



# RESPECTFUL AND EFFECTIVE LEADERSHIP

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Managing people  
and organizations in  
turbulent times

The 17th European Congress of  
Work and Organizational Psychology  
Oslo, Norway 20–23 May 2015

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## Dear participants, colleagues and friends

We want to wish each and every visitor a warm welcome to Oslo. The Norwegian Psychological Association is the proud host to this important conference, the 17th in the line of EAWOP congresses. We share the honor with researchers at the University of Oslo, the University of Bergen and BI Norwegian Business School, in addition to prominent colleagues from Sweden, Finland, Spain and the Netherlands. This conference is the result of close and international collaboration between distinguished scholars from many important institutions.

It is therefore with great enthusiasm that I greet you all – looking forward to the following days and the interesting and stimulating conference program: «Respectful and effective leadership – managing people and organizations in turbulent times». Leadership is one of my personal favorite topics in the field of work and organizational psychology, and in my view one that has long been overlooked in Norwegian public workplaces and organizations.

I believe that much can be gained both in efficiency, productivity and employer benefits if our present leadership were better at applying recent and relevant scientific findings. I think that work and organizational psychology can provide good answers to a lot of today's challenges: How can one manage respectfully, contribute to the wider good of society and at the same time create, adapt and maintain an effective and sustainable organization?

To me, the interaction between, and contribution from, both academia and professionals is the key element that makes this conference such an important meeting place. My wish is that this Oslo-venue will contribute significantly to broader perspectives and give us all an expanded common knowledge base.

And last, but not least: Enjoy our beautiful capital, metropolis and small town in one. Please enjoy the city and more importantly each other. Make new friends and contacts. We have done our utmost to make that possible.

**Tor Levin Hofgaard,**

President of the Norwegian Psychological Association



## Dear Colleagues and Friends – Welcome to EAWOP 2015!

As the chair of the program committee it is my great honor and pleasure to welcome you all to Oslo and the Congress of the European Association of Work and Organizational Psychology, the 17th in line of great meetings around Europe. Today the EAWOP congress is among the largest international conferences of its kind worldwide and by far the most important in Europe. We hope this year's congress in Oslo will follow in and contribute to this proud tradition.

The main theme of this year's congress is: **Respectful and effective leadership – managing people and organizations in turbulent times**. The program committee believes this to be an important and timely topic as Europe and the world today face turbulent times in many respects. Leaders and managers, with their responsibility for both employee well-being and for the organization's productivity and results, face globalized competition, a need for reduction of costs, new technology, financial turbulence, as well as the need for mergers and downsizing as some examples of many everyday challenges. The question is then; How can one manage respectfully, contribute to the wider good of society and at the same time create, adapt and maintain an effective and sustainable organization? The EAWOP 2015 Congress will address this complex and yet very basic question in its full breadth.

Over the four following days close to 1500 participants will present their latest work, listen and learn from each other, discuss and develop new ideas, meet new collaborators and new friends, hook up with old colleagues and friends and last but not least; meet and learn from a range of invited leading scholars in our field joining us from as far afield as Australia and the US. A total of 109 specially designed thematic symposiums will be held with more than 500 high quality presentations. In addition some 850 individual oral presentations and posters will be presented representing a broad range of new and classic topics in our field. We have also invited six esteemed keynote speakers, and eleven state-of-the-art presentations addressing important issues in our overarching theme.

The interaction between and contribution from both academia and professionals will be central throughout the congress. Hence, we invite all participants – practitioners, researchers, policy makers and students alike – to actively take part in our congress here in Oslo and to share your knowledge and your ideas in all the subfields of the congress relevant for the overarching theme of these four days.

Finally, I would like to take this opportunity to thank all members of the program committee; professor Bård Kuvaas, professor Astrid Richardsen, professor Gro M. Sandal, professor Deanne N. den Hartog, professor Tøres Theorell, Associate Professor Henning Bang and professor Vincente Martinez-Tur, for their devoted energy, creativity, loyalty, enthusiasm and hard work in putting together the program for this year's congress. It is there for you all to contribute, learn and enjoy!

A warm welcome to you all,

**Professor Ståle Einarsen**

(Congress Chair)

Faculty of Psychology, University of Bergen, Norway.





Dear Colleagues and Friends,

## Welcome to the 17th Congress of the European Association of Work and Organizational Psychology!

The bi-annual EAWOP congress has developed into one of the largest international conferences on work and organizational psychology with more than 1'400 participants this year. This is indicative of the growing importance of work and organizational psychology as a field and of EAWOP as a professional association, both of which has been possible only due to your efforts and support.

The conference will be a great opportunity for learning and personal exchange, showcasing the newest developments in research and practice on the main theme of **«Respectful and effective leadership – managing people and organizations in turbulent times»** as well as on other salient topics such as positive organizational behaviour, organizational change, employee health and well-being, personnel selection and working in teams. Besides the academic program many special sessions have been organized where conference participants can explore ways to be engaged in the community of work and organizational psychologists.

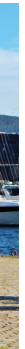
You are invited to join receptions to find out more about the 2016 summer school for young researchers to be organized at Aston University, the next Small Group Meetings, the Worklab meetings with practitioners, and the European Journal of Work and Organizational Psychology. There will also be a session on the Specialist Certificate in Work and Organizational Psychology and a «Meet the Editors» session, where editors of several of the most important journals in our field will be present to discuss with you. For the first time, we have organized a «Breakfast with the President» where I hope to especially meet all of you who are new to the conference so that I may learn about your expectations and ideas on the conference and EAWOP more generally.

Finally, I look forward to discussing with as many full members and constituents as possible during the General Assembly on May 21, during which we will also elect two new members to the Executive Committee.

The organizers in Oslo with the help of many in Norway and beyond have done a marvellous job in making this conference possible. Enjoy this wonderful event with all its many facets – see you in Oslo!

On behalf of the Executive Committee,  
best regards,

**Gudela Grote**  
EAWOP President



## European Association for Work and Organizational Psychology (EAWOP) Greetings from the Mayor of Oslo

It is a great pleasure for me, as the Mayor of Oslo, to welcome all participants at the 17th congress of the European Association of Work and Organizational Psychology to the capital of Norway.

I imagine that for many of you this is probably the first time you visit Oslo. With a dense conference programme, you will probably not have much time on your hands to do sightseeing, but I encourage you to experience some of the many attractions the City has to offer.

Norwegians in general are very fond of nature, and people in Oslo are no exception to this rule. As the City is located between forested hills and faces the Oslofjord, the locals can easily enjoy activities such as hiking and watersports in the summer, and skiing in the winter.

Even though Oslo was founded more than 1000 years ago, the majority of the buildings that you will see during your stay are from the 19th, 20th and 21st centuries. Oslo is currently the fastest growing capital in Europe, and you will probably notice that a lot of construction activity is going on all over the City. If you visit the area around the new Opera house, you will see how what used to be a container harbor is becoming an attractive area to live in, to work in and to visit.

As stated before, I do not know how much sightseeing you will be able to do during your four days in Oslo, but I promise you that we will take good care of you when you come to Oslo City Hall for a reception.

I wish you the best of luck with your conference, under the title of **«Respectful and effective leadership – managing people and organizations in turbulent times.»**

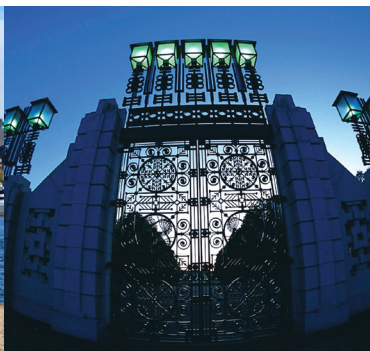
Sincerely yours,

**Fabian Stang**

Mayor of Oslo



Foto: Sturlason



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## Organizers of the EAWOP2015 Congress

### Program committee

Ståle Einarsen (Chair), University of Bergen  
Gro Mjeldheim Sandal, University of Bergen  
Henning Bang, University of Oslo  
Astrid Richardsen, BI Norwegian Business School  
Bård Kuvaas, BI Norwegian Business School  
Töres Theorell, Karolinska Institutet  
Deanne N Den Hartog, University of Amsterdam  
Vicente Martinez-Tür, University of Valencia

### Organizing committee

Per A Straumsheim (Project manager), Norwegian Psychological Association  
Sverre L Nielsen, Norwegian Psychological Association  
Ole Tunold, Norwegian Psychological Association  
Bjørnhild Stokvik, Norwegian Psychological Association  
Eilert Ringdal, Norwegian Psychological Association

### International Advisory Board

Neal Ashkanasy, The University of Queensland Business School  
Maureen Dollard, University of South Australia  
Hans De Witte, KU Leuven  
John Meyer, University of Western Ontario  
Mare Teichman, Tallin University of Technology  
Ulla Kinnunen, University of Tampere  
Matti Vartiainen, Alto University  
Philippe Sarnin, University of Lyon  
Guido Hertel, University of Münster  
Dean Tjosvold, Lingnan University  
Tove Rosenbloom, Bar-Ilan University  
Miriam Erez, Israel Institute of Technology  
Franco Fraccaroli, University of Trento  
Jurgita Lazauskaitė-Zabielskė, Vilnius University  
Karen van Oudenhoven-van der Zee, University of Groningen and University of Twente  
Robert Roe, Maastricht University  
Barbara Kozusznik, University of Silesia  
Antonio Caetano, University of Lisbon  
Anna Leonova, Moscow State University  
Robert Kase, University of Ljubljana  
Karel Stanz, University of Pretoria  
José María Peiro, University of Valencia  
Petra Lindfors, Stockholm University  
Liudmyla Karamushka, Laboratory of Organizational Psychology  
Tammy Allen, University of South Florida







## Important for all presenters

### Oral presentations

All meeting rooms will be equipped with a computer, LCD projector and microphones. The date/hour/room of your presentation(s) is available in the Congress Program.

If you are using any slide presentation (Power Point) make sure that you bring it to the congress on a USB Flash (stick). All computers in the conference rooms are Windows based (Office 2013).

At **Oslo Kongressenter (OKS)** there is a Speakers Centre in room «Torgutsikten». Speakers **MUST** hand in their USB stick with their presentation(s), preferably the day before, but not later than two hours before the presentation is due to start. The same opening hours as the registration desk. See next page.

At **Royal Christiania (RC)** there is no speaker's centre. Presentations must be brought to the meeting room on a USB stick, not later than 10 minutes before the presentation is due to start.

The meeting room assistant will upload the presentation. All computers are Windows based (Office 2013). Using your personal laptop/pad is not allowed.

It is important that all chairs begin and end the sessions on time. The person in charge of the room will also keep track of the time and make sure that the time slot is respected. At **Oral Sessions** the conference assistant will introduce the presenters and keep track of the time.

### Poster Sessions

All poster sessions are taking place in the meeting room «Forum» in Oslo Kongressenter (OKS). A list of all posters and their placement will be available at the entrance of the hall. Installation and removal of posters must be done within the time slots allocated for each session. Posters not removed by the end of the time slot, will be removed by the staff without delay.

The size of the poster wall is 960 (w) x 1380 (h) mm.

Posters selected for an interactive session are grouped together in a designated part of the room. These interactive sessions will start approximately 10 minutes after the beginning of the poster session.



## Congress Information

### Congress Venues

There are two venues

- Oslo Kongressenter (OKS)
- Clarion Hotel Royal Christiania (RC)

The hotel is situated next to the Oslo S railway station, and there is no need for a taxi from the train.

There is a walking distance (5 min) between the venues. See map on page 12.

### Registration

Registration will be at the Oslo Kongressenter.

### Opening hours:

- |             |        |             |
|-------------|--------|-------------|
| • Wednesday | May 20 | 08.00–19.00 |
| • Thursday  | May 21 | 08.00–19.00 |
| • Friday    | May 22 | 08.00–19.00 |
| • Saturday  | May 23 | 08.00–12.00 |

All congress materials and documentation are available at the Registration desk. On-site registration/payment and material collection will be available during opening hours.

### Name badges

All participants will be issued name badges that must be carried during the Congress to facilitate identification and to allow admission to the sessions. Name badges are not transferable under any circumstances. Only badge holders will be admitted to the sessions. Lost name badges may be replaced at the registration desk at a fee of NOK 300,-.

Remember – NO BADGE NO ENTRY!

### Congress language

The official language at this congress is English.

There will be no translation to other languages.

### WiFi

Free wireless internet is available throughout both venues. There will be signs with the actual password.

### Mobile telephones

As a courtesy to presenters and other participants, please ensure that your mobile phone is switched off or in «silent» mode during presentations.

### Catering

For lunch there will be lunch boxes included for all participants. These boxes will be delivered from stations in exchange of the lunch-tickets that participants receive at check in/registration. The lunch boxes will be available during lunchtime, see the program. There will be signs pointing out the lunch stations at both venues. Complimentary coffee/tea/water will be available all day at both venues.

### Non-smoking policy

Smoking is not allowed at the venues, nor in any public buildings or restaurants/café. At OKS the restaurant areas may be used all day for mingling, conversations and reading, etc. There will be no service in these areas except for lunch breaks.

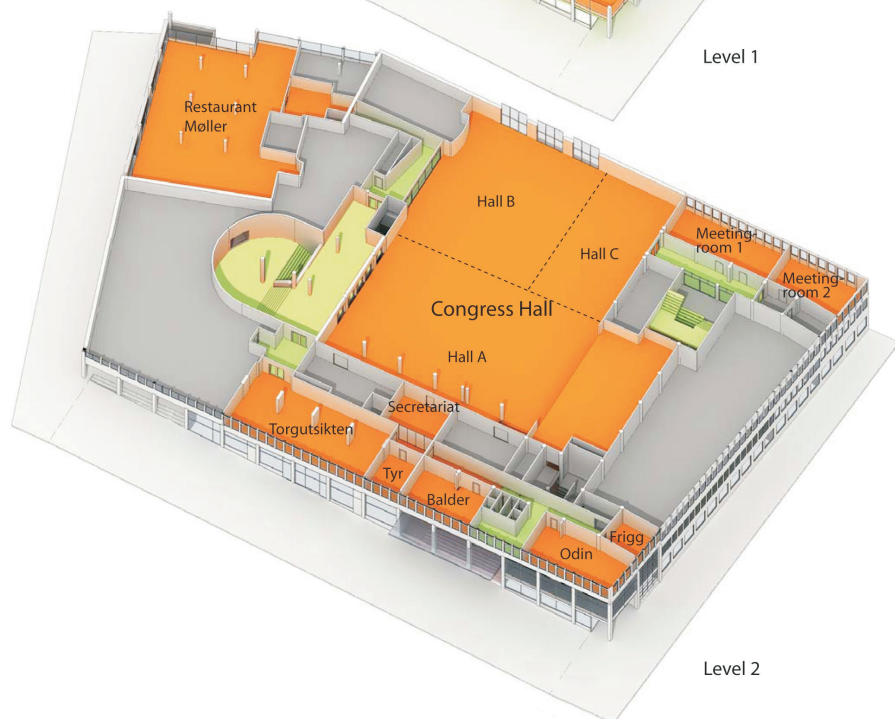
### Weather

The weather in Oslo in May varies between 20 to 10°C. Please be prepared for evenings that can be chilly.

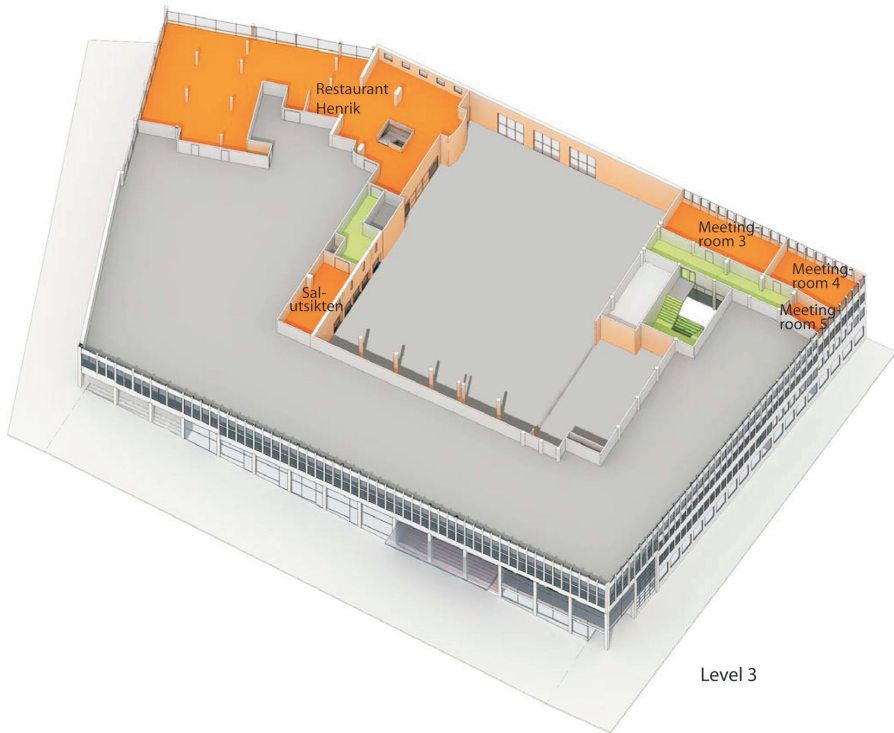
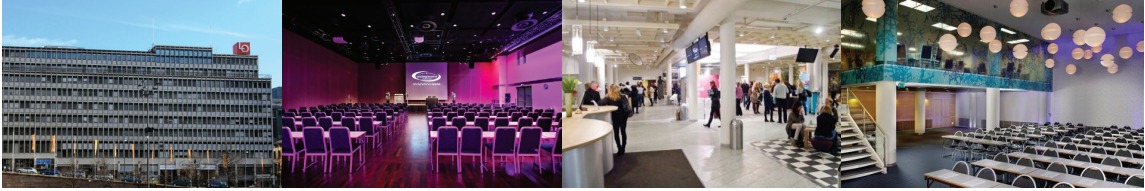
## Oslo Kongressenter, floor plan



Level 1



Level 2



Level 3



Map





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## Great thanks to our sponsors!

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Silver sponsor:



Other sponsors:



UNIVERSITY OF BERGEN  
*Faculty of Psychology*



UiO : **Department of Psychology**  
University of Oslo

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## Nominations for best Oral- and Poster presentations EAWOP2015

### **Awarded at the closing ceremony.**

#### **Scientist – Oral presentation**

**Lucia Ratiu:** Starting off on the right foot: Psychological ownership, territoriality, and the success of nascent venture teams in entrepreneurship competitions

**Stefan Razinskas:** Coping Styles and the Challenge-Hindrane Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement

**Geir Thompson:** Narcissism, political skills, self-esteem and performance

**Fabiola Gerpott:** Beyond the individual: The link between training group psychological safety climate, trait goal learning orientation and knowledge sharing as antecedents of training outcomes

**Hallvard Føllesdal:** Transformational Leadership: A Multilevel CFA of Item Scores from the MLQ-5X

**Ulrich Leicht-Deobald:** How and When Do Personality-Based Faultlines Impair Top Management Teams' Effectiveness? The Buffering Role of CEOs' Charismatic Leadership

**Dirk Lehr:** Effectiveness of an internet-based recovery training for better sleep in stressed employees – Results from a randomized controlled trial

#### **Scientist – Practitioner – Oral presentation**

**Mano Ramakrishnan:** Lessons from Asia: 5 Paradoxes of Leadership Development

**Caroline Knight:** A systematic review and meta-analysis: Investigating the effectiveness of interventions designed to increase work engagement

**Martin Pittner:** CSR communication and credibility

**Bart Voorn:** Pulling the right organizational levers: How goal characteristics and ethical climate can prevent abusive supervision

**Saul Finne:** Overqualified employees and the risk of counterproductive work behaviors

#### **Best poster presentation**

**Janna Nolte:** Understanding the interplay between the Theory of Planned Behavior and organizational commitment in predicting change readiness: A moderated-mediation-analysis

**Piia Seppala:** Work engaged over a decade: Individual long-term associations with job resources

**David Holman:** How the interpersonal context moderates the effects of emotional labour: A daily diary study

**Nathalie Marie Delobbe:** Exploring the relationship between presenteeism and organizational performance: Role of need for recovery, job satisfaction and organizational procedural justice.

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## Pre-congress workshops, Oslo Congress Center (OKS)

### WEDNESDAY MAY 20TH

09:00 – 12:00 OKS Meeting room 1

**An introduction to multilevel modeling**

Vicente Gonzalez-Roma

OKS Meeting room 2

**Managing excellence/creativity**

Arne Carlsen & Tord Mortenssen

OKS Meeting room 3

**How to develop effective management teams**

Henning Bang & Thomas Midelfart

OKS Meeting room 4

**Moral psychology at work**

Øyvind Kvalnes

OKS Odin

**Performance management: From performance measurement to performance development**

Bård Kuvaas, Bjarte Bogsnes, Svein S Andersen, Hans Olav Hellem

OKS Balder

**How could cultural activities for employees and managers improve employee health?**

Töres Theorell, Anna Nyberg, & Julia Romanowska

13:00 – 16:00 OKS Meeting room 2

**Test Adaptation: Putting the ICT Guidelines into practice**

Dave Bartram & Dragos Iliescu

**Cancelled!**

OKS Meeting room 1

**Systematic review and evidence-based organizational psychology**

Rob Briner

OKS Meeting room 3

**Diversity in teams**

Bjørn Ekelund & colleagues

OKS Odin

**Conducting web-based studies in W&O Psychology with free software**

Anja Göritz

OKS Meeting room 4

**Designing instruments for research for both scientist & practitioner**

Ana Hernandez

## Social Events

The opening ceremony will take place in the Congress Hall at Oslo Kongressenter (OKS) on Wednesday May 20th, at 17.00 hours. There will be welcome talks, award ceremony and a cultural show featuring youths and children from Bårdar.

### Opening Reception

We invite to a welcome reception at approx. 18.30 in the Congress Hall immediately following the opening ceremony.

### Reception City Hall

The City of Oslo will hold an invited reception on Thursday May 21<sup>st</sup>, from 19.30 to 21.30, at the City Hall. This is where the annual Nobel Peace Prize ceremony is conducted. Special invitation cards are needed to be admitted. If you have booked a ticket, be sure to use your voucher to pick up a ticket at the designated booth. You will receive the voucher together with the name badge and lunch tickets.

### Congress Dinner

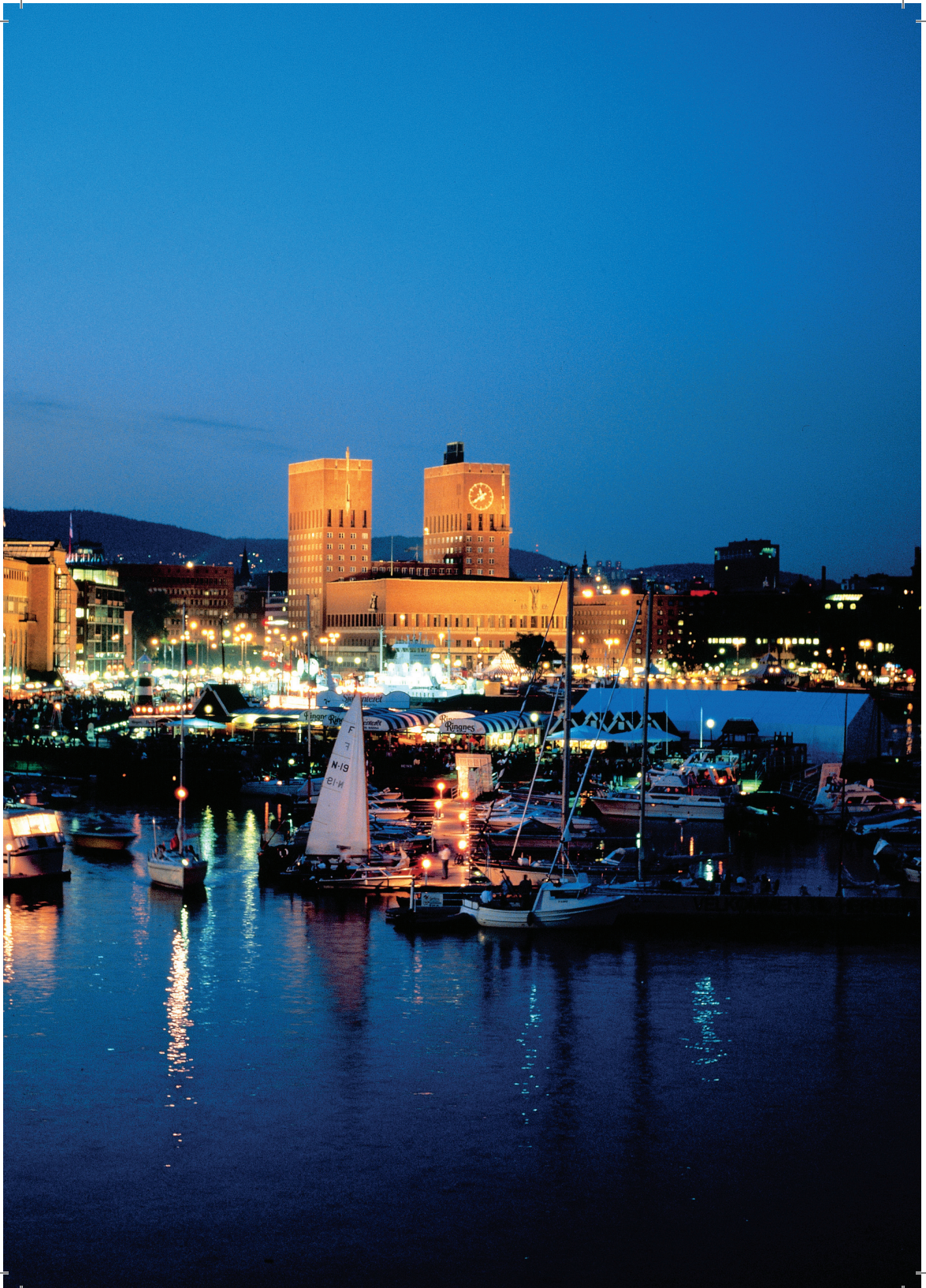
The Congress Dinner will take place at «Gamle Logen», Grev Wedels Plass 2, 0151 Oslo, Friday May 22nd, at 19.30. From the Oslo Kongressenter it is a walking distance of approx. 15 minutes. Tickets are required for admission.

### Student Party

AFF (a leading Norwegian Consultancy Company), one of the congress sponsors, will host a congress party for PhD-students (only!) at its residence on Drammensveien 44, 0202 Oslo, on Friday May 22nd at 19.30. Tickets are required for admission.









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## Highlights of the program

As organizers, we are proud of the excellent invited program of the EAWOP2015 congress. We have asked top researchers of different fields of work and organizational psychology to contribute, and all have accepted: Keynote speakers, State of the Art speakers, and a range of invited scientists and practitioners who have assembled symposia of high quality.

Many have responded to the congress theme: «Respectful and effective leadership – managing people and organizations in turbulent times», and, as you notice, this is reflected in the titles of their contributions.

We have made an effort to create a program that is relevant for both scientists and practitioners. To find practitioner relevant sessions, look for a **(P)** after the session type. These contributions have been categorized as Practitioner or Scientist/Practitioner relevant. We mention a few of these:

**High-Potential Assessment and Development: A Framework-driven Approach** – George Hallenbeck (Center for Creative leadership) – **State of the Art**

**An organizational perspective is needed when disaster strikes: How the Norwegian Labour party managed the terror attack in Norway on the 22. of July 2011** – Renate G Bugge (Independent), Raymond Johansen (The Labour Party in Norway) – **Panel**

**Faking in job interviews: What we know and what we don't know** – Nicolas Roulin (University of Manitoba): – **State of the Art**

**Positive psychology in developing value-based leaders and organizations: Research and practical methods** – Lisa Vivoll Straume (Mind) – **Symposium**

«**The Testday**» is an annual event for test users and test providers in Norway. During the EAWOP2015 congress there will be an abundant program relevant for those interested in topics like selection, assessment and development. A range of presentations relevant to this are assembled at the Clarion Hotel Royal Christiania (RC), on Thursday 21<sup>st</sup>, from 10.00–17.15

### Keynotes

#### **Value-Based Leadership**

Daan van Knippenberg

Thursday | 09.00–09.45 | OKS Hall A

#### **The role of line managers in making or breaking organizational change interventions**

Karina Nielsen

Thursday 10.00–10.45 | OKS Hall A

#### **Changing employment relations and perceptions of job insecurity:**

##### **Challenges for employees and leaders**

Magnus Sverke

Thursday | 14.30–15.15 | OKS Hall A

#### **Managing the Employee-Organisation Relationship in Turbulent Times**

Jaqueline Coyle-Shapiro

Friday | 12.4–13.30 | OKS Hall A

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## **Leadership for Responsible and Sustainable Environments: Cross-Cultural Perspectives**

Zeynep Aycan

Friday | 13.45–14.30 | OKS Hall A

## **Talking Up and Talking Down: Power of Positive Speaking**

Susan Fiske

Saturday | 12.30–13.15 | OKS Hall A

## **State of the Art**

### **Assessing and Developing High Potential Leaders**

George Hallenbeck

Thursday | 10.00–10.45 | RC Christiania Hall A

### **Harassment and mistreatment in organizations**

Morten Nielsen

Thursday | 11.00–11.45 | OKS Hall A

### **Research in work unit climate: Recent trends and a look into the future**

Vicente Gonzalez Roma

Thursday | 11.45–12.30 | OKS Hall A

### **Faking in job interviews: What we know and what we don't know**

Nicolas Roulin

Thursday | 14.30–15.15 | RC Christiania Hall A

### **Providing and seeking feedback in the workplace**

Fredrik Anseel

Thursday | 15.30–16.15 | OKS Hall A

### **Methodological challenges in the study of leadership: Dealing with the endogeneity virus**

John Antonakis

Friday | 11.00–11.45 | OKS Hall A

### **Destructive leadership in organizations**

Birgit Schyns

Friday | 11.45–12.30 | OKS Hall A

### **Engagement, a decade of research**

Evangelia Demerouti

Friday | 14.45–15.30 | OKS Hall A

### **Achievement goals in the workplace**

Nico van Yperen

Friday | 15.30–16.15 | OKS Hall A

### **Qualitative Methods in Management/Leadership research**

Catherine Cassel

Saturday | 10.45–11.30 | OKS Hall A

### **Developing Multilevel Leadership for Turbulent Times**

David Day

Saturday | 11.30–12.15 | OKS Hall A

## How to read the program

On this line you will find the time, session number, type of session and the location.

On top of each page you will find the day, date and time-interval for the sessions on that specific page

Thursday, 21 May • 11:00–12:30

→ 11:00–12:30 Session 42 | **Symposium** | Room: RC Oslo Hall B

**Learning in the workplace: Organisational and personal perspectives**

Topic/s: 7. Human resource management

Chair/s: Eva Kyndt

Discussant/s: Marianne Van Woerkom

Th-S42-SYM-01

→ **Antecedents and outcomes of informal workplace learning: A systematic review**

Kelly Smet, Hans De Witte, Eva Kyndt

KU Leuven – University of Leuven, Belgium

Th-S42-SYM-02

→ **Development and Validation of the Learning Culture Inventory (LCI)**

Frederic Hilkenmeier, Niclas Schaper

Department of Work and Organizational Psychology, University of Paderborn, Germany

Reference code

Title of the contribution  
Contributors name/s – Presenter  
underlined  
Contributer/s place of work

Here you will find the topic/s,  
chair/s and discussant/s

The different sessions have color codes:

**Poster session**

**Keynote**

**Panel**

**State of the art**

**Oral Session**

**Invited symposium**

**Symposium**

To find practitioner relevant sessions, look for a **(P)**  
after the session type, for example:

**Invited symposium (P)**

Poster selected for an interactive poster session  
is marked with **Interactive** after the session code.

Thursday 21 May

THURSDAY									
	0800–0845	0900–0945	1000–1045	Lunch 1200–1430	1245–1415	1430–1515	1530–1700		
<b>Oslo Congress Center</b>									
Hall A		Key 009 Van Knippenberg	Key 010 Nielsen	STA 027 Nielsen/Gonzalez-Roma	InSym 045 Steiner	Key 063 Svetke	STA 080: Anseel		
Hall B			IN 011 O'Shea	PAN 028 Bauer	InSym 046 Stouten	Pan 064 Bugge	InSym 081 Bye/Sandal		
Hall C			Sym 012: Euwema	Sym 029 Madrid/Uri	Sym 047 Demerouti	Sym 065 Schleicher/Hoffman	Sym 082 Bakker		
Hall D			Oral session 013	Sym 030 Kulic/Kinahan	InSym 048 Strumshelm	Oral session 066	Sym 083 Venz/Pundt		
Meeting room 1	Oral session 001		Oral session 014	Sym 031 Østrem	Sym 049 Laujissen/Wisse	Oral session 067	Sym 084 De Witte		
Meeting room 2			Oral session 015	Oral session 032	Oral session 050	Oral session 068	Sym 085 Steiner		
Meeting room 3	Oral session 002		Oral session 016	Sym 033 Montani	Sym 051 Carette/Dimitrova	Oral session 069	Sym 086 Montani		
Meeting room 4	Oral session 003		Oral session 017	Sym 034 Christensen/Instrand	Oral session 052	Oral session 070	Oral session 087		
Auditorium	Oral session 004		Oral session 018	Sym 035 Woods	Sym 053 Gröte	Oral session 071	Sym 088 Akkermans/Tims		
Torghjørnet	Oral session 005		Oral session 019	Sym 036 Meyer	Sym 054 Pasos	Oral session 072	Sym 089 Tement/De Gieter		
Odin	Oral session 006		Oral session 020	Sym 037 Chambel	Sym 055 Vantiborgh/Griep	Oral session 073	Sym 090 Selenko/Inceoglu		
Balder	Oral session 007		Oral session 021	Oral session 038	Oral session 056	Oral session 074	Oral session 091		
Forum	08:00–09:30 Poster 008		1000–11:30: Poster 32	1200–1330: Poster 044	1400–1530: Poster 062	1600–1730: Poster 097			
<b>Royal Christiana</b>									
Christ. Hall A			STA 023 Hallenbeck	Lunch 1200–1430 Sym 039 Roulin/Pulfrey	Insym 057 Iliescu	STA 075 Roulin	InSym 092 Bartram		
Christ. Hall B			Sym 024 Machver/Hopton	Sym 040 Baron	Sym 058 Kurz	Oral session 076	Sym 093 Oostrom/Nikolaou		
Christ. Hall C			Oral session 025	Oral session 041	Sym 059 Sjöberg	Oral session 077	Oral session 094		
Oslo Hall B			Oral session 026	Sym 042 Kyrndt	Sym 060 Schmitt	Oral session 078	Sym 095 Kuntz/Näswall		
Oslo Hall C				Sym 043 Nikolaou/Van Dam	Sym 061 Käsel/Verbung	Oral session 079	Pan 096 Lochner		



08:00–10:00 **Registration Testday** | Room: RC Christiania Hall A

08:00–08:45 Session 1 | **Oral session** | Room: OKS Meeting Room 1  
Topic/s: 22. Economic psychology, consumer behavior and marketing

Th-S1-OR-01

**Fair Trade purchasing behaviour: The role of values and moral disengagement in an extended theory of planned behaviour**

Carlo Tramontano<sup>1</sup>, Marinella Paciello<sup>2</sup>, Roberta Fida<sup>3</sup>

<sup>1</sup> Centre for Research in Psychology, Behaviour and Achievement, Coventry University, <sup>2</sup> Uninettuno Telematic International University, <sup>3</sup> Department of Psychology, Sapienza University of Rome

Th-S1-OR-02

**Using an Agent-Based Model to Simulate Loss-aversion and Learning Behaviour among Investors**

Andrea Scalco<sup>1</sup>, Andrea Ceschi<sup>1</sup>, Enrico Rubaltelli<sup>2</sup>

<sup>1</sup> University of Verona, <sup>2</sup> University of Padova

Th-S1-OR-03

**Product Placement for Everyone? – The Interplay of Placement Prominence and Brand Personality with Viewer Characteristics**

Christopher Groening, Carmen Binnewies

University of Münster

Th-S1-OR-04

**Psychological barriers to effective financial decisions among clients of a financial empowerment program: Theoretical and applied implications**

Iddo Gal<sup>1</sup>, Liana Staerman<sup>2</sup>

<sup>1</sup> Department of Human Services, University of Haifa, Israel, <sup>2</sup> Department of Human Services, University of Haifa, Israel

08:00–08:45 Session 2 | **Oral session** | Room: OKS Meeting Room 3  
Topic/s: 19. Emotions in the workplace

Th-S2-OR-01

**Are we really different? Comparison of Generation X and Generation Y employees**

Serra Yurtkoru, Deniz Börü

Marmara University

Th-S2-OR-02

**Assessing meaning of work: Initial development of the Meaning of Work Questionnaire**

Laurent Sovet<sup>1</sup>, Caroline Arnoux-Nicolas<sup>1</sup>, Lin Lhotellier<sup>1,2</sup>, Frédérique Pelayo<sup>1,2</sup>, Jean-Luc Bernaud<sup>1,2</sup>

<sup>1</sup> Conservatoire National des Arts et Métiers (CNAM), <sup>2</sup> Observatoire des Politiques et des Pratiques pour l'Innovation en Orientation (OPPIO)

Th-S2-OR-03

**Fear and Sadness At Work: The Beneficial Effect of Positive Work Events Under Adverse Circumstances**

Stephanie Tremmel, Sabine Sonnentag, Anne Tzschach

University of Mannheim

08:00–08:45 Session 3 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 20. Research methodology

Th-S3-OR-01

## **Gamification and Big Data: Building a predictive engine for forecasting future behaviors**

Sam Chow, Evan Hu

www.Knelf.com

Th-S3-OR-02

## **The Multiple-Cohort Longitudinal Study SOEP as a Rich Data Source for Work and Organizational Psychology**

David Richter, Jürgen Schupp

German Institute for Economic Research (DIW Berlin)

08:00–08:45 Session 4 | **Oral session** | Room: OKS Auditoriet  
Topic/s: 10. Performance and productivity

Th-S4-OR-01

## **How may I serve you: Determinants of service behaviors in a hospitality setting**

Xander Lub<sup>1,2</sup>, Gislaine Tromp<sup>2</sup>, Brenda Groen<sup>1</sup>, Daphne Dekker<sup>3</sup>

<sup>1</sup> Saxion University of Applied Sciences, <sup>2</sup> VU University, <sup>3</sup> Hotelschool The Hague

Th-S4-OR-02

## **Work intensification in retail: Negative well-being effects of productivity via job characteristics**

Paul van der Laken, Marc van Veldhoven, Susanne Beijer, Jaap Paauwe

Tilburg University

08:00–08:45 Session 5 | **Oral session** | Room: OKS Torghjørnet  
Topic/s: 4. Health and interventions

Th-S5-OR-01

## **Job change and reduced long-term sickness absence: Who benefits?**

Vilde Bernstrøm<sup>1</sup>, Lars Erik Kjekshus<sup>2</sup>

<sup>1</sup> Work Research Institute, <sup>2</sup> University of Oslo

Th-S5-OR-02

## **Going to Work III: A Meta-analysis of the Correlates of Presenteeism**

Mariella Miraglia, Gary Johns

Concordia University, Montreal, Quebec, Canada

Th-S5-OR-03

## **Validation of the Return to work Obstacles and Coping Efficacy Scale (ROCES) with people on sick leave due to musculoskeletal disorders**

Marc Corbière<sup>1</sup>, Marie-José Durand<sup>1</sup>, Louise St-Arnaud<sup>2</sup>, Catherine Briand<sup>3</sup>, Jean-Baptiste Fassier<sup>4</sup>, Patrick Loisel<sup>5</sup>, Alessia Negrini<sup>6</sup>, Jean-Philippe Lachance<sup>1</sup>

<sup>1</sup> University of Sherbrooke, <sup>2</sup> University of Laval, <sup>3</sup> University of Montreal, <sup>4</sup> CHU de Lyon (France),

<sup>5</sup> University of Toronto, <sup>6</sup> IRSST

08:00–08:45 Session 6 | **Oral session** | Room: OKS Odin  
Topic/s: 9. Sustainable environment and organizations

Th-S6-OR-01

## **Layoff victims' perceptions of organization's assistance program**

Anu Hakonen

Aalto University

Th-S6-OR-02

**CSR communication and credibility**

Martin Pittner

Martin Pittner

Th-S6-OR-03

**Organizational practices in social environmental responsibility and its endorsement by the workers: A dual measure scale's development**

Patrícia Emanuele Ribeiro, Katia Puente-Palacios, Thais Virginia Ferreira, Daniela Reis

Universidade de Brasília

08:00–08:45 Session 7 | **Oral session** | Room: OKS Balder

Topic/s: 1. Employment relations

Th-S7-OR-01

**A three-wave study of positive personal resources as antecedents of occupational well-being: Testing the mediating role of psychological contract fulfillment**

Mervi Ruokolainen<sup>1</sup>, Kaisa Kirves<sup>1</sup>, Saija Mauno<sup>1,2</sup>, Ulla Kinnunen<sup>1</sup>

<sup>1</sup> University of Tampere, <sup>2</sup> University of Jyväskylä

Th-S7-OR-02

**Why and How do Employees Negotiate Idiosyncratic Deals? An Exploration of the Process and Context of I-deal Negotiation**

Matthijs Bal

University of Bath

Th-S7-OR-03

**The psychological contract as an intervening variable during organizational socialization: A longitudinal study**

Chris Woodrow<sup>1</sup>, David Guest<sup>2</sup>

<sup>1</sup> Department of Psychology, Middlesex University London, <sup>2</sup> Department of Management, King's College London

08:00–09:30 Session 8 | **Poster session** | Room: OKS Forum

Topic/s: 2. Employee stress and burnout

19. Emotions in the workplace

Th-S8-PO-01

**Workplace Bullying in the health sector in Portugal**

Ana Verdasca

SOCIUS / ISEG / University of Lisbon

Th-S8-PO-02

**Job insecurity: Hindrance or Challenge? A Pilot Study on a Job Insecurity Appraisal Scale by the Cognitive Interview Method**

Morteza Charkhabi<sup>1</sup>, Margherita Pasini<sup>1</sup>, Hans De Witte<sup>2,3</sup>

<sup>1</sup> Department of Philosophy, Education and Psychology, University of Verona, Italy, <sup>2</sup> WOPP – Department of Psychology, KU Leuven, Belgium, <sup>3</sup> Optentia, North-West University, South Africa

Th-S8-PO-03

**The measurement of work intensification: First results from a longitudinal study**

Christian Korunka, Matea Paskvan, Bettina Kubicek, Roman Prem, Cornelia Gerdenitsch

University of Vienna, Austria

Th-S8-PO-04

**Time and performance pressure in professional service work – Causes, consequences and coping**

Anika Schulz-Dadaczynski

Federal Institute for Occupational Safety and Health

Th-S8-PO-05

**Occupational Stressors in UK Veterinary Surgeons**

Elinor O'Connor, Sheena Johnson

Manchester Business School

Th-S8-PO-06

**Perceived Stress, Job Satisfaction, and Job Performance in the Healthcare Professions in Malaysia**

Mei-Hua Lin, Kurtsean Pitchay

Sunway University

Th-S8-PO-07

**The relations between sleep and the horizontal and vertical segregation of the Swedish labor market**

Ingrid Schéle<sup>1</sup>, Maria Nordin<sup>1,2</sup>

<sup>1</sup> Umeå University – Dept. of Psychology, <sup>2</sup> Stockholm University – the Stress Research Institute

Th-S8-PO-08

**Working conditions and emotional exhaustion among Swiss teachers – the mediating role of self-endangering behavior**

Sophie Baeriswyl<sup>1</sup>, Martial Berset<sup>1</sup>, Achim Elfering<sup>2</sup>, Andreas Krause<sup>1</sup>

<sup>1</sup> University of Applied Sciences and Arts Northwestern Switzerland, <sup>2</sup> University of Bern

Th-S8-PO-09

**Longitudinal analysis of the relations between identification, overcommitment and burnout**

Lorenzo Avanzi, Lucia Savadori, Franco Fraccaroli

Department of Psychology and Cognitive Science

Th-S8-PO-10

**My supervisor's occupational commitment: Interacting effects on relationships to employee's health**

Grit Tanner

University of Hamburg

Th-S8-PO-11

**Emotions positive and negative activity in management**

Louise Sobral, Sónia Gondim

Federal University of Bahia

Th-S8-PO-12

**Context, value conflict and occupational stress: a descriptive model of relationships**

Valentina Ramos<sup>1</sup>, Filomena Jordão<sup>2</sup>

<sup>1</sup> Faculty of Administrative Sciences – Escuela Politécnica Nacional, <sup>2</sup> Faculty of Psychology and Educational Sciences – Universidade do Porto

Th-S8-PO-13

**Does the Multidimensional Individual Difference Acculturation Model hold in an European short-term acculturation contexts?**

Rita Berger<sup>1</sup>, Magdalena Bekk<sup>2</sup>, Erika Spiess<sup>3</sup>, Antoni Font<sup>4</sup>, Saba Safdar<sup>5</sup>

<sup>1</sup> University of Barcelona, <sup>2</sup> University of Cologne, <sup>3</sup> Universität Ludwig-Maximilian Munich,

<sup>4</sup> Universidad Autónoma de Barcelona, <sup>5</sup> University of Guelph

Th-S8-PO-14

**Boundaryless or precarious? Employment stress and wellbeing among different types of workers in atypical employment.**

Katharina Klug

Bremen International Graduate School of Social Sciences

Th-S8-PO-15

**Alcohol consumption, sport activities, and detachment from work during the weekend as a function of time pressure over a week**

Ivana Igic, Anita Keller, Achim Elfering, Norbert Semmer

University of Bern / Institute of Psychology

Th-S8-PO-16

**Employment stress and health among labor market entrants: Psychosocial demands and resources in atypical employment and their association with socio-economic status**

Katharina Klug

Bremen International Graduate School of Social Sciences

Th-S8-PO-17

**Fear of the economic crisis and perceived low employability as stressors and their impact on employees' well-being: a cross-sectional study**

Gabriele Giorgi<sup>2</sup>, Jose M Leon-Perez<sup>1</sup>, Mindy Shoss<sup>3</sup>

<sup>1</sup> ISCTe-Instituto Universitario de Lisboa (Portugal), <sup>2</sup> Università Europea di Roma (Italy), <sup>3</sup> Saint Louis University (US)

Th-S8-PO-18

**Having 'me-time' to recover from work –quality over quantity?**

Almuth McDowall, et al.

Birkbeck, University of London and City University

Th-S8-PO-19

**Feeling «free and independent» vs feeling «well-surrounded»: The independent effects at work and off work of autonomy and social support**

Anais Thibault Landry<sup>1</sup>, David-Emmanuel Hatier<sup>2</sup>, Marie-Gwen Castel-Girard<sup>1</sup>, Louis Baron<sup>1</sup>

<sup>1</sup> Université du Québec à Montréal, <sup>2</sup> Université de Montréal

Th-S8-PO-20

**Time and performance pressure: Two sides of the same coin?**

Julia Leinhos, Thomas Rigotti

Johannes Gutenberg University

Th-S8-PO-21

**Interactional justice as a moderator in the conflict management style and work stress relationship: a multi-cultural perspective**

Nurul Ain Hidayah Abas<sup>1</sup>, Kathleen Otto<sup>2</sup>

<sup>1</sup> University of Leipzig, <sup>2</sup> Philipps-Universität Marburg

Th-S8-PO-22

**Are «temporaries» less satisfied than «permanents»? the role of job insecurity and psychological contract violation in a mediated moderation model.**

Antonino Callea<sup>1</sup>, Flavio Urbini<sup>1</sup>, emanuela ingusci<sup>2</sup>, Antonio Chirumbolo<sup>3</sup>

<sup>1</sup> LUMSA University, Rome, Italy, <sup>2</sup> University of Salento, Lecce- Italy, <sup>3</sup> Sapienza University of Rome, Italy

Th-S8-PO-23

**Stress and Engagement in pressure situations. The case of the Portuguese Army Commandos**

António Rosinha, Tiago Faria, Manuela Sarmento

Military Academy, CINAMIL

Th-S8-PO-24

**Power and Work Stress: The Moderating Role of Perceived Stability**

Sanne Feenstra<sup>1</sup>, Jennifer Jordan<sup>1</sup>, Frank Walter<sup>2</sup>, Janka Stoker<sup>1</sup>, Jin Yan<sup>3</sup>

<sup>1</sup> University of Groningen, <sup>2</sup> Justus-Liebig-University Giessen, <sup>3</sup> Zhejiang University

Th-S8-PO-25

**The relationship between job insecurity and employee withdrawal: Examining the role of overall justice**

Jurgita Lazauskaite-Zabielske, Ieva Urbanaviciute, Dalia Bagdziuniene

Vilnius University

Th-S8-PO-26

**No 'switching off' without switching off our electronic companions first? Systematically reviewing the impact of self-initiated ICT use on employees' recovery and well-being**

Svenja Schlachter<sup>1</sup>, Mark Cropley<sup>1</sup>, Almuth McDowall<sup>2</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> Birkbeck, University of London

Th-S8-PO-27 | Interactive

**Memories of affective episodes in the organization: Does both the emotional valence and the organizational identification matter?**

Ana Junça, Susana Tavares, Madalena Ferreira

Instituto Universitário de Lisboa (ISCTE-IUL), Lisboa, Portugal

Th-S8-PO-28 | Interactive

**Prosocial knowledge mitigates work strain – if there is not too much overtime**

Michael J. Burtcher<sup>1</sup>, Claudia Harzer<sup>2</sup>, Stephan J. Motowidlo<sup>3</sup>, Barbara Baumann<sup>1</sup>, Johannes Wacker<sup>4</sup>

<sup>1</sup> University of Zurich, Switzerland, <sup>2</sup> University of Kassel, Germany, <sup>3</sup> Rice University, United States,

<sup>4</sup> Hirslanden Clinic Zurich, Switzerland

Th-S8-PO-29 | Interactive

**Youth unemployment: A field test of two interventions for increasing self-efficacy**

Marie-Helene Budworth<sup>1</sup>, Jennifer Harrison<sup>2</sup>

<sup>1</sup> York University, <sup>2</sup> NEOMA Business School

Th-S8-PO-30

**Exposure and Attribution of Incivility: Should They be Studied Separately?**

Scott Withrwo

Koc University

Th-S8-PO-31 | Interactive

**A Career Perspective on Workaholism: How Personal and Contextual Career Variables Might Lead to Working Compulsively and Excessively**

Daniel Spurk<sup>1</sup>, Anneke Dubbel<sup>2</sup>, Andreas Hirschi<sup>1</sup>, Simone Kauffeld<sup>2</sup>

<sup>1</sup> Universität Bern, <sup>2</sup> TU Braunschweig

Th-S8-PO-32

**Manipulating gratitude in supervisor-subordinate relationships: A test across three independent samples**

Jennifer Harrison<sup>1</sup>, Marie-Helene Budworth<sup>2</sup>

<sup>1</sup> NEOMA Business School, <sup>2</sup> York University

Th-S8-PO-33 | Interactive

**Back to basics – introducing the Demands-Basic Need Support (D-BNS) model**

Ingrid Schéle<sup>1</sup>, Susanne Tafvelin<sup>1,2</sup>, Andreas Stenling<sup>1</sup>, Stefan Holmström<sup>1</sup>, Esther Hauer<sup>1</sup>, et al.

<sup>1</sup> Umeå University, Department of Psychology, <sup>2</sup> Karolinska Institute

Th-S8-PO-34 | Interactive

**Personality and fatigue among shift workers: A six month follow-up**

Torhild Anita Sørengaard, Ingvild Saksvik-Lehouillier, Eva Langvik

Norwegian University of Science and Technology



09:00–09:45 Session 9 | **Keynote** | Room: OKS Hall A  
Topic/s: 8. Leadership and management

Th-S9-KEY-01

**Value-Based Leadership**  
Daan van Knippenberg  
Erasmus University Rotterdam

10:00–10:45 Session 10 | **Keynote** | Room: OKS Hall A  
Topic/s: 4. Health and interventions

Th-S10-KEY-01

**The ability of line managers to make or break an intervention**  
Karina Nielsen  
University of East Anglia

10:00–10:45 Session 11 | **Symposium (P)** | Room: OKS Hall B  
**«Anything is Possible» – Synergistic Psychological Resources between Work and Sport**  
Topic/s: 3. Positive organizational behavior  
Chair/s: Deirdre O'Shea

Th-S11-SYM-01

**Extending knowledge of «off-job» recovery in work to sports**  
Yannick Balk<sup>1</sup>, Jan de Jonge<sup>1</sup>, Sabine Geurts<sup>2</sup>  
<sup>1</sup> Eindhoven University of Technology, The Netherlands, <sup>2</sup> Radboud University, Nijmegen, The Netherlands

Th-S11-SYM-02

**Resilience as a resource towards sustainable success**  
Christopher Bryan, Tadhg MacIntyre, Deirdre O'Shea  
University of Limerick, Ireland

10:00–10:45 Session 12 | **Symposium (P)** | Room: OKS Hall C  
**Developing leadership for resilience in high risk professions**  
Topic/s: 3. Positive organizational behavior  
Chair/s: Martin Euwema  
Discussant/s: Wilmar Schaufeli

Th-S12-SYM-01

**Enhancing coping flexibility of junior leaders: An experiential training design**  
Martin Euwema, et al.  
KU Leuven

Th-S12-SYM-02

**How to organize for resilience in Teams against Child Abuse Images and Transnational Child Sex Offences**  
Henk Sollie, et al.  
PoliceAcademy

Th-S12-SYM-03

**Supporting leaders in supporting police personnel's resilience**  
Annika Smit  
Politieacademie

10:00–10:45 Session 13 | **Oral session** | Room: OKS Hall D  
Topic/s: 8. Leadership and management

Th-S13-OR-01

**Leadership training at Haukeland University Hospital; «This is how we do it»**  
Erling Svensen, Line Skarstein, Mai Woldstad, Trond Søreide, Giske Holst  
Haukeland University Hospital

Th-S13-OR-02

**Unpacking the interplay between leadership networks and perceptions of team shared leadership behaviors over time**  
Sandra Pintor, Jürgen Wegge  
Technische Universität Dresden

Th-S13-OR-03

**Looking Back to look forward: 35 Years of Research into Global Leadership and its Implications for Global Leadership Development today**  
Tina Huesing  
Benedictine University

10:00–10:45 Session 14 | **Oral session** | Room: OKS Meeting Room 1  
Topic/s: 8. Leadership and management

Th-S14-OR-01

**Effects of power on risk perception and leader behavior**  
Ulf Steinberg, Kristin Knipfer, Claudia Peus  
Chair of Research and Science Management TUM School of Management Technische Universität München Arcisstrasse 21, 81475 Munich, Germany

Th-S14-OR-02

**Cognitive antecedents of within-leader variation in transformational leadership behavior: State core evaluations of the self, others and the world**  
Edina Doci, Joeri Hofmans  
Vrije Universiteit Brussel

Th-S14-OR-03

**Implicit leadership theories among Swedish and Danish pupils in construction industry vocational education**  
Martin Grill<sup>1</sup>, Anders Pousette<sup>1</sup>, Kent Nielsen<sup>2</sup>, Marianne Törner<sup>1</sup>  
<sup>1</sup> The Sahlgrenska Academy, Dept of Public Health and Community Medicine, Occupational and Environmental Medicine, University of Gothenburg, Sweden, <sup>2</sup> Department of Occupational Medicine, Regional Hospital Herning, Denmark

10:00–10:45 Session 15 | **Oral session** | Room: OKS Meeting Room 2  
Topic/s: 2. Employee stress and burnout

Th-S15-OR-01

**Do demanding tasks necessarily imply time pressure? Task-related demands and time pressure within professional service work**  
Anika Schulz-Dadaczynski  
Federal Institute for Occupational Safety and Health

Th-S15-OR-02

**Social stressors at work and well-being / health: A meta-analytic review**  
Christin Gerhardt<sup>1,2</sup>, Norbert Semmer<sup>1,2</sup>, Achim Elfering<sup>1,2</sup>, et al.  
<sup>1</sup> University of Bern, Switzerland, <sup>2</sup> National Centre of Competence in Research, Affective Sciences, University of Geneva, CISA, Geneva, Switzerland

Th-S15-OR-03

**The explanatory role of rumours in the reciprocal relationship between organizational change communication and job insecurity: A within-person approach**

Tinne Vander Elst<sup>1,2</sup>, Kelly Smet<sup>2</sup>, Yannick Griep<sup>3</sup>, Hans De Witte<sup>2, 4</sup>

<sup>1</sup> Idewe (External Service for Prevention and Protection at Work), Belgium, <sup>2</sup> University of Leuven, Belgium, <sup>3</sup> Vrije Universiteit Brussel, Belgium, <sup>4</sup> Optentia Research Programme, North-West University, South Africa

10:00–10:45 Session 16 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 3. Positive organizational behavior

Th-S16-OR-01

**Driven to craft: The role of motivation in how we craft our jobs, and perform, at work.**

Sarah Farrell<sup>1</sup>, Finian Buckley<sup>2</sup>

<sup>1</sup> Dublin City University, <sup>2</sup> Dublin City University

Th-S16-OR-02

**Volunteers' motivation changes and their relation with basic need satisfaction and frustration**

Jemima Bidee, et al.

Vrije Universiteit Brussel

Th-S16-OR-03

**The Quality of Working Life of Academics and Researchers in the UK: Testing a Mediation Model**

Rita Fontinha<sup>1</sup>, Darren Van Laar<sup>2</sup>, Simon Easton<sup>2</sup>

<sup>1</sup> Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom, <sup>2</sup> Department of Psychology, Faculty of Science, University of Portsmouth, United Kingdom

10:00–10:45 Session 17 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Th-S17-OR-01

**For you or for me? Distinguishing self-related from other-related proactive behaviors**

Anne Janssen, Christian Stamoß Roßnagel

Jacobs University Bremen

Th-S17-OR-02

**Feeling good at home, performing above and beyond your job requirements at work?**

**A daily diary study.**

Lynn Germeys, Sara De Gieter

Vrije Universiteit Brussel, Belgium

Th-S17-OR-03

**Keeping Rivals Down: The Effect of Dynamic Social Comparisons on Employee Interpersonal Helping**

Susan Reh, Christian Troester, Niels Van Quaquebeke

Kuehne Logistics University

10:00–10:45 Session 18 | **Oral session** | Room: OKS Auditoriet  
Topic/s: 10. Performance and productivity

Th-S18-OR-01

**Happy productive workers in knowledge intensive organisations.**

Marit Christensen<sup>1</sup>, Jan Morten Dyrstad<sup>2</sup>, Siw Tone Innstrand<sup>3</sup>, Kirsti Undebakke<sup>3</sup>

<sup>1</sup> Department of Psychology, Norwegian University of Science and Technology, <sup>2</sup> Department of Economics, Norwegian University of Science and Technology, <sup>3</sup> Department of Social Work and Health Science, Norwegian University of Science and Technology

Th-S18-OR-02

**Workplace Busyness and Multitasking**

Mare Teichmann, Mart Murdvee, Joy J. Verano Izaguirr, Triin Hellamaa, Aman S. Malik, Wairimu G. Ngana, Jenni M. Pitkanen, Kateryna Shkuropat, Konstantinos Stephanou, Olga Svetlicinaia, Anneliis Tali  
Mare Teichmann

Th-S18-OR-03

**Service employees' conceptualizations and reactions to «difficult customers»:**

**Implications for organizational training, sensemaking, and service climate**

Iddo Gal<sup>1</sup>, Dana Yagil<sup>2</sup>, Gil Luria<sup>3</sup>

<sup>1</sup> University of Haifa, Israel, <sup>2</sup> University of Haifa, Israel, <sup>3</sup> University of Haifa, Israel

10:00–10:45 Session 19 | **Oral session** | Room: OKS Torghjørnet  
Topic/s: 4. Health and interventions

Th-S19-OR-01

**The ARK intervention program**

Siw Tone Innstrand<sup>1</sup>, Marit Christensen<sup>2</sup>, Kirsti Godal Undebakke<sup>1</sup>, Kirsti Sarheim Anthun<sup>1</sup>

<sup>1</sup> Research Centre for Health Promotion and Resources Department of Social Work and Health Sciences, Norwegian University of Science and Technology, Trondheim, Norway, <sup>2</sup> Department of Psychology Norwegian University of Science and Technology, Trondheim, Norway

Th-S19-OR-02

**Workplace phobia. Preliminary findings in the organizational context**

Michela Vignoli<sup>1</sup>, Beate Muschalla<sup>2</sup>, Dina Guglielmi<sup>1</sup>

<sup>1</sup> University of Bologna, Italy, <sup>2</sup> University of Potsdam, Germany

Th-S19-OR-03

**What about the costs. Are online health trainings for stressed employee's attractive measures for employer's to reduce the costs of presenteeism and absenteeism?**

Dirk Lehr, Stephanie Nobis, Thiart Hanne, Elena Heber, Claudia Buntrock, David Ebert  
Division of Online Health Training, Innovation Incubator, Leuphana University Lueneburg, Germany

10:00–10:45 Session 20 | **Oral session** | Room: OKS Odin  
Topic/s: 18. Teams and workgroups

Th-S20-OR-01

**«Hands off, this is our idea!»: How adding or removing team members impacts team effectiveness**

Ana Paula Giordano<sup>1,2</sup>, David Patient<sup>2</sup>, Ana Margarida Passos<sup>1</sup>, Francesco Sguera<sup>2</sup>

<sup>1</sup> ISCTE – Lisbon University Institute, <sup>2</sup> Católica-Lisbon School of Business and Economics

Th-S20-OR-02

**How robust are motivation gains in teams?**

**Longitudinal effects of task structure and co-worker feedback**

Oliver Meltz<sup>1</sup>, Katrin Wessolowski<sup>1</sup>, Joachim Hüffmeier<sup>2</sup>, Marc Grünberg<sup>1</sup>, Sarah Meeßen<sup>1</sup>,  
Lukas Urban<sup>1</sup>, Guido Hertel<sup>1</sup>

<sup>1</sup> University of Muenster, Germany, <sup>2</sup> Federal Institute for Occupational Safety and Health, Dortmund, Germany

Th-S20-OR-03

**The mediating role of collective team identification in the relations between managerial coaching and team learning**

Eva Kunst, Marianne van Woerkom, Rob Poell  
Tilburg University

10:00–10:45 Session 21 | **Oral session** | Room: OKS Balder

Topic/s: 1. Employment relations

Th-S21-OR-01

**Path from I-deals to job crafting: The role of weekly work engagement**

Yasin Rofcanin<sup>1</sup>, Secil Bayraktar<sup>2</sup>

<sup>1</sup> University of Warwick, Warwick Business School, <sup>2</sup> Ozyegin University

Th-S21-OR-02

**The role of emotion regulation strategies in the unfolding relationships between psychological contract breach, violation and organizational citizenship behavior**

Tim Vantilborgh, Safaa Achnak, Yannick Griep  
Vrije Universiteit Brussel

Th-S21-OR-03

**How psychological contract breach by subordinates affects weekly stress levels of managers: The roles of performance pressure and trust in higher management**

Jeroen de Jong<sup>1</sup>, Mike Clinton<sup>2</sup>, Matthijs Bal<sup>3</sup>, Beate van der Heijden<sup>4</sup>

<sup>1</sup> Open University of the Netherlands, <sup>2</sup> King's College, <sup>3</sup> University of Bath, <sup>4</sup> Radboud University Nijmegen

10:00–11:30 Session 22 | **Poster session** | Room: OKS Forum

Topic/s: 19. Emotions in the workplace

20. Research methodology

21. Entrepreneurship / Self Employment

22. Economic psychology, consumer behavior and marketing

Th-S22-PO-01

**Eastern European migrant workers in UK: Initial Development of the Workplace Integration Questionnaire**

Monica Hess, Roy Spina, Nik Chmiel  
University of Chichester, UK

Th-S22-PO-02

**The Moderating Role of Negative Affectivity on POS – Work Outcome Relationships**

Greg Sears<sup>1</sup>, Haiyan Zhang<sup>2</sup>

<sup>1</sup> Sprott School of Business, Carleton University, Ottawa, Canada, <sup>2</sup> Smarter Workforce Institute, IBM, Minneapolis, U.S.A.

