

Organizational Behavior

Program Chair: Robert Liden, University of Illinois, Chicago
Workshop Chair: Terence R. Mitchell, University of Washington

	Start	Regular Program	Shared Program
Friday	1:00 pm		79. Practitioner Series: Introduction to the Inquiry Process and Research Projects • S: Gball 3
	5:00 pm		81. Critical Mgmt. Doctoral Workshop • HW: Dusable
	6:00 pm		84. OB/OMT Junior Faculty Consorti • HW: Water Tower 85. Reception for the New Doctoral • S: Gball I 86. OB/ODC/OMT Doctoral Consortium • OS: Loyola U.
Saturday	7:30 am		87. Critical Management Studies: B • HW: Comiskey
	8:00 am		89. Practitioner Series: Developing and Critiquing Action Research Projects • HE: Columbus C/D 91. Critical Management Studies: P • HW: Columbian 92. Critical Management Studies: • HW: Buckingham 93. Critical Management Studies: P • HW: Comiskey 95. New Doctoral Student Consortiu • S: Gball I
	8:30 am	664. OB: Take the Plunge! Developin • OS: De Paul U.	100. IAOM: Managerial Effectiveness in Latin America • S: Alpine II 101. Service Learning Project: Restoring the Chicago Wilderness • OS: See Contact
	9:00 am		102. OB/ODC/OMT Doctoral Consortium • HE: Columbus E/F 106. OB/OMT Junior Faculty Consorti • HW: Water Tower
	10:30 am		110. IAOM: Competing in Latin America • S: Alpine II
	1:00 pm	665. OB Not-So-Junior Faculty Mid-C • HE: Columbus K/L	
	1:30 pm		118. IAOM: Challenges & Approaches to Quality • S: Alpine II
	3:00 pm		123. Management of the Tenure Proce • S: Alpine II
	4:00 pm		125. Critical Management Studies: P • HW: Comiskey
	6:00 pm		126. OB/OMT/BPS Junior Faculty Cons • HW: Water Tower 127. IAOM: Business Meeting & Dinner • S: Alpine II
	6:30 pm		128. Reception for Practitioner Ser • HE: Columbus C/D 130. Critical Management Studies: • HW: Comiskey
			131. Critical Management Studies: B • HW: Comiskey
Sunday	7:30 am		132. Launching an Academic-Practiti • HE: Columbus C/D
	8:00 am		
	9:00 am		139. OB & HR: Senior Faculty Consor • HE: Columbus K/L 142. Critical Management Studies: • HW: Columbian 144. OB/OMT Junior Faculty Consorti • HW: Water Tower 145. Critical Management Studies: P • HW: Comiskey 146. OB/ODC/OMT Doctoral Consortium • HW: Regency Ball A(S)
Monday	10:00 am	666. OB Incorporating New Research • HE: Columbus I/J	147. How To Make Academy of Managem • HW: Toronto
	8:30 am	667. P: Leader roles • HW: Regency Ball B(S)	179. Identity Markers • HW: Water Tower
	9:00 am	668. P: Organizational commitment • HW: New Orleans	271. JP: Big Five Pers. Dimensions • HE: GndBall C(N) 205. JS: Organization Culture Research • HE: GndBall B 206. JS: Errors in Organizations • HE: GndBall E 299. IP: Motivation/Self-Efficacy • HE: Wacker West (2)
	10:40 am	669. P: Job performance • HW: Atlanta 670. P: Leader-member exchange • HW: New Orleans	274. JP: Goal Orientation • HE: GndBall C(N) 214. JS: Time and Organizations • HE: GndBall F 181. Affective Trust • HW: Water Tower 215. JS: From Both Sides Now: Perspecti • HW: Comiskey 182. Stigmatized Groups • HW: Regency Ball D(N) 304. IP: Psychological Contracts • HE: Wacker West (2)
	12:20 pm	671. P: Goal setting • HW: Atlanta 672. P: Justice • HW: New Orleans 673. S: Positive and negative discreti • HW: Regency Ball B(S)	279. JP: Organizational Commitment • HE: Columbus E/F 217. JS: Organizational Entry Journey • HE: GndBall B
	2:30 pm	674. P: Group composition • HW: Atlanta 675. S: Management, Organization and H • HW: Regency Ball B(S)	280. JP: Virtual Teams • HE: GndBall C(N) 222. JS: Individual Differences In Perc • HE: GndBall B 314. IP: Jobs & Roles in Organizations • HE: Wacker West (2)
	4:10 pm	676. Mad Hour • HW: Regency Ball B(S)	283. JP: Team Effectiveness • HE: GndBall C(N) 284. JP: Escalation of Commitment • HE: GndBall D(N) 285. JP: Organizational Performance • HE: Columbus E/F 227. JS: Work Safety Improvement • HE: GndBall B 232. JS: Organizational Creativity • S: Gball 3 233. JS: OB-HR Theme: Ind./Collectivism • S: Gball I 319. IP: Making and Breaking Trust • HE: Wacker West (2)
	5:30 pm	677. M: Business Meeting • HW: Regency Ball B(S)	
	6:45 pm	678. Social Hour • HW: Regency Ball B(S)	
	8:30 am	679. S: "Everything I need to know abo • HW: Regency Ball B(S)	190. Cognition's Evolution (K) • HW: Water Tower 237. JS: Trust in Virtual Worlds • HW: Comiskey 191. Agreeing to Disagree • HW: Regency Ball D(N) 340. IP: Recent Developments in Theory • HE: Wacker West (2)
Tue-			

