May 22nd-25th, Münster, Germany

16th EAWOP Congress 2013
Imagine the future world: How do we want to work tomorrow?
16th EAWOP Congress 2013
May 22nd-25th, 2013 in Münster
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We gratefully acknowledge to be kindly supported by
Welcome note from the congress organizers

Dear Colleagues and Friends!

Welcome to the 16th Congress of the European Association of Work and Organizational Psychology (EAWOP). The EAWOP Congress 2013 is hosted in and around the historic Münster Palace, and is organized by the two German EAWOP constituents (Section Work, Organizational, and Business Psychology of the German Psychological Society; Section Business Psychology of the Berufsverband Deutscher Psychologinnen und Psychologen e.V.) who have formed a local organizing committee together with the University of Münster.

The bi-annual EAWOP Congress has a long and successful history that started in 1983 when work and organizational psychology became professionalized. Today, the EAWOP congress is one of the largest international conferences of work and organizational psychologists worldwide, and the largest in Europe. For the current congress we have received more than 1,700 abstract submissions from over 50 different countries. All submissions were subject to a double-blind review process supported by more than 100 international reviewers (this voluntary help is kindly acknowledged by a small “R” at the congress name tags). In addition, numerous invited sessions with internationally renowned keynote speakers as well as invited symposia, invited debates, and panel discussions supplement a fantastic program. This congress particularly supports the interaction between scientists and practitioners as a central part of EAWOP’s general mission, featuring an invited practitioner keynote, a practitioner field trip, interactive practitioner-scientists debates, and many more. For better orientation, contributions that include a practitioner perspective are flagged with (PP) in the program booklet. Moreover, Best Paper, Best Poster, and Best Practitioner Contribution Awards acknowledge the high quality submissions to the EAWOP Congress 2013. The abstracts of all contributions to the congress are available as edited online publication with a permanent Internet address.

The theme of the EAWOP Congress 2013 “Imagine the future world: How do we want to work tomorrow?” particularly focuses on new challenges that we experience in work organizations today and tomorrow, such as globalization and digitalization of economic processes, flexible work with remote partners, demographic changes, financial turbulences, and growing climatic problems. Providing new and innovative ideas on mastering these challenges, this congress is not only a stimulating event for the
community of work and organizational psychologists, but also offers new ideas and concepts for decision makers in related disciplines, consultancies, and politics. (Challenging your creativity, the cover of this program booklet illustrates the general theme of the congress, picturing a workplace that can be designed individually – you will find coloring pens in your congress bag!)

Finally, the congress program provides many opportunities for socializing (e.g., during the congress dinner), networking, or simply for having a good time. The city of Münster is a unique and beautiful background for this, having a long history of influential meetings for the European history. For instance, in 1648, the Peace of Westphalia ended one of the most destructive European conflicts (the “Thirty Years’ War”) in Münster. While this history is still present in the ancient buildings and places throughout the city of Münster, modern architecture is integrated elegantly, demonstrating a successful blending of old and new elements that nicely reflects the general idea of the congress theme. Moreover, as the ‘capital city of bicycles’ and Germany’s Climate Protection Capital, the city of Münster is an internationally well-known model for environmental protection. Thus, in addition to an exciting congress, Münster offers a beautiful and interesting place to visit and to explore.

The organization of a congress of this size is always an adventure, and cannot be realized without manifold help and support from many people. We are very thankful for all the work of the members of the EAWOP Executive Committee, the EAWOP 2013 Program and Organizing Committees, and the reviewers of the congress submissions. Also, we like to thank the University of Münster for providing such a great location for the EAWOP Congress 2013. We thank the great staff of Münster Marketing and the City of Münster who supported and helped us coordinating this congress with issues of a vivid and growing city. Furthermore, many thanks to the teams of the local Congress Office and the Registration Office (CSM) who solved tirelessly and enthusiastically myriads of small and larger problems on the way. Moreover, many thanks to the sponsors and partners of this congress for their support (see list of sponsors and partners below in this booklet), and many thanks to the student support staff for their help during the congress. Last but not least, a large thank you goes to Wiebke Muth for designing this program booklet. The stage is set - we are looking forward to meeting you in Münster!

Guido Hertel & Heinz Holling on behalf of the congress organizers
Dear Colleagues and Friends,

It is my pleasure to welcome you at the 16th congress of the European Association of Work and Organizational Psychology. The bi-annual EAWOP congress is one of the largest international conferences of work and organizational psychologists worldwide, and the place to be for those who want to inform and be informed about the latest developments in the world of work. The theme of the this congress, “Imagine the future world: How do we want to work tomorrow?” has attracted a wide variety of topics, including the digitalization of work, new ways of working, new issues in work-related health and well-being, the impact of the financial crisis, employee job crafting, and new developments in personnel selection.

The EAWOP Executive Committee has organized several events to further facilitate scientific and social exchange, including a reception for young researchers in Work and Organizational Psychology who want to attend the 4th EAWOP Summer School (Lisbon, 2014), a reception for practitioners who attended the 1st WorkLab in Helsinki and for those interested in the next WorkLab meetings (2013 and 2014), a meeting with the Editor of the European Journal of Work and Organizational Psychology, a roundtable regarding the Specialized Certificate in Work and Organizational Psychology, and a session about the Future of EAWOP with the past and incoming Presidents of EAWOP.

The organizers of the 16th EAWOP conference have provided an inspiring arena for sharing, discussing, and creating new ideas and initiatives for work organizations to enhance employee health and work engagement as well as organizational effectiveness.

Discussing how we want to work tomorrow elucidates our active role in the creation and crafting of future work conditions – a very important role. I would like to thank the two German EAWOP constituents, the Local Organizing Committee in Munster, the Program Committee as well as the EAWOP Executive Committee for their dedication and tireless hard work behind the scenes to make this conference a success.

After serving a 4-year term as President this will be my last message to you, as we look forward to welcoming the new President and Executive Committee during the General Assembly on 23 April. I hope full members and constituents will be able to join fellow EAWOP members in electing the new Executive Committee at the General Assembly.

On behalf of the Executive Committee, thank you for your continued support. Enjoy the conference and I hope to see you at one of our EAWOP events!

Kind regards,

Arnold Bakker
EAWOP President
Dear Participants, on behalf of the rectorate of the University of Münster, I warmly welcome EAWOP’s decision to hold this year’s congress at our university.

As a rector, I affirm you of the importance, the University of Münster attaches to the international conferences like this. The WWU sees its mission in initiation und promotion of high-quality research in fields distinguished by a strong track record, in offering suitable facilities for curricular doctoral training and the advancement of young scientists, and in providing the basis for the development of excellence in research and doctoral education by supporting a broad research base.

WWU’s research profile is marked by a considerable number of research focal points of proven excellence – in the humanities (including the theological faculties) law, business administration, natural sciences, mathematics, life-sciences and medicine. The WWU uses its capabilities to the full, profiting from its multifaceted research profile by developing new internal, interdisciplinary collaborations made necessary by new challenges which arise.

Professionally, I also attach great expectations on your congress theme “Imagine the future world: How do we want to work tomorrow?” Your interdisciplinary approach to your theme suits perfectly to the scientific culture of a vast variety of grown interdisciplinary cooperations. Additionally, your work is able to inspire our rectorate and our administration to develop according to your latest results.

The University of Münster is delighted and proud to be your host this year. I hope you will benefit from the meeting and gain new hints and insights for your own studies. Perhaps this short stay will give you a positive impression of the university – and the City of Münster as well.

Enjoy the congress and also our beautiful city.

Prof. Dr. Ursula Nelles
Demographics have ceased being a minor issue for only a few experts. Instead it has become a major force driving massive change in personnel management and corporate culture. With many older workers retiring and comparatively few younger people starting work many companies already face great difficulties in finding enough highly skilled employees. Therefore, we have to enable every skilled employee at hand to release his or her full potential.

Since the workforce is ageing workplaces have to be age-appropriate. Life-long education and training will help older people to keep track. Many women still face considerable problems in reconciling family and work. Thus, work-family balance stays a key issue for both women and men.

And companies have to make sure that they provide motivating and healthy working conditions. It is a company’s key interest that every employee enjoys work and that he or she stays in the job as long as possible. On the other hand, a persistent high stress level at work can be responsible for mental disorders, ranging from extreme fatigue to major depression. First, we need to identify and analyze the sources of excessive stress in order to minimize its effects. Second, it is crucial to invest in resources known to help people cope with stress and change: e.g. control and decision latitude, a balanced mix of routine tasks and new tasks, the full support by management, and a good team spirit.

We want to create a world of work where it is not people who have to adapt to work but where work is adapted to people. Here, academia and science can provide valuable input and support. The Congress is a good forum for sharing knowledge and experience and for learning from each other. I wish you fruitful and inspiring discussions.

Dr. Ursula von der Leyen
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 Imagine the future world: How do we want to work tomorrow?

We live in a time of radical and rapid changes that tremendously affect the way we work and the way we live. Globalization of economic processes, digitalization and the increasing overlap between business and social networks, flexible work with remote partners, demographic changes, financial turbulences and growing climatic problems are just a few examples of the dramatic developments we experience today. Apart from challenges and strains for individual workers and work organizations, these dynamics also provide opportunities for changes for the good, for improvements and creative advancement. However, in order to realize these opportunities we not only need sound knowledge of these dynamics and underlying processes, but also fantasy, creativity, and courage to implement new solutions.

The organizers of the 16th EAWOP conference want to provide an inspiring arena for sharing, discussing, and creating new ideas and future trends for work organizations to enhance both organizational effectiveness as well as growth and health of the working people. In doing so, we – as work and organizational psychologists – not only react to external influences, such as technological advancement, political decisions, or economic rationales. Discussing how we want to work tomorrow stresses our active role in the creation and crafting of future work conditions. Human needs and cognitions are an important starting point for technical engineering both at the level of single tasks as well as at the level of workflow design in organization. Transparency and fairness concerns are central aspects for strategic activities of managers, union officials and governmental decision makers alike. Affect, work-related values, and concerns for others are not examples for deniable exceptions or irrationality but important elements in a comprehensive modeling of economic processes.

Therefore, we like to invite scientists and practitioners of work and organizational psychology – as well as from related fields – to join the 16th congress of the EAWOP and to imagine, share, and discuss innovative and sustainable solutions to the manifold challenges we experience today, striving for a future world in which all of us enjoy working and living together.
Committees and Congress Office

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kindly supported by:
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The following experts were involved in the double blind review process of the abstracts submitted to the EAWOP Congress 2013 – thank you very much!

Hillie Aaldering
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Toni Waefler
Wolfgang Weber
Juergen Wegge
Matthias Weiss
Bart Wille
Awards at the EAWOP Congress 2013

The Executive Committee and the Program Committee of the EAWOP Congress 2013 are pleased to honor excellent contributions to the EAWOP and the congress with the following awards:

**EAWOP Congress 2013 Lifetime Contribution to EAWOP Award:**
During the Opening Ceremony of the EAWOP Congress (May 22nd, 6.00pm-7.30pm), the EAWOP Lifetime Contribution Award winner will be announced and honored. This award recognizes significant contributions and outstanding services to EAWOP.

**EAWOP Congress 2013 Best Paper Award:**
Based on the reviewers’ recommendations, the following 10 papers have been nominated for the EAWOP Congress 2013 Best Paper Award (ordered alphabetically according to first author):

- **The effect of an entrepreneurship training on the relationship of limited access to capital and start-ups: Complementing economic theories with psychological theories**
  Kim Marie Bischoff (Leuphana Univ. of Lüneburg, DE)
  Michael Marcus Gielnik (National Univ. of Singapore, SG)
  Michael Frese (Leuphana Univ. of Lüneburg, DE)

- **Self-regulated performance improvement through deliberate practice in organizations: The case of female employees and skills to career advancement**
  Anna Karin Bruns (Technical Univ. of Darmstadt, DE)
  Nina Keith (Technical Univ. of Darmstadt, DE)
  Susanne Caroline Müller (Technical Univ. of Darmstadt, DE)

- **The moderating role of social context in the relationship between individual job satisfaction and absenteeism: A three-level investigation**
  Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE)
  Jürgen Wegge (Technical Univ. of Dresden, DE)
  Klaus-Heinrich Schmidt (Leibniz Research Centre for Working Environment and Human Factors, DE)

- **“Don’t let the group down”: Facets of instrumentality moderate the motivating effects of groups in a field experiment**
  Jens Kanthak (Univ. of Münster, DE)
  Joachim Hüfmeier (Univ. of Münster, DE)
  Stefan Krumm (Univ. of Münster, DE)
  Guido Hertel (Univ. of Münster, DE)

- **Hierarchy enhancing or hierarchy attenuating: Do men and women differ in their preferences for leadership roles?**
  Mary Kinahan (Dublin City Univ., IE)
  Jarine Bosak (Dublin City Univ., IE)
  Alice Eagly (Northwestern Univ., US)

- **The role of self-efficacy and job crafting in affecting presenteeism, productivity loss and performance**
  Mariella Miraglia (Univ. of Rome “Sapienza”, IT)
  Laura Borgogni (Univ. of Rome “Sapienza”, IT)
  Gary John (Concordia Univ., CA)

- **The Interplay between Risk Propensity and Entrepreneurship**
  Christiane Nieß (Cologne Graduate School in Management, DE)
  Torsten Biemann (Univ. of Mannheim, DE)

- **A dynamic perspective on self-control: Daily exercise, momentary fatigue and momentary self-control**
  Zhaoli Song (National Univ. of Singapore, SG)
  Nan Wang (National Univ. of Singapore, SG)
  Jinlong Zhu (National Univ. of Singapore, SG)
  Seang Mei Saw (National Univ. of Singapore, SG)
  Vicki Drury (Univ. of Western Australia, AU)

- **Tensions of transformational change: When infrastructure transition and service design collide**
  Danielle Tucker (Imperial College, GB)
  Jane Hendy (Univ. of Surrey, GB)
  James Barlow (Imperial College, GB)

- **The influence of education-job match on Univ. graduates’ job quality: A longitudinal study**
  Jesús Yeves (Univ. of Valencia, ES)
  Juan Pablo Gamboa (Univ. of Valencia, ES)
  Vicente González-Román (Univ. of Valencia, ES)
  José María Peiró (Univ. of Valencia, ES & Instituto Valenciano de Investigaciones Económicas, ES)

The final winner(s) of the EAWOP Congress 2013 Best Paper Award will be announced and honored during the Closing and Awarding Ceremony at the end of the EAWOP Congress on Saturday, May 25th, 1.30pm-2.15pm.
EAWOP Congress 2013 Best Practitioner Submission Award:
Based on the reviewers’ recommendations, the following two practitioner contributions are honored as winners of the EAWOP Congress 2013 Best Practitioner Contribution Award (ordered alphabetically according to first author):

» Implementing and evaluating a global psychologically based safety training intervention
  Autumn Krauss (Sentis, US)
  Tristan Casey (Sentis, US)
  Karolina Stasiak (Sentis, US)

» Engagement, health, and employee surveys: The JDR in organizational research
  Joachim Schroer (tivian GmbH, DE)
  Frank Gehring (tivian GmbH, DE)
  Hannah Rexroth (tivian GmbH, DE)
  Simone Weltzin (tivian GmbH, DE)

The winners of the EAWOP Congress Best Practitioner Award will be honored during the Closing and Awarding Ceremony at the end of the EAWOP Congress on Saturday, May 25th, 1.30pm-2.15pm.

EAWOP Congress 2013 Best Poster Award:
Based on the reviewers’ recommendations, the following 15 posters have been nominated for the EAWOP Congress 2013 Best Poster Award (ordered alphabetically according to first author):

» Supporting Employees with Low Levels of Engagement: Performance Implications
  Kerstin Alfes (York Univ., CA)
  Amanda Shantz (Kingston Univ., GB)
  Gary Latham (Univ. of Toronto, CA)

» When skill misrepresentation backfires: Different reactions to majority and minority applicants
  Steve Binggeli (Univ. of Lausanne, CH)
  Franciska Krings (Univ. of Lausanne, CH)

» Leaders as role models: The relationship between leader and follower organizational citizenship behaviors.
  Stefanie Susanne Beck (Univ. of Georgia, Athens, US)
  Lillian T. Eby (Univ. of Georgia, Athens, US)
  Charles E. Lance (Univ. of Georgia, Athens, US)
  Brian J. Hoffman (Univ. of Georgia, Athens, US)
  Robert P. Mahan (Univ. of Georgia, Athens, US)
  Lisa van der Werff (Dublin City Univ., IE)

» Psychological capital as mediator between transformational leadership and adaptive performance
  Kai Externbrink (Ruhr-Univ. Bochum, DE)
  Gabriele Elke (Ruhr-Univ. Bochum, DE)
  Christian Dormann (Ruhr-Univ. Bochum, DE)

» Increasing (with 50-100%) the amount of quality decisions of a 1.8 B€ global engineering company: Adding value by integrating knowledge of several WOP domains
  Kristiina Fromholtz-Mäki (People and Organization Consulting, FI)

» A multi-level analysis of the moderating role of supportive team climate in the emotion work - emotional exhaustion relationship
  M. Esther García Buades (Univ. of Balearic Islands, ES)
  Silvia Ortiz Bonnin (Univ. of Balearic Islands, ES)
  Amparo Caballer Hernández (Univ. of Valencia, ES)
  Dieter Zapf (Goethe-Univ. Frankfurt, DE)

» Sex Differences in Emotional Intelligence: Preliminary results from an Integrative Meta-Analysis and Implications for Organizations
  Leire Gartzia (Univ. of Deusto, ES)
  Zoe Zhang Fengqing (Northwestern Univ., US)
  John Stratton (Northwestern Univ., US)

» When will you be back? Predicting mothers’ return to work decisions by internal and external factors
  Thorana Grether (RWTH Aachen Univ., DE)
  Anne Tzschach (RWTH Aachen Univ., DE)
  Bettina Wiese (RWTH Aachen Univ., DE)

» A longitudinal perspective of the influence of employer branding on candidates’ attitudes before and after entry
  Dorothée Hanin (Univ. catholique de Louvain, BE)
  Florence Stinglhamber (Univ. catholique de Louvain, BE)
  Nathalie Delobbe (Univ. catholique de Louvain, BE)

» Gender stereotypes of leaders: An analysis of contents of obituaries
  Barbara Hartl (Univ. of Vienna, AT)
  Stephan Muehlbacher (Univ. of Vienna, AT)
  Erich Kirchler (Univ. of Vienna, AT)

» Investigating an expanded model of work characteristics: The IGLO Model
  Jon Anders Lone Lone (Univ. of Oslo, NO)
  Trond Myklebust (Norwegian Police Univ. College, NO)
  Roald Bjerkliund (Univ. of Oslo, NO)
  Cato Bjerkli (Univ. of Oslo, NO)

» Interactive relations between generations, supervisor incivility, & Job context on work outcomes
  Justin Marcus (Ozyegin Univ., TR)
  Michael Leiter (Acadia Univ., CA)
- Observer effects in the absence of demand characteristics: The curious case of video monitoring of task performance
  Géraldine Marique (Univ. catholique de Louvain, BE)
  Thomas Edwin Becker (Univ. of Delaware, US)

- Workplace bullying as a predictor of mental health problems in nurses
  Iselin Reknes (Univ. of Bergen, NO)
  Ståle Pallesen (Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO)
  Nils Magerøy (Haukeland Univ. Hospital, Bergen, NO)
  Ståle Einarsen (Univ. of Bergen, NO)
  Bente E. Moen (Univ. of Bergen, NO)
  Bjørn Bjorvatin (Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO)

- What should I study? - Identifying study fields with Holland’s model of interests for future students
  Nadine Schmitt (Univ. of Wuerzburg, DE)
  Wolfgang Schneider (Univ. of Wuerzburg, DE)
  Eva Stumpf (Univ. of Wuerzburg, DE)

In addition, the nominated posters are part of the Regular Poster Sessions (see congress program) and will be assessed by randomly selected congress attendants. The selected congress attendants will receive a voting form in their congress material (including instructions) and are kindly asked to visit the regular poster sessions on Thursday and Friday in order to indicate their vote for the best poster presentation at the voting form. The voting forms will be collected in a voting box close to the entrance of the poster session area.

The final winner of the EAWOP Congress 2013 Best Poster Award will be announced and honored during the Closing and Awarding Ceremony at the end of the EAWOP Congress on Saturday, May 25th, 1.30pm-2.15pm.

The winners of the Innovation Award and the Best Dissertation Award offered by the Section Work, Organizational and Business Psychology of the German Society of Psychologists (FG AOW) will be honored during the EAWOP Congress 2013, as well as the winners of the Best Paper Awards Published in EJWOP 2011 and in 2012 offered by the Center for Creative Leadership (CCL); see congress program for more details.
Social Activities

Important notes:
Meeting points and times: Please arrive at the meeting point mentioned below 20 minutes before a social activity starts. A student assistant will meet you at the meeting point and accompany you to the respective social activity. As an example, if you have booked the guided tour of the old town on Thursday, 23/May, 9:30am, please arrive at the information desk at the Fürstenberghaus at 9:10am. When the group for the tour is gathered, our student assistant will guide you to the starting point of the tour. Detailed meeting points and times for all social activities are provided below.

On-site registration: If you would like to participate in a social activity which you have not booked yet, you are able to enjoy an on-site registration. Please notify our colleagues at the information desk in the Palace if you would like to take this opportunity. We would be happy to try our best to enable you to participate spontaneously in our social activities. This service is only available as long as a social activity is not fully booked. Please note that it will not be possible to join a social activity without consulting our colleagues at the information desk in the Palace.

We wish you pleasant social activities and hope that you enjoy the beautiful city of Münster!

Guided Tour of the Old Town Including a Visit of the Hall of Peace
European history was written at the Hall of Peace at the historic Town Hall in 1648 when the Westphalian Peace Treaty was signed. In this tour, you are welcomed to visit this unique 14th century hall. Furthermore, this option includes an interesting guided tour of the old town. You are able to enjoy, for instance, St. Paul’s Cathedral or the Lambertikirche.

Meeting point:
Information desk at the Fürstenberghaus (Domplatz 20-22).

Meeting times:
Thursday, 23/May, 9:10 am
or
Friday, 24/May, 2:10 pm

Guided "Tour of History" of the City of Münster:
The very reason Münster is considered one of the "Historic Highlights of Germany" can be experienced almost everywhere in the town. In this tour, you will be guided through each of the historical milestones of the city, including the middle ages, the empire of the Baptists or the time during the signing of the Peace of Westphalia of 1648.

Meeting point:
Information desk at the Fürstenberghaus (Domplatz 20-22).

Meeting times:
Thursday, 23/May, 2:10 pm
or
Friday, 24/May, 2:10 pm

Guided Tour of the Old Town at Night with the Night Watchman:
In this exciting tour, you are able to accompany Münster’s “Night Watchman” in an entertaining time journey back to a medieval town.

Meeting point: Information desk at the Fürstenberghaus (Domplatz 20-22).

Meeting time:
Thursday, 23/May, 8:10pm

Visit of the botanic garden adjacent to the Münster Palace
Discover nature and learn many fascinating facts in a guided tour directly next to the congress venue. (Cannot taking place if there is heavy rain)

Meeting point: Information desk at the Palace (Schlossplatz 1).

Meeting times:
Friday, 24/May, 9:45am or
Saturday, 25/May, 9:45am

Guided Tour of the Museum of Lacquer Art
The Museum of Lacquer Art – established in 1993 by BASF Coatings GmbH Münster – is a unique institution that offers an extensive collection of pieces of lacquer art from all over the world. In this guided tour through the Museum, you are able to experience this unique collection of art.

Meeting point: Information desk at the Fürstenberghaus (Domplatz 20-22).

Meeting time:
Thursday, 23/May, 2:10pm

Museum for Lacquer Art
Münster offers numerous options for activities and sights like the Picasso Museum, St. Paul’s Cathedral or many green areas and gastronomic delights. In the shade of the 1200 year old cathedral, you will find the famous farmer’s market, which will stun you with its wide variety of foods and flowers. If you have time, come here for a stroll, buy a cheese bag and have some lentil soup or Tarte Flambee for lunch (Wednesday & Saturday, 7:00am to 2:30pm).

Always a worthy visit is also our famous All-Weather Zoo. It is said that in Münster, it either rains or the churchbells are ringing. But do not worry, the zoo is roof-covered and you will stay dry in any weather.

You can find further information on [www.eawop2013.org/general-information/social-activities](http://www.eawop2013.org/general-information/social-activities) and [www.tourismus.muenster.de](http://www.tourismus.muenster.de), or feel free to ask our staff.

**Wining and Dining**

As a university town, Münster offers a lot of pubs, restaurants, bars and nightclubs. For a traditional Münster experience, we recommend having a local beer at the Pinkus Müller brewery and mingling with the students at one of the many quirky pubs at Kreuzstraße, or enjoying a nice dinner at the waterfront of the harbour.

For a quick snack or a steaming cup of coffee near the congress locations, we recommend the delicious home-made cakes at Café Malik (Schlossplatz 20) or the tasty vegan and vegetarian sandwich variety at “Der kleine Bäcker” (the little bakery), both located right next to the H-building.
Program Highlights

Opening Ceremony including the announcement of the EAWOP Lifetime Contribution Award is scheduled in the lecture building (H-1), Wednesday, May 22, 6:00pm-7:30pm.

EAWOP Welcome Reception after the Opening Ceremony scheduled in the Foyer of the Münster Palace and (with good weather) before and behind the Münster Palace in the greens and gardens.

Invited Keynotes:

» Thursday, 11:30am: Todd Lubard (Université Paris Descartes) on “Creativity at Work: Today and Tomorrow” (S-Aula)

» Thursday, 11:30am: Deniz Ones kindly supported by Deutsche Post DHL (University of Minnesota) on “Work and Organizational Psychology Contributions to Environmental Sustainability (H-1)

» Thursday 4:45pm: Angela Titzrath (Deutsche Post DHL) on “Current Trends and Best Practices at Deutsche Post DHL” (S-Aula)

» Thursday 4:45pm: Adrienne Colella (Tulane University and past SIOP President) on “20 Years of Disability and Employment Research: What’s Next?” (H-1)

» Friday 11:30am: Hartmut Rosa (Friedrich-Schiller-University in Jena and New School for Social Research, New York) on “Acceleration, Alienation and Appropriation at the Workplace: Some Sociological Insights into Working Conditions Past, Present and Future” (S-Aula)

» Friday 11:30am: Filip Lievens (Ghent University) on “Off the Beaten Path! Towards a Paradigm Shift in Personnel Selection Research” (H-1)

» Friday 4:45pm: Ute Hülshoeger (Maastricht University; Winner of the Innovation Award of the Section Work, Organizational and Business Psychology of the German Psychological Society) on “The Role of Mindfulness for Employee Health and Well-being” (S-Aula)

» Friday 4:45pm: Donald Truxillo (Portland State University) on “The Aging, Age-Diverse Workforce: A Challenge and Opportunity for Work and Organizational Psychology” (H-1)

» Saturday 12:30pm: John M. Carroll (Pennsylvania State University) on “Six Medium Term Trajectories in the Future of Work” (S-Aula)

» Saturday 12:30pm: Sabine Sonnentag (University of Mannheim) on “Work, Recovery - and an Attempt to Look into the Future” (H-1)

Invited Symposia:

» Thursday 8:15am-9:45am: “Social identity and stress in organizations” chaired by Rolf van Dick, University of Frankfurt, Germany (H-1)

» Thursday 8:15am-9:45am: “From distributed teams to collaboration in virtual settings” chaired by Matti Vartiainen, Aalto University School of Science, Finland (S-Aula)

» Thursday 10:15am-11:15am “Trust and HRM: New insights and perspectives” chaired by Rosalind Searle, Coventry University, United Kingdom (H-1)

» Thursday 2:45pm-4:15pm: “We need more time … Conceptual and methodological innovations in W&O psychology” chaired by Robert Roe, Maastricht University, the Netherlands (H-1)

» Friday 8:15am-9:45am: “New insights in personnel selection” chaired by Marise Born, Erasmus University Rotterdam (H-1)

» Friday 10:15am-11:15am: “You’re fired! Exploring the impact of financial crisis on people of Europe” chaired by Ioannis Nikolaou, Athens University of Economics and Business, Greece (H-1)

» Saturday 8:15am-9:45am: “What can we expect job redesign to deliver” chaired by Kevin Daniels, University of East Anglia, UK (H-1)

» Saturday 10:15am-11:45am: “New trends and approaches in organizational climate research and thinking” chaired by Vicente González-Roma, University of Valencia, Spain (H-1)
Invited Practitioner-Scientist Debate
on "Innovation in Organizations" with Tom Sommerlatte (Osiris MIC GmbH) and Michael Frese (Leuphana University of Lüneburg), chaired by Wolfgang Scholl (Humboldt University Berlin)
H-4, Friday 2:45pm-4:15pm

Invited Panel Discussion
on "How do we want to publish tomorrow? The future of academic publishing in work and organizational psychology", chaired by Rob Briner (University of Bath)
H-3, Thursday 10:15am-11:15am

SIOP-IAAP-EAWOP Alliance Symposium
on "Comprehensive Work Design Analysis – Insights from Around the Globe" chaired by Sebastian Stegmann (Goethe University)
H-3, Thursday 8:15am-9:45am

SIOP-IAAP-EAWOP Alliance Symposium
on "A Cross-Cultural Work Design Research Incubator" chaired by Rolf van Dick (Goethe University) and Sebastian Stegmann (Goethe University)
H-3, Thursday 2:45pm-4:15pm

SIOP-IAAP-EAWOP Alliance Symposium
on "Getting a Seat at the Table: Strategic Communication and I/O Psychology" chaired by Barbara Kozusznik (University of Silesia)
H-3, Friday 8:15am-9:45am

SIOP-IAAP-EAWOP Alliance Symposium
on "Women at the Top: New Insights and Controversies from Europe" chaired by Rosalind H Searle (Coventry University)
H-3, Friday 2:45pm-4:15pm

The Future of EAWOP.
Ideas from the Past and the New Presidents chaired by Vicente Martinez-Tur (Univ. of Valencia, Spain)
S-Festsaal, Friday 8:15am-9:45am

Field Trip to BASF Coatings
including visit of the production areas, presentations on BASF's human resource management strategies, and discussion among scientists and practitioners
Friday, 2:20pm-6:00pm

EAWOP General Assembly
in the Aula of the Münster Palace,
Thursday, 5:45pm-8:00pm

Congress Dinner on Friday,
7:15pm-12:00am at the Zwei-Löwen-Klub (Two Lions Club), one of the oldest and most traditional societies in Münster that traces its roots back to the 16th century
Address:
Zwei-Löwen-Klub, Am Kanonengraben 9, 48151 Münster
Telephone: +49 251 52 26 03

Closing and Awarding Ceremony
including announcement of the winners of the Best Paper Award, the Best Poster Award, and the Best Practitioner Contribution Award of the EAWOP 2013 Congress, Aula of the Münster Palace
Saturday, 1:30pm-2:15pm
**Practitioner Sessions**

This congress constitutes an ideal platform for stimulating mutual understanding between practitioners and scientists in the field of Work and Organizational Psychology. Both can benefit from either side’s latest findings and place their relevant topics. Many sessions are included in the program that explicitly address the practitioners’ perspective – these contributions are flagged in the program with (PP).

Furthermore, the EAWOP 2013 Congress offers new and interactive sessions to inspire both practitioners and scientists, and may facilitate future cooperation – for example:

- **Invited Practitioner Keynote** featuring Angela Titzrath on “Current Trends and Best Practices at Deutsche Post DHL”

- **Invited Practitioner-Scientist Debate on Innovations in Organizations**, featuring Prof. Dr. Tom Sommerlatte (CEO Osiris MIC GmbH; Chairman of the Advisory Board of Arthur D. Little GmbH) and Prof. Dr. Michael Frese (National University of Singapore and Leuphana University of Lueneburg), chaired by Prof. Dr. Wolfgang Scholl (Humboldt University Berlin)

- **Marketplace Europe: A European mosaic** presented with Pecha Kucha: A kind of meta presentation, best practice overview and trend valuation from different European countries. A very dynamic presentation about current practice trends, projects, best practice insights and personal trend evaluation rather than detailed reporting. The speakers from different European countries report specific projects or valuate their market for work and organizational psychologist in general and pointing out upcoming topics.

- **Dialogue of scientists and practitioners about Coaching**: Companies report on their coaching processes, successes and experiences, as well as particular cases with their challenges and obstacles. How important are scientifically grounded concepts, empirical findings and the evaluation for the coaching process? What are the characteristics of coaching courses specifically designed for psychologists (instructors perspective) and what are the motives of the trainees (future coaches perspective)?

- **Field trip to BASF Coatings – reddot design award winner 2012**

- **EAWOP award for the best practitioner contribution will be awarded for the first time at the EAWOP 2013 Congress.**
Hogrefe has been a publisher of psychology and mental health books, journals, and psychometric tests for 60 years, now with operations in 10 European countries and the USA, and a new consultancy division.

• Psychometric Tests —
  Professionally developed, internationally adapted assessment tools

• Books —
  Bringing you the expertise of thought-leaders in psychology

• Journals —
  Your access to the latest in psychological science

• Consulting —
  High-quality consultancy services in the field of scientifically validated personality and ability testing
Program Overview

Wednesday, May 22nd, 2013

Preconference Workshops

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<td>F-2 Web-based Survey and Experiments</td>
<td>Bernad Batinic &amp; Barbara Stiglbauer</td>
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<td>F-5 Funds and Fundraising</td>
<td>Martin Kleinmann</td>
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<td>F-040 Introduction to Meta-Analysis</td>
<td>Philipp Doebler &amp; Heinz Holling</td>
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<td>F-042 An Introduction to R</td>
<td>Boris Forthmann &amp; Günther Gediga</td>
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<td>F-043 Business and Management Gaming Simulation for Change Management and Organizational Development – Part 1: Basics</td>
<td>Willy Kriz</td>
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<td>F-234 Age Diversity in Organizations</td>
<td>Juergen Wegge &amp; Franziska Jungmann</td>
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<td>2:00pm - 5:00pm</td>
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<td>F-6 Workshop: Situational Judgment Tests</td>
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<td>F-33 Detecting and Developing Creativity in Organizations</td>
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<td>F-040 Advanced Methods in Meta-Analysis</td>
<td>Philipp Doebler &amp; Heinz Holling</td>
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<td>F-042 Advanced Methods in R</td>
<td>Boris Forthmann &amp; Günther Gediga</td>
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<td>F-043 Business and Management Gaming Simulation Methods for Change Management and Organizational Development – Part 2: The Example of the Simulation Game SysTeamsChange</td>
<td>Willy Kriz</td>
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<td>F-102 Work Engagement and Job Crafting: Their Development and Optimization'</td>
<td>Evangelia Demerouti</td>
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<td>F-104 Multilevel Modelling</td>
<td>Jörg-Tobias Kuhn</td>
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<td>F-229 Stress and Recovery Management</td>
<td>Carmen Binnewies &amp; Verena Hahn</td>
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2:00pm - 4:00pm | S-Festsaal | EAWOP Constituent Council Meeting |
3:00pm - 5:00pm | S-Aula | Member Assembly: Section Work, Organizational and Business Psychology FG AOW of the German Psychological Society DGP |
3:00pm - 5:00pm | S-Senat | Member Assembly: Section Business Psychology Sektion Wirtschaftspychologie of Berufsverband Deutscher Psychologinnen und Psychologen BDP |
5:00pm - 6:00pm | S-Foyer | Get together of the Congress Organizing EAWOP Consiunts FG AOW of DGPs & Sektion Wirtschaftspychologie of BDP |
6:00pm - 7:30pm | H-1 | Opening Ceremony of the EAWOP Congress incl. Announcement of this Year’s EAWOP Lifetime Contribution Award Winner |
7:30pm - 9:00pm | S-Foyer | EAWOP Congress Welcome Reception |
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<thead>
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<th>Time</th>
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<td>Symposium: Technology at Work and Human-Machine-Systems Traffic Psychology: Improving Safety and Enhancing Mobility</td>
<td>Session Chair: Mark Vollrath</td>
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<td>S-6</td>
<td>Paper Session: Worktime Arrangements and Work-Family Interface 1</td>
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<td>S-8</td>
<td>Symposium: Employee Wellbeing: Dynamics of Well-being and Emotions at Work</td>
<td>Session Chairs: Helenides Mendonça &amp; Maria Cristina Ferreira</td>
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<td>S-10</td>
<td>Scientist-Practitioner Symposium: Health and Interventions Occupational Health and Safety: Leadership as the Key to Success for a Healthy Organisation</td>
<td>Session Chairs: Ruediger Manfred Trimpop &amp; Ilona Patricia Kryl</td>
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<td>S-Aula</td>
<td>Invited Symposium: Other Work and Organizational Psychology Topics: From Distributed Teams to Collaboration in Virtual Settings</td>
<td>Session Chair: Matti Antero Vartiainen</td>
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<td>Session Chair: Sebastian Stegmann</td>
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<td>Session Chairs: Susanne Braun &amp; Marion Schmidt-Huber</td>
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<td>Session Chairs: Gabriele Jacobs &amp; Kate Horton</td>
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<td>8:15am - 9:45am</td>
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<td>Human Resource Management 1</td>
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<td>Consumer Behavior and Marketing 1</td>
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<td>Employee Wellbeing 1</td>
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<td>Leadership and Management 1</td>
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<td>Emotions in the Workplace 1</td>
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<td>9:45am - 10:15am</td>
<td>Coffee Break</td>
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<td>Michael Leiter</td>
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<td>Teams and Workgroups: The Reciprocal Effects of Leadership and Diversity in Teams</td>
<td>Meir Shemla</td>
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<td>H-4</td>
<td>Worktime Arrangements and Work-Family Interface: Integrative Perspectives of Occupational Fatigue - Contributions from Organizational Neurosciences</td>
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**1:00 pm - 1:45 pm**

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<td>Social Networking and Emotion Perception at Work</td>
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**1:30pm - 2:30pm**

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<td>Teams and Workgroups: Team Processes and Team Performance: The Effects of Diversity Perceptions and Shared Leadership</td>
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<td>A New Approach to Psychometric Assessment in Human Capital Management</td>
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<td>Emotions in the Workplace: Impact of Emotions in Organizations: From Basic to Complex</td>
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<td>Other Work and Organizational Psychology Topics: Experimental Industrial Psychology IX: Affective Computing</td>
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<td>Research and Methodology: When Do Outcomes Come Out? Improving Conceptualization and Modeling in W&amp;O Research</td>
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<td>Other Work and Organizational Psychology Topics: Work-Role Transitions: The need for a broader view</td>
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<td>Teams and Workgroups: Putting the Type back into Teams: Multi-professional Teams and Resilience</td>
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<td>Organizational Change and Development: High Trust Culture – A Driver of Organizational and Leadership Success</td>
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<td>Organizational Behavior: Social Recognition of Work: A Significant Dimension of Organizational Behavior</td>
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<td>Organizational Behavior: Implicit Motives at Work in Organizations</td>
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<td>Leadership and Management: Task and Social Leadership: Contributions from Power Research</td>
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<td>SIOP-IAAP-EAWOP Alliance Symposium: Women at the Top: New Insights and Controversies from Europe</td>
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### 2:00pm - 6:00pm
- Field Trip to BASF Coatings – Reddot Design Award Winner 2012
  - Meeting point: Foyer of the Münster Palace

### 4:15pm - 4:45pm
- Coffee Break
  - near all session locations

### 4:45pm - 5:45pm
- S-Aula
  - Keynote: The Role of Mindfulness for Employee Health and Well-being. Winner of the Innovation Award of the Section Work, Organizational and Business Psychology FG AOW of the German Psychological Society DGP
  - Presenter: Ute Hülsheger
- H-1
  - Keynote: The Aging, Age-Diverse Workforce: A Challenge and Opportunity for Work and
  - Presenter: Donald Truxillo

### 5:45pm - 6:45pm
- S-Festsaal
  - Social Hour Master Erasmus Mundus on WOP-P
  - Session Chairs: Esther Gracia & Vicente Martinez-Tur
- S-6
  - Reception EAWOP Summer School
  - Session Chair: Ann-Louise Holten

### 6:00pm - 7:00pm
- S-Foyer
  - Reception and Presentation for the EAWOP Worklab
  - Session Chair: Angela Carter
- S-Senat
  - EJWOP reception for Consulting Editors, Ad-hoc Reviewers and Authors
  - Session Chair: Ramón Rico

### 7:15pm - 12:00am
- Congress Dinner
  - Zwei-Löwen-Klub / Two Lions Club
### Saturday, May 25th, 2013

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<td>Symposia Other Work and Organizational Psychology Topics: Experimental Industrial Psychology IV: Human-Computer-Interaction</td>
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<td>Symposia Employee Wellbeing: Effects of recovery from work and factors that hinder or promote unwinding processes</td>
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<td>Symposia Health and Interventions: Evaluation of an Organizational Health Intervention Program for Low-Qualified, Culturally Diverse Workforces ReSuDi II</td>
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<td>Employee Wellbeing: Antecedents and Consequences of Proactive Behavior</td>
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<td>Invited Symposium Macroguidonics / Work Design: What can we expect job redesign to deliver?</td>
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<td>Symposia Emotions in the Workplace: Extending our Understanding of Emotion regulation In the Workplace: New Evidence for the Effects of Interpersonal Emotion Regulation on Performance, Relationships and Well-being</td>
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<td>Symposia Other Work and Organizational Psychology Topics: Symposium I: Innovation Processes - Individual, Group, and Organizational Aspects</td>
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<td>Symposia Leadership and Management: Motivational Aspects in Leadership Emergence and Career Development</td>
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<td>Symposia Teams and Workgroups: New Avenues in Diversity Faultline Research: Novel Processes, Outcomes, and Measures</td>
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<td>Symposia Worktime Arrangements and Work-Family Interface: Enhancing Work-Life Balance in Times of Change: Challenges for Employees and Employers</td>
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<p>| S-10             | Symposia       |
|                  | Health and Interventions: Work and health of Low-qualified, Culturally Diverse Workforces ResuDi I |
| S-Aula           | Invited Symposium |
|                  | Labor Market Issues: Job Transitions, Career and Employability in Europe |
| H-1              | Invited Symposium |
|                  | Organizational Structure, Culture, and Climate: New trends and approaches in organizational climate research and thinking |
| H-2              | Symposium       |
|                  | Employee Wellbeing: Current Approaches to Job Demands |
| H-3              | Invited Panel Discussion |
|                  | Meet the Editors: Everything You’ve Always Wanted to Know about Publishing and Reviewing |</p>
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<tr>
<td>10:15am - 11:45am</td>
<td><strong>Symposia</strong>&lt;br&gt;<strong>H-4</strong> Human Resource Management: Autonomy at Work: An Important Element to Stimulate Vitality?&lt;br&gt;<strong>F-1</strong> Organizational Behavior: Creativity, Innovation, and Entrepreneurship&lt;br&gt;<strong>F-2</strong> Employee Wellbeing: Daily Work Engagement&lt;br&gt;<strong>F-3</strong> Organizational Behavior: Building Trust for Tomorrow: The Formation of New Workplace Relationships&lt;br&gt;<strong>F-4</strong> Organizational Structure, Culture, and Climate: Scratching more than just the Surface: Digging further into Organizational Culture and Team Error Handling&lt;br&gt;<strong>F-5</strong> Other Work and Organizational Psychology Topics: Minorities and their Careers&lt;br&gt;<strong>F-6</strong> Labor Market Issues 2&lt;br&gt;<strong>F-33</strong> Leadership and Management 5&lt;br&gt;<strong>F-040</strong> Teams and Workgroups 6&lt;br&gt;<strong>F-042</strong> Organizational Behavior 9&lt;br&gt;<strong>F-043</strong> Human Resource Management 7&lt;br&gt;<strong>F-104</strong> Health and Interventions 2&lt;br&gt;<strong>F-229</strong> Employee Wellbeing 12&lt;br&gt;<strong>F-234</strong> Organizational Change and Development 4</td>
</tr>
<tr>
<td>11:45am - 1:30pm</td>
<td><strong>Conference Lunch</strong>&lt;br&gt;Catering nearby the Keynote Sessions&lt;br&gt;Buffet or Take Away Lunch</td>
</tr>
<tr>
<td>12:30pm - 1:30pm</td>
<td><strong>Keynote</strong>&lt;br&gt;S-Aula&lt;br&gt;<strong>H-1</strong> Work, Recovery - and an Attempt to Look into the Future&lt;br&gt;Presenter: Sabine Sonnentag</td>
</tr>
<tr>
<td>1:30pm - 2:15pm</td>
<td><strong>Closing</strong>&lt;br&gt;S-Foyer&lt;br&gt;Closing and Awarding Ceremony incl. announcement of the Best Paper, the Best Poster, and the Best Practitioner Contribution of the EAWOP 2013 Congress</td>
</tr>
</tbody>
</table>
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Preconference Workshops

» Web-based Survey and Experiments
  Time: Wednesday, 22/May/2013: 10:00am - 1:00pm
  Location: F-2
  Lecturers: Bernad Batinic (Univ. of Linz) Bernad.Batinic@jku.at
             Barbara Stiglbauer (Univ. of Linz)

» Funds and Fundraising
  Time: Wednesday, 22/May/2013: 10:00am-1:00pm
  Location: F-5
  Lecturer: Martin Kleinmann (Univ. of Zurich)
m.kleinmann@psychologie.uzh.ch

» Introduction to Meta-Analysis
  Time: Wednesday, 22/May/2013: 10:00am - 1:00pm
  Location: F-040
  Lecturers: Philipp Doebler (Univ. of Münster)
doebler@uni-muenster.de
             Heinz Holling (Univ. of Münster)

» An Introduction to R
  Time: Wednesday, 22/May/2013: 10:00am - 1:00pm
  Location: F-042
  Lecturers: Boris Forthmann (Univ. of Münster)
boris.forthmann@uni-muenster.de
             Günther Gediga (Univ. of Münster)

» Business and Management Gaming
  Simulation for Change Management
  and Organizational Development – Part 1: Basics
  Time: Wednesday, 22/May/2013: 10:00am - 1:00pm
  Location: F-043
  Lecturer: Willy Kriz (Univ. of Applied Sciences Vorarlberg)
willy.kriz@fhv.at

» Age Diversity in Organizations
  Time: Wednesday, 22/May/2013: 10:00am - 1:00pm
  Location: F-234
  Lecturers: Juergen Wegge (Dresden Univ. of Technology)
             wegge@psychologie.tu-dresden.de
             Franziska Jungmann (Dresden Univ. of Technology)

» Scientific Writing
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-4
  Lecturer: Ute-Christine Klehe (Univ. of Gießen)
            ute-christine.klehe@psychol.uni-giessen.de

» Workshop: Situational Judgment Tests
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-6
  Lecturer: Filip Lievens (Ghent Univ.) Filip.Lievens@UGent.be

» Detecting and Developing Creativity in Organizations
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-33
  Lecturer: Todd Lubart (Univ. of Paris V)
todd.lubart@parisdescartes.fr

» Work Engagement and Job Crafting: Their Development and Optimization
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-102
  Lecturer: Evangelia Demerouti (Eindhoven Univ. of Technology)
            E.Demerouti@tue.nl

» Multilevel Modelling
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-104
  Lecturer: Jörg-Tobias Kuhn (Univ. of Münster)
            t.kuhn@uni-muenster.de

» Advanced Methods in Meta-Analysis
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-040
  Lecturers: Philipp Doebler (Univ. of Münster)
doebler@uni-muenster.de
             Heinz Holling (Univ. of Münster)

» Advanced Methods in R
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-042
  Lecturers: Boris Forthmann (Univ. of Münster)
boris.forthmann@uni-muenster.de
             Günther Gediga (Univ. of Münster)

» Business and Management Gaming
  Simulation Methods for Change Management
  and Organizational Development – Part 2: The Example of the Simulation Game
  SysTeamsChange
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-043
  Lecturer: Willy Kriz (Univ. of Applied Sciences Vorarlberg)
willy.kriz@fhv.at

» Stress and Recovery Management
  Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm
  Location: F-229
  Lecturers: Carmen Binnewies (Univ. of Münster)
carmen.binnewies@uni-muenster.de
             Verena Hahn (Univ. of Münster)
Thursday, 23rd of May, 2013

**Thematic Sessions** (8:15am - 9:45pm)

**Diversity in the Work Context**

**Interactive Poster Session, topic area:** Human Resource Management

**Time:** Thursday, 23/May/2013: 8:15am - 9:45am
**Location:** Tent, green area

**Session Chairs:** Sarah Elizabeth Crozier (Manchester Metropolitan Univ.) s.crozier@mmu.ac.uk
Annemarie M.F. Hiemstra (Erasmus Univ. Rotterdam) a.hiemstra@fsw.eur.nl
Giedre Markuckaite (Erasmus Univ. Rotterdam, NL)
Eva Derous (Ghent Univ., BE)
Marise Ph. Born (Erasmus Univ. Rotterdam, NL)

» Predictors of intentions and behavior to promote cultural diversity at work
Annemarie M.F. Hiemstra (Erasmus Univ. Rotterdam, NL; GITP) hiemstra@fsw.eur.nl
Giedre Markuckaite (Erasmus Univ. Rotterdam, NL)
Eva Derous (Ghent Univ., BE)
Marise Ph. Born (Erasmus Univ. Rotterdam, NL)

» Differences between Emiratis and Expatriates with respect to social exchange and work-related outcomes: Evidence from UAE
Satkeen Azizzadeh (London School of Economics, UK) s.azizzadeh@lse.ac.uk
Soydan Soylu (London School of Economics, UK)

» How to increase awareness of diversity? Evaluation of four diversity interventions in the Dutch higher education sector
Menno Vos (Windesheim Univ. of Applied Sciences, NL) mw.vos@windesheim.nl
Gürkan Çelik (Windesheim Univ. of Applied Sciences, NL)
Sjiera de Vries (Windesheim Univ. of Applied Sciences, NL)

* (PP) indicates contributions with practitioner perspectives according to authors self-categorizations as “practitioner contribution” or as “practitioner-scientist collaborative contribution”.

