patrice.roussel@univ-tlse1.fr

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