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The Bank of Sweden Tercentenary Foundation
The Royal Academy of Letters, History and Antiquities
The Swedish Council for Working Life and Social Research

Official Airline
SAS – Scandinavian Airlines
Dear Colleagues and Friends,

It is a great pleasure to welcome you all to this congress in Stockholm – the XIIIth European Congress of Work and Organizational Psychology! Many of your colleagues in Sweden have made a great effort to provide the best possible conditions for this special event.

We have received over a thousand abstracts from scientists representing 46 countries and all continents. The Program Committee has worked with great dedication and we are very pleased to present a rich and exciting scientific program. It covers issues such as sustainable organizations and work practices, human resources management and leadership, employment relations and worker mobility, job stress and well-being, motivation and work attitudes, teams and workgroup processes, and the intersection between work and family domains.

The congress delegates include well-known, prominent scientists as well as young researchers who are participating in a scientific congress for the first time. We are convinced that the congress will be an important forum for the expression of new ideas, both theoretical and methodological, without disregarding the contribution of previous research. The subjects highlighted at the congress reflect emerging as well as well-established topics and should inspire a productive dialogue between the representatives of the old and the new.

The theme of the congress is Sustainable Work: Promoting Human and Organizational Vitality. In a time of intensification of work and an increasing rate of structural and organizational change, we need to draw attention to the fundamental contributions that human resources can make to the success and productivity of organizations. Those organizational conditions that promote motivation, creativity, and competency as well as health and well-being need to be identified, as does the central role of human resources in strategic organizational planning. An international exchange of scientific and practical experience will help organizations to increase their potential for creativity and productivity. Such an exchange will also benefit individuals, whose personal resources, health, and occupational skills can grow and develop in interaction with the organizational setting. Work and organizational psychology can provide the essential and necessary knowledge and competence required in this process, and we hope that you will agree that this is reflected in the congress program.

A scientific congress of this nature can also provide many opportunities for friends and colleagues to meet and interact outside of the scientific program. It has been a major ambition of the Organizing Committee to maximize the opportunities for social interaction during the congress.

The congress is organized under the auspices of the European Association of Work and Organizational Psychology (EAWOP) and hosted by the Swedish Psychological Association, in cooperation with the National Institute for Working Life and the Department of Psychology, Stockholm University. We are honored and proud to have been entrusted with the organization of this great event and delighted to welcome you to Stockholm, one of the most beautiful capitals in Europe. You will find that the city offers all of the interests of a big city, while still maintaining the coziness of a small town.

We, the organizers of the congress, welcome you warmly to an important scientific event in a friendly atmosphere of wonderful surroundings.

Välkommen!
Gunn Johansson
Congress President
The Stockholm congress, entitled Sustainable Work: Promoting Human and Organizational Vitality, is the thirteenth in a series of congresses on work and organizational psychology initiated by the European Association of Work and Organizational Psychology (EAWOP). Previous European congresses on work and organizational psychology have been held in the Netherlands (1983), Germany (1985), Belgium (1987), England (1989), France (1991), Spain (1993), Hungary (1995), Italy (1997), Finland (1999), the Czech Republic (2001), Portugal (2003), and Turkey (2005).

The XIIIth European Congress of Work and Organizational Psychology is organized by the Swedish Psychological Association, in cooperation with the National Institute for Working Life and the Department of Psychology, Stockholm University.

**Congress Executive Committee**

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Dieter Zapf, Frankfurt University, Germany
We are proud to be able to present a very interesting group of invited speakers at this year’s congress, Sustainable Work: Promoting Human and Organizational Vitality, who will be sharing with us their expertise on a variety of areas within work and organizational psychology.

**Keynote Addresses**

Denise Rousseau, Carnegie Mellon University, USA  
*The Role of Work and Organizational Psychology in Making Managers Evidence-based*

Michael West, Aston Business School, UK  
*Flourishing People, Teams and Organisations: The Challenge for Work and Organisational Psychology*

**State-of-the-Art Presentations**

Christian Dormann, Johannes Gutenberg University, Germany  
*Sustainable WO-psychology Research - An Illusion? Why Short-term Effects Matter More*

Ulf Lundberg, Stockholm University, Sweden  
*Psychobiological Responses to Paid and Unpaid Work in Women and Men and Implications for Health*

Mina Westman, Tel Aviv University, Israel  
*From Spillover to Crossover: Negative and Positive Experiences*

Lois Tetrick, George Mason University, USA  
*Healthy for Whom? The Organization or the Employees?*

**Invited Sessions**

A number of other researchers and practitioners have been invited to organize symposia and panel debates. Under their different session headings they have gathered speakers from different areas and countries, ensuring interesting and important presentations and discussions.

John Arnold, Loughborough University, UK  
*Retaining and Integrating Health Professionals in Healthcare Organizations*

Zeynep Aycan, Koç University, Turkey  

Julian Barling, Queen’s University, Canada  
*New Developments in Work and Well-Being*

David Bartram, SHL Group, UK  
*The Impact of the Internet on Occupational Assessment*

Meg Bond, University of Massachusetts, Lowell, USA  
*Visions for an Equitable Workplace: Harnessing Diversity for Organizational Vitality*

Nik Chmiel, Queen’s University Belfast, UK  
*Safety Climate - What Else?*

PeO Dahlgren, Per Olov Dahlgren Konsult AB, Sweden  
*STRATEGIC HR: Human Resource Management in Theory and Best Practice - Experiences from Swedish Working Life*

Hans De Witte, K.U. Leuven, Belgium  
*Job Insecurity: Conceptual Issues, Moderators and Longitudinal Evidence*
Jack Fiorito, Florida State University, USA
*From Union Commitment to Union Renewal*

Andrea Fischbach, Trier University, Germany
*Recent Developments and Open Questions in Emotional Labour: Contributions from Work, Service, Health and Interaction Focused Perspectives*

David Guest, King’s College, UK
*Human Resource Management and Employee Well-Being: Individual and Organizational Perspectives*

Beatrice van der Heijden, Maastricht School of Management / Open University of the Netherlands / University of Twente, the Netherlands, with Aslaug Mikkelsen, University of Stavanger, Norway
*Aging and Work in the 21st Century (Part II)*

Ulla Kinnunen, University of Tampere, Finland
*Work-life Interface: Spillover and Crossover Perspectives*

Annet de Lange, University of Groningen, the Netherlands, with Aslaug Mikkelsen, University of Stavanger, Norway
*Aging and Work in the 21st Century (Part I)*

Pascale Le Blanc, Utrecht University, the Netherlands
*Promoting Human and Organizational Vitality: Where Science meets Practice*

Anna Leonova, Moscow State University, Russia
*From Stress Prevention to Healthy Organization*

Kari Lindström, Finnish Institute of Occupational Health, Finland
*Work, Health and Retirement Plans for Elderly Employees*

Richard MacKinnon, Kenexa, UK
*Building Sustainable Organisations: The Role of Employee Engagement*

José Maria Peiró, University of Valencia, Spain
*Education and Training of Work and Organizational Psychology in a Global World: EAWOP-IAAP Division 1*

Robert Pritchard, University of Central Florida, USA
*Measuring and Improving Organizational Productivity: An International Collaboration*

Wilmar Schaufeli, Utrecht University, the Netherlands
*Work Engagement*

Ute Schmidt-Brasse, PSYCON, Germany
*World Café on “Sustainable Work of Consultants”*

Heiko Schulz, with Ute Schmidt-Brasse, PSYCON, Germany
*Sustainable Health Care in Organizations*

Sabine Sonnentag, University of Konstanz, Germany
*Doing Diary Studies in Work and Organizational Psychology: Promises and Pitfalls, A Panel Discussion*

Kenneth W. Thomas, Naval Postgraduate School, USA
*Intrinsic Task Motivation: The "Heart" of Sustainable Work*

Torbjörn Åkerstedt, Karolinska Institute, Sweden
*Work and Sleep*
All abstracts have been subjected to peer review, coordinated by the Program Committee. The criteria for the review process were: practical and theoretical impact, empirical and theoretical basis, clarity of ideas and structure, and relevance to the congress theme.

The following persons have kindly assisted in the process of reviewing abstracts:

Francesco Avallone, Università di Roma "La Sapienza", Italy
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Eva Demerouti, Utrecht University, The Netherlands
Marco Depolo, Università di Bologna, Italy
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Petra Lindfors, Stockholm University, Sweden
Estelle M. Morin, HEC Montréal, Canada
Judi McLean Parks, Washington University, U.S.A.
Bo Melin, National Institute for Working Life, Sweden
Gisela Mohr, Universität Leipzig, Germany
Karina Mostert, North West University, South Africa
Katharina Näswall, Stockholm University, Sweden
Kathleen Otto, Universität Leipzig, Germany
Tina Paul, Universität Leipzig, Germany
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Jaco Pienaar, North West University, South Africa
Nelson Ramalho, IPS- Management School, Portugal
Paulo Renato Lourenço, Universidade de Coimbra, Portugal
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Ian Rothman, North West University, South Africa
Christer Sandahl, Karolinska Institutet, Sweden
René Schalk, Tilburg University, The Netherlands
Wilmar Schaufeli, Utrecht University, The Netherlands
Guje Sevón, Stockholm School of Economics, Sweden
Endre Sjovold, Norwegian University of Science and Technology, Norway
Sabine Sonnentag, Universität Konstanz, Germany
Erika Spiess, LM Universität München, Germany
Eric Stark, James Madison University, U.S.A.
Magnus Sverke, Stockholm University, Sweden
Toon Taris, University of Nijmegen, The Netherlands
Ingemar Torbjörn, Stockholm University, Sweden
Nuria Tordera, Universitat de Valencia, Spain
Marianna Virtanen, Institute of Occupational Health, Finland
Jukka Vuori, Institute of Occupational Health, Finland
Lea Waters, University of Melbourne, Australia
Jürgen Wegge, LM Universität München, Germany
Steve Woods, University of Nottingham, U.K.
Salvatore Zappalá, Università di Bologna, Italy
Martina Zoelch, Fachhochschule Solothurn, Switzerland
"Measuring and Improving Organizational Productivity"
Robert Pritchard, University of Central Florida, USA

The workshop will focus on measuring and improving organizational productivity. The workshop leader will first give a brief overview of one technique, the Productivity Measurement and Enhancement System (ProMES). ProMES was designed by the workshop leader to be a practical method of measuring organizational productivity, and to use these productivity measures as feedback to help people improve their productivity. The goal was to make these improvements in such a way that everyone benefited, including the people doing the work. Workshop participants will be asked to have read one article describing ProMES which will be provided in advance by the workshop leader. This article explains the steps in doing ProMES and the results from using it in organizations around the world. These results indicate that 1) the system generally results in large increases in productivity which last over long periods of time, 2) it can be used in many different types of organizations with people at all levels of the organization, 3) the system is highly cost effective to use, and 4) attitudes and stress improve under the system. Reading this article in advance will allow the focus of the actual workshop on practical issues in doing the intervention. Specifically, the workshop will simulate the steps in doing ProMES using the workshop participants as members of the design team. The focus will be on the practical issues that a ProMES facilitator must deal with in actual projects. This information is based on over 20 years of using the technique. Potential participants can get more information about ProMES from: http://www.psych.ucf.edu/promes/, the ProMES web site.

"I-DEALS: Idiosyncratic Deals Workers Bargain for Themselves challenges"
Denise Rousseau, Carnegie Mellon University, USA

I-DEALS: Idiosyncratic Deals Workers Bargain for Themselves challenges traditional notions that standardization is the only way to create workplace justice. Employees, especially those with valuable skills, can make their jobs, pay, perks and career opportunities different from their co-workers. These idiosyncratic arrangements can be a valuable source of flexibility and personal satisfaction—but can also create inequity and resentment among colleagues. How idiosyncrasy can be made fair, where differential treatment is acceptable to co-workers and beneficial to the employer, will be the focus of discussion in this workshop.
Workshop 3: 09:00 – 12:00
"Managing Job Stress, Burnout and Engagement"
Wilmar Schaufeli, Utrecht University, the Netherlands

The aim of the workshop is to increase participants’ knowledge of job stress, burnout and work engagement, to make them aware of antecedents and consequences, and to help them identify and plan interventions to manage burnout and build engagement in organisations. More specifically, using an evidence-based model, four issues will be addressed:
• The work situation, including its demands and resources and their balance;
• Person factors, including the ways of coping with job stress;
• Situational factors, including life events and work-home interference;
• Burnout and engagement as negative and positive outcomes, respectively.

Each of these four issues will be illustrated with empirical results from recent investigations and participants are invited to identify factors in their own work situation that may contribute to their levels of job stress or - contrarily - to wellness at work. Also, levels of burnout and engagement of the participants are assessed using validated questionnaires. Finally, an overview is presented of interventions to prevent burnout and promote engagement in organizations.

Workshop 6: 13:00 – 16:00
"Course in multilevel analysis for grouped and longitudinal data"
Joop Hox, Utrecht University, the Netherlands

Social research often concerns relationships between individuals and the social contexts to which they belong. Individuals and their social contexts can be conceptualized as a hierarchical structure, with individuals nested within groups. Classical examples are organizational research, with individuals nested within organizational units, and cross-national research, with individuals nested within their national units. Such systems can be observed at two levels, and as a result we have data with group level variables and individual level variables. To analyze such hierarchical structures, we need multilevel modeling, which allows us to study the relationships between variables observed at different levels in the hierarchical structure. Multilevel modeling can also be used to analyze data from longitudinal research, by viewing measurement occasions as being nested within respondents. This has several advantages compared to more classical approaches to longitudinal data.

This short course is intended as a basic and nontechnical introduction to multilevel analysis. It starts with a description of some examples, and shows why multilevel models are necessary if the data have a hierarchical structure. It then covers the basic theory of two- and three-level models. Next it explains how multilevel models can be applied to analyzing longitudinal data, and why and when this may be an attractive analysis approach, as compared to more classical analysis methods such as multivariate analysis of variance (Manova). Examples shall be given on how to conduct these analyses using the SPSS Mixed procedure, which is available in SPSS starting with version 11.5. The course assumes reasonable familiarity with analysis of variance and multiple regression analysis, but prior knowledge of multilevel modeling is not assumed.

The course is based on: J.J. Hox (2002). Multilevel Analysis. Techniques and Applications. Mahwah, NJ: Lawrence Erlbaum Associates. The course pack includes selected chapters from this text, a brief ‘how to’ guide to SPSS Mixed, and handouts from the PowerPoint slides.
EAWOP ACTIVITIES

Wednesday, May 9
14:00–16:00 Room K13
EAWOP Constituent Council

Thursday, May 10
09:30–10:45 Room K2
EAWOP Task Force
Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part I)
Chair: Lourdes Munduate, University of Seville, Spain

11:15 – 12:45 Room K2
EAWOP Task Force
Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part II)
Chair: Marco Depolo, Università di Bologna, Italy

16:30 – 18:00 Room A5
EAWOP Task Force
Implementing Test User Standards in Europe
Chair: Andreas Klug

Friday, May 11
15.50-17.20 Room K16/K17
CCL/EJWOP Best Paper Award
Centre for Creative Leadership (CCL) – European Journal of Work and Organizational Psychology: Best Paper Award
Chair: Christian Dormann, Johannes Gutenberg-University Mainz, Germany
Co-Chair: Rudi Plettinx, Managing Director of CCL Europe

17:30 – 19:00 Room K1
EAWOP General Assembly

LUNCHES AND REFRESHMENTS

Lunch and refreshments are included in the registration fee. Lunch buffets will be served in Victoria Hall. Morning and afternoon coffee will also be served at Victoria Hall during the breaks stated in the program overview.

Thursday, May 10
10:45–11:15 Refreshments
12:20–14:50 Lunch
16:00–16:30 Refreshments

Friday, May 11
10:00–10:30 Refreshments
11:40–14:10 Lunch
15:20–15:50 Refreshments

Saturday, May 12
11:00–11:50 Extended Refreshments
INFORMATION FOR PARTICIPANTS

Name Badges
Name badges will be distributed at the Registration Desk and will give you access to all scientific sessions and the exhibition hall. The name badges are not transferable under any circumstances. Lost badges will be replaced at the Registration Desk for a fee of SEK 100. All participants are requested to wear the badge throughout the conference.

Business hours and shopping
Shops are generally open between 10:00 and 18:00 on weekdays and from 10:00 to 15:00 on Saturdays. Shops in the city center have extended opening hours, some even on Sundays between 12:00 and 16:00. The main shopping streets in the center of Stockholm are: Hamngatan, Biblioteksgatan, Drottninggatan, and Västerlånggatan in the Old Town.

Credit Cards
Commonly accepted cards in hotels, shops and at the registration desk are American Express, Diners Club, Visa, MasterCard and Eurocard.

Currency
The currency in Sweden is the Swedish Krona, SEK. The approximate exchange rates in April 2007 were:
SEK 100 = Euro 10.75
SEK 100 = USD 14.18
For up-to-date exchange rate information, visit Forex.

Dress
Informal dress is acceptable on all occasions.

Insurance
Neither the Congress Organizers nor the Congress Secretariat accept any liability for personal injuries sustained, or for loss or damage to property belonging to congress participants, either during or as a result of the congress. It is strongly recommended that you purchase the insurance policy of your choice as you register for the congress and book your travel. The insurance should be purchased in your country of origin.

Meals & Refreshments
Lunch and refreshments are included in the registration fee. A lunch buffet will be served at Victoria Hall on Thursday 12:20–14:50 and on Friday 11:40–14:10. Morning and afternoon coffee will also be served at Victoria Hall during the breaks stated in the program overview.

Press
All journalists are required to register in the Press Room. Press credentials will be required. The Press Center is located on the first floor. Only accredited journalists will be allowed into this area.

Transportation in Stockholm
A congress card is included in the registration fee for participants and accompanying persons. This card is valid on buses, subways, and commuter trains in Stockholm and much of its surrounding areas. It is not valid for transportation to and from the airport. The subway stations are marked with the letter T.
SOCIAL PROGRAM FOR DELEGATES AND ACCOMPANYING PERSONS

Evening Activities

Wednesday, May 9 at 17:00

Opening Ceremony and Welcome Reception

Come join us for the Opening Ceremony followed by the Welcome Reception at Victoria Hall where light food and beverages will be served. Admission is free for registered participants and registered accompanying persons.

Thursday, May 10 at 19:15

City Hall Reception

The City of Stockholm and the Stockholm County Council invite you to a standing buffet dinner at the Stockholm City Hall, which is beautifully situated on the waterfront of Riddarfjärden in central Stockholm. The City Hall is world famous as the setting of the annual Nobel Banquet. Be sure to bring your invitation card, which is also your entrance ticket and included in your registration envelope. This reception is included in the registration fee for delegates and pre-registered accompanying persons. If you did not pre-register, please ask at the Registration Desk for extra tickets. To get from the congress venue to City Hall, participants can easily use public transportation, as everyone receives a pass in their congress packet. The commuter train will bring participants from Älvsjö Station to the Central Station, from where there is a short walk to the Stockholm City Hall. Our student volunteers will be available to show the way.
Congress Dinner

The congress dinner will be held at restaurant Solliden at Skansen. It will be a festive opportunity for all participants to meet and socialize. Skansen – across the water on the island of Djurgården – was founded in 1891 and is the world’s oldest open-air museum.

Price: SEK 750 for registered participants and accompanying persons

Daytime Activities: Tours

Tickets to all tours can, as far as availability permits, be bought at the Registration Desk

Thursday, May 10, Friday, May 11, Saturday, May 12 at 09:30

Visit to Svenskt Tenn
- Design Store and Exhibition

Svenskt Tenn, Strandvägen 5, is one of the leading interior design stores in Stockholm. The store specializes in furniture and fabrics with patterns created by the world-famous designer Josef Frank. In connection with the Congress, the store is inviting participants and accompanying persons to an exclusive presentation with products exhibited in the store. Due to limited space, the maximum number of persons is 20. Refreshments are included. The visit is offered on three occasions, starting each day at 9:30. Those interested are asked to sign up one day in advance at the registration desk.

Price per person: SEK 60

Thursday, May 10 at 09:30

City Tour (2 hours)

The best way of getting to know Stockholm in a short space of time is via a sightseeing bus tour. While viewing memorable buildings, museums, and parks and hearing about their history, your guide will also give you advice on shopping, good restaurants, and entertainment. The tour starts and ends at the congress venue in Älvsjö. This tour is included in the fee for Accompanying persons.

Price per person: SEK 300

Friday, May 11 at 09:30

Old Town Walkabout - (2 hours)

The island on which Gamla Stan (Old Town) is situated is the original heart of the age-old city of Stockholm and subsequently the oldest and most historical area of the city. Its medieval character remains intact. Throughout the walk, your guide will also relate old stories and legends of Old Town while showing you the charming small coffee shops cleverly built into the old cellar vaults, along with the antique shops and art galleries. The tour starts at the conference venue in Älvsjö and concludes in Old Town. This is included in the fee for Accompanying persons.

Price per person: SEK 260
INSTRUCTIONS FOR PRESENTERS

Oral Presentations
(Thematic sessions and Symposia)

Time
The oral presentation sessions will consist of 3 to 5 papers per session (1-1.5 hours long). Each presenter will be allocated about 15 minutes for their presentation, including questions. The presentation should take a maximum of 12 minutes, thus allowing around 3 minutes for questions. It is very important that presenters do not take more time than what is allowed. To help the presenter keep track of time, the Chair of the session will show note cards marked "5 minutes," "1 minute," and "Please finish!" The session Chair will not allow questions after 15 minutes have passed for each presentation.

Technology
We recommend that presenters use the PowerPoint projector to show any slides with their presentation. There will be a PowerPoint projector and a computer with an internet connection available in each room. Bring your electronic files on a CD/DVD or USB memory stick. If you prefer to use plastic slides, a traditional overhead projector will also be available in each room.

Speaker-Ready Room
The congress will have a "Speaker-Ready Room" available, with both PC and Mac computers, where presenters will be able to preview their presentations. Presentations on CD/DVD or USB memory stick may be left here with our staff, either the day before or on the morning of the presentation, who will ensure that they are delivered to the appropriate rooms in time for the presentations. The opening hours of this room are 08:00-18:00 Wednesday-Friday, and 8:00-15:00 on Saturday.

Presentation Time
Make sure that your presentation is functioning and available in time for your presentation. If you do not choose to leave your presentation with our staff in the Speaker-Ready Room, you will need to come about 10 minutes early to your session to set it up. Bring your presentation on a CD/DVD or USB memory stick if you are using PowerPoint. Our staff will also be available to help if needed. It is advised that all presenters check the functioning of their presentations at some point before they begin. After presenting, we ask that presenters take all of their material with them, and that any materials that may have been left in the Speaker-Ready Room are collected.
When presenting:
- Show interest in your own presentation!
- Make sure the audience can see you – stand where there is light, and turn towards your audience when speaking.
- Allow time for the audience to review your slides if they are complicated - do not rush through models or large tables. Explain arrows in complicated models.
- Respect the time limit. You will have about 12 minutes to present, and then 3 minutes for questions. If questions remain after the time is up, suggest that you discuss these after the session. Do not intrude on others’ time slots.
- Respect the Chair of the session. They are instructed to ensure that the time is kept and will hold presenters to this. If you take more time than allowed, the Chair is instructed to ask you to conclude in order for other presenters to have enough time.

Poster Presentations

Poster presentations are an important aspect of the congress program. Each day approximately 150-200 posters will be displayed in the congress hall. The audience will circulate among the posters, which are grouped together in thematic sessions. This informal type of presentation provides opportunities for the audience and participants to interact. Poster presentations provide a forum for discussion and the exchange of ideas that is not always possible in oral sessions.

The posters are to remain up during the entire day they are scheduled, and presenters are asked to make themselves available for questions during the refreshment and lunch breaks. The posters should be mounted in the morning before the program starts and all presenters are expected to mount their posters in time. There will be volunteers on hand to assist, and pins will be available for mounting the posters.
Session Chair

The Chair of a session has the essential task of making sure that the session runs smoothly. This entails more than just keeping time, although this is an important aspect of being a Chair. The Chair is charged with making sure that the presenters feel welcome and that all technical issues are resolved. The Chair of the Thematic sessions will typically be assisted by a Co-chair, who assumes the chair duties if the ordinary Chair is unable to make it, or during the presentation of the ordinary Chair.

Time

Since time is limited, it must be watched, and all scheduled presenters should have the same opportunity to present their material. Presentations that run long not only interfere with other presentations in the same session, but may also cause delays in other sessions, or prevent the audience from moving on to following sessions in a timely manner. Each presenter has 12 minutes for their presentation and 3 minutes for questions. The Chair should not allow a speaker to receive questions after the full 15 minutes for the presentation are up. However, the Chair can suggest that any further questions be addressed after all speakers have concluded, in the interest of time.

In order for the Chair to communicate the time remaining in a non-obtrusive way, note cards marked "5 minutes," "1 minute," and "Please finish!" will be provided for all session Chairs (available in the room of the session). Make sure the presenter acknowledges these warnings. It may be a good idea to sit in the front row, facing the presenter during the presentation. Do not hesitate to ask someone to conclude if they ignore the final note card. Please inform the presenters about these procedures before the session begins.

The following lists a few additional things to keep in mind, and hints on how to make the session enjoyable for audience and presenters.

Before the session:

- Make sure you know which session you are to chair; check for any scheduling clashes with any other commitments and notify the Program Committee if you cannot serve as session chair.
- At the conference, arrive at the room of the session at least 10 minutes prior to the start of the session.
- Check the technology and alert any of the technicians or student volunteers of any problems.
- Greet the speakers and make sure that everyone scheduled to speak is present, and that all presentations have been loaded on to the computer (including your own if you are to present in the session).
- Explain your role to the presenters, so they know to look at you for cues.
During the session:
- Introduce yourself to the audience and give a brief introduction of the speakers and the overall topic.
- Explain the time allocation – each presenter has 12 minutes to present, and 3 minutes for questions. Explain also that after 15 minutes have passed the next presenter will be introduced.
- Introduce the first presenter.
- Place yourself so that the presenter can see you without any trouble.
- Be ready to assist with any technical problems.
- Make sure the presenter adheres to the time limit.
- After the presentation, ask if there are any questions, and make sure the questions do not cause the presentation to be too long. If questions remain after the time is up, suggest that the discussion resume after the session. Make sure more than one person gets to ask questions if they want to.

After the session:
- If there is time left, suggest a discussion of topics relevant to the presentations.
- Thank the presenters and the audience for their attention and conclude the session.

Panel Debate
The Panel debates or discussions are designed to spark a discussion among experts in a certain field, who may or may not agree on the issues. The chairperson or discussant plays an important role as moderator, asking the panelists questions and making sure that all involved get an opportunity to speak.

The Panel debates may take on different forms. One way is for each panelist to first give a short presentation of their standpoint before the start of discussion. This may be a good way to introduce the audience to the topic, and clarify how the panelists differ or agree with each other. It is important that all panelists are prepared in advance.

Roundtable Discussion
In these interactive sessions, researchers and/or practitioners will have the opportunity to more freely discuss a specific subject. This is the most open presentation form, and provides an opportunity for dialogue among conference participants, without prepared formal presentations. A Roundtable may, for instance, consist of practical demonstrations, intervention methods, or open discussions on an urgent issue.

To achieve this, the facilitator of the Roundtable discussion is asked to prepare a short introduction to the topic along with some questions or issues for stimulating discussion. The facilitator might also choose to invite experts on the topic of discussion, or colleagues working with similar issues. The Roundtable discussion is a highly interactive presentation type.

The Roundtable sessions are organized differently from the other sessions. Typically, the audience is placed in a circle to facilitate discussion and interaction between all members of the audience. The congress has arranged for a particular room to be set up for this purpose. This room will also accommodate the use of visual aids, if desired.
## HOW TO READ THE SCIENTIFIC PROGRAM

The Scientific Program is arranged chronologically by hour and day of the week. It proceeds from the first session of the week and ends with the last session of the week.

### Session numbering system
All sessions start with a letter abbreviation that indicates the type of session.

- **K.** Keynote Address
- **SA.** State-of-the-art Presentation
- **IPD.** Invited Panel Debate
- **IS.** Invited Symposium
- **S.** Symposium
- **TF.** EAWOP Task Force
- **RT.** Roundtable
- **T.** Thematic Session
- **P.** Poster Session

Followed by the day:
- **Th** Thursday
- **Fr** Friday
- **Sa** Saturday

The number directly after the day indicates the time slot:

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<td>5.</td>
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<td>6.</td>
<td>16:30 – 18:00</td>
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Posters:
- 09:30 – 18:00
- 08:30 – 17:20
- 10:00 – 12:00

The letter after the number indicates the Congress Topics (see the following topic list).

## CONGRESS TOPICS

### A.0. Sustainable Organizations
- **A.1.** Productivity
- **A.2.** Service Quality
- **A.3.** Occupational Safety
- **A.4.** Workplace Health Promotion
- **A.5.** Prevention and Intervention
- **A.6.** Employee Assistance Programs

### B.0. Human Resource Management
- **B.1.** Selection and Assessment
- **B.2.** Reward Systems
- **B.3.** Performance Appraisal
- **B.4.** Training and Development
- **B.5.** Career Planning and Management
- **B.6.** Occupational Choice and Careers Guidance
- **B.7.** Diversity in the Workplace
- **B.8.** Equality in the Workplace
- **B.9.** Strategic HR

### C.0. Organizational Change and Development
- **C.1.** Organizational Change Processes
- **C.2.** Organizational Development Programs
- **C.3.** Merger and Acquisitions
- **C.4.** Downsizing and Outplacement
- **C.5.** Outsourcing
- **C.6.** Privatization
- **C.7.** Managing Organizational Change
- **C.8.** Consulting, Coaching, and Counseling

### D.0. Changing Employment Relations
- **D.1.** Psychological Contract
- **D.2.** Part-time Work
- **D.3.** Temporary Employment
- **D.4.** Self-employment
- **D.5.** Job Insecurity
- **D.6.** Employability
CONGRESS TOPICS

E.0. Entry, Exit, and Mobility
E.1. Labor Market Entry
E.2. Career Patterns and Mobility
E.3. Turnover
E.4. Unemployment
E.5. Return-to-Work
E.6. The Aging Workforce and Retirement

F.0. Technology and Knowledge
F.1. Organizational Learning
F.2. Knowledge Transfer
F.3. Managing Technical Innovation
F.4. Person-Technology Interface
F.5. Human Factors and Ergonomics
F.6. Cognitive Load

G.0. Job Stress and Employee Well-being
G.1. Work Stressors
G.2. Burnout and Fatigue
G.3. Absenteeism and sick-leave
G.4. Psychobiological Stress Reactions
G.5. Recovery and Unwinding
G.6. Stress Management
G.7. Coping and Social Support
G.8. Well-being
G.9. Engagement

H.0. Work-Family Interface
H.1. Work-Family Conflict
H.2. Work-Family Balance
H.3. Crossover
H.4. Family-friendly Organization

I.0. Organizational Behavior
I.1. Work Attitudes and Values
I.2. Organizational Commitment and Identification
I.3. Work Motivation
I.4. Performance
I.5. Trust
I.6. Organizational Justice

J.0. Organizational Structure, Culture, and Climate
J.1. Organizational Structure and Design
J.2. Organizational Culture
J.3. Multi-cultural Organizations
J.4. Organizational Climate
J.5. Organizational Communication
J.6. Job Analysis and Design
J.7. Scheduling of Work
J.8. Organizational Ethics and Social Responsibility
J.9. Organization Theory

K.0. Leadership and Management
K.1. Leadership Models
K.2. Leadership and Culture
K.3. Managing Flexibility
K.4. Managing Diversity
K.5. Conflict Management
K.6. Negotiation Skills and Processes
K.7. Decision-making

L.0. Teams and Workgroups
L.1. Group and Team Processes
L.2. Inter-group Relations at Work
L.3. Team Building and Effectiveness
L.4. Team Work, Creativity and Innovation
L.5. Diversity in Work Teams
L.6. Cyberspace and Virtual Teams

M.0. Emotions in the Workplace
M.1. Emotional Labor
M.2. Management of Emotions at Work
M.3. Emotions and Organizational Contexts

N.0. Industrial Relations
N.1. Worker Representation and Collective Bargaining
N.2. Democracy and Dialogue
N.3. Power and Influence
N.4. Union Structural Change
N.5. Union Attitudes and Participation

O.0. Research and Methodology
O.1. Research Design
O.2. Measurement and Psychometrics
O.3. Statistics and Methodological Issues
O.4. Advances in Quantitative Research Methods
O.5. Advances in Qualitative Research Methods
O.6. Field and Experimental Research
O.7. Cross-Cultural Research
### PROGRAM OVERVIEW

#### Invited addresses

**Keynote address Denise Rousseau:** The Role of Work and Organizational Psychology in Making Managers Evidence-based  
K.Th1 K1/K2

#### Invited symposia

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- Thomas: Intrinsic Task Motivation: The "Heart" of Sustainable Work  
  IS.Th2.I K1
- Dahlgren: STRATEGIC HR: Human Resource Management in theory and best practice - experiences from Swedish working life  
  IS.Th3.B A2
- Schulz: Sustainable Health Care in Organizations  
  IS.Th3.G1 K16/K17
- Schaufeli: Work engagement  
  IS.Th3.G2 K1
- Hoppe: Labour Migration: A New Challenge for Work- and Organizational Psychology?  
  S.Th3.B A5
- Zapf: Workplace Bullying and Social Stress at Work  
  S.Th3.G1 K21
- Hartig: Recovery from the Demands of Work (Part I): Basic Processes, Opportunities, and Constraints  
  S.Th3.G2 K11
- Sinangil: Determinants of Collective Efficacy: The Role of Perceptions of Context  
  S.Th3.I A3
- van Knippenberg: Leadership and Fairness  
  S.Th3.K A4
- EAWOP Task Force Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part I)  
  TF.Th2.O K2
- EAWOP Task Force Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part II)  
  TF.Th3.O K2

#### Roundtable discussion

- Roundtable discussion: Can (and Should) Barriers to The Adoption of Evidence-Based Management be Overcome?  
  RT.Th2.F A1
- Roundtable discussion: Motivational foundations of knowledge management  
  RT.Th3.F A1

#### Thematic oral sessions

- Performance appraisal  
  T.Th2.B1 A3
- Equality in the workplace  
  T.Th2.B2 K13
- Strategic HR  
  T.Th2.B3 K12
- Organizational change  
  T.Th2.C K16/17
- Job insecurity  
  T.Th2.D K14
- Knowledge transfer  
  T.Th2.F K24
- Bullying and sexual harassment  
  T.Th2.G1 A2
- Absenteeism  
  T.Th2.G2 K23
- Burnout and engagement  
  T.Th2.G3 K21
- Work-family interface  
  T.Th2.H K15
- Motivation and performance  
  T.Th2.I K22
- Organizational design  
  T.Th2.J A4
- Personnel psychology  
  T.Th3.A K22
- Training and development  
  T.Th3.B1 K13
- Diversity in the workplace  
- Change processes  
  T.Th3.C K14
- Psychological contracts  
  T.Th3.D K12
- Unemployment  
  T.Th3.E K24
- Organizational behaviour  
  T.Th3.J K15

#### Posters - All day session

- Prevention and health promotion  
  P.Th.A
- Training and development  
  P.Th.B1
- Diversity and equality in the workplace  
  P.Th.B2
- Burnout and fatigue  
  P.Th.G1
- Job stress, well-being and absenteeism  
  P.Th.G2
- Work-family interface  
  P.Th.H
- Team work, creativity and innovation  
  P.Th.L1
- Virtual teams and team diversity  
  P.Th.L2
- Emotions at work  
  P.Th.M

**Victoria Hall**
### Thursday May 10

#### SESSION 4 12.50-14.20

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<td>Heinitz: The interplay of leadership behaviors: Towards more complex approaches</td>
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<td>Bond: Sustaining Our Work as Organizational Scholar-Change Agents: Creating an Interdisciplinary Community to Address Gender and Work</td>
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THURSDAY MAY 10

08:30 - 09:20 KEYNOTE ADDRESS

K.Th1:1 K1/K2
The Role of Work and Organizational Psychology in Making Managers and Organizational Decisions Evidence-based
Denise Rousseau, Carnegie Mellon University, United States
Chair: Magnus Sverke, Stockholm University, Sweden

09:30 - 10:45 INVITED SYMPOSIUM

IS.Th2.I:0 K1
Intrinsic Task Motivation: The "Heart" of Sustainable Work
Chair: Kenneth Thomas, Naval Postgraduate School, United States
Co-Chair: Walter Tymon, Villanova Univ, United States
IS.Th2.I:1 Developing an Integrative Theoretical and Diagnostic Framework Grounded in Today’s Work
Kenneth Thomas, Naval Postgraduate School, United States
IS.Th2.I:2 Developing a Multi-Purpose Measure of Intrinsic Task Motivation: The Profile of Intrinsic Motivation (PIM)
Walter Tymon, Villanova University, United States
IS.Th2.I:3 Lessons from Practice: Using a Model of Intrinsic Task Motivation as a Lever to Change Organization Culture
Bruce Vincent, New West Institute, United States

09:30 - 10:45 SYMPOSIA

S.Th2.B:0 K11
High-quality health and social services for a multicultural future - strategies for a vital and sustainable development
Chair: Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden
Co-Chair: Fredrik Lindencrona, Karolinska Institutet, Sweden
Co-Chair: Shervin Shahnavaz, IPM, Sweden
S.Th2.B:1 Methods to realize a transcultural perspective on the subject – and professional knowledge within graduate studies at the Karolinska Institutet – A course for continuous education of faculty
Solvig Ekblad, National Inst for Psychosocial Medicine, Fredrik Lindencrona, Karolinska Institutet, Sweden
S.Th2.B:2 Transcultural competence and the staffs’ self-efficacy in Swedish psychiatry. Building resilience in psychiatric care?
Shervin Shahnavaz, Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden
S.Th2.B:3 Strategies to develop system capacity for the provision of high-quality resettlement services for newly arrived refugees
Fredrik Lindencrona, Karolinska Institutet, Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden
S.Th2.B:4 Recruitment and introduction of foreign professionals in health care – two evaluations
Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden

S.Th2.L:0 A5
Increasing Work Team Effectiveness: A research-based Approach
Chair: Susan Wheelan, GDQ Associates, Inc, United States
Co-Chair: Maria Akerlund, Sandahl Partners, Sweden
Co-Chair: Christian Jacobsson, Goteborg Univ, Sweden
Discussant: Eva Birgerson, Sandahl Partners, Sweden
Discussant: Anders Pousette, Sentensio, Sweden
S.Th2.L:1 Team Development and Productivity
Susan Wheelan, GDQ Associates, Inc, United States
S.Th2.L:2 Methods to Improve The Performance of Social Service Teams
Maria Akerlund, Eva Birgerson, Sandahl Partners, Sweden
S.Th2.L:3 Faculty Group Effectiveness and Student Learning
Christian Jacobsson, Goteborg University, Anders Pousette, Sentensio, Sweden
**THURSDAY MAY 10**

**09:30 - 10:45 EAWOP TASK FORCE**

**TF.Th2.O:0**

**Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part I)**

Chair: Lourdes Munduate, University of Seville, Spain

**TF.Th2.O:0**

Europsy and the advanced diploma in WOP psychology: Ideals and proposals

Lourdes Munduate, University of Seville, Spain

**TF.Th2.O:1**

The European Advanced Diploma in WOP and EuroPsy

Jose M Peiro, University of Valencia, Spain

**TF.Th2.O:2**

The ENOP model as input for the European Diploma in WOP.

