19th EAWOP Congress
29th May – 1st June 2019
Turin, ITALY

PRELIMINARY CONGRESS PROGRAMME
THURSDAY MAY 30

KEYNOTE & STATE OF ART SPEAKERS

9.30-10.15 – AUDITORIUM
KEYNOTE - Exciting Times for Work Design Theory and Research: Some New Discoveries and Directions
Parker Sharon K.

10.30-11.15 – AUDITORIUM
STATE OF ART - When you can't be who you are: career transitions of migrants and refugees
Zikic Jelena

14.45-15.30 – AUDITORIUM
KEYNOTE - Work-Team Climate: a Three-Property Perspective
González-Romá Vicente

16.00-17.00 – AUDITORIUM
STATE OF ART - Burnout and engagement: About advances and annoyances
Schaufeli Wilmar B.

SYMPOSIA & PANEL DISCUSSIONS

8.00-9.15 – ROOM 500
118 SYMPOSIUM - Servant Leadership – Antecedents, Processes, and Outcomes
Chair: Externbrink Kai
Big Five Personality Traits and Ethical Climate as Antecedents of Servant Leadership
Brouns Tim
Why and how we should develop transformational and Servant Leadership in higher education.
Propositions on Student Leadership Development (SLD) in Germany
Bildat Lothar, Martin Lisa
How Servant Leaders Facilitate Employees’ Subjective Vitality; Disentangling the Within-Person
Mediating Effects of Basic Needs Satisfaction and Autonomous Regulation
Rivkin Wladislaw, Diestel Stefan, Schmidt Klaus-Helmut
When does Servant Leadership moderate the deleterious effects of self-control demands on well-being:
The role of role clarity
Diestel Stefan
Does Servant Leadership Enhance Employees’ Innovative Work Behavior? Examining the Amplifying Role
of Emotional Intelligence
Externbrink Kai

8.00-9.00 – LONDRA
1631 SYMPOSIUM - Interpersonal Emotion Regulation in the Workplace
Chair: Madrid Hector
Emotion Regulation and Dyadic Work Relationships
Williams Courtney E., Gooty Janaki, Long Shawn D.  
Emerging as an Informal Leader Means to Regulate Emotions of Others  
Cheshin Arik, Luria Gil, Goldberger Sagi  
Interpersonal Emotion Regulation in Teams  
Vasquez Cristian, Holman David, Martin Robin  
Team Member Interpersonal Emotion Regulation and Innovation  
Madrid Hector  

8.00–9.15 – ISTANBUL  
848  SYMPOSIUM - Using personality type to enhance well-being in the modern workplace  
Chair: Hackston John  
The role of personality in the “always on” culture  
Dost Nikhita, Rayner Helen  
Gig work: Does personality matter?  
Hackston John  
The Impact of Personality on Exercise Preferences and Attitudes  
Schaubhut Nancy A., Thompson Richard C.  
Workplace Well-being: Gender, Occupation, Age and Personality Influences  
Thompson Richard C., Boult Martin  
Using type to navigate organisational change within Macmillan Cancer Support  
King Alice, Ellwood Catherine  

8.00–9.00 – PARIGI  
1089  SYMPOSIUM - The (R)evolution of Video Interviews: Are They Just Hype?  
Chair: Tschöpe Nico  
Asynchronous Video Interviews: What we know and want to know (but we’re afraid to ask)  
Cannata Davide  
The Future of Video Assessment: Death of Traditional Online Assessment?  
Tschöpe Nico  
Language Analysis in Psychometric Assessment  
Lochner Katharina  
Rage Against the Machine: Reactions to Artificial Intelligence in Selection Systems  
Justenhoven Richard  

8.00–9.15 – ROMA  
1199  SYMPOSIUM - Managing the Work-Life Interface: How to Create Positive Outcomes and Prevent Adverse Effects  
Chair: Provost Savard Yanick  
Caring at Work and at Home: The Daily Consequences of Guilt on Nurses and their Children  
Ménard Julie, Foucreault Annie, Trépanier Sarah-Geneviève  
Honey, How Was Your Workday? Cross-Role Referencing as a Buffer Between Work-Related Psychological Distraction and Couples’ Daily Relationship Satisfaction  
Schoellbauer Julia, Tement Sara, Korunka Christian  
Work ICT Use Beyond Worktime: Can It Lead to Downward Spiraling Effect on Work-Life Balance?  
Tennakoon Uthpala Senarathne  
Linking Work-Home Segmentation to Work and Home Performance: A Study of Moderating Analysis  
Mallette Frédéric, Beauchemin Corinne, Courcy François, Provost Savard Yanick
Understanding the Relationship Between Work/Non-Work Segmentation and Work Engagement: The Contribution of Information and Communication Technology and Group Norms
Boudrias Valérie, Foucreault Annie, Russo Marcello, Provost Savard Yanick

8.00-9.15 – VIP
129 SYMPOSIUM - Professional development at work and the effects of employees’ characteristics, and structural and cultural work characteristics
Chair: Regina Mulder
The impact of job characteristics on employees’ learning behaviour and well-being: A time variant and invariant analysis of the job-demand-control-support model
Kyndt Eva, Bednall Tim, De Cuyper Nele, De Witte Hans
The relationship between team strengths use and team Learning
van Woerkom Marianne, Meyers Christina
Effects of perceived feedback culture in organizations on professional learning activities after errors and feedback
Mulder Regina H., Anselmann Veronika, Messmann Gerhard
Self-regulation and organizational support in university teachers’ professional learning
van de Wiel Margje, Nievelstein Fleurie, Beausaert Simon, Schlusmans Kathleen
Self-regulation of professional learning in everyday medical practice
Cuyvers Katrien, Van den Bossche Piet, Donche Vincent

8.00-9.30 – LISBONA
1569 SYMPOSIUM - Women’s Underrepresentation in Leadership Part I: The Role of Self and Others’ Perceptions and Evaluations
Chairs: Julie Brueckner, Janine Bosak, Mary Kinahan and Clara Kulich
Who Wants to Become Dean? Relative Effects of Gender Discrimination and Self-Selection Processes on Professors’ Deanship Ambition
Henningsen Levke, Eagly Alice H., Jonas Klaus
Learning in for Different Reasons: A Qualitative Study on Women’s Leadership Motivation in Academia
Möltner Hannah, Huse Morten
Inspired to Become a Leader: Are Gender Quotas Helpful in establishing Effective Role Models for Other Women?
Nater Christa, Heilman Madeline E., Sczesny Sabine
How Organizational Context and Climate Determine Leader Behavior and Fear of Backlash in Crises
De Macedo Victor, Raymondie Maia Romain A., Cambon Laurent, Steiner Dirk D.
Desired vs. Enacted Managerial Aspirations Among Female Employees and Their Impact on Ingroup Identification and Self-ingroup Similarity
Chipeaux Marion, Lorenzi-Cioldi Fabio, Kulich Clara
Multiple Dimensions of Gender Stereotypes About Others and Self
Hentschel Tanja, Heilman Madeline, Peus Claudia

8.00-9.00 – DUBLINO
1731 SYMPOSIUM - The Organizational Dynamics of Employee Volunteering
Chair: Antunes Bethania
Discussant: Booth Jonathan E.
The impact of employee volunteering experiences on workplace needs satisfaction
Breitsohl Heiko
The Motivational Drivers of Corporate Volunteering: Evidence from Singapore and Malaysia
THURSDAY MAY 30

Alahakone Ratnesvary, Alfes Kerstin
Corporate Volunteering Programs: Designing for Impact
Askovic Milna
Employer-supported Volunteering Programs: Intended and Unintended consequences
Antunes Bethania, Alahakone Ratnesvary

8.00-9.15 – COPENAGHEN
649 SYMPOSIUM - A cognitive approach to the study of recovery
Chairs: Sanz-Vergel Ana Isabel, Xanthopoulou Despoina
Time pressure and task-related rumination during short rest breaks: Experimental evidence from two lab studies
Wendsche Johannes, Schulz Anika, Lohmann-Haislah Andrea, Schöllgen Ina, Wegge Jürgen
Music listening and physiological recovery from stress: The mediating role of ruminative thoughts and positive affect
Krisna Adiasto, Beckers Debby, van Hooff Madelon, Geurts Sabine, Roelofs Karin
Off-job activities and recovery experiences: Work-related and activity-related reflection as boundary conditions
Xanthopoulou Despoina, Sanz-Vergel Ana
Evaluation of an online-based training on boundary management for employees’ recovery and well-being
Binnewies Carmen, Törk Julia, Brauner Corinna
A longitudinal investigation of the role executive function plays in the recovery from work process
Olga Chelidoni, Cropley Mark, Plans David

8.30-10.00 – MADRID
1161 SYMPOSIUM - Sickness presenteeism, absenteeism and productivity: New trends in the field
Chair: Martinez Luis
Stay at home or go to work sick? Leaders’ presenteeism and workers emotional and behavioral reactions
Lopes Sara L., Ferreira Aristides, Prada Rui
The influence of performance management practices on absenteeism and presenteeism
Miraglia Mariella, Bouville Gregor, Dello Russo Silvia
Sickness presenteeism and propensity in the future workforce
Lohaus Daniela, Röser Florian
Attendance attitudes: A latent profile analysis
Hansen Claus D., Løkke Ann-Kristina, Ruhle Sascha A.
Emotions, burnout and presenteeism in the retail sector
Ferreira Aristides, Vieira Inês, Gomes da Costa Carla
Nonlinear relationships between job control and sickness presence behaviour
Gerich Joachim

8.30-9.30 – ATENE
1843 SYMPOSIUM - Work engagement as a predictor and mediator, how to maintain and improve it
Chair: Shah Sonia
Work engagement as a predictor of job satisfaction and well-being
Gervais Roxane L., Millear Prudence M.
Work Engagement: Mediating the Relationship between Doctors’ Perceived Working Conditions and Patient Care
RH Teoh Kevin, Hassard Juliet, Cox Tom
Work Engagement: Do mental health professionals have a Risk Type, and is there a link with resilience?
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Shah Sonia
Engaging with Change: Risk Personality’s Role in Maintaining Engagement and Preventing Resistance During Times of Organisational Change
Toms Simon, Flohberg Charlotte, Shah Sonia

9.15-10.30 – LONDRA
1296 SYMPOSIUM - Safety at work: Research developments in psychological health and safety climate from a social-exchange and work-value perspective
Chairs: Curcuruto Matteo, Morgan Jim
Discussant: Clarke Sharon
The relationships between perceived organizational support and safety participation: social exchange processes
Laurent Julie, Chmiel Nik, Hansez Isabelle
The direct and indirect influence of Organisational Safety Climate (OSC) on safety and health outcomes for UK rail workers: The mediating role of Supervisor Safety Monitoring (SSM) and Supervisor Safe Morgan James I., Curcuruto Matteo, Kandola Raj, Griffin Mark A.
Supervisor and Coworkers Safety Climate Agreements as Mediators of the Leader-Member Exchange and Safety Behaviors Relationship
Brondino Margherita, Bazzoli Andrea, Pasini Margherita
Safety Training positive spin-off effects on safety climate and workers satisfaction with safety 
Silva Silvia A.
Young Workers’ Experiences of Occupational Injuries and Mental Health: The Role of Work Centrality
Turner Nick, Tucker Sean, Granger Steve, Deng Connie, Kelloway E. Kevin, Pek Simon

9.15-10.45 – PARIGI
722 SYMPOSIUM - Applicants impression management and faking in the hiring process
Chairs: Roulin Nicolas, Bourdage Joshua
Researching asynchronous video interviews (AVIs): A model to guide the examination of AVIs as a selection assessment
Lukacik Eden-Raye, Bourdage Joshua S., Roulin Nicolas
Faking to fit in: Organizational cultures trigger strategic faking
Roulin Nicolas, Krings Franciska
Cross-cultural impression management in hiring: Overlooked but important?
Derous Eva
Faking and applicant reactions: A fit-perspective
Duerr Daniel, Klehe Ute-Christine
The impact of interview deceptive impression management on new employees’ fit, stress, well-being and engagement
Charbonneau Brooke, Powell Deborah
Predicting faking in interviews with automated text analysis and personality
Holtrop Djurre, van Breda Ward, Oostrom Janneke K., De Vries Reinout E.

9.15-10.15 – DUBLINO
538 SYMPOSIUM - Triggers and consequences of personality variability at work
Chair: Hofmans Joeri
Predicting Personality States from Personality Traits – The Role of Situations
Horstmann Kai T., Rauthmann John F., Ziegler Matthias
The effects of counter-dispositional behavior at the workplace
Pickett Jennifer, De Fruyt Filip, Hofmans Joeri
Revisiting the personality-performance link: A dynamic approach to neuroticism and conscientiousness
Sosnowska Joanna, Hofmans Joeri, Griep Yannick, Lievens Filip
Who are you today? The effect of a mindfulness intervention on Big Five personality states
Nübold Annika, Hülsheger Ute R.

9.25-10.55 – ROMA

1028 SYMPOSIUM - Dealing with the double-edged sword: Boundary conditions and strategies for a healthy and productive work-related use of information and communication technologies
Chairs: Schneider Katharina, Reinke Kathrin
The impact of work-related extended availability on employee health and life-domain-balance - A meta-analysis
Thörel Eberhard, Pauls Nina, Göritz Anja S.
ICT overload and employee productivity: Buffering effects of goal attainment
Durana lenka, Ohly Sandra
Double-edged effects of ICT use: Evaluation of ICT use as an important determinant of positive or negative effects on employee well-being
Reinke Kathrin, Ohly Sandra
How to deal with work email effectively: A systematic review with recommendations
Russell Emma Russell, Jackson Tom, Fullman Marc
The evil-minded smartphone? The effect of individual interventions for boundary management and availability on employee’s work-life balance, well-being and availability
Schneider Katharina, Reinke Kathrin, Stock Ruth
Dear manager, now I know what you expect”: An intervention to reduce ambiguity about availability expectations
Heissler Clara, Ohly Sandra

9.30-10.45 – ROOM 500

417 INVITED SYMPOSIUM - Leadership and Identity
Chair: Lord Robert
Charting and Understanding Personal Trajectories of Leader Identity Development
David V. Day
Leader Identity and Behavior as Outcomes Rather Than Predictors: The influence of Followers and Team Members
Russell E. Johnson
Who will I be if I’m betwixt and between? A review and extension of the literature on identity dynamics
Susanne Braun, Xiaotong Zheng, Robert G. Lord
The Impact of Early Career Experiences on Leadership/Followership Identity and Motivation to Lead
Olga Epitropaki, Rosalie J. Hall, Paola Gatti

9.30-11.00 – ISTANBUL

1775 SYMPOSIUM - How to foster learning at the workplace: new perspectives
Chairs: Theis Leonie, Decius Julian
The impact of different types of organizational change on informal workplace learning
Decius Julian, Scharper Niclas
The Role of Workplace Goal Orientation for Self-Efficacy and Learning
Theis Leonie, Bipp Tanja
Social Informal Learning & the Role of Learning Climate
Crans Samantha, Brick Veronika, Beausaert Simon, Segers Mien
The Relevance of Achievement Goals in Talking “Shop” With the Boss: “Improve Yourself and Me” versus “Show Off, But Don’t Upstage Me!”

Hamstra Melvyn R. W., Mehmood Qaiser, Schreurs Bert
The role of learning demands in informal workplace learning
van Ruyssseveldt Joris, van Dam Karen, De Witte Hans, Nikolova Irina
The new AIM training evaluation model: Using effectiveness and improvement insights from evaluation to foster workplace learning
Kraiger Kurt, Surface Eric A.

9.30-10.30 – VIP
736 SYMPOSIUM - Politics with a capital ‘P’ in organisations: The global effect of politics on the wellbeing of organisations
Chair: Montaiuti Christina
The Importance of Transparency in the Economy & Wellbeing at Work: Why Government Policies Really Matter
Fotinatos-Ventouratos Ritsa, Cooper Cary
Brexit and the well being of the UK workforce
Weinberg Ashley, Cooper Cary, Antoniou Alexander
Political Work In The British House of Commons
Silvester Jo
Statesmen or cheerleaders: Gendered leadership identity granting through developmental feedback
Doldor Elena, Wyatt Madeleine, Silvester Jo

9.30-10.45 – COPENAGHEN
828 SYMPOSIUM - Leading for Creativity and Innovation
Chairs: Rietzschel Eric, Wisse Barbara, Rus Diana
Leaders' Emotional Regulation Strategy and Team Creativity
Qian Qin Zhou, Yitao Dorothy
Ambidextrous Leadership: Balancing Opening and Closing Behaviors for Creativity and Innovation
Mascareno Jesus, Wisse Barbara, Rietzschel Eric F.
The Creative Leader: Competent but not Warm
Reiter-Palmon Roni, Keller-Hansbrough Tiffany
Trying is not Enough: A Three-Level Multilevel Approach to the Effort–Output Relationship in Employee Creativity
Verwaeren Bart, Vriend Tim
Leading Teams Towards Successful Innovation: A Meta-Analytic Integration
Rietzschel Eric F., Rus Diana, Wisse Barbara

9.45-11.15 – LISBONA
1572 SYMPOSIUM - Women’s Underrepresentation in Leadership Part II: The Role of Self and Other’s Perceptions and Evaluations
Chairs: Brueckner Julie, Kinahan Mary, Kulich Clara, Bosak Janine
Gender and Leadership Styles: A Qualitative and Quantitative Review
Paustian-Underdahl Sam, Sockbeson Caitlin, Hall Alison, Halliday Cynthia
Agency and Communion in Job Advertisements: A Replication Study
Pietraszkiewicz Agnieszka, Formanowicz Magdalena M., Müller Petra, Sczesny Sabine
Public Good or Private Profit: Perceived Differences in Female Leaders’ and Male Leaders’ Preferences for Leadership Roles?
Kinahan Mary, Bosak Janine, Eagly Alice H.

Trust Me, I’m Your Leader: Do Male and Female Leaders Differ in Perceived Trustworthiness?
Lohmore Akanksha, Kinahan Mary, Van der Werff Lisa

Does It Pay To “Lean In”? Promotion-Focused Men are Rewarded; Promotion-Focused Women are Not
Gutermuth Dinah, Hamstra Melvyn

The Impact of Gender and CEO Motives on Next Generation Shareholders' Leader Evaluations
Brueckner Julie, Bosak Janine, Lang Jonas W. B.

9.45-11.15 – ATENE
1073 SYMPOSIUM - Job crafting intervention as a method to not lose valuable employees
Chair: De Cooman Rein
Discussant: Bakker Arnold B.

Effectiveness of job crafting interventions: a meta-analysis and utility analysis
Oprea Bogdan, Barzin Liubia, Virga Delia, Iliescu Drago, Rusu Andrei

Can job crafting lower work-home conflict and promote work-home enrichment off fulltime employed mothers via a job crafting micro-intervention?
Verelst Lorenz, De Cooman Rein, Verbruggen Marijke, Van Laar Colette, Meeusen Loes

Practicing What we Preach? How Job Crafting Strategies may Support Academics to Thrive
van den Heuvel Machtdell, Beersma Bianca, Fruwert Rebecca

Cognitive job crafting: A daily diary study
Brenninkmeijer Veerle, Fekke Ybema Jan

Wellbeing on the teachers’ desk. Effects of a job crafting intervention to self-manage wellbeing at work.
Costantini Arianna, Demerouti Evangelia, Ceschi Andrea, Sartori Riccardo

Self-administered job crafting intervention among post-retirement workers: Effects on energy levels, person-job fit, and performance
van der Kruijssen Daphne D. T. F., Karanika-Murray Maria, Kooij Dorien T. A. M., van Woerkom Marianne

10.15-11.45 – MADRID
1295 SYMPOSIUM - The Quality of Motivation at Work: A perspective from Self-Determination Theory
Chair: Van den Broeck Anja

Moving beyond undermining: Effects of pay choice and pay attributions on motivation and performance
Parker Stacey, Hewett Rebecca, Fooken Jonas, Gagne Marylene

Crafting the internalization of work motivation
Hewett Rebecca

A Meta-analysis of Different Types of Extrinsic Work Motivation
Van den Broeck Anja, Howard Joshua, Leroy Hannes, Gagné Marylène, Optentia

An Empirical Comparison of Motivation Scoring Methods within Self-Determination Theory: The Case for Relative Weights
Howard Joshua L., Gagné Marylène, Van den Broeck Anja, Guay Frédéric, Chatzisarantis Nikos, Ntoumanis Nikos, Pelletier Luc G.

Happily Re-employed A Prospective Study Based on Motivational Profiles
van der Vaart Leoni, Van den Broeck Anja

The prospective link between materialism, gratitude and need satisfaction at work
Reyes Valentina, Gómez Marcos, Unanue Wenceslao
10.15-11.45 – VARSAVIA
1761 SYMPOSIUM - Information and Interaction Processes in Socio-digital Work Systems: Challenges and Perspectives for Performance and Well-being
Chairs: Antoni Conny, Kluge Annette
Fast and accurate switching between routines in cyber-physical-production-systems (CPPS)- the role of intentional forgetting (IF)
Schüffler Arnulf, Thim Christof, Haase Jennifer, Gronau Norbert, Kluge Annette
Intentional forgetting in teams: effects of knowledge distribution on information capacity
Ulfert Anna, Antoni Conny H., Ellwart Thomas
Directed forgetting in organizations: Beneficial effects of information systems on mental resources and well-being at work
Hertel Guido, Meessen Sarah M., Riehle Dennis M., Thielisch Meinald T., Nohe Christoph, Becker Jörg

Trust in Management Information Systems (MIS): A Theoretical Model
Meeßen Sarah M., Thielisch Meinald T., Hertel Guido

Daily leader-follower interactions and affective reactions: The role of media richness
Rakow Aileen, Gochmann Viktoria, Ohly Sandra

Using multipresence strategy as coping method in mobile work
Vartiainen Matti, Koroma Johanna

10.30-11.30 – DUBLINO
1464 SYMPOSIUM - The Effects of Fit and Fitting In: Feeling Good, Doing Good, and Doing Well?
Chairs: Wee Serena, Nye Christopher

When a Volunteer Fits: Motivational Effects through the Self-Determination Theory
Holtrop Djurre, Gagné Marylène, Dunlop Patrick D., Soo Christine

Person-Job Fit in the Theory of Purposeful Work Behaviour: Testing a Moderated Mediation Model
Bharadwaj Anu, Wee Serena, Dunlop Patrick D., Parker Sharon K.

The Validity and Incremental Validity of Interest Fit: A Mediated Model of Academic Performance
Nye Christopher D., Prasad Joshua J., Rounds James

10.45-12.00 – LONDRA
1674 INVITED SYMPOSIUM - Job performance across career span
Chairs: Alessandri Guido, Cortina José, Brady Grant, Frese Michael
Discussant: Latham Gary P.

Does Performance Improvement Lead To Advancement? A 6-Year Longitudinal Study
Guido Alessandri, Laura Borgogni & José M: Cortina

Explaining the connection between performance trajectory and promotion
Jose M. Cortina, Zitong Sheng, Guido Alessandri & Laura Borgogni

Job Characteristics as Moderators between Age and Performance
Grant Brady, Donald M. Truxillo, Pamela Tierney, David M. Cadiz, & Jennifer R. Rineer

Towards an Action Theory of Career Development over the Life Span
Michael Frese

10.45-11.45 – VIP
1678 SYMPOSIUM - Competencies for the Digital Age
Chair: Lochner Katharina
Digital Competencies – an Overview and Framework
Lochner Katharina

A Competency Model for the 21st Century Recruiter
Warszta Tim, Mahling Sarah, Westensee Jan

Being ready for the digital future – the Digital Readiness Model
Justenhoven Lena, Siemsen Alina

Thriving in “Virtual” Teams: Competencies Beyond Informatics
Bildat Lothar, Renschler Kathrin

11.00-12.30 – ROOM 500
1053 INVITED SYMPOSIUM - New insights on recovery from work stress
Chairs: Kinnunen Ulla, De Bloom Jessica
The recovery paradox: Recovery is difficult when it is needed most
Sabine Sonnentag
Co-worker support and its relationship to the strain-recovery cycle of a workday—A diary study on trajectories of heartrate variability during work
Anja Baethge, Tim Vahle-Hinz and Thomas Rigotti
Recovery experiences at work and at home: Compensatory effects
Verena C. Haun, Thomas Rigotti and Virzhiniya Dyulgerova
Proactively shaping the boundaries between work and private life: The impact of boundary crafting on recovery
Rebecca Brauchli, Philipp Kerksieck and Georg F. Bauer

11.00-12.30 – PARIGI
543 SYMPOSIUM - Measuring unconscious: Opportunities of implicit personality measures for work and organizational psychology
Chair: Galic Zvonimir
Implicit, Explicit Core Self-Evaluations and their Relation with Job Performance and Income
Dietl Erik, Meurs James A.
The road to growth: Implicit and explicit motives as predictors of happiness and company performance expectation
Slabbinck Hendrik, Van Witteloostuijn Arjen, Vanderstraeten Johanna, Coreynen Wim, van Hugten Joeri

11.00-12.15 – COPENAGHEN
777 SYMPOSIUM - The Influence of Dark Personality Traits on Leadership Selection and Workplace Health
Chair: Iliescu Dragos
Discussant: Cornelius König

The Good and the Bad, an Effective Personality Combination for Leaders?
Born Marise Ph., Serlie Alec W.

Successful Psychopathic Leaders: Evidence for a Differential Configuration Model
Vergauwe Jasmine, Wille Bart, Hofmans Joeri, De Fruyt Filip

Why Conventional Measures do not Tap Successful Machiavellians
Kückelhaus Bastian, Kranefeld Iris, Blickle Gerhard

The Measurement Invariance of the Short Dark Triad in Low and High Stakes Contexts
Grigoras Mihaela, Butucescu Andreea, Iliescu Dragos

Understanding Dark Triad at Work: Perceived Job Characteristics and Work Attitudes
Butucescu Andreea, Grigoras Mihaela, Iliescu Dragos

11.05-12.20 – ROMA

566 SYMPOSIUM - Crossing borders: Investigating the links between nonwork factors and individual careers
Chair: Kornblum Angelika
Discussant: Hirschi Andreas

Parental work-to-family conflict and enrichment and youths’ work centrality: The mediating role of parental job satisfaction and job insecurity
Steiner Rebekka S., Hirschi Andreas

Overqualification among Returning Mothers: The Impact of Maternal Role Adaptation
Debus Maike, Philipp Stefanie, Palffy Patricia

Are you really welcome back? Fathers’ experiences of workplace discrimination after taking parental leave
Stertz Anna M., Wiese Bettina S.

Career goal attainment in close relationships: How significant others facilitate politicians’ election success
Kornblum Angelika, Unger Dana, Grote Gudela

Happily ever after? A study of retiree well-being in romantic couples
Potocnik Kristina, Unger Dana

11.15-12.45 – ISTANBUL

280 SYMPOSIUM - Dealing With Job Search and Career Crises: Adjusting and Developing One’s Career
Chairs: Wehrle Katja, Fasbender Ulrike

Managing Career Shifts: A Theoretical Framework of Dealing with Career Transition Uncertainty
da Motta Veiga Serge, Akkermansb Jos, Hirschi Andreas

Seeing a Silver Lining: Refugees’ Experience of Meaningful Work
Wehrle Katja, Klehe Ute-Christine, Kira Mari

Negative Career Shock and Job Insecurity: The Moderating Role of Environmental Career Resources
Hofer Annabelle, Hofer Daniel, Andreas Hirschi Andreas Hirschi

Improving the Self-Regulated Job Search of Older Job Seekers: The Use of Selection, Optimization and Compensation Strategies
Fasbender Ulrike, Schönhage Henriette, Klehe Ute-Christine

Testing a Self-Compassion Intervention Among Job Seekers: Self-Compassion Beneficially Impacted Affect Through Reduced Self-Criticism
Kreemers Loes, van Hooft Edwin A. J., van Vianen Annelies E. M.

Enhancing Job Seeker Networking Self-Efficacy, Use, and Benefits: Effects of an Online Training Program
11.30-13.00 – AUDITORIUM
776  INVITED SYMPOSIUM - Training migrant workers to safety in the construction industry: A European study
Chairs: Peiro Jose. M, Nielsen Karina
Enhancing Safety Training for Migrant Workers in the Construction Industry: A Systematic Review
Rose Shepherd, José Maria Peiró, Karina M. Nielsen, Michela Vignoli, Felisa Latorre
Issues and Challenges of Training Construction Migrant Workers in Spain: A Qualitative Study on the multiple stakeholders’ views
José Maria Peiró, Laura Lorente, Alicia Salvador, Vicente Martinez-Tur
The Safety Training Package: a new training to ensure safety outcomes for migrant workers in the construction sector
Michela Vignoli, Dina Guglielmi, Marco Giovanni Mariani, Marco Depolo
The Effectiveness of Safety Training for Migrant Construction Workers: A Training Transfer and Evaluation Framework
Karina M. Nielsen, Rose Shepherd, Michela Vignoli

11.30-12.45 – ATENE
353  INVITED SYMPOSIUM - Alliance Session: Supporting Your International Research Visit through External Grants and Fellowships
Facilitator: Truxillo Donald
Panelists: Fraccaroli Franco, Kozusznik Gosia, Truxillo Donald, van Dick Rolf

11.45-12.45 – DUBLINO
1618  SYMPOSIUM - Fostering a healthy workplace culture: Understanding worker wellbeing, stress, and work relationships
Chair: Day Arla
The impacts of unemployment and underemployment on resettled refugee wellbeing: A New Zealand study
Dehar Tamsin, Cooper-Thomas Helena D., Marlowe Jay, Cartwright Claire
Worker Health & Wellbeing: The Impact of Leaders’ expectations about ICT Use
Tonet Jillian, Day Arla
Testing a Workgroup-Based Approach (SCORE) to Improving Workplace Civility and Work Engagement
Leiter Michael P.
Leading the way to Healthy Workplaces: Can training leaders improve Worker Wellbeing
Penney Samantha A.

12.00-13.30 – MADRID
1495  SYMPOSIUM - The Antecedents of Job Design: A Multilevel Perspective
Chairs: Van den Broeck Anjanja, Andrei Daniela, Tims Maria
Job design and the Big-5 personality traits: Testing agentic, situationist and reciprocal relationships across a twenty year period
Holman David, Hughes David
When do others support employee job crafting: A job design simulation task
Tims Maria, Andrei Daniela, Iles Lucinda, Parker Sharon K.
The influence of psychological distance on work design behaviour
Hodge J. H., Andrei D., Klonk F. E.
What Predicts Top Down Job Design Behaviors: A Focus on Managers
Van den Broeck Anja
Organizational level antecedents of high-quality work design
Andrei Daniela M., Wenzel Ramon, Parker Sharon K.

Antecedents of job design: Integrating Multiple levels and Long and Short-run Dynamics
Daniels Kevin, Xanthopoulou Despoina, Sanz-Vergel Ana

12.00-13.30 – VIP
1066 SYMPOSIUM - Leading effective teams: the role of different conditions, processes and states
Chairs: Berger Rita, Dimas Isabel
Team learning and members' satisfaction: An intrateam longitudinal approach
Rebelo Teresa, Rocha Cláudia, Lourenço Paulo Renato, Dimas Isabel
How much cohesion is necessary for teams to be effective?
Dimas Isabel, Rocha Humberto, Rebelo Teresa, Lourenço Paulo Renato
How do transformational leaders influence followers' wellbeing? The mediating role of team climate for learning and role ambiguity
Berger Rita, Katsanou Maria Aimilia, Leiva David
Challenges of knowledge work: the impact of transformational leadership and group development in teams dealing with task uncertainty
Leuteritz Jan-Paul, Berger Rita
Leader’s centrality and perception of team performance: The mediating role of leader satisfaction
Alves Marta P., Lourenço Paulo R., Dimas Isabel D.
The antecedent or consequence role of team engagement: A cross-lagged panel design study
Zappalà Salvatore

12.15-13.15 – LONDRA
972 SYMPOSIUM - The Burnout Assessment Tool (BAT)
SYMPOSIUM 2 - Exploring the nomological network of a new international burnout measure
Chairs: De Witte Hans, Schaufeli Wilmar B.
Discussant: Bakker Arnold B.
The dimensionality of burnout
Schauffeli Wilmar B., De Witte Hans, Desart Steffie
Relative contribution of different job resources, job demands and proactive behaviors to future burnout (BAT), job boredom, and work engagement
Hakanen Jari
When and why perfectionism and burnout are close friends
Bosak Janine
Job demands and performance: the indirect role of job burnout
Bas inska B.A, Gruszcynska E., Schaufeli W.B.

12.30-13.30 – ROMA
660 SYMPOSIUM - Women’s Career Journeys: The impact of work and life events
Chairs: Van Der Werff Lisa, Freeney Yseult, Fortin Marion
Discussant: Ryan Michelle
Women’s Work and the Three M’s: Menstruation, Maternity and Menopause
Grandey Alicia, Gabriel Allison, King Eden
Making the decision to return to work post maternity leave: a self-determination perspective
Freeney Yseult, van der Werff Lisa, Jourdan Nicolas
Fair Returns: The impact of pregnancy and maternity leave on women’s careers
Fortin Marion, Desjardins Camille, German Hayley, Bernhardt Janine
Don’t you know that it’s different for girls: A exploration of the dynamics of trust, breach and violation for women’s employment journeys en route to the top
Searle Rosalind, Sealy Ruth, Hawkins Beverley

12.30-13.15 – LISBONA
829 SYMPOSIUM - New Perspectives on Leadership Training
Chairs: Tafvelin Susanne, Richter Anne
Leader-Team Perceptual Distance on Organizational Practices Affect Outcomes of Leadership Training
Tafvelin Susanne, Lundmark Robert, Nielsen Karina, von Thiele Schwarz Ulrica, Hasson Henna
Digital training of leaders for team development: What factors support adherence?
Grimm Luisa A., Jenny Gregor J., Bauer Georg F., Brauchli Rebecca
Learning to lead the change - the importance of manager, unit and context factors for iLead
Roczniawska Marta, von Thiele Schwarz Ulrica, Hasson Henna, Richter Anne

12.30-13.45 – COPENAGHEN
999 SYMPOSIUM - Building More Effective Teams on Earth and Beyond! Teamwork in Space and Space Analogue Environments
Chairs: Marques-Quinteiro Pedro, Schmutz Jan B.
Discussant: Passos Ana M.
Researching Teams across the Extremeness Continuum: The Inherent Challenges and Opportunities
Schmutz Jan B., Bienefeld Nadine, Maynard Travis M.
Coordination and Performance: Unpacking Adaptation on Firefighter Teams
Rico Ramón, Antino Mirko, Gibson Cristina
How Team Adaptation Drives Performance in Antarctica
Marques-Quinteiro Pedro, Eppich Walter, Schmutz Jan B., Antino Mirko, Maynard Travis M.
Improving Team Resilience by exposure to Modulated, Controlled Stress in Extreme Environments
Bessone Loredana
Can We Get Along Long Enough to Get to Mars? Team Performance over Time
DeChurch Leslie, Larson Lindsay, Gokhman Ilya, Wojcik Harrison, Bell Suzanne, Contractor Noshir

12.45-14.30 – ROOM 500
654 INVITED SYMPOSIUM - New insights into entrepreneurship and well-being
Chair: Ute Stephan
Discussant: Frese Michael
Working 24-7, surviving or thriving? A multi-level study among entrepreneurs
Marjan Gorgievski, Jacqueline Jumelet
Flourish, fight or flight: health and well-being in self-employment over time – associations with business success
Claudia Bernhard-Oettel, Louise Bergman, Constanze Leineweber, Susanna Toivanen
Good for the venture but not for me? The role of passion in entrepreneurs’ work-family conflict
Annelore Huyghe, Mirjam Knockaert, Frederik Anseel
Entrepreneurship and well-being: the role of experienced meaningfulness of work and societal legitimation
Susana M. Tavares, Helena Carvalho, Susana C. Santos, Marc van Veldhoven
Stressed but happy? A meta-analysis of entrepreneurship and wellbeing
Ute Stephan, Andreas Rauch, Isabella Hatak

12.45-14.00 – PARIGI
1025 SYMPOSIUM - A closer look at Situational Judgment Tests: New Developments and Insights
THURSDAY MAY 30

Chairs: Schulz Jan-Philipp, Schäpers Philipp, Krumm Stefan
Discussant: Duncan Jackson

False Consensus Effects in Situational Judgment Tests
Oostrom Janneke K., Köbis Nils C., Ronay Richard, Cremers Myckel

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

Development of a Situational Judgment Test assessing moral judgment and moral behaviour
Reineboth Magdalena, Franke-Bartholdt Luise, Wegge Jürgen, Strobel Anja

Is it all in the Eye of the Beholder? The Importance of Situation Construal for Situational Judgment Test Performance
Schulz Jan-Philipp, Schäpers Philipp, Römer Lena, Mussel Patrick, Krumm Stefan

Which Kind of Situational Information is Needed to Make Situational Judgment Tests Situational?
Schäpers Philipp, Lievens Filip, Schulz Jan-Philipp, Schulze Julian, König Cornelius J., Krumm Stefan

13.00-14.15 – ISTANBUL
1798 SYMPOSIUM - The whens, whys and hows of work intensification
Chair: Kubicek Bettina

Who experiences work intensification? ICT use, proactive behavior, and work resources as antecedents of work intensification
Mauno Saija, Minkkinen Jaana, Kubicek Bettina, Korunka Christian

Exploring work intensification from a dynamic perspective: A daily change pattern approach
Horvat Marina, Tement Sara

Does recovery from work strain protect employees from the effects of intensified job demands on job exhaustion?
Minkkinen Jaana, Mauno Saija, Kinnunen Ulla

Losing sleep over work: The role of perseverative cognition in the relationship between new job demands and sleep quality
Kerman Katja, Prem Roman, Tement Sara, Kubicek Bettina, Korunka Christian

Extended availability - How leadership influences employees’ expectations and willingness to be available after work
Syrek Christine, Röltgen Anna, Volmer Judith

13.00-14.00 – ATENE
1579 SYMPOSIUM - Organizational Perspectives on Older Workers
Chair: Deller Juergen

Do employers want to and are they willing to employ older workers?
Axelrad Hila, Lewin-Epstein Noah, Kalev Alexandra

Developing and validating a scale to measure organizational practices for Chinese bridge employees
Yang Jie, Deller Jürgen, Wang Xinyan, Huang Binyun, Mei Xiaoran, Xiong Xiaobin, Lu Fucai

Organizational Practices for Older Workers: Operationalization and Validation of the Later Life Work Index
Wilckens Max R., Wöhrmann Anne M., Deller Jürgen

Later Life Work Index: A Closer Look at the Relevant Indicators and the Operationalization of Transition to Retirement
Wöhrmann Anne M., Wilckens Max, Deller Jürgen

13.00-14.15 – DUBLINO
1022 SYMPOSIUM - Training, Recruitment, and Diversity Management as Drivers of Inclusivity in Organizations
Chairs: Kößler Franziska J., Marcinko Andrew J.  