» Impression management, age diversity and stress: Exploring younger academics experiences in UK universities
Sarah Elizabeth Crozier (Manchester Metropolitan Univ., UK) s.crozier@mmu.ac.uk

» In- and exclusion of ethnic minorities within HRM policies and practices
Caroline Essers (Radboud Univ., VU Univ. Amsterdam) c.essers@fm.ru.nl
Beatrice van der Heijden (Univ. of Twente, Open Univ. in NL, Univ. of Twente)

* (PP) Target-group-oriented gender trainings - an innovative way to ensure sustainable gender awareness in organizations. Results from the cooperative research project “GEnder
Emotional Labor at Work
Interactive Poster Session, topic area: Organizational Structure, Culture and Climate
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: Tent, red area
Session Chairs: Carin Nelson (Bilkent Univ. & Univ. of South Florida) carnot@bilkent.edu
Eva Venturini (Univ. of Siena, IT) eva.venturini@live.it

» Cross-national study of emotional labor
Carin Nelson (Univ. of South Florida & US; Bilkent Univ.)
Richard Newel (Univ. of South Florida, US)
Gema Ruiz de Huyodrobo (Univ. of Deusto & Univ. of South Florida, US)
Ashley Nixon (Williamette Univ.)
Savaş Ceylan (Hacettepe Univ.)
Ece Ormurs (Akseniz Univ.)
Artak Manukyan (Armenian State Univ. of Economics)

» Show me that I can trust you: Leader emotion display predicts dimensions of follower trust
Lisa Ritzenhöfer (Technische Univ. Muenchen)
Liritzenhofer@tum.de
Prisca Brosi (Technische Univ. Muenchen)
Matthias Spörrle (Univ. of Applied Management)
Isabella M. Welpe (Technische Univ. Muenchen)

» (PP) Emotional intelligent labor*: Moderating effects of emotional intelligence dimensions on emotional labor and emotional exhaustion
Sonja Scherer (Goethe-Univ. Frankfurt, DE)
senja.scherer@stud.uni-frankfurt.de
Dieter Zapf (Goethe-Univ. Frankfurt, DE)
Sabine Machowski (Goethe-Univ. Frankfurt, DE)

» (PP) Coping strategies in the service industry when being exposed to emotional labour
Alia Al Serkal (du (Emirates Integrated Telecommunication Company), AE) serkal@hotmail.com

» Individual values and emotional labor in teacher burnout job demands-resources model
Eva Venturini (Univ. of Siena, IT) eva.venturini@live.it
Mariella Caria (Univ. of Florence, IT)
Bastianina Contena (Univ. of Florence, IT)
Stefano Taddei (Univ. of Florence, IT)
Alessandro Innocenti (Univ. of Siena, IT)

» A daily diary study of emotion regulation strategies used by teachers
Magdalena Bathe (Kassel Univ., DE) m.bathe@uni-kassel.de
Caroline Ginicke (Kassel Univ., DE)
Sandra Ohly (Kassel Univ., DE)
Antje Schmitt (Kassel Univ., DE)

Motivation and Work Engagement
Interactive Poster Session, topic area: Organizational Behavior
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: Tent, blue area
Session Chairs: Annet de Lange (Radboud Univ. Nijmegen) a.delange@psych.ru.nl
Joachim Schroer (tivian GmbH) joachim.schroer@tivian.de

» (PP) Engagement, health, and employee surveys: The JDR in organizational research
Winner of the EAWOP Congress 2013 Best Practitioner Contribution Award
Joachim Schroer (tivian GmbH, DE) joachim.schroer@tivian.de
Frank Gehring (tivian GmbH, DE)
Hannah Rexroth (tivian GmbH, DE)
Simone Weltzin (tivian GmbH, DE)

» Satisfaction of psychological needs during work and non-work events
Karsten Ingmar Paul (Univ. of Erlangen-Nuremberg, DE)
paul.karsten@wiso.uni-erlangen.de
Klaus Moser (Univ. of Erlangen-Nuremberg, DE)

Team Work
Interactive Poster Session, topic area: Teams and Workgroups
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: Tent, yellow area
Session Chairs: Salvatore Zappala (Univ. di Bologna)
salvatore.zappala@unibo.it
Denniz Dörmez (ETH Zurich) denniz@ethz.ch

» How is the impact of buffering team boundaries on innovative team performance best explained? A test of an instrumental versus an expressive mechanism
Ulrich Leicht-Deobald (Univ. of St. Gallen, CH)
ulrich.leicht-deobald@unisg.ch
Heike Bruch (Univ. of St. Gallen, CH)
Andrea Fischer (Univ. of St. Gallen, CH)
Spillover and Crossover of Work-Related Experiences

Symposium, topic area: Employee Wellbeing
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: S-2
Session Chairs: Ana Isabel Sanz-Vergel (Universidad Autónoma de Madrid) ana.sanz@uam.es
Alfredo Rodriguez-Muñoz (Universidad Complutense de Madrid) alfredo.rodriguez@psi.ucm.es

"The crossover of task performance and work engagement: A study among leaders and their subordinates"
Despoina Xanthopoulou (Univ. of Crete) dxanthopoulou@psy.ucr.edu
Rodanthi Lemonaki (Univ. of Crete)
Teta Stamatí (Univ. of Athens)
Savvas Papagiannis (Newcastle Univ.)

"A diary study on the contagion of job crafting between coworkers and the relationship with adaptive performance"
Maria C. W. Peeters (Univ. of Utrecht) m.peeters@uu.nl
Evangelia Demerouti (Eindhoven Univ. of Technology)
Richard E. Arts (Eindhoven Univ. of Technology)

"Engaged at work and happy at home: A diary study among dual earner couples"
Alfredo Rodriguez-Muñoz (Universidad Complutense de Madrid) alfredo.rodriguez@psi.ucm.es
Arnold B. Bakker (Erasmus Univ. Rotterdam)

"How work engagement and workaholism are associated with child’s emotional and behavioral problems?: A mediating role of happiness"
Akihito Shimazu (The Univ. of Tokyo) ashimazu@m.u-tokyo.ac.jp
Kyoko Shimada (The Univ. of Tokyo)
Arnold B. Bakker (Erasmus Univ. Rotterdam)
Evangelia Demerouti (Eindhoven Univ. of Technology)
Takeo Fujiwara (National Research Institution for Child Health and Development)
Norito Kawakami (The Univ. of Tokyo)

"Making a virtue out of a necessity: How work time and selection, optimization, and compensation (SOC) associate with relationship experiences in dual-career couples"
Dana Unger (Univ. of Mannheim) dana.unger@uni-mannheim.de
Sabine Sonnetag (Univ. of Mannheim)
Cornelia Niessen (Univ. of Erlangen-Nürnberg)
Angela Neff (Univ. of Konstanz)

"Emotional labor beyond the work setting: Daily consequences among working couples"
Ana Isabel Sanz-Vergel (Autonoma Univ. of Madrid) ana.sanz@uam.es
Evangelia Demerouti (Eindhoven Univ. of Technology)
Worktime Arrangements and Work-Family Interface 1

-paper session-

Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: S-6

Session Chairs: Christoph Nohe (Heidelberg Univ., DE)
christoph.nohe@psychologie.uni-heidelberg.de
Steffen Beiten (Leuphana Univ. Lüneburg, DE) beiten@leuphana.de

» Lack of support or lack of skills? Comparing the work-life-learn-balance of non-traditional students at European universities
Steffen Beiten (Leuphana Univ. Lüneburg, DE) beiten@leuphana.de
Sabine Remdisch (Leuphana Univ. Lüneburg, DE)

» A longitudinal study on work-family conflict and turnover intentions
Christoph Nohe (Heidelberg Univ., DE)
christoph.nohe@psychologie.uni-heidelberg.de
Karlheinz Sonntag (Heidelberg Univ., DE)

» Boundary management and work-family enrichment: Antecedents, consequences and the role of psychological detachment
Stefanie Daniel (Univ. of Konstanz, DE)
stefanie.daniel@uni-konstanz.de
Sabine Sorrentiag (Univ. of Mannheim, DE)

» Linking daily interpersonal conflict and work life conflict: The buffering effect of personal resources
Inês Martinez-Corts (Seville Univ., ES) corts@us.es
Evangelia Demercouti (Eindhoven Univ., NL)
Marina Boz (Anglia Ruskin Univ., UK)

» Work-life enrichment - A regulatory focus perspective
Alexandra Hauser (Ludwig-Maximilians Univ. Munich, DE)
alexandra.hauser@psy.lmu.de
Silke Weissweiler (Ludwig-Maximilians Univ. Munich, DE)
Dieter Frey (Ludwig-Maximilians Univ. Munich, DE)

» What happens at work, and how does it feel? Micro-daily events at work and emotions
Ana J. Silva (ISCTE-IUL, Instituto Univ. de Lisboa)
analjsilva@gmail.com
Maria Rita Lopes (ISCTE-IUL, Instituto Univ. de Lisboa)
António Caetano (ISCTE-IUL, Instituto Univ. de Lisboa)

» The impact of customers’ behaviors on employees’ emotions, performance, and cardiovascular health
Maria Rita Lopes (ISCTE-IUL, Instituto Univ. de Lisboa)
rita.rueff.lopes@gmail.com
Ana J Silva (ISCTE-IUL, Instituto Univ. de Lisboa)
António Caetano (ISCTE-IUL, Instituto Univ. de Lisboa)

» Organizational justice, core self-evaluation and work engagement: A study with Brazilian employees
Maria Cristina Ferreira (Univ. Salgado de Oliveira)
mcris@centroin.com.br

Dynamics of Well-being and Emotions at Work

Symposium, topic area: Employee Wellbeing

Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: S-8

Session Chairs: Hellenides Mendonça (Pontifical Catholic Univ. of Goiás, BR)
helenides@gmail.com
Maria Cristina Ferreira (Univ. Salgado de Oliveira)
mcris@centroin.com.br

» Brazilian Univ. professors’ well-being: The role of cultural diversity and coping
Hellenides Mendonça (Pontifical Catholic Univ. of Goiás, BR)
helenides@gmail.com
António Caetano (ISCTE-IUL, Instituto Univ. de Lisboa)
Maria Cristina Ferreira (Univ. Salgado de Oliveira)

» The impact of ITC guidelines and BPS standards on occupational testing in the UK
Dave Bartram (SHL Group, UK) Dave.Bartram@shl.com

〉 Adaptation of the ITC guidelines on computer-based and internet-delivered testing in NL
Iris Egberink (Dutch Committee on Tests and Testing (COTAN), NL) i.j.legberink@rug.nl

〉 Advantages and disadvantages for the existence of two test review systems in the same country
Anders Sjöberg (Stockholm Univ., SE)
anders.sjoberg@psychology.su.se

〉 The ITC guidelines as references for best practices in the domain of tests and testing
Dragos Iliescu (Testcentral, RO) dragos.iliescu@testcentral.ro

(pp) The Impact of International Guidelines on National Practice

Symposium, topic area: Personnel Selection and Recruitment

Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: S-9

Session Chairs: Harald Ackerschott (ackerschott and associates, DE) ha@ackerschott.eu
Dragos Iliescu (Testcentral, RO) dragos.iliescu@testcentral.ro
Facilitator: Dr. Dorothea Klinck (German Federal Employment Agency, DE) Dorothea.Klinck@arbeitsagentur.de

» The impact of ITC guidelines and BPS standards on occupational testing in Germany
Harald Ackerschott (ackerschott and associates, DE) ha@ackerschott.eu

» The impact of ITC guidelines on computer-based and internet-delivered testing in NL
Iris Egberink (Dutch Committee on Tests and Testing (COTAN), NL) i.j.legberink@rug.nl

» Advantages and disadvantages for the existence of two test review systems in the same country
Anders Sjöberg (Stockholm Univ., SE)
anders.sjoberg@psychology.su.se

» The ITC guidelines as references for best practices in the domain of tests and testing
Dragos Iliescu (Testcentral, RO) dragos.iliescu@testcentral.ro
From Distributed Teams to Collaboration in Virtual Settings
Invited Symposium, topic area: Teams and Workgroups
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: S-Aula
Session Chair: Matti Antero Vartiainen (Aalto Univ. School of Science, DEIM, TPS) matti.vartiainen@aalto.fi

» Team virtuality: lessons learned over the last decade
M. Travis Maynard (Colorado State Univ., US)
Travis.Maynard@business.colostate.edu

» Trust repair and cultural context in global virtual collaboration
Sirkka L. Jarvenpaa (Univ. of Texas at Austin, McCombs School of Business, US) sirkka.jarvenpaa@mccombs.utexas.edu
Elizabeth Keating (Univ. of Texas at Austin, McCombs School of Business, US)

» Knowledge, skills, abilities and other characteristics (KSAOs) for virtual teamwork
Stefan Krumm (Univ. of Münster, DE) stefan.krumm@uni-muenster.de
Guido Hertel (Univ. of Münster, DE)

» Norms in virtual work: The impact of status and perceived norm violations in email communications
Carolyn Axtell (Univ. of Sheffield, UK) C.M.Axtell@sheffield.ac.uk
Karin S. Moser (Univ. of Sheffield, UK)
Janet McGoldrick (Univ. of Roehampton, London, UK)

» Decision-making in virtual teams using emerging technologies
Marko Hakonen (Aalto Univ. School of Science, vmWork, FI) marko.hakonen@aalto.fi
Emma Nordbäck (Aalto Univ. School of Science, vmWork, FI)

Social Identity and Stress in Organizations
Invited Symposium, topic area: Employee Wellbeing
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: H-1
Session Chair: Rolf van Dick (Goethe Univ.) van.dick@psych.uni-frankfurt.de

» High up in the air: Social identification, social support and stress among aircraft staff
Rolf van Dick (Goethe Univ.) van.dick@psych.uni-frankfurt.de
Thomas Müllner (Goethe Univ.)

» “I feel bad”, “We feel good”? – Emotions as a driver for personal and organizational identity and organizational identification as a resource for serving unfriendly customers
Jürgen Wegge (Technical Univ. Dresden) wegge@psychologie.tu-dresden.de
Sebastian C. Schuh (Goethe Univ.)
Rolf van Dick (Goethe Univ.)
» Social identity as a buffer of neuroendocrine stress reactions
Johanna Frisch (Hildesheim Univ.)
johanna.frisch@uni-hildesheim.de
Jan Häusser (Hildesheim Univ.)
Rolf van Dick (Goethe Univ.)
Andreas Mojzisch (Hildesheim Univ.)

» Social identification on workplace bullying: A replication and extension study
Jordi Escartín (Univ. de Barcelona) jordiescartin@gmail.com
Johannes Ulrich (Goethe Univ.)
Dieter Zapf (Goethe Univ.)
Elmar Schlüter (Univ. Cologne)
Rolf van Dick (Goethe Univ.)

» The downside of organizational identification: Relations between identification, workaholism and well-being
Lorenzo Avanzi (Trento Univ.) Lorenzo.Avanzi@unitn.it
Rolf van Dick (Goethe Univ.)
Franco Fraccaroli (Univ. of Bologna)

ENESER Symposium: How Applicant and Recruiter Behaviors Affect Selection Interview Outcomes
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: H-2
Session Chairs: Klaus G. Melchers (Univ. Ulm)
Janneke K. Oostrom (VU Univ. Amsterdam) j.k.oostrom@vu.nl

» Off the shelf or tailor-made: How perceived interviewer behavior affects recruiting outcomes
Annika Wilhelmy (Univ. Zürich) a.wilhelmy@psychologie.uzh.ch
Martin Kleinmann (Univ. Zürich)
Klaus G. Melchers (Univ. Ulm)

» Putting your best foot forward during the employment interview: Do ethnic minorities benefit too?
Eva Derous (Ghent Univ.) Eva.Derous@UGent.be
Veronique Verhees (Tabaknatie)
Liesbeth de Beyer (T-Office)

» Tattoo is taboo, only if you’re not open to (experience)
Alexander Buijsrogge (Ghent Univ.)
alexander.buijsrogge@ugent.be
Eva Derous (Ghent Univ.)

» Exploring two explanations for the validity of situational interviews: Saying how you would behave or knowing how you should behave
Janneke K. Oostrom (VU Univ. Amsterdam) j.k.oostrom@vu.nl
Klaus G. Melchers (Univ. Ulm)
Pia V. Ingold (Univ. Zürich)
Martin Kleinmann (Univ. Zürich)

» How often are trick questions asked in job interviews? Recruiters’ and applicants’ perceptions
Nicolas Roulin (Univ. of Lausanne) nicolas.roulin@unil.ch
Adrian Bangert (Univ. of Neuchâtel)

SIOP-IAAP-EAWOP Alliance Symposium: Comprehensive Work Design Analysis – Insights from Around the Globe
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: H-3
Session Chair: Sebastian Stegmann (Goethe Univ.)

» From individual work characteristics to work design configurations
Frederick P. Morgeson (Michigan State Univ.)
morgeson@bus.msu.edu
Adela S. Garza (Michigan State Univ.)

» Why do work characteristics affect us? A comparison of classic critical psychological states and modern self-determination-related need fulfillment
Sebastian Stegmann (Goethe Univ.)
stegmann@psych.uni-frankfurt.de
Sebastian Schuh (Goethe Univ.)

Job Insecurity: State of the Art 1 – Moderators
Symposium, topic area: Changing Employment Relations
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: H-4
Session Chair: Hans De Witte (KU Leuven)
Hans.DeWitte@psy.kuleuven.be

» The moderating role of bi-weekly change communication in the relation between job insecurity and employee performance
Désirée A.T. Schurmacher (Maastricht Univ.)
d.schurman@maastrichtuniversity.nl
Bert H.J. Schreurs (Maastricht Univ.)
12. Hetty van Emmerik (Maastricht Univ.)
Organizational Justice: A Multi-Method Approach

Symposium, topic area: Organizational Behavior

Time: Thursday, 23/May/2013: 8:15am - 9:45am

Location: F-2

Session Chairs: Carolina Moliner (IDOCAL, Univ. of Valencia)
carolina.moliner@uv.es
Vicente Martinez-Tur (IDOCAL, Univ. of Valencia)
vicente.martinez-tur@uv.es

» Perceiving interpersonal justice: An investigation of the roles of attachment and cultural fit
Annilee M. Garne (Univ. of East Anglia) a.game@uea.ac.uk
Jonathan R. Crawshaw (Aston Business School, Aston Univ.)

» Performance appraisal and justice perceptions: A scenario-based experimental study
Marco Giovanni Mariani (Univ of Bologna)
mariangiovanni.mariani@unibo.it
Alessandro Pini (Univ of Bologna)
Elisa Savignano (Univ of Bologna)

» When do work-units trust their supervisors? A collective fairness approach
Carolina Moliner (IDOCAL, Univ. of Valencia)
carolina.moliner@uv.es
Agustín Molina (IDOCAL, Univ of Valencia)
Vicente Martinez-Tur (IDOCAL, Univ of Valencia)

» Managing justly and behaving creatively
Layne Paddock (Singapore Management Univ.)
elpaddock@smu.edu.sg
Serena Lu (Singapore Management Univ.)

» The effect of context on communicator interactional justice when giving bad news: A qualitative exploration
Maria Francisca Saltanha (Católica-Lisbon School of Business and Economics) mfs@ucp.pt
David Patient (Católica-Lisbon School of Business and Economics)

» Communicator characteristics, interpersonal justice, and decision acceptance
Hayley German (London School of Economics) hayleygerman@gmail.com
David Patient (Católica-Lisbon School of Business and Economics)
Irina Cojuharenco (Católica-Lisbon School of Business and Economics)

New Perspectives on Influence Processes in Organizations: Integrating Leadership and Followership

Symposium, topic area: Leadership and Management

Time: Thursday, 23/May/2013: 8:15am - 9:45am

Location: F-1

Session Chairs: Susanne Braun (Ludwig-Maximilians-Univ. München)
Susanne.Braun@psy.lmu.de
Marion Schmidt-Huber (Ludwig-Maximilians-Univ. München)
Marion.Schmidt-Huber@psy.lmu.de

» Ethical, authoritarian and laissez-faire leadership: Do implicit followership theories matter?
Marion Schmidt-Huber (Ludwig-Maximilians-Univ. München)
Marion.Schmidt-Huber@psy.lmu.de
Franziska Lamprecht (Ludwig-Maximilians-Univ. München)
Dieter Frey (Ludwig-Maximilians-Univ. München)

» Interactive effects of authentic leadership and follower trust in leadership on citizenship performance and job satisfaction
Rudolf Kerschreiter (Freie Univ. Berlin)
Rudolf.Kerschreiter@fu-berlin.de
Jenniffer Weiths (Kienbaum Management Consultants)
Dieter Frey (Ludwig-Maximilians-Univ. München)

» Leader and follower attachment orientations as predictors of followers’ organizational commitment: Initial evidence from multilevel analyses
Silke Weisweiler (Ludwig-Maximilians-Univ. München)
weisweiler@psy.lmu.de
Susanne Braun (Ludwig-Maximilians-Univ. München)
Cristina Oarga (Univ. zu Köln)
Dieter Frey (Ludwig-Maximilians-Univ. München)

» Romance of leadership in the context of football – A thematic analysis of the English football magazine “Four-Four-Two”
Birgit Schyrs (Durham Univ.) birgit.schyrs@durham.ac.uk
Christopher J. Thomann (Durham Univ.)

» Can proactive coping improve employee well-being in the situation of job insecurity?
Barbara Stiglbauer (Institut für Pädagogik und Psychologie - Linz)
Barbara.Stiglbauer@jku.at
Bernad Batricir (Johannes Kepler Univ. of Linz, AT)

» Is your sorrow my sorrow? Job insecurity among dual-income couples
Maike Debus (Univ. of Zurich, CH) m.debus@psychologie.uzh.ch
Justina Veseli (Univ. of Zurich, CH)
Martin Kleinmann (Univ. of Zurich, CH)

» The impact of qualitative job insecurity on safety performance: The moderating role of safety climate
Margherita Brondino (Univ. of Verona, IT)
margherita.brondino@univr.it
Beatrice Piccoli (Univ. of Verona, IT)
Margherita Pasini (Univ. of Verona, IT)
Hans De Witte (WOPP - KU Leuven, BE)

» Job insecurity climate in a crisis context: its potential determinants
José M. Peiró (Univ. of Valencia, ES) Jose.M.Peiro@uv.es
Beatriz Sora (Open Univ. of Catalonia, ES)
Thomas Hoeye (Univ. of Innsbruck)
Amparo Caballer (Univ. of Valencia, ES)
Wolfgang Weber (Univ. of Innsbruck)

» Do job control, support, and optimism help job insecure employees? A three-wave study of buffering effects on job satisfaction, vigor and work-family enrichment
Ting Cheng (Ivysky University, Fí), ting.cheng@gmail.com
Saaja Mauno (Ivysky University, Fí)
Cynthia Lee (Northeastern University, US)

Thursday, 8:15am - 9:45am
**Economic Psychology 1**

**Paper Session**

**Time:** Thursday, 23/May/2013: 8:15am - 9:45am  
**Location:** F-3  
**Session Chairs:** Stefan Schulz-Hardt (Georg-August-Univ. Goettingen, DE) schulz-hardt@psych.uni-goettingen.de  
Jenny V. Bittner (Univ. of Twente, NL) j.v.bittner@utwente.nl

» Advice taking and advice giving as social exchange: Bringing (some) organizational realism into the judge-advisor-paradigm  
Stefan Schulz-Hardt (Georg-August-Univ. Goettingen, DE) schulz-hardt@psych.uni-goettingen.de  
Christian Treffenstädt (Georg-August-Univ. Goettingen, DE)  
Thomas Schultzze (Georg-August-Univ. Goettingen, DE)

» Managers’ implicit and explicit risk-attitudes in managerial decision making  
Jenny V. Bittner (Univ. of Twente, NL) j.v.bittner@utwente.nl  
Julia Landwehr (Univ. of Kassel, DE)

» Tax authorities’ measures to enhance tax payments: A laboratory experiment to test the impact of coercive or legitimate power on taxpayers’ compliance  
Eva Hofmann (Univ. of Vienna, AT) eva.hofmann@univie.ac.at  
Martina Hartner-Tiefenthaler (Vienna Univ. of Technology, AT)  
Katharina Gangl (Univ. of Vienna, AT)  
Erich Kirchler (Univ. of Vienna, AT)

» The effect of coercive power and legitimate power of tax authorities on tax behavior  
Katharina Gangl (Univ. of Vienna, AT) k.gangl@univie.ac.at  
Daniela Pfabigan (Univ. of Vienna, AT)  
Erich Kirchler (Univ. of Vienna, AT)  
Claus Larmann (Univ. of Vienna, AT)

» The Impact of biased information on escalating commitment  
Thomas Schultzze (Georg-August-Univ. Göttingen, DE) schultzze@psych.uni-goettingen.de  
Stefan Schulz-Hardt (Georg-August-Univ. Göttingen, DE)

» To make the financial value of corporate communications measurable and communicate successfully  
Florian Gross (Lang & Tomaschik Communications, AT)  
florian.gross@lang-tomaschik.cc  
Gerald Kolár (FHWien Univ. of Applied Sciences of WKW)

**Leadership with an Ethical Orientation: Empirical Evidence and Avenues for Future Research**

**Symposium, topic area:** Leadership and Management  
**Time:** Thursday, 23/May/2013: 8:15am - 9:45am  
**Location:** F-4  
**Session Chairs:** Armin Pircher Verdorfer (TUM School of Management, TU München) armin.pircher-verdorfer@tum.de  
Claudia Peus (TUM School of Management, TU München) claudia.peus@tum.de

» A shared leadership perspective on servant leadership  
Dirk van Dierendonck (Rotterdam School of Management, Erasmus Univ.) dvandierendonck@rsm.nl  
Milton Correia de Sousa (Rotterdam School of Management, Erasmus Univ.)

» Investigating the validity of a German-speaking measure of servant leadership  
Armin Pircher Verdorfer (TUM School of Management, TU München) armin.pircher-verdorfer@tum.de  
Claudia Peus (TUM School of Management, TU München)

» The impact of authentic leadership on follower stress appraisal and coping behaviors: The mediating role of follower psychological capital  
Katharina Hoerner (Center for Leadership and People Management, LMU München) Katharina.Hoerner@psy.lmu.de  
Silke Weisweiler (Center for Leadership and People Management, LMU München)  
Lisa Rexroth (Center for Leadership and People Management, LMU München)  
Dieter Frey (Center for Leadership and People Management, LMU München)

» Readiness to proactively support change in a merger: A model of antecedent ethical conduct  
Jennifer Sparr (TUM School of Management, TU München) jennifer.sparr@tum.de  
Claudia Peus (TUM School of Management, TU München)

» Destructive leadership, its consequences and possible moderators: Outlining a theoretical model  
Jan Schilling (Kommunale Hochschule für Verwaltung in Niedersachsen) jan.schilling@nds-sti.de  
Birgit Schyris (Durham Univ.)

(PP) Organizational Change in European Policing

**Symposium, topic area:** Organizational Change and Development  
**Time:** Thursday, 23/May/2013: 8:15am - 9:45am  
**Location:** F-5  
**Session Chairs:** Gabriele Jacobs (Rotterdam School of Management, Erasmus Univ.) gjacobs@rsm.nl  
Kate Hortor (Rotterdam School of Management, Erasmus Univ.) khortor@rsm.nl  
P.Saskia Bayerl (Rotterdam School of Management, Erasmus Univ.) pbayerl@rsm.nl

» The societal positioning of European police forces: Police accountability and identity  
Dominique Lapprand (Security governance and security systems consultant, FR) dominique.lapprand@wanadoo.fr

» The acceptance of social media  
Jean Brunet (Capgemini Group, FR) jean.brunet@capgemini.com  
Dominique Lapprand (Capgemini Group, FR)

» Knowledge sharing: The cultural and hierarchical determinants  
Lucia Rățiu (Babeș-Bolyai Univ., RO) luciaratiiu@psychology.ro  
Claudia Rus (Babeș-Bolyai Univ., RO)  
Gabriel Vonaș (Babeș-Bolyai Univ., RO)  
Adriana Băban (Babeș-Bolyai Univ., RO)
Taylorising investigative police work: The effects on professional identity and performance
Stefanie Giljohann (Fachhochschule der Polizei des Landes Brandenburg, DE) stefanie.giljohann@fhpolbb.de
Nathalie Hirschmann (Fachhochschule der Polizei des Landes Brandenburg, DE)
Mario Gruschinske (Fachhochschule der Polizei des Landes Brandenburg, DE)
Susanne Stein-Müller (Fachhochschule der Polizei des Landes Brandenburg, DE)

Enablers and barriers to successful change
Kate Horton (RSM, Erasmus Univ., NL) khorton@rsm.nl
P.Saskia Bayerl (RSM, Erasmus Univ., NL)
Gabriele Jacobs (RSM, Erasmus Univ., NL)

Organizational Behavior 1
Paper Session
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: F-6
Session Chairs: Claudia Harzer (Univ. of Zurich, CH) c.harzer@psychologie.uzh.ch
Tina Davidson (Vlerick Business School, BE) tina.davidson@vlerick.com

Investigating the trade-off between task performance and organizational citizenship behaviors: How supervisors may maintain the social fabric
Tina Davidson (Vlerick Business School, BE) tina.davidson@vlerick.com
Lin Bilian (Chinese Univ. of Hong Kong)
Dirk Buyens (Vlerick Business School, BE)

The relationships between character strengths and different dimensions of job performance
Claudia Harzer (Univ. of Zurich, CH) c.harzer@psychologie.uzh.ch
Willibald Ruch (Univ. of Zurich, CH)

The role of self-efficacy and job crafting in affecting presenteeism, productivity loss and performance
Nominee of the EAWOP Congress 2013 Best Paper Award
Mariella Miraglia (Univ. of Rome "Sapienza", IT) mariella.miraglia@uniroma1.it
Laura Borgogini (Univ. of Rome "Sapienza", IT)
Gary Johns (John Molson School of Business, Concordia Univ., CA)

Human Resource Management 1
Paper Session
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: F-33
Session Chairs: Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com
Vanessa Katharina Järsch (Leuphana Univ. of Lüneburg, DE) jaensch@leuphana.de

The career engagement scale: Concurrent and discriminant validity among students and professionals
Vanessa Katharina Järsch (Leuphana Univ. of Lüneburg, DE) jaensch@leuphana.de
Andreas Hirschi (Univ. of Lausanne, CH)

Career paths and older workers: Antecedents and consequences of employability orientation
Amelia Manuti (Univ. of Bari, IT) amelia.manuti@uniba.it
Valentina Depergola (Univ. of Verona, IT)
Giancarlo Tanucci (Univ. of Bari, IT)
Valeria de Palo (Univ. of Verona, IT)

Age-related differences in work motives: Same across different countries?
Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com
Dave Bartram (SHL, UK)
Jesse Segers (Univ. of Antwerp, Antwerp Management School, BE)

(PP) PerDemo - Human resources programs in demographic change – An exploratory study
Christin Klinger (Univ. of Rostock, DE) christin.klinger@uni-rostock.de
Christoph Müller (Univ. of Rostock, DE)
Susanne Curth (Univ. of Rostock, DE)
Friedemann W. Nerdinger (Univ. of Rostock, DE)

Organizational Behavior 2
Paper Session
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: F-042
Session Chairs: Nico W. Van Yperen (Univ. of Groningen, NL) n.van.yperen@rug.nl
Rebecca Hewett (Royal Holloway, Univ. of London, UK) bex.hewett@yahoo.com

By day and by disposition: The effects of autonomous motivation on wellbeing, engagement and performance at two levels
Rebecca Hewett (Royal Holloway, Univ. of London, UK) bex.hewett@yahoo.com

Job characteristics influence intrinsic motivation via affect and need satisfaction: A daily-diary study.
Jemima Bidee (VUB, BE) jemima.bidee@vub.ac.be
Tim Vanthillo (VUB, BE)
Roland Pepermans (VUB, BE)
Gert Huybrechts (VUB, BE)
Jurgen Willems (VUB, BE)
Marc Jegers (VUB, BE)

The motivational consequences of the interplay of demand-perception and self-efficacy
Jana Kühnel (Ulm Univ., DE) jana.kuehnel@uni-konstanz.de
Ronald Bledow (Ghent Univ., BE)
Thomas Verhaeren (Ghent Univ., BE)

Bouncing back from workplace adversity: Development and test of a moderated mediation model
Bernd Carette (Ghent Univ., BE) bernd.carette@ugent.be
Frederik Anseel (Ghent Univ., BE)
Helga Peeters (Howest, BE)
Filip Lievens (Ghent Univ., BE)
» Are culturally intelligent individuals more adaptable? An empirical study in a multicultural environment
Sahiri Cetin (Turkish Military Academy, TR) scetin@kho.edu.tr
Sait Gurbuz (Turkish Military Academy, TR)
Ortur Kotsal (Nigde Univ., TR)
Faruk Sahin (Nigde Univ., TR)

» Dominant achievement goals in the workplace: Conceptualization, prevalence, profiles, and outcomes
Nico W. Van Yperen (Univ. of Groningen, NL)
N.van.Yperen@rug.nl
Ed Orehiek (Univ. of Pittsburgh, US)

» Promoting green power – Influence of attitudes, comprehensibility, and involvement on persuasion in the context of renewable electricity products
Dorothea Schaffner (Lucerne Univ. of Sciences and Arts, CH)
dorothea.schaffner@hslu.ch
Sascha Demarmels (Lucerne Univ. of Sciences and Arts, CH)

» “My products should be as sustainable as I am” - Explaining consumer decisions in the context of sustainable products
Ulf Joachim Jonas Hahnel (Univ. of Freiburg & Fraunhofer Institute for Solar Energy Systems, Freiburg, DE)
ulf.hahnel@psychologie.uni-freiburg.de
Hans Spada (Univ. of Freiburg, DE)

» Please, mom!! Mom, please, buy it!! An explorative study on nag factor
Michela Cortini (Univ. of Chieti, IT) cortini@unich.it
Daniela D’Ignazio (Univ. of Chieti, IT)

Employee Wellbeing 1

Paper Session
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: F-102
Session Chairs: Diana Boer (Jacobs Univ. Bremen, DE) diana.boer@gmx.net
Beata Aleksandra Basinska (Gdansk Univ. of Technology, PL) bbas@pg.gda.pl

» The nature of psychological conditions of work engagement among employees at a tertiary institution in Durban, South Africa
Joeby Buittendach (Univ. of KwaZulu-Natal, ZA) buittendach@ukzn.ac.za
Gamuchirai Chikoko (Univ. of KwaZulu-Natal, ZA)
Structural confirmation of the French version of the Oldenburg Burnout Inventory (OLBI)
Arnaud Angenot (Univ. of Liège, BE) arnaud.angenot@ulg.ac.be
Isabelle Hansez (Univ. of Liège, BE)

» Burnout beyond the individual: Societal influences on burnout and its processes
Diana Boer (Jacobs Univ. Bremen, DE) diana.boer@gmx.net
Ronald Fischer (Victoria Univ. of Wellington, NZ)
Yen-Ping Chang (National Taiwan Univ., TW)

Fatigue, vigor and dedication: the role of job-related emotions
Beata Aleksandra Basinska (Gdansk Univ. of Technology, PL) bbas@pg.gda.pl
Izabela Wiciak (Police Academy in Szczynio, PL)
Anna Maria Dädermann (Univ. West, Trollhättan, SE)

Emotions in the Workplace 1

Paper Session
Time: Thursday, 23/May/2013: 8:15am - 9:45am
Location: F-234
Session Chairs: Karen van Dam (Open Univ., NL) karen.vandam@ou.nl
Myriam Natasa Bechtoldt (Frankfurt School of Finance & Management, DE) m.bechtoldt@fs.de

» The high cost of workplace anxiety and the buffering effect of workplace social exchange
Julie M. McCarthy (Univ. of Toronto, CA) julie.mccarthy@rotman.utoronto.ca
John P. Trougakos (Univ. of Toronto, CA)
Bonnie H. Cheng (Univ. of Toronto, CA)

» The impact of disconfirming managerial communication on employee emotions, and the moderating effects of relationship quality, emotion regulation and employee trait negative affect
Pat Sniderman (Ryerson Univ., CA) pnsider@ryerson.ca
Mark Fenton-O’Creevy (Open Univ., UK)
Rosalind Searle (Coventry Univ., UK)

» A diary study on the relationships of distinct work events with job features and affective states by using a work event taxonomy
Antje Schmitt (Univ. of Kassel, DE) aschmitt@uni-kassel.de
Sandra Othly (Univ. of Kassel, DE)
Anja S. Göritz (Univ. of Freiburg, DE)

Recipe for burnout in service jobs: Be sensitive to others and suppress your emotions
Myriam Natasa Bechtoldt (Frankfurt School of Finance & Management, DE) m.bechtoldt@fs.de
Katharina Radon (Goethe-Univ. Frankfurt, DE)
Susanne Schmid (Goethe-Univ. Frankfurt, DE)

» Recovery and emotion regulation as predictors of employee adaptability and well-being
Karen van Dam (Open Univ., NL) karen.vandam@ou.nl
Short Thematic Sessions
(10:15am - 11:15am)

[PP] We're all in this alone: Emotional Labour, MPs and the UK Parliament
Richard Kwiatkowski (Cranfield Univ., UK)
richard.kwiatkowski@cranfield.ac.uk

» Management-labor relations’ impact on well-being and sickness absence
Ole Henning Sørensen (Aalborg Univ., DK) ohs@person.dk
Zhaoli Song (National Univ. of Singapore, SG) bizszl@nus.edu.sg

» Multilevel intragroup analysis of social network models in hospitals: Leadership influence on individual, group, and organizational efficiency in the Spanish national health system
Angel Barrasa (Univ. of Zaragoza, ES) abarrasa@unizar.es
Mercedes Casarola (Univ. of Zaragoza, ES)
José M. Sánchez (Univ. of Zaragoza, ES)
Yolanda Marfa (Univ. of Zaragoza, ES)

» Leader and member’s interactional experiences and exchange relationship
Zhaoli Song (National Univ. of Singapore, SG) bizszl@nus.edu.sg
Xian Li (National Univ. of Singapore, SG)

» Can you give what you don’t have? Relations between leadership style and leaders’ psychological health and possible mediators
Astrid Ingrid Emmerich (Univ. Leipzig, DE) astrid.emmerich@hotmail.de
Torsten Joakim Holstad (Univ. Leipzig, DE)

» Exploring the link between the perceived leadership style and work-life balance
Rita Berger (Univ. of Barcelona, ES) ritaberce@ub.edu
Marina Romero (Univ. of Barcelona, ES)
Montserrat Yepes (Univ. of Barcelona, ES)
Tania Prado (Univ. of Barcelona, ES)

Coffee Break
Time: Thursday, 23/May/2013: 9:45am - 10:15am
Location: nearby all session locations

[PP] Links between Experienced and Instigated Mistreatment in Health Care Work
Symposium, topic area: Teams and Workgroups
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: S-1
Session Chair: Michael Leiter (Acadia Univ.)
michael.leiter@acadiau.ca

» Psychological capital as mediating the relationship of bullying with distress
Heather K. S. Laschinger (Univ. of Western Ontario) hkl@uwo.ca

» Incivility at the workplace: A comparison between Austrian and Canadian health care workers
Paul Jiménez (Univ. of Graz) paul.jimenez@uni-graz.at
Anita Dunkl (Univ. of Graz)
Michael P Leiter (Acadia Univ.)
Vicki Magley (Univ. of Connecticut)

» Validating a measure of incivility at work: How trust moderates the relationship of received to instigated incivility
Arla Day (Saint Mary’s Univ.) arla.day@smu.ca
Michael P. Leiter (Acadia Univ.)
Heather K S Laschinger (Univ. of Western Ontario)

» Distinct perceptions of incivility by managers and frontline health care providers
Michael P. Leiter (Acadia Univ.) michael.leiter@acadiau.ca
Arla Day (Saint Mary’s Univ.)
Heather K S Laschinger (Univ. of Western Ontario)

The Reciprocal Effects of Leadership and Diversity in Teams
Symposium, topic area: Teams and Workgroups
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: S-6
Session Chair: Meir Shemla (Rotterdam School of Management)
shemla@rsm.nl

» Self-managing teams and goal orientation diversity
Anne Nederveen Pieterse (Rotterdam School of Management)
anederveenpieterse@rsm.nl
John R. Hollenbeck (Michigan State Univ.)
Daan van Knippenberg (Rotterdam School of Management)
Matthias Spitzmüller (National Univ. of Singapore)
Elizabeth P. Karam (Texas Tech Univ.)

