RESPECTFUL AND EFFECTIVE LEADERSHIP

Managing people and organizations in turbulent times

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

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

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

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

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

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

Tor Levin Hofgaard,
President of the Norwegian Psychological Association
Dear Colleagues and Friends – Welcome to EAWOP 2015!

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

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

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

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

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

A warm welcome to you all,
Professor Ståle Einarsen
(Congress Chair)
Faculty of Psychology, University of Bergen, Norway.
Dear Colleagues and Friends,

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

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

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

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

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

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

On behalf of the Executive Committee,
best regards,

Gudela Grote
EAWOP President
Greetings from the Mayor of Oslo

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

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

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

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

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

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

Sincerely yours,

Fabian Stang
Mayor of Oslo
Organizers of the EAWOP2015 Congress

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

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

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Anna Leonova, Moscow State University
Robert Kase, University of Ljubljana
Karel Stanz, University of Pretoria
José María Peiro, University of Valencia
Petra Lindfors, Stockholm University
Liudmyla Karamushka, Laboratory of Organizational Psychology
Tammy Allen, University of South Florida
Important for all presenters

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

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

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

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

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

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

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

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

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

Congress Venues
There are two venues
• Oslo Kongressenter (OKS)
• Clarion Hotel Royal Christiania (RC)
The hotel is situated next to the Oslo S railway station, and there is no need for a taxi from the train. There is a walking distance (5 min) between the venues. See map on page 12.

Registration
Registration will be at the Oslo Kongressenter.

Opening hours:
• Wednesday May 20 08.00–19.00
• Thursday May 21 08.00–19.00
• Friday May 22 08.00–19.00
• Saturday May 23 08.00–12.00

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

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

Remember – NO BADGE NO ENTRY!

Congress language
The official language at this congress is English. There will be no translation to other languages.

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

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

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

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

Weather
The weather in Oslo in May varies between 20 to 10°C. Please be prepared for evenings that can be chilly.
Oslo Kongressenter, floor plan
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Gold sponsor:

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Silver sponsor:

Other sponsors:
Nominations for best Oral- and Poster presentations EAWOP2015

**Awarded at the closing ceremony.**

**Scientist – Oral presentation**
- Lucia Ratiu: Starting off on the right foot: Psychological ownership, territoriality, and the success of nascent venture teams in entrepreneurship competitions
- Stefan Razinskas: Coping Styles and the Challenge-Hindrance Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement
- Geir Thompson: Narcissism, political skills, self-esteem and performance
- Fabiola Gerpott: Beyond the individual: The link between training group psychological safety climate, trait goal learning orientation and knowledge sharing as antecedents of training outcomes
- Hallvard Føllesdal: Transformational Leadership: A Multilevel CFA of Item Scores from the MLQ-5X
- Ulrich Leicht-Deobald: How and When Do Personality-Based Faultlines Impair Top Management Teams’ Effectiveness? The Buffering Role of CEOs’ Charismatic Leadership
- Dirk Lehr: Effectiveness of an internet-based recovery training for better sleep in stressed employees – Results from a randomized controlled trial

**Scientist – Practitioner – Oral presentation**
- Mano Ramakrishnan: Lessons from Asia: 5 Paradoxes of Leadership Development
- Caroline Knight: A systematic review and meta-analysis: Investigating the effectiveness of interventions designed to increase work engagement
- Martin Pittner: CSR communication and credibility
- Bart Voorn: Pulling the right organizational levers: How goal characteristics and ethical climate can prevent abusive supervision
- Saul Finne: Overqualified employees and the risk of counterproductive work behaviors

**Best poster presentation**
- Janna Nolte: Understanding the interplay between the Theory of Planned Behavior and organizational commitment in predicting change readiness: A moderated-mediation-analysis
- Piia Seppala: Work engaged over a decade: Individual long-term associations with job resources
- David Holman: How the interpersonal context moderates the effects of emotional labour: A daily diary study
- Nathalie Marie Delobbe: Exploring the relationship between presenteeism and organizational performance: Role of need for recovery, job satisfaction and organizational procedural justice.
Pre-congress workshops, Oslo Congress Center (OKS)

**WEDNESDAY MAY 20TH**

09:00 – 12:00  OKS Meeting room 1
An introduction to multilevel modeling
Vicente Gonzalez-Roma

OKS Meeting room 2
Managing excellence/creativity
Arne Carlsen & Tord Mortenssen

OKS Meeting room 3
How to develop effective management teams
Henning Bang & Thomas Midelfart

OKS Meeting room 4
Moral psychology at work
Øyvind Kvalnes

OKS Odin
Performance management: From performance measurement to performance development
Bård Kuvaas, Bjarte Bogsnes, Svein S Andersen, Hans Olav Hellem

OKS Balder
How could cultural activities for employees and managers improve employee health?
Töres Theorell, Anna Nyberg, & Julia Romanowska

13:00 – 16:00  OKS Meeting room 2
Test Adaptation: Putting the ICT Guidelines into practice
Dave Bartram & Dragos Iliescu

OKS Meeting room 1
Systematic review and evidence-based organizational psychology
Rob Briner

OKS Meeting room 3
Diversity in teams
Bjørn Ekelund & colleagues

OKS Odin
Conducting web-based studies in W&O Psychology with free software
Anja Göritz

OKS Meeting room 4
Designing instruments for research for both scientist & practitioner
Ana Hernandez
Social Events

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

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

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

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

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

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

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

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

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

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

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

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

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

**Keynotes**

**Value-Based Leadership**
Daan van Knippenberg
Thursday | 09.00–09.45 | OKS Hall A

**The role of line managers in making or breaking organizational change interventions**
Karina Nielsen
Thursday 10.00–10.45 | OKS Hall A

**Changing employment relations and perceptions of job insecurity:**
Challenges for employees and leaders
Magnus Sverke
Thursday | 14.30–15.15 | OKS Hall A

**Managing the Employee-Organisation Relationship in Turbulent Times**
Jaqueline Coyle-Shapiro
Friday | 12.4–13.30 | OKS Hall A
Leadership for Responsible and Sustainable Environments: Cross-Cultural Perspectives  
Zeynep Aycan  
Friday | 13.45–14.30 | OKS Hall A

Talking Up and Talking Down: Power of Positive Speaking  
Susan Fiske  
Saturday | 12.30–13.15 | OKS Hall A

State of the Art  
Assessing and Developing High Potential Leaders  
George Hallenbeck  
Thursday | 10.00–10.45 | RC Christiania Hall A

Harassment and mistreatment in organizations  
Morten Nielsen  
Thursday | 11.00–11.45 | OKS Hall A

Research in work unit climate: Recent trends and a look into the future  
Vicente Gonzalez Roma  
Thursday | 11.45–12.30 | OKS Hall A

Faking in job interviews: What we know and what we don’t know  
Nicolas Roulin  
Thursday | 14.30–15.15 | RC Christiania Hall A

Providing and seeking feedback in the workplace  
Fredrik Anseel  
Thursday | 15.30–16.15 | OKS Hall A

Methodological challenges in the study of leadership: Dealing with the endogeneity virus  
John Antonakis  
Friday | 11.00–11.45 | OKS Hall A

Destructive leadership in organizations  
Birgit Schyns  
Friday | 11.45–12.30 | OKS Hall A

Engagement, a decade of research  
Evangelia Demerouti  
Friday | 14.45–15.30 | OKS Hall A

Achievement goals in the workplace  
Nico van Yperen  
Friday | 15.30–16.15 | OKS Hall A

Qualitative Methods in Management/Leadership research  
Catherine Cassel  
Saturday | 10.45–11.30 | OKS Hall A

Developing Multilevel Leadership for Turbulent Times  
David Day  
Saturday | 11.30–12.15 | OKS Hall A
How to read the program

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

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

Thursday, 21 May • 11:00–12:30

11:00–12:30  Session 42 | Symposium | Room: RC Oslo Hall B
Learning in the workplace: Organisational and personal perspectives
Topics: 7. Human resource management
Chair/s: Eva Kyndt
Discussant/s: Marianne Van Woerkom

Antecedents and outcomes of informal workplace learning: A systematic review
Kelly Smet, Hans De Witte, Eva Kyndt
KU Leuven – University of Leuven, Belgium

Development and Validation of the Learning Culture Inventory (LCI)
Frederic Hilkenmeier, Niclas Schaper
Department of Work and Organizational Psychology, University of Paderborn, Germany

Reference code

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

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

The different sessions have color codes:
Poster session
Keynote
Panel
State of the art
Oral Session
Invited symposium
Symposium

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

Poster selected for an interactive poster session is marked with Interactive after the session code.
Thursday 21 May
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<th>Session</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tr>
<td>0800–0845</td>
<td>Oslo Congress Center Hall A</td>
<td>Key 009 Van Knippenberg</td>
<td>Introduction to the conference</td>
<td>Van Knippenberg</td>
</tr>
<tr>
<td>0900–0945</td>
<td>Oslo Congress Center Hall B</td>
<td>Key 010 Nielsen</td>
<td>Nielsen/Gonzalez-Roma</td>
<td>Nielsen/Gonzalez-Roma</td>
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<tr>
<td>1000–1045</td>
<td>Oslo Congress Center Hall C</td>
<td>Key 063 Sverke</td>
<td>Sverke/Anseel</td>
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<tr>
<td>1100–1130</td>
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<td>Key 090 Steiner</td>
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<td>Key 093</td>
<td>O’Shea/Byrne</td>
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</table>
Thursday, 21 May • 08:00–10:00

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

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

Fair Trade purchasing behaviour: The role of values and moral disengagement in an extended theory of planned behaviour
Carlo Tramontano1, Marinella Paciello2, Roberta Fida3
1 Centre for Research in Psychology, Behaviour and Achievement, Coventry University, 2 Uninettuno Telematic International University, 3 Department of Psychology, Sapienza University of Rome

Using an Agent-Based Model to Simulate Loss-aversion and Learning Behaviour among Investors
Andrea Scalco1, Andrea Ceschi1, Enrico Rubaltelli2
1 University of Verona, 2 University of Padova

Product Placement for Everyone? – The Interplay of Placement Prominence and Brand Personality with Viewer Characteristics
Christopher Groening, Carmen Binnewies
University of Münster

Psychological barriers to effective financial decisions among clients of a financial empowerment program: Theoretical and applied implications
Iddo Gal1, Liana Staerman2
1 Department of Human Services, University of Haifa, Israel, 2 Department of Human Services, University of Haifa, Israel

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

Are we really different? Comparison of Generation X and Generation Y employees
Serra Yurtkoru, Deniz Börü
Marmara University

Assessing meaning of work: Initial development of the Meaning of Work Questionnaire
Laurent Sovet1, Caroline Arnoux-Nicolas1, Lin Lhotellier1,2, Frédérique Pelayo1,2, Jean-Luc Bernaud1,2
1 Conservatoire National des Arts et Métiers (CNAM), 2 Observatoire des Politiques et des Pratiques pour l’Innovation en Orientation (OPPIO)

Fear and Sadness At Work: The Beneficial Effect of Positive Work Events Under Adverse Circumstances
Stephanie Tremmel, Sabine Sonnentag, Anne Tzschach
University of Mannheim
Thursday, 21 May • 08:00–08:45

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

Gamification and Big Data: Building a predictive engine for forecasting future behaviors
Sam Chow, Evan Hu
www.Knelf.com

Th-S3-OR-01

The Multiple-Cohort Longitudinal Study SOEP as a Rich Data Source for Work and Organizational Psychology
David Richter, Jürgen Schupp
German Institute for Economic Research (DIW Berlin)

Th-S3-OR-02

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

How may I serve you: Determinants of service behaviors in a hospitality setting
Xander Lub1,2, Gislaine Tromp2, Brenda Groen1, Daphne Dekker3
1 Saxion University of Applied Sciences, 2 VU University, 3 Hotelschool The Hague

Th-S4-OR-01

Work intensification in retail: Negative well-being effects of productivity via job characteristics
Paul van der Laken, Marc van Veldhoven, Susanne Beijer, Jaap Paauwe
Tilburg University

Th-S4-OR-02

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

Job change and reduced long-term sickness absence: Who benefits?
Vilde Bernstrøm1, Lars Erik Kjekshus2
1 Work Research Institute, 2 University of Oslo

Th-S5-OR-01

Going to Work Ill: A Meta-analysis of the Correlates of Presenteeism
Mariella Miraglia, Gary Johns
Concordia University, Montreal, Quebec, Canada

Th-S5-OR-02

Validation of the Return to work Obstacles and Coping Efficacy Scale (ROCES) with people on sick leave due to musculoskeletal disorders
Marc Corbière1, Marie-José Durand1, Louise St-Arnaud1, Catherine Briand1, Jean-Baptiste Fassier4, Patrick Loisel5, Alessia Negrini6, Jean-Philippe Lachance1
1 University of Sherbrooke, 2 University of Laval, 3 University of Montreal, 4 CHU de Lyon (France), 5 University of Toronto, 6 IRSST

Th-S5-OR-03

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

Layoff victims’ perceptions of organization’s assistance program
Anu Hakonen
Aalto University

Th-S6-OR-01
Thursday, 21 May • 08:00–09:30

CSR communication and credibility
Martin Pittner

Organizational practices in social environmental responsibility and its endorsement by the workers: A dual measure scale’s development
Patrícia Emanuele Ribeiro, Katia Puente-Palacios, Thais Virginia Ferreira, Daniela Reis
Universidade de Brasília

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

Topic/s: 1. Employment relations

A three-wave study of positive personal resources as antecedents of occupational well-being: Testing the mediating role of psychological contract fulfillment
Mervi Ruokolainen1, Kaisa Kirves1, Saija Mauno1,2, Ulla Kinnunen1
1 University of Tampere, 2 University of Jyväskylä

Why and How do Employees Negotiate Idiosyncratic Deals? An Exploration of the Process and Context of I-deal Negotiation
Matthijs Bal
University of Bath

The psychological contract as an intervening variable during organizational socialization: A longitudinal study
Chris Woodrow1, David Guest2
1 Department of Psychology, Middlesex University London, 2 Department of Management, King’s College London

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

Topic/s: 2. Employee stress and burnout
19. Emotions in the workplace

Workplace Bullying in the health sector in Portugal
Ana Verdasca
SOCIUSS / ISEG / University of Lisbon

Job insecurity: Hindrance or Challenge? A Pilot Study on a Job Insecurity Appraisal Scale by the Cognitive Interview Method
Morteza Charkhabi1, Margherita Pasini1, Hans De Witte2,3
1 Department of Philosophy, Education and Psychology, University of Verona, Italy, 2 WOPP – Department of Psychology, KU Leuven, Belgium, 3 Optentia, North-West University, South Africa

The measurement of work intensification: First results from a longitudinal study
Christian Korunka, Matea Paskvan, Bettina Kubicek, Roman Prem, Cornelia Gerdenitsch
University of Vienna, Austria
Time and performance pressure in professional service work – Causes, consequences and coping
Anika Schulz-Dadaczynski
Federal Institute for Occupational Safety and Health

Occupational Stressors in UK Veterinary Surgeons
Elinor O’Connor, Sheena Johnson
Manchester Business School

Perceived Stress, Job Satisfaction, and Job Performance in the Healthcare Professions in Malaysia
Mei-Hua Lin, Kurtsean Pitchay
Sunway University

The relations between sleep and the horizontal and vertical segregation of the Swedish labor market
Ingrid Schéle¹, Maria Nordin¹,²
¹ Umeå University – Dept. of Psychology, ² Stockholm University – the Stress Research Institute

Working conditions and emotional exhaustion among Swiss teachers – the mediating role of self-endangering behavior
Sophie Baeriswyl¹, Martial Berset¹, Achim Elfering¹, Andreas Krause¹
¹ University of Applied Sciences and Arts Northwestern Switzerland, ² University of Bern

Longitudinal analysis of the relations between identification, overcommitment and burnout
Lorenzo Avanzi, Lucia Savadori, Franco Fraccaroli
Department of Psychology and Cognitive Science

My supervisor’s occupational commitment: Interacting effects on relationships to employee’s health
Grit Tanner
University of Hamburg

Emotions positive and negative activity in management
Louise Sobral, Sônia Gondim
Federal University of Bahia

Context, value conflict and occupational stress: a descriptive model of relationships
Valentina Ramos¹, Filomena Jordão²
¹ Faculty of Administrative Sciences – Escuela Politécnica Nacional, ² Faculty of Psychology and Educational Sciences – Universidade do Porto

Does the Multidimensional Individual Difference Acculturation Model hold in an European short-term acculturation contexts?
Rita Berger¹, Magdalena Bekk², Erika Spiess³, Antoni Font⁴, Saba Safdar⁵
¹ University of Barcelona, ² University of Cologne, ³ Universität Ludwig-Maximilian Munich, ⁴ Universidad Autónoma de Barcelona, ⁵ University of Guelph
Boundaryless or precarious? Employment stress and wellbeing among different types of workers in atypical employment.
Katharina Klug
Bremen International Graduate School of Social Sciences

Alcohol consumption, sport activities, and detachment from work during the weekend as a function of time pressure over a week
Ivana Igic, Anita Keller, Achim Elfering, Norbert Semmer
University of Bern / Institute of Psychology

Employment stress and health among labor market entrants: Psychosocial demands and resources in atypical employment and their association with socio-economic status
Katharina Klug
Bremen International Graduate School of Social Sciences

Fear of the economic crisis and perceived low employability as stressors and their impact on employees’ well-being: a cross-sectional study
Gabriele Giorgi1, Jose M Leon-Perez2, Mindy Shoss3
1 ISCTe-Instituto Universitario de Lisboa (Portugal), 2 Università Europea di Roma (Italy), 3 Saint Louis University (US)

Having ‘me-time’ to recover from work – quality over quantity?
Almuth McDowall, et al.
Birkbeck, University of London and City University

Feeling «free and independent» vs feeling «well-surrounded»: The independent effects at work and off work of autonomy and social support
Anais Thibault Landry1, David-Emmanuel Hatier2, Marie-Gwen Castel-Girard3, Louis Baron1
1 Université du Québec à Montréal, 2 Université de Montréal

Time and performance pressure: Two sides of the same coin?
Julia Leinhos, Thomas Rigotti
Johannes Gutenberg University

Interactional justice as a moderator in the conflict management style and work stress relationship: a multi-cultural perspective
Nurul Ain Hidayah Abas1, Kathleen Otto2
1 University of Leipzig, 2 Philipps-Universität Marburg

Are «temporaries» less satisfied than «permanents»? the role of job insecurity and psychological contract violation in a mediated moderation model.
Antonino Callea1, flavio urbini1, emanuela ingusci2, antonio chirumbolo1
1 LUMSA University, Rome, Italy, 2 University of Salento, Lecce-Italy, 3 Sapienza University of Rome, Italy

Stress and Engagement in pressure situations. The case of the Portuguese Army Commandos
António Rosinha, Tiago Faria, Manuela Sarmento
Military Academy, CINAMIL
Thursday, 21 May • 08:00–09:30

**Power and Work Stress: The Moderating Role of Perceived Stability**
Sanne Feenstra¹, Jennifer Jordan¹, Frank Walter², Janka Stoker¹, Jin Yan¹
¹ University of Groningen, ² Justus-Liebig-University Giessen, ³ Zhejiang University

**The relationship between job insecurity and employee withdrawal: Examining the role of overall justice**
Jurgita Lazauskaite-Zabielske, leva Urbanaviciute, Dalia Bagdziuniene
Vilnius University

**No ‘switching off’ without switching off our electronic companions first? Systematically reviewing the impact of self-initiated ICT use on employees’ recovery and well-being**
Svenja Schlachter¹, Mark Cropley¹, Almuth McDowall²
¹ University of Surrey, ² Birkbeck, University of London

**Memories of affective episodes in the organization: Does both the emotional valence and the organizational identification matter?**
Ana Junça, Susana Tavares, Madalena Ferreira
Instituto Universitário de Lisboa (ISCTE-IUL), Lisboa, Portugal

**Prosocial knowledge mitigates work strain – if there is not too much overtime**
Michael J. Burtscher¹, Claudia Harzer², Stephan J. Motowidlo³, Barbara Baumann¹, Johannes Wacker⁴
¹ University of Zurich, Switzerland, ² University of Kassel, Germany, ³ Rice University, United States, ⁴ Hirslanden Clinic Zurich, Switzerland

**Youth unemployment: A field test of two interventions for increasing self-efficacy**
Marie-Helene Budworth¹, Jennifer Harrison²
¹ York University, ² NEOMA Business School

**Exposure and Attribution of Incivility: Should They be Studied Separately?**
Scott Withrwo
Koc University

**A Career Perspective on Workaholism: How Personal and Contextual Career Variables Might Lead to Working Compulsively and Excessively**
Daniel Spurk¹, Anneke Dubbelp, Andreas Hirschi¹, Simone Kauffeld²
¹ Universität Bern, ² TU Braunschweig

**Manipulating gratitude in supervisor-subordinate relationships: A test across three independent samples**
Jennifer Harrison¹, Marie-Helene Budworth²
¹ NEOMA Business School, ² York University

**Back to basics – introducing the Demands-Basic Need Support (D-BNS) model**
Ingrid Schéle¹, Susanne Tafvelin¹, ², Andreas Stenling¹, Stefan Holmström¹, Esther Hauer¹, et al.
¹ Umeå University, Department of Psychology, ² Karolinska Institute

**Personality and fatigue among shift workers: A six month follow-up**
Torhild Anita Sørengaard, Ingvild Saksvik-Lehoullier, Eva Langvik
Norwegian University of Science and Technology
Thursday, 21 May • 09:00–10:45

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

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

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

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

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

**Extending knowledge of «off-job» recovery in work to sports**
Yannick Balk¹, Jan de Jonge¹, Sabine Geurts²
¹ Eindhoven University of Technology, The Netherlands, ² Radboud University, Nijmegen, The Netherlands

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

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

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

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

**Supporting leaders in supporting police personnel’s resilience**
Annika Smit
Politieacademie
Thursday, 21 May • 10:00–10:45

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

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

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

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

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

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

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

Implicit leadership theories among Swedish and Danish pupils in construction industry vocational education
Martin Grill1, Anders Pousette1, Kent Nielsen2, Marianne Törner1
1The Sahlgrenska Academy, Dept of Public Health and Community Medicine, Occupational and Environmental Medicine, University of Gothenburg, Sweden, 2 Department of Occupational Medicine, Regional Hospital Herning, Denmark

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

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

Social stressors at work and well-being / health: A meta-analytic review
Christin Gerhardt1, 2, Norbert Semmer1, 2, Achim Effering1, 2, et al.
1 University of Bern, Switzerland, 2 National Centre of Competence in Research, Affective Sciences, University of Geneva, CISA, Geneva, Switzerland
The explanatory role of rumours in the reciprocal relationship between organizational change communication and job insecurity: A within-person approach
Tinne Vander Elst¹,², Kelly Smet², Yannick Griep³, Hans De Witte²,⁴
¹ Idewe (External Service for Prevention and Protection at Work), Belgium, ² University of Leuven, Belgium, ³ Vrije Universiteit Brussel, Belgium, ⁴ Optentia Research Programme, North-West University, South Africa

10:00–10:45 Session 16 | Oral session | Room: OKS Meeting Room 3
Topic/s: 3. Positive organizational behavior

Driven to craft: The role of motivation in how we craft our jobs, and perform, at work.
Sarah Farrell¹, Finian Buckley²
¹ Dublin City University, ² Dublin City University

Volunteers’ motivation changes and their relation with basic need satisfaction and frustration
Jemima Bidee, et al.
Vrije Universiteit Brussel

The Quality of Working Life of Academics and Researchers in the UK: Testing a Mediation Model
Rita Fontinha¹, Darren Van Laar², Simon Easton²
¹ Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom, ² Department of Psychology, Faculty of Science, University of Portsmouth, United Kingdom

10:00–10:45 Session 17 | Oral session | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

For you or for me? Distinguishing self-related from other-related proactive behaviors
Anne Janssen, Christian Stamov Roßnagel
Jacobs University Bremen

Feeling good at home, performing above and beyond your job requirements at work?
A daily diary study.
Lynn Germeys, Sara De Gieter
Vrije Universiteit Brussel, Belgium

Keeping Rivals Down: The Effect of Dynamic Social Comparisons on Employee Interpersonal Helping
Susan Reh, Christian Troester, Niels Van Quaquebeke
Kuehne Logistics University
Thursday, 21 May • 10:00–10:45

10:00–10:45  Session 18 | Oral session | Room: OKS Auditoriet

Topic/s: 10. Performance and productivity

Th-S18-OR-01

**Happy productive workers in knowledge intensive organisations.**
Marit Christensen\(^1\), Jan Morten Dyrstad\(^2\), Siw Tone Innstrand\(^3\), Kirsti Undebakke\(^3\)
\(^1\) Department of Psychology, Norwegian University of Science and Technology, \(^2\) Department of Economics, Norwegian University of Science and Technology, \(^3\) Department of Social Work and Health Science, Norwegian University of Science and Technology

Th-S18-OR-02

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

Th-S18-OR-03

**Service employees' conceptualizations and reactions to «difficult customers»:**
*Implications for organizational training, sensemaking, and service climate*
Iddo Gal\(^1\), Dana Yagi\(^2\), Gil Luria\(^3\)
\(^1\) University of Haifa, Israel, \(^2\) University of Haifa, Israel, \(^3\) University of Haifa, Israel

10:00–10:45  Session 19 | Oral session | Room: OKS Torghjørnet

Topic/s: 4. Health and interventions

Th-S19-OR-01

**The ARK intervention program**
Siw Tone Innstrand\(^3\), Marit Christensen\(^3\), Kirsti Godal Undebakke\(^3\), Kirsti Sarheim Anthun\(^1\)
\(^1\) Research Centre for Health Promotion and Resources Department of Social Work and Health Sciences, Norwegian University of Science and Technology, Trondheim, Norway, \(^2\) Department of Psychology Norwegian University of Science and Technology, Trondheim, Norway

Th-S19-OR-02

**Workplace phobia. Preliminary findings in the organizational context**
Michela Vignoli\(^1\), Beate Muschalla\(^2\), Dina Guglielmi\(^1\)
\(^1\) University of Bologna, Italy, \(^2\) University of Potsdam, Germany

Th-S19-OR-03

**What about the costs. Are online health trainings for stressed employee’s attractive measures for employer’s to reduce the costs of presenteeism and absenteeism?**
Dirk Lehr, Stephanie Nobis, Thiart Hanne, Elena Heber, Claudia Buntrock, David Ebert
Division of Online Health Training, Innovation Incubator, Leuphana University Lueneburg, Germany

10:00–10:45  Session 20 | Oral session | Room: OKS Odin

Topic/s: 18. Teams and workgroups

Th-S20-OR-01

**«Hands off, this is our idea!»: How adding or removing team members impacts team effectiveness**
Ana Paula Giordano\(^1\), \(^2\), David Patient\(^2\), Ana Margarida Passos\(^1\), Francesco Sguera\(^2\)
\(^1\) ISCTE – Lisbon University Institute, \(^2\) Católica-Lisbon School of Business and Economics
How robust are motivation gains in teams?  
Longitudinal effects of task structure and co-worker feedback  
Oliver Meltz¹, Katrin Wessolowski², Joachim Hüffmeier³, Marc Grünberg³, Sarah Meeßen³, Lukas Urban³, Guido Hertel³  
¹ University of Muenster, Germany, ² Federal Institute for Occupational Safety and Health, Dortmund, Germany

The mediating role of collective team identification in the relations between managerial coaching and team learning  
Eva Kunst, Marianne van Woerkom, Rob Poell  
Tilburg University

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

Path from I-deals to job crafting: The role of weekly work engagement  
Yasin Rofcanin¹, Secil Bayraktar²  
¹ University of Warwick, Warwick Business School, ² Ozyegin University

The role of emotion regulation strategies in the unfolding relationships between psychological contract breach, violation and organizational citizenship behavior  
Tim Vantilborgh, Safaa Achnak, Yannick Griep  
Vrije Universiteit Brussel

How psychological contract breach by subordinates affects weekly stress levels of managers: The roles of performance pressure and trust in higher management  
Jeroen de Jong¹, Mike Clinton², Matthijs Bal³, Beate van der Heijden⁴  
¹ Open University of the Netherlands, ² King’s College, ³ University of Bath, ⁴ Radboud University Nijmegen

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

Eastern European migrant workers in UK: Initial Development of the Workplace Integration Questionnaire  
Monica Hess, Roy Spina, Nik Chmiel  
University of Chichester, UK

The Moderating Role of Negative Affectivity on POS – Work Outcome Relationships  
Greg Sears¹, Haiyan Zhang²  
¹ Sprott School of Business, Carleton University, Ottawa, Canada, ² Smarter Workforce Institute, IBM, Minneapolis, U.S.A.

The effect of paternalistic leadership on emotional labor  
Tulay Turgut, Aylin Dincer Atmaca  
Marmara University
Thursday, 21 May • 10:00–11:30

How proactive personality and pride in organization predict intrapreneurial intentions and behavior
Aníbal Lopez, Pedro Neves
Nova School of Business and Economics

Achievement goals and achievement emotions: Preliminary longitudinal data on university students
Margherita Brondino, Daniela Raccanello
Department of Philosophy, Education and Psychology, University of Verona, Italy

The role of chronic and temporarily active self-construal on the formation of entrepreneurial intentions
Konstantinos Kafetsios¹, Leonidas Zampetakis², Manolis Lerakis², Vassilis Moustakis²
¹ University of Crete, Department of Psychology, Rethymnon, Crete, Greece, ² Technical University of Crete, Department of Production Engineering and Management, Management Systems Laboratory, Chania, Greece

The Importance of Statistical Invariance Testing in Cross-Cultural Leadership Research: A Study of Sweden and India
Anders Pousette¹, Karin Allard¹, Urmil Nanda Biswas²
¹ University of Gothenburg, Sweden, ² The MS University of Baroda, India

Using a Multi-agent System to Simulate the Organizational Behaviour of Entrepreneurs and Managers
Andrea Ceschi, Andrea Scalco, Riccardo Sartori
University of Verona

An Empirical Study on the Relationship between Personality Traits and Counterproductive Work Behaviors
Sibel Gök, Sibel Nitelik Ödemiş
Marmara University

Validity evidence for the job crafting scale in Brazilian samples
Renata Chinelato, Maria Ferreira, Felipe Valentini
Salgado de Oliveira University

Impact of mood on cognition – handwriting performance as exemplar
Clara Rispler¹, Gil Luria¹, Allon Kahanna¹, Sara Rosenblum²
¹ Haifa University, Faculty of Social Welfare and Health Sciences, Department of Human Services, ² Haifa University, Faculty of Social Welfare and Health Sciences, Department of Occupational Therapy

The role of emotional intelligence in the relationship between job performance and work-related stress: A sample of Lithuanian sales personnel
Loreta Gustainiene, Mindaugas Naudziunas
Vytautas Magnus University

Validating a scale of organizational justice across Spanish-speaking countries
Maria Felisa Latorre Navarro¹, Nuria Tordera², Yarid Ayala¹, Isabel Rodriguez², Laura Prieto², Luis Arciniega¹, et al.
¹ ITAM. Instituto Tecnológico Autónomo de México, ² Universidad de Valenica
Thursday, 21 May • 10:00–11:30

**Social entrepreneurship intentions in undergraduate students**  
Mariana Bargsted  
Universidad Catolica del Norte, Chile

**Changing goals in turbulent times – satisfaction despite radical change: The role of validating strong negative emotions**  
Florian Scholz  
University of Potsdam, Department of Business Administration

**Problem-solving and emotional processes on business opportunity recognition and exploitation: A team-level and time based approach**  
Susana C. Santos, Silvia Fernandes Costa, António Caetano  
Instituto Universitário de Lisboa, ISCTE-IUL

**A study of the measurement properties of a hierarchical model of integrity.**  
Anders Sjöberg  
Stockholm university

**Adolescents’ values: Influence of generational experiences versus family transmission**  
Brenda Groen¹, Xander Lub¹,², Matthijs Bal³  
¹ Saxion University of Applied Sciences, ² VU University Amsterdam, ³ University of Bath

**Polish adaptation of Link Burnout Questionnaire**  
Urszula Brzezińska  
Pracownia Testów Psychologicznych

**How People’s Reactions to Personalized Advertising on the Internet depend upon Perceived Quality of Personalization and Need for Uniqueness**  
Barbara Stiglbauer, Bernad Batinic  
Johannes Kepler University Linz

**Development and validation of a scenario-based workplace allocentrism scale**  
Joanna Pitek  
Bishop’s University

**Comfort in aircraft cabin – Multidimensional scaling, interviews and questionnaires at Hamburg Airport**  
Julia Bastian, Rainer Höger  
Leuphana University of Lueneburg

**Response Style Biases in Personality Measures and Leadership Derailment.**  
Gina Palermo¹, Tao Li²  
¹ Talent Q Ltd, ² Talent Q Ltd

**When a Preference for Dominating Others Affects Workplace Attitudes and Behaviours: A Social Dominance Theory Perspective**  
Kibeom Lee, Julie Choi  
University of Calgary
Thursday, 21 May • 10:00–11:30

Reconstruction of entrepreneur’s image in contemporary conditions: Discourse and values
Petro Vlasov, Anna Kiseleva
Institute of Applied Psychology «Humanitarian center»

The Individual Authenticity Measure at Work: Validity evidence in a sample of Brazilian workers
Renata Chinelato¹, Maria Ferreira¹, Felipe Valentini¹, Van Den Bosch¹
¹ Salgado de Oliveira University, ² Utrecht University

The Method for Measuring Personal and Social Factors of Professional Identity
Jelena Slesareva
JKL VOCATIONAL TRAINING CENTRE Ltd.

The Role of Personal and Social Resources in Emotional Management at Work
Ruolian Fang
NUS Business School, National University of Singapore

The relationship between bright and dark personality characteristics, risk intelligence and entrepreneurial intention
Melrona Kirrane¹, Na Fu², Mary Kinahan¹
¹ Dublin City University Business School, ² National University of Ireland, Maynooth

Rhetorical differences in research article introductions in HR/I-OP journals from the US and India
Nida ul Habib Bajwa, Cornelius König, Thiemo Kunze
Universität des Saarlandes

Emotions and Entrepreneurial Decision Making
Oana Fodor
Babes Bolyai University, Romania

The influence of procedural injustice on emotional labor in call-center interactions: An experimental study.
Judith Kampa, Annegret Böttcher, Kathleen Otto
Philipps-University Marburg

Measuring job performance in validation studies – should managers rate few or many employees?
Mats Englund
cut-e

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

The impact of Human Resources practices on investment intentions: A study in the financial sector
Luis Martinez¹, Aristides Ferreira¹, Carla Ilhéu², Rosa Rodrigues²
¹ Nova School of Business and Economics, ² Instituto Universitário de Lisboa (ISCTE-IUL)
10:00–10:45  Session 23 | State of the Art (P) | Room: RC Christiania Hall A
Topic/s: 8. Leadership and management

High-Potential Assessment and Development: A Framework-driven Approach
George Hallenbeck
Center for Creative Leadership

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

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

Topic/s: 6. Personnel selection
Chair/s: Rab MacIver, Tom Hopton
Discussant/s: Hendrik J Kriek

The User Validity of Overplayed Strength Development Advice
Rab MacIver, et al.
Brunel University

Democratic Progress: Designing Better Test Reports
Tom Hopton
Saville Consulting UK Ltd.

Are we forgetting the candidate? Considering the user perspective in psychometric assessment.
Celine Rojon¹, Almuth McDowall²
¹ University of Edinburgh, ² Birkbeck, University of London

10:00–10:45  Session 25 | Oral session | Room: RC Christiania Hall C
Topic/s: 6. Personnel selection

Common police selection methods as predictors of performance, satisfaction, retention and health among new Swedish police officers
Stefan Annell¹, ², Petra Lindfors¹, Magnus Sverke¹, ³
¹ Stockholm University, SE, ² Swedish Defense Recruitment Agency, SE, ³ North-West University, South Africa

Content validation of job knowledge test using job vacancy data: A Text mining approach
Sofija Pajic, Vladimir Kobayashi, Stefan Mol, Gábor Kismihók
University of Amsterdam

«Not hired, not bought?» – Negative effects of recruitment procedures on organizational and product image
Christian Bosau, Johanna Forth
RFH Köln, Germany
Thursday, 21 May • 10:00–12:30

10:00–10:45 Session 26 | Oral session | Room: RC Oslo Hall B

**Topic/s:** 8. Leadership and management

**Examining the relationship between employer obligation fulfillment and intent to quit through the lenses of social exchange and social comparison**
Irene Tsachouridi, Irene Nikandrou
Athens University of Economics and Business

**Do leaders and employees in different occupational groups have different faces?**
Accuracy in categorizing perceptually ambiguous groups at work
Erik Dietl, Valerie Hiedels
University of Hohenheim

**Perceived managerial exemplarity: Two studies to test its impact on affective commitment and stress**
Léa Wang¹, Rémi Finkelstein¹, Alexandra Didry²
¹ Université Paris 8, Laboratoire Parisien de Psychologie Sociale (LAPPs), Saint Denis, Paris, France,
² Société PerformanSe, Bernard Julhiet group, Paris, France.

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

**Harassment and mistreatment in organizations**
Morten Birkeland Nielsen
National Institute of Occupational Health, Oslo, Norway, Department of psychosocial science, University of Bergen, Bergen, Norway

**Research in work-unit climate: Recent trends and a look into the future**
Vicente González-Romá
University of Valencia

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

**Invited Session: Meet the Editors: Everything You’ve Always Wanted to Know about Publishing and Reviewing**
Talya Bauer¹, John Antonakis², Berrin Erdogan¹, Willian Gardner³, Brian Hoffman⁴, Ramon Rico⁶, Donald Truxillo¹, Daan van Knippenberg¹, Julie McCarthy³
¹ Portland State University, ² HEC Lausanne- UNIL, ³ University of Toronto, ⁴ Texas Tech University, ⁵ University of Georgia, ⁶ Universidad Autónoma de Madrid, ⁷ Erasmus University Rotterdam

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

**Proactivity at work: New theoretical and empirical advances**
**Topic/s:** 3. Positive organizational behavior
**Chair/s:** Hector Pablo Madrid, Cumali Uri

**How proactive behaviour shapes leadership: The interplay of identity and implicit theories**
Asma Bagash, Karoline Strauss, Dawn Eubanks
Warwick Business School, University of Warwick
Thursday, 21 May • 11:00–12:30

How and when emotion labor enhances/mitigates proactive behavior: Mediating effect of vitality and moderating effect of contingent reward
Hong Deng1, Chia-Huei Wu1, Yan-Jun Guan2
1 London School of Economics and Political Science, 2 University of Surrey

A Work Design Perspective on Voice Behavior over Time
Anita Starzyk, Anke Gries
University of Mannheim

To be or not to be proactive: The role of leadership and employees’ gender
Bettina Eibl, Cornelia Niessen
Friedrich-Alexander-Universität Erlangen-Nürnberg

State core self-evaluations, proactive approach/avoidance tendencies and well-being at work: A day-reconstruction study
Annika Nübold1, Günter W. Maier2
1 Maastricht University, 2 Bielefeld University

11:00–12:30 Session 30 | Symposium | Room: OKS Hall D
Atypicality in the Work Context I: Challenges, Barriers, and Opportunities
Topics: 8. Leadership and management
Chair/s: Clara Kulich, Mary Kinahan
Discussant/s: Janine Bosak

Refining the Conditions of Glass Cliffs: The Role of Performance Controllability
Vincenzo Iacoviello, Clara Kulich, Fabio Lorenzi-Cioldi
University of Geneva

Hierarchy Enhancing or Hierarchy Attenuating: Are Male and Female Leaders perceived to differ in their Preferences for Leadership Roles?
Mary Kinahan1, Janine Bosak1, Alice Eagly2
1 Dublin City University, 2 Northwestern University

Evaluation of Leaders—Does Gender Really Matter?
Agnieszka Pietraszkiewicz1, Nuria Rovira-Asenjo1, Sabine Sczesny1,2
1 University of Bern, 2 Rovira i Virgili University

Gender Stereotypes of Leaders: A Content Analysis of Obituaries
Eva Hofmann, Barbara Hartl, Erich Kirchler, Stephan Muehlbacher
University of Vienna

Supervisor Assessments – Stereotypical Differences According to Gender of Employees and Supervisors
Ingela Jöns1, Stefanie Winter2
1 University of Mannheim, 2 University of Applied Sciences Darmstadt
Thursday, 21 May • 11:00–12:30

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

How to assure diversity in leadership and boardrooms. Exploring the effects of two leadership development initiatives for migrants and women in Norway and Africa.
Topic/s: 8. Leadership and management
Chair/s: Elisabeth Østrem

Mentoring in Global Future
Morten Eikeland
AFF

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

Evaluating the concepts and results of Global Future and Female Future
Marte Buvik
Sintef

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

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

Creating Social Capital through Leadership Development Initiatives internationally
Atle Jordahl
AFF

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

Topic/s: 2. Employee stress and burnout

Acculturation as a moderator in the relationship between job insecurity and wellbeing of migrating workforce
Delia Virga¹, Dragos Iliescu²
¹ West University of Timisoara, Romania, ² University of Bucharest, Romania

When job demands prevent (!) burnout: A meta-analysis of longitudinal studies
Christina Guthier, Christian Dormann
Johannes Gutenberg-Universität Mainz, Department of Business Education and Management
Thursday, 21 May • 11:00–12:30

**Session 33 | Symposium | Room: OKS Meeting Room 3**

**Organizational health across the globe: From healthy individuals to healthy organizations**
Topic/s: 3. Positive organizational behavior
Chair/s: Francesco Montani

**The role of empathy in the relation between daily events and individuals’ well-being**
Ana Junça, António Caetano, Rita Rueff-Lopes
ISCTE-IUL Instituto Universitário de Lisboa

**Activation levels of negative affect and innovative work behaviour: The moderating role of mindfulness**
Francesco Montani¹, Véronique Dagenais-Desmarais², Simon Grégoire³
¹ Université de Sherbrooke, ² Université de Montréal, ³ Université du Québec à Montréal

**The role of job and personal resources on well-being of Brazilian employees**
Maria Cristina Ferreira¹, Helenides Mendonça²
¹ Salgado de Oliveira University, ² Catholic University of Goiás

**Is professors’ health related to universities’ performance? A study with teachers from Brazilian universities**
Helenides Mendonça¹, Lauro Nalini¹, Maria Cristina Ferreira², António Caetano³
¹ Catholic University of Goiás, ² Salgado de Oliveira University, ³ ISCTE-IUL Instituto Universitário de Lisboa
Thursday, 21 May • 11:00–12:30

**Cultural diversity and inclusion in Brazil and its relation to organizational health:**
*Experience of organizational inclusion, turnover and absenteeism*
Claudio Torres, Luara Presotti
University of Brasilia

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

**Salutogenic interventions**
Topic/s: 4. Health and interventions
Chair/s: Marit Christensen, Siw Tone Innstrand

- **Exploring participation rates in a physical activity intervention to improve mastery of work – The Wave of Healthiness**
  Ingrid Rostad, Ingvild Saksvik-Lehouillier
  Department of Psychology, Norwegian University of Science and Technology

- **Job crafting – a salutogenic intervention?**
  Sylvi Thun
  Department of Psychology, Norwegian University of Science and Technology

- **High performers: Intervention through identity construction?**
  Anne Iversen¹, Fay Giaever¹, Signe Lohmann-Lafrenz², Lise Løvseth³
  ¹ Department of Psychology, Norwegian University of Science and Technology, ² Department of Occupational Medicine, St.Olavs University Hospital, ³ Department of Research and Development, division of Psychiatry, St.Olavs university hospital

- **A process evaluation of a salutogenic intervention**
  Per Øystein Saksvik¹, Oyeniyi Samuel Olaniyàn², Kristin Lysklett¹
  ¹ Department of Psychology, NTNU, ² Department of Psychosocial Science, University of Bergen

- **The ARK-Survey – a tool for countervailing interventions**
  Kirsti Undebakke², Siw Tone Innstrand³, Marit Christensen¹, Kirsti Anthun²
  ¹Department of Psychology, NTNU, ² Centre for Health Promotion and Resources, NTNU

- **A Participatory Physical and Psychosocial Intervention for Balancing the Demands and Resources among Industrial Workers (PIPPI)**
  Johan Simonsen Abildgaard¹, Christian Dyrlund Wåhlin-Jacobsen¹, Nidhi Gupta¹, Louise Nøhr Henriksen¹, Karina Nielsen², Andreas Holtermann¹
  ¹The National Centre for the Working Environment, ² Norwich Business School

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

**How Work Influences Who We Are: New Research Exploring the Role of Work in Personality Development and Change**
Topic/s: 7. Human resource management
Chair/s: Stephen A Woods
Discussant/s: Beatrice Van der Heijden
Personality trait development across 40 years: The role of occupations
Stephen Woods¹, Grant Edmonds², Sarah Hampson²
¹ University of Surrey, ² Oregon Research Institute

Does coaching influence personality change?
Rebecca Jones
University of Worcester

Can job autonomy and skill utilization enhance individuals’ locus of control?
A reciprocal longitudinal study
Chia-Huei Wu¹, Mark Griffin¹, Sharon Parker²
¹ London School of Economics and Political Science, ² University of Western Australia

My Work Changes Me: How Work Design Might Shape Personality and Identity Development
Sharon Parker
University of Western Australia

Multi-method reliability studies: The foundation for investigating personality change
Rainer H. Kurz
Cubiks, UK

11:00–12:30 Session 36 | Symposium | Room: OKS Torgjørmert
Team processes: Observing actual communication and leadership behaviors and their impacts on individual and team outcomes
Topic/s: 18. Teams and workgroups
Chair/s: Bertolt Meyer

Predicting firefighters’ work outcomes with smartphones
Michael Burtscher¹, Bertolt Meyer², Sebastian Feese³, Bert Arnrich⁴
¹ University of Zurich, Zurich, Switzerland, ² Technische Universität Chemnitz, Germany, ³ ETH Zurich, Switzerland, ⁴ Bogazici University, Turkey

