



RESPECTFUL AND EFFECTIVE LEADERSHIP

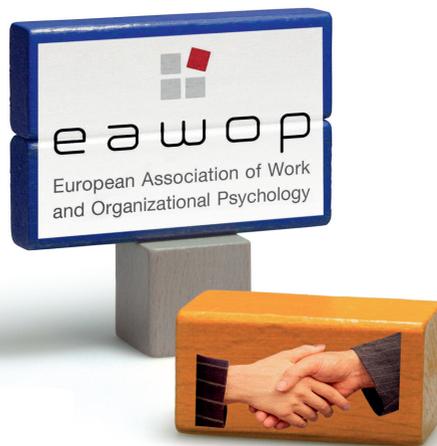
Managing people
and organizations in
turbulent times

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

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Dear participants, colleagues and friends

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

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

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

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

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

Tor Levin Hofgaard,

President of the Norwegian Psychological Association

Dear Colleagues and Friends – Welcome to EAWOP 2015!

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

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

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

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

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

A warm welcome to you all,

Professor Ståle Einarsen

(Congress Chair)

Faculty of Psychology, University of Bergen, Norway.





Dear Colleagues and Friends,

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

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

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

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

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

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

On behalf of the Executive Committee,
best regards,

Gudela Grote
EAWOP President



European Association for Work and Organizational Psychology (EAWOP) Greetings from the Mayor of Oslo

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

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

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

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

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

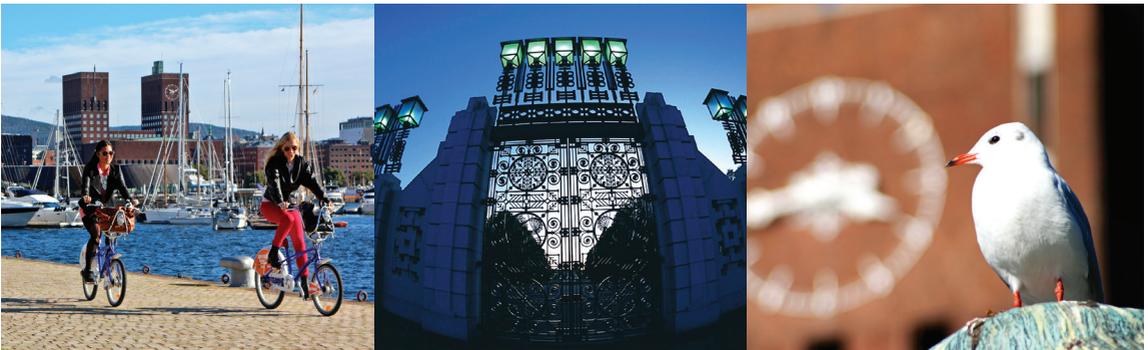
I wish you the best of luck with your conference, under the title of **«Respectful and effective leadership – managing people and organizations in turbulent times.»**

Sincerely yours,

Fabian Stang
Mayor of Oslo



Foto: Sturlason



Organizers of the EAWOP2015 Congress

Program committee

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

Organizing committee

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

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Karen van Oudenhoven-van der Zee, University of Groningen and University of Twente
Robert Roe, Maastrichts University
Barbara Kozusznik, University of Silesia
Antonio Caetano, University of Lisbon
Anna Leonova, Moscow State University
Robert Kase, University of Ljubljana
Karel Stanz, University of Pretoria
José María Peiro, University of Valencia
Petra Lindfors, Stockholm University
Liudmyla Karamushka, Laboratory of Organizational Psychology
Tammy Allen, University of South Florida



Important for all presenters

Oral presentations

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

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

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

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

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

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

Poster Sessions

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

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

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



Congress Information

Congress Venues

There are two venues

- Oslo Kongressenter (OKS)
- Clarion Hotel Royal Christiania (RC)

The hotel is situated next to the Oslo S railway station, and there is no need for a taxi from the train.

There is a walking distance (5 min) between the venues. See map on page 12.

Registration

Registration will be at the Oslo Kongressenter.

Opening hours:

- | | | |
|-------------|--------|-------------|
| • Wednesday | May 20 | 08.00–19.00 |
| • Thursday | May 21 | 08.00–19.00 |
| • Friday | May 22 | 08.00–19.00 |
| • Saturday | May 23 | 08.00–12.00 |

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

Name badges

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

Remember – NO BADGE NO ENTRY!

Congress language

The official language at this congress is English.

There will be no translation to other languages.

WiFi

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

Mobile telephones

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

Catering

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

Non-smoking policy

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

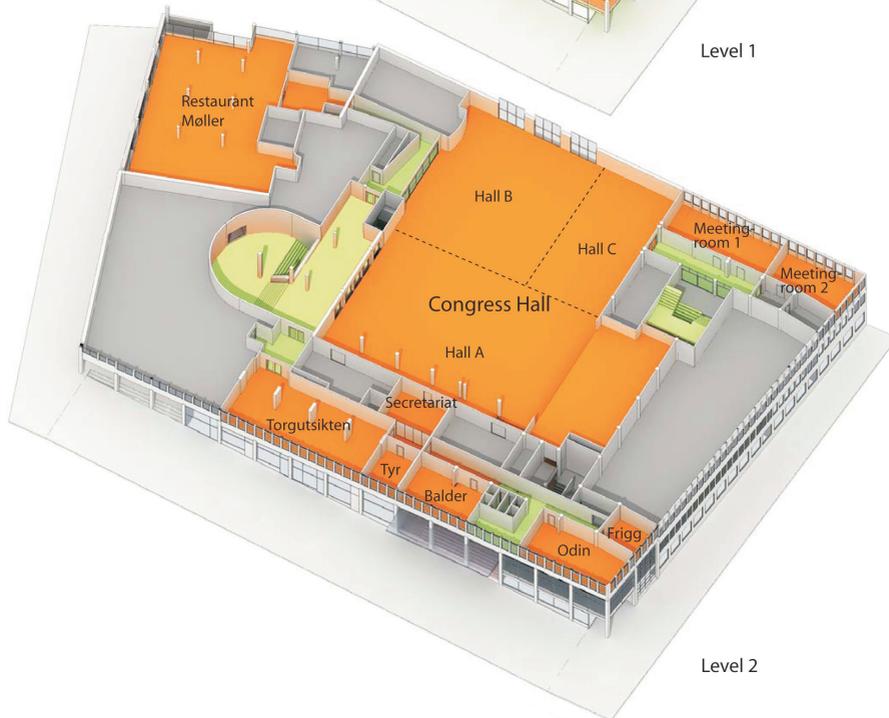
Weather

The weather in Oslo in May varies between 20 to 10°C. Please be prepared for evenings that can be chilly.

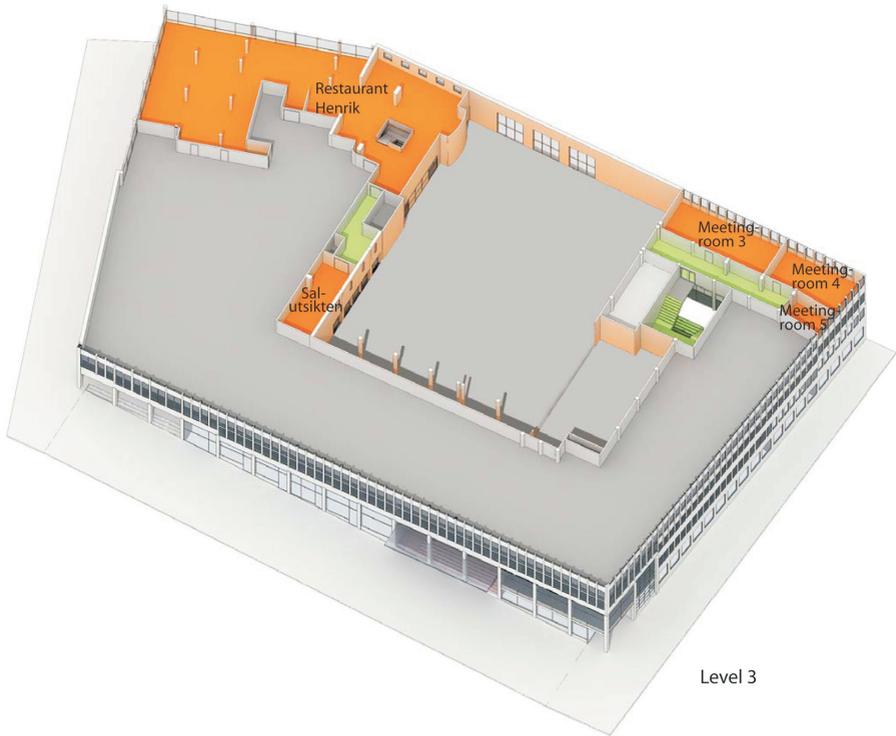
Oslo Kongressenter, floor plan



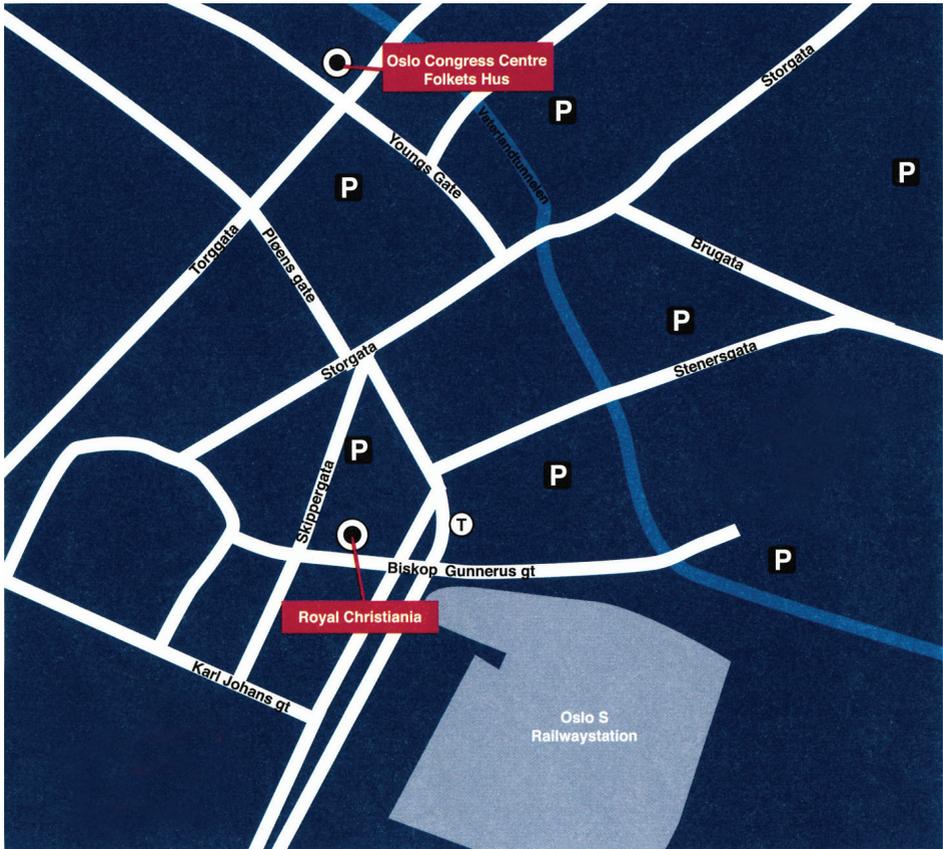
Level 1



Level 2



Map



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Silver sponsor:



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UNIVERSITY OF BERGEN
Faculty of Psychology



UiO : Department of Psychology
University of Oslo

Nominations for best Oral- and Poster presentations EAWOP2015

Awarded at the closing ceremony.

Scientist – Oral presentation

Lucia Ratiu: Starting off on the right foot: Psychological ownership, territoriality, and the success of nascent venture teams in entrepreneurship competitions

Stefan Razinskas: Coping Styles and the Challenge-Hindrance Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement

Geir Thompson: Narcissism, political skills, self-esteem and performance

Fabiola Gerpott: Beyond the individual: The link between training group psychological safety climate, trait goal learning orientation and knowledge sharing as antecedents of training outcomes

Hallvard Føllesdal: Transformational Leadership: A Multilevel CFA of Item Scores from the MLQ-5X

Ulrich Leicht-Deobald: How and When Do Personality-Based Faultlines Impair Top Management Teams' Effectiveness? The Buffering Role of CEOs' Charismatic Leadership

Dirk Lehr: Effectiveness of an internet-based recovery training for better sleep in stressed employees – Results from a randomized controlled trial

Scientist – Practitioner – Oral presentation

Mano Ramakrishnan: Lessons from Asia: 5 Paradoxes of Leadership Development

Caroline Knight: A systematic review and meta-analysis: Investigating the effectiveness of interventions designed to increase work engagement

Martin Pittner: CSR communication and credibility

Bart Voorn: Pulling the right organizational levers: How goal characteristics and ethical climate can prevent abusive supervision

Saul Finne: Overqualified employees and the risk of counterproductive work behaviors

Best poster presentation

Janna Nolte: Understanding the interplay between the Theory of Planned Behavior and organizational commitment in predicting change readiness: A moderated-mediation-analysis

Piia Seppala: Work engaged over a decade: Individual long-term associations with job resources

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

Nathalie Marie Delobbe: Exploring the relationship between presenteeism and organizational performance: Role of need for recovery, job satisfaction and organizational procedural justice.

Pre-congress workshops, Oslo Congress Center (OKS)

WEDNESDAY MAY 20TH

09:00 – 12:00 OKS Meeting room 1

An introduction to multilevel modeling

Vicente Gonzalez-Roma

OKS Meeting room 2

Managing excellence/creativity

Arne Carlsen & Tord Mortensen

OKS Meeting room 3

How to develop effective management teams

Henning Bang & Thomas Midelfart

OKS Meeting room 4

Moral psychology at work

Øyvind Kvalnes

OKS Odin

Performance management: From performance measurement to performance development

Bård Kuvaas, Bjarte Bogsnes, Svein S Andersen, Hans Olav Hellem

OKS Balder

How could cultural activities for employees and managers improve employee health?

Töres Theorell, Anna Nyberg, & Julia Romanowska

13:00 – 16:00 OKS Meeting room 2

Test Adaptation: Putting the ICT Guidelines into practice !

Dave Bartram & Dragos Iliescu

OKS Meeting room 1

Systematic review and evidence-based organizational psychology

Rob Briner

OKS Meeting room 3

Diversity in teams

Bjørn Ekelund & colleagues

OKS Odin

Conducting web-based studies in W&O Psychology with free software

Anja Göritz

OKS Meeting room 4

Designing instruments for research for both scientist & practitioner

Ana Hernandez

Social Events

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

Opening Reception

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

Reception City Hall

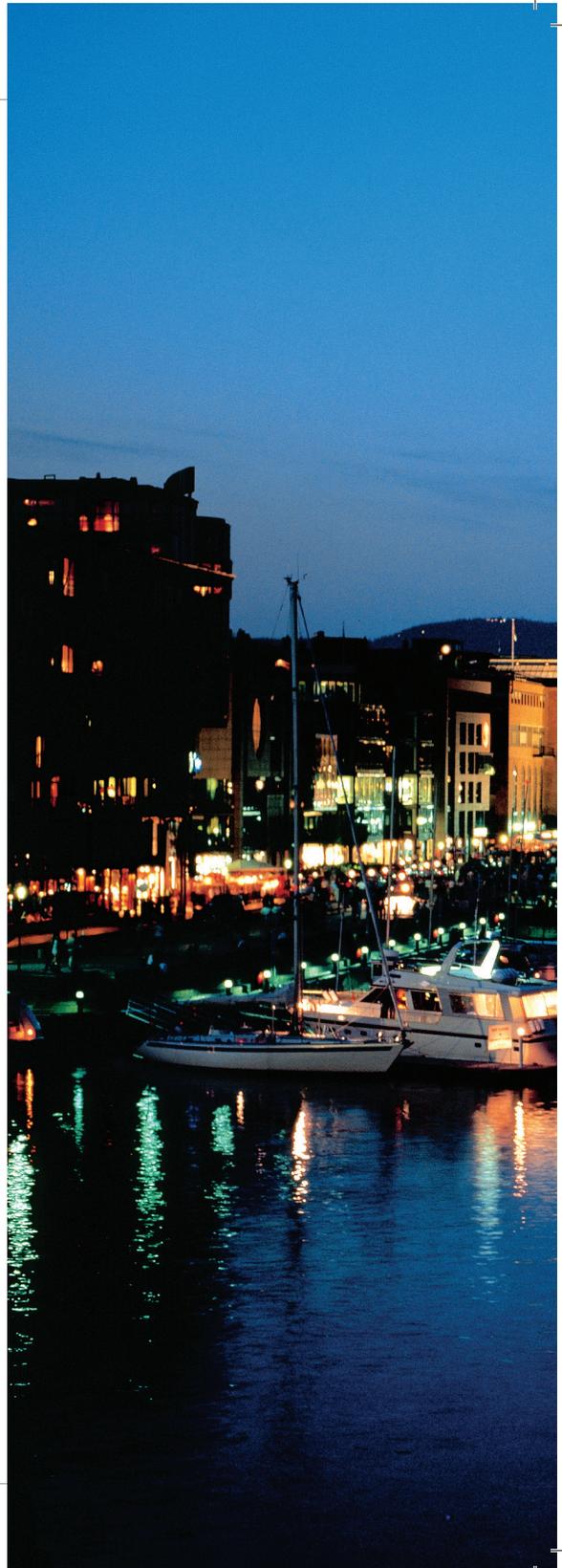
The City of Oslo will hold an invited reception on Thursday May 21st, from 19.30 to 21.30, at the City Hall. This is where the annual Nobel Peace Prize ceremony is conducted. Special invitation cards are needed to be admitted. If you have booked a ticket, be sure to use your voucher to pick up a ticket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

Congress Dinner

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

Student Party

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





Highlights of the program

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

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

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

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

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

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

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

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

Keynotes

Value-Based Leadership

Daan van Knippenberg

Thursday | 09.00–09.45 | OKS Hall A

The role of line managers in making or breaking organizational change interventions

Karina Nielsen

Thursday 10.00–10.45 | OKS Hall A

Changing employment relations and perceptions of job insecurity:

Challenges for employees and leaders

Magnus Sverke

Thursday | 14.30–15.15 | OKS Hall A

Managing the Employee-Organisation Relationship in Turbulent Times

Jaqueline Coyle-Shapiro

Friday | 12.4–13.30 | OKS Hall A

Leadership for Responsible and Sustainable Environments: Cross-Cultural Perspectives

Zeynep Aycan

Friday | 13.45–14.30 | OKS Hall A

Talking Up and Talking Down: Power of Positive Speaking

Susan Fiske

Saturday | 12.30–13.15 | OKS Hall A

State of the Art

Assessing and Developing High Potential Leaders

George Hallenbeck

Thursday | 10.00–10.45 | RC Christiania Hall A

Harassment and mistreatment in organizations

Morten Nielsen

Thursday | 11.00–11.45 | OKS Hall A

Research in work unit climate: Recent trends and a look into the future

Vicente Gonzalez Roma

Thursday | 11.45–12.30 | OKS Hall A

Faking in job interviews: What we know and what we don't know

Nicolas Roulin

Thursday | 14.30–15.15 | RC Christiania Hall A

Providing and seeking feedback in the workplace

Fredrik Anseel

Thursday | 15.30–16.15 | OKS Hall A

Methodological challenges in the study of leadership: Dealing with the endogeneity virus

John Antonakis

Friday | 11.00–11.45 | OKS Hall A

Destructive leadership in organizations

Birgit Schyns

Friday | 11.45–12.30 | OKS Hall A

Engagement, a decade of research

Evangelia Demerouti

Friday | 14.45–15.30 | OKS Hall A

Achievement goals in the workplace

Nico van Yperen

Friday | 15.30–16.15 | OKS Hall A

Qualitative Methods in Management/Leadership research

Catherine Cassel

Saturday | 10.45–11.30 | OKS Hall A

Developing Multilevel Leadership for Turbulent Times

David Day

Saturday | 11.30–12.15 | OKS Hall A

How to read the program

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

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

Thursday, 21 May • 11:00–12:30

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

Th-S42-SYM-01

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

Th-S42-SYM-02

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

Reference code

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

The different sessions have color codes:

Poster session

Keynote

Panel

State of the art

Oral Session

Invited symposium

Symposium

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

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

Invited symposium (P)

Poster selected for an interactive poster session
is marked with **Interactive** after the session code.

Thursday 21 May

THURSDAY	0800–0845	0900–0945	1000–1045	Lunch 1200–1430	1245–1415	1430–1515	1530–1700
Oslo Congress Center							
Hall A		Key 009 Van Knippenberg	Key 010 Nielsen	STA 027 Nielsen/Gonzalez-Roma	InSym 045 Steiner	Key 063 Svetke	STA 080: Anseel
Hall B			IN 011 O'Shea	PAN 028 Bauer	InSym 046 Stouten	Pan 064 Bugge	InSym 081 Bye/Sandal
Hall C			Sym 012: Euwema	Sym 029 Madrid/Uri	Sym 047 Demerouti	Sym 065 Schleicher/Hoffman	Sym 082 Bakker
Hall D			Oral session 013	Sym 030 KulicKihnahan	InSym 048 Strumshelm	Oral session 066	Sym 083 Venz/Pundt
Meeting room 1	Oral session 001		Oral session 014	Sym 031 Østrem	Sym 049 Laujissen/Wisse	Oral session 067	Sym 084 De Witte
Meeting room 2			Oral session 015	Oral session 032	Oral session 050	Oral session 068	Sym 085 Steiner
Meeting room 3	Oral session 002		Oral session 016	Sym 033 Montani	Sym 051 Carette/Dmitrova	Oral session 069	Sym 086 Montani
Meeting room 4	Oral session 003		Oral session 017	Sym 034 Christensen/Instrand	Oral session 052	Oral session 070	Oral session 087
Auditoriet	Oral session 004		Oral session 018	Sym 035 Woods	Sym 053 Gröte	Oral session 071	Sym 088 Akkermans/Tims
Torghjølmet	Oral session 005		Oral session 019	Sym 036 Meyer	Sym 054 Pásosos	Oral session 072	Sym 089 Tement/De Gieter
Odin	Oral session 006		Oral session 020	Sym 037 Chambel	Sym 055 Vantiborgh/Griep	Oral session 073	Sym 090 Selenko/Inceoglu
Balder	Oral session 007		Oral session 021	Oral session 038	Oral session 056	Oral session 074	Oral session 091
Forum	08:00–09:30 Poster 008		1000–11:30: Poster 32	1200–1330: Poster 044	1400–1530: Poster 062	1600–1730: Poster 097	
Royal Christiania				Lunch 1200–1430			
Christ. Hall A			STA 023 Hallenbeck	Sym 039 Roulin/Pulfrey	InSym 057 Iliescu	STA 075 Roulin	InSym 092 Bartram
Christ. Hall B			Sym 024 Machver/Hopton	Sym 040 Baron	Sym 058 Kurz	Oral session 076	Sym 093 Oostrom/Nikolaou
Christ. Hall C			Oral session 025	Oral session 041	Sym 059 Stjöberg	Oral session 077	Oral session 094
Oslo Hall B			Oral session 026	Sym 042 Kyrndt	Sym 060 Schmitt	Oral session 078	Sym 095 Kuntz/Näswall
Oslo Hall C				Sym 043 Nikolaou/van Dam	Sym 061 Käsel/Verburg	Oral session 079	Pan 096 Lochner

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

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

Th-S1-OR-01

Fair Trade purchasing behaviour: The role of values and moral disengagement in an extended theory of planned behaviour

Carlo Tramontano¹, Marinella Paciello², Roberta Fida³

¹ Centre for Research in Psychology, Behaviour and Achievement, Coventry University, ² Uninettuno Telematic International University, ³ Department of Psychology, Sapienza University of Rome

Th-S1-OR-02

Using an Agent-Based Model to Simulate Loss-aversion and Learning Behaviour among Investors

Andrea Scalco¹, Andrea Ceschi¹, Enrico Rubaltelli²

¹ University of Verona, ² University of Padova

Th-S1-OR-03

Product Placement for Everyone? – The Interplay of Placement Prominence and Brand Personality with Viewer Characteristics

Christopher Groening, Carmen Binnewies

University of Münster

Th-S1-OR-04

Psychological barriers to effective financial decisions among clients of a financial empowerment program: Theoretical and applied implications

Iddo Gal¹, Liana Staerman²

¹ Department of Human Services, University of Haifa, Israel, ² Department of Human Services, University of Haifa, Israel

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

Th-S2-OR-01

Are we really different? Comparison of Generation X and Generation Y employees

Serra Yurtkoru, Deniz Börü

Marmara University

Th-S2-OR-02

Assessing meaning of work: Initial development of the Meaning of Work Questionnaire

Laurent Sovet¹, Caroline Arnoux-Nicolas¹, Lin Lhotellier^{1,2}, Frédérique Pelayo^{1,2}, Jean-Luc Bernard^{1,2}

¹ Conservatoire National des Arts et Métiers (CNAM), ² Observatoire des Politiques et des Pratiques pour l'Innovation en Orientation (OPPIO)

Th-S2-OR-03

Fear and Sadness At Work: The Beneficial Effect of Positive Work Events Under Adverse Circumstances

Stephanie Tremmel, Sabine Sonnentag, Anne Tzschach

University of Mannheim

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

Th-S3-OR-01

Gamification and Big Data: Building a predictive engine for forecasting future behaviors

Sam Chow, Evan Hu
www.Knelf.com

Th-S3-OR-02

The Multiple-Cohort Longitudinal Study SOEP as a Rich Data Source for Work and Organizational Psychology

David Richter, Jürgen Schupp
German Institute for Economic Research (DIW Berlin)

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

Th-S4-OR-01

How may I serve you: Determinants of service behaviors in a hospitality setting

Xander Lub^{1,2}, Gislaine Tromp², Brenda Groen¹, Daphne Dekker³
¹ Saxion University of Applied Sciences, ² VU University, ³ Hotelschool The Hague

Th-S4-OR-02

Work intensification in retail: Negative well-being effects of productivity via job characteristics

Paul van der Laken, Marc van Veldhoven, Susanne Beijer, Jaap Paauwe
Tilburg University

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

Th-S5-OR-01

Job change and reduced long-term sickness absence: Who benefits?

Vilde Bernstrøm¹, Lars Erik Kjekshus²
¹ Work Research Institute, ² University of Oslo

Th-S5-OR-02

Going to Work III: A Meta-analysis of the Correlates of Presenteeism

Mariella Miraglia, Gary Johns
Concordia University, Montreal, Quebec, Canada

Th-S5-OR-03

Validation of the Return to work Obstacles and Coping Efficacy Scale (ROCES) with people on sick leave due to musculoskeletal disorders

Marc Corbière¹, Marie-José Durand¹, Louise St-Arnaud², Catherine Briand³, Jean-Baptiste Fassier⁴, Patrick Loisel⁵, Alessia Negrini⁶, Jean-Philippe Lachance¹

¹ University of Sherbrooke, ² University of Laval, ³ University of Montreal, ⁴ CHU de Lyon (France),

⁵ University of Toronto, ⁶ IRSST

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

Th-S6-OR-01

Layoff victims' perceptions of organization's assistance program

Anu Hakonen
Aalto University

Th-S6-OR-02

CSR communication and credibility

Martin Pittner
Martin Pittner

Th-S6-OR-03

Organizational practices in social environmental responsibility and its endorsement by the workers: A dual measure scale's development

Patrícia Emanuele Ribeiro, Katia Puente-Palacios, Thais Virginia Ferreira, Daniela Reis
Universidade de Brasília

08:00–08:45 Session 7 | **Oral session** | Room: OKS Balder
Topic/s: 1. Employment relations

Th-S7-OR-01

A three-wave study of positive personal resources as antecedents of occupational well-being: Testing the mediating role of psychological contract fulfillment

Mervi Ruokolainen¹, Kaisa Kirves¹, Saija Mauno^{1,2}, Ulla Kinnunen¹
¹ University of Tampere, ² University of Jyväskylä

Th-S7-OR-02

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

Matthijs Bal
University of Bath

Th-S7-OR-03

The psychological contract as an intervening variable during organizational socialization: A longitudinal study

Chris Woodrow¹, David Guest²
¹ Department of Psychology, Middlesex University London, ² Department of Management, King's College London

08:00–09:30 Session 8 | **Poster session** | Room: OKS Forum
Topic/s: 2. Employee stress and burnout
19. Emotions in the workplace

Th-S8-PO-01

Workplace Bullying in the health sector in Portugal

Ana Verdasca
SOCIOUS / ISEG / University of Lisbon

Th-S8-PO-02

Job insecurity: Hindrance or Challenge? A Pilot Study on a Job Insecurity Appraisal Scale by the Cognitive Interview Method

Morteza Charkhabi¹, Margherita Pasini¹, Hans De Witte^{2,3}
¹ Department of Philosophy, Education and Psychology, University of Verona, Italy, ² WOPP – Department of Psychology, KU Leuven, Belgium, ³ Optentia, North-West University, South Africa

Th-S8-PO-03

The measurement of work intensification: First results from a longitudinal study

Christian Korunka, Matea Paskvan, Bettina Kubicek, Roman Prem, Cornelia Gerdenitsch
University of Vienna, Austria

Th-S8-PO-04

Time and performance pressure in professional service work – Causes, consequences and coping

Anika Schulz-Dadaczynski

Federal Institute for Occupational Safety and Health

Th-S8-PO-05

Occupational Stressors in UK Veterinary Surgeons

Elinor O'Connor, Sheena Johnson

Manchester Business School

Th-S8-PO-06

Perceived Stress, Job Satisfaction, and Job Performance in the Healthcare Professions in Malaysia

Mei-Hua Lin, Kurtsean Pitchay

Sunway University

Th-S8-PO-07

The relations between sleep and the horizontal and vertical segregation of the Swedish labor market

Ingrid Schéle¹, Maria Nordin^{1,2}

¹ Umeå University – Dept. of Psychology, ² Stockholm University – the Stress Research Institute

Th-S8-PO-08

Working conditions and emotional exhaustion among Swiss teachers – the mediating role of self-endangering behavior

Sophie Baeriswyl¹, Martial Berset¹, Achim Elfering², Andreas Krause¹

¹ University of Applied Sciences and Arts Northwestern Switzerland, ² University of Bern

Th-S8-PO-09

Longitudinal analysis of the relations between identification, overcommitment and burnout

Lorenzo Avanzi, Lucia Savadori, Franco Fraccaroli

Department of Psychology and Cognitive Science

Th-S8-PO-10

My supervisor's occupational commitment: Interacting effects on relationships to employee's health

Grit Tanner

University of Hamburg

Th-S8-PO-11

Emotions positive and negative activity in management

Louise Sobral, Sónia Gondim

Federal University of Bahia

Th-S8-PO-12

Context, value conflict and occupational stress: a descriptive model of relationships

Valentina Ramos¹, Filomena Jordão²

¹ Faculty of Administrative Sciences – Escola Politécnica Nacional, ² Faculty of Psychology and Educational Sciences – Universidade do Porto

Th-S8-PO-13

Does the Multidimensional Individual Difference Acculturation Model hold in an European short-term acculturation contexts?

Rita Berger¹, Magdalena Bekk², Erika Spiess³, Antoni Font⁴, Saba Safdar⁵

¹ University of Barcelona, ² University of Cologne, ³ Universität Ludwig-Maximilian Munich,

⁴ Universidad Autónoma de Barcelona, ⁵ University of Guelph

Th-S8-PO-14

Boundaryless or precarious? Employment stress and wellbeing among different types of workers in atypical employment.

Katharina Klug

Bremen International Graduate School of Social Sciences

Th-S8-PO-15

Alcohol consumption, sport activities, and detachment from work during the weekend as a function of time pressure over a week

Ivana Igic, Anita Keller, Achim Elfering, Norbert Semmer

University of Bern / Institute of Psychology

Th-S8-PO-16

Employment stress and health among labor market entrants: Psychosocial demands and resources in atypical employment and their association with socio-economic status

Katharina Klug

Bremen International Graduate School of Social Sciences

Th-S8-PO-17

Fear of the economic crisis and perceived low employability as stressors and their impact on employees' well-being: a cross-sectional study

Gabriele Giorgi², Jose M Leon-Perez¹, Mindy Shoss³

¹ ISCTe-Instituto Universitario de Lisboa (Portugal), ² Università Europea di Roma (Italy), ³ Saint Louis University (US)

Th-S8-PO-18

Having 'me-time' to recover from work –quality over quantity?

Almuth McDowall, et al.

Birkbeck, University of London and City University

Th-S8-PO-19

Feeling «free and independent» vs feeling «well-surrounded»: The independent effects at work and off work of autonomy and social support

Anais Thibault Landry¹, David-Emmanuel Hatier², Marie-Gwen Castel-Girard¹, Louis Baron¹

¹ Université du Québec à Montréal, ² Université de Montréal

Th-S8-PO-20

Time and performance pressure: Two sides of the same coin?

Julia Leinhos, Thomas Rigotti

Johannes Gutenberg University

Th-S8-PO-21

Interactional justice as a moderator in the conflict management style and work stress relationship: a multi-cultural perspective

Nurul Ain Hidayah Abas¹, Kathleen Otto²

¹ University of Leipzig, ² Philipps-Universität Marburg

Th-S8-PO-22

Are «temporaries» less satisfied than «permanents»? the role of job insecurity and psychological contract violation in a mediated moderation model.

Antonino Callea¹, Flavio Urbini¹, Emanuela Ingusci², Antonio Chirumbolo³

¹ LUMSA University, Rome, Italy, ² University of Salento, Lecce- Italy, ³ Sapienza University of Rome, Italy

Th-S8-PO-23

Stress and Engagement in pressure situations. The case of the Portuguese Army Commandos

António Rosinha, Tiago Faria, Manuela Sarmento

Military Academy, CINAMIL

Th-S8-PO-24

Power and Work Stress: The Moderating Role of Perceived Stability

Sanne Feenstra¹, Jennifer Jordan¹, Frank Walter², Janka Stoker¹, Jin Yan³

¹ University of Groningen, ² Justus-Liebig-University Giessen, ³ Zhejiang University

Th-S8-PO-25

The relationship between job insecurity and employee withdrawal: Examining the role of overall justice

Jurgita Lazauskaite-Zabielske, Ieva Urbanaviciute, Dalia Bagdziuniene

Vilnius University

Th-S8-PO-26

No 'switching off' without switching off our electronic companions first? Systematically reviewing the impact of self-initiated ICT use on employees' recovery and well-being

Svenja Schlachter¹, Mark Cropley¹, Almuth McDowall²

¹ University of Surrey, ² Birkbeck, University of London

Th-S8-PO-27 | Interactive

Memories of affective episodes in the organization: Does both the emotional valence and the organizational identification matter?

Ana Junça, Susana Tavares, Madalena Ferreira

Instituto Universitário de Lisboa (ISCTE-IUL), Lisboa, Portugal

Th-S8-PO-28 | Interactive

Prosocial knowledge mitigates work strain – if there is not too much overtime

Michael J. Burtcher¹, Claudia Harzer², Stephan J. Motowidlo³, Barbara Baumann¹, Johannes Wacker⁴

¹ University of Zurich, Switzerland, ² University of Kassel, Germany, ³ Rice University, United States,

⁴ Hirslanden Clinic Zurich, Switzerland

Th-S8-PO-29 | Interactive

Youth unemployment: A field test of two interventions for increasing self-efficacy

Marie-Helene Budworth¹, Jennifer Harrison²

¹ York University, ² NEOMA Business School

Th-S8-PO-30

Exposure and Attribution of Incivility: Should They be Studied Separately?

Scott Withrwo

Koc University

Th-S8-PO-31 | Interactive

A Career Perspective on Workaholism: How Personal and Contextual Career Variables Might Lead to Working Compulsively and Excessively

Daniel Spurk¹, Anneke Dubbel², Andreas Hirschi¹, Simone Kauffeld²

¹ Universität Bern, ² TU Braunschweig

Th-S8-PO-32

Manipulating gratitude in supervisor-subordinate relationships: A test across three independent samples

Jennifer Harrison¹, Marie-Helene Budworth²

¹ NEOMA Business School, ² York University

Th-S8-PO-33 | Interactive

Back to basics – introducing the Demands-Basic Need Support (D-BNS) model

Ingrid Schéle¹, Susanne Tafvelin^{1,2}, Andreas Stenling¹, Stefan Holmström¹, Esther Hauer¹, et al.

¹ Umeå University, Department of Psychology, ² Karolinska Institute

Th-S8-PO-34 | Interactive

Personality and fatigue among shift workers: A six month follow-up

Torhild Anita Sørengaard, Ingvild Saksvik-Lehouillier, Eva Langvik

Norwegian University of Science and Technology

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

Th-S9-KEY-01

Value-Based Leadership
Daan van Knippenberg
Erasmus University Rotterdam

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

Th-S10-KEY-01

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

10:00–10:45 Session 11 | **Symposium (P)** | Room: OKS Hall B

«Anything is Possible» – Synergistic Psychological Resources between Work and Sport

Topic/s: 3. Positive organizational behavior
Chair/s: Deirdre O'Shea

Th-S11-SYM-01

Extending knowledge of «off-job» recovery in work to sports

Yannick Balk¹, Jan de Jonge¹, Sabine Geurts²

¹ Eindhoven University of Technology, The Netherlands, ² Radboud University, Nijmegen, The Netherlands

Th-S11-SYM-02

Resilience as a resource towards sustainable success

Christopher Bryan, Tadhg MacIntyre, Deirdre O'Shea
University of Limerick, Ireland

10:00–10:45 Session 12 | **Symposium (P)** | Room: OKS Hall C

Developing leadership for resilience in high risk professions

Topic/s: 3. Positive organizational behavior
Chair/s: Martin Euwema
Discussant/s: Wilmar Schaufeli

Th-S12-SYM-01

Enhancing coping flexibility of junior leaders: An experiential training design

Martin Euwema, et al.
KU Leuven

Th-S12-SYM-02

How to organize for resilience in Teams against Child Abuse Images and Transnational Child Sex Offences

Henk Sollie, et al.
PoliceAcademy

Th-S12-SYM-03

Supporting leaders in supporting police personnel's resilience

Annika Smit
Politieacademie

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

Th-S13-OR-01

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

Th-S13-OR-02

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

Th-S13-OR-03

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

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

Th-S14-OR-01

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

Th-S14-OR-02

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

Th-S14-OR-03

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

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

Th-S15-OR-01

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

Th-S15-OR-02

Social stressors at work and well-being / health: A meta-analytic review
Christin Gerhardt^{1,2}, Norbert Semmer^{1,2}, Achim Elfering^{1,2}, et al.
¹ University of Bern, Switzerland, ² National Centre of Competence in Research, Affective Sciences, University of Geneva, CISA, Geneva, Switzerland

Th-S15-OR-03

The explanatory role of rumours in the reciprocal relationship between organizational change communication and job insecurity: A within-person approach

Tinne Vander Elst^{1,2}, Kelly Smet², Yannick Griep³, Hans De Witte^{2, 4}

¹ Idewe (External Service for Prevention and Protection at Work), Belgium, ² University of Leuven, Belgium, ³ Vrije Universiteit Brussel, Belgium, ⁴ Optentia Research Programme, North-West University, South Africa

10:00–10:45 Session 16 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 3. Positive organizational behavior

Th-S16-OR-01

Driven to craft: The role of motivation in how we craft our jobs, and perform, at work.

Sarah Farrell¹, Finian Buckley²

¹ Dublin City University, ² Dublin City University

Th-S16-OR-02

Volunteers' motivation changes and their relation with basic need satisfaction and frustration

Jemima Bidee, et al.

Vrije Universiteit Brussel

Th-S16-OR-03

The Quality of Working Life of Academics and Researchers in the UK: Testing a Mediation Model

Rita Fontinha¹, Darren Van Laar², Simon Easton²

¹ Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom, ² Department of Psychology, Faculty of Science, University of Portsmouth, United Kingdom

10:00–10:45 Session 17 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Th-S17-OR-01

For you or for me? Distinguishing self-related from other-related proactive behaviors

Anne Janssen, Christian Stamo, Roßnagel

Jacobs University Bremen

Th-S17-OR-02

Feeling good at home, performing above and beyond your job requirements at work?

A daily diary study.

Lynn Germeys, Sara De Gieter

Vrije Universiteit Brussel, Belgium

Th-S17-OR-03

Keeping Rivals Down: The Effect of Dynamic Social Comparisons on Employee Interpersonal Helping

Susan Reh, Christian Troester, Niels Van Quaquebeke

Kuehne Logistics University

10:00–10:45 Session 18 | **Oral session** | Room: OKS Auditoriet
Topic/s: 10. Performance and productivity

Th-S18-OR-01

Happy productive workers in knowledge intensive organisations.

Marit Christensen¹, Jan Morten Dyrstad², Siw Tone Innstrand³, Kirsti Undebakke³

¹ Department of Psychology, Norwegian University of Science and Technology, ² Department of Economics, Norwegian University of Science and Technology, ³ Department of Social Work and Health Science, Norwegian University of Science and Technology

Th-S18-OR-02

Workplace Busyness and Multitasking

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

Th-S18-OR-03

Service employees' conceptualizations and reactions to «difficult customers»:

Implications for organizational training, sensemaking, and service climate

Iddo Gal¹, Dana Yagil², Gil Luria³

¹ University of Haifa, Israel, ² University of Haifa, Israel, ³ University of Haifa, Israel

10:00–10:45 Session 19 | **Oral session** | Room: OKS Torghjørnet
Topic/s: 4. Health and interventions

Th-S19-OR-01

The ARK intervention program

Siw Tone Innstrand¹, Marit Christensen², Kirsti Godal Undebakke¹, Kirsti Sarheim Anthon¹

¹ Research Centre for Health Promotion and Resources Department of Social Work and Health Sciences, Norwegian University of Science and Technology, Trondheim, Norway, ² Department of Psychology Norwegian University of Science and Technology, Trondheim, Norway

Th-S19-OR-02

Workplace phobia. Preliminary findings in the organizational context

Michela Vignoli¹, Beate Muschalla², Dina Guglielmi¹

¹ University of Bologna, Italy, ² University of Potsdam, Germany

Th-S19-OR-03

What about the costs. Are online health trainings for stressed employee's attractive measures for employer's to reduce the costs of presenteeism and absenteeism?

Dirk Lehr, Stephanie Nobis, Thiart Hanne, Elena Heber, Claudia Buntrock, David Ebert

Division of Online Health Training, Innovation Incubator, Leuphana University Lueneburg, Germany

10:00–10:45 Session 20 | **Oral session** | Room: OKS Odin
Topic/s: 18. Teams and workgroups

Th-S20-OR-01

«Hands off, this is our idea!»: How adding or removing team members impacts team effectiveness

Ana Paula Giordano^{1,2}, David Patient², Ana Margarida Passos¹, Francesco Sguera²

¹ ISCTE – Lisbon University Institute, ² Católica-Lisbon School of Business and Economics

Th-S20-OR-02

How robust are motivation gains in teams?

Longitudinal effects of task structure and co-worker feedback

Oliver Meltz¹, Katrin Wessolowski¹, Joachim Hüffmeier², Marc Grünberg¹, Sarah Meeßen¹,
Lukas Urban¹, Guido Hertel¹

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

Th-S20-OR-03

The mediating role of collective team identification in the relations between managerial coaching and team learning

Eva Kunst, Marianne van Woerkom, Rob Poell
Tilburg University

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

Topic/s: 1. Employment relations

Th-S21-OR-01

Path from I-deals to job crafting: The role of weekly work engagement

Yasin Rofcanin¹, Secil Bayraktar²

¹ University of Warwick, Warwick Business School, ² Ozyegin University

Th-S21-OR-02

The role of emotion regulation strategies in the unfolding relationships between psychological contract breach, violation and organizational citizenship behavior

Tim Vantilborgh, Safaa Achnak, Yannick Griep
Vrije Universiteit Brussel

Th-S21-OR-03

How psychological contract breach by subordinates affects weekly stress levels of managers: The roles of performance pressure and trust in higher management

Jeroen de Jong¹, Mike Clinton², Matthijs Bal³, Beate van der Heijden⁴

¹ Open University of the Netherlands, ² King's College, ³ University of Bath, ⁴ Radboud University Nijmegen

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

Topic/s: 19. Emotions in the workplace

20. Research methodology

21. Entrepreneurship / Self Employment

22. Economic psychology, consumer behavior and marketing

Th-S22-PO-01

Eastern European migrant workers in UK: Initial Development of the Workplace Integration Questionnaire

Monica Hess, Roy Spina, Nik Chmiel
University of Chichester, UK

Th-S22-PO-02

The Moderating Role of Negative Affectivity on POS – Work Outcome Relationships

Greg Sears¹, Haiyan Zhang²

¹ Sprott School of Business, Carleton University, Ottawa, Canada, ² Smarter Workforce Institute, IBM, Minneapolis, U.S.A.

Th-S22-PO-03

The effect of paternalistic leadership on emotional labor

Tulay Turgut, Aylin Dincer Atmaca
Marmara University

Th-S22-PO-04

How proactive personality and pride in organization predict intrapreneurial intentions and behavior

Anibal Lopez, Pedro Neves
Nova School of Business and Economics

Th-S22-PO-05

Achievement goals and achievement emotions: Preliminary longitudinal data on university students

Margherita Brondino, Daniela Raccanello
Department of Philosophy, Education and Psychology, University of Verona, Italy

Th-S22-PO-06

The role of chronic and temporarily active self-construal on the formation of entrepreneurial intentions

Konstantinos Kafetsios¹, Leonidas Zampetakis², Manolis Lerakis², Vassilis Moustakis²
¹ University of Crete, Department of Psychology, Rethymnon, Crete, Greece, ² Technical University of Crete, Department of Production Engineering and Management, Management Systems Laboratory, Chania, Greece

Th-S22-PO-07

The Importance of Statistical Invariance Testing in Cross-Cultural Leadership Research: A Study of Sweden and India

Anders Pousette¹, Karin Allard¹, Urmi Nanda Biswas²
¹ University of Gothenburg, Sweden, ² The MS University of Baroda, India

Th-S22-PO-08

Using a Multi-agent System to Simulate the Organizational Behaviour of Entrepreneurs and Managers

Andrea Ceschi, Andrea Scalco, Riccardo Sartori
University of Verona

Th-S22-PO-09

An Empirical Study on the Relationship between Personality Traits and Counterproductive Work Behaviors

Sibel Gök, Sibel Nitelik Ödemiş
Marmara University

Th-S22-PO-10

Validity evidence for the job crafting scale in Brazilian samples

Renata Chinelato, Maria Ferreira, Felipe Valentini
Salgado de Oliveira University

Th-S22-PO-11

Impact of mood on cognition – handwriting performance as exemplar

Clara Rispler¹, Gil Luria¹, Allon Kahanna¹, Sara Rosenblum²
¹ Haifa University, Faculty of Social Welfare and Health Sciences, Department of Human Services, ² Haifa University, Faculty of Social Welfare and Health Sciences, Department of Occupational Therapy

Th-S22-PO-12

The role of emotional intelligence in the relationship between job performance and work-related stress: A sample of Lithuanian sales personnel

Loreta Gustainiene, Mindaugas Naudziunas
Vytautas Magnus University

Th-S22-PO-13

Validating a scale of organizational justice across Spanish-speaking countries

Maria Felisa Latorre Navarro¹, Nuria Tordera², Yarid Ayala¹, Isabel Rodríguez², Laura Prieto², Luis Arciniega¹, et al.
¹ ITAM. Instituto Tecnológico Autónomo de México, ² Universidad de Valencia

- Th-S22-PO-14
Social entrepreneurship intentions in undergraduate students
Mariana Bargsted
Universidad Católica del Norte, Chile
- Th-S22-PO-15
Changing goals in turbulent times – satisfaction despite radical change: The role of validating strong negative emotions
Florian Scholz
University of Potsdam, Department of Business Administration
- Th-S22-PO-16
Problem-solving and emotional processes on business opportunity recognition and exploitation: A team-level and time based approach
Susana C. Santos, Sílvia Fernandes Costa, António Caetano
Instituto Universitário de Lisboa, ISCTE-IUL
- Th-S22-PO-17
A study of the measurement properties of a hierarchical model of integrity.
Anders Sjöberg
Stockholm university
- Th-S22-PO-18
Adolescents' values: Influence of generational experiences versus family transmission
Brenda Groen¹, Xander Lub^{1,2}, Matthijs Bal³
¹ Saxion University of Applied Sciences, ² VU University Amsterdam, ³ University of Bath
- Th-S22-PO-19
Polish adaptation of Link Burnout Questionnaire
Urszula Brzezińska
Pracownia Testów Psychologicznych
- Th-S22-PO-20
How People's Reactions to Personalized Advertising on the Internet depend upon Perceived Quality of Personalization and Need for Uniqueness
Barbara Stiglbauer, Bernad Batinic
Johannes Kepler University Linz
- Th-S22-PO-21
Development and validation of a scenario-based workplace allocentrism scale
Joanna Pitek
Bishop's University
- Th-S22-PO-22
Comfort in aircraft cabin – Multidimensional scaling, interviews and questionnaires at Hamburg Airport
Julia Bastian, Rainer Höger
Leuphana University of Lueneburg
- Th-S22-PO-23
Response Style Biases in Personality Measures and Leadership Derailment.
Gina Palermo¹, Tao Li²
¹ Talent Q Ltd, ² Talent Q Ltd
- Th-S22-PO-24
When a Preference for Dominating Others Affects Workplace Attitudes and Behaviours: A Social Dominance Theory Perspective
Kibeom Lee, Julie Choi
University of Calgary

Th-S22-PO-25

Reconstruction of entrepreneur's image in contemporary conditions: Discourse and values

Petro Vlasov, Anna Kiseleva
Institute of Applied Psychology «Humanitarian center»

Th-S22-PO-26

The Individual Authenticity Measure at Work: Validity evidence in a sample of Brazilian workers

Renata Chinelato¹, Maria Ferreira¹, Felipe Valentini¹, Van Den Bosch²
¹ Salgado de Oliveira University, ² Utrecht University

Th-S22-PO-27

The Method for Measuring Personal and Social Factors of Professional Identity

Jelena Slesareva
JKL VOCATIONAL TRAINING CENTRE Ltd.

Th-S22-PO-28

The Role of Personal and Social Resources in Emotional Management at Work

Ruolian Fang
NUS Business School, National University of Singapore

Th-S22-PO-29

The relationship between bright and dark personality characteristics, risk intelligence and entrepreneurial intention

Melrona Kirrane¹, Na Fu², Mary Kinahan¹
¹ Dublin City University Business School, ² National University of Ireland, Maynooth

Th-S22-PO-30 | Interactive

Rhetorical differences in research article introductions in HR/I-OP journals from the US and India

Nida ul Habib Bajwa, Cornelius König, Thiemo Kunze
Universität des Saarlandes

Th-S22-PO-31 | Interactive

Emotions and Entrepreneurial Decision Making

Oana Fodor
Babes Bolyai University, Romania

Th-S22-PO-32 | Interactive

The influence of procedural injustice on emotional labor in call-center interactions: An experimental study.

Judith Kampa, Annegret Böttcher, Kathleen Otto
Philipps-University Marburg

Th-S22-PO-33 | Interactive

Measuring job performance in validation studies – should managers rate few or many employees?

Mats Englund
cut-e

Th-S22-PO-34 | Interactive

How the interpersonal context moderates the effects of emotional labour: A daily diary study

David Holman
Manchester Business School

Th-S22-PO-35 | Interactive

The impact of Human Resources practices on investment intentions:

A study in the financial sector
Luis Martinez¹, Aristides Ferreira², Carla Ilhéu², Rosa Rodrigues²
¹ Nova School of Business and Economics, ² Instituto Universitário de Lisboa (ISCTE-IUL)

10:00–10:45 Session 23 | **State of the Art (P)** | Room: RC Christiania Hall A
Topic/s: 8. Leadership and management

Th-S23-STA-01

High-Potential Assessment and Development: A Framework-driven Approach

George Hallenbeck

Center for Creative Leadership

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

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

Topic/s: 6. Personnel selection

Chair/s: Rab Maclver, Tom Hopton

Discussant/s: Hendrik J Kriek

Th-S24-SYM-01

The User Validity of Overplayed Strength Development Advice

Rab Maclver, et al.

Brunel University

Th-S24-SYM-02

Democratic Progress: Designing Better Test Reports

Tom Hopton

Saville Consulting UK Ltd.

