14th European Congress of Work and Organizational Psychology

Santiago de Compostela

PROGRAM

Organized by the Consejo General de Colegios Oficiales de Psicólogos (COP) under the auspices of the European Association of Work and Organizational Psychology (EAWOP)

www.eawop2009.org

May 13-16, 2009. Santiago de Compostela
Galicia - Spain
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Santiago de Compostela, May 13 - 16, 2009

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I am very pleased to welcome you to the 14th European Congress on Work and Organizational Psychology to be held in Santiago de Compostela from 13 to 16 May 2009. The Congress is being organized by the Consejo General de Colegios Oficiales de Psicólogos (COP) under the auspices of the European Association of Work and Organizational Psychology (EAWOP).

The Congress has always represented for the EAWOP the most important event in the association’s life. It is an international occasion for work and organizations psychologists to meet; an opportunity to disseminate research results in different areas of W/O psychology; and a forum for discussion between researchers and practitioners. For these reasons, the congress is a key part of EAWOP’s mission.

The 14th Congress at Santiago de Compostela follows the outstanding success of the 2007 Stockholm Congress hosted by the Swedish Psychological Association. That occasion saw a notable increase in the number of attendees, accompanied by a surge in the EAWOP membership. These results confirm that an increasing number of W/O psychologists in Europe regard international discussion as essential for the best development of their research and professional practice. It is a cause of much satisfaction that the EAWOP has been able to respond to this increasing need.

But the congress is not the only event promoted by the EAWOP. New activities and new services have recently been activated. Small Group Meetings have been organized so that a restricted number of researchers can discuss the main issues of the European labour force (older workers; contingent workforce; new contracts between individual and organizations; etc.). Currently being defined and proposed is an advanced Eurodiploma in W/O psychology. With the European Federation of Psychology Association, we are developing and implementing a standard for the use of work-relevant psychological tests. Changes are being made to enable individual online access to the European Journal of Work and Organizational Psychology. And currently being examined are ways to broaden the range of scientific publications promoted by the EAWOP.

Finally, especial efforts are being made to promote new constituents and to widen contacts in emerging European areas. This is the case, for instance, of the countries of Eastern Europe, in which relationships with new constituents are being consolidated.

I strongly believe that the 14th Congress of Santiago de Compostela will confirm the positive growth trend of our association and of W/O Psychology in Europe. It will also be an opportunity to experience one of the most representative sites of culture and spirituality in European history.

For these reasons, I am willing to meet you all at Santiago de Compostela during these days.

Franco Fraccaroli
European Association of Work and Organizational Psychology (EAWOP)
Welcome from the President of the Spanish Psychological Association (Consejo General de Colegios Oficiales de Psicólogos – COP)

The Consejo General de Colegios Oficiales de Psicólogos (COP) would like to welcome you to Santiago de Compostela, Spain, for the 14th European Congress of Work and Organizational Psychology. It is a great pleasure for Spanish psychologists to invite their colleagues from Europe and all over the world to participate in this major event that will offer us the opportunity to share new psychological knowledge, professional experiences and unexpected emotions in the field of Work and Organizational Psychology. It will be a great opportunity to reflect upon how are we - organizations and people working with them - going to deal with the conflicting demands of global processes, remote economies, our own continent (Europe), and the national and local demands from a temporal perspective.

In addition to the regular program you will have the chance to enjoy the magical city of Santiago, declared World Heritage City by UNESCO in 1985, in view of its urban beauty and monumental integrity, as well as the profound echoes of its spiritual significance.

In consonance with and in adherence to the importance of the spirit of this iconic landmark, where people and their own itinerary are the most important value, we have chosen as our theme: Developing people in 21st century organizations: global and local perspective.

We hope you will enjoy this major event.

Welcome to Santiago!

Francisco Santolaya
Consejo General de Colegios Oficiales de Psicólogos (COP)
The 14th European Congress of Work and Organizational Psychology is organized by the Spanish Psychological Association (Consejo General de Colegios Oficiales de Psicólogos), in cooperation with the COP Galicia and the University of Santiago de Compostela, under the auspices of the European Association of Work and Organizational Psychology (EAWOP).

Organizers

**Organizing Committee**

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**Chair:** José R. Fernández Hermida, Spain  
Juan M. Egurtza, Spain  
Lourdes Munduate, Spain  
José M. Prieto, Spain  
Javier Canterá, Spain  
José Manuel Sabucedo, Spain  
Mª Rosa Álvarez Prada, Spain  
José Luis Domínguez Rey, Spain  
Francisco Sánchez, Spain  
Jesús R. Loitegui, Spain
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Antonio Caetano, Portugal
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Christian Vanderbergue, Canada
Dieter Zapf, Germany
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Francisco Gil-Rodríguez, Spain
Franziska Tschan, Switzerland
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Gisela Mohr, Germany
Guido Hertel, Germany
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John Arnold, United Kingdom
José L. Álvaro, Spain
Kerstin Isaksson, Sweden
Liudmyla Karamushka, Ukraine
M. Dolores Díaz-Cabrera, Spain
Malcolm Patterson, United Kingdom
Marco Depolo, Italy
Marisa Salanova-Soria, Spain
Matti Vartianiemi, Finland
Neil Anderson, The Netherlands
Nik Chmiel, United Kingdom
Sabine Sonnentag, Germany
Vicente González-Romá, Spain

Advisory Committee

Anna-Liisa Elo, Finland
Barbara Kozusznik, Poland
Branimir Šverko, Croatia
Carsten De Dreu, The Netherlands
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David Guest, United Kingdom
Erich Kirchler, Austria
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José M. Blanch, Spain
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Manuel Fernández Ríos, Spain
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Martin Kleinmann, Switzerland
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Sabino Ayesterán, Spain
Thomas Staufenbiel, Germany
Ute Schmidt-Brasse, Germany
Vincent Rogard, France
Wilmar Schaufeli, The Netherlands
Zoltan Bogathy, Romania

Congress Office Secretariat

Consejo General de Colegios Oficiales de Psicólogos de España
C/ Conde de Peñalver 45, 5º Izda.
28006, Madrid - Spain
Tf. +34 91 444 90 20 - Fax. +34 91 309 56 15
Email: eawop2009@cop.es
Exhibitors

The organizers gratefully acknowledge the support of the following companies and associations.

**ORszNIZATION / STAND NUMBER**

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<th>Organization / Stand Number</th>
<th>Number</th>
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<td>CONSEJO GENERAL DE COLEGIOS OFICIALES DE PSICÓLOGOS</td>
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**ACKNOWLEDGMENTS**

**Exhibition Schedule**

Don’t miss the Exhibition Area located in Hall B.

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<th>Day</th>
<th>Hours</th>
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<tr>
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<td>FRIDAY 15</td>
<td>9:00-17:00</td>
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<td>SATURDAY 16</td>
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**GOLD SPONSORS**

**BRONZE SPONSOR**

**Exhibition**

Don't miss the Exhibition Area located in Hall B.
Opening Ceremony followed by a Welcome Reception at the Congress Venue

Wednesday, May 13, 19:00

The opening ceremony will start at 19:00. After a brief welcome during the opening act, all registered participants and registered accompanying persons will be offered a welcome cocktail at the congress venue facilities. It will be a great occasion to meet with other participants and exchange first impressions.

All participants will have the opportunity to enjoy a great concert given by the folk group Berrugüeto during the opening ceremony.

Congress Dinner and Tour to the historical Monastery of Aciveiro

Friday, May 15, 19:30

In the year 1135, as a result of the proclamation of the Galician king Alfonso VII as the emperor, and thanks to his own donations and privileges, the construction of Santa Maria de Aciveiro starts. The Monastery was incorporated to the Cister around the year 1170. The Monument is situated very near to the route of the Lérez bridges, and it is very close to the environmental protection zone of Sierra de Candán. It keeps the architectonical structure exactly following the guidelines of the Cister; around the cloister the different premises are distributed: kitchen, refectory, scriptorium, meeting room of the monks, cells of the monks, stables... Attendees will have the opportunity to enjoy a wonderful Galician dinner and share a few hours with other participants at this historical monument.

BUSES FOR THE CONGRESS DINNER will depart from the Congress Venue main entrance at 19:30. Please do not forget to bring your dinner tickets.

Closing Ceremony

Saturday, May 16, 13:30

Other Receptions

Participants will be informed in due time of other relevant events included in the program. All events will be published in the message board located in the entrance hall.
Introduction

The program of the EAWOP2009 Congress includes more than 1,400 contributions. There will be numerous activities running parallel and the schedule is quite ambitious. Nevertheless, we hope it will cover every attendee's expectations.

To help you design your personal schedule for the EAWOP2009, we give you a short overview of the different presentation formats. There will be 10 minute breaks between slots and two 20 minute breaks each day. There will be translation from English to Spanish in two of the conference rooms (Auditorio Principal and Sala Compostela).

Keynote Addresses

"Expanding the scope of W&O Psychology” by Robert A. Roe (University of Maastricht).
Presented by José M. Peiró, University of Valencia
Thursday, May 14, 2009
9:00/10:00 Auditorio Principal

"The Alliance of Organizational Psychologists: A Global Federation” by Gary P. Latham (Rotman School of Management, University of Toronto)
Presented by Franco Fraccaroli, University of Trento
Saturday, May 16, 2009
12:30/13:30 Auditorio Principal

KEYNOTE ADDRESSES AND STATE OF ART ADDRESSES

Invited Keynote and State of the Art addresses are lectures scheduled for 40 (State of Art Addresses) to 50 minutes (Keynote Addresses). The speakers will focus on either an overview of their area of expertise or latest developments in their topic.

State of Art Addresses

“Career Success in a 21st Century Global Context” by John Arnold (Loughborough University)

Person in charge of presentation to be determined
Thursday, May 14, 2009 - 17:10/18:40 - Auditorio Principal

“The science of team performance. A quarter century of progress” by Eduardo Salas (University of Central Florida)

Presented by Lourdes Munduate (University of Seville)
Friday, May 15, 09:00/10:30 - Auditorio Principal

“Work Design Research and Theory: Where Do We Go From Here?” by Sharon Parker (University of Sheffield)

Person in charge of presentation to be determined
Friday, May 15, 16:00/17:30 - Auditorio Principal
Colleagues who have been invited to chair a symposium were asked to gather a group of speakers and discussants for a lively exchange on the state of research and profession and future challenges in a specific topic. The round tables are interactive sessions where 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.

**Invited Symposia and Round Tables**

Participants were invited to submit abstracts for the following presentation formats. All submitted abstracts were reviewed by 180 selected invited reviewers.

**Symposia**

Submitted symposia sessions consist of at least five presentations or, alternatively, four presentations and a discussant (90 minutes). The chairs were asked to invite participants from 3 different countries if possible.

**Round Tables**

The facilitators of submitted round tables were asked to prepare a short introduction to the topic along with some questions or issues for stimulating discussion. The facilitators could choose to invite experts on the topic of discussion, or colleagues working with similar issues.

**Submitted Contributions (Symposia, Round Tables, Oral Presentations and Posters)**

Please note that the printed version of the program as well as the CD-Rom of abstracts of the Congress were edited on April 7, 2009. Any changes made after this date are not shown neither in the final program nor the CD-Rom of abstracts. Neither the Organizing Committee nor the printers of this publication accept responsibility for any inaccuracies, inconsistencies or misspellings found in the program. The majority of the information (titles/names/abstracts...) was electronically submitted by the authors themselves. This information has been published as submitted.

**Oral Sessions**

Participants could also submit individual oral contributions. The submitted abstracts for oral presentations were reviewed by the reviewers and then grouped into thematic sessions by the chief reviewers. Each session consists of 4 to 5 papers per session (90 minutes long).

**Poster Sessions**

There will be two poster sessions per day (5 sessions total), one in the morning and another one in the afternoon. All posters will be exhibited in "Pasillo Sur". There will be no afternoon session on Saturday, May 16, 2009. Posters exhibited simultaneously will be grouped into thematic sessions based on the topic list.

**Pre-Congress Workshops**

On Wednesday, May 13, 2009, pre-congress workshops will be held at the congress venue. These workshops cover a wide range of topics and are not included in the registration fee.
EAWOP activities

Round table on Evidence-Based White Papers: An International Collaboration Between EAWOP, IAAP, and SIOP
*Chair:* Robert A. Roe (Maastricht University)
*Thursday, May 14, 10:20/11:50 – Sala 10*

Baltic and new constituents - Round Table
*Chairs:* Matti Vartiainen (Helsinki University of Technology) and Angela Carter (University of Sheffield)
*Thursday, May 14, 2009 - 13:40/15:10 - Sala Obradoiro*

International cooperation for promoting a global approach to W/I/O Psychology - Round Table
*Chairs:* Franco Fraccaroli (University of Trento) and José M. Peiró (University of Valencia)
*Friday, May 15, 2009 - 12:30/14:00 - Auditorio Principal*

Advanced European Diploma - The application
*Chair:* Juergen Wegge (TU Dresden)
*Friday, May 15, 2009 - 12:30/14:00 Special Activity - Sala Obradoiro*

EAWOP’s General Assembly
*Friday, May 15, 2009 – 17:00/18:40 - Auditorio Principal*

How the W/O psychology practitioners are surviving in the middle of the global financial crisis - Round Table
*Chairs:* Henry Honkanen (EAWOP) and Angela Carter (University of Sheffield)
*Saturday, May 16, 2009 - 09:00/10:30 - Sala Compostela*

Meet the Editor: “Journal of Personnel Psychology”
*Chair:* Rolf van Dick (Goethe University Frankfurt)
*Thursday, May 14, 2009 - 15:30/17:00 - Sala 6*

*Thursday, May 14, 2009 - 17:10/18:40 - Sala 23*

2007 Award - Romance of leadership and management decision making
Joerg Felfe (University of Siegen) and Lars-Eric Petersen (Martin-Luther University of Halle-Wittenberg)

2008 Award - Fairness perceptions of supervisor feedback, LMX, and employee well-being at work
Jennifer L. Sparr (University of Konstanz) and Sabine Sonnentag (University of Konstanz)

Meet the Editors: Everything You’ve Always Wanted to Know about Publishing and Reviewing
*Chair:* Donald Truxillo (Portland State University)
*Friday, May 15, 2009 - 16:00/17:30 - Sala 25*

Presentation of the División de Psicología del Trabajo y las Organizaciones del COP España and presentation of the book “Psicología del Trabajo. Historia y retos futuros” (activity to be held in Spanish and without translation)
*Friday, May 15, 2009 - 16:00/17:30 - Sala Compostela*
All workshops for practitioners and/or researchers will last a total of 3 hours. The general aim is to offer a half-day focused, interactive education session within a given topic of high relevance and with a current interest. Workshops are not included in the registration fee and have an additional cost of 140 € for a three hour workshop.

**Morning Workshops**

**An introduction to conducting and interpreting meta-analyses**
Sylvia Hysong (Michael E. DeBakey VA Medical Center and Baylor College of Medicine) and Donna L. White, (Baylor College of Medicine in Houston, Texas)
*Wednesday, May 13, 2009 - 11:30/14:45 - Sala 6*

**Publishing in international scientific journals**
Miriam Erez (Technion, Israel)
*Wednesday, May 13, 2009 - 11:30/14:45 – Sala 7*

**Multilevel Modelling using SPSS**
Chris Stride (IWP, University of Sheffield)
*Wednesday, May 13, 2009 - 11:30/14:45 - Sala 10*

**Afternoon Workshops**

**Time and Temporal Research in W&O Psychology**
Robert Roe (Maastricht University)
*Wednesday, May 13, 2009 - 15:00/18:15 – Sala 6*

**How to do Systematic Reviews in Work and Organizational Psychology**
Rob Briner (Birkbeck, University of London), Jo Rick (Institute of Work Psychology, University of Sheffield) and Chris Carroll (Health Economics and Decision Science, University of Sheffield)
*Wednesday, May 13, 2009 - 15:00/18:15 – Sala 7*

**Building and Managing Effective E-Learning Systems**
Kurt Kraiger (Colorado State University)
*Wednesday, May 13, 2009 - 15:00/18:15 – Sala 17*
IF YOU ARE USING A SLIDE PRESENTATION:
AUDIOVISUAL FACILITIES

PC and LCD computer projectors are provided in all conference rooms. If you are using a LCD projector for your presentation please make sure to bring your slide presentation either on a USB Flash (pen) or a CD. All computers in conference rooms are Windows-based PC’s. We recommend PowerPoint (.ppt or .pps) to all users (neither MAC, nor UNYX will be accepted).

SLIDE PREVIEW

You may preview your slide presentation in one of our computers. Two working stations will be available so presenters can make final arrangements in their presentations if needed. However, as a courtesy to all participants a free wi-fi is offered so you may use your own laptop.

FREE WI-FI

As a courtesy to all participants a free wi-fi is offered.

PRESENTATION GENERAL GUIDELINES
(TO ALL PARTICIPANTS)

- The hour/room/date of your presentation is available in the Congress Program.
- You should be at the indicated conference room 10 minutes before the starting hour.
- If you are using a slide presentation please handle it to the person in charge of the conference room 10 minutes before the starting hour so they can charge it in the computer. Please make sure to bring your slide presentation either on a USB Flash (pen) or a CD. All computers in conference rooms are Windows-based PC’s. We recommend PowerPoint (.ppt or .pps) to all users however, Word and Adobe files will be also allowed. (Neither MAC, nor UNYX will be accepted). There are either 10 or 20 minute breaks between sessions.
- It is important that all chairs and co-chairs begin and end the session on time. The person in charge of the room will also foresee that the times are respected.
- Contributions will take place in the order that has been assigned to them within the program.
- In case the designated chair fails to show, the co-chair will assume the chairing of the session.
IF YOU ARE CHAIRING A SYMPOSIUM

Each symposium will last 90 minutes. The chair will need to adjust the presentation time of each communication within the symposium accordingly to the total number of contributions within the it. The person in charge of the conference room will notify the Chair when 10 minutes are left to finalize the session.

IF YOU ARE PRESENTING AN ORAL COMMUNICATION

Oral sessions will consist of 4 to 5 papers per session (90 minutes long). Each presenter will be allocated 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, there will be a chair and co-chair of the session that will let know the presenter when they have 5 minutes left. The session Chair will not allow questions after 15 minutes have passed for each presentation.

IF YOU ARE PRESENTING A POSTER

Posters maximum sizes are 0,80m (width) x 1,10m (height).
Two different sessions of posters will be on display each day (a total of five sessions), except for the 16th, when only one session has been scheduled. Due to the structure of the program, the hours will be different for each session so make sure to find out when your session has been scheduled.

In order to mount your poster, please check the paperback final program. You will notice there is a number on the left side. This number indicates the number of the correspondent poster panel that has been assigned to you. You should direct yourself to the poster panel 10 minutes before your session begins. There will be material so you can mount your poster without any problems.

Remember: Poster panels are numbered accordingly to the numbers listed in the program.

Presenters are required to remove their materials from the panels after each session. The Congress organizers do not take responsibility for posters remaining after the indicated ending hour of each session.
WHEN READING THE PROGRAM CONSIDER THE FOLLOWING INFORMATION

All activities are identified by the following codes and colors throughout the program:

- **K**: Keynote Address
- **SOA**: State of the Art Address
- **SPA**: Special Activity
- **IS**: Invited Symposium
- **IRT**: Invited Round Table
- **S**: Symposium
- **RT**: Round Table
- **OS**: Oral Session
- **PS**: Poster Session

There are different ways of reading this program. Please note that within each activity (abstract within a symposium oral communication, poster...) we have named the “Presenter” as “chair” of their own activities.

DAY AT A GLANCE

There is a “Day at a glance” schedule that shows the type of activity and its code/color by day, conference room and time. If you wish to know what the title of the activity is and who is chairing it you may check the “List of activities” that follows this section.

LIST OF ACTIVITIES

There is also a “List of activities” that shows all the activities that are to be held by type of activity, code, title and presenter/chair (oral communications and posters are not individually included here, but by the oral session or poster session in which they are included).

DETAILED PROGRAM

You may also use the “Detailed program” if you wish to know the detailed description of the different activities.

This section is organized by topics. Within this topics you will find all the activities organized by type of activity (Keynote Addresses, State of the Art Addresses, Special Activities, Invited Symposia and Round Tables, submitted Symposia and Round Tables, Oral Sessions and Posters), time, conference room, titles and presenters/chairs.

POSTER BOARD

If you are presenting a poster you may check which one will be your panel number here. This section may be useful as well if you wish to find out which posters are to be presented by date, session and topics.

AUTHORS LIST

This section includes all presenting authors alphabetically listed, and shows the type and code of the activity they will be presenting, the conference room, date and time in which it will be held, by presenter/chair. It also shows the page in which you may find the activity’s description.

PROGRAM CHANGES ANNOUNCEMENT

Please note that the printed version of the program as well as the CD-Rom of abstracts of the Congress were edited on April 7, 2009. Since that date, some presenters have withdrawn their contributions or have notified changes in the presenting authors, authorships, etc.

Changes will be announced either in the amendment or sheet the message board located in the entrance hall.
All Congress materials and documentation are available at the Front Desk located in the entrance hall. On-site registration/payment and material collection will be possible at all times in the front desk/secretariat during opening hours.

REGISTRATION AND FEES
It is possible to register on-site. Cash (only with local currency €) and credit card payments (Visa, Euro/Mastercard) are accepted.

REGISTRATION AND PAYMENT AFTER APRIL 13

<table>
<thead>
<tr>
<th>Category</th>
<th>Fee</th>
</tr>
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<tbody>
<tr>
<td>Regular participant</td>
<td>625 €</td>
</tr>
<tr>
<td>Workshop registration (3 hour)</td>
<td>140 €</td>
</tr>
<tr>
<td>Student without membership</td>
<td>300 €</td>
</tr>
<tr>
<td>Student with two year membership</td>
<td>370 €</td>
</tr>
<tr>
<td>Accompanying person</td>
<td>100 €</td>
</tr>
</tbody>
</table>

BADGES
The participant’s name badge will be provided at the registration desk when you register. All participants will be issued with name badges which must be worn during the Congress to facilitate the identification and to allow admission to the sessions. **Name badges are not transferable under any circumstances and only badge holders will be admitted to the sessions.** Please make sure not to lose your badge as lost badges will be replaced at the Congress Front Desk after a penalty of 130€. **REMEMBER... NO BADGE NO ENTRY!**

OFFICIAL LANGUAGE AND SIMULTANEOUS TRANSLATION

The official Congress language is English. However, for those who are willing to learn about what is happening in the field of Work and Organizational Psychology there will be translation from English to Spanish in two of the conference rooms. Activities held in the following conference rooms will be translated from English to Spanish: Auditorio Principal - Sala Santiago de Compostela.

MEALS
Coffee and lunches are included in the registration fee. Lunch will be served from 12:30 to 14:30. **Two lunch tickets have been included as part of the Congress material.** Make sure not to lose them. You will need to handle one ticket each day in order to get your lunch.

FREE WI-FI
As a courtesy to all participants a free wi-fi is offered for their own laptops. Two working stations will be available so presenters can make final arrangements in their presentations if needed.

CERTIFICATE OF ATTENDANCE AND PARTICIPATION
All people who have registered prior to the Congress will be handled their certificates at the time when badge and Congress bags are collected. People who register on-site will need to ask for their certificates from the 14th in the afternoon on.

MOBILE PHONES
Please be aware of that mobile phones MUST be turned off during all sessions.

NO-SMOKING POLICY
The Congress Venue is a smoke-free zone.
## Final Program

### Structure

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<td>12:00-13:30 Thematic Sessions and Symposia</td>
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<td>13:40-15:10 Thematic Sessions and Symposia</td>
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### Lunches and coffee breaks:

**Thursday, May 14**
- 10:00-10:20 Coffee Break
- 12:30-14:30 Lunch
- 15:10-15:30 Coffee Break

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**Friday, May 15**
- 09:00-10:30 Thematic Sessions and Symposia
- 10:30-10:50 Coffee Break
- 10:50-12:20 Thematic Sessions and Symposia
- 12:30-14:00 Thematic Sessions and Symposia
- 14:10-15:40 Thematic Sessions and Symposia
- 15:40-16:00 Coffee Break
- 16:00-17:30 EAWOP General Assembly

### Luncches and coffee breaks:

**Friday, May 15**
- 10:30-10:50 Coffee Break
- 12:30-14:30 Lunch
- 15:40-16:00 Coffee Break

**Saturday, May 16**
- 09:00-19:30 Thematic Sessions and Symposia
- 10:30-10:50 Coffee Break
- 10:50-12:20 Thematic Sessions and Symposia
- 12:30-13:30 Keynote Address
- 13:30-14:00 Closing Ceremony

### Luncches and coffee breaks:

**Saturday, May 16**
- 10:30-10:50 Coffee Break
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Day at a Glance
Thursday - May 14

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**Legend:**
- **K:** Keynote Address
- **SOA:** State of Art
- **SPA:** Special Activity
- **IS:** Invited Symposium
- **IRT:** Invited Round Table
- **OS:** Oral Session
- **S:** Symposium
- **RT:** Round Table
The following list shows all activities by code, title and presenters. This same codes are used in the Day at a glance drafts included before.

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<td>Expanding the scope of W/O Psychology</td>
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<td>The alliance of organizational psychologists: A global federation</td>
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<td>SOA1049</td>
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<td>Chair: John Arnold, Co-Chair: Laurie Cohen</td>
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<td>SOA1946</td>
<td>The science of team performance. A quarter century of progress</td>
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<td>SPA1944</td>
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<td>Chair: Donald Truxillo</td>
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<tr>
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<tr>
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<tr>
<td>SPA1952</td>
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<td>Presentation of the División de Psicología del Trabajo y las Organizaciones del COP España and presentation of the book “Psicología del Trabajo. Historia y retos futuros” (activity to be held in Spanish)</td>
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<td>SPA1957</td>
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| **IS17** Employee engagement: Individual and organizational consequences  
*Chair*: Benjamin Schneider  
*Discussant*: Rolf van Dick |
| **IS36** Innovation and creativity at work: International perspectives and advances  
*Chair*: Neil Anderson  
*Discussant*: Miriam Erez |
| **IS114** Trust and social capital in organizations  
*Chair*: Ana Cristina Costa  
*Discussant*: José M. Peiró |
| **IS157** Employee commitment, health and motivation  
*Chair*: Christian Vandenbergh  
*Discussant*: Rolf van Dick |
| **IS228** Professional standards for testing and assessment in work and organizational settings  
*Chair*: Dave Bartram  
*Discussant*: Jose Muñiz |
| **IS256** Key Issues in Personnel Selection Practice and Research  
*Chair*: Filip Lievens |
| **IS334** The Psychology of Service: Emotion Regulation, Health and Performance Part I  
*Chair*: Dieter Zapf |
| **IS348** New Research on Age Stereotypes in the Workplace: an International Perspective  
*Chair*: Franco Fraccaroli  
*Discussant*: Donald Truxillo |
| **IS389** Leadership and Health  
*Chair*: Lois Tetrick  
*Discussant*: Lois Tetrick |
| **IS453** Individual strategies towards late career issues and retirement  
*Chair*: Marco Depolo |
| **IS483** Psychological Contract Development and Employee Attitudes  
*Chair*: Ioannis Nikolaou |
| **IS524** Stimulating employees’ proactive behavior: the role of leadership  
*Chair*: Deanne Den Hartog  
*Discussant*: Mark Griffin |
| **IS527** Changing organizations and new work practices: Consequences for managers and employees  
*Chair*: Magnus Sverke |
| **IS561** Job Insecurity: Global and Local Perspectives. Part I: Conceptualizing Job Insecurity and Analysis of Antecedents  
*Chair*: Hans De Witte |
| **IS563** Faking and impression management in personnel selection procedures  
*Chair*: Martin Kleinmann  
*Discussant*: Filip Lievens |
| **IS617** The Psychology of Service: Emotion Regulation, Health and Performance Part II  
*Chair*: Dieter Zapf |
| **IS754** Power and leader effectiveness  
*Chair*: Marius van Dijke |
| **IS966** Learning at Work  
*Chair*: Jairo Eduardo Borges-Andrade |
| **IS1450** Toward a Global Industrial, Work and Organizational Psychology: Opportunities and Threats?  
*Chair*: Handan K. Sinangil |
| **IS1897** Job Insecurity: Global and Local Perspectives. Part II: Antecedents, Consequences and Cross-Cultural Comparisons  
*Chair*: Hans De Witte |
| **IS1914** Challenges of Virtual Collaboration  
*Chair*: Matti Vartiainen |
| **IS1915** Intra-Team Processes in Virtual Collaboration  
*Chair*: Matti Vartiainen |
| **IS1916** Technology, Cognition and Training in Distributed Collaboration  
*Chair*: Matti Vartiainen |
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<td>Chair: Karen van der Zee</td>
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<td>Entrepreneurial success and innovation</td>
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<td>Human Factors and Safety in High Reliability Organizations: Training and other Interventions</td>
<td>Chair: Sandrina Ritzmann</td>
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<td>Towards understanding work-based identity formation</td>
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<td>S425</td>
<td>Developments in the Job Demands-Resources Model - Part II</td>
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<td>Team processes and team performance: the relationships between diversity, information sharing, reflexivity and team innovation</td>
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<td>Current practices in translating and adapting tests for use in global assessments</td>
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<td>Chair: Michael Leiter, Discussant: Wilmar Schaufeli</td>
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<td>European Research on Personnel Selection and Job Performance</td>
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<td>Crew resource management training</td>
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<td>Advances in time management research</td>
<td>Chair: Robert Roe</td>
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<td>Customer Behavior and Service Quality: Public, Private, and Social Sectors</td>
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<td>Chair: Julia E. Hoch, Co-Chair: Ana Cristina Costa, Discussant: Craig Pearce</td>
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Chair: Kerstin Isaksson

S1083 The challenge of diverse workteams: What do we know and what can we learn?  
Chair: Joyce Rupert  
Co-Chair: Joyce Rupert

S1125 HIRES – Health in restructuring: Innovative approaches and policy recommendations  
Chair: Karina Nielsen

S1169 Modern trends in organizational development and psychological support of computerized work  
Chair: Anna Leonova  
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S1177 Effectiveness at Work: Investigating Its Structure and Improving Its Prediction Based on A Co-validation of Seven Personality and Three Aptitude Assessments  
Chair: Rab MacIver  
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Discussant: Almuth McDowall

S1245 Work-Related Well-Being of Firefighters  
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S1342 Interventions for helping people with mental disorders return to work or reintegrate the workplace: Strategies and barriers for their implementation in diverse contexts  
Chair: Marc Corbière

S1386 Psychological perspectives of pay  
Chair: Conny Herbert Antoni

S1435 New European Industrial Relations (NEIRE): Towards a flexible and innovative labour system and how to empower workers representatives as negotiators.  
Chair: Lourdes Munduate

S1447 Changes in European Work Places  
Chair: Christian Korunka

S1474 Safety culture in nuclear power plants  
Chair: Francisco Javier Gracia  
Co-Chair: Markus Schöbel

S1509 Destructive leadership: Antecedents and outcomes  
Chair: Staale Einarsen

S1527 Mediation in hierarchical conflicts at work  
Chair: Martin Euwema

S1649 Multi-media tools: a new means of assessing skills for work situations  
Chair: Annemarie Hiemstra  
Discussant: Eduardo Salas

S1690 Does work/life balance depend on where and how you work?  
Chair: Gail Kinman

S1697 Organisational responses to climate change  
Chair: Helen Baron

S1890 Sanus et Silentium: appreciating the reality of silence in organizational communication  
Chair: Melrona Kirrane  
Discussant: Deanne Den Hartog

S1891 The Nature and Development of Leadership for CSR/Sustainability: A Global Perspective  
Chair: Alessia D’Amato

S1917 Leadership in Virtual Teams  
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RT257 Bringing together the psychological and the organisational perspectives on career  
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RT1274 Linking EAWOP and SIOP to Develop Study Abroad Programs for Graduate Students  
Chair: Beverly Burke

RT1631 Improving Online Volunteer Teams in the Aid and Development Arena  
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*Co-Chair:* Peter T. van den Berg

**OS3** Emotions in the Workplace: Collective Approaches  
*Chair:* Fay Giaver  
*Co-Chair:* Veronique Dagenais-Desmarais

**OS4** Human Resources Management: Contextual Performance  
*Chair:* Monica Blaga  
*Co-Chair:* Ali Mehdad

**OS5** Teams and Workgroups: Team Conflict  
*Chair:* Isabel Dimas  
*Co-Chair:* Paulo Lourenço

**OS6** Human Resource Management: Selection and Assessment EEO  
*Chair:* Silvia Moscoso  
*Co-Chair:* Bertolt Meyer

**OS7** Human Resource Management: Selection and Assessment  
*Chair:* Mike Clinton  
*Co-Chair:* Luis Fernando Diza Vilela

