



19th EAWOP Congress

29th May – 1st June 2019

Turin, ITALY

<p>PRELIMINARY CONGRESS PROGRAMME</p>
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THURSDAY MAY 30

KEYNOTE & STATE OF ART SPEAKERS

9.30-10.15 – AUDITORIUM

KEYNOTE - Exciting Times for Work Design Theory and Research: Some New Discoveries and Directions

Parker Sharon K.

10.30-11.15 – AUDITORIUM

STATE OF ART - When you can't be who you are: career transitions of migrants and refugees

Zikic Jelena

14.45-15.30 – AUDITORIUM

KEYNOTE - Work-Team Climate: a Three-Property Perspective

González-Romá Vicente

16.00-17.00 – AUDITORIUM

STATE OF ART - Burnout and engagement: About advances and annoyances

Schaufeli Wilmar B.

SYMPOSIA & PANEL DISCUSSIONS

8.00-9.15 – ROOM 500

118 SYMPOSIUM - Servant Leadership – Antecedents, Processes, and Outcomes

Chair: Externbrink Kai

Big Five Personality Traits and Ethical Climate as Antecedents of Servant Leadership

Brouns Tim

Why and how we should develop transformational and Servant Leadership in higher education.

Propositions on Student Leadership Development (SLD) in Germany

Bildat Lothar, Martin Lisa

How Servant Leaders Facilitate Employees' Subjective Vitality; Disentangling the Within-Person

Mediating Effects of Basic Needs Satisfaction and Autonomous Regulation

Rivkin Wladislaw, Diestel Stefan, Schmidt Klaus-Helmut

When does Servant Leadership moderate the deleterious effects of self-control demands on well-being:

The role of role clarity

Diestel Stefan

Does Servant Leadership Enhance Employees' Innovative Work Behavior? Examining the Amplifying Role of Emotional Intelligence

Externbrink Kai

8.00-9.00 – LONDRA

1631 SYMPOSIUM - Interpersonal Emotion Regulation in the Workplace

Chair: Madrid Hector

Emotion Regulation and Dyadic Work Relationships

Williams Courtney E., Gooty Janaki, Long Shawn D.

Emerging as an Informal Leader Means to Regulate Emotions of Others

Cheshin Arik, Luria Gil, Goldberger Sagi

Interpersonal Emotion Regulation in Teams

Vasquez Cristian, Holman David, Martin Robin

Team Member Interpersonal Emotion Regulation and Innovation

Madrid Hector

8.00-9.15 – ISTANBUL

848 SYMPOSIUM - Using personality type to enhance well-being in the modern workplace

Chair: Hackston John

The role of personality in the “always on” culture

Dost Nikhita, Rayner Helen

Gig work: Does personality matter?

Hackston John

The Impact of Personality on Exercise Preferences and Attitudes

Schaubhut Nancy A., Thompson Richard C.

Workplace Well-being: Gender, Occupation, Age and Personality Influences

Thompson Richard C., Boulton Martin

Using type to navigate organisational change within Macmillan Cancer Support

King Alice, Ellwood Catherine

8.00-9.00 – PARIGI

1089 SYMPOSIUM - The (R)evolution of Video Interviews: Are They Just Hype?

Chair: Tschöpe Nico

Asynchronous Video Interviews: What we know and want to know (but we're afraid to ask)

Cannata Davide

The Future of Video Assessment: Death of Traditional Online Assessment?

Tschöpe Nico

Language Analysis in Psychometric Assessment

Lochner Katharina

Rage Against the Machine: Reactions to Artificial Intelligence in Selection Systems

Justenhoven Richard

8.00-9.15 – ROMA

1199 SYMPOSIUM - Managing the Work-Life Interface: How to Create Positive Outcomes and Prevent Adverse Effects

Chair: Provost Savard Yanick

Caring at Work and at Home: The Daily Consequences of Guilt on Nurses and their Children

Ménard Julie, Foucreault Annie, Trépanier Sarah-Geneviève

Honey, How Was Your Workday? Cross-Role Referencing as a Buffer Between Work-Related Psychological Distraction and Couples' Daily Relationship Satisfaction

Schoellbauer Julia, Tement Sara, Korunka Christian

Work ICT Use Beyond Worktime: Can It Lead to Downward Spiraling Effect on Work-Life Balance?

Tennakoon Uthpala Senarathne

Linking Work-Home Segmentation to Work and Home Performance: A Study of Moderating Analysis

Mallette Frédéric, Beauchemin Corinne, Courcy François, Provost Savard Yanick

Understanding the Relationship Between Work/Non-Work Segmentation and Work Engagement: The Contribution of Information and Communication Technology and Group Norms

Boudrias Valérie, Foucreault Annie, Russo Marcello, Provost Savard Yanick

8.00-9.15 – VIP

129 SYMPOSIUM - Professional development at work and the effects of employees' characteristics, and structural and cultural work characteristics

Chair: Regina Mulder

The impact of job characteristics on employees' learning behaviour and well-being: A time variant and invariant analysis of the job-demand-control-support model

Kyndt Eva, Bednall Tim, De Cuyper Nele, De Witte Hans

The relationship between team strengths use and team Learning

van Woerkom Marianne, Meyers Christina

Effects of perceived feedback culture in organizations on professional learning activities after errors and feedback

Mulder Regina H., Anselmann Veronika, Messmann Gerhard

Self-regulation and organizational support in university teachers' professional learning

van de Wiel Margje, Nievelstein Fleurie, Beusaert Simon, Schlusmans Kathleen

Self-regulation of professional learning in everyday medical practice

Cuyvers Katrien, Van den Bossche Piet, Donche Vincent

8.00-9.30 – LISBONA

1569 SYMPOSIUM - Women's Underrepresentation in Leadership Part I: The Role of Self and Others' Perceptions and Evaluations

Chairs: Julie Brueckner, Janine Bosak, Mary Kinahan and Clara Kulich

Who Wants to Become Dean? Relative Effects of Gender Discrimination and Self-Selection Processes on Professors' Deanship Ambition

Henningsen Levke, Eagly Alice H., Jonas Klaus

Leaning in for Different Reasons: A Qualitative Study on Women's Leadership Motivation in Academia

Möltner Hannah, Huse Morten

Inspired to Become a Leader: Are Gender Quotas Helpful in Establishing Effective Role Models for Other Women?

Nater Christa, Heilman Madeline E., Sczesny Sabine

How Organizational Context and Climate Determine Leader Behavior and Fear of Backlash in Crises

De Macedo Victor, Raymondie Maia Romain A., Cambon Laurent, Steiner Dirk D.

Desired vs. Enacted Managerial Aspirations Among Female Employees and Their Impact on Ingroup Identification and Self-ingroup Similarity

Chipeaux Marion, Lorenzi-Cioldi Fabio, Kulich Clara

Multiple Dimensions of Gender Stereotypes About Others and Self

Hentschel Tanja, Heilman Madeline, Peus Claudia

8.00-9.00 – DUBLINO

1731 SYMPOSIUM - The Organizational Dynamics of Employee Volunteering

Chair: Antunes Bethania

Discussant: Booth Jonathan E.

The impact of employee volunteering experiences on workplace needs satisfaction

Breitsohl Heiko

The Motivational Drivers of Corporate Volunteering: Evidence from Singapore and Malaysia

Alahakone Ratnesvary, Alfes Kerstin

Corporate Volunteering Programs: Designing for Impact

Askovic MIna

Employer-supported Volunteering Programs: Intended and Unintended consequences

Antunes Bethania, Alahakone Ratnesvary

8.00-9.15 – COPENAGHEN

649 SYMPOSIUM - A cognitive approach to the study of recovery

Chairs: Sanz-Vergel Ana Isabel, Xanthopoulou Despoina

Time pressure and task-related rumination during short rest breaks: Experimental evidence from two lab studies

Wendsche Johannes, Schulz Anika, Lohmann-Haislah Andrea, Schöllgen Ina, Wegge Jürgen

Music listening and physiological recovery from stress: The mediating role of ruminative thoughts and positive affect

Krisna Adiasto, Beckers Debby, van Hooff Madelon, Geurts Sabine, Roelofs Karin

Off-job activities and recovery experiences: Work-related and activity-related reflection as boundary conditions

Xanthopoulou Despoina, Sanz-Vergel Ana

Evaluation of an online-based training on boundary management for employees' recovery and well-being

Binnewies Carmen, Törk Julia, Brauner Corinna

A longitudinal investigation of the role executive function plays in the recovery from work process

Olga Chelidoni, Cropley Mark, Plans David

8.30-10.00 – MADRID

1161 SYMPOSIUM - Sickness presenteeism, absenteeism and productivity: New trends in the field

Chair: Martinez Luis

Stay at home or go to work sick? Leaders' presenteeism and workers emotional and behavioral reactions

Lopes Sara L., Ferreira Aristides, Prada Rui

The influence of performance management practices on absenteeism and presenteeism

Miraglia Mariella, Bouville Gregor, Dello Russo Silvia

Sickness presenteeism and propensity in the future workforce

Lohaus Daniela, Röser Florian

Attendance attitudes: A latent profile analysis

Hansen Claus D., Løkke Ann-Kristina, Ruhle Sascha A.

Emotions, burnout and presenteeism in the retail sector

Ferreira Aristides, Vieira Inês, Gomes da Costa Carla

Nonlinear relationships between job control and sickness presence behaviour

Gerich Joachim

8.30-9.30 – ATENE

1843 SYMPOSIUM - Work engagement as a predictor and mediator, how to maintain and improve it

Chair: Shah Sonia

Work engagement as a predictor of job satisfaction and well-being

Gervais Roxane L., Milliar Prudence M.

Work Engagement: Mediating the Relationship between Doctors' Perceived Working Conditions and Patient Care

RH Teoh Kevin, Hassard Juliet, Cox Tom

Work Engagement: Do mental health professionals have a Risk Type, and is there a link with resilience?

Shah Sonia

Engaging with Change: Risk Personality's Role in Maintaining Engagement and Preventing Resistance During Times of Organisational Change

Toms Simon, Flohberg Charlotte, Shah Sonia

9.15-10.30 – LONDRA

1296 SYMPOSIUM - Safety at work: Research developments in psychological health and safety climate from a social-exchange and work-value perspective

Chairs: Curcuruto Matteo, Morgan Jim

Discussant: Clarke Sharon

The relationships between perceived organizational support and safety participation: social exchange processes

Laurent Julie, Chmiel Nik, Hansez Isabelle

The direct and indirect influence of Organisational Safety Climate (OSC) on safety and health outcomes for UK rail workers: The mediating role of Supervisor Safety Monitoring (SSM) and Supervisor Safe

Morgan James I., Curcuruto Matteo, Kandola Raj, Griffin Mark A.

Supervisor and Coworkers Safety Climate Agreements as Mediators of the Leader-Member Exchange and Safety Behaviors Relationship

Brondino Margherita, Bazzoli Andrea, Pasini Margherita

Safety Training positive spin-off effects on safety climate and workers satisfaction with safety

Silva Sílvia A.

Young Workers' Experiences of Occupational Injuries and Mental Health: The Role of Work Centrality

Turner Nick, Tucker Sean, Granger Steve, Deng Connie, Kelloway E. Kevin, Pek Simon

9.15-10.45 – PARIGI

722 SYMPOSIUM - Applicants impression management and faking in the hiring process

Chairs: Roulin Nicolas, Bourdage Joshua

Researching asynchronous video interviews (AVIs): A model to guide the examination of AVIs as a selection assessment

Lukacik Eden-Ray, Bourdage Joshua S., Roulin Nicolas

Faking to fit in: Organizational cultures trigger strategic faking

Roulin Nicolas, Krings Franciska

Cross-cultural impression management in hiring: Overlooked but important?

Derous Eva

Faking and applicant reactions: A fit-perspective

Duerr Daniel, Klehe Ute-Christine

The impact of interview deceptive impression management on new employees' fit, stress, well-being and engagement

Charbonneau Brooke, Powell Deborah

Predicting faking in interviews with automated text analysis and personality

Holtrop Djurre, van Breda Ward, Oostrom Janneke K., De Vries Reinout E.

9.15-10.15 – DUBLINO

538 SYMPOSIUM - Triggers and consequences of personality variability at work

Chair: Hofmans Joeri

Predicting Personality States from Personality Traits – The Role of Situations

Horstmann Kai T., Rauthmann John F., Ziegler Matthias

The effects of counter-dispositional behavior at the workplace

Pickett Jennifer, De Fruyt Filip, Hofmans Joeri

Revisiting the personality-performance link: A dynamic approach to neuroticism and conscientiousness

Sosnowska Joanna, Hofmans Joeri, Griep Yannick, Lievens Filip

Who are you today? The effect of a mindfulness intervention on Big Five personality states

Nübold Annika, Hülshager Ute R.

9.25-10.55 – ROMA

1028 SYMPOSIUM - Dealing with the double-edged sword: Boundary conditions and strategies for a healthy and productive work-related use of information and communication technologies

Chairs: Schneider Katharina, Reinke Kathrin

The impact of work-related extended availability on employee health and life-domain-balance - A meta-analysis

Thörel Eberhard, Pauls Nina, Göritz Anja S.

ICT overload and employee productivity: Buffering effects of goal attainment

Duranova Lenka, Ohly Sandra

Double-edged effects of ICT use: Evaluation of ICT use as an important determinant of positive or negative effects on employee well-being

Reinke Kathrin, Ohly Sandra

How to deal with work email effectively: A systematic review with recommendations

Russell Emma Russell, Jackson Tom, Fullman Marc

The evil-minded smartphone? The effect of individual interventions for boundary management and availability on employee's work-life balance, well-being and availability

Schneider Katharina, Reinke Kathrin, Stock Ruth

Dear manager, now I know what you expect": An intervention to reduce ambiguity about availability expectations

Heissler Clara, Ohly Sandra

9.30-10.45 – ROOM 500

417 INVITED SYMPOSIUM - Leadership and Identity

Chair: Lord Robert

Charting and Understanding Personal Trajectories of Leader Identity Development

David V. Day

Leader Identity and Behavior as Outcomes Rather Than Predictors: The influence of Followers and Team Members

Russell E. Johnson

Who will I be if I'm betwixt and between? A review and extension of the literature on identity dynamics

Susanne Braun, Xiaotong Zheng, Robert G. Lord

The Impact of Early Career Experiences on Leadership/Followership Identity and Motivation to Lead

Olga Epitropaki, Rosalie J. Hall, Paola Gatti

9.30-11.00 – ISTANBUL

1775 SYMPOSIUM - How to foster learning at the workplace: new perspectives

Chairs: Theis Leonie, Decius Julian

The impact of different types of organizational change on informal workplace learning

Decius Julian, Scharper Niclas

The Role of Workplace Goal Orientation for Self-Efficacy and Learning

Theis Leonie, Bipp Tanja

Social Informal Learning & the Role of Learning Climate

Crans Samantha, Brick Veronika, Beusaert Simon, Segers Mien

The Relevance of Achievement Goals in Talking “Shop” With the Boss: “Improve Yourself and Me” versus “Show Off, But Don’t Upstage Me!”

Hamstra Melvyn R. W., Mehmood Qaiser, Schreurs Bert

The role of learning demands in informal workplace learning

van Ruysseveldt Joris, van Dam Karen, De Witte Hans, Nikolova Irina

The new AIM training evaluation model: Using effectiveness and improvement insights from evaluation to foster workplace learning

Kraiger Kurt, Surface Eric A.

9.30-10.30 – VIP

736 SYMPOSIUM - Politics with a capital ‘P’ in organisations: The global effect of politics on the wellbeing of organisations

Chair: Montaiuti Christina

The Importance of Transparency in the Economy & Wellbeing at Work: Why Government Policies Really Matter

Fotinatos-Ventouratos Ritsa, Cooper Cary

Brexit and the well being of the UK workforce

Weinberg Ashley, Cooper Cary, Antoniou Alexander

Political Work In The British House of Commons

Silvester Jo

Statesmen or cheerleaders: Gendered leadership identity granting through developmental feedback

Doldor Elena, Wyatt Madeleine, Silvester Jo

9.30-10.45 – COPENAGHEN

828 SYMPOSIUM - Leading for Creativity and Innovation

Chairs: Rietzschel Eric, Wisse Barbara, Rus Diana

Leaders’ Emotional Regulation Strategy and Team Creativity

Qian Qin Zhou, Yitao Dorothy

Ambidextrous Leadership: Balancing Opening and Closing Behaviors for Creativity and Innovation

Mascareno Jesus, Wisse Barbara, Rietzschel Eric F.

The Creative Leader: Competent but not Warm

Reiter-Palmon Roni, Keller-Hansbrough Tiffany

Trying is not Enough: A Three-Level Multilevel Approach to the Effort–Output Relationship in Employee Creativity

Verwaeren Bart, Vriend Tim

Leading Teams Towards Successful Innovation: A Meta-Analytic Integration

Rietzschel Eric F., Rus Diana, Wisse Barbara

9.45-11.15 – LISBONA

1572 SYMPOSIUM - Women’s Underrepresentation in Leadership Part II: The Role of Self and Other’s Perceptions and Evaluations

Chairs: Brueckner Julie, Kinahan Mary, Kulich Clara, Bosak Janine

Gender and Leadership Styles: A Qualitative and Quantitative Review

Paustian-Underdahl Sam, Sockbeson Caitlin, Hall Alison, Halliday Cynthia

Agency and Communion in Job Advertisements: A Replication Study

Pietraszkiewicz Agnieszka, Formanowicz Magdalena M., Müller Petra, Sczesny Sabine

Public Good or Private Profit: Perceived Differences in Female Leaders' and Male Leaders' Preferences for Leadership Roles?

Kinahan Mary, Bosak Janine, Eagly Alice H.

Trust Me, I'm Your Leader: Do Male and Female Leaders Differ in Perceived Trustworthiness?

Lohmore Akanksha, Kinahan Mary, Van der Werff Lisa

Does It Pay To "Lean In"? Promotion-Focused Men are Rewarded; Promotion-Focused Women are Not

Gutermuth Dinah, Hamstra Melvyn

The Impact of Gender and CEO Motives on Next Generation Shareholders' Leader Evaluations

Brueckner Julie, Bosak Janine, Lang Jonas W. B.

9.45-11.15 – ATENE

1073 SYMPOSIUM - Job crafting intervention as a method to not lose valuable employees

Chair: De Cooman Rein

Discussant: Bakker Arnold B.

Effectiveness of job crafting interventions: a meta-analysis and utility analysis

Oprea Bogdan, Barzin Liubia, Vîrga Delia, Iliescu Drago, Rusu Andrei

Can job crafting lower work-home conflict and promote work-home enrichment off fulltime employed mothers via a job crafting micro-intervention?

Verelst Lorenz, De Cooman Rein, Verbruggen Marijke, Van Laar Colette, Meeusen Loes

Practicing What we Preach? How Job Crafting Strategies may Support Academics to Thrive

van den Heuvel Machteld, Beersma Bianca, Fruwert Rebecca

Cognitive job crafting: A daily diary study

Brenninkmeijer Veerle, Fekke Ybema Jan

Wellbeing on the teachers' desk. Effects of a job crafting intervention to self-manage wellbeing at work.

Costantini Arianna, Demerouti Evangelia, Ceschi Andrea, Sartori Riccardo

Self-administered job crafting intervention among post-retirement workers: Effects on energy levels, person-job fit, and performance

van der Kruijssen Daphne D. T. F., Karanika-Murray Maria, Kooij Dorien T. A. M., van Woerkom Marianne

10.15-11.45 – MADRID

1295 SYMPOSIUM - The Quality of Motivation at Work: A perspective from Self-Determination Theory

Chair: Van den Broeck Anja

Moving beyond undermining: Effects of pay choice and pay attributions on motivation and performance

Parker Stacey, Hewett Rebecca, Fookon Jonas, Gagne Marylene

Crafting the internalization of work motivation

Hewett Rebecca

A Meta-analysis of Different Types of Extrinsic Work Motivation

Van den Broeck Anja, Howard Joshua, Leroy Hannes, Gagné Marylène, Optentia

An Empirical Comparison of Motivation Scoring Methods within Self-Determination Theory: The Case for Relative Weights

Howard Joshua L., Gagné Marylène, Van den Broeck Anja, Guay Frédéric, Chatzisarantis Nikos, Ntoumanis Nikos, Pelletier Luc G.

Happily Re-employed A Prospective Study Based on Motivational Profiles

van der Vaart Leoni, Van den Broeck Anja

The prospective link between materialism, gratitude and need satisfaction at work

Reyes Valentina, Gómez Marcos, Unanue Wenceslao

10.15-11.45 – VARSAVIA

1761 SYMPOSIUM - Information and Interaction Processes in Socio-digital Work Systems: Challenges and Perspectives for Performance and Well-being

Chairs: Antoni Conny, Kluge Annette

Fast and accurate switching between routines in cyber-physical-production-systems (CPPS)- the role of intentional forgetting (IF)

Schüffler Arnulf, Thim Christof, Haase Jennifer, Gronau Norbert, Kluge Annette

Intentional forgetting in teams: effects of knowledge distribution on information capacity

Ulfert Anna, Antoni Conny H., Ellwart Thomas

Directed forgetting in organizations: Beneficial effects of information systems on mental resources and well-being at work

Hertel Guido, Meessen Sarah M., Riehle Dennis M., Thielsch Meinald T., Nohe Christoph, Becker Jörg

Trust in Management Information Systems (MIS): A Theoretical Model

Meeßen Sarah M., Thielsch Meinald T., Hertel Guido

Daily leader-follower interactions and affective reactions: The role of media richness

Rakow Aileen, Gochmann Viktoria, Ohly Sandra

Using multipresence strategy as coping method in mobile work

Vartiainen Matti, Koroma Johanna

10.30-11.30 – DUBLINO

1464 SYMPOSIUM - The Effects of Fit and Fitting In: Feeling Good, Doing Good, and Doing Well?

Chairs: Wee Serena, Nye Christopher

When a Volunteer Fits: Motivational Effects through the Self-Determination Theory

Holtrop Djurre, Gagné Marylène, Dunlop Patrick D., Soo Christine

Personality and Work Characteristics: Investigating the Theory of Purposeful Work Behaviour in a Volunteer Population

Chatellier Gina, Dunlop Patrick D., Gagné Marylène

Person-Job Fit in the Theory of Purposeful Work Behaviour: Testing a Moderated Mediation Model

Bharadwaj Anu, Wee Serena, Dunlop Patrick D., Parker Sharon K.

The Validity and Incremental Validity of Interest Fit: A Mediated Model of Academic Performance

Nye Christopher D., Prasad Joshua J., Rounds James

10.45-12.00 – LONDRA

1674 INVITED SYMPOSIUM - Job performance across career span

Chairs: Alessandri Guido, Cortina José, Brady Grant, Frese Michael

Discussant: Latham Gary P.

Does Performance Improvement Lead To Advancement? A 6-Year Longitudinal Study

Guido Alessandri, Laura Borgogni & José M: Cortina

Explaining the connection between performance trajectory and promotion

Jose M. Cortina, Zitong Sheng, Guido Alessandri & Laura Borgogni

Job Characteristics as Moderators between Age and Performance

Grant Brady, Donald M. Truxillo, Pamela Tierney, David M. Cadiz, & Jennifer R. Rineer

Towards an Action Theory of Career Development over the Life Span

Michael Frese

10.45-11.45 – VIP

1678 SYMPOSIUM - Competencies for the Digital Age

Chair: Lochner Katharina

Digital Competencies – an Overview and Framework

Lochner Katharina

A Competency Model for the 21st Century Recruiter

Warszta Tim, Mahling Sarah, Westensee Jan

Being ready for the digital future – the Digital Readiness Model

Justenhoven Lena, Siemsen Alina

Thriving in “Virtual” Teams: Competencies Beyond Informatics

Bildat Lothar, Renschler Kathrin

11.00-12.30 – ROOM 500

1053 INVITED SYMPOSIUM - New insights on recovery from work stress

Chairs: Kinnunen Ulla, De Bloom Jessica

The recovery paradox: Recovery is difficult when it is needed most

Sabine Sonnentag

Co-worker support and its relationship to the strain-recovery cycle of a workday—A diary study on trajectories of heartrate variability during work

Anja Baethge, Tim Vahle-Hinz and Thomas Rigotti

Recovery experiences at work and at home: Compensatory effects

Verena C. Haun, Thomas Rigotti and Virzhiniya Dyulgerova

Proactively shaping the boundaries between work and private life: The impact of boundary crafting on recovery

Rebecca Brauchli, Philipp Kerksieck and Georg F. Bauer

Learning how to recover from work: Online recovery interventions

Jessica de Bloom, Dirk Lehr, Christine Syrek, Ulla Kinnunen, Anniina Virtanen, Alexandra Smith and Jo Annika Reins

11.00-12.30 – PARIGI

543 SYMPOSIUM - Measuring unconscious: Opportunities of implicit personality measures for work and organizational psychology

Chair: Galic Zvonimir

Implicit, Explicit Core Self-Evaluations and their Relation with Job Performance and Income

Dietl Erik, Meurs James A.

The road to growth: Implicit and explicit motives as predictors of happiness and company performance expectation

Slabbinck Hendrik, Van Witteloostuijn Arjen, Vanderstraeten Johanna, Coreynen Wim, van Hugten Joeri

Using Thurstonian IRT to Model the Response Process in Conditional Reasoning Tests

Lang Jonas W. B., Zettler Ingo, Runge J. Malte, Haubrich Julia

Measuring the Dark Triad Using the Conditional Reasoning Technique

Duerr Daniel, Klehe Ute-Christine, Graulich Verena

Initial Evidence for the Conditional Reasoning Test of Workplace Psychopathy

Nicolas Roulin, Ryan Cook

A comparison of two paradigms for implicit power motive measurement in predicting organizational leadership criteria

Galic Zvonimir, Trojak Natasa, Ružojcic Mitja

11.00-12.15 – COPENAGHEN

777 SYMPOSIUM - The Influence of Dark Personality Traits on Leadership Selection and Workplace Health

Chair: Iliescu Dragos

Discussant: Cornelius König

The Good and the Bad, an Effective Personality Combination for Leaders?

Born Marise Ph., Serlie Alec W.

Successful Psychopathic Leaders: Evidence for a Differential Configuration Model

Vergauwe Jasmine, Wille Bart, Hofmans Joeri, De Fruyt Filip

Why Conventional Measures do not Tap Successful Machiavellians

Kückelhaus Bastian, Kranefeld Iris, Blickle Gerhard

The Measurement Invariance of the Short Dark Triad in Low and High Stakes Contexts

Grigoras Mihaela, Butucescu Andreea, Opariuc-Dan Cristian, Iliescu Dragos

Understanding Dark Triad at Work: Perceived Job Characteristics and Work Attitudes

Butucescu Andreea, Grigoras Mihaela, Iliescu Dragos

11.05-12.20 – ROMA

566 SYMPOSIUM - Crossing borders: Investigating the links between nonwork factors and individual careers

Chair: Kornblum Angelika

Discussant: Hirschi Andreas

Parental work-to-family conflict and enrichment and youths' work centrality: The mediating role of parental job satisfaction and job insecurity

Steiner Rebekka S., Hirschi Andreas

Overqualification among Returning Mothers: The Impact of Maternal Role Adaptation

Debus Maike, Philipp Stefanie, Palffy Patricia

Are you really welcome back? Fathers' experiences of workplace discrimination after taking parental leave

Sertz Anna M., Wiese Bettina S.

Career goal attainment in close relationships: How significant others facilitate politicians' election success

Kornblum Angelika, Unger Dana, Grote Gudela

Happily ever after? A study of retiree well-being in romantic couples

Potocnik Kristina, Unger Dana

11.15-12.45 – ISTANBUL

280 SYMPOSIUM - Dealing With Job Search and Career Crises: Adjusting and Developing One's Career

Chairs: Wehrle Katja, Fasbender Ulrike

Managing Career Shifts: A Theoretical Framework of Dealing with Career Transition Uncertainty

da Motta Veiga Serge, Akkermansb Jos, Hirschi Andreas

Seeing a Silver Lining: Refugees' Experience of Meaningful Work

Wehrle Katja, Klehe Ute-Christine, Kira Mari

Negative Career Shock and Job Insecurity: The Moderating Role of Environmental Career Resources

Hofer Annabelle, Spurk Daniel, Andreas Hirschi Andreas Hirschi

Improving the Self-Regulated Job Search of Older Job Seekers: The Use of Selection, Optimization and Compensation Strategies

Fasbender Ulrike, Schönhage Henriette, Klehe Ute-Christine

Testing a Self-Compassion Intervention Among Job Seekers: Self-Compassion Beneficially Impacted Affect Through Reduced Self-Criticism

Kreemers Loes, van Hooft Edwin A. J., van Vianen Annelies E. M.

Enhancing Job Seeker Networking Self-Efficacy, Use, and Benefits: Effects of an Online Training Program

Wanberg Connie R., van Hooft Edwin A.J., Liu Songqi, Csillag Bori

11.30-13.00 – AUDITORIUM

776 INVITED SYMPOSIUM - Training migrant workers to safety in the construction industry: A European study

Chairs: Peiro Jose. M, Nielsen Karina

Enhancing Safety Training for Migrant Workers in the Construction Industry: A Systematic Review

Rose Shepherd, José Maria Peiró, Karina M. Nielsen, Michela Vignoli, Felisa Latorre

Issues and Challenges of Training Construction Migrant Workers in Spain: A Qualitative Study on the multiple stakeholders' views

José Maria Peiró, Laura Lorente, Alicia Salvador, Vicente Martinez-Tur

The Safety Training Package: a new training to ensure safety outcomes for migrant workers in the construction sector

Michela Vignoli, Dina Guglielmi, Marco Giovanni Mariani, Marco Depolo

The Effectiveness of Safety Training for Migrant Construction Workers: A Training Transfer and Evaluation Framework

Karina M. Nielsen, Rose Shepherd, Michela Vignoli

11.30-12.45 – ATENE

353 INVITED SYMPOSIUM - Alliance Session: Supporting Your International Research Visit through External Grants and Fellowships

Facilitator: Truxillo Donald

Panelists: Fraccaroli Franco, Kozusznik Gosia, Truxillo Donald, van Dick Rolf

11.45-12.45 – DUBLINO

1618 SYMPOSIUM - Fostering a healthy workplace culture: Understanding worker wellbeing, stress, and work relationships

Chair: Day Arla

The impacts of unemployment and underemployment on resettled refugee wellbeing: A New Zealand study

Dehar Tamsin, Cooper-Thomas Helena D., Marlowe Jay, Cartwright Claire

Worker Health & Wellbeing: The Impact of Leaders' expectations about ICT Use

Tonet Jillian, Day Arla

Testing a Workgroup-Based Approach (SCORE) to Improving Workplace Civility and Work Engagement

Leiter Michael P.

Leading the way to Healthy Workplaces: Can training leaders improve Worker Wellbeing

Penney Samantha A.

12.00-13.30 – MADRID

1495 SYMPOSIUM - The Antecedents of Job Design: A Multilevel Perspective

Chairs: Van den Broeck Anjanja, Andrei Daniela, Tims Maria

Job design and the Big-5 personality traits: Testing agentic, situationist and reciprocal relationships across a twenty year period

Holman David, Hughes David

When do others support employee job crafting: A job design simulation task

Tims Maria, Andrei Daniela, Iles Lucinda, Parker Sharon K.

The influence of psychological distance on work design behaviour

Hodge J. H., Andrei D., Klonek F. E.

What Predicts Top Down Job Design Behaviors: A Focus on Managers

Van den Broeck Anja

Organizational level antecedents of high-quality work design

Andrei Daniela M., Wenzel Ramon, Parker Sharon K.

Antecedents of job design: Integrating Multiple levels and Long and Short-run Dynamics

Daniels Kevin, Xanthopoulou Despoina, Sanz-Vergel Sanz-Vergel Ana

12.00-13.30 – VIP

1066 SYMPOSIUM - Leading effective teams: the role of different conditions, processes and states

Chairs: Berger Rita, Dimas Isabel

Team learning and members' satisfaction: An intrateam longitudinal approach

Rebelo Teresa, Rocha Cláudia, Lourenço Paulo Renato, Dimas Isabel

How much cohesion is necessary for teams to be effective?

Dimas Isabel, Rocha Humberto, Rebelo Teresa, Lourenço Paulo Renato

How do transformational leaders influence followers' wellbeing? The mediating role of team climate for learning and role ambiguity

Berger Rita, Katsanou Maria Aimilia, Leiva David

Challenges of knowledge work: the impact of transformational leadership and group development in teams dealing with task uncertainty

Leuteritz Jan-Paul, Berger Rita

Leader's centrality and perception of team performance: The mediating role of leader satisfaction

Alves Marta P., Lourenço Paulo R., Dimas Isabel D.

The antecedent or consequence role of team engagement: A cross-lagged panel design study

Zappalà Salvatore

12.15-13.15 – LONDRA

972 SYMPOSIUM - The Burnout Assessment Tool (BAT)

SYMPOSIUM 2 - Exploring the nomological network of a new international burnout measure

Chairs: De Witte Hans, Schaufeli Wilmar B.

Discussant: Bakker Arnold B.

The dimensionality of burnout

Schaufeli Wilmar B., De Witte Hans, Desart Steffie

Relative contribution of different job resources, job demands and proactive behaviors to future burnout (BAT), job boredom, and work engagement

Hakanen Jari

When and why perfectionism and burnout are close friends

Bosak Janine

Job demands and performance: the indirect role of job burnout

Basinska B.A, Gruszczynska E., Schaufeli W.B.

12.30-13.30 – ROMA

660 SYMPOSIUM - Women's Career Journeys: The impact of work and life events

Chairs: Van Der Werff Lisa, Freeney Yseult, Fortin Marion

Discussant: Ryan Michelle

Women's Work and the Three M's: Menstruation, Maternity and Menopause

Grandey Alicia, Gabriel Allison, King Eden

Making the decision to return to work post maternity leave: a self-determination perspective

Freeney Yseult, van der Werff Lisa, Jourdan Nicolas

Fair Returns: The impact of pregnancy and maternity leave on women's careers

Fortin Marion, Desjardins Camille, German Hayley, Bernhardt Janine

Don't you know that it's different for girls: A exploration of the dynamics of trust, breach and violation for women's employment journeys en route to the top

Searle Rosalind, Sealy Ruth, Hawkins Beverley

12.30-13.15 – LISBONA

829 SYMPOSIUM - New Perspectives on Leadership Training

Chairs: Tafvelin Susanne, Richter Anne

Leader-Team Perceptual Distance on Organizational Practices Affect Outcomes of Leadership Training

Tafvelin Susanne, Lundmark Robert, Nielsen Karina, von Thiele Schwarz Ulrica, Hasson Henna

Digital training of leaders for team development: What factors support adherence?

Grimm Luisa A., Jenny Gregor J., Bauer Georg F., Brauchli Rebecca

Learning to lead the change - the importance of manager, unit and context factors for iLead

Roczniowska Marta, von Thiele Schwarz Ulrica, Hasson Henna, Richter Anne

12.30-13.45 – COPENAGHEN

999 SYMPOSIUM - Building More Effective Teams on Earth and Beyond! Teamwork in Space and Space Analogue Environments

Chairs: Marques-Quinteiro Pedro, Schmutz Jan B.

Discussant: Passos Ana M.

Researching Teams across the Extremeness Continuum: The Inherent Challenges and Opportunities

Schmutz Jan B., Bienefeld Nadine, Maynard Travis M.

Coordination and Performance: Unpacking Adaptation on Firefighter Teams

Rico Ramón, Antino Mirko, Gibson Cristina

How Team Adaptation Drives Performance in Antarctica

Marques-Quinteiro Pedro, Eppich Walter, Schmutz Jan B., Antino Mirko, Maynard Travis M.

Improving Team Resilience by exposure to Modulated, Controlled Stress in Extreme Environments

Bessone Loredana

Can We Get Along Long Enough to Get to Mars? Team Performance over Time

DeChurch Leslie, Larson Lindsay, Gokhman Ilya, Wojcik Harrison, Bell Suzanne, Contractor Noshir

12.45-14.30 – ROOM 500

654 INVITED SYMPOSIUM - New insights into entrepreneurship and well-being

Chair: Ute Stephan

Discussant: Frese Michael

Working 24-7, surviving or thriving? A multi-level study among entrepreneurs

Marjan Gorgievski, Jacqueline Jumelet

Flourish, fight or flight: health and well-being in self-employment over time – associations with business success

Claudia Bernhard-Oettel, Louise Bergman, Constanze Leineweber, Susanna Toivanen

Good for the venture but not for me? The role of passion in entrepreneurs' work-family conflict

Annelore Huyghe, Mirjam Knockaert, Frederik Anseel

Entrepreneurship and well-being: the role of experienced meaningfulness of work and societal legitimation

Susana M. Tavares, Helena Carvalho, Susana C. Santos, Marc van Veldhoven

Stressed but happy? A meta-analysis of entrepreneurship and wellbeing

Ute Stephan, Andreas Rauch, Isabella Hatak

12.45-14.00 – PARIGI

1025 SYMPOSIUM - A closer look at Situational Judgment Tests: New Developments and Insights

Chairs: Schulz Jan-Philipp, Schäpers Philipp, Krumm Stefan

Discussant: Duncan Jackson

False Consensus Effects in Situational Judgment Tests

Oostrom Janneke K., Köbis Nils C., Ronay Richard, Cremers Myckel

Taking SJTs to the Next Level: Leveraging Unstructured Video Interview Data with AI

Justenhoven Richard

Development of a Situational Judgment Test assessing moral judgment and moral behaviour

Reineboth Magdalena, Franke-Bartholdt Luise, Wegge Jürgen, Strobel Anja

Is it all in the Eye of the Beholder? The Importance of Situation Construal for Situational Judgment Test Performance

Schulz Jan-Philipp, Schäpers Philipp, Römer Lena, Mussel Patrick, Krumm Stefan

Which Kind of Situational Information is Needed to Make Situational Judgment Tests Situational?

Schäpers Philipp, Lievens Filip, Schulz Jan-Philipp, Schulze Julian, König Cornelius J., Krumm Stefan

13.00-14.15 – ISTANBUL

1798 SYMPOSIUM - The whens, whys and hows of work intensification

Chair: Kubicek Bettina

Who experiences work intensification? ICT use, proactive behavior, and work resources as antecedents of work intensification

Mauno Saija, Minkkinen Jaana, Kubicek Bettina, Korunka Christian

Exploring work intensification from a dynamic perspective: A daily change pattern approach

Horvat Marina, Tement Sara

Does recovery from work strain protect employees from the effects of intensified job demands on job exhaustion?

Minkkinen Jaana, Mauno Saija, Kinnunen Ulla

Losing sleep over work: The role of perseverative cognition in the relationship between new job demands and sleep quality

Kerman Katja, Prem Roman, Tement Sara, Kubicek Bettina, Korunka Christian

Extended availability - How leadership influences employees' expectations and willingness to be available after work

Syrek Christine, Röltgen Anna, Volmer Judith

13.00-14.00 – ATENE

1579 SYMPOSIUM - Organizational Perspectives on Older Workers

Chair: Deller Juergen

Do employers want to and are they willing to employ older workers?

Axelrad Hila, Lewin-Epstein Noah, Kalev Alexandra

Developing and validating a scale to measure organizational practices for Chinese bridge employees

Yang Jie, Deller Jürgen, Wang Xinyan, Huang Binyun, Mei Xiaohan, Xiong Xiaobin, Lu Fucai

Organizational Practices for Older Workers: Operationalization and Validation of the Later Life Work Index

Wilckens Max R., Wöhrmann Anne M., Deller Jürgen

Later Life Work Index: A Closer Look at the Relevant Indicators and the Operationalization of Transition to Retirement

Wöhrmann Anne M., Wilckens Max, Deller Jürgen

13.00-14.15 – DUBLINO

1022 SYMPOSIUM - Training, Recruitment, and Diversity Management as Drivers of Inclusivity in Organizations

Chairs: Kößler Franziska J., Marcinko Andrew J.

Nationality versus qualification? A survey experiment on the salience of two diversity dimensions

Kößler Franziska J., Veit Susanne, Hoppe Annekatrin

Keeping It Real: How Perceptions of Organizational Authenticity Impact Diversity Management Effectiveness

Marcinko Andrew J.

Linking training group diversity and training effectiveness

Creon Laura E., Schermuly Carsten C.

How can Technology help in getting Diversity at work to work?

Otaye-Ebede Lilian

The discriminatory potential of modern recruitment processes

Kroll Esther, Veit Susanne, Ziegler Matthias

13.15-14.30 – AUDITORIUM

256 INVITED SYMPOSIUM - Identity Leadership: New perspectives from around the Globe

Chair: Van Dick Rolf

Discussant: Gießner Steffen

A meta-analytic review of leader group prototypicality and leadership effectiveness

Nik Steffens, Katie Munt, Daan van Knippenberg, Michael Platow, Alex Haslam

Identity Going Global: A validation study across cultures

Rolf van Dick, Jérémy Lemoine, Nik Steffens, Serap Arslan Akfirat, Belen Alvarez, Lorenzo Avanzi, Kitty Dumont, Olga Epitropaki, Katrien Fransen, Steffen Gießner, Roberto González, Ronit Kark, Rudolf Kerschreiter, Ana Laguia Gonzales, Jukka Lipponen, Yannis Markovits, Fernando Molero Alonso, Lucas Monzani, Juan Antonio Moriano, Pedro Neves, Gábor Orosz, Diwakar Pandey, Christine Roland-Lévy, Sebastian Schuh, Lynda Jiwen Song, Srinivasan Tatachari, Daniel Valdenegro, Lisanne van Bunderen, Viktor Vörös, Sut I Wong, Xin-an Zhang, S. Alexander Haslam

Should I be a perfect identity leader to be a good leader?

