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***Management***

*Workplace Ostracism and Employee Creativity: An Integrative Approach Incorporating Pragmatic and Engagement Roles*

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**Abstract**

Extending an extant dynamic componential perspective, we propose an integrative model of how and why workplace ostracism exhibited by supervisors relates to employees' creativity through pragmatic (task resources) and engagement (creative process engagement) effects. Specifically, we predict that workplace ostracism negatively relates to creativity through reduced task resources and creative process engagement. Perceived organizational support plays a key role in buffering the negative effects of workplace ostracism in both pragmatic and engagement domains. Three-wave, supervisor–subordinate, dyadic data from a bank in China support these hypotheses. We discuss the implications of these results for both research and practice.

**Date:** 23 March, 2018 (Friday)  
**Time:** 11:00~12:30  
**Venue:** Faculty of Business Administration, E22-2013

## **A Short Biography of Prof. Michael Ho-Kwong KWAN**

Prof. Kwan is Professor at Advanced Institute of Business Research and Department Head in Organizational Management at School of Economics and Management, Tongji University. He received his undergraduate, MPhil, and MSc degrees from The Chinese University of Hong Kong, MBA degree from Hong Kong University of Science and Technology, and PhD from Drexel University. He has published over 50 articles in such journals as Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Management Studies, Organizational Behavior and Human Decision Processes, and Personnel Psychology.

**ALL ARE WELCOME!**