Th-S22-PO-03

**The effect of paternalistic leadership on emotional labor**

Tulay Turgut, Aylin Dincer Atmaca  
Marmara University



Th-S22-PO-04

**How proactive personality and pride in organization predict intrapreneurial intentions and behavior**

Aníbal Lopez, Pedro Neves

Nova School of Business and Economics

Th-S22-PO-05

**Achievement goals and achievement emotions: Preliminary longitudinal data on university students**

Margherita Brondino, Daniela Raccanello

Department of Philosophy, Education and Psychology, University of Verona, Italy

Th-S22-PO-06

**The role of chronic and temporarily active self-construal on the formation of entrepreneurial intentions**

Konstantinos Kafetsios<sup>1</sup>, Leonidas Zampetakis<sup>2</sup>, Manolis Lerakis<sup>2</sup>, Vassilis Moustakis<sup>2</sup>

<sup>1</sup> University of Crete, Department of Psychology, Rethymnon, Crete, Greece, <sup>2</sup> Technical University of Crete, Department of Production Engineering and Management, Management Systems Laboratory, Chania, Greece

Th-S22-PO-07

**The Importance of Statistical Invariance Testing in Cross-Cultural Leadership Research: A Study of Sweden and India**

Anders Pousette<sup>1</sup>, Karin Allard<sup>1</sup>, Urmi Nanda Biswas<sup>2</sup>

<sup>1</sup> University of Gothenburg, Sweden, <sup>2</sup> The MS University of Baroda, India

Th-S22-PO-08

**Using a Multi-agent System to Simulate the Organizational Behaviour of Entrepreneurs and Managers**

Andrea Ceschi, Andrea Scalco, Riccardo Sartori

University of Verona

Th-S22-PO-09

**An Empirical Study on the Relationship between Personality Traits and Counterproductive Work Behaviors**

Sibel Gök, Sibel Nitelik Ödemiş

Marmara University

Th-S22-PO-10

**Validity evidence for the job crafting scale in Brazilian samples**

Renata Chinelato, Maria Ferreira, Felipe Valentini

Salgado de Oliveira University

Th-S22-PO-11

**Impact of mood on cognition – handwriting performance as exemplar**

Clara Rispler<sup>1</sup>, Gil Luria<sup>1</sup>, Allon Kahanna<sup>1</sup>, Sara Rosenblum<sup>2</sup>

<sup>1</sup> Haifa University, Faculty of Social Welfare and Health Sciences, Department of Human Services,

<sup>2</sup> Haifa University, Faculty of Social Welfare and Health Sciences, Department of Occupational Therapy

Th-S22-PO-12

**The role of emotional intelligence in the relationship between job performance and work-related stress: A sample of Lithuanian sales personnel**

Loreta Gustainiene, Mindaugas Naudziunas

Vytautas Magnus University

Th-S22-PO-13

**Validating a scale of organizational justice across Spanish-speaking countries**

Maria Felisa Latorre Navarro<sup>1</sup>, Nuria Tordera<sup>2</sup>, Yarid Ayala<sup>1</sup>, Isabel Rodríguez<sup>2</sup>, Laura Prieto<sup>2</sup>,

Luis Arciniega<sup>1</sup>, et al.

<sup>1</sup> ITAM. Instituto Tecnológico Autónomo de México, <sup>2</sup> Universidad de Valencia

Th-S22-PO-14

**Social entrepreneurship intentions in undergraduate students**

Mariana Bargsted

Universidad Católica del Norte, Chile

Th-S22-PO-15

**Changing goals in turbulent times – satisfaction despite radical change: The role of validating strong negative emotions**

Florian Scholz

University of Potsdam, Department of Business Administration

Th-S22-PO-16

**Problem-solving and emotional processes on business opportunity recognition and exploitation: A team-level and time based approach**

Susana C. Santos, Sílvia Fernandes Costa, António Caetano

Instituto Universitário de Lisboa, ISCTE-IUL

Th-S22-PO-17

**A study of the measurement properties of a hierarchical model of integrity.**

Anders Sjöberg

Stockholm university

Th-S22-PO-18

**Adolescents' values: Influence of generational experiences versus family transmission**

Brenda Groen<sup>1</sup>, Xander Lub<sup>1,2</sup>, Matthijs Bal<sup>3</sup>

<sup>1</sup> Saxion University of Applied Sciences, <sup>2</sup> VU University Amsterdam, <sup>3</sup> University of Bath

Th-S22-PO-19

**Polish adaptation of Link Burnout Questionnaire**

Urszula Brzezińska

Pracownia Testów Psychologicznych

Th-S22-PO-20

**How People's Reactions to Personalized Advertising on the Internet depend upon Perceived Quality of Personalization and Need for Uniqueness**

Barbara Stiglbauer, Bernad Batinic

Johannes Kepler University Linz

Th-S22-PO-21

**Development and validation of a scenario-based workplace allocentrism scale**

Joanna Pitek

Bishop's University

Th-S22-PO-22

**Comfort in aircraft cabin – Multidimensional scaling, interviews and questionnaires at Hamburg Airport**

Julia Bastian, Rainer Höger

Leuphana University of Lüneburg

Th-S22-PO-23

**Response Style Biases in Personality Measures and Leadership Derailment.**

Gina Palermo<sup>1</sup>, Tao Li<sup>2</sup>

<sup>1</sup> Talent Q Ltd, <sup>2</sup> Talent Q Ltd

Th-S22-PO-24

**When a Preference for Dominating Others Affects Workplace Attitudes and Behaviours: A Social Dominance Theory Perspective**

Kibeom Lee, Julie Choi

University of Calgary

Th-S22-PO-25

**Reconstruction of entrepreneur's image in contemporary conditions: Discourse and values**

Petro Vlasov, Anna Kiseleva

Institute of Applied Psychology «Humanitarian center»

Th-S22-PO-26

**The Individual Authenticity Measure at Work: Validity evidence in a sample of Brazilian workers**

Renata Chinelato<sup>1</sup>, Maria Ferreira<sup>1</sup>, Felipe Valentini<sup>1</sup>, Van Den Bosch<sup>2</sup>

<sup>1</sup> Salgado de Oliveira University, <sup>2</sup> Utrecht University

Th-S22-PO-27

**The Method for Measuring Personal and Social Factors of Professional Identity**

Jelena Slesareva

JKL VOCATIONAL TRAINING CENTRE Ltd.

Th-S22-PO-28

**The Role of Personal and Social Resources in Emotional Management at Work**

Ruolian Fang

NUS Business School, National University of Singapore

Th-S22-PO-29

**The relationship between bright and dark personality characteristics, risk intelligence and entrepreneurial intention**

Melrona Kirrane<sup>1</sup>, Na Fu<sup>2</sup>, Mary Kinahan<sup>1</sup>

<sup>1</sup> Dublin City University Business School, <sup>2</sup> National University of Ireland, Maynooth

Th-S22-PO-30 | Interactive

**Rhetorical differences in research article introductions in HR/I-OP journals from the US and India**

Nida ul Habib Bajwa, Cornelius König, Thiemo Kunze

Universität des Saarlandes

Th-S22-PO-31 | Interactive

**Emotions and Entrepreneurial Decision Making**

Oana Fodor

Babes Bolyai University, Romania

Th-S22-PO-32 | Interactive

**The influence of procedural injustice on emotional labor in call-center interactions: An experimental study.**

Judith Kampa, Annegret Böttcher, Kathleen Otto

Philipps-University Marburg

Th-S22-PO-33 | Interactive

**Measuring job performance in validation studies – should managers rate few or many employees?**

Mats Englund

cut-e

Th-S22-PO-34 | Interactive

**How the interpersonal context moderates the effects of emotional labour: A daily diary study**

David Holman

Manchester Business School

Th-S22-PO-35 | Interactive

**The impact of Human Resources practices on investment intentions:**

**A study in the financial sector**

Luis Martinez<sup>1</sup>, Aristides Ferreira<sup>2</sup>, Carla Ilhéu<sup>2</sup>, Rosa Rodrigues<sup>2</sup>

<sup>1</sup> Nova School of Business and Economics, <sup>2</sup> Instituto Universitário de Lisboa (ISCTE-IUL)

10:00–10:45 Session 23 | **State of the Art (P)** | Room: RC Christiania Hall A  
Topic/s: 8. Leadership and management

Th-S23-STA-01

**High-Potential Assessment and Development: A Framework-driven Approach**

George Hallenbeck

Center for Creative Leadership

10:00–10:45 Session 24 | **Symposium (P)** | Room: RC Christiania Hall B

**Putting the Test Taker in the Picture: Designing Test Feedback and Reports**

Topic/s: 6. Personnel selection

Chair/s: Rab MacIver, Tom Hopton

Discussant/s: Hendrik J Kriek

Th-S24-SYM-01

**The User Validity of Overplayed Strength Development Advice**

Rab MacIver, et al.

Brunel University

Th-S24-SYM-02

**Democratic Progress: Designing Better Test Reports**

Tom Hopton

Saville Consulting UK Ltd.

Th-S24-SYM-03

**Are we forgetting the candidate? Considering the user perspective in psychometric assessment.**

Celine Rojon<sup>1</sup>, Almuth McDowall<sup>2</sup>

<sup>1</sup> University of Edinburgh, <sup>2</sup> Birkbeck, University of London

10:00–10:45 Session 25 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S25-OR-01

**Common police selection methods as predictors of performance, satisfaction, retention and health among new Swedish police officers**

Stefan Annell<sup>1,2</sup>, Petra Lindfors<sup>1</sup>, Magnus Sverke<sup>1,3</sup>

<sup>1</sup> Stockholm University, SE, <sup>2</sup> Swedish Defense Recruitment Agency, SE, <sup>3</sup> North-West University, South Africa

Th-S25-OR-02

**Content validation of job knowledge test using job vacancy data: A Text mining approach**

Sofija Pajić, Vladimer Kobayashi, Stefan Mol, Gábor Kismihók

University of Amsterdam

Th-S25-OR-03

**«Not hired, not bought?» – Negative effects of recruitment procedures on organizational and product image**

Christian Bosau, Johanna Forth

RFH Köln, Germany



10:00–10:45 Session 26 | **Oral session** | Room: RC Oslo Hall B  
Topic/s: 8. Leadership and management

Th-S26-OR-01

**Examining the relationship between employer obligation fulfillment and intent to quit through the lenses of social exchange and social comparison**

Irene Tsachouridi, Irene Nikandrou  
Athens University of Economics and Business

Th-S26-OR-02

**Do leaders and employees in different occupational groups have different faces? Accuracy in categorizing perceptually ambiguous groups at work**

Erik Dietl, Valerie Hiedels  
University of Hohenheim

Th-S26-OR-03

**Perceived managerial exemplarity: Two studies to test its impact on affective commitment and stress**

Léa Wang<sup>1</sup>, Rémi Finkelstein<sup>1</sup>, Alexandra Didry<sup>2</sup>

<sup>1</sup> Université Paris 8, Laboratoire Parisien de Psychologie Sociale (LAPPS), Saint Denis, Paris, France,

<sup>2</sup> Société PerformanSe, Bernard Julhiet group, Paris, France.

11:00–12:30 Session 27 | **State of the Art** | Room: OKS Hall A

Th-S27-STA-01

**Harassment and mistreatment in organizations**

Morten Birkeland Nielsen  
National Institute of Occupational Health, Oslo, Norway, Department of psychosocial science,  
University of Bergen, Bergen, Norway

Fr-S131-STA-01

**Research in work-unit climate: Recent trends and a look into the future**

Vicente González-Romá  
University of Valencia

11:00–12:30 Session 28 | **Panel** | Room: OKS Hall B

Th-S28-PAN-01

**Invited Session: Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing**

Talya Bauer<sup>1</sup>, John Antonakis<sup>2</sup>, Berrin Erdogan<sup>1</sup>, Willian Gardner<sup>4</sup>, Brian Hoffman<sup>5</sup>, Ramon Rico<sup>6</sup>,  
Donald Truxillo<sup>1</sup>, Daan van Knippenberg<sup>7</sup>, Julie McCarthy<sup>3</sup>

<sup>1</sup> Portland State University, <sup>2</sup> HEC Lausanne- UNIL, <sup>3</sup> University of Toronto, <sup>4</sup> Texas Tech University,

<sup>5</sup> University of Georgia, <sup>6</sup> Universidad Autónoma de Madrid, <sup>7</sup> Erasmus University Rotterdam

11:00–12:30 Session 29 | **Symposium** | Room: OKS Hall C

**Proactivity at work: New theoretical and empirical advances**

Topic/s: 3. Positive organizational behavior  
Chair/s: Hector Pablo Madrid, Cumali Uri

Th-S29-SYM-01

**How proactive behaviour shapes leadership: The interplay of identity and implicit theories**

Asma Bagash, Karoline Strauss, Dawn Eubanks  
Warwick Business School, University of Warwick

Th-S29-SYM-02

**How and when emotion labor enhances/mitigates proactive behavior: Mediating effect of vitality and moderating effect of contingent reward**

Hong Deng<sup>1</sup>, Chia-Huei Wu<sup>1</sup>, Yan-Jun Guan<sup>2</sup>

<sup>1</sup> London School of Economics and Political Science, <sup>2</sup> University of Surrey

Th-S29-SYM-03

**A Work Design Perspective on Voice Behavior over Time**

Anita Starzyk, Anke Gries

University of Mannheim

Th-S29-SYM-04

**To be or not to be proactive: The role of leadership and employees' gender**

Bettina Eibl, Cornelia Niessen

Friedrich-Alexander-Universität Erlangen-Nürnberg

Th-S29-SYM-05

**State core self-evaluations, proactive approach/avoidance tendencies and well-being at work: A day-reconstruction study**

Annika Nübold<sup>1</sup>, Günter W. Maier<sup>2</sup>

<sup>1</sup> Maastricht University, <sup>2</sup> Bielefeld University

11:00–12:30 Session 30 | **Symposium** | Room: OKS Hall D

**Atypicality in the Work Context I: Challenges, Barriers, and Opportunities**

Topic/s: 8. Leadership and management

Chair/s: Clara Kulich, Mary Kinahan

Discussant/s: Janine Bosak

Th-S30-SYM-01

**Refining the Conditions of Glass Cliffs: The Role of Performance Controllability**

Vincenzo Iacoviello, Clara Kulich, Fabio Lorenzi-Cioldi

University of Geneva

Th-S30-SYM-02

**Hierarchy Enhancing or Hierarchy Attenuating: Are Male and Female Leaders perceived to differ in their Preferences for Leadership Roles?**

Mary Kinahan<sup>1</sup>, Janine Bosak<sup>1</sup>, Alice Eagly<sup>2</sup>

<sup>1</sup> Dublin City University, <sup>2</sup> Northwestern University

Th-S30-SYM-03

**Evaluation of Leaders– Does Gender Really Matter?**

Agnieszka Pietraszkiewicz<sup>1</sup>, Nuria Rovira-Asenjo<sup>1</sup>, Sabine Sczesny<sup>1,2</sup>

<sup>1</sup> University of Bern, <sup>2</sup> Rovira i Virgili University

Th-S30-SYM-04

**Gender Stereotypes of Leaders: A Content Analysis of Obituaries**

Eva Hofmann, Barbara Hartl, Erich Kirchler, Stephan Muehlbacher

University of Vienna

Th-S30-SYM-05

**Supervisor Assessments – Stereotypical Differences According to Gender of Employees and Supervisors**

Ingela Jöns<sup>1</sup>, Stefanie Winter<sup>2</sup>

<sup>1</sup> University of Mannheim, <sup>2</sup> University of Applied Sciences Darmstadt

11:00–12:30 Session 31 | **Symposium (P)** | Room: OKS Meeting Room 1

**How to assure diversity in leadership and boardrooms. Exploring the effects of two leadership development initiatives for migrants and women in Norway and Africa.**

Topic/s: 8. Leadership and management

Chair/s: Elisabeth Østrem

Th-S31-SYM-01

**Mentoring in Global Future**

Morten Eikeland

AFF

Th-S31-SYM-02

**Female Future; how did we build up a Leadership development program to enhance career movement in female leader talents?**

Tonje Tønsberg

AFF

Th-S31-SYM-03

**Evaluating the concepts and results of Global Future and Female Future**

Marte Buvik

Sintef

Th-S31-SYM-04

**Why The Confederation of Norwegian Enterprise put effort in leadership development projects locally and internationally?**

Nina Solli

NHO

Th-S31-SYM-05

**How to implement a Norwegian leadership development concept in a completely different context. Female Future in Uganda and Kenya.**

Tori Tveit

NHO

Th-S31-SYM-06

**Creating Social Capital through Leadership Development Initiatives internationally**

Atle Jordahl

AFF

11:00–12:30 Session 32 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 2. Employee stress and burnout

Th-S32-OR-01

**Acculturation as a moderator in the relationship between job insecurity and wellbeing of migrating workforce**

Delia Virga<sup>1</sup>, Dragos Iliescu<sup>2</sup>

<sup>1</sup> West University of Timisoara, Romania, <sup>2</sup> University of Bucharest, Romania

Th-S32-OR-02

**When job demands prevent (!) burnout: A meta-analysis of longitudinal studies**

Christina Guthier, Christian Dormann

Johannes Gutenberg-Universität Mainz, Department of Business Education and Management

Th-S32-OR-03

**Dampening the flames: How leaders' mastery goals buffer the negative relationship between employees' performance goals and burnout.**

Roy Sijbom<sup>1</sup>, Jonas Lang<sup>2</sup>, Frederik Anseel<sup>2</sup>

<sup>1</sup> Department of Work and Organizational Psychology, University of Amsterdam, Amsterdam, The Netherlands, <sup>2</sup> Department of Personnel Management, Work and Organizational Psychology, Ghent University, Ghent, Belgium

Th-S32-OR-04

**«I am exhausted, but happy!» Can emotional exhaustion enhance happiness?**

Carlos Ferreira Peralta<sup>1,2</sup>, Maria Francisca Saldanha<sup>3</sup>

<sup>1</sup> Católica-Lisbon School of Business and Economics, Catholic University of Portugal, Portugal, <sup>2</sup> Faculty of Psychology and Education Sciences, University of Coimbra, Portugal, <sup>3</sup> School of Business and Economics, Wilfrid Laurier University, Canada

Th-S32-OR-05

**Effectiveness of an internet-based recovery training for better sleep in stressed employees – Results from a randomized controlled trial.**

Dirk Lehr, Hanne Thiar, David Ebert, et al.

Division of Online Health Training, Innovation Incubator, Leuphana University Lüneburg Germany

Th-S32-OR-06

**Stressor-emotion model and Moral Disengagement: An integrated empirical contribution in a nursing context**

Carlo Tramontano<sup>1</sup>, Marinella Paciello<sup>2</sup>, Roberta Fida<sup>3</sup>

<sup>1</sup> Centre for Research in Psychology, Behaviour and Achievement, Coventry University, <sup>2</sup> Uninettuno Telematic International University, <sup>3</sup> Department of Psychology, Sapienza University of Rome

11:00–12:30 Session 33 | **Symposium** | Room: OKS Meeting Room 3

**Organizational health across the globe: From healthy individuals to healthy organizations**

Topic/s: 3. Positive organizational behavior

Chair/s: Francesco Montani

Th-S33-SYM-01

**The role of empathy in the relation between daily events and individuals' well-being**

Ana Junça, António Caetano, Rita Rueff-Lopes

ISCTE-IUL Instituto Universitário de Lisboa

Th-S33-SYM-02

**Activation levels of negative affect and innovative work behaviour: The moderating role of mindfulness**

Francesco Montani<sup>1</sup>, Véronique Dagenais-Desmarais<sup>2</sup>, Simon Grégoire<sup>3</sup>

<sup>1</sup> Université de Sherbrooke, <sup>2</sup> Université de Montréal, <sup>3</sup> Université du Québec à Montréal

Th-S33-SYM-03

**The role of job and personal resources on well-being of Brazilian employees**

Maria Cristina Ferreira<sup>1</sup>, Helenides Mendonça<sup>2</sup>

<sup>1</sup> Salgado de Oliveira University, <sup>2</sup> Catholic University of Goiás

Th-S33-SYM-04

**Is professors' health related to universities' performance? A study with teachers from Brazilian universities**

Helenides Mendonça<sup>1</sup>, Lauro Nalini<sup>1</sup>, Maria Cristina Ferreira<sup>2</sup>, António Caetano<sup>3</sup>

<sup>1</sup> Catholic University of Goiás, <sup>2</sup> Salgado de Oliveira University, <sup>3</sup> ISCTE-IUL Instituto Universitário de Lisboa



Th-S33-SYM-05

**Cultural diversity and inclusion in Brazil and its relation to organizational health:**

**Experience of organizational inclusion, turnover and absenteeism**

Claudio Torres, Luara Presotti

University of Brasilia

11:00–12:30 Session 34 | **Symposium** | Room: OKS Meeting Room 4

**Salutogenic interventions**

Topic/s: 4. Health and interventions

Chair/s: Marit Christensen, Siw Tone Innstrand

Th-S34-SYM-01

**Exploring participation rates in a physical activity intervention to improve mastery of work – The Wave of Healthiness**

Ingrid Rostad, Ingvild Saksvik-Lehouillier

Department of Psychology, Norwegian University of Science and Technology

Th-S34-SYM-02

**Job crafting – a salutogenic intervention?**

Sylvi Thun

Department of Psychology, Norwegian University of Science and Technology

Th-S34-SYM-03

**High performers: Intervention through identity construction?**

Anne Iversen<sup>1</sup>, Fay Gjaever<sup>1</sup>, Signe Lohmann-Lafrenz<sup>2</sup>, Lise Løvseth<sup>3</sup>

<sup>1</sup> Department of Psychology, Norwegian University of Science and Technology, <sup>2</sup> Department of Occupational Medicine, St.Olavs University Hospital, <sup>3</sup> Department of Research and Development, division of Psychiatry, St.Olavs university hospital

Th-S34-SYM-04

**A process evaluation of a salutogenic intervention**

Per Øystein Saksvik<sup>1</sup>, Oyeniyi Samuel Olaniyan<sup>2</sup>, Kristin Lysklett<sup>1</sup>

<sup>1</sup> Department of Psychology, NTNU, <sup>2</sup> Department of Psychosocial Science, University of Bergen

Th-S34-SYM-05

**The ARK-Survey – a tool for countervailing interventions**

Kirsti Undebakke<sup>2</sup>, Siw Tone Innstrand<sup>2</sup>, Marit Christensen<sup>1</sup>, Kirsti Anthun<sup>2</sup>

<sup>1</sup> Department of Psychology, NTNU, <sup>2</sup> Centre for Health Promotion and Resources, NTNU

Th-S34-SYM-06

**A Participatory Physical and Psychosocial Intervention for Balancing the Demands and Resources among Industrial Workers (PIPPI)**

Johan Simonsen Abildgaard<sup>1</sup>, Christian Dyrland Wåhlin-Jacobsen<sup>1</sup>, Nidhi Gupta<sup>1</sup>, Louise Nøhr Henriksen<sup>1</sup>, Karina Nielsen<sup>2</sup>, Andreas Holtermann<sup>1</sup>

<sup>1</sup> The National Centre for the Working Environment, <sup>2</sup> Norwich Business School

11:00–12:30 Session 35 | **Symposium** | Room: OKS Auditoriet

**How Work Influences Who We Are: New Research Exploring the Role of Work in Personality Development and Change**

Topic/s: 7. Human resource management

Chair/s: Stephen A Woods

Discussant/s: Beatrice Van der Heijden

Th-S35-SYM-01

**Personality trait development across 40 years: The role of occupations**

Stephen Woods<sup>1</sup>, Grant Edmonds<sup>2</sup>, Sarah Hampson<sup>2</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> Oregon Research Institute

Th-S35-SYM-02

**Does coaching influence personality change?**

Rebecca Jones

University of Worcester

Th-S35-SYM-03

**Can job autonomy and skill utilization enhance individuals' locus of control?**

**A reciprocal longitudinal study**

Chia-Huei Wu<sup>1</sup>, Mark Griffin<sup>2</sup>, Sharon Parker<sup>2</sup>

<sup>1</sup> London School of Economics and Political Science, <sup>2</sup> University of Western Australia

Th-S35-SYM-04

**My Work Changes Me: How Work Design Might Shape Personality and Identity Development**

Sharon Parker

University of Western Australia

Th-S35-SYM-05

**Multi-method reliability studies: The foundation for investigating personality change**

Rainer H. Kurz

Cubiks, UK

11:00–12:30 Session 36 | **Symposium** | Room: OKS Torghjønnet

**Team processes: Observing actual communication and leadership behaviors and their impacts on individual and team outcomes**

Topic/s: 18. Teams and workgroups

Chair/s: Bertolt Meyer

Th-S36-SYM-01

**Predicting firefighters' work outcomes with smartphones**

Michael Burtscher<sup>1</sup>, Bertolt Meyer<sup>2</sup>, Sebastian Feese<sup>3</sup>, Bert Arnrich<sup>4</sup>

<sup>1</sup> University of Zurich, Zurich, Switzerland, <sup>2</sup> Technische Universität Chemnitz, Germany, <sup>3</sup> ETH Zurich, Switzerland, <sup>4</sup> Boğaziçi University, Turkey

Th-S36-SYM-02

**Leaders' visible conduct and interactions, leader evaluations, and team decision quality**

Bertolt Meyer<sup>1</sup>, Michael Burtscher<sup>2</sup>, Klaus Jonnas<sup>2</sup>, Sebastian Feese<sup>3</sup>, Bert Arnrich<sup>4</sup>

<sup>1</sup> Technische Universität Chemnitz, Germany, <sup>2</sup> Universität Zürich, Switzerland, <sup>3</sup> ETH Zürich, Switzerland, <sup>4</sup> Bogazici University, Turkey

Th-S36-SYM-03

**Identifying the Alphas: The assessment of emergent leadership via behavioral parameter using wearable sensors**

Alexandra (Sasha) Cook

Technische Universität Chemnitz, Germany

Th-S36-SYM-04

**Quality of personal leader-follower relationship and daily affect: A multilevel analysis on explaining mechanism of daily behaviors and transformational leadership style**

Viktoria Gochmann, Sandra Ohly

University of Kassel, Germany

Th-S36-SYM-05

**Communication within the Surgical Team and Surgical Site Infections: An observational Study**

Norbert Semmer<sup>1</sup>, Franziska Tschan<sup>2</sup>

<sup>1</sup> University of Bern, Switzerland, <sup>2</sup> University of Neuchâtel, Switzerland, <sup>3</sup> Bern University Hospital, Switzerland

11:00–12:30 Session 37 | **Symposium** | Room: OKS Odin

**Moderators and mediators variables in the employment relationship of temporary agency workers**

Topic/s: 1. Employment relations

Chair/s: Maria José Chambel

Th-S37-SYM-01

**Double employment relationship: Moderation by previous employment status**

Filipa Castanheira<sup>2</sup>, Maria José Chambel<sup>1</sup>, Filipa Sobral<sup>1</sup>

<sup>1</sup> Faculty of Psychology, University of Lisbon, <sup>2</sup> Nova School of Business and Economics, New University of Lisbon

Th-S37-SYM-02

**Dual employers, dual identifications: Identification and type of TWA contract affecting the relation between employment relationships and TAW behavior**

Dick De Gilder

Dept. of Organization Sciences, VU University, Amsterdam

Th-S37-SYM-03

**Motivations for being temporary agency worker and well-being: A longitudinal study**

Maria José Chambel, Sílvia Lopes

Faculty of Psychology, University of Lisbon

Th-S37-SYM-04

**The relationship between HRM, affective commitment to client, and performance: Conditional effects by TAW generation**

Francisco Cesário<sup>1</sup>, Filipa Castanheira<sup>2</sup>, Maria José Chambel<sup>3</sup>, Ricardo Fabricio<sup>4</sup>

<sup>1</sup> ISPA, Instituto Universitário de Ciências Psicológicas, <sup>2</sup> Nova School of Business and Economics, New University of Lisbon, <sup>3</sup> Faculty of Psychology, University of Lisbon, <sup>4</sup> Centro de Ciências Sociais da Universidade da Madeira

Th-S37-SYM-05

**The relationship between job-insecurity and exhaustion-vigor: An exploratory study of gender differences in Temporary Agency Workers**

Marianna Giunchi<sup>1</sup>, Maria José Chambel<sup>2</sup>, Chiara Ghislieri<sup>1</sup>

<sup>1</sup> Faculty of Psychology, University of Turin, <sup>2</sup> Faculty of Psychology, University of Lisbon

11:00–12:30 Session 38 | **Oral session** | Room: OKS Balder

Topic/s: 1. Employment relations

Th-S38-OR-01

**Perceived Employability Boosting job Performance: A Matter of Perceived Organizational Justice?**

Kristien Philippaers<sup>1,2</sup>, Jeroen Camps<sup>1</sup>, Nele De Cuyper<sup>1</sup>, Anneleen Forrier<sup>3</sup>, Jeroen Stouten<sup>1</sup>

<sup>1</sup> Research Group Work, Organizational and Personnel Psychology, KU Leuven, Leuven, Belgium,

<sup>2</sup> FWO, Brussels, Belgium, <sup>3</sup> Research Department HRM, KU Leuven, Leuven, Belgium

Th-S38-OR-02

**Psychological barriers of unemployed persons inhibiting their entrepreneurial initiative and new employment**

Taimi Elenurm<sup>1</sup>, Tiit Elenurm<sup>2</sup>

<sup>1</sup> Estonian Entrepreneurial University of Applied Sciences, Tallinn University of Technology,

<sup>2</sup> Estonian Business School

Th-S38-OR-03

**Skill utilization as a mediator in the cross-lagged relations between perceived employability and well-being**

Dorien Vanhercke<sup>1</sup>, Rita Fontinha<sup>2</sup>, Nele De Cuyper<sup>1</sup>, Marijke Verbruggen<sup>3</sup>, Anneleen Forrier<sup>3</sup>, Hans De Witte<sup>1, 4</sup>

<sup>1</sup> Research Group Work, Organizational, and Personnel Psychology, KU Leuven, Belgium,

<sup>2</sup> Portsmouth Business School, University of Portsmouth, United Kingdom, <sup>3</sup> Research Centre for Organization Studies, KU Leuven, Belgium, <sup>4</sup> Vanderbijlpark Campus, North-West University, South Africa

Th-S38-OR-04

**Work ability in high-involvement work systems: The dual role of participatory management in employee motivation and work intensification**

Severin Hornung<sup>1</sup>, Matthias Weigl<sup>2</sup>, Thomas Höge<sup>1</sup>, Jürgen Glaser<sup>1</sup>

<sup>1</sup> University of Innsbruck, Austria, <sup>2</sup> University of Munich, Germany

Th-S38-OR-05

**Keep Calm and Multiplex? The Role of Multiplexity for Career Support in Developmental Ego-Networks**

Luisa Barthauer<sup>1</sup>, Daniel Spurk<sup>2</sup>, Simone Kauffeld<sup>1</sup>

<sup>1</sup> TU Braunschweig, <sup>2</sup> Universität Bern

Th-S38-OR-06

**Comparing precarious and boundaryless work to permanent employment: A multi-group analysis on work conditions and well-being**

Claudia Bernhard-Oettel<sup>1, 3</sup>, Constanze Leineweber<sup>2, 3</sup>, Hugo Westerlund<sup>2, 3</sup>

<sup>1</sup> Dep of Psychology, Stockholm University, Sweden, <sup>2</sup> Stress Research Institute, Stockholm University, Sweden, <sup>3</sup> Stockholm Stress Center, Sweden

11:00–12:30 Session 39 | **Symposium (P)** | Room: RC Christiania Hall A

**Culture, Beliefs, Competition, and Unethical Behaviors during Selection and in the Workplace**

Topic/s: 11. Ethics

Chair/s: Nicolas Roulin, Caroline Julia Pulfrey

Discussant/s: Espen Skorstad

Th-S39-SYM-01

**Do Applicants Fake More When They Face More Competition?**

Nicolas Roulin<sup>1</sup>, Franciska Krings<sup>2</sup>

<sup>1</sup> University of Manitoba, <sup>2</sup> University of Lausanne

Th-S39-SYM-02

**Applicant Faking Across Cultures: A 43-Nation Study**

Clemens Fell, Conelius Koenig

Universität des Saarlandes

Th-S39-SYM-03

**Healthy Competition or a Hotbed of Malevolence? The Relation Between Management Practices, Organizational Behavior Patterns and Employee Deviance**

Caroline Pulfrey, Fabrizio Butera

University of Lausanne

**Believing in a Free Market and Making Decisions with Moral Stakes**

Gregoire Bollmann<sup>1</sup>, Sebastien Mena<sup>2</sup>

<sup>1</sup> University of Lausanne, <sup>2</sup> City University London

Th-S39-SYM-04

11:00–12:30 Session 40 | **Symposium (P)** | Room: RC Christiania Hall B

**Standards of Practice in Assessment Centres**

Topic/s: 6. Personnel selection

Chair/s: Helen Baron

Th-S40-SYM-01

**ISO 10667 and the development of the BPS AC Standards**

Dave Bartram

CEB

Th-S40-SYM-02

**Developing and Using Assessment Centre Standards: 2 Approaches**

Helen Baron<sup>1</sup>, Tatiana Khvatinina<sup>2</sup>

<sup>1</sup> Independent, <sup>2</sup> SHL Russia & CIS

Th-S40-SYM-03

**The practical aspects of implementing and maintaining the ISO 10667 standard in Assessment Center practice.**

Anna Krook, Tony Ullgren

Göteborgs Stad, Intracservice

11:00–12:30 Session 41 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S41-OR-01

**Development of a competency model for the Norwegian Police University College**

Sarah Abraham

The Norwegian Police University College

Th-S41-OR-02

**Which Knowledge, Skills and Abilities (KSAs) are required for Working on a Team Effectively? A Meta-Analysis on the Relationship of KSAs and Team Performance**

Julian Schulze<sup>1</sup>, Stefan Krumm<sup>1</sup>, Jens Mazei<sup>2</sup>, Marie-Christine Juli<sup>2</sup>, Joachim Hüffmeier<sup>3</sup>, Guido Hertel<sup>2</sup>

<sup>1</sup> Freie Universität Berlin, <sup>2</sup> Westfälische Wilhelms-Universität Münster, <sup>3</sup> Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

Th-S41-OR-03

**Personality without borders: Do questionnaire languages and smart-phones bias results?**

Rob Bailey<sup>1</sup>, Tatiana Gulko<sup>1</sup>, Sofia Lundahl<sup>2</sup>, Ellen Wetterberg<sup>2</sup>

<sup>1</sup> OPP Ltd, <sup>2</sup> Lund University

Th-S41-OR-04

**Cognitive predictors of individual occupational careers in the 21st century – Do complex problem solving skills matter beyond general mental ability?**

Jakob Mainert, André Kretschmar, Jonas C. Neubert, Samuel Greiff

University of Luxembourg

11:00–12:30 Session 42 | **Symposium** | Room: RC Oslo Hall B

**Learning in the workplace: Organisational and personal perspectives**

Topic/s: 7. Human resource management

Chair/s: Eva Kyndt

Discussant/s: Marianne Van Woerkom

Th-S42-SYM-01

**Antecedents and outcomes of informal workplace learning: A systematic review**

Kelly Smet, Hans De Witte, Eva Kyndt

KU Leuven – University of Leuven, Belgium

Th-S42-SYM-02

**Development and Validation of the Learning Culture Inventory (LCI)**

Frederic Hilkenmeier, Niclas Schaper

Department of Work and Organizational Psychology, University of Paderborn, Germany

Th-S42-SYM-03

**Professional learning among school leaders: The impact of personal and work context factors**

Ruth van Veelen, Peter Slegers, Maaïke Endedijk

University of Twente, The Netherlands

Th-S42-SYM-04

**Work-related learning across the lifespan. A study on the influence of age, work values and job characteristics.**

Loth Van Den Ouweland<sup>1</sup>, Piet Van den Bossche<sup>2</sup>

<sup>1</sup> University of Antwerp, Belgium, <sup>2</sup> University of Antwerp, Belgium & Maastricht University, the Netherlands

11:00–12:30 Session 43 | **Symposium** | Room: RC Oslo Hall C

**The bright and dark sides of organizational change**

Topic/s: 12. Organizational Change and Development

Chair/s: Irina Nikolova, Karen van Dam

Th-S43-SYM-01

**Psychological costs and benefits of work restructuring**

Irina Nikolova<sup>1</sup>, Joris van Ruysseveldt<sup>1</sup>, Karen van Dam<sup>1</sup>, Hans De Witte<sup>2</sup>

<sup>1</sup> Open University of the Netherlands, <sup>2</sup> KU Leuven; North-West University, South Africa

Th-S43-SYM-02

**How change relates to workplace learning and emotional exhaustion: Exploring mediating mechanisms**

Joris van Ruysseveldt, Karen van Dam

Open University of the Netherlands

Th-S43-SYM-03

**How does job insecurity relate to adaptive performance?**

Cornelia Niessen, Inge Mäder

Friedrich Alexander University of Erlangen-Nürnberg

Th-S43-SYM-04

**Adaptation to organizational change: The role of personality and emotion regulation**

Karen van Dam<sup>1</sup>, Robin van Rooij<sup>2</sup>, Susanne van de Kop<sup>2</sup>

<sup>1</sup> Open University of the Netherlands, <sup>2</sup> Tilburg University

Th-S43-SYM-05

**Responding to change recipients' reactions: A conceptual model**

Maria Vakola, Kleanthis Katsaros

Athens University of Economics and Business



Th-S43-SYM-06

**The bright and the dark side of ongoing change: Untangling the differential effects of cutbacks and innovation on employee attitudes, emotional well-being and behaviors**  
Tina Kiefer<sup>1</sup>, Jean Hartley<sup>2</sup>, Neil Conway<sup>3</sup>, Rob B Briner<sup>4</sup>

<sup>1</sup> University of Warwick, <sup>2</sup> Open University of UK, <sup>3</sup> Royal Holloway, University of London,

<sup>4</sup> University of Bath

12:00–13:30 Session 44 | **Poster session** | Room: OKS Forum

Topic/s: 3. Positive organizational behavior

16. Conflicts in organizations

17. Organizational Structure, Culture and Climate

18. Teams and workgroups

Th-S44-PO-01

**Organizational climate for creativity and innovation: A validation of the taxonomy proposed by Hunter, Bedell and Mumford (2005)**

Xavier Caroff<sup>1</sup>, Justine Massu<sup>1</sup>, Alben Krasteva<sup>2</sup>, Marion Houssin<sup>3</sup>

<sup>1</sup> LATI, University Paris Descartes, <sup>2</sup> University Paris Descartes & University of Bologna,

<sup>3</sup> University Paris Descartes & University of Barcelona

Th-S44-PO-02

**Tracing the influences: Shared cognitive mechanisms as determinants of project planning efficiency and novelty in interdisciplinary teams**  
Andra Toader

Friedrich Schiller University, Institute of Psychology Jena, International Max Planck Research School on Adapting Behavior in a Fundamentally Uncertain World

Th-S44-PO-03

**Work style and organizational climate as aggravating factors of voluntary turnover**  
Zenobia Niculita

Romanian Adventist Theological Institute, Institute of National Economy, The Romanian Academy

Th-S44-PO-04

**Embrace differences!? Value discrepancies among managers, motivation, and willingness to cooperate**

Christian Jung<sup>1</sup>, Michèle Morner<sup>1,2</sup>

<sup>1</sup> Witten/Herdecke University, Germany, <sup>2</sup> German University of Administrative Sciences Speyer, Germany

Th-S44-PO-05

**When (and why) is teamwork more motivating than working alone? Effects of indispensability and social comparison**

Guido Hertel<sup>1</sup>, Katrin Wessolowski<sup>1</sup>, Oliver Meltz<sup>1</sup>, Justina Brahm<sup>1</sup>, Jonas Fink<sup>1</sup>, Joachim Hüffmeier<sup>2</sup>

<sup>1</sup> University of Muenster, Germany, <sup>2</sup> Federal Institute for Occupational Safety and Health, Dortmund, Germany

Th-S44-PO-06

**Researchers' networks in Brazil: Structure and relations of psychology knowledge production in nine sub-areas**

Ariane A. Corradi<sup>1</sup>, Elaine R. Neiva<sup>2</sup>

<sup>1</sup> Universidade Federal de Minas Gerais, <sup>2</sup> Universidade de Brasília

Th-S44-PO-07

**Work climate and engagement as outcomes of political skills development in a not-for-profit organization**

Marie Gwen Castel-Girard<sup>1</sup>, Anais Thibault-Landry<sup>1</sup>, David Emmanuel Hatier<sup>2</sup>, Louis Baron<sup>1</sup>

<sup>1</sup> Université du Québec à Montréal, <sup>2</sup> Université de Montréal

Th-S44-PO-08

**Does the left hand knows what the right hand is doing? A study of cooperation practises and information sharing in institutional food chains**

Kjersti Berge Evensen

University of Stavanger

Th-S44-PO-09

**Does organizational climate count? Testing its impact upon positive work outcomes**

Dalia Tuskenyte, Dalia Bagdziuniene, Ieva Urbanaviciute, Jurgita Lazauskaite-Zabielske, et al.

Vilnius University

Th-S44-PO-10

**Organizational Trauma: A Defensive Organizational Response**

Pablo Alonso Peña<sup>1,2,3</sup>, Jan Leysen<sup>1</sup>, Stephan Van den Broucke<sup>2</sup>, Michel Sylin<sup>3</sup>

<sup>1</sup> Royal Military Academy, <sup>2</sup> Université Catholique de Louvain, <sup>3</sup> Université Libre de Bruxelles

Th-S44-PO-11

**Worksite health promotion in the Gulf region: A need or a want?**

Dr Mansoor Anwar Habib

Emirates Integrated Telecommunications Company «du»

Th-S44-PO-12

**Innovation, Prosociality and Well Being in the context of Organizational Change at Work**

Merielly Dornelas Muzi, Pascale Desrumaux

Université Charles de Gaulle – Lille <sup>3</sup>

Th-S44-PO-13

**We didn't know anything! It was a mess: The effectiveness of a rescue operation multi-team system**

Alina Flestea<sup>1</sup>, Petru Curseu<sup>2</sup>, Oana Fodor<sup>1</sup>, Mircea Miclea<sup>1</sup>

<sup>1</sup> Babeş-Bolyai University, Cluj-Napoca, Romania, <sup>2</sup> Tilburg University, Tilburg, Netherlands

Th-S44-PO-14

**Teamflow as a consequence of creative working conditions**

Luisa Ribeiro, José Magalhães, Tito Laneiro

Universidade Autónoma de Lisboa

Th-S44-PO-15

**Strategic consensus and team performance.**

Katia Puente-Palacios<sup>1</sup>, Tatiana Moreira<sup>1</sup>, Tamara Puente<sup>2</sup>, Naianne Lira<sup>1</sup>

<sup>1</sup> University of Brasília – UnB, <sup>2</sup> Pontificia Universidad Católica del Ecuador – PUCE

Th-S44-PO-16

**Explicit, implicit and ideal models of decision-making in a healthcare executive**

Katrina Long

Monash University

Th-S44-PO-17

**Team roles and attachment style in team work**

Klára Seitlová, Petra Dvořáčková, et al.

Palacký University Olomouc, Faculty of Arts

Th-S44-PO-18

**Do affect and potency mediate the association between charismatic leadership and performance?**

EVA M. LIRA<sup>1</sup>, Kristina Potocnik<sup>2</sup>, González-Romá Vicente<sup>1</sup>, Pilar Ripoll<sup>1</sup>, Sabina Hodzic<sup>1</sup>

<sup>1</sup> University of Valencia, <sup>2</sup> University of Edinburgh Business School

Th-S44-PO-19

**Knowledge sharing in interdisciplinary teams: A study of team identification, trust and collaboration.**

Isabelle Tremblay<sup>1</sup>, Frédérique Lessard<sup>1</sup>, François Chiocchio<sup>2</sup>, Marie-Josée Fleury<sup>3</sup>

<sup>1</sup> Université de Montréal, <sup>2</sup> University of Ottawa, <sup>3</sup> McGill University

Th-S44-PO-20

**The Influence of Industry and Organization on Employee Perceptions of Organizational Culture: A Hierarchical Analysis**

Derek Chapman, Julie Choi, Joshua Bourdage  
University of Calgary

Th-S44-PO-21

**A review of work team development models.**

Elisabeth Raes, Eva Kyndt, Filip Dochy  
University of Leuven

Th-S44-PO-22

**The Impact of Diversity on Team Climate for Innovation**

Ingrid Dackert  
Malmö University

Th-S44-PO-23

**Staff's tolerance in educational organizations with different types of organizational culture**

Liudmyla Karamushka, Kira Tereshchenko, Volodymyr Ivkin  
Institute of Psychology

Th-S44-PO-24

**Organizational Crisis Leadership and the Centrality of Enabling Reciprocal Delegation**

Synnøve Nesse  
Synnøve Nesse,<sup>1</sup> Department of Strategy & Leadership, Norwegian School of Economics  
<sup>2</sup> Research & Crisis Management Department, Falck Nutec AS

Th-S44-PO-25

**Does an adequate team climate for learning predict innovation and team effectiveness? Results from higher education and business context?**

Benjamin Ramirez Heller<sup>1</sup>, Rita Berger<sup>1</sup>, Felix C. Brodbeck<sup>2</sup>  
<sup>1</sup> University of Barcelona, <sup>2</sup> Ludwig-Maximilians Universität Munich

Th-S44-PO-26

**Exploring the role of work groups in spreading job related misbehavior and the role of individual level mitigating factors**

Yoav Vardi, Ely Weitz  
Department of Labor Studies, Faculty of Social Sciences, Tel Aviv University, Tel Aviv, Israel

Th-S44-PO-27

**In search of purpose: Creating meaningful work through corporate culture**

Hannah Möltners<sup>1</sup>, Juliane Göke<sup>1</sup>, Christian Jung<sup>1</sup>, Michèle Morner<sup>1,2</sup>  
<sup>1</sup> Witten/Herdecke University, Germany, <sup>2</sup> German University of Administrative Sciences Speyer, Germany

Th-S44-PO-28

**Justice and perceived effectiveness of national and expatriate middle managers:**

**The role of social and personal resources, tenure and ownership sector**  
Maria Rita Silva, António Caetano  
Instituto Universitário de Lisboa (ISCTE-IUL)

Th-S44-PO-29

**Mixed scientist-practitioner research teams' absorptive capacity: A theoretical model predicting knowledge mobilization**

François Chiocchio<sup>1</sup>, Christian Dagenais<sup>2</sup>, Sahlia Ziam<sup>3</sup>  
<sup>1</sup> Telfer School of Management, University of Ottawa, <sup>2</sup> Département de psychologie, Université de Montréal, <sup>3</sup> École des sciences de l'administration, Université du Québec

Th-S44-PO-30

**Work engaged over a decade: Individual long-term associations with job resources**

Piia Seppälä<sup>1</sup>, Jari Hakanen<sup>1</sup>, Anneli Ojajarvi<sup>1</sup>, Anne Mäkilängas<sup>2</sup>  
<sup>1</sup> Finnish Institute of Occupational Health, <sup>2</sup> University of Jyväskylä

Th-S44-PO-31

**Cognitive failures as mediators in the engagement-performance link: A study among employees and their colleagues**

Rodanthi Lemonaki<sup>1</sup>, Despoina Xanthopoulou<sup>2</sup>, Panagiotis Simos<sup>3</sup>, Evangelos Karademas<sup>1</sup>

<sup>1</sup> University of Crete Department of Psychology, School of Social Sciences Rethymnon, Greece,

<sup>2</sup> Aristotle University of Thessaloniki, Faculty of Philosophy, School of Psychology Thessaloniki, Greece,

<sup>3</sup> University of Crete, Division of Psychiatry, School of Medicine Herakleion, Greece

Th-S44-PO-32 | Interactive

**Levels and factors of development of organizational culture of educational organizations**

Liudmyla Karamushka, Oksana Kredentser, Oleksandr Kovalchuk

Institute of Psychology

Th-S44-PO-33 | Interactive

**Person's Understanding of Meaningfulness of Life as a Factor of the Commitment in the Organization**

Sergey Bogomaz, Emma Meshcheryakova, Alexandra Radman

Tomsk State University

Th-S44-PO-34 | Interactive

**The benefit of transformational leadership and team climate for innovation on team performance for teams with high creativity requirements: A moderated mediation analysis on team-level**

Jana Sophia Keil<sup>1</sup>, Kathleen Otto<sup>1</sup>, Thomas Rigotti<sup>2</sup>

<sup>1</sup> Philipps-Universität Marburg, Germany, <sup>2</sup> Johannes Gutenberg-Universität Mainz, Germany

Th-S44-PO-35 | Interactive

**A Systematic Review of Instruments to Measure Team Coordination**

Sylvia Hysong<sup>1</sup>, Christiane Spitzmueller<sup>2</sup>, Amanda Auron<sup>3</sup>, Thach Tran<sup>3</sup>, Amber Amspoker<sup>1</sup>

<sup>1</sup> Baylor College of Medicine, <sup>2</sup> University of Houston, <sup>3</sup> Michael E. DeBakey Veterans Affairs Medical Center

Th-S44-PO-36 | Interactive

**Deep-Level Diversity and Team Performance: The Role of Diversity Uniformity and Team Dynamics.**

Brian M. Doornenbal<sup>1</sup>, Bart A. De Jong<sup>1</sup>, Anne Nederveen Pieterse<sup>2</sup>, Paul G.W. Jansen<sup>1</sup>

<sup>1</sup> VU University Amsterdam, The Netherlands, <sup>2</sup> Rotterdam School of Management, Erasmus University Rotterdam, The Netherlands

Th-S44-PO-37 | Interactive

**Is team engagement always positive for team outcomes?**

Marta Soler<sup>1</sup>, Vicente Peñarroja<sup>3</sup>, Virginia Orengo<sup>1</sup>, Luciano Venelli<sup>2</sup>

<sup>1</sup> IDOCAL, University of Valencia, Spain, <sup>2</sup> Universidade Metodista de Sao Paulo, Brazil, <sup>3</sup> Department of Social Psychology, Autonomous University of Barcelona.

12:45–14:15 Session 45 | **Invited Symposium** | Room: OKS Hall A

**Organizational Justice: The Roles of Power and Authority**

Topic/s: 16. Conflicts in organizations

Chair/s: Dirk D. Steiner

Th-S45-INV-SYM-01

**Interactional Justice as a Dependent Variable: The Relationship Between Parental Treatment and Abusive Supervision**

Daniel Skarlicki<sup>1</sup>, Simon Lloyd Restubog<sup>2</sup>, Patrick Raymund James Garcia<sup>3</sup>

<sup>1</sup> University of British Columbia, <sup>2</sup> Australian National University, <sup>3</sup> University of Vermont

Th-S45-INV-SYM-02

**Dual Authorities and Dual Standards of Justice? Understanding the Adaptation Experience of Expatriates through the Lens of Organizational Justice**  
Abiola Samecki<sup>1</sup>, Marion Fortin<sup>2</sup>, Marjo-Ritta Diehl<sup>1</sup>

<sup>1</sup> EBS Business School, Department of Management and Economics, Germany, <sup>2</sup> Center for Research in Management (CRM), University of Toulouse <sup>1</sup> Capitole, France

Th-S45-INV-SYM-03

**All in the same boat? The effect of managerial shared fate on employee justice perceptions and work reactions**

Tatiana Marques, David Patient, Catarina Cajada  
Católica-Lisbon School of Business and Economics

Th-S45-INV-SYM-04

**Justice climate emergence: The unexplored role of causal attributions and impression management tactics**

Burak OC<sup>1</sup>, Michael Bashshur<sup>2</sup>, E. Layne Paddock<sup>2</sup>

<sup>1</sup> Center for Research in Innovation Organization Strategy & Entrepreneurship, Bocconi University, Italy, <sup>2</sup> Lee Kong Chian School of Business, Singapore Management University

Th-S45-INV-SYM-05

**Extending the trickle-down justice model: Justice climate strength as a moderator of the justice climate-peer justice relationship**

Carolina Moliner<sup>1</sup>, Agustín Molina<sup>4</sup>, Russell Cropanzano<sup>2</sup>, Vicente Martínez-Tur<sup>1</sup>, José María Peiró<sup>1, 3</sup>

<sup>1</sup> Research Institute IDOCAL, University of Valencia, Spain, <sup>2</sup> Leeds School of Business, University of Colorado Boulder, USA, <sup>3</sup> IVIE, Spain, <sup>4</sup> University of Limerick

12:45–14:15 Session 46 | **Invited Symposium** | Room: OKS Hall B

**The Dark Tone of Leadership: New Touches and Future Compositions**

Topic/s: 8. Leadership and management

Chair/s: Jeroen Stouten

Discussant/s: Rolf van Dick

Th-S46-INV-SYM-01

**Narcissists' Performance Evaluations of Followers: A Matter of Perceived Appreciation and Follower personality**

Annebel De Hoogh, Deanne Den Hartog  
Amsterdam Business School

Th-S46-INV-SYM-02

**When followers stimulate abusive supervisory behavior: Followers' upward hostile behavior, supervisors' interpersonal justice and self-doubt.**

Jeroen Camps, Jeroen Stouten, Martin Euwema  
KU Leuven

Th-S46-INV-SYM-03

**When leaders do not behave ethically: A substitutes for ethical leadership perspective**

Pedro Neves<sup>1</sup>, Arménio Rego<sup>2</sup>, Miguel Pina e Cunha<sup>1</sup>

<sup>1</sup> Nova School of Business and Economics, <sup>2</sup> Universidade de Aveiro, <sup>3</sup> /

Th-S46-INV-SYM-04

**Destructive leadership behavior as predictors of pass–fail in a crisis management assessment center**

Leo Kant<sup>1,2</sup>, Anders Skogstad<sup>1</sup>, Sigurd W. Hystad<sup>1</sup>, Jørn Hetland<sup>1</sup>, Ståle Einarsen<sup>1</sup>

<sup>1</sup> University of Bergen, <sup>2</sup> Falck Nutec AS

12:45–14:15 Session 47 | **Symposium** | Room: OKS Hall C

**Job Crafting I: Antecedents, Consequences and Interventions**

Topic/s: 3. Positive organizational behavior

Chair/s: Evangelia Demerouti

Discussant/s: Arnold B. Bakker

Th-S47-SYM-01

**Daily empowering leadership, job crafting and basic needs satisfaction:**

Haijiang Wang, Evangelia Demerouti, Pascale le Blanc

Eindhoven University of Technology

Th-S47-SYM-02

**«This kind of person I hope not to be in the future»: The role of cognitive job crafting in dealing with daily social stressors at work**

Daniela Weseler, Cornelia Niessen

Friedrich-Alexander-Universität Erlangen-Nürnberg

Th-S47-SYM-03

**Does job crafting buffer the negative effects of high demands on work engagement and burnout?**

Jari Hakanen, Piia Seppälä, Pertti Mutanen

University of Helsinki

Th-S47-SYM-04

**Designing Jobs to Facilitate Daily Crafting and Engagement: The Cross-Level Interactive Roles of Skill Utilisation, Control and Interdependence**

Sarah-Jane Cullinane<sup>1</sup>, Janine Bosak<sup>1</sup>, Patrick Flood<sup>1</sup>, Evangelia Demerouti<sup>2</sup>

<sup>1</sup> Dublin City University, <sup>2</sup> Eindhoven University of Technology

Th-S47-SYM-05

**Crafting work and leisure: Achieving life satisfaction through self-actualization and meaning-making**

Paraskevas Petrou, Arnold B. Bakker

Erasmus University Rotterdam, Institute for Psychology

12:45–14:15 Session 48 | **Invited Symposium (P)** | Room: OKS Hall D

**Guidelines for leadership development – a practitioner toolbox**

Topic/s: 8. Leadership and management

Chair/s: Per A. Straumsheim

Th-S48-INV-SYM-01

**Leadership Development services in Norway – a provider/consumer survey**

Per Straumsheim

Norwegian Psychological Association

Th-S48-INV-SYM-02

**What is needed to make Leadership Development effective?**

Øyvind Lund Martinsen<sup>1</sup>, Siv Sviland Høie<sup>2</sup>

<sup>1</sup> The Norwegian Business School, BI, <sup>2</sup> Statoil/Timbr Norway

Th-S48-INV-SYM-03

**What are we implementing in Leader Development, and how?**

Michelle Farooqui<sup>1</sup>, Per Straumsheim<sup>1</sup>

<sup>1</sup> Statens vegvesen, <sup>2</sup> Norwegian Psychological Association

Th-S48-INV-SYM-04

**Make it or brake it. The Ethics of Leadership Development**

Petter Ingebrigtsen, petter.ingebrigtsen@aff.no

Petter Ingebrigtsen

AFF



12:45–14:15 Session 49 | **Symposium** | Room: OKS Meeting Room 1

**Dark Traits and Abuse of Followers: The Antecedents and Outcomes of Destructive Leadership**

Topic/s: 8. Leadership and management  
Chair/s: Maxim Laurijssen, Barbara Wisse

Th-S49-SYM-01

**Psychopathic Traits and Career Interests – What do Psychopathic Undergraduates Study and What Do They Want to Do?**

Holly Andrews  
University of Worcester; Worcester Business School

Th-S49-SYM-02

**Working with Corporate Psychopaths**

Clive Boddy  
Middlesex University Business School; Leadership and Organisational Behavior

Th-S49-SYM-03

**Harnessing Against Psychopathic Leaders: The Moderating Role of Ethical Culture in the Relationship Between Corporate Psychopathy and Destructive Leadership**

Maxim Laurijssen<sup>1</sup>, Barbara Wisse<sup>2</sup>, Stacey Sanders<sup>2</sup>

<sup>1</sup> University of Groningen, Department of HRM & OB, <sup>2</sup> University of Groningen; Department of Psychology

Th-S49-SYM-04

**What Goes Around Comes Around: Employee Deviance as a Response to Abusive versus Ethical Supervision and the Mediating Role of Anticipated Guilt**

Stacey Sanders, Barbara Wisse, Nico Van yperen  
University of Groningen; Department of Psychology

Th-S49-SYM-05

**The Role of Employee and Supervisor Dark Triad Personality Traits in Supervisor Perceptions of Employee Innovative Behavior**

Barbara Wisse, Dick Barelds, Eric Rietzschel  
University of Groningen; Department of Psychology

12:45–14:15 Session 50 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 14. Technology, work-design and human-machine-systems

Th-S50-OR-01

**Pilots confronted with system malfunctions are feeling less safe in automated cockpits**

Jasmin Zimmermann<sup>1</sup>, Simon Binz<sup>1</sup>, Chiara Knecht<sup>2</sup>, Céline Mühlethaler<sup>2</sup>, Ranjit Painadath<sup>2</sup>, Toni Wäfler<sup>1</sup>

<sup>1</sup> University of Applied Sciences and Arts Northwestern Switzerland, School of Applied Psychology, Institute Humans in Complex Systems, <sup>2</sup> Zurich University of Applied Sciences, School of Engineering, Centre for Aviation

Th-S50-OR-02

**Age and Technology Acceptance – a Meta-Analysis.**

Nathalie Hauk, Stefan Krumm  
Freie Universität Berlin, Department of Education and Psychology

Th-S50-OR-03

**The Role of Social Media Use at Work**

Fabiola Gattringer, Melanie Boudar, Bernad Batinic  
Johannes Kepler University Linz, Austria

Th-S50-OR-04

**User experience and the adoption of company-wide standard software systems:  
Testing the moderating role of experience in an extended technology acceptance model**  
Oliver Kohnke<sup>1,2</sup>, Marleen Rusche<sup>1</sup>

<sup>1</sup> SAP Deutschland SE & Co. KG, <sup>2</sup> University of Mannheim

Th-S50-OR-05

**Complex approach to websites usability evaluation: Experimental verification**  
Anna Leonova<sup>1</sup>, Ivan Degtyarenko<sup>2</sup>

<sup>1</sup> Lomonosov Moscow State University, Faculty of Psychology, <sup>2</sup> UIDesign Group

Th-S50-OR-06

**A human factors- and HRO approach to reduce risks between a design phase and an  
implementation phase of new automated technology in a high-risk industry.**

Gunhild Sætren, Karin Laumann

NTNU

12:45–14:15 Session 51 | **Symposium** | Room: OKS Meeting Room 3

**Yes, we can! Successfully overcoming challenges and dealing with errors at work**

Topic/s: 3. Positive organizational behavior

Chair/s: Bernd Carette, Nicoletta Dimitrova

Discussant/s: Irene Elisabeth de Pater

Th-S51-SYM-01

**How Engaged Do You Feel Right Now? A Smartphone Study on Momentary Work  
Engagement**

Andrea M. Reina-Tamayo, Arnold Bakker, Daantje Derks, Wido G. M. Oerlemans

Erasmus University Rotterdam, The Netherlands

Th-S51-SYM-02

**Does experienced lifetime adversity impact the relationship between job challenge  
and developmental activity? A resilience perspective**

Bernd Carette<sup>1</sup>, Marie-Hélène Demoulin<sup>2</sup>

<sup>1</sup> Ghent University, Belgium, <sup>2</sup> PWC, Belgium

Th-S51-SYM-03

**Not all errors are equal: Willingness to learn from error depends on severity of  
error consequences, level of action regulation, and closeness of actor**

Nina Keith, Ai Muguruma-Petersohn

Technische Universität Darmstadt, Germany

Th-S51-SYM-04

**Beyond bad prevention and good management: The new Error-Handling Orientation  
Framework**

Nicoletta G. Dimitrova<sup>1</sup>, Ed Sleebos<sup>2</sup>

<sup>1</sup> Ghent University, Belgium, <sup>2</sup> VU University Amsterdam, The Netherlands

12:45–14:15 Session 52 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Th-S52-OR-01

**The Impact of Induced Achievement Goal Orientation on Performance, Motivation,  
Self-efficacy, and Enjoyment: A Meta-Analysis**

Gera Noordzij, Heleen Van Mierlo, Lisenne Giel

Erasmus University Rotterdam

**Who Would You Like to Work with? Procrastination in Coworker Dyads**

Wendelien van Eerde<sup>1</sup>, Fuschia Sirois<sup>2</sup>

<sup>1</sup> University of Amsterdam Business School, <sup>2</sup> Bishop's University, Sherbrooke, Canada

Th-S52-OR-02

**The impact of volunteer motivation in the non-profit sector**

Aleka MacLellan, E. Kevin Kelloway

Saint Mary's University

Th-S52-OR-03

**Finding the Light at the End of the Tunnel: Examining Hope from an Episodic Perspective and the Effects of Hope Interventions on Performance**

Rashimah Rajah

Koblenz University of Applied Sciences RheinAhrCampus

Th-S52-OR-04

**Flow in work as a function of adaptive and maladaptive metacognitive traits**

Giovanni Moneta

London Metropolitan University, London, U.K.

Th-S52-OR-05

**The Two Faces of Job Complexity**

Eric Rietzschel

University of Groningen

Th-S52-OR-06

12:45–14:15 Session 53 | **Symposium** | Room: OKS Auditoriet

**On the relationship between careers and job design**

Topic/s: 7. Human resource management

Chair/s: Gudela Grote

Th-S53-SYM-01

**Misfit and Shortcut: Sequence Analysis of Executive Career Trajectories**

Lan Wang, Douglas T. Hall, et al.

