Background: Practitioners and researchers alike now widely acknowledge the importance of emotions at work, as they have been shown to influence many significant work outcomes (e.g., employee withdrawal, performance, well-being, and violence). Academics across many disciplines conceptualize and study emotions in a multitude of ways. For instance, the literature related to positive and negative affect has a rich and long tradition in which emotions are viewed as relatively stable dispositional characteristics (e.g., Watson & Tellegen, 1994). In contrast, a growing body of organizational research focuses on discrete emotions—episodic states of feeling focused on a particular target—and builds on the work conducted in cognitive psychology and neuroscience (e.g., Smith & Lazarus, 1993; Lewis, 2005). Other more recent streams examine the implications and management of emotions at work (e.g., Seo, Barrett, & Bartunek, 2004; Huy, 1999). Researchers and practitioners also continue to explore emotional labor, that is, how individuals purposefully manage the emotions they display at work. In addition to these, the concept of emotional intelligence has received tremendous attention and appeal in the past decade. This area of work also has generated considerable appeal for international Academy members. Moreover, work in many of these areas is increasingly focused on the role context plays in shaping employee emotions (e.g., organizational change), and the influence of emotions on employee behaviors (e.g., leadership). A diverse array of theoretical perspectives corresponds to these variegated perspectives of emotions, such as personality psychology, appraisal theory, cognitive psychology, and affect systems.

Objectives: It thus is clear that Academy members pursue many different research streams related to emotions. The SAC therefore expects that an emotions PDW to be an excellent vehicle with which to foster cross-pollination and integration of these diverse perspectives. The proposed PDW serves as both a call and vehicle with which to begin this process. Furthermore, the title explicitly states “emotions at work.” This is purposeful as we would like each of our presenters to suggest, if not already explicit in their own work, specific implications and applications for emotions in the domain of work. Such translations should advance research that does not directly consider the work context and increase the appeal to a wider variety of AOM members. The objectives are to acknowledge multiple areas of emotions research, share the tenets associated with each, and leverage the merits within and across these various areas of research. These are the critical first steps for the integration and growth of future efforts devoted to emotions. Moreover, this objective aligns very clearly with the stated Academy theme of “Making Connections,” as the topic of emotions is ripe for and would greatly benefit from a workshop with this focus.
Structure: To effectively meet these objectives, we suggest a rough categorization of existing work into four central areas: forms of stable affect and affect systems; discrete emotions; management of emotions; and emotional intelligence. Clearly such a categorization is rather molar, but it is necessary to make the PDW manageable. Efforts will be made to be inclusive. Noted scholars representing each of these areas will present their own work, and will also be asked to offer an outline and discuss what they see as major tenets of work in their respective areas. A moderator, in conjunction with the presenters, will facilitate the identification and discussion of commonalities between these streams and will highlight possibilities for integration within and between. Conducting the PDW in this manner will serve to organize associated antecedents, outcomes, practices, and theoretical perspectives to make the session more accessible and useful for a diverse and large number of participants.

Intended Audiences and Sources of Support: Conducting the PDW in this manner will enable connections to be made across topic areas and disciplines, as each participant's view of emotion-related research will be broadened while providing them with access to other researchers. The diverse perspectives represented should provide multiple potential means for stimulating interest for faculty and doctoral students new to the area, and many possibilities for collaboration and potential integration for those already conducting emotions research. As a result, this PDW should be of interest to OB Division members as well as to Human Resource Management, Managerial and Organizational Cognition Interest Group members. This PDW should also appeal to the Research Methods Division, as a variety of designs, measurement techniques, and analytical tools are used in the included research. Finally, and notably, this PDW is an excellent tool with which to build on the momentum of EMONET. EMONET is a listserv devoted to emotions research and practice, and its members are very diverse in terms of vocation (i.e., academics and consultants) and location (i.e., a large proportion are international or non-U.S. based). EMONET may serve as a means to promote participation in the PDW, which may also serve to draw additional members into the OB Division and/or the larger Academy of Management.

Schedule of Activities: We propose a half-day PDW, preferably on Saturday to be accessible to a larger number of participants and avoid conflicts due to travel and other AOM events.

