Take aways from meeting 1

1. Compile “mini lit review” into a set of process inferences
2. Think about ways of hooking the paper
   * MLM style
3. First paper framed about process inferences. We conclude by hinting at dynamics to lead into the broader paper.

Feedback I would like:

1. Agree with the inference list?
2. Agree with hook and paper structure?
   1. See pdf document and questions within

Inference list begins on next page

1. Remember: these are not “true” dynamic concepts mapped onto our research – We went the other way around. Below, we reviewed org research with longitudinal data and then abstracted their hypotheses to form common inferences.

- Is this how we frame the paper?

The summary list

Is it possible to capture each category with one statement?

* Relationships
  + Describe/explain the relationship of one or more predictor variables with a response variable across time
* Growth
  + Describe/explain the (systematic) trajectory of one or more variables across time
* Change/fluctuations
  + Describe/explain how one or more variables changes/fluctuates across time
* Event occurrence
  + Describe whether or when events occur
* Dynamics
  + Describe/explain the relationship between prior states and future states

The full list

* Relationships
  + **Inference**
    - **The relationship of one or more predictor variables with a response variable across time**
  + Examples
    - Lack of sleep negatively related to cognitive self-control
      * Barnes et al., 2011
    - Employee daily negative mood negatively predicts daily task performance
      * Chi et al., 2015
* Growth
  + **Inference 0**
    - **What is the level of a construct at different points in time?**
      * Examples
        + Intercept at time 1, intercept at time 5, etc.
        + No references
  + **Inference 1**
    - **What are the patterns of a trajectory or trajectories across time?**
    - **How does the construct change over time?**
      * Examples
        + Expatriate work adjustment follows a positive trajectory

Zhu et al., 2016

* + - * + Concealing and signaling will have negative slopes over time

Jones et al., 2016

* + **Inference 2**
    - **Are there inter-individual differences in the level and/or rate of change over time?**
      * Variance in intercepts at time 2, variance in slopes…
      * Zhu et al., 2016
  + **Inference 3**
    - **How is the level of the construct related to the slope (rate of change – Nutall) of the same or different constructs?**
      * Examples
        + Initial level of peer leader’s transformational leadership will positively relate to beliefs about DCSB slope

Schaubroeck et al., 2016

Actual hypothesis

Peer leader’s transformational leadership will have a positive indirect relationship with increases in coworkers’ service performance through increases in their behavioral beliefs about the benefits of engaging in the desired customer service behaviors.

So note that I removed the middle and had to assume initial level (although you can tell from their path model)

* + - * + Initial level of expatriate work adjustment is negatively related to the speed of change in work adjustment

Zhu et al., 2016

* + - * + Slope related to level at final time point

No specific reference but they do this in developmental

* + **Inference 4**
    - **What inter-individual characteristics relate to inter-individual differences in level or slope?**
      * Examples
        + Contextual support will be negatively related to average levels of concealing
        + Contextual support will positively predict the slope of concealing

Jones et al., 2016

* + - * + The trajectory of expatriate work adjustment is positively related to perceived career instrumentality

Zhu et al., 2016

* + - * + Job complexity trajectory is positively related to job strain

Li et al., 2017

* Change
  + **Inference 1**
    - **How are the changes in one variable associated with the changes in another?**
      * Examples
        + Within individuals, exhibiting daily procedural justice behavior is associated with an increase in resource depletion

Johnson et al., 2014

* + - * + Within individuals, performance of behaviors reflective of transformational leadership will be associated with a decrease in negative affect

Lanaj et al., 2016

* Dynamics
  + How are prior states related to future states?
    - **Inference 1**
      * **How is one variable related to its future self?**
        + Examples

No examples

Kind of:

Ritter 2016: Levels of job satisfaction are negatively associated with changes in job satisfaction (proportional change).