Wednesday	10:30 am	680.P: Group process ♦ HW: Atlanta 681.P: OCB ♦ HW: New Orleans	240.JS: Individualism-Collectivism ♦ HW: Columbian 241.JS: Relational Experiences at Work ♦ HW: Comiskey 242.JS: Leadership and Evaluations ♦ HW: Regency Ball B(S)
	2:00 pm	682.P: Justice and performance ♦ HW: Atlanta 683.P: Power and politics ♦ HW: New Orleans 684.S: Advances in team research: Inc ♦ HW: Regency Ball B(S)	290.JP: Balancing Work and Family ♦ HE: Columbus E/F 349.IP: Org. Learning & Change ♦ HE: Wacker West (1) 350.IP: Groups: Composition & Process ♦ HE: Wacker West (2)
	3:40 pm	685.P: Transformational leadership ♦ HW: Atlanta 686.P: Social exchange and networks ♦ HW: New Orleans 687.S: Organizational Learning From C ♦ HW: Regency Ball B(S)	249.JS: Contingent Work Consequences ♦ HE: GndBall F 355.IP: Organizational Learning ♦ HE: Wacker West (2)
	8:30 am	688.P: Global work attitudes ♦ HW: Regency Ball B(S)	252.JS: Self-Efficacy ♦ HE: Columbus E/F 253.JS: Pluralism and Work ♦ HE: GndBall B 197.Moral Center in Pluralism ♦ HW: Water Tower 360.IP: Personality/Dispositions ♦ HE: Wacker West (2)
	9:00 am		294.JP: Job Satisfaction ♦ HE: GndBall C(N) 295.JP: Organizational Citizenship ♦ HE: GndBall D(N)
	10:40 am	689.S: Cynicism and trust in workplac ♦ HW: Regency Ball B(S)	296.JP: Turnover and Retention ♦ HE: GndBall C(N) 262.JS: Work and Vacation ♦ HE: GndBall F 263.JS: Equity in Pay and Promotions ♦ HW: Comiskey 200.Participation in Diverse Grps. ♦ HW: Regency Ball D(N) 264.JS: Cutting Edge of Leadership: Th ♦ S: Gball 3 365.IP: Power & Politics ♦ HE: Wacker West (2)
	12:20 pm	690.S: Structuring Service Interactio ♦ HW: Atlanta 691.P: Stress ♦ HW: New Orleans	201.Work transition journeys (SC) ♦ HE: GndBall A 267.JS: Social Identification ♦ HE: GndBall E 269.JS: Anger in Organizations ♦ HW: Comiskey

Saturday 8:30 am

664. OB: Take the Plunge! Developing Skills Using Electronic Technology in the Teaching of Management

- ♦ 8:30-4:30 Off Site: De Paul U.

Pre-register with Joe Garcia at 360-650-3916 or
Joseph_Garcia@wwu.edu

Coordinator: Joseph E. Garcia, Western Washington U.

Presenters: Randall B. Dunham, U. of Wisconsin; Joseph E. Garcia, Western Washington U.; Robert D. Marx, U. of Massachusetts, Amherst; Guido H. Slangen, Rensselaer Polytechnic Institute at Hartford; Randall G. Sleeth, Virginia Commonwealth U.; Joan L. Wiener, Drexel U.

Saturday 1:00 pm

665. OB Not-So-Junior Faculty Mid-Career Forum

- ♦ 1:00-5:30 Hyatt East: Columbus K/L

Preregistration required

Coordinator: Blake E. Ashforth, Arizona State U., Main
Panel: Arthur P. Brief, Tulane U.; Barbara A. Gutek, U. of Arizona; Douglas T. Hall, Boston U.; Angelo J. Kinicki, Arizona State U.; Christine Oliver, York U.; Mary Ann Von Glinow, Florida International U.

