

## 2005 Conference on Commitment

### *Commitment in Organizations: Accumulated Wisdom and New Directions*

October 28-30, 2005  
The Blackwell Inn  
Fisher College of Business  
The Ohio State University  
Columbus, Ohio (USA)

## Conference Program



Department of Management  
and Human Resources

### Conference Organizers

Thomas E. Becker, University of Delaware  
Howard J. Klein, The Ohio State University (Chair)  
John P. Meyer, University of Western Ontario

**Featured presentations are listed in red**

### Saturday, October 29

7:15 am - 8:00 am Registration, Continental Breakfast

8:00 am - 8:10 am Opening Remarks

8:10 am - 9:20 am The Nature of Commitment

**Problems of Commitment: Three Dilemmas Regarding the Nature of Employee Attachment**

Thomas E. Becker, University of Delaware, [beckert@lerner.udel.edu](mailto:beckert@lerner.udel.edu)

**On the Nature of Continuance Commitment: Advances in the Study and Conceptualization of Organizational Commitment**

Christian Vandenberghe, École des Hautes Études Commerciales, [christian.vandenberghe@hec.ca](mailto:christian.vandenberghe@hec.ca)  
Kathleen Bentein, University of Quebec at Montreal, [bentein.kathleen@uqam.ca](mailto:bentein.kathleen@uqam.ca)

**A General Theory of Commitment**

Robert J. Vance, Vance & Renz, LLC, [bob@vancerenz.com](mailto:bob@vancerenz.com)

9:30 am - 10:40 am Methodological and Cultural Considerations

**The Diary of a "Mad" Methodologist: What Evils Lurk in the Shadows of Commitment Research?**

Robert J. Vandenberg, The University of Georgia, [rvandenb@uga.edu](mailto:rvandenb@uga.edu)

**Conceptualizing Alternative Models of Organizational Commitment**

Stephen Jaros, Southern University, [sjaros@stevejaros.com](mailto:sjaros@stevejaros.com)

**Cross-Cultural Organizational Commitment Research: Progress, Pitfalls and Propositions**

S. Arzu Wasti, Sabanci University, [awasti@sabanciuniv.edu](mailto:awasti@sabanciuniv.edu)  
Çetin Önder, Sabanci University, [cetinonder@su.sabanciuniv.edu](mailto:cetinonder@su.sabanciuniv.edu)

**10:50 am - 12:00 pm Commitment to Change**

**Commitment in the Changing Workplace: Toward the Resolution of a Paradox**

John P. Meyer, The University of Western Ontario, [meyer@uwo.ca](mailto:meyer@uwo.ca)

**Commitment to Change: How Employee Reasons for Change Affect Social Networks, Commitment, and Implementation Behaviors**

Lisa M. Jones, University of North Carolina-Chapel Hill, [lisa\\_jones@unc.edu](mailto:lisa_jones@unc.edu)

**Commitment to Change in China**

Mitchell J. Neubert, Baylor University, [Mitchell\\_Neubert@baylor.edu](mailto:Mitchell_Neubert@baylor.edu)

Cindy Wu, Baylor University, [cindy\\_wu@baylor.edu](mailto:cindy_wu@baylor.edu)

**12:00 am - 1:00 pm Lunch**

**1:10 pm - 2:20 pm Identification and Commitment**

**Servant of two Masters - Congruency and Incongruency in Multiple Organizational Identities**

Rolf Van Dick, Aston University, [r.vandick@aston.ac.uk](mailto:r.vandick@aston.ac.uk)

Daan Van Knippenberg, Erasmus University Rotterdam, [dvanknippenberg@fbk.eur.nl](mailto:dvanknippenberg@fbk.eur.nl)

Rudolf Kerschreiter, Ludwig-Maximilians University, [kerschreiter@psy.uni-muenchen.de](mailto:kerschreiter@psy.uni-muenchen.de)

Guido Hertel, University of Wuerzburg, [hertel@psychologie.uni-wuerzburg.de](mailto:hertel@psychologie.uni-wuerzburg.de)

**Mergers: The Interplay between Commitment, Identity, and Trust**

Shandana Abedin, Manchester Business School, [sabedin@dom01.mbs.ac.uk](mailto:sabedin@dom01.mbs.ac.uk)

**Attachment Orientation, Organizational Commitment, and Organizational Identification**

Mindy E. Bergman, Texas A&M University, [meb@psyc.tamu.edu](mailto:meb@psyc.tamu.edu)

Kristen M. Watrous, Texas A&M University, [kristen-watrous@tamu.edu](mailto:kristen-watrous@tamu.edu)

**2:30 pm - 3:40 pm Career and Occupational Commitment**

**Measuring Occupational Commitment and Its Relationship to Occupational Citizenship Behavior**

Gary Blau, Temple University, [gblau@temple.edu](mailto:gblau@temple.edu)

**Does Prior Commitment Shape Perceptions of Career Success During Downsizing?**

Francine K. Schlosser, University of Windsor, [fschloss@uwindsor.ca](mailto:fschloss@uwindsor.ca)

Marjorie Armstrong-Stassen, University of Windsor, [mas@uwindsor.ca](mailto:mas@uwindsor.ca)