* + - **Inference 2**
      * **How is one variable related to a different future variable?**
        + Examples

Prior self efficacy is negatively related to subsequent exploratory behavior

Hardy et al., 2018

Perceived P-O fit is related positively to subsequent positive affect

Gabriel et al., 2014

WFC will have a negative cross lag relationship with well being

Matthews et al., 2014

* + - * Combining this inference with change
        + Examples

Levels of role conflict are negatively associated with subsequent changes in job satisfaction

Ritter 2016

Concealing at time t-1 will predict an increase in frequency of physical symptoms at time t

Jones et al., 2016

* + - **Inference 3**
      * **Directionality**
      * **What is the relationship direction among a set of variables?** 
        + Examples

Hypotheses come in pairs

Prior self efficacy negatively related to subsequent meta cognition

Prior meta cognition positively related to subsequent self efficacy

Hardy et al., 2018

WFC negative cross lag relationship with well being

Well being negative cross lag relationship with WFC

Matthews et al., 2014

* + - **Inference 4**
      * **Reciprocal**
      * **Is the pattern of relationships reciprocal, such that one variable influences another, and this latter variable then goes back to influence the first?**
        + Examples

Kaltianinen 2017 3 “build up” hypotheses

1

Process justice perceptions will have a positive relationship with subsequent cognitive trust, controlling prior cognitive trust

2

Cognitive trust will have a positive relationship with subsequent perceptions of process justice, controlling prior process justice perceptions

3

Process justice perceptions and cognitive trust have positive reciprocal relations over time. Specifically, planning stage (time 1) process justice (cognitive trust) perceptions will have a positive relationship with subsequent post-merger (time 2) cognitive trust (process justice) perceptions, which in turn will have a positive relationship with later post-merger (time 3) process justice (cognitive trust) perceptions

* + - **Inference 5**
      * **Mediation**
      * **One variable influences an outcome through an intermediate variable**
        + Examples

Relationship conflict early in the lifespan of the team will have a negative effect through information exchange on task conflict later in the lifespan of the team

RCt => IEt + 1 => TCt + 2

Humphrey et al., 2017

Maxwell and Cole

Basic and Applied Journal cites on mediation

* + - **Inference 6**
      * **Lags**
      * **How does the effect change among different lags?**
        + Examples

Does the effect vary as a function of lag?

Matthews et al., 2014

There will be a positive time-lagged relationship between work stressors (org constraints and experienced incivility) and both interpersonal and organizational CWB

Then used different time lag models and examined fit. Section in analysis section titled “Different Effect Sizes for Different Time Lags?”

Meier & Spector 2013

Best Methods For Studying Change book

Time specific effects

P. 253

* Event Occurrence
  + **Describe whether or when events occur**
    - Singer and Willett (Applied Longitudinal Analysis)
* Others
  + **Relationship strength or variables of importance depend on where you are in the process.**
  + I would put this in the “Relationships” bucket
    - Examples
      * In phase A, X positive relationship with Y
      * In phase B, Z positive relationship with Y
        + In preparation phase, supporting and coaching leader behaviors are positively related to member voice
        + In the action phase, coaching and directing leader behaviors are positively related to member voice

Farh et al., 2018 (At end of title: “Test of a dynamic phase model”)

* + - * + In initial stages following group formation, individuals who have higher levels of noticeable, leadership-relevant attributes will perceived more as leaders
        + Over time, individuals who have higher levels of covert, leadership-relevant attributes will be perceived more as leaders

Kalish et al., 2016

What they mean by ‘over time’ is, “in a different phase…”

* + - * In phase A, X positive relationship with Y
      * In phase B, X negative relationship with Y
        + In the prospecting stage, a stronger attentional orientation toward earlier-stage exploration activities increases the speed of venture termination decisions, but decreases the speed of venture advancement decisions
        + In the developing stage, a stronger attentional orientation toward earlier-stage exploration activities decreases the speed of venture termination decisions and decreases the speed of venture advancement decisions

Bakkar 2017

* + - * + Task and relationship conflict will be positively related early in the lifespan of a team and negatively related late in the lifespan of a team

Humphrey 2017

* + - * Interaction with time (I know this isn’t an inference but I think we should distinguish from people who run separate analyses within each phase)
        + Three way interaction among time, volatility, and relative goal progress.