Boston University

Th-S53-SYM-02

**Designing Talent Management Practices that Work: Secrecy or Transparency?**

Nicky Dries

KU Leuven

Th-S53-SYM-03

**Designing Jobs for Late Career**

John Arnold, Stanimira Taneva

Loughborough University

Th-S53-SYM-04

**Work Reorganization and Career Adaptation**

David Guest, Riccardo Peccei, Pat Oakley

King's College London

Th-S53-SYM-05

**Disentangling stability and change in perceived employability – A three-wave study**

Cécile Tschopp, Wiebke Doden, Gudela Grote

ETH Zurich

12:45–14:15 Session 54 | **Symposium** | Room: OKS Torghjønret

### **Dynamics of team cognition and team adaptation II**

Topic/s: 18. Teams and workgroups

Chair/s: Ana Margarida Passos

Th-S54-SYM-01

#### **Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process**

M. Travis Maynard<sup>1</sup>, Deanna M. Kennedy<sup>2</sup>, S. Amy Sommer<sup>3</sup>

<sup>1</sup> Colorado State University, <sup>2</sup> University of Washington Bothell, <sup>3</sup> HEC Paris

Th-S54-SYM-02

#### **The times they are a changing: A longitudinal analysis of cognition and repeated adaptation in teams**

Sjir Uitdewilligen<sup>1</sup>, Rico Ramón<sup>2</sup>, Daniel Afonso<sup>2</sup>

<sup>1</sup> Maastricht University, <sup>2</sup> Autonomous University of Madrid

Th-S54-SYM-03

#### **Transactive memory systems consensus, specialization, and accuracy as enabling conditions for team performance adaptation over time**

Pedro Marques-Quinteiro<sup>1</sup>, Catarina Santos<sup>1</sup>, Ana M. Passos<sup>1</sup>, Sjir Uitdewilligen<sup>2</sup>, Luis Curral<sup>2</sup>

<sup>1</sup> Instituto Universitário de Lisboa (ISCTE-IUL), Portugal, <sup>2</sup> Faculdade de Psicologia, Universidade de Lisboa, Portugal, <sup>3</sup> Maastricht University, The Netherlands

Th-S54-SYM-04

#### **Team adaptation in control crews of a nuclear power plant – a case study of the process of developing shared situation assessment for coping with unexpected events**

Cornelia Kleindienst, Frank Ritz, Jonas Brügger, Julia Koch

University of Applied Sciences and Arts Northwestern Switzerland (FHNW)

Th-S54-SYM-05

#### **Looking into the dynamics of team reflection after feedback**

Catherine Gabelica<sup>1</sup>, Piet Van den Bossche<sup>1,2</sup>, Mien Segers<sup>1</sup>, Wim Gijssels<sup>1</sup>

<sup>1</sup> Department of Educational Research and Development, Faculty of Economics and Business Administration, Maastricht University, <sup>2</sup> Institute for Education and Information Sciences, University of Antwerp, Belgium

Th-S54-SYM-06

#### **The management of faultlines teams: How to enhance team learning and team performance**

Mirko Antino<sup>1</sup>, Ramón Rico<sup>2</sup>, Dora Lau<sup>3</sup>, Miriam Sanchez-Manzanares<sup>4</sup>, Hui Li<sup>3</sup>

<sup>1</sup> Universidad Complutense de Madrid, <sup>2</sup> Universidad Autónoma de Madrid, <sup>3</sup> Chinese University of Hong Kong, <sup>4</sup> Universidad Carlos III de Madrid

12:45–14:15 Session 55 | **Symposium** | Room: OKS Odin

### **The processes underlying an employee's psychological contract**

Topic/s: 1. Employment relations

Chair/s: Tim Vantilborgh, Yannick Griep

Discussant/s: Denise Marie-Therese Rousseau

Th-S55-SYM-01

#### **Testing PCT 2.0: Assimilation in the maintenance phase**

Samantha Hansen<sup>1</sup>, David Zweig<sup>1</sup>, Yannick Griep<sup>2</sup>

<sup>1</sup> University of Toronto-Scarborough, Canada, <sup>2</sup> Vrije Universiteit Brussel, Belgium

Th-S55-SYM-02

#### **Context matters: The influence of organizational change on psychological contracts**

Charissa Freese, Sjoerd Van der Smissen, René Schalk

Tilburg University, The Netherlands

Th-S55-SYM-03

**Explaining the differential effects of breach and fulfilment using attribution theory.**

Neil Conway<sup>1</sup>, Tina Kiefer<sup>2</sup>, Rob Briner<sup>3</sup>

<sup>1</sup> Royal Holloway University of London, United Kingdom, <sup>2</sup> University of Warwick, United Kingdom, <sup>3</sup> University of Bath, United Kingdom

Th-S55-SYM-04

**An exploratory study on the aftermath of psychological contract violation: What happens afterwards?**

Maria Tomprou, Denise M. Rousseau

Carnegie Mellon University, USA

12:45–14:15 Session 56 | **Oral session** | Room: OKS Balder

Topic/s: 1. Employment relations

Th-S56-OR-01

**Influence Regulation at Work as a Correlate of Well-being**

Barbara Kożusznik<sup>1</sup>, Anita Pollak<sup>1</sup>, Barbara Smorczewska<sup>2</sup>, Mateusz Paliga<sup>1</sup>, Piotr Halkiewicz<sup>1</sup>

<sup>1</sup> Faculty of Pedagogy and Psychology, University of Silesia, Katowice, Poland, <sup>2</sup> School of Management, University of Silesia, Katowice, Poland

Th-S56-OR-02

**Influence Tactics and Turnover Intentions: The Role of Leader-Member Exchange**

Mahfooz Ansari<sup>1</sup>, Rehana Aafaqi<sup>2</sup>, Lai Lai Liew<sup>3</sup>

<sup>1</sup> University of Lethbridge, Canada, <sup>2</sup> University of Lethbridge, Canada, <sup>3</sup> Latexx Partners Berhad, Kamunting, Perak, Malaysia

Th-S56-OR-03

**Trustworthiness, trust and influence in organizational decision making.**

Erica Pender<sup>1,2</sup>, Patricia Elgoibar<sup>3</sup>, Lourdes Munduate<sup>2</sup>, Martin Euwema<sup>1</sup>

<sup>1</sup> KU Leuven, <sup>2</sup> University of Seville, <sup>3</sup> IESEG School of Management

Th-S56-OR-04

**Upward Influence Tactics in Saudi Arabia**

Najla Alshenaifi, Nicholas Clarke

University of Southampton

Th-S56-OR-05

**Shift unpredictability in the police: Implications for health, behaviour and attitudes**

Dora Scholarios<sup>1</sup>, Hannah Hesselgreaves<sup>2</sup>, Raymond Pratt<sup>3</sup>

<sup>1</sup> University of Strathclyde, Glasgow, <sup>2</sup> School of Medicine Pharmacy and Health, Durham University, <sup>3</sup> Scottish Women's Rural Institutes

Th-S56-OR-06

**The Curvilinear Relationship between the Magnitude of Job Transitions and Employability**

Jill Nelissen, Anneleen Forrier, Marijke Verbruggen

Faculty of Economics and Business, KU Leuven, Belgium

12:45–14:15 Session 57 | **Invited Symposium (P)** | Room: RC Christiania Hall A

**Cross-cultural testing in the work and organizational arena**

Topic/s: 20. Research methodology

Chair/s: Dragos Iliescu

Th-S57-INV-SYM-01

**Country differences and biases in the assessment of personality**

Dave Bartram

CEB-SHL

Th-S57-INV-SYM-02

**Challenges in cross-cultural assessment: The supply side perspective**

Ian Florance

European Test Publishers Group

Th-S57-INV-SYM-03

**The emic-etic approach to personality measurement in personnel selection**

Andrei Ion<sup>1</sup>, Dan Ispas<sup>2</sup>, Alexandra Ilie<sup>2</sup>, Dragos Iliescu<sup>1</sup>

<sup>1</sup> Bucharest University, Romania, <sup>2</sup> Illinois State University, Normal, Illinois, U.S.A.

Th-S57-INV-SYM-04

**Examining item bias: Attempting to disentangle language and cultural effects on personality test scores.**

Marise Born<sup>1</sup>, Yin Man Fong<sup>1</sup>, Janneke Oostrom<sup>2</sup>, Dirk Pelt<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> VU University Amsterdam

Th-S57-INV-SYM-05

**Work motivation across countries: Construct equivalence and relationships with culture indices**

Ilke Inceoglu<sup>1</sup>, Mathijs Affourtit<sup>2</sup>

<sup>1</sup> Surrey Business School, Faculty of Business, Economics and Law, University of Surrey, UK, <sup>2</sup> CEB-SHL

12:45–14:15 Session 58 | **Symposium (P)** | Room: RC Christiania Hall B

**Co-validation Research: Refining and Aligning Predictor and Criterion Spaces**

Topic/s: 6. Personnel selection

Chair/s: Rainer Hermann Kurz

Th-S58-SYM-01

**Mapping the scales of personality inventories in IWO psychology: Applying circumplex methods**

Stephen Woods<sup>1</sup>, Neil Anderson<sup>2</sup>

<sup>1</sup> Surrey Business School, University of Surrey, UK, <sup>2</sup> Brunel Business School, Brunel University, UK

Th-S58-SYM-02

**Co-validation of 5 Personality Questionnaires: Big 5 + Motivation + GMA**

Rainer Kurz<sup>1</sup>, Stephen Woods<sup>2</sup>

<sup>1</sup> Cubiks, UK, <sup>2</sup> Surrey Business School, University of Surrey, UK

Th-S58-SYM-03

**Co-validation of the Underlying, Everyday and Overextended Personas of Lumina Spark with Leadership work performance**

Stewart Desson, Nailah Moussa, Julie Ensor

Lumina Learning LLP, UK

Th-S58-SYM-04

**Co-validation of 8 ability tests: Establishing construct convergence evidence**

Rob Feltham<sup>1</sup>, Ellen Nyhus<sup>2</sup>

<sup>1</sup> Cubiks Group Limited, UK, <sup>2</sup> VISMA, Norway

Th-S58-SYM-05

**Co-validation of PAPI 2 with performance self-ratings, boss ratings and 7 objective outcomes**

Rob Feltham<sup>1</sup>, Irmelin Andersen<sup>2</sup>

<sup>1</sup> Cubiks Group Limited, <sup>2</sup> SpareBank 1, Norway

Th-S58-SYM-06

**Co-validation of PAPI 3 and NEO-PI-R: Big 5 + nAchievement**

Rob Feltham<sup>1</sup>, Louisa Tate<sup>2</sup>, Sarah Mortenson<sup>2</sup>, Katy Welsh<sup>2</sup>, Rainer Kurz<sup>2</sup>

<sup>1</sup> Cubiks Group Limited, <sup>2</sup> Cubiks, UK



- 12:45–14:15 Session 59 | **Symposium (P)** | Room: RC Christiania Hall C
- Interpretation of psychological assessment data in the personnel selection context: Implementation of the mechanical approach in selection practice**  
Topic/s: 6. Personnel selection  
Chair/s: Anders Sjöberg  
Th-S59-SYM-01
- The selection process of pilots in the Swedish Armed Forces**  
Gerhard Wolgers  
Swedish Armed Forces  
Th-S59-SYM-02
- Towards a mechanical approach for manager selection**  
Anders Gagnerud  
Huddinge Municipality  
Th-S59-SYM-03
- Research-based leadership selection – if we really want to predict anti-social behavior**  
Sara Henrysson Eidvall  
Stockholm university  
Th-S59-SYM-04
- Research-based selection – if we really want to predict performance**  
Maria Åkerlund  
Henrysson Åkerlund & Sjöberg AB
- 12:45–14:15 Session 60 | **Symposium** | Room: RC Oslo Hall B
- A Dynamic Perspective on Proactive Work Behavior: Current Research on its Antecedents and Consequences**  
Topic/s: 10. Performance and productivity  
Chair/s: Antje Schmitt  
Th-S60-SYM-01
- How authentic leaders influence day-level proactive behaviour at work? Exploring the role of relatedness**  
Cumali Uri<sup>1</sup>, Karoline Strauss<sup>2</sup>  
<sup>1</sup> University of Sheffield, <sup>2</sup> Warwick Business School  
Th-S60-SYM-02
- When voice takes its toll – A week-level study on voice opportunities, voice, and fatigue**  
Oliver Weigelt<sup>1</sup>, Antje Schmitt<sup>2</sup>, Michael Knoll<sup>3</sup>, Bernd Marcus<sup>1</sup>  
<sup>1</sup> University of Hagen, <sup>2</sup> University of Kassel, <sup>3</sup> Durham University Business School  
Th-S60-SYM-03
- The interaction of positive and negative work reflection on daily proactivity and effects on positive emotions at work**  
Antje Schmitt<sup>1</sup>, Frank Belschak<sup>2</sup>, Deanne Den Hartog<sup>2</sup>  
<sup>1</sup> University of Kassel, <sup>2</sup> University of Amsterdam Business School  
Th-S60-SYM-04
- Hurting, helping or both: The affective and behavioral consequences of coworker voice**  
Renske van Geffen, Deanne Den Hartog, Frank Belschak  
University of Amsterdam Business School

12:45–14:45 Session 61 | **Symposium** | Room: RC Oslo Hall C

**Through innovation we conquer: Challenges of managing people for innovation in today's organizations**

Topic/s: 7. Human resource management

Chair/s: Robert Kaše, Robert Verburg

Discussant/s: Marc van Veldhoven

Th-S61-SYM-01

**Leading and managing people in order to stimulate innovative work behavior**

Robert Verburg<sup>1</sup>, Corine Boon<sup>2</sup>, Deanne Den Hartog<sup>2</sup>

<sup>1</sup> Delft University of Technology, <sup>2</sup> Amsterdam Business School, University of Amsterdam

Th-S61-SYM-02

**High Commitment HRM, HRM Process and Innovative behavior: the effects in nine countries**

Karin Sanders<sup>1</sup>, Ying Wang<sup>1</sup>, Helen Shipton<sup>2</sup>, Yvonne Van Rosenberg<sup>3</sup>, Jorge Gomes<sup>4</sup>, Frances Jørgensen<sup>3</sup>, Ricardo Rodrigues<sup>5</sup>, Rita Cunha<sup>4</sup>, Anders Dysvik<sup>6</sup>, Miha Škerlavaj<sup>6</sup>, Sut I Wong Humborstad<sup>6</sup>

<sup>1</sup> The UNSW Australia Business School, <sup>2</sup> Nottingham Trent University, UK, <sup>3</sup> Aarhus University, Denmark, <sup>4</sup> University of Lisbon, Portugal, <sup>5</sup> Kingston University, London, UK, <sup>6</sup> BI Norwegian Business School, Oslo, Norway

Th-S61-SYM-03

**When empowering leadership becomes too much: The relationship between role ambiguity and individual innovative behavior**

Sut I Wong Humborstad, Anders Dysvik

BI Norwegian Business School, Norway

Th-S61-SYM-04

**Say it clear but not too loud: Powerless communication, task ownership, and creativity**

James Berry<sup>1</sup>, John Sumanth<sup>2</sup>, Miha Škerlavaj<sup>3</sup>, Matej Černe<sup>4</sup>

<sup>1</sup> University College London, UK, <sup>2</sup> Wake Forest University, Winston-Salem (NC), USA, <sup>3</sup> BI Norwegian Business School, Norway, <sup>4</sup> University of Ljubljana, Slovenia

Th-S61-SYM-05

**Idea championing as the missing link between idea generation and team innovation implementation**

Matej Černe<sup>1</sup>, Robert Kaše<sup>1</sup>, Miha Škerlavaj<sup>2</sup>

<sup>1</sup> University of Ljubljana, Slovenia, <sup>2</sup> BI Norwegian Business School, Norway

Th-S61-SYM-06

**Part of a bigger game: Being a good workplace for innovative people – a convention-theoretical perspective**

Katharina Pernkopf, Wolfgang Mayrhofer

WU – Wirtschaft Universität Wien, Austria

14:00–15:30 Session 62 | **Poster session** | Room: OKS Forum

Topic/s: 14. Technology, work-design and human-machine-systems

15. Occupational and organizational safety

16. Conflicts in organizations

17. Organizational Structure, Culture and Climate

18. Teams and workgroups

19. Emotions in the workplace

Th-S62-PO-01

**Fostering creativity and innovation in the NHS**

Dawn Eubanks, Tamara Friedrich, David Peterson, Tina Kiefer

University of Warwick

Th-S62-PO-02

**Organisational Trust Cues and Leadership within the Digital Information Environment**

Colette Real

Dublin City University

Th-S62-PO-03

**Organizational Crisis Leadership: Enabling an Ad Hoc Team to Perm Under Pressure**

Synnøve Nesse

Synnøve Nesse, <sup>1)</sup> Department of Strategy & Management, Norwegian School of Economics

<sup>1)</sup> Research & Crisis Management Department, Falck Nutec AS

Th-S62-PO-04

**Towards an explanatory model of workplace bullying**

Merielly Greicy Dornelas Muzi<sup>1</sup>, Christine Jeoffrion<sup>2</sup>, Guy Notelaers<sup>3</sup>, Pascal Malola<sup>1</sup>, Pascale Desrumaux<sup>1</sup>

<sup>1</sup> University of Lille, <sup>2</sup> Université de Nantes, <sup>3</sup> University of Bergen

Th-S62-PO-05

**Improving safety part of my job? Safety Citizenship Role Definitions and Safety Violations**

Nik Chmiel<sup>1</sup>, Julie Laurent<sup>2</sup>, Isabelle Hansez<sup>2</sup>

<sup>1</sup> University of Chichester, UK, <sup>2</sup> University of Liege, Belgium

Th-S62-PO-06

**The influence of trust on performance in project teams – the mediating role of commitment and team satisfaction**

Marte Pettersen Buvik<sup>1</sup>, Sturle Danielsen Tvedt<sup>2</sup>

<sup>1</sup> Norwegian university of science and technology, Institute of industrial economics and technology management, Norway, <sup>2</sup> Stord-Haugesund University College, Norway

Th-S62-PO-07

**Congruence between supervisors and employees in pay-related fairness: Implications for employee work attitudes**

Saskia Linton, Anders Sjöberg, Magnus Sverke

Department of Psychology, Stockholm university

Th-S62-PO-08

**Development and Validation of a German Scale for the Measurement of Team Processes**

Katharina Kugler, Annika Stengel, Julia Reif, Felix Brodbeck

Ludwig-Maximilians-Universitaet Muenchen, Munich, Germany

Th-S62-PO-09

**A call to disentangle conceptual ambiguity: Mapping workplace mistreatment constructs**

Svetlana Cizmic, Ivana Petrovic, Milica Vukelic

Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Th-S62-PO-10

**Organizational culture and interpersonal motives in working group interactions**

Anna Leonova, Faniya Sultanova

Lomonosov Moscow State University, Faculty of Psychology

Th-S62-PO-11

**Bullying from colleagues and aggression from patients – Does it matter?**

Iselin Reknes<sup>1</sup>, Guy Notelaers<sup>1</sup>, Nils Magerøy<sup>1,4</sup>, Ståle Pallesen<sup>1,3</sup>, Bjørn Bjorvatn<sup>2,3</sup>, Bente Moen<sup>2</sup>, Ståle Einarsen<sup>1</sup>

<sup>1</sup> Department of Psychosocial Science, University of Bergen, Norway, <sup>2</sup> Department of Global Public Health and Primary Care, University of Bergen, Norway, <sup>3</sup> Norwegian Competence Center for Sleep Disorders, Haukeland University Hospital, Bergen, Norway, <sup>4</sup> Department of Occupational Medicine, Haukeland University Hospital, Bergen, Norway

Th-S62-PO-12

**Lifestyle, conflict solving styles and exposure to workplace bullying: an analysis of five models of mediation**

Milda Perminiene

Kaunas University of Technology

Th-S62-PO-13

**The humor-creativity pathway: Experimenting with affect.**

Tabea Scheel<sup>1</sup>, Sophie Bachmann<sup>2</sup>, Cornelia Gerdenitsch<sup>2</sup>, Christian Korunka<sup>2</sup>

<sup>1</sup> Humboldt University Berlin, <sup>2</sup> University of Vienna

Th-S62-PO-14

**Using the Latent Clusters Analysis approach to measure the prevalence of workplace bullying in a Portugueses sample**

Ana Verdasca

SOCIUS / ISEG / University of Lisbon

Th-S62-PO-15

**Fair and square. Person-organization regulatory fit affects justice perceptions and burnout.**

Marta Roczniowska, Sylwiusz Retowski

University of Social Sciences and Humanities, Sopot Campus

Th-S62-PO-16

**Co-worker reactions to i-deals: a multidimensional approach**

Elise Marescaux<sup>1</sup>, Sophie De Winne<sup>2</sup>

<sup>1</sup> KU Leuven, Faculty of Economics and Business, Research Centre for Organisation Studies,

<sup>2</sup> KU Leuven, Faculty of Economics and Business, Research Group Human Resource Management

Th-S62-PO-17

**Analysis of Communication in a 3D Virtual Collaborative Arena**

Balázs Péter Hámornik<sup>1</sup>, Máté Köles<sup>1</sup>, Emma Lógó<sup>1</sup>, Sarolta Tóvölgyi<sup>1</sup>, Károly Hercegfí<sup>1</sup>,

Anita Komlódi<sup>2</sup>

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Budapest, Hungary, <sup>2</sup> Department of Information Systems University of Maryland Baltimore County

Baltimore MD, USA

Th-S62-PO-18

**Negative Acts and Outcomes in Russian Workplaces: The Moderating Roles of Leadership and Collectivist Culture**

Gintare Visockaite<sup>1</sup>, Andreas Liefhooghe<sup>1</sup>, Huadong Yang<sup>2</sup>, Andrey Lovakov<sup>3</sup>

<sup>1</sup> Birkbeck College, University of London, UK, <sup>2</sup> University of Liverpool, UK, <sup>3</sup> National Research

University, Higher School of Economics, Russian Federation

Th-S62-PO-19

**The relationship between perceived organizational support and workplace conflict: The mediating role of failure-related trust**

Gaëthane Caesens, Florence Stinglhamber, Stéphanie Demoulin, Elsa Boonen, Adrien Mierop,

Matthias De Wilde

Université catholique de Louvain

Th-S62-PO-20

**Professional outcomes and psychological health after workplace bullying: An exploratory follow-up study**

Elena Fiabane<sup>1</sup>, Ines Giorgi<sup>2</sup>, Stefano M. Candura<sup>3</sup>, Ilaria Crepaldi<sup>1</sup>, Piergiorgio Argentero<sup>1</sup>

<sup>1</sup> Department of Brain and Behavioral Sciences, Applied Psychology Unit, University of Pavia, Pavia,

Italy, <sup>2</sup> Psychological Unit, Salvatore Maugeri Foundation, Work and Rehabilitation, IRCCS, Scientific

Institute of Pavia, Italy, <sup>3</sup> Occupational Medicine Unit, University of Pavia & Salvatore Maugeri

Foundation, Work and Rehabilitation, IRCCS, Scientific Institute of Pavia, Italy

Th-S62-PO-21

**Understanding task conflict and relationship conflict using the folk explanations of behavior paradigm: An exploratory study**

Al Au

National University of Singapore

Th-S62-PO-22

**Do witnesses to workplace bullying report their observations and what are the reactions? A mixed methods study.**

Annie Hogh<sup>1</sup>, Maria Gullander<sup>2</sup>, Morten V Willert<sup>3</sup>, Ann-Louise Holten<sup>1</sup>, Åse Marie Hansen<sup>4</sup>, Matias Grynderup<sup>4</sup>, Roger Persson<sup>5</sup>, Henrik A Kolstad<sup>3</sup>, Jens Peter Bonde<sup>2</sup>

<sup>1</sup> Department of Psychology, University of Copenhagen, Denmark, <sup>2</sup> Department of Occupational and Environmental Medicine, Bispebjerg University Hospital, Copenhagen, Denmark, <sup>3</sup> Department of Occupational and Environmental Medicine, Danish Ramazzini Centre, Aarhus University Hospital, Aarhus, Denmark, <sup>4</sup> Department of Public Health, University of Copenhagen, Denmark, <sup>5</sup> Department of Psychology, University of Lund, Lund, Sweden

Th-S62-PO-23

**Understanding fair and unfair actions by leaders and organizations: A critical incident approach**

Camilla Holmvall, Lori Francis

Department of Psychology, Saint Mary's University

Th-S62-PO-24

**The role of justice types in overall justice: an examination of perceived justice across different HRM decisions**

Jurgita Lazauskaite-Zabielske

Vilnius University

Th-S62-PO-25

**The daily relationship between workplace bullying and employee exhaustion: A within-person approach**

Sarah-Geneviève Trépanier, Julie Ménard, Roxane Sinclair

Department of Psychology, Université du Québec à Montréal

Th-S62-PO-26

**Workplace bullying, job insecurity and intention to leave among managerial and non-managerial employees**

Milica Vukelic, Ivana Petrovic, Svetlana Cizmic

Department of Psychology, Institute of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Th-S62-PO-27

**Emergent Leadership Trajectories in Organizational Crises**

Synnøve Nesse<sup>3</sup>

Synnøve Nesse, <sup>1</sup>) Department of Strategy & Management, Norwegian School of Economics

<sup>2</sup>) Research & Crisis Management Department, Falck Nutec AS

Th-S62-PO-28

**Earning the right to craft: The relationship between feeling trusted and job crafting**

Sarah-Jane Cullinane<sup>1</sup>, Lisa van der Werff<sup>2</sup>, Evangelia Demerouti<sup>3</sup>

<sup>1</sup> Trinity College Dublin, <sup>2</sup> Dublin City University, <sup>3</sup> Eindhoven University of Technology

Th-S62-PO-29

**Emotional intelligence in teams: Development and initial validation of the short version of the Group Emotional Competence (GEC) Inventory**

Nuria Gamero<sup>1</sup>, Carmen Prado<sup>2</sup>, Isabel Guisado<sup>1</sup>, Francisco José Medina<sup>1</sup>

<sup>1</sup> University of Seville, <sup>2</sup> Abastare Group

Th-S62-PO-30

**Incivility in the workplace: An examination of how young adults recover from workplace aggression and violence**

Michael Teed<sup>1</sup>, E. Kevin Kelloway<sup>2</sup>

<sup>1</sup> Bishop's University, <sup>2</sup> Saint Mary's University

Th-S62-PO-31

**Demanding for workplace-adjustment or taking initiative? An experimental study on acceptance of employees with personality disorder at work**

Beate Muschalla, Doris Fay, Anne Seemann

Work- and Organizational Psychology, University of Potsdam, Germany

Th-S62-PO-32

**Measurement of Car Drivers' Situation Awareness in Pre-crash Phases**

Ezequiel Fernandez Castela, et al.

Georg-August-University Göttingen, Georg-Elias-Müller Institute of Psychology, Department 'Social and Communication Psychology'

Th-S62-PO-33

**Factors of success for a web-based talent management system**

Laura C. Hohmann, Meinald T. Thielsch, Guido Hertel

University of Münster, DE

Th-S62-PO-34 | Interactive

**Non-assigned private rooms for concentrated work: An effective stress management solution?**

Jan Gerard Hoendervanger<sup>1,2</sup>, Nico W. Van Yperen<sup>1</sup>, Mark P. Mobach<sup>2,3,4</sup>

<sup>1</sup> University of Groningen, <sup>2</sup> Hanze University of Applied Sciences Groningen, <sup>3</sup> The Hague University of Applied Sciences, <sup>4</sup> Wageningen University

Th-S62-PO-35 | Interactive

**A multidimensional approach for assessing the effects of website design**

Maria Douneva<sup>1</sup>, Rafael Jaron<sup>2</sup>, Meinald Thielsch<sup>1</sup>

<sup>1</sup> University of Münster, <sup>2</sup> NORDLIGHT research GmbH

Th-S62-PO-36 | Interactive

**Interprofessional teamwork and team interventions in chronic care – a narrative review**

Mirjam Körner<sup>1</sup>, Sarah Bütof<sup>2</sup>, Christian Müller<sup>1</sup>, Linda Zimmermann<sup>1</sup>, Sonja Becker<sup>1</sup>, Jürgen Bengel<sup>3</sup>

<sup>1</sup> Medical Psychology and Medical Sociology, Medical Faculty, University of Freiburg, Germany, <sup>2</sup> Department of Neurophysiology and Pathophysiology, University Medical Center Hamburg-Eppendorf, Hamburg, Germany, <sup>3</sup> Department of Rehabilitation Psychology and Psychotherapy, Institute of Psychology, University of Freiburg, Germany

Th-S62-PO-37 | Interactive

**Inter-organizational complexity and risk of major accidents**

Vibeke Milch

NTNU, Department of Psychology

Th-S62-PO-38 | Interactive

**Exposure to negative behaviour at work and self-labelling as a victim of bullying:**

**The moderating role of exposure to bullying during childhood**

Øystein Løvik Hoprekstad, Ståle Einarsen

Department of Psychosocial Science, University of Bergen

Th-S62-PO-39 | Interactive

**Relative intensity versus frequency of workplace aggression: Examining which is more impactful on employees job and strain outcomes.**

Nicole Wilson, et al.

University of Alberta



14:30–15:15 Session 63 | **Keynote** | Room: OKS Hall A  
Topic/s: 2. Employee stress and burnout

Th-S63-KEY-01

## **Changing employment relations and perceptions of job insecurity: Challenges for employees and leaders**

Magnus Sverke

Stockholm University, North-West University

14:30–15:15 Session 64 | **Panel (P)** | Room: OKS Hall B  
Topic/s: 12. Organizational Change and Development

Th-S64-PAN-01

## **An organizational perspective is needed when disaster strikes: How the Norwegian labour party managed the terror attack in Norway on the 22. of July 2011.**

Renate G Bugge<sup>1</sup>, Raymonnd Johansen<sup>2</sup>

<sup>1</sup> Independant, <sup>2</sup> The Labour Party in Norway

14:30–15:15 Session 65 | **Symposium** | Room: OKS Hall C  
**The Changing Nature of Work: Evidence and Implications**

Topic/s: 3. Positive organizational behavior

Chair/s: Deidra J. Schleicher, Brian J. Hoffman

Th-S65-SYM-01

## **Changes in Work and Worker Well-being: Separating Fact from Fiction**

Brian Hoffman, Lauren Wood

University of Georgia

Th-S65-SYM-02

## **The Reciprocal Nature of Performance Management and the Changing Context of Work**

Deidra Schleicher, et al.

Texas A & M University

Th-S65-SYM-03

## **How flexible work arrangements and task proficiency influence the daily job crafting – well-being relationship: A diary study**

Corine Boon, Claartje ter Hoeven, Karianne Kalshoven

University of Amsterdam

14:30–15:15 Session 66 | **Oral session** | Room: OKS Hall D  
Topic/s: 8. Leadership and management

Th-S66-OR-01

## **Accepting unethical but useful ingroup leaders**

Ana C. Leite<sup>1</sup>, Isabel R. Pinto<sup>2,3</sup>, Georgina Randsley de Moura<sup>1</sup>, Sonia Cardoso<sup>2</sup>, Jose M. Marques<sup>2,3</sup>

<sup>1</sup> Centre for the Study of Group Processes, University of Kent, <sup>2</sup> University of Porto, <sup>3</sup> Institute of Social Sciences, University of Lisbon

Th-S66-OR-02

## **Leadership effects on employee withdrawal – does national culture matter?**

Claudia Buengeler<sup>1</sup>, Diana Boer<sup>2</sup>

<sup>1</sup> University of Amsterdam, <sup>2</sup> University Koblenz-Landau

Th-S66-OR-03

**Effects of Leader-Member Exchange and Team-Member Exchange on Meeting Success – A Multilevel Analysis**

Eva-Maria Schulte, Verena Blumberg, Simone Kauffeld

Technische Universität Braunschweig Industrial/Organizational and Social Psychology

14:30–15:15 Session 67 | **Oral session** | Room: OKS Meeting Room 1

Topic/s: 8. Leadership and management

Th-S67-OR-01

**The impact of daily servant leadership on followers' well-being: an application of the Job Demands-Resources model.**

Julia Specht, Angela Kuonath, Daniela Pachler, Silke Weisweiler, Dieter Frey

Ludwig-Maximilians-Universität München

Th-S67-OR-02

**Servant Leadership and Job Performance: The interactive effects of shared experiences of success and failure**

Hiroshi Ikeda

Fukuoka University

Th-S67-OR-03

**«Authentic Leaders are Happy Leaders»**

Gabrielle Walker, Richard Stockill, John Hackston, et al.

OPP Ltd

14:30–15:15 Session 68 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 2. Employee stress and burnout

Th-S68-OR-01

**Analyzing intrinsic motivation and transformational leadership as buffers between emotional labour and employee well-being**

Saija Mauno<sup>1,2</sup>, Mervi Ruokolainen<sup>1</sup>, Ulla Kinnunen<sup>1</sup>

<sup>1</sup> University of Tampere, School of Social Sciences and Humanities, Finland., <sup>2</sup> University of Jyväskylä, Department of Psychology, Finland

Th-S68-OR-02

**Stressors and resources in flexible work arrangements – Distinguishing task- and employment-related components of stress**

Tim Vahle-Hinz

University of Hamburg

Th-S68-OR-03

**Coping Styles and the Challenge-Hindrance Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement**

Stefan Razinkas, Julia Backmann, Matthias Weiss, Martin Hoegl

LMU Munich

14:30–15:15 Session 69 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 3. Positive organizational behavior

Th-S69-OR-01

**Well-being in the workplace: The role of Wrzesniewsky's concept of work orientation.**

Manuela Schmid, Barbara Stiglbauer, Bernad Batinic

JKU Linz, department for work-, organization-, and mediapsychology

Th-S69-OR-02

**How Do Creative Self-Efficacy Influence Employee Well-Being? Exploring the Moderating Role of Transformational Leadership**

Hatem Öcel

Karabuk University

Th-S69-OR-03

**Empowerment opportunities and willingness to take responsibility in different levels of hierarchy**

Liina Randmann, Hanna Tiits

Tallinn University of Technology Institute of Industrial Psychology

14:30–15:15 Session 70 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 3. Positive organizational behavior

Th-S70-OR-01

**Linking Job Crafting to Individual Work Performance: The Role of Individual Resilience**

Mine Afacan Findikli<sup>2</sup>, Yasin Rofcanin<sup>1</sup>, Aykut Berber<sup>3</sup>

<sup>1</sup> University of Warwick, Warwick Business School, <sup>2</sup> Istanbul Gelisim University, <sup>3</sup> Istanbul University, School of Business

Th-S70-OR-02

**Resilience in the workplace: A new perspective on effective leadership?**

Venkataraman Nilakant<sup>1</sup>, Bernard Walker<sup>1</sup>, Kate van Heugten<sup>2</sup>, Baird Rosemary<sup>1</sup>, Herb de Vries<sup>1</sup>

<sup>1</sup> College of Business and Law, University of Canterbury, New Zealand, <sup>2</sup> College of Arts, University of Canterbury, New Zealand

14:30–15:15 Session 71 | **Oral session** | Room: OKS Auditoriet  
Topic/s: 2. Employee stress and burnout

Th-S71-OR-01

**Stress in a Highly Demanding Environment: The Role of Leader's Vision-communication on Health in the French Police**

Mathieu Molines<sup>1</sup>, Mladen Adamovic<sup>2</sup>, Gwenaelle Bergon<sup>2</sup>

<sup>1</sup> Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace,

<sup>2</sup> University of Toulouse <sup>1</sup> Capitole/IAE Toulouse – Center for Research in Management

Th-S71-OR-02

**Individual innovation and mental health at the workplace – a question of either or?**

Anna Katharina Koch, Mareike Adler

University of Hamburg

Th-S71-OR-03

**Leader-Member Exchange Perceptions and Differentiation across Employees: Remedy for Stress Related to Client-Instigated Aggression?**

Jonathan E. Booth<sup>1</sup>, Cécile Emery<sup>2</sup>, George Michaelides<sup>3</sup>

<sup>1</sup> London School of Economics and Political Science, <sup>2</sup> University of Greenwich, <sup>3</sup> Birkbeck, University of London

14:30–15:15 Session 72 | **Oral session** | Room: OKS Torghjørnet  
Topic/s: 16. Conflicts in organizations

Th-S72-OR-01

**Inside the I&C meetings: Opening the black box that distinguishes the 'active consulters' from the 'communicators'.**

Konstantina Kougiannou  
Nottingham Business School, Nottingham Trent University

Th-S72-OR-02

**The role of whistleblowing in relation to bullying behaviours: A predecessor or successor?**

Brita Bjørkelo<sup>1,2</sup>, Morten Birkeland Nielsen<sup>2, 3</sup>, Stig Berge Matthiesen<sup>4,2</sup>, Ståle Einarsen<sup>2</sup>

<sup>1</sup> The Norwegian Police University College/University of Bergen, <sup>2</sup> University of Bergen,

<sup>3</sup> National Institute of Occupational Health, Oslo, Norway, <sup>4</sup> BI Norwegian Business School

Th-S72-OR-03

**Work environment risk factors for violence and threats at work: A longitudinal study in four high risk occupations.**

Lars Peter Andersen<sup>1</sup>, Charlotte Gadegaard<sup>2</sup>, Annie Hogh<sup>2</sup>

<sup>1</sup> Department of Occupational Medicine, Regional Hospital West Jutland, Herning, Denmark.,

<sup>2</sup> University of Copenhagen

14:30–15:15 Session 73 | **Oral session** | Room: OKS Odin  
Topic/s: 18. Teams and workgroups

Th-S73-OR-01

**A diary study on interdisciplinary collaboration and engagement, satisfaction and performance**

Simone Brandstädter, Theresa Neutze, Karlheinz Sonntag  
Department of Work and Organizational Psychology, University of Heidelberg, Germany

Th-S73-OR-02

**The Influence of Demographic Faultline Strength on Team Performance: Examining multiple-mediator relationships**

Victor Valls<sup>1</sup>, Vicente González-Romá<sup>1</sup>, Inés Tomás<sup>1</sup>, Ramón Rico<sup>2</sup>

<sup>1</sup> Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), University of Valencia, <sup>2</sup> Autonomous University of Madrid

Th-S73-OR-03

**When does team diversity foster innovation and performance? A study of the moderating role of communication quality.**

Denise Fortuin<sup>1</sup>, Heleen van Mierlo<sup>1</sup>, Daantje Derks<sup>1</sup>, Bregje Spijkerman<sup>2</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> Spijkerman Trainingen

14:30–15:15 Session 74 | **Oral session** | Room: OKS Balder  
Topic/s: 1. Employment relations

Th-S74-OR-01

**HRM, perceived employability and job insecurity of migrant workers: A moderated mediation regarding adaptation to the host country**

Rita Fontinha<sup>1</sup>, Nele De Cuyper<sup>2</sup>, Stephen Williams<sup>1</sup>, Peter Scott<sup>1</sup>

<sup>1</sup> Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom, <sup>2</sup> Research Group Work, Organizational, and Personnel Psychology, KU Leuven, Belgium

Th-S74-OR-02

**Developing a framework for the antecedents of expatriates' OCB performance**

Seydahmet Ercan<sup>1</sup>, Frederick Oswald<sup>2</sup>

<sup>1</sup> Bulent Ecevit University, <sup>2</sup> Rice University

14:30–15:15 Session 75 | **State of the Art (P)** | Room: RC Christiania Hall A

Topic/s: 6. Personnel selection

Th-S75-STA-01

**Faking in job interviews: What we know and what we don't know**

Nicolas Roulin

University of Manitoba

14:30–15:15 Session 76 | **Oral session** | Room: RC Christiania Hall B

Topic/s: 6. Personnel selection

Th-S76-OR-01

**Hiring the good guy: The effects of applicants' impression management on interviewer evaluations of likeability, competence and hireability**

Corinna Diekmann, Jennifer Bomert, Gerhard Blickle

University of Bonn

Th-S76-OR-02

**Does the general factor of personality (GFP) reflect emotional intelligence and social knowledge?**

Dirk Pelt<sup>1</sup>, Dimitri van der Linden<sup>2</sup>, Marise Born<sup>3</sup>

<sup>1</sup> Erasmus University Rotterdam, The Netherlands, <sup>2</sup> Erasmus University Rotterdam, The Netherlands,

<sup>3</sup> Erasmus University Rotterdam, The Netherlands

Th-S76-OR-03

**Pride Before the Fall: Overconfidence, Leadership Selection, and Escalating Commitment**

Richard Ronay, Janneke Oostrom, Nale Lehmann-Willenbrock

VU University, Amsterdam

14:30–15:15 Session 77 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S77-OR-01

**Testing integrity tests: An overview and evaluation of integrity tests**

Anja S. Göritz, Nadine J. B. Schmitt

University of Freiburg, Germany

Th-S77-OR-02

**Overqualified employees and the risk of counterproductive work behaviors**

Saul Fine<sup>1</sup>, Michal Edward<sup>2</sup>

<sup>1</sup> Midot, Ltd., <sup>2</sup> University of Haifa

Th-S77-OR-03

**How situational are Situational Judgment Tests? Results from three consecutive studies**

Stefan Krumm<sup>1</sup>, Filip Lievens<sup>2</sup>, Joachim Hüffmeier<sup>3</sup>, Anastasiya Lipnevich<sup>4</sup>, Hanna Bendels<sup>5</sup>,

Guido Hertel<sup>5</sup>

<sup>1</sup> Institute of Psychology, Freie Universität Berlin, Germany, <sup>2</sup> Department of Personnel Management, Work & Organizational Psychology, Ghent University, Ghent, Belgium, <sup>3</sup> Federal Institute for Occupational Safety and Health, Dortmund, Germany, <sup>4</sup> Queens College and the Graduate Center, City University of New York, <sup>5</sup> Department of Psychology, University of Münster, Germany

14:30–15:15 Session 78 | **Oral session** | Room: RC Oslo Hall B  
Topic/s: 8. Leadership and management

Th-S78-OR-01

**Health-promoting leadership culture and its effects on employee health.**

Anita Dunkl, Paul Jiménez, Wolfgang Kallus

University of Graz

Th-S78-OR-02

**Why, how, and when: A moderated mediation model of ethical leadership in organizational change**

Kai Bormann

TU Dortmund University

Th-S78-OR-03

**The Effect of Zero-Leadership on Team Performance**

Yvonne Garbers, Udo Konrad

Kiel University, Institute of Psychology, Work and Organizational Psychology

14:30–15:15 Session 79 | **Oral session** | Room: RC Oslo Hall C  
Topic/s: 7. Human resource management

Th-S79-OR-01

**Employer brand segmentation: Generations and affective tone of their responses to the incongruence between individual values and organizational provisions**

Selin Kudret, Martin R. Edwards

King's College London, University of London

Th-S79-OR-02

**HRM and sustainable organizations: HR self-perception and expectations by HR customers. Empirical results from case studies in German companies.**

Stephan Fischer, Cathrin Eireiner, Sabrina Weber, Erika Czilli

Pforzheim University University of Applied Science

Th-S79-OR-03

**Feedforward or feedback – what works better for enabling personal change in coaching?**

Almuth McDowall, et al.

Birkbeck, University of London and City University

15:30–17:00 Session 80 | **State of the Art** | Room: OKS Hall A  
Topic/s: 7. Human resource management

Th-S80-STA-01

**Providing and seeking feedback in the workplace**

Frederik Anseel

Ghent University

15:30–17:00 Session 81 | **Invited Symposium** | Room: OKS Hall B  
**Cultural diversity in the workplace**  
Topic/s: 8. Leadership and management  
Chair/s: Gro Mjeldheim Sandal, Hege Høivik Bye

Th-S81-INV-SYM-01

**What's wrong with being normal? Towards inclusive diversity ideologies**

Wiebren Jansen<sup>1</sup>, Sabine Otten<sup>1</sup>, Karen van der Zee<sup>2</sup>

<sup>1</sup> University of Groningen, <sup>2</sup> University of Amsterdam

Th-S81-INV-SYM-02

**Through the eyes of the assessor: Demographic and perceived similarity with regard to score differences between ethnically diverse applicants**

Lonneke A.L. de Meijer<sup>1</sup>, Marise Ph Born<sup>1</sup>, Jack van Zielst<sup>2</sup>, Henk van de Molen<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, The Netherlands, <sup>2</sup> Police Academy, The Netherlands

Th-S81-INV-SYM-03

**Effective leadership in followers' view: Similar or different stories in international company**

Aurelija Stelmokiene

Vytautas Magnus university, Litauen

Th-S81-INV-SYM-04

**The role of diversity perspectives, self-efficacy and diversity training for managers' active diversity management**

Hege H. Bye, Gro M. Sandal

University of Bergen, Norway

Th-S81-INV-SYM-05

**Diversity management and the commitment and well-being of foreign-born employees**

Gro M. Sandal, Hege H. Bye

University of Bergen, Norway

15:30–17:00 Session 82 | **Symposium** | Room: OKS Hall C

**New Trends in Burnout and Work engagement Research**

Topic/s: 3. Positive organizational behavior

Chair/s: Arnold B. Bakker

Th-S82-SYM-01

**Discussing and loathing in teams: On the relationship between team conflict and team work engagement**

Patrícia L. Costa<sup>1</sup>, Ana M. Passos<sup>1</sup>, Arnold Bakker<sup>2</sup>

<sup>1</sup> ISCTE-Instituto Universitário de Lisboa, <sup>2</sup> Erasmus University Rotterdam

Th-S82-SYM-02

**Team work engagement in diverse teams: The moderating role of authentic leadership**

Mirko Antino<sup>1</sup>, Alfredo Rodríguez-Muñoz<sup>1</sup>, Carlos Augusto Valencia<sup>2</sup>, Francisco Gil Rodriguez<sup>1</sup>

<sup>1</sup> Faculty of Psychology, Complutense University of Madrid, Spain, <sup>2</sup> Pontificia Universidad Javeriana, Colombia

Th-S82-SYM-03

**Exploring the Nomological Network of Team Work Engagement: A Multilevel Study**

Mine Afacan Findikli<sup>1</sup>, Yasin Rofcanin<sup>2</sup>, Arnold B. Bakker<sup>3</sup>

<sup>1</sup> Istanbul Gelisim University, <sup>2</sup> University of Warwick, Warwick Business School, <sup>3</sup> Erasmus University Rotterdam

Th-S82-SYM-04

**The impact of daily cynicism on service quality: A mixed-methods study**

Evangelia Demerouti<sup>1</sup>, Despoina Xanthopoulou<sup>2</sup>, Arnold B. Bakker<sup>1</sup>

<sup>1</sup> Eindhoven University of Technology, <sup>2</sup> Aristotle University of Thessaloniki

Th-S82-SYM-05

**Weekly Job demands foster Burnout and Self-undermining: The Role of Trait Emotional Stability and Optimism**

Arnold B. Bakker<sup>1</sup>, Evangelia Demerouti<sup>2</sup>, Heleen van Mierlo<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> Eindhoven University of Technology



15:30–17:00 Session 83 | **Symposium** | Room: OKS Hall D

**Follow you, follow me – The role of followers in effective leadership processes**

Topic/s: 8. Leadership and management

Chair/s: Laura Venz, Alexander Pundt

Discussant/s: Janine Bosak

Th-S83-SYM-01

**Romanticising leaders – A question of Attachment and Affect?**

Birgit Schyns, Lena F. Staudigl

Durham University Business School, UK

Th-S83-SYM-02

**«I (don't) want to hold your hand»: The influence of prejudices against burned out employees on supervisors' social support.**

Alexandra Hauser, Barbara Pangert, Silke Weisweiler, Dieter Frey

Ludwig-Maximilians-Universität München, Germany

Th-S83-SYM-03

**It's subordinates' political skill! Success of transformational leadership efforts depends on subordinates' political skill**

Andreas Wihler, Gerhard Blickle

University of Bonn, Germany

Th-S83-SYM-04

**In the eye of the beholder – Examining a moderated-mediation model of humor in leadership, leader-member exchange, and followers' personal need for structure**

Alexander Pundt, Laura Venz

University of Mannheim, Germany

Th-S83-SYM-05

**The influence of leadership on diversity climate and performance: An analysis across different organizational levels**

Hendrik Huettermann<sup>1</sup>, Florian Kunze<sup>2</sup>, Heike Bruch<sup>1</sup>

<sup>1</sup> University of St.Gallen, Switzerland, <sup>2</sup> University of Konstanz, Germany

15:30–17:00 Session 84 | **Symposium** | Room: OKS Meeting Room 1

**Symposium on Job Insecurity: Part 1 – Cross-cultural comparisons**

Topic/s: 2. Employee stress and burnout

Chair/s: Hans De Witte

Th-S84-SYM-01

**1.3. The Influence of Job Insecurity on Task and Contextual Performance in Italy and the U.S.: Only Negative Effects?**

William Reisel<sup>1</sup>, Beatrice Piccoli<sup>2</sup>, Hans De Witte<sup>3</sup>

<sup>1</sup> St. John's University, New York, USA, <sup>2</sup> University of Verona, Italy, <sup>3</sup> WOPP, Dep. of Psychology, KU Leuven, Belgium

Th-S84-SYM-02

**1.4. Managerial strategies for reducing the negative effects of job insecurity: Comparing white-collar workers in Sweden and South Africa.**

Johnny Hellgren<sup>1</sup>, Jaco Pienaar<sup>2</sup>, Katharina Näswall<sup>3</sup>, Magnus Sverke<sup>1,2</sup>

<sup>1</sup> Stockholm University, Sweden, <sup>2</sup> North-West University, South Africa, <sup>3</sup> University of Canterbury, New Zealand

Th-S84-SYM-03

**1.5. The qualitative job insecurity scale: Invariance across two European countries**

Margherita Pasini<sup>1</sup>, Margherita Brondino<sup>1</sup>, Tinne Vander Elst<sup>2,3</sup>, Hans De Witte<sup>3,4</sup>

<sup>1</sup> Department of Philosophy, Pedagogy and Psychology, University of Verona, Italy, <sup>2</sup> Idewe (External Service for Prevention and Protection at Work), Belgium, <sup>3</sup> WOPP, Dep. of Psychology, KU Leuven, Belgium, <sup>4</sup> Optentia, Vanderbijlpark Campus, North-West University, South Africa

Th-S84-SYM-04

**1.1. Which culture suffers more from job insecurity? Different impact on job attitudes and health caused by masculinity vs. femininity**

Kathleen Otto<sup>1</sup>, Kerstin Isaksson<sup>2</sup>, Carina Loeb<sup>2</sup>, Ulla Kinnunen<sup>3</sup>, Kaisa Perko<sup>3</sup>, Thomas Rigotti<sup>4</sup>

<sup>1</sup> Philipps University of Marburg, Germany, <sup>2</sup> Märladalen University, Sweden, <sup>3</sup> University of Tampere, Finland, <sup>4</sup> Johannes Gutenberg University of Mainz, Germany

Th-S84-SYM-05

**1.2. Job insecurity in Belgium and Romania: Comparison of level and associations with outcomes**

Hans De Witte<sup>1,2</sup>, Gabriel Fischmann<sup>1,3</sup>, Tinne Vander Elst<sup>1,4</sup>, Elfi Baillien<sup>5</sup>, Coralia Sulea<sup>3</sup>, Dragos Iliescu<sup>6</sup>

<sup>1</sup> WOPP – Dep. of Psychology, KU Leuven, Belgium, <sup>2</sup> Optentia, Vanderbijlpark Campus, North-West University, South Africa, <sup>3</sup> Department of Psychology, West University of Timisoara, Romania, <sup>4</sup> Idewe, external service for prevention and protection at work, Belgium, <sup>5</sup> Faculty Economics and Management Human Relations Research Group, Faculty Economics and Management, HUBrussel & KU Leuven, Belgium, <sup>6</sup> Department of Psychology, Bucharest University, Romania

15:30–17:00 Session 85 | **Symposium** | Room: OKS Meeting Room 2

**Work-family balance and parental leave: New insights**

Topic/s: 5. Work-Family Interface

Chair/s: Rebekka Simone Steiner

Th-S85-SYM-01

**Longitudinal investigation of types of work-family balance among Finnish academics**

Johanna Rantanen<sup>1</sup>, Ulla Kinnunen<sup>2</sup>, Saija Mauno<sup>1,2</sup>, Anne Mäkikangas<sup>1</sup>

<sup>1</sup> University of Jyväskylä, <sup>2</sup> University of Tampere

Th-S85-SYM-02

**Not agentic enough: Different perceptions of work interference with family vs. family interference with work**

Rebekka Steiner<sup>1</sup>, Franciska Krings<sup>1</sup>, Tammy Allen<sup>2</sup>

<sup>1</sup> University of Lausanne, <sup>2</sup> University of South Florida

Th-S85-SYM-03

**Predicting fathers' parental leaves**

Lisa Horvath, Bettina Wiese, Thorana Grether

RWTH Aachen University

Th-S85-SYM-04

**«Working women can't be great moms» – gender role attitudes and couple's parental leave decisions**

Anna Stertz, Thorana Grether, Bettina Wiese

RWTH Aachen University

15:30–17:00 Session 86 | **Symposium** | Room: OKS Meeting Room 3

**Putting health to work: A closer look at leadership styles, management practices, psychological conditions and employee well-being**

Topic/s: 3. Positive organizational behavior

Chair/s: Francesco Montani

Th-S86-SYM-01

**Leadership styles and management behaviors: The role of specificity in the prediction of psychological health of employees**

Marie-Hélène Gilbert<sup>1</sup>, Véronique Dagenais-Desmarais<sup>2</sup>, France St-Hilaire<sup>3</sup>

<sup>1</sup> Université Laval, <sup>2</sup> Université de Montréal, <sup>3</sup> Université de Sherbrooke

Th-S86-SYM-02

**Promoting psychological health at work: By leadership or management competencies?**

France St-Hilaire, Rébecca Lefebvre, Roxanne Charron-Thérien, Émilie Trudeau, Rachèle Hébert

Université de Sherbrooke

Th-S86-SYM-03

**Psychological health at work: Beyond distress and well-being**

Marie Malo<sup>1</sup>, Jean-Sébastien Boudrias<sup>2</sup>, Luc Brunet<sup>2</sup>, Pascal Desrumaux<sup>3</sup>

<sup>1</sup> Université de Sherbrooke, <sup>2</sup> Université de Montréal, <sup>3</sup> Université Lille <sup>3</sup>

Th-S86-SYM-04

**Employee commitment to the supervisor and to the organization: Does congruence matter?**

Guylaine Landry<sup>1</sup>, Joanne Roberts<sup>2</sup>, Zheni Wang<sup>3</sup>, Alexandra Panaccio<sup>3</sup>

<sup>1</sup> Université du Québec à Montréal, <sup>2</sup> Université de Sherbrooke, <sup>3</sup> Concordia University

15:30–17:00 Session 87 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Th-S87-OR-01

**Social normativity of Deci and Ryan's Self-Determination Theory**

Pierre-Henri François

Université de Poitiers CeRCA – UMR CNRS 7295 Equipe C2SE

Th-S87-OR-02

**Mastery Climate, Mastery Goal Orientation and Knowledge Sharing**

Christina Nerstad<sup>1</sup>, Anders Dysvik<sup>1</sup>, Matej Cerne<sup>2</sup>, Miha Skerlavaj<sup>1</sup>

<sup>1</sup> BI Norwegian Business School, <sup>2</sup> University of Ljubljana

Th-S87-OR-03

**A values-driven hierarchical model of work motivation and achievement goals:**

**An alternative to the personality test?**

Caroline Pulfrey, Fabrizio Butera

University of Lausanne

Th-S87-OR-04

**The channeling of trait intrinsic motivation into the flow of work: Old and engaged dogs learn new tricks**

Giovanni Moneta

London Metropolitan University, London, U.K.

Th-S87-OR-05

**Goal orientation and job challenge: The mediating role of job crafting behaviors**

Bernd Carrette<sup>1</sup>, Roy Sijbom<sup>2</sup>

<sup>1</sup> Ghent University, Belgium, <sup>2</sup> University of Amsterdam, the Netherlands

15:30–17:00 Session 88 | **Symposium** | Room: OKS Auditoriet  
**Yes We Can! Proactive Management of Work and Careers**  
Topic/s: 7. Human resource management  
Chair/s: Jos Akkermans, Maria Tims  
Discussant/s: Bart Wille

Th-S88-SYM-01

**The Influence of Future Time Perspective on Work Engagement and Job Performance:  
The Role of Job Crafting**

Dorien Kooij<sup>1</sup>, Maria Tims<sup>2</sup>, Jos Akkermans<sup>2</sup>

<sup>1</sup> Tilburg University, Netherlands, <sup>2</sup> VU University Amsterdam, Netherlands

Th-S88-SYM-02

**Perceived Internal Employability and Individual and Organizational Career Management:  
Polarization in the Internal Labour Market?**

Jill Nelissen, Anneleen Forrier, Marijke Verbruggen

Research Center for Organisation Studies, Faculty of Economics and Business, KU Leuven, Belgium

Th-S88-SYM-03

**The Relationships of I-deals with Customer Satisfaction: The Role of Age Diversity,  
Burnout and Commitment**

P. Matthijs Bal<sup>1</sup>, Stephan Boehm<sup>2</sup>

<sup>1</sup> School of Management, University of Bath, United Kingdom, <sup>2</sup> University of Sankt Gallen, Switzerland

Th-S88-SYM-04

**Causal Pathways between Perceived Employability and Work-Related Well-Being:  
A Three-Wave Study**

Ellen R. Peeters<sup>1</sup>, Nele De Cuyper<sup>1</sup>, Hans De Witte<sup>1,2</sup>

<sup>1</sup> Research Group Work, Organizational and Personnel Psychology, KU Leuven, Belgium, <sup>2</sup> Vanderbijl-park Campus, North-West University, South Africa

Th-S88-SYM-05

**Crafting Your Career: Job Crafting as a Mediator between Career Competencies,  
Perceived Employability, and Work-Home Interaction**

Jos Akkermans, Maria Tims

VU University Amsterdam, Netherlands

15:30–17:00 Session 89 | **Symposium** | Room: OKS Torghjørnet  
**Advances in Spillover-Crossover Research**  
Topic/s: 5. Work-Family Interface  
Chair/s: Sara Tement, Sara De Gieter

Th-S89-SYM-01

**Preventing WFC: Does workplace support act as a boost of individual satisfaction?**

Marisa Matias, Tiago Ferreira, Joana Vieira, Joana Cadima, Teresa Leal, Paula Mena Matos

Center for Psychology – Faculty of Psychology and Educational Sciences – University of Porto

Th-S89-SYM-02

**Daily work-family interference, psychological detachment and well-being: A spillover-  
crossover model.**

Sara De Gieter<sup>1</sup>, Joeri Hofmans<sup>1</sup>, Lynn Germeyns<sup>1</sup>, Arnold B. Bakker<sup>2</sup>

<sup>1</sup> Vrije Universiteit Brussel, Research Group of Work & Organizational Psychology, Belgium,

<sup>2</sup> Erasmus University Rotterdam, The Netherlands

Th-S89-SYM-03

**Daily detachment from home and well-being in working couples: The role of positive mood and children.**

Alfredo Rodríguez-Muñoz<sup>1</sup>, Ana Isabel Sanz-Vergel<sup>2</sup>, Mirko Antino<sup>1</sup>

<sup>1</sup> Complutense University of Madrid, Faculty of Psychology, Spain, <sup>2</sup> University of East Anglia, Norwich Business School, UK

Th-S89-SYM-04

**Coping with work-family conflict: An individual and crossover perspective on work-related support seeking at home.**

Sara Tement

University of Maribor, Department of Psychology, Faculty of Arts, Slovenia

15:30–17:00 Session 90 | **Symposium** | Room: OKS Odin

**Young, educated and looking for a job: Which psychological factors enhance employability among graduates?**

Topic/s: 1. Employment relations

Chair/s: Eva Selenko, Ilke Inceoglu

Discussant/s: John Arnold

Th-S90-SYM-01

**How do supervised work placements lead to higher employability?**

Ilke Inceoglu<sup>1</sup>, Eva Selenko<sup>2</sup>, Almuth McDowall<sup>3</sup>, Svenja Schlachter<sup>1</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> University of Sheffield, <sup>3</sup> Birkbeck University

Th-S90-SYM-02

**Why do student placements work? Investigating the mediating effect of employability in the relationship between placement satisfaction and placement outcomes.**

Eva Selenko<sup>1</sup>, Ilke Inceoglu<sup>2</sup>, Almuth McDowall<sup>3</sup>, Svenja Schlachter<sup>2</sup>, Sarah Liebler<sup>2</sup>

<sup>1</sup> University of Sheffield, <sup>2</sup> University of Surrey, <sup>3</sup> Birkbeck University

Th-S90-SYM-03

**Transition from higher education to the labour market: An example from Finland**

Kaisa Kirves

University of Tampere

Th-S90-SYM-04

**Career Decision Making: Relationships with Constructs Related to Employability and Initial Validation of the German Career Decision Making Profile**

Katharina Ebner<sup>1</sup>, Lisa Thiele<sup>1</sup>, Simone Kauffeld<sup>1</sup>, Daniel Spurk<sup>2</sup>

<sup>1</sup> Technische Universität Braunschweig, <sup>2</sup> Universität Bern

Th-S90-SYM-05

**A model of the development of employability through working life: A trait-based view**

Stephen A. Woods

University of Surrey

15:30–17:00 Session 91 | **Oral session** | Room: OKS Balder  
Topic/s: 21. Entrepreneurship / Self Employment

Th-S91-OR-01

**Perceiving Entrepreneurial Challenges as Complex Problems: The Role of Complex Problem Solving in Opportunity Identification**

Jakob Mainert<sup>1</sup>, Yvette Baggen<sup>2</sup>, Christoph Niepel<sup>1</sup>, Samuel Greiff<sup>1</sup>

<sup>1</sup> Education, Culture, Cognition and Society (ECCS), University of Luxembourg, Luxembourg,

<sup>2</sup> Education and Competence Studies (ECS), Wageningen University, The Netherlands

Th-S91-OR-02

**Overconfidence and Team Processes: The effects of hubris on founding team decision-making.**

Douglas Mahony, et al.

Lehigh University

Th-S91-OR-03

**Starting off on the right foot: Psychological ownership, territoriality, and the success of nascent venture teams in entrepreneurship competitions**

Steven Grey, Andrew Knight, Markus Baer

Washington University in St. Louis

Th-S91-OR-04

**Individual and socio-cultural predictors of early-stage entrepreneurial activity before and during the economic crisis: A comparative analysis between Southern and Nordic regions**

Susana C. Santos, António Caetano, Sílvia Fernandes Costa

Instituto Universitário de Lisboa, ISCTE-IUL

Th-S91-OR-05

**Creativity as a cognitive resource at work: A comparison between self-employed and employees.**

Aleksandra Bujacz<sup>1,2</sup>, Claudia Bernhard-Oettel<sup>1</sup>, Petra Lindfors<sup>1</sup>, Thomas Rigotti<sup>2</sup>

<sup>1</sup> Stockholm University, Sweden, <sup>2</sup> Johannes Gutenberg University Mainz, Germany

Th-S91-OR-06

**Yes we/I can! Shared leadership as mediator of the effect of knowledge specialization on team potency and entrepreneurial self-efficacy in nascent entrepreneurial teams.**

Emanuel Schreiner, Kristin Knipfer

Technische Universität München

15:30–17:00 Session 92 | **Invited Symposium (P)** | Room: RC Christiania Hall A

**Advances in Technology-based Testing: Implications for revising the ITC Guidelines**

Topic/s: 20. Research methodology

Chair/s: Dave Bartram

Th-S92-INV-SYM-01

**Conducting Measurement Invariance Analyses with Forced-Choice Tests**

Stephen Stark<sup>1</sup>, Chernyshenko Oleksandr<sup>2</sup>, Ringo-moon Ho<sup>2</sup>

<sup>1</sup> University of South Florida, USA, <sup>2</sup> Nanyang Business School, Singapore

Th-S92-INV-SYM-02

**Behind the Scores – Psychometric Paradata generated by New Technologies and its Implications for the ITC Guidelines**

Achim Preuss<sup>1</sup>, Katharina Lochner<sup>2</sup>

<sup>1</sup> Cut-e, Germany, <sup>2</sup> Cut-e Consulting, Singapore

Th-S92-INV-SYM-03

**Looking into platform-specific design for CBT**

Dragos Iliescu, Andre Ion

Bucharest University

Th-S92-INV-SYM-04

**Automatic Assessment: Online testing without psychologists**

Rob Bailey  
OPP Ltd, UK

Th-S92-INV-SYM-05

**The European Test Industry: Existing computer-based assessment and its future development.**

Ian Florance  
European Test Publishers Group.