» The good bearing of bad news: The differential impact of feedback valence on the creativity of informationally diverse and homogeneous teams
Inga Hoever (Univ. Pompeu Fabra) inga.hoever@upf.edu
Jing Zhou (Rice Univ.)
Daan van Knippenberg (Rotterdam School of Management)
» The effects of empowering team leadership on cognitively diverse teams
Eric Kearney (GISMA Business School / Leibniz Univ. Hannover)
kearney@wiwi.uni-hannover.de
Meir Shemla (Rotterdam School of Management)
» Team diversity, team processes, and team performance: The moderating role of leader mood
Meir Shemla (Rotterdam School of Management) shemla@rsm.nl
Eric Kearney (GISMA Business School / Leibniz Univ. Hannover)
Jürgen Wegge (TU Dresden)
Sebastian Stegmann (Johann Wolfgang Goethe-Univ., DE)

Human Resource Management 2
Paper Session
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: S-8
Session Chairs: Sharon L Hart (Phillips 66, US) shalouhart@gmail.com
Mirjam Koerner (Univ. of Freiburg) mirjam.koerner@medsoz.uni-freiburg.de
Frederic Hilkennmeier (Paderborn Univ., DE) frederic.hilkennmeier@uni-paderborn.de
Niclas Schaper (Paderborn Univ., DE) margret.fromme-ruthmann@paderborn.de
» Organizational and individual influences of informal continuous learning
» Self-regulated performance improvement through deliberate practice in organizations: The case of female employees and skills to career advancement
Nominee of the EAWOP Congress 2013 Best Paper Award
Anna Karin Bruns (Technical Univ. of Darmstadt, DE) bruns@psychologie.tu-darmstadt.de
Susanne Caroline Müller (Technical Univ. of Darmstadt, DE)
» (PP) Team-based learning as a method for improving organizational training effectiveness
Sharon L Hart (Phillips 66, US) shalouhart@gmail.com
Brigitte Steinheider (Univ. of Oklahoma - Tulsa, US)
» Evaluation of an interprofessional training approach for patient-centred practice in health care
Mirjam Koerner (Univ. of Freiburg) mirjam.koerner@medsoz.uni-freiburg.de
Heike Erhardt (Univ. of Education)
Anne-Kathrin Steger (Univ. of Freiburg)
Martina Michaeels (Freiburg Research Center for Occupational and Social Medicine)

Employee Wellbeing 2
Paper Session
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: S-9
Session Chairs: Tina Kowalski (Univ. of Edinburgh Business School, UK) tina.kowalski@ed.ac.uk
Irina Nikolova (Open Univ., NL) irina.nikolova@ou.nl

Organizational Structure, Culture, and Climate 1
Paper Session
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: S-Aula
Session Chairs: Marianne Törner (Univ. of Gothenburg, SE) marianne.torner@amm.gu.se
Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de
» The moderating role of social context in the relationship between individual job satisfaction and absenteeism: A three-level investigation
Nominee of the EAWOP Congress 2013 Best Paper Award
Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de
Jürgen Wegge (Technical Univ. of Dresden)
Klaus-Helmut Schmidt (Leibniz Research Centre for Working Environment and Human Factors, DE)
» Preconditions for high safety climate regarding patient safety and occupational safety in healthcare organizations
Marianne Törner (Univ. of Gothenburg, SE) marianne.torner@amm.gu.se
Mats Eldöf (Univ. of Gothenburg, SE)
Anders Poussete (Univ. of Gothenburg, SE)
Pernilla Larsman (Univ. of Gothenburg, SE)
Individual and shared experiences of ethical culture: A context for occupational well-being
Mari Huhtala (Univ. of Jyväskylä, FI) mari.huhtala@jyu.fi
Taru Feldt (Univ. of Jyväskylä, FI)
Asko Tolvanen (Univ. of Jyväskylä, FI)
Saija Mauno (Univ. of Jyväskylä, FI)

Trust and HRM: New Insights and Perspectives
Invited Symposium, topic area: Organizational Behavior
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-1
Session Chair: Rosalind H Searle (Coventry Business School) rosalind.searle@coventry.ac.uk

Individual and shared experiences of ethical culture: A context for occupational well-being
Mari Huhtala (Univ. of Jyväskylä, FI) mari.huhtala@jyu.fi
Taru Feldt (Univ. of Jyväskylä, FI)
Asko Tolvanen (Univ. of Jyväskylä, FI)
Saija Mauno (Univ. of Jyväskylä, FI)

» Trust, differentiation and integration within HRM subsystem and HRM effectiveness
Aviv Kidron, (The Academic Yezreel Valley College, IL) avivb@yvc.ac.il
Shay Tzafir, (Univ. of Haifa, IL)
Ilan Meshoulam (Univ. of Haifa, IL)

How do we want to publish tomorrow? The future of academic publishing in work and organizational psychology
Panel discussion
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-3
Session Chair: Rob Briner (Univ. of Bath, UK) r.b.briner@bath.ac.uk
Panelists:
Tammy Allen (University of South Florida, USA)
Rob Dimbleby (Hogrefe Publishers)
Stefan Einarsen (Springer Science + Business Media)
Victoria Gardner (Open Access Publisher + Taylor & Francis Group)
and others

» Control as a driver of employee trust in the organization?
Antoinette Weibel, (Univ. of Konstanz,) antoinette.weibel@uni-konstanz.de
Deanne den Hartog (Amsterdam Business School)
Nicole Gillespie (Univ. of Queensland)
Rosalind Searle (Coventry Business School)
Denise Skinner (Coventry Business School)
Frederique Six (Free Univ. Amsterdam)

» Cognitive factors in situational judgment tasks
Sally Mumford (Univ. of Sheffield) eq10srm@sheffield.ac.uk
Roderick Ian Nicolson (Univ. of Sheffield)

» Personal qualities and characters in medical selection
Philip Chan (Univ. of Sheffield) p.chan@sheffield.ac.uk
Nigel Bax (Univ. of Sheffield)

» Downsizing and organizational trust: How to design and deliver HR systems that avoid breach, or repair effectively
Rosalind Searle (Coventry Business School) rosalind.searle@coventry.ac.uk
Veronica Hope-Hailey (Bath Management School)
Graham Dietz (Durham Business School)

» Using situational judgement tests (SJT’s) for selection of doctors: Validation evidence from seven independent studies
Maire Kerrin (Work Psychology Group) m.kerrin@workpsychologygroup.com
Analise La-Band (Work Psychology Group)
Vicki Ashworth (Work Psychology Group)
Fiona Patterson (Work Psychology Group and Univ. of Cambridge)

» Trust and careerist orientations to work: A comparison of UK and Indian employees
Jonathan Crawshaw (Aston Business School) j.r.crawshaw2@aston.ac.uk

» Employment among elderly people - Strategies and barriers
Ulrike Fasbender (Leuphana Univ. of Lüneburg) fasbender@leuphana.de
Jürgen Deller (Leuphana Univ. of Lüneburg)

» Medical selection: A systems level approach
Roderick Ian Nicolson (Univ. of Sheffield) r.nicolson@sheffield.ac.uk

» Multidimensional Approaches in Ageing Research: Application of Different Methods
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-4
Session Chair: Jürgen Deller (Leuphana Univ. of Lüneburg) deller@uni.leuphana.de
Facilitator: Franco Fraccaroli (Univ. of Trento, IT) Franco.Fraccaroli@unitn.it

» Social cognitive post-retirement career planning
Anne Wöhrmann (Leuphana Univ. of Lüneburg, DE) woehrmann@leuphana.de
Jürgen Deller (Leuphana Univ. of Lüneburg, DE)

Cognitive and Implicit Factors in Medical Selection: Best Practice and Future Directions
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-2
Session Chair: Roderick Ian Nicolson (Univ. of Sheffield) r.nicolson@sheffield.ac.uk
Facilitator: Fiona Patterson (Work Psychology Group) f.patterson@workpsychologygroup.com

Using situational judgement tests (SJT’s) for selection of doctors: Validation evidence from seven independent studies
Maire Kerrin (Work Psychology Group) m.kerrin@workpsychologygroup.com
Analise La-Band (Work Psychology Group)
Vicki Ashworth (Work Psychology Group)
Fiona Patterson (Work Psychology Group and Univ. of Cambridge)

» Control as a driver of employee trust in the organization?
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Deanne den Hartog (Amsterdam Business School)
Nicole Gillespie (Univ. of Queensland)
Rosalind Searle (Coventry Business School)
Denise Skinner (Coventry Business School)
Frederique Six (Free Univ. Amsterdam)

» Personal qualities and characters in medical selection
Philip Chan (Univ. of Sheffield) p.chan@sheffield.ac.uk
Nigel Bax (Univ. of Sheffield)

» Medical selection: A systems level approach
Roderick Ian Nicolson (Univ. of Sheffield) r.nicolson@sheffield.ac.uk

» Multidimensional Approaches in Ageing Research: Application of Different Methods
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-4
Session Chair: Jürgen Deller (Leuphana Univ. of Lüneburg) deller@uni.leuphana.de
Facilitator: Franco Fraccaroli (Univ. of Trento, IT) Franco.Fraccaroli@unitn.it

» Social cognitive post-retirement career planning
Anne Wöhrmann (Leuphana Univ. of Lüneburg, DE) woehrmann@leuphana.de
Jürgen Deller (Leuphana Univ. of Lüneburg, DE)

Cognitive and Implicit Factors in Medical Selection: Best Practice and Future Directions
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-2
Session Chair: Roderick Ian Nicolson (Univ. of Sheffield) r.nicolson@sheffield.ac.uk
Facilitator: Fiona Patterson (Work Psychology Group) f.patterson@workpsychologygroup.com

Using situational judgement tests (SJT’s) for selection of doctors: Validation evidence from seven independent studies
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Rosalind Searle (Coventry Business School)
Denise Skinner (Coventry Business School)
Frederique Six (Free Univ. Amsterdam)

» Personal qualities and characters in medical selection
Philip Chan (Univ. of Sheffield) p.chan@sheffield.ac.uk
Nigel Bax (Univ. of Sheffield)

» Medical selection: A systems level approach
Roderick Ian Nicolson (Univ. of Sheffield) r.nicolson@sheffield.ac.uk

How do we want to publish tomorrow? The future of academic publishing in work and organizational psychology
Panel discussion
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: H-3
Session Chair: Rob Briner (Univ. of Bath, UK) r.b.briner@bath.ac.uk
Panelists:
Tammy Allen (University of South Florida, USA)
Rob Dimbleby (Hogrefe Publishers)
Stefan Einarsen (Springer Science + Business Media)
Victoria Gardner (Open Access Publisher + Taylor & Francis Group)
and others

Multidimensional Approaches in Ageing Research: Application of Different Methods
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 10:15am - 11:15am
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Session Chair: Jürgen Deller (Leuphana Univ. of Lüneburg) deller@uni.leuphana.de
Facilitator: Franco Fraccaroli (Univ. of Trento, IT) Franco.Fraccaroli@unitn.it

» Employment among elderly people - Strategies and barriers
Ulrike Fasbender (Leuphana Univ. of Lüneburg, DE) fasbender@leuphana.de
Jürgen Deller (Leuphana Univ. of Lüneburg, DE)
» **Put successful aging into context: How working conditions and team diversity affect selection, optimization, and compensation in nursing**  
Andreas Müller (Heinrich Heine Univ. Düsseldorf)  
Andreas.Mueller@uni-duesseldorf.de  
Matthias Weigl (Univ. of Munich)  
Barbara Heiden (Univ. of Munich)  
Jürgen Glaser (Univ. of Innsbruck)  
Peter Angerer (Heinrich Heine Univ. Düsseldorf)  

» **Is it realistic to beam me up old Scotty?: Examining age differences in the face validity of an immersive controlled virtual office**  
Annet H. de Lange (Radboud Univ. Nijmegen)  
a.delange@psych.ru.nl  
Inge Kersbergen (Radboud Univ. Nijmegen)  
Jorn T.G. Ackermans (Radboud Univ. Nijmegen)  
Suzan Kalmijn (Radboud Univ. Nijmegen)  
Beatrice I.J.M. van der Heijden (Radboud Univ. Nijmegen)  

Personality at Work: Conceptual and Empirical Innovations  
Symposium, topic area: Organizational Behavior  
Time: Thursday, 23/May/2013: 10:15am - 11:15am  
Location: F-2  
Session Chairs: Joeri Hofmans (Vrije Univ. Brussel)  
joeri.hofmans@vub.ac.be  
Filip De Fruyt (Ghent Univ.) Filip.DeFruyt@UGent.be  

» The effect of traitedness on the neuroticism-performance relationship. An event reconstruction study  
Jonas Debusscher (Vrije Univ. Brussel) jdebussc@vub.ac.be  
Joeri Hofmans (Vrije Univ. Brussel)  

» Freshmen’s trait and state core self-evaluations - Relations with work engagement and adjustment to university in a measurement-burst design  
Annika Nübold (Bielefeld Univ.) annika.nuebold@uni-bielefeld.de  
Günter W. Maier (Bielefeld Univ.)  

» The underlying mechanisms of leadership: An integrative model  
Edina Doci (Vrije Univ. Brussel) edina.doci@vub.ac.be  
Joeri Hofmans (Vrije Univ. Brussel)  

» Vocations as a source of identity: Evidence for occupational socialization over 15 years  
Bart Wille (Ghent Univ.) Bart.Wille@UGent.be  
Filip De Fruyt (Ghent Univ.)  

Organizational Behavior 3  
Paper Session  
Time: Thursday, 23/May/2013: 10:15am - 11:15am  
Location: F-3  
Session Chairs: Klaus Moser (Univ. of Erlangen-Nuremberg, DE) moser@wiso.uni-erlangen.de  
Karin S. Moser (Univ. of Roehampton London, UK) k.moser@roehampton.ac.uk  
Carolin Baur (Jacobs Univ. Bremen)  

» Out of control!? How loss of self-control influences prosocial behavior: The role of power and moral values.  
Anne Jooosten (Ghent Univ., BE) anne.jooosten@ugent.be  
Marius van Dijk (Rotterdam School of Management, Erasmus Univ., NL)  
Alain van Hiel (Ghent Univ., BE)  
David De Cremer (CEIBS, CN)  

» The de-escalation of commitment: Process accountability, biased information search, and time  
Klaus Moser (Univ. of Erlangen-Nuremberg, DE) moser@wiso.uni-erlangen.de  
Hans-Georg Wolff (Univ. of Erlangen-Nuremberg, DE)  
Roman Soucek (Univ. of Erlangen-Nuremberg, DE)  

Perspectives on Leadership  
I: Effectiveness, Diversity and Wellbeing  
Symposium, topic area: Leadership and Management  
Time: Thursday, 23/May/2013: 10:15am - 11:15am  
Location: F-4  
Session Chairs: Torsten J. Holstad (Univ. of Leipzig) torsten.holstad@uni-leipzig.de  
Lioba Werth (Technical Univ. Chemnitz) lioba.werth@psychologie.tu-chemnitz.de  
Jürgen Wegge (Technical Univ. Dresden) wegge@psychologie.tu-dresden.de  
Facilitator: Christine Gockel (Univ. de Fribourg, CH) christine.gockel@unifr.ch  

» How shared leadership influences employee silence and team effectiveness – A multilevel approach  
Michael Knoll (Durham Univ. Business School) michael.knoll@durham.ac.uk  
Christine Gockel (Univ. de Fribourg, CH) lioba.werth@psychologie.tu-chemnitz.de  
Jürgen Wegge (Technical Univ. Dresden) wegge@psychologie.tu-dresden.de  

» Differential effects of team crises triggered by membership change on team performance: The role of visionary leadership  
Kevin-Linn Jungbauer (Technical Univ. Dresden, DE) jungbauer@psychologie.tu-dresden.de  
Meir Shemla (Technical Univ. Dresden, DE) Meir.Shemla@tudresden.de  
Jürgen Wegge (Technical Univ. Dresden, DE) wegge@psychologie.tu-dresden.de  

» Young leads old: Consequences of age reversed leader-subordinate relationships  
Paulina Bilinska (Technical Univ. Dresden, DE) paulina.bilinska@tu-dresden.de  
Jürgen Wegge (Technical Univ. Dresden, DE) wegge@psychologie.tu-dresden.de
New Explorations of Age Effects at Work

Symposium, topic area: Labor Market Issues
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: F-5
Session Chair: Lisa Finkelstein (Northern Illinois Univ.)
Facilitator: Franciska Krings (Univ. of Lausanne)

» Traditional and modern ageism as predictors of workplace discrimination
Kathrin Rosing (Leuphana Univ. of Luneburg)
kathrin.rosing@uni-leuphana.de
Hannes Zacher (Univ. of Queensland)
Lisa Finkelstein (Northern Illinois Univ.)

» Age, relational climate, and work outcomes: The moderated mediational role of institutional I-C
Justin Marcus (Ozyegin Univ.) justin.marcus@ozyegin.edu.tr
Franz Josef Gellert (Hanze Univ. of Applied Science)

» Perceived leadership potential as a function of perceived age and physical attractiveness
Cort Rudolph (Florida International Univ.) cortrudolph@mac.com
Edward Sullivan (Florida International Univ.)

What’s Considered Fair in Teams? Justice, Norms, and Teams

Symposium, topic area: Organizational Behavior
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: F-6
Session Chairs: Marion Fortin (Univ. of Toulouse, FR)
marionfortin@gmail.com
Natalia Cugueró-Escofet (IESE Business School, ES)
nccuguer@iese.edu

» Exploring the norms of task-relevant injustice
Hayley German (Lonon School of Economics, UK)
hayleygerman@gmail.com
David Patierat (Católica Lisbon School of Business and Economics, PT)

» Relative justice: The effect of differences in individual and group treatment
Michael Bashshur (Singapore Management Univ., SG)
mbashshur@smu.edu.sg
Deborah Rup (Purdue Univ., US)
Burak Oc (Univ. Pompeu Fabra, ES)
Samantha Sirn (Singapore Management Univ., SG)

» The impact of justice norms on conflict in the context of teams
Marion Fortin (Univ. of Toulouse, FR)
mfortin@iees.edu

Teams and Workgroups 1

Paper Session
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: F-102
Session Chairs: Stella Katherina Wanzel (Georg-August Univ. of Göttingen, DE)
wanzel@psych.uni-goettingen.de
Denise Frauendorfer (Univ. of Neuchatel, CH)
denise.frauendorfer@unine.ch

» When emergent hierarchy and group competence influence group performance
Denise Frauendorfer (Univ. of Neuchatel, CH)
denise.frauendorfer@unine.ch
Marianne Schmid Mast (Univ. of Neuchatel, CH)
Daniel Gatica-Perez (IDHAR, Research Institute, CH)

» Effects of accountability on the solution of hidden profiles
Stella Katherina Wanzel (Georg-August Univ. of Göttingen, DE)
wanzel@psych.uni-goettingen.de
Jan Häusser (Univ. of Hildesheim, DE)
Patrick Lösche (German Institute for International Educational Research)
Stefan Schulz-Hardt (Georg-August Univ. of Göttingen, DE)

Occupational and Organizational Safety 1

Paper Session
Time: Thursday, 23/May/2013: 10:15am - 11:15am
Location: F-234
Session Chairs: Markus Schöbel (Univ. of Basel, CH)
m.schoebel@unibas.ch
Mario Martinez-Corcoles (Univ. of Valencia, ES)
mario.martinez@uv.es

» The SIKUMETH-approach: Assessing safety culture in nuclear power plants
Markus Schöbel (Univ. of Basel, CH) m.schoebel@unibas.ch
Ruth Wagner (TU Berlin)
Anne Klostermann (TU Berlin)
Dietrich Manzey (TU Berlin)
Regular Poster Session Thursday 1

Time: Thursday, 23/May/2013: 12:30pm - 1:30pm

Topic area: Employee Wellbeing

(1) Workplace bullying as a predictor of mental health problems in nurses
Nominated for the EAWOP Congress 2013 Best Poster Award
Iselin Reknes (Univ. of Bergen, NO) Iselin.Reknes@psyp.uib.no
Ståle Pallesen (Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO)
Susanne Roscher (VBG - Ihre gesetzliche Unfallversicherung, DE)

(2) The effectiveness of occupational health management – findings of a VBG practice-based project
Susanne Roscher (VBG - Ihre gesetzliche Unfallversicherung, DE)
Nicolas Feuerhahn (VBG - Ihre gesetzliche Unfallversicherung, DE)

(3) Individual and Team Resilience
Alexander Davda (Ashridge Business School, UK)
Jill Flint-Taylor (Rusando Limited)
(4) Opportunities for professional development: A mediational effect within the job demands-resources model
Monica Molino (Univ. of Turin, IT) monica.molino@unito.it

(5) Testing a causal model of job insecurity and job satisfaction: Do dispositions matter?
Patrick Brennan O’Neill (Carleton Univ., CA) patrick13@rogers.com

(6) The paradox of work reconsidered: A systematic test based on the day reconstruction method
Anne Landhäußer (Ulm Univ., DE) anne.landhaeuser@uni-ulm.de
Johannes Keller (Univ. Ulm, DE)

(7) Apprentices’ job insecurity within three European countries
Thomas Seppelfricke (Univ. of Osnabrück, DE) tseppelf@uni-osnabrueck.de
Thomas Staufenbiel (Univ. of Osnabrück, DE)

(8) PP] Best practices of health promotion at workplaces
Taimi Elenurm (Tallinn Univ. of Technology, EE) taimi.elenurm@ttu.ee
Tit Elenurm (Estonian Business School)

(9) Expressing true self at work: Workplace authenticity as a mediator of the associations between work characteristics and work outcomes
U. Baran Metin (Utrecht Univ., NL) u.b.metin@uu.nl
Toon W. Taris (Utrecht Univ., NL)

(10) Inauthenticity at work, dispositional authenticity, and personality traits as predictors of work-related rumination: a cross-sectional study.
Dawn Querstret (Univ. of Surrey, UK) d.querstret@surrey.ac.uk
Mark Cropley (Univ. of Surrey, UK)

(11) Social support and innovator resilience potential: Helping innovators to positively adapt after an innovation project termination
Gisa Moenkemeyer (WHU - Otto Beisheim School of Management) gisa.moenkemeyer@whu.edu
Matthias Weiss (Ludwig-Maximilians-Univ. Munich, DE)
Martin Hoegl (Ludwig-Maximilians-Univ. Munich, DE)

(12) The mediating role of flow at work between job and personal resources and nurses’ job satisfaction
Margherita Zito (Univ. of Turin, IT) margherita.zito@unito.it
Lara Colombo (Univ. of Turin, IT)

(13) Fun in the workplace: A literature review
Katerina Georganta (Univ. of Macedonia, GR) katerina.georganta@gmail.com
Anthony Montgomery (Univ. of Macedonia, GR)

(14) A cross-lagged analysis of fatigue, work motivation, psychological distress, and absenteeism in novice nurses
Stéphanie Austin (Univ. du Québec à Trois-Rivières, CA) stephanie.austin@uqtr.ca
Claude Fernét (Univ. du Québec à Trois-Rivières, CA)
Sarah- Geneviève Trépanier (Univ. du Québec à Trois-Rivières, CA)

(15) Got stress? Examining the mediating role of discrete emotions
Cristina Rubino (California State Univ., Northridge, US) cristina.rubino@gmail.com
Christa Wilkin (California State Univ., Northridge, US)

(16) Intrinsic and extrinsic orientations in college as predictors of early career development: A seven-year follow-up study
Giovanni B Moneta (London Metropolitan Univ., UK) g.moneta@londonmet.ac.uk

(17) PP] Job stress: a case from 7 occupation groups in Thailand
Kanda Jaryarn (Prince of Songkla Univ., TH) kanda.j@psu.ac.th

(18) Presentation of a project concerning job incivility as a social process
Eva Torkelson (Lund Univ., SE) Eva.Torkelson@Psychology.lu.se
Bjorn Karlsson (Lund Univ., SE)
Elinor Schad (Lund Univ., SE)
Martin Backström (Lund Univ., SE)

(19) The relationship between eustress, sources of stress and strategies of savoring among university teachers in Portugal
Susana Barros Forseca (Univ. do Porto, PT) susanaforseca@esev.ipv.pt
Filomena Jordão (Faculdade de Psicologia e de Ciências da Educação da Univ. do Porto, PT)

(20) Alexithymia as an independent predisposing factor for the development of burnout syndrome
Maria Katsifarakis (Swansea Univ., UK) maria-katsifarakis@yahoo.gr
Philip Tucker (Swansea Univ., UK)

(21) Bureaucracy as a source of pressure in university
Mare Teichmann (Tallinn Univ. of Technology, EE) mare@pekonsult.ee
Philippe Dondon (Univ. of Bordeaux, FR)
Jyri Ilvest (Tallinn Univ. of Technology, EE)

(22) Occupational stress and wellbeing in the Underwater Mission Unit/ Hellenic Coast Guard-Greece
Konstantinos Perrotis (Univ. of Lancaster, UK) k.perrotis@yahoo.gr
Cary Cooper (Univ. of Lancaster, UK)
Sue Cartwright (Univ. of Lancaster, UK)
Ritsa Ventouratos-Fotiriotos (American College of Greece, Athens, GR)

(23) Well-being in the workplace and individual characteristics
Gianluca Biggio (Univ. della Tuscia, IT) biggio@unitus.it
Claudio Giovanni Cortese (Univ. di Torino, IT)

(24) An examination of the curvilinear relationship between workplace bullying and job satisfaction.
Gabriele Giorgi (Univ. Europea di Roma, IT) dott.gabriele.giorgi@gmail.com

(25) Belief in a just world as a moderator of the relationships between workplace bullying and physical illness symptoms
Hatem Öcel (Karabük Univ., TR) hatemocel@hotmail.com
(26) Supporting employees with low levels of engagement: Performance implications
Nominated for the EAWOP Congress 2013 Best Poster Award
Kerstin Alles (York Univ., CA) kerstin.alles@gmail.com
Amanda Shantz (Kingston Univ., UK)
Gary Latham (Univ. of Toronto, CA)

Topic area: Personnel Selection and Recruitment

(27) Athletic activities as an indicator for social competencies in personnel selection?
Uwe Peter Kanning (Univ. of Applied Science Osnabrück, DE) U.Kanning@hs-osnabrueck.de

(28) The role of the applicant nonverbal behavior in the job interview and job performance
Denise Frauendorfer (Univ. of Neuchatel, CH) denise.frauendorfer@unine.ch
Marianne Schmid Mast (Univ. of Neuchatel, CH)
Laurent Nguyen (IDIAP, Research Institute)
Daniel Gatica-Perez (IDIAP, Research Institute)

(29) When skill misrepresentation backfires: Different reactions to majority and minority applicants
Nominated for the EAWOP Congress 2013 Best Poster Award
Steve Binggeli (Univ. of Lausanne, CH) steve.binggeli@unil.ch
Grégoire Bollmann (Univ. of Lausanne, CH)
Steve Binggeli (Univ. of Lausanne, CH) steve.binggeli@unil.ch

(30) (PP) Case study: Diagnosis of managerial competences in administration. Seeking best solution of organization support in psychological test use for recruitment purposes
Urzsula Brzezińska (Pracownia Testów Psychologicznych Polskiego Towarzystwa Psychologicznego, PL) u.brzezinska@practest.com.pl

(31) (PP) Challenges in test adaptation: examining dependability in five diverse languages
Tanya Yao (SHL Group Ltd, UK) Tanya.yao@shl.com
Ilke Inceoglu (SHL Group Ltd, UK)
Mathijs Affourtit (SHL Group Ltd, UK)

(32) (PP) The moderating effect of job learning stage in the personality-performance relationship
Pascale L. Denis (Univ. of Quebec in Montreal, CA)
Elaine Bergeron (Univ. of Quebec in Montreal, CA)
Geneviève L. Lavigne (Simon-Fraser Univ.)

(33) Applicant test-taking attitude after rejection
Sonja Schinkel (Technical Univ. Eindhoven &Univ. of Amsterdam)
s.schinkel@tue.nl
Annelies Van Vianen (Univ. of Amsterdam)
Dirk Van Dierendonck (Erasmus Univ.)
Neel Anderson (Univ. of Amsterdam)

(34) (PP) Emotional intelligence in applicant selection for jobs involving emotional labor
Sarah Herpertz (Univ. of Bamberg) sarah.herpertz@uni-bamberg.de
Sophia Nizielski (Chemnitz Univ. of Technology)
Astrid Schütz (Univ. of Bamberg)
Michael Hock (Univ. of Bamberg)

(35) (PP) Evaluation of e-recruitment: The redesign of a career website
Meinrad T. Thielisch (WWU Münster, DE) thielisch@uni-muenster.de
Simon Bussmann (BASP Coatings GmbH, DE)
Franziska R. Grobien (WWU Münster, DE)

(36) Gender-fair language use in online job advertisements
Lea Hodel (Univ. of Duisburg-Essen, DE) lea.hodel@uni-dues.de
Magdalena Formanowicz (Univ. of Bern, CH)
Sabine Sczesny (Univ. of Bern, CH)
Jana Valdroya (Univ. of Budweis, PL)
Lisa von Stockhausen (Univ. of Duisburg-Essen, DE)

(37) Validation of a mechanical aptitude test in the Psychological Service of the German Public Employment Service
Peter M. Muck (Federal Employment Agency, DE) peter.muck@arbeitsagentur.de
Nicolas Sander (Federal Employment Agency, DE)

(38) (PP) Applying item response theory to job analysis data
Tory Li (Talent Q, UK) Tonyli@talentqgroup.com

(39) (PP) Construct equivalence and cultural proximity of personality profiles
Mathijs Affourtit (SHL Group Ltd.) mathijs.affourtit@shl.com
Ilke Inceoglu (SHL Group Ltd.)

(40) Demographically based selection methods at university: The support of international and local students for different justice rules
Steve Binggeli (Univ. of Lausanne, CH) steve.binggeli@unil.ch
Grégoire Bollmann (Univ. of Lausanne, CH)
Leila Behladj Ali (Univ. of Lausanne, CH)

(41) (PP) Development of a job knowledge based assessment and training platform for the nursing sector
Stefan Thomas Mol (Univ. of Amsterdam, NL) s.t.mol@uva.nl
Gabor Kismihok (Univ. of Amsterdam, NL)

(42) Recruiting for retention: Incremental validity of person-organization fit above personality in predicting retention-related variables
Rein De Cooman (KU Leuven, BE) rein.decooman@kuleuven.be

(43) (PP) Sense of coherence and organisational commitment in the enterprise resource and planning industry
Rian Viviers (Unisa, ZA) riviviers@unisa.ac.za
Heinz Aust (Unisa, ZA)
Llewellyn Van Zyl (Unisa, ZA)

(44) The contribution of multidimensional IRT for modeling applicants performance on a SJT
Benoit Lothe (Univ. of Liège, BE) Benoit.Lothe@ulg.ac.be
Christian Monsieur (Univ. of Liège, BE)
Isabelle Hansez (Univ. of Liège, BE)

(45) Development and validation of a research instrument for measuring young job seekers’ preferences for job and organizational characteristics
Stephan Corporaal (Open Univ., NL) corporaal@me.com
(46) Activation of the “what is beautiful is good” stereotyping during the selection process: What is the role of the recruiter’s own characteristics?
Asta Medisauskaitė (Birkbeck, Univ. of London, UK)
asta.medisausk@gmail.com
Caroline Karnau (Birkbeck, Univ. of London, UK)
Aukė Endriulaitienė (Vytautas Magnus Univ, LT)

(47) Potential of young candidates at the Belgian Defense: competencies or talent management?
Françoise Bertrand (Belgian Defense, BE)
francoise.bertrand@ulg.ac.be
Veerle Tibax (Belgian Defense, BE)
Isabelle Hanxit (Univ. of Liège, BE)

(48) "I hereby apply for..." – Construct and criterion-related validity of formal errors in traditional letters of application
Stefan Hött (Univ. of Applied Labour Studies (HdBA), DE)
stefan.hoett@hdba.de
Gerd Schuster (Univ. of Applied Labour Studies (HdBA), DE)

Topic area: Teams and Workgroups

(49) Introducing text analytics to the study of medical team communication
Balázs Péter Hamorník (BME Budapest Univ. of Technology and Economics, HU) hamornik.balazs@gmail.com
Márta Juhász (BME Budapest Univ. of Technology and Economics, HU)

(50) How do different types of counterproductive attendee behavior influence meeting satisfaction and effectiveness?
Isabelle Odermatt (Univ. Zürich, CH)
i.oedermatt@psychologie.uzh.ch
Martin Kleinmann (Univ. Zürich, CH)
Maria Bachmann (Univ. Zürich, CH)

(51) The competencies of a dream team: A dynamic perspective
Andrea de Brito Correia (Instituto Univ. de Lisboa (ISCTE-IUL), PT) andrea.correia@iscte.pt
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)
Jairo Borges-Andrade (Univ. de Brasília, Brasil)

(52) Psychometric properties of a scale for measuring teamwork in interprofessional health care practice
Mirjam Koerner (Univ. of Freiburg, DE)
mirjam.koerner@medsoz.uni-freiburg.de
Markus Wirtz (Univ. of Education, Freiburg, DE)

(53) Does your team work at its best? Validation of the teamwork questionnaire
Annika L. Meinecke (TU Braunschweig, DE)
annika.meinecke@tu-bs.de
Simone Kauffeld (TU Braunschweig, DE)

(54) The impact of time perspective diversity on team performance and satisfaction: The mediation effect of time-oriented activities and relationship conflict
Jia Li (Univ. of Goettingen, DE) jia.li@psych.uni-goettingen.de
Margarete Boos (Univ. of Goettingen, DE)

(55) The influence of organizational diversity ideologies on intergroup relations at work
Virginie Marmier (Univ. catholique de Louvain, BE)
virginie.marmier@uclouvain.be
Donatienne Desmette (Univ. catholique de Louvain, BE)
Florence Stinglhamber (Univ. catholique de Louvain, BE)

(56) Workplace aggression in teams: The moderating role of the conflict management styles and the relation with ethical climate
Ângelo Miguel Guerreiro Vicente (ISPA-Instituto Univ., PT)
avicente@ispa.pt
Teresa C. D’ Oliveira (ISPA-Instituto Univ., PT)

(57) Am I interdisciplinary? A competency modelling study
Simone Brandstädtter (Univ. of Heidelberg, DE)
simone.brandstaedter@psychologie.uni-heidelberg.de
Karlheinz Sonntag (Univ. of Heidelberg, DE)

(58) Teamwork in the treatment of substance addiction - A study of interactions among Norwegian team based health and social workers
Rickard Johan Skjong (Sør-Trøndelag Univ. college, Trondheim)
rickard.j.skjong@hist.no
Karín Laurnann (Norwegian Univ. of science and technology, Trondheim)

(59) Markers of team aggression: Towards a true multilevel approach to workplace aggression
Ângelo Miguel Guerreiro Vicente (ISPA-Instituto Univ., PT)
avicente@ispa.pt
Teresa C. D’ Oliveira (ISPA-Instituto Univ., PT)

(60) The downside of human redundancy: Modeling social influences in sequential decision-making processes
Markus Schönbel (Univ. of Basel, CH) m.schoenbel@unibas.ch
Rafael Huber (Univ. of Basel, CH)
Jörg Rieskamp (Univ. of Basel, CH)

Topic area: Organizational Structure, Culture and Climate

(61) The role of the representations about time in innovative entrepreneurship success
Anna Smirnova (Saratov State Univ. named after N.G. Chernyshhevsky, RU) anna-smirnova-sgu@mail.ru

(62) Using multiple repertory grids to map organizational culture
Mark Heckmann (Univ. of Bremen, DE) heckmann@uni-bremen.de

(63) Cultural values and cultural practices: Insights for human resource management in Angola
Maria Rita Silva (ISCTE-Instituto Univ. de Lisboa, PT)
mrsantosilva@hotmail.com
Helena Cristina Roque (ISCTE-Instituto Univ. de Lisboa, PT)
António Caetano (ISCTE-Instituto Univ. de Lisboa, PT)
(64) The influence of culture and human development on personality measurement

Adam W. Meade (North Carolina State Univ., US)
awmeade@ncsu.edu
Lori Foster Thompson (North Carolina State Univ., US)
Eric W. Kuo (North Carolina State Univ., US)
Michal Kosinski (Univ. of Cambridge, UK)
David J. Stillwell (Univ. of Cambridge, UK)

(65) Diagnosis of organizational culture within a South African public service organization

Ophilia Maphari Ledimo (Univ. of South Africa, ZA)
manetom@unisa.ac.za

(66) The relationship of organizational culture with leadership and group effectiveness in a high reliability organization

Inmaculada Silla (CIEMAT, ES) inmaculada.silla@ciemat.es
Veronica Muñoz (CIEMAT, ES)
Ricardo D. Blasco (Univ. of Barcelona, ES)

Topic area: Health and Interventions

(67) (PP) Psychosocial exposure at work’ impact on work ability: industry workers versus non-industry workers

Cláudia Fernandes (CATIM - Technological Center for the Metal Working Industry, PT; Univ. of Aveiro) claudia.fernandes@catim.pt
Vânia Amaral (Univ. of Aveiro)
Pedro Bern-Haja (Univ. of Aveiro)
Carlos Silva (Univ. of Aveiro)
Anabela Pereira (Univ. of Aveiro)

(68) Work-related coping and intention for return-to-work as outcome for a group therapy on work-related anxieties

Beate Muschalla (Univ. Potsdam, DE & Brandenburgklinik Bernau, DE) beate.muschalla@uni-potsdam.de
Doris Fay (Univ. Potsdam, DE)

(69) Can increased knowledge about work and health increase well-being? – An intervention study among social service employees

Eva Charlotte Nylen (Stockholm Univ., SE) eva-lotta.nylen@psychology.su.se
Sara Göransson (Stockholm Univ., SE)
Magnus Sverke (Stockholm Univ., SE)

(70) Health care managers learning leadership communication by listening to subordinates

Christina Lena Grill (Sahlgrenska Academy, Univ. of Gothenburg, SE) christina.grill@regionhalleland.se
Gunnar Ahlborg Jr. (Sahlgrenska Academy, Univ. of Gothenburg, SE & Institute of Stress Medicine, Gothenburg, SE)
Ewa Wikström (Nordic School of Public Health, School of Business, Law and Economics, Gothenburg Univ., SE)

(71) Evaluation methods of health and well-being promotion intervention projects

Vibeke Milch (Norwegian Univ. of Science and Technology, NO) vibeke.milch@svt.ntnu.no
Errir Kico (Norwegian Univ. of Science and Technology, NO)
Per Øystein Saksøvik (Norwegian Univ. of Science and Technology, NO)

Position Papers (1:00pm - 1:45pm)

The Psychological Contract: Does not Exist?


Time: Thursday, 23/May/2013: 1:00pm - 1:45pm
Location: S-1

René Schalk (Tilburg Univ., NL) m.j.d.schalk@uvt.nl

Market Square Europe

(PP) How Do We Work Today? How Do We Want to Work Tomorrow?
Marketplace Europe: A European Mosaic Presented with “Pecha Kucha”

Time: Thursday, 23/May/2013: 12:30pm - 2:30pm
Location: S-Festsaal

Session Chair: Alexandra Miethner (Berufsverband Deutscher Psychologinnen und Psychologen e. V., DE)
info@sisu-coaching-training.de

Speakers:
Alexandra Miethner (Berufsverband Deutscher Psychologinnen und Psychologen e. V., DE)
Tinka van Vuuren (Loyalis / Open Univ. Heerlen, NL)
Ekaterina Molodykh (Moscow Univ., RU)

Position Papers (1:00pm - 1:45pm)
Knowledge Creation for Whom?

**Position Paper, topic area:** Organizational Change and Development

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** S-2

Kuok Kei Law (The Open Univ. of Hong Kong, S.A.R., CN)
kklaw@ouhk.edu.hk

Nordic Perspectives on Sustainable Workplace Development

**Position Paper, topic area:** Sustainable Environment and Organizations

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** S-6

Ole Henning Sørensen (Aalborg Univ., DK) ols@person.dk
Peter Hasle (Aalborg Univ., DK)

Civilty, Respect, and Engagement in the Workplace (CREW): An Intervention into Organizational Culture

**Position Paper, topic area:** Organizational Change and Development

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** S-8

Michael Leiter (Veterans Health Administration, US)
michael.leiter@acadiau.ca
Katerine Osatuke (Acadia Univ., CA)

Integrating a Contextual and Trait Perspective to Behavioral Safety Leadership: The Role of Safety-Critical Work Contexts and Leader Flexibility

**Position Paper, topic area:** Occupational and Organizational Safety

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** S-9

Sara M. Guediri (The Univ. of Manchester, UK)
sara.guediri@mbs.ac.uk
Sharon Clarke (The Univ. of Manchester, UK)
Elinor O'Connor (The Univ. of Manchester, UK)

Leadership Culture and Climate – Enhancing or Destroying Leadership Excellence within the Leadership Community?

**Position Paper, topic area:** Leadership and Management

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** S-10

Theo Heyns Veldsman (Univ. of Johannesburg, ZA)
theo@sj.ac.za

Age Differences in Motivation at Work: More Than Just Different Values

**Position Paper, topic area:** Labor Market Issues

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** S-Aula

Guido Hertel (Univ. of Münster, DE) ghertel@uni-muenster.de
Markus Thielgen (Univ. of Münster, DE)
Stefan Krumm (Univ. of Münster, DE)

Coaching – Practice or Science Based?

