Einladung zum Vortrag

Zeit: Dienstag, 26.06.2018 | 17:15 – 18:45 Uhr
Ort: Institut für Psychologie, Wilhelm-Raabe-Str. 43, Raum 203

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Proactivity in concert: an interactive perspective on employee proactivity

With my research, I aim to contribute to research on proactive behaviour in organizations by investigating proactive behaviour in relational work settings (i.e. work contexts where individuals work together to achieve a common goal). On the one hand, employees are asked to be proactive: to show self-started behaviours that are aimed at improving the work situation with a long-term focus (Crant, 2000). On the other hand, the rise of team work has employees working closely together in teams, work groups or projects, with the aim of making optimal use of the knowledge, skills and abilities available in the organization (Mathieu et al., 2008). However, these two developments together mean that employees are asked to proactively shape not only their personal work situation, but also that of their peers. The question that is central to my research is: Can employees work together to be proactive, and work together proactively? In order to answer these questions, I have used a number of different quantitative designs to investigate how people working together are proactive, experience each other’s proactivity and are led to be proactive. The results of my investigations show that task conflict and reflection are positively associated with team proactivity, that employee proactivity seems to yield mostly positive affective reactions from co-workers and that efficacious leaders tend to have more proactive followers.