Marco Depolo, Universita’ di Bologna, Spain

**TF.Th2.O:3**

The Competence model as output for the Advanced Diploma in WOP

Robert Roe, Maastricht University, Belgium

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**09:30 - 10:45 ROUNDTABLE**

**RT.Th2.F:1**

Can (and Should) Barriers to The Adoption of Evidence-Based Management be Overcome?

Chair: Rob Briner, Birkbeck College, University of London, United Kingdom

Co-chair: Denise Rousseau, Carnegie Mellon University, United States

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**09:30 - 10:45 THEMATIC SESSIONS**

**Performance appraisal**

Chair: William Metlay, Hofstra University, United States

Co-Chair: Nathalie Galais, University of Erlangen-Nürnberg, Germany

**T.Th2.B1:1** Rater Selection: Implications for Accuracy and Organizational Justice

William Metlay, Jennifer Nieman, Kevin Wolfe, Hofstra University, United States

**T.Th2.B1:2** Employee Performance Management in Belgian Organisations: Empirical Evidence from an HR-Practitioners Perspective

Annick Vlaminckx, Koen Dewettinck, Vlerick Leuven Gent Management School, Belgium

**T.Th2.B1:3** Convergence of Self- and Supervisor Ratings for Job Performance

Heike Heidemeier, International University Bremen, Klaus Moser, University of Erlangen-Nuremberg, Germany

**T.Th2.B1:4** Individual goal-orientation and provision of peer-feedback

Nathalie Galais, Nathalie Mazzola, University of Erlangen-Nürnberg, Germany

**Equality in the workplace**

Chair: Helene Sandmark, Örebro and Uppsala University, Sweden

Co-chair: Fiona Gavin, Manchester Business School, United Kingdom


Fiona Gavin, Marilyn Davidson, Manchester Business School, United Kingdom

**T.Th2.B2:2** Health and Safety and Social Inclusion: an Exploration of the Needs of Employees with Inflammatory Bowel Disease (IBD)

Sara Cox, Amanda Griffiths, University of Nottingham, United Kingdom

**T.Th2.B2:3** The Effect of Nature and Difficulty of the Job on the Hiring Decision of Males and Females

Soner Dumani, Selin Derya, Koc University, Turkey

**T.Th2.B2:4** The Causes and Consequences of Dissatisfaction amongst Black and Minority Ethnic Nurses in the UK National Health Service

Sabir Giga, Udual Archibong, University of Bradford, United Kingdom
09:30 - 10:45 THEMATIC SESSIONS

**Strategic HR**
Chair: Pascale Le Blanc, Utrecht University, Netherlands
Co-Chair: Terttu Pakarinen, Commission for Local Authority Employers, Finland

T.Th2.B3:1 The Strategy of Managing People Strategically: Strength of Subjective Situations and the Human Resources Management System
**Jorge Gomes**, Instituto Superior de Psicologia Aplicada, Anabela Correia, Instituto Politécnico de Setúbal/Escola Superior Ciências Empresariais, R. Cunha, Universidade Nova de Lisboa, Joaquim Coelho, Instituto Superior de Psicologia Aplicada, Portugal

T.Th2.B3:2 The Impact of Employee Perceptions of HR Practices on Person-Organization Fit
**Corine Boon**, ERIM/ Erasmus University Rotterdam, Deanne den Hartog, University of Amsterdam, Paul Boselie, Tilburg University, Jaap Pauw, Tilburg University, Netherlands

T.Th2.B3:3 Strategic Competence Emerges in Boundaries
**Terttu Pakarinen**, Commission for Local Authority Employers, Finland

T.Th2.B3:4 The Psychological Impact of Outsourcing
**Robert Parkinson**, Gary Pheiffer, Emma Harding, London Metropolitan University, United Kingdom

**Organizational change**
Chair: Daniel G Gallagher, James Madison University, United States
Co-Chair: Serena Cubico, University of Verona, Italy

T.Th2.C:1 Leverage and Influence: from Pilot "Psychology at Work" Project to Regional Health Service Organisational Development Strategy
**Kate Thomson**, Southern Adelaide Health Service, Kathryn McEwin, Central Northern Adelaide Health Service, Australia

**Giuseppe Favretto**, **Serena Cubico**, Riccardo Sartori, University of Verona, Italy

T.Th2.C:4 The Process of Building Capacity for Interagency Collaboration
**Gail Thomas**, Naval Postgraduate School, United States

**Job insecurity**
Chair: Johnny Hellgren, Stockholm University, Sweden
Co-Chair: Thomas Staufenbiel, Universität Osnabrück, Germany

T.Th2.D:1 Differential Correlates of Affective and Cognitive Job Insecurity
**Thomas Staufenbiel**, Universität Osnabrück, Germany, Cornelius König, Universität Zürich, Switzerland

**Lorena Pérez-Pérez**, Amparo Caballer, Jose M Peiró, University of Valencia, Spain

T.Th2.D:3 Psychological Consequences of Job Insecurity among Permanent and Fixed-term Employees: a Role of Perceived Workplace Control
**Darja Masic Sersic**, University of Zagreb, Croatia

T.Th2.D:4 Has the dimensionality of job insecurity any influence on the consequences? A study about qualitative and quantitative job insecurity
**Anne Richter**, Universitet Stockholm / JLU Giessen, Germany, Katharina Näswall, Stockholm University, Sweden

**Knowledge transfer**
Chair: Monica Nyström, Karolinska Institutet, Sweden
Co-Chair: Karin S. Moser, University of Zurich, Switzerland

T.Th2.F:1 What motivates information and knowledge sharing? The role of reciprocity and rewards in group work
**Karin S. Moser**, University of Zurich, Switzerland

T.Th2.F:2 Knowledge Transfer and Planning Processes in Groups: Support through a Moderation Technique
**Natalja Menold**, Germany

T.Th2.F:3 Willingness to Share Knowledge with the Workgroup:
Contextual Antecedents, Instrumental and Social Motivational Processes
Tuna Dagli Oztekin, **Zeynep Aycan**, Koc University, Turkey

T.Th2.F:4 Barriers and Facilitators of Knowledge Sharing
**Susanne Sondergaard**, Micky Kerr, Chris Clegg, University of Sheffield, United Kingdom
THURSDAY MAY 10

09:30 - 10:45 THEMATIC SESSIONS

**Bullying and sexual harassment**
Chair: Annika Lantz, Uppsala University, Sweden
Co-Chair: Jana Raver, Queen’s University, Canada

T.Th2.G1:1 Comparison between Experts and not Experts on the Severity of the Psychological Abuse in the Workplace (mobbing)
Álvaro Rodríguez-Carballeira, Jorge Escartín, Clara Porrúa, Javier Martín-Peña, Bienvenido Visauta, University of Barcelona, Spain

T.Th2.G1:2 Sexual Harassment vs. Generalized Workplace Aggression: Construct Differentiation and Contextual Antecedents
Jana Raver, Queen’s University, Canada

T.Th2.G1:3 Bullying and Suicidal Ideations in the Workplace
Angelo Soares, University of Quebec in Montreal, Canada

T.Th2.G1:4 Bullying among Employees in Private Sector in Turkey
Selver Yildiz, Elvan Erturk, Uludag University, Turkey

**Absenteeism**
Chair: Eva Vingård, Uppsala University, Sweden
Co-Chair: Magnus Svartengren, Karolinska institute, Sweden

T.Th2.G2:1 The Social Construction of Illness Absence: Traveling through the “Black Hole”
Eric Patton, Gary Johns, Concordia University, Canada

T.Th2.G2:2 Health Organization and Future (HOF-study) a Collaborative Approach for Promoting Work Health, Making Use of Qualitative and Quantitative Methods
Magnus Svartengren, Karolinska institute, Lena Ekenvall, Gunnel Ahlberg, Jerker Alberyd, Gun Nise, Inga-Lill Pettersson, Karolinska Institute, Eva Vingård, Uppsala University, Sweden

T.Th2.G2:3 What strategies do managers use to promote healthy organizations and reduce sickness absence? A qualitative study from the HOF-project
Gunnel Ahlberg, Karolinska institute, Peter Bergman, Karolinska Institute, Marianne Parmsund, Stockholm County Council, Ulrich Stoetzer, Magnus Svartengren, Måns Waldenström, The HOF-study group, Karolinska Institute, Sweden

**Burnout and engagement**
Chair: Arla Day, Saint Mary’s University, Canada
Co-Chair: Despoina Xanthopoulou, Erasmus University of Rotterdam, Netherlands

T.Th2.G3:1 Job Demands and Resources as Antecedents of Work Engagement: a Longitudinal Study
Saija Mauno, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Mervi Ruokolainen, University of Jyväskylä, Finland

T.Th2.G3:2 A Diary Study on the Effects of Colleague Support and Self-efficacy on Work Engagement and Performance
Despoina Xanthopoulou, Ander Bakker, Erasmus University of Rotterdam, Ellen Heuven, Evangelia Demerouti, Wilmar Schaafeli, Utrecht University, Netherlands

T.Th2.G3:3 Basic Need Satisfaction as a Mediator between Job Characteristics, Burnout and Engagement: Elaborating the Job Demands Resources Model
Anja Van den Broeck, Hans De Witte, Maarten Vansteenkiste, Willy Lens, Catholic University Leuven, Belgium

T.Th2.G3:4 A Test of the Conservation and Resource Enhancement Model of Job Burnout and Job Engagement
Syed Akhtar, Jenny S. Y. Lee, City University of Hong Kong, Hong Kong

**Work-family interface**
Chair: Maria Peeters, Utrecht University, Netherlands
Co-Chair: Ernesto Noronha, Indian Inst of Management Ahmedabad, India

T.Th2.H:1 Work – Family Conflict and Disagreement about Division of Household - work – the Role of Gender Ideology
Mikael Nordenmark, Mid Sweden University, Sweden

T.Th2.H:2 Recasting Work-family Balance through Teleworking: A Study of Medical Transcriptionists from Bangalore, India
Ernesto Noronha, Premilla d’Cruz, Indian Inst of Management Ahmedabad, India

T.Th2.H:3 Time Pressure, Structural Working Conditions, and Work-Family Conflict among Working Men and Women
Eduardo R. Infante, Ines I. Irizo, University of Sevilla, Spain

Charlotta Niemistö, Swedish School of Economics and Business Administration, Finland
**THURSDAY MAY 10**

**09:30 - 10:45 THEMATIC SESSIONS**

**Motivation and performance**
Chair: Marisa Salanova, Universitat Jaume I of Castellón, Spain
Co-Chair: Robert van Doorn, Maastricht University, Netherlands

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<td>Actual and Experienced Task Performance and the BIS-BAS Distinction</td>
<td>Robert van Doorn, Maastricht University, Fred Zijlstra, Maastricht University, Netherlands</td>
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<td>T.Th2.I:2</td>
<td>Work Competence Motivation: Dimensions, Measure, Antecedents, and Consequences</td>
<td>Elisa Maria Galliani, Michelangelo Vianello, Cristina Rolli, Nicola Alberto De Carlo, University of Padua, Italy</td>
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**Organizational design**
Chair: Victor M. Catano, Saint Mary's University, Canada
Co-Chair: Sandra Schumacher, University of Zurich, Switzerland

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<td>T.Th2.J:1</td>
<td>Helping Design the &quot;Factory of the Future&quot;</td>
<td>Chris Clegg, Leeds University Business School, Keith Ridgway, Advanced Manufacturing Research Centre, Kate Hollis, J Sainsbury Plc, Natalie Curd, Emer Lynam, Leeds University Business School, United Kingdom</td>
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<td>T.Th2.J:3</td>
<td>How are Good and Bad Jobs Created? Case Studies of Employee, Managerial and Organizational Factors</td>
<td>Kerstin Waldenström, Karolinska Institutet, Annika Härenstam, National Institute for Working Life, Sweden</td>
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<td>T.Th2.J:4</td>
<td>A First Empirical Job Analysis in Swiss Nuclear Plants</td>
<td>Sandra Schumacher, Martin Kleinmann, University of Zurich, Switzerland</td>
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**11:15 - 12:45 INVITED SYMPOSIA**

**IS.Th3.B:0**
STRATEGIC HR Human Resource Management in theory and best practice - experiences from Swedish working life
Chair: Per Olov Dahlgren, Per Olov Dahlgren Konsult AB, Sweden

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<td>Improving company performance from an executive perspective</td>
<td>Anders Mellberg, Agria Djurförsäkringar, Sweden</td>
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<td>IS.Th3.B:3</td>
<td>HR as part of the business process</td>
<td>Eva Åhgren, Com Hem AB, Sweden</td>
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**IS.Th3.G1:0**
Sustainable Health Care in Organizations
Chair: Heiko Schulz, PSYCON, Germany
Discussant: Ute Schmidt-Brasse, PSYCON, Germany

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<td>IS.Th3.G1:1</td>
<td>Daily mood, work hours, and Iso-strain variables; Impacts on health behaviour</td>
<td>Fiona Jones, Daryl O’Connor, Brian McMillan, University of Leeds, United Kingdom</td>
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<td>IS.Th3.G1:2</td>
<td>Integrating the Demand – Control model and the Effort – Reward Imbalance models of work stress</td>
<td>Gail Kinman, University of Bedfordshire, United Kingdom</td>
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<td>IS.Th3.G1:3</td>
<td>Work climate in for-profit and non-profit hospitals: Implications for work attitudes and well-being</td>
<td>Magnus Sverke, Stockholm University, Sweden</td>
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<td>IS.Th3.G1:4</td>
<td>Sustainable implementation of occupational health into an organisation</td>
<td>Heiko Schulz, PSYCON Psychological Consulting, Germany</td>
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THURSDAY MAY 10

11:15 - 12:45 INVITED SYMPOSIA

IS.Th3.G2:0  K1

Work engagement

Chair: Wilmar Schaufeli, Utrecht University, Netherlands

IS.Th3.G2:1 Work Engagement: Results from South African Studies
S Rothmann, North-West University, South Africa

IS.Th3.G2:2 Organizational Justice as a Support for Organizational Involvement: Implications for Work Engagement
Michael P Leiter, Acadia University, Canada

IS.Th3.G2:3 Organizational Factors, Vigor and Absenteeism
Esther R Greenglass, York University, Canada

IS.Th3.G2:4 Past Performance and Efficacy beliefs as Antecedents of Burnout and Engagement
Edgar Bresó, Marisa Salanova, Jaume I University, Spain, Mustafa Koyuncu, Erçiyes University, Turkey, Ronald Burke, Yorke University, Canada, Isabel M Martínez, Jaume I University, Spain

Akihito Shimazu, Univ of Tokyo Grad School of Medicine, Japan, Wilmar B Schaufeli, Utrecht University, Netherlands

11:15 - 12:45 SYMPOSIA

S.Th3.B:0  A5

Labour Migration: A New Challenge for Work- and Organizational Psychology?

Chair: AnneKatrin Hoppe, University of Hamburg, Germany, Co-Chair: Marie-Thérèse Chicha, Université de Montréal, Canada

S.Th3.B:1 Labour Migration in a Globalizing World – Benefits and Challenges for Europe
Katrin Behrendt, University of Hamburg, Switzerland

S.Th3.B:2 Cross-Cultural Adjustment Process of Immigrants in Austria
Ana Azevedo, Univ of Applied Sciences, FH Joanneum, Austria

S.Th3.B:3 Work-related Stressors and Resources of Eastern European Migrant Workers in Germany
Annekatrin Hoppe, University of Hamburg, Germany

S.Th3.B:4 Does Switching Jobs Matter when Switching Countries?
Jürgen Deller, Anne-Grit Albrecht, University of Lueneburg, Germany

S.Th3.G1:0  K21

Workplace Bullying and Social Stress at Work

Chair: Dieter Zapf, Goethe-University Frankfurt, Germany

S.Th3.G1:1 The Role of Trait Negative Affect in Social Stressors-Strain Relations
Christiane Spitzmüller, University of Huston, United States, Dieter Zapf, Christina Werner, Melanie Holz, Sandra Ohly, Goethe University Frankfurt, Germany

S.Th3.G1:2 Social Stressors Impair not only Well-being but also Subjective Success
Simone Grebner, Achim Elfering, Sibylle Galliker, Anita Emch, Norbert K Semmer, University of Bern, Switzerland

S.Th3.G1:3 Hard on the Heart: Workplace Bullying and Cardiovascular Risk
Michelle Tuckey, Maureen Dollard, Judith Saelbel, University of South Australia, Australia

S.Th3.G1:4 MMPI-2 Profiles and Psychiatric Disorders among Victims of Bullying
Ståle Einarsen, University of Bergen, Norway, Eva Gemzøe Mikkelsen, Crecea, Denmark

Helge Hoel, The University of Manchester, United Kingdom

S.Th3.G2:0  K11

Recovery from the Demands of Work (Part I): Basic Processes, Opportunities, and Constraints

Chair: Terry Hartig, Uppsala University, Sweden
Co-Chair: Sabine Sonnentag, University of Konstanz, Germany

S.Th3.G2:1 Sleep and Restitution
Torbjörn Åkerstedt, Karolinska Institute, Sweden

S.Th3.G2:2 The Effects of Rumination on Recovery
Mark Cropley, University of Surrey, United Kingdom

S.Th3.G2:3 Recovery from Job-Stress and Burnout – The Effects of Respite from Work: A Meta-Analytic Study
Dalia Etzion, Tel Aviv University, Israel

S.Th3.G2:4 Psychological and Health-Related Effects of Vacation
Gerhard Blasche, Medical University of Vienna, Austria

S.Th3.G2:5 Constrained Restoration: Contributor to Chronic Stress and a Cost of Coping
Terry Hartig, Uppsala University, Sweden
THURSDAY MAY 10

11:15 - 12:45 SYMPOSIA

S.Th3.I:0 A3
Determinants of Collective Efficacy: The Role of Perceptions of Context
Chair: Handan Sinangil, Marmara University, Turkey
Discussant: Gary Latham, University of Toronto, Canada

S.Th3.I:1 Determinants and Consequences of Collective Efficacy in Italian Air Force
Laura Borgogini, Laura Petitta, University of Rome - "La Sapienza", Andrea Mastrorilli, Italian Air Force, Italy

S.Th3.I:2 Perceptions of Organizational Context as Determinants of Collective Efficacy at Group and Organizational level
Laura Petitta, University of Rome - "La Sapienza", Stefania Falcone, Selex Communications Group, Italy

S.Th3.I:3 Antecedents and Consequences of Collective Efficacy in an Italian Government Office
Silvia Dello Russo, University of Rome - "La Sapienza", Stefania Falcone, Selex Communications Group, Italy

S.Th3.I:4 Determinants and Consequences of Collective Efficacy in a Telecommunication Firm
Stefania Dammacco, WIND, Laura Borgogini, Silvia Dello Russo, University of Rome - "La Sapienza", Italy

S.Th3.K:0 A4
Leadership and Fairness
Chair: Daan van Knippenberg, Erasmus University Rotterdam, Netherlands
Discussant: Barbara van Knippenberg, Free University Amsterdam, Netherlands

Daan van Knippenberg, Erasmus University Rotterdam, Netherlands

Jukka Lipponen, University of Helsinki, Finland

Steffen R Giessner, Erasmus University Rotterdam, Netherlands

S.Th3.K:4 Leader’s Social Responsibility, Ethical Leadership and Effectiveness
Annebel H B de Hoogh, Free University Amsterdam, Deanne N. den Hartog, University of Amsterdam, Netherlands

11:15 - 12:45 EAWOP TASK FORCE

TF.Th3.O:0 K2
Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part II)
Chair: Marco Depolo, Università di Bologna, Italy

TF.Th3.O:1 Competences required to become a European WOP psychologist. The competence model survey
Matti Vartiainen, Helsinki University of Technology, Finland, Lourdes Munduate, University of Seville, Spain

TF.Th3.O:2 Advanced Diploma in WOP: proposal for input/output standards and implementation framework
Robert Roe, Maastricht University, Belgium, Jose M Peiró, University of Valencia, Spain

11:15 - 12:45 ROUNDTABLE

RT.Th3.F:1 A1
Motivational foundations of knowledge management
Chair: Karin S. Moser, University of Zurich Switzerland
THURSDAY MAY 10

11:15 - 12:45 THEMATIC SESSIONS

**Personnel psychology**

Chair: Christian Korunka, University of Vienna, Austria  
Co-Chair: Gerhard Roodt, University of Johannesburg, South Africa

T.Th3.A:1 Personal Profile and Organisational Type fit: Does Personality matter?  
**Gerhard Roodt**, Annalie Strydom, University of Johannesburg, South Africa

T.Th3.A:2 Occupational Accident Investigations: Social-cognitive Factors Compromise the Accuracy of the Data  
**Veronica Stinson**, E. Kevin Kelloway, Matthew Prosser, Stephanie Quigg, Saint Mary’s University, Canada

T.Th3.A:3 Safety climate and workers’ behaviours: exploring the contributions of group climate and identification  
**Silvia Silva**, Susana Tavares, ISCTE, Portugal

T.Th3.A:4 Safety climate role for occupational accidents definition and registration  
Cláudia Niza, CIS, **Silvia Silva**, Luisa Lima, ISCTE/CIS, Portugal

**Training and development**

Chair: Margje van de Wiel, Universiteit Maastricht, Netherlands  
Co-chair: Doerte Resch, University of St. Gallen, Switzerland

T.Th3.B1:1 Deliberate practice in medicine: Relating goal orientations, learning activities and expertise  
**Margje van de Wiel**, Piet van den Bossche, Helen Jossberger, Sandra Janssen, Wim Gijselaers, Universiteit Maastricht, Netherlands

**Meike Landmann**, Bernhard Schmitz, Darmstadt University of Technology, Germany

T.Th3.B1:3 Reaction to tutoring: a comparative study between two distance education courses  
**Lidia Parachin**, André Vogel, Gardênia Abbad, Clara Cantal, Amanda Mourão, Annelise Soares, Vanessa Brixi, Universidade de Brasilia, Brazil

T.Th3.B1:4 Training Soft Skills in Organizations – Constructions of Individual Agency as Barriers to Change?  
**Doerte Resch**, University of St. Gallen, Switzerland

**Gro Ellen Mathisen**, University of Stavanger, Kolbjorn Bronnick, Helse Vest, Norway

**Diversity in the workplace**

Chair: Christa Walenta, Vienna University of Economics and Business Administration, Austria  
Co-chair: Florian Baueerle, University of Applied Sciences, Switzerland

Christa Walenta, **Edeltraud Hanappi-Egger**, Vienna University of Economics and Business Administration, Austria

**Ana Passos**, António Caetano, ISCTE, Portugal

T.Th3.B2:3 The Role and Well-being of Migrant Doctors in the National Health Service in the UK  
**Aditya Jain**, Nigel Hunt, Tom Cox, University of Nottingham, United Kingdom

**Florian Baeuerle**, University of Applied Sciences, Switzerland, Christina Hoos, Andreas Krause, Heinz Schuepbach, University of Freiburg, Germany, Christine Pauli, Kurt Reusser, University of Zurich, Switzerland, Mareike Kuner, Juergen Baumert, MPI for Human Development, Germany
**Change processes**

**Chair:** Dave Bouckenooghe, Vlerick Leuven Gent Management School, Belgium  
**Co-chair:** Salvatore Zappalà, University of Bologna, Italy

**T.Th3.C:1** Organizational And Psychological Influences On The Acceptance Of Open Source Software  
**Salvatore Zappalà,** University of Bologna, Fabio Massei, Marco Giovanni Mariani, University of Bologna, Italy

**T.Th3.C:2** Evaluating Organisational Change Processes: Moderating Effects of Individual Culture-related Values on Support of Change and Management Trust  
**Daniela Meiser,** Ralf Stegmaier, Karlheinz Sonntag, Alexandra Michel, University of Heidelberg, Germany

**T.Th3.C:3** The Role of Process, Context and Individual Characteristics in Explaining Readiness to Change  
**Dave Bouckenooghe,** Geert Devos, Vlerick Leuven Gent Management School, Belgium

**T.Th3.C:4** Managing Diversity and Change in the Prevention of Falls among the Elderly in Residential Care  
**Margaret Gärding,** Umeå University, Sweden

**T.Th3.C:6** Flow, a Useful Concept to Develop Sustainable Organisations  
**Göran Skarman,** Humanik AB, Sweden

**Psychological contracts**

**Chair:** Kerstin Isaksson, Mälardalen University, Sweden  
**Co-Chair:** José Ramos, University of Valencia, Spain

**T.Th3.D:1** Dynamics of the Psychological Contract; The Role of Selection Practices and Individual Characteristics in the Greek Banking Sector  
**Ioannis Nikolaou,** Maria Tomprou, Athens University of Economics and Business, Greece

**T.Th3.D:2** Mutuality in the psychological contract: a two-waves study of their influence on the state of psychological contract  
**José Ramos,** Yolanda Estreder, Francisco Gracia, University of Valencia, Spain

**Tine Huyghe,** **Ans De Vos,** Thomas Dewilde, Annelies Meganck, Vlerick Leuven Gent Management School, Belgium

**T.Th3.D:4** Investigating Effect of Individual Antecedences on Psychological Contracts and Psychological Contracts Effect on Work Outcomes  
**Liina Randmann,** Tallinn University of Technology, Estonia

**Rob Briner,** Neil Conway, Birkbeck College, University of London, United Kingdom

**Unemployment**

**Chair:** Kari Lindström, Finnish Inst of Occupational Health, Finland  
**Co-Chair:** Kerstin Wüstner, University of Augsburg, Germany

**T.Th3.E:1** The Experiencing Process of Middle-aged Unemployed People in Japan: Focusing on the Change of their Attitude Toward Unemployment  
**Miho Takahashi,** University of Tokyo, Japan

**T.Th3.E:2** Burnout of Unemployed People  
**Kerstin Wüstner,** University of Augsburg, Germany

**T.Th3.E:3** Unemployment and Social Exclusion: A Longitudinal Study  
**Zvonimir Galic,** Branimir Sverko, University of Zagreb, Croatia

**T.Th3.E:4** The Need for Work: Jahoda’s Latent Functions of Employment in a Representative Sample of the German Population  
**Karsten Paul,** Universität Erlangen-Nürnberg, Germany, Bernad Batinic, Johannes Kepler Universität Linz, Austria

**T.Th3.E:5** Predictors of Job Search Behaviour among Portuguese Older Unemployed Adults  
**Marta Sousa-Ribeiro,** Joaquim Luis Coimbra, Univ. of Porto, Portugal
**Organizational behavior**

Chair: Anders Sjöberg, Assessio International, Sweden  
Co-Chair: Sandra Ohly, Goethe University Frankfurt, Germany

**K15**

T.Th3.I:1 Attempts to Improve Work and Well-Being in a Representative Sample of Working Individuals in Europe: Test of the Karasek Model

Sandra Ohly, Goethe University Frankfurt, Germany, Zan Strabac, Norwegian University of Science and Technology, Norway

T.Th3.I:2 Linking Commitment and Control to the Use of Competency Management; Attitude and Perceived Behavioral Control as Mediators

Hanneke Heinsman, Annebel H.B. De Hoogh, Paul L. Koopman, Vrije Universiteit, Jaap J. Van Muijen, Business Universiteit Nyenrode, Netherlands

**12:50 - 13:30 STATE-OF-THE-ART PRESENTATION**

SA1.Th4.A:1 Healthy for Whom - Workers or Organizations?

Lois Tetrick, George Mason University United States

Chair: Daniel G Gallagher, James Madison University, United States

**13:40 - 14:20 STATE-OF-THE-ART PRESENTATION**

SA2.Th4.H:1 Psychobiological Responses to Paid and Unpaid Work in Women and Men and Implications for Health

Ulf Lundberg, Stockholm University Sweden

Chair: Bo Melin, National Institute for Working Life, Sweden

**12:50 - 14:20 SYMPOSIA**

S.Th4.B:0 Meeting challenges - age, disability, social and structural changes: successful mastery in working life in three cultural contexts

Chair: Gunnel Backenroth-Ohsako, Karolinska Institute, Sweden

S.Th4.B:1 Doing well in turbulent times: The experience of Canadian workers

William A Borgen, The University of British Columbia, Canada

S.Th4.B:2 How could we help Japanese middle-aged people who feel depressed about unemployment due to restructuring?

Miho Takahashi, Haruhiko Shimoyama, The University of Tokyo, Japan

S.Th4.B:3 Are you deaf or what? Working life challenges faced by hearing impaired employees and work organizations

Gunnel Backenroth-Ohsako, Karolinska Institute, Sweden
**12:50 - 14:20 SYMPOSIA**

S.Th4.K:0 The interplay of leadership behaviors: Towards more complex approaches
Chair: Kathrin Heinitz, Freie Universitaet Berlin, Germany
Discussant: Birgit Schyns, University of Portsmouth, United States

S.Th4.K:1 Transformational leadership and commitment: A multi level analysis
_Sabine Korek_, TU Braunschweig, Germany, U Zaeppelin-Rothe, J Felfe

S.Th4.K:2 Are Transformational and Transactional Leadership based on Morale?
_Jens Rowold_, Universitaet Muenster, Germany, K Heinitz, L Laukamp

S.Th4.K:3 The effects of different leadership styles, implicit leadership theories and gender on leadership perception and success attribution
_Katja Messerschmidt_, RWTH Aachen, Germany, J Schilling

S.Th4.K:4 ‘Old’ and ‘new’ ways of leadership: Comparing and contrasting the MLQ and the LBDQ
_Kathrin Heinitz_, FU Berlin, Germany, J Rowold, D Liepmann

S.Th4.K:5 Employee-leader communication: A forgotten perspective
_Peter M Muck_, University of Bielefeld, Germany

**12:50 - 14:20 ROUNDTABLE**

RT.Th4.G:1 Sustainable work in UE-27: Prospecting new challenges to W&O Psychology
Chair: Antonio Caetano, ISCTE, Portugal
Co-chairs: John Arnold, Loughborough University, United Kingdom, Rene Bouwen, University of Leuven, Belgium, Mare Teichmann, Tallinn University of Technology, Estonia, Matti Vartiainen, Helsinki University of Technology, Finland

**12:50 - 14:20 THEMATIC SESSIONS**

T.Th4.L:0 Team Trust and Innovation Climate
Chair: Vicente Gonzalez-Roma, University of Valencia, Spain
Co-Chair: Ana Cristina Costa, Delft University of Technology, Netherlands

T.Th4.L:1 Psychological Mechanism of Ingroup Loyalty - An Investigation into the Group Reactions to Loyal and Disloyal Members.
_Kirk Chang_, University of Cumbria, United Kingdom

T.Th4.L:2 Effect of Team Climate on Job Satisfaction among Hospital Employees

T.Th4.L:3 The Role of Leader-Member Exchange, Team-Member Interaction, and Climate in the Prediction of Well-Being and Propensity to Leave the Team: A Multilevel Analysis
_Kristina Potocnik_, University of Valencia, Nuria Tordera, Jose Maria Peiro, Vicente Gonzalez-Roma, University of Valencia, Spain

T.Th4.L:4 Examining Team Climate Configurations: Relationships with Team Processes and Outcomes
_Vicente González-Romá_, Ana Hernandez, Jose M Peiro, University of Valencia, Spain, Lina Fortes, Istituto Politecnico Portugal, Nuria Gamero, CIEMAT, Spain
Thursday May 10

12:50 - 14:20 THEMATIC SESSIONS

Training and development
Chair: Tom Hagström, Stockholm University, Sweden
Co-Chair: Almuth McDowall, University of Surrey, United Kingdom

T.Th4.B:1 Training and Development Budgets – Allocated Fairly and Squarely by Managers?
Almuth McDowall, University of Surrey, United Kingdom

T.Th4.B:2 Learning Processes in Intercultural Training
Regina Herzfeldt, Center for Creative Leadership, Europe Belgium, Felix Brodbeck, Aston Business School, United Kingdom

T.Th4.B:3 A Social Exchange Perspective on Organisational Climates for Learning and Development and Safety
Kelly McMillan, Monash University, Australia

T.Th4.B:4 Managing service-user violence and aggression in healthcare: do training interventions work?
Angeli Santos, Phil Leather, Antonio Zarola, University of Nottingham, United Kingdom

T.Th4.B:5 Effects of Transformational Leadership Training and Coaching on Follower Perception of Transformational Leadership, Commitment and OCB: Two Field Experiments
Martina Moenninghoff, Jens Rowold, University of Muenster, Germany

Work attitudes and values
Chair: Yvonne Du Plessis, University of Pretoria, South Africa
Co-Chair: Glenda Fisk, Queen’s University, Canada

T.Th4.I:1 Civil courage and helping behavior: differences between real and anticipated behavior
Denise Voigtlaender, Sylvia-Maria Schroeder, Stefan Schulz-Hardt, University of Goettingen, Germany

T.Th4.I:2 Organizational Practices that enhance Positive Job Attitudes of Expatriate Managers
Yvonne Du Plessis, University of Pretoria, Ilze Swarts, Tshwane University of Technology, South Africa

T.Th4.I:3 Anything You Can Do, Can I Do Better? Examining the Work-Related Attitudes of the Grandiose and Vulnerable Narcissist
Glenda Fisk, Queen’s University, Canada, Jessica Dzieweczynski, Douglas Lindsay, Nicole Neff, The Pennsylvania State University, United States

Rein De Cooman, VUB, Sara De Gieter, Roland Pepermans, Ralf Caers, Cindy Du Bois, Marc Jegers, Belgium

T.Th4.I:5 Ability and Job Satisfaction across Work Areas and Work Level
Cornelia Wulff, Stockholm University, Sweden

14:30 - 16:00 INVITED SYMPOSIA

IS.Th5.A:0 A4
Building Sustainable Organisations: The Role of Employee Engagement
Chair: Richard MacKinnon, Kenexa, United Kingdom
Co-Chair: Xenia Bendit, Kenexa, United Kingdom
Co-Chair: Margaret Macafee, Kenexa, United Kingdom
Discussant: Almuth McDowall, University of Surrey, United Kingdom

IS.Th5.A:1 Employee Well-Being and Employee Engagement: A Win-Win Scenario
Richard A MacKinnon, Kenexa, United Kingdom

IS.Th5.A:2 Linking Employee Engagement to Organisational Outcomes: A Recipe for Success
Xenia Bendit, Kenexa, United Kingdom

IS.Th5.A:3 Building Sustainable Employee Engagement: A Lifecycle Perspective
Margaret Macafee, Kenexa, United Kingdom

IS.Th5.A:4 Engaging Employees: Lessons from the “Real World”
Richard A MacKinnon, Xenia Bendit, Kenexa, United Kingdom
THURSDAY MAY 10

