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

### **Programme**

**University of Toulouse 1 Capitole - IAE - CRM & GRACCO CNRS**

**Toulouse, FRANCE - May 18 to 20, 2010**



### **Guests**

**David Balkin (University of Colorado)**

**Kathleen Bentein (UQAM)**

**Jacqueline Coyle-Shapiro (London School of Economics)**

**Marylène Gagné (University of Concordia)**

**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.

## **Tuesday May 18, 13h30-15h50 - SESSION I**

**CHAIRS: D. BALKIN & M. GAGNÉ**

### **13h30-14h30: Conference Marylène Gagné**

**"Test of the Motivational Leadership Training Program"**

• **14h30-15h10: Yoshio Yanadori** (Sauder School of Business, University of British Columbia) and **Sung-Choon Kang**, (College of Business Administration, Seoul National University):

**"Recipe for success? Variation in pay mix and its implications for Human Resources management."**

**Discussants: Marylène Gagné and David Balkin**

• **15h10-15h50: Michael Koch** (EMLYON Business School, France)

**"Reward prevalence and effectiveness in the life cycle of new ventures"**

**Discussants: David Balkin and Marylène Gagné**

• **16h10-16h50: Mathias Hoglund** (Hanken Svenska handelshögskolan, Hanken School of Economics, Finland)

**"Quid pro quo: talent management from an exchange perspective"**

**Discussants: David Balkin and Marylène Gagné**

**17h00 : Conference**

**19h00: Aperitif at the City Hall**

**20h00: Dinner**

## Wednesday May 19, 9h00-12h00-SESSION II

CHAIRS: CHAIRS: K. BENTEIN, M. GAGNÉ, R. LIDEN & C.VANDENBERGHE,

- **8h40: Breakfast**
  - **9h00-9h40: Zeynep Yalabik, Nick Kinnie and Juani Stewart** (University of bath, School of management, UK)  
“The relationship between employee characteristics and foci-commitment in professional services firm context”  
**Discussants:** Kathleen Bentein and Christian Vandenberghe
  - **9h40-10h20: Catherine Fabre-Palard** (Bordeaux II University, France)  
“The influence of socialization contents mastery on organizational commitment: when young workers internalize the rules”  
**Discussants:** R. Liden and K. Bentein
- 10h35- 11h15: Basak Ucanok and Serdar Karabati** (Istanbul Bilgi University, Department of Communication, Turkey)  
“Organizational commitment: the multiple effects of values and work centrality”  
**Discussants:** Kathleen Bentein and Marylène Gagné
- **11h15-11h55: Maryline Meyer** (ESSCA, Angers, France), **Marc Ohana** (ESC Troyes, France) **and Sophie Swaton** (Walras Pareto Center, Lausanne, Swiss)  
“Exploring the link between democratic management and organizational commitment in the social and solidarity-based economy: a social exchange”  
**Discussants:** C. Vandenberghe and K. Bentein

## Wednesday May 19 - 13h30-16h25- SESSION III

CHAIRS: K. BENTEIN, J. COYLE-SHAPIRO, L. SHORE & C.VANDENBERGHE,

- **13h30-14h10: Imran Hmeed, Olivier Roques, and Ghulam Ali Arain** (University of Aix-Marseille, IAE, France)  
“Determinants and outcomes of organizational identification: evidence from Pakistani context”  
**Discussants:** Lynn Shore and Christian Vandenberghe
- **14h10-14h50: Christeen George and Ruth Hannant** (School of Psychology, University of Hertfordshire, UK)  
“Assessing the psychological contract in a UK local government authority”  
**Discussants:** Jacqueline Coyle-Shapiro and Lynn Shore

- **15h05-15h45: Sen Xu** (Michael Smurfit Business School, Ireland)  
 “How could gift influence affect and cognition-based trust between Chinese employees? The effect of benevolence and *renqing*”  
**Discussants:** Kathleen Bentein and Jacqueline Coyle-Shapiro
- **15h45-16h25: Ghulam Ali Arain, Delphine Lacaze and Imran Hameed**  
 (University of Aix-Marseille, IAE, France)  
 “The mediating role of affective responses between psychological contract breach and job attitudes: the case of university teachers”  
**Discussants:** Jacqueline Coyle-Shapiro and Christian Vandenberghe

### **16h45-17h45 : Conference Robert Liden**

“Relative Leader-Member Exchange: An Examination of Actual and Perceived LMX. Differentiation on Employee Outcomes”

**19h45 : Dinner**

## **Thursday May 20– 9h00-12h00- SESSION IV**

**CHAIRS: J. COYLE-SHAPIRO R. LIDEN , L. SHORE & C. VANDENBERGHE**

- **8h40: Breakfast**
- **9h00-9h40: Xin Eva Yao** (University of Colorado, Boulder, USA), **Riki Takeuchi** (Hong Kong University of Science and Technology) **and Josh Wu** (Korn/Ferry international)  
 “The impact of supervisor emotional labor on subordinates political behavior and workplace outcomes”  
**Discussants:** Jacqueline Coyle-Shapiro and Robert Liden
- **9h40-10h20: Danut Casoinic** (University of Grenoble, France)  
 “Leadership in demographically-diverse organizations: the influence of age, LMX and transformational leadership on employee job satisfaction and affective commitment”  
**Discussants:** Lynn Shore and Robert Liden
- **10h35-11h15: David J. Henderson** (London School of Economics, UK), **Robert Liden, Sandy Wayne and Alexandra Panaccio** (University of Illinois at Chicago, USA)  
 “Leadership as an act of service: a longitudinal study exploring relationships among servant leadership behaviors and employees attitudes and behaviors in the employment relationships”  
**Discussants:** Christian Vandenberghe and Lynn Shore

- **11h15-11h55: Kyle Ingram** (London School of Economics, UK)  
“An attitudinal assessment of supervisor relationship quality”  
**Discussants:** Robert Liden and Lynn Shore

### Information

- Concerning the programme: **Caroline Manville** - [caroline.manville@univ-tlse1.fr](mailto:caroline.manville@univ-tlse1.fr)
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