

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar



Feeling Positive, Negative, or Both? Examining the Self-Regulatory Benefits of Emotional Ambivalence By

Dr Allison (Allie) Gabriel
University of Arizona

Date : 18 Nov 2020 (WED)
Time : 9 am – 10:30 am
Venue : Online via Zoom

Abstract

According to self-regulation theories, affect plays a crucial role in driving goal-directed behaviors. Yet, past work presents inconsistent results regarding the effects of positive and negative affect, with theory heavily relying on understanding the separate, unique effects of each affective experience. In the current investigation, we integrate tenets of emotional ambivalence with self-regulation theories to examine how the conjoint experience of positive and negative affect yields benefits for behavioral regulation. We test these ideas within a self-regulatory context that has frequently studied the possible benefits of affect—the job search. Specifically, across two within-person investigations, we explore how emotional ambivalence relates to job search success (i.e., interview invitations, job offers) via job search self-regulatory processes (i.e., metacognitive strategies, effort). To capture emotional ambivalence during job search, we utilize a person-centered analytic technique known as multilevel latent profile analysis (MLPA). Results illustrate that the subsequent week (i.e., at time $t + 1$; Study 1) and month (Study 2) after job seekers experience emotional ambivalence (i.e., higher levels of positive and negative affect at time t), they receive more job offers via increased search efforts and interview invitations. Theoretical and practical implications for studying emotional ambivalence in organizational scholarship are discussed.

Dr Allison (Allie) Gabriel (asgabriel@arizona.edu) is an Associate Professor of Management and Organizations and Robbins Fellow in the Eller College of Management at the University of Arizona. 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, and employee well-being, and she is particularly interested in understanding these phenomena from a within-person perspective with an emphasis on event-level processes.

Her research has been published in major outlets such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Research Methods*, and *Journal of Management*, among others, and has resulted in numerous presentations and chaired sessions at the Academy of Management, American Psychological Association, and Society for Industrial and Organizational Psychology conferences. She was the recipient of the 2020 Academy of Management Human Resources Division Early Career Award, the 2019 Academy of Management Sage Publications/Research Methods Division/Lawrence R. James Early Career Achievement Award, and the 2018 Western Academy of Management Ascendant Scholar Award, among other honors. She also was recognized in 2018 by Poets & Quants as a Top 50 Undergraduate Business School Professor. Dr. Gabriel is currently an Associate Editor for *Journal of Applied Psychology*, and also serves on the *Personnel Psychology* editorial board.

Outside of academia, you can find her spending time with her husband (Mike), her baby daughter (Eleanor – born March 10, 2020), and their entourage of cats. You can catch glimpses of her life and random musings on Twitter @ProfASGabriel.

All interested are welcome.



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