

2010 Conference on Commitment
Advances and Debates Surrounding Workplace Commitments

November 5-7, 2010
The Blackwell Inn
Fisher College of Business
The Ohio State University
Columbus, Ohio (USA)

**Conference
Program**



Department of Management
and Human Resources

Unless noted otherwise, sessions are in 202 Pfahl Hall

Friday, November 5

- 3:00 - 6:00 pm** **Conference Registration** (Blackwell Lobby)
- 3:30 - 6:00 pm** **Walking tour of The Ohio State University Campus** (will depart from the Blackwell lobby). The tour will feature the newly opened Student Union and newly renovated Main Library
- 6:30 - 8:30 pm** **Optional Group Dinner at O'Shaughnessy's Public House** (401 N. Front St, Columbus OH 43215). Transportation provided to and from The Blackwell; Participants pay for their own meal.

Saturday, November 6

- 7:15 am - 8:00 am** **Registration, Continental Breakfast** (Foyer outside 202 Pfahl Hall)
- 8:00 am - 8:10 am** **Opening Remarks**
- 8:10 am - 9:20 am** **Commitment and Performance**

Affective Commitment and Job Performance: A Multifoci, Multilevel Approach

Christian Vandenberghe, HEC Montréal, christian.vandenberghe@hec.ca
Alexandra Panaccio, University of Illinois at Chicago, alex.ioelle@gmail.com
Guylaine Landry, University of Sherbrooke, Guylaine.Landry@usherbrooke.ca
Assâad El Akremi, University of Toulouse 1, assaad.el-akremi@univ-tlse1.fr

Continuance commitment, industrial relations climate and job performance: a longitudinal analysis

Roderick D. Iverson, Simon Fraser U., riverson@sfu.ca
Stephen J. Deery, Kings College, U. of London, stephen.deery@kcl.ac.uk
Donna M. Buttigieg, Monash U., donna.buttigieg@buseco.monash.edu.au

Multiple Foci of Commitment, Moderated Mediation, and Context: An Integrated Examination of the Commitment-Performance Relationship

James W. Bishop, New Mexico State U., jbishop@nmsu.edu
K. Dow Scott, Loyola U., dscott@luc.edu
Bonnie F. Daily, New Mexico State U., bdaily@nmsu.edu

9:30 am - 10:20 am OCBs and Managing Commitment

Managing Organizational Commitment

Paula C. Morrow, Iowa State U., pmorrow@iastate.edu

What Role Does Organizational Commitment Play in the Assessment of a Job Candidate's Potential Value to the Firm?

Philip M. Podsakoff, Indiana U., podsakof@indiana.edu

10:30 am - 11:40 pm Commitment Bases and Measurement

Commonly Studied bases of commitment

Gordon Brooks, Macquarie U., gbrooks@efs.mq.edu.au

Temporal development and consistency of attitudinal commitment: The validation of a new measure

Omar N. Solinger, VU U. Amsterdam, osolinger@feweb.vu.nl

Jeroen Odink, Maastricht U., j.odink@student.maastrichtuniversity.nl

Woody van Olfen, Erasmus U. Rotterdam, wolffen@rsm.nl

Robert A. Roe, Maastricht U., r.roe@maastrichtuniversity.nl

Validation of a unidimensional, target-free, self-report measure of commitment

Howard J. Klein, The Ohio State U., klein_12@fisher.osu.edu

Janice C. Molloy, Michigan State U., molloyj@msu.edu

Joseph T. Cooper, U. of Wyoming, jcoope17@uwyo.edu

Jacqueline A. Swanson, The Ohio State U., swanson_217@fisher.osu.edu

11:45 am - 12:30 pm Lunch (Foyer outside 202 Pfahl Hall)

12:40 pm - 1:50 pm Panel Discussion: Construct Distinctions and Redundancy among Commitment, Engagement, Embeddedness, Satisfaction, and Others.

Panelists:

Jennifer Z. Gillespie, Bowling Green State U., jcarr@bgsu.edu

Jonathon R. B. Halbesleben, U. of Alabama, jhalbesleben@cba.ua.edu

Thomas Lee, U. of Washington, orcas@uw.edu

Christopher C. Rosen, U. of Arkansas, CRosen@walton.uark.edu

Facilitator:

Thomas E. Becker, U. of Delaware, beckert@lerner.udel.edu

2:00 pm - 3:10 pm Culture and Commitment

The "new" normative commitment: A cross-cultural examination

Mindy Bergman, Texas A&M U., mbergman@psych.tamu.edu

Justin K. Benzer, Center for Organization, Leadership, & Mgmt. Research, justin.benzer@va.gov