14:30 - 16:00 INVITED SYMPOSIA

IS.Th5.B:0 K2
Retaining and integrating health professionals in healthcare organizations
Chair: John Arnold, Loughborough University, United Kingdom

IS.Th5.B:1 Influences on career decisions of nurses working in the United Kingdom’s National Health Service
Sarah Robinson, Trevor Murrells, King's College, United Kingdom

IS.Th5.B:2 Is networking different with part-time working colleagues? A study of medical teams
Phil Heiligers, NIVEL & Utrecht University, Judith de Jong, Peter Groenewegen, Lammert Hingstman, NIVEL, Netherlands

IS.Th5.B:3 Retention in the United Kingdom's National Health Service: Why do Allied Health Professionals stay and not leave?
John Loan-Clarke, John Arnold, Crispin Coombs, Loughborough University, Sara Bosley, University of Warwick, Caroline Martin, Loughborough University, United Kingdom

IS.Th5.E:0 A3
Aging and Work in the 21st Century (Part I)
Chair: Annet H de Lange, University of Groningen, Netherlands
Co-Chair: Beatrijs J M van der Heijden, Maastricht School of Management, Netherlands
Co-Chair: Aslaug Mikkelsen, University of Stavanger, Norway

IS.Th5.E:1 Introduction of the Symposium “Aging and work in the 21st Century”
Annet H de Lange, University of Groningen, Beatrijs J M van der Heijden, University of Twente, Netherlands, Aslaug Mikkelsen, University of Stavanger, Norway

IS.Th5.E:2 The perceived effects of menopausal transition on work performance
Amanda Griffiths, Sara Cox, Vida Wong, University of Nottingham, United Kingdom

IS.Th5.E:3 What about the employability and career success of different age groups? Effects of Age-related HRM policy
Beatrijs J M van der Heijden, University of Twente, Netherlands

IS.Th5.E:4 What about the motivation of older workers to work on the Dutch labour market?
Dorien Koolj, Paul G W Jansen, Vrije University of Amsterdam, Annet H de Lange, University of Groningen, Netherlands

IS.Th5.E:5 Employees’ intentions to retire early: A case of planned behavior and anticipated work conditions
Karen van Dam, Tilburg University, Janine D M van der Vorst, Human Capital Group, Beatrijs J M van der Heijden, University of Twente, Netherlands

IS.Th5.E:6 What about ageing and the psychological contract? A meta-analysis of 20 years of research
P Matthijs Bal, Vrije University Amsterdam, Annet H de Lange, University of Groningen, Paul G W Jansen, Vrije University Amsterdam, Mandy E G van der Velde, Utrecht University, Netherlands

IS.Th5.E:7 The impact of job type on relationships between age and the motivation and obligation to change jobs
Aukje Nauta, TNO, Beatrijs J M van der Heijden, University of Twente, Annelies van Vianen, Paul Preenen, University of Amsterdam, Karen van Dam, University of Tilburg, Netherlands

IS.Th5.O:0 K1
Education and Training of Work and Organizational Psychology in a Global World
Chair: Jose M Peiro, University of Valencia, Spain
Discussant: Milton Hackle, Bowling Green State University, United States

IS.Th5.O:1 Developing competences in a global context: What to focus on?
Robert A Roe, Maastricht University, Netherlands

IS.Th5.O:2 Focusing the Work and Organisational Psychology Response on the Emerging Needs of Global Organisations
David M Towner, Royal Bank of Scotland Group, United Kingdom

IS.Th5.O:3 Training Work and Organizational Psychologists for the Global Context
Beverly Burke, Richard G Moffet III, Middle Tennessee State University, United States

IS.Th5.O:4 The Internationalization of Work and Organizational Psychology Education in Europe: The Erasmus Mundus Master in W&O Psychology (WOP)
Jose M Peiro, Vicente Martinez-Tur, Isabel Rodriguez, University of Valencia, Spain
S.Th5.B:0
Sustaining Our Work as Organizational Scholar-Change Agents: Creating an Interdisciplinary Community to Address Gender and Work
Chair: Meg Bond, University of Massachusetts – Lowell, United States
Discussant: Annika Härenstam, National Institute for Working Life, Sweden
S.Th5.B:1
Women Working in STEM Fields: Interdisciplinary and Intergenerational Understandings
Paula Rayman, Meg A Bond, University of Massachusetts Lowell, United States
S.Th5.B:2
Sex, Maids, and Export Processing: Addressing Global Issues
Jean Pyle, University of Massachusetts, Youngju Seo, University of Massachusetts Amherst, United States
S.Th5.B:3
Diversity Climate and Organizational Outcomes: Facilitating Collaborative Research Opportunities
Meg A Bond, Laura Punnett, University of Massachusetts Lowell, United States
S.Th5.B:4
Redefining Aging, Redefining Community: An Interdisciplinary Team in Action
Andrew Hostetler, University of Massachusetts Lowell, Susan Thomson, University of Massachusetts, United States

S.Th5.G1:0
Workplace Bullying within a Sustainable Work context (Part I)
Chair: Elfi Baillien, KU Leuven, Belgium
Discussant: Stig Berge Matthiesen, University of Bergen, Norway
S.Th5.G1:1
Risk Groups and Risk Sectors for Workplace Bullying among Flemish Employees
Elfi Baillien, Guy Notelaers, Inge Neyens, Hans de Witte, KU Leuven Belgium, Ståle Einarsen, University of Bergen, Norway
S.Th5.G1:2
The Relationship between General Self-Esteem and Workplace Bullying: A Longitudinal Perspective
Stig Berge Matthiesen, University of Bergen, Robert Wicklund, Vibeke Soiland, University of Bergen, Norway
S.Th5.G1:3
Are Ethnic Minorities in the Nursing Industry at Increased Risk of Bullying at Work? A One-year Follow-up Study
Annie Hogh, Isabella Gomes Carneiro, Hanne Giver, Reiner Rugulies, National Institute of Occupational Health, Denmark
S.Th5.G1:4
Power and Conflict Handling as Indicators of a Mobbing Climate
M de Savornin Lohman, Stichting Wende, H O Steensma, Leiden University, Netherlands
S.Th5.G2:0
Recovery from the Demands of Work (Part II): Work-Home Interference, Job Performance, and Well-Being
Chair: Sabine Sonnentag, University of Konstanz, Germany
Co-Chair: Terry Hartig, Uppsala University, Sweden
S.Th5.G2:1
Problems at Work, Perceived Success and Social Skills as Predictors of Job Satisfaction, Health, and Intent to Leave: A Longitudinal Study of Emergency Physicians
Sarah Pachulicz, Neal Schmitt, Michigan State University, Anne Harvey, Mary Ann Reinhart, American Board of Emergency Med, United States
S.Th5.G2:2
The Stress-Buffering Potential of Downtime Recovery in Reducing Time-Based Stress
Alicia G Dugan, Janet L Barnes-Farrell, University of Connecticut, United States
S.Th5.G2:3
The influence of recovery and home-work interference on concentration and performance at work
Evangelia Demerouti, Utrecht University, Toon Taris, Radboud University Nijmegen, Arnold Bakker, Erasmus University, Netherlands
S.Th5.G2:4
Workdays, In-between Workdays, and the Weekend: A Diary Study on Effort and Recovery
Madelon van Hooff, Sabine Geurts, Michiel Kompier, Toon Taris, Radboud University Nijmegen, Netherlands
14:30 - 16:00 SYMPOSIA

S.Th5.O:0 K16/K17
Issues in Evaluating the Equivalence of Online Assessments in Multiple Languages
Chair: Eugene Burke, SHL, United Kingdom
Discussant: Dave Bartram, SHL, United Kingdom

S.Th5.O:1 Setting the scene: moving from theory and the ideal to the realities of large-scale adaptation programmes
Eugene Burke, SHL, United Kingdom

S.Th5.O:2 Setting practical quality standards for language adaptations
Carly Rebello, SHL, United Kingdom

S.Th5.O:3 Just how bad must the statistics get before you reject an adaptation
Dave Wright, University of Plymouth, United Kingdom

S.Th5.O:4 Differential Impact, IRT, Logistic Regression and a Universal Item Bank
Hinrik Johannesson, SHL, United Kingdom

S.Th5.O:5 Learning applied: A practical checklist for language adaptations
Eugene Burke, SHL, United Kingdom

S.Th5.O:6 Discussion
Dave Bartram, SHL, United Kingdom

14:30 - 16:00 ROUNDTABLE

RT.Th5.J:1 A1
Trans-National Judgements of Ethical Scenarios in Work and Organizational Psychology
Chair: Greg Gormanous, Louisiana State University
Alexandria, United States
Co-chairs: Lisa Strother, LSU Alexandria, United States, Jean-Pierre Rolland, University of Paris X, France, Nancy Tippins, Valtera Corporation, United States

14:30 - 16:00 THEMATIC SESSIONS

Selection and assessment
Chair: Sigrid Gustafson, American Institutes for Research (AIR), United States
Co-chair: Stefan Mol, University of Amsterdam, Netherlands

T.Th5.B.1 Predicting Multidimensional Expatriate Job Performance
Stefan T. Mol, University of Amsterdam, Marise Ph. Born, Erasmus University Rotterdam, Madde E. Willemsen, Fijneman en Willemsen BV, Hans A. Hoekstra, GITP International BV, Henk T. Van der Molen, Erasmus University Rotterdam, Netherlands

T.Th5.B.2 Effects of the Training of Deontology on the Practices of Work Psychologists in the field of Recruitment
Vincent Rogard, University René Descartes - Paris V, France

T.Th5.B.3 Out of Their Own Mouths: Field-Study Evidence for the Validity of a Conditional Reasoning Instrument to Identify Aberrant Self-Promoters
Sigrid Gustafson, American Institutes for Research (AIR), United States

T.Th5.B.5 Predicting Work Competencies, Proficiency and Potential for Promotion with Saville Consulting Wave Questionnaires
Rainer Kurz, Peter Saville, Saville Consulting, Caroline Fullman, Health & Safety Executive, Rab Maclver, Gabrielle Parry, Katie Mariscal, Anna Mitchener, Heidi Oxley, Chris Small, Saville Consulting, Sunneta Sisodia, London Borough of Camden, Sharon Miller, Rockpools, United Kingdom
Managing organizational change
Chair: Robert Holmberg, Lund university, Sweden
Co-Chair: Sarah Hatfield, Fraunhofer Institute for Production Technology, Germany

T.Th5.C:1 Change management competence of educational organization managers
Volodymyr Ivkin, Institute of Psychology, Ukraine

T.Th5.C:2 A systematic approach to Change Management - Keeping organisations flexible. Successful Change projects are characterised by the use of the right methods at the right time
Sarah Hatfield, Fraunhofer Institute for Production Technology, Germany

T.Th5.C:4 Small-group Coaching as Follow-up Actions for Leader/Co-worker Dialogues on the Shop-floor Level
Ute Schmidt-Brasse, PSYCON Psychological Business Consultants, Germany

T.Th5.C:5 Peer Group Supervision for leadership development
Kim-Oliver Tietze, Germany

Employment contracts
Chair: Catherine Connelly, McMaster University, Canada
Co-Chair: Martina Zoelch, SGAOP / FSP, Switzerland

T.Th5.D:1 Job Attitudes, Behaviors and Health-Related Outcomes among Different Types of Temporary Workers
Gracia Francisco Javier, Ramos Jose, Caballer Amparo, Peiró José María, University of Valencia, Spain

T.Th5.D:2 Part-time Arrangements for Full Professors: Desirability and Feasibility
Martina Zoelch, SGAOP / FSP, Anja Mücke, Switzerland

T.Th5.D:3 The Working Conditions of Freelancers: Enriching Job Demands, Control, and Uncertainty
Julia Grunt, University of Hamburg, Germany

T.Th5.D:4 When do the differences occur? An empirical study about self-employment across different countries
Simone Chlosta, Stavroula Laspita, Heinz Klandt, European Business School, Germany

T.Th5.D:5 I’m a Volunteer so You Owe Me: Mitigating the Effects of Social Exchange Imbalances to Reduce “High Maintenance” Volunteer Behaviors
Catherine Connelly, McMaster University, Canada

Managing technological innovation
Chair: Bo Melin, National Institute of Working Life
Co-Chair: Lena K Linde, Dalarna College University, Sweden

T.Th5.F:1 Gender, Neuroticism and Experienced “Stress” in Situations Involving Computer Problems
Lena K Linde, Maria Hedberg, Dalarna College University, Sweden

T.Th5.F:2 Factors for Success and Growth in Innovation-Based Companies
Irina Zinovieva, Free University of Brussels (VUB), Roland Pepermans, Free University of Brussels (VUB), Belgium

T.Th5.F:3 ‘I love it... but it drives me mad’: Employees’ Accounts of their Relationship with their Wireless Handheld Email Devices.
Gillian Symon, John Harries, Julie Seeney, Birkbeck, University of London, United Kingdom

T.Th5.F:5 Managing Technical Innovation: An E-Learning Experience For Public Managers
Alessia Negrini, University of Bologna, Maria Cristina Bertuzzi, Silvia Ferroni, SSPA, Italy

Work-family balance
Chair: Ulla Kinnunen, University of Tampere, Finland
Co-Chair: Karen Albertsen, National Institute of Occupational Health, Denmark

T.Th5.H:1 The Need for More Objectivity in Work-Life-Balance Research
Katja Morling, Katja Hoffmann, Ulrike Roesler, Renate Rau, Philippus-Universitataet Marburg, Germany

T.Th5.H:2 Flexible Work and Work-family Conflicts among Danish Wage Earners
Karen Albertsen, Tage S. Kristensen, Jan Pejtersen, National Institute of Occupational Health, Denmark

Deirdre O’Shea, Melrona Kirrane, Dublin City University, Ireland

T.Th5.H:5 A brave new world: The courage to achieve a healthy work-family balance
David Paul, Macquarie University Australia, Rashid Kausar, University of Management and Technology, Pakistan
14:30 - 16:00 THEMATIC SESSIONS

Work motivation

Chair: Dirk Van Dierendonck, RSM Erasmus University, Netherlands
Co-chair: Dan Crim, University of Western Ontario, Canada

T.Th5.I:1 The Evaluation of a Goal Setting Training Focused at Self-concordance, Empowerment, and Empowering Leadership.
Dirk Van Dierendonck, RSM Erasmus University, Netherlands

T.Th5.I:2 Deterministic Chaos and Complex Dynamics in Organizational Behaviour
Jose Navarro, Carlos Arrieta, Universitat de Barcelona, Spain

T.Th5.I:3 Investigating The Antecedents of Goal-Commitment: Goal-Related Psychological Empowerment As A Mediator Process
Eda Aksoy, Mahmut Bayazit, Koc University, Turkey

T.Th5.I:4 Performance Management and Task Uncertainty: Routine versus Non-routine Teams in Rehabilitation
Eric van der Geer, Harrie van Tuijl, Christel Rutte, Technische Universiteit Eindhoven, Netherlands

T.Th5.I:5 Leadership and management

Chair: Gunnar Aronsson, National Institute of Working Life, Sweden
Co-Chair: Allan Williams, Cass Business School, United Kingdom

T.Th5.K:1 Increasing Managerial Self-Awareness: What Does It Mean in Practice Having a Knowing, Planning, or Creating Style?
Eva Cools, Herman Van den Broeck, Vlerick Leuven Gent Management School, Belgium

T.Th5.K:2 The Criticality of Contextual Factors in the Selection of Strategic Leaders: Insights from an In-depth Case Study
Allan Williams, Cass Business School, United Kingdom

Gareth Edwards, The Leadership Trust Foundation, Sharon Turnbull, Lancaster University, David Stephens, University of Brighton, United Kingdom

Merethe Schanke Aasland, Morten Birkeland Nielsen, Anders Skogstad, Ståle Einarsen, University of Bergen, Norway

T.Th5.K:5 Leadership and Management Dimensional Structure
Rita Berger, Montserrat Yepes Baldó, Santiago Quijano, University of Barcelona, Spain

Intergroup relations

Chair: Wanja Astvik, National Institute of Working Life, Sweden
Co-Chair: Miriam Koschate, University of Koblenz-Landau, Germany

T.Th5.L:1 Better Together: Prosocial Behavior between Work Groups in Organizations
Miriam Koschate, University of Koblenz-Landau, Germany

T.Th5.L:2 Intergroup Effectiveness: Criteria Development And Theoretical Framework
Andreas W. Richter, Instituto de Empresa Business School, Spain, Daan van Knippenberg, Erasmus University Rotterdam, Netherlands, Michael A. West, Aston University, United Kingdom

T.Th5.L:3 Distributed Information and Group Decision Making: Effects of Group Leaders’ Task Representations
Wendy van Ginkel, Daan van Knippenberg, Erasmus University Rotterdam, Netherlands

T.Th5.L:4 Intragroup Conflict: Understanding the Effects of Conflict on Team Outcomes
Isabel Dórdio Dimas, Paulo Renato Lourenço, Coimbra University, José Miguez, Oporto University, Portugal

T.Th5.L:5 Stimulating Innovation in Organisations: It Takes Two Hands to Clap
Wissam Magadley, Sheffield Hallam University, Kamal Birdi, University of Sheffield, Fiona Patterson, City University, United Kingdom
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<th>IS.Th6.A:0</th>
<th>K1</th>
<th>Promoting Human and Organizational Vitality: Where Science meets Practice</th>
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<td>Chair: Pascale Le Blanc, Utrecht University, Netherlands</td>
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<td>Discussant: Wilmar Schaufeli, Utrecht University, Netherlands</td>
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<td>IS.Th6.A:1</td>
<td>Individual Lifestyle Coaching as a Basis for Increased Vitality</td>
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<td>Theo den Hertog, Active Living Papendal, Netherlands</td>
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<td>IS.Th6.A:2</td>
<td>The 'Work Vitality Plan' by KeurCompany-ArboNed</td>
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<td>Hidde Piekaar, KeurCompany/ArboNed, Netherlands</td>
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<td>IS.Th6.A:3</td>
<td>Reducing Absenteeism and increasing Vitality in a Pharmaceutical Organization</td>
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<td>Marieke den Ouden, Den Ouden Coaching &amp; Consult, Netherlands</td>
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<tr>
<th>IS.Th6.D:0</th>
<th>A2</th>
<th>Job Insecurity: Conceptual Issues, Moderators and Longitudinal Evidence</th>
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<td>Chair: Hans De Witte, University of Leuven, Belgium</td>
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<td>IS.Th6.D:1</td>
<td>A validation of a two-dimensional job insecurity scale in South Africa and Sweden</td>
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<td>Johnny Hellgren, Stockholm University, Sweden, Jaco Pienaar, North-West University, South Africa, Katharina Näswall, Magnus Sverke, Stockholm University, Sweden</td>
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<td>IS.Th6.D:2</td>
<td>Job Insecurity Climate among Permanent Workers: The Role of Temporary Employment</td>
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<td>Nele de Cuyper, K U Leuven, Belgium, Beatriz Sora, Hans De Witte, K U Leuven, Belgium, Amparo Caballer, Jose Maria Peiró, University of Valencia, Spain</td>
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<td>IS.Th6.D:3</td>
<td>Are locus of control, self-efficacy, and the amount of communication moderators of the job insecurity-performance relationship?</td>
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<td>Cornelius König, Stéphanie Häusler, Nora Lendenmann, Martin Kleinmann, Universität Zürich, Switzerland</td>
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<td>IS.Th6.D:4</td>
<td>Job insecurity, health and stress: The moderating role of coping strategies and self-efficacy</td>
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<td>Antonio Chirumbolo, University of Chieti-Pescara, Italy</td>
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<td>IS.Th6.D:5</td>
<td>Does job insecurity predict job satisfaction, health and well-being? A longitudinal analysis</td>
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<td>Hans De Witte, Martine Sabbe, K U Leuven, Belgium</td>
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<th>IS.Th6.E:0</th>
<th>A3</th>
<th>Aging and Work in the 21st Century (Part II)</th>
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<td>Chair: Beatrice I J M van der Heijden, Maastricht School of Management, Netherlands</td>
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<td>Co-Chair: Annet H de Lange, University of Groningen, Netherlands</td>
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<td>Co-Chair: Aslaug Mikkelsen, University of Stavanger, Norway</td>
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<td>IS.Th6.E:1</td>
<td>Longitudinal relations between work-related problems, work ability and retention of ageing nurses</td>
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<td>Donatella Camerino, Paul Conway, University of Milano, Italy, Beatrice I.J.M van der Heijden, University of Twente, Netherlands</td>
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<td>IS.Th6.E:2</td>
<td>The effect of training on employability and career success for different age groups</td>
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<td>Claudia M van der Heijde, Vrije University, Amsterdam, Beatrice I.J.M. van der Heijden, University of Twente, Netherlands</td>
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<td>IS.Th6.E:3</td>
<td>Exploring the relationship between worker's age and the job demands-resources model: A multi-group analysis</td>
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<td>Maria Peeters, Pascale Le Blanc, Hetty van Emmerik, Utrecht University, Netherlands</td>
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<td>IS.Th6.E:4</td>
<td>Age as factor in the relation between work and mental health: Results of the longitudinal TAS survey</td>
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<td>Annet H de Lange, University of Groningen, Toon W Taris, Radboud University of Nijmegen, Paul G W Jansen, Vrije University Amsterdam, Peter Smulders, Irene Houtman, TNO Work and Employment, Michiel Kompier, Radboud University of Nijmegen, Netherlands</td>
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<td>IS.Th6.E:5</td>
<td>Personal capital, social capital and career success</td>
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<td>Hans A Hoekstra, University of Groningen, Netherlands</td>
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S.Th6.B:0 Social Biases in Personnel Judgment and Decision Making
Chair: Franciska Krings, University of Lausanne, Switzerland
Co-Chair: Lars-Eric Petersen, University of Halle-Wittenberg, Germany

S.Th6.B:1 Prejudice and enforcement of workforce homogeneity as explanations for employment discrimination
Lars-Eric Petersen, University of Halle-Wittenberg, Germany, Joerg Dietz, University of Western Ontario, Canada

S.Th6.B:2 Do skill requirements moderate employment discrimination against older applicants?
Franciska Krings, University of Lausanne, Karin Kolonovics, Valerie Arnaud, University of Neuchatel, Switzerland

S.Th6.B:3 Implicit leadership theories and the evaluation of leaders
Birgit Schyns, Anne von Elversfeldt, University of Portsmouth, United Kingdom

S.Th6.G1:0 K21 Workplace Bullying Within a Sustainable Work Context (Part II)
Chair: Elfi Baillien, KU Leuven, Belgium
Discussant: Stig Berge Matthiesen, University of Bergen, Norway

S.Th6.G1:1 Bullying at Work, a Matter of a Culture of Bullying?
Magnus Adiele, Guy Notelaers, KU Leuven, Belgium, Bart Cambre, Tilburg University, Netherlands, Stale Einarsen, University of Bergen, Norway, Hans De Witte, Geert van Hooteghem, KU Leuven, Belgium

Anders Skogstad, Lars Johan Hauge, Torbjorn Torsheim, Stale Einarsen, University of Bergen, Norway

S.Th6.G1:3 Organizational Measures Taken to Prevent Workplace Bullying: the Case of Finnish Municipalities
Denise Salin, Swedish School of Economics & Business Administration, Finland

S.Th6.G1:4 Organizational Interventions for Workplace Bullying
Charlotte Rayner, Portsmouth University, United Kingdom

Chair: Sabine Sonnentag, University of Konstanz, Germany
Co-Chair: Terry Hartig, Uppsala University, Sweden
Discussant: Ulf Lundberg, Stockholm University, Sweden

Eva Bamberg, Hannah Funck, Birgit Krahe, Hamburg University, Germany

S.Th6.G2:2 Daily Job Demands and Resources: Does Recovery Moderate their Relationship with Day-level Engagement and Performance?
Arnold B Bakker, Erasmus University Rotterdam, Hetty van Emmerik, Utrecht University, Sabine Geurts, Radboud University Nijmegen, Evangelina Demerouti, Utrecht University, Netherlands

S.Th6.G2:3 Recovery Experiences and Work Engagement: Results from a Daily Survey
Sabine Sonnentag, Eva J Mojza, Carmen Binnewies, University of Konstanz, Germany

S.Th6.G2:4 The moderating effect of volunteering during leisure time on the relationship between work stressors and work outcomes
Eva J Mojza, Sabine Sonnentag, University of Konstanz, Germany
**16:30 - 18:00 SYMPOSIA**

**S.Th6.H:0**
**K16/K17**
**Work/Life Balance - Achievable and Sustainable?**
Chair: Almuth McDowall, Surrey University, United Kingdom
Co-Chair: Anna Allan, Halsallan, United Kingdom
Co-Chair: Gail Kinman, University of Bedfordshire, United Kingdom
Co-Chair: Fiona Jones, University of Leeds, United Kingdom
Discussant: Richard MacKinnon, Kenexa, United Kingdom

- **S.Th6.H:1** Job demands, Work/life conflict and well being in UK academics: an examination of predictors and outcomes of WLC
  **G Kinman**, University of Bedfordshire, Fiona Jones, University of Leeds, United Kingdom

- **S.Th6.H:2** The relative influence of perceived control, work demands and different ways of coping on Work/life Balance in a UK Police Force
  **A McDowall**, Surrey University, E Nah, M Choi, M Efthymiou, City University, United Kingdom

- **S.Th6.H:3** Culture Change for better Work/life Balance – experiences from the City of London
  **A Allan**, Halsallan, United Kingdom

- **S.Th6.H:4** Discussion Forum: WLB – is it sustainable and achievable?
  **A McDowall**, Surrey University, United Kingdom

**S.Th6.I:0**
**K2**
**Achievement Goals and their Impact on Job Performance and Interpersonal Relationships at Work**
Chair: Nico W van Yperen, University of Groningen, Netherlands

- **S.Th6.I:1** A novel approach to assessing achievement goals in the context of the 2 x 2 framework
  **Nico W van Yperen**, University of Groningen, Netherlands

- **S.Th6.I:2** The aim of “not losing to yourself” and its deleterious effect on job performance
  **Frederik Anseel**, Ghent University, Belgium

- **S.Th6.I:3** Distinguishing strategy and goal
  **Lennart J Renkema**, University of Groningen, Netherlands

- **S.Th6.I:4** Achievement goals, competence, and information giving
  **P Marijn Poortvliet**, University of Groningen, Netherlands

- **S.Th6.I:5** Achievement goals and conflict regulation
  **Céline Darnon**, Blaise Pascal, University of Lausanne, Switzerland, Judith M Harackiewicz, University of Wisconsin-Madison, United States

**16:30 - 18:00 EAWOP TASK FORCE**

**TF.Th6:0**
**A5**
**Implementing Test User Standards in Europe**
Chair: Andreas Klug
Presenters: Dave Bartram, SHL Group, United Kingdom, Vincente Gonzalez-Roma, University of Valencia, Spain, Sverre Nielsen, Norwegian Psychological Association, Norway

**16:30 - 18:00 ROUNDTABLE**

**RT.Th6.O:1**
**A1**
**High Frequency Attitude Measurement in Longitudinal Designs: On Capturing Alpha, Beta, and Gamma Changes**
Chair: Omar Solinger, Maastricht University, Netherlands
Co-chairs: Woody van Olffen, Robert Roe, Maastricht University, Netherlands
THURSDAY MAY 10

16:30 - 18:00 THEMATIC SESSIONS

**Occupational safety**

Chair: Jan Johansson Hanse, Göteborg University, Sweden
Co-Chair: Nik Chmiel, Queen’s University Belfast, United Kingdom

T.Th6.A:1 Occupational Accidents and Physical at Work of Foreign-Born Workers in Finland
*Simo Salmiinen*, Maarit Vartia, Terhi Giorgiani, Finnish Institute of Occupational Health, Finland

T.Th6.A:2 Safety Culture: A European or Global Construct?
*Aditya Kailash Jain*, Stavroula Leka, Tom Cox, Angeli Santos, University of Nottingham, United Kingdom

T.Th6.A:3 Perceived Safety Climate and Personal Attitude to Safety at Work: Relationships with Accident-related Behaviour
*Nik Chmiel*, Queen’s University Belfast, United Kingdom

*José L. Mellá*, University of Valencia, Spain

T.Th6.A:5 Creating regional Networks for sustainable Small and Medium sized Enterprises
*Andreas Heyer*, Bertelsmann Stiftung, Germany

**Mergers and acquisitions**

Chair: Göran Kecklund, IPM & Karolinska Institute, Sweden
Co-Chair: Stephan Baraldi, Stockholm University, Sweden

T.Th6.C:3 An Integrated Identity Perspective on Mergers
*Karin Marson*, Gary Pheiffer, Robert Parkinson, London Metropolitan University, United Kingdom

T.Th6.C:4 Getting Members on Board: Democratic Issues in Union Merger Negotiations
*Stephan Baraldi*, Magnus Sverke, Stockholm University, Sweden, Gary Chaison, Clark University, United States

T.Th6.C:5 Impacts of Cultural Differences and Integration Strategies in Western-Korean Acquisitions
*Ingela Jöns*, University of Mannheim, Germany

T.Th6.C:6 Development of Educational Organization Employees’ Competitiveness as a Necessary Condition of Successful Change Management
*Olena Fil*, Institute of Psychology, Ukraine

**Career patterns and mobility**

Chair: Joan Tiernan, University College Dublin, Ireland
Co-chair: Jane Sturges, King’s College London, United Kingdom

T.Th6.E:1 Gender and Differences in Psychological Mobility as an Expression of the Boundaryless Career: A Study of UK Pharmacists
*Jane Sturges*, David Guest, Pat Oakley, Alexandra Budjanovcanin, King’s College London, United Kingdom

T.Th6.E:2 Exploring Current Career Preferences in Great Britain and Switzerland
*Anette Wittenkind*, Marius Gerber, ETH Zurich, Switzerland, Neil Conway, Birkbeck College, David Guest, King’s College, United Kingdom, Gudela Grote, ETH Zurich, Switzerland

T.Th6.E:3 Women’s Occupational Career Patterns over 27 Years: Relations to Family of Origin, Life Careers, and Wellness
*Qinghai Huang*, Magnus Sverke, Stockholm University, Sweden

T.Th6.E:4 Retaining Businesss Graduates in the Financial Services Sector
*Joan Tiernan*, Ann Kiely, University College Dublin, Ireland

T.Th6.E:5 “If you don’t like the heat, get out of the kitchen”! Exit as Coping in Attendant Care Work.
*Eva Munk-Madsen*, Roskilde University, Denmark
16:30 - 18:00 THEMATIC SESSIONS

**Work stressors**

Chair: Töres Theorell, Karolinska Institute, Sweden
Co-Chair: Leif W Rydstedt, University West, Sweden

T.Th6.G:1 Environmental Satisfaction: Do our Work Surroundings make a Difference to How Satisfied we are with Jobs? **Christine Sprigg**, Christopher Armitage, University of Sheffield, United Kingdom

T.Th6.G:2 Job Stress and Employee Well-being **Mare Teichmann**, Tallinn University of Technology, Estonia

T.Th6.G:4 The Impact of Structural Features of Teams on the Stress Level of the Team Members: a Comparative Case Analysis **Anne Delarue**, Catholic University of Louvain, Belgium

T.Th6.G:5 The Long-Term Impact of Effort-Reward Imbalance on Perceived Sleep Quality **Leif W Rydstedt**, University West Sweden, Mark Croy, Jason Devereux, Georgia Michalianou, University of Surrey, United Kingdom


**Leadership, work climate, and personality**

Chair: Georgia Pomaki, Leiden University, Netherlands
Co-Chair: Anna Nyberg, National institute for Psychosocial Medicine, Sweden


T.Th6.K:3 The effect of leadership practice on working conditions, stress, and health amongst hotel employees in Sweden, Poland, and Italy **Anna Nyberg**, National institute for Psychosocial Medicine, Staffan Åkerblom, Stockholm School of Economics, Peggy Bernin, Magnus Alderling, Hugo Westerlund, Töres Theorell, National institute for Psychosocial Medicine, Sweden


**Organizational commitment and identification**

Chair: Kjell Törnblom, University of Skövde, Sweden
Co-Chair: Martin Edwards, King’s College London, United Kingdom

T.Th6.I:1 A Dual Model of Organisational Identification: Levels of Identification, Antecedents, Work Outcomes and the Role of Perceived Organisational Support **Martin Edwards**, Riccardo Peccei, King’s College London, United Kingdom

T.Th6.I:2 Two Sides of the Same Coin: Effects of Ideals and Counter-Ideals on Employees’ Identification and Satisfaction with Leaders, Teams and Organizations **Niels van Quaquebeke**, University of Hamburg, Rudolf Kerschreiter, Ludwig-Maximilians-University Munich, Rolf van Dick, Goethe University, Alice Buxton, University of Hamburg, Germany

T.Th6.I:3 The Notion of Professionalism: Identity Regulation and Socio-Ideological Control in Indian Call Centres **Premilla D’Cruz**, Ernesto Noronha, Indian Institute of Management Ahmedabad, India

T.Th6.I:4 Goal Setting, Commitment And Job Performance: Employees’ commitment toward their work during a plant closure **Lars Hässäni, Johnny Hellgren, Victoria Blom**, Stockholm University, Sweden

T.Th6.I:5 Organizational Commitment, Certain Characteristics and Outcomes: Empirical Findings on Turkish Manufacturing Industry **Yildiz Guzey, N. Can Okay**, Istanbul Kadir Has University, Turkey
Prevention and health promotion

P.Th.A:01  A Model of the Promotion of Health and Well-being in a Large Dublin Hospital  
Eunice McCarthy, Ian Clifford, Nuala Gannon, University College Dublin, Ireland

P.Th.A:03  Do Reduced Working Hours Improve Health in Women Employed in the Elderly Care?  
Petra Lindfors, Ulrica Schwarz von Thiele, Ulf Lundberg, Stockholm University, Sweden

P.Th.A:05  Leadership and Psychological Suffering in Civil Engineering Organizations: A Study about Psychological Suffering in the Working Reality of Entrepreneurial Leaders  
Antonio C Ribeiro-Tupinamba, Adriana Gurgel, Federal University of Ceará Brazil, Brazil

P.Th.A:07  Main Factors of Effect on Job Satisfaction  
Ali Fathi-Ashtiani, Baqiyatallah, Gholamreza Mirzaee, Khodabakhsh Ahmadi, Hossein-Ali Mehrabi, Baqiyatallah University of Medical Sciences, Iran

P.Th.A:08  Local Change Model (LCM) - Tool for Occupational Health Services (OHS) in Analyzing the Change Process and Disturbances in Everyday Workflow  
Eija-Maria Gerlander, Finnish Institute of Occupational Health, Airi Kerkelä, Occupational Health Center, Finland

P.Th.A:09  The Deindustrialization Process of Southern East Area of Sicily (Siracusa - Italy): a Problem that Will Become a Resource for Working Well Being  
Fulvio Giardina, Rosaria Barresi, Elena Famulari, Sofia Milazzo, Roberta Russo, Barbara Zammiti, PSICOLOGO, Italy

Zinat Esbati, Ahmad Baseri, Academic Center for Education and Culture and Research, Iran

P.Th.A:12  Applying the Concept of Resilience to Organizational Work  
Lisete Barlach, A C L Francia, S Malvezzi, University of Sao Paulo, Brazil

P.Th.A:15  Predicting burnout from demands and resources: A comparison between private and public hospitals  
Niklas Hansen, Katharina Näswall, Helena Falkenberg, Magnus Sverke, Stockholm University, Sweden

P.Th.A:19  Lean Production and Interdisciplinary Teams in Hospitals  
Endre Sjøvold, Per Trossmark, NTNU, Norway

Training and development

P.Th.B1:01  How to Evaluate a Training Programme on the Qualification of Psychologists for Occupational Health Services (OHSP)  
Tiina Saarelma-Thiel, Eila Kallio, Sirkku Kivistö, Pia Lindström, Finnish Institute of Occupational Health, Finland

P.Th.B1:02  Individual/Organizational Tactics’ Influence on the Outcomes of the Organizational Socialization Process of Newcomers  
Benedetta Bellò, Adalgisa Battistelli, University of Verona, Italy

P.Th.B1:03  Digital Certification: validating a scale of support to transference of training at work  
Vanessa Brix, Gardênia Abbad, André Wogel, Lidia Parachin, Clara Cantal, Annelise Soares, Maria Emilia Araújo, Universidade de Brasilia, Brazil

P.Th.B1:04  Validation of an assessment instrument of support to transference of training  
Kátia Todeschini, Ana Rachel Silva, Clarissa Tolentino, Gardênia Abbad, Vanessa Brix, Universidade de Brasilia, Brazil

P.Th.B1:05  Improvement of Vocational Regulation-competencies of Young Scientists  
Michaela Schmidt, Bernhard Schmitz, Darmstadt University of Technology, Germany

P.Th.B1:07  Introducing the Analysis of the Didactic Material of a web-based training  
Vanessa Brix, Gardênia Abbad, Acileide Coelho, Cássio Zambelli, Annelise Soares, Rodrigo Miranda, Universidade de Brasilia, Brazil