Leaders’ visible conduct and interactions, leader evaluations, and team decision quality
Bertolt Meyer¹, Michael Burtscher¹, Klaus Jonnas², Sebastian Feese³, Bert Arnrich⁴
¹ Technische Universität Chemnitz, Germany, ² Universität Zürich, Switzerland, ³ ETH Zürich, Switzerland, ⁴ Bogazici University, Turkey

Identifying the Alphas: The assessment of emergent leadership via behavioral parameter using wearable sensors
Alexandra (Sasha) Cook
Technische Universität Chemnitz, Germany

Quality of personal leader-follower relationship and daily affect: A multilevel analysis on explaining mechanism of daily behaviors and transformational leadership style
Viktoria Gochmann, Sandra Ohly
University of Kassel, Germany
Thursday, 21 May • 11:00–12:30

**Communication within the Surgical Team and Surgical Site Infections: An observational Study**
Norbert Semmer¹, Franziska Tschan²
¹ University of Bern, Switzerland, ² University of Neuchâtel, Switzerland, ³ Bern University Hospital, Switzerland

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

**Moderators and mediators variables in the employment relationship of temporary agency workers**
Topic/s: 1. Employment relations
Chair/s: Maria José Chambel

**Double employment relationship: Moderation by previous employment status**
Filipa Castanheira¹, Maria José Chambel¹, Filipa Sobral¹
¹ Faculty of Psychology, University of Lisbon, ² Nova School of Business and Economics, New University of Lisbon

**Dual employers, dual identifications: Identification and type of TWA contract affecting the relation between employment relationships and TAW behavior**
Dick De Gilder
Dept. of Organization Sciences, VU University, Amsterdam

**Motivations for being temporary agency worker and well-being: A longitudinal study**
Maria José Chambel, Silvia Lopes
Faculty of Psychology, University of Lisbon

**The relationship between HRM, affective commitment to client, and performance: Conditional effects by TAW generation**
Francisco Cesário¹, Filipa Castanheira², Maria José Chambel¹, Ricardo Fabricio⁴
¹ ISPA, Instituto Universitário de Ciências Psicológicas, ² Nova School of Business and Economics, New University of Lisbon, ³ Faculty of Psychology, University of Lisbon, ⁴ Centro de Ciências Sociais da Universidade da Madeira

Marianna Giunchi¹, Maria José Chambel², Chiara Ghislieri¹
¹ Faculty of Psychology, University of Turin, ² Faculty of Psychology, University of Lisbon

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

**Perceived Employability Boosting job Performance: A Matter of Perceived Organizational Justice?**
Kristien Philippaerts¹,², Jeroen Camps¹, Nele De Cuyper¹, Anneleen Forrier¹, Jeroen Stouthen¹
¹ Research Group Work, Organizational and Personnel Psychology, KU Leuven, Leuven, Belgium, ² FWO, Brussels, Belgium, ³ Research Department HRM, KU Leuven, Leuven, Belgium
Thursday, 21 May • 11:00–12:30

Psychological barriers of unemployed persons inhibiting their entrepreneurial initiative and new employment
Taimi Elenurm¹, Triit Elenurm²
¹ Estonian Entrepreneurial University of Applied Sciences, Tallinn University of Technology, ² Estonian Business School

Skill utilization as a mediator in the cross-lagged relations between perceived employability and well-being
Dorien Vanhercke¹, Rita Fontinha², Nele De Cuyper¹, Marijke Verbruggen¹, Anneleen Forrier³, Hans De Witte¹, ²
¹ Research Group Work, Organizational, and Personnel Psychology, KU Leuven, Belgium, ² University of Porto, Portugal, ³ Research Centre for Organization Studies, KU Leuven, Belgium

Work ability in high-involvement work systems: The dual role of participatory management in employee motivation and work intensification
Severin Hornung¹, Matthias Weigl², Thomas Höge¹, Jürgen Glaser⁴
¹ University of Innsbruck, Austria, ² University of Munich, Germany

Keep Calm and Multiplex? The Role of Multiplexity for Career Support in Developmental Ego-Networks
Luisa Barthauer¹, Daniel Spurk², Simone Kauffeld¹
¹ TU Braunschweig, ² Universität Bern

Comparing precarious and boundaryless work to permanent employment: A multi-group analysis on work conditions and well-being
Claudia Bernhard-Oettel¹, ², Constanze Leineweber³, ², Hugo Westerlund², ³
¹ Dep of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden, ³ Stockholm Stress Center, Sweden

11:00–12:30 Session 39 | Symposium (P) | Room: RC Christiania Hall A
Culture, Beliefs, Competition, and Unethical Behaviors during Selection and in the Workplace
Topics: 11. Ethics
Chairs: Nicolas Roulin, Caroline Julia Pulfrey
Discussants: Espen Skorstad

Do Applicants Fake More When They Face More Competition?
Nicolas Roulin¹, Franciska Krings²
¹ University of Manitoba, ² University of Lausanne

Applicant Faking Across Cultures: A 43-Nation Study
Clemens Fell, Conelius Koenig
Universität des Saarlandes

Healthy Competition or a Hotbed of Malevolence? The Relation Between Management Practices, Organizational Behavior Patterns and Employee Deviance
Caroline Pulfrey, Fabrizio Butera
University of Lausanne
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Believing in a Free Market and Making Decisions with Moral Stakes
Gregoire Bollmann¹, Sebastien Mena²
¹ University of Lausanne, ² City University London

11:00–12:30 Session 40 | Symposium (P) | Room: RC Christiania Hall B
Standards of Practice in Assessment Centres
Topic/s: 6. Personnel selection
Chair/s: Helen Baron

ISO 10667 and the development of the BPS AC Standards
Dave Bartram
CEB

Developing and Using Assessment Centre Standards: 2 Approaches
Helen Baron¹, Tatiana Khvatinina²
¹ Independent, ² SHL Russia & CIS

The practical aspects of implementing and maintaining the ISO 10667 standard in Assessment Centre practice.
Anna Krook, Tony Ullgren
Göteborgs Stad, Intraservice

11:00–12:30 Session 41 | Oral session | Room: RC Christiania Hall C
Topic/s: 6. Personnel selection

Development of a competency model for the Norwegian Police University College
Sarah Abraham
The Norwegian Police University College

Which Knowledge, Skills and Abilities (KSAs) are required for Working on a Team Effectively? A Meta-Analysis on the Relationship of KSAs and Team Performance
Julian Schulze¹, Stefan Krumm¹, Jens Mazei², Marie-Christine Juli³, Joachim Hüffmeier³, Guido Hertel³
¹ Freie Universität Berlin, ² Westfälische Wilhelms-Universität Münster, ³ Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

Personality without borders: Do questionnaire languages and smart-phones bias results?
Rob Bailey¹, Tatiana Gulko¹, Sofia Lundahl², Ellen Wetterberg²
¹ OPP Ltd, ² Lund University

Cognitive predictors of individual occupational careers in the 21st century – Do complex problem solving skills matter beyond general mental ability?
Jakob Mainert, André Kretzschmar, Jonas C. Neubert, Samuel Greiff
University of Luxembourg
Thursday, 21 May • 11:00–12:30

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

Learning in the workplace: Organisational and personal perspectives
Topic/s: 7. Human resource management
Chair/s: Eva Kyndt
Discussant/s: Marianne Van Woerkom

Th-S42-SYM-01
Antecedents and outcomes of informal workplace learning: A systematic review
Kelly Smet, Hans De Witte, Eva Kyndt
KU Leuven – University of Leuven, Belgium

Th-S42-SYM-02
Development and Validation of the Learning Culture Inventory (LCI)
Frederic Hilkenmeier, Niclas Schaper
Department of Work and Organizational Psychology, University of Paderborn, Germany

Th-S42-SYM-03
Professional learning among school leaders: The impact of personal and work context factors
Ruth van Veelen, Peter Sleegers, Maaike Endedijk
University of Twente, The Netherlands

Th-S42-SYM-04
Work-related learning across the lifespan. A study on the influence of age, work values and job characteristics.
Loth Van Den Ouweland1, Piet Van den Bossche2
1 University of Antwerp, Belgium, 2 University of Antwerp, Belgium & Maastricht University, the Netherlands

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

The bright and dark sides of organizational change
Topic/s: 12. Organizational Change and Development
Chair/s: Irina Nikolova, Karen van Dam

Th-S43-SYM-01
Psychological costs and benefits of work restructuring
Irina Nikolova1, Joris van Ruysseveldt2, Karen van Dam1, Hans De Witte2
1 Open University of the Netherlands, 2 KU Leuven; North-West University, South Africa

Th-S43-SYM-02
How change relates to workplace learning and emotional exhaustion: Exploring mediating mechanisms
Joris van Ruysseveldt, Karen van Dam
Open University of the Netherlands

Th-S43-SYM-03
How does job insecurity relate to adaptive performance?
Cornelia Niessen, Inge Mäder
Friedrich Alexander University of Erlangen-Nürnberg

Th-S43-SYM-04
Adaptation to organizational change: The role of personality and emotion regulation
Karen van Dam1, Robin van Roij2, Susanne van de Kop3
1 Open University of the Netherlands, 2 Tilburg University

Th-S43-SYM-05
Responding to change recipients’ reactions: A conceptual model
Maria Vakola, Kleanthis Katsaros
Athens University of Economics and Business
Thursday, 21 May • 12:00–13:30

**The bright and the dark side of ongoing change: Untangling the differential effects of cutbacks and innovation on employee attitudes, emotional well-being and behaviors**

Tina Kiefer¹, Jean Hartley², Neil Conway³, Rob B Briner⁴

¹ University of Warwick, ² Open University of UK, ³ Royal Holloway, University of London, ⁴ University of Bath

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

Xavier Caroff¹, Justine Massu¹, Albena Krasteva², Marion Houssin³

¹ LATI, University Paris Descartes, ² University Paris Descartes & University of Bologna, ³ University Paris Descartes & University of Barcelona

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

Andra Toader

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

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

Zenobia Niculita

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

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

Christian Jung¹, Michèle Morner¹,²

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

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

Guido Hertel¹, Katrin Wessolowski¹, Oliver Meltz¹, Justina Brahm¹, Jonas Fink¹, Joachim Hüffmeier¹

¹ University of Muenster, Germany, ² Federal Institute for Occupational Safety and Health, Dortmund, Germany

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

Ariane A. Corradi¹, Elaine R. Neiva²

¹ Universidade Federal de Minas Gerais, ² Universidade de Brasilia

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

Marie Gwen Castel-Girard¹, Anais Thibault-Landry¹, David Emmanuel Hatier¹, Louis Baron¹

¹ Université du Québec à Montréal, ² Université de Montréal
Does the left hand knows what the right hand is doing? A study of cooperation practises and information sharing in institutional food chains
Kjersti Berge Evensen
University of Stavanger

Does organizational climate count? Testing its impact upon positive work outcomes
Dalia Tuskenyte, Dalia Baugdziuniene, leva Urbanaviciute, Jurgita Lazauskaite-Zabielske, et al.
Vilnius University

Organizational Trauma: A Defensive Organizational Response
Pablo Alonso Peña¹,²,³, Jan Leysen¹, Stephan Van den Broucke², Michel Sylin³
¹ Royal Military Academy, ² Université Catholique de Louvain, ³ Université Libre de Bruxelles

Worksite health promotion in the Gulf region: A need or a want?
Dr Mansoor Anwar Habib
Emirates Integrated Telecommunications Company «du»

Innovation, Prosociality and Well Being in the context of Organizational Change at Work
Merielly Dornelas Muzl, Pascale Desrumaux
Université Charles de Gaulle – Lille ³

We didn’t know anything! It was a mess: The effectiveness of a rescue operation multi-team system
Alina Flestea¹, Petru Curezu¹, Oana Fodor¹, Mircea Miclea¹
¹ Babe?-Bolyai University, Cluj-Napoca, Romania, ² Tilburg University, Tilburg, Netherlands

Teamflow as a consequence of creative working conditions
Luisa Ribeiro, José Magalhães, Tito Laneiro
Universidade Autónoma de Lisboa

Strategic consensus and team performance.
Katia Puente-Palacios¹, Tatiana Moreira¹, Tamara Puente¹, Naianne Lira¹
¹ University of Brasília – UnB, ² Pontificia Universidad Católica del Ecuador – PUCE

Explicit, implicit and ideal models of decision-making in a healthcare executive
Katrina Long
Monash University

Team roles and attachment style in team work
Klára Seitlová, Petra Dvořáčková, et al.
Palacký University Olomouc, Faculty of Arts

Do affect and potency mediate the association between charismatic leadership and performance?
EVA M. LIRA¹, Kristina Potocnik², González-Romá Vicente¹, Pilar Ripoll¹, Sabina Hodzic¹
¹ University of Valencia, ² University of Edinburgh Business School

Knowledge sharing in interdisciplinary teams: A study of team identification, trust and collaboration.
Isabelle Tremblay¹, Frédérique Lessard¹, François Chiocchio², Marie-Josée Fleury³
¹ Université de Montréal, ² University of Ottawa, ³ McGill University
Thursday, 21 May • 12:00–13:30

The Influence of Industry and Organization on Employee Perceptions of Organizational Culture: A Hierarchical Analysis
Derek Chapman, Julie Choi, Joshua Bourdage
University of Calgary

A review of work team development models.
Elisabeth Raes, Eva Kyndt, Filip Dochy
University of Leuven

The Impact of Diversity on Team Climate for Innovation
Ingrid Dackert
Malmö University

Staff’s tolerance in educational organizations with different types of organizational culture
Liudmyla Karamushka, Kira Tereshchenko, Volodymyr Ivkin
Institute of Psychology

Organizational Crisis Leadership and the Centrality of Enabling Reciprocal Delegation
Synnøve Nesse
Synnøve Nesse, 1) Department of Strategy & Leadership, Norwegian School of Economics
2) Research & Crisis Management Department, Falck Nutec AS

Does an adequate team climate for learning predict innovation and team effectiveness? Results from higher education and business context?
Benjamin Ramirez Heller1, Rita Berger1, Felix C. Brodbeck2
1 University of Barcelona, 2 Ludwig-Maximilians Universität Munich

Exploring the role of work groups in spreading job related misbehavior and the role of individual level mitigating factors
Yoav Vardi, Ely Weitz
Department of Labor Studies, Faculty of Social Sciences, Tel Aviv University, Tel Aviv, Israel

In search of purpose: Creating meaningful work through corporate culture
Hannah Möltner1, Juliane Göke1, Christian Jung1, Michèle Morner1,2
1 Witten/Herdecke University, Germany, 2 German University of Administrative Sciences Speyer, Germany

Justice and perceived effectiveness of national and expatriate middle managers: The role of social and personal resources, tenure and ownership sector
Maria Rita Silva, António Caetano
Instituto Universitário de Lisboa (ISCTE-IUL)

Mixed scientist-practitioner research teams’ absorptive capacity: A theoretical model predicting knowledge mobilization
François Chiocchio1, Christian Dagenais2, Salhia Ziam1
1 Telfer School of Management, University of Ottawa, 2 Département de psychologie, Université de Montréal, 3 École des sciences de l’administration, Université du Québec

Work engaged over a decade: Individual long-term associations with job resources
Piia Seppälä1, Jari Hakanson1, Anneli Ojajärvi1, Anne Mäkikangas2
1 Finnish Institute of Occupational Health, 2 University of Jyväskylä
Thursday, 21 May • 12:45–14:15

Cognitive failures as mediators in the engagement-performance link: A study among employees and their colleagues
Rodanthi Lemonaki¹, Despoina Xanthopoulou², Panagiotis Simos³, Evangelos Karademas¹
¹ University of Crete Department of Psychology, School of Social Sciences Rethymnon, Greece, ² Aristotle University of Thessaloniki, Faculty of Philosophy, School of Psychology Thessaloniki, Greece, ³ University of Crete, Division of Psychiatry, School of Medicine Herakleion, Greece

Levels and factors of development of organizational culture of educational organizations
Liudmyla Karamushka, Oksana Kredentser, Oleksandr Kovalchuk
Institute of Psychology

Person’s Understanding of Meaningfulness of Life as a Factor of the Commitment in the Organization
Sergey Bogomaz, Emma Meshcheryakova, Alexandra Radman
Tomsk State University

The benefit of transformational leadership and team climate for innovation on team performance for teams with high creativity requirements: A moderated mediation analysis on team-level
Jana Sophia Keil¹, Kathleen Otto¹, Thomas Rigotti²
¹ Philipps-Universität Marburg, Germany, ² Johannes Gutenberg-Universität Mainz, Germany

A Systematic Review of Instruments to Measure Team Coordination
Sylvia Hysong¹, Christiane Spitzmueller¹, Amanda Auron², Thach Tran³, Amber Amspoker¹
¹ Baylor College of Medicine, ² University of Houston, ³ Michael E. DeBakey Veterans Affairs Medical Center

Deep-Level Diversity and Team Performance: The Role of Diversity Uniformity and Team Dynamics.
Brian M. Doornenbal¹, Bart A. De Jong¹, Anne Nederveen Pieterse², Paul G.W. Jansen¹
¹ VU University Amsterdam, The Netherlands, ² Rotterdam School of Management, Erasmus University Rotterdam, The Netherlands

Is team engagement always positive for team outcomes?
Marta Soler¹, Vicente Peñarroja², Virginia Orengo², Luciano Venelli²
¹ IDOCAL, University of Valencia, Spain, ² Universidade Metodista de Sao Paulo, Brazil, ³ Department of Social Psychology, Autonomous University of Barcelona.

12:45–14:15 Session 45 | Invited Symposium | Room: OKS Hall A
Organizational Justice: The Roles of Power and Authority
Topics: 16. Conflicts in organizations
Chair/s: Dirk D. Steiner

Interactional Justice as a Dependent Variable: The Relationship Between Parental Treatment and Abusive Supervision
Daniel Skarlicki¹, Simon Lloyd Restubog², Patrick Raymund James Garcia³
¹ University of British Columbia, ² Australian National University, ³ University of Vermont
Thursday, 21 May • 12:45–14:15

**Th-S45-INV-SYM-02**

**Dual Authorities and Dual Standards of Justice? Understanding the Adaptation Experience of Expatriates through the Lens of Organizational Justice**
Abiola Sarnecki¹, Marion Fortin², Marjo-Ritta Diehl³
¹ EBS Business School, Department of Management and Economics, Germany, ² Center for Research in Management (CRM), University of Toulouse ³ Capitole, France

**Th-S45-INV-SYM-03**

**All in the same boat? The effect of managerial shared fate on employee justice perceptions and work reactions**
Tatiana Marques, David Patient, Catarina Cajada
Católica-Lisbon School of Business and Economics

**Th-S45-INV-SYM-04**

**Justice climate emergence: The unexplored role of causal attributions and impression management tactics**
Burak OC¹, Michael Bashshur², E. Layne Paddock²
¹ Center for Research in Innovation Organization Strategy & Entrepreneurship, Bocconi University, Italy, ² Lee Kong Chian School of Business, Singapore Management University

**Th-S45-INV-SYM-05**

**Extending the trickle-down justice model: Justice climate strength as a moderator of the justice climate-peer justice relationship**
Carolina Moliner¹, Agustín Molina², Russell Cropanzano³, Vicente Martínez-Tur⁴, José María Peiró¹ ³
¹ Research Institute IDOCAL, University of Valencia, Spain, ² Leeds School of Business, University of Colorado Boulder, USA, ³ IVIE, Spain, ⁴ University of Limerick

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

**The Dark Tone of Leadership: New Touches and Future Compositions**
Topic/s: 8. Leadership and management
Chair/s: Jeroen Stouten
Discussant/s: Rolf van Dick

**Th-S46-INV-SYM-01**

**Narcissists’ Performance Evaluations of Followers: A Matter of Perceived Appreciation and Follower personality**
Annebel De Hoogh, Deanne Den Hartog
Amsterdam Business School

**Th-S46-INV-SYM-02**

**When followers stimulate abusive supervisory behavior: Followers’ upward hostile behavior, supervisors’ interpersonal justice and self-doubt.**
Jeroen Camps, Jeroen Stouten, Martin Eeuwema
KU Leuven

**Th-S46-INV-SYM-03**

**When leaders do not behave ethically: A substitutes for ethical leadership perspective**
Pedro Neves¹, Arménio Rego², Miguel Pina e Cunha¹
¹ Nova School of Business and Economics, ² Universidade de Aveiro, ³ /

**Th-S46-INV-SYM-04**

**Destructive leadership behavior as predictors of pass–fail in a crisis management assessment center**
Leo Kant¹ ², Anders Skogstad¹, Sigurd W. Hystad¹, Jørn Hetland¹, Ståle Einarsen¹
¹ University of Bergen, ² Falck Nutec AS
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12:45–14:15 Session 47 | Symposium | Room: OKS Hall C
Job Crafting I: Antecedents, Consequences and Interventions

Topic/s: 3. Positive organizational behavior
Chair/s: Evangelia Demerouti
Discussant/s: Arnold B. Bakker

Daily empowering leadership, job crafting and basic needs satisfaction:
Haijiang Wang, Evangelia Demerouti, Pascale le Blanc
Eindhoven University of Technology

«This kind of person I hope not to be in the future»: The role of cognitive job crafting in dealing with daily social stressors at work
Daniela Wessler, Cornelia Niessen
Friedrich-Alexander-Universität Erlangen-Nürnberg

Does job crafting buffer the negative effects of high demands on work engagement and burnout?
Jari Hakanen, Piia Seppälä, Pertti Mutanen
University of Helsinki

Designing Jobs to Facilitate Daily Crafting and Engagement: The Cross-Level Interactive Roles of Skill Utilisation, Control and Interdependence
Sarah-Jane Cullinane¹, Janine Bosak¹, Patrick Flood¹, Evangelia Demerouti²
¹ Dublin City University, ² Eindhoven University of Technology

Crafting work and leisure: Achieving life satisfaction through self-actualization and meaning-making
Paraskevas Petrou, Arnold B. Bakker
Erasmus University Rotterdam, Institute for Psychology

12:45–14:15 Session 48 | Invited Symposium (P) | Room: OKS Hall D
Guidelines for leadership development – a practitioner toolbox

Topic/s: 8. Leadership and management
Chair/s: Per A. Straumsheim

Leadership Development services in Norway – a provider/consumer survey
Per Straumsheim
Norwegian Psychological Association

What is needed to make Leadership Development effective?
Øyvind Lund Martinsen¹, Siv Sviland Høie²
¹ The Norwegian Business School, BI, ² Statoil/Timbr Norway

What are we implementing in Leader Development, and how?
Michelle Farooqui¹, Per Straumsheim¹
¹ Statens vegvesen, ² Norwegian Psychological Association

Make it or brake it. The Ethics of Leadership Development
Petter Ingebrigtsen, petter.ingebrigtsen@aff.no
"AFF"
Thursday, 21 May  •  12:45–14:15

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

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

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

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

Holly Andrews
University of Worcester; Worcester Business School

**Working with Corporate Psychopaths**

Clive Boddy
Middlesex University Business School; Leadership and Organisational Behavior

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

Maxim Laurijssen¹, Barbara Wisse², Stacey Sanders²
¹ University of Groningen, Department of HRM & OB, ² University of Groningen; Department of Psychology

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

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

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

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

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

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

Jasmin Zimmermann¹, Simon Binz¹, Chiara Knecht¹, Céline Mühlethaler², Ranjit Painadath², Toni Wäfler¹
¹ University of Applied Sciences and Arts Northwestern Switzerland, School of Applied Psychology, Institute Humans in Complex Systems, ² Zurich University of Applied Sciences, School of Engineering, Centre for Aviation

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

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

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

Fabiola Gattringer, Melanie Boudar, Bernad Batinic
Johannes Kepler University Linz, Austria
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User experience and the adoption of company-wide standard software systems: Testing the moderating role of experience in an extended technology acceptance model
Oliver Kohnke\(^1\),\(^2\), Marleen Rusche\(^1\)
\(^1\) SAP Deutschland SE & Co. KG, \(^2\) University of Mannheim

Complex approach to websites usability evaluation: Experimental verification
Anna Leonova\(^1\), Ivan Degtyarenko\(^2\)
\(^1\) Lomonosov Moscow State University, Faculty of Psychology, \(^2\) UI/Design Group

A human factors- and HRO approach to reduce risks between a design phase and an implementation phase of new automated technology in a high-risk industry.
Gunhild Sætren, Karin Laumann
NTNU

12:45–14:15 Session 51 | Symposium | Room: OKS Meeting Room 3
Yes, we can! Successfully overcoming challenges and dealing with errors at work
Topic/s: 3. Positive organizational behavior
Chair/s: Bernd Carette, Nicoletta Dimitrova
Discussant/s: Irene Elisabeth de Pater

How Engaged Do You Feel Right Now? A Smartphone Study on Momentary Work Engagement
Andrea M. Reina-Tamayo, Arnold Bakker, Daantje Derks, Wido G. M. Oerlemans
Erasmus University Rotterdam, The Netherlands

Does experienced lifetime adversity impact the relationship between job challenge and developmental activity? A resilience perspective
Bernd Carette\(^1\), Marie-Hélène Demoulin\(^2\)
\(^1\) Ghent University, Belgium, \(^2\) PWC, Belgium

Not all errors are equal: Willingness to learn from error depends on severity of error consequences, level of action regulation, and closeness of actor
Nina Keith, Ai Muguruma-Petersohn
Technische Universität Darmstadt, Germany

Beyond bad prevention and good management: The new Error-Handling Orientation Framework
Nicoletta G. Dimitrova\(^1\), Ed Sleebos\(^2\)
\(^1\) Ghent University, Belgium, \(^2\) VU University Amsterdam, The Netherlands

12:45–14:15 Session 52 | Oral session | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

The Impact of Induced Achievement Goal Orientation on Performance, Motivation, Self-efficacy, and Enjoyment: A Meta-Analysis
Gera Noordzij, Heleen Van Mierlo, Lisenne Giel
Erasmus University Rotterdam
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**Who Would You Like to Work with? Procrastination in Coworker Dyads**
Wendelien van Eerde¹, Fuschia Sirois²
¹ University of Amsterdam Business School, ² Bishop’s University, Sherbrooke, Canada

**The impact of volunteer motivation in the non-profit sector**
Aleka MacLellan, E. Kevin Kelloway
Saint Mary’s University

**Finding the Light at the End of the Tunnel: Examining Hope from an Episodic Perspective and the Effects of Hope Interventions on Performance**
Rashimah Rajah
Koblenz University of Applied Sciences RheinAhrCampus

**Flow in work as a function of adaptive and maladaptive metacognitive traits**
Giovanni Moneta
London Metropolitan University, London, U.K.

**The Two Faces of Job Complexity**
Eric Rietzschel
University of Groningen

12:45–14:15  Session 53 | Symposium | Room: OKS Auditoriet
**On the relationship between careers and job design**
Topic/s: 7. Human resource management
Chair/s: Gudela Grote

**Misfit and Shortcut: Sequence Analysis of Executive Career Trajectories**
Lan Wang, Douglas T. Hall, et al.
Boston University

**Designing Talent Management Practices that Work: Secrecy or Transparency?**
Nicky Dries
KU Leuven

**Designing Jobs for Late Career**
John Arnold, Stanimira Taneva
Loughborough University

**Work Reorganization and Career Adaptation**
David Guest, Riccardo Peccei, Pat Oakley
King’s College London

**Disentangling stability and change in perceived employability – A three-wave study**
Cécile Tschopp, Wiebke Doden, Gudela Grote
ETH Zurich
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12:45–14:15  Session 54 | Symposium | Room: OKS Torghjørnet
Dynamics of team cognition and team adaptation II
Topic/s: 18. Teams and workgroups
Chair/s: Ana Margarida Passos

Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process
M. Travis Maynard¹, Deanna M. Kennedy², S. Amy Sommer³
¹ Colorado State University, ² University of Washington Bothell, ³ HEC Paris

The times they are a changing: A longitudinal analysis of cognition and repeated adaptation in teams
Sjir Uitdewilligen¹, Rico Ramón², Daniel Afonso²
¹ Maastricht University, ² Autonomous University of Madrid

Transactive memory systems consensus, specialization, and accuracy as enabling conditions for team performance adaptation over time
Pedro Marques-Quinteiro¹, Catarina Santos³, Ana M. Passos¹, Sjir Uitdewilligen⁴, Luis Curral⁵
¹ Instituto Universitário de Lisboa (ISCTE-IUL), Portugal, ² Faculdade de Psicologia, Universidade de Lisboa, Portugal, ³ Maastricht University, The Netherlands

Team adaptation in control crews of a nuclear power plant – a case study of the process of developing shared situation assessment for coping with unexpected events
Cornelia Kleindienst, Frank Ritz, Jonas Brüngger, Julia Koch
University of Applied Sciences and Arts Northwestern Switzerland (FHNW)

Looking into the dynamics of team reflection after feedback
Catherine Gabelica¹, Piet Van den Bossche¹,², Mien Segers¹, Wim Gijselaers¹
¹ Department of Educational Research and Development, Faculty of Economics and Business Administration, Maastricht University, ² Institute for Education and Information Sciences, University of Antwerp, Belgium

The management of faultlines teams: How to enhance team learning and team performance
Mirko Antino¹, Ramón Rico², Dora Lau³, Miriam Sanchez-Manzanares⁴, Hui Li⁵
¹ Universidad Complutense de Madrid, ² Universidad Autónoma de Madrid, ³ Chinese University of Hong Kong, ⁴ Universidad Carlos III de Madrid

12:45–14:15  Session 55 | Symposium | Room: OKS Odin
The processes underlying an employee’s psychological contract
Topic/s: 1. Employment relations
Chair/s: Tim Vantilborgh, Yannick Griep
Discussant/s: Denise Marie-Therese Rousseau

Testing PCT 2.0: Assimilation in the maintenance phase
Samantha Hansen¹, David Zweig¹, Yannick Griep²
¹ University of Toronto-Scarborough, Canada, ² Vrije Universiteit Brussel, Belgium

Context matters: The influence of organizational change on psychological contracts
Charissa Freese, Sjoerd Van der Smissen, René Schalk
Tilburg University, The Netherlands
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Explaining the differential effects of breach and fulfilment using attribution theory.
Neil Conway¹, Tina Kiefer², Rob Briner³
¹Royal Holloway University of London, United Kingdom, ²University of Warwick, United Kingdom, ³University of Bath, United Kingdom

An exploratory study on the aftermath of psychological contract violation: What happens afterwards?
Maria Tomprou, Denise M. Rousseau
Carnegie Mellon University, USA

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

Influence Regulation at Work as a Correlate of Well-being
Barbara Kożusznik¹, Anita Pollak¹, Barbara Smorczewska¹, Mateusz Paliga¹, Piotr Halkiewicz¹
¹Faculty of Pedagogy and Psychology, University of Silesia, Katowice, Poland, ²School of Management, University of Silesia, Katowice, Poland

Influence Tactics and Turnover Intentions: The Role of Leader-Member Exchange
Mahfooz Ansari¹, Rehana Aafaqi¹, Lai Lai Liew¹
¹University of Lethbridge, Canada, ²University of Lethbridge, Canada, ³Latexx Partners Berhad, Kamunting, Perak, Malaysia

Trustworthiness, trust and influence in organizational decision making.
Erica Pender¹, ², Patricia Elgoibar³, Lourdes Munduate², Martin Euwema¹
¹KU Leuven, ²University of Seville, ³IESEG School of Management

Upward Influence Tactics in Saudi Arabia
Najla Alshenaifi, Nicholas Clarke
University of Southampton

Shift unpredictability in the police: Implications for health, behaviour and attitudes
Dora Scholarios¹, Hannah Hesselgreaves¹, Raymond Pratt¹
¹University of Strathclyde, Glasgow, ²School of Medicine Pharmacy and Health, Durham University, ³Scottish Women’s Rural Institutes

The Curvilinear Relationship between the Magnitude of Job Transitions and Employability
Jill Nelissen, Anneleen Forrier, Marijke Verbruggen
Faculty of Economics and Business, KU Leuven, Belgium

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

Cross-cultural testing in the work and organizational arena
Topic/s: 20. Research methodology
Chair/s: Dragos Iliescu

Country differences and biases in the assessment of personality
Dave Bartram
CEB-SHL
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**Challenges in cross-cultural assessment: The supply side perspective**
Ian Florance
European Test Publishers Group

**The emic-etic approach to personality measurement in personnel selection**
Andrei Ion¹, Dan Ispas², Alexandra Ilie², Dragoș Iliescu¹
¹ Bucharest University, Romania, ² Illinois State University, Normal, Illinois, U.S.A.

**Examining item bias: Attempting to disentangle language and cultural effects on personality test scores.**
Marise Born¹, Yin Man Fong¹, Janneke Oostrom², Dirk Pelt¹
¹ Erasmus University Rotterdam, ² VU University Amsterdam

**Work motivation across countries: Construct equivalence and relationships with culture indices**
Ilke Inceoglu¹, Mathijs Affourtit²
¹ Surrey Business School, Faculty of Business, Economics and Law, University of Surrey, UK, ² CEB-SHL

12:45–14:15  Session 58 | Symposium (P) | Room: RC Christiania Hall B

**Co-validation Research: Refining and Aligning Predictor and Criterion Spaces**

**Mapping the scales of personality inventories in IWO psychology: Applying circumplex methods**
Stephen Woods¹, Neil Anderson²
¹ Surrey Business School, University of Surrey, UK, ² Brunel Business School, Brunel University, UK

**Co-validation of 5 Personality Questionnaires: Big 5 + Motivation + GMA**
Rainer Kurz¹, Stephen Woods²
¹ Cubiks, UK, ² Surrey Business School, University of Surrey, UK

**Co-validation of the Underlying, Everyday and Overextended Personas of Lumina Spark with Leadership work performance**
Stewart Desson, Nailah Moussa, Julie Ensor
Lumina Learning LLP, UK

**Co-validation of 8 ability tests: Establishing construct convergence evidence**
Rob Feltham¹, Ellen Nyhus²
¹ Cubiks Group Limited, UK, ² VISMA, Norway

**Co-validation of PAPI 2 with performance self-ratings, boss ratings and 7 objective outcomes**
Rob Feltham¹, Irmelin Andersen²
¹ Cubiks Group Limited, ² SpareBank 1, Norway

**Co-validation of PAPI 3 and NEO-PI-R: Big 5 + nAchievement**
Rob Feltham¹, Louisa Tate², Sarah Mortenson³, Katy Welsh², Rainer Kurz²
¹ Cubiks Group Limited, ² Cubiks, UK
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12:45–14:15  Session 59 | Symposium (P) | Room: RC Christiania Hall C
Interpretation of psychological assessment data in the personnel selection context: Implementation of the mechanical approach in selection practice
Topics: 6. Personnel selection
Chair/s: Anders Sjöberg

The selection process of pilots in the Swedish Armed Forces
Gerhard Wolgers
Swedish Armed Forces

Towards a mechanical approach for manager selection
Anders Gagnerud
Huddinge Municipality

Research-based leadership selection – if we really want to predict anti-social behavior
Sara Henrysson Eidvall
Stockholm university

Research-based selection – if we really want to predict performance
Maria Åkerlund
Henrysson Åkerlund & Sjöberg AB

12:45–14:15  Session 60 | Symposium | Room: RC Oslo Hall B
A Dynamic Perspective on Proactive Work Behavior: Current Research on its Antecedents and Consequences
Topics: 10. Performance and productivity
Chair/s: Antje Schmitt

How authentic leaders influence day-level proactive behaviour at work?
Exploring the role of relatedness
Cumali Uri¹, Karoline Strauss²
¹University of Sheffield, ²Warwick Business School

When voice takes its toll – A week-level study on voice opportunities, voice, and fatigue
Oliver Weigelt¹, Antje Schmitt², Michael Knoll¹, Bernd Marcus¹
¹University of Hagen, ²University of Kassel, ³Durham University Business School

The interaction of positive and negative work reflection on daily proactivity and effects on positive emotions at work
Antje Schmitt¹, Frank Belschak², Deanne Den Hartog¹
¹University of Kassel, ²University of Amsterdam Business School

Hurting, helping or both: The affective and behavioral consequences of coworker voice
Renske van Geffen, Deanne Den Hartog, Frank Belschak
University of Amsterdam Business School
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12:45–14:45  Session 61  |  Symposium  |  Room: RC Oslo Hall C

Through innovation we conquer: Challenges of managing people for innovation in today’s organizations
Topic/s: 7. Human resource management
Chair/s: Robert Kaše, Robert Verburg
Discussant/s: Marc van Veldhoven

Leading and managing people in order to stimulate innovative work behavior
Robert Verburg¹, Corine Boon², Deanne Den Hartog¹
¹ Delft University of Technology, ² Amsterdam Business School, University of Amsterdam

High Commitment HRM, HRM Process and Innovative behavior: the effects in nine countries
Karin Sanders¹, Ying Wang¹, Helen Shipton², Yvonne Van Rossenberg³, Jorge Gomes⁴, Frances Jørgensen⁵, Ricardo Rodrigues⁶, Rita Cunha⁶, Anders Dysvik⁷, Miha Škerlava⁸, Sut I Wong Humborstad⁹
¹ The UNSW Australia Business School, ² Nottingham Trent University, UK, ³ Aarhus University, Denmark, ⁴ University of Lisbon, Portugal, ⁵ Kingston University, London, UK, ⁶ BI Norwegian Business School, Oslo, Norway

When empowering leadership becomes too much: The relationship between role ambiguity and individual innovative behavior
Sut I Wong Humborstad, Anders Dysvik
BI Norwegian Business School, Norway

Say it clear but not too loud: Powerless communication, task ownership, and creativity
James Berry¹, John Sumanth², Miha Škerlava³, Matej Černe⁴
¹ University College London, UK, ² Wake Forest University, Winston-Salem (NC), USA, ³ BI Norwegian Business School, Norway, ⁴ University of Ljubljana, Slovenia

Idea championing as the missing link between idea generation and team innovation implementation
Matej Černe¹, Robert Kaše¹, Miha Škerlavaj²
¹ University of Ljubljana, Slovenia, ² BI Norwegian Business School, Norway

Part of a bigger game: Being a good workplace for innovative people – a convention-theoretical perspective
Katharina Pernkopf, Wolfgang Mayrhofer
WU – Wirtschaft Universität Wien, Austria

14:00–15:30  Session 62  |  Poster session  |  Room: OKS Forum

Topics: 14. Technology, work-design and human-machine-systems
15. Occupational and organizational safety
16. Conflicts in organizations
17. Organizational Structure, Culture and Climate
18. Teams and workgroups
19. Emotions in the workplace

Fostering creativity and innovation in the NHS
Dawn Eubanks, Tamara Friedrich, David Peterson, Tina Kiefer
University of Warwick
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**Th-S62-PO-02**

**Organisational Trust Cues and Leadership within the Digital Information Environment**

Colette Real  
Dublin City University

**Th-S62-PO-03**

**Organizational Crisis Leadership: Enabling an Ad Hoc Team to Perm Under Pressure**

Synnøve Nesse  
Synnøve Nesse, 1) Department of Strategy & Management, Norwegian School of Economics  
1) Research & Crisis Management Department, Falck Nutec AS

**Th-S62-PO-04**

**Towards an explanatory model of workplace bullying**

Merielly Greicy Dornelas Muzi, Christine Jeffrion, Guy Notelaers, Pascal Malola, Pascale Desrumaux  
1 University of Lille, 2 Université de Nantes, 3 University of Bergen

**Th-S62-PO-05**

**Improving safety part of my job? Safety Citizenship Role Definitions and Safety Violations**

Nik Chmiel, Julie Laurent, Isabelle Hansez  
1 University of Chichester, UK, 2 University of Liege, Belgium

**Th-S62-PO-06**

**The influence of trust on performance in project teams – the mediating role of commitment and team satisfaction**

Marte Pettersen Buvik, Sturle Danielsen Tvedt  
1 Norwegian university of science and technology, Institute of industrial economics and technology management, Norway, 2 Stord-Haugesund University College, Norway

**Th-S62-PO-07**

**Congruence between supervisors and employees in pay-related fairness: Implications for employee work attitudes**

Saskia Linton, Anders Sjöberg, Magnus Sverke  
Department of Psychology, Stockholm university

**Th-S62-PO-08**

**Development and Validation of a German Scale for the Measurement of Team Processes**

Katharina Kugler, Annika Stengel, Julia Reif, Felix Brodbeck  
Ludwig-Maximilians-Universitaet Muenchen, Munich, Germany

**Th-S62-PO-09**

**A call to disentangle conceptual ambiguity: Mapping workplace mistreatment constructs**

Svetlana Cizmic, Ivana Petrovic, Milica Vukelic  
Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

**Th-S62-PO-10**

**Organizational culture and interpersonal motives in working group interactions**

Anna Leonova, Faniya Sultanova  
Lomonosov Moscow State University, Faculty of Psychology

**Th-S62-PO-11**

**Bullying from colleagues and aggression from patients – Does it matter?**

Iselin Reknes, Guy Notelaers, Nils Magerøy, Ståle Pallesen, Bjørn Bjorvatn, Bente Moen, Ståle Einarsen  
1 Department of Psychosocial Science, University of Bergen, Norway, 2 Department of Global Public Health and Primary Care, University of Bergen, Norway, 3 Norwegian Competence Center for Sleep Disorders, Haukeland University Hospital, Bergen, Norway, 4 Department of Occupational Medicine, Haukeland University Hospital, Bergen, Norway
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Th-S62-PO-12
Lifestyle, conflict solving styles and exposure to workplace bullying: an analysis of five models of mediation
Milda Perminiene
Kaunas University of Technology

Th-S62-PO-13
The humor-creativity pathway: Experimenting with affect.
Tabea Scheel¹, Sophie Bachmann¹, Cornelia Gerdenitsch¹, Christian Korunka²
¹ Humboldt University Berlin, ² University of Vienna

Th-S62-PO-14
Using the Latent Clusters Analysis approach to measure the prevalence of workplace bullying in a Portuguese sample
Ana Verdasca
SOCIUS / ISEG / University of Lisbon

Th-S62-PO-15
Fair and square. Person-organization regulatory fit affects justice perceptions and burnout.
Marta Roczniewska, Sylwiusz Retowski
University of Social Sciences and Humanities, Sopot Campus

Th-S62-PO-16
Co-worker reactions to i-deals: a multidimensional approach
Elise Marescaux¹, Sophie De Winne²
¹ KU Leuven, Faculty of Economics and Business, Research Centre for Organisation Studies, ² KU Leuven, Faculty of Economics and Business, Research Group Human Resource Management

Th-S62-PO-17
Analysis of Communication in a 3D Virtual Collaborative Arena
Balázs Péter Hámornik¹, Máté Köles¹, Emma Lógo¹, Sarolta Tóvölgyi¹, Károly Hercegfi¹
¹ Department of Ergonomics and Psychology, Budapest University of Technology and Economics, Budapest, Hungary, ² Department of Information Systems University of Maryland Baltimore County, Baltimore MD, USA

Th-S62-PO-18
Negative Acts and Outcomes in Russian Workplaces: The Moderating Roles of Leadership and Collectivist Culture
Gintare Visockaite¹, Andreas Liefooghe¹, Huadong Yang², Andrey Lovakov³
¹ Birkbeck College, University of London, UK, ² University of Liverpool, UK, ³ National Research University, Higher School of Economics, Russian Federation

Th-S62-PO-19
The relationship between perceived organizational support and workplace conflict: The mediating role of failure-related trust
Gaëtane Caesens, Florence Stinglhamber, Stéphanie Demoulin, Elsa Boonen, Adrien Mierop, Matthias De Wilde
Université catholique de Louvain

Th-S62-PO-20
Professional outcomes and psychological health after workplace bullying: An exploratory follow-up study
Elena Fiabane¹, Ines Giorgi², Stefano M. Candura³, Ilaria Crepaldi¹, Piergiorgio Argentiero¹
¹ Department of Brain and Behavioral Sciences, Applied Psychology Unit, University of Pavia, Pavia, Italy, ² Psychological Unit, Salvatore Maugeri Foundation, Work and Rehabilitation, IRCCS, Scientific Institute of Pavia, Italy, ³ Occupational Medicine Unit, University of Pavia & Salvatore Maugeri Foundation, Work and Rehabilitation, IRCCS, Scientific Institute of Pavia, Italy
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Understanding task conflict and relationship conflict using the folk explanations of behavior paradigm: An exploratory study
Al Au
National University of Singapore

Do witnesses to workplace bullying report their observations and what are the reactions? A mixed methods study.
Annie Hogh¹, Maria Gullander¹, Morten V Willert³, Ann-Louise Holten¹, Åse Marie Hansen⁴, Matias Grynderup¹, Roger Persson¹, Henrik A Kolstad¹, Jens Peter Bonde²
¹ Department of Psychology, University of Copenhagen, Denmark, ² Department of Occupational and Environmental Medicine, Bispebjerg University Hospital, Copenhagen, Denmark, ³ Department of Occupational and Environmental Medicine, Danish Ramazzini Centre, Aarhus University Hospital, Aarhus, Denmark, ⁴ Department of Public Health, University of Copenhagen, Denmark, ⁵ Department of Psychology, University of Lund, Lund, Sweden

Understanding fair and unfair actions by leaders and organizations: A critical incident approach
Camilla Holmvall, Lori Francis
Department of Psychology, Saint Mary’s University

The role of justice types in overall justice: an examination of perceived justice across different HRM decisions
Jurgita Lazauskaite-Zabielske
Vilnius University

The daily relationship between workplace bullying and employee exhaustion: A within-person approach
Sarah-Geneviève Trépanier, Julie Ménard, Roxane Sinclair
Department of Psychology, Université du Québec à Montréal

Workplace bullying, job insecurity and intention to leave among managerial and non-managerial employees
Milica Vukelic, Ivana Petrovic, Svetlana Cizmic
Department of Psychology, Institute of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Emergent Leadership Trajectories in Organizational Crises
Synnøve Nesse³
Synnøve Nesse, ¹) Department of Strategy & Management, Norwegian School of Economics
²) Research & Crisis Management Department, Falck Nutec AS