Alok Bhupatkar, American Institutes for Research, abhupatkar@air.org

Adam Kabins, Texas A&M U., ahk325@gmail.com

Daria Panina, Texas A&M U., dpanina@cgsb.tamu.edu

Employee Commitment: Measurement Equivalence Tests Across Two Points of Time in Different Cultural Contexts

Dana Mesner Andolšek, U. of Ljubljana, dana.mesner-andolsek@fdv.uni-lj.si

Janez Štebe, U. of Ljubljana, janez.stebe@fdv.uni-lj.si

Psychological Empowerment, Organizational Politics and Organizational Commitment: Empirical Evidence from Pakistan

Naheed Atta, U. of the Punjab, nhd_atta@yahoo.com

Dan Farrell, Western Michigan U., dan.farrell@wmich.edu

3:20 pm - 4:30 pm Under-researched Targets of Commitment

Commitment to an Organization-sponsored Cause: Construct Definition and Model Extension

John B. Bingham, Brigham Young U., johnbingham@byu.edu

Natalie J. Allen, U. of Western Ontario, nallen@uwo.ca

The Determinants of Affective User Commitment to Mandatory Information System Change

Matthias Schneider, U. of Cape Town, Matthias.Schneider@uct.ac.za

Jeffrey Bagraim, U. of Cape Town, jeffrey.bagraim@uct.ac.za

A Model and Preliminary Evidence for the Effects of Commitment to Prior Organizations on Current Commitment

Sascha Ruhle, U. of Wuppertal, ruhle@wiwi.uni-wuppertal.de

Heiko Breitsohl, U. of Wuppertal, breitsohl@wiwi.uni-wuppertal.de

4:40pm – 5:00 pm Facilitated Discussion of First Day's Content

Facilitator:

John P. Meyer, U. of Western Ontario, meyer@uwo.ca

5:30 pm - 6:30 pm Reception (Foyer outside 202 Pfahl Hall)

6:30 pm Dinner (in small informal groups, restaurant suggestions provided, participants pay for their own meals)

Sunday, November 7

7:15 am - 8:00 am Full Breakfast (Foyer outside 202 Pfahl Hall)

8:00 am - 9:10 am Panel Discussion: Employee–Organizational linkages and Commitment

Panelists:

Julian Barling, Queen's U. jbarling@business.queensu.ca

Robert Eisenberger, U. of Houston, reisenberger2@uh.edu

Lynn M. Shore, San Diego State U., lshore@mail.sdsu.edu

Facilitator:

Lyman W. Porter, U. of California, Irvine, lwporter@uci.edu

9:20 am - 10:30 am Commitment in Alternative Work Arrangements

Part-time Versus Full-time Employee Differences in Outside of Work Attachments and Subsequent Work Involvement and Commitment

Jenell L. S. Wittmer, U. of Toledo, Jenell.Wittmer@UToledo.Edu

James E. Martin, Wayne State U., James.Martin@wayne.edu

Commitment and Temporary Work

Dick de Gilder, VU U. Amsterdam, tc.de.gilder@vu.nl

Profiles of Commitment in Alternative Work Arrangements

Joseph T. Cooper, U. of Wyoming, jcoope17@uwyo.edu

Laura J. Stanley, East Carolina U., stanleyl@ecu.edu

Howard J. Klein, The Ohio State U., klein_12@fisher.osu.edu

Aino Salimäki, Hanken School of Economics, aino.salimaki@hanken.fi

**10:40 am - 11:30 am Within-Person and Person-Centered Studies of Commitment
Within-Person Variation in Employee Commitment.**

Thomas E. Becker, U. of Delaware, beckert@lerner.udel.edu

A Person-centered Approach to the Study of Commitment.

John P. Meyer, U. of Western Ontario, meyer@uwo.ca

11:40 am - 12:00 pm Facilitated Discussion and Closing Remarks

Facilitator:

Howard J. Klein, The Ohio State U., klein_12@fisher.osu.edu

Program Committee

Howard J. Klein (Chair), The Ohio State U.

Thomas E. Becker, U. of Delaware

Aaron Cohen, U. of Haifa

John P. Meyer, U. of Western Ontario

Lyman W. Porter, U. of California, Irvine

Christian Vandenberghe, HEC Montréal

James Bishop, New Mexico State U.

Roderick D. Iverson, Simon Fraser U.

Paula C. Morrow, Iowa State U.

Robert J. Vandenberg, U. of Georgia

S. Arzu Wasti, Sabanci U.

Best Contributions

A special issue of *Human Resource Management Review* will be developed from the best presentations and ideas from the conference. Appearing on the conference program does not ensure an authorship opportunity nor is it a prerequisite. Potential articles will be solicited by the program committee following the conference.