Abstract: Most research on creativity describes it as a net positive: producing new products for the organization and satisfaction and positive affect for creative workers. However, a host of anecdotal and historical evidence suggests that creative work can have deleterious consequences for relationships. This raises the question: how does creativity at work impact behaviors at home? Building upon a resource allocation framework, this paper tests a model of day-to-day creative behaviors (problem identification and idea testing) and subsequent spousal involvement, using 685 daily matched responses from 108 worker-spouse pairings. Counter intuitively, the results reveal that problem identification at work, which is perceived as a generally enjoyable creative behavior, leads to a decline in time spent with spouse at home. In contrast, idea testing, a generally unpleasant activity, leads to an increase in time spent with spouse. Further, work family integration and openness to experience moderate these relationships. Overall, the results raise questions about the possible social costs of creative work.

Presenter: David Wagner is an Assistant Professor of Organisational Behaviour and Human Resources in the Lee Kong Chian School of Business at Singapore Management University. Prior to earning his PhD in Management from Michigan State University, he worked alongside entrepreneurs, executives, venture capitalists, and legislators in efforts to foster growth in Utah’s high technology industries. Since turning to research, he has focused on the implications of emotions and sleep on workplace processes and outcomes, and on the interface between work and other life domains. His research has been published in Academy of Management Journal, Journal of Applied Psychology, and Personnel Psychology, and has also been covered by different popular media outlets including Wall Street Journal, Forbes, Washington Post, The Business Times (Singapore), CBS Radio, and the Canadian Broadcasting Corporation (CBC) Radio. David is the father of three young children, and cherishes time with family and a good night’s sleep.

Date: Friday 13 December 2013
Time: 12:00-1:00pm followed by Sandwich Reception
Venue: BUSN 142 Sir Rod Eddington Case Study Room
Registration: Siew.Wade@uwa.edu.au by 10/12/2013
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