P.Th.B1:08  Work-Based Learning under Time Pressure  
Marja Leppänen, University of Vaasa, Finland

Roland Foucher, Université du Québec en Outaouais, Denis Morin, Université du Québec à Montréal, Canada

P.Th.B1:10  Deep impact evaluation of a distance training program  
Kátia Todeschini, Ana Rachel Silva, Clarissa Tolentino, Gardênia Abbad, Lidia Parachin, Universidade de Brasilia, Brazil

P.Th.B1:11  Navigating on the web: a qualitative analysis of the instructional material from a distance education course  
Rafaela Andrade, Vanessa Brix, Carolina Catunda, Gardênia Abbad, Universidade de Brasilia, Brazil

P.Th.B1:12  Some Insights on the Development of a Self-Insight Scale  
Sabine Cacciatore, HEC- University of Lausanne, Switzerland
Diversity and equality in the workplace

P.Th.B2:02 Diversity in the Workplace: Gender Differences for Graduates
Serena Cubico, Maddalena Formicuzzi, Riccardo Sartori, Giuseppe Favretto, University of Verona, Italy

P.Th.B2:03 Gender Differences: Female Modalities of Perceiving One’s Work and Organization
Laura Dal Corso, Alessandra Piccirelli, University of Padua, Tiziana Ramaci, University of Catania, Nicola Alberto De Carlo, University of Padua, Italy

Margit Raich, University of Innsbruck, Austria, Michiel Buys, Hannes De Beer, University of Pretoria, South Africa, Julia Mueller, University of Innsbruck, Austria

Anne-Marie Vonthron, Maja Becker, Christine Lagabrielle, University of Victor Segalen-Bordeaux2, Dominique Pouchard, AFPA-CROP Aquitaine, Sonia Laboron, University of Victor Segalen-Bordeaux2, Laurence Vannereau, AFPA-CROP Aquitaine, France

P.Th.B2:06 Through the Glass Ceiling: Do Women Executives Lend a Hand to their Female Subordinates?
Gamze Arman, Belgin Okay, Koc University, Turkey

P.Th.B2:08 The development of a strategy to increase the employment of disabled persons in South Africa
Anton van Staden, Hannes De Beer, University of Pretoria, South Africa

P.Th.B2:09 Perceptions of Sexual Discrimination, Sexual Harassment and Job Satisfaction among Female Employees in the South African Public Sector
Hein E Brand, Michelle Silberman, University of Pretoria, South Africa

P.Th.B2:10 The Glass Ceiling and the Glass Escalator in the Cooperatives: Participation of Women in Governing Councils of MCC Cooperatives (Spain)
Eunate Elio Cemborain, Mondragon University, Spain

Selection and assessment

P.Th.B3:02 Validation of a Vocational Interest Questionnaire for the Military
Anнемей Defranc, Bert Schreurs, Francois Lescreve, Belgian Defense Staff, Filip De Fruyt, University of Ghent, Belgium

P.Th.B3:03 Motivational Strategies Used by Candidates During Multi-stressor Assessments
Sumari O’Neil, John O’Neil, University of Pretoria, South Africa

Kristina Danilov, Stockholm University, Sweden

P.Th.B3:05 Predictive Validity of an Assessment Centre Programme in Big Communities
Bertil Mårdberg, Lpadata AB, Eva Bergvall, Christine Obert, City of Göteborg, Sweden

P.Th.B3:06 Analysis of Psychological Profile of Project Leaders in Business Organizations
Alyona Berdnikova, Institute of Psychology, Ukraine

Nicky Dries, Roland Pepermans, Ina Van Holsbeek, Vrije Universiteit Brussel, Belgium

P.Th.B3:10 Selecting Employees with E.I.: the relationship between Emotional Intelligence and Personality Traits
G. Andrea Mancini, Mario Magnani, University of Florence, Gabriele Giorgi, University of Verona, Vincenzo Major, University of Florence, Italy

Human resource management

Rula Paleou, University of London, United Kingdom

Hélder Almeida, José Keating, Universidade do Minho, Portugal

P.Th.B4:06 Employee Satisfaction Matters: An Illustration of the Service – Profit Chain at Work in Hospitality Business
Danielle Jouglard-Tritschler, Caroline Guichet, University of Nice Sophia-Antipolis, Maricarmen De La Fuente-Urene, Hôtel Marriott, Dirk D. Steiner, University of Nice Sophia-Antipolis, France

P.Th.B4:07 Quality of Employees Participation during Training Courses
Michela Loi, Adalgisa Battistelli, University of Verona, Italy

P.Th.B4:08 Summarized about Human Resources and Quality Declining of Human Resources in Information Technology Company- Case Study and Eminent Result
Yukihiro Itoigawa, Wisdom Inc., Japan
THURSDAY MAY 10

09:30 - 18:00 POSTER SESSIONS

Entry, exit and mobility

P.Th.E:01 The Factors of Successful Job Negotiations
Elżbieta Kowalczyk, The Poznan University of Economics, Poland

P.Th.E:02 Newcomers’ Self-efficacy, Insider Support and Socialization Process
Sara Zaniboni, Marco Depolo, Guido Sarchielli, University of Bologna, Italy

P.Th.E:03 Cognitive Presuppositions of a Successful Entrance of Higher School Graduates to the Labour Market
Bohdan Roznowski, The John Paul II Catholic University of Lublin, Poland

P.Th.E:04 Expectations and Their Fulfilment: Apprentices’ Experiences in Entering the Hospitality Industry.
Aase Helene B Dagsland, Reidar Mykletun, University of Stavanger, Norway

P.Th.E:07 On Being a Foreigner
Ana Lucia Azavedo, FH Joanneum, Austria

P.Th.E:08 Willingness to make concessions in working life: Does it depend from the situation or the person?
Kathleen Otto, University of Leipzig, Germany

P.Th.E:09 Motivation to Stay: A Look at Employee-Manager Relations and Other Key Items as They Relate to the Retention of Healthcare Workers
Kenneth Johnson, Weber State University, United States

Françoise Bertrand, Bert Schreurs, François Lescreve, Belgian Defense Staff, Isabelle Hansez, Véronique De keyser, ULG, Belgium

P.Th.E:11 Rehabilitation of Patients with Musculoskeletal Pain – as Seen by Patients and Professionals - Opportunities and Obstacles
Bodil Heijbel, Karolinska Institutet, Eva Theander, Hässleholm Hospital, Per Nyberg, Lund University, Sweden

P.Th.E:12 Extending the Individual Placement and Support Model in Vocational Rehabilitation of People Suffering from Mood and Anxiety Disorders
Andreas Joner, Susanne Riekeles, NAV Østfold, Norway

P.Th.E:13 Correlates and Predictors of Academic, Decisional and General Procrastination in Austrian Students
Elfriede Maria Ederer, University of Graz, Austria, Cecilia A. Essau, Jean O’Callaghan, Roehampton University, United Kingdom, Anna Bokszczanin, Opole University, Poland, Satoko Sasagawa, Waseda University, Japan

Technology and knowledge

P.Th.F:1 Knowledge Management and Technology in Industrial Organizations
Leonor Cardoso, Adelino Duarte Gomes, Teresa Rebelo, Universidade de Coimbra, Portugal

P.Th.F:2 The Effects of Contextual Information on Perceptions of Computer-Mediated Communication
Jane A. Vignovic, Lori F. Thompson, North Carolina State University, United States

P.Th.F:3 Acceptance of Information and Communication Technologies in the Touristic Sector
Salvatore Zappala, Pamela Pettine, University of Bologna, Italy

P.Th.F:4 Theoretical framework for the study of e-collaboration in healthcare contexts: improvements based upon the Technology Acceptance Model (TAM)
Fernão Beenkens, Cristina Costa, Erik Andriessen, Delft University of Technology, Netherlands

Yueng-Hsiang Huang, Michelle M. Robertson, Liberty Mutual Research Institute for Safety, Nancy Larson, 3 M, United States

P.Th.F:6 Quality and University: Orientation Week as Quality of University
Valeria Caggiano, Antonino Callea, Università Lumsa, Antonio Chirumbolo, Università di Chieti, Mariangela Cersosimo, Calogero Iaconino, Università Lumsa, Italy

Burnout and fatigue

P.Th.G1:02 Territoriality: Coping with Burnout Using Self-Efficacy and Engagement
Otavia D’Almeida, José C. Sánchez, University of Salamanca Spain, José J. Villanueva, Universidad Autónoma de Tamaulipas, Mexico, Ana Lanero, Amaia Yurrebaso, University of Salamanca, Spain

P.Th.G1:03 Interventions in Relation to Occupational Burnout
Kirsí Ahola, Teija Honkonen, Marianna Virtanen, Mika Kivimäki, Finnish Institute of Occupational Health, Finland
THURSDAY MAY 10

09:30 - 18:00 POSTER SESSIONS

P.Th.G1:05 Effect Job Burnout on Psychological Health among High School Teachers
**Shahnaz Mohammadi**, University of Teacher Training, Iran, Bhaskar.R Shejwal, University of Pune, Iraq

P.Th.G1:08 Burnout among Professionals in Relation to Work Stressors and Emotional Intelligence
**Rostiana Dachlan**, Tarumanagara University, Indonesia

P.Th.G1:09 The Role of Gender in Development of Teacher Burnout
**Tetiana Zaichykova**, Liudmila Karamushka, Volodymyr Ivkin, Institute of psychology, Ukraine

P.Th.G1:10 Distinctive Features of Student Burnout
**Tetiana Zaichykova**, Institute of Psychology, Ukraine

Job stress, well-being and absenteeism

P.Th.G2:01 Employee Presenteeism: A Brief Review and a Research Agenda
**Gary Johns**, Concordia University, Canada

P.Th.G2:02 Managing Absence in the UK Public Sector: Why do Social Services Departments in Local Authorities have Consistently Higher Levels of Absence?
**Fiona Robson**, Northumbria University, United Kingdom

P.Th.G2:03 The Rehabilitation Programme “Restart” within the Swedish Police
**Ulla Gahm**, Swedish National Police Academy, Sweden

P.Th.G2:04 Shared Understandings about Absenteeism. A Qualitative Study based on Focus Group Research
M. Gloria González-Morales, Magdalena Escamilla, Spain, **Isabel Rodriguez**, University of Valencia, Spain

P.Th.G2:05 Consequences of Partial Sickness Absence for the Individual
**Leif Sieurin**, Malin Josephson, Frida Bengtsson, Eva Vingård, Occupational and Environmental Medicine, Sweden

P.Th.G2:07 Comparative Study of Depression between Trained and Untrained Nurses in Intensive Care Units of Educational Hospital Wards in TUMS
**Zahra Mohammadi**, Iranmehr hospital, Azarmidokht Godarzi, Nasim Khaleghian, Nahiddokht Sharifi nistanak, Iran

**Anne Mäkikangas**, University of Jyväskylä, Finland, Arnold Bakker, Erasmus University Rotterdam, Netherlands, Kaisa Aurola, University of Jyväskylä, Finland, Evangelia Demerouti, Utrecht University, Netherlands

P.Th.G2:09 Power in Organizations and Workplace Bullying
**Ana Verdasca**, Universidade Técnica de Lisboa / ISEG, Portugal

P.Th.G2:10 Psychosocial Factors and Low Back Pain among Industrial Workers: Experience from a Developing Country
**Mostafa Ghaifari**, Uppsala University, Akbar Alipour, Karolinska Institutet, Eva Vingård, Uppsala University, Sweden

P.Th.G2:11 Qigong reduces stress in computer operators
**Leni Skoglund**, Academical Hospital Uppsala University, Eva Jansson, Karolinska University, Sweden

P.Th.G2:13 In the End Over Work has a Price
**Maria José Chambel**, Luis Curral, Alexandra Marques-Pinto, Filipa Castanheira, FPCE-UL, Portugal

Work-family interface

P.Th:H:03 Using Psychological Contract Theory to Understand Management of the Work/Non-work Interface
**Jane Sturges**, King’s College London, Neil Conway, Birkbeck, University of London, United Kingdom

P.Th:H:04 Welfare Solutions, Satisfaction and Motivation
**Claudio Giovanni Cortese**, Chiara Ghislieri, Simona Ricotta, University of Turin, Italy

P.Th:H:05 Work-life Conflict and Wellbeing in Call Centers
**Chiara Ghislieri**, Lara Colombo, Claudia Piccardo, Gian Piero Quaglino, University of Turin, Italy

P.Th:H:06 Work-family Conflict and Quality of Life in two Hospitals
**Claudio Giovanni Cortese**, Lara Colombo, Chiara Ghislieri, University of Turin, Italy

P.Th:H:07 Interaction between Psychosocial and Organizational Factors in Work-Family Conflict: A Comparative Study in four Different Organizations
Javier Cerrato, Univefsity of Basque Country, Spain, **Salvatore Zappalà**, University of Bologna, Italy

P.Th:H:08 One Family, two Missions?
**Manon Andres**, Netherlands Defense Academy, Netherlands

P.Th:H:09 The interference between work and private life demands, unwinding, and subjective health
**Lotta Nyblén**, Lucie Laflamme, Karolinska Institutet, Bo Melin, National Institute of Work & Health, Sweden
**THURSDAY MAY 10**

**09:30 - 18:00 POSTER SESSIONS**

### Organizational commitment and identification

**P.Th.I1:01** Professional Self-Efficacy as a Moderator of the Role Stress-Organizational Commitment Relationship: A Longitudinal Study  
*Miguel Ángel Mañas Rodríguez*, Guadalupe Giménez Guerrero, University of Almería, Spain

**P.Th.I1:03** Identification, commitment and job satisfaction relations: an appliance centered on banking business employees  
*Ipek Kalemci Tuzun*, Baskent University, Turkey

**P.Th.I1:04** Organizational Commitment, Identification And Citizenship  
*Müberra Yüksel*, Kadir Has University, Turkey

**P.Th.I1:05** Effects of Demographic Variables on Organizational Commitment among Nigerian Employees  
*Andrew Mogaji*, University of Lagos, Nigeria

**P.Th.I1:06** Test-retest and Mean-level Stability of Organizational Commitment: A Meta-analysis  
*Günter W. Maier*, University of Bielefeld, Ralph Woschée, University of Munich, Germany

**P.Th.I1:07** Commitment and Citizenship in the Workplace among, Belgian Workers  
*Sabine Pohl*, Université Libre de Bruxelles, Belgium, Pascal Paille, Université Laval, Canada

**P.Th.I1:08** Men and Women in Managerial Work: which Job Satisfaction Dimension is a Better Predictor of Affective Commitment?  
*Maria Santa Ferretti*, Piergiorgio Argentero, University of Pavia, Italy

**P.Th.I1:09** Organizational Identification and Extra-role Behaviour  
*Gunne Grankvist*, Robert Larsson, University West, Sweden

**P.Th.I1:10** Reciprocal Relationships between Work-related Characteristics and Organizational Commitment: A cross-lagged Analysis among Health Care Personnel  
*Mervi Ruokolainen*, *Saïja Mauno*, Asko Tolvanen, University of Jyväskylä, Finland

**P.Th.I1:11** "Fate is to blame for my hiring here": Living Together of Psychologists and Physicians in a Service for addicted.  
*Alberto Crescentini*, Università Cattolica S.C., Italy

### Work attitudes and values

**P.Th.I2:01** WVO: A Work Values Questionnaire  
*Maria Luisa Farnese*, Silvia Pepe, *Francesco Avallone*, University of Rome "La Sapienza", Italy

**P.Th.I2:02** 'Just a Job or Real Work?': A Phenomenological Approach to Understanding Graduates Accounts of Early Work Experiences  
*Charles Sutton*, Kate Mackenzie Davey, Birkbeck College, United Kingdom

**P.Th.I2:03** The forced generosity  
*Izaskun Anduezza Imirzaldu*, Public University of Navarra, Spain

**P.Th.I2:04** A Workaholic/Non-workaholic Classification as a Stable Disposition: Findings of a 12-year Longitudinal study  
*Itzhak Harpaz*, University of Haifa, Rafi Snir, The Academic College of Tel Aviv-Yaffo, Israel

**P.Th.I2:05** Social Action Orientations of Representatives of SME’s in Intersectoral Partnerships – Results and the Development of a Standardized Evaluation Instrument  
*Gian-Claudio Gentile*, Theo Wehner, ETH Zurich, Switzerland

**P.Th.I2:06** Level of Education as Moderator of Age-job Satisfaction Relationship  
*Maja Parmac*, Zvonimir Galic, University of Zagreb, Croatia

**P.Th.I2:09** Restoring Respectful Behaviour: Shifting from Bullying Complaints to Systemic Change in a Regional Health Service  
*Kate Thomson*, Southern Adelaide Health Service, Kathryn McEwin, Central Northern Adelaide Health Service, Australia

### Organizational culture

**P.Th.J:01** Positive and Negative Experiences of New Graduates in a High Commitment Culture  
*Ben Tucker*, Kate Mackenzie-Davey, Birkbeck College, University of London, United Kingdom

**P.Th.J:02** Safety Culture: A Conceptual Analyses Based on IAEA and OCDE Approach  
*Inma Silla*, CIEMAT, Spain, Rosario Solá, Joaquín Navajas

**P.Th.J:03** Preferences for Organizational Values in Different Types of Organizational Cultures of Participation.  
*Alexander Pundt*, Friedemann Nerdinger, Claes Horsmann, Erko Martins, University of Rostock, Germany

**P.Th.J:04** Organizational culture from the standpoint of managers of small and medium sized enterprises  
*Elva Leticia Parada Ruiz*, Rodrigo Parada Ruiz, Maria Leticia Verdugo Tapia, Josefin Ochoa Ruiz, University of Sonora, Mexico

**P.Th.J:05** Personality And The Choice Of Organizational Culture  
*Joanna Czarnota-Bojarska*, Warsaw University, Poland
09:30 - 18:00 POSTER SESSIONS

P.Th.J:08 The role of top and mid-level managers in employees’ assessment of organizational culture at industrial enterprises
Iryna Snyadanko, Institute of Psychology, Ukraine

P.Th.J:10 Organizational culture of industrial enterprise
Galina Kanyuka, Aleksandr Parshak, Aleksandr Krupskiy, Institute of Psychology, Ukraine

P.Th.J:11 Exploring the Empirical Content of Basic Organizational Assumptions about Customers, Employees and Competitors by Means of Repertory Grid, Laddering and Free Elicitation
Olga Gjerald, Torvald Øgaard, University of Stavanger, Norway

P.Th.J:12 Construction and Validation of the Organizational Normative Behavior Questionnaire (CNO2A)
José C. Sánchez, University of Salamanca, Blanca Tejero, UNED, Ana Lanero, University of Salamanca, Spain, José Villanueva, University of Tamaulipas, Mexico

P.Th.J:14 "Evaluation of a Learning Organizational Culture as a Competitive Factor in Business Development"
Maria Leticia Verdugo Tapia, Francisco F. Camargo Mireles, Josefina Ochoa Ruiz, Elva Leticia Parada Ruiz, University of Sonora, José María Güereña de la Llata, University of Sonora, Mexico

P.Th.J:15 The Content of Organizational Culture in Manufacturing Companies and in Companies Providing Services in the Czech Republic
Zdenka Konecná, Brno University of Technology, Czech Republic

P.Th.J:16 A Survey Of the Relation Between Sirjan Gole-Gohar Company Organizational Culture and it's Organizational Structure According to it’s Staff
Mehdi Lasani, Fatemah Abbasiou, Shahid Bahonar University of Kerman, Iran

Management and leadership models

Herman Steensma, Francine Duque, Leiden University, Netherlands

P.Th.K:04 How to assess and evaluate leadership potential
Annika Wohlström, Cubiks Sweden AB, Sweden

P.Th.K:05 Validation of the Saville Consulting Wave Types Model of Transformers and Transactors
Rainer Kurz, Peter Saville, Saville Consulting, Caroline Fullman, Health & Safety Executive, Rab Maclver, Gabrielle Parry, Katie Mariscal, Anna Mitchener, Heidi Oxley, Saville Consulting, United Kingdom, Gary Schmidt, Sara Schmidt, Saville Consulting, United States, Sharon Miller, Rockpools, United Kingdom

P.Th.K:06 Information and Emergent leadership - a Contextual Study of Leadership
Cathrin Svensson, Magnus Larsson, Lund University, Solveig Segerstéen, The Public Employment Service of Sweden, Sweden

P.Th.K:07 Stabilize or Dynamize: The Balance Inventory of Leadership (BALI-F)
Sven Grote, Simone Kauffeld, Katrin Denison, University of Kassel, Germany

Niels van Quaquebeke, University of Hamburg, Germany, Daan van Knippenberg, Erasmus University, Netherlands

P.Th.K:09 Leader Empowering Behaviour: The Leader’s Perspective
Natalia Hakimi, Daan van Knippenberg, RSM Erasmus University, Netherlands

P.Th.K:10 Transformational Leadership and Emotional Intelligence: A Gender Comparison in Career Development
Esther Lopez-Zafra, University of Jaén, Spain, Rocio Garcia-Getamero, Max Planck Institute for Human Development, Germany, M. Pilar Berrios, University of Jaén, Spain

P.Th.K:11 The Role of Applicants’ Agency Regarding their Self-perceived Fit to Leadership Positions
Janine Bosak, Sabine Sczesny, University of Bern, Switzerland

P.Th.K:12 Respected Leaders: A Question of Accepted Influence, Personal Power/Legitimacy, and Personal Identification
Niels van Quaquebeke, University of Hamburg, Germany

Michael Mount, University of Iowa, Linda Zachar, Panera Bread of Iowa, Melanie Burns, University of Iowa, United States

P.Th.K:14 Operative Managers and Healthy Leadership
Harald Stummer, JGU, Austria
**Team work, creativity and innovation**

**P.Th.L1:02** The Effect of Group Social Context on the Innovativeness of Individuals and Groups: Implications for the Management of Organizational Innovativeness  
*Tea Lempialä*, Helsinki University of Technology, Finland

**P.Th.L1:03** Intrinsic Motivation as a Mediator between the Work Environment and Creativity  
*Peter van den Berg*, Tilburg University, Netherlands

**P.Th.L1:04** A Manager’s Ambiversion as a Prerequisite for Innovation  
*Mait Raava*, Estonian Business School, Estonia

**P.Th.L1:05** Group Initiative and Self-Organizational Activities in Industrial Work Groups  
*Agneta Brav*, Kin Andersson, Mälardalen University, Annika Lantz, Uppsala University, Sweden

**P.Th.L1:07** A Field Experiment Comparing Different Work Group Interactive Techniques  
*Per Eisele*, Dignus Medical, Sweden

**P.Th.L1:08** Positive Mood is not Always Good: The Role of Team Mood and Work Stressors for Creative Work Performance  
*Claudia Sacramento*, Doris Fay, Aston University, United Kingdom

**P.Th.L1:09** Development of Educational Organization Employees’ Psychological Competence to Work in Competitive Managerial Teams  
*Liudmila Karamushka*, Olena Fil, Oksana Kredentser, Institute of Psychology, Ukraine

**P.Th.L1:10** Commercial organization employees’ orientation toward teamwork depending on type of organization  
*Yulya Kravtsova*, Institute of psychology, Ukraine

**P.Th.L1:11** Team climate and creativity: The impact of tasks along the process  
*Joana Cunha e Costa*, CITAR - Centre of Research in Sciences and Technol, Ana Passos, ISCTE, Portugal

**P.Th.L1:12** District administration heads’ and employees’ work orientations  
*V. Mykhailenko*, Institute of Psychology, Ukraine

**P.Th.L1:13** Working process of creative workers  
*Giuseppe Zappia*, Università degli studi di Firenze, Italy, Jana Brichnacova, Jana Ivanovova, Czech University of Agriculture Prague, Czech Republic

**Virtual teams and team diversity**

**P.Th.L2:01** Views on Remote Working: How Do They Relate to Personality?  
*John Hackston*, Penny Moyle, OPP Ltd, United Kingdom

**P.Th.L2:02** Effective Versus Ineffective Communication Behaviors in Virtual Teams: Is there a Cultural Difference?  
*Daphne Dekker, Christel Rutte*, TU Eindhoven, Netherlands

**P.Th.L2:03** Negotiations in Virtual Teams: Effects of Motivational Orientation  
*Stefan N. Melchior*, Friedemann W. Nerding, University of Rostock, Germany

**P.Th.L2:04** Reducing Misunderstandings in Dispersed Teams: Increasing the Power of Perspective Taking  
*Carolyn Axtell*, Sharon Parker, Toby Wall, University of Sheffield, United Kingdom

**P.Th.L2:05** Cohesion as Antecedent of Intragroup Conflict in Virtual Teams: A Longitudinal Study  
*Edurne Martínez, Vicente Peñarroja*, Eva María Lira, University of Valencia, Spain

**P.Th.L2:06** Virtual Collaboration: the (im)possibility of Working Fully Virtual  
*Joris de Rooij*, Robert Verburg, Erik Andriessen, Delft University of Technology, Netherlands

**P.Th.L2:07** Task-related Diversity in Teams: A Scale, Its Development and Its Item and Scale Characteristica  
*Tobias Felsing*, Bruno Rueettinger, TU Darmstadt, Germany

**P.Th.L2:08** The Benefit of Heterogenous Teams: Workgroup Socialisation and Exclusion of Newcomers in High Technology Teams  
*Marcos van Engen*, Tilburg University, Linda de Wit, Philips, Karin Hagoort, CBS, Netherlands

**P.Th.L2:09** Demographic Diversity and Performance in Work Teams: Testing some hypotheses from the Categorization-Elaboration Model  
*Javier Sempere*, UNED (Spanish Open University), *Vicente González-Romá*, José M. Peiró, Universitat de València, Spain

**Emotions at work**

**P.Th.M:01** Emotional Competence As An Important Psychological Resource In The Workplace  
*Eva Garrosa*, Bernardo Moreno-Jiménez, Mª Eugenia Morante, Alfredo Rodriguez-Muñoz, Ana Sanz, Universidad Autónoma de Madrid, Spain

**P.Th.M:02** Emotion Work among Finnish Dentists  
*Eila Kallio*, Jari Hakanen, Finnish Institute of Occupational Health, Finland

**P.Th.M:03** Welcome to Paradise: emotional labour on a cruise ship  
*Lovisa Näslund*, Marjana Johansson, Stockholm School of Economics, Sweden
09:30 - 18:00 POSTER SESSIONS

P.Th.M:04 Emotional Labour and Animal Laboratory Technicians: Dissonance or Concord?  
Keith Davies, Cardiff University, Duncan Lewis, University of Glamorgan, United Kingdom

P.Th.M:06 Emotions Experienced in Work Related and Private Interactions.  
Laurence Messerli, Franziska Tschan Semmer, University of Neuchâtel, Switzerland

P.Th.M:10 Burnout as a Consequence of Felt Emotions and Emotional Labor: The Case of Nursery Teachers  
Sylwiusz Retowski, Roza Bazinska, Dorota Szczygiel, Roma Wrozsek, Warsaw School of Social Psychology, Poland

P.Th.M:11 The Effects of Emotional Demands and Potentially Traumatic Events on Fire-Fighter Health and Well-Being  
Michelle Tuckey, University of South Australia, Australia

P.Th.M:13 The Influence of Trust on Cooperation: The moderating role of Group Member Emotions  
Jacqueline Tanghe, Barbara van Knippenberg, Henk van der Flier, Vrije Universiteit, Netherlands

P.Th.M:14 Extending the Psychological Contract: The Value Oriented Dimension And Its Relevance For Volunteer And Paid Work  
Tabea Scheel, Thomas Rigotti, Gisela Mohr, Anna Cibis, University of Leipzig, Germany

P.Th.O:04 How not to Get Lost in Translation: Adaptation of the Occupational Personality Questionnaire OPQ32n from UK English into German  
Anne Herrmann, University of Lueneburg Germany, like Inceoglu, Dave Bartram, SHL group plc, United Kingdom

P.Th.O:05 The Relationship between Learning Potential and Sixteen Personality Factors  
Cecilia Meyer, J.J De Beer, D.D Marais, University of Pretoria, South Africa

P.Th.O:06 Demonstrating Question Complexity Effects to your Boss: Item Length, Knowability, Readability, and Respondent Fatigue in Organizational Climate Surveys  
Stephen Atkins, Otago Polytechnic, New Zealand, James Vanscotter, Louisiana State University, United States

P.Th.O:07 The Development of a Cultural Intelligence Assessment Instrument  
Sumari O’Neil, Yvonne Du Plessis, Leopold Vermeulen, University of Pretoria, South Africa

P.Th.O:08 Test Taking Style: Is Caution a Personality Variable in Ability Testing?  
Rainer Kurz, Peter Saville, John Mason, Scott Jardine, Rab Maclver, Gabrielle Parry, Katie Mariscal, Jacqui Archer, Saville Consulting, United Kingdom, Anna Mitchener, Saville Consulting, Barbados, Heidi Oxley, Saville Consulting, Joanna Lishman, Neuro Partners, Paul Roscorla, Home Office, United Kingdom

P.Th.O:10 Measuring mobbing: Negative Acts Questionnaire in a Spanish sample of education and health workers  
Antonio León García-Izquierdo, University of Oviedo, Mariano García-Izquierdo, Bartolomé Llor, Concepción Sáez, University of Murcia, Spain

Tanja Gullestrup, Thomas International, John Rust, University of Cambridge, United Kingdom

P.Th.O:12 Using the Five-factor Model of Personality to Assess Other Instruments. A Validation Study Carried out on the DISC PPA with Orpheus.  
Tanja Gullestrup, Thomas International, John Rust, University of Cambridge, United Kingdom

Luis Arciniega, Instituto Tecnológico Autónomo de México (ITAM), Mexico, Luis González, Universidad de Salamanca, Spain, Vítor Soares, Universidade Jean Piaget, Portugal, Stefania Ciulli, Marco Giannini, Università degli studi di Firenze, Italy
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### Invited symposia

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### Symposia

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<td>Peeters: Diversity at Work: A Double-edge Sword?</td>
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**Training and development**
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**Selection and assessment**
- P.Fr.B2

**Well-being and engagement**
- P.Fr.G1

**Stress management, coping and recovery**
- P.Fr.G2

**Managing flexibility, diversity and conflict**
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**Burkolter: Simulation-based Training at the Workplace: Training Needs Analysis, Training Methods and Transfer**
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**Rigotti: Research on Temporary Employment: Accounting for individual and contextual complexity**
S.Fr.3.D A3

**Felfe: The Influence of Leadership on Performance, Turnover and Well-being: Examining Determinants, Mediators and Moderators**
S.Fr.4.K A4

**van der Heijde: Contemporary Career Patterns (Part I)**
S.Fr.4.E A2

**Salmela-Aro: Personal Work Goals: An Occupational Life-Span Perspective**
S.Fr.4.J A3

**Busch: New challenges for stress management at work: Specific interventions with regard to the work area, the target group and specific problems and resources**
S.Fr.4.G K21

**D’Amato: Leadership, Trust, Retention: Generational Differences in Europe and North America**
S.Fr.5.K A6

**Andersson: Innovation at Work: Alternative Research Approaches and New Insights from an International Perspective**
S.Fr.4.C1 K11

**Day: Healthy Workplaces: The impact of organizational, job, and leadership factors on employee health and well-being**
S.Fr.5.G K11

**van Knippenberg: Organizational Change and the Self**
S.Fr.4.C2 K16/K17

**Dormann: Centre for Creative Leadership (CCL) - European Journal of Work and Organizational Psychology: Best Paper Award**
S.Fr.5.O K16/K17

**Roundtable discussion**
Creating Sustainable System Change: Client Participation, Professional Integration and Quality in Social Service & Health Care Organizations
RT.Fr.3.C A1

**Roundtable discussion**
Face Validity and Ethical Boundaries in Managerial Assessment
RT.Fr.4.A A1

**Aging workforce and retirement**
T.Fr.3.E K16/K17

**Technology management**
T.Fr.3.F K21

**Organizational culture**
T.Fr.3.J K11

**Leadership models**
T.Fr.3.K A4

**Health at work**
T.Fr.4.A K22

**Selection and assessment**
T.Fr.4.B K23

**Burnout**
T.Fr.4.G K24

**Organizational justice and trust**
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**Leadership and organizational behaviour**
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**Teambuilding and effectiveness**
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**Measurement and psychometrics**
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**Human resource management**
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**Organizational change processes**
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**The aging workforce and retirement**
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**Work motivation and performance**
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**Organizational climate and job design**
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**Leadership and management**
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**Advances in research Methods**
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**Field and experimental research**
P.Fr.O2
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World Café on "Sustainable Work of Consultants"
Chair: Ute Schmidt-Brasse, PSYCON Psychological Business Consultants, Germany

IS.Fr1.A2:0 K2
Safety Climate - What Else?
Chair: Nik Chmiel, Queen’s University Belfast, United Kingdom

IS.Fr1.A2:1 The Utility of Safety Climate at the Organisational and Group Levels
Alistair Cheyne, Loughborough University, United Kingdom, Jose Manuel Tomas, Amparo Oliver, University of Valencia, Spain

IS.Fr1.A2:2 Climate and Safety Climate – Is there a difference and do we care?
Kathryn Mearns, University of Aberdeen, United Kingdom, Michael T Ford, Lois E Tetrick, George Mason University, United States, Lorraine Hope, University of Portsmouth, United Kingdom

IS.Fr1.A2:3 The job Demands-Resources Model and management commitment to safety applied to safe behaviour
Isabelle Hansez, University of Liege Belgium, Nik Chmiel, Queens University Belfast, United Kingdom

IS.Fr1.A2:4 Life on the line: Role demands, support for safety, and hazardous events
Nick Turner, University of Manitoba Canada, Nik Chmiel, Queens University Belfast, United Kingdom, M Sandy Hershcovis, University of Manitoba, Canada, Melanie Walls, Human Works Ltd, United Kingdom

IS.Fr1.A2:5 Exit, voice, loyalty, and neglect in the domain of workplace safety
Sean Tucker, Queen’s University, Nick Turner, University of Manitoba, Canada

IS.Fr1.H:0 K1
Work-life Interface: Spillover and Crossover Perspectives
Chair: Ulla Kinnunen, University of Tampere, Finland

IS.Fr1.H:1 Long-term relationships between work-family conflict and psychological well-being: Stability and cross-lagged relations within one and six-year follow-up
Johanna Rantanen, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Taru Feldt, Lea Pulkkinen, University of Jyväskylä, Finland

IS.Fr1.H:2 Does work load cause work-home interference or is it the other way around?
Josje S.E. Dikkers, VU University Amsterdam, Sabien A.E Geurts, Michiel A.J. Kompier, Toon W. Taris, Radboud University Nijmegen, Irene L.D. Houtman, Floor van den Heuvel, TNO Work and Employment, Netherlands

IS.Fr1.H:3 Workaholism and the quality of the intimate relationship: A spillover/crossover perspective
Arnold B. Bakker, Erasmus University Rotterdam, Evangelia Demerouti, Utrecht University, Netherlands, Ronald Burke, York University, Canada

IS.Fr1.H:4 Buffering effects of supportive partnership climate on the effects of stress at work and in the family
Fabienne T Amstad, Norbert K. Semmer, University of Bern, Switzerland

IS.Fr1.H:5 Longitudinal crossover effects between work and family among dual-earner couples
Ulla Kinnunen, University of Tampere, Saija Mauno, Taru Feldt, University of Jyväskylä, Finland
**S.Fr1.B1:0**

Advances in Compensation Research: Benefiting from Theories in Social Psychology

Chair: Frederik Anseel, Ghent University, Belgium
Discussant: Matti Vartiainen, Helsinki University of Technology, Finland

- **S.Fr1.B1:1** Intrinsic and extrinsic predictors of work performance
  - **Kuvaas Bård**, Norwegian School of Management, Norway

- **S.Fr1.B1:2** On the fairness of performance-based pay
  - **Nico W van Yperen**, University of Groningen, Netherlands

- **S.Fr1.B1:3** Organizational justice and pay satisfaction: Broadening the concepts and their differential impact on turnover intention
  - **S de Gieter**, R de Cooman, R Pepermans, R Caers, C du Bois, M Jegers, Vrije University, Belgium

- **S.Fr1.B1:4** Keeping Up With the Joneses: A Field Study of the Relationships Between Upward, Downward, and Lateral Comparisons and Pay Level Satisfaction
  - **Michael M Harris**, University of Missouri St Louis, United States, Frederik Anseel, Filip Lievens, Ghent University, Belgium

**S.Fr1.B2:0**

Diversity at Work: A Double-edge Sword?

