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

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

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
Kathleen Bentein, University of Quebec at Montreal, bentein.kathleen@uqam.ca

A General Theory of Commitment
Robert J. Vance, Vance & Renz, LLC, 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, rvandenburg@uga.edu

Conceptualizing Alternative Models of Organizational Commitment
Stephen Jaros, Southern University, sjaros@stevejaros.com

Cross-Cultural Organizational Commitment Research: Progress, Pitfalls and Propositions
S. Arzu Wasti, Sabanci University, awasti@sabanciuniv.edu
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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

  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

  Commitment to Change in China
  Mitchell J. Neubert, Baylor University, Mitchell_Neubert@baylor.edu
  Cindy Wu, Baylor University, 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
  Daan Van Knippenberg, Erasmus University Rotterdam, dvanknippenberg@fbk.eur.nl
  Rudolf Kerschreiter, Ludwig-Maximilians University, kerschreiter@psy.uni-muenchen.de
  Guido Hertel, University of Wuerzburg, hertel@psychologie.uni-wuerzburg.de

  Mergers: The Interplay between Commitment, Identity, and Trust
  Shandana Abedin, Manchester Business School, sabedin@dom01.mbs.ac.uk

  Attachment Orientation, Organizational Commitment, and Organizational Identification
  Mindy E. Bergman, Texas A&M University, meb@psyc.tamu.edu
  Kristen M. Watrous, Texas A&M University, 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

  Does Prior Commitment Shape Perceptions of Career Success During Downsizing?
  Francine K. Schlosser, University of Windsor, fschloss@uwindsor.ca
  Marjorie Armstrong-Stassen, University of Windsor, 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

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

  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

  The Effects of Promise Making and Promise Fulfillment on Affective Commitment
  Brian C. Glibkowski, University of Illinois at Chicago, bglibk1@uic.edu
  Sandy J. Wayne, University of Illinois at Chicago, sjwayne@uic.edu
  Bob Liden, University of Illinois at Chicago, 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
   Linda Shanock, University at Albany, State University of New York, shanock@albany.edu

   Formation of Organizational Commitment in a New Venture: A longitudinal analysis
   Sumita Raghuram, Pennsylvania State University, sur19@psu.edu

   High Involvement HR Systems and Customer Satisfaction: The Mediating Link of Organizational Commitment
   Lisa M. Moynihan, London Business School, lmoynihan@london.edu
   Timothy M. Gardner, Brigham Young University, tmg13@byu.edu
   Patrick M. Wright, Cornell University, 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
   Paula C. Morrow, Iowa State University, pmmorrow@iastate.edu

   Commitment to the Union: A Longitudinal Investigation of Construct Stability
   Daniel G. Gallagher, James Madison University, gallagdg@jmu.edu
   Magnus Sverke, Stockholm University, mse@psychology.su.se
   Clive Fullagar, Kansas State University, fullagar@ksu.edu
   Paul Clark, Penn State University, pfc2@psu.edu
   Anthony Carroll, Queen’s University, tcarroll@business.queensu.ca
   Johnny Hellgren, Stockholm University, 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
   Shu-Chi Lin, National Chengchi University, shuchi@nccu.edu.tw
   Yeh-Yun Lin, National Chengchi University, 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

   Commitment to Emotional Display Rules: Development and Test of a Theoretical Model
   James M. Diefendorff, University of Colorado at Denver, james.diefendorff@cudenver.edu
   Meredith H. Croyle, Louisiana State University, 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
   Chad T. Brinsfield, The Ohio State University, brinsfield.1@osu.edu
   Janice C. Molloy, The Ohio State University, molloy.4@osu.edu

11:50 am - 12:00 pm  Closing Remarks