

פרופסור ג'ון שאוברוק

ביה"ס לניהול לתארים מתקדמים
ע"ש אלי ברוד, והמחלקה לפסיכולוגיה
אוניברסיטת המדינה של מישیגן, ארה"ב

Professor John Schaubroeck

The Eli Broad Graduate School of Management
and Department of Psychology
Michigan State University, USA

Seminar | סמינר

ROLES OF LEADERSHIP AND EXPERIENCED- WORK DIRTINESS IN SHIFTING OCCUPATIONAL DISIDENTIFICATION AND WORK DISENGAGEMENT

Abstract

Since the 1950s, sociologists and anthropologists have studied workers in occupations imputed to be 'dirty,' meaning they are stigmatized by society due to salient moral, social, or physical taints that are attributed either to the work itself or its context. 'Dirty work' scholars propose various psychological effects of engaging in such work, with a particular emphasis on how it encourages employees to disengage psychologically from the work context. To date, no research has examined individual variation in perceptions of work dirtiness in occupationally heterogeneous samples, much less how perceived dirtiness may be related to changes in employee outcomes over time. I will overview findings from a three-week, six-wave longitudinal study that tests a moderated mediation model. In this model, employees' perceptions of their leaders' emphasis on team member collaboration and team goals shapes responses (changes in job change intentions, depersonalization, and withdrawal behaviors) to experiencing aspects of dirtiness at work through the mediating role of changes in occupational disidentification.

The Seminar will be held on Tuesday,
28 March 2017, at 10:00, Room 304,
Recanati Business Administration Building,
Tel Aviv University, Ramat-Aviv.

הסמינר יתקיים ביום שלישי,
28 במרץ 2017, בשעה 10:00,
חדר 304, בניין רקנאטי למנהל עסקים,
אוניברסיטת תל-אביב, רמת-אביב.

כיבוד קל יוגש לפני ההרצאה | Light refreshments will be served before the lecture