Chair: Maria Peeters, Utrecht University, Netherlands

- **S.Fr1.B2:1** Diversity in teams: how do team members perceive interpersonal differences in work teams?
  - **Dinette Timmerman**, G.S. van der Vegt, University of Groningen, Netherlands, J.S. Bunderson, Olin School of Business, United States, E Molleman, University of Groningen, Netherlands

- **S.Fr1.B2:2** Diversity makes the difference: The Influence of leadership and organizational climate on diversity outcomes
  - **Frouke de Poel**, Janka Stoker, Karen van der Zee, University of Groningen, Netherlands

- **S.Fr1.B2:3** Interactive acculturation, social support and discrimination in the multicultural workplace
  - **Wido G.M. Oerlemans**, Maria C.W. Peeters, Wilmar B Schaufeli, Utrecht University, Netherlands

**S.Fr1.B2:4**

Diversity management: Acculturation context variables as predictors of individual acculturation outcomes in the South African Police Service

- **Leon T.B. Jackson**, North-West University, South Africa

**S.Fr1.B2:5**

To adapt or not to adapt: Acculturation strategies of immigrant police workers as predictors of work satisfaction and career progression

- **Marloes L van Engen**, Tilburg University, Netherlands

**S.Fr1.B2:6**

Diversity Faultlines and Team Learning: Do They Distract from Effective Performance?

- **Yoyce Rupert**, Karen A Jehn, Leiden University, Netherlands

**S.Fr1.C:0**

Supporting Connectivity: A Relational view of organising

Chair: Lucia Garcia-Lorenzo, London School of Economics, United Kingdom
Co-Chair: Alexander Maas, Erasmus Business School, Netherlands

- **S.Fr1.C:1** Transitional identities: Between being and becoming in a service sector organisation
  - **Lucia Garcia-Lorenzo**, London School of Economics, United Kingdom, Maria Simosi, University of the Aegean, Greece

- **S.Fr1.C:2** Connectivity in time and space
  - **Alexander Maas**, Erasmus University, Netherlands

- **S.Fr1.C:3** Relational Practices as Generative Interventions in Emergent Contexts
  - **René Bouwen**, Art Dewulf, Greet Francois, University of Leuven, Belgium

- **S.Fr1.C:4** Connecting frames and actors: a case study about the management of a river catchment
  - **Art Dewulf**, University of Leuven, Belgium, Monica Mancero
**08:30 - 10:00 SYMPOSIA**

**S.Fr1.D:0**  
**Reflexive Management System of Merger**  
Chair: Mykhaylo Naydonov, Institute of reflective inv.&spec. IRIS, Ukraine  
Co-Chair: Olga London, IDS-Group, Ukraine  
Co-Chair: Lyubov A Naydonova, Inst of Social & Political Psychology APSU, Ukraine

**S.Fr1.D:1**  
Psychological Contract with Company Top-Managers Team Before a Merger  
*Lyubov Grigorovska*, Institute of social and political psychology APSU, Ukraine

**S.Fr1.D:2**  
Emotional Coping Strategies and Models of Interpersonal Relationships at Rating Procedures of Personnel Selection at a Merger Organization  
*Olena Khorina*, Institute of Social and Political Psychology APSU, Oleksandra Opanasenko, ISSP APSU, Ukraine

**S.Fr1.D:3**  
Staff’s Reflexive Pre-adaptation to Changes Caused by Merger  
*Lyubov A Naydonova*, Natalia Kuzichkina, Inst of Social & Political Psychology APSU Ukraine, Ukraine

**S.Fr1.D:4**  
Reconstruction of Competition and Cooperation Settings in Procedures of Personnel Dismissing Caused by Company Merger  
*Lyubov M Naydonova*, Kostyuk’s Inst of Psychology APSU, Roman Kryuchkovenko, Inst of Reflective Inv & Specialization IRIS, Ukraine

**S.Fr1.G:0**  
**The Self at Work**  
Chair: Myriam Bechtoldt, University of Amsterdam, Netherlands  
Co-Chair: Norbert Semmer, University of Bern, Switzerland  
Co-Chair: Carsten De Dreu, University of Amsterdam, Netherlands  
Discussant: Sabine Sonnentag, University of Constance, Germany

**S.Fr1.G:1**  
The Atom Metaphor of the Self and its Relation to the Real World  
*Hugo M Kehr*, Technical University Munich, Germany

**S.Fr1.G:2**  
Illegitimate Stressors, Threats to Self, and Situational Well-being: A Multilevel Analysis  
*Nicola Jacobshagen*, Norbert K Semmer, Laurens L Meier, University of Bern, Switzerland

**S.Fr1.G:3**  
Interactional Fairness, Irritation, and Back Pain: The Role of Self-Esteem Stability  
*Laurens L Meier*, Norbert K Semmer, University of Bern, Switzerland

**S.Fr1.G:4**  
Self-Concept Clarity and Social Conflict: Is it That Knowing Thyself Helps, or That Not Knowing Thyself Hurts?  
*Myriam N Bechtoldt*, Carsten K.W. de Dreu, Bernard A. Nijstad, University of Amsterdam, Netherlands, Dieter Zapf, J.W. Goethe-University Frankfurt, Germany

**S.Fr1.K:0**  
**Multi-level Study of Leadership in Diverse Contexts**  
Chair: Handan K Sinangil, Marmara University, Turkey  
Discussant: Robert Roe, University of Maastricht, the Netherlands

**S.Fr1.K:1**  
A cross-cultural study on perceptions of ideal leader behavior: Three country comparisons from Europe, Asia and Africa  
*Handan K Sinangil*, E Serra Yurkoru, Beril Sipahi, Marmara University, Turkey, Romie Littrell, University of Auckland, New Zealand

**S.Fr1.K:2**  
Ethical leadership: a multi-level study of integrity and empowerment  
*Deanne N den Hartog*, University of Amsterdam, Annebel H.B. de Hoogh, Vrije University Amsterdam, Netherlands

**S.Fr1.K:3**  
The Impact of Leadership Style on Leader Efficacy  
*Nurdan Özralli*, S Serra Yurtkoru, Beril Sipahi, Marmara University, Turkey
FRIDAY MAY 11

08:30 - 10:00 SYMPOSIA

SS.Fr1.B3:0 K12
The role of Trust in HR: Developing and Sustaining Positive Relationships through the HR life cycle in organisations and politics
Chair: Rosalind Searle, Open University, United Kingdom
Co-Chair: Denise Skinner, University of Coventry, United Kingdom
Co-Chair: Deanne den Hartog, University of Amsterdam Business School, Netherlands
S.Fr1.B3:1 Trust and human resources
Rosalind Searle, Open University, Denise Skinner, University of Coventry, United Kingdom
S.Fr1.B3:2 Trusting the organisation: how selection processes signal trust
Rosalind Searle, Open University, Jon Billsberry, Open University Business School, United Kingdom

08:30 - 10:00 THEMATIC SESSIONS

Workplace health promotion
Chair: Magnus Svartengren, Karolinska institutet, Sweden
Co-Chair: Ulrich Winterfeld, BG Institute Work and Health, Germany
T.Fr1.A:1 Improving Employee Health by Reducing Working Hours or Increasing Physical Activity – a Longitudinal Study of Work-placed Based Interventions
Ulrica von Thiele, Petra Lindfors, Ulf Lundberg, Stockholm University, Sweden
T.Fr1.A:3 Applying the Transtheoretical Model of Change to the organizational Level for Disseminating Worksite Health Promotion
Greg Jenny, Katharina Lehmann, Silvia Deplazes, Harald Reuter, Georg Bauer, University of Zurich, Switzerland
T.Fr1.A:4 Effectiveness in Health and Safety: The “Sifa-Langzeitstudie” – Concept, Design and First Results of an 8 years Longitudinal Online-Survey with OH&S Professionals
Ulrich Winterfeld, BG Institute Work and Health, Andreas Bobby Kalveram, Ruediger Trimpop, Friedrich-Schiller-University Jena, Germany
T.Fr1.A:5 The Meanings of Work Practices by Health Professionals That Treat HIV/AIDS Patients
Antonio C Ribeiro-Tupinamba, Federal University of Ceará Brazil, Eloisa Greggio, UFC, Brazil

Career planning and management
Chair: Qinghai Huang, Personnel Decisions International, China
Co-Chair: Chris Dewberry, University of London, United Kingdom
Annilee Game, University of East Anglia, Jonathan Crawshaw, University of East London, United Kingdom
Nele Soens, Ans De Vos, Vlerick Leuven Gent Management School, Belgium
T.Fr1.B2:3 Career Development or Collecting Competencies? Career Competencies, a New Approach to Sustainable Career Development
Sandra Haase, Jan Dr. Francis-Smythe, University of Worcester, United Kingdom
Jennifer Kidd, University of London, United Kingdom
T.Fr1.B2:5 How Do Individual Differences in Personality Influence the Likelihood of Career Success?
Chris Dewberry, Ciara Burke, University of London, Birkbeck, United Kingdom
FRIDAY MAY 11

08:30 - 10:00 THEMATIC SESSIONS

K22

Return-to-work
Chair: Eva Vingård, Uppsala University, Sweden

T.Fr1.E:1 Follow-up Study on the Impact of JOBS Intervention Program on the Unemployed and Their Spouses in China
Liluo Fang, Institute of Social Psychology, Guangzhou University, Li Ling, Peking University, Wenquan Ling, Jinan University, China

T.Fr1.E:2 RCT on RTW of Employees with Mental Health Problems: Is a Guideline for Occupational Physicians more Effective than Referral to a Psychologist?
David Rebergen, David Bruinvels, Allard van der Beek, Willem van Mechelen, EMGO Institute/VUMedical Centre, Netherlands

T.Fr1.E:3 Effect of Psychological Treatment on Return to Work among Employees with Psychological Complaints. Preliminary Results of a Comparative Effect Study.
Suzanne Lagerved, Roland Blonk, TNO Quality of Life, Netherlands

Roland Blonk, TNO Work & Employment, Netherlands

T.Fr1.E:5 Healthy Companies - has Rehabilitation Measures for Long Term Sick Listed Anything to do with That?
Eva Vingård, Frida Bengtsson, Måns Waldenström, Uppsala University, Lena Ekenvall, Gunnel Ahberg, Gun Nise, Magnus Svartengren, Karolinska Institutet, Sweden

K23

Organizational learning
Chair: Leif W Rydstedt, Högskolan Väst, Sweden
Co-Chair: Christer Sandahl, Karolinska Institutet, Sweden

Teresa Rebello, Adelino Duarte Gomes, Leonor Cardoso, University of Coimbra, Portugal

T.Fr1.F:2 A Multi-level Intervention to Enhance Work Process Knowledge at Kitchen Work
Anneli Leppänen, Finland, Leila Hopsu, Soili Klemola, Eeva Kuosma, Finnish institute of Occupational Health, Finland

T.Fr1.F:3 The Development of Trust in e-Learning Environments
Eduardo Simoes, ISCTE, Patricia Santos, CEGOC, Portugal

T.Fr1.E:5 Team Learning Effects on Group Maintenance Outcomes in Virtual Teams Compared to Face-to-face Groups
Eva M. Lira, Pilar Ripoll, Pilar González, Vicente Peñarroja, Ana Zornoza Abad, University of Valencia, Spain

K24

Job stress and employee well-being
Chair: James Campbell Quick, University of Texas at Arlington, United States
Co-Chair: Stavroula Leka, University of Nottingham, United Kingdom

T.Fr1.G1:1 Occupational Health Psychology: A Retrospective Review and Prospective Look, with Optimism - Five Emerging Themes in the Study of People at Work
James Campbell Quick, Marilyn Macik-Frey, University of Texas at Arlington, Debra Nelson, Oklahoma State, United States, Ana Maria Rossi, ISMA-Brazil, Brazil, Jian-Yun Liu, China Civil Aviation Medical Center, China

Sheena Johnson, Manchester University, Ian Donald, University of Liverpool, Sue Cartwright, University of Manchester, Cary Cooper, University of Lancaster, Paul Taylor, University of Liverpool, Lucy Watt, Roberston Cooper Ltd, United Kingdom

T.Fr1.G1:3 Towards the Development of a European Psychosocial Risk Management Framework
Stavroula Leka, University of Nottingham, Tom Cox, I-WHO, United Kingdom, Evelyn Kortum, WHO, Switzerland, Michael Ertel, Fed Inst for Occup Safety & Health, Germany, Lennart Hallsten, National Institute for Working Life, Sweden, Kari Lindstrom, FIOH, Finland, Gerard Zwetsloot, TNO, Netherlands

T.Fr1.G1:4 Mental Health Effects of Changes in Psychosocial Work Characteristics: a Prospective Cohort study
Lore De Raeye, Rineke Vasse, Nicole Jansen, Piet van den Brandt, IJmert Kant, Maastricht University, Netherlands

Simone Grebner, Achim Elfering, Ester Achermann, Rahel Knecht, Norbert K. Semmer, University of Bern, Switzerland
FRIDAY MAY 11

08:30 - 10:00 THEMATIC SESSIONS

Workplace aggression and bullying
Chair: Hans De Witte, KULeuven, Belgium
Co-Chair: Paula Grubb, CDC/NIOSH United States
Assâad El Akremi, LIRHE-Université des Sciences Sociales-Toulouse I, Narjes Sassi, LIRHE - Université des Sciences Sociales, France
Oluwakemi Adewumi, Michael Sheehan, Duncan Lewis, University of Glamorgan, United Kingdom
T.Fr1.G2:3 The Severity of the Mobbing Behaviours Through the Perception of Spanish Workers
Jorge Escartin Solanelles, Álvaro Rodríguez-Carballeira, Clara Porrúa, Javier Martín-Peña, University of Barcelona, Spain
T.Fr1.G2:4 Current Status of Workplace Bullying Research in the U.S.
Paula Grubb, Rashaun Roberts, CDC/NIOSH, United States
T.Fr1.G2:5 Bullying and Work Environment Quality
Lars Johan Hauge, Anders Skogstad, Ståle Einarson, University of Bergen, Norway

Emotions and employee behavior
Chair: Jacoba Lilius, Queen’s University, Canada
Co-Chair: Jorge Gomes, Instituto Superior de Psicologia Aplicada, Portugal
T.Fr1.M:1 The Role of Emotions in the Organizational Counterproductive Behavior and the Citizenship Behavior of the Employee
Catalina Zaborila, Zoltan Bogathy, Coralia Sulea, West University Timisoara, Romania
Frank Belschak, Deanne Den Hartog, University of Amsterdam Business School, Netherlands
Annefloor Klep, Barbara Van Knippenberg, Henk Van der Flier, Vrije Universiteit, Netherlands
Jorge Gomes, Instituto Superior de Psicologia Aplicada, Arnenio Rego, Universidade de Aveiro, Elsa Mauthner, Instituto Superior de Psicologia Aplicada, Portugal

10:30 - 12:00 INVITED PANEL DEBATE

IPD:Fr2.1 Visions for an equitable workplace: Harnessing diversity for organizational vitality
Chair: Meg Bond, University of Massachusetts Lowell, USA
Discussant: Paulina dos Reyes, Uppsala University, Sweden
Panelists: Donata Francescato, La Sapienza University, Italy, Rashaun Roberts, National Institute for Occupational Safety and Health (NIOSH), USA, Leny Sato, University of São Paulo, Brazil

10:30 - 12:00 INVITED SYMPOSIA

IS.Fr2.A:0 From Stress Prevention to Healthy Organization
Chair: Anna B. Leonova, Moscow State University, Russian Federation
IS.Fr2.A:1 The waxing and waning of burnout among physicians: A ten-year follow-up study
Wilmar B. Schaufeli, Utrecht University, Netherlands
IS.Fr2.A:2 Health promoting working life? Work related factors predicting employee well-being
Katharina Näswall, Karin Jelonek, Magnus Sverke, Stockholm University, Sweden
IS.Fr2.A:3 Staying healthy and productive at work: Creating recovery opportunities within the organization
Sabine Sonnentag, University of Konstanz, Germany
IS.Fr2.A:4 A hierarchical approach to constructing stress prevention programs: Benefits for organizations
Anna B. Leonova, Moscow State University, Russian Federation
IS.Fr2.M:0 K2
Recent Developments and Open Questions in Emotional Labour: Contributions from Work, Service, Health and Interaction Focused Perspectives
Chair: Andrea Fischbach, Trier University, Germany
IS.Fr2.M:1 Emotion work and the perspective of work psychology
Andrea Fischbach, Trier University, Dieter Zapf, Goethe-University Frankfurt, Germany
IS.Fr2.M:2 Toward A Person-Environment Framework for Ameliorating Strain Due to Emotional Labor in Service Work
Benjamin Schneider, Valtera Corporation & Univ of Maryland, William H Macey, Valtera Corporation, United States
IS.Fr2.M:3 Emotional Labour, Health Outcomes and Coping: Does it Help?
Esther R. Greenglass, York University, Canada
IS.Fr2.M:4 The Depleting Effects on Employees of Customer Aggressive Behavior
Anat Rafaeli, Rellie Derfler, Shy Ravid, Technion, Israel

IS.Fr2.N:0 K16/K17
From Union Commitment to Union Renewal
Chair: Jack Fiorito, Florida State U. and U. of Hertfordshire, United States
Discussant: Sarosh Kuruvilla, Cornell University, United States
IS.Fr2.N:1 Mobilisation Theory and the Propensity to Undertake Industrial Action
Donna M Buttigieg, Monash University, Australia, Stephen J Deery, King’s College London, United Kingdom, Roderick D Iverson, Simon Fraser University, Canada
Anthony Carroll, Queen’s University, Canada, Paul Clark, Penn State University, Clive Fullagar, Kansas State University, Daniel G Gallagher, James Madison University, United States
IS.Fr2.N:3 Union Renewal: Something Old, Something New, Something Borrowed, and “the Blues”
Gregor Gall, University of Hertfordshire, United Kingdom, Jack Fiorito, University of Hertfordshire, United Kingdom and Florida State University, United States

S.Fr2.E:0 K11
Ageing Factors on Motivation and Emotion at Work as Important Determinants of Sustainable Work
Chair: Guido Hertel, University of Wuerzburg, Germany
Co-Chair: Jürgen Wegge, University of Wuerzburg, Germany
Co-Chair: Klaus Helmut Schmidt, University of Dortmund, Germany
S.Fr2.E:1 Age Differences in Work Related Motives, Values, and Goals
Guido Hertel, Uta Hilsebein, University of Wuerzburg, Christian Rossnagel, International University of Bremen, Germany
S.Fr2.E:2 Age diversity and gender diversity as determinants of performance and well-being: The moderating role of task complexity and commitment
Carla Roth, Jürgen Wegge, LMU München, Barbara Neubach, Klaus Helmut Schmidt, IFADO, Germany
S.Fr2.E:3 Age diversity in teaching staff and its effect on cooperation in schools
Anja Philipp, University of Freiburg, Germany, Andreas Krause, Univ of Applied Sciences, Switzerland, Heinz Schüpbach, University of Freiburg, Germany
S.Fr2.E:4 Resistance-to-change as a moderator of the relationship between job design and older employees’ innovative work behavior
Ralf Stegmaier, Katrin Noefer, Beate Molter, Karheinze Sonntag, University of Heidelberg, Germany
S.Fr2.E:5 Measuring age diversity
Jeremy F Dawson, Aston University, United Kingdom
**FRIDAY MAY 11**

**10:30 - 12:00 SYMPOSIA**

**S.Fr2.F:0**
**Organizational Learning from Errors**

Chair: Annette Kluge, University of St. Gallen, Switzerland  
Co-Chair: Jan Schilling, Technical University Aachen, Germany  
Co-Chair: Marc Solga, University of Bonn, Germany

- **S.Fr2.F:1** Organizational Learning from Errors – The Development of a Construct and its Integration in Research on Organizational Learning  
  **Jan Schilling**, Daniel Putz, Constanze Stangenberg, RWTH Aachen University, Germany, Annette Kluge, University of St. Gallen, Switzerland

- **S.Fr2.F:2** Organizational Learning from Errors at Work – Evaluation of a Questionnaire to Assess the Learning Climate in Organizations  
  **Daniel Putz**, Constanze Stangenberg, RWTH Aachen University, Germany, Annette Kluge, University of St. Gallen, Switzerland

- **S.Fr2.F:3** Organizational Learning from Errors and Transformational Leadership  
  **Annette Kluge**, Stephan Schulz, University of St. Gallen, Switzerland

- **S.Fr2.F:4** Relationship between Transformational Leadership, Learning Climate and Innovation  
  **Jens Radstaaak**, Jens Rowold, Manuela Streich, University of Muenster, Germany

- **S.Fr2.F:5** Accountability and Protective Impression Management in Organizations: Impact on Error Management at Work and Organizational Learning  
  **Marc Solga**, University of Bonn, Germany

**S.Fr2.I:0**
**Beyond performance: Productive and counterproductive workplace behaviours**

Chair: Domenica Gentile, Inst of Work, Health & Organisations, United Kingdom  
Co-Chair: Iain Coyne, University of Nottingham, United Kingdom  
Co-Chair: Dave Bartram, SHL Group, United Kingdom

- **S.Fr2.I:1** Identifying negative acts amongst UK police personnel: an investigative study  
  **Phil Leather**, Tony Zarola, Angeli Santos, University of Nottingham, United Kingdom

- **S.Fr2.I:2** Are personal or work related characteristics more important in predicting employee absence?  
  **Alec Serlie**, Marise Born, Erasmus University Rotterdam, Linde Breunis, Valkenbosch, Netherlands

**S.Fr2.I:3**
**The impact of organisational stressors, commitment and emotional control on voluntary workplace behaviour: A comparison between three different countries**  
**Domenica Gentile**, Iain Coyne, University of Nottingham, Ilke Inceoglu, Jakob Rietiker, SHL Group plc, United Kingdom

**S.Fr2.I:4**
**Voluntary workplace behaviours: The role of social and organisational processes**  
**Marino Bonaiouto**, Univ degli Studi di Roma "La Sapienza", Italy, Domenica Gentile, University of Nottingham, United Kingdom, Sara Lanfredini, Stefano Livi, Erica Pugliese, Univ degli Studi di Roma "La Sapienza", Italy

**S.Fr2.D:0**
**Psychological Contracts - Considering the Context**

Chair: Sabine Reader, ETH Zurich, Switzerland  
Co-Chair: Marjo-Riitta Parzefall, Swedish School of Economics, Finland  
Discussant: Denise M. Rosseau, Carnegie Mellon University, United States

- **S.Fr2.D:1** The role of the context in employees’ explanations of perceived psychological contract breach  
  **Marjo-Riitta Parzefall**, Swedish School of Economics, Finland

- **S.Fr2.D:2** Psychological Contracts in the Context of Independent Contractors  
  **Catherine Connelly**, McMaster University, Canada, Jackie Coyle-Shapiro, London School of Economics, United Kingdom, Daniel G. Gallagher, James Madison University, United States

- **S.Fr2.D:3** Stressing the need to examine antecedents of psychological contract formation  
  **Thomas Rigotti**, University of Leipzig, Germany

- **S.Fr2.D:4** Change in psychological contracts in the context of work flexibility  
  **Sabine Raeder**, ETH Zurich, Switzerland, Rene Schalk, Tilburg University, Netherlands, Anette Wittekind, Gudela Grote, ETH Zurich, Switzerland
Friday May 11

**10:30 - 12:00 ROUNDTABLE**

RT.Fr2.O:1 A1
The Journal of Occupational and Organizational Psychology (JOOP): How is it doing?
Chair: John Arnold, Loughborough University, United Kingdom

**10:30 - 12:00 THEMATIC SESSIONS**

**A3**

**Job stress and well-being**
Chair: Philip Dewe, University of London, United Kingdom
Co-Chair: Eva Torkelson, Lund University, Sweden

T.Fr2.G:1 Work Stress: Emotions, Patterns of Appraisals and Core Relational Meanings
*Philip Dewe*, Birkbeck, University of London, United Kingdom

*Magnus Adiele*, Geert Van Hooftegem, Catholic University of Leuven, Belgium

T.Fr2.G:3 Stress at Work and Optimism: Implications for Health
*Eva Torkelson*, Lund University, Tuija Muñoz, National Institute for Working Life, Sweden

T.Fr2.G:4 Availability, Relevance and Use of Job Resources in Demanding Work Situations: Match or Non-match?
*Marike van den Tooren*, Jan De Jonge, Eindhoven University of Technology, Netherlands, Christian Dormann, Johannes Gutenberg University, Germany

**K22**

**Career planning and choice**
Chair: Gisela Mohr, University of Leipzig, Germany
Co-Chair: Edith Maier, London Metropolitan University, United Kingdom

*Eva Cools*, Herman Van den Broeck, Vlerick Leuven Gent Management School, Belgium

T.Fr2.B2:2 Career Decision Difficulties and Emotional Intelligence: Empirical Evidence in a Sample of Young Italian Trainees
Annamaria Di Fabio, *Letizia Palazzeschi*, University of Florence, Italy

T.Fr2.B2:3 Self Assessments as Online Guidance and Marketing Tools
*Annika Milbradt*, Alexander Zimmerhofer, RWTH Aachen University, Germany

*Verena Heukamp*, Alexander Zimmerhofer, Lutz F. Hornke, RWTH Aachen, Germany

*Edith Maier*, Yochanan Altman, London Metropolitan University, United Kingdom

**K23**

**Organizational change processes**
Chair: Francesco Avallone, University of Rome "La Sapienza", Italy
Co-Chair: Annika Härenstam, National Institute for Working Life, Sweden

*Robert Holmberg*, Magnus Larsson, Jitka Lindén, Lund University, Sweden

T.Fr2.C:2 Mediating Effects of Different Foci of Social Identity on Job Satisfaction and Turnover Intentions during an Organizational Change Process in Higher Education
*Alexandra Michel*, Ralf Stegmaier, Karlheinz Sonntag, Daniela Meiser, University of Heidelberg, Germany

T.Fr2.C:3 What is Organisational Change?
Correspondence Between Employees’, Managers’ and Researchers’ Assessments.
*Annika Härenstam*, National Institute for Working Life, Sweden

T.Fr2.C:4 Distinctive features of change process in educational organizations
*Liudmyla Karamushka*, Institute of Psychology, Ukraine

T.Fr2.C:5 Organizational Health and Organizational Change
*Francesco Avallone*, Alessia Paplomatas, Maria Luisa Farnese, Silvia Pepe, University of Rome "La Sapienza", Italy
THEMATIC SESSIONS

10:30 - 12:00

**Job stress**

Chair: Dan Hasson, Karolinska Institute, Sweden
Co-Chair: Cheryl Travers, Loughborough University, United Kingdom

**Ann-Sophie Hansson,** Uppsala University, Bengt B Arnetz, Uppsala University, Sweden and Wayne State University, United States, Ingrid Anderzén, Uppsala University, Sweden

**T.Fr2.G1:2** The Experience of Teacher Stress: The Impact of Ethnicity
**Cheryl Travers,** Grace Miller, Loughborough University, United Kingdom

**T.Fr2.G1:3** Perceived Role Stress- A comparative analysis of Women and Men in Police
**Punam Sahgal,** Indian Inst of Management Lucknow, India

**T.Fr2.G1:4** Testing Effort-reward Imbalance Model among two Finnish Manager Samples
**Taru Feldt,** Anne Mäkikangas, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Katriina Hyvönen, University of Jyväskylä, Finland

**T.Fr2.G1:5** Moderating stressor-to-strain relationships across team structure: A multigroup structural equation modeling and moderated regression analysis
**Sandra C. Buttigieg,** Michael W. Grojean, Michael A. West, Jeremy F. Dawson, Aston University, United Kingdom

**Work-family interface**

Chair: Michael Allvin, National Institute for Working Life, Sweden
Co-Chair: Camilla Kylin, Stockholm University, Sweden

**T.Fr2.H2** Does Greater Personal Income Increase Women's Empowerment in Terms of Domestic Work Division and Economic Decision Making?
**Lucia Mannetti,** Mauro Giacomantonio, University of Rome La Sapienza, Italy

**T.Fr2.H3** Understanding Work-related Sexual and Reproductive Health
**Sara Cox,** Tom Cox, University of Nottingham, United Kingdom

**T.Fr2.H4** Mental boundaries and rites of passage in home-based telework
**Camilla Kylin,** Stockholm University, Sweden

**T.Fr2.H5** A Holistic Approach to Work-life Balance
**Erik Berntson,** Annika Härenstam, National Institute for Working Life (NIWL), Caroline Stjernström, Zoek, Sweden
Leadership and culture

Chair: Dieter Zapf, Goethe University, Germany
Co-Chair: Tina Kankkunen, National Institute for Working Life, Sweden

T.Fr2.K:1 Prerequisites and Working Conditions for Managers in Technical- & Care/Education Authorities
Tina Kankkunen, Annika Härenstam, National Institute for Working Life, Sweden

T.Fr2.K:2 Organizational Prerequisites and Manager’s Discretion in Swedish Welfare Pluralism. A Qualitative Study of Public, Private and Cooperative Geriatric Care
Chatrine Höckertin, Annika Härenstam, National Institute for Working Life, Sweden

T.Fr2.K:3 Organizational Core Values: Goals or Corporate Bullshit? A Study of Leadership and Values
Rebecca Haglid, Lund University, Sweden, Monica Haune, cut-e norge as, Norway, Stefan Jern, Lund University, Sweden

T.Fr2.K:4 Dilemmas and paradoxes in individual response to crisis: the sheep, the dog, and the wolf
Nelson Ramalho, Jose Neves, ISCTE, Portugal

T.Fr2.K:5 Female Managers’ and Future Female Managers’ Gender Identity Content Referring Gender Relations
Iryna Bonadarevskaya, Institute of Psychology, Ukraine

Group and team processes

Chair: Conny H Antoni, University of Trier, Germany
Co-Chair: Thomas Ellwart, University of Kiel, Germany

T.Fr2.L:1 Learning from Conflict: The Effect of Task and Relationship Conflicts on Team Learning and Team Performance
Marianne van Woerkom, Marloes van Engen, Tilburg University, Netherlands

T.Fr2.L:2 Team Self-Regulation and Meeting Deadlines in Project Teams: A Model of Shared Temporal Cognitions
Josette Gevers, Wendelien Van Eerde, Christel Rutte, Technische Universiteit Eindhoven, Netherlands

T.Fr2.L:3 Explicit and Implicit Team Coordination: Influences of Planning and Shared Mental Models on Team Conflicts and Coordination Success
Thomas Ellwart, Udo Konradt, University of Kiel, Germany

T.Fr2.L:4 Managing Human Resources and Emerging Problems in India Call Centres
Pawan Budhwar, Aston Business School, United Kingdom

T.Fr2.L:5 What Coexistence Between Individualization Practices and Teamwork in Human Resources Management?
Teresa Proenca, University of Porto, Portugal

12:10 - 12:50 STATE-OF-THE-ART PRESENTATION

More
Christian Dormann, Johannes Gutenberg-University Mainz, Germany

Chair: Pascale Le Blanc, Utrecht University, the Netherlands

13:00 - 13:40 STATE-OF-THE-ART PRESENTATION

SA.Fr3.H:1 From Spillover to Crossover: Negative and Positive Experiences
More
Mina Westman, Tel Aviv University, Israel

Chair: Ulla Kinnunen, University of Tampere, Finland
12:10 - 13:40 SYMPOSIA

S.Fr3.B:0
Simulation-based Training at the Workplace: Training Needs Analysis, Training Methods and Transfer
Chair: Dina Burkolter, University of St. Gallen, Switzerland
Co-Chair: Annette Kluge, University of St. Gallen, Switzerland
Co-Chair: Juergen Sauer, Universite de Fribourg, Switzerland

S.Fr3.B:1
Cognitive requirements of a process control task for training design: application of task analysis and cognitive task analysis methods
Dina Burkolter, Annette Kluge, Kerstin Schüler, University of St. Gallen, Switzerland

S.Fr3.B:2
Effects of meta-cognitive training on performance in a complex process control task
Juergen Sauer, University of Fribourg, Sandrina Ritzmann, University of Bern, Switzerland

S.Fr3.B:3
Drill and Practice, Error Training and Process Control tasks
Kerstin Schüler, Annette Kluge, Dina Burkholter, University of St. Gallen, Switzerland

S.Fr3.B:4
Learning and transfer of troubleshooting skills with context-sensitive instruction
Sabine Hochholdinger, University of Paderborn, Germany

S.Fr3.B:5
Is resource management training really effective when learning to cope with critical anesthesia incidents in the operation room?
Niclas Schaper, Yasmin Bayer, Christoph Grube, Sabine Hochholdinger, Bernhard Graf, University of Paderborn, Germany

S.Fr3.D:0
Research on Temporary Employment: Accounting for individual and contextual complexity
Chair: Thomas Rigotti, University of Leipzig, Germany
Discussant: Gisela Mohr, University of Leipzig, Germany

S.Fr3.D:1
Explaining the inconsistent findings on the psychological impact of temporary employment: Belgian research findings
Nele de Cuyper, Hans de Witte, Katholieke Universiteit Leuven, Belgium

S.Fr3.D:2
Three Typologies of Temporary Workers and One of Permanents: Do we Gain Better Understanding of the individual differences?
Moshe Krausz, Noga Stainvartz, Gil Malka, Bar-Ilan University, Israel

S.Fr3.D:3
Contract and job choice in different employment arrangements: are they of importance perceived insecurity, employability and well-being?
Claudia Bernhard-Oettel, Stockholm University, Sweden, Nele de Cuyper, Katholieke Universiteit Leuven, Belgium, Erik Berntson, Kerstin Isaksson, National Institute for Working Life, Sweden

S.Fr3.D:4
Differences between employees on temporary and permanent contracts: Favourable and unfavourable aspects
Kathleen Otto, Sabine Schmitt, Thomas Rigotti, University of Leipzig Germany

12:10 - 13:40 ROUNDTABLE

RT.Fr3.C:1
Creating Sustainable System Change: Client Participation, Professional Integration and Quality in Social Service & Health Care Organizations.
Chair: Jonas Wikman, ArbOrg Utveckling AB, Sweden
Co-Chair: Leif Wågman, ArbOrg Utveckling AB, Sweden
Aging workforce and retirement
Chair: Gunnel Backenroth-Ohsako, Karolinska Institute, Sweden
Co-Chair: Christian Korunka, University of Vienna, Austria

T.Fr3.E:1 Older Workers’ Attitudes Towards Work and Early Retirement: The Need to Develop a Multidimensional Analysis of Career Ending
Donatienne Desmette, Mathieu Gaillard, Catholic University of Louvai, Belgium

T.Fr3.E:2 Predictors of Early Retirement: The Development and Test of a Conceptual Model Based on Longitudinal Data
Christian Korunka, Bettina Kubicek, University of Vienna, Austria, Peter Hoonakker, University of Wisconsin-Madison, United States

T.Fr3.E:3 Ageing Management in Enterprises – Instruments for Diagnosis and Development of HR Policy
Martina Zoelch, SGAOP / FSP, Anja Mücke, Anita Graf, Axel Schilling, Switzerland

T.Fr3.E:4 Early Retirement from a Psychosocial Perspective: Advance of Results Obtained in an Ongoing Spanish Research Program
Antonio Crego, Carlos-Maria Alcover, David Martínez-Iñigo, University Rey Juan Carlos, Izame Lizaso, Manuel Sánchez-de-Miguel, Alaitz Aizpurua, University of Basque Country, Spain

T.Fr3.E:5 Adjustment to retirement - A model test based on longitudinal data
Bettina Kubicek, Christian Korunka, Peter Hoonakker, University of Wisconsin-Madison, United States

Technology management
Chair: Joachim Schroer, University of Wuerzburg, Germany
Co-Chair: Peter Holtz, Johannes-Kepler-University Linz, Austria

T.Fr3.F:1 Organizational Factors in Agile Software Development
Kun Yang, The University of Sheffield, Clegg Chris, Leeds University, Dick Penny, The University of Sheffield, United Kingdom

T.Fr3.F:2 Knowledge Management, Technology and Organizational Variables: A Multi-level Approach
Leonor Cardoso, Adelino Duarte Gomes, Teresa Rebelo, Universidade de Coimbra, Portugal

Organizational culture
Chair: Inma Silla, CIEMAT, Spain
Co-Chair: Sara Cervai, University of Trieste, Italy

Inma Silla, CIEMAT, Spain, Rosario Solá, Joaquín Navajas

Teemu Reiman, VTT Technical Research Centre of Finland, Finland

T.Fr3.J:3 Diaflex - a New Analysis-instrument for Investigation of Corporate and Organizational Culture; Presentation of its Framework, Design and some Results
Sten Philipson, Uppsala University, Gunnar Edman, Karolinska Institute, Sweden

Karina van de Vooorde, Marc van Veldhoven, Jaap Paauwe, Tilburg University, Netherlands

T.Fr3.J:5 Features of Organisational Culture in European Schools with a focus on the different approaches of Total Quality Management
Sara Cervai, University of Trieste, Italy, Tauno Kekale, University of Vaasa, Finland, Massimo Borelli, University of Trieste, Italy
**12:10 - 13:40 THEMATIC SESSIONS**

**Leadership models**

Chair: Petra Lindfors, Stockholm University, Sweden  
Co-Chair: John Antonakis, University of Lausanne, Switzerland

*John Antonakis*, Susanne Liechti, Marika Angerfelt, University of Lausanne, Switzerland