Sunday 10:00 am

666. OB Incorporating New Research into OB Teaching

- ♦ 10:00-12:00 Hyatt East: Columbus I/J

Organizers: Jennifer M. George, Texas A&M U., College Station; Ricky W. Griffin, Texas A&M U.

Panel: Arthur P. Brief, Tulane U.; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Jennifer M. George, Texas A&M U., College Station; Ricky W. Griffin, Texas A&M U.; Anne M. O'Leary-Kelly, U. of Arkansas, Fayetteville; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Sandra L. Robinson, U. of British Columbia; James P. Walsh, U. of Michigan

Monday 8:30 am

667. Paper: Multiple Roles of Leaders in Managing Work Groups

- ♦ 8:30-10:20 Hyatt West: Regency Ball B(S)

Chair: Susan G. Cohen, U. of Southern California

The Leader's Role in Organizations: The Moderating Effects of Leader Behavior on Perceived Sexual Harassment, William D. Murry, State U. of New York, Binghamton; Nagaraj Sivasubramaniam, State U. of New York, Binghamton; Paul Jacques, State U. of New York, Binghamton
Published in Conference Proceedings

Leadership, Work Environment, and the Stress-Buffering Effects of Job Engagement, Thomas Watson Britt, Walter Reed Army Institute of Research; Paul D. Bliese, Walter Reed Army Institute of Research

The Consequences of Leader Weighting of Team Member Input: Managing a Leadership Dilemma, Jean M. Phillips, Rutgers U.

Team Leadership as Event Management: Theory Development and Empirical Tests, Frederick P. Morgeson, Texas A&M U.

Leadership, Commitment and Trust in Workgroups: Group-Based or Individual Differences?, Deanne N. Den Hartog, Free U., Amsterdam

A Social Network Analysis of Social Representations of Leadership, Juan-Carlos Pastor, U. of Western Ontario
Discussant: Steven John Armstrong, U. of Lincolnshire & Humberside, Lincoln, UK.

Monday 9:00 am

668. Paper: Antecedents and Outcomes of Organizational Commitment

- ♦ 9:00-10:20 Hyatt West: New Orleans

Chair: Dwight Frink, U. of Mississippi

Linking Commitment to Work Behaviors: Commitment to a Strategy, Daniel Adam Weissbein, Michigan State U.; Kevin Edward Plamondon, Michigan State U.; J. Kevin Ford, Michigan State U.; Christine Renee Scheu, Michigan State U.

Dispositional Affectivity and Explanatory Style as Predictors of Work Attitudes, Behavior, and Performance, William L.

Gardner, U. of Mississippi; Elizabeth J. Rozell, Southwest Missouri State U.; James H. Barnes, U. of Mississippi
The Impact of Race on an Employee's Level of Organizational Commitment: An Examination of the Moderating Effect of Perceived Job Alternatives., Craig A. Martin, U. of Memphis; Robert R. Taylor, U. of Memphis
Exploring the Employee-Customer Link: How Work Group Emotional Fronts Impact Customers, Steven Douglas Pugh, San Diego State U.

Negative Push, Positive Pull: Differentiated Work Commitment in a Turbulent Career Environment, Brian J. McAulay, Sherman College of Straight Chiropractic; Gerald Zeitz, Temple U.

Discussant: Rabi S. Bhagat, U. of Memphis

Monday 10:40 am

669. Paper: **Issues Surrounding Job Performance**

- ♦ 10:40-12:00 Hyatt West: Atlanta

Chair: Robert Eisenberger, U. of Delaware

Efficacy-Performance Patterns in Response to Unambiguous Performance Feedback, Giuseppe Audia, London Business School

When Are High Performers More or Less Likely to Turnover? A Mediated Test of the Performance-Turnover Relationship, David G. Allen, U. of Memphis; Rodger W. Griffith, Georgia State U.; Laurence Fink, U. of Toledo

The Effects of Humor on Individual and Group Task Performance, Allan Filipowicz, Harvard Business School
A Feedback Seeking, Social Cognitive, and Goal Setting Model of Work Quality and Quantity, Robert W. Renn, U. of Memphis; Donald B. Fedor, Georgia Institute of Technology; W. Kevin Barksdale, U. of Memphis
 Published in Conference Proceedings

Effects of Multiple Sources of Motivation on Task Performance, Judith A. Scully, U. of Florida; Amy L. Brownlee, U. of Florida; Mary D. Brtek, U. of Florida; Henry L. Tosi, U. of Florida

Discussant: John Cotton, Marquette U.