Nationality versus qualification? A survey experiment on the salience of two diversity dimensions  
Kößler Franziska J., Veit Susanne, Hoppe Annekatrin  

Keeping It Real: How Perceptions of Organizational Authenticity Impact Diversity Management Effectiveness  
Marcinko Andrew J.  

Linking training group diversity and training effectiveness  
Creon Laura E., Schermuly Carsten C.  

How can Technology help in getting Diversity at work to work?  
Otaye-Ebede Lilian  

The discriminatory potential of modern recruitment processes  
Kroll Esther, Veit Susanne, Ziegler Matthias  

13.15-14.30 – AUDITORIUM  

256  INVITED SYMPOSIUM - Identity Leadership: New perspectives from around the Globe  
Chair: Van Dick Rolf  
Discussant: Gießner Steffen  

A meta-analytic review of leader group prototypicality and leadership effectiveness  
Nik Steffens, Katie Munt, Daan van Knippenberg, Michael Platow, Alex Haslam  

Identity Going Global: A validation study across cultures  

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

Identity Entrepreneurship and Innovative Behavior: A Comparison between Scandinavian and Anglo-Saxon Contexts  
Sut I Wong, Gillian Warner-Søderholm, Lucas Monzani, Rolf van Dick  

13.30-14.30 – LONDRA  

900  SYMPOSIUM - The Burnout Assessment Tool (BAT) Symposium 1 - A new international burnout measure  
Chair: Schaufeli Wilmar B., De Witte Hansans  
Discussant: Leiter Michael  

Evidences of Validity of the BAT in a Brazilian sample  
Vazquez Ana C. S., Freitas Clarissa P. P., Zanon Cristian, Hutz Claudio S.  

Psychometric properties of the Italian Version of BAT: preliminary evidence of its validity  
Consiglio Chiara, Cenciotti Roberto, Pinzuti Diletta, Violani Cristiano  

A preliminary job demands-resources model in the context of the Burnout Assessment Tool  
de Beer Leon T.
Establishing clinically validated cut-off points for the Burnout Assessment Tool
Desart Steffie, Schaufeli Wilmar B., De Witte Hans

13.30-14.30 – LISBONA
807 SYMPOSIUM - Antecedents to Leader Emergence and Leadership Behaviours
Chair: Cloutier Anika

Does a History of Domestic Violence Affect Leader Emergence?
Cloutier Anika, Barling Julian

The “L-word”: How Granting Leader Identity Impacts Leadership Emergence Differently by Gender
Weatherhead Julie, Barling Julian, Turner Nick, Montgomery Wren

Leader Identity, Gender, and Motivation to Lead
Byrne Alyson, Chadwick Ingrid

Employee Performance and Experienced Abusive Supervision via Supervisor Attributions
Bozeman Jennifer, Hershcovis M. Sandy, Turner Nick, Lyubykh Zhanna, Shan J. Valerie

13.45-15.45 – MADRID
48 INVITED SYMPOSIUM - [Alliance Session] Meet the Editors: Everything You’ve Always Wanted to Know about Publishing and Reviewing
Facilitators: Alicia Grandey, Janine Bosak
Panelists: Eden King, David G. Allen, Paul Bliese, Gilad Chen, Sharon Clarke, Kevin Daniels, William Gardner, Eric Kearney, Maria Kramer, Ioannis Nikolaou, Steven Rogelberg, Jason Shaw, Sabine Sonnentag

13.45-15.15 – ROMA
1018 Out of office? Effects of being cognitively connected to ones’ work during off-work hours for recovery, health, and performance
Chairs: Vahle-Hinz Tim, Cropley Mark

Longitudinal evidence of individual- and team-level effects of workplace stressors on ill health: Rumination as a mediator
Vahle-Hinz Tim, Rigotti Thomas, Kathleen Otto

Rumination as a Predictor of Subjective Performance in Problem Solving: A Two-Week Diary Study
Krys Sabrina, Lopper Elisa

When the phone beeps – A longitudinal study on the relationship between workplace telepressure and well-being
Zinke Janina, Vahle-Hinz Tim, Hoppe Annekatrin

Are all days created equal? Weekly rhythms in recovery and the role of the future time perspective
Hülsheger U. R, Zijlstra F. R. H, Walkowiak A.

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

A diary study examining the effects of bouldering as an aid to reduce work-related rumination
Cropley Mark, Drew Talia

13.45-15.00 – VIP
1277 SYMPOSIUM - Presenteeism and absenteeism: Evidences from different countries and sectors
Chair: Ferreira Aristides

Job stress and presenteeism among healthcare workers in China: The mediating role of distributive justice
Yang Tianan, Lei Run, Jin Xuan, Sun Yangyang, Deng Jianwei

Presenteeism climate and job demands-resources: A diary study in the hospitality industry
Discrimination in hotels: The effects of employees’ sickness on customer loyalty and positive word of mouth
Martinez Luis F., Correia Leal Ana Catarina A., Ferreira Aristides I., Corrêa de Oliveira José

Effects of employees’ sickness presence on customer satisfaction
Correia Leal Ana Catarina A., Ferreira Aristides I.

Combining absenteeism and presenteeism: A person-centred approach
Dietz Carolin

14.00-15.15 – COPENAGHEN
778 SYMPOSIUM - On the Leader-Member Relationship Frontier
Chairs: Tomprou Maria, Simosi Maria
How managerial evidence use relates to employee perceptions of leadership
Jepsen Denise, Rousseau Denise
A Profile Approach to LMX
Chaudhry Anjali
Understanding leadership as an emerging process across team and organizational boundaries: consequences for the employment relationship
Coun Martine, Peters Pascale, Blomme Rob
Can leader identity entrepreneurship reduce follower depressive symptoms and burnout? Testing a serial mediation model with work group identification and loneliness at work as mediators
Kerschreiter Rudolf, Alex Benjamin
The effect of maternity leave in the leader – new mother employee exchange: Implications for managing employment relationships
Freeney Yseult, van der Werff Lisa, Collings David

14.15-15.45 – PARIGI
1011 SYMPOSIUM - In Defense of Democracy in Europe: What can leaders and organizations do to promote involvement and solidarity at work and beyond?
Chairs: Jønsson Thomas, Knoll Michael
Remaining silent in eleven languages: Validating scales for employee silence motives across fifteen countries
Uncivil behaviors at work make me shut up. The role played by climate for authenticity in the relationship between workplace incivility, prosocial silence and psychological health
Di Marco Donatella, Silva Silvia A., Tavares Susana M.
It is not all about competition: The impact of democratic and participative practices in organizations on employees’ solidarity at work and innovative work behavior
Unterrainer Christine, Weber Wolfgang G., Höge Thomas
Involvement and collective coping. A mixed methods study of collective coping in organizations
Kirkegaard Tanja
An integrated model of work and organizational psychology of responsibility: A literature review
Jønsson Thomas
A strong error management culture promotes corporate social responsibility: A Multi-level analysis in an international organization across 10 countries
Wegge Jürgen, Bärwinkel Hanna, Wach Dominika, Kruse Philipp

**14.15-15.30 – ATENE**

**765  SYMPOSIUM - Working for the Greater Good: Insights into WOP’s contributions to Poverty Reduction**
Chair: McWha-Hermann Ishbel
Discussant: Searle Ros

The Importance of Money: Fairness, Work-Life Balance, and Job Satisfaction
Haar Jarrod, Carr Stuart C.

Reconceptualising INGO Reward: addressing tensions between social values and competitiveness
McWha-Hermann Ishbel, J McWha-Hermann Ishbe, Jandric Jakov, Cook-Lundgren Emily, Carr Stuart C.

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

Optimising competency profiles for staffing humanitarian aid teams
Atkins Stephen G.

Supporting breastfeeding at work among low income clothing factory workers in South Africa
Jaga Ameeta, Botha Gina, Stumbitz Bianca

**14.30-15.45 – ISTANBUL**

**950  SYMPOSIUM - Work-family interface: Going through processes and lifespan**
Chairs: Desmette Donatienne, Topa Gabriela
Discussant: Depolo Marco

The effects of new technologies on the work-family interface: A comparative study between Italy and France
Molino Monica, Wodociag Sophie, Ghislieri Chiara

Costs and Benefits of Self-Regulated Work: A Diary Study on the Ambivalence of Regulatory Demands
Kubicek Bettina, Prem Roman, Baumgartner Vera, Sonnentag Sabine, Korunka Christian

Work investment, HR practices, and justice at work: What lights on the dynamic of work-to-family interface and well-being at work?
Babic Audrey, Barbier Marie, Hansez Isabelle, Bertrand Françoise, Stinglhamber Florence

Work-family conflict: the role of occupational future time perspective and coping strategies.
Henry Hélène, Desmette Donatienne

Eldercare-Work conflict Spanish scale: Psychometric properties and effects on late career intentions.
Topa Gabriela, Alcover Carlos-María, Henry Hélène, Desmette Donatienne

**14.30-16.00 – DUBLINO**

**873  SYMPOSIUM - Understanding gendered career trajectories: A focus on self-stereotyping and women’s reactions in the face of bias**
Chairs: Hentschel Tanja, Ryan Michelle

The person I ought to be: Prescriptive self-stereotyping of men and women
Hentschel Tanja, Ryan Michelle

Feeling pressure to be a perfect mother relates to parental burnout and career ambitions
Meeussen Loes, Van Laar Colette

How women and men are treated at work: Experiences of distinctive treatment and its implications for one’s confidence and career ambitions
Begeny Christopher T., Ryan Michelle

Women’s perceived lack of fit for leadership predicts their physiological stress response and performance evaluations in simulated job interviews for leadership positions
Sczesny Sabine, Nater Christa, Messerli Nadine, Heilman Madeline E., Eagly Alice H.  
**Double trouble: How being outnumbered and negatively stereotyped threatens career outcomes of women in STEM fields**  
van Veelen Ruth, Derks Belle, Endedijk Maaike D.  
**Cross-cultural differences in the benefits of self-reliance for women's leadership**  
Schaumberg Rebecca, Bear Julia

**14.40-15.50 – ROOM 500**  
**610 INVITED SYMPOSIUM - Aging in Organizations**  
Chair: Andreas Hirschi  
*We are only human after all: An examination of the influence of life events on the ability, motivation and opportunity to continue working and the moderating role of HR practices*  
Pak, K., Kooij, T.A.M., de Lange, A.H. & van Veldhoven, M.J.P.M.  
**Team Cohesion Buffers against Negative Effects of Poor Health on Work Ability**  
Donald M. Truxillo, Jennifer R. Rineer, David M. Cadiz, & Grant Brady  
**Limits of older workers’ resilience: Emotion regulation, health, and absenteeism in a forensic mental healthcare setting**  
Susanne Scheibe, Frans Fluttert, Reinder Broekstra, and Anita C. Keller

**14.45-16.00 – LONDRA**  
**1363 SYMPOSIUM - Emotions in the workplace**  
Chairs: Dragos Iliescu, Di Fabio Annamaria  
Discussant: Guglielmi Dina  
**Organisational justice and work stress: the mediating role of negative, but not positive, emotions**  
Pérez Rodríguez Vanesa, Topa Gabriela  
**Is Gender a Moderator between Job Authority and Depression?**  
Ispas Simona, Iliescu Dragos  
**Flow at work and resources: a possibility to reach well-being at work**  
Zito Margherita, Cortese Claudio Giovanni, Colombo Lara  
**Beyond personality traits: Emotional intelligence for Human Capital Sustainability Leadership**  
Di Fabio Annamaria

**15.00-16.00 – LISBONA**  
**532 SYMPOSIUM - Driving Positive Experiences in the Workplace: Theory and Practice**  
Chairs: Tararukhina Olga, Kwantes Catherine, Boglarsky Cheryl, Talaei Amirreza  
**Positive Interpersonal Relationships In the Workplace and Organizational Culture**  
Tararukhina Olga  
**Trust, Societal Culture, and Role Relationships in the Workplace**  
Kwantes Catherine T.  
**In Pursuit of the Positive Organizational Workplace: The Role of Constructive Organizational Norms**  
Boglarsky Cheryl A.  
**SCARF theory: Meeting employee needs**  
Talaei Amirreza

**15.15-16.45 – VIP**  
**703 SYMPOSIUM - Entrepreneurship from a career perspective**  
Chairs: van den Groenendaal Sjanne Marie, Gorgievski-Duijvesteijn Marjan  
Discussant: Arnold John
Conflict and stress dynamics in startup top-teams  
Kozusznik Gosia, Euwema Martin

What Do Starting Motives Say About Solo Self-employed Workers?  
van den Groenendaal Sjanne Marie, Rossetti Silvia, van den Bergh Mattis, Kooij Dorien

Entrepreneurial Proactive Behavior: Scale Development and Validation  
Kanters Dewi, Gorgievski Marjan, Bakker Arnold B., Derks Daantje

The Value of Values in Understanding the Distinctiveness and Heterogeneity of Social Enterprises  
Stephan Ute, Mair Johanna, Huysentruyt Marieke

Age-related decrease in entrepreneurial intentions in Spain: Lost opportunities for senior entrepreneurship?  
Moriano Juan A., Laguía Ana

15.30-16.45 – ROMA

647 SYMPOSIUM - Leader-member exchange (LMX) differentiation  
Chairs: Emery Cécile, Martin Robin, Thomas Geoff  
Discussant: Berrin Erdogan

Examining the Role of Leader-Member Exchange Differentiation for Employee- & Customer-Mood in a Services Context  
Zheng Yuyan, Epitropaki Olga, Graham Les

The moderating role of team information elaboration in the relationship between LMX differentiation and team performance  
Kampf Pia Helen, González-Romá Vicente, Hernández Ana, Melián Verónica

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

Leader-Member Exchange Social Comparisons and Follower Outcomes: The Roles of Felt Obligation and Psychological Entitlement  
Lee Allan, Gerbasi Alexandra, Schwarz Gary, Newman Alexander

Examining how Leader-Member Exchange Differentiation Shapes the Pattern of Social Networks  
Emery Cécile, Gerbasi Alexandra, Cullen-Lester Kristin

15.30-17.00 – COPENAGHEN

1321 SYMPOSIUM - Analyzing virtual team effectiveness. Implications for leadership, team processes and information-technology support  
Chair: Antoni Conny H.

The effects of team personality composition in virtual teams  
Hoch Julia E., Dulebohn James H.

Effects of Shared Mental Models (SMM) on Virtual Team (VT)-Coordination and VT-Performance  
Müller Rebecca, Bernardy Valeria, Röltgen Anna T., Antoni Conny H.

Leading virtually. Absence makes adaptation grow fonder?  
Graça Ana Margarida, Costa Patrícia L.

Chances and challenges of virtual reality for collaboration at work  
Höddinghaus Miriam, Hertel Guido

The medium does not have to be the message. How compensatory adaptation can increase virtual team performance  
Handke Lisa, Schulte Eva-Maria

Supporting virtual teams with collaborative software – Need of an integrated framework  
Klötzer Stefan, Boos Margarete
15.45-16.45 – ATENE
346  SYMPOSIUM - Inclusive HRM; challenges and practices
Chairs: Van Vuuren Tinka, Semeijn Judith
One size does not fit all: a case for tailoring jobs to retain older workers in different roles
den Boer Hiske, van Vuuren Tinka
Retention of employees with disabilities
Boelhouwer Ingrid G., van Vuuren Tinka
Paradoxes and practices of inclusive HRM; a multiple case study into perceived challenges, preconditions and success factors to employ workers with reduced work capacity in the Netherlands
Semeijn Judith, van Vuuren Tinka, Parkin Hughes Christine
Connecting company turnover growth to the inclusion of persons with a distance to the labor market: The development and evaluation of a new intervention
Geuskens Goedele, Blonk Roland, Goudswaard Anneke

16.00-17.00 – ROOM 500
1558  SYMPOSIUM - Mindful organizing and reliable and safe performance in high hazard industries
Chair: Gracia Francisco Javier
Discussant: Markus Schöbel
Beyond Reliability: Collective Mindfulness and Team Performance
Senturk Melike, Oliver Nick, Potocnik Kristina, Calvard Tom, Tomasella Maurizio
Mindful organizing, engagement, and patient safety
Garcia-Buades María Esther, Galiana Laura, Gracia Francisco J., Sansó Noemí, Torres Marta, Roso-Bas Fátima
The role of organizational mindfulness and psychological climate in organizational outcomes
Magnano Paola, Santisi Giuseppe, Tous-Pallarés Jordi
Organizing Mindfully: Testing A Structural Equation Model of Antecedents and Outcomes of Collective Mindfulness
Renecle Michelle, Gracia Francisco J., Tomas Inés, Peiró José María

16.00-17.00 – MADRID
259  SYMPOSIUM - Coming of age. Deepening and broadening employability research.
Chairs: De Cuyper Nele, Forrier Anneleen, Van Harten Jasmijn, Knies Eva
A systematic literature review and research agenda on employability
Van Harten Jasmijn, De Cuyper Nele, Knies Eva, Forrier Anneleen
Gender Identity, Sex and Employability: An examination among Spanish employed and unemployed youngsters
Sánchez-Cardona Israel, Vera María, Cifre Eva
Employability Attributes as Predictors of Employees’ Satisfaction with Human Resource Retention Practices
Coetzee Melinde
Exploring key antecedents of self-perceived employability and employability competencies: The role of openness to experience, new career orientations and skill utilization
Butler Christina, Guest David, Van der Heijden Beatrice

16.00-17.00 – ISTANBUL
990  SYMPOSIUM - Game-based Assessment – Facts and Fiction
Chairs: Siemsen Alina, Warszta Tim, Jöhnk Henrik, Lochner Katharina
The Impact of Game Design Elements in Game-Based Assessment
Warszta Tim, Siemsen Alina
Getting into the Game: Applicant Reactions to Game-Based Assessments
Bhatia Sarena

Traditional vs. Gamified Tests – Are They Really Different?
Siemsen Alina, Warszta Tim

Video Games and Intelligence – Correlations between Playing Different Video Game Genres and Cognitive Abilities
Jöhnk Henrik, Lochner Katharina, Steingen Ulrich

16.00-17.00 – PARIGI
1659 SYMPOSIUM - Fresh perspectives on measuring creativity in organizations
Chair: Reiter-Palmon Roni
Development of a new measure to predict creativity in the workplace
Reiter-Palmon Roni
Cultural Differences in Creativity
Becker Pamela, Mead Alan D., Reiter-Palmon Roni, Kaufman James C., Zhou Chenzuan
Hire for Creativity
Mancini Andrea G., Magnani Mario, Ciancaleoni Matteo
Assessing Creativity in Managerial Assessment: A Business Case
Fossati Luisa

16.00-16.45 – PRAGA
426 SYMPOSIUM - The role of time in intensive longitudinal designs: Trends and approaches
Chairs: Rodríguez-Muñoz Alfredo, Antino Mirko
Why Continuous Time Modeling Should Replace Multi-Level Analyses of Intensive Longitudinal Data
Dormann Christian
Does it matter what happened yesterday? Testing accumulation effects of time pressure on fatigue
Keller Anita C., Meier Laurenz L.
Stay away from me on Mondays: Weekly rhythms in enacted incivility and the role of mindfulness
Hülsheger Ute R., van Gils Suzanne, Walkowiak Alicia

16.15-17.00 – LONDRA
1298 SYMPOSIUM - Facilitating Multiteam System Collaboration in High-Stakes Environments
Chairs: Carter Dorothy, DeChurch Leslie
Discussant: Stephen J. Zaccaro
Learning from the Past to Advance the Future: The Evolution of NASA’s Mission Control Center Multiteam System
Carter Dorothy R., Pendergraft Jacob G., Tseng Sarena, Landon Lauren B., Slack Kelley J., Shuffler Marissa
Learning to Lead Multiteam Systems
Niler Ashley, Larson Lindsay, Carter Dorothy, DeChurch Leslie
Leveraging Simulations to Improve the Functioning of Multiteam Systems
Lungeanu Alina, Park Patrick, DeChurch Leslie, Contractor Noshir
ORAL SESSIONS

8.00-9.45 – BRUXELLES

ORAL_1 WORK VALUE & ATTITUDES
Chair: Jourdan Nicolas

1235 The influence of positive and negative intergroup contact between social care providers and recipients on psychological and organisational outcomes
Drury Libby, Swift Hannah, Palmer Sinead, Abrams Dominic

60 The effect of personal values in employees’ perceptions of the effective leader
Zibenberg Alexander, Da’as Rima’a

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

224 Personality and Values: Comparing and contrasting light volunteers, regular volunteers and non-volunteers
Chatellier Gina, Dunlop Patrick, Gagné Marylène

285 Employees staying and leaving attitudes – how do these two go together?
Bender Elena, Straatmann Tammo, Schürmann Mirko, Müller Karsten, Schaper Niclas

839 Stay or leave the Police? A longitudinal examination on turnover among younger police officers in Sweden
Annell Stefan, Sverke Magnus, Gustavsson Petter, Lindfors Petra

1699 Crafting to fit or fitting to craft? Examining the relationship between person-environment fit and job crafting
Jourdan Nicolas, Bosak Janine, Freeney Yseult

8.00-10.00 – VARSAVIA

ORAL_9 TEAM & WORKGROUP
Chair: Meade Keelan

1024 Laugh smart: The implications of affiliative humor for team engagement and viability
Fodor Oana Catalina, Curşeu Petru Lucian

1370 Influence of leader sense-giving and leader promotion of team sense-making on team effectiveness: mediation role of team planning and team adaptation
Marras Veronica, Passos Ana M.

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836 Job demands and increase in innovation behaviors as predictors of well-being: the role of innovation climate.
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1720 If you don’t fit, change it: Managers’ innovative behaviors as a response to value misfit
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1538  Work and sleep quality in railway employees: An actigraphy study
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1586  Expatriates' stress during adjustment and international assignments. Development of a model
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408  Psychological Distress and Work Outcomes in a Military Context: A Longitudinal Study
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639  Work, Physical Activity, and Well-Being: An Ambulatory Assessment Study
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845  Working hours and commuting time as risk factors for 5-year change in depressive symptoms among German employees
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1067  Building comfort: the relationship between quality of work environment and hormonal levels
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578  The Buffering Effect of Future Time Perspective on the Relationship between Workload and Well-being: Evidence from a 20-year Longitudinal Study
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1706  Does work value affect employee well-being in China? A self-determination theory approach
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162  Commute-to-Work and Employee Wellbeing in Istanbul
Okay-Somerville Belgin, Arman Gamze

281  Gratitude at Work: A Self-determination Theory Approach
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345  Health and well-being among early career psychologist and social workers – compensatory resources in profiles of psychosocial work environments
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486  A Framework to Guide Work and Organizational Psychology Practice for Developing Comprehensive Workplace Health and Wellbeing Strategies
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1149  Exploring job types of the Job Demand–Control–Support (JDCS) model: a latent profile analysis
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Zernerova Lucie, Flaxman Paul

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

Evolution of burnout in the Belgian labor market
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Towards understanding the role of psychological entitlement in perceptions of fairness: The mediating role of insecure attachment to groups
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Team overall justice and strain: a daily diary study
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Don’t get caught in the middle: The effect of follower performance on procedural justice
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Climate Uniformity: Beyond The Explanatory Power Of The Level And Strength Of Procedural Justice Climate
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The protective role of cynicism in the workplace
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Be Challenged, Be Engaged: Does personality influence work engagement?
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Young People’s Health Literacy and the uptake of an NHS app: a quantitative study of users.
Memon Ally, Russell Emma, Lloyd-Houldey Amy, Yarker Joanna

Workplace Well-Being Profiles of The Defence Team: A Focus on Designated Group Members
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Dynamic Affective Shift in Coping with Self-Control Demands at Work: How Daily Changes in Affect Stabilizes Psychological Well-Being
Radaca Elvira, Diestel Stefan

Absenteeism and well-being at work: applying the sustainable well being at work model
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The contagious effect of counselors' psychological capital on job seekers' psychological capital
Gerleve Corinna, Flatten Tessa
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Leader Burnout and Follower Engagement: The Moderating Role of Follower Psychological Flexibility
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The Bright and Dark side of OCB: its links with Task Performance and Wellbeing
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The Indirect Relationship between the Big Five and Job Performance through Job Crafting Behaviour
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Proactive personality and employee silence: A person-situation approach
Sijbom Roy, Koen Jessie

How will my boss like that? Cross-cultural differences in anticipated supervisor reactions to employees’ proactive work behaviours
Urbach Tina, Fay Doris

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

Making the most of employee voice: How leaders’ achievement goals and voice target identification shape responses to voice
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“Please let me help!”: The processes linking organizational culture to citizen participation in public social housing
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The oak and the willow against the wind - gendering resilience
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Finding a Sense of Belonging by Helping Others: The Role of Socio-Moral Climate for Employee Flourishing and Engagement
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Psychosocial Safety Climate as a precursor of psychosocial working conditions and health in Germany
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1041 Why do interviewers love their own questions? An examination of the effects of labor, effort, and autonomy
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1547 Keep calm and keep on thriving! A study on the relationship between organizational trust, innovative work behavior and extra-role performance
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1499 The Dark Side of Job Crafting: Is Task Crafting always healthy?
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1160  "I'm just looking out for my patient": The relationship between ideological psychological contracts, strain, and burnout.  
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292  Psychological Contracts, Unethical Behavior and Organizational Deviance: Going Beyond the Breach Narrative  
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1315  Wellbeing works: Building a business case for employee health and wellbeing  
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1512  Filling the puzzle: Using the E-Work Well-being scale (EWW) to determine links between remote e-working and cognitive weariness and psychosomatic conditions  
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1339  Mental Well-Being As a Moderator Of The Relationship Between Emotional Intelligence and Reappraisal Amongst Leaders  
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1457  GAMIFICATION OF FLIGHT CREW TRAINING SYSTEM THROUGH GENERATIVE GAMES  
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1503  The error aversion culture: contribute to work errors and mediating role of negative emotions
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1213 A simulation-based study to assess nursing students voice behaviors and attitudes
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232 Evidence-based Management in Hospital Settings
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348 Should Board Members Follow the Majority? First Preferences Lead to Biased Decision-making
Coffeng Tessa, van Steenbergen Elianne, de Vries Femke, Ellemers Naomi

342 Employee career development: The interaction of line manager justice and employee careerist orientation
Crawshaw Jonathan, Game Annilee

103 Personality traits and credibility of CSR measures as factors of social reputation of food retailers
Pittner Martin, Kolar Gerald

14.10-15.40 – BRUXELLES
ORAL_4 PERFORMANCE & ORGANIZATION
Chair: Patter Ada Sil

676 Sense of Duty and Wellbeing: the effect of culture and religion on the Quality of Working Life of Turkish Workers
Mercan Zeynep, Van Laar Darren, Easton Simon, Vernham Zarah

827 Money money money must be motivating and enhance performance? Results from a longitudinal study in a Swedish industrial company
Hellgren Johnny, Eriksson Anders, Sverke Magnus

1766 Is the best possible self intervention able to enhance state PsyCap? A randomized controlled trial
Kugler Sonja, Paulmichl Judith, Frey Dieter

918 Fireball, yogi or both? – The role of vigor and mindfulness for daily task performance
Wendt Carolin, Stempel Christiane, Biemelt Jana, Dettmers Jan

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

1334 Why emotional support in the workplace can lead to increased productivity: The role of relatedness need satisfaction uncovered
Patterer Ada Sil, Korunka Christian

14.15-16.00 – VARSAVIA
ORAL_11 LEADERSHIP DEVELOPMENT
Chair: Mellner Christin
Managers’ Pygmalion Leadership Boosts Subordinates’ Performance and Positive Emotions: A Field Experiment
Raphael Yafit, Geller Dvora, Eden Dov

Outcomes of a Veteran-Supportive Supervisor Training for Supervisors & Veterans
Hammer Leslie, Perry MacKenna, Brady Jacquelyn

What am I supposed to do when I am asked to be a team leader?
Hernández Ibar Daría Naieli, Meade Keelan, Greenaway Thomas, Jefferson Nicholas, Dawson Jeremy, Farley Samuel

Self-Other Agreement and Gender Differences in Perceptions of Leadership Styles: A Multi-Rater Study Using the Leadership Circumplex Scan
Knowles Emily, Anglim Jeromy

Leadership challenges in autonomous teamwork – balancing "staying close" and "letting go"
Buvik Marte Pettersen, Seim Eva Amdahl, Aasen Tone Merethe

Understanding the effects of company’s size on the relationships between leadership, culture and innovation
Petiz Lousã Eva

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

Motivation and proactivity at work: Existence of reciprocal relationship
Uri cumali

I Can, Therefore I Craft! Introducing the Job Crafting Self-efficacy Scale (JCSES)
ROCNIEWSKA MARTA, Rogala Anna, Puchalska-Kaminska Malwina, Cieslak Roman, Retowski Sylwiusz

An Experimental Study of Trust Motivation in Leader-Follower Dyads
Legood Alison, van der Werff Lisa, Weibel Antoinette, Buckley Finian, DeCremer David

Positive together? The effects of leader-follower (dis)similarity on psychological capital
Parent-Rocheleau Xavier, Bentein Kathleen, Simard Gilles

The effects of coaching on individual outcomes: a mediation model by psychological capital
Fontes Andrea, Dello Russo Silvialvia

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

A qualitative interview study of job crafting among teachers in primary education
Jeltema Erik, Hoefsmit Nicole, van Dam Karen

The Perceived Consequences of Idiosyncratic Deals (I-Deals) for Groups and Individuals: A Qualitative Case Study Investigation
Woodrow Chris, Chaudhry Sara, Aldossari Maryam

Leadership & Wellbeing Implications from Employee-Client Psychological Contract Dynamics
Dumovic Marija, Jepsen Denise

Talented versus non-talented employees’ career expectations & subsequent implications for the psychological contract
Chaudhry Sara, Aldossari Maryam

**1794** The role of top managers in shaping ideological psychological contracts: A proposed framework and research agenda
De Ruiter Melanie, Schalk Rene, Peters Pascale, Blomme Robert

**978** Experiencing the psychological contract. The nature of everyday breach and fulfilment events
Kiefer Tina, Antoni Anne, Conway Neil, Briner Rob

**14.15-15.30 – COLLAUDO**

**ORAL_39 BULLYING**
Chair: Cowen Forssell Rebecka

**1459** Workplace Bullying, Policy Awareness and Training, and Mental Health
Harlos Karen, Josephson Wendy, Hardy Darren, Peter Tracey, Taylor Catherine, Gulseren Duygu, O’Farrell Grace

**1498** Intervene – good working relationships without bullying: Evaluation of a bystander intervention
Mikkelsen Eva Gemzøe, Hogh Annie

**1563** The role of tenure and job satisfaction in the prospective relationship between workplace bullying and intention to leave: A moderated mediation model
Glambek Mats, Gjerstad Johannes, Einarsen Ståle, Birkeland Nielsen Morten

**1034** Himtoo? The perception of unwanted sexual attention across gender
Arnestad Mads Nordmo, Matthiesen Stig Berge

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

**14.30-15.45 – VIENNA**

**ORAL_16 ENTREPRENEURSHIP (SELF EMPLOYMENT)**
Chair: Palmer Carolin

**723** Entrepreneurship and Entrepreneurial Emotions: A Gendered Perspective
Chadwick Ingrid, Dawson Alexandra

**327** The role of non-financial goals on the trustworthiness of family businesses
Gerken Maike, Esser Timo, Huelsbeck Marcel

**869** Back-and-forth: how transnational activities shape multiple identities of second-generation entrepreneurs of Chinese origin in the Netherlands
Tao Yidong, Essers Caroline, Pijpers Roos

**1534** INFORMAL SELF-EMPLOYED WORKERS IN CHILE. A STUDY OF SATISFACTION AND WELFARE
Acuña Hormazabal Alvaro, Pons Peregor Olga

**1727** Innovative work behaviours of entrepreneurs: the role of resilience and satisfaction with life
Palmer Carolin, Jaouen Annabelle, Gundolf Katherine, Cesinger Beate, Geraudel Mickaël

**14.45-15.30 – MEZZANINO**

**ORAL_25 LABOUR MARKET**
Chair: Rose Uwe

**1246** Absenteeism in SME’s versus larger organizations
Verlinden Heidi, Van Coillie Hermina

**2510** Finding job lost: an explorative study on unemployment experience in northern Italy
Barbieri Irene, Colliselli Monica, Fraccaroli Franco

**940** Depressive symptoms and non-participation in work five years later - results from the Study on Mental Health at Work (S-MGA)
THURSDAY MAY 30

Rose Uwe, Pattloch Dagmar, Burr Hermann

14.45-16.45 – NH PRESSE
ORAL_35 WELL BEING
Chair: Harrison Jennifer
1156 A PATH to employee health: Evaluating healthy workplace practices using O*NET data
Gisler Stefanie, Knudsen Eric, Eatough Erin
1528 The Motivation of Giving -Self-sacrificing Giving Motivation and Burnout-Risk
Mäthner Eveline, Ralf Lanwehr, Wilms Rafael
1617 Guanxi HRM and Employee Well-being in China
Liu Athena Li
326 The Moderator Role of Psychological Capital on the Relationship Between Emotional Labor and Well-Being Model PERMA
Mamaci Merve, Arikan Selma
607 Core self-evaluations as person-related resource for motivation and health
Bipp Tanja, Kleingeld Ad
877 A study into the knowledge, skills, abilities and behaviours needed in an ‘always on’ workplace
Grant Christine, Clarke Carl, Russell Emma
897 The possible role of intelligence in the motivational process of the Job Demands-Resources Theory
Kulikowski Konrad
701 Exploring the Role of Gratitude in Predicting Job Search Behavior
Harrison Jennifer, Budworth Marie-Helene, Halinski Michael

15.45-17.00 – MEZZANINO
ORAL_26 LEADERSHIP ANTECEDENTS
Chair: Pundt Alexander
945 Better be alone than in bad company? The effect of zero and destructive leadership on behavior and performance in teams
Garbers Yvonne, Konradt Udo
1571 Times of Uncertainty: How Are Leadership and Temporal Focus Related to Stress?
van Eerde Wendelien, Bulters Annemieke
335 Passive-avoidant leadership and daily safety compliance: The moderating role of followers’ regulatory focus
Hetland Jørn, Bakker Arnold B., Nielsen Morten B., Espevik Roar, Olsen Olav K.
1123 Bad for the Leader, Bad for the Followers – Trickle Down of Leaders’ Workload to Followers’ Exhaustion Through Leader-Member Exchange: A Multilevel Study
Stein Maie, Vincent-Höper Sylvie, Gregersen Sabine
1508 Accelerating leadership, identification with the leader, and the role of employee stress mindset
Pundt Alexander, Casper Anne

15.45-16.45 – FONDERIA
ORAL_31 ORGANIZATIONAL CHANGE
Chair: Casini Annalisa
510 Collaborative and partnership research for improvement of health and social services: Researcher’s experiences from 20 projects
Nyström Monica, Karltn Joh, Keller Christina, Andersson Gäre Boel
2519  Mergers and organizational restructuration: the influence of work social categorizations on political mergers implementation
Lèbre Clémence, Fointiat Valérie, Tisserant Pascal

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

1621  When person-organization values fit matter: Understanding the factors enabling practice change in nursing staff after a shift of care paradigm
Casini Annalisa, Haguinet Noémie, Lecocq Dan, Nguyen Nathan

15.45-16.45 – NH COLLAUDO
ORAL_40 CONFLICT MANAGEMENT IN ORGANIZATION
Chair: Sischka Philipp

889  The reciprocal relationship between task and person conflicts: A latent transition analysis
Baillien Elfi, Notelaers Guy, Leon Perez Jose M.