Jérémy E. Lemoine, Nik Steffens, Rolf van Dick, Serap Arslan Akfirat, Belen Alvarez, Lorenzo Avanzi, Kitty Dumont, Olga Epitropaki, Katrien Fransen, Steffen Gießner, Roberto González, Ronit Kark, Rudolf Kerschreiter, Ana Laguia Gonzales, Jukka Lipponen, Yannis Markovits, Fernando Molero Alonso, Lucas Monzani, Pedro Neves, Gábor Orosz, Diwakar Pandey, Christine Roland-Lévy, Sebastian Schuh, Tomoki Sekiguchi, Lynda Jiwen Song, Jeroen Stouten, Srinivasan Tatachari, Daniel Valdenegro, Lisanne van Bunderen, Viktor Vörös, Sut I Wong, Xin-an Zhang, S. Alexander Haslam

Identity Entrepreneurship and Innovative Behavior: A Comparison between Scandinavian and Anglo-Saxon Contexts

Sut I Wong, Gillian Warner-Søderholm, Lucas Monzani, Rolf van Dick

13.30-14.30 – LONDRA

900 SYMPOSIUM - The Burnout Assessment Tool (BAT) Symposium 1 - A new international burnout measure

Chairs: Schaufeli Wilmar B., De Witte Hansans

Discussant: Leiter Michael

Evidences of Validity of the BAT in a Brazilian sample

Vazquez Ana C. S., Freitas Clarissa P. P., Zanon Cristian, Hutz Claudio S.

Psychometric properties of the Italian Version of BAT: preliminary evidence of its validity

Consiglio Chiara, Cenciotti Roberto, Pinzuti Diletta, Violani Cristiano

A preliminary job demands-resources model in the context of the Burnout Assessment Tool

de Beer Leon T.

Establishing clinically validated cut-off points for the Burnout Assessment Tool

Desart Steffie, Schaufeli Wilmar B., De Witte Hans

13.30-14.30 – LISBONA

807 SYMPOSIUM - Antecedents to Leader Emergence and Leadership Behaviours

Chair: Cloutier Anika

Does a History of Domestic Violence Affect Leader Emergence?

Cloutier Anika, Barling Julian

The “L-word”: How Granting Leader Identity Impacts Leadership Emergence Differently by Gender

Weatherhead Julie, Barling Julian, Turner Nick, Montgomery Wren

Leader Identity, Gender, and Motivation to Lead

Byrne Alyson, Chadwick Ingrid

Employee Performance and Experienced Abusive Supervision via Supervisor Attributions

Bozeman Jennifer, Hershcovis M. Sandy, Turner Nick, Lyubykh Zhanna, Shan J. Valerie

13.45-15.45 – MADRID

48 INVITED SYMPOSIUM - [Alliance Session] Meet the Editors: Everything You’ve Always Wanted to Know about Publishing and Reviewing

Facilitators: Alicia Grandey, Janine Bosak

Panelists: Eden King, David G. Allen, Paul Bliese, Gilad Chen, Sharon Clarke, Kevin Daniels, William Gardner, Eric Kearney, Maria Kramer, Ioannis Nikolaou, Steven Rogelberg, Jason Shaw, Sabine Sonnentag

13.45-15.15 – ROMA

1018 Out of office? Effects of being cognitively connected to ones’ work during off-work hours for recovery, health, and performance

Chairs: Vahle-Hinz Tim, Cropley Mark

Longitudinal evidence of individual- and team-level effects of workplace stressors on ill health: Rumination as a mediator

Vahle-Hinz Tim, Rigotti Thomas, Kathleen Otto

Rumination as a Predictor of Subjective Performance in Problem Solving: A Two-Week Diary Study

Krys Sabrina, Lopper Elisa

When the phone beeps – A longitudinal study on the relationship between workplace telepressure and well-being

Zinke Janina, Vahle-Hinz Tim, Hoppe Annkatrin

Are all days created equal? Weekly rhythms in recovery and the role of the future time perspective

Hülshager U. R, Zijlstra F. R. H, Walkowiak A.

“Tomorrow I am going to become more active-really!” – the boost of activity and well-being through action-planning and preparatory actions

Hilckmann Kristina, Brosch Eva-Kristina

A diary study examining the effects of bouldering as an aid to reduce work-related rumination

Cropley Mark, Drew Talia

13.45-15.00 – VIP

1277 SYMPOSIUM - Presenteeism and absenteeism: Evidences from different countries and sectors

Chair: Ferreira Aristides

Job stress and presenteeism among healthcare workers in China: The mediating role of distributive justice

Yang Tianan, Lei Run, Jin Xuan, Sun Yangyang, Deng Jianwei

Presenteeism climate and job demands-resources: A diary study in the hospitality industry

Martinez Luis F., Correia Leal Ana Catarina A., Ferreira Aristides I., Corrêa de Oliveira José

Discrimination in hotels: The effects of employees' sickness on customer loyalty and positive word of mouth

Correia Leal Ana Catarina A., Ferreira Aristides I.

Effects of employees' sickness presence on customer satisfaction

Dietz Carolin

Combining absenteeism and presenteeism: A person-centred approach

Miraglia Mariella, Menatta Pietro, Borgogni Laura

14.00-15.15 – COPENAGHEN

778 SYMPOSIUM - On the Leader-Member Relationship Frontier

Chairs: Tomprou Maria, Simosi Maria

How managerial evidence use relates to employee perceptions of leadership

Jepsen Denise, Rousseau Denise

A Profile Approach to LMX

Chaudhry Anjali

Understanding leadership as an emerging process across team and organizational boundaries: consequences for the employment relationship

Coun Martine, Peters Pascale, Blomme Rob

Can leader identity entrepreneurship reduce follower depressive symptoms and burnout? Testing a serial mediation model with work group identification and loneliness at work as mediators

Kerschreiter Rudolf, Alex Benjamin

The effect of maternity leave in the leader – new mother employee exchange: Implications for managing employment relationships

Freenev Yseult, van der Werff Lisa, Collings David

14.15-15.45 – PARIGI

1011 SYMPOSIUM - In Defense of Democracy in Europe: What can leaders and organizations do to promote involvement and solidarity at work and beyond?

Chairs: Jønsson Thomas, Knoll Michael

Remaining silent in eleven languages: Validating scales for employee silence motives across fifteen countries

Götz Martin, Knoll Michael, Adriasola Barroilhet Elisa, Arenas Alicia, Barrett Stephen, Bollmann Grégoire, Carter Madeline, Chui Sue, Di Marco Donatella, Elsev Vicky, Gatti Paola, Ghislieri Chiara, Hofmans Joeri, Jønsson Thomas F., Lundsgaard Ottsen Christina, Silva Silvia A., Šimunic Ana, Szücs Daria, Tavares Susana M., van Dick Rolf, Zacher Hannes

Uncivil behaviors at work make me shut up. The role played by climate for authenticity in the relationship between workplace incivility, prosocial silence and psychological health

Di Marco Donatella, Silva Silvia A., Tavares Susana M.

It is not all about competition: The impact of democratic and participative practices in organizations on employees' solidarity at work and innovative work behavior

Unterrainer Christine, Weber Wolfgang G., Höge Thomas

Involvement and collective coping. A mixed methods study of collective coping in organizations

Kirkegaard Tanja

An integrated model of work and organizational psychology of responsibility: A literature review

Jønsson Thomas

A strong error management culture promotes corporate social responsibility: A Multi-level analysis in an international organization across 10 countries

Wegge Jürgen, Bärwinkel Hanna, Wach Dominika, Kruse Philipp

14.15-15.30 – ATENE

765 SYMPOSIUM - Working for the Greater Good: Insights into WOP's contributions to Poverty Reduction

Chair: McWha-Hermann Ishbel

Discussant: Searle Ros

The Importance of Money: Fairness, Work-Life Balance, and Job Satisfaction

Haar Jarrod, Carr Stuart C.

Reconceptualising INGO Reward: addressing tensions between social values and competitiveness

McWha-Hermann Ishbel, I McWha-Hermann Ishbe, Jandric Jakov, Cook-Lundgren Emily, Carr Stuart C.

Equality for whom? Organisational context and international-local (in)equality in Kenyan development organisations

Cook-Lundgren Emily

Optimising competency profiles for staffing humanitarian aid teams

Atkins Stephen G.

Supporting breastfeeding at work among low income clothing factory workers in South Africa

Jaga Ameeta, Botha Gina, Stumbitz Bianca

14.30-15.45 – ISTANBUL

950 SYMPOSIUM - Work-family interface: Going through processes and lifespan

Chairs: Desmette Donatienne, Topa Gabriela

Discussant: Depolo Marco

The effects of new technologies on the work-family interface: A comparative study between Italy and France

Molino Monica, Wodociag Sophie, Ghislieri Chiara

Costs and Benefits of Self-Regulated Work: A Diary Study on the Ambivalence of Regulatory Demands

Kubicek Bettina, Prem Roman, Baumgartner Vera, Sonnentag Sabine, Korunka Christian

Work investment, HR practices, and justice at work: What lights on the dynamic of work-to-family interface and well-being at work?

Babic Audrey, Barbier Marie, Hansez Isabelle, Bertrand Françoise, Stinglhamber Florence

Work-family conflict: the role of occupational future time perspective and coping strategies.

Henry Hélène, Desmette Donatienne

Eldercare-Work conflict Spanish scale: Psychometric properties and effects on late career intentions.

Topa Gabriela, Alcover Carlos-María, Henry Hélène, Desmette Donatienne

14.30-16.00 – DUBLINO

873 SYMPOSIUM - Understanding gendered career trajectories: A focus on self-stereotyping and women's reactions in the face of bias

Chairs: Hentschel Tanja, Ryan Michelle

The person I ought to be: Prescriptive self-stereotyping of men and women

Hentschel Tanja, Ryan Michelle

Feeling pressure to be a perfect mother relates to parental burnout and career ambitions

Meeussen Loes, Van Laar Colette

How women and men are treated at work: Experiences of distinctive treatment and its implications for one's confidence and career ambitions

Begeny Christopher T., Ryan Michelle

Women's perceived lack of fit for leadership predicts their physiological stress response and performance evaluations in simulated job interviews for leadership positions

Sczesny Sabine, Nater Christa, Messerli Nadine, Heilman Madeline E., Eagly Alice H.

Double trouble: How being outnumbered and negatively stereotyped threatens career outcomes of women in STEM fields

van Veelen Ruth, Derks Belle, Endedijk Maaïke D.

Cross-cultural differences in the benefits of self-reliance for women's leadership

Schaumberg Rebecca, Bear Julia

14.40-15.50 – ROOM 500

610 INVITED SYMPOSIUM - Aging in Organizations

Chair: Andreas Hirschi

We are only human after all: An examination of the influence of life events on the ability, motivation and opportunity to continue working and the moderating role of HR practices

Pak, K., Kooij, T.A.M., de Lange, A.H. & van Veldhoven, M.J.P.M.

Team Cohesion Buffers against Negative Effects of Poor Health on Work Ability

Donald M. Truxillo, Jennifer R. Rineer, David M. Cadiz, & Grant Brady

Limits of older workers' resilience: Emotion regulation, health, and absenteeism in a forensic mental healthcare setting

Susanne Scheibe, Frans Flutters, Reinder Broekstra, and Anita C. Keller

14.45-16.00 – LONDRA

1363 SYMPOSIUM - Emotions in the workplace

Chairs: Dragos Iliescu, Di Fabio Annamaria

Discussant: Guglielmi Dina

Organisational justice and work stress: the mediating role of negative, but not positive, emotions

Pérez Rodríguez Vanesa, Topa Gabriela

Is Gender a Moderator between Job Authority and Depression?

Ispas Simona, Iliescu Dragos

Flow at work and resources: a possibility to reach well-being at work

Zito Margherita, Cortese Claudio Giovanni, Colombo Lara

Beyond personality traits: Emotional intelligence for Human Capital Sustainability Leadership

Di Fabio Annamaria

15.00-16.00 – LISBONA

532 SYMPOSIUM - Driving Positive Experiences in the Workplace: Theory and Practice

Chairs: Tararukhina Olga, Kwantes Catherine, Boglarsky Cheryl, Talaei Amirreza

Positive Interpersonal Relationships In the Workplace and Organizational Culture

Tararukhina Olga

Trust, Societal Culture, and Role Relationships in the Workplace

Kwantes Catherine T.

In Pursuit of the Positive Organizational Workplace: The Role of Constructive Organizational Norms

Boglarsky Cheryl A.

SCARF theory: Meeting employee needs

Talaei Amirreza

15.15-16.45 – VIP

703 SYMPOSIUM - Entrepreneurship from a career perspective

Chairs: van den Groenendaal Sjanne Marie, Gorgievski-Duijvesteijn Marjan

Discussant: Arnold John

Conflict and stress dynamics in startup top-teams

Kozusznik Gosia, Euwema Martin

What Do Starting Motives Say About Solo Self-employed Workers?

van den Groenendaal Sjanne Marie, Rossetti Silvia, van den Bergh Mattis, Kooij Dorien

Entrepreneurial Proactive Behavior: Scale Development and Validation

Kanters Dewi, Gorgievski Marjan, Bakker Arnold B., Derks Daantje

The Value of Values in Understanding the Distinctiveness and Heterogeneity of Social Enterprises

Stephan Ute, Mair Johanna, Huysentruyt Marieke

Age-related decrease in entrepreneurial intentions in Spain: Lost opportunities for senior entrepreneurship?

Moriano Juan A., Laguía Ana

15.30-16.45 – ROMA

647 SYMPOSIUM - Leader-member exchange (LMX) differentiation

Chairs: Emery Cécile, Martin Robin, Thomas Geoff

Discussant: Berrin Erdogan

Examining the Role of Leader-Member Exchange Differentiation for Employee- & Customer-Mood in a Services Context

Zheng Yuyan, Epitropaki Olga, Graham Les

The moderating role of team information elaboration in the relationship between LMX differentiation and team performance

Kampf Pia Helen, González-Romá Vicente, Hernández Ana, Melián Verónica

Exploring the Differential Effects of Social & Economic Leader-Member Exchange Differentiation

Buch Robert

Leader-Member Exchange Social Comparisons and Follower Outcomes: The Roles of Felt Obligation and Psychological Entitlement

Lee Allan, Gerbasi Alexandra, Schwarz Gary, Newman Alexander

Examining how Leader-Member Exchange Differentiation Shapes the Pattern of Social Networks

Emery Cécile, Gerbasi Alexandra, Cullen-Lester Kristin

15.30-17.00 – COPENAGHEN

1321 SYMPOSIUM - Analyzing virtual team effectiveness. Implications for leadership, team processes and information-technology support

Chair: Antoni Conny H.

The effects of team personality composition in virtual teams

Hoch Julia E., Dulebohn James H.

Effects of Shared Mental Models (SMM) on Virtual Team (VT)-Coordination and VT-Performance

Müller Rebecca, Bernardy Valeria, Röltgen Anna T., Antoni Conny H.

Leading virtually. Absence makes adaptation grow fonder?

Graça Ana Margarida, Costa Patrícia L.

Chances and challenges of virtual reality for collaboration at work

Höddinghaus Miriam, Hertel Guido

The medium does not have to be the message. How compensatory adaptation can increase virtual team performance

Handke Lisa, Schulte Eva-Maria

Supporting virtual teams with collaborative software – Need of an integrated framework

Klötzer Stefan, Boos Margarete

15.45-16.45 – ATENE

346 SYMPOSIUM - Inclusive HRM; challenges and practices

Chairs: Van Vuuren Tinka, Semeijn Judith

One size does not fit all: a case for tailoring jobs to retain older workers in different roles

den Boer Hiske, van Vuuren Tinka

Retention of employees with disabilities

Boelhouver Ingrid G., Vermeer Willemijn, van Vuuren Tinka

Paradoxes and practices of inclusive HRM; a multiple case study into perceived challenges, preconditions and success factors to employ workers with reduced work capacity in the Netherlands

Semeijn Judith, van Vuuren Tinka, Parkin Hughes Christine

Connecting company turnover growth to the inclusion of persons with a distance to the labor market: The development and evaluation of a new intervention

Geuskens Goedele, Blonk Roland, Goudswaard Anneke

16.00-17.00 – ROOM 500

1558 SYMPOSIUM - Mindful organizing and reliable and safe performance in high hazard industries

Chair: Gracia Francisco Javier

Discussant: Markus Schöbel

Beyond Reliability: Collective Mindfulness and Team Performance

Senturk Melike, Oliver Nick, Potocnik Kristina, Calvard Tom, Tomasella Maurizio

Mindful organizing, engagement, and patient safety

García-Buades María Esther, Galiana Laura, Gracia Francisco J., Sansó Noemí, Torres Marta, Roso-Bas Fátima

The role of organizational mindfulness and psychological climate in organizational outcomes

Magnano Paola, Santisi Giuseppe, Tous-Pallarés Jordi

Organizing Mindfully: Testing A Structural Equation Model of Antecedents and Outcomes of Collective Mindfulness

Renele Michelle, Gracia Francisco J., Tomas Inés, Peiró José María

16.00-17.00 – MADRID

259 SYMPOSIUM - Coming of age. Deepening and broadening employability research.

Chairs: De Cuyper Nele, Forrier Anneleen, Van Harten Jasmijn, Knies Eva

A systematic literature review and research agenda on employability

Van Harten Jasmijn, De Cuyper Nele, Knies Eva, Forrier Anneleen

Gender Identity, Sex and Employability: An examination among Spanish employed and unemployed youngsters

Sánchez-Cardona Israel, Vera María, Cifre Eva

Employability Attributes as Predictors of Employees' Satisfaction with Human Resource Retention Practices

Coetzee Melinde

Exploring key antecedents of self-perceived employability and employability competencies: The role of openness to experience, new career orientations and skill utilization

Butler Christina, Guest David, Van der Heijden Beatrice

16.00-17.00 – ISTANBUL

990 SYMPOSIUM - Game-based Assessment – Facts and Fiction

Chairs: Siemsen Alina, Warszta Tim, Jöhnk Henrik, Lochner Katharina

The Impact of Game Design Elements in Game-Based Assessment

Warszta Tim, Siemsen Alina

Getting into the Game: Applicant Reactions to Game-Based Assessments

Bhatia Sarena

Traditional vs. Gamified Tests – Are They Really Different?

Siemsen Alina, Warszta Tim

Video Games and Intelligence – Correlations between Playing Different Video Game Genres and Cognitive Abilities

Jöhnik Henrik, Lochner Katharina, Steingen Ulrich

16.00-17.00 – PARIGI

1659 SYMPOSIUM - Fresh perspectives on measuring creativity in organizations

Chair: Reiter-Palmon Roni

Development of a new measure to predict creativity in the workplace

Reiter-Palmon Roni

Cultural Differences in Creativity

Becker Pamela, Mead Alan D., Reiter-Palmon Roni, Kaufman James C., Zhou Chenxuan

Hire for Creativity

Mancini Andrea G., Magnani Mario, Ciancaleoni Matteo

Assessing Creativity in Managerial Assessment: A Business Case

Fossati Luisa

16.00-16.45 – PRAGA

426 SYMPOSIUM - The role of time in intensive longitudinal designs: Trends and approaches

Chairs: Rodríguez-Muñoz Alfredo, Antino Mirko

Why Continuous Time Modeling Should Replace Multi-Level Analyses of Intensive Longitudinal Data

Dormann Christian

Does it matter what happened yesterday? Testing accumulation effects of time pressure on fatigue

Keller Anita C., Meier Laurenz L.

Stay away from me on Mondays: Weekly rhythms in enacted incivility and the role of mindfulness

Hülshager Ute R., van Gils Suzanne, Walkowiak Alicia

16.15-17.00 – LONDRA

1298 SYMPOSIUM - Facilitating Multiteam System Collaboration in High-Stakes Environments

Chairs: Carter Dorothy, DeChurch Leslie

Discussant: Stephen J. Zaccaro

Learning from the Past to Advance the Future: The Evolution of NASA's Mission Control Center

Multiteam System

Carter Dorothy R., Pendergraft Jacob G., Tseng Sarena, Landon Lauren B., Slack Kelley J., Shuffler Marissa

Learning to Lead Multiteam Systems

Niler Ashley, Larson Lindsay, Carter Dorothy, DeChurch Leslie

Leveraging Simulations to Improve the Functioning of Multiteam Systems

Lungeanu Alina, Park Patrick, DeChurch Leslie, Contractor Noshir

ORAL SESSIONS
8.00-9.45 – BRUXELLES**ORAL_1 WORK VALUE & ATTITUDES**

Chair: Jourdan Nicolas

1235 The influence of positive and negative intergroup contact between social care providers and recipients on psychological and organisational outcomes

Drury Libby, Swift Hannah, Palmer Sinead, Abrams Dominic

60 The effect of personal values in employees' perceptions of the effective leader

Zibenberg Alexander, Da'as Rima'a

1120 How we see our working day: Insights into the daily working lives of people with Visual Impairments

Swaysland Greg

224 Personality and Values: Comparing and contrasting light volunteers, regular volunteers and non-volunteers

Chatellier Gina, Dunlop Patrick, Gagné Marylène

285 Employees staying and leaving attitudes – how do these two go together?

Bender Elena, Straatmann Tammo, Schürmann Mirko, Müller Karsten, Schaper Niclas

839 Stay or leave the Police? A longitudinal examination on turnover among younger police officers in Sweden

Annell Stefan, Sverke Magnus, Gustavsson Petter, Lindfors Petra

1699 Crafting to fit or fitting to craft? Examining the relationship between person-environment fit and job crafting

Jourdan Nicolas, Bosak Janine, Freeney Yseult

8.00-10.00 – VARSAVIA**ORAL_9 TEAM & WORKGROUP**

Chair: Meade Keelan

1024 Laugh smart: The implications of affiliative humor for team engagement and viability

Fodor Oana Catalina, Curşeu Petru Lucian

1370 Influence of leader sense-giving and leader promotion of team sense-making on team effectiveness: mediation role of team planning and team adaptation

Marras Veronica, Passos Ana M.

1402 Patients as team members: patient involvement in treatment decisions

Buljac Martina, Clark Mark, van Exel Job, van Wijngaarden Jeroen

1626 Practical Solutions to Conducting Teams Research in the Field

Hysong Sylvia, Spitzmueller Christiane, Petersen Laura

1683 The effect of leadership sense giving and cognitive flexibility on team adaptive performance

Passos Ana M., Guedes Ana, Santos Catarina, Uitdewilligen Sjir, Maynard M. Travis

846 Team reflection and mental model changes

Kneisel Evi

83 Just share it? A multilevel investigation on predictors and outcomes of shared leadership

Klasmeier Kai, Rowold Jens

1686 Sequential analysis of verbal behaviours in teams using real-time coded data

Meade Keelan, Hernández Ibar Daría, Greenaway Thomas, Jefferson Nick, Dawson Jeremy, Farley Samuel

8.00-9.00 – VIENNA

ORAL_12 EMERGING THEME - NEW TECHNOLOGY

Chair: Vanderstukken Arne

237 Comparing Task and Knowledge Characteristics in two different modality of work (on-site and telework)

Pereira Damascena Matheus, da Silva Abbad Gardênia, Legentil Ferreira Faria Juliana, Ferreira de Miranda Lisa, Feital Nunes Caroline

239 Teleworkers' perceptions about the differences between telework and on-site work

Feital Nunes Caroline, da Silva Abbad Gardênia, Legentil Ferreira Faria Juliana, Ferreira de Miranda Lisa, Perreira Damascena Matheus

673 Future of the Lawyer profession: impact of the implementation of artificial intelligence in routine and non-routine tasks

Sintra José, Almeida Lopes Susana, Santos João

329 Asymmetry in teleworking patterns and employee learning: Mediation by trust

Vanderstukken Arne, Nikolova Irina, de Jong Jeroen, Ramioul Monique

8.00-10.00 – FOYER 500

ORAL_18 POSITIVE ORGANIZATIONAL BEHAVIOR

Chair: Lazzazara Alessandra

282 The Prospective Link between Organizational Citizenship Behavior and Well-being and Attitudes at Work: Need satisfaction as an Underlying Psychological Process

Unanue Wenceslao

199 Ensuring sustainable high performance in the digital workplace

Mattern Jana

859 The role of employer brand perception in citizenship and counterproductive work behaviors

Stysko-Kunkowska Malgorzata, Charusta Aleksandra

1090 Optimal and sub-optimal behaviors: what do they tell us about one's functioning and psychological health at work?

Boivin Marie-Pier, Malo Marie

1175 Identity Systems

Hupkens Leon, Akkermans Jos, Khapova Svetlana

1502 To what extent do work contexts affect personal resources – a one-year follow up on work-related psychological flexibility

Holmström Stefan, Pienaar Jaco, Hauer Esther, Schéle Ingrid

1773 Examination of the Relationships Between Organizational Climate, Organizational Commitment, and Constructive Organizational Deviance

Allain Claire, Deprez Guillaume, Battistelli Adalgisa

1671 Evolution of job crafting research: A bibliometric analysis

Lazazzara Alessandra, Tims Maria, Za Stefano

8.15-10.00 – PRAGA

ORAL_6 SELECTION (METHODS)

Chair: Malinen Sanna

422 Interview Faking: What's Anxiety got to do with it?

Powell Deborah, Bourdage Joshua, Bonaccio Silvia

1376 The Potential of Psychometric Assessment: Simulating the Impact on GDP

Lee Colin, Steel Piers

619 Stereotype threat in employment testing for GMA: Comparing male and female test scores across two samples

Hausdorf Peter, Chris Alexandra, Beadman Kelsea

788 Applicant reactions to selection methods in Romania: A closer look at fairness of online information
Rus Claudia Lenuta

1133 The Effects of Gender and Marital Status on Resumé Screening: The Moderating Role of Ambivalent Sexism.

Ersoy Nevra, Sezgin Esin

1589 A Deeper Look at Construct Validity of Assessment Centers - Which Behaviors Do Actually Matter?

Breil Simon, Back Mitja

632 Body art and its impact on employment selection decisions: Is there a bias towards candidates with visible tattoos?

Woodford Simone, Malinen Sanna, Wordsworth Russell

8.15-9.45 – MEZZANINO

ORAL_22 CREATIVITY & INNOVATION

Chair: Toader Andra

695 Innovation Profile: development of an innovation roles model for Law Firms

Almeida Lopes Susana, Sintra José

1718 Solving Management Problems Creatively: A Sensemaking Perspective

Caroff Xavier, Massu Justine

757 How Ambidextrous Leaders Foster Team Innovation: The Mediating Role of Team Climate for Innovation

Gammel Josef Heribert, Kugler Katharina, Brodbeck Felix

1591 Mindfulness and creativity: the mediating role of exploration behaviors

Beauchemin Corinne, Mallette Frédéric, Courcy François, Montani Francesco

215 Uncovering the Effects of Team Openness to Experience on Team Creativity: The Role of Psychological Safety

Sacramento Claudia, Lyubovnikova Joanne, Martinaityte Ieva, Juhasz Andrea

291 Team mental models dissimilarity and knowledge recombination in teams

Toader Andra

8.15-10.00 – NH FONDERIA

ORAL_27 WORK STRESSOR

Chair: Smith-Spark James

609 Stress and Influence at Work in British Universities: A Latent Profile Analysis

Fontinha Rita, Van Laar Darren

135 Challenge stressors in daily working life – just scratching the surface? The influence of time pressure and job complexity on strain and engagement. A comparison of within- and between-person effects

Kunzelmann Arian, Rigotti Thomas

1427 Social undermining and its impact on heart rate variability: an experimental study of the consequences of hostile work environments on workers' health

Funcasta Lorena, Contreras Paola, García Sandra, Lorenzo Mariana

275 Appraisal of Job Demands and Resources: Work Characteristics in the eye of the beholder

Li Peikai, Peeters Mariaaria, Taris Toon

359 Stressed for Good: Challenge Stress as a Predictor of Mentoring and Career Success

Kudret Selin, Erdogan Berrin, Bauer Talya N., McCarthy Julieulie

954 Cognitive predictors of quality control label-checking accuracy

Smith-Spark James, Katz Hillary, Wilcockson Thomas, Marchant Alexander

8.15-10.00 – NH PRESSE

ORAL_32 WELL BEING

Chair: Yepes-Baldó Montserrat

42 Poor Quality and Quantity of Sleep: The Role of Managerial Level and Impact on Well-Being

Culpin Vicki

78 Dealing with the demands of work intensification: The role of job crafting

Thrasyvoulou Georgia

105 How to measure employee well-being: A taxonomy of constructs and review of measures

Wijngaards Indy, Burger Martijn, van Exel Job

1286 Longitudinal well-being and performance cross-cultural relation: a comparison between Brazil, Equator and Italy

Peiró José Maria, Tordera Núria, Rodríguez Isabel, Lorente-Prieto Laura, Pérez-Nebra Amalia Raquel, Ingusci Emanuela, Vera-Perea Maria

149 Interactive Effects of Daily Work Demands and Autonomy on Well-Being Trajectories

Hudl Karoline, Weber Paul, Zacher Hannes

305 Happiness and Maximizing Tendency- A Study from The Dynamic Perspective

Wang Feining, Jia Jia

130 The “beauty” job crafting and the “beast” overcommitment: Promoting employees’ well-being in the elderly care sector

Piñeiro Miguel Angel, Romeo Marina, Yepes-Baldó Montserrat

8.30-10.00 – NH COLLAUDO

ORAL_36 EMPLOYEES STRESS & BURNOUT

Chair: Isik Idil

249 Help-seeking and Help-outreach Intentions of Health Care Professionals – The Role of Workplace Mental Health Literacy and Stigma

Wulf Ines Catharina

310 Crossover of Resilience and Distress between Supervisors and Employees: The Impact of Social Support

Hammer Leslie, Westman Mina, Sianoja Marjaana

785 Risk and protective factors in palliative care providers dealing with bioethical distressing conditions

Maffoni Marina, Giardini Anna, Giorgi Ines, Argentero Piergiorgio

154 Employee Burnout in Mobile Work: The Role of Quantitative Workload and Mobility-Related Support

Kraus Sylvia, Rieder Kerstin

1831 “Can We Please Have Our Say?”: Considering the Effort-Reward Imbalance (ERI) and the Job Demands-Resources (JD-R) Models Through Two Novel Qualitative Studies

Williams Cameron, Dziurawiec Suzanne, Larsen Mark

1228 Workplace Experiences of Employees with Bipolar Disorder and Human Resources Management Professionals’ Attitudes

Isik Idil, Ceylan Faruk, Caliskan Sibel, Pasini Martina

9.15-10.45 – VIENNA

ORAL_13 SAFETY

Chair: Burke Michael

1060 Developing a tailor-made indicator for measuring psychosocial risk factors in the service sector

Gjerald Olga, Furunes Trude, Mathisen Gro Ellen

1726 Emergency fire training in virtual environments: effect of immersion and interaction

Furlan Mattia, Benvegnù Giulia, Spagnolli Anna, Gamberini Luciano

787 Assessing Awareness of Employee Work Health and Safety (WHS) in the Bangladesh Ready-Made Garment (RMG) Industry

Zaman Fazluz, Mozammel Soleman, Ahmed Masoom

1489 Towards a Resilient Safety Culture - Transforming People, Systems and Processes

Maré Yuzanne

1210 Does phubbing really matter in the workplace?

Koçak Ömer Erdem, Bakker Arnold B.

24 Toward a Greater Understanding of Workplace Safety for Professional Truck Drivers

Valenzuela Lina, Burke Michael

10.00-11.45 – BRUXELLES

ORAL_2 ENGAGEMENT

Chair: Vullinghs Jesse

794 Socialization as an identity transition process: The investigation of underlying mechanisms and boundary conditions

Esplan Karine, El Akremi Assâad

1229 Longitudinal analysis of the relations between identification, colleagues support and psychological distress

Avanzi Lorenzo, Bressan Marco, Balducci Cristian, Lombardi Luigi, Fraccaroli Franco

1562 Momentary work engagement: Investigating Job Demands-Resources model through experience sampling

Ono Masakatsu

269 The Dynamics of Interns' Workplace Commitment

Ali Nima, Swart Juani

294 Situational constraints hamper employee's work engagement and performance, except on moments that they receive or provide social support

Zeijen Marijntje, Petrou Paraskevas, Bakker Arnold B.

993 Collective voice and commitment in microwork: Evidence from an Amazon Mechanical Turk workers' campaign

Rapti Andriana, Scholarios Dora, Panteli Niki

1214 Honeymoons and Hangovers During Newcomer Socialization: A Meta-Analysis of Change in Longitudinal Studies

Vullinghs Jesse, Solinger Omar

10.00-11.15 – MEZZANINO

ORAL_23 CREATIVITY & INNOVATION

Chair: Cangialosi Nicola

349 Towards sustainable innovations in education: the role of environmental factors for teachers' innovative work behavior

Lambriex-Schmitz Peggy, Van der Klink Marcel, Beausaert Simon, Bijker Monique, Segers Mien

836 Job demands and increase in innovation behaviors as predictors of well-being: the role of innovation climate.

Ramos José, Lira Eva, Martín-Hernández Pilar, Zornoza Ana, Peiró José María

1720 If you don't fit, change it: Managers' innovative behaviors as a response to value misfit

Massu Justine, Delfosse Coralie, Caroff Xavier

1124 Integrating Leadership and the Innovation Process: Development and Validation of a Measure for Assessing Leadership for Innovation Across Two Countries

Stein Maie, Vincent-Höper Sylvie

1261 Learning climate and innovative work behavior, the mediation of work-based learning

Cangialosi Nicola, Odoardi Carlo, Battistelli Adalgisa, Déprez Guillaume

10.15-12.15 – PRAGA

ORAL_7 EMPLOYEE SELECTION

Chair: Stamate Alina N.

1181 Can Open Hiring® be implemented in the Netherlands as a means to reduce exclusion?

Goudswaard Anneke, Drupsteen Linda, Hogenstijn Maarten

1523 Achievement motivation in the system of professionally-important qualities of international trade organization managers

Ptukha Inna

1800 Employability for tattooed job seekers: the double point of view of recruiters and candidates

Fantinelli Stefania, Galanti Teresa, Cortini Michela

1094 Narcissism and response distortion in a personality assessment

Chang Chu-Hsiang, Johnson Russell, LeBlanc Catherine, Kuang Sarah, Way Jason, Keller Anita

1170 Human Resources through Neuromarketing: an innovative Italian study

Zito Margherita, Gabrielli Giorgio, Vincenzo Russo

371 Interviewing while sick: Evaluator impressions and hiring recommendations

schilpzand pauline, Houston Lawrence, Restubog Simon

1557 What activates “dark” and “bright” personality at work? A weekly diary study

Ma Gloria Xiaocheng, Born Marise Ph., Petrou Paraskevas, Bakker Arnold B.

621 Personality structure: differentiation by the cognitive ability level

Stamate Alina N., Denis Pascale L.

10.15-12.00 – FOYER 500

ORAL_19 POSITIVE ORGANIZATIONAL BEHAVIOR

Chair: Calderwood Charles

916 The Influence of Employee Authenticity on Job Burnout and Job Performance

Zhang Ruobing, Gevers Josette, Li Jia, Demerouti Evangelia, Wang Yong

1145 Leading the way to Wellness: Positive Leadership Promotes Wellbeing through Social Identification

Marsh Christie, Leite Ana, Randsley de Moura Georgina

1266 What inhibits and enhance the elaboration of proactivity and constructive deviance

Déprez Guillaume, Battistelli Adalgisa, Cangialosi Nicola, Odoardi Carlo

1364 Organizational socialization of refugee newcomers

Gericke Dina, Albrecht Anne-Grit, Pundt Leena, Deller Jürgen

223 Not everybody thrives the same way: The impact of approach motivation on well-being and performance via growth strength in skill utilization

Klonek Florian, Liu Yukun, Johnson Anya, Nguyen Helena, Parker Sharon K.

102 The Engagement and Alienation of Public Healthcare Workers: The Role of Public Service Motivation

Fletcher Luke, Chandrasekaran Lakshmi

725 Daily Physical Activity and Job Performance

Calderwood Charles, Gabriel Allison S., ten Brummelhuis Lieke L., Rosen Christopher C.

10.15-12.15 – NH FONDERIA

ORAL_28 WORK STRESSOR

Chair: van der Meij Leander

1838 The Applicability of Work-Stress Models for Education Staff and the Future Workforce: A Systematic and Meta-Analytic Review

Williams Cameron, Larsen Mark

324 The relationship between daily workload and daily co-worker relationship quality: emotions as mediators and attachment orientations as moderators

Schusterschitz Claudia, Geser Wilhelm

1538 Work and sleep quality in railway employees: An actigraphy study

Gerhardt Christin, Kottwitz Maria, Lüdin Tarsia Jana, Gabriel Dominique, Elfering Achim

1586 Expatriates' stress during adjustment and international assignments. Development of a model

Giorgi Gabriele, Fiz Perez Javier

408 Psychological Distress and Work Outcomes in a Military Context: A Longitudinal Study

Peach Jennifer M., Berlinguette M. Katharine

639 Work, Physical Activity, and Well-Being: An Ambulatory Assessment Study

Häusser Jan, Abdel Hadi Sascha, Krumm Stefan, Mojzisch Andreas

845 Working hours and commuting time as risk factors for 5-year change in depressive symptoms among German employees

Burr Hermann, Dragano Nico, Lange Stefanie, Rose Uwe, Schulz Annika

1067 Building comfort: the relationship between quality of work environment and hormonal levels

van der Meij Leander

10.15-12.00 – NH PRESSE

ORAL_33 WELL BEING

Chair: Daniels Kevin

1271 Positive relational management for well-being of workers in the current world of work

Palazzeschi Letizia, Pesce Eleonora, Di Fabio Annamaria

578 The Buffering Effect of Future Time Perspective on the Relationship between Workload and Well-being: Evidence from a 20-year Longitudinal Study

Liu Yukun, Ward M.K., Parker Sharon K.

1706 Does work value affect employee well-being in China? A self-determination theory approach

LIU Athena Li

162 Commute-to-Work and Employee Wellbeing in Istanbul

Okay-Somerville Belgin, Arman Gamze

281 Gratitude at Work: A Self-determination Theory Approach

Unanue Wenceslao

345 Health and well-being among early career psychologist and social workers – compensatory resources in profiles of psychosocial work environments

Hauer Esther, Pienaar Jaco, Holmström Stefan, Schele Ingrid

486 A Framework to Guide Work and Organizational Psychology Practice for Developing Comprehensive Workplace Health and Wellbeing Strategies

Daniels Kevin, Johnson Sheena, De Mascia Sharon, Royle Karen, Juniper Bridget, Telford Carly, Watling Carole

10.15-11.30 – NH COLLAUDO

ORAL_37 EMPLOYEES STRESS & BURNOUT

Chair: Verlinden Heidi

367 Positive and Negative Rumination Following Time Pressure: The Role of Stress Appraisal

Searle Ben, Sonnentag Sabine

1149 Exploring job types of the Job Demand–Control–Support (JDCS) model: a latent profile analysis

Portoghese Igor, Galletta Maura, Campagna Marcello

1797 A daily diary study of within- and between-person effects of trait mindfulness as a personal resource at work: Revealing “hidden” interactions.

Zernerova Lucie, Flaxman Paul

1476 Examining the Relationship Between Work Stress and Employee Outcomes: A Longitudinal Moderated-Mediation Model

Mayers David

1247 Evolution of burnout in the Belgian labor market

Verlinden Heidi, Van Coillie Hermina

11.00-12.30 – VIENNA

ORAL_14 ORGANIZATIONAL JUSTICE

Chair: Dishon-Berkovits Miriam

616 In-group and Out-group Salary Comparison: Relative Deprivation, Distributive Justice and Organizational Outcomes

Xu Xiaomin, Lu Changqin

784 Towards understanding the role of psychological entitlement in perceptions of fairness: The mediating role of insecure attachment to groups

Heidemeier Heike

1036 Team overall justice and strain: a daily diary study

Sonia Bensemmane, Ohana Marc, Stinglhamber Florence

1653 Don't get caught in the middle: The effect of follower performance on procedural justice

Sajons Gwendolin, Bashshur Michael

2648 Climate Uniformity: Beyond The Explanatory Power Of The Level And Strength Of Procedural Justice Climate

Molina Agustin

556 The protective role of cynicism in the workplace

Dishon-Berkovits Miriam

11.30-13.30 – MEZZANINO

ORAL_24 WELL BEING

Chair: Nerstad Christina G. L.

