Ya-Ru Chen

Journal Publications


**Book Chapters**


**Conference Proceedings**


De Cremer, D., Brockner, J., van den Bos, K., & Chen, Y. “To whom does the relational model of procedural fairness apply? The moderating influence of interdependent self-construal.” Under 2nd review at *Organizational Behavior and Human Decision Processes*.

Chen, Y., Mezias, S., Murphy, P, & Okumura, T. “Individualistic and collectivistic motivations for group-serving performance attributions in the United States and Japan.” Under review at Journal of Applied Psychology. (equal authorship between the first two authors)

Mezias, S., Lant, T., Chen, Y., & Murhpy, P. “The behavioral theory of the firm in cross-national context: Findings and some implications for the simulation of organizational processes.” Under review at American Journal of Sociology. (equal authorship between all authors)


**Work in Progress**

“How about managing with status? Differences and similarities between power and status.” With Steve Blader.

“How you experience status depends on how you get it: Differences in status construction processes between cooperative vs. competitive social systems.”

“Why employees cooperate with their supervisors: Differences in the nature of power distance across cultures.”

“Toward conceptual clarity of individualism-collectivism: What they are and what they are not.” With Marilynn Brewer.


“Cooperatively or competitively constructed? Effects of status across different social systems.” Department of Management at National Taiwan University, December 2002.

“The importance of being a bigger fisher or a bigger Pond? : Effects of intra-group status vs. inter-group status across cultures.” with Jan Lo, 7th Annual Conference on Research on Managing Groups and Teams, Cornell University, May 2003.

Invited discussant for Sandra Spataro’s presentation on “Values that shape hierarchies: Group culture and individuals’ status in organizations” at the Annual Organizational Behavior Conference at the Wharton School of Business, November 2002.


“When is it ‘a pleasure to do business with you’? The effects of status, outcome favorability, and procedural Fairness,” with Joel Brockner and Gerald Greenberg. Academy of Management Annual Conference, Denver, August 2002.

“The role of status in group synchronization,” with Sally Blount and Jeffrey Sanchez-Burks. 6th Annual Conference on Research on Managing Groups and Teams, Stanford University, May 2002.


“Individual-collective primacy and ingroup favoritism.” Speaker series at the Kellogg School of Business of Northwestern University, February 2000.

“Individualism and collectivism: Where should we go from here?” Chaired symposium, Academy of Management Annual Conference, Chicago, August 1999.