Earning the right to craft: The relationship between feeling trusted and job crafting
Sarah-Jane Cullinane¹, Lisa van der Werff², Evangelia Demerouti³
¹ Trinity College Dublin, ² Dublin City University, ³ Eindhoven University of Technology

Emotional intelligence in teams: Development and initial validation of the short version of the Group Emotional Competence (GEC) Inventory
Nuria Gamero¹, Carmen Prado⁰, Isabel Guisado¹, Francisco José Medina¹
¹ University of Seville, ² Abastare Group
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Incivility in the workplace: An examination of how young adults recover from workplace aggression and violence
Michael Teed¹, E. Kevin Kelloway²
¹ Bishop’s University, ² Saint Mary’s University

Demanding for workplace-adjustment or taking initiative? An experimental study on acceptance of employees with personality disorder at work
Beate Muschalla, Doris Fay, Anne Seemann
Work- and Organizational Psychology, University of Potsdam, Germany

Measurement of Car Drivers’ Situation Awareness in Pre-crash Phases
Ezequiel Fernandez Castelao, et al.
Georg-August-University Göttingen, Georg-Elias-Müller Institute of Psychology, Department ‘Social and Communication Psychology’

Factors of success for a web-based talent management system
Laura C. Hohmann, Meinald T. Thielsch, Guido Hertel
University of Münster, DE

Non-assigned private rooms for concentrated work: An effective stress management solution?
Jan Gerard Hoendervanger¹, ², Nico W. Van Yperen¹, Mark P. Mobach¹, ², ³, ⁴
¹ University of Groningen, ² Hanze University of Applied Sciences Groningen, ³ The Hague University of Applied Sciences, ⁴ Wageningen University

A multidimensional approach for assessing the effects of website design
Maria Douneva¹, Rafael Jaron¹, Meinald Thielsch¹
¹ University of Münster, ² NORDLIGHT research GmbH

Interprofessional teamwork and team interventions in chronic care – a narrative review
Mirjam Körner¹, Sarah Bütof², Christian Müller¹, Linda Zimmermann¹, Sonja Becker¹, Jürgen Bengel¹
¹ Medical Psychology and Medical Sociology, Medical Faculty, University of Freiburg, Germany, ² Department of Neurophysiology and Pathophysiology, University Medical Center Hamburg-Eppendorf, Hamburg, Germany, ³ Department of Rehabilitation Psychology and Psychotherapy, Institute of Psychology, University of Freiburg, Germany

Inter-organizational complexity and risk of major accidents
Vibeke Milch
NTNU, Department of Psychology

Exposure to negative behaviour at work and self-labelling as a victim of bullying: The moderating role of exposure to bullying during childhood
Øystein Løvik Hoprekstad, Ståle Einarsen
Department of Psychosocial Science, University of Bergen

Relative intensity versus frequency of workplace aggression: Examining which is more impactful on employees job and strain outcomes.
Nicole Wilson, et al.
University of Alberta
Thursday, 21 May • 14:30–15:15

14:30–15:15  Session 63 | **Keynote** | Room: OKS Hall A
Topic/s: 2. Employee stress and burnout

**Changing employment relations and perceptions of job insecurity: Challenges for employees and leaders**
Magnus Sverke
Stockholm University, North-West University

14:30–15:15  Session 64 | **Panel (P)** | Room: OKS Hall B
Topic/s: 12. Organizational Change and Development

**An organizational perspective is needed when disaster strikes: How the Norwegian labour party managed the terror attack in Norway on the 22. of July 2011.**
Renate G Bugge¹, Raymnond Johansen²
¹ Independent, ² The Labour Party in Norway

14:30–15:15  Session 65 | **Symposium** | Room: OKS Hall C
The Changing Nature of Work: Evidence and Implications

**Changes in Work and Worker Well-being: Separating Fact from Fiction**
Brian Hoffman, Lauren Wood
University of Georgia

**The Reciprocal Nature of Performance Management and the Changing Context of Work**
Deidra Schleicher, et al.
Texas A & M University

**How flexible work arrangements and task proficiency influence the daily job crafting – well-being relationship: A diary study**
Corine Boon, Claartje ter Hoeven, Karianne Kalshoven
University of Amsterdam

14:30–15:15  Session 66 | **Oral session** | Room: OKS Hall D
Topic/s: 8. Leadership and management

**Accepting unethical but useful ingroup leaders**
Ana C. Leite¹, Isabel R. Pinto²,³, Georgina Randsley de Moura¹, Sonia Cardoso², Jose M. Marques²,³
¹ Centre for the Study of Group Processes, University of Kent, ² University of Porto, ³ Institute of Social Sciences, University of Lisbon

**Leadership effects on employee withdrawal – does national culture matter?**
Claudia Buengeler¹, Diana Boer²
¹ University of Amsterdam, ² University Koblenz-Landau
Thursday, 21 May • 14:30–15:15

Effects of Leader-Member Exchange and Team-Member Exchange on Meeting Success – A Multilevel Analysis
Eva-Maria Schulte, Verena Blumberg, Simone Kauffeld
Technische Universität Braunschweig Industrial/Organizational and Social Psychology

14:30–15:15 Session 67 | Oral session | Room: OKS Meeting Room 1
Topic/s: 8. Leadership and management

The impact of daily servant leadership on followers’ well-being: an application of the Job Demands-Resources model.
Julia Specht, Angela Kuonath, Daniela Pachler, Silke Weisweiler, Dieter Frey
Ludwig-Maximilians-Universität München

Servant Leadership and Job Performance: The interactive effects of shared experiences of success and failure
Hiroshi Ikeda
Fukuoka University

«Authentic Leaders are Happy Leaders»
OPP Ltd

14:30–15:15 Session 68 | Oral session | Room: OKS Meeting Room 2
Topic/s: 2. Employee stress and burnout

Analyzing intrinsic motivation and transformational leadership as buffers between emotional labour and employee well-being
Saija Mauno1,2, Mervi Ruokolainen1, Ulla Kinnunen1
1 University of Tampere, School of Social Sciences and Humanities, Finland., 2 University of Jyväskylä, Department of Psychology, Finland

Stressors and resources in flexible work arrangements – Distinguishing task- and employment-related components of stress
Tim Vahle-Hinz
University of Hamburg

Coping Styles and the Challenge-Hindrance Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement
Stefan Razinskas, Julia Backmann, Matthias Weiss, Martin Hoegl
LMU Munich

14:30–15:15 Session 69 | Oral session | Room: OKS Meeting Room 3
Topic/s: 3. Positive organizational behavior

Well-being in the workplace: The role of Wrzesniewsky’s concept of work orientation.
Manuela Schmid, Barbara Stiglbauer, Bernad Batinic
JKU Linz, department for work-, organization-, and mediapsychology
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**Th-S69-OR-02**

**How Do Creative Self-Efficacy Influence Employee Well-Being? Exploring the Moderating Role of Transformational Leadership**

Hatem Öcel  
Karabük University

**Th-S69-OR-03**

**Empowerment opportunities and willingness to take responsibility in different levels of hierarchy**

Liina Randmann, Hanna Tiits  
Tallinn University of Technology Institute of Industrial Psychology

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14:30–15:15 | **Session 70** | **Oral session** | Room: OKS Meeting Room 4

**Topic/s:** 3. Positive organizational behavior

**Th-S70-OR-01**

**Linking Job Crafting to Individual Work Performance: The Role of Individual Resilience**

Mine Afacan Fındıklı¹, Yasin Roğcan², Aykut Berber³

¹University of Warwick, Warwick Business School, ²Istanbul Gelisim University, ³Istanbul University, School of Business

**Th-S70-OR-02**

**Resilience in the workplace: A new perspective on effective leadership?**

Venkataraman Nilakant¹, Bernard Walker¹, Kate van Heugten², Baird Rosemary³, Herb de Vries¹

¹College of Business and Law, University of Canterbury, New Zealand, ²College of Arts, University of Canterbury, New Zealand

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14:30–15:15 | **Session 71** | **Oral session** | Room: OKS Auditoriet

**Topic/s:** 2. Employee stress and burnout

**Th-S71-OR-01**

**Stress in a Highly Demanding Environment: The Role of Leader’s Vision-communication on Health in the French Police**

Mathieu Molines¹, Mladen Adamovic², Gwenaelle Bergon²

¹Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace, ²University of Toulouse I Capitole/IAE Toulouse – Center for Research in Management

**Th-S71-OR-02**

**Individual innovation and mental health at the workplace – a question of either or?**

Anna Katharina Koch, Mareike Adler

University of Hamburg

**Th-S71-OR-03**

**Leader-Member Exchange Perceptions and Differentiation across Employees: Remedy for Stress Related to Client-Instigated Aggression?**

Jonathan E. Booth¹, Cécile Emery², George Michaelides³

¹London School of Economics and Political Science, ²University of Greenwich, ³Birkbeck, University of London
14:30–15:15  Session 72 | Oral session | Room: OKS Torghjørnet
Topic/s: 16. Conflicts in organizations
Th-S72-OR-01

Inside the I&C meetings: Opening the black box that distinguishes the ‘active consulters’ from the ‘communicators’.
Konstantina Kougiannou
Nottingham Business School, Nottingham Trent University

The role of whistleblowing in relation to bullying behaviours: A predecessor or successor?
Brita Bjørkelo1,2, Morten Birkeland Nielsen1,3, Stig Berge Matthesien1,2, Ståle Einarsen2
1 The Norwegian Police University College/University of Bergen, 2 University of Bergen,
3 National Institute of Occupational Health, Oslo, Norway
Th-S72-OR-02

Work environment risk factors for violence and threats at work: A longitudinal study in four high risk occupations.
Lars Peter Andersen1, Charlotte Gadegaard2, Annie Hogh2
1 Department of Occupational Medicine, Regional Hospital West Jutland, Herning, Denmark.,
2 University of Copenhagen
Th-S72-OR-03

14:30–15:15  Session 73 | Oral session | Room: OKS Odin
Topic/s: 18. Teams and workgroups
Th-S73-OR-01

A diary study on interdisciplinary collaboration and engagement, satisfaction and performance
Simone Brandstädter, Theresa Neutze, Karlheinz Sonntag
Department of Work and Organizational Psychology, University of Heidelberg, Germany

The Influence of Demographic Faultline Strength on Team Performance: Examining multiple-mediator relationships
Victor Valls1, Vicente González-Romá1, Inés Tomás1, Ramón Rico2
1 Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), University of Valencia, 2 Autonomous University of Madrid
Th-S73-OR-02

When does team diversity foster innovation and performance? A study of the moderating role of communication quality.
Denise Fortuin1, Heleen van Mierlo1, Daantje Derks1, Bregje Spijkerman2
1 Erasmus University Rotterdam, 2 Spijkerman Trainingen
Th-S73-OR-03

14:30–15:15  Session 74 | Oral session | Room: OKS Balder
Topic/s: 1. Employment relations
Th-S74-OR-01

HRM, perceived employability and job insecurity of migrant workers: A moderated mediation regarding adaptation to the host country
Rita Fontinha1, Nele De Cuypers1, Stephen Williams1, Peter Scott1
1 Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom, 2 Research Group Work, Organizational, and Personnel Psychology, KU Leuven, Belgium
### Thursday, 21 May • 14:30–15:15

**Developing a framework for the antecedents of expatriates’ OCB performance**  
Seydahmet Ercan¹, Frederick Oswald²  
¹ Bülent Ecevit University, ² Rice University

| 14:30–15:15 | Session 75 | State of the Art (P) | Room: RC Christiania Hall A  
|-------------|------------|----------------------|--------------------------|
| Topic/s: 6. Personnel selection | | Faking in job interviews: What we know and what we don't know | Nicolas Roulin  
| | | | University of Manitoba |

| 14:30–15:15 | Session 76 | Oral session | Room: RC Christiania Hall B  
|-------------|------------|--------------|--------------------------|
| Topic/s: 6. Personnel selection | | Hiring the good guy: The effects of applicants’ impression management on interviewer evaluations of likeability, competence and hireability | Corinna Diekmann, Jennifer Bomert, Gerhard Blickle  
| | | | University of Bonn |
| | | Does the general factor of personality (GFP) reflect emotional intelligence and social knowledge? | Dirk Pelt¹, Dimitri van der Linden², Marise Born³  
| | | | ¹ Erasmus University Rotterdam, The Netherlands, ² Erasmus University Rotterdam, The Netherlands, ³ Erasmus University Rotterdam, The Netherlands |
| | | Pride Before the Fall: Overconfidence, Leadership Selection, and Escalating Commitment | Richard Ronay, Janneke Oostrom, Nale Lehmann-Willenbrock  
| | | | VU University, Amsterdam |

| 14:30–15:15 | Session 77 | Oral session | Room: RC Christiania Hall C  
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| | | Overqualified employees and the risk of counterproductive work behaviors | Saul Fine¹, Michal Edward²  
| | | | ¹ Midot, Ltd., ² University of Haifa |
| | | How situational are Situational Judgment Tests? Results from three consecutive studies | Stefan Krumm¹, Filip Lievens², Joachim Hüffmeier³, Anastasiya Lipnevich⁴, Hanna Bendeds³, Guido Hertel⁵  
| | | | ¹ Institute of Psychology, Freie Universität Berlin, Germany, ² Department of Personnel Management, Work & Organizational Psychology, Ghent University, Ghent, Belgium, ³ Federal Institute for Occupational Safety and Health, Dortmund, Germany, ⁴ Queens College and the Graduate Center, City University of New York, ⁵ Department of Psychology, University of Münster, Germany |
Thursday, 21 May • 14:30–17:00

14:30–15:15 Session 78 | **Oral session** | Room: RC Oslo Hall B
Topic/s: 8. Leadership and management

**Health-promoting leadership culture and its effects on employee health.**
Anita Dunkl, Paul Jiménez, Wolfgang Kallus
University of Graz
Th-S78-OR-01

**Why, how, and when: A moderated mediation model of ethical leadership in organizational change**
Kai Bormann
TU Dortmund University
Th-S78-OR-02

**The Effect of Zero-Leadership on Team Performance**
Yvonne Garbers, Udo Konradt
Kiel University, Institute of Psychology, Work and Organizational Psychology
Th-S78-OR-03

14:30–15:15 Session 79 | **Oral session** | Room: RC Oslo Hall C
Topic/s: 7. Human resource management

**Employer brand segmentation: Generations and affective tone of their responses to the incongruence between individual values and organizational provisions**
Selin Kudret, Martin R. Edwards
King’s College London, University of London
Th-S79-OR-01

**HRM and sustainable organizations: HR self-perception and expectations by HR customers. Empirical results from case studies in German companies.**
Stephan Fischer, Cathrin Eireiner, Sabrina Weber, Erika Czilli
Pforzheim University, University of Applied Science
Th-S79-OR-02

**Feedforward or feedback – what works better for enabling personal change in coaching?**
Almuth McDowall, et al.
Birkbeck, University of London and City University
Th-S79-OR-03

15:30–17:00 Session 80 | **State of the Art** | Room: OKS Hall A
Topic/s: 7. Human resource management

**Providing and seeking feedback in the workplace**
Frederik Anseel
Ghent University
Th-S80-STA-01

15:30–17:00 Session 81 | **Invited Symposium** | Room: OKS Hall B

**Cultural diversity in the workplace**
Topic/s: 8. Leadership and management
Chair/s: Gro Mjeldheim Sandal, Hege Høivik Bye

**What’s wrong with being normal? Towards inclusive diversity ideologies**
Wiebren Jansen¹, Sabine Otten¹, Karen van der Zee²
¹ University of Groningen, ² University of Amsterdam
Th-S81-INV-SYM-01
Through the eyes of the assessor: Demographic and perceived similarity with regard to score differences between ethnically diverse applicants
Lonneke A.L de Meijer¹, Marise Ph Born¹, Jack van Zielst¹, Henk van de Molen¹
¹ Erasmus University Rotterdam, The Netherlands, ² Police Academy, The Netherlands

Effective leadership in followers’ view: Similar or different stories in international company
Aurelija Stelmokiene
Vytautas Magnus university, Litauen

The role of diversity perspectives, self-efficacy and diversity training for managers’ active diversity management
Hege H. Bye, Gro M. Sandal
University of Bergen, Norway

Diversity management and the commitment and well-being of foreign-born employees
Gro M. Sandal, Hege H. Bye
University of Bergen, Norway

15:30–17:00 Session 82 | Symposium | Room: OKS Hall C
New Trends in Burnout and Work engagement Research
Topic/s: 3. Positive organizational behavior
Chairs/s: Arnold B. Bakker

Discussing and loathing in teams: On the relationship between team conflict and team work engagement
Patrícia L. Costa¹, Ana M. Passos¹, Arnold Bakker²
¹ ISCTE-Instituto Universitário de Lisboa, ² Erasmus University Rotterdam

Team work engagement in diverse teams: The moderating role of authentic leadership
Mirko Antino¹, Alfredo Rodríguez-Muñoz², Carlos Augusto Valencia³, Francisco Gil Rodríguez¹
¹ Faculty of Psychology, Complutense University of Madrid, Spain, ² Pontificia Universidad Javeriana, Colombia

Exploring the Nomological Network of Team Work Engagement: A Multilevel Study
Mine Afacan Findikli¹, Yasin Rofcanin², Arnold B. Bakker³
¹ Istanbul Gelisim University, ² University of Warwick, Warwick Business School, ³ Erasmus University Rotterdam

The impact of daily cynicism on service quality: A mixed-methods study
Evangelia Demerouti¹, Despoina Xanthopoulou², Arnold B. Bakker³
¹ Eindhoven University of Technology, ² Aristotle University of Thessaloniki

Weekly Job demands foster Burnout and Self-undermining: The Role of Trait Emotional Stability and Optimism
Arnold B. Bakker¹, Evangelia Demerouti², Heleen van Mierlo¹
¹ Erasmus University Rotterdam, ² Eindhoven University of Technology
Thursday, 21 May • 15:30–17:00

15:30–17:00  Session 83 | Symposium | Room: OKS Hall D

Follow you, follow me – The role of followers in effective leadership processes
Topic/s: 8. Leadership and management
Chair/s: Laura Venz, Alexander Pundt
Discussant/s: Janine Bosak

Romanticising leaders – A question of Attachment and Affect?
Birgit Schyns, Lena F. Staudigl
Durham University Business School, UK

«I (don’t) want to hold your hand»: The influence of prejudices against burned out employees on supervisors’ social support.
Alexandra Hauser, Barbara Pangert, Silke Weisweiler, Dieter Frey
Ludwig-Maximilians-Universität München, Germany

It’s subordinates’ political skill! Success of transformational leadership efforts depends on subordinates’ political skill
Andreas Wihler, Gerhard Blickle
University of Bonn, Germany

In the eye of the beholder – Examining a moderated-mediation model of humor in leadership, leader-member exchange, and followers’ personal need for structure
Alexander Pundt, Laura Venz
University of Mannheim, Germany

The influence of leadership on diversity climate and performance: An analysis across different organizational levels
Hendrik Huettermann1, Florian Kunze2, Heike Bruch1
1 University of St. Gallen, Switzerland, 2 University of Konstanz, Germany

15:30–17:00  Session 84 | Symposium | Room: OKS Meeting Room 1

Symposium on Job Insecurity: Part 1 – Cross-cultural comparisons
Topic/s: 2. Employee stress and burnout
Chair/s: Hans De Witte

1.3. The Influence of Job Insecurity on Task and Contextual Performance in Italy and the U.S.: Only Negative Effects?
William Reisel1, Beatrice Piccoli2, Hans De Witte3
1 St. John’s University, New York, USA, 2 University of Verona, Italy, 3 WOPP, Dep. of Psychology, KU Leuven, Belgium

1.4. Managerial strategies for reducing the negative effects of job insecurity: Comparing white-collar workers in Sweden and South Africa.
Johnny Hellgren1, Jaco Pienaar2, Katharina Näswall1, Magnus Sverke1, 2
1 Stockholm University, Sweden, 2 North-West University, South Africa, 3 University of Canterbury, New Zealand
1.5. The qualitative job insecurity scale: Invariance across two European countries
Margherita Pasini¹, Margherita Brondino¹, Tinne Vander Elst²,³, Hans De Witte⁴,⁴
¹Department of Philosophy, Pedagogy and Psychology, University of Verona, Italy, ² Idewe (External
Service for Prevention and Protection at Work), Belgium, ³ WOPP, Dep. of Psychology, KU Leuven,
Belgium, ⁴ Optentia, Vanderbijlpark Campus, North-West University, South Africa

1.1. Which culture suffers more from job insecurity? Different impact on job attitudes
and health caused by masculinity vs. femininity
Kathleen Otto¹, Kerstin Isaksson², Carina Loeb³, Ulla Kinnunen¹, Kaisa Perko¹, Thomas Rigotti³
¹Philips University of Marburg, Germany, ² Märladalen University, Sweden, ³ University of Tampere,
Finland, ⁴ Johannes Gutenberg University of Mainz, Germany

1.2. Job insecurity in Belgium and Romania: Comparison of level and associations with
outcomes
Hans De Witte¹,², Gabriel Fischmann¹,³, Tinne Vander Elst¹,⁴, Elfi Baillien³, Coralia Sulea¹,
Dragos Iliescu³
¹WOPP – Dep. of Psychology, KU Leuven, Belgium, ² Optentia, Vanderbijlpark Campus, North-West
University, South Africa, ³ Department of Psychology, West University of Timisoara, Romania,
⁴ Idewe, external service for prevention and protection at work, Belgium, ⁵ Faculty Economics and
Management Human Relations Research Group, Faculty Economics and Management, HUBrussel &
KU Leuven, Belgium, ⁶ Department of Psychology, Bucharest University, Romania
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15:30–17:00 Session 86 | Symposium | Room: OKS Meeting Room 3
Putting health to work: A closer look at leadership styles, management practices, psychological conditions and employee well-being
Topic/s: 3. Positive organizational behavior
Chair/s: Francesco Montani

Leadership styles and management behaviors: The role of specificity in the prediction of psychological health of employees
Marie-Hélène Gilbert¹, Véronique Dagenais-Desmarais², France St-Hilaire³
¹ Université Laval, ² Université de Montréal, ³ Université de Sherbrooke

Promoting psychological health at work: By leadership or management competencies?
France St-Hilaire, Rébecca Lefebvre, Roxanne Charron-Thérien, Émilie Trudeau, Rachèle Hébert
Université de Sherbrooke

Psychological health at work: Beyond distress and well-being
Marie Malo¹, Jean-Sébastien Boudrias², Luc Brunet³, Pascal Desrumaux⁴
¹ Université de Sherbrooke, ² Université de Montréal, ³ Université Lille ⁴

Employee commitment to the supervisor and to the organization: Does congruence matter?
Guylaine Landry¹, Joanne Roberts¹, Zheni Wang¹, Alexandra Panaccio³
¹ Université du Québec à Montréal, ² Université de Sherbrooke, ³ Concordia University

15:30–17:00 Session 87 | Oral session | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

Social normativity of Deci and Ryan’s Self-Determination Theory
Pierre-Henri François
Université de Poitiers CeRCA – UMR CNRS 7295 Equipe C2SE

Mastery Climate, Mastery Goal Orientation and Knowledge Sharing
Christina Nerstad¹, Anders Dysvik¹, Matej Cerne², Miha Skerlavaj³
¹ BI Norwegian Business School, ² University of Ljubljana

A values-driven hierarchical model of work motivation and achievement goals: An alternative to the personality test?
Caroline Pulfrey, Fabrizio Butera
University of Lausanne

The channeling of trait intrinsic motivation into the flow of work: Old and engaged dogs learn new tricks
Giovanni Moneta
London Metropolitan University, London, U.K.

Goal orientation and job challenge: The mediating role of job crafting behaviors
Bernd Carette¹, Roy Sijbom²
¹ Ghent University, Belgium, ² University of Amsterdam, the Netherlands
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Session 88 | Symposium | Room: OKS Auditoriet

**Yes We Can! Proactive Management of Work and Careers**

**Topic/s:** 7. Human resource management  
**Chair/s:** Jos Akkermans, Maria Tims  
**Discussant/s:** Bart Wille

**The Influence of Future Time Perspective on Work Engagement and Job Performance:**  
**The Role of Job Crafting**  
Dorien Kooij¹, Maria Tims², Jos Akkermans²  
¹ Tilburg University, Netherlands, ² VU University Amsterdam, Netherlands

**Perceived Internal Employability and Individual and Organizational Career Management:**  
**Polarization in the Internal Labour Market?**  
Jill Nelissen, Anneleen Forrier, Marijke Verbruggen  
Research Center for Organisation Studies, Faculty of Economics and Business, KU Leuven, Belgium

**The Relationships of I-deals with Customer Satisfaction:**  
**The Role of Age Diversity, Burnout and Commitment**  
P. Matthias Bal¹, Stephan Boehm²  
¹ School of Management, University of Bath, United Kingdom, ² University of Sankt Gallen, Switzerland

**Causal Pathways between Perceived Employability and Work-Related Well-Being:**  
**A Three-Wave Study**  
Ellen R. Peeters¹, Nele De Cuyper¹, Hans De Witte¹,²  
¹ Research Group Work, Organizational and Personnel Psychology, KU Leuven, Belgium, ² Vanderbijlpark Campus, North-West University, South Africa

**Crafting Your Career: Job Crafting as a Mediator between Career Competencies, Perceived Employability, and Work-Home Interaction**  
Jos Akkermans, Maria Tims  
VU University Amsterdam, Netherlands

Session 89 | Symposium | Room: OKS Torghjørnet

**Advances in Spillover-Crossover Research**

**Preventing WFC: Does workplace support act as a boost of individual satisfaction?**  
Marisa Matias, Tiago Ferreira, Joana Vieira, Joana Cadima, Teresa Leal, Paula Mena Matos  
Center for Psychology — Faculty of Psychology and Educational Sciences — University of Porto

**Daily work-family interference, psychological detachment and well-being: A spillover-crossover model.**  
Sara De Gieter¹, Joeri Hofmans¹, Lynn Germeys¹, Arnold B. Bakker²  
¹ Vrije Universiteit Brussel, Research Group of Work & Organizational Psychology, Belgium, ² Erasmus University Rotterdam, The Netherlands
Thursday, 21 May • 15:30–17:00

**Daily detachment from home and well-being in working couples: The role of positive mood and children.**
Alfredo Rodríguez-Muñoz¹, Ana Isabel Sanz-Vergel², Mirko Antino¹
¹ Complutense University of Madrid, Faculty of Psychology, Spain, ² University of East Anglia, Norwich Business School, UK

**Coping with work-family conflict: An individual and crossover perspective on work-related support seeking at home.**
Sara Tement
University of Maribor, Department of Psychology, Faculty of Arts, Slovenia

15:30–17:00  Session 90 | **Symposium** | Room: OKS Odin

**Young, educated and looking for a job: Which psychological factors enhance employability among graduates?**
Topics: 1. Employment relations
Chair/s: Eva Selenko, Ilke Inceoglu
Discussant/s: John Arnold

**How do supervised work placements lead to higher employability?**
Ilke Inceoglu¹, Eva Selenko², Almuth McDowall³, Svenja Schlachter¹
¹ University of Surrey, ² University of Sheffield, ³ Birkbeck University

**Why do student placements work? Investigating the mediating effect of employability in the relationship between placement satisfaction and placement outcomes.**
Eva Selenko¹, Ilke Inceoglu², Almuth McDowall³, Svenja Schlachter², Sarah Liebler²
¹ University of Sheffield, ² University of Surrey, ³ Birkbeck University

**Transition from higher education to the labour market: An example from Finland**
Kaisa Kirves
University of Tampere

**Career Decision Making: Relationships with Constructs Related to Employability and Initial Validation of the German Career Decision Making Profile**
Katharina Ebner¹, Lisa Thiele¹, Simone Kauffeld¹, Daniel Spurk²
¹ Technische Universität Braunschweig, ² Universität Bern

**A model of the development of employability through working life: A trait-based view**
Stephen A. Woods
University of Surrey
Thursday, 21 May • 15:30–17:00

15:30–17:00  Session 91 | Oral session | Room: OKS Balder

Perceiving Entrepreneurial Challenges as Complex Problems: The Role of Complex Problem Solving in Opportunity Identification
Jakob Mainert¹, Yvette Baggen², Christoph Niepel¹, Samuel Greiff¹
¹ Education, Culture, Cognition and Society (ECCS), University of Luxembourg, Luxembourg,
² Education and Competence Studies (ECS), Wageningen University, The Netherlands

Overconfidence and Team Processes: The effects of hubris on founding team decision-making.
Douglas Mahony, et al.
Lehigh University

Starting off on the right foot: Psychological ownership, territoriality, and the success of nascent venture teams in entrepreneurship competitions
Steven Grey, Andrew Knight, Markus Baer
Washington University in St. Louis

Individual and socio-cultural predictors of early-stage entrepreneurial activity before and during the economic crisis: A comparative analysis between Southern and Nordic regions
 Susana C. Santos, António Caetano, Silvia Fernandes Costa
Instituto Universitário de Lisboa, ISCTE-IUL

Creativity as a cognitive resource at work: A comparison between self-employed and employees.
Aleksandra Bujacz¹,², Claudia Bernhard-Oettel¹, Petra Lindfors¹, Thomas Rigotti²
¹ Stockholm University, Sweden, ² Johannes Gutenberg University Mainz, Germany

Yes we/I can! Shared leadership as mediator of the effect of knowledge specialization on team potency and entrepreneurial self-efficacy in nascent entrepreneurial teams.
Emanuel Schreiner, Kristin Knipfer
Technische Universität München

15:30–17:00  Session 92 | Invited Symposium (P) | Room: RC Christiania Hall A
Advances in Technology-based Testing: Implications for revising the ITC Guidelines
Topic/s: 20. Research methodology
Chair/s: Dave Bartram

Conducting Measurement Invariance Analyses with Forced-Choice Tests
Stephen Stark¹, Chernyshenko Oleksandr², Ringo-moon Ho²
¹ University of South Florida, USA, ² Nanyang Business School, Singapore

Behind the Scores – Psychometric Paradata generated by New Technologies and its Implications for the ITC Guidelines
Achim Preuss¹, Katharina Lochner²
¹ Cut-e, Germany, ² Cut-e Consulting, Singapore

Looking into platform-specific design for CBT
Dragos Iliescu, Andre Ion
Bucharest University
Thursday, 21 May • 15:30–17:00

**Automatic Assessment: Online testing without psychologists**
Rob Bailey
OPP Ltd, UK

**The European Test Industry: Existing computer-based assessment and its future development.**
Ian Florance
European Test Publishers Group.

15:30–17:00  Session 93 | Symposium | Room: RC Christiania Hall B
European Network of Selection Researchers (ENESER) Symposium on Employee Recruitment, Selection, and Assessment: Contemporary Issues for Theory and Practice
Topics: 6. Personnel selection
Chairs: Janneke K. Oostrom, Ioannis Nikolaou

**Video Résumés: Current Findings and Challenges for Further Research**
Annemarie Hiemstra¹, Eva Derous¹, Marise Born¹
¹ Erasmus University Rotterdam, the Netherlands, ² Ghent University, Belgium

**Beyond validity: Shedding light on the social situation in employment interviews**
Martin Kleinmann¹, Klaus Melchers², Pia Ingold¹, Annika Wilhelmy¹
¹ Universität Zürich, Switzerland, ² Universität Ulm, Germany

**Applicant Reactions to Selection Methods: Where are we now and a look to the future**
Ioannis Nikolaou¹, Talya Bauer², Donald Truxillo²
¹ Athens University of Economics and Business, Greece, ² Portland State University, USA

**Situational judgment testing: A review and some new developments**
Janneke Oostrom¹, Britt De Soete¹, Filip Lievens²
¹ VU University Amsterdam, the Netherlands, ² Ghent University, Belgium

**Identifying innovation potential: Challenges for research and practice**
Kristina Potočnik¹, Neil Anderson², Felisa Latorre³
¹ University of Edinburgh, Business School, UK, ² Brunel University, Business School, UK, ³ ITAM, Department of Business Administration, Mexico

15:30–17:00  Session 94 | Oral session | Room: RC Christiania Hall C
Topics: 6. Personnel selection

**True Objective Measurement Of Creativity**
Richard Justenhoven, Katharina Lochner, Achim Preuss
cut-e Group

**A construct-oriented development approach of Situational Judgment Tests**
Nadine Kasten, Thomas Staufenbiel
Osnabrück University
Thursday, 21 May • 15:30–17:00

**Assessing employees propensity to engage in OCB: Incremental validity of SJT beyond personality.**
Benoit Lothe¹, Anthony Scius¹, Romain Pieper¹, Davy Salmon¹, Isabelle Hansez¹
¹ Human Resources Development Unit University of Liège, ² UNMS

**How does applicant’s perception matter?**
Thomas Moldzio
Moldzio & Partner – Institute for Personnel Selection

**Is there any relationship between assessment center (AC) results and self-report questionnaires used in ACs?**
Aylin Dincer Atmaca¹,², Levent Sevinc¹
¹ Assessment Systems Turkey, ² Marmara University

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15:30–17:00 Session 95 | Symposium | Room: RC Oslo Hall B
**Resilience in the workplace: Leading through change and challenges**
Topics: 3. Positive organizational behavior
Chairs: Joana Kuntz, Katharina Näswall

**What do we mean by resilience?**
Antonio Pangallo
City University London

**Employee Resilience Defined**
Joana Kuntz, Sanna Malinen, Katharina Naswall
University of Canterbury

**Resilience in the workplace: A new perspective on effective leadership?**
Venkataraman Nilakant¹, Bernard Walker¹, Kate van Heugten¹, Rosemary Baird¹, Herb de Vries¹
¹ College of Business and Law, University of Canterbury, ² College of Arts, University of Canterbury

**Employee resilience and employee and organizational outcomes**
Katharina Naswall, Sanna Malinen, Joana Kuntz
University of Canterbury

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15:30–17:00 Session 96 | Panel | Room: RC Oslo Hall C
Topics: 6. Personnel selection
Chair: Katharina Lochner

**Candidate Centric Assessment**
Rudi Myrvang¹, Achim Preuss¹, Eugene Burke¹, Anders Sjöberg¹, Glenn Menkin¹, Ova Schulze⁶, Katharina Lochner¹
¹ cut-e Nordic, ² cut-e Group, ³ SHL/CEB, ⁴ Stockholm University, ⁵ DNV, ⁶ Ericsson
Thursday, 21 May • 16:00–17:30

16:00–17:30 | Poster session | Room: OKS Forum
Topics: 12. Organizational Change and Development
13. Labor market issues
14. Technology, work-design and human-machine-systems

Mentees’ learning and knowledge through formal peer-mentoring program
Gloria Castaño, Silvia Sanchez-Herrero, Miguel Alonso, Ana Calles
Complutense University

Organizational change, innovation and employee well-being
Sylvie Boermans, Lander Vermeerbergen, Geert van Hootegem
KU Leuven

Knowledge Hiding in the Academia: What, Where, and How Often?
Tomislav Hernaus¹, Nina Poloski Vokic¹, Ana Aleksic¹, Matej Cerne¹, Miha Skerlavaj¹
¹ University of Zagreb, Faculty of Economics and Business, ² University of Ljubljana, Faculty of Economics, ³ BI Norwegian Business School

Can Emotional Competences Intervention Change Mood?
Sabina Hodzic¹,², Pilar Ripoll¹, Eva Lira¹, Franck Zenasni²
¹ University of Valencia, Spain, ² Université Paris Descartes, France

Everyday ideologies as enablers and constrainers of organizational development processes
Minna Nylander
Aalto University

Can work in High Risk Organisations (HROs’) provide deeper insights into Organisational Creativity theory?
Varuni Wimalasiri, Dzidor Galley
University of Exeter

Impacts of ‘anemployment’ in higher education Graduates: Presenting a new theory
Patrícia Araújo¹, Filomena Jordão², José Manuel Castro³
¹ Faculty of Psychology and Educational Sciences of University of Porto, Portugal, ² Faculty of Psychology and Educational Sciences of University of Porto, Portugal, ³ Faculty of Psychology and Educational Sciences of University of Porto, Portugal

Business models as a facilitator of organizational change: Telehealth in the NHS
Helen Hughes, Katharine Davies, Stephanie Hotchkiss, Lucy Bolton, Lauren Beaumont
Socio-Technical Centre, University of Leeds

The Full Mediator Role of Organizational Commitment in the Relationship Between Job Satisfaction and Job Turnover
Morteza Charkhabi, Andrea Ceschi, Riccardo Sartori
Department of Philosophy, Education and Psychology, University of Verona, Italy

Motives for knowledge hoarding
Marjolein Caniëls, Carmen Negina, Nando Strik
Open University of the Netherlands
Th-S97-PO-11

**Let them play games: Organizational socialization with business simulation games**

Marianna Krol¹,², Piotr Prokopowicz¹,², Grzegorz Zmuda¹,²  
¹ Jagiellonian University, ² 313 Consulting

Th-S97-PO-12

**Human impact of organizational change: How to measure it?**

Lisbet Alfonso¹,², Geneviève Gelot-Rouyer²  
¹ Paris Descartes University, ² Capital Santé S.A.S.

Th-S97-PO-13

**How do firms learn? Individual learning strategies in critical episodes of business start-ups**

Ariane A. Corradi  
Universidade Federal de Minas Gerais

Th-S97-PO-14

**Work characteristics, motivational traits, psychological capital and work ability in the mid and late careers of Spanish workers**

Carlos-Maria Alcover¹, Gabriela Topa²  
¹ Rey Juan Carlos University, ² Spanish University for Distance Teaching

Th-S97-PO-15

**Benefitting from others’ misery and happy? An analysis of outplacement consultants’ and insolvency practitioners’ attitudes towards downsizing**

Manuela Richter, Cornelius J. König, Dennis Etzl, Habiba Schiller  
Universität des Saarlandes

Th-S97-PO-16

**Implications of the implementation of new Economic and Logistics-systems in five health units**

Mathilde Lien, Per Øystein Saksvik, Bjørn Ragnar Albrigtsen  
Norwegian University of Science and Technology

Th-S97-PO-17

**Applying online: Applicant perceptions of online resume’ submission**

Judy Van Hein, Jessica Stidham, Mark Frame  
Middle Tennessee State University

Th-S97-PO-18

**“Small but mighty”: Conditions for prototypicality claims in pre-merged minority organisations**

Míriam Rosa¹, Ivan Gorski², Sylwia Jarosz², Eithne Kavanagh³, Anna-Maria Kersting³, Pavel Kounov⁴, Katarina Velickovic⁵, Steffen Giessen⁶, Rita Guerra⁷, Sven Waldzus¹, Elizabeth Collins¹  
¹ Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL, ² University of Zagreb, Croatia, ³ University of Lodz, Poland, ⁴ Trinity College, Ireland, ⁵ University of Salzburg, Austria, ⁶ Glasgow University, United Kingdom, ⁷ University of Belgrade, Serbia, ⁸ Rotterdam School of Management, Erasmus University Rotterdam

Th-S97-PO-19

**Systematic employee participation in designing improved work processes**

Liv Starheim  
Danmarks Tekniske Universitet

Th-S97-PO-20

**Major organizational changes and mental health consequences – a top-management perspective on intervention and prevention.**

Janne Skakon  
Department of Psychology, University of Copenhagen
Thursday, 21 May • 16:00–17:30

Th-S97-PO-21

The Relationship between Work Characteristics, Future Time Perspective & Work Ability of Older Employees in the Technical Sector
Katharina Kuennen
Radboud University Nijmegen, The Netherlands Master of Work, Organizational & Health Psychology

Th-S97-PO-22

«So, that’s the result? Negative effects of business-coaching and their causes from the perspective of organisations»
Katrin Oellerich, Heidi Möller
University of Kassel

Th-S97-PO-23

Enabling police organizational change through affective commitment to change
Claudia L. Rus, Lucia Ratiu, Adriana Baban
Department of Psychology, Babes-Bolyai University

Th-S97-PO-24

Work-Health Balance, a new construct to explain workers’ well being after RTW
Andrea Gragnano¹, Massimo Miglioretti¹, Silvia Simbula¹, Angela GEM De Boer²
¹ Università degli Studi di Milano Bicocca, Milan, Italy, ² Coronel Institute of Occupational Health, Academic Medical Centre, Amsterdam, Netherlands

Th-S97-PO-25

Qualitative content analysis as a tool for exploring job application process: Reasons for not/applying for advertised job
Marija Bogicevic, Niko Cigoja, Ivana B. Petrovic
Department of Psychology, Faculty of Philosophy, University of Belgrade, RS

Th-S97-PO-26

Organizational change context: Its influence on learning and skills learned on the job.
Amanda Ferreira
UnB – Universidade de Brasilia, CAPES – Coordenação de Aperfeiçoamento do Pessoal de Nível Superior

Th-S97-PO-27

In the land of the blind, feeling creative is easy, but being is not: The two faces of creativity
Marjolein Caniëls¹, Eric Rietzschel²
¹ Open University of the Netherlands, ² University of Groningen, Department of Psychology

Th-S97-PO-28

Financial deprivation and psychological well-being during unemployment: A mediational model
Marta SouSa-Ribeiro¹,², Magnus Sverke¹, Joaquim Luis Coimbra²
¹ Department of Psychology, Stockholm University, ² Faculty of Psychology and Education, University of Porto

Th-S97-PO-29

Consultant-client relationship and knowledge transfer in SMEs change processes
Luis Martinez¹, Aristides Ferreira², Amina Can³, Miguel Cunha¹
¹ Nova School of Business and Economics, ² Instituto Universitário de Lisboa (ISCTE-IUL), ³ Mundiserviços Consulting

Th-S97-PO-30

Development of Workforce Capability Through Assessments
Alia Al Serkal
du (Emirates Integrated Telecommunication Company)
Thursday, 21 May • 17:15–21:30

Investigating the inventors’ inventory: The design of dynamic team member roles to manage innovation projects
Denniz Dönmez, Gudela Grote
ETH Zurich

New insights on why and how people hide knowledge from their co-workers: A qualitative interview study
Sebastian Mangold, Kristin Knipfer, Claudia Peus
Technische Universität München

Assessing mental workload in organizations: Reaching the goal of healthy workplaces
Paul Jimenez, Anita Dunkl
University of Graz

Consequences of insufficient human factors-, and human reliability analyses in a design phase of automated drilling technology for an oil and gas installation.
Gunhild Sætren¹, Sandra Hogenboom², Karin Laumann¹
¹ NTNU, ² DNV-GL

A value chain from psychological safety to implementation: A practitioner’s perspective
Bjørn G Kjønstad, Erik Eggen, Geir Løkling
iGo SA

Sentiment analysis of write-in comments related to organisational change
Jurate Cingiene¹, Dimitri Tcherniak¹, Benoît Sagot¹
¹ Towers Watson, London, UK, ² Alpage, INRIA & Universite Paris-Diderot, Paris, France

Understanding the interplay between the Theory of Planned Behavior and organizational commitment in predicting change readiness: A moderated-mediation-analysis
Janna Nolte¹, Tammo Straatmann², Britta Seggewiss²
¹ Volkswagen AG, ² University of Osnabrueck

Unemployment from a psychological needs perspective: What are the functions of formal employment for mental health?
Andrea Zechmann, Karsten I Paul
Friedrich-Alexander University Erlangen-Nürnberg

Why do public sector managers quit their job?
Erik Berntson¹, ², Lisa Björk¹, Linda Corin¹, Annika Härenstam¹, Anders Pousette¹
¹ Department of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden, ³ Institute of Stress Medicine, Gothenburg, Sweden, ⁴ Department of Sociology and Work Science, Gothenburg University, Sweden, ⁵ Department of Psychology, Gothenburg University, Sweden

Impact of self-efficacy on the effectiveness of the school-to-work transition.
Pawel Kot, Bohdan Rożnowski
Institute of Psychology The John Paul II Catholic University of Lublin

17:15–19:15   EAWOP General Assembly | Room: OKS Hall A

19:30–21:30   Reception City Hall
Friday 22 May
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Friday, 22 May • 08:00–09:00

08:00–09:00 | Session 98 | Oral session | Room: OKS Hall B

**Topic/s:** 9. Sustainable environment and organizations

- **Corporate social responsibility and the employee: A meta-analysis**
  Agnieszka Paruzel, Hannah Klug, Günter W. Maier
  Bielefeld University Faculty of Psychology and Sport Science Department of Work and Organizational Psychology

- **Lending a Helping Hand: A Multilevel Investigation of Prosocial Motivation, Inclusive Climate and Inclusive Behavior**
  Philippe Nelissen, Ute Hulsheger, Gemma van Ruitenbeek, Fred Zijlstra
  Maastricht University

- **Pro-environmental behavior at work: Individual and organizational predictors for task related and pro-active behaviors**
  Julia Spieß¹, Kathrin Heinitz²
  ¹ Nordlicht Management Consultants GmbH, ² Freie Universität Berlin

08:00–09:00 | Session 99 | Oral session | Room: OKS Hall C

**Topic/s:** 13. Labor market issues

  Maria Simosi¹, Denise Rousseau¹, Maria Daskalaki³
  ¹ University of Roehampton, UK, ² Carnegie Mellon, US, ³ Kingston University, UK

- **How culture impacts careers: A study of career success and its relationships with political skill, goal orientation, and uncertainty avoidance in 26 countries**
  Eva Grimm¹, Regina Eckert¹, Carmen Binnwies¹, Goerge S. Hallenbeck²
  ¹ Johannes Gutenberg University, Mainz, DE, ² Center for Creative Leadership, Brussels, BE, ³ Westfaehlische Wilhelms-University, Muenster, DE

- **Professional Fulfillment: Measurement, associations and implications**
  Ligia Oliveira-Silva¹, Luiz Victorino², John Arnold³
  ¹ Universidade de Brasilia, ² Universidade Católica de Brasilia, ³ Loughborough University

- **Motivational Drivers across Age Groups: Clues for Theory and Practice**
  Tatiana Gulko, John Hackston, Sofia Lundal, Philippa Davis
  OPP Ltd.
Friday, 22 May • 08:00–09:00

08:00–09:00  Session 100 | Symposium (P) | Room: OKS Hall D

The Right Stuff: Combining Science and Practice for Compelling Leadership Development
Topics: 8. Leadership and management
Chairs: Marinus van Driel