**OS8** Team and Workgroups: Team Diversity  
*Chair:* Wendy van Ginkel  
*Co-Chair:* Marianne Van Woerkom

**OS9** Human Resources Management: Creative Performance  
*Chair:* Dirk Buyens  
*Co-Chair:* Ana María Calles

**OS10** Human Resource Management: Selection and Assessment Diversity  
*Chair:* Inés Tomás  
*Co-Chair:* Madeleine Dipper

**OS11** Teams and Workgroups: Team Innovation  
*Chair:* Christine Gockel  
*Co-Chair:* Viviane Winkler

**OS12** Emotions in the Workplace: Emotional Intelligence and Self-Regulation  
*Chair:* Gabriele Giorgi  
*Co-Chair:* Carmen Binnewies

**OS13** Organizational Behavior: Performance, satisfaction and monitoring  
*Chair:* Jairo Eduardo Borges-Andrade  
*Co-Chair:* Laura Petitta

**OS14** Emotions in the Workplace: Job Events and Experiences  
*Chair:* Karen van Dam  
*Co-Chair:* Tina Kiefer

**OS15** Human Resource Management: Management Practices and Development  
*Chair:* Nathalie Delobbe  
*Co-Chair:* Barry Fallon

**OS16** Human Resource Management: Performance Appraisal  
*Chair:* Antonio León García-Izquierdo  
*Co-Chair:* Luis Fernando Diza Vilela

**OS17** Emotions in the Workplace: Emotional Labour  
*Chair:* Sara De Hauw  
*Co-Chair:* Alia Al Serkal

**OS18** Emotions in the Workplace: Affect and Performance  
*Chair:* Rob Briner  
*Co-Chair:* Leire Gartzia

**OS19** Teams and Workgroups: Team Design  
*Chair:* Nuria Gamero  
*Co-Chair:* Chantal Olckers

**OS20** Human Resource Management: Career orientations  
*Chair:* Thomas Höge  
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**OS21** Teams and Workgroups: Team Coordination sharing and cooperation  
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OS23 Job Stress and Employee Well-being: Work Stressors in Services
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Co-Chair: Simo Salminen

OS24 Organizational Behavior: Work Motivation
Chair: Salvatore Zappala
Co-Chair: Rein De Cooman

OS25 Organizational Behavior: Job satisfaction
Chair: Yvonne Ferreira
Co-Chair: Anne Herrmann

OS26 Human Resource Management: Training, Coaching and Mentoring
Chair: Karel Stanz
Co-Chair: Åse Helene B Dagsland

OS27 Organizational Behavior: Antecedents of Work Motivation
Chair: Neil Conway
Co-Chair: Karen van Dam

OS28 Teams and Workgroups: Team composition and roles
Chair: Björn Gustavsson
Co-Chair: Marta Alves

OS30 Teams and Workgroups: Team Processes and Effectiveness
Chair: Ulrich Klocke
Co-Chair: Frank Ritz

OS32 Job Stress and Employee Well-being: Bullying and Agression
Chair: Herman Steensma
Co-Chair: Jordi Escartín

OS33 Human Resource Management: Selection and Assessment Dark Side
Chair: Coralia Sulea
Co-Chair: Saul Fine

OS34 Leadership and Management: Transformational Leadership
Chair: Rita Berger
Co-Chair: Hannah J.P. Voigt

OS35 Organizational Behavior: Organizational Commitment
Chair: Nadège Maisy
Co-Chair: Torvald Øgaard

OS36 Human Resource Management: Performance at work
Chair: Karina Van De Voorde
Co-Chair: Wolfgang Beiglboeck

OS37 Leadership and Management: Negotiation and Conflict
Chair: Sándor Sipos
Co-Chair: Joachim Hüffmeier

OS38 Human Resource Management: Training
Chair: Hamid Reza Oreyzi
Co-Chair: Kristin Seidel

OS40 Leadership and Management: Decision Making
Chair: Serena Cubico
Co-Chair: Tanja Rabl

OS41 Entry, Exit and Mobility: Professional Transitions
Chair: Magda Rocha
Co-Chair: Alexander Witzki

OS42 Human Resource Management: Health and Unemployment
Chair: Trude Furunes
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OS44 Organizational Behavior: Trust
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Co-Chair: Tuija Seppälä

OS46 Organizational Behavior: Work Attitudes and Values
Chair: Antoni Barnard
Co-Chair: Anneloes Raes

OS47 Leadership and Management: Leadership and Culture
Chair: Allan Williams
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OS48 Job Stress and Employee Well-being: Job Demands and Resources
Chair: Marieke van den Tooren
Co-Chair: Barbara Wilde
OS49 Job Stress and Employee Well-being: Consequences of Work Stressors  
Chair: Mirka Hintsanen  
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OS50 Organizational Change and Development: Managing Organizational Change  
Chair: Jo Rick  
Co-Chair: Dave Bouckenooghe

OS51 Organizational Structure, Culture and Climate: Organizational Culture  
Chair: Sabino Ayestarán  
Co-Chair: Joerg Seeliger

OS52 Leadership and Management: Managing Diversity  
Chair: Oyvind L. Martinsen  
Co-Chair: Elva Leticia Parada Ruiz

OS54 Organizational Structure, Culture and Climate: Organizational Culture 2  
Chair: Sabino Ayestarán  
Co-Chair: Olga Gjerald

OS55 Leadership and Management: Leadership Models  
Chair: Gerry Larsson  
Co-Chair: Stefano Livi

OS56 Organizational Structure, Culture and Climate: Organizational Climate  
Chair: Simon Albrecht  
Co-Chair: Miguel Ángel Mañas Rodríguez

OS58 Organizational Structure, Culture and Climate: Safety and Organizational Climate  
Chair: Marianna Virtanen  
Co-Chair: Yueng-hsiang (Emily) Huang

OS59 Organizational Change and Development: Consulting, Coaching and Counseling  
Chair: Jose María Prieto Zamora  
Co-Chair: Doerte Resch

OS60 Human Resource Management: Expatriate  
Chair: Ulrich Winterfeld  
Co-Chair: Eva Derous

OS62 Organizational Structure, Culture, and Climate: Organizational Ethics and Social Responsibility  
Chair: Ekaterina Molodykh  
Co-Chair: Claudia Almeida

OS63 Leadership and Management: Leadership Styles  
Chair: Marcos Alonso Rodríguez  
Co-Chair: Victoria Visser

OS64 Organizational Change and Development: Organizational Development Programs  
Chair: Rob Briner  
Co-Chair: Ruth Alas

OS65 Human Resource Management: Development  
Chair: Sally Carless  
Co-Chair: Karina Van De Voorde

OS66 Job Stress and Employee Well-being: Absenteeism and Sick-Leave  
Chair: Roland Blonk  
Co-Chair: Louise Tourigny

OS67 Job Stress and Employee Well-being: Self and Collective Efficacy Processes and Outcomes  
Chair: Carmen Tabernero  
Co-Chair: Karina Nielsen

OS68 Entry, Exit, and Mobility: Career Patterns and Mobility  
Chair: Georgia Koumoundourou  
Co-Chair: Sergio Sangiorgi

OS70 Organizational Structure, Culture, and Climate: Climate and Well-Being  
Chair: Manuel Fernández Ríos  
Co-Chair: Doerte Resch

OS72 Organizational Change and Development: Organizational Change and Learning  
Chair: Luydmila Karamushka  
Co-Chair: Michele Mastroberardino

OS74 Job Stress and Employee Well-being: Recovery and Unwinding  
Chair: Kuznetsova Alla  
Co-Chair: Jessica de Bloom

OS75 Sustainable Environment and Organizations: Occupational Safety  
Chair: Nik Chmiel  
Co-Chair: Harald Stummer
OS76 Sustainable Environment and Organizations: Prevention and Intervention in Organizations  
**Chair:** Nik Chmiel  
**Co-Chair:** Jukka Vuori

OS77 Job Stress and Employee Well-being: Stress Management  
**Chair:** Taina Hintsa  
**Co-Chair:** Nils Beer

OS78 Job Stress and Employee Well-being: Coping and Social Support  
**Chair:** Helena Cooper-Thomas  
**Co-Chair:** Martin Edwards

OS79 Changing Employment Relations: Self-Employment  
**Chair:** Serena Cubico  
**Co-Chair:** Kathleen Otto

OS80 Organizational Change and Development: Impact and Reactions  
**Chair:** Tina Kiefer  
**Co-Chair:** Elaine Neiva

OS81 Changing Employment Relations: Psychological Contracts in its Context  
**Chair:** Ioannis Nikolaou  
**Co-Chair:** Liina Randmann

OS82 Human Resource Management: Incentives and Turnover  
**Chair:** John Loan-Clarke  
**Co-Chair:** Filipa Castanheira

OS83 Changing Employment Relations: Change and Flexibility  
**Chair:** Marina Mondo  
**Co-Chair:** Juan Pablo Gamboa Navarro

OS84 Job Stress and Employee Well-being: Coping Strategies  
**Chair:** Simone Grebner  
**Co-Chair:** Cheryl Travers

OS85 Leadership and Management: Leadership Theoretical Models  
**Chair:** Dave Bartram  
**Co-Chair:** Esther Lopez-Zafra

OS86 Organizational Behavior: Organizational Justice  
**Chair:** Jukka Lipponen  
**Co-Chair:** Francisca Kring

OS87 Work-Family Interface: Conflict between Work and Family  
**Chair:** Marina Boz  
**Co-Chair:** Saija Mauno

OS88 Leadership and Management: Leadership and Application Contexts  
**Chair:** Alessia D’Amato  
**Co-Chair:** Misa Sjöberg

OS89 Job Stress and Employee Well-being: Leadership and the Promotion of Health  
**Chair:** Ivan Robertson  
**Co-Chair:** Karina Nielsen

OS90 Job Stress and Employee Well-being: Burnout  
**Chair:** Juergen Glaser  
**Co-Chair:** Rebecca Brauchli

OS91 Organizational Behavior: Fairness  
**Chair:** Norbert K. Semmer  
**Co-Chair:** Teresa Proença

OS92 Organizational Behavior: Work-Family Interface: Work-Family Balance  
**Chair:** Hans-Georg Wolff  
**Co-Chair:** Mara Martini

OS93 Organizational Behavior: Attitudes and Values  
**Chair:** Veerle Brenninckmeijer  
**Co-Chair:** Sylwiusz Retowski

OS94 Job Stress and Employee Well-being: Bullying  
**Chair:** Katarzyna Durniat  
**Co-Chair:** Christine Sprigg

OS95 Sustainable organizations: Social Responsibility  
**Chair:** Carmen Tabernero  
**Co-Chair:** Gary Pheiffer

OS96 Job Stress and Employee Well-being: Well-being at Work  
**Chair:** Antonio Duro Martín  
**Co-Chair:** Athfah Akhtar
| **OS99** | Organizational Change and Development: Organizational Change Processes  
Chair: Jo Rick  
Co-Chair: Elaine Neiva |
| **OS100** | Technology and Knowledge: Innovation  
Chair: Leonor Cardoso  
Co-Chair: Anja Schiepe |
| **OS101** | Job Stress and Employee Well-being: Job Demands-Resources  
Chair: Barbier Marie  
Co-Chair: Bart Van de Ven |
| **OS102** | Organizational Change and Development: Change Efforts  
Chair: Josep M Blanch  
Co-Chair: Johan Österberg |
| **OS103** | Job Stress and Employee Well-being: Effects of a Age at Work  
Chair: Jos Akkermans, MSc  
Co-Chair: Salvatore Zappala' |
| **OS104** | Job Stress and Employee Well-being: Engagement and Burnout  
Chair: Ilke Inceoglu  
Co-Chair: Syed Akhtar |
| **OS105** | Job Stress and Employee Well-being: Engagement and Motivation  
Chair: Maria Peeters  
Co-Chair: Sue Anderson |
| **OS107** | Job Stress and Employee Well-being: Stress at Work  
Chair: Riccardo Pececi  
Co-Chair: Onofre Miranda |
| **OS109** | Technology and Knowledge: Learning in Organizations  
Chair: Jairo Eduardo Borges-Andrade  
Co-Chair: Teresa Rebelo |
| **OS112** | Human Resource Management: HRM Practices and Industrial Relations  
Chair: Ole Henning Sorensen  
Co-Chair: Ruan Van der Walt |
| **OS113** | Entry, Exit, and Mobility: Job Insecurity and Integration  
Chair: Neil Conway  
Co-Chair: Josep M Blanch |
| **OS114** | Job Stress and Employee Well-Being: Attitudes and Job Satisfaction  
Chair: Nicola Jacobshagen  
Co-Chair: Pedro Neves |
| **OS115** | Human Resource Management: Training Research and Experiences  
Chair: Katrin Fischer  
Co-Chair: Laurens Rook |
| **OS117** | Research and Methodology: Qualitative Efforts in HRM  
Chair: Gabor Kismihok  
Co-Chair: Maya Golan |
| **OS118** | Research and Methodology: Questionnaire Development  
Chair: Eduardo Fonseca-Pedrero  
Co-Chair: Anna Brown |
| **OS119** | Research and Methodology: Developing Measures  
Chair: Jeremy Dawson  
Co-Chair: Benoit Lothe |
| **OS120** | Job Stress and Employee Well-Being: Time and Stress  
Chair: Philip Dewe  
Co-Chair: Pascale Widmer |
| **OS121** | Job Stress and Employee Well-Being: Safety and Risk  
Chair: Leif Rydstedt  
Co-Chair: Dina Guglielmi |
| **OS122** | Research and Methodology: Methods  
Chair: Ana Hernández  
Co-Chair: Ángela Campillo Álvarez |
Program

Thursday, May 14

Changing Employment Relations

State of Art  SOA1049

Auditorio Principal  17:10 - 18:40
Career Success in a 21st Century Global Context
Chair: John Arnold (United Kingdom)
Co-Chair: Laurie Cohen (United Kingdom)

Invited Symposium  IS483

Sala 11  13:40 - 15:10
Psychological Contract Development and Employee Attitudes
Chair: Ioannis Nikolaou (Greece)

Psychological Contract Creation: A diary study in newcomers’ first days at work
Chair: Ioannis Nikolaou (Greece)

The development of psychological contracts in employees’ careers
Chair: Sabine Raeder (Norway)

Dream versus reality: A longitudinal study of graduates’ psychological contract expectations and experiences during the early career and the relationship with employee outcomes
Chair: Inge De Clippeleer (Belgium)

Psychological contract development of high potentials during a merger: The influence of I-deals on retention and turnover intentions
Chair: Charissa Freese (Netherlands)

Testing the moderating role of Organizational Trust and Protégé Experience in the Relationship of Emotion Work with Job Satisfaction in a non-Anglo Saxon Work Environment
Chair: Nikolaos Bozionelos (Greece)

Oral Session  OS79

Sala 8-9  13:40 - 15:10
Changing Employment Relations: Self-Employment
Chair: Serena Cubico (Italy)
Co-Chair: Kathleen Otto (Germany)

Images of successful entrepreneurs in Estonia and China
Chair: Tiit Elenurm (Estonia)

How does preference for flexible work influence extra-role behaviour?
Chair: Elisabeth Duetschke (Germany)

Young Entrepreneurs: How to support self-employment
Chair: Serena Cubico (Italy)

Explaining the readiness to go into business of students enrolled in different subject areas and psychology alumni with special emphasis on selection and socialization processes
Chair: Kathleen Otto (Germany)

Oral Session  OS81

Sala 8-9  17:10 - 18:40
Changing Employment Relations: Psychological Contracts in its Context
Chair: Ioannis Nikolaou (Greece)
Co-Chair: Liina Randmann (Estonia)

The effect of Contract Makers and Facilitators on psychological contract creation; the role of exchange ideologies
Chair: Ioannis Nikolaou (Greece)

Evidence for ideological currency in psychological contracts?: A qualitative study in non-profit organizations
Chair: Tim Vantilborgh (Belgium)
Exploring the changing psychological contract among migrant workers  
*Chair*: Arthur Morgan (United Kingdom)

Overall psychological contract stronger predictor than P-O fit  
*Chair*: Denise Jepsen (Australia)

The influence of economy change on employee expectations – changes in psychological contract patterns  
*Chair*: Liina Randmann (Estonia)

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**CONSUMER BEHAVIOR**

**Poster**  
**P210**

*Pasillo Sur*  
**15:30 - 18:40**

The names of olive oils: An experimental study  
*Chair*: Esther Lopez-Zafra (Spain)

**Poster**  
**P545**

*Pasillo Sur*  
**15:30 - 18:40**

The Dissemination of Occupational Health Services: Evaluating Marketing Strategies Within a Research Practice Partnership  
*Chair*: Verena Friedrich (Switzerland)

**Poster**  
**P1733**

*Pasillo Sur*  
**15:30 - 18:40**

New methods to investigate the symbolic part of the brand image  
*Chair*: Luca Cian (Italy)

**Poster**  
**P211**

*Pasillo Sur*  
**15:30 - 18:40**

Olive oil perceived quality based on intrinsic and extrinsic attributes from a consumer perspective  
*Chair*: Esther Lopez-Zafra (Spain)

**Poster**  
**P1287**

*Pasillo Sur*  
**15:30 - 18:40**

A research on the customer satisfaction in a local trade association for a marketing project  
*Chair*: Piermatteo Ardolino (Italy)

**Poster**  
**P1735**

*Pasillo Sur*  
**15:30 - 18:40**

Town center management and consumption: An explorative research  
*Chair*: Massimo Bellotto (Italy)
## Oral Session OS18

**Sala 24 13:40 - 15:10**  
**Emotions in the Workplace: Affect and Performance**  
*Chair: Rob Briner (United Kingdom)*  
*Co-Chair: Leire Gartzia (Spain)*

The Do's and Don'ts of E-mail Communication during Office Hours: A Review of the Literature  
*Chair: Daantje Derks (Netherlands)*

References of Masculinity within the XXI Century Business Organizations: analysis of its relation with key competences for success  
*Chair: Leire Gartzia (Spain)*

How people justify emotions in organizational change narratives: a discursive psychological approach  
*Chair: Sarah Drabble (United Kingdom)*

Being nice and being nasty at work: A theoretical and historical review of the missing links between affect and performance  
*Chair: Rob Briner (United Kingdom)*

## Oral Session OS12

**Sala 24 15:30 - 17:00**  
**Emotions in the Workplace: Emotional Intelligence and Self-Regulation**  
*Chair: Gabriele Giorgi (Italy)*  
*Co-Chair: Carmen Binnewies (Germany)*

Direct, indirect and interactive effects of self-control and emotional dissonance on indicators of strain and absence: Results from cross-sectional and longitudinal analyses  
*Chair: Stefan Diestel (Germany)*

Emotional Labor and Work Engagement: The Moderating Role of Emotional Intelligence  
*Chair: Wynne Chan (China, People’s Republic of)*

Emotional intelligence in the workplace: some empirical results  
*Chair: Gabriele Giorgi (Italy)*

How Can Employees Self-Regulate their Affect and Well-being at Work? A classification of work-related affect regulation strategies  
*Chair: Carmen Binnewies (Germany)*

Emotional intelligence: Testing a new model and measure  
*Chair: Alexandra Martins (Portugal)*

## Posters

**Poster P323**  
**Pasillo Sur 10:20 - 15:10**  
Labor identity and commitment: Longitudinal study in transformations of self value and the expectations in work  
*Chair: Graciela Filippi (Argentina)*

**Poster P567**  
**Pasillo Sur 10:20 - 15:10**  
The Emotional Response to Anger at Work: Scale Development and Validation  
*Chair: Catalina Zaborila (Romania)*

**Poster P988**  
**Pasillo Sur 10:20 - 15:10**  
Effectiveness and validity of the International Affective Picture System (IAPS) in mood induction: A meta-analysis  
*Chair: Amavía Méndez (Spain)*

**Poster P1057**  
**Pasillo Sur 10:20 - 15:10**  
Framing social representations theory: the analysis of emotions in the workplace  
*Chair: Patrizia Deitinger (Italy)*

**Poster P1626**  
**Pasillo Sur 10:20 - 15:10**  
Emotions, work and cultural diversity: Exploring the impact of professional status on the attribution of affects  
*Chair: Sonia Gondim (Brazil)*

**Poster P439**  
**Pasillo Sur 10:20 - 15:10**  
Does emotional intelligence matter? An investigation into the role of emotional intelligence in call centres  
*Chair: Wissam Magadley (United Kingdom)*

**Poster P791**  
**Pasillo Sur 10:20 - 15:10**  
Generational relief in companies: emotional factor  
*Chair: Mar Gómez Gutiérrez (Spain)*

**Poster P996**  
**Pasillo Sur 10:20 - 15:10**  
Cartoons as positive mood inducers in organizational settings  
*Chair: Lurdes de Jesus Leite Castanheira (Portugal)*
**ENTRY, EXIT, AND MOBILITY**

**Invited Symposium**  
**IS348**
*Sala 22 13:40 - 15:10*

**New Research on Age Stereotypes in the Workplace: an International Perspective**  
Chair: Franco Fraccaroli (Italy)  
Discussant: Donald Truxillo (USA)

The Impact of Cross-Generational Stereotypes and Metastereotypes on Workplace Cross-Generational Interactions in the United States  
Chair: Lisa Finkelstein (USA)

Age as Moderator in the Relationship between Self-Versus Supervisor Ratings of Employability and Career Success  
Chair: Beatrice Van der Heijden (Netherlands)

Still going strong: Understanding and enhancing teachers’ life-long employability  
Chair: Karen van Dam (Netherlands)

**Perceived Age Differences in Personality, and Cognitive Ability**  
Chair: Franco Fraccaroli (Italy)

**Symposium**  
**IS209**
*Sala 11 15:30 - 17:00*

**Risks and benefits of an aging workforce**  
Chair: Michael Sengpiel (Germany)  
Discussant: Beatrice Van der Heijden (Netherlands)

Motivation to Continue Working after Retirement: A model of its Antecedents and Development of a Scale  
Chair: Matthijs Bal (Netherlands)

Age-related differences in emotion regulation of teachers during demanding situations in class  
Chair: Anja Philipp (Germany)

Old employees with physical impairments: A risk factor for companies?  
Chair: Julia Weichel (Germany)

**Oral Session**  
**OS41**
*Sala 25 10:20 - 11:50*

**Entry, Exit and Mobility: Professional Transitions**  
Chair: Magda Rocha (Portugal)  
Co-Chair: Alexander Witzki (Germany)

Predicting career ascendancy over three years from career supporters’ perspective  
Chair: Alexander Witzki (Germany)

Opportunities to strengthen the link between Higher Education Institutions and working world: a test of competing models  
Chair: Magda Rocha (Portugal)

Career anchors as link between values and career goals congruence  
Chair: Mariana Bargsted (Chile)

What boundaries matter in the boundaryless career?  
Chair: Ricardo Rodrigues (United Kingdom)

**HUMAN RESOURCE MANAGEMENT**

**Invited Symposium**  
**IS228**
*Sala Compostela 17:10 - 18:40*

**Professional standards for testing and assessment in work and organizational settings**  
Chair: Dave Bartram (United Kingdom)  
Discussant: Jose Muñiz (Spain)

A European model for the accreditation of test user competence  
Chair: Dave Bartram (United Kingdom)

Using a common standard to review tests in different countries  
Chair: Patricia A Lindley (United Kingdom)

**Professional standards for testing and assessment in work and organizational settings**  
Chair: Sverre L Nielsen (Norway)

ISO standard on personnel assessment – a look inside  
Chair: Lutz F. Hornke (Germany)
**Symposium Sala 11** 10:20 - 11:50

**European Research on Personnel Selection and Job Performance**
Chair: Silvia Moscoso (Spain)

Criterion validity of a Structured behavioral interview for Hiring Local Police Officers
Chair: Javier Sáez Lanas (Spain)

Development of performance appraisal scale for local police agents
Chair: Luis Fernando Diza Vilela (Spain)

Predictive validity of some selection methods: An empirical study with production operators in portuguese context
Chair: Nuno Rodrigues (Portugal)

"I am a different person": Content validity of personality reports developed for selection and coaching assessment
Chair: Filip De Fruyt (Belgium)

Should we use specific norms in selection context for personality inventories assessing dysfunctional patterns?
Chair: Jean Pierre Rolland (France)

**Symposium Sala 13** 17:10 - 18:40

**An International Symposium on Disentangling Engagement**
Chair: Ilke Inceoglu (United Kingdom)
Discussant: Benjamin Schneider (USA)

The leader as coach: understanding the way towards engaged and happy employees
Chair: Jesse Segers (Belgium)

Increasing Employee Engagement: A Self-Efficacy Based Intervention
Chair: Sharon Parker (United Kingdom)

Are workaholics 'engaged'? About the relationship among workaholism, work engagement, wellbeing and personality
Chair: Mario Del Libano (Spain)

A comprehensive framework for understanding and predicting engagement: Propositions and empirical evidence
Chair: Steven Fleck (United Kingdom)

**Symposium Sala 10** 13:40 - 15:10

**Psychological perspectives of pay**
Chair: Conny Herbert Antoni (Germany)

Effects of leadership and psychological contract fulfillment on pay satisfaction
Chair: Christine Maier (Germany)

Does money enhance innovativeness - a case study on innovativeness and a bonus plan
Chair: Elina Moisio (Finland)

Changing pay systems - factors influencing the successful implementation of pay for performance: A qualitative case study approach
Chair: Ansgar Berger (Germany)

Employees’ pay attitudes during an industrial action - a longitudinal case study in one public sector health care organization
Chair: Kiisa Hulkko-Nyman (Finland)

Factors influencing collective and individual results-oriented pay system satisfaction and impact on organizational performance
Chair: Kiisa Hulkko-Nyman (Finland)

**Oral Session OS15**

**Sala 19-20** 10:20 - 11:50

**Human Resource Management: Management Practices and Development**
Chair: Nathalie Delobbe (Belgium)
Co-Chair: Barry Fallon (Australia)

The Influence of Personality Characteristics on the Effects of Management Development on Employees Outcomes
Chair: Mandy van der Velde (Netherlands)

Study of an integrated model of work motivation applied in a multicultural sample
Chair: José Navarro (Spain)

The Importance of Staff Development for Reducing Intention to Quit in an Emergency Services Organization
Chair: Barry Fallon (Australia)

Assessment centers: is it worthwhile to use a competencies - based framework?
Chair: Nathalie Delobbe (Belgium)

The importance of Human Resource Management function to the organizational performance
Chair: Ana Veloso (Portugal)
### Oral Session OS20

**Sala 15-16 13:40 - 15:10**

**Human Resource Management: Career orientations**

Chair: Thomas Höge (Austria)
Co-Chair: Claartje Vinkenburg (Netherlands)

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<tr>
<th>Session Title</th>
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<tbody>
<tr>
<td>Flexpatriates in Eastern and Western Europe Career aspirations and implications for future careers, private life, and well-being</td>
<td>Chair: Barbara Demel (Austria)</td>
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<td>Career regret and career surprise: An analysis of the consequences of different types of adjustment to the career experience</td>
<td>Chair: Alexandra Budjanovcanin (United Kingdom)</td>
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<td>Career ambition and beliefs about motherhood in relation to family-friendly policy use and career success of parents</td>
<td>Chair: Claartje Vinkenburg (Netherlands)</td>
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<td>Career uncertainty, career orientations and effort-reward-imbalance among young scientists in Austria, Germany and the United Kingdom</td>
<td>Chair: Thomas Höge (Austria)</td>
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<td>Efficacy evaluation in a professional career guidance sample cases</td>
<td>Chair: Francisca Berrocal (Spain)</td>
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### Oral Session OS6

**Sala 15-16 15:30 - 17:00**

**Human Resource Management: Selection and Assessment EEO**

Chair: Silvia Moscoso (Spain)
Co-Chair: Bertolt Meyer (Switzerland)

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<thead>
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<tr>
<td>Job discrimination: use of justification process</td>
<td>Chair: Stephanie Delroisse (Belgium)</td>
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<td>Stereotype threat in personnel selection: Does women´s performance depend on the percentage of men present?</td>
<td>Chair: Bertolt Meyer (Switzerland)</td>
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<td>Gender Subtexts and Personnel Policies: Recruiting Female Apprentices into Male-attributed Jobs</td>
<td>Chair: Harald Stummer (Austria)</td>
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<td>Attitudes toward affirmative action programs for women in Spanish organizations</td>
<td>Chair: Silvia Moscoso (Spain)</td>
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<td>Gender equality in the cooperative workplace: A theoretical review of the glass ceiling phenomenon and its application to the cooperative enterprise</td>
<td>Chair: Eunate Elio (Spain)</td>
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### Oral Session OS33

**Sala 14 13:40 - 15:10**

**Human Resource Management: Selection and Assessment Dark Side**

Chair: Coralia Sulea (Romania)
Co-Chair: Saul Fine (Israel)

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<th>Session Title</th>
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<tr>
<td>Managing personnel risk: Integrity, disengagement, and counterproductive behaviors</td>
<td>Chair: Saul Fine (Israel)</td>
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<td>Does emotion regulation protect employees from the negative effects of work-related violence?</td>
<td>Chair: Karen Niven (United Kingdom)</td>
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<tr>
<td>Evaluation of perception of counterproductive behaviors in organizations: Scale development and validation</td>
<td>Chair: Coralia Sulea (Romania)</td>
</tr>
<tr>
<td>Effects of excuse-making in job interviews: Findings from two experimental field studies</td>
<td>Chair: Marc Solga (Germany)</td>
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<tr>
<td>Screening for the shadow side of people at work</td>
<td>Chair: Carly Rebello (United Kingdom)</td>
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### Oral Session OS36

**Sala 19-20 15:30 - 17:00**

**Human Resource Management: Performance at work**

Chair: Karina Van De Voorde (Netherlands)
Co-Chair: Wolfgang Beiglboeck (Austria)

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<thead>
<tr>
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<td>Alcohol at the Workplace – Implementation and Evaluation on the long run</td>
<td>Chair: Wolfgang Beiglboeck (Austria)</td>
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<td>High Performance Work Systems, Employee Well-being and Organisational Performance: A Systematic Review of the Literature</td>
<td>Chair: Karina Van De Voorde (Netherlands)</td>
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<tr>
<td>An exploration of the relationship between personality, cognitive ability, emotional intelligence, and job performance: Results from UAE Police</td>
<td>Chair: Omar Ebrahim Al-Ali (United Arab Emirates)</td>
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<tr>
<td>The relation between age and workload in a complex mental task</td>
<td>Chair: Andreas Mueller (Germany)</td>
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<tr>
<td>Human resource practices and employee performance: moderating effect of organizational employment stability</td>
<td>Chair: M. Felisa Latorre Navarro (Spain)</td>
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Sala 19-20 17:10 - 18:40

**Human Resource Management: Training**

*Chair: Hamid Reza Oreyzi (Iran)*

*Co-Chair: Kristin Seidel (Germany)*

The use of job analysis for training curriculum content evaluation  
*Chair: Hamid Reza Oreyzi (Iran)*

How to reduce feedback information loss to oral presentations  
*Chair: Achim Elfering (Switzerland)*

Computer-based assessor training – a possibility to solve the dilemma of economical efficiency and quality?  
*Chair: Kristin Seidel (Germany)*

Structural and dynamic factors influencing support to on-site training methods and self-directed learning practices in small firms  
*Chair: Roland Foucher (Canada)*

Sala 15-16 17:10 - 18:40

**Human Resource Management: Training, Coaching and Mentoring**

*Chair: Karel Stanz (South Africa)*

*Co-Chair: Åse Helene B. Dagsland (Norway)*

Developing effective wellness programs for physicians through participatory action research  
*Chair: Jane Lemaire (Canada)*

The Coach-coachee Working Relationship: When Perceptions Differ  
*Chair: Lucie Morin (Canada)*

The Mentor-Protégé Relationship in a Learnership Programme  
*Chair: Karel Stanz (South Africa)*

On becoming a professional – apprentices in the hospitality industry  
*Chair: Åse Helene B Dagsland (Norway)*

**Poster**

**P191**

**Pasillo Sur 10:20 - 15:10**

The mediating affect of Role breadth between cross training and creativity of industrial workers  
*Chair: Hamid Reza Oreyzi (Iran)*

**Poster**

**P274**

**Pasillo Sur 10:20 - 15:10**

Senior Managers of Italian Non-Profit Organizations and Human Resource Management  
*Chair: Paula Benevene (Italy)*

