A Study of the Antecedents and Consequences of Developmental I-Deals in a Chinese Context

By

Dr Xiongying Niu
University of International Business and Economics, PRC

Date: Monday, 14 December 2009
Time: 2:30 p.m. - 4:00 p.m.
Venue: M802

All interested are welcome
A Study of the Antecedents and Consequences of Developmental I-Deals in a Chinese Context

ABSTRACT

We examine the dynamics of developmental idiosyncratic deals (i-deals) in terms of the factors favorable to their negotiation, specifically, employee-supervisor relationships and emotional intelligence. In a sample of Chinese employees (N = 462), emotional intelligence and leader-member exchange are found to be antecedents of i-deals. Our study suggests that the successful negotiation of developmental i-deals predicts improved work attitudes and behavior after six months. It also demonstrates that the meaning of i-deals varies depending on the nature of organizational relationships among employees and their superiors. The implications of these findings for future i-deal research are developed.