

**19th Workshop on Research Advances in Organizational
Behavior, Human Resources Management
A special focus on trust, cooperation, and well-being**

**PSL, Université Paris Dauphine, DRM – Management & Organisation, Chair Trust &
Management**

31th May and 1st June, 2023

Call for Contributions

Guests

Talya Bauer (Portland State University)
Neil Conway (Royal Holloway, University of London)
Eric Davoine (Fribourg University)
Robert Liden (University of Illinois at Chicago)
Ikram Nasr (EM Lyon Business School)
David Patient (Vlerick Business School)
Camille Pradies (EDHEC Business School) *To be confirmed*
David Schoorman (Purdue University)
Lynn Shore (Colorado State University)

Organization Committee

Gregor Bouville (iaelyon School of Management Université Jean Moulin)
Fabien Blanchot (PSL, Université Paris Dauphine)
Eric Campoy (PSL, Université Paris Dauphine)
Pascale De Rozario (Cnam, Lirsa Lab)
Sarah Saint-Michel (PSL, Université Paris Dauphine)

The workshop on Research Advances in Organizational Behavior and Human Resources Management will be held at the PSL, University of Paris-Dauphine, in Paris, France, from May 31 to June 1st 2023. We cordially invite confirmed researchers and PhD students to submit papers or posters to be presented at the workshop. Please see below for further details concerning the workshop schedule and the submission process.

Workshop schedule

We invite submissions relating to any of the following topics:

- compensation management,
- cooperation,
- corporate social responsibility,
- decision-making,
- diversity,
- employment relationships,
- future of work,
- high performance work systems,
- HRM policies and practices,
- intergenerational differences at work,
- interpersonal trust,
- leadership,
- organizational effectiveness,
- organizational identity,
- organizational justice,
- organizational trust,
- psychological contract,
- role management,
- social exchange theories,
- socialization,
- well-being,
- work and health,
- work motivation,
- work-home balance,
- workplace commitment,...

We welcome papers that adopt a theoretical or an empirical perspective on these topics. Papers exploring new questions in OB-HRM research, with a qualitative or a quantitative perspective, are encouraged. We would also like to welcome papers on the renewal of old topics: trust, cooperation and well-being at work. In OB-HRM, it gives rise to a debate about the ambivalence of relations between human resource management practices, organizational performance and employee well-being. In critical management studies, it gives rise to sharp criticism by associating it with a form of injunction to happiness imposed on the employee or a form of "psychological hygiene" at work. We encourage papers that focus on this emerging debate. We also encourage papers that focus on new topics for this workshop: trust and cooperation.

PhD students are invited to present advances in their doctoral research projects in order to stimulate discussion and feedback, or secondary research they are working on. All papers selected for presentation will be reviewed and commented on by two of the invited guests.

A poster session will be organized for early-stage research and/or voluntary submissions. Each day, a one-hour session will be provided by the authors, who will also be available to discuss their research during lunches. Posters are reviewed by the organization committee.

Submission process

Please confirm your intention to participate in the workshop by submitting a title and a 1000-word abstract by February 3rd, 2023 via email to: sarah.saint-michel@dauphine.psl.eu, both for full-texts and for posters.

The final deadline for the submission of full-text papers is March 3rd, 2023.

Papers:

1. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in **PDF** format **with names, contact and affiliations with formalized file name** (OB2020-Name)
2. The maximum length of the paper is 40 pages (including ALL tables, appendices and references). The paper format should follow the European Management Review Style Guide.
3. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
4. Number all pages of the paper.
5. NO changes in the paper title, abstract, authorship, and actual paper can occur AFTER the final submission deadline.
6. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free.
8. Only submissions in English shall be accepted for review.

Posters:

The poster submission is a written file to explain what will be shown on the poster.

1. The submission (title page + abstract) must be in ONE document created in PDF format **with formalized file name** (POB2020-Name)
2. The title page must indicate **names, contact and affiliations, and the title of the poster**. The title page format should follow the European Management Review Style Guide.
3. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around for **the abstract (1000 words)**.
4. The poster page must be in **A3 format**, and in landscape or portrait format. The author will be responsible for the impression, the transport and the animation of his/her poster.
5. NO changes in the paper title, abstract, and authorship can occur AFTER the final submission deadline.
6. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free.
8. Only submissions in English shall be accepted for review.

A Scientific Committee composed of our invited guests will conduct the selection process. Acceptances will be communicated to authors by April 3rd, 2023.

You are supposed to attend all to the workshop.

Organizing Committee

Gregor Bouville, IAE Lyon School of Management Université Jean Moulin
Fabien Blanchot, DRM Management & Organisation, PSL Paris Dauphine
Eric Campoy, DRM Management & Organisation, PSL Paris Dauphine
Pascale De Rozario, LIRSA, Conservatoire national des arts et métiers, CNAM
Sarah Saint-Michel, DRM Management & Organisation, PSL Paris Dauphine