



EAWOP SGM – The Future of Workplace Commitment

EXECUTIVE SUMMARY

1. Meeting overview

At 23 and 24 September 2016 a total of twenty-one scholars active in the field of workplace commitment came together to continue to develop ideas on the future of workplace commitment. The EAWOP Small Group Meeting on the Future of Workplace Commitment took place at the University of Bath, School of Management. Coordinated by Yvonne van Rossenberg, the meeting was set up by a panel of experienced commitment researchers lead by Prof Howard Klein (Ohio State). The panel consisted of the following researchers: Prof Kathleen Bentein (Université du Québec à Montréal), Omar Solinger (VU University Amsterdam), Aaron Cohen (University of Haifa, Israel), Jordane Creusier (Université de Picardie Jules Verne), Franck Bietry (Caen University), Juani Swart (University of Bath), Steven Kilroy (Queens university, Belfast).

The conference also benefited from review, suggestions, ideas and contributions from researchers in the broader Work and Organisation Psychology field, including Rob Briner and Katharina Chudzikowski, Matthijs Bal and Simon de Jong.

2. Key Highlights

For the field of workplace commitment to stay relevant it is necessary to look beyond what is currently daily practice and to envision what may be. In this SGM we have debated and anticipated how the future of work may look like and how workplace commitment may change. For this SGM we have selected two broad themes representing the changing nature of the way people work (Cappelli and Keller, 2013), (1) 'Boundaryless work', and (2) 'Temporary work'. The themes provided a framework for the SGM and set the scene for the two key notes provided by Prof Howard Klein (Ohio State). The panel as well as the participants provided an active discussion of the papers submitted to the conference. More interestingly, this meeting included a variety of different sessions which aimed at idea generation, including panel discussion, brain writing, incubator and round table discussion sessions. The variety of different sessions, the facilitation of the panel and the active contribution of the participants have brought about a fruitful ground for idea generation and agenda setting for the future of the field of workplace commitment.

3. Meeting Outcomes

This meeting has identified themes and issues which may form the basis of a research agenda for the field of workplace commitment. The two themes set for this meeting, temporary work and cross-boundary work are found to be both relevant to commitment as well as workplace commitment to place a central role in this type of work setting. On the other hand, the field will have to make some steps in order to change existing views, measurement and conceptualisation to ensure commitment research stays relevant and valid in these contemporary work settings.

Three tangible outcomes of the meeting in line with this overall outcome of the event are:

1. An abstract has been submitted to the annual meeting of European Association of Work and Organisation Psychology in Dublin May 2017.
2. There is a planning and set up of a position paper with a group of the participants of the conference, which we aim to submit to the European Journal of Work and Organisation Psychology summer 2017.
3. Many participants have developing ideas for research with the aim to submit in application to the commitment conference 2017 at Ohio State University, Columbus Ohio