Dr. Rebecca Bennett Lectures in Hamburg, Germany

RUSTON, La – Rebecca J. Bennett, Ph.D., a member of the Management and Information Systems Department of Louisiana Tech University’s College of Business was recently invited to Kühne Logistics University in Hamburg, Germany to present her research to a group of faculty and graduate students as part of their Research Seminar Series. Her November 28th Research Seminar Presentation was titled “The Impact of Perceived Job Alternatives: Examining the Destructive Effects of Work Frustration and Turnover Intentions on Employee Deviance.” She discussed the counter-intuitive findings of some recent research she has undertaken with colleagues Marie Mitchell (University of Georgia) and Craig Crosley (University of South Florida). They predicted, based on reactance theory, that individuals who are frustrated at work and who would like to quit, but who feel “stuck” in their jobs (because they perceive they have few job alternatives) are more likely to engage in counterproductive behaviors at work than those who have more perceived alternatives. Their analysis of the survey responses of 200 anonymous employees supported their predictions. Practical implications were suggested by the German and Dutch scholars in attendance, for instance companies might choose to provide executive recruitment services for employees so that they are aware of job alternatives if they are dissatisfied.

Dr. Bennett was also invited to give a public lecture as part of her visit. The title of that presentation was “Forgiving Offenses in the Workplace: Differing Motives and Their Results on Employee Well-being.” In that presentation on November 29th, she described research she recently had published in the Journal of Occupational Health with coauthors Susie Cox (McNeese University), Thomas Tripp (University of Washington, Vancouver) and Karl Aquino (University of British Columbia). Since some of the motives for forgiveness resulted in greater stress or poorer health, the audience was curious about the finding that perhaps forgiveness isn’t always a good thing. Of course, the self-defined forgiveness respondents described was often not ‘true forgiveness’ but rather forced reconciliation because of the work environment.

Her hosts escorted her to the Christmas Markets in Hamburg which were a highlight of her visit.

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