1654  Are you threatening me? – The Conceptualization of a Conflict Escalation Questionnaire
Scheppa-Lahyani Miriam, Zapf Dieterieter

1101  how to reduce conflict in asymmetrically task dependent teams? A first study into the effects of extrinsic and intrinsic hr practices
de Jong Simon B., Bal P. Matthijs, Kunze Florian

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

15.50-17.05 – BRUXELLES
ORAL_5 PERFORMANCE & ORGANIZATION
Chair: Sørlie Henrik

935  Predicting Employee Job Behavior: The Role of Calculative Mindset and Bottom-Line Mentality
Steinheider Brigitte, Stone Tom, Ferrell Brandon, Hoffmeister Vivian, Kim Joongseo, Jawahar Jim

1248  When newcomer voice is – or is not – heard: the role of organizational socialization
Reissner Tim, Guenter Hannes, de Jong Simon

306  Helping Others Makes Me Fit Better: Helping Behavior by Newcomers and Coworker Attributed Motives on Newcomers’ Adjustment
Jia Huiyuan, Xie Xiaofei

1816  Understanding the role of leaders in stimulating employee innovative work behavior and task performance
Hernaus Tomislav, Klindžić Maja, Marie Matija

1302  The relationship between Work Autonomy and daily Contextual Performance: The moderating role of Person-Organization Fit
Sørlie Henrik, Hetland Jørn, Bakker Arnold B., Espevik Roar, Olsen Olav K.

16.00-16.45 – VIENNA
ORAL_17 PREVENTION & INTERVENTION
Chair: Toppinen-Tanner Salla

629  Better Attention After Stochastic Resonance Whole-Body Vibration – A Randomized Controlled Trial
Faes Yannik, Elfering Achim

816  Improving Young People’s Health Literacy with an NHS App: a qualitative evaluation
Russell Emma, Yarker Joanna, Memon Ally
Supporting skills development and employability during mid-career with a group intervention: A randomized controlled trial (RCT)
Toppinen-Tanner Salla, Vuori Jukka

INTERACTIVE POSTERS

10.30-11.30 – FOYER NORD
INTERACTIVE POSTER_1*
*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 10.00 to 13.00.

47 Ancient Virtues in Modern Organizations: Causes Consequences and Contingencies of Courage in the Workplace
Wilson Simone, Externbrink Kai

115 Developing a taxonomy of employee states in response to change at work
Brazzale Paulette, Cooper Thomas Helena, Haar Jarrod, Smollan Roy

157 Employer Brand: Signaling Value to Employees
Chiovitti Sophia, Chen Yu-Ping

1225 The role of personality profiles in the longitudinal relationship between work-related well-being and life satisfaction among working adults in Switzerland
Udayar Shagini, Urbanaviciute Ieva, Massoudi Koorosh, Rossier Jérôme

1412 Competences required on the labour market and motives to work among contemporary employees
Godlewska-Werner Dorota, Peplinska Aleksandra, Zawadzka Anna Maria

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

1656 Work Characteristics and Job Satisfaction in different Age Groups: do Generational Differences really exist?
Montañez-Juan María Isabel, García-Buades María Esther, Caballer-Hernández Amparo, Ortiz-Bonnin Silvia

1677 Why do identified employees engage at work? The role of social support
Simbula Silvia, Avanzi Lorenzo

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

1846 Measuring attitudes towards mental illness in the south african workplace
Henn Carolina, Odendaal Elané

13.30-14.30 – FOYER NORD
INTERACTIVE POSTER_2*
*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 14.00 to 17.00.
192 Experiencing an Esteem Boost from Being Uncivil in the Workplace: A Dominance Interpersonal Motive Perspective
Chong SinHui, Chang Chu-Hsiang Daisy

314 The relative effectiveness of three types of family-resources on women’s work-family conflict and burnout
Braunstein-Bercovitz Hedva, Shai Gal

331 The role of conscientiousness and job exhaustion: A longitudinal study of Finnish employees
Pickett Jennifer, Hofmans Joeri, Kokko Katja, Pulkkinen Lea, Feldt Taru

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

746 How Objectifiers Gain Power in the Workplace
Zhang Bibi, Wisse Barbara, Lord Robert

874 Intersectional Examinations of Age- and Gender-Based Stereotypes at Work
Imose Ruth, Martinez Jasmin, Finkelstein Lisaisa

893 Qualitative study of fatigue in technicians from two diverse Offshore Wind maintenance crews
McMaster Stefi, Earle Dr Fiona, Williams Professor Terry

965 Work stress, work-related thoughts, neuroticism, detachment and their influence on well-being and performance: A diary study
Procházka Jakub, Houbová Barbora, Mühlbecková Zuzana, Ježek Stanislav, Vaculík Martin

1105 Human, robot or animal? Determinants and outcomes of organizational dehumanization
Chalmagne Benoît, Nguyen Nathan, Stinglhamber Florence

1255 Ethics education for greater good in organizational psychology: development of students’ ethics competencies
Stelmokiene Aurelija

1475 Effects of Abusive Leadership and Resilience on Production Deviance
Witt Lawrence, Maneethai Dustin, Shoss Mindy, Zamanipour Tina, Hotze Mary-Louise

POSTER SESSIONS

POSTER SESSION_1
10.00 – 13.00
CORRIDOR VETRATA NIZZA
22 Organisational career instrumentality, career adaptability and thriving at work: boundary effects of life stage
Coetzee Melinde

44 The mediating role of work engagement in the relationship between job characteristics and organizational outcomes
Mihalca Loredana, Ratiu Lucia, Dragan Mihaela, Brendea Gabriela, Irimias Tudor, Avram Laura, Metz Daniel

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

188 Overcoming occupational barriers to physical activity and well-being with free pedometer applications
Kennedy Sarah, Freeney Dr Yseult

208 All is Good, So Let’s Not Speak Up: Leader’s Positive Emotional Display Inhibits Employee’s Prohibitive Voice
Chong SinHui, Tai Kenneth

219 Moving Through Grief: Supporting the Bereavement Process at Work
Fisk Glenda

221 Why do individuals join the military? Refinement and validation of the Reasons for Joining Scale
Otis Nancy, Chiasson Carley

233 How Job Crafting, Creativity, Personality, and Job Autonomy Interact to Influence Subjective Well-being among Nurses in Lebanon
Ghazzawi Rawan, Bender Michael, Daouk-Öyry Lina, van de Vijver Fons J.R. van de Vijver, Chasiotis Athanasios

242 The negative effect of the workers’ emotional dysregulation in the daily relationships between workplace incivility and well-being at home: a cross-level study
Blanco-Donoso Luis Manuel, Amutio Alberto, Moreno-Jiménez Bernardo, Yeo Ayala Maria del Carmen, Hermosilla Daniel, Garrosa Eva

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

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

283 Flexible Action Regulation in Career Transitions: A Conceptual Model
Schmitt Antje, Zacher Hannes

284 Development and Validation of the Global Well-being at Work Inventory® (GWWI®)
Thompson Richard, Johnson Emily, Schaubhut Nancy, Boult Martin
297  Affective and Importance Goal Hierarchy Incongruence: Effects on Goal Processes
Levitt Merrill, Schmidt Aaron

304  Testing a Theoretical Model: Psychological Resilience as a Mediator
Stremic Stacey M., Thiele Aneeqa, Jackson Alexander

354  Lifting the Fog: Qualitative and Quantitative Review of the Empirical Research on Meaning of Work
Krückels Sarah, Lorenz Timo, Leydecker Julia, Heinitz Kathrin

476  Validation of the CPC-12 using Bayesian Structural Equation Modeling
Lorenz Timo, Toppe Jana

499  Engagement and vigor at work: A systematic review about its health implications
Cortes-Denia Daniel, Pulido-Martos Manuel, Lopez-Zafra Esther

515  Conscientiousness and Performance - Regulatory Focus as a Moderator of Curvilinearity
Hess Riley, Carter Nathan

542  Stress and organizational citizenship behavior: beneficial role of recovery after work
Hodzic Sabina, Guiné Charlotte, Zenasni Franck

620  Psychological Capital Discriminating Four Profiles of Orientations to Happiness: A Configurational Approach
Laura Lorenteaura, Ayala Yarid, Tordera Núria, Peiró José María

630  Are gender and leadership stereotypes shaping the way we appraise others’ performance? An examination of gender bias in 180-degree feedback
Mullins Ellie, Brooks Sarah

634  The association between subjective perception of income and well-being for women: the moderating effect of age
Doucet Amélie, Parenteau Chloé

653  The effect of positive psychological capital on team dimensions
Gerleve Corinna, Flatten Tessa

674  Heterogeneity of Employees based on attitudes, behavior and internal attachment models
Schraggeová Milica, Rošková Eva, Hajdúk Michal

705  Work engagement and (un)ethical behavior: a moral licensing perspective
Boekhorst Janet A.

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

758  Attitudes and Perceptions of Workplace Napping & Implications for Work Outcomes
Qu Jiayin, Schmidt Aaron
826 The social and economic benefits of digitalization: Insights from a field experiment in the blue-collar world
Hollands Lisa, Lin-Hi Nick, Straatmann Tammo

858 Psychological Capital among Italian Nurses: Generational Differences and Workload
Battisti Martina, Casu Giulia

860 Do Employment Contract and Work Experience Moderate the Relationships between Psychological Capital and Work Satisfaction, Task and Contextual Performance?
Battisti Martina, Gremigni Paola, Lorente Prieto Laura

885 The association between subjective socioeconomic status and psychological well-being: are nonprofit workers really different?
Roberge Camille, Parenteau Chloé, Agoues-Richard Camille, Meunier Sophie

896 Cognitive abilities as predictors of job crafting – preliminary results
Kulikowski Konrad, Sedlak Piotr

936 Perceptions of Ethical Misconduct Scale Development
Meggison Andrea, Musleman Macie, Jackson Alexander, Marks Kyle, Streemic Stacey, Thompson Kali

955 The revised theoretical model of university employees’ psychological well-being
Geneviciute-Janone Giedre, Stelmokiene Aurelia, Gustainiene Loreta, Kovalcikiene Kristina

958 Commitment to the supervisor and workgroup: A meta-analysis
Landry Guylaine, Toumi Safaa

962 Job Performance: a study of Personality and Self-efficacy at work in Argentinian employees
Robalino Guerra Paulina, Musso Mariel, Romero Marcelo

982 Exploring wellness among sales and marketing staff within a global automotive company
Ehlers Geraldine, Botha Elrie

1040 Work identity of different generations in gender context
Czerw Agnieszka

1093 A Multilevel Perspective on Citizenship Behavior Motives
Lee Clara, Weinhardt Justin

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

1127 The effects of job crafting on work engagement and the mediating role of work satisfaction and proactive personality
Platania Silvia, Santisi Giuseppe, Morando Martina
Do you benefit from behaving more extraverted than you are? The effects of counterdispositional extraversion on wellbeing
Kuijpers Evy, Pickett Jennifer, Wille Bart, Hofmans Joeri

Is it good to be an ‘active job crafter’? Job crafting profiles among teachers.
Puchalska-Kaminska Malwina, Czerw Agnieszka

Construction of a German Meaning of Work questionnaire
Feser Maximilian, Dr. Lorenz Timo

Voluntary Work and its Benefit at the Workplace – A study of Employees’ Competencies from Volunteering
Morass Anna Maria, Sirrenberg Manuela

The regulation of Resilience at work through Polynomials: The role of Regulatory foci and Rumination
Peeters Ellen, Caniëls Marjolein

The Positive Effects of HR on Organizational Commitment using Basic Need Satisfaction as Mediator
Hudecek Matthias F. C., Lehleiter Mona, Stephan Birgit Melanie

An investigation of work design and individual differences as antecedents of employee moral disengagement.
Bharadwaj Anupama, Dunlop Patrick, Parker Sharon K., Straker Leon

To plan or not to plan- an investigation of influencing factors on the planning behaviour of teams
Melzer Anika, Oldeweme Martina, Konradt Udo

People come first: rethinking the impact of HRM practices on organizational behaviors
Manuti Amelia, Giancaspro Maria Luisa, De Simone Silvia

Commute Length, Commute Satisfaction, and Life Satisfaction: A Meta-Analysis
Boemerman Louis, Kuykendall Lauren, Wong Carol, Zhu Ze

The influence of the Workplace Empowerment on Work Engagement: An examination of the mediator role of psychological empowerment in the relationship between structural empowerment and engagement
García Selva Adrián, Pace Francesco

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

Team autonomy and dispositional collectivism as sources of resilience in agile teams
Sándor-Dobos Emese, Faragó Klára

Linking relational resources to employees’ well-being: the mediator role of compassion process
Belanger Laurent, Asselin Antoine, Maurin Juliette, Raymond Vicky, Pigeon-Moreau Emilie, Beauchemin Corinne, Courcy François
1469 The Effects of Technology Enablement and Work-Life Balance on Emotional Well-Being
Zamanipour Tina, Maneethai Dustin, Hotze Mary-Louise, Van Egdom Drake, Witt Lawrence

1480 Servant leadership to sustain compassion at work: the moderating role of recognition
Raymond Vicky, Maurin Juliette, Pigeon-Moreau Emilie, Bélanger Laurent, Asselin Antoine, Beauchemin Corinne, Courcy François

1520 The role of engagement and job satisfaction on “problem solving”
García-Buades Esther, Manassero Maria Antonia, Montañéz-Juan Maribel

1551 The role of challenging Job demands, individual adaptability and career growth in the relationship between workload and contextual performance: a two waves study
Ingusci Emanuela, Spagnoli Paola, Zito Margherita, Colombo Lara, Cortese Claudio Giovanni

1590 The impact of Psychological Contract Fulfilment on the ability to reach work-related Flow, the mediating role of Job Satisfaction
Murdoccio Francesca, Borteyrou Xavier, Zenasni Franck, Lamboley Denis

1592 Wellbeing within the Context of a Religious Organization
Fiz Perez Javier, Giorgi Gabriele

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

1680 What are the factors which increase employee participation and continuation on a corporate wellness programme?
Roe Amanda, Cullinane Sarah-Jane, Nolan Amanda

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

1716 Hardiness as a factor of employee involvement in implementing the environmental security policy in an oil and gas enterprise
Litvina Svetlana, Kozlova Natalia, Bogomaz Sergey, Meshcheryakova Emma, Atamanova Inna, Levitskaya Tatiana, Larionova Anastasia, Yantsen Konstantin, Balina Olga

1730 The relationship between employees’ psychological safety and commitment to their organization
Litvina Svetlana, Meshcheryakova Emma, Balina Olga, Kozlova Natalia, Atamanova Inna, Larionova Anastasia, Levitskaya Tatiana, Bogomaz Sergey, Yantsen Konstantin

1750 Loyalty conflicts and balancing different loyalties
Parts Velli, Pevkur Aive, Juhanson Alina

1837 Positive orientation and its affinity to the personality structure in business context.
Brzezinska Urszula
How to assess the test users’ competencies in work and organizational settings? The Polish implementation of EFPA EuroTest-WO certification program
Brzezinska Urszula

POSTER SESSION_2
14.00-17.00
CORRIDOR VETRATA NIZZA

Self-efficacy and CWBs: Perceptions of ethical misconduct as a mediator
Reichin Sydney, Stremic S. Mattie, Thiele Aneeqa, Jackson Alexander

Training Managers in Leadership Coaching: Possibilities, Application & The Way Forward
Milner Julia, Milner Trenton

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

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

Work environment and emotional intelligence, burnout and stress coping in nurses
Markiewicz Katarzyna, Kaczmarek Bozydar

Peculiarity relationships of novelty seekers, rigid control, and hardy profiles on nurses’ burnout
Garrosa Eva, Ladstätter Felix, Blanco Donoso Luis Manuel, Moreno Bernardo

Giebe Chris, Rigotti Thomas

Cultural differences in the perception of stress
Pfaffinger Katharina F., Reif Julia A. M., Czakert Jan Philipp, Spieß Erika, Berger Rita

The Moderating Role of Emotion Management in the Relationship between Mobbing and Burnout
Taskan Burcu, Güleryüz Evrim, Toker Yonca

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

Why customers do (not) trust their bank
Kidron Aviv, Kreis Yvonne

The Spillover of Helping Behaviors in the Workplace on Support and Well-Being at Home
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<td>Matijaš Marijana, Lovric Barbara, Nakic Radoš Sandra, Andelinovic Maja</td>
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1819  Workplace Bullying and Mistreatment in U.S. Workers
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1821  From regional Networks to Prevention Alliances through the Implementation of Workplace Health Management Interventions
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1829  Development of a computer-based competency self-assessment tool for training plan design
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2649  Working Conditions and Workers Health of EU28-employees: Testing the JD-R model based on the European Working Conditions Survey
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EAWOP GENERAL ASSEMBLY

17.00-17.45 – ROOM 500
Registration to the General Assembly

17.45-19.30 – ROOM 500
GENERAL ASSEMBLY
FRIDAY MAY 31

KEYNOTE & STATE OF ART SPEAKERS

9.30-10.15 – ROOM 500
KEYNOTE - Job redesign interventions: insights from a practice-based theory of job design
Holman David

9.30-10.15 – LONDRA
STATE OF ART - Management and leadership: essential factors for employee health and well-being
Donaldson Emma

10.30-11.15 – ROOM 500
STATE OF ART - Current research and practice on fairness and discrimination in personnel selection
Iliescu Dragos

13.15-14.00 – ROOM 500
KEYNOTE - The Work-life Interface: A Contemporary Perspective
Demerouti Evangelia

16.00-16.45 – ROOM 500
KEYNOTE - How Subtle Biases Can Profoundly Influence our Workplaces
Hebl Michelle “Mikki”

SYMPOSIA & PANEL DISCUSSIONS

8.00-9.15 – ROOM 500
882 SYMPOSIUM - Bits and Bots: digital interventions for good work, recovery and better health
Chairs: Busch Christine, Jenny Gregor James
Coaching leaders and teams with a chatbot – design and preliminary results of an RCT-study
Grimm Luisa A., Jenny Gregor J., Brauchli Rebecca, Bauer Georg
Extending the magic of vacations. “Holidaily” - a smartphone application promoting recovery post-vacation: preliminary results from a randomized-controlled trial
Smyth Alexandra, Reins Jo Annika, Syrek Christine, de Bloom Jessica, Domin Markus, Janneck Monique, Lehr Dirk
Efficacy of a self-guided recovery online-training to improve sleep for employees: results from a randomised controlled trial in universal prevention
Behrendt Dörte, Ebert David Daniel, Spiegelhalder Kai, Lehr Dirk
Enhancing resilience and well-being at work through web-based trainings on mindfulness, self-efficacy, and optimism
Soucek Roman, Schlett Christian, Pauls Nina, Göritz Anja S., Moser Klaus
Blended coaching to promote work-life balance of small business owners
Busch Christine, Dreyer Romana, Domin Markus, Janneck Monique
FRIDAY MAY 31

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1222 SYMPOSIUM - The Role of Gender and Individual Differences in Organizational Leadership
Chair: Thompson Richard
The Implications of Gender Differences in Decision-Making Style for Organisational Level
Hackston John
FIRO, Gender and Level of seniority
Rayner Helen
Gender differences in vocational interests by organizational level
Morris Michael, Thompson Richard
Gender Differences in Resilience, Social and Emotional Intelligence in Leadership
Stein Steven, Wheldon Hazel, Stermac Jonathan
Personality Characteristics of Female Executives: A Replication and Extension
Yang Yang, Justin Arneson

8.00-9.00 – ISTANBUL

959 PANEL - Gender and sexual diversity in WOP, a more inclusive science and practice
Facilitator: Gonzalez-Morales M. Gloria
Panelists: O'Shea Deirdre, Michel Alexandra, Zak Tony, Kampf Pia, Kozusznik Malgorzata

8.00-10.00 – PARIGI

813 SYMPOSIUM - The merits and paradoxes of flexible work (part I and II)
Chairs: Korunka Christian, Kubicek Bettina
Discussant: Demerouti Evangelia
Moving into a flexible office: (I) The role of leadership and organizational culture
Korunka Christian, Uhlig Lars, Kubicek Bettina
Moving into a flexible office: (II) Effects on job stressors and employee motivation
Uhlig Lars, Kubicek Bettina, Korunka Christian
If you experience noise, you just haven’t planned your work well: Individualization and regulation within a flexible work design.
 ter Hoeven Claartje L., van Gemert Eva, Medved Caryn E.
The importance of employees’ job-related psychological needs for blended working
Wörtler Burkhard, Van Yperen Nico W., De Jonge Kiki M. M., Rietzschel Eric F.
The association of agile methods, team processes and engagement
Kneckt Michaela, Baumgartner Marcel, Krause Andreas, Mumenthaler Jonas, Vetter Ariane, Vollmer Albert
Is every smartphone use in the evening detrimental? The role of different smartphone activities for employees recovery and well-being
Binnewies Carmen, Holtrup Kristin, Milicevic Suzana
Individual Perceptions of Boundary Control Mitigate the Effect of (in) Congruence Between Workers’ Preferred Work/Non-Work Boundaries and their Enacted Boundary Management on Work-Life Conflict
Mellner Christine, Peters Pascale, Toivanen Susanna
Work flexibility and well-being across work arrangements in the US
Ray Tapas, Pana Cryan Rene

8.00-9.15 – ROMA

1556 SYMPOSIUM - Artificial Intelligence, Algorithms & Tech: Advances in Psychometric Scoring & Reporting
Chairs: Hopton Tom, Maclver Rab, Kriek Hennie, Jeffery-Smith Lauren, Brummer Elisabeth
History & Advances in Group-Level Psychometric Data
Hopton Tom

Insightful Group Reporting of Type, Trait and Algorithmic Data
Maclver Rab

Integrated Reporting: Trends and Developments
Kriek Hennie, Clifton Sebastian

Exploring the Fairness of Data-Driven Algorithms Across 23 Countries
Jeffery-Smith Lauren, Mitchener Anna

Robotising Humanity, Artificial Intelligence and Psychometric Assessment
Brummer Elisabeth

8.00-9.00 – LISBONA

1077 SYMPOSIUM 1 (of 2) - Person-Centred applications offering new insights to research in Work and Organisational Psychology (WOP)
Chairs: Edwards Martin, Hofmans Joeri, Peccei Riccardo, Pak Karen

The need for an idiographic lens in work and organizational psychology
Hofmans Joeri

A person-centered approach to modelling holistic employee reactions during restructure/downsizing
Edwards Martin, Clinton M.E.

Employee well-being profiles and service quality: A unit-level configurational analysis
Benitez Miriam, Peccei Riccardo, Medina Francisco J.

A person-centred approach to identify subgroups of older workers who age successfully at work

8.00-9.00 – DUBLINO

840 SYMPOSIUM - Exploring the Complexity of Leader-Follower Relationships
Chairs: Adriasola Elisa, Unsworth Kerrie

Effects of Dyadic Personality & Task on Shared Leadership
Adriasola Elisa, Coluccio Giuliani, Espejo Alvaro

Congruence of leader and follower ILTS affecting relationship quality
Foti Roseanne

How do Pre-Existing Friendships Affect the Leader-Follower Relationship and Engagement in Small Start-ups?
Mingchu Wang, Unsworth Kerrie L.

Is Paradoxical Leader Behaviour Really Helpful? A Moderated Mediation Test of CEO LMX with Followers, Entrepreneurial Orientation and Firm Performance
Song Lynda, Sun Jinyun, Ouyang Linyi, Lee Byron

8.00-9.00 – COPENAGHEN

1130 SYMPOSIUM - Do you see what I see? The importance of self- and other perceptions and their impact on job performance
Chairs: Yang Wei-Ning, Owens Courtney
Discussant: Hughes David

When predicting overall job performance, is personality best assessed by the observer?
Owens C. E., Irwing P., Clarke S.

A qualitative analysis of the influence of non-teleworkers’ behaviour on teleworkers’ performance and participation in telework: Insights from within three organisations
Jones A., Walsh J.
“Says who?” A meta-analysis on the relationship between career plateau and job performance
Yang W. N.

The incongruence of reasons for career plateauing between subordinate and supervisor perceptions
Wang Y. H., Hsu Y. T., Hsiung M.

8.30-9.30 – MADRID
1205 SYMPOSIUM - IFPOC symposium: Enabling conditions and mechanisms for positive change
Chairs: van Dam Karen, Van Ruysseveldt Joris
Discussant: Nielsen Karina

Need-Satisfaction is the key: How organizational support influences positive change attitude during information technology implementation
Schlicher Katharina S., Helling Rebecca, Maier Günter W.

Workplace Learning in Times of Organizational Change: The Mediating Role of Learning Demands
Van Ruysseveldt Joris, van Dam Karen, De Witte Hans, Nikolova Irina

The role of job demands and resources for employees’ health in the context of organizational change
Michel Alexandra, Wöhrrmann Anne M., Brauner Corinna

The mediating role of readiness to change in the affective commitment – effort intention relationship: A three countries study.
Zappalà Salvatore, Alessandri Guido, Bottecchia Davide, Del Rizzo Andrea

9.15-10.30 – VIP
922 SYMPOSIUM - Academic Careers
Chair: Kauffeld Simone
Discussant: van der Heijden Beatrice

Career goal profiles of PhD students and doctorate holders – A latent profile approach
Noppeney Ruth, Stertz Anna M., Wiese Bettina S.

Applying the job demands-resources theory: A longitudinal study in academia
Nixon Nora, Spurk Daniel, Kauffeld Simone

The interplay of career insecurity and self-management: A longitudinal study
Alisic Aida, Burk Christian L., Wiese Bettina S.

Social Capital as Predictor of Objective Career Success in Academia
Barthauer Luisa, Kauffeld Simone

Positive psychological capital – a key to career success in academia?
Kaucher Philipp, Spurk Daniel, Kauffeld Simone

9.15-10.15 – LISBONA
1078 SYMPOSIUM 2 (of 2) - Person-Centred Applications Offering New Insights to Research in Work and Organisational Psychology (WOP)
Chairs: Nagy Noemi, Van Rossenberg Yvonne, Navarro Jose, Vantilborgh Tim

We don’t need to commit to perform... It’s in the mix! A configural examination of workplace commitment in contemporary work
Van Rossenberg Yvonne G.T, Leisching Alexander, Swart Juani

Flow experience and the ‘golden rule’ of having a challenge/skills balance: Does it work for everyone?
Navarro Jose, Reuteler Daniela, Ceja Lucia, Giovagnoli Sara

Trust trajectories following psychological contract breach perceptions: Does everyone recover from breach?
Vantilborgh Tim, Griep Yannick

Predictors and consequences of job crafting strategies of older workers: A latent profile analysis

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9.15-10.15 – DUBLINO
1281 SYMPOSIUM - Counterintuitive Justice Dynamics
Chair: Fortin Marion
Discussant: Jonathan Crawshaw
Fairness in disguise: Motives and strategies of fair managerial decision-making
Zwank Julia, Diehl Marjo-Ritta
Can workplace justice backfire? The indirect effect of justice on musculoskeletal disorders through work engagement
El Akremi Assâad, Manville Caroline, Mignonac Karim
Why too much justice is not a good thing?
Patel Charmi
Organizational Dehumanization at Nested and Encompassing Group Levels: A Test of Compensatory v. Source Effects of Organizational Justice and Perceived Collective Continuity
Bell Chris, Khoury Careen

9.15-10.45 – COPENAGHEN
1148 SYMPOSIUM - The psychological meaning of work and employment
Chairs: Zechmann Andrea, Paul Karsten I.
Scarring effects of unemployment on mental health: Meta-analytic results
Paul Karsten I., Zechmann Andrea
Time-Use, unemployment, and well-being: An empirical analysis using British time-use data
An Hoang Thi Truong, Knabe Andreas
Scrutinizing peak events: Is employment really a good source for psychological need fulfillment?
Zechmann Andrea, Paul Karsten I.
Less money, equal profit? How volunteering and (continuing) education compare to paid employment in explaining access to Jahoda’s latent benefits of work
Kovacs Carrie, Stiglbauer Barbara, Selenko Eva, Batinic Bernad
Influence of the functions of employment on mental health and job satisfaction among employees in small and medium-sized enterprises
Voss Amanda, Fischmann Wolfgang, Drexler Hans, Zechmann Andrea
I work, therefore I am: The meaning of work and retirement for bridge employees in the Swedish healthcare sector
Sousa-Ribeiro Marta, Knudslen Katinka, Lindfors Petra, Sverke Magnus

9.30-10.30 – ISTANBUL
1481 INVITED SYMPOSIUM - A Crisis of Competence
Baron Helen, Chinotti Ornella, Dewberry Chris, Jackson Duncan, Bartram Dave
Using Competencies to promote better HR practice
Ornella Chinotti
Is it Time to Ring the HR Alarm Bells? The Growing Evidence that Competencies Cannot Be Measured
Chris Dewberry; Duncan J. R. Jackson
Understanding the ‘multi-componential’ nature of assessment centre ratings
Prof Dave Bartram

9.30-10.30 – ROMA
1667 SYMPOSIUM - Recruitment and Selection in the Digital Age
Warszta Tim
The impact of review sites on organizational attractiveness – an experimental design
Warszta Tim, Lange Marie-Christin, Jones Anne, Rogowski Isabel

Identifying success factors social media recruitment – a policy-capturing design approach
Weber Caroline, Warszta Tim, Plikat Lena

Interviewing using technology – how do the applicants feel about that?
Künzel Viktoria, Siemsen Alina, Deters Jürgen

Selected by algorithms – what do candidates think?
Lochner Katharina

10.00-11.30 – MADRID
1021 SYMPOSIUM - Job Insecurity Symposium 1: Performance effects of job insecurity - why, when and how
Chairs: Selenko Eva, De Witte Hans

Why is job insecurity harmful to OCBs? The mediating effects of psychological contract and affective commitment
Fontinha Rita, Chung Chul, Kawai Norifumi, Bozkurt Ödül, Honda-Howard Motoko

Job Insecurity and In-Role Performance: The Mediating Role of Work Engagement
Hofer Annabelle, De Cuyper Nele, De Witte Hans, Spurk Daniel

Working hard or hardly working? Reciprocal relationships between job insecurity and performance
Shoss Mindy, Carusone Nicole

A Matter of Time: Job Insecurity, Job Performance, and the Role of Exposure Time
Debus Maike E., Unger Dana, König Cornelius J.

Job Insecurity in Higher Education: The Role of Job Crafting
Roll Lara C., Rothmann Sebastiaan, De Witte Hans

Job insecurity has no upside for work performance: Objective and subjective work insecurity and their relationship with work performance
van Vuuren Tinka, Smulders Peter

10.15-11.30 – PARIGI
167 INVITED SYMPOSIUM - Alliance Special Session: Sexual Harassment Science and Practice Around the Globe
Facilitator: Alicia Grandey
Panelists: Searle Rosalind, Grandey Alicia, Hershcovis Sandy, Jenkins Jessica

10.15-11.15 – ATENE
1176 SYMPOSIUM - Age-related changes in organizational behavior? It may depend on the context and the person
Chairs: El Khawli Elissa, Reh Susan
Discussant: Anita Keller

Transitions between work contexts among early career psychologist and social workers – a one year follow-up
Schéle Ingrid, Holmström Stefan, Hauer Esther, Pienaar Jaco

Emotional job demands and adaptation to a critical life event
Reh Susan, Wieck Cornelia, Scheibe Susanne

Better with age, but not for everyone: Job context moderates age differences in occupational well-being
El Khawli Elissa, Keller Anita C., Scheibe Susanne

Aging experience and late career work (dis)engagement
Fasbender Ulrike, Topa Gabriela, Vignoli Michela

10.15-11.15 – BRUXELLES
1372 SYMPOSIUM - Working for the Greater Good: Science & Practice of Cross-validation
Chair: Kurz Rainer
Discussant: Stephen Woods
Personality predictors of potential across languages and cultures
Kurz Rainer, Lawton David
Optimising the Validity in Forecasting High Potential at Work
Jeffery-Smith Lauren, MacIver Rab
Cross-Validation of Great 8 Competencies with Lumina Spark 24 Qualities
Desson Stewart
Cross-validating Success Factors - Aligning Personality and Competency Assessment & Theor
Jussila Pauliina

10.30-12.00 – LONDRA
1134 SYMPOSIUM - Promoting voice and ethical conduct in organizations: What should leaders do and refrain from doing?
Chairs: Richter Stefanie, Wegge Jürgen
Whistleblowing: a challenge for organizations and organizational research
Dick Michael
Measurement Invariance of the Four Forms of Employee Silence across Gender, Job Positions and Organizations
Jurek Pawel, Retowski Sylwiusz
What you don’t tell might hurt as well. Reciprocal effects between follower silence and leader-follower relationship quality
Dilba Dominik, Knoll Michael, Weigelt Oliver
I cannot stay focused! The effect of connecting leadership, incivility and organizational justice on impaired cognitive control
Di Marco Donatella, Silva Silvia, Passos Ana Margarida
The exception does not always prove the rule: Even few abusive behaviors undermine the positive effect of authentic leadership on ethical climate and psychological safety
Richter Stefanie, Frömmer Dirk, Franke-Bartholdt Luise, Strobel Anja, Wegge Jürgen
Ethically-oriented forms of organizational climate and leadership compared: Conceptual problems and implications for organizational practice
Weber Wolfgang G.

10.30-11.45 – LISBONA
1545 SYMPOSIUM - Casting Light on Situational Judgment Tests from Multiple Perspectives: Possibilities of Differential Uses across Disciplines and Countries
Chair: Kim Lisa
Using SJTs in leadership training: Individualized feedback and role play for impactful leadership development
Schmid Ellen, Knipfer Kristin, Peus Claudia
May the situation be with you: Is Agreeableness a major predictor for leader potential in different situations?
Gentil Alina, Moldzio Thomas, Reiner Anabell, Felfe Jörg
Influence of response instructions and response format on applicant perceptions of a Situational Judgement Test for medical school selection
E. de Leng Wendy, Stegers-Jager Karen M., Born Marise Ph., Themmen Axel P.N.

Which response option format in Situational Judgment Tests is best? Evidence from UK teacher education program applicants
Kim Lisa E., Klassen Robert M.

