

EAWOP 2022

Best Poster and Paper Awards

As well as reviewing the over 1600 submissions to the congress, our reviewers nominated the best papers and posters to be considered for an award. A programme sub-committee chaired by Ingrid Covington and Monica Molino reviewed the nominations and agreed the shortlist for each award.

We congratulate those shortlisted for their excellent work and regret that the final judging and award ceremony will not take place. If you would like to read the abstracts of these submissions you can find them on the EAWOP 2022 website.

Award Category: Best Poster – Science

Title	Authors
Mental health at work self-management questionnaire: development and psychometric validation	Camille Roberge & Sophie Meunier (Université du Québec à Montréal (UQAM));
Comparison of Economic Benefits Between Two Approaches for Decreasing Sickness Absence Among Public Sector Employees in Sweden	Jonathan Severin, Region Västra Götaland, The Institute of Stress Medicine, Gothenburg, Sweden; Mikael Svensson (Institute of Medicine, The Sahlgrenska Academy, Gothenburg University, Sweden); Magnus Akerstrom (Region Västra Götaland, The Institute of Stress Medicine, Gothenburg, Sweden)
Reciprocal Relationships between Narcissism and Agentic/Communal Work Characteristics across the First Six Years of the Career	Fien Heyde (Ghent University); Jasmine Vergauwe (Ghent University); Joeri Hofmans (Vrije Universiteit Brussel); Bart Wille (Ghent University)
Too Burnt Out to Perform? A meta-analysis of Burnout and Job Performance	Andreea Corbeanu & Dragos Iliescu (University of Bucharest)
Effects of digital transformations on job satisfaction and employee retention: An integrative framework	Sarah Depenbusch, (Universität Paderborn); Mirko Schürmann (Universität Paderborn); Niclas Schaper (Universität Paderborn); Jan-Philip Schumacher (Osnabrueck University); Tammo Straatmann (Osnabrueck University); Andreas Seifert (Universität Paderborn)
Is “Turning Off” the Solution? The Influence of Boundary Management Preference on Work–Nonwork Balance Policy Effectiveness	Nicolas Mueller (Aalen University of Applied Sciences); Regina Kempen (Aalen University)
Examining the Effects of Ambivalent Attitudes Toward Artificial Intelligence on Medical Decision-Making	Sophie Kerstan, Jan Schmutz & Gudela Grote (ETH Zürich, Switzerland)

Award Category: Best Poster – Practice and Science & Practice

Title	Authors
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Enhancing Employees' Inclusion Perceptions Through Training	Nikola Fedorowicz (Ivy Planning Group); Ricardo Obasare & Dustin Maneethai (University of Houston); Lars Johnson (Wayne State University); Lawrence Witt (University of Houston); Daniel McDonald (Defense Equal Opportunity Management Institute)
I do not want a computer to hire me! Exploring the attitude of Italian job seekers towards an AI-recruiter	Andrea Caputo (Department of Psychology - University of Turin); Andrea Rezzani (Free University of Bozen-Bolzano); Claudio Giovanni Cortese (University of Torino, Psychology Department)
Illegitimate tasks: make you feel insecure, exhausted, and hurt!	Maria Undine Kottwitz & Wolfgang Kälin (University of Bern, Institute of Psychology, Department of Work and Organizational Psychology); Kathleen Otto (University of Marburg, Department of Work and Organizational Psychology)
Daily job characteristics and the experience of red tape: A day reconstruction study among Dutch detectives	Lina Lioba Rachow, Evangelia Demerouti & Sonja Rispens (Eindhoven University of Technology (TU/e), Human Performance Management (HPM) group)
An Examination of the Dimensionality of Job Embeddedness	David Woehr, Geoffrey Nau & Laura Stanley (University of North Carolina Charlotte)
Can we predict the success of implementing a participatory organizational intervention? A study of the implementation process and contextual factors	Heidi Lahti & Virpi Kalakoski (Finnish Institute of Occupational Health)
Consequences of Work Characteristics on Organizational Citizenship Behavior: The Mediating Role of Job Satisfaction	Maribel Montañez-Juan, M. Esther García-Buades & Silvia Ortiz-Bonnin (University of the Balearic Islands); Beatriz Sora-Miana (Universitat Rovira i Virgili); Amparo Caballer (Universitat de València)

Award Category: Best 7 Minute Science – Science

Title	Authors
A daily diary study on technology-assisted supplemental work, unfinished tasks and sleep: the moderating role of problem-solving pondering	Clara Eichberger (Leipzig University); Daantje Derks (Erasmus University Rotterdam); Hannes Zacher (Leipzig University)
Within-Person Personality Variability According to Self and Others: Beneficial or Unfavorable for Job Performance Evaluations?	Loes Abrahams & Filip De Fruyt (Ghent University)
Meta-stereotyping in active sourcing—a source of discrimination in modern hiring situations	Esther Kroll (WZB Berlin Social Science Center, Humboldt-Universität zu Berlin); Susanne Veit (WZB Berlin Social Science Center, Deutsches Zentrum für