T.Fr3.K:2 Push or Pull?: Regulatory Fit and Effects of Visions  
*Daan Stam*, Daan Van Knippenberg, Erasmus University Rotterdam, Barbara Van Knippenberg, Free University of Amsterdam, Netherlands

T.Fr3.K:3 Shared Leadership- A Review  
*Nele Manheim*, Gerben S. Van der Vegt, Onne Janssen, University of Groningen, Netherlands

T.Fr3.K:4 What do Leaders Have to Live up to?  
Contrasting the Effects of Typical Versus Ideal Leader Prototypes for the Process of Leader Categorization.  
*Niels van Quaquebeke*, Matthias Graf, University of Hamburg, Felix C. Brodbeck, Aston Business School, United Kingdom

*Wenquan Ling*, Jinan University, Liluo Fang, Chinese Academy of Science, Li Ling, Peking University, China

**13:50 - 15:20 INVITED SYMPOSIA**

**IS.Fr4.G:0**  
Work and Sleep  
Chair: Torbjörn Åkerstedt, IPM & Karolinska institutet, Sweden  
Co-Chair: Masaya Takahashi, Nat Inst of Occupational Safety & Health, Japan

IS.Fr4.G:1 Sleep and work stress / burnout  
*Torbjörn Åkerstedt*, IPM & Karolinska institutet, Sweden

IS.Fr4.G:2 Effects of overcommitment and work rumination on self-reported and objective sleep  
*M Cropley*, University of Surrey, United Kingdom, G Pravettoni, Dep of Social and Political Studies, Italy

IS.Fr4.G:3 Sleep, sleepiness and working hours  
*Göran Kecklund*, Torbjörn Åkerstedt, IPM & Karolinska institutet, Sweden

IS.Fr4.G:4 Workplace Strategies for Reducing Sleepiness  
*Masaya Takahashi*, Nat Inst of Occupational Safety & Health, Japan

**IS.Fr4.B:0**  
Human Resource Management and Employee Well-Being: Individual and Organizational Perspectives  
Chair: David Guest, King’s College, London, United Kingdom  
Co-Chair: Riccardo Peccei, King’s College, London, United Kingdom

IS.Fr4.B:1 Management and Worker Accounts of HRM and Worker Well-Being: A Seven Country Study  
*Jose Maria Peiro*, University of Valencia, Spain, Michael Clinton, King’s College, United Kingdom, Francisco Gracia, Jose Ramos, Amparo Caballer, University of Valencia, Spain

IS.Fr4.B:2 Human Resource Management and Employee Well-Being in British Workplaces: Results from the 2004 British Workplace Employment Relations Survey  
*Neil Conway*, Birkbeck College, David Guest, King’s College, United Kingdom

IS.Fr4.B:3 HRM and Employee Performance: A Test of Organizational Commitment and Psychological Empowerment as Mediating Variables  
*Mats Ehrnrooth*, Ingrid Bjorkman, Swedish School of Economics, Finland

*Jaap Paauwe*, Paul Boselie, Tilburg University, Netherlands
**SYMPOSIA**

**13:50 - 15:20**

**S.Fr4.K:0**

The Influence of Leadership on Performance, Turnover and Well-being: Examining Determinants, Mediators and Moderators

Chair: Jörg Felfe, University of Siegen, Germany
Discussant: Birgit Schyns, University of Portsmouth, United States

- S.Fr4.K:1 The ubiquitous leadership-cue effect in ratings of leadership? Why degree of information is very informative. 
  **John Antonakis**, Sabine Cacciatore, University of Lausanne, Switzerland

- S.Fr4.K:2 The impact of cultural differences on the relationship of transformational leadership and commitment and the influence on OCB, turnover, and strain 
  **Jörg Felfe**, University of Siegen, Switzerland, Wenhua Yan, East China Normal University, China

- S.Fr4.K:3 Leadership and autonomy: what is the productive balance? 
  **Angela Carter**, Suzanne Mason, Tom Mason, University of Sheffield, United Kingdom

- S.Fr4.K:4 Participation, supervisory support and well being in call centre work: The mediating role of positive work emotions 
  **Jürgen Wegge**, University of Munich, Rolf van Dick, Goethe University Frankfurt, Germany, Gary K Fischer, Michael A West, Jeremy F Dawson, Aston University, United Kingdom

- S.Fr4.K:5 Flow in managers in relation to own and superior’s personality and to superiors’s leadership style 
  **Rendel D de Jong**, Linda van der Sanden, Wietze Leijten, Utrecht University, Netherlands

**S.Fr4.E:0**

Contemporary Career Patterns (Part I)

Chair: Josje Dikkers, VU University Amsterdam, Netherlands
Co-Chair: Claudia van der Heijde, VU University Amsterdam, Netherlands
Discussant: Claartje Vinkenburg, VU University Amsterdam, Netherlands

- S.Fr4.E:1 Physical and Psychological Career Mobility: Boundarylessness in the Netherlands 
  **Claartje Vinkenburg**, Svetlana Khapova, VU University Amsterdam, Netherlands

- S.Fr4.E:2 Hypermobility on the Belgian labour market. A blessing or a curse 
  **Anneleen Forrier**, Mieke Boogmans, Katholieke Universiteit Leuven, Luc Sels, Lessius Hogeschool, Belgium

**S.Fr4.K:3**

Career Priority Patterns Among Managerial and Professional Women 
Lisa Filkensbaum, York University, Canada, Mustafa Koyuncu, Erciyes University, Turkey, 
**Eugene Burke**, York University, Canada

**S.Fr4.E:4**

Compatibility of Family and Work Roles: Perception of (In)Congruency and Its Effect on Women’s Careers 
**E López-Zafra**, University of Jaén Spain, R Garcia- Retamor, Max Planck Inst for Human Dev, Germany

**S.Fr4.E:5**

Determinants of boundary-crossing among young people in the European Union context 
**Noeleen Doherty**, Cranfield University, United Kingdom

**S.Fr4.I:0**

Personal Work Goals: An Occupational Life-Span Perspective

Chair: Katarina Salmela-Aro, University of Jyväskylä, Finland
Co-Chair: Bettina S. Wiese, University of Zurich, Switzerland

- S.Fr4.I:1 Adjustment of personal goals during the transition from school to work: Effects on well-being and work-related behavior 
  **Thorsten Stumpp**, Günter W. Maier, University of Bielefeld, Germany

- S.Fr4.I:2 If you get what you want...: Causal attributions for work-related goal achievements in young and middle adulthood 
  **Bettina S. Wiese**, University of Zurich, Switzerland

- S.Fr4.I:3 Goals and Well-Being in Greek Teachers 
  **Georgia Pomaki**, Leiden University, Netherlands, Anna Tiktapanidou, Panteion University, Greece

- S.Fr4.I:4 Employees suffering from Burnout: An Intervention Study focusing on Personal Project-related Emotions 
  **Katarina Salmela-Aro**, Petri Näätänen, Asko Tolvanen, Jari-Erik Numm, University of Jyväskylä, Finland

- S.Fr4.I:5 Promoting Human Vitality with the Realization of Personal Goals: A Successful Intervention for Early Retirees 
  **Sylvie Lapierre**, Université du Québec à Trois-Rivières, Canada
**FRIDAY MAY 11**

**13:50 - 15:20 SYMPOSIA**

**S.Fr4.G:0**

New challenges for stress management at work: Specific interventions with regard to the work area, the target group and specific problems and resources

Chair: Christine Busch, University of Hamburg, Germany
Discussant: Eva Bamberg, University of Hamburg, Germany

- S.Fr4.G:1 Stress management intervention for leaders
  **Brigitte Steinmetz**, Belgium

- S.Fr4.G:2 Stress Management for Teams
  **Christine Busch**, University of Hamburg, Germany

- S.Fr4.G:3 Considering Bullying within stress management interventions in hospitals
  **Susanne Roscher**, University of Hamburg, Germany

- S.Fr4.G:4 Gender-specific resource management
  **Antje Ducki**, Tanja Kalytta, Univ of Applied Sciences, Germany

- S.Fr4.G:5 Promoting Technoflow at work
  **Carl Åborg**, Örebro University, Sweden, Alma Rodríguez, Eva Cifre, Marisa Salanova, Universitat Jaume I of Castellón, Spain

**S.Fr4.C1:0**

Innovation at Work: Alternative Research Approaches and New Insights from an International Perspective

Chair: Neil Anderson, Amsterdam Business School, Netherlands
Co-Chair: Rosina M. Gasteiger, Amsterdam Business School Netherlands
Discussant: Richard J Klimoski, George Mason University, United States

- S.Fr4.C1:1 Innovation at the Workplace: The Dark Side of the Moon
  **Rosina M. Gasteiger**, Neil Anderson, University of Amsterdam, Netherlands

- S.Fr4.C1:2 Screening Personality Dysfunctioning in Personnel Selection
  **Filip de Fruyt**, Barbara de Clercq, Ghent University, Belgium, Jean-Pierre Rolland, Université de Paris, France

**S.Fr4.C1:3**

The Temporal Pattern of Innovating: Tracing and Understanding Innovation Stages, their Chronological Sequence, Feedback-loops, and Time-lags in Innovation Processes

**Monika Wastian**, Michael Schneider, Technical University of Munich, Germany

**S.Fr4.C1:4**

The Effect of Transformational Leadership and Regulatory Effect on Creativity: Testing two Competitive Models

**Claudia Sacramento**, Doris Fay, Aston University, United Kingdom

**S.Fr4.C2:0**

Organizational Change and the Self

Chair: Barbara van Knippenberg, Vrije Universiteit Amsterdam, the Netherlands
Co-Chair: Steffen Giessner, Erasmus University Rotterdam, Netherlands
Discussant: Denise Rousseau, Carnegie Mellon University/Heinz, United States

- S.Fr4.C2:1 Leaders as Agents of Continuity: Continuity of Identity and Resistance to Organizational Change
  **Daan van Knippenberg**, Erasmus University Rotterdam, Barbara van Knippenberg, Free University Amsterdam, Netherlands, Andrea Bobbio, University of Padova, Italy

  **Steffen Giessner**, Rashna Kadier, Erasmus University Rotterdam, Netherlands

- S.Fr4.C2:3 Stress-Reactions to Change: The Role Self-Definition and Change Focus
  **Barbara van Knippenberg**, Free University Amsterdam, Daan van Knippenberg, Erasmus University Rotterdam, Netherlands

- S.Fr4.C2:4 Changing the Way we Change: Change Leaders, Employee Resistance and Work-based Identities during Organizational Change
  **Rebecca Newton**, London School of Econ. & Pol. Science, United Kingdom, Rolf van Dick, Johann Wolfgang Goethe Universität, Germany
13:50 - 15:20 ROUNDTABLE

RT.Fr4.A:1 A1
Face Validity and Ethical Boundaries in Managerial Assessment
Chair: Almuth McDowall, University of Surrey, United Kingdom
Co-Chairs: John Rust, Psychometrics Centre, United Kingdom, Lina Daouk, Psychometrics Centre and City University, Vikas Dhawan, Lyn Dale, Psychometrics Centre, Rainer Kurz, Saville Consulting, United Kingdom

13:50 - 15:20 THEMATIC SESSIONS

K22

Health at work
Chair: John Loan-Clarke, Loughborough University, United Kingdom
Co-Chair: Patrick Millet, National Institute of Working Life, Sweden

Marit Christensen, Norwegian University of Science and Technology, Norway

T.Fr4.A:2 Locus of Control and its Influence on Employee Health in Public and Private Organisations in Sweden
Patrick Millet, Stig Vinberg, National Institute of Working Life, Sweden

T.Fr4.A:3 Organizational and Individual Processes Related to the Construction of Health at Work
Philippe Sarnin, Christine Durif-Bruckert, Johann Henry, Sabrina Rouat, Muriel Carrot, Audrey Chevalier, Cécile Hozenat, University of Lyon 2, France

T.Fr4.A:4 Psychosocial Factors, Organizational Well-being and Health
Dina Guglielmi, Università di Bologna, Alessia Paplomatas, Università "La Sapienza", Silvia Simbula, Marco Depolo, Università di Bologna, Italy

T.Fr4.A:6 Perceived functions of music listening in British offices and their relation to well-being and work performance
Anneli Beronius Haake, University of Sheffield, United Kingdom

K23

Selection and assessment
Chair: Dave Bartram, SHL Group, United Kingdom
Co-Chair: Stephen Atkins, Otago Polytechnic, New Zealand

T.Fr4:B:1 Does Unsupervised Assessment Lower Validity?
Dave Bartram, Ilke Inceoglu, SHL Group, United Kingdom

T.Fr4:B:2 Practices of Job Analysis for Recruitment: Empiricism is still Present!
Xavier Caroff, Vincent Rogard, Nathalie Poillon, Christine Prothon, University René Descartes - PARIS V, France

T.Fr4:B:3 Need for Cognition applied to Selection and Assessment: Influences on Rater’s Priorities and Memories
Stephen Atkins, Otago Polytechnic, Shaystah Dean, Jamin Halberstadt, University of Otago, New Zealand

T.Fr4:B:4 To Fit or not to Fit: Insights in the Search for a Job
Cecilia De Winter, Thomas Dewilde, Vlerick Leuven Gent Management School, Dirk Buyens, Universiteit Gent, Belgium

T.Fr4:B:5 Effects of Norms and of Individual Characteristics of Recruitment Professionals on their Definition of the Ideal Applicant Profile
Sonia Laberon, Anne-Marie Vonthron, Université Victor Segalen Bordeaux 2, France
13:50 - 15:20  THEMATIC SESSIONS

Burnout
Chair: Wilmar Schaufeli, Utrecht University, the Netherlands
Co-Chair: Heather K. Spence Laschinger, University of Western Ontario, Canada

T.Fr4.G:1 Characteristics and Course of Burnout and Fatigue: A Comparison
**Stephanie Leone**, Marcus Huibers, Andre Knottnerus, IJmert Kant, Maastricht University, Netherlands

T.Fr4.G:2 Applying Gray’s Reinforcement Sensitivity Theory to Examine Dispositions of Work Stress
**Dimitri van der Linden**, Debby G. J. Beckers, Toon Taris, Radboud University Nijmegen, Netherlands

T.Fr4.G:3 What Best Accounts for the Development of Burnout: Lack of Reciprocity with the Client or with the Organization?
**Filipa Castanheira**, Maria José Chambel, FPCE-UL, Portugal

**Christer Sandahl**, Ulrika Hallberg, Annika Lindgren, Gunnar Rylander, Karolinska Institutet, Sweden

T.Fr4.G:5 A longitudinal analysis of the impact of empowerment on nurses’ health and job satisfaction
**Heather K. Spence Laschinger**, Joan Finegan, University of Western Ontario, Judith Shamian, VON Canada, Piotr Wilk, University of Western Ontario, Canada

Organizational justice and trust
Chair: Kjell Törnblom, University of Skövde, Sweden
Co-Chair: José Keating, Universidade do Minho, Portugal

T.Fr4.I1:1 Justice for All or Just for Me? Dispositional Social Value Orientation and Reactions to Voice for Self and Others
**Tomas Ståhl**, University of Skövde, Sweden, Jan-Willem Van Prooijen, Free University Amsterdam, Netherlands, Daniel Eek, University of Skövde, Sweden, David De Cremer, Tilburg University, Paul Van Lange, Free University Amsterdam, Netherlands

T.Fr4.I1:2 Justice at Work: How may the Process of Production Affect Resource Allocation?
**Kjell Törnblom**, University of Skövde, Ali Kazemi, Göteborg University, Sweden

T.Fr4.I1:3 Employing Other-Oriented versus Self-Oriented Modes of Conflict Management at Work: Effects of Distributive and Procedural Fairness
**Ali Kazemi**, Göteborg University, Sweden

Assaad El Akremi, Mohamed Ikram Nasr, LIRHE - Université des Sciences Sociales, France

**José Keating**, Maria João Couto, Universidade do Minho, Portugal

Leadership and organizational behavior
Chair: Gunnel Ahlberg, Karolinska Institute, Sweden
Co-Chair: Koen Dewettinck, Vlerick Leuven Gent Management School, Belgium

T.Fr4.I2:1 Identifying With Leaders: The Role of Subordinates’ Felt Respect for Their Leaders and the Mutual Respect They Feel Returned
**Tilman Eckloff**, Niels van Quaquebeke, University of Hamburg, Germany

T.Fr4.I2:2 The Cross-level Effects of Perceived Support in Individuals’ Organization-based Self-esteem: Based on the Nursing Profession in Taiwan
**Yue-tzu Kao**, I-Shou University, Taiwan

T.Fr4.I2:3 Doctors, Nurses and Managers: Working Together in Today’s NHS?
John Hackston, OPP Ltd, Herman Gilligan, GC International Consulting Group, United Kingdom

**Koen Dewettinck**, Maaike van Ameijde, Vlerick Leuven Gent Management School, Belgium

T.Fr4.I2:5 Interactive Effects of Leadership Style and Match of Value Ideals on Employees’ Identification, Satisfaction, and Perceived Performance of Leaders
**Rudolf Kerschreiter**, Martin Winkler, Ludwig-Maximilians-University Munich, Germany
FRIDAY MAY 11

13:50 - 15:20 THEMATIC SESSIONS

K15

Organizational culture and diversity
Chair: Zeynep Aycan, Koc University, Turkey
Co-Chair: Maart Vartia, Finnish Institute of Occupational Health, Finland

T.Fr4.J:1 Organizational socialization concept: theoretical contribution of its transfer to service marketing
Kiane Goudarzi, Reims Management School, France

T.Fr4.J:2 Differences of Organizational Culture and Climate among Work Units in Finnish Social and Health Services
Ilmari Rostila, University of Tampere, Tarja Suominen, University of Kuopio, Paula Asikainen, Polytechnical University Satakunta, Finland

T.Fr4.J:3 Cultural Intelligence: A Key Competence for Managers in a Diverse and Global Workplace
Yvonne Du Plessis, Sumari O’Neil, Riana van den Bergh, University of Pretoria, South Africa

Irina Zinovieva, St. Kliment Ohridski Sofia University, Bulgaria

T.Fr4.J:5 Work-related Stress Among Migrant Workers
Maarit Vartia, Terhi Giorgiani, Finnish Institute of Occupational Health, Finland

K12

Emotional labor
Chair: Andrea Fischbach, Trier University, Germany
Co-Chair: Ute R. Huelsheger, University of Amsterdam, Netherlands

T.Fr4.M:1 The Dark and the Bright Side of Emotional Labor: A Longitudinal Investigation of Negative and Positive Effects of Emotion Regulation at Work
Ute R. Huelsheger, University of Amsterdam, Netherlands

Joanne Wilson, Nik Chmiel, Queen’s University, United Kingdom

Tina Kiefer, Sarah Poppleton, Sarah Owens, Rob Briner, University of London, United Kingdom

T.Fr4.M:4 The Effects of Interpersonal Emotion Management on Staff and Inmates in a High-Security Prison
Karen Niven, Peter Totterdell, David Holman, University of Sheffield, United Kingdom

T.Fr4.M:5 The Division of Emotional Labor: Balancing Attachment and Well-Being in Human Service Work
Jacoba Lilius, Queen’s University, Canada

15:50 - 17:20 INVITED PANEL DEBATE

IPD:Fr5.1 Doing diary studies in work and organizational psychology: promises and pitfalls: A panel discussion
Chair: Sabine Sonnentag, University of Konstanz, Germany
Panelists: Norbert Semmer, University of Bern, Switzerland, Kevin Daniels, Loughborough University, UK, Wendelien van Eerde, Eindhoven Technical University, The Netherlands, Cornelius König, University of Zurich, Switzerland
IS.Fr5.E:0 A4

Work, Health and Retirement Plans for Elderly Employees

Chair: Kari Lindström, Finnish Inst of Occupational Health, Finland
Co-Chair: Reidar J Mykletun, University of Stavanger, Norway

IS.Fr5.E:1 Psychosocial stressors at work of elderly employees and their retirement plans
Kari Lindström, Krista Pahkin, Finnish Institute of Occupational Health, Finland

IS.Fr5.E:2 Motivation, health and preferences for retirement among senior workforce
P.E. Solem, NOVA Bolivia, T Furunes, R.J. Mykletun, University of Stavanger, Norway

IS.Fr5.E:3 Subjective health and workability, well being, sick leave and retirement plans among senior workers
T Furunes, R.J. Mykletun, University of Stavanger, P.E. Solem, NOVA, Norway

IS.Fr5.E:4 Age-related differences in the assessment of work stressors, in burnout and health of nurses
Juergen Glaser, Bettina Lampert, Matthias Weigl, Technical University Munich, Germany

IS.Fr5.E:5 Work stress, satisfaction, commitment, anxiety and depression among senior workers
R.J. Mykletun, University of Stavanger, Norway, G Gaard, University of Lund, C Björklund, Karolinska Institutet, Sweden, K Lindström, Institute of Occupational Health, T Furunes, University of Stavanger, Norway

IS.Fr5.I:0 K1

Social Exchange Relationships in Organizations: Implications for Employees’ Attitudes and Behaviors

Chair: Antonio Caetano, ISCTE, Portugal
Co-Chair: Maria S. Lima, ISCTE, Portugal
Discussant: Denise Rousseau, Carnegie Mellon University, United States

IS.Fr5.I:1 Multifoci Trust Antecedents and Work Outcomes: A Social Exchange Model
Maria Sousa Lima, António Caetano, ISCTE, Portugal

IS.Fr5.I:2 Perceived Support, Job Involvement, Organizational Commitment, and Self-Competence: A Test across Four Organizational Contexts
Adalgisa Battistelli, University of Verona, Italy, Christian Vandenbergh, Ecole des Hautes Etudes Commerciales, Canada

IS.Fr5.I:4 Mediating Effects of Trust between Managerial Trustworthy Behavior and Organizational Citizenship Behavior
Aitziber Elola, University of the Basque Country, Pablo Cardona, IESE Business School, Spain

IS.Fr5.I:5 Organizational socialization process: A longitudinal study
Paola Spagnoli, L.U.M.S.A, Italy, Antonio Caetano, ISCTE, Portugal, Giancarlo Tanucci, Bari University, Italy

S.Fr5.A:0 K2

Service Quality through Customer Involvement in Service Delivery and Innovation

Chair: Kerstin Rieder, Univ of Applied Sciences Northwestern, Switzerland
Co-Chair: Wolfgang Dunkel, ISF, Germany

S.Fr5.A:1 Using Customer Impulses for Innovation: The Role of Job Comprehension and Organizational Culture
Jan Dettmers, Saskia Stremming, Claudia Margraf-Micheel, Eva Bamberg, University of Hamburg, Germany

S.Fr5.A:2 The challenges of a changing patient-physician relationship
Ellen Laupper, Univ of Applied Sciences Northwestern, Switzerland

S.Fr5.A:3 Resources for Innovation in Service Interaction
Wolfgang Dunkel, Inst für Sozialwissenschaftliche Forsch. Germany, Kerstin Rieder, Univ of Applied Sciences Northwestern, Switzerland
15:50 - 17:20 SYMPOSIA

S.Fr5.E:0 A2
Contemporary Career Patterns (Part II)
Chair: Claudia van der Heijde, VU University Amsterdam, Netherlands
Co-Chair: Josje Dikkers, VU University Amsterdam, Netherlands

S.Fr5.E:1 Career patterns of university graduates: A 10-years longitudinal study
Andrea E Abele-Brehm, University of Erlangen, Germany

S.Fr5.E:2 Global Mindsets for Global Careers
Wim den Dekker, Paul Jansen, Claartje Vinkenburg, VU University Amsterdam, Netherlands

S.Fr5.E:3 High-potential careers: whose track is it anyway?
Nicky Dries, Roland Pepermans, Vrije Universiteit Brussel, Belgium

S.Fr5.E:4 How Fast Do They Move? A Study of Managerial Promotion Rates in a Financial Services Organisation
Jill Pearson, University of Limerick, Ireland

S.Fr5.E:5 The role of Individual Career Management in Affecting Feelings of Subjective Career Success after Career Counselling
Ans de Vos, Nele Soens, Vlerick Leuven Gent Management School, Belgium

S.Fr5.G:0 K11
Healthy Workplaces: The impact of organizational, job, and leadership factors on employee health and well-being
Chair: Arla Day, Saint Mary’s University, Canada
Discussant: Joseph Hurrell, CN Centre Occupational Health & Safety, United States

S.Fr5.G:1 Does Shift Work Increase Use of Sick Leave? A Study of Canadian Workers.
Victor M. Catano, Angela Bissonnette, Saint Mary’s University, Canada

S.Fr5.G:2 Are Leaders with Stronger Interdependent Self-Construals More Fair to Their Subordinates When Making and Communicating Tough Decisions?
Debra A Gilin, Camilla M Holmval, Saint Mary’s University, Canada, Marc Buelens, Vlerick Gent Management School, Belgium

S.Fr5.G:3 Role stressors, leadership, and employee safety and well-being
Catherine Loughlin, Saint Mary’s University, Canada

S.Fr5.G:4 Massage therapy in the workplace: Reducing employee strain and blood pressure
Arla L Day, Lindsay Gillan, Lori Francis, E Kevin Kelloway, Saint Mary’s University, Meena Natarajan, Northumberland College, Canada

S.Fr5.K:0 A5
Leadership, Trust, Retention: Generational Differences in Europe and North America
Chair: Alessia d’Amato, Center for Creative Leadership – Europe, Belgium

S.Fr5.K:1 Preferred leadership attributes for different age groups
Deanne N den Hartog, Universiteit van Amsterdam, Netherlands

S.Fr5.K:2 Cross-generational Talent Retention in Europe and North America
Alessia d’Amato, Center for Creative Leadership – Europe Belgium, Jennifer J Deal, Center for Creative Leadership – US, United States

S.Fr5.K:3 Cross-Generational Rating of Leadership Competencies in Europe and North America
Ellen van Velsor, Center for Creative Leadership – US, United States, Alessia d’Amato, Center for Creative Leadership – Europe, Belgium

S.Fr5.K:4 “You must accept the canon”: how senior entrepreneurs view junior entrance
Alberto Crescentini, Università Cattolica S.C., Italy

S.Fr5.K:5 Setting the Tone: Leader’s ability to create an open and supportive climate in New Crews
Fred R.H. Zijlstra, Mary J Waller, Robert van Doorn, University of Maastricht, Netherlands
FRIDAY MAY 11

15:50 - 17:20 SYMPOSIA

S.Fr5.M:0 A3
When feeling bad can be good: How negative experiences can drive positive outcomes at work
Chair: Tina Kiefer, University of St. Gallen, Switzerland
Co-Chair: Rob Briner, University of London, United Kingdom
Co-Chair: Neil Walshe, University of London, United Kingdom
Discussant: Rob Briner, University of London, United Kingdom

S.Fr5.M:1 A qualitative daily diary study of emotional work demands and events
Sarah Poppleton, Sarah Owens, Rob Briner, University of London, United Kingdom

S.Fr5.M:2 When negative emotions turn bad: Understanding dysfunctional emotions at work
Tina Kiefer, University of St. Gallen, Switzerland, Laurie Barc, Wilfrid Laurier University, Canada

S.Fr5.M:3 Emotion and Morality: The Consequences of Courage and Cowardice at Work
Neil Walshe, Birkbeck College, United Kingdom

S.Fr5.M:4 Negative Emotion as a Catalyst in Top Management Team Politics
Sally Maitlis, University of British Columbia, Canada

S.Fr5.O:0 K16/K17
Centre for Creative Leadership (CCL) - European Journal of Work and Organizational Psychology: Best Paper Award
Chair: Christian Dormann, Johannes Gutenberg-University Mainz, Germany
Co-Chair: Rudi Plettinx, Managing Director of CCL Europe, Netherlands

S.Fr5.O:1 Comparing antecedents and consequences of leader-member exchange in a German working context to findings in the US
Birgit Schyns, University of Portsmouth, United States, Tina Paul, Gisela Mohr, Hartmut Blank, University of Leipzig, Leipzig, Germany

S.Fr5.O:2 When authorities influence followers’ affect: The interactive effect of procedural justice and transformational leadership
David De Cremer, Tilburg University, Tilburg, Netherlands

15:50 - 17:20 THEMATIC SESSIONS

Reactions to change
Chair: Pekka Huuhtanen, Finnish Institute of Occupational Health, Finland
Co-Chair: Kelly McMillan, Simon Albrecht, Monash University, Australia

T.Fr5.C:1 Organizational Changes, Organizational Citizenship Behavior and Workplace Bullying
Ana Verdasca, Universidade Técnica de Lisboa / ISEG, Portugal

T.Fr5.C:2 Implementation of Change in a Governmental Organization
Pekka Huuhtanen, Maria-Elena Olkkonen, Finnish Institute of Occupational Health, Finland

T.Fr5.C:3 Reorganization in a Swedish Municipality - Leadership and Psychosocial Work Environment
Camilla Hansén, Carl Åborg, Örebro University, Sweden

T.Fr5.C:4 How are Employees at Different Levels Affected by Privatization? A Longitudinal Study of Two Swedish Hospitals
Helena Falkenberg, Katharina Näswall, Magnus Sverke, Stockholm University, Sweden

T.Fr5.C:5 Change Communication Climate: The Impact of Change Communication and Communication Climate on Support, Cynicism and Commitment
Kelly McMillan, Simon Albrecht, Monash University, Australia
**Stress management**

Chair: Gunnar Aronsson, National Institute for Working Life, Sweden
Co-Chair: Isabelle Hansez, University of Liège, Belgium

- **T.Fr5.G:1** Success and Failure Factors for Stress Management Interventions: Survey of Belgian Companies. 
  Marie Barbier, Stéphanie Peters, Isabelle Hansez, University of Liège, Belgium

- **T.Fr5.G:2** Performance Focused Well-Being in the Police Service: A Leadership Impact Approach
  Gordon Tinline, Susannah Robertson, Ivan Robertson, Robertson Cooper Ltd, United Kingdom

  Finian Buckley, Dublin City University, Catherine Woods, Niall Moyna, DCU, Ireland

- **T.Fr5.G:4** "Dear Diary - Destress me please" - A study of the use of reflective diaries as a method of managing self and stress
  Cheryl Travers, Loughborough University, United Kingdom

- **T.Fr5.G:5** Participatory Approaches to manage Stress at Work in Germany
  Michael Ertel, Eberhard Pech, Fed Institute for Occup Safety and Health, Germany

**Pay justice**

Chair: Julian Barling, Queen's University, Canada
Co-Chair: Julie Dickinson, University of London, United Kingdom

- **T.Fr5.I2:1** How Fairness of Existing Pay Systems Affects Acceptance of a New Merit Pay System
  Marius van Dijke, Open University of The Netherlands, David de Cremer, Tilburg University, Arjan Bos, Erasmus University, Schefferlie Pierre, Open University, Netherlands

- **T.Fr5.I2:2** Perceptions of Justice in Connection to Individualized Pay-setting
  Teresa Andersson-Stråberg, Katharina Näswall, Magnus Sverke, Stockholm University, Sweden

- **T.Fr5.I2:3** The Relationship between Chief Executive Pay and Rewards and Employees’ Perceptions of Organizational Justice
  Andrew Eriksen, Birkbeck College, University of London, United Kingdom

- **T.Fr5.I2:4** Testing a Model Explaining Evaluated Effects of Results Oriented Pay Systems
  Kiisa Hulkko-Nyman, Anu Hakonen, Christina Sweins, Anna Ylikorkala, Helsinki University of Technology, Finland

- **T.Fr5.I2:5** The Role of Fairness Norms in Pay Determination
  Julie Dickinson, University of London, United Kingdom
Organizational theory and ethics

Chair: Marco Depolo, University of Bologna, Italy
Co-Chair: Rouslan Koumakhov, Reims Management School, France

T.Fr5.J:1 How does Ethical Behaviour of Individual Managers Transcend Local and International Boundaries? Evidence from British MNCs Operating in China and the United Kingdom
Jun Zhang, Duncan Lewis, Rod Gunn, University of Glamorgan, United Kingdom

Johanna Churchill, Stavroula Leka, University of Nottingham, United Kingdom

T.Fr5.J:3 Let’s get Critical – What can we Learn from Critical Management Studies?
Matti Kuittinen, University of Joensuu, Finland

T.Fr5.J:4 Herbert Simon Revisited: Rationality, Organizations And Social Representations
Rouslan Koumakhov, Reims Management School, France

T.Fr5.J:5 Socialization Tactics, Employee Proactivity and Person-Organization Fit
Esra Bal, Marmara University Turkey, Basak Yanar, University of Toronto, Canada

Teambuilding and effectiveness

Chair: Beatrice I J M van der Heijden, Open University of the Netherlands, Netherlands
Co-Chair: Anne Nederveen Pieterse, RSM Erasmus University, Netherlands

T.Fr5.L:1 The impact of Leader-member Exchange and Team-member Exchange on Team Performance on Virtual and Co-located Teams
Julia Hoch, Udo Konradt, Christian-Albrecht University, Germany

T.Fr5.L:2 Adaptive Leadership Processes in Anesthesia Teams
Barbara Künzle, Gudela Grote, Eníkő Zalamező, Swiss Federal Institute of Technology Zurich, Johannes Wacker, University Hospital Zurich, Switzerland

Measurement and psychometrics

Chair: Jaco Pienaar, North-West University, South Africa
Co-Chair: Katriina Hyvönen, University of Jyväskylä, Finland

T.Fr5.O:1 Predicting productive versus counter productive behaviours
Eugene Burke, Lesley Kirby, SHL, United Kingdom

T.Fr5.O:2 Development and Psychometrics of a Screening Instrument to Identify Employees at Risk for Sickness Absence
Saskia Duijts, IJmert Kant, Piet van den Brandt, Gerard Swaen, Maastricht University Netherlands

T.Fr5.O:3 Coping with the COPE Questionnaire
Jaco Pienaar, Sebastian Rothmann, Karina Mostert, North-West University, South Africa

Katriina Hyvönen, Taru Feldt, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Anne Mäkikangas, University of Jyväskylä, Finland

T.Fr5.O:5 The Validation of a New Instrument to Measure Individual Differences in Decision-making Ability, Efficiency and Style
Chris Dewberry, University of London, Birkbeck, Sunitha Narendran, Kingston University, United Kingdom
FRIDAY MAY 11

08:30 - 17:20 POSTER SESSIONS

Occupational safety

P.Fr.A:02 Safety Climate and Safety Performance in Small and Medium-sized Companies
Christine Flitcroft, Sharon Clarke, Manchester Business School, United Kingdom

P.Fr.A:03 Am I Working Safely Enough?
Katja Rak, Eawop, Slovenia

P.Fr.A:04 Are positive feelings about work related with safer environments?
Carla Semedo, Ana Rocha, Nuno Rebelo dos Santos, University of Évora, Portugal

P.Fr.A:05 Development of a Methodology Inspired in the AMIGO Model for the Evaluation of Safety Culture in Nuclear Power Plants
Gracia Francisco Javier, Bresó Irene, Latorre Felisa, Peiró José María, University of Valencia, Spain

José L. Meliá, University of Valencia, Spain, Kathryn Mearns, University of Aberdeen, United Kingdom, Silvia A. Silva, Luisa Lima, ISCTE, Portugal

P.Fr.A:07 Agent Dimensions of Safety Climate: A Review
José L. Meliá, Marta Becerril, University of Valencia, Spain

P.Fr.A:08 Hazards Profiles of Construction Jobs: Differential Diagnostic Validity of the Base Risk Questionnaire
José L. Meliá, Marta Becerril, University of Valencia, Spain

P.Fr.A:09 Stress and Locus of Control Effects in the Risk Perception Injuries
Piergiorgio Argentero, William Zanaletti, Maria Santa Ferretti, University of Pavia, Italy

P.Fr.A:10 Perceived and Objective Injuries Risk Perception in Printing Press Industry: A Comparative Study
William Zanaletti, Piergiorgio Argentero, Maria Santa Ferretti, University of Pavia, Italy

P.Fr.A:11 Perception of Psycholgycal and Social Risks, Satisfaction and Performance among Health Service’s Employees
G. Andrea Mancini, Mario Magnani, Vincenzo Majer, University of Florence, Italy

P.Fr.A:12 Safety Management System and Perception of Risk
Sara Zaniboni, Marco Depolo, Michele Menna, Barbara Di Placido, Monica Sarchielli, University of Bologna, Italy

P.Fr.A:13 Rethinking and planning new training opportunities on safety and security in health organizations
Mara Gorli, Università Cattolica, Italy, Cesare Kaneklin, Giuseppe Scaratti, Bruno Papaleo, Giovanna Cangiano, Roberta Paleani, Laura Galuppo, Università Cattolica, Italy

Carla MacLean, University of Victoria, Veronica Stinson, Saint Mary’s University, Elizabeth Brimacombe, University of Victoria, Canada

Karel Riegel, Petr Vanek, Charles University Prague, Czech Republic

Training and development

P.Fr.B1:01 Reaction to training results: a comparative study between two distance education courses
Lidia Parachin, André Wogel, Gardènia Abbad, Clara Cantal, Soares Annelise, Amanda Mourão, Vanessa Brixí, Universidade de Brasília, Brazil

