



# Organizational Neuroscience

An Interest Group of the Academy of Management

Member “NEU”sletter

## NEU's First Specialized Conference!

The Organizational Neuroscience Interest Group (NEU) of the Academy of Management is pleased to announce the Academy of Management (AoM) Specialized Conference "ORGANIZATIONAL NEUROSCIENCE: BRIDGING THE ACADEMIC AND PRACTITIONER DIVIDE." The conference will be hosted by the Erasmus School of Management, University of Rotterdam, in 15-17 June 2023.

The overall purpose of this conference is to bring Organizational Neuroscience's unique capabilities to the attention of the wider community of management scholars. At the same time, we will provide an opportunity for interested colleagues to collaborate and work on the multiple interesting theoretical and practice avenues that this field offers. Thus, the conference will provide an opportunity for existing and recent NEU members from across the globe to explore the opportunities and diverse challenges of Organizational Neuroscience. Participants will gather to connect and learn about this emerging field of research through plenary talks, interactive poster sessions, a doctoral consortium, and networking activities with colleagues and journal editors.

**[The full program and the call for submissions is now available here.](#)**

**[Early registration is open!](#)**

### In this Issue:

NEU's First Specialized Conference!

\*\*\*\*\*

NEU Research Methods

\*\*\*\*\*



# NEU Research Methods

Microbehaviors are small and often unconscious actions and interactions that make up our daily behavior. These are broadly considered as biological phenomena that include subtle actions that convey meaning and shape our relationships with others. In the context of the NEU IG, microbehaviors could be studied as a way to gain insight into deep-seated social dynamics in organizations. For example, facial expressions are microbehaviors that play a significant role in human communication and social interactions, and are an important aspect of our nonverbal language. It has been shown that facial expressions can provide immediate information about an individual's emotional experience.

We conducted two experiments via the Zoom platform to investigate the effects of emotional synchrony between two participants on their performance in a cooperative task. In both experiments, the Zoom meetings included two participants at a time, and were led by a confederate or research assistant. Using the Affectiva software (iMotions, 2015), we extracted data for each participant about their emotions throughout the experiment, which were evaluated based on their facial expressions. Next, we calculated the synchrony in participants' emotional facial expressions and conducted inferential analyses on this novel measure of emotional synchrony.

Our experiments were designed to investigate the influence of emotional synchrony, as indicated by participants' facial expressions, on cooperative task performance. Having said that, facial expression analysis has the potential to provide critical insights into various aspects of organizational behavior. Therefore, from our initial experiments, facial expression analysis has proven to be effective and could lead to a more complete understanding of emotional dynamics in organizations.



Alon Burns  
Ph.D. candidate  
Bar-Ilan University

<sup>1</sup> iMotions (2015). Affectiva iMotions Biometric Research Platform.  
Available at: <https://imotions.com/affectiva>.