The meaning of social desirability of response options in SJTs
Felfe Jörg, Krumm Stefan, Schäpers Philipp, Kaminski Katarina

10.30-11.45 – DUBLINO
1788 SYMPOSIUM - Rethinking Work through (Work)Spaces: Current issues for organizational change and development of teams and competencies
Chairs: Ianeva Maria, Quillerou Edwige, Ciobanu Raluca, Tomás Jean-Luc, Lai Chiara, Bobillier-Chaumon Marc-Eric, Vacherand-Revel Jacqueline

Office Design and Organizational Change: an Activity-Theory Perspective
Ianeva Maria
Think about the workspaces during the work design process: dialogue’s conditions and material environment to contribute to Health and Safety at work
Quillerou Edwige

New way of learning in the nuclear industry: the “activity spaces” as a tool for competence development?
Ciobanu Raluca

It is only in movement that spaces show what they are: A clinic of activity perspective on (work)spaces
Tomás Jean-Luc

Situated acceptance as an approach for thinking workplaces in relation with activity: the case of in the context of Activity based environments
Lai Chiara, Bobillier Chaumon Marc-Eric, Vacherand Revel Jacqueline

10.45-12.45 – ISTANBUL
1260 INVITED SYMPOSIUM - The digital transformation of work is here – how scientists and practitioners can work together to manage needed workplace changes
Facilitator: Roth Colin
Panelists: Oliver Kohnke, Diana Rus, Hartwig Fuhrmann, Katarzyna Więcek-Jakubek, John Arnold

10.45-12.15 – ROMA
366 SYMPOSIUM - Positive Psychology @ Work
Chairs: Van Zyl Llewellyn, Kaluza Antonia J

Positive psychological interventions aimed at managing territorial behaviours within the organisational context
Olckers Chantal, van Zyl Llewellyn E, Booysen Corné

The influence of leaders’ stress mindsets on health-promoting leadership behaviour
Kaluza Antonia J., Schuh Sebastian C., Junker Nina M., van Dick Rolf

Self-compassion at work: A cross-sectional study of self-compassion, burnout, job satisfaction and GRIT in organisations
Dreisörner Aljoscha, Junker Nina M., van Dick Rolf

Empowerment leadership, affective well-being and rumination
Inceoglu Ilke, Thomas Geoff, Chu Chris, Plans David, Cropley Mark, Heron Jon

The Bright Side of Burn-out: Exploring Learning and Growth in Post-burnout Employees
van den Heuvel Machteld
Thriving of Academics in Higher Education Institutions in South Africa
Mahomed Fatima, Rothmann Sebastiaan

10.45-11.30 – VIP
1421 SYMPOSIUM - Integrated Body and Mind Perspectives at Work
Chairs: van Dam Karen, de Lange Annet, Oostdijk Eric
Cognitive aging and muscle training? Relations between physical exercise, work ability and cognitive functioning at work
de Lange Annet
Mindfullness at Work: Learning to Be Where You Actually Are
Oostdijk Eric
Qigong at Work: Where East Meets West
van Dam Karen

11.00-12.15 – COPENAGHEN
948 SYMPOSIUM - Understanding the role of age in contemporary organizations: about diversity, (dis)similarity and climate
Chairs: Peeters Maria, Rispens Sonja
Preventing turnover among overqualified young graduates: The role of human resources management practices for reducing the propensity to leave the job and the company
Gamboa Juan P., Hernández Ana, Picazo Carmen, Tomás Inés, González-Romá Vicente
Age and Employability: A Polynomial Test of Age-Related Stereotyping
Peeters Ellen, Semeijn Judith, Van der Heijden Beatrice
How an inclusive age climate at work relates to well-being and performance: The mediating role of strengths’ use behavior
Peeters Maria C.W., Rispens Sonja, Van der Heijden Beatrice
Engaging Older Workers; the Role of a Supportive Climate
Kilroy Steven, Kooij Dorien, Van de Voorde Karina
Reflecting on the role of age in contemporary organizations
van Vuuren Tinka

11.30-13.00 – ROOM 500
1851 INVITED SYMPOSIUM - High performance work practices and engagement: Workplace bullying as a disruptive Factor
Baillien Elfı
High performance work practices and engagement: Workplace bullying as a disruptive Factor
Salin, D., Notelaers, G., & Baillien, E.
Employee-supervisor incivility spirals: Who benefits and who suffers?
Griep, Y., Vranjes, I., & Hershcovis, M. S.
The academic workplace: Unique context for examining workplace bullying.
Keashly, L.
Quasi-experimental study to evaluate an online workplace bullying intervention
Van den Brande, W., Baillien, E., Schouteden, M., Vander Elst, T., De Witte, H., & Godderis, L.
Advancing the risk management of workplace bullying as a health and safety hazard
Tuckey M., Li Y., Neall A., Chen P.3, Mattiske J., Dollard M., McLinton S., Rogers A.

11.30-12.30 – ATENE
1009  SYMPOSIUM - Developments in Diversity – Towards Effective Diversity Management in Organizations
Chair: Hiemstra Annemarie M.F.
Discussant: Hebl Michelle (Mikki)
Effects of visual stigmas on video-resume reviews: An experimental study
Derous Eva, Buijsrogge Alexander, Hiemstra Annemarie
Not up for the task? Men and women with work-family conflicts between disrespect and admiration
Krings Franciska, Steiner Rebekka S.
Antecedents of employees' cultural diversity support
Hiemstra Annemarie M.F., Flipse Marissa, Derous Eva

11.45-13.15 – MADRID
977  SYMPOSIUM - Job Insecurity Symposium 2: Organizational outcomes
Chairs: De Witte Hans, Selenko Eva
Job Insecurity in the Face of Attributions: How the Macroeconomic Context Shapes Employees’ Trust in Their Employer
Doden Wiebke, Morf Manuela, Grote Gudela, Staffelbach Bruno
On the Relationship Between Qualitative Job Insecurity and Organizational Justice: Longitudinal Evidence
Lazauskaite-Zabielske Jurgita, Urbanaviciute Ieva, De Witte Hans
Emotional Contagion, Economic Stress, and Safety Outcomes: A Cross-country Study
Petitta Laura, Probst Tahira M., Ghezzi Valerio, Barbaranelli Claudio
The Impact of Job Insecurity on Accidents and Injuries: A Moderated Mediation with Production Pressure and Sleep Disturbances
Probst Tahira M., Petitta Laura, Barbaranelli Claudio, Ghezzi Valerio, Bettac Erica L.
Perceived job insecurity predicting involuntary and voluntary turnover 6 months later
Vander Elst Tinne, De Cuyper Nele, De Witte Hans, Van den Broeck Anja, Sverke Magnus
I deserve better than this, I quit! Relative deprivation as an explanation of turnover in times of job insecurity
Selenko Eva, De Witte Hans

11.45-13.15 – PARIGI
396  INVITED SYMPOSIUM - Big and online data in organizations: The promises and perils of a methodological frontier (Special Alliance Session)
Chairs: Bart Wille, Samuel T. McAbee
Scoring game-based assessments with artificial intelligence and trace data
Richard N. Landers
Developing and Validating User-Friendly Innovative Assessments for Hiring
Sonia Codreanu
Predicting hiring decisions using applicant tracking system data
Colin I.S.G. Lee, Will Felps, Piers Steel
People analytics to make informed HR decisions: A practitioner point of view
Britt De Soete, Jouko Van Aggelen
Structural integration of people data within organizational decision making: Considerations from a strategic and an operational perspective
Bernd Carette

11.45-13.00 – VIP
1068  SYMPOSIUM - The Role of Personal Resources to Face Career Changes
Chairs: Keller Anita, Nye Christopher

The Effects of Individual Differences and Academic Performance on Post-College Job Offers
Nye Christopher D., Collier-Spruel Lauren, Donnellan Brent

Changes in self-efficacy during the education-to-work transition: The role of coping strategies in explaining why individuals change differently
Schmitt Antje, Keller Anita C.

Facilitating a successful school-to-work transition: Comparing compact career-construction interventions
van der Horst Anna C., Klehe Ute-Christine, Coolen Anne C. M., Brenninkmeijer Veerle

Career Adaptability and Subjective Career Success in the Context of a Broader Career Resources Framework
Haenggli Madeleine, Hirschi Andreas

Career Adapt-Abilities Scale's (CAAS-5) predictive and incremental validity with work-related outcomes
Leong Frederick T.L., Gardner Danielle, Nye Christopher D., Prasad Joshua

12.00-13.15 — LISBONA

445 SYMPOSIUM - The Demonstrated Utility of Person-Centered Analyses in Work Psychology
Chair: Gagné Marylène

Profiles of Personality: Evidence for a Stable Profile Structure of the HEXACO Trait Dimensions
Daljeeta Kabir N., Espinoza Jose A., Meyer John P.

The Work Design Profiles of Employees in the Australian Not-For-Profit Sector: A Person-Centered Perspective
Knight Caroline, Parker Sharon K., McLarnon Matthew, Wenzel Ramon

Motivation Trajectories at Career Start: Antecedents and Effects on Commitment and Turnover Intentions
Fernet Claude, Morin Alexandre J. S., Austin Stephanie, Litalien David, Lavoie-Tremblay Mélanie, Forest Jacques

A Longitudinal Analysis of Motivation Profiles at Work
Howard Josh L., Morin Alexandre J. S., Gagné Marylène

Capturing Complexity across Levels: A Team-Centered Approach to Profiles

12.15-13.45 — LONDRA

1850 SYMPOSIUM - Solidifying the glass cliff: Empirical, theoretical and meta-analytical insights on women in precarious leadership positions
Chairs: Ihmels Anika, Wegge Jürgen

The Glass Cliff in American State Legislative Politics (2011-2016)
Robinson Sarah, Aeleinei Cristina, Kulich Clara

The Glass Cliff that Awaits Women Directors: Recent evidence
Main Brian, Gregory-Smith Ian

Behind Closed Doors: Investigating Appointments and Arguments in Glass Cliffs as Group Decisions
Ihmels Anika, Kaplonek Moritz, Andree Alina, Dörfel Denise

Motives and mindsets: when and why people select women to glass cliff positions
Kulich Clara, Iacoviello Vincenzo

Women and Precarious Leadership Positions: A Meta-Analysis of the Glass Cliff Phenomenon
Morgenroth Thekla, Kirby Teri A., Ryan Michelle K., Sudkaemper Antonia

12.15-13.30 — DUBLINO
747  SYMPOSIUM - Mindfulness in work contexts: Understanding when and how mindfulness has beneficial effects
Chairs: Junça Silva Ana, Montani Francesco
How being Mindful and Recover from Work Increases Work Engagement after Role Overload
Junça Silva Ana, Caetano António, Rueff Lopes Rita
Does Role Conflict Fuel Employee Creativity? Evidence for a Curvilinear Relationship Moderated by Mindfulness
Montani Francesco, Setti Ilaria, Sommovigo Valentina, Courcy François, Giorgi Gabriele
Does Mindfulness Matter for Positive and Negative Behaviors? Relationships with Procrastination and Creative Performance
Mendonça Helenides, Tais Alvin, Novaes Valcêmia, Montani Francesco
The Impact of a Training Program Promoting Consciousness Development and Mindfulness on Leadership Capabilities
Baron Charles, Brochu Félix, Cayer Mario
Acceptance and Commitment Training for Employees’ Wellbeing: Results from a Randomized Controlled Trial
De Mondehare Laurence, Grégoire Simon

12.30-13.45 – ROMA
1452  SYMPOSIUM - International Teamwork: Big Challenges and Big Opportunities
Chair: Koehler Tine
Typological theorizing as an avenue to advance the field of multicultural teamwork
Reiche Sebastian
Norms as a precursor and a solution to international teamwork challenges
Köhler Tine, Gonzalez-Morales M. Gloria
Teams as complex behavioral systems
Lehmann-Willenbrock Nale
Multicultural richness as asset - Talk does not reflect the walk
Sackmann Sonja A.
Employee engagement in global virtual teamwork
Nurmi Niina

12.45-14.00 – COPENAGHEN
1349  SYMPOSIUM - Return to Work policies and practices: Supporting more inclusive organisations
Chair: Gervais Roxane
Fitness and return to work: Looking at the evidence
Gervais Roxane
Resources enabling sustainable return to work for workers with CMDs
Nielsen Karina, Yarker Joanna, Munir Fehmidah, Bultmann Ute
Turning research into practice: An evaluation of mental health return to work guidance and recommendations to improve practice
Yarker Joanna, Munir Fehmidah, Lewis Rachel, Donaldson-Feilder Emma, Peters Rebecca
How are workplace well-being strategies addressing mental health at work?
Munir Fehmidah, Yarker Joanna, Lewis Rachel
Return-to-Work for People with Moderate and Severe Mental Health Conditions
Thomson Louise

13.00-14.15 – ISTANBUL
830  PANEL - Exploring the Space for Critical Work and Organizational Psychology  
Facilitator: Matthijs Bal  

13.00-14.15 – ATENE  
927  SYMPOSIUM - Managing mental illness and promoting good mental health in the workplace.  
Chairs: Johnson Sheena, Lapierre Laurent  
An Exploration of Why and How Employees Disclose Having a Mental Illness  
Lapierre Laurent M., Johnson Sheena, Bonaccio Silvia, O’Reilly Jane, Bourgeault Ivy, Donia Magda, Li Yanhong  
An investigation into individual and organisational impacts of Mental Health First Aid (MHFA) initiatives in a Media Organisation  
Robertson-Hart Susannah, Johnson Sheena  
Unlocking the “Black Box”: An Investigation of Contextual Variables Influencing the Effectiveness of Stress Management Interventions  
Siegl Lina  
Psychological Health and Wellbeing in Veterinary Surgeons  
O’Connor Elinor, Johnson Sheena, Hughes David  
Mass effect: A review of mental health effects of workplace bullying bystanders  
Ng Kara

13.15-14.30 – VIP  
1587  SYMPOSIUM - Let your values guide you: In search of jobs and careers that keep what they promise  
Chairs: Wiese Bettina S., Burk Christian L.  
Gendered work value profiles and STEM careers  
Salmela-Aro Katariina, Guo Jiesi, Sortflex Florencia, Eccles Jacque  
The role of work values in the development of early business leadership aspirations and behaviours"  
Sortheix Florencia M., Lechner Clemens M., Obschonka Martin, Salmela-Aro Katariina"  
I want to be a billionaire: Contrasting perspectives on the associations of values with youth’s well-being  
Van den Broeck Anja, Schreurs Bert, Proost Karin, Vanderstukken Arne, Vansteenkiste Maarten  
Does conducting “good” science make happy? Scientific values as individual motivational drivers  
Burk Christian L., Wiese Bettina S.  
Person environment fit, work engagement, voice behaviours and the moderating role of regulatory focus  
Inceoglu Ilke, Chu Chris, Schlachter Svenja, Allen David B.

13.30-15.00 – MADRID  
1035  SYMPOSIUM - Job Insecurity Symposium 3: The Dynamics of Job Insecurity  
Chairs: Selenko Eva, De Witte Hans  
The Chicken or The Egg: The Role of Absenteeism in the Longitudinal Reverse Relationship Between Job Insecurity and Mental Health Complaints  
Griep Yannick, Lukic Alexandra, Jones Samantha K., Vander Elst Tinne, Baillien Elfi, De Witte Hans  
A within-person examination of the reciprocal relationship between work-related learning and job insecurity  
Smet Kelly, De Cuyper Nele, De Witte Hans, Kyndt Eva  
Longitudinal patterns of quantitative and qualitative job insecurity and their associations with work-related learning outcomes  
Van Hootegem Anahi, Nikolova Irina, De Witte Hans, Kyndt Eva, Van Ruysseveldt Joris, Van Dam Karen
Co-development patterns of job insecurity, perceived employability, and career prospects: Findings from a 6-wave follow-up study in Switzerland
Urbanaviciute Ieva, De Witte Hans, Rossier Jérôme

The effect of co-worker cooperation on job insecurity and perceived employability: A 3-wave longitudinal study
Tomas Jasmina, Maslic Seršic Darja, De Witte Hans

Quantitative, qualitative, affective and cognitive: Which dimensions of job insecurity? Dimensionality, reliability and validity of the Multidimensional Job Insecurity Questionnaire
Chirumbolo Antonio, Callea Antonino, Urbini Flavio

13.30-14.30 – LISBONA
1178 SYMPOSIUM - The impact of task characteristics and work design on team processes and outcomes
Chairs: Burtscher Michael J., Gevers Josette M. P.
Discussant: Parker Sharon K.

The negative effects of individualizing incentives on collaboration in scientific teams
Burtscher Michael J., Hüffmeier Joachim

Buffering Deleterious Effects of External Disturbances on Project Outcomes: The Role of Future Focus and Temporal Leadership
Gevers Josette M.P.

Run for the team: Do effort gains in teams replicate in track and field relays?
Schleu Joyce Elena, Mojzisch Andreas, Hüffmeier Joachim

Surgeons need freedom, but nurses need rules*: How identity shapes the work design of multidisciplinary teams
Hay Georgia, Parker Sharon K., Luksyte Alex

13.45-15.00 – DUBLINO
1241 SYMPOSIUM - Career calling in the workplace: Good for what, for whom, and in which conditions?
Chair: Dalla Rosa Anna

Calling as a Double-Edged Sword for Work-Nonwork Enrichment and Conflict Among Older Workers
Hirschi Andreas, Keller Anita C., Spurk Danièle M.

Calling and Burnout across the Life span of Healthcare Professionals: The Role of Social Worth
Goštaitaitė Bernadeta, Bučiuniene Ilona, Duffy Ryan D., Haram Kim

Self-Sacrifice and Calling
Clinton Michael E., Conway Neil, Sturges Jane, Alison McFarland

Career calling and job search behaviors: The moderating effect of optimism, self-esteem, and perseverance
Dalla Rosa Anna, Vianello Michelangelo, Galliani Elisa Maria, Duffy Ryan D.

Paths to Voluntary Occupational Turnover: A Calling Perspective
Weisman Hannah

14.00-15.15 – LONDRA
133 SYMPOSIUM - Symposium Destructive leadership (2): Leader personality
Chairs: Schyns Birgit, Wisse Barbara
Discussant: Jan Schilling

Leader Machiavellianism, apparent insincerity, and low leader performance: A multisource moderated mediation analysis
Genau Hanna A., Blickle Gerhard, Schütte Nora
The role of social astuteness in counterbalancing leader psychopathic disinhibition: A multisource field study on counterproductive work behavior
Kranefeld Iris, Blickle Gerhard

The behaviour of vulnerable narcissistic leaders
Schyns Birgit, Gilmore Sarah, Koch Iris-Katharina

Investigating constructive and destructive leadership styles together: A pattern approach
Gatti Paola, Schyns Birgit, Cortese Claudio G., Hall Rosalie J.

How does leaders’ narcissism change the impact of positive and negative leadership from a follower perspective
Felfe J., Klebe L, Klug K., Bergner S

14.00-15.15 – FOYER NORD
2621 INVITED SYMPOSIUM - Meetings as Multilevel, Multiplex Challenges: The Importance of Meeting Science, What We Know, and Opportunities for Research and Organizations
Facilitator: Steven Rogelberg
Panelists: Nale Lehmann-Willenbrock - Joe Allen - Cornelius J. König - Mark Poteet

14.15-15.45 – ROOM 500
234 INVITED SYMPOSIUM - Work engagement: What’s Next?
Arnold B. Bakker

Work Engagement: Let’s Take Tasks More Seriously
Sabine Sonnentag

Job crafting and work engagement: Probing nonlinear effects with catastrophe theory models
Despoina Xanthopoulou, Dimitrios Stamovlasis

Testing a Workgroup-Based Approach (SCORE) to Improving Workplace Civility and Work Engagement
Michael P. Leiter, PhD

Employee work engagement and supervisor-rated performance: Uncovering the role of employee and supervisor crafting
Evangelia Demerouti

Transformational Leadership and Work engagement: Exploring the Daily Process
Arnold B. Bakker, Jorn Hetland, Olav Kjellevold-Olsen & Roar Espevik

14.15-15.15 – COPENAGHEN
1075 SYMPOSIUM - Workplace negative interpersonal relationships: effects of incivility, aggression and mistreatment on employees’ well-being and relative protective factors
Chairs: Sommovigo Valentina, O’Shea Deirdre

Investigating employees’ emotional and cognitive reactions to customer mistreatment: An experimental cross-national study
Sommovigo Valentina, Setti Ilaria, O’Shea Deirdre, Argentero Piergiorgio

The Impact of Incivility and Workplace Aggression on Healthcare Professionals’ Burnout, Psychological Wellbeing, and Job Satisfaction: A Longitudinal Study
Barretto Yaranon Paolo, Sommovigo Valentina, O’Shea Deirdre, Setti Ilaria

Workplace Relational Civility for both preventing Workplace Incivility and promoting well-being of workers in a primary prevention perspective
Di Fabio Annamaria

Nurses between the hammer and the anvil: Analyzing the role of the workplace prevention climate in reducing internal and external violence
Viotti Sara, Guidetti Gloria, Converso Daniela
14.30-15.45 – ISTANBUL
1142  PANEL - Applying Research to Practice: Challenges and Opportunities
Facilitator: Andrew Marcinko
Panelists: Bauer Talya, Galli Lorenzo, Wietrak Emilia, Marenco Pietro, Cioca Iulia

14.30-15.45 – ATENE
1020  SYMPOSIUM - The Spillover of Self-Control Depletion Across Domains, Across Time, and Across Individuals
Chair: Rivkin Wladislav
Discussant: Diestel Stefan
Row Road, Squabble Square, And Argument Avenue. Commuters’ Negative Social Experiences as Antecedent of Workplace Conflict and The Role Of Self-Control
Unger D., Albrecht A., Böttcher K., Starzyk A.
Flowing to Work to Flow at Work? The Role of Self-Control in Daily Morning Commute and Motivational Work States
Gerpott Fabiola, Unger D.
The Dynamic Interplay between Emotional Dissonance, Emotional Exhaustion, and Daily Trajectories of Self-Control Depletion: A Latent Growth Modelling Approach
Konze Anne-K.
The impact of sleep on ego-depletion over the course of the week: Evidence of a curvilinear relationship
Sacramento Claudia, Kühnel Jana
The Spillover of Self-Control Depletion between Abusive Leaders and Followers – A Weekly Diary Study
Babu Nishat, Rivkin Wladislaw

14.45-16.00 – VIP
444  SYMPOSIUM - Collective Work Engagement in Teams and Organizations
Fortuin Denise, van Mierlo Heleen
The Team Job Demands and Resources (tJD-R) Model: Team Engagement Path and Crossover Relationships
Urien Begoña, Rico Ramón, Demerouti Evangelia, Bakker Arnold B.
Organisational Engagement and Employee Turnover in the Health Sector
Dawson Jeremy F.
Injustice anywhere is a threat to engagement everywhere
Costa Patricia L., Patient David L., Marques Tatiana
Team boosting behavior and team performance: Uncovering the role of team work engagement
Fortuin Denise J., van Mierlo Heleen, Paraskevas Petrou, Bakker Arnold B., Demerouti Evangelia
Fostering creativity of work units over time through charismatic leadership: The mediating role of work-unit engagement
Hernández Ana, González-Romá Vicente, Eman Gea, Melián Verónica

14.45-15.45 – LISBONA
946  SYMPOSIUM - Implicit Motives in I/O: New Findings and Practical Applications
Chair: Jonas W.B. Lang
Discussant: Bipp Tanja
Integrating implicit and explicit personality: Machiavellianism channels implicit aggressiveness into deviant workplace behavior.
Galic Zvonimir, Ružojcic Mitja, Restubog Simon
Counterproductive Work Behavior: Do Implicit Motives Have Incremental Validity Beyond Explicit Traits?
Malte Runge J., Lang Jonas W. B.

Implicit Motives in the Upper Echelons: Gender Differences in CEOs’ Expression of Power and Affiliation Motivation
Brueckner Julie, Lang Jonas W.B., Bosak Janine

Developing an automated implicit motivation test for personnel selection
Van Cauwenberghe Marijn, Velghe Cédric

15.15-16.45 – MADRID
744 SYMPOSIUM - A Shocking Change Examining the Role of Career Shocks in Career Transitions
Chairs: Akkermans Jos, Seibert Scott, Mol Stefan T.

Does promotion bring happiness? A study on the role of promotion in work-related and general well-being among Swiss employees
Udayar Shagini, Urbanaviciute Ieva, Maggiori Christian, Rossier Jérôme

“All Work and No Play Makes Jack(y) Burned-Out”. Extending the Career Shock Literature by Looking into the Impact of Student Burnout on Future Workers’ Internal Career
Peters Pascale, Ossenkop Carolin, van der Heijden Beatrice, Lueb Iris

Nature and role of career shocks: A narrative analysis of the BBC Radio 4’s Desert Island Discs
Okay-Somerville Belgin

From shock to shift. A qualitative case comparison of career changes in mid-career
Nalis Irina, Kubicek Bettina, Korunka Christian

Shocked Into Entrepreneurship: An Explorative Study of Career Shocks Among Graduate Entrepreneurs
Rummel Sophie, Akkermans Jos, Blokker Rowena, Van Gelderen Marco

Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events
Seibert Scott, Nielsen Jordan D., Kraimer Maria L.

15.15-16.30 – PARIGI
1143 SYMPOSIUM - Proactivity at work: Disclosing the role of employees’ emotions, affect regulation, and well-being before and after employees’ change initiatives
Chairs: Starzyk Anita, Bindl Uta
Discussant: Sharon Parker

Managing your feelings to enhance proactivity: The type of affect regulation matters
Bindl Uta K., Sonnentag Sabine, Parker Sharon K.

Your voice is not needed (or heeded): How employees experience, appraise and manage unfavourable managerial responses to their voice and how they decide to voice again
Starzyk Anita, Bashshur Michael. R., Bledow Ronald

Resistance to taking-charge efforts: Impact on change initiators’ emotions and coping behaviours
El Mansouri Mouna, Strauss Karoline

When taking charge creates work-life conflict: The role of intrinsic motivation
Cangiano Francesco, Parker Sharon K., Ouyang Kan

Making work meaningful: Proactive work behavior and work meaningfulness in Germany and France
Schwake Christopher, Fay Doris, Strauss Karoline, Urbach Tina

15.30-17.00 – LONDRA
155 SYMPOSIUM - Symposium Destructive leadership (1): Leader behaviour and styles
Chair: Schyns Birgit
Discussant: Joerg Felfe
Don’t humor me: Leader negative humor styles, employee trust and outcomes
Neves Pedro, Karagonlar Gokhan

When a leader resource can be ambivalent or even destructive: Independence at work as a double-edged sword
Gatti Paola, Bligh Michelle C., Cortese Claudio G.

“This way today and totally different tomorrow” – An interview study on the practitioner’s view of inconsistent leadership
Schilling Jan, May Daniel, Schyns Birgit

Self-serving Leadership as a Consequence of Leader Fear of Losing Power and Competitive Climate
Wisse Barbara, Rus Diana Rus, Keller Anita C.

Reporting Unethical Behavior: Moderating Role of Leader’s Gender and Behavior
Hanges Paul J., Epistola Jordan J., Lucas Jeffrey W., Woodruff Col. Todd D., Beavan Kelly A.

Change-related Unethical Leadership and Follower Resistance to Change: A Conceptual Model
May Daniel, Moutousi Olga

15.30-16.30 – ROMA

1026 SYMPOSIUM - Social Media Use in Personnel Selection: New Perspectives and Directions
Chair: Gioaba Irina
Discussant: Landers Richard
Preliminary evidence for the validity of LinkedIn-based personality information
Fernandez Sébastien, Stöcklin Marie, Terrier Lohyd, Sowon Kim

The Impact of Normative Feedback on the Psychometric Properties of the LinkedIn Assessment
Levashina Julia, Roulin Nicolas
Self-presentation and selection outcomes on professional social media: a comparison between older and younger job seekers
Gioaba Irina, Krings Franciska, Kaufmann Michèle C., Sczesny Sabine, Zebrowitz Leslie

How Do Job Seekers Manage Impressions on Facebook?
Price Jennifer, Myers Vanessa, Duval Alexandra, Sobhani Shayda, Roulin Nicolas

15.30-17.00 – DUBLINO

1365 SYMPOSIUM - Return to work after a sickness absence: from theories to practical ways
Chairs: Miglioretti Massimo, Corbiere Marc

Individual psychological factors and tools related to RTW after a sick-leave due to musculoskeletal and common mental disorders: A literature review
Gragnano A., Villotti P., Larivièrè C., Negrini A., Corbière M.

A literature review and tools appraisal of organizational factors associated with return to work in workers on sick leave due to musculoskeletal and common mental disorders
Villotti P., Gragnano A., Dionne CE, Larivièrè C, Corbière M

Perceived Return-to-Work Obstacles and Self-Efficacy for Overcoming Barriers in Workers Suffering from physical and mental impairments
Corbière M., Negrini A, Lachance J-P, Olivares S, Mazaniello M

Validation of the Italian cardiovascular version of the Return to Work Obstacles and Self-Efficacy Scale
Miglioretti Massimo, Gragnano A, Negrini A, Corbiere M

Accommodations for older workers aged 45 or over returned to work after sick-leave due to physical or psychological impairments

Utilization of validated tools to identify obstacles and work accommodations within a sustainable Return-to-Work (RTW) program for employees on sick leave due to common mental disorders (CMDs)
15.30-16.30 – COPENAGHEN
1740 SYMPOSIUM - Workplace Wellbeing Symposium - Considering the Physical and Psychosocial Work Environment
Chairs: Yarker Jo, Weber Clara, Charlotte Hermans
New Approach to Investigating Employee Wellbeing – Considering the role of the physical environment and the psychosocial work environment
Yarker J., Weber C, Hermans C
Building for work, health and wellbeing – evaluating the impact of an office relocation on physical activity and psychological wellbeing
Yarker J., Weber C, Hermans C
The Privacy Appraisal Model
Weber Clara
The Meaning and Measurement of Privacy At Work – Development and Evaluation of the Privacy At Work Inventory (PAW)
Weber Clara

16.00-17.30 – ISTANBUL
1012 INVITED SYMPOSIUM - Interventions aimed at creating healthy workplaces
Chair: Rus Diana
Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 1 – scientists’ presentation)
Andrea Ceschi, Arianna Costantini, Franco Fraccaroli, Riccardo Sartori
Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 2 – practitioners’ presentation)
Andrea Ceschi, Marija Gostimir, Stefania Carnevali, Marco Malavasi
Intervention and communication processes to translate research into well-being at work: Evidence from research
Arianna Costantini, Evangelia Demerouti, Andrea Ceschi, Riccardo Sartori
Intervention and communication processes to translate research into well-being at work: Experiences from practice
Nicola Salandini, Clara Magnano, Arianna Costantini

16.00-17.00 – LISBONA
1091 SYMPOSIUM - Examining the Social and Situational Mechanisms of Strength Use at Work
Chairs: Moore Hannah, van Woerkom Marianne
Discussant: Bakker Arnold B.
Exploring character strengths, well-being and performance at work: New findings and applications
Dubreuila Philippe, Harzer Claudia
Principals’ Strengths Use: Links with Teachers’ and Students Feelings in School
Amoury-Naddaf Sahar, Lavy Shiri
Strength Use and Work Engagement: The Role of Colleague Recognition
Moore Hannah L., Bakker Arnold B., van Mierlo Heleen
The effect of performance appraisal on the relationship with the supervisor and on motivation to improve
van Woerkom Marianne, Kroon Brigitte, Hutschemaekers Rosalie
16.00-17.00 – ATENE
1518 SYMPOSIUM - Linking family supportive supervisor behaviours (FSSB) to employee contexts and outcomes
Chair: Kelly Ciara
Discussant: Russo Marcello
When employees and supervisors (do not) see eye to eye on family supervisor behaviors: The role of segmentation preference and work-family culture
Marescaux Elise, Rofcanin Yasin, Las Heras Mireia, Ilies Remus
Demonstrating the context dependent effects of the positive relationship between FSSB and flexibility i-deals
Kelly Ciara, Las Heras Mareia, Rofcanin Yasin, Ogbonnaya Chidiebere, Bosch Kreis María José, Marescaux Elise
Supporting proactively embedded employees; The role of Family Supportive Supervisor Behavior (FSSB) in shaping differential employee outcomes via idiosyncratic (i-deals) deals and fit
Kelly Ciara, Las Heras Mareia, Rofcanin Yasin, Bosch Kreis María José
Family Motivation of Supervisors: Exploring the Impact on Subordinates' Work Performance via FSSBs and Work-Family Balance Satisfaction
Erdogan Didem Taser, Bosch Maria Jose, Rofcanin Yasin, Stollberger Jakob, Las Heras Mireia

16.15-17.00 – VIP
1039 SYMPOSIUM - Work Accomodation: the perspective of co-workers and recruiters
Chair: Bertolino Marilena
Discussant: Fred Zijlistra
How do I perceive my colleague who benefits of work accommodation for disability? The role of stereotypes, justice and discrimination perceptions
Pantaleon Nathalie, Bertolino Marilena
How do co-workers perceive work accommodations offered to persons suffering from burnout?
Villotti P, Angel V, Corbière M, Desmette D
Just do it! When perceived feasibility of work accommodation reduces recruiters’ propensity to discriminate and propensity to include.
Herman Angel

16.45-18.00 – PARIGI
2027 INVITED SYMPOSIUM - The Move to the Business Schools: Challenges and Opportunities for the Future of Work and Organizational Psychology
Chair: Anseel Frederik
Panelists: Chen Gilad, Lievens Filip, Stephan Ute, Roulin Nicholas

16.45-18.15 – ROMA
983 SYMPOSIUM - Inclusive organisational socialisation: Perspectives on integrating and supporting new employees
Chairs: Cooper-Thomas Helena, Batistic Sasa
Understanding newcomer role orientation in the workplace: A self-determination theory perspective
Chen Jenny, Cooper-Thomas Helena D.
Unpacking the Role of Adaptability Components in the Successful Socialisation of Low-Skill Workers in China: An Interactive Framework
Lapointe Émilie, Schwarz Gary
Towards a more inclusive workplace: Resettled refugee experiences adjusting to work in New Zealand
Dehar Tamsin, Cooper-Thomas Helena D., Marlowe Jay, Cartwright Claire
Digitize me – implications of new employees’ strategic value for their virtual organizational socialisation
Batistic Sasa, Cooper-Thomas Helena D., Kenda Renata
Motivating Volunteers: Getting It Right From The Start
Chong Jane X.Y., Gagné Marylène, Dunlop Patrick D., Holtrop Djurre
The inclusion of uniqueness: The role of need for closure and expertise in the adoption of newcomers’ unique ideas in a group
Theodorou Annalisa, Livi Stefano, Levine John M., Kruglanski Arie W., Pierro Antonio

17.00-18.00 – ROOM 500
876  SYMPOSIUM - Applying Computational Modeling to Organizational Research
Chairs: Kozlowski Steve, Chao Georgia
An Overview of Computational Modeling
Kozlowski Steve W. J., Chao Georgia T.
The Uses and Utility of Computational Modeling: Debunking Common Misconceptions
Braun Michael T.
Priming the Pump: Principles for Computational Theory Development
Grand James A.
The Interplay between Computational Modeling and Empirical Data

17.00-18.15 – MADRID
1010  SYMPOSIUM - Workaholism: towards a better understanding of its nature and consequences
Chairs: Balducci Cristian, Spagnoli Paola
When is workaholism associated with biomarkers of stress? Exploring the moderating role of work engagement
Girardi Damiano, Falco Alessandra, Dal Corso Laura, De Carlo Alessandro
Job demands, workaholism, individual well-being, and stress crossover: A within-person perspective
Clark Malissa A., Hunter Emily M., Carlson Dawn S.
Workaholism, intensive smartphone use and sleep disorders: a multiple mediation model
Spagnoli Paola, Balducci Cristian, Barbato Giuseppe, Fabbri Marco
Consequences of workaholism
Hakanen Jari
A within-individual investigation on the relationship between workaholism and blood pressure
Balducci Cristian, Spagnoli Paola, Toderi Stefano

17.15-18.30 – LONDRA
1005  SYMPOSIUM - Unravelling boundary conditions and underlying mechanisms of spillover processes: The role of resources, appraisal, detachment and off-job crafting.
Chair: Germeys Lynn
Discussant: Carmen Binnewies
Exhausted before work? A diary study on demands before work and their impact on fatigue and job performance
Dettmers Jan, Wendt Carolin, Biemelt Jana
Episodes of work-related intrusions at home and well-being: The role of appraisal
Sara Tement, Horvat Marina, Shockley Kristen
The role of psychological detachment and psychological availability in the effects of workload on the behavior towards the partner: A diary study among dual-earner couples.
Meier Laurenz L., Cho Eunae, Chariatte Cyril
How do supportive colleagues at work make me a supportive partner at home? The role of interpersonal capitalization and psychological detachment.
Germeyns Lynn, Abraham Elisabeth, Verbruggen Marijke
Off-job crafting to proactively shape recovery time
Kujanpää Miika, de Bloom Jessica, Kinnunen Ulla

17.15-18.15 – VIP
450 SYMPOSIUM - Working for the greater good
Chair: Zijlstra Fred R. H.
Discussant: Zijlstra Fred R. H., Mulders Henny
Decent Work for the common good
Pais Leonor Pais, dos Santos Nuno Rebelo
For the Sustainable good: A practical approach to promoting sustainable employability in organizations
Rutten Rosine, Fleuren Bram
Organizational practices that facilitates the integration of employees with disability: Socialization and insiders’ affective climate
Medina Francisco J., Gamero Nuria, Sanclemente Francisco J., López-Cabrera Rocio
Monitoring the Work Capability of People with Limited Work Capacity (LWC)
van Ruitenbeek Gemma M. C., Zijlstra Fred R. H., Hülsheger Ute R.