670. Paper: **Investigations on Good and Bad Leader-Subordinate Relationships**

- ♦ 10:40-12:00 Hyatt West: New Orleans

Chair: Robert P. Vecchio, U. of Notre Dame

Employee Retaliation: The Neglected Consequence of Poor Leader-Member Relations, Joellyn Townsend, Assessment Solutions, Inc.; James S. Phillips, U. of Houston; Teri J. Elkins, U. of Houston

Testing the Cultural Boundaries of a Model of Trust: Subordinate-Manager Relationships in Norway and the United States, Ellen M. Whitener, U. of Virginia; Martha L. Maznevski, U. of Virginia; Snorre R. Saebo, Human Factors AS/Oslo Norway; Bjorn Z. Ekelund, Human Factors AS/Oslo Norway

Birds of a Feather...? How Supervisor-Subordinate Dissimilarity Moderates the Influence of Supervisor Behaviors on Workplace Attitudes., Walter J. Ferrier, U. of Kentucky; Michelle K. Duffy, U. of Kentucky

Balanced and Unbalanced Leadership Relationships: A Three-Sample Investigation into the Outcomes Associated With Four Different Types of Leader-Member Exchanges, Claudia C. Coglisier, Oregon State U.; Chester A.

Schriesheim, U. of Miami; Terri A. Scandura, U. of Miami; Linda L. Neider, U. of Miami
Leader-Member Exchange and its Dimensions: Effects of Self and Other Effort on Relationship Quality, John M. Maslyn, Vanderbilt U.; Mary Uhl-Bien, U. of Central Florida

Discussant: Anson Seers, Virginia Commonwealth U.

Monday 12:20 pm

671. Paper: **Goal Setting, Goal Commitment, and Performance**

- ♦ 12:20-2:10 Hyatt West: Atlanta

Chair: James Terborg, U. of Oregon

Conscious Goal Setting Versus Subconscious Motives: Longitudinal and Concurrent Effects on the Performance of Entrepreneurial Firms, Kay B. Tracy, K. Tracy Associates; Edwin A. Locke, U. of Maryland; Monika M. Renard, West Virginia U.

The Relative Effect of Learning, Outcome, and Proximal Goals on a Complex Task, Gerard H. Seijts, U. of Manitoba; Gary P. Latham, U. of Toronto

The Assessment of Goal Commitment: A Measurement Model Meta-Analysis, Howard J. Klein, Ohio State U.; Michael J. Wesson, Michigan State U.; John R. Hollenbeck, Michigan State U.; Richard P. DeShon, Michigan State U.

Another Paper on Goals, Self-Efficacy and Performance, But a Very Different Set of Findings, Jeffrey B. Vancouver, Ohio U.; Amy A. Williams, New York U.; Charles M. Thompson, Ohio U., Athens

Mood and the Goal Setting-Performance Relationship, Mark A. Davis, U. of North Texas; Susan L. Kirby, Texas Tech U.; Bryan D. Little, U. of Kentucky; Donna E. Fletcher, Texas Tech U.

Discussant: Mary D. Zalesny, Battelle, Inc.

672. Paper: **Justice: Domestic and International Perspectives**

- ♦ 12:20-2:10 Hyatt West: New Orleans

Chair: Craig Pinder, U. of Victoria

Perceptions of the Beneficiaries of Nepotism Policies, Brian Welle, New York U.

Features of the Value Function for Voice and Their Consistency Across Subjects From Four Countries: Great Britain, Mexico, The Netherlands, and The United States, Kenneth H. Price, U. of Texas, Arlington; Thomas W. Hall, U. of Texas, Arlington; James E. Hunton, U. of South Florida; Kees Van den Bos, Leiden University; Stephen Lovett, San Diego State U.; Mark J. Tippet, U. of Exeter

Procedural Justice Perceptions and Self-Efficacy in an Employment Testing Context: A Replication with Extensions, Don C. Mosley, Mississippi State U.; Carl P. Maertz, Mississippi State U.; Talya N. Bauer, Portland State U.; Richard Posthuma, Purdue U., West Lafayette; Michael A. Campion, Purdue U., West Lafayette

Are the Scales of Justice Tipped in Favor of Procedural or Distributive Justice? An Investigation of the US, India, and Germany, Rajnandini Pillai, California State U., San Marcos; Eric S. Williams, U. of Missouri, Columbia
Is the System Fair?: Linking Social Identity, Organizational Justice and Psychological Contract Theories, Rhonda Pfaltzgraff-Carlson, Harmony Management Consulting

Discussant: Aaron Cohen, U. of Haifa

673. Symposium: **Positive and negative discretionary behavior: Exploring the relationship between organizational citizenship behavior and deviant workplace behavior**

- ♦ 12:20-2:10 Hyatt West: Regency Ball B(S)

Chair: Christina L. Stamper, U. of North Carolina, Wilmington

Benevolence and Betrayal: Positive and Negative Discretionary Behaviors in Interpersonal Relationships, Randall P. Settoon, Southeastern Louisiana University; Kevin W. Mossholder, Louisiana State U.

