Examining the Interpersonal Consequences of Leader-Member Exchange Social Comparison in Workgroups

Dr Herman Tse
Griffith Business School, Griffith University

Abstract
Drawing on deontic justice and social comparison theories (Festinger, 1954; Folger, 2001), the present study examines the interpersonal consequences of Leader-Member Exchange Social Comparison (LMXSC) among coworker dyads in workgroups. Specifically, we argue that when X's LMXSC is superior to Y, he/she may experience negative emotional and behavioral reactions toward X in a coworker dyad. We tested our hypotheses using data collected from 177 engineers in 640 dyads within 42 R&D project teams in a high-technology company in China. Results of the social relations modeling revealed the relationship between X's LMXSC and Y's anger toward X is contingent on procedural justice perceptions. Our results also indicated that Y's anger toward X is a crucial mediator that transmits the joint effect of X's LMXSC and procedural justice perceptions on Y's harming behavior directed toward X within workgroups.

About the Speaker
Herman Tse is a Senior Lecturer in the Griffith Business School, Griffith University. He obtained his PhD from the University of Queensland. His research interests include transformational leadership, relational leadership, emotions in teams, and multilevel issues in organizations. Herman's work has appeared in internationally respected journals such as the Journal of Applied Psychology, the Leadership Quarterly, the Journal of Organizational Behavior. He has been on the Editorial Board of three A* and A journals including the Journal of Organizational Behavior, Group and Organization Management and Management Organization Review. Since 2009, he has been appointed as chair for the Stream of Leadership and Governance of the ANZAM conferences. In 2012, he has also been invited to be an Assessor for the Australian Research Council, evaluating funding proposals.

Event details
Interested in learning more about the topic, why not come along to this seminar? The details are provided below:

Date: Wednesday 15 April, 2015
Time: 11.00 am to 12.00 pm
Venue: S9 Conference Room - Caulfield Campus

Light lunch provided after the seminar, please RSVP if you wish to attend by COB Monday 13 April to:
Cynthia.Kumar@monash.edu