



Dear Colleagues,

You are warmly invited to attend the following seminar

Title: Bottom-Line Mentality Climate and Unit Unethical Behavior: Examining the Strengthening Effects of Shared Vision

Speaker: Associate Professor Christian J. Resick

Date: Thursday, February 11th 2021

Time: 10:30 to 11:30 am

Venue: Virtual Zoom meeting please click on the link:-
<https://unsw.zoom.us/j/81528798637>

Host Gavin Schwarz

Abstract: Prior research indicates that supervisors' bottom-line mentality has a trickle-down effect to the bottom-line mentality of their employees and also promotes self-serving and socially deviant behaviors. However, the extent to which a supervisor's bottom-line mentality fosters a bottom-line work climate in the units they lead remains unclear. Drawing on social information processing theory, we theorize that employees form a collective understanding of the priority of bottom-line results through their observations and experiences with the unit supervisor. In turn, through goal shielding processes, employees narrow their focus to prioritize those goals that contribute to the bottom line to the neglect of other competing priorities. As a result, employees are increasingly willing to engage in ethically questionable behaviors that are bottom-line enhancing such as concealing mistakes, bribery, and unethical pro-organizational behavior. We further argue that the unit's share vision intensifies goal shielding processes strengthening the linkages between a bottom-line mentality climate and bottom-line enhancing unethical behaviors. We test our hypotheses in a cross-industry two-wave field study of work units in central Italy. Results indicate that supervisor bottom-line mentality is positively related to the bottom-line mentality climate of the units they lead where higher levels of bottom-line enhancing misconduct were observed. The salience of the units shared vision strengthen the effects. The theoretical and practical implication are examined.

Bio

Christian J. Resick is an Associate Professor of Management and Organizational Behavior with the LeBow College of Business at Drexel University in Philadelphia, USA. His research focuses on the social and cognitive psychological processes associated with leader influence, teamwork, organizational culture and fit, and ethical/unethical conduct in the workplace. His work appears in journals such as the Journal of Applied Psychology, the Academy of Management Journal, the Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, Human Relations, The Leadership Quarterly, and the Journal of Business and Psychology.

Christian is the Editor-in-Chief for the Journal of Organizational Behavior. He also sits on the Editorial Boards of the Journal of Applied Psychology, The Leadership Quarterly, Organizational Behavior and Human Decision Processes, Human Relations, and the Journal of Leadership and Organizational Studies. He received his Ph.D. in Organizational Psychology from Wayne State University in Detroit, USA.