

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

**Exploring Compositional Forms of Justice
Climate Emergence in Self-Managing Teams**

By

**Prof. Quinetta Roberson
Villanova University, USA**

Date: Monday, 21 October 2013

Time: 2:30 p.m. - 4:00 p.m.

Venue: M802

All interested are welcome

Exploring Compositional Forms of Justice Climate Emergence in Self-Managing Teams

Abstract

Despite a growing literature to understand the development of shared perceptions of justice in teams, detailed theory on how specific team characteristics may promote or constrain the social processes that give rise to such perceptions is lacking. Recent work by Roberson and Williamson (2012) examines the role of social network structure and content in the development of shared justice perceptions in self-managing teams, which provides insight into how the relational dynamics of such teams affect variability in member justice perceptions. However, as social networks are dynamic and evolving, a more temporal perspective on the formation and patterning of team justice climates is needed. This seminar will explore the compilational (i.e., non-linear) emergence of justice climates in self-managing teams and subsequent effects on team outcomes.

Quinetta M. Roberson is a Professor of Management in the Villanova School of Business at Villanova University. Prior to her current position, she was an Associate Professor of Human Resource Studies at Cornell University. She has also been a visiting scholar at the University of Maryland at College Park (US), Bocconi University in Milan (IT), Melbourne Business School (AU) and the São Paulo Business Administration School of Fundação Getulio Vargas (BR). Professor Roberson earned her Ph.D. in Organizational Behavior from the University of Maryland. She holds a B.S. from the University of Delaware in Finance and Accounting and an M.B.A. from the University of Pittsburgh in Finance and Strategic Planning.

Professor Roberson's research interests center on contextual investigations of organizational justice issues - particularly fairness in work teams and specific human resource contexts. In addition, she does research in the area of strategic diversity management - specifically, examining the bottom-line impact of organizational diversity initiatives and leveraging inclusion for organizational effectiveness. Her research has appeared in such journals as the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods* and *Personnel Psychology*. Dr. Roberson is an Associate Editor at the *Journal of Applied Psychology* (2008-2014), and edited a *Handbook of Diversity in the Workplace* published by Oxford Press in 2013.

Professor Roberson teaches courses globally on human resource management and diversity at the undergraduate, graduate and executive levels. Prior to getting her doctorate, Dr Roberson worked as a financial analyst at CoreStates Bank in Philadelphia, PA serving in both the large corporate and small business commercial lending areas. In addition, she served as a consultant in the Small Business Administration's Small Business Development Center in Pittsburgh, PA. Dr. Roberson has also served as a consultant for several private and public organizations as well as an expert witness in class-action discrimination lawsuits. Recently, she served a one-year appointment as Program Director of the Science of Organizations at the National Science Foundation (NSF), an independent federal agency which serves as the funding source for approximately 20 percent of all federally supported basic research conducted by U.S. colleges and universities.