17.15-18.30 – LISBONA
1154 SYMPOSIUM - Working for the greater good in services: risks and innovation impacts on employees’ wellbeing
Chairs: Zappalà Salvatore, Martinez-Tur Vicente
Emotional Labour and Work-Family Conflict in Voice-to-Voice and Face-to-Face Customer Relations: a Multi-group Study in Service Workers
Emanuel Federica, Colombo Lara, Ghislieri Chiara, Cortese Claudio Giovanni
Unfriendly customer behaviors and employees’ psychological capital: the role of psychosomatic symptoms and positive humor events at work: A moderated mediation approach
Junça-Silva Ana, Rueff-Lopes Rita
Linear and curvilinear relationships between well-being at work and service quality: an investigation in centers for individuals with intellectual disability
Martínez-Tur Vicente, Stone Michael, Estreder Yolanda, Moliner Carolina, Gracia Esther
Service climate and employees’ burnout: the mediating role of team engagement across time
Zappalà Salvatore
Digitalization in Health Care and the impacts on the interaction work
Kumbruck Christel

17.15-18.15 – ATENE
1537 SYMPOSIUM - Healthy healthcare workers: Psychosocial working conditions, health, quality of care, retention and success factors of interventions
Chair: Bauer Georg F.
Workplace and personal wellbeing factors associated with burnout in Irish hospital doctors -specialties comparison
Prihodova Lucia, Walsh Gillian, Hayes Blánaid
Linking the psychosocial working conditions, burnout, psychological morbidity symptoms and early retirement intentions in UK hospital consultants
Teoh Kevin RH, Khan Atir, Islam Saiful, Hassard Juliet
The key job resources and demands of nurses and their translation into interventions
Broetje Sylvia, Jenny Gregor J., Bauer Georg F.
Assessment of differential intervention effects for direct and indirect participants in an organizational health intervention implemented in healthcare
Lehmann Anja, Brauchli Rebecca, Bauer Georg F., Ciobanu Raluca

17.15-18.30 – DUBLINO
887 SYMPOSIUM - IFPOC symposium: Discovering antecedents and consequences of complex change recipients’ reactions to organizational change
Chairs: Vakola Maria, Van Dam Karen
Discussant: Fugate Mel
Synthesizing research on organizational change reactions: A systematic review
Kanitz Rouven, Gonzalez Katerina
Ambivalence and adaptive performance: The moderating role of work engagement
Vakola Maria, Katsaros Kleanthis, Paraskevas Petrou
Taking an event-based approach to understanding emotional responses to ongoing change
Kiefer Tina, Barclay Laurie
Positive organizational change: The role of sense making and emotion regulation for adaptive performance
Niessen Cornelia, van Dam Karen
Accepting failure: A configuration-based perspective on organizational failure
Bouckenooghe Dave, Schwarz Gavin

17.15-18.30 – COPENAGHEN
820 SYMPOSIUM – IFPOC symposium - Leading organizational change: New insights on how leaders navigate turbulent waters
Chair: Neves Pedro
Discussant: Schyns Birgit
CLT at the Interface of Managers and Employees During Organizational Change: Introducing the Concept of Change Construal
Berson Yair, Oreg Shaul, Wiesenfeld Batia
Servant leadership and work engagement as antecedents of employees’ adaptational performance during organizational changes
Kaltiainen Janne, Hakanen Jari
Effects of a change-oriented training in transformational and instrumental leadership: A two-study experiment
Millhoff Catrin, Rowold Jens
Empowering leadership and organizational trust: Implications for intentions to resist future change
Neves Pedro
Organisational structure, climate and culture: Conceptual issues and empirical evidence regarding working conditions and individual outcomes of leaders and employees
Steidelmueller Corinna, Wittmers Anja
ORAL SESSIONS

8.00-10.15 – PRAGA
ORAL_45 TRAINING & DEVELOPMENT
Chair: von Treuer Kathrin

581  The Double-Edged Sword of Diversity – Taking a Closer Look at Heterogeneous Training Group Composition
Müller Andreaslessa, Prof. Dr. Möller Heidi, Dr. Kotte Silja

1276 When and How Leadership Training for Managers Makes Subordinates Happy?: A Three-wave Multilevel Analysis
Shishido Takt, Maeyama Kyosuke, Ueno Saho

812 Time equals money?: A randomized controlled field experiment comparing four types of training vouchers
Fleuren Bram, de Grip Andries, Kant IJmert, Zijlstra Fred

1201 When proactive personality matters? A three-wave investigation of proactive personality as a trigger of the transfer of training process
Vignoli Michela, Depolo Marco

226 Digital Fluency – a Key Competence to Perform in the Digital Age?
Zimmermann Sophia, Kunze Florian

1624 From isolation to interaction: A social network perspective on aging teachers’ position in school organizations.
Brouhier Quentin, März Virginie, Raemdonck Isabel

80 Does being in a talent pool always reap benefits? The moderating influence of narcissism
Kanabar Janki, Fletcher Luke

497 Dynamics between competence beliefs for applied work and related job tasks
Lerche André D. S., Burk Christian L., Wiese Bettina S.

904 A psychology competency model: Defining the practice competencies as meta-competencies in the context of psychological practice
von Treuer Kathryn

8.00-9.45 – FOYER 500
ORAL_63 EMOTION REGULATION
Chair: D'Oliverira Teresa C.

1326 Meditating away a guilty conscience: The impact of mindfulness on guilt and reparations.
Hafenbrack Andrew, Solal Isabelle, LaPalme Matthew

270 “Hey boss, I failed”! The influence of interpersonal emotion regulation strategies on trust perceptions when disclosing a failure to a manager
Naughton Bernadette, O'shea Deirdre, Van Der Werff Lisa

1017 Workplace Mistreatment and Emotional Labor: A Latent Profile Analysis
Nguyen Nathan, Stinglhamber Florence

923 More Than One Strategy: A Closer Examination of the Relationship between Deep Acting and Key Employee Outcomes
Alabak Merve, Hülsheger Ute R., Zijlstra Fred R. H., Verduyn Philippe

1188 Affective Systems and Workplace Behaviors: Portuguese Validation of the Affective Neuroscience Personality Scales (short version)
Féria de Almeida Teresa, Campos Ramalho Nelson, Esteves Francisco
The double role of surface acting in the context of a perceived emotional demands-abilities fit and the burnout dimension disengagement
Mausz Irmgard, Kuonath Angela, Kennecke Silja, Frey Dieter

Timing emotions and emotional regulation in the workplace: The entwined nature of circadian rhythms and emotions in the workplace
D'Oliveira Teresaesara C.

8.00-9.30 – MEZZANINO
ORAL_68 TECHNOLOGY & VIRTUALITY
Chair: Berkers Hannah
1259 Stop the Stigma! Understanding the Bright Side of Social Media Use at Work
Wang Bin, Liu Yukun, Parker Sharon
1184 Digital transformation of mentoring relationships – does personality matter?
Stockkamp Mariella Theresa, Hauser Alexandra, Frey Dieter
617 When technologies take over: Benefits of job rotation and the mediating mechanisms
Mlekus Lisa, Lehmann Janine, Maier Günter W.
1198 When Computers Take the Lead: The Automation of Leadership
Wesche Jenny Sarah, Sonderegger Andreas
1736 Understanding and re-designing the workplace through structured video-analysis
Orso Valeria, Ziviani Riccardo, Barattini Roberto, Bondani Giulio, Radu Robert, Gamberini Luciano
921 The influence of Robotization on Meaningful Work
Berkers Hannah, Rispens Sonja, Le Blanc Pascale

8.00-8.45 – NH FONDERIA
ORAL_74 INSECURITY & CONTINGENT JOB
Chair: Ghezzi Valerio
160 Effects of prolonged job insecurity on Big Five personality change
Wu Chia-Huei, Wang Ying, Parker Sharon, Griffin Mark
1668 Women who Chose to be in a Man’s Job: Career Experiences of Women Internet Taxi Drivers in Tehran
Beigi Mina, Nayyeri Shahrzad, Shirmohammadi Melika
395 Job Contract, Work-Related Stress, and Perceived Well-Being: Does age make a difference?
Ghezzi Valerio, Barbaranelli Claudio, Ciampa Valeria, Di Tecco Cristina, Ronchetti Matteo, Persechino Benedetta, Iavicoli Sergio

8.00-9.00 – VIP
ORAL_54 MOTIVATION
Chair: Van Dijk Dina
1627 How Do Perceived Need Support and Communication Among Colleagues Predict Satisfaction at Work?
Grenier Simon, Gagné Marylène
1661 When gossip is selfish: Competitive team goals and feelings of entitlement stimulate employees to self-promote through gossip
Martinescu Elena
1250 Eudaimonic and Hedonic Orientations as Self-Motives for Engagement: a Future Time Perspective
Kelleher Aly, Michaelides George
792 Intrinsic and extrinsic factors as predictors of intention to leave occupation: The case of physicians in the public versus private sectors in Israel
Van Dijk Dina, Kushnir Talma

8.00-10.00 – ATENE
ORAL_55 EMOTION IN WORKPLACE
Chair: Casper Anne
690 Leader-follower emotion diffusion in a context of workplace change
Peters Kim, Steffens Niklas, Yang Jerry
339 Career regret - a stage based examination
Budjanovcanin Alexandra, Woodrow Chris
569 Individual work outcomes following pride expressions
Brosi Prisca
1635 The emotional effects of making mistakes: A qualitative study of the emotional outcomes of prescribing errors
Giga Sabir, Fletcher Ian, Brewster Liz, Varey Sandra
1760 Personality and sickness absence: The moderating role of gender, age and supervisor support
Løset Garil Kvamme, von Soest Tilmann
2339 Emotional Labor Behind the Female Advantage: Gendered Effects of Deep and Surface Acting on Performance
Esther Lopez-Zafra, Manuel Pulido, Nekane Aramburu
73 Exploring the benefits of Expressive Writing for workplace embitterment; a randomised control trial
Michailidis Evie, Cropley Mark
320 The Power of Affect: A Three-Wave Panel Study on Reciprocal Relationships Between Work Events and Affect at Work
Casper Anne, Tremmel Stephanie, Sonnentag Sabine

8.15-10.00 – BRUXELLES
ORAL_41 ENGAGEMENT
Chair: Paolillo Anna
100 The Fragile Harmony within Managers’ Public Service Motivation and Work Engagement in Public Sector Organizations: A Qualitative Study
Vinarski Peretz Hedva
268 Playful Work Design: Conceptualization, Measurement, and Validity
Scharp Yuri, Bakker Arnold, Breevaart Kimberley
469 Exploring possible Relationships of Work Meaningfulness and Perceived Organizational Support with Work Engagement: The Moderation Effects of POS in an Empirical Study in France
Canboy Basak, Tillou Caroline, Barzantny Cordula, Guclu Burcin, Benichoux Florence
1081 Influence of National Culture on Employee Engagement – Study in Sri Lanka
Pituwala Praja
225 Right job or not? – The roles of organizational engagement, support and virtual community trust
Toth Ilona, Sintonen Sanna, Vanhala Mika, Ollkonen Laura
313 Challenge Stressor and Organizational Commitment—The Mediation Role of Thriving
Mkhabela Kelebogile, Jia Huiyuan, Wang Feining
1104 Psychological capital and work engagement: the mediating role of job crafting
Paolillo Anna, Platania Silvia, Silva Silvia A.

8.15-9.00 – NH PRESSE
ORAL_80 UNEMPLOYMENT
Chair: Budworth Marie-Helene
82 Social Capital in Job Search: Examining Predictors and Outcomes of General vs. Job Search-Specific Social Capital
da Motta Veiga Serge, Wilhelmy Annika, Hasler Katrin, Ambühl Mirjam, Kleinmann Martin

783 How to explain the low mental health of unemployment persons: a combination of individual and intergroup perspectives
Seghouat Selma, Bourguignon David, Fointiat Valérie

1420 Getting out of the job search rut: An exploratory study of the movement between phases
Budworth Marie-Helene, Harrison Jennifer, Halinski Mike

8.15-9.00 – NH COLLAUDO
ORAL_86 LEADERSHIP & MANAGEMENT
Chair: Scholz Florian

1648 Gender differences in leadership: an Italian study with the LBLM
Ardolino Piermatteo, Di Lorenzo Maria Rosaria, Iezzi Domenica Fioredistella, Favretto Giuseppe

388 The impact of motivation to lead on followers' perceptions of leader behavior: the mediating role of stress
De Hauw Sara, De Stobbeleir Katleen

1490 More cookies for all of us: The influence of leadership on prosocial behavior when competition gets tough
Scholz Florian, Kearney Eric

8.30-10.00 – VARSAVIA
ORAL_50 INSECURITY & CONTINGENT JOB
Chair: Morf Manuela

1801 Quantitative Job Insecurity and Well-being: Do Hindrance and Challenge Appraisals Mediate this Association?
Charkhabi Morteza, Habibi Mojtaba, Amanollah Mojtaba

414 THE EFFECTS OF JOB INSECURITY ON ECONOMIC DECISIONS IN TWO DIFFERENT CONTEXTS
Castiglioni Cinzia, Lozza Edoardo

1371 Antecedents of job insecurity: An examination of individual and organizational level variables
Costa Sandra, Neves Pedro

1398 Job insecurity as a challenge stressor? A test of mechanisms linking insecurity to work behaviors
Costa Sandra

492 Job preservation efforts: When job insecurity prompts or impedes performance
Koen Jessie, Low Jasmine T.H., van Vianen Annelies E.M.

8.30-9.30 – VIENNA
ORAL_57 MEASUREMENT
Chair: Sanchez Diana

658 Italian validation of the Multi-Dimensional Interview Self-Efficacy scale
Petruzziello Gerardo, Mariani Marco Giovanni, Chiesa Rita, Cardinalli Federico, Guglielmi Dina

25 Scale Adaptation in Organizational Sciences Research: A Review and Best-Practice Recommendations
Heggestad Eric, Scheaf David, Banks George, Monroe Mary, Tonidandel Scott, Williams Eleanor

823 Validation of five psychosocial risk assessment scales among low-educated workers
9.00-10.30 – NH FONDERIA
ORAL_75 WORK LIFE INTERFACE
Chair: Du Danyang
503 Did you think of your leisure time today? An hourly study of the relationship between Thoughts of Leisure Time (ToLT) and work engagement
Seibel Sebastian, Volmer Judith, Syrek Christine
535 Situational Strength Perceptions of After-Hours Work Demands
Calderwood Charles, Minnen Molly E., England Katie, Meyer Rustin D.
575 Emotional Resources Link Work Demands and Experiences to Family Functioning and Employee Well-being: The Emotional Resource Possession Scale (ERPS)
Ilies Remus, Ju Huirong, Liu Yukun, Goh Zen
1599 Sickness absence of nurses working in residential elder care: both job- and home-related?
Peters Velibor, de rijk Angelique E., Engels Josephine, Houkes Inge, Kant Ijmert
1623 The effect of daily afterhours mobile use on work mental fatigue and social activities at home
magni massimo, Netchaeva Ekaterina, Ilies Remus
833 Introducing a process view of the work-home interface: A series of tests of the Work-Home Resources (W-HR) Model
Du Danyang, Derks Daantje, Bakker Arnold

9.15-11.00 – NH PRESSE
ORAL_81 DISCRIMINATION & EQUALITY
Chair: Grajfoner Dasha
949 Enhancing Diversity at Work through Supported Employment for People with Disabilities
Arikan Selma, Cihan Ahmet, Akgün Ozcan Erkan, Ayyildiz Emine, Güleç Aslan Yesim, Canli Korkut Beliz, Bilican Fatma Isil, Wltavsky Zdenka, Grudeva Petia, Dias Antonio Silva, Dönmez Oral Betül, Ozturk Kubra
489 It’s time to leave the nest! Disabled individuals facing a limbo risk during school to work transition
Richard Sarah, Grima François
1169 Supporting dyslexia in the workplace: Linking research to practice
Smith-Spark James, Gordon Rebecca
228 Implicit Teacher Theories: A Hidden Gender Bias in Higher Education
Eubanks Dawn, Kiefer Tina
577 Sexual Orientation Diversity and Inclusion in the Workplace
Williams Ashley, Thompson Neill, Kandola Binna
1224 Career Planning: Challenges Women Face in their place of Workplace
Michailidis Maria, Voukelatou Europia
1450 Athena SWAN Charter for Gender Equality: Case Study on Exploring Work-Life Balance and Wellbeing in Higher Education
Grajfoner Dasha, Karanasiou Panagiota – Penny, Napier Jemina

9.15-10.45 – NH COLLAUDO
ORAL_87 MOTIVATION
Chair: Basinska Beata
322 Emotional exhaustion as an antecedent of surface acting: A diary study
Nesher Shoshan Hadar, Sonnentag Sabine

970  Motivation in Game-Based Training: The Importance of Definition in Measurement
Sanchez Diana R., Nelson Tristan, Weiner Erik, Schnall Jasmine, Kraiger Kurt

989  Is it “Mine” or “Ours”? The Effects of Individual and Collective Psychological Ownership: A Multilevel Model
Martinaityte Ieva, Unsworth Kerrie, Sacramento Claudia

1159  Work addiction and its relationship to the Self-determination theory, work outcomes, health and job characteristics
Van Coillie Hermina, Verlinden Heidi

1168  Motivation to learn from multiple projects: A myth of modern work design?
Flestea Alina, Bria Mara, Curseu Petru, Fodor Oana

1324  Motivate to enhance scientific effectiveness: a qualitative study among authorities at the technical university
Szuflita-Zurawska Magdalena, Basinska Beata

9.45-11.30 – VIENNA
ORAL_58 FLEXIBLE WORKING HOURS
Chair: Falkenberg Helena

252  The missing link between workplace flexibility and workplace connectivity behavior during non-work time
Schmoll René

606  The effect of work-time control on sickness absence due to musculoskeletal and mental disorders
Leineweber Constanze, Albrecht Sophie, Ojajärvi Anneli, Oksanen Tuula, Kecklund Göran, Härmä Mikko

1383  Exploring the impacts of the 24/7 society: A systematic review of the association between shift work and affective disorders
D’Oliveira Teresaeresa C., Agnostopoulos Antonios

640  Health and Work-Life Balance Across Types of Work Schedules: A Latent Class Analysis
Brauner Corinna, Frank Kilians, Wöhrmann Anne Marit, Michel Alexandra

1356  Flexible but exhausted: How interruptions thwart the positive effects of flextime.
Meyer Edo, Schöllbauer Julia, Korunka Christian

1344  Towards a Dynamic Perspective of Workplace Flexibility: A Latent Growth Curve Modelling Approach to Understand the Long-term Effects on Performance and Work-Engagement
Wessels Christina, Schippers Micháela

1389  Emotional exhaustion and parent’s relative perceived work flexibility
Leineweber Constanze, Falkenberg Helena, Albrecht Sophie

9.45-11.00 – MEZZANINO
ORAL_69 DIVERSITY
Chair: Bye Hege H.

1531  Managing diversity in the workplace: Organizational Diversity & Inclusion Scales (ODIS)
Menatta Pietro, De Simone Silvia, Borgogni Laura

413  Dynamic Effects of Demographic Dissimilarity: An Anchoring Events Perspective
Reinwald Max, Kunze Florian

590  Syrian refugees in Dutch organizations
de Vries Sjiera

1596  Place4Carers: engaging family caregivers of elderly people in a community-based co-design project for social service innovation in ValleCamonica.
Graffigna Guendalina, Barello Serena, Morelli Niccolò, Masella Cristina, Corbo Massimo, Ferrari Roberta
1000 Perceived career support: The interaction of subordinate and supervisor gender in the Norwegian Police Service
Bye Hege H., Bjørkelo Brita

10.00-11.45 – FOYER 500
ORAL_64 EMOTIONAL LABOR (REGULATION)
Chair: Fletcher Ian

1777 Emotional Dissonance in workplaces: differences between jobs and perceived well-being
pace francesco, Sciotto Giulia, Foddai Elena

322 Emotional exhaustion as an antecedent of surface acting: A diary study
Nesher Shoshan Hadar, Sonnentag Sabine

Winkler Anna, Zapf Dieterieter, Kern Marcel

1212 No job demand is an island – Interaction effects among emotional demands and other types of job demands
Geisler Martin, Berthelsen Hanne, Hakanen Jari

1666 Who is stressed out by emotion work? The changing nature of emotional job demands in different types of service jobs
Kern Marcel, Trumpold Kai, Zapf Dieterieter

1644 Emotion Work: Challenge or Hindrance Stressors? A 3-wave Longitudinal Study
Zapf Dieterieter, Kern Marcel, Holz Melanie, Dollard Maureen F.

1584 Caring for the carers: the role of emotions in compassion among doctors and nurses.
Fletcher Ian, Giga Sabir, Jackson-Koku Gordon

10.15-12.15 – VARSAVIA
ORAL_51 BURNOUT & FATIGUE
Chair: Allwood Carl Martin

318 The distinct effects of work mastery, engagement and affectivity on the dimensions of burnout: Exploring the possibilities of the Burnout Assessment Tool
Sørengaard Torhild Anita, Langvik Eva, Christensen Marit, Saksvik-Lehouillier Ingvild

145 Work-Life Balance and Turnover Intentions of Top Executives: A Moderated--Mediation Model
Exploring Knowledge Sharing
Haar Jarrod, O’Kane Conor, Schmitz Anja, Woodfiled Paul, Daellenbach Urs, Davenport Sally

338 The relation between living a calling and different aspects of burnout in Swedish ministers
Buratti Sandra, Allwood Carl Martin, Geisler Martin

937 Can organisational trauma predict burnout?: A ROC curve analysis.
Alonso Peña Pablo, Sylin Michel, Leysen Jan

1392 The role of team relational dynamics on burnout and affect; a compositional approach
Bria Mara, Curseu Petru Lucian, Fodor Oana Catalina, Flestea Alina Maria

1835 Assessing the Main-, Moderating-, and Mediator-Effects of Overcommitment (Within Siegrist’s Effort-Reward Imbalance Model)
Williams Cameron, Dziurawiec Suzanne, Larsen Mark

1601 The Association of Work Characteristics, Sleep, and Physical Activity with Burnout
Janurek Janina, Abdel Hadi Sascha, Mojzisch Andreas, Häusser Jan Alexander

501 Gender differences in some causes of exhaustion in ministers, psychologists and teachers in Sweden
Allwood Carl Martin, Geisler Martin, Buratti Sandra
10.30-12.15 – PRAGA
ORAL_46 ETHIC & SUSTAINABILITY
Chair: Huhtala Mari
1564 Pay, Pay inequality and Depressed Well-being
Conway Neil, Fortin Marion, Bouville Gregor, Campoy Eric
1815 Investigating the pro-environmental initiatives of Turkish companies
Yazar Yagizhan, Mete Ipek, Ones Deniz
1501 Engagement in healthy food: a study on the psychological determinants of free-from products consumption
Savarese Mariarosaria, Graffigna Guendalina
64 Fostering Respect in the Workplace: An Application of Positive Organizational Ethics
Sekerka Leslie E.
721 Decision-making process of corrupt behaviour
Manara M. Untung, Nubold Annika, van Gils Suzanne, Zijlstra Fred
1098 The relationship between ethical infrastructure and whistleblowing behavior
Einarsen Kari, Matthiesen Stig Berge, Mykletun Reidar Johan, Salin Denise
368 Leader moral identity: Multilevel associations with follower-rated leader integrity and the quality of leader-member exchange relationship
Huhtala Mari, Kiuru Noona, Tsupari Heidi, Feldt Taru

10.45-12.00 – NH FONDERIA
ORAL_76 HUMAN RESOURCES MANAGEMENT
Chair: Hornung Severin
583 The Science of Assessing Potential: an evidence-based approach to high potentials identification
Galli Lorenzo, Bourne Alan, Posarelli Massimo, Cioca Iulia Alina, Vanini Silvia
615 The Relationship between Organizational Support for Development and Turnover Intention: the Roles of Perceived Insider Status and Employability
Xu Xiaomin, Lu Changqin
1812 Understanding the influence of organizational onboarding practices on perceived person-environment fit by a dual mediation process – newcomers’ knowledge and affect.
botelho carlos
2147 Effectiveness of a leadership web-based training program on training transfer, regarding psychosocial support and its design, delivery and implementation characteristics
Gonçalves Sérgio, Soarea Simarly Maria, Abbad Gardênia
1195 Too Much of a Good Thing? Employee Involvement as Mediator and Moderator between Perceived Human Resource Practices and Work Ability
Hornung Severin, Hoge Thomas, Glaser Jürgen, Weigl Matthias

11.00-12.15 – NH COLLAUDO
ORAL_88 MOTIVATION
Chair: Randmann Liina
655 The effect of positive psychological capital on entrepreneurial passion
Gerleve Corinna, Flatten Tessa
412 Dynamics of Intrinsic Motivation and their Influence on Performance
Wietrak Emilia, Navarro Cid José, Leiva Ureña David
Tell me my weaknesses (strengths): Regulatory focus effect on feedback preference and the paradoxical effect of the given feedback
Shoshani Hadas, Van Dijk Dina, Valency Aharon (Rony)

The Role of Social and Temporal Comparisons in POS-Outcome Relationship
Nikandrou Irene, Tsachouridi Irene

The Moderating Role of Developmental Networks in the relationship between Structural and Psychological Empowerment
Randmann Liina, Lutsevitsh Polina

11.15-12.30 – NH PRESSE
ORAL_82 DISCRIMINATION & EQUALITY
Chair: Woodhams Carol

Gender-neutral pronouns as promoters of gender equality and diversity
Lindqvist Anna, Renström Emma, Klysing Amanda, Gustafsson Sendén Marie

Effectiveness of an Ally Skill-Building Workshop
Martinez Larry, Hamilton Kelly

Do male CEO apologies have different outcomes than female CEO apologies and why?
Koçak Aylin

Inclusion and the #MeToo movement: The impact of sexual harassment on women and male allies in the workplace
Smith Nicholas, Dimoff Jennifer, Hamilton Kelly, Lee Patrick, Mahoney Luke, McMahon Katy, Vogel Whitney

Driving best-practice in reward decisions in women-scare disciplines: lessons for HR from a case study of UK academia
Woodhams Carol, Laliotis Ioannis

11.30-13.30 – BRUXELLES
ORAL_42 ORGANIZATIONAL CHANGE
Chair: Rodriguez-Sanchez Alma Maria

Why Task Changes can have Positive as well as Negative Effects on Employee Satisfaction: A Within-Person Analysis
Nikolova Irina, Vander Elst Tinne, De Jong Simon, Baillien Elfi, De Witte Hansans

Addressing resistance to change: An explorative study into the potential of external coaching
Brandes Bianca, Lai Yi-Ling Lai, Johnston Karen

Community of practices in organizations
Scaratti Giuseppe

Top management is development leadership: Balancing needs for strategic change with value-based leadership practices as key to healthy employees and value-creation
Andersen Thale Kvernberg, Håpnes Tove

Being on the same page: A multi-study, multi-level investigation of cross-level change readiness alignment and team- and individual-level outcomes
De Jong Jeroen, Caniëls Marjolein, Nikolova Irina

Leading Organizational Climate Change: A Multilevel Latent Growth Model of High-Involvement, Service Climate, and Performance
Smith Mickey, Edwards Bryan, Wallace Craig

Sexual Aggression and Violence against Women in the Global Workplace
Sarkar Sreeroopa, Lacivita Lori, Garrett Shana

Keep resilient and carry on: Antecedents and consequences of organizational resilience
Rodriguez-Sanchez Alma M., Guinot Reinders Jacob, Chiva Gomez Ricardo, López-Cabrales Álvaro
11.30-12.30 – MEZZANINO
ORAL_70 PERSONAL GROWTH & HAPPINESS
Chair: Enrico Perinelli
106  Steering towards happiness: An experience sampling study on the momentary happiness of truck drivers
Wijngaards Indy, Hendriks Martijn, Pleeging Emma, Burger Martijn

547  Comfort Zone: Construct, Measurement, and Implications for Student and Work Outcomes
Zhang Charlene, Kuncel Nathan

1826  Cognitive and risk-taking outcomes of strengths use and flow at work
Liu Wei, van der Linden Dimitri, Bakker Arnold

1150  The mediational role of organizational socialization in the relation between satisfaction with colleagues and global self-esteem: A three-wave study in a sample of military cadets
Enrico Perinelli, Alessandri Guido, Cepale Gianluca, Fraccaroli Franco

11.45-13.00 – VIENNA
ORAL_59 ENTERPRENEURSHIP (PERSONALITY)
Chair: Hudecek Matthias F. C.

316  Reconstruction of the entrepreneur image: discourse and values
Kiseleva Anna, Vlasov Petro

1752  Crossing the Rubicon - Formation of entrepreneurial intention in higher education
Blaese Richard

1350  Determining a fruitful career for the creative independent professional: unraveling engagement and career success.
Jacobs Sofie

689  The identity constructions of gay and lesbian entrepreneurs from an intersectionality perspective
Essers Caroline, van der Heijden Beatrice, Pijpers Roos, Gremmen Ine

1566  Narrative Identity of German Startup Founders
Hudecek Matthias F. C., Krzystek Anja, Schlederer Sophia, John Dennis T.

12.00-13.00 – FOYER 500
ORAL_65 HEALTH PROMOTION
Chair: Belanger Lisa

1126  Do all employees benefit equally from transformational leadership? – Investigating the moderating role of workaholism on the relationship between transformational leadership and employee well-being
Vincent-Höper Sylvie, Stein Maie

1268  Unnecessary tasks may lie heavy on the back: A diary study
Faes Yannik, Elfering Achim

1632  An integrative review of health-promoting leadership
Akerjordet Kristin, Furunes Trude

880  Nature and outcomes of breaks during work: A meta-analysis
Belanger Lisa, Turner Nick

12.15-13.45 – NH FONDERIA
ORAL_77 HUMAN RESOURCES MANAGEMENT
Chair: Takeuchi Norihiko
1006 I don’t tell you what I know, if I’m not sure what you want: Exploring antecedents of knowledge hiding from an interdependence theory perspective
Gutermann Daniela, Grepott Fabiola

1056 Platform workers: The denial of an employment relationship?
Federici Eloisa, Boon Corine, Den Hartog Deanne N.

1445 Effective HR practices in civil society organisations: the importance of high-commitment HR practices and intrinsic work goals.
Szekér Lise, Lamberts Miet

2145 Trainee sociodemographic and functional characteristics as antecedents on abandon, dropout and persistence in web-based leadership training program
Gonçalves Sérgio, Cortes Marcela, Gardênia Abbad

956 HR-practices for all: what drives the inclusion of independent professionals in the workplace from an HR perspective?
Stuer David, De Vos Ans, Van Steenbergen Sabet

1493 Human Resource Attributions and Subjective Well-Being among Older Workers: Does Occupational Future Time Perspective Play a Role?
Takeuchi Norihiko, Jung Yuhee

12.30-14.00 – PRAGA
ORAL_47 AGING & RETIREMENT
Chair: Sousa-Ribeiro Marta

1510 Approaching retirement in the elderly care sector: A qualitative study of older workers’ perceptions of work and late career planning
Sousa-Ribeiro Marta, Persson Linda, Sverke Magnus, Lindfors Petra

692 Age differences in the salience of justice in the workplace
Marques Tatiana, Patiend David, Ramos Sara

246 Measuring Successful Ageing in Organisations: Developing and Testing a Successful Ageing at Work Scale
Taneva Stanimira, Yankov Georgi

1803 Development of a 5-item scale measuring ‘motivation to work’ in the German working population
Ebener Melanie, Stiller Michael

902 Successful aging and job crafting to sustain at work: Examining relations between job crafting and work ability of healthcare workers
de Lange Annet

1307 Are trajectories of preferred- and expected retirement ages associated with health and effort-imbalance at work? Findings from a six-year Swedish longitudinal study
Sousa-Ribeiro Marta, Stengård Johanna, Leineweber Constanze, Bernhard-Oettel Claudia

12.30-14.30 – VARSAVIA
ORAL_52 WORK LIFE INTERFACE
Chair: Burleson Seterra

308 Work-Life Interface: The positive role of work-life balance on employees’ satisfaction and organizational quality
Babic Katja, Rusjan Borut

430 Does Showing Interest in Achieving Work-Life Balance Harms You? An analysis among Newcomers
Bergami Massimo, Morandin Gabriele, Russo Marcello

664 Work and social antecedents of experienced work-life conflict
Zakrisson Ingrid, Danielsson Ulrika
667  Reduction of working hours and its relation to health, efficiency, and company attractiveness
Danielsson Ulrika, Zakrisson Ingrid

1351  Faculty Overwork: Time Allocation Across Work and Family Roles
Allen Tammy, Mancini Victor, French Kimberly, Miller Michelle, Kim Eun Sook, Centeno Grisselle

1783  The importance of fit: a longitudinal study of work-life interface on the well-being at work and outside the workplace
Van Coille Hermina, Bogaerts Yanne, Decooman Rein, Verlinden Heidi

1387  Cognitive demands of flexible work: A diary study with nurses in eldercare homes
Baumgartner Vera, Kubickei Bettina, Prem Roman, Uhlig Lars, Korunka Christian

1232  Congruence and Discrepancy Between Newcomers’ Anticipated and Experienced Work Interference with Family Predicting Early Socialization Outcomes
Burleson Seterra, Major Debra, Hu Xiaoxiao

12.30-14.15 – NH COLLAUDO
ORAL_89 CAREER
Chair: Oliveira Teresa Carla

864  Fit for purpose? When Person-Environment Fit falls down.
Warburton Joel, Arnold John, Selenko Eva, Kelly Ciara

998  Burning down the house: A critique of contemporary career theory and its influence on practice.
Robertson Peter

1660  Coping as a couple: how dual earners' career management strategies relate to individual job, career and life satisfaction
Abraham Elisabeth, Germeys Lynn, Verbruggen Marijke

409  When do employees self-manage their careers? A weekly survey study
Wilhelm Francisco, Hirschi Andreas

938  Grass Roots of Occupational Change: Understanding Mobility in Vocational Careers
Medici Emanuela Guri, Tschopp Cécile, Grote Gudela, Hirschi Andreas, Igic Ivana

463  Argumentation analysis of career advancement disputes: The role of eristic arguments
Kurdoglu Rasim Serdar

1303  What do SMEs lose by neglecting HRM?
Oliveira Teresa Carla, Cordeiro Bruno

13.00-14.30 – NH PRESSE
ORAL_83 DIVERSITY
Chair: Tanwar Jagriti

605  Do Gender Equality Awards make a difference? The case of female career progression in UK Higher Education Institutions
Tanwar Jagriti, Johnston Karen, Van Laar Darren

1152  Millennial Core Self-Evaluations and Creativity: The Mediating Role of Leader-Member Exchange
Gullifor Daniel, Karam Elizabeth, Noghani Farzaneh, Cogliser Claudia, Tribble Lori