15:30–17:00 Session 93 | **Symposium** | Room: RC Christiania Hall B

**European Network of Selection Researchers (ENESER) Symposium on Employee Recruitment, Selection, and Assessment: Contemporary Issues for Theory and Practice**

Topic/s: 6. Personnel selection  
Chair/s: Janneke K. Oostrom, Ioannis Nikolaou

Th-S93-SYM-01

**Video Résumés: Current Findings and Challenges for Further Research**

Annemarie Hiemstra<sup>1</sup>, Eva Deros<sup>2</sup>, Marise Born<sup>1</sup>  
<sup>1</sup> Erasmus University Rotterdam, the Netherlands, <sup>2</sup> Ghent University, Belgium

Th-S93-SYM-02

**Beyond validity: Shedding light on the social situation in employment interviews**

Martin Kleinmann<sup>1</sup>, Klaus Melchers<sup>2</sup>, Pia Ingold<sup>1</sup>, Annika Wilhelmy<sup>1</sup>  
<sup>1</sup> Universität Zürich, Switzerland, <sup>2</sup> Universität Ulm, Germany

Th-S93-SYM-03

**Applicant Reactions to Selection Methods: Where are we now and a look to the future**

Ioannis Nikolaou<sup>1</sup>, Talya Bauer<sup>2</sup>, Donald Truxillo<sup>2</sup>  
<sup>1</sup> Athens University of Economics and Business, Greece, <sup>2</sup> Portland State University, USA

Th-S93-SYM-04

**Situational judgment testing: A review and some new developments**

Janneke Oostrom<sup>1</sup>, Britt De Soete<sup>2</sup>, Filip Lievens<sup>2</sup>  
<sup>1</sup> VU University Amsterdam, the Netherlands, <sup>2</sup> Ghent University, Belgium

Th-S93-SYM-05

**Identifying innovation potential: Challenges for research and practice**

Kristina Potočník<sup>1</sup>, Neil Anderson<sup>2</sup>, Felisa Latorre<sup>3</sup>  
<sup>1</sup> University of Edinburgh, Business School, UK, <sup>2</sup> Brunel University, Business School, UK,  
<sup>3</sup> ITAM, Department of Business Administration, Mexico

15:30–17:00 Session 94 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S94-OR-01

**True Objective Measurement Of Creativity**

Richard Justenhoven, Katharina Lochner, Achim Preuss  
cut-e Group

Th-S94-OR-02

**A construct-oriented development approach of Situational Judgment Tests**

Nadine Kasten, Thomas Staufenberg  
Osnabrück University



Th-S94-OR-03

**Assessing employees propensity to engage in OCB: Incremental validity of SJT beyond personality.**

Benoit Lothe<sup>1</sup>, Anthony Scius<sup>1</sup>, Romain Pieper<sup>1</sup>, Davy Salmon<sup>2</sup>, Isabelle Hansez<sup>1</sup>

<sup>1</sup> Human Resources Development Unit University of Liège, <sup>2</sup> UNMS

Th-S94-OR-04

**How does applicant's perception matter?**

Thomas Moldzio

Moldzio & Partner – Institute for Personnel Selection

Th-S94-OR-05

**Is there any relationship between assessment center (AC) results and self-report questionnaires used in ACs?**

Aylin Dincer Atmaca<sup>1,2</sup>, Levent Sevinc<sup>1</sup>

<sup>1</sup> Assessment Systems Turkey, <sup>2</sup> Marmara University

15:30–17:00 Session 95 | **Symposium** | Room: RC Oslo Hall B

**Resilience in the workplace: Leading through change and challenges**

Topic/s: 3. Positive organizational behavior

Chair/s: Joana Kuntz, Katharina Näswall

Th-S95-SYM-01

**What do we mean by resilience?**

Antonio Pangallo

City University London

Th-S95-SYM-02

**Employee Resilience Defined**

Joana Kuntz, Sanna Malinen, Katharina Naswall

University of Canterbury

Th-S95-SYM-03

**Resilience in the workplace: A new perspective on effective leadership?**

Venkataraman Nilakant<sup>1</sup>, Bernard Walker<sup>1</sup>, Kate van Heugten<sup>2</sup>, Rosemary Baird<sup>1</sup>, Herb de Vries<sup>1</sup>

<sup>1</sup> College of Business and Law, University of Canterbury, <sup>2</sup> College of Arts, University of Canterbury

Th-S95-SYM-04

**Employee resilience and employee and organizational outcomes**

Katharina Naswall, Sanna Malinen, Joana Kuntz

University of Canterbury

15:30–17:00 Session 96 | **Panel** | Room: RC Oslo Hall C

Topic/s: 6. Personnel selection

Chair: Katharina Lochner

Th-S96-PAN-01

**Candidate Centric Assessment**

Rudi Myrvang<sup>1</sup>, Achim Preuss<sup>2</sup>, Eugene Burke<sup>3</sup>, Anders Sjöberg<sup>4</sup>, Glenn Menkin<sup>5</sup>, Ova Schulze<sup>6</sup>,

Katharina Lochner<sup>2</sup>

<sup>1</sup> cut-e Nordic, <sup>2</sup> cut-e Group, <sup>3</sup> SHL/CEB, <sup>4</sup> Stockholm University, <sup>5</sup> DNV, <sup>6</sup> Ericsson

16:00–17:30 Session 97 | **Poster session** | Room: OKS Forum

Topic/s: 12. Organizational Change and Development

13. Labor market issues

14. Technology, work-design and human-machine-systems

Th-S97-PO-01

**Mentees' learning and knowledge through formal peer-mentoring program**

Gloria Castaño, Silvia Sanchez-Herrero, Miguel Alonso, Ana Calles

Complutense University

Th-S97-PO-02

**Organizational change, innovation and employee well-being**

Sylvie Boermans, Lander Vermeerbergen, Geert van Hooft

KU Leuven

Th-S97-PO-03

**Knowledge Hiding in the Academia: What, Where, and How Often?**

Tomislav Hernaus<sup>1</sup>, Nina Poloski Vokic<sup>1</sup>, Ana Aleksic<sup>1</sup>, Matej Cerne<sup>2</sup>, Miha Skerlavaj<sup>3</sup>

<sup>1</sup> University of Zagreb, Faculty of Economics and Business, <sup>2</sup> University of Ljubljana, Faculty of Economics, <sup>3</sup> BI Norwegian Business School

Th-S97-PO-04

**Can Emotional Competences Intervention Change Mood?**

Sabina Hodzic<sup>1,2</sup>, Pilar Ripoll<sup>1</sup>, Eva Lira<sup>1</sup>, Franck Zenasni<sup>2</sup>

<sup>1</sup> University of Valencia, Spain, <sup>2</sup> Université Paris Descartes, France

Th-S97-PO-05

**Everyday ideologies as enablers and constrainers of organizational development processes**

Minna Nylander

Aalto University

Th-S97-PO-06

**Can work in High Risk Organisations (HROs') provide deeper insights into Organisational Creativity theory?**

Varuni Wimalasiri, Dzidor Galley

University of Exeter

Th-S97-PO-07

**Impacts of 'anemployment' in higher education Graduates: Presenting a new theory**

Patrícia Araújo<sup>1</sup>, Filomena Jordão<sup>2</sup>, José Manuel Castro<sup>3</sup>

<sup>1</sup> Faculty of Psychology and Educational Sciences of University of Porto, Portugal, <sup>2</sup> Faculty of Psychology and Educational Sciences of University of Porto, Portugal, <sup>3</sup> Faculty of Psychology and Educational Sciences of University of Porto, Portugal

Th-S97-PO-08

**Business models as a facilitator of organizational change: Telehealth in the NHS**

Helen Hughes, Katharine Davies, Stephanie Hotchkiss, Lucy Bolton, Lauren Beaumont

Socio-Technical Centre, University of Leeds

Th-S97-PO-09

**The Full Mediator Role of Organizational Commitment in the Relationship Between Job Satisfaction and Job Turnover**

Morteza Charkhabi, Andrea Ceschi, Riccardo Sartori

Department of Philosophy, Education and Psychology, University of Verona, Italy

Th-S97-PO-10

**Motives for knowledge hoarding**

Marjolein Caniëls, Carmen Negina, Nando Strik

Open University of the Netherlands

Th-S97-PO-11

**Let them play games: Organizational socialization with business simulation games**

Marianna Krol<sup>1,2</sup>, Piotr Prokopowicz<sup>1,2</sup>, Grzegorz Zmuda<sup>1,2</sup>

<sup>1</sup> Jagiellonian University, <sup>2</sup> 313 Consulting

Th-S97-PO-12

**Human impact of organizational change : How to measure it ?**

Lisbet Alfonso<sup>1,2</sup>, Geneviève Gelot-Rouyer<sup>2</sup>

<sup>1</sup> Paris Descartes University, <sup>2</sup> Capital Santé S.A.S.

Th-S97-PO-13

**How do firms learn? Individual learning strategies in critical episodes of business start-ups**

Ariane A. Corradi

Universidade Federal de Minas Gerais

Th-S97-PO-14

**Work characteristics, motivational traits, psychological capital and work ability in the mid and late careers of Spanish workers**

Carlos-Maria Alcover<sup>1</sup>, Gabriela Topa<sup>2</sup>

<sup>1</sup> Rey Juan Carlos University, <sup>2</sup> Spanish University for Distance Teaching

Th-S97-PO-15

**Benefitting from others' misery and happy? An analysis of outplacement consultants' and insolvency practitioners' attitudes towards downsizing**

Manuela Richter, Cornelius J. König, Dennis Etzl, Habiba Schiller

Universität des Saarlandes

Th-S97-PO-16

**Implications of the implementation of new Economic and Logistics-systems in five health units**

Mathilde Lien, Per Øystein Saksvik, Bjørn Ragnar Albrigtsen

Norwegian University of Science and Technology

Th-S97-PO-17

**Applying online: Applicant perceptions of online resume' submission**

Judy Van Hein, Jessica Stidham, Mark Frame

Middle Tennessee State University

Th-S97-PO-18

**«Small but mighty»: Conditions for prototypicality claims in pre-merged minority organisations**

Miriam Rosa<sup>1</sup>, Ivan Gorski<sup>2</sup>, Sylvia Jarosz<sup>3</sup>, Eithne Kavanagh<sup>4</sup>, Anna-Maria Kersting<sup>5</sup>, Pavel Kounov<sup>6</sup>, Katarina Velickovic<sup>7</sup>, Steffen Giessner<sup>8</sup>, Rita Guerra<sup>1</sup>, Sven Waldzus<sup>1</sup>, Elizabeth Collins<sup>1</sup>

<sup>1</sup> Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL, <sup>2</sup> University of Zagreb, Croatia, <sup>3</sup> University of Lodz, Poland, <sup>4</sup> Trinity College, Ireland, <sup>5</sup> University of Salzburg, Austria, <sup>6</sup> Glasgow University, United Kingdom, <sup>7</sup> University of Belgrade, Serbia, <sup>8</sup> Rotterdam School of Management, Erasmus University Rotterdam

Th-S97-PO-19

**Systematic employee participation in designing improved work processes**

Liv Starheim

Danmarks Tekniske Universitet

Th-S97-PO-20

**Major organizational changes and mental health consequences – a top-management perspective on intervention and prevention.**

Janne Skakon

Department of Psychology, University of Copenhagen

Th-S97-PO-21

**The Relationship between Work Characteristics, Future Time Perspective & Work Ability of Older Employees in the Technical Sector**

Katharina Kuennen

Radboud University Nijmegen, The Netherlands Master of Work, Organizational & Health Psychology

Th-S97-PO-22

**«So, that's the result?**

**Negative effects of business-coaching and their causes from the perspective of organisations»**

Katrin Oellerich, Heidi Möller

University of Kassel

Th-S97-PO-23

**Enabling police organizational change through affective commitment to change**

Claudia L. Rus, Lucia Ratiu, Adriana Baban

Department of Psychology, Babes-Bolyai University

Th-S97-PO-24

**Work-Health Balance, a new construct to explain workers' well being after RTW**

Andrea Gragnano<sup>1</sup>, Massimo Miglioretti<sup>1</sup>, Silvia Simbula<sup>1</sup>, Angela GEM De Boer<sup>2</sup>

<sup>1</sup> Università degli Studi di Milano Bicocca, Milan, Italy, <sup>2</sup> Coronel Institute of Occupational Health, Academic Medical Centre, Amsterdam, Netherlands

Th-S97-PO-25

**Qualitative content analysis as a tool for exploring job application process: Reasons for not/applying for advertised job**

Marija Bogicevic, Niko Cigoja, Ivana B. Petrovic

Department of Psychology, Faculty of Philosophy, University of Belgrade, RS

Th-S97-PO-26

**Organizational change context: Its influence on learning and skills learned on the job.**

Amanda Ferreira

UnB – Universidade de Brasília, CAPES – Coordenação de Aperfeiçoamento de Pessoal de Nível Superior

Th-S97-PO-27

**In the land of the blind, feeling creative is easy, but being is not: The two faces of creativity**

Marjolein Caniëls<sup>1</sup>, Eric Rietzschel<sup>2</sup>

<sup>1</sup> Open University of the Netherlands, <sup>2</sup> University of Groningen, Department of Psychology

Th-S97-PO-28

**Financial deprivation and psychological well-being during unemployment:**

**A mediational model**

Marta SouSa-Ribeiro<sup>1,2</sup>, Magnus Sverke<sup>1</sup>, Joaquim Luís Coimbra<sup>2</sup>

<sup>1</sup> Department of Psychology, Stockholm University, <sup>2</sup> Faculty of Psychology and Education, University of Porto

Th-S97-PO-29

**Consultant-client relationship and knowledge transfer in SMEs change processes**

Luis Martinez<sup>1</sup>, Aristides Ferreira<sup>2</sup>, Amina Can<sup>3</sup>, Miguel Cunha<sup>1</sup>

<sup>1</sup> Nova School of Business and Economics, <sup>2</sup> Instituto Universitário de Lisboa (ISCTE-IUL),

<sup>3</sup> Mundiserviços Consulting

Th-S97-PO-30

**Development of Workforce Capability Through Assessments**

Alia Al Serkal

du (Emirates Integrated Telecommunication Company)

Th-S97-PO-31

**Investigating the inventors' inventory: The design of dynamic team member roles to manage innovation projects**

Denniz Dönmez, Gudela Grote

ETH Zurich

Th-S97-PO-32

**New insights on why and how people hide knowledge from their co-workers: A qualitative interview study**

Sebastian Mangold, Kristin Knipfer, Claudia Peus

Technische Universität München

Th-S97-PO-33

**Assessing mental workload in organizations: Reaching the goal of healthy workplaces**

Paul Jimenez, Anita Dunkl

University of Graz

Th-S97-PO-34

**Consequences of insufficient human factors-, and human reliability analyses in a design phase of automated drilling technology for an oil and gas installation.**

Gunhild Sætren<sup>1</sup>, Sandra Hogenboom<sup>2</sup>, Karin Laumann<sup>1</sup>

<sup>1</sup> NTNU, <sup>2</sup> DNV-GL

Th-S97-PO-35 | Interactive

**A value chain from psychological safety to implementation: A practitioner's perspective**

Bjørn G Kjønstad, Erik Eggen, Geir Løkling

iGo SA

Th-S97-PO-36 | Interactive

**Sentiment analysis of write-in comments related to organisational change**

Jurate Cingiene<sup>1</sup>, Dimitri Tcherniak<sup>1</sup>, Benoît Sagot<sup>2</sup>

<sup>1</sup> Towers Watson, London, UK, <sup>2</sup> Alpage, INRIA & Université Paris-Diderot, Paris, France

Th-S97-PO-37 | Interactive

**Understanding the interplay between the Theory of Planned Behavior and organizational commitment in predicting change readiness: A moderated-mediation-analysis**

Janna Nolte<sup>1</sup>, Tammo Straatmann<sup>2</sup>, Britta Seggewiss<sup>2</sup>

<sup>1</sup> Volkswagen AG, <sup>2</sup> University of Osnabrueck

Th-S97-PO-38 | Interactive

**Unemployment from a psychological needs perspective: What are the functions of formal employment for mental health?**

Andrea Zechmann, Karsten I Paul

Friedrich-Alexander University Erlangen-Nürnberg

Th-S97-PO-39 | Interactive

**Why do public sector managers quit their job?**

Erik Berntson<sup>1,2</sup>, Lisa Björk<sup>3</sup>, Linda Corin<sup>4</sup>, Annika Härenstam<sup>4</sup>, Anders Pousette<sup>5</sup>

<sup>1</sup> Department of Psychology, Stockholm University, Sweden, <sup>2</sup> Stress Research Institute, Stockholm University, Sweden, <sup>3</sup> Institute of Stress Medicine, Gothenburg, Sweden, <sup>4</sup> Department of Sociology and Work Science, Gothenburg University, Sweden, <sup>5</sup> Department of Psychology, Gothenburg University, Sweden

Th-S97-PO-40 | Interactive

**Impact of self-efficacy on the effectiveness of the school-to-work transition.**

Paweł Kot, Bohdan Rożnowski

Institute of Psychology The John Paul II Catholic University of Lublin

17:15–19:15 **EAWOP General Assembly** | Room: OKS Hall A

19:30–21:30 **Reception City Hall**

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Friday 22 May

FRIDAY	0800–0900	0915–1045	1100–1230	Lunch 1200–1430	1245–1330	1345–1430	1445–1615	1630–1800
Oslo Congress Center								
Hall A		Insym 114 den Hartog/Buengeler	STA 132 Antonakis/Schyns	Key 148 Coye-Shapiro	Key 164 Aycan	STA 181 Demer/van Yperen	Insym 197 van Quaque- beke/van Gils	
Hall B	Oral session 098	Insym 115 Anseel/Kuvaas	Insym 133 Bang	Pan 149 Schleicher		Insym 182 Gagne	Insym 198 Ekelund/Ekelund	
Hall C	Oral session 099	Pan 116 Kozusznik	Oral session 134	Oral session 150	Oral session 165	Pan 183 Soweld	Oral session 199	
Hall D	Sym 100 van Driel	Sym 117 Bosak/Kinahan	Sym 135 Steffens	Oral session 151	Oral session 166	Sym 184 Bark/van Dick	Sym 200 Straume	
Meeting room 1	Sym 101 Trenblay	Sym 118 Meyers/Van Woerkom		Oral session 152	Oral session 167	Sym 185 Rodriguez- Munoz/Sanz-Vergel	Sym 201 Rafn	
Meeting room 2	Sym 102 Rueff-Lopes/Lunca	Sym 119 Gleibs/Heliot	Oral session 136	Oral session 153	Oral session 168		Pan 202 Zappala	
Meeting room 3	Sym 103 Ohly/Schmitt	Sym 120 De Witte	Sym 137 Zappala/Martinez-Tur	Oral session 154	Oral session 169	Sym 186 Syrek/de Bloom	Sym 203 De Cooman	
Meeting room 4	Oral session 104	Oral session 121	Sym 138 Notelaers/Escartin	Oral session 155	Oral session 170	Sym 187 Mathiesen	Sym 204 Kubick	
Auditorium	Sym 105 Passos/Graça	Sym 122 de Jonge/Rietzschel	Sym 139 Schelbe/Doerwald	Oral session 156	Oral session 171	Sym 188 Unterrainer/Jonsson	Sym 205 Passos	
Torghjomet	Oral session 106	Sym 123 O'Shea/Michel	Sym 140 Busch	Oral session 157	Oral session 172	Sym 189 Daniels/Xanthopoulos	Sym 206 De Vos/Verbruggen	
Odin	Oral session 107	Sym 124 Carter	Sym 141 Hirsch/Spuk	Oral session 158	Oral session 173	Sym 190 Furunes/de Lange	Sym 207 Furunes/de Lange	
Balder	Oral session 108	Oral session 125	Alliance meeting	Oral session 159	Oral session 174	Oral session 191	Oral session 208	
Forum	0800–0930: Poster 109	1000–1130: Poster 13	1200–1330: Poster 147	1400–1530: Poster 180	1600–1730: Poster 196			
Royal Christiania				Lunch 1200–1430				
Christ. Hall A	Sym 110 Johnston/Kings	Insym 126 Hakanen	Insym 142 Falkenberg/Lindfors	Pan 160 Nielsen	Pan 175 Nielsen	Insym 192 Dysvik	Sym 209 Doland	
Christ. Hall B	Oral session 111	Sym 127 Martins	Sym 143 Fernet	Oral session 161	Pan 176 Miliam	Sym 193 Euwema	Sym 210 Bakker/Tijms	
Christ. Hall C	Oral session 112	Oral session 128	Sym 144 Andrei		Oral session 177	Sym 194 Navarro	EAWOP Worklab (1715–1800)	
Oslo Hall B		Sym 129 McDowall/Inceoglu	Sym 145 Kings/Kaufmann	Oral session 162	Oral session 178	Sym 195 Fischbach/Schein	EAWOP Small group (1715–1800)	
Oslo Hall C	Oral session 113	Sym 130 v. d. Heiden/Wegge	Oral session 146	Oral session 163	Oral session 179		Editor and reviewers (1715–1800)	
Christiania atrium							EAWOP Early career summer school (1715–1800)	



08:00–09:00 Session 98 | **Oral session** | Room: OKS Hall B

Topic/s: 9. Sustainable environment and organizations

Fr-S98-OR-01

**Corporate social responsibility and the employee: A meta-analysis**

Agnieszka Paruzel, Hannah Klug, Günter W. Maier

Bielefeld University Faculty of Psychology and Sport Science Department of Work and Organizational Psychology

Fr-S98-OR-02

**Lending a Helping Hand: A Multilevel Investigation of Prosocial Motivation, Inclusive Climate and Inclusive Behavior**

Philippe Nelissen, Ute Hulsheger, Gemma van Ruitenbeek, Fred Zijlstra

Maastricht University

Fr-S98-OR-03

**Pro-environmental behavior at work: Individual and organizational predictors for task related and pro-active behaviors**

Julia Spieß<sup>1</sup>, Kathrin Heinitz<sup>2</sup>

<sup>1</sup> Nordlicht Management Consultants GmbH, <sup>2</sup> Freie Universität Berlin

08:00–09:00 Session 99 | **Oral session** | Room: OKS Hall C

Topic/s: 13. Labor market issues

Fr-S99-OR-01

**When Career Paths No Longer Exist: A Grounded Theory of Career Behaviour among Young Professionals in the Aftermath of the Global Financial Crisis**

Maria Simosi<sup>1</sup>, Denise Rousseau<sup>2</sup>, Maria Daskalaki<sup>3</sup>

<sup>1</sup> University of Roehampton, UK, <sup>2</sup> Carnegie Mellon, US, <sup>3</sup> Kingston University, UK

Fr-S99-OR-02

**How culture impacts careers: A study of career success and its relationships with political skill, goal orientation, and uncertainty avoidance in 26 countries**

Eva Grimm<sup>1</sup>, Regina Eckert<sup>2</sup>, Carmen Binnwies<sup>3</sup>, Goerge S. Hallenbeck<sup>2</sup>

<sup>1</sup> Johannes Gutenberg University, Mainz, DE, <sup>2</sup> Center for Creative Leadership, Brussels, BE,

<sup>3</sup> Westfälische Wilhelms-University, Muenster, DE

Fr-S99-OR-03

**Professional Fulfillment: Measurement, associations and implications**

Ligia Oliveira-Silva<sup>1</sup>, Luiz Victorino<sup>2</sup>, John Arnold<sup>3</sup>

<sup>1</sup> Universidade de Brasilia, <sup>2</sup> Universidade Católica de Brasília, <sup>3</sup> Loughborough University

Fr-S99-OR-04

**Motivational Drivers across Age Groups: Clues for Theory and Practice**

Tatiana Gulko, John Hackston, Sofia Lundal, Philippa Davis

OPP Ltd.

08:00–09:00 Session 100 | **Symposium (P)** | Room: OKS Hall D

**The Right Stuff: Combining Science and Practice for Compelling Leadership Development**

Topic/s: 8. Leadership and management

Chair/s: Marinus van Driel

Fr-S100-SYM-01

**Creating a Leadership Pipeline: a MetLife Case Study**

Hennie Kriek<sup>1</sup>, Arnold Dhanesar<sup>2</sup>

<sup>1</sup> TTS- Top Talent Solutions, Inc, <sup>2</sup> MetLife

Fr-S100-SYM-02

**Practice makes perfect: The impact of practical, problem-based leadership development to enable organizational change**

Kassie Cox<sup>1</sup>, Marinus van Driel<sup>2</sup>, Susan Christensen<sup>2</sup>, Brian McTernan<sup>2</sup>

<sup>1</sup> Portland General Electric, <sup>2</sup> Accenture

Fr-S100-SYM-03

**Leadership Development for Senior Managers**

Katharina Lochner, Achim Preuss

cut-e Group

Fr-S100-SYM-04

**Leaders and organizational cultural transformation**

Claudy Jules

Accenture

08:00–09:00 Session 101 | **Symposium (P)** | Room: OKS Meeting Room 1

**Commitment and Identification: Overcoming shortcomings**

Topic/s: 3. Positive organizational behavior

Chair/s: Isabelle Tremblay

Fr-S101-SYM-01

**Organizational socialization tactics and newcomers' psychological health in the workplace: Investigating the mediating role of affective commitment to the organization and to the supervisor**

Emilie Lapointe

Nottingham University Business School China

Fr-S101-SYM-02

**Social Identity as a Buffer against Stress**

Rolf van Dick<sup>1</sup>, Jan Hausser<sup>2</sup>, Andreas Mojzisch<sup>2</sup>, Maren Kattenstroth<sup>2</sup>

<sup>1</sup> Goethe University Frankfurt, <sup>2</sup> University of Hildesheim

Fr-S101-SYM-03

**Team performance in interdisciplinary teams: A study of team processes and types of identification**

Isabelle Tremblay<sup>1</sup>, François Chiocchio<sup>2</sup>, Marie-Josée Fleury<sup>3</sup>

<sup>1</sup> Université de Montréal, <sup>2</sup> University of Ottawa, <sup>3</sup> McGill University

Fr-S101-SYM-04

**Teams in Profession Service Firms: Managing professionals without (organisational) borders**

Yvonne van Rosenberg, Juani Swart, Nick Kinnie

University of Bath

08:00–09:00 Session 102 | **Symposium (P)** | Room: OKS Meeting Room 2

**Emotional dynamics of service interactions: Putting the focus on employees.**

Topic/s: 19. Emotions in the workplace

Chair/s: Rita Rueff-Lopes, Ana Junça

Fr-S102-SYM-01

**Categorizing customers' behavior and its influence on employees' emotions:  
The moderating role of employees' propensity for emotional contagion.**

Rita Rueff-Lopes, et al.

ISCTE-IUL Instituto Universitário de Lisboa

Fr-S102-SYM-02

**Creating a Virtuous Cycle of emotional labour through coaching.**

Audrey Tang

Brunel University

Fr-S102-SYM-03

**The bright and the dark sides of a working day- significant daily events and emotional  
activation: The role of cognitive appraisals**

Ana Silva, António Caetano, Rita Rueff-Lopes

ISCTE-IUL Instituto Universitário de Lisboa

Fr-S102-SYM-04

**The complexity of Emotional Labor in Service Organizations: A challenging perspective  
of analysis**

Esther Gracia<sup>1</sup>, Neal M. Ashkanasy<sup>2</sup>, Carolina Moliner<sup>3</sup>, José Ramos<sup>1,3</sup>

<sup>1</sup> University of Valencia, <sup>2</sup> University of Queensland, <sup>3</sup> Valencian Economic Research Institute

08:00–09:00 Session 103 | **Symposium** | Room: OKS Meeting Room 3

**The effect of being online: Processes and boundary conditions of smartphone use after  
hours**

Topic/s: 2. Employee stress and burnout

Chair/s: Sandra Ohly, Antje Schmitt

Discussant/s: Sabine Sonnentag

Fr-S103-SYM-01

**When leisurely activities harm: Daily effects of late-night smartphone use for fun**

Klodiana Lanaj<sup>1</sup>, Trevor Foulk<sup>1</sup>, Russell Johnson<sup>2</sup>

<sup>1</sup> University of Florida, <sup>2</sup> Michigan State University

Fr-S103-SYM-02

**Work related mobile use after hours and affective well-being: The role of ambition and  
positive work reflection**

Lenka Duranova, Antje Schmitt, Braukmann Johanna, Ohly Sandra

University of Kassel

Fr-S103-SYM-03

**A diary study on work-related smartphone use, work-family conflict and family role  
performance: Examining the role of segmentation preference**

Derks Daantje<sup>1</sup>, Bakker Arnold<sup>1</sup>, Pascale Peters<sup>2</sup>, Pauline van Wingerden<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> Radboud University Nijmegen

Fr-S103-SYM-04

**Is Information and Communication Technology (ICT) a demand or a resource?  
– Development of an ICT Events Taxonomy**

Johanna Braukmann, Antje Schmitt, Lenka Duranova, Sandra Ohly

University of Kassel

08:00–09:00 Session 104 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 18. Teams and workgroups

Fr-S104-OR-01

**The Group Development Scale for Sport Teams (EDG-D): Study of its psychometric qualities**

Rui Mamede<sup>1,2</sup>, Paulo Lourenço<sup>1</sup>, Virginia Orengo<sup>2</sup>

<sup>1</sup> Universidade de Coimbra, <sup>2</sup> Universitat de València

Fr-S104-OR-02

**Moderation Effect of Psychological Capital in Intragroup Conflict Transformation and Escalation**

Tobias Hauth<sup>1</sup>, Jesus Sanchez<sup>1</sup>, Ana Zornoza<sup>1</sup>, Mirlene Siqueira<sup>2</sup>

<sup>1</sup> IDOCAL, University of Valencia, <sup>2</sup> Universidade Metodista de Sao Paulo, Brazil

Fr-S104-OR-03

**Team reflection linking transformational leadership and team innovativeness**

Wilfried Neumann, Regina Mulder

University of Regensburg

Fr-S104-OR-04

**An International Comparison of Business Meetings**

Wendelien van Eerde, Claudia Buengeler

University of Amsterdam Business School

08:00–09:00 Session 105 | **Symposium** | Room: OKS Auditoriet

**Shaping team processes agenda: Their antecedents and outcomes through a temporal lens**

Topic/s: 18. Teams and workgroups

Chair/s: Ana Margarida Passos, Ana Margarida Graça

Fr-S105-SYM-01

**Are shared (temporal) cognitions and temporal leadership substitutes?**

**An analysis on the effects on temporal conflict and team performance**

Catarina Marques Santos<sup>1</sup>, Ana Margarida Passos<sup>1</sup>, Sijr Uitdewilligen<sup>2</sup>

<sup>1</sup> Instituto Universitário de Lisboa – ISCTE-IUL, Portugal, <sup>2</sup> Maastricht University, The Netherlands

Fr-S105-SYM-02

**«Walk without rhythm and we won't attract the worm»?**

**A qualitative exploratory study of engaged teams' verbal and non-verbal interactions**

Patrícia Costa<sup>1</sup>, Ana Margarida Passos<sup>1</sup>, Arnold Bakker<sup>2</sup>

<sup>1</sup> Instituto Universitário de Lisboa – ISCTE-IUL, Portugal, <sup>2</sup> Erasmus University of Rotterdam, The Netherlands

Fr-S105-SYM-03

**«Beware of the dark side»: The impact of destructive collective leadership on affective team climate and creativity-innovation**

Amal Ahmadi<sup>1</sup>, Saša Batistič<sup>2</sup>, Ana Margarida Graça<sup>1</sup>, Renata Kenda<sup>1</sup>, Bernd Vogel<sup>1</sup>

<sup>1</sup> Henley Business School, University of Reading, United Kingdom, <sup>2</sup> Portsmouth Business School, University of Portsmouth, United Kingdom

Fr-S105-SYM-04

**What I/we do is all about innovation. Sources of leadership and creativity-innovation in teams: Underlying processes in a multilevel and temporal lens**

Ana Margarida Graça<sup>1</sup>, Bernd Vogel<sup>1</sup>, Ana Margarida Passos<sup>2</sup>

<sup>1</sup> Henley Business School, University of Reading, United Kingdom, <sup>2</sup> Instituto Universitário de Lisboa – ISCTE-IUL, Portugal

08:00–09:00 Session 106 | **Oral session** | Room: OKS Torghjønnet  
Topic/s: 13. Labor market issues

Fr-S106-OR-01

**The Effect of Pay Satisfaction and Organizational Commitment on Turnover Intention**

Rizqi Nur'aini A'yunnisa<sup>1</sup>, Ridwan Saptoto<sup>2</sup>

<sup>1</sup> Maastricht University, <sup>2</sup> Universitas Gadjah Mada

Fr-S106-OR-02

**Towards a normalisation of unemployment? A French exploratory study**

Anne Pignault<sup>1,2</sup>, Claude Houssemand<sup>1</sup>

<sup>1</sup> University of Luxembourg, ECCS, Institute of Lifelong Learning & Guidance (LLG) Route de Diekirch, BP2 L-7201 Walferdange, Luxembourg, <sup>2</sup> INETOP-CNAM Paris, Centre de Recherche sur le Travail et le Développement (CRTD) 41 rue Gay Lussac, 75005 Paris, France

Fr-S106-OR-03

**Toward A Theory of the Recruiter's Role And Relationships To Various Stakeholders in the Organizational Context**

Michael Campion

University of South Carolina

08:00–09:00 Session 107 | **Oral session** | Room: OKS Odin  
Topic/s: 3. Positive organizational behavior

Fr-S107-OR-01

**Relationship between Person-Organization Fit and Work Outcomes: Psychological Capital as the Mediator**

Pei Yee Chang, Yin Lu Ng

HELP University

Fr-S107-OR-02

**The Role of Support in the Relationship between Autonomy and Engagement among Portuguese Nurses: A Multilevel Study**

María Vera<sup>1</sup>, Isabel Martínez<sup>2</sup>, Laura Lorente<sup>3</sup>, María José Chambel<sup>4</sup>

<sup>1</sup> Instituto Tecnológico Superior Cordillera (Quito, Ecuador), <sup>2</sup> Universitat Jaume I, <sup>3</sup> Universitat de València, <sup>4</sup> University of Lisbon

Fr-S107-OR-03

**Incongruent Crossover: Adverse Reactions to Highly Engaged Colleagues**

Heleen van Mierlo<sup>1</sup>, Gera Noordzij<sup>2</sup>, Moana Keiper<sup>1</sup>, Lisenne Giel<sup>1,2</sup>, Arnold Bakker<sup>1</sup>, Denise Fortuin<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, Institute of Psychology, <sup>2</sup> Erasmus University Rotterdam, Erasmus University College

Fr-S107-OR-04

**A Test of a Job Demands-Resources Intervention**

Jessica Wingerden<sup>1</sup>, Daantje Derks<sup>1</sup>, Arnold B. Bakker<sup>1,2</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> Lingnan University Hong Kong

08:00–09:00 Session 108 | **Oral session** | Room: OKS Balder  
Topic/s: 16. Conflicts in organizations

Fr-S108-OR-01

**Great expectations – The relationship between psychological contract fulfilment, newcomer organisational trustworthiness perceptions and trust**

Lisa van der Werff<sup>1,2</sup>, Finian Buckley<sup>1</sup>

<sup>1</sup> Dublin City University, <sup>2</sup> IC<sup>4</sup>

Fr-S108-OR-02

**Asymmetries in task dependence and organizational performance: Should hr intervene and, if so, how and why?**

Simon de Jong<sup>1</sup>, Florian Kunze<sup>2</sup>, Heike Bruch<sup>3</sup>

<sup>1</sup> University of Bath, <sup>2</sup> University of Konstanz, <sup>3</sup> University of St. Gallen

Fr-S108-OR-03

**Employees' trust in top management: How tmt relational conflicts can shape the effects of tmt behavioral integration**

Anneloes Raes<sup>1</sup>, Simon de Jong<sup>2</sup>, et al.

<sup>1</sup> IESE business school, Spain, <sup>2</sup> University of Bath, UK

Fr-S108-OR-04

**Methodological Issues in the Measurement of Enacted Incivility**

Alexandra Chris, Ashlyn Patterson, Thomas Sasso, Ekaterina Pogrebtsova, M. Gloria Gonzalez Morales

University of Guelph

08:00–09:30 Session 109 | **Poster session** | Room: OKS Forum

Topic/s: 8. Leadership and management

9. Sustainable environment and organizations

10. Performance and productivity

11. Ethics

20. Research methodology

Fr-S109-PO-01

**Are professors leading differently? Success factors for effective leadership at universities in Germany**

Dr. Anja Frohnen<sup>1</sup>, Prof. Dr. Uta Bronner<sup>2</sup>

<sup>1</sup> Impulsplus, Köln, <sup>2</sup> Hochschule für Technik Stuttgart

Fr-S109-PO-02

**Personality Dimensions and Job Performance: A Study on 204 Italian Trade Agents**

Riccardo Sartori, Arianna Costantini, Andrea Ceschi, Andrea Scalco

University of Verona

Fr-S109-PO-03

**Effects of Goal Congruence and Organizational Support on Job Performance**

Amanda Palmer

University of Houston

Fr-S109-PO-04

**Environmental sustainability: New perspectives for work and organizational psychology (WOP)**

Maruska Strada, Luca Vecchio

University of Milano-Bicocca

Fr-S109-PO-05

**Thriving in turbulent times – linking servant leadership to employee well-being and retention**

Xuan Feng<sup>1</sup>, Armin Pircher Verdorfer<sup>2</sup>, Claudia Peus<sup>3</sup>, Dieter Frey<sup>1</sup>

<sup>1</sup> Ludwig Maximilians University, <sup>2</sup> Technische Universität München

Fr-S109-PO-06

**Leader-member Exchange (LMX) and Performance: A Meta-analytic Review**

Geoff Thomas<sup>1</sup>, Robin Martin<sup>2</sup>, Yves Guillaume<sup>2</sup>, Olga Epitropaki<sup>3, 2</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> University of Manchester, <sup>3</sup> Aston University, <sup>4</sup> ALBA American College of Greece

Fr-S109-PO-07

**Authentic leadership perceptions and their relations with employees trust and well-being**

Louis Baron, Marie Gwen Castel-Girard

Université du Québec à Montréal – School of Management

Fr-S109-PO-08

**Measuring and Comparing the Ability of Three Different Organizational Leadership Styles in Predicting Tendency to Change**

Naghi Ra'di Afsouran<sup>1,2</sup>, Morteza Charkhabi<sup>3</sup>, Behzad Ghasemi<sup>4</sup>

<sup>1</sup> Department of Educational Science, University of Isfahan, Iran, <sup>2</sup> Department of Humanistic Science, University of Guilan, Iran, <sup>3</sup> Department of Philosophy, Education and Psychology, University of Verona, Italy, <sup>4</sup> Department of Educational Science, Shahid Chamran University of Ahvaz, Iran

Fr-S109-PO-09

**The relative importance of transformational and fair leadership behaviours for employee well-being**

Kaisa Perko<sup>1</sup>, Ulla Kinnunen<sup>1</sup>, Taru Feldt<sup>2</sup>

<sup>1</sup> School of Social Sciences and Humanities, University of Tampere, Tampere, Finland, <sup>2</sup> Department of Psychology, University of Jyväskylä, Jyväskylä, Finland

Fr-S109-PO-10

**Meanings about Corporate Social Responsibility in leaders of small, medium and big enterprises in Bogotá, Colombia**

Maria Claudia Peralta- Gómez, Ana María González Pinilla, Andrés García Romero

Universidad de La Sabana. Colombia

Fr-S109-PO-11

**The role of empathy, customer orientation, and work engagement in the relationship between servant leadership and customer-oriented organizational citizenship behaviors**

Ravit Oren, Dana Yagil

Unieversity of Haifa

Fr-S109-PO-12

**The relationship between capability belief and performance is governed by two self-regulation processes**

Robert van Doorn

Department of work and Social psychology Maastricht University The Netherlands

Fr-S109-PO-13

**Welcome to ISLAND: An Innovative Browser-based Negotiation Tool**

Alison Goetze, Christian Bucher

University of Zurich

Fr-S109-PO-14

**The role of empowering leadership and knowledge sharing for ambidexterity**

Marjolein Caniëls, Carmen Negina, Nico Schaetsaert

Open University of the Netherlands

Fr-S109-PO-15

**Environmental assessment for decision, what about subjectivity and cognitive limits?**

Rudy Patard

UMET CNRS UMR 8207 – Université Lille 1

Fr-S109-PO-16

**Leading foreign firms in China: Cultural diversity between leaders and followers and its impact on organizational identification and leader effectiveness**

Neela Muehlemann<sup>1</sup>, Sebastian Schuh<sup>2</sup>, Klaus Jonas<sup>1</sup>

<sup>1</sup> University of Zurich, <sup>2</sup> China Europe International Business School (Shanghai)



Fr-S109-PO-17

**Leadership Development Program in a Retailing Organization: A Preliminary Study**

Bülent Kilic  
Koç University

Fr-S109-PO-18

**Measuring Complexity Leadership**

Catarina Gomes<sup>1</sup>, Maria Mendes<sup>1</sup>, Pedro Marques-Quinteiro<sup>1</sup>, Pedro Lind<sup>2</sup>, Luís Curral<sup>1</sup>

<sup>1</sup> Faculdade de Psicologia, Universidade de Lisboa, Lisboa, Portugal, <sup>2</sup> ForWind, Oldenburg University, Germany

Fr-S109-PO-19

**Future of Leadership: Megatrends and their impacts on role and task of leaders**

Daniela Eberhardt

Fr-S109-PO-20

**CSR in the eye of the beholder: Authenticity and its effect on employee attitudes and behaviors**

Kathrin Heinitz<sup>1</sup>, Timo Lorenz<sup>1</sup>, Daniel Schulze<sup>2</sup>

<sup>1</sup> Freie Universität Berlin, <sup>2</sup> None

Fr-S109-PO-21

**When supervisor leadership style influences subordinates' stressors and well-being: A study within the Spanish context**

Rita Berger<sup>1</sup>, Sharon Glazer<sup>2</sup>

<sup>1</sup> University of Barcelona, <sup>2</sup> University of Baltimore

Fr-S109-PO-22

**Different relationships between job satisfaction facets and work locus of control:**

**What leaders can control**

Velli Parts, Liina Randmann

Tallinn University of Technology

Fr-S109-PO-23

**The identification of the leadership styles within the organization in relational perspective – consistency of superiors' self-diagnosis with assessment of the leadership styles made by subordinates.**

Urszula Brzezińska

Psychological Test Laboratory of Polish Psychological Association

Fr-S109-PO-24

**Are observer ratings a better predictor of job performance than self-report?**

**– An investigation of a Norwegian sample.**

Frida Nossen, Marie Austeid

BI Norwegian Business School

Fr-S109-PO-25

**Work satisfaction and work performance: An experimental examination of a causal model**

Jakub Prochazka, Martin Vaculik

Masaryk University, Faculty of Social Studies, Department of Psychology

Fr-S109-PO-26

**Dialectical Thinking: Integrating societal and business objectives**

Mano Ramakrishnan

atrain, Human Capital Leadership Institute

Fr-S109-PO-27

**Adaptive leadership in the military: How can unit leaders contribute to their soldiers' adaptability?**

Karen van Dam<sup>1</sup>, Ninka Lenssen<sup>2</sup>, Walter van Bijlevelt<sup>3</sup>

<sup>1</sup> Open University, <sup>2</sup> Tilburg University, <sup>3</sup> Royal Netherlands Army

Fr-S109-PO-28

**An integrative approach to different social actors**

Lilia Ivana Mamic<sup>1</sup>, Agustín Molina<sup>2</sup>

<sup>1</sup> Universidad Rey Juan Carlos, <sup>2</sup> University of Limerick

Fr-S109-PO-29

**Leader Charisma: An Embodiment Perspective**

Susan Reh<sup>1</sup>, Niels Van Quaquebeke<sup>1</sup>, Steffen R. Giessner<sup>2</sup>

<sup>1</sup> Kuehne Logistics University, <sup>2</sup> Rotterdam School of Management, Erasmus University

Fr-S109-PO-30

**Measuring corporate social responsibility through psychological components**

Oswaldo Viteri, Valentina Ramos

Faculty of Administrative Science – Escuela Politécnica Nacional

Fr-S109-PO-31

**Predictors of Satisfaction with Elderly Care Services**

Ali Kazemi<sup>1</sup>, Petri Kajonius<sup>2,1</sup>

<sup>1</sup> School of Health and Education, University of Skövde, <sup>2</sup> Department of Psychology, Göteborg University

Fr-S109-PO-32

**Accessing cognitive expertise: Sharing knowledge elicitation methods**

Julie Gore<sup>1</sup>, Almuth McDowall<sup>2</sup>, Adrian Banks<sup>1</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> City University, London

Fr-S109-PO-33

**Exploring relationship between professional development opportunity and cultural intelligence among a Canadian military sample.**

Martin Yelle, Karen Davis

Department of National Defence

Fr-S109-PO-34 | Interactive

**Implementation of work-oriented training on values in organizations**

Sandra Niedermeier, Raphaela Schätz, Heinz Mandl

University of Munich (LMU)

Fr-S109-PO-35 | Interactive

**The Longevity of Hypernorms: Exploring Time and Responsibility in Integrated Social Contracts Theory**

David Wasieleski<sup>1,2</sup>, Gunter Schumacher<sup>2</sup>, Sefa Hayibor<sup>3</sup>

<sup>1</sup> Duquesne University, <sup>2</sup> ICN Business School, <sup>3</sup> Carleton University

Fr-S109-PO-36 | Interactive

**An Exploratory Research of Employee Perception of Proactive Behavior**

Marija Miselyte, Dalia Bagdziuniene

Vilnius University

Fr-S109-PO-37 | Interactive

**Dispersion in Corporate Social Responsibility Orientation and Team Cohesion and Conflict: The moderating Role of Team Trust**

Douglas Mahony, et al.

Lehigh University

Fr-S109-PO-38 | Interactive

**The effect of constructive leadership on subjective well-being of employees: Evidence from Chile**

Rene Gempp, Sergio Valenzuela-Ibarra

Facultad de Economía y Empresa, Universidad Diego Portales

Fr-S109-PO-39 | Interactive

**Leadership and well-being among academic faculty in Czech universities**

Katerina Machovcova, Katerina Zabrodská, Jiri Mudrak

Institute of Psychology, Academy of Sciences of the Czech Republic

08:00–09:00 Session 110 | **Symposium** | Room: RC Christiania Hall A

**«Different» careers: How social group membership and personality shape career pathways**

Topic/s: 13. Labor market issues

Chair/s: Claire Johnston, Franciska Krings

Fr-S110-SYM-01

**With which leadership styles are men and women most likely to advance to top positions?**

Tanja Hentschel<sup>1</sup>, Susanne Braun<sup>1,2</sup>, Claudia Peus<sup>1</sup>, Dieter Frey<sup>2</sup>

<sup>1</sup> TUM School of Management, <sup>2</sup> LMU Center for Leadership and People Management

Fr-S110-SYM-02

**Managing Employees' Employability and Job Quality: Different Ages require Different Approaches**

Jessie Koen, Annelies Van Vianen, Aukje Nauta, De Pater I.E.

Faculty of Social and Behavioral Sciences, University of Amsterdam, The Netherlands

Fr-S110-SYM-03

**Immigrants' career resources**

Claire Johnston<sup>1</sup>, Franciska Krings<sup>2</sup>, Grégoire Bollmann<sup>1</sup>

<sup>1</sup> Swiss National Centre of Competence in Research LIVES – Overcoming vulnerability: life course perspectives (NCCR LIVES), University of Lausanne, Switzerland, <sup>2</sup> Faculty of Business and Economics, University of Lausanne

Fr-S110-SYM-04

**Climbing up the career ladder and dark side personality: Prospective and reverse effects**

Bart Wille, Filip De Fruyt

Department of Developmental, Personality and Social Psychology, University of Gent, Belgium

08:00–09:00 Session 111 | **Oral session** | Room: RC Christiania Hall B

Topic/s: 3. Positive organizational behavior

Fr-S111-OR-01

**Workplace Bullying, Organizational Changes and Organizational Citizenship Behaviour**

Ana Verdasca

Socoius / ISEG / University of Lisbon

Fr-S111-OR-02

**Relationship between self-efficacy and job crafting: moderating effects of interpersonal relationship factors.**

Yuta Morinaga

Musashi University

Fr-S111-OR-03

**Organizational Citizenship Behavior: The Role of Manager's Autonomy Support and Intrinsic Motivation**

Jessica Bérard, Yanick Provost Savard, Véronique Dagenais-Desmarais

Université de Montréal

08:00–09:00 Session 112 | **Oral session** | Room: RC Christiania Hall C  
Topic/s: 8. Leadership and management

Fr-S112-OR-01

**A study on the influence of strategic, critical and creative thinking on decision making styles.**

B Ozen

Turkish Army War College, Haliç University

Fr-S112-OR-02

**Leading organizational restructuring: A field study of virtual team and individual members' reactions**

Kristine Kjellsen<sup>1</sup>, M. Travis Maynard<sup>2</sup>

<sup>1</sup> Kongsberg Oil & Gas; Business Consulting, <sup>2</sup> Colorado State University; Department of Management

Fr-S112-OR-03

**Uncertain, but better – the influence of personal uncertainty on the ability to detect lies and deceit**

Patrick Müller<sup>1</sup>, Marc-André Reinhard<sup>2</sup>, Kees van den Bos<sup>3</sup>

<sup>1</sup> HFT Stuttgart University of Applied Sciences, <sup>2</sup> University of Kassel, <sup>3</sup> Utrecht University

Fr-S112-OR-04

**Always on my mind: The impact of relational ambivalence on rumination after a manager-induced psychological contract violation**

Kyle E. Ingram

University of Greenwich

08:00–09:00 Session 113 | **Oral session** | Room: RC Oslo Hall C  
Topic/s: 12. Organizational Change and Development  
19. Emotions in the workplace

Fr-S113-OR-01

**Emotions and Sensemaking in Organizational Change: Combining Affect Infusion Model and Sensemaking**

Sevda Yükksek, Sigrid Bekmeier-Feuerhahn

Leuphana University Lüneburg

Fr-S113-OR-02

**Examining the Impact of Recession on Employee Well-being: A Moderated Mediation Model based on Job Demands and Resources Theory**

Yseult Freeney<sup>1</sup>, Brian Harney<sup>1</sup>, Na Fu<sup>2</sup>

<sup>1</sup> Dublin City University Business School, Ireland, <sup>2</sup> Maynooth University, Ireland

Fr-S113-OR-03

**Employee Cynicism – The Role of Dispositional Envy and Gossip Engagement**

Kirk Chang<sup>1</sup>, Chien-Chih Kuo<sup>2</sup>, Ting-Kuei Kuo<sup>3</sup>, Sarah Quinton<sup>4</sup>

<sup>1</sup> University of Salford, Salford Business School, UK, <sup>2</sup> National Chenchi University, Department of Psychology, TAIWAN, <sup>3</sup> National Taiwan University of Science & Technology, Graduate Institute of Technology Management, TAIWAN, <sup>4</sup> Oxford Brookes University, Oxford Brookes Business School, UK

Fr-S113-OR-04

**Managers' Emotion Management Provides Food for Thought Regulation of Supervisors Negative Emotions Associates with Quantity and Quality of Voice**

Inge Wolsink

University of Amsterdam Business School

09:15–10:45 Session 114 | **Invited Symposium** | Room: OKS Hall A

**Leadership on a tightrope? The many balancing acts of leaders. Challenges for the future of leadership research.**

Topic/s: 8. Leadership and management

Chair/s: Claudia Buengeler, Deanne N. Den Hartog

Discussant/s: Deanne N. Den Hartog

Fr-S114-INV-SYM-01

**Motivating and Building Relationships with Followers – A New Perspective on Fundamental Leadership Challenges**

Eric Kearney

University of Potsdam

Fr-S114-INV-SYM-02

**Blessing or Curse? The Role of (Differentiated) Individual-focused Leadership in Group Settings**

Claudia Buengeler<sup>1</sup>, Ronald Piccolo<sup>2</sup>, Voelpel Sven<sup>3</sup>

<sup>1</sup> University of Amsterdam Business School, <sup>2</sup> Rollins College, <sup>3</sup> Jacobs University Bremen

Fr-S114-INV-SYM-03

**Narcissistic leaders in times of crisis**

Barbara Nevicka<sup>1</sup>, Annebel De Hoogh<sup>2</sup>, Annelies Van Vianen<sup>1</sup>

<sup>1</sup> University of Amsterdam, Work and Organizational Psychology, <sup>2</sup> University of Amsterdam Business School

Fr-S114-INV-SYM-04

**The Differential Effects of Autocratic Leadership on Team Performance**

Annebel De Hoogh<sup>1</sup>, Lindred Greer<sup>2</sup>, Deanne Den Hartog<sup>1</sup>

<sup>1</sup> University of Amsterdam Business School, <sup>2</sup> Stanford University

09:15–10:45 Session 115 | **Invited Symposium** | Room: OKS Hall B

**Strategies for improving the outcomes of feedback interventions**

Topic/s: 7. Human resource management

Chair/s: Bård Kuvaas, Frederik Anseel

Fr-S115-INV-SYM-01

**Constructive supervisor feedback is not sufficient: Timing is essential**

Bard Kuvaas<sup>1</sup>, Robert Buch<sup>2</sup>, Anders Dysvik<sup>1</sup>

<sup>1</sup> BI Norwegian School of Management BI Norwegian School of Management, <sup>2</sup> Norwegian School of Sport Sciences

Fr-S115-INV-SYM-02

**Patterns of the Feedback Environment: Links with Employee Outcomes**

Allison Gabriel<sup>1</sup>, Rebecca MacGowan<sup>1</sup>, Jason Dahling<sup>2</sup>

<sup>1</sup> Virginia Commonwealth University, <sup>2</sup> The College of New Jersey

Fr-S115-INV-SYM-03

**You can be creative without diverse feedback, but you need time: An interactional perspective on the feedback source diversity-creativity relationship**

Roy Sijbom<sup>1</sup>, Frederik Anseel<sup>2</sup>, Michiel Crommelinck<sup>2</sup>, Alain De Beuckelaer<sup>3</sup>

<sup>1</sup> University of Amsterdam, <sup>2</sup> Ghent University, <sup>3</sup> Radboud Universiteit Nijmegen

Fr-S115-INV-SYM-04

**Positive feedback leads to favorable applicant reactions, but only if you treat applicants well**

Marjolein Feys<sup>1</sup>, Frederik Anseel<sup>1</sup>, Donald Truxillo<sup>2</sup>

<sup>1</sup> Ghent University, <sup>2</sup> Portland State University

09:15–10:45 Session 116 | **Panel (P)** | Room: OKS Hall C  
Topic/s: 19. Emotions in the workplace  
Chair/s: Barbara Kozusznik

Fr-S116-PAN-01

**Alliance Special Session *manifesto* of industrial and organizational psychologists**

Barbara Kozusznik<sup>1</sup>, Sharon Glazer<sup>2</sup>, Virginia Schein<sup>3</sup>, Rita Berger<sup>4</sup>, Ute Schmidt-Brasse<sup>5</sup>, Angela Carter<sup>6</sup>, Mare Teichmann<sup>7</sup>

<sup>1</sup> University of Silesia, Poland, <sup>2</sup> University of Baltimore, USA, <sup>3</sup> Gettysburg College, USA, <sup>4</sup> University of Barcelona, Spain, <sup>5</sup> PSYCON, Germany, <sup>6</sup> Univeristy of Sheffield, UK, <sup>7</sup> Tallin University of Technology, Estonia

09:15–10:45 Session 117 | **Symposium** | Room: OKS Hall D

**Atypicality in the Work-Context II: Challenges, Barriers, and Opportunities**

Topic/s: 8. Leadership and management

Chair/s: Janine Bosak, Mary Kinahan

Discussant/s: Clara Kulich

Fr-S117-SYM-01

**Putting the 'Man' in Manager: Gender Projection and the Glass Ceiling**

Clémentine Bry<sup>1</sup>, Fabrice Gabarro<sup>2</sup>, Pierre De Oliveira<sup>2</sup>, Jörg Dietz<sup>3</sup>

<sup>1</sup> Université Savoie Mont Blanc, <sup>2</sup> Université de Bourgogne, <sup>3</sup> University of Lausanne

Fr-S117-SYM-02

**Be Bold, but among Subordinates – Backlash Effects, Self-Promotion Strategies and Power Status**

Natasza Kosakowska-Berezecka, Paweł Jurek, Marta Sokalska

University of Gdansk

Fr-S117-SYM-03

**Reactions to Gender Deviants in the Workplace: The Role of Advocacy**

Janine Bosak<sup>1</sup>, Margaret Hendrick<sup>1</sup>, Clara Kulich<sup>2</sup>, Laurie Rudman<sup>3</sup>

<sup>1</sup> Dublin City University, <sup>2</sup> University of Geneva, <sup>3</sup> Rutgers University

Fr-S117-SYM-04

**Implicit Effects of Identity Threat on Hiring Decisions**

Soledad De Lemus<sup>1</sup>, Russell Spears<sup>2</sup>, Jolien van Breen<sup>2</sup>, Evan van der Holst<sup>2</sup>

<sup>1</sup> University of Granada, <sup>2</sup> Groningen University

Fr-S117-SYM-05

**Moving across Status Lines: Low Concern for the Ingroup and Group Identification**

Clara Kulich, Fabio Lorenzi-Cioldi, Vincenzo Iacoviello

University of Geneva

09:15–10:45 Session 118 | **Symposium** | Room: OKS Meeting Room 1

**Strengths interventions in the workplace**

Topic/s: 3. Positive organizational behavior

Chair/s: Maria Christina Meyers, Marianne Van Woerkom

Fr-S118-SYM-01

**The Application of Signature Strengths at Work Leads to an Increase in Calling and Global Life Satisfaction: Results of a Random-assignment, Placebo-controlled, Web-based Intervention Study**

Claudia Harzer<sup>1</sup>, Ruch Willibald<sup>2</sup>

<sup>1</sup> University of Kassel, <sup>2</sup> University of Zurich

Fr-S118-SYM-02

**Improving Deficits or Using Strengths? The Effects of an Online Intervention Aimed at Improving Psychological Capital**

Wido Oerlemans<sup>1</sup>, Marianne van Woerkom<sup>2</sup>, Arnold Bakker<sup>1</sup>

<sup>1</sup> Eindhoven University of Technology, <sup>2</sup> Tilburg University

Fr-S118-SYM-03

**The Effects of a Strengths Intervention on Self- and Peer-rated Employee Performance**

Maria Christina Meyers, Marianne van Woerkom

Tilburg University

Fr-S118-SYM-04

**The Effects of a Strengths Intervention on the Performance of Consultants at Temporary Work agencies**

Marianne van Woerkom, Maria Christina Meyers

Tilburg University

09:15–10:45 Session 119 | **Symposium** | Room: OKS Meeting Room 2

**Identity Research in Organisations**

Topic/s: 16. Conflicts in organizations

Chair/s: Ilka Helene Gleibs, YingFei Héliot

Discussant/s: Rolf van Dick

Fr-S119-SYM-01

**Conflict and complementarity between employees' religious and occupational identities: a systematic review**

YingFei Héliot<sup>1</sup>, Adrian Coyle<sup>2</sup>, Ilka, H. Gleibs<sup>3</sup>

<sup>1</sup> Surrey Business School, University of Surrey, UK, <sup>2</sup> School of Psychology, Criminology and Sociology, Kingston University, UK, <sup>3</sup> London School of Economics and Political Science, UK

Fr-S119-SYM-02

**Managing multiple identity elements: Towards a psychological coherence principle of identity**

Rusi Jaspal

De Montfort University, Leicester, UK

Fr-S119-SYM-03

**Discordant vs. Harmonious Selves: The effects of multiple identities on perspective taking, interpersonal problem solving and performances**

Lakshmi Ramarajan<sup>1</sup>, Nancy Rothbard<sup>2</sup>, Steffanie Wilk<sup>3</sup>

<sup>1</sup> Harvard Business School, USA, <sup>2</sup> University of Pennsylvania, The Wharton School, USA, <sup>3</sup> The Ohio State University, Fisher College of Business, USA

Fr-S119-SYM-04

**Do We Want a Fighter? The Influence of Group Status and the Stability of Intergroup Relations on Leader Prototypicality and Endorsement**

Ilka, H. Gleibs<sup>1</sup>, S. Alexander Haslam<sup>2</sup>

<sup>1</sup> London School of Economics and Political Science, U.K., <sup>2</sup> University of Queensland, Australia

Fr-S119-SYM-05

**Ameliorating (identity) threat perceptions during an organizational restructure: The role of leaders**

Gabriele Jacobs<sup>1</sup>, Kate E. Horton<sup>1</sup>, P. Saskia Bayerl<sup>1</sup>, Frank D. Belschak<sup>2</sup>, Steffen R. Giessner<sup>1</sup>

<sup>1</sup> Rotterdam School of Management, Erasmus University, NL, <sup>2</sup> Amsterdam Business School, University of Amsterdam, NL

09:15–10:45 Session 120 | **Symposium** | Room: OKS Meeting Room 3

**Symposium on Job Insecurity: Part 2 – Contributions from Eastern Europe (and Portugal) – analysis of moderators**

Topic/s: 2. Employee stress and burnout

Chair/s: Hans De Witte

Fr-S120-SYM-01

**2.1. The effect of qualitative job insecurity on employee attitudes: Testing the role of employability and perceived control**

Leva Urbanaviciute, Jurgita Lazauskaite-Zabielske, Dalia Bagdziuniene

Department of Clinical and Organizational Psychology, Vilnius University

Fr-S120-SYM-02

**2.2. Job insecurity and well-being among Croatian blue collar shift workers: A role of organizational context**

Jasmina Tomas, Darja Maslić Seršić

University of Zagreb, Croatia

Fr-S120-SYM-03

**2.3. The Big Five as moderators between job insecurity and health: A vulnerability-stress perspective**

Dragos Iliescu<sup>1</sup>, Irina Macsinga<sup>2</sup>, Coralia Sulea<sup>2</sup>, Gabriel Fischmann<sup>2,3</sup>, Tinne Vander Elst<sup>3,4</sup>, Hans De Witte<sup>3,5</sup>

<sup>1</sup> Department of Psychology, Bucharest University, Bucharest, Romania, <sup>2</sup> Department of Psychology, West University of Timisoara, Timisoara, Romania, <sup>3</sup> Research Group Work, Organizational and Personnel Psychology (WOPP), KU Leuven, Belgium, <sup>4</sup> Idewe, external service for prevention and protection at work, Heverlee, Belgium, <sup>5</sup> Optentia, Vanderbijlpark Campus, North-West University, South Africa

Fr-S120-SYM-04

**2.4. The relationship between qualitative job insecurity and performance, moderated by core self-evaluations: a multi-group perspective**

Gabriel Fischmann<sup>1,2</sup>, Irina Macsinga<sup>2</sup>, Coralia Sulea<sup>2</sup>, Delia Virga<sup>2</sup>, Eva Cifre<sup>3</sup>, Hans De Witte<sup>1,4</sup>

<sup>1</sup> Research Group Work, Organizational and Personnel Psychology (WOPP), KU Leuven, Belgium, <sup>2</sup> Department of Psychology, West University of Timisoara, Romania, <sup>3</sup> MPAGER Research Group, University Jaume I, Castellon, Spain, <sup>4</sup> Optentia Research Programme, Vanderbijlpark Campus, North-West University, South Africa

Fr-S120-SYM-05

**2.5. Boys do cry: Gender differences in the reactions to job insecurity**

Sandra Costa, Pedro Neves

Nova School of Business and Economics, Inova, Portugal



09:15–10:45 Session 121 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 18. Teams and workgroups

Fr-S121-OR-01

**Learning with, from and about one another: A dynamic model of intergenerational knowledge exchange in the organizational context**

Fabiola Gerpott<sup>1,2</sup>, Nale Lehmann-Willenbrock<sup>2</sup>, Sven Voelpel<sup>1</sup>

<sup>1</sup> Jacobs University Bremen, <sup>2</sup> VU University Amsterdam

Fr-S121-OR-02

**Interdisciplinary collaboration – What can we learn from intercultural competences?**

Simone Brandstädter, Michaela Kammler, Karlheinz Sonntag

Department of Work and Organizational Psychology, University of Heidelberg, Germany

Fr-S121-OR-03

**The influence of organizational diversity ideologies on work-related outcomes: Differences between high-status and low-status groups of workers.**

Patrizia Villotti, Donatienne Desmette, Ginette Herman, Florence Stinglhamber

<sup>1</sup> Université catholique de Louvain, Belgium

Fr-S121-OR-04

**Personality, culture and leadership in multicultural teams**

Siegfried Stumpf<sup>1</sup>, Stefanie Gruttau<sup>2</sup>

<sup>1</sup> University of Applied Sciences Cologne, Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany, <sup>2</sup> University of Applied Sciences Cologne, Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany

Fr-S121-OR-05

**When Subgroups Impair Full Engagement: Diversity Faultlines and Social Loafing in Teams**

Franziska Schölmerich<sup>1,2</sup>, Carsten Christoph Schermuly<sup>2</sup>

<sup>1</sup> Leuphana University Lüneburg, <sup>2</sup> SRH Hochschule Berlin

09:15–10:45 Session 122 | **Symposium** | Room: OKS Auditoriet

**Blended Working: Opportunities, Pitfalls, and Boundary Conditions**

Topic/s: 14. Technology, work-design and human-machine-systems

Chair/s: Kiki de Jonge, Eric Rietzschel

Fr-S122-SYM-01

**Blended Working: For Whom It May (Not) Work**

Nico W. Van Yperen, Eric F. Rietzschel, Kiki M. M. De Jonge

University of Groningen

Fr-S122-SYM-02

**The Power of Control: Evaluating Job Autonomy, Teleworking Frequency, and Work-Home Boundary Strength in Relation to Employee Well-Being**