Creating a Leadership Pipeline: a MetLife Case Study
Hennie Kriek¹, Arnold Dhanesar²
¹TTS- Top Talent Solutions, Inc, ²MetLife

Practice makes perfect: The impact of practical, problem-based leadership development to enable organizational change
Kassie Cox¹, Marinus van Driel², Susan Christensen², Brian McTernan²
¹Portland General Electric, ²Accenture

Leadership Development for Senior Managers
Katharina Lochner, Achim Preuss
cut-e Group

Leaders and organizational cultural transformation
Claudy Jules
Accenture

08:00–09:00  Session 101 | Symposium (P) | Room: OKS Meeting Room 1

Commitment and Identification: Overcoming shortcomings
Topics: 3. Positive organizational behavior
Chairs: Isabelle Tremblay

Organizational socialization tactics and newcomers’ psychological health in the workplace: Investigating the mediating role of affective commitment to the organization and to the supervisor
Emilie Lapointe
Nottingham University Business School China

Social Identity as a Buffer against Stress
Rolf van Dick¹, Jan Hausser¹, Andreas Mojzisch², Maren Kattenstroth²
¹Goethe University Frankfurt, ²University of Hildesheim

Team performance in interdisciplinary teams: A study of team processes and types of identification
Isabelle Tremblay⁴, François Chiocchio⁴, Marie-Josée Fleury⁴
¹Université de Montréal, ²University of Ottawa, ³McGill University

Teams in Profession Service Firms: Managing professionals without (organisational) borders
Yvonne van Rossenberg, Juani Swart, Nick Kinnie
University of Bath
Friday, 22 May • 08:00–09:00

08:00–09:00  Session 102 | Symposium (P) | Room: OKS Meeting Room 2
Emotional dynamics of service interactions: Putting the focus on employees.
Topic/s: 19. Emotions in the workplace
Chair/s: Rita Rueff-Lopes, Ana Junça

Fr-S102-SYM-01
Categorizing customers’ behavior and its influence on employees’ emotions: The moderating role of employees’ propensity for emotional contagion.
Rita Rueff-Lopes, et al.
ISCTE-IUL Instituto Universitário de Lisboa

Fr-S102-SYM-02
Creating a Virtuous Cycle of emotional labour through coaching.
Audrey Tang
Brunel University

Fr-S102-SYM-03
The bright and the dark sides of a working day- significant daily events and emotional activation: The role of cognitive appraisals
Ana Silva, António Caetano, Rita Rueff-Lopes
ISCTE-IUL Instituto Universitário de Lisboa

Fr-S102-SYM-04
The complexity of Emotional Labor in Service Organizations: A challenging perspective of analysis
Esther Gracia¹, Neal M. Ashkanasy², Carolina Moliner³, José Ramos¹³
¹ University of Valencia, ² University of Queensland, ³ Valencian Economic Research Institute

08:00–09:00  Session 103 | Symposium | Room: OKS Meeting Room 3
The effect of being online: Processes and boundary conditions of smartphone use after hours
Topic/s: 2. Employee stress and burnout
Chair/s: Sandra Ohly, Antje Schmitt
Discussant/s: Sabine Sonnentag

Fr-S103-SYM-01
When leisurely activities harm: Daily effects of late-night smartphone use for fun
Klodiana Lanaj¹, Trevor Foulk¹, Russell Johnson²
¹ University of Florida, ² Michigan State University

Fr-S103-SYM-02
Work related mobile use after hours and affective well-being: The role of ambition and positive work reflection
Lenka Duranova, Antje Schmitt, Braukmann Johanna, Ohly Sandra
University of Kassel

Fr-S103-SYM-03
A diary study on work-related smartphone use, work-family conflict and family role performance: Examining the role of segmentation preference
Derks Daantje¹, Bakker Arnold¹, Pascale Peters², Pauline van Wingerden¹
¹ Erasmus University Rotterdam, ² Radboud University Nijmegen

Fr-S103-SYM-04
Is Information and Communication Technology (ICT) a demand or a resource? – Development of an ICT Events Taxonomy
Johanna Braukmann, Antje Schmitt, Lenka Duranova, Sandra Ohly
University of Kassel
Friday, 22 May • 08:00–09:00

08:00–09:00 Session 104 | Oral session | Room: OKS Meeting Room 4
Topic/s: 18. Teams and workgroups

The Group Development Scale for Sport Teams (EDG-D): Study of its psychometric qualities
Rui Mamede¹,², Paulo Lourenço¹, Virginia Orengo²
¹ Universidade de Coimbra, ² Universitat de València

Moderation Effect of Psychological Capital in Intragroup Conflict Transformation and Escalation
Tobias Hauth¹, Jesus Sanchez¹, Ana Zornoza¹, Mirlene Siqueira²
¹ IDOCAL, University of Valencia, ² Universidade Metodista de Sao Paulo, Brazil

Team reflection linking transformational leadership and team innovativeness
Wilfried Neumann, Regina Mulder
University of Regensburg

An International Comparison of Business Meetings
Wendelien van Eerde, Claudia Buengeler
University of Amsterdam Business School

08:00–09:00 Session 105 | Symposium | Room: OKS Auditoriet
Shaping team processes agenda: Their antecedents and outcomes through a temporal lens
Topic/s: 18. Teams and workgroups
Chair/s: Ana Margarida Passos, Ana Margarida Graça

Are shared (temporal) cognitions and temporal leadership substitutes? An analysis on the effects on temporal conflict and team performance
Catarina Marques Santos¹, Ana Margarida Passos¹, Sjir Uitdewilligen²
¹ Instituto Universitário de Lisboa — ISCTE-IUL, Portugal, ² Maastricht University, The Netherlands

«Walk without rhythm and we won’t attract the worm»? A qualitative exploratory study of engaged teams’ verbal and non-verbal interactions
Patrícia Costa¹, Ana Margarida Passos¹, Arnold Bakker²
¹ Instituto Universitário de Lisboa — ISCTE-IUL, Portugal, ² Erasmus University of Rotterdam, The Netherlands

«Beware of the dark side»: The impact of destructive collective leadership on affective team climate and creativity-innovation
Amal Ahmadi¹, Saša Batistić², Ana Margarida Graça¹, Renata Kenda¹, Bernd Vogel¹
¹ Henley Business School, University of Reading, United Kingdom, ² Portsmouth Business School, University of Portsmouth, United Kingdom

What I/we do is all about innovation. Sources of leadership and creativity-innovation in teams: Underlying processes in a multilevel and temporal lens
Ana Margarida Graça¹, Bernd Vogel¹, Ana Margarida Passos²
¹ Henley Business School, University of Reading, United Kingdom, ² Instituto Universitário de Lisboa – ISCTE-IUL, Portugal
Friday, 22 May • 08:00–09:00

08:00–09:00 Session 106 | Oral session | Room: OKS Torghjørnet
Topic/s: 13. Labor market issues

**The Effect of Pay Satisfaction and Organizational Commitment on Turnover Intention**
Rizqi Nur’aini A’yuninnisa, Ridwan Saptoto
1 Maastricht University, 2 Universitas Gadjah Mada

**Towards a normalisation of unemployment? A French exploratory study**
Anne Pignault, Claude Houssemand
1 University of Luxembourg, ECCS, Institute of Lifelong Learning & Guidance (LLLG) Route de Diekirch, BP 2 L-7201 Walferdange, Luxembourg, 2 INETOP-CNAM Paris, Centre de Recherche sur le Travail et le Développement (CRTD) 41 rue Gay Lussac, 75005 Paris, France

**Toward A Theory of the Recruiter’s Role And Relationships To Various Stakeholders in the Organizational Context**
Michael Campion
University of South Carolina

08:00–09:00 Session 107 | Oral session | Room: OKS Odin
Topic/s: 3. Positive organizational behavior

**Relationship between Person-Organization Fit and Work Outcomes: Psychological Capital as the Mediator**
Pei Yee Chang, Yin Lu Ng
HELP University

**The Role of Support in the Relationship between Autonomy and Engagement among Portuguese Nurses: A Multilevel Study**
Maria Vera, Isabel Martinez, Laura Lorente, Maria José Chambel
1 Instituto Tecnológico Superior Cordillera (Quito, Ecuador), 2 Universitat Jaume I, 3 Universitat de València, 4 University of Lisbon

**Incongruent Crossover: Adverse Reactions to Highly Engaged Colleagues**
Heleen van Mierlo, Gera Noordzij, Moana Keiper, Lisenne Giel, Arnold Bakker, Denise Fortuin
1 Erasmus University Rotterdam, Institute of Psychology, 2 Erasmus University Rotterdam, Erasmus University College

**A Test of a Job Demands-Resources Intervention**
Jessica Wingerden, Daantje Derks, Arnold B. Bakker
1 Erasmus University Rotterdam, 2 Lingnan University Hong Kong

08:00–09:00 Session 108 | Oral session | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

**Great expectations – The relationship between psychological contract fulfilment, newcomer organisational trustworthiness perceptions and trust**
Lisa van der Werff, Finian Buckley
1 Dublin City University, 2 IC
Asymmetries in task dependence and organizational performance: Should hr intervene and, if so, how and why?
Simon de Jong\textsuperscript{1}, Florian Kunze\textsuperscript{2}, Heike Bruch\textsuperscript{3}
\textsuperscript{1} University of Bath, \textsuperscript{2} University of Konstanz, \textsuperscript{3} University of St. Galen

Employees’ trust in top management: How tmt relational conflicts can shape the effects of tmt behavioral integration
Anneloes Raes\textsuperscript{1}, Simon de Jong\textsuperscript{2}, et al.
\textsuperscript{1} IESE business school, Spain, \textsuperscript{2} University of Bath, UK

Methodological Issues in the Measurement of Enacted Incivility
Alexandra Chris, Ashlyn Patterson, Thomas Sasso, Ekaterina Pogrebtsova, M. Gloria Gonzalez Morales
University of Guelph

Are professors leading differently? Success factors for effective leadership at universities in Germany
Dr. Anja Frohnen\textsuperscript{1}, Prof. Dr. Uta Bronner\textsuperscript{2}
\textsuperscript{1} Impulsplus, Köln, \textsuperscript{2} Hochschule für Technik Stuttgart

Personality Dimensions and Job Performance: A Study on 204 Italian Trade Agents
Riccardo Sartori, Arianna Costantini, Andrea Ceschi, Andrea Scalco
University of Verona

Effects of Goal Congruence and Organizational Support on Job Performance
Amanda Palmer
University of Houston

Environmental sustainability: New perspectives for work and organizational psychology (WOP)
Maruska Strada, Luca Vecchio
University of Milano-Bicocca

Thriving in turbulent times – linking servant leadership to employee well-being and retention
Xuan Feng\textsuperscript{1}, Armin Pircher Verdorfer\textsuperscript{2}, Claudia Peus\textsuperscript{2}, Dieter Frey\textsuperscript{1}
\textsuperscript{1} Ludwig Maximilians University, \textsuperscript{2} Technische Universität München

Leader-member Exchange (LMX) and Performance: A Meta-analytic Review
Geoff Thomas\textsuperscript{1}, Robin Martin\textsuperscript{2}, Yves Guillaume\textsuperscript{2}, Olga Epitropaki\textsuperscript{1}, \textsuperscript{2}
\textsuperscript{1} University of Surrey, \textsuperscript{2} University of Manchester, \textsuperscript{3} Aston University, \textsuperscript{4} ALBA American College of Greece
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Fr-S109-PO-07

**Authentic leadership perceptions and their relations with employees trust and well-being**

Louis Baron, Marie Gwen Castel-Girard

Université du Québec à Montréal – School of Management

Fr-S109-PO-08

**Measuring and Comparing the Ability of Three Different Organizational Leadership Styles in Predicting Tendency to Change**

Naghi Ra’di Afsouran1,2, Morteza Charkhabi3, Behzad Ghasemi4

1 Department of Educational Science, University of Isfahan, Iran, 2 Department of Humanistic Science, University of Guilan, Iran, 3 Department of Philosophy, Education and Psychology, University of Verona, Italy, 4 Department of Educational Science, Shahid Chamran University of Ahvaz, Iran

Fr-S109-PO-09

**The relative importance of transformational and fair leadership behaviours for employee well-being**

Kaisa Perko1, Ulla Kinnunen1, Taru Feldt2

1 School of Social Sciences and Humanities, University of Tampere, Tampere, Finland, 2 Department of Psychology, University of Jyväskylä, Jyväskylä, Finland

Fr-S109-PO-10

**Meanings about Corporate Social Responsibility in leaders of small, medium and big enterprises in Bogotá, Colombia**

Maria Claudia Peralta-Gómez, Ana María Góngalez Pinilla, Andrés García Romero

Universidad de La Sabana. Colombia

Fr-S109-PO-11

**The role of empathy, customer orientation, and work engagement in the relationship between servant leadership and customer-oriented organizational citizenship behaviors**

Ravit Oren, Dana Yagil

University of Haifa

Fr-S109-PO-12

**The relationship between capability belief and performance is governed by two self-regulation processes**

Robert van Doorn

Department of work and Social psychology Maastricht University The Netherlands

Fr-S109-PO-13

**Welcome to ISLAND: An Innovative Browser-based Negotiation Tool**

Alison Goetze, Christian Bucher

University of Zurich

Fr-S109-PO-14

**The role of empowering leadership and knowledge sharing for ambidexterity**

Marjolein Caniëls, Carmen Negina, Nico Schaetsaert

Open University of the Netherlands

Fr-S109-PO-15

**Environmental assessment for decision, what about subjectivity and cognitive limits?**

Rudy Patard

UMET CNRS UMR 8207 – Université Lille 1

Fr-S109-PO-16

**Leading foreign firms in China: Cultural diversity between leaders and followers and its impact on organizational identification and leader effectiveness**

Neela Muehlemann1, Sebastian Schuh2, Klaus Jonas1

1 University of Zurich, 2 China Europe International Business School (Shanghai)
Leadership Development Program in a Retailing Organization: A Preliminary Study
Bülent Kilic
Koç University

Measuring Complexity Leadership
Catarina Gomes1, Maria Mendes1, Pedro Marques-Quinteiro1, Pedro Lind2, Luís Curral1
1 Faculdade de Psicologia, Universidade de Lisboa, Lisboa, Portugal, 2 ForWind, Oldenburg University, Germany

Future of Leadership: Megatrends and their impacts on role and task of leaders
Daniela Eberhardt

CSR in the eye of the beholder: Authenticity and its effect on employee attitudes and behaviors
Kathrin Heinitz1, Timo Lorenz1, Daniel Schulze2
1 Freie Universitaet Berlin, 2 None

When supervisor leadership style influences subordinates’ stressors and well-being:
A study within the Spanish context
Rita Berger1, Sharon Glazer2
1 University of Barcelona, 2 University of Baltimore

Different relationships between job satisfaction facets and work locus of control:
What leaders can control
Velli Parts, Liina Randmann
Tallinn University of Technology

The identification of the leadership styles within the organization in relational perspective – consistency of superiors’ self-diagnosis with assessment of the leadership styles made by subordinates.
Urszula Brzezińska
Psychological Test Laboratory of Polish Psychological Association

Frida Nossen, Marie Austeid
BI Norwegian Business School

Work satisfaction and work performance: An experimental examination of a causal model
Jakub Prochazka, Martin Vaculik
Masaryk University, Faculty of Social Studies, Department of Psychology

Dialectical Thinking: Integrating societal and business objectives
Mano Ramakrishnan
atrain, Human Capital Leadership Institute

Adaptive leadership in the military: How can unit leaders contribute to their soldiers’ adaptability?
Karen van Dam1, Ninka Lenssen2, Walter van Bijlevelt3
1 Open University, 2 Tilburg University, 3 Royal Netherlands Army
An integrative approach to different social actors
Lilia Ivana Mamic¹, Agustin Molina²
¹ Universidad Rey Juan Carlos, ² University of Limerick

Leader Charisma: An Embodiment Perspective
Susan Reh¹, Niels Van Quaquebeke¹, Steffen R. Giessner²
¹ Kuehne Logistics University, ² Rotterdam School of Management, Erasmus University

Measuring corporate social responsibility through psychological components
Oswaldo Viteri, Valentina Ramos
Faculty of Administrative Science – Escuela Politécnica Nacional

Predictors of Satisfaction with Elderly Care Services
Ali Kazemi¹, Petri Kajonius², ¹
¹ School of Health and Education, University of Skövde, ² Department of Psychology, Göteborg University

Accessing cognitive expertise: Sharing knowledge elicitation methods
Julie Gore¹, Almuth McDowall², Adrian Banks¹
¹ University of Surrey, ² City University, London

Exploring relationship between professional development opportunity and cultural intelligence among a Canadian military sample.
Martin Yelle, Karen Davis
Department of National Defence

Implementation of work-oriented training on values in organizations
Sandra Niedermeier, Raphaëla Schätz, Heinz Mandl
University of Munich (LMU)

The Longevity of Hypernorms: Exploring Time and Responsibility in Integrated Social Contracts Theory
David Wasieleski¹, ², Gunter Schumacher¹, Sefa Hayibor³
¹ Duquesne University, ² ICN Business School, ³ Carleton University

An Explanatory Research of Employee Perception of Proactive Behavior
Marija Miselyte, Dalia Bagdziuniene
Vilnius University

Dispersion in Corporate Social Responsibility Orientation and Team Cohesion and Conflict: The moderating Role of Team Trust
Douglas Mahony, et al.
Lehigh University

The effect of constructive leadership on subjective well-being of employees: Evidence from Chile
Rene Gempp, Sergio Valenzuela-Ibarra
Facultad de Economía y Empresa, Universidad Diego Portales

Leadership and well-being among academic faculty in Czech universities
Katerina Machovcova, Katerina Zabrodka, Jiri Mudrak
Institute of Psychology, Academy of Sciences of the Czech Republic
08:00–09:00 Session 110 | Symposium | Room: RC Christiania Hall A

«Different» careers: How social group membership and personality shape career pathways
Topic/s: 13. Labor market issues
Chair/s: Claire Johnston, Franciska Krings

With which leadership styles are men and women most likely to advance to top positions?
Tanja Hentschel¹, Susanne Braun¹,², Claudia Peus¹, Dieter Frey⁶
¹TUM School of Management, ²LMU Center for Leadership and People Management

Managing Employees’ Employability and Job Quality: Different Ages require Different Approaches
Jessie Koen, Annelies Van Vianen, Aukje Nauta, De Pater I.E.
Faculty of Social and Behavioral Sciences, University of Amsterdam, The Netherlands

Immigrants’ career resources
Claire Johnston¹, Franciska Krings², Grégoire Bollmann¹
¹Swiss National Centre of Competence in Research LIVES – Overcoming vulnerability: life course perspectives (NCCR LIVES), University of Lausanne, Switzerland, ²Faculty of Business and Economics, University of Lausanne

Climbing up the career ladder and dark side personality: Prospective and reverse effects
Bart Wille, Filip De Fruyt
Department of Developmental, Personality and Social Psychology, University of Gent, Belgium

08:00–09:00 Session 111 | Oral session | Room: RC Christiania Hall B
Topic/s: 3. Positive organizational behavior

Workplace Bullying, Organizational Changes and Organizational Citizenship Behaviour
Ana Verdasca
Socoius / ISEG / University of Lisbon

Relationship between self-efficacy and job crafting: moderating effects of interpersonal relationship factors.
Yuta Morinaga
Musashi University

Organizational Citizenship Behavior: The Role of Manager’s Autonomy Support and Intrinsic Motivation
Jessica Bérard, Yanick Provost Savard, Véronique Dagenais-Desmarais
Université de Montréal
Friday, 22 May • 08:00–09:00

08:00–09:00  Session 112 | Oral session | Room: RC Christiania Hall C
Topic/s: 8. Leadership and management
Fr-S112-OR-01

**A study on the influence of strategic, critical and creative thinking on decision making styles.**
B Özen
Turkish Army War College, Haliç University

Fr-S112-OR-02

**Leading organizational restructuring: A field study of virtual team and individual members’ reactions**
Kristine Kjellsen¹, M. Travis Maynard²
¹ Kongsberg Oil & Gas; Business Consulting, ² Colorado State University; Department of Management

Fr-S112-OR-03

**Uncertain, but better – the influence of personal uncertainty on the ability to detect lies and deceit**
Patrick Müller¹, Marc-André Reinhard², Kees van den Bos³
¹ HFT Stuttgart University of Applied Sciences, ² University of Kassel, ³ Utrecht University

Fr-S112-OR-04

**Always on my mind: The impact of relational ambivalence on rumination after a manager-induced psychological contract violation**
Kyle E. Ingram
University of Greenwich

08:00–09:00  Session 113 | Oral session | Room: RC Oslo Hall C
Topic/s: 12. Organizational Change and Development
19. Emotions in the workplace
Fr-S113-OR-01

**Emotions and Sensemaking in Organizational Change: Combining Affect Infusion Model and Sensemaking**
Sevda Yüksek, Sigrid Bekmeier-Feuerhahn
Leuphana University Lüneburg

Fr-S113-OR-02

**Examining the Impact of Recession on Employee Well-being: A Moderated Mediation Model based on Job Demands and Resources Theory**
Yseult Freeney¹, Brian Harney¹, Na Fu²
¹ Dublin City University Business School, Ireland, ² Maynooth University, Ireland

Fr-S113-OR-03

**Employee Cynicism – The Role of Dispositional Envy and Gossip Engagement**
Kirk Chang¹, Chien-Chih Kuo², Ting-Kuei Kuo³, Sarah Quinton⁴
¹ University of Salford, Salford Business School, UK, ² National Chenchi University, Department of Psychology, TAIWAN, ³ National Taiwan University of Science & Technology, Graduate Institute of Technology Management, TAIWAN, ⁴ Oxford Brookes University, Oxford Brookes Business School, UK

Fr-S113-OR-04

**Managers’ Emotion Management Provides Food for Thought Regulation of Supervisors Negative Emotions Associates with Quantity and Quality of Voice**
Inge Wolsink
University of Amsterdam Business School
Friday, 22 May • 09:15–10:45

09:15–10:45 Session 114 | Invited Symposium | Room: OKS Hall A
Leadership on a tightrope? The many balancing acts of leaders. Challenges for the future of leadership research.
Topic/s: 8. Leadership and management
Chair/s: Claudia Buengeler, Deanne N. Den Hartog
Discussant/s: Deanne N. Den Hartog
Fr-S114-INV-SYM-01

Motivating and Building Relationships with Followers – A New Perspective on Fundamental Leadership Challenges
Eric Kearney
University of Potsdam
Fr-S114-INV-SYM-02

Blessing or Curse? The Role of (Differentiated) Individual-focused Leadership in Group Settings
Claudia Buengeler1, Ronald Piccolo2, Voelpel Sven3
1 University of Amsterdam Business School, 2 Rollins College, 3 Jacobs University Bremen
Fr-S114-INV-SYM-03

Narcissistic leaders in times of crisis
Barbara Nevicka1, Annebel De Hoogh1, Annelies Van Vianen1
1 University of Amsterdam, Work and Organizational Psychology, 2 University of Amsterdam Business School
Fr-S114-INV-SYM-04

The Differential Effects of Autocratic Leadership on Team Performance
Annebel De Hoogh1, Lindred Greer2, Deanne Den Hartog1
1 University of Amsterdam Business School, 2 Stanford University

09:15–10:45 Session 115 | Invited Symposium | Room: OKS Hall B
Strategies for improving the outcomes of feedback interventions
Topic/s: 7. Human resource management
Chair/s: Bård Kuvaas, Frederik Anseel
Fr-S115-INV-SYM-01

Constructive supervisor feedback is not sufficient: Timing is essential
Bard Kuvaas1, Robert Buch1, Anders Dysvik1
1 BI Norwegian School of Management BI Norwegian School of Management, 2 Norwegian School of Sport Sciences
Fr-S115-INV-SYM-02

Patterns of the Feedback Environment: Links with Employee Outcomes
Allison Gabriel1, Rebecca MacGowan1, Jason Dahling2
1 Virginia Commonwealth University, 2 The College of New Jersey
Fr-S115-INV-SYM-03

You can be creative without diverse feedback, but you need time: An interactional perspective on the feedback source diversity-creativity relationship
Roy Sijbom1, Frederik Anseel3, Michiel Crommelinck2, Alain De Beuckelaer4
1 University of Amsterdam, 2 Ghent University, 3 Radboud Universiteit Nijmegen
Fr-S115-INV-SYM-04

Positive feedback leads to favorable applicant reactions, but only if you treat applicants well
Marjolein Feys1, Frederik Anseel1, Donald Truxillo2
1 Ghent University, 2 Portland State University

Fr-S115-INV-SYM-04
09:15–10:45  Session 116 | **Panel (P)** | Room: OKS Hall C

**Topic/s:** 19. Emotions in the workplace  
**Chair/s:** Barbara Kozusznik

**Alliance Special Session manifesto of industrial and organizational psychologists**
Barbara Kozusznik¹, Sharon Glazer², Virginia Schein³, Rita Berger⁴, Ute Schmidt-Brasse⁵, Angela Carter⁶, Mare Teichmann⁷
¹ University of Silesia, Poland, ² University of Baltimore, USA, ³ Gettysburg College, USA, ⁴ University of Barcelona, Spain, ⁵ PSYCON, Germany, ⁶ University of Sheffield, UK, ⁷ Tallin University of Technology, Estonia

09:15–10:45  Session 117 | **Symposium** | Room: OKS Hall D

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

**Topic/s:** 8. Leadership and management  
**Chair/s:** Janine Bosak, Mary Kinahan  
**Discussant/s:** Clara Kulich

**Putting the 'Man' in Manager: Gender Projection and the Glass Ceiling**
Clémentine Bry¹, Fabrice Gabarrot², Pierre De Oliveira³, Jörg Dietz⁴
¹ Université Savoie Mont Blanc, ² Université de Bourgogne, ³ University of Lausanne

**Be Bold, but among Subordinates – Backlash Effects, Self-Promotion Strategies and Power Status**
Natasza Kosakowska-Berezecka, Paweł Jurek, Marta Sokalska  
University of Gdansk

**Reactions to Gender Deviants in the Workplace: The Role of Advocacy**
Janine Bosak¹, Margaret Hendrick¹, Clara Kulich², Laurie Rudman³
¹ Dublin City University, ² University of Geneva, ³ Rutgers University

**Implicit Effects of Identity Threat on Hiring Decisions**
Soledad De Lemus¹, Russell Spears², Jolien van Breen², Evan van der Holst³
¹ University of Granada, ² Groningen University

**Moving across Status Lines: Low Concern for the Ingroup and Group Identification**
Clara Kulich, Fabio Lorenzi-Cioldi, Vincenzo Iacoviello  
University of Geneva

09:15–10:45  Session 118 | **Symposium** | Room: OKS Meeting Room 1

**Strengths interventions in the workplace**

**Topic/s:** 3. Positive organizational behavior  
**Chair/s:** Maria Christina Meyers, Marianne Van Woerkom

**The Application of Signature Strengths at Work Leads to an Increase in Calling and Global Life Satisfaction: Results of a Random-assignment, Placebo-controlled, Web-based Intervention Study**
Claudia Harzer¹, Ruch Willibald²
¹ University of Kassel, ² University of Zurich
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Fr-S118-SYM-02

Improving Deficits or Using Strengths? The Effects of an Online Intervention Aimed at Improving Psychological Capital
Wido Oerlemans1, Marianne van Woerkom2, Arnold Bakker1
1 Eindhoven University of Technology, 2 Tilburg University

Fr-S118-SYM-03

The Effects of a Strengths Intervention on Self- and Peer-rated Employee Performance
Maria Christina Meyers, Marianne van Woerkom
Tilburg University

Fr-S118-SYM-04

The Effects of a Strengths Intervention on the Performance of Consultants at Temporary Work agencies
Marianne van Woerkom, Maria Christina Meyers
Tilburg University

09:15–10:45  Session 119 | Symposium | Room: OKS Meeting Room 2
Identity Research in Organisations
Topic/s: 16. Conflicts in organizations
Chair/s: Ilka Helene Gleibs, YingFei Héliot
Discussant/s: Rolf van Dick

Fr-S119-SYM-01

Conflict and complementarity between employees’ religious and occupational identities: a systematic review
YingFei Héliot1, Adrian Coyle2, Ilka, H. Gleibs1
1 Surrey Business School, University of Surrey, UK, 2 School of Psychology, Criminology and Sociology, Kingston University, UK, 3 London School of Economics and Political Science, UK

Fr-S119-SYM-02

Managing multiple identity elements: Towards a psychological coherence principle of identity
Rusi Jaspal
De Montfort University, Leicester, UK

Fr-S119-SYM-03

Discordant vs. Harmonious Selves: The effects of multiple identities on perspective taking, interpersonal problem solving and performances
Lakshmi Ramarajan1, Nancy Rothbard4, Steffanie Wilk3
1 Harvard Business School, USA, 2 University of Pennsylvania, The Wharton School, USA, 3 The Ohio State University, Fisher College of Business, USA

Fr-S119-SYM-04

Do We Want a Fighter? The Influence of Group Status and the Stability of Intergroup Relations on Leader Prototypicality and Endorsement
Ilka, H. Gleibs1, S. Alexander Haslam2
1 London School of Economics and Political Science, U.K., 2 University of Queensland, Australia

Fr-S119-SYM-05

Ameliorating (identity) threat perceptions during an organizational restructure: The role of leaders
Gabriele Jacobs1, Kate E. Horton1, P. Saskia Bayerl1, Frank D. Belschak2, Steffen R. Giessner4
1 Rotterdam School of Management, Erasmus University, NL, 2 Amsterdam Business School, University of Amsterdam, NL
Fr-S120-SYM-01
2.1. The effect of qualitative job insecurity on employee attitudes: Testing the role of employability and perceived control
Leva Urbanaviciute, Jurgita Lazauskaite-Zabielske, Dalia Bagdziuniene
Department of Clinical and Organizational Psychology, Vilnius University

Fr-S120-SYM-02
2.2. Job insecurity and well-being among Croatian blue collar shift workers: A role of organizational context
Jasmina Tomas, Darja Maslić Seršić
University of Zagreb, Croatia

Fr-S120-SYM-03
2.3. The Big Five as moderators between job insecurity and health: A vulnerability-stress perspective
Dragos Iliescu1, Irina Macsina2, Coralia Sulea2, Gabriel Fischmann2,3, Tinne Vander Elst4,5, Hans De Witte5
1 Department of Psychology, Bucharest University, Bucharest, Romania, 2 Department of Psychology, West University of Timisoara, Timisoara, Romania, 3 Research Group Work, Organizational and Personnel Psychology (WOPP), KU Leuven, Belgium, 4 Idewe, external service for prevention and protection at work, Heverlee, Belgium, 5 Optentia, Vanderbijlpark Campus, North-West University, South Africa

Fr-S120-SYM-04
2.4. The relationship between qualitative job insecurity and performance, moderated by core self-evaluations: a multi-group perspective
Gabriel Fischmann1,2, Irina Macsina2, Coralia Sulea2, Delia Virga3, Eva Cifre3, Hans De Witte1,4
1 Research Group Work, Organizational and Personnel Psychology (WOPP), KU Leuven, Belgium, 2 Department of Psychology, West University of Timisoara, Romania, 3 MPAGER Research Group, University Jaume I, Castellon, Spain, 4 Optentia Research Programme, Vanderbijlpark Campus, North-West University, South Africa

Fr-S120-SYM-05
2.5. Boys do cry: Gender differences in the reactions to job insecurity
Sandra Costa, Pedro Neves
Nova School of Business and Economics, Inova, Portugal
Friday, 22 May • 09:15–10:45

09:15–10:45 Session 121 | Oral session | Room: OKS Meeting Room 4

Topic/s: 18. Teams and workgroups

Learning with, from and about one another: A dynamic model of intergenerational knowledge exchange in the organizational context
Fabiola Gerpott¹,², Naile Lehmann-Willenbrock², Sven Voelpel¹
¹ Jacobs University Bremen, ² VU University Amsterdam

Interdisciplinary collaboration – What can we learn from intercultural competences?
Simone Brandstädter, Michaela Kammler, Karlheinz Sonntag
Department of Work and Organizational Psychology, University of Heidelberg, Germany

The influence of organizational diversity ideologies on work-related outcomes: Differences between high-status and low-status groups of workers.
Patrizia Villotti, Donatienne Desmette, Ginette Herman, Florence Stinghamber
¹ Université catholique de Louvain, Belgium

Personality, culture and leadership in multicultural teams
Siegfried Stumpf¹, Stefanie Gruttauer²
¹ University of Applied Sciences Cologne, Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany, ² University of Applied Sciences Cologne, Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany

When Subgroups Impair Full Engagement: Diversity Faultlines and Social Loafing in Teams
Franziska Schölmerich¹,², Carsten Christoph Schermuly²
¹ Leuphana University Lüneburg, ² SRH Hochschule Berlin

09:15–10:45 Session 122 | Symposium | Room: OKS Auditoriet

Blended Working: Opportunities, Pitfalls, and Boundary Conditions

Topic/s: 14. Technology, work-design and human-machine-systems
Chair/s: Kiki de Jonge, Eric Rietzschel

Blended Working: For Whom It May (Not) Work
Nico W. Van Yperen, Eric F. Rietzschel, Kiki M. M. De Jonge
University of Groningen

The Power of Control: Evaluating Job Autonomy, Teleworking Frequency, and Work-Home Boundary Strength in Relation to Employee Well-Being
Kathryn L. Fonner
University of Wisconsin-Milwaukee

Smartphone use and work-home interference: The moderating role of social norms and employee work engagement
Daantje Derks, Desiree van Duin, Maria Tims, Arnold B. Bakker
Erasmus University Rotterdam

Always Connected at Work? The Role of Information Novelty and Individual Needs
Kiki M. M. De Jonge, Eric F. Rietzschel, Nico W. Van Yperen
University of Groningen
09:15–10:45 Session 123 | Symposium | Room: OKS Torghjørnet
Building and Restoring Resources at work: Effectiveness of individual-focused and group-focused interventions
Topics: 4. Health and interventions
Chairs: Deirdre O'Shea, Alexandra Michel

Positive reappraisal of negative events and negative affect: Is mindfulness a necessary component?
Jacqueline Craig, Ekaterina Pogrebtsova, Alexandra Chris, M. Gloria Gonzalez-Morales
University of Guelph, Canada

Being mindful daily – effects on work-family-conflict
Alexandra Michel, Dorota Reis, Laura Felizitas Beck, Sophie Emilia Butz
1 Work and Organizational Psychology, University of Heidelberg, Germany, 2 University of Landau, Germany

Managing the transition into retirement – Effectiveness of a group-coaching intervention for older employees
Nadine Seiferling, Alexandra Michel
Work and Organizational Psychology, University of Heidelberg, Germany

HOR: An intervention to build hope, optimism and resilience in Rugby Academies.
Tadhg MacIntyre, Deirdre O'Shea, Clodagh Butler, Deirdre Macintyre, Moya O'Brien, Éric Igou, Stephen Gallagher, Ann-Marie Creaven, Christopher DeLooze, Geoff Kenny
1 University of Limerick, Ireland, 2 ICEPE, Ireland

Happy@Work – A micro intervention of daily positive reflection to foster well-being and personal resources among caregivers
Elisa Clauß, Annekatrin Hoppe, Deirdre O'Shea, Alexandra Michel, M. Gloria González Morales, Anna Steidle
1 Humboldt University, Berlin, Germany, 2 University of Limerick, Ireland, 3 University of Heidelberg, Germany, 4 University of Guelph, Canada, 5 University of Hohenheim, Germany

09:15–10:45 Session 124 | Symposium (P) | Room: OKS Odin
We need to tackle youth employment in other ways
Topics: 13. Labor market issues
Chairs: Angela Joy Carter

Creating more jobs for young people
Angela Carter
University of Sheffield, Just Development

Strengthening the ways young people and their families cope with youth unemployment
José Maria Peiró
University of Valencia
Dealing with unemployment through job-pairing
Maria Vakola, Ioannis Nikolaou, Olga Kyriakou
Athens University of Economics and Business

Looking at Youth Employment through another lens
Ros Searle
Coventry University

Conditions for youth entrepreneurship
Susanne Gabrielsen¹, Benedicte Brøgger²
¹Korn Ferry Institute, ²The Norwegian Business School

09:15–10:45 Session 125 | Oral session | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

Workplace bullying and ostracism as antecedents of psychological distress and sick-leave
Mats Glambek, Ståle Einarsen
Department of Psychosocial Science, University of Bergen

Conscious and unconscious consequences of workplace exclusion: Explicit and implicit motives moderate the effect of exclusion on anxiety
Stanley Friedemann, Christian Dormann
Johannes Gutenberg-University Mainz, Germany

Ethical infrastructure and the combating of unethical behavior: An empirical investigation and implication for preventing workplace bullying
Kari Einarsen¹, Reidar Johan Mukletun¹, Anders Skogstad³, Ståle Einarsen¹, Denise Salin¹
¹University of Stavanger, ²University of Bergen, ³Hanken School of Economics

Victim personality as a determinant of workplace bullying: A prospective study.
Hans-Georg Wolff¹, Klaus Moser¹, Anja S. Göritz³
¹University of Cologne, ²University of Erlangen-Nürnberg, ³University of Freiburg

Individual Responses to Workplace Bullying: Cognitive Appraisal of Negative Acts at Work and the Impact on Wellbeing and Performance
Rebecca Hewett¹, Andreas Liefooghe², Gintare Visockaite³, Siriyupa Roongrerngsuke³
¹University of Greenwich, London, ²Birkbeck, University of London, ³Sasin Graduate Institute of Business Administration of Chulalongkorn University, Bangkok

Experienced trust. The development and validation of a measure of employees’ perception of being trusted
Vilde Bernstrøm, Helge Svare
Work Research Institute

09:15–10:45 Session 126 | Invited Symposium | Room: RC Christiania Hall A
Building engagement, Staying engaged: Research and Practical perspectives
Chair/s: Jari Juhani Hakanen
Discussant/s: Wilmar Schaufeli
Changes in Work Engagement During CREW  
Michael Leiter  
Centre for Organizational Research & Development, Acadia University

Successful Job Crafting: Effects on resources and well-being at work  
Maggie van den Heuvel¹, Eva Demerouti², Maria Peeters³  
¹ University of Amsterdam, ² Eindhoven University of Technology, ³ University of Utrecht

Have a break, have a …??? An intervention study about the effect of lunch break activities on work engagement, vitality and positive affect  
Jessica de Bloom, Ulla Kinnunen, Kalevi Korpela, Marjaana Sianoja  
University of Tampere

Building work engagement through servant leadership and job crafting interventions  
Jari Hakanen¹, ², Lotta Harju¹, Piia Seppälä³, Krista Pahkin²  
¹ Helsinki Collegium for Advanced Studies, University of Helsinki, ² Finnish Institute of Occupational Health

09:15–10:45 Session 127 | Symposium | Room: RC Christiania Hall B  
New directions in psychological ownership research  
Topic/s: 3. Positive organizational behavior  
Chair/s: Erko Martins

Transforming Followers into Owners – Transformational Leadership, Organizational Tenure and Psychological Ownership  
Alexander Pundt  
University of Mannheim, Work and Organizational Psychology; Germany

Socio-Moral Climate as Predictor for Psychological Ownership, Work Engagement and Knowledge Sharing  
Brigitte Steinheider¹, Luke Freeman², Armin Pircher Verdorfer³  
¹ University of Oklahoma, Tulsa, Oklahoma, USA, ² New Life Ranch, Colcord, Oklahoma, USA, ³ Technische Universitaet Muenchen, Germany

Territoriality and Family Business Succession in Finnish, Swiss and Irish SMEs  
Sari Savolainen  
University of Jyväskylä/Essepro, Finland

«Daylight hours are not enough» – Psychological Ownership and Joy of Work in Family Business Context  
Hannele Rautamäki  
University of Jyväskylä, Finland

Investigation on Psychological Ownership, Work Engagement and Happiness in a Professional Services Industry  
Chantal Ockers  
University of Pretoria, Department of Human Resource Management, South Africa

The Circle Model of Psychological Ownership Development  
Erko Martins, Friedemann W. Nerdinger  
University of Rostock, Business & Organizational Psychology, Germany
Friday, 22 May • 09:15–10:45

09:15–10:45  Session 128 | **Oral session** | Room: RC Christiania Hall C
Topic/s: 8. Leadership and management

**Fr-S128-OR-01**

**How male and female managers perceive women leaders differently: Implications for women leader development**
Regina Eckert, George S. Hallenbeck
Center for Creative Leadership, Brussels, BE

**Fr-S128-OR-02**

**Similar to me vs. prototypical for us – What is more important for the leader’s influence on follower health?**
Franziska Franke¹, Alexander Pundt², Joerg Felfe³
¹ Federal Institute for Occupational Safety and Health Dortmund, Germany, ² University of Mannheim, Germany, ³ Helmut Schmidt University Hamburg, Germany

**Fr-S128-OR-03**

**How Managers’ Eudaimonic beliefs relate to quality of life and parents’ satisfaction: An investigation in centres for individuals with intellectual disability**
Esther Gracia, Vicente Martínez-Tur, Luminita Patras, Agustin Molina, Carolina Moliner
Research Institute of Human Resources Psychology, Organizational Development and Quality of Working Life (IDOCAL), Universidad de Valencia

**Fr-S128-OR-04**

**Health promoting leadership in Germany and Sweden – evaluation of an intervention**
Kerstin Isaksson¹, Gisela Mohr², Carina Loeb¹
¹ Mälardalen University, ² Leipzig University

**Fr-S128-OR-05**

**Consideration, Management by Exception, Assertive and Responsive Communication, and Team Self-Efficacy in relation to Team Potency in Military Helicopter Crews**
Hilde van Ginkel¹, Rendel de Jong¹, John van Buren², Mandy van der Velde¹
¹ Utrecht University, ² Royal Netherlands Navy

**Fr-S128-OR-06**

**How followers perceive their managers’ leadership behaviors: Does activity inhibition make a difference?**
Barbara Steinmann, Sonja Ötting, Günter Maier
Bielefeld University

09:15–10:45  Session 129 | **Symposium (P)** | Room: RC Oslo Hall B
Topic/s: 7. Human resource management
Chair/s: Almuth McDowall, Ilke Inceoglu
Discussant/s: Dave Bartram

**Fr-S129-SYM-01**

**Assessing and managing workplace performance – fresh takes on a persistent enigma**

**Assessing performance in organizations: Results from a systematic literature review**
Ilke Inceoglu¹, Almuth McDowall², Rachel Avery³
¹ Surrey Business School, University of Surrey, ² Birkbeck University, London, ³ University of Surrey

**Fr-S129-SYM-02**

**Potential for Performance: Constructing a Model of Effectiveness**
Rainer Kurz
Cubiks, UK

**Fr-S129-SYM-03**

**Situational performance measurement: From counterproductive to beneficial**
Katharina Lochner, Achim Preuss
cut-e Group
How can you tell if you are managing competent employees? Findings from an expert consultation

Almuth McDowall, Ilke Inceoglu, Avery Rachel

1 Birkbeck University, London, 2 Surrey Business School, University of Surrey, 3 University of Surrey

09:15–10:45 Session 130 | Symposium | Room: RC Oslo Hall C

Sustainable Careers and its Antecedents

Topic/s: 1. Employment relations
Chair/s: Beatrice Van der Heijden, Jürgen Wegge

Are Older Workers More Active Copers? Longitudinal Effects of Age-Contingent Coping on Strain at Work

Guido Hertel, Cornelia Rauschenbach, Markus Thielgen, Stefan Krumm

1 University of Münster, Germany, 2 Federal Employment Agency, Germany, 3 University of Applied Sciences for Public Administration Rhineland-Palatinate, Germany, 4 Freie Universitaet Berlin, Germany

Depressive Symptoms in Older Employees: Age-specific Protective Effects of Job Autonomy and Selective Optimization with Compensation

Andreas Mueller, Matthias Weigl, Barbara Heiden, Cort Rudolph, Peter Angerer

1 Institute for Occupational and Social Medicine, Medical Faculty, Düsseldorf University, Düsseldorf, Germany, 2 Institute and Outpatient Clinic for Occupational, Social, and Environmental Medicine, Ludwig-Maximilians-University, Munich, Germany, 3 Department of Psychology, Saint Louis University, St. Louis, Missouri (USA)

Five Pathways how Leader Behaviour Influences Employees’ Health at Work

Juergen Wegge

TU Dresden, Germany

Which HRM Practices Make Employees Sustainable at Work Across the Life-Span?

