

2017 Conference on Commitment

Understanding Context, Exploring Contingencies, and Seeking Consensus

October 13-15, 2017
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

Friday, October 13

- 3:00 - 5:30 pm **Conference Registration** (Blackwell Lobby)
- 3:15 - 5:00 pm **Optional Tour of the Woody Hayes Athletic Center** (2491 Olentangy River Rd; Columbus, Ohio 43210), a state of the art indoor athletics training facility that speaks to the commitment to and of the student athletes that train there. Transportation will be provided to and from the facility. We will depart from the Blackwell lobby at 3:15.
- 5:30 - 8:30 pm **Optional Group Dinner at The Crest Gastropub** (621 Parsons Avenue, Columbus OH 43206). Transportation will be provided to and from the restaurant. We will depart from the Blackwell lobby at 5:30.

Unless noted otherwise, sessions are in 140 Pfahl Hall.

Saturday, October 14

- 7:30 - 8:10 am **Registration, Breakfast** (Blackwell Ballroom A)

- 8:15 - 8:25 am **Welcome & Opening Remarks** (Pfahl 140)

- 8:25 - 9:35 am **Commitment Over Time**

Commitment System Theory: The Dynamic Orchestration Commitments to Multiple Targets

Howard J. Klein, The Ohio State University (klein.12@osu.edu)

Omar Solinger, VU University Amsterdam (o.n.solinger@vu.nl)

Veronique Duflot, NIMEC - University of Caen (veronique.duflot@unicaen.fr)

Beginning, middle and end: Use of worker's narratives to understand the context and dynamics of commitment

Ana Carolina de Aguiar Rodrigues, University of São Paulo (anacarolina.ar@usp.br)

Sonia Maria Guedes Gondim, Federal University of Bahia (sggondim@gmail.com)

Diego Silveira Paim, University of São Paulo (diego.paim@usp.br)

The Rise and Fall of Commitment: A Novel Approach to Modeling the Full Life Cycle

Ernest L. Hoffman, Personnel Research and Development Corporation (ehoffman.phd@gmail.com)

- 9:35 - 9:50 am **Break**

- 9:50 - 10:35 am **Contextual Influences**

Lateral vs. Vertical Ties: The Comparative Effects of Commitment and Social Capital on Entrepreneur Performance in Low Resource Environments

Lisa Jones Christensen, Brigham Young University (ljc@byu.edu)

L. Lin Ong, Cal Poly Pomona (lueilinong@cpp.edu)

A Person-Centered Investigation of Individuals Changing Employers: Current Commitments, Residual Commitments, and Covariates

Heiko Breitsohl, University of Klagenfurt (heiko.breitsohl@aau.at)
Sascha A. Ruhle, Heinrich-Heine-University Düsseldorf (Sascha.Ruhle@hhu.de)

10:35 - 10:45 am Break

10:45 am - 11:55 am Commitment to Multiple Targets

Pulled in different directions: Conflicts in client commitment

David Cross, University of Bath (d.e.cross@bath.ac.uk)
Juani Swart, University of Bath (j.a.swart@bath.ac.uk)

Unpacking complexities, seeking consensus: different natures and targets in profiles of workplace bonds

Ana Carolina de Aguiar Rodrigues, University of São Paulo (anacarolina.ar@usp.br)
Yvonne G. T. van Rosenberg, Radboud University (Y.vanRosenberg@fm.ru.nl)
Rafael dos Santos Aquino, University of São Paulo (aquino.ras@gmail.com)

It's in the mix: Commitment to multiple targets, tenure and performance

Yvonne G. T. van Rosenberg, Radboud University (Y.vanRosenberg@fm.ru.nl)
Alexander Leischner, University of Bamberg (Alexander.Leischner@uni-bamberg.de)
Juani Swart, University of Bath (j.a.swart@bath.ac.uk)

12:00 - 12:55 pm Lunch (Blackwell Ballroom A)

1:00 - 2:30 pm Panel Discussion: Increasing our Analytic Sophistication

Panelists:

Elaine Hollensbe, University of Cincinnati (elaine.hollensbe@uc.edu)
Alexandre J. S. Morin, Concordia University (alexandre.morin@concordia.ca)
Omar Solinger, VU University Amsterdam (o.n.solinger@vu.nl)

Facilitator:

S. Arzu Wasti, Sabanci University (awasti@sabanciuniv.edu)

2:30 - 2:45 pm Break

2:45 - 3:30 pm Commitment Antecedents

Affective Commitment as Employees Look to the Future: The Contribution of Anticipated Change in Organizational Support

