

Organizational Behaviour / Comportement organisationnel (OB)

Visit ASAC.ca for the full conference schedule.

****All session times are in *EASTERN* time zone****

FRIDAY JUNE 12

VIRTUAL WELCOME 2:30 pm EDT

Tune in for an opening welcome and remarks to kick off ASAC 2020 Virtual. Visit ASAC.ca for details.

SATURDAY JUNE 13

OB 1 Divisional Speaker (SR, ENT, STR, OT, OB) 11:00 am – 12:30 pm EDT

The complicated relation between organizations and social inequality – a research agenda for management research

Dr. Johanna Mair (Hartie School of Governance)

OB 2 Identity and self 3:30 pm – 5:00 pm EDT

Chair/Président: *Louis-Etienne Dubois (Ryerson University)*

Am I still a video game developer if I no longer "ship" games? : the impact of servitization on occupational communities

Author(s)/Auteur(s): Louis-Etienne Dubois (Ryerson University), Johanna Weststar (Western University)

From GenY to GenZ: New generation, different expectations

Author(s)/Auteur(s): Mostafa Ayoobzadeh (Carleton University), Linda Schweitzer (Carleton University), Sean Lyons (University of Guelph), Eddy Ng (Becknell University)

Future work self and employee creativity: The mediating role of informal field-based learning

Author(s)/Auteur(s): Qichao Zhang and Zhenzhong Ma (University of Windsor)

SUNDAY JUNE 14

OB 3 Joint Symposium (SR, ENT, STR, OB) 11:00 am – 12:30 pm EDT
Scaling Social Impact in Response to Grand Challenges

Chair/Président: Daina Mazutis (University of Ottawa)

Moderator/Modérateur: Andrew J. Hoffman (University of Michigan)

Panelists/Panélistes:

Johanna Mair (Hartie School of Governance)

Christian Seelos (Stanford Center on Philanthropy and Civil Society)

Kevin McKague (Cape Breton University)

Natalie Slawinski (Memorial University)

Fireside chat with Dr. Henry Mintzberg

12:30 pm – 2:00 pm EDT

Join esteemed author and educator, Dr. Henry Mintzberg for an interactive and dynamic keynote session. Dr. Mintzberg will begin with an informal “fireside chat” with ASAC 2020 VP Program, Dr. Mehdi Farashahi, followed by a Q&A with attendees. Visit ASAC.ca for details.

OB 4 Various faces of leadership 2:00 pm – 3:30 pm EDT

Chair/Président: *Mikaila Ortynsky (University of Saskatchewan)*

Empowering leadership and workplace self-esteem: Promoting the causes of organization-based self-esteem through overall organizational fairness

Author(s)/Auteur(s): Ivy Kyei-Poku (Laurentian University)

Servant leadership, health and emotional exhaustion among firefighters: The mediating role of safety climate

Author(s)/Auteur(s): Anthony Perrier (Université Toulouse Capitole 1 - TSM Research), Assâad El Akremi (Université Toulouse Capitole 1 - TSM Research), Mathieu Molines (ESCE)

BEST STUDENT PAPER/MEILLEURE COMMUNICATION ÉTUDIANTE

Sleepiness, mindfulness, and bias against hiring women into leadership positions

Author(s)/Auteur(s): Mikaila Ortynsky, Erica Carleton and Megan Walsh (University of Saskatchewan)

When victim becomes vicious: Combined effects of pseudo transformational leadership and epistemic motivation on contempt and deviant behaviors

Author(s)/Auteur(s): Fauzia Syed, Javaria Nawaz, Saima Naseer and Syed Zulfiqar Ali Shah (International Islamic University Islamabad)

OB 5 Socialization, exclusion and incivility 3:30 pm – 5:00 pm EDT

Chair/Président: *Mercy C. Oyet (University of New Brunswick)*

Workplace ostracism and organizational deviance: The roles of psychological flexibility and procrastination

Author(s)/Auteur(s): Sadia Jahanzeb and Julie Pitcher Giles (Memorial University)

Co-worker ostracism and employee outcomes: A self-consistency motivation analysis

Author(s)/Auteur(s): Sadia Jahanzeb and William Newell (Memorial University)

Apology, forgiveness, and ending the incivility spiral: Examining boundary conditions

Author(s)/Auteur(s): Mercy C. Oyet and Hadi Eslami (University of New Brunswick)

BEST PAPER/MEILLEURE COMMUNICATION

A longitudinal investigation of the relationships between abusive supervision and perceived insider status among newcomers

Author(s)/Auteur(s): Caroline Manville (University of Toulouse Capitole, Université du Québec à Montréal), Kathleen Bentein (Université du Québec à Montréal)

OB 6 Divisional Meeting 5:00 pm – 6:30 pm EDT

MONDAY JUNE 15

OB 7 Commitment, engagement and balance 12:30 pm – 2:00 pm EDT

Chair/Président: *Akanksha Bedi (Western Washington University)*

But I deserve it! A meta-analytic review of employee psychological entitlement

Author(s)/Auteur(s): Akanksha Bedi (Western Washington University)

Intra-organizational network resources and work engagement: Moderators and the role of CSE

Author(s)/Auteur(s): Aneka Sufi and Arif Nazir Butt (Lahore University of Management Sciences)

