

# NETA A. MOYE

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## CURRENT POSITION

*Vanderbilt University, Owen Graduate School of Management*  
Assistant Professor, Organization Studies (August 2000 – present)

## EDUCATION

*University of Maryland, Robert H. Smith School of Business*  
PhD in Organizational Behavior, Minor: Human Resource Management

Dissertation: The role of the psychological contract in individual motivation to generate ideas:  
A social exchange perspective. Chair: Kathryn M. Bartol

*University of Illinois, Institute of Labor and Industrial Relations*  
Coursework completed toward Master of Arts in Labor and Industrial Relations

*Florida State University, College of Business*  
Bachelor of Science in Human Resource Management

## RESEARCH

### PUBLICATIONS

Langfred, C. W., & Moye, N. A. (in press). Effects of task autonomy on performance: An extended model considering motivational, informational, and structural mechanisms. Journal of Applied Psychology.

Roberson, Q.M., Moye, N.A., & Locke, E.A. (1999). Identifying a missing link between participation and satisfaction: The mediating role of procedural justice perceptions. Journal of Applied Psychology, 84 (4), 585-593.

### **Papers under review**

Moye, N.A., & Bartol, K. M. Re-framing the psychological contract: Relationships between social exchange-based dimensions, the overall construct, and performance. *Revise and resubmit*, Journal of Applied Psychology.

Moye, N. A. & Langfred, C. W. Information sharing and group conflict: Going beyond decision making to explain the effects of information sharing on group performance. *Revise and resubmit*, International Journal of Conflict Management.

### **Working Papers**

Moye, N.A., & Bartol, K. M. The role of the psychological contract in individual motivation to generate ideas: A social exchange perspective.

Masterson, S.S., Moye, N.M, Bartol, K.M. Understanding justice effects in organizations: A further investigation of the importance of fair treatment.

Moye, N. A., Spera, S., & Fulmer, I. S. Measurement equivalence between paper and web survey methods in a multinational company.

### **Work in Progress**

Wu, L. & Moye, N.A. A double-edged sword: the effects of pay-for-performance plan on individual initiative in organizations. Data collection and analysis completed. Manuscript revision underway.

Moye, N.A., & Voris, S. The moderating role of functional significance in the relationship between rewards and intrinsic motivation. Data collection completed. Analysis underway.

Ferguson, M., Moye, N., & Friedman, R. The use of exploding offers of employment on long-term organizational outcomes. Pilot data collected. Data collection underway.

Moye, N.M., Gilson, L.G., & Perry-Smith, J. Examining exploratory versus exploitative creative behavior: New models, new measures. Data collection underway.

Moye, N. M., Roberson, Q.M., Ferguson, M., & Goates, N. Another look at rewards and creativity: The motivational effect of not receiving a reward. Pilot data collected. Design completed. Data collection planned for Fall 2004.

Moye, N. & Langfred, C. Too smart for the team's good? Exploring the effects of individual and aggregate general mental ability on intra-team conflict and trust. Pilot data collected. Design revision underway. Data collection planned for Fall 2004.

## **CONFERENCE PRESENTATIONS**

Moye, N. & Langfred, C. (2004). Too smart for the team's good? Exploring the effects of individual and aggregate general mental ability on intra-team conflict and trust. Paper presented at the 2004 Annual meeting of the International Association of Conflict Management.

Ferguson, M., Moye, N., & Friedman, R. (2004). The use of exploding offers of employment on long-term organizational outcomes. Paper presented at the 2004 Annual meeting of the International Association of Conflict Management.

Langfred, C. W., & Moye, N. M. (2003) Information sharing and group conflict: Going beyond decision making to explain the effects of information sharing on group performance. Paper presented at the 2003 Annual Conference of the International Association of Conflict Management, Melbourne, Australia.

Masterson, S.S., Moye, N.M. & Bartol, K.M. (2003) Social Exchange and Justice: Further Examining Source of Justice. Paper presented at the 2003 Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, as part of the symposium on Advances in Perceived Organizational Support (Bob Eisenberger, chair).

Moye, N.A., & Bartol, K. M. (2003) Motivating employees to generate ideas: The role of the psychological contract. Paper presented at the 2003 Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, as part of the symposium The Contextual Metamorphosis of Individual Creativity into Organizational Creativity (Dick Woodman & Henry Moon, chairs).

Spera, S. & Moye, N.A. (2001) Measurement equivalence between paper and web survey methods in a multinational company. Paper presented at the 2001 Annual Conference of the Society for Industrial and Organizational Psychology, San Diego.

Moye, N.A. & Bartol, K. M. (2001). Re-framing the psychological contract: Social exchange-based dimensions and their relationship to organizational identification and performance. Paper presented at the 2001 Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Masterson, S.S., Bartol, K.M., & Moye, N.M. (2000). Interactional and procedural justice: Type versus source of fairness. Paper presented at the 2000 Annual Conference of the

Society for Industrial and Organizational Psychology, New Orleans, LA.

Moye, N.A., Joseph, J.E., & Bartol, K.M. (1999). Feedback cue and sign: Effects on performance, cognition, and affect. Paper presented at the 1999 Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Moye, N.A. & Roberson, Q.M. (1998). Insight into participation effects: The role of learning goals and justice perceptions. Paper presented at the 1998 National Meeting of the Academy of Management, San Diego, CA.

Bartol, K.M. & Moye, N.A. (1998). Gaining performance but losing affect: Effects of feedback orientation, standards, and tone. Paper presented at the 1998 National Meeting of the Academy of Management, San Diego, CA.