Th-S24-SYM-03

Are we forgetting the candidate? Considering the user perspective in psychometric assessment.

Celine Rojon¹, Almuth McDowall²

¹ University of Edinburgh, ² Birkbeck, University of London

10:00–10:45 Session 25 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S25-OR-01

Common police selection methods as predictors of performance, satisfaction, retention and health among new Swedish police officers

Stefan Annell^{1,2}, Petra Lindfors¹, Magnus Sverke^{1,3}

¹ Stockholm University, SE, ² Swedish Defense Recruitment Agency, SE, ³ North-West University, South Africa

Th-S25-OR-02

Content validation of job knowledge test using job vacancy data: A Text mining approach

Sofija Pajic, Vladimer Kobayashi, Stefan Mol, Gábor Kismihók

University of Amsterdam

Th-S25-OR-03

«Not hired, not bought?» – Negative effects of recruitment procedures on organizational and product image

Christian Bosau, Johanna Forth

RFH Köln, Germany

10:00–10:45 Session 26 | **Oral session** | Room: RC Oslo Hall B
Topic/s: 8. Leadership and management

Th-S26-OR-01

Examining the relationship between employer obligation fulfillment and intent to quit through the lenses of social exchange and social comparison

Irene Tsachouridj, Irene Nikandrou
Athens University of Economics and Business

Th-S26-OR-02

Do leaders and employees in different occupational groups have different faces? Accuracy in categorizing perceptually ambiguous groups at work

Erik Dietl, Valerie Hiedels
University of Hohenheim

Th-S26-OR-03

Perceived managerial exemplarity: Two studies to test its impact on affective commitment and stress

Léa Wang¹, Rémi Finkelstein¹, Alexandra Didry²

¹ Université Paris 8, Laboratoire Parisien de Psychologie Sociale (LAPPS), Saint Denis, Paris, France,

² Société PerformanSe, Bernard Julhiet group, Paris, France.

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

Th-S27-STA-01

Harassment and mistreatment in organizations

Morten Birkeland Nielsen

National Institute of Occupational Health, Oslo, Norway, Department of psychosocial science, University of Bergen, Bergen, Norway

Fr-S131-STA-01

Research in work-unit climate: Recent trends and a look into the future

Vicente González-Romá
University of Valencia

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

Th-S28-PAN-01

Invited Session: Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing

Talya Bauer¹, John Antonakis², Berrin Erdogan¹, William Gardner⁴, Brian Hoffman⁵, Ramon Rico⁶, Donald Truxillo¹, Daan van Knippenberg⁷, Julie McCarthy³

¹ Portland State University, ² HEC Lausanne- UNIL, ³ University of Toronto, ⁴ Texas Tech University,

⁵ University of Georgia, ⁶ Universidad Autónoma de Madrid, ⁷ Erasmus University Rotterdam

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

Proactivity at work: New theoretical and empirical advances

Topic/s: 3. Positive organizational behavior

Chair/s: Hector Pablo Madrid, Cumali Uri

Th-S29-SYM-01

How proactive behaviour shapes leadership: The interplay of identity and implicit theories

Asma Bagash, Karoline Strauss, Dawn Eubanks
Warwick Business School, University of Warwick

Th-S29-SYM-02

How and when emotion labor enhances/mitigates proactive behavior: Mediating effect of vitality and moderating effect of contingent reward

Hong Deng¹, Chia-Huei Wu¹, Yan-Jun Guan²

¹ London School of Economics and Political Science, ² University of Surrey

Th-S29-SYM-03

A Work Design Perspective on Voice Behavior over Time

Anita Starzyk, Anke Gries

University of Mannheim

Th-S29-SYM-04

To be or not to be proactive: The role of leadership and employees' gender

Bettina Eibl, Cornelia Niessen

Friedrich-Alexander-Universität Erlangen-Nürnberg

Th-S29-SYM-05

State core self-evaluations, proactive approach/avoidance tendencies and well-being at work: A day-reconstruction study

Annika Nübold¹, Günter W. Maier²

¹ Maastricht University, ² Bielefeld University

11:00–12:30 Session 30 | **Symposium** | Room: OKS Hall D

Atypicality in the Work Context I: Challenges, Barriers, and Opportunities

Topic/s: 8. Leadership and management

Chair/s: Clara Kulich, Mary Kinahan

Discussant/s: Janine Bosak

Th-S30-SYM-01

Refining the Conditions of Glass Cliffs: The Role of Performance Controllability

Vincenzo Iacoviello, Clara Kulich, Fabio Lorenzi-Cioldi

University of Geneva

Th-S30-SYM-02

Hierarchy Enhancing or Hierarchy Attenuating: Are Male and Female Leaders perceived to differ in their Preferences for Leadership Roles?

Mary Kinahan¹, Janine Bosak¹, Alice Eagly²

¹ Dublin City University, ² Northwestern University

Th-S30-SYM-03

Evaluation of Leaders– Does Gender Really Matter?

Agnieszka Pietraszkiewicz¹, Nuria Rovira-Asenjo¹, Sabine Sczesny^{1,2}

¹ University of Bern, ² Rovira i Virgili University

Th-S30-SYM-04

Gender Stereotypes of Leaders: A Content Analysis of Obituaries

Eva Hofmann, Barbara Hartl, Erich Kirchler, Stephan Muehlbacher

University of Vienna

Th-S30-SYM-05

Supervisor Assessments – Stereotypical Differences According to Gender of Employees and Supervisors

Ingela Jöns¹, Stefanie Winter²

¹ University of Mannheim, ² University of Applied Sciences Darmstadt

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

How to assure diversity in leadership and boardrooms. Exploring the effects of two leadership development initiatives for migrants and women in Norway and Africa.

Topic/s: 8. Leadership and management

Chair/s: Elisabeth Østrem

Th-S31-SYM-01

Mentoring in Global Future

Morten Eikeland

AFF

Th-S31-SYM-02

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

Tonje Tønsberg

AFF

Th-S31-SYM-03

Evaluating the concepts and results of Global Future and Female Future

Marte Buvik

Sintef

Th-S31-SYM-04

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

Nina Solli

NHO

Th-S31-SYM-05

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

Tori Tveit

NHO

Th-S31-SYM-06

Creating Social Capital through Leadership Development Initiatives internationally

Atle Jordahl

AFF

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

Topic/s: 2. Employee stress and burnout

Th-S32-OR-01

Acculturation as a moderator in the relationship between job insecurity and wellbeing of migrating workforce

Delia Virga¹, Dragos Iliescu²

¹ West University of Timisoara, Romania, ² University of Bucharest, Romania

Th-S32-OR-02

When job demands prevent (!) burnout: A meta-analysis of longitudinal studies

Christina Guthier, Christian Dormann

Johannes Gutenberg-Universität Mainz, Department of Business Education and Management

Th-S32-OR-03

Dampening the flames: How leaders' mastery goals buffer the negative relationship between employees' performance goals and burnout.

Roy Sijbom¹, Jonas Lang², Frederik Anseel²

¹ Department of Work and Organizational Psychology, University of Amsterdam, Amsterdam, The Netherlands, ² Department of Personnel Management, Work and Organizational Psychology, Ghent University, Ghent, Belgium

Th-S32-OR-04

«I am exhausted, but happy!» Can emotional exhaustion enhance happiness?

Carlos Ferreira Peralta^{1,2}, Maria Francisca Saldanha³

¹ Católica-Lisbon School of Business and Economics, Catholic University of Portugal, Portugal, ² Faculty of Psychology and Education Sciences, University of Coimbra, Portugal, ³ School of Business and Economics, Wilfrid Laurier University, Canada

Th-S32-OR-05

Effectiveness of an internet-based recovery training for better sleep in stressed employees – Results from a randomized controlled trial.

Dirk Lehr, Hanne Thiart, David Ebert, et al.

Division of Online Health Training, Innovation Incubator, Leuphana University Lüneburg Germany

Th-S32-OR-06

Stressor-emotion model and Moral Disengagement: An integrated empirical contribution in a nursing context

Carlo Tramontano¹, Marinella Paciello², Roberta Fida³

¹ Centre for Research in Psychology, Behaviour and Achievement, Coventry University, ² Uninettuno Telematic International University, ³ Department of Psychology, Sapienza University of Rome

11:00–12:30 Session 33 | **Symposium** | Room: OKS Meeting Room 3

Organizational health across the globe: From healthy individuals to healthy organizations

Topic/s: 3. Positive organizational behavior

Chair/s: Francesco Montani

Th-S33-SYM-01

The role of empathy in the relation between daily events and individuals' well-being

Ana Junça, António Caetano, Rita Rueff-Lopes

ISCTE-IUL Instituto Universitário de Lisboa

Th-S33-SYM-02

Activation levels of negative affect and innovative work behaviour: The moderating role of mindfulness

Francesco Montani¹, Véronique Dagenais-Desmarais², Simon Grégoire³

¹ Université de Sherbrooke, ² Université de Montréal, ³ Université du Québec à Montréal

Th-S33-SYM-03

The role of job and personal resources on well-being of Brazilian employees

Maria Cristina Ferreira¹, Helenides Mendonça²

¹ Salgado de Oliveira University, ² Catholic University of Goiás

Th-S33-SYM-04

Is professors' health related to universities' performance? A study with teachers from Brazilian universities

Helenides Mendonça¹, Lauro Nalini¹, Maria Cristina Ferreira², António Caetano³

¹ Catholic University of Goiás, ² Salgado de Oliveira University, ³ ISCTE-IUL Instituto Universitário de Lisboa

Th-S33-SYM-05

**Cultural diversity and inclusion in Brazil and its relation to organizational health:
Experience of organizational inclusion, turnover and absenteeism**

Claudio Torres, Luara Presotti
University of Brasilia

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

Salutogenic interventions

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

Th-S34-SYM-01

**Exploring participation rates in a physical activity intervention to improve mastery
of work – The Wave of Healthiness**

Ingrid Rostad, Ingvild Saksvik-Lehouillier
Department of Psychology, Norwegian University of Science and Technology

Th-S34-SYM-02

Job crafting – a salutogenic intervention?

Sylvi Thun
Department of Psychology, Norwegian University of Science and Technology

Th-S34-SYM-03

High performers: Intervention through identity construction?

Anne Iversen¹, Fay Giæver¹, Signe Lohmann-Lafrenz², Lise Løvseth³
¹ Department of Psychology, Norwegian University of Science and Technology, ² Department of Occupational Medicine, St.Olavs University Hospital, ³ Department of Research and Development, division of Psychiatry, St.Olavs university hospital

Th-S34-SYM-04

A process evaluation of a salutogenic intervention

Per Øystein Saksvik¹, Oyeniyi Samuel Olaniyan², Kristin Lysklett¹
¹ Department of Psychology, NTNU, ² Department of Psychosocial Science, University of Bergen

Th-S34-SYM-05

The ARK-Survey – a tool for countervailing interventions

Kirsti Undebakke², Siw Tone Innstrand², Marit Christensen¹, Kirsti Anthun²
¹ Department of Psychology, NTNU, ² Centre for Health Promotion and Resources, NTNU

Th-S34-SYM-06

**A Participatory Physical and Psychosocial Intervention for Balancing the Demands
and Resources among Industrial Workers (PIPP)**

Johan Simonsen Abildgaard¹, Christian Dyrland Wåhlin-Jacobsen¹, Nidhi Gupta¹, Louise Nøhr Henriksen¹, Karina Nielsen², Andreas Holtermann¹
¹ The National Centre for the Working Environment, ² Norwich Business School

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

**How Work Influences Who We Are: New Research Exploring the Role of Work
in Personality Development and Change**

Topic/s: 7. Human resource management
Chair/s: Stephen A Woods
Discussant/s: Beatrice Van der Heijden

Th-S35-SYM-01

Personality trait development across 40 years: The role of occupations

Stephen Woods¹, Grant Edmonds², Sarah Hampson²

¹ University of Surrey, ² Oregon Research Institute

Th-S35-SYM-02

Does coaching influence personality change?

Rebecca Jones

University of Worcester

Th-S35-SYM-03

Can job autonomy and skill utilization enhance individuals' locus of control?

A reciprocal longitudinal study

Chia-Huei Wu¹, Mark Griffin², Sharon Parker²

¹ London School of Economics and Political Science, ² University of Western Australia

Th-S35-SYM-04

My Work Changes Me: How Work Design Might Shape Personality and Identity Development

Sharon Parker

University of Western Australia

Th-S35-SYM-05

Multi-method reliability studies: The foundation for investigating personality change

Rainer H. Kurz

Cubiks, UK

11:00–12:30 Session 36 | **Symposium** | Room: OKS Torghjørnet

Team processes: Observing actual communication and leadership behaviors and their impacts on individual and team outcomes

Topic/s: 18. Teams and workgroups

Chair/s: Bertolt Meyer

Th-S36-SYM-01

Predicting firefighters' work outcomes with smartphones

Michael Burtscher¹, Bertolt Meyer², Sebastian Feese³, Bert Arnrich⁴

¹ University of Zurich, Zurich, Switzerland, ² Technische Universität Chemnitz, Germany, ³ ETH Zurich, Switzerland, ⁴ Boğaziçi University, Turkey

Th-S36-SYM-02

Leaders' visible conduct and interactions, leader evaluations, and team decision quality

Bertolt Meyer¹, Michael Burtscher², Klaus Jonnas², Sebastian Feese³, Bert Arnrich⁴

¹ Technische Universität Chemnitz, Germany, ² Universität Zürich, Switzerland, ³ ETH Zürich, Switzerland, ⁴ Bogazici University, Turkey

Th-S36-SYM-03

Identifying the Alphas: The assessment of emergent leadership via behavioral parameter using wearable sensors

Alexandra (Sasha) Cook

Technische Universität Chemnitz, Germany

Th-S36-SYM-04

Quality of personal leader-follower relationship and daily affect: A multilevel analysis on explaining mechanism of daily behaviors and transformational leadership style

Viktoria Gochmann, Sandra Ohly

University of Kassel, Germany

Th-S36-SYM-05

Communication within the Surgical Team and Surgical Site Infections: An observational Study

Norbert Semmer¹, Franziska Tschan²

¹ University of Bern, Switzerland, ² University of Neuchâtel, Switzerland, ³ Bern University Hospital, Switzerland

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

Moderators and mediators variables in the employment relationship of temporary agency workers

Topic/s: 1. Employment relations

Chair/s: Maria José Chambel

Th-S37-SYM-01

Double employment relationship: Moderation by previous employment status

Filipa Castanheira², Maria José Chambel¹, Filipa Sobral¹

¹ Faculty of Psychology, University of Lisbon, ² Nova School of Business and Economics, New University of Lisbon

Th-S37-SYM-02

Dual employers, dual identifications: Identification and type of TWA contract affecting the relation between employment relationships and TAW behavior

Dick De Gilder

Dept. of Organization Sciences, VU University, Amsterdam

Th-S37-SYM-03

Motivations for being temporary agency worker and well-being: A longitudinal study

Maria José Chambel, Sílvia Lopes

Faculty of Psychology, University of Lisbon

Th-S37-SYM-04

The relationship between HRM, affective commitment to client, and performance: Conditional effects by TAW generation

Francisco Cesário¹, Filipa Castanheira², Maria José Chambel³, Ricardo Fabricio⁴

¹ ISPA, Instituto Universitário de Ciências Psicológicas, ² Nova School of Business and Economics, New University of Lisbon, ³ Faculty of Psychology, University of Lisbon, ⁴ Centro de Ciências Sociais da Universidade da Madeira

Th-S37-SYM-05

The relationship between job-insecurity and exhaustion-vigor: An exploratory study of gender differences in Temporary Agency Workers

Marianna Giunchi¹, Maria José Chambel², Chiara Ghislieri¹

¹ Faculty of Psychology, University of Turin, ² Faculty of Psychology, University of Lisbon

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

Topic/s: 1. Employment relations

Th-S38-OR-01

Perceived Employability Boosting job Performance: A Matter of Perceived Organizational Justice?

Kristien Philippaers^{1,2}, Jeroen Camps¹, Nele De Cuyper¹, Anneleen Forrier³, Jeroen Stouten¹

¹ Research Group Work, Organizational and Personnel Psychology, KU Leuven, Leuven, Belgium, ² FWO, Brussels, Belgium, ³ Research Department HRM, KU Leuven, Leuven, Belgium

Th-S38-OR-02

Psychological barriers of unemployed persons inhibiting their entrepreneurial initiative and new employment

Taimi Elenurm¹, Tiit Elenurm²

¹ Estonian Entrepreneurial University of Applied Sciences, Tallinn University of Technology,

² Estonian Business School

Th-S38-OR-03

Skill utilization as a mediator in the cross-lagged relations between perceived employability and well-being

Dorien Vanhercke¹, Rita Fontinha², Nele De Cuyper¹, Marijke Verbruggen³, Anneleen Forrier³, Hans De Witte^{1, 4}

¹ Research Group Work, Organizational, and Personnel Psychology, KU Leuven, Belgium,

² Portsmouth Business School, University of Portsmouth, United Kingdom, ³ Research Centre for Organization Studies, KU Leuven, Belgium, ⁴ Vanderbijlpark Campus, North-West University, South Africa

Th-S38-OR-04

Work ability in high-involvement work systems: The dual role of participatory management in employee motivation and work intensification

Severin Hornung¹, Matthias Weigl², Thomas Höge¹, Jürgen Glaser¹

¹ University of Innsbruck, Austria, ² University of Munich, Germany

Th-S38-OR-05

Keep Calm and Multiplex? The Role of Multiplexity for Career Support in Developmental Ego-Networks

Luisa Barthauer¹, Daniel Spurk², Simone Kauffeld¹

¹ TU Braunschweig, ² Universität Bern

Th-S38-OR-06

Comparing precarious and boundaryless work to permanent employment: A multi-group analysis on work conditions and well-being

Claudia Bernhard-Oettel^{1, 3}, Constanze Leineweber^{2, 3}, Hugo Westerlund^{2, 3}

¹ Dep of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden, ³ Stockholm Stress Center, Sweden

11:00–12:30 Session 39 | **Symposium (P)** | Room: RC Christiania Hall A

Culture, Beliefs, Competition, and Unethical Behaviors during Selection and in the Workplace

Topic/s: 11. Ethics

Chair/s: Nicolas Roulin, Caroline Julia Pulfrey

Discussant/s: Espen Skorstad

Th-S39-SYM-01

Do Applicants Fake More When They Face More Competition?

Nicolas Roulin¹, Franciska Krings²

¹ University of Manitoba, ² University of Lausanne

Th-S39-SYM-02

Applicant Faking Across Cultures: A 43-Nation Study

Clemens Fell, Conelius Koenig

Universität des Saarlandes

Th-S39-SYM-03

Healthy Competition or a Hotbed of Malevolence? The Relation Between Management Practices, Organizational Behavior Patterns and Employee Deviance

Caroline Pulfrey, Fabrizio Butera

University of Lausanne

Th-S39-SYM-04

Believing in a Free Market and Making Decisions with Moral Stakes

Gregoire Bollmann¹, Sebastien Mena²

¹ University of Lausanne, ² City University London

11:00–12:30 Session 40 | **Symposium (P)** | Room: RC Christiania Hall B

Standards of Practice in Assessment Centres

Topic/s: 6. Personnel selection

Chair/s: Helen Baron

Th-S40-SYM-01

ISO 10667 and the development of the BPS AC Standards

Dave Bartram

CEB

Th-S40-SYM-02

Developing and Using Assessment Centre Standards: 2 Approaches

Helen Baron¹, Tatiana Khvatina²

¹ Independent, ² SHL Russia & CIS

Th-S40-SYM-03

The practical aspects of implementing and maintaining the ISO 10667 standard in Assessment Center practice.

Anna Krook, Tony Ullgren

Göteborgs Stad, Intraservice

11:00–12:30 Session 41 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S41-OR-01

Development of a competency model for the Norwegian Police University College

Sarah Abraham

The Norwegian Police University College

Th-S41-OR-02

Which Knowledge, Skills and Abilities (KSAs) are required for Working on a Team Effectively? A Meta-Analysis on the Relationship of KSAs and Team Performance

Julian Schulze¹, Stefan Krumm¹, Jens Mazei², Marie-Christine Juli², Joachim Hüffmeier³, Guido Hertel²

¹ Freie Universität Berlin, ² Westfälische Wilhelms-Universität Münster, ³ Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

Th-S41-OR-03

Personality without borders: Do questionnaire languages and smart-phones bias results?

Rob Bailey¹, Tatiana Gulko¹, Sofia Lundahl², Ellen Wetterberg²

¹ OPP Ltd, ² Lund University

Th-S41-OR-04

Cognitive predictors of individual occupational careers in the 21st century – Do complex problem solving skills matter beyond general mental ability?

Jakob Mainert, André Kretzschmar, Jonas C. Neubert, Samuel Greiff

University of Luxembourg

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

Learning in the workplace: Organisational and personal perspectives

Topic/s: 7. Human resource management

Chair/s: Eva Kyndt

Discussant/s: Marianne Van Woerikom

Th-S42-SYM-01

Antecedents and outcomes of informal workplace learning: A systematic review

Kelly Smet, Hans De Witte, Eva Kyndt

KU Leuven – University of Leuven, Belgium

Th-S42-SYM-02

Development and Validation of the Learning Culture Inventory (LCI)

Frederic Hilkenmeier, Niclas Schaper

Department of Work and Organizational Psychology, University of Paderborn, Germany

Th-S42-SYM-03

Professional learning among school leaders: The impact of personal and work context factors

Ruth van Veelen, Peter Slegers, Maaïke Endedijk

University of Twente, The Netherlands

Th-S42-SYM-04

Work-related learning across the lifespan. A study on the influence of age, work values and job characteristics.

Loth Van Den Ouweland¹, Piet Van den Bossche²

¹ University of Antwerp, Belgium, ² University of Antwerp, Belgium & Maastricht University, the Netherlands

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

The bright and dark sides of organizational change

Topic/s: 12. Organizational Change and Development

Chair/s: Irina Nikolova, Karen van Dam

Th-S43-SYM-01

Psychological costs and benefits of work restructuring

Irina Nikolova¹, Joris van Ruysseveldt¹, Karen van Dam¹, Hans De Witte²

¹ Open University of the Netherlands, ² KU Leuven; North-West University, South Africa

Th-S43-SYM-02

How change relates to workplace learning and emotional exhaustion: Exploring mediating mechanisms

Joris van Ruysseveldt, Karen van Dam

Open University of the Netherlands

Th-S43-SYM-03

How does job insecurity relate to adaptive performance?

Cornelia Niessen, Inge Mäder

Friedrich Alexander University of Erlangen-Nürnberg

Th-S43-SYM-04

Adaptation to organizational change: The role of personality and emotion regulation

Karen van Dam¹, Robin van Rooij², Susanne van de Kop²

¹ Open University of the Netherlands, ² Tilburg University

Th-S43-SYM-05

Responding to change recipients' reactions: A conceptual model

Maria Vakola, Kleanthis Katsaros

Athens University of Economics and Business

Th-S43-SYM-06

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

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

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

⁴ University of Bath

12:00–13:30 Session 44 | **Poster session** | Room: OKS Forum

Topic/s: 3. Positive organizational behavior

16. Conflicts in organizations

17. Organizational Structure, Culture and Climate

18. Teams and workgroups

Th-S44-PO-01

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

Xavier Caroff¹, Justine Massu¹, Alben Krasteva², Marion Houssin³

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

³ University Paris Descartes & University of Barcelona

Th-S44-PO-02

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

Andra Toader

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

Th-S44-PO-03

Work style and organizational climate as aggravating factors of voluntary turnover

Zenobia Niculita

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

Th-S44-PO-04

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

Christian Jung¹, Michèle Morner^{1,2}

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

Th-S44-PO-05

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

Guido Hertel¹, Katrin Wesselowski¹, Oliver Meltz¹, Justina Brahm¹, Jonas Fink¹, Joachim Hüffmeier²

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

Th-S44-PO-06

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

Ariane A. Corradi¹, Elaine R. Neiva²

¹ Universidade Federal de Minas Gerais, ² Universidade de Brasília

Th-S44-PO-07

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

Marie Gwen Castel-Girard¹, Anais Thibault-Landry¹, David Emmanuel Hatier², Louis Baron¹

¹ Université du Québec à Montréal, ² Université de Montréal

Th-S44-PO-08

Does the left hand knows what the right hand is doing? A study of cooperation practises and information sharing in institutional food chains

Kjersti Berge Evensen

University of Stavanger

Th-S44-PO-09

Does organizational climate count? Testing its impact upon positive work outcomes

Dalia Tuskenyte, Dalia Bagdziuniene, Ieva Urbanaviciute, Jurgita Lazauskaite-Zabielske, et al.

Vilnius University

Th-S44-PO-10

Organizational Trauma: A Defensive Organizational Response

Pablo Alonso Peña^{1,2,3}, Jan Leysen¹, Stephan Van den Broucke², Michel Sylin³

¹ Royal Military Academy, ² Université Catholique de Louvain, ³ Université Libre de Bruxelles

Th-S44-PO-11

Worksite health promotion in the Gulf region: A need or a want?

Dr Mansoor Anwar Habib

Emirates Integrated Telecommunications Company «du»

Th-S44-PO-12

Innovation, Prosociality and Well Being in the context of Organizational Change at Work

Merielly Dornelas Muzi, Pascale Desrumaux

Université Charles de Gaulle – Lille ³

Th-S44-PO-13

We didn't know anything! It was a mess: The effectiveness of a rescue operation multi-team system

Alina Flestea¹, Petru Curseu², Oana Fodor¹, Mircea Miclea¹

¹ Babeş-Bolyai University, Cluj-Napoca, Romania, ² Tilburg University, Tilburg, Netherlands

Th-S44-PO-14

Teamflow as a consequence of creative working conditions

Luisa Ribeiro, José Magalhães, Tito Laneiro

Universidade Autónoma de Lisboa

Th-S44-PO-15

Strategic consensus and team performance.

Katia Puente-Palacios¹, Tatiana Moreira¹, Tamara Puente², Naianne Lira¹

¹ University of Brasília – UnB, ² Pontificia Universidad Católica del Ecuador – PUCE

Th-S44-PO-16

Explicit, implicit and ideal models of decision-making in a healthcare executive

Katrina Long

Monash University

Th-S44-PO-17

Team roles and attachment style in team work

Klára Seitlová, Petra Dvořáčková, et al.

Palacký University Olomouc, Faculty of Arts

Th-S44-PO-18

Do affect and potency mediate the association between charismatic leadership and performance?

EVA M. LIRA¹, Kristina Potocnik², González-Romá Vicente¹, Pilar Ripoll¹, Sabina Hodzic¹

¹ University of Valencia, ² University of Edinburgh Business School

Th-S44-PO-19

Knowledge sharing in interdisciplinary teams: A study of team identification, trust and collaboration.

Isabelle Tremblay¹, Frédérique Lessard¹, François Chiocchio², Marie-Josée Fleury³

¹ Université de Montréal, ² University of Ottawa, ³ McGill University

Th-S44-PO-20

The Influence of Industry and Organization on Employee Perceptions of Organizational Culture: A Hierarchical Analysis

Derek Chapman, Julie Choi, Joshua Bourdage
University of Calgary

Th-S44-PO-21

A review of work team development models.

Elisabeth Raes, Eva Kyndt, Filip Dochy
University of Leuven

Th-S44-PO-22

The Impact of Diversity on Team Climate for Innovation

Ingrid Dackert
Malmö University

Th-S44-PO-23

Staff's tolerance in educational organizations with different types of organizational culture

Liudmyla Karamushka, Kira Tereshchenko, Volodymyr Ivkin
Institute of Psychology

Th-S44-PO-24

Organizational Crisis Leadership and the Centrality of Enabling Reciprocal Delegation

Synnøve Nesse
Synnøve Nesse,¹ Department of Strategy & Leadership, Norwegian School of Economics
² Research & Crisis Management Department, Falck Nutec AS

Th-S44-PO-25

Does an adequate team climate for learning predict innovation and team effectiveness? Results from higher education and business context?

Benjamin Ramirez Heller¹, Rita Berger¹, Felix C. Brodbeck²
¹ University of Barcelona, ² Ludwig-Maximilians Universität Munich

Th-S44-PO-26

Exploring the role of work groups in spreading job related misbehavior and the role of individual level mitigating factors

Yoav Vardi, Ely Weitz
Department of Labor Studies, Faculty of Social Sciences, Tel Aviv University, Tel Aviv, Israel

Th-S44-PO-27

In search of purpose: Creating meaningful work through corporate culture

Hannah Möltner¹, Juliane Göke¹, Christian Jung¹, Michèle Morner^{1,2}
¹ Witten/Herdecke University, Germany, ² German University of Administrative Sciences Speyer, Germany

Th-S44-PO-28

Justice and perceived effectiveness of national and expatriate middle managers:

The role of social and personal resources, tenure and ownership sector

Maria Rita Silva, António Caetano
Instituto Universitário de Lisboa (ISCTE-IUL)

Th-S44-PO-29

Mixed scientist-practitioner research teams' absorptive capacity: A theoretical model predicting knowledge mobilization

François Chiocchio¹, Christian Dagenais², Sahlia Ziam³
¹ Telfer School of Management, University of Ottawa, ² Département de psychologie, Université de Montréal, ³ École des sciences de l'administration, Université du Québec

Th-S44-PO-30

Work engaged over a decade: Individual long-term associations with job resources

Piia Seppälä¹, Jari Hakanen¹, Anneli Ojajärvi¹, Anne Mäkikangas²
¹ Finnish Institute of Occupational Health, ² University of Jyväskylä

Th-S44-PO-31

Cognitive failures as mediators in the engagement-performance link: A study among employees and their colleagues

Rodanthi Lemonaki¹, Despoina Xanthopoulou², Panagiotis Simos³, Evangelos Karademas¹

¹ University of Crete Department of Psychology, School of Social Sciences Rethymnon, Greece,

² Aristotle University of Thessaloniki, Faculty of Philosophy, School of Psychology Thessaloniki, Greece,

³ University of Crete, Division of Psychiatry, School of Medicine Herakleion, Greece

Th-S44-PO-32 | Interactive

Levels and factors of development of organizational culture of educational organizations

Liudmyla Karamushka, Oksana Kredentser, Oleksandr Kovalchuk

Institute of Psychology

Th-S44-PO-33 | Interactive

Person's Understanding of Meaningfulness of Life as a Factor of the Commitment in the Organization

Sergey Bogomaz, Emma Meshcheryakova, Alexandra Radman

Tomsk State University

Th-S44-PO-34 | Interactive

The benefit of transformational leadership and team climate for innovation on team performance for teams with high creativity requirements: A moderated mediation analysis on team-level

Jana Sophia Keil¹, Kathleen Otto¹, Thomas Rigotti²

¹ Philipps-Universität Marburg, Germany, ² Johannes Gutenberg-Universität Mainz, Germany

Th-S44-PO-35 | Interactive

A Systematic Review of Instruments to Measure Team Coordination

Sylvia Hysong¹, Christiane Spitzmueller², Amanda Auron³, Thach Tran³, Amber Amspoker¹

¹ Baylor College of Medicine, ² University of Houston, ³ Michael E. DeBakey Veterans Affairs Medical Center

Th-S44-PO-36 | Interactive

Deep-Level Diversity and Team Performance: The Role of Diversity Uniformity and Team Dynamics.

Brian M. Doormenbal¹, Bart A. De Jong¹, Anne Nederveen Pieterse², Paul G.W. Jansen¹

¹ VU University Amsterdam, The Netherlands, ² Rotterdam School of Management, Erasmus University Rotterdam, The Netherlands

Th-S44-PO-37 | Interactive

Is team engagement always positive for team outcomes?

Marta Soler¹, Vicente Peñarroja³, Virginia Orengo¹, Luciano Venelli²

¹ IDOCAL, University of Valencia, Spain, ² Universidade Metodista de Sao Paulo, Brazil, ³ Department of Social Psychology, Autonomous University of Barcelona.

12:45–14:15 Session 45 | **Invited Symposium** | Room: OKS Hall A

Organizational Justice: The Roles of Power and Authority

Topic/s: 16. Conflicts in organizations

Chair/s: Dirk D. Steiner

Th-S45-INV-SYM-01

Interactional Justice as a Dependent Variable: The Relationship Between Parental Treatment and Abusive Supervision

Daniel Skarlicki¹, Simon Lloyd Restubog², Patrick Raymond James Garcia³

¹ University of British Columbia, ² Australian National University, ³ University of Vermont

Th-S45-INV-SYM-02

Dual Authorities and Dual Standards of Justice? Understanding the Adaptation Experience of Expatriates through the Lens of Organizational Justice

Abiola Samecki¹, Marion Fortin², Marjo-Ritta Diehl¹

¹ EBS Business School, Department of Management and Economics, Germany, ² Center for Research in Management (CRM), University of Toulouse ¹ Capitole, France

Th-S45-INV-SYM-03

All in the same boat? The effect of managerial shared fate on employee justice perceptions and work reactions

Tatiana Marques, David Patient, Catarina Cajada

Católica-Lisbon School of Business and Economics

Th-S45-INV-SYM-04

Justice climate emergence: The unexplored role of causal attributions and impression management tactics

Burak OC¹, Michael Bashshur², E. Layne Paddock²

¹ Center for Research in Innovation Organization Strategy & Entrepreneurship, Bocconi University, Italy, ² Lee Kong Chian School of Business, Singapore Management University

Th-S45-INV-SYM-05

Extending the trickle-down justice model: Justice climate strength as a moderator of the justice climate-peer justice relationship

Carolina Moliner¹, Agustín Molina⁴, Russell Cropanzano², Vicente Martínez-Tur¹, José María Peiró^{1, 3}

¹ Research Institute IDOCAL, University of Valencia, Spain, ² Leeds School of Business, University of Colorado Boulder, USA, ³ IVIE, Spain, ⁴ University of Limerick

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

The Dark Tone of Leadership: New Touches and Future Compositions

Topic/s: 8. Leadership and management

Chair/s: Jeroen Stouten

Discussant/s: Rolf van Dick

Th-S46-INV-SYM-01

Narcissists' Performance Evaluations of Followers: A Matter of Perceived Appreciation and Follower personality

Annebel De Hoogh, Deanne Den Hartog

Amsterdam Business School

Th-S46-INV-SYM-02

When followers stimulate abusive supervisory behavior: Followers' upward hostile behavior, supervisors' interpersonal justice and self-doubt.

Jeroen Camps, Jeroen Stouten, Martin Euwema

KU Leuven

Th-S46-INV-SYM-03

When leaders do not behave ethically: A substitutes for ethical leadership perspective

Pedro Neves¹, Arménio Rego², Miguel Pina e Cunha¹

¹ Nova School of Business and Economics, ² Universidade de Aveiro, ³ /

Th-S46-INV-SYM-04

Destructive leadership behavior as predictors of pass–fail in a crisis management assessment center

Leo Kant^{1,2}, Anders Skogstad¹, Sigurd W. Hystad¹, Jørn Hetland¹, Ståle Einarsen¹

¹ University of Bergen, ² Falck Nutec AS

12:45–14:15 Session 47 | **Symposium** | Room: OKS Hall C

Job Crafting I: Antecedents, Consequences and Interventions

Topic/s: 3. Positive organizational behavior

Chair/s: Evangelia Demerouti

Discussant/s: Arnold B. Bakker

Th-S47-SYM-01

Daily empowering leadership, job crafting and basic needs satisfaction:

Haijiang Wang, Evangelia Demerouti, Pascale le Blanc

Eindhoven University of Technology

Th-S47-SYM-02

«This kind of person I hope not to be in the future»: The role of cognitive job crafting in dealing with daily social stressors at work

Daniela Weseler, Cornelia Niessen

Friedrich-Alexander-Universität Erlangen-Nürnberg

Th-S47-SYM-03

Does job crafting buffer the negative effects of high demands on work engagement and burnout?

Jari Hakanen, Piia Seppälä, Pertti Mutanen

University of Helsinki

Th-S47-SYM-04

Designing Jobs to Facilitate Daily Crafting and Engagement: The Cross-Level Interactive Roles of Skill Utilisation, Control and Interdependence

Sarah-Jane Cullinane¹, Janine Bosak¹, Patrick Flood¹, Evangelia Demerouti²

¹ Dublin City University, ² Eindhoven University of Technology

Th-S47-SYM-05

Crafting work and leisure: Achieving life satisfaction through self-actualization and meaning-making

Paraskevas Petrou, Arnold B. Bakker

Erasmus University Rotterdam, Institute for Psychology

12:45–14:15 Session 48 | **Invited Symposium (P)** | Room: OKS Hall D

Guidelines for leadership development – a practitioner toolbox

Topic/s: 8. Leadership and management

Chair/s: Per A. Straumsheim

Th-S48-INV-SYM-01

Leadership Development services in Norway – a provider/consumer survey

Per Straumsheim

Norwegian Psychological Association

Th-S48-INV-SYM-02

What is needed to make Leadership Development effective?

Øyvind Lund Martinsen¹, Siv Sviland Høie²

¹ The Norwegian Business School, BI, ² Statoil/Timbr Norway

Th-S48-INV-SYM-03

What are we implementing in Leader Development, and how?

Michelle Farooqui¹, Per Straumsheim¹

¹ Statens vegvesen, ² Norwegian Psychological Association

Th-S48-INV-SYM-04

Make it or brake it. The Ethics of Leadership Development

Petter Ingebrigtsen, petter.ingebrigtsen@aff.no

Petter Ingebrigtsen

AFF

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

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

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

Th-S49-SYM-01

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

Holly Andrews
University of Worcester; Worcester Business School

Th-S49-SYM-02

Working with Corporate Psychopaths

Clive Boddy
Middlesex University Business School; Leadership and Organisational Behavior

Th-S49-SYM-03

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

Maxim Laurijssen¹, Barbara Wisse², Stacey Sanders²

¹ University of Groningen, Department of HRM & OB, ² University of Groningen; Department of Psychology

Th-S49-SYM-04

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

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

Th-S49-SYM-05

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

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

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

Topic/s: 14. Technology, work-design and human-machine-systems

Th-S50-OR-01

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

Jasmin Zimmermann¹, Simon Binz¹, Chiara Knecht², Céline Mühlethaler², Ranjit Painadath², Toni Wäfler¹

¹ University of Applied Sciences and Arts Northwestern Switzerland, School of Applied Psychology, Institute Humans in Complex Systems, ² Zurich University of Applied Sciences, School of Engineering, Centre for Aviation

Th-S50-OR-02

Age and Technology Acceptance – a Meta-Analysis.

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

Th-S50-OR-03

The Role of Social Media Use at Work

Fabiola Gattringer, Melanie Boudar, Bernad Batinic
Johannes Kepler University Linz, Austria

Th-S50-OR-04

User experience and the adoption of company-wide standard software systems: Testing the moderating role of experience in an extended technology acceptance model
Oliver Kohnke^{1,2}, Marleen Rusche¹

¹ SAP Deutschland SE & Co. KG, ² University of Mannheim

Th-S50-OR-05

Complex approach to websites usability evaluation: Experimental verification
Anna Leonova¹, Ivan Degtyarenko²

¹ Lomonosov Moscow State University, Faculty of Psychology, ² UIDesign Group

Th-S50-OR-06

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

Gunhild Sætren, Karin Laumann

NTNU

12:45–14:15 Session 51 | **Symposium** | Room: OKS Meeting Room 3

Yes, we can! Successfully overcoming challenges and dealing with errors at work

Topic/s: 3. Positive organizational behavior

Chair/s: Bernd Carette, Nicoletta Dimitrova

Discussant/s: Irene Elisabeth de Pater

Th-S51-SYM-01

How Engaged Do You Feel Right Now? A Smartphone Study on Momentary Work Engagement

Andrea M. Reina-Tamayo, Arnold Bakker, Daantje Derks, Wido G. M. Oerlemans

Erasmus University Rotterdam, The Netherlands

Th-S51-SYM-02

Does experienced lifetime adversity impact the relationship between job challenge and developmental activity? A resilience perspective

Bernd Carette¹, Marie-Hélène Demoulin²

¹ Ghent University, Belgium, ² PWC, Belgium

Th-S51-SYM-03

Not all errors are equal: Willingness to learn from error depends on severity of error consequences, level of action regulation, and closeness of actor

Nina Keith, Ai Muguruma-Petersohn

Technische Universität Darmstadt, Germany

Th-S51-SYM-04

Beyond bad prevention and good management: The new Error-Handling Orientation Framework

Nicoletta G. Dimitrova¹, Ed Sleebos²

¹ Ghent University, Belgium, ² VU University Amsterdam, The Netherlands

12:45–14:15 Session 52 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Th-S52-OR-01

The Impact of Induced Achievement Goal Orientation on Performance, Motivation, Self-efficacy, and Enjoyment: A Meta-Analysis

Gera Noordzij, Heleen Van Mierlo, Lisenne Giel

Erasmus University Rotterdam

Who Would You Like to Work with? Procrastination in Coworker Dyads

Wendelien van Eerde¹, Fuschia Sirois²

¹ University of Amsterdam Business School, ² Bishop's University, Sherbrooke, Canada

Th-S52-OR-02

The impact of volunteer motivation in the non-profit sector

Aleka MacLellan, E. Kevin Kelloway

Saint Mary's University

Th-S52-OR-03

Finding the Light at the End of the Tunnel: Examining Hope from an Episodic Perspective and the Effects of Hope Interventions on Performance

Rashimah Rajah

Koblenz University of Applied Sciences RheinAhrCampus

Th-S52-OR-04

Flow in work as a function of adaptive and maladaptive metacognitive traits

Giovanni Moneta

London Metropolitan University, London, U.K.

Th-S52-OR-05

The Two Faces of Job Complexity

Eric Rietzschel

University of Groningen

Th-S52-OR-06

12:45–14:15 Session 53 | **Symposium** | Room: OKS Auditoriet

On the relationship between careers and job design

Topic/s: 7. Human resource management

Chair/s: Gudela Grote

Th-S53-SYM-01

Misfit and Shortcut: Sequence Analysis of Executive Career Trajectories

Lan Wang, Douglas T. Hall, et al.

Boston University

Th-S53-SYM-02

Designing Talent Management Practices that Work: Secrecy or Transparency?

Nicky Dries

KU Leuven

Th-S53-SYM-03

Designing Jobs for Late Career

John Arnold, Stanimira Taneva

Loughborough University

Th-S53-SYM-04

Work Reorganization and Career Adaptation

David Guest, Riccardo Peccei, Pat Oakley

King's College London

Th-S53-SYM-05

Disentangling stability and change in perceived employability – A three-wave study

Cécile Tschopp, Wiebke Doden, Gudela Grote

ETH Zurich

12:45–14:15 Session 54 | **Symposium** | Room: OKS Torghjørnet

Dynamics of team cognition and team adaptation II

Topic/s: 18. Teams and workgroups

Chair/s: Ana Margarida Passos

Th-S54-SYM-01

Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process

M. Travis Maynard¹, Deanna M. Kennedy², S. Amy Sommer³

¹ Colorado State University, ² University of Washington Bothell, ³ HEC Paris

Th-S54-SYM-02

The times they are a changing: A longitudinal analysis of cognition and repeated adaptation in teams

Sjir Uitdewilligen¹, Rico Ramón², Daniel Afonso²

¹ Maastricht University, ² Autonomous University of Madrid

Th-S54-SYM-03

Transactive memory systems consensus, specialization, and accuracy as enabling conditions for team performance adaptation over time

Pedro Marques-Quinteiro¹, Catarina Santos¹, Ana M. Passos¹, Sjir Uitdewilligen², Luis Curral²

¹ Instituto Universitário de Lisboa (ISCTE-IUL), Portugal, ² Faculdade de Psicologia, Universidade de Lisboa, Portugal, ³ Maastricht University, The Netherlands

Th-S54-SYM-04

Team adaptation in control crews of a nuclear power plant – a case study of the process of developing shared situation assessment for coping with unexpected events

Cornelia Kleindienst, Frank Ritz, Jonas Brünger, Julia Koch

University of Applied Sciences and Arts Northwestern Switzerland (FHNW)

Th-S54-SYM-05

Looking into the dynamics of team reflection after feedback

Catherine Gabelica¹, Piet Van den Bossche^{1,2}, Mien Segers¹, Wim Gijsselaers¹

¹ Department of Educational Research and Development, Faculty of Economics and Business Administration, Maastricht University, ² Institute for Education and Information Sciences, University of Antwerp, Belgium

Th-S54-SYM-06

The management of faultlines teams: How to enhance team learning and team performance

Mirko Antino¹, Ramón Rico², Dora Lau³, Miriam Sanchez-Manzanares⁴, Hui Li³

¹ Universidad Complutense de Madrid, ² Universidad Autónoma de Madrid, ³ Chinese University of Hong Kong, ⁴ Universidad Carlos III de Madrid

12:45–14:15 Session 55 | **Symposium** | Room: OKS Odin

The processes underlying an employee's psychological contract

Topic/s: 1. Employment relations

Chair/s: Tim Vantillborgh, Yannick Griep

Discussant/s: Denise Marie-Therese Rousseau

Th-S55-SYM-01

Testing PCT 2.0: Assimilation in the maintenance phase

Samantha Hansen¹, David Zweig¹, Yannick Griep²

¹ University of Toronto-Scarborough, Canada, ² Vrije Universiteit Brussel, Belgium

Th-S55-SYM-02

Context matters: The influence of organizational change on psychological contracts

Charissa Freese, Sjoerd Van der Smissen, René Schalk

Tilburg University, The Netherlands

Th-S55-SYM-03

Explaining the differential effects of breach and fulfilment using attribution theory.

Neil Conway¹, Tina Kiefer², Rob Briner³

¹ Royal Holloway University of London, United Kingdom, ² University of Warwick, United Kingdom, ³ University of Bath, United Kingdom

Th-S55-SYM-04

An exploratory study on the aftermath of psychological contract violation: What happens afterwards?

Maria Tomprou, Denise M. Rousseau

Carnegie Mellon University, USA

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

Topic/s: 1. Employment relations

Th-S56-OR-01

Influence Regulation at Work as a Correlate of Well-being

Barbara Kożusznik¹, Anita Pollak¹, Barbara Smorczewska², Mateusz Paliga¹, Piotr Halkiewicz¹

¹ Faculty of Pedagogy and Psychology, University of Silesia, Katowice, Poland, ² School of Management, University of Silesia, Katowice, Poland

Th-S56-OR-02

Influence Tactics and Turnover Intentions: The Role of Leader-Member Exchange

Mahfooz Ansari¹, Rehana Aafaqi², Lai Lai Liew³

¹ University of Lethbridge, Canada, ² University of Lethbridge, Canada, ³ Latexx Partners Berhad, Kamunting, Perak, Malaysia

Th-S56-OR-03

Trustworthiness, trust and influence in organizational decision making.

Erica Pender^{1,2}, Patricia Elgoibar³, Lourdes Munduate², Martin Euwema¹

¹ KU Leuven, ² University of Seville, ³ IESEG School of Management

Th-S56-OR-04

Upward Influence Tactics in Saudi Arabia

Najla Alshenaifi, Nicholas Clarke

University of Southampton

Th-S56-OR-05

Shift unpredictability in the police: Implications for health, behaviour and attitudes

Dora Scholarios¹, Hannah Hesselgreaves², Raymond Pratt³

¹ University of Strathclyde, Glasgow, ² School of Medicine Pharmacy and Health, Durham University, ³ Scottish Women's Rural Institutes

Th-S56-OR-06

The Curvilinear Relationship between the Magnitude of Job Transitions and Employability

Jill Nelissen, Anneleen Forrier, Marijke Verbruggen

Faculty of Economics and Business, KU Leuven, Belgium

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

Cross-cultural testing in the work and organizational arena

Topic/s: 20. Research methodology

Chair/s: Dragos Iliescu

Th-S57-INV-SYM-01

Country differences and biases in the assessment of personality

Dave Bartram

CEB-SHL

Th-S57-INV-SYM-02

Challenges in cross-cultural assessment: The supply side perspective

Ian Florance

European Test Publishers Group

Th-S57-INV-SYM-03

The emic-etic approach to personality measurement in personnel selection

Andrei Ion¹, Dan Ispas², Alexandra Ilie², Dragos Iliescu¹

¹ Bucharest University, Romania, ² Illinois State University, Normal, Illinois, U.S.A.

Th-S57-INV-SYM-04

Examining item bias: Attempting to disentangle language and cultural effects on personality test scores.

