Coworker Satisfaction in 3-D

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Abstract: As a part of overall work satisfaction, a precursor to a variety of organisationally valued outcomes, as well as an important end in and of itself, coworker satisfaction is a phenomenon worthy of attention. This research empirically unpacks the role of the perceiver, the partner, and the particular relationship (respectively) as drivers of the experience of coworker satisfaction. Big Five personality characteristics and coworker competence are also examined as antecedents of the degree to which an individual tends to experience satisfaction with their coworkers generally, the degree to which individuals generally tend to evoke coworker satisfaction from others, and how relative personality similarity leads to coworker satisfaction with a particular colleague.

Presenter: Eliza Byington is a Post-doctoral Research Fellow at the University of New South Wales’ School of Management. There, she is working on an ARC Industry Linkage Grant with principal investigators Dr. Catherine Collins (University of New South Wales) and Dr. Cristina Gibson (University of Western Australia). This project qualitatively, quantitatively, and longitudinally examines individual, group, and strategic aspects of organisational initiatives and change. Her doctoral studies were conducted at the Rotterdam School of Management under the guidance of Prof. Dr. Daan van Knippenberg. To date, Eliza has conducted research on coworker satisfaction, relationships, personality, team fault lines, “bad apple” teammates, and the sociological underpinnings of the IQ-Job performance relationship. Her work has appeared in Research in Organisational Behavior and the Best Paper Proceedings of the Academy of Management.

Date: Friday 19 April 2013
Time: 12:00-1:00pm followed by Sandwich Reception
Venue: BUSN 142 Case Study Room
Registration: Sarah.Thoms@uwa.edu.au by 15/04/2013
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