



## Strategic Interest 09 – Organizing Behaviour (OB)

<http://www.euram-online.org/annual-conference-2018.html>.

Dear EURAM members and friends,

With our theme **Research in Action**, 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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### 09.06.T Motivation, Trust and Incentives

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#### Short Description

Work motivation is a longstanding topic in organizational studies and several theories and constructs have been proposed to explain which factors compel individuals to initiate action, to work hard and sustain their effort. Moreover, job and work environment characteristics, national culture and the person-organization fit have been recognized as determinants that can play a significant role in generating motivation. Starting both from these premises and from the more recent approaches to the study of work motivation the track aims at exploring the relation of motivation to organizationally relevant antecedents and outcomes such as trust, leadership, goal-setting, and organizational justice.

#### Long Description

Work motivation is a longstanding topic in organizational studies (Latham & Pinder 2005), and several theories and constructs have been proposed to explain which factors compel

individuals to choose a course of action, to work hard and sustain their effort. According to Locke (1997), one approach to organizing the diverse theories of motivation has been to classify them in terms of their “distance” from, or “closeness” to the action. A range of theoretical approaches developed to analyse outcomes and antecedents of motivation including basic distinctions between extrinsic and intrinsic motivation, self-determination theory, analyses of work values, social cognitive theory, prosocial and public service motivation (Perry & Wise 1990, Grant 2005, Gagne & Deci 2005). However, motivation is not only stemming from individual characteristics: it is a psychological process resulting from the interaction between the individual and the environment. It is affected by a number of external factors including incentives, such as, rewards and status, as additional (and not individually-controlled) drivers. For example, while incentive regimes should be designed to encourage collaborative behaviour, trust and motivation (Searle et al. 2011) in order to enable organizational performance, particularly organizations may also create incentive regimes that trigger individual misbehaviour and wrongdoing such as bribery, fraud and others. Moreover, the job and work environment characteristics, national culture and the person-organization fit have been recognized as determinants that can play a significant role in generating and/or supporting work motivation (Latham & Pinder 2005).

Starting both from these premises and from the more recent approaches to the study of work motivation the track aims at exploring the relation of motivation to organizationally relevant antecedents and outcomes such as trust, leadership, goal-setting, and the organizational justice.

Possible themes include:

- 1) analyses of the effects of different types of work motivation on organizational and individual level outcomes and with a view of comparing international differences
- 2) analyses of the link between work motivation and both individual and organizational performance (in particular identifying boundary conditions, intended and unintended effects)
- 3) the set of institutional, contextual and organizational factors that may influence the development or the inhibition of work motivation;
- 4) the way work motivation relates to job satisfaction, organizational commitment, OCB, leadership, trust and other concepts related to the area of organizational behavior;
- 5) work motivation, well-being and happiness;
- 6) motivation and incentives,
- 7) private-public sector differences

The track welcomes papers from scholars with diverse disciplinary backgrounds eager to contribute to the development of an inter-disciplinary research agenda to investigate the work motivation in different social, cultural, political and economic context.

### **Publishing Outlets:**

Fabian Homberg is the associate editor of Evidence-based HRM a peer-reviewed Emerald journal. We have published various papers from OB SIG over the past years. If there is sufficient demand, we can arrange a special issue for this track at Evidence-based HRM.

### **For more information:**

Contact the proponents above mentioned.

**Submission Deadline: 10 January 2018 (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 2018 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 2018 website (open as of 1 December 2017: see <http://www.euram-online.org/annual-conference-2018.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.