Kathryn L. Fonner

University of Wisconsin-Milwaukee

Fr-S122-SYM-03

**Smartphone use and work-home interference: The moderating role of social norms and employee work engagement**

Daantje Derks, Desiree van Duin, Maria Tims, Arnold B. Bakker

Erasmus University Rotterdam

Fr-S122-SYM-04

**Always Connected at Work? The Role of Information Novelty and Individual Needs**

Kiki M. M. De Jonge, Eric F. Rietzschel, Nico W. Van Yperen

University of Groningen

09:15–10:45 Session 123 | **Symposium** | Room: OKS Torghjørnet

**Building and Restoring Resources at work: Effectiveness of individual-focused and group-focused interventions**

Topic/s: 4. Health and interventions

Chair/s: Deirdre O'Shea, Alexandra Michel

Fr-S123-SYM-01

**Positive reappraisal of negative events and negative affect: Is mindfulness a necessary component?**

Jacqueline Craig, Ekaterina Pogrebtsova, Alexandra Chris, M. Gloria Gonzalez-Morales

University of Guelph, Canada

Fr-S123-SYM-02

**Being mindful daily – effects on work-family-conflict**

Alexandra Michel<sup>1</sup>, Dorota Reis<sup>2</sup>, Laura Felizitas Beck<sup>1</sup>, Sophie Emilia Butz<sup>1</sup>

<sup>1</sup> Work and Organizational Psychology, University of Heidelberg, Germany, <sup>2</sup> University of Landau, Germany

Fr-S123-SYM-03

**Managing the transition into retirement – Effectiveness of a group-coaching intervention for older employees**

Nadine Seiferling, Alexandra Michel

Work and Organizational Psychology, University of Heidelberg, Germany

Fr-S123-SYM-04

**HOR: An intervention to build hope, optimism and resilience in Rugby Academies.**

Tadhg MacIntyre<sup>1</sup>, Deirdre O'Shea<sup>1</sup>, Clodagh Butler<sup>1</sup>, Deirdre Macintyre<sup>2</sup>, Moya O'Brien<sup>2</sup>,

Eric Igou<sup>1</sup>, Stephen Gallagher<sup>1</sup>, Ann-Marie Creaven<sup>1</sup>, Christopher DeLooze<sup>1</sup>, Geoff Kenny<sup>1</sup>

<sup>1</sup> University of Limerick, Ireland, <sup>2</sup> ICEPE, Ireland

Fr-S123-SYM-05

**Happy@Work – A micro intervention of daily positive reflection to foster well-being and personal resources among caregivers**

Elisa Clauß<sup>1</sup>, Annekatrin Hoppe<sup>1</sup>, Deirdre O'Shea<sup>2</sup>, Alexandra Michel<sup>3</sup>, M. Gloria González Morales<sup>4</sup>, Anna Steidle<sup>5</sup>

<sup>1</sup> Humboldt University, Berlin, Germany, <sup>2</sup> University of Limerick, Ireland, <sup>3</sup> University of Heidelberg, Germany, <sup>4</sup> University of Guelph, Canada, <sup>5</sup> University of Hohenheim, Germany

Fr-S123-SYM-06

**Examining the role of a reappraisal intervention to enhance proactivity in the workplace.**

Agustín Molina<sup>1</sup>, Deirdre O'Shea<sup>1</sup>, M. Gloria González Morales<sup>2</sup>, Alexandra Michel<sup>3</sup>, Anna Steidle<sup>4</sup>,

Annekatrin Hoppe<sup>5</sup>

<sup>1</sup> University of Limerick, Ireland, <sup>2</sup> University of Guelph, Canada, <sup>3</sup> University of Heidelberg, Germany,

<sup>4</sup> University of Hohenheim, Germany, <sup>5</sup> Humboldt University, Berlin, Germany

09:15–10:45 Session 124 | **Symposium (P)** | Room: OKS Odin

**We need to tackle youth employment in other ways**

Topic/s: 13. Labor market issues

Chair/s: Angela Joy Carter

Fr-S124-SYM-01

**Creating more jobs for young people**

Angela Carter

University of Sheffield, Just Development

Fr-S124-SYM-02

**Strengthening the ways young people and their families cope with youth unemployment**

José Maria Peiró

University of Valencia

Fr-S124-SYM-03

**Dealing with unemployment through job-pairing**

Maria Vakola, Ioannis Nikolaou, Olga Kyriakou  
Athens University of Economics and Business

Fr-S124-SYM-04

**Looking at Youth Employment through another lens**

Ros Searle  
Coventry University

Fr-S124-SYM-05

**Conditions for youth entrepreneurship**

Susanne Gabrielsen<sup>1</sup>, Benedicte Brøgger<sup>2</sup>  
<sup>1</sup> Korn Ferry Institute, <sup>2</sup> The Norwegian Business School

09:15–10:45 Session 125 | **Oral session** | Room: OKS Balder

Topic/s: 16. Conflicts in organizations

Fr-S125-OR-01

**Workplace bullying and ostracism as antecedents of psychological distress and sick-leave**

Mats Glambek, Ståle Einarsen  
Department of Psychosocial Science, University of Bergen

Fr-S125-OR-02

**Conscious and unconscious consequences of workplace exclusion: Explicit and implicit motives moderate the effect of exclusion on anxiety**

Stanley Friedemann, Christian Dormann  
Johannes Gutenberg-University Mainz, Germany

Fr-S125-OR-03

**Ethical infrastructure and the combating of unethical behavior: An empirical investigation and implication for preventing workplace bullying**

Kari Einarsen<sup>1</sup>, Reidar Johan Mukletun<sup>1</sup>, Anders Skogstad<sup>2</sup>, Ståle Einarsen<sup>2</sup>, Denise Salin<sup>3</sup>  
<sup>1</sup> University of Stavanger, <sup>2</sup> University of Bergen, <sup>3</sup> Hanken School of Economics

Fr-S125-OR-04

**Victim personality as a determinant of workplace bullying: A prospective study.**

Hans-Georg Wolff<sup>1</sup>, Klaus Moser<sup>2</sup>, Anja S. Göritz<sup>3</sup>  
<sup>1</sup> University of Cologne, <sup>2</sup> University of Erlangen-Nürnberg, <sup>3</sup> University of Freiburg

Fr-S125-OR-05

**Individual Responses to Workplace Bullying: Cognitive Appraisal of Negative Acts at Work and the Impact on Wellbeing and Performance**

Rebecca Hewett<sup>1</sup>, Andreas Liefvooghe<sup>2</sup>, Gintare Visockaite<sup>2</sup>, Siriypa Roongrerngsuke<sup>3</sup>  
<sup>1</sup> University of Greenwich, London, <sup>2</sup> Birkbeck, University of London, <sup>3</sup> Sasin Graduate Institute of Business Administration of Chulalongkorn University, Bangkok

Fr-S125-OR-06

**Experienced trust. The development and validation of a measure of employees' perception of being trusted**

Vilde Bernstrøm, Helge Svare  
Work Research Institute

09:15–10:45 Session 126 | **Invited Symposium** | Room: RC Christiania Hall A

**Building engagement, Staying engaged: Research and Practical perspectives**

Chair/s: Jari Juhani Hakanen  
Discussant/s: Wilmar Schaufeli

Fr-S126-INV-SYM-01

**Changes in Work Engagement During CREW**

Michael Leiter

Centre for Organizational Research & Development, Acadia University

Fr-S126-INV-SYM-02

**Successful Job Crafting: Effects on resources and well-being at work**

Maggie van den Heuvel<sup>1</sup>, Eva Demerouti<sup>2</sup>, Maria Peeters<sup>3</sup>

<sup>1</sup> University of Amsterdam, <sup>2</sup> Eindhoven University of Technology, <sup>3</sup> University of Utrecht

Fr-S126-INV-SYM-03

**Have a break, have a ...??? An intervention study about the effect of lunch break activities on work engagement, vitality and positive affect**

Jessica de Bloom, Ulla Kinnunen, Kalevi Korpela, Marjaana Sianoja

University of Tampere

Fr-S126-INV-SYM-04

**Building work engagement through servant leadership and job crafting interventions**

Jari Hakanen<sup>1</sup>, <sup>2</sup> Lotta Harju<sup>2</sup>, Piia Seppälä<sup>2</sup>, Krista Pakkin<sup>2</sup>

<sup>1</sup> Helsinki Collegium for Advanced Studies, University of Helsinki, <sup>2</sup> Finnish Institute of Occupational Health

09:15–10:45 Session 127 | **Symposium** | Room: RC Christiania Hall B

**New directions in psychological ownership research**

Topic/s: 3. Positive organizational behavior

Chair/s: Erko Martins

Fr-S127-SYM-01

**Transforming Followers into Owners – Transformational Leadership, Organizational Tenure and Psychological Ownership**

Alexander Pundt

University of Mannheim, Work and Organizational Psychology; Germany

Fr-S127-SYM-02

**Socio-Moral Climate as Predictor for Psychological Ownership, Work Engagement and Knowledge Sharing**

Brigitte Steinheider<sup>1</sup>, Luke Freeman<sup>2</sup>, Armin Pircher Verdorfer<sup>3</sup>

<sup>1</sup> University of Oklahoma, Tulsa, Oklahoma, USA, <sup>2</sup> New Life Ranch, Colcord, Oklahoma, USA,

<sup>3</sup> Technische Universitaet Muenchen, Germany

Fr-S127-SYM-03

**Territoriality and Family Business Succession in Finnish, Swiss and Irish SMEs**

Sari Savolainen

University of Jyväskylä/Essepro, Finland

Fr-S127-SYM-04

**«Daylight hours are not enough» – Psychological Ownership and Joy of Work in Family Business Context**

Hannele Rautamäki

University of Jyväskylä, Finland

Fr-S127-SYM-05

**Investigation on Psychological Ownership, Work Engagement and Happiness in a Professional Services Industry**

Chantal Olckers

University of Pretoria, Department of Human Resource Management, South Africa

Fr-S127-SYM-06

**The Circle Model of Psychological Ownership Development**

Erko Martins, Friedemann W. Nerdinger

University of Rostock, Business & Organizational Psychology, Germany

09:15–10:45 Session 128 | **Oral session** | Room: RC Christiania Hall C  
Topic/s: 8. Leadership and management

Fr-S128-OR-01

**How male and female managers perceive women leaders differently: Implications for women leader development**

Regina Eckert, George S. Hallenbeck  
Center for Creative Leadership, Brussels, BE

Fr-S128-OR-02

**Similar to me vs. prototypical for us – What is more important for the leader's influence on follower health?**

Franziska Franke<sup>1</sup>, Alexander Pundt<sup>2</sup>, Joerg Felfe<sup>3</sup>

<sup>1</sup> Federal Institute for Occupational Safety and Health Dortmund, Germany, <sup>2</sup> University of Mannheim, Germany, <sup>3</sup> Helmut Schmidt University Hamburg, Germany

Fr-S128-OR-03

**How Managers' Eudaimonic beliefs relate to quality of life and parents' satisfaction: An investigation in centres for individuals with intellectual disability**

Esther Gracia, Vicente Martínez-Tur, Luminita Patras, Agustín Molina, Carolina Moliner  
Research Institute of Human Resources Psychology, Organizational Development and Quality of Working Life (IDOCAL), Universidad de Valencia

Fr-S128-OR-04

**Health promoting leadership in Germany and Sweden – evaluation of an intervention**

Kerstin Isaksson<sup>1</sup>, Gisela Mohr<sup>2</sup>, Carina Loeb<sup>1</sup>

<sup>1</sup> Mälardalen University, <sup>2</sup> Leipzig University

Fr-S128-OR-05

**Consideration, Management by Exception, Assertive and Responsive Communication, and Team Self-Efficacy in relation to Team Potency in Military Helicopter Crews**

Hilde van Ginkel<sup>1</sup>, Rendel de Jong<sup>1</sup>, John van Buren<sup>2</sup>, Mandy van der Velde<sup>1</sup>

<sup>1</sup> Utrecht University, <sup>2</sup> Royal Netherlands Navy

Fr-S128-OR-06

**How followers perceive their managers' leadership behaviors: Does activity inhibition make a difference?**

Barbara Steinmann, Sonja Ötting, Günter Maier  
Bielefeld University

09:15–10:45 Session 129 | **Symposium (P)** | Room: RC Oslo Hall B

**Assessing and managing workplace performance – fresh takes on a persistent enigma**

Topic/s: 7. Human resource management

Chair/s: Almuth McDowall, Ilke Inceoglu

Discussant/s: Dave Bartram

Fr-S129-SYM-01

**Assessing performance in organizations: Results from a systematic literature review**

Ilke Inceoglu<sup>1</sup>, Almuth McDowall<sup>2</sup>, Rachel Avery<sup>3</sup>

<sup>1</sup> Surrey Business School, University of Surrey, <sup>2</sup> Birkbeck University, London, <sup>3</sup> University of Surrey

Fr-S129-SYM-02

**Potential for Performance: Constructing a Model of Effectiveness**

Rainer Kurz  
Cubiks, UK

Fr-S129-SYM-03

**Situational performance measurement: From counterproductive to beneficial**

Katharina Lochner, Achim Preuss  
cut-e Group

Fr-S129-SYM-04

**How can you tell if you are managing competent employees? Findings from an expert consultation**

Almuth McDowall<sup>1</sup>, Ilke Inceoglu<sup>2</sup>, Avery Rachel<sup>3</sup>

<sup>1</sup> Birkbeck University, London, <sup>2</sup> Surrey Business School, University of Surrey, <sup>3</sup> University of Surrey

09:15–10:45 Session 130 | **Symposium** | Room: RC Oslo Hall C

**Sustainable Careers and its Antecedents**

Topic/s: 1. Employment relations

Chair/s: Beatrice Van der Heijden, Jürgen Wegge

Fr-S130-SYM-01

**Are Older Workers More Active Copers? Longitudinal Effects of Age-Contingent Coping on Strain at Work**

Guido Hertel<sup>1</sup>, Cornelia Rauschenbach<sup>2</sup>, Markus Thielgen<sup>3</sup>, Stefan Krumm<sup>4</sup>

<sup>1</sup> University of Münster, Germany, <sup>2</sup> Federal Employment Agency, Germany, <sup>3</sup> University of Applied Sciences for Public Administration Rhineland-Palatinate, Germany, <sup>4</sup> Freie Universität Berlin, Germany

Fr-S130-SYM-02

**Depressive Symptoms in Older Employees: Age-specific Protective Effects of Job Autonomy and Selective Optimization with Compensation**

Andreas Mueller<sup>1</sup>, Matthias Weigl<sup>2</sup>, Barbara Heiden<sup>2</sup>, Cort Rudolph<sup>3</sup>, Peter Angerer<sup>1</sup>

<sup>1</sup> Institute for Occupational and Social Medicine, Medical Faculty, Düsseldorf University, Düsseldorf, Germany, <sup>2</sup> Institute and Outpatient Clinic for Occupational, Social, and Environmental Medicine, Ludwig-Maximilians-University, Munich, Germany, <sup>3</sup> Department of Psychology, Saint Louis University, St. Louis, Missouri (USA)

Fr-S130-SYM-03

**Five Pathways how Leader Behaviour Influences Employees' Health at Work**

Juergen Wegge

TU Dresden, Germany

Fr-S130-SYM-04

**Which HRM Practices Make Employees Sustainable at Work Across the Life-Span?**

Klaske Veth<sup>1</sup>, Hubert Korzilius<sup>2</sup>, Beatrice Van der Heijden<sup>2,3</sup>, Annet De Lange<sup>4,5</sup>, Ben Emans<sup>1,6</sup>

<sup>1</sup> Hanze University of Applied Sciences, Institute of Business Administration, the Netherlands,

<sup>2</sup> Radboud University Nijmegen, Institute for Management Research, the Netherlands, <sup>3</sup> Open

Universiteit of the Netherlands, <sup>4</sup> HAN University of Applied Sciences, Institute of HRM, the Netherlands,

<sup>5</sup> University of Stavanger, Institute of Social Sciences, HRM, Norway, <sup>6</sup> University of Groningen, Institute of Business Administration and Technology, the Netherlands

Fr-S130-SYM-05

**The Relation between Age Dissimilarities of Supervisor and Subordinates and their Perception of Leadership Behaviour and Team Performance**

Anne-Katrin Goerke, Veronika Leicher, Regina Mulder

Institute of Educational Science, University of Regensburg, Germany

Fr-S130-SYM-06

**Age-differentiated leadership: A new leadership model for the aging workforce**

Franziska Jungmann, Juergen Wegge

TU Dresden, Germany

10:00–11:30 Session 131 | **Poster session** | Room: OKS Forum  
Topic/s: 7. Human resource management  
8. Leadership and management

Fr-S131-PO-01

**How would you rate your performance? Exploring self- observer discrepancies in performance ratings and response biases in personality measures.**

Gina Palermo

Talent Q Ltd

Fr-S131-PO-02

**Cultural intelligence (CQ) in Erasmus Mundus Students and Alumni: an exploratory study on the levels and antecedents of CQ**

Helena Martins<sup>1,2</sup>, Dane Lukic<sup>3</sup>, Maria Yarosh<sup>4</sup>, Melina Solari<sup>5</sup>

<sup>1</sup> Polytechnic Institute of Porto, Portugal, <sup>2</sup> University of Porto, Portugal, <sup>3</sup> Glasgow Caledonian University, UK, <sup>4</sup> University of Deusto, Spain, <sup>5</sup> University for Peace, Costa Rica

Fr-S131-PO-03

**Why Extroverts can Build a Good Relationship with People from Other Cultures?: A Moderated Mediation Model**

Takuto Shishido

Musashino University

Fr-S131-PO-04

**Age stereotypes on older workers: Direct and indirect effects on work engagement**

Paola Dordoni, Piergiorgio Argentero

Department of Brain and Behavioral Sciences, Unit of Applied Psychology, University of Pavia – Pavia, Italy

Fr-S131-PO-05

**Professional image management – a new approach to career**

Elżbieta Kowalczyk

Poznan University of Economics

Fr-S131-PO-06

**It's who you know as well as what you know: The role of social capital in newcomer adjustment**

Helena Cooper-Thomas<sup>1</sup>, Alan Saks<sup>2</sup>, Jamie Gruman<sup>3</sup>

<sup>1</sup> University of Auckland, <sup>2</sup> University of Toronto, <sup>3</sup> University of Guelph

Fr-S131-PO-07

**Quantified self app usage tested in the workplace**

Bettina Renner<sup>1</sup>, Gudrun Wesiak<sup>2</sup>, Ulrike Cress<sup>1, 3</sup>

<sup>1</sup> Knowledge Media Research Center (KMRC), Tuebingen, Germany, <sup>2</sup> Know-Center, Graz, Austria,

<sup>3</sup> University of Tuebingen, Tuebingen, Germany

Fr-S131-PO-08

**The impact of authentic leadership on thriving in turbulent times**

Anneleen Mortier, Peter Vlerick

Department of Personnel Management, Work, and Organization Psychology, Ghent University, Belgium

Fr-S131-PO-09

**Promoting citizenship behaviour and preventing counterproductive work behaviour. Is ethical leadership important?**

Roberta Fida<sup>1</sup>, Marinella Paciello<sup>2</sup>, Carlo Tramontano<sup>3</sup>, Francesco Zaghini<sup>4</sup>, Alessandro Sili<sup>5</sup>

<sup>1</sup> Department of Psychology, Sapienza University of Rome, <sup>2</sup> Uninettuno Telematic International University, Rome, <sup>3</sup> Centre for Research in Psychology, Behaviour and Achievement, Coventry University, <sup>4</sup> Tor Vergata University, Rome, <sup>5</sup> U.O.C. Direzione Infermieristica e delle Professioni Sanitarie, Policlinico Universitario Tor Vergata – Roma

Fr-S131-PO-10

**Cumulative and Unfolding IRT Models In Leadership Research**

Zhonghua Liu

University of Cambridge

Fr-S131-PO-11

**How Constructive and Destructive Leadership Behaviors Affect the Commitment of Subordinates: An Investigation Using Latent Profile Analysis.**

Leandre-Alexis Chenard Poirier<sup>1</sup>, Jean-Sebastien Boudrias<sup>1</sup>, Vincent Rousseau<sup>2</sup>, Eric Brunelle<sup>3</sup>

<sup>1</sup> Department of Psychology, University of Montreal, Canada, <sup>2</sup> School of Industrial Relations, University of Montreal, Canada, <sup>3</sup> HEC-Montreal, Canada

Fr-S131-PO-12

**Followers' characteristics that matter when they define ideal-real leader fit**

Aurelija Stelmokiene, Aukse Endriulaitiene

Vytautas Magnus university

Fr-S131-PO-13

**Refuting the cliché of the distrustful manager**

Sabine Hommelhoff<sup>1</sup>, David Richter<sup>2</sup>

<sup>1</sup> Friedrich-Alexander-University Erlangen-Nuremberg, <sup>2</sup> German Institute for Economic Research, Berlin

Fr-S131-PO-14

**Scope and Duration Neglect in Assessments of Anticipated Utility**

Sefa Hayibor<sup>1</sup>, David Wasieleski<sup>2</sup>

<sup>1</sup> Carleton University, <sup>2</sup> Duquesne University

Fr-S131-PO-15

**Methods and tools for complex planning and decision making processes: A feasibility study.**

Rüdiger von der Weth

HTW Dresden

Fr-S131-PO-16

**Women's academic leadership development: A curricular example**

Kristin Knipfer<sup>1</sup>, Tanja Hentschel<sup>1</sup>, Brooke Shaughnessy<sup>2</sup>, Ellen Schmid<sup>1</sup>

<sup>1</sup> Technische Universität München, <sup>2</sup> Ludwig-Maximilians-Universität München

Fr-S131-PO-17

**Being a leader or being a friend? Multiple identity conflict and resolution strategies among team leaders**

Kerrie Unsworth<sup>1</sup>, Darja Mischenko<sup>2</sup>

<sup>1</sup> University of Western Australia, <sup>2</sup> Maastricht University

Fr-S131-PO-18

**The effectiveness of a coaching smartphone application to develop academic leaders**

Céline Rojon<sup>1</sup>, Dasha Grajfoner<sup>2</sup>

<sup>1</sup> University of Edinburgh Business School, <sup>2</sup> Heriot-Watt University

Fr-S131-PO-19

**Coaching military leaders for a high job performance**

Cristina Ionica, Ioana-Dorina Coldea

National Intelligence Academy «Mihai Viteazul», Bucharest, Romania

Fr-S131-PO-20

**Doctoral students' professional identity and perceptions of social support from their scientific supervisors**

Kristina Kovalcikiene, Loreta Buksnyte-Marmiene

Vytautas Magnus University



Fr-S131-PO-21

**The Blind Spot: Gender Differences in Negotiation from a Male Perspective**

Jens Mazei<sup>1,2</sup>, Joachim Hüffmeier<sup>2</sup>

<sup>1</sup> University of Muenster, <sup>2</sup> Federal Institute for Occupational Safety and Health

Fr-S131-PO-22

**The role of transformational leadership in organisational trust within a retail distribution centre**

Lebogang Micheline Phasha

Independent

Fr-S131-PO-23

**Evaluation of Leadership Development Programs: Formative and Summative Evaluation of a Binational Leadership Program**

Silja Kotte, Heidi Moeller

Kassel University

Fr-S131-PO-24

**«Is my leader close to an ideal?» – The most preferred leader's characteristics**

Aurelija Stelmokiene, Aukse Endriulaitiene

Vytautas Magnus university

Fr-S131-PO-25

**Psychological Contract and Social Identity as explanatory frameworks in the relationship between perceived transformational leadership and reported attitudes: An exploratory study**

Vincent Cassar<sup>1</sup>, Aygul Yunusova<sup>2</sup>

<sup>1</sup> Dr Vincent Cassar, Senior Lecturer, Dept. of Management, University of Malta, <sup>2</sup> Ms Aygul Yunusova, Research Student. Dept. of Management, University of Malta.

Fr-S131-PO-26

**The Thin Line between Empowering and Laissez-faire Leadership: An Expectancy Match Perspective**

Sut I Humborstad<sup>1</sup>, Steffen Giessner<sup>2</sup>

<sup>1</sup> BI Norwegian Business School, <sup>2</sup> Rotterdam School of Management, Erasmus University

Fr-S131-PO-27

**Development of Leadership through Adventure**

Claudia Bélanger

Université du Québec à Chicoutimi

Fr-S131-PO-28

**Leaders in Norwegian ministries – specialists or generalists?**

Marthe Nedreskår Larsen<sup>1</sup>, Ingunn Sandtveit<sup>2</sup>

<sup>1</sup> The Norwegian Ministry of Finance, <sup>2</sup> The Norwegian Ministry of Children, Equality and Social Inclusion

Fr-S131-PO-29

**Relationship between justice perception from performance appraisal system, organizational commitment and organizational citizenship behaviors**

Ali Mehdad<sup>1</sup>, Mohammad Hossien Abbasnezhad<sup>1</sup>, Mohammad Asadpour<sup>2</sup>

<sup>1</sup> Islamic Azad University, Isfahan (Khorasgan) Branch, Isfahan-Iran, <sup>2</sup> Rafsanjan University of Medical Science, Rafsanjan-Iran

Fr-S131-PO-30

**«Lessons come from the journey, not the destination»: Do male and female accountants differ in their self-regulated learning?**

Mary Kinahan, Lisa Van der Werff, Finian Buckley

Dublin City University

Fr-S131-PO-31

**Quality-oriented Management: Combining Business and People Perspectives**

Ina Heine, Robert Schmitt, Sebastian Schmitt

Chair of Metrology and Quality Management, RWTH Aachen University

Fr-S131-PO-32

**Narrative Leadership – what it means for practitioners?**

Barbara Smorczewska

School of Management, University of Silesia in Katowice, Poland

Fr-S131-PO-33

**A Longitudinal Effects of Organizational Culture on Work Outcomes through Leadership: A Multilevel Approach**

Michelle Lee<sup>1,2</sup>, Mohd. Idris<sup>2</sup>

<sup>1</sup> Sunway University, <sup>2</sup> University Malaya

Fr-S131-PO-34

**Followers' Achievement Goals Impact Leaders' Tendency to Delegate**

Simone van Noord<sup>1,2</sup>, Melvyn Hamstra<sup>2</sup>, Roy Sijbom<sup>2</sup>

<sup>1</sup> University College Roosevelt, <sup>2</sup> University of Amsterdam

Fr-S131-PO-35 | Interactive

**Should I stay or should I go? The role of «Effort Reward Imbalance» and social support from followers in leader's well-being and turnover intentions**

Esther Hauer

Umeå University

Fr-S131-PO-36 | Interactive

**Boosting metacomprehension accuracy in computer-supported learning: The role of judgement task and judgement scope**

Julia Vössing<sup>1</sup>, Christian Stamov Roßnagel<sup>2</sup>

<sup>1</sup> Freie Universität Berlin, <sup>2</sup> Jacobs University Bremen

Fr-S131-PO-37 | Interactive

**Measures of need satisfaction and need support at work: A self-determination theory perspective**

Andreas Stenling<sup>1</sup>, Susanne Tafvelin<sup>1,2</sup>

<sup>1</sup> Department of Psychology, Umeå University, Umeå, Sweden, <sup>2</sup> Medical Management Centre, Department of Learning, Informatics, Management and Ethics, Karolinska Institutet, Stockholm, Sweden

Fr-S131-PO-38 | Interactive

**How leaders' reactions to voice depend upon leader-member exchange quality:**

**An event-study approach**

Sofya Isaakyan, Hannes Guenter

Maastricht University

Fr-S131-PO-39 | Interactive

**In the eye of the beholder: Effects of leadership development on leadership behavior**

Caroline Lornudd, David Bergman, Christer Sandahl, Ulrica con Thiele Schwarz

Karolinska Institutet, Sweden

Fr-S131-PO-40 | Interactive

**Participative and directive leadership in promoting innovative work behavior:**

**The moderating role of trust in leader**

Gianluca Odoardi<sup>1</sup>, Adalgisa Battistelli<sup>1</sup>, Carlo Odoardi<sup>2</sup>

<sup>1</sup> Laboratory of Psychology, Health and Quality of Life, University of Bordeaux, France, <sup>2</sup> Department of Education and Psicologia, University of Florence, Italy

11:00–12:30 Session 132 | **State of the art** | Room: OKS Hall A

Fr-S132-STA-01

**Methodological challenges in the study of leadership: Dealing with the endogeneity virus**

John Antonakis

Faculty of Business and Economics (HEC), University of Lausanne

Fr-S132-STA-02

**Destructive leadership in organization**

Birgit Schyns

Durham University

11:00–12:30 Session 133 | **Invited Symposium** | Room: OKS Hall B

**Team effectiveness: Important predictors and how to measure them**

Topic/s: 18. Teams and workgroups

Chair/s: Henning Bang

Fr-S133-INV-SYM-01

**Constructive Controversy: Its Relevance for Cross Cultural Team Effectiveness**

Dean Tjosvold, Nancy Yi-feng Chen

Department of Management, Lingnan University, Hong Kong

Fr-S133-INV-SYM-02

**Is leaders' mood contagious to team members? The mediator role of team mood and team potency in the relationship between leaders' mood and team performance**

Lina Fortes-Ferreira

School of Business Administration, Polytechnic Institute of Setúbal, Portugal

Fr-S133-INV-SYM-03

**Team reflection trajectories: Learning goal orientation and performance goal orientation as predictors**

Kai-Philip Otte, Udo Konradt

Kiel University, Germany

Fr-S133-INV-SYM-04

**Measuring team effectiveness in management teams**

Henning Bang

Department of psychology, University of Oslo, Norway

11:00–12:30 Session 134 | **Oral session** | Room: OKS Hall C

Topic/s: 13. Labor market issues

Fr-S134-OR-01

**Skills Mismatch, Late Career Work Disengagement and Early Retirement**

Jos Sanders, et al.

Senior Researcher at TNO Sustainable Productivity and Employability, Phd Student at University of Maastricht

Fr-S134-OR-02

**Psychological Well-Being in Retirement: Satisfaction, Frustration and Balancing Needs**

Andréanne Laframboise, Nathalie Houlfort

Université du Québec à Montréal

Fr-S134-OR-03

**Unraveling the perceived reasons underlying the entrepreneurs' retirement decision process: A person-centered perspective**

Chevalier Séverine, Fouquereau Evelyne, Gillet Nicolas, Bosselut Grégoire

Université François-Rabelais de Tours

Fr-S134-OR-04

**The Union Perspective of the Factors Surrounding the Return-To-Work of Employees with Depression**

Alessia Negrini<sup>1</sup>, Marc Corbière<sup>2</sup>, et al.

<sup>1</sup> IRSST – Institut de recherche Robert-Sauvé en santé et en sécurité du travail, <sup>2</sup> Université de Sherbrooke, School of Rehabilitation Centre for action in Work Disability Prevention and Rehabilitation (CAPRIT)

Fr-S134-OR-05

**Flexible search behavior among the unemployed: The road to reemployment or a roadblock?**

Sarah Vansteenkiste, Elise Marescaux  
KU Leuven

Fr-S134-OR-06

**Developing patterns of work preference, learning and support: A Swedish longitudinal study testing associations to well-being and employability over time**

Claudia Bernhard-Oettel<sup>1,3</sup>, Constanze Leineweber<sup>2,3</sup>, Johanna Stengård<sup>1,3</sup>, Hugo Westerlund<sup>2,3</sup>, Gunnar Aronsson<sup>1,3</sup>

<sup>1</sup> Dep of Psychology, Stockholm University, Sweden, <sup>2</sup> Stress Research Institute, Stockholm University, Sweden, <sup>3</sup> Stockholm Stress Center, Stockholm, Sweden

11:00–12:30 Session 135 | **Symposium** | Room: OKS Hall D

**Leadership and followership in times of change: An identity perspective**

Topic/s: 8. Leadership and management

Chair/s: Niklas K Steffens

Fr-S135-SYM-01

**True to whom? A group-interests model of authentic leadership perceptions**

Niklas K. Steffens, S. Alexander Haslam, Frank Mols  
University of Queensland

Fr-S135-SYM-02

**Prototypical supervisors shape layoff victims' experiences of organizational fairness and support**

Jukka Lipponen<sup>1</sup>, Niklas K. Steffens<sup>2</sup>

<sup>1</sup> University of Helsinki, <sup>2</sup> University of Queensland

Fr-S135-SYM-03

**The importance of senior leadership team prototypicality following an acquisition: A 3-wave study**

Martin R. Edwards

King's College London, University of London

Fr-S135-SYM-04

**Macho occupational prototypes discourage less masculine men**

Kim Peters<sup>1,2</sup>, Michelle K. Ryan<sup>2</sup>, S. Alexander Haslam<sup>1</sup>

<sup>1</sup> University of Queensland, <sup>2</sup> University of Exeter

Fr-S135-SYM-05

**The new psychology of leadership: Exploring the neglected role of identity content in psychology's classic studies**

S. Alexander Haslam

University of Queensland

11:00–12:30 Session 136 | **Oral session** | Room: OKS Meeting Room 2  
Topic/s: 20. Research methodology

Fr-S136-OR-01

**Introduction of a Shortened Version of the Latent and Manifest Benefits of Work (LAMB) Scale**

Carrie Kovacs, Bernad Batinic, Barbara Stiglbauer  
Johannes Kepler University Linz

Fr-S136-OR-02

**MACH IV and It's Facets: A Cross-National Study**

Savas Ceylan<sup>1</sup>, Emin Karagozoglu<sup>2</sup>, Carnot Nelson<sup>2,3</sup>  
<sup>1</sup> Hacettepe University, <sup>2</sup> ?hsan Dogramaci Bilkent University, <sup>3</sup> University of South Florida

Fr-S136-OR-03

**Validation of a scale for measuring organizational dynamic capabilities**

Alexander Engelmann<sup>1</sup>, Barbara Kump<sup>2</sup>, Christina Schweiger<sup>1</sup>  
<sup>1</sup> FHWien University of Applied Sciences of WKW/Institute for Management & Entrepreneurship,  
<sup>2</sup> FHWien University of Applied Sciences of WKW/Institute for Human Resources & Organisation

Fr-S136-OR-04

**Development and validation of a scale to measure innovation-related self-efficacy**

Christoph Müller, Friedemann W. Nerdinger  
Chair of Business and Organizational Psychology, University of Rostock

Fr-S136-OR-05

**Transformational Leadership: A Multilevel CFA of Item Scores from the MLQ-5X**

Hallvard Føllesdal  
BI Norwegian Business School

Fr-S136-OR-06

**Reporting Interaction Effects in Moderated Multiple Regression: Beyond Null Hypothesis Significance Testing**

Jeremy Dawson  
University of Sheffield

11:00–12:30 Session 137 | **Symposium** | Room: OKS Meeting Room 3

**Cognitive, Emotional and Social Components of Services Encounters: Employees and Customers Perspectives**

Topic/s: 10. Performance and productivity  
Chair/s: Salvatore Zappala<sup>1</sup>, Vicente Martinez-Tur

Fr-S137-SYM-01

**A Markov chain analysis of emotional exchange in voice-to-voice communication: Testing for the mimicry hypothesis of emotional contagion.**

Rita Rueff-Lopes<sup>1</sup>, José Navarro<sup>2</sup>, Antonio Caetano<sup>1</sup>, Ana Junça Silva<sup>1</sup>  
<sup>1</sup> ISCTE-IUL, Instituto Universitário de Lisboa, <sup>2</sup> University of Barcelona

Fr-S137-SYM-02

**Differences in job related stresses and strains and work ability between managers and staff in the service sector.**

Christin Polzer, Kai Seiler  
Institute for Work Design of North Rhine-Westphalia

Fr-S137-SYM-03

**Service Climate, Burn-out and Creativity Impact on Customer Satisfaction: An Empirical Study in Social Services**

Salvatore Zappalà<sup>1</sup>, Fabio Massei<sup>1</sup>, Vicente Martinez-Tur<sup>2</sup>  
<sup>1</sup> University of Bologna, Italy, <sup>2</sup> University of Valencia, Spain

Fr-S137-SYM-04

**Service with a Laugh» – The Role of Customer Humor and Gelotophobia in Service Encounters**

Alexander Pundt, Valerie Herzog  
University of Mannheim, Germany

Fr-S137-SYM-05

**Testing customer egocentric bias: Nonlinear relationships in a four-sample investigation.**

Vicente Martínez-Tur<sup>1</sup>, Carolina Moliner<sup>1</sup>, Rosa Sánchez-Hernández<sup>2</sup>, Jose Maria Peiró,<sup>1</sup>  
<sup>1</sup> IDOCAL, University of Valencia, Spain, <sup>2</sup> Veracruzana University, Mexico

Fr-S137-SYM-06

**Quality of Care Work as Interaction Work under economic restrictions – the role of leadership.**

Christel Kumbruck  
University of Applied Sciences, Osnabrueck, Germany

11:00–12:30 Session 138 | **Symposium** | Room: OKS Meeting Room 4

**Deepening and broadening our understanding of workplace bullying**

Topic/s: 16. Conflicts in organizations  
Chair/s: Guy Notelaers, Jordi Escartin  
Discussant/s: Duncan Lewis

Fr-S138-SYM-01

**Bullying, an escalated conflict?**

Guy Notelaers<sup>1</sup>, Leo Paas<sup>2</sup>, Ståle Einarsen<sup>1</sup>

<sup>1</sup> Department of Psychosocial Science, University of Bergen, Norway, <sup>2</sup> Vrije Universiteit Amsterdam, Netherlands

Fr-S138-SYM-02

**The moderating effect of work discrimination on workplace bullying: Social group categorization and the impact of socially stigmatized identities**

Helge Hoel<sup>1</sup>, Duncan Lewis<sup>3</sup>

<sup>1</sup> Manchester Business School, The University of Manchester, UK., <sup>2</sup> Plymouth Graduate School of Management & Plymouth Business School, Wales., <sup>3</sup> Department of Psychosocial Science, University of Bergen, Norway

Fr-S138-SYM-03

**When do «targets» perceive themselves as «victims» of workplace bullying?**

Jordi Escartin<sup>1</sup>, Guy Notelaers<sup>2</sup>, Johannes Ullrich<sup>3</sup>

<sup>1</sup> University of Barcelona, Spain, <sup>2</sup> Department of Psychosocial Science, University of Bergen, Norway, <sup>3</sup> University of Zurich, Switzerland

Fr-S138-SYM-04

**Conflict Strategies of bullying targets and non-targets. A Diary Study.**

Dieter Zapf<sup>1</sup>, Elfi Baillien<sup>2,3</sup>, Jordi Escartin<sup>4</sup>, Claudia Gross<sup>1</sup>

<sup>1</sup> Goethe-University, Frankfurt am Main, Germany, <sup>2</sup> Faculty of Economics and Business (FEB), Campus Brussels, KU Leuven, Belgium, <sup>3</sup> Research Group Occupational, Organizational Psychology and Professional Learning, KU Leuven, Belgium, <sup>4</sup> Universitat de Barcelona, Barcelona, Spain

Fr-S138-SYM-05

**The effect of exposure to negative social behaviour on turnover intentions: The role of perceived psychological contract violation and prosocial behaviours**

Denise Salin<sup>1</sup>, Guy Notelaers<sup>2</sup>

<sup>1</sup> University of Helsinki, Finland, <sup>2</sup> Department of Psychosocial Science, University of Bergen, Norway

11:00–12:30 Session 139 | **Symposium** | Room: OKS Auditoriet

**New Perspectives on Positive Affect and Motivation at Work**

Topic/s: 19. Emotions in the workplace

Chair/s: Susanne Scheibe, Friederike Doerwald

Fr-S139-SYM-01

**Testing an Affect Misattribution Theory of Intrinsic Motivation**

N. Pontus Leander, Stacey Sanders, et al.

University of Groningen

Fr-S139-SYM-02

**Intrinsic Motivation and Positive Affect: Reciprocally Related?**

Sandra Ohly<sup>1</sup>, Anja Goeritz<sup>2</sup>

<sup>1</sup> University of Kassel, <sup>2</sup> University of Freiburg

Fr-S139-SYM-03

**Mind the Gap: Ideal and Actual Affect As Drivers of Work Engagement**

Friederike Doerwald, Susanne Scheibe, Hannes Zacher, Nico W. Van Yperen

University of Groningen

Fr-S139-SYM-04

**Job Engagement in Self- versus Waged Employment: Fit Between Job Features and Personal Values**

Ilke Inceoglu<sup>1</sup>, Peter Warr<sup>2</sup>

<sup>1</sup> Surrey Business School, University of Surrey, <sup>2</sup> Institute of Work Psychology, Sheffield University Management School

Fr-S139-SYM-05

**Leaders' Use of Naturally Felt Emotions: The Role of Organizational Requirements and Individual Differences**

Annie Haver, Kristin Akerjordet, Trude Furunes

University of Stavanger

11:00–12:30 Session 140 | **Symposium** | Room: OKS Torghjørnet

**Organizational Health Interventions: When and how do they work? A Symposium of the INSOI (International Network for Sustainable Organizational Interventions) group**

Topic/s: 4. Health and interventions

Chair/s: Christine Busch

Discussant/s: Karina Nielsen

Fr-S140-SYM-01

**Process evaluation of an intervention project with nursing divisions in a Swiss hospital**

Alice Inauen<sup>1</sup>, Horst Rettke<sup>2</sup>, Annemarie Fridrich<sup>1</sup>, Rebecca Brauchli<sup>1</sup>, Gregor J. Jenny<sup>1</sup>, Georg F. Bauer<sup>1</sup>

<sup>1</sup> University of Zurich, Epidemiology, Biostatistics and Prevention Institute, Division Public & Organizational Health, <sup>2</sup> University Hospital Zurich, Centre for Clinical Nursing Science

Fr-S139-SYM-02

**Evaluating leadership interventions using a transfer of training perspective**

Susanne Tafvelin<sup>1</sup>, Henna Hasson<sup>1</sup>, Karina Nielsen<sup>2</sup>, Ulrica von Thiele Schwarz<sup>1</sup>

<sup>1</sup> Karolinska Institutet, <sup>2</sup> University of East Anglia

Fr-S140-SYM-03

**Forms of participation – the development of a taxonomy of different approaches to participation in organizational work environment interventions**

Johan Simonsen Abildgaard<sup>1</sup>, Henna Hasson<sup>2</sup>, Ulrica von Thiele Schwarz<sup>2</sup>, Lise Løvseth<sup>3</sup>,

Arja Ala-Laurinaho<sup>4</sup>, Karina Nielsen<sup>5</sup>

<sup>1</sup> The National Research Centre for the Working Environment, Denmark, <sup>2</sup> Medical Management Centre, Karolinska Institutet, Sweden, <sup>3</sup> Department of Psychology, NTNU, Norway, <sup>4</sup> Finnish Institute of Occupational Health, <sup>5</sup> University of East Anglia, Norwich Business School, UK

Fr-S140-SYM-04

**Process evaluation of successful and less successful organizational health interventions**

Christine Busch<sup>1</sup>, Julia Clasen<sup>2</sup>, Julia Vowinkel<sup>1</sup>, Eva Winkler<sup>1</sup>

<sup>1</sup> University of Hamburg, Germany, <sup>2</sup> Business and Information Technology School, Germany

Fr-S140-SYM-05

**Promoting employee health by integrating health promotion, occupational safety and health and continuous improvement work – how do process factors impact employee outcomes?**

Hanna Augustsson, Terese Stenfors-Hayes, Henna Hasson, Ulrica von Thiele Schwarz  
Karolinska Institutet, Department of Learning, Informatics, Management and Ethics, Medical Management Centre (MMC)

11:00–12:30 Session 141 | **Symposium** | Room: OKS Odin

**Individual career development within social and organizational context**

Topic/s: 13. Labor market issues

Chair/s: Andreas Hirschi, Daniel Spurk

Fr-S141-SYM-01

**Career development needs of older versus younger workers: An organizational and community perspective**

Franziska Baumeler, Noemi Nagy, Andreas Hirschi  
University of Bern, Switzerland

Fr-S141-SYM-02

**Social Resources in Youth Career Development: The Relevance of Role Models**

Domingo Valero, Anita Keller, Andreas Hirschi  
University of Bern, Switzerland

Fr-S141-SYM-03

**Changes in job-search strategies: The role of progress in shaping the dynamics of job seeking**

Edwin A. J. van Hooft, Jessie Koen, Anouk Schuurman  
University of Amsterdam

Fr-S141-SYM-04

**The Dynamics of Job Search Strategies: When to Use which Strategy?**

Jessie Koen<sup>1</sup>, Sarah Vansteenkiste<sup>2</sup>, Marijke Verbruggen<sup>2</sup>

<sup>1</sup> University of Amsterdam, the Netherlands, <sup>2</sup> University of Leuven, Belgium

Fr-S141-SYM-05

**Longitudinal Effects of Career Adaptability on Job and Career Insecurity via Two Types of Perceived Marketability**

Daniel Spurk<sup>1</sup>, Simone Kauffeld<sup>2</sup>, Anneke Meinecke<sup>2</sup>, Katharina Ebner<sup>2</sup>

<sup>1</sup> Universität Bern, Switzerland, <sup>2</sup> TU Braunschweig, Germany

Fr-S141-SYM-06

**Considering the context: Human Resource Management practices and psychological contracts**

Sabine Raeder<sup>1,2</sup>, Anja Krog<sup>2</sup>, Felix Anker Klein<sup>2</sup>, Katrine Haakensen<sup>2</sup>, Helene Engebakken<sup>2</sup>,  
José María Peiró<sup>3</sup>

<sup>1</sup> ETH Zürich, <sup>2</sup> University of Oslo, <sup>3</sup> University of Valencia

11:00–12:30 **Alliance Meeting** | Room: OKS Balder



11:00–12:30 Session 142 | **Invited Symposium** | Room: RC Christiania Hall A

**Work Life Balance: addressing conflicts between different life domains**

Topic/s: 5. Work-Family Interface

Chair/s: Helena Falkenberg, Petra Lindfors

Fr-S142-INV-SYM-01

**Handling interference between work and family: Do gender and socioeconomic status matter and could control at work and at home help?**

Helena Falkenberg<sup>1</sup>, Petra Lindfors<sup>2</sup>, Jenny Head<sup>1</sup>

<sup>1</sup> University College London, <sup>2</sup> Stockholm University

Fr-S142-INV-SYM-02

**Change in work-time control and work-home interference among Swedish working men and women: Finding from the SLOSH cohort study**

Constanze Leineweber, Göran Kecklund, Petra Lindfors, Linda Magnusson Hanson

Stockholm University

Fr-S142-INV-SYM-03

**Work–Home Interference and Burnout: A Study Based on Swedish Twins**

Victoria Blom<sup>1</sup>, Magnus Sverke<sup>2</sup>, Lennart Bodin<sup>1</sup>, Gunnar Bergström<sup>1</sup>, Petra Lindfors<sup>2</sup>, Pia Svedberg<sup>1</sup>

<sup>1</sup> Karolinska Institutet, <sup>2</sup> Stockholm University

Fr-S142-INV-SYM-04

**Work-Life Imbalance and Psychological Well-being in Women and Men**

Petra Lindfors

Stockholm University

Fr-S142-INV-SYM-05

**Using the ABLE intervention as part of a healthy workplace: Lessons learned and new directions**

Arla Day

Saint Mary's University

11:00–12:30 Session 143 | **Symposium** | Room: RC Christiania Hall B

**Self-determination theory at work: Advances into the role of basic psychological need satisfaction**

Topic/s: 3. Positive organizational behavior

Chair/s: Claude Fernet

Fr-S143-SYM-01

**Psychosocial safety climate and work outcomes: The mediating role of need satisfaction and thwarting**

Tiphaine Huyghebaert<sup>1</sup>, Nicolas Gillet<sup>1</sup>, Fadi Joseph Lahiani<sup>2</sup>, Evelyne Fouquereau<sup>1</sup>

<sup>1</sup> Université François-Rabelais de Tours, <sup>2</sup> AD Conseil

Fr-S143-SYM-02

**On the Differential Relationships between Job Characteristics and Employee Functioning: The Role of Basic Psychological Needs and Work Motivation**

Sarah-Geneviève Trépanier<sup>1</sup>, Jacques Forest<sup>1</sup>, Claude Fernet<sup>2</sup>, Stéphanie Austin<sup>2</sup>

<sup>1</sup> Université du Québec à Montréal, <sup>2</sup> Université du Québec à Trois-Rivières

Fr-S143-SYM-03

**Servant leadership and self-determined motivation: looking at basic psychological need satisfaction as a mediating mechanism and employees' values as boundary conditions**

Zheni Wang<sup>1</sup>, Alexandra Panaccio<sup>1</sup>, Guylaine Landry<sup>2</sup>, Usman Raja<sup>3</sup>

<sup>1</sup> Concordia University, <sup>2</sup> Université du Québec à Montréal, <sup>3</sup> Brock University

Fr-S143-SYM-04

**The differential relationship between motives for making money and employee psychological well-being: An SDT-perspective**

Jacques Forest<sup>1</sup>, Julian Kindlein<sup>2</sup>, Anaïs Thibault Landry<sup>1</sup>, Sarah-Geneviève Trépanier<sup>1</sup>, Drea Zigarmi<sup>3</sup>, Dobie Houson<sup>3</sup>, Felix C. Brodbeck<sup>2</sup>

<sup>1</sup> Université du Québec à Montréal, <sup>2</sup> LMU München, <sup>3</sup> Ken Blanchard companies

Fr-S143-SYM-05

**Strategic Human Resource Management and Individual Knowledge Sharing: A Self-Determination Perspective**

Marylène Gagné, Khee Sing Benjamin Ho, Amy Tian, Christine Soo  
University of Western Australia

11:00–12:30 Session 144 | **Symposium** | Room: RC Christiania Hall C

**How do individuals contribute to system safety? An expanded view of safety behaviour and its determinants**

Topic/s: 15. Occupational and organizational safety

Chair/s: Daniela Maria Andrei

Fr-S144-SYM-01

**A cross cultural investigation on the role of employees' goal motivation for safety**

Daniela Andrei<sup>1,2</sup>, Mark Griffin<sup>1</sup>

<sup>1</sup> Centre for Safety, University of Western Australia, <sup>2</sup> Babes-Bolyai University, Romania

Fr-S144-SYM-02

**«Everything looked fine»: An analysis of the drill crew's situation awareness on Deep-water Horizon.**

Ruby Roberts, Rhona Flin, Jen Cleland

University of Aberdeen, Scotland

Fr-S144-SYM-03

**Commitment to safety in supervisors and managers**

Laura Fruhen, Mark Griffin, Daniela Andrei

Centre for Safety, University of Western Australia

Fr-S144-SYM-04

**A new model of safety compliance: How engagement shapes compliance with safety rules and procedures**

Xiaowen Hu<sup>1</sup>, Mark Griffin<sup>2</sup>, Gillian Yeo<sup>1</sup>

<sup>1</sup> Business School, University of Western Australia, <sup>2</sup> School of psychology, University of Western Australia

Fr-S144-SYM-05

**The role of LMX in explaining safety performance: a moderated mediation analysis**

Stefano Toderi<sup>1</sup>, Marco Giovanni Mariani<sup>1</sup>, Matteo M.A. Curcuruto<sup>2</sup>

<sup>1</sup> Dipartimento di Psicologia, Università di Bologna, <sup>2</sup> School of Psychology, University of Western Australia

11:00–12:30 Session 145 | **Symposium** | Room: RC Oslo Hall B

**New challenges and opportunities for the prevention of discrimination and promotion of diversity**

Topic/s: 7. Human resource management

Chair/s: Franciska Krings, Michèle Céline Kaufmann

Discussant/s: Sabine Sczesny Sczesny

Fr-S145-SYM-01

**Diversity Cues on Job Ads: Effective or not?**

Eva Deros, Jeroen Decoster

University of Ghent

Fr-S145-SYM-02

**Immigrant employees' subtle discrimination experiences and their long-term consequences**

Franciska Krings, Claire Johnston, Christian Maggiori  
University of Lausanne

Fr-S145-SYM-03

**Mechanisms that Underlie Detrimental Effects of Age Appearance on Hiring Decisions**

Michèle Kaufmann<sup>1</sup>, Franciska Krings<sup>2</sup>, Sabine Sczesny<sup>1</sup>  
<sup>1</sup> University of Bern, <sup>2</sup> University of Lausanne

Fr-S145-SYM-04

**Age diversity and organizational performance – the moderating role of employees subjective age identities**

Florian Kunze<sup>1</sup>, Ulrich Leicht-Deobald<sup>2</sup>, Heike Bruch<sup>2</sup>  
<sup>1</sup> University of Konstanz, <sup>2</sup> University of St Gallen

Fr-S145-SYM-05

**Access to «Good» Labs: The Role of Ethnicity and Gender in Placing Biomedical Graduate Students into Research Laboratories**

Christine L. Nitttrouer<sup>1</sup>, Katharine Ridgway O'Brien<sup>2</sup>, Michelle R. Hebl<sup>1</sup>, Rachel C. E. Trump<sup>1</sup>,  
John R. Rodgers<sup>2</sup>  
<sup>1</sup> Rice University, <sup>2</sup> Baylor College of Medicine

11:00–12:30 Session 146 | **Oral session** | Room: RC Oslo Hall C

Topic/s: 1. Employment relations  
3. Positive organizational behavior  
8. Leadership and management

Fr-S146-OR-01

**Board Gender Quotas – a review**

Ruth Sealy<sup>1</sup>, Siri Terjesen<sup>2</sup>  
<sup>1</sup> City University London, <sup>2</sup> Indiana University

Fr-S146-OR-02

**How to manage virtual teams? A systematic review of research**

Justine Massu, Xavier Caroff, Todd Lubart  
LATI, University Paris Descartes

Fr-S146-OR-03

**Job Gravitational Effects of Employee Regulatory Focus**

Luc Dorenbosch, Melissa Vink, et al.  
TNO | Work & Employment

Fr-S146-OR-04

**Economic Crisis Perceptions and Employee Work Engagement: Investigating the Moderating Role of Empowering Leadership Behaviour**

Koen Dewettinck, Ine Willemse  
Vlerick Business School

Fr-S146-OR-05

**Teamflow as a mediator between organizational climate and organizational commitment.**

Joceli Drummond, Tito Laneiro, Luisa Ribeiro  
Universidade Autónoma de Lisboa

Fr-S146-OR-06

**The health-relevant interplay between job characteristics and leader–member exchange: A longitudinal investigation**

Sylvie Vincent-Hoeper<sup>1</sup>, Sabine Gregersen<sup>2</sup>, Albert Nienhaus<sup>3</sup>

<sup>1</sup> Department of Work and Organizational Psychology, University of Hamburg, Germany, <sup>2</sup> Institute for Statutory Accident Insurance and Prevention in the Health and Welfare Services, Germany,

<sup>3</sup> Institute for Health Services Research in Dermatology and Nursing, University Medical Centre Hamburg–Eppendorf, Germany

12:00–13:30 Session 147 | **Poster session** | Room: OKS Forum

Topic/s: 4. Health and interventions

6. Personnel selection

7. Human resource management

Fr-S147-PO-01

**Cultural Intelligence Scale: Validation in a Multicultural Setting of Erasmus Mundus Students and Alumni**

Helena Martins<sup>1,2</sup>, Maria Yarosh<sup>4</sup>, Dane Lukic<sup>3</sup>

<sup>1</sup> Polytechnic Institute of Porto, <sup>2</sup> University of Porto, Faculty of Economics, <sup>3</sup> Caledonian University of Glasgow, <sup>4</sup> Universidad de Deusto

Fr-S147-PO-02

**The perception of supervisors of their role in transfer of training**

Natalie Govaerts, Eva Kyndt, Filip Dochy

KU Leuven – University of Leuven

Fr-S147-PO-03

**Comparative study between Spain, USA and UK in Public Manager Competencies**

Ana M. Castaño, Antonio L. García-Izquierdo

University of Oviedo, Spain

Fr-S147-PO-04

**Implicit theories and leadership 1: How good a boss would you be?**

Eric Mayor, Carole Gilli, Carine Passeri, Julie Zumbühl

University of Neuchatel

Fr-S147-PO-05

**Intention of managerial career for advanced students : The impacts of gendered identity and leadership self-efficacy**

Anne-Marie Vonthron, Emilie Vayre

Parisian Laboratory of Social Psychology, Paris Ouest-Nanterre University

Fr-S147-PO-06

**A Motivational Model of Workplace Mentoring Relationships**

Ashlyn Patterson, M. Gloria Gonzalez-Morales

University of Guelph

Fr-S147-PO-07

**Are Financial Executives Ready for International Financial Reporting Standards?: An Exploratory Study**

Lori Kopp<sup>1</sup>, James Bierstaker<sup>2</sup>, Danielle Lombardi<sup>2</sup>

<sup>1</sup> University of Lethbridge, <sup>2</sup> Villanova University

Fr-S147-PO-08

**E-Learning – an exploration of learner reactions**

Paul Deakin, John Hackston, Rob Bailey

OPP Ltd

Fr-S147-PO-09

**Play Fair, Pay Fair: Factors and Mechanism behind Gender Equal Pay Systems**

Virpi Liinalaakso

Aalto University

Fr-S147-PO-10

**Organizational Attractiveness: Does Ethnic Diversity Matter?**

Vincent Angel, Donatienne Desmette, Ginette Herman

Catholic University of Louvain

Fr-S147-PO-11

**Contact and Values – An Investigation of the Relationship between Line Managers' Characteristics and Employees' Perceived Inclusion**

Gordana Abramovic, Laura Mercer Traavik

BI Norwegian Business School

Fr-S147-PO-12

**Retention preferences from a multi-generation workforce perspective: The relationship between Total Rewards, Perceived Organisational Support and Perceived Supervisor Support**

Wilmien Smit<sup>1</sup>, Professor Karel Stanz<sup>1</sup>, Professor Mark Bussin<sup>2</sup>

<sup>1</sup> University of Pretoria, <sup>2</sup> University of Johannesburg

Fr-S147-PO-13

**Spaced practice is a better use of practice time than overlearning on psychomotor tasks.**

Michael Hein, Sarah Stallings, Andrea Wilkerson, Richard Moffett, Glenn Littlepage

Middle Tennessee State University

Fr-S147-PO-14

**The Effect of non-instrumental Performance Appraisal Implementation on Ratee Feedback Reaction**

Philipp David Schaller, Nicole Alexy, Kristina Maros

Bundeswehr-University, Munich

Fr-S147-PO-15

**«Why do coaches (not) participate in coaching research?»**

Denise Schubert, Silja Kotte, Heidi Prof. Möller

Universität Kassel

Fr-S147-PO-16

**Every Medal Has Two Sides: Gender Diversity in the French Air Force**

Elena Essig<sup>1,2</sup>, Richard Soparnot<sup>1</sup>, Jocelyne Abraham<sup>2</sup>

<sup>1</sup> France Business School, <sup>2</sup> Université François Rabelais de Tours

Fr-S147-PO-17

**The HRM – Employees' Performance Link: Considering HRM Process and Employees' Cultural Values**

Karin Sanders<sup>1</sup>, Huadong Yang<sup>2</sup>

<sup>1</sup> School of Management, UNSW Australia Business School, <sup>2</sup> University of Liverpool Management School (ULMS)

Fr-S147-PO-18

**Work-Task Changes as Facilitators of Cognitive Functioning in Assembly-Line Workers**

Jan Oltmanns<sup>1</sup>, Ben Godde<sup>1</sup>, Ursula M. Staudinger<sup>2</sup>

<sup>1</sup> Jacobs Center on Lifelong Learning and Institutional Development, Jacobs University Bremen,

<sup>2</sup> Columbia Aging Center, Columbia University, New York

Fr-S147-PO-19

**Comparing line management and employee reports of implemented HR practices in work units**

Susanne Beijer<sup>1</sup>, Marc Van Veldhoven<sup>1</sup>, Riccardo Peccei<sup>2</sup>, Jaap Paauwe<sup>1</sup>

<sup>1</sup> Tilburg University, <sup>2</sup> King's College London

Fr-S147-PO-20

**A cognitive behavioural intervention to boost older workers' learning competency**

Christian Stamov Roßnagel

Jacobs University Bremen

Fr-S147-PO-21

**How do work values and self-efficacy affect occupational choice? – A study on self-employed and permanent employed workers within Germany**

Nicole Alexy

Bundeswehr University Munich

Fr-S147-PO-22

**Developing teamwork and project management skills in engineering: A project-oriented learning approach for large groups.**

Siegfried Stumpf<sup>1</sup>, Arno Bitzer<sup>2</sup>, Gabriele Koeppel<sup>3</sup>, Stefanie Gruttauer<sup>4</sup>, Benita Rowe<sup>5</sup>

<sup>1</sup> University of Applied Sciences Cologne – Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, <sup>2</sup> University of Applied Sciences Cologne, Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, <sup>3</sup> University of Applied Sciences Cologne, Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany,

<sup>4</sup> University of Applied Sciences Cologne (UASCG), Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany, <sup>5</sup> University of Applied Sciences Cologne (UASCG), Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany

Fr-S147-PO-23

**Team intervention to enhance team-functioning of interprofessional health care teams**

Mirjam Körner<sup>1</sup>, Manfred Rundel<sup>2</sup>, Linda Zimmermann<sup>1</sup>, Sonja Becker<sup>1</sup>, Christian Müller<sup>1</sup>

<sup>1</sup> Medical Psychology and Medical Sociology, Medical Faculty, University of Freiburg, Germany,

<sup>2</sup> Celenus-Kliniken GmbH, Offenburg, Germany

Fr-S147-PO-24

**Preservation and Promotion of Competencies of elderly Employees: First Results of the Evaluation of the LiA-Project (Learning while Working, ger.: «Lernen im Arbeitsalltag»)**

Lara Görtner, Tanja Hüber, Udo Käser, Una Maria Röhr-Sendlmeier

University Bonn, Department of Psychology

Fr-S147-PO-25

**Vocational identity status of Croatian adolescents**

Toni Babarovic<sup>1</sup>, Iva Sverko<sup>1</sup>, Ivana Herceg<sup>2</sup>

<sup>1</sup> Ivo Pilar Institute of Social Sciences, <sup>2</sup> University of Zagreb, Centre for Croatian Studies

Fr-S147-PO-26

**The relationship between personality traits and career decision-making self-efficacy: The mediating role of core self-evaluation**

Letizia Palazzeschi, Annamaria Di Fabio

Department of Education and Psychology, University of Florence, Italy

Fr-S147-PO-27

**«EDU.CARE PROJECT» An innovative elderlies care givers training (researched and applied in LLP program)**

Gianluca Biggio

Universtita Della Tuscia – Viterbro

Fr-S147-PO-28

**Career Adaptability in Croatia: Validity of Career Adapt-Abilities Scale and its Relation to Career Maturity**

Iva Šverko<sup>1</sup>, Toni Babarović<sup>1</sup>, Ivan Pavao Matić<sup>2</sup>

<sup>1</sup> Ivo Pilar Institute of Social Sciences, <sup>2</sup> University of Zagreb, Centre for Croatian Studies

Fr-S147-PO-29

**Tackling Adverse Impact using Video Based Situational Judgement Testing: Analyses of the Adverse Impact in the selection of Belgian Civil Servants**

Michael Tack

BDO

Fr-S147-PO-30

**A Case for Particularism in Staffing Scholarship: A Multi-Disciplinary Review of Inherent Conflicts between Staffing Personnel and External Stakeholders**

Michael Campion, Joel Owens

University of South Carolina

Fr-S147-PO-31

**The importance of nonverbal behaviour in assessment: A test of a new research methodology**

Elias Corneillie, Eveline Schollaert, Filip Lievens, Frederik Anseel

Ghent University

Fr-S147-PO-32

**Psychological risk in the professional activities of fly-in-fly-out workers in the Arctic**

Yana Korneeva<sup>1,2</sup>, Natalia Simonova<sup>1,2</sup>

<sup>1</sup> Northern (Arctic) Federal University named after MV Lomonosov, <sup>2</sup> Northern State Medical University

Fr-S147-PO-33

**Supporting School-to-Work Transition in Italy: Evaluating the effect of a Career**

**Intervention on Students' Career Decision Making Self-efficacy**

Rita Chiesa<sup>1</sup>, Fabio Massei<sup>2</sup>, Dina Guglielmi<sup>3</sup>

<sup>1</sup> Department of Psychology, University of Bologna, Italy, <sup>2</sup> Human Resources Consultant, atrain, Germany, <sup>3</sup> Department of Sciences of Education, University of Bologna, Italy

Fr-S147-PO-34

**Validation of a questionnaire measuring decision processes preceding absences:**

**Data from Romania.**

Roland Foucher<sup>1</sup>, Iuliana Dicu<sup>2</sup>

<sup>1</sup> Université du Québec en Outaouais, <sup>2</sup> Université du Québec à Montréal

Fr-S147-PO-35 | Interactive

**Will you still hire me when I am over 50? Effects of implicit and explicit age bias on resume evaluations.**

Malgorzata Kmicinska<sup>1</sup>, Sara Zaniboni<sup>1</sup>, Paola Paladino<sup>1</sup>, Donald Truxillo<sup>2</sup>, Kimberly Kahn<sup>2</sup>, Franco Fraccaroli<sup>1</sup>

<sup>1</sup> Department of Psychology and Cognitive Science, University of Trento, Italy, <sup>2</sup> Portland State University, USA

Fr-S147-PO-36 | Interactive

**Problems with professional skill evaluation of musical theatre actors**

Mekhirban Abdullaeva

Lomonosov Moscow State University

Fr-S147-PO-37 | Interactive

**Should I Stay or Should I go Now? Examining the role of perceived pregnancy discrimination in the turnover of working mothers following maternity leave**

Samantha Paustian-Underdahl<sup>1</sup>, Ashley Mandeville<sup>2</sup>, Laura Little<sup>3</sup>, Amanda Hinojosa<sup>4</sup>

<sup>1</sup> Florida International University, <sup>2</sup> The University of Alabama, <sup>3</sup> The University of Georgia,

<sup>4</sup> The University of Houston-Clear Lake

Fr-S147-PO-38 | Interactive

**Investigating Pregnancy Disclosures at Work: A qualitative and quantitative analysis.**

Samantha Paustian-Underdahl<sup>1</sup>, Ashley Mandeville<sup>2</sup>

<sup>1</sup> Florida International University, <sup>2</sup> The University of Alabama

Fr-S147-PO-39 | Interactive

**Managing psychosocial risk factors in organizations. The elemental contribution of mixed methods research**

Michela Vignoli, Dina Guglielmi, Marco Depolo  
University of Bologna

Fr-S147-PO-40 | Interactive

**Concurrent construction designs may not overestimate the predictive validity of situational judgment tests (SJTs)**

Mats Englund  
cut-e Nordic

12:45–13:30 Session 148 | **Keynote** | Room: OKS Hall A  
Topic/s: 1. Employment relations

Fr-S148-KEY-01

**Managing the Employee-Organisation Relationship (EOR) in Turbulent Times**

Jacqueline Coyle-Shapiro  
London School of Economics and Political Science

12:45–14:15 Session 149 | **Panel** | Room: OKS Hall B  
Topic/s: 7. Human resource management  
Chair/s: Deidra J. Schleicher

Fr-S149-PAN-01

**Outreach Session by the Human Resources Division of the Academy of Management: Updates on our International Initiatives**

Deidra Schleicher<sup>1</sup>, Corine Boon<sup>2</sup>, Pawan Budhwar<sup>3</sup>, Bard Kuvaas<sup>4</sup>, Wolfgang Mayrhofer<sup>5</sup>, Karin Sanders<sup>6</sup>, Karel Stanz<sup>7</sup>

<sup>1</sup> Texas A&M University, <sup>2</sup> University of Amsterdam, <sup>3</sup> Aston University, <sup>4</sup> BI Norwegian Business School, <sup>5</sup> Vienna University of Economics and Business, <sup>6</sup> University of New South Wales, <sup>7</sup> University of Pretoria

12:45–13:30 Session 150 | **Oral session** | Room: OKS Hall C  
Topic/s: 10. Performance and productivity

Fr-S150-OR-01

**The curvilinear relationship between work pressure and momentary task performance: The mediating role of state Core Self-Evaluations.**

Joeri Hofmans, Jonas Debusscher  
Vrije Universiteit Brussel

Fr-S150-OR-02

**Using exit surveys to evaluate counterproductive work behaviors: A case study**

Saul Fine, Gabriela Pecker  
Midot, Ltd.