A Multi-Dimensional Scaling Study of Positive and Negative Discretionary Behaviors at Work, Rebecca Bennett, U. of Toledo; Christina L. Stamper, U. of North Carolina, Wilmington

Sportspersonship at Work: The Effects of Social and Formal Competition on Discretionary Behaviors, Joseph P. Daly, Appalachian State U.; Steven M. Sommer, U. of Nebraska

Towards an Understanding of the Relationship Between Verbal Aggression in the Workplace and Organizational Citizenship Behavior, Mary B. Marrs, Idaho State U.; Daniel B. Turban, U. of Missouri, Columbia

Integrating Organizational Retalitory and Citizenship Behaviors Into Models of Job Performance: Two Sides of the Same Coin?, Jennifer D. Kaufman, Tulane U.; Paul E. Tesluk, Tulane U.

Discussant: Thomas Tripp, Washington State U.

Monday 2:30 pm

674. Paper: **Perspectives on Group Composition**

- ♦ 2:30-3:50 Hyatt West: Atlanta

Chair: Dennis P. Bozeman, U. of Houston

Taking Teams to Task: A Normative Model for Designing or Recalibrating Work Teams, Marifran Mattson, Purdue U., West Lafayette; Troy V. Mumford, Purdue U., West Lafayette; G. Scott Sintay, Purdue U., West Lafayette
Published in Conference Proceedings

The More We Are Alike, the More Confident We Become: The Mediating Effect of Group-Efficacy on the Relationship Between Team Heterogeneity and Team Performance and Reputation, Kristi M. Lewis, Oregon State U.; Cristina B. Gibson, Center for Effective Organizations, USC

When Self-Managed Work Teams Work: How Self-Management and Demographic Diversity Influence Team Effectiveness, Peter W. Hom, Arizona State U.; Charles C. Manz, U. of Massachusetts, Amherst; John P. Millikin, Motorola

The Impact of Relational Demography on Teamwork: When Differences Make a Difference, Charles A. O'Reilly III, Stanford U.; Katherine Y. Williams, Stanford U.; Sigal G. Barsade, Yale U.

Winner of OB Division Best Paper Award
Published in Conference Proceedings

A Longitudinal Investigation of Group Characteristics and Work Group Performance: A Cross-Cultural Comparison, Dong I. Jung, San Diego State U.; Ki Bok Baik, Kookmin U.; John J. Sosik, Pennsylvania State U., Great Valley
Published in Conference Proceedings

Discussant: David Vollrath, Indiana U., South Bend

675. Symposium: **Management, Organization and Human Nature**

- ♦ 2:30-3:50 Hyatt West: Regency Ball B(S)

Chairs: Livia Markoczy, Cranfield U.; Jeffrey Goldberg, Cranfield U.

Discussants: Martin G. Evans, U. of Toronto; Barbara Pierce, U. of Western Ontario; Deborah A. Waldron, U. of Auckland; Roderick White, U. of Western Ontario

Monday 4:10 pm

676. **Mad Hour**

- ♦ 4:10-5:30 Hyatt West: Regency Ball B(S)

Monday 5:30 pm

677. Meeting: **Business Meeting**

- ♦ 5:30-6:45 Hyatt West: Regency Ball B(S)

Monday 6:45 pm

678. **Social Hour**

- ♦ 6:45-8:00 Hyatt West: Regency Ball B(S)

Tuesday 8:30 am

679. Symposium: **"Everything I need to know about teams and organizations I learned at the ball park": An examination of sports as a model and metaphor**

- ♦ 8:30-10:10 Hyatt West: Regency Ball B(S)

Chair: Nancy R. Katz, Harvard U.

Three-Game Management: Picturing Organizational Complexity, Robert W. Keidel, U. of Pennsylvania
"Playing by the Rules", Joshua D. Margolis, U. of Michigan
"From Harlem Globetrotter to Business Team Coach:

Bringing Lessons I Learned on the Basketball Court into the Executive Suite", Maureen O'Brien, OB Management Consultants

"Sports Teams as Model and Laboratory", Nancy R. Katz, Harvard U.

