

Management and Marketing

Public Lecture

Help – This is Stressful! Help Seeking, Helping and Stressor-Strain Relations



By **Prof. Peter Bamberger**

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Professor Peter Bamberger is Professor in the Recanati Graduate School of Business Administration at Tel Aviv University and Research Director of Smithers Institute at Cornell University. He received his Bachelor of Science degree in Industrial and Labor Relations, Master of Science degree in Organizational Behavior (minor in Collective Bargaining), and a Ph.D. in Organizational Behavior (minors in Human Resource Management and Near Eastern Studies) from Cornell University. He teaches courses in Human Resource Management and Industrial Relations, Human Resource Strategy, Compensation, Organizational Theory, Introduction to Sociology, Sociology of Work and Occupations, Deviance in the Work Place, and Management of Scientists and Engineers in Industry. He is now serving as Associate Editor of the Academy of Management Discoveries. Professor Bamberger's research interests include contextual moderation of organization-employee relations, peer relations in the workplace (peer helping and social support, peer self-regulation), employee counterproductive behavior and emotional well-being (substance abuse, absenteeism, trauma, stress), and employee relations (voicing, union-member relations, compensation strategy).

Abstract:

In this talk I will review a stream of research integrating stressor-strain relations and a dyadic perspective on peer helping processes in organizations. The talk will begin by reviewing the mixed findings regarding the so-called buffering effect of support received on recipient stressor-strain relations, and how, by considering generalized reciprocity, the inconsistencies in that body of research may be resolved. Based on this finding, I identify two new important directions for research on peer-based helping in organizations. Building on our finding that situations of over- and under-reciprocity (giving more than receiving, and vice-versa) can have ill effects on those engaged in helping relationships, I first discuss how helping can and probably should be examined from a more a dyadic perspective. In this regard, I will talk about the findings from a qualitative study demonstrating that recipient-provider relations are negotiated orders that can shift over time, with the degree and nature of such shifts having robust implications on helping outcomes. Then, drawing from the notion that over-reciprocity can exacerbate stressor-strain relations, I will discuss the benefits and liabilities to the help provider of helping others in the context of occupational stress. In this regard, I will present findings from a recently completed study of the buffering and reverse-buffering effects of helping on provider stressor-strain relations.

Date : 15 February 2016 (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



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To register, please send your name, post, organization, & contact number to mm.notice@polyu.edu.hk on or before 11 February 2016 (Thu).

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

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