If approved by the OB Executive Committee, then noted scholars in the areas mentioned will be contacted regarding their willingness to participate. The goal is to have two scholars from each area present their work and to collaborate on what they, collectively, see as the major tenets in that particular area of emotions research. The purpose of having two presenters is to reduce the chance of PDW participants receiving a myopic view on any particular stream, and to increase the number of connections to key researchers in the field. The PDW includes four topic area presentations (two presenters each). Participants will be strongly encouraged, as we cannot require them, to attend each and every topic area. This is important to meet the objectives of the larger PDW. Break out group discussions around tables within one room will follow each presentation. Presenters will help moderate these discussions, which are intended to generate research ideas. Participants will be asked to switch topic groups at least twice in order to facilitate greater connections and cross-pollination. Each topic area group will conclude the overall PDW by presenting and attempting to integrate the major points and ideas identified.
Topic Area 1 (1:00-1:45—Affect and Affect Systems (plus a brief introduction/outline of the PDW)—Daniel Beal & Ruth Kanfer or Mel Fugate)

1. 2 Panelist Presentations. Panelist’s own work plus Q&A
2. Outline of Major Tenets—Panelists will collaborate and present past, present, and future ideas and trends in their given area. The first two components will be completed in 20 minutes.
3. Moderator will solicit questions and comments to identify key themes within Topic Area 1. PDW participants will then be organized into groups around tables devoted to these more focused topics.
4. Discussion—Incubation of Research Ideas. Each table will be lead by an “expert” (e.g., presenters and others asked to participate) in the area and given time to discuss existing and future research ideas as a group. Ideas generated will be presented at the end of the PDW. The last two components of this topic area will be completed in 25 minutes.

Topic Area 2 (1:45-2:30)—Discrete Emotions—Sigal Barsade (or Neal Ashkanasy)

1. 2 Panelist Presentations. Panelist’s own work plus Q&A
2. Outline of Major Tenets—Panelists will collaborate and present past, present, and future ideas and trends in their given area. The first two components will be completed in 20 minutes.
3. Moderator will solicit questions and comments to identify key themes within Topic Area 2. PDW participants will then be organized into groups around tables devoted to these more focused topics.
4. Discussion—Incubation of Research Ideas. Each table will be lead by an “expert” in the area and given time to discuss existing and future research ideas as a group. Ideas generated will be presented at the end of the PDW. The last two components of this topic area will be completed in 25 minutes.

BREAK (2:30-2:45)

Topic Area 3 (2:45-3:30)—Managing Emotions—Quy Nguyen Huy & Theresa Glomb

1. 2 Panelist Presentations. Panelist’s own work plus Q&A
2. Outline of Major Tenets—Panelists will collaborate and present past, present, and future ideas and trends in their given area. The first two components will be completed in 20 minutes.
3. Moderator will solicit questions and comments to identify key themes within Topic Area 3. PDW participants will then be organized into groups around tables devoted to these more focused topics.
4. Discussion—Incubation of Research Ideas. Each table will be lead by an “expert” in the area and given time to discuss existing and future research ideas as a group. Ideas generated will be presented at the end of the PDW. The last two components of this topic area will be completed in 25 minutes.
**Topic Area 4 (3:30-4:15)—Emotional Intelligence—Stephane Cote & Neal Ashkanasy**

1. 2 Panelist Presentations. Panelist’s own work plus Q&A
2. Outline of Major Tenets—Panelists will collaborate and present past, present, and future ideas and trends in their given area. The first two components will be completed in 20 minutes.
3. Moderator will solicit questions and comments to identify key themes within Topic Area 4. PDW participants will then be organized into groups around tables devoted to these more focused topics.
4. Discussion-Incubation of Research Ideas. Each table will be lead by an “expert” in the area and given time to discuss existing and future research ideas as a group. Ideas generated will be presented at the end of the PDW. The last two components of this topic area will be completed in 25 minutes.

**Discussion and Presentation (4:15-5:00).** Participants will organize around topic areas identified during the session. Time will be given to discuss and share ideas. This final, closing activity is intended to extend and refine ideas generated during earlier topic area discussions. Each group will then be asked to present the general results of their discussions. Forty-five minutes will be given for this part of the PDW.

**Presenter Permission:** All intended participants have signed a statement saying that they will participate in this workshop, if accepted, and that they are not in violation of the Rule of Three + Three.