352  Back to the Future, Women Experiences as Trailblazer at Work
Aldossari Maryam

1153  Diversity in education and organisation: From political aims to practice in the Norwegian Police Service
Bjørkelo Brita, Høivik Bye Hege, Egge Marit, Ganapathy Jai, Stærkebye Leirvik Mariann

1772  ADHD and the workplace; does the research and online advice ADD up? A critical examination of systematic review findings and digital data.
Lauder Kirsty
400  Does Athena Swan matter? The effect of Athena Swan institutional equality awards on the proportion of female professors in UK Higher Education Institutions
Tanwar Jagriti, Johnston Karen, Van Laar Darren

13.30-14.45 – VIENNA
ORAL_60 GROUP & COACHING
Chair: Wong Jennifer
480  Shedding light on the relationship between team leader coaching and team effectiveness: The conditional effect of task non-routineness
Rus Claudia Lenuta, Ratiu Lucia
1119  Team Emotional Management training enhances team performance through collaboration capability in fragmented virtual teams
Ana Zornoza, Jesus Sanchez, Virginia Orengo, Baltasar Gonzalez-Anta, Nuria Gamero
37  Taking a free ride: Goal orientation, team learning, and social loafing
Gabelica Catherine, Schippers Michaëla, de Maeyer Sven
1003  The Relationship Between Working Alliance and Client Outcomes in Coaching: A Meta-Analysis
Graßmann Carolin, Schölmerich Franziska, Schermuly Carsten
1832  Character strengths use and performance: A positive psychology goal-setting experiment
Wong Jennifer H.K., Pawsey Fleur C., Näswall Katharina

13.30-15.30 – FOYER 500
ORAL_66 RECOVERY & UNWINDING
Chair: Schulz Anika D.
375  Antecedents of Skipping Breaks and Consequences on Detachment and Health
Lohmann-Haislah Andrea, Wendsche Johannes, Schulz Anika, Schoellgen Ina
805  Working Hours, After-Work Recovery, and Wellbeing in Veterinary Surgeons
O’Connor Elinor, Williams Suzanne
995  Active and passive work break recovery strategies and their post-break effects on employee outcomes: A daily diary study
Escaffi Schwarz Maximiliano, Holman David, Hughes David
531  Examining recovery experiences among working college students: A latent profile investigation
Calderwood Charles, Gabriel Allison S., Dahling Jason J., Bennett Andrew A., Trougakos John P., Wong Elena M.
716  Resisting a rest: A social-cognitive approach to understanding why employees forgo their paid vacation days
Stiksma Melissa, Kuykendall Lauren, Guarino Katie, Warner Karyn, Hughes Linden, Kolze MJ
818  Always On? Or are we? An investigation into the moderating effect of boundary management strategies on the relationship between after-hours work and well-being.
Russell Emma, Laing Kerisha, Grant Christine
1267  Yesterdays work–privacy conflict, rumination and increased sleep onset latency predict today’s cognitive failure in teachers
Elfering Achim, Augusto Coelho Diana, Schmutz Damian, Kottwitz Maria Undine
360  Change in Detachment Mediating the Stressor-Wellbeing Link: An Analysis With Latent Change Scores
Schulz Anika D., Schöllgen Ina, Wendsche Johannes, Fay Doris, Wegge Jürgen

13.30-15.00 – PARIGI
ORAL_56 PERFORMANCE & PRODUCTIVITY
Chair: Martinaityte Ieva

159  Work motivation and performance among Malaysian insurance sales agents: Sales approaches as mediators
Azalea Alia, Soh Chang Rong

1144  Interrupt yourself! When it comes to creative and planning performance switching tasks at your own pace beats concentrated and externally interrupted work.
Seipp Ann-Kathrin, Heissler Clara, Ohly Sandra

1593  Why do we keep interrupting ourselves? Investigating affective and situational conditions that support self-interruptions.
Seipp Ann-Kathrin, Ohly Sandra

1992  Goal Difficulty and Incentive Effects in Multiple-Goal Scenarios
Schmidt Aaron M., Beck James W., Matsuda Win

992  Setting goal standards in teams: The positive influence of team polarisation on team performance
Alkema Jorrit, Giessner Steffen, van Dierendonck Dirk

1438  How can we be more creative on demand? Towards understanding creativity enhancing strategies and psychological experiences
Martinaityte Ieva, Semkina Antonina

13.45-16.00 – BRUXELLES
ORAL_43 EMPLOYABILITY
Chair: Höft Stefan

1202  The mediational role of employability in the job demands-resources model: a cross-cultural study in France and Italy
Dolce Valentina, Molino Monica, Wodociag Sophie

763  Working with depression is experienced as a constant balancing act that includes presenteeism
De Rijk Angelique, Kejsers Lotte, Houkes Inge, Stock Stephanie

1774  Personal resources, perceived employability and occupational outcomes: a study among NEET.
Consiglio Chiara, Borgogni Laura, Menatta Pietro, Zullo Andrea

1529  Inside-out: the contribution of trustworthiness and academic socialization to future employability
Farnese Maria Luisa, Livi Stefano, Spagnoli Paola

204  Career-related Events, Job Search Self-Efficacy and Job Search Outcome: Integrating a New Perspective of the Event System Theory
Guan Yangun, Fu Yue, Zheng Yuyan

671  The development of perceived external employability: Does a Matthew effect between less and higher educated employees really occur?
Houben Ellen, Grosemans Ilke, Kyndt Eva, De Cuyper Nele

810  Developing employability and sustainable careers: A learning-centred model based on individual agency and the support of the employer
Bozionelos Nikos, Lin Cai-Hui, Lee Kin Yi

1577  Sustainable Careers: The role of individual and organizational resources
Pajic Sofija, Mol Stefan T., den Hartog Deanne N.

1842  Career Management Skills of Unemployed Clients: A Self-Other Study
Höft Stefan, Rüüber Matthias, Kickum Astrid, Sieben Swen, Kiss Istvan

13.45-14.45 – MEZZANINO
ORAL_71 EMPLOYMENT RELATIONS
Chair: Kougiannou Konstantina

521  An exploration of how neoliberalism in a UK university inhibits the voice of the academic
Ryan Bernadette

293 Exploring Links Between Work Value Congruence, Engagement and Turnover Intentions
Kraak Johannes, Bayraktar Seçil, Imer Pinar

336 Lashing out or keeping quiet: An investigation into whether narcissists speak up or remain silent following an ego-threat in work settings. A quasi-experimental study.
Fleming Breda, O'Shea Deirdre, Kirrane Melrona, Buckley Finian

825 The role of trust in facilitating perceptions of effective Information and Consultation for employees: a managerial perspective
Kougiannou Konstantina, Wilkinson Adrian, Dundon Tony

14.00-15.45 – NH FONDERIA
ORAL_78 PERFORMANCE & ORGANIZATION
Chair: Schmidt Joseph

614 How do UK Police Officers Challenge Upwards in formal situations?
Brooks Sarah

559 Knowledge hiding – What’s wrong with not being transparent at work?
Ratiu Lucia, Meslec Nicoleta

1269 Impact of person characteristics, job description, and situational job characteristics on job performance: Application of the Triangle Model of Responsibility
Brechan Inge

385 Enter the arena! Self- and observer-ratings of political skill and job performance
Kholin Mareike, Bickle Gerhard

1234 The implicit motivational face of success – A replication and extension of Rule und Ambady (2008)
Steinmann Barbara, Schope Sophie, Maier Günter W.

1355 Relationship between job characteristics, innovative behavior and job performance of hospital managers: Do psychological empowerment and proactive work behavior as sequential mediators really matter?
Pierre Lucie, Battistelli Adalgisa

364 The Effects of Group Context on Peer Ratings of Task Performance
Schmidt Joseph, O'Neill Thomas, Dunlop Pat

14.15-16.00 – PRAGA
ORAL_48 TEAM & WORKGROUP
Chair: Schippers Michaela

2489 Team leader communication and coordination behavior in firefighter teams and its influence on the team performance
Takacs Veronika Klara

1279 Gender Diversity and Team Cooperativeness: the mediated moderated effect of team size, work group satisfaction and team information elaboration
Donati Simone, Zappalà Salvatore, Papola Ilaria, Malinconico Alessandro

652 Triggers and consequences of threat to professional roles in critical team work situations
Rynek Mona, Ellwart Thomas

95 Influenza Vaccination Behavior of Physicians: Psychological Safety's Role in the Prediction of Individual Behavior
Stühlinger Manuel, Schmutz Jan, Schlegel Matthias, Nicca Dunja, Grote Gudela

1789 The mediating role of Team Work Engagement between Team Psychological Safety and Team outcomes
Kishore S Keerthi
1046 Organisational Trust in Virtual Teams
Fischer Sarah, Walker Arlene

261 Obtrusive origins of entrepreneurial intentions: Dark triad traits and resilience in teams
Schippers Michaela, Rauch Andreas, Belschak Frank, Hulsink Willem

14.30-16.00 – NH COLLAUDO
ORAL_90 CAREER
Chair: Igic Ivana

1609 The role of perceived career opportunities for overqualified employees
Körner Barbara, Debus Maike E., Kleinmann Martin

686 Career Profiles of Employees: How to Create Successful, Satisfying and Healthy Careers Using Career Resources
Haenggli Madeleine, Hirschi Andreas

1000 Career Orientations in Macroeconomic Context: A Comparative Study Across France, Germany, Italy, and Switzerland
Pfrombeck Julian, Grote Gudela

1137 How perceptions of being identified as a talent influence intention to stay with the organization?
Doucet Olivier, Lapalme Marie-Ève, Gosselin Alain

1575 The Relationship between Newcomers’ Pre-Entry Career Exploration Behavior and Post-Entry Adjustments: The Mediating Role of Person-Vocation Fit and the Expected Utility of Present Jobs
Takeuchi Tomokazu, Takeuchi Norihiko

1573 Occupational mobility and sustainable careers: Does occupational mobility relate to happiness, health, and productivity over time?
Igic Ivana, Hirschi Andreas, Dlouhy Katja, Medici Guri, Grote Gudela

14.45-17.00 – VARSAVIA
ORAL_53 STRATEGIC HR
Chair: Černe Matej

397 The interplay between Involvement and Compliance-Achieving HR practices on employee performance
de Reuver Renee, Kilroy Steven

40 Representation of Intellectual Capital among Managers of Non-Profit Social Enterprises
Benevene Paula, Kong Eric, Barbieri Barbara, Lucchesi Massimiiano, Cortini Michela

951 High performance work practices and competition: the effect of laissez-faire leadership
Salin Denise, Notelaers Guy, Baillien Elfi

1429 Human relations: Strategic co-developers of healthy workplaces
Håpnes Tove, Kvernberg Andersen Thale

144 High Performance Work Systems and Top Talent Retention: Testing a Moderated-Moderated-Mediation Model
Haar Jarrod, Daellenbach Urs, Daevport Sally, O’Kane Conor

587 Trade Union Influence in HRM: The Role of External Attributions
Rodrigues Ricardo, Guest David, Oliveira Teresa

856 A strong employer brand or an attractive salary? Employer brand psychological meaning and materialism as predictors of job offer preferences and evaluations
Stysko-Kunkowska Małgorzata, Kwinta Zuzanna

1256 Links, in different competitive environments, between human resource management (HRM) practices, competitive advantage, and financial performance of Small and medium size enterprises (SMEs)
Foucher Roland, Ben Mansour Jamal, Michaud Renée, Morin Denis

HR Systems and Leadership Attachment Styles as Predictors of Employee Creativity and Innovation: An Experiment and a Multilevel Multisource Study
Batistic Saša, Kenda Renata, Premru Maruša, Cerne Matej

14.45-16.15 – NH PRESSE
ORAL_84 TECHNOLOGY
Chair: Bienefeld Nadine

344 How and why to promote technology acceptance in Industry 4.0 era: The relation with work engagement and the role of personal resources and training
Molino Monica, Cortese Claudio G., Ghislieri Chiara

1180 Technology acceptance and absenteeism: a palmtop for the sailors of a shipping company
Panari Chiara, Lorenzi Giorgio, Mariani Marco Giovanni

1516 Review: Usage of robotics in nursing homes – a work organization perspective
Bielefeldt Franziska, Obst Lisa, Haubold Anne-Katrin

1708 An Independent Psychological Evaluation of an NHS app Designed to Improve Young People’s Health Literacy
yarker Jo, Russell Emma, Lloyd-Houdley Amy, Memon Ally

15.00-15.45 – VIENNA
ORAL_61 STRESS & BURNOUT
Chair: Monteiro Amélia-Rita

659 Effects of Organisational Justice on Burnout: exploring the role of emotional labour and emotional intelligence
Lo Wing Yee, Ahmed Sara

802 Culture in the JD-R model? A meta-analysis
Rattrie Lucy, Kittler Markus, Paul Karsten

1844 The impact of Humor Styles on Types of Performance via Burnout
Monteiro Amélia-Rita, Dinis Liliana, Neves Pedro

15.00-16.00 – MEZZANINO
ORAL_72 GLOBAL ISSUE & MIGRATION
Chair: Berger Rita

262 The Role of Trust in the Globally Mobile Workforce
Ridgway Maranda, Kougiannou Konstantina

169 The Self Left at Home: How Hypothetical Home Selves Influence Expatriates
George Mailys, Strauss Karoline

1764 Diversity Responsiveness in Health Services. Comparing local health policies in a sample of Italian Regions
Dell'Aversana Giuseppina, Bruno Andreina

1519 Social and labor Integration and psychosocial distress of Syrian refugees in Germany: The role of resources
Berger Rita, Janneke Colantuono Fiorella, Spiëß Erika, Safdar Saba
15.45-17.30 – FOYER 500

**ORAL_67 ORGANIZATIONAL CHANGE PROCESS**

Chair: De Ruiter Melanie

1331  **Considerations and intentions in the introduction of Digital Technology and the relationship with long-term employment**  
Van Kruining Ineke, Freese Charissa, Wilthagen Ton, Van der Zouwen Tonnie

1442  **Follower Beliefs toward Acquisition: The Roles of Dispositional Resistance to Change, LMX and TMX**  
Oskan Yildiz Selen, Czukor Gergely

586  **Forced unplanned change: Activism influencing shifts of Institutional logic**  
Winkler-Titus Natasha, Crafford Anne, Stanz Karel

929  **Lesser but needed: Conditions for lower-status merger partners’ representativeness, identification and commitment to change**  
Rosa Miriam, Giessner Steffen, Guerra Rita, Waldzus Sven, Collins Elizabeth

1110  **How change information influence employee wellbeing during organizational change: a longitudinal study on the mediating role of concerns about change**  
Guidetti Gloria, Viotti Sara, Converso Daniela

238  **A Systematic Review and Meta-Analysis of Leadership, Organisational Identity and Organisational Identification during Change**  
Aitken Kim, von Treuer Kathryn, Kothe Emily, Anglim Jeromy

1796  **Helpful behaviors of middle managers in different phases of an agile transformation**  
de Haan Ellis, De Ruiter Melanie, Zandee Danielle

16.00-17.45 – VIENNA

**ORAL_62 GROUP & TEAM PROCESS**

Chair: Razinskas Stefan

1784  **Strategic orientations and team effectiveness in high-tech companies in Bulgaria**  
Panchelieva Tsvetelina, Ilieva Snezhana

88  **How can we make meetings more inclusive? An intervention study**  
Farley Samuel

406  **How knowledge-based diversity in top management teams affects firm performance through strategic flexibility**  
Wang Huatian, Li Jia, Demerouti Evangelia

303  **How Comparatively High Performers’ Humility Lessens Member Envy and Withholding Behaviors**  
Xu Erica, Cheng Bonnie Hayden, Huang Xu, Wong Man-Nok, Ouyang Kan

1088  **The effect of an emotional management intervention on team resilience and relationship conflict in virtual teams with diversity faultlines**  
Peñarroja Vicente, Orengo Virginia, González-Anta Baltasar, Zornoza Ana

1186  **Reactions of team members and customers to proactive work behavior in agile teams**  
Tweimlow Melissa, Tims Maria, Khapova Svetlana

514  **Inter-Organizational Collaboration Despite (or Because of) Team Diversity Faultlines**  
Razinskas Stefan, Weiss Matthias, Kearney Eric, Hoegl Martin

16.00-17.15 – NH FONDERIA

**ORAL_79 BULLYING**

Chair: Gonzalez-Morales M. Gloria
On the horns of a dilemma: How bystander-helping intention is affected by perceived organizational support, relational identification with the supervisor, perceived victim responsibility and bystander

Cem Ersoy Nevra, Peker Mehmet

Workplace bullying and psychological distress. A study of university employees in Norway
Koval Olена, Mathisen Gro Ellen, Hansen Håvard

The phenomenon of Ostracism in workplace bullying and it’s motive within Human Service Organizations in Sweden.
Matsson Anneli

SOCIAL INEQUALITIES IN BULLYING EXPOSURES: THE CONTRIBUTION OF WORK AND MANAGEMENT PRACTICES

Bouville Gregor, Campoy Eric

‘I Would Be Rude to Them’: Exploring the Relation between Target’s Traits and Incivility Enactment
Provencher Yannick, Gonzalez-Morales M. Gloria

16.15-18.00 – BRUXELLES ORAL_44 ENGAGEMENT
Chair: Linehan Carol

Online Discussion and Working Group Identity in the Workplace
Buscicchio Giulia, Milesi Patrizia, Alberici Augusta Isabella

Job crafting is job crafting – or is it not? A comparison of two different job crafting models
Ebert Thea, Bipp Tanja

Latent Profiles of Organizational, Occupational and Supervisor Commitment among Nurses and their Effects on Employee Well-being and Health
Konrad Jonas, Wombacher Joerg, Amstutz Nathalie, Minnig Christoph, Raff Tilmann

Work engagement interventions can be effective: A systematic review
Knight Caroline, Patterson Malcolm, Dawson Jeremy

Departing from the status quo: Examining the effects of work engagement on prosocial rule breaking
Harrison Jennifer A., Boekhorst Janet A., Halinski Michael

The contributions of Internal Marketing to the explanation of Organizational Commitment: Study developed on Higher Education Institutions
Vieira dos Santos Joana, Gonçalves Gabriela

From being to doing: Reconceptualising work engagement from state to situated practice.
Linehan Carol, OBrien Elaine

16.15-17.30 – PRAGA ORAL_49 GROUP & TEAM PROCESS
Chair: Manchen Spoerri Sylvia

Interdisciplinary research teams – (not) always the same story?
Brandstädtter Simone, Bernhardt Anna

Interdisciplinarity: The role of interdisciplinary competencies for success and team satisfaction
Claus Anna M., Wiese Bettina S.

Development and Validation of a Multidimensional Measure for Planning in Teams: First Results
Oldeweme Martina, Konradt Udo

Determining the components of cohesion using the repertory grid technique
von Treuer Kathryn, McLeod Janet, Fuller-Tyszkiewicz Matthew, Scott Graham
Participation and Achievement of Objectives in linguistically diverse Teams: How to overcome the Obstacles of a Lingua Franca
Manchen Spoerri Sylvia

16.15-17.45 – MEZZANINO
ORAL_73 METHODOLOGY & RESEARCH DESIGN
Chair: Michaelides George
1038 Scared organizations, leaders, employees and researchers? Fear as constant companion whilst studying sensitive issues in organizational contexts
Kärgel Katharina
1770 Visualizing one million applied psychology findings
Bosco Frank, Field James, Oswald Fred, Uggerslev Krista
1525 Leveraging Work Design to Prevent Careless Responding During Online Surveys Ward MK, Tay Jia-xin, Parker Sharon

16.15-18.00 – NH COLLAUDO
ORAL_91 BULLYING
Chair: Ray Tapas
1064 Workplace Bullying in the health sector in Portugal
Verdasca Ana
1065 Risk Factors for Workplace Bullying: A Systematic Review
Ribas Feijo Fernando, Dalmas Graf Debora, Gastal Fassa Anaclaudia
1308 The Role of Context Factors for Creating, Maintaining, and Preventing Incivility
Koehler Tine, Sojo Victor E., Gonzalez-Morales M. Gloria, Cortina José M., Olsen Jesse E.
1580 Group-level task conflicts as a predictor of workplace bullying: The moderating role of laissez-faire leadership
Ågotnes Kari Wik, Kant Leo, Bøe Bjørn Eirik Roaldstveit, Skogstad Anders, Einarsen Ståle Valvatne, Notelaers Guy
264 The moderating effect of a perceived supportive leadership on the association between unclear roles in the organization and workplace bullying – a two-wave study
Blomberg Stefan, Rosander Michael
1109 Daily interpersonal conflicts and exposure to daily negative acts: The moderating role of trait anger and trait anxiety
Zahlquist Lena, Hetland Jørn, Einarsen Ståle Valvatne, Bakker Arnold B., Hoprekstad Øystein Løvik, Espevik Roar, Olsen Olav Kjellevold
708 Work precariousness and mistreatment at work
Ray Tapas, Bhattacharya Anasua, Grubb Paula

16.30-18.00 – NH PRESSE
ORAL_85 BULLYING
Chair: Arman Gamze
Comparisons of Permitted Touch Pattern in Different Relationships
Chang Yingyi, Duck Steve, Sheng Zitong

Witnessing workplace bullying – antecedents and consequences of the organizational and social work environment
Jönsson Sandra, Francioli Laura, Muhonen Tuija

Antecedents and consequences of workplace bullying in the Hungarian context
Czibor Andrea, Restás Péter, Szabó Zsolt Péter

The moderating effect of resilience factors on exposure to bullying behaviour and return to work self-efficacy in patients with common mental disorders
Aarestad Sarah Helene, Einarsen Ståle Valvatne, Hjemdal Odin, Harris Anette

Levels of workplace bullying and escalation – a new assessment approach and way of identifying onset of bullying behaviours
Rosander Michael, Blomberg Stefan

Acceptability of Abusive Supervision by Third-Party Observers: The Role of Attributions
Arman Gamze, Gencay Oguz

SPECIAL EVENTS

17.15-18.45 – VARSAVIA
ROUND TABLE The ENOP Reference Model 2020
Chair: Depolo Marco

17.30-19.00 – NH FONDERIA
Meeting of the International Journal of Selection and Assessment (IJSA)

From 18.00 – ISTANBUL
Journals Social Hour: European Journal of Work and Organizational Psychology (EJWOP), Organizational Psychology Review (OPR) and InPractice

From 18.00 – MEZZANINO
EAWOP Social Hour: Small Group Meeting, Worklab, Summer School

From 18.00 – FOYER NORD
Social Hour of the Erasmus Mundus Master in WOP-P

INTERACTIVE POSTERS

10.30-11.15 – FOYER NORD
INTERACTIVE POSTER_3*
*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 10.00 to 13.00.

Validation of a Digital Divergent Thinking Task
Schrijen Sylvie
211 Tapping the full potential: How leaders energize people by communication
van der Sluis Lidewey E.C.

491 Development of an Agile Team Assessment
Schlauch Carrie, Molan Ingrid

677 The effect of family work-life conflict on the Quality of Working Life and Resilience of Turkish City Council Workers
Mercan Zeynep, Van Laar Darren, Easton Simon, Vernham Zarah

710 My life has been eaten by work": Unintended consequences of extended shift hours for organisational outcomes and employee wellbeing
Suter Jane, Kowalski Tina, Jacobs Rowena, Chalkley Martin, Rodriguez Santana Idaira, Anaya Montes Misael

1187 The mediated relationship between servant leadership and air traffic controllers’ safety behavior
Schopf Anna Katharina, Stouten Jeroen, Schaufeli Wilmar B.

1806 (Inter-)National standards and guidelines for assessment center operations: Global or specific?
Höft Stefan

12.15-13.00 – FOYER NORD
INTERACTIVE POSTER_4
*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 14.00 to 17.00.

72 Work engagement as the starting point to enhance nurses’ work ability and to improve organizational stability: testing a model.
Tomietto Marco, Paro Eleonora, Maricchio Rita, Sartori Riccardo, Clarizia Luciano, De Lucia Paola, Pedrinelli Giuseppe, Finos Rosanna

661 Emotional agency in organizational change
Hökkä Päivi, Ikävalko Heini, Paloniemi Susanna, Vähäsantanen Katja

963 A counselling framework for industrial psychology practitioners
Jorgensen Lene

1231 Objective Risk Assessment of Mental Stress at Work for Small and Medium Enterprises
Brandstädter Simone, Seiferling Nadine, Feldmann Elisa, Sonntag Karlheinz

1323 Bilding Blocks of Breach
Wiechers Hermien, Lub Xander, Coyle-Shapiro Jacqueline, Ten Have Steven

1670 A case study of servant leadership development through action learning
Ford Lucy, Dufresne Ron
POSTER SESSIONS

POSTER SESSION_3
10.00 – 13.00
CORRIDOR VETRATA NIZZA

41  The daily shot of caffeine – burn-out and substance (mis)use among nurses
    Beiglboeck Wolfgang, Langstadlinger Nadine

75  Verbal expression of emotions and preferences of customers
    Kaczmarek Bozydar, Stencel Marcin, Sidoruk-Blach Maria

171  The Key Leadership Elements of Successful Organisational Change: An Australian Perspective
    Aitken Kim, von Treuer Kathryn

181  ACT at Work: Improving Workers Depression and Stress Levels within a Spanish Intensive Care Unit.
    Blanco-Donoso Luis Manuel, García-Rubio Carlos, Garrosa Eva, Moreno-Jiménez Bernardo, Rodríguez de la Pinta María Luisa

195  What makes us choose inefficient ads?
    Poškus Mykolas Simas, Pilkauskaite Valickiene Rasa, Kuzinas Arvydas

200  Culture of prevention in small and micro enterprises: Assessment and development
    Kampe Jana, Habenicht Henrik, Trimpop Rüdiger

205  Interpersonal skills: Clarifying a proliferated construct space and proposing a theoretical framework
    Toth Allison, Banks George, Heggestad Eric, Bochantin Jaime, Ross Roxy, Stityck Aly, Sandoval Rosalyn

222  Factors generating psychological distress among management school interns
    Bonello Melanie, Landry Guylaine, Panaccio Alexandra, Chadwick Ingrid

235  Aligning Interview Structure & Goals, Science & Practice
    Wingate Timothy, Bourdage Joshua

250  Who’s Responsible? Examining the influence of worker pro-social tendencies and CSR perceptions on pro(anti)social behaviors
    Mallory Drew

377  Leadership decision-making styles and seniority level in organizational structure - conclusions from the Polish validation study of the LJI-2 (Leadership Judgement Indicator)
    Bac Iwona, Rafalak Maria

410  Human Factors Issues in Helicopter Landing on Ships
    Fraboni Federico, De Angelis Marco, Pietrantoni Luca, Tusl Martin, Rainieri Giuseppe, Prati Gabriele

420  Does Feedback Increase Decision Aid Use in Personnel Selection?
Thiele Aneeqa, Stremic Stacey, Jackson Alexander, Howes Satoris

433 Practicing for cognitive tests: Is computerized adaptive testing the answer?
Mannheim Batsheva, Pelt Dirk, Schrijen Sylvie, Janssen Nadine, van Zand Diddo

435 Student Organizations as a Source of Employability Skills: Comparison of Perceptions of Members of Student Organizations and Recruiters in Estonia
Kamdron Tiiu, Västrik Laane Reti

481 Becoming real with oneself - Results of an intervention pilot program on teacher burnout
Nagy Eszter, Takács Ildikó

508 Developing civility: Great little things that matter
Laneiro Tito, Nunes Odete, Ribeiro Luisa, Hipólito João

517 Sex Role Theory and Personality: Sex Differences in Personality-Income Relationships
Melson-Silimon Arturia, Carter Nathan

518 Evaluation of Fire Service Command Unit Trainings - Validation of the FIRE-Scale
Hadzihalilovic Dzenita, Hertel Guido, Thielsch Meinald T.

528 Personality Factors as Leadership Style Antecedents in Special Intervention Police Units
Dan Cristina

555 Investigating sexual harassment at work through a domestic violence perspective
Warren Christopher

567 Measuring Perception of Employer Brand: Development of a Mobile Game
Cakar Tuna, Arman Gamze

582 Managers’ perspective on the promotion of mental health at the hospital: Results of a qualitative interview study
Genrich Melanie, Worringer Britta, Kypke Alina, Kröner Friedrich, Angerer Peter, Müller Andreasndreas

604 Global trends in device usage for online psychometric assessments
O’Callaghan Eoin, Englund Mats

618 The paradox of politeness: Considering the curvilinear effects of agreeableness at work
Lowery Megan, Conley Kate, Smith Rachel, Carter Nathan

645 Never off duty? – Extended availability and the role of supervisors as work life-friendly role models
Biemelt Jana, Deci Nicole, Stempel Christiane, Dettmers Jan

670 Humor and death work: the sense of humor in funeral industry operators
Grandi Annalisa, Colombo Lara, Converso Daniela, Guidetti Gloria

682 Adapting to survive in the new world of work: Is Adaptability the new Conscientiousness?
Stirling Emma, Bourne Alan, Kulubya Grace
714 The relationship between Job Crafting and Organizational Citizenship Behavior in members of non-profit organizations for blood collection
Nonnis Marcello, Massidda Davide, Cabiddu Claudio, Cuccu Stefania, Cortese Claudio Giovanni

735 Making sense of the noise: The PH3 framework as an organisational diagnostic and prioritisation approach to drive work engagement
Veldsman Dieter, Benade Cecile, van der Schyff Derek, van Aarde Ninette

753 Systemic Leadership: Construct Clarification and Development of a Multidimensional Measure
Göllner Vera, Sülzenbrück Sandra, Externbrink Kai, Sutter Christine

766 Computerized versus Paper-and-Pencil Simulations: An Applicants Perspective
Thompson Kali, Frame Mark, Jackson Alexander

797 Client-Initiated Workplace Violence: The role of organizational resources on the coping ability of the coworkers
Surma Silke

815 Enhancing the soft and entrepreneurial skills of students: the contamination lab at university of salento case
Ingusci Emanuela, Secundo Giusy, Maruccio Giuseppe, De Carlo Elisa, Madaro Andreina

854 Assessing the Viability of Measuring Psychological Variables in Virtual Reality Environments
Kaur Rupinder, Li Vivian, Wang Sony, Sanchez Diana

884 Exploring the Positive Individual Experience within Virtual Teams: Understanding the Outcomes of Perceived Value and Motivation
Sanchez Diana, Lee Adriana, Vasquez Rene, Le Dana, Hale Wesley

900 An Italian validation of the job crafting scale: a short form
Emanuela Ingusci, Claudio Giovanni Cortese, Margherita Zito, Lara Colombo, Giada Coletta, Nuria Tordera, Isabel Rodriguez, Enrico Ciavolino

967 Catching the Fakers: Exploring new methods to identify applicant faking in interviews
John Blair, Cook Ryan, Rouilin Nicolas, Powell Deborah, Bourdage Joshua

975 A Qualitative Study on the Experiences of Nurses Employed in Pediatric Oncology Departments: Stress, and Burnout
Çolakoglu Önay, Arikan Selma

976 Leading in an agile world – a development program for Scrum Masters
Bronner Uta, Wallemann Alexandra

984 Will assessments on smartphones conquer the world? A study to examine status quo, optimal design and equivalence between mobile and non-mobile devices
Kelle Sarah, Schossau Hendrik, Justenhoven Richard Theodor
Process scenario’s of planned change: A pragmatic view on describing, explaining and shaping collective behavioral switches in organizations
van Olffen Woody, Solinger Omar, Oskan Selen

Emotional labor as an apical expression of organizational citizenship in the public administration
Pietroni Davide, Viale Riccardo, Verdi Hughes Sibylla

Promotion recommendations of all sizes
Van Hein Judy, Badar Jeanette, Moffett Richard

Investing in and Recovering From Work: Effects on Employees’ Health Through Workaholism and Work Engagement
Gaudiino Maria, Di Stefano Giovanni

The Psychology of Change in Healthcare and its Implications for Patient Experience
Fischer Sarah

Evaluation of Firefighter Development – Validation of a Feedback Instrument for Basic Trainings
Kläpker Lena, Streppel Lisa, Hertel Guido, Thielsch Meinald

Trade unions in neo-liberal times: Discourse variations on emerging identities
Ripamonti Silvio, Benozzo Angelo, Galuppo Laura, Scaratti Giuseppe

A Cross-National Investigation on Measurement Invariance of Digital Adoption
Nieland Thea, Straatmann Tammo, Kohnke Oliver, Müller Karsten

Core-Self Evaluation training for apprentices
Engel Anna Maria, Straatmann Tammo, Schefer Marina, Hattrup Kate, Betzler Shirin, Mueller Karsten

Sexually Harassing Behaviors from Patients and Clients and Care Workers’ Mental Health: Development and Validation of a Measure
Vincent-Höper Sylvie, Stein Maie, Adler Mareike, Vaupel Claudia, Gregersen Sabine, Nienhaus Albert

Time’s Up: Exploring Employee Resilience Following Experiences of Workplace Sexual Harassment
Conley Kate, Melson-Silimon Arturia, Carter Nathan

Using attributional retraining to improve immigrants’ job search strategies
Hamilton Leah, El Hazzouri Mohammed

It was a good day: A smartphone-based stress diary study measuring vocal indicators of stress
Langer Markus, König Cornelius J., Fredenhagen Therese, Schunck Alexander G., Baur Tobias

Comparing person-fit statistics in proctored vs unproctored testing in high- and low-stakes test situations
Janssen Nadine, Pelt Dirk, Mannheim Batsheva, Schrijen Sylvie, van Zand Diddo

A research on the predictive relationships between exclusion in the workplace, organizational trust, felt trustworthiness and organizational citizenship behavior in multicultural workplaces
Veli Ayfer A., Ünsal Pinar

1388 Patterns of Change in Fairness Perceptions During the Hiring Process: A conceptual replication in a controlled context
Butucescu Andreea, Dragos Iliescu

1433 The restructuration of a Non Profit Organization (NPO) after Hurricane Maria: The case of the Ricky Martin Foundation (RMF)
Santiago-Estrada Sara

1494 How managers and staff create enabling environment for older people in residential care homes: A phenomenological thematic analysis
Ejah Efeosa Peculiar

1506 Oh gosh my job has been replaced by a robot!” Investigating the perspectives of workers and employers considering job transitions via the Task-based approach
Goh Zi An Galvyn, Bin Norhashim Norakmal Hakim, Vinod Radha, Poon King Wang

1535 A systems perspective on risk behaviour and safety culture in the UK ports sector.
Walter David

1540 Build upon the ideas of others: The relationship of Team-Member Exchange (TMX) and creativity in design thinking groups – A multi-level analysis
Kohnke Oliver, Boos Marie

1605 Applicant Reactions to Ideal Point Measures of Personality
Harris Alexandra, McMillan Jeremiah, Carter Nathan

1614 Challenging the Person-Job (mis)fit: turning the wheel from a work-perspective into a talent-centred perspective
van Neure Samuel, Muffels Ruud, van Woerkom Marianne, de Lange Annet

1634 Student well-being: A longitudinal study using the Demands-Resources model
Panaccio Alexandra, Brutus Stéphane, Arasaratnam Gaya, Mitchell Laura, Hoare Corey, Lavigne Geneviève

1641 Welcome to the Machine: The Creation of a Science-Based AI for Hiring
Thompson Isaac, Mracek Derek, Sydell Eric, Koenig Nick, Eric Sydell

1665 A positive spiral linking professionals’ perceptions of interpersonal justice to their trust in family members: A study in centers for people with intellectual disability
Maniezki Alice, Martinez-Tur Vicente, Estreder Yolanda, Moliner Carolina, Gracia Esther, Ramos José

1681 Burnout diagnosis: a comparison between clinical judgements from physicians and scores from a self-reported measure of burnout (Oldenburg Burnout Inventory)
Hansez Isabelle, Leclercq Celine, Jemine Magali, D’hulster Leon, Braeckman Lutgart, Firket Pierre, Rusu Dorina, Laurent Julie
1688  Is stress a question of comparison? The influence of social comparison on reporting stress in the workplace
Greulich Berit, König Cornelius J., Fischer Nancy