**Poster**

**P45**

**Pasillo Sur 10:20 - 15:10**

The comparing of expert and novice managers semantic network and its relation with their performance  
*Chair: Hamid Reza Oreyzi (Iran)*

**Poster**

**P876**

**Pasillo Sur 10:20 - 15:10**

How to decide who’s in and who’s out? – supporting HR experts’ decision-making on the selection of career programs’ participants  
*Chair: Timea Csizik (Hungary)*

**Poster**

**P1068**

**Pasillo Sur 10:20 - 15:10**

Improvement of expertise in nuclear industry organizations  
*Chair: Krista Pahkin (Finland)*

**Poster**

**P722**

**Pasillo Sur 10:20 - 15:10**

Evaluation and control of training and education  
*Chair: Massimo Bustreo (Italy)*

**Poster**

**P960**

**Pasillo Sur 10:20 - 15:10**

Assessment of human resources management assumptions: construction and validation of the PPFP, PPAD and PPSR measuring instruments  
*Chair: Samuel Monteiro (Portugal)*

**Poster**

**P1677**

**Pasillo Sur 10:20 - 15:10**

What motivates lower-educated to a ‘life-long learning’: result from a panel study in the Netherlands  
*Chair: Shirley Oomens (Netherlands)*

**Poster**

**P1708**

**Pasillo Sur 10:20 - 15:10**

The relationship between learning potential, educational level and functional English literacy  
*Chair: Marie De Beer (South Africa)*

**Poster**

**P517**
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<tr>
<td><strong>Pasillo Sur</strong></td>
<td><strong>10:20 - 15:10</strong></td>
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<tr>
<td>Attraction, P/O fit and external recruitment practices</td>
<td>Chair: Lucie Morin (Canada)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Bridging the academic-practitioner divide through the practical application of theory in interpersonal skills training in a university setting</td>
<td>Chair: Cheryl Travers (United Kingdom)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Reaction to training and organizational support: a case study in a brazilian public organization</td>
<td>Chair: Flávio Pompêo (Brazil)</td>
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<td><strong>Pasillo Sur</strong></td>
<td><strong>10:20 - 15:10</strong></td>
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<tr>
<td>Quality of vocational training, efficacy obtained through a situational approach</td>
<td>Chair: Massimo Bellotto (Italy)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Facilitate the organizational learning processes: a managerial orientations questionnaire</td>
<td>Chair: Massimo Bellotto (Italy)</td>
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<tr>
<td><strong>Pasillo Sur</strong></td>
<td><strong>10:20 - 15:10</strong></td>
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<tr>
<td>The Interactive Effect of Self-Efficacy and Learning Goal Orientation on Training Transfer Intentions</td>
<td>Chair: Robert Stewart (USA)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Competencies necessary for the practice of work and organizational psychology: A framework empirically tested</td>
<td>Chair: Roland Foucher (Canada)</td>
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<tr>
<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>The Effects of Electronic Monitoring on Time Spent E-learning: Examining the Role of Conscientiousness and Implications for Skill Development</td>
<td>Chair: Will Stoughton (USA)</td>
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<td><strong>Pasillo Sur</strong></td>
<td><strong>15:30 - 18:40</strong></td>
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<tr>
<td>Willingness to be a mentor: the moderating effect of mentoring benefits and perceived organizational usefulness</td>
<td>Chair: Paola Gatti (Italy)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Agri-bussines representatives’ views on the introduction of minumum wages on the south african citrus industry</td>
<td>Chair: Ruan Van der Walt (South Africa)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Exploring recruitment databases from the applicant’s perspective</td>
<td>Chair: Christian Bosau (Germany)</td>
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<td><strong>Pasillo Sur</strong></td>
<td><strong>15:30 - 18:40</strong></td>
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<tr>
<td>Career guidance in the secondary education: building skills for the future</td>
<td>Chair: Enrique Merino-Tejedor (Spain)</td>
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<tr>
<td><strong>Pasillo Sur</strong></td>
<td><strong>15:30 - 18:40</strong></td>
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<tr>
<td>The best experiences of performance appraisal: a qualitative study</td>
<td>Chair: Nuno Rebelo dos Santos (Portugal)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>The validity of the competency portfolio in personnel selection</td>
<td>Chair: Lucie Côté (Canada)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>A methodology for entrepreneurs’ selection process</td>
<td>Chair: Susana Correia Santos (Portugal)</td>
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<td><strong>Pasillo Sur</strong></td>
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<tr>
<td>Boning up for class: Encouraging students to take notes before scheduled class</td>
<td>Chair: Amanda Shantz (United Kingdom)</td>
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</table>
Recruiters’ effectiveness: is leadership a ticket for higher self-perceived effectiveness?
*Chair:* Kristina Danilov (Sweden)

Personnel selection from a social psychological point of view: the effects of disability
*Chair:* Fruzsina Veress (Hungary)

Proposing and evaluating a model for ethical recruitment and selection: A South-African perspective
*Chair:* Gideon J. Steyn (South Africa)

The use of brief questionnaires in personnel selection context: The case of BFI -10
*Chair:* Rui Bártolo-Ribeiro (Portugal)

An inquiry on the career preferences of management students: do cognitive and personality characteristics matter?
*Chair:* Eva Cools (Belgium)

Applicants reactions and attitudes toward the selection system in the Norwegian Officer School
*Chair:* Live Almås-Sørensen (Norway)

Barsit Intelligence Test as a successful predictor of Mexican Blue Line Employees Performance
*Chair:* Cinthya Berenice Salais Silva (Mexico)

The Effect of Interpersonal Competencies on Managerial Success
*Chair:* Ole Iversen (Norway)
### INDUSTRIAL RELATIONS

**Symposium**

**Sala 14**  
12:00 - 13:30

New European Industrial Relations (NEIRE): Towards a flexible and innovative labour system and how to empower workers representatives as negotiators.  
*Chair: Lourdes Munduate (Spain)*

- New European Industrial Relations (NEIRE): Towards a flexible and innovative labour system and how to empower workers representatives as negotiators  
  *Chair: Martin Euwema (Belgium)*
- Empowering workers representatives in Germany – coping with increasing demands from all sides of the negotiation table  
  *Chair: Heidi Ittner (Germany)*
- How do works council members in the Netherlands perceive and execute their role?  
  *Chair: Aukje Nauta (Netherlands)*
- Employment relations in Spain: Consequences on the role of worker representatives  
  *Chair: Francisco Medina (Spain)*
- Changes in industrial relations and its consequences for workers: The situation in Japan  
  *Chair: Tetsushi Okumura (Japan)*

### JOB STRESS AND EMPLOYEE WELL-BEING

**Symposium**

**Auditorio Principal**  
12:00 - 13:30

The Secrets of Employee Engagement  
*Chair: Arnold Bakker (Netherlands)*

- A Spillover and Crossover Analysis of Employee Engagement  
  *Chair: Arnold Bakker (Netherlands)*
- Burnout, Work Engagement, and Civility in Health Care  
  *Chair: Michael Leiter (Canada)*
- Developmental Courses of Burnout and Work Engagement: A 2-year Follow-up Study among Managers  
  *Chair: Anne Mäkikangas (Finland)*
- Leader behavior and follower engagement: A multilevel study  
  *Chair: Michelle Tuckey (Australia)*
- An Investigation and Comparison of Two Measures of Work Engagement  
  *Chair: Helena Cooper-Thomas (New Zealand)*

**Symposium**

**Sala Compostela**  
12:00 - 13:30

Workaholism and overtime work  
*Chair: Wilmar Schaufeli (Netherlands)*

- Working hard: Have not done enough or cannot get enough of it?  
  *Chair: Corine Van Wijhe (Netherlands)*
- Job demands, job resources, workaholism and burnout  
  *Chair: Mario Del Libano (Spain)*
- Are workaholism and work engagement identical? About the distinctiveness of workaholism and work engagement among Japanese employees  
  *Chair: Akihito Shimazu (Japan)*
- Exploring the associations among overtime work, health behaviors, and health: A longitudinal study among full-time employees  
  *Chair: Debby Beckers (Netherlands)*

**Symposium**

**Sala 11**  
12:00 - 13:30

Work-Related Well-Being of Firefighters  
*Chair: Alexandra Marques-Pinto (Portugal)*

- Positive Responses to Stress in Firefighters  
  *Chair: Rui Angelo (Portugal)*
- The mediating effect of prosocial coping in the relationship between emotional demands among team members and individual engagement  
  *Chair: Catarina Gomes (Portugal)*
- The moderating effect of teamwork on the relationship between emotional labour and burnout in professional firefighters  
  *Chair: Sancha Ferreira (Portugal)*
- Development of Burnout Syndrome In Firefighters  
  *Chair: Fernando Gastal de Castro (France)*

**Symposium**

**Sala 19-20**  
13:40 - 15:10

Cooperation, Health, and Development in the 21st Century Workplace  
*Chair: Monique Janneck (Germany)*  
*Co-Chair: Christine Busch (Germany)*

- Concepts and instruments for stress management in teamwork: Results from the RESUM project  
  *Chair: Christine Busch (Germany)*

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**DETAILS**

**THURSDAY - MAY 14**

**Symposium S1435**

- Symposium S498
- Symposium S240
- Symposium S731

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**14th European Congress of Work and Organizational Psychology**
The WONT methodology for promoting occupational health psychology
Chair: Eva Cifre (Spain)

Stress-related Job Analysis for Hospital Physicians
Chair: Monika Keller (Germany)

Effects on health and psychosocial work environment of a new management model
Chair: Carl Åborg (Sweden)

Cooperation and Micro-Political Processes Within Inter-Organizational Networks
Chair: Henning Staar (Germany)

Stressors in the cooperation with patients
Chair: Kerstin Rieder (Germany)

Developing a Measure for Health-promoting Leadership Behaviour
Chair: Sylvie Vincent (Germany)

Symposium S470
Sala 12 15:30 - 17:00
Advances in Burnout Research
Chair: Michael Leiter (Canada)
Discussant: Wilmar Schaufeli (Netherlands)

The role of job engagement in burnout: combining qualitative and quantitative perspectives
Chair: Beate M. Schulze (Switzerland)

Burnout, The Contribution Of Civility To A Model Of Burnout And Engagement
Chair: Michael Leiter (Canada)

Rewards, community and fairness: predictors of burnout and deterioration in assistance relationship in healthcare workers suffering aggressions
Chair: Santiago Gascón (Spain)

Investigation model of Burnout and patients’ perception of service quality in the hospital environment An exploratory research
Chair: Alessandro Gattai (Italy)

Oral Session OS101
Sala 23 10:20 - 11:50
Job Stress and Employee Well-being: Job Demands-Resources
Chair: Barbier Marie (Belgium)
Co-Chair: Bart Van de Ven (Belgium)

Job demands and job resources: Their role in workers psychological well-being
Chair: Sónia Gonçalves (Portugal)

The triple match principle in the technology sector: a cross-sectional study
Chair: Bart Van de Ven (Belgium)

A test of the Job Demands-Resources model with alternative measures of strain and engagement
Chair: Barbier Marie (Belgium)

Women in the board rooms: Female board members’ perceptions of board room dynamics
Chair: Gro Ellen Mathisen (Norway)

Sala 22 10:20 - 11:50
Job Stress and Employee Well-being: Work Stressors in Services
Chair: Bettina Kubicek (Austria)
Co-Chair: Simo Salminen (Finland)

Job stress and accidents at work
Chair: Simo Salminen (Finland)

Stress in service interactions: Health effects of reciprocal social interactions among service employees and their clients
Chair: Barbara Zimmermann (Germany)

A Different Picture of Workplace Stress for Professionals:A Multi-Stage, Mixed Methods Approach to Physician Burnout
Chair: Jean Wallace (Canada)

Emotional intelligence and supervisors’ contribution to stress in healthcare dyads
Chair: Hannah Hesselgreaves (United Kingdom)

What we can learn from social exchange theory: On the relation of lacking reciprocity to stress and psychological withdrawal
Chair: Bettina Kubicek (Austria)

Sala 22 12:00 - 13:30
Job Stress and Employee Well-being: Bullying and Aggression
Chair: Herman Steensma (Netherlands)
Co-Chair: Jordi Escartin (Spain)

Aggression in nursing homes and in retirement homes with nursing care: Consequences and implications for anti aggression policy
Chair: Herman Steensma (Netherlands)
The Perception of Workplace Bullying: A Cross-cultural Study  
Chair: Jordi Escartin (Spain)

Bullying at work, subjective well-being and mental health on Gibraltar workers  
Chair: Aylen Vielma (Gibraltar)

Workplace Bullying and Psychological Aggression: An Update on NIOSH Research  
Chair: Paula Grubb (USA)

Workplace bullying risk assessment in Japan  
Chair: Gabriele Giorgi (Italy)

Oral Session OS104

Sala 23  12:00 - 13:30  
Job Stress and Employee Well-being: Engagement and Burnout  
Chair: Ilke Inceoglu (United Kingdom)  
Co-Chair: Syed Akhtar (China, People’s Republic of)

Work engagement and its antecedents in high-risk occupations: A police service case study  
Chair: Sukhanlaya Sawang (Australia)

Predicting engagement from person-job fit  
Chair: Ilke Inceoglu (United Kingdom)

Self-efficacy beliefs, perception of context and burnout: A study of nurses  
Chair: Chiara Consiglio (Italy)

Job performance and work engagement: the roles of organizational and individual demands and resources  
Chair: Marit Christensen (Norway)

Job demands-resources model of burnout and engagement: the role of regulatory foci  
Chair: Syed Akhtar (China, People’s Republic of)

Oral Session OS120

Sala 23  13:40 - 15:10  
Job Stress and Employee Well-being: Time and Stress  
Chair: Philip Dewe (United Kingdom)  
Co-Chair: Pascale Widmer (Switzerland)

Males and Females under pressure at the workplace: Anxiety, Depression and Post Traumatic Emptiness Disorder (PTED) in the two sexes as consequence of Bullying, Straining and other workplace conflicts  
Chair: Harald Ege (Italy)

Does Emotional Intelligence protect against negative effects of stress?  
Chair: Lira Rodriguez (Spain)

Exploring and mapping the patterns of stress associated with work stressor: Exploring and mapping the patterns of stress associated with work stressor  
Chair: Philip Dewe (United Kingdom)

Time allocation, simultaneous activities, and work interruptions in hospital physicians: Participant observations and intervention approach  
Chair: Matthias Weigl (Germany)

What is good about time pressure? - Disentangling the effects of a challenge stressor  
Chair: Pascale Widmer (Switzerland)

Oral Session OS77

Sala 22  15:30 - 17:00  
Job Stress and Employee Well-being: Stress Management  
Chair: Taina Hintsa (Finland)  
Co-Chair: Nils Beer (United Kingdom)

Leadership characteristic across developmental periods predicts lower level of job strain: The Cardiovascular Risk in Young Finns Study  
Chair: Taina Hintsa (Finland)
Investigation of adaptive self-regulation and functional resilience-related factors  
*Chair: Nils Beer (United Kingdom)*

Longitudinal effects of participation in an organizational stress management program A seven year follow-up  
*Chair: Jenni Ervasti (Finland)*

Design, implementation and effectiveness of a stress and resource management program for low qualified workers  
*Chair: Christine Busch (Germany)*

Ambiguous job factors in knowledge work  
*Chair: Ole Henning Sorensen (Denmark)*

**Oral Session OS98**

Sala 23  
15:30 - 17:00  
**Job Stress and Employee Well-Being: Well-being at Work**  
*Chair: Antonio Duro Martín (Spain)*  
*Co-Chair: Athfah Akhtar (United Kingdom)*

Poor employee well-being and work-related mental ill-health and substance consumption: A model on the relationship between non-clinical and clinical consequences of work  
*Chair: Antonio Duro Martín (Spain)*

Well-being of Trainee Teachers: The role of Work-demands, Rumination and Dysfunctional Attitudes in predicting Depression over time  
*Chair: Athfah Akhtar (United Kingdom)*

Validation of the Index of Psychological Well-Being at Work  
*Chair: Veronique Dagenais-Desmarais (Canada)*

Measuring positive and negative aspects of well-being at work: Intern and external validity of the PNOSI  
*Chair: Barbier Marie (Belgium)*

Workaholism, Work Engagement, and Performance: Comparison of the Self-Employed versus Employees on Pay-Role  
*Chair: Marjan Gorgievski (Netherlands)*

**Oral Session OS74**

Sala 22  
17:10 - 18:40  
**Job Stress and Employee Well-being: Recovery and Unwinding**  
*Chair: Kuznetsova Alla (Russia)*  
*Co-Chair: Jessica de Bloom (Netherlands)*

Novel ideas through reading novels: How reading books influences work behaviors  
*Chair: Matthijs Bal (Netherlands)*

Do we recover from vacation? A meta-analysis of vacation effects on health and well-being  
*Chair: Jessica de Bloom (Netherlands)*

Effects of Stochastic Resonance Therapy on Musculoskeletal Symptoms in Metal Manufacturing Workers: A Preventive Intervention Study  
*Chair: Christian Burger (Switzerland)*

The relationship between work pressure, rumination about work, and recovery: A diary study  
*Chair: Alicia L. T. Walkowiak (Netherlands)*

Attitudes of employees toward rest and recreation activities in dynamic organizational environment  
*Chair: Kuznetsova Alla (Russia)*

**Poster**  
*P97*  
**Pasillo Sur**  
15:30 - 18:40  
Time management, stress and job performance  
*Chair: Alexander Häfner (Germany)*

**Poster**  
*P730*  
**Pasillo Sur**  
15:30 - 18:40  
Job success in geriatric care?  
*Chair: Thilo Eith (Germany)*

**Poster**  
*P471*  
**Pasillo Sur**  
15:30 - 18:40  
Practices of Occupational Health Psychologists - Action Research for the Promotion of Psychosocial Health at Work  
*Chair: Päivi Jalonen (Finland)*

**Poster**  
*P255*  
**Pasillo Sur**  
15:30 - 18:40  
How to get control of your time...  
*Chair: Lydia Pinneker (Germany)*

**Poster**  
*P1110*  
**Pasillo Sur**  
15:30 - 18:40  
Adaptation to shiftwork: the search for the integration of individual, organizational and social variables  
*Chair: José Keating (Portugal)*

**Poster**  
*P396*  
**Pasillo Sur**  
15:30 - 18:40  
Bullying and stress in New Zealand: A qualitative study of stakeholders in three industries  
*Chair: Helena Cooper-Thomas (New Zealand)*
Exposure to destructive leadership: Relationships with job satisfaction, work-withdrawal, intentions to leave
*Chair: Anders Skogstad (Norway)*

Moderating Effects of Intention to Quit on the Relationship Between Abusive Supervision and Employees’ Workplace Deviance
*Chair: Wei Hua (Singapore)*

**Symposium S351**

**Sala 10 12:00 - 13:30**

**Leadership 2: Followership and leadership social construction**
*Chair: Joerg Felfe (Germany)*

More Than Meets the Eye: The Role of Subordinates’ Self-Perceptions in Leader Categorization Processes
*Chair: Niels van Quaquebeke (Netherlands)*

Global Leader View: Development of a 360 Questionnaire on the basis of GLOBE
*Chair: Felix Brodbeck (Germany)*

What is negative leadership? – A qualitative study
*Chair: Jan Schilling (Germany)*

On Romance of leadership or why making leaders scapegoats is such a sensible thing to do
*Chair: Birgit Schyns (United Kingdom)*

Implicit Leadership Theories in Academia
*Chair: Claudia Peus (Germany)*

**Symposium S182**

**Sala 13 15:30 -17:00**

**Servant-Leadership, measurement and relevance for commitment, flow and performance**
*Chair: Dirk van Dierendonck (Netherlands)*

Servant-leadership and self-determination, longitudinal evidence
*Chair: Inge Nuijten (Netherlands)*

Servant-Leadership: a multidimensional conceptualization and measurement
*Chair: Dirk van Dierendonck (Netherlands)*

Career success and motivation of top talents – the key role of servant leadership
*Chair: Sandra Kuisl (Germany)*

Servant leadership: Key factor to achieve flow
*Chair: Raquel Rodriguez-Carvajal (Spain)*

**Poster P1521**

**Pasillo Sur 15:30 - 18:40**

Teachers’ coping strategies to face work overload
*Chair: María Prieto (Spain)*

**Poster P1042**

**Pasillo Sur 15:30 - 18:40**

Assessing of organizational wellbeing, job burnout and mobbing: An analysis of three tools
*Chair: Patrizia Deitinger (Italy)*

**Poster P1290**

**Pasillo Sur 15:30 - 18:40**

Managing coping strategies to decrease stress levels in Mexican female employees
*Chair: Karen Berlanga Villarreal (Mexico)*

**Poster P1374**

**Pasillo Sur 15:30 - 18:40**

Reducing individual work distress in professional women through behavioral and cognitive techniques
*Chair: Ana Calderón (Mexico)*

**Poster P1812**

**Pasillo Sur 15:30 - 18:40**

Coping strategies in multicultural workplaces
*Chair: Margherita Pasini (Italy)*

**Symposium S1509**

**Sala Compostela 10:20 - 11:50**

**Destructive leadership: Antecedents and outcomes**
*Chair: Staale Einarsen (Norway)*

Pinning Tyrannical Leadership on whom? Role Stressors and Individual Traits among Leaders and Subordinates as Antecedents of Destructive Leadership Behaviors
*Chair: Leo Kant (Norway)*

Leadership styles as predictors of self-reported and observed bullying
*Chair: Helge Hoel (United Kingdom)*

Tolerance to Destructive Leaders: The Influence of the Resource Policy and Acting Against the Team or the Organization
*Chair: Stijn Decoster (Belgium)*

**LEADERSHIP AND MANAGEMENT**

**Symposium S1509**

**Sala Compostela 10:20 - 11:50**

**Destructive leadership: Antecedents and outcomes**
*Chair: Staale Einarsen (Norway)*

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Leadership styles as predictors of self-reported and observed bullying
*Chair: Helge Hoel (United Kingdom)*

Tolerance to Destructive Leaders: The Influence of the Resource Policy and Acting Against the Team or the Organization
*Chair: Stijn Decoster (Belgium)*
**Symposium S1891**

**Sala Obradoiro 17:10 - 18:40**

**The Nature and Development of Leadership for CSR/Sustainability: A Global Perspective**
*Chair: Alessia D’Amato (Belgium)*

- Theory building: leadership practices for sustainability/CSR  
  *Chair: Alessia D’Amato (Belgium)*

- Developing leaders for sustainable development: Some reflections from practice  
  *Chair: Gareth Edwards (United Kingdom)*

- Social Learning Effects of Ethical Leaders on Employee (Un)ethical Behavior  
  *Chair: David De Cremer (Netherlands)*

- Leadership Discretion: A Developmental Experience  
  *Chair: Nada Kakabadse (United Kingdom)*

**Oral Session OS37**

**Sala 8-9 10:20 - 11:50**

**Leadership and Management: Negotiation and Conflict**
*Chair: Sándor Sipos (Hungary)*
*Co-Chair: Joachim Hüffmeier (Germany)*

- Reactive devaluation in intergroup negotiations revisited: The moderating role of the fixed-pie perception  
  *Chair: Joachim Hüffmeier (Germany)*

- A dynamic approach to social value orientation influenced by situational factors – the social value orientation algorithm  
  *Chair: Sándor Sipos (Hungary)*

- Do organizational culture shape individual subjective values in negotiation?  
  *Chair: Filipa Jácome (Portugal)*

- Idiosyncratic Deals of Hospital Physicians: Negotiating for Flexibility and Development  
  *Chair: Severin Hornung (United Kingdom)*

**Oral Session OS89**

**Sala 14 10:20 - 11:50**

**Leadership and Management: Leadership and Application Contexts**
*Chair: Alessia D’Amato (Belgium)*
*Co-Chair: Misa Sjöberg (Sweden)*

- Leadership and flexibility in complex, stressful rescue operations  
  *Chair: Misa Sjöberg (Sweden)*

**Oral Session OS47**

**Sala 8-9 12:00 - 13:30**

**Leadership and Management: Leadership and Culture**
*Chair: Allan Williams (United Kingdom)*
*Co-Chair: Hein Wendt (Netherlands)*

- Individual and contextual predictors of staff nurses’ organizational commitment: Testing a multilevel model  
  *Chair: Heather Laschinger (Canada)*

- An organisational history perspective on strategic leadership: the case of a UK university  
  *Chair: Allan Williams (United Kingdom)*

- Religious and cultural factors that influence the advancement of Indian female managers in the South African workplace  
  *Chair: Nasima Carrim (South Africa)*

- Self-other Agreement on Leadership Perceptions Across Cultures  
  *Chair: Hein Wendt (Netherlands)*

**Oral Session OS34**

**Sala 4-5 13:40 - 15:10**

**Leadership and Management: Transformational Leadership**
*Chair: Rita Berger (Spain)*
*Co-Chair: Hannah JP Voigt (Germany)*

- “The Path is the Goal” – How transformational leaders affect subordinates’ job attitudes through goal-related behavior  
  *Chair: Hannah J.P. Voigt (Germany)*

- Psychosocial Model of Transformational Leadership: Differences in Leaders’ and Subordinates’ Perception  
  *Chair: Aurelija Stelmokiene (Lithuania)*
Power, Procedural Justice and Perspective Taking: A Recipe for Leader Group-Serving Behaviors?
Chair: Diana Rus (Netherlands)

Assessment of the construct and criterion validity of the short scale for transformational leadership (Human System Audit HSA-TFL) in four European countries
Chair: Rita Berger (Spain)

**Oral Session**

**Sala 8-9**
**15:30 - 17:00**

**Leadership and Management: Managing Diversity**
Chair: Oyvind L Martinsen (Norway)
Co-Chair: Elva Leticia Parada Ruiz (Mexico)

Women Managers’ Attitudes and Stereotypes toward to the Glass Ceiling Phenomenon in Greece
Chair: Argyro Gkolfi (Greece)

Ageing leaders at the career crossroads
Chair: Tapani Frantsi (Finland)

Study on the Businesswoman in Mexico
Chair: Elva Leticia Parada Ruiz (Mexico)

Laissez-faire or Laissez-seul? Leadership style and destructive leader behaviour
Chair: Sylvia Manchen Spörri (Switzerland)

Self leadership
Chair: Oyvind L. Martinsen (Norway)

**Poster**

**Pasillo Sur**
**15:30 - 18:40**

Aising minority voice: Leadership, dissimilarity, & voice
Chair: Christian Troester (Netherlands)

**Invited Symposium**

Auditorio Principal
**15:30 - 17:00**

**Trust and social capital in organizations**
Chair: Ana Cristina Costa (United Kingdom)
Discussant: José M. Peiró (Spain)

The influence of the psychological contract and trust on employee attitudes towards organizational changes
Chair: Sjoerd van den Heuvel (Netherlands)

Trust development in project teams: Interrelations with cooperation, monitoring and team performance
Chair: Ana Cristina Costa (United Kingdom)

The joint effects of communication behaviors and task interdependence on trust development and maintenance in virtual project teams
Chair: Ramón Rico (Spain)

The usefulness of social identity approaches for creating trust in diverse work groups
Chair: Karen van der Zee (Netherlands)

Trust and Coordination in virtual teams A temporal perspective
Chair: Ana Zornoza (Spain)

Symposium

**Auditorio Principal**
**10:20 - 11:50**

**Employee engagement: Individual and organizational consequences**
Chair: Benjamin Schneider (USA)

Linking employee engagement to competitive advantage: Criterion problems and levels of analysis
Chair: William Macey (USA)

Positive service task design as a facilitator for work engagement
Chair: Andrea Fischbach (Germany)

Work engagement and its relation with positive organizational outcomes: An integrative model
Chair: Marisa Salanova (Spain)

Augmented transformational leadership as a mediator between emotional intelligence and team outcomes in a South Korean public-sector organization
Chair: Celeste P. M. Wilderom (Netherlands)

**Symposium**

Sala Compostela
**15:30 - 17:00**

**Proactivity/Personal Initiative: Untangling the Concept**
Chair: Michael Frese (Germany)
Co-Chair: Sharon Parker (United Kingdom)
Discussant: Michael Frese (Germany)

The validity of peer-ratings of proactive behavior
Chair: Sandra Ohly (Germany)

Contributions of work engagement to the active performance research
Chair: Ana Lisbona (Spain)

Phases of Proactivity: How do we actually go the extra mile?
Chair: Uta Bindl (United Kingdom)

A Close-up of Proactivity: Examining Similarities and Differences of Proactivity Concepts
Chair: Katharina Tornau (Germany)
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<tr>
<td>Sala 24</td>
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<tr>
<td><strong>Organizational Behavior: Performance, Satisfaction and Monitoring</strong>&lt;br&gt;&lt;em&gt;Chair: Jairo Eduardo Borges-Andrade (Brazil)  &lt;br&gt;Co-Chair: Laura Petitta (Italy)&lt;/em&gt;</td>
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<tr>
<td>Goal-setting in Practice: The effects of personality and perceptions of the goal-setting process on job satisfaction and goal commitment&lt;br&gt;&lt;em&gt;Chair: Tanja Bipp (Netherlands)&lt;/em&gt;</td>
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<td>Performance monitoring: Its effects on employee burnout and employee performance&lt;br&gt;&lt;em&gt;Chair: Charlotte McClelland (United Kingdom)&lt;/em&gt;</td>
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<td>Linking Performance management system characteristics to performance management effectiveness and job satisfaction: testing the mediating role of appraisal fairness&lt;br&gt;&lt;em&gt;Chair: Hans van Dijk (Netherlands)&lt;/em&gt;</td>
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<td>A holistic approach to the study of predictors of job performance: self-efficacy, perceptions of context, job satisfaction and organizational tenure&lt;br&gt;&lt;em&gt;Chair: Laura Petitta (Italy)&lt;/em&gt;</td>
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<td>Satisfaction, Learning Support and Performance at Work: A multilevel analysis&lt;br&gt;&lt;em&gt;Chair: Jairo Eduardo Borges-Andrade (Brazil)&lt;/em&gt;</td>
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<tr>
<td><strong>Organizational Behavior: Fairness</strong>&lt;br&gt;&lt;em&gt;Chair: Norbert K. Semmer (Switzerland)  &lt;br&gt;Co-Chair: Teresa Proença (Portugal)&lt;/em&gt;</td>
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<tr>
<td>Impact of age-related stereotypes on older workers’ attitudes towards work&lt;br&gt;&lt;em&gt;Chair: Donatienne Desmette (Belgium)&lt;/em&gt;</td>
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<tr>
<td>Effort-Reward Imbalance and Incivility against Supervisors and Colleagues – Negative Emotion as a Mediator and Narcissism as a Moderator&lt;br&gt;&lt;em&gt;Chair: Norbert K. Semmer (Switzerland)&lt;/em&gt;</td>
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<td>Ethical Leadership and Leader Effectiveness&lt;br&gt;&lt;em&gt;Chair: Karianne Kalshoven (Netherlands)&lt;/em&gt;</td>
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<td>Gender and Ethical Decision-Making in Accounting Professionals&lt;br&gt;&lt;em&gt;Chair: Teresa Proença (Portugal)&lt;/em&gt;</td>
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<td>Contingent and permanent workers: Do they perceive organizational justice similarly?&lt;br&gt;&lt;em&gt;Chair: Manville Caroline (France)&lt;/em&gt;</td>
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<tr>
<td><strong>Organizational Behavior: Attitudes and Values</strong>&lt;br&gt;&lt;em&gt;Chair: Veerle Breninkmeijer (Netherlands)  &lt;br&gt;Co-Chair: Sylwiusz Retowski (Poland)&lt;/em&gt;</td>
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<td>The Legitimacy ofAbsenteeism from Work: A Nine-Nation Cross-Level Study&lt;br&gt;&lt;em&gt;Chair: Gary Johns (Canada)&lt;/em&gt;</td>
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<td>Longitudinal Analyses of Psychological Capital on Two Indicators of Employee Performance&lt;br&gt;&lt;em&gt;Chair: Tara Wernsing (Spain)&lt;/em&gt;</td>
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<td>The use of time in Spain: Is polychronicity a cultural phenomenon?&lt;br&gt;&lt;em&gt;Chair: Simon Adams (Spain)&lt;/em&gt;</td>
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<td>Regulatory focus in the work situation: the influence of job resources and demands vs. personality&lt;br&gt;&lt;em&gt;Chair: Veerle Breninkmeijer (Netherlands)&lt;/em&gt;</td>
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<td>Does Implicit Attitude Towards Organization Matter? Implications for Organizational Research&lt;br&gt;&lt;em&gt;Chair: Sylwiusz Retowski (Poland)&lt;/em&gt;</td>
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Oral Session OS27
Sala 24 17:10 - 18:40
Organizational Behavior: Antecedents of Work Motivation
Chair: Neil Conway (United Kingdom)
Co-Chair: Karen van Dam (Netherlands)