Discussant: Michael B. McCaskey, Chicago Bears Football Team

Tuesday 10:30 am

680. Paper: **Group Structure, Process, and Performance**

- ♦ 10:30-11:50 Hyatt West: Atlanta

Chair: Arthur G. Jago, U. of Missouri, Columbia

Social Influences in the Group Information Sharing Process: An Investigation of the Effects of Social Perceptions on Group Behavior and Performance, Peter H. Kim, U. of Southern California

Work Group Design and Autonomy: A Field Study of the Interaction Between Task Interdependence and Group Autonomy, Claus W. Langfred, Washington U.

Measuring Internal Customer Satisfaction: A Comparison of Team Perceptions and Those of Their Internal Customers, G. Ronald Gilbert, Florida International U.

The Link Between Emotions and Team Effectiveness: How Teams Engage Members and Build Effective Task Processes, Vanessa Urch Druskat, Case Western Reserve U.; Steven B. Wolff, Marist College

Published in Conference Proceedings

Comparing the Effects of Trust and Reward Structures on Group Problem Solving, Kurt T. Dirks, Simon Fraser U.; Donald L. Ferrin, U. of Minnesota

Discussant: Dennis Nagao, Georgia Institute of Technology

681. Paper: **Organizational Citizenship Behaviors: A Focus on Antecedents**

- 10:30-11:50 Hyatt West: New Orleans

Chair: Robert H. Moorman, West Virginia U.

A Common Conceptual Space for Employee Extra-Role Behaviors, Badrinarayan Shankar Pawar, City U. of Hong Kong; Kenneth K. Eastman, Oklahoma State U.

Attributions of the "Causes" of Performance as an Alternative Explanation of the Organizational Citizenship Behavior / Organizational Performance Relationship, Daniel Gregory Bachrach, Indiana U., Bloomington; Elliot Bendoly, Indiana U., Bloomington; Philip M. Podsakoff, Indiana U., Bloomington

Understanding Prosocial Constructs in Organizational Behavior Theory and Research: Toward a Role Theory Conceptualization, Morgeson Phillip Morgeson, Texas A&M U., College Station

Three Components of Commitment: Their Effects on In-role and Extra-role Performance in the People's Republic of China, Zhen Xiong Chen, Hong Kong Baptist U.; Anne Marie Francesco, Hong Kong Baptist U./ Pace U.

Organization- and Interpersonal-Focused Organizational Citizenship Behavior: Evidence for Differential Prediction, Christina L. Stamper, U. of North Carolina, Wilmington; Jennifer D. Kaufman, Tulane U.; Paul E. Tesluk, Tulane U.

Discussant: Denise Daniels, Seattle Pacific U.

Tuesday 2:00 pm

682. Paper: **Relations Between Justice, Performance, and Performance Appraisal**

- 2:00-3:20 Hyatt West: Atlanta

Chair: Lynda St. Clair, Bryant College

The Role of Fairness and Privacy in Electronic Performance Monitoring and Control Systems: Some Preliminary Findings, Bradley J. Alge, Ohio State U., Columbus

Cutting Off Your Nose to Spite Your Face? Why Graduates Damage the Reputational Rankings of Their Alma Maters, Daniel M. Cable, U. of North Carolina, Chapel Hill;

Charles K. Parsons, Georgia Institute of Technology

A Construct Validation of a Measure of Organizational Justice, Jason A. Colquitt, U. of Florida

Managing Recipient Responses to Performance Evaluation: The Influence of Multiple Justice Mechanisms, Robert Leonard Holbrook, U. of Central Arkansas

Cruising for Justice: Determinants of Distributive and Interactional Justice in Extended Service Encounters, Donald E. Conlon, Michigan State U.; Linn Van Dyne, Michigan State U.; Morgan Milner, Michigan State U.

Discussant: Ralph Katerberg, U. of Cincinnati

683. Paper: **Power and Politics in Organizational Settings**

- 2:00-3:20 Hyatt West: New Orleans

Chair: Michael M. Crant, U. of Notre Dame

Addressing Politics in Matrix Teams, Lawrence Alan Witt, U. of New Orleans

Influencing Others' Impressions: The Use of Impression Management Tactics in Combination, Mark C. Bolino, U. of South Carolina; William H. Turnley, Kansas State U.

Individual and Organizational Consequences of CEO Claimed Handicapping: What's Good for the Goose May Not Be Good for the Gander, Phyllis Anne Siegel, Rutgers U.