Fr-S150-OR-03

**The interruption of achievement goals: Consequences for task performance**

Jenny V. Bittner<sup>1</sup>, Robin Zondervan<sup>2</sup>

<sup>1</sup> University of Ulm, Germany, <sup>2</sup> University of Twente, Enschede

Fr-S150-OR-04

**The mediating role of dark and bright side attributes in the relationship between perceived abusive supervision and team effectiveness**

Melrona Kirrane<sup>1</sup>, Na Fu<sup>2</sup>, Mary Kinahan<sup>1</sup>

<sup>1</sup> Dublin City University Business School, <sup>2</sup> National University of Ireland



12:45–13:30 Session 151 | **Oral session** | Room: OKS Hall D  
Topic/s: 8. Leadership and management

Fr-S151-OR-01

**Leader identity across domains: Exploring self-other agreement at work, at home, and in community organizations**

Michael Palanski<sup>1</sup>, Michelle Hammond<sup>2</sup>, Rachel Clapp-Smith<sup>3</sup>

<sup>1</sup> Rochester Institute of Technology, <sup>2</sup> University of Limerick, <sup>3</sup> Purdue University Calumet

Fr-S151-OR-02

**Developing leader identities: An empirical study of leader-self stories, self-meanings and their reconstructions.**

Susann Gjerde

Norwegian University of Life Sciences (School of Economics and Business)

Fr-S151-OR-03

**Mentor Today, Leader Tomorrow?**

**Mentoring others as extra-role behavior of students with leadership qualities**

Silja Kennecke, Simone Kaminski, Dieter Frey, Denise Dlugosch, Sonja Militz

Ludwig-Maximilians-Universität München

12:45–13:30 Session 152 | **Oral session** | Room: OKS Meeting Room 1  
Topic/s: 2. Employee stress and burnout

Fr-S152-OR-01

**Illegitimate Tasks as a Mediator between Work Values Incongruence and Burnout**

Gabriele Buruck, Sarah S. Brom, Peter Richter

TU Dresden

Fr-S152-OR-02

**How do young professionals deal with increased autonomy at work? The importance of self-leadership styles**

Johanna Bunner<sup>1</sup>, Cornelia Gerdenitsch<sup>1</sup>, Tabea Scheel<sup>2</sup>, Christian Korunka<sup>1</sup>

<sup>1</sup> University of Vienna, Faculty of Psychology, <sup>2</sup> HU Berlin

Fr-S152-OR-03

**Social demands can enhance self-esteem and well-being:**

**Introducing the concept of Social Challenge Stressors**

Clara Heissler<sup>1</sup>, Marcel Kern<sup>2</sup>, Dieter Zapf<sup>3</sup>

<sup>1</sup> Universität des Saarlandes, <sup>2</sup> Goethe-Universität Frankfurt am Main, <sup>3</sup> Goethe University

12:45–13:30 Session 153 | **Oral session** | Room: OKS Meeting Room 2  
Topic/s: 8. Leadership and management

Fr-S153-OR-01

**Perceptions of organizational culture and leadership: The effects of transformational and transactional leadership on organizational identification and affective commitment**

Athena Xenikou

Western University, Department of Psychology

Fr-S153-OR-02

**The relationship between authentic leadership and follower wellbeing: Regular or reverse causation?**

Torsten J. Holstad<sup>1</sup>, Annika Nübold<sup>2</sup>, Kathleen Otto<sup>3</sup>, Thomas Rigotti<sup>4</sup>

<sup>1</sup> University of Leipzig, Germany, <sup>2</sup> University of Maastricht, The Netherlands, <sup>3</sup> University of Marburg, Germany, <sup>4</sup> University of Mainz, Germany

Fr-S153-OR-03

**Followership and the Emergence of Leadership**

Margarete Boos, Xaver Franiel, Manuela Pagel, Johannes Pritz  
University of Göttingen

12:45–13:30 Session 154 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 3. Positive organizational behavior

Fr-S154-OR-01

**A systematic review and meta-analysis: Investigating the effectiveness of interventions designed to increase work engagement**

Caroline Knight  
The University of Sheffield

Fr-S154-OR-02

**To craft or not to craft: The relationships between regulatory focus, job crafting and work outcomes**

Veerle Brenninkmeijer, Marleen Hekkert -Koning  
Utrecht University

Fr-S154-OR-03

**Experiencing job challenge: A person centric approach**

Irene E. de Pater  
National University of Singapore

12:45–13:30 Session 155 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Fr-S155-OR-01

**The Work-Related Quality of Life: Improving the psychometric properties of a measure of quality of working life**

Darren Van Laar<sup>1</sup>, Simon Easton<sup>1</sup>, Rita Fontinha<sup>2</sup>

<sup>1</sup> Department of Psychology, University of Portsmouth, United Kingdom, <sup>2</sup> Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom

Fr-S155-OR-02

**A path analysis of the effects of a psychological capital training intervention on psychological well-being**

Mahsa Dadras, Stefan Berger, Klaus Moser, Roman Soucek  
Friedrich-Alexander University

Fr-S155-OR-03

**Do HR practices and job self-efficacy help to discriminate different patterns of well-being and job performance? Broadening the happy-productive worker thesis**

Yarid Ayala Millán<sup>1</sup>, Núria Tordera Santamatilde<sup>1</sup>, José María Peiró Silla<sup>1,2</sup>, Jesús Yeves<sup>1</sup>

<sup>1</sup> University of Valencia, <sup>2</sup> IDOCAL

12:45–13:30 Session 156 | **Oral session** | Room: OKS Auditoriet

Topic/s: 2. Employee stress and burnout

Fr-S156-OR-01

**Consequences of employer expectations regarding employee availability beyond regular work hours on detachment from work: The mediating role of passive and active ICT use**

Esther Palm, Christian Seubert, Severin Hornung, Thomas Höge, Jürgen Glaser  
University of Innsbruck, Institute of Psychology

Fr-S156-OR-02

**The interplay between stressors, recovery, sleep and wellbeing in student life:**

**A diary study**

Eva-Kristina Brosch, Klara Christine Wenzel, Marie Heitfeld, Jennifer Di Gangi, Carmen Binnewies  
University of Münster

Fr-S156-OR-03

**Patterns of daily energy management at work: Relations to recovery experiences and employee well-being**

Taru Feldt<sup>1</sup>, Ulla Kinnunen<sup>2</sup>, Jessica de Bloom<sup>2</sup>, Kalevi Korpela<sup>2</sup>

<sup>1</sup> University of Jyväskylä, <sup>2</sup> University of Tampere

12:45–13:30 Session 157 | **Oral session** | Room: OKS Torghjørnet

Topic/s: 3. Positive organizational behavior

Fr-S157-OR-01

**Job crafting: A double-edged sword? The case of sickness presence among hospital physicians**

Fay Giæver<sup>1</sup>, Signe Lohmann-Lafrenz<sup>2</sup>, Lise Løvseth<sup>3, 1</sup>

<sup>1</sup> Norwegian University of Science and Technology (NTNU), Department of Psychology, <sup>2</sup> St. Olavs University Hospital, Department of Occupational Medicine, <sup>3</sup> St. Olavs University Hospital, Department of Research and Development, Division of Psychiatry

Fr-S157-OR-02

**The role of person-organisation fit in the relationship between ethical culture and employee well-being**

Mari Huhtala<sup>1, 2</sup>, Taru Feldt<sup>2</sup>

<sup>1</sup> School of Social Sciences and Humanities, University of Tampere, <sup>2</sup> Department of Psychology, University of Jyväskylä

Fr-S157-OR-03

**How a diamond is revealed through its facets: A Delphi study into what the optimal combination of team and occupational identity is for organizations**

Katerina Bohle Carbonell, Karen Könings, Mien Segers, Jeroen van Merriënboer  
University Maastricht

12:45–13:30 Session 158 | **Oral session** | Room: OKS Odin

Topic/s: 18. Teams and workgroups

Fr-S158-OR-01

**Silence at sea: Frequencies of communication in multi-national seafaring crews**

Michael Brenker, Stefan Strohschneider

Department for Intercultural Communication and Cultural Studies, Friedrich Schiller University Jena

Fr-S158-OR-02

**Get some help, but not too much! Influence of team size on coordination and clinical performance in medical emergency teams**

Jan Schmutz<sup>1</sup>, Florian Hoffmann<sup>2</sup>, Tanja Manser<sup>3</sup>

<sup>1</sup> ETH Zurich, Switzerland, <sup>2</sup> Dr. von Hauner University Children's Hospital, Munich, Germany,

<sup>3</sup> University Hospital Bonn, Bonn, Germany

Fr-S158-OR-03

**Stepping into your Shoes: Development and Evaluation of a Cross-training Intervention for Healthcare Teams**

Mona Weiss<sup>1</sup>, Michaela Kolbe<sup>1</sup>, Gudela Grote<sup>1</sup>, Carl Schick<sup>2</sup>, Donat Spahn<sup>2</sup>, Bastian Grande<sup>2</sup>

<sup>1</sup> ETH Zurich, Zurich, Switzerland, <sup>2</sup> University Hospital Zurich, Zurich, Switzerland

12:45–13:30 Session 159 | **Oral session** | Room: OKS Balder  
Topic/s: 16. Conflicts in organizations

Fr-S159-OR-01

**Measuring and diagnosing mobbing phenomenon – beyond behavioural indicators.**

Katarzyna Durniat

Institute of Psychology, University of Wrocław, Poland

Fr-S159-OR-02

**Relationships between organizational factors, bullying occurrence, health factors, and people's experience of work**

Stefan Blomberg, Michael Rosander

Linköping University, Linköping, Sweden

Fr-S159-OR-03

**Quality of leadership and workplace bullying: The mediating role of social community at work in a two-year follow-up study.**

Laura Francioli<sup>1,2,3</sup>, Annie Høgh<sup>2</sup>, Ann-Louise Holten<sup>2</sup>, Paul Maurice Conway<sup>2</sup>, Matias Brødsgaard Grynderup<sup>3</sup>, Eva Gemzøe Mikkelsen<sup>4</sup>, Roger Persson<sup>5</sup>, Giovanni Costa<sup>1,6</sup>, Åse Marie Hansen<sup>3,7</sup>

<sup>1</sup> Department of Clinical Sciences and Community Health, University of Milan, Italy, <sup>2</sup> Department of Psychology, University of Copenhagen, Denmark, <sup>3</sup> Department of Public Health, University of Copenhagen, Denmark, <sup>4</sup> CRECEA A/S, Aarhus, Denmark, <sup>5</sup> Department of Psychology, University of Lund, Sweden, <sup>6</sup> Fondazione IRCCS Ca' Granda Ospedale Maggiore Policlinico, Milan, Italy, <sup>7</sup> The National Research Centre for the Working Environment, Copenhagen, Denmark

12:45–13:30 Session 160 | **Panel (P)** | Room: RC Christiania Hall A  
Topic/s: 8. Leadership and management  
Chair/s: Sverre L. Nielsen

Fr-S160-PAN-01

**Leadership development. Two different ways to success, – or not so different? Part 1**

Dagrun Dvergsdal<sup>1</sup>, Gudrun Håan<sup>2</sup>

<sup>1</sup> Dvergsdal Consulting AS, <sup>2</sup> Håan Private Consultant

12:45–13:30 Session 161 | **Oral session** | Room: RC Christiania Hall B  
Topic/s: 3. Positive organizational behavior

Fr-S161-OR-01

**Dancing, aging and engaging – work engagement along career life cycle of professional dancers**

Filipa Rodrigues, Filipa Castanheira, Miguel Pina e Cunha

Nova Business School and Economics

Fr-S161-OR-02

**How to Stay Engaged and Productive in the New World of Work?  
The Role of Job Crafting**

Christina Wessels, Michaëla Schippers

Rotterdam School of Management, Erasmus University

Fr-S161-OR-03

**Go with the flow – but keep it stable: The effect of daily flow stability on daily creative performance.**

Jakob Stollberger<sup>1</sup>, Maike Debus<sup>2</sup>

<sup>1</sup> Aston Business School, Birmingham, UK, <sup>2</sup> University of Zurich

12:45–13:30 Session 162 | **Oral session** | Room: RC Oslo Hall B  
Topic/s: 18. Teams and workgroups

Fr-S162-OR-01

**Effects of teamwork on clinician burnout and patient safety – a longitudinal multilevel study**

Annalena Welp<sup>1</sup>, Tanja Manser<sup>2</sup>

<sup>1</sup> University of Fribourg, Department of Psychology, Switzerland, <sup>2</sup> Institute for Patient Safety, University Hospital Bonn, Germany

Fr-S162-OR-02

**The influence of team-based HRM on team learning**

Machiel Bouwmans, Piety Runhaar

Wageningen University and Research Centre

Fr-S162-OR-03

**How do leadership style and group processes influence innovation work?**

Jan-Paul Leuteritz<sup>1,2</sup>, Rita Berger<sup>1</sup>, José Navarro<sup>1</sup>

<sup>1</sup> University of Barcelona, <sup>2</sup> University of Stuttgart IAT

12:45–13:30 Session 163 | **Oral session** | Room: RC Oslo Hall C  
Topic/s: 15. Occupational and organizational safety

Fr-S163-OR-01

**Improving safety management skills of the comprehensive school managers**

Anna-Maria Teperi<sup>1</sup>, Essi Ryymin<sup>2</sup>

<sup>1</sup> Finnish Institute of Occupational Health, <sup>2</sup> HAMK University of Applied Sciences

Fr-S163-OR-02

**Safety First: The moderating effects of supervisor safety priority on the relationships between sleep deficiency and safety outcomes**

Candice Thomas<sup>1</sup>, Kuo-Yang Kao<sup>1</sup>, Christiane Spitzmueller<sup>1,2</sup>

<sup>1</sup> University of Houston, <sup>2</sup> Pan-Atlantic University

Fr-S163-OR-03

**Change Management, Team Cohesion and Psychological Contract in Hospitals**

Teresa Carla Oliveira<sup>1</sup>, João Fontes\_da\_Costa<sup>2</sup>, Ana Cordeiro<sup>3</sup>

<sup>1</sup> Faculty of Economics, University of Coimbra, Portugal, <sup>2</sup> ESTGOH, Polytechnic Institute of Coimbra,

<sup>3</sup> Master student at Faculty of Law, University of Coimbra, Portugal

Fr-S163-OR-04

**Leader-Member Exchange and driving violations: The role of reciprocation processes**

Victor Meirinhos, Nik Chmiel, Roy Spina

University of Chichester

13:45–14:30 Session 164 | **Keynote** | Room: OKS Hall A  
Topic/s: 8. Leadership and management

Fr-S164-KEY-01

**Leadership for Responsible and Sustainable Environments: Cross-Cultural Perspectives**

Zeynep Aycan

Koc University

13:45–14:30 Session 165 | **Oral session** | Room: OKS Hall C  
Topic/s: 10. Performance and productivity

Fr-S165-OR-01

**Financial advisors' perceptions about ethical and unethical behaviour in their profession: A Repertory Grid Analysis**

Gottfried Catania  
University of Malta

Fr-S165-OR-02

**Self-efficacy, goal orientation and academic performance. A multi-country study.**

Chiara Consiglio<sup>1</sup>, Laura Borgogni<sup>1</sup>, Isabel M. Martínez<sup>2</sup>, Isabella Meneghel<sup>2</sup>, Roberto Cenciotti<sup>1</sup>

<sup>1</sup> Sapienza Università di Roma, <sup>2</sup> Universitat Jaume I

13:45–14:30 Session 166 | **Oral session** | Room: OKS Hall D  
Topic/s: 2. Employee stress and burnout  
8. Leadership and management

Fr-S166-OR-01

**Talking Yourself into a Leader Role? Verbal Behavior and Leader Emergence in Self-Managed Teams**

Fabiola Gerpott<sup>1,2</sup>, Nale Lehmann-Willenbrock<sup>2</sup>, Sven Voelpel<sup>1</sup>

<sup>1</sup> Jacobs University Bremen, <sup>2</sup> VU University Amsterdam

Fr-S166-OR-02

**Narcissism, political skills, self-esteem and performance.**

Geir Thompson, Lars Glasø  
BI Norwegian Business School

Fr-S166-OR-03

**Does Job Insecurity Always Lead to Employees' Absence and Turnover? Overall Organizational Justice as a Moderator**

Xiao-min Xu<sup>1</sup>, Dan-yang Du<sup>1</sup>, Le-yi Guan<sup>1</sup>, Magnus Sverke<sup>2</sup>, Chang-qin Lu<sup>1</sup>

<sup>1</sup> Department of Psychology, Peking University, <sup>2</sup> Department of Psychology, Stockholm University

13:45–14:30 Session 167 | **Oral session** | Room: OKS Meeting Room 1  
Topic/s: 2. Employee stress and burnout

Fr-S167-OR-01

**Revisiting the stress buffering effect of emotional job resources: Effects of resource availability vs. resource use**

Marieke van den Tooren, Christel Rutte  
Tilburg University

Fr-S167-OR-02

**Differential Effects of Sources of Workplace Incivility on Burnout and Nurses' Wellbeing: The Protective Role of Occupational Self-efficacy**

Heather Laschinger<sup>1</sup>, Roberta Fida<sup>2</sup>, Michael Leiter<sup>3</sup>

<sup>1</sup> RN, PhD, FAAN, FCAHS, Distinguished University Professor and Arthur Labatt Family Research Chair in Health Human Resources Optimization, University of Western Ontario, Arthur and Sonia Labatt Family School of Nursing, London, Ontario, Canada, <sup>2</sup> PhD, Assistant Professor, Sapienza University of Rome, Department of Psychology, Italy, <sup>3</sup> PhD, Professor, Acadia University, Wolfville, Nova Scotia, Canada

Fr-S167-OR-03

**Affective commitment as a buffer of the relationship between day-specific self-control demands and strain**

Wladislaw Rivkin, Klaus-Helmut Schmidt  
Leibniz Research Centre for Working Environment and Human Factors

13:45–14:30 Session 168 | **Oral session** | Room: OKS Meeting Room 2  
Topic/s: 8. Leadership and management

Fr-S168-OR-01

**Lessons from Asia: 5 Paradoxes of Leadership Development**

Mano Ramakrishnan

atrain, Human Capital Leadership Institute

Fr-S168-OR-02

**Game-changer: Video games as a new avenue in ethically-oriented leadership development**

Maxim Egorov, Armin Pircher Verdorfer, Claudia Peus

Technische Universität München, TUM School of Management, Chair of Research and Science Management

Fr-S168-OR-03

**«You are dismissed»: Does dismissal training improve layoff agents' fairness during a dismissal meeting?**

Manuela Richter, Cornelius J. König, Christopher Koppermann, Michael Schilling

Universität des Saarlandes

13:45–14:30 Session 169 | **Oral session** | Room: OKS Meeting Room 3  
Topic/s: 3. Positive organizational behavior

Fr-S169-OR-01

**Understanding the Influence of Time Orientation on Organizational Citizenship Behaviors**

Alper Kayaalp

Turkish Army War College

Fr-S169-OR-02

**More than Working Alone Together? Social Support in Coworking Spaces**

Cornelia Gerdenitsch, Julia Andorfer, Tabea Scheel, Christian Korunka

University of Vienna, Faculty of Psychology

Fr-S169-OR-03

**Effects of HRM on employees' organisational commitment: Juxtaposing the explaining mechanisms of social exchange and social identity**

Yvonne van Rossenberg<sup>1</sup>, Frances Jørgensen<sup>2</sup>, Karin Sanders<sup>3</sup>, Helen Shipton<sup>4</sup>, Jorge Gomes<sup>5</sup>

<sup>1</sup> University of Bath, <sup>2</sup> University of Aarhus, <sup>3</sup> UNSW Business School, Australia, <sup>4</sup> Nottingham Trent University, UK, <sup>5</sup> University of Lisbon

13:45–14:30 Session 170 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 3. Positive organizational behavior

Fr-S170-OR-01

**Building Leaders' Positive Psychological Capital: A training program in a Portuguese bank**

Isabel Sousa<sup>1</sup>, Teresa Proença<sup>1</sup>, Arménio Rego<sup>2</sup>

<sup>1</sup> Faculty of Economics, University of Porto, Portugal, <sup>2</sup> Aveiro University, Portugal

Fr-S170-OR-02

**Toward a process model of human potential fulfillment in the workplace**

Giverny De Boeck, Nicky Dries

KU Leuven, Faculty of Economics and Business

Fr-S170-OR-03

**A Broader Conceptualization of Well-Being at Work: Eudaimonic Well-Being**

Daniel Turban

University of Missouri

13:45–14:30 Session 171 | **Oral session** | Room: OKS Auditoriet  
Topic/s: 2. Employee stress and burnout

Fr-S171-OR-01

**Relating momentary job demands and resources to momentary performance:  
The moderating role of trait Core Self-Evaluations**

Jonas Debusscher, Joeri Hofmans  
Vrije Universiteit Brussel

Fr-S171-OR-02

**Introducing the demand of individual work design**

Franziska Bredehoeft, Jan Dettmers  
University of Hamburg

Fr-S171-OR-03

**Work interruptions: Their longitudinal relationship with job satisfaction and  
psychosomatic complaints**

Anita Keller<sup>1</sup>, Laurenz Meier<sup>2</sup>, Norbert Semmer<sup>1</sup>, Wolfgang Kälin<sup>1</sup>, Franziska Tschan<sup>3</sup>, Achim Elfering<sup>1</sup>  
<sup>1</sup> University of Bern, Switzerland, <sup>2</sup> University of Fribourg, Switzerland, <sup>3</sup> University of Neuchâtel, Switzerland

13:45–14:30 Session 172 | **Oral session** | Room: OKS Torghjønnet  
Topic/s: 3. Positive organizational behavior

Fr-S172-OR-01

**HR practices and HR crafting as antecedents of well-being and performance among  
white-collar workers in Poland.**

Malgorzata Kozusznik<sup>1</sup>, Barbara Kozusznik<sup>2</sup>, Katarzyna Wiecek-Jakubek<sup>2,3</sup>, Dominik Adamek<sup>2</sup>,  
Nuria Tordera<sup>1</sup>, Isabel Rodriguez<sup>1</sup>

<sup>1</sup> University of Valencia, <sup>2</sup> University of Silesia, <sup>3</sup> Poczta Polska

Fr-S172-OR-02

**Conceptualizing and Measuring Social Well-Being in the Workplace**

Ali Kazemi  
School of Health and Education, University of Skövde

Fr-S172-OR-03

**The mediating role of procedural and distributive justice in the relationship between  
employee's perception of HRP and their job satisfaction**

Yarid Ayala Millán<sup>1</sup>, Esther Villajos Girona<sup>1</sup>, Núria Tordera Santamatilde<sup>1</sup>, José María Peiró Silla<sup>1,2</sup>,  
Laura Lorente Prieto<sup>1</sup>

<sup>1</sup> University of Valencia, <sup>2</sup> IDOCAL

13:45–14:30 Session 173 | **Oral session** | Room: OKS Odin  
Topic/s: 19. Emotions in the workplace

Fr-S173-OR-01

**Acquaintances, colleagues, or friends?: New politicians' establishment of work  
relationships**

Helena Cooper-Thomas<sup>1</sup>, Jo Silvester<sup>2</sup>  
<sup>1</sup> University of Auckland, <sup>2</sup> Cass Business School

Fr-S173-OR-02

**Benefits of creativity and burdens of management: Longitudinal changes in resources  
at work and emotional well-being of professionals.**

Aleksandra Bujacz<sup>1,2</sup>, Petra Lindfors<sup>1</sup>, Claudia Bernhard-Oettel<sup>1</sup>, Thomas Rigotti<sup>2</sup>, Linda Magnusson  
Hanson<sup>1</sup>

<sup>1</sup> Stockholm University, Sweden, <sup>2</sup> Johannes Gutenberg University Mainz, Germany



Fr-S173-OR-03

**Putting on a smiling face? Curvilinear relationship between positivity ratio, burnout and work engagement**

Beata Basinska<sup>1</sup>, Ewa Gruszczyńska<sup>2</sup>

<sup>1</sup> Gdansk University of Technology, Gdansk, Poland, <sup>2</sup> University of Social Sciences and Humanities, Warszawa, Poland

13:45–14:30 Session 174 | **Oral session** | Room: OKS Balder

Topic/s: 16. Conflicts in organizations

Fr-S174-OR-01

**Experiencing a potentially traumatic event within the workplace: looking beyond the individual level**

Alice Fattori<sup>1</sup>, Giuseppe Paolo Fichera<sup>1</sup>, Luca Neri<sup>1</sup>, Giovanni Costa<sup>1,2</sup>

<sup>1</sup> Department of Clinical Sciences and Community Health, University of Milan, Italy, <sup>2</sup> IRCCS Maggiore Policlinico Hospital, Ca'Granda Foundation, Milan, Italy

Fr-S174-OR-02

**Emotional Intelligence in Daily Customer Conflict Situations – Feature or Bug?**

Sonja Scherer, Dieter Zapf

Goethe University Frankfurt

Fr-S174-OR-03

**Personality traits and organizational justice: The mediating role of trait emotional intelligence**

Letizia Palazzeschi, Annamaria Di Fabio

Department of Education and Psychology, University of Florence, Italy

13:45–14:30 Session 175 | **Panel (P)** | Room: RC Christiania Hall A

Topic/s: 8. Leadership and management

Chair/s: Sverre L Nielsen

Fr-S175-PAN-01

**Leadership development. Two different ways to success, – or not so different? Part 2**

Dagrun Dvergsdal<sup>1</sup>, Gudrun Håan<sup>2</sup>

<sup>1</sup> Dvergsdal Consulting AS, <sup>2</sup> Håan Private Consultant

13:45–14:30 Session 176 | **Panel** | Room: RC Christiania Hall B

Fr-S176-PAN-01

**Alliance special session: Developing Ideas for Conducting International I-O and Work Psychology Projects**

Alex Milam<sup>1</sup>, Delia Virga<sup>2</sup>, Herco Fontein<sup>3</sup>

<sup>1</sup> University of Houston – Clear Lake, <sup>2</sup> West University of Timisoara, <sup>3</sup> Maastricht University

13:45–14:30 Session 177 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 3. Positive organizational behavior

Fr-S177-OR-01

**Need satisfaction and wellbeing at work and at home – A daily diary study**

Rebecca Hewett<sup>1</sup>, Verena Hahn<sup>2</sup>, Sara De Gieter<sup>3</sup>, Evangelia Demerouti<sup>5</sup>, Alma María Rodríguez Sánchez<sup>4</sup>, Janne Skakon<sup>6</sup>

<sup>1</sup> University of Greenwich, London, <sup>2</sup> Johannes Gutenberg-Universität Mainz, <sup>3</sup> Vrije Universiteit Brussel, <sup>4</sup> Universitat Jaume I, <sup>5</sup> Technische Universiteit Eindhoven, <sup>6</sup> University of Copenhagen

Fr-S177-OR-02

**A healthy public administration through healthy organizational practices**

Miguel Ángel Mañas Rodríguez<sup>1,2</sup>, Luis Alcaraz Pardo<sup>2</sup>, Caroline Limbert<sup>3</sup>, Katarzyna Durniat<sup>4</sup>

<sup>1</sup> University of Almería, <sup>2</sup> IPTORA Research Group, <sup>3</sup> Cardiff Metropolitan University, <sup>4</sup> University of Wrocław

Fr-S177-OR-03

**Personal values and wellbeing across cultures: Towards a context-sensitive motivational model of affect balance and mental health**

Diana Boer

University Koblenz-Landau, Koblenz, Germany

13:45–14:30 Session 178 | **Oral session** | Room: RC Oslo Hall B  
Topic/s: 18. Teams and workgroups

Fr-S178-OR-01

**Attaining the status of most talented team member: How to play the signaling game?**

Sanne Nijs, Nicky Dries, Luc Sels

KU Leuven

Fr-S178-OR-02

**Predicting team performance: The importance of shared competencies**

Katia Puente-Palacios<sup>1</sup>, Luana Brito<sup>2</sup>

<sup>1</sup> University of Brasília – UnB, <sup>2</sup> Agência Nacional de Aviação Civil – ANAC

Fr-S178-OR-03

**Managing Time in Teams Implicitly and Explicitly: The Interaction between Shared Temporal Mental Models and Team Temporal Leadership**

Katharina Kugler, Julia Reif, Agnes Ponschab, Iken Gonnermann, Felix Brodbeck

Ludwig-Maximilians-Universitaet Muenchen, Munich, Germany

13:45–14:30 Session 179 | **Oral session** | Room: RC Oslo Hall C  
Topic/s: 15. Occupational and organizational safety

Fr-S179-OR-01

**PetroHRA, A Human Reliability Analysis for the Petroleum Industry**

Martin Rasmussen

Norwegian University of Science and Technology (NTNU)

Fr-S179-OR-02

**Haste and occupational injury**

Simo Salminen, Pia Perttula

Finnish Institute of Occupational Health

Fr-S179-OR-03

**The Strategy of Uncertainty Reducing in the operators' work on control panel (CP) of nuclear power station (NPS)**

Petro Vlasov

Institute of Applied Psychology «Humanitarian center»

14:00–15:30 Session 180 | **Poster session** | Room: OKS Forum

Topic/s: 5. Work-Family Interface

6. Personnel selection

Fr-S180-PO-01

**The role of supportive work and family environments on organisational commitment and turnover intentions**

Rani Thanacoody<sup>1</sup>, Kristina Potocnik<sup>2</sup>

<sup>1</sup> University of Sheffield, <sup>2</sup> University of Edinburgh

Fr-S180-PO-02

**Supervisory, coworker, and job design support for work-life balance: Evaluating the impact on employees' organizational identification and turnover intentions**

Kathryn Fonner, Michael Blight, Michelle Fetherston, Megan Lambertz

University of Wisconsin-Milwaukee

Fr-S180-PO-03

**Gender-bias in job advertisements: Attitudes of unemployed women toward the advertised job**

Ivana B. Petrovic, Marija Bogicevic

Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Fr-S180-PO-04

**With a little help from my family: A quali-quantitative interdisciplinary study on the outcomes of family support and workload**

Alessandro Lo Presti, Fulvia D'Aloisio, Sara Pluviano

Seconda Università degli Studi di Napoli

Fr-S180-PO-05

**Familial status and stress at work**

Philippe Sarnin, Behnaz Boroumand Jullien

University of Lyon -Institute of Psychology – GRePS

Fr-S180-PO-06

**A new Model of Potential for Career Development**

Fabio Massei<sup>1</sup>, Giulia Casu<sup>2</sup>, Carrie Schlauch<sup>3</sup>, Paola Gremigni<sup>4</sup>

<sup>1</sup> atrain GmbH, <sup>2</sup> Department of Psychology, University of Bologna, <sup>3</sup> atrain GmbH, <sup>4</sup> Department of Psychology, University of Bologna

Fr-S180-PO-07

**Stress at work, familial status and children in charge: Interaction effects**

Philippe Sarnin

Institut de Psychologie, GREPS Université Lyon

Fr-S180-PO-08

**Helping the 'non-expert' make better selection decisions via automated competency mapping and assessment**

John Hackston, Paul Deakin, Rob Bailey

OPP Limited

Fr-S180-PO-09

**The use, value, and influence of the psychological assessment results for the diocese when deciding whether to ordain an applicant to ministry**

Aura Nortomaa

University of Helsinki

Fr-S180-PO-10

**Perceived Motivational Climate, Work-family Balance, and Turnover Intention**

Karoline Kopperud<sup>1</sup>, Christina Nerstad<sup>2</sup>, Anders Dysvik<sup>2</sup>

<sup>1</sup> Assessit AS, <sup>2</sup> BI, Norwegian Business School

Fr-S180-PO-11

**Spelling and professional assessment**

Pierre-Henri François

University of Poitiers CerCA – UMR CNRS 7295 Equipe C2SE

Fr-S180-PO-12

**Leadership and Work-Life Balance in the Philippine Context**

Rita Berger, Marina Romeo, Montserrat Yepes-Baldó, Jemellene Baluyo

University of Barcelona

Fr-S180-PO-13

**Who Let the Dogs In? A Review of Pet-Friendly Workplaces**

Christa L. Wilkin<sup>1</sup>, Paul Fairlie<sup>1,2</sup>, Souha R. Ezzedeen<sup>1</sup>

<sup>1</sup> York University, <sup>2</sup> Paul Fairlie Consulting

Fr-S180-PO-14

**The Competency Modeling Approach to HR Management Education: A Ukrainian case study**

Nataliya Pylat

Università degli Studi di Napoli Federico II

Fr-S180-PO-15

**Which companies win the «war for talent» – effective or with good intentions?**

**Psychosocial determinants of job pursuit intentions.**

Marianna Krol

Jagiellonian University, <sup>313</sup> Consulting

Fr-S180-PO-16

**Interactivity (online) as a potential solution of the Scientist-Practitioner Gap in Organizational Psychology**

Guido Hertel<sup>1</sup>, Joachim Hüffmeier<sup>2</sup>, Meinald T. Thielsch<sup>1</sup>, Stefan Krumm<sup>3</sup>

<sup>1</sup> University of Münster, Germany, <sup>2</sup> Federal Institute for Occupational Safety and Health, Dortmund, Germany, <sup>3</sup> Free University of Berlin

Fr-S180-PO-17

**Work-Life-Crafting: Who does it? Who benefits from it?**

Malin Sundström<sup>1</sup>, Rebecca Brauchli<sup>1</sup>, Maria Peeters<sup>2</sup>, Georg Bauer<sup>1</sup>, Alice Inauen<sup>3</sup>

<sup>1</sup> University of Zürich, Epidemiology, Biostatistics and Public Health Institute, <sup>2</sup> University of Utrecht, Institute for Social and Behavioural Sciences, <sup>3</sup> University of Zurich/Epidemiology, Biostatistics and Prevention Institute (EBPI), Division of Public & Organizational Health

Fr-S180-PO-18

**A common language effect size statistic for understanding personnel selection research**

Anders Sjöberg

Stockholm university

Fr-S180-PO-19

**Indian husbands' social support of wives' career advancement**

Nasima Mohamed Hoosen Carrim

University of Pretoria

Fr-S180-PO-20

**The attachment style as an interpretative framework of the personality dimensions focused on the work behavior**

Martin Seidl

Palacký University in Olomouc

Fr-S180-PO-21

**Computer-based vs. face-to-face job interviews: a study of applicant reactions**

Irina Gioaba<sup>1</sup>, Richard Griffith<sup>2</sup>

<sup>1</sup> University of Lausanne, <sup>2</sup> Florida Institute of Technology

Fr-S180-PO-22

**Let's become friends! How amicable job ads affect potential applicants**

Sabine Hommelhoff, Davina Götz

Friedrich-Alexander University Erlangen-Nuremberg

Fr-S180-PO-23

**Exploring the Role of Implicit Aggression in Predicting Counterproductive Work Behaviors**

Zvonimir Galic, Nina Lucanin

Department of psychology, University of Zagreb, Croatia

Fr-S180-PO-24

**Extending the EOR explanations beyond social exchange theory: Perceived organizational and family support, burnout and job satisfaction in disabled workers**

Carlos-María Alcover<sup>1</sup>, Maria José Chambel<sup>2</sup>, Juan José Fernández<sup>1</sup>, Fernando Rodríguez<sup>1</sup>

<sup>1</sup> Rey Juan Carlos University, <sup>2</sup> University of Lisboa

Fr-S180-PO-25

**The two faces of charismatic leadership**

Marte Grut, Helene Sorlie

BI

Fr-S180-PO-26

**Using narrow personality traits to identify top-talents within a group of successful managers**

Ole Iversen<sup>1,2</sup>, Rune Rimol<sup>2</sup>

<sup>1</sup> BI Norwegian Business School, <sup>2</sup> Assessit AS

Fr-S180-PO-27

**Perceptions of the Internet as a Recruitment Source**

Angela Bissonnette<sup>1</sup>, Victor Catano<sup>2</sup>

<sup>1</sup> Saint Mary's University, <sup>2</sup> Saint Mary's University

Fr-S180-PO-28

**Norms – the importance of choosing the right ones**

Paul Deakin, John Hackston, Rob Bailey

OPP Ltd

Fr-S180-PO-29

**The Italian validation of the Work Life Conflict Scale (Matthews, Kath & Barnes-Farrell, 2010) and its use in assessing WLC at risk groups**

Luca Vecchio, Alice Colombo

Department of Psychology, University of Milano-Bicocca

Fr-S180-PO-30

**Work-life balance and relationships to others among French teleworkers**

Emilie Vayre<sup>1</sup>, Anne PIGNAULT<sup>2</sup>, Anne-Marie Vonthron<sup>1</sup>

<sup>1</sup> Université Paris Ouest Nanterre la Défense – LAPPS – Work, Ergonomics, Guidance & Organisations research group, <sup>2</sup> Université du Luxembourg – ECCS – Institute of Lifelong Learning & Guidance

Fr-S180-PO-31

**LinedIn: Do you really link your job profile to other ones? A mix-method study**

Michela Cortini, Stefania Fantinelli

University G. d'Annunzio of Chieti – Pescara

Fr-S180-PO-32 | Interactive

**Dynamic Conceptualisations of Work-Nonwork Conflict**

Jurate Cingiene

PhD Student, University of Bath, UK

Fr-S180-PO-33 | Interactive

**A Balancing Act: The Moderating Effect of Enrichment on the Work-Family Interface and Attitudes Relationship**

Christa L. Wilkin<sup>1</sup>, Cristina Rubino<sup>2</sup>

<sup>1</sup> York University, <sup>2</sup> California State University

Fr-S180-PO-34 | Interactive

**Predicting training performance by bifactor models of cognitive ability**

Stefan Annell<sup>1, 2</sup>, Anders Sjöberg<sup>1</sup>, Magnus Sverke<sup>1, 3</sup>

<sup>1</sup> Stockholm University, SE, <sup>2</sup> Swedish Defense Recruitment Agency, SE, <sup>3</sup> North-West University, South Africa

Fr-S180-PO-35 | Interactive

**Validation of a scoring model for short adaptive personality questionnaire**

Richard Justenhoven, Katharina Lochner, Achim Preuss

cut-e Group

Fr-S180-PO-36 | Interactive

**Resolving Semantic Confusion in the Job Analysis Terminology: A Systematic Review of Job Information**

Hannah Berkers, Stefan Mol, Gábor Kismihók, Deanne den Hartog

University of Amsterdam

Fr-S180-PO-37 | Interactive

**To fake or not to fake? Interaction of warning and motivational determinants in predicting faking**

Maša Tonković Grabovac, Željko Jerneić

University of Zagreb, Faculty of Humanities and Social Sciences, Department of Psychology

14:45–16:15 Session 181 | **State of the Art** | Room: OKS Hall A

Fr-S181-STA-01

**Work engagement: A decade of research**

Evagelia Demerouti

Eindhoven University of Technology

Fr-S181-STA-02

**Achievement goals in the workplace**

Nico W. Van Yperen

University of Groningen, The Netherlands

14:45–16:15 Session 182 | **Symposium** | Room: OKS Hall B

**Using Self-Determination Theory to Understand Respectful Leadership in Turbulent Times**

Topic/s: 3. Positive organizational behavior

Chair/s: Marylene Gagne

Fr-S182-INV-SYM-01

**Leader Humility, LMX, and Subordinate Need Satisfaction: The Role of Power Distance Values**

Gary Greguras<sup>1</sup>, Michael A. Daniels<sup>1</sup>, Michael Bashshur<sup>1</sup>, Burak Oc<sup>2</sup>, James M. Diefendorff<sup>3</sup>,

Mano Ramakrishnan<sup>4</sup>

<sup>1</sup> Singapore Management University, <sup>2</sup> Bocconi University, <sup>3</sup> University of Akron, <sup>4</sup> Atrain, GmBH

Fr-S182-INV-SYM-02

**Leadership that motivates: Ask and listen rather than tell and sell**

Niels Van Quaquebeke<sup>1</sup>, Will Felps<sup>2</sup>

<sup>1</sup> Kühne Logistics University, <sup>2</sup> Australian School of Business, University of New South Wales

Fr-S182-INV-SYM-03

**Transformational leadership, organizational socialization and employee performance:  
A motivational analysis**

Claude Fernet, Stephanie Austin  
Université du Québec à Trois-Rivières

Fr-S182-INV-SYM-04

**A Cross-Lagged Multilevel Analysis of the Relationship between Leadership Styles and  
Motivational Orientations at Work**

Marylène Gagné<sup>1</sup>, Alexandre J. S. Morin<sup>2</sup>, Kira Schabram<sup>3</sup>, Zhe Ni Wang<sup>4</sup>, Emanuela Chemolli<sup>5</sup>,  
Mélanie Briand<sup>4</sup>

<sup>1</sup> University of Western Australia, <sup>2</sup> Australian Catholic University, <sup>3</sup> University of British Columbia,  
<sup>4</sup> Concordia University, <sup>5</sup> Chemolli Consulting

Fr-S182-INV-SYM-05

**Managing yourself in turbulent times: How individual needs influence job crafting at work**

Uta Bindl<sup>1</sup>, Kerrie Unsworth<sup>2</sup>, Cristina Gibson<sup>2</sup>

<sup>1</sup> London School of Economics, <sup>2</sup> University of Western Australia

14:45–16:15 Session 183 | **Panel** | Room: OKS Hall C  
Topic/s: 17. Organizational Structure, Culture and Climate

Fr-S183-PAN-01

**Alliance Special Session: Industrial/Organizational Psychology in Developing Country  
Contexts**

Karin Soweid (chair)  
American University of Beirut

14:45–16:15 Session 184 | **Symposium** | Room: OKS Hall D

**Leader-Member-Exchange revisited: New lines of research in response to a  
changing workplace**

Topic/s: 8. Leadership and management  
Chair/s: Alina S. Hernandez Bark, Rolf van Dick

Fr-S184-SYM-01

**Growing older and living up to implicit followership theories: Implications for LMX and  
work-related outcomes**

Sebastian Stegmann, Stephan Braun, Nina Junker, Rolf van Dick  
Goethe University Frankfurt

Fr-S184-SYM-02

**Leader-leader exchange in matrix organizations: How dual leaders' exchange relationship  
influences followers**

Ben Sahlmüller<sup>1</sup>, Niels van Quequebeke<sup>1</sup>, Daan van Knippenberg<sup>2</sup>, Steffen Giessner<sup>2</sup>  
<sup>1</sup> Kühne Logistics University, <sup>2</sup> Rotterdam School of Management, Erasmus University Rotterdam

Fr-S184-SYM-03

**Ties that trouble, ties that bind: An implicit relational models theory of leader-follower  
relationships**

Steffen Giessner, Daan Stam  
Rotterdam School of Management, Erasmus University Rotterdam

Fr-S184-SYM-04

**The influence of gender in the leader-member-relation: Gender as moderator of the  
relation between LMX and job satisfaction**

Alina Hernandez Bark, Rolf van Dick  
Goethe University Frankfurt

Fr-S184-SYM-05

**Interactive effects of LMX and employee innovation on performance evaluations**

Rolf van Dick<sup>1</sup>, Xin-an Zhang<sup>2</sup>, Sebastian Schuh<sup>3</sup>, Johannes Ullrich<sup>4</sup>, Frederick Morgeson<sup>5</sup>

<sup>1</sup> Goethe University Frankfurt, <sup>2</sup> Jiao Tong University, Shanghai, China, <sup>3</sup> China Europe International Business School, Shanghai, China, <sup>4</sup> University of Zurich, Switzerland, <sup>5</sup> Michigan State University, USA

14:45–16:15 Session 185 | **Symposium (P)** | Room: OKS Meeting Room 1

**Multilevel approaches to employees' well-being and performance**

Topic/s: 3. Positive organizational behavior

Chair/s: Alfredo Rodríguez-Muñoz, Ana Isabel Sanz-Vergel

Fr-S185-SYM-01

**The relationship between individual and collective work engagement and job performance among teams: The role of job crafting**

Anne Mälikangas<sup>1</sup>, Kaisa Aunola<sup>1</sup>, Piia Seppälä<sup>2</sup>, Jari Hakanen<sup>2</sup>

<sup>1</sup> Department of Psychology, University of Jyväskylä, Finland, <sup>2</sup> Finnish Institute of Occupational Health, Finland

Fr-S185-SYM-02

**The roots of daily surface acting at home: Analyzing the role of stressors, strain, and extraversion**

Ana Sanz-Vergel<sup>1</sup>, Arnold B. Bakker<sup>2</sup>

<sup>1</sup> Norwich Business School, University of East Anglia, United Kingdom, <sup>2</sup> Erasmus University Rotterdam, The Netherlands

Fr-S185-SYM-03

**Daily spillover of social conflicts at work to the home domain: The moderating role of emotion regulation**

Carmen Binnewies, Sarah Mai-Berckmann, Jana Opderbeck, Leonie Veit

University of Münster, Münster, Germany

Fr-S185-SYM-04

**The role of partners for affective recovery: Asymmetric cross-over of NA and PA as a function of time spend together**

Christian Dormann

Johannes Gutenberg-Universität Mainz

Fr-S185-SYM-05

**Lack of psychological detachment as linking mechanism between job demands and social undermining at home: Results from a diary study, a longitudinal study, and a multi-source study**

Laurenz Meier<sup>1</sup>, Eunae Cho<sup>2</sup>

<sup>1</sup> University of Fribourg, <sup>2</sup> University at Albany

Fr-S185-SYM-06

**Exploring mechanisms of daily psychological detachment: The role of work experiences and partners**

Alfredo Rodríguez-Muñoz<sup>1</sup>, Mirko Antino<sup>1</sup>, Evangelia Demerouti<sup>2</sup>

<sup>1</sup> Complutense University of Madrid, Spain, <sup>2</sup> Eindhoven University of Technology, the Netherlands



14:45–16:15 Session 186 | **Symposium** | Room: OKS Meeting Room 3

**How to make the most of a break from work: Recovery opportunities and their impact on well-being and engagement**

Topic/s: 2. Employee stress and burnout

Chair/s: Christine J Syrek, Jessica de Bloom

Fr-S186-SYM-01

**Does lunch time recovery predict work engagement? A one-year time lag longitudinal study**

Marjaana Sianoja, Ulla Kinnunen, Jessica de Bloom, Kalevi Korpela

University of Tampere (Finland)

Fr-S186-SYM-02

**Spousal recovery support during the weekend, post-weekend recovery, and work engagement among dual-earner couples**

Verena Hahn<sup>1</sup>, YoungAh Park<sup>2</sup>

<sup>1</sup> University of Mainz (Germany), <sup>2</sup> Kansas State University (USA)

Fr-S186-SYM-03

**Should I stay or should I go? How do workers behave, think and feel during leisure time at home and away from home?**

Jessica de Bloom<sup>1</sup>, Sabine Geurts<sup>2</sup>, Ulla Kinnunen<sup>1</sup>, Kalevi Korpela<sup>1</sup>

<sup>1</sup> University of Tampere (Finland), <sup>2</sup> Behavioural Science Institute, Radboud University Nijmegen (Netherlands)

Fr-S186-SYM-04

**Associations of rest break behaviour routines with health and psychological well-being in alternating home office workers**

Barbara Degenhardt, Leila Gisin

School of Applied Psychology, University of Applied Sciences and Arts Northwestern CH (Switzerland)

Fr-S186-SYM-05

**How do perceptions of the work situation relate to recovery in working women and men?**

Petra Lindfors

Stockholm University (Sweden)

Fr-S186-SYM-06

**All I want for Christmas is ... Recovery!**

Christine Syrek<sup>1</sup>, Oliver Weigelt<sup>2</sup>, Jessica de Bloom<sup>3</sup>, Jana Kuehnelt<sup>4</sup>

<sup>1</sup> University of Trier (Germany), <sup>2</sup> University of Hagen (Germany), <sup>3</sup> University of Tampere (Finland),

<sup>4</sup> Ulm University (Germany)

14:45–16:15 Session 187 | **Symposium** | Room: OKS Meeting Room 4

**Bad behavior at work. New findings concerning workplace bullying and destructive leadership**

Topic/s: 16. Conflicts in organizations

Chair/s: Stig Berge Matthiesen

Fr-S187-SYM-01

**The moderating role of coping strategies in the relationship between work-related stressors and workplace bullying: A longitudinal design**

Whitney Vanden Brande, et al.

University of Leuven, Belgium, Groep IDEWE, Belgium

Fr-S187-SYM-02

**Measuring workplace bullying in Lithuania: Psychometric properties of the Negative Acts Questionnaire- Revised**

Milda Perminiene<sup>1</sup>, Guy Notelaers<sup>2</sup>, et al.

<sup>1</sup> Kaunas University of Technology, Kaunas, Lithuania, <sup>2</sup> University of Bergen, Norway

Fr-S187-SYM-03

**Targets across social arenas? The link between cyber bullying and workplace bullying**  
**Stig Berge Matthiesen<sup>1,2</sup>, Ane Hjellvik Matthiesen<sup>3</sup>, Guy Notelaers<sup>2</sup>, et al.**

<sup>1</sup> BI – Norwegian Business School, Norway, <sup>2</sup> University of Bergen, Norway, <sup>3</sup> University of Aarhus, Denmark

Fr-S187-SYM-04

**The link between destructive leadership, moral disengagement and counterproductive work behavior. A longitudinal study**

**Andrea Bobbio<sup>1</sup>, Stig Berge Matthiesen<sup>2,3</sup>, Ståle Einarsen<sup>3</sup>, et al.**

<sup>1</sup> University of Padova, Italy, <sup>2</sup> BI – Norwegian Business School, Norway, <sup>3</sup> University of Bergen, Norway

Fr-S187-SYM-05

**Workplace bullying and cyber-bullying in New Zealand: Buffering effects of perceived organisational support and psychological capital**

**Michael P. O'Driscoll, et al.**

University of Waikato, School of Psychology, New Zealand

14:45–16:15 Session 188 | **Symposium** | Room: OKS Auditoriet

**Organizational Participation and Employee Contributions to Organizational Welfare**

Topic/s: 8. Leadership and management

Chair/s: Thomas Jønsson, Christine Unterrainer

Fr-S188-SYM-01

**Workers' attitudes towards organizational participation and its moderating role on the effects of individually perceived participation: A moderated mediation model**

**Thomas Höge, Christine Unterrainer, Wolfgang G. Weber**

Institute of Psychology, University of Innsbruck, Austria

Fr-S188-SYM-02

**Job autonomy and prohibitive voice: The moderator role of socio moral psychological climate**

**Sílvia A. Silva, Susana Tavares**

Instituto Universitário de Lisboa (ISCTE-IUL), Portugal

Fr-S188-SYM-03

**Silence in organizations: Effects across studies, cultures, and time**

**Michael Knoll<sup>1,2</sup>, Rosalie Hall<sup>1</sup>, Oliver Weigelt<sup>3</sup>, Paola Gatti<sup>4</sup>**

<sup>1</sup> Durham University, UK, <sup>2</sup> Chemnitz University of Technology, Germany, <sup>3</sup> University of Hagen, Germany,

<sup>4</sup> University of Turin, Italy

Fr-S188-SYM-04

**Participation in the reporting of errors and adverse events in healthcare organizations: The role of supervisory leadership**

**Kevin-Lim Jungbauer<sup>1</sup>, Kai Loewenbrück<sup>2</sup>, Jürgen Wegge<sup>1</sup>, Heinz Reichmann<sup>2</sup>**

<sup>1</sup> Technical University Dresden, Germany, <sup>2</sup> University Hospital Dresden, Germany

Fr-S188-SYM-05

**Does Distributed Leadership Predict Employee Commitments to Organization and Change: A Longitudinal Study of A Hospital Organization**

**Thomas Jønsson<sup>1</sup>, Hans Jeppe Jeppesen<sup>1</sup>, Christine Unterrainer<sup>2</sup>**

<sup>1</sup> Department of Psychology and Behavioral Sciences, Aarhus University, <sup>2</sup> Institute of Psychology, University of Innsbruck

Fr-S188-SYM-06

**Team autonomy as antecedence of shared leadership in production teams**

**Annika Piecha<sup>1</sup>, Markus Grüneis<sup>2</sup>, Susann Wilke<sup>1</sup>, Petra Kemter-Hofmann<sup>1</sup>, Jürgen Wegge<sup>1</sup>**

<sup>1</sup> Technical University Dresden, Germany, <sup>2</sup> Project Partner, Germany

14:45–16:15 Session 189 | **Symposium** | Room: OKS Torghjønnet

**Conceptualizing variables at different levels of analysis: Similarities and differences**

Topic/s: 20. Research methodology

Chair/s: Despoina Xanthopoulou, Kevin Daniels

Discussant/s: Arnold B. Bakker

Fr-S189-SYM-01

**Trait-level and week-level regulatory focus as a motivation to craft a job**

Paraskevas Petrou<sup>1</sup>, Evangelia Demerouti<sup>2</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> Eindhoven University of Technology

Fr-S189-SYM-02

**Measuring momentary affective well-being: Does shortening a form and altering the rubric change underlying factor structures of affect?**

Emma Russell<sup>1</sup>, Kevin Daniels<sup>2</sup>, Claire Harris<sup>3</sup>

<sup>1</sup> Kingston University, <sup>2</sup> University of East Anglia, <sup>3</sup> Aspire Personal and Organisational Development

Fr-S189-SYM-03

**Job crafting across organizational boundaries: An emergent collective phenomenon**

Rachel Nayani, Kevin Daniels

University of East Anglia

Fr-S189-SYM-04

**Overall and daily employee-organization resource exchanges: Developing a scale across levels of analysis**

Maria Tomprou<sup>1</sup>, Despoina Xanthopoulou<sup>2</sup>, Maria Vakola<sup>3</sup>

<sup>1</sup> Carnegie Mellon University, <sup>2</sup> Aristotle University of Thessaloniki, <sup>3</sup> Athens University of Economics and Business

14:45–16:15 Session 190 | **Symposium** | Room: OKS Odin

**Aging and retirement: The Employee Perspective**

Topic/s: 13. Labor market issues

Chair/s: Trude Furunes, Annet De Lange

Discussant/s: Reidar J Mykletun

Fr-S190-SYM-01

**Daily events and emotional reactions in older and younger workers: Exploring within- and between-subject effects**

Silvia Della Russo<sup>1</sup>, Mirko Antino<sup>2</sup>, Sara Zaniboni<sup>3</sup>, Antonio Caetano<sup>1</sup>, Donald Truxillio<sup>4</sup>

<sup>1</sup> University of Lisbon, Portugal, <sup>2</sup> Complutense University of Madrid, Spain, <sup>3</sup> University of Trento, Italy, <sup>4</sup> Portland State University, US

Fr-S190-SYM-02

**How career orientation impacts older employees' turnover intention in a dissatisfying job: An examination in three samples**

Cécile Tschopp<sup>1</sup>, Gudela Grote<sup>1</sup>, et al.

<sup>1</sup> ETH Zurich, Switzerland, <sup>2</sup> University of Zurich, Switzerland, <sup>3</sup> Federal Department of Defence Civil Protection and Sport, Switzerland

Fr-S190-SYM-03

**How age relates to the understanding of career success among Swiss MBA-alumni – A visual data elicitation approach**

Dana Unger, Gudela Grote

ETH Zurich, Switzerland

Fr-S190-SYM-04

**Never Too Late To Learn: Older Employees' Training Willingness**

Eva Derous, et al.

Ghent University, Belgium

Fr-S190-SYM-05

**Access to labour market resources and earlier than intended retirement**

Per Erik Solem<sup>1</sup>, Trude Furunes<sup>2</sup>, Reidar J. Mykletun<sup>2</sup>, Astri Syse<sup>3</sup>

<sup>1</sup> Norwegian Social Research (NOVA), Norway, <sup>2</sup> University of Stavanger, Norway, <sup>3</sup> Statistics Norway (SSB), Norway

14:45–16:15 Session 191 | **Oral session** | Room: OKS Balder

Topic/s: 16. Conflicts in organizations

Fr-S191-OR-01

**Fairness Perceptions of Dissimilar Team Members: The Mediating Role of Interpersonal Justice and the Moderating Role of Diversity Beliefs**

Mladen Adamovic<sup>1</sup>, Mathieu Molines<sup>2</sup>

<sup>1</sup> University of Toulouse <sup>1</sup> Capitole/IAE Toulouse/Center for Research in Management, <sup>2</sup> Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace

Fr-S191-OR-02

**Entity justice and work commitment: The role of cultural consonance and ownership sector**

Maria Rita Silva, António Caetano

Instituto Universitário de Lisboa (ISCTE-IUL)

Fr-S191-OR-03

**Interactive effects of supervisory and peer justice climates on supervisory and peer-oriented outcomes**

Ana Jakopcic<sup>1</sup>, Zoran Sušanji<sup>2</sup>, Agustin Molina<sup>3</sup>

<sup>1</sup> Josip Juraj Strossmayer University in Osijek, Faculty of Humanities and Social Sciences, <sup>2</sup> University of Rijeka, Faculty of Humanities and Social Sciences, <sup>3</sup> University of Limerick

Fr-S191-OR-04

**Extending the Multifoci Approach to Organizational Justice: The Role of Moral Attentiveness**

Agustin Molina<sup>1</sup>, Marija Ćirić<sup>2</sup>, Constanze Dostal<sup>3</sup>, Katarzyna Goderska<sup>4</sup>, Elisabeth Harrie<sup>5</sup>, Nevena Ivanović<sup>6</sup>, Robert Lillig<sup>7</sup>

<sup>1</sup> University of Limerick, <sup>2</sup> University of Novi Sad, <sup>3</sup> University of Vienna, <sup>4</sup> University of Wrocław, <sup>5</sup> Leopold-Franzens-Universität Innsbruck, <sup>6</sup> University of Belgrade, <sup>7</sup> University of Leipzig

Fr-S191-OR-05

**The Individual Peer Justice Perspective in Teams**

Mladen Adamovic<sup>1</sup>, Mathieu Molines<sup>2</sup>

<sup>1</sup> Université de Toulouse <sup>1</sup> Capitole/IAE Toulouse/Center for Research in Management, <sup>2</sup> Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace

Fr-S191-OR-06

**Do trust and justice mediate the relation of negative acts at work with commitment and job satisfaction? A longitudinal study**

Ann-Louise Holten<sup>1</sup>, Gregory Hancock<sup>2</sup>, Annie Høgh<sup>1</sup>, Roger Persson<sup>3</sup>, Åse Marie Hansen<sup>4</sup>

<sup>1</sup> University of Copenhagen, Department of Psychology, <sup>2</sup> University of Maryland, Department of Human Development and Quantitative Methodology College of Education, <sup>3</sup> Lund University, Department of Psychology, <sup>4</sup> University of Copenhagen, Department of Public Health

14:45–16:15 Session 192 | **Invited Symposium** | Room: RC Christiania Hall A

**Knowledge hiding in organizations: New insights and perspectives**

Topic/s: 12. Organizational Change and Development

Chair/s: Anders Dysvik

Discussant/s: Rosalind H Searle

Fr-S192-INV-SYM-01

**I'll get back to you (maybe): Emerging research on knowledge hiding in organizations**

Catherine Connelly<sup>1</sup>, Matej Cerne<sup>2</sup>, Miha Skerlavaj<sup>3</sup>, Anders Dysvik<sup>3</sup>

<sup>1</sup> McMaster University, Canada, <sup>2</sup> University of Ljubljana, Slovenia, <sup>3</sup> BI Norwegian Business School, Norway

Fr-S192-INV-SYM-02

**Are we in this together? Team-level knowledge hiding, social leader-member exchange, and prosocial motivation**

Matej Černe<sup>1</sup>, Catherine Connelly<sup>2</sup>, Katja Babič<sup>1</sup>, Anders Dysvik<sup>3</sup>, Miha Skerlavaj<sup>3</sup>

<sup>1</sup> University of Ljubljana, Slovenia, <sup>2</sup> McMaster University, <sup>3</sup> BI Norwegian Business School

Fr-S192-INV-SYM-03

**Knowledge sharing or hiding in teams: A psychological contract perspective**

Therese Sverdrup

Norwegian School of Economics, Bergen, Norway

Fr-S192-INV-SYM-04

**Knowledge Hiding in the Academia: What, Where, and How Often?**

Tomislav Hernaus<sup>1</sup>, Nina Pološki Vokič<sup>1</sup>, Ana Aleksić<sup>1</sup>, Matej Černe<sup>2</sup>, Miha Skerlavaj<sup>3</sup>

<sup>1</sup> University of Zagreb, Croatia, <sup>2</sup> University of Ljubljana, <sup>3</sup> BI Norwegian Business School, Oslo, Norway

Fr-S192-INV-SYM-05

**Perceived time pressure and knowledge hiding: Moderating role of prosocial motivation and perspective taking**

Miha Skerlavaj<sup>1</sup>, Catherine Connell<sup>2</sup>, Matej Cerne<sup>3</sup>, Anders Dysvik<sup>1</sup>

<sup>1</sup> Norwegian Business School, BI, <sup>2</sup> McMaster University, <sup>3</sup> Faculty of Economics University of Ljubljana

14:45–16:15 Session 193 | **Symposium (P)** | Room: RC Christiania Hall B

**How can leadership promote resilience in high risk professions?**

Topic/s: 3. Positive organizational behavior

Chair/s: Martin Euwema

Discussant/s: Wilmar Schaufeli

Fr-S193-SYM-01

**Leadership and resilience: An Overview**

Martin Euwema

KU Leuven

Fr-S193-SYM-02

**Hardy leader, transformational leader**

Salvatore Lo Bue<sup>1</sup>, Martin Euwema<sup>2</sup>, et al.