The importance of workplace goal structure for employee achievements and well-being
Chair: Karen van Dam (Netherlands)

The role of motivational resources and volition in the planning and goal attainment of early stage entrepreneurs
Chair: Deirdre O’Shea (Ireland)

The impact of work design and organizational practices on sustained volunteering - a self-determination theory perspective
Chair: Stefan Tomas Güntert (Switzerland)

Examining the antecedents of employee self-regulation in customer service work
Chair: Neil Conway (United Kingdom)

Emotion Work, Job Satisfaction and Gender
Chair: M. Esther García Buades (Spain)

Poster P727
Pasillo Sur 15:30 - 18:40
The relation among Self-Efficacy, Organizational Commitment, and Psychological Contract in managers of organizations in Mexico
Chair: Emmanuel Martínez (Spain)

Poster P771
Pasillo Sur 15:30 - 18:40
Is social identification associated with employees’ desires for individual or collective forms of employee participation?
Chair: Thomas Joensson (Denmark)

Poster P817
Pasillo Sur 15:30 - 18:40
Workplace bullying: Evidence of identity conflict in HR
Chair: Sue Harrington (United Kingdom)

Poster P484
Pasillo Sur 15:30 - 18:40
Promotion focus and transformational leadership: Why do they feel so good?
Chair: Lioba Werth (Germany)

Poster P1178
Pasillo Sur 15:30 - 18:40
Subordinates’ perceived support: The impact of supervisors’ organizational commitment
Chair: Florence Stinglhamber (Belgium)

Poster P1225
Pasillo Sur 15:30 - 18:40
Antecedents of Proactive Behavior: The Role of Motivation, Personality and Career Insight
Chair: Hella Sylva (Netherlands)

Poster P1357
Pasillo Sur 15:30 - 18:40
Meyer and Allen’s (1997) Affective, Normative and Continuance Commitment Scale: Adaptation to the Portuguese Industrial Workers Population
Chair: Helena Martins (Portugal)

Poster P1411
Pasillo Sur 15:30 - 18:40
Person – Organization Fit and Organizational Identity
Chair: Joanna Czarnota-Bojarska (Poland)

Poster P957
Pasillo Sur 15:30 - 18:40
Diagnosis and motivational program at Credit Organizations: The Spira Case
Chair: Rebeca González (Mexico)

Poster P1842
Pasillo Sur 15:30 - 18:40
A valid Model applicable to the practice of Human Resources in the companies
Chair: Helena Almeida (Portugal)

Poster P87
Pasillo Sur 15:30 - 18:40
The Feedback-Seeker in his Social Labyrinth: The mediating role of goals and cooperative norms in linking empowering leadership to feedback-seeking behavior
Chair: Dirk Buyens (Belgium)

Poster P1490
Pasillo Sur 15:30 - 18:40
Factorial validity of a Working Expectancies Questionnaire (CEL) in a health professionals mexican sample
Chair: Fabiola Itzel Villa George (Mexico)
### ORGANIZATIONAL CHANGE AND DEVELOPMENT

#### Thursday, 14

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<td>Sala 13</td>
<td>HIERs – Health in restructuring: Innovative approaches and policy recommendations</td>
<td>Chair: Karina Nielsen (Denmark)</td>
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<td>Sala 14</td>
<td>Change, Participation and Destructive Behaviour in Organizations</td>
<td>Chair: Annette Kluge (Germany)</td>
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### Detailed Program

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<td>Pasillo Sur</td>
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<td>Age group differences in the determinants of turnover intention</td>
<td>Chair: Makoto Fujimura (Japan)</td>
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<td>Pasillo Sur</td>
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<td>Using agent based simulation to understand trust dynamics</td>
<td>Chair: José Carlos Flores Vieira (Portugal)</td>
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<td>Pasillo Sur</td>
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<td>How Social Comparisons influence Goal Pursuit</td>
<td>Chair: Jenny V. Bittner (Germany)</td>
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<td>Pasillo Sur</td>
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<td>How do job demands and resources predict autonomous motivation at work?</td>
<td>Chair: Claude Fernet (Canada)</td>
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<td>Pasillo Sur</td>
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<td>Work and value system: an exploratory study on a sample of first year students of the University of Bari</td>
<td>Chair: Giancarlo Tanucci (Italy)</td>
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Perceptions of organizational change and consequences for work attitudes and well-being: Comparing employees at different hierarchical levels
Chair: Magnus Sverke (Sweden)

Times are changing: An example of how multiple restructurings interact
Chair: Karina Nielsen (Denmark)

Change management and stress prevention in restructuring -the French ANACT social-dialogue-oriented approach
Chair: Benjamin Sahler (France)

Enterprise restructuring, health effects and health promotion: From unemployment research to coping with transitions and restructuring
Chair: Thomas Kielsebach (Germany)

Promotion of well-being of employees during and after restructuring
Chair: Anna-Liisa Elo (Finland)

Action of Communication in Team Projects
Chair: Florian Schulz (Switzerland)

Analysis of Communication in Team Projects
Chair: DAIMLER AG Ingo Tuttass (Germany)

Learning from errors and organizational cynicism – How to lose employees’ support for learning and change
Chair: Jan Schilling (Germany)

How to manage deviant behaviors at work? The impact of organizational climate and sanctions
Chair: Gregoire Bollmann (Switzerland)
Organizational change and learning from errors in pharmaceutical industries  
*Chair:* Catharina Degenhardt (Switzerland)

**Oral Session**  
**Sala 21**  
**10:20 - 11:50**  
**Organizational Change and Development: Impact and Reactions**  
*Chair:* Tina Kiefer (United Kingdom)  
*Co-Chair:* Elaine Neiva (Brazil)

Organizational change, health and sick leave among health care employees: A longitudinal study measuring stress markers, individual and work site factors  
*Chair:* Ann-Sophie Hansson (Sweden)

The Impacts of Organizational Changes in the Social Networks of a Public Agency  
*Chair:* Elaine Neiva (Brazil)

Message framing and the Gender Equality Law. Normative regulations and the acceptance or rejection of the general and specific aspects of the Law  
*Chair:* Garbiñe Ortiz (Spain)

Towards an understanding how leaders deal with negative emotions in ongoing change  
*Chair:* Tina Kiefer (United Kingdom)

**Oral Session**  
**Sala 21**  
**12:00 - 13:30**  
**Organizational Change and Development: Organizational Change and Learning**  
*Chair:* Luydmila Karamushka (Ukraine)  
*Co-Chair:* Michele Mastroberardino (Italy)

Organizational characteristics associated with organizational learning and development – lessons from a pilot study  
*Chair:* Monica Nyström (Sweden)

Consumers’ Reactions to Decreased-Usage Messages as CSR: The Moderating Role of Elaborative Processing  
*Chair:* Chelsea Williness (Canada)

Evaluation of change making motives by educational organization employees  
*Chair:* Luydmila Karamushka (Ukraine)

Integration between health care, teaching and research in the University Hospital Policlinico di Modena  
*Chair:* Michele Mastroberardino (Italy)

To Increase Employee Motivation and Goal Commitment during a Plant Closure  
*Chair:* Lars Hässänen (Sweden)

**Oral Session**  
**Sala 21**  
**13:40 - 15:10**  
**Organizational Change and Development: Change Efforts**  
*Chair:* Josep M Blanch (Spain)  
*Co-Chair:* Johan Österberg (Sweden)

Conscripts willingness to sign up for international military service and for officer training  
*Chair:* Johan Österberg (Sweden)

A Competence Pool – A Novel Approach to Managing Layoff Pressures  
*Chair:* Marjo-Riitta Parzefall (Germany)

Quality management in adoption procedures: A case study of Southern European protection commissions for children  
*Chair:* Teresa Carla Oliveira (Portugal)

Occupational health professionals, managers and superiors in a new position - studying together the change processes in the work with shared theory-driven tools  
*Chair:* Airi Kerkelä (Finland)

Collateral effects of the rise of entrepreneurial universities and hospitals Organizational capitalism as a psychosocial risk factor  
*Chair:* Josep M. Blanch (Spain)

**Oral Session**  
**Sala 21**  
**15:30 - 17:00**  
**Organizational Change and Development: Consulting, Coaching and Counseling**  
*Chair:* Jose María Prieto Zamora (Spain)  
*Co-Chair:* Doerte Resch (Austria)

Counseling in High Performance Organizations  
*Chair:* Doerte Resch (Austria)

Training Tomorrow ´s Leaders Using Yesterday ´s Techniques: Mentoring in Norway  
*Chair:* Linda Stromei (Norway)

Infrastructure of organizational development in four European countries: Finland, Germany, Norway and Sweden  
*Chair:* Elise Ramstad (Finland)

An exploration into the use of Emotional Intelligence and Coaching in a top international financial institution  
*Chair:* Ruth Mullally (Ireland)

Zen-based coaching patterns  
*Chair:* Jose Maria Prieto Zamora (Spain)
The cascading or rolling out of business strategy to the individual level: a case study
Chair: Gideon J. Steyn (South Africa)

Vision del Futuro
Chair: Jose Julian Bustillo-Núñez (Mexico)

Different types of support for innovation, for different stages of innovative work behaviour
Chair: Diego La Torre (Italy)

Managing change - experiences in the Finnish paper industry
Chair: Krista Pahkin (Finland)

Customer satisfaction and organizational change in public health
Chair: Massimo Bustreo (Italy)

Orientation of professional studies through university teaching
Chair: Susana Lucas Mangas (Spain)

Strategic Change from Producers to Service Providers
Chair: Sarah Hatfield (Germany)

Dental service in Italy: an organizational change action of the public health service
Chair: Vincenzo Russo (Italy)

An Italian case history of a community for risked young people a process of change in the non profit organization:
Chair: Vincenzo Russo (Italy)

University Professor competency requirement profiles before the European Higher Education Space
Chair: Francisca Berrocal (Spain)

Self-assessment of safety culture in nuclear power plants
Chair: Markus Schöbel (Germany)

Assessments of safety culture – to measure or not?
Chair: Björn Wahlström (Finland)

Safety culture; problems and possibilities
Chair: Carl Rollenhagen (Sweden)

On the relationship between safety culture and safety management
Chair: Gudela Grote (Switzerland)

Sanus et Silentium: appreciating the reality of silence in organizational communication
Chair: Melrona Kirrane (Ireland)
Discussant: Deanne Den Hartog (Netherlands)

Sources of Silence: Reciprocity, fear and tact in the theatre industry
Chair: Lovisa Näslund (Sweden)

Mapping and Conceptualising Employee Silence: An employee perspective
Chair: Deirdre O’Shea (Ireland)

Integrating Voice and Silence at Work: A conceptual model and the development of a measure
Chair: Deirdre O’Shea (Ireland)

The Cause and Effect of Workplace Silence and Emotions: A cross national study
Chair: Finian Buckley (Ireland)
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**Oral Session OS70**

**Sala 25** 12:00 - 13:30

**Organizational Structure, Culture, and Climate: Climate and Well-Being**

*Chair: Manuel Fernández Ríos (Spain)*

*Co-Chair: Doerte Resch (Austria)*

Psychological climate and its relation to work performance and well-being: The role of GSE and OCB  
*Chair: Per Eisele (Sweden)*

Vertical and horizontal links, Disaster management and collaboration from a perspective of liaison individuals  
*Chair: Aida Alvinius (Sweden)*

**Organizational Discourse as Determinant of Social Relations in Organizations**  
*Chair: Doerte Resch (Austria)*

Principles of Work Design: Their Relationship with Satisfaction and Stress at Work  
*Chair: Manuel Fernández Ríos (Spain)*

**Oral Session OS51**

**Sala 21** 15:30 - 17:00

**Organizational Structure, Culture, and Climate: Organizational Culture**  
*Chair: Sabino Ayestarán (Spain)*

*Co-Chair: Joerg Seeliger (Germany)*

Professional identity of Indian call centre agents: A managerial view of cultural control  
*Chair: Ernesto Noronha (India)*

A measure of implementation culture towards organisational change  
*Chair: Francisco Yeray Ramos Sapena (Spain)*

Attributes of effective corporate visions  
*Chair: Joerg Seeliger (Germany)*

Analysis of Organizational Practices and Values for the Improvement of University Management  
*Chair: Sabino Ayestarán (Spain)*

Does Corporate Branding pay off? The Role of Attitude and Behavioural Control in Organisational Repurchase Decisions  
*Chair: Dorith Mayer (Germany)*

**Oral Session OS54**

**Sala 21** 17:10 - 18:40

**Organizational Structure, Culture and Climate: Organizational Culture 2**  
*Chair: Sabino Ayestarán (Spain)*

*Co-Chair: Olga Gjerald (Norway)*

Effects of patient safety culture and failure event reporting systems on learning from failure in healthcare organizations  
*Chair: You-Ta Chuang (Canada)*

Bullying, abuse and the perception of artistry amongst chefs  
*Chair: Wendy Bloisi (United Kingdom)*

Psychological Contract and Cultural Organization: Findings of an empirical investigation  
*Chair: Sabino Ayestarán (Spain)*

How predictable do you want your customers to be? Development and preliminary validation of a Scale to Assess Employee Basic Assumptions in Service  
*Chair: Olga Gjerald (Norway)*

Validating a safety culture questionnaire in health care – question of safety culture maturity?  
*Chair: Elina Pietikäinen (Finland)*

**Poster P1208**

**Pasillo Sur** 10:20 - 15:10

Statistic revalidation of a Social Climate Scale: Exploring social climate dimensions  
*Chair: Ana Rachel Carvalho-Silva (Brazil)*

**Poster P884**

**Pasillo Sur** 15:30 - 18:40

The impact of corporate social responsibility on employee involvement towards work: The mediation effect of organizational identification  
*Chair: Teresa Rebelo (Portugal)*

**Poster P927**

**Pasillo Sur** 15:30 - 18:40

Organizational culture in EU schools: which Quality model can be effective?  
*Chair: Sara Cervai (Italy)*

**Poster P1211**

**Pasillo Sur** 15:30 - 18:40

Influence of organizational culture on career building in men and women  
*Chair: Olga Tikhomandritskaya (Russia)*

**Poster P1248**

**Pasillo Sur** 15:30 - 18:40

Corporate social responsibility: Contributes for workers’ perceptions assessment scale development  
*Chair: Patricia Duarte (Portugal)*
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<td>One or multiple healthy organization? Differences in function of age and sex</td>
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*Chair:* Miguel Angel Gimeno (Spain) |

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<tr>
<td><strong>Pasillo Sur</strong></td>
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<td>The influence of organisational climate and managers values on CSR perceptions</td>
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*Chair:* Gary Pheiffer (United Kingdom) |

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<td>10:20 - 11:50</td>
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<td>Research and Methodology: Qualitative Efforts in HRM</td>
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*Chair:* Gabor Kismihok (Hungary)  
*Co-Chair:* Maya Golan (Israel) |

The qualitative researcher's involvement: Methodological and ethical issues  
*Chair:* Maya Golan (Israel)  

Revisiting the terms of workplace psychological abuse  
*Chair:* Charlotte Rayner (United Kingdom)  

The German Mini-IPIP – construct validity of a short Big Five inventory  
*Chair:* Jürgen Deller (Germany)  

Cognitive maps and the motivation for entrepreneurial activity  
*Chair:* Susana Correia Santos (Portugal)  

Ontology Driven Selection and recruitment  
*Chair:* Gabor Kismihok (Hungary)  

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<td><strong>Sala 15-16</strong></td>
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*Chair:* Eduardo Fonseca-Pedrero (Spain)  
*Co-Chair:* Anna Brown (United Kingdom) |

Doing less but getting more: Improving forced-choice measures with IRT  
*Chair:* Anna Brown (United Kingdom)  

A new theoretical model and questionnaire to assess competences: COMPE-TEA  
*Chair:* David Arribas (Spain)  

Behaviour Observation Scale (BOS) for competencies assessment in college students A preliminary analysis  
*Chair:* Graciela Ponte (Spain)  

Developing the power differential scale – the construct and its validation  
*Chair:* Diniz Lopes (Portugal)  

Construction of a Measuring Instrument for the Assessment of Achievement Motivation, Locus of Control and Professional Qualification in the Labour Field  
*Chair:* Eduardo Fonseca-Pedrero (Spain)  

| Keynote Address | K629 |
| Auditorio Principal | 09:00 - 10:00 |
| Expanding the scope of W&O Psychology |  
*Chair:* Robert Roe (Netherlands) |

| Symposium | S448 |
| Sala 12 | 12:00 - 13:30 |
| Current practices in translating and adapting tests for use in global assessments |  
*Chair:* Dave Bartram (United Kingdom) |

Simultaneous item creation in three languages:  
A triangulation approach  
*Chair:* Dave Bartram (United Kingdom)  

How to achieve high-quality adaptations of personality questionnaires – The first steps towards cross-cultural application  
*Chair:* Anne Herrmann (United Kingdom)  

Hogan’s Approach to Assessment Translation and Evaluation: A Combination of Qualitative and Quantitative Analyses  
*Chair:* Kevin Meyer (USA)  

Translating and adapting personality assessments; Qualitative and quantitative considerations  
*Chair:* Tiina Pukkila (Sweden)  

THURSDAY, 14
A bottom-up built organizational values chart: qualitative methods’ integration in an action research study  
Chair: Valentina Monducci (Italy)

Measuring job satisfaction with faces scales: Are current mood and personality associated with meaning of faces?  
Chair: Achim Elfering (Switzerland)

Coaching across Cultures: The Psychometric Quality of the Cultural Orientations Framework Questionnaire (Rosinski, 2007)  
Chair: Céline Rojon (United Kingdom)

Psychological contract and organizational commitment – conceptual and empirical differences  
Chair: Thomas Rigotti (Germany)

Psychology and Psychologies. Scientific Research in Various Countries: Limits and Opportunities for Psychologists  
Chair: Alberto Crescentini (Switzerland)

A Fair and Unbiased Selection Tool for Higher Education Institutions in South Africa  
Chair: Cecilia Myburgh (South Africa)

Implicit Theory of Intelligence Scale (ITIS): Using MTMM to establish the equivalence of a French-Canadian version  
Chair: Martin Lauzier (Canada)

Why can it be useful for Work Psychologists to apply Adaptive Randomization  
Chair: Massimo Borelli (Italy)

Saliency of stakeholders: Construction and validation of the stakeholders’ management scale  
Chair: Carla Carvalho (Portugal)

Professional Life-Space Drawing: a new challenging semi-projective tool  
Chair: Caterina Gozzi (Italy)

Development of a Collective Efficacy Measure for Use in Social Service Organizations  
Chair: Joshua Patras (Norway)

An Objective Measure of Achievement Motivation and Goal Setting  
Chair: Graciela Ponte (Spain)

Interventions for helping people with mental disorders return to work or reintegrate the workplace: Strategies and barriers for their implementation in diverse contexts  
Chair: Marc Corbière (Canada)

A Pan-Canadian evaluation of supported employment programs dedicated to people with severe mental disorders  
Chair: Marc Corbière (Canada)

Common mental disorders and return-to-work: Experiences from The Netherlands  
Chair: Ute Bültmann (Netherlands)

Work Disability Diagnostic Interview (WoDDI) first step for use with individuals on a long-term work absence for mental health reasons  
Chair: Marie José Durand (Canada)

Work integration for people with mental disorders employed in social enterprises implemented in Italy  
Chair: Sara Zaniboni (Italy)
Developing, implementing and evaluating concrete solutions to prevent occupational stress and improve wellbeing  
Chair: Caroline Biron (United Kingdom)

Making work more meaningful: an exploratory study of absenteeism in the UK health service  
Chair: Susan Cartwright (United Kingdom)

Implementation of a work-life program: a case study  
Chair: Steven Poelmans (Spain)

Assessing and identifying key drivers to promote organisational well-being within a multinational pharmaceutical company  
Chair: Philip Gibbs (United Kingdom)

Organizational stress interventions: Autopsy of an implementation failure  
Chair: Caroline Biron (United Kingdom)

Stress intervention: strategies, resources and results  
Chair: Caroline Biron (United Kingdom)

Organizational Stress Interventions: Strategies, Resources and Results  
Chair: Caroline Biron (United Kingdom)

Organisational responses to climate change  
Chair: Helen Baron (United Kingdom)

Organisational change theories and climate change  
Chair: Helen Baron (United Kingdom)

Climate change: A change in mindset? A discussion of the potential for organisational psychologists to help green people’s behaviours at work  
Chair: Matthew Davis (United Kingdom)

Evaluation of an organisation’s capacity to respond to the climate change agenda  
Chair: David Ballard (United Kingdom)

Saftey Culture: An Integrated Learning Model  
Chair: Harald Stummer (Austria)

Leader Behavior as a Resource for Employee Health and Well-being  
Chair: Eva Maria Schraub (Germany)

OHSAS Certification and Learning with work accidents in the construction sector  
Chair: Silvia Silva (Portugal)

Does trust in organizational safety induction procedures compromise safety in work teams with new recruits?  
Chair: Nik Chmiel (United Kingdom)

Stages of health behaviour change in the workplace  
Chair: Stephan Hinrichs (Germany)

Auditorio Principal 13:40 - 15:10
Innovation and creativity at work: International perspectives and advances  
Chair: Neil Anderson (Netherlands)  
Discussant: Miriam Erez (Israel)

Selecting for innovation: What is good for job performance is not necessarily good for innovative performance  
Chair: Jesús Salgado (Spain)

The impact of stressors and team regulatory focus on team creativity  
Chair: Claudia Sacramento (United Kingdom)

Charismatic leadership and trust in management as antecedents of taking charge and innovation in the workforce  
Chair: Diana Krause (Germany)

There are different ways to success: A contingency approach to the successful implementation of new ideas  
Chair: Ronald Bledow (Germany)

Sala 12 10:20 - 11:50  
The challenge of diverse workteams: What do we know and what can we learn?  
Chair: Joyce Rupert (Netherlands)  
Co-Chair: Karen Jehn (Netherlands)

What did you say? Power differences and reactions to prejudice  
Chair: Manuela Barreto (Portugal)
The diversity scenario in Pakistani organizations  
*Chair:* Nailah Ayub (Netherlands)

Subgroup perceptions, conflict and team outcomes: A field examination in multiple settings  
*Chair:* Joyce Rupert (Netherlands)

Shared mental models on team work for effective ad hoc multidisciplinary crisis management teams: How team learning plays a role  
*Chair:* Selma van der Haar (Netherlands)

How to promote mutual team learning in Pakistani organization: Learning from diversity issues  
*Chair:* Mukhtar Ahmed (Pakistan)

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**Symposium**  
**Sala 13**  
12:00 - 13:30  
**Innovation teams in practice: challenges & success factors**  
*Chair:* Kristina Lauche (Netherlands)  
*Co-Chair:* Miriam Erez (Israel)  
*Discussant:* Paul Paulus (USA)

Expansive innovation: What do teams do who redefine their company’s strategy?  
*Chair:* Kristina Lauche (Netherlands)

Innovation Teams in Practice: Future directions for theory and research  
*Chair:* Paul Paulus (USA)

Attitude towards continuous improvement: The role of job insecurity, trust, leadership and procedural justice  
*Chair:* Sandra Ohly (Germany)

The effects of time pressure on product development teams  
*Chair:* Christel Rutte (Netherlands)

---

**Symposium**  
**Sala 12**  
13:40 - 15:10  
**Team processes and performance in competitive environments**  
*Chair:* Ana Margarida Passos (Portugal)

Team energy, processes, and effectiveness A longitudinal investigation  
*Chair:* Anneloes Raes (Switzerland)

Group Goal Setting: The State of the Art  
*Chair:* Juergen Wegge (Germany)

The moderator role of perceived diversity on the relationship between team diversity and performance on R&D teams  
*Chair:* Ana Margarida Passos (Portugal)

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**Round Table**  
**RT1631**  
**Sala 25**  
17:10 - 18:40  
**Improving Online Volunteer Teams in the Aid and Development Arena**  
*Chair:* Stephen Atkins (New Zealand)

**Oral Session**  
**OS2**  
**Sala 4-5**  
10:20 - 11:50  
**Teams and Workgroups: Virtual Teams**  
*Chair:* Barbara Ko usznik (Poland)  
*Co-Chair:* Peter T. van den Berg (Netherlands)

Influence tactics and influence regulation in project virtual teams versus their innovativeness and effectiveness  
*Chair:* Barbara Ko usznik (Poland)

The interplay between trust and identification in predicting virtual team effectiveness  
*Chair:* Marko Hakonen (Finland)

Experiencing and expressing social identities in virtual teams  
*Chair:* Anu Sivunen (Finland)

Isolated Team Members and Global Virtual Team Effectiveness: The Mediating Role of Social Presence  
*Chair:* Peter T. van den Berg (Netherlands)

Effective Virtual Team Behaviors and Outcomes: The Mediating Role of Trust  
*Chair:* Peter T. van den Berg (Netherlands)

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**Oral Session**  
**OS5**  
**Sala 4-5**  
12:00 - 13:30  
**Teams and Workgroups: Team Conflict**  
*Chair:* Isabel Dimas (Portugal)  
*Co-Chair:* Paulo Lourenço (Portugal)

(Re)thinking intragroup conflict: contribute to a better understanding of the effects of conflict on team effectiveness  
*Chair:* Isabel Dimas (Portugal)

From the before to the after: contribute to an integrative approach to the intragroup conflict  
*Chair:* Paulo Lourenço (Portugal)

Unmatched splits: Uncertainty management by using equality heuristics in complex distributional problems  
*Chair:* Judit Kovács (Hungary)
The effect of differentiation in the quality of Leader-Member Exchange relationships within teams on team atmosphere and team performance
Chair: Wim (J.W.M.) van Breukelen (Netherlands)

Self-leadership in Teams: First results
Chair: Kristina Hauschildt (Germany)

Oral Session  
Sala 4-5 15:30 - 17:00
Team and Workgroups: Team Diversity
Chair: Wendy van Ginkel (Netherlands)
Co-Chair: Marianne Van Woerkom (Netherlands)

Leading To Find Value in Diversity: Leadership, Diversity Beliefs, and Group Performance
Chair: Wendy van Ginkel (Netherlands)

The Dynamic Relationship of Team Composition in Goal Orientation with Group Performance over time
Chair: Anne Nederveen Pieterse (Netherlands)

Let’s put diversity into perspective: How different diversity perspectives relate to team-processes and performance in multicultural teams
Chair: Wido Oerlemans (Netherlands)

Learning from differences: The relationships between expertise diversity, team learning and team performance
Chair: Marianne Van Woerkom (Netherlands)

Team Nationality Diversity and Team Innovation: The moderating Role of Group Openness to Diversity
Chair: Beatrice Venturini (Italy)

Oral Session  
Sala 4-5 17:10 - 18:40
Teams and Workgroups: Team Innovation
Chair: Christine Gockel (Germany)
Co-Chair: Viviane Winkler (Germany)

Effects of Teamwork Quality reconsidered: Culture as a Moderator
Chair: Viviane Winkler (Germany)

Diversity and creativity: A team information processing model
Chair: Inga Hoever (Netherlands)

A temporal lens to team innovation outcomes and team innovation processes
Chair: Jia Li (Netherlands)

Composition, shared leadership, and creative performance in product-development teams
Chair: Christine Gockel (Germany)

Characteristics & behaviours of innovative people in organisations: From theory to policy and practice
Chair: Fiona Patterson (United Kingdom)

Poster  P81
Pasillo Sur 10:20 - 15:10
Diversity’s influence on group effectiveness
Chair: Sara Silva (Portugal)

Poster  P160
Pasillo Sur 10:20 - 15:10
Culture and effectiveness: the role of team cultural orientation for learning
Chair: Carina Carvalho (Portugal)

Poster  P939
Pasillo Sur 10:20 - 15:10
The role of diversity in work teams: an empirical study in Brasilia, Brazil
Chair: Juliana Seidl Fernandes de Oliveira (Spain)

Poster  P1632
Pasillo Sur 10:20 - 15:10
An empirical base to validate and/or improve Belbin formulae for team diversity
Chair: Stephen Atkins (New Zealand)

Poster  P888
Pasillo Sur 10:20 - 15:10
Forming impressions in virtual teams: The role of personality
Chair: Sonia Agut (Spain)

Poster  P1253
Pasillo Sur 10:20 - 15:10
Age specific influences on group competence and performance
Chair: Ingela Joens (Germany)

TECHNOLOGY AND KNOWLEDGE
Invited Symposium  IS966
Sala Compostela 13:40 - 15:10
Learning at Work
Chair: Jairo Eduardo Borges-Andrade (Brazil)

Learning Strategies at Work: the state of the art in Brazil
Chair: Jairo Eduardo Borges-Andrade (Brazil)

Current state of E-learning: Empirical and Theoretical Issues
Chair: Gardênia Abbad (Brazil)
Deliberate practice in medicine: The role of experience, learning attitudes, and learning behaviors in expertise development of residents  
Chair: Margje Van de Wiel (Netherlands)

The Mediating Effect of the Development of Leadership Skills on Team Effectiveness  
Chair: Antonio Caetano (Portugal)

The Development of Expertise in Organizations: Principles That Matter  
Chair: Eduardo Salas (USA)

**Oral Session OS100**

**Sala 25** 13:40 - 15:10  
**Technology and Knowledge: Innovation**  
Chair: Leonor Cardoso (Portugal)  
Co-Chair: Anja Schiepe (Germany)

Timeline Job Analysis (TJA) – setting the stage for a process-focused, flexible human resource management in innovation projects  
Chair: Monika Wastian (Germany)

Knowledge Management in Creative Industries  
Chair: Leonor Cardoso (Portugal)

Integrating Technological Potential and Market Requirements for Innovation: Strategic Challenges for HR and Organisational Development in High-Tech-Companies  
Chair: David Kremer (Germany)

Flow experience in Open Innovation  
Chair: Anja Schiepe (Germany)

**Poster P1155**  
**Pasillo Sur** 10:20 - 15:10  
Transference of competencies and innovative behaviour in bus women drivers  
Chair: Juan Jose Arrospide (Spain)

**Poster P1907**  
**Pasillo Sur** 15:30 - 18:40  
Learning culture and knowledge management process: To what extent are they effectively related?  
Chair: Susana Schmitz (Spain)

**WORK-FAMILY INTERFACE**

**Symposium S1690**  
**Sala Obradoiro** 15:30 - 17:00  
Does work/life balance depend on where and how you work?  
Chair: Gail Kinman (United Kingdom)

Emotional labour and the work-home interface in UK teachers  
Chair: Gail Kinman (United Kingdom)

Weekend Respite Amongst University Academics  
Chair: Gail Kinman (United Kingdom)

Work/Life Balance in the UK Military  
Chair: Christophe Dandeker (United Kingdom)

What has a bigger impact on work/life balance in the Police Force – stressful life events or daily hassles?  
Chair: Almuth McDowall (United Kingdom)

The interface of work and families among Thai nursing staff  
Chair: Chatsaran Tengpongthorn (United Kingdom)

**Poster P1106**  
**Pasillo Sur** 10:20 - 15:10  
The influence of Demographic Factors on the Experience of the Work-Life Interface  
Chair: Richard MacKinnon (United Kingdom)

**Poster P58**  
**Pasillo Sur** 10:20 - 15:10  
The transformative value of teleworking: Work-family balance and beyond  
Chair: Ernesto Noronha (India)
### Detailed Program

**Thursday, 14**

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<td>Different systems of shift work in a hospital environment: Repercussions on health and the work-life balance&lt;br&gt;Chair: José Romay-Martínez (Spain)</td>
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<td>The role of family and organizational support in work-family spillover&lt;br&gt;Chair: Lara Colombo (Italy)</td>
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<td>Work-family Conflict and Enrichment in Iceland&lt;br&gt;Chair: Audur Arnardottir (Iceland)</td>
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<td>How do male and female police officers facilitate work/life balance?&lt;br&gt;Chair: Almuth McDowall (United Kingdom)</td>
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<td>The Circumplex Model in Family Business Research and its Implementation to study Succession in Family Firms&lt;br&gt;Chair: Lucia Ceja (Spain)</td>
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<td>Measuring the interference between work and different roles in the private life: The development of a new measuring instrument&lt;br&gt;Chair: Eileen Koekemoer (South Africa)</td>
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### Changing Employment Relations