	Integrations- und Migrationsforschung); Matthias Ziegler (Humboldt-Universität zu Berlin)
Descriptive Social Norms' Influence on Safety Voice Behaviour: An Experimental Study	Alyssa Pandolfo, Mark C Noort, Morgan J Tear & Tom W Reader (Department of Psychological and Behavioural Science, London School of Economics and Political Science)
Generative Legacies among Long Term Survivors of HIV	Nicholas Smith (OHSU/PSU School of Public Health); Sabrina Volpone (Leeds School of Business University of Colorado Boulder); Larry Martinez (Department of Psychology Portland State University); Jennifer Dimoff (Telfer School of Management University of Ottawa); Donald Truxillo (Kemmy Business School University of Limerick)

Award Category: Best 7 Minute Science – Practice and Science & Practice

Title	Authors
Voice and STEM Women Faculty	Alan Witt (University of Houston); Lars Johnson (Wayne State University); Amanda Palmer (Facebook); Nikola Fedorowicz (Ivy Planning Group); Ricardo Obasare (University of Houston); Sophie Romay (US Air force)
Connecting the Dots: Exploring Psychological Network Analysis as a Tool for Analysing Organizational Survey Data	Senne Letouche & Bart Wille (Ghent University)
Fostering coworker relations in remote or hybrid teams	Hannah Schade Leibniz Institute for Working Environment and Human Factors at the TU Dortmund); Fee Winkenbach (THE KIND human development training), Jan Digutsch, Thomas Kleinsorge & Yan Fan (Leibniz Institute for Working Environment and Human Factors at the TU Dortmund)
Too old for the job? Choice framing effects shown to increase gender diversity in hiring decisions fail to increase age diversity.	Daniel Jolles, (University of Essex); Marie Juanchich (University of Essex), Beatrice Piccoli (Essex Business School)
Using Q Methodology to explore organisational culture	Ashleigh Bennett, (The Open University)

Award Category: Best Oral Paper – Science

Title	Authors
My colleagues accept it – that's reason enough: Privacy threat,	Mauren Wolff & Cornelia Niessen (Friedrich-Alexander-University Erlangen-Nuremberg)

reactance and compliance towards electronic monitoring at work?	
When do extrinsic rewards undermine intrinsic motivation? A meta-analysis	Aki Lehtivuori (University of Turku)
Three-way interaction effect of enriched job design, formalization and individual characteristics on work-life balance	Amadeja Lamovšek & Matej Černe (School of Economics, University of Ljubljana); Ivan Radević (Faculty of Economics, University of Montenegro); Katerina Božič (School of Economics, University of Ljubljana)
A Job Demands-Resources Perspective on When and How Work Boredom Leads to Employee Procrastination	Fu-Chen Kuo, Yu-Ying Lu & Yu-Hsuan Wang (National Sun Yat-sen University)
Daily Effects of Face-to-face and Cyber Incivility via Sadness, Anger and Fear	Karen Niven (University of Manchester); Catherine Connolly (Alliance Manchester Business School, University of Manchester); Christopher Stride (Sheffield University Management School, University of Sheffield); Samuel Farley (Leeds University Business School, University of Leeds)
The effect of bystander responses on target outcomes in workplace bullying	Kara Ng & Karen Niven (Alliance Manchester Business School, University of Manchester); Guy Notelaers (University of Bergen Norway)
Stress in collaboration with a robot	Anita Pollak (Institute of Psychology, University of Silesia, Katowice, Poland)

Award Category: Best Oral Paper – Practice and Science & Practice

Title	Authors
The Effects of Organizational Climate on Adherence to Guidelines for COVID-19 Prevention	Jan. A. Häusser, Philipp Hubert & Sascha Abdel Hadi (Justus-Liebig-University Gießen), Andreas Mojzisch (University of Hildesheim)
Promoting diversity in teams through organisational communication	Oriana de Saint Priest & Franciska Krings (University of Lausanne)
Organisational Support is what Remains in the Prediction of Key Post-Pandemic Work Attitudes	Duncan Jackson (King's College London); George Michaelides (Norwich Business School (University of East Anglia); Amanda Jones (King's College London)
Scope of maneuver as precondition for health-oriented leadership in times of crisis. A multimethod study.	Susanne Liebermann (West Coast University of Applied Sciences)
Can board games improve our change management competencies? Results from an organizational leadership training intervention	Johan Simonsen Abildgaard (The National Research Centre for the Working Environment, Denmark);

	Karina Nielsen (IWP, University of Sheffield/Department of Psychology, NTNU); Esben Langager Olsen (Novozymes A/S, Denmark)
Sickness presenteeism in UK prison officers: the risk factors	Gail Kinman (Birkbeck University of London); Andrew Clements (Coventry University)
It is the quality that counts: An analysis of the effectiveness of employee development interviews	Klaus Moser, Roman Soucek & Christiane Alberternst (University of Erlangen-Nuernberg)