Marise Born¹, Yin Man Fong¹, Janneke Oostrom², Dirk Pelt¹

¹ Erasmus University Rotterdam, ² VU University Amsterdam

Th-S57-INV-SYM-05

Work motivation across countries: Construct equivalence and relationships with culture indices

Ilke Inceoglu¹, Mathijs Affourtit²

¹ Surrey Business School, Faculty of Business, Economics and Law, University of Surrey, UK, ² CEB-SHL

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

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

Topic/s: 6. Personnel selection

Chair/s: Rainer Hermann Kurz

Th-S58-SYM-01

Mapping the scales of personality inventories in IWO psychology: Applying circumplex methods

Stephen Woods¹, Neil Anderson²

¹ Surrey Business School, University of Surrey, UK, ² Brunel Business School, Brunel University, UK

Th-S58-SYM-02

Co-validation of 5 Personality Questionnaires: Big 5 + Motivation + GMA

Rainer Kurz¹, Stephen Woods²

¹ Cubiks, UK, ² Surrey Business School, University of Surrey, UK

Th-S58-SYM-03

Co-validation of the Underlying, Everyday and Overextended Personas of Lumina Spark with Leadership work performance

Stewart Desson, Nailah Moussa, Julie Ensor

Lumina Learning LLP, UK

Th-S58-SYM-04

Co-validation of 8 ability tests: Establishing construct convergence evidence

Rob Feltham¹, Ellen Nyhus²

¹ Cubiks Group Limited, UK, ² VISMA, Norway

Th-S58-SYM-05

Co-validation of PAPI 2 with performance self-ratings, boss ratings and 7 objective outcomes

Rob Feltham¹, Irmelin Andersen²

¹ Cubiks Group Limited, ² SpareBank 1, Norway

Th-S58-SYM-06

Co-validation of PAPI 3 and NEO-PI-R: Big 5 + nAchievement

Rob Feltham¹, Louisa Tate², Sarah Mortenson², Katy Welsh², Rainer Kurz²

¹ Cubiks Group Limited, ² Cubiks, UK

- 12:45–14:15 Session 59 | **Symposium (P)** | Room: RC Christiania Hall C
- Interpretation of psychological assessment data in the personnel selection context: Implementation of the mechanical approach in selection practice**
Topic/s: 6. Personnel selection
Chair/s: Anders Sjöberg
Th-S59-SYM-01
- The selection process of pilots in the Swedish Armed Forces**
Gerhard Wolgers
Swedish Armed Forces
Th-S59-SYM-02
- Towards a mechanical approach for manager selection**
Anders Gagnerud
Huddinge Municipality
Th-S59-SYM-03
- Research-based leadership selection – if we really want to predict anti-social behavior**
Sara Henrysson Eidvall
Stockholm university
Th-S59-SYM-04
- Research-based selection – if we really want to predict performance**
Maria Åkerlund
Henrysson Åkerlund & Sjöberg AB
- 12:45–14:15 Session 60 | **Symposium** | Room: RC Oslo Hall B
- A Dynamic Perspective on Proactive Work Behavior: Current Research on its Antecedents and Consequences**
Topic/s: 10. Performance and productivity
Chair/s: Antje Schmitt
Th-S60-SYM-01
- How authentic leaders influence day-level proactive behaviour at work? Exploring the role of relatedness**
Cumali Uri¹, Karoline Strauss²
¹ University of Sheffield, ² Warwick Business School
Th-S60-SYM-02
- When voice takes its toll – A week-level study on voice opportunities, voice, and fatigue**
Oliver Weigelt¹, Antje Schmitt², Michael Knoll³, Bernd Marcus¹
¹ University of Hagen, ² University of Kassel, ³ Durham University Business School
Th-S60-SYM-03
- The interaction of positive and negative work reflection on daily proactivity and effects on positive emotions at work**
Antje Schmitt¹, Frank Belschak², Deanne Den Hartog²
¹ University of Kassel, ² University of Amsterdam Business School
Th-S60-SYM-04
- Hurting, helping or both: The affective and behavioral consequences of coworker voice**
Renske van Geffen, Deanne Den Hartog, Frank Belschak
University of Amsterdam Business School

12:45–14:45 Session 61 | **Symposium** | Room: RC Oslo Hall C

Through innovation we conquer: Challenges of managing people for innovation in today's organizations

Topic/s: 7. Human resource management

Chair/s: Robert Kaše, Robert Verburg

Discussant/s: Marc van Veldhoven

Th-S61-SYM-01

Leading and managing people in order to stimulate innovative work behavior

Robert Verburg¹, Corine Boon², Deanne Den Hartog²

¹ Delft University of Technology, ² Amsterdam Business School, University of Amsterdam

Th-S61-SYM-02

High Commitment HRM, HRM Process and Innovative behavior: the effects in nine countries

Karin Sanders¹, Ying Wang¹, Helen Shipton², Yvonne Van Rossenberg³, Jorge Gomes⁴, Frances Jørgensen³, Ricardo Rodrigues⁵, Rita Cunha⁴, Anders Dysvik⁶, Miha Škerlavaj⁶, Sut I Wong Humberstad⁶

¹ The UNSW Australia Business School, ² Nottingham Trent University, UK, ³ Aarhus University, Denmark, ⁴ University of Lisbon, Portugal, ⁵ Kingston University, London, UK, ⁶ BI Norwegian Business School, Oslo, Norway

Th-S61-SYM-03

When empowering leadership becomes too much: The relationship between role ambiguity and individual innovative behavior

Sut I Wong Humberstad, Anders Dysvik

BI Norwegian Business School, Norway

Th-S61-SYM-04

Say it clear but not too loud: Powerless communication, task ownership, and creativity

James Berry¹, John Sumanth², Miha Škerlavaj³, Matej Černe⁴

¹ University College London, UK, ² Wake Forest University, Winston-Salem (NC), USA, ³ BI Norwegian Business School, Norway, ⁴ University of Ljubljana, Slovenia

Th-S61-SYM-05

Idea championing as the missing link between idea generation and team innovation implementation

Matej Černe¹, Robert Kaše¹, Miha Škerlavaj²

¹ University of Ljubljana, Slovenia, ² BI Norwegian Business School, Norway

Th-S61-SYM-06

Part of a bigger game: Being a good workplace for innovative people – a convention-theoretical perspective

Katharina Pernkopf, Wolfgang Mayrhofer

WU – Wirtschaft Universität Wien, Austria

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

Topic/s: 14. Technology, work-design and human-machine-systems

15. Occupational and organizational safety

16. Conflicts in organizations

17. Organizational Structure, Culture and Climate

18. Teams and workgroups

19. Emotions in the workplace

Th-S62-PO-01

Fostering creativity and innovation in the NHS

Dawn Eubanks, Tamara Friedrich, David Peterson, Tina Kiefer

University of Warwick

Th-S62-PO-02

Organisational Trust Cues and Leadership within the Digital Information Environment

Colette Real

Dublin City University

Th-S62-PO-03

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

Synnøve Nesse

Synnøve Nesse, ¹) Department of Strategy & Management, Norwegian School of Economics

¹) Research & Crisis Management Department, Falck Nutec AS

Th-S62-PO-04

Towards an explanatory model of workplace bullying

Merielly Greicy Dornelas Muzi¹, Christine Jeoffrion², Guy Notelaers³, Pascal Malola¹, Pascale Desrumaux¹

¹ University of Lille, ² Université de Nantes, ³ University of Bergen

Th-S62-PO-05

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

Nik Chmiel¹, Julie Laurent², Isabelle Hansez²

¹ University of Chichester, UK, ² University of Liege, Belgium

Th-S62-PO-06

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

Marte Pettersen Buvik¹, Sturle Danielsen Tvedt²

¹ Norwegian university of science and technology, Institute of industrial economics and technology management, Norway, ² Stord-Haugesund University College, Norway

Th-S62-PO-07

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

Saskia Linton, Anders Sjöberg, Magnus Sverke

Department of Psychology, Stockholm university

Th-S62-PO-08

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

Katharina Kugler, Annika Stengel, Julia Reif, Felix Brodbeck

Ludwig-Maximilians-Universitaet Muenchen, Munich, Germany

Th-S62-PO-09

A call to disentangle conceptual ambiguity: Mapping workplace mistreatment constructs

Svetlana Cizmic, Ivana Petrovic, Milica Vukelic

Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Th-S62-PO-10

Organizational culture and interpersonal motives in working group interactions

Anna Leonova, Faniya Sultanova

Lomonosov Moscow State University, Faculty of Psychology

Th-S62-PO-11

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

Iselin Reknes¹, Guy Notelaers¹, Nils Magerøy^{1,4}, Ståle Pallesen^{1,3}, Bjørn Bjorvatn^{2,3}, Bente Moen², Ståle Einarsen¹

¹ Department of Psychosocial Science, University of Bergen, Norway, ² Department of Global Public Health and Primary Care, University of Bergen, Norway, ³ Norwegian Competence Center for Sleep Disorders, Haukeland University Hospital, Bergen, Norway, ⁴ Department of Occupational Medicine, Haukeland University Hospital, Bergen, Norway

Th-S62-PO-12

Lifestyle, conflict solving styles and exposure to workplace bullying: an analysis of five models of mediation

Milda Perminiene

Kaunas University of Technology

Th-S62-PO-13

The humor-creativity pathway: Experimenting with affect.

Tabea Scheel¹, Sophie Bachmann², Cornelia Gerdenitsch², Christian Korunka²

¹ Humboldt University Berlin, ² University of Vienna

Th-S62-PO-14

Using the Latent Clusters Analysis approach to measure the prevalence of workplace bullying in a Portugueses sample

Ana Verdasca

SOCIUS / ISEG / University of Lisbon

Th-S62-PO-15

Fair and square. Person-organization regulatory fit affects justice perceptions and burnout.

Marta Roczniowska, Sylwiusz Retowski

University of Social Sciences and Humanities, Sopot Campus

Th-S62-PO-16

Co-worker reactions to i-deals: a multidimensional approach

Elise Marescaux¹, Sophie De Winne²

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² KU Leuven, Faculty of Economics and Business, Research Group Human Resource Management

Th-S62-PO-17

Analysis of Communication in a 3D Virtual Collaborative Arena

Balázs Péter Hámornik¹, Máté Köles¹, Emma Lógó¹, Sarolta Tóvölgyi¹, Károly Hercegi¹,

Anita Komlódi²

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Budapest, Hungary, ² Department of Information Systems University of Maryland Baltimore County Baltimore MD, USA

Th-S62-PO-18

Negative Acts and Outcomes in Russian Workplaces: The Moderating Roles of Leadership and Collectivist Culture

Gintare Visockaite¹, Andreas Liefhooghe¹, Huadong Yang², Andrey Lovakov³

¹ Birkbeck College, University of London, UK, ² University of Liverpool, UK, ³ National Research University, Higher School of Economics, Russian Federation

Th-S62-PO-19

The relationship between perceived organizational support and workplace conflict: The mediating role of failure-related trust

Gaëtane Caesens, Florence Stinglhamber, Stéphanie Demoulin, Elsa Boonen, Adrien Mierop,

Matthias De Wilde

Université catholique de Louvain

Th-S62-PO-20

Professional outcomes and psychological health after workplace bullying: An exploratory follow-up study

Elena Fiabane¹, Ines Giorgi², Stefano M. Candura³, Ilaria Crepaldi¹, Piergiorgio Argentero¹

¹ Department of Brain and Behavioral Sciences, Applied Psychology Unit, University of Pavia, Pavia, Italy, ² Psychological Unit, Salvatore Maugeri Foundation, Work and Rehabilitation, IRCCS, Scientific Institute of Pavia, Italy, ³ Occupational Medicine Unit, University of Pavia & Salvatore Maugeri Foundation, Work and Rehabilitation, IRCCS, Scientific Institute of Pavia, Italy

Th-S62-PO-21

Understanding task conflict and relationship conflict using the folk explanations of behavior paradigm: An exploratory study

Al Au

National University of Singapore

Th-S62-PO-22

Do witnesses to workplace bullying report their observations and what are the reactions? A mixed methods study.

Annie Hogh¹, Maria Gullander², Morten V Willert³, Ann-Louise Holten¹, Åse Marie Hansen⁴, Matias Grynderup⁴, Roger Persson⁵, Henrik A Kolstad³, Jens Peter Bonde²

¹ Department of Psychology, University of Copenhagen, Denmark, ² Department of Occupational and Environmental Medicine, Bispebjerg University Hospital, Copenhagen, Denmark, ³ Department of Occupational and Environmental Medicine, Danish Ramazzini Centre, Aarhus University Hospital, Aarhus, Denmark, ⁴ Department of Public Health, University of Copenhagen, Denmark, ⁵ Department of Psychology, University of Lund, Lund, Sweden

Th-S62-PO-23

Understanding fair and unfair actions by leaders and organizations: A critical incident approach

Camilla Holmvall, Lori Francis

Department of Psychology, Saint Mary's University

Th-S62-PO-24

The role of justice types in overall justice: an examination of perceived justice across different HRM decisions

Jurgita Lazauskaite-Zabielske

Vilnius University

Th-S62-PO-25

The daily relationship between workplace bullying and employee exhaustion: A within-person approach

Sarah-Geneviève Trépanier, Julie Ménard, Roxane Sinclair

Department of Psychology, Université du Québec à Montréal

Th-S62-PO-26

Workplace bullying, job insecurity and intention to leave among managerial and non-managerial employees

Milica Vukelic, Ivana Petrovic, Svetlana Cizmic

Department of Psychology, Institute of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Th-S62-PO-27

Emergent Leadership Trajectories in Organizational Crises

Synnøve Nesse³

Synnøve Nesse, ¹ Department of Strategy & Management, Norwegian School of Economics

² Research & Crisis Management Department, Falck Nutec AS

Th-S62-PO-28

Earning the right to craft: The relationship between feeling trusted and job crafting

Sarah-Jane Cullinane¹, Lisa van der Werff², Evangelia Demerouti³

¹ Trinity College Dublin, ² Dublin City University, ³ Eindhoven University of Technology

Th-S62-PO-29

Emotional intelligence in teams: Development and initial validation of the short version of the Group Emotional Competence (GEC) Inventory

Nuria Gamero¹, Carmen Prado², Isabel Guisado¹, Francisco José Medina¹

¹ University of Seville, ² Abastare Group

Th-S62-PO-30

Incivility in the workplace: An examination of how young adults recover from workplace aggression and violence

Michael Teed¹, E. Kevin Kelloway²

¹ Bishop's University, ² Saint Mary's University

Th-S62-PO-31

Demanding for workplace-adjustment or taking initiative? An experimental study on acceptance of employees with personality disorder at work

Beate Muschalla, Doris Fay, Anne Seemann

Work- and Organizational Psychology, University of Potsdam, Germany

Th-S62-PO-32

Measurement of Car Drivers' Situation Awareness in Pre-crash Phases

Ezequiel Fernandez Castela, et al.

Georg-August-University Göttingen, Georg-Elias-Müller Institute of Psychology, Department 'Social and Communication Psychology'

Th-S62-PO-33

Factors of success for a web-based talent management system

Laura C. Hohmann, Meinald T. Thielsch, Guido Hertel

University of Münster, DE

Th-S62-PO-34 | Interactive

Non-assigned private rooms for concentrated work: An effective stress management solution?

Jan Gerard Hoendervanger^{1,2}, Nico W. Van Yperen¹, Mark P. Mobach^{2,3,4}

¹ University of Groningen, ² Hanze University of Applied Sciences Groningen, ³ The Hague University of Applied Sciences, ⁴ Wageningen University

Th-S62-PO-35 | Interactive

A multidimensional approach for assessing the effects of website design

Maria Douneva¹, Rafael Jaron², Meinald Thielsch¹

¹ University of Münster, ² NORDLIGHT research GmbH

Th-S62-PO-36 | Interactive

Interprofessional teamwork and team interventions in chronic care – a narrative review

Mirjam Körner¹, Sarah Bütof², Christian Müller¹, Linda Zimmermann¹, Sonja Becker¹, Jürgen Bengel³

¹ Medical Psychology and Medical Sociology, Medical Faculty, University of Freiburg, Germany, ² Department of Neurophysiology and Pathophysiology, University Medical Center Hamburg-Eppendorf, Hamburg, Germany, ³ Department of Rehabilitation Psychology and Psychotherapy, Institute of Psychology, University of Freiburg, Germany

Th-S62-PO-37 | Interactive

Inter-organizational complexity and risk of major accidents

Vibeke Milch

NTNU, Department of Psychology

Th-S62-PO-38 | Interactive

Exposure to negative behaviour at work and self-labelling as a victim of bullying:

The moderating role of exposure to bullying during childhood

Øystein Løvik Hoprekstad, Ståle Einarsen

Department of Psychosocial Science, University of Bergen

Th-S62-PO-39 | Interactive

Relative intensity versus frequency of workplace aggression: Examining which is more impactful on employees job and strain outcomes.

Nicole Wilson, et al.

University of Alberta

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

Th-S63-KEY-01

Changing employment relations and perceptions of job insecurity: Challenges for employees and leaders

Magnus Sverke
Stockholm University, North-West University

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

Th-S64-PAN-01

**An organizational perspective is needed when disaster strikes:
How the Norwegian labour party managed the terror attack in Norway on the 22. of July 2011.**

Renate G Bugge¹, Raymond Johansen²
¹ Independant, ² The Labour Party in Norway

14:30–15:15 Session 65 | **Symposium** | Room: OKS Hall C

The Changing Nature of Work: Evidence and Implications

Topic/s: 3. Positive organizational behavior
Chair/s: Deidra J. Schleicher, Brian J. Hoffman

Th-S65-SYM-01

Changes in Work and Worker Well-being: Separating Fact from Fiction

Brian Hoffman, Lauren Wood
University of Georgia

Th-S65-SYM-02

The Reciprocal Nature of Performance Management and the Changing Context of Work

Deidra Schleicher, et al.
Texas A & M University

Th-S65-SYM-03

How flexible work arrangements and task proficiency influence the daily job crafting – well-being relationship: A diary study

Corine Boon, Claartje ter Hoeven, Karianne Kalshoven
University of Amsterdam

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

Th-S66-OR-01

Accepting unethical but useful ingroup leaders

Ana C. Leite¹, Isabel R. Pinto^{2,3}, Georgina Randsley de Moura¹, Sonia Cardoso², Jose M. Marques^{2,3}
¹ Centre for the Study of Group Processes, University of Kent, ² University of Porto, ³ Institute of Social Sciences, University of Lisbon

Th-S66-OR-02

Leadership effects on employee withdrawal – does national culture matter?

Claudia Buengeler¹, Diana Boer²
¹ University of Amsterdam, ² University Koblenz-Landau

Th-S66-OR-03

Effects of Leader-Member Exchange and Team-Member Exchange on Meeting Success – A Multilevel Analysis

Eva-Maria Schulte, Verena Blumberg, Simone Kauffeld
Technische Universität Braunschweig Industrial/Organizational and Social Psychology

14:30–15:15 Session 67 | **Oral session** | Room: OKS Meeting Room 1

Topic/s: 8. Leadership and management

Th-S67-OR-01

The impact of daily servant leadership on followers' well-being: an application of the Job Demands-Resources model.

Julia Specht, Angela Kuonath, Daniela Pachler, Silke Weisweiler, Dieter Frey
Ludwig-Maximilians-Universität München

Th-S67-OR-02

Servant Leadership and Job Performance: The interactive effects of shared experiences of success and failure

Hiroshi Ikeda
Fukuoka University

Th-S67-OR-03

«Authentic Leaders are Happy Leaders»

Gabrielle Walker, Richard Stockill, John Hackston, et al.
OPP Ltd

14:30–15:15 Session 68 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 2. Employee stress and burnout

Th-S68-OR-01

Analyzing intrinsic motivation and transformational leadership as buffers between emotional labour and employee well-being

Saija Mauno^{1,2}, Mervi Ruokolainen¹, Ulla Kinnunen¹

¹ University of Tampere, School of Social Sciences and Humanities, Finland., ² University of Jyväskylä, Department of Psychology, Finland

Th-S68-OR-02

Stressors and resources in flexible work arrangements – Distinguishing task- and employment-related components of stress

Tim Vahle-Hinz
University of Hamburg

Th-S68-OR-03

Coping Styles and the Challenge-Hindrance Stressor Framework: An Experience Sampling Study on Their Interacting Role on Daily Job Stress and Work Engagement

Stefan Razinskas, Julia Backmann, Matthias Weiss, Martin Hoegl
LMU Munich

14:30–15:15 Session 69 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 3. Positive organizational behavior

Th-S69-OR-01

Well-being in the workplace: The role of Wrzesniewsky's concept of work orientation.

Manuela Schmid, Barbara Stiglbauer, Bernad Batinic
JKU Linz, department for work-, organization-, and mediapsychology

Th-S69-OR-02

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

Hatem Öcel

Karabuk University

Th-S69-OR-03

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

Liina Randmann, Hanna Tiits

Tallinn University of Technology Institute of Industrial Psychology

14:30–15:15 Session 70 | **Oral session** | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

Th-S70-OR-01

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

Mine Afacan Findikli², Yasin Rofcanin¹, Aykut Berber³

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

Th-S70-OR-02

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

Venkataraman Nilakant¹, Bernard Walker¹, Kate van Heugten², Baird Rosemary¹, Herb de Vries¹

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

14:30–15:15 Session 71 | **Oral session** | Room: OKS Auditoriet
Topic/s: 2. Employee stress and burnout

Th-S71-OR-01

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

Mathieu Molines¹, Mladen Adamovic², Gwenaelle Bergon²

¹ Grenoble Ecole de Management – Chair Mindfulness, Well-Being at Work and Economic Peace,

² University of Toulouse ¹ Capitole/IAE Toulouse – Center for Research in Management

Th-S71-OR-02

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

Anna Katharina Koch, Mareike Adler

University of Hamburg

Th-S71-OR-03

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

Jonathan E. Booth¹, Cécile Emery², George Michaelides³

¹ London School of Economics and Political Science, ² University of Greenwich, ³ Birkbeck, University of London

14:30–15:15 Session 72 | **Oral session** | Room: OKS Torghjørnet
Topic/s: 16. Conflicts in organizations

Th-S72-OR-01

Inside the I&C meetings: Opening the black box that distinguishes the 'active consulters' from the 'communicators'.

Konstantina Kougiannou
Nottingham Business School, Nottingham Trent University

Th-S72-OR-02

The role of whistleblowing in relation to bullying behaviours: A predecessor or successor?

Brita Bjørkelo^{1,2}, Morten Birkeland Nielsen^{2,3}, Stig Berge Matthiesen^{4,2}, Ståle Einarsen²

¹ The Norwegian Police University College/University of Bergen, ² University of Bergen,

³ National Institute of Occupational Health, Oslo, Norway, ⁴ BI Norwegian Business School

Th-S72-OR-03

Work environment risk factors for violence and threats at work: A longitudinal study in four high risk occupations.

Lars Peter Andersen¹, Charlotte Gadegaard², Annie Hogh²

¹ Department of Occupational Medicine, Regional Hospital West Jutland, Herning, Denmark.,

² University of Copenhagen

14:30–15:15 Session 73 | **Oral session** | Room: OKS Odin
Topic/s: 18. Teams and workgroups

Th-S73-OR-01

A diary study on interdisciplinary collaboration and engagement, satisfaction and performance

Simone Brandstädter, Theresa Neutze, Karlheinz Sonntag
Department of Work and Organizational Psychology, University of Heidelberg, Germany

Th-S73-OR-02

The Influence of Demographic Faultline Strength on Team Performance: Examining multiple-mediator relationships

Victor Valls¹, Vicente González-Romá¹, Inés Tomás¹, Ramón Rico²

¹ Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), University of Valencia, ² Autonomous University of Madrid

Th-S73-OR-03

When does team diversity foster innovation and performance? A study of the moderating role of communication quality.

Denise Fortuin¹, Heleen van Mierlo¹, Daantje Derks¹, Bregje Spijkerman²

¹ Erasmus University Rotterdam, ² Spijkerman Trainingen

14:30–15:15 Session 74 | **Oral session** | Room: OKS Balder
Topic/s: 1. Employment relations

Th-S74-OR-01

HRM, perceived employability and job insecurity of migrant workers: A moderated mediation regarding adaptation to the host country

Rita Fontinha¹, Nele De Cuyper², Stephen Williams¹, Peter Scott¹

¹ Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom, ² Research Group Work, Organizational, and Personnel Psychology, KU Leuven, Belgium

Th-S74-OR-02

Developing a framework for the antecedents of expatriates' OCB performance

Sevdahmet Ercan¹, Frederick Oswald²

¹ Bulent Ecevit University, ² Rice University

14:30–15:15 Session 75 | **State of the Art (P)** | Room: RC Christiania Hall A

Topic/s: 6. Personnel selection

Th-S75-STA-01

Faking in job interviews: What we know and what we don't know

Nicolas Roulin

University of Manitoba

14:30–15:15 Session 76 | **Oral session** | Room: RC Christiania Hall B

Topic/s: 6. Personnel selection

Th-S76-OR-01

Hiring the good guy: The effects of applicants' impression management on interviewer evaluations of likeability, competence and hireability

Corinna Diekmann, Jennifer Bomert, Gerhard Blickle

University of Bonn

Th-S76-OR-02

Does the general factor of personality (GFP) reflect emotional intelligence and social knowledge?

Dirk Pelt¹, Dimitri van der Linden², Marise Born³

¹ Erasmus University Rotterdam, The Netherlands, ² Erasmus University Rotterdam, The Netherlands,

³ Erasmus University Rotterdam, The Netherlands

Th-S76-OR-03

Pride Before the Fall: Overconfidence, Leadership Selection, and Escalating Commitment

Richard Ronay, Janneke Oostrom, Nale Lehmann-Willenbrock

VU University, Amsterdam

14:30–15:15 Session 77 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S77-OR-01

Testing integrity tests: An overview and evaluation of integrity tests

Anja S. Göritz, Nadine J. B. Schmitt

University of Freiburg, Germany

Th-S77-OR-02

Overqualified employees and the risk of counterproductive work behaviors

Saul Fine¹, Michal Edward²

¹ Midot, Ltd., ² University of Haifa

Th-S77-OR-03

How situational are Situational Judgment Tests? Results from three consecutive studies

Stefan Krumm¹, Filip Lievens², Joachim Hüffmeier³, Anastasiya Lipnevich⁴, Hanna Bendels⁵,

Guido Hertel⁵

¹ Institute of Psychology, Freie Universität Berlin, Germany, ² Department of Personnel Management,

Work & Organizational Psychology, Ghent University, Ghent, Belgium, ³ Federal Institute for

Occupational Safety and Health, Dortmund, Germany, ⁴ Queens College and the Graduate Center,

City University of New York, ⁵ Department of Psychology, University of Münster, Germany

14:30–15:15 Session 78 | **Oral session** | Room: RC Oslo Hall B

Topic/s: 8. Leadership and management

Th-S78-OR-01

Health-promoting leadership culture and its effects on employee health.

Anita Dunkl, Paul Jiménez, Wolfgang Kallus

University of Graz

Th-S78-OR-02

Why, how, and when: A moderated mediation model of ethical leadership in organizational change

Kai Bormann

TU Dortmund University

Th-S78-OR-03

The Effect of Zero-Leadership on Team Performance

Yvonne Garbers, Udo Konradt

Kiel University, Institute of Psychology, Work and Organizational Psychology

14:30–15:15 Session 79 | **Oral session** | Room: RC Oslo Hall C

Topic/s: 7. Human resource management

Th-S79-OR-01

Employer brand segmentation: Generations and affective tone of their responses to the incongruence between individual values and organizational provisions

Selin Kudret, Martin R. Edwards

King's College London, University of London

Th-S79-OR-02

HRM and sustainable organizations: HR self-perception and expectations by HR customers. Empirical results from case studies in German companies.

Stephan Fischer, Cathrin Eireiner, Sabrina Weber, Erika Czilli

Pforzheim University University of Applied Science

Th-S79-OR-03

Feedforward or feedback – what works better for enabling personal change in coaching?

Almuth McDowall, et al.

Birkbeck, University of London and City University

15:30–17:00 Session 80 | **State of the Art** | Room: OKS Hall A

Topic/s: 7. Human resource management

Th-S80-STA-01

Providing and seeking feedback in the workplace

Frederik Anseel

Ghent University

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

Cultural diversity in the workplace

Topic/s: 8. Leadership and management

Chair/s: Gro Mjeldheim Sandal, Hege Høivik Bye

Th-S81-INV-SYM-01

What's wrong with being normal? Towards inclusive diversity ideologies

Wiebren Jansen¹, Sabine Otten¹, Karen van der Zee²

¹ University of Groningen, ² University of Amsterdam

Th-S81-INV-SYM-02

Through the eyes of the assessor: Demographic and perceived similarity with regard to score differences between ethnically diverse applicants

Lonneke A.L de Meijer¹, Marise Ph Born¹, Jack van Zielst², Henk van de Molen¹

¹ Erasmus University Rotterdam, The Netherlands, ² Police Academy, The Netherlands

Th-S81-INV-SYM-03

Effective leadership in followers' view: Similar or different stories in international company

Aurelija Stelmokiene

Vytautas Magnus university, Litauen

Th-S81-INV-SYM-04

The role of diversity perspectives, self-efficacy and diversity training for managers' active diversity management

Hege H. Bye, Gro M. Sandal

University of Bergen, Norway

Th-S81-INV-SYM-05

Diversity management and the commitment and well-being of foreign-born employees

Gro M. Sandal, Hege H. Bye

University of Bergen, Norway

15:30–17:00 Session 82 | **Symposium** | Room: OKS Hall C

New Trends in Burnout and Work engagement Research

Topic/s: 3. Positive organizational behavior

Chair/s: Arnold B. Bakker

Th-S82-SYM-01

Discussing and loathing in teams: On the relationship between team conflict and team work engagement

Patrícia L. Costa¹, Ana M. Passos¹, Arnold Bakker²

¹ ISCTE-Instituto Universitário de Lisboa, ² Erasmus University Rotterdam

Th-S82-SYM-02

Team work engagement in diverse teams: The moderating role of authentic leadership

Mirko Antino¹, Alfredo Rodríguez-Muñoz¹, Carlos Augusto Valencia², Francisco Gil Rodriguez¹

¹ Faculty of Psychology, Complutense University of Madrid, Spain, ² Pontificia Universidad Javeriana, Colombia

Th-S82-SYM-03

Exploring the Nomological Network of Team Work Engagement: A Multilevel Study

Mine Afacan Findikli¹, Yasin Rofcanin², Arnold B. Bakker³

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

Th-S82-SYM-04

The impact of daily cynicism on service quality: A mixed-methods study

Evangelia Demerouti¹, Despoina Xanthopoulou², Arnold B. Bakker¹

¹ Eindhoven University of Technology, ² Aristotle University of Thessaloniki

Th-S82-SYM-05

Weekly Job demands foster Burnout and Self-undermining: The Role of Trait Emotional Stability and Optimism

Arnold B. Bakker¹, Evangelia Demerouti², Heleen van Mierlo¹

¹ Erasmus University Rotterdam, ² Eindhoven University of Technology

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

Follow you, follow me – The role of followers in effective leadership processes

Topic/s: 8. Leadership and management

Chair/s: Laura Venz, Alexander Pundt

Discussant/s: Janine Bosak

Th-S83-SYM-01

Romanticising leaders – A question of Attachment and Affect?

Birgit Schyns, Lena F. Staudigl

Durham University Business School, UK

Th-S83-SYM-02

«I (don't) want to hold your hand»: The influence of prejudices against burned out employees on supervisors' social support.

Alexandra Hauser, Barbara Pangert, Silke Weisweiler, Dieter Frey

Ludwig-Maximilians-Universität München, Germany

Th-S83-SYM-03

It's subordinates' political skill! Success of transformational leadership efforts depends on subordinates' political skill

Andreas Wihler, Gerhard Blickle

University of Bonn, Germany

Th-S83-SYM-04

In the eye of the beholder – Examining a moderated-mediation model of humor in leadership, leader-member exchange, and followers' personal need for structure

Alexander Pundt, Laura Venz

University of Mannheim, Germany

Th-S83-SYM-05

The influence of leadership on diversity climate and performance: An analysis across different organizational levels

Hendrik Huettermann¹, Florian Kunze², Heike Bruch¹

¹ University of St.Gallen, Switzerland, ² University of Konstanz, Germany

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

Symposium on Job Insecurity: Part 1 – Cross-cultural comparisons

Topic/s: 2. Employee stress and burnout

Chair/s: Hans De Witte

Th-S84-SYM-01

1.3. The Influence of Job Insecurity on Task and Contextual Performance in Italy and the U.S.: Only Negative Effects?

William Reisel¹, Beatrice Piccoli², Hans De Witte³

¹ St. John's University, New York, USA, ² University of Verona, Italy, ³ WOPP, Dep. of Psychology, KU Leuven, Belgium

Th-S84-SYM-02

1.4. Managerial strategies for reducing the negative effects of job insecurity: Comparing white-collar workers in Sweden and South Africa.

Johnny Hellgren¹, Jaco Pienaar², Katharina Näswall³, Magnus Sverke^{1,2}

¹ Stockholm University, Sweden, ² North-West University, South Africa, ³ University of Canterbury, New Zealand

Th-S84-SYM-03

1.5. The qualitative job insecurity scale: Invariance across two European countries

Margherita Pasini¹, Margherita Brondino¹, Tinne Vander Elst^{2,3}, Hans De Witte^{3,4}

¹ Department of Philosophy, Pedagogy and Psychology, University of Verona, Italy, ² Idewe (External Service for Prevention and Protection at Work), Belgium, ³ WOPP, Dep. of Psychology, KU Leuven, Belgium, ⁴ Optentia, Vanderbijlpark Campus, North-West University, South Africa

Th-S84-SYM-04

1.1. Which culture suffers more from job insecurity? Different impact on job attitudes and health caused by masculinity vs. femininity

Kathleen Otto¹, Kerstin Isaksson², Carina Loeb², Ulla Kinnunen³, Kaisa Perko³, Thomas Rigotti⁴

¹ Philipps University of Marburg, Germany, ² Märladalen University, Sweden, ³ University of Tampere, Finland, ⁴ Johannes Gutenberg University of Mainz, Germany

Th-S84-SYM-05

1.2. Job insecurity in Belgium and Romania: Comparison of level and associations with outcomes

Hans De Witte^{1,2}, Gabriel Fischmann^{1,3}, Tinne Vander Elst^{1,4}, Elfi Baillien⁵, Coralia Sulea³, Dragos Iliescu⁶

¹ WOPP – Dep. of Psychology, KU Leuven, Belgium, ² Optentia, Vanderbijlpark Campus, North-West University, South Africa, ³ Department of Psychology, West University of Timisoara, Romania, ⁴ Idewe, external service for prevention and protection at work, Belgium, ⁵ Faculty Economics and Management Human Relations Research Group, Faculty Economics and Management, HUBrusseL & KU Leuven, Belgium, ⁶ Department of Psychology, Bucharest University, Romania

15:30–17:00 Session 85 | **Symposium** | Room: OKS Meeting Room 2

Work-family balance and parental leave: New insights

Topic/s: 5. Work-Family Interface

Chair/s: Rebekka Simone Steiner

Th-S85-SYM-01

Longitudinal investigation of types of work-family balance among Finnish academics

Johanna Rantanen¹, Ulla Kinnunen², Saija Mauno^{1,2}, Anne Mäkikangas¹

¹ University of Jyväskylä, ² University of Tampere

Th-S85-SYM-02

Not agentic enough: Different perceptions of work interference with family vs. family interference with work

Rebekka Steiner¹, Franciska Krings¹, Tammy Allen²

¹ University of Lausanne, ² University of South Florida

Th-S85-SYM-03

Predicting fathers' parental leaves

Lisa Horvath, Bettina Wiese, Thorana Grether

RWTH Aachen University

Th-S85-SYM-04

«Working women can't be great moms» – gender role attitudes and couple's parental leave decisions

Anna Stertz, Thorana Grether, Bettina Wiese

RWTH Aachen University

15:30–17:00 Session 86 | **Symposium** | Room: OKS Meeting Room 3

Putting health to work: A closer look at leadership styles, management practices, psychological conditions and employee well-being

Topic/s: 3. Positive organizational behavior

Chair/s: Francesco Montani

Th-S86-SYM-01

Leadership styles and management behaviors: The role of specificity in the prediction of psychological health of employees

Marie-Hélène Gilbert¹, Véronique Dagenais-Desmarais², France St-Hilaire³

¹ Université Laval, ² Université de Montréal, ³ Université de Sherbrooke

Th-S86-SYM-02

Promoting psychological health at work: By leadership or management competencies?

France St-Hilaire, Rébecca Lefebvre, Roxanne Charron-Thérien, Émilie Trudeau, Rachèle Hébert

Université de Sherbrooke

Th-S86-SYM-03

Psychological health at work: Beyond distress and well-being

Marie Malo¹, Jean-Sébastien Boudrias², Luc Brunet², Pascal Desrumaux³

¹ Université de Sherbrooke, ² Université de Montréal, ³ Université Lille ³

Th-S86-SYM-04

Employee commitment to the supervisor and to the organization: Does congruence matter?

Guylaine Landry¹, Joanne Roberts², Zheni Wang³, Alexandra Panaccio³

¹ Université du Québec à Montréal, ² Université de Sherbrooke, ³ Concordia University

15:30–17:00 Session 87 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Th-S87-OR-01

Social normativity of Deci and Ryan's Self-Determination Theory

Pierre-Henri François

Université de Poitiers CeRCA – UMR CNRS 7295 Equipe C2SE

Th-S87-OR-02

Mastery Climate, Mastery Goal Orientation and Knowledge Sharing

Christina Nerstad¹, Anders Dysvik¹, Matej Cerne², Miha Skerlavaj¹

¹ BI Norwegian Business School, ² University of Ljubljana

Th-S87-OR-03

A values-driven hierarchical model of work motivation and achievement goals:

An alternative to the personality test?

Caroline Pulfrey, Fabrizio Butera

University of Lausanne

Th-S87-OR-04

The channeling of trait intrinsic motivation into the flow of work: Old and engaged dogs learn new tricks

Giovanni Moneta

London Metropolitan University, London, U.K.

Th-S87-OR-05

Goal orientation and job challenge: The mediating role of job crafting behaviors

Bernd Carette¹, Roy Sijbom²

¹ Ghent University, Belgium, ² University of Amsterdam, the Netherlands

15:30–17:00 Session 88 | **Symposium** | Room: OKS Auditoriet

Yes We Can! Proactive Management of Work and Careers

Topic/s: 7. Human resource management

Chair/s: Jos Akkermans, Maria Tims

Discussant/s: Bart Wille

Th-S88-SYM-01

**The Influence of Future Time Perspective on Work Engagement and Job Performance:
The Role of Job Crafting**

Dorien Kooij¹, Maria Tims², Jos Akkermans²

¹ Tilburg University, Netherlands, ² VU University Amsterdam, Netherlands

Th-S88-SYM-02

**Perceived Internal Employability and Individual and Organizational Career Management:
Polarization in the Internal Labour Market?**

Jill Nelissen, Anneleen Forrier, Marijke Verbruggen

Research Center for Organisation Studies, Faculty of Economics and Business, KU Leuven, Belgium

Th-S88-SYM-03

**The Relationships of I-deals with Customer Satisfaction: The Role of Age Diversity,
Burnout and Commitment**

P. Matthijs Bal¹, Stephan Boehm²

¹ School of Management, University of Bath, United Kingdom, ² University of Sankt Gallen, Switzerland

Th-S88-SYM-04

**Causal Pathways between Perceived Employability and Work-Related Well-Being:
A Three-Wave Study**

Ellen R. Peeters¹, Nele De Cuyper¹, Hans De Witte^{1,2}

¹ Research Group Work, Organizational and Personnel Psychology, KU Leuven, Belgium, ² Vanderbijl-park Campus, North-West University, South Africa

Th-S88-SYM-05

**Crafting Your Career: Job Crafting as a Mediator between Career Competencies,
Perceived Employability, and Work-Home Interaction**

Jos Akkermans, Maria Tims

VU University Amsterdam, Netherlands

15:30–17:00 Session 89 | **Symposium** | Room: OKS Torghjørnet

Advances in Spillover-Crossover Research

Topic/s: 5. Work-Family Interface

Chair/s: Sara Tement, Sara De Gieter

Th-S89-SYM-01

Preventing WFC: Does workplace support act as a boost of individual satisfaction?

Marisa Matias, Tiago Ferreira, Joana Vieira, Joana Cadima, Teresa Leal, Paula Mena Matos

Center for Psychology – Faculty of Psychology and Educational Sciences – University of Porto

Th-S89-SYM-02

Daily work-family interference, psychological detachment and well-being: A spillover-crossover model.

Sara De Gieter¹, Joeri Hofmans¹, Lynn Germeys¹, Arnold B. Bakker²

¹ Vrije Universiteit Brussel, Research Group of Work & Organizational Psychology, Belgium,

² Erasmus University Rotterdam, The Netherlands

Th-S89-SYM-03

Daily detachment from home and well-being in working couples: The role of positive mood and children.

Alfredo Rodríguez-Muñoz¹, Ana Isabel Sanz-Vergel², Mirko Antino¹

¹ Complutense University of Madrid, Faculty of Psychology, Spain, ² University of East Anglia, Norwich Business School, UK

Th-S89-SYM-04

Coping with work-family conflict: An individual and crossover perspective on work-related support seeking at home.

Sara Tement

University of Maribor, Department of Psychology, Faculty of Arts, Slovenia

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

Young, educated and looking for a job: Which psychological factors enhance employability among graduates?

Topic/s: 1. Employment relations

Chair/s: Eva Selenko, Ilke Inceoglu

Discussant/s: John Arnold

Th-S90-SYM-01

How do supervised work placements lead to higher employability?

Ilke Inceoglu¹, Eva Selenko², Almuth McDowall³, Svenja Schlachter¹

¹ University of Surrey, ² University of Sheffield, ³ Birkbeck University

Th-S90-SYM-02

Why do student placements work? Investigating the mediating effect of employability in the relationship between placement satisfaction and placement outcomes.

Eva Selenko¹, Ilke Inceoglu², Almuth McDowall³, Svenja Schlachter², Sarah Liebler²

¹ University of Sheffield, ² University of Surrey, ³ Birkbeck University

Th-S90-SYM-03

Transition from higher education to the labour market: An example from Finland

Kaisa Kirves

University of Tampere

Th-S90-SYM-04

Career Decision Making: Relationships with Constructs Related to Employability and Initial Validation of the German Career Decision Making Profile

Katharina Ebner¹, Lisa Thiele¹, Simone Kauffeld¹, Daniel Spurk²

¹ Technische Universität Braunschweig, ² Universität Bern

Th-S90-SYM-05

A model of the development of employability through working life: A trait-based view

Stephen A. Woods

University of Surrey

15:30–17:00 Session 91 | **Oral session** | Room: OKS Balder
Topic/s: 21. Entrepreneurship / Self Employment

Th-S91-OR-01

Perceiving Entrepreneurial Challenges as Complex Problems: The Role of Complex Problem Solving in Opportunity Identification

Jakob Mainert¹, Yvette Baggen², Christoph Niepel¹, Samuel Greiff¹

¹ Education, Culture, Cognition and Society (ECCS), University of Luxembourg, Luxembourg,

² Education and Competence Studies (ECS), Wageningen University, The Netherlands

Th-S91-OR-02

Overconfidence and Team Processes: The effects of hubris on founding team decision-making.

Douglas Mahony, et al.

Lehigh University

Th-S91-OR-03

Starting off on the right foot: Psychological ownership, territoriality, and the success of nascent venture teams in entrepreneurship competitions

Steven Grey, Andrew Knight, Markus Baer

Washington University in St. Louis

Th-S91-OR-04

Individual and socio-cultural predictors of early-stage entrepreneurial activity before and during the economic crisis: A comparative analysis between Southern and Nordic regions

Susana C. Santos, António Caetano, Sílvia Fernandes Costa

Instituto Universitário de Lisboa, ISCTE-IUL

Th-S91-OR-05

Creativity as a cognitive resource at work: A comparison between self-employed and employees.

Aleksandra Bujacz^{1,2}, Claudia Bernhard-Oettel¹, Petra Lindfors¹, Thomas Rigotti²

¹ Stockholm University, Sweden, ² Johannes Gutenberg University Mainz, Germany

Th-S91-OR-06

Yes we/I can! Shared leadership as mediator of the effect of knowledge specialization on team potency and entrepreneurial self-efficacy in nascent entrepreneurial teams.

Emanuel Schreiner, Kristin Knipfer

Technische Universität München

15:30–17:00 Session 92 | **Invited Symposium (P)** | Room: RC Christiania Hall A

Advances in Technology-based Testing: Implications for revising the ITC Guidelines

Topic/s: 20. Research methodology

Chair/s: Dave Bartram

Th-S92-INV-SYM-01

Conducting Measurement Invariance Analyses with Forced-Choice Tests

Stephen Stark¹, Chernyshenko Oleksandr², Ringo-moon Ho²

¹ University of South Florida, USA, ² Nanyang Business School, Singapore

Th-S92-INV-SYM-02

Behind the Scores – Psychometric Paradata generated by New Technologies and its Implications for the ITC Guidelines

Achim Preuss¹, Katharina Lochner²

¹ Cut-e, Germany, ² Cut-e Consulting, Singapore

Th-S92-INV-SYM-03

Looking into platform-specific design for CBT

Dragos Iliescu, Andre Ion

Bucharest University

Th-S92-INV-SYM-04

Automatic Assessment: Online testing without psychologists

Rob Bailey
OPP Ltd, UK

Th-S92-INV-SYM-05

The European Test Industry: Existing computer-based assessment and its future development.

Ian Florance
European Test Publishers Group.

15:30–17:00 Session 93 | **Symposium** | Room: RC Christiania Hall B

European Network of Selection Researchers (ENESER) Symposium on Employee Recruitment, Selection, and Assessment: Contemporary Issues for Theory and Practice

Topic/s: 6. Personnel selection
Chair/s: Janneke K. Oostrom, Ioannis Nikolaou

Th-S93-SYM-01

Video Résumés: Current Findings and Challenges for Further Research

Annemarie Hiemstra¹, Eva Deros², Marise Born¹
¹ Erasmus University Rotterdam, the Netherlands, ² Ghent University, Belgium

Th-S93-SYM-02

Beyond validity: Shedding light on the social situation in employment interviews

Martin Kleinmann¹, Klaus Melchers², Pia Ingold¹, Annika Wilhelmy¹
¹ Universität Zürich, Switzerland, ² Universität Ulm, Germany

Th-S93-SYM-03

Applicant Reactions to Selection Methods: Where are we now and a look to the future

Ioannis Nikolaou¹, Talya Bauer², Donald Truxillo²
¹ Athens University of Economics and Business, Greece, ² Portland State University, USA

Th-S93-SYM-04

Situational judgment testing: A review and some new developments

Janneke Oostrom¹, Britt De Soete², Filip Lievens²
¹ VU University Amsterdam, the Netherlands, ² Ghent University, Belgium

Th-S93-SYM-05

Identifying innovation potential: Challenges for research and practice

Kristina Potočnik¹, Neil Anderson², Felisa Latorre³
¹ University of Edinburgh, Business School, UK, ² Brunel University, Business School, UK,
³ ITAM, Department of Business Administration, Mexico

15:30–17:00 Session 94 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 6. Personnel selection

Th-S94-OR-01

True Objective Measurement Of Creativity

Richard Justenhoven, Katharina Lochner, Achim Preuss
cut-e Group

Th-S94-OR-02

A construct-oriented development approach of Situational Judgment Tests

Nadine Kasten, Thomas Staufenberg
Osnabrück University

Th-S94-OR-03

Assessing employees propensity to engage in OCB: Incremental validity of SJT beyond personality.

Benoit Lothe¹, Anthony Scius¹, Romain Pieper¹, Davy Salmon², Isabelle Hansez¹

¹ Human Resources Development Unit University of Liège, ² UNMS

Th-S94-OR-04

How does applicant's perception matter?

Thomas Moldzio

Moldzio & Partner – Institute for Personnel Selection

Th-S94-OR-05

Is there any relationship between assessment center (AC) results and self-report questionnaires used in ACs?

Aylin Dincer Atmaca^{1,2}, Levent Sevinc¹

¹ Assessment Systems Turkey, ² Marmara University

15:30–17:00 Session 95 | **Symposium** | Room: RC Oslo Hall B

Resilience in the workplace: Leading through change and challenges

Topic/s: 3. Positive organizational behavior

Chair/s: Joana Kuntz, Katharina Näswall

Th-S95-SYM-01

What do we mean by resilience?

Antonio Pangallo

City University London

Th-S95-SYM-02

Employee Resilience Defined

Joana Kuntz, Sanna Malinen, Katharina Naswall

University of Canterbury

Th-S95-SYM-03

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

Venkataraman Nilakant¹, Bernard Walker¹, Kate van Heugten², Rosemary Baird¹, Herb de Vries¹

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

Th-S95-SYM-04

Employee resilience and employee and organizational outcomes

Katharina Naswall, Sanna Malinen, Joana Kuntz

University of Canterbury

15:30–17:00 Session 96 | **Panel** | Room: RC Oslo Hall C

Topic/s: 6. Personnel selection

Chair: Katharina Lochner

Th-S96-PAN-01

Candidate Centric Assessment

Rudi Myrvang¹, Achim Preuss², Eugene Burke³, Anders Sjöberg⁴, Glenn Menkin⁵, Ova Schulze⁶,

Katharina Lochner²

¹ cut-e Nordic, ² cut-e Group, ³ SHL/CEB, ⁴ Stockholm University, ⁵ DNV, ⁶ Ericsson

16:00–17:30 Session 97 | **Poster session** | Room: OKS Forum

Topic/s: 12. Organizational Change and Development

13. Labor market issues

14. Technology, work-design and human-machine-systems

Th-S97-PO-01

Mentees' learning and knowledge through formal peer-mentoring program

Gloria Castaño, Silvia Sanchez-Herrero, Miguel Alonso, Ana Calles

Complutense University

Th-S97-PO-02

Organizational change, innovation and employee well-being

Sylvie Boermans, Lander Vermeerbergen, Geert van Hootegem

KU Leuven

Th-S97-PO-03

Knowledge Hiding in the Academia: What, Where, and How Often?

Tomislav Hernaus¹, Nina Poloski Vokic¹, Ana Aleksic¹, Matej Cerne², Miha Skerlavaj³

¹ University of Zagreb, Faculty of Economics and Business, ² University of Ljubljana, Faculty of Economics, ³ BI Norwegian Business School

Th-S97-PO-04

Can Emotional Competences Intervention Change Mood?

Sabina Hodzic^{1,2}, Pilar Ripoll¹, Eva Lira¹, Franck Zenasni²

¹ University of Valencia, Spain, ² Université Paris Descartes, France

Th-S97-PO-05

Everyday ideologies as enablers and constrainers of organizational development processes

Minna Nylander

Aalto University

Th-S97-PO-06

Can work in High Risk Organisations (HROs') provide deeper insights into Organisational Creativity theory?

Varuni Wimalasiri, Dzidor Galley

University of Exeter

Th-S97-PO-07

Impacts of 'anemployment' in higher education Graduates: Presenting a new theory

Patrícia Araújo¹, Filomena Jordão², José Manuel Castro³

¹ Faculty of Psychology and Educational Sciences of University of Porto, Portugal, ² Faculty of Psychology and Educational Sciences of University of Porto, Portugal, ³ Faculty of Psychology and Educational Sciences of University of Porto, Portugal

Th-S97-PO-08

Business models as a facilitator of organizational change: Telehealth in the NHS

Helen Hughes, Katharine Davies, Stephanie Hotchkiss, Lucy Bolton, Lauren Beaumont

Socio-Technical Centre, University of Leeds

Th-S97-PO-09

The Full Mediator Role of Organizational Commitment in the Relationship Between Job Satisfaction and Job Turnover

Morteza Charkhabi, Andrea Ceschi, Riccardo Sartori

Department of Philosophy, Education and Psychology, University of Verona, Italy

Th-S97-PO-10

Motives for knowledge hoarding

Marjolein Caniëls, Carmen Negina, Nando Strik

Open University of the Netherlands

Th-S97-PO-11

Let them play games: Organizational socialization with business simulation games

Marianna Krol^{1,2}, Piotr Prokopowicz^{1,2}, Grzegorz Zmuda^{1,2}

¹ Jagiellonian University, ² 313 Consulting

Th-S97-PO-12

Human impact of organizational change : How to measure it ?

Lisbet Alfonso^{1,2}, Geneviève Gelot-Rouyer²

¹ Paris Descartes University, ² Capital Santé S.A.S.

Th-S97-PO-13

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

Ariane A. Corradi

Universidade Federal de Minas Gerais

Th-S97-PO-14

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

Carlos-Maria Alcover¹, Gabriela Topa²

¹ Rey Juan Carlos University, ² Spanish University for Distance Teaching

Th-S97-PO-15

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

Manuela Richter, Cornelius J. König, Dennis Etlz, Habiba Schiller

Universität des Saarlandes

Th-S97-PO-16

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

Mathilde Lien, Per Øystein Saksvik, Bjørn Ragnar Albrigtsen

Norwegian University of Science and Technology

Th-S97-PO-17

Applying online: Applicant perceptions of online resume' submission

Judy Van Hein, Jessica Stidham, Mark Frame

Middle Tennessee State University

Th-S97-PO-18

«Small but mighty»: Conditions for prototypicality claims in pre-merged minority organisations

Miriam Rosa¹, Ivan Gorski², Sylwia Jarosz³, Eithne Kavanagh⁴, Anna-Maria Kersting⁵, Pavel Kounov⁶, Katarina Velickovic⁷, Steffen Giessner⁸, Rita Guerra¹, Sven Waldzus¹, Elizabeth Collins¹

¹ Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL, ² University of Zagreb, Croatia, ³ University of Lodz, Poland, ⁴ Trinity College, Ireland, ⁵ University of Salzburg, Austria, ⁶ Glasgow University, United Kingdom, ⁷ University of Belgrade, Serbia, ⁸ Rotterdam School of Management, Erasmus University Rotterdam

Th-S97-PO-19

Systematic employee participation in designing improved work processes

Liv Starheim

Danmarks Tekniske Universitet

Th-S97-PO-20

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

Janne Skakon

Department of Psychology, University of Copenhagen

Th-S97-PO-21

The Relationship between Work Characteristics, Future Time Perspective & Work Ability of Older Employees in the Technical Sector

Katharina Kuennen

Radboud University Nijmegen, The Netherlands Master of Work, Organizational & Health Psychology

Th-S97-PO-22

«So, that's the result?

Negative effects of business-coaching and their causes from the perspective of organisations»

Katrin Oellerich, Heidi Möller

University of Kassel

Th-S97-PO-23

Enabling police organizational change through affective commitment to change

Claudia L. Rus, Lucia Ratiu, Adriana Baban

Department of Psychology, Babes-Bolyai University

Th-S97-PO-24

Work-Health Balance, a new construct to explain workers' well being after RTW

Andrea Gragnano¹, Massimo Miglioretti¹, Silvia Simbula¹, Angela GEM De Boer²

¹ Università degli Studi di Milano Bicocca, Milan, Italy, ² Coronel Institute of Occupational Health, Academic Medical Centre, Amsterdam, Netherlands

Th-S97-PO-25

Qualitative content analysis as a tool for exploring job application process: Reasons for not/applying for advertised job

Marija Bogicevic, Niko Cigoja, Ivana B. Petrovic

Department of Psychology, Faculty of Philosophy, University of Belgrade, RS

Th-S97-PO-26

Organizational change context: Its influence on learning and skills learned on the job.

