Professor Cheri Ostroff, School of Management, University of South Australia

Abstract: My research focuses on constructs that are related within and across levels of analysis. Implicit in the levels perspective is the importance of understanding the organizational context in which phenomenon operate as well as understanding how features of the organizational context impact individual responses in organizations. The importance of context will be highlighted using examples from my research across several topics. The context as defined through unit demographic composition, unit climate, shared values, and collective cynicism influences outcomes such as wages, attitudes, OCB and performance. Context will also be explored based on changes in one’s relative standing in the group (big fish-little pond effect) and changes in performance.

Presenter: Dr Ostroff is a Professor in School of Management at the University of South Australia. Her interests include organizational culture, HRM, person-organization fit, mentoring, diversity and performance. Dr Ostroff has received numerous awards including the Distinguished Scientific Award for Contributions in Applied Research from the American Psychological Association, and the Decade Award for most influential paper from the Academy of Management Review. She is an elected Fellow of both SIOP and APA. Dr Ostroff currently serves or has served on Editorial Boards including the Journal of Applied Psychology and Academy of Management Review, and was an Associate Editor for the International Journal of Selection and Assessment. She has consulted to many organizations including Target Stores, 3M, and Saudi Aramco. Her research has been featured in newspapers including BusinessWeek, the Washington Post, Sydney Herald, and the London Times.

Date: Friday 19 September 2014
Time: 12:00-1:00pm followed by Sandwich Reception
Venue: BUSN 142 Sir Rod Eddington Case Study Room
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