**Parenthood and Commitment to the Legal Profession: Are Mothers Less Committed than Fathers?**

Jean E. Wallace, University of Calgary, [jwallace@ucalgary.ca](mailto:jwallace@ucalgary.ca)

**3:50 pm - 5:00 pm Promises and Commitment**

**The Triangle of Justice: Balancing the Interests of Worker, Employer and Coworker for High Commitment Employment Relationships**

Denise M. Rousseau, Carnegie Mellon University, [rousseau@andrew.cmu.edu](mailto:rousseau@andrew.cmu.edu)

**Understanding the Employee-Organization Relationship: A Study Examining the Relationship Between Organizational Commitment, Psychological Contracts and Captivation & Identification**

Marieke van Dijk, Corporate Leadership Council, [msvandijk@mac.com](mailto:msvandijk@mac.com)

**The Effects of Promise Making and Promise Fulfillment on Affective Commitment**

Brian C. Glibkowski, University of Illinois at Chicago, [bglibk1@uic.edu](mailto:bglibk1@uic.edu)

Sandy J. Wayne, University of Illinois at Chicago, [sjwayne@uic.edu](mailto:sjwayne@uic.edu)

Bob Liden, University of Illinois at Chicago, [bobliden@uic.edu](mailto:bobliden@uic.edu)

**5:30 pm - 6:30 pm Reception**

## Sunday, October 30

7:15 am - 8:00 am Continental Breakfast

### 8:00 am - 9:10 am Organizational Influences on Commitment

#### **Affective Organizational Commitment: The Contribution of Perceived Organizational Support**

Robert Eisenberger, University of Delaware, [eisenber@udel.edu](mailto:eisenber@udel.edu)

Linda Shanock, University at Albany, State University of New York, [shanock@albany.edu](mailto:shanock@albany.edu)

#### **Formation of Organizational Commitment in a New Venture: A longitudinal analysis**

Sumita Raghuram, Pennsylvania State University, [sur19@psu.edu](mailto:sur19@psu.edu)

#### **High Involvement HR Systems and Customer Satisfaction: The Mediating Link of Organizational Commitment**

Lisa M. Moynihan, London Business School, [Imoynihan@london.edu](mailto:Imoynihan@london.edu)

Timothy M. Gardner, Brigham Young University, [tmg13@byu.edu](mailto:tmg13@byu.edu)

Patrick M. Wright, Cornell University, [pmw6@cornell.edu](mailto:pmw6@cornell.edu)

### 9:20 am - 10:30 am Multiple Commitments

#### **Managing Commitment in Co-employment Contexts**

Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science, [J.A.Coyle-Shapiro@lse.ac.uk](mailto:J.A.Coyle-Shapiro@lse.ac.uk)

Paula C. Morrow, Iowa State University, [pmorrow@iastate.edu](mailto:pmorrow@iastate.edu)

#### **Commitment to the Union: A Longitudinal Investigation of Construct Stability**

Daniel G. Gallagher, James Madison University, [galllagdg@jmu.edu](mailto:galllagdg@jmu.edu)

Magnus Sverke, Stockholm University, [mse@psychology.su.se](mailto:mse@psychology.su.se)

Clive Fullagar, Kansas State University, [fullagar@ksu.edu](mailto:fullagar@ksu.edu)

Paul Clark, Penn State University, [pfc2@psu.edu](mailto:pfc2@psu.edu)

Anthony Carroll, Queen's University, [tcarroll@business.queensu.ca](mailto:tcarroll@business.queensu.ca)

Johnny Hellgren, Stockholm University, [jhn@psychology.su.se](mailto:jhn@psychology.su.se)

#### **Boundary-spanning Behaviors of R&D Engineers – An Interactive Approach of Social Networks and Organizational Commitment**

Yin-Mei Huang, National Chengchi University, [phdmei@yahoo.com.tw](mailto:phdmei@yahoo.com.tw)

Shu-Chi Lin, National Chengchi University, [shuchi@nccu.edu.tw](mailto:shuchi@nccu.edu.tw)

Yeh-Yun Lin, National Chengchi University, [yehyunln@nccu.edu.tw](mailto:yehyunln@nccu.edu.tw)

### 10:40 am - 11:50 am Commitment to Other Foci

#### **Commitment in Group Decision Making**

Verlin B. Hinsz, North Dakota State University, [Verlin.Hinsz@NDSU.edu](mailto:Verlin.Hinsz@NDSU.edu)

#### **Commitment to Emotional Display Rules: Development and Test of a Theoretical Model**

James M. Diefendorff, University of Colorado at Denver, [james.diefendorff@cudenver.edu](mailto:james.diefendorff@cudenver.edu)

Meredith H. Croyle, Louisiana State University, [meredithcroyle@hotmail.com](mailto:meredithcroyle@hotmail.com)

#### **The Meaning of Commitment: Similarities across Constructs and Barriers to Integration**

Howard J. Klein, The Ohio State University, [klein\\_12@cob.osu.edu](mailto:klein_12@cob.osu.edu)

Chad T. Brinsfield, The Ohio State University, [brinsfield.1@osu.edu](mailto:brinsfield.1@osu.edu)

Janice C. Molloy, The Ohio State University, [molloy.4@osu.edu](mailto:molloy.4@osu.edu)

### 11:50 am - 12:00 pm Closing Remarks