Amanda Ferreira

UnB – Universidade de Brasília, CAPES – Coordenação de Aperfeiçoamento de Pessoal de Nível Superior

Th-S97-PO-27

In the land of the blind, feeling creative is easy, but being is not: The two faces of creativity

Marjolein Caniëls¹, Eric Rietzschel²

¹ Open University of the Netherlands, ² University of Groningen, Department of Psychology

Th-S97-PO-28

Financial deprivation and psychological well-being during unemployment:

A mediational model

Marta SouSa-Ribeiro^{1,2}, Magnus Sverke¹, Joaquim Luís Coimbra²

¹ Department of Psychology, Stockholm University, ² Faculty of Psychology and Education, University of Porto

Th-S97-PO-29

Consultant-client relationship and knowledge transfer in SMEs change processes

Luis Martinez¹, Aristides Ferreira², Amina Can³, Miguel Cunha¹

¹ Nova School of Business and Economics, ² Instituto Universitário de Lisboa (ISCTE-IUL),

³ Mundiserviços Consulting

Th-S97-PO-30

Development of Workforce Capability Through Assessments

Alia Al Serkal

du (Emirates Integrated Telecommunication Company)

Th-S97-PO-31

Investigating the inventors' inventory: The design of dynamic team member roles to manage innovation projects

Denniz Dönmez, Gudela Grote
ETH Zurich

Th-S97-PO-32

New insights on why and how people hide knowledge from their co-workers: A qualitative interview study

Sebastian Mangold, Kristin Knipfer, Claudia Peus
Technische Universität München

Th-S97-PO-33

Assessing mental workload in organizations: Reaching the goal of healthy workplaces

Paul Jimenez, Anita Dunkl
University of Graz

Th-S97-PO-34

Consequenses of insufficient human factors-, and human reliability analyses in a design phase of automated drilling technology for an oil and gas installation.

Gunhild Sætren¹, Sandra Hogenboom², Karin Laumann¹
¹ NTNU, ² DNV-GL

Th-S97-PO-35 | Interactive

A value chain from psychological safety to implementation: A practitioner's perspective

Bjørn G Kjønstad, Erik Eggen, Geir Løkling
iGo SA

Th-S97-PO-36 | Interactive

Sentiment analysis of write-in comments related to organisational change

Jurate Cingiene¹, Dimitri Tcherniak¹, Benoît Sagot²
¹ Towers Watson, London, UK, ² Alpage, INRIA & Universite Paris-Diderot, Paris, France

Th-S97-PO-37 | Interactive

Understanding the interplay between the Theory of Planned Behavior and organizational commitment in predicting change readiness: A moderated-mediation-analysis

Janna Nolte¹, Tammo Straatmann², Britta Seggewiss²
¹ Volkswagen AG, ² University of Osnabrueck

Th-S97-PO-38 | Interactive

Unemployment from a psychological needs perspective: What are the functions of formal employment for mental health?

Andrea Zechmann, Karsten I Paul
Friedrich-Alexander University Erlangen-Nürnberg

Th-S97-PO-39 | Interactive

Why do public sector managers quit their job?

Erik Berntson^{1,2}, Lisa Björk³, Linda Corin⁴, Annika Härenstam⁴, Anders Pousette⁵
¹ Department of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden, ³ Institute of Stress Medicine, Gothenburg, Sweden, ⁴ Department of Sociology and Work Science, Gothenburg University, Sweden, ⁵ Department of Psychology, Gothenburg University, Sweden

Th-S97-PO-40 | Interactive

Impact of self-efficacy on the effectiveness of the school-to-work transition.

Paweł Kot, Bohdan Rożnowski
Institute of Psychology The John Paul II Catholic University of Lublin

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

19:30–21:30 **Reception City Hall**

Friday 22 May

FRIDAY								
	0800–0900	0915–1045	1100–1230	Lunch 1200–1430	1245–1330	1345–1430	1445–1615	1630–1800
Oslo Congress Center								
Hall A		InSym 114 den Hartog/Buengeler	STA 132 Antonakis/Schyns	Key 148 Coyle-Shapiro	Key 164 Aycan	STA 181 Demer/van Yperen	InSym 197 van Quaque- beke/van Gils	
Hall B	Oral session 098	InSym 115 Anseel/Kuvaas	InSym 133 Bang	Pan 149 Schleicher		InSym 182 Gagne	InSym 198 Ekelund/Ekelund	
Hall C	Oral session 099	Pan 116 Kozusznik	Oral session 134	Oral session 150	Oral session 165	Pan 183 Soweid	Oral session 199	
Hall D	Sym 100 van Driel	Sym 117 Bosak/Kinahan	Sym 135 Steffens	Oral session 151	Oral session 166	Sym 184 Bark/van Dick	Sym 200 Straume	
Meeting room 1	Sym 101 Tremblay	Sym 118 Meyers/Van Woerkom		Oral session 152	Oral session 167	Sym 185 Rodriguez- Munoz/Sanz-Vergel	Sym 201 Rafn	
Meeting room 2	Sym 102 Rueff-Lopes/Junca	Sym 119 Gleibs/Hélot	Oral session 136	Oral session 153	Oral session 168		PAN 202 Zappala	
Meeting room 3	Sym 103 Ohly/Schmitt	Sym 120 De Witte	Sym 137 Zappala/Martinez-Tür	Oral session 154	Oral session 169	Sym 186 Syrek/de Bloom	Sym 203 De Cooman	
Meeting room 4	Oral session 104	Oral session 121	Sym 138 Notelaers/Escartin	Oral session 155	Oral session 170	Sym 187 Matthiesen	Sym 204 Kubicek	
Auditoriet	Sym 105 Passos/Graça	Sym 122 de Jonge/Rietzschel	Sym 139 Scheibe/Doerwald	Oral session 156	Oral session 171	Sym 188 Unterrainer/Jønsson	Sym 205 Passos	
Torghjornet	Oral session 106	Sym 123 O'Shea/Michel	Sym 140 Busch	Oral session 157	Oral session 172	Sym 189 Daniels/Xanthopoulou	Sym 206 De Vos/Verbruggen	
Odin	Oral session 107	Sym 124 Carter	Sym 141 Hirschi/Spurk	Oral session 158	Oral session 173	Sym 190 Furunes/de Lange	Sym 207 Furunes/de Lange	
Balder	Oral session 108	Oral session 125	Alliance meeting	Oral session 159	Oral session 174	Oral session 191	Oral session 208	
Forum	0800–0930: Poster 109 1000–1130: Poster 13 1200–1330: Poster 147 1400–1530: Poster 180 1600–1730: Poster 196							

Royal Christiania							
				Lunch 1200–1430			
Christ. Hall A	Sym 110 Johnston/Krings	InSym 126 Hakanen	InSym 142 Falkenberg/Lindfors	Pan 160 Nielsen	Pan 175 Nielsen	InSym 192 Dysvik	Sym 209 Dollard
Christ. Hall B	Oral session 111	Sym 127 Martins	Sym 143 Fernet	Oral session 161	Pan 176 Milam	Sym 193 Euwema	Sym 210 Bakker/Tims
Christ. Hall C	Oral session 112	Oral session 128	Sym 144 Andrei		Oral session 177	Sym 194 Navarro	EAWOP Worklab (1715–1800)
Oslo Hall B		Sym 129 McDowall/Inceoglu	Sym 145 Krings/Kaufmann	Oral session 162	Oral session 178	Sym 195 Fischbach/Schein	EAWOP Small group (1715–1800)
Oslo Hall C	Oral session 113	Sym 130 v. d. Heiden/Wegge	Oral session 146	Oral session 163	Oral session 179		Editor and reviewers (1715–1800)
Christiania atrium							EAWOP Early career sommer school (1715–1800)

08:00–09:00 Session 98 | **Oral session** | Room: OKS Hall B
Topic/s: 9. Sustainable environment and organizations

Fr-S98-OR-01

Corporate social responsibility and the employee: A meta-analysis

Agnieszka Paruzel, Hannah Klug, Günter W. Maier

Bielefeld University Faculty of Psychology and Sport Science Department of Work and Organizational Psychology

Fr-S98-OR-02

Lending a Helping Hand: A Multilevel Investigation of Prosocial Motivation, Inclusive Climate and Inclusive Behavior

Philippe Nelissen, Ute Hulsheger, Gemma van Ruitenbeek, Fred Zijlstra

Maastricht University

Fr-S98-OR-03

Pro-environmental behavior at work: Individual and organizational predictors for task related and pro-active behaviors

Julia Spieß¹, Kathrin Heinitz²

¹ Nordlicht Management Consultants GmbH, ² Freie Universität Berlin

08:00–09:00 Session 99 | **Oral session** | Room: OKS Hall C
Topic/s: 13. Labor market issues

Fr-S99-OR-01

When Career Paths No Longer Exist: A Grounded Theory of Career Behaviour among Young Professionals in the Aftermath of the Global Financial Crisis

Maria Simosi¹, Denise Rousseau², Maria Daskalaki³

¹ University of Roehampton, UK, ² Carnegie Mellon, US, ³ Kingston University, UK

Fr-S99-OR-02

How culture impacts careers: A study of career success and its relationships with political skill, goal orientation, and uncertainty avoidance in 26 countries

Eva Grimm¹, Regina Eckert², Carmen Binnwies³, Goerge S. Hallenbeck²

¹ Johannes Gutenberg University, Mainz, DE, ² Center for Creative Leadership, Brussels, BE,

³ Westfaehliche Wilhelms-University, Muenster, DE

Fr-S99-OR-03

Professional Fulfillment: Measurement, associations and implications

Ligia Oliveira-Silva¹, Luiz Victorino², John Arnold³

¹ Universidade de Brasilia, ² Universidade Católica de Brasília, ³ Loughborough University

Fr-S99-OR-04

Motivational Drivers across Age Groups: Clues for Theory and Practice

Tatiana Gulko, John Hackston, Sofia Lundal, Philippa Davis

OPP Ltd.

- 08:00–09:00 Session 100 | **Symposium (P)** | Room: OKS Hall D
- The Right Stuff: Combining Science and Practice for Compelling Leadership Development**
Topic/s: 8. Leadership and management
Chair/s: Marinus van Driel
Fr-S100-SYM-01
- Creating a Leadership Pipeline: a MetLife Case Study**
Hennie Kriek¹, Arnold Dhanesar²
¹ TTS- Top Talent Solutions, Inc, ² MetLife
Fr-S100-SYM-02
- Practice makes perfect: The impact of practical, problem-based leadership development to enable organizational change**
Kassie Cox¹, Marinus van Driel², Susan Christensen², Brian McTernan²
¹ Portland General Electric, ² Accenture
Fr-S100-SYM-03
- Leadership Development for Senior Managers**
Katharina Lochner, Achim Preuss
cut-e Group
Fr-S100-SYM-04
- Leaders and organizational cultural transformation**
Claudy Jules
Accenture
- 08:00–09:00 Session 101 | **Symposium (P)** | Room: OKS Meeting Room 1
- Commitment and Identification: Overcoming shortcomings**
Topic/s: 3. Positive organizational behavior
Chair/s: Isabelle Tremblay
Fr-S101-SYM-01
- Organizational socialization tactics and newcomers' psychological health in the workplace: Investigating the mediating role of affective commitment to the organization and to the supervisor**
Emilie Lapointe
Nottingham University Business School China
Fr-S101-SYM-02
- Social Identity as a Buffer against Stress**
Rolf van Dick¹, Jan Hausser², Andreas Mojzisch², Maren Kattenstroth²
¹ Goethe University Frankfurt, ² University of Hildesheim
Fr-S101-SYM-03
- Team performance in interdisciplinary teams: A study of team processes and types of identification**
Isabelle Tremblay¹, François Chiochio², Marie-Josée Fleury³
¹ Université de Montréal, ² University of Ottawa, ³ McGill University
Fr-S101-SYM-04
- Teams in Profession Service Firms: Managing professionals without (organisational) borders**
Yvonne van Rossenberg, Juani Swart, Nick Kinnie
University of Bath

08:00–09:00 Session 102 | **Symposium (P)** | Room: OKS Meeting Room 2

Emotional dynamics of service interactions: Putting the focus on employees.

Topic/s: 19. Emotions in the workplace

Chair/s: Rita Rueff-Lopes, Ana Junça

Fr-S102-SYM-01

Categorizing customers' behavior and its influence on employees' emotions: The moderating role of employees' propensity for emotional contagion.

Rita Rueff-Lopes, et al.

ISCTE-IUL Instituto Universitário de Lisboa

Fr-S102-SYM-02

Creating a Virtuous Cycle of emotional labour through coaching.

Audrey Tang

Brunel University

Fr-S102-SYM-03

The bright and the dark sides of a working day- significant daily events and emotional activation: The role of cognitive appraisals

Ana Silva, António Caetano, Rita Rueff-Lopes

ISCTE-IUL Instituto Universitário de Lisboa

Fr-S102-SYM-04

The complexity of Emotional Labor in Service Organizations: A challenging perspective of analysis

Esther Gracia¹, Neal M. Ashkanasy², Carolina Moliner³, José Ramos^{1,3}

¹ University of Valencia, ² University of Queensland, ³ Valencian Economic Research Institute

08:00–09:00 Session 103 | **Symposium** | Room: OKS Meeting Room 3

The effect of being online: Processes and boundary conditions of smartphone use after hours

Topic/s: 2. Employee stress and burnout

Chair/s: Sandra Ohly, Antje Schmitt

Discussant/s: Sabine Sonntag

Fr-S103-SYM-01

When leisurely activities harm: Daily effects of late-night smartphone use for fun

Klodiana Lanaj¹, Trevor Foulk¹, Russell Johnson²

¹ University of Florida, ² Michigan State University

Fr-S103-SYM-02

Work related mobile use after hours and affective well-being: The role of ambition and positive work reflection

Lenka Duranova, Antje Schmitt, Braukmann Johanna, Ohly Sandra

University of Kassel

Fr-S103-SYM-03

A diary study on work-related smartphone use, work-family conflict and family role performance: Examining the role of segmentation preference

Derks Daantje¹, Bakker Arnold¹, Pascale Peters², Pauline van Wingerden¹

¹ Erasmus University Rotterdam, ² Radboud University Nijmegen

Fr-S103-SYM-04

Is Information and Communication Technology (ICT) a demand or a resource? – Development of an ICT Events Taxonomy

Johanna Braukmann, Antje Schmitt, Lenka Duranova, Sandra Ohly

University of Kassel

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

Fr-S104-OR-01

The Group Development Scale for Sport Teams (EDG-D): Study of its psychometric qualities

Rui Mamede^{1,2}, Paulo Lourenço¹, Virginia Orengo²

¹ Universidade de Coimbra, ² Universitat de València

Fr-S104-OR-02

Moderation Effect of Psychological Capital in Intragroup Conflict Transformation and Escalation

Tobias Hauth¹, Jesus Sanchez¹, Ana Zornoza¹, Mirlene Siqueira²

¹ IDOCAL, University of Valencia, ² Universidade Metodista de Sao Paulo, Brazil

Fr-S104-OR-03

Team reflection linking transformational leadership and team innovativeness

Wilfried Neumann, Regina Mulder

University of Regensburg

Fr-S104-OR-04

An International Comparison of Business Meetings

Wendelien van Eerde, Claudia Buengeler

University of Amsterdam Business School

08:00–09:00 Session 105 | **Symposium** | Room: OKS Auditoriet

Shaping team processes agenda: Their antecedents and outcomes through a temporal lens

Topic/s: 18. Teams and workgroups

Chair/s: Ana Margarida Passos, Ana Margarida Graça

Fr-S105-SYM-01

Are shared (temporal) cognitions and temporal leadership substitutes? An analysis on the effects on temporal conflict and team performance

Catarina Marques Santos¹, Ana Margarida Passos¹, Sjir Uitdewilligen²

¹ Instituto Universitário de Lisboa – ISCTE-IUL, Portugal, ² Maastricht University, The Netherlands

Fr-S105-SYM-02

«Walk without rhythm and we won't attract the worm?»

A qualitative exploratory study of engaged teams' verbal and non-verbal interactions

Patrícia Costa¹, Ana Margarida Passos¹, Arnold Bakker²

¹ Instituto Universitário de Lisboa – ISCTE-IUL, Portugal, ² Erasmus University of Rotterdam, The Netherlands

Fr-S105-SYM-03

«Beware of the dark side»: The impact of destructive collective leadership on affective team climate and creativity-innovation

Amal Ahmadi¹, Saša Batistič², Ana Margarida Graça¹, Renata Kenda¹, Bernd Vogel¹

¹ Henley Business School, University of Reading, United Kingdom, ² Portsmouth Business School, University of Portsmouth, United Kingdom

Fr-S105-SYM-04

What I/we do is all about innovation. Sources of leadership and creativity-innovation in teams: Underlying processes in a multilevel and temporal lens

Ana Margarida Graça¹, Bernd Vogel¹, Ana Margarida Passos²

¹ Henley Business School, University of Reading, United Kingdom, ² Instituto Universitário de Lisboa – ISCTE-IUL, Portugal

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

Fr-S106-OR-01

The Effect of Pay Satisfaction and Organizational Commitment on Turnover Intention

Rizqi Nur'aini A'yuninnisa¹, Ridwan Saptoto²

¹ Maastricht University, ² Universitas Gadjah Mada

Fr-S106-OR-02

Towards a normalisation of unemployment? A French exploratory study

Anne Pignault^{1,2}, Claude Houssemand¹

¹ University of Luxembourg, ECCS, Institute of Lifelong Learning & Guidance (LLG) Route de Diekirch, BP2 L-7201 Walferdange, Luxembourg, ² INETOP-CNAM Paris, Centre de Recherche sur le Travail et le Développement (CRTD) 41 rue Gay Lussac, 75005 Paris, France

Fr-S106-OR-03

Toward A Theory of the Recruiter's Role And Relationships To Various Stakeholders in the Organizational Context

Michael Campion

University of South Carolina

08:00–09:00 Session 107 | **Oral session** | Room: OKS Odin
Topic/s: 3. Positive organizational behavior

Fr-S107-OR-01

Relationship between Person-Organization Fit and Work Outcomes: Psychological Capital as the Mediator

Pei Yee Chang, Yin Lu Ng

HELP University

Fr-S107-OR-02

The Role of Support in the Relationship between Autonomy and Engagement among Portuguese Nurses: A Multilevel Study

María Vera¹, Isabel Martínez², Laura Lorente³, María José Chambel⁴

¹ Instituto Tecnológico Superior Cordillera (Quito, Ecuador), ² Universitat Jaume I, ³ Universitat de València, ⁴ University of Lisbon

Fr-S107-OR-03

Incongruent Crossover: Adverse Reactions to Highly Engaged Colleagues

Heleen van Mierlo¹, Gera Noordzij², Moana Keiper¹, Lisenne Giel^{1,2}, Arnold Bakker¹, Denise Fortuin¹

¹ Erasmus University Rotterdam, Institute of Psychology, ² Erasmus University Rotterdam, Erasmus University College

Fr-S107-OR-04

A Test of a Job Demands-Resources Intervention

Jessica Wingerden¹, Daantje Derks¹, Arnold B. Bakker^{1,2}

¹ Erasmus University Rotterdam, ² Lingnan University Hong Kong

08:00–09:00 Session 108 | **Oral session** | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

Fr-S108-OR-01

Great expectations – The relationship between psychological contract fulfilment, newcomer organisational trustworthiness perceptions and trust

Lisa van der Werff^{1,2}, Finian Buckley¹

¹ Dublin City University, ² IC⁴

Fr-S108-OR-02

Asymmetries in task dependence and organizational performance: Should hr intervene and, if so, how and why?

Simon de Jong¹, Florian Kunze², Heike Bruch³

¹ University of Bath, ² University of Konstanz, ³ University of St. Gallen

Fr-S108-OR-03

Employees' trust in top management: How tmt relational conflicts can shape the effects of tmt behavioral integration

Anneloes Raes¹, Simon de Jong², et al.

¹ IESE business school, Spain, ² University of Bath, UK

Fr-S108-OR-04

Methodological Issues in the Measurement of Enacted Incivility

Alexandra Chris, Ashlynn Patterson, Thomas Sasso, Ekaterina Pogrebtsova, M. Gloria Gonzalez Morales

University of Guelph

08:00–09:30 Session 109 | **Poster session** | Room: OKS Forum

Topic/s: 8. Leadership and management

9. Sustainable environment and organizations

10. Performance and productivity

11. Ethics

20. Research methodology

Fr-S109-PO-01

Are professors leading differently? Success factors for effective leadership at universities in Germany

Dr. Anja Frohnen¹, Prof. Dr. Uta Bronner²

¹ Impulsplus, Köln, ² Hochschule für Technik Stuttgart

Fr-S109-PO-02

Personality Dimensions and Job Performance: A Study on 204 Italian Trade Agents

Riccardo Sartori, Arianna Costantini, Andrea Ceschi, Andrea Scalco

University of Verona

Fr-S109-PO-03

Effects of Goal Congruence and Organizational Support on Job Performance

Amanda Palmer

University of Houston

Fr-S109-PO-04

Environmental sustainability: New perspectives for work and organizational psychology (WOP)

Maruska Strada, Luca Vecchio

University of Milano-Bicocca

Fr-S109-PO-05

Thriving in turbulent times – linking servant leadership to employee well-being and retention

Xuan Feng¹, Armin Pircher Verdorfer², Claudia Peus², Dieter Frey¹

¹ Ludwig Maximilians University, ² Technische Universität München

Fr-S109-PO-06

Leader-member Exchange (LMX) and Performance: A Meta-analytic Review

Geoff Thomas¹, Robin Martin², Yves Guillaume², Olga Epitropaki^{3, 2}

¹ University of Surrey, ² University of Manchester, ³ Aston University, ⁴ ALBA American College of Greece

Fr-S109-PO-07

Authentic leadership perceptions and their relations with employees trust and well-being

Louis Baron, Marie Gwen Castel-Girard
Université du Québec à Montréal – School of Management

Fr-S109-PO-08

Measuring and Comparing the Ability of Three Different Organizational Leadership Styles in Predicting Tendency to Change

Naghi Ra'di Afsouran^{1,2}, Morteza Charkhabi³, Behzad Ghasemi⁴
¹ Department of Educational Science, University of Isfahan, Iran, ² Department of Humanistic Science, University of Guilan, Iran, ³ Department of Philosophy, Education and Psychology, University of Verona, Italy, ⁴ Department of Educational Science, Shahid Chamran University of Ahvaz, Iran

Fr-S109-PO-09

The relative importance of transformational and fair leadership behaviours for employee well-being

Kaisa Perko¹, Ulla Kinnunen¹, Taru Feldt²
¹ School of Social Sciences and Humanities, University of Tampere, Tampere, Finland, ² Department of Psychology, University of Jyväskylä, Jyväskylä, Finland

Fr-S109-PO-10

Meanings about Corporate Social Responsibility in leaders of small, medium and big enterprises in Bogotá, Colombia

Maria Claudia Peralta-Gómez, Ana María González Pinilla, Andrés García Romero
Universidad de La Sabana. Colombia

Fr-S109-PO-11

The role of empathy, customer orientation, and work engagement in the relationship between servant leadership and customer-oriented organizational citizenship behaviors

Ravit Oren, Dana Yagil
Unieversity of Haifa

Fr-S109-PO-12

The relationship between capability belief and performance is governed by two self-regulation processes

Robert van Doorn
Department of work and Social psychology Maastricht University The Netherlands

Fr-S109-PO-13

Welcome to ISLAND: An Innovative Browser-based Negotiation Tool

Alison Goetze, Christian Bucher
University of Zurich

Fr-S109-PO-14

The role of empowering leadership and knowledge sharing for ambidexterity

Marjolein Caniëls, Carmen Negina, Nico Schaetsaert
Open University of the Netherlands

Fr-S109-PO-15

Environmental assessment for decision, what about subjectivity and cognitive limits?

Rudy Patard
UMET CNRS UMR 8207 – Université Lille 1

Fr-S109-PO-16

Leading foreign firms in China: Cultural diversity between leaders and followers and its impact on organizational identification and leader effectiveness

Neela Muehlemann¹, Sebastian Schuh², Klaus Jonas¹
¹ University of Zurich, ² China Europe International Business School (Shanghai)

Fr-S109-PO-17

Leadership Development Program in a Retailing Organization: A Preliminary Study

Bülent Kilic
Koç University

Fr-S109-PO-18

Measuring Complexity Leadership

Catarina Gomes¹, Maria Mendes¹, Pedro Marques-Quinteiro¹, Pedro Lind², Luís Curral¹

¹ Faculdade de Psicologia, Universidade de Lisboa, Lisboa, Portugal, ² ForWind, Oldenburg University, Germany

Fr-S109-PO-19

Future of Leadership: Megatrends and their impacts on role and task of leaders

Daniela Eberhardt

Fr-S109-PO-20

CSR in the eye of the beholder: Authenticity and its effect on employee attitudes and behaviors

Kathrin Heinitz¹, Timo Lorenz¹, Daniel Schulze²

¹ Freie Universität Berlin, ² None

Fr-S109-PO-21

When supervisor leadership style influences subordinates' stressors and well-being: A study within the Spanish context

Rita Berger¹, Sharon Glazer²

¹ University of Barcelona, ² University of Baltimore

Fr-S109-PO-22

Different relationships between job satisfaction facets and work locus of control: What leaders can control

Velli Parts, Liina Randmann
Tallinn University of Technology

Fr-S109-PO-23

The identification of the leadership styles within the organization in relational perspective – consistency of superiors' self-diagnosis with assessment of the leadership styles made by subordinates.

Urszula Brzezińska

Psychological Test Laboratory of Polish Psychological Association

Fr-S109-PO-24

Are observer ratings a better predictor of job performance than self-report?

– An investigation of a Norwegian sample.

Frida Nossen, Marie Austeid
BI Norwegian Business School

Fr-S109-PO-25

Work satisfaction and work performance: An experimental examination of a causal model

Jakub Prochazka, Martin Vaculik

Masaryk University, Faculty of Social Studies, Department of Psychology

Fr-S109-PO-26

Dialectical Thinking: Integrating societal and business objectives

Mano Ramakrishnan
atrain, Human Capital Leadership Institute

Fr-S109-PO-27

Adaptive leadership in the military: How can unit leaders contribute to their soldiers' adaptability?

Karen van Dam¹, Ninka Lenssen², Walter van Bijlevelt³

¹ Open University, ² Tilburg University, ³ Royal Netherlands Army

Fr-S109-PO-28

An integrative approach to different social actors

Lilia Ivana Mamic¹, Agustin Molina²

¹ Universidad Rey Juan Carlos, ² University of Limerick

Fr-S109-PO-29

Leader Charisma: An Embodiment Perspective

Susan Reh¹, Niels Van Quaquebeke¹, Steffen R. Giessner²

¹ Kuehne Logistics University, ² Rotterdam School of Management, Erasmus University

Fr-S109-PO-30

Measuring corporate social responsibility through psychological components

Oswaldo Viteri, Valentina Ramos

Faculty of Administrative Science – Escuela Politécnica Nacional

Fr-S109-PO-31

Predictors of Satisfaction with Elderly Care Services

Ali Kazemi¹, Petri Kajonius^{2,1}

¹ School of Health and Education, University of Skövde, ² Department of Psychology, Göteborg University

Fr-S109-PO-32

Assessing cognitive expertise: Sharing knowledge elicitation methods

Julie Gore¹, Almuth McDowall², Adrian Banks¹

¹ University of Surrey, ² City University, London

Fr-S109-PO-33

Exploring relationship between professional development opportunity and cultural intelligence among a Canadian military sample.

Martin Yelle, Karen Davis

Department of National Defence

Fr-S109-PO-34 | Interactive

Implementation of work-oriented training on values in organizations

Sandra Niedermeier, Raphaela Schätz, Heinz Mandl

University of Munich (LMU)

Fr-S109-PO-35 | Interactive

The Longevity of Hypernorms: Exploring Time and Responsibility in Integrated Social Contracts Theory

David Wasieleski^{1,2}, Gunter Schumacher², Sefa Hayibor³

¹ Duquesne University, ² ICN Business School, ³ Carleton University

Fr-S109-PO-36 | Interactive

An Exploratory Research of Employee Perception of Proactive Behavior

Marija Miselyte, Dalia Bagdziuniene

Vilnius University

Fr-S109-PO-37 | Interactive

Dispersion in Corporate Social Responsibility Orientation and Team Cohesion and Conflict: The moderating Role of Team Trust

Douglas Mahony, et al.

Lehigh University

Fr-S109-PO-38 | Interactive

The effect of constructive leadership on subjective well-being of employees: Evidence from Chile

Rene Gempp, Sergio Valenzuela-Ibarra

Facultad de Economía y Empresa, Universidad Diego Portales

Fr-S109-PO-39 | Interactive

Leadership and well-being among academic faculty in Czech universities

Katerina Machovcova, Katerina Zabrodska, Jiri Mudrak

Institute of Psychology, Academy of Sciences of the Czech Republic

- 08:00–09:00 Session 110 | **Symposium** | Room: RC Christiania Hall A
«Different» careers: How social group membership and personality shape career pathways
Topic/s: 13. Labor market issues
Chair/s: Claire Johnston, Franciska Krings
Fr-S110-SYM-01
- With which leadership styles are men and women most likely to advance to top positions?**
Tanja Hentschel¹, Susanne Braun^{1,2}, Claudia Peus¹, Dieter Frey²
¹ TUM School of Management, ² LMU Center for Leadership and People Management
Fr-S110-SYM-02
- Managing Employees' Employability and Job Quality: Different Ages require Different Approaches**
Jessie Koen, Annelies Van Vianen, Aukje Nauta, De Pater I.E.
Faculty of Social and Behavioral Sciences, University of Amsterdam, The Netherlands
Fr-S110-SYM-03
- Immigrants' career resources**
Claire Johnston¹, Franciska Krings², Grégoire Bollmann¹
¹ Swiss National Centre of Competence in Research LIVES – Overcoming vulnerability: life course perspectives (NCCR LIVES), University of Lausanne, Switzerland, ² Faculty of Business and Economics, University of Lausanne
Fr-S110-SYM-04
- Climbing up the career ladder and dark side personality: Prospective and reverse effects**
Bart Wille, Filip De Fruyt
Department of Developmental, Personality and Social Psychology, University of Gent, Belgium

- 08:00–09:00 Session 111 | **Oral session** | Room: RC Christiania Hall B
Topic/s: 3. Positive organizational behavior
Fr-S111-OR-01
- Workplace Bullying, Organizational Changes and Organizational Citizenship Behaviour**
Ana Verdasca
Socioius / ISEG / University of Lisbon
Fr-S111-OR-02
- Relationship between self-efficacy and job crafting: moderating effects of interpersonal relationship factors.**
Yuta Morinaga
Musashi University
Fr-S111-OR-03
- Organizational Citizenship Behavior: The Role of Manager's Autonomy Support and Intrinsic Motivation**
Jessica Bérard, Yanick Provost Savard, Véronique Dagenais-Desmarais
Université de Montréal

08:00–09:00 Session 112 | **Oral session** | Room: RC Christiania Hall C
Topic/s: 8. Leadership and management

Fr-S112-OR-01

A study on the influence of strategic, critical and creative thinking on decision making styles.

B Ozen

Turkish Army War College, Haliç University

Fr-S112-OR-02

Leading organizational restructuring: A field study of virtual team and individual members' reactions

Kristine Kjellsen¹, M. Travis Maynard²

¹ Kongsberg Oil & Gas; Business Consulting, ² Colorado State University; Department of Management

Fr-S112-OR-03

Uncertain, but better – the influence of personal uncertainty on the ability to detect lies and deceit

Patrick Müller¹, Marc-André Reinhard², Kees van den Bos³

¹ HFT Stuttgart University of Applied Sciences, ² University of Kassel, ³ Utrecht University

Fr-S112-OR-04

Always on my mind: The impact of relational ambivalence on rumination after a manager-induced psychological contract violation

Kyle E. Ingram

University of Greenwich

08:00–09:00 Session 113 | **Oral session** | Room: RC Oslo Hall C
Topic/s: 12. Organizational Change and Development
19. Emotions in the workplace

Fr-S113-OR-01

Emotions and Sensemaking in Organizational Change: Combining Affect Infusion Model and Sensemaking

Sevda Yüksek, Sigrid Bekmeier-Feuerhahn

Leuphana University Lüneburg

Fr-S113-OR-02

Examining the Impact of Recession on Employee Well-being: A Moderated Mediation Model based on Job Demands and Resources Theory

Yseult Freeney¹, Brian Harney¹, Na Fu²

¹ Dublin City University Business School, Ireland, ² Maynooth University, Ireland

Fr-S113-OR-03

Employee Cynicism – The Role of Dispositional Envy and Gossip Engagement

Kirk Chang¹, Chien-Chih Kuo², Ting-Kuei Kuo³, Sarah Quinton⁴

¹ University of Salford, Salford Business School, UK, ² National Chenchi University, Department of Psychology, TAIWAN, ³ National Taiwan University of Science & Technology, Graduate Institute of Technology Management, TAIWAN, ⁴ Oxford Brookes University, Oxford Brookes Business School, UK

Fr-S113-OR-04

Managers' Emotion Management Provides Food for Thought Regulation of Supervisors Negative Emotions Associates with Quantity and Quality of Voice

Inge Wolsink

University of Amsterdam Business School

09:15–10:45 Session 114 | **Invited Symposium** | Room: OKS Hall A

Leadership on a tightrope? The many balancing acts of leaders. Challenges for the future of leadership research.

Topic/s: 8. Leadership and management

Chair/s: Claudia Buengeler, Deanne N. Den Hartog

Discussant/s: Deanne N. Den Hartog

Fr-S114-INV-SYM-01

Motivating and Building Relationships with Followers – A New Perspective on Fundamental Leadership Challenges

Eric Kearney

University of Potsdam

Fr-S114-INV-SYM-02

Blessing or Curse? The Role of (Differentiated) Individual-focused Leadership in Group Settings

Claudia Buengeler¹, Ronald Piccolo², Voelpel Sven³

¹ University of Amsterdam Business School, ² Rollins College, ³ Jacobs University Bremen

Fr-S114-INV-SYM-03

Narcissistic leaders in times of crisis

Barbara Nevicka¹, Annebel De Hoogh², Annelies Van Vianen¹

¹ University of Amsterdam, Work and Organizational Psychology, ² University of Amsterdam Business School

Fr-S114-INV-SYM-04

The Differential Effects of Autocratic Leadership on Team Performance

Annebel De Hoogh¹, Lindred Greer², Deanne Den Hartog¹

¹ University of Amsterdam Business School, ² Stanford University

09:15–10:45 Session 115 | **Invited Symposium** | Room: OKS Hall B

Strategies for improving the outcomes of feedback interventions

Topic/s: 7. Human resource management

Chair/s: Bård Kuvaas, Frederik Anseel

Fr-S115-INV-SYM-01

Constructive supervisor feedback is not sufficient: Timing is essential

Bard Kuvaas¹, Robert Buch², Anders Dysvik¹

¹ BI Norwegian School of Management BI Norwegian School of Management, ² Norwegian School of Sport Sciences

Fr-S115-INV-SYM-02

Patterns of the Feedback Environment: Links with Employee Outcomes

Allison Gabriel¹, Rebecca MacGowan¹, Jason Dahling²

¹ Virginia Commonwealth University, ² The College of New Jersey

Fr-S115-INV-SYM-03

You can be creative without diverse feedback, but you need time: An interactional perspective on the feedback source diversity-creativity relationship

Roy Sijbom¹, Frederik Anseel², Michiel Crommelinck², Alain De Beuckelaer³

¹ University of Amsterdam, ² Ghent University, ³ Radboud Universiteit Nijmegen

Fr-S115-INV-SYM-04

Positive feedback leads to favorable applicant reactions, but only if you treat applicants well

Marjolein Feys¹, Frederik Anseel¹, Donald Truxillo²

¹ Ghent University, ² Portland State University

09:15–10:45 Session 116 | **Panel (P)** | Room: OKS Hall C
 Topic/s: 19. Emotions in the workplace
 Chair/s: Barbara Kozusznik

Fr-S116-PAN-01

Alliance Special Session *manifesto* of industrial and organizational psychologists
 Barbara Kozusznik¹, Sharon Glazer², Virginia Schein³, Rita Berger⁴, Ute Schmidt-Brasse⁵, Angela Carter⁶, Mare Teichmann⁷
¹ University of Silesia, Poland, ² University of Baltimore, USA, ³ Gettysburg College, USA, ⁴ University of Barcelona, Spain, ⁵ PSYCON, Germany, ⁶ Univeristy of Sheffield, UK, ⁷ Tallin University of Technology, Estonia

09:15–10:45 Session 117 | **Symposium** | Room: OKS Hall D

Atypicality in the Work-Context II: Challenges, Barriers, and Opportunities
 Topic/s: 8. Leadership and management
 Chair/s: Janine Bosak, Mary Kinahan
 Discussant/s: Clara Kulich

Fr-S117-SYM-01

Putting the 'Man' in Manager: Gender Projection and the Glass Ceiling
 Clémentine Bry¹, Fabrice Gabarro², Pierre De Oliveira², Jörg Dietz³
¹ Université Savoie Mont Blanc, ² Université de Bourgogne, ³ University of Lausanne

Fr-S117-SYM-02

Be Bold, but among Subordinates – Backlash Effects, Self-Promotion Strategies and Power Status
 Natasza Kosakowska-Berezecka, Paweł Jurek, Marta Sokalska
 University of Gdansk

Fr-S117-SYM-03

Reactions to Gender Deviants in the Workplace: The Role of Advocacy
 Janine Bosak¹, Margaret Hendrick¹, Clara Kulich², Laurie Rudman³
¹ Dublin City University, ² University of Geneva, ³ Rutgers University

Fr-S117-SYM-04

Implicit Effects of Identity Threat on Hiring Decisions
 Soledad De Lemus¹, Russell Spears², Jolien van Breen², Evan van der Holst²
¹ University of Granada, ² Groningen University

Fr-S117-SYM-05

Moving across Status Lines: Low Concern for the Ingroup and Group Identification
 Clara Kulich, Fabio Lorenzi-Cioldi, Vincenzo Iacoviello
 University of Geneva

09:15–10:45 Session 118 | **Symposium** | Room: OKS Meeting Room 1

Strengths interventions in the workplace
 Topic/s: 3. Positive organizational behavior
 Chair/s: Maria Christina Meyers, Marianne Van Woerkom

Fr-S118-SYM-01

The Application of Signature Strengths at Work Leads to an Increase in Calling and Global Life Satisfaction: Results of a Random-assignment, Placebo-controlled, Web-based Intervention Study
 Claudia Harzer¹, Ruch Willibald²
¹ University of Kassel, ² University of Zurich

Fr-S118-SYM-02

Improving Deficits or Using Strengths? The Effects of an Online Intervention Aimed at Improving Psychological Capital

Wido Oerlemans¹, Marianne van Woerkom², Arnold Bakker¹

¹ Eindhoven University of Technology, ² Tilburg University

Fr-S118-SYM-03

The Effects of a Strengths Intervention on Self- and Peer-rated Employee Performance

Maria Christina Meyers, Marianne van Woerkom

Tilburg University

Fr-S118-SYM-04

The Effects of a Strengths Intervention on the Performance of Consultants at Temporary Work agencies

Marianne van Woerkom, Maria Christina Meyers

Tilburg University

09:15–10:45 Session 119 | **Symposium** | Room: OKS Meeting Room 2

Identity Research in Organisations

Topic/s: 16. Conflicts in organizations

Chair/s: Ilka Helene Gleibs, YingFei Héliot

Discussant/s: Rolf van Dick

Fr-S119-SYM-01

Conflict and complementarity between employees' religious and occupational identities: a systematic review

YingFei Héliot¹, Adrian Coyle², Ilka, H. Gleibs³

¹ Surrey Business School, University of Surrey, UK, ² School of Psychology, Criminology and Sociology, Kingston University, UK, ³ London School of Economics and Political Science, UK

Fr-S119-SYM-02

Managing multiple identity elements: Towards a psychological coherence principle of identity

Rusi Jaspal

De Montfort University, Leicester, UK

Fr-S119-SYM-03

Discordant vs. Harmonious Selves: The effects of multiple identities on perspective taking, interpersonal problem solving and performances

Lakshmi Ramarajan¹, Nancy Rothbard², Steffanie Wilk³

¹ Harvard Business School, USA, ² University of Pennsylvania, The Wharton School, USA, ³ The Ohio State University, Fisher College of Business, USA

Fr-S119-SYM-04

Do We Want a Fighter? The Influence of Group Status and the Stability of Intergroup Relations on Leader Prototypicality and Endorsement

Ilka, H. Gleibs¹, S. Alexander Haslam²

¹ London School of Economics and Political Science, U.K., ² University of Queensland, Australia

Fr-S119-SYM-05

Ameliorating (identity) threat perceptions during an organizational restructure: The role of leaders

Gabriele Jacobs¹, Kate E. Horton¹, P. Saskia Bayerl¹, Frank D. Belschak², Steffen R. Giessner¹

¹ Rotterdam School of Management, Erasmus University, NL, ² Amsterdam Business School, University of Amsterdam, NL

09:15–10:45 Session 120 | **Symposium** | Room: OKS Meeting Room 3

Symposium on Job Insecurity: Part 2 – Contributions from Eastern Europe (and Portugal) – analysis of moderators

Topic/s: 2. Employee stress and burnout

Chair/s: Hans De Witte

Fr-S120-SYM-01

2.1. The effect of qualitative job insecurity on employee attitudes: Testing the role of employability and perceived control

Leva Urbanaviciute, Jurgita Lazauskaite-Zabielske, Dalia Bagdziuniene

Department of Clinical and Organizational Psychology, Vilnius University

Fr-S120-SYM-02

2.2. Job insecurity and well-being among Croatian blue collar shift workers: A role of organizational context

Jasmina Tomas, Darja Maslić Seršić

University of Zagreb, Croatia

Fr-S120-SYM-03

2.3. The Big Five as moderators between job insecurity and health: A vulnerability-stress perspective

Dragos Iliescu¹, Irina Macsinga², Coralia Sulea², Gabriel Fischmann^{2,3}, Tinne Vander Elst^{3,4}, Hans De Witte^{3, 5}

¹ Department of Psychology, Bucharest University, Bucharest, Romania, ² Department of Psychology, West University of Timisoara, Timisoara, Romania, ³ Research Group Work, Organizational and Personnel Psychology (WOPP), KU Leuven, Belgium, ⁴ Idewe, external service for prevention and protection at work, Heverlee, Belgium, ⁵ Optentia, Vanderbijlpark Campus, North-West University, South Africa

Fr-S120-SYM-04

2.4. The relationship between qualitative job insecurity and performance, moderated by core self-evaluations: a multi-group perspective

Gabriel Fischmann^{1,2}, Irina Macsinga², Coralia Sulea², Delia Virga², Eva Cifre³, Hans De Witte^{1, 4}

¹ Research Group Work, Organizational and Personnel Psychology (WOPP), KU Leuven, Belgium, ² Department of Psychology, West University of Timisoara, Romania, ³ MPAGER Research Group, University Jaume I, Castellon, Spain, ⁴ Optentia Research Programme, Vanderbijlpark Campus, North-West University, South Africa

Fr-S120-SYM-05

2.5. Boys do cry: Gender differences in the reactions to job insecurity

Sandra Costa, Pedro Neves

Nova School of Business and Economics, Inova, Portugal

09:15–10:45 Session 121 | **Oral session** | Room: OKS Meeting Room 4
Topic/s: 18. Teams and workgroups

Fr-S121-OR-01

Learning with, from and about one another: A dynamic model of intergenerational knowledge exchange in the organizational context

Fabiola Gerpott^{1,2}, Nale Lehmann-Willenbrock², Sven Voelpel¹

¹ Jacobs University Bremen, ² VU University Amsterdam

Fr-S121-OR-02

Interdisciplinary collaboration – What can we learn from intercultural competences?

Simone Brandstädter, Michaela Kammler, Karlheinz Sonntag

Department of Work and Organizational Psychology, University of Heidelberg, Germany

Fr-S121-OR-03

The influence of organizational diversity ideologies on work-related outcomes:

Differences between high-status and low-status groups of workers.

Patrizia Villotti, Donatienne Desmette, Ginette Herman, Florence Stinglhamber

¹ Université catholique de Louvain, Belgium

Fr-S121-OR-04

Personality, culture and leadership in multicultural teams

Siegfried Stumpf¹, Stefanie Gruttauer²

¹ University of Applied Sciences Cologne, Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany, ² University of Applied Sciences Cologne, Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany

Fr-S121-OR-05

When Subgroups Impair Full Engagement: Diversity Faultlines and Social Loafing in Teams

Franziska Schölmerich^{1,2}, Carsten Christoph Schermuly²

¹ Leuphana University Lüneburg, ² SRH Hochschule Berlin

09:15–10:45 Session 122 | **Symposium** | Room: OKS Auditoriet

Blended Working: Opportunities, Pitfalls, and Boundary Conditions

Topic/s: 14. Technology, work-design and human-machine-systems

Chair/s: Kiki de Jonge, Eric Rietzschel

Fr-S122-SYM-01

Blended Working: For Whom It May (Not) Work

Nico W. Van Yperen, Eric F. Rietzschel, Kiki M. M. De Jonge

University of Groningen

Fr-S122-SYM-02

The Power of Control: Evaluating Job Autonomy, Teleworking Frequency, and Work-Home Boundary Strength in Relation to Employee Well-Being

Kathryn L. Fonner

University of Wisconsin-Milwaukee

Fr-S122-SYM-03

Smartphone use and work-home interference: The moderating role of social norms and employee work engagement

Daantje Derks, Desiree van Duin, Maria Tims, Arnold B. Bakker

Erasmus University Rotterdam

Fr-S122-SYM-04

Always Connected at Work? The Role of Information Novelty and Individual Needs

Kiki M. M. De Jonge, Eric F. Rietzschel, Nico W. Van Yperen

University of Groningen

09:15–10:45 Session 123 | **Symposium** | Room: OKS Torghjørnet

Building and Restoring Resources at work: Effectiveness of individual-focused and group-focused interventions

Topic/s: 4. Health and interventions

Chair/s: Deirdre O'Shea, Alexandra Michel

Fr-S123-SYM-01

Positive reappraisal of negative events and negative affect: Is mindfulness a necessary component?

Jacqueline Craig, Ekaterina Pogrebtsova, Alexandra Chris, M. Gloria Gonzalez-Morales
University of Guelph, Canada

Fr-S123-SYM-02

Being mindful daily – effects on work-family-conflict

Alexandra Michel¹, Dorota Reis², Laura Felizitas Beck¹, Sophie Emilia Butz¹

¹ Work and Organizational Psychology, University of Heidelberg, Germany, ² University of Landau, Germany

Fr-S123-SYM-03

Managing the transition into retirement – Effectiveness of a group-coaching intervention for older employees

Nadine Seiferling, Alexandra Michel

Work and Organizational Psychology, University of Heidelberg, Germany

Fr-S123-SYM-04

HOR: An intervention to build hope, optimism and resilience in Rugby Academies.

Tadhg MacIntyre¹, Deirdre O'Shea¹, Clodagh Butler¹, Deirdre Macintyre², Moya O'Brien², Eric Igou¹, Stephen Gallagher¹, Ann-Marie Creaven¹, Christopher DeLooze¹, Geoff Kenny¹

¹ University of Limerick, Ireland, ² ICEPE, Ireland

Fr-S123-SYM-05

Happy@Work – A micro intervention of daily positive reflection to foster well-being and personal resources among caregivers

Elisa Clauß¹, Annekatrin Hoppe¹, Deirdre O'Shea², Alexandra Michel³, M. Gloria González Morales⁴, Anna Steidle⁵

¹ Humboldt University, Berlin, Germany, ² University of Limerick, Ireland, ³ University of Heidelberg, Germany, ⁴ University of Guelph, Canada, ⁵ University of Hohenheim, Germany

Fr-S123-SYM-06

Examining the role of a reappraisal intervention to enhance proactivity in the workplace.

Agustín Molina¹, Deirdre O'Shea¹, M. Gloria González Morales², Alexandra Michel³, Anna Steidle⁴, Annekatrin Hoppe⁵

¹ University of Limerick, Ireland, ² University of Guelph, Canada, ³ University of Heidelberg, Germany, ⁴ University of Hohenheim, Germany, ⁵ Humboldt University, Berlin, Germany

09:15–10:45 Session 124 | **Symposium (P)** | Room: OKS Odin

We need to tackle youth employment in other ways

Topic/s: 13. Labor market issues

Chair/s: Angela Joy Carter

Fr-S124-SYM-01

Creating more jobs for young people

Angela Carter

University of Sheffield, Just Development

Fr-S124-SYM-02

Strengthening the ways young people and their families cope with youth unemployment

José Maria Peiró

University of Valencia

Fr-S124-SYM-03

Dealing with unemployment through job-pairing

Maria Vakola, Ioannis Nikolaou, Olga Kyriakou
Athens University of Economics and Business

Fr-S124-SYM-04

Looking at Youth Employment through another lens

Ros Searle
Coventry University

Fr-S124-SYM-05

Conditions for youth entrepreneurship

Susanne Gabrielsen¹, Benedicte Brøgger²
¹ Korn Ferry Institute, ² The Norwegian Business School

09:15–10:45 Session 125 | **Oral session** | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

Fr-S125-OR-01

Workplace bullying and ostracism as antecedents of psychological distress and sick-leave

Mats Glambek, Ståle Einarsen
Department of Psychosocial Science, University of Bergen

Fr-S125-OR-02

Conscious and unconscious consequences of workplace exclusion: Explicit and implicit motives moderate the effect of exclusion on anxiety

Stanley Friedemann, Christian Dormann
Johannes Gutenberg-University Mainz, Germany

Fr-S125-OR-03

Ethical infrastructure and the combating of unethical behavior: An empirical investigation and implication for preventing workplace bullying

Kari Einarsen¹, Reidar Johan Mukletun¹, Anders Skogstad², Ståle Einarsen², Denise Salin³
¹ University of Stavanger, ² University of Bergen, ³ Hanken School of Economics

Fr-S125-OR-04

Victim personality as a determinant of workplace bullying: A prospective study.

Hans-Georg Wolff¹, Klaus Moser², Anja S. Göritz³
¹ University of Cologne, ² University of Erlangen-Nürnberg, ³ University of Freiburg

Fr-S125-OR-05

Individual Responses to Workplace Bullying: Cognitive Appraisal of Negative Acts at Work and the Impact on Wellbeing and Performance

Rebecca Hewett¹, Andreas Liefoghe², Gintare Visockaite², Sırıyupa Roongrerngsuke³
¹ University of Greenwich, London, ² Birkbeck, University of London, ³ Sasin Graduate Institute of Business Administration of Chulalongkorn University, Bangkok

Fr-S125-OR-06

Experienced trust. The development and validation of a measure of employees' perception of being trusted

Vilde Bernstrøm, Helge Svare
Work Research Institute

09:15–10:45 Session 126 | **Invited Symposium** | Room: RC Christiania Hall A

Building engagement, Staying engaged: Research and Practical perspectives

Chair/s: Jari Juhani Hakanen
Discussant/s: Wilmar Schaufeli

Fr-S126-INV-SYM-01

Changes in Work Engagement During CREW

Michael Leiter

Centre for Organizational Research & Development, Acadia University

Fr-S126-INV-SYM-02

Successful Job Crafting: Effects on resources and well-being at work

Maggie van den Heuvel¹, Eva Demerouti², Maria Peeters³

¹ University of Amsterdam, ² Eindhoven University of Technology, ³ University of Utrecht

Fr-S126-INV-SYM-03

Have a break, have a ...??? An intervention study about the effect of lunch break activities on work engagement, vitality and positive affect

Jessica de Bloom, Ulla Kinnunen, Kalevi Korpela, Marjaana Sianoja

University of Tampere

Fr-S126-INV-SYM-04

Building work engagement through servant leadership and job crafting interventions

Jari Hakanen¹, ² Lotta Harju², Piia Seppälä², Krista Pakkin²

¹ Helsinki Collegium for Advanced Studies, University of Helsinki, ² Finnish Institute of Occupational Health

09:15–10:45 Session 127 | **Symposium** | Room: RC Christiania Hall B

New directions in psychological ownership research

Topic/s: 3. Positive organizational behavior

Chair/s: Erko Martins

Fr-S127-SYM-01

Transforming Followers into Owners – Transformational Leadership, Organizational Tenure and Psychological Ownership

Alexander Pundt

University of Mannheim, Work and Organizational Psychology; Germany

Fr-S127-SYM-02

Socio-Moral Climate as Predictor for Psychological Ownership, Work Engagement and Knowledge Sharing

Brigitte Steinheider¹, Luke Freeman², Armin Pircher Verdorfer³

¹ University of Oklahoma, Tulsa, Oklahoma, USA, ² New Life Ranch, Colcord, Oklahoma, USA,

³ Technische Universitaet Muenchen, Germany

Fr-S127-SYM-03

Territoriality and Family Business Succession in Finnish, Swiss and Irish SMEs

Sari Savolainen

University of Jyväskylä/Essepro, Finland

Fr-S127-SYM-04

«Daylight hours are not enough» – Psychological Ownership and Joy of Work in Family Business Context

Hannele Rautamäki

University of Jyväskylä, Finland

Fr-S127-SYM-05

Investigation on Psychological Ownership, Work Engagement and Happiness in a Professional Services Industry

Chantal Olckers

University of Pretoria, Department of Human Resource Management, South Africa

Fr-S127-SYM-06

The Circle Model of Psychological Ownership Development

Erko Martins, Friedemann W. Nerdinger

University of Rostock, Business & Organizational Psychology, Germany

09:15–10:45 Session 128 | **Oral session** | Room: RC Christiania Hall C
Topic/s: 8. Leadership and management

Fr-S128-OR-01

How male and female managers perceive women leaders differently: Implications for women leader development

Regina Eckert, George S. Hallenbeck
Center for Creative Leadership, Brussels, BE

Fr-S128-OR-02

Similar to me vs. prototypical for us – What is more important for the leader's influence on follower health?

