

Conferencia**Socioemotional Wealth, Caring Climate and
Labor Productivity****Dr. Luis R. Gómez Mejía**

Regents University Professor and
Weatherup/Overby Endowed Chair
W.P. Carey School of Business, Arizona State University

Dr. Luis R. Gómez Mejía is a Regents Professor and also holds the Weatherup/Overby Chair of Management at Arizona State University (USA). Before he held the Ray and Milan Siegfried Professor of Management at University of Notre Dame, the Benton Cocanaugher Chair in Business at Texas A&M University, among others. Member of 100 Distinguished Scholar Council of ASU, Dr. Gómez Mejía is currently one of the top management scholars in the world. In 2015, he was selected to the Thomson Reuters Highly Cited Researchers list, ranking in the top one percent of researchers in economics and business worldwide. He has published 15 books and more than 200 articles. His research, focused on the relationships of strategic management, executive compensation, and family businesses has appeared in top management journals such as Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly and Strategic Management Journal, among others.

Abstract

Among the theoretical approaches built in the field of family firms to understand how family dimension influence on the business, the Socioemotional Wealth (SEW) approach has shown substantial progress in the literature. Dr. Gómez Mejía will first provide an overview of prior research on SEW in family firms explaining then an application to the study of caring climate in family firms. Contrary to recent studies suggesting that family firms are poor employers, he will theorize and argue that employees in family firms (compared to nonfamily firms) are more likely experience a caring climate that treats them as essential stakeholders. He will also argue and provide evidence for the notion that employees' perceptions of caring practices by the firm and its representatives are related to higher firm-level labor productivity and greater individual-level employee thriving. Empirical support for this multilevel model is based on survey and archival data from over 54,000 employees in 180 firms in Brazil. Implications for theory and practice will be discussed.

Fecha: **11 de mayo de 2018**

Hora: **12,00h**

Lugar: **Salón de Grados**

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