Klaske Veth, Hubert Korzillius, Beatrice Van der Heijden, Annet De Lange, Ben Emans

1 Hanze University of Applied Sciences, Institute of Business Administration, the Netherlands, 2 Radboud University Nijmegen, Institute for Management Research, the Netherlands, 3 Open Universiteit of the Netherlands, 4 HAN University of Applied Sciences, Institute of HRM, the Netherlands, 5 University of Stavanger, Institute of Social Sciences, HRM, Norway, 6 University of Groningen, Institute of Business Administration and Technology, the Netherlands

The Relation between Age Dissimilarities of Supervisor and Subordinates and their Perception of Leadership Behaviour and Team Performance

Anne-Katrin Goerke, Veronika Leicher, Regina Mulder

Institute of Educational Science, University of Regensburg, Germany

Age-differentiated leadership: A new leadership model for the aging workforce

Franziska Jungmann, Juergen Wegge

TU Dresden, Germany
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10:00–11:30 Session 131 | Poster session | Room: OKS Forum

Topics: 7. Human resource management
8. Leadership and management

**How would you rate your performance? Exploring self-observer discrepancies in performance ratings and response biases in personality measures.**
Gina Palermo
Talent Q Ltd

**Cultural intelligence (CQ) in Erasmus Mundus Students and Alumni: an exploratory study on the levels and antecedents of CQ**
Helena Martins¹,², Dane Lukic¹, Maria Yarosh³, Melina Solari⁵
¹ Polytechnic Institute of Porto, Portugal, ² University of Porto, Portugal, ³ Glasgow Caledonian University, UK, ⁴ University of Deusto, Spain, ⁵ University for Peace, Costa Rica

**Why Extroverts can Build a Good Relationship with People from Other Cultures?: A Moderated Mediation Model**
Takuto Shishido
Musashino University

**Age stereotypes on older workers: Direct and indirect effects on work engagement**
Paola Dordoni, Piergiorgio Argentero
Department of Brain and Behavioral Sciences, Unit of Applied Psychology, University of Pavia – Pavia, Italy

**Professional image management – a new approach to career**
Elżbieta Kowalczyk
Poznan University of Economics

**It's who you know as well as what you know: The role of social capital in newcomer adjustment**
Helena Cooper-Thomas¹, Alan Saks², Jamie Gruman³
¹ University of Auckland, ² University of Toronto, ³ University of Guelph

**Quantified self app usage tested in the workplace**
Bettina Renner¹, Gudrun Wesiak², Ulrike Cress¹,³
¹ Knowledge Media Research Center (KMRC) , Tuebingen, Germany, ² Know-Center, Graz, Austria, ³ University of Tuebingen, Tuebingen, Germany

**The impact of authentic leadership on thriving in turbulent times**
Anneleen Mortier, Peter Vlerick
Department of Personnel Management, Work, and Organization Psychology, Ghent University, Belgium

**Promoting citizenship behaviour and preventing counterproductive work behaviour. Is ethical leadership important?**
Roberta Fida¹, Marinella Paciello², Carlo Tramontano³, Francesco Zaghini⁴, Alessandro Sili⁵
¹ Department of Psychology, Sapienza University of Rome, ² Uninettuno Telematic International University, Rome, ³ Centre for Research in Psychology, Behaviour and Achievement, Coventry University, ⁴ Tor Vergata University, Rome, ⁵ U.O.C. Direzione Infermieristica e delle Professioni Sanitarie, Policlinico Universitario Tor Vergata – Roma
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Cumulative and Unfolding IRT Models In Leadership Research
Zhonghua Liu
University of Cambridge

How Constructive and Destructive Leadership Behaviors Affect the Commitment of Subordinates: An Investigation Using Latent Profile Analysis.
Leandre-Alexis Chenard Poirier\textsuperscript{1}, Jean-Sebastien Boudrias\textsuperscript{1}, Vincent Rousseau\textsuperscript{2}, Eric Brunelle\textsuperscript{3}
\textsuperscript{1} Department of Psychology, University of Montreal, Canada, \textsuperscript{2} School of Industrial Relations, University of Montreal, Canada, \textsuperscript{3} HEC-Montreal, Canada

Followers’ characteristics that matter when they define ideal-real leader fit
Aurelija Stelmokiene, Aukse Endriulaitiene
Vytautas Magnus university

Refuting the cliché of the distrustful manager
Sabine Hommelhoff\textsuperscript{1}, David Richter\textsuperscript{2}
\textsuperscript{1} Friedrich-Alexander-University Erlangen-Nuremberg, \textsuperscript{2} German Institute for Economic Research, Berlin

Scope and Duration Neglect in Assessments of Anticipated Utility
Sefa Hayibor\textsuperscript{1}, David Wasieleski\textsuperscript{2}
\textsuperscript{1} Carleton University, \textsuperscript{2} Duquesne University

Methods and tools for complex planning and decision making processes: A feasibility study.
Rüdiger von der Weth
HTW Dresden

Women’s academic leadership development: A curricular example
Kristin Knipfer\textsuperscript{1}, Tanja Hentschel\textsuperscript{1}, Brooke Shaughnessy\textsuperscript{2}, Ellen Schmid\textsuperscript{1}
\textsuperscript{1} Technische Universität München, \textsuperscript{2} Ludwig-Maximilians-Universität München

Being a leader or being a friend? Multiple identity conflict and resolution strategies among team leaders
Kernie Unsworth\textsuperscript{1}, Darja Miscenko\textsuperscript{2}
\textsuperscript{1} University of Western Australia, \textsuperscript{2} Maastricht University

The effectiveness of a coaching smartphone application to develop academic leaders
Céline Rojon\textsuperscript{1}, Dasha Grajfoner\textsuperscript{2}
\textsuperscript{1} University of Edinburgh Business School, \textsuperscript{2} Heriot-Watt University

Coaching military leaders for a high job performance
Cristina Ionica, Ioana-Dorina Coldea
National Intelligence Academy «Mihai Viteazul», Bucharest, Romania

Doctoral students’ professional identity and perceptions of social support from their scientific supervisors
Kristina Kovalcikiene, Loreta Buksnyte-Marmiene
Vytautas Magnus University
Fr-S131-PO-21

The Blind Spot: Gender Differences in Negotiation from a Male Perspective
Jens Mazei1,2, Joachim Hüffmeier2
1 University of Münster, 2 Federal Institute for Occupational Safety and Health

Fr-S131-PO-22

The role of transformational leadership in organisational trust within a retail distribution centre
Lebogang Micheline Phasha
Independent

Fr-S131-PO-23

Evaluation of Leadership Development Programs: Formative and Summative Evaluation of a Binational Leadership Program
Silja Kotte, Heidi Moeller
Kassel University

Fr-S131-PO-24

«Is my leader close to an ideal?» – The most preferred leader’s characteristics
Aurelija Stelmokiene, Aukse Endriulaitiene
Vytautos Magnus university

Fr-S131-PO-25

Psychological Contract and Social Identity as explanatory frameworks in the relationship between perceived transformational leadership and reported attitudes: An exploratory study
Vincent Cassar1, Aygul Yunusova2
1 Dr Vincent Cassar, Senior Lecturer, Dept. of Management, University of Malta, 2 Ms Aygul Yunusova, Research Student. Dept. of Management, University of Malta.

Fr-S131-PO-26

The Thin Line between Empowering and Laissez-faire Leadership: An Expectancy Match Perspective
Sut I Humborstad1, Steffen Giessner2
1 BI Norwegian Business School, 2 Rotterdam School of Management, Eramsus University

Fr-S131-PO-27

Development of Leadership through Adventure
Claudia Bélanger
Université du Québec a Chicoutimi

Fr-S131-PO-28

Leaders in Norwegian ministries – specialists or generalists?
Marthe Nedreskår Larsen1, Ingunn Sandtveit2
1 The Norwegian Ministry of Finance, 2 The Norwegian Ministry of Children, Equality and Social Inclusion

Fr-S131-PO-29

Relationship between justice perception from performance appraisal system, organizational commitment and organizational citizenship behaviors
Ali Mehdad1, Mohammad Hossien Abbasnezhad1, Mohammad Asadpour2
1 Islamic Azad University, Isfahan (Khorasgan) Branch, Isfahan-Iran, 2 Rafsanjan University of Medical Science, Rafsanjan-Iran

Fr-S131-PO-30

«Lessons come from the journey, not the destination»: Do male and female accountants differ in their self-regulated learning?
Mary Kinahan, Lisa Van der Werff, Finian Buckley
Dublin City University

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Quality-oriented Management: Combining Business and People Perspectives
Ina Heine, Robert Schmitt, Sebastian Schmitt
Chair of Metrology and Quality Management, RWTH Aachen University

Narrative Leadership – what it means for practitioners?
Barbara Smorczewska
School of Management, University of Silesia in Katowice, Poland

A Longitudinal Effects of Organizational Culture on Work Outcomes through Leadership: A Multilevel Approach
Michelle Lee¹,², Mohd. Idris²
¹ Sunway University, ² University Malaya

Followers’ Achievement Goals Impact Leaders’ Tendency to Delegate
Simone van Noord¹,², Melvyn Hamstra², Roy Sijbom²
¹ University College Roosevelt, ² University of Amsterdam

Should I stay or should I go? The role of «Effort Reward Imbalance» and social support from followers in leader’s well-being and turnover intentions
Esther Hauer
Umeå University

Boosting metacomprehension accuracy in computer-supported learning: The role of judgement task and judgement scope
Julia Vössing¹, Christian Stamov Roßnagel²
¹ Freie Universität Berlin, ² Jacobs University Bremen

Measures of need satisfaction and need support at work: A self-determination theory perspective
Andreas Stenling¹, Susanne Tafvelin¹,²
¹ Department of Psychology, Umeå University, Umeå, Sweden, ² Medical Management Centre, Department of Learning, Informatics, Management and Ethics, Karolinska Institutet, Stockholm, Sweden

How leaders’ reactions to voice depend upon leader-member exchange quality: An event-study approach
Sofya Isaakyan, Hannes Guenter
Maastricht University

In the eye of the beholder: Effects of leadership development on leadership behavior
Caroline Lornudd, David Bergman, Christer Sandahl, Ulrica con Thiele Schwarz
Karolinska Institutet, Sweden

Participative and directive leadership in promoting innovative work behavior: The moderating role of trust in leader
Gianluca Odoardi¹, Adalgisa Battistelli², Carlo Odoardi²
¹ Laboratory of Psychology, Health and Quality of Life, University of Bordeaux, France, ² Department of Education and Psychology, University of Florence, Italy
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11:00–12:30  Session 132 | State of the art | Room: OKS Hall A

**Methodological challenges in the study of leadership: Dealing with the endogeneity virus**
John Antonakis  
Faculty of Business and Economics (HEC), University of Lausanne

**Destructive leadership in organization**
Birgit Schyns  
Durham University

11:00–12:30  Session 133 | Invited Symposium | Room: OKS Hall B

**Team effectiveness: Important predictors and how to measure them**
Topic/s: 18. Teams and workgroups  
Chair/s: Henning Bang

**Constructive Controversy: Its Relevance for Cross Cultural Team Effectiveness**
Dean Tjosvold, Nancy Yi-feng Chen  
Department of Management, Lingnan University, Hong Kong

**Is leaders’ mood contagious to team members? The mediator role of team mood and team potency in the relationship between leaders’ mood and team performance**
Lina Fortes-Ferreira  
School of Business Administration, Polytechnic Institute of Setúbal, Portugal

**Team reflection trajectories: Learning goal orientation and performance goal orientation as predictors**
Kai-Philip Otte, Udo Konradt  
Kiel University, Germany

**Measuring team effectiveness in management teams**
Henning Bang  
Department of psychology, University of Oslo, Norway

11:00–12:30  Session 134 | Oral session | Room: OKS Hall C

**Skills Mismatch, Late Career Work Disengagement and Early Retirement**
Jos Sanders, et al.  
Senior Researcher at TNO Sustainable Productivity and Employability, Phd Student at University of Maastricht

**Psychological Well-Being in Retirement: Satisfaction, Frustration and Balancing Needs**
Andréeanne Laframboise, Nathalie Houlfort  
Université du Québec à Montréal

**Unraveling the perceived reasons underlying the entrepreneurs’ retirement decision process: A person-centered perspective**
Chevalier Séverine, Fouquereau Evelyne, Gillet Nicolas, Bosselut Grégoire  
Université François-Rabelais de Tours
The Union Perspective of the Factors Surrounding the Return-To-Work of Employees with Depression
Alessia Negrini¹, Marc Corbière², et al.
¹ IRSST – Institut de recherche Robert-Sauvé en santé et en sécurité du travail, ² Université de Sherbrooke, School of Rehabilitation Centre for action in Work Disability Prevention and Rehabilitation (CAPRIT)

Flexible search behavior among the unemployed: The road to reemployment or a roadblock?
Sarah Vansteenkiste, Elise Marescaux
KU Leuven

Developing patterns of work preference, learning and support: A Swedish longitudinal study testing associations to well-being and employability over time
Claudia Bernhard-Oettel¹, ², Constanze Leineweber¹, ², Johanna Stengård¹, ², Hugo Westerlund², ³, Gunnar Aronsson¹, ³
¹ Dep of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden, ³ Stockholm Stress Center, Stockholm, Sweden

11:00–12:30 Session 135 | Symposium | Room: OKS Hall D
Leadership and followership in times of change: An identity perspective
Topic/s: 8. Leadership and management
Chair/s: Niklas K Steffens

True to whom? A group-interests model of authentic leadership perceptions
Niklas K. Steffens, S. Alexander Haslam, Frank Mols
University of Queensland

Prototypical supervisors shape layoff victims’ experiences of organizational fairness and support
Jukka Lipponen¹, Niklas K. Steffens²
¹ University of Helsinki, ² University of Queensland

The importance of senior leadership team prototypicality following an acquisition: A 3-wave study
Martin R. Edwards
King’s College London, University of London

Macho occupational prototypes discourage less masculine men
Kim Peters¹, ², Michelle K. Ryan², S. Alexander Haslam¹
¹ University of Queensland, ² University of Exeter

The new psychology of leadership: Exploring the neglected role of identity content in psychology’s classic studies
S. Alexander Haslam
University of Queensland
Friday, 22 May • 11:00–12:30

11:00–12:30 Session 136 | Oral session | Room: OKS Meeting Room 2

Topic/s: 20. Research methodology

**Introduction of a Shortened Version of the Latent and Manifest Benefits of Work (LAMB) Scale**
Carrie Kovacs, Bernad Batinic, Barbara Stiglbauer
Johannes Kepler University Linz

**MACH IV and It’s Facets: A Cross-National Study**
Savas Ceylan\(^1\), Emin Karagozoglu\(^2\), Canot Nelson\(^1,3\)
\(^1\)Hacettepe University, \(^2\)Hsian Dogramaci Bilkent University, \(^3\)University of South Florida

**Validation of a scale for measuring organizational dynamic capabilities**
Alexander Engelmann\(^1\), Barbara Kump\(^2\), Christina Schweiger\(^1\)
\(^1\)FHVienn University of Applied Sciences of WKW/Institute for Management & Entrepreneurship,
\(^2\)FHVienn University of Applied Sciences of WKW/Institute for Human Resources & Organisation

**Development and validation of a scale to measure innovation-related self-efficacy**
Christoph Müller, Friedemann W. Nerdinger
Chair of Business and Organizational Psychology, University of Rostock

**Transformational Leadership: A Multilevel CFA of Item Scores from the MLQ-5X**
Hallvard Follesdal
BI Norwegian Business School

**Reporting Interaction Effects in Moderated Multiple Regression: Beyond Null Hypothesis Significance Testing**
Jeremy Dawson
University of Sheffield

11:00–12:30 Session 137 | Symposium | Room: OKS Meeting Room 3

**Cognitive, Emotional and Social Components of Services Encounters: Employees and Customers Perspectives**
Topic/s: 10. Performance and productivity
Chair/s: Salvatore Zappala\(^1\), Vicente Martinez-Tur

**A Markov chain analysis of emotional exchange in voice-to-voice communication: Testing for the mimicry hypothesis of emotional contagion.**
Rita Rueff-Lopes\(^1\), José Navarro\(^2\), Antonio Caetano\(^1\), Ana Junça Silva\(^1\)
\(^1\)TICTE-IUL, Instituto Universitário de Lisboa, \(^2\)University of Barcelona

**Differences in job related stresses and strains and work ability between managers and staff in the service sector.**
Christin Polzer, Kai Seiler
Institute for Work Design of North Rhine-Westphalia

**Service Climate, Burn-out and Creativity Impact on Customer Satisfaction: An Empirical Study in Social Services**
Salvatore Zappalà\(^1\), Fabio Massei\(^1\), Vicente Martinez-Tur\(^2\)
\(^1\)University of Bologna, Italy, \(^2\)University of Valencia, Spain
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**Service with a Laugh» – The Role of Customer Humor and Gelotophobia in Service Encounters**
Alexander Pundt, Valerie Herzog
University of Mannheim, Germany

**Testing customer egocentric bias: Nonlinear relationships in a four-sample investigation.**
Vicente Martínez-Tur¹, Carolina Moliner¹, Rosa Sánchez-Hernández², Jose Maria Peiró³
¹IDOCAL, University of Valencia, Spain, ²Veracruzana University, Mexico

**Quality of Care Work as Interaction Work under economic restrictions – the role of leadership.**
Christel Kumbruck
University of Applied Sciences, Osnabrueck, Germany

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11:00–12:30 Session 138 | Symposium | Room: OKS Meeting Room 4

**Deepening and broadening our understanding of workplace bullying**
Topics: 16. Conflicts in organizations
Chair/s: Guy Notelaers, Jordi Escartin
Discussant/s: Duncan Lewis

**Bullying, an escalated conflict?**
Guy Notelaers¹, Leo Paas², Ståle Einarsen³
¹Department of Psychosocial Science, University of Bergen, Norway, ²Vrije Universiteit Amsterdam, Netherlands

**The moderating effect of work discrimination on workplace bullying: Social group categorization and the impact of socially stigmatized identities**
Helge Hoel¹, Duncan Lewis³
¹Manchester Business School, The University of Manchester, UK., ²Plymouth Graduate School of Management & Plymouth Business School, Wales., ³Department of Psychosocial Science, University of Bergen, Norway

**When do «targets» perceive themselves as «victims» of workplace bullying?**
Jordi Escartin¹, Guy Notelaers³, Johannes Ullrich³
¹University of Barcelona, Spain, ²Department of Psychosocial Science, University of Bergen, Norway, ³University of Zurich, Switzerland

**Conflict Strategies of bullying targets and non-targets. A Diary Study.**
Dieter Zapf¹, Elfi Baillien²,³, Jordi Escartin¹, Claudia Gross³
¹Goethe-University, Frankfurt am Main, Germany, ²Faculty of Economics and Business (FEB), Campus Brussels, KU Leuven, Belgium, ³Research Group Occupational, Organizational Psychology and Professional Learning, KU Leuven, Belgium, ⁴Universitat de Barcelona, Barcelona, Spain

**The effect of exposure to negative social behaviour on turnover intentions: The role of perceived psychological contract violation and prosocial behaviours**
Denise Salin¹, Guy Notelaers²
¹University of Helsinki, Finland, ²Department of Psychosocial Science, University of Bergen, Norway
Friday, 22 May • 11:00–12:30

11:00–12:30  Session 139 | Symposium | Room: OKS Auditoriet
New Perspectives on Positive Affect and Motivation at Work
Topic/s: 19. Emotions in the workplace
Chair/s: Susanne Scheibe, Friederike Doerwald

Testing an Affect Misattribution Theory of Intrinsic Motivation
N. Pontus Leander, Stacey Sanders, et al.
University of Groningen

Intrinsic Motivation and Positive Affect: Reciprocally Related?
Sandra Ohly1, Anja Goeritz2
1 University of Kassel, 2 University of Freiburg

Mind the Gap: Ideal and Actual Affect As Drivers of Work Engagement
Friederike Doerwald, Susanne Scheibe, Hannes Zacher, Nico W. Van Yperen
University of Groningen

Job Engagement in Self- versus Waged Employment: Fit Between Job Features and Personal Values
Ilke Inceoglu1, Peter Warr2
1 Surrey Business School, University of Surrey, 2 Institute of Work Psychology, Sheffield University Management School

Leaders’ Use of Naturally Felt Emotions: The Role of Organizational Requirements and Individual Differences
Annie Haver, Kristin Akerjordet, Trude Furunes
University of Stavanger

11:00–12:30  Session 140 | Symposium | Room: OKS Torgjørnet
Organizational Health Interventions: When and how do they work? A Symposium of the INSOI (International Network for Sustainable Organizational Interventions) group
Topic/s: 4. Health and interventions
Chair/s: Christine Busch
Discussant/s: Karina Nielsen

Process evaluation of an intervention project with nursing divisions in a Swiss hospital
Alice Inauen1, Horst Rettke2, Annemarie Fridrich1, Rebecca Brauchli1, Gregor J. Jenny1, Georg F. Bauer1
1 University of Zurich, Epidemiology, Biostatistics and Prevention Institute, Division Public & Organizational Health, 2 University Hospital Zurich, Centre for Clinical Nursing Science

Evaluating leadership interventions using a transfer of training perspective
Susanne Tafvelin1, Henna Hasson2, Karina Nielsen2, Ulrica von Thiele Schwarz1
1 Karolinska Institutet, 2 University of East Anglia

Forms of participation – the development of a taxonomy of different approaches to participation in organizational work environment interventions
Johan Simonsen Abildgaard1, Henna Hasson2, Ulrica von Thiele Schwarz2, Lise Løvseth3, Arja Ala-Laurinaho1, Karina Nielsen1
1 The National Research Centre for the Working Environment, Denmark, 2 Medical Management Centre, Karolinska Institutet, Sweden, 3 Department of Psychology, NTNU, Norway, 4 Finnish Institute of Occupational Health, 5 University of East Anglia, Norwich Business School, UK
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Fr-S140-SYM-04

Process evaluation of successful and less successful organizational health interventions
Christine Busch¹, Julia Clasen², Julia Vowinkel¹, Eva Winkler¹
¹ University of Hamburg, Germany, ² Business and Information Technology School, Germany

Fr-S140-SYM-05

Promoting employee health by integrating health promotion, occupational safety and health and continuous improvement work – how do process factors impact employee outcomes?
Hanna Augustsson, Terese Stenfors-Hayes, Henna Hasson, Ulrica von Thiele Schwarz
Karolinska Institutet, Department of Learning, Informatics, Management and Ethics, Medical Management Centre (MMC)

11:00–12:30 Session 141 | Symposium | Room: OKS Odin

Individual career development within social and organizational context
Topic/s: 13. Labor market issues
Chair/s: Andreas Hirschi, Daniel Spurk

Fr-S141-SYM-01

Career development needs of older versus younger workers: An organizational and community perspective
Franziska Baumeler, Noemi Nagy, Andreas Hirschi
University of Bern, Switzerland

Fr-S141-SYM-02

Social Resources in Youth Career Development: The Relevance of Role Models
Domingo Valero, Anita Keller, Andreas Hirschi
University of Bern, Switzerland

Fr-S141-SYM-03

Changes in job-search strategies: The role of progress in shaping the dynamics of job seeking
Edwin A. J. van Hooft, Jessie Koen, Anouk Schuurman
University of Amsterdam

Fr-S141-SYM-04

The Dynamics of Job Search Strategies: When to Use which Strategy?
Jessie Koen¹, Sarah Vansteenkiste², Marijke Verbruggen²
¹ University of Amsterdam, the Netherlands, ² University of Leuven, Belgium

Fr-S141-SYM-05

Longitudinal Effects of Career Adaptability on Job and Career Insecurity via Two Types of Perceived Marketability
Daniel Spurk¹, Simone Kauffeld², Anneke Meinecke², Katharina Ebner²
¹ Universität Bern, Switzerland, ² TU Braunschweig, Germany

Fr-S141-SYM-06

Considering the context: Human Resource Management practices and psychological contracts
Sabine Raeder¹,², Anja Krog³, Felix Anker Klein³, Katrine Haakensen³, Helene Engebakken³, José María Peiró³
¹ ETH Zürich, ² University of Oslo, ³ University of Valencia

11:00–12:30 Alliance Meeting | Room: OKS Balder
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11:00–12:30  Session 142 | Invited Symposium | Room: RC Christiania Hall A
Work Life Balance: addressing conflicts between different life domains
Topic/s: 5. Work-Family Interface
Chair/s: Helena Falkenberg, Petra Lindfors
Fr-S142-INV-SYM-01

Handling interference between work and family: Do gender and socioeconomic status matter and could control at work and at home help?
Helena Falkenberg¹, Petra Lindfors², Jenny Head¹
¹ University College London, ² Stockholm University

Change in work-time control and work-home interference among Swedish working men and women: Finding from the SLOSH cohort study
Constanze Leineweber, Göran Kecklund, Petra Lindfors, Linda Magnusson Hanson
Stockholm University
Fr-S142-INV-SYM-02

Work–Home Interference and Burnout: A Study Based on Swedish Twins
Victoria Blom¹, Magnus Sverke¹, Lennart Bodin¹, Gunnar Bergström¹, Petra Lindfors², Pia Svedberg¹
¹ Karolinska Institutet, ² Stockholm University
Fr-S142-INV-SYM-03

Work-Life Imbalance and Psychological Well-being in Women and Men
Petra Lindfors
Stockholm University
Fr-S142-INV-SYM-04

Using the ABLE intervention as part of a healthy workplace: Lessons learned and new directions
Arla Day
Saint Mary’s University
Fr-S142-INV-SYM-05

11:00–12:30  Session 143 | Symposium | Room: RC Christiania Hall B
Self-determination theory at work: Advances into the role of basic psychological need satisfaction
Topic/s: 3. Positive organizational behavior
Chair/s: Claude Fernet
Fr-S143-SYM-01

Psychosocial safety climate and work outcomes: The mediating role of need satisfaction and thwarting
Tiphaine Huyghebaert¹, Nicolas Gillet¹, Fadi Joseph Lahiani², Evelyne Fouquereau¹
¹ Université François-Rabelais de Tours, ² AD Conseil
Fr-S143-SYM-02

On the Differential Relationships between Job Characteristics and Employee Functioning: The Role of Basic Psychological Needs and Work Motivation
Sarah-Geneviève Trépanier¹, Jacques Forest¹, Claude Fernet², Stéphanie Austin²
¹ Université du Québec à Montréal, ² Université du Québec à Trois-Rivières
Fr-S143-SYM-03

Servant leadership and self-determined motivation: looking at basic psychological need satisfaction as a mediating mechanism and employees’ values as boundary conditions
Zheni Wang¹, Alexandra Panaccio¹, Guylaine Landry², Usman Raja³
¹ Concordia University, ² Université du Québec à Montréal, ³ Brock University
Fr-S143-SYM-04
Friday, 22 May • 11:00–12:30

**Fr-S143-SYM-04**

The differential relationship between motives for making money and employee psychological well-being: An SDT-perspective  
Jacques Forest¹, Julian Kindlein², Anaïs Thibault Landry³, Sarah-Geneviève Trépanier¹, Drea Zigarmi², Dobie Houson³, Felix C. Brodbeck⁴  
¹ Université du Québec à Montréal, ² LMU München, ³ Ken Blanchard companies

**Fr-S143-SYM-05**

Strategic Human Resource Management and Individual Knowledge Sharing: A Self-Determination Perspective  
Marylène Gagné, Khee Sing Benjamin Ho, Amy Tian, Christine Soo  
University of Western Australia

11:00–12:30 Session 144 | Symposium | Room: RC Christiania Hall C

**Fr-S144-SYM-01**

A cross cultural investigation on the role of employees’ goal motivation for safety  
Daniela Andrei¹,², Mark Griffin¹  
¹ Centre for Safety, University of Western Australia, ² Babes-Bolyai University, Romania

**Fr-S144-SYM-02**

«Everything looked fine»: An analysis of the drill crew’s situation awareness on Deep-water Horizon.  
Ruby Roberts, Rhona Flin, Jen Cleland  
University of Aberdeen, Scotland

**Fr-S144-SYM-03**

Commitment to safety in supervisors and managers  
Laura Fruhen, Mark Griffin, Daniela Andrei  
Centre for Safety, University of Western Australia

**Fr-S144-SYM-04**

A new model of safety compliance: How engagement shapes compliance with safety rules and procedures  
Xiaowen Hu¹, Mark Griffin², Gillian Yeo¹  
¹ Business School, University of Western Australia, ² School of psychology, University of Western Australia

**Fr-S144-SYM-05**

The role of LMX in explaining safety performance: a moderated mediation analysis  
Stefano Toderi¹, Marco Giovanni Mariani¹, Matteo M.A. Curcuruto²  
¹ Dipartimento di Psicologia, Università di Bologna, ² School of Psychology, University of Western Australia

11:00–12:30 Session 145 | Symposium | Room: RC Oslo Hall B

**Fr-S145-SYM-01**

New challenges and opportunities for the prevention of discrimination and promotion of diversity  
Topic/s: 7. Human resource management  
Chair/s: Franciska Krings, Michéle Céline Kaufmann  
Discussant/s: Sabine Sczesny Sczesny

**Fr-S145-SYM-01**

Diversity Cues on Job Ads: Effective or not?  
Eva Derous, Jeroen Decoster  
University of Ghent
Friday, 22 May • 11:00–12:30

**Immigrant employees’ subtle discrimination experiences and their long-term consequences**
Franciska Krings, Claire Johnston, Christian Maggiori
University of Lausanne

**Mechanisms that Underlie Detrimental Effects of Age Appearance on Hiring Decisions**
Michèle Kaufmann¹, Franciska Krings², Sabine Sczesny¹
¹University of Bern, ²University of Lausanne

**Age diversity and organizational performance – the moderating role of employees subjective age identities**
Florian Kunze¹, Ulrich Leicht-Deobald², Heike Bruch²
¹University of Konstanz, ²University of St Gallen

**Access to «Good» Labs: The Role of Ethnicity and Gender in Placing Biomedical Graduate Students into Research Laboratories**
Christine L. Nittrouer¹, Katharine Ridgway O’Brien², Michelle R. Hebl¹, Rachel C. E. Trump¹, John R. Rodgers²
¹Rice University, ²Baylor College of Medicine

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11:00–12:30  Session 146 | Oral session | Room: RC Oslo Hall C

**Board Gender Quotas – a review**
Ruth Sealy¹, Siri Terjesen²
¹City University London, ²Indiana University

**How to manage virtual teams? A systematic review of research**
Justine Massu, Xavier Caroff, Todd Lubart
LATI, University Paris Descartes

**Job Gravitational Effects of Employee Regulatory Focus**
Luc Dorenbosch, Melissa Vink, et al.
TNO | Work & Employment

**Economic Crisis Perceptions and Employee Work Engagement: Investigating the Moderating Role of Empowering Leadership Behaviour**
Koen Dewetinck, Ine Willemsen
Vlerick Business School

**Teamflow as a mediator between organizational climate and organizational commitment.**
Joceli Drummond, Tito Laneiro, Luisa Ribeiro
Universidade Autónoma de Lisboa
Friday, 22 May • 12:00–13:30

**The health-relevant interplay between job characteristics and leader–member exchange:**  
* A longitudinal investigation  
Sylvie Vincent-Hoepner¹, Sabine Gregersen², Albert Nienhaus³  
¹ Department of Work and Organizational Psychology, University of Hamburg, Germany, ² Institute for Statutory Accident Insurance and Prevention in the Health and Welfare Services, Germany, ³ Institute for Health Services Research in Dermatology and Nursing, University Medical Centre Hamburg–Eppendorf, Germany

**Cultural Intelligence Scale: Validation in a Multicultural Setting of Erasmus Mundus Students and Alumni**  
Helena Martins¹, ², Maria Yarosh³, Dane Lukic⁴  
¹ Polytechnic Institute of Porto, ² University of Porto, Faculty of Economics, ³ Caledonian University of Glasgow, ⁴ Universidad de Deusto

**The perception of supervisors of their role in transfer of training**  
Natalie Govaerts, Eva Kyndt, Filip Dochy  
KU Leuven – University of Leuven

**Comparative study between Spain, USA and UK in Public Manager Competencies**  
Ana M. Castaño, Antonio L. García-Izquierdo  
University of Oviedo, Spain

**Implicit theories and leadership 1: How good a boss would you be?**  
Éric Mayor, Carole Gilli, Carine Passeri, Julie Zumbühl  
University of Neuchatel

**Intention of managerial career for advanced students: The impacts of gendered identity and leadership self-efficacy**  
Anne-Marie Vonthron, Emilie Vayre  
Parisian Laboratory of Social Psychology, Paris Ouest-Nanterre University

**A Motivational Model of Workplace Mentoring Relationships**  
Ashlyn Patterson, M. Gloria Gonzalez-Morales  
University of Guelph

**Are Financial Executives Ready for International Financial Reporting Standards?: An Exploratory Study**  
Lori Kopp¹, James Bierstaker², Danielle Lombardi³  
¹ University of Lethbridge, ² Villanova University

**E-Learning – an exploration of learner reactions**  
Paul Deakin, John Hackston, Rob Bailey  
OPP Ltd
Play Fair, Pay Fair: Factors and Mechanism behind Gender Equal Pay Systems  
Virpi Liinalaakso  
Aalto University

Organizational Attractiveness: Does Ethnic Diversity Matter?  
Vincent Angel, Donatienne Desmette, Ginette Herman  
Catholic University of Louvain

Contact and Values – An Investigation of the Relationship between Line Managers’ Characteristics and Employees’ Perceived Inclusion  
Gordana Abramovic, Laura Mercer Traavik  
BI Norwegian Business School

Retention preferences from a multi-generation workforce perspective: The relationship between Total Rewards, Perceived Organisational Support and Perceived Supervisor Support  
Wilmien Smit¹, Professor Karel Stanz², Professor Mark Bussin²  
¹ University of Pretoria, ² University of Johannesburg

Spaced practice is a better use of practice time than overlearning on psychomotor tasks.  
Michael Hein, Sarah Stallings, Andrea Wilkerson, Richard Moffett, Glenn Littlepage  
Middle Tennessee State University

The Effect of non-instrumental Performance Appraisal Implementation on Ratee Feedback Reaction  
Philipp David Schaller, Nicole Alexy, Kristina Maros  
Bundeswehr-University, Munich

«Why do coaches (not) participate in coaching research?»  
Denise Schubert, Silja Kotte, Heidi Prof. Möller  
Universität Kassel

Every Medal Has Two Sides: Gender Diversity in the French Air Force  
Elena Essig¹, ², Richard Soparnot¹, Jocelyne Abraham²  
¹ France Business School, ² Université François Rabelais de Tours

The HRM – Employees’ Performance Link: Considering HRM Process and Employees’ Cultural Values  
Karin Sanders¹, Huadong Yang²  
¹ School of Management, UNSW Australia Business School, ² University of Liverpool Management School (ULMS)

Work-Task Changes as Facilitators of Cognitive Functioning in Assembly-Line Workers  
Jan Oltmanns¹, Ben Godde¹, Ursula M. Staudinger²  
¹ Jacobs Center on Lifelong Learning and Institutional Development, Jacobs University Bremen, ² Columbia Aging Center, Columbia University, New York

Comparing line management and employee reports of implemented HR practices in work units  
Susanne Beijer¹, Marc Van Veldhoven¹, Riccardo Peccei², Jaap Paauwe¹  
¹ Tilburg University, ² King’s College London
Friday, 22 May • 12:00–13:30

**Fr-S147-PO-20**

A cognitive behavioural intervention to boost older workers’ learning competency  
Christian Stamov Roßnagel  
Jacobs University Bremen

**Fr-S147-PO-21**

How do work values and self-efficacy affect occupational choice? – A study on self-employed and permanent employed workers within Germany  
Nicole Alexy  
Bundeswehr University Munich

**Fr-S147-PO-22**

Developing teamwork and project management skills in engineering: A project-oriented learning approach for large groups.  
Siegfried Stumpf¹, Arno Bitzer², Gabriele Koeppen³, Stefanie Gruttauer⁴, Benita Rowe⁵  
¹ University of Applied Sciences Cologne – Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, ² University of Applied Sciences Cologne, Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, ³ University of Applied Sciences Cologne, Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, ⁴ University of Applied Sciences Cologne (UASCG), Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany, ⁵ University of Applied Sciences Cologne (UASCG), Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany

**Fr-S147-PO-23**

Team intervention to enhance team-functioning of interprofessional health care teams  
Mirjam Körner¹, Manfred Rundel², Linda Zimmermann³, Sonja Becker⁴, Christian Müller⁵  
¹ Medical Psychology and Medical Sociology, Medical Faculty, University of Freiburg, Germany, ² Celenus-Kliniken GmbH, Offenburg, Germany

**Fr-S147-PO-24**

Preservation and Promotion of Competencies of elderly Employees: First Results of the Evaluation of the LiA-Project (Learning while Working, ger.: «Lernen im Arbeitsalltag»)  
Lara Görtner, Tanja Hüber, Udo Käser, Una Maria Röhr-Sendlmeier  
University Bonn, Department of Psychology

**Fr-S147-PO-25**

Vocational identity status of Croatian adolescents  
Toni Babarović¹, Iva Sverko¹, Ivana Herceg²  
¹ Ivo Pilar Institute of Social Sciences, ² University of Zagreb, Centre for Croatian Studies

**Fr-S147-PO-26**

The relationship between personality traits and career decision-making self-efficacy: The mediating role of core self-evaluation  
Letizia Palazzeschi, Annamaria Di Fabio  
Department of Education and Psychology, University of Florence, Italy

**Fr-S147-PO-27**

«EDU.CARE PROJECT» An innovative elderslies care givers training (researched and applied in LLP program)  
Gianluca Biggio  
Universtita Della Tuscia – Viterbo

**Fr-S147-PO-28**

Career Adaptability in Croatia: Validity of Career Adapt-Abilities Scale and its Relation to Career Maturity  
Iva Šverko¹, Toni Babarović¹, Ivan Pavao Matić²  
¹ Ivo Pilar Institute of Social Sciences, ² University of Zagreb, Centre for Croatian Studies
Friday, 22 May • 12:00–13:30

Fr-S147-PO-29

Tackling Adverse Impact using Video Based Situational Judgement Testing: Analyses of the Adverse Impact in the selection of Belgian Civil Servants

Michael Tack
BDO

Fr-S147-PO-30

A Case for Particularism in Staffing Scholarship: A Multi-Disciplinary Review of Inherent Conflicts between Staffing Personnel and External Stakeholders

Michael Campion, Joel Owens
University of South Carolina

Fr-S147-PO-31

The importance of nonverbal behaviour in assessment: A test of a new research methodology

Elias Corneillie, Eveline Schollaert, Filip Lievens, Frederik Anseel
Ghent University

Fr-S147-PO-32

Psychological risk in the professional activities of fly-in-fly-out workers in the Arctic

Yana Korneeva1,2, Natalia Simonova1,2
1 Northern (Arctic) Federal University named after MV Lomonosov, 2 Northern State Medical University

Fr-S147-PO-33

Supporting School-to-Work Transition in Italy: Evaluating the effect of a Career Intervention on Students’ Career Decision Making Self-efficacy

Rita Chiesa1, Fabio Massei2, Dina Guglielmi2
1 Department of Psychology, University of Bologna, Italy, 2 Human Resources Consultant, atrain, Germany, 3 Department of Sciences of Education, University of Bologna, Italy

Fr-S147-PO-34

Validation of a questionnaire measuring decision processes preceding absences: Data from Romania.

Roland Foucher1, Iuliana Dicu2
1 Université du Québec en Outaouais, 2 Université du Québec à Montréal

Fr-S147-PO-35 | Interactive

Will you still hire me when I am over 50? Effects of implicit and explicit age bias on resume evaluations.

Malgorzata Kmecinska1, Sara Zaniboni1, Paola Paladino1, Donald Truxillo2, Kimberly Kahn2, Franco Fraccaroli3
1 Department of Psychology and Cognitive Science, University of Trento, Italy, 2 Portland State University, USA

Fr-S147-PO-36 | Interactive

Problems with professional skill evaluation of musical theatre actors

Mekhirban Abdullaeva
Lomonosov Moscow State University

Fr-S147-PO-37 | Interactive

Should I Stay or Should I go Now? Examining the role of perceived pregnancy discrimination in the turnover of working mothers following maternity leave

Samantha Paustian-Underdahl1, Ashley Mandeville2, Laura Little3, Amanda Hinojosa4
1 Florida International University, 2 The University of Alabama, 3 The University of Georgia, 4 The University of Houston-Clear Lake

Fr-S147-PO-38 | Interactive

Investigating Pregnancy Disclosures at Work: A qualitative and quantitative analysis.

Samantha Paustian-Underdahl1, Ashley Mandeville2
1 Florida International University, 2 The University of Alabama
**Managing psychosocial risk factors in organizations. The elemental contribution of mixed methods research**  
Michela Vignoli, Dina Guglielmi, Marco Depolo  
University of Bologna

**Concurrent construction designs may not overestimate the predictive validity of situational judgment tests (SJT)s**  
Mats Englund  
cut-e Nordic

12:45–13:30 | Session 148 | Keynote | Room: OKS Hall A  
Topic/s: 1. Employment relations  
**Managing the Employee-Organisation Relationship (EOR) in Turbulent Times**  
Jacqueline Coyle-Shapiro  
London School of Economics and Political Science

12:45–14:15 | Session 149 | Panel | Room: OKS Hall B  
Topic/s: 7. Human resource management  
Chair/s: Deidra J. Schleicher  
**Outreach Session by the Human Resources Division of the Academy of Management: Updates on our International Initiatives**  
Deidra Schleicher¹, Corine Boon², Pawan Budhwar³, Bard Kuvaas⁴, Wolfgang Mayrhofer⁵, Karin Sanders⁶, Karel Stanz⁷  
¹ Texas A&M University, ² University of Amsterdam, ³ Aston University, ⁴ BI Norwegian Business School, ⁵ Vienna University of Economics and Business, ⁶ University of New South Wales, ⁷ University of Pretoria

12:45–13:30 | Session 150 | Oral session | Room: OKS Hall C  
Topic/s: 10. Performance and productivity  
**The curvilinear relationship between work pressure and momentary task performance: The mediating role of state Core Self-Evaluations.**  
Joeri Hofmans, Jonas Debusscher  
Vrije Universiteit Brussel  
**Using exit surveys to evaluate counterproductive work behaviors: A case study**  
Saul Fine, Gabriela Pecker  
Midot, Ltd.  
**The interruption of achievement goals: Consequences for task performance**  
Jenny V. Bittner¹, Robin Zondervan²  
¹ University of Ulm, Germany, ² University of Twente, Enschede  
**The mediating role of dark and bright side attributes in the relationship between perceived abusive supervision and team effectiveness**  
Melrona Kirrane¹, Na Fu², Mary Kinahan¹  
¹ Dublin City University Business School, ² National University of Ireland
Friday, 22 May • 12:45–13:30

12:45–13:30  Session 151 | Oral session | Room: OKS Hall D
Topic/s: 8. Leadership and management

**Leader identity across domains: Exploring self-other agreement at work, at home, and in community organizations**
Michael Palanski¹, Michelle Hammond², Rachel Clapp-Smith³
¹ Rochester Institute of Technology, ² University of Limerick, ³ Purdue University Calumet

**Developing leader identities: An empirical study of leader-self stories, self-meanings and their reconstructions.**
Susann Gjerde
Norwegian University of Life Sciences (School of Economics and Business)

**Mentor Today, Leader Tomorrow?**
Mentoring others as extra-role behavior of students with leadership qualities
Silja Kennecke, Simone Kaminski, Dieter Frey, Denise Długosch, Sonja Militz
Ludwig-Maximilians-Universität München

12:45–13:30  Session 152 | Oral session | Room: OKS Meeting Room 1
Topic/s: 2. Employee stress and burnout

**Illegitimate Tasks as a Mediator between Work Values Incongruence and Burnout**
Gabriele Buruck, Sarah S. Brom, Peter Richter
TU Dresden

**How do young professionals deal with increased autonomy at work? The importance of self-leadership styles**
Johanna Bunner¹, Cornelia Gerdenitsch¹, Tabea Scheel¹, Christian Korunka¹
¹ University of Vienna, Faculty of Psychology, ² HU Berlin

**Social demands can enhance self-esteem and well-being: Introducing the concept of Social Challenge Stressors**
Clara Heissler¹, Marcel Kern², Dieter Zapf³
¹ Universität des Saarlandes, ² Goethe-Universität Frankfurt am Main, ³ Goethe University

12:45–13:30  Session 153 | Oral session | Room: OKS Meeting Room 2
Topic/s: 8. Leadership and management

**Perceptions of organizational culture and leadership: The effects of transformational and transactional leadership on organizational identification and affective commitment**
Athena Xenikou
Western University, Department of Psychology

**The relationship between authentic leadership and follower wellbeing: Regular or reverse causation?**
Torsten J. Holstäd¹, Annika Nübold¹, Kathleen Otto¹, Thomas Rigotti²
¹ University of Leipzig, Germany, ² University of Maastricht, The Netherlands, ³ University of Marburg, Germany, ⁴ University of Mainz, Germany
Friday, 22 May • 12:45–13:30

Followership and the Emergence of Leadership
Margarete Boos, Xaver Franiel, Manuela Pagel, Johannes Pritz
University of Göttingen

12:45–13:30 Session 154 | Oral session | Room: OKS Meeting Room 3
Topic/s: 3. Positive organizational behavior

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

To craft or not to craft: The relationships between regulatory focus, job crafting and work outcomes
Veerle Brenninkmeijer, Marleen Hekkert-Koning
Utrecht University

Experiencing job challenge: A person centric approach
Irene E. de Pater
National University of Singapore

12:45–13:30 Session 155 | Oral session | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

The Work-Related Quality of Life: Improving the psychometric properties of a measure of quality of working life
Darren Van Laar¹, Simon Easton¹, Rita Fontinha²
¹ Department of Psychology, University of Portsmouth, United Kingdom, ² Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom

A path analysis of the effects of a psychological capital training intervention on psychological well-being
Mahsa Dadras, Stefan Berger, Klaus Moser, Roman Soucek
Friedrich-Alexander University

Do HR practices and job self-efficacy help to discriminate different patterns of well-being and job performance? Broadening the happy-productive worker thesis
Yarid Ayala Millán¹, Núria Tordera Santamatilde³, José María Peiró Silla¹, ², Jesús Yeves¹
¹ University of Valencia, ² IDOCAL

12:45–13:30 Session 156 | Oral session | Room: OKS Auditoriet
Topic/s: 2. Employee stress and burnout

Consequences of employer expectations regarding employee availability beyond regular work hours on detachment from work: The mediating role of passive and active ICT use
Esther Palm, Christian Seubert, Severin Hornung, Thomas Hoge, Jürgen Glaser
University of Innsbruck, Institute of Psychology
Friday, 22 May • 12:45–13:30

**The interplay between stressors, recovery, sleep and wellbeing in student life: A diary study**
Eva-Kristina Brosch, Klara Christine Wenzel, Marie Heitfeld, Jennifer Di Gangi, Carmen Binnewies
University of Münster

**Patterns of daily energy management at work: Relations to recovery experiences and employee well-being**
Taru Feldt¹, Ulla Kinnunen², Jessica de Bloom³, Kalevi Korpela³
¹ University of Jyväskylä, ² University of Tampere

**Job crafting: A double-edged sword? The case of sickness presence among hospital physicians**
Fay Giaever¹, Signe Lohmann-Lafrenz², Lise Løvseth³
¹ Norwegian University of Science and Technology (NTNU), Department of Psychology, ² St. Olavs University Hospital, Department of Occupational Medicine, ³ St. Olavs University Hospital, Department of Research and Development, Division of Psychiatry