Franziska Franke¹, Alexander Pundt², Joerg Felfe³

¹ Federal Institute for Occupational Safety and Health Dortmund, Germany, ² University of Mannheim, Germany, ³ Helmut Schmidt University Hamburg, Germany

Fr-S128-OR-03

How Managers' Eudaimonic beliefs relate to quality of life and parents' satisfaction: An investigation in centres for individuals with intellectual disability

Esther Gracia, Vicente Martínez-Tur, Luminita Patras, Agustín Molina, Carolina Moliner
Research Institute of Human Resources Psychology, Organizational Development and Quality of Working Life (IDOCAL), Universidad de Valencia

Fr-S128-OR-04

Health promoting leadership in Germany and Sweden – evaluation of an intervention

Kerstin Isaksson¹, Gisela Mohr², Carina Loeb¹

¹ Mälardalen University, ² Leipzig University

Fr-S128-OR-05

Consideration, Management by Exception, Assertive and Responsive Communication, and Team Self-Efficacy in relation to Team Potency in Military Helicopter Crews

Hilde van Ginkel¹, Rendel de Jong¹, John van Buren², Mandy van der Velde¹

¹ Utrecht University, ² Royal Netherlands Navy

Fr-S128-OR-06

How followers perceive their managers' leadership behaviors: Does activity inhibition make a difference?

Barbara Steinmann, Sonja Ötting, Günter Maier
Bielefeld University

09:15–10:45 Session 129 | **Symposium (P)** | Room: RC Oslo Hall B

Assessing and managing workplace performance – fresh takes on a persistent enigma

Topic/s: 7. Human resource management

Chair/s: Almuth McDowall, Ilke Inceoglu

Discussant/s: Dave Bartram

Fr-S129-SYM-01

Assessing performance in organizations: Results from a systematic literature review

Ilke Inceoglu¹, Almuth McDowall², Rachel Avery³

¹ Surrey Business School, University of Surrey, ² Birkbeck University, London, ³ University of Surrey

Fr-S129-SYM-02

Potential for Performance: Constructing a Model of Effectiveness

Rainer Kurz
Cubiks, UK

Fr-S129-SYM-03

Situational performance measurement: From counterproductive to beneficial

Katharina Lochner, Achim Preuss
cut-e Group

Fr-S129-SYM-04

How can you tell if you are managing competent employees? Findings from an expert consultation

Almuth McDowall¹, Ilke Inceoglu², Avery Rachel³

¹ Birkbeck University, London, ² Surrey Business School, University of Surrey, ³ University of Surrey

09:15–10:45 Session 130 | **Symposium** | Room: RC Oslo Hall C

Sustainable Careers and its Antecedents

Topic/s: 1. Employment relations

Chair/s: Beatrice Van der Heijden, Jürgen Wegge

Fr-S130-SYM-01

Are Older Workers More Active Copers? Longitudinal Effects of Age-Contingent Coping on Strain at Work

Guido Hertel¹, Cornelia Rauschenbach², Markus Thielgen³, Stefan Krumm⁴

¹ University of Münster, Germany, ² Federal Employment Agency, Germany, ³ University of Applied Sciences for Public Administration Rhineland-Palatinate, Germany, ⁴ Freie Universitaet Berlin, Germany

Fr-S130-SYM-02

Depressive Symptoms in Older Employees: Age-specific Protective Effects of Job Autonomy and Selective Optimization with Compensation

Andreas Mueller¹, Matthias Weigl², Barbara Heiden², Cort Rudolph³, Peter Angerer¹

¹ Institute for Occupational and Social Medicine, Medical Faculty, Düsseldorf University, Düsseldorf, Germany, ² Institute and Outpatient Clinic for Occupational, Social, and Environmental Medicine, Ludwig-Maximilians-University, Munich, Germany, ³ Department of Psychology, Saint Louis University, St. Louis, Missouri (USA)

Fr-S130-SYM-03

Five Pathways how Leader Behaviour Influences Employees' Health at Work

Juergen Wegge

TU Dresden, Germany

Fr-S130-SYM-04

Which HRM Practices Make Employees Sustainable at Work Across the Life-Span?

Klaske Veth¹, Hubert Korzilius², Beatrice Van der Heijden^{2,3}, Annet De Lange^{4,5}, Ben Emans^{1,6}

¹ Hanze University of Applied Sciences, Institute of Business Administration, the Netherlands, ² Radboud University Nijmegen, Institute for Management Research, the Netherlands, ³ Open Universiteit of the Netherlands, ⁴ HAN University of Applied Sciences, Institute of HRM, the Netherlands, ⁵ University of Stavanger, Institute of Social Sciences, HRM, Norway, ⁶ University of Groningen, Institute of Business Administration and Technology, the Netherlands

Fr-S130-SYM-05

The Relation between Age Dissimilarities of Supervisor and Subordinates and their Perception of Leadership Behaviour and Team Performance

Anne-Katrin Goerke, Veronika Leicher, Regina Mulder

Institute of Educational Science, University of Regensburg, Germany

Fr-S130-SYM-06

Age-differentiated leadership: A new leadership model for the aging workforce

Franziska Jungmann, Juergen Wegge

TU Dresden, Germany

10:00–11:30 Session 131 | **Poster session** | Room: OKS Forum
Topic/s: 7. Human resource management
8. Leadership and management

Fr-S131-PO-01

How would you rate your performance? Exploring self- observer discrepancies in performance ratings and response biases in personality measures.

Gina Palermo

Talent Q Ltd

Fr-S131-PO-02

Cultural intelligence (CQ) in Erasmus Mundus Students and Alumni: an exploratory study on the levels and antecedents of CQ

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Fr-S131-PO-03

Why Extroverts can Build a Good Relationship with People from Other Cultures?: A Moderated Mediation Model

Takuto Shishido

Musashino University

Fr-S131-PO-04

Age stereotypes on older workers: Direct and indirect effects on work engagement

Paola Dordoni, Piergiorgio Argentero

Department of Brain and Behavioral Sciences, Unit of Applied Psychology, University of Pavia – Pavia, Italy

Fr-S131-PO-05

Professional image management – a new approach to career

Elżbieta Kowalczyk

Poznan University of Economics

Fr-S131-PO-06

It's who you know as well as what you know: The role of social capital in newcomer adjustment

Helena Cooper-Thomas¹, Alan Saks², Jamie Gruman³

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Fr-S131-PO-07

Quantified self app usage tested in the workplace

Bettina Renner¹, Guðrun Wesiak², Ulrike Cress^{1, 3}

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Fr-S131-PO-08

The impact of authentic leadership on thriving in turbulent times

Anneleen Mortier, Peter Vlerick

Department of Personnel Management, Work, and Organization Psychology, Ghent University, Belgium

Fr-S131-PO-09

Promoting citizenship behaviour and preventing counterproductive work behaviour. Is ethical leadership important?

Roberta Fida¹, Marinella Paciello², Carlo Tramontano³, Francesco Zaghini⁴, Alessandro Sili⁵

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Fr-S131-PO-10

Cumulative and Unfolding IRT Models In Leadership Research

Zhonghua Liu
University of Cambridge

Fr-S131-PO-11

How Constructive and Destructive Leadership Behaviors Affect the Commitment of Subordinates: An Investigation Using Latent Profile Analysis.

Leandre-Alexis Chenard Poirier¹, Jean-Sebastien Boudrias¹, Vincent Rousseau², Eric Brunelle³
¹ Department of Psychology, University of Montreal, Canada, ² School of Industrial Relations, University of Montreal, Canada, ³ HEC-Montreal, Canada

Fr-S131-PO-12

Followers' characteristics that matter when they define ideal-real leader fit

Aurelija Stelmokiene, Aukse Endriulaitiene
Vytautas Magnus university

Fr-S131-PO-13

Refuting the cliché of the distrustful manager

Sabine Hommelhoff¹, David Richter²
¹ Friedrich-Alexander-University Erlangen-Nuremberg, ² German Institute for Economic Research, Berlin

Fr-S131-PO-14

Scope and Duration Neglect in Assessments of Anticipated Utility

Sefa Hayibor¹, David Wasieleski²
¹ Carleton University, ² Duquesne University

Fr-S131-PO-15

Methods and tools for complex planning and decision making processes: A feasibility study.

Rüdiger von der Weth
HTW Dresden

Fr-S131-PO-16

Women's academic leadership development: A curricular example

Kristin Knipfer¹, Tanja Hentschel¹, Brooke Shaughnessy², Ellen Schmid¹
¹ Technische Universität München, ² Ludwig-Maximilians-Universität München

Fr-S131-PO-17

Being a leader or being a friend? Multiple identity conflict and resolution strategies among team leaders

Kerrie Unsworth¹, Darja Miscenko²
¹ University of Western Australia, ² Maastricht University

Fr-S131-PO-18

The effectiveness of a coaching smartphone application to develop academic leaders

Céline Rojon¹, Dasha Grajfoner²
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Fr-S131-PO-19

Coaching military leaders for a high job performance

Cristina Ionica, Ioana-Dorina Coldea
National Intelligence Academy «Mihai Viteazul», Bucharest, Romania

Fr-S131-PO-20

Doctoral students' professional identity and perceptions of social support from their scientific supervisors

Kristina Kovalcikiene, Loreta Buksnyte-Marmiene
Vytautas Magnus University

Fr-S131-PO-21

The Blind Spot: Gender Differences in Negotiation from a Male Perspective

Jens Mazei^{1,2}, Joachim Hüffmeier²

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

Fr-S131-PO-22

The role of transformational leadership in organisational trust within a retail distribution centre

Lebogang Micheline Phasha

Independent

Fr-S131-PO-23

Evaluation of Leadership Development Programs: Formative and Summative Evaluation of a Binational Leadership Program

Silja Kotte, Heidi Moeller

Kassel University

Fr-S131-PO-24

«Is my leader close to an ideal?» – The most preferred leader's characteristics

Aurelija Stelmokiene, Aukse Endriulaitiene

Vytautas Magnus university

Fr-S131-PO-25

Psychological Contract and Social Identity as explanatory frameworks in the relationship between perceived transformational leadership and reported attitudes: An exploratory study

Vincent Cassar¹, Aysel Yunusova²

¹ Dr Vincent Cassar, Senior Lecturer, Dept. of Management, University of Malta, ² Ms Aysel Yunusova, Research Student. Dept. of Management, University of Malta.

Fr-S131-PO-26

The Thin Line between Empowering and Laissez-faire Leadership: An Expectancy Match Perspective

Sut I Humborstad¹, Steffen Giessner²

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Fr-S131-PO-27

Development of Leadership through Adventure

Claudia Bélanger

Université du Québec a Chicoutimi

Fr-S131-PO-28

Leaders in Norwegian ministries – specialists or generalists?

Marthe Nedreskår Larsen¹, Ingunn Sandtveit²

¹ The Norwegian Ministry of Finance, ² The Norwegian Ministry of Children, Equality and Social Inclusion

Fr-S131-PO-29

Relationship between justice perception from performance appraisal system, organizational commitment and organizational citizenship behaviors

Ali Mehdad¹, Mohammad Hossien Abbasnezhad¹, Mohammad Asadpour²

¹ Islamic Azad University, Isfahan (Khorasgan) Branch, Isfahan-Iran, ² Rafsanjan University of Medical Science, Rafsanjan-Iran

Fr-S131-PO-30

«Lessons come from the journey, not the destination»: Do male and female accountants differ in their self-regulated learning?

Mary Kinahan, Lisa Van der Werff, Finian Buckley

Dublin City University

Fr-S131-PO-31

Quality-oriented Management: Combining Business and People Perspectives

Ina Heine, Robert Schmitt, Sebastian Schmitt

Chair of Metrology and Quality Management, RWTH Aachen University

Fr-S131-PO-32

Narrative Leadership – what it means for practitioners?

Barbara Smorczevska

School of Management, University of Silesia in Katowice, Poland

Fr-S131-PO-33

A Longitudinal Effects of Organizational Culture on Work Outcomes through Leadership: A Multilevel Approach

Michelle Lee^{1,2}, Mohd. Idris²

¹ Sunway University, ² University Malaya

Fr-S131-PO-34

Followers' Achievement Goals Impact Leaders' Tendency to Delegate

Simone van Noord^{1,2}, Melvyn Hamstra², Roy Sijbom²

¹ University College Roosevelt, ² University of Amsterdam

Fr-S131-PO-35 | Interactive

Should I stay or should I go? The role of «Effort Reward Imbalance» and social support from followers in leader's well-being and turnover intentions

Esther Hauer

Umeå University

Fr-S131-PO-36 | Interactive

Boosting metacomprehension accuracy in computer-supported learning: The role of judgement task and judgement scope

Julia Vössing¹, Christian Stamov Roßnagel²

¹ Freie Universität Berlin, ² Jacobs University Bremen

Fr-S131-PO-37 | Interactive

Measures of need satisfaction and need support at work: A self-determination theory perspective

Andreas Stenling¹, Susanne Tafvelin^{1,2}

¹ Department of Psychology, Umeå University, Umeå, Sweden, ² Medical Management Centre, Department of Learning, Informatics, Management and Ethics, Karolinska Institutet, Stockholm, Sweden

Fr-S131-PO-38 | Interactive

How leaders' reactions to voice depend upon leader-member exchange quality:

An event-study approach

Sofya Isaakyan, Hannes Guenter

Maastricht University

Fr-S131-PO-39 | Interactive

In the eye of the beholder: Effects of leadership development on leadership behavior

Caroline Lornudd, David Bergman, Christer Sandahl, Ulrica con Thiele Schwarz

Karolinska Institutet, Sweden

Fr-S131-PO-40 | Interactive

Participative and directive leadership in promoting innovative work behavior:

The moderating role of trust in leader

Gianluca Odoardi¹, Adalgisa Battistelli¹, Carlo Odoardi²

¹ Laboratory of Psychology, Health and Quality of Life, University of Bordeaux, France, ² Department of Education and Psicologia, University of Florence, Italy

11:00–12:30 Session 132 | **State of the art** | Room: OKS Hall A

Fr-S132-STA-01

Methodological challenges in the study of leadership: Dealing with the endogeneity virus

John Antonakis

Faculty of Business and Economics (HEC), University of Lausanne

Fr-S132-STA-02

Destructive leadership in organization

Birgit Schyns

Durham University

11:00–12:30 Session 133 | **Invited Symposium** | Room: OKS Hall B

Team effectiveness: Important predictors and how to measure them

Topic/s: 18. Teams and workgroups

Chair/s: Henning Bang

Fr-S133-INV-SYM-01

Constructive Controversy: Its Relevance for Cross Cultural Team Effectiveness

Dean Tjosvold, Nancy Yi-feng Chen

Department of Management, Lingnan University, Hong Kong

Fr-S133-INV-SYM-02

Is leaders' mood contagious to team members? The mediator role of team mood and team potency in the relationship between leaders' mood and team performance

Lina Fortes-Ferreira

School of Business Administration, Polytechnic Institute of Setúbal, Portugal

Fr-S133-INV-SYM-03

Team reflection trajectories: Learning goal orientation and performance goal orientation as predictors

Kai-Philip Otte, Udo Konradt

Kiel University, Germany

Fr-S133-INV-SYM-04

Measuring team effectiveness in management teams

Henning Bang

Department of psychology, University of Oslo, Norway

11:00–12:30 Session 134 | **Oral session** | Room: OKS Hall C

Topic/s: 13. Labor market issues

Fr-S134-OR-01

Skills Mismatch, Late Career Work Disengagement and Early Retirement

Jos Sanders, et al.

Senior Researcher at TNO Sustainable Productivity and Employability, Phd Student at University of Maastricht

Fr-S134-OR-02

Psychological Well-Being in Retirement: Satisfaction, Frustration and Balancing Needs

Andréanne Laframboise, Nathalie Houlfort

Université du Québec à Montréal

Fr-S134-OR-03

Unraveling the perceived reasons underlying the entrepreneurs' retirement decision process: A person-centered perspective

Chevalier Séverine, Fouquereau Evelyne, Gillet Nicolas, Bosselut Grégoire

Université François-Rabelais de Tours

Fr-S134-OR-04

The Union Perspective of the Factors Surrounding the Return-To-Work of Employees with Depression

Alessia Negrini¹, Marc Corbière², et al.

¹ IRSSST – Institut de recherche Robert-Sauvé en santé et en sécurité du travail, ² Université de Sherbrooke, School of Rehabilitation Centre for action in Work Disability Prevention and Rehabilitation (CAPRIT)

Fr-S134-OR-05

Flexible search behavior among the unemployed: The road to reemployment or a roadblock?

Sarah Vansteenkiste, Elise Marescaux
KU Leuven

Fr-S134-OR-06

Developing patterns of work preference, learning and support: A Swedish longitudinal study testing associations to well-being and employability over time

Claudia Bernhard-Oettel^{1,3}, Constanze Leineweber^{2,3}, Johanna Stengård^{1,3}, Hugo Westerlund^{2,3}, Gunnar Aronsson^{1,3}

¹ Dep of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden, ³ Stockholm Stress Center, Stockholm, Sweden

11:00–12:30 Session 135 | **Symposium** | Room: OKS Hall D

Leadership and followership in times of change: An identity perspective

Topic/s: 8. Leadership and management
Chair/s: Niklas K Steffens

Fr-S135-SYM-01

True to whom? A group-interests model of authentic leadership perceptions

Niklas K. Steffens, S. Alexander Haslam, Frank Mols
University of Queensland

Fr-S135-SYM-02

Prototypical supervisors shape layoff victims' experiences of organizational fairness and support

Jukka Lipponen¹, Niklas K. Steffens²
¹ University of Helsinki, ² University of Queensland

Fr-S135-SYM-03

The importance of senior leadership team prototypicality following an acquisition: A 3-wave study

Martin R. Edwards
King's College London, University of London

Fr-S135-SYM-04

Macho occupational prototypes discourage less masculine men

Kim Peters^{1,2}, Michelle K. Ryan², S. Alexander Haslam¹
¹ University of Queensland, ² University of Exeter

Fr-S135-SYM-05

The new psychology of leadership: Exploring the neglected role of identity content in psychology's classic studies

S. Alexander Haslam
University of Queensland

11:00–12:30 Session 136 | **Oral session** | Room: OKS Meeting Room 2
Topic/s: 20. Research methodology

Fr-S136-OR-01

Introduction of a Shortened Version of the Latent and Manifest Benefits of Work (LAMB) Scale

Carrie Kovacs, Bernad Batinic, Barbara Stiglbauer
Johannes Kepler University Linz

Fr-S136-OR-02

MACH IV and It's Facets: A Cross-National Study

Savas Ceylan¹, Emin Karagozoglu², Carnot Nelson^{2,3}

¹ Hacettepe University, ² ?hsan Dogramaci Bilkent University, ³ University of South Florida

Fr-S136-OR-03

Validation of a scale for measuring organizational dynamic capabilities

Alexander Engelmann¹, Barbara Kump², Christina Schweiger¹

¹ FHWien University of Applied Sciences of WKW/Institute for Management & Entrepreneurship,

² FHWien University of Applied Sciences of WKW/Institute for Human Resources & Organisation

Fr-S136-OR-04

Development and validation of a scale to measure innovation-related self-efficacy

Christoph Müller, Friedemann W. Nerdinger

Chair of Business and Organizational Psychology, University of Rostock

Fr-S136-OR-05

Transformational Leadership: A Multilevel CFA of Item Scores from the MLQ-5X

Hallvard Føllesdal

BI Norwegian Business School

Fr-S136-OR-06

Reporting Interaction Effects in Moderated Multiple Regression: Beyond Null Hypothesis Significance Testing

Jeremy Dawson

University of Sheffield

11:00–12:30 Session 137 | **Symposium** | Room: OKS Meeting Room 3

Cognitive, Emotional and Social Components of Services Encounters: Employees and Customers Perspectives

Topic/s: 10. Performance and productivity

Chair/s: Salvatore Zappala¹, Vicente Martinez-Tur

Fr-S137-SYM-01

A Markov chain analysis of emotional exchange in voice-to-voice communication: Testing for the mimicry hypothesis of emotional contagion.

Rita Rueff-Lopes¹, José Navarro², Antonio Caetano¹, Ana Junça Silva¹

¹ ISCTE-IUL, Instituto Universitário de Lisboa, ² University of Barcelona

Fr-S137-SYM-02

Differences in job related stresses and strains and work ability between managers and staff in the service sector.

Christin Polzer, Kai Seiler

Institute for Work Design of North Rhine-Westphalia

Fr-S137-SYM-03

Service Climate, Burn-out and Creativity Impact on Customer Satisfaction: An Empirical Study in Social Services

Salvatore Zappala¹, Fabio Massei¹, Vicente Martinez-Tur²

¹ University of Bologna, Italy, ² University of Valencia, Spain

Fr-S137-SYM-04

Service with a Laugh» – The Role of Customer Humor and Gelotophobia in Service Encounters

Alexander Pundt, Valerie Herzog
University of Mannheim, Germany

Fr-S137-SYM-05

Testing customer egocentric bias: Nonlinear relationships in a four-sample investigation.

Vicente Martínez-Tur¹, Carolina Moliner¹, Rosa Sánchez-Hernández², Jose Maria Peiró,¹
¹ IDOCAL, University of Valencia, Spain, ² Veracruzana University, Mexico

Fr-S137-SYM-06

Quality of Care Work as Interaction Work under economic restrictions – the role of leadership.

Christel Kumbruck
University of Applied Sciences, Osnabrueck, Germany

11:00–12:30 Session 138 | **Symposium** | Room: OKS Meeting Room 4

Deepening and broadening our understanding of workplace bullying

Topic/s: 16. Conflicts in organizations
Chair/s: Guy Notelaers, Jordi Escartin
Discussant/s: Duncan Lewis

Fr-S138-SYM-01

Bullying, an escalated conflict?

Guy Notelaers¹, Leo Paas², Ståle Einarsen¹

¹ Department of Psychosocial Science, University of Bergen, Norway, ² Vrije Universiteit Amsterdam, Netherlands

Fr-S138-SYM-02

The moderating effect of work discrimination on workplace bullying: Social group categorization and the impact of socially stigmatized identities

Helge Hoel¹, Duncan Lewis³

¹ Manchester Business School, The University of Manchester, UK., ² Plymouth Graduate School of Management & Plymouth Business School, Wales., ³ Department of Psychosocial Science, University of Bergen, Norway

Fr-S138-SYM-03

When do «targets» perceive themselves as «victims» of workplace bullying?

Jordi Escartin¹, Guy Notelaers², Johannes Ullrich³

¹ University of Barcelona, Spain, ² Department of Psychosocial Science, University of Bergen, Norway, ³ University of Zurich, Switzerland

Fr-S138-SYM-04

Conflict Strategies of bullying targets and non-targets. A Diary Study.

Dieter Zapf¹, Elfi Baillien^{2,3}, Jordi Escartin⁴, Claudia Gross¹

¹ Goethe-University, Frankfurt am Main, Germany, ² Faculty of Economics and Business (FEB), Campus Brussels, KU Leuven, Belgium, ³ Research Group Occupational, Organizational Psychology and Professional Learning, KU Leuven, Belgium, ⁴ Universitat de Barcelona, Barcelona, Spain

Fr-S138-SYM-05

The effect of exposure to negative social behaviour on turnover intentions: The role of perceived psychological contract violation and prosocial behaviours

Denise Salin¹, Guy Notelaers²

¹ University of Helsinki, Finland, ² Department of Psychosocial Science, University of Bergen, Norway

11:00–12:30 Session 139 | **Symposium** | Room: OKS Auditoriet

New Perspectives on Positive Affect and Motivation at Work

Topic/s: 19. Emotions in the workplace
Chair/s: Susanne Scheibe, Friederike Doerwald

Fr-S139-SYM-01

Testing an Affect Misattribution Theory of Intrinsic Motivation

N. Pontus Leander, Stacey Sanders, et al.
University of Groningen

Fr-S139-SYM-02

Intrinsic Motivation and Positive Affect: Reciprocally Related?

Sandra Ohly¹, Anja Goeritz²
¹ University of Kassel, ² University of Freiburg

Fr-S139-SYM-03

Mind the Gap: Ideal and Actual Affect As Drivers of Work Engagement

Friederike Doerwald, Susanne Scheibe, Hannes Zacher, Nico W. Van Yperen
University of Groningen

Fr-S139-SYM-04

Job Engagement in Self- versus Waged Employment: Fit Between Job Features and Personal Values

Ilke Inceoglu¹, Peter Warr²
¹ Surrey Business School, University of Surrey, ² Institute of Work Psychology, Sheffield University Management School

Fr-S139-SYM-05

Leaders' Use of Naturally Felt Emotions: The Role of Organizational Requirements and Individual Differences

Annie Haver, Kristin Akerjordet, Trude Furunes
University of Stavanger

11:00–12:30 Session 140 | **Symposium** | Room: OKS Torghjørnet

Organizational Health Interventions: When and how do they work? A Symposium of the INSOI (International Network for Sustainable Organizational Interventions) group

Topic/s: 4. Health and interventions
Chair/s: Christine Busch
Discussant/s: Karina Nielsen

Fr-S140-SYM-01

Process evaluation of an intervention project with nursing divisions in a Swiss hospital

Alice Inauen¹, Horst Rettke², Annemarie Fridrich¹, Rebecca Brauchli¹, Gregor J. Jenny¹, Georg F. Bauer¹
¹ University of Zurich, Epidemiology, Biostatistics and Prevention Institute, Division Public & Organizational Health, ² University Hospital Zurich, Centre for Clinical Nursing Science

Fr-S139-SYM-02

Evaluating leadership interventions using a transfer of training perspective

Susanne Tafvelin¹, Henna Hasson¹, Karina Nielsen², Ulrica von Thiele Schwarz¹
¹ Karolinska Institutet, ² University of East Anglia

Fr-S140-SYM-03

Forms of participation – the development of a taxonomy of different approaches to participation in organizational work environment interventions

Johan Simonsen Abildgaard¹, Henna Hasson², Ulrica von Thiele Schwarz², Lise Løvseth³, Arja Ala-Laurinaho⁴, Karina Nielsen⁵
¹ The National Research Centre for the Working Environment, Denmark, ² Medical Management Centre, Karolinska Institutet, Sweden, ³ Department of Psychology, NTNU, Norway, ⁴ Finnish Institute of Occupational Health, ⁵ University of East Anglia, Norwich Business School, UK

Fr-S140-SYM-04

Process evaluation of successful and less successful organizational health interventions

Christine Busch¹, Julia Clasen², Julia Vowinkel¹, Eva Winkler¹

¹ University of Hamburg, Germany, ² Business and Information Technology School, Germany

Fr-S140-SYM-05

Promoting employee health by integrating health promotion, occupational safety and health and continuous improvement work – how do process factors impact employee outcomes?

Hanna Augustsson, Terese Stenfors-Hayes, Henna Hasson, Ulrica von Thiele Schwarz
Karolinska Institutet, Department of Learning, Informatics, Management and Ethics, Medical Management Centre (MMC)

11:00–12:30 Session 141 | **Symposium** | Room: OKS Odin

Individual career development within social and organizational context

Topic/s: 13. Labor market issues

Chair/s: Andreas Hirschi, Daniel Spurk

Fr-S141-SYM-01

Career development needs of older versus younger workers: An organizational and community perspective

Franziska Baumeler, Noemi Nagy, Andreas Hirschi

University of Bern, Switzerland

Fr-S141-SYM-02

Social Resources in Youth Career Development: The Relevance of Role Models

Domingo Valero, Anita Keller, Andreas Hirschi

University of Bern, Switzerland

Fr-S141-SYM-03

Changes in job-search strategies: The role of progress in shaping the dynamics of job seeking

Edwin A. J. van Hooft, Jessie Koen, Anouk Schuurman

University of Amsterdam

Fr-S141-SYM-04

The Dynamics of Job Search Strategies: When to Use which Strategy?

Jessie Koen¹, Sarah Vansteenkiste², Marijke Verbruggen²

¹ University of Amsterdam, the Netherlands, ² University of Leuven, Belgium

Fr-S141-SYM-05

Longitudinal Effects of Career Adaptability on Job and Career Insecurity via Two Types of Perceived Marketability

Daniel Spurk¹, Simone Kauffeld², Anneke Meinecke², Katharina Ebner²

¹ Universität Bern, Switzerland, ² TU Braunschweig, Germany

Fr-S141-SYM-06

Considering the context: Human Resource Management practices and psychological contracts

Sabine Raeder^{1,2}, Anja Krog², Felix Anker Klein², Katrine Haakensen², Helene Engebakken²,

José María Peiró³

¹ ETH Zürich, ² University of Oslo, ³ University of Valencia

11:00–12:30 **Alliance Meeting** | Room: OKS Balder

11:00–12:30 Session 142 | **Invited Symposium** | Room: RC Christiania Hall A

Work Life Balance: addressing conflicts between different life domains

Topic/s: 5. Work-Family Interface

Chair/s: Helena Falkenberg, Petra Lindfors

Fr-S142-INV-SYM-01

Handling interference between work and family: Do gender and socioeconomic status matter and could control at work and at home help?

Helena Falkenberg¹, Petra Lindfors², Jenny Head¹

¹ University College London, ² Stockholm University

Fr-S142-INV-SYM-02

Change in work-time control and work-home interference among Swedish working men and women: Finding from the SLOSH cohort study

Constanze Leineweber, Göran Kecklund, Petra Lindfors, Linda Magnusson Hanson

Stockholm University

Fr-S142-INV-SYM-03

Work-Home Interference and Burnout: A Study Based on Swedish Twins

Victoria Blom¹, Magnus Sverke², Lennart Bodin¹, Gunnar Bergström¹, Petra Lindfors², Pia Svedberg¹

¹ Karolinska Institutet, ² Stockholm University

Fr-S142-INV-SYM-04

Work-Life Imbalance and Psychological Well-being in Women and Men

Petra Lindfors

Stockholm University

Fr-S142-INV-SYM-05

Using the ABLE intervention as part of a healthy workplace: Lessons learned and new directions

Arla Day

Saint Mary's University

11:00–12:30 Session 143 | **Symposium** | Room: RC Christiania Hall B

Self-determination theory at work: Advances into the role of basic psychological need satisfaction

Topic/s: 3. Positive organizational behavior

Chair/s: Claude Fernet

Fr-S143-SYM-01

Psychosocial safety climate and work outcomes: The mediating role of need satisfaction and thwarting

Tiphaine Huyghebaert¹, Nicolas Gillet¹, Fadi Joseph Lahiani², Evelyne Fouquereau¹

¹ Université François-Rabelais de Tours, ² AD Conseil

Fr-S143-SYM-02

On the Differential Relationships between Job Characteristics and Employee Functioning: The Role of Basic Psychological Needs and Work Motivation

Sarah-Geneviève Trépanier¹, Jacques Forest¹, Claude Fernet², Stéphanie Austin²

¹ Université du Québec à Montréal, ² Université du Québec à Trois-Rivières

Fr-S143-SYM-03

Servant leadership and self-determined motivation: looking at basic psychological need satisfaction as a mediating mechanism and employees' values as boundary conditions

Zheni Wang¹, Alexandra Panaccio¹, Guylaine Landry², Usman Raja³

¹ Concordia University, ² Université du Québec à Montréal, ³ Brock University

Fr-S143-SYM-04

The differential relationship between motives for making money and employee psychological well-being: An SDT-perspective

Jacques Forest¹, Julian Kindlein², Anaïs Thibault Landry¹, Sarah-Geneviève Trépanier¹, Drea Zigarmi³, Dobie Houson³, Felix C. Brodbeck²

¹ Université du Québec à Montréal, ² LMU München, ³ Ken Blanchard companies

Fr-S143-SYM-05

Strategic Human Resource Management and Individual Knowledge Sharing: A Self-Determination Perspective

Marylène Gagné, Khee Sing Benjamin Ho, Amy Tian, Christine Soo
University of Western Australia

11:00–12:30 Session 144 | **Symposium** | Room: RC Christiania Hall C

How do individuals contribute to system safety? An expanded view of safety behaviour and its determinants

Topic/s: 15. Occupational and organizational safety

Chair/s: Daniela Maria Andrei

Fr-S144-SYM-01

A cross cultural investigation on the role of employees' goal motivation for safety

Daniela Andrei^{1,2}, Mark Griffin¹

¹ Centre for Safety, University of Western Australia, ² Babes-Bolyai University, Romania

Fr-S144-SYM-02

«Everything looked fine»: An analysis of the drill crew's situation awareness on Deep-water Horizon.

Ruby Roberts, Rhona Flin, Jen Cleland

University of Aberdeen, Scotland

Fr-S144-SYM-03

Commitment to safety in supervisors and managers

Laura Fruhen, Mark Griffin, Daniela Andrei

Centre for Safety, University of Western Australia

Fr-S144-SYM-04

A new model of safety compliance: How engagement shapes compliance with safety rules and procedures

Xiaowen Hu¹, Mark Griffin², Gillian Yeo¹

¹ Business School, University of Western Australia, ² School of psychology, University of Western Australia

Fr-S144-SYM-05

The role of LMX in explaining safety performance: a moderated mediation analysis

Stefano Toderi¹, Marco Giovanni Mariani¹, Matteo M.A. Curcuruto²

¹ Dipartimento di Psicologia, Università di Bologna, ² School of Psychology, University of Western Australia

11:00–12:30 Session 145 | **Symposium** | Room: RC Oslo Hall B

New challenges and opportunities for the prevention of discrimination and promotion of diversity

Topic/s: 7. Human resource management

Chair/s: Franciska Krings, Michèle Céline Kaufmann

Discussant/s: Sabine Sczesny Sczesny

Fr-S145-SYM-01

Diversity Cues on Job Ads: Effective or not?

Eva Derous, Jeroen Decoster

University of Ghent

Fr-S145-SYM-02

Immigrant employees' subtle discrimination experiences and their long-term consequences

Franciska Krings, Claire Johnston, Christian Maggiori
University of Lausanne

Fr-S145-SYM-03

Mechanisms that Underlie Detrimental Effects of Age Appearance on Hiring Decisions

Michèle Kaufmann¹, Franciska Krings², Sabine Sczesny¹
¹ University of Bern, ² University of Lausanne

Fr-S145-SYM-04

Age diversity and organizational performance – the moderating role of employees subjective age identities

Florian Kunze¹, Ulrich Leicht-Deobald², Heike Bruch²
¹ University of Konstanz, ² University of St Gallen

Fr-S145-SYM-05

Access to «Good» Labs: The Role of Ethnicity and Gender in Placing Biomedical Graduate Students into Research Laboratories

Christine L. Nittrouer¹, Katharine Ridgway O'Brien², Michelle R. Hebl¹, Rachel C. E. Trump¹, John R. Rodgers²
¹ Rice University, ² Baylor College of Medicine

11:00–12:30 Session 146 | **Oral session** | Room: RC Oslo Hall C

Topic/s: 1. Employment relations
3. Positive organizational behavior
8. Leadership and management

Fr-S146-OR-01

Board Gender Quotas – a review

Ruth Sealy¹, Siri Terjesen²
¹ City University London, ² Indiana University

Fr-S146-OR-02

How to manage virtual teams? A systematic review of research

Justine Massu, Xavier Caroff, Todd Lubart
LATI, University Paris Descartes

Fr-S146-OR-03

Job Gravitational Effects of Employee Regulatory Focus

Luc Dorenbosch, Melissa Vink, et al.
TNO | Work & Employment

Fr-S146-OR-04

Economic Crisis Perceptions and Employee Work Engagement: Investigating the Moderating Role of Empowering Leadership Behaviour

Koen Dewettinck, Ine Willemse
Vlerick Business School

Fr-S146-OR-05

Teamflow as a mediator between organizational climate and organizational commitment.

Joceli Drummond, Tito Laneiro, Luisa Ribeiro
Universidade Autónoma de Lisboa

Fr-S146-OR-06

The health-relevant interplay between job characteristics and leader–member exchange: A longitudinal investigation

Sylvie Vincent-Hoeper¹, Sabine Gregersen², Albert Nienhaus³

¹ Department of Work and Organizational Psychology, University of Hamburg, Germany, ² Institute for Statutory Accident Insurance and Prevention in the Health and Welfare Services, Germany,

³ Institute for Health Services Research in Dermatology and Nursing, University Medical Centre Hamburg–Eppendorf, Germany

12:00–13:30 Session 147 | **Poster session** | Room: OKS Forum

Topic/s: 4. Health and interventions

6. Personnel selection

7. Human resource management

Fr-S147-PO-01

Cultural Intelligence Scale: Validation in a Multicultural Setting of Erasmus Mundus Students and Alumni

Helena Martins^{1,2}, Maria Yarosh⁴, Dane Lukic³

¹ Polytechnic Institute of Porto, ² University of Porto, Faculty of Economics, ³ Caledonian University of Glasgow, ⁴ Universidad de Deusto

Fr-S147-PO-02

The perception of supervisors of their role in transfer of training

Natalie Govaerts, Eva Kyndt, Filip Dochy

KU Leuven – University of Leuven

Fr-S147-PO-03

Comparative study between Spain, USA and UK in Public Manager Competencies

Ana M. Castaño, Antonio L. García-Izquierdo

University of Oviedo, Spain

Fr-S147-PO-04

Implicit theories and leadership 1: How good a boss would you be?

Eric Mayor, Carole Gilli, Carine Passeri, Julie Zumbühl

University of Neuchatel

Fr-S147-PO-05

Intention of managerial career for advanced students : The impacts of gendered identity and leadership self-efficacy

Anne-Marie Vonthron, Emilie Vayre

Parisian Laboratory of Social Psychology, Paris Ouest-Nanterre University

Fr-S147-PO-06

A Motivational Model of Workplace Mentoring Relationships

Ashlyn Patterson, M. Gloria Gonzalez-Morales

University of Guelph

Fr-S147-PO-07

Are Financial Executives Ready for International Financial Reporting Standards?: An Exploratory Study

Lori Kopp¹, James Bierstaker², Danielle Lombardi²

¹ University of Lethbridge, ² Villanova University

Fr-S147-PO-08

E-Learning – an exploration of learner reactions

Paul Deakin, John Hackston, Rob Bailey

OPP Ltd

Fr-S147-PO-09

Play Fair, Pay Fair: Factors and Mechanism behind Gender Equal Pay Systems

Virpi Liinalaakso

Aalto University

Fr-S147-PO-10

Organizational Attractiveness: Does Ethnic Diversity Matter?

Vincent Angel, Donatienne Desmette, Ginette Herman

Catholic University of Louvain

Fr-S147-PO-11

Contact and Values – An Investigation of the Relationship between Line Managers' Characteristics and Employees' Perceived Inclusion

Gordana Abramovic, Laura Mercer Traavik

BI Norwegian Business School

Fr-S147-PO-12

Retention preferences from a multi-generation workforce perspective: The relationship between Total Rewards, Perceived Organisational Support and Perceived Supervisor Support

Wilmien Smit¹, Professor Karel Stanz¹, Professor Mark Bussin²

¹ University of Pretoria, ² University of Johannesburg

Fr-S147-PO-13

Spaced practice is a better use of practice time than overlearning on psychomotor tasks.

Michael Hein, Sarah Stallings, Andrea Wilkerson, Richard Moffett, Glenn Littlepage

Middle Tennessee State University

Fr-S147-PO-14

The Effect of non-instrumental Performance Appraisal Implementation on Ratee Feedback Reaction

Philipp David Schaller, Nicole Alexy, Kristina Maros

Bundeswehr-University, Munich

Fr-S147-PO-15

«Why do coaches (not) participate in coaching research?»

Denise Schubert, Silja Kotte, Heidi Prof. Möller

Universität Kassel

Fr-S147-PO-16

Every Medal Has Two Sides: Gender Diversity in the French Air Force

Elena Essig^{1,2}, Richard Soparnot¹, Jocelyne Abraham²

¹ France Business School, ² Université François Rabelais de Tours

Fr-S147-PO-17

The HRM – Employees' Performance Link: Considering HRM Process and Employees' Cultural Values

Karin Sanders¹, Huadong Yang²

¹ School of Management, UNSW Australia Business School, ² University of Liverpool Management School (ULMS)

Fr-S147-PO-18

Work-Task Changes as Facilitators of Cognitive Functioning in Assembly-Line Workers

Jan Oltmanns¹, Ben Godde¹, Ursula M. Staudinger²

¹ Jacobs Center on Lifelong Learning and Institutional Development, Jacobs University Bremen,

² Columbia Aging Center, Columbia University, New York

Fr-S147-PO-19

Comparing line management and employee reports of implemented HR practices in work units

Susanne Beijer¹, Marc Van Veldhoven¹, Riccardo Peccei², Jaap Paauwe¹

¹ Tilburg University, ² King's College London

Fr-S147-PO-20

A cognitive behavioural intervention to boost older workers' learning competency

Christian Stamov Roßnagel

Jacobs University Bremen

Fr-S147-PO-21

How do work values and self-efficacy affect occupational choice? – A study on self-employed and permanent employed workers within Germany

Nicole Alexy

Bundeswehr University Munich

Fr-S147-PO-22

Developing teamwork and project management skills in engineering: A project-oriented learning approach for large groups.

Siegfried Stumpf¹, Arno Bitzer², Gabriele Koeppel³, Stefanie Gruttauer⁴, Benita Rowe⁵

¹ University of Applied Sciences Cologne – Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, ² University of Applied Sciences Cologne, Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany, ³ University of Applied Sciences Cologne, Campus Gummersbach (UASCG), Steinmuellerallee 1, 51643 Gummersbach, Germany,

⁴ University of Applied Sciences Cologne (UASCG), Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany, ⁵ University of Applied Sciences Cologne (UASCG), Campus Gummersbach, Steinmuellerallee 1, 51643 Gummersbach, Germany

Fr-S147-PO-23

Team intervention to enhance team-functioning of interprofessional health care teams

Mirjam Körner¹, Manfred Rundel², Linda Zimmermann¹, Sonja Becker¹, Christian Müller¹

¹ Medical Psychology and Medical Sociology, Medical Faculty, University of Freiburg, Germany,

² Celenus-Kliniken GmbH, Offenburg, Germany

Fr-S147-PO-24

Preservation and Promotion of Competencies of elderly Employees: First Results of the Evaluation of the LiA-Project (Learning while Working, ger.: «Lernen im Arbeitsalltag»)

Lara Görtner, Tanja Hüber, Udo Käser, Una Maria Röhr-Sendlmeier

University Bonn, Department of Psychology

Fr-S147-PO-25

Vocational identity status of Croatian adolescents

Toni Babarovic¹, Iva Sverko¹, Ivana Herceg²

¹ Ivo Pilar Institute of Social Sciences, ² University of Zagreb, Centre for Croatian Studies

Fr-S147-PO-26

The relationship between personality traits and career decision-making self-efficacy: The mediating role of core self-evaluation

Letizia Palazzeschi, Annamaria Di Fabio

Department of Education and Psychology, University of Florence, Italy

Fr-S147-PO-27

«EDU.CARE PROJECT» An innovative elderlies care givers training (researched and applied in LLP program)

Gianluca Biggio

Universtita Della Tuscia – Viterbro

Fr-S147-PO-28

Career Adaptability in Croatia: Validity of Career Adapt-Abilities Scale and its Relation to Career Maturity

Iva Šverko¹, Toni Babarović¹, Ivan Pavao Matic²

¹ Ivo Pilar Institute of Social Sciences, ² University of Zagreb, Centre for Croatian Studies

Fr-S147-PO-29

Tackling Adverse Impact using Video Based Situational Judgement Testing: Analyses of the Adverse Impact in the selection of Belgian Civil Servants

Michael Tack

BDO

Fr-S147-PO-30

A Case for Particularism in Staffing Scholarship: A Multi-Disciplinary Review of Inherent Conflicts between Staffing Personnel and External Stakeholders

Michael Campion, Joel Owens

University of South Carolina

Fr-S147-PO-31

The importance of nonverbal behaviour in assessment: A test of a new research methodology

Elias Corneillie, Eveline Schollaert, Filip Lievens, Frederik Anseel

Ghent University

Fr-S147-PO-32

Psychological risk in the professional activities of fly-in-fly-out workers in the Arctic

Yana Korneeva^{1,2}, Natalia Simonova^{1,2}

¹ Northern (Arctic) Federal University named after MV Lomonosov, ² Northern State Medical University

Fr-S147-PO-33

Supporting School-to-Work Transition in Italy: Evaluating the effect of a Career Intervention on Students' Career Decision Making Self-efficacy

Rita Chiesa¹, Fabio Massei², Dina Guglielmi³

¹ Department of Psychology, University of Bologna, Italy, ² Human Resources Consultant, atrain, Germany, ³ Department of Sciences of Education, University of Bologna, Italy

Fr-S147-PO-34

Validation of a questionnaire measuring decision processes preceding absences: Data from Romania.

Roland Foucher¹, Iuliana Dicu²

¹ Université du Québec en Outaouais, ² Université du Québec à Montréal

Fr-S147-PO-35 | Interactive

Will you still hire me when I am over 50? Effects of implicit and explicit age bias on resume evaluations.

Malgorzata Kmicinska¹, Sara Zaniboni¹, Paola Paladino¹, Donald Truxillo², Kimberly Kahn², Franco Fraccaroli¹

¹ Department of Psychology and Cognitive Science, University of Trento, Italy, ² Portland State University, USA

Fr-S147-PO-36 | Interactive

Problems with professional skill evaluation of musical theatre actors

Mekhirban Abdullaeva

Lomonosov Moscow State University

Fr-S147-PO-37 | Interactive

Should I Stay or Should I go Now? Examining the role of perceived pregnancy discrimination in the turnover of working mothers following maternity leave

Samantha Paustian-Underdahl¹, Ashley Mandeville², Laura Little³, Amanda Hinojosa⁴

¹ Florida International University, ² The University of Alabama, ³ The University of Georgia,

⁴ The University of Houston-Clear Lake

Fr-S147-PO-38 | Interactive

Investigating Pregnancy Disclosures at Work: A qualitative and quantitative analysis.

Samantha Paustian-Underdahl¹, Ashley Mandeville²

¹ Florida International University, ² The University of Alabama

Fr-S147-PO-39 | Interactive

Managing psychosocial risk factors in organizations. The elemental contribution of mixed methods research

Michela Vignoli, Dina Guglielmi, Marco Depolo
University of Bologna

Fr-S147-PO-40 | Interactive

Concurrent construction designs may not overestimate the predictive validity of situational judgment tests (SJTs)

Mats Englund
cut-e Nordic

12:45–13:30 Session 148 | **Keynote** | Room: OKS Hall A
Topic/s: 1. Employment relations

Fr-S148-KEY-01

Managing the Employee-Organisation Relationship (EOR) in Turbulent Times

Jacqueline Coyle-Shapiro
London School of Economics and Political Science

12:45–14:15 Session 149 | **Panel** | Room: OKS Hall B
Topic/s: 7. Human resource management
Chair/s: Deidra J. Schleicher

Fr-S149-PAN-01

Outreach Session by the Human Resources Division of the Academy of Management: Updates on our International Initiatives

Deidra Schleicher¹, Corine Boon², Pawan Budhwar³, Bard Kuvaas⁴, Wolfgang Mayrhofer⁵, Karin Sanders⁶, Karel Stanz⁷

¹ Texas A&M University, ² University of Amsterdam, ³ Aston University, ⁴ BI Norwegian Business School, ⁵ Vienna University of Economics and Business, ⁶ University of New South Wales, ⁷ University of Pretoria

12:45–13:30 Session 150 | **Oral session** | Room: OKS Hall C
Topic/s: 10. Performance and productivity

Fr-S150-OR-01

The curvilinear relationship between work pressure and momentary task performance: The mediating role of state Core Self-Evaluations.

Joeri Hofmans, Jonas Debusscher
Vrije Universiteit Brussel

Fr-S150-OR-02

Using exit surveys to evaluate counterproductive work behaviors: A case study

Saul Fine, Gabriela Pecker
Midot, Ltd.

Fr-S150-OR-03

The interruption of achievement goals: Consequences for task performance

Jenny V. Bittner¹, Robin Zondervan²

¹ University of Ulm, Germany, ² University of Twente, Enschede

Fr-S150-OR-04

The mediating role of dark and bright side attributes in the relationship between perceived abusive supervision and team effectiveness

Melrona Kirrane¹, Na Fu², Mary Kinahan¹

¹ Dublin City University Business School, ² National University of Ireland

12:45–13:30 Session 151 | **Oral session** | Room: OKS Hall D
Topic/s: 8. Leadership and management

Fr-S151-OR-01

Leader identity across domains: Exploring self-other agreement at work, at home, and in community organizations

Michael Palanski¹, Michelle Hammond², Rachel Clapp-Smith³

¹ Rochester Institute of Technology, ² University of Limerick, ³ Purdue University Calumet

Fr-S151-OR-02

Developing leader identities: An empirical study of leader-self stories, self-meanings and their reconstructions.

Susann Gjerde

Norwegian University of Life Sciences (School of Economics and Business)

Fr-S151-OR-03

Mentor Today, Leader Tomorrow?

Mentoring others as extra-role behavior of students with leadership qualities

Silja Kennecke, Simone Kaminski, Dieter Frey, Denise Dlugosch, Sonja Militz

Ludwig-Maximilians-Universität München

12:45–13:30 Session 152 | **Oral session** | Room: OKS Meeting Room 1
Topic/s: 2. Employee stress and burnout

Fr-S152-OR-01

Illegitimate Tasks as a Mediator between Work Values Incongruence and Burnout

Gabriele Buruck, Sarah S. Brom, Peter Richter

TU Dresden

Fr-S152-OR-02

How do young professionals deal with increased autonomy at work? The importance of self-leadership styles

Johanna Bunner¹, Cornelia Gerdenitsch¹, Tabea Scheel², Christian Korunka¹

¹ University of Vienna, Faculty of Psychology, ² HU Berlin

Fr-S152-OR-03

Social demands can enhance self-esteem and well-being:

Introducing the concept of Social Challenge Stressors

Clara Heissler¹, Marcel Kern², Dieter Zapf³

¹ Universität des Saarlandes, ² Goethe-Universität Frankfurt am Main, ³ Goethe University

12:45–13:30 Session 153 | **Oral session** | Room: OKS Meeting Room 2
Topic/s: 8. Leadership and management

Fr-S153-OR-01

Perceptions of organizational culture and leadership: The effects of transformational and transactional leadership on organizational identification and affective commitment

Athena Xenikou

Western University, Department of Psychology

Fr-S153-OR-02

The relationship between authentic leadership and follower wellbeing: Regular or reverse causation?

