

Rowe Research Seminar Series – October 26, 2016

Speaker # 1:

Impact of Self-Construal on Gifting Behaviour

Dr . Hamed Aghakhani

Assistant Professor, Rowe School of Business, Dalhousie University

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Abstract: This research examines the influence of self-construal on gifting behaviour. Across 5 experiments, this research shows that interdependent individuals felt more difficult to choose a gift for others than independent individuals. Interdependent individuals are more likely to take the gift recipient's perspective when choosing the gift, this process requires cognitive resources and takes longer time and effort, thus it's was deemed more difficult for people to make the gifting decision. The effect of self-construal on gifting behaviour is eliminated, however, when 1) there is a cognitive load, 2) participants are instructed to take the recipient's perspective, and 3) there are multiple recipients, making the perspective taking implausible.

Bio sketch: Hamed Aghakhani holds a PhD in Marketing from the University of Manitoba. His research characterized by two main streams that examine consumer reactions towards marketplace deception and how social exclusion impacts consumers' behaviour. Dr. Aghakhani's research has been supported by SSHRC (2016) and RDF (2015). He teaches both MBA and undergraduate courses. In 2015, he was awarded the *Mills Faculty Award in Marketing* at the Rowe School of Business.

Speaker #2:

Toxicity at Work: The Perils of Incivility and Harassment

Dr. Dana Kabat-Farr

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Abstract: The social landscape at work can prove treacherous, especially for employees who have to navigate experiences of incivility and harassment. In this talk, I will present a collection of findings from my research program that suggest not only are deviant behaviours costly, but they are also a way in which covert varieties of sexism and racism remain in today's organizations. Grounded in theories of modern discrimination, I will present data that illuminates a dark side of organizational life: low-level forms of rudeness and mistreatment are often disregarded as trivial. I will suggest that to truly equal the playing field, organizations must root out interpersonal experiences that undermine women's (and men's) success and satisfaction. The goal of my work is thus both to inform academic theory and to encourage workplace interventions.

Bio sketch: Dr. Kabat-Farr received her PhD in from the University of Michigan. Her research focuses on workplace social experiences – both negative (incivility, harassment) and positive (citizenship). She has examined (1) relationships between workgroup "tokenism" and gender harassment, (2) incivility as covert discrimination against women and people of colour, and (3) positive and negative experiences that influence employees' ability to thrive. Her work has been published in outlets such as *Journal of Management* and *Law and Human Behavior*. Before joining the Dal faculty in July 2016, she was an Assistant Professor of Management at the University of Nevada, Reno.

Looking forward to seeing you on October 26, 2016 (Wednesday) between 10:00-11:30, at the Rowe Management Building Room # 3052 (Mackay Boardroom). Pizza and pop will be provided.