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 1855

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EAWOP SGM 2016

ADVANCED MODELING. New methods for studying individual differences and dynamics in organizations

Organized by Riccardo Sartori - Verona University
Promoted by the European Association of Work and Organizational Psychology (EAWOP)

Organizers

- Stephan Dickert – Vienna University of Business and Economics**
- Enrico Rubaltelli – Padua University**
- Wander Jager – Groningen University**
- Margherita Pasini – Verona University**
- Riccardo Sartori - Verona University**
- Natalie Van Der Wal - VU Amsterdam University**



Università degli Studi di Verona

CALL FOR PAPER EAWOP SGM 2016: Advanced Modeling: new methods and techniques for studying individual differences in organizations

Date: September 14-16, 2016

Location: Verona University, ITA

Submission of Abstracts deadline 28th April 2016

Main proposer: Riccardo Sartori

Organizers:

Stephan Dickert – Vienna University of Business and Economics

Enrico Rubaltelli – Padua University

Wander Jager – Groningen University

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The EAWOP Small Group Meeting (SGM) is a **workshop of three days** organized by the group for **Applied Research in Society and Organization (APRESO, www.apreso.org)** of the **University of Verona** and promoted by the **European Association of Work and Organizational Psychology (EAWOP, www.eawop.org)**.

The goal of the EAWOP SGM is to create an **interdisciplinary community** for researchers at the edge of agent-based modeling and (organizational) psychology in order to improve this new and advanced kind of methodology. The SGM intend to create a productive conference-meeting group to introduce **Agent-Based Models (ABMs)** and **Growth Mixture Models (GMMs)**, and to exchange approaches, methods, and critics aiming to improve the methodology of research. Because of the innovativeness of the topic, as it represents a new research domain, we will ask participants **to submit a research proposal** based on the provided guidelines

OVERVIEW. Standard methods of investigation currently applied in Organizational Psychology do not guarantee the possibility of analyzing and predicting outcomes of the macroscopic structure, as well as the emergent properties of **complex systems such as business organizations**. In addition, any form of statistical analysis, even the most sophisticated, such as Structural Equation Models (SEMs), ignores the individual differences of the population. New research methods have been lately explored in recent years, starting from some solid scientific studies on individual behavior and using **advance computing techniques capable of "growing up" phenomena at the macro level**, making it possible to obtain counterintuitive findings about behavior and implications in organizations. This approach additionally permits one to experiment with parameters such as individual's rationality, something which is difficult to address with a purely statistical approach.

The present Small Group Meeting aims to propose a **series of contributions for Organizational Studies**, not purely simulation based, but a hybrid between the classical static and statistical model approach, and the dynamic modelling. Indeed, a promising area of application of **Agent-Based Models** and of **Growth Mixture Models** are organizations, where it is possible to model social behaviors to investigate organizational outcomes (Smith & Conrey, 2007). By knowing for example the potential antecedes connected to some social-behavior, such as counterproductive behaviors (interpersonal deviance, abusive supervision, etc.), as well as behaviors oriented to positive values (such as teamwork, career choices, etc.), it is possible to recreate the same phenomena using computer simulations for predictive purposes (Fioretti, 2013; Hughes, Clegg, Robinson, & Crowder, 2012; Sartori, Ceschi, & Scalco, 2014; Weinhardt & Vancouver, 2012). These methods are not presented as strict substitutes of the traditional statistical analysis, but as an extension of it, in order to obtain results capable of explaining more variance. The aim of this new approach allows a direct comparison of agent-based modeling with standard statistical methodologies, especially SEMs based, whilst retaining the potential advantages of ABMs and of GMMs. Following these considerations, the present EAWOP SGM on Advanced modeling invites researchers, as well as practitioners, from fields related to work and organizational psychology, sociology, computer science, artificial intelligence, applied psychology, environmental sciences, computational methods, economics and business, among others, to join these three days of discussion. We welcome proposals especially from interdisciplinary fields addressing theoretical, experimental, or even technical issues regarding advanced modeling for Organizational Studies.

SUBMISSION OF ABSTRACTS. An abstract based on the provided guidelines (up to 300 words) should be submitted by **28th April 2016** to riccardo.sartori@apreso.org (please, specify the email object like this “Submission VERONASGM2016”). Each contribution will be evaluated at least by **2 peer reviewers**, according to the relevance to the SGM topics, significance of the contribution, and originality. Submissions should be structured as follows: purpose of the contribution, design/methodology, results, limitations, conclusion/implications. Please, also describe the originality of your contribution. Participants will be notified regarding the acceptance of their paper by May, 2016.

FULL PAPERS AND GUIDELINES. Full papers should be submitted by the end of July 2016 so that they can be made available to all participants before the meeting. Full papers should be **comprised between 4.000 and 6.000 words** (including list of references, figures, and tables). Figures and tables can be embedded in the text. The first page, on which the paper body begins, should include the title, authors (including affiliation and contact email of each author), abstract (up to 150 words), and keywords (up to six). Citation style must be formatted according to the **APA style 6th edition** (for more information, please visit www.apastyle.org).

PUBLICATION OF PAPERS. We are planning to publish selected papers in a Special Issue of an academic journal (e.g. Mind&Society). **More information about the Special Issue guidelines for submission will be provided to selected papers.**

REGISTRATION. For the contribution to be qualified as oral presentation during the SGM and to be selected as paper to be published inside the Special Issue, it is required that at least one of the authors will confirm the participation to the meeting. **No registration fee is required¹.**

MORE INFORMATION. To receive more information and remain updated about the conference, please visit the official site of the SGM: <http://www.veronasgm2016.org>. For any further information, please do not hesitate to contact R. Sartori (riccardo.sartori@apreso.org)

¹ There is no registration fee. However, giving the limited space, we kindly ask to submit an email to register. Reservations will be accepted in the order they are received. Emails can be sent through the website (“REGISTER”) or by sending an email to R. Sartori (riccardo.sartori@apreso.org; please, specify the email object like this “Registration to VERONASGM2016”).