Torsten J. Holstad¹, Annika Nübold², Kathleen Otto³, Thomas Rigotti⁴

¹ University of Leipzig, Germany, ² University of Maastricht, The Netherlands, ³ University of Marburg, Germany, ⁴ University of Mainz, Germany

Fr-S153-OR-03

Followership and the Emergence of Leadership

Margarete Boos, Xaver Franiel, Manuela Pagel, Johannes Pritz
University of Göttingen

12:45–13:30 Session 154 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 3. Positive organizational behavior

Fr-S154-OR-01

A systematic review and meta-analysis: Investigating the effectiveness of interventions designed to increase work engagement

Caroline Knight
The University of Sheffield

Fr-S154-OR-02

To craft or not to craft: The relationships between regulatory focus, job crafting and work outcomes

Veerle Brenninkmeijer, Marleen Hekkert -Koning
Utrecht University

Fr-S154-OR-03

Experiencing job challenge: A person centric approach

Irene E. de Pater
National University of Singapore

12:45–13:30 Session 155 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 3. Positive organizational behavior

Fr-S155-OR-01

The Work-Related Quality of Life: Improving the psychometric properties of a measure of quality of working life

Darren Van Laar¹, Simon Easton¹, Rita Fontinha²

¹ Department of Psychology, University of Portsmouth, United Kingdom, ² Human Resource Management and Organisation Studies Subject Group, Portsmouth Business School, University of Portsmouth, United Kingdom

Fr-S155-OR-02

A path analysis of the effects of a psychological capital training intervention on psychological well-being

Mahsa Dadras, Stefan Berger, Klaus Moser, Roman Soucek
Friedrich-Alexander University

Fr-S155-OR-03

Do HR practices and job self-efficacy help to discriminate different patterns of well-being and job performance? Broadening the happy-productive worker thesis

Yarid Ayala Millán¹, Núria Tordera Santamatilde¹, José María Peiró Silla^{1,2}, Jesús Yeves¹

¹ University of Valencia, ² IDOCAL

12:45–13:30 Session 156 | **Oral session** | Room: OKS Auditoriet

Topic/s: 2. Employee stress and burnout

Fr-S156-OR-01

Consequences of employer expectations regarding employee availability beyond regular work hours on detachment from work: The mediating role of passive and active ICT use

Esther Palm, Christian Seubert, Severin Hornung, Thomas Höge, Jürgen Glaser
University of Innsbruck, Institute of Psychology

Fr-S156-OR-02

**The interplay between stressors, recovery, sleep and wellbeing in student life:
A diary study**

Eva-Kristina Brosch, Klara Christine Wenzel, Marie Heitfeld, Jennifer Di Gangi, Carmen Binnewies
University of Münster

Fr-S156-OR-03

**Patterns of daily energy management at work: Relations to recovery experiences and
employee well-being**

Taru Feldt¹, Ulla Kinnunen², Jessica de Bloom², Kalevi Korpela²
¹ University of Jyväskylä, ² University of Tampere

12:45–13:30 Session 157 | **Oral session** | Room: OKS Torghjørnet
Topic/s: 3. Positive organizational behavior

Fr-S157-OR-01

**Job crafting: A double-edged sword? The case of sickness presence among hospital
physicians**

Fay Giæver¹, Signe Lohmann-Lafrenz², Lise Løvseth^{3, 1}
¹ Norwegian University of Science and Technology (NTNU), Department of Psychology, ² St. Olavs
University Hospital, Department of Occupational Medicine, ³ St. Olavs University Hospital,
Department of Research and Development, Division of Psychiatry

Fr-S157-OR-02

**The role of person-organisation fit in the relationship between ethical culture and
employee well-being**

Mari Huhtala^{1, 2}, Taru Feldt²
¹ School of Social Sciences and Humanities, University of Tampere, ² Department of Psychology,
University of Jyväskylä

Fr-S157-OR-03

**How a diamond is revealed through its facets: A Delphi study into what the optimal
combination of team and occupational identity is for organizations**

Katerina Bohle Carbonell, Karen Könings, Mien Segers, Jeroen van Merriënboer
University Maastricht

12:45–13:30 Session 158 | **Oral session** | Room: OKS Odin
Topic/s: 18. Teams and workgroups

Fr-S158-OR-01

Silence at sea: Frequencies of communication in multi-national seafaring crews

Michael Brenker, Stefan Strohschneider
Department for Intercultural Communication and Cultural Studies, Friedrich Schiller University Jena

Fr-S158-OR-02

**Get some help, but not too much! Influence of team size on coordination and clinical
performance in medical emergency teams**

Jan Schmutz¹, Florian Hoffmann², Tanja Manser³
¹ ETH Zurich, Switzerland, ² Dr. von Hauner University Children's Hospital, Munich, Germany,
³ University Hospital Bonn, Bonn, Germany

Fr-S158-OR-03

**Stepping into your Shoes: Development and Evaluation of a Cross-training Intervention
for Healthcare Teams**

Mona Weiss¹, Michaela Kolbe¹, Gudela Grote¹, Carl Schick², Donat Spahn², Bastian Grande²
¹ ETH Zurich, Zurich, Switzerland, ² University Hospital Zurich, Zurich, Switzerland

12:45–13:30 Session 159 | **Oral session** | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

Fr-S159-OR-01

Measuring and diagnosing mobbing phenomenon – beyond behavioural indicators.

Katarzyna Durniat

Institute of Psychology, University of Wrocław, Poland

Fr-S159-OR-02

Relationships between organizational factors, bullying occurrence, health factors, and people's experience of work

Stefan Blomberg, Michael Rosander

Linköping University, Linköping, Sweden

Fr-S159-OR-03

Quality of leadership and workplace bullying: The mediating role of social community at work in a two-year follow-up study.

Laura Francioli^{1,2,3}, Annie Høgh², Ann-Louise Holten², Paul Maurice Conway², Matias Brødsgaard Grynderup³, Eva Gemzøe Mikkelsen⁴, Roger Persson⁵, Giovanni Costa^{1, 6}, Åse Marie Hansen^{3, 7}

¹ Department of Clinical Sciences and Community Health, University of Milan, Italy, ² Department of Psychology, University of Copenhagen, Denmark, ³ Department of Public Health, University of Copenhagen, Denmark, ⁴ CRECEA A/S, Aarhus, Denmark, ⁵ Department of Psychology, University of Lund, Sweden, ⁶ Fondazione IRCCS Ca' Granda Ospedale Maggiore Policlinico, Milan, Italy, ⁷ The National Research Centre for the Working Environment, Copenhagen, Denmark

12:45–13:30 Session 160 | **Panel (P)** | Room: RC Christiania Hall A
Topic/s: 8. Leadership and management
Chair/s: Sverre L. Nielsen

Fr-S160-PAN-01

Leadership development. Two different ways to success, – or not so different? Part 1

Dagrun Dvergsdal¹, Gudrun Håan²

¹ Dvergsdal Consulting AS, ² Håan Private Consultant

12:45–13:30 Session 161 | **Oral session** | Room: RC Christiania Hall B
Topic/s: 3. Positive organizational behavior

Fr-S161-OR-01

Dancing, aging and engaging – work engagement along career life cycle of professional dancers

Filipa Rodrigues, Filipa Castanheira, Miguel Pina e Cunha

Nova Business School and Economics

Fr-S161-OR-02

**How to Stay Engaged and Productive in the New World of Work?
The Role of Job Crafting**

Christina Wessels, Michaéla Schippers

Rotterdam School of Management, Erasmus University

Fr-S161-OR-03

Go with the flow – but keep it stable: The effect of daily flow stability on daily creative performance.

Jakob Stollberger¹, Maike Debus²

¹ Aston Business School, Birmingham, UK, ² University of Zurich

12:45–13:30 Session 162 | **Oral session** | Room: RC Oslo Hall B
Topic/s: 18. Teams and workgroups

Fr-S162-OR-01

Effects of teamwork on clinician burnout and patient safety – a longitudinal multilevel study

Annalena Welp¹, Tanja Manser²

¹ University of Fribourg, Department of Psychology, Switzerland, ² Institute for Patient Safety, University Hospital Bonn, Germany

Fr-S162-OR-02

The influence of team-based HRM on team learning

Machiel Bouwmans, Piety Runhaar

Wageningen University and Research Centre

Fr-S162-OR-03

How do leadership style and group processes influence innovation work?

Jan-Paul Leuteritz^{1,2}, Rita Berger¹, José Navarro¹

¹ University of Barcelona, ² University of Stuttgart IAT

12:45–13:30 Session 163 | **Oral session** | Room: RC Oslo Hall C
Topic/s: 15. Occupational and organizational safety

Fr-S163-OR-01

Improving safety management skills of the comprehensive school managers

Anna-Maria Teperi¹, Essi Ryymin²

¹ Finnish Institute of Occupational Health, ² HAMK University of Applied Sciences

Fr-S163-OR-02

Safety First: The moderating effects of supervisor safety priority on the relationships between sleep deficiency and safety outcomes

Candice Thomas¹, Kuo-Yang Kao¹, Christiane Spitzmueller^{1,2}

¹ University of Houston, ² Pan-Atlantic University

Fr-S163-OR-03

Change Management, Team Cohesion and Psychological Contract in Hospitals

Teresa Carla Oliveira¹, João Fontes_da_Costa², Ana Cordeiro³

¹ Faculty of Economics, University of Coimbra, Portugal, ² ESTGOH, Polytechnic Institute of Coimbra,

³ Master student at Faculty of Law, University of Coimbra, Portugal

Fr-S163-OR-04

Leader-Member Exchange and driving violations: The role of reciprocation processes

Victor Meirinhos, Nik Chmiel, Roy Spina

University of Chichester

13:45–14:30 Session 164 | **Keynote** | Room: OKS Hall A
Topic/s: 8. Leadership and management

Fr-S164-KEY-01

Leadership for Responsible and Sustainable Environments: Cross-Cultural Perspectives

Zeynep Aycan

Koc University

13:45–14:30 Session 165 | **Oral session** | Room: OKS Hall C
Topic/s: 10. Performance and productivity

Fr-S165-OR-01

Financial advisors' perceptions about ethical and unethical behaviour in their profession: A Repertory Grid Analysis

Gottfried Catania
University of Malta

Fr-S165-OR-02

Self-efficacy, goal orientation and academic performance. A multi-country study.

Chiara Consiglio¹, Laura Borgogni¹, Isabel M. Martínez², Isabella Meneghel², Roberto Cenciotti¹
¹ Sapienza Università di Roma, ² Universitat Jaume I

13:45–14:30 Session 166 | **Oral session** | Room: OKS Hall D
Topic/s: 2. Employee stress and burnout
8. Leadership and management

Fr-S166-OR-01

Talking Yourself into a Leader Role? Verbal Behavior and Leader Emergence in Self-Managed Teams

Fabiola Gerpott^{1,2}, Nale Lehmann-Willenbrock², Sven Voelpel¹
¹ Jacobs University Bremen, ² VU University Amsterdam

Fr-S166-OR-02

Narcissism, political skills, self-esteem and performance.

Geir Thompson, Lars Glasø
BI Norwegian Business School

Fr-S166-OR-03

Does Job Insecurity Always Lead to Employees' Absence and Turnover? Overall Organizational Justice as a Moderator

Xiao-min Xu¹, Dan-yang Du¹, Le-yi Guan¹, Magnus Sverke², Chang-qin Lu¹
¹ Department of Psychology, Peking University, ² Department of Psychology, Stockholm University

13:45–14:30 Session 167 | **Oral session** | Room: OKS Meeting Room 1
Topic/s: 2. Employee stress and burnout

Fr-S167-OR-01

Revisiting the stress buffering effect of emotional job resources: Effects of resource availability vs. resource use

Marieke van den Tooren, Christel Rutte
Tilburg University

Fr-S167-OR-02

Differential Effects of Sources of Workplace Incivility on Burnout and Nurses' Wellbeing: The Protective Role of Occupational Self-efficacy

Heather Laschinger¹, Roberta Fida², Michael Leiter³
¹ RN, PhD, FAAN, FCAHS, Distinguished University Professor and Arthur Labatt Family Research Chair in Health Human Resources Optimization, University of Western Ontario, Arthur and Sonia Labatt Family School of Nursing, London, Ontario, Canada, ² PhD, Assistant Professor, Sapienza University of Rome, Department of Psychology, Italy, ³ PhD, Professor, Acadia University, Wolfville, Nova Scotia, Canada

Fr-S167-OR-03

Affective commitment as a buffer of the relationship between day-specific self-control demands and strain

Wladislaw Rivkin, Klaus-Helmut Schmidt
Leibniz Research Centre for Working Environment and Human Factors

13:45–14:30 Session 168 | **Oral session** | Room: OKS Meeting Room 2
Topic/s: 8. Leadership and management

Fr-S168-OR-01

Lessons from Asia: 5 Paradoxes of Leadership Development

Mano Ramakrishnan

atrain, Human Capital Leadership Institute

Fr-S168-OR-02

Game-changer: Video games as a new avenue in ethically-oriented leadership development

Maxim Egorov, Armin Pircher Verdorfer, Claudia Peus

Technische Universität München, TUM School of Management, Chair of Research and Science Management

Fr-S168-OR-03

«You are dismissed»: Does dismissal training improve layoff agents' fairness during a dismissal meeting?

Manuela Richter, Cornelius J. König, Christopher Koppermann, Michael Schilling

Universität des Saarlandes

13:45–14:30 Session 169 | **Oral session** | Room: OKS Meeting Room 3
Topic/s: 3. Positive organizational behavior

Fr-S169-OR-01

Understanding the Influence of Time Orientation on Organizational Citizenship Behaviors

Alper Kayaalp

Turkish Army War College

Fr-S169-OR-02

More than Working Alone Together? Social Support in Coworking Spaces

Cornelia Gerdenitsch, Julia Andorfer, Tabea Scheel, Christian Korunka

University of Vienna, Faculty of Psychology

Fr-S169-OR-03

Effects of HRM on employees' organisational commitment: Juxtaposing the explaining mechanisms of social exchange and social identity

Yvonne van Rossenberg¹, Frances Jørgensen², Karin Sanders³, Helen Shipton⁴, Jorge Gomes⁵

¹ University of Bath, ² University of Aarhus, ³ UNSW Business School, Australia, ⁴ Nottingham Trent University, UK, ⁵ University of Lisbon

13:45–14:30 Session 170 | **Oral session** | Room: OKS Meeting Room 4
Topic/s: 3. Positive organizational behavior

Fr-S170-OR-01

Building Leaders' Positive Psychological Capital: A training program in a Portuguese bank

Isabel Sousa¹, Teresa Proença¹, Arménio Rego²

¹ Faculty of Economics, University of Porto, Portugal, ² Aveiro University, Portugal

Fr-S170-OR-02

Toward a process model of human potential fulfillment in the workplace

Giverny De Boeck, Nicky Dries

KU Leuven, Faculty of Economics and Business

Fr-S170-OR-03

A Broader Conceptualization of Well-Being at Work: Eudaimonic Well-Being

Daniel Turban

University of Missouri

13:45–14:30 Session 171 | **Oral session** | Room: OKS Auditoriet
Topic/s: 2. Employee stress and burnout

Fr-S171-OR-01

**Relating momentary job demands and resources to momentary performance:
The moderating role of trait Core Self-Evaluations**

Jonas Debusscher, Joeri Hofmans
Vrije Universiteit Brussel

Fr-S171-OR-02

Introducing the demand of individual work design

Franziska Bredehoeft, Jan Dettmers
University of Hamburg

Fr-S171-OR-03

**Work interruptions: Their longitudinal relationship with job satisfaction and
psychosomatic complaints**

Anita Keller¹, Laurenz Meier², Norbert Semmer¹, Wolfgang Kälin¹, Franziska Tschan³, Achim Elfering¹
¹ University of Bern, Switzerland, ² University of Fribourg, Switzerland, ³ University of Neuchâtel, Switzerland

13:45–14:30 Session 172 | **Oral session** | Room: OKS Torghjornet
Topic/s: 3. Positive organizational behavior

Fr-S172-OR-01

**HR practices and HR crafting as antecedents of well-being and performance among
white-collar workers in Poland.**

Malgorzata Kozusznik¹, Barbara Kozusznik², Katarzyna Wiecek-Jakubek^{2,3}, Dominik Adamek²,
Nuria Tordera¹, Isabel Rodriguez¹
¹ University of Valencia, ² University of Silesia, ³ Poczta Polska

Fr-S172-OR-02

Conceptualizing and Measuring Social Well-Being in the Workplace

Ali Kazemi
School of Health and Education, University of Skövde

Fr-S172-OR-03

**The mediating role of procedural and distributive justice in the relationship between
employee's perception of HRP and their job satisfaction**

Yarid Ayala Millán¹, Esther Villajos Girona¹, Núria Tordera Santamatilde¹, José María Peiró Silla^{1,2},
Laura Lorente Prieto¹
¹ University of Valencia, ² IDOCAL

13:45–14:30 Session 173 | **Oral session** | Room: OKS Odin
Topic/s: 19. Emotions in the workplace

Fr-S173-OR-01

**Acquaintances, colleagues, or friends?: New politicians' establishment of work
relationships**

Helena Cooper-Thomas¹, Jo Silvester²
¹ University of Auckland, ² Cass Business School

Fr-S173-OR-02

**Benefits of creativity and burdens of management: Longitudinal changes in resources
at work and emotional well-being of professionals.**

Aleksandra Bujacz^{1,2}, Petra Lindfors¹, Claudia Bernhard-Oettel¹, Thomas Rigotti², Linda Magnusson
Hanson¹
¹ Stockholm University, Sweden, ² Johannes Gutenberg University Mainz, Germany

Fr-S173-OR-03

Putting on a smiling face? Curvilinear relationship between positivity ratio, burnout and work engagement

Beata Basinska¹, Ewa Gruszczynska²

¹ Gdansk University of Technology, Gdansk, Poland, ² University of Social Sciences and Humanities, Warszawa, Poland

13:45–14:30 Session 174 | **Oral session** | Room: OKS Balder

Topic/s: 16. Conflicts in organizations

Fr-S174-OR-01

Experiencing a potentially traumatic event within the workplace: looking beyond the individual level

Alice Fattori¹, Giuseppe Paolo Fichera¹, Luca Neri¹, Giovanni Costa^{1,2}

¹ Department of Clinical Sciences and Community Health, University of Milan, Italy, ² IRCCS Maggiore Policlinico Hospital, Ca'Granda Foundation, Milan, Italy

Fr-S174-OR-02

Emotional Intelligence in Daily Customer Conflict Situations – Feature or Bug?

Sonja Scherer, Dieter Zapf

Goethe University Frankfurt

Fr-S174-OR-03

Personality traits and organizational justice: The mediating role of trait emotional intelligence

Letizia Palazzeschi, Annamaria Di Fabio

Department of Education and Psychology, University of Florence, Italy

13:45–14:30 Session 175 | **Panel (P)** | Room: RC Christiania Hall A

Topic/s: 8. Leadership and management

Chair/s: Sverre L Nielsen

Fr-S175-PAN-01

Leadership development. Two different ways to success, – or not so different? Part 2

Dagrun Dvergsdal¹, Gudrun Håan²

¹ Dvergsdal Consulting AS, ² Håan Private Consultant

13:45–14:30 Session 176 | **Panel** | Room: RC Christiania Hall B

Fr-S176-PAN-01

Alliance special session: Developing Ideas for Conducting International I-O and Work Psychology Projects

Alex Milam¹, Delia Virga², Herco Fonteijn³

¹ University of Houston – Clear Lake, ² West University of Timisoara, ³ Maastricht University

13:45–14:30 Session 177 | **Oral session** | Room: RC Christiania Hall C

Topic/s: 3. Positive organizational behavior

Fr-S177-OR-01

Need satisfaction and wellbeing at work and at home – A daily diary study

Rebecca Hewett¹, Verena Hahn², Sara De Gieter³, Evangelia Demerouti³, Alma María Rodríguez Sánchez⁴, Janne Skakon⁶

¹ University of Greenwich, London, ² Johannes Gutenberg-Universität Mainz, ³ Vrije Universiteit Brussel, ⁴ Universitat Jaume I, ⁵ Technische Universiteit Eindhoven, ⁶ University of Copenhagen

Fr-S177-OR-02

A healthy public administration through healthy organizational practices

Miguel Ángel Mañas Rodríguez^{1,2}, Luis Alcaraz Pardo², Caroline Limbert³, Katarzyna Durniat⁴

¹ University of Almería, ² IPTORA Research Group, ³ Cardiff Metropolitan University, ⁴ University of Wrocław

Fr-S177-OR-03

Personal values and wellbeing across cultures: Towards a context-sensitive motivational model of affect balance and mental health

Diana Boer

University Koblenz-Landau, Koblenz, Germany

13:45–14:30 Session 178 | **Oral session** | Room: RC Oslo Hall B
Topic/s: 18. Teams and workgroups

Fr-S178-OR-01

Attaining the status of most talented team member: How to play the signaling game?

Sanne Nijs, Nicky Dries, Luc Sels

KU Leuven

Fr-S178-OR-02

Predicting team performance: The importance of shared competencies

Katia Puente-Palacios¹, Luana Brito²

¹ University of Brasília – UnB, ² Agência Nacional de Aviação Civil – ANAC

Fr-S178-OR-03

Managing Time in Teams Implicitly and Explicitly: The Interaction between Shared Temporal Mental Models and Team Temporal Leadership

Katharina Kugler, Julia Reif, Agnes Ponschab, Iken Gonnermann, Felix Brodbeck

Ludwig-Maximilians-Universitaet Muenchen, Munich, Germany

13:45–14:30 Session 179 | **Oral session** | Room: RC Oslo Hall C
Topic/s: 15. Occupational and organizational safety

Fr-S179-OR-01

PetroHRA, A Human Reliability Analysis for the Petroleum Industry

Martin Rasmussen

Norwegian University of Science and Technology (NTNU)

Fr-S179-OR-02

Haste and occupational injury

Simo Salminen, Pia Perttula

Finnish Institute of Occupational Health

Fr-S179-OR-03

The Strategy of Uncertainty Reducing in the operators' work on control panel (CP) of nuclear power station (NPS)

Petro Vlasov

Institute of Applied Psychology «Humanitarian center»

14:00–15:30 Session 180 | **Poster session** | Room: OKS Forum

Topic/s: 5. Work-Family Interface

6. Personnel selection

Fr-S180-PO-01

The role of supportive work and family environments on organisational commitment and turnover intentions

Rani Thanacoody¹, Kristina Potocnik²

¹ University of Sheffield, ² University of Edinburgh

Fr-S180-PO-02

Supervisory, coworker, and job design support for work-life balance: Evaluating the impact on employees' organizational identification and turnover intentions

Kathryn Fonner, Michael Blight, Michelle Fetherston, Megan Lambertz

University of Wisconsin-Milwaukee

Fr-S180-PO-03

Gender-bias in job advertisements: Attitudes of unemployed women toward the advertised job

Ivana B. Petrovic, Marija Bogicevic

Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Fr-S180-PO-04

With a little help from my family: A quali-quantitative interdisciplinary study on the outcomes of family support and workload

Alessandro Lo Presti, Fulvia D'Aloisio, Sara Pluviano

Seconda Università degli Studi di Napoli

Fr-S180-PO-05

Familial status and stress at work

Philippe Sarnin, Behnaz Boroumand Jullien

University of Lyon -Institute of Psychology – GRePS

Fr-S180-PO-06

A new Model of Potential for Career Development

Fabio Massei¹, Giulia Casu², Carrie Schlauch³, Paola Gremigni⁴

¹ atrain GmbH, ² Department of Psychology, University of Bologna, ³ atrain GmbH, ⁴ Department of Psychology, University of Bologna

Fr-S180-PO-07

Stress at work, familial status and children in charge: Interaction effects

Philippe Sarnin

Institut de Psychologie, GREPS Université Lyon

Fr-S180-PO-08

Helping the 'non-expert' make better selection decisions via automated competency mapping and assessment

John Hackston, Paul Deakin, Rob Bailey

OPP Limited

Fr-S180-PO-09

The use, value, and influence of the psychological assessment results for the diocese when deciding whether to ordain an applicant to ministry

Aura Nortomaa

University of Helsinki

Fr-S180-PO-10

Perceived Motivational Climate, Work-family Balance, and Turnover Intention

Karoline Kopperud¹, Christina Nerstad², Anders Dysvik²

¹ Assesit AS, ² BI, Norwegian Business School

Fr-S180-PO-11

Spelling and professional assessment

Pierre-Henri François

University of Poitiers CeRCA – UMR CNRS 7295 Equipe C2SE

Fr-S180-PO-12

Leadership and Work-Life Balance in the Philippine Context

Rita Berger, Marina Romeo, Montserrat Yepes-Baldó, Jemellene Baluyo

University of Barcelona

Fr-S180-PO-13

Who Let the Dogs In? A Review of Pet-Friendly Workplaces

Christa L. Wilkin¹, Paul Fairlie^{1,2}, Souha R. Ezzedeem¹

¹ York University, ² Paul Fairlie Consulting

Fr-S180-PO-14

The Competency Modeling Approach to HR Management Education: A Ukrainian case study

Nataliya Pylat

Universita degli Studi di Napoli Federico II

Fr-S180-PO-15

Which companies win the «war for talent» – effective or with good intentions?

Psychosocial determinants of job pursuit intentions.

Marianna Krol

Jagiellonian University, ³¹³ Consulting

Fr-S180-PO-16

Interactivity (online) as a potential solution of the Scientist-Practitioner Gap in Organizational Psychology

Guido Hertel¹, Joachim Hüffmeier², Meinald T. Thielsch¹, Stefan Krumm³

¹ University of Münster, Germany, ² Federal Institute for Occupational Safety and Health, Dortmund, Germany, ³ Free University of Berlin

Fr-S180-PO-17

Work-Life-Crafting: Who does it? Who benefits from it?

Malin Sundström¹, Rebecca Brauchli¹, Maria Peeters², Georg Bauer¹, Alice Inauen³

¹ University of Zürich, Epidemiology, Biostatistics and Public Health Institute, ² University of Utrecht, Institute for Social and Behavioural Sciences, ³ University of Zurich/Epidemiology, Biostatistics and Prevention Institute (EBPI), Division of Public & Organizational Health

Fr-S180-PO-18

A common language effect size statistic for understanding personnel selection research

Anders Sjöberg

Stockholm university

Fr-S180-PO-19

Indian husbands' social support of wives' career advancement

Nasima Mohamed Hoosen Carrim

University of Pretoria

Fr-S180-PO-20

The attachment style as an interpretative framework of the personality dimensions focused on the work behavior

Martin Seidl

Palacký University in Olomouc

Fr-S180-PO-21

Computer-based vs. face-to-face job interviews: a study of applicant reactions

Irina Gioaba¹, Richard Griffith²

¹ University of Lausanne, ² Florida Institute of Technology

Fr-S180-PO-22

Let's become friends! How amicable job ads affect potential applicants

Sabine Hommelhoff, Davina Götz
Friedrich-Alexander University Erlangen-Nuremberg

Fr-S180-PO-23

Exploring the Role of Implicit Aggression in Predicting Counterproductive Work Behaviors

Zvonimir Galic, Nina Lucanin
Department of psychology, University of Zagreb, Croatia

Fr-S180-PO-24

Extending the EOR explanations beyond social exchange theory: Perceived organizational and family support, burnout and job satisfaction in disabled workers

Carlos-María Alcover¹, Maria José Chambel², Juan José Fernández¹, Fernando Rodríguez¹
¹ Rey Juan Carlos University, ² University of Lisboa

Fr-S180-PO-25

The two faces of charismatic leadership

Marte Grut, Helene Sorlie
BI

Fr-S180-PO-26

Using narrow personality traits to identify top-talents within a group of successful managers

Ole Iversen^{1,2}, Rune Rimol²
¹ BI Norwegian Business School, ² Assessit AS

Fr-S180-PO-27

Perceptions of the Internet as a Recruitment Source

Angela Bissonnette¹, Victor Catano²
¹ Saint Mary's University, ² Saint Mary's University

Fr-S180-PO-28

Norms – the importance of choosing the right ones

Paul Deakin, John Hackston, Rob Bailey
OPP Ltd

Fr-S180-PO-29

The Italian validation of the Work Life Conflict Scale (Matthews, Kath & Barnes-Farrell, 2010) and its use in assessing WLC at risk groups

Luca Vecchio, Alice Colombo
Department of Psychology, University of Milano-Bicocca

Fr-S180-PO-30

Work-life balance and relationships to others among French teleworkers

Emilie Vayre¹, Anne PIGNAULT², Anne-Marie Vonthron¹
¹ Université Paris Ouest Nanterre la Défense – LAPPS – Work, Ergonomics, Guidance & Organisations research group, ² Université du Luxembourg – ECCS – Institute of Lifelong Learning & Guidance

Fr-S180-PO-31

LinedIn: Do you really link your job profile to other ones? A mix-method study

Michela Cortini, Stefania Fantinelli
University G. d'Annunzio of Chieti – Pescara

Fr-S180-PO-32 | Interactive

Dynamic Conceptualisations of Work-Nonwork Conflict

Jurate Cingjane
PhD Student, University of Bath, UK

Fr-S180-PO-33 | Interactive

A Balancing Act: The Moderating Effect of Enrichment on the Work-Family Interface and Attitudes Relationship

Christa L. Wilkin¹, Cristina Rubino²

¹ York University, ² California State University

Fr-S180-PO-34 | Interactive

Predicting training performance by bifactor models of cognitive ability

Stefan Annell^{1, 2}, Anders Sjöberg¹, Magnus Sverke^{1, 3}

¹ Stockholm University, SE, ² Swedish Defense Recruitment Agency, SE, ³ North-West University, South Africa

Fr-S180-PO-35 | Interactive

Validation of a scoring model for short adaptive personality questionnaire

Richard Justenhoven, Katharina Lochner, Achim Preuss

cut-e Group

Fr-S180-PO-36 | Interactive

Resolving Semantic Confusion in the Job Analysis Terminology: A Systematic Review of Job Information

Hannah Berkers, Stefan Mol, Gábor Kismihók, Deanne den Hartog

University of Amsterdam

Fr-S180-PO-37 | Interactive

To fake or not to fake? Interaction of warning and motivational determinants in predicting faking

Maša Tonković Grabovac, Željko Jerneić

University of Zagreb, Faculty of Humanities and Social Sciences, Department of Psychology

14:45–16:15 Session 181 | **State of the Art** | Room: OKS Hall A

Fr-S181-STA-01

Work engagement: A decade of research

Evagelia Demerouti

Eindhoven University of Technology

Fr-S181-STA-02

Achievement goals in the workplace

Nico W. Van Yperen

University of Groningen, The Netherlands

14:45–16:15 Session 182 | **Symposium** | Room: OKS Hall B

Using Self-Determination Theory to Understand Respectful Leadership in Turbulent Times

Topic/s: 3. Positive organizational behavior

Chair/s: Marylene Gagne

Fr-S182-INV-SYM-01

Leader Humility, LMX, and Subordinate Need Satisfaction: The Role of Power Distance Values

Gary Greguras¹, Michael A. Daniels¹, Michael Bashshur¹, Burak Oc², James M. Diefendorff³,

Mano Ramakrishnan⁴

¹ Singapore Management University, ² Bocconi University, ³ University of Akron, ⁴ Atrain, GmBH

Fr-S182-INV-SYM-02

Leadership that motivates: Ask and listen rather than tell and sell

Niels Van Quaquebeke¹, Will Felps²

¹ Kühne Logistics University, ² Australian School of Business, University of New South Wales

Fr-S182-INV-SYM-03

Transformational leadership, organizational socialization and employee performance: A motivational analysis

Claude Fernet, Stephanie Austin
Université du Québec à Trois-Rivières

Fr-S182-INV-SYM-04

A Cross-Lagged Multilevel Analysis of the Relationship between Leadership Styles and Motivational Orientations at Work

Marylène Gagné¹, Alexandre J. S. Morin², Kira Schabram³, Zhe Ni Wang⁴, Emanuela Chemolli⁵, Mélanie Briand⁴

¹ University of Western Australia, ² Australian Catholic University, ³ University of British Columbia, ⁴ Concordia University, ⁵ Chemolli Consulting

Fr-S182-INV-SYM-05

Managing yourself in turbulent times: How individual needs influence job crafting at work

Uta Bindl¹, Kerrie Unsworth², Cristina Gibson²

¹ London School of Economics, ² University of Western Australia

14:45–16:15 Session 183 | **Panel** | Room: OKS Hall C
Topic/s: 17. Organizational Structure, Culture and Climate

Fr-S183-PAN-01

Alliance Special Session: Industrial/Organizational Psychology in Developing Country Contexts

Karin Soweid (chair)
American University of Beirut

14:45–16:15 Session 184 | **Symposium** | Room: OKS Hall D

Leader-Member-Exchange revisited: New lines of research in response to a changing workplace

Topic/s: 8. Leadership and management
Chair/s: Alina S. Hernandez Bark, Rolf van Dick

Fr-S184-SYM-01

Growing older and living up to implicit followership theories: Implications for LMX and work-related outcomes

Sebastian Stegmann, Stephan Braun, Nina Junker, Rolf van Dick
Goethe University Frankfurt

Fr-S184-SYM-02

Leader-leader exchange in matrix organizations: How dual leaders' exchange relationship influences followers

Ben Sahlmüller¹, Niels van Quequebeke¹, Daan van Knippenberg², Steffen Giessner²

¹ Kühne Logistics University, ² Rotterdam School of Management, Erasmus University Rotterdam

Fr-S184-SYM-03

Ties that trouble, ties that bind: An implicit relational models theory of leader-follower relationships

Steffen Giessner, Daan Stam
Rotterdam School of Management, Erasmus University Rotterdam

Fr-S184-SYM-04

The influence of gender in the leader-member-relation: Gender as moderator of the relation between LMX and job satisfaction

Alina Hernandez Bark, Rolf van Dick
Goethe University Frankfurt

Fr-S184-SYM-05

Interactive effects of LMX and employee innovation on performance evaluations

Rolf van Dick¹, Xin-an Zhang², Sebastian Schuh³, Johannes Ullrich⁴, Frederick Morgeson⁵

¹ Goethe University Frankfurt, ² Jiao Tong University, Shanghai, China, ³ China Europe International Business School, Shanghai, China, ⁴ University of Zurich, Switzerland, ⁵ Michigan State University, USA

14:45–16:15 Session 185 | **Symposium (P)** | Room: OKS Meeting Room 1

Multilevel approaches to employees' well-being and performance

Topic/s: 3. Positive organizational behavior

Chair/s: Alfredo Rodríguez-Muñoz, Ana Isabel Sanz-Vergel

Fr-S185-SYM-01

The relationship between individual and collective work engagement and job performance among teams: The role of job crafting

Anne Mäkikangas¹, Kaisa Aunola¹, Piia Seppälä², Jari Hakanen²

¹ Department of Psychology, University of Jyväskylä, Finland, ² Finnish Institute of Occupational Health, Finland

Fr-S185-SYM-02

The roots of daily surface acting at home: Analyzing the role of stressors, strain, and extraversion

Ana Sanz-Vergel¹, Arnold B. Bakker²

¹ Norwich Business School, University of East Anglia, United Kingdom, ² Erasmus University Rotterdam, The Netherlands

Fr-S185-SYM-03

Daily spillover of social conflicts at work to the home domain: The moderating role of emotion regulation

Carmen Binnewies, Sarah Mai-Berckmann, Jana Opderbeck, Leonie Veit

University of Münster, Münster, Germany

Fr-S185-SYM-04

The role of partners for affective recovery: Asymmetric cross-over of NA and PA as a function of time spend together

Christian Dormann

Johannes Gutenberg-Universität Mainz

Fr-S185-SYM-05

Lack of psychological detachment as linking mechanism between job demands and social undermining at home: Results from a diary study, a longitudinal study, and a multi-source study

Laurenz Meier¹, Eunae Cho²

¹ University of Fribourg, ² University at Albany

Fr-S185-SYM-06

Exploring mechanisms of daily psychological detachment: The role of work experiences and partners

Alfredo Rodríguez-Muñoz¹, Mirko Antino¹, Evangelia Demerouti²

¹ Complutense University of Madrid, Spain, ² Eindhoven University of Technology, the Netherlands

14:45–16:15 Session 186 | **Symposium** | Room: OKS Meeting Room 3

How to make the most of a break from work: Recovery opportunities and their impact on well-being and engagement

Topic/s: 2. Employee stress and burnout
Chair/s: Christine J Syrek, Jessica de Bloom

Fr-S186-SYM-01

Does lunch time recovery predict work engagement? A one-year time lag longitudinal study

Marjaana Sianoja, Ulla Kinnunen, Jessica de Bloom, Kalevi Korpela
University of Tampere (Finland)

Fr-S186-SYM-02

Spousal recovery support during the weekend, post-weekend recovery, and work engagement among dual-earner couples

Verena Hahn¹, YoungAh Park²
¹ University of Mainz (Germany), ² Kansas State University (USA)

Fr-S186-SYM-03

Should I stay or should I go? How do workers behave, think and feel during leisure time at home and away from home?

Jessica de Bloom¹, Sabine Geurts², Ulla Kinnunen¹, Kalevi Korpela¹
¹ University of Tampere (Finland), ² Behavioural Science Institute, Radboud University Nijmegen (Netherlands)

Fr-S186-SYM-04

Associations of rest break behaviour routines with health and psychological well-being in alternating home office workers

Barbara Degenhardt, Leila Gisin
School of Applied Psychology, University of Applied Sciences and Arts Northwestern CH (Switzerland)

Fr-S186-SYM-05

How do perceptions of the work situation relate to recovery in working women and men?

Petra Lindfors
Stockholm University (Sweden)

Fr-S186-SYM-06

All I want for Christmas is ... Recovery!

Christine Syrek¹, Oliver Weigelt², Jessica de Bloom³, Jana Kuehnel⁴
¹ University of Trier (Germany), ² University of Hagen (Germany), ³ University of Tampere (Finland),
⁴ Ulm University (Germany)

14:45–16:15 Session 187 | **Symposium** | Room: OKS Meeting Room 4

Bad behavior at work. New findings concerning workplace bullying and destructive leadership

Topic/s: 16. Conflicts in organizations
Chair/s: Stig Berge Matthiesen

Fr-S187-SYM-01

The moderating role of coping strategies in the relationship between work-related stressors and workplace bullying: A longitudinal design

Whitney Vanden Brande, et al.
University of Leuven, Belgium, Groep IDEWE, Belgium

Fr-S187-SYM-02

Measuring workplace bullying in Lithuania: Psychometric properties of the Negative Acts Questionnaire- Revised

Milda Perminiene¹, Guy Notelaers², et al.
¹ Kaunas University of Technology, Kaunas, Lithuania, ² University of Bergen, Norway

Fr-S187-SYM-03

Targets across social arenas? The link between cyber bullying and workplace bullying
Stig Berge Matthiesen^{1,2}, Ane Hjellvik Matthiesen³, Guy Notelaers², et al.

¹ BI – Norwegian Business School, Norway, ² University of Bergen, Norway, ³ University of Aarhus, Denmark

Fr-S187-SYM-04

The link between destructive leadership, moral disengagement and counterproductive work behavior. A longitudinal study

Andrea Bobbio¹, Stig Berge Matthiesen^{2,3}, Ståle Einarsen³, et al.

¹ University of Padova, Italy, ² BI – Norwegian Business School, Norway, ³ University of Bergen, Norway

Fr-S187-SYM-05

Workplace bullying and cyber-bullying in New Zealand: Buffering effects of perceived organisational support and psychological capital

Michael P. O'Driscoll, et al.

University of Waikato, School of Psychology, New Zealand

14:45–16:15 Session 188 | **Symposium** | Room: OKS Auditoriet

Organizational Participation and Employee Contributions to Organizational Welfare

Topic/s: 8. Leadership and management

Chair/s: Thomas Jønsson, Christine Unterrainer

Fr-S188-SYM-01

Workers' attitudes towards organizational participation and its moderating role on the effects of individually perceived participation: A moderated mediation model

Thomas Höge, Christine Unterrainer, Wolfgang G. Weber

Institute of Psychology, University of Innsbruck, Austria

Fr-S188-SYM-02

Job autonomy and prohibitive voice: The moderator role of socio moral psychological climate

Sílvia A. Silva, Susana Tavares

Instituto Universitário de Lisboa (ISCTE-IUL), Portugal

Fr-S188-SYM-03

Silence in organizations: Effects across studies, cultures, and time

Michael Knoll^{1,2}, Rosalie Hall¹, Oliver Weigelt³, Paola Gatti⁴

¹ Durham University, UK, ² Chemnitz University of Technology, Germany, ³ University of Hagen, Germany, ⁴ University of Turin, Italy

Fr-S188-SYM-04

Participation in the reporting of errors and adverse events in healthcare organizations: The role of supervisory leadership

Kevin-Lim Jungbauer¹, Kai Loewenbrück², Jürgen Wegge¹, Heinz Reichmann²

¹ Technical University Dresden, Germany, ² University Hospital Dresden, Germany

Fr-S188-SYM-05

Does Distributed Leadership Predict Employee Commitments to Organization and Change: A Longitudinal Study of A Hospital Organization

Thomas Jønsson¹, Hans Jeppe Jeppesen¹, Christine Unterrainer²

¹ Department of Psychology and Behavioral Sciences, Aarhus University, ² Institute of Psychology, University of Innsbruck

Fr-S188-SYM-06

Team autonomy as antecedence of shared leadership in production teams

Annika Piecha¹, Markus Grüneis², Susann Wilke¹, Petra Kemter-Hofmann¹, Jürgen Wegge¹

¹ Technical University Dresden, Germany, ² Project Partner, Germany

14:45–16:15 Session 189 | **Symposium** | Room: OKS Torghjørnet

Conceptualizing variables at different levels of analysis: Similarities and differences

Topic/s: 20. Research methodology

Chair/s: Despoina Xanthopoulou, Kevin Daniels

Discussant/s: Arnold B. Bakker

Fr-S189-SYM-01

Trait-level and week-level regulatory focus as a motivation to craft a job

Paraskevas Petrou¹, Evangelia Demerouti²

¹ Erasmus University Rotterdam, ² Eindhoven University of Technology

Fr-S189-SYM-02

Measuring momentary affective well-being: Does shortening a form and altering the rubric change underlying factor structures of affect?

Emma Russell¹, Kevin Daniels², Claire Harris³

¹ Kingston University, ² University of East Anglia, ³ Aspire Personal and Organisational Development

Fr-S189-SYM-03

Job crafting across organizational boundaries: An emergent collective phenomenon

Rachel Nayani, Kevin Daniels

University of East Anglia

Fr-S189-SYM-04

Overall and daily employee-organization resource exchanges: Developing a scale across levels of analysis

Maria Tomprou¹, Despoina Xanthopoulou², Maria Vakola³

¹ Carnegie Mellon University, ² Aristotle University of Thessaloniki, ³ Athens University of Economics and Business

14:45–16:15 Session 190 | **Symposium** | Room: OKS Odin

Aging and retirement: The Employee Perspective

Topic/s: 13. Labor market issues

Chair/s: Trude Furunes, Annet De Lange

Discussant/s: Reidar J Mykletun

Fr-S190-SYM-01

Daily events and emotional reactions in older and younger workers: Exploring within- and between-subject effects

Silvia Della Russo¹, Mirko Antino², Sara Zaniboni³, Antonio Caetano¹, Donald Truxillio⁴

¹ University of Lisbon, Portugal, ² Complutense University of Madrid, Spain, ³ University of Trento, Italia, ⁴ Portland State University, US

Fr-S190-SYM-02

How career orientation impacts older employees' turnover intention in a dissatisfying job: An examination in three samples

Cécile Tschopp¹, Gudela Grote¹, et al.

¹ ETH Zurich, Switzerland, ² University of Zurich, Switzerland, ³ Federal Department of Defence Civil Protection and Sport, Switzerland

Fr-S190-SYM-03

How age relates to the understanding of career success among Swiss MBA-alumni – A visual data elicitation approach

Dana Unger, Gudela Grote

ETH Zurich, Switzerland

Fr-S190-SYM-04

Never Too Late To Learn: Older Employees' Training Willingness

Eva Derous, et al.

Ghent University, Belgium

Fr-S190-SYM-05

Access to labour market resources and earlier than intended retirement

Per Erik Solem¹, Trude Furunes², Reidar J. Mykletun², Astri Syse³

¹ Norwegian Social Research (NOVA), Norway, ² University of Stavanger, Norway, ³ Statistics Norway (SSB), Norway

14:45–16:15 Session 191 | **Oral session** | Room: OKS Balder
Topic/s: 16. Conflicts in organizations

Fr-S191-OR-01

Fairness Perceptions of Dissimilar Team Members: The Mediating Role of Interpersonal Justice and the Moderating Role of Diversity Beliefs

Mladen Adamovic¹, Mathieu Molines²

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

Fr-S191-OR-02

Entity justice and work commitment: The role of cultural consonance and ownership sector

Maria Rita Silva, António Caetano

Instituto Universitário de Lisboa (ISCTE-IUL)

Fr-S191-OR-03

Interactive effects of supervisory and peer justice climates on supervisory and peer-oriented outcomes

Ana Jakopcic¹, Zoran Sušanj², Agustin Molina³

¹ Josip Juraj Strossmayer University in Osijek, Faculty of Humanities and Social Sciences, ² University of Rijeka, Faculty of Humanities and Social Sciences, ³ University of Limerick

Fr-S191-OR-04

Extending the Multifoci Approach to Organizational Justice: The Role of Moral Attentiveness

Agustin Molina¹, Marija Ćirić², Constanze Dostal³, Katarzyna Goderska⁴, Elisabeth Harrie⁵, Nevena Ivanović⁶, Robert Lillig⁷

¹ University of Limerick, ² University of Novi Sad, ³ University of Vienna, ⁴ University of Wrocław, ⁵ Leopold-Franzens-Universität Innsbruck, ⁶ University of Belgrade, ⁷ University of Leipzig

Fr-S191-OR-05

The Individual Peer Justice Perspective in Teams

Mladen Adamovic¹, Mathieu Molines²

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

Fr-S191-OR-06

Do trust and justice mediate the relation of negative acts at work with commitment and job satisfaction? A longitudinal study

Ann-Louise Holten¹, Gregory Hancock², Annie Høgh¹, Roger Persson³, Åse Marie Hansen⁴

¹ University of Copenhagen, Department of Psychology, ² University of Maryland, Department of Human Development and Quantitative Methodology College of Education, ³ Lund University, Department of Psychology, ⁴ University of Copenhagen, Department of Public Health

14:45–16:15 Session 192 | **Invited Symposium** | Room: RC Christiania Hall A

Knowledge hiding in organizations: New insights and perspectives

Topic/s: 12. Organizational Change and Development

Chair/s: Anders Dysvik

Discussant/s: Rosalind H Searle

Fr-S192-INV-SYM-01

I'll get back to you (maybe): Emerging research on knowledge hiding in organizations

Catherine Connelly¹, Matej Cerne², Miha Skerlavaj³, Anders Dysvik³

¹ McMaster University, Canada, ² University of Ljubljana, Slovenia, ³ BI Norwegian Business School, Norway

Fr-S192-INV-SYM-02

Are we in this together? Team-level knowledge hiding, social leader-member exchange, and prosocial motivation

Matej Černe¹, Catherine Connelly², Katja Babič¹, Anders Dysvik³, Miha Skerlavaj³

¹ University of Ljubljana, Slovenia, ² McMaster University, ³ BI Norwegian Business School

Fr-S192-INV-SYM-03

Knowledge sharing or hiding in teams: A psychological contract perspective

Therese Sverdrup

Norwegian School of Economics, Bergen, Norway

Fr-S192-INV-SYM-04

Knowledge Hiding in the Academia: What, Where, and How Often?

Tomislav Hernaus¹, Nina Pološki Vokić¹, Ana Aleksić¹, Matej Černe², Miha Skerlavaj³

¹ University of Zagreb, Croatia, ² University of Ljubljana, ³ BI Norwegian Business School, Oslo, Norway

Fr-S192-INV-SYM-05

Perceived time pressure and knowledge hiding: Moderating role of prosocial motivation and perspective taking

Miha Skerlavaj¹, Catherine Connell², Matej Cerne³, Anders Dysvik¹

¹ Norwegian Business School, BI, ² McMaster University, ³ Faculty of Economics University of Ljubljana

14:45–16:15 Session 193 | **Symposium (P)** | Room: RC Christiania Hall B

How can leadership promote resilience in high risk professions?

Topic/s: 3. Positive organizational behavior

Chair/s: Martin Euwema

Discussant/s: Wilmar Schaufeli

Fr-S193-SYM-01

Leadership and resilience: An Overview

Martin Euwema

KU Leuven

Fr-S193-SYM-02

Hardy leader, transformational leader

Salvatore Lo Bue¹, Martin Euwema², et al.

¹ Royal Military School, ² KU Leuven

Fr-S193-SYM-03

Context matters: The effects of trust in hierarchical leadership and work engagement before and during military operations

Sylvie Boermans

KU Leuven

Fr-S193-SYM-04

The effects of different leadership qualities on psychological resilience of police personnel

Wim Kamphuis

TNO

Fr-S193-SYM-05

The importance of team cohesion under threatening circumstances: Do all members benefit equally?

Roos Delahajj, et al.

TNO

14:45–16:15 Session 194 | **Symposium** | Room: RC Christiania Hall C

Nonlinear Dynamics and Organizational Psychology

Topic/s: 20. Research methodology

Chair/s: Jose Navarro

Fr-S194-SYM-01

Bouncing back from psychological contract breach: How commitment recovers over time

Omar N. Solinger¹, P. Matthijs Bal², Joeri Hofmans³, Paul G. W. Jansen¹

¹ University of Amsterdam, ² University of Bath, ³ Vrije Universiteit Brussel

Fr-S194-SYM-02

Forecasting the impact of employees' emotions on turnover and cardiovascular health

Rita Rueff-Lopes¹, José Navarro², António Caetano¹, Ana Silva¹

¹ ISCTE-IUL Instituto Universitário de Lisboa, ² University of Barcelona

Fr-S194-SYM-03

Using cusp catastrophe theory to understand adaptation in organizational work environments

Pedro Marques-Quinteiro¹, Luís Curral², Ana Margarida Passos¹

¹ Instituto Universitário de Lisboa (ISCTE-IUL), ² Universidade de Lisboa

Fr-S194-SYM-04

Biodata and performance appraisal for the promotion of public administration managers in Spain

Antonio L. García-Izquierdo, B. Menéndez, Pedro José Ramos-Villagrasa

University of Oviedo

14:45–16:15 Session 195 | **Symposium** | Room: RC Oslo Hall B

Mind the gap! Organizations on their way to gender fairness: Where we are, and where we should go.

Topic/s: 7. Human resource management

Chair/s: Andrea Fischbach, Virginia Ellen Schein

Discussant/s: Virginia Ellen Schein

Fr-S195-SYM-01

Current gender stereotypes in Europe – A comparison of Germany, Spain and Ukraine

Tanja Hentschel¹, Claudia Peus¹, Susanne Braun²

¹ Technische Universität München, TUM School of Management, Germany, ² Ludwig-Maximilians Universität, Germany

Fr-S195-SYM-02

Implicit leadership theories about emotion: A gender-based interpretation using data from Egypt and Spain

Mohamed Metwally¹, Leire Gartzia¹, Esther López-Zafra²

¹ Deusto Business School, University of Deusto, Spain, ² University of Jaén, Spain

Fr-S195-SYM-03

A strong military type of leader or a «bi*»? Gendered perceptions of authoritarian leaders**

Salin Denise

Swedish School of Social Science, University of Helsinki, Finland

Fr-S195-SYM-04

Are job demands and resources affected by gender discrimination?

Lonneke Dubbelt, Rispens Sonja, Evangelia Demerouti

Eindhoven University of Technology, The Netherlands

Fr-S195-SYM-05

Organizational factors for career success – women still left behind

Andrea Fischbach, Philipp W. Lichtenthaler
German Police University, Germany

16:00–17:30 Session 196 | **Poster session** | Room: OKS Forum

Topic/s: 3. Positive organizational behavior
4. Health and interventions

Fr-S196-PO-01

Predicting Absence Frequency and –Duration:

An application of the Job Demands-Resources (JD-R) model

Niels Bakkeren, Veerle Brenninkmeijer
Utrecht University

Fr-S196-PO-02

Using psychosocial factors to reduce burnout and increase well-being – the respective impact of decision latitude, social support and recognition.

Jessica Londei-Shortall, Véronique Dagenais-Desmarais
Université de Montréal

Fr-S196-PO-03

Presenteeism as ‘Identity Behaviour’: Accounts of Workplace Presenteeism from Singapore

Charmi Patel¹, Grace Chen¹, Sara Chaudhry¹, Laxmi Budhwar², Pawan Budhwar³

¹ University of Edinburgh Business School, ² National Health Service (NHS), ³ Aston Business School

Fr-S196-PO-04

Exploring the Mediating Role of Emotional Intelligence on the Relationship between Personality Traits and Schizotypal Characteristics in the Workplace

Ioannis Tsaousis, Chrysoula Zouraraki, Stella Giakoumaki, Leda Karagiannopoulou
University of Crete, Department of Psychology, Greece

Fr-S196-PO-05

Sickness presenteeism and absenteeism: Friends or rivals’?

Sylvi Thun, Ingrid Steen Rostad, Per Øystein Saksvik, Karoline Grødal

Department of Psychology, Norwegian University of Science and Technology (NTNU)

Fr-S196-PO-06

Appreciative Inquiry (AI) for Stress Management

Jermaine Ravalier
Bath Spa University

Fr-S196-PO-07

How to measure sickness presenteeism?

