

2014 Conference on Commitment

Commitment in Organizational Contexts

November 14-16, 2014
The Blackwell Inn
Fisher College of Business
The Ohio State University
Columbus, Ohio (USA)

Conference Program

 THE OHIO STATE UNIVERSITY
FISHER COLLEGE OF BUSINESS
Department of Management
and Human Resources

Unless noted otherwise, sessions are in 202 Pfahl Hall

Friday, November 14

- 3:00 - 6:00 pm **Conference Registration** (Blackwell Lobby)
- 3:30 - 6:00 pm **Optional Tour of the Billy Ireland Cartoon Museum** and the **Wexner Art Gallery** (we will depart from the Blackwell lobby at 3:30). Both of these renowned collections are located at Ohio State and are walking distance from the Blackwell.
- 6:30 - 9:30 pm **Optional Group Dinner at Barcelona Restaurant and Bar** (263 east Whittier Street, Columbus, OH 43206). Transportation will be provided to and from the restaurant. We will depart from the Blackwell lobby at 6:30.

Saturday, November 15

- 7:00 - 7:45 am **Registration, Breakfast** (Foyer outside 202 Pfahl Hall)
- 7:45 - 7:55 am **Opening Remarks**
- 7:55 - 9:05 am **Shocks, Breaches, and Commitment**

**Unfurling the Role of Organizational Commitment in the Unfolding Model of Turnover:
Commitment as a Moderator of the Effects of Shocks**

Russell E. Johnson, Michigan State University (johnsonr@bus.msu.edu)
Christopher C. Rosen, University of Arkansas (crosen@walton.uark.edu)
Kyle W. Groff, University of South Florida (kyleg531@hotmail.com)

**Ideological Contract Breach and Organizational Commitment: The Moderating Role of Promotion
Aspiration**

Sung Soo Kim, University of Denver (sungsoo.kim@du.edu)
Patricia F. Hewlin, McGill University (patricia.hewlin@mcgill.ca)
Christian Vandenberghe, HEC Montréal (christian.vandenberghe@hec.ca)

Downsizing and Organisational Commitment

Susel Arzuaga, University of Manchester (Susel.arzuagapalomino@mbs.ac.uk)

9:15 - 10:50 am Leader and Social Influences

Leadership and Professional Commitment in Professionally-Diverse Teams

Rebecca Mitchell, University of Newcastle (Rebecca.mitchell@newcastle.edu.au)
Brendan Boyle, University of Newcastle (Brendan.Boyle@newcastle.edu.au)
Pauline Joyce, Royal College of Surgeons (pjoyce@rcsi.ie)

Affective Commitment and Job Performance: Examining the Interplay between Social Comparison and Self-Construals

Christian Vandenberghe, HEC Montréal (christian.vandenberghe@hec.ca)

Two Routes to Affective Outcomes: Instrumental Network vs. Friendship Network Effect on Commitment

Heeman Park, Ohio State University (park.1378@osu.edu)
James Oldroyd, Ohio State University (oldroyd.1@osu.edu)
John Bingham, Brigham Young University (johnbingham@byu.edu)
Michael Hendron, Brigham Young University (hendron@byu.edu)

Perceived Organizational Support and Organizational Commitment: The Moderating Role of Perceived Organizational Competence

Kyoung Yong Kim, University of Houston (ykim@bauer.uh.edu)
Robert Eisenberger, University of Houston (reisenberger2@uh.edu)
Kibok Baik, Kookmin University (baik@kookmin.ac.kr)
Danny Presson, University of Houston (wpresson@uh.edu)

11:00 am - 12:00 pm Panel Discussion: Commitment Across Cultures: Research Challenges, Opportunities, and Strategies

Panelists:

Aaron Cohen, Haifa University (acohen@poli.haifa.ac.il)
Peter Hom, Arizona State University (peter.hom@asu.edu)
[Mark Peterson](#), Florida Atlantic University (mpeterso@fau.edu)
S. Arzu Wasti, Sabanci University (awasti@sabanciuniv.edu)

