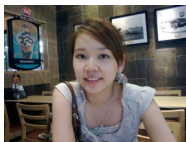


Speaker:
Prapimpa (Pim) Jarunratanakul

Title:
Organizational Justice and Counterproductive Work Behaviour (CWB): Longitudinal study in New Zealand and Thailand

Due to the cost of counterproductive work behaviour (CWB) (e.g. revenue loss, permanently damaging the workplace environment, or reduced productivity), it has become the focus of a number of studies. As workplace justice perceptions are regarded as important cognitions leading to many social and organizational behaviours, this study uses justice perspective to approach to the study of CWB. For this reason, this study aims to explore the relationships among antecedents of justice perceptions (outcome satisfaction, voice, leader-member exchange (LMX) and the quality of communication with employees), four forms of justice perceptions (distributive, procedural, interpersonal and informational justice), individual differences (agreeableness, conscientiousness, self-control, individualism-collectivism and power distance) and two forms of counterproductive work behaviours, CWB (CWB directed toward organization and individuals) in a longitudinal study among employees of service organizations in New Zealand and Thailand. The current study does not only seek to explore which factors that may shape the ways individuals respond to injustice situations at work with engaging in CWB, but also compare the findings from a Western country (New Zealand) with those from a non-Western country (Thailand), to determine the level of a similarity across countries with different cultural and socio-political contexts.



SCHOOL OF PSYCHOLOGY

SEMINARS

Date:
Friday, 23 April 2010

Time:
12 noon – 2.00 pm

Room
JG.17



Speaker:
Tian Li

Title:
Effects of leadership styles on supervisor-subordinate guanxi, perceived control and psychological ownership in Chinese organizations

Over the last decade, leadership has been considered an essential ability for executives by more and more Chinese enterprises, academic and consulting institutions. China's leading research on leadership mostly is from a western leadership framework. When using theory and experience from western multinational companies and institutions, Chinese scholars and executives ask the question— are they really suitable for Chinese organizations? Additionally, employees' perceived control and psychological ownership (for their job and organization) have been paid more and more attention. Psychological ownership has been considered a key to organizational competitiveness during the 21st century. There is a significant relationship between leadership, perceived control and psychological ownership. However, Chinese organizations still have their own unique requirement for leadership, such as managing the guanxi between supervisors and subordinates in the work environment. The primary emphasis of the research is to define the content of the guanxi relationship within a Chinese managerial context by using western concepts of psychological ownership and perceived control. This research is designed to be a longitudinal study of Chinese employees; a survey will be implemented for collecting relevant data. A structured questionnaire will be developed and contain items relating to leadership styles, guanxi, perceived control and psychological ownership and other constructs.



Main Inside Heading



Caption describing picture or graphic.

The most important information is included here on the inside panels. Use these panels to introduce your organization and describe specific products or services. This text should be brief and should

entice the reader to want to know more about the product or service.

You can use secondary headings to organize your text to make it more scannable for the reader.

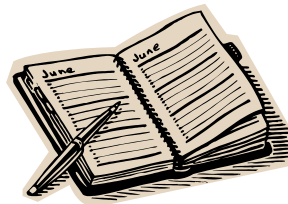
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Secondary Heading

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UOW

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Your Address Line 3

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