**Position Paper, topic area:** Human Resource Management

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** H-1

Siegfried Greif (Univ. of Osnabrueck, DE) sgreif@uos.de

A Multi-Dimensional, Resource-Based Model of Individual Adaptability

**Position Paper, topic area:** Organizational Change and Development

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** H-2

Karen van Dam (Open Univ., NL) karen.vandam@ou.nl

ISO Standard on Human Resource Management, Challenge and Opportunity for Psychology as Science and Profession

**Position Paper, topic area:** Human Resource Management

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** H-3

Harald Ackerschott (Harald Ackerschott GmbH, DE; ISO Technical Committee 260) ha@ackerschott.eu

Integrative Perspectives of Occupational Fatigue - Contributions from Organizational Neurosciences

**Position Paper, topic area:** Worktime Arrangements and Work-Family Interface

**Time:** Thursday, 23/May/2013: 1:00pm - 1:45pm

**Location:** H-4

Teresa C. D’Oliveira (ISPA - Instituto Univ., PT)
teresa.oliveira@ispa.pt

Regular Poster Session

**Thursday 2**

**Time:** Thursday, 23/May/2013: 1:30pm - 2:30pm
Topic area: Organizational Behavior

(1) A longitudinal perspective of the influence of employer branding on candidates’ attitudes before and after entry
Nominated for the EAWOP Congress 2013 Best Poster Award
Dorothee Hanin (Univ. catholique de Louvain, BE) dorothee.hanin@uc Louvain.be
Florence Stinglhamber (Univ. catholique de Louvain, BE) Nathalie Deloibbe (Univ. catholique de Louvain, BE)

(2) Is voice always important? Different patterns for and volunteers with various underlying motives
Kathleen Otto (Univ. of Leipzig, DE) kathleen.otto@uni-leipzig.de
Sarah Götzte (Univ. of Leipzig, DE)

(3) Are public organizations more stressed than private? A study of work stress considering value congruence
Valentina Ramos (Univ. do Porto, PT) valia_ramos@yahoo.es
Filomena Jordão (Univ. do Porto, PT)

(4) Cultural differences in intelligence according socio-demographic and context variables
Gabriela Gonçalves (Univ. of Algarve, CIEO, PT) gggoncalves@ualg.pt
Cátia Andreia Vera Verissimo de Sousa (Univ. of Algarve, CIEO, PT)
Joana Santos (Univ. of Algarve, CIEO, PT)
Alessandro Orgambidez-Ramos (Univ. of Algarve, CIEO, PT)

(5) Motivational orientations and organizational citizenship behavior of members of youth associations
Velli Parts (Tallinn Univ. of Technology, EE) velli.parts@enop.ee
Mari-Lis Anirnägi (Tallinn Univ. of Technology, EE)

(6) Organizational commitment and citizenship behaviors: The role of volunteerism, organizational culture and affectivity
Ajay Kumar Jain (School of Business and Social Sciences, Aarhus Univ., DK) ajay@psy.au.dk
John Theoebersen (School of Business and Social Sciences, Aarhus Univ., DK)
Harish Sujaan (A.B. Freeman School of Business, Tulane Univ., US)

(7) The fit index: A new perspective for person-organization fit analysis
Frederico Maciel Moreira (Univ. Católica de Brasilia (UCB), BR) frederico_moreira@yahoo.com.br
Elaine Rabelo Neiva (Univ. de Brasilia (UnB), BR)

(8) Work-oriented training on values in organizations
Sandra Niedermeier (Univ. of Munich (LMU), DE) sandra.niedermeier@psy.lmu.de
Heinz Mandl (Univ. of Munich (LMU), DE)

(9) Young adults’ willingness to participate in union activities
Victor Michael Catano (Saint Mary’s Univ., CA) vic.catano@smu.ca

(10) The impact of leadership behavior on climate emergence. A longitudinal study
Burak Oc (Univ. Pompeu Fabra, ES & Singapore Management Univ., Lee Kong Chian School of Business) burak.oc@upf.edu
Michael Bashshur (Singapore Management Univ., Lee Kong Chian School of Business)

(11) Social recognition and organizational commitment
Ralph Sichler (Univ. of Applied Sciences Wiener Neustadt, AT) ralph.sichler@fhwn.ac.at
Martina Federler (Univ. of Applied Sciences Wiener Neustadt, AT)

(12) Motives in paid work at non-profit organizations
Teresa Proença (Univ. of Porto, Faculty of Economics, CEFUP) tproenca@fcp.up.pt
Simone Cristina (Univ. of Porto, Faculty of Economics, CEFUP)

(13) The Issue of presenteeism in organisations: Establishing construct, nomological and predictive validity
Charmi Patel (Univ. of Edinburgh Business School, UK) Charmi.Patel@ed.ac.uk
Prof. Pawan Budhwar (Aston Business School, UK)

(14) Why women rarely rise to the top: A social identity model of leader prototypes
Emmanuelle Patricia Kleirlogel (Univ. of Lausanne, Faculty of HEC, CH) emmanuelle.kleinlogel@unil.ch
Tobias Dennerlein (Univ. of Lausanne, Faculty of HEC, CH)
Jörg Dietz (Univ. of Lausanne, Faculty of HEC, CH)
Fabrice Gabarret (Univ. of Burgundy, FR)

(15) Cognitive and affective trust between HR business partners and line managers
Andrea Mueller (ZHAW Zurich Univ. of Applied Sciences, CH) muan@zhaw.ch

(16) Career goals setting – Comparative study on Norwegian and Polish students
Barbara Smorczewska (Univ. of Silesia in Katowice, PL) Barbara.smorczewska@us.edu.pl

(17) The link between teachers and their work
Charlisson Mendes Gonçalves (Centro Univ. do Leste de Minas Gerais, BR) charlissonps@gmail.com
Anizaura Lídia Rodrigues de Souza (Centro Univ. do Leste de Minas Gerais, BR)
Lívia de Oliveira Borges (Univ. Federal de Minas Gerais)

(18) The structure of favorite organizational values and perceived organizational values
Juliana Moraes de Souza (Univ. de Brasilia, BR)
Juliana Barreiros Porto (Univ. de Brasilia, BR)

(19) ICT, bureaucracy, and quality of working life
Herman Steensma (Leiden Univ., NL) Steensma@sw.leidenuniv.nl
Irene Kruijff (Leiden Univ., NL)

(20) Benevolent sexism, affirmative action and gender relations
Gabriela Maria Gonçalves (Univ. do Algarve) ggoncalves@ualg.pt
Jean-Cristophe Giger (Univ. do Algarve)
Alexandro Orgambidez-Ramos (Univ. do Algarve; Center for Spatial and Organizational Dynamics)
Alexandra Gomes (Univ. do Algarve; Center for Spatial and Organizational Dynamics)
(21) Adaptation of CWEQ-II in a Spanish teaching and non-teaching sample at Univ.
María Isabel Mendoza-Sierra (Univ. of Huelva) imendoza@uhu.es
Yolanda Borrego-Álés (Univ. of Huelva)
Gabriela Gonzálves (Univ. of Algarve)
Alejandro Orgambidez-Ramos (Univ. of Algarve)
Joana Santos (Univ. of Algarve)

(22) Metric evidence of Spreitzer’s psychological empowerment scale with a Spanish teaching and non-teaching sample at university
María Isabel Mendoza-Sierra (Univ. of Huelva) imendoza@uhu.es
Yolanda Borrego-Álés (Univ. of Huelva)
Alejandro Orgambidez-Ramos (Univ. of Algarve)
Joana Santos (Univ. of Algarve)
Gabriela Gonzálves (Univ. of Algarve)

(23) A multi-level analysis of the moderating role of supportive teamwork in the emotion work-emotional exhaustion relationship
Nominated for the EAWOP Congress 2013 Best Poster Award
Esther Garcia-Buades (Univ. of Balearic Islands, ES) esther.garcia@uib.es
Silvia Ortiz Bonnin (Univ. of Balearic Islands, ES)
Amparo Caballer Hernández (Univ. of Valencia, ES)
Dieter Zapf (Goethe-Univ. Frankfurt, DE)

Topic area: Human Resource Management

(24) Interactive relations between generations, supervisor incivility, and job context on work outcomes
Nominated for the EAWOP Congress 2013 Best Poster Award
Justin Marcus (Ozyegin Univ., TR) justin.marcus@ozyegin.edu.tr
Michael Leiter (Acadia Univ., CA)

(25) How long will I stay and how many opportunities will I have in my work life? Stability of occupational future time perspective and its relationship with general time perspective
Julia G. Weikamp (Univ. of Wuerzburg, Work & Univ. of Freiburg) julia.weikamp@uni-wuerzburg.de
Anja S. Göritz (Univ. of Freiburg)

(26) The perception of sexual harassment: A comparative study
Joanna Blahopoulou (Univ. of the Balearic Islands, ES)
Capilla Navarro Guzmán (Univ. of the Balearic Islands, ES)
Virginia Ferreiro Basurto (Univ. of the Balearic Islands, ES)

(27) Interest differences in HR: A science-practitioner gap for the center - A double gap for the periphery
Nida u’i Habib Bajwa (Univ. des Saarlandes, DE) n.bajwa@mx.uni-saarland.de
Cornelius J. König (Univ. des Saarlandes, DE)

(28) Relationships between personality and task and citizenship performance in clerical jobs
Dolores Díaz-Cabrera (Universidad La Laguna, ES) mddiaz@ull.es
Christian Rosales (Universidad La Laguna, ES)
Luis Díaz-Vilela (Universidad La Laguna, ES)
Estefania Fernaud (Universidad La Laguna, ES)
Rosa Isla (Universidad La Laguna, ES)
Naira Delgado (Universidad La Laguna, ES)

(29) (PP) Prevention- vs promotion-oriented proactive behaviors and organizational socialization process: The dark side of newcomer proactivity
Marco Tomietto (Univ. of Verona, IT) marco.tomietto@univr.it
Cristina Maria Rappaglisi (Univ. of Verona, IT)
Adalgisa Battistelli (Univ. Paul Valéry, E4556 Epsylon Laboratory, Montpellier, FR)

(30) Exploring the psychological processes that link organization-assigned talent categories with job satisfaction and work effort: The role of distributive and procedural justice
Jolykn Georgs (Vrije Univ. Brussel, BE) jolykn@vub.ac.be
Joeri Hofmans (Vrije Univ. Brussel, BE)
Nicky Dries (Univ. of Leuven, BE)
Roland Pepermans (Vrije Univ. Brussel, BE)

(31) Horizontal and vertical career success specifics in Russia
Olga A. Tikhonovanskaya (Moscow State Univ., RU) tihomandri@rambler.ru
Alexander M. Rikel (Moscow State Univ., RU)

(32) Organizational career management in the “new career” era: Characteristics and outcomes
Ans De Vos (Antwerp Management School, BE) ans.devos@ams.ac.be
Koen Cuyckens (SD Worx for Society)

(33) Student sense of coherence, study engagement and self-efficacy in relation to their study and employability satisfaction
Rudolf Machiel Oosthuizen (Univ. of South Africa, ZA) oosthmr@unisa.ac.za
Melinde Coetze (Univ. of South Africa, ZA)

(34) (PP) Talent management – A case study of geothermal development company (GDC)
Dansette Mikuro Kenani (Geothermal Development Company, Kenya) dkenani@gdc.co.ke

(35) The measurement of HR practices: Comparing survey items
Susanne Beijer (Tilburg Univ., NL) s.e.beijer@uvt.nl
Jaap Pauwse (Tilburg Univ., NL)
Riccardo Peccei (Tilburg Univ., NL & King’s College, London, UK)
Marc Van Veldhoven (Tilburg Univ., NL)

(36) Tutorials in upper grades of engineering school in the national university of Mar del Plata (Argentina): An exploratory study
Emanuela Ingusci (Univ. of Salento, Lecce IT) emanuela.ingusci@unisalento.it
Marta Velia Artigas (National Univ. of Mar del Plata, AR)
Liliana Edith Ferrari (Univ. of Buenos Aires, AR)
Giancarlo Tanucci (Univ. of the studies “ A. Moro”, Bari, IT)
Emanuela Ingusci (Univ. of Salento, Lecce IT)

(37) Career counseling in the XX1st century: New perspectives and empirical evidence of intervention effectiveness
Annamaria Di Fabio (Univ. of Florence, IT) adifabio@psico.unifi.it

(38) Age stereotypes in organizations – One dimension or more?
C. Martin G. Noack (Jacobs Univ. Bremen, DE)
(39) Doctoral student’s professional identity: the model of psychological, social and environmental factors
Kristina Kovalcikienė (Vytautas Magnus Univ., LT) k.kovalcikiene@smf.vdu.lt
Loreta Buksnyte-Marmiene (Vytautas Magnus Univ., LT)

(40) Psychological criteria of estimation of sellers’ professional competence
Maharnetzhanovna Mehriban Abdullaeva (Moscow State Univ., RU) mehirban@rambler.ru

(41) Development of a computer based task performance scale for clerical workers in a public administration
Luís Fernando Díaz Vilela (Universidade da Laguna, ES) idiaev@ull.es
Dolores Díaz Cabrera (Universidade da Laguna, ES)
Rosa Isla Díaz (Universidade da Laguna, ES)
Estefania Hernandez Fernaud (Universidade da Laguna, ES)
Christian Rosales Sanchez (Universidade da Laguna, ES)
Naira Delgado Rodriguez (Universidade da Laguna, ES)

(42) Relational perspective of meaning in life at retirement: A qualitative study
Ariane Froidevaux-Rosselet (Université de Lausanne, CH) ariane.rosselet@unil.ch
Andreas Hirschli (Université de Lausanne, CH)

(43) Career decision-making difficulties and individual differences: The role of emotional intelligence to strength the career choice process
Annamaria Di Fabio (Univ. of Florence, IT) adifabio@psico.unifi.it
Letizia Palazzeschi (Univ. of Florence, IT)

(44) Evaluation of effectiveness of a guidance intervention (ACARISS Program) in the field of science for the promotion of talents
Letizia Palazzeschi (Univ. of Florence, IT) letizia.palazzeschi@gmail.com
Annamaria Di Fabio (Univ. of Florence, IT)

(45) Understanding personality profiles of skilled trade careers
Brenton M Wiernik (Univ. of Minnesota, US) wiern001@umn.edu
Stephan Dilchert (Baruch College, CUNY)
Deniz S. Ones (Univ. of Minnesota, US)

(46) How to make reflective learning effective: The significance of contextualization for reflective learning from formal training
Kristin Knipfer (TU München, DE) kristin.knipfer@tum.de
Johannes Moskaluk (TUbingen, DE)
Christian Knipfer (Universitätsklinikum Erlangen, DE)
Florian Stelzlé (Universitätsklinikum Erlangen, DE)
Georg Breuer (Universitätsklinikum Erlangen, DE)
Uteike Cress (Leibniz-Institut für Wissensmedien, DE)

Topic area: Research and Methodology

(47) Occupational expectancies and employability perceptions in undergraduates: a mixing method study
Michela Cortini (Univ. of Chieti, IT) cortini@unich.it
Maria Elisa Maiolo (Univ. of Chieti, IT)

(48) Observer effects in the absence of demand characteristics: The curious case of video monitoring of task performance
Nominated for the EAWOP Congress 2013 Best Poster Award
Géraldine Marique (Univ. catholique de Louvain, BE) geraldine.marique@uclouvain.be
Thomas Edwin Becker (Univ. of Delaware, US)

(49) Validation of a German version of the ethical leadership at work questionnaire (ELW) by Kalshoven et. al (2011)
Barbara Steinmann (Bielefeld Univ., DE) barbara.steinmann@uni-bielefeld.de
Annika Nübold (Bielefeld Univ., DE)
Günter W. Maier (Bielefeld Univ., DE)

(50) Approach and avoidance temperament: An examination of its factorial, construct, and predictive validity at work
Tanja Bipp (Open Univ., NL & TU/e Technische Univ. Eindhoven, NL) tanja.bipp@ou.nl
P.A.M. Kleingeld (TU/e Technische Univ. Eindhoven, NL)

(51) A board game on ‘new ways of work’ as a tool in education
Brenda Groen (Saxion, NL) b.h.groen@saxion.nl
Hester Van Sprang (Saxion, NL)

(52) Measuring invariance of job satisfaction in six group of professionals: a cross-cultural study
Piergiorgio Argentiero (Univ. of Pavia, IT) piergiorgio.argentiero@unipv.it
Maria Santa Ferretti (Univ. of Pavia, IT)

(53) Spatial distance from objects representing an organization as a predictor of job performance
Malgorzata Kozusznik (Univ. of Valencia, ES; IDOCAL) malgorzata.kozusznik@uv.es
Susana Lloret (Univ. of Valencia, ES; IDOCAL) malgorzata.kozusznik@uv.es

(54) A hierarchy of eustress and distress: Rating scaling of the Valencia eustress distress appraisal scale
Aleksandra Fila-Jankowska (Faculty in Sopot, PL) sylwiusz.retowski@swps.edu.pl

(55) Fabrication of other reports in snowball sampling: An overlooked problem in multi-source research?
Bernd Marcus (Univ. of Hagen, DE) bernd.marcus@fernuni-hagen.de
Oliver Weigelt (Universität Hagen, DE)
Jane Hergert (Universität Hagen, DE)
Jochen Gurt (Universität Hagen, DE)
Petrá Gelléř (Universität Hagen, DE)

(56) The effectiveness of the money-motivation before and after job placement
Ekaterina Strizhova (National research Univ. “Higher school of economics”, RU) ekaterina-st@list.ru
(57) Using the JDR model in a psychological risk evaluation: The importance of specific job demands and resources to explain job-related health effects
Tony Machado (Laboratoire CRPCPO, FR) machado.tony1@gmail.com Pascale Desruriaux (Laboratoire CRPCPO, FR)

(58) West meets East (or does it?): The challenge of establishing measurement equivalence between European and Chinese versions of personality questionnaires
Sebastian Bonitz (Hogrefe Verlag GmbH & Co. KG, DE) sebastian.bonitz@hogrefe.de

**Topic area:** Sustainable Environment and Organizations

(59) Ethical managers in ethical organisations? The leadership–culture connection among Finnish managers
Maiju Johanna Kangas (Univ. of Jyväskylä, FI) maijukangas@gmail.com

(60) Shareholders favor stakeholder management? Yes they do – But only as long as it does not hurt!
Tanja Schwarzmueller (Technische Univ. Muenchen) t.schwarzmueller@tum.de Prisca Bosi (Technische Univ. Muenchen) Matthias Spörle (Univ. of Applied Management (UAM)) Isabell M. Welp (Technische Univ. Muenchen)

(61) A model for guiding customers in developing the optimal future office
Susanna Toivainen (Stockholm Univ., SE & NCC Property Development AB, SE) susanna.toivainen@chess.su.se Lotta Strömgren Jönsson (NCC Property Development AB, SE)

(62) Exploring environmentally unfriendly employee behaviors in Europe
Brenton M Wiernik (Univ. of Minnesota, US) wiern001@umn.edu Stephen Dilchert (Baruch College, CUNY) Deniz S. Ones (Univ. of Minnesota, US) Lauren Hill (Univ. of Minnesota, US)

(63) Managers’ prioritisation of corporate social responsibility: Data from an emerging economy such as Peru
Leire Gartzia (Deusto Business School, Univ. of Deusto, ES) leire.gartzia@deusto.es Elsa del Castillo (Universidad del Pacífico) Arnaia Arizkuren (Deusto Business School, Univ. of Deusto, ES)

(64) Organizational environmental policies and employee behavior: Comparing European and U.S. samples
Brenton M Wiernik (Univ. of Minnesota, US) wiern001@umn.edu Stephen Dilchert (Baruch College, CUNY) Deniz S. Ones (Univ. of Minnesota, US)

(65) The “manager of sustainability” in changing labor market: an exploratory study on a new professional profile
Emmanuela Ingusci (Univ. of Salento, Lecce IT) emmanuela.ingusci@unisalento.it Michele Dassisti (Politecnico di Bari, IT) Maria Vela Artigas (Univ. of Mar Del Plata, AR)

**Topic area:** Occupational and Organizational Safety

(66) Patients’ safety culture and suboptimal care. Results from the ORCAB study in Romania
Florina Dana Sparu (Babes-Bolyai Univ., RO) florinasparu@psychology.ro Adriana Baban (Babes-Bolyai Univ., RO) Mara Bria (Babes-Bolyai Univ., RO) Lucia Ratu (Babes-Bolyai Univ., RO)

(67) The mediating role of social work characteristics in the relationship between transformational leadership and safety performance
Ilse Lievens (Univ. of Ghent, BE) IlseM.Lievens@UGent.be Peter Vierick (Univ. of Ghent, BE)

(68) Working in hostile environment. A comparison between professional and recreational divers
Harald Ege (Prima Associazione Italiana contro Mobbing e Stress psicosociale, IT) harald.ege@iol.it

(69) Psychosocial safety climate and psychological risk prevention at work
Javier Cerrato (Univ. of Basque Country, ES) franciscojavier.cerrato@ehu.es Itziar Ugarteburu (Univ. of Basque Country, ES) Jon Jardi (Univ. of Basque Country, ES) Eva Cifre (Univ. of Basque Country, ES)

(70) Work-related stress mediate the relationship between safety climate and safety performance
Margherita Brondino (Univ. di Verona, IT) margherita.brondino@univr.it Anna Pacilillo (Univ. di Verona, IT) Gianluigi Lazzarini (Univ. di Verona, IT) Luciano Romeo (Univ. di Verona, IT)

**Topic area:** Economic Psychology

(71) Acute stress and advice taking
Andreas Mojszis (Univ. of Hildesheim, DE) mojszis@uni-hildesheim.de Thomas Schulze (Univ. of Goettingen, DE) Marie Juli (Univ. of Muenster, DE) Stefan Schulz-Hardt (Univ. of Goettingen, DE)

(72) Motivating moral action in organizations: The effects of omission bias and the affect heuristic on perceptions of moral intensity
David Michael Wasielewski (Duquesne Univ., Pittsburgh, PA, US & ICN Business School, Nancy, FR) wasielelewski@duq.edu Gustav Lundberg (Duquesne Univ., Pittsburgh, PA, US & Swedish School of Economics and Business Administration, Helsinki, FI) Sefa Hayıbor (Carleton Univ., Ottawa, Ontario, CA)

(73) Immediate vs delayed feedback – The effects of timeliness of feedback on tax compliance and trust
Jennifer Stark (Univ. of Vienna, AT) Jennifer.Stark@univie.ac.at Christoph Kogler (Univ. of Vienna, AT) Luigi Mittone (Univ. of Trento, IT) Erich Kirchler (Univ. of Vienna, AT)
**Thematic Sessions (2:45pm - 4:15pm)**

**Entrepreneurship**

**Interactive Poster Session, topic area:** Entrepreneurship / Self Employment

**Time:** Thursday, 23/May/2013: 2:45pm - 4:15pm

**Location:** Tent, green area

**Session Chairs:** Rene Schalk (Tilburg Univ.) m.j.d.schalk@uvt.nl
Silvia Fernandes Costa (Instituto Univ. de Lisboa (ISCTE-IUL)) silvia_fernandes_costa@iscte.pt
António Caetano (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

- **Entrepreneurial competencies profiles: Different patterns for intentions and predisposition to consider entrepreneurship as a career option**
  Silvia Fernandes Costa (Instituto Univ. de Lisboa (ISCTE-IUL), PT) silvia_fernandes_costa@iscte.pt
  António Caetano (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

- **Young companies and entrepreneurs: A study on start-ups from the psychological point of view**
  Silvia Pinato (Univ. degli Studi di Verona, IT) silvia.pinato@univr.it
  Roberta Maeran (Univ. degli Studi di Padova, IT)

- **Entrepreneurship at higher education – Can entrepreneurship be learned as a set of competencies?**
  Silvia Fernandes Costa (Instituto Univ. de Lisboa (ISCTE-IUL), PT) silvia_fernandes_costa@iscte.pt
  Dominika Djej (Technische Univ. Dresden, DE)
  António Caetano (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

- **Entrepreneurs’ attributions to success and failure in the contemporary economic environment**
  Nikos Bozionelos (Audencia Nantes, FR) boc.huns@yahoo.com
  Jordan Brown-Rabin (Durham Univ. Business School, UK)

- **Development of the entrepreneurial job demands scale**
  Rene Schalk (Tilburg Univ., NL) m.j.d.schalk@uvt.nl
  Josette Dijkstra (Tilburg Univ., NL)
  Marc van Veldhoven (Tilburg Univ., NL)

**Fostering Employees’ Health**

**Interactive Poster Session, topic area:** Health and interventions

**Time:** Thursday, 23/May/2013: 2:45pm - 4:15pm

**Location:** Tent, red area

**Session Chairs:** Mats Glambek (Univ. of Bergen) mats.glambek@psysp.uib.no
Eva-Lotta Nylen (Stockholm Univ.) eva-lotta.nylen@psychology.su.se

- **Can paid sick leave reduce presenteeism among physicians?**
  Ingrid Steen Rostad (Norwegian Univ. of Science and Technology, Trondheim, NO) ingrid.s.rostad@svt.ntnu.no
  Sylvi Thun (Norwegian Univ. of Science and Technology, Trondheim, NO)
  Per Øystein Sævik (Norwegian Univ. of Science and Technology, Trondheim, NO)
  Lise Tevik Løvseth (St Olavs Univ. Hospital)

- **Job-related stress and nursing staff turnover: The moderating effect of recognition of performance and achievement**
  Claudio Giovanni Cortese (Univ. of Turin, IT) claudio.cortese@unito.it

- **Unwinding, recuperation, and health among social workers and caretakers at psychiatric ward**
  Eva-Lotta Nylen (Stockholms Univ., SE) eva-lotta.nylen@psychology.su.se
  Lars Hässänen (Stockholms Univ., SE)
  Sara Göransson (Stockholms Univ., SE)
  Gunnar Aronsson (Stockholms Univ., SE)
  Magnus Sverke (Stockholms Univ., SE)

- **Employees’ health and high work intensity: The influence of decision latitude and job demands on health indicators**
  Stephan Hinrichs (Univ. Duisburg-Essen, DE) stephan.hinrichs@uni-due.de
  Erich Latniak (Univ. Duisburg-Essen, DE)

- **Intentions to leave and exclusion from working life among targets of workplace bullying: A 5-year longitudinal study among a representative sample of the Norwegian workforce**
  Mats Glambek (Univ. of Bergen, NO) mats.glambek@psysp.uib.no
  Anders Skogstad (Univ. of Bergen, NO)
  Ståle Einarsen (Univ. of Bergen, NO)

- **Positive workplace interventions: Which resources for employees’ health development?**
  Orelia Tatu (Univ. d’Artois / VTE, FR) ofeliaflorina@yahoo.fr
  Marcel Lourel (Univ. d’Artois - IUFM Nord-Pas de Calais)

- **Long term intervention on work-related stress: How do actors and issues change?**
  Philippe Sarrin (Univ. of Lyon, FR) philippe.sarrin@univ-lyon2.fr

- **Workaholism as work craving**
  Kamila Wojdylo (Univ. of Gdansk, PL)
  Jacek Buczny (Univ. of Social Sciences and Humanities, PL)
  Nicola Baumann (Univ. of Trier, DE)
  Julius Kuhl (Univ. of Osnabruck, DE)
Social Networking and Emotion Perception at Work
Interactive Poster Session, topic area: Other
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: Tent, blue area
Session Chairs: Edgar Breso (Univ. Jaume I De Castellon) breso@uji.es
Anne Gutschmidt (Univ. of Rostock) anne.gutschmidt@uni-rostock.de

» Social networks and social capital at work: Evidence from Puerto Rico
Laura Galarza (Universidad de Puerto Rico, US) lagalarza@yahoo.com
Geovanni Lopez (Univ. of Puerto Rico at Bayamon)

» How personal characteristics and social network participation influence economic choice
Irina Zinovieva (Sofia Univ. St. Kliment Ohridski, BG) zinovieva@arcor.de
Mormchil Kiryakov (Sofia Univ. St. Kliment Ohridski, BG)
George Mengov (Sofia Univ. St. Kliment Ohridski, BG)

» (PP) Social-communicative factors in the context of women vocational development
Anastasia Shevchuk (Saint-Petersburg State Univ., RU) shevnas@mail.ru

» On the impact of the current affective state on reading emotions in facial expressions of others – an experimental study
Anne Gutschmidt (Univ. of Rostock, DE) anne.gutschmidt@uni-rostock.de
Erko Martins (Univ. of Rostock, DE)
Friedemann W. Nerdinger (Univ. of Rostock, DE)

» (PP) New methodologies for assessing “emotion perception” as a component of emotional intelligence
Edgar Breso (Univ. Jaume i de Castellon, ES) breso@uji.es
Francisco Ramos (Univ. Jaume i de Castellon, ES)
Juana Breton-Lopez (Univ. Jaume i de Castellon, ES)

Work-Home Interface and Presenteeism
Interactive Poster Session, topic area: Employee Well-being
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: Tent, yellow area
Session Chairs: Sandra Ohly (Univ. of Kassel) ohly@uni-kassel.de
Anna Sutton (Manchester Metropolitan Univ.) a.sutton@mmu.ac.uk

» Workload and work-family interference: Hindrances or challenges? Evidence from a sample of Romanian healthcare professionals
Alina Maria Fiestea (Babes-Balyai Univ., RO) alina.fiestea@gmail.com
Fiorina Spariu (Babes-Balyai Univ., RO)
Mara Bria (Babes-Balyai Univ., RO)
Adriana Baban (Babes-Balyai Univ., RO)
Bogdan Corduneanu (Babes-Balyai Univ., RO)

» (PP) Social-communicative factors in the context of women vocational development
Anastasia Shevchuk (Saint-Petersburg State Univ., RU) shevnas@mail.ru

» On the impact of the current affective state on reading emotions in facial expressions of others – an experimental study
Anne Gutschmidt (Univ. of Rostock, DE) anne.gutschmidt@uni-rostock.de
Erko Martins (Univ. of Rostock, DE)
Friedemann W. Nerdinger (Univ. of Rostock, DE)

» (PP) New methodologies for assessing “emotion perception” as a component of emotional intelligence
Edgar Breso (Univ. Jaume i de Castellon, ES) breso@uji.es
Francisco Ramos (Univ. Jaume i de Castellon, ES)
Juana Breton-Lopez (Univ. Jaume i de Castellon, ES)

Team Processes and Team Performance: The Effects of Diversity Perceptions and (Shared) Leadership
Symposium, topic area: Teams and Workgroups
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: S-1
Session Chair: Conny H. Antoni (Univ. of Trier) antoni@uni-trier.de

» Multilevel effects of team diversity on team processes: The role of individual diversity perceptions
Thomas Ellwart (Univ. of Trier) ellwart@uni-trier.de
Andrea Fischer (GKN Driveline Deutschland GmbH)

» What makes us see, like and look for diversity? The effects of team members’ need for differentiation on diversity perceptions, beliefs and subsequent team processes
Silke Bündgens (Univ. of Trier) buendsi@uni-trier.de
Thomas Ellwart (Univ. of Trier)
Rasmus Oertel (Univ. of Trier)

» The relationship between temporal diversity and team processes: The importance of communicating temporal characteristics and temporal consensus
Josette Gevers (Eindhoven Univ. of Technology)
Thursday, 2:45pm - 4:15pm

**Symposium, topic area:** Teams and Workgroups

**Time:** Thursday, 23/May/2013: 2:45pm - 4:15pm

**Location:** S-2

**Session Chairs:** Michael Josef Burtscher (Univ. of Zurich, CH) m.burtscher@psychologie.uzh.ch

Vera Hagemann (Univ. of Duisburg-Essen, DE) vera.hagemann@uni-due.de

Annette Käge (Univ. of Duisburg-Essen, DE)

**» Development and validation of a German scale to measure collective orientation: Effects of an individual difference measure within interdependent team contexts**

Vera Hagemann (Univ. of Duisburg-Essen, DE) vera.hagemann@uni-due.de

Annette Käge (Univ. of Duisburg-Essen, DE)

**» Towards an observational instrument to measure team situational awareness based on the mutual belief model**

Sifra Corver (ETH Zurich, CH) scorver@ethz.ch

Kohei Nomose (Univ. of Tokyo, JP)

Gudela Grote (ETH Zurich, CH)

**Impact of Emotions in Organizations: From Basic to Complex**

**Symposium, topic area:** Emotions in the Workplace

**Time:** Thursday, 23/May/2013: 2:45pm - 4:15pm

**Location:** S-8

**Session Chairs:** Susanne Scheibe (Univ. of Groningen) s.scheibe@rug.nl

Trude Furunes (Univ. of Stavanger) trude.furunes@uis.no

**» The abcİ - Ackerschott basic cognitions indicator**

Annika van Veen (ackerschott and associates, DE) av@ackerschott.eu

Jelena Strache (ackerschott and associates, DE) js@ackerschott.eu

Harald Ackerschott (ackerschott and associates, DE)

**» The aging employee – An Unknown entity? Challenge to handle strategic human capital management in times of demographic change**

Dr. Jörg Korff (EnBW, DE) joerg.korff@korff.de

**» Psychometric testing as an answer on demographic change in human capital management**

Johanna Beckert (ackerschott and associates, DE) jb@ackerschott.eu

Harald Ackerschott (ackerschott and associates)

**» Objective psychometric measures facilitate diversity management**

Johanna Beckert (ackerschott and associates, DE) jb@ackerschott.eu

Harald Ackerschott (ackerschott and associates)
Testing an affect misattribution theory of intrinsic motivation
Pontus Leander (Univ. of Groningen) n.p.leander@rug.nl
Aaron Kay (Duke Univ.)
Tanya Charrtrand (Duke Univ.)
Keith Payne (Univ. of North Carolina-Chapel Hill)

Emotional memory in occupational context: The role of audience age
Susanne Scheibe (Univ. of Groningen) s.scheibe@rug.nl

Employee deviance in reactance to supervision styles: The mediating role of anticipated guilt
Stacey Sanders (Univ. of Groningen) s.sanders@rug.nl
Barbara Wisse (Univ. of Groningen)
Nico van Yperen (Univ. of Groningen)

The role of positive emotions in prolonging older workers’ careers
Trude Furunes (Univ. of Stavanger) trude.furunes@uis.no
Reidar J. Mykletun (Univ. of Stavanger)

Emotion regulation related to leadership: State of the art and future research agenda
Annie Haver (Univ. of Stavanger) annie.haver@uis.no
Kristin Akeriordet (Univ. of Stavanger)
Trude Furunes (Univ. of Stavanger)

Experimental Industrial Psychology IX: Affective Computing
Symposium, topic area: Other
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: S-9
Session Chair: Sebastian Schnieder (Univ. of Wuppertal) s.schnieder@uni-wuppertal.de

Thermographic detection of stress in simulated job interviews
Sascha Datkiewicz (Univ. of Wuppertal) s.datkiewicz@uni-wuppertal.de
Jarek Krajewski (Univ. of Wuppertal)
Sebastian Schnieder (Univ. of Wuppertal)

EEG based sleepiness estimation – Comparison of two new methods
Martin Goltz (Univ. of Applied Sciences, Schmalkalden) m.goltz@fh-sm.de
David Sommer (Univ. of Applied Sciences, Schmalkalden)
Udo Trutschel (Circadian Inc.)
Dave Edwards (Caterpillar Inc.)
Jarek Krajewski (Univ. of Wuppertal)

Errors, aging and personality: An event-related potential (ERP) approach
Sven Hoffmann (Leibniz Research Centre for Working environment and Human Factor) shoffmann@ifado.de
Edmund Wascher (Leibniz Research Centre for Working environment and Human Factor)
Michael Falkenstein (Leibniz Research Centre for Working environment and Human Factor)

Analysing keyboard strokes and mouse movement pattern to detect sleepiness at regular PC-work
Stefan Unguru (Univ. of Wuppertal) s.unguru@image-management.net
Florian Eyben (LMU Munich (DE), Human-Machine-Interaction)
Bjoern Schuller (LMU Munich (DE), Human-Machine-Interaction)

European Network of Selection Researchers (ENESER) Symposium on Selection & Assessment in Europe
Practitioner Forum, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: 5-10
Session Chairs: Ioannis Nikolaou (Athens Univ. of Economics and Business) inikol@aueb.gr
Neil Anderson (Brunel Univ., UK) Neil.Anderson@brunel.ac.uk

Beyond the Big Five: CSE and proactive personality as predictors of job performance in nursing staff
Felisa Latorre (ITAM, Mexico City, MX) m.felisa.latorre@googlemail.com
Kristina Potocnik (Univ. of Edinburgh, Edinburgh, UK)
Neil Anderson (Brunel Univ., UK)

Cross-cultural examination of applicant reactions to the employment interview
Ioannis Nikolaou (Athens Univ. of Economics and Business) inikol@aueb.gr
Talya N. Bauer (Portland State Univ., US)
Ana Costa (Portland State Univ., US)
Berrin Erdogan (Portland State Univ., US)
Julie McCarthy (Univ. of Toronto, CA)
Burcu Rodopman (Bogazici Univ., TR)
Donald Truxillo (Portland State Univ., US)

The predictive validity of selection in high stakes settings: What value do knowledge tests, situational judgement tests and assessment centres offer?
Fiona Patterson (Univ. of Cambridge & Work Psychology Group Ltd., UK) f.patterson@workpsychologygroup.com

Using the ETS® personal potential index (PPI) for graduate student selection: Evidence from a culturally-diverse student sample
Inge T.L. Schwager (Maastricht Univ., NL) inge.schwager@maastrichtuniversity.nl
Ute R. Hülsheger (Maastricht Univ., NL)
Jonas W.B. Lang (Maastricht Univ., NL)

Center for Creative Leadership Award for the Best Leadership Paper Published in EJWOP 2011 and 2012
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: S-Aula
Session Chair: Ramón Rico (Universidad Autónoma de Madrid) ramon.rico@uam.es
Award Winner 2011:
» The effects of transformational leadership behaviours on follower outcomes: An identity-based analysis
Elizabeth V Hobman (Univ. of Queensland, AU)
liz.hobman@csiro.au
Chris J. Jackson (Univ. of New South Wales, AU)
Robin Martin (Aston Univ., Birmingham, UK)

Award Winner 2012:
» Transformational leadership and customer service: A moderated mediation model of negative affectivity and emotion regulation
Aichia Chuang (National Taiwan Univ., CN) achuang@ntu.edu.tw
Timothy Judge (Univ. of Notre Dame, US)
Yuann Jun Liaw (National Science Council, TW)

We Need More Time …
Conceptual and Methodological Innovations in W&O Psychology
Invited Symposium, topic area: Research and Methodology
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: H-1
Session Chair: Robert A. Roe (Maastricht Univ.) r.roe@maastrichtuniversity.nl

» Unveiling the biography of people and organizations
Robert A. Roe (Maastricht Univ.) r.roe@maastrichtuniversity.nl

» The benefits of turbulent times: A sequence-analytic approach to experience-sampled workplace creativity
Bertolt Meyer (Univ. of Zurich) b.meyer@psychologie.uzh.ch
Sandra Ohly (Univ. of Kassel)

» Intra- and inter-team longitudinal approaches combined: Inferential pitfalls to avoid and theoretical frontiers to explore
Jia Li (Univ. of Goettingen) jia.li@psych.uni-goettingen.de

» Trajectories of shared leadership – and not absolute levels – relate to team performance
Christine Gockel (Univ. of Fribourg) christine.gockel@unifr.ch
Rebecca Schmidt (Chemnitz Univ. of Technology)

» Winning hearts and minds: The dynamic interplay of commitment processes
Omar Solinger (Free Univ. Amsterdam) o.n.solinger@vu.nl
Joeri Hofmann (Free Univ. Brussels)
Woody Van Oijlen (Erasmus Univ. Rotterdam)

Broadening International Perspectives on Applicants’ Faking
Symposium, topic area: Personnel Selection and Recruitment
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: H-2
Session Chair: Cornelius König (Univ. des Saarlandes) ckoenig@mx.uni-saarland.de

» When the going gets rough….lie: Unemployment and resume fraud
Richard L. Griffith (Florida Institute of Technology) griffith@fit.edu
Katrina Piccone (Florida Institute of Technology)
Lindsey M. Lee (Florida Institute of Technology)

» Don’t worry, practitioner: Self-presentation and job performance
Pia V. Ingold (Univ. Zürich) p.ingold@psychologie.uzh.ch
Martin Kleinmann (Univ. Zürich)
Cornelius J. König (Univ. des Saarlandes)
Klaus G. Melchers (Univ. Ulm)

» Exploring the relationship between perceive and objective competition and applicant faking behavior
Nicolas Roulin (Univ. of Lausanne) nicolas.roulin@unil.ch
Steve Binggeli (Rice Univ. & Univ. of Lausanne)
Franciska Krings (Univ. of Lausanne)

» Faking in job interviews: Can we generalize from the US?
Clemens B. Fell (Univ. des Saarlandes) c.fell@mx.uni-saarland.de
Cornelius J. König (Univ. des Saarlandes)
Dennis Ettl (Univ. des Saarlandes)
Sanja Geißler (Univ. des Saarlandes)
Anna Staaf/Struik (Univ. des Saarlandes)
Alexander H. von Lautz (Univ. des Saarlandes)
Martina Ziem (Univ. des Saarlandes)

» Over-claiming, social desirability and overconfidence: It’s pretty much NOT the same!
Doreen Bensch (Humboldt Univ. Berlin) doreen.bensch@googlemail.com
Matthias Ziegler (Humboldt Univ. Berlin)

SIOP-IAAP-EAWOP Alliance Symposium: A Cross-Cultural Work Design Research Incubator
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: H-3
Session Chairs: Rolf van Dick (Goethe Univ., DE) van.Dick@psych.uni-frankfurt.de
Sebastian Stegmann (Goethe Univ., DE) stegmann@psych.uni-frankfurt.de
Speakers:
Rolf van Dick (Goethe Univ., DE) van.Dick@psych.uni-frankfurt.de
Sebastian Stegmann (Goethe Univ., DE)
Franco Fraccaroli (Univ. of Trento, IT)
Donald Truxillo (Portland State Univ., US)
Sara Zaniboni (Univ. of Trento, IT)
Jose Peiró (Univ. of Valencia, ES)
Adela Garza (Michigan State Univ., US)
Frederick Morgeson (Michigan State Univ., US)

Job Insecurity: State of the Art 2 – Evolution and Explanations
Symposium, topic area: Changing Employment Relations
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: H-4
Session Chair: Hans De Witte (KU Leuven) Hans.DeWitte@psy.kuleuven.be
» Development of perceived job insecurity across two years among Finnish university staff: Associations with employee outcomes
Ulla Kinnunen (Univ. of Tampere, FI) Ulla.Kinnunen@uta.fi
Anne Mäkitängas (Univ. of Jyväskylä, FI)
Saija Mauno (Univ. of Tampere, Tampere, FI)
Nele De Cuyper (KU Leuven, BE)
Hans De Witte (KU Leuven, BE)
Sandra Pereira Costa (Nova School of Business and Economics, Lisbon, PT)

» How does organisational change relate to turnover intentions? Job insecurity and attitudes towards change might play a role
Eva Selenko (Univ. of Linz, AT) Eva.Selenko@jku.at
Anne Mäkitängas (Univ. of Jyväskylä, FI)
Saija Mauno (Univ. of Jyväskylä, FI)
Ulla Kinnunen (Univ. of Jyväskylä, FI)

» Qualitative job insecurity and counterproductive work behaviors: The mediating role of psychological need frustration
Coralia Sulaia (West Univ. of Timisoara, Timisoara, RO)
Tinne Vander Elst (WOPP, Dep. of Psychology, KU Leuven, BE)
Anja Van Den Broeck (HUB & WOPP, KU Leuven, BE)
Gabriel Fischmann (West Univ. of Timisoara, Timisoara, RO)
Dragos Ilieescu (TestCentral, Bucharest, RO)
Hans De Witte (WOPP, Dep. of Psychology, KU Leuven, BE)

» A three-path mediational model to explain the job insecurity–emotional exhaustion relationship: Breach of psychological contract and distributive injustice as intervening variables
Piccoli Beatrice (Univ. of Verona, IT) beatricepiccoli@tiscali.it
Hans De Witte (KU Leuven, BE)
Pasini Margherita (Univ. of Verona, IT)

» Perceived control and psychological contract breach as alternative explanations of the relationship between job insecurity and well-being, attitudinal and behavioural outcome
Tinne Vander Elst (WOPP, Dep. of Psychology, KU Leuven, BE)
Hans De Witte (WOPP, Dep. of Psychology, KU Leuven, BE)
Nele De Cuyper (WOPP, Dep. of Psychology, KU Leuven, BE)
Wendy Niesen (WOPP, Dep. of Psychology, KU Leuven, BE)

» Job insecurity and work-outcomes: The role of psychological contract breach and PsyCap
Sandra Pereira Costa (Nova School of Business and Economics)
scosta@novasbe.pt
Pedro Neves (Nova School of Business and Economics)

Leadership and Motivation

Symposium, topic area: Leadership and Management
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-1
Session Chairs: Nishat Babu (Aston Univ.) n.babu1@aston.ac.uk
Yves Guillaumé (Aston Univ.) yves.guillaume@aston.ac.uk
Facilitator: Rudolf Kerschreiter (Freie Univ.) rudolf.kerschreiter@fu-berlin.de

» What are effective visions of change? Leader assurance of collective continuity and the moderating role of follower uncertainty
Merijn Versus (Rotterdam School of Management) mvenus@rsm.nl
Daan Stam (Rotterdam School of Management)
Daan van Krippenborg (Rotterdam School of Management)

» When creative self efficacy does not lead to creativity: The effects of leaders’ and followers’ prevention focus
Claudia Sacramento (Aston Univ.) c.a.sacramento@aston.ac.uk
Qin Zhou (Univ. of York)

» Getting respect from a boss you respect: How different types of respect interact to explain subordinates’ job satisfaction as mediated by self-determination
Catharina Decker (Univ. of Hamburg)
decker@respectresearchgroup.org
Niels van Quaquebeke (Kühne Logistics Univ.)
Matthias M. Graf (Univ. of Hamburg)

» The effects of transformational and transactional leadership on employee health through empowerment in unfavourable working situations
Sven Lohrey (Aston Univ.) lohrey@soton.ac.uk
Yves Guillaumé (Aston Univ.)

» Multilevel effects of transformational leadership on employee proactivity
Martin Winkler (Ludwig-Maximilians Univ.) martin.winkler@psy.lmu.de
Jörg Heinze (Ludwig-Maximilians Univ.)
Felix Brodbeck (Ludwig-Maximilians Univ.)

