



## EAWOP SGM – Activity Report

### Advanced modeling: new methods for studying individual differences and dynamics in organizations

#### EXECUTIVE SUMMARY

##### 1. Meeting overview

<b>Date</b>	13-15 <sup>th</sup> September 2016	
<b>Place</b>	University of Verona (Italy)	
<b>Organizers</b>	Main organizer: Ph.D. Riccardo Sartori – University of Verona Conference coordinator: Ph.D. Andrea Ceschi – APRESO Research Scientific committee: <ul style="list-style-type: none"> <li>• Ph.D. Enrico Rubaltelli – University of Padova</li> <li>• Ph.D. Margherita Pasini – University of Verona</li> <li>• Ph.D. Natalie van der Wal – VU Amsterdam University</li> <li>• Ph.D. Stephan Dickert – Vienna University of Business and Economics</li> <li>• Ph.D. Wander Jager – University of Groningen &amp; Groningen Center for Social Complexity Studies</li> </ul>	
<b>Main topics</b>	Agent-Based Modeling; Growth mixture models (GMM); Latent Class Growth Analysis (LCGA); Complex systems; Organizational knowledge; Management; Commitment; Counterproductive behavior; Social Networks.	
<b>Keynotes</b>	1 <sup>st</sup> Keynote speech by Guido Alessandri (14 <sup>th</sup> Sept) 2 <sup>nd</sup> Keynote speech by Wander Jager (15 <sup>th</sup> Sept)	
<b>Participants</b>	1. Alessandri Guido 2. Ardolino Piermatteo 3. Bellini Diego 4. Bellotto Massimo 5. Brondino Margherita 6. Ceschi Andrea 7. Costantini Arianna 8. De Longis Evelina 9. Estévez-Mujica Claudia 10. Fioretti Guido 11. Ganesini Giovanna 12. Jager Wander 13. Mas Tur Elena 14. Pasini Margherita 15. Antosz Patrycja	16. Raccanello Daniela 17. Rüdiger von der Weth 18. Sartori Riccardo 19. Scalco Andrea 20. Scholz Geeske 21. Perinelli Enrico 22. Theodorou Annalisa 23. Cubico Serena 24. Charkhabi Morteza 25. Afsouran Naghi Radi 26. Rubaltelli Enrico 27. Tacconi Giuseppe 28. Dickert Stephan

##### 2. Key Highlights

- ABM is still partially unknown but most of the participants agree on their value and advantages.
- ABM is still in its preliminary phase of introduction. Common language and practices should be developed.

- Novel statistical methods of investigation (e.g. Growth mixture models, GMM) may find an integration with agent-based modeling resulting in more realistic simulations.

### 3. Meeting outcomes

A Symposium during the EAWOP Congress on the same topic of the SGM is expected to synthesize and illustrate the crucial points emerged during the SGM to a wider audience. Following the SGM the Symposium has been entitled: “Advanced modeling in organizations”.

## ACTIVITY REPORT

### 1. Event General Information

<b>Date</b>	13-15 <sup>th</sup> September 2016																						
<b>Place</b>	University of Verona Department of Human Sciences Lungadige Porta Vittoria, 17 37129 Verona (Italy) Room B – 50 seats																						
<b>Organizers</b>	<p>Main organizer:</p> <ul style="list-style-type: none"> <li>• Ph.D. Riccardo Sartori – University of Verona</li> </ul> <p>Conference coordinator:</p> <ul style="list-style-type: none"> <li>• Ph.D. Andrea Ceschi – APRESO Research</li> </ul> <p>Scientific committee:</p> <ul style="list-style-type: none"> <li>• Ph.D. Enrico Rubaltelli – University of Padova</li> <li>• Ph.D. Margherita Pasini – University of Verona</li> <li>• Ph.D. Natalie van der Wal – VU Amsterdam University</li> <li>• Ph.D. Stephan Dickert – Vienna University of Business and Economics</li> <li>• Ph.D. Wander Jager – University of Groningen &amp; Groningen Center for Social Complexity Studies</li> </ul>																						
<b>Participants information</b>	<ul style="list-style-type: none"> <li>• Total: 28 participants</li> <li>• Institutions:</li> </ul> <table border="1"> <thead> <tr> <th>Universities\Departments\ Research centers</th> <th>Freq.</th> </tr> </thead> <tbody> <tr> <td>Human Sciences Department of University of Verona</td> <td>5</td> </tr> <tr> <td>Sapienza University</td> <td>4</td> </tr> <tr> <td>APRESO Research</td> <td>3</td> </tr> <tr> <td>Assessment Center of University of Verona</td> <td>2</td> </tr> <tr> <td>Business Department of University of Verona</td> <td>2</td> </tr> <tr> <td>University of Milano</td> <td>1</td> </tr> <tr> <td>Universidad de los Andes</td> <td>1</td> </tr> <tr> <td>University of Bologna</td> <td>1</td> </tr> <tr> <td>University of Groningen</td> <td>1</td> </tr> <tr> <td>University of Leuven</td> <td>1</td> </tr> </tbody> </table>	Universities\Departments\ Research centers	Freq.	Human Sciences Department of University of Verona	5	Sapienza University	4	APRESO Research	3	Assessment Center of University of Verona	2	Business Department of University of Verona	2	University of Milano	1	Universidad de los Andes	1	University of Bologna	1	University of Groningen	1	University of Leuven	1
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