Facilitator:

John P. Meyer, University of Western Ontario (meyer@uwo.ca)

12:00 - 12:50 pm Lunch (Foyer outside 202 Pfahl Hall)

1:00 - 2:10 pm Acculturation and Socialization

The Influence of Acculturation Orientations on Organizational Commitment of Migrant Workers

Jennifer Chavanovanich, Brunel University (Jennifer.chavanovanich@brunel.ac.uk)
Robin Goodwin, Brunel University (robin.goodwin@brunel.ac.uk)

Newcomers' Affective Organizational Commitment: A Latent Growth Modelling Approach to Understanding Changes over the First 3 Years

Leticia G. Maia, Federal University of Bahia (lgomesmaia@gmail.com)
Antônio Virgílio Bittencourt Bastos, Federal University of Bahia (virgilio@ufba.br)

Interplay among Commitments to Multiple Targets during Organizational Entry: A Latent Growth Modeling Approach

Kathleen Bentein, University of Quebec at Montreal (bentein.kathleen@uqam.ca)
Jamal Ben Mansour, University of Quebec at Trois-Rivières (jamal.ben.mansour@uqtr.ca)

2:20 - 3:30 pm The Experience and Measurement of Commitment

Revisiting the Way Employees Experience Commitment

Howard J. Klein, Ohio State University (klein.12@fisher.osu.edu)
Joseph T. Cooper, University of Wyoming (jcoope17@uwyo.edu)
Chad T. Brinsfield, University of St. Thomas (brin9288@stthomas.edu)

Construct Redundancy Reexamined

Howard J. Klein, Ohio State University (klein.12@fisher.osu.edu)
Huy Le, University of Texas at San Antonio (huyanhle@gmail.com)

Challenges in Adapting the KUT Measure to the German Language and Evidence of its Construct Validity

Jan Vitera, University of Greifswald (Jan.Vitera@uni-greifswald.de)
Manfred Bornewasser, University of Greifswald (bornewas@uni-greifswald.de)

3:40 - 5:15 pm Temporality of Commitment

Bouncing back from psychological contract breach: How commitment recovers over time

Omar N. Solinger, VU University Amsterdam, o.n.solinger@vu.nl
P. Matthijs Bal, University of Bath (p.m.bal@bath.ac.uk)
Joeri Hofmans, Vrije Universiteit Brussel (Joeri.Hofmans@vub.ac.be)
Paul G. W. Jansen, VU University Amsterdam (p.g.w.jansen@vu.nl)

Affective Commitment and Income: Exploring the Changes of Affective Commitment in a Longitudinal Context

Xiaohan Gao, University of Mannheim (xiaohan.gao@bwl.uni-mannheim.de)
Torsten Bieman, University of Mannheim (biemann@bwl.uni-mannheim.de)

The Stability of Organizational Commitment Profiles across Samples and Over Time: Latent Profile and Transition Analysis

Xiaohong Xu, Texas A&M University (violetred@tamu.edu)
Stephanie C. Payne, Texas A&M University (scp@tamu.edu)

Residual Affective Commitment to Organizations: Empirical Evidence for its Effect on Current Commitment and Other Consequences

Heiko Breitsohl, University of Wuppertal (breitsohl@wiwi.uni-wuppertal.de)
Sascha A. Ruhle, Heinrich-Heine-University Düsseldorf (Sascha.Ruhle@uni-duesseldorf.de)

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

6:30 pm Dinner (in small informal groups, restaurant suggestions provided)

Sunday, November 16

7:00 - 7:45 am Breakfast (Foyer outside 202 Pfahl Hall)

7:45 - 8:55 am Symposium: New Developments in the Person-Centered Study of Commitment