Antecedents and Outcomes of Subordinate Perceptions of Power in Supervisor-Subordinate Relationships: An Integrated Model, Steven M. Farmer, Clarkson U.; Herman Aguinis, U. of Colorado, Denver
Published in Conference Proceedings

Relationships Between Interpersonal Power and Followers' Satisfaction: A Leadership Perspective, Paul Matthew Percy, King College

Winner of OB Division Best Dissertation-Based Paper Award

Discussant: James W. Bishop, U. of Tampa

684. Symposium: **Advances in Team Research: Incorporating Levels of Analysis for Stronger Theory, Measurement, and Analysis**

- 2:00-3:20 Hyatt West: Regency Ball B(S)

Chairs: Sandi Lynne Dinger, State U. of New York, Binghamton; Francis J. Yammarino, State U. of New York, Binghamton

Groups, Teams and Student Samples, Sarah Koover-Misra, U. of Colorado, Denver; Gary Colbert, U. of Colorado, Denver; Kenneth L. Bettenhausen, U. of Colorado, Denver

Organizational Linkages Analysis in Group Research, Paul S. Goodman, Carnegie Mellon U.

Teams in Context: A Longitudinal, Multi-method Field Investigation of Team Effectiveness in Intercollegiate Men's Ice Hockey, Francis J. Yammarino, State U. of New York, Binghamton; Sandi Lynne Dinger, State U. of New York, Binghamton

Discussant: Lawrence Brawley, U. of Waterloo

Tuesday 3:40 pm

685. Paper: **Current Issues in the Study of Transformational Leadership**

- 3:40-5:00 Hyatt West: Atlanta

Chair: Jeffrey A. Miles, U. of the Pacific

Face Dances: A Theoretical Consideration of Aspects of Leader Self-System, Impression Management Tactics and Charisma, John J. Sosik, Pennsylvania State U., Great Valley

Managing Multiple Demands: Leadership Profiles of Managers Who Meet and Who Do Not Meet the Expectations of All Members of Their Organizational Role-Set, Robert Hooijberg, Rutgers U.; Jaepil Choi, Rutgers U.

The Effectiveness of Transactional and Transformational Leader Behaviors in Chinese Organizations: Evidence from Taiwan, Xiao-Ping Chen, Indiana U., Bloomington; Jiing-Lih Farh, Hong Kong U. of Science and Technology

The Distinction between Charisma and Vision, Naresh Khatri, Nanyang Technological U., Singapore; Tracy Lee Hway, Nanyang Technological U., Singapore

Moral Reasoning and Transformational Leadership, Nick Turner, U. of Sheffield; Julian Barling, Queen's U.

Discussant: Ronald Deluga, Bryant College

686. Paper: Current Approaches to the Study of Social Exchange and Networks

- 3:40-5:00 Hyatt West: New Orleans

Chair: Carolyn Birmingham, U. of Oklahoma

Boundary Management in Social Support Relationships: The Case of Peer Support in Work Organizations, Samuel B. Bacharach, Cornell U.; Peter Bamberger, Technion, Israel Institute of Technology; Valerie M. McKinney, Cornell U.
Individual and Structural Origins of Friendship and Social Position Among Professionals, Paul M. Olk, U. of California, Irvine; Deborah E. Gibbons, Georgia State U.
 Published in Conference Proceedings

The Workplace Social Exchange Network: An Integrative Model, Michael S. Cole, Auburn U.; William S. Schaninger, Jr., Auburn U.

Exchange Processes of Interpersonal Helping in the Social Structure of Work Groups, Kai Lamertz, Concordia U., Montreal

Winner of OB Division Best Dissertation-Based Paper Award
 Published in Conference Proceedings

The Concurrent Impact of Internal and External Network Ties on Group Performance, Priti Pradhan Shah, U. of Minnesota; Russel W. Rogers, U. of Minnesota; Norman Chervany, U. of Minnesota; Kurt T. Dirks, Simon Fraser U.

Discussant: Lisa J. Gebhardt, Arizona State U.

687. Symposium: Organizational Learning From Crisis: Towards an Appreciation and Use of Crisis' Positive Properties

- 3:40-5:00 Hyatt West: Regency Ball B(S)

Chairs: Christophe Roux-Dufort, Ecole des Hautes Etudes Commerciales; Maria L. Nathan, U. of Texas, San Antonio
Exploring the Barriers to Learning from Crisis, Denis Smith, Sheffield University Management School; Dominic Elliott, De Montfort U.