P.Fr.B1:02 Web-Training in Organizations: a Case Study on the Virtual Asynchronous Classroom
Claudio Giovanni Cortese, University of Turin, Italy

P.Fr.B1:04 Performance in an Everyday Work skill: Evidence for a Deliberate Practice Account of Typing Proficiency
Nina Keith, K. Anders Ericsson, Florida State University, United States

P.Fr.B1:05 How to Conduct Work Place Monitoring - an Essential Module in the Qualification Training of Occupational Health Psychologists
Sirkku Kivistö, Kirsi Ahola, Päivi Jalonen, Elia Kallio, Tiina Saarelma-Thiel, Maarit Vartia, Finnish Institute of Occupational Health, Finland

P.Fr.B1:06 Development of leadership skills in multilevel net marketing managers
Svitlana Zhylyayeva, Institute of Psychology, Ukraine

P.Fr.B1:07 Educational organization heads’ competence to manage educationists’ attestation
Alla Voznyuk, Institute of Psychology, Ukraine

P.Fr.B1:08 Curriculum for Teaching Economic Psychology to Ukrainian Students
Olena Vynoslavska, National Technical University of Ukraine "KPI", Ukraine

P.Fr.B1:10 Evaluating reaction to distance training programs: combining quantitative and qualitative methods.
Lidia Parachin, Gardenia Abbad, André Wogel, Maria Emilia Araújo, Talita Custódio, Karen Matta, Universidade de Brasilia, Brazil
FRIDAY MAY 11

08:30 - 17:20 POSTER SESSIONS

P.Fr.B1:11 Formative evaluation: using diverse tools in order to refine and improve instructional procedures in distance training.
André Wogel, Gardênia Abbad, Lidia Parachin, Maria Emilia Araújo, Talita Custódio, Karen Matta, Universidade de Brasília, Brazil

P.Fr.B1:12 Distance education courses from a Brazilian financial company: a qualitative analysis of the instructional material
Rafaela Andrade, Raquel Vilas Boas, Isabela Velasques, Gardênia Abbad, Renata Nolote, Vanessa Brixí, Universidade de Brasília, Brazil

P.Fr.B1:13 Learning strategies in web-based training: a measurement scale validation
Lidia Parachin, André Wogel, Gardênia Abbad, Vanessa Brixí, Clara Cantal, Annelise Soares, Universidade de Brasília, Brazil

P.Fr.B1:14 Educational Controlling: Intraindividual Predictors of Training Success
Stephan Buchheister, AutoVision GmbH, Frank Menzel, Heiko Schulz, Elements and constructs GmbH, Germany

Selection and assessment

P.Fr.B2:01 Cross-Cultural Differences in Social Desirability (SD) Scores: Cognitive Ability as Moderator
Aletta Odendaal, University of South Africa, Deon De Bruin, Gerhard Roodt, University of Johannesburg, South Africa

P.Fr.B2:02 The use of personality and general mental ability tests in the prediction of job performance
Anders Sjöberg, Sofia Sjöberg, Assessio International, Sweden

P.Fr.B2:03 PJD: Ethnic Minority Applicants’ Perceptions of Job Discrimination in Employee Selection
Nesrien Abu Ghazaleh, Universiteit of Amsterdam Business School, Netherlands

P.Fr.B2:04 Effective Coping Strategies Used by Candidates During Multi-Stressor Assessments
Sumari O’Neil, John O’Neil, University of Pretoria, South Africa

P.Fr.B2:05 Accelerating the process of taking a Russian retail firm public by introducing management psychology approaches
Reka Czegledi-Brown, Robert Irving, RHR International, United Kingdom, Olga Vasiliskova, MVideo, Russian Federation

P.Fr.B2:06 Ageism in Personnel Selection: An Experimental Study of Stereotype Editing
Christian Roßnagel, Maria Kordonowska, International University Bremen, Germany

P.Fr.B2:09 The Effectiveness of Structured Interviews in Minimizing Bias Towards Gays
Travor Brown, Memorial University, Peruvemba Jaya, University of Ottawa, Canada

P.Fr.B2:10 Effects of the Ability to Identify Criteria and of Self-Presentation Motivation on Performance in a Personality Inventory in an Applicant Setting
Anne Jansen, Martin Kleinmann, Cornelius J. König, Klaus G. Melchers, Universität Zürich, Switzerland

Human resource management

P.Fr.B3:01 Integrating Management and Employee Expectations in Designing an Organization-specific Performance Appraisal System
Hannes De Beer, Henri Louw, Annemarie De Beer, University of Pretoria, South Africa

P.Fr.B3:02 The Meaning of Justice Principles in the Determination Process of Result Oriented Pay
Johanna Maaniemi, Anu Hakonen, Helsinki University of Technology, Finland

P.Fr.B3:03 Mobbing and Human Resources Management: Who is to Blame and What can be Done?
Hatice Irem Gökcel, Aysegül Ertürekt, Koc University, Turkey

P.Fr.B3:07 A Human Capital Framework for Inclusion in Company Annual Reports
Crystal Hoole, Reuphillan Kasselman, University of Pretoria, South Africa

P.Fr.B3:09 The Human Resources Management and the Organizational Performance: One Meta-Analysis of the Proposal LF PFEFFER
Agostinha Mafalda Barra Oliveira, Luis González-Fernandez, Universidad de Salamanca, Spain, Alexandre José Oliveira, Universidade do Estado do RN, Brazil

P.Fr.B3:10 The Design Investigation as a Variable Moderator in the Study of the Relationship between Practices of HR and Organizational Performance
Agostinha Mafalda Barra Oliveira, Luis González-Fernandez, Universidad de Salamanca, Spain, Alexandre José Oliveira, Universidade do Estado do RN, Brazil

Organizational change processes

P.Fr.C:01 The New Salary System and the Feelings of Change - Case Helsinki University of Technology
Minna Nylander, Christina Sweins, Helsinki University of Technology, Finland

P.Fr.C:04 Women Bus Drivers in the Basque Country: Transfer of Competences and Innovative Behaviours
Manuel Sanchez de Miguel, Izarne Lizaso, Maider Larraga, Juan Jose Arrospide, Marije Apodaka, Aitor Artizeta, University of the Basque Country, Spain, Brigitte Almudever, Université de Toulouse, France
Friday May 11

08:30 - 17:20 Poster Sessions

P.Fr.C:05 How to bring in an organizational change? Study of the process in selected Polish companies.
Sylwia Celinska, Zdzislaw Nieckarz, Dorota Godlew ska-Werner, University, Poland

P.Fr.C:08 An Integrative Approach to Analyze and Support Change Processes in Industrial Service Businesses
Inka Lappalainen, Pia Oedwald, Teemu Reiman, Maaria Nuutinen, Merja Airola, Kaisa Iломäki, Tapio Koivisto, VTT Technical Research Centre of Finland, Finland

P.Fr.C:09 Applying Preventive Coaching as an Early Intervention for Employees at Risk for Sickness Absence: A Qualitative Analysis
Saskia Duijts, Maatsuircht University, IJmert Kant, Piet van den Brandt, Gerard Swaen, Maastricht University, Netherlands

P.Fr.C:10 Social Representations of Work and Organizational Socialization: the Role of Supervised Practice
Giancarlo Tanucci, Valeria Piras, Emanuela Ingusci, University of Bari, Italy

Psychological contract

P.Fr.D:01 Dream Versus Reality: Differences in the Psychological Contract and Career Perspectives of Young Graduates as a Function of Work Experience
Annelies Meganck, Ans De Vos, Thomas Dewilde, Vlerick Leuven Gent Management School, Belgium

P.Fr.D:02 The Moderating Effects of Causality Orientations on Psychological Contract Breach - Outcome Relationship
S. Tess Pak, China, C. Harry Hui, The University of Hong Kong SAR, Hong Kong

P.Fr.D:03 Psychological Contract as Social Exchange Relationship: The Role of Age and Organizational Tenure
Martina Battisti, Franco Fracarolli, University of Trento, Italy

P.Fr.D:04 What Psychological Contract? HRM Principles and Operational Practice in a Major European Financial Institution
Teresa Carla Oliveira, Stuart Holland, University of Coimbra, Portugal

P.Fr.D:06 Psychological Contract and Working Outcomes in Non Profit Organisation: A Case Study
Vincenzo Russo, IULM University of Milan, Alberto Crescentini, Università Cattolica S.C., Silvia Gilardi, State University, Italy

P.Fr.D:08 Temporary and Indefinite Workers: Differences in the Psychological Contract
Angel Solanes, Beatriz Zaragoza, Carolina Moliner, University Miguel Hernandez, Spain

P.Fr.D:09 Psychological contracts in temporary employment: a study of theatre managers and directors
Lovisa Näslund, Stockholm School of Economics, Sweden

P.Fr.D:10 Elements of the psychological contract as mediating mechanisms
Marius Gerber, Sabine Raeder, Anette Wittekind, Gudela Grote, Swiss Federal Institute of Technology Zurich, Switzerland

The aging workforce and retirement

P.Fr.E:01 Age as a Factor in Leadership Situations: an Integrated Model
Anja Muecke, University of Applied Sciences Northwestern Switze, Switzerland

P.Fr.E:02 Age Effects on Global and Experienced-based Measures of Job Satisfaction
Anna Grube, Joachim Schroer, Carolin Hentzschel, Guido Hertel, University of Wuerzburg, Germany

P.Fr.E:03 Mobilising and Dynamising the "Silver-fleet": a Quantitative study on the Perceptions and Self Perceptions of the Elderly Workers.
Dirk Buyens, Ghent University/Vlerick Leuven Gent Mgt. School, Thomas Dewilde, Ans De Vos, Annick Vlaminckx, Vlerick Leuven Gent Management School, Belgium

P.Fr.E:04 Positive and Negative Psychosocial Consequences during early Retirement Adjustment Process: Results from two studies Carried out in Spain.
Manuel Sanchez de Miguel, University of the Basque Country, Antonio Crego, University Rey Juan Carlos, Izarne Lizaso, University of the Basque Country, Carlos Maria Aicover de la Hera, University Rey Juan Carlos, Spain

P.Fr.E:05 Age-based Job Design: Using Biographical Information about Former Working Conditions to Create Sustainable Work Systems
Julia Wieselhuber, Markus Buch, Ekkehart Frieling, University of Kassel, Germany

P.Fr.E:06 Psychosocial Factors that Influence Retirement Expectations and Attitudes
Sara Zaniboni, Guido Sarchielli, University of Bologna, Italy

P.Fr.E:07 Older than 55 Year Old People’s Retirement and Physical, Psychological and Social Health: Gender Differences
Izarne Lizaso, Manuel Sanchez de Miguel, University of the Baque Country, Spain

P.Fr.E:08 Late Career and Retirement Anxiety: the Role of Career Commitment and Meaning of Work.
Rita Chiesa, Maria Luisa Pombeni, University of Bologna, Italy
**FRIDAY MAY 11**

**08:30 - 17:20 POSTER SESSIONS**

P.Fr.E:09 Social Identities of ‘Young Retirees’ and Satisfaction with Retirement

*Estelle Michinov*, Evelyne Fouquereau, Anne Fernandez, Université François-Rabelais de Tours, France

P.Fr.E:10 Psychosocial Environment and Well-Being: Personnel and Organizational Factors Antecedents of Planning to Retire

*Alessia Negrini*, Marco Depolo, University of Bologna, Italy

P.Fr.E:11 Career Development of Older Workers: Training career counsellors through e-learning

*Aditya Jain*, Stavrourla Leka, University of Nottingham, United Kingdom

**Well-being and engagement**

P.Fr.G1:02 Quantifying the Flow Experience

*Alma M. Rodriguez Sanchez*, Marisa Salanova, Universitat Jaume I, Castellón Spain, Wilmar Schaufeli, Utrecht University, Netherlands, Eva Cifre, Universitat Jaume I, Castellón, Spain

P.Fr.G1:03 Post Traumatic Embritterment Disorder (PTED) and Workplace Conflict: Definition and Applications

*Harald Ege*, PRIMA Ass. Italiana Mobbing e Stress Psicosociale, Italy

P.Fr.G1:06 Who is responsible for employee well-being?

*Caterina Galluccio*, Università degli Studi “G. d’Annunzio” di Chieti, Italy

P.Fr.G1:07 Burnout vs Well-being Measure of the Organizational and Relationship Factors. Clinic of Neonatologia - Hospital Careggi-Florence

*Gattai Alessandro*, Rossella Capecchi, Giovanni Marocci, University in Florence, Italy

P.Fr.G1:08 A Mediating Role of Cognitive Appraisal between Organizational/Personal Resources and Well-being: A Two-wave Longitudinal Study

*Rino Umanodan*, Hiroshima University, Akihito Shimazu, Hiroshima University and University of tokyo, Japan

P.Fr.G1:09 The Effects of Organisational Climate, Job Characteristics, Relationship with Supervisor and Personality on the Development of Engagement and Burnout.

*Yseult Freeney*, Joan (Dr.) Tiernan, University College Dublin, Ireland


*Joseph O’Mahoney*, University of East London, Ireland, Pippa Dell, University of East London, United Kingdom

P.Fr.G1:12 Work Engagement and Perceived Emotional Intelligence as Predictors of Satisfaction with Life in a Spanish Multi-occupational Sample

*María Auxiliadora Durán*, Natalio Extremera, University of Malaga, Lourdes Rey, AMADPSI, Spain

**Stress management, coping and recovery**

P.Fr.G2:05 Influence Of Stressful Situations At Work On Motivational Factors

*Dorota Godlewska - Werner*, Sylwia Celinska, Zdzislaw Nieckarz, University of Gdansk, Poland

P.Fr.G2:06 Individual Differences in Driver Stress Vulnerability in Japanese Drivers

*Akira Tsuda*, Fumie Inatani, Kurume University, Shigeko Tsuda, Kure University, Japan

P.Fr.G2:07 Coping with Organizational Injustice.

*Ludmila Praslova*, Vanguard University of Southern California Sergiy Barsukov, George Fox University, United States

P.Fr.G2:09 Self-rated Recovery from Work Stress and Allostatic Load in Women

*Ulrica von Thiele Schwarz*, Petra Lindfors, Stockholm University, Ulf Lundberg, Stockholm University, Sweden

P.Fr.G2:10 The Associations between Self-rated Affective Well-being and Physiological Indicators of Stress and Relaxation among Cleaning Staff

*Taru Feldt*, Terhi Rönkä, Heikki Rusko, Marja-Liisa Kinnunen, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Finland

P.Fr.G2:11 Relationship between Self-Ratings of Recovery and Morning Salivary Cortisol


P.Fr.G2:12 Well-being under Stress? Recovery, Stress and Job Satisfaction: a Differentiated View

*Paul Jiménez*, Wolfgang Kallus, University of Graz, Austria

P.Fr.G2:13 Modality Congruency Effects in the Application of Self-Regulation Procedures

*Valentina Barabanshchikova*, Moscow State University, Russian Federation
08:30 - 17:20 POSTER SESSIONS

Job stress and employee well-being
P.Fr.G3:02 Life is More than Work: Leisure Time as a Buffer of Excessive Work Demands Effects on Burnout
Maria José Chambel, Alexandra Marques-Pinto, Luis Curral, Filipa Casanheira, FPCE-UL, Portugal

P.Fr.G3:03 Mental Health and Relation of Quitting a Job among Care Workers in Nursing Homes
Fumie Inatani, Akira Tsuda, Kurume University, Yoshiyuki Kamizonon, Shigakukan University, Japan

P.Fr.G3:05 Perceived Emotional Intelligence Effects on Occupational Stress and Health among Spanish Nursing Professionals.
Esther Lopez-Zafra, Berrios-Martos M. Pilar, Augusto Jose Maria, Aguilar-Luzón M. Carmen, University of Jaén, Spain

P.Fr.G3:06 Wellbeing in Non-standard Work Relationships: The Importance of Good Quality Relationships Between Agency Supervisor and Flex Professional.
Brigitte Kroon, Tilburg University, Nienke Douma, Interpolis, Netherlands

P.Fr.G3:07 Teacher Education at the Crossroads of New Workplaces
Teresa Visca, McGill University, Canada

P.Fr.G3:08 Work Stressors as Predictors of Body Mass Index: A Longitudinal Study
Martial Berset, Norbert Semmer, Nicola Jacobshagen, Laurenz Meier, University of Bern, Switzerland

P.Fr.G3:10 Prevalence of Bullying and Risk Groups in the Danish Workforce
Adriana Ortega, Annie Hegh, Jan Pejtersen, Ole Olsen, National Institute of Occupational Health (AMi), Denmark

P.Fr.G3:12 A Volatile and Fluid Working Life
Kurt Aagaard Nielsen, Lise Drewes Nielsen, Susan Maher, Eva Munk Madsen, Kathrine Hartmann Petersen, University of Roskilde, Denmark

P.Fr.G3:13 The Relation Between Task-level Job Demands, Resources, and Burnout in Australian Police Officers
Sergio Chrisopoulos, Maureen Dollard, University of South Australia Australia, Jan de Jonge, Eindhoven University of Technologym, Netherlands, Christian Dormann, Johannes Gutenberg-Universitat Mainz, Germany

P.Fr.G3:14 Psychometric Analysis of an Experimental Spanish Version of the Occupational Stress Indicator (OSI)
M. Gloria González-Morales, Magdalena Escamilla, Isabel Rodriguez, M. Jesús Bravo, José M. Peiró, University of Valencia, Spain

P.Fr.G3:15 On the beaten track. What are promising variations on and extensions to the job demands-control model?
Stefan Uhmann, TU Dresden & Stockholm University, Germany

Work motivation and performance
P.Fr.I1:1 Self-efficacy scale for highly demanding work situations
Carmen Tabernero, University of Cordoba, Alicia Arenas, Elena Briones, University of Salamanca, Spain

P.Fr.I1:2 Is Willingness to Work Related to Health?
Christina Björklund, Irene Jensen, Karolinska Institute, Sweden

P.Fr.I1:3 Actual and Desired Career and Organisational Preferences of University Graduates and Young Professionals
Anton Schlechter, University of Cape Town, South Africa

P.Fr.I1:4 The Desire for Work: Work Motivation Viewed from a Psychoanalytic Perspective
Gilles Arnaud, Toulouse Business School, France

P.Fr.I1:6 Studying Planning Behavior by Means of Work Diaries
Robert A. Roe, Katrin Weckauf, Maastricht University, Sandra J. Quist, Plimsoll Adviesgroep, Netherlands

P.Fr.I1:7 Pacing Design Work under Deadline Conditions: A Case Study of Work Hour Distributions in Long Term Architectural Projects

Trust and justice
P.Fr.I2:01 Study on the Relationships Between Feelings of Organizational Trust and Organizational Citizenship Behaviors.
Piergiorgio Argentero, University of Pavia, Claudio Giovanni Cortese, University of Torino, Italy

P.Fr.I2:03 Let me count the way I trust thee: trust development at the theatre
Lovisa Näslund, Stockholm School of Economics, Sweden

P.Fr.I2:04 Perceived Justice and Trust in Immediate Supervisor
Tuija Seppälä, Jukka Lipponen, Anna-Maija Pirttilä-Backman, Helsinki University, Finland

P.Fr.I2:05 An Empirical Investigation of the Effects of Supervisor Explanations on Employee Justice Perceptions
Brian C. Holtz, University of Calgary, Canada, Crystal M. Harold, IUPUI, United States
**Friday May 11**

**08:30 - 17:20 POSTER SESSIONS**

**P.Fr.I2:06** Older Workers™ Perceptions of Organizational Justice: an Italian Study  
*Marilena Bertolino, Franco Fraccaroli*, University of Trento, Italy

**P.Fr.I2:07** Examining the Joint Effects of Interpersonal Justice and Informational Justice on Reactions to Unfavourable Outcomes  
*Camilla Holmval, Steven Smith, Angela Langille*, Saint Mary's University, Canada

**P.Fr.I2:08** The Impact of Perceived Fairness on Employees' Performance and Wellbeing  
*M. Esther Garcia-Buades, M. Antonia Manassero-Mas, Carmen Ramis-Palmer*, University of the Balearic Islands, Spain

**Organizational climate and job design**

**P.Fr.J:01** Improvement of Organizational Climate as a Result of Specific Activities within Organization  
*Katja Rak*, Premogovnik Velenje, Slovenia

**P.Fr.J:04** Portuguese Validation of the Negative Acts Questionnaire Revised (NAQ-R)  
*Ana Verdasca*, Universidade Tecnica de Lisboa / ISEG, Portugal

**P.Fr.J:05** Service Climate and Disconfirmation of Expectations as Predictors of Customer Satisfaction: A Cross-level Study  
*Vicente Martínez-Tur*, Nuria Tordera, José María Peiró, University of Valencia, Spain

**P.Fr.J:07** Determining the Construct Validity of Litwin & Stringer’s Organisational Climate Questionnaire in a South African context  
*Chantal Ockers*, Michiel Buys, Michelle Madurai, University of Pretoria, South Africa

**P.Fr.J:09** Analysis of the Individual Prosocial Behaviour compared to Organizational Wellness and Climate. An explorative research.  
*Massimo Bustreo, Luciana Castelli, Anna Missaglia, Vincenzo Russo*, IULM University, Serena Cubico, University of Verona, Italy

**P.Fr.J:11** ARIA - Externally Assessed Working Conditions  
*Kerstin Waldenström*, Stockholm county council, Sweden

**P.Fr.J:12** Shiftwork: Effects on Health, Shift Schedule Evaluation, Social Support and Interface Work Schedule-life  
*Isabel Silva*, José Keating, University of Minho, Portugal

**Leadership and management**

**P.Fr.K1:02** Respectful Leadership: How Satisfying Subordinates’ Needs for Self-Determination Will Lead to Identification, Respect and Satisfaction  
*Timlan Eckloff, Niels van Quaquebeke*, University of Hamburg, Germany

**P.Fr.K1:03** State institutions and industrial enterprises employees’ ideas about real and ideal managers’ attributes  
*A. Brovchenko*, Institute of Psychology, Ukraine

**P.Fr.K1:04** Learning Climate as a Mediator between Leadership Style and Subordinate Stress  
*Susanne Tafvelin*, Kristina Westerberg, Stefan Söderfjell, Umeå University, Sweden

**P.Fr.K1:05** Positive Managerial Behavior versus Employees’ Satisfaction and Effectiveness  
*Barbara Kozusznik*, University of Silesia, Poland

**P.Fr.K1:06** An Investigation of the Forms Expectations on a Leaders’ Role can take  
*Monica Nyström, Elaine Nilsson*, Karolinska Institutet, Sweden

**P.Fr.K1:07** Ethical Leadership at Work  
*Karianne Kalshoven, Deanne N. Den Hartog*, Amsterdam Business School, Netherlands

**P.Fr.K1:08** Planning and Preparing Future Leaders: Strategies to Merge Succession Planning and Mentoring Initiatives  
*Cary Kemp*, U.S. Office of Personnel Management, United States

**P.Fr.K1:09** The importance of soft skills for transformational leadership  
*Nicole Torjus, Kathrin Heinitz*, Freie Universitaet Berlin, Germany

**P.Fr.K1:11** ‘The Jam in the Sandwich’: An Evaluation of the Role of the Modern Matron  
*Christeen George*, University of Hertfordshire, United Kingdom

**P.Fr.K1:12** Foundations for Evidence Based Global Leadership  
*David Beech*, University of Sussex, United Kingdom

**Managing, flexibility, diversity and conflict**

**P.Fr.K2:01** Trust and Responsibility Relations - to Manage Changes in Late Modernity  

**P.Fr.K2:02** Transfer Competence, as a Key-factor Required in a Flexible Labour Context.  
*Katarzyna Ogrodowicz*, University of Lyon 2, France

**P.Fr.K2:03** The Relationship Between Conflict Management Styles and Demographic Variables  
*Deniz Boru*, Guler Islamoglu, Melek Birsel, Marmara University, Turkey

**P.Fr.K2:04** Mediating in Collective Labour Conflicts  
*Roberto Martinez-Pecino, Lourdes Munduate, Francisco J. Medina*, University of Seville Spain, Martin Euwema, Utrecht University, Netherlands
**Friday May 11**

**08:30 - 17:20 Poster Sessions**

**P Fr K2:05** Long Term Consequences of Conflict at Work
*Jose Manuel Guerra, Pablo de Olavide University, Herminia Muñoz, Andalusian School of Public Health, Lourdes Munduate, University of Seville, Spain*

**P Fr K2:06** Accounting Outcomes in Collective Bargaining
*Amapola Povedano, Francisco José Medina, University of Seville, Spain*

**P Fr K2:07** Competencies Required by Diversity Specialists
*Hannes De Beer, Annemarie De Beer, Tamara-Ann Coleman, University of Pretoria, South Africa*

**P Fr K2:08** Supervisor-subordinate Conflict: Contingent Relationships with Job Satisfaction and Burnout
*Miriam Benítez, University of Seville, Inés Martínez, José M. Guerra, University of San Pablo-CEU, Lourdes Munduate, University of Seville, Spain*

**P Fr K2:10** The Relationship between Conflict Management Style and Teacher Efficacy: The Moderating Role of Teacher Experience
*Jef Syroit, Wilfried Vander Meer, Liesje Reyners, Open University Netherlands, Netherlands*

**Group and team processes**

**P Fr L1:01** Effects of Communication Media and Partner Commitment on Trust and Motivation in Distributed Group Work: An Experimental Study
*Marion Wittchen, Bernhard Weber, Guido Hertel, University of Wuerzburg, Germany*

**P Fr L1:03** Teams Behaving ‘N Sync: Measuring the Self-Synchronizing Behavior of Teams.
*Bart van Bezooijen, Tilburg University, Peter Essens, TNO, Ad Vogelaar, Netherlands Defense Academy, Saar Langelaan, TNO, Netherlands*

**P Fr L1:04** Team Members’ Appraisals of Team Leaders - Impact of Team Leaders’ Personality
*Tiina Hautala, Maria Järström, University of Vaasa, Finland*

**P Fr L1:05** Team Performance under Threat: An Experimental Test of Threat-Rigidity Effects
*Wim Kamphuis, TNO Defence Security and Safety/Tilburg University, Roos Delahaj, Anthony Gaillard, TNO Defence, Security and Safety, Ad Vogelaar, Netherlands Defence Academy, Netherlands*

**Teams and workgroups**

**P Fr L2:01** Making Sense of Mixed Results: The Role of Task Interdependence and Task Complexity in Group Goal-Setting
*Ad Kleingeld, Eindhoven University of Technology, Heleen Van Mierlo, Erasmus University, Harm Van Vijfeijken, Hay Group, Netherlands*

**P Fr L2:02** Distributed Teams And Their Workspaces
*Virpi Ruohomäki, Helsinki University of Technology, Finland*

**P Fr L2:04** Effectiveness in Work Teams
*Jaime Andrés Bayona, Universitat de Barcelona, Oswaldo Heredia, Universidad Autónoma de Madrid, Spain*

**P Fr L2:06** Adaptation and Development of the Spanish Version of the Teamwork-KSA Test
*David Aguado, Inst de Ingenieria del Conocimiento, Miriam Sanchez-Manzanares, Universidad Complutense de Madrid, Ramon Rico, Universidad Autonoma de Madrid, Spain*
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<td>Task and Affective Conflict: the Moderator</td>
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<td>Isabel Dórdio Dimas, Paulo Renato Lourenço, Coimbra University, José Miguez, Oporto University, Portugal</td>
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<td>Tacit coordination in anaesthesia teams: The</td>
<td>effects of transactive memory systems on team performance and work</td>
<td>Estelle Michinov, Elodie Olivier-Chiron, Emmanuel Rusch, Université François-Rabelais, Bruno Chiron, Hospital Blois, France</td>
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<td>The Development of Transactive Memory in</td>
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<td>Hanneke Grutterink, Gerben Van der Vegt, Eric Molleman, University of Groningen, Etty Jehn, Leiden University, Netherlands</td>
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<td>Cognitive Interviewing as a Qualitative</td>
<td>Method for Distinguishing between Fair and Unfair Psychometric Test</td>
<td>Lina Daouk, City University and The Psychometrics Centre, Almuth McDowall, Surrey University, John Rust, Cambridge Assessment, United Kingdom</td>
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<td>Measuring Internal States by Acoustic Speech</td>
<td>Features. Application Area, Procedure and Added Value</td>
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<td>Comparison of the Use of Items or Parcels for</td>
<td>Obtaining the Dimensional Structure of a Construct</td>
<td>Montserrat Yepes Baldó, Rita Berger, Santiago Quijano, University of Barcelona, Spain</td>
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<td>The Flow Form a Method to Measure Flow in</td>
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<td>Göran Skarman, Humanik, Sweden</td>
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<td>P.Fr.O2:02</td>
<td>The Neuroeconomy as a new Challenge to</td>
<td>Economic Psychology: Analysis of Decisional Process in Financial</td>
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<td>The Occupational Role as a Moderator of the</td>
<td>Face-ism Effect</td>
<td>Ursula Szillis, University of Mannheim, Germany, Janine Bosak, University of Bern, Switzerland, Dagmar Stahlberg, University of Mannheim, Germany</td>
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### Field and experimental research

- P.Fr.O1:03 The Flow Form a Method to Measure Flow in Working Life.  
  **Göran Skarman**, Humanik, Sweden
- P.Fr.O2:02 The Neuroeconomy as a new Challenge to Economic Psychology: Analysis of Decisional Process in Financial Investments  
  **De Fazi Simona**, Benevene Paula, D’Amelio Filomena, Lumsa University, Italy
- P.Fr.O2:03 The Occupational Role as a Moderator of the Face-ism Effect  
  **Ursula Szillis**, University of Mannheim, Germany, Janine Bosak, University of Bern, Switzerland, Dagmar Stahlberg, University of Mannheim, Germany
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<td>Salanova: Promoting Personal and Organizational Vitality through Positive Psychology</td>
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<td>Antoni: Team Tasks, Team Processes and Team Effectiveness</td>
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# SATURDAY MAY 12

## 09:00 - 09:50 KEYNOTE ADDRESS

**K.Sa1:1**  
**K1/K2**  
The Human Workface: The Imperative of a Positive Psychology of People, Teams and Organizations  
*Michael West*, Aston Business School, United Kingdom  
Chair: Gunn Johansson, Stockholm University, Sweden

## 10:00 - 11:00 THEMATIC SESSIONS

### Productivity

Chair: Helen Celia, Leeds University Business School, United Kingdom  
Co-Chair: Adriano Peixoto, University of Sheffield, United Kingdom  

*Melrona Kirrane*, Patricia Moriarty, Dublin City University, Ireland

*Adriano Peixoto*, University of Sheffield, United Kingdom

**T.Sa2.A1:3** Understanding the Impact of Management Practices and other Factors on Productivity in the UK Retail Sector  
*Helen Celia*, Chris Clegg, Leeds University Business School, Peer-Olaf Siebers, Cranfield University, Uwe Aickelin, University of Nottingham, United Kingdom

### Downsizing and outsourcing

Chair: Kerstin Isaksson, Mälardalen University, Sweden  

**T.Sa2.C:1** Downsizing Older Employees in Indian Public Sector Banks  
*Premilla D’Cruz*, Indian Institute of Management Ahmedabad, India

**T.Sa2.C:2** Downsizing, Bumping and Unionized Member Reactions: Preliminary Findings  
*Travor Brown*, Memorial University, Krista Stringer, Memorial Univ., Canada

**T.Sa2.C:3** Job Insecurity, Fairness and Employees’ Health-Related Outcomes  
*Inma Silla*, Ciemat, Spain, Francisco J. Gracia, José M Peiró, University of Valencia, Spain

### Service quality

Chair: Solvig Ekblad, National Institute for Psychosocial Medicine, Sweden  
Co-Chair: Claes Horsmann, University of Rostock, Germany  

**T.Sa2.A2:1** The Moderating Role of Gender Among Perceived Quality Service, Customer’s Satisfaction and Loyalty  
*Rosa Maria Sánchez-Hernández*, Vicente Martínez-Tur, José Ramos, University of Valencia, Carolina Moliner, University Miguel Hernandez, Spain

*Claes Horsmann*, Friedemann Nerdinger, University of Rostock, Germany

**T.Sa2.A2:3** Creating Shared Customer Satisfaction: An Experimental Study  
*Carolina Moliner*, University Miguel Hernandez, Vicente Martínez-Tur, Jose Ramos, Alba Talavera, University of Valencia, Spain

### Employability

Chair: Victor M. Catano, St Mary’s University, Canada  
Co-Chair: Erik Berntson, National Institute for Working Life (NIWL), Sweden  

**T.Sa2.D:1** The Moderating Role of Employability in the Relationship between Organizational Changes and Job Insecurity  
*Erik Berntson*, Claudia Bernhard-Oettel, National Institute for Working Life (NIWL), Sweden, Nele De Cuyper, Katholieke Universiteit, Belgium

**T.Sa2.D:2** Employability consequences on job satisfaction: the overqualification misfit role and the resultant life satisfaction  
*Juan Pablo Gamboa Navarro*, Francisco Gracia Lerín, José María Peiró Silla, University of Valencia, Spain

**T.Sa2.D:3** Employability-coaching: Results from a Longitudinal Evaluation-study  
*Thomas Lang-von Wins*, Claas Triebel, University of the Armed Forces of Germany, Germany
10:00 - 11:00 THEMATIC SESSIONS

**Human factors and ergonomics**
Chair: Bo Melin, National Institute for Working Life, Sweden
Co-Chair: Jan Johansson Hanse, Göteborg University, Sweden

T.Sa2.F:1 The Tired Controller: The Nature of Cognitive Deficits under Fatigue
*Dimitri van der Linden*, Inge Oudsen, Michiel Kompier, Radboud University Nijmegen, Robbert Jan Verkes, St. Radboud Medical Center, Netherlands

*Jan Johansson Hanse*, Göteborg University, Jörgen Winkel, NRCWE, Denmark & Göteborg University, Sweden

T.Sa2.F:3 Psychosocial Risk Factors And Mental Fatigue at Work: A Study in Public Administration
*Francesca Vitali*, Dina Guglielmi, Alessia Negrini, Marco Depolo, University of Bologna, Italy

**Coping and social support**
Chair: Esther R Greenglass, York University, Canada
Co-Chair: Kevin Daniels, Loughborough University, United Kingdom

T.Sa2.G1:1 Coping with Problem-Solving Demands: Examining how Control and Support Influence Cognitive Error and Risky Decisions in Nuclear Design Work
*Kevin Daniels*, Nick Beesley, Alistair Cheyne, Loughborough University, United Kingdom

T.Sa2.G1:2 Social Support at Work and Psychological Well-being of Immigrant Employees in a Culturally Diverse Bus Transportation Company
*Barbara Bergbom*, Maarit Vartia, Terhi Giorgiani, Pekka Huhtanen, Finnish Institute of Occupational Health, Ulla Kinnunen, University of Tampere, Finland

T.Sa2.G1:3 The Influence of Emotional Experience on Hardiness, Goal Orientation and Coping
*Roos Delahaj*, TNO/Netherlands Defense Academy/Tilburg University, Anthony Gaillard, TNO, Joseph Soeters, Netherlands Defense Academy, Netherlands

**Engagement**
Chair: Ulrika Eriksson Hallberg, Karolinska Institutet, Sweden
Co-Chair: Maria Auxiliadora Durán, University of Malaga, Spain

*Lisa Vivoll Straume*, Norwegian University of Science and Technology, Joar Vittersø, University of Tromsø, Norway

T.Sa2.G2:2 Engagement dimensions as mediators in the relationship between Perceived Emotional Intelligence and Satisfaction with life
*Maria Auxiliadora Durán*, Natalio Extremera, University of Malaga, Lourdes Rey, AMADPSI, Spain

**Social responsibility**
Chair: Gary Pheiffer, London Metropolitan University, United Kingdom
Co-Chair: Ben Emans, University of Groningen, Netherlands

T.Sa2.I2:1 Psychological Ownership in Organisations. Antecedents and Consequences
*Erko Martins*, Friedemann W. Nerdinger, Alexander Pundt, Claes S. Horsmann, University of Rostock, Germany

T.Sa2.I2:2 Corporate Social Responsibility and Employee Motivation and Commitment
*Gary Pheiffer*, Lesley-Ann Ryan, London Metropolitan University, United Kingdom

T.Sa2.I2:3 The Concept of Psychological Accountability: does it Refer to a Phenomenon in itself, or is it Old Wine in a Fancy New Bottle?
*Ben Emans*, Nonna Turusbekova, Manda Broekhuis, Eric Molleman, University of Groningen, Netherlands
SATURDAY MAY 12

10:00 - 11:00 THEMATIC SESSIONS

Work motivation
Chair: Antonio Caetano, ISCTE, Portugal
Co-Chair: Adalgisa Battistelli, University of Verona, Italy
T.Sa2.I3:1 Feeling and Acting as a Volunteer: Functions of Physicians’ Professional Identification in relation to Volunteer Organizational Behaviour
Maja Becker, Université Victor Segalen - Bordeaux 2, France
T.Sa2.I3:2 Motivation to Work in Public Organisations: Individuals and Organisational Factors which Sustain the Process of Goal Attainment
Adalgisa Battistelli, Milena Atzori, University of Verona, Italy

