Hajo ADAM, PhD Candidate (Organizational Behavior) has defended his Dissertation Proposal:

The Influence of Culture on the Interpersonal Effects of Anger in Negotiations

Dissertation Committee:
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Abstract

This dissertation offers the first exploration into how the interpersonal effects of discrete emotions in negotiations vary across cultures. Because anger expressions are more normative in Western (e.g., North American) compared to Eastern (e.g., East Asian) cultures, I predicted that they would lead to less value claiming among European-American negotiators, but to more value claiming among Asian and Asian-American ones. Two studies, one involving a hypothetical negotiation scenario and the other involving a computer-mediated negotiation simulation, provided consistent empirical support for these predictions. In two additional studies, one involving again a computer-mediated negotiation simulation and the other involving face-to-face negotiations, I intend to (1) verify that social norms can explain these effects, (2) explore the influence of the cultural background of the anger expresser (in addition to the influence of the cultural background of the anger perceiver), and (3) investigate how the interaction of culture and anger affects value creation (in addition to value claiming). This research demonstrates that culture critically influences the interpersonal effects of discrete emotions in negotiations, with implications for our understanding of culture, emotions, and negotiations.