Crisis Management and Negative Emotional Residue, Christine M. Pearson, U. of North Carolina, Chapel Hill
Crisis and the Art of Learning Vicariously, Maria L. Nathan, U. of Texas, San Antonio; Sarah Kovoov-Misra, U. of Colorado, Denver

Post-Crisis Learning to Preventive Learning: Some Empirical Evidence for a Preventive Crisis Learning Management Tool, Christophe Roux-Dufort, Ecole des Hautes Etudes Commerciales; Jean-Marie Jacques, U. of Notre Dame; Laurent Gatot, U. of Notre Dame

Discussant: Paul Shrivastava, Bucknell U.

Wednesday 8:30 am**688. Paper: Views of Oneself and the Organization**

- 8:30-10:20 Hyatt West: Regency Ball B(S)

Chair: Kenneth Brown, U. of Iowa

Objective and Subjective Work Characteristics and Well-Being: Contemporaneous, Panel, and Replicative Tests, Jason D. Shaw, Drexel U.; Nina Gupta, U. of Arkansas, Fayetteville

Engaging the Human Spirit at Work: Exploring the Psychological Conditions of Meaningfulness, Safety, and Availability, Douglas R. May, U. of Nebraska; Richard L. Gilson, U. of Nebraska; Lynn Harter, U. of Nebraska

Be Specific! The Role of Context in Core Evaluations of the World and the Self, Gilad Chen, George Mason U.; Thomas G. Goddard, American Accreditation HealthCare Commission/URAC; Wendy J. Casper, Personnel Decision Research Institutes and George Mason U

Organizational Cynicism: An Examination Using Social Exchange Theory and Contemporary Workplace Outcomes, Pamela Brandes, Southern Connecticut State University; Ravi Dharwadkar, Syracuse U.; James W. Dean, U. of North Carolina, Chapel Hill

Sanctioning Systems, Decision Frames, and Cooperation, Ann E. Tenbrunsel, U. of Notre Dame; David Messick, Northwestern U.

Published in Conference Proceedings

Discussant: Keith James, Colorado State U.

Wednesday 10:40 am**689. Symposium: Cynicism and trust in workplace relationships**

- 10:40-12:00 Hyatt West: Regency Ball B(S)

Chair: Anne M. O'Leary-Kelly, U. of Arkansas, Fayetteville
Cynicism at Work: the Social Dynamics of Extreme Distrust in Organizations, Daniel J. McAllister, McDonough School of Business, Georgetown U.

The Effects of Cynicism on the Development and Destruction of Interpersonal Trust, Ellen M. Whitener, U. of Virginia
The Development of Workplace Cynicism and Trust: Is it Who You Know or Who You Are?, Jonathan L. Johnson, U. of Arkansas; Anne M. O'Leary-Kelly, U. of Arkansas, Fayetteville

Discussants: Susan E. Brodt, Duke U.; James W. Dean, U. of North Carolina, Chapel Hill

Wednesday 12:20 pm**690. Symposium: Structuring Service Interactions for Effective Service Delivery: New Research Findings**

- 12:20-2:10 Hyatt West: Atlanta

Chair: Larry W. Hunter, U. of Pennsylvania
Customer Reactions to Service Relationships and Encounters, Bennett Cherry, U. of Arizona; Barbara A. Gutek, U. of Arizona; Anita D. Bhappu, U. of Arizona
Customer/Provider versus Provider/Provider Relationships: Impact on Trust, Service Quality and Intent to Recommend, Jody Hoffer Gittell, Harvard U.
The Effects of Gender Bias on Phone-Based Service Encounters, Dan Moshavi, San Jose State U.

Effects of Explanations and Waiting Duration Information on Perceptions of Service Delivery Delays, Stephen W. Gilliland, U. of Arizona; Markus Groth, U. of Arizona
Discussant: Barbara A. Gutek, U. of Arizona

691. Paper: Frazzled, Fried, and Fit-To-Be-Tied: Stress in the Workplace

- 12:20-2:10 Hyatt West: New Orleans

Chair: Gary J. Blau, Temple U.

Coping Across Four Stages of an Organizational Merger, Angelo J. Kinicki, Arizona State U.; Mel Fugate, Arizona State U., Main; Christine L. Scheck, Northern Illinois U.
A Conservation of Resources Model of the Dynamics of Emotional Labor, Céleste M. Brotheridge, U. of Manitoba

Experimental analysis of a Cognitive Model of the Stress

Response, Jerry C. Wofford, U. of Texas, Arlington; Vicki L. Goodwin, U. of North Texas

Pulled Apart: Role Stress in Informal Intraorganizational

Networks, Markus Vodosek, U. of Michigan

An Empirical Examination of a Stress-Based Framework of

Survivor Responses to Downsizing, Gretchen M. Spreitzer, U. of Southern California; Aneil K. Mishra, Wake Forest U.

Discussant: James Campbell Quick, U. of Texas, Arlington