1695  Introducing Coaching Behaviours in a Multicultural Organization based in the Arabian Gulf.
Al Serkal Alia

1722  Validation of a Brief Workplace Civility Scale in Spanish
Sánchez-Cardona Israel, Moreno-Velázquez Ivonne, Massanet-Rosario Brenda, González-Dominguez Joyce

1793  Maintaining Health of the Aging Workforce
Kazmi Maryam A., Tsao Allison, Spitzmueller Christiane, Hysong Sylvia J.

POSTER SESSION_4
14.00-17.00
CORRIDOR VETRATA NIZZA

45  How Poor Leadership Affects Employee Strain: The Mediating Role of Negative Social Climate
Brouns Tim, Surma Silke, Externbrink Kai

94  Leadership Behavioral Flexibility: a Double Edge Sword for Leaders
Palese Tristan, Schmid Mast Marianne

96  Analysis of supporting elements based on Bandura’s self-efficacy theory which can influence women in achieving executive positions in corporations
Müller Ronja, Bronner Uta

182  Self-initiated expatriates: from intention to action
López Aníbal, Cunha Rita

213  Perceived social legitimacy of entertainment and entrepreneurial intention
Laguia Ana, Moriano Juan A.

218  The Consequences of Insufficient Abusive Supervision
Korman Benjamin, Tröster Christian, Giessner Steffen

289  You Need an Excuse: Successful Women are Let off the Hook If Their Success is Not Linked to Ambition
Toneva Yanitsa, Heilman Madeline

340  Go the extra mile! The role of intrapreneurial behavior on the relationship between environmental organizational citizenship behavior of purchasers on circular purchasing.
Neessen Petra, Caniels Marjolein, Vos Bart, de Jong Jeroen

343  Ethical leadership, peer ethical behaviour and follower moral identification: A test of the ‘trickle-down’ model of ethical leadership development
Chang Sin Mun, Crawshaw Jonathan, Guillaume Yves, Budhwar Pawan

362 Disability and Return-to-Work Outcomes: The Mediating Role of Leader-Member Exchange
Lyubykh Zhanna, Ansari Mahfooz, Williams-Whitt Kelly, Kristman Vicki

390 Quality of leadership and presenteeism in health professions education and research: A test of a recovery-based process model with cognitive irritation and impaired sleep as mediators
Galliker Sibylle, Elfering Achim, Etzer-Hofer Irene, Brunner Beatrice, Nicoletti Corinne, Dratva Julia, Feer Sonja, grosse Holtforth Martin, Melloh Markus

434 Severity of Error Consequences and Its Effect on Learning from Errors
Klamar Alexander, Horvath Dorothee, Keith Nina

468 Students’ Locus of Control and Concerns about Completion of Schooling: Does Career Adaptability Play a Role?
Matijaš Marijana, Nakic Radoš Sandra, Brdovcak Barbara

498 Is personality changing over time?
Dost Nikhita

519 For the greater good: does vision communicaton foster unethical behavior?
Buss Martin, Kearney Eric

570 Perception of gender equality statements: explicit mention of non-binary gender identities as a strategy for creating a more inclusive organization image
Klysing Amanda, Lindqvist Anna, Renström Emma, Gustafsson Sendén Marie

574 Coping with Daily Boredom: Exploring the Relationships of Job Boredom, Counterproductive Work Behavior, Organizational Citizenship Behavior, and Trait Conscientiousness
Spanouli Andromachi, Dalal Reeshad S, Hofmans Joeri

580 How do stereotypes of sexuality and gender influence LGBT career construction?
Williams Ashley, McBride Anne, Hoel Helge

633 Leadership style and employee well-being: The moderating role of mindfulness
Walsh Megan

669 The dark triad and its effect on entrepreneurial passion and venture performance
Ruth Martin, Flatten Tessa

699 Same talk, different reaction? Predicting emergent leadership through the interplay of agentic communication and gender
Schlamp Sofia, Gerpott Fabiola, Voelpel Sven

719 Headhunting: Toward A Theory of Attracting and Hiring Employed Workers
Chapman Derek, Murray Jenn

729 Working for the greater good: A comprehensive review of ex-offenders at work
Sin Hock-Peng, Ponnapalli Ajay, Wang Chen

731 Linking Empowering Leadership and Repatriate Knowledge Transfer: Understanding Mechanisms and Boundary Conditions
Iserhot Jana, Burmeister Anne, Osland Joyce, Deller Jürgen

756 Work analysis in organizations: an additional illustration of the gap between research and practice
Michaud Renée, Foucher Roland

761 Organizational and functional factors in educational institution principals' innovative potential
Klochko Alla

768 Profiles of Individual Performance Distributions and Their Relationship with Interdependent Team Performance
Lee Patrick, Scherbaum Charles

779 Creating an Inclusive Work Climate to Effectively Leverage Workforce Diversity: A Job Demands- and Resources Perspective
Behnke Janna, Demerouti Evangelia, Rispens Sonja

795 Perceived transformational leadership style and workaholism: the mediating role of work motivation
Morkeviciute Modesta, Endriulaitiene Aukse, Jociene Evelina

834 (Re)producing an organizational elite?: Investigating inequalities in talent decisions
Nijs Sanne

861 The mediating role of cross cultural adjustment in the relationship between cultural intelligence and job performance. A research on a sample of expatriate workers
Setti Ilaria, Sommovigo Valentina, Argentero Piergiorgio

888 Factors influencing intention to leave of younger employees in an academic institution
ChaaCha Thapelo, Botha Elrie

915 Design and evaluation of a training in coaching tools for team leaders in health care
Körner Mirjam, Becker Sonja, Haller Julia, Küllenberg Janna

925 Get Ready, Path-Goal Theory is Back!
Cinli Dilem

942 The Personal Brand of Knowledge Worker and its Associations
Kowalczyk Elzbieta

964 Pitfalls or prospects of work–life practices? Work–life backlash on women career
Bertola Lara, Colombo Lara, Fedi Angela, Montagnoli Federica

1014 Effectiveness of negotiation trainings – A meta-analysis
Sondern Dominik, Nohe Christoph, Santos Schepers Anna, Witte Dustin, Hertel Guido
Using Text Mining to Uncover and Understand What Employees Do
Berkers Hannah, Mol Stefan, Den Hartog Deanne

Is the Swedish gender-neutral pronoun ‘hen’ truly neutral? Evidence from eye movements
Vergoossen Hellen, Renström Emma, Pärnamets Philip, Gustafsson Sendén Marie

Leader-member exchange (LMX) and organizational dehumanization: the moderating role of supervisor’s organizational embodiment.
Chalmagne Benoît, Stinglhamber Florence

Who networks? – A meta-analytical investigation of the relationship between networking and personality
Bendella Hadjira, Wolff Hans-Georg

Explaining and Assessing Employees’ Readiness for Digital Transformations: A Mixed-Methods Approach
Nieland Thea, Straatmann Tammo, Fehlenberg Leonie, Hofschröer Patrick, Müller Karsten

An Examination of Stereotype Threat in a Simulated Selection Testing: Effects for Younger Job Seekers
Gioaba Irina

Leader Decision Making Capacity: An Information Processing Perspective
Tam Shing Kwan (Avis), Eubanks Dawn L., Friedrich Tamara L.

Health and Productivity in Activity-Based Flexible Offices: A Model of Competence
Weichbrodt Johann, Schläppi Michael, Schulze Hartmut

Loyalty, Cynicism, and Leader-Member Exchange
Scott Kristyn, Zweig David

How I Treat You Depends on Whether You Are Above or Below Me? Conceptualizing and Measuring Kiss-Up-Kick-Down Behaviors in Organizations
Math Laura M., Gerpott Fabiola H.

Does Fit matter? - How Employer Branding strategies enhance Employer Attractiveness and Job Satisfaction
Dechert Laura, KastenMüller Andreas andreas

Crafting the university experience. Application of job crafting theory to train students through behavioral change
Tommasi Francesco, Costantini Arianna, Cortese Claudio, Fiorin Monica, Ceschi Andrea, Sartori Riccardo

The impact of job satisfaction on promotability evaluations: examining the mediating effects of task, citizenship and innovation performance
Rebeiro Teresa, Rodrigues Nuno
1320  Incorporating Diversity Performance into Existing Organizational Criteria
Sabat Isaac, Lindsey Alex, Dray Kelly

1361  Back to the Future? Recovering and Reframing Human Relations Management in Public Services
Oliveira Teresa Carla, Filipe Nélia

1395  E-recruitment: how the user acceptance of technology and identification with the organization influence organizational attractiveness
Petruzziiello Gerardo, Mariani Marco Giovanni, Chiesa Rita, Lanzoni Valentina

1400  Informal learning in organizations: a study on Portuguese managers’ perceptions and attitudes
Simões Eduardo, Delgado Catarina

1405  Authentic Leadership and Work Engagement: The indirect effects of Psychological Safety and Trust in Supervisors
Stander Marius, Coxen Lynelle, Maximo Natasha

1422  Developing sustainable organizations: How top managers create healthy work environments
Kvernberg Andersen Thale, Håpnes Tove

1447  The Context of Employees' IT Innovation Adoption: The Joint Roles of Transformational and Shared Leadership
Bunjak Aldijana, Bruch Heike, Cerne Matej

1471  Effects of Identity Suppression on Emotional Exhaustion: Interactive Effects in Coping
Maneethai Dustin, Johnson Lars, Fedorowicz Nikola, Rigby James, Witt Lawrence

1474  Effects of Diversity Climate and Unit Cohesion on Engagement
Fedorowicz Nikola, Maneethai Dustin, Witt Lawrence, Hotze Mary Louise, Zamanipour Tina, Shoss Mindy

1486  Effects of Servant Leadership and Empowerment on Intentions to Leave
Maneethai Dustin, Witt Lawrence, Fedorowicz Nikola, Obasare Ricardo, Zamanipour Tina, Hotze Mary Louise

1521  Schwartz Basic Values and Transformational Leadership: A study of nurses’ perceptions in Germany and United States
Berger Rita, Lora Ruiz Inés, Glazer Sharon

1560  The influence of parental factors on manufacturing organization personnel’s career development
Synhaivska Iryna, Gura Nataliia

1576  Leaders in the arts - similar or different?
Farstad Christian Winther

1637  Work inclusion of people with disabilities: arrangements for the presentation of candidates. A pilot study
Paganin Giulia, Sommovigo Valentina, Panisi Cristina, Politi Pierluigi, Argentero Piergiorgio

1684  Attachment Styles in the Workplace: The Protective Role of Transformational Leadership
Leduc Caroline, Gagne Marylene, Bajramovic Mark

1690 Overcoming Role Incongruity with Mindfulness
Griswold Kaytlynn, Burke Vanessa, Ruberton Peter, Cook Jonathan

1691 What leads high-school graduates to consider vocational education and training as an educational option?
Schnitzler Annalisa

1701 Where we stand is what we see - the influence of hierarchical position on perceptions of change
Sackmann Sonja, Eichel Verena, Palmer Regina

1779 How Organizational Justice Perceptions among Stakeholders impact Processes and Results in Project Based Organizations: A State-of-the Art Review.
Alami-Laroussi Anas, Leroux Marie-Pierre

1780 Do mature employees influence the impact of transformational leaders on organizational development?
Radi Afsouran Naghi, Charkhabi Morteza, Mohammadkhani Fatemeh

1833 Leader's Change Readiness and Innovative Team Performance
Herzfeldt Erna, Sackmann Sonja
KEYNOTE & STATE OF ART SPEAKERS

9.30-10.15 – ROOM 500
STATE OF ART - The psychology of the internet @ work: current insights and future research opportunities
Hertel Guido

12.15-13.00 – ROOM 500
KEYNOTE - Science, Translation, and Policy Impact
Kozlowski Steve

12.15-13.00 – MADRID
KEYNOTE - Enhancing Scientific Impact: Publishing Psychology Research in Top Management Journals
Shaw Jason

SYMPOSIA & PANEL DISCUSSIONS

8.00-9.15 – ROOM 500
475 SYMPOSIUM - The work-family interface: New perspectives on how parental experiences shape work behavior and attributions and how work experiences shape behavior at home
Chairs: Junker Nina M., Hernandez Bark Alina S.
Does a change of parental status predict changes in employee well-being?
Pundt Franziska, Pundt Alexander
I will be back! Effects of taking parental leave for women and men
Hernandez Bark Alina S., Junker Nina M., Morgenroth Thekla
My conflict- your conflict? An experimental study of work-family mindset and perceptions of others’ work-family conflict and enrichment
Toker Sharon, Junker Nina M.
Help me (not) to forget what happened at work – How self-control moderates the relation between segmentation preferences-organizational supplies (in)congruence and work-to-family conflict and – enrichment
Junker Nina M., Baumeister Roy F., Greenhaus Jeffrey H.
Cross-lagged associations between work-family conflict and parent-child relationship in a longitudinal study of mothers, fathers and adolescents
Nilsen Wendy, Junker Nina M., Cooklin Amanda, Kjeldsen Anne

8.00-9.30 – LONDRA
707 SYMPOSIUM - Employability Across Career Stages and Types II: New Frontiers in Graduate Employability Research
Chairs: Blokker Rowena, Akkermans Jos
"Mastering Your Employability": The effectiveness of a career course intervention for postgraduate business students transitioning to the world of work
Pearson Jill, Chawke Ailish, Schneer Joy
Examining the role of career competencies and perceived institutional support in enhancing academic performance and graduate employability
Blokker Rowena, Akkermans Jos, Khapova Svetlana, Jansen Paul
In the pursuit of graduates’ employment and job-fit: Career planning as a mean of improving self-perceived employability and job search attitudes over time
Hernández Ana, González-Romá Vicente, Valls Victor, Tomás Inés, Gamboa Juan P.
Social media-based impression management for improving graduate employability
Okay-Somerville Belgin, Scholarios Dora
A wise man will make more opportunities than he finds. The relationship between graduates’ resources and skills and job search outcomes
Mazzetti Greta, Guglielmi Dina, Chiesa Rita, Mariani Marco G., Van der Heijden Beatrice I.J.M.
Effects of career development practices on employability, commitment, and intentions to quit: It depends on perceptions of fit
Rodrigues Ricardo A., Butler Christina L., da Motta Veiga Serge P.

8.00-9.15 – ISTANBUL
631 SYMPOSIUM - Workplace Procrastination: Antecedent and Consequences of Self-regulation Failure at Work
Chairs: Prem Roman, Scheel Tabea
Discussant: Ohly Sandra
Effects of Job Characteristics and Social Support on Procrastination at Work: Can Self-Compassion Buffer Missing Job Resources?
Scheel Tabea, Fraas Wieland, Prem Roman
Can Motivation and Organizational Commitment Influence Workplace Procrastination? A Mediation Study
Metin Baran, Kose Asli Goncu
What Prevents Procrastination? Time Pressure and Positive Emotions as Alternative Pathways to Action
Kühnel Jana, Bledow Ronald
Vicious Circles of Procrastination? How Workplace Procrastination Is Related from One Day to the next
Prem Roman, Igic Ivana, Korunka Christian, Scheel Tabea
Effects of Co-Worker Procrastination
van Eerde Wendelien, Sirois Fuschia

8.00-9.15 – ROMA
1328 SYMPOSIUM - Novel perspectives on crafting
Chairs: Mäkikangas Anne, Tims Maria
To craft a job, but in what way? Comparison of the existing job crafting scales
Mäkikangas Anne
Creating A Creative State of Mind: The Link Between Daily Proactive Vitality Management, Mindfulness, and Creativity
Op den Kamp Emma M., Tims Maria, Bakker Arnold B., Demerouti Evangelia
Supervisors’ reactions to contraction job crafting: The role of political skill
Fong Christine Y.M., Tims Maria, Khapova Svetlana N.
Boundary crafting: A new scale and its relations with health parameters
Kerksieck Philipp, Brauchli Rebecca, Bauer Georg F.
From job crafting to career crafting
Tims Maria, Akkermans Jos
8.00-9.30 – FOYER NORD
172  PANEL - Emotional Labor: Debating Conceptual Boundaries
Facilitator: Grandey Alicia
Panelists: Hulsheger Ute, Niven Karen, Ozcelik Hakan, Rafaeli Anat, Semmer Norbert, Trougakos John

8.15-9.15 – LISBONA
898  SYMPOSIUM - Empowering managerial practices and their links with psychological health and performance
Chair: Jeoffrion Christine
How does “empowering leadership” fosters the job and organizational commitment? The mediating role of well-being at work
Caillé Alison, Jeoffrion Christine, Galharret Jean-Michel
The moderating role of employee distress on the empowering leadership – proactive performance relationship
Roberge Vincent, Boudrias Jean-Sebastien
How and when well-being fuels the social-exchange fire of proactvity: A moderated mediation model.
Boudrias Jean-Sébastien, Montani Francesco, Masciotra Viviane
Participation in decision-making and Employees Empowerment: proposal of a tool/guide for manager
Caillé Alison, Jeoffrion Christine

8.15-9.15 – ATENE
419  SYMPOSIUM - A emotional dissonance and work outcomes among nurses: the role of supervisor support and team reflexivity
Chair: Pohl Sabine
Nursing students’ positive and negative emotions in providing personal care to the patient: the role of emotional labor
Dal Santo Letizia, Galletta Maura
Emotional dissonance and caregiver burnout: the moderating role of colleagues and supervisor support
Andela Marie, Truchot Didier
Professional stressors, emotional dissonance and burnout among nurse managers: the moderating effect of team reflexivity
Truchot Didier, Andela Marie, Bestagne Ivanne
Emotional dissonance and work outcomes: The role of supervisor emotional support
Pohl Sabine, Djediat Abdelhamid, Battistelli Adalgisa

8.15-9.30 – DUBLINO
1071  PANEL - Robotization at Work: A curse or a blessing?
Facilitator: Le Blanc Pascale M.
Panelists: Kevin Daniels, Christian Korunka, Magnus Sverke, Hannah Berkers, Sonja Rispens

8.30-9.45 – MADRID
1600  SYMPOSIUM - The work-health balance: a new dimension to analyze the relationship between health and work
Chair: Gragnano Andrea
Discussant: Negrini Alessia
Job retention amongst workers with health challenges. A qualitative study
Gibson Amelia C.
The usefulness of Work-Health Balance in older workers and in workers with long-standing health problem or disability
Miglioretti Massimo, Previtali Federica, Manzi Claudia, Gragnano Andrea

Work-Health Balance among Spanish workers: its mediating role in the Work Ability-Job satisfaction relationship
Topa Gabriela

Work-Health Balance Questionnaire in Mexico: Its pertinence and preliminary results
Novelo-Ramirez Hiram, Méndez-Magaña Ana Cecilia, Herrera-Godina Melva, González-Estévez Guillermo, Gragnano Andrea

Identifying factors promoting work ability among menopausal women. A cross-sectional study
Converso Daniela, Viotti Sara, Guidetti Gloria, Sottimano Ilaria

8.30-9.30 – COPENAGHEN

1115 SYMPOSIUM - Work related stress and suicidal risk in police officers
Chair: Acquadro Maran Daniela
Discussant: Magnavita Nicola, Garbarino Sergio
Suicide in police officers
Nicola Magnavita, Sergio Garbarino
Risk and protective factors in local and national police at the center of emergencies of extremadura
Guerrero-Barona Eloísa
Work related stress and suicidal risk in police officers: are there any gender differences?
Civilotti Cristina
Greek police officers’ perceptions, experiences and work related stress: two case studies
Papanikolaou Nikos, Kypriotaki Maria

9.30-10.45 – ISTANBUL

272 SYMPOSIUM - Meeting Demands and Mobilizing Resources at the Workplace: A Question of Age?
Chairs: Cornelia Wieck, Doerwald Friederike
The Generativity Motive at Work: A Resource of Older Workers?
Doerwald Friederike, Zacher Hannes, Van Yperen Nico W., Scheibe Susanne
Those Who Need it the Most get it the Least: Age Specific Reciprocal Effects Between Social Support and Mental Strain
Kröner Friedrich, Müller Andreas
The Perceived Influence of Career Shocks on Ones’ Career: a Qualitative Study Among Older Workers
Pak K, Kooij T.A.M, de Lange A.H, Meyers M.C., van Veldhoven M.J.P.M
Work Ability as a Mechanism Between Resources and Performance, Absence, and Attitudes Toward Aging
Cadiz David M., Brady Grant, Truxillo Donald M., Rineer Jennifer R.
When It Hurts, and When It Helps: A Meta-Analysis on Age and Empathy in the Workplace
Wieck Cornelia, Reh Susan, Moghimi Darya, Scheibe Susanne

9.30-10.45 – ROMA

1559 SYMPOSIUM - Job Crafting in Context: Recent Insights from Job Crafting Research.
Chairs: Costantini Arianna, van Gool Piet
Effects of contextual cues in influencing and implementing job crafting intentions
Costantini Arianna
Crafting Creative, and Energizing Interactions: The Role of Network Structure
van Gool Piet, Demerouti Evangelia, Rooks Gerrit, Rozemeijer Frank
Creativity under task conflict: The role of proactively increasing job resources
Paraskevas Petrou, Bakker Arnold B., Bezemer Katinka

Job crafting and emotions
Lichtenthaler Philipp W., Fischbach Andrea

Cognitive Job Crafting: A Weekly Diary Study Exploring the Mechanisms and Boundary Conditions
Yasin Rofcanin Yasin, Las Heras Mireia, Berber Aykut

9.30-10.45 – LISBONA
1664 SYMPOSIUM - Occupational health promotion: leadership and resources.
Chairs: Klug Katharina, Krick Annika
Leadership and employees’ health – The role of organizational and occupational commitment
Reiner Annabell, Klebe Laura, Felfe Jörg
Effects of leaders’ psychological strain on transformational and abusive leadership behaviour
Klebe Laura, Felfe Jörg, Klug Katharina
Profiles of health-oriented leadership and employee strain
Klug Katharina, Krick Annika, Felfe Jörg
Who benefits from mindfulness? The role of neuroticism for intervention effectiveness on self-care, mindfulness and HRV outcomes among military personnel
Krick Annika, Reiner Annabell, Felfe Jörg
Can Health-oriented Leadership Predict Trajectories of Mental Health as an Indicator of Resilience?
Arnold Miriam, Rigotti Thomas

9.30-11.00 – ATENE
1327 SYMPOSIUM - Multiple effects of resource-oriented interventions at work
Chair: Michel Alexandra
The impact of a relational job crafting intervention on prosocial motivation and behaviours: A randomised controlled trial
O’Shea Deirdre, Molina Agustin, Cullinane Sarah-Jane, Lynch Laura, Rowland Katie, Cooke Claire
Hybrid Crafting Intervention: Effects on Psychological Need Satisfaction, Well-Being and Job Performance
Kosenkranius Merly, de Bloom Jessica, Rink Floor
The effects of a mindful-emotion regulation intervention on daily workload: A cluster RCT design
Molina Agustin, O’Shea Deirdre, Gonzalez-Morales M.Gloria, Michel Alexandra, Hoppe Annekatrin, Steidle Anna
Emotion Savvy: Emotional resources in your smartphone
Leonard C.M., Pogrebtsova E., Cherry K., Lumley M. N., Gonzales-Morales M. G.
Balance your life – effects of a modular online intervention to promote life-balance
Seiferling Nadine, Brandstädter Simone, Reddig Angelika, Sonntag Karlheinz
Increasing Employees’ Work-Related Well-Being and Physical Health through a Technology-Based Physical Activity Intervention: A Randomized Intervention-Control Group Study
Lennefer Thomas, Hoppe Annekatrin, Lopper Elisa, Wiedemann Amelie

9.45-11.00 – LONDRA
814 SYMPOSIUM - Employability Across Career Stages and Types III: New frontiers in research on employability in non-standard work types
Chairs: van den Groenendaal Sjanne Marie, Freese Charissa, De Vos Ans
Discussant: Jos Akkermans
The importance of participating in (in)formal professional networks. Consequences for freelancers’ employability competencies and career outcomes
Sabet Van Steenbergé, Stuer David, De Vos Ans, Van der Heijden Beatrice
The career development of solo self-employed workers – A qualitative study
Van den Groenendaal Sjanne Marie, Fleisher Chen
The Interplay between Career Attitudes and Organizational Factors for Project Managers’ Career Success.
Does Employability make a difference?
Lo Presti Alessandro, Elia Angelo, Concilio Pasquale
The Right Tools for the Job: Device Inequalities in Crowdr working Careers
Newlands Gemma, Lutz Christoph
From Job Crafting to Building Resilience: A Crowdr workers’ Story
Wong Sut I, Fieseler Christian, Kost Dominique

9.45-10.45 – PARIGI
1449 SYMPOSIUM - Development and Change in Personality, Vocational Interests, and Identity at Work: Exploring the Interplay of Person and Work Criteria
Chair: Woods Stephen
A Demands-Affordance Transactional (DATA) Model of Personality Development at Work
Woods Stephen, Wille Bart, Wu Chiahuei, Lievens Filip, De Fruyt Filip
Do Interests Change over Time?: A 22-Year Longitudinal Study of Stability and Change in Vocational Interests at Work
Wille Bart, Nye Christopher D., De Fruyt Filip
Investigating the time-bound effects of job insecurity on identity in a person-centred approach
Selenko Eva, Mäkikangas Anne, De Witte Hans
New Job, New You: Personality Change in the Workplace Following Job Transition
Collis Hannah, Woods Stephen A.

9.45-11.00 – VIP
177 SYMPOSIUM - Responding to the Unforeseeable: The Effects of Behavioural and Environmental Factors on Team Adaptation and Performance
Chairs: Georganta Eleni, Pasarakonda Surabhi
Discussant: Travis Maynard
Getting Teams to Recover after a Change in a Task: The Effect of a Concept Mapping Intervention on Shared Cognition, Team Performance and Adaptation
Marques Santos Catarina, Uitdewilligen Sjir, Passos Ana Margarida, Marques-Quinteiro Pedro
Don’t Crack Under Pressure: Team Reflexivity as a Means to Enhance Team Functioning in Crisis Situations
Schmutz Jan B.,
Rescue Forces in Action: The Impact of Contextual Demands on Team Performance and Team Cohesion
Georganta Eleni, Köhler Clara, Niess Jasmin, Brodbeck Felix
Variabilities in the Operating Room: The Importance of Core Team Members’ Coordination Centrality for Surgical Performance
Pasarakonda Surabhi, Schmutz Jan B., Grote Gudela, Bogdanovic Jasmina, Guggenheim Merlin, Manser Tanja
Team Adaption to Multiple Unpredicted Events During the Extrication of Road Accident Victims
Marques-Quinteiro Pedro, Rico Ramón, Marôco João

9.45-11.00 – DUBLINO
734 SYMPOSIUM - Taking a closer look at workplace coaching: Processes, contextual factors, and specific formats
Chair: Kotte Silja

Taking a closer look into coaching: Integrating coaches’ and clients’ career-relevant variables and microlevel interaction patterns
Jordan Stefanie, Schulte Eva-Maria, Kauffeld Simone

How social identity theory (SIT) furthers understanding of the triangulate coaching relationship: An integrated perspective from the coach, coachee and organisation
Lai Yi-Ling

A theoretical framework of culturally sensitive workplace coaching: The importance of coachee regulatory focus
Delegach Marianna, Bozer Gil

What is team coaching? Conceptualizing the distinctiveness of team coaching
Jones Rebecca J., Napiersky Uwe, Lyubovnikova Joanne

Coaching Entrepreneurs: Characteristics and Functions of Entrepreneurial Coaching throughout the Entrepreneurial Process
Diermann Isabell, Kotte Silja, Rosing Kathrin, Möller Heidi

9.45-10.45 – COPENAGHEN

857  SYMPOSIUM - Employee as Investment in Corporate America
Chairs: Tararukhina Olga, Odiamar Rach Maria, Reimer Daniel

Leverage, Align, Transform, or Design? How to Do Culture Work That Drives Results
Tararukhina Olga

Employee as Investment in Corporate America
Odiamar Rach Maria

Organizational Internalities and Their Impact on Employee Performance, Retention and Engagement
Reimer Daniel

How Leaders Can Use Storytelling to Drive Change
Graham Chad

9.45-11.00 – FOYER NORD

960  PANEL - How to Be a Good Reviewer
Facilitator: Gonzalez-Morales Gloria M.
Panelists: Grote Gudela, Arnold John, Daniels Kevin, Koehler Tine, Allen Joe

10.00-11.15 – MADRID

1625  SYMPOSIUM - Quality of working life in universities: The contribution of WOP psychologists
Chair: Brondino Margherita

Improving work environments in Australian universities
Pignata Silvia

Quality of life at work in academia: preliminary results for the validation of a tool for Italian university
Spagnoli Paola, Brondino Margherita, Bruno Andreina, Depolo Marco, Ingusci Emanuela, Loera Barbara, Pace Francesco

Quality of work life in Czech public universities: Job demands, job resources and occupational well-being
Zábrodská Katerina, Mudrák Jirí, Machovcová Katerina

Drivers of the Matthew effect. Academic work life and excellence in Czech natural/technical sciences
Mudrák Jirí, Zábrodská Katerina, Machovcová Katerina

Research and intervention for the Quality of Working Life at the Politecnico of Turin
Converso Daniela, Loera Barbara, Molinengo Giorgia, Guidetti Gloria, Coscia Cristina, Vigliani Paola
557 SYMPOSIUM - Symposium Title: Sustainable late careers and retirement transitions for older workers in the 21st century

Chairs: Zaniboni Sara, Truxillo Donald
Discussant: Fraccaroli Franco

How to design jobs in sustainable careers? The combined effects of task significance and job autonomy for employees in their late career
Pfrombeck Julian, Grote Gudela

Maintaining the work ability in older employees with health problems: The impact of the adaptation of job demands and job resources
Weber Jeannette, Angerer Peter, Borchart Daniela, Hasselhorn Hans Martin, Müller Andreas

Opportunity or necessity? Motivations of “third age” entrepreneurs
Shee Brian, McCarthy Jean, Costin Yvonne, Hynes Briga, Heraty Noreen

The impact of work passion on retirement and succession planning of older entrepreneurs
Alterman Valeria, Wang Mo

Organizations can have a word to say in older workers’ retirement preferences: The role of age-diversity practices, work centrality and work engagement
Sousa Inês C., Ramos Sara, Carvalho Helena

Core self-evaluations, older workers, and retirement-related outcomes
Zaniboni Sara, Topa Gabriela

1193 SYMPOSIUM - Flexibility at Work: Implications for Individuals, Organizations, and Society

Chairs: Hornung Severin, Höge Thomas
Discussants: Doci Edina, Bal Matthijs

Workplace Flexibility and Employee Well-being. Proposing a Life-Conduct Perspective on Subjectified Work
Höge Thomas

Employment Contract, Job Insecurity, and Employees’ Affective Well-Being: The Role of Self- and Collective Efficacy
Sora Beatriz, Höge Thomas, Caballer Amparo, Peiró Jose Mª

Beyond Job Insecurity: Concept, Dimensions, and Measurement of Precarious Employment
Seubert Christian, Hopfgartner Lisa, Glaser Jürgen

Organizational Tensions, Role Conflicts, and Contradictory Demands in Flexible Work Systems
Glaser Jürgen, Hornung Severin, Höge Thomas

Functional Flexibility from an Employee Perspective: A Tripartite Interaction Model of Work Self-Redesign for Dynamic Organizational Contexts
Hornung Severin, Höge Thomas, Rousseau Denise M.

1004 SYMPOSIUM - Employee Perceptions of Human Resource Management, Employee Well-being and Job Performance

Chairs: van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina
Discussant: van Veldhoven Marc

Beijer Susanne, Peccei Riccardo, van Veldhoven Marc, Paauwe Jaap

Gould-Williams Julian Seymour
The effect of perceived HR Practices on Employee Well-being and Performance: investigating HR practice use and effectiveness ratings
van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina
Line Manager HRM Implementation and Employee Wellbeing: The Mediating Role of HRM System Strength
Fu Na, Flood Patrick C., Rousseau Denise M., Morris Tim

11.00-12.15 – ROMA
1358 SYMPOSIUM - Positive resources to face the challenges of current world of work
Chairs: Di Fabio Annamaria, Topa Gabriela Cantisano
Discussant: Depolo Marco
Intrapreneural Self-Capital Scale in Spain: A key resource for career development
Topa Gabriela, Puigmitja Irene
The contribution of Intrapreneural Self-Capital in acceptance of change, employability and well-being
Di Fabio Annamaria
The whys and wherefores of going the extra-mile as health workers
Butucescu Andreea, Zanfirescu Serban, Iliescu Dragos
Feeling balanced and satisfied in dual-income couples between crossover and spillover effects
Lo Presti Alessandro, Molino Monica, Emanuel Federica, Landolfi Alfonso, Ghislieri Chiara
Boundaryless career orientation and career competencies as strategic resources to tackle job insecurity
Mazzetti Greta, Derous Eva, Guglielmi Dina, Depolo Marco

11.00-12.15 – LISBONA
479 SYMPOSIUM - It is not all about the leader! Leadership as a social process and the relevance of context
Chairs: Hernandez Bark Alina S., Junker Nina M.
Hierarchy matters: Leaders’ hierarchical level, their working conditions and health
Pundt Franziska, Thompson Birgit
Ethical leaders, stress-free employees: the mediating role of meaningful work
van Gils Suzanne
The benefits of leader-member exchange for leaders’ work-related well-being: A matter of time
Richter Stefanie, Volmer Judith
Leadership for grown-ups: About the usefulness of a self-leadership-culture in the digital age
Bracht Eva, van Dick Rolf, Junker Nina M.
Co-creating leadership? A qualitative study of the dynamic relational processes in teams
Nieberle Karolina, Braun Susanne, Frey Dieter

11.00-12.00 – COPENAGHEN
1852 SYMPOSIUM - Non-work factors, work stress and burnout: implications for well-being
Chair: Greenglass Esther
Discussant: Peiró Jose M.
Balancing work-based information and communication technology use at home: The Good, the bad, and the ugly?
Day Arla, Tonet Jillian
Sandwich Generation Caregivers and Depression: The Moderating Role of Organizational Support
Toker Sharon, Armon Galit
Limits of the Superficial Overlap of Burnout and Depression
Leiter Michael P.

Job insecurity and economic hardship: Predictors of stress in an employed Greek sample
Greenglass Esther, Stamatios Antoniou Alexander

11.15-12.45 — LONDRA
737 SYMPOSIUM - Employability across career stages and types I: New frontiers in sustainable employability research
Chairs: Fleuren Bram, Semeijn Judith
We need to slow down: A two-wave observational study on the predictors of healthcare employees’ sustainable employability
Fleuren Bram, Zijlstra Fred, de Grip Andries, Kant IJmert
Workplace age-related discrimination from a grounded theory approach
Wooning Marianne, Peeters Ellen, Semeijn Judith, Caniels Marjolein
Age and perceived employability as moderators of job insecurity and job satisfaction.
Yeves Jesús, Bargsted Mariana, Cortés Lorna, Merino Cristóbal, Cavada Gabriela
Sustainable leadership: managing paradoxes in developing sustainable employability
Kooistra Daniel, De Hauw Sara, Semeijn Judith, Van der Heijden Beatrice
Training self-leadership as a way to sustain employability of healthcare professionals
van Dorssen-Boog Pauline, Pak Karen, van Vuuren Tinka, de Lange Annet
Expired workers or family right hand: employment barriers of the elderly unemployed
Zaharie Monica, Osoian Codruța

11.15-12.30 — ATENE
533 SYMPOSIUM - Be prepared! Facilitating transitions from education to work
Chair: Hofer Annabelle
Discussant: Jos Akkermans
Development of the Career Resources Questionnaire – Adolescent Version (CRQ-A)
Marciniak Julian, Johnston Claire S., Hänggli Madeleine, Hirschi Andreas
School-to-work transition: Examining the effect of internships on students’ goal orientation
Vermeire Eva, Grosemans Ilke, De Cuyper Nele, Kyndt Eva
The use of an online developmental network diagnostic tool in facilitating students’ transition from university to work
Emmanuel Myrtle
Trainings for psychology students - fostering self-efficacy and job anxiety
Peiffer Henrike, Ellwart Thomas, Preckel Franzis
The relationship between education-job fit and work-related learning of recent graduates: Capitalising on a head start or filling a gap?
Grosemans Ilke, Vangrieken Katrien, Coertjens Liesje, Kyndt Eva

11.15-12.15 — DUBLINO
917 SYMPOSIUM - Current trends in creativity research
Chair: Petrou Paraskevas
Discussant: Roni Reiter-Palm
Providing structure to facilitate creativity
Roskes Marieke
Daily affective experiences and daily creativity: The moderating role of age
Volmer Judith, Richter Stefanie, Syrek Christine
The creative rebel: A weekly survey study among employees
Paraskevas Petrou, van der Linden Dimitri, Charalampos Mainemelis, Salcescu Oana Catalina

Dual Ethical-Creative Goals and Outcomes
Toader Andra F.