Robert Eisenberger, University of Houston (reisenberger2@uh.edu)
Jordan Kirkland, University of Houston (jordanekirkland@gmail.com)
Salar Mesdaghinia, Eastern Michigan University (smesdagh@emich.edu)
Kyoung Yong Kim, City University of Hong Kong (kimky.yong@cityu.edu.hk)
Xueqi Wen, University of Houston (xueqiw77@hotmail.com)

The Influences of the Perception of Organizational Justice on Organizational Commitment: a Longitudinal Study

Renata Gomes de Jesus, Instituto Federal do Espírito Santo (renata@ifes.edu.br)
Diva Ester Okazaki Rowe, Universidade Federal da Bahia (diva@ufba.br)

3:30 - 3:40 pm Break

3:40 - 4:50pm Commitment Profiles

Exploring the Antecedents of Organizational Commitment Profiles: The Roles of Psychological Need Satisfaction and Organizational Experiences

Samantha C. January, Texas A&M University (schalupa@tamu.edu)
Mindy E. Bergman, Texas A&M University (mindybergman@tamu.edu)

Affective Commitment Profiles in the German Military Reserve Force –The Role of Professions and Organizations

Georg Loscher, Bundeswehr University Munich (Georg.Loscher@unibw.de)
Sascha A. Ruhle, Heinrich-Heine-University Düsseldorf (Sascha.Ruhle@hhu.de)
Stephan Kaiser, Bundeswehr University Munich (Stephan.Kaiser@unibw.de)

Employee Commitment Before and After an Economic Crisis: A Stringent Test of Profile Similarity

John P. Meyer, Western University (meyer@uwo.ca)
Alexandre J. S. Morin, Concordia University (alexandre.morin@concordia.ca)
S. Arzu Wasti, Sabancı University (awasti@sabanciuniv.edu)

4:50 - 5:15 pm	Facilitated Discussion of First Day
5:30 - 6:30 pm	Reception (3rd Floor Foyer, Pfahl Hall)
6:30 pm	Dinner (in small informal groups, restaurant suggestions provided)

Sunday, October 15

7:30 - 8:15 am	Breakfast (Blackwell Ballroom A)
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8:20 - 9:30 am	Construct Clarity (Pfahl 140)
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Level and Bases of Commitment: A Conceptual and Empirical Analysis

Thomas E. Becker, University of South Florida Sarasota-Manatee (teb1@sar.usf.edu)
Robert J. Vance, Vance & Renz, LLC (bob@vancerenz.com)
Stephen Jaros, Southern University and A&M College (stephen_jaros@subr.edu)

Commitment to Organizational Career: Definition, Discriminant and Predictive Validity, and Boundary Conditions

Émilie Lapointe, The University of Nottingham Ningbo China (Emilie.Lapointe@nottingham.edu.cn)
Christian Vandenberghe, HEC Montreal (christian.vandenberghe@hec.ca)
Karim Mignonac, University of Toulouse 1 Capitole (karim.mignonac@ut-capitole.fr)
Alexandra Panaccio, Concordia University (alexandra.panaccio@concordia.ca)
Nathalie Richebé, Skema Business School (nathalie.richebe@skema.edu)
Patrice Roussel, University of Toulouse 1 Capitole (Patrice.Roussel@ut-capitole.fr)

Concept delimitation in the Brazilian context: Additional evidence for the unidimensional approach

Ana Carolina de Aguiar Rodrigues, University of São Paulo (anacarolina.ar@usp.br)
Howard J. Klein, The Ohio State University (klein.12@osu.edu)
Antonio Virgilio Bittencourt Bastos, Federal University of Bahia (antoniovirgiliobastos@gmail.com)

9:30 - 9:45 am	Break
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9:45 - 11:20 am	Commitment and the Changing Nature of Work
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Panelists:

Heiko Breitsohl, University of Klagenfurt (heiko.breitsohl@aau.at)
David Cross, University of Bath (d.e.cross@bath.ac.uk)
Émilie Lapointe, The University of Nottingham Ningbo China (Emilie.Lapointe@nottingham.edu.cn)
Ana Carolina de Aguiar Rodrigues, University of São Paulo (anacarolina.ar@usp.br)

Facilitator:

Yvonne G. T. van Rosenberg, Radboud University (Y.vanRosenberg@fm.ru.nl)

11:20 - 11:30 am	Break
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11:30 am - 12:00 pm	Conference Awards & Closing Remarks
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