New Developments in the Research of Political Skill (PS): Individual, Team and Cultural Considerations

Symposium, topic area: Organizational Behavior
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-2
Session Chairs: Elena Lvina (St. Joseph’s Univ., US) elvina@sju.edu
Gerhard Blickle (Univ. of Bonn, DE) gerhard.blickle@uni-bonn.de

» Leader political skill and socioanalytical theory – A multi-source study
Christian Ewen (Univ. of Bonn, DE) ewen@uni-bonn.de
Gerhard Blickle (Univ. of Bonn, DE)
Hogan Robert (Hogan Assessment Systems, US)

» Emotional intelligence and work outcomes: The role of political skill
Galit Meisler (Peres Academic Center, IL) galit.meisler@pac.ac.il
Eran Vigoda-Gadot (Univ. of Haifa, IL)

» Political will: Multi-dimensional scale development and multi-sample validation
Ilias Kapsoulis (Athen U. of Economics and Business, GR) ilias@aeub.gr
Alexandros Papalexandris (Athen U. of Economics and Business,
Experimental Industrial Psychology I: Recovery, Sleepiness, and Sleep Quality

Symposium, topic area: Employee Wellbeing
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-3
Session Chairs: Kai Seiler (NRW Institute for Work Design, Düsseldorf) kai.seiler@ia.nrw.de
Jarek Krajewski (Univ. of Wuppertal) krajewski@uni-wuppertal.de

Never feeling sleepy again? Sustainable reduction of sleepiness through relaxation in lunch break routines
Jarek Krajewski (Univ. Wuppertal, Experimental Industrial Psychology) krajewski@uni-wuppertal.de
Gregory L. Frischione (Harvard Univ.)
Anke Brunstein (Univ. Wuppertal, Experimental Industrial Psychology)
George B. Stefano (State Univ. of New York Neuroscience Research Institute)
Sebastian Schnieder (Univ. Wuppertal, Experimental Industrial Psychology)

Recovery needs and recovery patterns in different types of service jobs
Kai Seiler (NRW Institute for Work Design, Düsseldorf) kai.seiler@ia.nrw.de
Anne Goedicke (NRW Institute for Work Design, Düsseldorf)
Alaze Felizitas (NRW Institute for Work Design, Düsseldorf)

Social stressors at work and sleep quality on sunday night – The mediating role of psychological detachment
Diana Romano (Department of Work and Organizational Psychology, Bern) diana.romano@hotmail.ch
Achim Ellering (Department of Work and Organizational Psychology, Bern)

Working without respite – Conceptualisation and validation of a recovery competence scale (RCS)
Tom Laufenberg (Univ. Wuppertal, Experimental Industrial Psychology) laufenberg@uni-wuppertal.de
Kai Seiler (NRW Institute for Work Design, Düsseldorf)
Jarek Krajewski (Univ. Wuppertal, Experimental Industrial Psychology)

Work at unusual times – Work at unusual risk?
Anna Arlinghaus (Gesellschaft für Arbeits-, Wirtschafts- & Organisationspsycholog) anna.arlinghaus@gawo-ev.de
Jana Greubel (Gesellschaft für Arbeits-, Wirtschafts- & Organisationspsycholog)
Friedhelm Nachreiner (Gesellschaft für Arbeits-, Wirtschafts- & Organisationspsycholog)

Coaching: Insights, Tools and Results

Symposium, topic area: Human Resource Management
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-4
Session Chair: Simone Kauffeld (Technische Univ. Braunschweig, Institute of Psychology) s.kauffeld@tu-bs.de

Stress management-coaching with biofeedback
Siegfried Greif (Univ. of Osnabrueck and IwFB) sgreif@uos.de

Development of a valid coaching instrument: Measurement of differences between values, motives and skills (VaMoS)
Sina Gessnitzer (Technische Univ. Braunschweig, Institute of Psychology) sgessnitzer@tu-bs.de
Eva-Maria Schulte (Technische Univ. Braunschweig, Institute of Psychology)
Simone Kauffeld (Technische Univ. Braunschweig, Institute of Psychology)

Factors influencing successful career-coaching
Isabell Braurnandi (Univ. Regensburg; TU Braunschweig)
Isabell.Braunandl@hbo-regensburg.de
Moritz Bauer (Univ. Regensburg)
Matthias Kating (Univ. Regensburg)
Susanne Knörl (Univ. Bamberg)
Natascha Schnitzler (Univ. Regensburg)
Sebastian Dorfmeister (Univ. Regensburg)

Lost in space? Coaching as a compass for executives during organizational change. A qualitative study
Katrin Bickerich (Heidelberg Univ.)
Katrin.Bickerich@psychologie.uni-heidelberg.de
Alexandra Michel (Heidelberg Univ.)

How interaction styles promote coaching success: A sequential analysis
Patrizia Ianiro (Technische Univ. Braunschweig, Institute of Psychology) p.ianiro@tu-bs.de
Simone Kauffeld (Technische Univ. Braunschweig, Institute of Psychology)

Social Networking and Personality: Implications for the Organizations, Individuals, and the Industry

Symposium, topic area: Technology at Work and Human-Machine-Systems
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-5
Session Chair: Richard C Thompson (CPP, Inc.) rthompson@cpp.com
You didn’t hire me because of my Facebook profile?
Rob Bailey (OPP, Ltd.) Rob.Bailey@opp.com
Paul Deakin (OPP, Ltd.)

Who do you think I am? The use of online personas from a personality perspective
Nicola Taylor (Jopie van Rooyan & Partners) nicola@jvrafrica.co.za

Who is using social networking: Social networking and MBTI® personality type
Richard Thompson (CPP, Inc.) rthompson@cpp.com

Free online psychometric tests: Are they a disruptive innovation for the assessment industry?
Rob Bailey (OPP, Ltd.) Rob.Bailey@opp.com

Leadership and Management 2
Paper Session
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-33
Session Chairs: Jens Mazei (Univ. of Muenster, DE) jens.mazei@uni-muenster.de
Kate Mackenzie Davey (Univ. of London, UK) k.mackenzie-davey@bbk.ac.uk

Organisational politics, sensemaking and gender
Kate Mackenzie Davey (Organizational Psychology, Birkbeck, Univ. of London, UK) k.mackenzie-davey@bbk.ac.uk

Receiving work from your boss - Does leader gender matter in organizational delegation?
Gesche T. F. Lotzkat (Technische Univ. Muenchen, DE) g.lotzkat@tum.de
Isabell M. Welpe (Technische Univ. Muenchen, DE)

The impact of personality - A long-term study on the relationship between personality and managerial success
Sabine Bergner (Univ. of Graz, AT) sabine.bergner@uni-graz.at
Alfred Gutschelhofer (Univ. of Graz, AT)
Armin Kreuzthaler (Univ. of Graz, AT)
Robert Rybnicek (Univ. of Graz, AT)

Hierarchy enhancing or hierarchy attenuating: Do men and women differ in their preferences for leadership roles?
Nominee of the EAWOP Congress 2013 Best Paper Award
Mary Kinahan (Dublin City Univ., IE) mary.kinahan@dcu.ie
Janine Bosak (Dublin City Univ., IE)
Alice Eagly (Northwestern Univ., US)

Men and women as negotiators: A meta-analysis on gender differences in economic and socioemotional negotiation outcomes
Jens Mazei (Univ. of Muenster, DE) jens.mazei@uni-muenster.de
Joachim Höffmeier (Univ. of Muenster, DE)
Philipp Alexander Freund (Leuphana Univ. Lüneburg, DE)
Alice Stuhlmacher (DePaul Univ. Chicago, US)
Lena Blike (Univ. of Muenster, DE)
Guido Hertel (Univ. of Muenster, DE)

Respect bridges differences: How leader respect moderates relational demography effects in different gender dyads
Suzanne van Gils (Kuehne Logistics Univ., Hamburg & RespectResearchGroup, Hamburg, DE) suzanne.gils@the-klu.org
Niels Van Quaquebeke (Kuehne Logistics Univ., Hamburg & RespectResearchGroup, Hamburg, DE)
Jari Borkowskl (RespectResearchGroup, Hamburg, DE)
Daan van Kripenberg (RSM Erasmus Univ., Rotterdam, NL)

Employee Wellbeing 3
Paper Session
Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-043
Session Chairs: Christine J. Syrek (Univ. of Trier, DE) syrek@uni-trier.de
Anne Mäki-kangas (Univ. of Jyväskylä, FI) anne.makikangas@jyu.fi
Thursday, 2:45pm - 4:15pm

Organizational Behavior 4

Paper Session

Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-102

Session Chairs: Markus Baer (Washington Univ. in St. Louis, US) baer@wustl.edu
Ol Ting Siu (Lingnan Univ., Hong Kong S.A.R., CN) siuol@ln.edu.hk

» Associations between vigor, exhaustion and recovery during the workweek: A Person-centered approach of daily assessments
Anne Mäkikangas (Univ. of Jyväskylä, FI) anne.makikangas@jyu.fi
Sanna Kinnunen (Univ. of Jyväskylä, FI)
Johanna Rantanen (Univ. of Jyväskylä, FI)
Saija Mauno (Univ. of Jyväskylä, FI)
Arnold Bakker (Erasmus Univ. Rotterdam, NL)

» Differential effects on performance of daily recovery at work and after work
Marta Herrero Lázaro (Universidad Autónoma de Madrid, ES) marta.herrerolaz@gmail.com
Raquel Rodríguez-Carvajal (Universidad Autónoma de Madrid, ES)
Dirk van Dierendonck (Erasmus Univ. Rotterdam, NL)
Sara De Rivas-Hermosilla (Universidad Autónoma de Madrid, ES)

» Teleworkers’ recovery behaviour: Does better work–family balance impair psychological wellbeing?
Dr. Barbara Degenhardt (School of Applied Psychology, Univ. of Applied Sciences and Arts Northwestern CH) barbara.degenhardt@fhmw.ch

» The impact of unfinished tasks on employees’ weekend recovery: The moderating effect of leaders’ high performance expectations
Christine J. Syrek (Univ. of Trier, DE) syrek@uni-trier.de
Conny H. Antoni (Univ. of Trier, DE)
Ella Apostel (Univ. of Trier, DE)

» Off-job recovery experiences matter! Ruminating, problem-solving, and detachment as predictors of creative thinking at work
Andrea Marcela Reina-Tarnayo (Maastricht Univ., NL) andreareina@hotmail.com
Rocío M. Gómez-Moliner (Maastricht Univ., NL)
Daniël Baars (Maastricht Univ., NL)
Ferd H.R. Zijlstra (Maastricht Univ., NL)
Sjir Utdeuvelingen (Maastricht Univ., NL)

» Job demands and work–family conflict: The moderating role of recovery experiences
Monica Molino (Univ. of Turin, IT) monica.molino@unito.it
Chiara Ghislieri (Univ. of Turin, IT)
Claudio G. Cortese (Univ. of Turin, IT)
Arnold B. Bakker (Erasmus Univ. Rotterdam, NL)

Organizational Behavior 4

Paper Session

Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-102

Session Chairs: Markus Baer (Washington Univ. in St. Louis, US) baer@wustl.edu
Ol Ting Siu (Lingnan Univ., Hong Kong S.A.R., CN) siuol@ln.edu.hk

» Staying engaged through job crafting: The role of job insecurity
Oiling Siu (Lingnan Univ., Hong Kong S.A.R., CN)
Haijiang Wang (Lingnan Univ., Hong Kong S.A.R., CN)
Changqin Lu (Lingnan Univ., Hong Kong S.A.R., CN)

» The ownership paradox: Idea ownership may hinder radical creativity
Toon Devloo (Ghent Univ., BE) Toon.Devloo@ugent.be
Marjolein Feys (Ghent Univ., BE)
Marisa Salanova (Univ. Jaume I, ES)

» To be fully there: Linking psychological safety and authentic expression to work engagement
Michael Knoll (Durham Univ. Business School, UK) michael.knoll@psychologie.tu-chemnitz.de
Oliver Weigelt (FernUniv. in Hagen, DE)
Bernd Marcus (FernUniv. in Hagen, DE)

Other Work and Organizational Psychology Topics 1

Paper Session

Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-104

Session Chairs: John Arnold (Univ. of Sheffield, UK) john.arnold@sheffield.ac.uk
Richard Kwiatkowski (Cranfield Univ., UK) richard.kwiatkowski@cranfield.ac.uk

» How unethical can you get? Some challenging thoughts about the future of organizational and work psychology
Richard Kwiatkowski (Cranfield Univ., UK) richard.kwiatkowski@cranfield.ac.uk

» Köhler-Effect without a group? Individual motivation gains through the comparison with the own previous performance
Alexander Stern (Univ. Göttingen, DE) stern@psych.uni-goettingen.de
Thomas Schultze (Univ. Göttingen, DE)
Stefan Schulz-Hardt (Univ. Göttingen, DE)
Employee Wellbeing 4

Paper Session

Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-234

Session Chairs: Michelle R Tuckey (Univ. of South Australia, AU) michelle.tuckey@unisa.edu.au
Lotta Harju (Finnish Institute of Occupational Health, FI) lotta.harju@ttl.fi

» Expanding the dimensionality of work stressors: Introducing threat job demands
Michelle R Tuckey (Univ. of South Australia, AU) michelle.tuckey@unisa.edu.au
Carolyn M Boyd (Univ. of South Australia, AU) Carolyn.Boyd@unisa.edu.au
Anthony H Winefield (Univ. of South Australia, AU) anthony.winefield@unisa.edu.au
Helen R Winefield (Univ. of Adelaide)

» Positive core self evaluations acts as a buffer between job demands and strain reactions
Robert van Doorn (Maastricht Univ., NL) rvd@maastrichtuniversity.nl
Ute Häusser (Maastricht Univ., NL)

Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-234

Session Chairs: Michelle R Tuckey (Univ. of South Australia, AU) michelle.tuckey@unisa.edu.au
Lotta Harju (Finnish Institute of Occupational Health, FI) lotta.harju@ttl.fi

Employee Wellbeing 5

Paper Session

Time: Thursday, 23/May/2013: 2:45pm - 4:15pm
Location: F-229

Session Chairs: Ilona van Beek (Utrecht Univ., NL) I.vanBeek@uu.nl
Luke Claude Fletcher (Univ. of Kent, UK) lcf9@kent.ac.uk

The role of perceived control in flexible working arrangements
Cornelia Gerderitsch (Univ. of Vienna, AT) cornelia.gerderitsch@univie.ac.at
Franciska Krings (Univ. of Lausanne, CH) Franciska.Krings@unil.ch
Rebekka Simone Steiner (Univ. of Lausanne, CH)
Bettina Wiese (RWTH Aachen Univ., DE)

Testing a process model of family-to-work enrichment
Sara Tement (Univ. of Maribor, SI; Univ. of Vienna, AT) sara.tement@maribor.si
# Friday 24th of May, 2013

**Thematic Sessions** (8:15am - 9:45am)

**Human Resource Management and Affective Commitment in Dutch Hospitals: a Multilevel Analysis**

**Interactive Poster Symposium, topic area:** Human Resource Management  
**Time:** Friday, 24/May/2013: 8:15am - 9:45am  
**Location:** Tent, orange area  
**Session Chair:** Judith Sermeijn (Open Univ. in the Netherlands)  
jsm@ou.nl

> **Commitment and Creativity**

Yvonne van Rossenberg (Univ. of Bath, UK)  
Y.G.T.Van.Rossenberg@bath.ac.uk

> **Human Resource Management and affective commitment in Dutch hospitals: a multilevel analysis**

Monique Veld (Open Univ. in NL) monique.veld@ou.nl  
Riccardo Peccei (King’s College London)

> **Linking learning goal orientation to employee creative performance - the role of proactivity**

Marjolein Cariëls (Open Univ. in NL) mcc@ou.nl  
Katleen de Stobbeleir (Vlerick Leuven Gent School of Management, BE)

> **Proactive personality congruence between leader and follower and employee creativity**

Heidi Lenaerts (Open Univ. of the Netherlands)  
hkl.lenaerts@studie.openuniversiteit.be  
Marjolein Cariëls (Open Univ. in the Netherlands)  
Karen van Darm (Open Univ. in the Netherlands)  
Katleen de Stobbeleir (Vlerick Leuven Gent School of Management, BE)

> **The role of supervisor support for innovation, pro-activity and work engagement as well as willingness for training and development**

Judith Sermeijn (Open Univ. in the Netherlands)  
jsm@ou.nl  
Tinka van Vuuren (Loyalis Kennis & Consult & Open Univ. in the Netherlands)

> **Unpacking the relationship between workforce age and creativity: the influence of work-related factors**

Tinka van Vuuren (Loyalis Kennis & Consult & Open Univ. in the Netherlands) tinka.van.vuuren@loyalis.nl  
Kees van Koeveringe (Philips, NL)  
Marjolein Cariëls (Open Univ. in the Netherlands)
Organizational Culture and Climate

Interactive Poster Session, topic area: Organizational Structure, Culture and Climate

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: Tent, green area

Session Chairs: Paul Deakin (OPP Ltd) paul.deakin@opp.com
Brigitte Steinheider (Univ. of Oklahoma) bsteinheider@ou.edu

Organizational culture, perceived organizational support and organizational commitment: Study in higher education institutions
Joana Conduto Vieira dos Santos (Univ. of Algarve, PT) jcsantos@ualg.pt
Gabriela Gonçalves (Univ. of Algarve, PT)

Communication climate and work engagement: The relevance of trust and openness
Marta Mello Sampayo (ISCTE-Univ. Institute of Lisbon, PT)
Silvia Agostinho Silva (ISCTE-Univ. Institute of Lisbon, PT)

Climate for innovation and its added value for effectiveness and wellbeing of Police members
M. Esther García-Buades (UIB, ES) esther.garcia@uib.es
M.Carmen Ramis-Palmer (UIB, ES)
M.Antonia Maransero-Mas (UIB, ES)

An exploration of preferred organisational culture characteristics across UK, French and Dutch managers
Paul Deakin (OPP Ltd, UK) paul.deakin@opp.com
Katarina Karringer (OPP Ltd, UK)

Formation of organisational culture in a higher education institution: a premise of successful educational work in organisation
Renata Arlauskiene (Klaipeda Univ. of Applied Sciences & Vytautas Magnus Univ., LT) renata.arlauskiene@balticum-tvlt
Nicole Galdikienë (Klaipeda Univ. of Applied Sciences, LT & Tampere Univ., FI)
Jurate Klizaite (Klaipeda Univ. of Applied Sciences, LT)

Assessing the socio-moral climate in organizations: Validation of an English version of the SMC scale
Brigitte Steinheider (Univ. of Oklahoma, US) bsteinheider@ou.edu
Armin Pincher-Verdorfer (TU Muenchen, DE)
David Burks (Oral Roberts Univ., Tulsa, OK, US)
Wolfgang Weber (Univ. of Innsbruck, AT)

Toward a new theory-based model of organizational culture dimensions: The Functional Analysis Method (FAME) approach
Regina Kempen (Univ. of Osnabrück, DE) rkempen@uos.de
Tammo Straatmann (Univ. of Osnabrück, DE)
Karsten Müller (Univ. of Osnabrück, DE)
Nick Litt-Hi (Univ. of Mannheim, Germany)

The Role of Justice in the Work Context

Interactive Poster Session, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: Tent, red area

Session Chairs: Magnus Sverke (Stockholm Univ.) magnus.sverke@psychology.su.se
Thomas Lindevall (Stockholm Univ.) thomas.lindevall@psychology.su.se

Distributive and interactional organizational justice between the years 2000 and 2008: What changes and what remains the same?
Maria Rita Silva (ISCTE-Instituto Univ. de Lisboa, PT) mrsantosilva@hotmail.com
António Caetano (ISCTE-Instituto Univ. de Lisboa, PT)

Person-organization fit: effects of pay justice on employee organizational commitment, job satisfaction and intention to remain in the organization
Thomas Lindevall (Stockholm Univ., SE) thomas.lindevall@psychology.su.se
Anders Sjöberg (Stockholm Univ., SE)
Magnus Sverke (Stockholm Univ., SE)

The relationship between job insecurity and employee attitudes: The moderating role of overall justice
Jurgita Lazauskaite-Zabielske (Vilnius Univ., LT) jurgita.lazauskaite@fsf.vu.lt
Ieva Urbanaviciute (Vilnius Univ., LT)
Dalia Bagdziuniene (Vilnius Univ., LT)

Dimensionality of organizational justice in Chinese university environment
Gloria Castaño (Universidad Complutense de Madrid, ES) gloriacastano@psi.ucm.es
Yongzhan Li (Universidad Complutense de Madrid, ES)

Individualized pay and justice perceptions: The importance of pay-related factors and leadership characteristics
Magnus Sverke (Stockholm Univ., SE) magnus.sverke@psychology.su.se
Anders Sjöberg (Stockholm Univ., SE)
Thomas Lindevall (Stockholm Univ., SE)
Stephan Baraldi (Stockholm Univ., SE)

Relationship between perceived organizational justice and fidelity to psychological contract with organizational citizenship behavior
Ali Mehdad (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR) amahdad@khuisf.ac.ir
Sara Ahmadvandpour (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)
Mohsen Golparvar (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)

Transformational and transactional leadership styles as predictors of organizational commitment: The mediating role of justice perceptions and job satisfaction
Ana Jakopic (Faculty of Humanities and Social Sciences in Osijek, Croatia)
Training at Work
Interactive Poster Session, topic area: Human Resource Management
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: Tent, blue area
Session Chairs: Claudio Giovanni Cortese (Univ. of Turin) claudio.cortese@unito.it
Katharina Sarah Oerder (Univ. Bonn) koerder@uni-bonn.de

» How to become an effective speaker? A comparison of error management training and behavior modeling training
Stefanie Wening (TU Darmstadt, DE) wening@psychologie.tu-darmstadt.de
Nina Keith (TU Darmstadt, DE) julia.siek@tum.de
Julia Scek (TU Darmstadt, DE)

» Personality – A success factor in career-coaching?
Benedikt Amberger (Univ. Regensburg, DE) benedikt.amberger@googlemail.com
Klaus Stiller (Univ. Regensburg, DE) isabell.braurmandl@coaching-und-beratungs-centrum.de
Regensburg, DE; Technische Univ. Braunschweig, DE)

» Do simulation-based trainings also work in the field? A comparison of simulation-based trainings and conventional online trainings to improve employees’ social skills
Anna Karin Bruns (Technical Univ. of Darmstadt, DE) bruns@psychologie.tu-darmstadt.de
Nina Keith (Technical Univ. of Darmstadt, DE) julia.siek@tum.de
Katja Schüler (Technical Univ. of Darmstadt, DE)

» Web-training within three MBA courses: a case study on the virtual asynchronous classroom
Claudio Giovanni Cortese (Univ. of Turin, IT) claudio.cortese@unito.it

» Can you learn politics? Political skill development of works councillors
Katharina Sarah Oerder (Univ. Bonn, DE) koerder@uni-bonn.de
Gerhard Bickle (Univ. Bonn, DE) James Summers (Iowa State Univ., US)

» Who is most motivated to participate in training?
Dorota Godlewska-Werner (Univ. of Gdansk, PL) wmsdgw@ug.edu.pl

Workplace Learning
Interactive Poster Session, topic area: Other
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: Tent, yellow area
Session Chairs: Margje Van de Wiel (Maastricht Univ.) m.vanwijland@maastrichtuniversity.nl
Marjan Govaerts (Maastricht Univ.) Cees Van der Vlieuten (Maastricht Univ.)

» Experience crafting behaviour: A proactive approach towards professional development. Empirical insights from a qualitative interview study
Michael Goller (Univ. of Paderborn) michael.goller@upb.de
Christian Harteis (Univ. of Paderborn)

» Quality of feedback following performance assessments: Does assessor expertise matter?
Margje Van de Wiel (Maastricht Univ.) m.vanwijland@maastrichtuniversity.nl
Marjan Govaerts (Maastricht Univ.) Cees Van der Vlieuten (Maastricht Univ.)

» The relation between learning approaches, motivation and workplace climate for knowledge-workers
Gert Vanthournout (Univ. of Antwerp) gert.vanthournout@ua.ac.be
Dorien Noyens (Univ. of Antwerp) Caroline Meurant (Univ. Catholique de Louvain)

» The relative importance of work-related learning goals across the career: Does age really matter?
Caroline Meurant (Univ. Catholique de Louvain) caroline.meurant@uc Louvain.be
Isabel Raemdonck (Univ. Catholique de Louvain) Mariane Frenay (Univ. Catholique de Louvain)
Hannes Zacher (Univ. of Queensland)

The Future of EAWOP. Ideas from the Past and the New Presidents
Time: Friday, 24/May/2013: 8:15am - 9:15am
Location: S-Festsaal
Session Chair: Vicente Martinez-Tur (Facultad de Psicologia, ES) vicente.martinez-tur@uv.es

(PP) Organizational Health Intervention Research – Model, Indicators and Practical Approach to Building Capacities for Positive Health in Organizations
Symposium, topic area: Organizational Change and Development
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-1
Session Chair: Gregor James Jenny (Univ. of Zürich) gjenny@ifspm.uzh.ch

» Speak and act together: Conceptualizing health capacities and positive health outcomes as mutual targets of stakeholders in organizations
Georg Friedrich Bauer (Univ. of Zürich) gfbauer@ifspm.uzh.ch
Gregor James Jenny (Univ. of Zürich)
» Work-related sense of coherence as a mediator of the relationship between working conditions and health outcomes
Katharina Vogt (ETH Zürich) kvogt@ethz.ch
Gregor James Jenny (Univ. of Zürich)
Alice Inauen Lehner (ETH Zürich)
Désirée Fullermann (ETH Zürich)
Georg Friedrich Bauer (Univ. of Zürich)

» Stability-change model of job characteristics and well-being outcomes – Exploring the amount of variance over time and discussing stabilizing factors
Rebecca Brauchli (Univ. of Zürich) rebecca.brauchli@ifspm.uzh.ch
Gregor James Jenny (Univ. of Zürich)
Désirée Fullermann (ETH Zürich)
Georg Friedrich Bauer (Univ. of Zürich)

» Transforming a model-based approach to change into real-life organizational action: considerations from practitioners view
Anita Blum-Rüegg (Univ. of Zürich) anita.blum-rueegg@ifspm.uzh.ch
Alice Inauen Lehner (ETH Zürich)

» Structuring intervention and evaluation research within a research model for organizational health development
Gregor James Jenny (Univ. of Zürich) gjenny@ifspm.uzh.ch
Rebecca Brauchli (Univ. of Zürich)
Alice Inauen Lehner (ETH Zürich)
Désirée Fullermann (ETH Zürich)
Annemarie Fridrich (ETH Zürich)
Georg Friedrich Bauer (Univ. of Zürich)

Exploring the Dynamics of Perceived Organizational Support
Symposium, topic area: Organizational Behavior
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-2
Session Chairs: Martin R. Edwards (King’s College London) martin.r.edwards@kcl.ac.uk
Michael Clinton (King’s College London) michael.clinton@kcl.ac.uk
Neil Conway (Univ. of Birbeck) neil.conway@rhul.ac.uk
Matthijs Bal (VU Univ. Amsterdam) p.m.bal@vu.nl

» Does uncertainty management theory explain levels of POS during change?
Michael Clinton (King’s College London)

» 3-wave panel analysis of POS antecedents across 24 months following a multinational acquisition
Martin Edwards (King’s College London)
martin.edwards@kcl.ac.uk
Tony Edwards (King’s College London)

» Perceived organizational support in everyday work life
Neil Conway (Birkbeck Univ. of London) neil.conway@rhul.ac.uk
Tina Kiefer (Warwick Business School, Univ. of Wawrick)
Rob Briner (Univ. of Bath)

» POS and psychological contract breach and violation: A weekly diary study
Matthijs Bal (VU Univ. Amsterdam) p.m.bal@vu.nl
Joeri Hofmans (VU Brussel)
Tugba Polat (VU Univ. Amsterdam)

Personnel Selection and Recruitment 2
Paper Session
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-6
Session Chairs: Dave Bartram (SHL Group, UK) dave.bartram@shl.com
Dragos Iliescu (SNSPA Univ., Bucharest, RO) dragos.iliescu@testcentral.ro

» Job analytics – Using a Bayesian inference engine to assess the influence of context on job competency requirements
Steven Fleck (SHL, UK) steven.fleck@shl.com

» The incremental predictive validity of emotion regulation in high emotional labor sales jobs
Thomas Sitser (Erasmus Univ. Rotterdam, NL) thomas.sitser@testgroup.eu
Dimitri van der Linden (Erasmus Univ. Rotterdam, NL)
Marise Born (Erasmus Univ. Rotterdam, NL)

» Classical and transversal cognitive skills in individual occupational careers
Andre Kretzschmar (Univ. of Luxembourg, DE) andre.kretzschmar@psychologie.uni-heidelberg.de
Samuel Greiff (Univ. of Luxembourg, DE)

» Impression management and objective job performance
Dragos Iliescu (SNSPA Univ., Bucharest, RO) dragos.iliescu@testcentral.ro
Dan Ispas (Illinois State Univ., Normal, Illinois, U.S.A)
Alexandra Ilie (Illinois State Univ., Normal, Illinois, U.S.A)
Coralia Sulea (West Univ. of Timisoara, RO)

» Job analytics – Estimating competency requirements from prior job analysis data
Dave Bartram (SHL Group, UK) dave.bartram@shl.com
Steven Fleck (SHL Group, UK)

(PP) Imagine the Workplace where Listening Becomes Second Nature
Symposium, topic area: Employee Wellbeing
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-8
Session Chairs: Dotan Roger Castro (The Hebrew Univ.) dotan.castro@mail.huji.ac.il
Avraham Natan Kluger (The Hebrew Univ.) avik@savion.huji.ac.il

» Imagine the future world where supervisors are listening
Avraham Natan Kluger (The Hebrew Univ.) avik@savion.huji.ac.il
Dealing with an Age Diverse Workforce Using Job Design
Symposium, topic are: Labor Market Issues
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-9
Session Chairs: Sara Zaniboni (Univ. of Trento, IT) sara.zaniboni@unitn.it
Franco Fraccaroli (Univ. of Trento, IT) franco.fraccaroli@unitn.it
Facilitator: Donald Truxillo (Portland State Univ., US) truxillod@pdx.edu

» Aging, work characteristics and job performance: An investigation of mediators, moderators, and different objective workplace outcomes
Heiko Schulz (Techniker Krankenkasse, DE) Heiko.Schulz@tk.de
Hannes Zacher (The Univ. of Queensland, AU)
Holger Pfaff (Univ. of Cologne, DE)

» Age effects in the relationship between motivational work design characteristics and job satisfaction
Cécile Tschopp (ETH Zurich, CH) ctschopp@ethz.ch
Gudela Grote (ETH Zurich, CH)

» Age and other potential moderators of the job characteristics-work outcomes relationship
Sara Zaniboni (Univ. of Trento, IT) sara.zaniboni@unitn.it
Donald Truxillo (Portland State Univ., US)
Franco Fraccaroli (Univ. of Trento, IT)

» HR avenues for older workers: A study on experiences and expectations of employees, line managers and HR professionals in health care organizations about HRM practices for 55+ workers
Klæske Veth (Hanze Univ. Groningen, NL) k.n.veth@pl.hanze.nl
Ben Erans (Univ. of Groningen & Hanze Univ. Groningen)
Beatrice van der Heijden (Radboud Univ. Nijmegen & Open Univ. in the Netherlands)
Hubert Korzilius (Radboud Univ. Nijmegen, NL)
Annet De Lange (Radboud Univ. Nijmegen, NL)

» How work design influences the career decisions of older workers: A qualitative panel study
Reidar Mykletun (Univ. of Stavanger, NO) reidar.j.mykletun@uis.no
Trude Furunes (Univ. of Stavanger, NO)
Astrid Syse (NOVA, NO)
Per Erik Solør (NOVA, NO)

» Correlates of work design and the intention to continue work in retirement
Anne Wöhrmann (Leuphana Univ. of Lueneburg, DE) woehrmann@leuphana.de
Jürgen Deller (Leuphana Univ. of Lueneburg, DE)

Advances in Change-Oriented Behavior at Work: Theory and Research from Citizenship, Proactive and Innovative Behavior Approaches
Symposium, topic area: Organizational Behavior
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-10
Session Chairs: Hector Madrid (Univ. of Sheffield) h.p.madrid@sheffield.ac.uk
Cumali Uri (Univ. of Sheffield) uri@sheffield.ac.uk
Facilitator: Sandra Ohly (Univ. of Kassel) ohly@uni-kassel.de
Malcolm Patterson (Univ. of Sheffield) m.patterson@sheffield.ac.uk

» The effect of different leadership styles on voice and taking charge behavior
Cumali Uri (Univ. of Sheffield) uri@sheffield.ac.uk
Karoline Strauss (Univ. of Sheffield)
Carolyne Axtell (Univ. of Sheffield)
Hector Madrid (Univ. of Sheffield)

» Who likes to do the different tasks as innovation projects move forward? An investigation of cognitive styles
Sebastian Fischer (Leuphana Univ. of Lueneburg)
sfischer@leuphana.de
Björn Seeger (Leuphana Univ. of Lueneburg)

» How leader affective presence relates to proactive behavior in team members
Hector Madrid (Univ. of Sheffield) h.p.madrid@sheffield.ac.uk
Peter Totterdell (Univ. of Sheffield)
Karen Niven (Univ. of Manchester)

» From selfishness to pro-organizational efforts: Machiavellianism and pro-organizational change
Frank Belschak (Amsterdam Business School) F.D.Belschak@uva.nl
Deanne Den Hartog (Amsterdam Business School)

» The relationships of flexible role orientation, goal commitment and task autonomy to innovative work behavior: A moderated mediation study
Adalgisa Battistelli (Paul Valéry Univ.) adalgisa.battistelli@univ-montp3.fr
Francesco Montani (Paul Valéry Univ.)
Carlo Odoardi (Univ. of Florence)
Adaptive Coordination in Teams: Reflexions and Further Developments

Symposium, topic area: Teams and Workgroups
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: S-Aula

Session Chairs: Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL)) ana.passos@iscte.pt
Luis Curral (Faculdade de Psicologia, Univ. de Lisboa) lcurreal@fp-ul.pt

» I’m with you! Investigating the relationship between team situational models and performance
Christoph Casper (Univ. of Cologne, Mannheim Univ.) casper@wiso.uni-koeln.de
Torsten Biemann (Mannheim Univ.)
Ramon Rico (Autonomous Univ. of Madrid)
Miriam Sanchez-Manzanares (Carlos III Univ. of Madrid)

» Coordination in management teams: Do cohesion and virtuality really matter?
Pedro Marques Quinteiro (Instituto Univ. de Lisboa (ISCTE-IUL)) pedromquinteiro@gmail.com
Luís Curral (Faculdade de Psicologia, Univ. de Lisboa)
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL))
Ramon Rico (Autonomous Univ. of Madrid)

» Adaptive coordination development in student anesthesia teams: A longitudinal study
Margarete Boos (Georg-August-Univ., Göttingen) mboos@gwdg.de
Ezequiel Fernandez Castelao (Georg-August-Univ., Göttingen, DE)
Sebastian Russo (Georg-August-Univ., Göttingen)

» On the confluence of leadership and coordination in balancing stability and flexibility in teams
Gudela Grote (Swiss Federal Institute of Technology, Zurich) ggrote@ethz.ch
Michaela Kolbe (Swiss Federal Institute of Technology, Zurich)
Mary Waller (York Univ., Toronto, CA)

» Complexity and uncertainty in workgroups: How teams emerge when uncertainty increases
José Navarro (Univ. of Barcelona) j.navarro@ub.edu

New Insights in Personnel Selection

Invited Symposium, topic area: Personnel Selection and Recruitment
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: H-1
Session Chair: Marise Ph. Born (Erasmus Univ. Rotterdam, NL) born@fsw.eur.nl
Facilitator: Marise Ph. Born (Erasmus Univ. Rotterdam, NL) born@fsw.eur.nl

» “And yet it moves”: New insights in the old question of whether assessment centers can measure dimensions
Klaus G. Melchers (Univ. Ulm, DE) k.melchers@psychologie.uzh.ch

» Personality-based Person-Organization Fit: A new perspective on personality in selection
Punya V. Iyer (GITP Research/ Erasmus Univ. Rotterdam, NL) p.iyer@gitp.nl
Alec W. Serlie (GITP Research/ Erasmus Univ. Rotterdam, NL)
Janneke K. Oostrom (Free Univ. Amsterdam, NL)
Marise Ph. Born (Erasmus Univ. Rotterdam, NL)

» Test length and decision quality in personnel selection: When is short too short?
Peter M. Krueyen (Radboud Univ. Nijmegen, NL) p.m.krueyen@fm.ru.nl
Wilco H.M. Emons (Tilburg Univ., NL)
Klaas Sijsma (Tilburg Univ., NL)

Promoting Work Ability and Health in Nursing

Symposium, topic area: Health and Interventions
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: H-2
Session Chairs: Jürgen Wegge (TU Dresden) wegge@psychologie.tu-dresden.de
Winfried Hacker (TU Dresden) hacker@psychologie.tu-dresden.de
Matthias Kliegel (Univ. of Geneva) Matthias.Kliegel@unige.ch

» Impact of work organization and task characteristics on strain and turnover in geriatric care
Nadine Schrod (TU Dresden) schrod@psychologie.tu-dresden.de
Johannes Wendsche (TU Dresden)
Katharina Roitsch (TU Dresden)
Winfried Hacker (TU Dresden)
Paulina Bilinska (TU Dresden)
Jürgen Wegge (TU Dresden)

» When age is valued: The role of organizational age climate and age differentiated leadership in keeping nurses healthy
Paulina Bilinska (TU Dresden) blinska@psychologie.tu-dresden.de
Jürgen Wegge (TU Dresden)

» The role of cognitive resources in predicting work ability and health
Andreas Ihle (Univ. de Genève) Andreas.Ihle@unige.ch
Marlen Rahnfeld (TU Dresden)
Sandrine Müller (TU Dresden)
Matthias Kliegel (Univ. de Genève)

» Challenge and hindrance stressors in different fields of nursing – the role of resources, and relationships to psychological detachment and burnout
Jürgen Glaser (Univ. of Innsbruck) juergen.glaser@uibk.ac.at
Severin Horrung (Polytechnical Univ. Hongkong)
» When helpers need help: Development of work-related low back pain in the elderly care field
Sarah Brom (TU Dresden) brom@psychologie.tu-dresden.de
Gabriele Buruck (TU Dresden)
Iren Horvath (TU Dresden)
Peter Richter (TU Dresden)

» The importance of efficacy beliefs regarding participation and the role of well-being during organizational merger in a large hospital
Hans Jeppe Jeppesen (Aarhus Univ.) jepp@psy.au.dk
Thomas Jonsson (Aarhus Univ.)

SIOP-IAAP-EAWOP Alliance Symposium: Getting a Seat at the Table: Strategic Communication and I/O Psychology
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: H-3
Session Chairs: Barbara Kożusznik (Univ. of Silesia, PL) barbara.kozusznik@us.edu.pl
Richard Griffith (Florida Institute of Technology)

Speakers:
Barbara Kożusznik (Univ. of Silesia, PL) barbara.kozusznik@us.edu.pl
Fernanda Aforst (GE Australia & New Zealand)
Angela Carter (Univ. of Sheffield, UK)
Henrie Kriek (TTS-Top Talent Solutions, ZA)
Ute Schmidt-Brasse (PSYCON Business Consultants, DE)

» Breaks and social activities as recovery within the working day: Associations with affect, fatigue and ideas generation
Kevin Daniels (Univ. of East Anglia) kevin.daniels@uea.ac.uk
Jane Glover (Loughborough Univ.)
Nadine Mellor (Health and Safety Laboratory)

» Daily positive events at work: Their impact on daily job performance and daily well-being after work
Evangelia Demerouti (Eindhoven Univ. of Technology) e.demerouti@tue.nl

» When does work engagement foster performance? A diary study among naval cadets
Arnold Bakker (Erasmus Univ. Rotterdam) bakker@fsw.eur.nl
Jørn Hetland (Univ. of Bergen)
Olav Kjellevold Olsen (Univ. of Bergen)
Roar Espevik (Univ. of Bergen)

» Team work engagement: its antecedents and relationship with team effectiveness
Patricia Lopes Costa (ISCTE-IUL) patricia.lopes.costa@gmail.com
Ana Margarida Passos (ISCTE-IUL)
Arnold Bakker (Erasmus Univ. Rotterdam)

» Employee adaptation to change: The value of change resources and meaning-making over time
Machteld van den Heuvel (Utrecht Univ.) maggievdh@gmail.com
Evangelia Demerouti (Eindhoven University of Technology)
Arnold Bakker (Erasmus Univ. of Technology)
Wilmar Schaufeli (Utrecht Univ.)

Leader Morality and Traits in Today’s Organizations
Symposium, topic area: Leadership and Management
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-1
Session Chairs: Annebel H.B. De Hoogh (Univ. of Amsterdam) a.h.b.dehoogh@uva.nl
Deanne N. Den Hartog (Amsterdam Business School) D.N.denHartog@uva.nl

» Leader moral behavior and development: Taking stock and setting the stage
Barbara Wisse (Univ. of Groningen) b.m.wisse@rug.nl
Diana Rus (Creative Peas)
Jacqueline Tanghe (Univ. of Groningen)

» The toxic combination of Machiavellian leaders and Machiavellian followers
Deanne N. De Hartog (Amsterdam Business School)
D.N.denHartog@uva.nl
Frank D. Belschak (Amsterdam Business School)
Rabiah S. Muhamrnad (Univ. of Maryland, College Park)

» The perceived effectiveness of narcissistic leaders and leader-follower gender
Annebel H.B. De Hoogh (Univ. of Amsterdam) a.h.b.dehoogh@uva.nl
Deanne D. Den Hartog (Amsterdam Business School)

» A moral information processing perspective on ethical leadership
Silke A Eisenbeiss (Ludwig-Maximilians-Univ. Munich)
Silke.Eisenbeiss@psy.lmu.de
Daan van Knippenberg (Erasmus Univ. Rotterdam)

» Leader emergence in virtual teams: The role of the Big 5
Dawn L. Eubanks (Univ. of Warwick) Dawn.Eubanks@wbs.ac.uk
Michael E. Palanski (Rochester Institute of Technology)

Participation and Distribution of Leadership in Organizations
Symposium, topic area: Leadership and Management
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-2
Session Chairs: Thomas S. Jønsson (Univ. of Aarhus, DK) thomas@psy.au.dk
Christine Unterrainer (Univ. of Innsbruck, AT)
Christine.Unterrainer@uibk.ac.at
Empirical research on organizational democracy: What we know and where we should go!
Wolfgang G. Weber (Univ. of Innsbruck, AT)
wolfgang.weber@uibk.ac.at
Thomas Höge (Univ. of Innsbruck, AT)
Christine Unterrainer (Univ. of Innsbruck, AT)

The employees’ participation in leadership tasks during organizational restructuring – The case of a hospital merger
Thomas S. Jønsson (Univ. of Aarhus, DK) thomasj@psy.au.dk
Ajay Jain (Univ. of Aarhus, DK)
Hans Jeppe Jeppesen (Univ. of Aarhus, DK)

Shared leadership and proactivity, neglect, and cynicism: Evidences from Portugal and Brazil
Sandra Pintor (Instituto Univ. de Lisboa – ISCTE-IUL, PT)
sandra.pintor@gmail.com
Silvia Silva (Instituto Univ. de Lisboa – ISCTE-IUL, PT)
Jürgen Wegge (TU Dresden, DE)

Relationships among vertical empowering leadership, shared leadership, team potency, and team performance
Maj S. Fausing (Aarhus Univ., DK) maj@psy.au.dk
Thomas S. Jønsson (Aarhus Univ., DK)
Hans Jeppe Jeppesen (Aarhus Univ., DK)

How psychological safety develops in teams
Rebecca Schmidt (Chemnitz Univ. of Technology, DE)
rebecca.schmidt@psychologie.tu-chemnitz.de
Anne Brantl (Chemnitz Univ. of Technology, DE)
Christine Gockel (Univ. of Fribourg, CH)

Participation in the reporting of errors and adverse events in healthcare organizations: Individual, organizational, and technical determinants
Kevin-Lim Jungbauer (Technical Univ. Dresden, DE)
jungbauer@psychologie.tu-dresden.de
Kai Loewenbrück (Technical Univ. Dresden, DE)
Jürgen Wegge (Technical Univ. Dresden, DE)
Heinz Reichmann (Technical Univ. Dresden, DE)

Diversity Perspectives in Organizations
Symposium, topic area: Human Resource Management
Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-3
Session Chairs: Astrid Podsiadlowski (Victoria Univ. of Wellington) Astrid.Podsiadlowski@vuw.ac.nz

Overview about workplace diversity project and development of the DPQ
Astrid Podsiadlowski (Victoria Univ. of Wellington)
Astrid.Podsiadlowski@vuw.ac.nz
Karen van der Zee (RijksUniv. Groningen)
Daniela Groeschke (Univ. Jena)
Marina Kogler (WirtschaftsUniv. Wien)

The importance of manager’s personal attributes for workforce composition and diversity management
Astrid Podsiadlowski (Victoria Univ. of Wellington)
Training: New Insights on the Long Way to Successful Transfer

Symposium, topic area: Human Resource Management

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-5

Session Chairs: Alexandra Paraskevi Diethert (Ludwig-Maximilians-Universität München) nikitopoulos@psy.lmu.de
Simone Kauffeld (TU Braunschweig) s.kauffeld@tu-braunschweig.de

» The antecedents of employee participation in work-related learning: A systematic review
Eva Kyndt (Univ. of Antwerp) Eva.Kyndt@ppw.kuleuven.be
Herman Baert (Univ. of Leuven)

» The ideal training through the eyes of consumers: A conjoint study
Alexandra Paraskevi Diethert (LMU München) nikitopoulos@psy.lmu.de
Simone Kauffeld (LMU München)

» The significance of reflection and feedback seeking for transfer of learning in managerial training
Kristin Knipfer (TU München) kristin.knipfer@tum.de
Jennifer Sparr (TU München)

» Stress-reduction without intent: How self-leadership coaching helps to cope with stress
Katharina Ebner (TU Braunschweig) k.ebner@tu-braunschweig.de
Eva-Maria Schulte (TU Braunschweig)
Simone Kauffeld (TU Braunschweig)

» Effects of team commitment, reactions to training and work environment on motivation to transfer: A three-path mediation
Ann-Christine Massenberg (TU Braunschweig) a-c.massenberg@tu-braunschweig.de
Anna Grohmann (TU Braunschweig)
Simone Kauffeld (TU Braunschweig)

» Voluton to transfer: Making transfer of training happen
Christian Seiberling (TU Braunschweig) christian.johannes@gmail.com
Simone Kauffeld (TU Braunschweig)

Boundaryless Work (Worktime- and Workplace Flexibility): Pain or Gain?