Sylvi Thun, Ingrid Steen Rostad, Per Øystein Saksvik

Department of Psychology, Norwegian University of Science and Technology (NTNU)

Fr-S196-PO-08

Psychological health promotion as a leadership task

Jessica Lang¹, Anne Katrin Matyssek², Martin Mädler¹, Thomas Kraus¹

¹ Institute of Occupational Medicine, RWTH Aachen University, Germany, ² Do Care, Cologne, Germany

Fr-S196-PO-09

Mindfulness in Academia: Is low-dose mindfulness training a valuable addition to the wellness programme?

Leanne Ingram, Jeremy Dawson, Angela Carter

The Institute of Work Psychology, The University of Sheffield

Fr-S196-PO-10

Dialogue development at work? – a qualitative study of a dialogue training intervention

Christina Grill¹, Gunnar Ahlberg Jr^{1,2}, Ewa Wikström³, Eva-Carin Lindgren⁴

¹ Occupational and Environmental Medicine, Gothenburg University, Sweden, ² Institute of Stress Medicine, Gothenburg, Sweden, ³ Nordic School of Public Health, Sweden, ⁴ Faculty of Education, Department of Food and Nutrition, Gothenburg University, Sweden

Fr-S196-PO-11

Health-related behavior in professional development of doctors-interns of ambulance service: Gender aspect

Marina Petrash^{1,2}, Olga Strizhitskaya¹

¹ Saint Petersburg State University Faculty of Psychology, ² The city Ambulance Station

Fr-S196-PO-12

Job crafting, Norms, and Sickness Presenteeism (Positive/negative sickness presenteeism and subjective sickness presenteeism)

Sylvi Thun

Department of Psychology, Norwegian University of Science and Technology (NTNU)

Fr-S196-PO-13

Effects on organizational, workgroup and individual resources after a participatory organizational intervention

Eva Charlotta Nylén¹, Petra Lindfors¹, Magnus Sverke^{1,2}

¹ Stockholm University, Sweden, ² North-West University, South Africa

Fr-S196-PO-14

Capacity disorders and workplace problems

Beate Muschalla^{1,2}, Michael Linden²

¹ University Potsdam, Work and Organizational Psychology, ² Research Group Psychosomatic Rehabilitation and Rehabilitation Center Seehof, Germany

Fr-S196-PO-15

Transformational leadership as an antecedent for positive outcomes of occupational health interventions

Robert Lundmark^{1,2}, Henna Hasson¹, Ulrica von Thiele Schwarz¹, Susanne Tafvelin^{1,2}

¹ Karolinska Institutet, ² Umeå University

Fr-S196-PO-16

Managing the meaning of work: A relevant need in turbulent times

Caroline Arnoux-Nicolas¹, Laurent Sovet¹, Lin Lhotellier^{1,2}, frédérique Pelayo², Jean-Luc Beraud^{1,2}

¹ Centre de Recherche sur le Travail et le Développement (CRTD), EA 4132, Conservatoire National des Arts et Métiers, Paris, France, ² Observatoire des Pratiques et des Politiques d'Orientation (OPPIO), Conservatoire National des Arts et Métiers, Paris, France

Fr-S196-PO-17

Organizational virtuousness' perceptions and outcomes: The mediating role of psychological safety and prosocial motives

Irene Tsachouridi, Irene Nikandrou

Athens University of Economics and Business

Fr-S196-PO-18

Meaning at work: An essential component for better understanding flow outcomes?

Chloe Parenteau¹, Anais Thibault-Landry¹, Veronique Dagenais-Desmarais²

¹ University of Quebec at Montreal, ² University of Montreal

Fr-S196-PO-19

Personal and situational predictors of challenging citizenship behaviors.

Sonja Kristine Ötting

University of Bielefeld

Fr-S196-PO-20

Social networks and links with the organization: The structure of relations explains the commitment, entrenchment and consent.

Magno Macambira¹, Helenides Mendonça², Antônio Bastos³

¹ Federal University of Bahia, ² Pontifical Catholic University of Goiás, ³ Federal University of Bahia

Fr-S196-PO-21

Successful Recovery Experience and Burnout

I-Shuo Chen¹, Jui-Kuei Chen²

¹ Trinity College Dublin, ² Tamkang University

Fr-S196-PO-22

Managing positive stress: Learning from entrepreneurs

Päivi Heikkilä¹, Mari Ainasoja², Kati Tikkamäki²

¹ VTT Technical Research center of Finland, ² University of Tampere, Finland

Fr-S196-PO-23

A new participatory method for mapping the working environment

Christian Wählin-Jacobsen, Louise Nøhr Henriksen, Nidhi Gupta, Johan Simonsen Abildgaard, Andreas Holtermann

National Research Centre for the Working Environment, Copenhagen, Denmark

Fr-S196-PO-24

A new participatory method for action planning small-scale working environment interventions

Christian Wählin-Jacobsen, Louise Nøhr Henriksen, Nidhi Gupta, Johan Simonsen Abildgaard, Andreas Holtermann

National Research Centre for the Working Environment

Fr-S196-PO-25

Differences in stress perception for managers and non managers in relation to managerial practices

Xavier Caroff¹, Clotilde Durand², Cora Mariotte²

¹ LATI, University Paris Descartes, ² University Paris Descartes

Fr-S196-PO-26

Relationship between psychological healthy work place components and work alienation dimensions

Iran Mehdizadegan, Ali Mehdad

Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Fr-S196-PO-27

Relationship between perceived organizational injustice, organizational citizenship behaviors, deviant behaviors and organizational loyalty

Ali Mehdad, Atefe Khoshnami

Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Fr-S196-PO-28

The influence of personality and the loci of engagement

Jessica Harrabin, Gary Pheiffer

London Metropolitan University

Fr-S196-PO-29

The Big Five and Religiosity as Predictors of Employee Presenteeism

Filotheos Ntalianis

University of Piraeus

Fr-S196-PO-30

Linking motivation to presenteeism and absenteeism: The role of the discrepancy between two organizational indentifications foci

Martin Lauzier¹, Nathalie Delobbe²

¹ Université du Québec en Outaouais, ² Université Catholique de Louvain

Fr-S196-PO-31

Team climate for innovation as a moderator of the engagement – performance link

M.Esther García-Buades, Silvia Ortiz-Bonnin
University of the Balearic Islands (SPAIN)

Fr-S196-PO-32

Intrinsic Interest as a Moderator in the Relationship between Challenge/Skills Balance and Flow at Work

Jose Navarro¹, Céline Bricteux¹, Lucía Ceja², Guillaume Fuerst³

¹ University of Barcelona, ² IESE Business School – University of Navarra, ³ Université Paris V René Descartes

Fr-S196-PO-33

In synch: Synchronous movement enhances perceived cooperation and reduces emotional irritation at work

Miriam Tacke, Anja Göritz
University of Freiburg

Fr-S196-PO-34 | Interactive

Psicoscreen: an innovative method for assessing psychosocial factors in occupational risks prevention

Gloria Castaño, Yolanda Garcia, Rosario Martínez-Arias
Complutense Univerity

Fr-S196-PO-35 | Interactive

Barriers and success factors in psychosocial risk management – a cross-cultural comparative approach

Hanna Janetzke, Michael Ertel

b a u a: Bundesanstalt für Arbeitsschutz und Arbeitsmedizin / Federal Institute for Occupational Safety and Health Nöldnerstraße 40-42 10317 Berlin

Fr-S196-PO-36 | Interactive

Exploring the relationship between presenteeism and organizational performance: Role of need for recovery, job satisfaction and organizational procedural justice.

Nathalie Delobbe¹, Martin Lauzier²

¹ Louvain School of Management, Université catholique de Louvain, Belgium, ² Université du Québec en Outaouais, Canada

Fr-S196-PO-37 | Interactive

A health promoting approach for maintaining presentees' productivity

Karoline Grødal, Eyvind Helland, Marit Christensen, Per Øystein Saksvik, Sylvi Thun, Ingrid Steen Rostad

Norwegian University of Science and Technology

Fr-S196-PO-38 | Interactive

The Influence of Acculturation and Identification on Organizational Commitment of Immigrant Employees

Jennifer Chavanovanich, Stanley Gaines
Brunel University, UK

16:30–18:00 Session 197 | **Invited Symposium** | Room: OKS Hall A

Respect in Organizations

Topic/s: 3. Positive organizational behavior

Chair/s: Niels Van Quaquebeke, Suzanne van Gils

Fr-S197-INV-SYM-01

When the boss feels respected: The effect of leader self-perceived respect on employee organizational citizenship behavior

Ed Sleebos¹, Steffen Giessner², Daan van Knippenberg²

¹ VU University Amsterdam, ² Erasmus University Rotterdam

Fr-S197-INV-SYM-02

Identity threat evoking disrespect as source of destructive leadership of leaders

Edwin Boezeman¹, Ed Sleebos²

¹ University of Amsterdam, ² VU University Amsterdam

Fr-S197-INV-SYM-03

If you are not one of us, at least show some respect: Leader prototypicality and the relationship between respectful leadership and follower personal initiative

Catharina Decker^{1, 3}, Suzanne van Gils², Niels Van Quaquebeke³, Tilman Eckloff⁴

¹ University of Hamburg, ² Maastricht University, ³ Kühne Logistics University, ⁴ re|spic|chere – Company Companions

Fr-S197-INV-SYM-04

In the eye of the beholder: The role of interpersonal respect and procedural justice in LMX agreement

Christian Tröster¹, Daan van Knippenberg², Leire Gartzia³

¹ Kühne Logistics University, ² Erasmus University Rotterdam, ³ University of Deusto

Fr-S197-INV-SYM-05

Struggling for respect in practice and theory

Niels Van Quaquebeke¹, Steven Grover²

¹ Kühne Logistics University, ² University of Otago

16:30–18:00 Session 198 | **Invited Symposium (P)** | Room: OKS Hall B

A language perspective on Diversity Icebreaker

Topic/s: 8. Leadership and management

Chair/s: Bjørn Zakarias Ekelund, Simen Marenius Ekelund

Fr-S198-INV-SYM-01

About Red, Blue and Green from a positive language and strength perspective.

Torkjell Winje

Mind As

Fr-S198-INV-SYM-02

What is Diversity Icebreaker about? Seen from participants in four organizations, a qualitative analysis.

Simen Marenius Ekelund

University of Bergen

Fr-S198-INV-SYM-03

Knowledge creation applying the categories of Red, Blue and Green in good dialogues in groups.

Torill Moe

Høgskolen i Nord-Trøndelag

Fr-S198-INV-SYM-04

DNV GL as a case where Red, Blue and Green are used as interacting perceptual categories in the merging process of involvement of managers and employees.

Yngvar Sjøner¹, Bjørn Ekelund²

¹ DNV GL, ² Human Factors AS

16:30–18:00 Session 199 | **Oral session** | Room: OKS Hall C
Topic/s: 13. Labor market issues

Fr-S199-OR-01

Can Unemployed Individuals Benefit From Emotional Competences Intervention?

Sabina Hodzic^{1,2}, Pilar Ripoll¹, Consuelo Bernal¹, Franck Zenasni²

¹ University of Valencia, Spain, ² Université Paris Descartes, France

Fr-S199-OR-02

Let's volunteer in times of unemployment: A two-year follow-up study investigating health, health behavior and well-being outcomes.

Yannick Griep¹, Martin Hyde², Tim Vantilborgh¹, Jemima Bidee¹, Hans De Witte^{3,4}, Pepermans Roland¹

¹ Work and Organizational Psychology (WOPs), Vrije Universiteit Brussel, Brussel, Belgium, ² Stress Research Institute, Stockholm University, Stockholm, Sweden, ³ Research Group Work, Organizational and Personnel Psychology, KU Leuven, Leuven, Belgium, ⁴ Optentia Research Programme, North-West University, Vanderbijlpark, South Africa

Fr-S197-OR-03

Is depression the main characteristic of unemployment-related distress? Testing the latent deprivation model in with a representative sample of the Lithuanian population.

Karsten Paul¹, Natalija Norvile²

¹ University of Erlangen-Nürnberg, Germany, ² Mykolas Romeris University, Lithuania

Fr-S199-OR-04

Predicting employee intention to leave in a large petrochemical company

Sarah Liebler¹, Laura Simonds¹, Mark Cropley¹, Richard Heron²

¹ University of Surrey, ² BP p.l.c.

Fr-S199-OR-05

Turnover intentions and turnover behavior: The moderating roles of career orientations and networking

Wiebke Doden, Gudela Grote

ETH Zurich

16:30–18:00 Session 200 | **Symposium (P)** | Room: OKS Hall D

Positive psychology in developing value-based leaders and organizations: Research and practical methods

Topic/s: 8. Leadership and management

Chair/s: Lisa Vivoll Straume

Discussant/s: Wilmar Schaufeli

Fr-S200-SYM-01

The benefits of value-based leadership: Overview of empirical and theoretical contributions

Grete Wennes

Handelshøyskolen i Trondheim, Trondheim Business School

Fr-S200-SYM-02

Leadership development in positive psychology: Practical methods for balancing the use of core values and strengths

Lisa Vivoll Straume, Rune Sagor, et al.

Mind

Fr-S200-SYM-03

Magic moments: Strength-spotting in value-oriented leadership development

Marit Album Kvernmo

Mind

Fr-S200-SYM-04

Implementing positive psychology and value-based leadership in a governmental company

Nils Kristian Nakstad
Enova

16:30–18:00 Session 201 | **Symposium (P)** | Room: OKS Meeting Room 1

Applying the Job Demands – Resources model to increase work engagement'

Topic/s: 3. Positive organizational behavior
Chair/s: Christian Herman Rafn
Discussant/s: Evangelia Demerouti

Fr-S201-SYM-01

The systemic nature of Engagement

Alan Crozier
The Ghost Partnership

Fr-S201-SYM-02

How to make work engagement applicable in practice?

Robert Salomon
Work Research Institute, Oslo

Fr-S201-SYM-03

What exactly is Job Resources?

Christian Rafn
Practitioner

Fr-S201-SYM-04

What exactly is Job Demands?

Solfrid Buø
Practitioner

16:30–18:00 Session 202 | **Panel (P)** | Room: OKS Meeting Room 2

Topic/s: 7. Human resource management
Chair/s: Salvatore Zappala

Fr-S202-PAN-01

Europsy Specialist Certificate in Work and Organizational Psychology: Aims and challenges of the implementation of the specialist standards

Salvatore Zappala¹, Henry Honkanen², Per A Straumsheim³, Lourdes Mundante⁴

¹ University of Bologna, ² Arena Nova Ltd, ³ Norwegian Psychological Association, ⁴ University of Seville

16:30–18:00 Session 203 | **Symposium** | Room: OKS Meeting Room 3

Fit versus fitting in: Insights in contingencies and temporal fluctuations in person-environment fit

Topic/s: 19. Emotions in the workplace
Chair/s: Rein De Cooman

Fr-S203-SYM-01

When does person-environment fit enhance team outcomes? Examining the interaction between supplementary and complementary person-team fit.

Rein De Cooman¹, Tim Vantilborg², Matthijs Bal⁴, Xander Lub³

¹ KU Leuven, ² Vrije Universiteit Brussel, ³ Saxion University of Applied Sciences, ⁴ University of Bath

Fr-S203-SYM-02

When does person-organization fit enhance citizenship behaviors? The role of person-organization fit of the manager and employee.

Corine Boon, Deanne den Hartog
Universiteit van Amsterdam

Fr-S203-SYM-03

Choosing People Who Fit: Testing ASA's Selection Proposition

Jon Billsberry
Deakin University

Fr-S203-SYM-04

The impact of dynamics in PE fit on performance: A weekly diary study

Wouter Vleugels, Marijke Verbruggen, Rein De Cooman
KU Leuven

Fr-S203-SYM-05

Does Fit always rhyme with enthusiasm? Influence of perceived Fit on goals and strategies: The moderating role of regulatory focus.

Vincent Angel^{1,2}, Dirk Steiner²

¹ Université Catholique de Louvain, ² Université de Nice-Sophia Antipolis

Fr-S203-SYM-06

Person-job fit and proactive career behavior: A dynamic approach

Hella Sylva¹, Stefan Mol¹, Deanne den Hartog¹, Luc Dorenbosch²

¹ Universiteit van Amsterdam, ² TNO

16:30–18:00 Session 204 | **Symposium** | Room: OKS Meeting Room 4

The costs and benefits of autonomy

Topic/s: 2. Employee stress and burnout
Chair/s: Bettina Kubicek

Fr-S204-SYM-01

Variation in Non-Linear Associations between Job Autonomy and its Consequences

Eva Selenko, Peter Warr
Institute of Work Psychology, University of Sheffield, UK

Fr-S204-SYM-02

Too much job control? Two studies on curvilinear relations between job control and eldercare workers' well-being

Bettina Kubicek¹, Christian Korunka¹, Sara Tement²

¹ University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria,

² University of Maribor, Department of Psychology, Faculty of Arts, Slovenia

Fr-S204-SYM-03

Curvilinear effects of autonomy: Time pressure as a boundary condition

Matea Paškvan, Bettina Kubicek, Christian Korunka
University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria

Fr-S204-SYM-04

Curvilinear effects of autonomy: Conscientiousness as a boundary condition

Bettina Kubicek, Matea Paškvan, Christian Korunka
University of Vienna, Department of Applied Psychology: Work, Education and Economy, Austria

Fr-S204-SYM-05

Autonomy, variety, and self-esteem over time: Benefits for men, not for women

Anita Keller¹, Laurenz Meier², Sven Gross¹, Norbert Semmer¹

¹ University of Bern, Department of Psychology, Switzerland, ² University of Fribourg, Department of Psychology, Switzerland

16:30–18:00 Session 205 | **Symposium** | Room: OKS Auditoriet

Dynamics of team cognition and team adaptation I – Focus on team cognition

Topic/s: 18. Teams and workgroups

Chair/s: Ana Margarida Passos

Fr-S205-SYM-01

Perceptual team cognition mediates the effects of demographic diversity on different team outcomes

Michael Burtscher¹, Marinus van Driel², Tobias Heilmann¹

¹ University of Zurich, Department of Psychology, ² Accenture, USA

Fr-S205-SYM-02

Influence of Interactive Multi-User Tabletop Technology on Shared Mental Models and Performance: An Experimental Study

Magdalena Mateescu¹, Daniel Daniel Klinkhammer², Harald Reiterer², Carmen Zahn¹

¹ Institute for Research and Development of Collaborative Processes (ifk), University of Applied Sciences and Arts Northwestern Switzerland,, ² Department of Computer and Information Science, University of Konstanz

Fr-S205-SYM-03

Diverging cue perceptions in situation assessment – Consequences for team adaptation.

Thomas Ellwart, Christian Happ

University of Trier

Fr-S205-SYM-04

How to promote the development of shared mental models over time?: The effect of an experimental manipulation

Catarina Marques Santos¹, Sjur Uitdewilligen², Ana Margarida Passos¹

¹ Instituto Universitário de Lisboa – ISCTE-IUL, ² Maastricht University

Fr-S205-SYM-05

The Structures of Sharing Information in Teams Predicts Their Cognitive Performance.

Verlin Hinsz

North Dakota State University and Universidad Carlos III de Madrid

16:30–18:00 Session 206 | **Symposium** | Room: OKS Torghjørnet

The Complexity of Career Decisions: Theoretical Perspectives and Empirical Insights

Topic/s: 13. Labor market issues

Chair/s: Ans De Vos, Marijke Verbruggen

Discussant/s: John Arnold

Fr-S206-SYM-01

Bringing the Concept of Career Control Centre-stage in Career Theory

David Guest¹, Ricardo Rodrigues²

¹ King's College, London, ² Kingston University

Fr-S206-SYM-02

When people don't realize their career decisions. Towards a theory of career inaction

Marijke Verbruggen¹, Ans De Vos^{2,3}

¹ Katholieke Universiteit Leuven, ² Antwerp Management School, ³ University of Antwerp

Fr-S206-SYM-03

What if your private life has influenced your career decisions? Consequences for later career success and crossover effects among spouses

Tess Schooreel¹, Kristen Shockley², Marijke Verbruggen¹

¹ Katholieke Universiteit Leuven, ² City University New York

Fr-S206-SYM-04

Career aspirations and job preferences. Contextualizing career choices.

Katharina Chudzikowski¹, Norbert Ruscher², Alfred Taudes²

¹ School of Management, University of Bath, United Kingdom, ² WU Vienna, Austria

16:30–18:00 Session 207 | **Symposium** | Room: OKS Odin

Ageing and Retirement: The Employer Perspective

Topic/s: 13. Labor market issues

Chair/s: Trude Furunes, Annet De Lange

Discussant/s: Reidar J Mykletun

Fr-S207-SYM-01

Leadership for an ageing work-force

Reidar J. Mykletun¹, Per Erik Solem², Trude Furunes¹, Steinar Hopland³

¹ University of Stavanger, Norway, ² Norwegian Social Research (NOVA), Norway, ³ Senter for seniorpolitikk

Fr-S207-SYM-02

How ageism and age management shape developmental opportunities at work through future time perspective

Hélène Henry, Donatienne Desmette, Ginette Herman

Catholic University of Louvain, Belgium

Fr-S207-SYM-03

Working longer, working better: Profiles of older workers and preferences for HR practices

Ilaria Bruni, Michela Vignoli, Marco Depolo, Dina Guglielmi

University of Bologna, Italy

Fr-S207-SYM-04

Improving health and performance in production workers: Conceptualization and evaluation of leadership training on age diverse teams

Franziska Jungmann

Technische Universitaet Dresden, Germany

Fr-S207-SYM-05

Is Employability a question of ageing?

Annet De Lange^{1, 7}, Ankje Nauta², Beatrice I.J.M. van der Heijden^{3, 4, 5}, Christiane De Lange^{4, 6}, Trude Furunes⁷

¹ HAN University of Applied Sciences, The Netherlands, ² University of Amsterdam, The Netherlands,

³ Radboud University Nijmegen, The Netherlands, ⁴ Open Universiteit, The Netherlands, ⁵ University

of Twente, The Netherlands, ⁶ Heerlen and Hanze University of Applied Sciences in Groningen, The

Netherlands, ⁷ University of Stavanger, Norway

16:30–18:00 Session 208 | **Oral session** | Room: OKS Balder

Topic/s: 4. Health and interventions

Fr-S208-OR-01

Pilot Study of an RCT of a guided E-learning health promotion intervention for the improvement of employee wellbeing and reduction of sickness absence: GEM Study

Stephen Stansfeld¹, Tarani Chandola³, Lee Berney¹, Sally Kerry², Kam Bhui¹, Natalia Hounsome², Jill Russell², Doris Lanz^{1, 2}

¹ Centre for Psychiatry, Barts and the London School of Medicine and Dentistry, Queen Mary University

of London, ² Centre for Primary Care and Public Health, Barts and the London School of Medicine

and Dentistry, Queen Mary University of London, ³ School of Social Sciences, University of Manchester

Fr-S208-OR-02

Occupational Health and Safety interventions: Literature review on moderators of implementation success

Hannah Möltner¹, Jochen Gurt², Gabriele Elke³

¹ Witten/Herdecke University, Germany, ² BiTS Business and Information Technology School, Germany,

³ Ruhr University Bochum, Germany

Fr-S208-OR-03

Maintaining employee's health in geriatric nursing homes through salutogenic-oriented personnel management

Wilhelm Beckmann, Anne-Katrin Haubold, Rüdiger von der Weth

Dresden University of Applied Sciences (Hochschule für Technik und Wirtschaft Dresden)

Fr-S208-OR-04

Burnout prevention: A participatory intervention in elderly care institutions

Sarah S. Brom, Gabriele Buruck, Franziska Jungmann, Peter Richter

TU Dresden, Germany

Fr-S208-OR-05

Group-level evaluation of participative ergonomic interventions: Effects of supervisor leadership on assimilating interventions.

Ido Morag¹, Gil Luria²

¹ Shenkar College of Engineering and Design, Ramat-Gan, Israel, ² Haifa University, Faculty of Social Welfare and Health Sciences

Fr-S208-OR-06

Left alone – what happens to employee well-being when many of their colleagues are absent? A study on objective absenteeism data as a predictor of employee well-being.

Ines Leutzen, Sabine Sonntag

University of Mannheim

16:30–18:00 Session 209 | **Symposium** | Room: RC Christiania Hall A

Psychosocial Safety Climate; An Innovative Multilevel Framework for Managing Workplaces for Psychosocial Risk and Stress Prevention/ Intervention

Topic/s: 15. Occupational and organizational safety

Chair/s: Maureen Frances Dollard

Fr-S209-SYM-01

The costs of poor psychosocial safety climate; violence, bullying, and work pressure in the aetiology of MSDs and workers' compensation

Maureen Dollard, Tessa Bailey, Michelle Tuckey, Sarven McLinton

Asia Pacific Centre for Work Health and Safety University of South Australia

Fr-S209-SYM-02

Psychosocial safety climate and health and well-being: Testing the multilevel mediation role of workplace bullying and harassment

Jordi Escartín¹, Maureen Dollard², Dieter Zapf³

¹ University of Barcelona, Spain, ² Asia Pacific Centre for Work Health and Safety, University of South Australia, ³ Goethe University Frankfurt, Germany

Fr-S209-SYM-03

Psychosocial Safety Climate (PSC) and PSC Strength in Hospital Workgroups

Ali Afsharian¹, Amy Zado¹, Maureen Dollard¹, Teherah Ziaian¹, Christian Dormann^{1,2}

¹ Asia Pacific Centre for Work Health and Safety, University of South Australia, ² University Mainz, Germany

Fr-S209-SYM-04

Managing psychosocial risk and workplace psychological health in turbulent times using organisational stress interventions: A meta-analytic review

Amy Zadow, Maureen Dollard, Michelle Tuckey

Asia Pacific Centre for Work Health and Safety, University of South Australia

16:30–18:00 Session 210 | **Symposium** | Room: RC Christiania Hall B

New perspectives on job crafting

Topic/s: 3. Positive organizational behavior

Chair/s: Arnold B. Bakker, Maria Tims

Discussant/s: Arnold B. Bakker

Fr-S210-SYM-01

Job Crafting to Enhance Optimal Functioning: Which Changes Do Employees Make?

Vanbelle Els¹, Anja Van den Broeck^{1,2,3}, de Witte Hans^{1, 3}

¹ Research Group of Occupational & Organisational Psychology and Professional Learning, KU Leuven,

² Human Relations Research Group, KU Leuven, ³ Optenia, Vanderbijlpark Campus, North West University, South Africa

Fr-S210-SYM-02

Proactive vs. reactive job crafting: A meta-analytic review and update of job crafting theory

Philipp W. Lichtenthaler, Andrea Fischbach

German Police University

Fr-S210-SYM-03

Job crafting and its relationships with person-job fit and meaningfulness: A three-wave study

Maria Tims¹, Daantje Derks¹, Arnold Bakker²

¹ University Amsterdam, Faculty of Economics and Business Administration, Department of Management and Organization, ² Erasmus University Rotterdam, Institute of Psychology

Fr-S210-SYM-04

The role of organizational learning culture in stimulating job crafting

Alessandra Lazazzara, Barbara Quacquarelli, Cristiano Ghiringhelli

Department of Educational Human Sciences, University of Milan-Bicocca

Fr-S210-SYM-05

Making yourself creative: A bottom-up perspective on creativity enhancement

Emma Op den Kamp¹, Maria Tims², Arnold Bakker¹

¹ Erasmus University Rotterdam, ² University Amsterdam

17:15–18:00 Room: RC Christiania Hall C, Worklab.

EAWOP Reception 1: The Next EAWOP Worklab for Practitioners

17:15–18:00 Room: RC Oslo Hall B

EAWOP Reception 2: The EAWOP Small Group Meetings

17:15–18:00 Room: RC Oslo Hall C

**EAWOP Reception 3: informal discussion about the EAWOP journal.
For Editors, Reviewers, authors and all EAWOP members**

Friday, 22 May • 17:15–24:00

17:15–18:00 Room: RC Christiania Atrium, Annekset
EAWOP Reception 4: Early career summer School in Birminham, UK, September 2016

19:30–24:00 Room: AFF | Address: Drammensveien 44, 0202 Oslo
Student party

19:30–24:00 Room: Gamle Logen | Address: Grev Wedels plass 2, 0151 Oslo
Congress Dinner

Saturday 23 May

SATURDAY		0800–0845	Lunch 1200–1430	0900–1030	1045–1215	1230–1315	1315–1400
Oslo Congress Center							
Hall A			InSym 227 Sonnetlag	Sym 228 Uri/Madrid	STA 244 Cassel/Day	Key Fiske	CLOSING CEREMONY
Hall B				InSym 229 Searle	Sym 245 Zijlstra		
Hall C		Oral session 211		Sym 230 Van Vuuren	Oral session 246		
Hall D		Oral session 212		Sym 247 Gagne	Oral session 249		
Meeting room 2		Oral session 214		Oral session 232			
Meeting room 3		Oral session 215		Sym 233 Sparr/Kearney	Sym 250 Brevvaart		
Meeting room 4		Oral session 216		Oral session 234	Oral session 251		
Auditoriet		Oral session 217		Sym 235 Syrek/Kropley	Sym 252 Schaufeli		
Torghjørnet		Oral session 218		Oral session 236	Oral session 253		
Odin		Oral session 219		Oral session 237	Oral session 254		
Balder		Oral session 220		Oral session 238	Oral session 255		
Forum		0800–0930: Poster 226 1000–1130: poster 243					
Royal Christania							
Christ. Hall A		Oral session 221		InSym 239 Skogstad	Lunch 1200–1430 InSym 256 Ramos		
Christ. Hall B		Oral session 222		Sym 240 Demerouti	Sym 257 Venz/Unger		
Christ. Hall C		Oral session 223		Sym 241 Game/Gruda	Sym 258 Jacobschagen		
Oslo Hall B		Oral session 224		Oral session 242	Oral session 259		
Oslo Hall C		Oral session 225					

08:00–08:45 Session 211 | **Oral session** | Room: OKS Hall C
Topic/s: 2. Employee stress and burnout

Sa-S211-OR-01

Emotional versus cognitive rumination: are they differentially affecting long-term psychological health?

Jessica Lang¹, Ulla Hamesch¹, Mark Cropley²

¹ Institute of Occupational Medicine, RWTH Aachen University, Germany, ² School of Psychology, University of Surrey, UK

Sa-S211-OR-02

Thinking About Work During Leisure Time: Associations With Changes in Well-Being

Anne Tzschach, Sabine Sonntag, Stephanie Tremmel

University of Mannheim, Germany

Sa-S211-OR-03

Job insecurity and its outcomes: The role of justice and self-uncertainty

Danyang Du¹, Haijiang Wang², Changqin Lu¹

¹ Peking University, ² Eindhoven University of Technology

08:00–08:45 Session 212 | **Oral session** | Room: OKS Hall D
Topic/s: 5. Work-Family Interface

Sa-S212-OR-01

An empirical test of the Work-Home Resources Model: The mediating role of personal resources in the spillover from work to home.

Lynn Germeys, Sara De Gieter

Vrije Universiteit Brussel, Belgium

Sa-S212-OR-02

Hammock or rat race? The unconditional income from a psychological perspective

Jane Hergert, Anja Heimes

Open University Hagen

Sa-S212-OR-03

The role of perceived control in the interplay of life-domains

Michaela Knecht¹, Margie Lachman², Alexandra M. Freund¹

¹ Department of Psychology and University Research Priority Program Dynamics of Healthy Aging, University of Zurich, ² Lifespan Initiative on Healthy Aging and Lifespan Lab, Brandeis University

08:00–08:45 Session 213 | **Oral session** | Room: OKS Meeting Room 1
Topic/s: 2. Employee stress and burnout

Sa-S213-OR-01

Oh dear, could you please stop being so insecure about your job? – Interactive effects of both partners' job insecurity in dual-earner couples

Maike Debus¹, Dana Unger²

¹ University of Zurich, Switzerland, ² ETH Zurich, Switzerland

Sa-S213-OR-02

The moderating effects of workload patterns on job stress manifestations due to the level of monotony among call-centre operators

Valentina Barabanshchikova

Lomonosov Moscow State University, Faculty of Psychology

Sa-S213-OR-03

What means Job Insecurity from a Multilevel Perspective?: Implications for its conceptualization and theory development

Beatriz Sora¹, Thomas Hoegel², Amparo Caballer³, Wolfgang Weber², Jose Maria Peiro³

¹ Open University of Catalunya, ² University of Innsbruck, ³ University of Valencia

08:00–08:45 Session 214 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 8. Leadership and management

Sa-S214-OR-01

Leader proactive personality, daily empowering leadership, and daily job performance: – Testing the cross-level moderation of Chinese traditionality

Feng Jiang¹, Su Lu², Haijiang Wang³

¹ Central University of Finance and Economics, ² University of International Business and Economics,

³ Eindhoven University of Technology

Sa-S214-OR-02

Using a micro-role and role-transitions approach to better understand situation-contingent leadership

Jenny Sarah Wesche, Kathrin Heinitz, Rudolf Kerschreiter

Freie Universität Berlin

Sa-S214-OR-03

«What about the leader?» – Effects of employee strain on leader health and wellbeing

Nina Wirtz¹, Thomas Rigotti¹, Kathleen Otto²

¹ Johannes Gutenberg – Universität Mainz, Germany, ² Philips – Universität Marburg, Germany

08:00–08:45 Session 215 | **Oral session** | Room: OKS Meeting Room 3

Topic/s: 8. Leadership and management

Sa-S215-OR-01

Two Kinds of Leadership and the Role of Self-leadership and Creative Climate on Work Performance

Alexander Madsen Sandvik¹, Øyvind Lund Martinsen², Vidar Schei¹, Marcus Selart¹

¹ NHH Norwegian School of Economics, ² BI Norwegian Business School

Sa-S215-OR-02

Do Opposites Attract or Does Like Attract Like in Leader-Follower Relationships? Attachment Style Congruence, Basic Psychological Needs, Authentic Leadership, and LMX.

Per-Magnus Moe Thompson, Lars Glasø, Stig Berge Matthiesen

BI Norwegian Business School

Sa-S215-OR-03

The relationship between leader-member exchange perceptions, proactive behaviors and voice: a followership approach

Maria João Velez, Pedro Neves

Nova School of Business and Economics

08:00–08:45 Session 216 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 10. Performance and productivity

Sa-S216-OR-01

Antecedents of Adaptive Performance – Combined effects of Cognitive Ability and Induced Goal Orientation

Jennifer Lindzus¹, Ulrike Kröger², Thomas Staufienbiel¹

¹ Osnabrück University, ² Cologne Institute for Management Consulting

Sa-S216-OR-02

Counterproductive work behaviour and organizational citizenship behaviour: Two sides of the same coin? A within-person approach.

Andromachi Spanouli, Joeri Hofmans

Work & Organizational Psychology, Vrije Universiteit Brussel, Belgium

08:00–08:45 Session 217 | **Oral session** | Room: OKS Auditoriet

Topic/s: 9. Sustainable environment and organizations

10. Performance and productivity

11. Ethics

Sa-S217-OR-01

How does csr impact employee performance? Testing job satisfaction and affective commitment as mediators

Joana Story, Filipa Castanheira

Nova School of Business and Economics, UNL

Sa-S217-OR-02

Leave it, love it or change it—identity management strategies of sustainability-oriented employees in the workplace

Franziska Dittmer, Susanne Blazejewski

Alanus University of Arts and Social Sciences

Sa-S217-OR-03

Identification makes the difference: How ego depletion can promote or inhibit unethical pro-organizational behavior

Carolin Baur¹, Roman Soucek²

¹ Bremen International Graduate School of Social Sciences, ² Friedrich-Alexander-Universität Erlangen-Nürnberg

08:00–08:45 Session 218 | **Oral session** | Room: OKS Torghjærnet

Topic/s: 2. Employee stress and burnout

Sa-S218-OR-01

How I feel and what physicians say: Impact of organizational constraints and social support on self-reported and objective measured neck-problems and the role of neuroticism

Petra Gaum¹, Elke Ochsmann^{1,2}, Rebecca Winkler¹, Thomas Kraus¹, Jessica Lang¹

¹ Institute of Occupational Medicine, RWTH Aachen University, ² Faculty of Health Care Management, Zwickau University of Applied Science

Sa-S218-OR-02

Female shift workers' job strain and stress biomarkers – a laboratory and field study

Kati Karhula^{1,2}, Mikko Härmä¹, Mikael Sallinen^{1,3}, Harri Lindholm¹, Marko Elovainio⁴,

Mika Kivimäki^{1,2,5}, Jussi Vahtera^{1,6}, Samppa Puttonen^{1,2}

¹ Finnish Institute of Occupational Health, Finland, ² University of Helsinki, Finland, ³ University of Jyväskylä, Finland, ⁴ National Institute of Health and Welfare, Finland, ⁵ University College London, United Kingdom, ⁶ University of Turku and Turku University Hospital, Finland

Sa-S218-OR-03

The road to recovery: The influence of workplace factors on recovery intervention effectiveness

Samantha Penney, Arla Day

Saint Mary's University

08:00–08:45 Session 219 | **Oral session** | Room: OKS Odin
Topic/s: 4. Health and interventions

Sa-S219-OR-01

Gender roles and cognitive appraisal predict patterns of heart rate adaptation during a simulated job interview

Eric Mayor¹, Liudmila Gamaiunova²

¹ University of Neuchâtel, ² University of Lausanne

Sa-S219-OR-02

The evaluation of tailored work-oriented interventions in hospital care: a case study

Irene Niks¹, Jan de Jonge^{1,2}, Josette Gevers¹, Irene Houtman³

¹ Eindhoven University of Technology, The Netherlands, ² University of South Australia, Australia, ³ TNO Leiden, The Netherlands

Sa-S219-OR-03

Effects of ebola virus disease outbreak on work setting and the role of psychologists:

Thematic analysis of self reports by nigerian postgraduate students

Nyitor Shenge

Department of Psychology, University of Ibadan, Ibadan, Oyo State, Nigeria

08:00–08:45 Session 220 | **Oral session** | Room: OKS Balder
Topic/s: 17. Organizational Structure, Culture and Climate
19. Emotions in the workplace

Sa-S220-OR-01

The role of detachment and concern in human service work: a closer look at emotion regulation and burnout

Bettina Lampert, Christian Seubert, Severin Hornung, Jürgen Glaser

University of Innsbruck, Institute of Psychology

Sa-S220-OR-02

The role of affect regulation for the emergence of affective shift: A day-level study

Laura Venz, Carina Rees

University of Mannheim

Sa-S220-OR-03

Possibilities of planned organizational climate change: Longitudinal field study

Rita Rekasiute Balsiene, Jurgita Lazauskaite-Zabielske

Vilnius University, Lithuania

08:00–08:45 Session 221 | **Oral session** | Room: RC Christiania Hall A
Topic/s: 19. Emotions in the workplace

Sa-S221-OR-01

Aging and emotional competency in the workforce: A systematic review of the literature

Karen Niven¹, Laura Di Bella², Sheena Johnson¹, et al.

¹ University of Manchester, ² University of Sheffield

Sa-S221-OR-02

The need to belong as a self-defeating motive: Its relationship to emotional labor, exhaustion and customer disloyalty

Hana Medler-Liraz¹, Dana Yagil²

¹ The Academic College Of Tel Aviv-Yaffo, ² University of Haifa

Sa-S221-OR-03

Emotion work in social interactions at work: The effect of regulatory effort on well-being depends on goal attainment

Elena Wng¹, Norbert K. Semmer^{2,3}, Franziska Tschan^{1,3}

¹ University of Neuchâtel, Switzerland, ² University of Bern, Switzerland, ³ Swiss Center for Affective Sciences, University of Geneva, Switzerland

08:00–08:45 Session 222 | **Oral session** | Room: RC Christiania Hall B
Topic/s: 8. Leadership and management

Sa-S222-OR-01

Different pathways of leaders' effects on male and female followers

Christiane R. Stempel¹, Thomas Rigotti², Carina Loeb³, et al.

¹ Institute for Work and Organizational Psychology Leipzig University, Germany, ² Institute for Work, Organizational and Business Psychology University of Mainz, Germany, ³ School of Health, Care and Social Welfare Mälardalen University, Sweden

Sa-S222-OR-02

Coping with Destructive Leadership: An Integrated Theoretical Framework for the Interaction Process between Leaders and Followers

Daniel May, Jenny S. Wesche, Kathrin Heinitz, Rudolf Kerschreiter

Freie Universität Berlin, Germany

08:00–08:45 Session 223 | **Oral session** | Room: RC Christiania Hall C
Topic/s: 8. Leadership and management

Sa-S223-OR-01

Building Leadership: A follower perspective on the formation of leadership networks

Cécile Emery¹, Jonathan Booth², Hayley German², Jonathan Pinto³

¹ University of Greenwich, ² London School of Economics & Political Science, ³ Imperial College London

Sa-S223-OR-02

Effective Leaders: Mindful and politically skilled?

Erik Dietl

University of Hohenheim

Sa-S223-OR-03

Pulling the right organizational levers: how goal characteristics and ethical climate can prevent abusive supervision

Bart Voorn¹, Frank Walter², Janka Stoker¹

¹ University of Groningen, ² Justus Liebig University Giessen

08:00–08:45 Session 224 | **Oral session** | Room: RC Oslo Hall B
Topic/s: 2. Employee stress and burnout

Sa-S224-OR-01

Perceived organizational support, emotional exhaustion, and turnover: The moderating role of negative affectivity

Catherine Marchand, Christian Vandenberghe

HEC Montreal

Sa-S224-OR-02

Employee Coping Strategies and Performance on the Job: The Detrimental Impact of Cognitive Distortion

John Trougakos, Julie McCarthy

University of Toronto

08:00–08:45 Session 225 | **Oral session** | Room: RC Oslo Hall C
Topic/s: 8. Leadership and management
10. Performance and productivity

Sa-S225-OR-01

Interactive Effects of Person–job Fit and Person–organization Fit on Customer Service Performance

Wing Lam¹, Ziguang Chen², Yuanyuan Huo³

¹ The Hong Kong Polytechnic University, ² City University of Hong Kong, ³ Hong Kong Baptist University

Sa-S225-OR-02

Dynamic Processes of Interactions between Leaders and Subordinates

Wing Lam¹, Ziguang Chen², Israr Qureshi¹, Yuanyuan Huo³

¹ The Hong Kong Polytechnic University, ² City University of Hong Kong, ³ Hong Kong Baptist University

08:00–09:30 Session 226 | **Poster session** | Room: OKS Forum
Topic/s: 1. Employment relations
2. Employee stress and burnout
3. Positive organizational behavior

Sa-S226-PO-01

Satisfaction, work engagement and community of values – a field study

Anna Borkowska, Agnieszka Czerw

Department of Psychology and Ergonomics; Institute of Organization and Management; Wrocław University of Technology

Sa-S226-PO-02

Organizational identity, employee's organizational identification and well-being

Giovanni Di Stefano, Pietro Spata

Università degli Studi di Palermo

Sa-S226-PO-03

Objective pay matters, but so does subjective satisfaction with pay

Anais Thibault Landry¹, Chloé Parenteau¹, Véronique Dagenais-Desmarais²

¹ Université de Québec à Montréal, ² Université de Montréal

Sa-S226-PO-04

Character, identity and motivation. The three pillars of commitment to lead.

Lucas Monzani

Richard Ivey Business School at Western Ontario University

Sa-S226-PO-05

Fostering resilience at work

Nina Schiml

University of Freiburg, Department of Psychology, Occupational and Consumer Psychology

Sa-S226-PO-06

Climate as a determinant of positive and negative variables in a structural equation model

Miguel Ángel Mañas Rodríguez^{1,2}, Vicente Pecino Medina^{1,2}

¹ University of Almeria, ² IPTORA research group

Sa-S226-PO-07

Differentiating individual and team work engagement

Arnold Bakker¹, Secil Bayraktar², yasin rofcanin³

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Sa-S226-PO-08

The development and longitudinal evaluation of a well-being programme: A case study of the BGL Group

Anna Sutton¹, Maggi Evans²

¹ Manchester Metropolitan University, ² Mosaic Consulting

Sa-S226-PO-09

Organizational Citizenship Behaviors: A French classification

Lisbet Alfonso^{1,2}, Franck Zenasni¹, Emmanuel Paty²

¹ Paris Descartes University, ² Capital Santé S.A.S

Sa-S226-PO-10

Measuring employee's well-being – a new questionnaire preliminary research results

Agnieszka Czerw², Anna Borkowska¹

¹ Department of Psychology and Ergonomics; Institute of Organization and Management; Wrocław University of Technology, ² Department of Work and Organizational Psychology, University of Social Sciences and Humanities, Faculty in Poznań

Sa-S226-PO-11

Characteristics of Good jobs: The Role of Person-Job Fit

Jaime Andrés Bayona¹, Amparo Caballer², José María Pairó^{2,3}

¹ Pontificia Universidad Javeriana, ² IDOCAL Universitat de Valencia, ³ IVIE

Sa-S226-PO-12

Organizational commitment and work motivation in relation to the level of materialism in employees – mediating role of work satisfaction

Aleksandra Peplinska¹, Dorota Godlewska-Werner¹, Sylwia Celinska-Nieckarz², Zdzisław Nieckarz¹, Piotr Polomski¹

¹ Institute of Psychology, University of Gdansk, ² Association of Business Coaching

Sa-S226-PO-13

Professional Transition From Later Adulthood to Aging in Russia: Psychological Resources for Positive Functioning

Olga Strizhitskaya, Marina Petrash

Saint Petersburg State University, Faculty of Psychology

Sa-S226-PO-14

Incremental Power of Psychological Capital and its Effect on Career Success

Mahsa Dadras, Alexander Smakotin, Klaus Moser

Friedrich-Alexander University

Sa-S226-PO-15

Cultural embeddedness as a moderator of the relationship between depressive symptoms and job satisfaction in a collectivist culture.

Nurul Ain Hidayah Abas¹, Kathleen Otto²

¹ University of Leipzig, ² Philipps-Universität Marburg

Sa-S226-PO-16

Work Motivation: Relationships with Locus of Control and Motivation Orientation

Tiiu Kamdron

Tiiu Kamdron

Sa-S226-PO-17

Role of Gender and Status of Mentors on Female Mentees' Job Satisfaction and Engagement

Shey Ni Lee, Yin Lu Ng

HELP University

Sa-S226-PO-18

Antecedents and consequences of organizational commitment among Russian university academics

Andrey Lovakov

National Research University Higher School of Economics (Moscow, Russia)

Sa-S226-PO-19

Promoting Proactive Behavior using an occupational health web-based intervention tool (ISAT): The effect of immediate tailored feedback and goal setting.

Liliana Dias¹, Charlotte Van den Broecke¹, Sofie Taeymans², Yasmin Handaja², Debora Vansteenkewegen¹

¹ KU Leuven, ² ISW Limits

Sa-S226-PO-20

Why do managers leave their organization? Investigating the role of ethical organizational culture in manager turnover in a 4-year follow-up study

Maiju Kangas¹, Mari Huhtala¹, Anna-Maija Lämsä², Muel Kaptein³, Taru Feldt¹

¹ Department of Psychology, University of Jyväskylä, Jyväskylä, Finland, ² School of Business and Economics, University of Jyväskylä, Jyväskylä, Finland, ³ Rotterdam School of Management, Erasmus University Rotterdam, Rotterdam, the Netherlands

Sa-S226-PO-21

Does one's occupational future time perspective affect organizational citizenship behaviors and job satisfaction?

Julia Weikamp^{1,2}, Anja Göritz¹

¹ University of Freiburg, ² University of Wuerzburg

Sa-S226-PO-22

Graduates' active job search behaviours and self-perceived employability

Lucia Ratiu, Andreea Ibanescu

Babes-Bolyai University, Cluj-Napoca, Romania

Sa-S226-PO-23

Job insecurity and subsequent actual turnover: Rumination as a valid explanation?

Anne Richter^{1,2}, Tinne Vander Elst^{3,4}, Hans De Witte^{4,5}

¹ Stockholm University, Sweden, ² Karolinska Institute, Sweden, ³ KU Leuven, Belgium, ⁴ Idewe, Belgium, ⁵ North-West University, South Africa

Sa-S226-PO-24

Firefighters' well-being: The protecting role of mindfulness

Ilaria Setti, Piergiorgio Argentero

Department of Brain and Behavioral Sciences, Unit of Applied Psychology, University of Pavia – Pavia, Italy

Sa-S226-PO-25

Perceived work characteristics as contextual factors of employee flow experience

Rasa Gelezinyte, Dalia Bagdziuniene

Vilnius University

Sa-S226-PO-26

Trait emotional intelligence, self-efficacy for leadership and its relationship to group, cognitive performance and affective processes.

Cindy Rossina Saravia Lopéz¹, Gabriela Isabel Pérez Aranda², Sinuhé Estrada Carmona³, Luz Virginia Pacheco Quijano⁴, Manuel Tec Peniche⁵

¹ Doctora, ² Doctora, ³ Maestro, ⁴ Doctora, ⁵ Maestro

Sa-S226-PO-27 | Interactive

Organization identification, commitment and over-commitment among leaders and employees in elder care organizations in times of change and crisis

Kristina Westerberg¹, Marina Romeo Delgado², Montserrat Yepes-Baldó²

¹ Department of Psychology, Umea University, ² Department of Social psychology, University of Barcelona

Sa-S226-PO-28 | Interactive

Modeling of OCB: Relation between leader and follower OCB and moderating influence of LMX

Joanna Czarnota-Bojarska

Faculty of Psychology, University of Warsaw

Sa-S226-PO-29 | Interactive

The importance of supervisor support for managers

Ole Iversen^{1,2}, Rune Rimol²

¹ BI Norwegian Business School, ² Assesit AS

Sa-S226-PO-30 | Interactive

Understanding motivational archetypes and their relationships with potential derailment factors

Emma Stirling, Tony Li, Bourne Alan

Talent Q

Sa-S226-PO-31 | Interactive

Do HRM Practices Increase Employee Commitment? – An Analysis on the Impact of Different Types of HRM Practices and the Moderating Effect of Company Size

Melissa Wolf, Patrick A. Müller

HFT Stuttgart University of Applied Sciences

Sa-S226-PO-32 | Interactive

The Relationship between Trust in Organization and Organizational Commitment among Academics: A Comparison of a Public and a Private University in Turkey

İşıl Karatuna¹, Sibel Gök², Hazel Agun²

¹ Kirklareli Univ., ² Marmara Univ.

09:00–10:30 Session 227 | **Invited Symposium** | Room: OKS Hall A

New perspectives on recovery research

Topic/s: 2. Employee stress and burnout

Chair/s: Sabine Sonnentag

Discussant/s: Eva Deros

Sa-S227-INV-SYM-01

Recovery during lunch breaks: The role of recovery activities and experiences

Carmen Binnewies, Merle Klarmann

University of Muenster

Sa-S227-INV-SYM-02

Leaders' perceptions of their responsibility for employees' recovery

Ronit Kark¹, Sabine Sonnentag², Tamir Rubin¹

¹ Bar-Ilan University, ² University of Mannheim

Sa-S227-INV-SYM-03

Boundary crossing from work to nonwork and work stress recovery: A one-year longitudinal study

Ulla Kinnunen, Jessica de Bloom, Marjaana Sianoja, Kalevi Korpela, et al.

University of Tampere

Sa-S227-INV-SYM-04

Daily social stressors at work as antecedents of actigraphy-based indicators of sleep quality, and short term effects of impaired sleep quality on next-day cognitive failure and commuting near-accidents – an ambulatory diary study

Diana Pereira¹, Sabine Sonnentag², Achim Elfering¹

¹ University of Bern, ² University of Mannheim

09:00–10:30 Session 228 | **Symposium** | Room: OKS Hall B

Leadership and affective-driven change-oriented behavior

Topic/s: 8. Leadership and management

Chair/s: Cumali Uri, Hector Pablo Madrid

Sa-S228-SYM-01

Does transformational leadership energize subordinates to engage in proactivity at work? A multi-level investigation

Cumali Uri¹, Karoline Strauss², Caroline Axtell¹

¹ University of Sheffield, United Kingdom, ² Warwick Business School, United Kingdom

Sa-S228-SYM-02

Transformational leadership and proactivity: The role of work engagement and job stress

Antje Schmitt¹, Deanne Den Hartog², Frank Belschak²

¹ University of Kassel, Department of Business Psychology, ² University of Amsterdam, Amsterdam

Business School, Department of HRM-OB

Sa-S228-SYM-03

Unlocking the authentic leadership-innovative work behavior relationship: Perspective taking and positive affect as mediating mechanisms

Francesco Montani, Karel-Ann St-Martin, Anne-Catherine Bouchard, Annie Gladu-Martin, Frédéric Pinard

University of Sherbrooke, Department of Psychology

Sa-S228-SYM-04

Do leaders with negative affective presence silence novel ideas within work teams?

