

POSTGRADUATE SEMINAR SERIES

Topic Defence Seminar

Topic Title: **Beyond uniform time units: An investigation of temporal significance, antecedents and outcomes**

Presenter: **Ms CHANG Linan**
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Abstract : While management research has predominantly viewed time as an objective index and treated different time units (i.e. hours, days, months, years, etc.) as uniform constants, drawing on the symbolism of temporality theory, I theorize time units as carriers of varying symbolic meanings and individuals may perceive varying degrees of subjective significance in these seemingly identical time units. Accordingly, I introduce the construct of “temporal significance”—the degree to which individuals subjectively perceive specific time units as important and meaningful. Through a six-study multi-method research program, I plan to develop and validate the Temporal Significance Scale (TSS), establish its nomological network, and investigate its antecedents and consequences in organizational contexts. I hypothesize that employees perceive varying degrees of temporal significance across dates, and such temporal significance perceptions will further influence task performance and well-being. Furthermore, I propose that organizations can strategically shape employees’ temporal significance perceptions through organizational rituals. This research aims to contribute to time literature by challenging the uniform time assumption in management research, proposing a new symbolic temporal lens and bridging organizational symbolism and time research, providing unifying framework for previously isolated temporal phenomena, and offer practical insights into how organizations leverage interventions on perceptions of temporal significance to enhance organizational effectiveness.

Date : **17 April 2025, Thursday**
Time : **16:00 - 17:00**
Venue : **SEK210, 2/F, Simon & Eleanor Kwok Building**
Language : **English**



*** All are Welcome ***