<sup>1</sup> Royal Military School, <sup>2</sup> KU Leuven

Fr-S193-SYM-03

**Context matters: The effects of trust in hierarchical leadership and work engagement before and during military operations**

Sylvie Boermans

KU Leuven

Fr-S193-SYM-04

**The effects of different leadership qualities on psychological resilience of police personnel**

Wim Kamphuis

TNO

Fr-S193-SYM-05

**The importance of team cohesion under threatening circumstances: Do all members benefit equally?**

Roos Delahaij, et al.

TNO

14:45–16:15 Session 194 | **Symposium** | Room: RC Christiania Hall C

**Nonlinear Dynamics and Organizational Psychology**

Topic/s: 20. Research methodology

Chair/s: Jose Navarro

Fr-S194-SYM-01

**Bouncing back from psychological contract breach: How commitment recovers over time**

Omar N. Solinger<sup>1</sup>, P. Matthijs Bal<sup>2</sup>, Joeri Hofmans<sup>3</sup>, Paul G. W. Jansen<sup>1</sup>

<sup>1</sup> University of Amsterdam, <sup>2</sup> University of Bath, <sup>3</sup> Vrije Universiteit Brussel

Fr-S194-SYM-02

**Forecasting the impact of employees' emotions on turnover and cardiovascular health**

Rita Rueff-Lopes<sup>1</sup>, José Navarro<sup>2</sup>, António Caetano<sup>1</sup>, Ana Silva<sup>1</sup>

<sup>1</sup> ISCTE-IUL Instituto Universitário de Lisboa, <sup>2</sup> University of Barcelona

Fr-S194-SYM-03

**Using cusp catastrophe theory to understand adaptation in organizational work environments**

Pedro Marques-Quinteiro<sup>1</sup>, Luís Curral<sup>2</sup>, Ana Margarida Passos<sup>1</sup>

<sup>1</sup> Instituto Universitário de Lisboa (ISCTE-IUL), <sup>2</sup> Universidade de Lisboa

Fr-S194-SYM-04

**Biodata and performance appraisal for the promotion of public administration managers in Spain**

Antonio L. García-Izquierdo, B. Menéndez, Pedro José Ramos-Villagrasa

University of Oviedo

14:45–16:15 Session 195 | **Symposium** | Room: RC Oslo Hall B

**Mind the gap! Organizations on their way to gender fairness: Where we are, and where we should go.**

Topic/s: 7. Human resource management

Chair/s: Andrea Fischbach, Virginia Ellen Schein

Discussant/s: Virginia Ellen Schein

Fr-S195-SYM-01

**Current gender stereotypes in Europe – A comparison of Germany, Spain and Ukraine**

Tanja Hentschel<sup>1</sup>, Claudia Peus<sup>1</sup>, Susanne Braun<sup>2</sup>

<sup>1</sup> Technische Universität München, TUM School of Management, Germany, <sup>2</sup> Ludwig-Maximilians Universität, Germany

Fr-S195-SYM-02

**Implicit leadership theories about emotion: A gender-based interpretation using data from Egypt and Spain**

Mohamed Metwally<sup>1</sup>, Leire Gartzia<sup>1</sup>, Esther López-Zafra<sup>2</sup>

<sup>1</sup> Deusto Business School, University of Deusto, Spain, <sup>2</sup> University of Jaén, Spain

Fr-S195-SYM-03

**A strong military type of leader or a «bi\*\*\*»? Gendered perceptions of authoritarian leaders**

Salin Denise

Swedish School of Social Science, University of Helsinki, Finland

Fr-S195-SYM-04

**Are job demands and resources affected by gender discrimination?**

Lonneke Dubbelt, Rispens Sonja, Evangelia Demerouti

Eindhoven University of Technology, The Netherlands

Fr-S195-SYM-05

**Organizational factors for career success – women still left behind**

Andrea Fischbach, Philipp W. Lichtenthaler  
German Police University, Germany

16:00–17:30 Session 196 | **Poster session** | Room: OKS Forum

Topic/s: 3. Positive organizational behavior  
4. Health and interventions

Fr-S196-PO-01

**Predicting Absence Frequency and –Duration:**

**An application of the Job Demands-Resources (JD-R) model**

Niels Bakkeren, Veele Brenninkmeijer  
Utrecht University

Fr-S196-PO-02

**Using psychosocial factors to reduce burnout and increase well-being – the respective impact of decision latitude, social support and recognition.**

Jessica Londei-Shortall, Véronique Dagenais-Desmarais  
Université de Montréal

Fr-S196-PO-03

**Presenteeism as ‘Identity Behaviour’: Accounts of Workplace Presenteeism from Singapore**

Charmi Patel<sup>1</sup>, Grace Chen<sup>1</sup>, Sara Chaudhry<sup>1</sup>, Laxmi Budhwar<sup>2</sup>, Pawan Budhwar<sup>3</sup>

<sup>1</sup> University of Edinburgh Business School, <sup>2</sup> National Health Service (NHS), <sup>3</sup> Aston Business School

Fr-S196-PO-04

**Exploring the Mediating Role of Emotional Intelligence on the Relationship between Personality Traits and Schizotypal Characteristics in the Workplace**

Ioannis Tsaousis, Chrysoula Zourarakis, Stella Giakoumaki, Leda Karagiannopoulou  
University of Crete, Department of Psychology, Greece

Fr-S196-PO-05

**Sickness presenteeism and absenteeism: Friends or rivals’?**

Sylvi Thun, Ingrid Steen Rostad, Per Øystein Saksvik, Karoline Grødal  
Department of Psychology, Norwegian University of Science and Technology (NTNU)

Fr-S196-PO-06

**Appreciative Inquiry (AI) for Stress Management**

Jermaine Ravalier  
Bath Spa University

Fr-S196-PO-07

**How to measure sickness presenteeism?**

Sylvi Thun, Ingrid Steen Rostad, Per Øystein Saksvik  
Department of Psychology, Norwegian University of Science and Technology (NTNU)

Fr-S196-PO-08

**Psychological health promotion as a leadership task**

Jessica Lang<sup>1</sup>, Anne Katrin Matyssek<sup>2</sup>, Martin Mädlar<sup>1</sup>, Thomas Kraus<sup>1</sup>

<sup>1</sup> Institute of Occupational Medicine, RWTH Aachen University, Germany, <sup>2</sup> Do Care, Cologne, Germany

Fr-S196-PO-09

**Mindfulness in Academia: Is low-dose mindfulness training a valuable addition to the wellness programme?**

Leanne Ingram, Jeremy Dawson, Angela Carter  
The Institute of Work Psychology, The University of Sheffield

Fr-S196-PO-10

**Dialogue development at work? – a qualitative study of a dialogue training intervention**

Christina Grill<sup>1</sup>, Gunnar Ahlborg Jr<sup>1,2</sup>, Ewa Wikström<sup>3</sup>, Eva-Carin Lindgren<sup>4</sup>

<sup>1</sup> Occupational and Environmental Medicine, Gothenburg University, Sweden, <sup>2</sup> Institute of Stress Medicine, Gothenburg, Sweden, <sup>3</sup> Nordic School of Public Health, Sweden, <sup>4</sup> Faculty of Education, Department of Food and Nutrition, Gothenburg University, Sweden

Fr-S196-PO-11

**Health-related behavior in professional development of doctors-interns of ambulance service: Gender aspect**

Marina Petrash<sup>1,2</sup>, Olga Strizhitskaya<sup>1</sup>

<sup>1</sup> Saint Petersburg State University Faculty of Psychology, <sup>2</sup> The city Ambulance Station

Fr-S196-PO-12

**Job crafting, Norms, and Sickness Presenteeism (Positive/negative sickness presenteeism and subjective sickness presenteeism)**

Sylvi Thun

Department of Psychology, Norwegian University of Science and Technology (NTNU)

Fr-S196-PO-13

**Effects on organizational, workgroup and individual resources after a participatory organizational intervention**

Eva Charlotta Nylén<sup>1</sup>, Petra Lindfors<sup>1</sup>, Magnus Sverke<sup>1,2</sup>

<sup>1</sup> Stockholm University, Sweden, <sup>2</sup> North-West University, South Africa

Fr-S196-PO-14

**Capacity disorders and workplace problems**

Beate Muschalla<sup>1,2</sup>, Michael Linden<sup>2</sup>

<sup>1</sup> University Potsdam, Work and Organizational Psychology, <sup>2</sup> Research Group Psychosomatic Rehabilitation and Rehabilitation Center Seehof, Germany

Fr-S196-PO-15

**Transformational leadership as an antecedent for positive outcomes of occupational health interventions**

Robert Lundmark<sup>1,2</sup>, Henna Hasson<sup>1</sup>, Ulrica von Thiele Schwarz<sup>1</sup>, Susanne Tafvelin<sup>1,2</sup>

<sup>1</sup> Karolinska Institutet, <sup>2</sup> Umeå University

Fr-S196-PO-16

**Managing the meaning of work: A relevant need in turbulent times**

Caroline Arnoux-Nicolas<sup>1</sup>, Laurent Sovet<sup>1</sup>, Lin Lhotellier<sup>1,2</sup>, Frédérique Pelayo<sup>2</sup>, Jean-Luc Beraud<sup>1,2</sup>

<sup>1</sup> Centre de Recherche sur le Travail et le Développement (CRTD), EA 4132, Conservatoire National des Arts et Métiers, Paris, France, <sup>2</sup> Observatoire des Pratiques et des Politiques d'Orientation (OPPIO), Conservatoire National des Arts et Métiers, Paris, France

Fr-S196-PO-17

**Organizational virtuousness' perceptions and outcomes: The mediating role of psychological safety and prosocial motives**

Irene Tsachouridi, Irene Nikandrou

Athens University of Economics and Business

Fr-S196-PO-18

**Meaning at work: An essential component for better understanding flow outcomes?**

Chloé Parenteau<sup>1</sup>, Anaïs Thibault-Landry<sup>1</sup>, Veronique Dagenais-Desmarais<sup>2</sup>

<sup>1</sup> University of Quebec at Montreal, <sup>2</sup> University of Montreal

Fr-S196-PO-19

**Personal and situational predictors of challenging citizenship behaviors.**

Sonja Kristine Ötting

University of Bielefeld



Fr-S196-PO-20

**Social networks and links with the organization: The structure of relations explains the commitment, entrenchment and consent.**

Magno Macambira<sup>1</sup>, Helenides Mendonça<sup>2</sup>, Antônio Bastos<sup>3</sup>

<sup>1</sup> Federal University of Bahia, <sup>2</sup> Pontifical Catholic University of Goiás, <sup>3</sup> Federal University of Bahia

Fr-S196-PO-21

**Successful Recovery Experience and Burnout**

I-Shuo Chen<sup>1</sup>, Jui-Kuei Chen<sup>2</sup>

<sup>1</sup> Trinity College Dublin, <sup>2</sup> Tamkang University

Fr-S196-PO-22

**Managing positive stress: Learning from entrepreneurs**

Päivi Heikkilä<sup>1</sup>, Mari Ainasoja<sup>2</sup>, Kati Tikkamäki<sup>2</sup>

<sup>1</sup> VTT Technical Research center of Finland, <sup>2</sup> University of Tampere, Finland

Fr-S196-PO-23

**A new participatory method for mapping the working environment**

Christian Wählin-Jacobsen, Louise Nøhr Henriksen, Nidhi Gupta, Johan Simonsen Abildgaard, Andreas Holtermann

National Research Centre for the Working Environment, Copenhagen, Denmark

Fr-S196-PO-24

**A new participatory method for action planning small-scale working environment interventions**

Christian Wählin-Jacobsen, Louise Nøhr Henriksen, Nidhi Gupta, Johan Simonsen Abildgaard, Andreas Holtermann

National Research Centre for the Working Environment

Fr-S196-PO-25

**Differences in stress perception for managers and non managers in relation to managerial practices**

Xavier Caroff<sup>1</sup>, Clotilde Durand<sup>2</sup>, Cora Mariotte<sup>2</sup>

<sup>1</sup> LATI, University Paris Descartes, <sup>2</sup> University Paris Descartes

Fr-S196-PO-26

**Relationship between psychological healthy work place components and work alienation dimensions**

Iran Mehdizadegan, Ali Mehdad

Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Fr-S196-PO-27

**Relationship between perceived organizational injustice, organizational citizenship behaviors, deviant behaviors and organizational loyalty**

Ali Mehdad, Atefe Khoshnami

Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Fr-S196-PO-28

**The influence of personality and the loci of engagement**

Jessica Harrabin, Gary Pheiffer

London Metropolitan University

Fr-S196-PO-29

**The Big Five and Religiosity as Predictors of Employee Presenteeism**

Filoteos Ntalianis

University of Piraeus

Fr-S196-PO-30

**Linking motivation to presenteeism and absenteeism: The role of the discrepancy between two organizational identifications foci**

Martin Lauzier<sup>1</sup>, Nathalie Delobbe<sup>2</sup>

<sup>1</sup> Université du Québec en Outaouais, <sup>2</sup> Université Catholique de Louvain

Fr-S196-PO-31

**Team climate for innovation as a moderator of the engagement – performance link**

M.Esther García-Buades, Silvia Ortiz-Bonnin  
University of the Balearic Islands (SPAIN)

Fr-S196-PO-32

**Intrinsic Interest as a Moderator in the Relationship between Challenge/Skills Balance and Flow at Work**

Jose Navarro<sup>1</sup>, Céline Briceux<sup>1</sup>, Lucía Ceja<sup>2</sup>, Guillaume Fuerst<sup>3</sup>

<sup>1</sup> University of Barcelona, <sup>2</sup> IESE Business School – University of Navarra, <sup>3</sup> Université Paris V René Descartes

Fr-S196-PO-33

**In synch: Synchronous movement enhances perceived cooperation and reduces emotional irritation at work**

Miriam Tacke, Anja Göritz  
University of Freiburg

Fr-S196-PO-34 | Interactive

**Psicoscreen: an innovative method for assessing psychosocial factors in occupational risks prevention**

Gloria Castaño, Yolanda Garcia, Rosario Martínez-Arias  
Complutense Univerity

Fr-S196-PO-35 | Interactive

**Barriers and success factors in psychosocial risk management – a cross-cultural comparative approach**

Hanna Janetzke, Michael Ertel

b a u a: Bundesanstalt für Arbeitsschutz und Arbeitsmedizin / Federal Institute for Occupational Safety and Health Nöldnerstraße 40-42 10317 Berlin

Fr-S196-PO-36 | Interactive

**Exploring the relationship between presenteeism and organizational performance: Role of need for recovery, job satisfaction and organizational procedural justice.**

Nathalie Delobbe<sup>1</sup>, Martin Lauzier<sup>2</sup>

<sup>1</sup> Louvain School of Management, Université catholique de Louvain, Belgium, <sup>2</sup> Université du Québec en Outaouais, Canada

Fr-S196-PO-37 | Interactive

**A health promoting approach for maintaining presentees' productivity**

Karoline Grødal, Eyvind Helland, Marit Christensen, Per Øystein Saksvik, Sylvi Thun, Ingrid Steen Rostad

Norwegian University of Science and Technology

Fr-S196-PO-38 | Interactive

**The Influence of Acculturation and Identification on Organizational Commitment of Immigrant Employees**

Jennifer Chavanovanich, Stanley Gaines  
Brunel University, UK

16:30–18:00 Session 197 | **Invited Symposium** | Room: OKS Hall A

**Respect in Organizations**

Topic/s: 3. Positive organizational behavior

Chair/s: Niels Van Quaquebeke, Suzanne van Gils

Fr-S197-INV-SYM-01

**When the boss feels respected: The effect of leader self-perceived respect on employee organizational citizenship behavior**

Ed Sleebos<sup>1</sup>, Steffen Giessner<sup>2</sup>, Daan van Knippenberg<sup>2</sup>

<sup>1</sup> VU University Amsterdam, <sup>2</sup> Erasmus University Rotterdam

Fr-S197-INV-SYM-02

**Identity threat evoking disrespect as source of destructive leadership of leaders**

Edwin Boezeman<sup>1</sup>, Ed Sleafos<sup>2</sup>

<sup>1</sup> University of Amsterdam, <sup>2</sup> VU University Amsterdam

Fr-S197-INV-SYM-03

**If you are not one of us, at least show some respect: Leader prototypicality and the relationship between respectful leadership and follower personal initiative**

Catharina Decker<sup>1, 3</sup>, Suzanne van Gils<sup>2</sup>, Niels Van Quaquebeke<sup>3</sup>, Tilman Eckloff<sup>4</sup>

<sup>1</sup> University of Hamburg, <sup>2</sup> Maastricht University, <sup>3</sup> Kühne Logistics University, <sup>4</sup> re|spic|ere – Company Companions

Fr-S197-INV-SYM-04

**In the eye of the beholder: The role of interpersonal respect and procedural justice in LMX agreement**

Christian Tröster<sup>1</sup>, Daan van Knippenberg<sup>2</sup>, Leire Gartzia<sup>3</sup>

<sup>1</sup> Kühne Logistics University, <sup>2</sup> Erasmus University Rotterdam, <sup>3</sup> University of Deusto

Fr-S197-INV-SYM-05

**Struggling for respect in practice and theory**

Niels Van Quaquebeke<sup>1</sup>, Steven Grover<sup>2</sup>

<sup>1</sup> Kühne Logistics University, <sup>2</sup> University of Otago

16:30–18:00 Session 198 | **Invited Symposium (P)** | Room: OKS Hall B

**A language perspective on Diversity Icebreaker**

Topic/s: 8. Leadership and management

Chair/s: Bjørn Zakarias Ekelund, Simen Marenius Ekelund

Fr-S198-INV-SYM-01

**About Red, Blue and Green from a positive language and strength perspective.**

Torkjell Winje

Mind As

Fr-S198-INV-SYM-02

**What is Diversity Icebreaker about? Seen from participants in four organizations, a qualitative analysis.**

Simen Marenius Ekelund

University of Bergen

Fr-S198-INV-SYM-03

**Knowledge creation applying the categories of Red, Blue and Green in good dialogues in groups.**

Torill Moe

Høgskolen i Nord-Trøndelag

Fr-S198-INV-SYM-04

**DNV GL as a case where Red, Blue and Green are used as interacting perceptual categories in the merging process of involvement of managers and employees.**

Yngvar Sjøner<sup>1</sup>, Bjørn Ekelund<sup>2</sup>

<sup>1</sup> DNV GL, <sup>2</sup> Human Factors AS

16:30–18:00 Session 199 | **Oral session** | Room: OKS Hall C  
Topic/s: 13. Labor market issues

Fr-S199-OR-01

**Can Unemployed Individuals Benefit From Emotional Competences Intervention?**

Sabina Hodzic<sup>1,2</sup>, Pilar Ripoll<sup>1</sup>, Consuelo Bernal<sup>1</sup>, Franck Zenasni<sup>2</sup>

<sup>1</sup> University of Valencia, Spain, <sup>2</sup> Université Paris Descartes, France

Fr-S199-OR-02

**Let's volunteer in times of unemployment: A two-year follow-up study investigating health, health behavior and well-being outcomes.**

Yannick Griep<sup>1</sup>, Martin Hyde<sup>2</sup>, Tim Vantilborgh<sup>1</sup>, Jemima Bidee<sup>1</sup>, Hans De Witte<sup>3,4</sup>, Pepermans Roland<sup>1</sup>

<sup>1</sup> Work and Organizational Psychology (WOPs), Vrije Universiteit Brussel, Brussel, Belgium, <sup>2</sup> Stress Research Institute, Stockholm University, Stockholm, Sweden, <sup>3</sup> Research Group Work, Organizational and Personnel Psychology, KU Leuven, Leuven, Belgium, <sup>4</sup> Optentia Research Programme, North-West University, Vanderbijlpark, South Africa

Fr-S197-OR-03

**Is depression the main characteristic of unemployment-related distress? Testing the latent deprivation model in with a representative sample of the Lithuanian population.**

Karsten Paul<sup>1</sup>, Natalija Norvile<sup>2</sup>

<sup>1</sup> University of Erlangen-Nürnberg, Germany, <sup>2</sup> Mykolas Romeris University, Lithuania

Fr-S199-OR-04

**Predicting employee intention to leave in a large petrochemical company**

Sarah Liebler<sup>1</sup>, Laura Simonds<sup>1</sup>, Mark Cropley<sup>1</sup>, Richard Heron<sup>2</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> BP p.l.c.

Fr-S199-OR-05

**Turnover intentions and turnover behavior: The moderating roles of career orientations and networking**

Wiebke Doden, Gudela Grote

ETH Zurich

16:30–18:00 Session 200 | **Symposium (P)** | Room: OKS Hall D

**Positive psychology in developing value-based leaders and organizations: Research and practical methods**

Topic/s: 8. Leadership and management

Chair/s: Lisa Vivoll Straume

Discussant/s: Wilmar Schaufeli

Fr-S200-SYM-01

**The benefits of value-based leadership: Overview of empirical and theoretical contributions**

Grete Wennes

Handelshøyskolen i Trondheim, Trondheim Business School

Fr-S200-SYM-02

**Leadership development in positive psychology: Practical methods for balancing the use of core values and strengths**

Lisa Vivoll Straume, Rune Sagor, et al.

Mind

Fr-S200-SYM-03

**Magic moments: Strength-spotting in value-oriented leadership development**

Marit Album Kvernmo

Mind

Fr-S200-SYM-04

**Implementing positive psychology and value-based leadership in a governmental company**

Nils Kristian Nakstad

Enova

16:30–18:00 Session 201 | **Symposium (P)** | Room: OKS Meeting Room 1

**Applying the Job Demands – Resources model to increase work engagement'**

Topic/s: 3. Positive organizational behavior

Chair/s: Christian Herman Rafn

Discussant/s: Evangelia Demerouti

Fr-S201-SYM-01

**The systemic nature of Engagement**

Alan Crozier

The Ghost Partnership

Fr-S201-SYM-02

**How to make work engagement applicable in practice?**

Robert Salomon

Work Research Institute, Oslo

Fr-S201-SYM-03

**What exactly is Job Resources?**

Christian Rafn

Practitioner

Fr-S201-SYM-04

**What exactly is Job Demands?**

Solfrid Buø

Practitioner

16:30–18:00 Session 202 | **Panel (P)** | Room: OKS Meeting Room 2

Topic/s: 7. Human resource management

Chair/s: Salvatore Zappala

Fr-S202-PAN-01

**Europsy Specialist Certificate in Work and Organizational Psychology: Aims and challenges of the implementation of the specialist standards**

Salvatore Zappala<sup>1</sup>, Henry Honkanen<sup>2</sup>, Per A Straumsheim<sup>3</sup>, Lourdes Mundante<sup>4</sup>

<sup>1</sup> University of Bologna, <sup>2</sup> Arena Nova Ltd, <sup>3</sup> Norwegian Psychological Association, <sup>4</sup> University of Seville

16:30–18:00 Session 203 | **Symposium** | Room: OKS Meeting Room 3

**Fit versus fitting in: Insights in contingencies and temporal fluctuations in person-environment fit**

Topic/s: 19. Emotions in the workplace

Chair/s: Rein De Cooman

Fr-S203-SYM-01

**When does person-environment fit enhance team outcomes? Examining the interaction between supplementary and complementary person-team fit.**

Rein De Cooman<sup>1</sup>, Tim Vantilborg<sup>2</sup>, Matthijs Bal<sup>4</sup>, Xander Lub<sup>3</sup>

<sup>1</sup> KU Leuven, <sup>2</sup> Vrije Universiteit Brussel, <sup>3</sup> Saxion University of Applied Sciences, <sup>4</sup> University of Bath

Fr-S203-SYM-02

**When does person-organization fit enhance citizenship behaviors? The role of person-organization fit of the manager and employee.**

Corine Boon, Deanne den Hartog  
Universiteit van Amsterdam

Fr-S203-SYM-03

**Choosing People Who Fit: Testing ASA's Selection Proposition**

Jon Billsberry  
Deakin University

Fr-S203-SYM-04

**The impact of dynamics in PE fit on performance: A weekly diary study**

Wouter Vleugels, Marijke Verbruggen, Rein De Cooman  
KU Leuven

Fr-S203-SYM-05

**Does Fit always rhyme with enthusiasm? Influence of perceived Fit on goals and strategies: The moderating role of regulatory focus.**

Vincent Angel<sup>1,2</sup>, Dirk Steiner<sup>2</sup>

<sup>1</sup> Université Catholique de Louvain, <sup>2</sup> Université de Nice-Sophia Antipolis

Fr-S203-SYM-06

**Person-job fit and proactive career behavior: A dynamic approach**

Hella Sylva<sup>1</sup>, Stefan Mol<sup>1</sup>, Deanne den Hartog<sup>1</sup>, Luc Dorenbosch<sup>2</sup>

<sup>1</sup> Universiteit van Amsterdam, <sup>2</sup> TNO

16:30–18:00 Session 204 | **Symposium** | Room: OKS Meeting Room 4

**The costs and benefits of autonomy**

Topic/s: 2. Employee stress and burnout  
Chair/s: Bettina Kubicek

Fr-S204-SYM-01

**Variation in Non-Linear Associations between Job Autonomy and its Consequences**

Eva Selenko, Peter Warr

Institute of Work Psychology, University of Sheffield, UK

Fr-S204-SYM-02

**Too much job control? Two studies on curvilinear relations between job control and eldercare workers' well-being**

Bettina Kubicek<sup>1</sup>, Christian Korunka<sup>1</sup>, Sara Tement<sup>2</sup>

<sup>1</sup> University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria,

<sup>2</sup> University of Maribor, Department of Psychology, Faculty of Arts, Slovenia

Fr-S204-SYM-03

**Curvilinear effects of autonomy: Time pressure as a boundary condition**

Matea Paškvan, Bettina Kubicek, Christian Korunka

University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria

Fr-S204-SYM-04

**Curvilinear effects of autonomy: Conscientiousness as a boundary condition**

Bettina Kubicek, Matea Paškvan, Christian Korunka

University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria

Fr-S204-SYM-05

**Autonomy, variety, and self-esteem over time: Benefits for men, not for women**

Anita Keller<sup>1</sup>, Laurenz Meier<sup>2</sup>, Sven Gross<sup>1</sup>, Norbert Semmer<sup>1</sup>

<sup>1</sup> University of Bern, Department of Psychology, Switzerland, <sup>2</sup> University of Fribourg, Department of Psychology, Switzerland

16:30–18:00 Session 205 | **Symposium** | Room: OKS Auditoriet

**Dynamics of team cognition and team adaptation I – Focus on team cognition**

Topic/s: 18. Teams and workgroups

Chair/s: Ana Margarida Passos

Fr-S205-SYM-01

**Perceptual team cognition mediates the effects of demographic diversity on different team outcomes**

Michael Burtscher<sup>1</sup>, Marinus van Driel<sup>2</sup>, Tobias Heilmann<sup>1</sup>

<sup>1</sup> University of Zurich, Department of Psychology, <sup>2</sup> Accenture, USA

Fr-S205-SYM-02

**Influence of Interactive Multi-User Tabletop Technology on Shared Mental Models and Performance: An Experimental Study**

Magdalena Mateescu<sup>1</sup>, Daniel Daniel Klinkhammer<sup>2</sup>, Harald Reiterer<sup>2</sup>, Carmen Zahn<sup>1</sup>

<sup>1</sup> Institute for Research and Development of Collaborative Processes (ifk), University of Applied Sciences and Arts Northwestern Switzerland,, <sup>2</sup> Department of Computer and Information Science, University of Konstanz

Fr-S205-SYM-03

**Diverging cue perceptions in situation assessment – Consequences for team adaptation.**

Thomas Ellwart, Christian Happ

University of Trier

Fr-S205-SYM-04

**How to promote the development of shared mental models over time?: The effect of an experimental manipulation**

Catarina Marques Santos<sup>1</sup>, Sijr Uitdewilligen<sup>2</sup>, Ana Margarida Passos<sup>1</sup>

<sup>1</sup> Instituto Universitário de Lisboa – ISCTE-IUL, <sup>2</sup> Maastricht University

Fr-S205-SYM-05

**The Structures of Sharing Information in Teams Predicts Their Cognitive Performance.**

Verlin Hinsz

North Dakota State University and Universidad Carlos III de Madrid

16:30–18:00 Session 206 | **Symposium** | Room: OKS Torghjørnet

**The Complexity of Career Decisions: Theoretical Perspectives and Empirical Insights**

Topic/s: 13. Labor market issues

Chair/s: Ans De Vos, Marijke Verbruggen

Discussant/s: John Arnold

Fr-S206-SYM-01

**Bringing the Concept of Career Control Centre-stage in Career Theory**

David Guest<sup>1</sup>, Ricardo Rodrigues<sup>2</sup>

<sup>1</sup> King's College, London, <sup>2</sup> Kingston University

Fr-S206-SYM-02

**When people don't realize their career decisions. Towards a theory of career inaction**

Marijke Verbruggen<sup>1</sup>, Ans De Vos<sup>2,3</sup>

<sup>1</sup> Katholieke Universiteit Leuven, <sup>2</sup> Antwerp Management School, <sup>3</sup> University of Antwerp

Fr-S206-SYM-03

**What if your private life has influenced your career decisions? Consequences for later career success and crossover effects among spouses**

Tess Schooreel<sup>1</sup>, Kristen Shockley<sup>2</sup>, Marijke Verbruggen<sup>1</sup>

<sup>1</sup> Katholieke Universiteit Leuven, <sup>2</sup> City University New York

Fr-S206-SYM-04

**Career aspirations and job preferences. Contextualizing career choices.**

Katharina Chudzikowski<sup>1</sup>, Norbert Ruscher<sup>2</sup>, Alfred Taudes<sup>2</sup>

<sup>1</sup> School of Management, University of Bath, United Kingdom, <sup>2</sup> WU Vienna, Austria

16:30–18:00 Session 207 | **Symposium** | Room: OKS Odin

**Ageing and Retirement: The Employer Perspective**

Topic/s: 13. Labor market issues

Chair/s: Trude Furunes, Annet De Lange

Discussant/s: Reidar J Mykletun

Fr-S207-SYM-01

**Leadership for an ageing work-force**

Reidar J. Mykletun<sup>1</sup>, Per Erik Solem<sup>2</sup>, Trude Furunes<sup>1</sup>, Steinar Hopland<sup>3</sup>

<sup>1</sup> University of Stavanger, Norway, <sup>2</sup> Norwegian Social Research (NOVA), Norway, <sup>3</sup> Senter for seniorpolitikk

Fr-S207-SYM-02

**How ageism and age management shape developmental opportunities at work through future time perspective**

Hélène Henry, Donatienne Desmette, Ginette Herman

Catholic University of Louvain, Belgium

Fr-S207-SYM-03

**Working longer, working better: Profiles of older workers and preferences for HR practices**

Ilaria Bruni, Michela Vignoli, Marco Depolo, Dina Guglielmi

University of Bologna, Italy

Fr-S207-SYM-04

**Improving health and performance in production workers: Conceptualization and evaluation of leadership training on age diverse teams**

Franziska Jungmann

Technische Universitaet Dresden, Germany

Fr-S207-SYM-05

**Is Employability a question of ageing?**

Annet De Lange<sup>1, 7</sup>, Ankje Nauta<sup>2</sup>, Beatrice I.J.M. van der Heijden<sup>3, 4, 5</sup>, Christiane De Lange<sup>4, 6</sup>, Trude Furunes<sup>7</sup>

<sup>1</sup> HAN University of Applied Sciences, The Netherlands, <sup>2</sup> University of Amsterdam, The Netherlands,

<sup>3</sup> Radboud University Nijmegen, The Netherlands, <sup>4</sup> Open Universiteit, The Netherlands, <sup>5</sup> University

of Twente, The Netherlands, <sup>6</sup> Heerlen and Hanze University of Applied Sciences in Groningen, The

Netherlands, <sup>7</sup> University of Stavanger, Norway

16:30–18:00 Session 208 | **Oral session** | Room: OKS Balder

Topic/s: 4. Health and interventions

Fr-S208-OR-01

**Pilot Study of an RCT of a guided E-learning health promotion intervention for the improvement of employee wellbeing and reduction of sickness absence: GEM Study**

Stephen Stansfeld<sup>1</sup>, Tarani Chandola<sup>3</sup>, Lee Berney<sup>1</sup>, Sally Kerry<sup>2</sup>, Kam Bhui<sup>1</sup>, Natalia Hounscome<sup>2</sup>, Jill Russell<sup>2</sup>, Doris Lanz<sup>1, 2</sup>

<sup>1</sup> Centre for Psychiatry, Barts and the London School of Medicine and Dentistry, Queen Mary University of London, <sup>2</sup> Centre for Primary Care and Public Health, Barts and the London School of Medicine

and Dentistry, Queen Mary University of London, <sup>3</sup> School of Social Sciences, University of Manchester



Fr-S208-OR-02

**Occupational Health and Safety interventions: Literature review on moderators of implementation success**

Hannah Möltner<sup>1</sup>, Jochen Gurt<sup>2</sup>, Gabriele Elke<sup>3</sup>

<sup>1</sup> Witten/Herdecke University, Germany, <sup>2</sup> BITS Business and Information Technology School, Germany,

<sup>3</sup> Ruhr University Bochum, Germany

Fr-S208-OR-03

**Maintaining employee's health in geriatric nursing homes through salutogenic-oriented personnel management**

Wilhelm Beckmann, Anne-Katrin Haubold, Rüdiger von der Weth

Dresden University of Applied Sciences (Hochschule für Technik und Wirtschaft Dresden)

Fr-S208-OR-04

**Burnout prevention: A participatory intervention in elderly care institutions**

Sarah S. Brom, Gabriele Buruck, Franziska Jungmann, Peter Richter

TU Dresden, Germany

Fr-S208-OR-05

**Group-level evaluation of participative ergonomic interventions: Effects of supervisor leadership on assimilating interventions.**

Ido Morag<sup>1</sup>, Gil Luria<sup>2</sup>

<sup>1</sup> Shenkar College of Engineering and Design, Ramat-Gan, Israel, <sup>2</sup> Haifa University, Faculty of Social Welfare and Health Sciences

Fr-S208-OR-06

**Left alone – what happens to employee well-being when many of their colleagues are absent? A study on objective absenteeism data as a predictor of employee well-being.**

Ines Leutzen, Sabine Sonnentag

University of Mannheim

16:30–18:00 Session 209 | **Symposium** | Room: RC Christiania Hall A

**Psychosocial Safety Climate; An Innovative Multilevel Framework for Managing Workplaces for Psychosocial Risk and Stress Prevention/ Intervention**

Topic/s: 15. Occupational and organizational safety

Chair/s: Maureen Frances Dollard

Fr-S209-SYM-01

**The costs of poor psychosocial safety climate; violence, bullying, and work pressure in the aetiology of MSDs and workers' compensation**

Maureen Dollard, Tessa Bailey, Michelle Tuckey, Sarven McLinton

Asia Pacific Centre for Work Health and Safety University of South Australia

Fr-S209-SYM-02

**Psychosocial safety climate and health and well-being: Testing the multilevel mediation role of workplace bullying and harassment**

Jordi Escartín<sup>1</sup>, Maureen Dollard<sup>2</sup>, Dieter Zapf<sup>3</sup>

<sup>1</sup> University of Barcelona, Spain, <sup>2</sup> Asia Pacific Centre for Work Health and Safety, University of South Australia, <sup>3</sup> Goethe University Frankfurt, Germany

Fr-S209-SYM-03

**Psychosocial Safety Climate (PSC) and PSC Strength in Hospital Workgroups**

Ali Afsharian<sup>1</sup>, Amy Zado<sup>1</sup>, Maureen Dollard<sup>1</sup>, Tehereh Ziaian<sup>1</sup>, Christian Dormann<sup>1,2</sup>

<sup>1</sup> Asia Pacific Centre for Work Health and Safety, University of South Australia, <sup>2</sup> University Mainz, Germany

Fr-S209-SYM-04

**Managing psychosocial risk and workplace psychological health in turbulent times using organisational stress interventions: A meta-analytic review**

Amy Zadow, Maureen Dollard, Michelle Tuckey

Asia Pacific Centre for Work Health and Safety, University of South Australia

16:30–18:00 Session 210 | **Symposium** | Room: RC Christiania Hall B

**New perspectives on job crafting**

Topic/s: 3. Positive organizational behavior

Chair/s: Arnold B. Bakker, Maria Tims

Discussant/s: Arnold B. Bakker

Fr-S210-SYM-01

**Job Crafting to Enhance Optimal Functioning: Which Changes Do Employees Make?**

Vanbelle Els<sup>1</sup>, Anja Van den Broeck<sup>1,2,3</sup>, de Witte Hans<sup>1, 3</sup>

<sup>1</sup> Research Group of Occupational & Organisational Psychology and Professional Learning, KU Leuven,

<sup>2</sup> Human Relations Research Group, KU Leuven, <sup>3</sup> Optentia, Vanderbijlpark Campus, North West University, South Africa

Fr-S210-SYM-02

**Proactive vs. reactive job crafting: A meta-analytic review and update of job crafting theory**

Philipp W. Lichtenthaler, Andrea Fischbach

German Police University

Fr-S210-SYM-03

**Job crafting and its relationships with person-job fit and meaningfulness: A three-wave study**

Maria Tims<sup>1</sup>, Daantje Derks<sup>1</sup>, Arnold Bakker<sup>2</sup>

<sup>1</sup> University Amsterdam, Faculty of Economics and Business Administration, Department of Management and Organization, <sup>2</sup> Erasmus University Rotterdam, Institute of Psychology

Fr-S210-SYM-04

**The role of organizational learning culture in stimulating job crafting**

Alessandra Lazazzara, Barbara Quacquarelli, Cristiano Ghiringhelli

Department of Educational Human Sciences, University of Milan-Bicocca

Fr-S210-SYM-05

**Making yourself creative: A bottom-up perspective on creativity enhancement**

Emma Op den Kamp<sup>1</sup>, Maria Tims<sup>2</sup>, Arnold Bakker<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> University Amsterdam

17:15–18:00 Room: RC Christiania Hall C, Worklab.

**EAWOP Reception 1: The Next EAWOP Worklab for Practitioners**

17:15–18:00 Room: RC Oslo Hall B

**EAWOP Reception 2: The EAWOP Small Group Meetings**

17:15–18:00 Room: RC Oslo Hall C

**EAWOP Reception 3: informal discussion about the EAWOP journal.  
For Editors, Reviewers, authors and all EAWOP members**

## Friday, 22 May • 17:15–24:00

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17:15–18:00 Room: RC Christiania Atrium, Annekset

**EAWOP Reception 4: Early career summer School in Birminham, UK, September 2016**

19:30–24:00 Room: AFF | Address: Drammensveien 44, 0202 Oslo

**Student party**

19:30–24:00 Room: Gamle Logen | Address: Grev Wedels plass 2, 0151 Oslo

**Congress Dinner**

Saturday 23 May

SATURDAY	0800–0845	Lunch 1200–1430	1045–1215	1230–1315	1315–1400
Oslo Congress Center					
Hall A		InSym 227 Sonntentag	STA 244 Cassel/Day	Key Fiske	CLOSING CEREMONY
Hall B		Sym 228 Uri/Madrid	Pan 245 Zijlstra		
Hall C	Oral session 211	InSym 229 Searle	Oral session 246		
Hall D	Oral session 212	Sym 230 Van Vuuren	Sym 247 Gagne		
Meeting room 2	Oral session 214	Oral session 232	Oral session 249		
Meeting room 3	Oral session 215	Sym 233 Sparr/Kearney	Sym 250 Breevaart		
Meeting room 4	Oral session 216	Oral session 234	Oral session 251		
Auditoriet	Oral session 217	Sym 235 Syrek/Kropley	Sym 252 Schaufeli		
Torghjernet	Oral session 218	Oral session 236	Oral session 253		
Odin	Oral session 219	Oral session 237	Oral session 254		
Balder	Oral session 220	Oral session 238	Oral session 255		
Forum	0800–0930: Poster 226   1000–1130: poster 243				
Royal Christiania			Lunch 1200–1430		
Christ. Hall A	Oral session 221	InSym 239 Skogstad	InSym 256 Ramos		
Christ. Hall B	Oral session 222	Sym 240 Demerouti	Sym 257 Venz/Unger		
Christ. Hall C	Oral session 223	Sym 241 Game/Gruda	Sym 258 Jacobsnagen		
Oslo Hall B	Oral session 224	Oral session 242	Oral session 259		
Oslo Hall C	Oral session 225				

08:00–08:45 Session 211 | **Oral session** | Room: OKS Hall C

Topic/s: 2. Employee stress and burnout

Sa-S211-OR-01

**Emotional versus cognitive rumination: are they differentially affecting long-term psychological health?**

Jessica Lang<sup>1</sup>, Ulla Hamesch<sup>1</sup>, Mark Cropley<sup>2</sup>

<sup>1</sup> Institute of Occupational Medicine, RWTH Aachen University, Germany, <sup>2</sup> School of Psychology, University of Surrey, UK

Sa-S211-OR-02

**Thinking About Work During Leisure Time: Associations With Changes in Well-Being**

Anne Tzschach, Sabine Sonnentag, Stephanie Tremmel

University of Mannheim, Germany

Sa-S211-OR-03

**Job insecurity and its outcomes: The role of justice and self-uncertainty**

Danyang Du<sup>1</sup>, Haijiang Wang<sup>2</sup>, Changqin Lu<sup>1</sup>

<sup>1</sup> Peking University, <sup>2</sup> Eindhoven University of Technology

08:00–08:45 Session 212 | **Oral session** | Room: OKS Hall D

Topic/s: 5. Work-Family Interface

Sa-S212-OR-01

**An empirical test of the Work-Home Resources Model: The mediating role of personal resources in the spillover from work to home.**

Lynn Germeys, Sara De Gieter

Vrije Universiteit Brussel, Belgium

Sa-S212-OR-02

**Hammock or rat race? The unconditional income from a psychological perspective**

Jane Hergert, Anja Heimes

Open University Hagen

Sa-S212-OR-03

**The role of perceived control in the interplay of life-domains**

Michaela Knecht<sup>1</sup>, Margie Lachman<sup>2</sup>, Alexandra M. Freund<sup>1</sup>

<sup>1</sup> Department of Psychology and University Research Priority Program Dynamics of Healthy Aging, University of Zurich, <sup>2</sup> Lifespan Initiative on Healthy Aging and Lifespan Lab, Brandeis University

08:00–08:45 Session 213 | **Oral session** | Room: OKS Meeting Room 1

Topic/s: 2. Employee stress and burnout

Sa-S213-OR-01

**Oh dear, could you please stop being so insecure about your job? – Interactive effects of both partners' job insecurity in dual-earner couples**

Maike Debus<sup>1</sup>, Dana Unger<sup>2</sup>

<sup>1</sup> University of Zurich, Switzerland, <sup>2</sup> ETH Zurich, Switzerland

Sa-S213-OR-02

**The moderating effects of workload patterns on job stress manifestations due to the level of monotony among call-centre operators**

Valentina Barabanshchikova

Lomonosov Moscow State University, Faculty of Psychology

Sa-S213-OR-03

**What means Job Insecurity from a Multilevel Perspective?: Implications for its conceptualization and theory development**

Beatriz Sora<sup>1</sup>, Thomas Hoege<sup>2</sup>, Amparo Caballer<sup>3</sup>, Wolfgang Weber<sup>2</sup>, Jose Maria Peiro<sup>3</sup>

<sup>1</sup> Open University of Catalunya, <sup>2</sup> University of Innsbruck, <sup>3</sup> University of Valencia

08:00–08:45 Session 214 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 8. Leadership and management

Sa-S214-OR-01

**Leader proactive personality, daily empowering leadership, and daily job performance: – Testing the cross-level moderation of Chinese traditionality**

Feng Jiang<sup>1</sup>, Su Lu<sup>2</sup>, Haijiang Wang<sup>3</sup>

<sup>1</sup> Central University of Finance and Economics, <sup>2</sup> University of International Business and Economics,

<sup>3</sup> Eindhoven University of Technology

Sa-S214-OR-02

**Using a micro-role and role-transitions approach to better understand situation-contingent leadership**

Jenny Sarah Wesche, Kathrin Heinitz, Rudolf Kerschreiter

Freie Universität Berlin

Sa-S214-OR-03

**«What about the leader?» – Effects of employee strain on leader health and wellbeing**

Nina Wirtz<sup>1</sup>, Thomas Rigotti<sup>1</sup>, Kathleen Otto<sup>2</sup>

<sup>1</sup> Johannes Gutenberg – Universität Mainz, Germany, <sup>2</sup> Philips – Universität Marburg, Germany

08:00–08:45 Session 215 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 8. Leadership and management

Sa-S215-OR-01

**Two Kinds of Leadership and the Role of Self-leadership and Creative Climate on Work Performance**

Alexander Madsen Sandvik<sup>1</sup>, Øyvind Lund Martinsen<sup>2</sup>, Vidar Schei<sup>1</sup>, Marcus Selart<sup>1</sup>

<sup>1</sup> NHH Norwegian School of Economics, <sup>2</sup> BI Norwegian Business School

Sa-S215-OR-02

**Do Opposites Attract or Does Like Attract Like in Leader-Follower Relationships? Attachment Style Congruence, Basic Psychological Needs, Authentic Leadership, and LMX.**

Per-Magnus Moe Thompson, Lars Glasø, Stig Berge Matthiesen

BI Norwegian Business School

Sa-S215-OR-03

**The relationship between leader-member exchange perceptions, proactive behaviors and voice: a followership approach**

Maria João Velez, Pedro Neves

Nova School of Business and Economics

08:00–08:45 Session 216 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 10. Performance and productivity

Sa-S216-OR-01

**Antecedents of Adaptive Performance – Combined effects of Cognitive Ability and Induced Goal Orientation**

Jennifer Lindzus<sup>1</sup>, Ulrike Kröger<sup>2</sup>, Thomas Staufienbiel<sup>1</sup>

<sup>1</sup> Osnabrück University, <sup>2</sup> Cologne Institute for Management Consulting

Sa-S216-OR-02

**Counterproductive work behaviour and organizational citizenship behaviour: Two sides of the same coin? A within-person approach.**

Andromachi Spanouli, Joeri Hofmans

Work & Organizational Psychology, Vrije Universiteit Brussel, Belgium

08:00–08:45 Session 217 | **Oral session** | Room: OKS Auditoriet

Topic/s: 9. Sustainable environment and organizations

10. Performance and productivity

11. Ethics

Sa-S217-OR-01

**How does csr impact employee performance? Testing job satisfaction and affective commitment as mediators**

Joana Story, Filipa Castanheira

Nova School of Business and Economics, UNL

Sa-S217-OR-02

**Leave it, love it or change it—identity management strategies of sustainability-oriented employees in the workplace**

Franziska Dittmer, Susanne Blazejewski

Alanus University of Arts and Social Sciences

Sa-S217-OR-03

**Identification makes the difference: How ego depletion can promote or inhibit unethical pro-organizational behavior**

Carolin Baur<sup>1</sup>, Roman Soucek<sup>2</sup>

<sup>1</sup> Bremen International Graduate School of Social Sciences, <sup>2</sup> Friedrich-Alexander-Universität Erlangen-Nürnberg

08:00–08:45 Session 218 | **Oral session** | Room: OKS Torghjørnet

Topic/s: 2. Employee stress and burnout

Sa-S218-OR-01

**How I feel and what physicians say: Impact of organizational constraints and social support on self-reported and objective measured neck-problems and the role of neuroticism**

Petra Gaum<sup>1</sup>, Elke Ochsmann<sup>1,2</sup>, Rebecca Winkler<sup>1</sup>, Thomas Kraus<sup>1</sup>, Jessica Lang<sup>1</sup>

<sup>1</sup> Institute of Occupational Medicine, RWTH Aachen University, <sup>2</sup> Faculty of Health Care Management, Zwickau University of Applied Science

Sa-S218-OR-02

**Female shift workers' job strain and stress biomarkers – a laboratory and field study**

Kati Karhula<sup>1,2</sup>, Mikko Härmä<sup>1</sup>, Mikael Sallinen<sup>1,3</sup>, Harri Lindholm<sup>1</sup>, Marko Elovainio<sup>4</sup>,

Mika Kivimäki<sup>1,2,5</sup>, Jussi Vahtera<sup>1,6</sup>, Samppa Puttonen<sup>1,2</sup>

<sup>1</sup> Finnish Institute of Occupational Health, Finland, <sup>2</sup> University of Helsinki, Finland, <sup>3</sup> University of Jyväskylä, Finland, <sup>4</sup> National Institute of Health and Welfare, Finland, <sup>5</sup> University College London, United Kingdom, <sup>6</sup> University of Turku and Turku University Hospital, Finland

Sa-S218-OR-03

**The road to recovery: The influence of workplace factors on recovery intervention effectiveness**

Samantha Penney, Arla Day

Saint Mary's University



08:00–08:45 Session 219 | **Oral session** | Room: OKS Odin  
Topic/s: 4. Health and interventions

Sa-S219-OR-01

**Gender roles and cognitive appraisal predict patterns of heart rate adaptation during a simulated job interview**

Eric Mayor<sup>1</sup>, Liudmila Gamaionova<sup>2</sup>

<sup>1</sup> University of Neuchâtel, <sup>2</sup> University of Lausanne

Sa-S219-OR-02

**The evaluation of tailored work-oriented interventions in hospital care: a case study**

Irene Niks<sup>1</sup>, Jan de Jonge<sup>1,2</sup>, Josette Gevers<sup>1</sup>, Irene Houtman<sup>3</sup>

<sup>1</sup> Eindhoven University of Technology, The Netherlands, <sup>2</sup> University of South Australia, Australia,  
<sup>3</sup> TNO Leiden, The Netherlands

Sa-S219-OR-03

**Effects of ebola virus disease outbreak on work setting and the role of psychologists:**

**Thematic analysis of self reports by nigerian postgraduate students**

Nyitor Shenge

Department of Psychology, University of Ibadan, Ibadan, Oyo State, Nigeria

08:00–08:45 Session 220 | **Oral session** | Room: OKS Balder  
Topic/s: 17. Organizational Structure, Culture and Climate  
19. Emotions in the workplace

Sa-S220-OR-01

**The role of detachment and concern in human service work: a closer look at emotion regulation and burnout**

Bettina Lampert, Christian Seubert, Severin Hornung, Jürgen Glaser

University of Innsbruck, Institute of Psychology

Sa-S220-OR-02

**The role of affect regulation for the emergence of affective shift: A day-level study**

Laura Venz, Carina Rees

University of Mannheim

Sa-S220-OR-03

**Possibilities of planned organizational climate change: Longitudinal field study**

Rita Rekasiute Balsiene, Jurgita Lazauskaite-Zabielske

Vilnius University, Lithuania

08:00–08:45 Session 221 | **Oral session** | Room: RC Christiania Hall A  
Topic/s: 19. Emotions in the workplace

Sa-S221-OR-01

**Aging and emotional competency in the workforce: A systematic review of the literature**

Karen Niven<sup>1</sup>, Laura Di Bella<sup>2</sup>, Sheena Johnson<sup>1</sup>, et al.

<sup>1</sup> University of Manchester, <sup>2</sup> University of Sheffield

Sa-S221-OR-02

**The need to belong as a self- defeating motive: Its relationship to emotional labor, exhaustion and customer disloyalty**

Hana Medler-Liraz<sup>1</sup>, Dana Yagil<sup>2</sup>

<sup>1</sup> The Academic College Of Tel Aviv-Yaffo, <sup>2</sup> University of Haifa

Sa-S221-OR-03

**Emotion work in social interactions at work: The effect of regulatory effort on well-being depends on goal attainment**

Elena Wng<sup>1</sup>, Norbert K. Semmer<sup>2,3</sup>, Franziska Tschan<sup>1, 3</sup>

<sup>1</sup> University of Neuchâtel, Switzerland, <sup>2</sup> University of Bern, Switzerland, <sup>3</sup> Swiss Center for Affective Sciences, University of Geneva, Switzerland

08:00–08:45 Session 222 | **Oral session** | Room: RC Christiania Hall B

Topic/s: 8. Leadership and management

Sa-S222-OR-01

**Different pathways of leaders' effects on male and female followers**

Christiane R. Stempel<sup>1</sup>, Thomas Rigotti<sup>2</sup>, Carina Loeb<sup>3</sup>, et al.

<sup>1</sup> Institute for Work and Organizational Psychology Leipzig University, Germany, <sup>2</sup> Institute for Work, Organizational and Business Psychology University of Mainz, Germany, <sup>3</sup> School of Health, Care and Social Welfare Mälardalen University, Sweden

Sa-S222-OR-02

**Coping with Destructive Leadership: An Integrated Theoretical Framework for the Interaction Process between Leaders and Followers**

Daniel May, Jenny S. Wesche, Kathrin Heinitz, Rudolf Kerschreiter

Freie Universität Berlin, Germany

08:00–08:45 Session 223 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 8. Leadership and management

Sa-S223-OR-01

**Building Leadership: A follower perspective on the formation of leadership networks**

Cécile Emery<sup>1</sup>, Jonathan Booth<sup>2</sup>, Hayley German<sup>2</sup>, Jonathan Pinto<sup>3</sup>

<sup>1</sup> University of Greenwich, <sup>2</sup> London School of Economics & Political Science, <sup>3</sup> Imperial College London

Sa-S223-OR-02

**Effective Leaders: Mindful and politically skilled?**

Erik Dietl

University of Hohenheim

Sa-S223-OR-03

**Pulling the right organizational levers: how goal characteristics and ethical climate can prevent abusive supervision**

Bart Voorn<sup>1</sup>, Frank Walter<sup>2</sup>, Janka Stoker<sup>1</sup>

<sup>1</sup> University of Groningen, <sup>2</sup> Justus Liebig University Giessen

08:00–08:45 Session 224 | **Oral session** | Room: RC Oslo Hall B

Topic/s: 2. Employee stress and burnout

Sa-S224-OR-01

**Perceived organizational support, emotional exhaustion, and turnover: The moderating role of negative affectivity**

Catherine Marchand, Christian Vandenberghe

HEC Montreal

Sa-S224-OR-02

**Employee Coping Strategies and Performance on the Job: The Detrimental Impact of Cognitive Distortion**

John Trougakos, Julie McCarthy

University of Toronto

08:00–08:45 Session 225 | **Oral session** | Room: RC Oslo Hall C  
Topic/s: 8. Leadership and management  
10. Performance and productivity

Sa-S225-OR-01

**Interactive Effects of Person–job Fit and Person–organization Fit on Customer Service Performance**

Wing Lam<sup>1</sup>, Ziguang Chen<sup>2</sup>, Yuanyuan Huo<sup>3</sup>

<sup>1</sup> The Hong Kong Polytechnic University, <sup>2</sup> City University of Hong Kong, <sup>3</sup> Hong Kong Baptist University

Sa-S225-OR-02

**Dynamic Processes of Interactions between Leaders and Subordinates**

Wing Lam<sup>1</sup>, Ziguang Chen<sup>2</sup>, Israr Qureshi<sup>1</sup>, Yuanyuan Huo<sup>3</sup>

<sup>1</sup> The Hong Kong Polytechnic University, <sup>2</sup> City University of Hong Kong, <sup>3</sup> Hong Kong Baptist University

08:00–09:30 Session 226 | **Poster session** | Room: OKS Forum

Topic/s: 1. Employment relations  
2. Employee stress and burnout  
3. Positive organizational behavior

Sa-S226-PO-01

**Satisfaction, work engagement and community of values – a field study**

Anna Borkowska, Agnieszka Czerw

Department of Psychology and Ergonomics; Institute of Organization and Management; Wrocław University of Technology

Sa-S226-PO-02

**Organizational identity, employee's organizational identification and well-being**

Giovanni Di Stefano, Pietro Spata

Università degli Studi di Palermo

Sa-S226-PO-03

**Objective pay matters, but so does subjective satisfaction with pay**

Anais Thibault Landry<sup>1</sup>, Chloé Parenteau<sup>1</sup>, Véronique Dagenais-Desmarais<sup>2</sup>

<sup>1</sup> Université de Québec à Montréal, <sup>2</sup> Université de Montréal

Sa-S226-PO-04

**Character, identity and motivation. The three pillars of commitment to lead.**

Lucas Monzani

Richard Ivey Business School at Western Ontario University

Sa-S226-PO-05

**Fostering resilience at work**

Nina Schiml

University of Freiburg, Department of Psychology, Occupational and Consumer Psychology

Sa-S226-PO-06

**Climate as a determinant of positive and negative variables in a structural equation model**

Miguel Ángel Mañas Rodríguez<sup>1,2</sup>, Vicente Pecino Medina<sup>1,2</sup>

<sup>1</sup> University of Almería, <sup>2</sup> IPTORA research group

Sa-S226-PO-07

**Differentiating individual and team work engagement**

Arnold Bakker<sup>1</sup>, Secil Bayraktar<sup>2</sup>, yasin rofcanin<sup>3</sup>

<sup>1</sup> bakker@fsw.eur.nl, <sup>2</sup> Ozyegin University, <sup>3</sup> Warwick Business School

Sa-S226-PO-08

**The development and longitudinal evaluation of a well-being programme: A case study of the BGL Group**

Anna Sutton<sup>1</sup>, Maggi Evans<sup>2</sup>

<sup>1</sup> Manchester Metropolitan University, <sup>2</sup> Mosaic Consulting

Sa-S226-PO-09

**Organizational Citizenship Behaviors: A French classification**

Lisbet Alfonso<sup>1,2</sup>, Franck Zenasni<sup>1</sup>, Emmanuel Paty<sup>2</sup>

<sup>1</sup> Paris Descartes University, <sup>2</sup> Capital Santé S.A.S

Sa-S226-PO-10

**Measuring employee's well-being – a new questionnaire preliminary research results**

Agnieszka Czerw<sup>2</sup>, Anna Borkowska<sup>1</sup>

<sup>1</sup> Department of Psychology and Ergonomics; Institute of Organization and Management; Wrocław University of Technology, <sup>2</sup> Department of Work and Organizational Psychology, University of Social Sciences and Humanities, Faculty in Poznań

Sa-S226-PO-11

**Characteristics of Good jobs: The Role of Person-Job Fit**

Jaime Andrés Bayona<sup>1</sup>, Amparo Caballer<sup>2</sup>, José María Pairó<sup>2,3</sup>

<sup>1</sup> Pontificia Universidad Javeriana, <sup>2</sup> IDOCAL Universitat de Valencia, <sup>3</sup> IVIE

Sa-S226-PO-12

**Organizational commitment and work motivation in relation to the level of materialism in employees – mediating role of work satisfaction**

Aleksandra Peplinska<sup>1</sup>, Dorota Godlewska-Werner<sup>1</sup>, Sylvia Celinska-Nieckarz<sup>2</sup>, Zdzisław Nieckarz<sup>1</sup>, Piotr Polomski<sup>1</sup>

<sup>1</sup> Institute of Psychology, University of Gdansk, <sup>2</sup> Association of Business Coaching

Sa-S226-PO-13

**Professional Transition From Later Adulthood to Aging in Russia: Psychological Resources for Positive Functioning**

Olga Strizhitskaya, Marina Petrash

Saint Petersburg State University, Faculty of Psychology

Sa-S226-PO-14

**Incremental Power of Psychological Capital and its Effect on Career Success**

Mahsa Dadras, Alexander Smakotin, Klaus Moser

Friedrich-Alexander University

Sa-S226-PO-15

**Cultural embeddedness as a moderator of the relationship between depressive symptoms and job satisfaction in a collectivist culture.**

Nurul Ain Hidayah Abas<sup>1</sup>, Kathleen Otto<sup>2</sup>

<sup>1</sup> University of Leipzig, <sup>2</sup> Philipps-Universität Marburg

Sa-S226-PO-16

**Work Motivation: Relationships with Locus of Control and Motivation Orientation**

Tiiu Kamdron

Tiiu Kamdron

Sa-S226-PO-17

**Role of Gender and Status of Mentors on Female Mentees' Job Satisfaction and Engagement**

Shey Ni Lee, Yin Lu Ng

HELP University

Sa-S226-PO-18

**Antecedents and consequences of organizational commitment among Russian university academics**

Andrey Lovakov

National Research University Higher School of Economics (Moscow, Russia)

Sa-S226-PO-19

**Promoting Proactive Behavior using an occupational health web-based intervention tool (ISAT): The effect of immediate tailored feedback and goal setting.**

Liliana Dias<sup>1</sup>, Charlotte Van den Broucke<sup>1</sup>, Sofie Taeymans<sup>2</sup>, Yasmin Handaja<sup>2</sup>, Debora Vansteenkewegen<sup>1</sup>

<sup>1</sup> KU Leuven, <sup>2</sup> ISW Limits

Sa-S226-PO-20

**Why do managers leave their organization? Investigating the role of ethical organizational culture in manager turnover in a 4-year follow-up study**

Maiju Kangas<sup>1</sup>, Mari Huhtala<sup>1</sup>, Anna-Maija Lämsä<sup>2</sup>, Muel Kaptein<sup>3</sup>, Taru Feldt<sup>1</sup>

<sup>1</sup> Department of Psychology, University of Jyväskylä, Jyväskylä, Finland, <sup>2</sup> School of Business and Economics, University of Jyväskylä, Jyväskylä, Finland, <sup>3</sup> Rotterdam School of Management, Erasmus University Rotterdam, Rotterdam, the Netherlands

Sa-S226-PO-21

**Does one's occupational future time perspective affect organizational citizenship behaviors and job satisfaction?**

Julia Weikamp<sup>1,2</sup>, Anja Göritz<sup>1</sup>

<sup>1</sup> University of Freiburg, <sup>2</sup> University of Würzburg

Sa-S226-PO-22

**Graduates' active job search behaviours and self-perceived employability**

Lucia Ratiu, Andreea Ibanescu

Babes-Bolyai University, Cluj-Napoca, Romania

Sa-S226-PO-23

**Job insecurity and subsequent actual turnover: Rumination as a valid explanation?**

Anne Richter<sup>1,2</sup>, Tinne Vander Elst<sup>3,4</sup>, Hans De Witte<sup>4,5</sup>

<sup>1</sup> Stockholm University, Sweden, <sup>2</sup> Karolinska Institute, Sweden, <sup>3</sup> KU Leuven, Belgium, <sup>4</sup> Idewe, Belgium, <sup>5</sup> North-West University, South Africa

Sa-S226-PO-24

**Firefighters' well-being: The protecting role of mindfulness**

Ilaria Setti, Piergiorgio Argentero

Department of Brain and Behavioral Sciences, Unit of Applied Psychology, University of Pavia – Pavia, Italy

Sa-S226-PO-25

**Perceived work characteristics as contextual factors of employee flow experience**

Rasa Gelezinyte, Dalia Bagdziuniene

Vilnius University

Sa-S226-PO-26

**Trait emotional intelligence, self-efficacy for leadership and its relationship to group, cognitive performance and affective processes.**

Cindy Rossina Saravia Lopéz<sup>1</sup>, Gabriela Isabel Pérez Aranda<sup>2</sup>, Sinuhé Estrada Carmona<sup>3</sup>, Luz Virginia Pacheco Quijano<sup>4</sup>, Manuel Tec Peniche<sup>5</sup>

<sup>1</sup> Doctora, <sup>2</sup> Doctora, <sup>3</sup> Maestro, <sup>4</sup> Doctora, <sup>5</sup> Maestro

Sa-S226-PO-27 | Interactive

**Organization identification, commitment and over-commitment among leaders and employees in elder care organizations in times of change and crisis**

Kristina Westerberg<sup>1</sup>, Marina Romeo Delgado<sup>2</sup>, Montserrat Yepes-Baldó<sup>2</sup>

<sup>1</sup> Department of Psychology, Umea University, <sup>2</sup> Department of Social psychology, University of Barcelona

Sa-S226-PO-28 | Interactive

**Modeling of OCB: Relation between leader and follower OCB and moderating influence of LMX**

Joanna Czarnota-Bojarska

Faculty of Psychology, University of Warsaw

Sa-S226-PO-29 | Interactive

**The importance of supervisor support for managers**

Ole Iversen<sup>1,2</sup>, Rune Rimol<sup>2</sup>

<sup>1</sup> BI Norwegian Business School, <sup>2</sup> Assessit AS

Sa-S226-PO-30 | Interactive

**Understanding motivational archetypes and their relationships with potential derailment factors**

Emma Stirling, Tony Li, Bourne Alan

Talent Q

Sa-S226-PO-31 | Interactive

**Do HRM Practices Increase Employee Commitment? – An Analysis on the Impact of Different Types of HRM Practices and the Moderating Effect of Company Size**

Melissa Wolf, Patrick A. Müller

HFT Stuttgart University of Applied Sciences

Sa-S226-PO-32 | Interactive

**The Relationship between Trust in Organization and Organizational Commitment among Academics: A Comparison of a Public and a Private University in Turkey**

İşıl Karatuna<sup>1</sup>, Sibel Gök<sup>2</sup>, Hazel Agun<sup>2</sup>

<sup>1</sup> Kırklareli Univ., <sup>2</sup> Marmara Univ.