**The role of person-organisation fit in the relationship between ethical culture and employee well-being**
Mari Huhtala¹, ², Taru Feldt³
¹ School of Social Sciences and Humanities, University of Tampere, ² Department of Psychology, University of Jyväskylä

**How a diamond is revealed through its facets: A Delphi study into what the optimal combination of team and occupational identity is for organizations**
Katerina Bohle Carbonell, Karen Könings, Mien Segers, Jeroen van Merrienboer
University Maastricht

**Silence at sea: Frequencies of communication in multi-national seafaring crews**
Michael Brenker, Stefan Strohschneider
Department for Intercultural Communication and Cultural Studies, Friedrich Schiller University Jena

**Get some help, but not too much! Influence of team size on coordination and clinical performance in medical emergency teams**
Jan Schmutz¹, Florian Hoffmann², Tanja Manser³
¹ ETH Zurich, Switzerland, ² Dr. von Hauner University Children’s Hospital, Munich, Germany, ³ University Hospital Bonn, Bonn, Germany

**Stepping into your Shoes: Development and Evaluation of a Cross-training Intervention for Healthcare Teams**
Mona Weiss¹, Michaela Kolbe¹, Gudela Grote¹, Carl Schick¹, Donat Spahn², Bastian Grande³
¹ ETH Zurich, Zurich, Switzerland, ² University Hospital Zurich, Zurich, Switzerland
Friday, 22 May • 12:45–13:30

12:45–13:30 Session 159 | Oral session | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

Fr-S159-OR-01
Measuring and diagnosing mobbing phenomenon – beyond behavioural indicators.
Katarzyna Durniat
Institute of Psychology, University of Wroclaw, Poland

Fr-S159-OR-02
Relationships between organizational factors, bullying occurrence, health factors, and people’s experience of work
Stefan Blomberg, Michael Rosander
Linköping University, Linköping, Sweden

Fr-S159-OR-03
Quality of leadership and workplace bullying: The mediating role of social community at work in a two-year follow-up study.
Laura Francioli1,2,4, Annie Haag3, Ann-Louise Holten1, Paul Maurice Conway2, Matias Brodsgaard Grynderup2, Eva Gemzæe Mikkelisen1, Roger Persson1, Giovanni Costa1,6, Åse Marie Hansen5,7
1 Department of Clinical Sciences and Community Health, University of Milan, Italy, 2 Department of Psychology, University of Copenhagen, Denmark, 3 Department of Public Health, University of Copenhagen, Denmark, 4 CRECEA A/S, Aarhus, Denmark, 5 Department of Psychology, University of Lund, Sweden, 6 Fondazione IRCCS Ca’ Granda Ospedale Maggiore Policlinico, Milan, Italy, 7 The National Research Centre for the Working Environment, Copenhagen, Denmark

12:45–13:30 Session 160 | Panel (P) | Room: RC Christiania Hall A
Topic/s: 8. Leadership and management
Chair/s: Sverre L Nielsen

Fr-S160-PAN-01
Leadership development. Two different ways to success, – or not so different? Part 1
Dagrun Dvergsdal1, Gudrun Håan2
1 Dvergsdal Consulting AS, 2 Håan Private Consultant

12:45–13:30 Session 161 | Oral session | Room: RC Christiania Hall B
Topic/s: 3. Positive organizational behavior

Fr-S161-OR-01
Dancing, aging and engaging – work engagement along career life cycle of professional dancers
Filipa Rodrigues, Filipa Castanheira, Miguel Pina e Cunha
Nova Business School and Economics

Fr-S161-OR-02
How to Stay Engaged and Productive in the New World of Work? The Role of Job Crafting
Christina Wessels, Michaëla Schippers
Rotterdam School of Management, Erasmus University

Fr-S161-OR-03
Go with the flow – but keep it stable: The effect of daily flow stability on daily creative performance.
Jakob Stollberger1, Maike Debus2
1 Aston Business School, Birmingham, UK, 2 University of Zurich
Friday, 22 May • 12:45–14:30

12:45–13:30  Session 162 | Oral session | Room: RC Oslo Hall B
Topic/s: 18. Teams and workgroups
Fr-S162-OR-01
Effects of teamwork on clinician burnout and patient safety – a longitudinal multilevel study
Annalena Welp¹, Tanja Manser²
¹ University of Fribourg, Department of Psychology, Switzerland, ² Institute for Patient Safety, University Hospital Bonn, Germany

The influence of team-based HRM on team learning
Machiel Bouwmans, Piety Runhaar
Wageningen University and Research Centre
Fr-S162-OR-02

How do leadership style and group processes influence innovation work?
Jan-Paul Leuteritz¹, ², Rita Berger¹, José Navarro¹
¹ University of Barcelona, ² University of Stuttgart IAT

12:45–13:30  Session 163 | Oral session | Room: RC Oslo Hall C
Topic/s: 15. Occupational and organizational safety
Fr-S163-OR-01
Improving safety management skills of the comprehensive school managers
Anna-Maria Teperi¹, Essi Ryymin²
¹ Finnish Institute of Occupational Health, ² HAMK University of Applied Sciences

Safety First: The moderating effects of supervisor safety priority on the relationships between sleep deficiency and safety outcomes
Candice Thomas¹, Kuo-Yang Kao¹, Christiane Spitzmueller¹-²
¹ University of Houston, ² Pan-Atlantic University
Fr-S163-OR-02

Change Management, Team Cohesion and Psychological Contract in Hospitals
Teresa Carla Oliveira¹, João Fontes_da_Costa², Ana Cordeiro¹
¹ Faculty of Economics, University of Coimbra, Portugal, ² ESTGOH, Polytechnic Institute of Coimbra,
³ Master student at Faculty of Law, University of Coimbra, Portugal
Fr-S163-OR-03

Leader-Member Exchange and driving violations: The role of reciprocation processes
Victor Meirinhos, Nik Chmiel, Roy Spina
University of Chichester
Fr-S163-OR-04

13:45–14:30  Session 164 | Keynote | Room: OKS Hall A
Topic/s: 8. Leadership and management
Fr-S164-KEY-01
Leadership for Responsible and Sustainable Environments: Cross-Cultural Perspectives
Zeynep Aycan
Koc University
Friday, 22 May • 13:45–14:30

13:45–14:30 Session 165 | Oral session | Room: OKS Hall C
Topic/s: 10. Performance and productivity

Financial advisors’ perceptions about ethical and unethical behaviour in their profession: A Repertory Grid Analysis
Gottfried Catania
University of Malta

Self-efficacy, goal orientation and academic performance. A multi-country study.
Chiara Consiglio1, Laura Borgogni2, Isabel M. Martínez2, Isabella Meneghel3, Roberto Cenciotti1
1 Sapienza Università di Roma, 2 Universitat Jaume I

13:45–14:30 Session 166 | Oral session | Room: OKS Hall D
Topic/s: 2. Employee stress and burnout
8. Leadership and management

Talking Yourself into a Leader Role? Verbal Behavior and Leader Emergence in Self-Managed Teams
Fabiola Gerpott1,2, Nale Lehmann-Willenbrock2, Sven Voelpel1
1 Jacobs University Bremen, 2 VU University Amsterdam

Narcissism, political skills, self-esteem and performance.
Geir Thompson, Lars Glasø
BI Norwegian Business School

Does Job Insecurity Always Lead to Employees’ Absence and Turnover? Overall Organizational Justice as a Moderator
Xiao-min Xu1, Dan-yang Du1, Le-yi Guan1, Magnus Sverke2, Chang-qin Lu1
1 Department of Psychology, Peking University, 2 Department of Psychology, Stockholm University

13:45–14:30 Session 167 | Oral session | Room: OKS Meeting Room 1
Topic/s: 2. Employee stress and burnout

Revisiting the stress buffering effect of emotional job resources: Effects of resource availability vs. resource use
Marieke van den Tooren, Christel Rutte
Tilburg University

Differential Effects of Sources of Workplace Incivility on Burnout and Nurses’ Wellbeing: The Protective Role of Occupational Self-efficacy
Heather Laschinger1, Roberta Fida2, Michael Leiter3
1 RN, PhD, FAAN, FCAHS, Distinguished University Professor and Arthur Labatt Family Research Chair in Health Human Resources Optimization, University of Western Ontario, Arthur and Sonia Labatt Family School of Nursing, London, Ontario, Canada, 2 PhD, Assistant Professor, Sapienza University of Rome, Department of Psychology, Italy, 3 PhD, Professor, Acadia University, Wolfville, Nova Scotia, Canada

Affective commitment as a buffer of the relationship between day-specific self-control demands and strain
Wladislaw Rivkin, Klaus-Helmut Schmidt
Leibniz Research Centre for Working Environment and Human Factors
Friday, 22 May • 13:45–14:30

13:45–14:30 Session 168 | Oral session | Room: OKS Meeting Room 2
Topic/s: 8. Leadership and management

**Lessons from Asia: 5 Paradoxes of Leadership Development**
Mano Ramakrishnan
atrain, Human Capital Leadership Institute

**Game-changer: Video games as a new avenue in ethically-oriented leadership development**
Maxim Egorov, Armin Pircher Verdorfer, Claudia Peus
Technische Universität München, TUM School of Management, Chair of Research and Science Management

«You are dismissed»: Does dismissal training improve layoff agents’ fairness during a dismissal meeting?
Manuela Richter, Cornelius J. König, Christopher Koppermann, Michael Schilling
Universität des Saarlandes

13:45–14:30 Session 169 | Oral session | Room: OKS Meeting Room 3
Topic/s: 3. Positive organizational behavior

**Understanding the Influence of Time Orientation on Organizational Citizenship Behaviors**
Alper Kayaalp
Turkish Army War College

**More than Working Alone Together? Social Support in Coworking Spaces**
Cornelia Gerdenitsch, Julia Andorfer, Tabea Scheel, Christian Korunka
University of Vienna, Faculty of Psychology

**Effects of HRM on employees’ organisational commitment: Juxtaposing the explaining mechanisms of social exchange and social identity**
Yvonne van Rossenberg¹, Frances Jørgensen², Karin Sanders¹, Helen Shipton³, Jorge Gomes⁴
¹ University of Bath, ² University of Aarhus, ³ UNSW Business School, Australia, ⁴ Nottingham Trent University, UK, ⁵ University of Lisbon

13:45–14:30 Session 170 | Oral session | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

**Building Leaders’ Positive Psychological Capital: A training program in a Portuguese bank**
Isabel Sousa¹, Teresa Proença¹, Arménio Rego²
¹ Faculty of Economics, University of Porto, Portugal, ² Aveiro University, Portugal

**Toward a process model of human potential fulfillment in the workplace**
Giverny De Boeck, Nicky Dries
KU Leuven, Faculty of Economics and Business

**A Broader Conceptualization of Well-Being at Work: Eudaimonic Well-Being**
Daniel Turban
University of Missouri
Friday, 22 May • 13:45–14:30

13:45–14:30 Session 171 | Oral session | Room: OKS Auditoriet
Topic/s: 2. Employee stress and burnout

- **Relating momentary job demands and resources to momentary performance:**
  The moderating role of trait Core Self-Evaluations
  Jonas Debuscher, Joeri Hofmans
  Vrije Universiteit Brussel

- **Introducing the demand of individual work design**
  Franziska Bredehoeft, Jan Dettmers
  University of Hamburg

- **Work interruptions: Their longitudinal relationship with job satisfaction and psychosomatic complaints**
  Anita Keller¹, Laurenz Meier¹, Norbert Semmer¹, Wolfgang Kälin¹, Franziska Tschan¹, Achim Elfering¹
  ¹University of Bern, Switzerland, ²University of Fribourg, Switzerland, ³University of Neuchâtel, Switzerland

13:45–14:30 Session 172 | Oral session | Room: OKS Torghjørnet
Topic/s: 3. Positive organizational behavior

- **HR practices and HR crafting as antecedents of well-being and performance among white-collar workers in Poland.**
  Malgorzata Kozusznik¹, Barbara Kozusznik¹, Katarzyna Wiecek-Jakubek²,³, Dominik Adamek², Nuria Tordera¹, Isabel Rodriguez¹
  ¹University of Valencia, ²University of Silesia, ³Poczta Polska

- **Conceptualizing and Measuring Social Well-Being in the Workplace**
  Ali Kazemi
  School of Health and Education, University of Skövde

- **The mediating role of procedural and distributive justice in the relationship between employee’s perception of HRP and their job satisfaction**
  Yarid Ayala Millán¹, Esther Villajos Girona¹, Núria Tordera Santamatilde¹, José María Peiró Silla¹,², Laura Lorente Prieto¹
  ¹University of Valencia, ²IDOCAL

13:45–14:30 Session 173 | Oral session | Room: OKS Odin
Topic/s: 19. Emotions in the workplace

- **Acquaintances, colleagues, or friends?: New politicians’ establishment of work relationships**
  Helena Cooper-Thomas¹, Jo Silvester²
  ¹University of Auckland, ²Cass Business School

- **Benefits of creativity and burdens of management: Longitudinal changes in resources at work and emotional well-being of professionals.**
  Aleksandra Bujacz¹,², Petra Lindfors¹, Claudia Bernhard-Oettel¹, Thomas Rigotti², Linda Magnusson Hanson¹
  ¹Stockholm University, Sweden, ²Johannes Gutenberg University Mainz, Germany
Putting on a smiling face? Curvilinear relationship between positivity ratio, burnout and work engagement
Beata Basinska¹, Ewa Gruszczynska²
¹ Gdansk University of Technology, Gdansk, Poland, ² University of Social Sciences and Humanities, Warszawa, Poland

Experiencing a potentially traumatic event within the workplace: looking beyond the individual level
Alice Fattori¹, Giuseppe Paolo Fichera¹, Luca Neri¹, Giovanni Costa¹,²
¹ Department of Clinical Sciences and Community Health, University of Milan, Italy, ² IRCCS Maggiore Policlinico Hospital, Ca’ Granda Foundation, Milan, Italy

Emotional Intelligence in Daily Customer Conflict Situations – Feature or Bug?
Sonja Scherer, Dieter Zapf
Goethe University Frankfurt

Personality traits and organizational justice: The mediating role of trait emotional intelligence
Letizia Palazzeschi, Annamaria Di Fabio
Department of Education and Psychology, University of Florence, Italy

Leadership development. Two different ways to success, – or not so different? Part 2
Dagrun Dvergsdal¹, Gudrun Håan²
¹ Dvergsdal Consulting AS, ² Håan Private Consultant

Need satisfaction and wellbeing at work and at home – A daily diary study
Rebecca Hewett¹, Verena Hahn¹, Sara De Gieter¹, Evangelia Demerouti¹, Alma Maria Rodriguez Sánchez², Janne Skakon³
¹ University of Greenwich, London, ² Johannes Gutenberg-Universität Mainz, ³ Vrije Universiteit Brussel, ⁴ Universitat Jaume I, ⁵ Technische Universiteit Eindhoven, ⁶ University of Copenhagen
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13:45–14:30  Session 178 | Oral session | Room: RC Oslo Hall B
Topic/s: 18. Teams and workgroups

Attaining the status of most talented team member: How to play the signaling game?
Sanne Nijs, Nicky Dries, Luc Sels
KU Leuven

Predicting team performance: The importance of shared competencies
Katia Puente-Palacios¹, Luana Brito²
¹ University of Brasilia – UnB, ² Agencia Nacional de Aviação Civil – ANAC

Managing Time in Teams Implicitly and Explicitly: The Interaction between Shared Temporal Mental Models and Team Temporal Leadership
Katharina Kugler, Julia Reif, Agnes Ponschab, Iken Gonnermann, Felix Brodbeck
Ludwig-Maximilians-Universitaet Muenchen, Munich, Germany

13:45–14:30  Session 179 | Oral session | Room: RC Oslo Hall C
Topic/s: 15. Occupational and organizational safety

PetroHRA, A Human Reliability Analysis for the Petroleum Industry
Martin Rasmussen
Norwegian University of Science and Technology (NTNU)

Haste and occupational injury
Simo Salminen, Pia Perttula
Finnish Institute of Occupational Health

The Strategy of Uncertainty Reducing in the operators’ work on control panel (CP) of nuclear power station (NPS)
Petro Vlasov
Institute of Applied Psychology «Humanitarian center»
**Friday, 22 May • 14:00–15:30**

**14:00–15:30**  
Session 180 | Poster session | Room: OKS Forum  
Topics: 5. Work-Family Interface  
6. Personnel selection

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**Fr-S180-PO-01**  
The role of supportive work and family environments on organisational commitment and turnover intentions  
Rani Thanacoody¹, Kristina Potocnik²  
¹ University of Sheffield, ² University of Edinburgh

**Fr-S180-PO-02**  
Supervisory, coworker, and job design support for work-life balance: Evaluating the impact on employees’ organizational identification and turnover intentions  
Kathryn Fonner, Michael Blight, Michelle Fetherston, Megan Lambertz  
University of Wisconsin-Milwaukee

**Fr-S180-PO-03**  
Gender-bias in job advertisements: Attitudes of unemployed women toward the advertised job  
Ivana B. Petrovic, Marija Bogicevic  
Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

**Fr-S180-PO-04**  
With a little help from my family: A quali-quantitative interdisciplinary study on the outcomes of family support and workload  
Alessandro Lo Presti, Fulvia D’Aloisio, Sara Pluviano  
Seconda Università degli Studi di Napoli

**Fr-S180-PO-05**  
Familial status and stress at work  
Philippe Sarnin, Behnaz Boroumand Jullien  
University of Lyon - Institute of Psychology – GRePS

**Fr-S180-PO-06**  
A new Model of Potential for Career Development  
Fabio Massei¹, Giulia Casu², Carrie Schlauch³, Paola Gremigni⁴  
¹ atrain GmbH, ² Department of Psychology, University of Bologna, ³ atrain GmbH, ⁴ Department of Psychology, University of Bologna

**Fr-S180-PO-07**  
Stress at work, familial status and children in charge: Interaction effects  
Philippe Sarnin  
Institut de Psychologie, GREPS Université Lyon

**Fr-S180-PO-08**  
Helping the 'non-expert' make better selection decisions via automated competency mapping and assessment  
John Hackston, Paul Deakin, Rob Bailey  
OPP Limited

**Fr-S180-PO-09**  
The use, value, and influence of the psychological assessment results for the diocese when deciding whether to ordain an applicant to ministry  
Aura Nortomaa  
University of Helsinki

**Fr-S180-PO-10**  
Perceived Motivational Climate, Work-family Balance, and Turnover Intention  
Karoline Kopperud¹, Christina Nerstad², Anders Dysvik²  
¹ Assesit AS, ² BI, Norwegian Business School
Friday, 22 May • 14:00–15:30

**Spelling and professional assessment**
Pierre-Henri François  
University of Poitiers CeRCA – UMR CNRS 7295 Equipe C2SE

**Leadership and Work-Life Balance in the Philippine Context**  
Rita Berger, Marina Romeo, Montserrat Yepes-Baldó, Jemellene Baluyo  
University of Barcelona

**Who Let the Dogs In? A Review of Pet-Friendly Workplaces**  
Christa L. Wilkin¹, Paul Fairlie¹,², Souha R. Ezzedeen¹  
¹ York University, ² Paul Fairlie Consulting

**The Competency Modeling Approach to HR Management Education: A Ukrainian case study**  
Nataliya Pylat  
Università degli Studi di Napoli Federico II

**Which companies win the «war for talent» – effective or with good intentions?**  
Marianna Krol  
Jagiellonian University, ³ Consulting

**Interactivity (online) as a potential solution of the Scientist-Practitioner Gap in Organizational Psychology**  
Guido Hertel¹, Joachim Hüffmeier², Meinald T. Thielsch¹, Stefan Krumm¹  
¹ University of Münster, Germany, ² Federal Institute for Occupational Safety and Health, Dortmund, Germany, ³ Free University of Berlin

**Work-Life-Crafting: Who does it? Who benefits from it?**  
Malin Sundström¹, Rebecca Brauchli¹, Maria Peeters¹, Georg Bauer¹, Alice Inauen.³  
¹ University of Zürich, Epidemiology, Biostatistics and Public Health Institute, ² University of Utrecht, Institute for Social and Behavioural Sciences, ³ University of Zurich/Epidemiology, Biostatistics and Prevention Institute (EBPI), Division of Public & Organizational Health

**A common language effect size statistic for understanding personnel selection research**  
Anders Sjöberg  
Stockholm university

**Indian husbands’ social support of wives’ career advancement**  
Nasima Mohamed Hoosen Carrim  
University of Pretoria

**The attachment style as an interpretative framework of the personality dimensions focused on the work behavior**  
Martin Seitl  
Palacký University in Olomouc

**Computer-based vs. face-to-face job interviews: a study of applicant reactions**  
Irina Gioaba¹, Richard Griffith²  
¹ University of Lausanne, ² Florida Institute of Technology
Friday, 22 May • 14:00–15:30

Let’s become friends! How amicable job ads affect potential applicants
Sabine Hommelhoff, Davina Götz
Friedrich-Alexander University Erlangen-Nuremberg

Exploring the Role of Implicit Aggression in Predicting Counterproductive Work Behaviors
Zvonimir Galic, Nina Lucanin
Department of psychology, University of Zagreb, Croatia

Extending the EOR explanations beyond social exchange theory: Perceived organizational and family support, burnout and job satisfaction in disabled workers
Carlos-Maria Alcover¹, Maria José Chambel², Juan José Fernández¹, Fernando Rodriguez¹
¹ Rey Juan Carlos University, ² University of Lisboa

The two faces of charismatic leadership
Marte Grut, Helene Sorlie BI

Using narrow personality traits to identify top-talents within a group of successful managers
Ole Iversen¹–², Rune Rimol²
¹ BI Norwegian Business School, ² Assessit AS

Perceptions of the Internet as a Recruitment Source
Angela Bissonnette¹, Victor Catano²
¹ Saint Mary’s University, ² Saint Mary’s University

Norms – the importance of choosing the right ones
Paul Deakin, John Hackston, Rob Bailey
OPP Ltd

The Italian validation of the Work Life Conflict Scale (Matthews, Kath & Barnes-Farrell, 2010) and its use in assessing WLC at risk groups
Luca Vecchio, Alice Colombo
Department of Psychology, University of Milano-Bicocca

Work-life balance and relationships to others among French teleworkers
Emilie Vayre¹, Anne PIGNAULT², Anne-Marie Vonthron¹
¹ Université Paris Ouest Nanterre la Défense — LAPPs — Work, Ergonomics, Guidance & Organisations research group, ² Université du Luxembourg — ECCS — Institute of Lifelong Learning & Guidance

LinedIn: Do you really link your job profile to other ones? A mix-method study
Michela Cortini, Stefania Fantinelli
University G. d’Annunzio of Chieti — Pescara

Dynamic Conceptualisations of Work-Nonwork Conflict
Jurate Cingiene
PhD Student, University of Bath, UK
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**Fr-S180-PO-33 | Interactive**

**A Balancing Act: The Moderating Effect of Enrichment on the Work-Family Interface and Attitudes Relationship**

Christa L. Wilkin¹, Cristina Rubino²

¹ York University, ² California State University

**Fr-S180-PO-34 | Interactive**

**Predicting training performance by bifactor models of cognitive ability**

Stefan Annell¹, ², Anders Sjöberg¹, Magnus Sverke¹, ³

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

**Fr-S180-PO-35 | Interactive**

**Validation of a scoring model for short adaptive personality questionnaire**

Richard Justenhoven, Katharina Lochner, Achim Preuss
cut-e Group

**Fr-S180-PO-36 | Interactive**

**Resolving Semantic Confusion in the Job Analysis Terminology: A Systematic Review of Job Information**

Hannah Berkers, Stefan Mol, Gábor Kismihók, Deanne den Hartog
University of Amsterdam

**Fr-S180-PO-37 | Interactive**

**To fake or not to fake? Interaction of warning and motivational determinants in predicting faking**

Maša Tonković Grabovac, Željko Jerneić
University of Zagreb, Faculty of Humanities and Social Sciences, Department of Psychology

14:45–16:15 **Session 181 | State of the Art | Room: OKS Hall A**

**Work engagement: A decade of research**

Evagelia Demerouti
Einhoven University of Technology

**Fr-S181-STA-02**

**Achievement goals in the workplace**

Nico W. Van Yperen
University of Groningen, The Netherlands

14:45–16:15 **Session 182 | Symposium | Room: OKS Hall B**

**Using Self-Determination Theory to Understand Respectful Leadership in Turbulent Times**

Topics: 3. Positive organizational behavior

Chairs: Marylene Gagne

**Leader Humility, LMX, and Subordinate Need Satisfaction: The Role of Power Distance Values**

Gary Greguras¹, Michael A. Daniels¹, Michael Bashshur¹, Burak Oc², James M. Dienfendoff³, Mano Ramakrishnan⁴

¹ Singapore Management University, ² Bocconi University, ³ University of Akron, ⁴ Atrain, GmBH

**Leadership that motivates: Ask and listen rather than tell and sell**

Niels Van Quaquebeke, Will Felps⁵

¹ Kühne Logistics University, ² Australian School of Business, University of New South Wales
Friday, 22 May • 14:45–16:15

**Transformational leadership, organizational socialization and employee performance: A motivational analysis**

Claude Fernet, Stephanie Austin
Université du Québec à Trois-Rivières

**A Cross-Lagged Multilevel Analysis of the Relationship between Leadership Styles and Motivational Orientations at Work**

Marylène Gagné¹, Alexandre J. S. Morin², Kira Schabram³, Zhe Ni Wang⁴, Emanuela Chemolli⁵, Mélanie Briand⁶
¹ University of Western Australia, ² Australian Catholic University, ³ University of British Columbia, ⁴ Concordia University, ⁵ Chemolli Consulting

**Managing yourself in turbulent times: How individual needs influence job crafting at work**

Uta Bindl¹, Kerrie Unsworth¹, Cristina Gibson²
¹ London School of Economics, ² University of Western Australia

14:45–16:15  Session 183 | Panel | Room: OKS Hall C
Topic/s: 17. Organizational Structure, Culture and Climate

**Alliance Special Session: Industrial/Organizational Psychology in Developing Country Contexts**

Karin Soweid (chair)
American University of Beirut

14:45–16:15  Session 184 | Symposium | Room: OKS Hall D
Topic/s: 8. Leadership and management
Chair/s: Alina S. Hernandez Bark, Rolf van Dick

**Leader-Member-Exchange revisited: New lines of research in response to a changing workplace**

Sebastian Stegmann, Stephan Braun, Nina Junker, Rolf van Dick
Goethe University Frankfurt

**Growing older and living up to implicit followership theories: Implications for LMX and work-related outcomes**

Ben Sahlmüller¹, Niels van Queckebeke¹, Daan van Knippenberg², Steffen Giessner³
¹ Kühne Logistics University, ² Rotterdam School of Management, Erasmus University Rotterdam

**Leader-leader exchange in matrix organizations: How dual leaders’ exchange relationship influences followers**

Steffen Giessner, Daan Stam
Rotterdam Shool of Management, Erasmus University Rotterdam

**Ties that trouble, ties that bind: An implicit relational models theory of leader-follower relationships**

Alina Hernandez Bark, Rolf van Dick
Goethe University Frankfurt

**The influence of gender in the leader-member-relation: Gender as moderator of the relation between LMX and job satisfaction**

Alina Hernandez Bark, Rolf van Dick
Goethe University Frankfurt
Interactive effects of LMX and employee innovation on performance evaluations
Rolf van Dick¹, Xin-an Zhang², Sebastian Schuh³, Johannes Ullrich⁴, Frederick Morgeson⁵
¹ Goethe University Frankfurt, ² Jiao Tong University, Shanghai, China, ³ China Europe International Business School, Shanghai, China, ⁴ University of Zurich, Switzerland, ⁵ Michigan State University, USA

14:45–16:15 Session 185 | Symposium (P) | Room: OKS Meeting Room 1
Multilevel approaches to employees’ well-being and performance
Topic/s: 3. Positive organizational behavior
Chair/s: Alfredo Rodriguez-Muñoz, Ana Isabel Sanz-Vergel

The relationship between individual and collective work engagement and job performance among teams: The role of job crafting
Anne Mäkikangas¹, Kaisa Aunola¹, Piia Seppälä¹, Jari Hakanen²
¹ Department of Psychology, University of Jyväskylä, Finland, ² Finnish Institute of Occupational Health, Finland

The roots of daily surface acting at home: Analyzing the role of stressors, strain, and extraversion
Ana Sanz-Vergel¹, Arnold B. Bakker²
¹ Norwich Business School, University of East Anglia, United Kingdom, ² Erasmus University Rotterdam, The Netherlands

Daily spillover of social conflicts at work to the home domain: The moderating role of emotion regulation
Carmen Binnewies, Sarah Mai-Berckmann, Jana Opderbeck, Leonie Veit
University of Münster, Münster, Germany

The role of partners for affective recovery: Asymmetric cross-over of NA and PA as a function of time spend together
Christian Dormann
Johannes Gutenberg-Universität Mainz

Lack of psychological detachment as linking mechanism between job demands and social undermining at home: Results from a diary study, a longitudinal study, and a multi-source study
Laurenz Meier¹, Eunae Cho²
¹ University of Fribourg, ² University at Albany

Exploring mechanisms of daily psychological detachment: The role of work experiences and partners
Alfredo Rodríguez-Muñoz¹, Mirko Antino¹, Evangelia Demerouti²
¹ Complutense University of Madrid, Spain, ² Eindhoven University of Technology, the Netherlands
Friday, 22 May • 14:45–16:15

14:45–16:15 Session 186 | Symposium | Room: OKS Meeting Room 3
How to make the most of a break from work: Recovery opportunities and their impact on well-being and engagement
Topic/s: 2. Employee stress and burnout
Chair/s: Christine J Syrek, Jessica de Bloom

Does lunch time recovery predict work engagement? A one-year time lag longitudinal study
Marjaana Sianoja, Ulla Kinnunen, Jessica de Bloom, Kalevi Korpela
University of Tampere (Finland)

Spousal recovery support during the weekend, post-weekend recovery, and work engagement among dual-earner couples
Verena Hahn¹, YoungAh Park²
¹ University of Mainz (Germany), ² Kansas State University (USA)

Should I stay or should I go? How do workers behave, think and feel during leisure time at home and away from home?
Jessica de Bloom¹, Sabine Geurts², Ulla Kinnunen¹, Kalevi Korpela¹
¹ University of Tampere (Finland), ² Behavioural Science Institute, Radboud University Nijmegen (Netherlands)

Associations of rest break behaviour routines with health and psychological well-being in alternating home office workers
Barbara Degenhardt, Leila Gisin
School of Applied Psychology, University of Applied Sciences and Arts Northwestern CH (Switzerland)

How do perceptions of the work situation relate to recovery in working women and men?
Petra Lindfors
Stockholm University (Sweden)

All I want for Christmas is … Recovery!
Christine Syrek¹, Oliver Weigelt², Jessica de Bloom¹, Jana Kühnel⁴
¹ University of Trier (Germany), ² University of Hagen (Germany), ³ University of Tampere (Finland), ⁴ Ulm University (Germany)

14:45–16:15 Session 187 | Symposium | Room: OKS Meeting Room 4
Bad behavior at work. New findings concerning workplace bullying and destructive leadership
Topic/s: 16. Conflicts in organizations
Chair/s: Stig Berge Matthiesen

The moderating role of coping strategies in the relationship between work-related stressors and workplace bullying: A longitudinal design
Whitney Vanden Brande, et al.
University of Leuven, Belgium, Groep IDEWE, Belgium

Measuring workplace bullying in Lithuania: Psychometric properties of the Negative Acts Questionnaire- Revised
Milda Perminiene¹, Guy Notelaers², et al.
¹ Kaunas University of Technology, Kaunas, Lithuania, ² University of Bergen, Norway
**Friday, 22 May • 14:45–16:15**

**Fr-S187-SYM-03**

**Targets across social arenas? The link between cyber bullying and workplace bullying**
Stig Berge Matthiesen¹,², Ane Hjellvik Matthiesen³, Guy Notelaers¹, et al.
¹ BI – Norwegian Business School, Norway, ² University of Bergen, Norway, ³ University of Aarhus, Denmark

**The link between destructive leadership, moral disengagement and counterproductive work behavior. A longitudinal study**
Andrea Bobbio¹, Stig Berge Matthiesen²,³, Ståle Einarsen³, et al.
¹ University of Padova, Italy, ² BI – Norwegian Business School, Norway, ³ University of Bergen, Norway

**Workplace bullying and cyber-bullying in New Zealand: Buffering effects of perceived organisational support and psychological capital**
Michael P. O’Driscoll, et al.
University of Waikato, School of Psychology, New Zealand

**Session 188 | Symposium | Room: OKS Auditoriet**

**Organizational Participation and Employee Contributions to Organizational Welfare**
Topics: 8. Leadership and management
Chairs: Thomas Jønsson, Christine Unterrainer

**Fr-S188-SYM-01**

**Workers’ attitudes towards organizational participation and its moderating role on the effects of individually perceived participation: A moderated mediation model**
Thomas Höge, Christine Unterrainer, Wolfgang G. Weber
Institute of Psychology, University of Innsbruck, Austria

**Job autonomy and prohibitive voice: The moderator role of socio moral psychological climate**
Silvia A. Silva, Susana Tavares
Instituto Universitário de Lisboa (ISCTE-IUL), Portugal

**Fr-S188-SYM-03**

**Silence in organizations: Effects across studies, cultures, and time**
Michael Knoll¹,², Rosalie Hall¹, Oliver Weigelt³, Paola Gatti⁴
¹ Durham University, UK, ² Chemnitz University of Technology, Germany, ³ University of Hagen, Germany, ⁴ University of Turin, Italy

**Fr-S188-SYM-04**

**Participation in the reporting of errors and adverse events in healthcare organizations: The role of supervisory leadership**
Kevin-Lim Jungbauer¹, Kai Loewenbrück², Jürgen Wegge¹, Heinz Reichmann²
¹ Technical University Dresden, Germany, ² University Hospital Dresden, Germany

**Fr-S188-SYM-05**

**Does Distributed Leadership Predict Employee Commitments to Organization and Change: A Longitudinal Study of A Hospital Organization**
Thomas Jønsson¹, Hans Jeppe Jeppesen², Christine Unterrainer²
¹ Department of Psychology and Behavioral Sciences, Aarhus University, ² Institute of Psychology, University of Innsbruck

**Fr-S188-SYM-06**

**Team autonomy as antecedence of shared leadership in production teams**
Annika Piecha¹, Markus Grünseil², Susann Wilke¹, Petra Kemter-Hofmann¹, Jürgen Wegge¹
¹ Technical University Dresden, Germany, ² Project Partner, Germany
Friday, 22 May • 14:45–16:15

14:45–16:15 Session 189 | Symposium | Room: OKS Torgjornet

**Conceptualizing variables at different levels of analysis: Similarities and differences**

Topic/s: 20. Research methodology  
Chair/s: Despoina Xanthopoulou, Kevin Daniels  
Discussant/s: Arnold B. Bakker  

Fr-S189-SYM-01

**Trait-level and week-level regulatory focus as a motivation to craft a job**

Paraskevas Petrou\(^1\), Evangelia Demerouti\(^2\)

\(^1\) Erasmus University Rotterdam, \(^2\) Eindhoven University of Technology

Fr-S189-SYM-02

**Measuring momentary affective well-being: Does shortening a form and altering the rubric change underlying factor structures of affect?**

Emma Russell\(^1\), Kevin Daniels\(^2\), Claire Harris\(^3\)

\(^1\) Kingston University, \(^2\) University of East Anglia, \(^3\) Aspire Personal and Organisational Development

Fr-S189-SYM-03

**Job crafting across organizational boundaries: An emergent collective phenomenon**

Rachel Nayani, Kevin Daniels  
University of East Anglia  

Fr-S189-SYM-04

14:45–16:15 Session 190 | Symposium | Room: OKS Odin

**Aging and retirement: The Employee Perspective**

Topic/s: 13. Labor market issues  
Chair/s: Trude Furunes, Annet De Lange  
Discussant/s: Reidar J Mykletun  

Fr-S190-SYM-01

**Daily events and emotional reactions in older and younger workers: Exploring within- and between-subject effects**

Silvia Della Russo\(^1\), Mirko Antino\(^2\), Sara Zaniboni\(^3\), Antonio Caetano\(^4\), Donald Truxillio\(^4\)

\(^1\) University of Lisabon, Portugal, \(^2\) Complutense University of Madrid, Spain, \(^3\) University of Trento, Italia, \(^4\) Portland State University, US

Fr-S190-SYM-02

**How career orientation impacts older employees’ turnover intention in a dissatisfying job: An examination in three samples**

Cécile Tschopp\(^1\), Gudela Grote\(^2\), et al.

\(^1\) ETH Zurich, Switzerland, \(^2\) University of Zurich, Switzerland, \(^3\) Federal Department of Defence Civil Protection and Sport, Switzerland

Fr-S190-SYM-03

**How age relates to the understanding of career success among Swiss MBA-alumni – A visual data elicitation approach**

Dana Unger, Gudela Grote  
ETH Zurich, Switzerland

Fr-S190-SYM-04

**Never Too Late To Learn: Older Employees’ Training Willingness**

Eva Derous, et al.  
Ghent University, Belgium
Friday, 22 May • 14:45–16:15

**Fr-S190-SYM-05**

**Access to labour market resources and earlier than intended retirement**
Per Erik Solem¹, Trude Furunes², Reidar J. Mykleuten¹, Astri Syse³
¹ Norwegian Social Research (NOVA), Norway, ² University of Stavanger, Norway, ³ Statistics Norway (SSB), Norway

**Fr-S191-OR-01**

**Fairness Perceptions of Dissimilar Team Members: The Mediating Role of Interpersonal Justice and the Moderating Role of Diversity Beliefs**
Mladen Adamovic¹, Mathieu Molines²
¹ University of Toulouse, ² Capitole/IAE Toulouse/Center for Research in Management, ³ Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace

**Fr-S191-OR-02**

**Entity justice and work commitment: The role of cultural consonance and ownership sector**
Maria Rita Silva, António Caetano
Instituto Universitário de Lisboa (ISCTE-IUL)

**Fr-S191-OR-03**

**Interactive effects of supervisory and peer justice climates on supervisory and peer-oriented outcomes**
Ana Jakopec¹, Zoran Sušanj¹, Agustin Molina¹
¹ Josip Juraj Strossmayer University in Osijek, Faculty of Humanities and Social Sciences, ² University of Rijeka, Faculty of Humanities and Social Sciences, ³ University of Limerick

**Fr-S191-OR-04**

**Extending the Multifoci Approach to Organizational Justice: The Role of Moral Attentiveness**
Agustin Molina¹, Marija Ćirić², Constanze Dostal³, Katarzyna Goderska¹, Elisabeth Harrie⁴, Nevena Ivanović⁵, Robert Lillig⁶
¹ University of Limerick, ² University of Novi Sad, ³ University of Vienna, ⁴ University of Wrocław, ⁵ Leopold-Franzens-Universität Innsbruck, ⁶ University of Belgrade, ⁷ University of Leipzig

**Fr-S191-OR-05**

**The Individual Peer Justice Perspective in Teams**
Mladen Adamovic¹, Mathieu Molines²
¹ Université de Toulouse, ² Capitole/IAE Toulouse/Center for Research in Management, ³ Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace

**Fr-S191-OR-06**

**Do trust and justice mediate the relation of negative acts at work with commitment and job satisfaction? A longitudinal study**
Ann-Louise Holten¹, Gregory Hancock², Annie Hogh¹, Roger Persson¹, Åse Marie Hansen⁴
¹ University of Copenhagen, Department of Psychology, ² University of Maryland, Department of Human Development and Quantitative Methodology College of Education, ³ Lund University, Department of Psychology, ⁴ University of Copenhagen, Department of Public Health

14:45–16:15 Session 192 | **Invited Symposium** | Room: RC Christiania Hall A

**Knowledge hiding in organizations: New insights and perspectives**

Topics: 12. Organizational Change and Development

Chair/s: Anders Dysvik
Discussant/s: Rosalind H Searle

**Fr-S190-SYM-05**
I’ll get back to you (maybe): Emerging research on knowledge hiding in organizations
Catherine Connelly1, Matej Cerne2, Miha Skerlavaj3, Anders Dysvik3
1 McMaster University, Canada, 2 University of Ljubljana, Slovenia, 3 BI Norwegian Business School, Norway

Are we in this together? Team-level knowledge hiding, social leader-member exchange, and prosocial motivation
Matej Cerne1, Catherine Connelly2, Katja Babič1, Anders Dysvik1, Miha Skerlavaj3
1 University of Ljubljana, Slovenia, 2 McMaster University, 3 BI Norwegian Business School

Knowledge sharing or hiding in teams: A psychological contract perspective
Therese Sverdrup
Norwegian School of Economics, Bergen, Norway

Knowledge Hiding in the Academia: What, Where, and How Often?
Tomislav Hernaus1, Nina Pološki Vokić1, Ana Aleksić1, Matej Černe1, Miha Skerlavaj3
1 University of Zagreb, Croatia, 2 University of Ljubljana, 3 BI Norwegian Business School, Oslo, Norway

Perceived time pressure and knowledge hiding: Moderating role of prosocial motivation and perspective taking
Miha Skerlavaj1, Catherine Connell2, Matej Cerne3, Anders Dysvik1
1 Norwegian Business School, BI, 2 McMaster University, 3 Faculty of Economics University of Ljubljana

14:45–16:15  Session 193  | Symposium (P)  | Room: RC Christiania Hall B
How can leadership promote resilience in high risk professions?
Topic/s: 3. Positive organizational behavior
Chair/s: Martin Euwema
Discussant/s: Wilmar Schaufeli

Leadership and resilience: An Overview
Martin Euwema
KU Leuven

Hardy leader, transformational leader
Salvatore Lo Bue1, Martin Euwema2, et al.
1 Royal Military School, 2 KU Leuven

Context matters: The effects of trust in hierarchical leadership and work engagement before and during military operations
Sylvie Boermans
KU Leuven

The effects of different leadership qualities on psychological resilience of police personnel
Wim Kamphuis
TNO

The importance of team cohesion under threatening circumstances: Do all members benefit equally?
Roos Delahaij, et al.
TNO
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14:45–16:15  Session 194 | Symposium | Room: RC Christiania Hall C
Nonlinear Dynamics and Organizational Psychology
Topic/s: 20. Research methodology
Chair/s: Jose Navarro

Bouncing back from psychological contract breach: How commitment recovers over time
Omar N. Solinger¹, P. Matthijs Bal², Joeri Hofmans³, Paul G. W. Jansen¹
¹ University of Amsterdam, ² University of Bath, ³ Vrije Universiteit Brussel

Forecasting the impact of employees’ emotions on turnover and cardiovascular health
Rita Rueff-Lopes¹, José Navarro¹, António Caetano¹, Ana Silva¹
¹ ISCTE-IUL Instituto Universitário de Lisboa, ² University of Barcelona

Using cusp catastrophe theory to understand adaptation in organizational work environments
Pedro Marques-Quinteiro¹, Luís Curral¹, Ana Margarida Passos¹
¹ Instituto Universitário de Lisboa (ISCTE-IUL), ² Universidade de Lisboa

Biodata and performance appraisal for the promotion of public administration managers in Spain
Antonio L. García-Izquierdo, B. Menéndez, Pedro José Ramos-Villagrassa
University of Oviedo

14:45–16:15  Session 195 | Symposium | Room: RC Oslo Hall B
Mind the gap! Organizations on their way to gender fairness: Where we are, and where we should go.
Topic/s: 7. Human resource management
Chair/s: Andrea Fischbach, Virginia Ellen Schein
Discussant/s: Virginia Ellen Schein

Current gender stereotypes in Europe – A comparison of Germany, Spain and Ukraine
Tanja Hentschel¹, Claudia Peus¹, Susanne Braun²
¹ Technische Universität München, TUM School of Management, Germany, ² Ludwig-Maximilians Universität, Germany

Implicit leadership theories about emotion: A gender-based interpretation using data from Egypt and Spain
Mohamed Metwally¹, Leire Gartzia¹, Esther López-Zafra²
¹ Deusto Business School, University of Deusto, Spain, ² University of Jaén, Spain

A strong military type of leader or a «bi***»? Gendered perceptions of authoritarian leaders
Salin Denise
Swedish School of Social Science, University of Helsinki, Finland

Are job demands and resources affected by gender discrimination?
Lonneke Dubbelt, Rispens Sonja, Evangelia Demerouti
Eindhoven University of Technology, The Netherlands
16:00–17:30  Session 196 | Poster session | Room: OKS Forum
Topics: 3. Positive organizational behavior
4. Health and interventions

Predicting Absence Frequency and –Duration:
An application of the Job Demands-Resources (JD-R) model
Niels Bakkeren, Veerle Brenninkmeijer
Utrecht University

Using psychosocial factors to reduce burnout and increase well-being – the respective impact of decision latitude, social support and recognition.
Jessica Londei-Shortall, Véronique Dagenais-Desmarais
Université de Montréal

Presenteeism as ‘Identity Behaviour’: Accounts of Workplace Presenteeism from Singapore
Charmi Patel1, Grace Chen1, Sara Chaudhry1, Laxmi Budhwar2, Pawan Budhwar3
1 University of Edinburgh Business School, 2 National Health Service (NHS), 3 Aston Business School

Exploring the Mediating Role of Emotional Intelligence on the Relationship between Personality Traits and Schizotypal Characteristics in the Workplace
Ioannis Tsaousis, Chrysoula Zouraraki, Stella Giakoumaki, Leda Karagiannopoulou
University of Crete, Department of Psychology, Greece

Sickness presenteeism and absenteeism: Friends or rivals’?
Sylvi Thun, Ingrid Steen Rostad, Per Øystein Saksvik, Karoline Grodal
Department of Psychology, Norwegian University of Science and Technology (NTNU)

Appreciative Inquiry (AI) for Stress Management
Jermaine Ravalier
Bath Spa University

How to measure sickness presenteeism?
Sylvi Thun, Ingrid Steen Rostad, Per Øystein Saksvik
Department of Psychology, Norwegian University of Science and Technology (NTNU)