1223 Brexit at the workplace: The effects of Brexit-related communications and procedural justice on employee well-being and withdrawal cognitions

Leite Ana, Edwards Martin, Marques Andre, Randsley de Moura Georgina

1552 Be Challenged, Be Engaged: Does personality influence work engagement?

Dmello Deepali, Russell Emma

1778 Young People's Health Literacy and the uptake of an NHS app: a quantitative study of users.

Memon Ally, Russell Emma, Lloyd-Houldey Amy, Yarker Joanna

402 Workplace Well-Being Profiles of The Defence Team: A Focus on Designated Group Members

Blais Ann-Renee

1196 Dynamic Affective Shift in Coping with Self-Control Demands at Work: How Daily Changes in Affect Stabilizes Psychological Well-Being

Radaca Elvira, Diestel Stefan

1282 Absenteeism and well-being at work: applying the sustainable well being at work model

Pérez-Nebra Amalia Raquel, Sticca Marina Gregghi, Queiroga Fabiana, Tordera Núria, Peiró José Maria, Rodríguez Isabel, Caballer Amparo

656 The contagious effect of counselors' psychological capital on job seekers' psychological capital

Gerleve Corinna, Flatten Tessa

696 Leader Burnout and Follower Engagement: The Moderating Role of Follower Psychological Flexibility
Nerstad Christina G. L., Kopperud Karoline H., Buch Robert

12.00-14.00 – BRUXELLES

ORAL_3 PERFORMANCE & ORGANIZATION

Chair: Sijbom Roy

853 Adult Attachment as a Predictor of Interpersonal Domain of Job Performance

Strelec Jan, Seidl Martin

1043 bounded creativity: a theory and test of the effects of constraints on the production of new ideas

Baer Markus, Cumiskey Brendon

74 The Bright and Dark side of OCB: its links with Task Performance and Wellbeing

Yarid Ayala, Sora Beatriz, Peiró José M., Tordera Núria

373 The Indirect Relationship between the Big Five and Job Performance through Job Crafting Behaviour

Peral Sergio, Geldenhuys Madelyn

472 Proactive personality and employee silence: A person-situation approach

Sijbom Roy, Koen Jessie

822 How will my boss like that?" Cross-cultural differences in anticipated supervisor reactions to employees' proactive work behaviours

Urbach Tina, Fay Doris

374 With Cheaters We All Prosper?: Micro-Movements Through Rankings and Their Implications for Robust Systems of Cooperation

Chambers Cassandra

470 Making the most of employee voice: How leaders' achievement goals and voice target identification shape responses to voice

Sijbom Roy, Parker Sharon K.

12.00-14.00 – VARSAVIA

ORAL_10 ORG. CULTURE & CLIMATE

Chair: Westerdahl Stig

697 Organizational Climate for Sustainable Commuting: the role of personal and organizational factors in shaping commuting behaviours

De Angelis Marco, Martinolli Guido, Prati Gabriele, Pietrantonio Luca

709 Relationship between organizational culture types and strength and staff's ambiguity intolerance in educational organizations

Karamushka Lyudmila, Kredentser Oksana, Ivkin Volodymyr

544 "Please let me help!": The processes linking organizational culture to citizen participation in public social housing

Meilleur Roxane, LeBlanc Jeannette, Morin Paul

1050 The oak and the willow against the wind - gendering resilience

Witmer Hope

997 Finding a Sense of Belonging by Helping Others: The Role of Socio-Moral Climate for Employee Flourishing and Engagement

Steinheider Brigitte, Brunk Kara, Munoz Ric, Quinton Kathleen

643 Psychosocial Safety Climate as a precursor of psychosocial working conditions and health in Germany

Formazin Maren, Ertel Michael

1479 Change Fatigue and Organizational Culture Effects for U.S. Public School Educators

McCarthy Patrick, Leuschke Erin

1645 Translating Governmental Burnout policy into Multi-stakeholder Collaboration

Westerdahl Stig, Edvik Anders

12.30-14.30 – PRAGA

ORAL_8 SELECTION (METHODS)

Chair: Harrington Alanna

173 Examining Faking Behaviour in a High-Fidelity Job Application Simulation

Dunlop Patrick, Donovan John, Holtrop Djurre, Ashby Liam, Bharadwaj Anu

187 Faking in the employment interview – A comparison between telephone and face-to-face interviews

Kreis Alexander Robert, Kemter-Hofmann Petra

971 Selection in VR: Exploring Validity Evidence for the Assessment of Cognitive Ability Using Virtual Reality Technology

Weiner Erik, Sanchez Diana R.

1041 Why do interviewers love their own questions? An examination of the effects of labor, effort, and autonomy

Zhang Don, Kausel Edgar

1403 Learning Agility As Identifier Of Employee Potential: Towards A Refined Conceptualisation

Vandenbroucke Astrid, Buyens Dirk, De Stobbeleir Katleen

548 A Comparison of Personality Factor Structures in China: Applicants vs. Non-Applicants

Zhang Charlene, Page Ronald, Fan Jinyan

1721 Applicant faking: The comparison of a self-report personality test and a game-based assessment.

Montefiori Lara, Wolf Jasper, Close Liam

1543 Assessing Customer Service across Cultures

Harrington Alanna, Gove Jonathan, Yarker Paul

12.30-14.00 – FOYER 500

ORAL_20 POSITIVE ORGANIZATIONAL BEHAVIOR

Chair: Budworth Marie-Helene

755 Why Two Birds Require Two Stones: Psychological Safety and Impact as Differential Predictors of Voice and Silence

Sherf Elad N., Parke Michael R., Isaakyan Sofya

448 Opportunities of strategic stewardship amid conflicting and failing organizational objectives

Jonasson Charlotte

1366 Daily Emotional Job Demands, Exhaustion and Self-Undermining: The Role of Prosocial Motivation

Wilkenloh Julia, Derks Daantje, Bakker Arnold B.

1547 Keep calm and keep on thriving! A study on the relationship between organizational trust, innovative work behavior and extra-role performance

Manuti Amelia, Scalera Antonella Alba, Bretones Francisco Diaz

1499 The Dark Side of Job Crafting: Is Task Crafting always healthy?

Lopper Elisa, Hoppe Annekatrin, Dettmers Jan

1428 The Feedforward Interview: A tool for building a coaching culture

Budworth Marie-Helene, Chummar Sheryl

12.30-14.00 – NH FONDERIA

ORAL_29 PSYCHOLOGICAL CONTRACT

Chair: Kraak Johannes

230 The influence of Self-Initiated Expatriates' Local Language Proficiency on Reactions to Psychological Contract Breach

Kraak Johannes, Lunardo Renaud, Altman Yochanan

675 The Influence of Social Exchange on Employees' Sense-making Processes throughout Dynamic Psychological Contract Development

van der Schaft Annemiek, Lub Xander, Van der Heijden Beatrice, Solinger Omar

1643 Entitlement disconnect: Exploring graduates' mental schema in their anticipatory psychological contract

Gresse Werner, Linde Bennie

1164 The Ebb and Flow of Psychological Contract Breach in Relation to Perceived Organizational Support: Reciprocal Relationships Over Time.

Jones Samantha, Griep Yannick, Conway Neil, Achnak Safâa

1160 "I'm just looking out for my patient": The relationship between ideological psychological contracts, strain, and burnout.

Jones Samantha, Griep Yannick

292 Psychological Contracts, Unethical Behavior and Organizational Deviance: Going Beyond the Breach Narrative

Kraak Johannes, Griep Yannick, Jimenez Alfredo, Lub Xander

12.30-14.30 – NH PRESSE

ORAL_34 WELL BEING

Chair: Haver Annie

663 Job boredom and the negative effect of intelligence on job satisfaction

Kulikowski Konrad, Ganzach Yoav

847 An Experimental Study on the Effects of Job Demands on Physical Activity

Abdel Hadi Sascha, Mojzisch Andreas, Parker Stacey, Häusser Jan

1055 Wellbeing at work: The role of adaptive performance and supervisor support

Walkowiak Alicia, van Doorn Robert

1315 Wellbeing works: Building a business case for employee health and wellbeing

Naswall Katharina, Wong Jennifer, Malinen Sanna, Kuntz Joana

1335 Idea implementation and wellbeing: Servant Leadership resolving competing theoretical perspectives

Juwe Sylvester, Fida Roberta, Martinaityte Ieva, Daniels Kevin

1338 Innovation Process' explanation of the association of Servant Leadership and Employee Wellbeing: An application of Dynamic Structure Equation Modelling (DSEM)

Juwe Sylvester, Fida Roberta, Martinaityte Ieva, Daniels Kevin

1512 Filling the puzzle: Using the E-Work Well-being scale (EWW) to determine links between remote e-working and cognitive weariness and psychosomatic conditions

Charalampous Maria, Grant Christine, Tramontano Carlo

1339 Mental Well-Being As a Moderator Of The Relationship Between Emotional Intelligence and Reappraisal Amongst Leaders

Haver Annie, Akerjordet Kristin, Robinson Laura, Caputi Peter

12.30-14.00 – NH COLLAUDO

ORAL_38 RISK AND SAFETY MANAGEMENT

Chair: Burt Christopher

1129 The role of boards of directors for occupational health and safety

Lornudd Caroline, von Thiele Schwarz Ulrica, Hasson Henna, Sundberg Carl Johan, Frykman Mandus

1457 GAMIFICATION OF FLIGHT CREW TRAINING SYSTEM THROUGH GENERATIVE GAMES

Tretyakov Vitaly, Zakharov Alexander

1503 The error aversion culture: contribute to work errors and mediating role of negative emotions

Farnese Maria Luisa, Fida Roberta

1213 A simulation-based study to assess nursing students voice behaviors and attitudes

Hémon Brivael, Michinov Estelle, Guy Dominique, Mancheron Pascale, Scipion Antoine

662 Trust and safety participation: co-workers' safety climate matters

Paolillo Anna, Silva Silvia A.

68 Using a gamified psychometric tool to measure human error probability, behavioral consistency, and control error probability, and to predict workplace rule-breaking behavior

Burt Christopher

12.45-14.00 – VIENNA

ORAL_15 DECISION MAKING

Chair: Pittner Martin

231 Competencies for Evidence-based Management in Hospital Settings

Daouk-Öyry Lina, Sahakian Tina, Karam Charlotte, van de Vijver Fons

232 Evidence-based Management in Hospital Settings

Daouk-Öyry Lina, Sahakian Tina, Karam Charlotte, van de Vijver Fons

348 Should Board Members Follow the Majority? First Preferences Lead to Biased Decision-making

Coffeng Tessa, van Steenberghe Elianne, de Vries Femke, Ellemers Naomi

342 Employee career development: The interaction of line manager justice and employee careerist orientation

Crawshaw Jonathan, Game Annilee

103 Personality traits and credibility of CSR measures as factors of social reputation of food retailers

Pittner Martin, Kolar Gerald

14.10-15.40 – BRUXELLES

ORAL_4 PERFORMANCE & ORGANIZATION

Chair: Patter Ada Sil

676 Sense of Duty and Wellbeing: the effect of culture and religion on the Quality of Working Life of Turkish Workers

Mercan Zeynep, Van Laar Darren, Easton Simon, Vernham Zarah

827 Money money money must be motivating and enhance performance? Results from a longitudinal study in a Swedish industrial company

Hellgren Johnny, Eriksson Anders, Sverke Magnus

1766 Is the best possible self intervention able to enhance state PsyCap? A randomized controlled trial

Kugler Sonja, Paulmichl Judith, Frey Dieter

918 Fireball, yogi or both? – The role of vigor and mindfulness for daily task performance

Wendt Carolin, Stempel Christiane, Biemelt Jana, Dettmers Jan

943 The Importance of the Supervisor in Psychological Violence in the Workplace: A Mixed Methods Approach

Franco Silvia

1334 Why emotional support in the workplace can lead to increased productivity: The role of relatedness need satisfaction uncovered

Patterer Ada Sil, Korunka Christian

14.15-16.00 – VARSAVIA

ORAL_11 LEADERSHIP DEVELOPMENT

Chair: Mellner Christin

116 Managers' Pygmalion Leadership Boosts Subordinates' Performance and Positive Emotions: A Field Experiment

Raphael Yafit, Geller Dvora, Eden Dov

312 Outcomes of a Veteran-Supportive Supervisor Training for Supervisors & Veterans

Hammer Leslie, Perry MacKenna, Brady Jacquelyn

1236 What am I supposed to do when I am asked to be a team leader?

Hernández Ibar Daría Naieli, Meade Keelan, Greenaway Thomas, Jefferson Nicholas, Dawson Jeremy, Farley Samuel

1511 Self-Other Agreement and Gender Differences in Perceptions of Leadership Styles: A Multi-Rater Study Using the Leadership Circumplex Scan

Knowles Emily, Anglim Jeromy

1608 Leadership challenges in autonomous teamwork – balancing "staying close" and "letting go"

Buvik Marte Pettersen, Seim Eva Amdahl, Aasen Tone Merethe

1290 Understanding the effects of company's size on the relationships between leadership, culture and innovation

Petiz Lousã Eva

70 Enhancing sustainable leadership: Effects of a mindfulness-based emotional intelligence intervention on organizational leaders' psychological detachment, recovery and health

Mellner Christin

14.15-16.00 – FOYER 500

ORAL_21 POSITIVE ORGANIZATIONAL BEHAVIOR

Chair: Hoefsmith Nicole

1747 Motivation and proactivity at work: Existence of reciprocal relationship

Uri cumali

901 I Can, Therefore I Craft! Introducing the Job Crafting Self-efficacy Scale (JCSES)

ROCZNIEWSKA MARTA, Rogala Anna, Puchalska-Kaminska Malwina, Cieslak Roman, Retowski Sylwiusz

459 An Experimental Study of Trust Motivation in Leader-Follower Dyads

Legood Alison, van der Werff Lisa, Weibel Antoinette, Buckley Finian, DeCremer David

821 Positive together? The effects of leader-follower (dis)similarity on psychological capital

Parent-Rocheleau Xavier, Bentein Kathleen, Simard Gilles

591 The effects of coaching on individual outcomes: a mediation model by psychological capital

Fontes Andrea, Dello Russo Silvia

1751 Time-wise proactive behaviour: Comparison of complex versus routine work contexts

Uri Cumali

209 A qualitative interview study of job crafting among teachers in primary education

Jeltema Erik, Hoefsmid Nicole, van Dam Karen

14.15-15.30 – NH FONDERIA

ORAL_30 PSYCHOLOGICAL CONTRACT

Chair: Kiefer Tina

1273 The Perceived Consequences of Idiosyncratic Deals (I-Deals) for Groups and Individuals: A Qualitative Case Study Investigation

Woodrow Chris, Chaudhry Sara, Aldossari Maryam

1444 Leadership & Wellbeing Implications from Employee-Client Psychological Contract Dynamics

Dumovic Marija, Jepsen Denise

1707 Talented versus non-talented employees' career expectations & subsequent implications for the psychological contract

Chaudhry Sara, Aldossari Maryam

1794 The role of top managers in shaping ideological psychological contracts: A proposed framework and research agenda

De Ruyter Melanie, Schalk Rene, Peters Pascale, Blomme Robert

978 Experiencing the psychological contract. The nature of everyday breach and fulfilment events

Kiefer Tina, Antoni Anne, Conway Neil, Briner Rob

14.15-15.30 – COLLAUDO

ORAL_39 BULLYING

Chair: Cowen Forssell Rebecka

1459 Workplace Bullying, Policy Awareness and Training, and Mental Health

Harlos Karen, Josephson Wendy, Hardy Darren, Peter Tracey, Taylor Catherine, Gulseren Duygu, O'Farrell Grace

1498 Intervene – good working relationships without bullying: Evaluation of a bystander intervention

Mikkelsen Eva Gemzøe, Høgh Annie

1563 The role of tenure and job satisfaction in the prospective relationship between workplace bullying and intention to leave: A moderated mediation model

Glabæk Mats, Gjerstad Johannes, Einarsen Ståle, Birkeland Nielsen Morten

1034 Himtoo? The perception of unwanted sexual attention across gender

Arnestad Mads Nordmo, Matthiesen Stig Berge

1096 What characterizes cyberbullying in working life and how can it be understood in relation to face-to-face bullying?

Cowen Forssell Rebecka

14.30-15.45 – VIENNA

ORAL_16 ENTREPRENEURSHIP (SELF EMPLOYMENT)

Chair: Palmer Carolin

723 Entrepreneurship and Entrepreneurial Emotions: A Gendered Perspective

Chadwick Ingrid, Dawson Alexandra

327 The role of non-financial goals on the trustworthiness of family businesses

Gerken Maike, Esser Timo, Huelsbeck Marcel

869 Back-and-forth: how transnational activities shape multiple identities of second-generation entrepreneurs of Chinese origin in the Netherlands

Tao Yidong, Essers Caroline, Pijpers Roos

1534 INFORMAL SELF-EMPLOYED WORKERS IN CHILE. A STUDY OF SATISFACTION AND WELFARE

Acuña Hormazabal Alvaro, Pons Peregort Olga

1727 Innovative work behaviours of entrepreneurs: the role of resilience and satisfaction with life

Palmer Carolin, Jaouen Annabelle, Gundolf Katherine, Cesinger Beate, Geraudel Mickaël

14.45-15.30 – MEZZANINO

ORAL_25 LABOUR MARKET

Chair: Rose Uwe

1246 Absenteeism in SME's versus larger organizations

Verlinden Heidi, Van Coillie Hermina

2510 Finding job lost: an explorative study on unemployment experience in northern Italy

Barbieri Irene, Colliselli Monica, Fraccaroli Franco

940 Depressive symptoms and non-participation in work five years later - results from the Study on Mental Health at Work (S-MGA)

Rose Uwe, Pattloch Dagmar, Burr Hermann

14.45-16.45 – NH PRESSE

ORAL_35 WELL BEING

Chair: Harrison Jennifer

1156 A PATH to employee health: Evaluating healthy workplace practices using O*NET data Gisler

Stefanie, Knudsen Eric, Eatough Erin

1528 The Motivation of Giving -Self-sacrificing Giving Motivation and Burnout-Risk

Mäthner Eveline, Ralf Lanwehr, Wilms Rafael

1617 Guanxi HRM and Employee Well-being in China

Liu Athena Li

326 The Moderator Role of Psychological Capital on the Relationship Between Emotional Labor and Well-Being Model PERMA

Mamaci Merve, Arikan Selma

607 Core self-evaluations as person-related resource for motivation and health

Bipp Tanja, Kleingeld Ad

877 A study into the knowledge, skills, abilities and behaviours needed in an 'always on' workplace

Grant Christine, Clarke Carl, Russell Emma

897 The possible role of intelligence in the motivational process of the Job Demands-Resources Theory

Kulikowski Konrad

701 Exploring the Role of Gratitude in Predicting Job Search Behavior

Harrison Jennifer, Budworth Marie-Helene, Halinski Michael

15.45-17.00 – MEZZANINO

ORAL_26 LEADERSHIP ANTECEDENTS

Chair: Pundt Alexander

945 Better be alone than in bad company? The effect of zero and destructive leadership on behavior and performance in teams

Garbers Yvonne, Konradt Udo

1571 Times of Uncertainty: How Are Leadership and Temporal Focus Related to Stress?

van Eerde Wendelien, Bulters Annemieke

335 Passive-avoidant leadership and daily safety compliance: The moderating role of followers' regulatory focus

Hetland Jørn, Bakker Arnold B., Nielsen Morten B., Espevik Roar, Olsen Olav K.

1123 Bad for the Leader, Bad for the Followers – Trickle Down of Leaders' Workload to Followers' Exhaustion Through Leader-Member Exchange: A Multilevel Study

Stein Maie, Vincent-Höper Sylvie, Gregersen Sabine

1508 Accelerating leadership, identification with the leader, and the role of employee stress mindset

Pundt Alexander, Casper Anne

15.45-16.45 – FONDERIA

ORAL_31 ORGANIZATIONAL CHANGE

Chair: Casini Annalisa

510 Collaborative and partnership research for improvement of health and social services: Researcher's experiences from 20 projects

Nyström Monica, Karlton Johan, Keller Christina, Andersson Gäre Boel

2519 Mergers and organizational restructuring: the influence of work social categorizations on political mergers implementation

Lèbre Clémence, Fointiat Valérie, Tisserant Pascal

2606 Relations between acquisition support and transfer of learning support and competence mastery related to the use of the Electronic Information System (SEI).

Paulo Daltro

1621 When person-organization values fit matter: Understanding the factors enabling practice change in nursing staff after a shift of care paradigm

Casini Annalisa, Haguinet Noémie, Lecocq Dan, Nguyen Nathan

15.45-16.45 – NH COLLAUDO

ORAL_40 CONFLICT MANAGEMENT IN ORGANIZATION

Chair: Sischka Philipp

889 The reciprocal relationship between task and person conflicts: A latent transition analysis

Baillien Elfi, Notelaers Guy, Leon Perez Jose M.

1654 Are you threatening me? – The Conceptualization of a Conflict Escalation Questionnaire

Scheppa-Lahyani Miriam, Zapf Dieterieter

1101 how to reduce conflict in asymmetrically task dependent teams? A first study into the effects of extrinsic and intrinsic hr practices

de Jong Simon B., Bal P. Matthijs, Kunze Florian

1603 Is the effect of workplace bullying exposure on subjective well-being mediated through the frustration of the need for relatedness? A longitudinal six-wave study

Sischka Philipp, Steffgen Georges

15.50-17.05 – BRUXELLES

ORAL_5 PERFORMANCE & ORGANIZATION

Chair: Sørli Henrik

935 Predicting Employee Job Behavior: The Role of Calculative Mindset and Bottom-Line

Mentality Steinheider Brigitte, Stone Tom, Ferrell Brandon, Hoffmeister Vivian, Kim Joongseo, Jawahar Jim

1248 When newcomer voice is – or is not – heard: the role of organizational socialization

Reissner Tim, Guenter Hannes, de Jong Simon

306 Helping Others Makes Me Fit Better: Helping Behavior by Newcomers and Coworker Attributed Motives on Newcomers' Adjustment

Jia Huiyuan, Xie Xiaofei

1816 Understanding the role of leaders in stimulating employee innovative work behavior and task performance

Hernaus Tomislav, Klindžic Maja, Maric Matija

1302 The relationship between Work Autonomy and daily Contextual Performance: The moderating role of Person-Organization Fit

Sørli Henrik, Hetland Jørn, Bakker Arnold B., Espevik Roar, Olsen Olav K.

16.00-16.45 – VIENNA

ORAL_17 PREVENTION & INTERVENTION

Chair: Toppinen-Tanner Salla

629 Better Attention After Stochastic Resonance Whole-Body Vibration – A Randomized Controlled Trial

Faes Yannik, Elfering Achim

816 Improving Young People's Health Literacy with an NHS App: a qualitative evaluation

Russell Emma, Yarker Joanna, Memon Ally

1377 Supporting skills development and employability during mid-career with a group intervention: A randomized controlled trial (RCT)

Toppinen-Tanner Salla, Vuori Jukka

INTERACTIVE POSTERS

10.30-11.30 – FOYER NORD

INTERACTIVE POSTER_1*

**Posters are also shown in the Corridor Vetrata Nizza in the poster session from 10.00 to 13.00.*

47 Ancient Virtues in Modern Organizations: Causes Consequences and Contingencies of Courage in the Workplace

Wilson Simone, Externbrink Kai

115 Developing a taxonomy of employee states in response to change at work

Brazzale Paulette, Cooper Thomas Helena, Haar Jarrod, Smollan Roy

157 Employer Brand: Signaling Value to Employees

Chiovitti Sophia, Chen Yu-Ping

1225 The role of personality profiles in the longitudinal relationship between work-related well-being and life satisfaction among working adults in Switzerland

Udayar Shagini, Urbanaviciute Ieva, Massoudi Koorosh, Rossier Jérôme

1412 Competences required on the labour market and motives to work among contemporary employees

Godlewska-Werner Dorota, Peplinska Aleksandra, Zawadzka Anna Maria

1434 Measuring Loyalty: Developing a psychometric scale for an ambiguous virtue

Engelkes Torbjörn

1656 Work Characteristics and Job Satisfaction in different Age Groups: do Generational Differences really exist?

Montañez-Juan María Isabel, García-Buades María Esther, Caballer-Hernández Amparo, Ortiz-Bonin Silvia

1677 Why do identified employees engage at work? The role of social support

Simbula Silvia, Avanzi Lorenzo

1828 Do mental health professionals have a Risk Type, and is there a link with resilience?

Shah Sonia

1846 Measuring attitudes towards mental illness in the south african workplace

Henn Carolina, Odendaal Elané

13.30-14.30 – FOYER NORD

INTERACTIVE POSTER_2*

**Posters are also shown in the Corridor Vetrata Nizza in the poster session from 14.00 to 17.00.*

192 Experiencing an Esteem Boost from Being Uncivil in the Workplace: A Dominance Interpersonal Motive Perspective

Chong SinHui, Chang Chu-Hsiang Daisy

314 The relative effectiveness of three types of family-resources on women's work-family conflict and burnout

Braunstein-Bercovitz Hedva, Shai Gal

331 The role of conscientiousness and job exhaustion: A longitudinal study of Finnish employees

Pickett Jennifer, Hofmans Joeri, Kokko Katja, Pulkkinen Lea, Feldt Taru

357 Examining the Impact of Uncivil Subordinates on Leader Well-Being: Needs Frustration in Male and Female Leaders

Boettcher Rhea, Holmvall Camilla

746 How Objectifiers Gain Power in the Workplace

Zhang Bibi, Wisse Barbara, Lord Robert

874 Intersectional Examinations of Age- and Gender-Based Stereotypes at Work

Imose Ruth, Martinez Jasmin, Finkelstein Lisaisa

893 Qualitative study of fatigue in technicians from two diverse Offshore Wind maintenance crews

McMaster Stefi, Earle Dr Fiona, Williams Professor Terry

965 Work stress, work-related thoughts, neuroticism, detachment and their influence on well-being and performance: A diary study

Procházka Jakub, Houbová Barbora, Mühlbecková Zuzana, Ježek Stanislav, Vaculík Martin

1105 Human, robot or animal ? Determinants and outcomes of organizational dehumanization

Chalmagne Benoît, Nguyen Nathan, Stinglhamber Florence

1255 Ethics education for greater good in organizational psychology: development of students' ethics competencies

Stelmokiene Aurelija

1475 Effects of Abusive Leadership and Resilience on Production Deviance

Witt Lawrence, Maneethai Dustin, Shoss Mindy, Zamanipour Tina, Hotze Mary-Louise

POSTER SESSIONS

POSTER SESSION_1

10.00 – 13.00

CORRIDOR VETRATA NIZZA

22 Organisational career instrumentality, career adaptability and thriving at work: boundary effects of life stage

Coetzee Melinde

44 The mediating role of work engagement in the relationship between job characteristics and organizational outcomes

Mihalca Loredana, Ratiu Lucia, Dragan Mihaela, Brendea Gabriela, Irimias Tudor, Avram Laura, Metz Daniel

104 What do you own if you have nothing? Psychological ownership in the Army

Essig Elena

188 Overcoming occupational barriers to physical activity and well-being with free pedometer applications

Kennedy Sarah, Freeney Dr Yseult

208 All is Good, So Let's Not Speak Up: Leader's Positive Emotional Display Inhibits Employee's Prohibitive Voice

Chong SinHui, Tai Kenneth

219 Moving Through Grief: Supporting the Bereavement Process at Work

Fisk Glenda

221 Why do individuals join the military? Refinement and validation of the Reasons for Joining Scale

Otis Nancy, Chiasson Carley

233 How Job Crafting, Creativity, Personality, and Job Autonomy Interact to Influence Subjective Well-being among Nurses in Lebanon

Ghazzawi Rawan, Bender Michael, Daouk-Öyry Lina, van de Vijver Fons J.R. van de Vijver, Chasiotis Athanasios

242 The negative effect of the workers' emotional dysregulation in the daily relationships between workplace incivility and well-being at home: a cross-level study

Blanco-Donoso Luis Manuel, Amutio Alberto, Moreno-Jiménez Bernardo, Yeo Ayala Maria del Carmen, Hermosilla Daniel, Garrosa Eva

265 Can personality predict work engaged employees? A case study among nurses of a public sector hospital

Chiotis Konstantinos

274 Please, handle with care – How can the job characteristics model be used to improve working conditions of professional truck drivers?

Lohaus Daniela, Hentschel Markus

283 Flexible Action Regulation in Career Transitions: A Conceptual Model

Schmitt Antje, Zacher Hannes

284 Development and Validation of the Global Well-being at Work Inventory® (GWWI®)

Thompson Richard, Johnson Emily, Schaubhut Nancy, Boulton Martin

297 Affective and Importance Goal Hierarchy Incongruence: Effects on Goal Processes

Levitt Merrill, Schmidt Aaron

304 Testing a Theoretical Model: Psychological Resilience as a Mediator

Stremic Stacey M., Thiele Aneeqa, Jackson Alexander

354 Lifting the Fog: Qualitative and Quantitative Review of the Empirical Research on Meaning of Work

Krückels Sarah, Lorenz Timo, Leydecker Julia, Heinitz Kathrin

476 Validation of the CPC-12 using Bayesian Structural Equation Modeling

Lorenz Timo, Toppe Jana

499 Engagement and vigor at work: A systematic review about its health implications

Cortes-Denia Daniel, Pulido-Martos Manuel, Lopez-Zafra Esther

515 Conscientiousness and Performance - Regulatory Focus as a Moderator of Curvilinearity

Hess Riley, Carter Nathan

542 Stress and organizational citizenship behavior: beneficial role of recovery after work

Hodzic Sabina, Guiné Charlotte, Zenasni Franck

620 Psychological Capital Discriminating Four Profiles of Orientations to Happiness: A Configurational Approach

Laura Lorenteaura, Ayala Yarid, Tordera Núria, Peiró José María

630 Are gender and leadership stereotypes shaping the way we appraise others' performance? An examination of gender bias in 180-degree feedback

Mullins Ellie, Brooks Sarah

634 The association between subjective perception of income and well-being for women: the moderating effect of age

Doucet Amélie, Parenteau Chloé

653 The effect of positive psychological capital on team dimensions

Gerleve Corinna, Flatten Tessa

674 Heterogeneity of Employees based on attitudes, behavior and internal attachment models

Schraggeová Milica, Rošková Eva, Hajdúk Michal

705 Work engagement and (un)ethical behavior: a moral licensing perspective

Boekhorst Janet A.

715 Organizational and psychological features of subjective well-being of the Ukrainian teachers

Bondarchuk Olena

758 Attitudes and Perceptions of Workplace Napping & Implications for Work Outcomes

Qu Jiayin, Schmidt Aaron

826 The social and economic benefits of digitalization: Insights from a field experiment in the blue-collar world

Hollands Lisa, Lin-Hi Nick, Straatmann Tammo

858 Psychological Capital among Italian Nurses: Generational Differences and Workload

Battisti Martina, Casu Giulia

860 Do Employment Contract and Work Experience Moderate the Relationships between Psychological Capital and Work Satisfaction, Task and Contextual Performance?

Battisti Martina, Gremigni Paola, Lorente Prieto Laura

885 The association between subjective socioeconomic status and psychological well-being: are nonprofit workers really different?

Roberge Camille, Parenteau Chloé, Agoues-Richard Camille, Meunier Sophie

896 Cognitive abilities as predictors of job crafting – preliminary results

Kulikowski Konrad, Sedlak Piotr

936 Perceptions of Ethical Misconduct Scale Development

Meggison Andrea, Mussleman Macie, Jackson Alexander, Marks Kyle, Stremic Stacey, Thompson Kali

955 The revised theoretical model of university employees' psychological well-being

Geneviciute-Janone Giedre, Stelmokiene Aurelija, Gustainiene Loreta, Kovalcikiene Kristina

958 Commitment to the supervisor and workgroup: A meta-analysis

Landry Guylaine, Toumi Safaa

962 Job Performance: a study of Personality and Self-efficacy at work in Argentinian employees

Robalino Guerra Paulina, Musso Mariel, Romero Marcelo

982 Exploring wellness among sales and marketing staff within a global automotive company

Ehlers Geraldine, Botha Elrie

1040 Work identity of different generations in gender context

Czerw Agnieszka

1093 A Multilevel Perspective on Citizenship Behavior Motives

Lee Clara, Weinhardt Justin

1114 Mediation role of teacher job satisfaction for mental well-being. Relationships with efficacy beliefs, organizational justice and school climate

Capone Vincenza, Joshanloo Mohsen

1127 The effects of job crafting on work engagement and the mediating role of work satisfaction and proactive personality

Platania Silvia, Santisi Giuseppe, Morando Martina

1132 Do you benefit from behaving more extraverted than you are? The effects of counterdispositional extraversion on wellbeing

Kuijpers Evy, Pickett Jennifer, Wille Bart, Hofmans Joeri

1208 Is it good to be an 'active job crafter'? Job crafting profiles among teachers.

Puchalska-Kaminska Malwina, Czerw Agnieszka

1238 Construction of a German Meaning of Work questionnaire

Feser Maximilian, Dr. Lorenz Timo

1270 Voluntary Work and its Benefit at the Workplace – A study of Employees' Competencies from Volunteering

Morass Anna Maria, Sirrenberg Manuela

1283 The regulation of Resilience at work through Polynomials: The role of Regulatory foci and Rumination

Peeters Ellen, Caniëls Marjolein

1305 The Positive Effects of HR on Organizational Commitment using Basic Need Satisfaction as Mediator

Hudecek Matthias F. C., Lehleiter Mona, Stephan Birgit Melanie

1322 An investigation of work design and individual differences as antecedents of employee moral disengagement.

Bharadwaj Anupama, Dunlop Patrick, Parker Sharon K., Straker Leon

1337 To plan or not to plan- an investigation of influencing factors on the planning behaviour of teams

Melzer Anika, Oldeweme Martina, Konradt Udo

1342 People come first: rethinking the impact of HRM practices on organizational behaviors

Manuti Amelia, Giancaspro Maria Luisa, De Simone Silvia

1347 Commute Length, Commute Satisfaction, and Life Satisfaction: A Meta-Analysis

Boemerman Louis, Kuykendall Lauren, Wong Carol, Zhu Ze

1380 The influence of the Workplace Empowerment on Work Engagement: An examination of the mediator role of psychological empowerment in the relationship between structural empowerment and engagement

García Selva Adrián, Pace Francesco

1432 My social identity right or wrong: A study on social identity fusion and loyalty

Engelkes Torbjörn

1451 Team autonomy and dispositional collectivism as sources of resilience in agile teams

Sándor-Dobos Emese, Faragó Klára

1463 Linking relational resources to employees' well-being: the mediator role of compassion process

Belanger Laurent, Asselin Antoine, Maurin Juliette, Raymond Vicky, Pigeon-Moreau Emilie, Beauchemin Corinne, Courcy François

1469 The Effects of Technology Enablement and Work-Life Balance on Emotional Well-Being

Zamanipour Tina, Maneethai Dustin, Hotze Mary-Louise, Van Egdome Drake, Witt Lawrence

1480 Servant leadership to sustain compassion at work: the moderating role of recognition

Raymond Vicky, Maurin Juliette, Pigeon-Moreau Emilie, Bélanger Laurent, Asselin Antoine, Beauchemin Corinne, Courcy François

1520 The role of engagement and job satisfaction on “problem solving”

García-Buades Esther, Manassero Maria Antonia, Montáñez-Juan Maribel

1551 The role of challenging Job demands, individual adaptability and career growth in the relationship between workload and contextual performance: a two waves study

Ingusci Emanuela, Spagnoli Paola, Zito Margherita, Colombo Lara, Cortese Claudio Giovanni

1590 The impact of Psychological Contract Fulfilment on the ability to reach work-related Flow, the mediating role of Job Satisfaction

Murdocco Francesca, Borteyrou Xavier, Zenasni Franck, Lamboley Denis

1592 Wellbeing within the Context of a Religious Organization

Fiz Perez Javier, Giorgi Gabriele

1628 The Interplay of Moral Capital, Overstraining Goals, and Unethical Behavior – An Agent-Based Modeling Approach to Simulate Ethical Breakdowns in Organizations

Langer David

1680 What are the factors which increase employee participation and continuation on a corporate wellness programme?

Roe Amanda, Cullinane Sarah-Jane, Nolan Amanda

1687 A Linear Empirical Model of Self-Regulation on Flourishing, Health, Procrastination, and Achievement, Among University Students

Fiz Perez Javier

1716 Hardiness as a factor of employee involvement in implementing the environmental security policy in an oil and gas enterprise

Litvina Svetlana, Kozlova Natalia, Bogomaz Sergey, Meshcheryakova Emma, Atamanova Inna, Levitskaya Tatiana, Larionova Anastasia, Yantsen Konstantin, Balina Olga

1730 The relationship between employees’ psychological safety and commitment to their organization

Litvina Svetlana, Meshcheryakova Emma, Balina Olga, Kozlova Natalia, Atamanova Inna, Larionova Anastasia, Levitskaya Tatiana, Bogomaz Sergey, Yantsen Konstantin

1750 Loyalty conflicts and balancing different loyalties

Parts Velli, Pevkur Aive, Juhanson Alina

1837 Positive orientation and its affinity to the personality structure in business context.

Brzezinska Urszula

1841 How to assess the test users' competencies in work and organizational settings? The Polish implementation of EFPA EuroTest-WO certification program

Brzezinska Urszula

POSTER SESSION_2

14.00-17.00

CORRIDOR VETRATA NIZZA

46 Self-efficacy and CWBs: Perceptions of ethical misconduct as a mediator

Reichin Sydney, Stremic S. Mattie, Thiele Aneeqa, Jackson Alexander

49 Training Managers in Leadership Coaching: Possibilities, Application & The Way Forward

Milner Julia, Milner Trenton

59 Gender and Charismatic Leadership; A Case Study on the Roles of Head of Department in University.

Janyam Kanda

71 Does Trait Mindfulness Help Working College Students? The Mediating Role of Work Meaning and Work-School Enrichment

McNall Laurel

77 Work environment and emotional intelligence, burnout and stress coping in nurses

Markiewicz Katarzyna, Kaczmarek Bozydar

110 Peculiarity relationships of novelty seekers, rigid control, and hardy profiles on nurses' burnout

Garrosa Eva, Ladstätter Felix, Blanco Donoso Luis Manuel, Moreno Bernardo

163 Is VUCA More Than a Buzzword? Some Initial Empirical Evidence on the Measurement of VUCA and its Relation to Employee Well-being.

Giebe Chris, Rigotti Thomas

178 Cultural differences in the perception of stress

Pfaffinger Katharina F., Reif Julia A. M., Czakert Jan Philipp, Spieß Erika, Berger Rita

191 The Moderating Role of Emotion Management in the Relationship between Mobbing and Burnout

Taskan Burcu, Güleriyüz Evrim, Toker Yonca

201 Nature vs. Nurture: The Influence of Personality and International Experience on the Development of Cultural Intelligence in International Managers

Li Ming

248 Why customers do (not) trust their bank

Kidron Aviv, Kreis Yvonne

257 The Spillover of Helping Behaviors in the Workplace on Support and Well-Being at Home

Ilies Remus, Liang Alyssa, Yao Jingxian, Pluut Helen, Weng Derek

288 Personality, work and life satisfaction: mediating role of job crafting

Rošková Eva, Tašková Michaela

301 The reflection of specific types of leadership (transformational, pseudo-transformational and laissez-faire) in engagement, trust and innovation of employees (vignette method)

Lišková Jana, Rošková Eva

319 The mediating effect of mental fatigue in the relationship between neuroticism and insomnia among Norwegian shift workers

Sørengaard Torhild Anita, Saksvik-Lehouillier Ingvild, Langvik Eva

418 Workplace Bullying and Recovery from Work: The Mediating Role of Affective Rumination

Boudrias Valérie, Trépanier Sarah-Geneviève, Pitsikoulis Angeliki, Menard Julie

438 Bullying, miR-146a genotype and insomnia

Rajalingam Dhaksshaginy, Jacobsen Daniel Pitz, Nielsen Morten Birkeland, Einarsen Ståle, Gjerstad Johannes

455 Leadership self-efficacy and Intention of managerial career: the impacts of gender identity among graduate students

Vonthron Anne-Marie, Vayre Emilie

466 “I’m a Working Father, and I’ve Just Had a Baby”: The Role of Work-Family Conflict in Depressive Symptoms

Matijaš Marijana, Lovric Barbara, Nakic Radoš Sandra, Andelinovic Maja

483 Psychological Detachment and Work-Related Rumination during Non-Work Time. A Systematic Review

Tuerktozun Yasemin Z., Weiher Gerald M.

537 Limits of the Superficial Overlap of Burnout and Depression

Leiter Michael

552 Co-workers but not Friends: Exploring Trust and Distrust in Distinct Contexts

Lin Mei-Hua, Lee Michelle, Cheng Danielle, Soh Mei Ling

588 Which objectively measured interventions designed to disrupt sitting time and increase physical activity in the workplace are effective in the medium to long term?: A meta-analysis

Thompson Anthony, Grant Christine, Pearce Gemma, Cox Valerie, Hands Angela

594 Teaching Staff's Ambiguity Intolerance: Relationship with Organizational Tension

Karamushka Lyudmila, Tereshchenko Kira, Lagodzinska Valentyna

597 What Kind of People Commit Cyber-Related Counterproductive Work Behaviors?

Englund Mats, Borg Fredrik

600 Factors related to Stay at Work among Employees with Common Mental Health Problems: a Systematic Review.

van Hees Suzanne, Carlier Bouwine, Oomens Shirley, Blonk Roland

641 A Meta-Analysis on the Role of National Context for the Relationship Between Resources and Work-Home Enrichment

Wöhrmann Anne Marit, Brauner Corinna, Michel Alexandra

666 Does Organisational Fairness Influence Employee Behaviour through Enhancing Social Identity or Social Exchange Effects?

