



## Organisation and Human Resource Management (OHRM)

AOP Seminar Series – Summer 2015

- Speaker:** Chia-Huei Wu, LSE
- Title:** When and why people engage in different forms of proactive behavior
- Date:** Thursday, 11 June 2015
- Venue:** E2.02 Boardroom, Warwick Business School (Social Sciences)
- Time:** 12.00 – 13.30 hours

**Abstract:** Little research has sought to explain when and why individuals engage in different forms of proactive behavior at work. We proposed that, through a process of trait activation, employees with different self-construals engage in different forms of proactive behavior when they work in environments that are consistent with their self-construals. Using a time-lagged survey design, in Study 1 (N = 205), employees with independent self-construals working in jobs with high autonomy had stronger career commitment than those in jobs with low autonomy, and thus they engaged in more career-oriented proactive behavior. Employees with interdependent self-construals working in jobs with high interdependence reported higher work unit commitment and, in turn, higher work unit-oriented proactive behavior. Using a between-subject experimental design (Study 2, N = 437) consistent with Study 1, individuals primed with interdependent self-construals engaged in more work unit-oriented proactive behavior when job interdependence was also manipulated. Priming independent self-construals did not enhance career-oriented proactive behavior, even when job autonomy was manipulated. Our research offers a theoretical framework to explain how dispositional and situational factors can interactively shape different forms of proactive behavior.

**Contact details:** Please register your attendance with  
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