Symposium, topic area: Worktime Arrangements and Work-Family Interface

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-6

Session Chairs: Karina Van De Voorde (Tilburg Univ.) f.c.v.d.voorde@uvt.nl
Debby Beckers (Radboud Univ. Nijmegen) d.beckers@psych.ru.nl
Facilitator: Debby Beckers (Radboud Univ. Nijmegen) d.beckers@psych.ru.nl
Karina Van De Voorde (Tilburg Univ.) f.c.v.d.voorde@uvt.nl

» Benefits of employees’ actual use of HR-practices associated with new ways to work and boundary management strategies: Towards a conceptualization of new ways to work
Pascale Peters (Radboud Univ. Nijmegen) p.peters@fm.ru.nl
Beatrice Van der Heijden (Radboud Univ. Nijmegen)
Guy Nollet (Radboud Univ. Nijmegen)
Lisa van den Berg (Hay Group)

» Boundaryless work: Understanding paradoxical outcomes
Clare Kelliher (Cranfield Univ.) Clare.Kelliher@cranfield.ac.uk

» Worktime and workplace flexibility in relation to work-related recovery: A study at the day-level.
Marc van Veldhoven (Tilburg Univ.) m.j.p.m.vanveldhoven@uvt.nl

» Boundary management strategies and work-life balance in knowledge intense, boundaryless work
Christin Melin (Stockholm Univ.) cmr@psychology.su.se
Gunnar Aronsson (Stockholm Univ.)
Göran Kecskemé (Stockholm Univ.)

» Voluntary interventions on boundaryless work: Consequences for work characteristics, well-being and performance
Hyloco Nijp (Radboud Univ.) h.nijp@psych.ru.nl
Debby Beckers (Radboud Univ.)
Karina Van De Voorde (Tilburg Univ.)
Sabine Ceurts (Radboud Univ.)
Michiel Kompier (Radboud Univ.)

Human Resource Management

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-33

Session Chairs: Marie-Helene Budworth (York Univ., CA)
budworth@yorku.ca
Neil Hepworth (talent Q, UK) neilhepworth@talentgroup.com

» Organizational politics in performance appraisal: The role of leadership style
Silvia Dello Russo (ISCTE-IUL, PT) silvia.dellorusso@iscte.pt
Mariella Miraglia (Univ. Sapienza di Roma, IT)
Laura Borgogni (Univ. Sapienza di Roma, IT)

» Going one better: The additional benefits of impression management modesty over trait modesty in the workplace
Corinna Diekmann (Univ. of Bonn, DE) corinna.diekmann@uni-bonn.de
Katharina Hafner (Univ. of Bonn, DE)
Lioba Peters (Univ. of Bonn, DE)
Gerhard Blickle (Univ. of Bonn, DE)

» Modesty and gender: Implications of the “feminine” modesty effect for women at work
Marie-Helene Budworth (York Univ., CA) budworth@yorku.ca
Sara L. Mann (Univ. of Guelph, CA)
Kate Rowbotham (Queen’s Univ., CA)

» The effectiveness of the rules in performance management systems and organizational trust: An exploratory study
Pedro Filipé Ferrão Fialho (Univ. de Évora, PT)
Leadership and Management 3

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-040

Session Chairs: Ann-Louise Holten (NRCWE, DK) alh@nrcwe.dk
Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de

- Abusive supervision in a time of crisis: Implications for emotions and performance
  Pedro Neves (Nova, PT) p.neves@novasbe.pt

- Transformational leadership and follower’s unethical behavior for the benefit of the company: A two-study investigation
  Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de
  Effelsberg David (Ruhr-Univ. Bochum, DE)

- Nepotism in leadership context: How followers react toward relatives as leaders?
  Annick Darioly (Claremont McKenna College, US) annick.darioly@cmc.edu
  Ronald Riggio (Claremont McKenna College, US)

- "Neutralizing" bad leadership: An investigation of moderators of laissez-faire leadership's effects on teams
  Claudia Buengeler (Jacobs Univ. Bremen, DE) c.buengeler@jacobs-university.de
  Sven C. Voelpel (Jacobs Univ. Bremen, DE; EBS Business School)

- Native and immigrant followers: The role and impact of transformational leadership on health and well-being
  Ann-Louise Holten (NRCWE, DK) alh@nrcwe.dk
  Isabell Gomes Carneiro (NRCWE, DK)
  Vilhelm Borg (NRCWE, DK)

Organizational Change and Development 1

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-042

Session Chairs: Ellen Flakke (Univ. of Southern Denmark, DK) flakke@sdu.dk
Danielle Tucker (Imperial College, UK) danielle.tucker@imperial.ac.uk

- Tensions of Transformational Change: When infrastructure transition and service design collide
  Nominee of the EAWOP Congress 2013 Best Paper Award
  Danielle Tucker (Imperial College, UK) danielle.tucker@imperial.ac.uk
  Jane Herdy (Univ. of Surrey, UK)
  James Bartow (Imperial College, UK)

- Predicting individuals’ legitimization of organizational downsizing
  Manuela Richter (Univ. des Saarlandes, DE) m_richter@mx.uni-saarland.de
  Cornelius J. König (Univ. des Saarlandes, DE)
  Sabine Berg (Univ. des Saarlandes, DE)
  Jessica Guszka (Univ. des Saarlandes, DE)
  Christina Herrmann (Univ. des Saarlandes, DE)

- What makes a high performing community of practice?: Measuring performance in the HE sector
  Parmela Yeow (Univ. of Kent, UK) p.m.yeow@kent.ac.uk
  Alison Dean (Univ. of Kent, UK)
  Danielle Tucker (Imperial College Business School, UK)
  Linda Pomeroy (Imperial College Business School, UK)

- At the end of the day we are all bankers: Social construction of organizational identity in mergers
  Ellen Flakke (Univ. of Southern Denmark, DK) flakke@sdu.dk

Research and Methodology 1

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-104

Session Chairs: Katharina Lochner (cut-e Group, DE) katharina.lochner@cut-e.com
Richard C Thompson (CPP, Inc., US) rthompson@cpp.com

- A multiple analysis methods approach to personality measurement
  Richard C Thompson (CPP, Inc., US) rthompson@cpp.com
  Michael Morris (CPP, Inc., US)

- Normative, ipsative, and beyond
  Katharina Lochner (cut-e Group, DE) katharina.lochner@cut-e.com
  Achim Preuss (cut-e Group, DE)
  Maike Wehrmaker (cut-e Group, DE)

- Development of an individual work performance questionnaire
  Linda Koopmans (TNO; VU Univ. Medical Center)
  linda.koopmans@tno.nl
  Claire Bernaards (TNO)
  Vincent Hildebrandt (TNO)
  Stef van Buuren (TNO)
  Allard van der Beek (VU Univ. Medical Center)
  Riekie de Vet (VU Univ. Medical Center)
Employee Wellbeing 6

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-102

Session Chairs: Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de
Michelle R Tuckey (Univ. of South Australia, AU)
michelle.tuckey@unisa.edu.au

» The protective role of personal resources in minimising exposure and effects of harassment: Combining within- and between-person approaches
Michelle R Tuckey (Univ. of South Australia, AU)
michelle.tuckey@unisa.edu.au
Annabelle M Neall (Univ. of South Australia, AU)

» Regulatory focus as a mediator in the job demands-resources model
Veerle Brenninkmeijer (Utrecht Univ., NL)
veerle.brenninkmeijer@uu.nl
Paris Petrou (Utrecht Univ., NL)
Liselotte Mulder (Vye Professionals, NL)

» Resources at work in the effects of daily vitality levels
Marta Herrera Lázaro (Universidad Autónoma de Madrid, ES)
marta.herrera.lazaro@gmail.com
Raquel Rodriguez-Carvajal (Universidad Autónoma de Madrid, ES)
Dirk van Dierendonck (Erasmus Univ. Rotterdam, NL)
Bernardo Moreno-Jiménez (Universidad Autónoma de Madrid, ES)
Carlos Garcia Rubio (Universidad Autónoma de Madrid, ES)
Rocio López Diago (Universidad Autónoma de Madrid, ES)

» Sleep quality and self-control capacity as protective resources in facing self-control demands: A diary study
Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de
Klaus-Heinmut Schmidt (Leibniz Research Centre for Working Environment and Human Factors, DE)

» Job resources may not promote work-related flow in high strain jobs
Anna-Carin Fagerlind (Linköping Univ., SE)
anna-carin.fagerlind@liu.se
Maria Gustavsson (Linköping Univ., SE)
Gun Johansson (Linköping Univ., SE)
Kerstin Ekberg (Linköping Univ., SE)

» The interplay between job demands, job resources, and Type D personality in the prediction of job strain
Marieke van den Tooren ( Tilburg Univ., NL) M.vdntooren@uvt.nl
Christel Rutte (Tilburg Univ., NL)

Employee Wellbeing 7

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-234

Session Chairs: Mara Bria (Babes-Bolyai Univ., Cluj-Napoca, RO) maramarica@psychology.ro
Lorenzo Avanzi (Univ. of Trento, IT) lorenzo.avanzi@unitn.it

» Attachment predicting employees’ performance: The mediating role of burnout
Delia Mihaela Virga (West Univ. Timisoara, RO) deliavirga@gmail.com
Ilona Van Beek (Utrecht Univ., NL)
Coralia Sulea (West Univ. Timisoara, RO)
Wilm Schaufeli (Utrecht Univ., NL)
Toon Taris (Utrecht Univ., NL)

» Tea, conditions catalyzing burnout reactions: The role of team absenteeism
Chiara Consiglio (Sapienza Univ. of Rome, IT)
chiara.consiglio@uniroma1.it
Guido Alessandri (Sapienza Univ. of Rome, IT)
Laura Borgogni (Sapienza Univ. of Rome, IT)

» Burnout and turnover intentions: The mediating role of negative work – Home interference. Results from a Romanian healthcare professionals sample
Mara Bria (Babes-Bolyai Univ., Cluj-Napoca, RO)
maramarica@psychology.ro
Adriana Babar (Babes-Bolyai Univ., Cluj-Napoca, RO)
Florina Sparu (Babes-Bolyai Univ., Cluj-Napoca, RO)
Alina Maria Fletea (Babes-Bolyai Univ., Cluj-Napoca, RO)
Dan L. Dumitrascu (Univ. of Medicine and Pharmacy Iuliu Hațieganu, Cluj-Napoca, RO)

» Relationship between overcommitment and burnout: Does job satisfaction play a role?
Lorenzo Avanzi (Univ. of Trento, IT) lorenzo.avanzi@unitn.it
Cristian Balducci (Univ. of Bologna, IT)
Franco Fraccaroli (Univ. of Trento, IT)

Health and Interventions 1

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am
Location: F-229

Session Chairs: Tina Løkke Vie (Univ. of Bergen, NO)
tina.vie@psyp.uib.no
Maria Saupe-Heide (Univ. of Cologne)
m.saupe-heide@uni-koeln.de

» Innovative concepts and trends in workplace health promotion in the German automotive industry
Maria Saupe-Heide (Univ. of Cologne)
m.saupe-heide@uni-koeln.de
Anne Baumann (Univ. of Cologne)
Lene Hodek (Univ. of Cologne)
Mathilde Niehaus (Univ. of Cologne)
Michaela Kugler (Darmstadt Univ. of Technology)
Andrea Sinn-Behrend (Darmstadt Univ. of Technology)
Ralph Bruder (Darmstadt Univ. of Technology)
» Mental health among psychologists: The role of leadership support
Tina Løkke Vie (Univ. of Bergen, NO) tina.vie@psysp.uib.no
Lars Clausen (Norwegian Business School, NO; Univ. of Bergen, NO)
Stig Berge Matthiesen (Univ. of Bergen, NO)

» Enhancing collective capacity-building among occupational health actors throughout workplace mental health interventions
Ofelia Tatu (Univ. d’Artois / VTE, FR) ofeliaflorina@yahoo.fr
Anna Maria Beradi (Univ. de Lorraine)

» Recovery from burnout during a one-year rehabilitation intervention and a six-month follow-up: Associations to coping strategies
Marja Helena Hätinen (Univ. of Jyväskylä, FI) marja.h.hatinen@yu.fi
Anne Mäkikangas (Univ. of Jyväskylä, FI)
Ulla Kinnunen (Univ. of Tampere, FI)
Mika Pekkonen (Perununka Medical Rehabilitation Centre, Laukaa, FI)

» Assessing the role of personality in the relationship between workplace bullying and psychological Well-Being
Jose M. Leon-Perez (ISCTE-IUL, PT) Jose.Leon-Perez@iscte.pt
Alicia Arenas (Univ. of Seville, ES)

A Broad Perspective on Employmability
Symposium, topic area: Changing Employment Relations
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: S-2
Session Chairs: Ellen R. Peeters (KU Leuven)
Ellen.Peeters@ppw.kuleuven.be
Dorien Vanhercke (KU Leuven)
Dorien.Vanhercke@ppw.kuleuven.be

» An expert study on a theoretical framework for movement capital
Ellen R. Peeters (KU Leuven) Ellen.Peeters@ppw.kuleuven.be
Jill Nelissen (KU Leuven) Jill.Nelissen@kuleuven.be
Nele De Cuypere (KU Leuven)
Anneleen Forrier (KU Leuven)
Marijke Verbruggen (KU Leuven)
Hans De Witte (KU Leuven)

» The causal pathways between perceived employability and affective well-being among participants to outplacement
Dorien Vanhercke (KU Leuven)
Dorien.Vanhercke@ppw.kuleuven.be
Nele De Cuypere (KU Leuven)
Hans De Witte (KU Leuven)

» Profiles of perceived employability
Kaisa Kirves (Univ. of Tampere) Kaisa.Kirves@uta.fi
Ulla Kinnunen (Univ. of Tampere)
Nele De Cuypere (KU Leuven)
Anne Mäkikangas (Univ. of Jyväskylä)

» Associations between job characteristics and internal and external perceived employability and its contribution to turnover intention
Jill Nelissen (KU Leuven) Jill.Nelissen@kuleuven.be
Anneleen Forrier (KU Leuven)
Marijke Verbruggen (KU Leuven)

Work Engagement and Performance: The Linkage Unraveled
Symposium, topic area: Employee Wellbeing
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: S-8
Session Chair: Wilmar Schaufeli (Utrecht Univ.) w.schaufeli@uu.nl

» Transformational leadership and financial performance: The mediating role of employee engagement
Tjits Besieux (KU Leuven) Tjits.Besieux@ppw.kuleuven.be
Martin Eeuwema (KU Leuven)
Eli Baillieu (HUBrussel)
Identity: New Insights and Perspectives

**Symposium, topic area:** Organizational Behavior

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** S-10

**Session Chair:** Rosalind H Searle (Coventry Univ.)
rosalind.searle@coventry.ac.uk

**» Problematic forms of organizational identification: Some evidence for the expanded model of identification**
Rolf van Dick (Goethe Univ.) van.dick@psych.uni-frankfurt.de
Maria Christina Nimmerfroh (Goethe Univ.)
Johannes Ulrich (Goethe Univ.)

**» Expanding the expanded model of identification: Organizational identification and identification with an occupational category**
Nikolai Egold (Fresenius Univ. of Applied Sciences) egold@hs-fresenius.de
Rolf van Dick (Goethe Univ.)

**» With what do you identify? The effect of self-presentation needs on multi-foci identification**
Rosalind Searle (Coventry Business School)
rosalind.searle@coventry.ac.uk
Deborah Price (De Montfort Univ.)

Best Dissertation Award of the Section Work, Organizational and Business Psychology of the German Society of Psychologists (DGPs)

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** S-Aula

**Session Chair:** Sandra Ohly (Univ. of Kassel) ohly@uni-kassel.de

**Award Winner:**

**» Engaging with Diversity of Social Units – A Social Identity Perspective on Diversity in Organizations**
Sebastian Stegmann (Goethe Univ., DE)
stegmann@psych.uni-frankfurt.de
“You’re Fired! Exploring the Impact of Financial Crisis on People of Europe”

Invited Symposium, topic area: Changing Employment Relations

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: H-1

Session Chair: Ioannis Nikolaou (Athens Univ. of Economics and Business) inikol@aueb.gr

Facilitator: David E. Guest (King's College, UK) david.guest@kcl.ac.uk

» Financial and occupational crisis in Italy: What the W/O psychologists can do?
Franco Fraccaroli (Univ. of Trento, IT) Franco.Fraccaroli@unitn.it

» Context and experiences of unemployment during transition to work: moderator role of family support, initiative and passivity in career planning
José Maria Peiró (Univ. of Valencia and IVIE, ES) Jose.M.Peiro@uv.es
José Ramos (Univ. of Valencia and IVIE, ES)

» Exploring the consequences of the financial crisis on employment relationships in Greece
Ioannis Nikolaou (Athens Univ. of Economics and Business) inikol@aueb.gr

» Summary of recent studies on job insecurity from Belgium
Hans De Witte (KU Leuven) Hans.DeWitte@ppw.kuleuven.be
Nele De Cuyper (KU Leuven) Tinne Vander Elst (KU Leuven)

Positive Occupational Health Psychology Interventions: Effects of Person and Job Level Interventions on Personal Resources, Well-being and Work Engagement

Symposium, topic area: Health and Interventions

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: H-2

Session Chairs: Annekatrin Hoppe (Humboldt Univ. Berlin, DE) annekatrin.hoppe@hu-berlin.de
Alexandra Michel (Heidelberg Univ., DE) alexandra.michel@psychologie.uni-heidelberg.de
Facilitator: Eva Demerouti (Eindhoven Univ. of Technology) e.demerouti@tue.nl

» Conducting individual positive interventions to promote engagement at work: Lessons learned
Else Ouweneel (Utrecht Univ.) e.ouweneel@uu.nl
Pascale Le Blanc (Eindhoven Univ. of Technology) Wilmar Schaufeli (Utrecht Univ.)

» Looking at the bright side of work: Person-level interventions that foster employee optimism and satisfaction
Alexandra Michel (Univ. of Heidelberg)

alexandra.michel@psychologie.uni-heidelberg.de
Gloria González-Morales (Univ. of Guelph)
Annemariin Hoppe (Humboldt Univ. Berlin)
Deirdre OShea (Univ. of Limerick)
Anna Steidile (Univ. of Stuttgart)

» Investigating the effectiveness of a daily gratitude intervention in the workplace
Deirdre OShea (Univ. of Limerick) Deirdre.OShea@ul.ie
Fiona Kearane (Univ. of Limerick)

» Shedding light on the potential of positive occupational health interventions in the physical environment: Illustrated by a meta-analysis on illumination
Anna Steidile (Univ. of Stuttgart) anna.steidile@people-inside.de
Lioba Werth (Univ. of Hohenheim)

Looking Inside the Box: Cognition as Way to Achieve Effectiveness in Work Teams

Symposium, topic area: Teams and Workgroups

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: H-3

Session Chairs: Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL)) ana.passos@iscte.pt
Piet Van den Bossche (Univ. of Antwerp) Piet.VandenBossche@ua.ac.be

» Team situation awareness development and decision making in crisis management teams: A communication perspective
Sjir Uitdewilligen (Maastricht Univ.) sjir.uitdewilligen@maastrichtuniversity.nl
Mary J. Waller (York Univ.)

» The impact of similar and accurate temporal mental models on team learning and adaptation over time
Catarina Marques Santos (Instituto Univ. de Lisboa (ISCTE-IUL)) catarina.marques_santos@iscte.pt
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL))

» Adaptive performance in hospital teams: When group process, cognitions and competences matter
Pedro Marques-Quinteiro (Instituto Univ. de Lisboa (ISCTE-IUL)) pedro_marques_quinteiro@iscte.pt
Luís Curral (Univ. of Lisboa)
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL))
Catarina Gornes (Instituto Univ. de Lisboa (ISCTE-IUL))

» The effect of guided team reflexivity upon feedback and transactive memory systems on team performance development: A comparative experiment.
Catherine Gabelica (Maastricht Univ.)
C.Gabelica@maastrichtuniversity.nl
Piet Van den Bossche (Univ. of Antwerp) Mien Segers (Maastricht Univ.)
Wim Gijseelaers (Maastricht Univ.)
Personality Assessment: Addressing some Methodological Questions

Symposium, topic area: Personnel Selection and Recruitment

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: H-4
Session Chair: Ilke Inceoglu (SHL Group) ilke.inceoglu@shl.com
Facilitator: Cornelius König (Saarland Univ.) ckoenig@mx.uni-saarland.de

» The not-so-simple structure of personality: What is the impact on selection rates?
Anne Herrmann (Kalaidos Univ. of Applied Sciences, CH) anne.herrmann@kalaidos-fh.ch

» The factor structure of the OPQ: is there a basis for a general factor of personality?
Mathijs Affourtit (SHL Group) Mathijs.Affourtit@shl.com Ilke Inceoglu (SHL Group)

» Personality response processes
Helen Baron (Independent Practitioner) helen@hbaron.co.uk

» Creating forced-choice assessment instruments 'on the fly'
Dave Bartram (SHL Group) dave.bartram@shl.com Yin Lin (SHL Group)

The Fragmented Working Day: New Angles and Results on Interruptions at Work

Symposium, topic area: Employee Wellbeing

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-1
Session Chair: Anja Baethge (Univ. of Leipzig) baethge@uni-leipzig.de
Facilitator: Robert A. Roe (Maastricht Univ.) r.roe@maastrichtuniversity.nl

» Work interruptions in different jobs. The role of regulation requirements
Nicole Stab (TU Dresden) stab@psychologie.tu-dresden.de Winfried Hacker (TU Dresden) Ulrike Pietrzyk (TU Dresden)

» Are all interruptions the same? Characteristics of work interruptions and their impacts on well being
Anja Baethge (Univ. of Leipzig) baethge@uni-leipzig.de Thomas Rigotti (Univ. of Leipzig)

» The influence of task consistency on adaptation to unforeseen interruption discrepancies
Alicia L.T. Walkowiak (Maastricht Univ.) alicia.walkowiak@maastrichtuniversity.nl Jonas W.B. Lang (Maastricht Univ.) Fred Zijlstra (Maastricht Univ.)

Cognitive strategies of interruption handling. Effects of situational and individual factors
Anna B. Leonova (Moscow State Lomonosov Univ.) ableonova@gmail.com
Irina V. Blinnikoba (Moscow State Lomonosov Univ.)

Current Perspectives on Relationship-Oriented Leadership and Leader-Member Exchange (LMX)

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-2
Session Chairs: Alexander Pundt (Univ. of Mannheim, DE) alexander.pundt@uni-mannheim.de Daniel May (Freie Univ. Berlin, DE) daniel.may@fu-berlin.de

» The central role of Leader-Member Exchange (LMX) in the relationship between follower perceptual processes and leadership outcomes
Anna Topakas (Institute of Work Psychology, Univ. of Sheffield, UK) a.topakas@sheffield.ac.uk Robin Martin (Aston Business School, Aston Univ., UK) Olga Epitropaki (ALBA Graduate Business School, GR)

» Humor and the relationship between leader and follower: How are humor styles of the leader related to leader-member exchange?
Alexander Pundt (Univ. of Mannheim, DE) alexander.pundt@uni-mannheim.de Felicia Herrmann (Univ. of Mannheim, DE)

» The relationship between LMX dimensions and span of control – Linear or non-linear?
Birgit Schyns (Durham Univ., UK) birgit.schyns@durham.ac.uk Marc van Veldhoven (Tilburg Univ., NL)

» The influence of Leader-Member Exchange differentiation on teams' satisfaction: The mediating role of support climate
Vicente Gonzalez-Roma (Univ. of Valencia, ES) vicente.glez-roma@uv.es Pascale Le Blanc (Eindhoven Univ. of Technology, NL)

Leadership and Management 4

Paper Session

Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-3
Session Chairs: Regina Eckert (Center for Creative Leadership, BE) EckertR@ccl.org Silja Kotte (Kassel Univ., DE) silja.kotte@uni-kassel.de

» Evaluating leadership development: A tale of two methods
Gina Eckert (Center for Creative Leadership, BE) eckertr@ccl.org William Mulhern (Maastricht Univ., NL) Sofya Isaakyan (Maastricht Univ., NL) Fred Zijlstra (Maastricht Univ., NL)
» Differences in the effectiveness of the leadership development program in Europe and in the United States
Regina Eckert (Center for Creative Leadership, BE) EckertR@ccl.org
Sofya Isaakyan (Maastricht Univ., NL)
William Mulhern (Maastricht Univ., NL)
Fred Zijlstra (Maastricht Univ., NL)

» Group development as instrument for leadership development: Perspectives from a German-Israeli leadership development program
Silja Kotte (Kassel Univ., DE) silja.kotte@uni-kassel.de
Heidi Möller (Kassel Univ., DE)

» Team leaders’ position in meeting networks – A social network analysis
Nils Christian Sauer (Technische Univ. Braunschweig, DE) n.sauer@tu-braunschweig.de
Simone Kauffeld (Technische Univ. Braunschweig, DE)

Perspectives on Leadership II: Effectiveness, Diversity and Wellbeing

Symposium, topic area: Leadership and Management
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-4
Session Chairs: Torsten J. Holstad (Univ. of Leipzig, DE) torsten.holstad@uni-leipzig.de
Jürgen Wegge (Technical Univ. Dresden, DE) wegge@psychologie.tu-dresden.de
LoBe Werth (Technical Univ. Chemnitz, DE) kloba.werth@psychologie.tu-chemnitz.de
Facilitator: Jörg Felfe (Helmut Schmidt Univ. Hamburg, DE) felfe@hsu-hh.de

» The relation between transformational leadership and employee well-being: A meta-analysis
Sylvie Vincent-Höper (Univ. of Hamburg, DE) sylvie.vincent-hoeper@uni-hamburg.de
A. Heimann (Univ. of Hamburg, DE)
Sabine Gregersen (Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtsdienste)
Albert Nienhaus (Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtsdienste)

» Profiles of long-term occupational well-being: associations with transformational leadership
Kaisa Perko (Univ. of Tampere, FI) kaisa.perko@uta.fi
Ulla Kinnunen (Univ. of Tampere, FI)
Taru Feldt (Univ. of Jyväskylä, FI)

» The leader’s job characteristics – Antecedents of followers’ well-being?
Torsten J. Holstad (Univ. of Leipzig, DE) torsten.holstad@uni-leipzig.de
Otto Kahlleen (Univ. of Leipzig, DE)
Christiane R. Stempel (Univ. of Leipzig, DE)
Thomas Rigotti (Univ. of Leipzig, DE)

» Age differentiated leadership
Franziska Jungmann (Technical Univ. Dresden, DE) jungmann@psychologie.tu-dresden.de
Jürgen Wegge (Technical Univ. Dresden, DE)
Thomas Ellwart (Trier Univ., DE)

Well-being in Flexible, Mobile and Virtual Work

Symposium, topic area: Employee Wellbeing
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-5
Session Chair: Jan Dettmers (Univ. of Hamburg) jan.dettmers@uni-hamburg.de

» The dark side of technologies: Technostress and technoaddiction among ICT users
Marisa Salanova (WONT Research Group. Univ. Jaume I) marisa.salanova@psi.uji.es
Susana Llorens (WONT Research Group. Univ. Jaume I)

» Support and recovery amongst home-based virtual workers
Carolyn Axtell (Univ. of Sheffield) c.m.axtell@sheffield.ac.uk
Kevin Daniels (Univ. of East Anglia)
Karen Niven (Univ. of Manchester)
Donald Hillop (Univ. of Loughborough)
Jane Glover (Univ. of Loughborough)

» Extended availability for work by ICT – Design of availability requirements and effects on well-being and recovery
Jan Dettmers (Univ. of Hamburg) jan.dettmers@uni-hamburg.de

» Heart rate variability measurement in assessing stress and recovery reactions in mobile work
Ursula Hyrkkänen (TUAS) Ursula.Hyrkkanen@turkuamk.fi
Matti Vartiainen (Aalto Univ. School of Science)

(PP) How will Present Characteristics Tell about Tomorrow Human Resource Development?

Symposium, topic area: Human Resource Management
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-6
Session Chair: Ubolwanna Pavakanun (Thammasart Univ.) ubolwanna@gmail.com

» The characteristics of organizational effective leaders in Thailand
Ubolwanna Pavakanun (Thammasart Univ.) ubolwanna@gmail.com

» Perceived quality of service by customer, and entrepreneurial orientation, effective leadership, and styles of thinking of entrepreneurs in the best home
Kiddee Yongprakit (Bangkok Dusit Medical Service, PCL, TH) kiddeyon@gmail.com

» Organizational culture, organizational ethics, leadership effectiveness, and cognitive style of
middle managers in the united standard terminal public company limited group
Noppadol Punnokkhaew (United Standard Terminal Public Company Limited, Mitraphol Wareho) interj99@hotmail.com

Organizational culture, leadership effectiveness, organization engagement and intention to stay of operation level from the thailotte company limited
Tatsanai Suwannarat (Thammasat Univ.) tatsanai@lotte.co.th

Other Work and Organizational Psychology Topics 2
Paper Session
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-33
Session Chairs: Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk
Leif Werner Rydstedt (Lillehammer Univ. College, NO) leif.rydstedt@hil.no

How do you want to work, how do you want to live? Adressee and context effects threaten the validity of work-life-balance survey results
Katja Mierke (Hochschule Fresenius, DE) mierke@hs-fresenius.de

The relationship between work-related rumination and evening and morning salivary cortisol secretion
Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk
Leif Rydstedt (Univ. of Surrey, UK)
Jason Devereux (Univ. of Surrey, UK)

Flexibility at the workplace: Benefits and risks of flexible office concepts
Christina Wohlers (WWU Münster, DE) christina.wohlers@uni-muenster.de
Joachim Hübmer (WWU Münster, DE)
Guido Hertel (WWU Münster, DE)

Sleep quality and job strain interact to predict diurnal cortisol secretion
Leif Werner Rydstedt (Lillehammer Univ. College, NO) leif.rydstedt@hil.no
Mark Cropley (Univ. of Surrey)
Jason J Devereux (Univ. College London)

Emotions in the Workplace 2
Paper Session
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-042
Session Chairs: Alexandra Budjanovcanin (King's College London, UK) alexandra.budjanovcanin@kcl.ac.uk
Ricardo Rodrigues (Kingston Univ., UK)
David Guest (King's College London, UK)

Terror-management after hazardous substance exposure at work
Jessica Lang (RWTH Aachen Univ, DE) jlang@ukaachen.de

Developing and testing a measure of career regret
Alexandra Budjanovcanin (King's College London, UK)
alexandra.budjanovcanin@kcl.ac.uk
Ricardo Rodrigues (Kingston Univ., UK)
David Guest (King's College London, UK)

Affective team climate and psychological distress in team workers
Katia Levecque (Ghent Univ, BE; Research Council Flanders, BE) katia.levecque@ugent.be
Christophe Vanroelen (Free Univ. Brussels, BE)
Henk Roose (Ghent Univ., BE)
Ronan Van Rossem (Ghent Univ., BE)

Occupational and Organizational Safety 2
Paper Session
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-043
Session Chairs: Achim Elfering (Univ. of Bern, CH) achim.elfering@psy.unibe.ch
Aline Gillet (Univ. of Liège, BE) agillet@ulg.ac.be

Safety at work: Perceptions of managers and employees and probability of having an accident at work in 11 different industry sectors
Diego Bellini (Univ. of Verona, IT) bell.diego@tiscali.it
Riccardo Sartori (Univ. of Verona, IT)
Cristina Rappaglioni (Univ. of Verona, IT)

Medical communication at shift change and human error: Could a cognitive support make health care safer?
Aline Gillet (Univ. of Liège, BE) agillet@ulg.ac.be
Alexandre Guysen (Univ. Hospital of Liège, BE)
Vincent D’Orio (Univ. Hospital of Liège, BE)
Anne-Sophie Nyssen (Univ. of Liège, BE)

Cognitive failure, sleep quality and social stressors at work: In-depth analysis of 5 work days and preceding nights
Achim Elfering (Univ. of Bern, CH) achim.elfering@psy.unibe.ch
Anna Schenker (Univ. of Bern, CH)

Applying the dirty dozen categorization of human error causes to the operating room
Christian Treffenstädt (Georg-August-Univ. Göttingen, DE) treffenstaedt@psych.uni-goettingen.de
Nicki Marquardt (Hochschule Rhein-Waal, DE)

Teams and Workgroups 2
Paper Session
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-102
Session Chairs: Anja Philipp (Goethe-Univ. Frankfurt, DE) philipp@paed.psych.uni-frankfurt.de
Carlos Ferreira Peralta (Univ. of Coimbra, PT) carlosferreiraperalta@gmail.com

Proactive behaviour of teachers for school development – Research on antecedents at individual and at school level
Anja Philipp (Goethe-Univ. Frankfurt, DE)
philipp@paed.psych.uni-frankfurt.de
Mareike Kurter (Goethe-Univ. Frankfurt, DE)
Yes, we scored! How team processes and innovation affect performance in sports
Carlos Ferreira Peralta (Católica-Lisbon School of Business and Economics & Univ. of Coimbra, PT) carlosferreiraperalta@gmail.com
Paulo Renato Lourenço (Univ. of Coimbra, PT)
Paulo Nuno Lopes (Católica-Lisbon School of Business and Economics, PT)

Researchers’ social networks and performance: The impact of social network characteristics on the individuals’ performance
Elaine Neiva (Univ. of Brasilia, BR) elaine_neiva@uol.com.br
Carolina Fussi (Univ. of Brasilia, BR)
Daniel Fernandes (Univ. of Brasilia, BR)

Team and teamwork Evaluation of interprofessional teamwork in rehabilitation clinics – A quantitative and qualitative approach
Zimmermann Linda (Univ. of Freiburg, DE) linda.zimmermann@medsoz.uni-freiburg.de
Müller Christian (Univ. of Freiburg, DE)
Körner Mirjam (Univ. of Freiburg, DE)

Changing Employment Relations 1
Paper Session
Time: Friday, 24/May/2013: 10:15am - 11:15am
Location: F-229
Session Chairs: Susanna Toivanen (Stockholm Univ. / Karolinska Institutet, SE) susanna.toivanen@chess.su.se
Maria Simosi (Univ. of the Aegean, GR) m.simosi@auean.gr

Examining the effects of changing obligations in employment relationships and psychological contract breach: A study of Greek employees
Maria Simosi (Univ. of the Aegean, GR) m.simosi@auean.gr

Individual needs in flexibility and employment security: a qualitative approach
Fabrice Travaglianti (HR Development Unit - Work Psychology, Univ. of Liège, BE) ftravaglianti@ulg.ac.be
Julie De Cia (HR Development Unit - Work Psychology, Univ. of Liège, BE)
Jean-François Orianne (CRIS - Human Sciences Institute, Univ. of Liège, BE)
Francois Pichault (LENTIC - HEC Management School, Univ. of Liège, BE)
Isabelle Hansez (HR Development Unit - Work Psychology, Univ. of Liège, BE)

Times are changing? – An interview study with social partners in the labor market about futures working life 2025
Susanna Toivanen (Stockholm Univ. / Karolinska Institutet, SE) susanna.toivanen@chess.su.se

The relationship between perceived contract breach and job insecurity: The role of perceived organizational support as moderator
Corina D.S. Riantoputra (Univ. of Indonesia, ID) c.riantoputra@gmail.com
Catur Ají Parmunjukgas (Univ. of Indonesia, ID)
Adi Respati (Univ. of Indonesia, ID)

Keynotes (11:30am - 12:30pm)

Acceleration, Alienation and Appropriation at the Workplace: Some Sociological Insights into Working Conditions Past, Present and Future
Invited Keynote
Speaker: Hartmut Rosa (Friedrich-Schiller-Univ. Jena, DE) hartmut.rosa@uni-jena.de
Time: Friday, 24/May/2013: 11:30am - 12:30pm
Location: S-Aula
Facilitator: Christian Korunka

“Off the Beaten Path!”: Towards A Paradigm Shift in Personnel Selection Research
Invited Keynote
Speaker: Filip Lievens (Ghent Univ., BE) Filip.Lievens@ugent.be
Time: Friday, 24/May/2013: 11:30am - 12:30pm
Location: H-1
Facilitator: Cornelius König (Univ. des Saarlandes)

Buffet or Take Away Lunch
Time: Friday, 24/May/2013: 12.30pm - 2.30pm
Location: Catering nearby the Poster Forum

Regular Poster Session Friday 1
Time: Friday, 24/May/2013: 12.30pm - 1:30pm

Topic area: Research and methodology
(1) Van Dyne & LePine’s (1998) helping and voice behaviours scale: Validation to a sample of Portuguese hospital workers
Teresa Proença (Politechnic of Porto, PT) tproenca@fep.up.pt
Helena Gonçalves Martins (Faculdade de Economia do Porto, PT)

Topic area: Organizational Structure, Culture and Climate
(2) A new insight on the relationship between organizational identification and affective commitment
Géraldine Marique (Univ. catholique de Louvain, BE)
Topic area: Organizational Behavior

(3) The impact of perceived organizational support on employees’ well-being and performance: The role of self-efficacy and work engagement
Gaëtane Caesens (Univ. catholique de Louvain, BE) gaetane.caesens@uclouvain.be
Florence Stinglhamber (Univ. catholique de Louvain, BE)

(4) Committed to whom? Unravelling how volunteer perceptions of their impact on beneficiaries of volunteering influences their intention to stay and hours volunteered
Tina Saksida (Centre for Industrial Relations and Human Resources, Univ. of Toronto, CA) tina.saksida@mail.tutoronto.ca
Amanda Shantz (School of Human Resource Management, York Univ., CA)
Kerstin Alles (Business and Law School, Kingston Univ., UK)

(5) Developing a region specific cultural database: Integrating multiple data collection methods
Richard Griffith (Florida Institute of Technology, US) griffith@fit.edu
William Gabrenya (Florida Institute of Technology, US)
Erin Moeser-Whittle (Florida Institute of Technology, US)
Rana Moukarzel (Florida Institute of Technology, US)
Daniel McDonald (Defense Equal Opportunity Management Institute)

(6) Motivators and deterrents of UN expatriate peacekeepers: Development and testing of a comprehensive model
Nikos Bozionelos (Audencia Nantes, FR) boc@audencia.fr
Elia Danta-Tremezano (Durham Univ., UK)

(7) Slippery slope model in organizations: Trust and power influencing cooperative behaviour
Martina Hartner-Tiefenthaler (Vienna Univ. of Technology & Univ. of Vienna, AT) martina.hartner-tiefenthaler@tuwien.ac.at
Erich Kirchler (University of Vienna, AT)

(8) Tracking work values among 16 years old students
Aase Helene Bakkevig Dagsland (University of Stavanger, NO)
aase-helene.b.dagsland@uis.no
Reidar J Myklebust (Univ. of Stavanger, NO)
Ståle Einarsen (Univ. of Bergen, NO)

(9) Workaholism as the dark side of high organizational commitment
Andrey Lovakov (National Research Univ. Higher School of Economics, RU) lovakov@gmail.com
Julia Artyushina (National Research Univ. Higher School of Economics, RU)

(10) Normative commitment orientation: Obligation across domains
Alex Milam (Univ. of Houston - Clear Lake, US) milam@uhcl.edu
Cristina Rubino (California State Univ. - Northridge)
Sara Perry (Univ. of Houston - Downtown)
Rumela Roy (Univ. of Houston - Clear Lake, US)

(11) Innovation-related self-efficacy: Introducing the construct and development of a measuring instrument
Christoph Müller (Univ. of Rostock, DE) christoph.mueller2@uni-rostock.de
Friedemann W. Nerdinger (Univ. of Rostock, DE)

(12) Stability of work attitudes: A 5-year longitudinal study on job involvement and effort expenditure at work
Irina Zinovieva (Sofia Univ. St. Kliment Ohridski, BG) irinazinovieva@arcor.de

(13) The gendered nature of business meetings
Wendelien Van Eerde (Univ. of Amsterdam, NL) w.vaneerde@uva.nl

(14) The moderating role of need for affect in regard to the cognitive and affective underpinnings of job satisfaction
Christian Schlett (Univ. of Tuebingen, DE)
Christian.Schlett@uni-tuebingen.de
René Ziegler (Univ. of Tuebingen, DE)
Michael Diehl (Univ. of Tuebingen, DE)

(15) A new generic model of individual workplace performance
Céline Rojon (Univ. of Edinburgh Business School, UK) celine.rojon@ed.ac.uk
Almuth McDowall (Univ. of Surrey, UK)
Mark N. K. Saunders (The Surrey Business School & Univ. of Surrey, UK)

(16) Attitudes as Antecedents of Organizational Citizenship Behaviour of Lithuanian Employees
Dalia Bagdziuniene (Vilnius Univ., LT) dalia.bagdziuniene@gmail.com
Jurgita Lazauskaite-Zabielske (Vilnius Univ., LT)
dalia.bagdziuniene@gmail.com

(17) Classic achievement motivation contrasting regulatory focus: Just “old wine in new bottles”? Linda Scheithauer (Univ. of Potsdam, DE)
scheithauer@uni-potsdam.de
Tina Urbach (Univ. of Potsdam, DE)
Doris Fay (Univ. of Potsdam, DE)

(18) In whom I have to trust to be satisfied? Meta-analytic findings about the connection between trust across different hierarchical levels and job satisfaction
Ariane Jäckel (Univ. of Kassel, DE) ariane.jackel@uni-kassel.de

(19) The prediction of dynamic criteria on maintenance stage using Generalized Maximum Entropy formulation
José Navarro (Universidad de Barcelona, ES) j.navarro@ub.edu
Pedro J. Ramos-Villagraña (Universidad de Oviedo, ES)
Antonio L. García-Izquierdo (Universidad de Oviedo, ES)
(20) What impedes flow in power situations? The role of competing explicit motives.
Julia Trapp (TU München, DE) trapp@wi.tum.de
Hugo M. Kehr (TU München, DE)

(21) Aligning between the values of Brazilian industry workers of software and IT services and management strategies of organization
Marcia Costa Ribeiro de Abreu (Univ. Católica de Brasília, BR) marcia_abreu7@hotmail.com
Helga Cristina Hedler (Univ. Católica de Brasília, BR)

(22) Empowerment of teaching and non-teaching at university: A cross-cultural study
Maria Isabel Mendoza (Univ. of Huelva) imendoza@uhu.es
Gabriela Gonçalves (Univ. of Algarve)
Yolanda Borrego-Alés (Univ. of Huelva)
Joana Santos (Univ. of Algarve)
Alejandro Orgambidez-Ramos (Univ. of Algarve)

(23) Promotion focus and group goals reduce biases in group decision making
Florian Landkammer (Knowledge Media Research Center, Tuebingen, DE) flandkammer@wsm-kmrc.de
Kai Sassenberg (Knowledge Media Research Center, Tuebingen, DE)
Johann Jacoby (Knowledge Media Research Center, Tuebingen, DE)

