Departmental Seminar (2019-2020)

When Do “Good Guys” Finish First? Promotion Framing, Moral Elevation, and Observer Positive Reactions to Ethical Voice.

Speaker: Dr. Anjier CHEN  
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Date: 14 October 2019 (Monday)

Time: 10:30 am - 12:00 nn

Venue: Room WLB602  
The Wing Lung Bank Building for Business Studies  
Shaw Campus, Hong Kong Baptist University

Abstract

Despite the importance of ethical voice for promoting organizational integrity, employees fear for negative reactions from colleagues and managers. I draw on regulatory focus theory and moral psychology to understand when and why observers react positively to coworker ethical voice. Specifically, I propose that when voicers use promotion moral framing, ethical voice elicits moral elevation in observers and subsequently leads to positive observer reactions (i.e., increased liking, trust, status evaluation and support). I further propose that this effect is amplified by salience of ethical voice. Those propositions are largely supported by results of a two-wave critical incident survey.

Short bio

Anjier Chen is a Ph.D. candidate at Smeal College of Business, Pennsylvania State University. Her research takes place at the intersection of ethics, voice, and social issues in organizations. She is particularly interested in strategies, effectiveness, and consequences of voicing ethical issues. Her work has appeared in Journal of Applied Psychology, Business Ethics: an European Review, and Business and Society 360 book series. She is also one of the eight finalists in the 2019 INFORMS/Organization Science Dissertation Proposal Competition.