#### Invited Symposium IS561

**Sala 10**  **14:10 - 15:40**

**Job Insecurity: Global and Local Perspectives. Part I: Conceptualizing Job Insecurity and Analysis of Antecedents**

*Chair:* Hans De Witte (Belgium)

Perceived Control as Core Element, Moderator or Mediator in Job Insecurity Research  
*Chair:* Tinne Vander Elst (Belgium)

Perceived job insecurity as a function of current and previous work experience: a longitudinal study  
*Chair:* Darja Maslic Sersic (Croatia)

Work insecurity in five Dutch employed and self-employed working populations  
*Chair:* Tinka Van Vuuren (Netherlands)

Components of job insecurity: Measurement and correlates  
*Chair:* Thomas Staufenbiel (Germany)

#### Invited Symposium IS1450

**Sala 13**  **16:00 - 17:30**

**Toward a Global Industrial, Work and Organizational Psychology: Opportunities and Threats?**

*Chair:* Handan K. Sinangil (Turkey)

Consequences of Education-Job Fit: the case of Job insecurity  
*Chair:* John Taverniers (Netherlands)

Do people in Switzerland react differently to job insecurity compared to people in the US?  
*Chair:* Cornelius J. König (Switzerland)

### Friday, May 15

#### Invited Symposium IS1897

**Sala 10**  **16:00 - 17:30**

**Job Insecurity: Global and Local Perspectives. Part II: Antecedents, Consequences and Cross-Cultural Comparisons**

*Chair:* Hans De Witte (Belgium)

Consequences of Education-Job Fit: the case of Job insecurity  
*Chair:* John Taverniers (Netherlands)

#### Symposium S1079

**Sala 22**  **16:00 - 17:30**

**Employment contracts, psychological contracts and employee well-being**

*Chair:* Kerstin Isaksson (Sweden)

Determinants of the psychological contract of employees - content and fulfilment  
*Chair:* Kerstin Isaksson (Sweden)
Normative psychological contracts: Importance of consensus on the organizational level
Chair: Thomas Rigotti (Germany)

Employability: An investigation of the variable and its moderating effect on the relationship between job insecurity and job and organizational attitudes and intention to leave the job
Chair: Moshe Krausz (Israel)

The psychological contract as a facilitating factor enabling longer working lives
Chair: Rene Schalk (Netherlands)

Flexible employment and temporary contracts: the employer’s perspective
Chair: Kerstin Isaksson (Sweden)

Oral Session OS83
Sala 8-9 10:50 - 12:20
Changing Employment Relations: Change and Flexibility
Chair: Marina Mondo (Italy)
Co-Chair: Juan Pablo Gamboa Navarro (Spain)

Satisfied in flexibility: a comparison between non-traditional workers and traditional workers
Chair: Marina Mondo (Italy)

The need for work: Considering long-term effects, limitations and cross-cultural aspects
Chair: Eva Selenko (Austria)

Flexible working: Precarious jobs?
Chair: Edoardo Lozza (Italy)

Employability and Type of Employment Contract as antecedents of Psychological Contract Fulfilment by Employers
Chair: Juan Pablo Gamboa Navarro (Spain)

Flexible employment and temporary contracts: the employer’s perspective
Chair: Kerstin Isaksson (Sweden)

Poster P1506
Pasillo Sur 09:00 - 14:00
Is coping with job insecurity possible? A gender exploration
Chair: Anne Richter (Sweden)

Poster P1832
Pasillo Sur 09:00 - 14:00
The role of proactive personality, social support and career adaptive strategies in predicting a protean/boundaryless career orientation in young adults
Chair: Peter Creed (Australia)

Poster P327
Pasillo Sur 09:00 - 14:00
Identity, identification and realization in the contemporary work Transformations in people, the new expectations
Chair: Liliana Ferrari (Argentina)

Poster P1096
Pasillo Sur 09:00 - 14:00
Psychological contract among temporary and permanent employees: relations with psychological outcomes
Chair: Ulla Kinnunen (Finland)

Poster P1302
Pasillo Sur 09:00 - 14:00
Contingent vs permanent employees: the role of individual job related factors
Chair: Aurora Ricci (Italy)

EMOTIONS IN THE WORKPLACE
 Oral Session OS14
Sala 24 12:30 - 14:00
Emotions in the Workplace: Job Events and Experiences
Chair: Karen van Dam (Netherlands)
Co-Chair: Tina Kiefer (United Kingdom)

“How was your day?“: Relationships between affective events and working day satisfaction
Chair: Karen van Dam (Netherlands)

The mediating effects of negative emotions at work: a prediction model of organizational and interpersonal counterproductive behaviors
Chair: Coralia Sulea (Romania)

The Mediating Role of Positive and Negative Emotions in Justice Processes at Work
Chair: Tina Kiefer (United Kingdom)
An application of Affective Events Theory to workplace bullying: The role of personality and emotions
*Chair: Lars Glasø (Norway)*

Flow in work as a function of trait intrinsic motivation and opportunity for creativity
*Chair: Giovanni Moneta (United Kingdom)*

### Oral Session OS3

**Sala 24 14:10 - 15:40**

**Emotions in the Workplace: Collective Approaches**
*Chair: Fay Giaver (Norway)*
*Co-Chair: Veronique Dagenais-Desmarais (Canada)*

Specifying the Mood-Creativity Link: Affective Sharing and Affective Certainty as Moderators of the Effect of Mood on Creativity
*Chair: Annefloor Klep (Netherlands)*

Psychological Well-Being at Work: Investigation of its Incremental Validity in the Prediction of Performance at Work
*Chair: Veronique Dagenais-Desmarais (Canada)*

Reorganizations and emotions: how to deal with mourning
*Chair: Maryse Dubouloy (France)*

Looking forwards and back: The evolving emotional experience of organizational change
*Chair: Fay Giaver (Norway)*

### Poster P1346

**Pasillo Sur 14:10 - 17:30**

The Work Ability Index – between perceived work environment and self-reported health
*Chair: Reidar J. Mykletun (Norway)*

### Poster P64

**Pasillo Sur 14:10 - 17:30**

Recognition of performance and achievement as a force moderating the relationship between job-related stress and nursing staff turnover
*Chair: Claudio Giovanni Cortese (Italy)*

### Poster P1463

**Pasillo Sur 14:10 - 17:30**

Life Values and career decision making
*Chair: Amelia Manuti (Italy)*

### Poster P109

**Pasillo Sur 14:10 - 17:30**

Intention to leave the current organization: a correlational study
*Chair: Claudio Giovanni Cortese (Italy)*

### Poster P385

**Pasillo Sur 14:10 - 17:30**

The effect of fear-avoidance beliefs on the association between low back pain and sickness absence
*Chair: Jette Nygaard Jensen (Denmark)*

### Poster P854

**Pasillo Sur 14:10 - 17:30**

Investigating how Employment Opportunity Index (EOI) affects voluntary turnover of overqualified employees
*Chair: Aleksandra Luksyte (USA)*

Extending the Individual Placement and Support model in vocational rehabilitation of people suffering from mood and anxiety disorders
*Chair: Susanne Riekeles (Norway)*

Incongruence, unemployment, and distress: Empirical findings concerning a possible explanation of the negative effects of unemployment on mental health
*Chair: Karsten Paul (Germany)*

Hardships and mental health during unemployment – An examination of potential mediating and moderating factors
*Chair: Jaana Vastamäki (Germany)*
HUMAN RESOURCE MANAGEMENT

Invited Symposium  IS256

Sala Compostela  12:30 - 14:00
Key Issues in Personnel Selection Practice and Research
Chair: Filip Lievens (Belgium)

Invited Symposium  IS649

Sala Compostela  14:10 - 15:40
Multi-media tools: a new means of assessing skills for work situations
Chair: Annemarie Hiemstra (Netherlands)
Discussant: Eduardo Salas (USA)

Using computer games for personnel decisions – a study on psychometric issues
Chair: Annemarie Hiemstra (Netherlands)

The Webcambest: psychometric properties of an innovative assessment tool
Chair: Barend Koch (Netherlands)
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<tr>
<th>Sala 4-5</th>
<th>16:00 - 17:30</th>
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<tbody>
<tr>
<td><strong>Invited Symposium S129</strong></td>
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<tr>
<td><strong>Age effects on job-related attitudes and experiences</strong></td>
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<td>Chair: Guido Hertel (Germany)</td>
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<td>Co-Chair: Juergen Wegge (Germany)</td>
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Reciprocity in psychological contracts of younger and older workers
Chair: Matthijs Bal (Netherlands)

Age differences in the importance and goal orientation of work motives
Chair: Anna Grube (Germany)

Role clarity as Age-related Variable in the Longitudinal Relation between psychosocial work and burnout
Chair: Annet de Lange (Netherlands)

Age-related factors in the Motivation to Work
Chair: Dorien Kooij (Netherlands)

Age-related differences in psychological strain and emotional reactions
Chair: Cornelia Rauschenbach (Germany)

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<tr>
<th>Sala 22</th>
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<tr>
<td><strong>Round Table RT257</strong></td>
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<tr>
<td><strong>Bringing together the psychological and the organisational perspectives on career</strong></td>
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<td>Chair: Audrey Collin (United Kingdom)</td>
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<th>Sala 6</th>
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<tr>
<td><strong>Oral Session OS22</strong></td>
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<tr>
<td><strong>Human Resource Management: Competences and Disabilities</strong></td>
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<tr>
<td>Chair: Fred Zijlstra (Netherlands)</td>
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<td>Co-Chair: Luis Fernando Diza Vilela (Spain)</td>
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Testing people with disabilities: what works?
Chair: Sarah Heywood (Ireland)

The implementation of competency development in organisations: A qualitative study and development of a conceptual model
Chair: Sara De Hauw (Belgium)

Variables predicting satisfaction and motivation of public educational centers: An approach from the job characteristics theory
Chair: Luis Fernando Diza Vilela (Spain)

Factors affecting training motivation: An exploration of the relationships between two types of motivation
Chair: Martin Lauzier (Canada)

Tailor Revisited: The right job for the right person
Chair: Fred Zijlstra (Netherlands)

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<tr>
<th>Sala 15-16</th>
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<tr>
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<td><strong>Human Resource Management: Expatriate</strong></td>
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<td>Chair: Ulrich Winterfeld (Germany)</td>
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<td>Co-Chair: Eva Derous (Netherlands)</td>
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Psychological preparation for international assignments
Chair: Ulrich Winterfeld (Germany)

To hire or not to hire Arab applicants: Effects of training and trainee characteristics
Chair: Eva Derous (Netherlands)
Expatriate relations and expatriation success – extending psychological contracts to expatriate partners
*Chair: Ulla Niemi-Ylänen (Finland)*

The Presumed Cultural Similarity Paradox: A Comparison of Dutch expatriates in Belgium and China
*Chair: Stefan T. Mol (Netherlands)*

**Oral Session OS65**

**Sala 15-16 14:10 - 15:40**

**Human Resource Management: Development**

*Chair: Sally Carless (Australia)*

*Co-Chair: Karina Van De Voorde (Netherlands)*

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Early fit perceptions and post entry work attitudes and intentions: A longitudinal study of police officers
*Chair: Sally Carless (Australia)*

How HR for development stimulates proactivity: The mediating role of job characteristics
*Chair: Karina Van De Voorde (Netherlands)*

Human resource challenges for growing SMES
*Chair: Jonathan Remue (Belgium)*

Effective professional development – the application of a theory
*Chair: Silke Weisweiler (Germany)*

Career anchors, an exploration of Schein’s framework
*Chair: Ricardo Rodrigues (United Kingdom)*

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**Poster P1045**

**Pasillo Sur 09:00 - 14:00**

The influence of experience and virtuality on virtual work adjustment and perception of team effectiveness in virtual workers
*Chair: Veronica Mattana (Italy)*

**Poster P906**

**Pasillo Sur 09:00 - 14:00**

The human capital indicators
*Chair: Antonino Callea (Italy)*

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**Poster P1032**

**Pasillo Sur 09:00 - 14:00**

A Model for Connecting Critical Transitions with Good Managerial Practices
*Chair: Tiina Saarelma-Thiel (Finland)*

**Poster P1493**

**Pasillo Sur 09:00 - 14:00**

Organizational attractiveness predictors: Contributes to employee recruitment
*Chair: Daniel Roque Gomes (Portugal)*

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**Poster P1168**

**Pasillo Sur 09:00 - 14:00**

Locus of control and the degree to which students perceive the university to prepare them for the world of work
*Chair: Sanet Coetzee (South Africa)*
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<th>Time</th>
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<tr>
<td>09:00 - 14:00</td>
<td>Pasillo Sur</td>
<td>The role of the “strength” of the HRM system and organizational performance</td>
<td>Anabela Correia (Portugal)</td>
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<td>HR strategies for a tightening labour market: No “one size fits all”</td>
<td>Richard Lacoursière (Canada)</td>
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<td>Gender differences in motives and career choice of medical students</td>
<td>Phil Heiligers (Netherlands)</td>
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<td>Self career management: effectiveness of an intervention process</td>
<td>Joana Carneiro Pinto (Portugal)</td>
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<td>Promoting career planning and professional development in an organisation</td>
<td>Leena Rasanen (Finland)</td>
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<td>Employee career management effectiveness: The role of attachment security in line management relationships</td>
<td>Annilee Game (United Kingdom)</td>
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<td>The moderating effects of Employer branding on the relationship between job conditions and employee’s attitudes</td>
<td>Dorothee Hanin (Belgium)</td>
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<td>Behind the HRM Paradox - The State of the Art of HR Measurement in Finnish Corporations</td>
<td>Maarit Viljanen (Finland)</td>
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<td>Reflexivity and professional identity development in higher education</td>
<td>Andreina Bruno (Italy)</td>
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<td>Retention of key employees: A special focus on training &amp; development and compensation practices</td>
<td>Lucie Morin (Canada)</td>
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<td>The impact of employee perceptions of HRM on multiple strategic climates in Dutch hospitals</td>
<td>Monique Veld (Netherlands)</td>
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<td>Leadership functions and their relationships with role stress</td>
<td>Miguel Ángel Mañas Rodríguez (Spain)</td>
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<td>Attrition in Distance Courses: Influences from Participants Characteristics and Individual Processes</td>
<td>Patrícia Sales (Brazil)</td>
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<td>Evaluating a management training program using the “Four Levels Model”, Locus of Control and Learning Styles</td>
<td>Herman Steensma (Netherlands)</td>
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<td>Assessment and development of employment skills in higher education’s students</td>
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## Industrial Relations

### Symposium S1527

**Sala Obradoiro** 09:00 - 10:30

**Mediation in hierarchical conflicts at work**  
*Chair:* Martin Euwema (Belgium)

Why are subordinates less satisfied with mediation? The role of situational uncertainty during mediation  
*Chair:* Katalien Bollen (Belgium)

Mediation in hierarchical conflicts – no place for perceived justice?  
*Chair:* Heidi Ittner (Germany)

Coping with asymmetrical power relationships in mediation of collective labour conflicts  
*Chair:* Roberto Martinez-Pecino (Spain)

A comparison of face-to-face and e-supported mediations handling hierarchical labor conflicts  
*Chair:* Martin Euwema (Belgium)

Power of the third party: Implications for perceptions and behavior  
*Chair:* Ellen Giebels (Netherlands)

### Oral Session OS112

**Sala 19-20** 12:30 - 14:00

**Human Resource Management: HRM Practices and Industrial Relations**  
*Chair:* Ole Henning Sorensen (Denmark)  
*Co-Chair:* Ruan Van der Walt (South Africa)

Predictors of retirement intentions and planned retirement age: the role of health, work-related variables and social context  
*Chair:* Kristina Potocnik (Spain)

Worker views of participation, joint consolation and decision-making in South African organisations  
*Chair:* Ruan Van der Walt (South Africa)

Searching for the Big One: A meta-analysis on the general factor of personality  
*Chair:* Dimitri van der Linden (Netherlands)

Human resources management assumptions and the Knowledge Management Processes in Industrial Organizations  
*Chair:* Samuel Monteiero (Portugal)

Improved employee participation through local agreements concerning the H&S organization  
*Chair:* Ole Henning Sorensen (Denmark)

### Poster P1072

**Pasillo Sur** 09:00 - 14:00

**Making the self-disciplined employee? Organizational control in the 21st century**  
*Chair:* Francisco José Tovar Martínez (Spain)

**Facing an Incompetent Leader: Effects on the Perception of and Interaction with a Leader**  
*Chair:* Annick Darioly (Switzerland)

### Poster P82

**Pasillo Sur** 09:00 - 14:00

**The science of team performance. A quarter century of progress**  
*Chair:* Eduardo Salas (USA)

**The science of team performance. A quarter century of progress**  
*Chair:* Eduardo Salas (USA)

**Invited Symposium IS389**

**Leadership and Health** 10:50 - 12:20  
*Chair:* Lois Tetrick (USA)  
*Discussant:* Lois Tetrick (USA)

A multilevel analysis of transformational leadership as antecedent of job stress appraisal  
*Chair:* José M. Peiró (Spain)

Understanding Work-Family Coping through an LMX Theory Lens  
*Chair:* Debra Major (USA)

Training Leaders to Enhance Employee Well-being  
*Chair:* Kevin Kelloway (Canada)

### Symposium S535

**Sala Compostela** 10:50 - 12:20

**Civility Among Health Care Providers: Issues and Interventions**  
*Chair:* Michael Leiter (Canada)  
*Discussant:* Wilmar Schaufeli (Netherlands)

Social Rationales, Incivility, Burnout, and Engagement: A Coping Strategy with a Downside  
*Chair:* Michael Leiter (Canada)

Taking care of Health-Care Providers: The impact of interpersonal mistreatment from multiple work sources  
*Chair:* Arla Day (Canada)
Workplace empowerment, incivility, and burnout: Impact on health professionals’ recruitment and retention factors
Chair: Heather Laschinger (Canada)

Leadership style, recognition and social support: their role in perceptions of job-related stressors and resources
Chair: Beate M. Schulze (Switzerland)

**Symposium**

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<tr>
<th>Sala 10</th>
<th>12:30 - 14:00</th>
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| **Recovery from Work: Definitions, antecedents, processes, environment and outcomes**
| Chair: Almuth McDowall (United Kingdom) |

Me-time as a means of recovery
Chair: Almuth McDowall (United Kingdom)

Blurring boundaries between the personal and the professional: work-life conflict and recovery in UK academic employees
Chair: Gail Kinman (United Kingdom)

Does the older workforce with high work demands need more recovery from work
Chair: Jason Devereux (United Kingdom)

Future Issues on Recovery from Work: Results from an international workshop
Chair: Jason Devereux (United Kingdom)

Differences in postwork rumination with implications for health and illness
Chair: Mark Mark Cropley (United Kingdom)

**Symposium**

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<th>Sala 21</th>
<th>12:30 - 14:00</th>
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| **Job stress as an underlying mechanism to explain the occurrence and effects of workplace bullying**
| Chair: Guy Notelaers (Norway)
| Co-Chair: Elfi Baillien (Belgium)
| Discussant: Marc van Veldhoven (Netherlands) |

Extension of Karasek’s job demand control model to bullying at work: A test within Spanish and Belgian blue-collar workers
Chair: Elfi Baillien (Belgium)

Buffering or strengthening: Moderating and mediating effects of individual factors on bullying-strain relationship
Chair: Alfredo Rodriguez Muñoz (Spain)

Exposure to bullying behaviour at work, and psychological and physiological stress-reactions
Chair: Annie Hogh (Denmark)

Organisational climate, role stressors and workplace bullying: Some thoughts about causal relationships
Chair: Lars Johan Hauge (Norway)

A job demands-resources analysis of workplace bullying
Chair: Cristian Balducci (Italy)

**Symposium**

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<th>Auditorio Principal</th>
<th>14:10 - 15:40</th>
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| **Work engagement: The other side of the burnout coin**
| Chair: Wilmar Schaufeli (Netherlands) |

Job characteristics, work engagement, and burnout: The mediating role of emotions
Chair: Else Oweneel (Netherlands)

Testing the validity of the Job Demands-Resources Model in a sample of Italian school teachers
Chair: Silvia Simbula (Italy)

Can a self-efficacy-based intervention increase engagement, decrease burnout, and enhance performance? A quasi-experimental study
Chair: Edgar Breso (Spain)

Do personal resources predict work engagement and life satisfaction? The role of Core Self-evaluations and emotional intelligence
Chair: Maria Auxiliadora Durán (Spain)

**Symposium**

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<tr>
<th>Sala Obradoiro</th>
<th>14:10 - 15:40</th>
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| **Developments in the Job Demands-Resources Model - Part I**
| Chair: Evangelia Demerouti (Netherlands) |

Employees’ job demands-resources profiles, burnout and engagement: A person-centered validation of the Job Demands Resources Model
Chair: Anja Van den Broeck (Belgium)

Extending the job Demands-Resources Model: safety behaviour and perceived safety climate
Chair: Isabelle Hansez (Belgium)

Self-Esteem, Work and Health: Relations over time
Chair: Claudia Nebel (Germany)

The role of instrumental values in the Job Demands – Resources model
Chair: Evangelia Demerouti (Netherlands)

Model of workplace psychosocial safety climate to contribute to the theoretical explanation of the ‘upstream’ origins of job demands and job resources
Chair: Maureen Dollard (Australia)
**Symposium S425**

**Sala Obradoiro** 16:00 - 17:30

*Developments in the Job Demands-Resources Model - Part II*
*Chair: Evangelia Demerouti (Netherlands)*

Job Demands-Resources and their Associations with Early Retirement
*Chair: Bert Schreurs (Belgium)*

The role of recovery experiences in the Job Demands-Resources model
*Chair: Ulla Kinnunen (Finland)*

The Impact of a Weekend Off on Nurses’ Well-Being: Respite in the lens of the JD-Model
*Chair: Mina Westman (Israel)*

Individual Job Redesign
*Chair: Maria Tims (Netherlands)*

Do job and home resources trigger work-family enrichment processes over time?
*Chair: Jari Hakanen (Finland)*

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**Oral Session OS48**

**Sala 21** 09:00 - 10:30

*Job Stress and Employee Well-being: Job Demands and Resources*
*Chair: Marieke van den Tooren (Netherlands)*
*Co-Chair: Barbara Wilde (Germany)*

Expanding the DISC Model: Effects of Employee Regulatory Focus
*Chair: Marieke van den Tooren (Netherlands)*

Work organization and mental health in the Chilean mining
*Chair: Juan Pablo Toro (Chile)*

Personnel recruitment and selection: Standardization of good professional practice carried out by psychologists
*Chair: Gerardo de la Merced López Montalvo (Spain)*

Working Conditions and Well-Being of German Supervisors
*Chair: Barbara Wilde (Germany)*

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**Oral Session OS103**

**Sala 23** 09:00 - 10:30

*Job Stress and Employee Well-being: Effects of a Age at Work*
*Chair: Jos Akkermans, MSc (Netherlands)*
*Co-Chair: Salvatore Zappala´ (Italy)*

Well-being at work of ageing hospital nurses in Finland
*Chair: Kati Utriainen (Finland)*

A stage model of family business transfer to the younger generation: attitudes, intentions and outcomes in a sample of small and medium enterprises in Italy
*Chair: Salvatore Zappala´ (Italy)*

Fresh and Healthy...? A Study on the Determinants of Well-being of Young Employees
*Chair: Jos Akkermans, MSc (Netherlands)*

Moderating Age-related Stereotyping in the Workplace: The Effects of Leadership Style and HR Practices
*Chair: Dora Scholarios (United Kingdom)*

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**Oral Session OS84**

**Sala 23** 10:50 - 12:20

*Job Stress and Employee Well-being: Coping Strategies*
*Chair: Simone Grebner (USA)*
*Co-Chair: Cheryl Travers (United Kingdom)*

It’s Not my Fault, it’s Theirs - Explanatory Style of Depressed Bullying Targets
*Chair: Kathrin Schmitt (Germany)*

Subjective Success Mediates the Coping-Well-being Relationship
*Chair: Simone Grebner (USA)*

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*Job satisfaction cross-culturally: Is it just acquiescence what we measure?*
*Chair: Christian Bosau (Germany)*

Commitment to change and trust: its impact on work outcomes
*Chair: Pedro Neves (USA)*

Employee’s job satisfaction after the introduction of a total smoke-ban in bars and restaurants in Norway
*Chair: Jørn Hetland (Norway)*

Employee attitudes to influence in organizational domains
*Chair: Hans Jeppe Jeppesen (Denmark)*

Appreciation at work and its effect on strain and job attitudes
*Chair: Nicola Jacobshagen (Switzerland)*
Perfectionism and clinical disorders among employees  
*Chair: Nico W. Van Yperen (Netherlands)*

“If at first you don’t cope...try, try, try again”: An investigation into, and evaluation of, the coping strategies employed by young people to manage stress and emotions over a four month time period  
*Chair: Cheryl Travers (United Kingdom)*

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### Oral Session OS90

#### Sala 22 10:50 - 12:20

**Job Stress and Employee Well-being: Leadership and the Promotion of Health**

*Chair: Ivan Robertson (United Kingdom)*  
*Co-Chair: Karina Nielsen (Denmark)*

Leader personality and workgroup well-being  
*Chair: Ivan Robertson (United Kingdom)*

Flow in managers – a multimethod, multilevel study of the antecedents of flow in middle managers  
*Chair: Karina Nielsen (Denmark)*

Strategies for learning with accidents and safety training and safety behaviours promotion  
*Chair: Maria João Oliveira (Portugal)*

Is mobbing victim responsible of being a victim? Reactions dynamic of maltreatment at workplace  
*Chair: Malgorzata Gamian-Wilk (Poland)*

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### Oral Session OS49

#### Sala 22 12:30 - 14:00

**Job Stress and Employee Well-being: Consequences of Work Stressors**

*Chair: Mirka Hintsanen (Finland)*  
*Co-Chair: Chris Woodrow (United Kingdom)*

Voluntary or involuntary? Control over overtime and rewards for overtime in relation to fatigue and work satisfaction  
*Chair: Debby Beckers (Netherlands)*

Childhood Stress Exposure Predicting Adulthood Work Stress over 21-Years: The Cardiovascular Risk in Young Finns Study  
*Chair: Mirka Hintsanen (Finland)*

Psychosocial work environment, performance-based self-esteem and stress symptoms among Danish knowledge workers  
*Chair: Karen Albertsen (Denmark)*

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### Oral Session OS78

#### Sala 22 14:10 - 15:40

**Job Stress and Employee Well-being: Coping and Social Support**

*Chair: Helena Cooper-Thomas (New Zealand)*  
*Co-Chair: Martin Edwards (United Kingdom)*

The Choreography of Organizational Helping: The Dynamics and Consequences of Co-worker Helping Interactions Over Time  
*Chair: Maya Golan (Israel)*

Mitigating the effects of newcomer stress: The moderating impact of helpful colleagues  
*Chair: Helena Cooper-Thomas (New Zealand)*

Not All Coping Strategies are Created Equal: A Multi-Stage, Mixed Methods Approach to Physicians’ Coping Strategies  
*Chair: Jean Wallace (Canada)*

Bullying and well-being in the armed forces: Testing for the buffering effects of social support  
*Chair: Martin Edwards (United Kingdom)*

Coping with interpersonal conflict at work: the role of coworker and supervisor support  
*Chair: Inés Martínez-Corts (Spain)*

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### Oral Session OS107

#### Sala 23 14:10 - 15:40

**Job Stress and Employee Well-being: Stress at Work**

*Chair: Riccardo Peccei (United Kingdom)*  
*Co-Chair: Onofre Miranda (Brazil)*

The longitudinal effects of job stressors, hardy personality and coping resources on burnout dimensions  
*Chair: Eva Garrosa (Spain)*

Temperament and job strain: do innate characteristics play a role in work stress  
*Chair: Lisa Keltikangas-Järvinen (Finland)*

Well-being at work: The central nucleus of the social representations from workers in organizations  
*Chair: Onofre Miranda (Brazil)*
Occupational well-being and sickness absence in the Finnish paper industry - factors behind the numbers
*Chair: Krista Pahkin (Finland)*

A comparison of configurational and non-configurational approaches to the analysis of work stress, organizational climate, and employee well-being
*Chair: Riccardo Peccei (United Kingdom)*

Entry, Exit, and Mobility: Job Insecurity and Integration
*Chair: Neil Conway (United Kingdom)*
*Co-Chair: Josep M. Blanch (Spain)*

Not just a Mum: Mothers in the transition and adjustment process from employee to entrepreneur
*Chair: Rachel Morrison (New Zealand)*

Part-time employment and unpaid overtime working in the United Kingdom
*Chair: Neil Conway (United Kingdom)*

Factors Ensuring Integration Among International Highly Skilled Professionals in Finland
*Chair: Anu Yijälä (Finland)*

Planlessness Psychosocial effects of Involuntary Unstable Employment in the flexible labor organization
*Chair: Josep M. Blanch (Spain)*

Burnout syndrome among lay and consecrated teachers of Italian Catholic Schools
*Chair: Antonino Callea (Italy)*

The role of health behaviours on work stress process
*Chair: Elvira Pomares (Spain)*

Proactive behavior as a strategy to enhance person-job misfit: The moderating role of the implicit person theory
*Chair: Toon Devloo (Belgium)*

Individual and Work Determinants of Emotional Exhaustion: A Path Analysis
*Chair: Joanne Wilson (United Kingdom)*

Organizational empowerment and service climate: influences on contact employees’ core burnout
*Chair: Alejandro Orgambídez Ramos (Spain)*

Burnout symptoms, somatization, and autonomous motivation: An 8-month cross-lagged study among school teachers
*Chair: Stephanie Austin-Fernet (Canada)*
Leading excellent performance through positive psychological states
Chair: Karoline Hofselett Kopperud (Norway)

Prospective relationships between career disruptions and self-rated health: evidence from a three-wave follow-up study in Finnish managers
Chair: Saija Mauno (Finland)

Progressive Relaxation through Physiological Makers in Mexican Young Male Employees with Work Stress Related Symptoms
Chair: Helena Cecilia Altamirano Rueda Quijano (Mexico)

Stresscompetencetraining BUSKO – first results of evaluation
Chair: Dieter Kuech (Germany)

Burnout predicts mortality among young industrial workers
Chair: Kirsi Ahola (Finland)

The association between leadership, job resources/job demands, and work engagement
Chair: Stig Berge Matthiesen (Norway)

Mobbing and Quality of Working Life (QWL) in the construction sector
Chair: Esther Lopez-Zafra (Spain)

The impact of lifestyle and occupational stress on physical and mental health managers
Chair: Stoica Mihaela (Romania)

Insufficiency, powerlessness, and meaninglessness: The moral distress of humanitarian aid workers
Chair: Sofia Nilsson (Sweden)

Psychosocial risks assessment: Comparative study workers-technicians in a hospital environment
Chair: Gloria Castaño Collado (Spain)

Removal of front vs back office work in a call centre: An intervention study
Chair: Achim Elfering (Switzerland)

Consequences of changes of psychological contracts between employers and employees in last several years in Poland
Chair: Grazyna Bartkowiak (Poland)

Gender-role conflict of male Employees in female-dominated occupations: Differences between Men with and without Leadership Positions
Chair: Sabine Korek (Germany)

Exposure to bullying at work and employee turnover: A two-year prospective study of health care workers
Chair: Annie Hogh (Denmark)

A frame-of-reference effect in job insecurity ratings
Chair: Maike E. Debus (Switzerland)

The Relative Influence of General and Occupation-Specific Stressors on Law Enforcement Officers’ Health
Chair: Lori Foster Thompson (USA)
Cooperating when both self and other are treated fairly: It depends on leader’s prototypicality
Chair: David De Cremer (Netherlands)

With a little help from my friends: Identification, supervisor support, and job performance
Chair: Rudolf Kerschreiter (Germany)

Substitutes for fairness: Prototypical leaders are endorsed whether they are fair or not
Chair: Johannes Ullrich (Germany)

Symposium
Sala 10 10:50 - 12:20
Leadership 1 - Leadership - Antecedents and results
Chair: Birgit Schyns (United Kingdom)

Leaders’ challenging tasks as antecedents for transformational leadership
Chair: Sabine Korek (Germany)

The interactive effects of charismatic and autocratic leadership with Follower’s Neuroticism and Locus of Control on burnout
Chair: Deanne Den Hartog (Netherlands)

The impact of consensus and agreement of leadership perceptions on commitment, OCB and customer satisfaction
Chair: Joerg Felfe (Germany)

Leader-Member exchange quality, teacher and team vitality: A study among Dutch secondary school teachers
Chair: Pascale Le Blanc (Netherlands)

Which traits matter for the full-range leadership model?
Chair: John Antonakis (Switzerland)