09:00–10:30 Session 227 | **Invited Symposium** | Room: OKS Hall A

**New perspectives on recovery research**

Topic/s: 2. Employee stress and burnout

Chair/s: Sabine Sonnentag

Discussant/s: Eva Deros

Sa-S227-INV-SYM-01

**Recovery during lunch breaks: The role of recovery activities and experiences**

Carmen Binnewies, Merle Klarmann

University of Muenster

Sa-S227-INV-SYM-02

**Leaders' perceptions of their responsibility for employees' recovery**

Ronit Kark<sup>1</sup>, Sabine Sonnentag<sup>2</sup>, Tamir Rubin<sup>1</sup>

<sup>1</sup> Bar-Ilan University, <sup>2</sup> University of Mannheim

Sa-S227-INV-SYM-03

**Boundary crossing from work to nonwork and work stress recovery: A one-year longitudinal study**

Ulla Kinnunen, Jessica de Bloom, Marjaana Sianoja, Kalevi Korpela, et al.

University of Tampere

Sa-S227-INV-SYM-04

**Daily social stressors at work as antecedents of actigraphy-based indicators of sleep quality, and short term effects of impaired sleep quality on next-day cognitive failure and commuting near-accidents – an ambulatory diary study**

Diana Pereira<sup>1</sup>, Sabine Sonnentag<sup>2</sup>, Achim Elfering<sup>1</sup>

<sup>1</sup> University of Bern, <sup>2</sup> University of Mannheim

09:00–10:30 Session 228 | **Symposium** | Room: OKS Hall B

**Leadership and affective-driven change-oriented behavior**

Topic/s: 8. Leadership and management

Chair/s: Cumali Uri, Hector Pablo Madrid

Sa-S228-SYM-01

**Does transformational leadership energize subordinates to engage in proactivity at work? A multi-level investigation**

Cumali Uri<sup>1</sup>, Karoline Strauss<sup>2</sup>, Caroline Axtell<sup>1</sup>

<sup>1</sup> University of Sheffield, United Kingdom, <sup>2</sup> Warwick Business School, United Kingdom

Sa-S228-SYM-02

**Transformational leadership and proactivity: The role of work engagement and job stress**

Antje Schmitt<sup>1</sup>, Deanne Den Hartog<sup>2</sup>, Frank Belschak<sup>2</sup>

<sup>1</sup> University of Kassel, Department of Business Psychology, <sup>2</sup> University of Amsterdam, Amsterdam Business School, Department of HRM-OB

Sa-S228-SYM-03

**Unlocking the authentic leadership-innovative work behavior relationship: Perspective taking and positive affect as mediating mechanisms**

Francesco Montani, Karel-Ann St-Martin, Anne-Catherine Bouchard, Annie Gladu-Martin, Frédéric Pinard

University of Sherbrooke, Department of Psychology

Sa-S228-SYM-04

**Do leaders with negative affective presence silence novel ideas within work teams?**

Hector Madrid<sup>1</sup>, Peter Totterdell<sup>2</sup>, Karen Niven<sup>3</sup>

<sup>1</sup> Pontificia Universidad Catolica de Chile, <sup>2</sup> University of Sheffield, United Kingdom, <sup>3</sup> Manchester Business School, United Kingdom

09:00–10:30 Session 229 | **Invited Symposium (P)** | Room: OKS Hall C

**Policy matters: How can we achieve greater influence and create changes in policy?**

Topic/s: 9. Sustainable environment and organizations

Chair/s: Rosalind H Searle

Sa-S229-INV-SYM-01

**Promoting Behavioral and Social Science Research: Enhancing Accessibility for Those Who Decide, Design and Deploy**

Sim B Sitkin

Duke University

Sa-S229-INV-SYM-02

**Aliens has landed – How to bridge the different universes of science and policy makers**

Tor Levin Hofgaard

Norwegian Psychological Association

Sa-S229-INV-SYM-03

**Social Advocacy Research: Using Research for Change**

Virginia E. Schein

Gettysburg College

Sa-S229-INV-SYM-04

**Implementing Culture Change within the NHS: Contributions from Occupational Psychology**

Rosalind Searle, Louisa Tate, Emma Donaldson-Feilder

Coventry University

Sa-S229-INV-SYM-05

**Delivering better public services: Adopting an evidence based vision and co design and co production to create and deliver better public services**

Sue Northrop

Dementia Friendly East Lothian

09:00–10:30 Session 230 | **Symposium** | Room: OKS Hall D

**Motivating Sustainable Labour Participation by Building on Self-Determination Theory**

Topic/s: 3. Positive organizational behavior

Chair/s: Tinka Van Vuuren

Sa-S230-SYM-01

**The effects of workplace climate on employee motivation: The role of aging**

Maria Karanika-Murray<sup>1</sup>, Dorien Kooij<sup>2</sup>

<sup>1</sup> Nottingham Trent University, United Kingdom, <sup>2</sup> Tilburg University, The Netherlands

Sa-S230-SYM-02

**Supporting employees' sustainable labour participation through mentoring relationships: Insights from self-determination theory.**

Suzanne Janssen, Mark Van Vuuren, Menno De Jong

University of Twente, The Netherlands

Sa-S230-SYM-03

**Mediating role of self-leadership between need for job autonomy and elements of sustainable labour participation among health care professionals**

Pauline Van Dorssen<sup>1,2</sup>, Tinka Van Vuuren<sup>2,3</sup>, Monique Veld<sup>2</sup>

<sup>1</sup> Intrinzis, The Netherlands, <sup>2</sup> Open Universiteit Heerlen, The Netherlands, <sup>3</sup> Loyalis Kennis & Consult, Heerlen, The Netherlands

Sa-S230-SYM-04

**How can Life Long Learning enhance Sustainable Labour Participation?**

Christiane De Lange<sup>1</sup>, Beatrice Van der Heijden<sup>2,3,4</sup>, Tinka van Vuuren<sup>4,5</sup>, Hilbrand Oldenhuis<sup>1</sup>

<sup>1</sup> University of Applied Sciences, Groningen, The Netherlands, <sup>2</sup> Radboud University, Nijmegen, The Netherlands, <sup>3</sup> Twente University, The Netherlands, <sup>4</sup> Open Universiteit Heerlen, The Netherlands, <sup>5</sup> Loyalis Kennis & Consult, Heerlen, The Netherlands

Sa-S230-SYM-05

**Career competencies relate to older workers' work engagement and future employability: A process model via need satisfaction and the importance attached to the needs.**

Anja Van den Broeck<sup>1,2</sup>, Wilmar Schaufeli<sup>1,3</sup>

<sup>1</sup> KU Leuven, Belgium, <sup>2</sup> North West University, South Africa, <sup>3</sup> North West University, South Africa, <sup>3</sup> University Utrecht, the Netherlands

09:00–10:30 Session 231 | **Oral session** | Room: OKS Meeting Room 1

Topic/s: 17. Organizational Structure, Culture and Climate

Sa-S231-OR-01

**Control modes and their consequences for leadership effectiveness**

Andrea Mueller, Nicoline Scheidegger

Zürich University of Applied Sciences

Sa-S231-OR-02

**The development of informal influence differentials in formally egalitarian groups: Is hierarchy inescapable?**

Jacoba J. Oedzes<sup>1</sup>, Gerben S. van der Vegt<sup>1</sup>, Floor A. Rink<sup>1</sup>, Frank Walter<sup>2</sup>

<sup>1</sup> University of Groningen, <sup>2</sup> Justus-Liebig-Universität Giessen



Sa-S231-OR-03

**Scales for measuring key organizational variables**

Anne Lise Bjørnstad, Ann-Kristin Elstad

Norwegian Defence Research Establishment (FFI)

Sa-S231-OR-04

**Intercultural interactions at Multinational Corporations' workplace**

Malgorzata Rozkwitalska<sup>1</sup>, Beata Basinska<sup>2</sup>, Michal Chmielecki<sup>3</sup>, Lukasz Sulkowski<sup>3</sup>, Sylwia Przytula<sup>4</sup>

<sup>1</sup> Gdansk School of Banking, Poland, <sup>2</sup> Gdansk University of Technology, Poland, <sup>3</sup> University of Social Sciences, Lodz, Poland, <sup>4</sup> Wroclaw University of Economics, Poland

Sa-S231-OR-05

**«Global Warning: This leader is highly contagious.» – Analyzing the impact of relational demography and cultural values on crossover processes across nations**

Ina Zwingmann<sup>1</sup>, Sandra Wolf<sup>2</sup>, Peter Richter<sup>1</sup>

<sup>1</sup> Work and Organizational Psychology, TU Dresden, <sup>2</sup> Innsicht- entdecken und entwickeln GbR

Sa-S231-OR-06

**Assessing Quality Cultures in Organizations – Results from the heiQUALITY Cultures Project**

Christine Sattler, Katja Götzen, Karlheinz Sonntag

Department of Industrial and Organizational Psychology, Heidelberg University, Germany

09:00–10:30 Session 232 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 5. Work-Family Interface

Sa-S232-OR-01

**The things I do for you... and for myself: A work-family study of social support provision**

Helen Pluut<sup>1</sup>, Remus Ilies<sup>2</sup>, Petru Curseu<sup>1</sup>, Marius Meeus<sup>1</sup>

<sup>1</sup> Tilburg University, <sup>2</sup> National University of Singapore

Sa-S232-OR-02

**Effects of a Work-Family Intervention on Health and Safety Outcomes: Evidence from the Safety and Health Improvement Project (SHIP)**

Leslie Hammer<sup>1</sup>, Donald Truxillo<sup>1</sup>, Todd Bodner<sup>1</sup>, Tori Crain<sup>1</sup>, Jennifer Rineer<sup>1</sup>, Amy Pytlovany<sup>1</sup>, Amy Richman<sup>2</sup>

<sup>1</sup> Portland State University, <sup>2</sup> Work Family Directions

Sa-S232-OR-03

**What determines the balance in Work and Family obligations? A comparative study of Pakistan and The Netherlands**

Sumaiya Syed<sup>1</sup>, Rene Schalk<sup>2</sup>

<sup>1</sup> Shah Abdul Latif university Khairpur Pakistan, <sup>2</sup> Tilburg University, The Netherlands

Sa-S232-OR-04

**The role of need satisfaction in work-family conflict and work-family enrichment**

Nathalie Houliort, Sarah Bourdeau

Université du Québec à Montréal

Sa-S232-OR-05

**Evaluating the inclusiveness of work-life practices from the perspective of single/childless employees**

Kathryn Fonner, Michael Blight, Michelle Fetherston, Megan Lambertz

University of Wisconsin-Milwaukee

Sa-S232-OR-06

**ICT use for work purposes during non-work time: Untangling the Empowerment/Enslavement Paradox using a systematic review approach**

Svenja Schlachter<sup>1</sup>, Mark Cropley<sup>1</sup>, Almuth McDowall<sup>2</sup>

<sup>1</sup> University of Surrey, <sup>2</sup> Birkbeck, University of London

09:00–10:30 Session 233 | **Symposium** | Room: OKS Meeting Room 3

**Promising Leadership Approaches for Complexity, Change and Crisis**

Topic/s: 8. Leadership and management

Chair/s: Jennifer L. Sparr, Eric Kearney

Sa-S233-SYM-01

**Empowering leadership in teams: The moderating role of mean extraversion scores**

Eric Kearney<sup>1</sup>, Rudolf Kerschreiter<sup>2</sup>, Guido Baer<sup>2</sup>

<sup>1</sup> University of Potsdam, <sup>2</sup> Freie Universität Berlin

Sa-S233-SYM-02

**Identity leadership in teams: The moderating role of cognitive diversity**

Rudolf Kerschreiter<sup>1</sup>, Eric Kearney<sup>2</sup>, Guido Baer<sup>1</sup>

<sup>1</sup> Freie Universität Berlin, <sup>2</sup> University of Potsdam

Sa-S233-SYM-03

**The Impact of Authentic Leadership in the Face of Organizational Change:**

**Evidence from two Experimental Studies**

Katharina Hörner, Susanne Braun, Dieter Frey

Ludwig-Maximilians-Universität München

Sa-S233-SYM-04

**Motivation in Words: Promotion- and Prevention-Oriented Leadership during Economic Uncertainty**

Daan Stam<sup>1</sup>, Daan van Knippenberg<sup>1</sup>, Barbara Wisse<sup>2</sup>, Anne Nederveen Pieterse<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, <sup>2</sup> University of Groningen

Sa-S233-SYM-05

**Balancing giving and receiving. A process-model of managerial sensegiving in times of organizational change**

Anna Kraft<sup>1</sup>, Jennifer Sparr<sup>2</sup>, Claudia Peus<sup>1</sup>

<sup>1</sup> Technische Universität München, <sup>2</sup> University of Konstanz

Sa-S233-SYM-06

**Paradox Perspectives on Leadership: Developing a Model and Measure**

Jennifer Sparr<sup>1</sup>, Daan van Knippenberg<sup>2</sup>, Eric Kearney<sup>3</sup>

<sup>1</sup> University of Konstanz, <sup>2</sup> Erasmus University Rotterdam, <sup>3</sup> University of Potsdam

09:00–10:30 Session 234 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 18. Teams and workgroups

Sa-S234-OR-01

**A conceptual approach of idea selection to stimulate employee creativity**

Heidi KL Lenaerts<sup>1</sup>, Karen Van Dam<sup>1</sup>, Marjolein CJ Caniels<sup>1</sup>, Katleen De Stobbeleir<sup>2</sup>

<sup>1</sup> Open University of the Netherlands, <sup>2</sup> Vlerick business school

Sa-S234-OR-02

**Team processes and team innovation in call centers: The role of leaders' courage to go beyond compliance**

Carlos Ferreira Peralta<sup>1,2</sup>, Paulo Nuno Lopes<sup>1</sup>, Paulo Renato Lourenço<sup>2</sup>, Leonor Pais<sup>2</sup>

<sup>1</sup> Católica-Lisbon School of Business and Economics, Catholic University of Portugal, Portugal,

<sup>2</sup> Faculty of Psychology and Education Sciences, University of Coimbra, Portugal

Sa-S234-OR-03

**A Systems Model of Innovation in Organisations**

Kristina Dorniak-Wall

University of South Australia

Sa-S234-OR-04

**Charismatic leadership and work team innovative behavior: the role of team potency**

Pascale Le Blanc<sup>1</sup>, Vicente Gonzalez-Roma<sup>2</sup>, Haijiang Wang<sup>1</sup>

<sup>1</sup> Human Performance Management Group, Eindhoven University of Technology, The Netherlands,

<sup>2</sup> IDOCAL, University of Valencia, Spain

Sa-S234-OR-06

**Task complexity in team environments: Bringing a first task type issue to the surface**

Anne Boon, Filip Dochy

KU Leuven – University of Leuven

09:00–10:30 Session 235 | **Symposium** | Room: OKS Auditoriet

**New Insights into the relationship between work-related stress, cognition, emotion and recovery – contribution of diary studies**

Topic/s: 2. Employee stress and burnout

Chair/s: Christine J Syrek, Mark Cropley

Sa-S235-SYM-01

**Time pressure as a two-edged sword – A diary study on tension and engagement**

Oliver Weigelt<sup>1</sup>, Christine J. Syrek<sup>2</sup>, Bernd Marcus<sup>1</sup>

<sup>1</sup> University of Hagen, Germany, <sup>2</sup> University of Trier, Germany

Sa-S235-SYM-02

**Take a break – be engaged!**

Jana Kühnel<sup>1</sup>, Hannes Zacher<sup>2</sup>, Jessica De Bloom<sup>3</sup>, Ronald Bledow<sup>4</sup>

<sup>1</sup> Ulm University, Germany, <sup>2</sup> University of Groningen, The Netherlands, <sup>3</sup> University of Tampere, Finland,

<sup>4</sup> Singapore Management University, Singapore

Sa-S235-SYM-03

**Anticipating returning to work following a short vacation. The effects of work-related rumination on subjective and objective sleep**

Mark Cropley<sup>1</sup>, Hannah Drewett<sup>2</sup>, Robert Meadows<sup>1</sup>

<sup>1</sup> University of Surrey, UK, <sup>2</sup> NHS

Sa-S235-SYM-04

**The restorative effects of the weekend respite: Why people don't like Monday's**

Fred R.H. Zijlstra<sup>1</sup>, Alicia Walkowiak<sup>1</sup>, Alicia Salvador<sup>2</sup>, Ute R. Hülshager<sup>1</sup>

<sup>1</sup> Department of Work & Social Psychology, Maastricht University, The Netherlands, <sup>2</sup> Department of Psychology, University of Valencia, Spain

Sa-S235-SYM-05

**Zeigarnik's sleepless nights: How unfinished tasks at the end of the week impair employees' sleep quality on the weekend through rumination**

Christine J. Syrek<sup>1</sup>, Oliver Weigelt<sup>2</sup>, Corinna Peifer<sup>3</sup>, Conny H. Antoni<sup>1</sup>

<sup>1</sup> University of Trier, Germany, <sup>2</sup> University of Hagen, Germany, <sup>3</sup> Leuphana University, Germany

Sa-S235-SYM-06

**The Effect of Positive Work Reflection During Leisure Time on Affective Well-Being: Results from Three Diary Studies**

Laurenz Meier<sup>1</sup>, Eunae Cho<sup>1</sup>, Soner Dumani<sup>3</sup>

<sup>1</sup> University of Fribourg, Switzerland, <sup>2</sup> University at Albany, State University of New York, USA,

<sup>3</sup> University of South Florida, USA

09:00–10:30 Session 236 | **Oral session** | Room: OKS Torghjønnet  
Topic/s: 7. Human resource management

Sa-S236-OR-01

**Which factors determine pupils' career choice readiness? Differential effects on cognitive and behavioural outcomes**

Annalisa Schnitzler

German Federal Institute for Vocational Education and Training

Sa-S236-OR-02

**Assessment of career choice readiness: A self-other study**

Stefan Hoeft, Matthias Ruebner, Michael Boesinger-Schmidt, Stephanie Sauer

University of Applied Labour Studies (HdBA), Mannheim, Germany

Sa-S236-OR-03

**The Impact of Age and Unmet Expectations on Career Plateaued Employees**

Wei-Ning Yang, Sheena Johnson, Karen Niven

Manchester Business School

Sa-S236-OR-04

**Career-related self-efficacy as predictor of career success and its antecedents in a cross-lagged panel study**

Thomas Rigotti<sup>1</sup>, Sabine Korek<sup>2</sup>, Kathleen Otto<sup>3</sup>

<sup>1</sup> Johannes Gutenberg-University Mainz, <sup>2</sup> University of Leipzig, <sup>3</sup> Philipps University Marburg

Sa-S236-OR-05

**Development and validation of the Corporate Entrepreneurial Behavior Scale**

Jason Gawke, Marjan Gorgievski, Arnold Bakker

Erasmus University Rotterdam

Sa-S236-OR-06

**Speaking up or remaining silent?**

**The dynamics of voice behavior during annual appraisal interviews**

Annika L. Meinecke, Florian E. Klonek, Simone Kauffeld

Technische Universität Braunschweig

09:00–10:30 Session 237 | **Oral session** | Room: OKS Odin  
Topic/s: 7. Human resource management

Sa-S237-OR-01

**Nurses' Attributions About the 'Why' of Feedback: Their Effects on Nurses' Well-being, the Influence of the Feedback Environment and the Relation to the Supervisors' Motivations.**

A.P.M. (Suzanne) Giesbers<sup>1,2</sup>, Roel L.J. Schouteten<sup>2</sup>, Erik Poutsma<sup>2</sup>, Beatrice I.J.M. Van der Heijden<sup>2,3,4</sup>, Theo Van Achterberg<sup>5, 6</sup>

<sup>1</sup> Canisius-Wilhelmina Hospital, Nijmegen, the Netherlands, <sup>2</sup> Radboud University Nijmegen, Institute for Management Research, Nijmegen, the Netherlands, <sup>3</sup> School of Management, Open Universiteit in the Netherlands, Heerlen, the Netherlands, <sup>4</sup> School of Management and Governance, University of Twente, Enschede, the Netherlands, <sup>5</sup> Radboud University Medical Centre, Scientific Institute for Quality of Healthcare, Nijmegen, the Netherlands, <sup>6</sup> Center for Health Services and Nursing Research, KU Leuven, Leuven, Belgium

Sa-S237-OR-02

**Trust: Is it a moderator or a mediator of HRMS and affective commitment?**

Ana Teresa Ferreira<sup>1,2</sup>, José Keating<sup>2</sup>, Isabel Silva<sup>2</sup>

<sup>1</sup> Portugalense University, <sup>2</sup> University of Minho

Sa-S237-OR-03

**High-Performance Work Systems, Trust, Psychological Empowerment, Employee Creativity and Firm Innovation: Evidence from Vietnam**

Hoa Do<sup>1</sup>, Pawan Budhwar<sup>1</sup>, Charmi Patel<sup>2</sup>, Yves Guillaume<sup>1</sup>

<sup>1</sup> Aston Business School; <sup>2</sup> University of Edinburgh Business School

Sa-S237-OR-04

**Do you see what I see? An investigation of managers' and employees' perceptions of HRM**

Frances Jørgensen<sup>1</sup>, Yvonne van Rossenberg<sup>2</sup>, Karin Sanders<sup>3</sup>, Helen Shipton<sup>4</sup>, Jorge Gomes<sup>5</sup>, Ricardo Rodrigues<sup>6</sup>, Rita Cunha<sup>5</sup>, Anders Dysvik<sup>7</sup>, Miha Skerlavaj<sup>7</sup>, I Sut Wong<sup>7</sup>

<sup>1</sup> Aarhus University, School of Business & Social Sciences, <sup>2</sup> University of Bath, <sup>3</sup> UNSW Business School,

<sup>4</sup> Nottingham Trent University, <sup>5</sup> University of Lisbon, <sup>6</sup> King College, <sup>7</sup> BI Norwegian Business School

09:00–10:30 Session 238 | **Oral session** | Room: OKS Balder

Topic/s: 18. Teams and workgroups

Sa-S238-OR-01

**Choosing Where to Work @ Work: Team Processes in Activity-based Flexible Offices**

Christina Wohlers, Guido Hertel

University of Muenster

Sa-S238-OR-02

**Collaboration in virtual communities: leadership and structure**

Jesús Sánchez, Ana Zornoza, Virginia Orengo, Patricia Villacampa

IDOCAL. University of Valencia

Sa-S238-OR-03

**How and When Do Personality-Based Faultlines Impair Top Management Teams' Effectiveness? The Buffering Role of CEOs' Charismatic Leadership**

Ulrich Leicht-Deobald, Hendrik Hüttermann, Heike Bruch

University of St.Gallen

Sa-S238-OR-04

**Does an employee's status affect the kind of help that he or she will receive within an organization?**

David Urschler, Jan Sauer, Peter Fischer

University of Regensburg

Sa-S238-OR-05

**If it ain't broke, don't fix it? The effects of team familiarity and experience on team intervention effectiveness in the 2013–2014 NBA playoffs**

Jeroen de Jong, Marjolein Caniëls

Open University of the Netherlands

Sa-S238-OR-06

**Developing a Dynamic Team Diversity Theory**

Jia Li<sup>1</sup>, Bertolt Meyer<sup>2</sup>, Meir Shemla<sup>3</sup>, Juergen Wegge<sup>4</sup>

<sup>1</sup> Maastricht University, <sup>2</sup> Chemnitz University of Technology, <sup>3</sup> Erasmus University Rotterdam,

<sup>4</sup> Dresden University of Technology

09:00–10:30 Session 239 | **Invited Symposium** | Room: RC Christiania Hall A  
**Laissez-faire leadership - A destructive type of leadership?**  
Chair/s: Anders Skogstad

Sa-S239-INV-SYM-01

**How and when may laissez-faire leadership have negative consequences?**

Anders Skogstad, Guy Notelaers  
University of Bergen

Sa-S239-INV-SYM-02

**The effect of sleep deprivation on passive avoidant leadership in military officers.  
An experimental study.**

Olav Kjellefold Olsen<sup>1</sup>, Ståle Pallesen<sup>2</sup>, Roar Espevik<sup>1</sup>

<sup>1</sup> The Royal Norwegian Naval Academy, <sup>2</sup> University of Bergen

Sa-S239-INV-SYM-03

**Passive-avoidant leadership and job satisfaction: The potential mediating role of threatening basic need fulfilment.**

Hilde Hetland<sup>1</sup>, Jørn Hetland<sup>1</sup>\*, Cecilie Schou Andreassen<sup>1</sup>, Ståle Pallesen<sup>1</sup>, Evangelia Demerouti<sup>2</sup>, Arnold Bakker<sup>3</sup>

<sup>1</sup> University of Bergen, <sup>2</sup> Eindhoven Technical University, <sup>3</sup> Erasmus University Rotterdam

Sa-S239-INV-SYM-04

**If it ain't broken, your followers fix it? Who's affected most negatively by laissez-faire leadership.**

Deanne Den Hartog, Annebel De Hoogh  
University of Amsterdam

Sa-S239-INV-SYM-05

**Two studies of the relationship between engaged leaders and good employee health.**

Töres Theorell<sup>1</sup>, Anna Nyberg<sup>1</sup>, Julia Romanowska<sup>2</sup>

<sup>1</sup> Stockholm University, <sup>2</sup> Karolinska Institutet

09:00–10:30 Session 240 | **Symposium** | Room: RC Christiania Hall B  
**Job Crafting II: Antecedents, Consequences and Interventions**

Topic/s: 3. Positive organizational behavior

Chair/s: Evangelia Demerouti

Discussant/s: Arnold B. Bakker

Sa-S240-SYM-01

**Crafting' a career: A network perspective**

Helen P.N. Hughes, Chris W. Clegg, Lucy Bolton  
Socio-Technical Centre, University of Leeds, UK

Sa-S240-SYM-02

**Increasing career satisfaction, work engagement and task performance through  
job crafting: An intervention study**

Lonneke Dubbelt, Evangelia Demerouti, Sonja Rispens  
Eindhoven University of Technology

Sa-S240-SYM-03

**Making interventions happen? An intervention study of the effects of participatory  
interventions to improve self-efficacy, engagement and team climate**

Karina Nielsen, Ana Sanz-Vergel  
Norwich Business School University of East Anglia

Sa-S240-SYM-04

**Adapting to Organizational Changes due to Austerity Measures: Testing the Effectiveness of a Job Crafting Intervention**

Despoina Xanthopoulou<sup>1</sup>, Evangelia Demerouti<sup>2</sup>, Paraskevas Petrou<sup>3</sup>, Chrysovalantis Karagkounis<sup>1</sup>

<sup>1</sup> School of Psychology, Aristotle University of Thessaloniki, <sup>2</sup> Eindhoven University of Technology, <sup>3</sup>

Erasmus University Rotterdam, Institute for Psychology

09:00–10:30 Session 241 | **Symposium** | Room: RC Christiania Hall C

**Attachment Theory Perspectives on Affect and Emotions at Work**

Topic/s: 19. Emotions in the workplace

Chair/s: Annilee Game, Dritjon Gruda

Discussant/s: Annilee Game

Sa-S241-SYM-01

**Leaders' attachment orientations and followers' job attitudes and emotions:**

**The role of followers' emotion regulation and psychological distance perceptions**

Konstantinos Kafetsios

University of Crete, Greece

Sa-S241-SYM-02

**Young graduates and internal models of authority in the post-bureaucratic workplace**

Sylvie Deffayet Devrout

EDHEC Business School, France

Sa-S241-SYM-03

**The influence of adult attachment in effective team functioning**

Gary Pheiffer

London Metropolitan University, UK

Sa-S241-SYM-04

**An exploration of attachment types, social exchange relationships, information exchange and employee creativity: A sensemaking perspective**

Rachel Kidney, Patrick Flood, Melrona Kirrane

Dublin City University, Ireland

Sa-S241-SYM-05

**«Conform or Perish»: A 'familiar' look at group conformity, attachment style and team dynamics**

Dritjon Gruda

EM Lyon Business School, France

Sa-S241-SYM-06

**Attachment theory perspectives on affect and emotions at work: New evidence and future directions**

Annilee Game<sup>1</sup>, Jonathan Crawshaw<sup>2</sup>

<sup>1</sup> University of East Anglia, UK, <sup>2</sup> Aston University, UK

09:00–10:30 Session 242 | **Oral session** | Room: RC Oslo Hall B

Topic/s: 12. Organizational Change and Development

Sa-S242-OR-01

**Using Intergenerational Learning to Facilitate Knowledge Exchange and Innovation in Organizations**

Antonia Ypsilanti<sup>1</sup>, Donald Ropes<sup>2</sup>

<sup>1</sup> South East European Research Center, Thessaloniki, Greece, <sup>2</sup> InHolland University of Applied Sciences, Netherlands

Sa-S242-OR-02

**Characteristics of Flexible Organizations: A Change Management Investigation based on the St. Gallen Management Model**

Kai Töpel, Prof. Dr. Petra Kemter-Hofmann  
TU Dresden

Sa-S242-OR-03

**Success factors for the managers during change processes**

Ann-Kristin Elstad, Anne Lise Bjørnstad  
Forsvarets forskningsinstitutt

Sa-S242-OR-04

**Meeting Effectiveness: Changing Behaviours to Release Productivity**

Victoria Roe  
Socio-Technical Centre, Leeds University Business School

10:00–11:30 Session 243 | **Poster session** | Room: OKS Forum

Topic/s: 1. Employment relations

2. Employee stress and burnout

3. Positive organizational behavior

Sa-S243-PO-01

**A Novel Approach to Employee Recruitment: Gamification**

Sam Chow, Derek Chapman  
University of Calgary

Sa-S243-PO-02

**Multiple agents in the psychological contract: A qualitative exploration**

Carlos-María Alcover<sup>1</sup>, Ramón Rico<sup>2</sup>, William Turnley<sup>3</sup>, Mark Bolino<sup>4</sup>

<sup>1</sup> Rey Juan Carlos University, <sup>2</sup> Autónoma University of Madrid, <sup>3</sup> Kansas State University, <sup>4</sup> University of Oklahoma

Sa-S243-PO-03

**Remaining in a non-preferred job: Relations to well-being**

Johanna Stengård<sup>1</sup>, Claudia Bernhard-Oettel<sup>1</sup>, Erik Berntson<sup>1</sup>, Constanze Leineweber<sup>2</sup>, Gunnar Aronsson<sup>1</sup>

<sup>1</sup> Department of Psychology, Stockholm University, Sweden, <sup>2</sup> Stress Research Institute, Stockholm University, Sweden

Sa-S243-PO-04

**The psychological contract of volunteers engaged in Red Cross of Serbia flood relief**

Ivana B. Petrovic, Katarina Grujic, Slavica Stevanovic, Vladislav Popovic, Tijana Kondzulovic  
Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Sa-S243-PO-05

**Give some to get some – Analysing the relationship between worker satisfaction with human resources management and perceived individual performance in a Portuguese hospital**

Helena Martins<sup>1,2</sup>, Teresa Proença<sup>2</sup>

<sup>1</sup> Polytechnic Institute of Porto, <sup>2</sup> University of Porto, Faculty of Economics



Sa-S243-PO-06

**Organizational Attachment Scale: A relational approach to organizational retention management**

Anna Maria Engel, Svenja Schumacher, Tammo Straatmann  
University of Osnabrück

Sa-S243-PO-07

**Employability in early career stage: The role of market-value, versus personal competencies as self-efficacy, locus of control and proactivity.**

Mariana Bargsted  
Universidad Católica del Norte, Chile

Sa-S243-PO-08

**Self-efficacy and engagement in higher education military students: Implications in academic performance and satisfaction with life**

António Rosinha, César Alves, Manuela Sarmento  
Military Academy, CINAMIL

Sa-S243-PO-09

**Does leader autonomy support moderate the relationship between autonomous motivation and individual performance?**

Carla Fontebassi Martins, Kyle E. Ingram, Rebecca Hewett  
University of Greenwich, London

Sa-S243-PO-10

**The experiences of well-being among nurses in National Health Insurance Pilot at a Community Health Centre in Umngugundlovu district.**

Cynthia Madlabana  
University of Kwa-Zulu Natal

Sa-S243-PO-11

**A study of job security, job satisfaction, and employee commitment at a temporary scientific project**

Julia Bastian, William McKinley  
Leuphana University of Lüneburg

Sa-S243-PO-12

**A weekly study on perceived organizational support, work engagement, and employees' well-being**

Gaëtane Caesens<sup>1</sup>, Florence Stinglhamber<sup>1</sup>, Marc Ohana<sup>2</sup>  
<sup>1</sup> Université catholique de Louvain, <sup>2</sup> KEDGE Business School

Sa-S243-PO-13

**Does implicit positive and negative affect predict work engagement? A longitudinal study among nurses.**

Dorota Reis, Tanja Lischetzke  
University of Koblenz-Landau

Sa-S243-PO-14

**Attitudes of Polish employers and managers to employ knowledge workers 65 plus**

Grazyna Bartkowiak  
University of Gniezno, Poland

Sa-S243-PO-15

**Flourishment at work: Influence of career goals, career exploration and planning**

Ligia Oliveira-Silva<sup>1</sup>, Ana Paula Silva<sup>2</sup>, Jeanine Vieira<sup>2</sup>, Luiz Victorino<sup>3</sup>, John Arnold<sup>4</sup>  
<sup>1</sup> Universidade de Brasília, <sup>2</sup> Centro Universitário IESB, <sup>3</sup> Universidade Católica de Brasília,  
<sup>4</sup> Loughborough University

Sa-S243-PO-16

**Job strain and work-related wellbeing among highly educated professionals:**

**Differences between public and private sector employees**

Darja Maslić Seršić, Mitja Ružojčić

Department of Psychology, University of Zagreb

Sa-S243-PO-17

**Can Conscientiousness explain the relationship between Job Satisfaction and Subjective Well-Being?**

Rene Gempp, Sergio Valenzuela-Ibarra

Facultad de Economía y Empresa, Universidad Diego Portales

Sa-S243-PO-18

**Dispositional gratitude and its influence on the stressor – job satisfaction relation**

Julie Collange<sup>1</sup>, Jean Louis Tavan<sup>2</sup>

<sup>1</sup> Université Paris Descartes, <sup>2</sup> Université Vincennes – Saint Demis, Paris 8

Sa-S243-PO-19

**Job demands – work engagement relationship among teachers: The role of teacher self-efficacy as a mediator and general self-efficacy as a moderator**

Anna Rogala<sup>1</sup>, Roman Cieślak<sup>1,2</sup>

<sup>1</sup> University of Social Sciences and Humanities, <sup>2</sup> University of Colorado at Colorado Springs

Sa-S243-PO-20

**How Does Motivation at Work Predict Organizational Citizenship Behavior?**

Yanick Provost Savard, Jessica Bérard, Véronique Dagenais-Desmarais

Université de Montréal

Sa-S243-PO-21

**Managerial perspectives on depersonalized bullying at work: Implications for employment relations**

Premilla D'Cruz

Organizational Behaviour Area, Indian Institute of Management Ahmedabad

Sa-S243-PO-22

**Moderating effect of adversity quotient on the relationship between perceived organizational injustice, job stress and cyber-bullying**

Ali Mehdad, Arezoo Vallinezhad, Mohsen Golparvar

Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Sa-S243-PO-23

**Nursing Student Exposures to Workplace Bullying in Healthcare Settings**

Paula Grubb<sup>1</sup>, Gordon Gillespie<sup>2</sup>

<sup>1</sup> National Institute for Occupational Safety and Health (NIOSH), <sup>2</sup> University of Cincinnati School of Nursing

Sa-S243-PO-24 | Interactive

**The relationship between work values and the meaning of working and the strength of perceived obligations in psychological contracts**

Liina Randmann

Tallinn University of Technology Department of Social sciences Institute of Industrial Psychology

Sa-S243-PO-25 | Interactive

**Daily and weekly psychological contract evaluations: The role of informational justice and participation in decision-making among volunteers and paid employees**

Yannick Griep<sup>1</sup>, Tinne Vander Elst<sup>2,3</sup>, Jonas Debusscher<sup>1</sup>, Safaa Achak<sup>1</sup>, Tim Vantilborgh<sup>1</sup>, Roland Pepermans<sup>1</sup>

<sup>1</sup> Work and Organizational Psychology, Vrije Universiteit Brussel, Belgium, <sup>2</sup> IDEWE, External Service for Prevention and Protection at Work, Belgium, <sup>3</sup> Research Group Work, Organisational & Personnel Psychology, University of Leuven, Belgium

Sa-S243-PO-26 | Interactive

**Constructing and validating a scale of employee satisfaction with HRM practices in the healthcare context**

Helena Martins<sup>1,2</sup>, Teresa Proença<sup>2</sup>

<sup>1</sup> Polytechnic Institute of Porto, <sup>2</sup> University of Porto, Faculty of Economics

Sa-S243-PO-27 | Interactive

**Scientific teleworkers' rest break behaviour: Do break-time activities, quantity, interval, and length of rest breaks and a working day differ between main and home office?**

Jasmin Zimmermann<sup>1,2</sup>, Barbara Degenhardt<sup>1,3</sup>

<sup>1</sup> University of Applied Sciences and Arts Northwestern Switzerland, School of Applied Psychology, <sup>2</sup> Institute Humans in Complex Systems, <sup>3</sup> Institute for Research and Development of Collaborative Processes

Sa-S243-PO-28 | Interactive

**The Mielekäs programme 2013-2015 – Making the social and health sector more attractive and increasing the well-being of workers**

Mari Järvinen

Finnish Institute of Occupational Health, University of Turku

Sa-S243-PO-29 | Interactive

**Components of Commitment: Extending the three-component model of organisational commitment beyond predicting turnover**

Tom Schiebler, Katrin Mendrok, Katharina Kugler

Ludwig Maximilians University Munich

10:45–12:15 Session 244 | **State of the Art** | Room: OKS Hall A

Sa-S244-STA-01

**Qualitative methods in management and leadership research**

Catherine Cassell

Leeds University Business School

Sa-S244-STA-02

**Developing Multilevel Leadership for Turbulent Times**

David Day

The University of Western Australia

10:45–12:15 Session 245 | **Panel (P)** | Room: OKS Hall B

Topic/s: 13. Labor market issues

Chair/s: Fred Zijlstra

Sa-S245-PAN-01

**Alliance Special Session: 'Return to work and working with mental health issues'**

Fred Zijlstra, Frans Nijhuis, Marc Corbiere, Franco Fraccaroli

Maastricht University

10:45–12:15 Session 246 | **Oral session** | Room: OKS Hall C  
Topic/s: 17. Organizational Structure, Culture and Climate

Sa-S246-OR-01

**The Effect of Transformational Leadership on Psychological Empowerment: Mediating Role of Organizational Climate and Organizational Culture**

Morteza Charkhabi<sup>1</sup>, Maryam Mahmoodikia<sup>2</sup>

<sup>1</sup> Department of Philosophy, Education and Psychology, University of Verona, Italy, <sup>2</sup> Department of Psychology, Shahid Chamran University of Ahvaz, Iran

Sa-S246-OR-02

**Psychopathy and Counterproductive Work Behaviors: Examining the Role of Work Place Perceptions**

Nora Schuette, et al.

University of Bonn, Germany

Sa-S246-OR-03

**«Communicating in the era of email: Supporting effective practice»**

Katarzyna Cichomska

Socio-Technical Centre, University of Leeds

Sa-S246-OR-04

**The Effect of Perceived Organizational Support on Psychological Empowerment: Mediating Role of Psychological Climate**

Maryam Mahmoodikia<sup>1</sup>, Morteza Charkhabi<sup>2</sup>

<sup>1</sup> Department of psychology, Shahid Chamran University of Ahvaz, Iran, <sup>2</sup> Department of Philosophy, Education and Psychology, University of Verona, Italy

Sa-S246-OR-05

**The Quality of Horizontal and Vertical Communication as Determinants of Affective Organizational-, Work-Group- and Supervisory-Commitment**

Sebastian Holzwarth, Klaus Moser

University of Erlangen-Nuremberg

10:45–12:15 Session 247 | **Symposium** | Room: OKS Hall D

**Quality of motivation matters: On the importance of promoting autonomous and mastery oriented motivation in the workplace**

Topic/s: 3. Positive organizational behavior

Chair/s: Marylene Gagne

Sa-S247-SYM-01

**Nurse fatigue and strain reactions at career start: On the role of autonomous and controlled motivation**

Stephanie Austin<sup>1</sup>, Claude Fernet<sup>1</sup>, Sarah-Geneviève Trépanier<sup>2</sup>

<sup>1</sup> Université du Québec à Trois-Rivières, <sup>2</sup> Université du Québec à Montréal

Sa-S247-SYM-02

**Transformational leadership and optimal functioning in teachers: Could work design characteristics and autonomous motivation help explain this relationship?**

Louise Clément, Claude Fernet

Université du Québec à Trois-Rivières

Sa-S247-SYM-03

**Mastery support and employee flexibility: A goal-orientated perspective**

Elizabeth Solberg, Anders Dysvik

BI Norwegian Business School

Sa-S247-SYM-04

**Abusive Leadership, Mastery Climate, and Counterproductive Work Behavior**

Christina Nerstad, Lars Glasø, Anders Dysvik  
BI Norwegian Business School

Sa-S247-SYM-05

**Developing a Taxonomy of Work Motivation Profiles**

Joshua Howard, Marylene Gagne  
University of Western Australia

10:45–12:15 Session 248 | **Symposium** | Room: OKS Meeting Room 1

**Dynamics of the job insecurity experience: Investigating stability, antecedents and consequences**

Topic/s: 2. Employee stress and burnout

Chair/s: Tinne Vander Elst, Anne Richter

Sa-S248-SYM-01

**Social stressors predict job insecurity at daily level: A multilevel approach**

Mauricio E. Garrido Vasquez, Janne Sadlowski, Kathleen Otto, Maria Kottwitz  
Philipps University of Marburg, Germany

Sa-S248-SYM-02

**A cross-lagged exploration of the relationship between job insecurity and job insecurity climate**

Lena Låstad<sup>1</sup>, Hans De Witte<sup>2,3</sup>

<sup>1</sup> Stockholm University, Sweden, <sup>2</sup> University of Leuven, Belgium, <sup>3</sup> Optentia Research Programme, North-West University, South Africa

Sa-S248-SYM-03

**Does job insecurity threaten your status as a member of the working population? A longitudinal investigation of job insecurity, social identity, and mental health**

Eva Selenko  
University of Sheffield, United Kingdom

Sa-S248-SYM-04

**The reciprocal relationship between job insecurity and depressive symptoms: A latent transition analysis**

Tinne Vander Elst<sup>1,2</sup>, Guy Notelaers<sup>3</sup>, Lode Godderis<sup>1,2</sup>, Anders Skogstad<sup>3</sup>

<sup>1</sup> Idewe (External Service for Prevention and Protection at Work), Belgium, <sup>2</sup> University of Leuven, Belgium, <sup>3</sup> University of Bergen, Norway

10:45–12:15 Session 249 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 5. Work-Family Interface

Sa-S249-OR-01

**Commute distance and work-life balance: An inverted U-shaped relationship**

Joanna Pitek<sup>1</sup>, Muhammad Umar Boodoo<sup>2</sup>

<sup>1</sup> Bishop's University, <sup>2</sup> University of Toronto

Sa-S249-OR-02

**Work-family interface and well-being: The mediating role of personal energetic resources**

Susana M Tavares  
Instituto Universitário de Lisboa (ISCTE-IUL), Business Research Unit (BRU-UNIDE IUL)

Sa-S249-OR-03

**Does work-home balance influence employees' career decisions? Examining the moderating effects of organizational work-home support and career self-efficacy**  
Sara De Hauw<sup>1</sup>, Ans De Vos<sup>2</sup>, Jeffrey Greenhaus<sup>3</sup>, Luc Sels<sup>4</sup>

<sup>1</sup> Vlerick Business School, <sup>2</sup> Antwerp Management School, <sup>3</sup> Drexel University, <sup>4</sup> Katholieke Universiteit Leuven

Sa-S249-OR-04

**Is «publish or perish» really a trade-off? The effect of work-family balance on academic performance**

Jeroen de Jong<sup>1</sup>, Judith Semeijn<sup>1</sup>, Monique Veld<sup>1</sup>, Sanne Smeenk<sup>2</sup>

<sup>1</sup> Open University of the Netherlands, <sup>2</sup> Skwadraat

Sa-S249-OR-05

**Generation Y and Expectations for the Work-Family Interface**

Alexandra Beauregard

London School of Economics and Political Science

Sa-S249-OR-06

**Take initiative, get enriched and be happy: How being proactive in a resourceful job can add to your performance at home and happiness on a daily basis**

Marina Boz<sup>1</sup>, Ines Martinez-Corts<sup>2</sup>, Evangelia Demerouti<sup>3</sup>, Arnold Bakker<sup>4</sup>

<sup>1</sup> Anglia Ruskin University, <sup>2</sup> University of Seville, <sup>3</sup> Eindhoven University of Technology, <sup>4</sup> Erasmus University Rotterdam

10:45–12:15 Session 250 | **Symposium** | Room: OKS Meeting Room 3

**It takes two to tango: Followers as active agents in the leadership process**

Topic/s: 8. Leadership and management

Chair/s: Kimberley Breevaart

Discussant/s: Pascale Le Blanc

Sa-S250-SYM-01

**«Talking aloud»: Voice behaviors as an antecedent of satisfaction with supervisors and followers' satisfaction with their role**

Paola Gatti, Birgit Schyns

Durham University Business School, UK

Sa-S250-SYM-02

**A longitudinal study of transformational leadership, job crafting, burnout and work engagement**

Karina Nielsen<sup>1</sup>, Kevin Daniels<sup>1</sup>, Emma Donaldson-Feilder<sup>2</sup>, Rachel Lewis<sup>3</sup>

<sup>1</sup> Norwich Business School, University of East Anglia, UK, <sup>2</sup> Affinity at Health at Work, London, UK,

<sup>3</sup> Kingston Business School, Kingston University, UK

Sa-S250-SYM-03

**Does authentic leadership enhance followers' daily job crafting behaviors? Exploring the mediating role of autonomy and organizational justice**

Jørn Hetland<sup>1</sup>, Arnold Bakker<sup>2</sup>, Hilde Hetland<sup>1</sup>, Roar Espevik<sup>1</sup>, <sup>3</sup>, Olav Olsen<sup>3</sup>

<sup>1</sup> University of Bergen, Department of Psychosocial Science, Norway, <sup>2</sup> Erasmus University Rotterdam, Department of Work and Organizational Psychology, The Netherlands, <sup>3</sup> Royal Norwegian Naval Academy, Bergen, Department of Leadership Development, Norway

Sa-S250-SYM-04

**Who takes the lead? A multi-method diary study on work engagement and job performance**

Kimberley Breevaart<sup>1</sup>, Arnold Bakker<sup>1</sup>, Evangelia Demerouti<sup>2</sup>, Daantje Derks<sup>1</sup>

<sup>1</sup> Erasmus University Rotterdam, Department of Work and Organizational Psychology, The Netherlands, <sup>2</sup> Eindhoven University of Technology, Department of Industrial Engineering and Innovation Sciences Human Performance Group, The Netherlands

10:45–12:15 Session 251 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 8. Leadership and management

Sa-S251-OR-01

**Do Teams Have True Benefits in Negotiations? Effects of Explicit Role Assignments within Teams**

Jens Mazei<sup>1,2</sup>, Joachim Hüffmeier<sup>2</sup>, Guido Hertel<sup>1</sup>

<sup>1</sup> University of Muenster, <sup>2</sup> Federal Institute for Occupational Safety and Health

Sa-S251-OR-02

**Individuals' Experience with Negotiation Processes in Resource Allocations over Time**

Christian Bucher, Klaus Jonas, Alison Goetze

University of Zurich

Sa-S251-OR-03

**Defining Inclusive Leadership:**

**Balancing employees' needs of individuality and belongingness in promoting voice behavior at work**

Marlies Veestraeten<sup>1</sup>, Hannes Leroy<sup>1,2</sup>, Lisa Nishii<sup>2</sup>, Luc Sels<sup>1</sup>

<sup>1</sup> KU Leuven, Belgium, <sup>2</sup> Cornell University, U.S.A.

Sa-S251-OR-04

**Transformational leadership and commitment: a cross-cultural perspective**

Verónica Castro, Rita Berger, Marina Romeo, Montserrat Yepes

University of Barcelona

Sa-S251-OR-05

**Respectful Leadership for Conflict Management and Team Effectiveness**

Alfred Wong, Dean Tjosvold, Nancy Yi-feng Chen

Lingnan University

Sa-S251-OR-06

**Situational leadership theory: A test from a leader-follower congruence approach.**

Geir Thompson, Lars Glasø

BI Norwegian Business School

10:45–12:15 Session 252 | **Symposium** | Room: OKS Auditoriet  
**Burning issues in workaholism**  
Topic/s: 2. Employee stress and burnout  
Chair/s: Wilmar Schaufeli

Sa-S252-SYM-01

**Cross-national and longitudinal investigation of the Dutch Work Addiction Scale**

Johanna Rantanen<sup>1</sup>, Taru Feldt<sup>1</sup>, Jari Hakanen<sup>2</sup>, Katja Kokko<sup>1</sup>, Mari Huhtala<sup>1</sup>, Lea Pulkkinen<sup>1</sup>, Wilmar Schaufeli<sup>3,4</sup>

<sup>1</sup> University of Jyväskylä, Finland, <sup>2</sup> Helsinki Collegium for Advanced Studies, Finland & Finnish Institute of Occupational Health, Finland, <sup>3</sup> Utrecht University, Netherlands, <sup>4</sup> Leuven University, Belgium

Sa-S252-SYM-02

**When work is killing you! workaholism, sleep problems and cardiovascular risk**

Marisa Salanova<sup>1</sup>, Angel Arturo López-González<sup>2</sup>, Susana Llorens<sup>1</sup>, Mario Del Libano<sup>3</sup>, M<sup>a</sup> Teófila Vicente-Herrero<sup>2</sup>, Matias Tomás-Salvá<sup>2</sup>

<sup>1</sup> WONT (Work & Organisation NeTwork) Research Unit, Universitat Jaume I, Castellón, Spain,

<sup>2</sup> Occupational Health Research Unit from IUNICS (Institut Universitari d'Investigació en Ciències de la Salut), Universitat de les Illes Balears, Spain, <sup>3</sup> Universidad de Burgos, Burgos, Spain

Sa-S252-SYM-03

**A day-level study on the relationship between workaholism and affective wellbeing**

Cristian Balducci<sup>1</sup>, Sara Zaniboni<sup>1</sup>, Lorenzo Avanzi<sup>2</sup>, Franco Fraccaroli<sup>2</sup>

<sup>1</sup> University of Bologna (Italy), Department of Political and Social Science, <sup>2</sup> University of Trento (Italy), Department of Psychology and Cognitive Sciences

Sa-S252-SYM-04

**The role of self-determined motivation in workaholism**

Tatiana Ivanova, Elena Rasskazova

Higher School of Economics, Moscow, Russia

Sa-S252-SYM-05

**Heavy work investment: A matter of person or climate?**

Wilmar Schaufeli

Dept. of Work & Organizational Psychology, Leuven University, Belgium, ept. of Social & Organizational Psychology, Utrecht University, The Netherlands

10:45–12:15 Session 253 | **Oral session** | Room: OKS Torghjærnet

Topic/s: 7. Human resource management

Sa-S253-OR-01

**Workplace incivility as modern sexual prejudice: The experience of Spanish LGB employees**

Donatella Di Marco<sup>1</sup>, Alicia Arenas<sup>1</sup>, Helge Hoel<sup>2</sup>, Lourdes Munduate<sup>1</sup>

<sup>1</sup> University of Seville, <sup>2</sup> University of Manchester

Sa-S253-OR-02

**The influence of age and emotion regulation on burnout and engagement: Direct and mediating effects.**

Sheena Johnson<sup>1</sup>, Sabine Machowski<sup>2</sup>, Dieter Zapf<sup>2</sup>, Lynn Holdsworth<sup>1</sup>

<sup>1</sup> Manchester Business School, University of Manchester, UK, <sup>2</sup> Johann Wolfgang Goethe-University, Frankfurt, Germany

Sa-S253-OR-03

**Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis**

Max Reinwald<sup>1</sup>, Hendrik Hüttermann<sup>2</sup>, Julia Kröll<sup>1</sup>, Sabine Boerner<sup>1</sup>

<sup>1</sup> Department of Politics and Management, University of Konstanz, Konstanz, Germany, <sup>2</sup> Institute for Leadership and Human Resource Management, University of St Gallen, St Gallen, Switzerland

Sa-S253-OR-04

**Aspergers – Different, not less: Occupational strengths and job interests of individuals with Asperger's Syndrome**

Timo Lorenz, Kathrin Heintz

Departement of Education & Psychology, Freie Universität Berlin, Berlin, Germany

Sa-S253-OR-05

**Linking Leadership Styles to HR Architectures**

Eva Vekeman, Geert Devos

Ghent University



Sa-S253-OR-06

**Perceptions of High Involvement Work Practices and Burnout: Investigating the Mediating Role of Procedural Justice and Role Overload and the Moderating Role of Colleague Support**

Steven Kilroy<sup>1</sup>, Patrick Flood<sup>1</sup>, Janine Bosak<sup>1</sup>, Denis Chênevert<sup>2</sup>

<sup>1</sup> Dublin City University, <sup>2</sup> HEC Montreal

10:45–12:15 Session 254 | **Oral session** | Room: OKS Odin

Topic/s: 7. Human resource management

Sa-S254-OR-01

**Managing Talent: Positive and negative outcomes of Development Job Experiences**

Raquel Canha, Filipa Castanheira, Joana Story

Nova School of Business and Economics, UNL

Sa-S254-OR-02

**Learning to do business – (ethically) right, and with (diverse) others?**

Frank Schulte<sup>1,2</sup>, Stefan Heinemann<sup>1</sup>

<sup>1</sup> FOM Hochschule für Oekonomie & Management University of Applied Sciences, Essen, Germany,

<sup>2</sup> eufom European University of Economics and Management, Luxembourg-Kirchberg, Luxembourg

Sa-S254-OR-03

**Beyond the individual: The link between training group psychological safety climate, trait goal learning orientation and knowledge sharing as antecedents of training outcomes**

Fabiola Gerpott<sup>1,2</sup>, Ramon Wenzel<sup>3</sup>, Nale Lehmann-Willenbrock<sup>2</sup>, Sven Voelpel<sup>1</sup>

<sup>1</sup> Jacobs University Bremen, <sup>2</sup> VU University Amsterdam, <sup>3</sup> University of Western Australia

Sa-S254-OR-04

**Supporting employees' informal learning: A qualitative exploration of how others support learning in a UK energy firm**

Stephen McGlynn

Institute of Work Psychology, Sheffield University Management School

Sa-S254-OR-05

**The importance of role models in the development of political skill – A predictive field study**

Annalisa Schnitzler<sup>1</sup>, Gerhard Blickle<sup>2</sup>

<sup>1</sup> German Federal Institute for Vocational Education and Training, <sup>2</sup> University of Bonn, Germany

10:45–12:15 Session 255 | **Oral session** | Room: OKS Balder

Topic/s: 19. Emotions in the workplace

Sa-S255-OR-01

**Emotion regulation strategies for complex management problems**

Ulrike Starker<sup>1</sup>, Rüdiger von der Weth<sup>2</sup>

<sup>1</sup> Hochschule Harz, <sup>2</sup> HTW Dresden

Sa-S255-OR-02

**The impact of leaders' emotional intelligence on followers' commitment and trust**

Philipp Guttschuss<sup>1</sup>, Philipp Romeike<sup>1</sup>, Ann-Marie Nienaber<sup>2</sup>, Gerhard Schewe<sup>1</sup>

<sup>1</sup> University of Muenster, <sup>2</sup> Coventry University

Sa-S255-OR-03

**The Mind in Transition Model of Idea Generation**

Ronald Bledow<sup>1</sup>, Julius Kuhl<sup>2</sup>

<sup>1</sup> Singapore Management University, <sup>2</sup> University of Osnabrück

Sa-S255-OR-04

**The enactment of emotional intelligence in emotionally demanding work situations**

Keri Pekaar, Dimitri van der Linden, Arnold Bakker, Marise Born  
Erasmus University Rotterdam

Sa-S255-OR-05

**Gentleness in organisations: an empirical study**

David Holman

Manchester Business School

10:45–12:15 Session 256 | **Invited Symposium** | Room: RC Christiania Hall A

**Recent research on youth unemployment, underemployment and job search**

Topic/s: 13. Labor market issues

Chair/s: Jose Ramos

Discussant/s: Eva Derous

Sa-S256-INV-SYM-01

**Recruiter reactions to overqualified job applicants**

Berrin Erdogan<sup>1</sup>, Talya N. Bauer<sup>1</sup>, Layla Mansfield<sup>1</sup>, Donald Truxillo<sup>1</sup>, Jack Walker<sup>2</sup>

<sup>1</sup> Portland State University (USA), <sup>2</sup> Auburn University (USA)

Sa-S256-INV-SYM-02

**Y-ERS READY TO WORK AROUND THE WORLD: Insight from Graduates in 8 countries**

Rosalind Searle<sup>1</sup>, Simonetta Manzini<sup>2</sup>

<sup>1</sup> Centre of Trust, Peace and Social Relations, Coventry University (UK), <sup>2</sup> Fondazione Istud per la cultura di impresa e di gestione (Italy)

Sa-S256-INV-SYM-03

**The role of Psychological Capital on job seekers performance**

Konstantina Georgiou, Ioannis Nikolaou

Athens University of Economics and Business (Greece)

Sa-S256-INV-SYM-04

**Personal resources as moderators of the over-qualification, job insecurity and propensity to leave relationships among youngsters: The role of initiative and occupational self-efficacy.**

Jose Ramos, Ana Hernández, Jose M. Peiró

IDOCAL, University of Valencia (Spain)

Sa-S256-INV-SYM-05

**Predicting horizontal occupational mismatch: a Latent Growth Curve Analysis**

Vicente González-Romá, Ana Hernández, Juan Pablo Gamboa

IDOCAL, University of Valencia (Spain)

10:45–12:15 Session 257 | **Symposium** | Room: RC Christiania Hall B

**Self-regulation and personal resources – Managing yourself in turbulent times**

Topic/s: 3. Positive organizational behavior

Chair/s: Laura Venz, Dana Unger

Discussant/s: Evangelia Demerouti

Sa-S257-SYM-01

**Energy is all you need?!? – A path-analytical test of the work-home resources model**

Dana Unger<sup>1</sup>, Laura Venz<sup>2</sup>

<sup>1</sup> ETH Zurich, Switzerland, <sup>2</sup> University of Mannheim, Germany

Sa-S257-SYM-02

**Self-control demands link job demands to ego-depletion: An experience sampling study**

Roman Prem, Bettina Kubicek, Christian Korunka

University of Vienna, Austria

Sa-S257-SYM-03

**The choices we make: Linking emotion regulation choice with occupational well-being**

Susanne Scheibe<sup>1</sup>, Xavier Sanchez<sup>2</sup>, Christian Stamov Roßnagel<sup>3</sup>

<sup>1</sup> University of Groningen, The Netherlands, <sup>2</sup> University of Cumbria, United Kingdom, <sup>3</sup> Jacobs University Bremen, Germany

Sa-S257-SYM-04

**Daily self-regulation at work: Selective optimization with compensation as a personal resource**

Laura Venz, Alexander Pundt, Sabine Sonnentag

University of Mannheim, Germany

Sa-S257-SYM-05

**Job control, state mindfulness and psychological well-being: A diary study**

Stefan Diestel

Leibniz Research Centre for Working Environment and Human Factors, Dortmund, Germany

10:45–12:15 Session 258 | **Symposium** | Room: RC Christiania Hall C

**Stress at Work: New Constructs**

Topic/s: 2. Employee stress and burnout

Chair/s: Nicola Jacobshagen

Sa-S258-SYM-01

**Appreciation as a dyad – who profits?**

Nicola Jacobshagen, Esther Weiss, Eveline Phyl, Norbert K. Semmer

University of Bern

Sa-S258-SYM-02

**Appreciation from supervisors as a buffer for stressful working conditions**

Isabel B Pfister, Nicola Jacobshagen, Désirée Stocker, Wolfgang Kälin, Norbert K Semmer

University of Bern

Sa-S258-SYM-03

**Positive Work Events – A Source of Appreciation and Motivation**

Christina Hahl, Judith Volmer

University of Bamberg

Sa-S258-SYM-04

**Even subtle cues matter: Constructive, destructive, and subtly offending feedback**

Rabea Krings<sup>1,2</sup>, Norbert K Semmer<sup>2</sup>

<sup>1</sup> University of Neuchâtel, <sup>2</sup> University of Bern

Sa-S258-SYM-05

**Out from the frying pan into the fire – the mediating role of after work rumination on stressor-strain relationships in temporary workers**

Christin Gerhardt<sup>1,2</sup>, Maria U. Kottwitz<sup>1,2</sup>

<sup>1</sup> Philipps University of Marburg, <sup>2</sup> University of Bern

Sa-S258-SYM-06

**The impact of organizational change on job stressors among managers – what kind of support is needed?**

Lisa Björk<sup>1</sup>, Annika Härenstam<sup>1</sup>, Lotta Dellve<sup>2</sup>

<sup>1</sup> University of Gothenburg, <sup>2</sup> University of Borås

Sa-S258-SYM-07

**Thirst at work: More than just inadequate facilities for breaks?**

Maria U. Kottwitz<sup>1,2</sup>, Romy Schnyder<sup>1</sup>, Achim Elfering<sup>1</sup>

<sup>1</sup> University of Bern, <sup>2</sup> Philipps University of Marburg

Sa-S258-SYM-08

**Lack of detachment and impaired sleep connect perceived unfairness with health complaints: A population based mediation test**

Achim Elfering<sup>1,2</sup>, D Pereira<sup>1</sup>, S Grebner<sup>1</sup>, U Müller<sup>1</sup>

<sup>1</sup> University of Bern, <sup>2</sup> University of Geneva

10:45–12:15 Session 259 | **Oral session** | Room: RC Oslo Hall B

Topic/s: 12. Organizational Change and Development

Sa-S259-OR-01

**Organizational change – prevalence, consequences and management in public and private organizations**

Ann-Louise Holten<sup>1</sup>, Anne Bøllingtoft<sup>2</sup>

<sup>1</sup> University of Copenhagen, Department of Psychology, <sup>2</sup> University of Århus, Department of Business Administration

Sa-S259-OR-02

**Who knows how to lead effective implementation of organisational change?**

Teresa Carla Oliveira<sup>1</sup>, Idalina Ribeiro<sup>2</sup>

<sup>1</sup> Faculty of Economics, University of Coimbra, Portugal, <sup>2</sup> Judge and Master student at Faculty of Economics, University of Coimbra, Portugal

Sa-S259-OR-03

**«Who are we» during times of merger? A study on flexible but fragile identity constructs**

Ellen Flakke

EY

Sa-S259-OR-04

**Diagnosing an organization's change logic: A hypno-systemic approach**

Christina Schweiger, Barbara Kump

Vienna University of Applied Sciences of WKW

Sa-S259-OR-05

**Causal Relationships Between Trust in Leadership, Change Appraisal, and Organizational Identification in an Organizational Merger – A Longitudinal Study**

Janne Kaitiainen

University of Helsinki, Department of Social Research

Sa-S259-OR-06

**The work-related benefits of managerial coaching for employees**

Lucia Ratiu

Babes-Bolyai University

12:30–13:15 Session 260 | **Keynote** | Room: OKS Hall A

Topic/s: 7. Human resource management

Sa-S260-KEY-01

**Talking Up and Talking Down: Power of Positive Speaking**

Susan Fiske

Princeton University

13:15–14:00 **Closing Ceremony** | Room: OKS Hall A



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