(24) The salience of everyday rewards and motivation: A workplace diary study based on Self-determination Theory
Rebecca Hewett (Royal Holloway, Univ. of London, UK) bex.hewett@yahoo.com

Topic area: Health and Interventions

(25) Workaholism and health. Consequences of work craving
Kamila Wojdyło (Univ. of Gdansk, PL) direktkw@gmail.com
Jacek Buczny (Univ. of Social Sciences and Humanities, PL)

Topic area: Leadership and Management

(26) Gender stereotypes of leaders: An analysis of contents of obituaries
Nominated for the EAWOP Congress 2013 Best Poster Award
Barbara Hartl (Univ. of Vienna, AT) barbara.hartl@univie.ac.at
Stephan Muehlbacher (Univ. of Vienna, AT)
Erich Kirchler (Univ. of Vienna, AT)

(27) Leadership in the context of life-critical situations and high-performance
Manuela Maria Bräuer (Univ. der Bundeswehr München, DE)
Sonja Sackmann (Univ. der Bundeswehr München, DE)

(28) Meta-analytic investigation of abusive supervision in the workplace
Christine M. Y. Kermond (Michigan State Univ., US) kermond@msu.edu
Bernie L. Malonson (Michigan State Univ., US)
John M. Schaubroeck (Michigan State Univ., US)

(29) An examination of the relationship between the levels of impact of the leadership development program
Regina Eckert (Center for Creative Leadership, BE)
eckert@cc.l.org
Sofya Isaakyan (Maastricht Univ., NL)
William Muñehnn (Maastricht Univ., NL)
Fred Zijlstra (Maastricht Univ., NL)

(30) Better off together than apart: A cluster analysis of self-leadership and its relationship to individual innovation in hospital nurses
Catarina Gomes (Instituto Univ. de Lisboa - ISCTE-IUL)
catarinagomes04@gmail.com
Luís Curral (Faculdade de Psicologia - Univ. de Lisboa)
António Caetano (Instituto Univ. de Lisboa - ISCTE-IUL)
Pedro Marques-Quinteiro (Instituto Univ. de Lisboa - ISCTE-IUL)

(31) I expected more from you: The effects of relationships on negotiation offers
Jaime Ramirez-Fernandez (CIEE Council on International Educational Exchange, ES) jramirez@ciee.org
Jimena Y. Ramirez-Marin (Univ. of Seville, ES)
Lourdes Munduate (Univ. of Seville, ES)

(32) Testing the validity of the Team Leadership Questionnaire in a Portuguese sample of leaders from Small and Medium Size enterprises (SMEs), A suitable instrument?
Ana Margarida Graça (Instituto Univ. de Lisboa (ISCTE-IUL), PT) ana.margarida.graca@iscte.pt
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

(33) A three-level, gender-specific model of career progression
Ines Wichert (Kenexa, UK) ines.wichert@kenexa.com
Susan D Mello (Univ. of Minnesota, US)

(34) An integrative study of the influences of personality traits and behavioural competencies on leader effectiveness
Regina Eckert (Center for Creative Leadership, BE)
eckert@cc.l.org
Eke Jellurna (Maastricht Univ., NL)
Fred Zijlstra (Maastricht Univ., NL)

(35) Communicating respect in conflict mediation: An exploratory study
Catharina Decker (German Police Univ., DE)
catharina.decker@dhpol.de
Elisabeth Frankus (IRKS Institute for the Sociology of Law and Criminology, AT)

(36) The personality traits and motivational traits specific to performant leader in military organization
Cristina Ionica (National Intelligence Academy, RO)
cristinaionica@gmail.com

(37) Age power into work - Solution to age management
Tiina Saarelma-Thiel (Finnish Institute of Occupational Health, FI)
tiina.saarelma-thiel@ttl.fi
(38) (PP) Creating leadership communities of practice – Breaking through organizational silos
Albert Phillipe Haddad (Leadwise Consulting, AU)
albertyleadwise.com.au

(39) (PP) Leadership success factors in project management
Peter Behrendt (Institute of Psychology at Univ. of Freiburg, DE)
peter.behrendt@psychologie.uni-freiburg.de
Anja S. Göritz (Institute of Psychology at Univ. of Freiburg, DE)

(40) The contribution of senior managers’ skills to safety commitment
Laura Sophie Fruhen (Univ. of Aberdeen, UK) l.fruhen@gmx.de
Kathryn Meaum (Health and Safety Executive, UK)
Rhona Flin (Univ. of Aberdeen, UK)
Barry Kirwan (European Agency for the Safety of Air Traffic Management, FR)

(41) The interactive effects of leader self-sacrifice and leadership behavior on follower trust and identification
Hiroshi Ikeda (Fukuoka Univ., JP) ikedah@fukuoka-u.ac.jp

(42) Values communication in charismatic relationships
Sefa Hayibor (Carleton Univ., CA) sefa_hayibor@carleton.ca
David M. Wastieleski (Duquesne Univ., US)

(43) What do leaders think of followers – an analysis of implicit followership theories (IFTs) in Germany
Nicole Bode (Univ. of Erfurt, DE) nicole.bode@uni-erfurt.de
Tilmann Betsch (Univ. of Erfurt, DE)

(44) Who is a better negotiator? A cross disciplinary comparison between economics and psychology
Mirjam Braßler (Maastricht Univ., NL & Hamburg Univ., DE)
mirjam.brasler@gmx.de

(45) Culture and perceived mediation effectiveness and strategies in interest and rights conflicts
Jorge Cea Rodriguez (Univ. of Seville, ES) jorgecear@gmail.com
Francisco Medina Díaz (Univ. of Seville, ES)
Jimena Ramírez Marín (Univ. of Seville, ES)

(46) A systematic approach to psychosocial risk management: A secondary analysis of the ESENER survey
Malgorzata Milczarek (European Agency for Safety and Health at Work, ES) milczarek@osha.europa.eu
Xavier Irastorza (European Agency for Safety and Health at Work, ES)
William Cockburn (European Agency for Safety and Health at Work, ES)
Eusebio Rial González (European Agency for Safety and Health at Work, ES)
Julia Flintrop (European Agency for Safety and Health at Work, ES)
Christian Van Stolk (RAND Europe)
Laura Staetsky (RAND Europe)
Emmanuel Hassan (RAND Europe)

(47) Portrait of ideal leader and reality in Lithuanian organizations: subordinates’ perspective
Aurelija Stelmokienė (Vytautas Magnus Univ., LT)
a.stelmokiene@smf.vdu.lt
Auke Endriulaitienė (Vytautas Magnus Univ., LT)
Kristina Kovalčikienė (Vytautas Magnus Univ., LT)

(48) The influence of leadership gender and industry type on investment behaviour
Stefanie Wening (TU Darmstadt, DE) wening@psychologie.tu-darmstadt.de
Nina Keith (TU Darmstadt, DE)
Giovanna Carmonara Garrido (TU Darmstadt, DE)

(49) The think manager-think male stereotype - Malleable or stable?
Janine Bosak (Dublin City Univ., IE) janine.bosak@dcu.ie
Amanda Dietzman (Miami Univ., Oxford, US)
Alice H. Eagly (Northwestern Univ., US)
Sabine Sczesny (Univ. of Bern, CH)

(50) Perceptions and motivation in maximum performance situations: A question of supervisory leadership style?
Ute-Christine Klehe (Justus Lieb. Univ. Gießen, DE)
Ute-Christine.Klehe@psychol.uni-giessen.de
Annebel de Hoogh (Univ. van Amsterdam, NL)
Jessica Grazi (Justus Lieb. Univ. Gießen, DE)

(51) (PP) Coaching of captains
Juhani Veli Kullervoo Ollila (Finnish Institute of Occupational Health, FI) juhani.ollila@thl.fi

(52) Leaders set the tone for the stressor-strain relationship
Rita Berger (Univ. of Barcelona, ES) ritaberger@ub.edu
Sharon Glazer (Univ. of Maryland, US)

(53) The influence of leader behavior on role ambiguity in horticultural cooperatives: Mediating effect of organizational climate
Miguel Ángel Manías Rodríguez (Universidad de Almería, ES)
sorbas7@hotmail.com
Pedro Díaz Fúnez (Universidad de Almería, ES)
Vicente Péccino Medín (Universidad de Almería, ES)
Carmen Salvador Ferrer (Universidad de Almería, ES)
Juan Llopis Martín (Universidad de Almería, ES)

(54) The interplay of perceived leadership from faces and facial width-to-height ratio for the prediction of leadership emergence among males
Erik Dietl (Univ. of Bonn, DE) dietl@uni-bonn.de
Lisa Roch (Univ. of Bonn, DE)
Gerhard Bickel (Univ. of Bonn, DE)

(55) Executive coaching: A proposal of a competence executive coaching model based on the literature review
Lurdes Neves (Faculdade de Psicologia e de Ciências da Educação da Univ. do Porto, PT) lmneves@gmail.com
Filomena Jordão (Faculdade de Psicologia e de Ciências da Educação da Univ. do Porto, PT)
Miguel Pina e Cunha (Univ. Nova de Lisboa, PT)

(56) Health relevant leadership dimensions – Development of a questionnaire
Paul Jimenez (Univ. Graz, AT) paul.jimenez@uni-graz.at
Bianca Winkler (Univ. Graz, AT)
Anita Dunkl (Univ. Graz, AT)
### Topic area: Organizational Change and Development

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<td>65</td>
<td>Leaders as role models: The relationship between leader and follower organizational citizenship behaviors</td>
<td>Stefanie Susanne Beck (The Univ. of Georgia, Athens, US)</td>
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<td>Nominated for the EAWOP Congress 2013 Best Poster Award</td>
<td>Lillian T. Eby (The Univ. of Georgia, Athens, US)</td>
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<td>Lisa Van der Werff (Dublin City Univ., Dublin, IE)</td>
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### Topic area: Consumer Behavior and Marketing

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<td>A cross-cultural approach to user perception in the automotive industry using repertory grids</td>
<td>Mark Heckmann (Univ. of Bremen, DE)</td>
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<td>Jan Christoph Pries (Univ. of Bremen, DE)</td>
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### Topic area: Organizational Behavior and Development

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<td>67</td>
<td>Does affective commitment to fellow customers lead to joint decisions on provider switching?</td>
<td>Susanne Curti (Univ. of Rostock, DE)</td>
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<td>Erik Martins (Univ. of Rostock, DE)</td>
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<td>Friedemann W. Nerdinger (Univ. of Rostock, DE)</td>
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<td>Martin Benkenstein (Univ. of Rostock, DE)</td>
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### Topic area: Information Systems

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<td>Eating together. Adherence to the mediterranean diet and the food choice as predictors of acculturation</td>
<td>Laura Milani (Iulm Univ., IT)</td>
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<td>Vincenzo Russo (Iulm Univ., IT)</td>
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### Topic area: Organizational Behavior and Development

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<td>69</td>
<td>Mental accounting in the context of consumer decision making</td>
<td>Barbara Hartl (Univ. of Vienna, AT)</td>
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<td>Stephan Muehlbacher (Univ. of Vienna, AT)</td>
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<td>70</td>
<td>What do you think is comfortable in aircraft cabins?</td>
<td>Julia Bastian (Univ. of Lueneburg, DE)</td>
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<td>Rainer Höger (Univ. of Lueneburg, DE)</td>
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### Topic area: Technology at Work and Human-Machine-Systems

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<tbody>
<tr>
<td>71</td>
<td>Rational choice and non-compliance with internet use policy at work</td>
<td>Jeffrey J Bagraim (Univ. of Cape Town, ZA)</td>
</tr>
</tbody>
</table>

### Topic area: Rational Choice and Non-compliance

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<thead>
<tr>
<th>Session</th>
<th>Title</th>
<th>Authors</th>
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</thead>
<tbody>
<tr>
<td>72</td>
<td>What are you looking for? Measuring operator’s supervisory and control behavior in a socially augmented microworld</td>
<td>Melanie Janina Christine Stade (Humboldt Univ., DE)</td>
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<td></td>
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<td>Charlotte von Bernstorff (Humboldt Univ., DE)</td>
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<td>Nicola Niestroy (Humboldt Univ., DE)</td>
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<td>Jens Nachtwei (Humboldt Univ., DE)</td>
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### Topic area: Psychological and Social Factors

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<tr>
<th>Session</th>
<th>Title</th>
<th>Authors</th>
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</thead>
<tbody>
<tr>
<td>73</td>
<td>Effects of trust in high risk organization during technological changes</td>
<td>Gunhild Birgitte Saetren (Norwegian Univ. of Science and Technology, NO)</td>
</tr>
</tbody>
</table>

### Topic area: Technology at Work and Human-Machine-Systems

<table>
<thead>
<tr>
<th>Session</th>
<th>Title</th>
<th>Authors</th>
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</thead>
<tbody>
<tr>
<td>74</td>
<td>Personal well-being in organizations and perception of organizational support among the public security workers in Brasilia - Brazil</td>
<td>Valdenis De Deus Alves Silva (Univ. De Brasilia, BR)</td>
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<td>Elaine Rabelo Neiva (Univ. De Brasilia, BR)</td>
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<td>Daniel Barbosa (Univ. De Brasilia, BR)</td>
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<td>Eduardo Farias (Univ. De Brasilia, BR)</td>
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</tbody>
</table>
Dialogue of Scientists and Practitioners

Invited Panel Discussion

Time: Friday, 24/May/2013: 12:30pm - 2:15pm
Location: S-Festsaal

Session Chair: Alexandra Miettner (Berufsverband Deutscher Psychologinnen und Psychologen BDP e. V.)
info@sisu-coaching-training.de

Panelists:
- Siegfried Greif (IwFB GmbH, Hagen, DE)
- Simone Kauffeld (Technische Univ. Braunschweig, DE)
- Denis Mourlane (mourlane management consultants, Frankfurt/Main, DE)
- Sybille Wolff (Deutsche Bahn, Mobility Logistics AG, Berlin, DE)
- Ulrich Schüler (PMsp project management dr. schüler & partner, DE)

Position Papers (1:00pm - 1:45pm)

Motivational Bases of Distributed Leadership in Organization

Position Paper, topic area: Leadership and Management
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: S-2

Ajay Kumar Jain (Aarhus Univ., DK) ajay@psy.au.dk
Hans Jeppe Jeppensen (Aarhus Univ., DK)
Robert Thompson (Queensland Univ. of Technology, AU)

Monitoring Organizational Rhythms: Strengthening of Involvement of Employees and Managers in Change Processes

Position Paper, topic area: Organizational Change and Development
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: S-6

Truus Poels (Univ. Amsterdam; Innovation Platform Rhythms of Organizational Change) poels@apo.speedling.nl
John Klein Hesselink (TNO)
Joop Kielman (Nnoway)

Attributed Causes for Uncivil Incidents: Emotional and Behavioral Outcomes

Position Paper, topic area: Organizational Behavior
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: S-8

Irene Elisabeth De Pater (Univ. of Amsterdam, NL)
i.e.depater@uva.nl
Rernus Ilies (National Univ. of Singapore)

Occupational Psychology and NATO Management of International Crises

Position Paper, topic area: Organizational Structure, Culture, and Climate
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: S-9

Ingrid Karin Hickman (Creating Psychological Capital, UK)
ingridhkickman@gmail.com

Employee Social Liability

Position Paper, topic area: Employee Wellbeing
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: S-10

Rachel Lopes Morrison (AUT Univ., NZ)
rachel.morrison@aut.ac.nz
Keith Alexander Macky (AUT Univ., NZ)

How Evidence-Based is Work and Organizational Psychology? Some Criteria for Evaluating how far We’ve Got and Some Suggestions for Speeding up Progress

Position Paper, topic area: Other
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: S-Aula

Rob Briner (Univ. of Bath, UK) r.b.briner@bath.ac.uk

When do Outcomes Come Out? Improving Conceptualization and Modeling in W&O Research

Position Paper, topic area: Research and Methodology
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: H-1

Robert A. Roe (Maastricht Univ., NL) r.roe@maastrichtuniversity.nl

Achievement Goals in the Workplace: State of the Art and Looking Ahead

Position Paper, topic area: Organizational Behavior
Time: Friday, 24/May/2013: 1:00pm - 1:45pm
Location: H-2

Nico W. Van Yperen (Univ. of Groningen, NL)
**Regular Poster Session Friday 2**

**Time:** Friday, 24/May/2013: 1:30pm - 2:30pm

**Topic area:** Employee Wellbeing

1. Subjective and objective indicators of job stress and burnout in a residential home for the elderly
   Piergiorgio Argentero (Univ. of Pavia, IT)
   piergiorgio.argentero@unipv.it
   Paola Dordoni (Univ. of Pavia, IT)
   Paola.dordoni@unipv.it
   Elena Fiabane (Univ. of Pavia, IT)

2. Well-being and health-related behavior among university staff: The role of attitude toward health
   Regina A. Berezovskaya (Saint-Petersburg State Univ., RU)
   regina2011@mail.ru

3. Life and work satisfaction in emergency volunteers, between demands and resources
   Claudio Giovanni Cortese (Univ. of Turin, IT)
   claudio.cortese@unito.it
   Piergiorgio Argentero (Univ. of Pavia, IT)
   Lara Colombo (Univ. of Turin, IT)
   Chiara Ghislieri (Univ. of Turin, IT)
   Simona Ricotta (Univ. of Turin, IT)

4. Organizational culture and work stress: Stability during changes
   Velli Parts (Tallinn Univ. of Technology, EE) velli.parts@enop.ee
   Reeli Eelmaa (Mecro Ltd.)

5. The compensatory tracking task: Sleepiness assessment using computational intelligence
   Thomas Schnupp (Univ. of Applied Sciences, Schmalkalden, DE)
   t.schnupp@fh-sm.de
   Corinne Scherika (Univ. of Applied Sciences, Schmalkalden, DE)
   Jarek Krajewski (Univ. of Wuppertal, DE)
   Martin Golz (Univ. of Applied Sciences, Schmalkalden, DE)

6. How can we measure the impact of self-awareness at work? Construction of the Self-Awareness Outcomes Questionnaire
   Anna Sutton (Manchester Metropolitan Univ., UK)
   a.sutton@mmu.ac.uk
   Claire Wicks (South West Yorkshire Partnership NHS Foundation Trust, UK)

7. Job stress as a predictor of procrastination in project team members
   Valentina Barabanshchikova (Moscow State Univ., RU)
   vvbarabanshchikova@bk.ru
   Ekaterina Kaminetskaya (Moscow State Univ., RU)

8. Standby duty and well-being in aviation: Moderating effects of personality factors
   Panja Goerke (German Aerospace Center, DE) panja.goerke@dlr.de
   Henning Soll (German Aerospace Center, DE)
(9) The role of mindfulness in increasing firefighters’ well-being
Ilaria Setti (Univ. of Pavia, IT) ilaria.setti@unipv.it
Piergiorgio Argentero (Univ. of Pavia, IT)

(10) Opportunities and threats concerning the buzzword ‘burnout’: A qualitative study with experts and patients
Julia Wesseler (Münchner Institut für systemische Weiterbildung, DE) julia.wesseler@gmx.de
Simon Werther (Münchner Institut für systemische Weiterbildung, DE)

(11) Affective commitment: The roles of organizational justice and job burnout
Gloria Castaño (Universidad Complutense de Madrid, ES) gloriacastano@psi.ucm.es
Yong-Zang Li (Universidad Complutense de Madrid, ES)

(12) Handling customer stressors in service organisations: Is employee age important?
Sheena Johnson (Manchester Business School, Univ. of Manchester, UK) sheena.johnson@mbs.ac.uk
Lynn Holdsworth (Manchester Business School, Univ. of Manchester, UK)
Dieter Zapf (Johann Wolfgang Goethe-Univ., Frankfurt, DE)
Helge Hoel (Manchester Business School, Univ. of Manchester, UK)

(13) Job demands-resources balance effects on a sample of Italian teachers
Eva Venturini (Department of Social, Political and Cognitive Sciences, Univ. of Siena, IT) eva.venturini@live.it
Mariella Cari (Univ. of Florence, IT)
Marco Cerqueglini (Univ. of Florence, IT)
Alessandro Innocenti (Univ. of Siena, IT)
Stefano Taddei (Univ. of Florence, IT)

(14) The impact of work engagement and workaholism on well-being among a PhD student population: What kind of support do they need?
Gaëtane Caesens (Univ. catholique de Louvain, BE) gaetane.caesens@uclouvain.be
Gaylord Luyypaert (Univ. catholique de Louvain, BE)
Florence Stinglhamber (Univ. catholique de Louvain, BE)

(15) Moderating effect of personality traits on the relationship between perceived organizational justice and workplace violence intention
Ali Mehdad (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR) amahdad@khuisf.ac.ir
Sormayeh Zakerin (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)
Iran Mehdizadegan (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)

(16) Faculty stress in mozambique
Christian Hahn (Maastricht Univ., NL) c.hahn@student.maastrichtuniversity.nl
Paloma Manguele (Univ. Eduardo Mondlane, MZ)
Guiteria Mabasso (Univ. Eduardo Mondlane, MZ)
Herco Fonteinj (Maastricht Univ., NL)

(17) Relationships between hospital physicians’ working conditions and stress-outcomes
Ulrike Reisser (Univ. of Hamburg, DE) ulrike.reisser@studium.uni-hamburg.de
Grit Tannert (Univ. of Hamburg, DE)
Teodora Mateeva (Univ. of Hamburg, DE)

(18) Working conditions and well-being in a European organisation for research. A case study to test stress models
Philippe Sarrin (Univ. of Lyon, FR) philippe.sarrin@univ-lyon2.fr
Rebecca Weber (Univ. of Lyon, FR)

(19) Investigating the influence of destructive and transformational leadership on employee wellbeing and job performance
Ashley ODOnoghue (Leadership, Innovation, and Knowledge Research Centre Dublin City Univ., IE) ashley.odonoghue26@mail.dcu.ie
Dr Edel Conway (Leadership, Innovation, and Knowledge Research Centre Dublin City Univ., IE)
Dr Janine Bosák (Leadership, Innovation, and Knowledge Research Centre Dublin City Univ., IE)

(20) LOGs’ experiences in the Spanish workplaces
Donatella Di Marco (Univ. of Seville, ES) ddimarco@us.es
Helge Hoel (Manchester Business School - The Univ. of Manchester, UK)
Lourdes Munduate (Univ. of Seville, ES)
Alicia Arenas (Univ. of Seville, ES)

(21) Self-efficacy, affect and work engagement in entrepreneurs
Mariola Laguna (The John Paul II Catholic Univ. of Lublin, PL) laguna@kul.pl
Adam Zalinski (The John Paul II Catholic Univ. of Lublin, PL)

(22) Psychological capital as mediator between transformational leadership and adaptive performance
Nominated for the EAWOP Congress 2013 Best Poster Award
Kai Externbrink (Ruhr-Univ. Bochum, DE) kai.externbrink@rub.de
Gabriele Elke (Ruhr-Univ. Bochum, DE)
Christian Dormann (Ruhr-Univ. Bochum, DE)

(23) How to reduce intention to leave: Exploring proximal and distal antecedents
Isabelle Tremblay (Univ. de Montréal, CA) isabelle.tremblay.12@umontreal.ca
Marie Malo (Univ. de Montréal, CA)
François Chiocchio (Univ. de Montréal, CA)

(24) Work stress assessment of patients following angioplasty or heart surgery: Results of 1 year follow-up study
Elena Fiabane (Univ. of Pavia, IT) elenamaria.fiabane@unipv.it
Ines Giorgi (Salvatore Maugeri Foundation)
Piergiorgio Argentero (Univ. of Pavia, IT)

(25) Influence of job characteristics on an early return to work after a cardiac event
Andrea Gragnano (Univ. degli Studi di Milano Bicocca, IT) a.gragnano@campus.unimib.it
Massimo Mignogna (Univ. degli Studi di Milano Bicocca, IT)
Gaia Savio (Istituto Cardiovascolare Camogli - Genova, IT)

(26) Low sickness absence in organization- does it reflect recruitment
Karin Birgitta Nordström (National Centre for Work and
(27) Competencies Centre – Multidimensional identification of competencies and providing support to the unemployed
Sylwia Retowski (Univ. of Social Sciences and Humanities, PL) sretowski@swps.edu.pl
Jacek Buczny (Univ. of Social Sciences and Humanities, PL)
Magdalena Trzpiota (Univ. of Social Sciences and Humanities, PL)
Radostaw Sterczynski (Univ. of Social Sciences and Humanities, PL)
Marta Roczniawska (Univ. of Social Sciences and Humanities, PL)
Agnieszka Płaptwolka (Univ. of Social Sciences and Humanities, PL)
Katarzyna Rewers (Univ. of Social Sciences and Humanities, PL)

(28) Does financial hardship explain differences between Belgian and South African unemployed regarding experiences of unemployment, employment commitment and job search behaviour?
Yannick Griepp (KU Leuven, BE & Vrije Univ. Brussels, BE) ygriepp@gmail.com
Sebastiaan Rothmann (School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)
Wouter Vliegels (KU Leuven, BE)
Hans De Witte (KU Leuven, BE; School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)

(29) Meaning of work and job search behaviour: An explorative study on unemployed workers.
Emmanuella Ungusi (Univ. of Salerno, IT) emmanuella.ungusi@unisalento.it
Francesca Palano (Univ. of Bari, IT)
Giancarlo Tanucci (Univ. of Bari, IT)

(30) The work of the tourist guide
Reidar J. Myklethun (Univ. of Stavanger, NO) reidar.j.myklethun@uis.no
Ester Maria Pereira (Univ. of Stavanger, NO)
Gemma Ribalta Rocco (Univ. of Stavanger, NO)

(31) Unemployed individuals’ work values and life satisfaction: A descriptive study
Tatiana Sergeevna Chuykova (Bashkir State Pedagogical Univ. of Ufa named after M. Akmullah, RU) chuiakova@gmail.ru

(32) Difficulties concerning career decision making among youth in Poland
Bohdan Rożnowski (The John Paul II Catholic Univ. of Lublin, PL) bohrz@kul.pl

(33) The influence of HR practices on engagement and the intention to continue to work among older employees
René Schalk ( Tilburg Univ., NL) m.j.d.schalk@uvt.nl
Marijn van IJssel Smits (Tilburg Univ., NL)

(34) Social representations of retirement in Russia
Tatiana Sergeevna Chuykova (Bashkir State Pedagogical Univ. of Ufa named after M. Akmullah, RU) chuiakova@gmail.ru
Tatiana Mihaylovna Polkinina (Bashkir State Pedagogical Univ. of Ufa named after M. Akmullah, RU)

(35) How can the immediate supervisor contribute to the successful return to work of employees diagnosed with depression?
Alessia Negriini (IRSS - Institut de recherche Robert-Sauvé en santé et en sécurité du travail, CA) negriini@irsst.qc.ca
Marc Corbière (Centre for Action in Work Disability Prevention and Rehabilitation (CAPRIT), School of Rehabilitation, Univ. de Sherbrooke)
Louise St-Arnaud (Univ. Laval)
Marie-José Durand (Centre for Action in Work Disability Prevention and Rehabilitation (CAPRIT), School of Rehabilitation, Univ. de Sherbrooke)
Claude Charbonneau (Fondation travail et Santé Mentale)
Pierre Lemieux (Univ. de Montréal)

(36) Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed
Yannick Griepp (KU Leuven, BE; Department of Work and Organizational Psychology, Vrije Univ. Brussels, BE) ygriepp@gmail.com
Sebastiaan Rothmann (School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)
Wouter Vliegels (Department of Work and Organizational Psychology, Vrije Univ. Brussels, BE)
Hans De Witte (Department of Work and Organizational Psychology, Vrije Univ. Brussels, BE; School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)

Topic area: Other

(37) Increasing (with 50-100%) the amount of quality decisions of a 1,866 global engineering company. Adding value by integrating knowledge of several wop domains
Nominated for the EAWOP Congress 2013 Best Poster Award
Kristiina Fromholtz-Mäki (People and Organization Consulting, FI) kristiina.fromholtz-maki@cresco.fi

(38) What should I study? - Identifying study fields with Holland’s model of interests for future students
Nominated for the EAWOP Congress 2013 Best Poster Award
Nadine Schmitt (Univ. of Wuerzburg, DE) nadine.schmitt@uni-wuerzburg.de
Wolfgang Schneider (Univ. of Wuerzburg, DE) nadine.schmitt@uni-wuerzburg.de

(39) Objective and subjective body image: It’s relation to organizational justice
Asta Medisauskaite (Birkbeck, Univ. of London, UK) asta.medisauskaite@gmail.com
Aukse Endriulaitiene (Vytautas Magnus Univ., LT)

(40) Improving graduate employability via development of proactive behaviours: Validating a measurement instrument
Alex Vivien Tymon (Univ. of Portsmouth, UK) alex.tymon@port.ac.uk
(41) Crisis management: When are female CEOs preferred?
Leire Gartzia (Deusto Business School, Univ. of Deusto, ES)
leire.gartzia@deusto.es
Meera Komarrajju (Southern Illinois Univ. Carbondale, US)
Alice Eagly (Northwestern Univ., US)

(42) Employee engagement: Operationalization and testing of a practically oriented model
Ingrid Feinstein (GfK SE, DE) ingrid.feinstein@gfk.com
Winter Stefanie (FH Darmstadt)

(43) Organizational Commitment: A cross-country study
Adalgisa Battistelli (Univ. Paul Valéry, FR)
adalgisa.battistelli@univ-montp3.fr
Juan Pablo Roman-Calderon (Universidad EAFIT, CO)
Mario Vargas-Saenz (Universidad EAFIT, CO)

(44) Theory-practice transfer – Communicating knowledge to HR manager
Uwe Peter Kannengiesser (Münster University of Applied Sciences, DE)
U.Kanning@hs-osnabrueck.de
Meinald T. Thielsch (Univ. of Münster, DE)
Sille Kiss (Univ. of Münster, DE)

(45) From the first to the third mission of university: Beliefs and representations of Italian students
Salvatore Zappala (Faculty of Psychology, IT)
salvatore.zappala@uniibo.it
Mario Longavita (Faculty of Psychology, IT)

(46) Human values, well-being, and career exploration in Portuguese youths
Ana Daniela Silva (Univ. of Minho, PT) danielasilva@psit.uminho.pt
Maria do Céu Taveira (Univ. of Minho, PT)
Ana Mota (Univ. of Minho, PT)

(47) Business processes in complex environments
Katharina Kugler (Ludwig-Maximilians-Universität)
katharina.kugler@psy.lmu.de
Julia Reif (Ludwig-Maximilians-Universität)
Florian Behncke (Technische Universität München)
Felix Brodbeck (Ludwig-Maximilians-Universität)
Udo Lindernann (Technische Universität München)

(48) Career advancement of Indian males in corporate South Africa
Nasima Mohamed Hoosen Carrim (Univ. of Pretoria, ZA)
nasima.carrim@up.ac.za

(49) Work and integration: A research on Latin American immigrants in Italy
Paula Benevene (Univ. LUMSA, IT) pbenevene@tscali.it
Alessandro De Carlo (Univ. LUMSA, IT)
Federica Pantanella (Univ. LUMSA, IT)

(50) Drop out from higher education: A contribution to the reformulation of Tinto’s model of student attrition
Aremila Marutti (Univ. degli Studi di Bari, IT)
a.marutti@psico.uniba.it
Rosa Pia Fontana (Univ. degli Studi di Bari, IT)
Mariangela Marchese (Univ. degli Studi di Bari, IT)

(51) Driver fatigue detection - Do the systems keep their promise?
Dr. Katja Karrer-Gauß (TU Berlin)
Pawel Zawistowski (TU Berlin)

(52) Are we overeducated? Exploring undergraduates and their families employability perceptions
Michela Cortini (Univ. of Chieti, IT) cortini@unich.it
Maria Elisa Maiolo (Univ. of Chieti, IT)
Riccardo Giorgio Zuffo (Univ. of Chieti, IT)

(53) Why do employees stay when they had a strong intention to leave?
Martijn van der Locht (Fontys Univ. of Applied Sciences, NL)
martijn@loching.nl
Karen van Damm (Open Univ. in NL)

(54) Causes and effects of permanent reachability
Hiltraut Paridon (Institute für Work and Health, DE)
hiltraut.paridon@dguv.de
Oliver Heise (Unfallkasse Hessen)
Michael Peters (Institute für Work and Health, DE)

(55) Why employees vote to ratify union contracts
James E Martin (Wayne State Univ., US) james.martin@wayne.edu
Robert R Sinclair (Clemson Univ., US)

(56) The role of self-efficacy, proactivity, engagement and locus of control on employability of young professionals from a country in economic growth
Marilena Bargsted (Universidad Católica del Norte, Chile)
bargsted@ucn.cl

(57) Emotional intelligence and employability in Italian university students
Letizia Palazzeschi (Univ. of Florence, IT)
letizia.palazzeschi@gmail.com
Annamaria Di Fabio (Univ. of Florence, IT)

(58) Towards an understanding of the dynamics in contemporary work relationships
Philipp Daniel Romeike (Univ. Münster, DE)
p.d.romeike@uni-muenster.de

(59) Don’t fear the crisis. An Italian study
Gabriele Giorgi (Univ. Europea di Roma, IT)
dott.gabriele.giorgi@gmail.com

(60) Sensation Seeking Scales Form V and job insecurity as predictors of intrinsic and extrinsic job satisfaction in China
Sebastian lange (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)
sebastian.lange@uni-bonn.de
Ling Zhan (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)
Andre Beauducel (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)

(61) The objective engineer and the subjective manager: An empirical study of engineer’s perceptions on management and managing tasks
João Fontes da Costa (Instituto Politécnico de Coimbra, PT)
joao.costa@estgoh.ipc.pt
Teresa Carla Oliveira (Faculty of Economics - Univ. of Coimbra)
Inclusion at Work: Integrating Employees with Special Needs

Interactive Poster Session, topic area: Human Resource Management

Time: Friday, 24/May/2013, 2:45pm - 4:15pm
Location: Tent, green area

Session Chairs: Katharina Vornholt (Maastricht Univ.)
katharina.vornholt@maastrichtuniversity.nl
Esther Gracia (IDOCAL, ES) Esther.Gracia@uv.es

» Acceptance of people with disabilities at work: A literature review and first results on the validation of a newly developed questionnaire
Katharina Vornholt (Maastricht Univ.)
katharina.vornholt@maastrichtuniversity.nl
Sjur Utdewilligen (Maastricht Univ.)
Frans J.N. Nijhuis (Maastricht Univ.)

» An inclusive work redesign: Experiences with the method 'Inclusive Redesign of Work Processes'
Gemma M.C. van Ruitenbeek (Maastricht Univ.)
gemma.vanruitenbeek@maastrichtuniversity.nl

» Promotional motivation and positive attitudes towards people with disabilities as antecedents of inclusive behavior
Philippe T.J.H. Nelissen (Maastricht Univ., NL)
philippe.nelissen@maastrichtuniversity.nl
Ute R. Hülsheger (Maastricht Univ., NL)
Gemma M.C. van Ruitenbeek (Maastricht Univ., NL)
Fred R.H. Zijlstra (Maastricht Univ., NL)

» Promoting the social inclusion of people with mental disorders: the role of social enterprises
Patrizia Villotti (Univ. of Trento, IT) p.villotti@gmail.com
Sara Zaniboni (Univ. of Trento, IT)
Marc Corbiere (Universite de Sherbrooke, CA)
Franco Fraccaroli (Univ. of Trento, IT)

» University graduates with disabilities: A regional study on the transition from higher education into employment in times of an aging workforce
Anne Baumann (Univ. of Cologne, DE)
anne.baumann@uni-koeln.de
Jana Felicitas Bauer (Univ. of Cologne, DE)
Mathilde Niehaus (Univ. of Cologne, DE)
Stephanie Kohl (Univ. of Cologne, DE)
» The development of a self-constructed scale of quality of life for persons with intellectual disabilities
Esther Gracia (IDOCAL, ES) esther.gracia@uv.es
Carolina Moliner (IDOCAL, ES)
Vicente Martínez Tur (IDOCAL, ES)
Agustín Molina (IDOCAL, ES)

» Obstacles, burnout and service quality as the main predictors of quality of life for people with intellectual disabilities
Laura Lorente (Univ. de València, ES) Laura.Lorente-Prieto@uv.es
Carolina Moliner (Univ. de València, ES)
Vicente Martínez (Univ. de València, ES)
Agustín Molina (Univ. de València, ES)

**Interpersonal Conflicts at Work**
Interactive Poster Session, topic area: Employee Well-being

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm
**Location:** Tent, red area
**Session Chairs:** Sarah-Geneviève Trépanier (Univ. du Québec à Trois-Rivières) sarah-genevieve.trepanier@uqtr.ca
Thomas Frederick Donaldson Hoyland (Univ. of Hull) t.hoyland@hull.ac.uk

» Conflict and team climate for innovation: The moderating role of cognitive style
Thomas Frederick Donaldson Hoyland (Univ. of Hull, UK) t.hoyland@hull.ac.uk
Transformational leadership, conflict handling and workplace bullying: Testing two models of mediation
Milda Astrauskaite (Vytautas Magnus Univ., LT) psicho.loge.milda@gmail.com
Roy Max Kern (Vytautas Magnus Univ., LT)
Guy Notelaers (Radboud Univ. Nijmegen & Univ. of Bergen)

» Interpersonal conflicts at work and their impact on organizational attitudes and health: An experimental study
Nurul Ain Hidayah binti Abas (Univ. of Leipzig, DE) nurul.absa@uni-leipzig.de
Cosmina Picu (Univ. of Leipzig, DE) kathleen.otto@uni-leipzig.de

» Workplace bullying in Southern-Europe: Prevalence, job satisfaction, and psychological well-being in Italy and Spain
Jose Maria Leon (Iscte-IUL, PT) jose.Leon-Perez@iscte.pt
Alicia Arenas (Univ. Of Seville, ES)
Gabriele Giorgi (Univ. Europa Di Roma, IT)
Lourdes Munduate (Univ. Of Seville, ES)

» Antecedents of workplace bullying: An individual psychology approach
Milda Astrauskaite (Vytautas Magnus Univ., LT) psicho.loge.milda@gmail.com
Roy Max Kern (Vytautas Magnus Univ., LT)
Guy Notelaers (Radboud Univ. Nijmegen & Univ. of Bergen)

» Workplace psychological harassment, basic needs satisfaction, and employee functioning: A cross-lagged analysis
Sarah-Geneviève Trépanier (Univ. du Québec à Trois-Rivières, CA) sarah-genevieve.trepanier@uqtr.ca
Claude Fernet (Univ. du Québec à Trois-Rivières, CA)
Stéphanie Austin (Univ. du Québec à Trois-Rivières, CA)

» Interpersonal mistreatment at work and burnout among teachers
Coralia Sulea (West Univ. of Timisoara, RO) csandamas@gmail.com
Razvan Filipescu (West Univ. of Timisoara, RO)
Alexandra Horga (West Univ. of Timisoara, RO)
Gabriel Fischmann (West Univ. of Timisoara, RO)
Ciprian Ortan (West Univ. of Timisoara, RO)

**Work-Family Interface**
Interactive Poster Session, topic area: Worktime Arrangements and Work-Family Interface

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm
**Location:** Tent, blue area
**Session Chairs:** Stephan Dilchert (Baruch College, US) stephan.dilchert@baruch.cuny.edu
Monika Keller (Univ. of Hamburg) monika.keller@uni-hamburg.de

» Everyday work-family interference: A diary study on dual-earner couples’ work-family and family-work conflict
Sara De Gieter (Vrije Univ. Brussel, BE) sara.de.gieter@vub.ac.be
Lynn Gersmeyrs (Vrije Univ. Brussel, BE)

» Investigating the effect of family-work conflict on decreased extra-role behavior at work
Stephan Dilchert (Baruch College, US) stephan.dilchert@baruch.cuny.edu
Brittany Mercado (Baruch College, US)

» The effects of perceived partner implication with household chores, on work-family conflict and psychosocial risk factors at work
Javier Cerrato (Univ. of Basque Country, ES) franciscojavier.cerrato@ehu.es
Itziar Ugarteburu (Univ. of Basque Country, ES)
Jon Irdi (Univ. Of Basque Country, ES)
Eva Cifre (Univ. Of Basque Country, ES)

» The mediating role of work-family conflict between work shifts, work on-call and nurses’ exhaustion
Margherita Zito (Univ. of Turin, IT) margherita.zito@unito.it
Lara Colombo (Univ. of Turin, IT)

» The professional working mother: Individual and organizational experiences of the early years of motherhood – Changing identities and employment relations?
Claire Fiorruuiala Sandarnas (Birbeck College, UK) csandamas@gmail.com

» The impact of work-family conflict on employees well-being and families
Monika Keller (Univ. of Hamburg, DE) monika.keller@uni-hamburg.de
Niklas Friedrich (Univ. of Hamburg, DE)
Tim Vahle-Hinz (Univ. of Hamburg, DE)
Jan Dettmers (Univ. of Hamburg, DE)
Eva Bamberg (Univ. of Hamburg, DE)
Thematic Sessions (2:45pm - 4:15pm)

(PP) One Score or More? Reflections on the Controversy over a General Factor of Personality
Symposium, topic area: Personnel Selection and Recruitment
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: S-1
Session Chair: Iain Robert MacIver (Saville Consulting)
rab.maciver@savilleconsulting.com

- Construct convergence of Big 5 personality and Great 8 competency variables
  Rainer Kurz (Saville Consulting) rainer.kurz@savilleconsulting.com
- The relationship between General Mental Ability and the General Factor of Personality: Findings from meta-analytic data
  Matthias Ziegler (Humboldt Univ., Berlin) zieglema@hu-berlin.de
  Jonas Bentling (Educational Testing Service)
- Is the ‘Big One’ too big to be useful?
  Rob Bailey (OPP Ltd) Rob.Bailey@opp.com
- The great one – Not the first one
  MacIver Rab (Saville Consulting) rab.maciver@savilleconsulting.com

New Adventures in Negative Leadership: Measurement, Antecedents, Consequences and Moderators
Symposium, topic area: Leadership and Management
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: S-2
Session Chairs: Daniel May (Freie Univ. Berlin, Berlin, DE)
daniel.may@fu-berlin.de
Alexander Pundt (Univ. of Mannheim, Mannheim, DE)
alexander.pundt@uni-mannheim.de

- A German version of Tepper’s abusive supervision scale: Evaluation and future developments
  Jan Schilling (Univ. of Applied Administrative Sciences, Hannover, DE) jan.schilling@nds-sti.de
  Loock Claire-Michelle (Swiss Federal Institute of Technology, Zurich, CH)
- Measuring negative forms of leadership: Preliminary evidence for factor structure and criterion validity of a revised version of Shaw, Erickson and Harvey’s (2011) destructive leadership questionnaire
  Daniel May (Freie Univ. Berlin, Berlin, DE) daniel.may@fu-berlin.de
  Felix Meier (Freie Univ. Berlin, Berlin, DE)

- Exploitative leadership: Theory and measurement of exploitative leadership behavior
  Ellen Schmid (Technische Univ. München, Munich, DE)
  ellen.schmid@tum.de
  Claudia Peus (Technische Univ. München, Munich, DE)
- Leader-member exchange in everyday leader-employee interations. A diary study on the effects of appreciative and abusive supervision on employees’ work-related outcomes
  Erko Martins (Univ. of Rostock, Rostock, DE)
erko.martins@uni-rostock.de
  Friedemann W. Nerdinger (Univ. of Rostock, Rostock, DE)
- Subordinates’ coping with abusive supervision: The role of job resources adequacy and assertiveness
  Maria João Velez (Nova School of Business and Economics, Lisbon, PT) mjpvelez@sapo.pt
  Pedro Neves (Nova School of Business and Economics, Lisbon, PT)

Personnel Selection and Recruitment 3
Paper Session
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: S-6
Session Chairs: Saul Fine (Midot, IL) saul@midot.com
Rene Immanuel Kusch (Metaberatung GmbH)
rene.kusch@metaberatung.de

- Reducing unplanned loss through transverse resource practice offshore
  Kristine Kjellsen (Kongsberg Oil and Gas Technologies, NO) kkj@kdms.no
- Estimating the economic impact of personnel selection tools on counterproductive work behaviors
  Saul Fine (Midot, IL) saul@midot.com
- Improving test performance by cognitive training: Implications for employment testing
  Katharina Lochner (cut-e Group, DE) katharina.lochner@cut-e.com
  Achim Preuss (cut-e Group, DE)
  Maike Wehrmaker (cut-e Group, DE)
- Innovations in leadership assessment: a case study from Deutsche Telekom AG
  Sebastian Bonitz (Hogrefe Verlag GmbH & Co. KG, DE)
  sebastian.bonitz@hogrefe.de
- Relationships between personality and career evaluations after the world economic crisis 2008/2009
  Rene Immanuel Kusch (Metaberatung GmbH)
  rene.kusch@metaberatung.de
  Daniela Kunze (Metaberatung GmbH)
  Sebastian Steinbach (Steinbach & Partner Executive Consultants AG)
- Psychometric assessment as a tool to solve the problem of skills shortage
  Johanna Beckert (Ackerschott und Bertram GmbH, DE)
Individual Strengths at the Workplace

**Symposium, topic area:** Other

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** S-8

**Session Chair:** Marianne Van Woerkom (Tilburg Univ.) m.vanwoerkom@uvt.nl

**Facilitator:** Arnold B. Bakker (Erasmus Univ. Rotterdam) bakker@fsw.eur.nl

» **Organisational and individual orientation towards strengths use and deficit improvement:** Development and validation of a new questionnaire

Marianne Van Woerkom (Tilburg Univ.) m.vanwoerkom@uvt.nl

Crizelle Elis (North West Univ.)