Schmidt et al., 2009

* + - * + Time elapsed during the job search will interact with controlled motivation in predicting metacognitive strategies, such that controlled motivation exhibits a negative relationship with metacognitive strategies early in the job search and a positive relationship late in the job search

De Motta Viega 2014

* + Interpersonal
    - Leader X influences follower Y affect, which influences follower Y voice
      * Liu 2017
        + Mediation within each time point
        + I have this in here because they use the word dynamic a lot…but I don’t think we need to include

Please see pdf document to get a feel for the paper structure

Dynamic Paper Options

1. Connecting inferences to models
   1. What are the inferences people are trying to make?
   2. What are the questions they are asking?
      1. Do these connect to 3 or 4 mathematical models?
         1. Can we then connect the math to statistical models to estimate the parameters of interest?
2. Core dynamic concepts
   1. What are the core concepts of dynamics?
   2. How are these examined/ignored in our field?
      1. E.g., trends, states, the past matters, equilibrium, shocks, boundary space on the system

Starting with 1: what questions are people asking, what are the inferences they are trying to make with longitudinal data?

* Xu DeShon
  + Relationships
  + Growth
  + Change
  + Dynamics
* Mini Lit Review
  + Reciprocal
    - X relationship with subsequent Y, which in turn influences X
      * Kaltianinen 2017
        + Incorrect use of term by Zablah 2016: they looked at directionality
  + Directional
    - Prior X relationship with Y
    - Prior Y relationship with X
      * Hardy 2014
      * Matthews 2014
  + Mediation
    - X early => Y mid => Z end
      * Humphrey 2017
  + Phase (independent analysis)
    - Variables of importance depend on phase
      * In phase A, X positive relationship with Y
      * In phase B, Z positive relationship with Y
        + Farh 2018
        + Kalish 2016
    - Strength/direction of relationships depends on phase
      * In phase A, X positive relationship with Y
      * In phase B, X negative relationship with Y
        + Bakkar 2017
        + Humphrey 2017
    - Movement from phase to phase
      * What influences the movement from phase A to phase B? (Planning a project to taking action).
        + Bakkar 2017
  + Depends on time (interaction with time)
    - Relationship between X and Y depends on time
      * Schmidt 2009
      * De Motta Viega 2014
  + Interpersonal
    - Leader X influences follower Y affect, which influences follower Y voice
      * Liu 2017
        + Longitudinal data but static analysis
        + Mediation within each time point
  + LGM
    - Pos or neg slopes over time
    - Levels related to slopes
    - Levels related to change
      * Ritter 2016
      * Jones 2016
  + Lags
    - X one lag relationship with Y, two lag, three lag?
    - Does the effect vary as a function of lag?
      * Meier & Spector 2013
      * Matthews 2014

How is the term being used?

The dynamics of motivated action (Schmidt 2009)

* A primary contribution of this study is the explicit consideration of dynamic aspects of goal processes, examining several elements of motivational dynamics. First, we examined these processes as they unfold over time, rather than focusing on a single point in time. Second, we considered how these self-regulatory processes evolve as the deadline for goal completion nears. Third, we considered the dynamics of the environment by examining differences in resource allocation strategies across low-volatility environments, in which goal progress is solely determined by the goal seekers themselves, and high-volatility environments that evolve independently of the goal seekers' actions. As predicted these three forms of dynamics combined in a complex fashion to influence resource allocation.
  + So, their ‘dynamic’ notions are:
    - Over time
    - Deadline approaching
    - **Changing environment (very common to use “dynamics” for this notion)**

References

@article{kaltiainen2017,  
 title={Dynamic interplay between merger process justice and cognitive trust in top management: A longitudinal study.},  
 author={Kaltiainen, Janne and Lipponen, Jukka and Holtz, Brian C},  
 journal={Journal of Applied Psychology},  
 volume={102},  
 number={4},  
 pages={636},  
 year={2017},  
 publisher={American Psychological Association}  
}

@article{farh2018,  
 title={Leadership and member voice in action teams: Test of a dynamic phase model.},  
 author={Farh, Crystal IC and Chen, Gilad},  
 journal={Journal of Applied Psychology},  
 volume={103},  
 number={1},  
 pages={97},  
 year={2018},  
 publisher={American Psychological Association}  
}

@article{schmidt2009,  
 title={A matter of time: individual differences, contextual dynamics, and goal progress effects on multiple-goal self-regulation.},  
 author={Schmidt, Aaron M and Dolis, Chad M and Tolli, Adam P},  
 journal={Journal of Applied Psychology},  
 volume={94},  
 number={3},  
 pages={692},  
 year={2009},  
 publisher={American Psychological Association}  
}

