



20TH WORKSHOP ON RESEARCH ADVANCES IN ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCES MANAGEMENT

PSL, Université Paris Dauphine, DRM
– Management & Organisation

28th and 29th May 2024

Guests

Gregor Bouville (IAE Lyon School of Management University Jean Moulin)
Neil Conway (Royal Holloway, University of London)
Eric Davoine (Fribourg University)
Robert Liden (University of Illinois Chicago)
Ikram Nasr (EM Lyon Business School)
David Schoorman (Purdue University)
Lynn Shore (Colorado State University)

Organization Committee

Fabien Blanchot (Université Paris Dauphine - PSL)
Eric Campoy (Université Paris Dauphine - PSL)
Sarah Saint-Michel (Université Paris Dauphine - PSL)

PROGRAMME

Tuesday, May 28th

9:00 - 9:20 : Breakfast (*Bar des étudiants - 2nd floor*)

9:20 - 9:30 : Opening address (*Fabien Blanchot, Eric Campoy and Sarah Saint-Michel*)

SESSION I : 9:30 - 11:00 (*Raymond Aron room*)

CHAIR: NEIL CONWAY

FOCUS: Deviance at work

9:30 - 10:15

Muhammad Salam (Kiel University)

Unveiling avoidance job crafting's flipside: inclusion effects for individuals with autism

Discussants: Lynn Shore and David Schoorman

10:15 - 11:00

Naemi Jacob (University of Lucerne)

From talent status to organizational deviance and trust: the mediating role of identification

Discussants: David Schoorman and Lynn Shore

11:00 - 11:30: Coffee-break (*Bar des étudiants - 2nd floor*)

SESSION II : 11:30 - 13:00 (Raymond Aron room)

CHAIR: IKRAM NASR

FOCUS: Well-being and sustainability

11:30 - 12:15

Hongxia Peng (Rouen Normandy University)

The spatial, temporal and cognitive reframing of wellbeing in the epoch of working ubiquitously: A dynamic approach

Discussants: Gregor Bouville and Neil Conway

12:15 - 13:00

Rafah Akoum (ILEPS)

Well being at work and turnover intention: the mediating role of job satisfaction

Discussants: Neil Conway and Gregor Bouville

13:00 - 14:00: Lunch (*Bar des étudiants - 2nd floor*)

13:00 - 14:00: Poster session (*Bar des étudiants - 2nd floor*)

Mariko Matsuzaki (KU Leuven)

Making the best use of computer mediated communication tools of educators' professional development through collaborative learning

Leonie Pethoe (Open Universiteit)

A multi-method exploration of sustainable HRM: Towards an integrative approach to sustainable HRM

SESSION III : 14:00 - 15:30 (Raymond Aron room)

CHAIR: ERIC DAVOINE

FOCUS: Skills

14:00 - 14:45

Jolien Muylaert, Adeliën Decramer and Mieke Audenaert (Ghent University)

The effect of red tape on employability competences of teachers

Discussants: Ikram Nasr and Neil Conway

14:45 - 15:30

Florian Lecaër and Olivier Roques (IAE Aix-Marseille)

Risky physical activity: mechanisms for acquiring resources and skills for the world of work - the case of scuba diving

Discussants: Neil Conway and Ikram Nasr

15:30 - 16:00: Coffee-break (*Bar des étudiants - 2nd floor*)

SESSION IV : 16:00 - 17:30 (Raymond Aron room)

CHAIR: LYNN SHORE

FOCUS: Team Management

16:00 - 16:45

Yanbo Song (INSEAD)

Job crafting in competitive contexts: influence of inter-team composition and team leadership orientation

Discussants: Robert Liden and David Schoorman

16:45 - 17:30

Vincent Goossens (Ghent University)

Unveiling the impact of team monitoring and backup on innovation and performance: the moderating role of conflict management.

Discussants: David Schoorman and Robert Liden

Wednesday, May 29th

9:00 - 9:30 : Breakfast (*Bar des étudiants - 2nd floor*)

SESSION V : 9:30 - 11:00 (*Raymond Aron room*)

CHAIR: DAVID SCHOORMAN

FOCUS: Hybrid and virtual work environment

9:30 - 10:15

Magdalena Weber (Seeburg Castle University)

And Action! The activation of a camera in virtual team meeting increases self-awareness and reduce work attitudes

Discussants: Neil Conway and Ikram Nasr

10:15 - 11:00

Brigitte Sitzberger (ESCP Business School)

Unraveling the “face time” factor: A sensemaking perspective to explore supervisors’ perceptions in hybrid work environment

Discussants: Eric Davoine and Gregor Bouville

11:00 - 11:30: Coffee-break (*Bar des étudiants - 2nd floor*)

SESSION VI : 11:30 - 13:00 (*Raymond Aron room*)

CHAIR: ROBERT LIDEN

FOCUS: Youth at work

11:30 - 12:15

Laura Hill Cabrera (Ghent University)

Team demographic diversity in early-stage high venture and firm survival

Discussants: Lynn Shore and Ikram Nasr

12:15 - 13:00

Anh Nguyen (Ghent University)

Sustainable from the start: the role of job search quality process, meaningful, work, decent work in young graduates perceived fit

Discussants: Ikram Nasr and Lynn Shore

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SESSION VII : 14:30 - 16:00 (*Raymond Aron room*)

CHAIR: LYNN SHORE

FOCUS: Inclusion, diversity and health at work

14:30 - 15:00

Thomas Van Waeyenberg and Leonie Pethö-Schramm (Open Universiteit)

Navigating the tightrope: Leader-member exchange's paradoxical role in the relationship between absence management and sickness presenteeism

Discussants: Robert Liden and David Schoorman

15:00 - 15:30

Matthieu Chauveau (Pau University)

Antecedents of stress and well-being for French civil servants

Discussants: Gregor Bouville and Neil Conway

15:30 - 16:00

Laura de Boom (University of Antwerp)

Walking the talk: a two-phase study on the effect of diversity messages with the moderating role of race

Discussants: Lynn Shore and Robert Liden

16:00 - 16:45: Coffee-break (*Bar des étudiants - 2nd floor*)

SESSION VIII : 16:45 - 18:15 (Raymond Aron room)

CHAIR: NEIL CONWAY

FOCUS: Role of managers

16:45 - 17:15

Ye Yuan (Bournemouth University Business School)

The consequences of technostress among bank employees in China : the moderating effects of supervisor support and locus of control

Discussants: Eric Davoine and David Schoorman

17:15 - 18:00

Krisna Bonilla (Toulouse School of Management)

Felt trust trickle-down effect: A grounded theory approach of exploring middle managers' felt trust in their triadic relationships

Discussants: David Schoorman and Eric Davoine

18:00 - 18:15: Closing remarks (*Fabien Blanchot, Eric Campoy and Sarah Saint-Michel*)

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