

Dr. Allison (Allie) Gabriel

January 20, 2022, 12:00-12:50pm

In-person audience in PRCE 282 (Speaker will be on Zoom)
Online audience zoom link: tinyurl.com/purdueiotalk2022 or click [here](#)

Title: Retreating or Repairing? Examining the Alternate Linkages between Partner-Instigated Incivility at Home and Daily Helping at Work

Abstract:

Although research has recognized the straining effects of incivility at work, it is less clear how incivility experiences at home affect employees' daily states and behaviors at work. We argue that partner-instigated incivility—ambiguous aggressions from an employee's partner—may affect workplace helping behaviors in multiple ways. Drawing upon self-regulation and work-family theory, we argue that whereas partner-instigated incivility may be depleting and draining of employees' capacity to help others at work, it also may induce negative mood and thus drive employees to compensate for this unpleasant experience by engaging in more helping behaviors in the work domain. Furthermore, we consider perspective taking as a potential suppressor of the effects of partner-instigated incivility on depletion and negative mood. Results from a critical incident experiment supported our assertion that partner-instigated incivility is both cognitively depleting and inducing of negative mood. In our experience sampling study, which included daily reports from employees and their partners who instigated incivility, we replicated the initial effects and found support for a compensation linkage between partner-instigated incivility and helping at work via negative mood, and partial support for the moderating role of perspective taking. Implications of these findings for work-family and self-regulation theory are discussed.



Dr. Allison (Allie) Gabriel (asgabriel@arizona.edu) is the McClelland Professor of Management and Organizations and University Distinguished Scholar at the University of Arizona's Eller College of Management. She received her B.A. in Psychology with honors and highest distinction from Penn State University in 2008, and her Ph.D. in Industrial-Organizational Psychology from The University of Akron in 2013. Her research focuses on emotions, motivation, interpersonal stressors/relationships, and employee well-being (especially women's health and its intersection with work), and she is particularly interested in understanding these phenomena from a within-person perspective with an emphasis on event-level processes.

Dr. Gabriel's research has been published in *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Research Methods*, and *Journal of Management*, among other outlets, and has resulted in numerous presentations at the Academy of Management (AOM), American Psychological Association (APA), and Society for Industrial and Organizational Psychology (SIOP) conferences. Her research has also received popular press attention from outlets such as *CNBC*, *CNN*, *Fast Company*, *Forbes*, *The New York Times*, *The Wall Street Journal*, and *Psychology Today*, in addition to being featured by *Harvard Business Review*. For her scholarly achievements, Dr. Gabriel was the recipient of the 2021 AOM Organizational Behavior Division Cummings Scholarly Achievement Award, the 2021 SIOP Distinguished Early Career Contributions-Science Award, the 2020 AOM Human Resources Division Early Career Award, the 2019 AOM Sage Publications/ Research Methods Division/Lawrence R. James Early Career Achievement Award, and the 2018 Western Academy of Management Ascendant Scholar Award. Her research on women's health in the workplace has received the AOM Organizational Behavior Division Outstanding Publication in OB Award, as well as the AOM Human Resources Division Scholarly Achievement Award. She also was recognized in 2018 by Poets & Quants as a Top 50 Undergraduate Business School Professor.

Dr. Gabriel is an Associate Editor for *Journal of Applied Psychology* and serves on the editorial review boards for *Academy of Management Journal*, *Personnel Psychology*, and *Journal of Business and Psychology*. Outside of academia, you can find her with her husband (Mike), her daughter (Eleanor—a true pandemic baby born March 2020), and their entourage of cats. You can catch glimpses of her life and read about her food cravings and random research musings on Twitter @ProfASGabriel.