Psychological health promotion as a leadership task
Jessica Lang1, Anne Katrin Matyssek2, Martin Mädler1, Thomas Kraus1
1 Institute of Occupational Medicine, RWTH Aachen University, Germany, 2 Do Care, Cologne, Germany

Mindfulness in Academia: Is low-dose mindfulness training a valuable addition to the wellness programme?
Leanne Ingram, Jeremy Dawson, Angela Carter
The Institute of Work Psychology, The University of Sheffield
Dialogue development at work? – a qualitative study of a dialogue training intervention
Christina Grill¹, Gunnar Ahlborg Jr¹,², Ewa Wikström³, Eva-Carin Lindgren⁴
¹ Occupational and Environmental Medicine, Gothenburg University, Sweden, ² Institute of Stress Medicine, Gothenburg, Sweden, ³ Nordic School of Public Health, Sweden, ⁴ Faculty of Education, Department of Food and Nutrition, Gothenburg University, Sweden

Health-related behavior in professional development of doctors-interns of ambulance service: Gender aspect
Marina Pettrash¹,², Olga Strizhetskaya³
¹ Saint Petersburg State University Faculty of Psychology, ² The city Ambulance Station

Job crafting, Norms, and Sickness Presenteeism (Positive/negative sickness presenteeism and subjective sickness presenteeism)
Sylvi Thun
Department of Psychology, Norwegian University of Science and Technology (NTNU)

Effects on organizational, workgroup and individual resources after a participatory organizational intervention
Eva Charlotta Nylen¹, Petra Lindfors¹, Magnus Sverke¹,²
¹ Stockholm University, Sweden, ² North-West University, South Africa

Capacity disorders and workplace problems
Beate Muschalla¹,², Michael Linden²
¹ University Potsdam, Work and Organizational Psychology, ² Research Group Psychosomatic Rehabilitation and Rehabilitation Center Seehof, Germany

Transformational leadership as an antecedent for positive outcomes of occupational health interventions
Robert Lundmark¹,², Henna Hasson¹, Ulrica von Thiele Schwarz¹, Susanne Tafvelin¹,²
¹ Karolinska Institutet, ² Umea University

Managing the meaning of work: A relevant need in turbulent times
Caroline Arnoux-Nicolas¹, Laurent Soviet¹, Lin Lhotellier¹,², frédérique Pelayo², Jean-Luc Bernaud¹,²
¹ Centre de Recherche sur le Travail et le Développement (CRTD), EA 4132, Conservatoire National des Arts et Métiers, Paris, France, ² Observatoire des Pratiques et des Politiques d’Orientation (OPPIO), Conservatoire National des Arts et Métiers, Paris, France

Organizational virtuousness’ perceptions and outcomes: The mediating role of psychological safety and prosocial motives
Irene Tsachouridi, Irene Nikandrou
Athens University of Economics and Business

Meaning at work: An essential component for better understanding flow outcomes?
Chloe Parenteau¹, Anais Thibault-Landry¹, Veronique Dagenais-Desmarais²
¹ University of Quebec at Montreal, ² University of Montreal

Personal and situational predictors of challenging citizenship behaviors.
Sonja Kristine Otting
University of Bielefeld
Social networks and links with the organization: The structure of relations explains the commitment, entrenchment and consent.
Magno Macambira¹, Helenides Mendonça², Antônio Bastos³
¹ Federal University of Bahia, ² Pontifical Catholic University of Goiás, ³ Federal University of Bahia

Successful Recovery Experience and Burnout
I-Shuo Chen¹, Jui-Kuei Chen²
¹ Trinity College Dublin, ² Tamkang University

Managing positive stress: Learning from entrepreneurs
Päivi Heikkilä¹, Mari Ainasoja², Kati Tikkamäki²
¹ VTT Technical Research center of Finland, ² University of Tampere, Finland

A new participatory method for mapping the working environment
Christian Wålhin-Jacobsen, Louise Nøhr Henriksen, Nidhi Gupta, Johan Simonsen Abildgaard, Andreas Holtermann
National Research Centre for the Working Environment, Copenhagen, Denmark

A new participatory method for action planning small-scale working environment interventions
Christian Wålhin-Jacobsen, Louise Nøhr Henriksen, Nidhi Gupta, Johan Simonsen Abildgaard, Andreas Holtermann
National Research Centre for the Working Environment

Differences in stress perception for managers and non managers in relation to managerial practices
Xavier Caroff¹, Clotilde Durand², Cora Mariotte²
¹ LATI, University Paris Descartes, ² University Paris Descartes

Relationship between psychological healthy work place components and work alienation dimensions
Iran Mehdizadegan, Ali Mehdad
Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Relationship between perceived organizational injustice, organizational citizenship behaviors, deviant behaviors and organizational loyalty
Ali Mehdad, Atefe Khoshnami
Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

The influence of personality and the loci of engagement
Jessica Harrabin, Gary Pheiffer
London Metropolitan University

The Big Five and Religiosity as Predictors of Employee Presenteeism
Filothios Ntalianis
University of Piraeus

Linking motivation to presenteeism and absenteeism: The role of the discrepancy between two organizational indentifications foci
Martin Lauzier¹, Nathalie Delobbe²
¹ Université du Québec en Outaouais, ² Université Catholique de Louvain
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**Team climate for innovation as a moderator of the engagement – performance link**
M.Esther García-Buades, Silvia Ortiz-Bonnin
University of the Balearic Islands (SPAIN)

**Intrinsic Interest as a Moderator in the Relationship between Challenge/Skills Balance and Flow at Work**
Jose Navarro¹, Céline Bricteux¹, Lucia Ceja², Guillaume Fuerst³
¹ University of Barcelona, ² IESE Business School – University of Navarra, ³ Université Paris V René Descartes

**In sync: Synchronous movement enhances perceived cooperation and reduces emotional irritation at work**
Miriam Tacke, Anja Göritz
University of Freiburg

**Psicoscreen: an innovative method for assessing psychosocial factors in occupational risks prevention**
Gloria Castaño, Yolanda Garcia, Rosario Martinez-Arias
Complutense Univerisy

**Barriers and success factors in psychosocial risk management – a cross-cultural comparative approach**
Hanna Janetzke, Michael Ertel
b a u a: Bundesanstalt für Arbeitsschutz und Arbeitsmedizin / Federal Institute for Occupational Safety and Health Nöldnerstraße 40-42 10317 Berlin

**Exploring the relationship between presenteeism and organizational performance: Role of need for recovery, job satisfaction and organizational procedural justice.**
Nathalie Delobbe¹, Martin Lauzier²
¹ Louvain School of Management, Université catholique de Louvain, Belgium, ² Université du Québec en Outaouais, Canada

**A health promoting approach for maintaining presentees’ productivity**
Karoline Grødal, Eyvind Helland, Marit Christensen, Per Øystein Saksvik, Sylv Thun, Ingrid Steen Rostad
Norwegian University of Science and Technology

**The Influence of Acculturation and Identification on Organizational Commitment of Immigrant Employees**
Jennifer Chavanovanich, Stanley Gaines Gaines
Brunel University, UK

16:30–18:00  Session 197 | Invited Symposium | Room: OKS Hall A

**Respect in Organizations**
Topics: 3. Positive organizational behavior
Chair(s): Niels Van Quaquebeke, Suzanne van Gils

**When the boss feels respected: The effect of leader self-perceived respect on employee organizational citizenship behavior**
Ed Sleebos¹, Steffen Giessner², Daan van Knippenberg²
¹ VU University Amsterdam, ² Erasmus University Rotterdam
Friday, 22 May • 16:30–18:00

**Identity threat evoking disrespect as source of destructive leadership of leaders**
Edwin Boezeman\(^1\), Ed Sleebos\(^2\)
\(^1\) University of Amsterdam, \(^2\) VU University Amsterdam

**If you are not one of us, at least show some respect: Leader prototypicality and the relationship between respectful leadership and follower personal initiative**
Catharina Decker\(^1\), \(^2\) Suzanne van Gils\(^2\), Niels Van Quaquebeke\(^3\), Tilman Eckloff\(^4\)
\(^1\) University of Hamburg, \(^2\) Maastricht University, \(^3\) Kühne Logistics University, \(^4\) re|spic|ere – Company Companions

**In the eye of the beholder: The role of interpersonal respect and procedural justice in LMX agreement**
Christian Tröster\(^1\), Daan van Knippenberg\(^2\), Leire Gartzia\(^3\)
\(^1\) Kühne Logistics University, \(^2\) Erasmus University Rotterdam, \(^3\) University of Deusto

**Struggling for respect in practice and theory**
Niels Van Quaquebeke\(^1\), Steven Grover\(^2\)
\(^1\) Kühne Logistics University, \(^2\) University of Otago

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**A language perspective on Diversity Icebreaker**

**Topic/s:** 8. Leadership and management

**Chair/s:** Bjørn Zakarias Ekelund, Simen Marenius Ekelund

**About Red, Blue and Green from a positive language and strength perspective.**
Torkjell Winje
Mind As

**What is Diversity Icebreaker about? Seen from participants in four organizations, a qualitative analysis.**
Simen Marenius Ekelund
University of Bergen

**Knowledge creation applying the categories of Red, Blue and Green in good dialogues in groups.**
Torill Moe
Høgskolen i Nord-Trøndelag

**DNV GL as a case where Red, Blue and Green are used as interacting perceptual categories in the merging process of involvement of managers and employees.**
Yngvar Sjoner\(^1\), Bjørn Ekelund\(^2\)
\(^1\) DNV GL, \(^2\) Human Factors AS
Friday, 22 May • 16:30–18:00

16:30–18:00  Session 199  |  Oral session  |  Room: OKS Hall C

**Topic/s:** 13. Labor market issues

**Fr-S199-OR-01**

**Can Unemployed Individuals Benefit From Emotional Competences Intervention?**
Sabina Hodzic1,2, Pilar Ripoll1, Consuelo Bernal1, Franck Zenasni2
1 University of Valencia, Spain, 2 Université Paris Descartes, France

**Fr-S199-OR-02**

**Let’s volunteer in times of unemployment: A two-year follow-up study investigating health, health behavior and well-being outcomes.**
Yannick Griep1, Martin Hyde2, Tim Van tilborgh1, Jemima Bidee1, Hans De Witte3,4, Pepermans Roland1
1 Work and Organizational Psychology (WOPs), Vrije Universiteit Brussel, Brussel, Belgium, 2 Stress Research Institute, Stockholm University, Stockholm, Sweden, 3 Research Group Work, Organizational and Personnel Psychology, KU Leuven, Leuven, Belgium, 4 Optentia Research Programme, North-West University, Vanderbijlpark, South Africa

**Fr-S197-OR-03**

**Is depression the main characteristic of unemployment-related distress? Testing the latent deprivation model in with a representative sample of the Lithuanian population.**
Karsten Paul1, Natalija Norvile2
1 University of Erlangen-Nürnberg, Germany, 2 Mykolas Romeris University, Lithuania

**Fr-S199-OR-04**

**Predicting employee intention to leave in a large petrochemical company**
Sarah Liebler1, Laura Simonds1, Mark Cropley1, Richard Heron1
1 University of Surrey, 2 BP p.l.c.

**Fr-S199-OR-05**

**Turnover intentions and turnover behavior: The moderating roles of career orientations and networking**
Wiebke Doden, Gudela Grote
ETH Zurich

16:30–18:00  Session 200  |  Symposium (P)  |  Room: OKS Hall D

**Positive psychology in developing value-based leaders and organizations: Research and practical methods**

**Fr-S200-SYM-01**

**The benefits of value-based leadership: Overview of empirical and theoretical contributions**
Grete Wennes
Handelshøyskolen i Trondheim, Trondheim Business School

**Fr-S200-SYM-02**

**Leadership development in positive psychology: Practical methods for balancing the use of core values and strengths**
Lisa Vivoll Straume, Rune Sagør, et al.
Mind

**Fr-S200-SYM-03**

**Magic moments: Strength-spotting in value-oriented leadership development**
Marit Album Kvernmo
Mind
Implementing positive psychology and value-based leadership in a governmental company
Nils Kristian Nakstad
Enova

16:30–18:00 Session 201 | Symposium (P) | Room: OKS Meeting Room 1
Applying the Job Demands – Resources model to increase work engagement
Topics: 3. Positive organizational behavior
Chair/s: Christian Herman Rafn
Discussant/s: Evangelia Demerouti

The systemic nature of Engagement
Alan Crozier
The Ghost Partnership

How to make work engagement applicable in practice?
Robert Salomon
Work Research Institute, Oslo

What exactly is Job Resources?
Christian Rafn
Practitioner

What exactly is Job Demands?
Solfrid Buø
Practitioner

16:30–18:00 Session 202 | Panel (P) | Room: OKS Meeting Room 2
Topics: 7. Human resource management
Chair/s: Salvatore Zappala

Europsy Specialist Certificate in Work and Organizational Psychology: Aims and challenges of the implementation of the specialist standards
Salvator Zappala¹, Henry Honkanen², Per A Straumsheim³, Lourdes Mundante⁴
¹ University of Bologna, ² Arena Nova Ltd, ³ Norwegian Psychological Association, ⁴ University of Seville

16:30–18:00 Session 203 | Symposium | Room: OKS Meeting Room 3
Fit versus fitting in: Insights in contingencies and temporal fluctuations in person-environment fit
Topics: 19. Emotions in the workplace
Chair/s: Rein De Cooman

When does person-environment fit enhance team outcomes? Examining the interaction between supplementary and complementary person-team fit.
Rein De Cooman¹, Tim Vantilborg², Matthijs Ba³, Xander Lub¹
¹ KU Leuven, ² Vrije Universiteit Brussel, ³ Saxion University of Applied Sciences, ⁴ University of Bath
When does person-organization fit enhance citizenship behaviors? The role of person-organization fit of the manager and employee.
Corine Boon, Deanne den Hartog
Universiteit van Amsterdam

Choosing People Who Fit: Testing ASA’s Selection Proposition
Jon Billsberry
Deakin University

The impact of dynamics in PE fit on performance: A weekly diary study
Wouter Vleugels, Marijke Verbruggen, Rein De Cooman
KU Leuven

Does Fit always rhyme with enthusiasm? Influence of perceived Fit on goals and strategies: The moderating role of regulatory focus.
Vincent Angel¹,², Dirk Steiner²
¹ Université Catholique de Louvain, ² Université de Nice-Sophia Antipolis

Person-job fit and proactive career behavior: A dynamic approach
Hella Sylva¹, Stefan Mol¹, Deanne den Hartog¹, Luc Dorenbosch²
¹ Universiteit van Amsterdam, ² TNO

16:30–18:00  Session 204 | Symposium  | Room: OKS Meeting Room 4
The costs and benefits of autonomy
Topics: 2. Employee stress and burnout
Chairs: Bettina Kubicek

Variation in Non-Linear Associations between Job Autonomy and its Consequences
Eva Selenko, Peter Warr
Institute of Work Psychology, University of Sheffield, UK

Too much job control? Two studies on curvilinear relations between job control and eldercare workers’ well-being
Bettina Kubicek¹, Christian Korunka¹, Sara Tement²
¹ University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria,
² University of Maribor, Department of Psychology, Faculty of Arts, Slovenia

Curvilinear effects of autonomy: Time pressure as a boundary condition
Matea Paškvan, Bettina Kubicek, Christian Korunka
University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria

Curvilinear effects of autonomy: Conscientiousness as a boundary condition
Bettina Kubicek, Matea Paškvan, Christian Korunka
University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria

Autonomy, variety, and self-esteem over time: Benefits for men, not for women
Anita Keller¹, Laurentz Meier¹, Sven Gross¹, Norbert Semmer¹
¹ University of Bern, Department of Psychology, Switzerland, ² University of Fribourg, Department of Psychology, Switzerland
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16:30–18:00  Session 205 | Symposium | Room: OKS Auditoriet
Dynamics of team cognition and team adaptation I – Focus on team cognition
Topic/s: 18. Teams and workgroups
Chair/s: Ana Margarida Passos

Perceptual team cognition mediates the effects of demographic diversity on different team outcomes
Michael Burtscher\textsuperscript{1}, Marinus van Driel\textsuperscript{1}, Tobias Heilmann\textsuperscript{1}
\textsuperscript{1} University of Zurich, Department of Psychology, \textsuperscript{2} Accenture, USA

Influence of Interactive Multi-User Tabletop Technology on Shared Mental Models and Performance: An Experimental Study
Magdalena Mateescu\textsuperscript{1}, Daniel Daniel Klinkhammer\textsuperscript{2}, Harald Reiterer\textsuperscript{2}, Carmen Zahn\textsuperscript{1}
\textsuperscript{1} Institute for Research and Development of Collaborative Processes (ifk), University of Applied Sciences and Arts Northwestern Switzerland, \textsuperscript{2} Department of Computer and Information Science, University of Konstanz

Diverging cue perceptions in situation assessment – Consequences for team adaptation.
Thomas Ellwart, Christian Happ
University of Trier

How to promote the development of shared mental models over time?: The effect of an experimental manipulation
Catarina Marques Santos\textsuperscript{1}, Sjir Uitdewilligen\textsuperscript{2}, Ana Margarida Passos\textsuperscript{1}
\textsuperscript{1} Instituto Universitário de Lisboa – ISCTE-IUL, \textsuperscript{2} Maastricht University

The Structures of Sharing Information in Teams Predicts Their Cognitive Performance.
Verlin Hinsz
North Dakota State University and Universidad Carlos III de Madrid

16:30–18:00  Session 206 | Symposium | Room: OKS Torghjørnet
The Complexity of Career Decisions: Theoretical Perspectives and Empirical Insights
Topic/s: 13. Labor market issues
Chair/s: Ans De Vos, Marijke Verbruggen
Discussant/s: John Arnold

Bringing the Concept of Career Control Centre-stage in Career Theory
David Guest\textsuperscript{1}, Ricardo Rodrigues\textsuperscript{2}
\textsuperscript{1} King’s College, London, \textsuperscript{2} Kingston University

When people don’t realize their career decisions. Towards a theory of career inaction
Marijke Verbruggen\textsuperscript{1}, Ans De Vos\textsuperscript{2,3}
\textsuperscript{1} Katholieke Universiteit Leuven, \textsuperscript{2} Antwerp Management School, \textsuperscript{3} University of Antwerp

What if your private life has influenced your career decisions? Consequences for later career success and crossover effects among spouses
Tess Schooreel\textsuperscript{1}, Kristen Shockley\textsuperscript{2}, Marijke Verbruggen\textsuperscript{1}
\textsuperscript{1} Katholieke Universiteit Leuven, \textsuperscript{2} City University New York
Career aspirations and job preferences. Contextualizing career choices.  
Katharina Chudzikowski¹, Norbert Ruscher², Alfred Taudes²  
¹ School of Management, University of Bath, United Kingdom, ² WU Vienna, Austria

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16:30–18:00 Session 207 | Symposium | Room: OKS Odin

Career aspirations and job preferences. Contextualizing career choices.  
Katharina Chudzikowski¹, Norbert Ruscher², Alfred Taudes²  
¹ School of Management, University of Bath, United Kingdom, ² WU Vienna, Austria

16:30–18:00 Session 207 | Symposium | Room: OKS Odin

Ageing and Retirement: The Employer Perspective
Topic/s: 13. Labor market issues
Chair/s: Trude Furunes, Annet De Lange
Discussant/s: Reidar J Mykletun

16:30–18:00 Session 207 | Symposium | Room: OKS Odin

Leadership for an ageing work-force
Reidar J. Mykletun¹, Per Erik Solem², Trude Furunes¹, Steinar Hopland³  
¹ University of Stavanger, Norway, ² Norwegian Social Research (NOVA), Norway, ³ Senter for seniørpolitikk

16:30–18:00 Session 207 | Symposium | Room: OKS Odin

How ageism and age management shape developmental opportunities at work through future time perspective
Hélène Henry, Donatienne Desmette, Ginette Herman  
Catholic University of Louvain, Belgium

16:30–18:00 Session 207 | Symposium | Room: OKS Odin

Working longer, working better: Profiles of older workers and preferences for HR practices
Ilaria Bruni, Michela Vignoli, Marco Depolo, Dina Guglielmi  
University of Bologna, Italy

16:30–18:00 Session 207 | Symposium | Room: OKS Odin

Improving health and performance in production workers: Conceptualization and evaluation of leadership training on age diverse teams
Franziska Jungmann  
Technische Universitaet Dresden, Germany

16:30–18:00 Session 208 | Oral session | Room: OKS Balder

Pilot Study of an RCT of a guided E-learning health promotion intervention for the improvement of employee wellbeing and reduction of sickness absence: GEM Study
Stephen Stansfeld¹, Tarani Chandola³, Lee Berney¹, Sally Kerry¹, Kam Bhui¹, Natalia Hounsome², Jill Russell³, Doris Lanz¹,²  
¹ Centre for Psychiatry, Barts and the London School of Medicine and Dentistry, Queen Mary University of London, ² Centre for Primary Care and Public Health, Barts and the London School of Medicine and Dentistry, Queen Mary University of London, ³ School of Social Sciences, University of Manchester
Friday, 22 May • 16:30–18:00

**Occupational Health and Safety interventions: Literature review on moderators of implementation success**
Hannah Möltner¹, Jochen Gurt², Gabriele Elke³
¹ Witten/Herdecke University, Germany, ² BiTS Business and Information Technology School, Germany, ³ Ruhr University Bochum, Germany

**Maintaining employee’s health in geriatric nursing homes through salutogenic-oriented personnel management**
Wilhelm Beckmann, Anne-Katrin Haubold, Rüdiger von der Weth
Dresden University of Applied Sciences (Hochschule für Technik und Wirtschaft Dresden)

**Burnout prevention: A participatory intervention in elderly care institutions**
Sarah S. Brom, Gabriele Buruck, Franziska Jungmann, Peter Richter
TU Dresden, Germany

**Group-level evaluation of participative ergonomic interventions: Effects of supervisor leadership on assimilating interventions.**
Ido Morag¹, Gil Luria²
¹ Shenkar College of Engineering and Design, Ramat-Gan, Israel, ² Haifa University, Faculty of Social Welfare and Health Sciences

**Left alone – what happens to employee well-being when many of their colleagues are absent? A study on objective absenteeism data as a predictor of employee well-being.**
Ines Leutzen, Sabine Sonnentag
University of Mannheim

16:30–18:00  Session 209 | Symposium | Room: RC Christiania Hall A

**Psychosocial Safety Climate; An Innovative Multilevel Framework for Managing Workplaces for Psychosocial Risk and Stress Prevention/ Intervention**
Topics: 15. Occupational and organizational safety
Chair/s: Maureen Frances Dollard

**The costs of poor psychosocial safety climate; violence, bullying, and work pressure in the aetiology of MSDs and workers’ compensation**
Maureen Dollard, Tessa Bailey, Michelle Tuckey, Sarven McLinton
Asia Pacific Centre for Work Health and Safety University of South Australia

**Psychosocial safety climate and health and well-being: Testing the multilevel mediation role of workplace bullying and harassment**
Jordi Escartín¹, Maureen Dollard², Dieter Zapf³
¹ University of Barcelona, Spain, ² Asia Pacific Centre for Work Health and Safety, University of South Australia, ³ Goethe University Frankfurt, Germany

**Psychosocial Safety Climate (PSC) and PSC Strength in Hospital Workgroups**
Ali Afsharian¹, Amy Zado³, Maureen Dollard¹, Tehereh Ziaian¹, Christian Dormann¹ ²
¹ Asia Pacific Centre for Work Health and Safety, University of South Australia, ² University Mainz, Germany
Managing psychosocial risk and workplace psychological health in turbulent times using organisational stress interventions: A meta-analytic review
Amy Zadow, Maureen Dollard, Michelle Tuckey
Asia Pacific Centre for Work Health and Safety, University of South Australia

16:30–18:00 Session 210 | Symposium | Room: RC Christiania Hall B
New perspectives on job crafting
Topic/s: 3. Positive organizational behavior
Chair/s: Arnold B. Bakker, Maria Tims
Discussant/s: Arnold B. Bakker

Job Crafting to Enhance Optimal Functioning: Which Changes Do Employees Make?
Vanbelle Els¹, Anja Van den Broeck¹,²,³, de Witte Hans¹,³
¹ Research Group of Occupational & Organisational Psychology and Professional Learning, KU Leuven,
² Human Relations Research Group, KU Leuven, ³ Optentia, Vanderbijlpark Campus, North West University, South Africa

Proactive vs. reactive job crafting: A meta-analytic review and update of job crafting theory
Philipp W. Lichtenthaler, Andrea Fischbach
German Police University

Job crafting and its relationships with person-job fit and meaningfulness: A three-wave study
Maria Tims¹, Daantje Derks¹, Arnold Bakker²
¹ University Amsterdam, Faculty of Economics and Business Administration, Department of Management and Organization, ² Erasmus University Rotterdam, Institute of Psychology

The role of organizational learning culture in stimulating job crafting
Alessandra Lazazzara, Barbara Quacquarelli, Cristiano Ghiringhelli
Department of Educational Human Sciences, University of Milan-Bicocca

Making yourself creative: A bottom-up perspective on creativity enhancement
Emma Op den Kamp¹, Maria Tims², Arnold Bakker¹
¹ Erasmus University Rotterdam, ² University Amsterdam

17:15–18:00 Room: RC Christiania Hall C, Worklab.
EAWOP Reception 1: The Next EAWOP Worklab for Practitioners

17:15–18:00 Room: RC Oslo Hall B
EAWOP Reception 2: The EAWOP Small Group Meetings

17:15–18:00 Room: RC Oslo Hall C
EAWOP Reception 3: informal discussion about the EAWOP journal.
For Editors, Reviewers, authors and all EAWOP members
Friday, 22 May • 17:15–24:00

17:15–18:00  Room: RC Christiania Atrium, Annekset
   EAWOP Reception 4: Early career summer School in Birminham, UK, September 2016

19:30–24:00  Room: AFF | Address: Drammensveien 44, 0202 Oslo
   Student party

19:30–24:00  Room: Gamle Logen | Address: Grev Wedelsplass 2, 0151 Oslo
   Congress Dinner
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08:00–08:45  Session 211 | Oral session | Room: OKS Hall C
Topic/s: 2. Employee stress and burnout

**Emotional versus cognitive rumination: are they differentially affecting long-term psychological health?**
Jessica Lang¹, Ulla Hamesch¹, Mark Cropley²
¹ Institute of Occupational Medicine, RWTH Aachen University, Germany, ² School of Psychology, University of Surrey, UK

**Thinking About Work During Leisure Time: Associations With Changes in Well-Being**
Anne Tzschach, Sabine Sonnentag, Stephanie Tremmel
University of Mannheim, Germany

**Job insecurity and its outcomes: The role of justice and self-uncertainty**
Danyang Du¹, Haijiang Wang², Changqin Lu¹
¹ Peking University, ² Eindhoven University of Technology

08:00–08:45  Session 212 | Oral session | Room: OKS Hall D
Topic/s: 5. Work-Family Interface

**An empirical test of the Work-Home Resources Model: The mediating role of personal resources in the spillover from work to home.**
Lynn Germeys, Sara De Gieter
Vrije Universiteit Brussel, Belgium

**Hammock or rat race? The unconditional income from a psychological perspective**
Jane Hergert, Anja Heimes
Open University Hagen

**The role of perceived control in the interplay of life-domains**
Michaela Knecht¹, Margie Lachman², Alexandra M. Freund³
¹ Department of Psychology and University Research Priority Program Dynamics of Healthy Aging, University of Zurich, ² Lifespan Initiative on Healthy Aging and Lifespan Lab, Brandeis University

08:00–08:45  Session 213 | Oral session | Room: OKS Meeting Room 1
Topic/s: 2. Employee stress and burnout

**Oh dear, could you please stop being so insecure about your job? – Interactive effects of both partners’ job insecurity in dual-earner couples**
Maike Debus¹, Dana Unger²
¹ University of Zürich, Switzerland, ² ETH Zurich, Switzerland

**The moderating effects of workload patterns on job stress manifestations due to the level of monotony among call-centre operators**
Valentina Barabanschikhova
Lomonosov Moscow State University, Faculty of Psychology
Saturday, 23 May • 08:00–08:45

**What means Job Insecurity from a Multilevel Perspective?: Implications for its conceptualization and theory development**  
Beatriz Sora¹, Thomas Hoege², Amparo Caballer³, Wolfgang Weber¹, Jose Maria Peiro¹  
¹ Open University of Catalunya, ² University of Innsbruck, ³ University of Valencia

08:00–08:45 Session 214 | **Oral session** | Room: OKS Meeting Room 2  
Topic/s: 8. Leadership and management

**Leader proactive personality, daily empowering leadership, and daily job performance: – Testing the cross-level moderation of Chinese traditionality**  
Feng Jiang¹, Su Lu³, Haijiang Wang³  
¹ Central University of Finance and Economics, ² University of International Business and Economics, ³ Eindhoven University of Technology

**Using a micro-role and role-transitions approach to better understand situation-contingent leadership**  
Jenny Sarah Wesche, Kathrin Heinitz, Rudolf Kerschreiter  
Freie Universität Berlin

«**What about the leader?» – Effects of employee strain on leader health and wellbeing**  
Nina Wirtz¹, Thomas Rigotti², Kathleen Otto²  
¹ Johannes Gutenberg – Universität Mainz, Germany, ² Philips – Universität Marburg, Germany

08:00–08:45 Session 215 | **Oral session** | Room: OKS Meeting Room 3  
Topic/s: 8. Leadership and management

**Two Kinds of Leadership and the Role of Self-leadership and Creative Climate on Work Performance**  
Alexander Madsen Sandvik¹, Øyvind Lund Martinsen², Vidar Schei¹, Marcus Selart¹  
¹ NHH Norwegian School of Economics, ² Bi Norwegian Business School

**Do Opposites Attract or Does Like Attract Like in Leader-Follower Relationships? Attachment Style Congruence, Basic Psychological Needs, Authentic Leadership, and LMX.**  
Per-Magnus Moe Thompson, Lars Glaso, Stig Berge Matthiesen  
BI Norwegian Business School

**The relationship between leader-member exchange perceptions, proactive behaviors and voice: a followership approach**  
Maria João Velez, Pedro Neves  
Nova School of Business and Economics

08:00–08:45 Session 216 | **Oral session** | Room: OKS Meeting Room 4  
Topic/s: 10. Performance and productivity

**Antecedents of Adaptive Performance – Combined effects of Cognitive Ability and Induced Goal Orientation**  
Jennifer Lindzus¹, Ulrike Kröger², Thomas Staufenbiel¹  
¹ Osnabrück University, ² Cologne Institute for Management Consulting
Counterproduktive work behaviour and organizational citizenship behaviour: Two sides of the same coin? A within-person approach.
Andromachi Spanouli, Joeri Hofmans
Work & Organizational Psychology, Vrije Universiteit Brussel, Belgium

How does CSR impact employee performance? Testing job satisfaction and affective commitment as mediators
Joana Story, Filipa Castanheira
Nova School of Business and Economics, UNL

Leave it, love it or change it—identity management strategies of sustainability-oriented employees in the workplace
Franziska Dittmer, Susanne Blazejewski
Alanus University of Arts and Social Sciences

Identification makes the difference: How ego depletion can promote or inhibit unethical pro-organizational behavior
Carolin Baur¹, Roman Soucek²
¹ Bremen International Graduate School of Social Sciences, ² Friedrich-Alexander-Universität Erlangen-Nürnberg

How I feel and what physicians say: Impact of organizational constraints and social support on self-reported and objective measured neck-problems and the role of neuroticism
Petra Gaum¹, Elke Ochsmann¹,², Rebecca Winkler¹, Thomas Kraus¹, Jessica Lang¹
¹ Institute of Occupational Medicine, RWTH Aachen University, ² Faculty of Health Care Management, Zwickau University of Applied Science

Female shift workers’ job strain and stress biomarkers – a laboratory and field study
Kati Karhula¹,², Mikko Häräma¹, Mikael Sallinen¹,², Harri Lindholm¹, Marko Elovinio⁶, Mika Kivimäki²,³,⁴, Jussi Vahtera¹,⁵, Sampsa Puttonen¹,²
¹ Finnish Institute of Occupational Health, Finland, ² University of Helsinki, Finland, ³ University of Jyväskylä, Finland, ⁴ National Institute of Health and Welfare, Finland, ⁵ University College London, United Kingdom, ⁶ University of Turku and Turku University Hospital, Finland

The road to recovery: The influence of workplace factors on recovery intervention effectiveness
Samantha Penney, Arla Day
Saint Mary’s University

08:00–08:45 Session 217 | Oral session | Room: OKS Auditoriet
Topic/s: 9. Sustainable environment and organizations
10. Performance and productivity
11. Ethics

08:00–08:45 Session 218 | Oral session | Room: OKS Torghjørnet
Topic/s: 2. Employee stress and burnout
Saturday, 23 May • 08:00–08:45

08:00–08:45  Session 219 | Oral session | Room: OKS Odin
Topic/s: 4. Health and interventions

Gender roles and cognitive appraisal predict patterns of heart rate adaptation during a simulated job interview
Eric Mayor¹, Liudmila Gamaunova²
¹ University of Neuchâtel, ² University of Lausanne

The evaluation of tailored work-oriented interventions in hospital care: a case study
Irene Niks¹, Jan de Jonge¹, ², Josette Gevers¹, Irene Houtman³
¹ Eindhoven University of Technology, The Netherlands, ² University of South Australia, Australia, ³ TNO Leiden, The Netherlands

Effects of ebola virus disease outbreak on work setting and the role of psychologists: Thematic analysis of self reports by nigerian postgraduate students
Nyitor Shenge
Department of Psychology, University of Ibadan, Ibadan, Oyo State, Nigeria

08:00–08:45  Session 220 | Oral session | Room: OKS Balder
Topic/s: 17. Organizational Structure, Culture and Climate
19. Emotions in the workplace

The role of detachment and concern in human service work: a closer look at emotion regulation and burnout
Bettina Lampert, Christian Seubert, Severin Hornung, Jürgen Glaser
University of Innsbruck, Institute of Psychology

The role of affect regulation for the emergence of affective shift: A day-level study
Laura Venz, Carina Rees
University of Mannheim

Possibilities of planned organizational climate change: Longitudinal field study
Rita Rekasiute Balsiene, Jurgita Lazauskaite-Zabielske
Vilnius University, Lithuania

08:00–08:45  Session 221 | Oral session | Room: RC Christiania Hall A
Topic/s: 19. Emotions in the workplace

Aging and emotional competency in the workforce: A systematic review of the literature
Karen Niven¹, Laura Di Bella², Sheena Johnson¹, et al.
¹ University of Manchester, ² University of Sheffield

The need to belong as a self-defeating motive: Its relationship to emotional labor, exhaustion and customer disloyalty
Hana Medler-Liraz¹, Dana Yagil²
¹ The Academic College Of Tel Aviv-Yaffo, ² University of Haifa
Saturday, 23 May • 08:00–08:45

Emotion work in social interactions at work: The effect of regulatory effort on well-being depends on goal attainment
Elena Wng¹, Norbert K. Semmer²,³, Franziska Tschan¹,³
¹ University of Neuchâtel, Switzerland, ² University of Bern, Switzerland, ³ Swiss Center for Affective Sciences, University of Geneva, Switzerland

08:00–08:45 Session 222 | Oral session | Room: RC Christiania Hall B
Topic/s: 8. Leadership and management

Different pathways of leaders’ effects on male and female followers
Christiane R. Stempel¹, Thomas Rigotti², Carina Loeb¹, et al.
¹ Institute for Work and Organizational Psychology Leipzig University, Germany, ² Institute for Work, Organizational and Business Psychology University of Mainz, Germany, ³ School of Health, Care and Social Welfare Mälardalen University, Sweden

Coping with Destructive Leadership: An Integrated Theoretical Framework for the Interaction Process between Leaders and Followers
Daniel May, Jenny S. Wesche, Kathrin Heinitz, Rudolf Kerschreiter
Freie Universität Berlin, Germany

08:00–08:45 Session 223 | Oral session | Room: RC Christiania Hall C
Topic/s: 8. Leadership and management

Building Leadership: A follower perspective on the formation of leadership networks
Cécile Emery¹, Jonathan Booth¹, Hayley German², Jonathan Pinto³
¹ University of Greenwich, ² London School of Economics & Political Science, ³ Imperial College London

Effective Leaders: Mindful and politically skilled?
Erik Dietl
University of Hohenheim

Pulling the right organizational levers: how goal characteristics and ethical climate can prevent abusive supervision
Bart Voorn¹, Frank Walter², Janka Stoker¹
¹ University of Groningen, ² Justus Liebig University Giessen

08:00–08:45 Session 224 | Oral session | Room: RC Oslo Hall B
Topic/s: 2. Employee stress and burnout

Perceived organizational support, emotional exhaustion, and turnover: The moderating role of negative affectivity
Catherine Marchand, Christian Vandenberghhe
HEC Montreal

Employee Coping Strategies and Performance on the Job: The Detrimental Impact of Cognitive Distortion
John Trougakos, Julie McCarthy
University of Toronto
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### 08:00–08:45  Session 225 | Oral session | Room: RC Oslo Hall C

Topics: 8. Leadership and management
10. Performance and productivity

**Interactive Effects of Person–job Fit and Person–organization Fit on Customer Service Performance**

Wing Lam\(^1\), Ziguang Chen\(^2\), Yuanyuan Huo\(^3\)

\(^1\)The Hong Kong Polytechnic University, \(^2\) City University of Hong Kong, \(^3\) Hong Kong Baptist University

**Dynamic Processes of Interactions between Leaders and Subordinates**

Wing Lam\(^1\), Ziguang Chen\(^1\), Israr Qureshi\(^1\), Yuanyuan Huo\(^1\)

\(^1\)The Hong Kong Polytechnic University, \(^2\) City University of Hong Kong, \(^3\) Hong Kong Baptist University

### 08:00–09:30  Session 226 | Poster session | Room: OKS Forum

Topics: 1. Employment relations
2. Employee stress and burnout
3. Positive organizational behavior

**Satisfaction, work engagement and community of values – a field study**

Anna Borkowska, Agnieszka Czerw

Department of Psychology and Ergonomics; Institute of Organization and Management; Wroclaw University of Technology

**Organizational identity, employee’s organizational identification and well-being**

Giovanni Di Stefano, Pietro Spata

Università degli Studi di Palermo

**Objective pay matters, but so does subjective satisfaction with pay**

Anais Thibault Landry\(^1\), Chloé Parenteau\(^1\), Véronique Dagenais-Désmarais\(^2\)

\(^1\) Université de Québec à Montréal, \(^2\) Université de Montréal

**Character, identity and motivation. The three pillars of commitment to lead.**

Lucas Monzani

Richard Ivey Business School at Western Ontario University

**Fostering resilience at work**

Nina Schiml

University of Freiburg, Department of Psychology, Occupational and Consumer Psychology

**Climate as a determinant of positive and negative variables in a structural equation model**

Miguel Ángel Mañas Rodríguez\(^1,2\), Vicente Pecino Medina\(^1,2\)

\(^1\) University of Almería, \(^2\) IPTORA research group

**Differentiating individual and team work engagement**

Arnold Bakker\(^1\), Secil Bayraktar\(^1\), yasin rofcanin\(^2\)

\(^1\) bakker@fsw.eur.nl, \(^2\) Ozyegin University, \(^3\) Warwick Business School
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The development and longitudinal evaluation of a well-being programme: A case study of the BGL Group
Anna Sutton¹, Maggi Evans¹
¹ Manchester Metropolitan University, ¶ Mosaic Consulting

Organizational Citizenship Behaviors: A French classification
Lisbet Alfonso¹, ², Franck Zenasni³, Emmanuel Paty²
¹ Paris Descartes University, ² Capital Santé S.A.S

Measuring employee’s well-being – a new questionnaire preliminary research results
Agnieszka Czerw¹, Anna Borkowska¹
¹ Department of Psychology and Ergonomics; Institute of Organization and Management; Wroclaw University of Technology, ² Department of Work and Organizational Psychology, University of Social Sciences and Humanities, Faculty in Pozna?

Characteristics of Good jobs: The Role of Person-Job Fit
Jaime Andrés Bayona¹, Amparo Caballer², José Maria Pairó², ³
¹ Pontificia Universidad Javeriana, ² IDOCAL Universitat de Valencia, ³ IVIE

Organizational commitment and work motivation in relation to the level of materialism in employees – mediating role of work satisfaction
Aleksandra Peplinska¹, Dorota Godlewksa-Werner¹, Sylwia Celinska-Nieckarz², Zdzislaw Nieckarz¹, Piotr Polomski¹
¹ Institute of Psychology, University of Gdansk, ² Association of Business Coaching

Professional Transition From Later Adulthood to Aging in Russia: Psychological Resources for Positive Functioning
Olga Strizhitskaya, Marina Petrash
Saint Petersburg State University, Faculty of Psychology

Incremental Power of Psychological Capital and its Effect on Career Success
Mahsa Dadras, Alexander Smakotin, Klaus Moser
Friedrich-Alexander University

Cultural embeddedness as a moderator of the relationship between depressive symptoms and job satisfaction in a collectivist culture.
Nurul Ain Hidayah Abas¹, Kathleen Otto²
¹ University of Leipzig, ² Philippius-Universität Marburg

Work Motivation: Relationships with Locus of Control and Motivation Orientation
Tiiu Kamdron
Tiiu Kamdron

Role of Gender and Status of Mentors on Female Mentees’ Job Satisfaction and Engagement
Shey Ni Lee, Yin Lu Ng
HELP University
Saturday, 23 May • 08:00–09:30

**Antecedents and consequences of organizational commitment among Russian university academics**
Andrey Lovakov
National Research University Higher School of Economics (Moscow, Russia)

**Promoting Proactive Behavior using an occupational health web-based intervention tool (ISAT): The effect of immediate tailored feedback and goal setting.**
Liliana Dias¹, Charlotte Van den Broucke¹, Sofie Taeymans¹, Yasmin Handaja¹, Debora Vansteene-wegen²
¹ KU Leuven, ² ISW Limits

**Why do managers leave their organization? Investigating the role of ethical organizational culture in manager turnover in a 4-year follow-up study**
Maiju Kangas¹, Mari Huhtala¹, Anna-Maïja Lämsä¹, Muel Kaptein³, Taru Feldt¹
¹ Department of Psychology, University of Jyväskylä, Jyväskylä, Finland, ² School of Business and Economics, University of Jyväskylä, Jyväskylä, Finland, ³ Rotterdam School of Management, Erasmus University Rotterdam, Rotterdam, the Netherlands

**Does one’s occupational future time perspective affect organizational citizenship behaviors and job satisfaction?**
Julia Weikamp¹, Anja Göritz¹
¹ University of Freiburg, ² University of Wuerzburg

**Graduates’ active job search behaviours and self-perceived employability**
Lucia Ratiu, Andreea Ibanescu
Babes-Bolyai University, Cluj-Napoca, Romania

**Job insecurity and subsequent actual turnover: Rumination as a valid explanation?**
Anne Richter¹, Tinne Vander Elst³, Hans De Witte²,³
¹ Stockholm University, Sweden, ² Karolinska Institute, Sweden, ³ KU Leuven, Belgium, ⁴ Idewe, Belgium, ⁵ North-West University, South Africa

**Firefighters’ well-being: The protecting role of mindfulness**
Ilaria Setti, Piergiorgio Argentero
Department of Brain and Behavioral Sciences, Unit of Applied Psychology, University of Pavia – Pavia, Italy

**Perceived work characteristics as contextual factors of employee flow experience**
Rasa Gelezinyte, Dalia Bagdziuniene
Vilnius University

**Trait emotional intelligence, self-efficacy for leadership and its relationship to group, cognitive performance and affective processes.**
Cindy Rossina Saravia Lopéz¹, Gabriela Isabel Pérez Aranda², Sinuhé Estrada Carmona³, Luz Virginia Pacheco Quijano⁴, Manuel Tec Peniche⁵
¹ Doctora, ² Doctora, ³ Maestro, ⁴ Doctora, ⁵ Maestro

**Organization identification, commitment and over-commitment among leaders and employees in elder care organizations in times of change and crisis**
Kristina Westerberg¹, Marina Romeo Delgado², Montserrat Yepes-Baldó³
¹ Department of Psychology, Umea University, ² Department of Social psychology, University of Barcelona
Saturday, 23 May • 09:00–10:30

**Modeling of OCB: Relation between leader and follower OCB and moderating influence of LMX**
Joanna Czarnota-Bojarska
Faculty of Psychology, University of Warsaw

**The importance of supervisor support for managers**
Ole Iversen1,2, Rune Rimol2
1 BI Norwegian Business School, 2 Assessit AS

**Understanding motivational archetypes and their relationships with potential derailment factors**
Emma Stirling, Tony Li, Bourne Alan
Talent Q

Melissa Wolf, Patrick A. Müller
HFT Stuttgart University of Applied Sciences

**The Relationship between Trust in Organization and Organizational Commitment among Academics: A Comparison of a Public and a Private University in Turkey**
İşil Karatuna1, Sibel Gök2, Hazel Agun2
1 Kirklareli Univ., 2 Marmara Univ.