Symposium
Sala 11 10:50 - 12:20
Leadership 3: Alternative approaches to the study of leadership
Chair: Claudia Peus (Germany)

“What you say is what you get” – A communication-centered approach to leadership
Chair: Peter M. Muck (Germany)

Top managers’ leadership toward middle managers: An observational study
Chair: Maarten Cuijpers (Netherlands)
Influence of perceived leader unconventionality on followers’ cognitive representations and creative performance  
Chair: Jenny Sarah Wesche (Germany)

Professor = leader? An investigation of faculty roles  
Chair: Claudia Peus (Germany)

Does leader charisma predict presidential election outcomes?  
Chair: Philippe Jacquart (Switzerland)

Sala 11  12:30 - 14:00
Empirical contributions to understanding leadership: Who, how and when  
Chair: Pedro Neves (USA)

Leadership during organizational change: what promotes employee’s commitment to change?  
Chair: Pedro Neves (USA)

Measuring transformational leadership style: Differences in survey and ESM measurement  
Chair: Ann-Louise Holten (Denmark)

Leadership and effectiveness, different leader’s behaviors for different organizational contexts: task, relation, and change oriented leadership  
Chair: Angel Barrasa (Spain)

Direct and indirect effects of transformational leadership on employees’ self-efficacy: The mediating role of self-leadership  
Chair: Panja Andreßen (Germany)

Emotional intelligence and transformational leadership in the national health service in UK  
Chair: Sumona Mukhuty (United Kingdom)

Sala 21  14:10 - 15:40
Shared leadership in context: Exploring the antecedents, processes and outcomes of shared leadership in organizations  
Chair: Julia E. Hoch (Germany)  
Co-Chair: Ana Cristina Costa (United Kingdom)  
Discussant: Craig Pearce (USA)

Antecedents of Shared Leadership in Teams  
Chair: Julia E. Hoch (Germany)

Shared leadership at distance: The impact of shared leadership on team performance in virtual teams  
Chair: Juergen Wegge (Germany)

Shared leadership in anesthesia teams  
Chair: Gudela Grote (Switzerland)

Shared leadership: The effects of shared and vertical leadership behaviours on team effectiveness  
Chair: Nele Manheim (Netherlands)

Oral Session  OS55
Sala 8-9  09:00 - 10:30
Leadership and Management: Leadership Models  
Chair: Gerry Larsson (Sweden)  
Co-Chair: Stefano Livi (Italy)

Playing the Second Violin: Role and Typology of Second-in-commands in Organizations  
Chair: Alexandre Bedard (Canada)

The construct validities of leadership styles – Results from a multi-sample study  
Chair: Jens Rowold (Germany)

Theoretical modeling of contextual influences on leadership  
Chair: Gerry Larsson (Sweden)

Rivaling Leadership Constructs and their Outcomes in Profit and Non-Profit Organizations  
Chair: Lars Borgmann (Germany)

Applying Social Relations Model to Leadership Perception  
Chair: Stefano Livi (Italy)

Oral Session  OS40
Sala 4-5  14:10 - 15:40
Leadership and Management: Decision Making  
Chair: Serena Cubico (Italy)  
Co-Chair: Tanja Rabl (Germany)

The subjective decision making processes of corrupt actors  
Chair: Tanja Rabl (Germany)

How long will it take? Power biases time predictions  
Chair: Mario Weick (United Kingdom)

Differentiating between collaboration and decision making dimensions of leadership behaviour as predictors of effectiveness  
Chair: David Beech (United Kingdom)

Small Business Management: The Italian Handicraft Companies  
Chair: Serena Cubico (Italy)
Masculine leadership styles and perception of competence  
Chair: Leire Gartzia (Spain)

The Influence of Supervisor and Subordinate Proactive Personality on Leader-Member Exchange: A Trait Interactionist Perspective  
Chair: Greg Sears (Canada)

Transformational leadership and job satisfaction: The mediating role of job characteristics  
Chair: Rahel Bösch Walser (Switzerland)

Validation of a measure of leader behavioral adequacy  
Chair: Fabrice De Zanet (Belgium)

Leadership complexity: The impact of behavioural, social and cognitive complexity on workplace interaction amongst healthcare managers  
Chair: Imelda McCarthy (United Kingdom)

Evaluation of the informal leaders in sport teams  
Chair: Julio Torrado Quintela (Spain)

Leadership competencies: Development and validation of a German translation of the Adaptive Leadership Competency Profile (ALCP)  
Chair: Tanja Bipp (Netherlands)

Organizational Justice and Trust as Mediators of Leadership Perceptions on Unit Commitment and Turnover Intentions in the Canadian Forces  
Chair: Maxime A. Tremblay (Canada)

The F-Word: The follower label, work attitudes, well-being, and performance  
Chair: Julian Barling (Canada)

Time delays and performance in business relationships  
Chair: Hannes Günter (Netherlands)

Time Management: Performance Preferences and Multiple Goal Management Strategies  
Chair: Daniela M. Kirchberg (Netherlands)

Temporal intelligence and time management  
Chair: Andrew Doyle (United Kingdom)

Managing time at work: an extended mediation model  
Chair: Brigitte J.C. Claessens (Netherlands)

Are implemental intentions effective to reduce the planning fallacy?  
Chair: Olaf Morgenroth (Germany)

Perceived equity of a personnel selection scenario: the effects of self-efficacy and selection decision  
Chair: Marco Giovanni Mariani (Italy)

Linking justice climate in service settings to customer evaluations  
Chair: Carolina Moliner (Spain)

Being Uncertain about What? Procedural Fairness Effects as a Function of General Uncertainty and Belongingness Uncertainty  
Chair: David De Cremer (Netherlands)

Relative Justice: The effect of disparate treatment within groups on individual level outcomes  
Chair: Michael Bashshur (Spain)

Predictors of (un)fairness perceptions and event recall in a sample of Portuguese pharmaceutical sales representatives  
Chair: David Patient (Portugal)
### Symposium S949

**Sala 15-16** 10:50 - 12:20  
**Commitment, citizenship, support and work and family conflict in health care organizations**  
*Chair: Adalgisa Battistelli (Italy)*

- The influence of organisational commitment on organisational citizenship behaviour  
  *Chair: Adalgisa Battistelli (Italy)*

- The Influence of WFC and Job Embeddedness on the Turnover Process  
  *Chair: Igor Portoghese (Italy)*

- Relational Commitments in Supervisor-Employee Dyads: A Study in Health Care Organizations  
  *Chair: Christian Vandenberghe (Canada)*

- Work-family conflict and organizational commitment among nurses  
  *Chair: Sabine Pohl (Belgium)*

- The impact of perceived organizational support, supervisor support, job characteristics on nurses’s organizational citizenship behaviours  
  *Chair: Sabine Pohl (Belgium)*

### Symposium S507

**Sala 8-9** 12:30 - 14:00  
**Causes and consequences of Work-based identity**  
*Chair: Gerhard Roodt (South Africa)*

- 360 Degrees feedback in a multi- and cross-cultural environment  
  *Chair: Jouko van Aggelen (Netherlands)*

- Work-based identity outcomes  
  *Chair: Chris Bothma (South Africa)*

- Enhancing Work Identity through Your Psychological Contract with the Organization  
  *Chair: Matthijs Bal (Netherlands)*

- Predictors of work-based identity  
  *Chair: Roslyn De Braine (South Africa)*

### Symposium S845

**Sala 12** 14:10 - 15:40  
**Adaptive Performance at Work**  
*Chair: Cornelia Niessen (Germany)*  
*Co-Chair: Jonas W. B. Lang (Netherlands)*  
*Discussant: Sharon Parker (United Kingdom)*

- Unlearning obsolete work behaviors in a changing task context  
  *Chair: Cornelia Niessen (Germany)*

- Using discontinuous growth models to study adaptive performance: Separating transition and reacquisition adaptation  
  *Chair: Jonas W. B. Lang (Netherlands)*

- Measuring Adaptive Performance: Development and validation of an instrument  
  *Chair: Ulrike Beuing (Germany)*

- It takes two: Exploring the relationship between adaptivity and proactivity in organizations  
  *Chair: Karoline Strauss (United Kingdom)*

### Invited Round Table IRT359

**Sala 11** 16:00 - 17:30  
**The boundaries of engagement**  
*Chair: Mark Griffin (United Kingdom)*
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<td><strong>Sala 25</strong></td>
<td>09:00 - 10:30</td>
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<td><strong>Organizational Behavior: Organizational Commitment</strong></td>
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| **Chair:** Nadège Maisy (Canada)  
| **Co-Chair:** Torvald Øgaard (Norway) |

Interpersonal Attachment and Organizational Commitment  
**Chair:** Claudia Eitznger (Austria)

The combination of occupational and organizational components of commitment in the prediction of focal and discretionary behaviors  
**Chair:** Athena Xenikou (Greece)

Dirty workers’ performance: On the importance of a multi-foci approach and commitment  
**Chair:** Nadège Maisy (Canada)

The impact of perceived corporate social responsibility (CSR) on organizational commitment: the mediating role of corporate image  
**Chair:** Patricia Duarte (Portugal)

Justice, commitment and performance on executive boards  
**Chair:** Torvald Øgaard (Norway)

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<th>Oral Session</th>
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<tr>
<td><strong>Sala 25</strong></td>
<td>10:50 - 12:20</td>
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<tr>
<td><strong>Organizational Behavior: Trust</strong></td>
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| **Chair:** Antonio Caetano (Portugal)  
| **Co-Chair:** Tuija Seppälä (Finland) |

Is the glass full or empty? The influence of critical incidents on trust during international military missions  
**Chair:** Maria Fors (Sweden)

Trust at first sight: The need for swift trust in temporary groups  
**Chair:** Peder Hyllengren (Sweden)

Reciprocity of trust between supervisor and subordinate  
**Chair:** Tuija Seppälä (Finland)

The role of organizational trust before and after management practices change  
**Chair:** Antonio Caetano (Portugal)

Trust and Distrust in Safety Leadership: Mirror Reflections?  
**Chair:** Stacey Conchie (United Kingdom)

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<th>Oral Session</th>
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<tr>
<td><strong>Sala 25</strong></td>
<td>14:10 - 15:40</td>
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<tr>
<td><strong>Organizational Behavior: Work Attitudes and Values</strong></td>
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| **Chair:** Antoni Barnard (South Africa)  
| **Co-Chair:** Anneloes Raes (Switzerland) |

Exploring the competencies of integrity in a work context  
**Chair:** Antoni Barnard (South Africa)

Organizational identification mediates the effects of perceived external prestige and communication climate on organizational behaviours  
**Chair:** Marino Bonaiuto (Italy)

Counterproductive Work Behaviour: The Role of Positive and Negative Affect  
**Chair:** Sally Turner (United Kingdom)

Is seeing believing, or is believing seeing? The causal ordering of employees’ perceived supervisor support, organization-based self-esteem, and cynicism  
**Chair:** Anneloes Raes (Switzerland)

Person-job fit and employee attitudes: The moderating role of POS and procedural justice  
**Chair:** Corine Boon (Netherlands)
Oral Session OS25

**Sala 24**
**16:00 - 17:30**

**Organizational Behavior: Job satisfaction**
*Chair:* Yvonne Ferreira (Germany)
*Co-Chair:* Anne Herrmann (United Kingdom)

How much detail do you need? - Predicting leadership skills using broad versus narrow measures of personality
*Chair:* Anne Herrmann (United Kingdom)

FEAT – Questionnaire to Evaluate Types of Job Satisfaction: Future Prospects of the Zurich Model
*Chair:* Yvonne Ferreira (Germany)

How motivation at work mediates the relationship between organizational commitment and outcomes
*Chair:* Emanuela Chemolli (Italy)

The Structure of Estimations regarding the Development of Work Satisfaction – A validation study
*Chair:* Paul Jimenez (Austria)

Estimations regarding the Development of Job Satisfaction as predictors of work-relevant types of behaviour
*Chair:* Paul Jimenez (Austria)

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**Poster P226**

**Pasillo Sur**
**09:00 - 14:00**

The applicability of the functional perspective and the role identity to organizational citizenship behaviors in Spanish employees: Preliminary results
*Chair:* Francisco José Tovar Martínez (Spain)

**Poster P336**

**Pasillo Sur**
**09:00 - 14:00**

Development of a Psychosocial Factors Monitoring Instrument in the Context of Flight Operations
*Chair:* Sara Casenave Lasvignes (Spain)

**Poster P48**

**Pasillo Sur**
**09:00 - 14:00**

The impact of empowerment on organizational commitment, job involvement, and organizational citizenship behaviors among school teachers: A Colombian sample
*Chair:* Guillermo Otálora (Colombia)

**Poster P1236**

**Pasillo Sur**
**09:00 - 14:00**

Perception of Learning Support in Clinical Analysis Laboratories
*Chair:* Juliana Seidl Fernandes de Oliveira (Spain)

**Poster P1841**

**Pasillo Sur**
**09:00 - 14:00**

Safety culture in action: coping strategies regarding human error
*Chair:* Teresa C. Oliveira (Portugal)

**Poster P903**

**Pasillo Sur**
**09:00 - 14:00**

When does adaptive performance yield higher overall job performance?
*Chair:* Mindy Krischer (USA)

**Poster P1908**

**Pasillo Sur**
**09:00 - 14:00**

Feedback, volunteer work satisfaction and performance in non-profit volunteer organizations
*Chair:* Iva Toni (Slovenia)

**Poster P241**

**Pasillo Sur**
**14:10 - 17:30**

Two Lighthouses to Navigate - Effects of Ideals and Counter-Ideals on Follower Identification and Satisfaction
*Chair:* Niels van Quaquebeke (Netherlands)
Predicting work attitudes and turnover intentions among officers: The importance of Adlerian personality attributes  
*Sponsor: Chair: Justina Liesiene (Lithuania)*

Business ethics meets organizational psychology: Do code of conduct correspond to psychological concepts of (un-)ethical behaviour?  
*Sponsor: Chair: Stefan Hoeft (Germany)*

Perception and Projection of Values in CEO-Top Manager Dyads  
*Sponsor: Chair: Sefa Hayibor (Canada)*

Mobbing, Labor Health and Organizational Behavior  
*Sponsor: Chair: Aixa L. Powell (Mexico)*

Universalism values as contents of a value-oriented psychological contract of volunteers  
*Sponsor: Chair: Tabea Scheel (Germany)*

Occupational self-efficacy: individual and organizational antecedents  
*Sponsor: Chair: Simona Ricotta (Italy)*

The epistemics of leader empowering behaviour  
*Sponsor: Chair: Steffen Giessner (Netherlands)*
The Impact of Leaders’ Personal Resources on Follower Behavior during Organizational Change  
*Chair: Maggie van den Heuvel (Netherlands)*

Formalising work in health care: What do we know, and what do practitioners think?  
*Chair: Jo Rick (United Kingdom)*

**Oral Session**  
**Sala 19-20**  
16:00 - 17:30  
Organizational Change and Development: Organizational Development Programs  
*Chair: Rob Briner (United Kingdom)*  
*Co-Chair: Ruth Alas (Estonia)*

Building a Systemic Model for Managing Occupational Health  
*Chair: Gregor James Jenny (Switzerland)*

Using participatory change to reduce lost time injury and illness  
*Chair: Jason Devereux (United Kingdom)*

Planned change or changed plan? Applicability of Western organizational change programs in transition countries  
*Chair: Ruth Alas (Estonia)*

Is Organizational Psychology Evidence-Based and Does it Matter?  
*Chair: Rob Briner (United Kingdom)*

**Poster**  
**Pasillo Sur**  
09:00 - 14:00  
Greenwood and Hinings’ Organizational Change Framework: Testing its relationship through SEM (structural equation modeling)  
*Chair: Elaine Neiva (Brazil)*

**Poster**  
**Pasillo Sur**  
09:00 - 14:00  
Efficacy of a blended learning course in the development of team work competency: Preliminary results  
*Chair: Graciela Ponte (Spain)*

**Poster**  
**Pasillo Sur**  
14:10 - 17:30  
Emerging models of masculinity within organizational settings. Remaining barriers and future challenges  
*Chair: Leire Gartzia (Spain)*

**ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE**

**State of Art**  
**SOA1887**  
**Auditorio Principal**  
16:00 - 17:00  
Where Do We Go From Here?  
*Chair: Sharon Parker (United Kingdom)*

**Round Table**  
**RT1274**  
**Sala 14**  
16:00 - 17:30  
Linking EAWOP and SIOP to Develop Study Abroad Programs for Graduate Students  
*Chair: Beverly Burke (USA)*

**Oral Session**  
**OS58**  
**Sala 13**  
09:00 - 10:30  
Organizational Structure, Culture and Climate: Safety and Organizational Climate  
*Chair: Marianna Virtanen (Finland)*  
*Co-Chair: Yueng-hsiang (Emily) Huang (USA)*

Educational organisation employees’ assessment of the necessity of entrepreneurship behavior in change making  
*Chair: Luydmila Karamushka (Ukraine)*

Corporate financial decision-makers’ perceptions of workplace safety: Medium- versus large-size companies  
*Chair: Yueng-hsiang (Emily) Huang (USA)*

Safety climate and norms influence on healthcare workers compliance with hand hygiene procedures  
*Chair: Magda Sofia Roberto (Portugal)*

Management safety justice - a critical aspect of safety climate  
*Chair: Anders Pousette (Sweden)*

Staff reports of psychosocial climate at school and adolescents’ health and well-being  
*Chair: Marianna Virtanen (Finland)*

**Oral Session**  
**OS56**  
**Sala 12**  
09:00 - 10:30  
Organizational Structure, Culture and Climate: Organizational Climate  
*Chair: Simon Albrecht (Australia)*  
*Co-Chair: Miguel Ángel Mañas Rodríguez (Spain)*

The influence of a Human Relations Climate on job satisfaction, affective commitment and turnover intentions: The mediating influence of employee engagement  
*Chair: Simon Albrecht (Australia)*
CLA, an instrument for the assessment of Organizational Climate: new standardization and psychometric studies with a sample over 20,000 Spanish employees
Chair: Sara Corral (Spain)

Work climate and organizational success: Results of a pilot-study in the Netherlands
Chair: Hein Wendt (Netherlands)

Organizational climate consequences in public administration
Chair: Miguel Ángel Mañas Rodríguez (Spain)

Organizational Climate: The state of the art in Brazil
Chair: Ana Rachel Carvalho-Silva (Brazil)

Poster 09:00 - 14:00
Action Research in a Medium-Sized Company: Organizational Climate Assessment as a Premise of Organizational Development
Chair: Serena Cubico (Italy)

Poster 09:00 - 14:00
A gender analysis segmented by seniority in public organizations
Chair: María José Martín Rodrigo (Spain)

Poster 09:00 - 14:00
The effect of supervising advance skill on identification, affiliation, and exchange commitment via mediator variables
Chair: Hamid Reza Oreyzi (Iran)

Poster 09:00 - 14:00
Learning Climate – Requiring alignment between working conditions and suggested key factors in workplace learning
Chair: Esther Hauver (Sweden)

Poster 09:00 - 14:00
Global Mindset Defined: Development of an empirical composite score
Chair: Sean Cruse (USA)

Poster 09:00 - 14:00
Determinants of a safe workplace: the role of safety climate
Chair: Inmaculada Silla (Spain)

Poster 09:00 - 14:00
Determinants of a safe workplace: the role of safety climate
Chair: Inmaculada Silla (Spain)

RESEARCH AND METHODOLOGY

Symposium 10:50 - 12:20
Effectiveness at Work: Investigating Its Structure and Improving Its Prediction Based on A Co-validation of Seven Personality and Three Aptitude Assessments
Chair: Rab MacIver (United Kingdom)
Co-Chair: Yves-Marie Beaujouan (France)
Discussant: Almuth McDowall (United Kingdom)

A is for Ability: The Validity of Three Swift Aptitude Assessments against the Matched Ability Criterion Model in the Saville Consulting Wave® Performance Culture Framework
Chair: Rainer Kurz (United Kingdom)

Shifting to a Criterion Focus: Integrating Performance Centric, Inductive and Deductive Questionnaire Development
Chair: Rab MacIver (United Kingdom)

The Structure of Work Effectiveness: An Expanded Model of Behaviour, Ability and Global Effectiveness (BAG) - Saville Consulting Wave® Performance Culture Framework
Chair: Rab MacIver (United Kingdom)

G is for Global: Comparing and Contrasting the Validity of Saville Consulting Wave Self-report and Swift Aptitude Tests against three Global Effectiveness Criteria
Chair: Heidi Oxley (United Kingdom)

B is for Behaviour: The Co-validation of Seven Personality Assessments against Work Effectiveness Measures
Chair: Peter Saville (United Kingdom)
Leadership Assessment through the Saville Consulting Wave® Professional Styles Expert and Types Report: Construct and Criterion-related Validation Evidence
Chair: Steffen Klaas Feindt (Germany)

**Oral Session OS119**

**Sala 8-9**  
**14:10 - 15:40**  
**Research and Methodology: Developing Measures**  
Chair: Jeremy Dawson (United Kingdom)  
Co-Chair: Benoit Lothe (Belgium)

Diversity in Work Groups: The Issue of Measurement  
Chair: Jeremy Dawson (United Kingdom)

Cognitive style profile in an international perspective: a study of Belgian and South-African respondents  
Chair: Karlien Vanderheyden (Belgium)

Social expectations and gender-role perceptions in Sardinia  
Chair: Silvia De Simone (Italy)

Situational Judgment Tests: Illustration of Item analysis by Classical Test Theory and Item Response Theory Approaches  
Chair: Benoit Lothe (Belgium)

**Oral Session OS95**

**Sala 23**  
**16:00 - 17:30**  
**Job Stress and Employee Well-being: Bullying**  
Chair: Katarzyna Durniât (Poland)  
Co-Chair: Christine Sprigg (United Kingdom)

Investigating prevalence rates of workplace bullying: How methodological artefacts influence rate disparities  
Chair: Stig Berge Matthiesen (Norway)

Exposure to bullying and psychological and organisational outcomes:  
Chair: Christine Sprigg (United Kingdom)

Mobbing in the Polish working environment  
Chair: Katarzyna Durniât (Poland)

Distinguishing between targets and non targets of bullying: Applying a roc-analysis to the Negative Acts Questionnaire  
Chair: Guy Notelaers (Norway)

**Oral Session OS122**

**Sala 8-9**  
**16:00 - 17:30**  
**Research and Methodology: Methods**  
Chair: Ana Hernández (Spain)  
Co-Chair: Angela Campillo Álvarez (Spain)

Assessing the relative importance of predictors in HRM-OB meta-analyses: Standing on the shoulders of giants?  
Chair: Stefan T. Mol (Netherlands)

A comparison of within-group agreement indices: A Monte Carlo simulation  
Chair: Ana Hernández (Spain)

A new instrument for assessing the entrepreneurial personality  
Chair: Angela Campillo Álvarez (Spain)

Measurement Invariance in the Organizational Field  
Chair: Eduardo Fonseca-Pedrero (Spain)

**Poster P1806**

**Pasillo Sur**  
**09:00 - 14:00**  
Using Employee Opinions to Predict Economic Trends and Business Performance  
Chair: Anne Herman (USA)

**Poster P1459**

**Pasillo Sur**  
**09:00 - 14:00**  
Methodological advances in psychosis-proneness assessment in the organizational field  
Chair: Eduardo Fonseca-Pedrero (Spain)

**Poster P1787**

**Pasillo Sur**  
**14:10 - 17:30**  
Measuring personality at work : development and validation of a new instrument based on the Enneagram  
Chair: Nathalie Delobbe (Belgium)
Symposium  
**Sala 13**  12:30 - 14:00  
**Customer Behavior and Service Quality: Public, Private, and Social Sectors**  
*Chair: Vicente Martinez (Spain)*

- Relationships between Service Quality and Customer Satisfaction: comparing two different service sectors  
  *Chair: Vicente Martinez (Spain)*

- Service quality and need in traditional and internet shopping  
  *Chair: Francisco J. Palaci (Spain)*

- Recurrent changes, job control and nurses’ perception of quality of services  
  *Chair: Peter Vlerick (Belgium)*

- Community satisfaction as a competitiveness factor: validation of QSM scale  
  *Chair: Leonor Cardoso (Portugal)*

- Vending machines, a school intervention to increase fruit and vegetables intake: a different impact on attitudes and behaviour?  
  *Chair: Salvatore Zappala’ (Italy)*

**Oral Session**  
**Sala 21**  16:00 - 17:30  
**Sustainable organizations: Social Responsibility**  
*Chair: Carmen Tabernero (Spain)*  
*Co-Chair: Gary Pfeiffer (United Kingdom)*

- Professional identity and the unionisation of Indian call centre agents  
  *Chair: Premilla D’Cruz (India)*

- Expert and lay thinking about collective risk. The case of water quality in the South of France  
  *Chair: Andreea Ernst-Vintila (France)*

- Corporate Social Responsibility: Setting An Agenda For The Contribution of Work Psychology  
  *Chair: Gary Pfeiffer (United Kingdom)*

- The Impact of Global Corporate Responsibility/Sustainable Business Practices on Local Employee Attraction, Retention and Development  
  *Chair: Anne Herman (USA)*

- Can service quality generate prosocial behaviors in communities?  
  *Chair: Carmen Tabernero (Spain)*

**Poster**  
**Pasillo Sur**  14:10 - 17:30  
**Approach to social representation of mobbing: preliminary study**  
*Chair: Luis González Fernández (Spain)*

- Unreported minor injuries, safety climate and personality: New category, new predictors?  
  *Chair: Nik Chmiel (United Kingdom)*

- Self-rated health and absence culture are independent determinants of Swedish municipalities’ rates of employee sickness absence  
  *Chair: Ingemar Akerlind (Sweden)*

- Effects of a preventive group intervention on career management, job retention and mental health  
  *Chair: Jukka Vuori (Finland)*

- Reduction of inappropriate behaviour and bullying at work - a workplace intervention among school staff  
  *Chair: Maarit Vartia (Finland)*

- Relationships between perceived justice and satisfaction - behavioral intentions: The role of justice dimensions interactions and previous history among customers and providers  
  *Chair: Iván Ricardo Ruiz Castro (Colombia)*
### Teams and Workgroups

**Invited Symposium**  
**IS1914**  
**Sala 14**  
**09:00 - 10:30**  
**Challenges of Virtual Collaboration**  
*Chair: Matti Vartiainen (Finland)*

- Mobile Work - Assessing the Complexity and Workload Factors as Challenges for Occupational Health Care  
  *Chair: Ursula Hyrkkänen (Finland)*

- Challenges of European SMEs in ICT-Enabled Global Collaboration: Results from A European Survey  
  *Chair: Karsten Gareis (Germany)*

- Meaning of Multiple Workplaces for a Distributed and Mobile Team  
  *Chair: Virpi Ruohomäki (Finland)*

- Virtual Collaboration in Small and Medium-Sized Businesses  
  *Chair: Andrea Gurtner (Switzerland)*

**Invited Symposium**  
**IS1915**  
**Sala 14**  
**10:50 - 12:20**  
**Intra-Team Processes in Virtual Collaboration**  
*Chair: Matti Vartiainen (Finland)*

- Leadership, Shared Understanding and Trust in Geographically Distributed Teams  
  *Chair: Robert Verburg (Netherlands)*

- Explicit Self-Commitment as Compensation of Detrimental Media Effects in Computer-Supported Teams  
  *Chair: Marion Wittchen (Germany)*

- The Effect of Psychological Safety on Virtual Team Learning  
  *Chair: Annika Wiedow (Germany)*

- The antecedents and consequences of group potency: A comparison of face-to-face and videoconference teams  
  *Chair: Lira Rodriguez (Spain)*

**Invited Symposium**  
**IS1916**  
**Sala 14**  
**12:30 - 14:00**  
**Technology, Cognition and Training in Distributed Collaboration**  
*Chair: Matti Vartiainen (Finland)*

- Effects of technology change on conflict and social identification in ongoing distributed teams  
  *Chair: Petra Bayerl (Netherlands)*

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**Poster**  
**P1611**  
**Pasillo Sur**  
**14:10 - 17:30**  
Health organizations and quality of working life: The perspective of the “Organizational Life Sustainability”  
*Chair: Laura Galuppo (Italy)*

**Poster**  
**P1751**  
**Pasillo Sur**  
**14:10 - 17:30**  
Story-telling about safety at work: a case study  
*Chair: Ezio Scatolini (Italy)*

**Poster**  
**P1335**  
**Pasillo Sur**  
**14:10 - 17:30**  
The role of social value orientation and perceived criticality of contributions in proenvironmental behavior  
*Chair: József Pántya (Hungary)*

**Poster**  
**P595**  
**Pasillo Sur**  
**14:10 - 17:30**  
Factors influencing the implementation of occupational safety and health law in Lebanon  
*Chair: Manal Azzi (Switzerland)*

**Poster**  
**P1047**  
**Pasillo Sur**  
**14:10 - 17:30**  
Empowerment and employees’ perceptions of service quality in services organizations  
*Chair: Alejandro Orgambídez Ramos (Spain)*

**Poster**  
**P1738**  
**Pasillo Sur**  
**14:10 - 17:30**  
A model to evaluate the learning outcome and to achieve a certification of the competences in the vocational training  
*Chair: Luca Cian (Italy)*

**Poster**  
**P1808**  
**Pasillo Sur**  
**14:10 - 17:30**  
Antecedents of organizational environmental performance: a structuralist approach for organizational identity  
*Chair: Olga Romão (Portugal)*
Macrocognition in teams: Understanding cognition in complex collaborative environments  
*Chair:* Eduardo Salas (USA)

Collaborative planning in vertical relationships: an examination of its antecedents  
*Chair:* Hannes Günter (Netherlands)

Training for virtual teams: developing a guide for organizational teams  
*Chair:* Mercedes Argaña (Spain)

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**Symposium**  
**Sala 15-16 09:00 - 10:30**  
**Diversity matters: New findings regarding team performance and health**  
*Chair:* Juergen Wegge (Germany)  
*Co-Chair:* Guido Hertel (Germany)  
*Discussant:* Beatrice Van der Heijden (Netherlands)

Age Diversity and Innovation: Diversity Beliefs and Burnout as Moderators  
*Chair:* Juergen Wegge (Germany)

Men’s and women’s health disorders and gender composition in teams: A multilevel examination  
*Chair:* Meir Shemla (Israel)

Does It Matter Who’s On a Diverse Team? Exploring the Interactive Effects of Team Diversity and Team Personality  
*Chair:* Eric Kearney (Germany)

Personal Innovation Behaviour Profiles in Age-Diverse Teams  
*Chair:* Christian Stamov Roßnagel (Germany)

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**Symposium**  
**Sala 4-5 09:00 - 10:30**  
**Teams and Workgroups: Team Design**  
*Chair:* Nuria Gamero (Spain)  
*Co-Chair:* Chantal Olckers (South Africa)

Diversity climate, identification and diversity promoting choices in organizations  
*Chair:* Karen van der Zee (Netherlands)

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**Symposium**  
**Sala 14 14:10 - 15:40**  
**Leadership in Virtual Teams**  
*Chair:* Matti Vartiainen (Finland)

Multiple roles of distributed team leaders  
*Chair:* Matti Vartiainen (Finland)

Towards the Smooth Running of Virtual Teams: A Team Self Guided Training  
*Chair:* Edurne Martínez Moreno (Spain)

Leadership, membership and structure - Developing a framework for virtual organizations  
*Chair:* Satu Lahteenmaki (Finland)

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**Oral Session**  
**OS19**

Sala 4-5 10:50 - 12:20  
**Incorporating cultural differences in the company: the role of diversity climate, attitudes and competencies**  
*Chair:* Karen van der Zee (Netherlands)

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Diversity attitudes, Cultural Diversity and Creativity  
*Chair:* Paul Paulus (USA)

Intercultural Effectiveness Training  
*Chair:* Jan Pieter van oudenhooven (Netherlands)
Multilevel Analysis of the Reciprocal Relationships between Social and Task Cohesion and Individual Satisfaction  
Chair: Nuria Gamero (Spain)

Poster P1310
Pasillo Sur 14:10 - 17:30
The best practice in the emergency room urgency, Hospital in Florence  
Chair: Alessandro Gattai (Italy)

Poster P88
Pasillo Sur 14:10 - 17:30
The Knowledge Loop, a knowledge management tool linking both science and profession in research-based work in organizations and academic teaching  
Chair: Elfriede M. Ederer-Fick (Austria)

Poster P205
Pasillo Sur 14:10 - 17:30
Culture and conflicts: The relation between the team cultural orientation for learning and intragroup conflict  
Chair: Carla Bastos (Portugal)

