

Doing Empirical Research on Emotion in Organizations - Opportunities and Challenges

University of Zurich, May 11, 2015

Venue:

Room:

Feng Liu
Warwick Business School

9.00- 10:00 Introduction & Foundations of Emotion Theories

In this session, each participant will introduce his/her own research interests and share with the group some emotion literature that he/she probably has encountered in his/her research area. We will discuss the following papers:

* Essential readings:

Turner, J. H., & Stets, J. E. (2006). Sociological theories of human emotions. *Annual Review of Sociology*, 32, 25-52.

Weiss, H. M., & Cropanzano, R. (1996). Affective events theory: A theoretical discussion of the structure, causes and consequences of affective experiences at work. *Research in Organizational Behavior*, 18, 1-72.

Further readings:

Barsade, S. G., & Gibson, D. E. (2007). Why does affect matter in organizations? *Academy of Management Perspectives*, 21(1), 36-59.

Damasio, A. (1994). *Descartes' error: Emotions, reason, and the human brain*. Avon Books: New York.

Ekman P. (1992). Are there basic emotions? *Psychological Review*, 99(3), 550-553.

Elfenbein, H. A. (2007). Emotion in organizations. *The Academy of Management Annals*, 1(1), 315-386.

10:00- 10:30 Emotion in Organizations

In this session, we will discuss the following paper:

*Essential readings:

Maitlis, S., & Ozcelik, H. (2004). Toxic decision processes: A study of emotion and organizational decision making. *Organization Science*, 15(4), 375-393.

Further readings:

- Barsade, S. G. (2002). The ripple effect: Emotional contagion and its influence on group behavior. *Administrative Science Quarterly*, 47(4), 644-675.
- Bartel, C. A., & Saavedra, R. (2000). The collective construction of work group moods. *Administrative Science Quarterly*, 45(2), 197-231.
- Hochschild A. R. (1983). *The managed heart: Commercialization of human feeling*. University of California Press.
- Sutton, R. I., & Rafaeli, A. (1988). Untangling the relationship between displayed emotions and organizational sales: The case of convenience stores. *Academy of Management Journal*, 31(3), 461-487.

10:30- 12:30 Emotion in Strategizing Research

In this session, we will discuss the following papers:

*Essential readings:

- Huy, N. Q., Corley, K. G., & Kraatz, M. S. (2014). From support to mutiny: Shifting legitimacy judgments and emotional reactions impacting the implementation of radical change. *Academy of Management Journal*, 57(6), 1650-1680.
- Liu, F., & Maitlis, S. (2014). Emotional dynamics and strategizing processes: A study of strategic conversations in top team meetings. *Journal of Management Studies*, 51(2), 202–234.

Further readings:

- Brundin, E., & Nordqvist, M. (2008). Beyond facts and figures: The role of emotions in boardroom dynamics. *Corporate Governance*, 16(4), 326–341.
- Kisfalvi, V., & Pitcher, P. (2003). Doing what feels right: The influence of CEO character and emotions on top management team dynamics. *Journal of Management Inquiry*, 12(1), 42–66.
- Samra-Fredericks, D. (2004). Managerial elites making rhetorical and linguistic ‘moves’ for a moving (emotional) display. *Human Relations*, 57(9), 1103–1143.

12.30 -13:30 Lunch

13:30-15:00 Emotion & Sensemaking in Strategizing Research

In this session, we will discuss the following papers/ book (the ones with * are essential readings):

*Essential readings:

- Cornelissen, J. P., Mantere, S., & Vaara, E. (2014). The contraction of meaning: The combined effect of communication, emotions, and materiality on sensemaking in the Stockwell shooting.

Journal of Management Studies, 51(5), 699–736.

Walsh, I., & Bartunek, J. M. (2011). Cheating the fates: Organizational foundings in the wake of demise. *Academy of Management Journal*, 54(5), 1017-1044.

Further readings:

Bartunek, J. M. (1984). Changing interpretive schemes and organizational restructuring: The example of a religious order. *Administrative Science Quarterly*, 29, 355-372.

Maitlis, S., Vogus, T. J., & Lawrence, T. B. (2013). Sensemaking and emotion in organizations. *Organizational Psychology Review*, 3(3), 222-247.

15:00-17:00 Final Discussion:

In this session we will discuss the future directions of doing emotion in strategizing research and some of the methodological challenges.

*Essential readings:

Brundin, E., & Melin, L. (2006). Unfolding the dynamics of emotions: How emotion drives or counteracts strategizing. *International Journal of Work Organization and Emotion*, 1(3), 277-302.

Fineman, S. (1996). Emotional subtexts in corporate greening. *Organization Studies*, 17(3): 479–500.

Further readings:

Collins, R. (1990). Stratification, emotional energy, and the transient emotions, in T. D. Kemper (ed.), *Research agendas in the sociology of emotions*. Albany: State University of New York Press, 27-57.

Fridja, N. (1993). Moods, emotion episodes, and emotions, in M. Lewis & J. M. Haviland (eds.), *Handbook of emotions*. New York: Guilford Press, 381-404.

Hareli, S., & Rafaeli, A. (2008). Emotion cycles: On the social influence of emotion in organizations. *Research in Organizational Behavior*, 28, 35-59.

Hatfield, E., Cacioppo, J. T., & Rapson, R. L. (1994). *Emotional contagion*. Cambridge: Cambridge University Press.

Maitlis, S., & Christianson, M. (2014). Sensemaking in organizations: Taking stock and moving forward. *Academy of Management Annals*, 8(1), 57–125.