Brown Natalie, Graham Les, Zheng Yuyan

749 Unveiling the Relationship between Post-Traumatic Stress and Job Satisfaction: The Moderating Role of Exposure to Robbery

Montani Francesco, Sommovigo Valentina, Setti Ilaria, Giorgi Gabriele, Argentero Piergiorgio

762 Perceived social work support and job satisfaction: A study in Argentinians cabin crew

Ibarra González Federico, Robalino Guerra Paulina

782 Brief Social-Psychological Interventions to Reduce Leadership Gender Gap

Uslu Dilek, Kisbu-Sakarya Yasemin

798 When employees care about fair usage of FWA by their co-workers: The interaction of relationship norms and fairness norms

Pitek Joanna, Davis Svetlana, Murphy Sara

832 The Joint Effects of Situational Constraints and Bricolage on Daily Creativity Across Contexts

Razinskas Stefan, Backmann Julia, Weiss Matthias, Hoegl Martin

852 Authentic leadership and nurses' personal and professional well-being: the mediating role of work-life balance

Austin Stéphanie, Ouellet Patricia, Fernet Claude, Levesque-Coté Julie

862 The influence of family and social factors on expatriates' performance: the mediating effect of cross-cultural adjustment

Setti Ilaria, Sommovigo Valentina, Argentero Piergiorgio

868 Crafting Work-Life Balance on a daily basis – a resource-based dyadic approach

Dreyer Romana, Busch Christine

872 Development and validation of the Common Good Provision Questionnaire (CGP)

Castiglioni Cinzia, Lozza Edoardo

928 Team Learning and Leadership

Hedlund Erik

1002 An Exploration of Positive Side Effects of Coaching

Graßmann Carolin

1008 Why didn't they voice? Metastereotypes and voicing mistreatment

Olson-Buchanan Julie, Finkelstein Lisaisa, De Bruin Rushika

1083 Subordinate Personality and Leader Affect as Determinants of Interpersonal and Informational Justice

Holmvall Camilla, Francis Lori, Thibault Tabatha

1111 Investigating the effects of resources and demands on student burnout and student engagement in Russia and Germany

Straatmann Tammo, Schefer Marina, Lukina Valentina, Engel Anna Maria, Hamborg Kai-Christoph

1172 Secondary Traumatic Stress: relationship with symptoms, exhaustion and emotions among cemetery workers

Colombo Lara, Emanuel Federica, Zito Margherita

1240 Exploring Knowledge Theft at Work

Zweig David, Damp Alycia

1280 Organizational career growth: resource or demand? Its effect on workaholism and work-family balance in a researchers sample.

Buono Carmela, Scafuri Kovalchuk Liliya, Maiorano Francesco, Spagnoli Paola

1291 Consequences of transformational, transactional and passive avoidant leadership styles in industrial organizations in the North of Spain

Amutio Alberto, Hermosilla Daniel, Da Costa Silvia, Páez Dario

1294 Work-life balance in supervised work groups: results from a classroom experiment

Merlone Ugo, Dal Forno Arianna

1348 Research Proposal: Longitudinal Study of Close Relationships as Antecedents of Work-related Psychological Capital

Kašpárková Ludmila, Vaculík Martin, Procházka Jakub

1379 Job demands control model as related to objectively measured physical activity in working women and men

Larsson Kristina, Ekblom Örjan, Kallings Lena, Ekblom Maria, Blom Victoria

1413 Virtual Reality (VR) for Leadership: VR Assisted Meditation Training for Leadership Development

Sylvan Charlotte A., Sanchez Diana R.

1460 Female Coping and General Individual Work Performance in pink-collar

Conde Rocha Rodrigues Carneiro Campello Lara, Pérez Nebra Amalia Raquel, Queiroga Fabiana

1461 Childcare Satisfaction: Links to Family-Work Interface and Family Satisfaction

Van Egdom Drake, Ingels Danny

1462 Workaholism and Work–Family Conflict: Exploring Dyadic Patterns in Spillover–Crossover Effects for Couples

Haynes Nicholas, Wynne Kevin, Baltés Boris, Clark Malissa

1497 Exploring the exposure to work related cyber-harassment

Cowen Forssell Rebecka, Berthelsen Hanne

1585 Money makes you happy, if you have a positive work and nonwork interface.

Baumeler Franziska, Hirschi Andreas

1602 Smart operators vs. managers in industry 4.0: The implication of digital tools, information and coordination

Thun Sylvi, Kamsvåg Pål F., Seim Eva A., Torvatn Hans

1622 Challenging and Demanding Work: Operative and Organisational Work Demands and Individual and Organisational Resources as Predictors of Health and Work Engagement in the Norwegian Police Service

Rabbing Lillis

1639 Exploring Organizational and Social Safety Climate among First Line Managers in Municipal Elderly and Disable care in Sweden

Cervin Cecilia

1700 Fan engagement, meaning and life satisfaction of South African football fans: The role of social interaction motive

Stander Elizma, Stander Ederick, Botha Elrie

1712 Exploring coping resources of teachers in different career stages

Tladinyane Rebecca

1717 Co-production in healthcare services: What we know, how we can evaluate it

Guglielmetti Chiara, Fusco Floriana, Marsilio Marta, Silvia Gilardiilvia

1734 "The wise man prevents": Active listening as a tool of health prevention and protection at work

De Carlo Alessandro, Scarcella Malì, Alessandra Falco, Bondarevskaya Irina, Iordanescu Eugen, Vicente Florentio

1735 Purpose-in-life orientations in the formation of stress resistance as a resource of mental health in prison staff

Larionova Anastasia, Meshcheryakova Emma, Yantsen Konstantin, Litvina Svetlana, Atamanova Inna, Kozlova Natalia, Bogomaz Sergey, Levitskaya Tatiana, Balina Olga

1742 How can organizations support career parents? – The impact of partners' support on the effects of perceived organizational support

Müller Patrick, Bronner Uta, Klenk Jan, Stefan Monika, Hollnagel Jödis

1744 A new leadership DNA: relationships with the self-determination theory, organizational social capital, burnout, absenteeism, turnover intention and the need for recovery

Van Coillie Hermina, Verlinden Heidi

1757 Psychological health at work: Direct and buffering effects of job demands and job resources

Azouaghe Soufian, Kouabenan Dongo Rémi, Belhaj Abdelkarim

1763 Predictors of Depression in a Nationally Representative Sample of U.S. Workers

Roberts Rashaun, Grubb Paula, Grosch James

1765 Extracting the crucial elements of an experimental intervention developing leadership behavioral competencies: Pre-requirements, Implementation and Evaluation

Radi Afsouran Naghi, C Thornton III George, Charkhabi Morteza

1771 The dynamic spillover of job satisfaction onto life satisfaction: the moderating role of emotional inertia

De Longis Evelina, Alessandri Guido

1817 Witnesses reacting against workplace bullying: moral courage and its components as a key to bystander intervention

Dal Cason Davide, Casini Annalisa, Hellemans Catherine

1819 Workplace Bullying and Mistreatment in U.S. Workers

Grubb Paula, Roberts Rashaun, Grosch James

1821 From regional Networks to Prevention Alliances through the Implementation of Workplace Health Management Interventions

Mallok Yanina, Busch Christine, Janneck Monique

1829 Development of a computer-based competency self-assessment tool for training plan design

Baudet Alexandre, Gronier Guillaume, Ras Eric

1974 The role of sense of coherence in stress and mental health among working mothers and fathers

Siemiginowska Patrycja, Ziolkowska Anna

1985 The Role of Age in Reports of Workplace Bullying: Results from a National Survey of U.S. Workers

Grosch James W., Grubb Paula L., Roberts Rashaun K.

2649 Working Conditions and Workers Health of EU28-employees: Testing the JD-R model based on the European Working Conditions Survey

Paškvan Matea

EAWOP GENERAL ASSEMBLY

17.00-17.45 – ROOM 500

Registration to the General Assembly

17.45-19.30 – ROOM 500

GENERAL ASSEMBLY

FRIDAY MAY 31

KEYNOTE & STATE OF ART SPEAKERS

9.30-10.15 – ROOM 500

KEYNOTE - Job redesign interventions: insights from a practice-based theory of job design

Holman David

9.30-10.15 – LONDRA

STATE OF ART - Management and leadership: essential factors for employee health and well-being

Donaldson Emma

10.30-11.15 – ROOM 500

STATE OF ART - Current research and practice on fairness and discrimination in personnel selection

Iliescu Dragos

13.15-14.00 – ROOM 500

KEYNOTE - The Work-life Interface: A Contemporary Perspective

Demerouti Evangelia

16.00-16.45 – ROOM 500

KEYNOTE - How Subtle Biases Can Profoundly Influence our Workplaces

Hebl Michelle "Mikki"

SYMPOSIA & PANEL DISCUSSIONS

8.00-9.15 – ROOM 500

882 SYMPOSIUM - Bits and Bots: digital interventions for good work, recovery and better health

Chairs: Busch Christine, Jenny Gregor James

Coaching leaders and teams with a chatbot – design and preliminary results of an RCT-study

Grimm Luisa A., Jenny Gregor J., Brauchli Rebecca, Bauer Georg

Extending the magic of vacations. "Holidaily" - a smartphone application promoting recovery post-vacation: preliminary results from a randomized-controlled trial

Smyth Alexandra, Reins Jo Annika, Syrek Christine, de Bloom Jessica, Domin Markus, Janneck Monique, Lehr Dirk

Efficacy of a self-guided recovery online-training to improve sleep for employees: results from a randomised controlled trial in universal prevention

Behrendt Dörte, Ebert David Daniel, Spiegelhalder Kai, Lehr Dirk

Enhancing resilience and well-being at work through web-based trainings on mindfulness, self-efficacy, and optimism

Soucek Roman, Schlett Christian, Pauls Nina, Göritz Anja S., Moser Klaus

Blended coaching to promote work-life balance of small business owners

Busch Christine, Dreyer Romana, Domin Markus, Janneck Monique

8.00-9.15 – LONDRA

1222 SYMPOSIUM - The Role of Gender and Individual Differences in Organizational Leadership

Chair: Thompson Richard

The Implications of Gender Differences in Decision-Making Style for Organisational Level

Hackston John

FIRO, Gender and Level of seniority

Rayner Helen

Gender differences in vocational interests by organizational level

Morris Michael, Thompson Richard

Gender Differences in Resilience, Social and Emotional Intelligence in Leadership

Stein Steven, Wheldon Hazel, Stermac Jonathan

Personality Characteristics of Female Executives: A Replication and Extension

Yang Yang, Justin Arneson

8.00-9.00 – ISTANBUL

959 PANEL - Gender and sexual diversity in WOP, a more inclusive science and practice

Facilitator: Gonzalez-Morales M. Gloria

Panelists: O'Shea Deirdre, Michel Alexandra, Zak Tony, Kampf Pia, Kozusznik Malgorzata

8.00-10.00 – PARIGI

813 SYMPOSIUM - The merits and paradoxes of flexible work (part I and II)

Chairs: Korunka Christian, Kubicek Bettina

Discussant: Demerouti Evangelia

Moving into a flexible office: (I) The role of leadership and organizational culture

Korunka Christian, Uhlig Lars, Kubicek Bettina

Moving into a flexible office: (II) Effects on job stressors and employee motivation

Uhlig Lars, Kubicek Bettina, Korunka Christian

If you experience noise, you just haven't planned your work well: Individualization and regulation within a flexible work design.

ter Hoeven Claartje L., van Gemert Eva, Medved Caryn E.

The importance of employees' job-related psychological needs for blended working

Wörtler Burkhard, Van Yperen Nico W., De Jonge Kiki M. M., Rietzschel Eric F.

The association of agile methods, team processes and engagement

Knecht Michaela, Baumgartner Marcel, Krause Andreas, Mumenthaler Jonas, Vetter Ariane, Vollmer Albert

Is every smartphone use in the evening detrimental? The role of different smartphone activities for employees recovery and well-being

Binnewies Carmen, Holtrup Kristin, Milicevic Suzana

Individual Perceptions of Boundary Control Mitigate the Effect of (in) Congruence Between Workers' Preferred Work/Non-Work Boundaries and their Enacted Boundary Management on Work-Life Conflict

Mellner Christin, Peters Pascale, Toivanen Susanna

Work flexibility and well-being across work arrangements in the US

Ray Tapas, Pana Cryan Rene

8.00-9.15 – ROMA

1556 SYMPOSIUM - Artificial Intelligence, Algorithms & Tech: Advances in Psychometric Scoring & Reporting

Chairs: Hopton Tom, MacIver Rab, Kriek Hennie, Jeffery-Smith Lauren, Brummer Elisabeth

History & Advances in Group-Level Psychometric Data

Hopton Tom

Insightful Group Reporting of Type, Trait and Algorithmic Data

Maclver Rab

Integrated Reporting: Trends and Developments

Kriek Hennie, Clifton Sebastian

Exploring the Fairness of Data-Driven Algorithms Across 23 Countries

Jeffery-Smith Lauren, Mitchener Anna

Robotising Humanity, Artificial Intelligence and Psychometric Assessment

Brummer Elisabeth

8.00-9.00 – LISBONA

1077 SYMPOSIUM 1 (of 2) - Person-Centred applications offering new insights to research in Work and Organisational Psychology (WOP)

Chairs: Edwards Martin, Hofmans Joeri, Peccei Riccardo, Pak Karen

The need for an idiographic lens in work and organizational psychology

Hofmans Joeri

A person-centered approach to modelling holistic employee reactions during restructure/downsizing

Edwards Martin, Clinton M.E.

Employee well-being profiles and service quality: A unit-level configurational analysis

Benitez Miriam, Peccei Riccardo, Medina Francisco J.

A person-centred approach to identify subgroups of older workers who age successfully at work

Kooij T.A.M., Kunst, E.M., Kunst E.M., Pak K., Van den Heuvel S.

8.00-9.00 – DUBLINO

840 SYMPOSIUM - Exploring the Complexity of Leader-Follower Relationships

Chairs: Adriasola Elisa, Unsworth Kerrie

Effects of Dyadic Personality & Task on Shared Leadership

Adriasola Elisa, Coluccio Giuliani, Espejo Alvaro

Congruence of leader and follower ILTS affecting relationship quality

Foti Roseanne

How do Pre-Existing Friendships Affect the Leader-Follower Relationship and Engagement in Small Start-ups?

Mingchu Wang, Unsworth Kerrie L.

Is Paradoxical Leader Behaviour Really Helpful? A Moderated Mediation Test of CEO LMX with Followers, Entrepreneurial Orientation and Firm Performance

Song Lynda, Sun Jinyun, Ouyang Linyi, Lee Byron

8.00-9.00 – COPENAGHEN

1130 SYMPOSIUM - Do you see what I see? The importance of self- and other perceptions and their impact on job performance

Chairs: Yang Wei-Ning, Owens Courtney

Discussant: Hughes David

When predicting overall job performance, is personality best assessed by the observer?

Owens C. E., Irwing P., Clarke S.

A qualitative analysis of the influence of non-teleworkers' behaviour on teleworkers' performance and participation in telework: Insights from within three organisations

Jones A., Walsh J.

“Says who?” A meta-analysis on the relationship between career plateau and job performance

Yang W. N.

The incongruence of reasons for career plateauing between subordinate and supervisor perceptions

Wang Y. H., Hsu Y. T., Hsiung M.

8.30-9.30 – MADRID

1205 SYMPOSIUM - IFPOC symposium: Enabling conditions and mechanisms for positive change

Chairs: van Dam Karen, Van Ruysseveldt Joris

Discussant: Nielsen Karina

Need-Satisfaction is the key: How organizational support influences positive change attitude during information technology implementation

Schlicher Katharina S., Helling Rebecca, Maier Günter W.

Workplace Learning in Times of Organizational Change: The Mediating Role of Learning Demands

Van Ruysseveldt Joris, van Dam Karen, De Witte Hans, Nikolova Irina

The role of job demands and resources for employees' health in the context of organizational change

Michel Alexandra, Wöhrmann Anne M., Brauner Corinna

The mediating role of readiness to change in the affective commitment – effort intention relationship: A three countries study.

Zappalà Salvatore, Alessandri Guido, Bottecchia Davide, Del Rizzo Andrea

9.15-10.30 – VIP

922 SYMPOSIUM - Academic Careers

Chair: Kauffeld Simone

Discussant: van der Heijden Beatrice

Career goal profiles of PhD students and doctorate holders – A latent profile approach

Noppeney Ruth, Stertz Anna M., Wiese Bettina S.

Applying the job demands-resources theory: A longitudinal study in academia

Nixon Nora, Spurk Daniel, Kauffeld Simone

The interplay of career insecurity and self-management: A longitudinal study

Alisic Aida, Burk Christian L., Wiese Bettina S.

Social Capital as Predictor of Objective Career Success in Academia

Barthauer Luisa, Kauffeld Simone

Positive psychological capital – a key to career success in academia?

Kaucher Philipp, Spurk Daniel, Kauffeld Simone

9.15-10.15 – LISBONA

1078 SYMPOSIUM 2 (of 2) - Person-Centred Applications Offering New Insights to Research in Work and Organisational Psychology (WOP)

Chairs: Nagy Noemi, Van Rossenberg Yvonne, Navarro Jose, Vantilborgh Tim

We don't need to commit to perform... It's in the mix! A configural examination of workplace commitment in contemporary work

Van Rossenberg Yvonne G.T, Leisching Alexander, Swart Juani

Flow experience and the 'golden rule' of having a challenge/skills balance: Does it work for everyone?

Navarro Jose, Reuteler Daniela, Ceja Lucia, Giovagnoli Sara

Trust trajectories following psychological contract breach perceptions: Does everyone recover from breach?

Vantilborgh Tim, Griep Yannick

Predictors and consequences of job crafting strategies of older workers: A latent profile analysis

Nagy Noémi, Hirschi Andreas, Wang Mo

9.15-10.15 – DUBLINO

1281 SYMPOSIUM - Counterintuitive Justice Dynamics

Chair: Fortin Marion

Discussant: Jonathan Crawshaw

Fairness in disguise: Motives and strategies of fair managerial decision-making

Zwank Julia, Diehl Marjo-Ritta

Can workplace justice backfire? The indirect effect of justice on musculoskeletal disorders through work engagement

El Akremi Assâad, Manville Caroline, Mignonac Karim

Why too much justice is not a good thing?

Patel Charmi

Organizational Dehumanization at Nested and Encompassing Group Levels: A Test of Compensatory v. Source Effects of Organizational Justice and Perceived Collective Continuity

Bell Chris, Khoury Careen

9.15-10.45 – COPENAGHEN

1148 SYMPOSIUM - The psychological meaning of work and employment

Chairs: Zechmann Andrea, Paul Karsten I.

Scarring effects of unemployment on mental health: Meta-analytic results

Paul Karsten I., Zechmann Andrea

Time-Use, unemployment, and well-being: An empirical analysis using British time-use data

An Hoang Thi Truong, Knabe Andreas

Scrutinizing peak events: Is employment really a good source for psychological need fulfillment?

Zechmann Andrea, Paul Karsten I.

Less money, equal profit? How volunteering and (continuing) education compare to paid employment in explaining access to Jahoda's latent benefits of work

Kovacs Carrie, Stiglbauer Barbara, Selenko Eva, Batinic Bernad

Influence of the functions of employment on mental health and job satisfaction among employees in small and medium-sized enterprises

Voss Amanda, Fischmann Wolfgang, Drexler Hans, Zechmann Andrea

I work, therefore I am: The meaning of work and retirement for bridge employees in the Swedish healthcare sector

Sousa-Ribeiro Marta, Knudsen Katinka, Lindfors Petra, Sverke Magnus

9.30-10.30 – ISTANBUL

1481 INVITED SYMPOSIUM - A Crisis of Competence

Baron Helen, Chinotti Ornella, Dewberry Chris, Jackson Duncan, Bartram Dave

Using Competencies to promote better HR practice

Ornella Chinotti

Is it Time to Ring the HR Alarm Bells? The Growing Evidence that Competencies Cannot Be Measured

Chris Dewberry; Duncan J. R. Jackson

Understanding the 'multi-componential' nature of assessment centre ratings

Prof Dave Bartram

9.30-10.30 – ROMA

1667 SYMPOSIUM - Recruitment and Selection in the Digital Age

Warszta Tim

The impact of review sites on organizational attractiveness – an experimental design

Warszta Tim, Lange Marie-Christin, Jones Anne, Rogowski Isabel

Identifying success factors social media recruitment – a policy-capturing design approach

Weber Caroline, Warszta Tim, Plikat Lena

Interviewing using technology – how do the applicants feel about that?

Künzel Viktoria, Siemsen Alina, Deters Jürgen

Selected by algorithms – what do candidates think?

Lochner Katharina

10.00-11.30 – MADRID

1021 SYMPOSIUM - Job Insecurity Symposium 1: Performance effects of job insecurity - why, when and how

Chairs: Selenko Eva, De Witte Hans

Why is job insecurity harmful to OCBs? The mediating effects of psychological contract and affective commitment

Fontinha Rita, Chung Chul, Kawai Norifumi, Bozkurt Ödül, Honda-Howard Motoko

Job Insecurity and In-Role Performance: The Mediating Role of Work Engagement

Hofer Annabelle, De Cuyper Nele, De Witte Hans, Spurk Daniel

Working hard or hardly working? Reciprocal relationships between job insecurity and performance

Shoss Mindy, Carusone Nicole

A Matter of Time: Job Insecurity, Job Performance, and the Role of Exposure Time

Debus Maike E., Unger Dana, König Cornelius J.

Job Insecurity in Higher Education: The Role of Job Crafting

Roll Lara C., Rothmann Sebastiaan, De Witte Hans

Job insecurity has no upside for work performance: Objective and subjective work insecurity and their relationship with work performance

van Vuuren Tinka, Smulders Peter

10.15-11.30 – PARIGI

167 INVITED SYMPOSIUM - Alliance Special Session: Sexual Harassment Science and Practice Around the Globe

Facilitator: Alicia Grandey

Panelists: Searle Rosalind, Grandey Alicia, Hershcovis Sandy, Jenkins Jessica

10.15-11.15 – ATENE

1176 SYMPOSIUM - Age-related changes in organizational behavior? It may depend on the context and the person

Chairs: El Khawli Elissa, Reh Susan

Discussant: Anita Keller

Transitions between work contexts among early career psychologist and social workers – a one year follow-up

Schéle Ingrid, Holmström Stefan, Hauer Esther, Pienaar Jaco

Emotional job demands and adaptation to a critical life event

Reh Susan, Wieck Cornelia, Scheibe Susanne

Better with age, but not for everyone: Job context moderates age differences in occupational well-being

El Khawli Elissa, Keller Anita C., Scheibe Susanne

Aging experience and late career work (dis)engagement

Fasbender Ulrike, Topa Gabriela, Vignoli Michela

10.15-11.15 – BRUXELLES

1372 SYMPOSIUM - Working for the Greater Good: Science & Practice of Cross-validation

Chair: Kurz Rainer

Discussant: Stephen Woods

Personality predictors of potential across languages and cultures

Kurz Rainer, Lawton David

Optimising the Validity in Forecasting High Potential at Work

Jeffery-Smith Lauren, MacIver Rab

Cross-Validation of Great 8 Competencies with Lumina Spark 24 Qualities

Desson Stewart

Cross-validating Success Factors - Aligning Personality and Competency Assessment & Theor

Jussila Pauliina

10.30-12.00 – LONDRA

1134 SYMPOSIUM - Promoting voice and ethical conduct in organizations: What should leaders do and refrain from doing?

Chairs: Richter Stefanie, Wegge Jürgen

Whistleblowing: a challenge for organizations and organizational research

Dick Michael

Measurement Invariance of the Four Forms of Employee Silence across Gender, Job Positions and Organizations

Jurek Pawel, Retowski Sylwiusz

What you don't tell might hurt as well. Reciprocal effects between follower silence and leader-follower relationship quality

Dilba Dominik, Knoll Michael, Weigelt Oliver

I cannot stay focused! The effect of connecting leadership, incivility and organizational justice on impaired cognitive control

Di Marco Donatella, Silva Silvia, Passos Ana Margarida

The exception does not always prove the rule: Even few abusive behaviors undermine the positive effect of authentic leadership on ethical climate and psychological safety

Richter Stefanie, Frömmer Dirk, Franke-Bartholdt Luise, Strobel Anja, Wegge Jürgen

Ethically-oriented forms of organizational climate and leadership compared: Conceptual problems and implications for organizational practice

Weber Wolfgang G.

10.30-11.45 – LISBONA

1545 SYMPOSIUM - Casting Light on Situational Judgment Tests from Multiple Perspectives: Possibilities of Differential Uses across Disciplines and Countries

Chair: Kim Lisa

Using SJTs in leadership training: Individualized feedback and role play for impactful leadership development

Schmid Ellen, Knipfer Kristin, Peus Claudia

May the situation be with you: Is Agreeableness a major predictor for leader potential in different situations?

Gentil Alina, Moldzio Thomas, Reiner Anabell, Felfe Jörg

Influence of response instructions and response format on applicant perceptions of a Situational Judgement Test for medical school selection

E. de Leng Wendy, Stegers-Jager Karen M., Born Marise Ph., Themmen Axel P.N.

Which response option format in Situational Judgment Tests is best? Evidence from UK teacher education program applicants

Kim Lisa E., Klassen Robert M.

The meaning of social desirability of response options in SJTs

Felfe Jörg, Krumm Stefan, Schäpers Philipp, Kaminski Katarina

10.30-11.45 – DUBLINO

1788 SYMPOSIUM - Rethinking Work through (Work)Spaces: Current issues for organizational change and development of teams and competencies

Chairs: Ianeva Maria, Quillerou Edwige, Ciobanu Raluca, Tomás Jean-Luc, Lai Chiara, Bobillier-Chaumon Marc-Eric, Vacherand-Revel Jacqueline

Office Design and Organizational Change: an Activity-Theory Perspective

Ianeva Maria

Think about the workspaces during the work design process: dialogue's conditions and material environment to contribute to Health and Safety at work

Quillerou Edwige

New way of learning in the nuclear industry: the "activity spaces" as a tool for competence development?

Ciobanu Raluca

It is only in movement that spaces show what they are: A clinic of activity perspective on (work)spaces

Tomás Jean-Luc

Situated acceptance as an approach for thinking workplaces in relation with activity: the case of in the context of Activity based environments

Lai Chiara, Bobillier Chaumon Marc-Eric, Vacherand Revel Jacqueline

10.45-12.45 – ISTANBUL

1260 INVITED SYMPOSIUM - The digital transformation of work is here – how scientists and practitioners can work together to manage needed workplace changes

Facilitator: Roth Colin

Panelists: Oliver Kohnke, Diana Rus, Hartwig Fuhrmann, Katarzyna Więcek-Jakubek, John Arnold

10.45-12.15 – ROMA

366 SYMPOSIUM - Positive Psychology @ Work

Chairs: Van Zyl Llewellyn, Kaluza Antonia J

Positive psychological interventions aimed at managing territorial behaviours within the organisational context

Olckers Chantal, van Zyl Llewellyn E, Booyesen Corné

The influence of leaders' stress mindsets on health-promoting leadership behaviour

Kaluza Antonia J., Schuh Sebastian C., Junker Nina M., van Dick Rolf

Self-compassion at work: A cross-sectional study of self-compassion, burnout, job satisfaction and GRIT in organisations

Dreisörner Aljoscha, Junker Nina M., van Dick Rolf

Empowerment leadership, affective well-being and rumination

Inceoglu Ilke, Thomas Geoff, Chu Chris, Plans David, Cropley Mark, Heron Jon

The Bright Side of Burn-out: Exploring Learning and Growth in Post-burnout Employees

van den Heuvel Machteld

Thriving of Academics in Higher Education Institutions in South Africa

Mahomed Fatima, Rothmann Sebastiaan

10.45-11.30 – VIP

1421 SYMPOSIUM - Integrated Body and Mind Perspectives at Work

Chairs: van Dam Karen, de Lange Annet, Oostdijk Eric

Cognitive aging and muscle training? Relations between physical exercise, work ability and cognitive functioning at work

de Lange Annet

Mindfulness at Work: Learning to Be Where You Actually Are

Oostdijk Eric

Qigong at Work: Where East Meets West

van Dam Karen

11.00-12.15 – COPENAGHEN

948 SYMPOSIUM - Understanding the role of age in contemporary organizations: about diversity, (dis)similarity and climate

Chairs: Peeters Maria, Rispens Sonja

Preventing turnover among overqualified young graduates: The role of human resources management practices for reducing the propensity to leave the job and the company

Gamboa Juan P., Hernández Ana, Picazo Carmen, Tomás Inés, González-Romá Vicente

Age and Employability: A Polynomial Test of Age-Related Stereotyping

Peeters Ellen, Semeijn Judith, Van der Heijden Beatrice

How an inclusive age climate at work relates to well-being and performance: The mediating role of strengths' use behavior

Peeters Maria C.W., Rispens Sonja, Van der Heijden Beatrice

Engaging Older Workers; the Role of a Supportive Climate

Kilroy Steven, Kooij Dorien, Van de Voorde Karina

Reflecting on the role of age in contemporary organizations

van Vuuren Tinka

11.30-13.00 – ROOM 500

1851 INVITED SYMPOSIUM - High performance work practices and engagement: Workplace bullying as a disruptive Factor

Baillien Elfi

High performance work practices and engagement: Workplace bullying as a disruptive Factor

Salin, D., Notelaers, G., & Baillien, E.

Employee-supervisor incivility spirals: Who benefits and who suffers?

Griep, Y., Vranjes, I., & Hershcovis, M. S.

The academic workplace: Unique context for examining workplace bullying.

Keashly, L.

Quasi-experimental study to evaluate an online workplace bullying intervention

Van den Brande, W., Baillien, E., Schouteden, M., Vander Elst, T., De Witte, H., & Godderis, L.

Advancing the risk management of workplace bullying as a health and safety hazard

Tuckey M., Li Y., Neall A., Chen P.3, Mattiske J., Dollard M., McLinton S., Rogers A.

11.30-12.30 – ATENE

1009 SYMPOSIUM - Developments in Diversity – Towards Effective Diversity Management in Organizations

Chair: Hiemstra Annemarie M.F.

Discussant: Hebl Michelle (Mikki)

Effects of visual stigmas on video-resume reviews: An experimental study

Derous Eva, Buijsrogge Alexander, Hiemstra Annemarie

Not up for the task? Men and women with work-family conflicts between disrespect and admiration

Krings Franciska, Steiner Rebekka S.

Antecedents of employees' cultural diversity support

Hiemstra Annemarie M.F., Flipse Marissa, Derous Eva

11.45-13.15 – MADRID

977 SYMPOSIUM - Job Insecurity Symposium 2: Organizational outcomes

Chairs: De Witte Hans, Selenko Eva

Job Insecurity in the Face of Attributions: How the Macroeconomic Context Shapes Employees' Trust in Their Employer

Doden Wiebke, Morf Manuela, Grote Gudela, Staffelbach Bruno

On the Relationship Between Qualitative Job Insecurity and Organizational Justice: Longitudinal Evidence

Lazauskaite-Zabielske Jurgita, Urbanaviciute Ieva, De Witte Hans

Emotional Contagion, Economic Stress, and Safety Outcomes: A Cross-country Study

Petitta Laura, Probst Tahira M., Ghezzi Valerio, Barbaranelli Claudio

The Impact of Job Insecurity on Accidents and Injuries: A Moderated Mediation with Production Pressure and Sleep Disturbances

Probst Tahira M., Petitta Laura, Barbaranelli Claudio, Ghezzi Valerio, Bettac Erica L.

Perceived job insecurity predicting involuntary and voluntary turnover 6 months later

Vander Elst Tinne, De Cuyper Nele, De Witte Hans, Van den Broeck Anja, Sverke Magnus

I deserve better than this, I quit! Relative deprivation as an explanation of turnover in times of job insecurity

Selenko Eva, De Witte Hans

11.45-13.15 – PARIGI

396 INVITED SYMPOSIUM - Big and online data in organizations: The promises and perils of a methodological frontier (Special Alliance Session)

Chairs: Bart Wille, Samuel T. McAbee

Scoring game-based assessments with artificial intelligence and trace data

Richard N. Landers

Developing and Validating User-Friendly Innovative Assessments for Hiring

Sonia Codreanu

Predicting hiring decisions using applicant tracking system data

Colin I.S.G. Lee, Will Felps, Piers Steel

People analytics to make informed HR decisions: A practitioner point of view

Britt De Soete, Jouko Van Aggelen

Structural integration of people data within organizational decision making: Considerations from a strategic and an operational perspective

Bernd Carette

11.45-13.00 – VIP

1068 SYMPOSIUM - The Role of Personal Resources to Face Career Changes

Chairs: Keller Anita, Nye Christopher

The Effects of Individual Differences and Academic Performance on Post-College Job Offers

Nye Christopher D., Collier-Spruel Lauren, Donnellan Brent

Changes in self-efficacy during the education-to-work transition: The role of coping strategies in explaining why individuals change differently

Schmitt Antje, Keller Anita C.

Facilitating a successful school-to-work transition: Comparing compact career-construction interventions

van der Horst Anna C., Klehe Ute-Christine, Coolen Anne C. M., Brenninkmeijer Veerle

Career Adaptability and Subjective Career Success in the Context of a Broader Career Resources Framework

Haenggli Madeleine, Hirschi Andreas

Career Adapt-Abilities Scale's (CAAS-5) predictive and incremental validity with work-related outcomes

Leong Frederick T.L., Gardner Danielle, Nye Christopher D., Prasad Joshua

12.00-13.15 – LISBONA

445 SYMPOSIUM - The Demonstrated Utility of Person-Centered Analyses in Work Psychology

Chair: Gagné Marylène

Profiles of Personality: Evidence for a Stable Profile Structure of the HEXACO Trait Dimensions

Daljeeta Kabir N., Espinoza Jose A., Meyer John P.

The Work Design Profiles of Employees in the Australian Not-For-Profit Sector: A Person-Centered Perspective

Knight Caroline, Parker Sharon K., McLarnon Matthew, Wenzel Ramon

Motivation Trajectories at Career Start: Antecedents and Effects on Commitment and Turnover Intentions

Fernet Claude, Morin Alexandre J. S., Austin Stephanie, Litalien David, Lavoie-Tremblay Mélanie, Forest Jacques

A Longitudinal Analysis of Motivation Profiles at Work

Howard Josh L., Morin Alexandre J. S., Gagné Marylène

Capturing Complexity across Levels: A Team-Centered Approach to Profiles

Kramer William S., O'Neill Thomas A., Shuffler Marissa L., McLarnon Matthew J. W.

12.15-13.45 – LONDRA

1850 SYMPOSIUM - Solidifying the glass cliff: Empirical, theoretical and meta-analytical insights on women in precarious leadership positions

Chairs: Ihmels Anika, Wegge Jürgen

The Glass Cliff in American State Legislative Politics (2011-2016)

Robinson Sarah, Aelenei Cristina, Kulich Clara

The Glass Cliff that Awaits Women Directors: Recent evidence

Main Brian, Gregory-Smith Ian

Behind Closed Doors: Investigating Appointments and Arguments in Glass Cliffs as Group Decisions

Ihmels Anika, Kaplonek Moritz, Andree Alina, Dörfel Denise

Motives and mindsets: when and why people select women to glass cliff positions

Kulich Clara, Iacoviello Vincenzo

Women and Precarious Leadership Positions: A Meta-Analysis of the Glass Cliff Phenomenon

Morgenroth Thekla, Kirby Teri A., Ryan Michelle K., Sudkaemper Antonia

12.15-13.30 – DUBLINO

747 SYMPOSIUM - Mindfulness in work contexts: Understanding when and how mindfulness has beneficial effects

Chairs: Junça Silva Ana, Montani Francesco

How being Mindful and Recover from Work Increases Work Engagement after Role Overload

Junça Silva Ana, Caetano António, Rueff Lopes Rita

Does Role Conflict Fuel Employee Creativity? Evidence for a Curvilinear Relationship Moderated by Mindfulness

Montani Francesco, Setti Ilaria, Sommovigo Valentina, Courcy François, Giorgi Gabriele

Does Mindfulness Matter for Positive and Negative Behaviors? Relationships with Procrastination and Creative Performance

Mendonça Helenides, Taís Alvin, Novaes Valcêmia, Montani Francesco

The Impact of a Training Program Promoting Consciousness Development and Mindfulness on Leadership Capabilities

Baron Charles, Brochu Félix, Cayer Mario

Acceptance and Commitment Training for Employees' Wellbeing: Results from a Randomized Controlled Trial

De Mondehare Laurence, Grégoire Simon

12.30-13.45 – ROMA

1452 SYMPOSIUM - International Teamwork: Big Challenges and Big Opportunities

Chair: Koehler Tine

Typological theorizing as an avenue to advance the field of multicultural teamwork

Reiche Sebastian

Norms as a precursor and a solution to international teamwork challenges

Köhler Tine, Gonzalez-Morales M. Gloria

Teams as complex behavioral systems

Lehmann-Willenbrock Nale

Multicultural richness as asset - Talk does not reflect the walk

Sackmann Sonja A.

Employee engagement in global virtual teamwork

Nurmi Niina

12.45-14.00 – COPENAGHEN

1349 SYMPOSIUM - Return to Work policies and practices: Supporting more inclusive organisations

Chair: Gervais Roxane

Fitness and return to work: Looking at the evidence

Gervais Roxane

Resources enabling sustainable return to work for workers with CMDs

Nielsen Karina, Yarker Joanna, Munir Fehmidah, Bultmann Ute

Turning research into practice: An evaluation of mental health return to work guidance and recommendations to improve practice

Yarker Joanna, Munir Fehmidah, Lewis Rachel, Donaldson-Feilder Emma, Peters Rebecca

How are workplace well-being strategies addressing mental health at work?

Munir Fehmidah, Yarker Joanna, Lewis Rachel

Return-to-Work for People with Moderate and Severe Mental Health Conditions

Thomson Louise

13.00-14.15 – ISTANBUL

830 PANEL - Exploring the Space for Critical Work and Organizational Psychology

Facilitator: Matthijs Bal

Panelists: Weber Wolfgang, Islam Gazi, Hornung Severin, Dóci Edina, Gerard Nathan

13.00-14.15 – ATENE

927 SYMPOSIUM - Managing mental illness and promoting good mental health in the workplace.

Chairs: Johnson Sheena, Lapierre Laurent

An Exploration of Why and How Employees Disclose Having a Mental Illness

Lapierre Laurent M., Johnson Sheena, Bonaccio Silvia, O'Reilly Jane, Bourgeault Ivy, Donia Magda, Li Yanhong

An investigation into individual and organisational impacts of Mental Health First Aid (MHFA) initiatives in a Media Organisation

Robertson-Hart Susannah, Johnson Sheena

Unlocking the “Black Box”: An Investigation of Contextual Variables Influencing the Effectiveness of Stress Management Interventions

Siegl Lina

Psychological Health and Wellbeing in Veterinary Surgeons

O'Connor Elinor, Johnson Sheena, Hughes David

Mass effect: A review of mental health effects of workplace bullying bystanders

Ng Kara

13.15-14.30 – VIP

1587 SYMPOSIUM - Let your values guide you: In search of jobs and careers that keep what they promise

Chairs: Wiese Bettina S., Burk Christian L.

Gendered work value profiles and STEM careers

Salmela-Aro Katariina, Guo Jiesi, Sortflex Florencia, Eccles Jacque

The role of work values in the development of early business leadership aspirations and behaviours"

Sortheix Florencia M., Lechner Clemens M., Obschonka Martin, Salmela-Aro Katariina"

I want to be a billionaire: Contrasting perspectives on the associations of values with youth's well-being

Van den Broeck Anja, Schreurs Bert, Proost Karin, Vanderstukken Arne, Vansteenkiste Maarten

Does conducting “good” science make happy? Scientific values as individual motivational drivers

Burk Christian L., Wiese Bettina S.

Person environment fit, work engagement, voice behaviours and the moderating role of regulatory focus

Inceoglu Ilke, Chu Chris, Schlachter Svenja, Allen David B.

13.30-15.00 – MADRID

1035 SYMPOSIUM - Job Insecurity Symposium 3: The Dynamics of Job Insecurity

Chairs: Selenko Eva, De Witte Hans

The Chicken or The Egg: The Role of Absenteeism in the Longitudinal Reverse Relationship Between Job Insecurity and Mental Health Complaints

Griep Yannick, Lukic Alexandra, Jones Samantha K., Vander Elst Tinne, Baillien Elfi, De Witte Hans

A within-person examination of the reciprocal relationship between work-related learning and job insecurity

Smet Kelly, De Cuyper Nele, De Witte Hans, Kyndt Eva

Longitudinal patterns of quantitative and qualitative job insecurity and their associations with work-related learning outcomes

Van Hootegeem Anahi, Nikolova Irina, De Witte Hans, Kyndt Eva, Van Ruysseveldt Joris, Van Dam Karen

Co-development patterns of job insecurity, perceived employability, and career prospects: Findings from a 6-wave follow-up study in Switzerland

Urbanaviciute Ieva, De Witte Hans, Rossier Jérôme

The effect of co-worker cooperation on job insecurity and perceived employability: A 3-wave longitudinal study

Tomas Jasmina, Maslic Seršic Darja, De Witte Hans

Quantitative, qualitative, affective and cognitive: Which dimensions of job insecurity? Dimensionality, reliability and validity of the Multidimensional Job Insecurity Questionnaire

Chirumbolo Antonio, Callea Antonino, Urbini Flavio

13.30-14.30 – LISBONA

1178 SYMPOSIUM - The impact of task characteristics and work design on team processes and outcomes

Chairs: Burtscher Michael J., Gevers Josette M. P.

Discussant: Parker Sharon K.

The negative effects of individualizing incentives on collaboration in scientific teams

Burtscher Michael J., Hüffmeier Joachim

Buffering Deleterious Effects of External Disturbances on Project Outcomes: The Role of Future Focus and Temporal Leadership

Gevers Josette M.P.

Run for the team: Do effort gains in teams replicate in track and field relays?

Schleu Joyce Elena, Mojzisch Andreas, Hüffmeier Joachim

Surgeons need freedom, but nurses need rules": How identity shapes the work design of multidisciplinary teams

Hay Georgia, Parker Sharon K., Luksyte Alex

13.45-15.00 – DUBLINO

1241 SYMPOSIUM - Career calling in the workplace: Good for what, for whom, and in which conditions?

Chair: Dalla Rosa Anna

Calling as a Double-Edged Sword for Work-Nonwork Enrichment and Conflict Among Older Workers

Hirschi Andreas, Keller Anita C., Spurk Daniel M.