Poster P556
Pasillo Sur 14:10 - 17:30
Enabling conditions for team learning in health care teams: The role of beliefs about the interpersonal context and change-oriented leadership  
Chair: Aida Ortega (Spain)

Poster P1453
Pasillo Sur 14:10 - 17:30
Change management team building as a precondition of successful organizational adaptation to change  
Chair: Luydmila Karamushka (Ukraine)

Poster P1622
Pasillo Sur 14:10 - 17:30
The role of conflict in group creativity: a cultural comparison  
Chair: Shyhnan Liou (Taiwan)

Poster P1650
Pasillo Sur 14:10 - 17:30
Trust, in the mission area  
Chair: Miriam de Graaff (Netherlands)

Poster P1729
Pasillo Sur 14:10 - 17:30
Team coordination and medical decision making in Emergency Departments  
Chair: Silvia Gilardi (Italy)

Coordination patterns in anaesthesia teams and their relationship with non-technical skills and team performance  
Chair: Michael Josef Burtscher (Switzerland)

Poster P506
Pasillo Sur 14:10 - 17:30
Shared mental models in medicine: Cooperation of specialists with different expertise and roles  
Chair: Carolin Hanssen (Netherlands)

Poster P1466
Pasillo Sur 14:10 - 17:30
Participation in team goal-setting: Impact on team identification, performance and job satisfaction  
Chair: Sandra Pintor (Portugal)

Poster P1705
Pasillo Sur 14:10 - 17:30
"Pass me a spanner!": Conducting organizational research on team work  
Chair: Mark Robinson (United Kingdom)
### TECHNOLOGY AND KNOWLEDGE

#### Oral Session OS115

**Sala 19-20**  
**14:10 - 15:40**  
**Human Resource Management: Training Research and Experiences**  
*Chair:* Katrin Fischer (Switzerland)  
*Co-Chair:* Laurens Rook (Netherlands)

Cognitive Modeling as a mean for skill development of train dispatchers. Competence management in the Swiss Federal Railway  
*Chair:* Kathrin Gärtner (Switzerland)

Situation Awareness Training in Train Driving  
*Chair:* Katrin Fischer (Switzerland)

The potential use of professional training for knowledge management: an empirical research with social economy organizations  
*Chair:* Andreia Meireles (Portugal)

Imitation and Creativity in Idea Generation: Effects of Self-Regulatory Focus and Exemplar Presentation  
*Chair:* Laurens Rook (Netherlands)

### Poster P935

**Pasillo Sur**  
**14:10 - 17:30**  
The relationship between climate and the satisfaction of work teams: an empirical analysis in the capital of Brazil  
*Chair:* Juliana Seidl Fernandes de Oliveira (Spain)

Facilitators and inhibitors of an organizational learning culture  
*Chair:* Teresa Rebelo (Portugal)

Operational and Organisational Learning in a European Financial Institution  
*Chair:* Teresa Carla Oliveira (Portugal)

### Poster P1500

**Pasillo Sur**  
**14:10 - 17:30**  
Learning Strategies in a Context of Tragedy at Work  
*Chair:* Jairo Eduardo Borges-Andrade (Brazil)

### WORK-FAMILY INTERFACE

#### Oral Session OS105

**Sala 23**  
**12:30 - 14:00**  
**Job Stress and Employee Well-being: Engagement and Motivation**  
*Chair:* Maria Peeters (Netherlands)  
*Co-Chair:* Sue Anderson (United Kingdom)

Trust in Immediate Supervisor and Job Performance: An Investigation of Their Relationship with Work Engagement  
*Chair:* Aamir Chugtai (Ireland)

Learning strategies at work among Brazilian psychologists  
*Chair:* Jairo Eduardo Borges-Andrade (Brazil)

Development of A Measure of Learning from Failure in Healthcare Organizations  
*Chair:* You-Ta Chuang (Canada)
Does sleep quality moderate the relationship between work-home interaction and psychological strain?  
*Chair: Ana Isabel Sanz Vergel (Spain)*

Satisfied and creative? - Forms of work satisfaction and employee creativity  
*Chair: Jennifer Gunke (Germany)*

Work-family culture and job performance: Does work engagement mediate this relationship?  
*Chair: Maria Peeters (Netherlands)*

Work-Life Balance Developmental interventions – organisational and individual (“global” vs “local”)  
*Chair: Sue Anderson (United Kingdom)*

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**Poster**  
**P1783**

**Pasillo Sur**  
**09:00 - 14:00**

Work-life balance and well-being at work on academic and health professionals  
*Chair: Josep M. Blanch (Spain)*

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**Poster**  
**P1298**

**Pasillo Sur**  
**14:10 - 17:30**

Unemployment: The conflict of division of gender roles emerges again  
*Chair: Garbiñe Ortiz (Spain)*

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**Poster**  
**P835**

**Pasillo Sur**  
**14:10 - 17:30**

Flexible Policy on Turnover Intentions: The Mediating Role Work to Family Enrichment  
*Chair: Aline Masuda (Spain)*

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**Poster**  
**P1587**

**Pasillo Sur**  
**14:10 - 17:30**

Dealing with always on phenomena and work-life balance among knowledge workers  
*Chair: Katrine Kjøller Neergaard (Denmark)*

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**Poster**  
**P1295**

**Pasillo Sur**  
**14:10 - 17:30**

The role of stereotypes in the maintenance of the gap between private and professional life  
*Chair: Garbiñe Ortiz (Spain)*

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**Poster**  
**P607**

**Pasillo Sur**  
**14:10 - 17:30**

Gender differences in the job-related stress process: Does private life context make a difference?  
*Chair: Susanne Beijer (Netherlands)*

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**Poster**  
**P842**

**Pasillo Sur**  
**14:10 - 17:30**

The Interaction Effects of Core Self Evaluation and Perceived Organizational Support on Work-to-Family Enrichment  
*Chair: Aline Masuda (Spain)*

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**Poster**  
**P1065**

**Pasillo Sur**  
**14:10 - 17:30**

Influence of job attitudes, public-private organizational settings and family factors in work-family conflict: An european study in Basque Country and Emilia Romagna region  
*Chair: Javier Cerrato (Spain)*

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**Poster**  
**P1771**

**Pasillo Sur**  
**14:10 - 17:30**

Time perception and work-life balance: a case study  
*Chair: Ezio Scatolini (Italy)*
# Program

**Saturday, May 16**

## Changing Employment Relations

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<tr>
<th>Symposium</th>
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<tbody>
<tr>
<td>Sala 13</td>
<td>09:00 - 10:30</td>
</tr>
<tr>
<td><strong>Employability in the contemporary era of change</strong></td>
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<tr>
<td>Chair: Nele De Cuyper (Belgium)</td>
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</tbody>
</table>

- Employability and burnout in a restructuring context: Longitudinal evidence  
  Chair: Nele De Cuyper (Belgium)

- Employability, Employability measures and job insecurity  
  Chair: Tinka Van Vuuren (Netherlands)

- Quantitative and qualitative job insecurity: Are they differently associated with perceived employability?  
  Chair: María Bábara Alarco Ferradas (Peru)

- Employability as a moderator of the relationship between job insecurity and commitment to change  
  Chair: Erik Berntson (Sweden)

- Contribution of employability to employee and organizational outcomes: A matter of good employment relationships?  
  Chair: Beatrice Van der Heijden (Netherlands)

- The role of employability and work motivation in explaining the reservation wage of older employees  
  Chair: Dave Stynen (Belgium)

## Emotions in the Workplace

<table>
<thead>
<tr>
<th>Oral Session</th>
<th>OS17</th>
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</thead>
<tbody>
<tr>
<td>Sala 19-20</td>
<td>10:50 - 12:20</td>
</tr>
<tr>
<td><strong>Emotions in the Workplace: Emotional Labour</strong></td>
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<tr>
<td>Chair: Sara De Hauw (Belgium)</td>
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<tr>
<td>Co-Chair: Alia Al Serkal (United Arab Emirates)</td>
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</tbody>
</table>

- Emotional labor in management functions and its relation with work engagement and job satisfaction  
  Chair: Roberta Agusso Celeste (Portugal)

- Mapping the emotional display rules at work: An explorative study  
  Chair: Sara De Hauw (Belgium)
To Investigate if Emotional Labour and Organisational Expectations Predict Outcomes Like Burnout, Physical and Psychological Well being
Chair: Alia Al Serkal (United Arab Emirates)

Dyadic emotion regulation in resident physicians: Personal and interpersonal effects on burnout, well-being and performance
Chair: Raquel Rodriguez-Carvajal (Spain)

ENTRY, EXIT, AND MOBILITY

Invited Symposium IS453
Sala 10 09:00 - 10:30
Individual strategies towards late career issues and retirement
Chair: Marco Depolo (Italy)

Retirement and wellbeing: meta - analysis and structural equation model
Chair: Gabriela Topa Cantisano (Spain)

Understanding the different outcomes of early retirement: cluster analysis as a first step to map (early) retirees’ experiences
Chair: Carlos-María Alcover (Spain)

Self-efficacy and Social Support as Antecedents of Well-Being and Satisfaction
Chair: Rita Chiesa (Italy)

Values and planned retirement age
Chair: Rita Claes (Belgium)

Factors influencing older workers’ attitudes towards work: A conceptual analysis illustrated with empirical data from Belgium and the Netherlands
Chair: Rene Schalk (Netherlands)

Organizational commitment and late career plans among employees aged 50+
Chair: Alexis le Blanc (France)

Symposium S188
Sala 13 10:50 - 12:20
Careers in later stages of life - Current and future trends in a European context
Chair: Astrid Podsiadlowski (Austria)

Careers in later stages of life - Current and future trends in a European context
Chair: Barbara Demel (Austria)

Careers in the life course – Career concepts and development of two age groups in Austria
Chair: Katharina Chudzikowski (Austria)

Future scenarios of careers in later stages of life – contextual factors and their consequences
Chair: Astrid Podsiadlowski (Austria)

Career trajectories and transitions of older school teachers in Germany and the UK: The influence of institutional, school-level and “private” factors on employment decisions in later life
Chair: Heike Schroeder (United Kingdom)

Demographic evolution of the active population in Spain. From now to 2050. How to deal with changing work capabilities (a preliminary approach)
Chair: Carlos Obeso (Spain)

HUMAN RESOURCE MANAGEMENT

Symposium S594
Sala Compostela 10:50 - 12:20
Crew resource management training
Chair: Juergen Sauer (Switzerland)
Co-Chair: Annette Kluge (Germany)

Coordination and heedful interrelating in cockpit crews – Training implications from a simulator study
Chair: Gudela Grote (Switzerland)

Enhancing leadership and performance by minimal invasive training: The case of medical emergency driven groups treating a cardiac arrest in a high fidelity simulator
Chair: Franziska Tschan (Switzerland)

Crew resource management training in process control: effects of ill-matching team compositions
Chair: Juergen Sauer (Switzerland)

The Science and Practice of CRM training: Some observations after three decades
Chair: Eduardo Salas (USA)

Evaluating CRM Activities in military and civil aviation
Chair: Annette Kluge (Germany)

Symposium S124
Sala Obradoiro 10:50 - 12:20
The Role of Core Self-Evaluations in Current Organizational Research
Chair: Tobias Heilmann (Switzerland)
The influence of situational and dispositional factors on job satisfaction. Results of an employee survey in a Swiss branch of a pharmaceutical company  
_Chair: Esther Maier (Switzerland)_

How Followers’ Core Self-Evaluations Influence the Perception of Transformational Leadership and Individual Outcomes  
_Chair: Tobias Heilmann (Switzerland)_

Self-Evaluation of Competence and Control in Job-Related Training  
_Chair: Michaela Heinecke (Germany)_

The Role of Core Self-Evaluations and Voice in Predicting Performance Appraisal Reactions  
_Chair: Hubert Annen (Switzerland)_

Examining mediators of the Core Self-Evaluations Job Satisfaction Relationship  
_Chair: Christiane Spitzmueller (USA)_

Core self-evaluations and foreign assignments  
_Chair: Erika Spieß (Germany)_

**Oral Session**  
**OS7**

**Sala 19-20**  
**09:00 - 10:30**

**Human Resource Management: Selection and Assessment**  
_Chair: Mike Clinton (United Kingdom)_  
_Co-Chair: Luis Fernando Diza Vilela (Spain)_

Testing Universalistic & Contingency Theories of HRM at the Individual-Level: Invariance of the Outcomes of HR Practices across Different Employee Levels  
_Chair: Mike Clinton (United Kingdom)_

How selection procedures are perceived by their users: A qualitative interview study  
_Chair: Cornelius J. König (Switzerland)_

A multicriteria decision aid for making selection pronouncements  
_Chair: Luis Fernando Diza Vilela (Spain)_

Job Quality and Perceived Overqualification in Graduate Occupations  
_Chair: Belgin Okay (United Kingdom)_

**Poster**  
_P569_

**P569**

**Posters**

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<tr>
<th>Time</th>
<th>Session</th>
<th>Title</th>
<th>Chair</th>
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<tbody>
<tr>
<td>09:00 - 12:20</td>
<td>Pasillo Sur</td>
<td>Screening Resumes of Maghreb/Arab Job Applicants: The Relative Importance of Applicant Name, Skin Tone, and Job Type</td>
<td>Eva Derous (Netherlands)</td>
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<tr>
<td>09:00 - 12:20</td>
<td>Pasillo Sur</td>
<td>Training Program: Gender Identity of Female Managers as the Factor of Organizations’ Effectiveness</td>
<td>Irina Bondarevskaya (Ukraine)</td>
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<tr>
<td>09:00 - 12:20</td>
<td>Pasillo Sur</td>
<td>An age adaptive Behavior Modeling Training (BMT) as an element of elearning</td>
<td>Katrin Noefer (Germany)</td>
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<tr>
<td>09:00 - 12:20</td>
<td>Pasillo Sur</td>
<td>Equal Employment Opportunities and Biodata in Web Recruitment: a Qualitative Analysis of the Stock Exchange Companies in Spain</td>
<td>Antonio León García-Izquierdo (Spain)</td>
</tr>
<tr>
<td>09:00 - 10:30</td>
<td>Sala 22</td>
<td>Job Stress and Employee Well-being: Self and Collective Efficacy Processes and Outcomes</td>
<td>Carmen Tabernero (Spain)</td>
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<tr>
<td>09:00 - 10:30</td>
<td>Sala 22</td>
<td>The mediating effects of self-efficacy on the relationship between transformational leadership and psychological well-being: A longitudinal field study</td>
<td>Karina Nielsen (Denmark)</td>
</tr>
<tr>
<td>09:00 - 10:30</td>
<td>Sala 22</td>
<td>Social Skills and Self-efficacy among Managers and Career Counselors</td>
<td>Elizabeth Crider (USA)</td>
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<tr>
<td>09:00 - 10:30</td>
<td>Sala 22</td>
<td>How collective efficacy predicts collective flow: About the mediating role of challenge and skills</td>
<td>Alma Rodriguez Sanchez (Spain)</td>
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<tr>
<td>09:00 - 10:30</td>
<td>Sala 22</td>
<td>The predictive role of efficacy beliefs on the prediction of task engagement and task satisfaction</td>
<td>Maria Vera (Spain)</td>
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<tr>
<td>09:00 - 10:30</td>
<td>Sala 22</td>
<td>Self-efficacy and cultural intelligence in the acculturation strategies at work</td>
<td>Carmen Tabernero (Spain)</td>
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<tr>
<td>10:50 - 12:20</td>
<td>Auditorio Principal</td>
<td>A Day in the Life of a Happy Worker</td>
<td>Despoina Xanthopoulou (Netherlands)</td>
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<tr>
<td>10:50 - 12:20</td>
<td>Auditorio Principal</td>
<td>A Diary Study on the Happy Worker: How Job Resources Generate Positive Emotions and Build Personal Resources</td>
<td>Despoina Xanthopoulou (Netherlands)</td>
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<tr>
<td>10:50 - 12:20</td>
<td>Auditorio Principal</td>
<td>Joy, Happiness and Total Involvement at Work: Flow experiences as a mediator between the state of Being Recovered in the Morning and Affective States at the End of a Workday</td>
<td>Maike E. Debus (Switzerland)</td>
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<tr>
<td>09:00 - 12:20</td>
<td>Sala 23</td>
<td>Job Stress and Employee Well-being: Burnout</td>
<td>Juergen Glaser (Germany)</td>
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<tr>
<td>09:00 - 12:20</td>
<td>Sala 23</td>
<td>Psychometric properties of the Burnout Inventory</td>
<td>Chantal Oickers (South Africa)</td>
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<tr>
<td>09:00 - 12:20</td>
<td>Sala 23</td>
<td>Bergen Burnout Inventory (BBI) validated against Effort-Reward Imbalance Model: A comparison of Finnish and Estonian managers</td>
<td>Johanna Rantanen (Finland)</td>
</tr>
</tbody>
</table>
Work-nonwork conflict – association with job autonomy and risk for burnout among employees in Switzerland  
*Chair:* Rebecca Brauchli (Switzerland)

Engagement and Burnout of Physicians – an Examination of Longitudinal Relationships  
*Chair:* Juergen Glaser (Germany)

### Oral Session  OS66

#### Sala 22  10:50 - 12:20

**Job Stress and Employee Well-being: Absenteeism and Sick-Leave**  
*Chair:* Roland Blonk (Netherlands)  
*Co-Chair:* Louise Tourigny (USA)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  A new scale to measurement well being in organization and improve it  
  *Chair:* Alessandro Gattai (Italy)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  Rehabilitation increases well-being at work  
  *Chair:* Maija Tirkkonen (Finland)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  Do women and men differ in well-being at work in an emergency hospital units?  
  *Chair:* Miguel Bernabé (Spain)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  The mediating role of needs satisfaction on relationships between work environment factors and psychological health at work  
  *Chair:* Jean-Sébastian Boudrias (Canada)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  Empowerment and contact employees’ well being in services organizations  
  *Chair:* Alejandro Orgambídez Ramos (Spain)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  A first approach to emergency physicians healthy life style and feelings of job  
  *Chair:* Miguel Bernabé (Spain)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  Construction of social ties and their implications for work-related well-being and the exercise of citizenship: supermarket employees in Santiago, Chile  
  *Chair:* Juan Pablo Toro (Chile)

- **Poster**  
  **Pasillo Sur  09:00 - 12:20**  
  Quality of Work Life project: development, data and implications  
  *Chair:* Rosário Lima (Portugal)

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The Management of Alcohol-Related Issues in Austrian Companies-Problems and Possibilities of Prevention and Intervention  
*Chair:* Senta Feselmayer (Austria)

Predictors of long term absenteeism in people with emotional distress  
*Chair:* Evelien Brouwers (Netherlands)

Working wounded or engaged? Australian work conditions and consequences through the lens of the Job Demands-Resources Model  
*Chair:* Garry Hall (Australia)

The role of Self-efficacy in the Return to Work process of employees with common mental disorders  
*Chair:* Roland Blonk (Netherlands)

Emotional exhaustion and absence: Can supervisors prevent withdrawal and sustain performance?  
*Chair:* Louise Tourigny (USA)

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**Poster**  
**P105**

**Pasillo Sur  09:00 - 12:20**  
The influence of hope on the relationship between job insecurity and general health  
*Chair:* Elrie Botha (South Africa)

**Poster**  
**P378**

**Pasillo Sur  09:00 - 12:20**  
The Dimensionality of Spanish version of GHQ-12 in immigrant and native workers  
*Chair:* Antonio León García-Izquierdo (Spain)
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<tr>
<td>09:00 - 12:20</td>
<td>Poster</td>
<td>Happiness, job characteristics and self-efficacy. A self-validation</td>
<td>Gladys Rolo-González (Spain)</td>
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<td>Organisational Energy of employees in a South African financial</td>
<td>Nicolene Barkhuizen (South</td>
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<td>Workplace bullying and well-being: The role of identity work</td>
<td>Premilla D’Cruz (India)</td>
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<td>Time management and personality</td>
<td>Alexander Häfner (Germany)</td>
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<td>Physical symptoms: Work determinants and the moderating effect of</td>
<td>Paola Gatti (Italy)</td>
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<td>Individual and Organizational indicators of employees’ well-being:</td>
<td>Delia Virga (Romania)</td>
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<td>Perceived control of time as an important factor concerning</td>
<td>Sabine Schwäble (Germany)</td>
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<td>Internal Marketing and Well-Being at work</td>
<td>Joana Santos (Portugal)</td>
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<td>Work Family Values, Goals, on Life Satisfaction: The role of Motives</td>
<td>Aline Masuda (Spain)</td>
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<td>Well-being of employees in a South African Financial Institution</td>
<td>Nicolene Barkhuizen (South</td>
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<td>A model of the promotion of health and well-being in hospital staff:</td>
<td>Ian Clifford (Ireland)</td>
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<td>The relationships linking organisational culture, stress and change:</td>
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<td>Well-being: the definitions, main approaches and its applications</td>
<td>Onofre Miranda (Brazil)</td>
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<td>Organizational culture and burnout syndrome development</td>
<td>Fernando Gastal de Castro (France)</td>
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<td>LEADERSHIP AND MANAGEMENT</td>
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<td>Power and leader effectiveness</td>
<td>Marius van Dijke (Netherlands)</td>
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<td>Exerting power in schools: A study about factors that influence</td>
<td>Jef Syriot (Netherlands)</td>
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<td>The Role of Power in Explaining Procedural Fairness Effects</td>
<td>Marius van Dijke (Netherlands)</td>
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High and low power leaders: differential relationships between corporate integrity, employee commitment and justice
Chair: Barbara Wisse (Netherlands)

High power increases social value orientation effects on interpersonal behavior when norms are clear
Chair: Gerben Langendijk (Netherlands)

Do Leaders Care? The Effect of Power and Belongingness Motives on Leader’s Self-Sacrifice
Chair: Niek Hoogervorst (Netherlands)

High and low power leaders: differential relationships between corporate integrity, employee commitment and justice
Chair: Barbara van Knippenberg (Netherlands)

Sala 8-9 09:00 - 10:30
Leadership and Management: Leadership Styles
Chair: Marcos Alonso Rodriguez (United Kingdom)
Co-Chair: Victoria Visser (Netherlands)

The paradox of Active Management by Exception
Chair: Marcos Alonso Rodriguez (United Kingdom)

Leading to Growth: The Michelangelo Phenomenon in Leadership
Chair: Suzanne van Gils (Netherlands)

Leader Affective Displays, Follower Performance, and Perceptions of Leadership Effectiveness
Chair: Victoria Visser (Netherlands)

Communicative behavior of leaders
Chair: Angelique Bakker (Netherlands)

Androgynous Style Wanted: Leadership Style of Canada and USA
Chair: Caroline Coulombe (France)

Oral Session OS63

Sala 8-9 10:50 - 12:20
Leadership and Management: Leadership Theoretical Models
Chair: Dave Bartram (United Kingdom)
Co-Chair: Esther Lopez-Zafra (Spain)

Comparing metaphors about women’s access to workplace
Chair: Esther Lopez-Zafra (Spain)

Leadership Competencies: Differences in patterns of potential across eleven European countries as a function of gender and managerial experience
Chair: Dave Bartram (United Kingdom)

Leadership Derailment and the Role of Personality
Chair: Anne Herrmann (United Kingdom)

Circumplex Leadership Scan
Chair: Marleen Redecker (Netherlands)

Team Leadership in Child Protection Teams
Chair: Ana Margarida Graça (Portugal)

Poster P35

Pasillo Sur 09:00 - 12:20
Causal attributions and gender stereotypes at the workplace: A cross-cultural comparison
Chair: Esther Lopez-Zafra (Spain)

Poster P142

Pasillo Sur 09:00 - 12:20
Managing conflict with leaders and colleagues, how do we react?
Chair: José M. León-Pérez (Spain)

Poster P794

Pasillo Sur 09:00 - 12:20
Training of impressions and interpersonal attraction: Effects in the style of conflict management
Chair: Gabriela Goncalves (Portugal)

Poster P999

Pasillo Sur 09:00 - 12:20
Affective choice of conflict styles
Chair: Amaviá Méndez (Spain)

Poster P1312

Pasillo Sur 09:00 - 12:20
The effectiveness of employee development interviews
Chair: Roman Soucek (Germany)

Poster P103

Pasillo Sur 09:00 - 12:20
The relationship between leadership, organisational cultural and service performance of employees in a South African financial institution
Chair: Nicolene Barkhuizen (South Africa)
**PASILLO SUR 09:00 - 12:20**

**Economic Behaviour and Imperfectly Choices in Expert and Ordinary People: A Perfect Imperfection**  
Chair: Massimo Bustreo (Italy)

**Big Five and Conflict Styles: The Spanish case**  
Chair: Carlos Montes (Spain)

**The persuasion in the organizations: Influence of the organizational communication in the culture of the innovation in organizations**  
Chair: Juan Jose Arrospide (Spain)

**Ethical strain in managerial work**  
Chair: Risto Puutio (Finland)

**ORGANIZATIONAL BEHAVIOR**

**Invited Symposium**  
IS157

**Employee commitment, health and motivation**  
Chair: Christian Vandenberghe (Canada)  
Discussant: Rolf van Dick (Germany)

Organizational Commitment and Employee Psychological Well-Being: A Longitudinal Study  
Chair: Christian Vandenberghe (Canada)

Commitment and Culture as Moderators of the Job Stress-Withdrawal Relationship: Evidence from Turkish Organizations  
Chair: S. Arzu Wasti (Turkey)

**Symposium**  
S417

**Towards understanding work-based identity formation**  
Chair: Gerhard Roodt (South Africa)

Identity work at work: Tactics and strategies  
Chair: Byron Adams (South Africa)

Reflections on identity tensions and demands that mobilise identity work at work  
Chair: Anne Crafford (South Africa)

Critical elements in defining work-based identity in a post-apartheid South Africa  
Chair: Sandra Lloyd (South Africa)

A dual process model for developing employee engagement: A work-based identity perspective  
Chair: Gerhard Roodt (South Africa)

**Sala 24 09:00 - 10:30**

Organizational Behavior: Work Motivation  
Chair: Salvatore Zappala´ (Italy)  
Co-Chair: Rein De Cooman (Belgium)

Open Source Acceptance Across Time: Influence of Individual and Organizational Resources on Pre- and Post-Adoption Acceptance Beliefs  
Chair: Salvatore Zappala´ (Italy)

The role of the employment sector: Integrating different motivation-related concepts and examining sectoral differences  
Chair: Rein De Cooman (Belgium)

Motivations in Volunteer Work  
Chair: Teresa Proença (Portugal)
Employees’ motivational profiles: Does quality or quantity of motivation matter?
*Chair: Anja Van den Broeck (Belgium)*

Personal work goals viewed through the Effort-Reward Imbalance model: A cross-cultural comparison of Finnish and Estonian managers
*Chair: Katriina Hyvönen (Finland)*

**Oral Session**, **OS9**

**Sala 23** 10:50 - 12:20
**Human Resources Management: Creative Performance**
*Chair: Dirk Buyens (Belgium)*
*Co-Chair: Ana María Calles (Spain)*

Feedback-Seeking Behavior as a Self-Regulation Strategy for Creative Performance
*Chair: Dirk Buyens (Belgium)*

Creative Performance in the context of climate for innovation, support and positive mood
*Chair: Veronika Büch (Germany)*

How efficacy beliefs predict risk- and innovative behaviours in different work settings
*Chair: Laura Lorente (Spain)*

How Expected Evaluation and Personality affect Creativity
*Chair: Marjette Slijkhuis (Netherlands)*

Is 360-degree feedback just enough or specific intervention strategies are required?
*Chair: Ana María Calles (Spain)*

**Oral Session**, **OS4**

**Sala 24** 10:50 - 12:20
**Human Resources Management: Contextual Performance**
*Chair: Monica Blaga (Netherlands)*
*Co-Chair: Ali Mehdad (Iran)*

The study of relationship between organizational citizenship behaviours (OCBs) and counterproductive work behaviours (CWBs) among Iranian automotive workers
*Chair: Ali Mehdad (Iran)*

On the influence of individual attachment styles on OCB
*Chair: Claudia Eitzinger (Austria)*

Easy and Difficult Performance-Approach Goals: Their Moderating Effect on the Relation between Task Interest and Performance Attainment
*Chair: Monica Blaga (Netherlands)*

Perceived work and organizational characteristics as predictors of three forms of citizenship performance
*Chair: Jenny Sarah Wesche (Germany)*

**Poster** P161
**Pasillo Sur** 09:00 - 12:20
Managing upwards: The influencing tactics used by subordinates
*Chair: Rachel Morrison (New Zealand)*

**Poster** P812
**Pasillo Sur** 09:00 - 12:20
Development of Trust in Coworkers in Collectivistic Cultures
*Chair: Selin Eser (Turkey)*

**Poster** P402
**Pasillo Sur** 09:00 - 12:20
The Role of Organizational Justice in Promotion Decisions
*Chair: Jurgita Lazauskaite-Zabielske (Lithuania)*

**Poster** P890
**Pasillo Sur** 09:00 - 12:20
The Effect of Overcontrolling and Autonomy-Supportive Leadership on Subordinates Perceptions
*Chair: Stacie Byrne (Canada)*

**Poster** P1823
**Pasillo Sur** 09:00 - 12:20
Organizational Trust, Risk and Creativity
*Chair: Ana Veloso (Portugal)*

**Poster** P802
**Pasillo Sur** 09:00 - 12:20
The importance of trust in the relation between HR climate and work engagement: three distinct models
*Chair: Linda Mertens (Belgium)*

**Poster** P1221
**Pasillo Sur** 09:00 - 12:20
What happens if you tip the balance? The influence of status inconsistency on stress and turnover intentions
*Chair: Renee de Reuver (Netherlands)*
ORGANIZATIONAL CHANGE AND DEVELOPMENT

Keynote Address K1947

12:30 - 13:30

Auditorio Principal

The alliance of organizational psychologists: A global federation
Chair: Gary Latham (Canada)

Invited Symposium IS527

Sala 11

09:00 - 10:30

Changing organizations and new work practices: Consequences for managers and employees
Chair: Magnus Sverke (Sweden)

Organizational ownership and change perceptions: What factors are important for the employee’s experience of organizational changes?
Chair: Johnny Hellgren (Sweden)

The Evolution of Recruitment and Selection Practices in Canada
Chair: Victor Catano (Canada)

Managing Professionals: A Qualitative Investigation into Compensating for Low Expert Power
Chair: Kevin Kelloway (Canada)

A qualitative study of organisational change and health among women in the public sector in Sweden
Chair: Hugo Westerlund (Sweden)

Validation of the herscovitch-meyer three-component model of commitment to change among public sector managers in Pakistan
Chair: Magnus Sverke (Sweden)

Invited Symposium IS1933

Sala 11

10:50 - 12:20

Applied Work and Organisational Psychology in Steel Industry
Chair: Ute Schmidt-Brasse (Germany)
Discussant: Zoltan Bogathy (Romania)

Organizational and social resistance to changes in an organization
Chair: Marta Stasila-Sieradzka (Poland)

Chair: Elena Berdnikova (Ukraine)

HR Management in a changing framework of an aging society and modern technology
Chair: Markus Rottwinkel (Germany)

Change holds chances” - UGITECH SMEZ’s ongoing path to excellence
Chair: Ute Schmidt-Brasse (Germany)

Risk perception and comparative optimism in industrial plants
Chair: Didier Raffin (France)

Symposium S346

Sala 14

09:00 - 10:30

Critical Organisational Psychology: A relational approach to organising
Chair: Lucia Garcia-Lorenzo (United Kingdom)

Reflections on making organising processes visible and actionable: anecdotes and stories from a youth inclusion programme
Chair: Sevasti-Melissa Nolas (United Kingdom)

The dynamics of partnerships: Relational practices in a voluntary sector project
Chair: Lucia Garcia-Lorenzo (United Kingdom)

A developmental study of organizational commitment
Chair: Maria Simosi (Greece)

Relational Practices: a generative metaphor for emerging organizing
Chair: Rene Bouwen (Belgium)

The self as networks, a relational perspective on deep learning in dynamic and complex contexts’
Chair: Rombout Van Den Nieuwenhof (Netherlands)

Oral Session OS99

Sala 21

10:50 - 12:20

Organizational Change and Development: Organizational Change Processes
Chair: Jo Rick (United Kingdom)
Co-Chair: Elaine Neiva (Brazil)

What is collaboration?: Discursive struggles for meaning in English health and social care organizations
Chair: Diane Burns (United Kingdom)