Roberson, Q.M. & Moye, N.A., & Locke E.A. (1998). Understanding the complexity of goal orientation: Performance implications beyond the two-factor model. Paper presented as part of the symposium, "Goal Orientation: Self-Regulatory Processes, Performance Outcomes, and Measurement Issues" at the 1998 Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Moye, N.A., Masterson, S.S., & Bartol, K.M. (1997). Differentiating antecedents and consequences of procedural and interactional justice: Evidence in support of separate constructs. Paper presented at the 1997 National Meeting of the Academy of Management, Boston, MA.

## **TEACHING**

*Professor, Strategic Alignment of Human Capital, MBA elective*

Owen Graduate School of Management, Vanderbilt University

Spring 2003, 4.6/5.0

Spring 2002, 4.06/5.00

Spring 2001, 4.50/5.00

*Professor, Organizational Staffing, MBA elective*

Owen Graduate School of Management, Vanderbilt University

Spring 2003, 4.5/5.0

Spring 2002, 4.7/5.00

Fall 2001, 3.29/5.00

*Professor, Compensation Decision Making, MBA elective*

Owen Graduate School of Management, Vanderbilt University

Spring 2004, 4.2/5.00

Spring 2003, 3.7/5.00

Spring 2002, 4.44/5.00  
Spring 2001, 4.58/5.00

*Professor, Strategic Alignment of Human Capital, Executive MBA core*  
Owen Graduate School of Management, Vanderbilt University  
Spring 2004, 4.0/5.0  
Spring 2003, 3.7/5.0

*Professor, Social Exchange Theory in Organization Settings, PhD Seminar*  
Owen Graduate School of Management, Vanderbilt University  
Fall 2003, 5.00/5.00

*Professor, Advances in Organizational Innovation, PhD Seminar*  
Owen Graduate School of Management, Vanderbilt University  
Fall 2002, 5.00/5.00

*Instructor, Introduction to Human Resource Management, Part-time MBA core*  
Robert H. Smith School of Business, University of Maryland  
Fall 1998, 4.43/5.00

*Instructor, Management and Organization Theory, Undergraduate core course*  
Robert H. Smith School of Business, University of Maryland  
Summer 1998, 4.50/5.00 (Top 15%)

*Instructor, Organizational Behavior, Undergraduate elective*  
Robert H. Smith School of Business, University of Maryland  
Summer 1997, 4.30/5.00

## **SERVICE**

### **University-level activities**

- *Vanderbilt Student Chapter of Society of Human Resource Management, Faculty Advisor*
- *Panel Speaker, Genetic Testing at Work, Cal Turner Center for Ethics, Spring 2001*

### **School-level activities**

- *Human and Organizational Performance Association, Faculty co-sponsor, 2001 – present*
- *PhD Coordinator, Organization Studies, 2004 - present*
- *Honors and Awards Committee, Member, 2001 – present*
- *Diversity Weekend, Faculty Presenter, 2004, 2003, 2001*

- *Selection Committee*, Dean's Scholar Weekend, 2002
- *Doctoral Dissertation Committee*, Ingrid Fulmer, 2002

## **Editorial activities**

*Journal of Organizational Behavior*, Editorial Review Board Member, 2002 – present

## **INDUSTRY INVOLVEMENT**

### **Speaking Engagements**

*DELL HR Leadership Excellence Program*

HR Trends: The good, the bad, and the ugly

*Ethics Officer's Association Annual Conference*

Your Next Employee: Demographic changes in the workplace

*Air Force Acquisition Community Workplace Culture Transformation Board*

Motivation to Share Ideas

### **Industry Experience**

*Worldwide Program Manager: Associate & Customer Research, Feb 93-Aug 95*

AT&T Global Information Solutions (currently NCR Corporation)

Managed the worldwide employee opinion research function, including survey program design, administration, data analysis, and reporting for bi-annual survey administered to 45,000 employees across 100 countries. Management responsibilities included determining departmental objectives, managing eight employees, and financial responsibility for \$600,000 budget. Personal accountabilities included design of survey tools, advanced statistical analysis, and feedback of results to senior management. Led the innovation of a Windows-based survey feedback and action toolkit to aid managers in survey analysis, feedback, and action planning.

*Human Resources Specialist, Retail Products: Human Resources, Jan 89-Feb 93*

AT&T Global Information Solutions (currently NCR Corporation)

As part of a matrixed HR department, performed the role of lead functional specialist while assigned as generalist to specific operating units. Within four years, performed functional leader roles in staffing, training, and compensation. Performed HR generalist and planning role for 30 managers and 300 employees. Performed unique internal consultant role responsible for creating HR programs for newly established self-directed manufacturing

workforce that resulted in the design of a peer selection system, a peer appraisal system, and an innovative workforce buffering solution.

## **AWARDS & HONORS**

2004 James A. Webb Award for Excellence in Teaching, Owen Graduate School of Management

2000 Paine Award for Academic Excellence, Robert H. Smith School of Business

1999 Krowe Award for Teaching Excellence, Robert H. Smith School of Business

1999 Distinguished Teaching Assistant, University of Maryland

## **PROFESSIONAL MEMBERSHIPS**

Academy of Management, Member

American Psychological Association, Member

Society for Industrial and Organizational Psychology, Member

International Association for Conflict Management, Member

Society of Human Resource Management, Member

World@Work, member