Dual Commitment to Organization and Supervisor: A Person-centered Approach

John P. Meyer, University of Western Ontario (meyer@uwo.ca)
Alexandre J.S. Morin, Australian Catholic University (Alexandre.Morin@acu.edu.au)
Christian Vandenberghe, HEC Montréal (christian.vandenberghe@hec.ca)

Profiles of Dual Commitment to the Occupation and Organization: Relations to Wellbeing and Turnover Intentions

Alexandre J.S. Morin, Australian Catholic University (Alexandre.Morin@acu.edu.au)
Dennis M. McInerney, Hong Kong Institute of Education (dennismm@ied.edu.hk)
John P. Meyer, University of Western Ontario (meyer@uwo.ca)
Herbert W. Marsh, Australian Catholic University (Herb.Marsh@acu.edu.au)
Fraide A. Ganotice, Jr., Hong Kong Institute of Education (alfredganotc@gmail.com)

Organizational Commitment Profiles: A Cross-National Comparison

Jordane Cruiser, University of Caen (creusier.jordan@hotmail.fr)
Alexandre J.S. Morin, Australian Catholic University (Alexandre.Morin@acu.edu.au)
John P. Meyer, University of Western Ontario (meyer@uwo.ca)
Franck Biétry, University of Caen, France (franck.bietry@unicaen.fr)

Facilitators:

Alexandre J.S. Morin, Australian Catholic University (Alexandre.Morin@acu.edu.au)
John P. Meyer, University of Western Ontario (meyer@uwo.ca)

9:05 - 10:40 am Multiple Commitment Targets

Profiles of Liminality in Professional Service Firms

Nicholas Kinnie, University of Bath (n.j.kinnie@bath.ac.uk)
Juani Swart, University of Bath (j.a.swart@bath.ac.uk)
Yvonne van Rossenberg, University of Bath (ygtvr20@bath.ac.uk)

Multiple commitments and workplace resilience: The beginnings of a research agenda

Thomas E. Becker, University of South Florida (teb1@sar.usf.edu)

The Effects of Regional Commitment and Work Commitment on Intent to Leave

Qingxiong Weng, University of Queensland (q.weng@business.uq.edu.au)
Song Wu, University of Science and Technology of China (1070584720@qq.com)
James C. McElroy, Iowa State University (jmcclroy@iastate.edu)

The Interplay among Commitments to Multiple Targets in Inter-Organizational Innovation Projects

Yvonne van Rossenberg, University of Bath (ygtvr20@bath.ac.uk)
Kathleen Bentein, University of Quebec at Montreal (bentein.kathleen@uqam.ca)
Juani Swart, University of Bath (j.a.swart@bath.ac.uk)
Nicholas Kinnie, University of Bath (n.j.kinnie@bath.ac.uk)
Frances Jørgensen, Aarhus University (frac@asb.dk)

10:50 - 11:50 am Panel Discussion: Finding Answers to Unresolved Questions

Panelists:

Mindy Bergman, Texas A&M University (mindybergman@tamu.edu)
Robert Eisenberger, University of Houston (reisenberger2@uh.edu)
Stephen Jaros, Southern University (Stephen_Jaros@subr.edu)
Robert J. Vance, Vance & Renz, LLC, (bob@vancerenz.com)

Facilitator:

Thomas E. Becker, University of South Florida (teb1@sar.usf.edu)

11:50 am - 12:00 pm Closing Remarks

Program Committee

Howard J. Klein (Chair), Ohio State University	Julian Barling, Queens University
Thomas E. Becker, University of South Florida	James Bishop, New Mexico State University
Gary J. Blau, Temple University	Aaron Cohen, University of Haifa
Russell E. Johnson, Michigan State University	John P. Meyer, University of Western Ontario
Paula C. Morrow, Iowa State University	Omar N. Solinger, VU University Amsterdam
Christian Vandenberghe, HEC Montréal	S. Arzu Wasti, Sabanci University