@article{da2016,  
 title={The role of self-determined motivation in job search: A dynamic approach.},  
 author={da Motta Veiga, Serge P and Gabriel, Allison S},  
 journal={Journal of Applied Psychology},  
 volume={101},  
 number={3},  
 pages={350},  
 year={2016},  
 publisher={American Psychological Association}  
}

@article{hardy2018,  
 title={Interrelationships Among Self-Regulated Learning Processes: Toward a Dynamic Process-Based Model of Self-Regulated Learning},  
 author={Hardy III, Jay H and Day, Eric Anthony and Steele, Logan M},  
 journal={Journal of Management},  
 pages={0149206318780440},  
 year={2018},  
 publisher={SAGE Publications Sage CA: Los Angeles, CA}  
}

@article{bakker2017,  
 title={Pull the plug or take the plunge: Multiple opportunities and the speed of venturing decisions in the Australian mining industry},  
 author={Bakker, Rene M and Shepherd, Dean A},  
 journal={Academy of Management Journal},  
 volume={60},  
 number={1},  
 pages={130--155},  
 year={2017},  
 publisher={Academy of Management Briarcliff Manor, NY}  
}

@article{liu2017,  
 title={Why and when leaders’ affective states influence employee upward voice},  
 author={Liu, Wu and Song, Zhaoli and Li, Xian and Liao, Zhenyu},  
 journal={Academy of Management Journal},  
 volume={60},  
 number={1},  
 pages={238--263},  
 year={2017},  
 publisher={Academy of Management Briarcliff Manor, NY}  
}

@article{humphrey2017,  
 title={Team conflict dynamics: Implications of a dyadic view of conflict for team performance},  
 author={Humphrey, Stephen E and Aime, Federico and Cushenbery, Lily and Hill, Aaron D and Fairchild, Joshua},  
 journal={Organizational Behavior and Human Decision Processes},  
 volume={142},  
 pages={58--70},  
 year={2017},  
 publisher={Elsevier}  
}

@article{ritter2016,  
 title={Understanding role stressors and job satisfaction over time using adaptation theory.},  
 author={Ritter, Kelsey-Jo and Matthews, Russell A and Ford, Michael T and Henderson, Alexandra A},  
 journal={Journal of Applied Psychology},  
 volume={101},  
 number={12},  
 pages={1655},  
 year={2016},  
 publisher={American Psychological Association}  
}

@article{kalish2016,  
 title={Leadership emergence over time in short-lived groups: Integrating expectations states theory with temporal person-perception and self-serving bias.},  
 author={Kalish, Yuval and Luria, Gil},  
 journal={Journal of Applied Psychology},  
 volume={101},  
 number={10},  
 pages={1474},  
 year={2016},  
 publisher={American Psychological Association}  
}

@article{jones2016,  
 title={The baby bump: Managing a dynamic stigma over time},  
 author={Jones, Kristen P and King, Eden B and Gilrane, Veronica L and McCausland, Tracy C and Cortina, Jose M and Grimm, Kevin J},  
 journal={Journal of Management},  
 volume={42},  
 number={6},  
 pages={1530--1556},  
 year={2016},  
 publisher={Sage Publications Sage CA: Los Angeles, CA}  
}

@article{matthews2014,  
 title={A work--family conflict/subjective well-being process model: A test of competing theories of longitudinal effects.},  
 author={Matthews, Russell A and Wayne, Julie Holliday and Ford, Michael T},  
 journal={Journal of Applied Psychology},  
 volume={99},  
 number={6},  
 pages={1173},  
 year={2014},  
 publisher={American Psychological Association}  
}

@article{zablah2016,  
 title={A cross-lagged test of the association between customer satisfaction and employee job satisfaction in a relational context.},  
 author={Zablah, Alex R and Carlson, Brad D and Donavan, D Todd and Maxham III, James G and Brown, Tom J},  
 journal={Journal of Applied Psychology},  
 volume={101},  
 number={5},  
 pages={743},  
 year={2016},  
 publisher={American Psychological Association}  
}

@article{meier2013,  
 title={Reciprocal effects of work stressors and counterproductive work behavior: A five-wave longitudinal study.},  
 author={Meier, Laurenz L and Spector, Paul E},  
 journal={Journal of Applied Psychology},  
 volume={98},  
 number={3},  
 pages={529},  
 year={2013},  
 publisher={American Psychological Association}  
}