Calling and Burnout across the Life span of Healthcare Professionals: The Role of Social Worth

Goštautaitė Bernadeta, Buciušienė Ilona, Duffy Ryan D., Haram Kim

Self-Sacrifice and Calling

Clinton Michael E., Conway Neil, Sturges Jane, Alison McFarland

Career calling and job search behaviors: The moderating effect of optimism, self-esteem, and perseverance

Dalla Rosa Anna, Vianello Michelangelo, Galliani Elisa Maria, Duffy Ryan D.

Paths to Voluntary Occupational Turnover: A Calling Perspective

Weisman Hannah

14.00-15.15 – LONDRA

133 SYMPOSIUM - Symposium Destructive leadership (2): Leader personality

Chairs: Schyns Birgit, Wisse Barbara

Discussant: Jan Schilling

Leader Machiavellianism, apparent insincerity, and low leader performance: A multisource moderated mediation analysis

Genau Hanna A., Blickle Gerhard, Schütte Nora

The role of social astuteness in counterbalancing leader psychopathic disinhibition: A multisource field study on counterproductive work behavior

Kranefeld Iris, Blickle Gerhard

The behaviour of vulnerable narcissistic leaders

Schyns Birgit, Gilmore Sarah, Koch Iris-Katharina

Investigating constructive and destructive leadership styles together: A pattern approach

Gatti Paola, Schyns Birgit, Cortese Claudio G., Hall Rosalie J.

How does leaders' narcissism change the impact of positive and negative leadership from a follower perspective

Felfe J., Klebe L, Klug K., Bergner S

14.00-15.15 – FOYER NORD

2621 INVITED SYMPOSIUM - Meetings as Multilevel, Multiplex Challenges: The Importance of Meeting Science, What We Know, and Opportunities for Research and Organizations

Facilitator: Steven Rogelberg

Panelists: Nale Lehmann-Willenbrock - Joe Allen - Cornelius J. König - Mark Potteet

14.15-15.45 – ROOM 500

234 INVITED SYMPOSIUM - Work engagement: What's Next?

Arnold B. Bakker

Work Engagement: Let's Take Tasks More Seriously

Sabine Sonnentag

Job crafting and work engagement: Probing nonlinear effects with catastrophe theory models

Despoina Xanthopoulou, Dimitrios Stamovlasis

Testing a Workgroup-Based Approach (SCORE) to Improving Workplace Civility and Work Engagement

Michael P. Leiter, PhD

Employee work engagement and supervisor-rated performance: Uncovering the role of employee and supervisor crafting

Evangelia Demerouti

Transformational Leadership and Work engagement: Exploring the Daily Process

Arnold B. Bakker, Jorn Hetland, Olav Kjellevoll-Olsen & Roar Espevik

14.15-15.15 – COPENAGHEN

1075 SYMPOSIUM - Workplace negative interpersonal relationships: effects of incivility, aggression and mistreatment on employees' well-being and relative protective factors

Chairs: Sommovigo Valentina, O'Shea Deirdre

Investigating employees' emotional and cognitive reactions to customer mistreatment: An experimental cross-national study

Sommovigo Valentina, Setti Ilaria, O'Shea Deirdre, Argentero Piergiorgio

The Impact of Incivility and Workplace Aggression on Healthcare Professionals' Burnout, Psychological Wellbeing, and Job Satisfaction: A Longitudinal Study

Barretto Yaranon Paolo, Sommovigo Valentina, O'Shea Deirdre, Setti Ilaria

Workplace Relational Civility for both preventing Workplace Incivility and promoting well-being of workers in a primary prevention perspective

Di Fabio Annamaria

Nurses between the hammer and the anvil: Analyzing the role of the workplace prevention climate in reducing internal and external violence

Viotti Sara, Guidetti Gloria, Converso Daniela

14.30-15.45 – ISTANBUL

1142 PANEL - Applying Research to Practice: Challenges and Opportunities

Facilitator: Andrew Marcinko

Panelists: Bauer Talya, Galli Lorenzo, Wietrak Emilia, Marengo Pietro, Cioca Iulia

14.30-15.45 – ATENE

1020 SYMPOSIUM - The Spillover of Self-Control Depletion Across Domains, Across Time, and Across Individuals

Chair: Rivkin Wladislaw

Discussant: Diestel Stefan

Row Road, Squabble Square, And Argument Avenue. Commuters' Negative Social Experiences as Antecedent of Workplace Conflict and The Role Of Self-Control

Unger D., Albrecht A., Böttcher K., Starzyk A.

Flowing to Work to Flow at Work? The Role of Self-Control in Daily Morning Commute and Motivational Work States

Gerpott Fabiola, Unger D.

The Dynamic Interplay between Emotional Dissonance, Emotional Exhaustion, and Daily Trajectories of Self-Control Depletion: A Latent Growth Modelling Approach

Konze Anne-K.

The impact of sleep on ego-depletion over the course of the week: Evidence of a curvilinear relationship

Sacramento Claudia, Kühnel Jana

The Spillover of Self-Control Depletion between Abusive Leaders and Followers – A Weekly Diary Study

Babu Nishat, Rivkin Wladislaw

14.45-16.00 – VIP

444 SYMPOSIUM - Collective Work Engagement in Teams and Organizations

Fortuin Denise, van Mierlo Heleen

The Team Job Demands and Resources (tJD-R) Model: Team Engagement Path and Crossover Relationships

Urien Begoña, Rico Ramón, Demerouti Evangelia, Bakker Arnold B.

Organisational Engagement and Employee Turnover in the Health Sector

Dawson Jeremy F.

Injustice anywhere is a threat to engagement everywhere

Costa Patrícia L., Patient David L., Marques Tatiana

Team boosting behavior and team performance: Uncovering the role of team work engagement

Fortuin Denise J., van Mierlo Heleen, Paraskevas Petrou, Bakker Arnold B., Demerouti Evangelia

Fostering creativity of work units over time through charismatic leadership: The mediating role of work-unit engagement

Hernández Ana, González-Romá Vicente, Eman Gea, Melián Verónica

14.45-15.45 – LISBONA

946 SYMPOSIUM - Implicit Motives in I/O: New Findings and Practical Applications

Chair: Jonas W.B. Lang

Discussant: Bipp Tanja

Integrating implicit and explicit personality: Machiavellianism channels implicit aggressiveness into deviant workplace behavior.

Galic Zvonimir, Ružojcic Mitja, Restubog Simon

Counterproductive Work Behavior: Do Implicit Motives Have Incremental Validity Beyond Explicit Traits?

Malte Runge J., Lang Jonas W. B.

Implicit Motives in the Upper Echelons: Gender Differences in CEOs' Expression of Power and Affiliation Motivation

Brueckner Julie, Lang Jonas W.B., Bosak Janine

Developing an automated implicit motivation test for personnel selection

Van Cauwenberghe Marijn, Velghe Cédric

15.15-16.45 – MADRID

744 SYMPOSIUM - A Shocking Change Examining the Role of Career Shocks in Career Transitions

Chairs: Akkermans Jos, Seibert Scott, Mol Stefan T.

Does promotion bring happiness? A study on the role of promotion in work-related and general well-being among Swiss employees

Udayar Shagini, Urbanaviciute Ieva, Maggiori Christian, Rossier Jérôme

"All Work and No Play Makes Jack(y) Burned-Out". Extending the Career Shock Literature by Looking into the Impact of Student Burnout on Future Workers' Internal Career

Peters Pascale, Ossenkop Carolin, van der Heijden Beatrice, Lueb Iris

Nature and role of career shocks: A narrative analysis of the BBC Radio 4's Desert Island Discs

Okay-Somerville Belgin

From shock to shift. A qualitative case comparison of career changes in mid-career

Nalis Irina, Kubicek Bettina, Korunka Christian

Shocked Into Entrepreneurship: An Explorative Study of Career Shocks Among Graduate Entrepreneurs

Rummel Sophie, Akkermans Jos, Blokker Rowena, Van Gelderen Marco

Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events

Seibert Scott, Nielsen Jordan D., Kraimer Maria L.

15.15-16.30 – PARIGI

1143 SYMPOSIUM - Proactivity at work: Disclosing the role of employees' emotions, affect regulation, and well-being before and after employees' change initiatives

Chairs: Starzyk Anita, Bindl Uta

Discussant: Sharon Parker

Managing your feelings to enhance proactivity: The type of affect regulation matters

Bindl Uta K., Sonnentag Sabine, Parker Sharon K.

Your voice is not needed (or heeded): How employees experience, appraise and manage unfavourable managerial responses to their voice and how they decide to voice again

Starzyk Anita, Bashshur Michael. R., Bledow Ronald

Resistance to taking-charge efforts: Impact on change initiators' emotions and coping behaviours

El Mansouri Mouna, Strauss Karoline

When taking charge creates work-life conflict: The role of intrinsic motivation

Cangiano Francesco, Parker Sharon K., Ouyang Kan

Making work meaningful: Proactive work behavior and work meaningfulness in Germany and France

Schwake Christopher, Fay Doris, Strauss Karoline, Urbach Tina

15.30-17.00 – LONDRA

155 SYMPOSIUM - Symposium Destructive leadership (1): Leader behaviour and styles

Chair: Schyns Birgit

Discussant: Joerg Felfe

Don't humor me: Leader negative humor styles, employee trust and outcomes

Neves Pedro, Karagonlar Gokhan

When a leader resource can be ambivalent or even destructive: Independence at work as a double-edged sword

Gatti Paola, Bligh Michelle C., Cortese Claudio G.

"This way today and totally different tomorrow" – An interview study on the practitioner's view of inconsistent leadership

Schilling Jan, May Daniel, Schyns Birgit

Self-serving Leadership as a Consequence of Leader Fear of Losing Power and Competitive Climate

Wisse Barbara, Rus Diana Rus, Keller Anita C.

Reporting Unethical Behavior: Moderating Role of Leader's Gender and Behavior

Hanges Paul J., Epistola Jordan J., Lucas Jeffrey W., Woodruff Col. Todd D., Beavan Kelly A.

Change-related Unethical Leadership and Follower Resistance to Change: A Conceptual Model

May Daniel, Moutousi Olga

15.30-16.30 – ROMA

1026 SYMPOSIUM - Social Media Use in Personnel Selection: New Perspectives and Directions

Chair: Gioaba Irina

Discussant: Landers Richard

Preliminary evidence for the validity of LinkedIn-based personality information

Fernandez Sébastien, Stöcklin Marie, Terrier Lohyd, Sowon Kim

The Impact of Normative Feedback on the Psychometric Properties of the LinkedIn Assessment

Levashina Julia, Roulin Nicolas

Self-presentation and selection outcomes on professional social media: a comparison between older and younger job seekers

Gioaba Irina, Krings Franciska, Kaufmann Michèle C., Sczesny Sabine, Zebrowitz Leslie

How Do Job Seekers Manage Impressions on Facebook?

Price Jennifer, Myers Vanessa, Duval Alexandra, Sobhani Shayda, Roulin Nicolas

15.30-17.00 – DUBLINO

1365 SYMPOSIUM - Return to work after a sickness absence: from theories to practical ways

Chairs: Miglioretti Massimo, Corbiere Marc

Individual psychological factors and tools related to RTW after a sick-leave due to musculoskeletal and common mental disorders: A literature review

Gragnano A., Villotti P., Larivière C., Negrini A., Corbière M.

A literature review and tools appraisal of organizational factors associated with return to work in workers on sick leave due to musculoskeletal and common mental disorders

Villotti P., Gragnano A., Dionne CE, Larivière C, Corbière M

Perceived Return-to-Work Obstacles and Self-Efficacy for Overcoming Barriers in Workers Suffering from physical and mental impairments

Corbière M., Negrini A, Lachance J-P, Olivares S, Mazaniello M

Validation of the Italian cardiovascular version of the Return to Work Obstacles and Self-Efficacy Scale

Miglioretti Massimo, Gragnano A, Negrini A, Corbiere M

Accommodations for older workers aged 45 or over returned to work after sick-leave due to physical or psychological impairments

Negrini A., Dubé J, Naji R, Comeau M, Hupé J, Vila Masse S, Legendre-Courville L, Corbière M

Utilization of validated tools to identify obstacles and work accommodations within a sustainable

Return-to-Work (RTW) program for employees on sick leave due to common mental disorders (CMDs)

Mazaniello M., Corbière M, Lachance J-P, Guay S, Panaccio A, Lecomte T

15.30-16.30 – COPENAGHEN

1740 SYMPOSIUM - Workplace Wellbeing Symposium - Considering the Physical and Psychosocial Work Environment

Chairs: Yarker Jo, Weber Clara, Charlotte Hermans

New Approach to Investigating Employee Wellbeing – Considering the role of the physical environment and the psychosocial work environment

Yarker J., Weber C, Hermans C

Building for work, health and wellbeing – evaluating the impact of an office relocation on physical activity and psychological wellbeing

Yarker J., Weber C, Hermans C

The Privacy Appraisal Model

Weber Clara

The Meaning and Measurement of Privacy At Work – Development and Evaluation of the Privacy At Work Inventory (PAW)

Weber Clara

16.00-17.30 – ISTANBUL

1012 INVITED SYMPOSIUM - Interventions aimed at creating healthy workplaces

Chair: Rus Diana

Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 1 – scientists’ presentation)

Andrea Ceschi, Arianna Costantini, Franco Fraccaroli, Riccardo Sartori

Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 2 – practitioners’ presentation)

Andrea Ceschi, Marija Gostimir, Stefania Carnevali, Marco Malavasi

Intervention and communication processes to translate research into well-being at work: Evidence from research

Arianna Costantini, Evangelia Demerouti, Andrea Ceschi, Riccardo Sartori

Intervention and communication processes to translate research into well-being at work: Experiences from practice

Nicola Salandini, Clara Magnano, Arianna Costantini

16.00-17.00 – LISBONA

1091 SYMPOSIUM - Examining the Social and Situational Mechanisms of Strength Use at Work

Chairs: Moore Hannah, van Woerkom Marianne

Discussant: Bakker Arnold B.

Exploring character strengths, well-being and performance at work: New findings and applications

Dubreuil Philippe, Harzer Claudia

Principals’ Strengths Use: Links with Teachers’ and Students Feelings in School

Amoury-Naddaf Sahar, Lavy Shiri

Strength Use and Work Engagement: The Role of Colleague Recognition

Moore Hannah L., Bakker Arnold B., van Mierlo Heleen

The effect of performance appraisal on the relationship with the supervisor and on motivation to improve

van Woerkom Marianne, Kroon Brigitte, Hutschemaekers Rosalie

16.00-17.00 – ATENE

1518 SYMPOSIUM - Linking family supportive supervisor behaviours (FSSB) to employee contexts and outcomes

Chair: Kelly Ciara

Discussant: Russo Marcello

When employees and supervisors (do not) see eye to eye on family supervisor behaviors: The role of segmentation preference and work-family culture

Marescaux Elise, Rofcanin Yasin, Las Heras Mireia, Ilies Remus

Demonstrating the context dependent effects of the positive relationship between FSSB and flexibility i-deals

Kelly Ciara, Las Heras Mareia, Rofcanin Yasin, Ogbonnaya Chidiebere, Bosch Kreis María José, Marescaux Elise

Supporting proactively embedded employees; The role of Family Supportive Supervisor Behavior (FSSB) in shaping differential employee outcomes via idiosyncratic (i-deals) deals and fit

Kelly Ciara, Las Heras Mareia, Rofcanin Yasin, Bosch Kreis María José

Family Motivation of Supervisors: Exploring the Impact on Subordinates' Work Performance via FSSBs and Work-Family Balance Satisfaction

Erdogan Didem Taser, Bosch Maria Jose, Rofcanin Yasin, Stollberger Jakob, Las Heras Mireia

16.15-17.00 – VIP

1039 SYMPOSIUM - Work Accomodation: the perspective of co-workers and recruiters

Chair: Bertolino Marilena

Discussant: Fred Zijlstra

How do I perceive my colleague who benefits of work accommodation for disability? The role of stereotypes, justice and discrimination perceptions

Pantaleon Nathalie, Bertolino Marilena

How do co-workers perceive work accommodations offered to persons suffering from burnout?

Villotti P, Angel V, Corbière M, Desmette D

Just do it! When perceived feasibility of work accommodation reduces recruiters' propensity to discriminate and propensity to include.

Herman Angel

16.45-18.00 – PARIGI

2027 INVITED SYMPOSIUM - The Move to the Business Schools: Challenges and Opportunities for the Future of Work and Organizational Psychology

Chair: Anseel Frederik

Panelists: Chen Gilad, Lievens Filip, Stephan Ute, Roulin Nicholas

16.45-18.15 – ROMA

983 SYMPOSIUM - Inclusive organisational socialisation: Perspectives on integrating and supporting new employees

Chairs: Cooper-Thomas Helena, Batistic Sasa

Understanding newcomer role orientation in the workplace: A self-determination theory perspective

Chen Jenny, Cooper-Thomas Helena D.

Unpacking the Role of Adaptability Components in the Successful Socialisation of Low-Skill Workers in China: An Interactive Framework

Lapointe Émilie, Schwarz Gary

Towards a more inclusive workplace: Resettled refugee experiences adjusting to work in New Zealand

Dehar Tamsin, Cooper-Thomas Helena D., Marlowe Jay, Cartwright Claire

Digitize me – implications of new employees' strategic value for their virtual organizational socialisation

Batistic Sasa, Cooper-Thomas Helena D., Kenda Renata

Motivating Volunteers: Getting It Right From The Start

Chong Jane X.Y., Gagné Marylène, Dunlop Patrick D., Holtrop Djurre

The inclusion of uniqueness: The role of need for closure and expertise in the adoption of newcomers' unique ideas in a group

Theodorou Annalisa, Livi Stefano, Levine John M., Kruglanski Arie W., Pierro Antonio

17.00-18.00 – ROOM 500

876 SYMPOSIUM - Applying Computational Modeling to Organizational Research

Chairs: Kozlowski Steve, Chao Georgia

An Overview of Computational Modeling

Kozlowski Steve W. J., Chao Georgia T.

The Uses and Utility of Computational Modeling: Debunking Common Misconceptions

Braun Michael T.

Priming the Pump: Principles for Computational Theory Development

Grand James A.

The Interplay between Computational Modeling and Empirical Data

Kuljanin Goran, Outland Neal B., Guth Elizabeth A., Weiss Jake A., Lowe Ashlyn P.

17.00-18.15 – MADRID

1010 SYMPOSIUM - Workaholism: towards a better understanding of its nature and consequences

Chairs: Balducci Cristian, Spagnoli Paola

When is workaholism associated with biomarkers of stress? Exploring the moderating role of work engagement

Girardi Damiano, Falco Alessandra, Dal Corso Laura, De Carlo Alessandro

Job demands, workaholism, individual well-being, and stress crossover: A within-person perspective

Clark Malissa A., Hunter Emily M., Carlson Dawn S.

Workaholism, intensive smartphone use and sleep disorders: a multiple mediation model

Spagnoli Paola, Balducci Cristian, Barbato Giuseppe, Fabbri Marco

Consequences of workaholism

Hakanen Jari

A within-individual investigation on the relationship between workaholism and blood pressure

Balducci Cristian, Spagnoli Paola, Toderi Stefano

17.15-18.30 – LONDRA

1005 SYMPOSIUM - Unravelling boundary conditions and underlying mechanisms of spillover processes: The role of resources, appraisal, detachment and off-job crafting.

Chair: Germeys Lynn

Discussant: Carmen Binnewies

Exhausted before work? A diary study on demands before work and their impact on fatigue and job performance

Dettmers Jan, Wendt Carolin, Biemelt Jana

Episodes of work-related intrusions at home and well-being: The role of appraisal

Sara Tement, Horvat Marina, Shockley Kristen

The role of psychological detachment and psychological availability in the effects of workload on the behavior towards the partner: A diary study among dual-earner couples.

Meier Laurenz L., Cho Eunae, Chariatte Cyril

How do supportive colleagues at work make me a supportive partner at home? The role of interpersonal capitalization and psychological detachment.

Germeys Lynn, Abraham Elisabeth, Verbruggen Marijke

Off-job crafting to proactively shape recovery time

Kujanpää Miika, de Bloom Jessica, Kinnunen Ulla

17.15-18.15 – VIP

450 SYMPOSIUM - Working for the greater good

Chair: Zijlstra Fred R. H.

Discussant: Zijlstra Fred R. H., Mulders Henny

Decent Work for the common good

Pais Leonor Pais, dos Santos Nuno Rebelo

For the Sustainable good: A practical approach to promoting sustainable employability in organizations

Rutten Rosine, Fleuren Bram

Organizational practices that facilitates the integration of employees with disability: Socialization and insiders' affective climate

Medina Francisco J., Gamero Nuria, Sanclemente Francisco J., López-Cabrera Rocío

Monitoring the Work Capability of People with Limited Work Capacity (LWC)

van Ruitenbeek Gemma M. C., Zijlstra Fred R. H., Hülshager Ute R.

17.15-18.30 – LISBONA

1154 SYMPOSIUM - Working for the greater good in services: risks and innovation impacts on employees' wellbeing

Chairs: Zappalà Salvatore, Martínez-Tur Vicente

Emotional Labour and Work-Family Conflict in Voice-to-Voice and Face-to-Face Customer Relations: a Multi-group Study in Service Workers

Emanuel Federica, Colombo Lara, Ghislieri Chiara, Cortese Claudio Giovanni

Unfriendly customer behaviors and employees' psychological capital: the role of psychosomatic symptoms and positive humor events at work: A moderated mediation approach

Junça-Silva Ana, Rueff-Lopes Rita

Linear and curvilinear relationships between well-being at work and service quality: an investigation in centers for individuals with intellectual disability

Martínez-Tur Vicente, Stone Michael, Estreder Yolanda, Moliner Carolina, Gracia Esther

Service climate and employees' burnout: the mediating role of team engagement across time

Zappalà Salvatore

Digitalization in Health Care and the impacts on the interaction work

Kumbruck Christel

17.15-18.15 – ATENE

1537 SYMPOSIUM - Healthy healthcare workers: Psychosocial working conditions, health, quality of care, retention and success factors of interventions

Chair: Bauer Georg F.

Workplace and personal wellbeing factors associated with burnout in Irish hospital doctors -specialties comparison

Prihodova Lucia, Walsh Gillian, Hayes Blánaid

Linking the psychosocial working conditions, burnout, psychological morbidity symptoms and early retirement intentions in UK hospital consultants

Teoh Kevin RH, Khan Atir, Islam Saiful, Hassard Juliet

The key job resources and demands of nurses and their translation into interventions

Broetje Sylvia, Jenny Gregor J., Bauer Georg F.

Assessment of differential intervention effects for direct and indirect participants in an organizational health intervention implemented in healthcare

Lehmann Anja, Brauchli Rebecca, Bauer Georg F., Ciobanu Raluca

17.15-18.30 – DUBLINO

887 SYMPOSIUM - IFPOC symposium: Discovering antecedents and consequences of complex change recipients' reactions to organizational change

Chairs: Vakola Maria, Van Dam Karen

Discussant: Fugate Mel

Synthesizing research on organizational change reactions: A systematic review

Kanitz Rouven, Gonzalez Katerina

Ambivalence and adaptive performance: The moderating role of work engagement

Vakola Maria, Katsaros Kleanthis, Paraskevas Petrou

Taking an event-based approach to understanding emotional responses to ongoing change

Kiefer Tina, Barclay Laurie

Positive organizational change: The role of sense making and emotion regulation for adaptive performance

Niessen Cornelia, van Dam Karen

Accepting failure: A configuration-based perspective on organizational failure

Bouckenooghe Dave, Schwarz Gavin

17.15-18.30 – COPENAGHEN

820 SYMPOSIUM – IFPOC symposium - Leading organizational change: New insights on how leaders navigate turbulent waters

Chair: Neves Pedro

Discussant: Schyns Birgit

CLT at the Interface of Managers and Employees During Organizational Change: Introducing the Concept of Change Construal

Berson Yair, Oreg Shaul, Wiesenfeld Batia

Servant leadership and work engagement as antecedents of employees' adaptational performance during organizational changes

Kaltainen Janne, Hakanen Jari

Effects of a change-oriented training in transformational and instrumental leadership: A two-study experiment

Millhoff Catrin, Rowold Jens

Empowering leadership and organizational trust: Implications for intentions to resist future change

Neves Pedro

Organisational structure, climate and culture: Conceptual issues and empirical evidence regarding working conditions and individual outcomes of leaders and employees

Steidelmüller Corinna, Wittmers Anja

ORAL SESSIONS
8.00-10.15 – PRAGA**ORAL_45 TRAINING & DEVELOPMENT**

Chair: von Treuer Kathrin

581 The Double-Edged Sword of Diversity – Taking a Closer Look at Heterogeneous Training Group Composition

Müller Andreaslessa, Prof. Dr. Möller Heidi, Dr. Kotte Silja

1276 When and How Leadership Training for Managers Makes Subordinates Happy?: A Three-wave Multilevel Analysis

Shishido Takt, Maeyama Kyosuke, Ueno Saho

812 Time equals money?: A randomized controlled field experiment comparing four types of training vouchers

Fleuren Bram, de Grip Andries, Kant IJmert, Zijlstra Fred

1201 When proactive personality matters? A three-wave investigation of proactive personality as a trigger of the transfer of training process

Vignoli Michela, Depolo Marco

226 Digital Fluency – a Key Competence to Perform in the Digital Age?

Zimmermann Sophia, Kunze Florian

1624 From isolation to interaction: A social network perspective on aging teachers' position in school organizations.

Brouhier Quentin, März Virginie, Raemdonck Isabel

80 Does being in a talent pool always reap benefits? The moderating influence of narcissism

Kanabar Janki, Fletcher Luke

497 Dynamics between competence beliefs for applied work and related job tasks

Lerche André D. S., Burk Christian L., Wiese Bettina S.

904 A psychology competency model: Defining the practice competencies as meta-competencies in the context of psychological practice

von Treuer Kathryn

8.00-9.45 – FOYER 500**ORAL_63 EMOTION REGULATION**

Chair: D'Oliverira Teresa C.

1326 Meditating away a guilty conscience: The impact of mindfulness on guilt and reparations.

Hafenbrack Andrew, Solal Isabelle, LaPalme Matthew

270 "Hey boss, I failed"! The influence of interpersonal emotion regulation strategies on trust perceptions when disclosing a failure to a manager

Naughton Bernadette, O'shea Deirdreeirdre, Van Der Werff Lisa

1017 Workplace Mistreatment and Emotional Labor: A Latent Profile Analysis

Nguyen Nathan, Stinglhamber Florence

923 More Than One Strategy: A Closer Examination of the Relationship between Deep Acting and Key Employee Outcomes

Alabak Merve, Hülshager Ute R., Zijlstra Fred R. H., Verduyn Philippe

1188 Affective Systems and Workplace Behaviors: Portuguese Validation of the Affective Neuroscience Personality Scales (short version)

Féria de Almeida Teresa, Campos Ramalho Nelson, Esteves Francisco

1423 The double role of surface acting in the context of a perceived emotional demands-abilities fit and the burnout dimension disengagement

Mausz Irmgard, Kuonath Angela, Kennecke Silja, Frey Dieter

1367 Timing emotions and emotional regulation in the workplace: The entwined nature of circadian rhythms and emotions in the workplace

D'Oliveira Teresaeresca C.

8.00-9.30 – MEZZANINO

ORAL_68 TECHNOLOGY & VIRTUALITY

Chair: Berkers Hannah

1259 Stop the Stigma! Understanding the Bright Side of Social Media Use at Work

Wang Bin, Liu Yukun, Parker Sharon

1184 Digital transformation of mentoring relationships – does personality matter?

Stockkamp Mariella Theresa, Hauser Alexandra, Frey Dieter

617 When technologies take over: Benefits of job rotation and the mediating mechanisms

Mlekus Lisa, Lehmann Janine, Maier Günter W.

1198 When Computers Take the Lead: The Automation of Leadership

Wesche Jenny Sarah, Sonderegger Andreas

1736 Understanding and re-designing the workplace through structured video-analysis

Orso Valeria, Ziviani Riccardo, Barattini Roberto, Bondani Giulio, Radu Robert, Gamberini Luciano

921 The influence of Robotization on Meaningful Work

Berkers Hannah, Rispens Sonja, Le Blanc Pascale

8.00-8.45 – NH FONDERIA

ORAL_74 INSECURITY & CONTINGENT JOB

Chair: Ghezzi Valerio

160 Effects of prolonged job insecurity on Big Five personality change

Wu Chia-Huei, Wang Ying, Parker Sharon, Griffin Mark

1668 Women who Chose to be in a Man's Job: Career Experiences of Women Internet Taxi Drivers in Tehran

Beigi Mina, Nayyeri Shahrzad, Shirmohammadi Melika

395 Job Contract, Work-Related Stress, and Perceived Well-Being: Does age make a difference?

Ghezzi Valerio, Barbaranelli Claudio, Ciampa Valeria, Di Tecco Cristina, Ronchetti Matteo, Persechino Benedetta, Iavicoli Sergio

8.00-9.00 – VIP

ORAL_54 MOTIVATION

Chair: Van Dijk Dina

1627 How Do Perceived Need Support and Communication Among Colleagues Predict Satisfaction at Work?

Grenier Simon, Gagné Marylène

1661 When gossip is selfish: Competitive team goals and feelings of entitlement stimulate employees to self-promote through gossip

Martinescu Elena

1250 Eudaimonic and Hedonic Orientations as Self-Motives for Engagement: a Future Time Perspective

Kelleher Aly, Michaelides George

792 Intrinsic and extrinsic factors as predictors of intention to leave occupation: The case of physicians in the public versus private sectors in Israel

Van Dijk Dina, Kushnir Talma

8.00-10.00 – ATENE

ORAL_55 EMOTION IN WORKPLACE

Chair: Casper Anne

690 Leader-follower emotion diffusion in a context of workplace change

Peters Kim, Steffens Niklas, Yang Jerry

339 Career regret - a stage based examination

Budjanovcanin Alexandra, Woodrow Chris

569 Individual work outcomes following pride expressions

Brosi Prisca

1635 The emotional effects of making mistakes: A qualitative study of the emotional outcomes of prescribing errors

Giga Sabir, Fletcher Ian, Brewster Liz, Varey Sandra

1760 Personality and sickness absence: The moderating role of gender, age and supervisor support

Løset Gøril Kvamme, von Soest Tilmann

2339 Emotional Labor Behind the Female Advantage: Gendered Effects of Deep and Surface Acting on Performance

Esther Lopez-Zafra, Manuel Pulido, Nekane Aramburu

73 Exploring the benefits of Expressive Writing for workplace embitterment; a randomised control trial

Michailidis Evie, Cropley Mark

320 The Power of Affect: A Three-Wave Panel Study on Reciprocal Relationships Between Work Events and Affect at Work

Casper Anne, Tremmel Stephanie, Sonnentag Sabine

8.15-10.00 – BRUXELLES

ORAL_41 ENGAGEMENT

Chair: Paolillo Anna

100 The Fragile Harmony within Managers' Public Service Motivation and Work Engagement in Public Sector Organizations: A Qualitative Study

Vinarski Peretz Hedva

268 Playful Work Design: Conceptualization, Measurement, and Validity

Scharp Yuri, Bakker Arnold, Breevaart Kimberley

469 Exploring possible Relationships of Work Meaningfulness and Perceived Organizational Support with Work Engagement: The Moderation Effects of POS in an Empirical Study in France

Canboy Basak, Tillou Caroline, Barzantny Cordula, Guclu Burcin, Benichoux Florence

1081 Influence of National Culture on Employee Engagement – Study in Sri Lanka

Pituwala Praja

225 Right job or not? – The roles of organizational engagement, support and virtual community trust

Toth Ilona, Sintonen Sanna, Vanhala Mika, Olkkonen Laura

313 Challenge Stressor and Organizational Commitment—The Mediation Role of Thriving

Mkhabela Kelebogile, Jia Huiyuan, Wang Feining

1104 Psychological capital and work engagement: the mediating role of job crafting

Paolillo Anna, Platania Silvia, Silva Silvia A.

8.15-9.00 – NH PRESSE

ORAL_80 UNEMPLOYMENT

Chair: Budworth Marie-Helene

82 Social Capital in Job Search: Examining Predictors and Outcomes of General vs. Job Search-Specific Social Capital

da Motta Veiga Serge, Wilhelmy Annika, Hasler Katrin, Ambühl Mirjam, Kleinmann Martin

783 How to explain the low mental health of unemployment persons : a combination of individual and intergroup perspectives

Seghouat Selma, Bourguignon David, Fointiat Valérie

1420 Getting out of the job search rut: An exploratory study of the movement between phases

Budworth Marie-Helene, Harrison Jennifer, Halinski Mike

8.15-9.00 – NH COLLAUDO

ORAL_86 LEADERSHIP & MANAGEMENT

Chair: Scholz Florian

1648 Gender differences in leadership: an Italian study with the LBLM

Ardolino Piermatteo, Di Lorenzo Maria Rosaria, Iezzi Domenica Fioredistella, Favretto Giuseppe

388 The impact of motivation to lead on followers' perceptions of leader behavior: the mediating role of stress

De Hauw Sara, De Stobbeleir Katleen

1490 More cookies for all of us: The influence of leadership on prosocial behavior when competition gets tough

Scholz Florian, Kearney Eric

8.30-10.00 – VARSAVIA

ORAL_50 INSECURITY & CONTINGENT JOB

Chair: Morf Manuela

1801 Quantitative Job Insecurity and Well-being: Do Hindrance and Challenge Appraisals Mediate this Association?

Charkhabi Morteza, Habibi Mojtaba, Amanollah Mojtaba

414 THE EFFECTS OF JOB INSECURITY ON ECONOMIC DECISIONS IN TWO DIFFERENT CONTEXTS

Castiglioni Cinzia, Lozza Edoardo

1371 Antecedents of job insecurity: An examination of individual and organizational level variables

Costa Sandra, Neves Pedro

1398 Job insecurity as a challenge stressor? A test of mechanisms linking insecurity to work behaviors

Costa Sandra

492 Job preservation efforts: When job insecurity prompts or impedes performance

Koen Jessie, Low Jasmine T.H., van Vianen Annelies E.M.

769 Getting what they have asked for: Testing a proactivity intervention among temporary agency workers

Morf Manuela, Sender Anna, De Cuyper Nele

8.30-9.30 – VIENNA

ORAL_57 MEASUREMENT

Chair: Sanchez Diana

658 Italian validation of the Multi-Dimensional Interview Self-Efficacy scale

Petruzzello Gerardo, Mariani Marco Giovanni, Chiesa Rita, Cardinali Federico, Guglielmi Dina

25 Scale Adaptation in Organizational Sciences Research: A Review and Best-Practice Recommendations

Heggestad Eric, Scheaf David, Banks George, Monroe Mary, Tonidandel Scott, Williams Eleanor

823 Validation of five psychosocial risk assessment scales among low-educated workers

Vander Elst Tinne, De Becker Freya, De Witte Hansans, Baillien Elfi, Van den Broeck Anjanja, Godderis Lode
423 Video Game Experience (VGE) Scale Development: Designing and Validating a Scale with Implications for Game-Based Learning and Assessment
Sanchez Diana, Langer Markus

9.00-10.30 – NH FONDERIA

ORAL_75 WORK LIFE INTERFACE

Chair: Du Danyang

503 Did you think of your leisure time today? An hourly study of the relationship between Thoughts of Leisure Time (ToLT) and work engagement

Seibel Sebastian, Volmer Judith, Syrek Christine

535 Situational Strength Perceptions of After-Hours Work Demands

Calderwood Charles, Minnen Molly E., England Katie, Meyer Rustin D.

575 Emotional Resources Link Work Demands and Experiences to Family Functioning and Employee Well-being: The Emotional Resource Possession Scale (ERPS)

Ilies Remus, Ju Huirong, Liu Yukun, Goh Zen

1599 Sickness absence of nurses working in residential elder care: both job- and home-related?

Peters Velibor, de rijk Angelique E., Engels Josephine, Houkes Inge, Kant Ijmert

1623 The effect of daily afterhours mobile use on work mental fatigue and social activities at home

magni massimo, Netchaeva Ekaterina, Ilies Remus

833 Introducing a process view of the work-home interface: A series of tests of the Work-Home Resources (W-HR) Model

Du Danyang, Derks Daantje, Bakker Arnold

9.15-11.00 – NH PRESSE

ORAL_81 DISCRIMINATION & EQUALITY

Chair: Grajfoner Dasha

949 Enhancing Diversity at Work through Supported Employment for People with Disabilities

Arikan Selma, Cihan Ahmet, Akgün Ozcan Erkan, Ayyildiz Emine, Güleç Aslan Yesim, Canli Korkut Beliz, Bilican Fatma Isil, Wltavsky Zdenka, Grudeva Petia, Dias Antonio Silva, Dönmez Oral Betül, Ozturk Kubra

489 It's time to leave the nest! Disabled individuals facing a limbo risk during school to work transition

Richard Sarah, Grima François

1169 Supporting dyslexia in the workplace: Linking research to practice

Smith-Spark James, Gordon Rebecca

228 Implicit Teacher Theories: A Hidden Gender Bias in Higher Education

Eubanks Dawn, Kiefer Tina

577 Sexual Orientation Diversity and Inclusion in the Workplace

Williams Ashley, Thompson Neill, Kandola Binna

1224 Career Planning: Challenges Women Face in their place of Workplace

Michailidis Maria, Voukelatou Europa

1450 Athena SWAN Charter for Gender Equality: Case Study on Exploring Work-Life Balance and Wellbeing in Higher Education

Grajfoner Dasha, Karanasiou Panagiota – Penny, Napier Jemina

9.15-10.45 – NH COLLAUDO

ORAL_87 MOTIVATION

Chair: Basinska Beata

322 Emotional exhaustion as an antecedent of surface acting: A diary study

Nesher Shoshan Hadar, Sonnentag Sabine

970 Motivation in Game-Based Training: The Importance of Definition in Measurement

Sanchez Diana R., Nelson Tristan, Weiner Erik, Schnall Jasmine, Kraiger Kurt

989 Is it “Mine” or “Ours”? The Effects of Individual and Collective Psychological Ownership: A Multilevel Model

Martinaityte Ieva, Unsworth Kerrie, Sacramento Claudia

1159 Work addiction and its relationship to the Self-determination theory, work outcomes, health and job characteristics

Van Coillie Hermine, Verlinden Heidi

1168 Motivation to learn from multiple projects: A myth of modern work design?

Flestea Alina, Bria Mara, Curseu Petru, Fodor Oana

1324 Motivate to enhance scientific effectiveness: a qualitative study among authorities at the technical university

Szufflita-Zurawska Magdalena, Basinska Beata

9.45-11.30 – VIENNA

ORAL_58 FLEXIBLE WORKING HOURS

Chair: Falkenberg Helena

252 The missing link between workplace flexibility and workplace connectivity behavior during non-work time

Schmoll René

606 The effect of work-time control on sickness absence due to musculoskeletal and mental disorders

Leineweber Constanze, Albrecht Sophie, Ojajärvi Anneli, Oksanen Tuula, Kecklund Göran, Härmä Mikko

1383 Exploring the impacts of the 24/7 society: A systematic review of the association between shift work and affective disorders

D'Oliveira Teresaeresia C., Agnostopoulos Antonios

640 Health and Work-Life Balance Across Types of Work Schedules: A Latent Class Analysis

Brauner Corinna, Frank Kilian, Wöhrmann Anne Marit, Michel Alexandra

1356 Flexible but exhausted: How interruptions thwart the positive effects of flextime.

Meyer Edo, Schöllbauer Julia, Korunka Christian

1344 Towards a Dynamic Perspective of Workplace Flexibility: A Latent Growth Curve Modelling Approach to Understand the Long-term Effects on Performance and Work-Engagement

Wessels Christina, Schippers Michaëla

1389 Emotional exhaustion and parent’s relative perceived work flexibility

Leineweber Constanze, Falkenberg Helena, Albrecht Sophie

9.45-11.00 – MEZZANINO

ORAL_69 DIVERSITY

Chair: Bye Hege H.

1531 Managing diversity in the workplace: Organizational Diversity & Inclusion Scales (ODIS)

Menatta Pietro, De Simone Silvia, Borgogni Laura

413 Dynamic Effects of Demographic Dissimilarity: An Anchoring Events Perspective

Reinwald Max, Kunze Florian

590 Syrian refugees in Dutch organizations

de Vries Sjjera

1596 Place4Carers: engaging family caregivers of elderly people in a community-based co-design project for social service innovation in ValleCamonica.

Graffigna Guendalina, Barello Serena, Morelli Niccolò, Masella Cristina, Corbo Massimo, Ferrari Roberta

1500 Perceived career support: The interaction of subordinate and supervisor gender in the Norwegian Police Service

Bye Hege H., Bjørkelo Brita

10.00-11.45 – FOYER 500

ORAL_64 EMOTIONAL LABOR (REGULATION)

Chair: Fletcher Ian

1777 Emotional Dissonance in workplaces: differences between jobs and perceived well-being

pace francesco, Sciotto Giulia, Foddai Elena

322 Emotional exhaustion as an antecedent of surface acting: A diary study

Nesher Shoshan Hadar, Sonnentag Sabine

358 The „Why“ matters – The Effect of Motives for Emotion Regulation on the Emotional Labor – Well-being Link

Winkler Anna, Zapf Dieterieter, Kern Marcel

1212 No job demand is an island – Interaction effects among emotional demands and other types of job demands

Geisler Martin, Berthelsen Hanne, Hakanen Jari

1666 Who is stressed out by emotion work? The changing nature of emotional job demands in different types of service jobs

Kern Marcel, Trumpold Kai, Zapf Dieterieter

1644 Emotion Work: Challenge or Hindrance Stressors? A 3-wave Longitudinal Study

Zapf Dieterieter, Kern Marcel, Holz Melanie, Dollard Maureen F.

