



## Strategic Interest Group 09 – Organisational Behaviour (OB)

<http://www.euram-online.org/annual-conference-2017.html>

Dear EURAM members and friends,

With our theme **“Managing Knowledge: Making Knowledge Work”**, we invite you to participate in debate about how we can use and develop our knowledge better so that solving problems and dealing with issues can become more effective. We look forward to receiving your submissions.

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### T 09\_04 Middle Managers’ Traits and Individual Differences

#### Proponents:

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#### Description:

Traits and individual differences has been a core area of research in the organizational behaviour literature as well as in related literature (e.g., leadership, HRM). Moreover, the micro-foundations movement, which affects almost all domains of research on organizational behaviour, has further amplified the research interest on traits and individual differences recently. An understanding of the stable characteristics that affect an individual’s decision making is necessary for at least two reasons. First, it allows us to estimate how the individual will behave in the long term, which is useful for such purposes as selection. Second, an understanding of traits is useful for making educated guesses about how the individual will behave under different circumstances. An adequate understanding of these factors is also necessary to understand how organizational elements, such as coordination mechanisms and reward systems, should be designed.

The current literature on psychological differences can be roughly divided into three groups. The first and the largest one is the literature on psychological dispositions, such as personality traits, emotional intelligence, and chronic regulatory focus. The second group is the literature on physiological traits. Research in this area is relatively smaller but growing. Examples of these are research on body ratios (e.g., fWHR, 2D:4D), hormones, and neurological differences. The third group, especially within the domain of the upper-echelons literature, is research on sociological differences, such as background variables, including socio-economic factors, generation, and national culture.

In this topic, we are going to focus on traits and individual differences in organizational behaviour. Examples would include papers that examine (1) the antecedent role of a trait or a set of traits, (2) the interaction between traits or different dimensions of a trait (e.g., different factors of personality), (3) the interaction of a trait with environmental elements, (4) the effects of traits on relationships (e.g., regulatory fit between two individuals), and (5) the effects of different trait compositions on collectives, such as teams, business units, and organizations.

**Publish:**

If some authors seem interested, we could potentially negotiate a book with Gower Publishing, and publish some of the papers as book chapters.

**For more information:**

Contact the proponents above mentioned.

**Submission Deadline: 10 January 2017 (2 pm Belgian time)**

**Authors Guidelines and Submission Deadline:**

As an author, it is crucial to follow the guidelines and formatting instructions to prepare and submit your paper in order to have it published in proceedings.

**ONE PRESENTING AUTHOR PER PAPER SUBMISSION**

Each individual is limited to one personal appearance on the programme as a presenting author. This policy precludes acceptance of papers for more than one presentation. In other words, **an author can submit and present only one paper**. However, a presenter can always be a non-presenting co-author on additional papers.

Please read the instructions carefully prior to submitting:

1. Each paper can only be submitted to ONE track.
2. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before EURAM 2017 Conference.
3. To facilitate the blind review process, remove ALL authors identifying information, including acknowledgements from the text, and document/file properties. (Any submissions with author information will be automatically DELETED; author information and acknowledgements are to be included in a SEPARATE document).
4. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in PDF format.
5. 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](#).
6. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
7. Number all of the pages of the paper.
8. No changes in the paper title, abstract, authorship, track and actual paper can occur AFTER the submission deadline.
9. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free. Submissions will be done on-line on the EURAM 2017 website (open as of 1 December 2016: see <http://www.euram-online.org/annual-conference-2017.html>.)
10. Only submissions in English shall be accepted for review.
11. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. A presenting author can only present one paper at the conference.