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09:00–10:30  Session 227 | **Invited Symposium** | Room: OKS Hall A

**New perspectives on recovery research**
Topics: 2. Employee stress and burnout
Chair/s: Sabine Sonnentag
Discussant/s: Eva Derous

**Recovery during lunch breaks: The role of recovery activities and experiences**
Carmen Binnewies, Merle Klarmann
University of Muenster

**Leaders’ perceptions of their responsibility for employees’ recovery**
Ronit Kark1, Sabine Sonnentag2, Tamir Rubin1
1 Bar-Ilan University, 2 University of Mannheim

**Boundary crossing from work to nonwork and work stress recovery: A one-year longitudinal study**
Ulla Kinnunen, Jessica de Bloom, Marjaana Sianoja, Kalevi Korpela, et al.
University of Tampere

**Daily social stressors at work as antecedents of actigraphy-based indicators of sleep quality, and short term effects of impaired sleep quality on next-day cognitive failure and commuting near-accidents – an ambulatory diary study**
Diana Pereira1, Sabine Sonnentag2, Achim Elfering1
1 University of Bern, 2 University of Mannheim

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09:00–10:30 Session 228 | Symposium | Room: OKS Hall B

Leadership and affective-driven change-oriented behavior
Topic/s: 8. Leadership and management
Chair/s: Cumali Uri, Hector Pablo Madrid

Sa-S228-SYM-01

Does transformational leadership energize subordinates to engage in proactivity at work? A multi-level investigation
Cumali Uri1, Karoline Strauss2, Caroline Axtell
1 University of Sheffield, United Kingdom, 2 Warwick Business School, United Kingdom

Sa-S228-SYM-02

Transformational leadership and proactivity: The role of work engagement and job stress
Antje Schmitt1, Deanne Den Hartog2, Frank Belschak2
1 University of Kassel, Department of Business Psychology, 2 University of Amsterdam, Amsterdam Business School, Department of HRM-OB

Sa-S228-SYM-03

Unlocking the authentic leadership-innovative work behavior relationship: Perspective taking and positive affect as mediating mechanisms
Francesco Montani, Karel-Ann St-Martin, Anne-Catherine Bouchard, Annie Gladu-Martin, Frédéric Pinard
University of Sherbrooke, Department of Psychology

Sa-S228-SYM-04

09:00–10:30 Session 229 | Invited Symposium (P) | Room: OKS Hall C

Policy matters: How can we achieve greater influence and create changes in policy?
Topic/s: 9. Sustainable environment and organizations
Chair/s: Rosalind H Searle

Sa-S229-INV-SYM-01

Promoting Behavioral and Social Science Research: Enhancing Accessibility for Those Who Decide, Design and Deploy
Sim B Sitkin
Duke University

Sa-S229-INV-SYM-02

Aliens has landed – How to bridge the different universes of science and policy makers
Tor Levin Hofgaard
Norwegian Psychological Association

Sa-S229-INV-SYM-03

Social Advocacy Research: Using Research for Change
Virginia E. Schein
Gettysburg College

Sa-S229-INV-SYM-04

Implementing Culture Change within the NHS: Contributions from Occupational Psychology
Rosalind Searle, Louisa Tate, Emma Donaldson-Feilder
Coventry University

Sa-S229-INV-SYM-04
Saturday, 23 May • 09:00–10:30

Sa-S229-INV-SYM-05

Delivering better public services: Adopting an evidence based vision and co design and co production to create and deliver better public services
Sue Northrop
Dementia Friendly East Lothian

09:00–10:30 Session 230 | Symposium | Room: OKS Hall D
Motivating Sustainable Labour Participation by Building on Self-Determination Theory
Topics: 3. Positive organizational behavior
Chair(s): Tinka Van Vuuren

Sa-S230-SYM-01

The effects of workplace climate on employee motivation: The role of aging
Maria Karanika-Murray¹, Dorien Kooij²
¹ Nottingham Trent University, United Kingdom, ² Tilburg University, The Netherlands

Sa-S230-SYM-02

Supporting employees’ sustainable labour participation through mentoring relationships: Insights from self-determination theory.
Suzanne Janssen, Mark Van Vuuren, Menno De Jong
University of Twente, The Netherlands

Sa-S230-SYM-03

Mediating role of self-leadership between need for job autonomy and elements of sustainable labour participation among health care professionals
Pauline Van Dorssen¹,², Tinka Van Vuuren¹,², Monique Veld³
¹ Intrinzis, The Netherlands, ² Open Universiteit Heerlen, The Netherlands, ³ Loyalis Kennis & Consult, Heerlen, The Netherlands

Sa-S230-SYM-04

How can Life Long Learning enhance Sustainable Labour Participation?
Christiane De Lange¹, Beatrice Van der Heijden²,³, Tinka van Vuuren¹,², Hilbrand Oldenhuis¹
¹ University of Applied Sciences, Groningen, The Netherlands, ² Radboud University, Nijmegen, The Netherlands, ³ Twente University, The Netherlands

Sa-S230-SYM-05

Career competencies relate to older workers’ work engagement and future employability: A process model via need satisfaction and the importance attached to the needs.
Anja Van den Broeck¹,², Wilmar Schaufeli¹,³
¹ KU Leuven, Belgium, ² North West University, South Africa, ³ University Utrecht, the Netherlands

09:00–10:30 Session 231 | Oral session | Room: OKS Meeting Room 1
Topics: 17. Organizational Structure, Culture and Climate

Sa-S231-OR-01

Control modes and their consequences for leadership effectiveness
Andrea Mueller, Nicoline Scheidegger
Zurich University of Applied Sciences

Sa-S231-OR-02

The development of informal influence differentials in formally egalitarian groups: Is hierarchy inescapable?
Jacob J. Oedzes¹, Gerben S. van der Veer¹, Floor A. Rink¹, Frank Walter²
¹ University of Groningen, ² Justus-Liebig-Universität Giessen
Scales for measuring key organizational variables
Anne Lise Bjørnstad, Ann-Kristin Elstad
Norwegian Defence Research Establishment (FFI)

Intercultural interactions at Multinational Corporations’ workplace
Małgorzata Rozkwitalska¹, Beata Basinska², Michał Chmielecki³, Łukasz Sulkowski³, Sylwia Przytula⁴
¹ Gdansk School of Banking, Poland, ² Gdansk University of Technology, Poland, ³ University of Social Sciences, Lodz, Poland, ⁴ Wroclaw University of Economics, Poland

«Global Warning: This leader is highly contagious.» – Analyzing the impact of relational demography and cultural values on crossover processes across nations
Ina Zwingmann¹, Sandra Wolf², Peter Richter³
¹ Work and Organizational Psychology, TU Dresden, ² Innsicht- entdecken und entwickeln GbR

Assessing Quality Cultures in Organizations – Results from the heiQUALITY Cultures Project
Christine Sattler, Katja Götzten, Karlheinz Sonntag
Department of Industrial and Organizational Psychology, Heidelberg University, Germany

09:00–10:30 Session 232 | Oral session | Room: OKS Meeting Room 2
Topics: 5. Work-Family Interface

The things I do for you… and for myself: A work-family study of social support provision
Helen Pluut¹, Remus Ilies², Petru Curseu¹, Marius Meeus¹
¹ Tilburg University, ² National University of Singapore

Effects of a Work-Family Intervention on Health and Safety Outcomes: Evidence from the Safety and Health Improvement Project (SHIP)
Leslie Hammer¹, Donald Truxillo¹, Todd Bodner¹, Tori Crain¹, Jennifer Rineer¹, Amy Pytlovany¹, Amy Richman²
¹ Portland State University, ² Work Family Directions

What determines the balance in Work and Family obligations? A comparative study of Pakistan and The Netherlands
Sumaiya Syed¹, Rene Schalk²
¹ Shah Abdul Latif university Khairpur Pakistan, ² Tilburg University, The Netherlands

The role of need satisfaction in work-family conflict and work-family enrichment
Nathalie Houffort, Sarah Bourdeau
Université du Québec à Montréal

Evaluating the inclusiveness of work-life practices from the perspective of single/childless employees
Kathryn Fonner, Michael Blight, Michelle Fetherston, Megan Lambertz
University of Wisconsin-Milwaukee

ICT use for work purposes during non-work time: Untangling the Empowerment/Enslavement Paradox using a systematic review approach
Svenja Schlachter¹, Mark Crolley¹, Almuth McDowall²
¹ University of Surrey, ² Birkbeck, University of London
09:00–10:30  Session 233 | Symposium | Room: OKS Meeting Room 3
Promising Leadership Approaches for Complexity, Change and Crisis
Topic/s: 8. Leadership and management
Chair/s: Jennifer L. Spar, Eric Kearney

Empowering leadership in teams: The moderating role of mean extraversion scores
Eric Kearney¹, Rudolf Kerschreiter², Guido Baer²
¹ University of Potsdam, ² Freie Universität Berlin

Identity leadership in teams: The moderating role of cognitive diversity
Rudolf Kerschreiter¹, Eric Kearney², Guido Baer³
¹ Freie Universität Berlin, ² University of Potsdam

The Impact of Authentic Leadership in the Face of Organizational Change: Evidence from two Experimental Studies
Katharina Hörner, Susanne Braun, Dieter Frey
Ludwig-Maximilians-Universität München

Motivation in Words: Promotion- and Prevention-Oriented Leadership during Economic Uncertainty
Daan Stam¹, Daan van Knippenberg¹, Barbara Wisse², Anne Nederveen Pieterse¹
¹ Erasmus University Rotterdam, ² University of Groningen

Balancing giving and receiving. A process-model of managerial sensegiving in times of organizational change
Anna Kraft¹, Jennifer Sparr², Claudia Peus¹
¹ Technische Universität München, ² University of Konstanz

Paradox Perspectives on Leadership: Developing a Model and Measure
Jennifer Sparr¹, Daan van Knippenberg¹, Eric Kearney³
¹ University of Konstanz, ² Erasmus University Rotterdam, ³ University of Potsdam

09:00–10:30  Session 234 | Oral session | Room: OKS Meeting Room 4
Topic/s: 18. Teams and workgroups

A conceptual approach of idea selection to stimulate employee creativity
Heidi KL Lenaerts¹, Karen Van Dam¹, Marjolein CJ Cianiêls¹, Katleen De Stobbeleir²
¹ Open University of the Netherlands, ² Vlerick business school

Team processes and team innovation in call centers: The role of leaders’ courage to go beyond compliance
Carlos Ferreira Peralta¹, ², Paulo Nuno Lopes¹, Paulo Renato Lourenço², Leonor Pais²
¹ Católica-Lisbon School of Business and Economics, Catholic University of Portugal, Portugal,
² Faculty of Psychology and Education Sciences, University of Coimbra, Portugal

A Systems Model of Innovation in Organisations
Kristina Domiak-Wall
University of South Australia
Saturday, 23 May • 09:00–10:30

Charismatic leadership and work team innovative behavior: the role of team potency
Pascale Le Blanc¹, Vicente Gonzalez-Roma², Haijiang Wang¹
¹ Human Performance Management Group, Eindhoven University of Technology, The Netherlands,
² IDOCAL, University of Valencia, Spain

Task complexity in team environments: Bringing a first task type issue to the surface
Anne Boon, Filip Dochy
KU Leuven – University of Leuven

09:00–10:30, Session 235 | Symposium | Room: OKS Auditoriet
New Insights into the relationship between work-related stress, cognition, emotion and recovery – contribution of diary studies
Topic/s: 2. Employee stress and burnout
Chair/s: Christine J Syrek, Mark Cropley

Time pressure as a two-edged sword – A diary study on tension and engagement
Oliver Weigel⁴, Christine J. Syrek², Bernd Marcus¹
¹ University of Hagen, Germany, ² University of Trier, Germany

Take a break – be engaged!
Jana Kühnel¹, Hannes Zacher², Jessica De Bloom³, Ronald Bledow⁴
¹ Ulm University, Germany, ² University of Groningen, The Netherlands, ³ University of Tampere, Finland,
⁴ Singapore Management University, Singapore

Anticipating returning to work following a short vacation. The effects of work-related rumination on subjective and objective sleep
Mark Cropley¹, Hannah Drewett¹, Robert Meadows¹
¹ University of Surrey, UK, ² NHS

The restorative effects of the weekend respite: Why people don’t like Monday’s
Fred R.H. Zijlstra¹, Alicja Walkowiak¹, Alicia Salvador¹, Ute R. Hülsheger¹
¹ Department of Work & Social Psychology, Maastricht University, The Netherlands, ² Department of Psychology, University of Valencia, Spain

Zeigarnik’s sleepless nights: How unfinished tasks at the end of the week impair employees’ sleep quality on the weekend through rumination
Christine J. Syrek¹, Oliver Weigel², Corinna Peifer¹, Conny H. Antoni¹
¹ University of Trier, Germany, ² University of Hagen, Germany, ³ Leuphana University, Germany

The Effect of Positive Work Reflection During Leisure Time on Affective Well-Being: Results from Three Diary Studies
Laurenz Meier¹, Eunae Cho¹, Soner Dumani³
¹ University of Fribourg, Switzerland, ² University at Albany, State University of New York, USA,
³ University of South Florida, USA
09:00–10:30 Session 236 | Oral session | Room: OKS Torgjørnet

Topic/s: 7. Human resource management

**Sa-S236-OR-01**

**Which factors determine pupils’ career choice readiness? Differential effects on cognitive and behavioural outcomes**

Annalisa Schnitzler
German Federal Institute for Vocational Education and Training

**Sa-S236-OR-02**

**Assessment of career choice readiness: A self-other study**

Stefan Hoeft, Matthias Ruebner, Michael Boesinger-Schmidt, Stephanie Sauer
University of Applied Labour Studies (HdBA), Mannheim, Germany

**Sa-S236-OR-03**

**The Impact of Age and Unmet Expectations on Career Plateaued Employees**

Wei-Ning Yang, Sheena Johnson, Karen Niven
Manchester Business School

**Sa-S236-OR-04**

**Career-related self-efficacy as predictor of career success and its antecedents in a cross-lagged panel study**

Thomas Rigotti¹, Sabine Korek², Kathleen Otto³
¹ Johannes Gutenberg-University Mainz, ² University of Leipzig, ³ Philipps University Marburg

**Sa-S236-OR-05**

**Development and validation of the Corporate Entrepreneurial Behavior Scale**

Jason Gawke, Marjan Gorgievski, Arnold Bakker
Erasmus University Rotterdam

**Sa-S236-OR-06**

**Speaking up or remaining silent?**  
The dynamics of voice behavior during annual appraisal interviews

Annika L. Meinecke, Florian E. Klonek, Simone Kauffeld
Technische Universität Braunschweig

09:00–10:30 Session 237 | Oral session | Room: OKS Odin

Topic/s: 7. Human resource management

**Sa-S237-OR-01**

**Nurses’ Attributions About the ‘Why’ of Feedback: Their Effects on Nurses’ Well-being, the Influence of the Feedback Environment and the Relation to the Supervisors’ Motivations.**

A.P.M. (Suzanne) Giesbers¹,², Roel L.J. Schouteten³, Erik Poutsma³, Beatrice I.J.M. Van der Heijden²,³, Theo Van Achterberg³,⁴
¹ Canisius-Wilhelmina Hospital, Nijmegen, the Netherlands, ² Radboud University Nijmegen, Institute for Management Research, Nijmegen, the Netherlands, ³ School of Management, Open Universiteit in the Netherlands, Heerlen, the Netherlands, ⁴ School of Management and Governance, University of Twente, Enschede, the Netherlands, ⁵ Radboud University Medical Centre, Scientific Institute for Quality of Healthcare, Nijmegen, the Netherlands, ⁶ Center for Health Services and Nursing Research, KU Leuven, Leuven, Belgium

**Sa-S237-OR-02**

**Trust: Is it a moderator or a mediator of HRMS and affective commitment?**

Ana Teresa Ferreira¹,², José Keating³, Isabel Silva²
¹ Portucalense University, ² University of Minho
Saturday, 23 May • 09:00–10:30

High-Performance Work Systems, Trust, Psychological Empowerment, Employee Creativity and Firm Innovation: Evidence from Vietnam
Hoa Do¹, Pawan Budhwar¹, Charmi Patel¹, Yves Guillaume¹
¹Aston Business School; ²University of Edinburgh Business School

Do you see what I see? An investigation of managers’ and employees’ perceptions of HRM
Frances Jørgensen¹, Yvonne van Rossenberg¹, Karin Sanders¹, Helen Shipton¹, Jorge Gomes⁵, Ricardo Rodrigues¹, Rita Cunha³, Anders Dysvik¹, Miha Skerlavaj¹, I Sut Wong⁷
¹Aarhus University, School of Business & Social Sciences, ²University of Bath, ³UNSW Business School, ⁵University of Lisbon, ⁶King College, ⁷BI Norwegian Business School

09:00–10:30  Session 238 | Oral session | Room: OKS Balder
Topic/s: 18. Teams and workgroups

Choosing Where to Work @ Work: Team Processes in Activity-based Flexible Offices
Christina Wohlers, Guido Hertel
University of Muenster

Collaboration in virtual communities: leadership and structure
Jesús Sánchez, Ana Zornoza, Virginia Orengo, Patricia Villacampa
IDOCAL. University of Valencia

How and When Do Personality-Based Faultlines Impair Top Management Teams’ Effectiveness? The Buffering Role of CEOs’ Charismatic Leadership
Ulrich Leicht-Deobald, Hendrik Hüttermann, Heike Bruch
University of St.Gallen

Does an employee’s status affect the kind of help that he or she will receive within an organization?
David Urschler, Jan Sauer, Peter Fischer
University of Regensburg

If it ain’t broke, don’t fix it? The effects of team familiarity and experience on team intervention effectiveness in the 2013–2014 NBA playoffs
Jeroen de Jong, Marjolein Caniëls
Open University of the Netherlands

Developing a Dynamic Team Diversity Theory
Jia Li¹, Bertolt Meyer¹, Meir Shemla¹, Juergen Wegge¹
¹Maastricht University, ²Chemnitz University of Technology, ³Erasmus University Rotterdam, ⁴Dresden University of Technology
Saturday, 23 May • 09:00–10:30

09:00–10:30  Session 239 | Invited Symposium | Room: RC Christiania Hall A
Laissez-faire leadership - A destructive type of leadership?
Chair/s: Anders Skogstad

How and when may laissez-faire leadership have negative consequences?
Anders Skogstad, Guy Notelaers
University of Bergen

The effect of sleep deprivation on passive avoidant leadership in military officers. An experimental study.
Olav Kjellevold Olsen¹, Ståle Pallesen², Roar Espevik¹
¹ The Royal Norwegian Naval Academy, ² University of Bergen

Passive-avoidant leadership and job satisfaction: The potential mediating role of threatening basic need fulfilment.
Hilde Hetland¹, Jørn Hetland¹, *, Cecilie Schou Andreassen¹, Ståle Pallesen², Evangelia Demerouti³, Arnold Bakker³
¹ University of Bergen, ² Eindhoven Technical University, ³ Erasmus University Rotterdam

If it ain’t broken, your followers fix it? Who’s affected most negatively by laissez-faire leadership.
Deanne Den Hartog, Annebel De Hoogh
University of Amsterdam

Two studies of the relationship between engaged leaders and good employee health.
Töres Theorell¹, Anna Nyberg¹, Julia Romanowska²
¹ Stockholm University, ² Karolinska Institutet

09:00–10:30  Session 240 | Symposium | Room: RC Christiania Hall B
Job Crafting II: Antecedents, Consequences and Interventions
Topic/s: 3. Positive organizational behavior
Chair/s: Evangelia Demerouti
Discussant/s: Arnold B. Bakker

Crafting’ a career: A network perspective
Helen P.N. Hughes, Chris W. Clegg, Lucy Bolton
Socio-Technical Centre, University of Leeds, UK

Increasing career satisfaction, work engagement and task performance through job crafting: An intervention study
Lonneke Dubbelt, Evangelia Demerouti, Sonja Rispens
Eindhoven University of Technology

Making interventions happen? An intervention study of the effects of participatory interventions to improve self-efficacy, engagement and team climate
Karina Nielsen, Ana Sanz-Vergel
Norwich Business School University of East Anglia
Adapting to Organizational Changes due to Austerity Measures: Testing the Effectiveness of a Job Crafting Intervention
Despoina Xanthopoulou 1, Evangelia Demerouti 2, Paraskevas Petrou 3, Chrysovalantis Karagkounis 1
1 School of Psychology, Aristotle University of Thessaloniki, 2 Eindhoven University of Technology, 3 Erasmus University Rotterdam, Institute for Psychology

09:00–10:30 Session 241 | Symposium | Room: RC Christiania Hall C
Attachment Theory Perspectives on Affect and Emotions at Work
Topics: 19. Emotions in the workplace
Chair/s: Annilee Game, Dritjon Gruda
Discussant/s: Annilee Game

Leaders’ attachment orientations and followers’ job attitudes and emotions: The role of followers’ emotion regulation and psychological distance perceptions
Konstantinos Kafetsios
University of Crete, Greece

Young graduates and internal models of authority in the post-bureaucratic workplace
Sylvie Deffayet Devrout
EDHEC Business School, France

The influence of adult attachment in effective team functioning
Gary Pheiffer
London Metropolitan University, UK

An exploration of attachment styles, social exchange relationships, information exchange and employee creativity: A sensemaking perspective
Rachel Kidney, Patrick Flood, Melrona Kirrane
Dublin City University, Ireland

«Conform or Perish»: A ‘familiar’ look at group conformity, attachment style and team dynamics
Dritjon Gruda
EMLyon Business School, France

Attachment theory perspectives on affect and emotions at work: New evidence and future directions
Annilee Game 1, Jonathan Crawshaw 1
1 University of East Anglia, UK, 1 Aston University, UK
Saturday, 23 May • 09:00–11:30

09:00–10:30 Session 242 | Oral session | Room: RC Oslo Hall B

Topics: 12. Organizational Change and Development

**Using Intergenerational Learning to Facilitate Knowledge Exchange and Innovation in Organizations**
Antonia Ypsilanti¹, Donald Ropes²
¹ South East European Research Center, Thessaloniki, Greece, ² InHolland University of Applied Sciences, Netherlands

**Characteristics of Flexible Organizations: A Change Management Investigation based on the St. Gallen Management Model**
Kai Töpel, Prof. Dr. Petra Kemter-Hofmann
TU Dresden

**Success factors for the managers during change processes**
Ann-Kristin Elstad, Anne Lise Bjørnstad
Forsvarets forskningsinstitutt

**Meeting Effectiveness: Changing Behaviours to Release Productivity**
Victoria Roe
Socio-Technical Centre, Leeds University Business School

10:00–11:30 Session 243 | Poster session | Room: OKS Forum

Topics: 1. Employment relations
2. Employee stress and burnout
3. Positive organizational behavior

**A Novel Approach to Employee Recruitment: Gamification**
Sam Chow, Derek Chapman
University of Calgary

**Multiple agents in the psychological contract: A qualitative exploration**
Carlos-María Alcover¹, Ramón Rico², William Turnley³, Mark Bolino⁴
¹ Rey Juan Carlos University, ² Autónoma University of Madrid, ³ Kansas State University, ⁴ University of Oklahoma

**Remaining in a non-preferred job: Relations to well-being**
Johanna Stengård¹, Claudia Bernhard-Oettel¹, Erik Berntson¹, Constanze Leineweber⁵, Gunnar Aronsson¹
¹ Department of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden

**The psychological contract of volunteers engaged in Red Cross of Serbia flood relief**
Ivana B. Petrovic, Katarina Grujicic, Slavica Stevanovic, Vladislav Popovic, Tijana Kondzulovic
Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

**Give some to get some – Analysing the relationship between worker satisfaction with human resources management and perceived individual performance in a Portuguese hospital**
Helena Martins¹,², Teresa Proença²
¹ Polytechnic Institute of Porto, ² University of Porto, Faculty of Economics
Saturday, 23 May • 10:00–11:30

Sa-S243-PO-06
Organizational Attachment Scale: A relational approach to organizational retention management
Anna Maria Engel, Svenja Schumacher, Tammo Straatmann
University of Osnabrück

Sa-S243-PO-07
Employability in early career stage: The role of market-value, versus personal competencies as self-efficacy, locus of control and proactivity.
Mariana Bargsted
Universidad Católica del Norte, Chile

Sa-S243-PO-08
Self-efficacy and engagement in higher education military students: Implications in academic performance and satisfaction with life
António Rosinha, César Alves, Manuela Sarmento
Military Academy, CINAMIL

Sa-S243-PO-09
Does leader autonomy support moderate the relationship between autonomous motivation and individual performance?
Carla Fontebassi Martins, Kyle E. Ingram, Rebecca Hewett
University of Greenwich, London

Sa-S243-PO-10
The experiences of well-being among nurses in National Health Insurance Pilot at a Community Health Centre in Umngugundlovu district.
Cynthia Madlabana
University of Kwa-Zulu Natal

Sa-S243-PO-11
A study of job security, job satisfaction, and employee commitment at a temporary scientific project
Julia Bastian, William McKinley
Leuphana University of Lueneburg

Sa-S243-PO-12
A weekly study on perceived organizational support, work engagement, and employees' well-being
Gaëtane Caesens¹, Florence Stinglhamber¹, Marc Ohana²
¹ Université catholique de Louvain, ² KEDGE Business School

Sa-S243-PO-13
Does implicit positive and negative affect predict work engagement? A longitudinal study among nurses.
Dorota Reis, Tanja Lischetzke
University of Koblenz-Landau

Sa-S243-PO-14
Attitudes of Polish employers and managers to employ knowledge workers 65 plus
Grazyna Bartkowiak
University of Gniezno, Poland

Sa-S243-PO-15
Flourishment at work: Influence of career goals, career exploration and planning
Ligia Oliveira-Silva¹, Ana Paula Silva¹, Jeanine Vieira¹, Luiz Victorino¹, John Arnold⁴
¹ Universidade de Brasilia, ² Centro Universitário IESB, ³ Universidade Católica de Brasilia, ⁴ Loughborough University
Saturday, 23 May • 10:00–11:30

**Job strain and work-related wellbeing among highly educated professionals:** Differences between public and private sector employees
Darja Maslić Seršič, Mitja Ružojačić
Department of Psychology, University of Zagreb

**Can Conscientiousness explain the relationship between Job Satisfaction and Subjective Well-Being?**
Rene Gempp, Sergio Valenzuela-Ibarra
Facultad de Economia y Empresa, Universidad Diego Portales

**Dispositional gratitude and its influence on the stressor – job satisfaction relation**
Julie Collange¹, Jean Louis Tavani²
¹ Université Paris Descartes, ² Université Vincennes – Saint Demis, Paris 8

**Job demands – work engagement relationship among teachers: The role of teacher self-efficacy as a mediator and general self-efficacy as a moderator**
Anna Rogala¹, Roman Cieslak¹,²
¹ University of Social Sciences and Humanities, ² University of Colorado at Colorado Springs

**How Does Motivation at Work Predict Organizational Citizenship Behavior?**
Yanick Provost Savard, Jessica Bérard, Véronique Dagenais-Desmarais
Université de Montréal

**Managerial perspectives on depersonalized bullying at work: Implications for employment relations**
Premilla D’Cruz
Organizational Behaviour Area, Indian Institute of Management Ahmedabad

**Moderating effect of adversity quotient on the relationship between perceived organizational injustice, job stress and cyber-bullying**
Ali Mehdad, Arezoo Vallinezhad, Mohsen Golparvar
Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

**Nursing Student Exposures to Workplace Bullying in Healthcare Settings**
Paula Grubb¹, Gordon Gillespie²
¹ National Institute for Occupational Safety and Health (NIOSH), ² University of Cincinnati School of Nursing

**The relationship between work values and the meaning of working and the strength of perceived obligations in psychological contracts**
Liina Randmann
Tallinn University of Technology Department of Social sciences Institute of Industrial Psychology

**Daily and weekly psychological contract evaluations: The role of informational justice and participation in decision-making among volunteers and paid employees**
Yannick Griep¹, Tinne Vander Elst¹,², Jonas Debussche¹, Safaa Achnak¹, Tim Vantilborgh¹, Roland Pepermans¹
¹ Work and Organizational Psychology, Vrije Universiteit Brussel, Belgium, ² IDEWE, External Service for Prevention and Protection at Work, Belgium, ³ Research Group Work, Organisational & Personnel Psychology, University of Leuven, Belgium
Saturday, 23 May • 10:45–12:15

**Session 244 | State of the Art | Room: OKS Hall A**

**Qualitative methods in management and leadership research**
Catherine Cassell  
Leeds University Business School

**Developing Multilevel Leadership for Turbulent Times**
David Day  
The University of Western Australia

**Session 245 | Panel (P) | Room: OKS Hall B**

**Topics:** 13. Labor market issues  
**Chairs:** Fred Zijlstra

**Alliance Special Session: ‘Return to work and working with mental health issues’**
Fred Zijlstra, Frans Nijhuis, Marc Corbiere, Franco Fraccaroli  
Maastricht University
Saturday, 23 May • 10:45–12:15

10:45–12:15 Session 246 | Oral session | Room: OKS Hall C
Topic/s: 17. Organizational Structure, Culture and Climate

The Effect of Transformational Leadership on Psychological Empowerment: Mediating Role of Organizational Climate and Organizational Culture
Morteza Charkhabi¹, Maryam Mahmoodikia²
¹ Department of Philosophy, Education and Psychology, University of Verona, Italy, ² Department of Psychology, Shahid Chamran University of Ahvaz, Iran

10:45–12:15 Session 247 | Symposium | Room: OKS Hall D
Topic/s: 3. Positive organizational behavior
Chair/s: Marylene Gagne

Quality of motivation matters: On the importance of promoting autonomous and mastery oriented motivation in the workplace

Nurse fatigue and strain reactions at career start: On the role of autonomous and controlled motivation
Stephanie Austin¹, Claude Fernet¹, Sarah-Geneviève Trépanier²
¹ Université du Québec à Trois-Rivières, ² Université du Québec à Montréal

Transformational leadership and optimal functioning in teachers: Could work design characteristics and autonomous motivation help explain this relationship?
Louise Clément, Claude Fernet
Université du Québec à Trois-Rivières

Mastery support and employee flexibility: A goal-orientated perspective
Elizabeth Solberg, Anders Dysvik
BI Norwegian Business School
Saturday, 23 May • 10:45–12:15

Abusive Leadership, Mastery Climate, and Counterproductive Work Behavior
Christina Nerstad, Lars Glasø, Anders Dysvik
BI Norwegian Business School

Developing a Taxonomy of Work Motivation Profiles
Joshua Howard, Marylene Gagne
University of Western Australia

10:45–12:15  Session 248 | Symposium | Room: OKS Meeting Room 1

Dynamics of the job insecurity experience: Investigating stability, antecedents and consequences
Topic/s: 2. Employee stress and burnout
Chair/s: Tinne Vander Elst, Anne Richter

Social stressors predict job insecurity at daily level: A multilevel approach
Mauricio E. Garrido Vasquez, Janne Sadlowski, Kathleen Otto, Maria Kottwitz
Philipps University of Marburg, Germany

A cross-lagged exploration of the relationship between job insecurity and job insecurity climate
Lena Låstad¹, Hans De Witte²,³
¹ Stockholm University, Sweden, ² University of Leuven, Belgium, ³ Optentia Research Programme, North-West University, South Africa

Does job insecurity threaten your status as a member of the working population? A longitudinal investigation of job insecurity, social identity, and mental health
Eva Selenko
University of Sheffield, United Kingdom

The reciprocal relationship between job insecurity and depressive symptoms: A latent transition analysis
Tinne Vander Elst¹, ², Guy Notelaers¹, Lode Godderis¹, ², Anders Skogstad³
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10:45–12:15  Session 249 | Oral session | Room: OKS Meeting Room 2

Commute distance and work-life balance: An inverted U-shaped relationship
Joanna Pitek¹, Muhammad Umar Boodoo²
¹ Bishop’s University, ² University of Toronto

Work-family interface and well-being: The mediating role of personal energetic resources
Susana M Tavares
Instituto Universitário de Lisboa (ISCTE-IUL), Business Research Unit (BRU-UNIDE IUL)
Saturday, 23 May • 10:45–12:15

Does work-home balance influence employees’ career decisions? Examining the moderating effects of organizational work-home support and career self-efficacy
Sara De Hauw¹, Ans De Vos², Jeffrey Greenhaus³, Luc Sels⁴
¹ Vlerick Business School, ² Antwerp Management School, ³ Drexel University, ⁴ Katholieke Universiteit Leuven

Is «publish or perish» really a trade-off? The Effect of work-family balance on academic performance
Jeroen de Jong¹, Judith Semeijn¹, Monique Veld¹, Sanne Smeenk²
¹ Open University of the Netherlands, ² Skwadraat

Generation Y and Expectations for the Work-Family Interface
Alexandra Beauregard
London School of Economics and Political Science

Take initiative, get enriched and be happy: How being proactive in a resourceful job can add to your performance at home and happiness on a daily basis
Marina Boz¹, Ines Martínez-Corts¹, Evangelia Demerouti³, Arnold Bakker⁴
¹ Anglia Ruskin University, ² University of Seville, ³ Eindhoven University of Technology, ⁴ Erasmus University Rotterdam

10:45–12:15 Session 250 | Symposium | Room: OKS Meeting Room 3
It takes two to tango: Followers as active agents in the leadership process
Topic/s: 8. Leadership and management
Chair/s: Kimberley Breevaart
Discussant/s: Pascale Le Blanc

«Talking aloud»: Voice behaviors as an antecedent of satisfaction with supervisors and followers’ satisfaction with their role
Paola Gatti, Birgit Schyns
Durham University Business School, UK

A longitudinal study of transformational leadership, job crafting, burnout and work engagement
Karina Nielsen¹, Kevin Daniels¹, Emma Donaldson-Feilder³, Rachel Lewis³
¹ Norwich Business School, University of East Anglia, UK, ² Affinity at Health at Work, London, UK, ³ Kingston Business School, Kingston University, UK

Does authentic leadership enhance followers’ daily job crafting behaviors? Exploring the mediating role of autonomy and organizational justice
Jørn Hetland¹, Arnold Bakker², Hilde Hetland¹, Roar Espevik¹, Olav Olsen³
¹ University of Bergen, Department of Psychosocial Science, Norway, ² Erasmus University Rotterdam, Department of Work and Organizational Psychology, The Netherlands, ³ Royal Norwegian Naval Academy, Bergen, Department of Leadership Development, Norway

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Who takes the lead? A multi-method diary study on work engagement and job performance
Kimberley Breevaart, Arnold Bakker, Evangelia Demerouti, Daantje Derks
1 Erasmus University Rotterdam, Department of Work and Organizational Psychology, The Netherlands, 2 Eindhoven University of Technology, Department of Industrial Engineering and Innovation Sciences Human Performance Group, The Netherlands

Do Teams Have True Benefits in Negotiations? Effects of Explicit Role Assignments within Teams
Jens Mazei, Joachim Hüffmeier, Guido Hertel
1 University of Muenster, 2 Federal Institute for Occupational Safety and Health

Individuals’ Experience with Negotiation Processes in Resource Allocations over Time
Christian Bucher, Klaus Jonas, Alison Goetze
University of Zurich

Defining Inclusive Leadership: Balancing employees’ needs of individuality and belongingness in promoting voice behavior at work
Marlies Veestraeten, Hannes Leroy, Lisa Nishii, Luc Sels
1 KU Leuven, Belgium, 2 Cornell University, U.S.A.

Transformational leadership and commitment: a cross-cultural perspective
Verónica Castro, Rita Berger, Marina Romeo, Montserrat Yepes
University of Barcelona

Respectful Leadership for Conflict Management and Team Effectiveness
Alfred Wong, Dean Tjosvold, Nancy Yi-feng Chen
Lingnan University

Cross-national and longitudinal investigation of the Dutch Work Addiction Scale
Johanna Rantanen, Taru Feldt, Jari Hakanen, Katja Kokko, Mari Huhtala, Lea Pulkkinen
1 University of Jyvaskyla, Finland, 2 Helsinki Collegium for Advanced Studies, Finland & Finnish Institute of Occupational Health, Finland, 3 Utrecht University, Netherlands, 4 Leuven University, Belgium
Saturday, 23 May • 10:45–12:15

Sa-S252-SYM-02

When work is killing you! Workaholism, sleep problems and cardiovascular risk
Marisa Salanova¹, Angel Arturo López-González², Susana Llorens¹, Mario Del Libano³, Mª Teófila Vicente-Herrero¹, Matias Tomás-Salvá²
¹ WONT (Work & Organisation NetWork) Research Unit, Universitat Jaume I, Castellón, Spain,
² Occupational Health Research Unit from IUNICS (Institut Universitari d’Investigació en Ciències de la Salut), Universitat de les Illes Balears, Spain,
³ Universidad de Burgos, Burgos, Spain

Sa-S252-SYM-03

A day-level study on the relationship between workaholism and affective wellbeing
Cristian Balducci¹, Sara Zaniboni¹, Lorenzo Avanzi², Franco Fraccaroli²
¹ University of Bologna (Italy), Department of Political and Social Science,
² University of Trento (Italy), Department of Psychology and Cognitive Sciences

Sa-S252-SYM-04

The role of self-determined motivation in workaholism
Tatiana Ivanova, Elena Rasskazova
Higher School of Economics, Moscow, Russia

Sa-S252-SYM-05

Heavy work investment: A matter of person or climate?
Wilmar Schaufeli
Dept. of Work & Organizational Psychology, Leuven University, Belgium, ept. of Social & Organizational Psychology, Utrecht University, The Netherlands

10:45–12:15 Session 253 | Oral session | Room: OKS Torghjørnet

Topic/s: 7. Human resource management

Sa-S253-OR-01

Workplace incivility as modern sexual prejudice: The experience of Spanish LGB employees
Donatella Di Marco¹, Alicia Arenas¹, Helge Hoel², Lourdes Munduate¹
¹ University of Seville, ² University of Manchester

Sa-S253-OR-02

The influence of age and emotion regulation on burnout and engagement: Direct and mediating effects.
Sheena Johnson¹, Sabine Machowski², Dieter Zapf³, Lynn Holdsworth¹
¹ Manchester Business School, University of Manchester, UK, ² Johann Wolfgang Goethe-University, Frankfurt, Germany

Sa-S253-OR-03

Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis
Max Reinwald¹, Hendrik Hüttermann², Julia Kröll³, Sabine Boerner¹
¹ Department of Politics and Management, University of Konstanz, Konstanz, Germany,
² Institute for Leadership and Human Resource Management, University of St Gallen, St Gallen, Switzerland

Sa-S253-OR-04

Aspergers – Different, not less: Occupational strengths and job interests of individuals with Asperger’s Syndrome
Timo Lorenz, Kathrin Heinitz
Departement of Education & Psychology, Freie Universität Berlin, Berlin, Germany

Sa-S253-OR-05

Linking Leadership Styles to HR Architectures
Eva Vekeman, Geert Devos
Ghent University
Saturday, 23 May • 10:45–12:15

**Perceptions of High Involvement Work Practices and Burnout: Investigating the Mediating Role of Procedural Justice and Role Overload and the Moderating Role of Colleague Support**

Steven Kilroy¹, Patrick Flood¹, Janine Bosak¹, Denis Chênevert²

¹ Dublin City University, ² HEC Montreal

**Managing Talent: Positive and negative outcomes of Development Job Experiences**

Raquel Canha, Filipa Castanheira, Joana Story

Nova School of Business and Economics, UNL

**Learning to do business – (ethically) right, and with (diverse) others?**

Frank Schulte¹ ¹, Stefan Heinemann¹

¹ FOM Hochschule für Oekonomie & Management University of Applied Sciences, Essen, Germany,
² eufom European University of Economics and Management, Luxembourg-Kirchberg, Luxembourg

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

Fabiola Gerpott¹ ¹, Ramon Wenzel¹, Nale Lehmann-Willenbrock², Sven Voelpel¹

¹ Jacobs University Bremen, ² VU University Amsterdam, ³ University of Western Australia

**Supporting employees’ informal learning: A qualitative exploration of how others support learning in a UK energy firm**

Stephen McGlynn

Institute of Work Psychology, Sheffield University Management School

**The importance of role models in the development of political skill – A predictive field study**

Annalisa Schnitzler¹, Gerhard Bickle²

¹ German Federal Institute for Vocational Education and Training, ² University of Bonn, Germany

10:45–12:15 Session 255 | Oral session | Room: OKS Balder

**Emotion regulation strategies for complex management problems**

Ulrike Starker¹, Rüdiger von der Weth²

¹ Hochschule Harz, ² HTW Dresden

**The impact of leaders’ emotional intelligence on followers’ commitment and trust**

Philipp Guttschuss¹, Philipp Romeike¹, Ann-Marie Nienaber², Gerhard Schewe¹

¹ University of Muenster, ² Coventry University

**The Mind in Transition Model of Idea Generation**

Ronald Bledow¹, Julius Kuhl²

¹ Singapore Management University, ² University of Osnabrück
Saturday, 23 May • 10:45–12:15

**The enactment of emotional intelligence in emotionally demanding work situations**
Keri Pekaar, Dimitri van der Linden, Arnold Bakker, Marise Born
Erasmus University Rotterdam

**Gentleness in organisations: an empirical study**
David Holman
Manchester Business School

10:45–12:15 Session 256 | **Invited Symposium** | Room: RC Christiania Hall A

**Recent research on youth unemployment, underemployment and job search**
Topic/s: 13. Labor market issues
Chair/s: Jose Ramos
Discussant/s: Eva Derous

**Recruiter reactions to overqualified job applicants**
Berrin Erdogan¹, Talya N. Bauer¹, Layla Mansfield¹, Donald Truxillo¹, Jack Walker²
¹ Portland State University (USA), ² Auburn University (USA)

**Y-ERS READY TO WORK AROUND THE WORLD: Insight from Graduates in 8 countries**
Rosalind Searle¹, Simonetta Manzini²
¹ Centre of Trust, Peace and Social Relations, Coventry University (UK), ² Fondazione Istud per la cultura di impresa e di gestione (Italy)

**The role of Psychological Capital on job seekers performance**
Konstantina Georgiou, Ioannis Nikolaou
Athens University of Economics and Business (Greece)

**Personal resources as moderators of the over-qualification, job insecurity and propensity to leave relationships among youngsters: The role of initiative and occupational self-efficacy.**
Jose Ramos, Ana Hernández, Jose M. Peiró
IDOCAL, University of Valencia (Spain)

**Predicting horizontal occupational mismatch: a Latent Growth Curve Analysis**
Vicente González-Romá, Ana Hernández, Juan Pablo Gamboa
IDOCAL, University of Valencia (Spain)

10:45–12:15 Session 257 | **Symposium** | Room: RC Christiania Hall B

**Self-regulation and personal resources – Managing yourself in turbulent times**
Topic/s: 3. Positive organizational behavior
Chair/s: Laura Venz, Dana Unger
Discussant/s: Evangelia Demerouti

**Energy is all you need?!? – A path-analytical test of the work-home resources model**
Dana Unger¹, Laura Venz²
¹ ETH Zurich, Switzerland, ² University of Mannheim, Germany
Saturday, 23 May • 10:45–12:15

Self-control demands link job demands to ego-depletion: An experience sampling study
Roman Prem, Bettina Kubicek, Christian Korunka
University of Vienna, Austria

The choices we make: Linking emotion regulation choice with occupational well-being
Susanne Scheibe¹, Xavier Sanchez², Christian Stamov Roßnagel³
¹ University of Groningen, The Netherlands, ² University of Cumbria, United Kingdom, ³ Jacobs University Bremen, Germany

Daily self-regulation at work: Selective optimization with compensation as a personal resource
Laura Venz, Alexander Pundt, Sabine Sonnentag
University of Mannheim, Germany

Job control, state mindfulness and psychological well-being: A dairy study
Stefan Diestel
Leibniz Research Centre for Working Environment and Human Factors, Dortmund, Germany

10:45–12:15  Session 258 | Symposium | Room: RC Christiania Hall C
Stress at Work: New Constructs
Topics: 2. Employee stress and burnout
Chair/s: Nicola Jacobshagen

Appreciation as a dyad – who profits?
Nicola Jacobshagen, Esther Weiss, Eveline Phyl, Norbert K. Semmer
University of Bern

Appreciation from supervisors as a buffer for stressful working conditions
Isabel B Pfister, Nicola Jacobshagen, Désirée Stocker, Wolfgang Kälin, Norbert K Semmer
University of Bern

Positive Work Events – A Source of Appreciation and Motivation
Christina Habl, Judith Volmer
University of Bamberg

Even subtle cues matter: Constructive, destructive, and subtly offending feedback
Rabea Kriens¹, ², Norbert K Semmer²
¹ University of Neuchâtel, ² University of Bern

Out from the frying pan into the fire – the mediating role of after work rumination on stressor-strain relationships in temporary workers
Christin Gerhardt¹, ², Maria U. Kottwitz¹, ²
¹ Philipps University of Marburg, ² University of Bern

The impact of organizational change on job stressors among managers – what kind of support is needed?
Lisa Björk¹, Annika Härenstam¹, Lotta Dellve²
¹ University of Gothenburg, ² University of Borås
Saturday, 23 May • 10:45–14:00

Thirst at work: More than just inadequate facilities for breaks?
Maria U. Kottwitz¹,², Romy Schnyder¹, Achim Elfering¹
¹ University of Bern, ² Philipps University of Marburg

Lack of detachment and impaired sleep connect perceived unfairness with health complaints: A population based mediation test
Achim Elfering¹,², D Pereira¹, S Grebner¹, U Müller¹
¹ University of Bern, ² University of Geneva

10:45–12:15 Session 259 | Oral session | Room: RC Oslo Hall B
Topic/s: 12. Organizational Change and Development

Organizational change – prevalence, consequences and management in public and private organizations
Ann-Louise Holten¹, Anne Bøllingtoft²
¹ University of Copenhagen, Department of Psychology, ² University of Århus, Department of Business Administration

Who knows how to lead effective implementation of organisational change?
Teresa Carla Oliveira¹, Idalina Ribeiro²
¹ Faculty of Economics, University of Coimbra, Portugal, ² Judge and Master student at Faculty of Economics, University of Coimbra, Portugal

«Who are we» during times of merger? A study on flexible but fragile identity constructs
Ellen Flakke
EY

Diagnosing an organization’s change logic: A hypno-systemic approach
Christina Schweiger, Barbara Kump
Vienna University of Applied Sciences of WKW

Causal Relationships Between Trust in Leadership, Change Appraisal, and Organizational Identification in an Organizational Merger – A Longitudinal Study
Janne Kaltiainen
University of Helsinki, Department of Social Research

The work-related benefits of managerial coaching for employees
Lucia Ratiu
Babes-Bolyai University

12:30–13:15 Session 260 | Keynote | Room: OKS Hall A
Topic/s: 7. Human resource management

Talking Up and Talking Down: Power of Positive Speaking
Susan Fiske
Princeton University

13:15–14:00 Closing Ceremony | Room: OKS Hall A
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