1584 Caring for the carers: the role of emotions in compassion among doctors and nurses.

Fletcher Ian, Giga Sabir, Jackson-Koku Gordon

10.15-12.15 – VARSAVIA

ORAL_51 BURNOUT & FATIGUE

Chair: Allwood Carl Martin

318 The distinct effects of work mastery, engagement and affectivity on the dimensions of burnout: Exploring the possibilities of the Burnout Assessment Tool

Sørengaard Torhild Anita, Langvik Eva, Christensen Marit, Saksvik-Lehouillier Ingvild

145 Work-Life Balance and Turnover Intentions of Top Executives: A Moderated--Mediation Model Exploring Knowledge Sharing

Haar Jarrod, O'Kane Conor, Schmitz Anja, Woodfield Paul, Daellenbach Urs, Davenport Sally

338 The relation between living a calling and different aspects of burnout in Swedish ministers

Buratti Sandra, Allwood Carl Martin, Geisler Martin

937 Can organisational trauma predict burnout?: A ROC curve analysis.

Alonso Peña Pablo, Sylin Michel, Leysen Jan

1392 The role of team relational dynamics on burnout and affect; a compositional approach

Bria Mara, Curseu Petru Lucian, Fodor Oana Catalina, Flestea Alina Maria

1835 Assessing the Main-, Moderating-, and Mediator-Effects of Overcommitment (Within Siegrist's Effort-Reward Imbalance Model)

Williams Cameron, Dziurawiec Suzanne, Larsen Mark

1601 The Association of Work Characteristics, Sleep, and Physical Activity with Burnout

Janurek Janina, Abdel Hadi Sascha, Mojzisch Andreas, Häusser Jan Alexander

501 Gender differences in some causes of exhaustion in ministers, psychologists and teachers in Sweden

Allwood Carl Martin, Geisler Martin, Buratti Sandra

10.30-12.15 – PRAGA

ORAL_46 ETHIC & SUSTAINABILITY

Chair: Huhtala Mari

1564 Pay, Pay inequality and Depressed Well-being

Conway Neil, Fortin Marion, Bouville Gregor, Campoy Eric

1815 Investigating the pro-environmental initiatives of Turkish companies

Yazar Yagizhan, Mete Ipek, Ones Deniz

1501 Engagement in healthy food: a study on the psychological determinants of free-from products consumption

Savarese Mariarosaria, Graffigna Guendalina

64 Fostering Respect in the Workplace: An Application of Positive Organizational Ethics

Sekerka Leslie E.

721 Decision-making process of corrupt behaviour

Manara M. Untung, Nubold Annika, van Gils Suzanne, Zijlstra Fred

1098 The relationship between ethical infrastructure and whistleblowing behavior

Einarsen Kari, Matthiesen Stig Berge, Mykletun Reidar Johan, Salin Denise

368 Leader moral identity: Multilevel associations with follower-rated leader integrity and the quality of leader-member exchange relationship

Huhtala Mari, Kiuru Noona, Tsupari Heidi, Feldt Taru

10.45-12.00 – NH FONDERIA

ORAL_76 HUMAN RESOURCES MANAGEMENT

Chair: Hornung Severin

583 The Science of Assessing Potential: an evidence-based approach to high potentials identification

Galli Lorenzo, Bourne Alan, Posarelli Massimo, Cioca Iulia Alina, Vanini Silvia

615 The Relationship between Organizational Support for Development and Turnover Intention: the Roles of Perceived Insider Status and Employability

Xu Xiaomin, Lu Changqin

1812 Understanding the influence of organizational onboarding practices on perceived person-environment fit by a dual mediation process – newcomers' knowledge and affect.

botelho carlos

2147 Effectiveness of a leadership web-based training program on training transfer, regarding psychosocial support and its design, delivery and implementation characteristics

Gonçalves Sérgio, Soarea Simarly Maria, Abbad Gardênia

1195 Too Much of a Good Thing? Employee Involvement as Mediator and Moderator between Perceived Human Resource Practices and Work Ability

Hornung Severin, Höge Thomas, Glaser Jürgen, Weigl Matthias

11.00-12.15 – NH COLLAUDO

ORAL_88 MOTIVATION

Chair: Randmann Liina

655 The effect of positive psychological capital on entrepreneurial passion

Gerleve Corinna, Flatten Tessa

412 Dynamics of Intrinsic Motivation and their Influence on Performance

Wietrak Emilia, Navarro Cid José, Leiva Ureña David

791 Tell me my weaknesses (strengths): Regulatory focus effect on feedback preference and the paradoxical effect of the given feedback

Shoshani Hadas, Van Dijk Dina, Valency Aharon (Rony)

1619 The Role of Social and Temporal Comparisons in POS-Outcome Relationship

Nikandrou Irene, Tsachouridi Irene

1313 The Moderating Role of Developmental Networks in the relationship between Structural and Psychological Empowerment

Randmann Liina, Lutsevitsh Polina

11.15-12.30 – NH PRESSE

ORAL_82 DISCRIMINATION & EQUALITY

Chair: Woodhams Carol

267 Gender-neutral pronouns as promoters of gender equality and diversity

Lindqvist Anna, Renström Emma, Klysing Amanda, Gustafsson Sendén Marie

1007 Effectiveness of an Ally Skill-Building Workshop

Martinez Larry, Hamilton Kelly

1345 Do male CEO apologies have different outcomes than female CEO apologies and why?

Koçak Aylin

1473 Inclusion and the #MeToo movement: The impact of sexual harassment on women and male allies in the workplace

Smith Nicholas, Dimoff Jennifer, Hamilton Kelly, Lee Patrick, Mahoney Luke, McMahon Katy, Vogel Whitney

1613 Driving best-practice in reward decisions in women-scared disciplines: lessons for HR from a case study of UK academia

Woodhams Carol, Laliotis Ioannis

11.30-13.30 – BRUXELLES

ORAL_42 ORGANIZATIONAL CHANGE

Chair: Rodriguez-Sanchez Alma Maria

67 Why Task Changes can have Positive as well as Negative Effects on Employee Satisfaction: A Within-Person Analysis

Nikolova Irina, Vander Elst Tinne, De Jong Simon, Baillien Elfi, De Witte Hansans

404 Addressing resistance to change: An explorative study into the potential of external coaching

Brandes Bianca, Lai Yi-Ling Lai, Johnston Karen

1682 Community of practices in organizations

Scaratti Giuseppe

1425 Top management is development leadership: Balancing needs for strategic change with value-based leadership practices as key to healthy employees and value-creation

Andersen Thale Kvernberg, Håpnes Tove

1702 Being on the same page: A multi-study, multi-level investigation of cross-level change readiness alignment and team- and individual-level outcomes

De Jong Jeroen, Caniels Marjolein, Nikolova Irina

168 Leading Organizational Climate Change: A Multilevel Latent Growth Model of High-Involvement, Service Climate, and Performance

Smith Mickey, Edwards Bryan, Wallace Craig

287 Sexual Aggression and Violence against Women in the Global Workplace

Sarkar Sreeroopa, Lacivita Lori, Garrett Shana

245 Keep resilient and carry on: Antecedents and consequences of organizational resilience

Rodriguez-Sanchez Alma M., Guinot Reinders Jacob, Chiva Gomez Ricardo, López-Cabrales Álvaro

11.30-12.30 – MEZZANINO

ORAL_70 PERSONAL GROWTH & HAPPYNESS

Chair: Enrico Perinelli

106 Steering towards happiness: An experience sampling study on the momentary happiness of truck drivers

Wijngaards Indy, Hendriks Martijn, Pleeging Emma, Burger Martijn

547 Comfort Zone: Construct, Measurement, and Implications for Student and Work Outcomes

Zhang Charlene, Kuncel Nathan

1826 Cognitive and risk-taking outcomes of strengths use and flow at work

Liu Wei, van der Linden Dimitri, Bakker Arnold

1150 The mediational role of organizational socialization in the relation between satisfaction with colleagues and global self-esteem: A three-wave study in a sample of military cadets

Enrico Perinelli, Alessandri Guido, Cepale Gianluca, Fraccaroli Franco

11.45-13.00 – VIENNA

ORAL_59 ENTREPRENEURSHIP (PERSONALITY)

Chair: Hudecek Matthias F. C.

316 Reconstruction of the entrepreneur image: discourse and values

Kiseleva Anna, Vlasov Petro

1752 Crossing the Rubicon - Formation of entrepreneurial intention in higher education

Blaese Richard

1350 Determining a fruitful career for the creative independent professional: unraveling engagement and career success.

Jacobs Sofie

689 The identity constructions of gay and lesbian entrepreneurs from an intersectionality perspective

Essers Caroline, van der Heijden Beatrice, Pijpers Roos, Gremmen Ine

1566 Narrative Identity of German Startup Founders

Hudecek Matthias F. C., Krzystek Anja, Schlederer Sophia, John Dennis T.

12.00-13.00 – FOYER 500

ORAL_65 HEALTH PROMOTION

Chair: Belanger Lisa

1126 Do all employees benefit equally from transformational leadership? – Investigating the moderating role of workaholism on the relationship between transformational leadership and employee well-being

Vincent-Höper Sylvie, Stein Maie

1268 Unnecessary tasks may lie heavy on the back: A diary study

Faes Yannik, Elfering Achim

1632 An integrative review of health-promoting leadership

Akerjordet Kristin, Furunes Trude

880 Nature and outcomes of breaks during work: A meta-analysis

Belanger Lisa, Turner Nick

12.15-13.45 – NH FONDERIA

ORAL_77 HUMAN RESOURCES MANAGEMENT

Chair: Takeuchi Norihiko

1006 I don't tell you what I know, if I'm not sure what you want: Exploring antecedents of knowledge hiding from an interdependence theory perspective

Gutermann Daniela, Gerpott Fabiola

1056 Platform workers: The denial of an employment relationship?

Federici Eloisa, Boon Corine, Den Hartog Deanne N.

1445 Effective HR practices in civil society organisations: the importance of high-commitment HR practices and intrinsic work goals.

Szekér Lise, Lamberts Miet

2145 Trainee sociodemographic and functional characteristics as antecedents on abandon, dropout and persistence in web-based leadership training program

Gonçalves Sérgio, Cortes Marcela, Gardênia Abbad

956 HR-practices for all: what drives the inclusion of independent professionals in the workplace from an HR perspective?

Stuer David, De Vos Ans, Van Steenbergen Sabet

1493 Human Resource Attributions and Subjective Well-Being among Older Workers: Does Occupational Future Time Perspective Play a Role?

Takeuchi Norihiko, Jung Yuhee

12.30-14.00 – PRAGA

ORAL_47 AGING & RETIREMENT

Chair: Sousa-Rbeiro Marta

1510 Approaching retirement in the elderly care sector: A qualitative study of older workers' perceptions of work and late career planning

Sousa-Ribeiro Marta, Persson Linda, Sverke Magnus, Lindfors Petra

692 Age differences in the salience of justice in the workplace

Marques Tatiana, Patient David, Ramos Sara

246 Measuring Successful Ageing in Organisations: Developing and Testing a Successful Ageing at Work Scale

Taneva Stanimira, Yankov Georgi

1803 Development of a 5-item scale measuring 'motivation to work' in the German working population

Ebener Melanie, Stiller Michael

902 Successful aging and job crafting to sustain at work: Examining relations between job crafting and work ability of healthcare workers

de Lange Annet

1307 Are trajectories of preferred- and expected retirement ages associated with health and effort-imbalance at work? Findings from a six-year Swedish longitudinal study

Sousa-Rbeiro Marta, Stengård Johanna, Leineweber Constanze, Bernhard-Oettel Claudia

12.30-14.30 – VARSAVIA

ORAL_52 WORK LIFE INTERFACE

Chair: Burleson Seterra

308 Work-Life Interface: The positive role of work-life balance on employees' satisfaction and organizational quality

Babic Katja, Rusjan Borut

430 Does Showing Interest in Achieving Work-Life Balance Harms You? An analysis among Newcomers

Bergami Massimo, Morandin Gabriele, Russo Marcello

664 Work and social antecedents of experienced work-life conflict

Zakrisson Ingrid, Danielsson Ulrika

667 Reduction of working hours and its relation to health, efficiency, and company attractiveness

Danielsson Ulrika, Zakrisson Ingrid

1351 Faculty Overwork: Time Allocation Across Work and Family Roles

Allen Tammy, Mancini Victor, French Kimberly, Miller Michelle, Kim Eun Sook, Centeno Grisselle

1783 The importance of fit: a longitudinal study of work-life interface on the well-being at work and outside the workplace

Van Coille Hermina, Bogaerts Yanne, Decooman Rein, Verlinden Heidi

1387 Cognitive demands of flexible work: A diary study with nurses in eldercare homes

Baumgartner Vera, Kubicek Bettina, Prem Roman, Uhlig Lars, Korunka Christian

1232 Congruence and Discrepancy Between Newcomers' Anticipated and Experienced Work Interference with Family Predicting Early Socialization Outcomes

Burleson Seterra, Major Debra, Hu Xiaoxiao

12.30-14.15 – NH COLLAUDO

ORAL_89 CAREER

Chair: Oliveira Teresa Carla

864 Fit for purpose? When Person-Environment Fit falls down.

Warburton Joel, Arnold John, Selenko Eva, Kelly Ciara

998 Burning down the house: A critique of contemporary career theory and its influence on practice.

Robertson Peter

1660 Coping as a couple: how dual earners' career management strategies relate to individual job, career and life satisfaction

Abraham Elisabeth, Germeys Lynn, Verbruggen Marijke

409 When do employees self-manage their careers? A weekly survey study

Wilhelm Francisco, Hirschi Andreas

938 Grass Roots of Occupational Change: Understanding Mobility in Vocational Careers

Medici Emanuela Guri, Tschopp Cécile, Grote Gudela, Hirschi Andreas, Igic Ivana

463 Argumentation analysis of career advancement disputes: The role of eristic arguments

Kurdoglu Rasim Serdar

1303 What do SMEs lose by neglecting HRM?

Oliveira Teresa Carla, Cordeiro Bruno

13.00-14.30 – NH PRESSE

ORAL_83 DIVERSITY

Chair: Tanwar Jagriti

605 Do Gender Equality Awards make a difference? The case of female career progression in UK Higher Education Institutions

Tanwar Jagriti, Johnston Karen, Van Laar Darren

1152 Millennial Core Self-Evaluations and Creativity: The Mediating Role of Leader-Member Exchange

Gullifor Daniel, Karam Elizabeth, Noghani Farzaneh, Cogliser Claudia, Tribble Lori

352 Back to the Future, Women Experiences as Trailblazer at Work

Aldossari Maryam

1153 Diversity in education and organisation: From political aims to practice in the Norwegian Police Service

Bjørkelo Brita, Høivik Bye Hege, Egge Marit, Ganapathy Jai, Stærkebye Leirvik Mariann

1772 ADHD and the workplace; does the research and online advice ADD up? A critical examination of systematic review findings and digital data.

Lauder Kirsty

400 Does Athena Swan matter? The effect of Athena Swan institutional equality awards on the proportion of female professors in UK Higher Education Institutions

Tanwar Jagriti, Johnston Karen, Van Laar Darren

13.30-14.45 – VIENNA

ORAL_60 GROUP & COACHING

Chair: Wong Jennifer

480 Shedding light on the relationship between team leader coaching and team effectiveness: The conditional effect of task non-routineness

Rus Claudia Lenuta, Ratiu Lucia

1119 Team Emotional Management training enhances team performance through collaboration capability in fragmented virtual teams

Ana Zornoza, Jesus Sanchez, Virginia Orenge, Baltasar Gonzalez-Anta, Nuria Gamero

37 Taking a free ride: Goal orientation, team learning, and social loafing

Gabelica Catherine, Schippers Michaéla, de Maeyer Sven

1003 The Relationship Between Working Alliance and Client Outcomes in Coaching: A Meta-Analysis

Graßmann Carolin, Schölmerich Franziska, Schermuly Carsten

1832 Character strengths use and performance: A positive psychology goal-setting experiment

Wong Jennifer H.K., Pawsey Fleur C., Näswall Katharina

13.30-15.30 – FOYER 500

ORAL_66 RECOVERY & UNWINDING

Chair: Schulz Anika D.

375 Antecedents of Skipping Breaks and Consequences on Detachment and Health

Lohmann-Haislah Andrea, Wendsche Johannes, Schulz Anika, Schoellgen Ina

805 Working Hours, After-Work Recovery, and Wellbeing in Veterinary Surgeons

O'Connor Elinor, Williams Suzanne

995 Active and passive work break recovery strategies and their post-break effects on employee outcomes: A daily diary study

Escaffi Schwarz Maximiliano, Holman David, Hughes David

531 Examining recovery experiences among working college students: A latent profile investigation

Calderwood Charles, Gabriel Allison S., Dahling Jason J., Bennett Andrew A., Trougakos John P., Wong Elena M.

716 Resisting a rest: A social-cognitive approach to understanding why employees forgo their paid vacation days

Stikma Melissa, Kuykendall Lauren, Guarino Katie, Warner Karyn, Hughes Linden, Kolze MJ

818 Always On? Or are we? An investigation into the moderating effect of boundary management strategies on the relationship between after-hours work and well-being.

Russell Emma, Laing Kerisha, Grant Christine

1267 Yesterdays work–privacy conflict, rumination and increased sleep onset latency predict today's cognitive failure in teachers

Elfering Achim, Augusto Coelho Diana, Schmutz Damian, Kottwitz Maria Undine

360 Change in Detachment Mediating the Stressor-Wellbeing Link: An Analysis With Latent Change Scores

Schulz Anika D., Schöllgen Ina, Wendsche Johannes, Fay Doris, Wegge Jürgen

13.30-15.00 – PARIGI

ORAL_56 PERFORMANCE & PRODUCTIVITY

Chair: Martinaityte Ieva

159 Work motivation and performance among Malaysian insurance sales agents: Sales approaches as mediators

Azalea Alia, Soh Chang Rong

1144 Interrupt yourself! When it comes to creative and planning performance switching tasks at your own pace beats concentrated and externally interrupted work.

Seipp Ann-Kathrin, Heissler Clara, Ohly Sandra

1593 Why do we keep interrupting ourselves? Investigating affective and situational conditions that support self-interruptions.

Seipp Ann-Kathrin, Ohly Sandra

1992 Goal Difficulty and Incentive Effects in Multiple-Goal Scenarios

Schmidt Aaron M., Beck James W., Matsuda Win

992 Setting goal standards in teams: The positive influence of team polarisation on team performance

Alkema Jorrit, Giessner Steffen, van Dierendonck Dirk

1438 How can we be more creative on demand? Towards understanding creativity enhancing strategies and psychological experiences

Martinaityte Ieva, Semkina Antonina

13.45-16.00 – BRUXELLES

ORAL_43 EMPLOYABILITY

Chair: Höft Stefan

1202 The mediational role of employability in the job demands-resources model: a cross-cultural study in France and Italy

Dolce Valentina, Molino Monica, Wodociag Sophie

763 Working with depression is experienced as a constant balancing act that includes presenteeism

De Rijk Angelique, Keijsers Lotte, Houkes Inge, Stock Stephanie

1774 Personal resources, perceived employability and occupational outcomes: a study among NEET.

Consiglio Chiara, Borgogni Laura, Menatta Pietro, Zullo Andrea

1529 Inside-out: the contribution of trustworthiness and academic socialization to future employability

Farnese Maria Luisa, Livi Stefano, Spagnoli Paola

204 Career-related Events, Job Search Self-Efficacy and Job Search Outcome: Integrating a New Perspective of the Event System Theory

Guan Yangun, Fu Yue, Zheng Yuyan

671 The development of perceived external employability: Does a Matthew effect between less and higher educated employees really occur?

Houben Ellen, Grosemans Ilke, Kyndt Eva, De Cuyper Nele

810 Developing employability and sustainable careers: A learning-centred model based on individual agency and the support of the employer

Bozionelos Nikos, Lin Cai-Hui, Lee Kin Yi

1577 Sustainable Careers: The role of individual and organizational resources

Pajic Sofija, Mol Stefan T., den Hartog Deanne N.

1842 Career Management Skills of Unemployed Clients: A Self-Other Study

Höft Stefan, Rübner Matthias, Kickum Astrid, Sieben Swen, Kiss Istvan

13.45-14.45 – MEZZANINO

ORAL_71 EMPLOYMENT RELATIONS

Chair: Kougiannou Konstantina

521 An exploration of how neoliberalism in a UK university inhibits the voice of the academic

Ryan Bernadette

293 Exploring Links Between Work Value Congruence, Engagement and Turnover Intentions

Kraak Johannes, Bayraktar Seçil, Imer Pinar

336 Lashing out or keeping quiet: An investigation into whether narcissists speak up or remain silent following an ego-threat in work settings. A quasi-experimental study.

Fleming Breda, O'Shea Deirdreeirdre, Kirrane Melrona, Buckley Finian

825 The role of trust in facilitating perceptions of effective Information and Consultation for employees: a managerial perspective

Kougiannou Konstantina, Wilkinson Adrian, Dundon Tony

14.00-15.45 – NH FONDERIA

ORAL_78 PERFORMANCE & ORGANIZATION

Chair: Schmidt Joseph

614 How do UK Police Officers Challenge Upwards in formal situations?

Brooks Sarah

559 Knowledge hiding – What's wrong with not being transparent at work?

Ratiu Lucia, Meslec Nicoleta

1269 Impact of person characteristics, job description, and situational job characteristics on job performance: Application of the Triangle Model of Responsibility

Brechan Inge

385 Enter the arena! Self- and observer-ratings of political skill and job performance

Kholin Mareike, Blickle Gerhard

1234 The implicit motivational face of success – A replication and extension of Rule und Ambady (2008)

Steinmann Barbara, Schoppe Sophie, Maier Günter W.

1355 Relationship between job characteristics, innovative behavior and job performance of hospital managers: Do psychological empowerment and proactive work behavior as sequential mediators really matter?

Pierre Lucie, Battistelli Adalgisa

364 The Effects of Group Context on Peer Ratings of Task Performance

Schmidt Joseph, O'Neill Thomas, Dunlop Pat

14.15-16.00 – PRAGA

ORAL_48 TEAM & WORKGROUP

Chair: Schippers Michaela

2489 Team leader communication and coordination behavior in firefighter teams and its influence on the team performance

Takacs Veronika Klara

1279 Gender Diversity and Team Cooperativeness: the mediated moderated effect of team size, work group satisfaction and team information elaboration

Donati Simone, Zappalà Salvatore, Papola Ilaria, Malinconico Alessandro

652 Triggers and consequences of threat to professional roles in critical team work situations

Rynek Mona, Ellwart Thomas

95 Influenza Vaccination Behavior of Physicians: Psychological Safety's Role in the Prediction of Individual Behavior

Stühlinger Manuel, Schmutz Jan, Schlegel Matthias, Nicca Dunja, Grote Gudela

1789 The mediating role of Team Work Engagement between Team Psychological Safety and Team outcomes

Kishore S Keerthi

1046 Organisational Trust in Virtual Teams

Fischer Sarah, Walker Arlene

261 Obtrusive origins of entrepreneurial intentions: Dark triad traits and resilience in teams

Schippers Michaela, Rauch Andreas, Belschak Frank, Hulsink Willem

14.30-16.00 – NH COLLAUDO

ORAL_90 CAREER

Chair: Igc Ivana

1609 The role of perceived career opportunities for overqualified employees

Körner Barbara, Debus Maïke E., Kleinmann Martin

686 Career Profiles of Employees: How to Create Successful, Satisfying and Healthy Careers Using Career Resources

Haenggli Madeleine, Hirschi Andreas

1000 Career Orientations in Macroeconomic Context: A Comparative Study Across France, Germany, Italy, and Switzerland

Pfrombeck Julian, Grote Gudela

1137 How perceptions of being identified as a talent influence intention to stay with the organization?

Doucet Olivier, Lapalme Marie-Ève, Gosselin Alain

1575 The Relationship between Newcomers' Pre-Entry Career Exploration Behavior and Post-Entry Adjustments: The Mediating Role of Person-Vocation Fit and the Expected Utility of Present Jobs

Takeuchi Tomokazu, Takeuchi Norihiko

1573 Occupational mobility and sustainable careers: Does occupational mobility relate to happiness, health, and productivity over time?

Igc Ivana, Hirschi Andreas, Dlouhy Katja, Medici Guri, Grote Gudela

14.45-17.00 – VARSAVIA

ORAL_53 STRATEGIC HR

Chair: Černe Matej

397 The interplay between Involvement and Compliance-Achieving HR practices on employee performance

de Reuver Renee, Kilroy Steven

40 Representation of Intellectual Capital among Managers of Non-Profit Social Enterprises

Benevene Paula, Kong Eric, Barbieri Barbara, Lucchesi Massimiliano, Cortini Michela

951 High performance work practices and competition: the effect of laissez-faire leadership

Salin Denise, Notelaers Guy, Baillien Elfi

1429 Human relations: Strategic co-developers of healthy workplaces

Håpnes Tove, Kvernberg Andersen Thale

144 High Performance Work Systems and Top Talent Retention: Testing a Moderated-Moderated-Mediation Model

Haar Jarrod, Daellenbach Urs, Daevport Sally, O'Kane Conor

587 Trade Union Influence in HRM: The Role of External Attributions

Rodrigues Ricardo, Guest David, Oliveira Teresa

856 A strong employer brand or an attractive salary? Employer brand psychological meaning and materialism as predictors of job offer preferences and evaluations

Stysko-Kunkowska Malgorzata, Kwinta Zuzanna

1256 Links, in different competitive environments, between human resource management (HRM) practices, competitive advantage, and financial performance of Small and medium size enterprises (SMEs)

Foucher Roland, Ben Mansour Jamal, Michaud Renée, Morin Denis

389 HR Systems and Leadership Attachment Styles as Predictors of Employee Creativity and Innovation: An Experiment and a Multilevel Multisource Study

Batistic Saša, Kenda Renata, Premru Maruša, Cerne Matej

14.45-16.15 – NH PRESSE

ORAL_84 TECHNOLOGY

Chair: Bienefeld Nadine

344 How and why to promote technology acceptance in Industry 4.0 era: The relation with work engagement and the role of personal resources and training

Molino Monica, Cortese Claudio G., Ghislieri Chiara

1180 Technology acceptance and absenteeism: a palmtop for the sailors of a shipping company

Panari Chiara, Lorenzi Giorgio, Mariani Marco Giovanni

1516 Review: Usage of robotics in nursing homes – a work organization perspective

Bielefeldt Franziska, Obst Lisa, Haubold Anne-Katrin

1708 An Independent Psychological Evaluation of an NHS app Designed to Improve Young People's Health Literacy

yarker Jo, Russell Emma, Lloyd-Houdley Amy, Memon Ally

307 Satisfaction with workplace illuminance impacts judgments of other's warmth and competence

Kombeiz Olga, Dietl Erik

440 Welcome Dr. Watson: New Roles and Responsibilities in AI-Supported Healthcare Teams

Bienefeld Nadine, Grote Gudela

15.00-15.45 – VIENNA

ORAL_61 STRESS & BURNOUT

Chair: Monteiro Amélia-Rita

659 Effects of Organisational Justice on Burnout: exploring the role of emotional labour and emotional intelligence

Lo Wing Yee, Ahmed Sara

802 Culture in the JD-R model? A meta-analysis

Rattrie Lucy, Kittler Markus, Paul Karsten

1844 The impact of Humor Styles on Types of Performance via Burnout

Monteiro Amélia-Rita, Dinis Liliana, Neves Pedro

15.00-16.00 – MEZZANINO

ORAL_72 GLOBAL ISSUE & MIGRATION

Chair: Berger Rita

262 The Role of Trust in the Globally Mobile Workforce

Ridgway Maranda, Kougiannou Konstantina

169 The Self Left at Home: How Hypothetical Home Selves Influence Expatriates

George Mailys, Strauss Karoline

1764 Diversity Responsiveness in Health Services. Comparing local health policies in a sample of Italian Regions

Dell'Aversana Giuseppina, Bruno Andreina

1519 Social and labor Integration and psychosocial distress of Syrian refugees in Germany: The role of resources

Berger Rita, Janneke Colantuono Fiorella, Spieß Erika, Safdar Saba

15.45-17.30 – FOYER 500

ORAL_67 ORGANIZATIONAL CHANGE PROCESS

Chair: De Ruiter Melanie

1331 Considerations and intentions in the introduction of Digital Technology and the relationship with long-term employment

Van Kruining Ineke, Freese Charissa, Wilthagen Ton, Van der Zouwen Tonnie

1442 Follower Beliefs toward Acquisition: The Roles of Dispositional Resistance to Change, LMX and TMX

Oskan Yildiz Selen, Czukor Gergely

586 Forced unplanned change: Activism influencing shifts of Institutional logic

Winkler-Titus Natasha, Crafford Anne, Stanz Karel

929 Lesser but needed: Conditions for lower-status merger partners' representativeness, identification and commitment to change

Rosa Miriam, Giessner Steffen, Guerra Rita, Waldzus Sven, Collins Elizabeth

1110 How change information influence employee wellbeing during organizational change: a longitudinal study on the mediating role of concerns about change

Guidetti Gloria, Viotti Sara, Converso Daniela

238 A Systematic Review and Meta-Analysis of Leadership, Organisational Identity and Organisational Identification during Change

Aitken Kim, von Treuer Kathryn, Kothe Emily, Anglim Jeromy

1796 Helpful behaviors of middle managers in different phases of an agile transformation

de Haan Ellis, De Ruiter Melanie, Zandee Danielle

16.00-17.45 – VIENNA

ORAL_62 GROUP & TEAM PROCESS

Chair: Razinskas Stefan

1784 Strategic orientations and team effectiveness in high-tech companies in Bulgaria

Panchelieva Tsvetelina, Ilieva Snezhana

88 How can we make meetings more inclusive? An intervention study

Farley Samuel

406 How knowledge-based diversity in top management teams affects firm performance through strategic flexibility

Wang Huatian, Li Jia, Demerouti Evangelia

303 How Comparatively High Performers' Humility Lessens Member Envy and Withholding Behaviors

Xu Erica, Cheng Bonnie Hayden, Huang Xu, Wong Man-Nok, Ouyang Kan

1088 The effect of an emotional management intervention on team resilience and relationship conflict in virtual teams with diversity faultlines

Peñarroja Vicente, Orengo Virginia, González-Anta Baltasar, Zornoza Ana

1186 Reactions of team members and customers to proactive work behavior in agile teams

Twemlow Melissa, Tims Maria, Khapova Svetlana

514 Inter-Organizational Collaboration Despite (or Because of) Team Diversity Faultlines

Razinskas Stefan, Weiss Matthias, Kearney Eric, Hoegl Martin

16.00-17.15 – NH FONDERIA

ORAL_79 BULLYING

Chair: Gonzalez-Morales M. Gloria

113 On the horns of a dilemma: How bystander-helping intention is affected by perceived organizational support, relational identification with the supervisor, perceived victim responsibility and bystander

Cem Ersoy Nevra, Peker Mehmet

593 Workplace bullying and psychological distress. A study of university employees in Norway

Koval Olena, Mathisen Gro Ellen, Hansen Håvard

913 The phenomenon of Ostracism in workplace bullying and its motive within Human Service Organizations in Sweden.

Matsson Anneli

704 SOCIAL INEQUALITIES IN BULLYING EXPOSURES: THE CONTRIBUTION OF WORK AND MANAGEMENT PRACTICES

Bouville Gregor, Campoy Eric

1033 'I Would Be Rude to Them': Exploring the Relation between Target's Traits and Incivility Enactment

Provencher Yannick, Gonzalez-Morales M. Gloria

16.15-18.00 – BRUXELLES

ORAL_44 ENGAGEMENT

Chair: Linehan Carol

490 Online Discussion and Working Group Identity in the Workplace

Buscicchio Giulia, Milesi Patrizia, Alberici Augusta Isabella

608 Job crafting is job crafting – or is it not? A comparison of two different job crafting models

Ebert Thea, Bipp Tanja

875 Latent Profiles of Organizational, Occupational and Supervisor Commitment among Nurses and their Effects on Employee Well-being and Health

Konrad Jonas, Wombacher Joerg, Amstutz Nathalie, Minnig Christoph, Raff Tilmann

370 Work engagement interventions can be effective: A systematic review

Knight Caroline, Patterson Malcolm, Dawson Jeremy

387 Departing from the status quo: Examining the effects of work engagement on prosocial rule breaking

Harrison Jennifer A., Boekhorst Janet A., Halinski Michael

752 The contributions of Internal Marketing to the explanation of Organizational Commitment: Study developed on Higher Education Institutions

Vieira dos Santos Joana, Gonçalves Gabriela

672 From being to doing: Reconceptualising work engagement from state to situated practice.

Linehan Carol, OBrien Elaine

16.15-17.30 – PRAGA

ORAL_49 GROUP & TEAM PROCESS

Chair: Manchen Spoerri Sylvia

90 Interdisciplinary research teams – (not) always the same story?

Brandstädter Simone, Bernhardt Anna

392 Interdisciplinarity: The role of interdisciplinary competencies for success and team satisfaction

Claus Anna M., Wiese Bettina S.

910 Development and Validation of a Multidimensional Measure for Planning in Teams: First Results

Oldeweme Martina, Konradt Udo

905 Determining the components of cohesion using the repertory grid technique

von Treuer Kathryn, McLeod Janet, Fuller-Tyszkiewicz Matthew, Scott Graham

844 Participation and Achievement of Objectives in linguistically diverse Teams: How to overcome the Obstacles of a Lingua Franca

Manchen Spoerri Sylvia

16.15-17.45 – MEZZANINO

ORAL_73 METHODOLOGY & RESEARCH DESIGN

Chair: Michaelides George

1038 Scared organizations, leaders, employees and researchers? Fear as constant companion whilst studying sensitive issues in organizational contexts

Kärgel Katharina

1770 Visualizing one million applied psychology findings

Bosco Frank, Field James, Oswald Fred, Uggerslev Krista

1525 Leveraging Work Design to Prevent Careless Responding During Online Surveys Ward

MK, Tay Jia-xin, Parker Sharon

1116 Implicit measures of moral disengagement and tendency to misbehave.

Fida Roberta, Dentale Francesco, Paciello Marinella, Tramontano Carlo, Ghezzi Valerio, Barbaranelli Claudio

1359 Measuring work stress in real-time: validation of six scales for the intensive longitudinal assessment of work stress and psychosocial risk factors

Menghini Luca, Balducci Cristian, Pastore Massimiliano, Sarlo Michela

981 Bayesian Multilevel Vector Autoregressive Models for the Analysis of Diary Data

Michaelides George

16.15-18.00 – NH COLLAUDO

ORAL_91 BULLYING

Chair: Ray Tapas

1064 Workplace Bullying in the health sector in Portugal

Verdasca Ana

1065 Risk Factors for Workplace Bullying: A Systematic Review

Ribas Feijo Fernando, Dalmas Graf Debora, Gastal Fassa Anaclaudia

1308 The Role of Context Factors for Creating, Maintaining, and Preventing Incivility

Koehler Tine, Sojo Victor E., Gonzalez-Morales M. Gloria, Cortina José M., Olsen Jesse E.

1580 Group-level task conflicts as a predictor of workplace bullying: The moderating role of laissez-faire leadership

Ågotnes Kari Wik, Kant Leo, Bøe Bjørn Eirik Roaldstveit, Skogstad Anders, Einarsen Ståle Valvatne, Notelaers Guy

264 The moderating effect of a perceived supportive leadership on the association between unclear roles in the organization and workplace bullying – a two-wave study

Blomberg Stefan, Rosander Michael

1109 Daily interpersonal conflicts and exposure to daily negative acts: The moderating role of trait anger and trait anxiety

Zahlquist Lena, Hetland Jørn, Einarsen Ståle Valvatne, Bakker Arnold B., Hoprekstad Øystein Løvik, Espevik Roar, Olsen Olav Kjellevold

708 Work precariousness and mistreatment at work

Ray Tapas, Bhattacharya Anasua, Grubb Paula

16.30-18.00 – NH PRESSE

ORAL_85 BULLYING

Chair: Arman Gamze

1310 Comparisons of Permitted Touch Pattern in Different Relationships

Chang Yingyi, Duck Steve, Sheng Zitong

1386 Witnessing workplace bullying – antecedents and consequences of the organizational and social work environment

Jönsson Sandra, Francioli Laura, Muhonen Tuija

1397 Antecedents and consequences of workplace bullying in the Hungarian context

Czibor Andrea, Restás Péter, Szabó Zsolt Péter

1649 The moderating effect of resilience factors on exposure to bullying behaviour and return to work self-efficacy in patients with common mental disorders

Aarestad Sarah Helene, Einarsen Ståle Valvatne, Hjemdal Odin, Harris Anette

431 Levels of workplace bullying and escalation – a new assessment approach and way of identifying onset of bullying behaviours

Rosander Michael, Blomberg Stefan

573 Acceptability of Abusive Supervision by Third-Party Observers: The Role of Attributions

Arman Gamze, Gencay Oguz

SPECIAL EVENTS

17.15-18.45 – VARSAVIA

ROUND TABLE The ENOP Reference Model 2020

Chair: Depolo Marco

17.30-19.00 – NH FONDERIA

Meeting of the International Journal of Selection and Assessment (IJSA)

From 18.00 – ISTANBUL

Journals Social Hour: European Journal of Work and Organizational Psychology (EJWOP), Organizational Psychology Review (OPR) and InPractice

From 18.00 – MEZZANINO

EAWOP Social Hour: Small Group Meeting, Worklab, Summer School

From 18.00 – FOYER NORD

Social Hour of the Erasmus Mundus Master in WOP-P

INTERACTIVE POSTERS

10.30-11.15 – FOYER NORD

INTERACTIVE POSTER_3*

**Posters are also shown in the Corridor Vetrata Nizza in the poster session from 10.00 to 13.00.*

89 Validation of a Digital Divergent Thinking Task

Schrijen Sylvie

211 Tapping the full potential: How leaders energize people by communication

van der Sluis Lidewey E.C.

491 Development of an Agile Team Assessment

Schlauch Carrie, Molan Ingrid

677 The effect of family work-life conflict on the Quality of Working Life and Resilience of Turkish City Council Workers

Mercan Zeynep, Van Laar Darren, Easton Simon, Vernham Zarah

710 My life has been eaten by work": Unintended consequences of extended shift hours for organisational outcomes and employee wellbeing

Suter Jane, Kowalski Tina, Jacobs Rowena, Chalkley Martin, Rodriguez Santana Idaira, Anaya Montes Misael

1187 The mediated relationship between servant leadership and air traffic controllers' safety behavior

Schopf Anna Katharina, Stouten Jeroen, Schaufeli Wilmar B.

1806 (Inter-)National standards and guidelines for assessment center operations: Global or specific?

Höft Stefan

12.15-13.00 – FOYER NORD

INTERACTIVE POSTER_4

**Posters are also shown in the Corridor Vetrata Nizza in the poster session from 14.00 to 17.00.*

72 Work engagement as the starting point to enhance nurses' work ability and to improve organizational stability: testing a model.

Tomietto Marco, Paro Eleonora, Maricchio Rita, Sartori Riccardo, Clarizia Luciano, De Lucia Paola, Pedrinelli Giuseppe, Finos Rosanna

661 Emotional agency in organizational change

Hökkä Päivi, Ikävalko Heini, Paloniemi Susanna, Vähäsantanen Katja

963 A counselling framework for industrial psychology practitioners

Jorgensen Lene

1231 Objective Risk Assessment of Mental Stress at Work for Small and Medium Enterprises

Brandstädter Simone, Seiferling Nadine, Feldmann Elisa, Sonntag Karlheinz

1323 Bilding Blocks of Breach

Wiechers Hermien, Lub Xander, Coyle-Shapiro Jacqueline, Ten Have Steven

1670 A case study of servant leadership development through action learning

Ford Lucy, Dufresne Ron

POSTER SESSIONS**POSTER SESSION_3****10.00 – 13.00****CORRIDOR VETRATA NIZZA****41 The daily shot of caffeine – burn-out and substance (mis)use among nurses**

Beiglboeck Wolfgang, Langstadlinger Nadine

75 Verbal expression of emotions and preferences of customers

Kaczmarek Bozydar, Stencil Marcin, Sidoruk-Blach Maria

171 The Key Leadership Elements of Successful Organisational Change: An Australian Perspective

Aitken Kim, von Treuer Kathryn

181 ACT at Work: Improving Workers Depression and Stress Levels within a Spanish Intensive Care Unit.

Blanco-Donoso Luis Manuel, García-Rubio Carlos, Garrosa Eva, Moreno-Jiménez Bernardo, Rodríguez de la Pinta María Luisa

195 What makes us choose inefficient ads?

Poškus Mykolas Simas, Pilkauskaite Valickiene Rasa, Kuzinas Arvydas

200 Culture of prevention in small and micro enterprises: Assessment and development

Kampe Jana, Habenicht Henrik, Trimpop Rüdiger

205 Interpersonal skills: Clarifying a proliferated construct space and proposing a theoretical framework

Toth Allison, Banks George, Heggstad Eric, Bochantin Jaime, Ross Roxy, Stityick Aly, Sandoval Rosalyn

222 Factors generating psychological distress among management school interns

Bonello Melanie, Landry Guylaine, Panaccio Alexandra, Chadwick Ingrid

235 Aligning Interview Structure & Goals, Science & Practice

Wingate Timothy, Bourdage Joshua

250 Who's Responsible? Examining the influence of worker prosocial tendencies and CSR perceptions on pro(anti)social behaviors

Mallory Drew

377 Leadership decision-making styles and seniority level in organizational structure - conclusions from the Polish validation study of the LJI-2 (Leadership Judgement Indicator)

Bac Iwona, Rafalak Maria

410 Human Factors Issues in Helicopter Landing on Ships

Fraboni Federico, De Angelis Marco, Pietrantoni Luca, Tusl Martin, Rainieri Giuseppe, Prati Gabriele

420 Does Feedback Increase Decision Aid Use in Personnel Selection?

Thiele Aneeqa, Stremic Stacey, Jackson Alexander, Howes Satoris

433 Practicing for cognitive tests: Is computerized adaptive testing the answer?

Mannheim Batsheva, Pelt Dirk, Schrijen Sylvie, Janssen Nadine, van Zand Diddo

435 Student Organizations as a Source of Employability Skills: Comparison of Perceptions of Members of Student Organizations and Recruiters in Estonia

Kamdron Tiiu, Västriik Laane Reti

481 Becoming real with oneself - Results of an intervention pilot program on teacher burnout

Nagy Eszter, Takács Ildikó

508 Developing civility: Great little things that matter

Laneiro Tito, Nunes Odete, Ribeiro Luisa, Hipólito João

517 Sex Role Theory and Personality: Sex Differences in Personality-Income Relationships

Melson-Silimon Arturia, Carter Nathan

518 Evaluation of Fire Service Command Unit Trainings - Validation of the FIRE-Scale

Hadzihalilovic Dzenita, Hertel Guido, Thielsch Meinald T.

