

University of Nebraska at Kearney

OpenSPACES@UNK: Scholarship, Preservation, and Creative Endeavors

Mountain Plains Business Conference

Office appearance matters: Office atmospherics signaling as an antecedent for newcomer proactive behavior

Joe Story Dr.

University of Nebraska Kearney, storyj@unk.edu

Cameron Sumlin Dr.

University of Louisiana Monroe, sumlin@ulm.edu

Follow this and additional works at: <https://openspaces.unk.edu/mpbc>



Part of the [Leadership Commons](#)

Story, Joe Dr. and Sumlin, Cameron Dr., "Office appearance matters: Office atmospherics signaling as an antecedent for newcomer proactive behavior" (2024). *Mountain Plains Business Conference*. 1. <https://openspaces.unk.edu/mpbc/2023/supplychain/1>

This Abstract is brought to you for free and open access by OpenSPACES@UNK: Scholarship, Preservation, and Creative Endeavors. It has been accepted for inclusion in Mountain Plains Business Conference by an authorized administrator of OpenSPACES@UNK: Scholarship, Preservation, and Creative Endeavors. For more information, please contact weissell@unk.edu.

Office appearance matters: Office atmospherics signaling as an antecedent for newcomer proactive behavior

Leadership and Management track

Joe Story

College of Business and Technology
University of Nebraska Kearney
(308) 865-8515
storyj@unk.edu

Cameron Sumlin

University of Louisiana Monroe
sumlin@ulm.edu
(318) 342-1351

Abstract

Drawing on signaling theory, we examine how organizational newcomers use the physical features of their new workplace to draw inferences about their new organization and its leadership. We argue that the inferences drawn from these observations can promote or inhibit job crafting and other proactive behaviors. The proactive orientation of the newcomer and the structural orientation of the organization are argued to moderate the degree to which newcomers engage in such behaviors. Theoretical and practical implication are discussed.

Office appearance matters: Office atmospherics signaling as an antecedent for newcomer proactive behavior

Abstract

Drawing on signaling theory, we examine how organizational newcomers use the physical features of their new workplace to draw inferences about their new organization and its leadership. We argue that the inferences drawn from these observations can promote or inhibit job crafting and other proactive behaviors. The proactive orientation of the newcomer and the structural orientation of the organization are argued to moderate the degree to which newcomers engage in such behaviors. Theoretical and practical implication are discussed.
