



Permanent study group III, EPGA 2011

Provisonal program

Wednesday, 8 September 2011

16.30 – 18.30 Session 1: Diversity in general (2 papers)

- Eva Knies & Peter Leisink, People management and diversity: chicken or egg? Results of a longitudinal study of line managers' activities and diversity
- Lotte Bøgh Andersen, Nikolai Kristensen & Lene Holm Pedersen, Diversity and user capacity

Thursday, 9 September 2011

08.30 – 10.30 Session 2: Generations and diversity (2 papers)

- Eva Platteau & Annie Hondeghem, The art of dealing with intergenerational conflict at work. Experiences of local government employees.
- Adrian Ritz, Managing diversity - Antecedents and consequences of efforts to enhance diversity in public administration

11.00 – 12.30 Session 3: Gender and diversity (2 papers)

- Lotte Bøgh Andersen, Teacher diversity: Does the mix of men and women affect job satisfaction and self-efficacy?
- Laura den Dulk, Sandra Groeneveld & Bram Steijn, Why do men and women work in the public sector? Gender dimensions of public sector motivation

14.00 – 16.00 Session 4: Management and diversity (3 papers)

- Patrick McGurk, The contingent role of management and leadership development in public service organisations
- Jasmijn van Harten, Adapting to the environment - The diversity of public sector leaders' reactions toward changes in their environments

16.30 – 18.30 Session 5: Diversity and diff. occupational categories (2 or 3 papers)

- Sonia Gerber & Yves Emery, The emergence of a new hybrid profession: 'administrative social assistant'. Motivation, satisfaction and commitment in comparison with social workers and clerical staff



- Ria Janvier, Erik Henderickx & Jesse Segers, Civil servants versus government contractors: tension or tense? Does the difference in employment mode lead towards a different work attitude?

Friday, 10 September 2011

08.30 – 10.30 Session 6: Diversity and Public Service Motivation I (3 papers)

- Peter Leisink & Nina van Loon, Can public service motivation explain variance in volunteering activities of public service employees?
- Carina Schott & Trui Steen, Public service motivation and public service related behavior in a context of diverse goals and employment situations
- Wouter Vandenabeele & Anne Mette Kjeldsen, Public service motivation and whistle-blowing intention : interplay of individual and structural elements

11.00 – 12.00 Session 7: Diversity and Public Service Motivation II (1 paper and study group business)

- Christian Bøtcher Jacobsen, Johan Hvitved & Lotte Bøgh Andersen, Managing employee motivation in a diverse workforce: Crowding effects for intrinsic task motivation and public service motivation