528 Personality Factors as Leadership Style Antecedents in Special Intervention Police Units

Dan Cristina

555 Investigating sexual harassment at work through a domestic violence perspective

Warren Christopher

567 Measuring Perception of Employer Brand: Development of a Mobile Game

Cakar Tuna, Arman Gamze

582 Managers' perspective on the promotion of mental health at the hospital: Results of a qualitative interview study

Genrich Melanie, Worringer Britta, Kypke Alina, Kröner Friedrich, Angerer Peter, Müller Andreasandreas

604 Global trends in device usage for online psychometric assessments

O'Callaghan Eoin, Englund Mats

618 The paradox of politeness: Considering the curvilinear effects of agreeableness at work

Lowery Megan, Conley Kate, Smith Rachel, Carter Nathan

645 Never off duty? – Extended availability and the role of supervisors as work life-friendly role models

Biemelt Jana, Deci Nicole, Stempel Christiane, Dettmers Jan

670 Humor and death work: the sense of humor in funeral industry operators

Grandi Annalisa, Colombo Lara, Converso Daniela, Guidetti Gloria

682 Adapting to survive in the new world of work: Is Adaptability the new Conscientiousness?

Stirling Emma, Bourne Alan, Kulubya Grace

714 The relationship between Job Crafting and Organizational Citizenship Behavior in members of non-profit organizations for blood collection

Nonnis Marcello, Massidda Davide, Cabiddu Claudio, Cuccu Stefania, Cortese Claudio Giovanni

735 Making sense of the noise: The PH3 framework as an organisational diagnostic and prioritisation approach to drive work engagement

Veldsman Dieter, Benade Cecile, van der Schyff Derek, van Aarde Ninette

753 Systemic Leadership: Construct Clarification and Development of a Multidimensional Measure

Göllner Vera, Sülzenbrück Sandra, Externbrink Kai, Sutter Christine

766 Computerized versus Paper-and-Pencil Simulations: An Applicants Perspective

Thompson Kali, Frame Mark, Jackson Alexander

797 Client-Initiated Workplace Violence: The role of organizational resources on the coping ability of the coworkers

Surma Silke

815 Enhancing the soft and entrepreneurial skills of students: the contamination lab at university of salento case

Ingusci Emanuela, Secundo Giusy, Maruccio Giuseppe, De Carlo Elisa, Madaro Andreina

854 Assessing the Viability of Measuring Psychological Variables in Virtual Reality Environments

Kaur Rupinder, Li Vivian, Wang Sony, Sanchez Diana

884 Exploring the Positive Individual Experience within Virtual Teams: Understanding the Outcomes of Perceived Value and Motivation

Sanchez Diana, Lee Adriana, Vasquez Rene, Le Dana, Hale Wesley

930 An Italian validation of the job crafting scale: a short form

Emanuela Ingusci, Claudio Giovanni Cortese, Margherita Zito, Lara Colombo, Giada Coletta, Nuria Tordera, Isabel Rodriguez, Enrico Ciavolino

967 Catching the Fakers: Exploring new methods to identify applicant faking in interviews

John Blair, Cook Ryan, Rouliln Nicolas, Powell Deborah, Bourdage Joshua

975 A Qualitative Study on the Experiences of Nurses Employed in Pediatric Oncology Departments: Stress, and Burnout

Çolakoglu Önay, Arikan Selma

976 Leading in an agile world – a development program for Scrum Masters

Bronner Uta, Wallemann Alexandra

984 Will assessments on smartphones conquer the world? A study to examine status quo, optimal design and equivalence between mobile and non-mobile devices

Kelle Sarah, Schossau Hendrik, Justenhoven Richard Theodor

1015 Process scenario's of planned change: A pragmatic view on describing, explaining and shaping collective behavioral switches in organizations

van Olffen Woody, Solinger Omar, Oskan Selen

1030 Emotional labor as an apical expression of organizational citizenship in the public administration

Pietroni Davide, Viale Riccardo, Verdi Hughes Sibylla

1037 Promotion recommendations of all sizes

Van Hein Judy, Badar Jeanette, Moffett Richard

1044 Investing in and Recovering From Work: Effects on Employees' Health Through Workaholism and Work Engagement

Gaudiino Maria, Di Stefano Giovanni

1048 The Psychology of Change in Healthcare and its Implications for Patient Experience

Fischer Sarah

1058 Evaluation of Firefighter Development – Validation of a Feedback Instrument for Basic Trainings

Kläpker Lena, Streppel Lisa, Hertel Guido, Thielsch Meinald

1063 Trade unions in neo-liberal times: Discourse variations on emerging identities

Ripamonti Silvio, Benozzo Angelo, Galuppo Laura, Scaratti Giuseppe

1100 A Cross-National Investigation on Measurement Invariance of Digital Adoption

Nieland Thea, Straatmann Tammo, Kohnke Oliver, Müller Karsten

1107 Core-Self Evaluation training for apprentices

Engel Anna Maria, Straatmann Tammo, Schefer Marina, Hatstrup Kate, Betzler Shirin, Mueller Karsten

1125 Sexually Harassing Behaviors from Patients and Clients and Care Workers' Mental Health: Development and Validation of a Measure

Vincent-Höper Sylvie, Stein Maie, Adler Mareike, Vaupel Claudia, Gregersen Sabine, Nienhaus Albert

1165 Time's Up: Exploring Employee Resilience Following Experiences of Workplace Sexual Harassment

Conley Kate, Melson-Silimon Arturia, Carter Nathan

1304 Using attributional retraining to improve immigrants' job search strategies

Hamilton Leah, El Hazzouri Mohammed

1341 It was a good day: A smartphone-based stress diary study measuring vocal indicators of stress

Langer Markus, König Cornelius J., Fredenhagen Therese, Schunck Alexander G., Baur Tobias

1352 Comparing person-fit statistics in proctored vs unproctored testing in high- and low-stakes test situations

Janssen Nadine, Pelt Dirk, Mannheim Batsheva, Schrijen Sylvie, van Zand Diddo

1384 A research on the predictive relationships between exclusion in the workplace, organizational trust, felt trustworthiness and organizational citizenship behavior in multicultural workplaces

Veli Ayfer A., Ünsal Pinar

1388 Patterns of Change in Fairness Perceptions During the Hiring Process: A conceptual replication in a controlled context

Butucescu Andreea, Dragos Iliescu

1433 The restructuring of a Non Profit Organization (NPO) after Hurricane María: The case of the Ricky Martin Foundation (RMF)

Santiago-Estrada Sara

1494 How managers and staff create enabling environment for older people in residential care homes: A phenomenological thematic analysis

Ejah Efeosa Peculiar

1506 Oh gosh my job has been replaced by a robot!" Investigating the perspectives of workers and employers considering job transitions via the Task-based approach

Goh Zi An Galvyn, Bin Norhashim Norakmal Hakim, Vinod Radha, Poon King Wang

1535 A systems perspective on risk behaviour and safety culture in the UK ports sector.

Walter David

1540 Build upon the ideas of others: The relationship of Team-Member Exchange (TMX) and creativity in design thinking groups – A multi-level analysis

Kohnke Oliver, Boos Marie

1605 Applicant Reactions to Ideal Point Measures of Personality

Harris Alexandra, McMillan Jeremiah, Carter Nathan

1614 Challenging the Person-Job (mis)fit: turning the wheel from a work-perspective into a talent-centred perspective

van Neure samuel, Muffels Ruud, van Woerkom Marianne, de Lange Annet

1634 Student well-being: A longitudinal study using the Demands-Resources model

Panaccio Alexandra, Brutus Stéphane, Arasaratnam Gaya, Mitchell Laura, Hoare Corey, Lavigne Geneviève

1641 Welcome to the Machine: The Creation of a Science-Based AI for Hiring

Thompson Isaac, Mracek Derek, Sydell Eric, Koenig Nick, Eric Sydell

1665 A positive spiral linking professionals' perceptions of interpersonal justice to their trust in family members: A study in centers for people with intellectual disability

Maniezki Alice, Martínez-Tur Vicente, Estreder Yolanda, Moliner Carolina, Gracia Esther, Ramos José

1681 Burnout diagnosis: a comparison between clinical judgements from physicians and scores from a self-reported measure of burnout (Oldenburg Burnout Inventory)

Hansez Isabelle, Leclercq Celine, Jemine Magali, D'hulster Leon, Braeckman Lutgart, Firket Pierre, Rusu Dorina, Laurent Julie

1688 Is stress a question of comparison? The influence of social comparison on reporting stress in the workplace

Greulich Berit, König Cornelius J., Fischer Nancy

1695 Introducing Coaching Behaviours in a Multicultural Organization based in the Arabian Gulf.

Al Serkal Alia

1722 Validation of a Brief Workplace Civility Scale in Spanish

Sánchez-Cardona Israel, Moreno-Velázquez Ivonne, Massanet-Rosario Brenda, González-Dominguez Joyce

1793 Maintaining Health of the Aging Workforce

Kazmi Maryam A., Tsao Allison, Spitzmueller Christiane, Hysong Sylvia J.

POSTER SESSION_4

14.00-17.00

CORRIDOR VETRATA NIZZA

45 How Poor Leadership Affects Employee Strain: The Mediating Role of Negative Social Climate

Brouns Tim, Surma Silke, Externbrink Kai

94 Leadership Behavioral Flexibility: a Double Edge Sword for Leaders

Palese Tristan, Schmid Mast Marianne

96 Analysis of supporting elements based on Bandura's self-efficacy theory which can influence women in achieving executive positions in corporations

Müller Ronja, Bronner Uta

182 Self-initiated expatriates: from intention to action

López Aníbal, Cunha Rita

213 Perceived social legitimacy of entre-tainment and entrepreneurial intention

Laguia Ana, Moriano Juan A.

218 The Consequences of Insufficient Abusive Supervision

Korman Benjamin, Tröster Christian, Giessner Steffen

289 You Need an Excuse: Successful Women are Let off the Hook If Their Success is Not Linked to Ambition

Toneva Yanitsa, Heilman Madeline

340 Go the extra mile! The role of intrapreneurial behavior on the relationship between environmental organizational citizenship behavior of purchasers on circular purchasing.

Neessen Petra, Caniels Marjolein, Vos Bart, de Jong Jeroen

343 Ethical leadership, peer ethical behaviour and follower moral identification: A test of the 'trickle-down' model of ethical leadership development

Chang Sin Mun, Crawshaw Jonathan, Guillaume Yves, Budhwar Pawan

362 Disability and Return-to-Work Outcomes: The Mediating Role of Leader-Member Exchange

Lyubykh Zhanna, Ansari Mahfooz, Williams-Whitt Kelly, Kristman Vicki

390 Quality of leadership and presenteeism in health professions education and research: A test of a recovery-based process model with cognitive irritation and impaired sleep as mediators

Galliker Sibylle, Elfering Achim, Etzer-Hofer Irene, Brunner Beatrice, Nicoletti Corinne, Dratva Julia, Feer Sonja, grosse Holtforth Martin, Melloh Markus

434 Severity of Error Consequences and Its Effect on Learning from Errors

Klamar Alexander, Horvath Dorothee, Keith Nina

468 Students' Locus of Control and Concerns about Completion of Schooling: Does Career Adaptability Play a Role?

Matijaš Marijana, Nakic Radoš Sandra, Brdovcak Barbara

498 Is personality changing over time?

Dost Nikhita

519 For the greater good: does vision communication foster unethical behavior?

Buss Martin, Kearney Eric

570 Perception of gender equality statements: explicit mention of non-binary gender identities as a strategy for creating a more inclusive organization image

Klysing Amanda, Lindqvist Anna, Renström Emma, Gustafsson Sendén Marie

574 Coping with Daily Boredom: Exploring the Relationships of Job Boredom, Counterproductive Work Behavior, Organizational Citizenship Behavior, and Trait Conscientiousness

Spanouli Andromachi, Dalal Reeshad S, Hofmans Joeri

580 How do stereotypes of sexuality and gender influence LGBT career construction?

Williams Ashley, McBride Anne, Hoel Helge

633 Leadership style and employee well-being: The moderating role of mindfulness

Walsh Megan

669 The dark triad and its effect on entrepreneurial passion and venture performance

Ruth Martin, Flatten Tessa

699 Same talk, different reaction? Predicting emergent leadership through the interplay of agentic communication and gender

Schlamp Sofia, Gerpott Fabiola, Voelpel Sven

719 Headhunting: Toward A Theory of Attracting and Hiring Employed Workers

Chapman Derek, Murray Jenn

729 Working for the greater good: A comprehensive review of ex-offenders at work

Sin Hock-Peng, Ponnappalli Ajay, Wang Chen

731 Linking Empowering Leadership and Repatriate Knowledge Transfer: Understanding Mechanisms and Boundary Conditions

Iserhot Jana, Burmeister Anne, Osland Joyce, Deller Jürgen

756 Work analysis in organizations: an additional illustration of the gap between research and practice

Michaud Renée, Foucher Roland

761 Organizational and functional factors in educational institution principals' innovative potential

Klochko Alla

768 Profiles of Individual Performance Distributions and Their Relationship with Interdependent Team Performance

Lee Patrick, Scherbaum Charles

779 Creating an Inclusive Work Climate to Effectively Leverage Workforce Diversity: A Job Demands- and Resources Perspective

Behnke Janna, Demerouti Evangelia, Rispens Sonja

795 Perceived transformational leadership style and workaholism: the mediating role of work motivation

Morkeviciute Modesta, Endriulaitiene Aukse, Jociene Evelina

834 (Re)producing an organizational elite?: Investigating inequalities in talent decisions

Nijs Sanne

861 The mediating role of cross cultural adjustment in the relationship between cultural intelligence and job performance. A research on a sample of expatriate workers

Setti Ilaria, Sommovigo Valentina, Argentero Piergiorgio

888 Factors influencing intention to leave of younger employees in an academic institution

ChaaCha Thapelo, Botha Elrie

915 Design and evaluation of a training in coaching tools for team leaders in health care

Körner Mirjam, Becker Sonja, Haller Julia, Küllenberg Janna

925 Get Ready, Path-Goal Theory is Back!

Cinli Dilem

942 The Personal Brand of Knowledge Worker and its Associations

Kowalczyk Elzbieta

964 Pitfalls or prospects of work–life practices? Work–life backlash on women career

Bertola Lara, Colombo Lara, Fedi Angela, Montagnoli Federica

1014 Effectiveness of negotiation trainings – A meta-analysis

Sondern Dominik, Nohe Christoph, Santos Schepers Anna, Witte Dustin, Hertel Guido

1072 Using Text Mining to Uncover and Understand What Employees Do

Berkers Hannah, Mol Stefan, Den Hartog Deanne

1086 Is the Swedish gender-neutral pronoun 'hen' truly neutral? Evidence from eye movements

Vergoossen Hellen, Renström Emma, Pärnamets Philip, Gustafsson Sendén Marie

1108 Leader-member exchange (LMX) and organizational dehumanization: the moderating role of supervisor's organizational embodiment.

Chalmagne Benoît, Stinglhamber Florence

1112 Who networks? – A meta-analytical investigation of the relationship between networking and personality

Bendella Hadjira, Wolff Hans-Georg

1192 Explaining and Assessing Employees' Readiness for Digital Transformations: A Mixed-Methods Approach

Nieland Thea, Straatmann Tammo, Fehlenberg Leonie, Hofschröer Patrick, Müller Karsten

1197 An Examination of Stereotype Threat in a Simulated Selection Testing: Effects for Younger Job Seekers

Gioaba Irina

1209 Leader Decision Making Capacity: An Information Processing Perspective

Tam Shing Kwan (Avis), Eubanks Dawn L., Friedrich Tamara L.

1221 Health and Productivity in Activity-Based Flexible Offices: A Model of Competence

Weichbrodt Johann, Schläppi Michael, Schulze Hartmut

1239 Loyalty, Cynicism, and Leader-Member Exchange

Scott Kristyn, Zweig David

1242 How I Treat You Depends on Whether You Are Above or Below Me? Conceptualizing and Measuring Kiss-Up-Kick-Down Behaviors in Organizations

Math Laura M., Gerpott Fabiola H.

1278 Does Fit matter? - How Employer Branding strategies enhance Employer Attractiveness and Job Satisfaction

Dechert Laura, KastenMüller Andreasandreas

1285 Crafting the university experience. Application of job crafting theory to train students through behavioral change

Tommasi Francesco, Costantini Arianna, Cortese Claudio, Fiorin Monica, Ceschi Andrea, Sartori Riccardo

1299 The impact of job satisfaction on promotability evaluations: examining the mediating effects of task, citizenship and innovation performance

Rebelo Teresa, Rodrigues Nuno

1320 Incorporating Diversity Performance into Existing Organizational Criteria

Sabat Isaac, Lindsey Alex, Dray Kelly

1361 Back to the Future? Recovering and Reframing Human Relations Management in Public Services

Oliveira Teresa Carla, Filipe Nélia

1395 E-recruitment: how the user acceptance of technology and identification with the organization influence organizational attractiveness

Petruzzello Gerardo, Mariani Marco Giovanni, Chiesa Rita, Lanzoni Valentina

1400 Informal learning in organizations: a study on Portuguese managers' perceptions and attitudes

Simões Eduardo, Delgado Catarina

1405 Authentic Leadership and Work Engagement: The indirect effects of Psychological Safety and Trust in Supervisors

Stander Marius, Coxen Lynelle, Maximo Natasha

1422 Developing sustainable organizations: How top managers create healthy work environments

Kvernberg Andersen Thale, Håpnes Tove

1447 The Context of Employees' IT Innovation Adoption: The Joint Roles of Transformational and Shared Leadership

Bunjak Aldijana, Bruch Heike, Cerne Matej

1471 Effects of Identity Suppression on Emotional Exhaustion: Interactive Effects in Coping

Maneethai Dustin, Johnson Lars, Fedorowicz Nikola, Rigby James, Witt Lawrence

1474 Effects of Diversity Climate and Unit Cohesion on Engagement

Fedorowicz Nikola, Maneethai Dustin, Witt Lawrence, Hotze Mary Louise, Zamanipour Tina, Shoss Mindy

1486 Effects of Servant Leadership and Empowerment on Intentions to Leave

Maneethai Dustin, Witt Lawrence, Fedorowicz Nikola, Obasare Ricardo, Zamanipour Tina, Hotze Mary Louise

1521 Schwartz Basic Values and Transformational Leadership: A study of nurses' perceptions in Germany and United States

Berger Rita, Lora Ruiz Inés, Glazer Sharon

1560 The influence of parental factors on manufacturing organization personnel's career development

Synhaivska Iryna, Gura Nataliia

1576 Leaders in the arts - similar or different?

Farstad Christian Winther

1637 Work inclusion of people with disabilities: arrangements for the presentation of candidates. A pilot study

Paganin Giulia, Sommovigo Valentina, Panisi Cristina, Politi Pierluigi, Argentero Piergiorgio

1684 Attachment Styles in the Workplace: The Protective Role of Transformational Leadership

Leduc Caroline, Gagne Marylene, Bajramovic Mark

1690 Overcoming Role Incongruity with Mindfulness

Griswold Kaytlynn, Burke Vanessa, Ruberton Peter, Cook Jonathan

1691 What leads high-school graduates to consider vocational education and training as an educational option?

Schnitzler Annalisa

1701 Where we stand is what we see - the influence of hierarchical position on perceptions of change

Sackmann Sonja, Eichel Verena, Palmer Regina

1779 How Organizational Justice Perceptions among Stakeholders impact Processes and Results in Project Based Organizations: A State-of-the Art Review.

Alami-Laroussi Anas, Leroux Marie-Pierre

1780 Do mature employees influence the impact of transformational leaders on organizational development?

Radi Afsouran Naghi, Charkhabi Morteza, Mohammadkhani Fatemeh

1833 Leader's Change Readiness and Innovative Team Performance

Herzfeldt Erna, Sackmann Sonja

SATURDAY JUNE 1

KEYNOTE & STATE OF ART SPEAKERS

9.30-10.15 – ROOM 500

STATE OF ART - The psychology of the internet @ work: current insights and future research opportunities

Hertel Guido

12.15-13.00 – ROOM 500

KEYNOTE - Science, Translation, and Policy Impact

Kozlowski Steve

12.15-13.00 – MADRID

KEYNOTE - Enhancing Scientific Impact: Publishing Psychology Research in Top Management Journals

Shaw Jason

SYMPOSIA & PANEL DISCUSSIONS

8.00-9.15 – ROOM 500

475 SYMPOSIUM - The work-family interface: New perspectives on how parental experiences shape work behavior and attributions and how work experiences shape behavior at home

Chairs: Junker Nina M., Hernandez Bark Alina S.

Does a change of parental status predict changes in employee well-being?

Pundt Franziska, Pundt Alexander

I will be back! Effects of taking parental leave for women and men

Hernandez Bark Alina S., Junker Nina M., Morgenroth Thekla

My conflict- your conflict? An experimental study of work-family mindset and perceptions of others' work-family conflict and enrichment

Toker Sharon, Junker Nina M.

Help me (not) to forget what happened at work – How self-control moderates the relation between segmentation preferences-organizational supplies (in)congruence and work-to-family conflict and – enrichment

Junker Nina M., Baumeister Roy F., Greenhaus Jeffrey H.

Cross-lagged associations between work-family conflict and parent-child relationship in a longitudinal study of mothers, fathers and adolescents

Nilsen Wendy, Junker Nina M., Cooklin Amanda, Kjeldsen Anne

8.00-9.30 – LONDRA

707 SYMPOSIUM - Employability Across Career Stages and Types II: New Frontiers in Graduate Employability Research

Chairs: Blokker Rowena, Akkermans Jos

“Mastering Your Employability”: The effectiveness of a career course intervention for postgraduate business students transitioning to the world of work

Pearson Jill, Chawke Ailish, Schneer Joy

Examining the role of career competencies and perceived institutional support in enhancing academic performance and graduate employability

Blokker Rowena, Akkermans Jos, Khapova Svetlana, Jansen Paul

In the pursuit of graduates' employment and job-fit: Career planning as a mean of improving self-perceived employability and job search attitudes over time

Hernández Ana, González-Romá Vicente, Valls Victor, Tomás Inés, Gamboa Juan P.

Social media-based impression management for improving graduate employability

Okay-Somerville Belgin, Scholarios Dora

A wise man will make more opportunities than he finds. The relationship between graduates' resources and skills and job search outcomes

Mazzetti Greta, Guglielmi Dina, Chiesa Rita, Mariani Marco G., Van der Heijden Beatrice I.J.M.

Effects of career development practices on employability, commitment, and intentions to quit: It depends on perceptions of fit

Rodrigues Ricardo A., Butler Christina L., da Motta Veiga Serge P.

8.00-9.15 – ISTANBUL

631 SYMPOSIUM - Workplace Procrastination: Antecedent and Consequences of Self-regulation Failure at Work

Chairs: Prem Roman, Scheel Tabea

Discussant: Ohly Sandra

Effects of Job Characteristics and Social Support on Procrastination at Work: Can Self-Compassion Buffer Missing Job Resources?

Scheel Tabea, Fraas Wieland, Prem Roman

Can Motivation and Organizational Commitment Influence Workplace Procrastination? A Mediation Study

Metin Baran, Kose Asli Goncu

What Prevents Procrastination? Time Pressure and Positive Emotions as Alternative Pathways to Action

Kühnel Jana, Bledow Ronald

Vicious Circles of Procrastination? How Workplace Procrastination Is Related from One Day to the next

Prem Roman, Igic Ivana, Korunka Christian, Scheel Tabea

Effects of Co-Worker Procrastination

van Eerde Wendelien, Sirois Fuschia

8.00-9.15 – ROMA

1328 SYMPOSIUM - Novel perspectives on crafting

Chairs: Mäkikangas Anne, Tims Maria

To craft a job, but in what way? Comparison of the existing job crafting scales

Mäkikangas Anne

Creating A Creative State of Mind: The Link Between Daily Proactive Vitality Management, Mindfulness, and Creativity

Op den Kamp Emma M., Tims Maria, Bakker Arnold B., Demerouti Evangelia

Supervisors' reactions to contraction job crafting: The role of political skill

Fong Christine Y.M., Tims Maria, Khapova Svetlana N.

Boundary crafting: A new scale and its relations with health parameters

Kerksieck Philipp, Brauchli Rebecca, Bauer Georg F.

From job crafting to career crafting

Tims Maria, Akkermans Jos

8.00-9.30 – FOYER NORD

172 PANEL - Emotional Labor: Debating Conceptual Boundaries

Facilitator: Grandey Alicia

Panelists: Hulsheger Ute, Niven Karen, Ozcelik Hakan, Rafaeli Anat, Semmer Norbert, Trougakos John

8.15-9.15 – LISBONA

898 SYMPOSIUM - Empowering managerial practices and their links with psychological health and performance

Chair: Jeoffrion Christine

How does “empowering leadership” fosters the job and organizational commitment? The mediating role of well-being at work

Caillé Alison, Jeoffrion Christine, Galharret Jean-Michel

The moderating role of employee distress on the empowering leadership – proactive performance relationship

Roberge Vincent, Boudrias Jean-Sebastien

How and when well-being fuels the social-exchange fire of proactivity: A moderated mediation model.

Boudrias Jean-Sébastien, Montani Francesco, Masciotra Viviane

Participation in decision-making and Employees Empowerment: proposal of a tool/guide for manager

Caillé Alison, Jeoffrion Christine

8.15-9.15 – ATENE

419 SYMPOSIUM - A emotional dissonance and work outcomes among nurses: the role of supervisor support and team reflexivity

Chair: Pohl Sabine

Nursing students’ positive and negative emotions in providing personal care to the patient: the role of emotional labor

Dal Santo Letizia, Galletta Maura

Emotional dissonance and caregiver burnout: the moderating role of colleagues and supervisor support

Andela Marie, Truchot Didier

Professional stressors, emotional dissonance and burnout among nurse managers: the moderating effect of team reflexivity

Truchot Didier, Andela Marie, Bestagne Ivanne

Emotional dissonance and work outcomes: The role of supervisor emotional support

Pohl Sabine, Djediat Abdelhamid, Battistelli Adalgisa

8.15-9.30 – DUBLINO

1071 PANEL - Robotization at Work: A curse or a blessing?

Facilitator: Le Blanc Pascale M.

Panelists: Kevin Daniels, Christian Korunka, Magnus Sverke, Hannah Berkers, Sonja Rispens

8.30-9.45 – MADRID

1600 SYMPOSIUM - The work-health balance: a new dimension to analyze the relationship between health and work

Chair: Gagnano Andrea

Discussant: Negrini Alessia

Job retention amongst workers with health challenges. A qualitative study

Gibson Amelia C.

The usefulness of Work-Health Balance in older workers and in workers with long-standing health problem or disability

Miglioretti Massimo, Previtali Federica, Manzi Claudia, Gragnano Andrea

Work-Health Balance among Spanish workers: its mediating role in the Work Ability-Job satisfaction relationship

Topa Gabriela

Work-Health Balance Questionnaire in Mexico: Its pertinence and preliminary results

Novelo-Ramírez Hiram, Méndez-Magaña Ana Cecilia, Herrera-Godina Melva, González-Estévez Guillermo, Gragnano Andrea

Identifying factors promoting work ability among menopausal women. A cross-sectional study

Converso Daniela, Viotti Sara, Guidetti Gloria, Sottimano Ilaria

8.30-9.30 – COPENAGHEN

1115 SYMPOSIUM - Work related stress and suicidal risk in police officers

Chair: Acquadro Maran Daniela

Discussant: Magnavita Nicola, Garbarino Sergio

Suicide in police officers

Nicola Magnavita, Sergio Garbarino

Risk and protective factors in local and national police at the center of emergencies of extremadura

Guerrero-Barona Eloísa

Work related stress and suicidal risk in police officers: are there any gender differences?

Civilotti Cristina

Greek police officers' perceptions, experiences and work related stress: two case studies

Papanikolaou Nikos, Kypriotaki Maria

9.30-10.45 – ISTANBUL

272 SYMPOSIUM - Meeting Demands and Mobilizing Resources at the Workplace: A Question of Age?

Chairs: Cornelia Wieck, Doerwald Friederike

The Generativity Motive at Work: A Resource of Older Workers?

Doerwald Friederike, Zacher Hannes, Van Yperen Nico W., Scheibe Susanne

Those Who Need it the Most get it the Least: Age Specific Reciprocal Effects Between Social Support and Mental Strain

Kröner Friedrich, Müller Andreas

The Perceived Influence of Career Shocks on Ones' Career: a Qualitative Study Among Older Workers

Pak K, Kooij T.A.M, de Lange A.H, Meyers M.C., van Veldhoven M.J.P.M

Work Ability as a Mechanism Between Resources and Performance, Absence, and Attitudes Toward Aging

Cadiz David M., Brady Grant, Truxillo Donald M., Rineer Jennifer R.

When It Hurts, and When It Helps: A Meta-Analysis on Age and Empathy in the Workplace

Wieck Cornelia, Reh Susan, Moghimi Darya, Scheibe Susanne

9.30-10.45 – ROMA

1559 SYMPOSIUM - Job Crafting in Context: Recent Insights from Job Crafting Research.

Chairs: Costantini Arianna, van Gool Piet

Effects of contextual cues in influencing and implementing job crafting intentions

Costantini Arianna

Crafting Creative, and Energizing Interactions: The Role of Network Structure

van Gool Piet, Demerouti Evangelia, Rooks Gerrit, Rozemeijer Frank

Creativity under task conflict: The role of proactively increasing job resources

Paraskevas Petrou, Bakker Arnold B., Bezemer Katinka

Job crafting and emotions

Lichtenthaler Philipp W., Fischbach Andrea

Cognitive Job Crafting: A Weekly Diary Study Exploring the Mechanisms and Boundary Conditions

Yasin Rofcanin Yasin, Las Heras Mireia, Berber Aykut

9.30-10.45 – LISBONA

1664 SYMPOSIUM - Occupational health promotion: leadership and resources.

Chairs: Klug Katharina, Krick Annika

Leadership and employees' health – The role of organizational and occupational commitment

Reiner Annabell, Klebe Laura, Felfe Jörg

Effects of leaders' psychological strain on transformational and abusive leadership behaviour

Klebe Laura, Felfe Jörg, Klug Katharina

Profiles of health-oriented leadership and employee strain

Klug Katharina, Krick Annika, Felfe Jörg

Who benefits from mindfulness? The role of neuroticism for intervention effectiveness on self-care, mindfulness and HRV outcomes among military personnel

Krick Annika, Reiner Annabell, Felfe Jörg

Can Health-oriented Leadership Predict Trajectories of Mental Health as an Indicator of Resilience?

Arnold Miriam, Rigotti Thomas

9.30-11.00 – ATENE

1327 SYMPOSIUM - Multiple effects of resource-oriented interventions at work

Chair: Michel Alexandra

The impact of a relational job crafting intervention on prosocial motivation and behaviours: A randomised controlled trial

O'Shea Deirdre, Molina Agustin, Cullinane Sarah-Jane, Lynch Laura, Rowland Katie, Cooke Claire

Hybrid Crafting Intervention: Effects on Psychological Need Satisfaction, Well-Being and Job Performance

Kosenkranius Merly, de Bloom Jessica, Rink Floor

The effects of a mindful-emotion regulation intervention on daily workload: A cluster RCT design

Molina Augustin, O'Shea Deirdre, Gonzalez-Morales M.Gloria, Michel Alexandra, Hoppe Annekatrin, Steidle Anna

Emotion Savvy: Emotional resources in your smartphone

Leonard C.M., Pogrebtsova E., Cherry K., Lumley M. N., Gonzales-Morales M. G.

Balance your life – effects of a modular online intervention to promote life-balance

Seiferling Nadine, Brandstädter Simone, Reddig Angelika, Sonntag Karlheinz

Increasing Employees' Work-Related Well-Being and Physical Health through a Technology-Based Physical Activity Intervention: A Randomized Intervention-Control Group Study

Lennefer Thomas, Hoppe Annekatrin, Lopper Elisa, Wiedemann Amelie

9.45-11.00 – LONDRA

814 SYMPOSIUM - Employability Across Career Stages and Types III: New frontiers in research on employability in non-standard work types

Chairs: van den Groenendaal Sjanne Marie, Freese Charissa, De Vos Ans

Discussant: Jos Akkermans

The importance of participating in (in)formal professional networks. Consequences for freelancers' employability competencies and career outcomes

Sabet Van Steenberghe, Stuer David, De Vos Ans, Van der Heijden Beatrice

The career development of solo self-employed workers – A qualitative study

Van den Groenendaal Sjanne Marie, Fleisher Chen

The Interplay between Career Attitudes and Organizational Factors for Project Managers' Career Success.

Does Employability make a difference?

Lo Presti Alessandro, Elia Angelo, Concilio Pasquale

The Right Tools for the Job: Device Inequalities in Crowdfunding Careers

Newlands Gemma, Lutz Christoph

From Job Crafting to Building Resilience: A Crowdworkers' Story

Wong Sut I, Fieseler Christian, Kost Dominique

9.45-10.45 – PARIGI

1449 SYMPOSIUM - Development and Change in Personality, Vocational Interests, and Identity at

Work: Exploring the Interplay of Person and Work Criteria

Chair: Woods Stephen

A Demands-Affordance Transactional (DATA) Model of Personality Development at Work

Woods Stephen, Wille Bart, Wu Chiahuei, Lievens Filip, De Fruyt Filip

Do Interests Change over Time?: A 22-Year Longitudinal Study of Stability and Change in Vocational Interests at Work

Wille Bart, Nye Christopher D., De Fruyt Filip

Investigating the time-bound effects of job insecurity on identity in a person-centred approach

Selenko Eva, Mäkikangas Anne, De Witte Hans

New Job, New You: Personality Change in the Workplace Following Job Transition

Collis Hannah, Woods Stephen A.

9.45-11.00 – VIP

177 SYMPOSIUM - Responding to the Unforeseeable: The Effects of Behavioural and Environmental

Factors on Team Adaptation and Performance

Chairs: Georganta Eleni, Pasarakonda Surabhi

Discussant: Travis Maynard

Getting Teams to Recover after a Change in a Task: The Effect of a Concept Mapping Intervention on Shared Cognition, Team Performance and Adaptation

Marques Santos Catarina, Uitdewilligen Sijr, Passos Ana Margarida, Marques-Quinteiro Pedro

Don't Crack Under Pressure: Team Reflexivity as a Means to Enhance Team Functioning in Crisis Situations

Schmutz Jan B.

Rescue Forces in Action: The Impact of Contextual Demands on Team Performance and Team Cohesion

Georganta Eleni, Köhler Clara, Niess Jasmin, Brodbeck Felix

Variabilities in the Operating Room: The Importance of Core Team Members' Coordination Centrality for Surgical Performance

Pasarakonda Surabhi, Schmutz Jan B., Grote Gudela, Bogdanovic Jasmina, Guggenheim Merlin, Manser Tanja

Team Adaption to Multiple Unpredicted Events During the Extrication of Road Accident Victims

Marques-Quinteiro Pedro, Rico Ramón, Marôco João

9.45-11.00 – DUBLINO

734 SYMPOSIUM - Taking a closer look at workplace coaching: Processes, contextual factors, and specific formats

Chair: Kotte Silja

Taking a closer look into coaching: Integrating coaches' and clients' career-relevant variables and microlevel interaction patterns

Jordan Stefanie, Schulte Eva-Maria, Kauffeld Simone

How social identity theory (SIT) furthers understanding of the triangulate coaching relationship: An integrated perspective from the coach, coachee and organisation

Lai Yi-Ling

A theoretical framework of culturally sensitive workplace coaching: The importance of coachee regulatory focus

Delegach Marianna, Bozer Gil

What is team coaching? Conceptualizing the distinctiveness of team coaching

Jones Rebecca J., Napiersky Uwe, Lyubovnikova Joanne

Coaching Entrepreneurs: Characteristics and Functions of Entrepreneurial Coaching throughout the Entrepreneurial Process

Diermann Isabell, Kotte Silja, Rosing Kathrin, Möller Heidi

9.45-10.45 – COPENAGHEN

857 SYMPOSIUM - Employee as Investment in Corporate America

Chairs: Tararukhina Olga, Odiamar Racho Maria, Reimer Daniel

Leverage, Align, Transform, or Design? How to Do Culture Work That Drives Results

Tararukhina Olga

Employee as Investment in Corporate America

Odiamar Racho Maria

Organizational Internalities and Their Impact on Employee Performance, Retention and Engagement

Reimer Daniel

How Leaders Can Use Storytelling to Drive Change

Graham Chad

9.45-11.00 – FOYER NORD

960 PANEL - How to Be a Good Reviewer

Facilitator: Gonzalez-Morales Gloria M.

Panelists: Grote Gudela, Arnold John, Daniels Kevin, Koehler Tine, Allen Joe

10.00-11.15 – MADRID

1625 SYMPOSIUM - Quality of working life in universities: The contribution of WOP psychologists

Chair: Brondino Margherita

Improving work environments in Australian universities

Pignata Silvia

Quality of life at work in academia: preliminary results for the validation of a tool for Italian university

Spagnoli Paola, Brondino Margherita, Bruno Andreina, Depolo Marco, Ingusci Emanuela, Loera Barbara, Pace Francesco

Quality of work life in Czech public universities: Job demands, job resources and occupational well-being

Zábrodská Katerina, Mudrák Jirí, Machovcová Katerina

Drivers of the Matthew effect. Academic work life and excellence in Czech natural/technical sciences

Mudrák Jirí, Zábrodská Katerina, Machovcová Katerina

Research and intervention for the Quality of Working Life at the Politecnico of Turin

Converso Daniela, Loera Barbara, Molinengo Giorgia, Guidetti Gloria, Coscia Cristina, Vigliani Paola

10.30-12.00 – ROOM 500

557 SYMPOSIUM - Symposium Title: Sustainable late careers and retirement transitions for older workers in the 21st century

Chairs: Zaniboni Sara, Truxillo Donald

Discussant: Fraccaroli Franco

How to design jobs in sustainable careers? The combined effects of task significance and job autonomy for employees in their late career

Pfrombeck Julian, Grote Gudela

Maintaining the work ability in older employees with health problems: The impact of the adaptation of job demands and job resources

Weber Jeannette, Angerer Peter, Borchart Daniela, Hasselhorn Hans Martin, Müller Andreas

Opportunity or necessity? Motivations of “third age” entrepreneurs

Shee Brian, McCarthy Jean, Costin Yvonne, Hynes Briga, Heraty Noreen

The impact of work passion on retirement and succession planning of older entrepreneurs

Alterman Valeria, Wang Mo

Organizations can have a word to say in older workers’ retirement preferences: The role of age-diversity practices, work centrality and work engagement

Sousa Inês C., Ramos Sara, Carvalho Helena

Core self-evaluations, older workers, and retirement-related outcomes

Zaniboni Sara, Topa Gabriela

11.00-12.15 – ISTANBUL

1193 SYMPOSIUM - Flexibility at Work: Implications for Individuals, Organizations, and Society

Chairs: Hornung Severin, Höge Thomas

Discussants: Doci Edina, Bal Matthijs

Workplace Flexibility and Employee Well-being. Proposing a Life-Conduct Perspective on Subjectified Work

Höge Thomas

Employment Contract, Job Insecurity, and Employees’ Affective Well-Being: The Role of Self- and Collective Efficacy

Sora Beatriz, Höge Thomas, Caballer Amparo, Peiró Jose M^a

Beyond Job Insecurity: Concept, Dimensions, and Measurement of Precarious Employment

Seubert Christian, Hopfgartner Lisa, Glaser Jürgen

Organizational Tensions, Role Conflicts, and Contradictory Demands in Flexible Work Systems

Glaser Jürgen, Hornung Severin, Höge Thomas

Functional Flexibility from an Employee Perspective: A Tripartite Interaction Model of Work Self-Redesign for Dynamic Organizational Contexts

Hornung Severin, Höge Thomas, Rousseau Denise M.