Hector Madrid¹, Peter Totterdell², Karen Niven³

¹ Pontificia Universidad Catolica de Chile, ² University of Sheffield, United Kingdom, ³ Manchester Business School, United Kingdom

09:00–10:30 Session 229 | **Invited Symposium (P)** | Room: OKS Hall C

Policy matters: How can we achieve greater influence and create changes in policy?

Topic/s: 9. Sustainable environment and organizations

Chair/s: Rosalind H Searle

Sa-S229-INV-SYM-01

Promoting Behavioral and Social Science Research: Enhancing Accessibility for Those Who Decide, Design and Deploy

Sim B Sitkin

Duke University

Sa-S229-INV-SYM-02

Aliens has landed – How to bridge the different universes of science and policy makers

Tor Levin Hofgaard

Norwegian Psychological Association

Sa-S229-INV-SYM-03

Social Advocacy Research: Using Research for Change

Virginia E. Schein

Gettysburg College

Sa-S229-INV-SYM-04

Implementing Culture Change within the NHS: Contributions from Occupational Psychology

Rosalind Searle, Louisa Tate, Emma Donaldson-Feilder

Coventry University

Sa-S229-INV-SYM-05

Delivering better public services: Adopting an evidence based vision and co design and co production to create and deliver better public services

Sue Northrop

Dementia Friendly East Lothian

09:00–10:30 Session 230 | **Symposium** | Room: OKS Hall D

Motivating Sustainable Labour Participation by Building on Self-Determination Theory

Topic/s: 3. Positive organizational behavior

Chair/s: Tinka Van Vuuren

Sa-S230-SYM-01

The effects of workplace climate on employee motivation: The role of aging

Maria Karanika-Murray¹, Dorien Kooij²

¹ Nottingham Trent University, United Kingdom, ² Tilburg University, The Netherlands

Sa-S230-SYM-02

Supporting employees' sustainable labour participation through mentoring relationships: Insights from self-determination theory.

Suzanne Janssen, Mark Van Vuuren, Menno De Jong

University of Twente, The Netherlands

Sa-S230-SYM-03

Mediating role of self-leadership between need for job autonomy and elements of sustainable labour participation among health care professionals

Pauline Van Dorssen^{1,2}, Tinka Van Vuuren^{2,3}, Monique Veld²

¹ Intrinzis, The Netherlands, ² Open Universiteit Heerlen, The Netherlands, ³ Loyalis Kennis & Consult, Heerlen, The Netherlands

Sa-S230-SYM-04

How can Life Long Learning enhance Sustainable Labour Participation?

Christiane De Lange¹, Beatrice Van der Heijden^{2,3,4}, Tinka van Vuuren^{4,5}, Hilbrand Oldenhuis¹

¹ University of Applied Sciences, Groningen, The Netherlands, ² Radboud University, Nijmegen, The Netherlands, ³ Twente University, The Netherlands, ⁴ Open Universiteit Heerlen, The Netherlands, ⁵ Loyalis Kennis & Consult, Heerlen, The Netherlands

Sa-S230-SYM-05

Career competencies relate to older workers' work engagement and future employability: A process model via need satisfaction and the importance attached to the needs.

Anja Van den Broeck^{1,2}, Wilmar Schaufeli^{1,3}

¹ KU Leuven, Belgium, ² North West University, South Africa, ³ North West University, South Africa, ³ University Utrecht, the Netherlands

09:00–10:30 Session 231 | **Oral session** | Room: OKS Meeting Room 1

Topic/s: 17. Organizational Structure, Culture and Climate

Sa-S231-OR-01

Control modes and their consequences for leadership effectiveness

Andrea Mueller, Nicoline Scheidegger

Zürich University of Applied Sciences

Sa-S231-OR-02

The development of informal influence differentials in formally egalitarian groups: Is hierarchy inescapable?

Jacoba J. Oedzes¹, Gerben S. van der VEgt¹, Floor A. Rink¹, Frank Walter²

¹ University of Groningen, ² Justus-Liebig-Universität Giessen

Sa-S231-OR-03

Scales for measuring key organizational variables

Anne Lise Bjørnstad, Ann-Kristin Elstad
Norwegian Defence Research Establishment (FFI)

Sa-S231-OR-04

Intercultural interactions at Multinational Corporations' workplace

Malgorzata Rozkwitalska¹, Beata Basinska², Michal Chmielecki³, Lukasz Sulkowski³, Sylwia Przytula⁴
¹ Gdansk School of Banking, Poland, ² Gdansk University of Technology, Poland, ³ University of Social Sciences, Lodz, Poland, ⁴ Wroclaw University of Economics, Poland

Sa-S231-OR-05

«Global Warning: This leader is highly contagious.» – Analyzing the impact of relational demography and cultural values on crossover processes across nations

Ina Zwingmann¹, Sandra Wolf², Peter Richter¹
¹ Work and Organizational Psychology, TU Dresden, ² Innsicht- entdecken und entwickeln GbR

Sa-S231-OR-06

Assessing Quality Cultures in Organizations – Results from the heiQUALITY Cultures Project

Christine Sattler, Katja Götzen, Karlheinz Sonntag
Department of Industrial and Organizational Psychology, Heidelberg University, Germany

09:00–10:30 Session 232 | **Oral session** | Room: OKS Meeting Room 2
Topic/s: 5. Work-Family Interface

Sa-S232-OR-01

The things I do for you... and for myself: A work-family study of social support provision

Helen Pluut¹, Remus Iliès², Petru Curseu¹, Marius Meeus¹
¹ Tilburg University, ² National University of Singapore

Sa-S232-OR-02

Effects of a Work-Family Intervention on Health and Safety Outcomes: Evidence from the Safety and Health Improvement Project (SHIP)

Leslie Hammer¹, Donald Truxillo¹, Todd Bodner¹, Tori Crain¹, Jennifer Rineer¹, Amy Pytlovany¹, Amy Richman²
¹ Portland State University, ² Work Family Directions

Sa-S232-OR-03

What determines the balance in Work and Family obligations? A comparative study of Pakistan and The Netherlands

Sumaiya Syed¹, Rene Schalk²
¹ Shah Abdul Latif university Khairpur Pakistan, ² Tilburg University, The Netherlands

Sa-S232-OR-04

The role of need satisfaction in work-family conflict and work-family enrichment

Nathalie Houllfort, Sarah Bourdeau
Université du Québec à Montréal

Sa-S232-OR-05

Evaluating the inclusiveness of work-life practices from the perspective of single/childless employees

Kathryn Fonner, Michael Blight, Michelle Fetherston, Megan Lambertz
University of Wisconsin-Milwaukee

Sa-S232-OR-06

ICT use for work purposes during non-work time: Untangling the Empowerment/Enslavement Paradox using a systematic review approach

Svenja Schlachter¹, Mark Cropley¹, Almuth McDowall²
¹ University of Surrey, ² Birkbeck, University of London

09:00–10:30 Session 233 | **Symposium** | Room: OKS Meeting Room 3

Promising Leadership Approaches for Complexity, Change and Crisis

Topic/s: 8. Leadership and management

Chair/s: Jennifer L. Sparr, Eric Kearney

Sa-S233-SYM-01

Empowering leadership in teams: The moderating role of mean extraversion scores

Eric Kearney¹, Rudolf Kerschreiter², Guido Baer²

¹ University of Potsdam, ² Freie Universität Berlin

Sa-S233-SYM-02

Identity leadership in teams: The moderating role of cognitive diversity

Rudolf Kerschreiter¹, Eric Kearney², Guido Baer¹

¹ Freie Universität Berlin, ² University of Potsdam

Sa-S233-SYM-03

The Impact of Authentic Leadership in the Face of Organizational Change:

Evidence from two Experimental Studies

Katharina Hörner, Susanne Braun, Dieter Frey

Ludwig-Maximilians-Universität München

Sa-S233-SYM-04

Motivation in Words: Promotion- and Prevention-Oriented Leadership during Economic Uncertainty

Daan Stam¹, Daan van Knippenberg¹, Barbara Wisse², Anne Nederveen Pieterse¹

¹ Erasmus University Rotterdam, ² University of Groningen

Sa-S233-SYM-05

Balancing giving and receiving. A process-model of managerial sensegiving in times of organizational change

Anna Kraft¹, Jennifer Sparr², Claudia Peus¹

¹ Technische Universität München, ² University of Konstanz

Sa-S233-SYM-06

Paradox Perspectives on Leadership: Developing a Model and Measure

Jennifer Sparr¹, Daan van Knippenberg², Eric Kearney³

¹ University of Konstanz, ² Erasmus University Rotterdam, ³ University of Potsdam

09:00–10:30 Session 234 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 18. Teams and workgroups

Sa-S234-OR-01

A conceptual approach of idea selection to stimulate employee creativity

Heidi KL Lenaerts¹, Karen Van Dam¹, Marjolein CJ Caniels¹, Katleen De Stobbeleir²

¹ Open University of the Netherlands, ² Vlerick business school

Sa-S234-OR-02

Team processes and team innovation in call centers: The role of leaders' courage to go beyond compliance

Carlos Ferreira Peralta^{1,2}, Paulo Nuno Lopes¹, Paulo Renato Lourenço², Leonor Pais²

¹ Católica-Lisbon School of Business and Economics, Catholic University of Portugal, Portugal,

² Faculty of Psychology and Education Sciences, University of Coimbra, Portugal

Sa-S234-OR-03

A Systems Model of Innovation in Organisations

Kristina Dorniak-Wall

University of South Australia

Sa-S234-OR-04

Charismatic leadership and work team innovative behavior: the role of team potency

Pascale Le Blanc¹, Vicente Gonzalez-Roma², Haijiang Wang¹

¹ Human Performance Management Group, Eindhoven University of Technology, The Netherlands,

² IDOCAL, University of Valencia, Spain

Sa-S234-OR-06

Task complexity in team environments: Bringing a first task type issue to the surface

Anne Boon, Filip Dochy

KU Leuven – University of Leuven

09:00–10:30 Session 235 | **Symposium** | Room: OKS Auditoriet

New Insights into the relationship between work-related stress, cognition, emotion and recovery – contribution of diary studies

Topic/s: 2. Employee stress and burnout

Chair/s: Christine J Syrek, Mark Cropley

Sa-S235-SYM-01

Time pressure as a two-edged sword – A diary study on tension and engagement

Oliver Weigelt¹, Christine J. Syrek², Bernd Marcus¹

¹ University of Hagen, Germany, ² University of Trier, Germany

Sa-S235-SYM-02

Take a break – be engaged!

Jana Kühnel¹, Hannes Zacher², Jessica De Bloom³, Ronald Bledow⁴

¹ Ulm University, Germany, ² University of Groningen, The Netherlands, ³ University of Tampere, Finland,

⁴ Singapore Management University, Singapore

Sa-S235-SYM-03

Anticipating returning to work following a short vacation. The effects of work-related rumination on subjective and objective sleep

Mark Cropley¹, Hannah Drewett², Robert Meadows¹

¹ University of Surrey, UK, ² NHS

Sa-S235-SYM-04

The restorative effects of the weekend respite: Why people don't like Monday's

Fred R.H. Zijlstra¹, Alicia Walkowiak¹, Alicia Salvador², Ute R. Hülshager¹

¹ Department of Work & Social Psychology, Maastricht University, The Netherlands, ² Department of Psychology, University of Valencia, Spain

Sa-S235-SYM-05

Zeigarnik's sleepless nights: How unfinished tasks at the end of the week impair employees' sleep quality on the weekend through rumination

Christine J. Syrek¹, Oliver Weigelt², Corinna Peifer³, Conny H. Antoni¹

¹ University of Trier, Germany, ² University of Hagen, Germany, ³ Leuphana University, Germany

Sa-S235-SYM-06

The Effect of Positive Work Reflection During Leisure Time on Affective Well-Being: Results from Three Diary Studies

Laurenz Meier¹, Eunae Cho¹, Soner Dumani³

¹ University of Fribourg, Switzerland, ² University at Albany, State University of New York, USA,

³ University of South Florida, USA

09:00–10:30 Session 236 | **Oral session** | Room: OKS Torghjornet
Topic/s: 7. Human resource management

Sa-S236-OR-01

Which factors determine pupils' career choice readiness? Differential effects on cognitive and behavioural outcomes

Annalisa Schnitzler

German Federal Institute for Vocational Education and Training

Sa-S236-OR-02

Assessment of career choice readiness: A self-other study

Stefan Hoefl, Matthias Ruebner, Michael Boesinger-Schmidt, Stephanie Sauer

University of Applied Labour Studies (HdBA), Mannheim, Germany

Sa-S236-OR-03

The Impact of Age and Unmet Expectations on Career Plateaued Employees

Wei-Ning Yang, Sheena Johnson, Karen Niven

Manchester Business School

Sa-S236-OR-04

Career-related self-efficacy as predictor of career success and its antecedents in a cross-lagged panel study

Thomas Rigotti¹, Sabine Korek², Kathleen Otto³

¹ Johannes Gutenberg-University Mainz, ² University of Leipzig, ³ Philipps University Marburg

Sa-S236-OR-05

Development and validation of the Corporate Entrepreneurial Behavior Scale

Jason Gawke, Marjan Gorgievski, Arnold Bakker

Erasmus University Rotterdam

Sa-S236-OR-06

Speaking up or remaining silent?

The dynamics of voice behavior during annual appraisal interviews

Annika L. Meinecke, Florian E. Klonek, Simone Kauffeld

Technische Universität Braunschweig

09:00–10:30 Session 237 | **Oral session** | Room: OKS Odin
Topic/s: 7. Human resource management

Sa-S237-OR-01

Nurses' Attributions About the 'Why' of Feedback: Their Effects on Nurses' Well-being, the Influence of the Feedback Environment and the Relation to the Supervisors' Motivations.

A.P.M. (Suzanne) Giesbers^{1,2}, Roel L.J. Schouteten², Erik Poutsma², Beatrice I.J.M. Van der Heijden^{2,3,4}, Theo Van Achterberg^{5, 6}

¹ Canisius-Wilhelmina Hospital, Nijmegen, the Netherlands, ² Radboud University Nijmegen, Institute for Management Research, Nijmegen, the Netherlands, ³ School of Management, Open Universiteit in the Netherlands, Heerlen, the Netherlands, ⁴ School of Management and Governance, University of Twente, Enschede, the Netherlands, ⁵ Radboud University Medical Centre, Scientific Institute for Quality of Healthcare, Nijmegen, the Netherlands, ⁶ Center for Health Services and Nursing Research, KU Leuven, Leuven, Belgium

Sa-S237-OR-02

Trust: Is it a moderator or a mediator of HRMS and affective commitment?

Ana Teresa Ferreira^{1,2}, José Keating², Isabel Silva²

¹ Portucalense University, ² University of Minho

Sa-S237-OR-03

High-Performance Work Systems, Trust, Psychological Empowerment, Employee Creativity and Firm Innovation: Evidence from Vietnam

Hoa Do¹, Pawan Budhwar¹, Charmi Patel², Yves Guillaume¹

¹ Aston Business School; ² University of Edinburgh Business School

Sa-S237-OR-04

Do you see what I see? An investigation of managers' and employees' perceptions of HRM

Frances Jørgensen¹, Yvonne van Rosenberg², Karin Sanders³, Helen Shipton⁴, Jorge Gomes⁵, Ricardo Rodrigues⁶, Rita Cunha⁵, Anders Dysvik⁷, Miha Skerlavaj⁷, I Sut Wong⁷

¹ Aarhus University, School of Business & Social Sciences, ² University of Bath, ³ UNSW Business School, ⁴ Nottingham Trent University, ⁵ University of Lisbon, ⁶ King College, ⁷ BI Norwegian Business School

09:00–10:30 Session 238 | **Oral session** | Room: OKS Balder

Topic/s: 18. Teams and workgroups

Sa-S238-OR-01

Choosing Where to Work @ Work: Team Processes in Activity-based Flexible Offices

Christina Wohlers, Guido Hertel

University of Muenster

Sa-S238-OR-02

Collaboration in virtual communities: leadership and structure

Jesús Sánchez, Ana Zornoza, Virginia Orengo, Patricia Villacampa

IDOCAL. University of Valencia

Sa-S238-OR-03

How and When Do Personality-Based Faultlines Impair Top Management Teams' Effectiveness? The Buffering Role of CEOs' Charismatic Leadership

Ulrich Leicht-Deobald, Hendrik Hüttermann, Heike Bruch

University of St.Gallen

Sa-S238-OR-04

Does an employee's status affect the kind of help that he or she will receive within an organization?

David Urschler, Jan Sauer, Peter Fischer

University of Regensburg

Sa-S238-OR-05

If it ain't broke, don't fix it? The effects of team familiarity and experience on team intervention effectiveness in the 2013–2014 NBA playoffs

Jeroen de Jong, Marjolein Caniels

Open University of the Netherlands

Sa-S238-OR-06

Developing a Dynamic Team Diversity Theory

Jia Li¹, Bertolt Meyer², Meir Shemla³, Juergen Wegge⁴

¹ Maastricht University, ² Chemnitz University of Technology, ³ Erasmus University Rotterdam,

⁴ Dresden University of Technology

09:00–10:30 Session 239 | **Invited Symposium** | Room: RC Christiania Hall A
Laissez-faire leadership - A destructive type of leadership?
Chair/s: Anders Skogstad

Sa-S239-INV-SYM-01

How and when may laissez-faire leadership have negative consequences?

Anders Skogstad, Guy Notelaers
University of Bergen

Sa-S239-INV-SYM-02

The effect of sleep deprivation on passive avoidant leadership in military officers. An experimental study.

Olav Kjellevold Olsen¹, Ståle Pallesen², Roar Espevik¹
¹ The Royal Norwegian Naval Academy, ² University of Bergen

Sa-S239-INV-SYM-03

Passive-avoidant leadership and job satisfaction: The potential mediating role of threatening basic need fulfilment.

Hilde Hetland¹, Jørn Hetland¹, *, Cecilie Schou Andreassen¹, Ståle Pallesen¹, Evangelia Demerouti², Arnold Bakker³
¹ University of Bergen, ² Eindhoven Technical University, ³ Erasmus University Rotterdam

Sa-S239-INV-SYM-04

If it ain't broken, your followers fix it? Who's affected most negatively by laissez-faire leadership.

Deanne Den Hartog, Annebel De Hoogh
University of Amsterdam

Sa-S239-INV-SYM-05

Two studies of the relationship between engaged leaders and good employee health.

Töres Theorell¹, Anna Nyberg¹, Julia Romanowska²
¹ Stockholm University, ² Karolinska Institutet

09:00–10:30 Session 240 | **Symposium** | Room: RC Christiania Hall B

Job Crafting II: Antecedents, Consequences and Interventions

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

Sa-S240-SYM-01

Crafting' a career: A network perspective

Helen P.N. Hughes, Chris W. Clegg, Lucy Bolton
Socio-Technical Centre, University of Leeds, UK

Sa-S240-SYM-02

Increasing career satisfaction, work engagement and task performance through job crafting: An intervention study

Lonneke Dubbelt, Evangelia Demerouti, Sonja Rispens
Eindhoven University of Technology

Sa-S240-SYM-03

Making interventions happen? An intervention study of the effects of participatory interventions to improve self-efficacy, engagement and team climate

Karina Nielsen, Ana Sanz-Vergel
Norwich Business School University of East Anglia

Sa-S240-SYM-04

Adapting to Organizational Changes due to Austerity Measures: Testing the Effectiveness of a Job Crafting Intervention

Despoina Xanthopoulou¹, Evangelia Demerouti², Paraskevas Petrou³, Chrysovalantis Karagkounis¹

¹ School of Psychology, Aristotle University of Thessaloniki, ² Eindhoven University of Technology, ³ Erasmus University Rotterdam, Institute for Psychology

09:00–10:30 Session 241 | **Symposium** | Room: RC Christiania Hall C

Attachment Theory Perspectives on Affect and Emotions at Work

Topic/s: 19. Emotions in the workplace

Chair/s: Annilee Game, Dritjon Gruda

Discussant/s: Annilee Game

Sa-S241-SYM-01

Leaders' attachment orientations and followers' job attitudes and emotions: The role of followers' emotion regulation and psychological distance perceptions

Konstantinos Kafetsios

University of Crete, Greece

Sa-S241-SYM-02

Young graduates and internal models of authority in the post-bureaucratic workplace

Sylvie Def Fayette Devrout

EDHEC Business School, France

Sa-S241-SYM-03

The influence of adult attachment in effective team functioning

Gary Pheiffer

London Metropolitan University, UK

Sa-S241-SYM-04

An exploration of attachment styles, social exchange relationships, information exchange and employee creativity: A sensemaking perspective

Rachel Kidney, Patrick Flood, Melrona Kirrane

Dublin City University, Ireland

Sa-S241-SYM-05

«Conform or Perish»: A 'familiar' look at group conformity, attachment style and team dynamics

Dritjon Gruda

EM Lyon Business School, France

Sa-S241-SYM-06

Attachment theory perspectives on affect and emotions at work: New evidence and future directions

Annilee Game¹, Jonathan Crawshaw²

¹ University of East Anglia, UK, ² Aston University, UK

09:00–10:30 Session 242 | **Oral session** | Room: RC Oslo Hall B
 Topic/s: 12. Organizational Change and Development

Sa-S242-OR-01

Using Intergenerational Learning to Facilitate Knowledge Exchange and Innovation in Organizations

Antonia Ypsilanti¹, Donald Ropes²

¹ South East European Research Center, Thessaloniki, Greece, ² InHolland University of Applied Sciences, Netherlands

Sa-S242-OR-02

Characteristics of Flexible Organizations: A Change Management Investigation based on the St. Gallen Management Model

Kai Töpel, Prof. Dr. Petra Kemter-Hofmann
 TU Dresden

Sa-S242-OR-03

Success factors for the managers during change processes

Ann-Kristin Elstad, Anne Lise Bjørnstad
 Forsvarets forskningsinstitutt

Sa-S242-OR-04

Meeting Effectiveness: Changing Behaviours to Release Productivity

Victoria Roe
 Socio-Technical Centre, Leeds University Business School

10:00–11:30 Session 243 | **Poster session** | Room: OKS Forum

Topic/s: 1. Employment relations
 2. Employee stress and burnout
 3. Positive organizational behavior

Sa-S243-PO-01

A Novel Approach to Employee Recruitment: Gamification

Sam Chow, Derek Chapman
 University of Calgary

Sa-S243-PO-02

Multiple agents in the psychological contract: A qualitative exploration

Carlos-María Alcover¹, Ramón Rico², William Turnley³, Mark Bolino⁴

¹ Rey Juan Carlos University, ² Autónoma University of Madrid, ³ Kansas State University, ⁴ University of Oklahoma

Sa-S243-PO-03

Remaining in a non-preferred job: Relations to well-being

Johanna Stengård¹, Claudia Bernhard-Oettel¹, Erik Berntson¹, Constanze Leineweber², Gunnar Aronsson¹

¹ Department of Psychology, Stockholm University, Sweden, ² Stress Research Institute, Stockholm University, Sweden

Sa-S243-PO-04

The psychological contract of volunteers engaged in Red Cross of Serbia flood relief

Ivana B. Petrovic, Katarina Grujicic, Slavica Stevanovic, Vladislav Popovic, Tijana Kondzulovic
 Department of Psychology, Faculty of Philosophy, University of Belgrade, Serbia

Sa-S243-PO-05

Give some to get some – Analysing the relationship between worker satisfaction with human resources management and perceived individual performance in a Portuguese hospital

Helena Martins^{1,2}, Teresa Proença²

¹ Polytechnic Institute of Porto, ² University of Porto, Faculty of Economics

Sa-S243-PO-06

Organizational Attachment Scale: A relational approach to organizational retention management

Anna Maria Engel, Svenja Schumacher, Tammo Straatmann
University of Osnabrück

Sa-S243-PO-07

Employability in early career stage: The role of market-value, versus personal competencies as self-efficacy, locus of control and proactivity.

Mariana Bargsted
Universidad Católica del Norte, Chile

Sa-S243-PO-08

Self-efficacy and engagement in higher education military students: Implications in academic performance and satisfaction with life

António Rosinha, César Alves, Manuela Sarmento
Military Academy, CINAMIL

Sa-S243-PO-09

Does leader autonomy support moderate the relationship between autonomous motivation and individual performance?

Carla Fontebassi Martins, Kyle E. Ingram, Rebecca Hewett
University of Greenwich, London

Sa-S243-PO-10

The experiences of well-being among nurses in National Health Insurance Pilot at a Community Health Centre in Umngugundlovu district.

Cynthia Madlabana
University of Kwa-Zulu Natal

Sa-S243-PO-11

A study of job security, job satisfaction, and employee commitment at a temporary scientific project

Julia Bastian, William McKinley
Leuphana University of Lueneburg

Sa-S243-PO-12

A weekly study on perceived organizational support, work engagement, and employees' well-being

Gaëtane Caesens¹, Florence Stinglhamber¹, Marc Ohana²
¹ Université catholique de Louvain, ² KEDGE Business School

Sa-S243-PO-13

Does implicit positive and negative affect predict work engagement? A longitudinal study among nurses.

Dorota Reis, Tanja Lischetzke
University of Koblenz-Landau

Sa-S243-PO-14

Attitudes of Polish employers and managers to employ knowledge workers 65 plus

Grazyna Bartkowiak
University of Gniezno, Poland

Sa-S243-PO-15

Flourishment at work: Influence of career goals, career exploration and planning

Ligia Oliveira-Silva¹, Ana Paula Silva², Jeanine Vieira², Luiz Victorino³, John Arnold⁴
¹ Universidade de Brasília, ² Centro Universitário IESB, ³ Universidade Católica de Brasília, ⁴ Loughborough University

Sa-S243-PO-16

**Job strain and work-related wellbeing among highly educated professionals:
Differences between public and private sector employees**

Darja Maslić Seršić, Mitja Ružojčić

Department of Psychology, University of Zagreb

Sa-S243-PO-17

**Can Conscientiousness explain the relationship between Job Satisfaction and
Subjective Well-Being?**

Rene Gempp, Sergio Valenzuela-Ibarra

Facultad de Economía y Empresa, Universidad Diego Portales

Sa-S243-PO-18

Dispositional gratitude and its influence on the stressor – job satisfaction relation

Julie Collange¹, Jean Louis Tavani²

¹ Université Paris Descartes, ² Université Vincennes – Saint Denis, Paris 8

Sa-S243-PO-19

**Job demands – work engagement relationship among teachers: The role of teacher
self-efficacy as a mediator and general self-efficacy as a moderator**

Anna Rogala¹, Roman Cieślak^{1,2}

¹ University of Social Sciences and Humanities, ² University of Colorado at Colorado Springs

Sa-S243-PO-20

How Does Motivation at Work Predict Organizational Citizenship Behavior?

Yanick Provost Savard, Jessica Bérard, Véronique Dagenais-Desmarais

Université de Montréal

Sa-S243-PO-21

**Managerial perspectives on depersonalized bullying at work: Implications for
employment relations**

Premilla D'Cruz

Organizational Behaviour Area, Indian Institute of Management Ahmedabad

Sa-S243-PO-22

**Moderating effect of adversity quotient on the relationship between perceived
organizational injustice, job stress and cyber-bullying**

Ali Mehdad, Arezoo Vallinezhad, Mohsen Golparvar

Islamic Azad University, Isfahan (Khorasgan) branch, Isfahan-Iran

Sa-S243-PO-23

Nursing Student Exposures to Workplace Bullying in Healthcare Settings

Paula Grubb¹, Gordon Gillespie²

¹ National Institute for Occupational Safety and Health (NIOSH), ² University of Cincinnati School of Nursing

Sa-S243-PO-24 | Interactive

**The relationship between work values and the meaning of working and the strength
of perceived obligations in psychological contracts**

Liina Randmann

Tallinn University of Technology Department of Social sciences Institute of Industrial Psychology

Sa-S243-PO-25 | Interactive

**Daily and weekly psychological contract evaluations: The role of informational justice
and participation in decision-making among volunteers and paid employees**

Yannick Griep¹, Tinne Vander Elst^{2,3}, Jonas Debusscher¹, Safaa Achak¹, Tim Vantilborgh¹, Roland Pepermans¹

¹ Work and Organizational Psychology, Vrije Universiteit Brussel, Belgium, ² IDEWE, External Service for Prevention and Protection at Work, Belgium, ³ Research Group Work, Organisational & Personnel Psychology, University of Leuven, Belgium

Sa-S243-PO-26 | Interactive

Constructing and validating a scale of employee satisfaction with HRM practices in the healthcare context

Helena Martins^{1,2}, Teresa Proença²

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Sa-S243-PO-27 | Interactive

Scientific teleworkers' rest break behaviour: Do break-time activities, quantity, interval, and length of rest breaks and a working day differ between main and home office?

Jasmin Zimmermann^{1,2}, Barbara Degenhardt^{1,3}

¹ University of Applied Sciences and Arts Northwestern Switzerland, School of Applied Psychology, ² Institute Humans in Complex Systems, ³ Institute for Research and Development of Collaborative Processes

Sa-S243-PO-28 | Interactive

The Mielekäs programme 2013-2015 – Making the social and health sector more attractive and increasing the well-being of workers

Mari Järvinen

Finnish Institute of Occupational Health, University of Turku

Sa-S243-PO-29 | Interactive

Components of Commitment: Extending the three-component model of organisational commitment beyond predicting turnover

Tom Schiebler, Katrin Mendrok, Katharina Kugler

Ludwig Maximilians University Munich

10:45–12:15 Session 244 | **State of the Art** | Room: OKS Hall A

Sa-S244-STA-01

Qualitative methods in management and leadership research

Catherine Cassell

Leeds University Business School

Sa-S244-STA-02

Developing Multilevel Leadership for Turbulent Times

David Day

The University of Western Australia

10:45–12:15 Session 245 | **Panel (P)** | Room: OKS Hall B

Topic/s: 13. Labor market issues

Chair/s: Fred Zijlstra

Sa-S245-PAN-01

Alliance Special Session: 'Return to work and working with mental health issues'

Fred Zijlstra, Frans Nijhuis, Marc Corbiere, Franco Fraccaroli

Maastricht University

10:45–12:15 Session 246 | **Oral session** | Room: OKS Hall C
Topic/s: 17. Organizational Structure, Culture and Climate

Sa-S246-OR-01

The Effect of Transformational Leadership on Psychological Empowerment: Mediating Role of Organizational Climate and Organizational Culture

Morteza Charkhabi¹, Maryam Mahmoodikia²

¹ Department of Philosophy, Education and Psychology, University of Verona, Italy, ² Department of Psychology, Shahid Chamran University of Ahvaz, Iran

Sa-S246-OR-02

Psychopathy and Counterproductive Work Behaviors: Examining the Role of Work Place Perceptions

Nora Schuette, et al.

University of Bonn, Germany

Sa-S246-OR-03

«Communicating in the era of email: Supporting effective practice»

Katarzyna Cichomska

Socio-Technical Centre, University of Leeds

Sa-S246-OR-04

The Effect of Perceived Organizational Support on Psychological Empowerment: Mediating Role of Psychological Climate

Maryam Mahmoodikia¹, Morteza Charkhabi²

¹ Department of psychology, Shahid Chamran University of Ahvaz, Iran, ² Department of Philosophy, Education and Psychology, University of Verona, Italy

Sa-S246-OR-05

The Quality of Horizontal and Vertical Communication as Determinants of Affective Organizational-, Work-Group- and Supervisory-Commitment

Sebastian Holzwarth, Klaus Moser

University of Erlangen-Nuremberg

10:45–12:15 Session 247 | **Symposium** | Room: OKS Hall D

Quality of motivation matters: On the importance of promoting autonomous and mastery oriented motivation in the workplace

Topic/s: 3. Positive organizational behavior

Chair/s: Marylene Gagne

Sa-S247-SYM-01

Nurse fatigue and strain reactions at career start: On the role of autonomous and controlled motivation

Stephanie Austin¹, Claude Fernet¹, Sarah-Geneviève Trépanier²

¹ Université du Québec à Trois-Rivières, ² Université du Québec à Montréal

Sa-S247-SYM-02

Transformational leadership and optimal functioning in teachers: Could work design characteristics and autonomous motivation help explain this relationship?

Louise Clément, Claude Fernet

Université du Québec à Trois-Rivières

Sa-S247-SYM-03

Mastery support and employee flexibility: A goal-orientated perspective

Elizabeth Solberg, Anders Dysvik

BI Norwegian Business School

Sa-S247-SYM-04

Abusive Leadership, Mastery Climate, and Counterproductive Work Behavior

Christina Nerstad, Lars Glasø, Anders Dysvik
BI Norwegian Business School

Sa-S247-SYM-05

Developing a Taxonomy of Work Motivation Profiles

Joshua Howard, Marylene Gagne
University of Western Australia

10:45–12:15 Session 248 | **Symposium** | Room: OKS Meeting Room 1

Dynamics of the job insecurity experience: Investigating stability, antecedents and consequences

Topic/s: 2. Employee stress and burnout
Chair/s: Tinne Vander Elst, Anne Richter

Sa-S248-SYM-01

Social stressors predict job insecurity at daily level: A multilevel approach

Mauricio E. Garrido Vasquez, Janne Sadlowski, Kathleen Otto, Maria Kottwitz
Philipps University of Marburg, Germany

Sa-S248-SYM-02

A cross-lagged exploration of the relationship between job insecurity and job insecurity climate

Lena Låstad¹, Hans De Witte^{2,3}

¹ Stockholm University, Sweden, ² University of Leuven, Belgium, ³ Optentia Research Programme, North-West University, South Africa

Sa-S248-SYM-03

Does job insecurity threaten your status as a member of the working population? A longitudinal investigation of job insecurity, social identity, and mental health

Eva Selenko
University of Sheffield, United Kingdom

Sa-S248-SYM-04

The reciprocal relationship between job insecurity and depressive symptoms: A latent transition analysis

Tinne Vander Elst^{1,2}, Guy Notelaers³, Lode Godderis^{1,2}, Anders Skogstad³

¹ Idewe (External Service for Prevention and Protection at Work), Belgium, ² University of Leuven, Belgium, ³ University of Bergen, Norway

10:45–12:15 Session 249 | **Oral session** | Room: OKS Meeting Room 2

Topic/s: 5. Work-Family Interface

Sa-S249-OR-01

Commute distance and work-life balance: An inverted U-shaped relationship

Joanna Pitek¹, Muhammad Umar Boodoo²

¹ Bishop's University, ² University of Toronto

Sa-S249-OR-02

Work-family interface and well-being: The mediating role of personal energetic resources

Susana M Tavares
Instituto Universitário de Lisboa (ISCTE-IUL), Business Research Unit (BRU-UNIDE IUL)

Sa-S249-OR-03

Does work-home balance influence employees' career decisions? Examining the moderating effects of organizational work-home support and career self-efficacy
Sara De Hauw¹, Ans De Vos², Jeffrey Greenhaus³, Luc Sels⁴

¹ Vlerick Business School, ² Antwerp Management School, ³ Drexel University, ⁴ Katholieke Universiteit Leuven

Sa-S249-OR-04

Is «publish or perish» really a trade-off? The effect of work-family balance on academic performance

Jeroen de Jong¹, Judith Semeijn¹, Monique Veld¹, Sanne Smeenk²

¹ Open University of the Netherlands, ² Skwadraat

Sa-S249-OR-05

Generation Y and Expectations for the Work-Family Interface

Alexandra Beauregard

London School of Economics and Political Science

Sa-S249-OR-06

Take initiative, get enriched and be happy: How being proactive in a resourceful job can add to your performance at home and happiness on a daily basis

Marina Boz¹, Ines Martinez-Corts², Evangelia Demerouti³, Arnold Bakker⁴

¹ Anglia Ruskin University, ² University of Seville, ³ Eindhoven University of Technology, ⁴ Erasmus University Rotterdam

10:45–12:15 Session 250 | **Symposium** | Room: OKS Meeting Room 3

It takes two to tango: Followers as active agents in the leadership process

Topic/s: 8. Leadership and management

Chair/s: Kimberley Breevaart

Discussant/s: Pascale Le Blanc

Sa-S250-SYM-01

«Talking aloud»: Voice behaviors as an antecedent of satisfaction with supervisors and followers' satisfaction with their role

Paola Gatti, Birgit Schyns

Durham University Business School, UK

Sa-S250-SYM-02

A longitudinal study of transformational leadership, job crafting, burnout and work engagement

Karina Nielsen¹, Kevin Daniels¹, Emma Donaldson-Feilder², Rachel Lewis³

¹ Norwich Business School, University of East Anglia, UK, ² Affinity at Health at Work, London, UK,

³ Kingston Business School, Kingston University, UK

Sa-S250-SYM-03

Does authentic leadership enhance followers' daily job crafting behaviors? Exploring the mediating role of autonomy and organizational justice

Jørn Hetland¹, Arnold Bakker², Hilde Hetland¹, Roar Espevik¹, ³, Olav Olsen³

¹ University of Bergen, Department of Psychosocial Science, Norway, ² Erasmus University Rotterdam,

Department of Work and Organizational Psychology, The Netherlands, ³ Royal Norwegian Naval

Academy, Bergen, Department of Leadership Development, Norway

Sa-S250-SYM-04

Who takes the lead? A multi-method diary study on work engagement and job performance

Kimberley Breevaart¹, Arnold Bakker¹, Evangelia Demerouti², Daantje Derks¹

¹ Erasmus University Rotterdam, Department of Work and Organizational Psychology, The Netherlands, ² Eindhoven University of Technology, Department of Industrial Engineering and Innovation Sciences Human Performance Group, The Netherlands

10:45–12:15 Session 251 | **Oral session** | Room: OKS Meeting Room 4

Topic/s: 8. Leadership and management

Sa-S251-OR-01

Do Teams Have True Benefits in Negotiations? Effects of Explicit Role Assignments within Teams

Jens Mazei^{1,2}, Joachim Hüffmeier², Guido Hertel¹

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

Sa-S251-OR-02

Individuals' Experience with Negotiation Processes in Resource Allocations over Time

Christian Bucher, Klaus Jonas, Alison Goetze

University of Zurich

Sa-S251-OR-03

Defining Inclusive Leadership:

Balancing employees' needs of individuality and belongingness in promoting voice behavior at work

Marlies Veestraeten¹, Hannes Leroy^{1,2}, Lisa Nishii², Luc Sels¹

¹ KU Leuven, Belgium, ² Cornell University, U.S.A.

Sa-S251-OR-04

Transformational leadership and commitment: a cross-cultural perspective

Verónica Castro, Rita Berger, Marina Romeo, Montserrat Yepes

University of Barcelona

Sa-S251-OR-05

Respectful Leadership for Conflict Management and Team Effectiveness

Alfred Wong, Dean Tjosvold, Nancy Yi-feng Chen

Lingnan University

Sa-S251-OR-06

Situational leadership theory: A test from a leader-follower congruence approach.

Geir Thompson, Lars Glasø

BI Norwegian Business School

10:45–12:15 Session 252 | **Symposium** | Room: OKS Auditoriet

Burning issues in workaholism

Topic/s: 2. Employee stress and burnout

Chair/s: Wilmar Schaufeli

Sa-S252-SYM-01

Cross-national and longitudinal investigation of the Dutch Work Addiction Scale

Johanna Rantanen¹, Taru Feldt¹, Jari Hakanen², Katja Kokko¹, Mari Huhtala¹, Lea Pulkkinen¹, Wilmar Schaufeli^{3,4}

¹ University of Jyväskylä, Finland, ² Helsinki Collegium for Advanced Studies, Finland & Finnish Institute of Occupational Health, Finland, ³ Utrecht University, Netherlands, ⁴ Leuven University, Belgium

Sa-S252-SYM-02

When work is killing you! workaholism, sleep problems and cardiovascular risk

Marisa Salanova¹, Angel Arturo López-González², Susana Llorens¹, Mario Del Libano³, M^a Teófila Vicente-Herrero², Matias Tomás-Salvá²

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Sa-S252-SYM-03

A day-level study on the relationship between workaholism and affective wellbeing

Cristian Balducci¹, Sara Zaniboni¹, Lorenzo Avanzi², Franco Fraccaroli²

¹ University of Bologna (Italy), Department of Political and Social Science, ² University of Trento (Italy), Department of Psychology and Cognitive Sciences

Sa-S252-SYM-04

The role of self-determined motivation in workaholism

Tatiana Ivanova, Elena Raskazova

Higher School of Economics, Moscow, Russia

Sa-S252-SYM-05

Heavy work investment: A matter of person or climate?

Wilmar Schaufeli

Dept. of Work & Organizational Psychology, Leuven University, Belgium, ept. of Social & Organizational Psychology, Utrecht University, The Netherlands

10:45–12:15 Session 253 | **Oral session** | Room: OKS Torghjærnet

Topic/s: 7. Human resource management

Sa-S253-OR-01

Workplace incivility as modern sexual prejudice: The experience of Spanish LGB employees

Donatella Di Marco¹, Alicia Arenas¹, Helge Hoel², Lourdes Munduate¹

¹ University of Seville, ² University of Manchester

Sa-S253-OR-02

The influence of age and emotion regulation on burnout and engagement: Direct and mediating effects.

Sheena Johnson¹, Sabine Machowski², Dieter Zapf², Lynn Holdsworth¹

¹ Manchester Business School, University of Manchester, UK, ² Johann Wolfgang Goethe-University, Frankfurt, Germany

Sa-S253-OR-03

Gender Diversity in Leadership Teams and Organizational Performance: A Meta-Analysis

Max Reinwald¹, Hendrik Hüttermann², Julia Kröll¹, Sabine Boerner¹

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Sa-S253-OR-04

Aspergers – Different, not less: Occupational strengths and job interests of individuals with Asperger's Syndrome

Timo Lorenz, Kathrin Heintz

Departement of Education & Psychology, Freie Universität Berlin, Berlin, Germany

Sa-S253-OR-05

Linking Leadership Styles to HR Architectures

Eva Vekeman, Geert Devos

Ghent University

Sa-S253-OR-06

Perceptions of High Involvement Work Practices and Burnout: Investigating the Mediating Role of Procedural Justice and Role Overload and the Moderating Role of Colleague Support

Steven Kilroy¹, Patrick Flood¹, Janine Bosak¹, Denis Chênevert²

¹ Dublin City University, ² HEC Montreal

10:45–12:15 Session 254 | **Oral session** | Room: OKS Odin

Topic/s: 7. Human resource management

Sa-S254-OR-01

Managing Talent: Positive and negative outcomes of Development Job Experiences

Raquel Canha, Filipa Castanheira, Joana Story

Nova School of Business and Economics, UNL

Sa-S254-OR-02

Learning to do business – (ethically) right, and with (diverse) others?

Frank Schulte^{1,2}, Stefan Heinemann¹

¹ FOM Hochschule für Oekonomie & Management University of Applied Sciences, Essen, Germany,

² eufom European University of Economics and Management, Luxembourg-Kirchberg, Luxembourg

Sa-S254-OR-03

Beyond the individual: The link between training group psychological safety climate, trait goal learning orientation and knowledge sharing as antecedents of training outcomes

Fabiola Gerpott^{1,2}, Ramon Wenzel³, Nale Lehmann-Willenbrock², Sven Voelpel¹

¹ Jacobs University Bremen, ² VU University Amsterdam, ³ University of Western Australia

Sa-S254-OR-04

Supporting employees' informal learning: A qualitative exploration of how others support learning in a UK energy firm

Stephen McGlynn

Institute of Work Psychology, Sheffield University Management School

Sa-S254-OR-05

The importance of role models in the development of political skill – A predictive field study

Annalisa Schnitzler¹, Gerhard Blickle²

¹ German Federal Institute for Vocational Education and Training, ² University of Bonn, Germany

10:45–12:15 Session 255 | **Oral session** | Room: OKS Balder

Topic/s: 19. Emotions in the workplace

Sa-S255-OR-01

Emotion regulation strategies for complex management problems

Ulrike Starker¹, Rüdiger von der Weth²

¹ Hochschule Harz, ² HTW Dresden

Sa-S255-OR-02

The impact of leaders' emotional intelligence on followers' commitment and trust

Philipp Guttschuss¹, Philipp Romeike¹, Ann-Marie Nienaber², Gerhard Schewe¹

¹ University of Muenster, ² Coventry University

Sa-S255-OR-03

The Mind in Transition Model of Idea Generation

Ronald Bledow¹, Julius Kuhl²

¹ Singapore Management University, ² University of Osnabrück

Sa-S255-OR-04

The enactment of emotional intelligence in emotionally demanding work situations

Keri Pekaar, Dimitri van der Linden, Arnold Bakker, Marise Born
Erasmus University Rotterdam

Sa-S255-OR-05

Gentleness in organisations: an empirical study

David Holman
Manchester Business School

10:45–12:15 Session 256 | **Invited Symposium** | Room: RC Christiania Hall A

Recent research on youth unemployment, underemployment and job search

Topic/s: 13. Labor market issues
Chair/s: Jose Ramos
Discussant/s: Eva Deros

Sa-S256-INV-SYM-01

Recruiter reactions to overqualified job applicants

Berrin Erdogan¹, Talya N. Bauer¹, Layla Mansfield¹, Donald Truxillo¹, Jack Walker²
¹ Portland State University (USA), ² Auburn University (USA)

Sa-S256-INV-SYM-02

Y-ERS READY TO WORK AROUND THE WORLD: Insight from Graduates in 8 countries

Rosalind Searle¹, Simonetta Manzini²
¹ Centre of Trust, Peace and Social Relations, Coventry University (UK), ² Fondazione Istud per la cultura di impresa e di gestione (Italy)

Sa-S256-INV-SYM-03

The role of Psychological Capital on job seekers performance

Konstantina Georgiou, Ioannis Nikolaou
Athens University of Economics and Business (Greece)

Sa-S256-INV-SYM-04

Personal resources as moderators of the over-qualification, job insecurity and propensity to leave relationships among youngsters: The role of initiative and occupational self-efficacy.

Jose Ramos, Ana Hernández, Jose M. Peiró
IDOCAL, University of Valencia (Spain)

Sa-S256-INV-SYM-05

Predicting horizontal occupational mismatch: a Latent Growth Curve Analysis

Vicente González-Romá, Ana Hernández, Juan Pablo Gamboa
IDOCAL, University of Valencia (Spain)

10:45–12:15 Session 257 | **Symposium** | Room: RC Christiania Hall B

Self-regulation and personal resources – Managing yourself in turbulent times

Topic/s: 3. Positive organizational behavior
Chair/s: Laura Venz, Dana Unger
Discussant/s: Evangelia Demerouti

Sa-S257-SYM-01

Energy is all you need!?!? – A path-analytical test of the work-home resources model

Dana Unger¹, Laura Venz²
¹ ETH Zurich, Switzerland, ² University of Mannheim, Germany

Sa-S257-SYM-02

Self-control demands link job demands to ego-depletion: An experience sampling study

Roman Prem, Bettina Kubicek, Christian Korunka
University of Vienna, Austria

Sa-S257-SYM-03

The choices we make: Linking emotion regulation choice with occupational well-being

Susanne Scheibe¹, Xavier Sanchez², Christian Stamov Roßnagel³

¹ University of Groningen, The Netherlands, ² University of Cumbria, United Kingdom, ³ Jacobs University Bremen, Germany

Sa-S257-SYM-04

Daily self-regulation at work: Selective optimization with compensation as a personal resource

Laura Venz, Alexander Pundt, Sabine Sonnentag
University of Mannheim, Germany

Sa-S257-SYM-05

Job control, state mindfulness and psychological well-being: A diary study

Stefan Diestel

Leibniz Research Centre for Working Environment and Human Factors, Dortmund, Germany

10:45–12:15 Session 258 | **Symposium** | Room: RC Christiania Hall C

Stress at Work: New Constructs

Topic/s: 2. Employee stress and burnout
Chair/s: Nicola Jacobshagen

Sa-S258-SYM-01

Appreciation as a dyad – who profits?

Nicola Jacobshagen, Esther Weiss, Eveline Phyl, Norbert K. Semmer
University of Bern

Sa-S258-SYM-02

Appreciation from supervisors as a buffer for stressful working conditions

Isabel B Pfister, Nicola Jacobshagen, Désirée Stocker, Wolfgang Kälin, Norbert K Semmer
University of Bern

Sa-S258-SYM-03

Positive Work Events – A Source of Appreciation and Motivation

Christina Habl, Judith Volmer
University of Bamberg

Sa-S258-SYM-04

Even subtle cues matter: Constructive, destructive, and subtly offending feedback

Rabea Krings^{1,2}, Norbert K Semmer²

¹ University of Neuchâtel, ² University of Bern

Sa-S258-SYM-05

Out from the frying pan into the fire – the mediating role of after work rumination on stressor-strain relationships in temporary workers

Christin Gerhardt^{1,2}, Maria U. Kottwitz^{1,2}

¹ Philipps University of Marburg, ² University of Bern

Sa-S258-SYM-06

The impact of organizational change on job stressors among managers – what kind of support is needed?

Lisa Björk¹, Annika Härenstam¹, Lotta Dellve²

¹ University of Gothenburg, ² University of Borås

Sa-S258-SYM-07

Thirst at work: More than just inadequate facilities for breaks?

Maria U. Kottwitz^{1,2}, Romy Schnyder¹, Achim Elfering¹

¹ University of Bern, ² Philipps University of Marburg

Sa-S258-SYM-08

Lack of detachment and impaired sleep connect perceived unfairness with health complaints: A population based mediation test

Achim Elfering^{1,2}, D Pereira¹, S Grebner¹, U Müller¹

¹ University of Bern, ² University of Geneva

10:45–12:15 Session 259 | **Oral session** | Room: RC Oslo Hall B

Topic/s: 12. Organizational Change and Development

Sa-S259-OR-01

Organizational change – prevalence, consequences and management in public and private organizations

Ann-Louise Holten¹, Anne Bøllingtoft²

¹ University of Copenhagen, Department of Psychology, ² University of Århus, Department of Business Administration

Sa-S259-OR-02

Who knows how to lead effective implementation of organisational change?

Teresa Carla Oliveira¹, Idalina Ribeiro²

¹ Faculty of Economics, University of Coimbra, Portugal, ² Judge and Master student at Faculty of Economics, University of Coimbra, Portugal

Sa-S259-OR-03

«Who are we» during times of merger? A study on flexible but fragile identity constructs

Ellen Flakke

EY

Sa-S259-OR-04

Diagnosing an organization's change logic: A hypno-systemic approach

Christina Schweiger, Barbara Kump

Vienna University of Applied Sciences of WKW

Sa-S259-OR-05

Causal Relationships Between Trust in Leadership, Change Appraisal, and Organizational Identification in an Organizational Merger – A Longitudinal Study

Janne Kaltiainen

University of Helsinki, Department of Social Research

Sa-S259-OR-06

The work-related benefits of managerial coaching for employees

Lucia Ratiu

Babes-Bolyai University

12:30–13:15 Session 260 | **Keynote** | Room: OKS Hall A

Topic/s: 7. Human resource management

Sa-S260-KEY-01

Talking Up and Talking Down: Power of Positive Speaking

Susan Fiske

Princeton University

13:15–14:00 **Closing Ceremony** | Room: OKS Hall A

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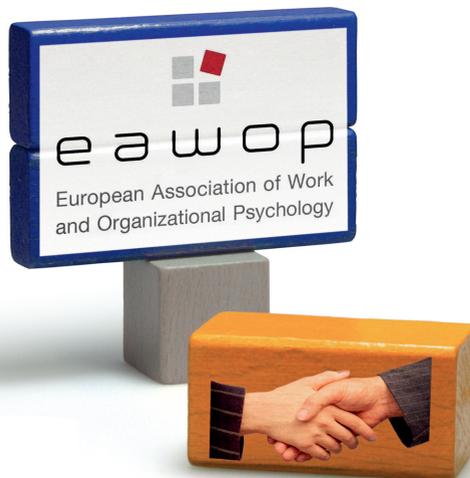
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