Scheduling of work
Chair: Arne Lowden, IPM & Karolinska Institutet, Sweden
Co-Chair: Göran Kecklund, IPM & Karolinska Institutet, Sweden
T.Sa2.J:1 The Effect of a Flexible shift System on Sleep, Sleepiness and Health
Göran Kecklund, IPM & Karolinska Institutet, Claire Anne Eriksen, Karolinska Institutet, Sweden
Ernesto Noronha, Premilla d’Cruz, Indian Inst of Management Ahmedabad, India
T.Sa2.J:3 Bright Light Treatment on the N-shift and Light Behaviour of Shift Workers During Winter and Spring
Arne Lowden, IPM & Karolinska Institutet, Sweden, Liliane Teixeira, University of Sao Paulo, Brazil, Torbjörn Åkerstedt, IPM & Karolinska Institutet, Sweden

Conflict management
Chair: Kenneth Thomas, Naval Postgraduate School, United States
Co-Chair: Denise Salin, Swedish School of Economics & Business Adm., Finland
T.Sa2.K:1 Intervening in Harassment and Other Inappropriate Treatment in the Workplace: Informal Discussions, Disciplinary Action or Turning a Blind Eye?
Denise Salin, Swedish School of Economics & Business Adm., Finland
T.Sa2.K:2 The Relation of Self-Efficacy and Assertiveness with Conflict Handling Styles: An Examination in a Textile Industry
Azize Ergeneli, Selin Metin Camgoz, Pinar Bayhan Karapinar, Hacettepe University, Turkey
T.Sa2.K:3 Can Conflict Management be an Antidote to Sick Leave?
Renee de Reuver, Marianne Van Woerkom, Johan Dirven, Tilburg University, Netherlands

Industrial relations
Chair: Sarosh Kuruvilla, Cornell University, United States
Co-Chair: Eva Zellman, Lincoln University, New Zealand
Eva Zellman, Lincoln University, New Zealand
T.Sa2.N:2 Empowerment, Democracy and Participation: Three Keywords for NPO Government
Imke Hindrichs, Daniela Converso, Università degli Studi di Torino, Italy
T.Sa2.N:3 Union Leaders’ Discourse on Modernization and Change of Trade Unions
David Martinez-Íñigo, Antonio Crego, Roberto Dominguez, Silvia García, Carlos Mª Alcover, Rey Juan Carlos University, Spain

Research methods
Chair: Robert Roe, Maastricht University, Netherlands
Co-Chair: Annet de Lange, University of Groningen, Netherlands
T.Sa2.O1:1 Blind Spots in W&O Psychology
Robert A. Roe, Maastricht University, Netherlands
T.Sa2.O1:2 It’s a Question of Time: Results of the 6-Wave PROMO Study on the Relation between Work and Job Satisfaction
Annet de Lange, University of Groningen, Stefan Ijzmer, VU University Medical Center, Toon Taris, Michiel Kompier, Radboud University Nijmegen, Netherlands
T.Sa2.O1:3 The Construct Validity of the Base Intelligence Quotient test (BasiQ); A Test of a Four Factor Cognitive Model for Personnel Selection
Anders Sjöberg, Assessio International, Sweden
10:00 - 11:00 THEMATIC SESSIONS

A5

Qualitative research methods
Chair: Annika Härenstam, National Institute for Working Life, Sweden
Co-Chair: Christoph Clases, University of Applied Sciences NW, Switzerland
T.Sa2.O2:1 Developing Training Workshops for Qualitative Research
Gillian Symon, Birkbeck, University of London, Catherine Cassell, Victoria Bishop, Manchester Business School, Phil Johnson, University of Sheffield, Anna Buehring, Manchester Metropolitan University, United Kingdom

11:50 - 13:20 INVITED PANEL DEBATE

IPD:Sa3.1 K12

Measuring and Improving Organizational Productivity: An International Collaboration
Chair: Robert D Pritchard, University of Central Florida, United States, Panelists: Gary Latham, University of Toronto, Canada, Harrie van Tuijl, Technische Universiteit Eindhoven, Netherlands, Kenneth Malm, ProMES Int Sweden AB, Magnus Bergström, Fortum Corporation, Sweden

11:50 - 13:20 INVITED SYMPOSIA

IS.Sa3.A:0 K2

New Developments in Work and Well-Being
Chair: Julian Barling, Queen’s University, Canada
IS.Sa3.A:1 Leading others to well-being: Direct and indirect effects of transformational leadership
Nick Turner, University of Manitoba, Julian Barling, Queen’s University, E Kevin Kelloway, Saint Mary’s University, Canada, Niro Sivanathan, Northwestern University, United States, Catherine A Loughlin, Saint Mary’s University, Canada
IS.Sa3.A:2 A Prospective Study of the Relationships between Vigor and Job Satisfaction
Arie Shriom, Ofira Shraga, Mina Westman, Tel Aviv University, Israel
IS.Sa3.A:3 Towards a Relational Model of Status Inequality and Well-being
Amy Christie, Julian Barling, Queen’s University, Canada,
IS.Sa3.A:4 Job stress research from the perspective of diary studies
Sabine Sonnentag, University of Konstanz, Germany
IS.Sa3.A:5 Toward an agenda for research on work and well-being
Jennifer Carson, Julian Barling, Queen’s University, Canada,

IS.Sa3.B:0 A1

Chair: Zeynep Aycan, Koc University, Turkey
Co-Chair: Chris Brewster, Henley Management College, United Kingdom
IS.Sa3.B:1 Convergence-Divergence or Crossvergence of Human Resource Management in Developing Countries
Pawan Budhwar, Aston University, United Kingdom
IS.Sa3.B:2 The role of culture in the divergence and convergence of HRM practices
Zeynep Aycan, Koc University, Turkey
Michael Morley, University of Limerick, Ireland
IS.Sa3.B:4 Understanding the competing pressures for globalisation and localisation within HR functions: The case of international recruitment, selection and assessment
Paul R Sparrow, Manchester Business School, United Kingdom
11:50 - 13:20 SYMPOSIA

S.Sa3.B:0 The Impact of the Internet on Occupational Assessment
Chair: Dave Bartram, SHL Group, United Kingdom
Discussant: Robert Roe, Maastricht University, Netherlands

S.Sa3.B:1 E-recruitment: A three country comparator study into applicant reactions
Hella Sylva, Neil Anderson, Universiteit van Amsterdam, Netherlands

S.Sa3.B:2 What do the candidates think? Candidates' perceptions and experiences of unsupervised computer-based testing.
Louisa Tate, Dan Hughes, Cubiks, United Kingdom

S.Sa3.B:3 Addressing the issue of cheating and unsupervised online ability testing
Eugene Burke, SHL Group, David Wright, University of Plymouth, United Kingdom

S.Sa3.B:4 The ITC's Guidelines on Computer-Based and Internet Delivered Testing and current practice
Dave Bartram, SHL Group, lain Coyne, The University of Nottingham, United Kingdom

S.Sa3.E:0 The Future of Retirement: Active Retirees in Europe and Consequences for HR Management
Chair: Jürgen Deller, University of Lueneburg, Germany
Co-Chair: Stefanie Kern, University of Lueneburg, Germany

S.Sa3.E:1 Continuing Activities beyond Retirement: Job Complexities and Their Importance for Post Retirement Activities
Stefanie Kern, Juergen Deller, D Huch, L Maxin, University of Lueneburg, Germany

S.Sa3.E:2 Typology of Silver Workers: Motive Structure of Engagement During Retirement
Leena Maxin, Juergen Deller, Stefanie Kern, D Huch, University of Lueneburg, Germany

S.Sa3.E:3 Assessment and Forecast of Valuing Experience by Employing Retirees: An Italian Perspective
Guiseppe Favretto, Riccardo Sartori, Serena Cubico, Elisa Bortolani, University of Verona, Italy

S.Sa3.E:4 50-plus Managers: A Wealth Not to Waste
Serena Cubico, University of Verona, Matteo Togni, University of Bergamo, Claudio Pasini, Enrico Pedretti, Manageritalia, Beatrice Venturini, University of Verona, Italy

S.Sa3.G1:0 Management and Leadership: Vital for Staff Well-being and Stress Management
Chair: Emma Donaldson-Feilder, Affinity Health at Work, United Kingdom
Co-Chair: Joanna Yarker, University of London, United Kingdom

S.Sa3.G1:1 Leadership and employee health – epidemiological studies
Töres Theorell, Karolinska Institute, Peggy Bernin, Nat Inst for Psychosoc Factors & Health, Sweden, Martin Hyde, University College, United Kingdom, Anna Nyberg, Karolinska Hospital, Gabriel Oxenstierna, Karolinska Institutet, Staffan Åkerblom, Stockholm School of Economics, Hugo Westerlund, Karolinska Institutet, Sweden

S.Sa3.G1:2 Leadership styles and their associations with work characteristics and well-being
Karina Nielsen, National Inst of Occupational Health, Denmark, Joanna Yarker, University of London, United Kingdom, Sten-Olof Brenner, Kristianstad University, Sweden, Raymond Randall, Leicester University, United Kingdom, Vilhelm Borg, Nat Inst of Occupational Health, Denmark

S.Sa3.G1:3 A research program to clarify supervisors’ effects on employees
Brad Gilbreath, Indiana Univ - Purdue Univ Fort Wayne, United States

S.Sa3.G1:4 Identifying behavioural competencies for line managers in order to improve staff well-being
Emma Donaldson-Feilder, Affinity Health at Work, Joanna Yarker, Rachel Lewis, University of London, Paul Flaxman, City University, London, United Kingdom
11:50 - 13:20 SYMPOSIA

S.Sa3.G2:0  K21
Promoting Personal and Organizational Vitality through Positive Psychology
Chair: Marisa Salanova, University Jaume I, Spain
Discussant: Wilmar Schaufeli, Utrecht University, Netherlands
S.Sa3.G2:1 Positive Organizational Communities and Organizational Performance
  Michael A West, Xiao Jing Yan, Jeremy F Dawson, Aston Business School, United Kingdom
S.Sa3.G2:2 Collective efficacy beliefs and support for innovation in work teams: does subjective well being matter?
  Pascale M Le Blanc, Utrecht University, Netherlands
S.Sa3.G2:3 Upward Spirals of Efficacy Beliefs: a longitudinal and multi-sample study
  Marisa Salanova, Susana Llorens, University Jaume I, Spain, Wilmar B Schaufeli, Utrecht University, Netherlands
S.Sa3.G2:4 Antecedents and Consequences of a Positively Engaged Workforce
  William H Macey, Benjamin Schneider, Valtera Corporation, United States

S.Sa3.L:0  A2
Team Tasks, Team Processes and Team Effectiveness
Chair: Conny Herbert Antoni, University of Trier, Germany
Co-Chair: Eric Molleman, University of Groningen, Netherlands
S.Sa3.L:1 The Relationships among Asymmetry in Task Dependence, Learning and Team Performance
  Simon de Jong, Gerben S van der Vegt, Eric Molleman, University of Groningen, Netherlands
S.Sa3.L:2 Health Care Complexity and Cooperative Behavior among Medical Specialists
  Eric Molleman, University of Groningen, Renee Stoffels, University Medical Center Groningen, Manda Broekhuis, University of Groningen, Frans Jaspers, University Medical Center Groningen, Netherlands
S.Sa3.L:3 Moaning in Optimization Discussions – Investigating Group Mood Sequence Analytically
  Simone Kaufeld, University of Applied Science, Switzerland, Alexandra Hilsper, Angela Henschel, University of Kassel, Germany

S.Sa3.L:5 The Impact of Team Reflection on the Effectiveness of Self-regulating teams
  Claudia Bauer-Emmel, Conny H Antoni, Universit of Trier, Germany

S.Sa3.G2:4 Discussion Types in Problem Solving Groups
  Katrin Denison, University of Kassel, Germany, Simone Kaufeld, University of Applied Science, Switzerland, Nale Lehmann-Willenbrock, University of Kassel, Germany

S.Sa3.M:0  K1
Recent Developments in the Psychology of Service: Service Workers’ and Customers’ Perspectives
Chair: Dieter Zapf, Goethe-University Frankfurt, Germany
S.Sa3.M:1 Explanations and compensation as organizational responses to service failure: The customer's view
  Graham Bradley, Beverly Sparks, Griffith University, Australia
S.Sa3.M:2 The relationship between customer-employee social interactions and burnout in a group of cancer care workers
  Sergio Chrisopoulos, Maureen Dollard, University of South Australia, Australia, Christian Dormann, Johannes Gutenberg-University Mainz, Germany
S.Sa3.M:3 Linking service climate and climate strength not only to customer, but also to service worker outcomes: a empirical test in a health care setting
  Andrea Fischbach, Trier University, Germany, Michael A West, Jeremy F Dawson, Aston University, United Kingdom
S.Sa3.M:4 Age effects on emotional labour in the service industry
  Sonja Bausch, Melanie Holz, Dieter Zapf, Goethe-University Frankfurt, Germany
S.Sa3.M:5 Powered by emotion! An application and enhancement of Hackman’s and Oldham’s Job Characteristics Model in the service sector
  Klaudia Kamrad, Trier University, Germany
**Absenetheism and sick-leave**

Chair: Lennart Hallsten, National Institute for Working Life, Sweden
Co-Chair: Fiona Robson, Northumbria University, United Kingdom

T.Sa3.G1:2 Relative Influences of Sickness Absence and Presence on Job Stress Factors, Chronic Fatigue, and Sleep Disturbances
**Masaya Takahashi**, National Institute of Occupational Safety & Health, Japan, Gunnar Aronsson, National Institute for Working Life, Sweden, Yasumasa Otsuka, Akinori Nakata, Kosuke Kaida, Takashi Haratani, Kenji Fukasawa, JNIOSH, Japan

T.Sa3.G1:3 Leader-Member-eXchange and Interpersonal Conflicts Related to Job Satisfaction and Absenteeism
**Inge Nuijten**, Dirk Dierendonck, RSM Erasmus University, Netherlands

**Lennart Hallsten**, National Institute for Working Life, Malin Josephson, Eva Vingård, Uppsala University, Margaretha Voss, Karolinska Institute, Sweden

**Fiona Robson**, Northumbria University, United Kingdom

**Prevention and intervention**

Chair: Anna-Liisa Elo, Finnish Institute of Occupational Health, Finland

T.Sa3.A:1 Comparing Two Burnout Interventions: Job Control Mediates Decrease in Burnout
**Marja Hätinen**, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Mika Pekkonen, Peurunka Rehabilitation Center, Raija Kalimo, Finland

T.Sa3.A:2 Career, Gender and Health among University Hospitals Physicians in five European Countries
**Ann Fridner**, Birgit Pingel, Niklas Hansen, Stockholm University, Sweden

T.Sa3.A:4 Promoting sustainability at work: action research in a health and social service
**Laura Galuppo**, Cesare Kaneklin, Mara Gorli, Università Cattolica, Italy

T.Sa3.A:5 Economic Perspectives of a Work Unit as a Moderator of Change during a Psychosocial Intervention
**Anna-Liisa Elo**, Jenni Ervasti, Finnish Institute of Occupational Health, Finland

**Organizational change consulting**

Chair: Daniel G Gallagher, James Madison University, United States
Co-Chair: Virpi-Liisa Kykyri, Hospital District of Keski-Pohjanmaa, Finland

T.Sa3.C:1 Change Management Consultants, Identity and Client Intimacy
Kate Mackenzie Davey, **Liz Wiggins**, University of London, United Kingdom

T.Sa3.C:2 Meaning and Measurement of Consultant’s Power Bases
Astrid Boogers - van Griethuijsen, **Ben Emans**, Janka Stoker, Arndt Sorge, University of Groningen, Netherlands

T.Sa3.C:3 The Way Consultants Perceive Themselves: Feeling less Powerful than they Actually are. **Ben Emans**, Astrid Boogers, Arndt Sorge, Janka Stoker, University of Groningen, Netherlands

T.Sa3.C:4 Institutional Perspective to Process Consulting Talk
**Virpi-Liisa Kykyri**, Hospital District of Keski-Pohjanmaa, **Risto Puutio**, University of Jyväskylä, Finland

T.Sa3.C:5 Developing Optimal Decision Makers in organizations: A Psychodynamic Problem Solving Process Model for Consultancy (PSPM-C)
**Athena Chatjoulis**, Vassiliki Batrakouli, Institute of Psychosocial Development, Greece
Work stress, bullying, and personality

Chair: Eva Demerouti, Utrecht University, Netherlands
Co-Chair: Lars Glasø, University of Bergen, Norway

T.Sa3.G2:1 Core Self-evaluations in Greece: Relative Effects on Life Satisfaction, Affective Disposition and Employee Attitudes
Ioannis Nikolaou, Athens University of Economics and Business, Greece, Timothy Judge, University of Florida, United States

T.Sa3.G2:2 Stress in the Workplace and its Relationship to Personality
John Hackston, Penny Moyle, OPP Ltc, United Kingdom

T.Sa3.G2:3 Personality and Interpersonal Problems among Victims and Perpetrators of Bullying at work.
Lars Glasø, Morten Nielsen, Ståle Einarsen, University of Bergen, Norway

T.Sa3.G2:4 Mental workload factors in virtual work and their measurement
Niina Kokko, Matti Vartiainen, Helsinki University of Technology, Finland

T.Sa3.G2:5 Examination of Relationships between Sociodemographic Variables, Job Stressors, Burnout and Hardy Personality in Nurses
Eva Garrosa, Raquel Rodríguez-Carvajal, Macarena Gálvez, UAM, Ana Sanz, Universidad Autónoma de Madrid, Spain

Organizational climate

Chair: Paul Jiménez, University of Graz, Austria
Co-Chair: Michael Bashshur, Universitat Pompeu Fabra, Spain

T.Sa3.J:1 The Relationship between Organizational Climate and Organizational Performance: Examining Temporal Order
Karina van de Voorde, Marc Van Veldhoven, Jaap Paauwe, Tilburg University, Netherlands

T.Sa3.J:2 Designing Interventions for a Healthy Work Place with The Usage of Facets of Job Satisfaction: Results of two Longitudinal Studies
Paul Jiménez, University of Graz, Austria

T.Sa3.J:3 When Supervisors and Their Teams Disagree: The Effect of Climate Misperceptions on Team Outcomes
Michael Bashshur, Universitat Pompeu Fabra, Vicente Gonzalez-Roma, Ana Hernandez-Baeza, University of Valencia, Spain

T.Sa3.J:5 Organizational Climate and Commitment: a Case Study at a Public University Hospital
Antonio C Ribeiro-Tupinamba, Federal University of Ceará Brazil, Raquel Feitosa, HUWC, Fatima Sena, UFC, Ana Berg, HUWC, Tiago Oliveira, Sulamita Feijao, UFC, Brazil
Leadership models
Chair: John Arnold, Loughborough University, United Kingdom
Co-Chair: Diana Rus, Erasmus University Rotterdam, Netherlands
T.Sa3.K:1 Does Transformational Leadership Help to Reduce Employee Absence from Work?
John Arnold, Loughborough University, Nadine Mellor, Kristin Hollingdale, HSL, United Kingdom
T.Sa3.K:2 A Multilevel Examination of Leader-member Exchange (LMX) and Employee Attitudes, Behaviours & Performance: What Role for the Leader?
Michael Clinton, Alexandra Budjanovcanin, David Guest, King’s College London, United Kingdom
T.Sa3.K:3 The Role of Self-leadership in an entire Leadership Process
Panja Andreßen, Udo Konradt, Christian-Albrechts-Universität zu Kiel, Germany
Diana Rus, Daan van Knippenberg, RSM - Erasmus University Rotterdam, Barbara van Knippenberg, Vrije Universiteit Amsterdam, Netherlands
T.Sa3.K:5 Transformational and Transactional Leadership: The Augmenting Effect on Organizational Culture and Identification with the Organization
Athena Xenikou, Katerina Georgada, Aristotle University of Thessaloniki, Greece

Creativity innovation
Chair: Angel Barrasa, University of Barcelona, Spain
Co-Chair: Eric Rietzschel, University of Groningen, Netherlands
T.Sa3.L:1 Creating Creativity and Innovation: The Social Dimension of Creativity and Innovation
Margarida Piteira, Jorge Gomes, Instituto Superior de Psicologia Aplicad, Portugal
T.Sa3.L:2 Tenure and Innovation in Teams: Cross-level Research in Different Organizational Contexts
Angel Barrasa, Autonoma University of Barcelona, Spain, Michael A. West, Aston University, United Kingdom, Francisco Gil, Complutense University of Madrid, Spain
Eric Rietzschel, University of Groningen, Carsten De Dreu, Bernard Nijstad, University of Amsterdam, Netherlands
Productivity and service quality

P.Sa.A:02 What’s in a Name? An Exploration of the Name-Letter Effect in Organizational Attraction
Frederik Anseel, Wouter Duyck, Filip Lievens, Ghent University, Belgium

P.Sa.A:03 Work Related Attitudes as predictors of Employee Absenteeism
Adriaan Viviers, Christelle Van der Westhuizen, University of South Africa, South Africa

P.Sa.A:04 Teaching Laymen in a Personality Theory can Improve at Work and in Life
Rolf Kenmo, Humankonsult AB, Sweden

P.Sa.A:05 Individual Value Preferences Among Romanian Noncommissioned Officers
Cristina Tat, Mihaela Grigoras, Stefan Lita, Ministry of Internal Affairs, Romania

P.Sa.A:06 Shiftwork Management: the Perceptions of Organizational Actors
Isabel Silva, José Keating, University of Minho, Portugal

P.Sa.A:07 Productivity In Small Manufacturing Plants In Hermosillo City, México
Rodrigo Parada, Elva Leticia Parada, University of Sonora, Mexico

Sigrid Gustafson, American Institutes for Research (AIR), Kristin Carman, Christian Evensen, Pam Dardess, AIR, Jeanne McGee, McGee & Evers Inc., Judith Hibbard, Univ. of Oregon, United States

Valentina Monducci, Gianni Marocci, Florence University, Italy

P.Sa.A:12 A Theoretical Model for the Evaluation of the Quality of the Learning Outcome Based on Expectation and Perception by School Stakeholders
Sara Cervai, Barbara Anna Fabbro, Luca Cian, University of Trieste, Italy, Alicia Berlanga, Catedra UNESCO de Direcció Universitaria, Spain

P.Sa.A:13 Staff Burnout and Patient Satisfaction of the Quality of Health Care
Bianca Dell’OLivo, Piergiorgio Argentero, Maria Santa Ferretti, University of Pavia, Italy

P.Sa.A:15 Waiting Lists in Italian Public Health Service: A Qualitative Survey Conducted Through Focus Groups
Alessandra Falco, Alessandra Piccirelli, Laura Dal Corso, Anna Lombardo, University of Padua, Italy

P.Sa.A:16 Services for alternative measures to detention among social assignment, cultures and organizational needs
Caterina Gozzoli, Lara Orlando, Laura Galuppo Università Cattolica del Sacro Cuore, Italy

Career planning and occupational choice

P.Sa.B:01 The Relationship between Motives, Career Anchors and Career Planning of Early Careerists
Maria Järström, Tiina Hautala, University of Vaasa, Finland

P.Sa.B:02 Bending over Backwards; Flexible Approaches to Career Management in Organisations
Catherine Steele, Jan Francis-Smythe, University of Worcester, United Kingdom

P.Sa.B:03 The Importance of Organisational Support for Successful Individual Career Management
Sandra Haase, Jan Dr. Francis-Smythe, University of Worcester, United Kingdom

P.Sa.B:04 Designing a Career by Designing One’s Own “Game of Life”: A Study of University Students
Toshiko Kikkawa, Keio University, Japan

P.Sa.B:05 Career of Educational Organization Managers: Gender Aspect
Olena Bondarchuk, Institute of Post-Graduate Pedagogical Education, Ukraine

P.Sa.B:06 Determinants of the Level of Job Satisfaction and Quality of Life of Female Executive Officers and Women Working Freelance in Poland, France, Britain and the U.S.
Grazyna Bartkowiak, University of Economics, Poland

P.Sa.B:07 Time Lagged Effects of Networking on Career Success: A Two-year Prospective Study
Andreas Grau, Dresden University of Technology, Hans-Georg Wolff, Klaus Moser, University of Erlangen-Nürnberg, Germany

P.Sa.B:08 How Professional Trajectory, Could Develop Future Executive’S Maturity And Sense Of Responsibility
Maryse Dubouloy, ESSEC, France

P.Sa.B:09 Types of Decision-makers and Self-esteem, Self-efficacy, Perception of Cognitive Failure, Personality and Life Satisfaction in a Sample of Trainees
Annamaria Di Fabio, Lara Busoni, Letizia Palazzeschi, University of Florence, Italy

P.Sa.B:10 Decisional Styles in an Organisational Context: A Primary Contribution to the Italian Version of the General Decision Making Style (GDMS)
Annamaria Di Fabio, Vincenzo Majer, Giorgio Cappelli, Letizia Palazzeschi, University of Florence, Italy
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<td>An Experience of Professional Orientation with Young People from the Community of the City of Fortaleza (Brazil)</td>
<td><em>Antonio C Ribeiro-Tupinamba</em>, Andrea Girao-Oliveira, Mara Aguiar Federal University of Ceará, Brazil</td>
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<td>Examining the Unidimensionality of the Work Locus of Control Scale (WLCS) in Adolescents</td>
<td><em>Georgia Koumoundourou</em>, Michel Kassotakis, University of Athens, Greece</td>
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<td><em>Dr. Matthias Rosenberger, Heiko Schulz, Frank Menzel</em>, Elements and Constructs GmbH, Germany</td>
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<td><em>Anja Mücke</em>, Martina Zölch, SGAOP / FSP, Switzerland</td>
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<td>A Contract Agency’s Struggle for Committed Employees: Can HRM Reduce Bad Work Effects like Reduced Commitment and Turnover Intention?</td>
<td><em>Brigitte Kroon</em>, University of Tilburg, John Willems, Welten, Netherlands</td>
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<td>Self-employment: Appropriateness of South African Human Resources Management and Industrial Psychology training</td>
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<td>Knowledge Management: Contributions Towards Conceptualization and Operationalization</td>
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<td>A Process Approach to Creating Tacit Knowledge through Apprenticeship - A Case Study in Nuclear Power Plants</td>
<td><em>Katri Säämänen</em>, Helsinki University of Technology, Finland</td>
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<td>P.Sa.F:09</td>
<td>Knowledge Transfer through Communities of Practice</td>
<td><em>Micky Kerr</em>, University of Leeds, United Kingdom</td>
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<td>P.Sa.F:10</td>
<td>Pre-Emergencies: Collective Activities and Communications in Emergencies Situations</td>
<td><em>Massimiliano Spano</em>, Gian Piero Quaglino, Spano Montagna, University of Turin, Italy</td>
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**Work stressors**

P.Sa.G:1 Stress and Job Satisfaction among Air Force Military Pilots  
Khodabakhsh Ahmadi, Iraj Yasai, Alireza Koliand, Baqiyatallah University of Medical Science, Iran

P.Sa.G:2 Scientific productivity and job satisfaction of young academics: Relationships with mentoring, stressors and motivational trait variables  
Johannes Rank, University of Surrey, United Kingdom, Alicja Polednja, Kathrin Van Schoonewaldt, University of Giessen, Germany, Tammy D. Allen, University of South Florida, United States

P.Sa.G:3 Workplace Psychological Aggression: Results of a National Survey of U.S. Workers  
Paula Grubb, Jamie Snyder, Jessica Keel, James Groshc, Rashanu Roberts, CDC/NIOSH, Bonnie Fisher, University of Cincinnati, United States

P.Sa.G:4 The Relationship between Occupational Stressors, Occupational Stress and Burnout among Trauma Unit Nursing Staff  
Gideon Steyn, Jennifer Spies, University of Pretoria, South Africa

P.Sa.G:5 Predictors of Work Stress and Organizational Commitment in Higher Education Faculty  
Ludmila Praslova, Vanguard University of Southern California, Steve Tusssing, Nicole Carlson, Dustin Johnston, George Fox University, United States

P.Sa.G:6 Videoterminals Stress and Personality  
Valeria Caggiano, Elisa Zuccari, Mariangela Cersosimo, Arrigo Pedon, Paula Benevene, Lumsa Università, Italy

P.Sa.G:7 Work Stress in Teachers: Design and Analysis of a Questionnaire  
Isabel Rodríguez, M.Jesus Bravo, University of Valencia, Spain

P.Sa.G:8 What can balance the effort?  
Dirk Lehr, Philipps University Marburg, Germany

P.Sa.G:9 Organizational antecedents of workplace bullying: application of job demands-resources model  
Alfredo Rodriguez-Muñoz, Bernardo Moreno-Jiménez, E. Morante, R. Rodriguez, Universidad Autonoma de Madrid, Spain

**Work-family interface**

P.Sa.H:01 Work-life Balance: Decisions and Discourses  
James Moir, University of Abertay Dundee, United Kingdom

P.Sa.H:02 Maintaining the Balance - Experiences of Work-Life Balance, and How they Link to Personality  
Paul Deakin, John Hackston, OPP Ltd, United Kingdom

Dean Bartlett, London Metropolitan University, United Kingdom

Claudio Giovanni Cortese, Chiara Ghislieri, Simona Ricotta, University of Turin, Italy

P.Sa.H:05 Material Well-being, Health and Satisfaction with Marriage of Young Families as Manifestation of «Work-Family» Conflict  
Irina Yakimanskaya, Orenburg State University, Russian Federation

Chiara Ghislieri, Lara Coloombo, Claudio Giovanni Cortese, University of Turin, Italy

P.Sa.H:07 A Comparative Study of Coping Mechanisms and Job Burnout among Iranian and Indian High School Teachers  
Shahnaz Mohammadi, University of Teacher Training, Iran, Bhaskar R. Shejwal, University of Pune, India

P.Sa.H:08 The Portrayal of Gender Role Interchange Through Work-Family Television Messages  
Eduardo R. Infante, University of Sevilla-Spain, Spain

P.Sa.H:09 An Intangible Value Scale for a Family Owned Business  
Mark Stone, David Yesko, Adler School of Professional Psychology, United States

Karina Mostert, Eileen Koekemoer, North-West University, South Africa

**Organizational behavior**

P.Sa.I:02 Explaining Sexual Harassment from the Actor™s Perspective: The Role of Organizational Justice and Personality Variables  
Franciska Krons, University of Lausanne, Stéphanie Facchin, University of Neuchâtel, Switzerland

P.Sa.I:04 The Role of Attachment Theory in Improving Organisational Effectiveness  
Gary Pheiffer, Laura Voss, Rachel Dales, Anna Barras, London Metropolitan University, United Kingdom
SATURDAY MAY 12

10:00 - 13:20 POSTER SESSIONS

P.Sa.I:05 Blowing the Whistle on Whistleblower Research
Gerard Seijts, Dan Crim, University of Western Ontario, Canada

P.Sa.I:06 Relations Between Socialization’s Domains, Job Satisfaction and Burnout in Spanish Hotel Industry
Margarita Bravo, Francisca Rius, F. Manuel Montalbán, Auxiliadora Durán, F. Javier Alcalde, University of Málaga, Spain

P.Sa.I:08 Empathy and Occupational Commitment as Determinants of Organizational Citizenship Behaviour in Group of School Teachers
Sylwiusz Retowski, Warsaw School of Social Psychology, Daniel Kochanowski, University of Gdansk, Poland

P.Sa.I:10 Personal Characteristics as Predictors of Whistleblowing and its Consequences
Brita Bjørkelo, Stig Berge Matthiesen, Ståle Einarsen, University of Bergen, Norway

Organizational communication and social responsibility

 Gunnar Ahlborg, Christina Grill, Institute of Stress Medicine, Björn Karlson, Lund University Hospital, Mats Eklöf, Sahlgrenska Academy, Amir Baigi, Göteborg University, Sweden

Per Eisele, Dignus Medical, Sweden

P.Sa.J:03 The relevance of informal communication in Learning Organizations
Detlev Liepmann, Kathrin Heinritz, Simone Smolka, Vanessa von Thenen Menna Barreto, Freie Universität Berlin, Germany

P.Sa.J:05 Study of In-depth Semantics of Inter-Personal Relations in Organizations
Aleksandr Frantsev, Institute of Psychology, Ukraine

P.Sa.J:06 The role of trade organization employees’ gender and term of employment in effective customer-oriented business communication
Olena Nevzorova, Institute of Psychology, Ukraine

P.Sa.J:07 Psychosocial Work Environment in the Church of Sweden - an explorative study
Ann-Sofie Hansson, Uppsala University, Sweden

Conceição Soares, Eva Dias de Oliveira, Portuguese Catholic University, Portugal

P.Sa.J:09 Corporate Social Responsibility: Swedish Perspectives
Kristina Danilov, Stockholm University, Sweden

Leadership and culture

P.Sa.K1:01 Financial Executives’ Perceptions of Workplace Safety: A Comparison between Mid-size and Large-size Companies
Yueng-Hsiang Huang, Liberty Mutual Research Institute for Safety, Peter Chen, Sarah DeArmond, Colorado State University, Chris Sablynski, Sacramento State University, United States

Massimo Bustreo, Luciana Castelli, Davide Jabes, Anna Missaglia, IULM University, Serena Cubico, University of Verona, Italy

Yueng-Hsiang (Emily) Huang, Liberty Mutual Research Institute for Safety, Sarah DeArmond, Peter Chen, Colorado State University, United States

P.Sa.K1:04 Leadership and Aging “Contents and Methods of Transmission of Leadership Experiences between Organizational Generations
Lorenzo Tesio, Laura Viada, University of Turin, Italy

P.Sa.K1:06 What is good Leadership? Implicit Leadership Prototypes in a Collectivistic and Individualistic Culture
Magdalena Nikolova, John Antonakis, University of Lausanne, Switzerland

P.Sa.K1:07 Family Situation and Psychological Well-being of University’s Managers: Gender and Cultural Differences
Tatyana Bendas, Orenburg State University, Russian Federation
Decision making

P.Sa.K2:01 Effects of Forewarning vs. Premature Praise on Entrapment-Further Evidence for Preference-Consistent Information Processing as a Mediator
Frank Vogelgesang, Stefan Schulz-Hardt, Felix Pfeiffer, Andreas Mojzisch, Georg August, University Goettingen, Germany

Christine Strangert, Communication Research Unit, Sweden

P.Sa.K2:04 Personality, Cognitive Abilities and Decision-making Performance
Delia Mihaela Virga, West University Timisoara, Romania

P.Sa.K2:06 Emotions and Risk Perception in Item Purchasing of Different Price
Marco Giovanni Mariani, Salvatore Zappalà, University of Bologna, Italy

P.Sa.K2:09 Some aspects of investigation of the role of a construction company managing staff’s system of values in decision-making
Olga Korol, Institute of Psychology, Ukraine

P.Sa.K2:10 Small Business and Information Technology use in Decision-making: an Administrator’s perception Analysis
Josefina Ochoa Ruiz, María Leticia Verdugo Tapia, Elva Leticia Parada Ruiz, José Angel Coronado Quintana, Amado Olivares Leal, Universidad de Sonora, Mexico

Cross-cultural research

P.Sa.O:01 Impact of Power Distance on Some Innovation Stimulants
Zhang Zhang, UCD Smurfit Business School, Ireland

P.Sa.O:03 Cross-Cultural Personality Assessment: Combining Emic and Etic Approaches to Adapting the 16PF
Scott Bedwell, IPAT, United States

P.Sa.O:04 Effects of Work-related Norm Violations on Feelings of Shame and Guilt: Findings from The Netherlands and Turkey.
Nevra Ersoy Cem, Marise Born Ph., Henk Van der Molen, Erasmus University, Netherlands

P.Sa.O:05 Constructing a Cross-Cultural Analysis Measure Instrument of Conflict in Organizations: a Comparison between an Italian and a Spanish Population Sample
Cristina Rolli, Michelangelo Vianello, Anna Lombardo, Elisa Maria Galliani, University of Padua, Giuseppe Santisi, University of Catania, Italy

P.Sa.O:07 Different Cultures - Expectations for Future Cooperation
Annemarie De Beer, University of Pretoria, South Africa, Marghit Raich, Innsbruck University School of Management, Austria, Hannes De Beer, Deon Steyn, University of Pretoria, South Africa
At FaraxGroup we have extensive competence and experience in designing and implementing leadership programs where FARAX 360 assessment is a part. We utilise our research based knowledge in order to make reality of leadership strategies.

Our customers’ experience is that the FARAX is a powerful process-facilitating tool.

I would like to invite you to cooperation concerning research and application of the Farax method. Please, contact me to discuss your ideas on that issue.

Publications


EXHIBITORS

Assessio AB, Sweden
Emerald, UK
IHPU Psykologietbildarna, Sweden
Psychology Press, UK
SAGE Publications, UK
Studentlitteratur, Sweden
Wiley-Blackwell, UK