11.00-12.00 – PARIGI

1004 SYMPOSIUM - Employee Perceptions of Human Resource Management, Employee Well-being and Job Performance

Chairs: van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina

Discussant: van Veldhoven Marc

Employee Perceptions of HR Practices: A Critical Review and Proposed Way Forward

Beijer Susanne, Peccei Riccardo, van Veldhoven Marc, Paauwe Jaap

A Theoretical Rational for Selecting HR Practices for ‘High Performance’, ‘High Commitment’ and ‘High Involvement’ HRM Systems

Gould-Williams Julian Seymour

The effect of perceived HR Practices on Employee Well-being and Performance: investigating HR practice use and effectiveness ratings

van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina

Line Manager HRM Implementation and Employee Wellbeing: The Mediating Role of HRM System Strength

Fu Na, Flood Patrick C., Rousseau Denise M., Morris Tim

11.00-12.15 – ROMA

1358 SYMPOSIUM - Positive resources to face the challenges of current world of work

Chairs: Di Fabio Annamaria, Topa Gabriela Cantisano

Discussant: Depolo Marco

Intrapreneurial Self-Capital Scale in Spain: A key resource for career development

Topa Gabriela, Puigmitja Irene

The contribution of Intrapreneurial Self-Capital in acceptance of change, employability and well-being

Di Fabio Annamaria

The whys and wherefores of going the extra-mile as health workers

Butucescu Andreea, Zanfirescu Serban, Iliescu Dragos

Feeling balanced and satisfied in dual-income couples between crossover and spillover effects

Lo Presti Alessandro, Molino Monica, Emanuel Federica, Landolfi Alfonso, Ghislieri Chiara

Boundaryless career orientation and career competencies as strategic resources to tackle job insecurity

Mazzetti Greta, Deros Eva, Guglielmi Dina, Depolo Marco

11.00-12.15 – LISBONA

479 SYMPOSIUM - It is not all about the leader! Leadership as a social process and the relevance of context

Chairs: Hernandez Bark Alina S., Junker Nina M.

Hierarchy matters: Leaders' hierarchical level, their working conditions and health

Pundt Franziska, Thompson Birgit

Ethical leaders, stress-free employees: the mediating role of meaningful work

van Gils Suzanne

The benefits of leader-member exchange for leaders' work-related well-being: A matter of time

Richter Stefanie, Volmer Judith

Leadership for grown-ups: About the usefulness of a self-leadership-culture in the digital age

Bracht Eva, van Dick Rolf, Junker Nina M.

Co-creating leadership? A qualitative study of the dynamic relational processes in teams

Nieberle Karolina, Braun Susanne, Frey Dieter

11.00-12.00 – COPENAGHEN

1852 SYMPOSIUM - Non-work factors, work stress and burnout: implications for well-being

Chair: Greenglass Esther

Discussant: Peiró Jose M.

Balancing work-based information and communication technology use at home: The Good, the bad, and the ugly?

Day Arla, Tonet Jillian

Sandwich Generation Caregivers and Depression: The Moderating Role of Organizational Support

Toker Sharon, Armon Galit

Limits of the Superficial Overlap of Burnout and Depression

Leiter Michael P.

Job insecurity and economic hardship: Predictors of stress in an employed Greek sample

Greenglass Esther, Stamatios Antoniou Alexander

11.15-12.45 – LONDRA

737 SYMPOSIUM - Employability across career stages and types I: New frontiers in sustainable employability research

Chairs: Fleuren Bram, Semeijn Judith

We need to slow down: A two-wave observational study on the predictors of healthcare employees' sustainable employability

Fleuren Bram, Zijlstra Fred, de Grip Andries, Kant IJmert

Workplace age-related discrimination from a grounded theory approach

Wooning Marianne, Peeters Ellen, Semeijn Judith, Caniels Marjolein

Age and perceived employability as moderators of job insecurity and job satisfaction.

Yeves Jesús, Bargsted Mariana, Cortés Lorna, Merino Cristóbal, Cavada Gabriela

Sustainable leadership: managing paradoxes in developing sustainable employability

Kooistra Daniel, De Hauw Sara, Semeijn Judith, Van der Heijden Beatrice

Training self-leadership as a way to sustain employability of healthcare professionals

van Dorssen-Boog Pauline, Pak Karen, van Vuuren Tinka, de Lange Annet

Expired workers or family right hand: employment barriers of the elderly unemployed

Zaharie Monica, Osoian Codruța

11.15-12.30 – ATENE

533 SYMPOSIUM - Be prepared! Facilitating transitions from education to work

Chair: Hofer Annabelle

Discussant: Jos Akkermans

Development of the Career Resources Questionnaire – Adolescent Version (CRQ-A)

Marciniak Julian, Johnston Claire S., Hänggli Madeleine, Hirschi Andreas

School-to-work transition: Examining the effect of internships on students' goal orientation

Vermeire Eva, Grosemans Ilke, De Cuyper Nele, Kyndt Eva

The use of an online developmental network diagnostic tool in facilitating students' transition from university to work

Emmanuel Myrtle

Trainings for psychology students - fostering self-efficacy and job anxiety

Peiffer Henrike, Ellwart Thomas, Preckel Franzis

The relationship between education-job fit and work-related learning of recent graduates: Capitalising on a head start or filling a gap?

Grosemans Ilke, Vangrieken Katrien, Coertjens Liesje, Kyndt Eva

11.15-12.15 – DUBLINO

917 SYMPOSIUM - Current trends in creativity research

Chair: Petrou Paraskevas

Discussant: Roni Reiter-Palm

Providing structure to facilitate creativity

Roskes Marieke

Daily affective experiences and daily creativity: The moderating role of age

Volmer Judith, Richter Stefanie, Syrek Christine

The creative rebel: A weekly survey study among employees

Paraskevas Petrou, van der Linden Dimitri, Charalampos Mainemelis, Salcescu Oana Catalina

Dual Ethical-Creative Goals and Outcomes

Toader Andra F.

11.15-12.15 – FOYER NORD

1650 PANEL - A New Reality: Gamification and AI in Hiring

Facilitator: Eric Sydell

Panelists: Tanya Delany, Ioannis Nikolaou, Lara Montefiori

ORAL SESSIONS

8.00-9.45 – VARSAVIA

ORAL_96 LEADERSHIP & FOLLOWERSHIP

Chair: Barattucci Massimiliano

279 Is Social Media Disrupting Leadership?

Holton Viki, Hind Professor Patricia

1082 Leader-member exchange (LMX) differentiation: A systematic literature review

Michailow Michail, Martin Robin, Hughes David J.

1458 Face Similarity Discovery Task: a tool for improving leaders' expectations and collaborators' performance

Pietroni Davide, Verdi Hughes Sibylla

1496 Leadership Identity: Exploring Its Definition and Development Using Repertory Grid Technique

Grajfoner Dasha, Jankowicz Devi

398 Cognition and Affect as Antecedents of Shared Leadership

Tillmann Sebastian, Boerner Sabine

1790 A Comparison of Three Important Job Attitudes across Followership Styles

Amanolla Nejad Mojtaba, Charkhabi Morteza

1636 Cultural robustness of distributed leadership agency and its relationships with empowering leadership, self-efficacy and innovative behavior

Jønsson Thomas, Barattucci Massimiliano, Bufalino Giambattista

8.00-9.15 – VIENNA

ORAL_100 MISCELLANY - RESEARCH PRACTICE

Chair: Galarza Laura

871 Choosing personality assessments for employee development: should practitioners forget (almost) everything they've been told?

Hackston John, Moyle Penny

1220 Putting neoliberalism to the test: Public debates over sick leave policies in Sweden

Nyberg Daniel

334 "To work, or not to work, that is the question" – Recent trends and avenues for research on attendance behavior

Ruhle Sascha A., Breitsohl Heiko, Aboagye Emmanuel, Baba Vishwanath, Biron Caroline, Correia Leal Ana Catarina, Dietz Carolin, Ferreira Aristides, Gerich Joachim, Johns Gary, Karanika-Murray Maria, Lohaus Daniela, Løkke Ann-Kristina, Lopes Sara L., Martinez Luis F., Miraglia Mariella, Muschalla Beate, Poethke Ute, Sarwat Nosheen, Schade Hanna, Steidelmüller Corinna, Vinberg Stig, Whysall Zara, Yang Tianan

576 Institutionalized? A Modest Proposal for Changing how Research in Work and Organizational Psychology is Published

van Dijk Hans, van Zelst Marino

1483 Post-Disaster Human Resource Practices in Organizations: Lessons learned from Hurricane Maria

Galarza Laura, Matos Anthony, Sotomayor Gabriela, Silva Karina, Rodriguez Deliz, Cuebas Kermeth, Guadalupe Alejandra, Feliciano Carla, Marty Rene, Mendez Orlando, Barreto Esteban, Trinidad Deborah

8.00-10.00 – FOYER 500

ORAL_102 RESILIENCE

Chair: Letizia Palazzeschi

1076 The Role of the Boundary Objects in Negotiating New Migrant Career Pathways

Voloshyna Viktoriya, Zikic Jelena, Mansoori Soodabeh

1185 Investigating the Association between Stress and Psychological Resilience in the Workplace: A Longitudinal Study

Ollis Lucie, Cropley Mark, Plans David

1544 Resilience, stress appraisals and the influence of past sporting experiences on future workplaces success

Bryan Christopher, O'Shea Deirdreeirdre, MacIntyre Tadhg

969 Leadership behaviours and employee resilience in the public sector: What works and what doesn't

Franken Esme, Plimmer Dr Geoff, Malinen Dr Sanna, Bryson A/Prof Jane

161 Employees' psychopathy and counterproductive work behavior –The differential impact of individual resilience

Schilbach Miriam, Baethge Anja, Rigotti Thomas

525 Workplace team resilience: A systematic review and conceptual development

Hartwig Angelique, Clarke Sharon, Johnson Sheena

1549 The regulation of resilience at work: growth curve models of resilience during major and on-going life events

Bryan Christopher, O'Shea Deirdreeirdre, MacIntyre Tadhg

1272 Intrapreneurial Self-Capital: new strength for resiliency of workers in the current world of work

Palazzeschi Letizia, Di Fabio Annamaria

8.00-9,30 – MEZZANINO

ORAL_104 ECONOMIC PSYCHOLOGY & CONSUMER BEHAVIOR

Chair: Martinez Luisa

1300 Retaliation in Ultimatum Game

Merlone Ugo, Dal Forno Arianna

592 Working it out together: A qualitative study of vacation related decision-making in couples.

Koval Olena, Hansen Håvard

1163 The effectiveness of sales promotion techniques on the Millennial consumers' buying behavior

Martinez Luis, Antunes Inês

1454 Complementary colors and consumer behavior: Emotional affect, attitude, and purchase intention in the context of Web banner advertisements

Martinez Luisa, White Allison, Martinez Luis

803 Economy for the Common Good: a documentary analysis of the common good reports

Alves Pereira Susana, Rebelo dos Santos Nuno, Pais Leonor, Zappalà Salvatore

1455 White lie or true blue: Consumers' packaging choices depend on color of retail environment

Martinez Luisa, Rando Belén, Agante Luisa, Abreu Ana

8.00-9.30 – NH PRESSE

ORAL_109 NEW TECHNOLOGY

Chair: Vos Menno

1059 My workmate the robot: A meta-analysis on Human-Robot Interaction at the workplace

Ötting Sonja Kristine, Masjutin Lisa, Maier Günter W.

1136 Robots at work: How human-robot interaction changes work design

Goštautaite Bernadeta, Liuberte Irina, Bucioniene Ilona, Stankeviciute Živile, Staniškiene Egle, Reay Trish, Moniz Antonio

1725 Robot as workmates: are we ready? A systematic literature review on robot acceptance in the work environment

Orso Valeria, Pittaro Eva, Gamberini Luciano

1737 It's All in Your Hand(phone)s: The Effects of Individual Perception of Job Connectedness on Well-Being

Rajah Rashimah

612 Impact of Digitization on Job Satisfaction, Stress and Organizational Commitment in Service Companies

Hummert Henning, Traum Anne, Goers Philipp K., Nerdinger Friedemann W.

1415 Future of work: Employers' expectations about tech professionals' knowledge, skills and attitudes in the 21th century

Vos Menno, Corporaal Stephan, Peters Sjoerd

8.00-9.00 – PARIGI

ORAL_98 STRESS MANAGEMENT

Chair: Lindfors Petra

101 Alternative coping with time and performance pressure and its key facilitators

Schulz-Dadaczynski Anika

1604 Gamifying „Mindful Minutes“ – A Gamified Two-Week Online Intervention to Foster Mindfulness and Counter Stress

Groening Christopher, Binnewies Carmen

98 Supporting mental health in the workplace via personalised digital interventions: A large scale randomised control trial

Hemmings Nicola, Weber Dr. Silvana, Lorenz Christopher

1061 Online stress management training: A randomized controlled pilot study of working women and men

Lindfors Petra, Johansson Caroline, Blom Victoria

8.15-9.15 – BRUXELLES

ORAL_92 INTERVENTIONS

Chair: Amutio Alberto

311 Employee Outcomes of Adapting a Supervisor Intervention for the United States Forest Service

Hammer Leslie, Perry MacKenna, Brown Derek

551 The Effects of Internet-Based Cognitive Interventions on Employees

Well-Being Lin Mei-Hua, Viswanathan Priyanka

315 Increasing Psychological Capital: A meta-analysis of randomized controlled studies

Lupsa Daria, Vîrga Delia, Maricuțoiu Laurențiu, Rusu Andrei

1215 Application of a mindfulness program among healthcare professionals in an intensive Care Unit: Effect on burnout, empathy and self-compassion

Amutio Alberto, Rosa María Gracia

8.15-10.00 – PRAGA

ORAL_94 COUNTERPRODUCTIVE BEHAVIOR

Chair: Fida Roberta

627 Does routine work lead to CWB? Moderating role of boredom proneness.

Czarnota-Bojarska Joanna

421 When norms collide: The conflicting roles of group norms and organizational identification in the explanation of discretionary behavior

Götz Martin, O'Boyle Ernest H.

442 When gender and emotional intelligence matters: Incivility in the workplace

Carmona-Cobo Isabel, Lopez-Zafra Esther

462 Optimal distinctiveness at the workplace: How the desire to be similar or unique affects workplace behaviour

Stadler Tobias, Selenko Eva, Patterson Malcolm

1128 Transcending depletion explanations at work: Daily self-control effort mediates the relationship of self-control motivation on daily CWB-O

Wehrt Wilken, Casper Anne, Sonnentag Sabine

520 The relationship between conflicts and workplace bullying in Portuguese's Higher Education

Verdasca Ana

817 The interplay between moral self-efficacy and moral disengagement in understanding counterproductive work behaviour

Fida Roberta, Paciello Marinella, Tramontano Carlo

8.15-9.30 – VIP

ORAL_99 SELECTION METHOD

Chair: Wolf Jasper

1703 Measuring Disengagement in a Game-based Assessment

Boardman Emily, Williams Huw, Montefiori Lara

1705 Tapping into personality: enhancing individual differences in game-based assessments

Williams Huw, Boardman Emily, Montefiori Lara

1714 Stereotype threat and cognitive performance: a comparison between game-based and traditional cognitive assessments.

Close Liam, Montefiori Lara

1711 The criterion-related validity of a Game-based Assessment

Close Liam, Montefiori Lara

1709 Adverse Impact in Game-Based Assessment

Wolf Jasper, Montefiori Lara

8.15-10.00 – NH FONDERIA

ORAL_107 LEADERSHIP ANTECEDENTS

Chair: Diedericks Elsabé

26 Findings from the Dark Side - Development of a Measure to Distinct Non-Constructive Levels of Narcissism with Job Applicants

Nederström Mikael, Rintala-Rasmus Anita

175 Updating Leader-Member Exchange theory: The status of leaders and followers as determinants of their relationship

van Es Roeliene, Levecque Katia, Anseel Frederik

365 The intersection of Abusive Supervision and LMX: An analysis of attitudinal, emotional and behavioral outcomes

Gencay Oguz, Kabasakal Hayat

680 Emotional Leadership in Relation to Work Engagement and Perceived Stress

Dåderman Anna M., Hallberg Angela, Skog Sandra, Kajonius Petri J.

796 Relationship between workaholism and occupational burnout: the moderating effect of perceived ethical leadership style

Morkeviciute Modesta, Endriulaitiene Aukse

1141 A behavioral perspective on dynamic capabilities: predictors and outcomes of leader's sensing, seizing and transforming behaviors.

De Stobbeleir Katleen, Desmet Lien, Peeters Carine

1567 The role of trust in job satisfaction and work engagement among South African bank employees

Diedericks Elsabé, Sibamba Vuyani

8.15-10.00 – NH COLLAUDO

ORAL_111 LEADERSHIP & MANAGEMENT

Chair: Zaar Sonja

39 Leaders' impact on employee absenteeism: A systematic literature review

Løkke Ann-Kristina

636 Supervisory Coaching and Performance Feedback as Mediators of the Relationships between Leadership Styles, Work Engagement, and Turnover Intention

Lee Michelle Chin Chin, Idris Mohd Awang, Tuckey Michelle

1265 Comparison of transformational and positive leadership styles

Pubalova Katerina, Gaskova Jana

79 The Role of Interpersonal Accuracy for Adaptive Leadership in Women and Men

Palese Tristan, Schmid Mast Marianne, Bachmann Manuel

1336 Exploring Organizational Politics and Leaders' Political Behaviour in the Broader Political Context of Government Organizations

Vinarski Peretz Hedva, Kidron Aviv

516 Ethical but unfair – The moderating effect of uncertainty on subordinates' reactions toward transgressive behaviour by ethical leaders

Lang Sarah, Müller Patrick

644 Learning for leadership: key learning experiences for student leadership identity development

Zaar Sonja, Van den Bossche Piet, Gijsselaers Wim

9.30-11.30 – BRUXELLES

ORAL_93 LEADERSHIP DEVELOPMENT

Chair: Ainsworth Judith

934 The impact of leadership on performance: The case of National Hockey League captains

Saffie Robertson Maria Carolina, Fiset John

263 Does Leader-Follower similarity really matter? A study on Leader-Follower Proactive Behavior Congruence and its impact on Trust, Affect and Employee Silence

Grazi Adele, Buckley Finian

724 Can leadership be trained? An investigation of advantages and disadvantages of leadership development program

Bertola Lara, Calaon Ivano, Colombo Lara

1333 A Talent Development Centre as a hybrid Succession Planning and Leadership Development Methodology

Stander Marius, Stander Ederick

1769 Leader Empowerment Behavior and Job Attitudes: Testing the Mediating Role of Psychological Empowerment

Hosseini Koukamari Parisa, Charkhabi Morteza

665 Theoretical and Practical Perspectives on Digital Leadership Development

Holten Ann-Louise, Bøllingtoft Anne, Stein Mari-Klara

843 Dilemma Competency – Coping by Taking Responsibility

Born Marieke, Drews Antonia, Bossmann Ulrike, Zwack Julika, Schweitzer Jochen

811 Developing leadership competence: A longitudinal study of individual- and team-level characteristics

Ainsworth Judith, Chaudhry Anjali

9.30-11.45 – VIENNA

ORAL_101 MISCELLANY

Chair: Carollo Luca

1504 Managing knowledge in organizations: A Nonaka's SECI model operativization

Farnese Maria Luisa, Chirumbolo Antonio, Barbieri Barbara

1848 Using job analysis for workplace inclusion: Application of the Job Access Mobile App for accommodation of employees in small businesses

Kocum Lucie, Robinson Lynne, Shabnam Sara

678 Barriers to growth in Dutch social enterprises

Drupsteen-Sint Linda, de Bell Leendert, Berghuis Ebel

1651 Spanish validation and adaptation of the Internal Corporate Social Responsibility Questionnaire

Ávila Diego, Bayona Jaime

726 The Personality Traits of Service Employees and Customer Aggression: The mediating Role of Customer Orientation

Coelho Filipe, Fontes_da_Costa João

271 Patient-physician Relationship Quality and Quality of Life: The moderating role of Trust

Fontes_da_Costa João, Oliveira Teresa

1118 Professional identity and strategic industry change: collective identity restructuring

Baert Caroline, De Stobbeleir Katleen

924 The Impact of Employee Support on Employee Absenteeism: The Moderating Effect of Patient Mistreatment

Zettna Nate, Nguyen Helena, Johnson Anya, Wang Karyn

878 The role of organizational practices in dirtying an occupation: a case study in an Italian bank

Carollo Luca, Silvia Gilardiilvia

9.45-10.30 – MEZZANINO

ORAL_105 ORGANIZATIONAL STRUCTURE

Chair: Berthelsen Hanne

258 Facilitating the motivational climate: The roles of LMX and leader political skill

Buch Robert, Nerstad Christina G. L., Kopperud Karoline H.

330 Organizational-Level Consequences of Flexplace Work: The Crucial Role of Trust Climate for Employees' Affect and Organizational Performance

Huettermann Hendrik, Oppel Eva-Maria, Bruch Heike

1146 Construct validity of a global scale for social capital based on COPSOQ III

Berthelsen Hanne, Westerlund Hugo, Jan Hyld Pejtersen, Emina Hadzibajramovic

9.45-11.45 – NH PRESSE

ORAL_110 WORK FAMILY BALANCE

Chair: Pluut Helen

599 Study-Sport Enrichment in Student-Athletes: From Study Crafting to Sport Performance

Postema Anniek, Bakker Arnold B., van Mierlo Heleen

56 Individual Perceptions of Boundary Control Mitigate the Effect of (in)Congruence Between Workers' Preferred Work/Non-Work Boundaries and their Enacted Boundary Management on Work-Life Conflict

Mellner Christin, Peters Pascale, Toivanen Susanna

554 Leadership Styles, Work-Family Enrichment and Work-Life Balance: A Mediation Study and Dominance Analysis

Haar Jarrad, Schmitz Anja

642 Exploring the indirect effect of subjective career success in the relationship between work-family enrichment and positive work-related outcomes.

Koekemoer Eileen, Olckers Chantall, Nel cherise

1809 Why does it matter to build family supportive organizations : Exploring hard and soft outcomes

Botelho Carlos

628 A Systematic Literature Review on Support Mechanisms for Work-Life Balance

Fan Yuyang, Potocnik Kristina, Chaudhry Sara

1173 Customized availability – User requirements to a smart assistant for work-related availability management

Staab Katharina, Saternus Zofia, Stock Ruth Maria

595 How social stressors at work influence marital behaviors at home: An interpersonal model of work-family spillover

Pluut Helen, Ilies Remus, Liang Alyssa

10.00-12.00 – VARSAVIA

ORAL_97 LEADERSHIP & FOLLOWERSHIP

Chair: Machovcová Katerina

1658 Following Bad Leaders: The Role of Leader Legitimacy in Transgressive Leadership

Marques Andre, Pinto Isabel, Leite Ana, Randsley de Moura Georgina, van Prooijen Jan-Willem, Marques Jose

236 Attachment, performance and wellbeing: The mediating effect of leader-member exchange

Ren Queyu, Topakas Anna, Patterson Malcolm

111 Employee Resilience: The interplay of SLMX and ELMX in Conjunction with Followers Narcissism

Caniels Marjolein, Hatak Isabella

202 Revitalization and Resurrection: Leadership in the Dying Church

Fisk Glenda, Hammond Michelle

251 Leader's motivation-based identity and its associations to subordinates' satisfaction with leadership and quality of LMX relationship

Auvinen Elina, Tsupari Heidi, Huhtala Mari, Feldt Taru

381 Do performance-oriented servant leaders exist? A latent profile analysis of servant and authoritarian leadership

ZHENG XIAOTONG, Zheng Yuyan, Graham Les

899 To Lead is Not to Worry? Leaders' Worries about Leadership Patterns and Employees' Leadership Evaluations

Tsupari Heidi, Auvinen Elina, Huhtala Mari, Feldt Taru

1042 Do academics refuse to be followers?

Machovcová Katerina, Mudrák Jirí, Zábrodská Katerina

10.15-11.30 – PRAGA

ORAL_95 ORGANIZATIONAL JUSTICE

Chair: Eib Constanze

148 Effect of Overall Organizational Justice Perceptions on Employee Voice Behaviour

Shah Shreya, Purang Dr. Pooja

638 How is low interpersonal justice related to organizational turnover over time? Results from a longitudinal cohort study

Leineweber Constanze, Peristera Paraskevi, Bernhard-Oettel Claudia, Eib Constanze

212 Organizational Justice: An experimental investigation of interpersonal antecedents using the HEXACO-model

Hossiep C. Richard, Weiler Stephanie, Baumeister Viktoria, Schewe Gerhard

1448 What shapes the voice of unethical behaviour among police officers? Insights from a UK Professional Standards Department.

Shiels Aoife

300 Time to leave? Organizational justice as predictor of early or late retirement

Eib Constanze, Bernhard-Oettel Claudia, Leineweber Constanze, Peristera Paraskevi

10.15-11.30 – FOYER 500

ORAL_103 REWARD SYSTEM

Chair: Sverke Magnus

1583 The role of monetary rewards in the turnover intention of employees in the utility industry in South Africa

Diedericks Elsabé, Hennicks Eugeny

1312 Who needs Pay-for-Performance? Attributions from Primary Health Care Staff

Neves da Silva Maria do Carmo, Oliveira Teresa Carla, Ferreira Pedro Lopes

562 Pay justice attention! A systematic literature review of antecedents and consequences of pay justice

Falkenberg Helena, Hellgren Johnny, Malmrud Sofia, Nordgren Selar Alexander, Sverke Magnus

894 Challenges for pay-setting managers: A thematic analysis

Malmrud Sofia, Falkenberg Helena, Hellgren Johnny, Sverke Magnus

1756 Employees' experiences of pay-related justice and supervisors' enacted justice: Implications of perceptual congruence for work-related attitudes and behavior

Sverke Magnus, Malmrud Sofia, Eib Constanze, Falkenberg Helena, Hellgren Johnny

10.15-12.15 – NH FONDERIA

ORAL_108 LEADERSHIP ANTECEDENTS

Chair: Morf Manuela

1785 The importance of LMX leadership in predicting positive and negative organizational outcomes: The mediating effect of job-related emotions

Matthiesen Stig Berge, Bobbio Andrea

142 Leader unethical behaviour depends on the degree of power and Machiavellianism

Khademi Mahshid, Schmid Mast Marianne, Zehnder Christian

380 The effects of abusive supervision and exploitative leadership on communication practices in teams, positive/negative affect and individual job performance

Klaic Anamarija, Jonas Klaus

681 Destructive leadership in crisis management

Fors Brandebo Maria

1381 The influence of leaders' personality, gender, and seniority level on Social Dominance Orientation

Anastasatou Olga, Grajfoner Dasha

1284 Leading beyond borders: A study on the moderating influence of shared leadership on the open innovation process as perceived by employees

Edelbroek Robin, Blomme Rob, Peters Pascale

33 Investigating leader caregiving through the lens of attachment: A moderated mediation analysis

Thompson Per-Magnus Moe, Fosse Thomas Hol, Skouverøe Joachim Berntsen

254 Transformational leadership: A weekly diary study on the role of human resource practices, job resources, and prosocial motivation

Morf Manuela, Bakker Arnold B.

10.15-11.45 – NH COLLAUDO

ORAL_112 LEADERSHIP & MANAGEMENT

Chair: Nohe Christoph

759 Predictive Validities of Personality Facets for Leadership Across Leadership Levels

Qu Jiayin, Page Ronald

1804 European leadership model: myth, reality or necessity

Zankovsky Anatoly

1274 Workplace Relational Civility and Human Capital Sustainability Leadership

Palazzeschii Letizia, Pesce Eleonora, Di Fabio Annamaria

1289 Transformational Leadership and Innovation: The Moderating Role of Involvement in Organizational Culture

Petiz Lousã Eva

1292 Exploring the relationships between transformational leadership, cultural consistency and innovation

Petiz Lousã Eva

1357 Construct proliferation among negative leadership constructs: Assessing the discriminant validity of conceptually related constructs

Nohe Christoph, Vieten Laura, Hertel Guido

10.45-11.30 – MEZZANINO

ORAL_106 LEADERSHIP & FOLLOWERSHIP

Chair: Kuonath Angela

1723 "I that is we, we that is I": The mediating role of work engagement between key leadership behaviors and volunteer satisfaction

Dal Corso Laura, Carluccio Francesca, Girardi Damiano, Benevene Paula, Vecina Maria Luisa, West Michael

1845 The Role of the founder in family business

Dinis Liliana, Neves Pedro

1530 The Crossover of Positive Affect between Leader and Follower: A Longitudinal Perspective

Kuonath Angela, Pachler Daniela, Kühnel Jana, Frey Dieter

INTERACTIVE POSTERS

11.15-12.30 – VIP

INTERACTIVE POSTER_5*

**Posters are also shown in the Corridor Vetrata Nizza in the poster session from 9.00 to 12.00.*

399 Dark triad personality and leadership: if it could be a right match for greater good?

Stelmokiene Aurelija, Vadvilavicius Tadas

549 Moving Beyond the Brag Sheet: Predicting Student Outcomes with Biodata Measures

Zhang Charlene, Kuncel Nathan

561 The Dark Triad of Personality: Construct validation of a structured interview to measure narcissism, Machiavellianism and subclinical psychopathy

Elbers Alina, Keil Moritz, Externbrink Kai

700 Gender, Hierarchies and Leadership – Organizational Structures Preference of Female Employees

Schlamp Sofia, Ronay Richard, Van Vugt Mark

740 What happens to the thwarted and worried leader? A goal blockage – irritation model of abusive supervision

Bilgin Begum, Aycan Zeynep

819 Perception matters - Linking perceived team diversity and team performance

Rössig Sarah-Alena

849 Exploring Virtual Teamwork: The impact of team specialization and psychological safety on team-related outcomes

Nett Nicole, Berahmandi Pegah, Quintero Natalie, Kaur Rupinder, Hale Wesley, Sanchez Diana

1099 Utilizing Agent Based Modeling in Team Research: Simulating Team Mental Models of Expertise Location

Ulfert Anna-Sophie, Reuter Lukas, Antoni Conny, Berndt Jan Ole, Timm Ingo J., Ellwart Thomas

1293 Psychiatric symptoms and entrepreneurial intention: the role of behavioral activation system

Leung Yik Kiu, Bernoster Indy, Franken Ingmar H. A., Thurik Roy

1319 Furthering sustainable consumption behavior of smartphones: the effect of photographic material and message framing

Kempen Regina, Betzler Shirin, Haense Luca, Klanke Christopher

1353 Investigation of humour and collective creativity in public communication

Coman Andra, Fodor Oana Catalina, Curseu Petru Lucian, Flestea Alina Maria

1840 Testing Simple De-Biasing Strategies to Enhance Deliberate Thinking in the Cognitive Reflection Test

Stephan Birgit M., Olbrich Maximilian, Hudecek Matthias F. C.

POSTER SESSION

POSTER SESSION_5

9.00 – 12.00

CORRIDOR VETRATA NIZZA

21 The Theory and Measurement of Core Self-Evaluations: A Reliability Generalization Analysis

Ock Jisoo, McAbee Samuel, Ercan Seydahmet, Xiao Ting (Amy), Oswald Frederick

141 From Hierarchical to Egalitarian: The Effect of Task Interdependence on Emerging Hierarchy Steepness and Group Performance

Khademi Mahshid, Schmid Mast Marianne, Frauendorfer Denise

170 Psychological contract differences between Chinese and Belgian employees

Du Jiahong, Vantilborgh Tim

184 Do positive approach and achievement emotions have the same impact on the intention to act and on the behavioural integration of feedback?

Normandin Amy-Lee, Trudeau Simon, Boudrias Jean- Sébastien

190 Common Method Bias: Time to Think of Abandoning the Myth?

Bozionelos Nikos

240 Management's perception of teleworking

Ferreira de Miranda Lisa, da Silva Abbad Gardênia, Legentil Ferreira Faria Juliana, Pereira Damascena Matheus, Feital Nunes Caroline

241 The Impasse of Human-Algorithm Decision-Making: A Review and A Way Forward

Burton Jason, Stein Mari-Klara, Jensen Tina Blegind

244 Typology of Internet's professional use in and outside work: consequences on work engagement, the relationship to the Internet and work-home interface

Vayre Emilie, Vonthron Anne-Marie

351 Cultural Intelligence in Teams: How does it impact team performance?

Georganta Eleni, Zhou Lei, Brodbeck Felix

411 Displaying Vulnerability in the Workplace

van Bunderen Lianne, den Hartog Deanne

485 The modelling of action knowledge from fragmented and heterogeneous raw data by incremental refinement in a deductive database system

von der Weth Rüdiger, Seipel Dietmar, Nogatz Falco, Wieczorek Katrin, Werner Alexander, Wortha Franz

511 Revisiting the Genetic Correlation of Job Satisfaction and Personality

Hess Riley, Carter Nathan

553 Trust and Distrust: Outcomes and Trust Repair Effort across Relational Contexts

Lin Mei-Hua, Lee Michelle, Cheng Danielle, Soh Mei Ling, Ho Yi Ming

622 Biased information acquisition after group discussions

Mojzisch Andreas, Schulz-Hardt Stefan

651 Gender Roles and Perceptions of Leadership in a Virtual Reality Environment

Kaur Rupinder, Sanchez Diana R.

706 Is workplace fun really fun for everyone?: an appraisal and self-determination perspective

Boekhorst Janet A., Good Jessica

748 Commercial organization staff's customer orientation and its relation with characteristics of organization

Karamushka Lyudmila, Lolenko Kateryna, Goncharenko Yaroslava

751 The cost of emotional labor

Agoues-Richard Camille, Bentein Kathleen

760 The Use of Digital Communication Media in Cross-Border Knowledge Transfer Processes: A Competitive Advantage for Multinational Companies?

Iserhot Jana, Deller Jürgen

780 Specifics of Generation Z entry into the Czech labor market

Horáková Eva

850 Entrepreneurial demands and affect oscillation: the moderator effect of empowering leadership

Andrade Sara, Tavares Susana M.

851 The impact of creativity at work on work-non work enrichment: the mediating role of meaningfulness at work

Sousa Catarina, Tavares Susana M.

866 Re-Instantiating Absenteeism through Organisational Context

Basini Serge, Garavan Thomas, Cross Christine

895 Age, Health and Wellbeing: Professional Drivers

Johnson Sheena, Holdsworth Lynn, Beers Helen, Day Nina

907 The effect of haptic gloves with force feedback on the learning of an assembly task in virtual reality: An experimental study

Bohné Thomas, Braun Lucas, Güererk Özgür, Heine Ina, Minshall Tim, Schmitt Robert

926 Individual characteristics and creativity across domains.

Hein Michael, Class Katelyn, Magne Cyrille, Schmidt Greg, Baber Garrett

953 Supportive Organizational Context for Teams: A Study of Construct Validity

Francoeur-Marquis Camille, Aubé Caroline

968 A Systematic Review on Flexibility in the Workplace and Older Workers

Abdulgader Adnan, Pietrantonio Luca

980 Emotions Naturally and Laboriously Expressed: Antecedents, Consequences, and the Role of Valence

Scott Brent, Lennard Anna, Johnson Russell, Rebecca Mitchell, Dunn Jennifer

1032 The role of emotion regulation strategies for the detachment from work/affective rumination – exhaustion relationships

Geisler Martin, Buratti Sandra, Allwood Carl Martin

1051 Off-The-Shelf Games and Multiple-Choice Assessments: A Multi-Study Comparison

Hale Wesley, Sanchez Diana, Waters Lafayette, Wu Kevin

1070 Keep a cool head and a warm heart: the moderating role of leader gender and emotional labor strategy in follower reaction to leader emotion expression

Raymondie Romain, Steiner Dirk

1087 The Impact of Daily Emotional Labor on Health and Well-Being

Howes Satoris, Simmons Mathias, Fullagar Clive, Riforgiate Sarah

1097 Cooperative vs. uncooperative behaviors in working teams - A question of relational preferences and person-team-fit?

Arendt Johannes F.W., Brotzeller Franziska J., Kugler Katharina G., Brodbeck Felix C.

1135 Development of the system of activities while unemployed: towards an understanding of the action and life models

Cimier Amandine, Althaus Virginie

1138 The whole is more than the sum of its parts – how team processes influence individual development

Friedrichs Juliane, Ohly Sandra

1139 Building emotional agency in the workplace

Ikävalko Heini, Hökkä Päivi, Paloniemi Susanna, Vähäsantanen Katja

1147 Representaion of contemporary career concepts in UK print media

Vahidi Ghazal

1171 Evaluate and Enhance Soft Skills in Higher Education: Results from Passport.Unito Project

Emanuel Federica, Ricchiardi Paola, Ghislieri Chiara

1189 Effects of qualifiers on response behavior: An eye-tracking experiment

Hofschroeer Patrick, Schumacher Svenja, Wilgenbus Eva, Klanke Christopher, Hamborg Kai-Christoph

1203 The role of paradox mindset in the context of organizational tensions

Schumacher Svenja, Koßmann Cosima, Straatmann Tammo, Klanke Christopher, Mueller Karsten

1219 Does Team Diversity Affect Team Process Outcomes?

Woehr David, Clayton Elizabeth, Williams Courtney, Loughry Misty, Ohland Matthew

- 1252 The impact of response format labeling on organizational value measurement**
Mueller Karsten, Kempen Regina, Schmeiduch Lena, Seggewiss Britta, Hatstrup Kate, Kuehl Marlen
- 1257 Navigating the Job Search Process: Refugee-Specific Factors**
Lee Clara, Boss Harrison, Bourdage Joshua
- 1258 Reexamining head-to-head comparison via ability test versus interview validity**
Tomeh Dana, Sackett Paul
- 1297 SFERA Test: preliminary validation with an athletes' sample**
Dolce Valentina, Borla Cart Valentina, Vercelli Giuseppe, Cortese Claudio Giovanni
- 1346 Different perceptions of dark triad items in the U.S. and U.K.**
Mead Alan, Schwarzingler Dominik, Becker Pamela, Zhou Chenxuan
- 1382 A New Psychometric Perspective on the MBTI Global Step I Assessment**
Yang Yang, Thompson Richard
- 1391 A systematic review on the association between aging and tolerance to shift work**
D'Oliveira Teresaeresia C.
- 1406 Waiter, I Ordered a Capo with a Smile: the Cognitive Side Effects of Different Types of Emotional Labour Strategies in Service Professions**
Hofstee Godelieve, Jansen Paul, de Lange Annet, Spisak Brian
- 1407 The Dark Side of Emotional Labour in the Classroom: the Relationship between Emotional Labour Strategies and Cognitive Failure of Teachers**
Hofstee Godelieve, de Lange Annet, Jansen Paul, Spisak Brian
- 1414 Motives to work and work values - generational and gender differences**
Godlewska-Werner Dorota, Peplinska Aleksandra, Zawadzka Anna Maria, Polomski Piotr
- 1441 Job insecurity perceptions and individual health: The cross-level interaction of income inequality within the country**
Piccoli Beatrice, De Witte Hansans, Reisel William
- 1443 The Impact of Job Insecurity on Household Sacrifices: The Moderating Role of Employment Protection Legislation in Europe**
Piccoli Beatrice, De Witte Hansans
- 1488 Scale to measure organizational culture: construction and psychometric properties**
Patlan Perez Juana
- 1507 Working conditions as risk factors for early exit from work among 2,360 employees aged 30 to 59 years in Germany**
Burr Hermann

1517 The Academic Socialization Questionnaire: Factorial structure and Measurement Invariance

Spagnoli Paola, Farnese Maria Luisa, Livi Stefano

1524 Work challenges and employee commitment in global IT team: a pilot study in Lithuania

Cirtautiene Lina, Endriulaitiene Aukse

1541 Validating the four factor structure of Triandis and Gelfand's Individualism and Collectivism short scale in Brazilian-Portuguese

Pérez-Nebra Amalia Raquel, Tordera Núria, São Paulo Eduardo, Peiró José Maria, Sandall Hugo, Rodríguez Isabel

1553 The rise of the 'E-resistor': Towards a new perspective on work-based NCT non-use

D'mello Deepali

1570 Positive organizational cultures and transformational leadership: A measurement of mediation and experimental-causal-chain design of their joint effects on organizational identification

Xenikou Athena

1595 Correlates and predictors of time banditry

Parts Velli, Kiho Marilyn

1597 Systemic Justice and Project Based Organizations: implications for HR function

Leroux Marie-Pierre, Coulombe Caroline, Alami-Laroussi Anas

1607 Virtual Work: Exploring a Framework for Psychological Outcomes

Harris Alexandra, Vande Griek Olivia, Melson-Silimon Arturia, Carter Nathan

1630 Genius loci – real and virtual environments for productive emotions in decision making

Starker Ulrike, Von der Weth Rüdiger

1662 Exploring psychological contract creation: Validating and modelling the anticipatory psychological contract of occupational newcomers

Gresse Werner, Linde Bennie, Kraak Jan

1685 Measuring Job Insecurity Appraisals: Development and Standardization of the JIAS-6

Bazzoli Andrea, Brondino Margherita, De Witte Hansans, Pasini Margherita

1689 Organizational Values and Perceived Pull as Predictors of the University Student Career Choice in the frame of the Social Cognitive Career Theory.

Capone Vincenza, Capaldo Guido

1697 Emotional Display Rules of Secondary School Teachers

Lafferty Niamh, MacCurtain Sarah, Mannix McNamara Patricia

1724 Assessing cognitive workload and mental fatigue in the context of human-robot collaboration: a comparison between different metrics

Pluchino Patrik, Mingardi Michele, Barattini Roberto, Ragazzon Andrea, Pettenon Carlo, Gamberini Luciano

1733 CO-ADAPT: designing an adaptive and accessible 4.0 working environment for the older employees' needs

Gamberini Luciano, Pluchino Patrik, Spagnolli Anna, Orso Valeria, Jacucci Giulio

1739 Perceiving Shared Leadership in Teams: The Role of Individual Differences and Communication Networks

Cook Alexandra (Sasha), Zill Alexander, Meyer Bertolt, Gockel Christine

1822 Exploring the Effects of Workplace Clothing on Emotions

Turner Anne

CLOSING

13.00-14.00 – ROOM 500

CLOSING CEREMONY