Work-nonwork boundaries from a daily perspective: A dynamic theory of boundary permeability

Author(s)/Auteur(s): Tracy Hecht (Concordia University), Alex Lefter (Concordia University), Heather Cluley (Villanova University), Onn-anong Ngamwattana (Concordia University)

A social information processing model of work-life balance perceptions and outcomes

Author(s)/Auteur(s): Anju Philip and Sean Lyons (University of Guelph)

OB 8 Psychological health and communication**2:00 pm – 3:30 pm EDT****Chair/Président:** *Bui K. Petersen (Memorial University)*

Psychologically Healthy Workplace: Two parsimonious models for easier implementation
Author(s)/Auteur(s): Daniela Petrovski (York University)

Communicated empathy: A review
Author(s)/Auteur(s): Mariam Magdy Hussein and Sharon O'Sullivan (University of Ottawa)

Individual agency and mindfulness in routine negotiations: A practice theory approach
Author(s)/Auteur(s): Bui K. Petersen (Memorial University)

OB 9-1 Work in progress concurrent seminar 1: student session 3:30 pm – 5:00 pm EDT**Chair/Président:** *James O'Brien (Saint Mary's University)*

Work in progress: Machiavellian individuals and the pursuit of power at work: The buffering role of cooperative cultures
Author(s)/Auteur(s): Nora Elena Daher Moreno and Kara Arnold (Memorial University)

Work in progress: Mega-events and individual identity: How mega-events affect individual identity at work
Author(s)/Auteur(s): Mohammadreza Khoei (Concordia University)

Work in progress: Renforcer la capacité de résilience d'une organisation par les ressources humaines: une approche multi-niveaux
Author(s)/Auteur(s): Laura Natiran (University of West Brittany)

Work in progress: Types of referring among physicians: A qualitative study
Author(s)/Auteur(s): Sumeet Duggal (McGill University)

Work in progress: Workers' environmental identity and its role in pro-environmental behaviours at work
Author(s)/Auteur(s): Charlotte Blanchard and Maxime Paquet (Université de Montréal)

OB 9-2 Work in progress concurrent seminar 2 3:30 pm – 5:00 pm EDT**Chair/Président:** *Louis Bélisle (Université du Québec en Abitibi-Témiscamingue)*

Work in progress: How does age diversity benefit team outcomes: A moderated mediation model
Author(s)/Auteur(s): Xinhui Wu (China University of Political Science and Law), Yang Yang (Rowan University), Alison Konrad (Western University)

Work in progress: Job crafting and social supports: Mechanisms for managing work and nonwork stress and improving managerial justice rule adherence
Author(s)/Auteur(s): Stefan Karajovic and Huda Masood (York University), Mohammad Ahshanullah (York University)

Work in progress: Leader mental health and illness: Comparing base-rates and workplace disclosure
Author(s)/Auteur(s): Amanda Jane Hancock (Memorial University)

Work in progress: Leader transparency and its spillover effect in promoting knowledge sharing within an organization
Author(s)/Auteur(s): Judah Adeniyi and Kara Arnold (Memorial University)

Work in progress: The role of transformational leadership in preventing chronic pain disability at work
Author(s)/Auteur(s): Duygu Biricik Gulseren (University of Calgary), Firat K. Sayin (Saint Mary's University), Nick Turner (University of Calgary), Kevin Kelloway (Saint Mary's University)

Work in progress: What can we learn from metaphor? A general model of leadership
Author(s)/Auteur(s): John Shoup (California Baptist University), Xinhui Wu (China University of Political Science and Law)

OB 9-3 Work in progress concurrent seminar 3 3:30 pm – 5:00 pm EDT**Chair/Président:** *Nathalie Lafranchise (Université du Québec à Montréal)*

Work in progress: An exploratory study of employees' perceptions of Millennials as managers: Using implicit personality theory
Author(s)/Auteur(s): Jennifer Pierce Mader and Theresa Chika-James (MacEwan University)

Work in progress: De la posture d'animateur à celle d'accompagnateur : leurs effets dans des groupes de codéveloppement professionnel
Author(s)/Auteur(s): Nathalie Lafranchise (Université du Québec à Montréal), Maxime Paquet (Université de Montréal)

Work in progress: In good company?: Impression management by association and recruitment recommendations

Author(s)/Auteur(s): Jennifer A. Harrison (EM Normandie), Michael Halinski (Ryerson University), Esraa Al-Shatti (NEOMA Business School)

Work in progress: Le groupe de codéveloppement professionnel et la mesure de ses retombées : une nouvelle facette de l'apprentissage par l'action

Author(s)/Auteur(s): Maxime Paquet (Université de Montréal), Louis Bélisle (Université du Québec en Abitibi-Témiscamingue), Nathalie Lafranchise (Université du Québec à Montréal), Nathalie Sabourin (Sabourin Consult)

Work in progress: Meaning in and at work: Distinctions, outcomes and implications

Author(s)/Auteur(s): Anirban Kar (Simon Fraser University), A. R. Elangovan (University of Victoria)

Work in progress: Trust and loyalty of customers who witness customer-aggression incidents: Examining the impact of management actions

Author(s)/Auteur(s): Camilla M. Holmvall and Ramesh Venkat (Saint Mary's University)