

THE HONG KONG POLYTECHNIC UNIVERSITY
DEPARTMENT OF MANAGEMENT & MARKETING
DEPARTMENTAL RESEARCH WORKSHOP

**Organizational Socialization:
Lessons Learned and Future Implications**

By

**Dr Georgia T. Chao
Michigan State University, USA**

Date: Tuesday, 29 June 2010

Time: 2:00 p.m. - 5:00 p.m.

Venue: M802

All interested are welcome

Organizational Socialization: Lessons Learned and Future Implications

Workshop Outline

Organizational socialization is the process of learning a new role in an organization. It is a particular form of socialization that has developed into a field of study over the past 40 years. It is a ubiquitous process that individuals experience as their careers unfold over several job and organizational changes. A review of the literature on organizational socialization will be presented with a focus on applications for HRM and future research directions in OB. One particular organizational socialization strategy, mentoring, will be highlighted. From an individual perspective, informal mentoring will be examined as an effective career development strategy. From an organizational perspective, formal mentoring will be examined as an HR intervention, designed to help newcomers adjust to their new roles. Thus, mentoring can be viewed as an important strategy for individuals and for organizations to streamline the learning process for work adjustment.