Organizational change perception: the role of individuals’ attitudes and organizational characteristics
Chair: Elaine Neiva (Brazil)
Creating a hybrid role - The experience of a health care funder
Chair: Kate Hinds (United Kingdom)

Good rules and bad rules: The art of formalisation in healthcare
Chair: Jo Rick (United Kingdom)

Poster
P568

Pasillo Sur 09:00 - 12:20
Challenges of manager-subordinate conversations
Chair: Taimi Elenurm (Estonia)

Poster
P682

Pasillo Sur 09:00 - 12:20
Discursive practices in organizational process consulting
Chair: Risto Puutio (Finland)

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P1770

Pasillo Sur 09:00 - 12:20
Organizational Development: Impact of a coaching process for managerial skills development in a financial services cooperative
Chair: Jesús Ortego (Spain)

Poster
P646

Pasillo Sur 09:00 - 12:20
The perceived uncertainty in work among civil servants following belgian public service reforms
Chair: Catherine Hellemans (Belgium)

Poster
P749

Pasillo Sur 09:00 - 12:20
The power of professionally situated practice analysis in redesigning organizations
Chair: Laura Galuppo (Italy)

Poster
P1344

Pasillo Sur 09:00 - 12:20
Transfer of training: do exist any differences between interpersonal and cognitive training?
Chair: Michela Loi (Italy)

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

Oral Session OS62

Sala 12 10:50 - 12:20
Organizational Structure, Culture, and Climate: Organizational Ethics and Social Responsibility
Chair: Ekaterina Molodykh (Russia)
Co-Chair: Claudia Almeida (Portugal)

Interdependence between organizational culture characteristics and the employees’ attitude to moral behavior in business
Chair: Ekaterina Molodykh (Russia)

Moderator variables of the impact of Corporate Social Responsibility on Organizational Commitment
Chair: Ana Luísa Fialho Meneses Sepúlveda Vicente (Portugal)

The role of whistleblowing in relation to bullying behaviours – a predecessor or successor?
Chair: Brita Bjørkelo (Norway)

Opinion of the students of psychology of the organizations in two Catalan Universities related to values, responsibility and enterprise action
Chair: Antonio Chaves Lechuga (Spain)

From Corporate Social Responsibility to Individual Ethics in Organisational Settings
Chair: Claudia Almeida (Portugal)

TEAMS AND WORKGROUPS

Symposium S444

Auditorio Principal 09:00 - 10:30
Team processes and team performance: the relationships between diversity, information sharing, reflexivity and team innovation
Chair: Jeremy Dawson (United Kingdom)

The importance of information sharing and helping behaviour for team innovation: Effects of team size, team diversity, and team task
Chair: Karin Moser (United Kingdom)

Does it matter what we think about diversity? – A meta-analysis on the effects of diversity beliefs
Chair: Sebastian Stegmann (Germany)

Team member - team personality fit: Effects on socio-emotional and performance outcomes
Chair: Andreas Richter (Spain)
When do teams need to innovate? Reflexivity is key when the quality of work premises is low
*Chair:* Jeremy Dawson (United Kingdom)

Creative self-efficacy and creativity: a cross level perspective
*Chair:* Claudia Sacramento (United Kingdom)

**Oral Session OS30**

**Sala 4-5 09:00 - 10:30**

**Teams and Workgroups: Team Processes and Effectiveness**
*Chair:* Ulrich Klocke (Germany)
*Co-Chair:* Frank Ritz (Switzerland)

Increasing Teacher Team Effectiveness by Evidence Based Consulting
*Chair:* Christian Jacobsson (Sweden)

Work Groups Socialization Questionnaire (WGSQ): assessing socialization success in teams
*Chair:* Stefano Livi (Italy)

Team - Automation - Trust: A Cross-Cultural Model of Team Performance in Socio-Technical Systems
*Chair:* Frank Ritz (Switzerland)

Group Decision Making is Impaired by Opinion Exchange When Members Like Each Other
*Chair:* Ulrich Klocke (Germany)

Co-Learning in Health Care: Evaluation of an Inter-professional Training Program in a Medical Clinic
*Chair:* Petra Bayerl (Netherlands)

**Oral Session OS28**

**Sala 4-5 10:50 - 12:20**

**Teams and Workgroups: Team composition and roles**
*Chair:* Björn Gustavsson (Sweden)
*Co-Chair:* Marta Alves (Portugal)

Workgroup Socio - Affective Interdependence Scale: a preliminary empirical study
*Chair:* Marta Alves (Portugal)

A study of team composition on Swedish marines: Does team personality have impact on team success?
*Chair:* Björn Gustavsson (Sweden)

Team-roles: Observable behaviours that contribute to teamwork
*Chair:* Joan Anton Ros Guasch (Spain)

Role ambiguity, Stimulating employees participation, Formalization of procedures or Economic resources and infrastructure as antecedents of team learning
*Chair:* Irene Bresó (Spain)

**TECHNOLOGY AND KNOWLEDGE**

**Poster P725**

**Pasillo Sur 09:00 - 12:20**

Influence of time pressure in relation to stress on the manual ultrasonic inspection performance in German nuclear power plants
*Chair:* Marija Bertovic (Germany)

**Poster P862**

**Pasillo Sur 09:00 - 12:20**

Learning and enjoyment: The role of sense of presence and social presence in e-learning environments
*Chair:* Sonia Agut (Spain)

**Poster P271**

**Pasillo Sur 09:00 - 12:20**

Influence of the information technology on the performance of a firm: an exploratory study of administrators’ perceptions
*Chair:* Josefin Ochoa-Ruiz (Mexico)

**Poster P1584**

**Pasillo Sur 09:00 - 12:20**

The use of IT in organizations: the role of self-competence, organizational support and trust
*Chair:* Marco Giovanni Mariani (Italy)

**Poster P1922**

**Pasillo Sur 09:00 - 12:20**

Psychosocial risks: Learning strategies in occupational medicine based on problems solving through “CASUS” system
*Chair:* Santiago Gascón (Spain)

**Poster P1265**

**Pasillo Sur 09:00 - 12:20**

Developing a set of tools to motivate and improve the self-regulation of learning in disadvantaged job seekers
*Chair:* Ian Clifford (Ireland)

**Poster P1444**

**Pasillo Sur 09:00 - 12:20**

Learning Styles and ‘Lurking’ in cyberspace: a case study
*Chair:* Gary Pheiffer (United Kingdom)
WORK-FAMILY INTERFACE

Sala 25 09:00 - 10:30
Work-Family Interface: Conflict between Work and Family
Chair: Marina Boz (Spain)
Co-Chair: Saija Mauno (Finland)

Work and Family on International Assignments
Chair: Christina Stroppa (Germany)

The individual- and multi-level effects of work-family culture on work-related outcomes
Chair: Saija Mauno (Finland)

Work and Family Conflict in Portugal and Austria: The relationship between Organizational Support, Work Stress and Well-Being
Chair: Marisa Matias (Portugal)

Work-family experience: combining work-family conflict and enrichment
Chair: Marina Boz (Spain)

Reconciliation of personal and family life and work among university teaching staff. Applying the “Concilia Plan”
Chair: M. Pilar Curós (Spain)

Oral Session OS88

Oral Session OS93

Sala 25 10:50 - 12:20
Work-Family Interface: Work-Family Balance
Chair: Hans-Georg Wolff (Germany)
Co-Chair: Mara Martini (Italy)

The consequences of telework in workers’ daily life
Chair: Carmen Pérez (Spain)

Exploring the costs of networking: The family domain
Chair: Hans-Georg Wolff (Germany)

Relationship of social support, work-life conflict and enrichment with job satisfaction in social cooperatives in Valle d’Aosta
Chair: Mara Martini (Italy)

Knock knock, anybody home? Psychological availability as link between work experiences and the partner relationship
Chair: Gerdientje Danner-Vlaardingerbroek (Netherlands)

Work-life balance or work-family conflict? A comparison of two coexistent concepts
Chair: Corinna Peifer (Germany)
1 - Cartoons as positive mood inductors in organizational settings
Lurdes de Jesus Leite Castanheira

2 - Does emotional intelligence matter? An investigation into the role of emotional intelligence in call centres
Wissam Magadley

3 - Effectiveness and validity of the International Affective Picture System (IAPS) in mood induction: A meta-analysis
Amavia Méndez

4 - Emotion work in a brazilian call center
Sonia Gondim

5 - Emotions, work and cultural diversity: Exploring the impact of professional status on the attribution of affects
Sonia Gondim

6 - Framing social representations theory: the analysis of emotions in the workplace
Patrizia Deitinger

7 - Generational relief in companies: emotional factor
Mar Gómez Gutiérrez

8 - Labor identity and commitment. Longitudinal study in transformations of self value and the expectations in work
Graciela Filippi

9 - The Emotional Response to Anger at Work: Scale Development and Validation
Catalina Zaborila

10 - The relationship between emotional intelligence and stress management
Rudi Oosthuizen

11 - Assessment of human resources management assumptions: construction and validation of the PPFP, PPAD and PPSR measuring instruments
Samuel Monteiro

12 - Attraction, P/O fit and external recruitment practices
Lucie Morin

13 - Bridging the academic-practitioner divide through the practical application of theory in interpersonal skills training in a university setting
Cheryl Travers

14 - Competencies necessary for the practice of work and organizational psychology: A framework empirically tested
Roland Foucher

15 - Evaluation and control of training and education
Massimo Bustreo

16 - Facilitate the organizational learning processes: a managerial orientations questionnaire
Massimo Bellotto

17 - How to decide who’s in and who’s out? – supporting HR experts’ decision-making on the selection of career programs’ participants
Timea Csízik

18 - Improvement of expertise in nuclear industry organizations
Krista Pahkin

19 - Quality of vocational training, efficacy obtained through a situational approach
Massimo Bellotto

20 - Reaction to training and organizational support: a case study in a brazilian public organization
Flávio Pompéo

21 - Senior Managers of Italian Non-Profit Organizations and Human Resource Management
Paula Benevene

22 - The comparing of expert and novice managers semantic network and its relation with their performance
Hamid Reza Oreyzi

23 - The Effects of Electronic Monitoring on Time Spent E-learning: Examining the Role of Conscientiousness and Implications for Skill Development
Will Stoughton

24 - The Interactive Effect of Self-Efficacy and Learning Goal Orientation on Training Transfer Intentions
Robert Stewart

25 - The mediating effect of Role breadth between cross training and creativity of industrial workers
Hamid Reza Oreyzi

26 - The relationship between learning potential, educational level and functional English literacy
Marie De Beer

27 - What motivates lower-educated to a ‘life-long learning’: result from a panel study in the Netherlands
Shirley Oomens

28 - An Italian case history of a community for risked young people a process of change in the non profit organization:
Vincenzo Russo
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<td>Céline Rojon</td>
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<td>Development of a Collective Efficacy Measure for Use in Social Service Organizations</td>
<td>Joshua Patras</td>
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<td>Implicit Theory of Intelligence Scale (ITIS): Using MTMM to establish the equivalence of a French-Canadian version</td>
<td>Martin Lauzier</td>
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<td>Measuring job satisfaction with faces scales: Are current mood and personality associated with meaning of faces?</td>
<td>Achim Elfering</td>
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<td>Professional Life-Space Drawing: a new challenging semi-projective tool</td>
<td>Caterina Gozzoli</td>
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<td>Psychological contract and organizational commitment – conceptual and empirical differences</td>
<td>Thomas Rigotti</td>
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<td>Psychology and Psychologies. Scientific Research in Various Countries: Limits and Opportunities for Psychologists</td>
<td>Alberto Crescentini</td>
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<td>Salience of stakeholders: Construction and validation of the stakeholders’ management scale</td>
<td>Carla Carvalho</td>
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<td>Why can it be useful for Work Psychologists to apply Adaptive Randomization</td>
<td>Massimo Borelli</td>
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<td>Age specific influences on group competence and performance</td>
<td>Ingela Joens</td>
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<td>An empirical base to validate and/or improve Belbin formulae for team diversity</td>
<td>Stephen Atkins</td>
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<td>Culture and effectiveness: the role of team cultural orientation for learning</td>
<td>Carina Carvalho</td>
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<td>Diversity's influence on group effectiveness</td>
<td>Sara Silva</td>
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<td>Forming impressions in virtual teams: The role of personality</td>
<td>Sonia Agut</td>
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<td>The role of diversity in work teams: an empirical study in Brasilia, Brazil</td>
<td>Juliana Seidl Fernandes de Oliveira</td>
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<td>Creating a learning climate in organisations: A South African study</td>
<td>Johan Basson</td>
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<td>Statistic Revalidation of Scale for Measuring the Use of Informal Learning Strategies at Work</td>
<td>Ana Rachel Carvalho-Silva</td>
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<td>The role of organisational factors on the chance of road accidents in transport organisations</td>
<td>Nuria Gamero</td>
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<td>Transference of competencies and innovative behaviour in bus women drivers</td>
<td>Juan Jose Arrospide</td>
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<td>Different systems of shift work in a hospital environment: Repercussions on health and the work-life balance</td>
<td>José Romay-Martínez</td>
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<td>How do male and female police officers facilitate work/life balance?</td>
<td>Almuth McDowall</td>
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<td>The Circumplex Model in Family Business Research and its Implementation to study Succession in Family Firms</td>
<td>Lucia Ceja</td>
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62 - The influence of Demographic Factors on the Experience of the Work-Life Interface  
Richard MacKinnon

63 - The role of family and organizational support in work-family spillover  
Lara Colombo

64 - The transformative value of teleworking: Work-family balance and beyond  
Ernesto Noronha

65 - Transitions: career and family life cycles  
Lara Colombo

66 - Understanding the Work-Life Interaction from a Working Time Perspective  
Vivi Bach Pedersen

67 - Work-family Conflict and Enrichment in Iceland  
Audur Arnardottir

POSTER SESSION 2  
15:30 - 18:40

CONSUMER BEHAVIOR

1 - A research on the customer satisfaction in a local trade association for a marketing project  
Piermatteo Ardolino

2 - New methods to investigate the symbolic part of the brand image  
Luca Cian

3 - Olive oil perceived quality based on intrinsic and extrinsic attributes from a consumer perspective  
Esther Lopez-Zafra

4 - The Dissemination of Occupational Health Services: Evaluating Marketing Strategies Within a Research Practice Partnership  
Vivi Bach Pedersen

5 - The names of olive oils: An experimental study  
Esther Lopez-Zafra

6 - Town center management and consumption: An explorative research  
Massimo Bellotto

HUMAN RESOURCE MANAGEMENT

7 - A methodology for entrepreneurs’ selection process  
Susana Correia Santos

Luis González Fernández

9 - Agri-bussines representatifs’ views on the introduction of minumun wages on the south african citrus industry  
Ruan Van der Walt

10 - An inquiry on the career preferences of management students: do cognitive and personality characteristics matter?  
Eva Cools

11 - Applicants reactions and attitudes toward the selection system in the Norwegian Officer School  
Live Almås-Sørensen

12 - Barsit Intelligence Test as a successful predictor of Mexican Blue Line Employees Performance  
Cinthya Berenice Salais Silva

13 - Boning up for class: Encouraging students to take notes before scheduled class  
Amanda Shantz

14 - Career guidance in the secondary education: building skills for the future  
Enrique Merino-Tejedor

15 - Descriptive study of the relationship between the Kolb Learning Styles and personality tests in subjects with medium and higher level of training  
Mª José Poza

16 - Exploring recruitment databases from the applicant’s perspective  
Christian Bosau

17 - he validity of the competency portfolio in personnel selection  
Lucie Côté

18 - Multi-method Job Evaluation comparative analysis  
Francisca Berrocal

19 - Organization switching and personality: career analysis of Polish job applicants  
Marek Suchar

20 - Personnel selection from a social psychological point of view: the effects of disability  
Fruzsina Veress

21 - Proposing and evaluating a model for ethical recruitment and selection: A South-African perspective  
Gideon J Steyn

22 - Recruiters’ effectiveness: is leadership a ticket for higher self-perceived effectiveness?  
Kristina Danilov

23 - Rewards practices: effects on worker satisfaction and the mediating role of perception of justice  
Manuela Anjos

24 - Socialization to work and students’ occupational choice: The case of an italian university  
Laura Galuppo

25 - The best experiences of performance appraisal: a qualitative study  
Nuno Rebelo dos Santos

26 - The Effect of Interpersonal Competencies on Managerial Success  
Ole Iversen

27 - The use of brief questionnaires in personnel selection context: The case of BFI -10  
Rui Bártilo-Ribeiro

28 - Validity of personality judgements relying on photographs and vocational preferences  
Bart Wille

29 - Willingness to be a mentor: the moderating effect of mentoring benefits and perceived organizational fulness  
Paola Gatti
## JOB STRESS AND EMPLOYEE WELL-BEING

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<td>Adaptation to shiftwork: the search for the integration of individual, organizational and social variables</td>
<td>José Keating</td>
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<td>Assessing of organizational wellbeing, job burnout and mobbing: An analysis of three tools</td>
<td>Patrizia Deitinger</td>
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<td>Bullying and stress in New Zealand: A qualitative study of stakeholders in three industries</td>
<td>Helena Cooper-Thomas</td>
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<td>Coping strategies in multicultural workplaces</td>
<td>Margherita Pasini</td>
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<td>How to get control of your time...</td>
<td>Lydia Pinneker</td>
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<td>Job success in geriatric care?</td>
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<td>Managing coping strategies to decrease stress levels in Mexican female employees</td>
<td>Karen Berlanga Villarreal</td>
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<td>Recovery experiences as moderators between psychosocial work characteristics and occupational well-being</td>
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<td>Reducing individual work distress in professional women through behavioral and cognitive techniques</td>
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<td>Teachers’ coping strategies to face work overload</td>
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## LEADERSHIP AND MANAGEMENT

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## ORGANIZATIONAL BEHAVIOR

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<td>Antecedents of Proactive Behavior: The Role of Motivation, Personality and Career Insight</td>
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<td>Diagnosis and motivational program at Credit Organizations: The Spira Case</td>
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## ORGANIZATIONAL CHANGE AND DEVELOPMENT

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<td>Is social identification associated with employees’ desires for individual or collective forms of employee participation?</td>
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<td>Person – Organization Fit and Organizational Identity</td>
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<td>Subordinates’ perceived support: The impact of supervisors’ organizational commitment</td>
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<td>The Feedback-Seeker in his Social Labyrinth: The mediating role of goals and cooperative norms in linking empowering leadership to feedback-seeking behavior</td>
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<td>The relation among Self-Efficacy, Organizational Commitment, and Psychological Contract in managers of organizations in Mexico</td>
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<td>Using agent based simulation to understand trust dynamics</td>
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<td>Work and value system: an exploratory study on a sample of first year students of the University of Bari</td>
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<td>Workplace bullying: Evidence of identity conflict in HR</td>
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## ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

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64 - Organizational culture in EU schools: which Quality model can be effective?
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65 - The impact of corporate social responsibility on employee involvement towards work: The mediation effect of organizational identification
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66 - The influence of organisational climate and managers values on CSR perceptions
Gary Pheiffer

67 - “Organizational Learning as a principle of an innovation culture”.
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68 - An Objective Measure of Achievement Motivation and Goal Setting
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69 - Learning culture and knowledge management process: To what extent are they effectively related?
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70 - Measuring the interference between work and different roles in the private life: The development of a new measuring instrument
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8 - A Model for Connecting Critical Transitions with Good Managerial Practices
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9 - Behind the HRM Paradox - The State of the Art of HR Measurement in Finnish Corporations
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10 - Employee career management effectiveness: The role of attachment security in line management relationships
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11 - Employer brand attractiveness operationalized through measurements of general intelligence (“g factor”) scores in paralleled samples of applicants in Great Britain, The Netherlands, Switzerland, France, Italy, China and the United States of America
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12 - Gender differences in motives and career choice of medical students
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13 - HR strategies for a tightening labour market: No “one size fits all”
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14 - Locus of control and the degree to which students perceive the university to prepare them for the world of work
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15 - Organizational attractiveness predictors: Contributes to employee recruitment
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16 - Promoting career planning and professional development in an organisation
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17 - Reflexivity and professional identity development in higher education
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18 - Retention of key employees: A special focus on training & development and compensation practices
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19 - Self career management: effectiveness of an intervention process
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20 - The human capital indicators
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21 - The impact of employee perceptions of HRM on multiple strategic climates in Dutch hospitals
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22 - The influence of experience and virtuality on virtual work adjustment and perception of team effectiveness in virtual workers
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23 - The moderating effects of Employer branding on the relationship between job conditions and employee’s attitudes
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24 - The role of the “strength” of the HRM system and organizational performance
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25 - Facing an Incompetent Leader: Effects on the Perception of and Interaction with a Leader
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26 - Making the self-disciplined employee? Organizational control in the 21st. century
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27 - A study about Burnout measurement in sport organizations
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28 - Absences due to illness and the quality of working life in the Finnish food industry
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29 - Burnout predicts mortality among young industrial workers
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30 - Burnout symptoms, somatization, and autonomous motivation: An 8-month cross-lagged study among school teachers
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31 - Burnout syndrome among lay and consecrated teachers of Italian Catholic Schools
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32 - Burnout, work hardiness and psychological well-being in the sanitary professionals at the Basque Country
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33 - Individual and Work Determinants of Emotional Exhaustion: A Path Analysis
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34 - Intercultural comparison of Burnout, Work Engagement and perception of Stress in Social Services Employees: The case of Spain and Poland
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35 - Job Categorisation, Relationship Building, and Work Engagement in Aid Organisations
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36 - Leading excellent performance through positive psychological states
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37 - Organizational empowerment and service climate: influences on contact employees’ core burnout
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38 - Proactive behavior as a strategy to enhance person-job misfit: The moderating role of the implicit person theory
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39 - Progressive Relaxation through Physiological Makers in Mexican Young Male Employees with Work Stress Related Symptoms
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40 - Prospective relationships between career disruptions and self-rated health: evidence from a three-wave follow-up study in Finnish managers
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41 - Stresscompetencetraining BUSKO – first results of evaluation
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42 - The association between leadership, job resources/job demands, and work engagement
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43 - The role of health behaviours on work stress process
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44 - Evaluation of the informal leaders in sport teams
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45 - Leadership competencies: Development and validation of a German translation of the Adaptive Leadership Competency Profile (ALCP)
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46 - Leadership complexity: The impact of behavioural, social and cognitive complexity on workplace interaction amongst healthcare managers
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47 - Masculine leadership styles and perception of competence
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48 - Organizational Justice and Trust as Mediators of Leadership Perceptions on Unit Commitment and Turnover Intentions in the Canadian Forces
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49 - The F-Word: The follower label, work attitudes, well-being, and performance
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50 - The Influence of Supervisor and Subordinate Proactive Personality on Leader-Member Exchange: A Trait Interactionist Perspective
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51 - Transformational leadership and job satisfaction: The mediating role of job characteristics
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52 - Validation of a measure of leader behavioral adequacy
Fabrice De Zanet

53 - Confidence Sources indentification in the sport setting
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54 - Development of a Psychosocial Factors Monitoring Instrument in the Context of Flight Operations
Sara Casenave Lasvignes
55 - Electronic performance monitoring: A quantitative review of computer-based surveillance research
Will Stoughton

56 - Feedback, volunteer work satisfaction and performance in non-profit volunteer organizations
Iva Toni

57 - Perception of Learning Support in Clinical Analysis Laboratories
Juliana Seidl Fernandes de Oliveira

58 - Relating individual entrepreneurial orientation to entrepreneurial status and success
Tim Vantilborgh

59 - Safety culture in action: coping strategies regarding human error
Teresa C. Oliveira

60 - The applicability of the functional perspective and the role identity to organizational citizenship behaviors in Spanish employees: Preliminary results
Francisco José Tovar Martínez

61 - The impact of empowerment on organizational commitment, job involvement, and organizational citizenship behaviors among school teachers: A Colombian sample
Guillermo Otálora

62 - The interactive effect of conscientiousness and neuroticism on the job performance of Chinese customer service representatives
Richard Perlow

63 - When does adaptive performance yield higher overall job performance?
Mindy Krischer

64 - Efficacy of a blended learning course in the development of team work competency: Preliminary results
Graciela Ponte

65 - Greenwood and Hinnings’ Organizational Change Framework: Testing its relationship through SEM (structural equation modeling)
Elaine Neiva

66 - A comparative study of the work satisfaction of Italian registered nurses of different generations
Claudio Giovanni Cortese

67 - A gender analysis segmented by seniority in public organizations
María José Martín Rodrigo

68 - Action Research in a Medium-Sized Company: Organizational Climate Assessment as a Premise of Organizational Development
Serena Cubico

69 - Determinants of a safe workplace: the role of safety climate
Inmaculada Silla

70 - Global Mindset Defined: Development of an empirical composite score
Sean Cruse

71 - Learning Climate – Requiring alignment between workplace conditions and suggested key factors in workplace learning
Esther Hauer

72 - Organizational factors and safety climate: the moderator role of safety climate from a multilevel perspective
Inmaculada Silla

73 - Subjective estimation of Organizational Culture by employees in different companies
Abdoullayeva Mekhirban

74 - The effect of supervising advance skill on identification, affiliation, and exchange commitment via mediator variables
Hamid Reza Oreyzi

75 - Methodological advances in psychosis-proneness assessment in the organizational field
Eduardo Fonseca-Pedrero

76 - Using Employee Opinions to Predict Economic Trends and Business Performance
Anne Herman

77 - Work-life balance and well-being at work on academic and health professionals
Josep M Blanch

1 - Incivility, Aggression and Violence in the workplace: A review of theoretical approaches
Teresa C. Oliveira

2 - An effective negotiator on the Polish labor market
Elzbieta Kowalczyk

3 - Intention to leave the current organization: a correlational study
Claudio Giovanni Cortese

4 - Investigating how Employment Opportunity Index (EOI) affects voluntary turnover of overqualified employees
Aleksandra Luksyte

5 - Life Values and career decision making
Amelia Manuti
6 - Meaning of Work and Career Anchors of working adults: A South African Survey
Dries Schreuder

7 - Mentoring’s role on the outcomes of the newcomers’ organizational socialization process
Veronica Mattana

8 - Place Marketing: How the War for Talent is Won With Values
Niels van Quaquebeke

9 - Proactive behaviour and work motivation in the atypical labour market: an exploratory study
Elisa Cardellicchio

10 - Recognition of performance and achievement as a force moderating the relationship between job-related stress and nursing staff turnover
Claudio Giovanni Cortese

11 - The effect of fear-avoidance beliefs on the association between low back pain and sickness absence
Jette Nygaard Jensen

12 - The Factors Involved in Developing Conceptual Skills for Japanese Sea officers
Chisato Ogawa

13 - The Work Ability Index – between perceived work environment and self-reported health
Reidar J. Myklebost

14 - When do people voluntarily quit? It depends on personality and qualifications
Mindy Krischer

HUMAN RESOURCE MANAGEMENT

15 - Assessment and development of employment skills in higher education’s students
Elena Cantero

16 - Attrition in Distance Courses: Influences from Participants Characteristics and Individual Processes
Patricia Sales

17 - Evaluating a management training program using the "Four Levels Model", Locus of Control and Learning Styles
Herman Steensma

18 - Leadership functions and their relationships with role stress
Miguel Ángel Mañas Rodríguez

ORGANIZATIONAL BEHAVIOR

31 - Business ethics meets organizational psychology: Do code of conduct correspond to psychological concepts of (un-)ethical behaviour?
Stefan Hoefft

32 - Ethics and Organizational Citizenship Behaviour
Nuno Rebelo dos Santos

33 - Mobbing, Labor Health and Organizational Behavior
Aixa L. Powell

34 - Occupational self-efficacy: individual and organizational antecedents
Simona Ricotta

35 - Perception and Projection of Values in CEO-Top Manager Dyads
Sefa Hayibor

36 - Predicting work attitudes and turnover intentions among officers: The importance of Adlerian personality attributes
Justina Liesiene

37 - Satisfaction with Ownership in a Large Employee-Owned Manufacturing Firm in Mondragon: An Intergenerational Comparison
Fred Freundlich

38 - The epistemics of leader empowering behaviour
Steffen Giessner

39 - Two Lighthouses to Navigate - Effects of Ideals and Counter-Ideals on Follower Identification and Satisfaction
Niels van Quaquebeke
40 - Universalism values as contents of a value-oriented psychological contract of volunteers
Tabea Scheel

41 - Emerging models of masculinity within organizational settings. Remaining barriers and future challenges
Leire Gartzia

42 - Measuring personality at work: development and validation of a new instrument based on the Enneagram
Nathalie Delobbe

43 - A model to evaluate the learning outcome and to achieve a certification of the competences in the vocational training
Luca Cian

44 - Antecedents of organizational environmental performance: a structuralist approach for organizational identity
Olga Romão

45 - Approach to social representation of mobbing: preliminary study
Luis González Fernández

46 - Empowerment and employees’ perceptions of service quality in services organizations
Alejandro Orgambidez Ramos

47 - Factors influencing the implementation of occupational safety and health law in Lebanon
Manal Azzi

48 - Health organizations and quality of working life: The perspective of the ‘Organizational Life Sustainability”
Laura Galuppo

49 - Job re-design for blue collars with Poor Physical Functional Ability
Sara Cervai

50 - Story-telling about safety at work: a case study
ezio scatolini

51 - The role of social value orientation and perceived criticality of contributions in proenvironmental behavior
József Pántya

52 - Working with organisations to facilitate the occupational health management of business drivers: a participatory approach
Katherine Sang

53 - “Pass me a spanner!”: Conducting organizational research on team work
Mark Robinson

54 - Change management team building as a precondition of successful organizational adaptation to change
Luydmila Karamushka

55 - Culture and conflicts: The relation between the team cultural orientation for learning and intragroup conflict
Carla Bastos

56 - Enabling conditions for team learning in health care teams: The role of beliefs about the interpersonal context and change-oriented leadership
Aida Ortega

57 - Participation in team goal-setting: Impact on team identification, performance and job satisfaction
Sandra Pintor

58 - Shared mental models in medicine: Cooperation of specialists with different expertise and roles
Carolin Hanssen

59 - Team coordination and medical decision making in Emergency Departments
Silvia Gilardi

60 - The best practice in the emergency room urgency, Hospital in Florence
Alessandro Gattai

61 - The Knowledge Loop, a knowledge management tool linking both science and profession in research-based work in organizations and academic teaching
Elfriede M. Ederer-Fick

62 - The relationship between climate and the satisfaction of work teams: an empirical analysis in the capital of Brazil
Juliana Seidl Fernandes de Oliveira

63 - The role of conflict in group creativity: a cultural comparison
Shyhnan Liou

64 - Trust, in the mission area
Miriam de Graaff
70 - The Interaction Effects of Core Self Evaluation and Perceived Organizational Support on Work-to-Family Enrichment
Aline Masuda

71 - The role of stereotypes in the maintenance of the gap between private and professional life
Garbiñe Ortiz

72 - Time perception and work-life balance: a case study
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73 - Unemployment: The conflict of division of gender roles emerges again
Garbiñe Ortiz

SATURDAY - MAY 16
POSTER SESSION 5 09:00 - 12:20

HUMAN RESOURCE MANAGEMENT

1 - An age adaptive Behavior Modeling Training (BMT) as an element of elearning
Katrin Noefer

2 - Equal Employment Opportunities and Biodata in Web Recruitment: a Qualitative Analysis of the Stock Exchange Companies in Spain
Antonio León García-Izquierdo

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The Long Work Hours Culture: Causes, Consequences and Choices

Edited by: Ronald J. Burke and Cary L. Cooper
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Synopsis
Work hours has become a “hot topic”. This volume examines the effects of work hours on individual, family and organizational health. It considers why some people work long hours and the potential costs and benefits of this investment. Some work long hours out of necessity, others willingly. Interestingly, most people, however, want to work fewer hours than they now do. One’s motives for working long hours (the why) and one’s attitudes and behaviours while working (the how) emerge as critical factors in the link between work hours and wellbeing. Contributions from experts from six countries address workaholism, the distinction between passion and addiction to work, “loving one’s job”, the role of technology as an enabler of long work hours, consequences of fatigue from over-work, strategies for short-term recovery from long hours, and initiatives for enriching one’s quality of life. Coming to grips with work hours requires difficult choices by individuals, families, organizations and society at large. This collection will be of value to managers and professionals concerned about people, and academics, students, researchers and policy makers interested in ways in which work can be meaningful and decent rather than debilitating.

“This is an outstanding book which includes all the most up-to date international research, theory and practice regarding the ‘hot topic’ of the long work hours culture... This excellent book will undoubtedly stimulate further research in this important area.”
Marilyn Davidson, Manchester School of Management

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