

Management and Marketing

Public Lecture



Can Job Insecurity Evoke Proactivity?

By **Prof. Cynthia Lee**

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Professor Cynthia Lee is the Group Coordinator and Professor in the D'Amore-McKim School of Business at Northeastern University. She received her honours Bachelor's degree from Ohio State University and a Ph.D. in Organizational Behavior from University of Maryland. She teaches graduate and undergraduate courses in Organizational Behavior, International Management, Organizational behavior in co-op settings, and Leadership in diverse and multicultural environments. She has taught Ph.D. seminars on employment relationships at Hong Kong University of Science and Technology. Professor Lee initiated the consulting project at the graduate level, and her initiative has been adopted and integrated in the D'Amore-McKim School of Business' graduate program. She has also started a fundraising class project, which teaches students various leadership and team-work related skills, at the undergraduate and graduate level. Professor Lee's research interests include leading change and innovation, performance management, understanding the changing nature of employment relationships including psychological contracts and of job insecurity.

Abstract:

Prior research on job insecurity has demonstrated its detrimental effects on both employees and organizations, yet no research has studied how people actively cope with it. Further, research has not examined how and why employees engage in proactive behaviors to benefit themselves or their organizations. Drawing from proactivity research, my research argues that job insecurity activates employees' social exchange and social influence motives and prompts a more proactive use of impression management tactics in the workplace.

Date : 27 July 2015 (Monday)

Time : 2:00 pm – 2:30 pm (Registration)

2:30 pm – 4:00 pm (Public Lecture)

Venue : Senate Room (M1603), 16/F.,

Li Ka Shing Tower, PolyU

To register, please send your name, post, organization, & contact number to mm.notice@polyu.edu.hk on or before 23 July 2015 (Thursday).

Registration will be accepted on a first-come-first-served basis.



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