11.15-12.15 – FOYER NORD

1650 PANEL - A New Reality: Gamification and AI in Hiring
Facilitator: Eric Sydell
Panelists: Tanya Delany, Ioannis Nikolaou, Lara Montefiori

ORAL SESSIONS

8.00-9.45 – VARSAVIA

ORAL_96 LEADERSHIP & FOLLOWERSHIP
Chair: Barattucci Massimiliano

279 Is Social Media Disrupting Leadership?
Holton Viki, Hind Professor Patricia

1082 Leader-member exchange (LMX) differentiation: A systematic literature review
Michailow Michail, Martin Robin, Hughes David J.

1458 Face Similarity Discovery Task: a tool for improving leaders’ expectations and collaborators’ performance
Pietroni Davide, Verdi Hughes Sibylla

1496 Leadership Identity: Exploring Its Definition and Development Using Repertory Grid Technique
Grajfoner Dasha, Jankowicz Devi

398 Cognition and Affect as Antecedents of Shared Leadership
Tillmann Sebastian, Boerner Sabine

1790 A Comparison of Three Important Job Attitudes across Followership Styles
Amanolla Nejad Mojtaba, Charkhabi Morteza

1636 Cultural robustness of distributed leadership agency and its relationships with empowering leadership, self-efficacy and innovative behavior
Jønsson Thomas, Barattucci Massimiliano, Bufalino Giambattista

8.00-9.15 – VIENNA

ORAL_100 MISCELLANY - RESEARCH PRACTICE
Chair: Galarza Laura

871 Choosing personality assessments for employee development: should practitioners forget (almost) everything they’ve been told?
Hackston John, Moyle Penny

1220 Putting neoliberalism to the test: Public debates over sick leave policies in Sweden
Nyberg Daniel

334 “To work, or not to work, that is the question” – Recent trends and avenues for research on attendance behavior
Institutionalized? A Modest Proposal for Changing how Research in Work and Organizational Psychology is Published  
van Dijk Hans, van Zelst Marino

Post-Disaster Human Resource Practices in Organizations: Lessons learned from Hurricane Maria  
Galarza Laura, Matos Anthony, Sotomayor Gabriela, Silva Karina, Rodriguez Deliz, Cuebas Kermeth, Guadalupe Alejandra, Feliciano Carla, Marty Rene, Mendez Orlando, Barreto Esteban, Trinidad Deborah

8.00-10.00 – FOYER 500
ORAL_102 RESILIENCE
Chair: Letizia Palazzeschi

The Role of the Boundary Objects in Negotiating New Migrant Career Pathways  
Voloshyna Viktoriya, Zikic Jelena, Mansoori Soodabeh

Investigating the Association between Stress and Psychological Resilience in the Workplace: A Longitudinal Study  
Ollis Lucie, Cropley Mark, Plans David

Resilience, stress appraisals and the influence of past sporting experiences on future workplaces success  
Bryan Christopher, O’Shea Deirdreeirdre, MacIntyre Tadhg

Leadership behaviours and employee resilience in the public sector: What works and what doesn’t  
Franken Esme, Plimmer Dr Geoff, Malinen Dr Sanna, Bryson A/Prof Jane

Employees’ psychopathy and counterproductive work behavior – The differential impact of individual resilience  
Schilbach Miriam, Baethge Anja, Rigotti Thomas

Workplace team resilience: A systematic review and conceptual development  
Hartwig Angelique, Clarke Sharon, Johnson Sheena

The regulation of resilience at work: growth curve models of resilience during major and on-going life events  
Bryan Christopher, O’Shea Deirdreeirdre, MacIntyre Tadhg

Intrapreneurial Self-Capital: new strength for resiliency of workers in the current world of work  
Palazzeschi Letizia, Di Fabio Annamaria

8.00-9.30 – MEZZANINO
ORAL_104 ECONOMIC PSYCHOLOGY & CONSUMER BEHAVIOR
Chair: Martinez Luisa

Retaliation in Ultimatum Game  
Merlone Ugo, Dal Forno Arianna

Working it out together: A qualitative study of vacation related decision-making in couples.  
Koval Olena, Hansen Håvard

The effectiveness of sales promotion techniques on the Millennial consumers’ buying behavior  
Martinez Luis, Antunes Inês

Complementary colors and consumer behavior: Emotional affect, attitude, and purchase intention in the context of Web banner advertisements  
Martinez Luisa, White Allison, Martinez Luis

Economy for the Common Good: a documentary analysis of the common good reports  
Alves Pereira Susana, Rebelo dos Santos Nuno, Pais Leonor, Zappalà Salvatore

White lie or true blue: Consumers’ packaging choices depend on color of retail environment  
Martinez Luisa, Rando Belén, Agante Luisa, Abreu Ana
SATURDAY JUNE 1

8.00-9.30 – NH PRESSE
ORAL_109 NEW TECHNOLOGY
Chair: Vos Menno
1059 My workmate the robot: A meta-analysis on Human-Robot Interaction at the workplace
Ötting Sonja Kristine, Masjutin Lisa, Maier Günter W.
1136 Robots at work: How human-robot interaction changes work design
Goštautaitė Bernadeta, Liuberte Irina, Buciuniene Ilona, Stankevičiute Živile, Staniškienė Egle, Reay Trish, Moniz Antonio
1725 Robot as workmates: are we ready? A systematic literature review on robot acceptance in the work environment
Orso Valeria, Pittaro Eva, Gamberini Luciano
1737 It’s All in Your Hand(phone)s: The Effects of Individual Perception of Job Connectedness on Well-Being
Rajah Rashimah
612 Impact of Digitization on Job Satisfaction, Stress and Organizational Commitment in Service Companies
Hummert Henning, Traum Anne, Goers Philipp K., Nerdinger Friedemann W.
1415 Future of work: Employers’ expectations about tech professionals’ knowledge, skills and attitudes in the 21th century
Vos Menno, Corporaal Stephan, Peters Sjoerd

8.00-9.00 – PARIGI
ORAL_98 STRESS MANAGEMENT
Chair: Lindfors Petra
101 Alternative coping with time and performance pressure and its key facilitators
Schulz-Dadaczynski Anika
1604 Gamifying „Mindful Minutes“ – A Gamified Two-Week Online Intervention to Foster Mindfulness and Counter Stress
Groening Christopher, Binnewies Carmen
98 Supporting mental health in the workplace via personalised digital interventions: A large scale randomised control trial
Hemmings Nicola, Weber Dr. Silvana, Lorenz Christopher
1061 Online stress management training: A randomized controlled pilot study of working women and men
Lindfors Petra, Johansson Caroline, Blom Victoria

8.15-9.15 – BRUXELLES
ORAL_92 INTERVENTIONS
Chair: Amutio Alberto
311 Employee Outcomes of Adapting a Supervisor Intervention for the United States Forest Service
Hammer Leslie, Perry MacKenna, Brown Derek
551 The Effects of Internet-Based Cognitive Interventions on Employees
Well-Being Lin Mei-Hua, Viswanathan Priyanka
315 Increasing Psychological Capital: A meta-analysis of randomized controlled studies
Lupsa Daria, Virga Delia, Maricuțoiu Laurențiu, Rusu Andrei
1215 Application of a mindfulness program among healthcare professionals in an intensive Care Unit: Effect on burnout, empathy and self-compassion
Amutio Alberto, Rosa María Gracia

8.15-10.00 – PRAGA
ORAL_94 COUNTERPRODUCTIVE BEHAVIOR
Chair: Fida Roberta

627 Does routine work lead to CWB? Moderating role of boredom proneness.
Czarnota-Bojarska Joanna

421 When norms collide: The conflicting roles of group norms and organizational identification in the explanation of discretionary behavior
Götz Martin, O'Boyle Ernest H.

442 When gender and emotional intelligence matters: Incivility in the workplace
Carmona-Cobo Isabel, Lopez-Zafra Esther

462 Optimal distinctiveness at the workplace: How the desire to be similar or unique affects workplace behaviour
Stadler Tobias, Selenko Eva, Patterson Malcolm

1128 Transcending depletion explanations at work: Daily self-control effort mediates the relationship of self-control motivation on daily CWB-O
Wehrt Wilken, Casper Anne, Sonnentag Sabine

520 The relationship between conflicts and workplace bullying in Portuguese’s Higher Education
Verdasca Ana

817 The interplay between moral self-efficacy and moral disengagement in understanding counterproductive work behaviour
Fida Roberta, Paciello Marinella, Tramontano Carlo

8.15-10.30 – VIP
ORAL_99 SELECTION METHOD
Chair: Wolf Jasper

1703 Measuring Disengagement in a Game-based Assessment
Boardman Emily, Williams Huw, Montefiori Lara

1705 Tapping into personality: enhancing individual differences in game-based assessments
Williams Huw, Boardman Emily, Montefiori Lara

1714 Stereotype threat and cognitive performance: a comparison between game-based and traditional cognitive assessments.
Close Liam, Montefiori Lara

1711 The criterion-related validity of a Game-based Assessment
Close Liam, Montefiori Lara

1709 Adverse Impact in Game-Based Assessment
Wolf Jasper, Montefiori Lara

8.15-10.00 – NH FONDERIA
ORAL_107 LEADERSHIP ANTECEDENTS
Chair: Diedericks Elsabé

26 Findings from the Dark Side - Development of a Measure to Distinct Non-Constructive Levels of Narcissism with Job Applicants
Nederström Mikael, Rintala-Rasmus Anita

175 Updating Leader-Member Exchange theory: The status of leaders and followers as determinants of their relationship
van Es Roeliene, Levecque Katia, Anseel Frederik
365 The intersection of Abusive Supervision and LMX: An analysis of attitudinal, emotional and behavioral outcomes
Gencay Oguz, Kabasakal Hayat
680 Emotional Leadership in Relation to Work Engagement and Perceived Stress
Dåderman Anna M., Hallberg Angela, Skog Sandra, Kajonius Petri J.
796 Relationship between workaholism and occupational burnout: the moderating effect of perceived ethical leadership style
Morkeviciute Modesta, Endriulaitiene Aukse
1141 A behavioral perspective on dynamic capabilities: predictors and outcomes of leader’s sensing, seizing and transforming behaviors.
De Stobbeleir Katleen, Desmet Lien, Peeters Carine
1567 The role of trust in job satisfaction and work engagement among South African bank employees
Diedericks Elsabé, Sibamba Vuyani

8.15-10.00 – NH COLLAUDO
ORAL_111 LEADERSHIP & MANAGEMENT
Chair: Zaar Sonja
39 Leaders’ impact on employee absenteeism: A systematic literature review
Løkke Ann-Kristina
636 Supervisory Coaching and Performance Feedback as Mediators of the Relationships between Leadership Styles, Work Engagement, and Turnover Intention
Lee Michelle Chin Chin, Idris Mohd Awang, Tuckey Michelle
1265 Comparison of transformational and positive leadership styles
Pubalova Katerina, Gaskova Jana
79 The Role of Interpersonal Accuracy for Adaptive Leadership in Women and Men
Palese Tristan, Schmid Mast Marianne, Bachmann Manuel
1336 Exploring Organizational Politics and Leaders’ Political Behaviour in the Broader Political Context of Government Organizations
Vinarski Peretz Hedva, Kidron Aviv
516 Ethical but unfair – The moderating effect of uncertainty on subordinates’ reactions toward transgressive behaviour by ethical leaders
Lang Sarah, Müller Patrick
644 Learning for leadership: key learning experiences for student leadership identity development
Zaar Sonja, Van den Bossche Piet, Gijselaers Wim

9.30-11.30 – BRUXELLES
ORAL_93 LEADERSHIP DEVELOPMENT
Chair: Ainsworth Judith
934 The impact of leadership on performance: The case of National Hockey League captains
Saffie Robertson Maria Carolina, Fiset John
263 Does Leader-Follower similarity really matter? A study on Leader-Follower Proactive Behavior Congruence and its impact on Trust, Affect and Employee Silence
Grazi Adele, Buckley Finian
724 Can leadership be trained? An investigation of advantages and disadvantages of leadership development program
Bertola Lara, Calaon Ivano, Colombo Lara
1333 A Talent Development Centre as a hybrid Succession Planning and Leadership Development Methodology
Stander Marius, Stander Ederick

**1769**  Leader Empowerment Behavior and Job Attitudes: Testing the Mediating Role of Psychological Empowerment
Hosseini Koukamari Parisa, Charkhabi Morteza

**665**  Theoretical and Practical Perspectives on Digital Leadership Development
Holten Ann-Louise, Bøllingtoft Anne, Stein Mari-Klara

**843**  Dilemma Competency – Coping by Taking Responsibility
Born Marieke, Drews Antonia, Bossmann Ulrike, Zwack Julika, Schweitzer Jochen

**811**  Developing leadership competence: A longitudinal study of individual- and team-level characteristics
Ainsworth Judith, Chaudhry Anjali

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**9.30-11.45 – VIENNA**

**ORAL_101 MISCELLANY**
Chair: Carollo Luca

**1504**  Managing knowledge in organizations: A Nonaka’s SECI model operativization
Farnese Maria Luisa, Chirumbolo Antonio, Barbieri Barbara

**1848**  Using job analysis for workplace inclusion: Application of the Job Access Mobile App for accommodation of employees in small businesses
Kocum Lucie, Robinson Lynne, Shabnam Sara

**678**  Barriers to growth in Dutch social enterprises
Drupsteen-Sint Linda, de Bell Leendert, Berghuis Ebel

**1651**  Spanish validation and adaptation of the Internal Corporate Social Responsibility Questionnaire
Ávila Diego, Bayona Jaime

**726**  The Personality Traits of Service Employees and Customer Aggression: The mediating Role of Customer Orientation
Coelho Filipe, Fontes da Costa João

**271**  Patient-physician Relationship Quality and Quality of Life: The moderating role of Trust
Fontes da Costa João, Oliveira Teresa

**1118**  Professional identity and strategic industry change: collective identity restructuring
Baert Caroline, De Stobbeleir Katleen

**924**  The Impact of Employee Support on Employee Absenteeism: The Moderating Effect of Patient Mistreatment
Zetttna Nate, Nguyen Helena, Johnson Anya, Wang Karyn

**878**  The role of organizational practices in dirtying an occupation: a case study in an Italian bank
Carollo Luca, Silvia Gilardiilvia

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**9.45-10.30 – MEZZANINO**

**ORAL_105 ORGANIZATIONAL STRUCTURE**
Chair: Berthelsen Hanne

**258**  Facilitating the motivational climate: The roles of LMX and leader political skill
Buch Robert, Nerstad Christina G. L., Kopperud Karoline H.

**330**  Organizational-Level Consequences of Flexplace Work: The Crucial Role of Trust Climate for Employees’ Affect and Organizational Performance
Huettermann Hendrik, Oppel Eva-Maria, Bruch Heike

**1146**  Construct validity of a global scale for social capital based on COPSOQ III
Berthelsen Hanne, Westerlund Hugo, Jan Hyld Peijersen, Emina Hadzibajramovic
9.45-11.45 — NH PRESSE

ORAL_110 WORK FAMILY BALANCE
Chair: Pluut Helen

599 Study-Sport Enrichment in Student-Athletes: From Study Crafting to Sport Performance
Postema Anniek, Bakker Arnold B., van Mierlo Heleen

56 Individual Perceptions of Boundary Control Mitigate the Effect of (in)Congruence Between Workers’ Preferred Work/Non-Work Boundaries and their Enacted Boundary Management on Work-Life Conflict
Mellner Christin, Peters Pascale, Toivanen Susanna

554 Leadership Styles, Work-Family Enrichment and Work-Life Balance: A Mediation Study and Dominance Analysis
Haar Jarrad, Schmitz Anja

642 Exploring the indirect effect of subjective career success in the relationship between work-family enrichment and positive work-related outcomes.
Koekemoer Eileen, Olckers Chantall, Nel cherise

1809 Why does it matter to build family supportive organizations: Exploring hard and soft outcomes
Botelho Carlos

628 A Systematic Literature Review on Support Mechanisms for Work–Life Balance
Fan Yuyang, Potocnik Kristina, Chaudhry Sara

1173 Customized availability – User requirements to a smart assistant for work-related availability management
Staab Katharina, Saternus Zofia, Stock Ruth Maria

595 How social stressors at work influence marital behaviors at home: An interpersonal model of work-family spillover
Pluut Helen, Ilies Remus, Liang Alyssa

10.00-12.00 — VARSAVIA

ORAL_97 LEADERSHIP & FOLLOWERSHIP
Chair: Machovcová Katerina

1658 Following Bad Leaders: The Role of Leader Legitimacy in Transgressive Leadership
Marques Andre, Pinto Isabel, Leite Ana, Randsley de Moura Georgina, van Prooijen Jan-Willem, Marques Jose

236 Attachment, performance and wellbeing: The mediating effect of leader-member exchange
Ren Queyu, Topakas Anna, Patterson Malcolm

111 Employee Resilience: The interplay of SLMX and ELMX in Conjunction with Followers Narcissism
Caniels Marjolein, Hatak Isabella

202 Revitalization and Resurrection: Leadership in the Dying Church
Fisk Glenda, Hammond Michelle

251 Leader’s motivation-based identity and its associations to subordinates’ satisfaction with leadership and quality of LMX relationship
Auvinen Elina, Tsupari Heidi, Huhtala Mari, Feldt Taru

381 Do performance-oriented servant leaders exist? A latent profile analysis of servant and authoritarian leadership
ZHENG XIAOTONG, Zheng Yuyan, Graham Les

899 To Lead is Not to Worry? Leaders’ Worries about Leadership Patterns and Employees’ Leadership Evaluations
Tsupari Heidi, Auvinen Elina, Huhtala Mari, Feldt Taru

1042 Do academics refuse to be followers?
SATURDAY JUNE 1

Machovcová Katerina, Mudrák Jirí, Zábrodská Katerina

10.15-11.30 – PRAGA
ORAL_95 ORGANIZATIONAL JUSTICE
Chair: Eib Constanze

148 Effect of Overall Organizational Justice Perceptions on Employee Voice Behaviour
Shah Shreya, Purang Dr. Pooja

638 How is low interpersonal justice related to organizational turnover over time? Results from a longitudinal cohort study
Leineweber Constanze, Peristera Paraskevi, Bernhard-Oettel Claudia, Eib Constanze

212 Organizational Justice: An experimental investigation of interpersonal antecedents using the HEXACO-model
Hossiep C. Richard, Weiler Stephanie, Baumeister Viktoria, Schewe Gerhard

1448 What shapes the voice of unethical behaviour among police officers? Insights from a UK Professional Standards Department.
Shiels Aoife

300 Time to leave? Organizational justice as predictor of early or late retirement
Eib Constanze, Bernhard-Oettel Claudia, Leineweber Constanze, Peristera Paraskevi

10.15-11.30 – FOYER 500
ORAL_103 REWARD SYSTEM
Chair: Sverke Magnus

1583 The role of monetary rewards in the turnover intention of employees in the utility industry in South Africa
Diedericks Elsabé, Hennicks Eugeny

1312 Who needs Pay-for-Performance? Attributions from Primary Health Care Staff
Neves da Silva Maria do Carmo, Oliveira Teresa Carla, Ferreira Pedro Lopes

562 Pay justice attention! A systematic literature review of antecedents and consequences of pay justice
Falkenberg Helena, Hellgren Johnny, Malmrud Sofia, Nordgren Selar Alexander, Sverke Magnus

894 Challenges for pay-setting managers: A thematic analysis
Malmrud Sofia, Falkenberg Helena, Hellgren Johnny, Sverke Magnus

1756 Employees’ experiences of pay-related justice and supervisors’ enacted justice: Implications of perceptual congruence for work-related attitudes and behavior
Sverke Magnus, Malmrud Sofia, Eib Constanze, Falkenberg Helena, Hellgren Johnny

10.15-12.15 – NH FONDERIA
ORAL_108 LEADERSHIP ANTECEDENTS
Chair: Morf Manuela

1785 The importance of LMX leadership in predicting positive and negative organizational outcomes: The mediating effect of job-related emotions
Matthiesen Stig Berge, Bobbio Andrea

142 Leader unethical behaviour depends on the degree of power and Machiavellianism
Khademi Mahshid, Schmid Mast Marianne, Zehnder Christian

380 The effects of abusive supervision and exploitative leadership on communication practices in teams, positive/negative affect and individual job performance
Klaic Anamarija, Jonas Klaus

681 Destructive leadership in crisis management
Fors Brandebo Maria

1381 The influence of leaders’ personality, gender, and seniority level on Social Dominance Orientation
Anastasatou Olga, Grajfoner Dasha

1284 Leading beyond borders: A study on the moderating influence of shared leadership on the open innovation process as perceived by employees
Edelbroek Robin, Blomme Rob, Peters Pascale

33 Investigating leader caregiving through the lens of attachment: A moderated mediation analysis
Thompson Per-Magnus Moe, Fosse Thomas Hol, Skouverøe Joachim Berntsen

254 Transformational leadership: A weekly diary study on the role of human resource practices, job resources, and prosocial motivation
Morf Manuela, Bakker Arnold B.

10.15-11.45 – NH COLLAUDO
ORAL_112 LEADERSHIP & MANAGEMENT
Chair: Nohe Christoph

759 Predictive Validities of Personality Facets for Leadership Across Leadership Levels
Qu Jiayin, Page Ronald

1804 European leadership model: myth, reality or necessity
Zankovsky Anatoly

1274 Workplace Relational Civility and Human Capital Sustainability Leadership
Palazzeschii Letizia, Pesce Eleonora, Di Fabio Annamaria

1289 Transformational Leadership and Innovation: The Moderating Role of Involvement in Organizational Culture
Petiz Lousã Eva

1292 Exploring the relationships between transformational leadership, cultural consistency and innovation
Petiz Lousã Eva

1357 Construct proliferation among negative leadership constructs: Assessing the discriminant validity of conceptually related constructs
Nohe Christoph, Vieten Laura, Hertel Guido

10.45-11.30 – MEZZANINO
ORAL_106 LEADERSHIP & FOLLOWERSHIP
Chair: Kuonath Angela

1723 “I that is we, we that is I”: The mediating role of work engagement between key leadership behaviors and volunteer satisfaction
Dal Corso Laura, Carluccio Francesca, Girardi Damiano, Benevene Paula, Vecina Maria Luisa, West Michael

1845 The Role of the founder in family business
Dinis Liliana, Neves Pedro

1530 The Crossover of Positive Affect between Leader and Follower: A Longitudinal Perspective
Kuonath Angela, Pachler Daniela, Kühnel Jana, Frey Dieter

INTERACTIVE POSTERS

11.15-12.30 – VIP
INTERACTIVE POSTER_5*
*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 9.00 to 12.00.*

399  Dark triad personality and leadership: if it could be a right match for greater good?  
Stelmokiene Aurelija, Vadvilavicius Tadas

549  Moving Beyond the Brag Sheet: Predicting Student Outcomes with Biodata Measures  
Zhang Charlene, Kuncel Nathan

561  The Dark Triad of Personality: Construct validation of a structured interview to measure narcissism, Machiavellianism and subclinical psychopathy  
Elbers Alina, Keil Moritz, Externbrink Kai

700  Gender, Hierarchies and Leadership – Organizational Structures Preference of Female Employees  
Schlamp Sofia, Ronay Richard, Van Vugt Mark

740  What happens to the thwarted and worried leader? A goal blockage – irritation model of abusive supervision  
Bilgin Begum, Aycan Zeynep

819  Perception matters - Linking perceived team diversity and team performance  
Rössig Sarah-Alena

849  Exploring Virtual Teamwork: The impact of team specialization and psychological safety on team-related outcomes  
Nett Nicole, Berahmandi Pegah, Quintero Natalie, Kaur Rupinder, Hale Wesley, Sanchez Diana

1099  Utilizing Agent Based Modeling in Team Research: Simulating Team Mental Models of Expertise Location  
Ulfert Anna-Sophie, Reuter Lukas, Antoni Conny, Berndt Jan Ole, Timm Ingo J., Ellwart Thomas

1293  Psychiatric symptoms and entrepreneurial intention: the role of behavioral activation system  
Leung Yik Kiu, Bernoster Indy, Franken Ingmar H. A., Thurik Roy

1319  Furthering sustainable consumption behavior of smartphones: the effect of photographic material and message framing  
Kempen Regina, Betzler Shirin, Haensse Luca, Klanke Christopher

1353  Investigation of humour and collective creativity in public communication  
Coman Andra, Fodor Oana Catalina, Curseu Petru Lucian, Flestea Alina Maria

1840  Testing Simple De-Biasing Strategies to Enhance Deliberate Thinking in the Cognitive Reflection Test  
Stephan Birgit M., Olbrich Maximilian, Hudecek Matthias F. C.
21 The Theory and Measurement of Core Self-Evaluations: A Reliability Generalization Analysis
Ock Jisoo, McAbee Samuel, Ercan Seydahmet, Xiao Ting (Amy), Oswald Frederick

141 From Hierarchical to Egalitarian: The Effect of Task Interdependence on Emerging Hierarchy Steepness and Group Performance
Khademi Mahshid, Schmid Mast Marianne, Frauendorfer Denise

170 Psychological contract differences between Chinese and Belgian employees
Du Jiahong, Vantilborgh Tim

184 Do positive approach and achievement emotions have the same impact on the intention to act and on the behavioural integration of feedback?
Normandin Amy-Lee, Trudeau Simon, Boudrias Jean-Sébastien

190 Common Method Bias: Time to Think of Abandoning the Myth?
Bozionelos Nikos

240 Management’s perception of teleworking
Ferreira de Miranda Lisa, da Silva Abbad Gardênia, Legentil Ferreira Faria Juliana, Pereira Damascena Matheus, Feital Nunes Caroline

241 The Impasse of Human-Algorithm Decision-Making: A Review and A Way Forward
Burton Jason, Stein Mari-Klara, Jensen Tina Blegind

244 Typology of Internet’s professional use in and outside work: consequences on work engagement, the relationship to the Internet and work-home interface
Vayre Emilie, Vonthron Anne-Marie

351 Cultural Intelligence in Teams: How does it impact team performance?
Georganta Eleni, Zhou Lei, Brodbeck Felix

411 Displaying Vulnerability in the Workplace
van Bunderen Lisanne, den Hartog Deanne

485 The modelling of action knowledge from fragmented and heterogeneous raw data by incremental refinement in a deductive database system
von der Weth Rüdiger, Seipel Dietmar, Nogatz Falco, Wieczorek Katrin, Werner Alexander, Wortha Franz

511 Revisiting the Genetic Correlation of Job Satisfaction and Personality
Hess Riley, Carter Nathan

553 Trust and Distrust: Outcomes and Trust Repair Effort across Relational Contexts
Lin Mei-Hua, Lee Michelle, Cheng Danielle, Soh Mei Ling, Ho Yi Ming
622 Biased information acquisition after group discussions
Mojzisch Andreas, Schulz-Hardt Stefan

651 Gender Roles and Perceptions of Leadership in a Virtual Reality Environment
Kaur Rupinder, Sanchez Diana R.

706 Is workplace fun really fun for everyone?: an appraisal and self-determination perspective
Boekhorst Janet A., Good Jessica

748 Commercial organization staff’s customer orientation and its relation with characteristics of organization
Karamushka Lyudmila, Lolenko Kateryna, Goncharenko Yaroslava

751 The cost of emotional labor
Agoues-Richard Camille, Bentein Kathleen

760 The Use of Digital Communication Media in Cross-Border Knowledge Transfer Processes: A Competitive Advantage for Multinational Companies?
Iserhot Jana, Deller Jürgen

780 Specifics of Generation Z entry into the Czech labor market
Horáková Eva

850 Entrepreneurial demands and affect oscillation: the moderator effect of empowering leadership
Andrade Sara, Tavares Susana M.

851 The impact of creativity at work on work-non work enrichment: the mediating role of meaningfulness at work
Sousa Catarina, Tavares Susana M.

866 Re-Instantiating Absenteeism through Organisational Context
Basini Serge, Garavan Thomas, Cross Christine

895 Age, Health and Wellbeing: Professional Drivers
Johnson Sheena, Holdsworth Lynn, Beers Helen, Day Nina

907 The effect of haptic gloves with force feedback on the learning of an assembly task in virtual reality: An experimental study
Bohné Thomas, Braun Lucas, Gürek Özgür, Heine Ina, Minshall Tim, Schmitt Robert

926 Individual characteristics and creativity across domains.
Hein Michael, Class Katelyn, Magne Cyrille, Schmidt Greg, Baber Garrett

953 Supportive Organizational Context for Teams: A Study of Construct Validity
Francoeur-Marquis Camille, Aubé Caroline

968 A Systematic Review on Flexibility in the Workplace and Older Workers
Abdulgader Adnan, Pietrantoni Luca
980 Emotions Naturally and Laboriously Expressed: Antecedents, Consequences, and the Role of Valence
Scott Brent, Lennard Anna, Johnson Russell, Rebecca Mitchell, Dunn Jennifer

1032 The role of emotion regulation strategies for the detachment from work/affective rumination – exhaustion relationships
Geisler Martin, Buratti Sandra, Allwood Carl Martin

1051 Off-The-Shelf Games and Multiple-Choice Assessments: A Multi-Study Comparison
Hale Wesley, Sanchez Diana, Waters Lafayette, Wu Kevin

1070 Keep a cool head and a warm heart: the moderating role of leader gender and emotional labor strategy in follower reaction to leader emotion expression
Raymondie Romain, Steiner Dirk

1087 The Impact of Daily Emotional Labor on Health and Well-Being
Howes Satoris, Simmons Mathias, Fullagar Clive, Riforgiate Sarah

1097 Cooperative vs. uncooperative behaviors in working teams - A question of relational preferences and person-team-fit?
Arendt Johannes F.W., Brotzeller Franziska J., Kugler Katharina G., Brodbeck Felix C.

1135 Development of the system of activities while unemployed: towards an understanding of the action and life models
Cimier Amandine, Althaus Virginie

1138 The whole is more than the sum of its parts – how team processes influence individual development
Friedrichs Juliane, Ohly Sandra

1139 Building emotional agency in the workplace
Ikävälinko Heini, Höökä Päivi, Paloniemi Susanna, Vähäsantanen Katja

1147 Representation of contemporary career concepts in UK print media
Vahidi Ghazal

1171 Evaluate and Enhance Soft Skills in Higher Education: Results from Passport.Unito Project
Emanuel Federica, Ricchiardi Paola, Ghislieri Chiara

1189 Effects of qualifiers on response behavior: An eye-tracking experiment
Hofschroeer Patrick, Schumacher Svenja, Wilgenbus Eva, Klanke Christopher, Hamborg Kai-Christoph

1203 The role of paradox mindset in the context of organizational tensions
Schumacher Svenja, Koßmann Cosima, Straatmann Tammo, Klanke Christopher, Mueller Karsten

1219 Does Team Diversity Affect Team Process Outcomes?
Woehr David, Claytton Elizabeth, Williams Courtney, Loughry Misty, Ohland Matthew
The impact of response format labeling on organizational value measurement
Mueller Karsten, Kempen Regina, Schmeiduch Lena, Seggewiss Britta, Hattrup Kate, Kuehl Marlen

Navigating the Job Search Process: Refugee-Specific Factors
Lee Clara, Boss Harrison, Bourdage Joshua

Reexamining head-to-head comparison via ability test versus interview validity
Tomeh Dana, Sackett Paul

SFERA Test: preliminary validation with an athletes’ sample
Dolce Valentina, Borla Cart Valentina, Vercelli Giuseppe, Cortese Claudio Giovanni

Different perceptions of dark triad items in the U.S. and U.K.
Mead Alan, Schwarzinger Dominik, Becker Pamela, Zhou Chenxuan

A New Psychometric Perspective on the MBTI Global Step I Assessment
Yang Yang, Thompson Richard

A systematic review on the association between aging and tolerance to shift work
D' Oliveira Teresaes C.

Waiter, I Ordered a Capo with a Smile: the Cognitive Side Effects of Different Types of Emotional Labour Strategies in Service Professions
Hofstee Godelieve, Jansen Paul, de Lange Annet, Spisak Brian

The Dark Side of Emotional Labour in the Classroom: the Relationship between Emotional Labour Strategies and Cognitive Failure of Teachers
Hofstee Godelieve, de Lange Annet, Jansen Paul, Spisak Brian

Motives to work and work values - generational and gender differences
Godlewska-Werner Dorota, Peplinska Aleksandra, Zawadzka Anna Maria, Polomski Piotr

Job insecurity perceptions and individual health: The cross-level interaction of income inequality within the country
Piccoli Beatrice, De Witte Hansans, Reisel William

The Impact of Job Insecurity on Household Sacrifices: The Moderating Role of Employment Protection Legislation in Europe
Piccoli Beatrice, De Witte Hansans

Scale to measure organizational culture: construction and psychometric properties
Patlan Perez Juana

Working conditions as risk factors for early exit from work among 2,360 employees aged 30 to 59 years in Germany
Burr Hermann
1517  The Academic Socialization Questionnaire: Factorial structure and Measurement Invariance  
Spagnoli Paola, Farnese Maria Luisa, Livi Stefano

1524  Work challenges and employee commitment in global IT team: a pilot study in Lithuania  
Cirtautiene Lina, Endriulaitiene Aukse

1541  Validating the four factor structure of Triandis and Gelfand’s Individualism and Collectivism short scale in Brazilian-Portuguese  
Pérez-Nebra Amalia Raquel, Tordera Núria, São Paulo Eduardo, Peiró José Maria, Sandall Hugo, Rodríguez Isabel

1553  The rise of the ‘E-resistor’: Towards a new perspective on work-based NCT non-use  
D'mello Deepali

1570  Positive organizational cultures and transformational leadership: A measurement of mediation and experimental-causal-chain design of their joint effects on organizational identification  
Xenikou Athena

1595  Correlates and predictors of time banditry  
Parts Velli, Kiho Marilyn

1597  Systemic Justice and Project Based Organizations: implications for HR function  
Leroux Marie-Pierre, Coulombe Caroline, Alami-Laroussi Anas

1607  Virtual Work: Exploring a Framework for Psychological Outcomes  
Harris Alexandra, Vande Griek Olivia, Melson-Silimon Arturia, Carter Nathan

1630  Genius loci – real and virtual environments for productive emotions in decision making  
Starker Ulrike, Von der Weth Rüdiger

1662  Exploring psychological contract creation: Validating and modelling the anticipatory psychological contract of occupational newcomers  
Gresse Werner, Linde Bennie, Kraak Jan

1685  Measuring Job Insecurity Appraisals: Development and Standardization of the JIAS-6  
Bazzoli Andrea, Brondino Margherita, De Witte Hansans, Pasini Margherita

1689  Organizational Values and Perceived Pull as Predictors of the University Student Career Choice in the frame of the Social Cognitive Career Theory.  
Capone Vincenza, Capaldo Guido

1697  Emotional Display Rules of Secondary School Teachers  
Lafferty Niamh, MacCurtain Sarah, Mannix McNamara Patricia

1724  Assessing cognitive workload and mental fatigue in the context of human-robot collaboration: a comparison between different metrics  
Pluchino Patrik, Mingardi Michele, Barattini Roberto, Ragazzon Andrea, Pettenon Carlo, Gamberini Luciano
1733  CO-ADAPT: designing an adaptive and accessible 4.0 working environment for the older employees’ needs
Gamberini Luciano, Pluchino Patrik, Spagnolli Anna, Orso Valeria, Jacucci Giulio

1739  Perceiving Shared Leadership in Teams: The Role of Individual Differences and Communication Networks
Cook Alexandra (Sasha), Zill Alexander, Meyer Bertolt, Gockel Christine

1822  Exploring the Effects of Workplace Clothing on Emotions
Turner Anne

CLOSING

13.00-14.00 – ROOM 500
CLOSING CEREMONY