Kim Rothmann (Afriforte)

Arnold Bakker (Erasmus Univ. Rotterdam)

» **Making strengths work: A weekly diary study on the predictors and outcomes of strength use in the workplace**

Marianne Van Woerkom (Tilburg Univ.) m.vanwoerkom@uvt.nl

Wido Oerlemans (Erasmus Univ. Rotterdam)

Arnold Bakker (Erasmus Univ. Rotterdam)

» **Theoretical background, operationalization, and first results on the role of character strengths-related person-job fit**

Claudia Harzer (Univ. of Zurich) c.harzer@psychologie.uzh.ch

Willibald Ruch (Univ. of Zurich)

» **The effect of a strengths-based intervention on employee well-being, psychological capital, engagement, and commitment**

Christina Meyers (Tilburg Univ.) m.c.meyers@uvt.nl

Marianne Van Woerkom (Tilburg Univ.)

**Motivation and Choices: Antecedents and Causes of Regulatory Focus and their Impact on Work Choices**

**Symposium, topic area:** Organizational Behavior

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** S-9

**Session Chair:** Michal M Schödl (The Hebrew Univ. of Jerusalem & IL/Ben Gurion Univ.) schodl2@barak.net.il

**Facilitator:** Avraham N Kluger (The Hebrew Univ. of Jerusalem, IL) avik@savion.huji.ac.il

» **The impact of secure attachment on regulatory focus and choice of work tasks**

Michal Lehmann (The Hebrew Univ. of Jerusalem, IL) chikush@gmail.com

Avraham N Kluger (The Hebrew Univ. of Jerusalem, IL)

» **Motivation and performance under time pressure**

Marieke Roskes (Ben Gurion Univ. of the Negev, IL) M.Roskes@uva.nl

Andrew Eliot (Univ. of Rochester)

Bernard Nijstad (Univ. of Groningen)

Carsten de Dreu (Univ. of Amsterdam)

» **Chronic regulatory focus impact on time allocation for interesting vs. obligatory tasks**

Dina Van-Dijk (Ben Gurion Univ. of the Negev, IL) dina@bgumail.com

Michal M Schödl (Ben Gurion Univ. of the Negev, IL)

» **Not mere goals: Minimal and maximal goals as reference points**

Steffen Giessner (Rotterdam School of Management Erasmus Univ., NL) sg@fsw.eur.nl

Daan Stam (Rotterdam School of Management Erasmus Univ., NL)

» **Regulatory focus measurement - The hidden correlations inside orthogonal structure**

Michal M Schödl (The Hebrew Univ. of Jerusalem, IL) m.schodl@ben-gurion.ac.il

Dina Van-Dijk (Ben Gurion Univ.)

Avraham N Kluger (The Hebrew Univ. of Jerusalem, IL)

» **Regulatory focus in social dilemma situations**

Stefan Pfattheicher (Ulm Univ., DE) stefan.pfattheicher@uni-ulm.de

Johannes Keller (Univ. of Cordoba, ES)

New Challenges for W&OP with non Traditional Workers

**Symposium, topic area:** Changing Employment Relations

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** S-10

**Session Chairs:** Maria José Chambel (Univ. of Lisbon) mjchambel@fp.ul.pt

Nathalie Galais (Friedrich-Alexander Univ. Erlangen) nathalie.galais@wiso.uni-erlangen.de

» **Implicit theories related to self and other comparison processes on older workers**

Carmen Taberno (Univ. of Cordoba) ed1taurm@uco.es

Esther Cuadrado (Univ. of Cordoba)

» **Job attitudes in workers with disabilities: The importance of family support in addition to organizational support**

Vanessa Pérez (Rey Juan Carlos Univ.) vanessa.perez@urjc.es

Carlos-María Alcover (Rey Juan Carlos Univ.)

Maria José Chambel (Univ. of Lisbon)

» **Human resource management practices and expatriates turnover: The mediate role of psychological contract fulfillment**

Francisco Cesario (aHigh Institute of Applied Psychology, Lisbon) fcesario@ispa.pt

Maria José Chambel (Univ. of Lisbon)

» **Perceived insider status and organizational commitment of temporary agency workers:**

jb@ackerschott.eu
Organizational and individual determinants and effects on stress
Nathalie Galais (Friedrich-Alexander Univ. Erlangen)
nathalie.galais@wiso.uni-erlangen.de
Cynthia Serde (Friedrich-Alexander Univ. Erlangen)

» Temporary agency versus permanent workers: A multigroup analysis of human resource management, motivation and commitment
Filipa Castanheira (New Univ. of Lisbon)
fcastanheira@novasbe.pt
Maria José Chambel (Univ. of Lisbon)

Implicit Motives at Work in Organizations
Symposium, topic area: Organizational Behavior
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: S-Aula
Session Chairs: Matthias Strasser (Technische Univ. München)
strasser@wi.tum.de
Hugo M. Kehr (Technische Univ. München)
kehr@wi.tum.de

» Implicit versus explicit motive-supply-fit at work – Theoretical arguments and initial empirical findings
Markus Thielgen (Univ. Münster)
markus.thielgen@uni-muenster.de
Stefan Krumm (Univ. Münster)
Lara Karsten (Univ. Münster)
Lisa Mlekus (Univ. Münster)
Guido Hertel (Univ. Münster)

» Using thurstonian IRT models to model the response process in implicit motive measures: Implications for reliability and the prediction of work-related outcomes
Jonas W. B. Lang (Maastricht Univ.)
jonas.lang@maastrichtuniversity.nl
Ingo Zettler (Univ. Tübingen)
Christian Ewen (Univ. Bonn)
Ute R. Hülsheger (Maastricht Univ.)

» Compatibility of follower motives and leadership style
Dorena Amann (Technische Univ. München)
amann@wi.tum.de
Hugo M. Kehr (Technische Univ. München)

» Relational models and social motives
Matthias Strasser (Technische Univ. München)
strasser@wi.tum.de
Steffen R. Giessner (Erasmus Univ. Rotterdam)

» Implicit motives as determinants of networking behaviors
Hans-Georg Wolff (Univ. Erlangen)
Hans-Georg.Wolff@wiso.uni-erlangen.de
Julia Weikamp (Univ. Würzburg)
Bernad Batinic (Univ. Linz)

Take Care! Promoting the Health and Well Being of Health Care Staff
Symposium, topic area: Health and Interventions
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: H-1
Session Chair: Pascale Le Blanc (Eindhoven Univ. of Technology)
p.m.le.blanc@tue.nl

» Matching process and outcomes: The health and well being of health care workers
Michael West (Lancaster Univ. Management School)
m.west@lancaster.ac.uk

» Engagement as a mediator of the Human Resource Management-performance link in hospitals
Anna Topakas (Institute of Work Psychology, Univ. of Sheffield)
at.topakas@sheffield.ac.uk
Jeremy Dawson (Institute of Work Psychology, Univ. of Sheffield)
Michael West (Lancaster Univ. Management School)

» Building empowering work environments that foster civility and organizational trust: Testing an intervention
Heather Spence Laschinger (Department of Nursing, Univ. of Western Ontario)
hkl@uwo.ca
Michael Leiter (Acadia Univ.)
Arla Day (Saint Mary’s Univ.)
Debra Gilin-Oore (Saint Mary’s Univ.)
Sean Mackinnon (Dalhousie Univ.)

» Using the ABLE intervention to improve employee work-life balance, well-being, and recovery
Arla Day (Saint Mary’s Univ.)
Arla.Day@smu.ca
Mandi MacDonald (Saint Mary’s Univ.)
Nikola Hartling (Saint Mary’s Univ.)
Lois Francis (Saint Mary’s Univ.)

» Empowering paramedics in bystander conflict
Kim van Erp (Eindhoven Univ. of Technology)
k.j.p.m.v.erp@tue.nl
Sonja Rispens (Eindhoven Univ. of Technology)
Evangelia Demerouti (Eindhoven Univ. of Technology)

Task and Social Leadership: Contributions from Power Research
Symposium, topic area: Leadership and Management
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: H-2
Session Chairs: Annika Scholl (Knowledge Media Research Center Tuebingen)
ascholl@iwm-kmrc.de
Melvyn Hamstra (Univ. of Groningen)
m.r.w.hamstra@rug.nl

» Power and goal pursuit
Ana Guinote (Univ. College London)
a.guinote@ucl.ac.uk
Alice Cai (Univ. College London)
Innovative Behaviour in the Workplace: New Perspectives on Predictors, Stage of Innovation Process and Boundary Conditions

Symposium, topic area: Organizational Behavior
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-1
Session Chairs: Adalgisa Battistelli (Paul Valéry Univ. (Montpellier III)) & Univ. of Verona) francesco.montani@univr.it
Adalgisa Battistelli (Paul Valéry Univ. (Montpellier III))

» Innovative work behaviour as a function of proactive envisioning and planning: Cross-level influences of team task orientation
Francesco Montani (Paul Valéry Univ. (Montpellier III)) & Univ. of Verona) francesco.montani@univr.it

» Job insecurity and innovative work behaviour: A psychological contract perspective
Wendy Niesen (KU Leuven & Univ. of Verona) wendy.niesen@ppw.kuleuven.be

» Why good ideas fail: The role of supervisors’ power motive and leader-member exchange in idea evaluation
Tina Urbach (Univ. of Potsdam) urbach@uni-potsdam.de

Women at the Top: New Insights and Controversies from Europe
SIOP-IAAP-EAWOP Alliance Symposium
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: H-3
Session Chair: Rosalind H Searle (Coventry Univ.) rosalind.searle@coventry.ac.uk
Facilitator: Deanne Den Hartog (Amsterdam Business School) D.N.denHartog@uva.nl

» Women on FTSE 100 corporate boards – Progression and position to date
Susan Vinnicombe (Cranfield Univ.) s.m.vinnicombe@cranfield.ac.uk

» Golden skirts and gold sack: Changes in board composition following the Norwegian gender quota law
Morten Huse (Univ. of Witten DE & Norwegian Business School) morten.huse@hi.no

(PP) Practitioner-Scientist Debate on Innovation in Organizations
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: H-4
Session Chair: Wolfgang Scholl (Humboldt Univ., Berlin) schollwo@cms.hu-berlin.de
Panelists:
Michael Frese (Leuphana Univ. of Lueneburg, DE) frese@leuphana.de
Tom Sommerlatte (Osisir MIC GmbH)
**Employee Wellbeing 9**

**Paper Session**

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm  
**Location:** F-3  
**Session Chairs:** Dawn Querstret (Univ. of Surrey, UK)  
D.querstret@surrey.ac.uk  
José Navarro (Univ. of Barcelona, ES) j.navarro@ub.edu

» **A longitudinal study examining work-related rumination as a predictor of change in work-related fatigue over time**

Dawn Querstret (Univ. of Surrey, UK) D.querstret@surrey.ac.uk  
Mark Croydon (Univ. of Surrey, UK)

» **Religious and spiritual coping and adjustment to stressful working episodes**

Tim Hagemann (Fachhochschule der Diakonie, DE)  
tim.hagemann@fhdd.de

» **Temporal patterns of flow in working and non-working activities**

José Navarro (Univ. of Barcelona, ES) j.navarro@ub.edu  
Julia Poepelbaurn (Univ. of Barcelona, ES)  
Lucía Ceja (IESE Business School, Univ. of Navarra, ES)  
Duarte Gomé (Univ. of Coimbra, PT)

» **Job performance adequacy - Consequences for well-being**

Maja Sasser (Roskilde Univ., DK) mas@grontmij.dk  
Ole Henning Sørensen (Aalborg Univ., DK)

» **Psychological health: A prerequisite for having motivated employees?**

Véronique Dagenais-Desmarais (Univ. de Montréal)  
v.dagenais.desmarais@umontreal.ca  
Chloé Parenteau (Univ. du Québec à Montréal)  
Jessica Londei-Shortall (Concordia Univ.)

**Personal Goals in the Work Context**

**Symposium, topic area:** Employee Wellbeing  
**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm  
**Location:** F-4  
**Session Chairs:** Bettina S. Wiese (RWTH Aachen Univ.)  
wiese@psych.rwth-aachen.de  
Katariina Salmela-Aro (Helsinki Collegium for Advanced Studies)  
katarina.salmela-aro@helsinki.fi

» **Career goal-related success expectations during transition from school to work: A person-oriented approach**

Katariina Salmela-Aro (Helsinki Collegium for Advanced Studies)  
katarina.salmela-aro@helsinki.fi  
Lotta Tynkkynen (Univ. of Jyväskylä)  
Julia Dietrich (Univ. of Erfurt)

» **In search of a suitable career: The role of personal goals**

Hannah J. P. Voigt (Bielefeld Univ.)  
hannah.voigt@uni-bielefeld.de  
Günter W. Maier (Bielefeld Univ.)

» **Selection, optimization and compensation in goal pursuit in the life domains of work, family, and leisure**

Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch  
Bettina S. Wiese (RWTH Aachen Univ.)  
Alexandra M. Freund (Univ. of Zurich)

» **Personal work goals in conflict: A risk to motivated employees?**

Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch  
Bettina S. Wiese (RWTH Aachen Univ.)  
Alexandra M. Freund (Univ. of Zurich)

» **Workplace bullying, a process?**

Guy Notelaers (Radou Univ. Nijmegen, NL & Monstarecon, BE)  
g.notelaers@fm.ru.nl  
Leo Paas (VU Univ. Amsterdam, NL)  
Ståle Einarson (Univ. of Bergen, Bergen Bullying Research Group, NO)

» **Examining reciprocal relationships between target and perpetrator in workplace bullying situations: A two-wave longitudinal study**

Alfredo Rodríguez-Muñoz (Complutense Univ. of Madrid)  
alfredo.rodriguez@psi.ucm.es  
Bernardo Moreno-Jiménez (Autonomia Univ. of Madrid)  
Eli Baillien (Human Relations Research Group, HUBrussel & WOPP, KU Leuven)  
Ana Sanz-Vergell (Autonomia Univ. of Madrid)  
Ynomig Moreno (Ynomig Moreno López)

» **Workplace bullying, a process?**

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» **Examining reciprocal relationships between target and perpetrator in workplace bullying situations: A two-wave longitudinal study**

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alfredo.rodriguez@psi.ucm.es  
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Ana Sanz-Vergell (Autonomia Univ. of Madrid)  
Ynomig Moreno (Ynomig Moreno López)

» **Personal Goals in the Work Context**

**Symposium, topic area:** Employee Wellbeing  
**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm  
**Location:** F-4  
**Session Chairs:** Bettina S. Wiese (RWTH Aachen Univ.)  
wiese@psych.rwth-aachen.de  
Katariina Salmela-Aro (Helsinki Collegium for Advanced Studies)  
katarina.salmela-aro@helsinki.fi

» **Career goal-related success expectations during transition from school to work: A person-oriented approach**

Katariina Salmela-Aro (Helsinki Collegium for Advanced Studies)  
katarina.salmela-aro@helsinki.fi  
Lotta Tynkkynen (Univ. of Jyväskylä)  
Julia Dietrich (Univ. of Erfurt)

» **In search of a suitable career: The role of personal goals**

Hannah J. P. Voigt (Bielefeld Univ.)  
hannah.voigt@uni-bielefeld.de  
Günter W. Maier (Bielefeld Univ.)

» **Selection, optimization and compensation in goal pursuit in the life domains of work, family, and leisure**

Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch  
Bettina S. Wiese (RWTH Aachen Univ.)  
Alexandra M. Freund (Univ. of Zurich)

» **Personal work goals in conflict: A risk to motivated employees?**

Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch  
Bettina S. Wiese (RWTH Aachen Univ.)  
Alexandra M. Freund (Univ. of Zurich)
How decision latitude moderates the effects of performance goals on well-being and functioning at work
Heike Heidemeier (RWTH Aachen Univ.)
heidemeier@psych.rwth-aachen.de
Bettina S. Wiese (RWTH Aachen Univ.)

Experimental Industrial Psychology VI: Mental Workload in Human-Machine-Interaction

Symposium, topic area: Other
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-5
Session Chairs: Achim Leder (Univ. of Wuppertal)
a.leder@uni-wuppertal.de
Matthias Rötting (TU Berlin) roetting@mms.tu-berlin.de

Detecting mental workload from phonetical speech changes in driver-codriver talk
Torn Laufenberg (Univ. of Wuppertal)
t.laufenberg@uni-wuppertal.de
Klaus Reinsprecht (TU Braunschweig, Ingenieurs- und Verkehrspsychologie)
Jarek Krajewski (Univ. of Wuppertal)

Impact of LED-technology on comfort and emotion in long haul-flights – Psychophysiological analysis of the use of activating light in the aircraft-cabin
Achim Leder (Univ. of Wuppertal) a.leder@uni-wuppertal.de
Jarek Krajewski (Univ. of Wuppertal)
Sebastian Schnieder (Univ. of Wuppertal)

Driver Workload – A comprehensive study combining performance, subjective and physiological measures
Stefan Ruff (TU Berlin) stefan.ruff@mms.tu-berlin.de

The value of eyetracking measurements for the assessment of driver sleepiness
Martin Golz (Univ. of Applied Sciences, Schmalkalen)
m.golz@fh-sm.de
David Sommer (Univ. of Applied Sciences, Schmalkalen)
Udo Trutschel (Circadian Inc., Arlington MA, US)
Dave Edwards (Caterpillar Machine Research, Caterpillar Inc., Peoria IL, US)
Jarek Krajewski (Univ. of Wuppertal)

Detection of mental workload through thermal imaging – A pilot study in real road traffic
Sascha Datkiowicz (Univ. of Wuppertal)
s.datkiowicz@uni-wuppertal.de
Sebastian Schnieder (Univ. of Wuppertal)
Jarek Krajewski (Univ. of Wuppertal)

Can job insecurity predict deviant behaviours? Social exchange model of justice and identification processes as mediating mechanisms
Beatrice Piccoli (Univ. of Verona, IT) beatrice.piccoli@univr.it

Does job insecurity climate effect organizational cohesiveness and antisocial behavior at work? Results from a multilevel-study in Spain and Austria
Thomas Höge (Univ. of Innsbruck, AT) thomas.hoeg@uibk.ac.at
Beatriz Sora (Open Univ. of Catalonia, ES)
Wolfgang G. Weber (Univ. of Innsbruck, AT)

The impact of job insecurity on performance: Only negative effects? Explaining the nature of the relationship with overall job attitude as mediator
Beatrice Piccoli (Univ. of Verona, IT) beatrice.piccoli@univr.it
Hans De Witte (WOPP, KU Leuven, BE)
Margherita Pasini (Univ. of Verona, IT)

Do temps mess up the network? A social network perspective on the effect of temporary workers on team performance
Jeroen de Jong (Tilburg Univ., NL) p.dejong@uvt.nl
Christa Wilkin (California State Univ., US)

Temporary agency workers: A blessing or a curse for their permanent co-workers?
Cynthia Christine Sendle (Univ. of Erlangen-Nuremberg)
Cynthia.Sendle@wiso.uni-erlangen.de
Nathalie Galais (Univ. of Erlangen-Nuremberg)
Klaus Moser (Univ. of Erlangen-Nuremberg)

The role of career development factors in job insecurity perceptions
Ieva Urbanaviciute (Vilnius Univ., LT) ieva.urbanaviciute@fsf.vu.lt
Dalia Bagdziuniene (Vilnius Univ., LT)
Jurgita Lazauskaite-Zabielske (Vilnius Univ., LT)

The effect of corporate social responsibility perceptions on employees’ intentions to stay. A moderated mediation model
Ratnes Alahakone (Kingston Univ., UK)
R.Alahakone@kingston.ac.uk
Kerstin Alfes (Kingston Univ., UK)
Amanda Shantz (York Univ., CA)

Corporate social irresponsibility – An obstacle in attracting qualified workforce?
Friederike Gerlach (Univ. of Osnabrück, DE)
friederike.gerlach@uni-osnabrueck.de
Sven-Oliver Spiess (Univ. of Osnabrück, DE)
Sven-Oliver.Spiess@uni-osnabrueck.de

Sustainable Environment and Organizations 1

Paper Session
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-33
Session Chairs: Selin Kudret (King’s College London, UK)
selin.kudret@kcl.ac.uk
Sven-Oliver Spiess (Univ. of Osnabrück, DE)
Sven-Oliver.Spiess@uni-osnabrueck.de

The effect of corporate social responsibility perceptions on employees’ intentions to stay. A moderated mediation model
Ratnes Alahakone (Kingston Univ., UK)
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Kerstin Alfes (Kingston Univ., UK)
Amanda Shantz (York Univ., CA)

Corporate social irresponsibility – An obstacle in attracting qualified workforce?
Friederike Gerlach (Univ. of Osnabrück, DE)
friederike.gerlach@t-online.de
Sven-Oliver Spiess (Univ. of Osnabrück, DE)
Corporate social responsibility: The key to improve work-life balance and effectiveness?
Marina Romeo (Univ. of Barcelona) mromeo@ub.edu
Rita Berger (Univ. of Barcelona)
Montserrat Yepes (Univ. of Barcelona)
Luis Torres (Univ. of Barcelona)

Social identity and exchange as mediators of the corporate social responsibility–affective commitment relationship: The moderating role of individual value orientations.
Sven-Oliver Spiess (Univ. of Osnabrück, DE) Sven-Oliver.Spiess@uni-osnabrueck.de
Christopher Klarke (Univ. of Osnabrück, DE)
Karsten Mueller (Univ. of Osnabrück, DE)
Nick Lin-Hi (Univ. of Mannheim, DE)
Anna Engel (Univ. of Osnabrück, DE)
Britta Seggewiß (Univ. of Osnabrück, DE)

The differential impact of foci versus forms of organizational CSR behaviors on key employee outcomes
Selin Kudret (King’s College London, UK) selin.kudret@kcl.ac.uk
Martin R. Edwards (King’s College London, UK)

Utopian or possible cities? Corporate social responsibility as mainstay for new kind of business growth: A qualitative case study of Strand East
Michela Cortini (Univ.degli studi “G. d’ Annunzio”, IT) cortini@unich.it
Stefania Tria (Univ.degli studi “G. d’Annunzio”, IT)

The power of I-deals in creating organization commitment: introducing the role of perceived uniqueness of the deal.
Brigitte Kroon (Tilburg Univ., NL) b.kroon@uvt.nl
Susanne de Kort (SCAB; Tilburg Univ., NL)
Charissa Freese (Tilburg Univ., NL)

Psychological contracts in the context of organizational change; How employee obligations are being influenced by the fulfillment of organizational obligations
Sjoerd van der Smissen (Tilburg Univ., NL) a.m.vdsmissen@uvt.nl
Rene Schalk (Tilburg Univ., NL)
Charissa Freese (Tilburg Univ., NL)
Hanna Varheenmaa (Tilburg Univ., NL)

Antecedents and outcomes of successful I-deal negotiation during the early career: A longitudinal study
Ine Willemsse (Vlerick Business School) ine.willemsse@vlerick.com
Aris De Vos (Antwerp Management School)
Dirk Buyens (Vlerick Business School)

Exploring the assets that make employees more employable: Results of a survey conducted in Switzerland
Marina Fiori (Univ. of Lausanne & Qualintra SA, CH) marina.fiori@unil.ch
Michael Kres (ProMove TM, CH)
Benoit Moraneau (Qualintra SA, CH)

The longitudinal effect of employability dimensions on young university graduates’ job quality: The mediating role of perceived employability
Juan Pablo Gamboa (Univ. of Valencia, ES) juan.gamboa@uv.es
Jesús Yeves (Univ. of Valencia, ES)
Vicente González-Romá (Univ. of Valencia, ES & Univ. of Valencia, ES)
José María Peiró (Univ. of Valencia, ES & Instituto Valenciano de Investigaciones Económicas, ES)

Longitudinal analysis of the relationship between organizational and union commitments in a sample of Spanish shop stewards
David Martinez-Íñigo (Rey Juan Carlos Univ., ES) david.martinez@urjc.es
Thomas Zacharewicz (Rey Juan Carlos Univ., ES)

High performance work system for creativity: Theoretical development and scale validation
Ieva Martinaityte (Aston Univ., UK) martinai@aston.ac.uk
Samuel Aryee (King’s College London, UK)
Claudia Sacramento (Aston Univ., UK)

Too good to be true: Curvilinear relationships between high performance work systems, service climate and work outcomes
Charmi Patel (Univ. of Edinburgh Business School, UK) Charmi.Patel@ed.ac.uk
Prof. Pawan Budhwar (Aston Business School, UK)

The interplay between HRM content and process: Examining the moderating role of interactional justice in the relationship between HRM and employee outcomes
Corine Boon (Univ. of Amsterdam Business School, NL) c.t.boon@uva.nl

Total rewards as antecedent of work engagement and intention to leave
Bart Verwaeren (Vlerick Business School, BE) bart.verwaeren@vlerick.com
Xavier Baeten (Vlerick Business School, BE)
The strength of human resource management system: A validation of the model
Ana Teresa Ferreira (Minho’s Univ., PT) ateresaferreira@gmail.com
José Keating (Minho’s Univ., PT)
Silva Isabel (Minho’s Univ., PT)

Occupational and Organizational Safety 3
Paper Session
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-102
Session Chairs: Autumn Krauss (Senitis, US)
autumn.krauss@sentis.net
Ove Johnny Hellgren (Stockholm Univ., SE) jhn@psychology.su.se

A multi-level investigation of the impact of safety climate and safety communication on safety performance
Autumn Krauss (Senitis, US) autumn.krauss@sentis.net
Tristan Casey (Senitis, US)
Sarina Maneotis (Senitis, US)

Why do employees quit their workgroup? Exploring interaction effect of role clarity, safety climate and safety climate strength.
Felisa Latorre Navarro (Instituto Tecnologico Autónomo de México, MX) m.felisa.latorre@gmail.com
Francisco J. Gracia Lerrin (Univ. of Valencia, ES)

Shared time pressure and safety climate. The moderating role of support climate
Inmaculada Silla Guerola (CIEMAT-CISOT, ES)
imaculada.silla@ciemat.es
Nuria Garnero (Univ. of Sevilla, ES)

Work environment and safety climate: What factors are important for the employee’s experience of safety climate and safety compliance?
Ove Johnny Hellgren (Stockholm Univ., SE) jhn@psychology.su.se

Personnel Selection and Recruitment 4
Paper Session
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-104
Session Chairs: Sonja Schinkel (Technical Univ. Eindhoven & Univ. of Amsterdam) s.schinkel@tue.nl
Christian Warneke (Europäische Fernhochschule Hamburg, DE) christian.warneke@euro-fh.de

Applicant reactions to selection procedures and outcomes: A field study
Sonja Schinkel (Technical Univ. Eindhoven & Univ. of Amsterdam) s.schinkel@tue.nl
Annelies Van Vianen (Univ. of Amsterdam)
Dirk Van Dierendonck (Erasmus Univ.)

Effects of individual differences on the perceived fairness of an operational assessment center
Natalia Merkulova (Univ. of Zurich, CH)
Klaus G. Melchers (Univ. Ulm, DE)
Martin Kleinmann (Univ. of Zurich, CH)
Hubert Annen (Military Academy at the ETH Zurich, CH)
Tibor Szvicsev Tresch (Military Academy at the ETH Zurich, CH)

The relation between assessment center overall dimension ratings and external ratings of the same dimensions
Andreja Wirz (Univ. Zürich, CH) a.wirz@psychologie.uzh.ch
Klaus G. Melchers (Univ. Ulm, DE)
Martin Kleinmann (Univ. of Zurich, CH)
Filip Lievens (Ghent Univ., BE)
Hubert Annen (ETH Zürich, CH)
Urs Bettler (Univ. Zürich, CH)

Applicant personality traits and fairness perceptions in group selection interviews
Hege Høivik Bye (Univ. of Bergen, NO) hege.bye@uib.no
Gro Mjeldeheim Sandal (Univ. of Bergen, NO)

Observations on analysis, strategy and cooperation in the assessment center
Christian Warneke (Europäische Fernhochschule Hamburg, DE) christian.warneke@euro-fh.de

How valid is the individual assessment center in the selection of managers? Two studies on concurrent and prospective validity
Olof J Ringelband (md gesellschaft fuer management-diagnostik mbh, DE) ringelband@management-diagnostik.de

Employee Wellbeing 10
Paper Session
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-234
Session Chairs: Larissa Jane Beattie (Macquarie Univ., AU) LarissaBeattie@gmail.com
Sarah-Jane Cullinane (Dublin City Univ., IE) sarahjane.cullinane2@mail.dcu.ie

A dynamic perspective on self-control: Daily exercise, momentary fatigue and momentary self-control
Nominee of the EAWOP Congress 2013 Best Paper Award
Zhaoli Song (National Univ. of Singapore, SG) songzl@nus.edu.sg
Nan Wang (National Univ. of Singapore, SG)
Jinlong Zhu (National Univ. of Singapore, SG)
Seang Mei Saw (National Univ. of Singapore, SG)
Vicki Drury (Univ. of Western Australia, AU)

The impact of daily motivational and health-impairment processes on job crafting behaviour: Evidence from a lean manufacturing context
Sarah-Jane Cullinane (Dublin City Univ., IE) sarahjane.cullinane2@mail.dcu.ie
Janine Bosak (Dublin City Univ., IE)
Patrick Flood (Dublin City Univ., IE)
Evangelia Demerouti (Eindhoven Univ. of Technology, NL)
Keynotes

(4:45pm - 5:45pm)

The Role of Mindfulness for Employee Health and Well-being (Innovation Award)
Invited Keynote
Speaker: Ute Hulsheger (Maastricht Univ., NL)
ute.hulsheger@maastrichtuniversity.nl
Time: Friday, 24/May/2013: 4:45pm - 5:45pm
Location: S-Aula
Facilitator: Rolf van Dick (Goethe Univ.)

The Aging, Age-Diverse Workforce: A Challenge and Opportunity for Work and Organizational Psychology
Invited Keynote
Speaker: Donald M. Truxillo (Portland State Univ., US)
truxillod@pdx.edu
Time: Friday, 24/May/2013: 4:45pm - 5:45pm
Location: H-1
Facilitator: Ute-Christine Klehe (Justus Liebig Univ. Gießen)

» Day-level fluctuations in stress and engagement in response to day-level workplace incivility: A diary study
Larissa Jane Beattie (Macquarie Univ., AU)
LarissaBeattie@gmail.com
Barbara Griffin (Macquarie Univ., AU)

» Explaining day-level effects of time pressure through its primary appraisal
Roman Prem (Univ. of Vienna, AT) roman.prem@univie.ac.at
Franziska Knoop (Univ. of Vienna, AT)
Petra Schinewitz (Univ. of Vienna, AT)
Bettina Kubicek (Univ. of Vienna, AT)
Matea Paškvan (Univ. of Vienna, AT)
Christian Korunka (Univ. of Vienna, AT)

» Work outcomes’ interpretations influence on motivation: The mediating role of affect in a daily study
Cibeles Miralles (Barcelona Univ., ES) c.miralles@ub.edu
José Navarro (Barcelona Univ., ES)
Lucía Ceja (IESE Business School, Univ. of Navarra)

Entrepreneurship / Self-employment 1
Paper Session
Time: Friday, 24/May/2013: 2:45pm - 4:15pm
Location: F-229
Session Chairs: Tatiana Gulko (OPP, UK)
tatiana.gulko@opp.com
Michiel Crommelinck (Ghent Univ., BE)
michiel.crommelinck@ugent.be

» The effect of an entrepreneurship training on the relationship of limited access to capital and start-ups: Complementing economic theories with psychological theories
Nominee of the EAWOP Congress 2013 Best Paper Award
Kim Marie Bischoff (Leuphana Univ. of Lüneburg, DE)
bischoff@leuphana.de
Michael Marcus Gielnik (National Univ. of Singapore Business School, SG)
Michael Frese (Leuphana Univ. of Lüneburg, DE)

» The interplay between risk propensity and entrepreneurship
Nominee of the EAWOP Congress 2013 Best Paper Award
Christiane Nieß (Cologne Graduate School in Management, Economics and Social Sciences) niess@wiso.uni-koeln.de
Tostten Biemann (Department of Management, Univ. of Mannheim)

» The joint effects of proactive feedback seeking and self-efficacy on entrepreneurial role clarity: A two-wave study
Michiel Crommelinck (Ghent Univ., BE)
michiel.crommelinck@ugent.be
Frederik Anseel (Ghent Univ., BE)
Alain De Beuckelaer (Radboud Univ. Nijmegen, NL & Ghent Univ., BE & Renmin Univ., CN)

» Early stages of entrepreneurship process: Pattern recognition, causation and effectuation
Susana Correia Santos (ISCTE - IUL, PT) susana.santos@iscte.pt
António Caetano (ISCTE - IUL, PT)
Silvia Fernandes Costa (ISCTE - IUL, PT)

» (PP) Predicting entrepreneurial activity in Europe during the recession
Tatiana Gulko (OPP, UK) tatiana.gulko@opp.com
Paula Cruise (OPP, UK)
Lisa Rydstad (Lund Univ., SE)

(PP) Field Trip to BASF Coatings – Reddot Design Award Winner 2012
Time: Friday, 24/May/2013: 2:20pm - 6:00pm
Location: Meeting Point for the Bus Transfer: Foyer of the Münster Palace

Coffee Break
Time: Friday, 24/May/2013: 4:15pm - 4:45pm
Location: nearby all session locations
Social Hour Master Erasmus Mundus on WOP-P

**Time:** Friday, 24/May/2013: 5:45pm - 6:45pm  
**Location:** S-Festsaal  
**Session Chairs:** Esther Gracia (IDOCAL, ES)  
Esther.Gracia@uv.es  
Vicente Martinez-Tur (Facultad de Psicología, ES)  
vicente.martinez-tur@uv.es

Reception EAWOP Summer School

**Time:** Friday, 24/May/2013: 5:45pm - 6:45pm  
**Location:** S-6  
**Session Chair:** Ann-Louise Holten (NRCWE, DK)  
ah@nrcwe.dk

Reception and Presentation for the EAWOP Worklab

**Time:** Friday, 24/May/2013: 6:00pm – 7:00pm  
**Location:** S-Foyer  
**Session Chair:** Angela Carter (Tallinn Technical Univ. & Univ. of Sheffield, Just Development, UK)  
a.carter@sheffield.ac.uk

EJWOP reception for Consulting Editors, Ad-hoc Reviewers and Authors

**Time:** Friday, 24/May/2013: 6:00pm – 7:00pm  
**Location:** S-Senat  
**Session Chair:** Ramón Rico (Universidad Autónoma de Madrid)  
ramon.rico@uam.es

Congress Dinner

**Time:** Friday, 24/May/2013: 7:15pm - 12:00am  
**Location:** Zwei-Löwen-Klub  
(Two Lions Club)
Saturday, 8:15am - 9:45am

## Thematic Sessions

### Leadership

**Interactive Poster Session, topic area:** Leadership and management  
**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** Tent, green area  
**Session Chairs:** Kurt Kraiger (Colorado State Univ.)  
Kurt.Kraiger@colostate.edu  
Jean-Sébastien Boudrias (Univ. of Montreal, CA) jean-sebastien.boudrias@umontreal.ca

» On the motivational effects of transformational leadership on employee functioning  
Claude Fernet (Univ. du Québec à Trois-Rivières, CA)  
claude.fernet@uqtr.ca  
Claude Fernet (Univ. du Québec à Trois-Rivières, CA)  
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Sarah-Geneviève Trépanier  
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Jean-Sébastien Boudrias (Univ. of Montreal, CA) jean-sebastien.boudrias@umontreal.ca

» The moderating role of perceived unit culture in the relation between transformational leadership and empowered behaviors  
Jean-Sébastien Boudrias (Univ. of Montreal, CA)  
jean-sebastien.boudrias@umontreal.ca  
Denis Lajoie (Univ. of Montreal, CA)  
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Vincent Rousseau (School of Industrial Relations, Univ. of Montreal, CA)  
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Vincent Rousseau (School of Industrial Relations, Univ. of Montreal, CA)  
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» The motivational effects of transformational leadership on employee functioning  
Claude Fernet (Univ. du Québec à Trois-Rivières, CA)  
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» The moderating role of perceived unit culture in the relation between transformational leadership and empowered behaviors  
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### Processes in Team Work

**Interactive Poster Session, topic area:** Teams and Workgroups  
**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** Tent, red area  
**Session Chairs:** Ana Maria Hernandez Baeza (Univ. of Valencia, ES) ana.hernandez@uv.es  
Wilfried Neumann (Univ. Regensburg) wilfried.neumann@ur.de

» Affective and cognitive team constructs: The reciprocal relationship between team affective climate and team potency  
Ana Maria Hernandez Baeza (Univ. of Valencia, ES)  
an.hernandez@uv.es  
Susana Karen Paterson (Univ. of Valencia, ES)  
an.hernandez@uv.es  
Vicente Gonzalez-Rorna (Univ. of Valencia, ES)

### Work Engagement and Health

**Interactive Poster Session, topic area:** Employee Well-being  
**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** Tent, blue area  
**Session Chairs:** Bart Van de Ven (Ghent Univ.)  
bart.vandeven@ugent.be  
Herman Steensma (Leiden Univ.) steensma@fsw.leidenuni.nl

» Team work engagement: Different development patterns over time  
Patricia Lopes Costa (ISCTE-IUL, Lisbon, PT)  
patricia.lopes.costa@gmail.com  
Ana Margarida Passos (ISCTE-IUL, Lisbon, PT)  
patricia.lopes.costa@gmail.com  
Arnold Bakker (Erasmus Univ., Rotterdam)

» The role of regulatory fit in employee engagement  
Bart Van de Ven (Ghent Univ., BE)  
bart.vandeven@ugent.be  
Peter Vlerick (Ghent Univ., BE)  
bart.vandeven@ugent.be

» Team work engagement: Different development patterns over time  
Patricia Lopes Costa (ISCTE-IUL, Lisbon, PT)  
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Ana Margarida Passos (ISCTE-IUL, Lisbon, PT)  
patricia.lopes.costa@gmail.com  
Arnold Bakker (Erasmus Univ., Rotterdam)

» The role of regulatory fit in employee engagement  
Bart Van de Ven (Ghent Univ., BE)  
bart.vandeven@ugent.be  
Peter Vlerick (Ghent Univ., BE)  
bart.vandeven@ugent.be

» Trait emotional intelligence, approach motivation and work engagement in Hong Kong teachers  
Alexander Montasem (Univ. of Hong Kong, S.A.R., CN)  
alexander.montasem@hku.hk  
Angela Fung Ying Siu (Chinese Univ. of Hong Kong, S.A.R., CN)
Saturday, 8:15am - 9:45am

Experimental Industrial Psychology IV: Human-Computer-Interaction

Symposium, topic area: Other

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-1

Session Chair: Jarek Krajewski (Univ. of Wuppertal)
krajewsk@uni-wuppertal.de

» Measuring happiness in the workplace: Are engagement at work and well-being equivalent?
Jessica Londei-Shortall (Concordia Univ., CA)
j_londei@live.concordia.ca
Véronique Dagenais-Desmarais (Univ. de Montréal (UQAM), CA)
Chloé Parenteau (Univ. du Québec à Montréal, CA)

» Effects of psychosocial resources and coping on work engagement and health: A new model
Herman Steensma (Leiden Univ., NL) Steensma@fsw.leidenuniv.nl
Melanie Ultee (Leiden Univ., NL)

» Demographic and occupational risk factors for burnout among German academics
Nadine Schmitt (Univ. of Wuerzburg, DE)
nadine.schmitt@uni-wuerzburg.de
Anja Göritz (Univ. of Freiburg, DE)

» Multi-methodological analysis of attention on websites
Wiebke Mahlfeld (Leuphana Univ. of Lüneburg)
mahlfeld@leuphana.de
Rainer Hoeger (Leuphana Univ. of Lüneburg)
Hanna Siemoneit (Leuphana Univ. of Lüneburg)
Eva Baseler (Leuphana Univ. of Lüneburg)

» Computer-supported work in distributed and co-located teams: The influence of mood feedback
Andreas Sonderegger (Univ. of Fribourg)
andreas.sonderegger@unifr.ch
Denis Lalarne (University of Fribourg)
Fabien Ringeval (Univ. of Fribourg)
Juergen Sauer (Univ. of Fribourg)
Luisa Bergtholt (ITB Consulting Bonn)

» Production ergonomics – Analysis methodology for human-system-integration in teamwork
Sigmund Schimanski (ERGOlabs GmbH Wuppertal)
schimanski@ergolabs.de

» The impact of expressive writing on work-related affective rumination: A randomized controlled trial
Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk
Richard Doherty (Central and North West London NHS Foundation Trust, UK)
Alice Theadorn (Auckland Univ. of Technology, NZ)

» Giving a good example: Supervisor’s effect on employees’ recovery from work
Anna Koch (Univ. of Münster, DE) anna.r.koch@uni-muenster.de
Carmen Binnewies (Univ. of Münster, DE)

» Recovery and creativity: Do vacations encourage innovative thinking?
Jessica de Bloom (Univ. of Tampere, FI) j.debloom@gmail.com
Jana Kühnel (Leuphana Univ. Lüneburg, DE)
Simone Ritter (Radboud Univ. Nijmegen, NL)
Tessa Lansu (Radboud Univ. Nijmegen, NL)

» Long-term patterns of effort-reward imbalance and over-commitment: Investigating occupational well-being and recovery experiences as outcomes
Taru Feldt (Univ. of Jyväskylä, FI) taru.feldt@jyu.fi
Marti Huhtala (Univ. of Jyväskylä, FI)
Katrina Hyvönen (Univ. of Jyväskylä, FI)
Ulla Kinnunen (Univ. of Tampere, FI)
Anne Mäkikangas (Univ. of Jyväskylä, FI)
Sabine Sonnentag (Univ. of Mannheim, DE)

» The role of partners for employees’ daily recovery
Verena Hahn (Univ. of Muenster, DE)
verena.hahn@uni-muenster.de
Carmen Binnewies (Univ. of Muenster, DE)
Christian Dormann (Ruh-U.-Bonn, DE)

Teams and Workgroups 3

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-6

Session Chairs: Michaëla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL) mschippers@rsm.nl
Jeroen de Jong (Tilburg Univ., NL) j.p.dejong@uvt.nl

» Should we draw on groups to control a nuclear power plant? Effects of group interaction on group learning and performance at dynamic system control tasks.
Sylvana Drewes (Georg-August-Univ. Göttingen, DE)
drewes@psych.uni-goettingen.de
Stefan Schulz-Hardt (Georg-August-Univ. Göttingen, DE)

» Social loafing and team performance: The compensating effect of agreeableness and conscientiousness
Michaëla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL) mschippers@rsm.nl

» Motivated by “a little help from my friends”: Social support as trigger of motivation gains in teams
Katrin Wessolowski (Univ. of Muenster, DE)

» Multi-methodological analysis of attention on websites
Wiebke Mahlfeld (Leuphana Univ. of Lüneburg)
mahlfeld@leuphana.de
Rainer Hoeger (Leuphana Univ. of Lüneburg)
Hanna Siemoneit (Leuphana Univ. of Lüneburg)
Eva Baseler (Leuphana Univ. of Lüneburg)

» Computer-supported work in distributed and co-located teams: The influence of mood feedback
Andreas Sonderegger (Univ. of Fribourg)
andreas.sonderegger@unifr.ch
Denis Lalarne (University of Fribourg)
Fabien Ringeval (Univ. of Fribourg)
Juergen Sauer (Univ. of Fribourg)
Luisa Bergtholt (ITB Consulting Bonn)

» Production ergonomics – Analysis methodology for human-system-integration in teamwork
Sigmund Schimanski (ERGOlabs GmbH Wuppertal)
schimanski@ergolabs.de

Effects of Recovery from Work and Factors that Hinder or Promote Unwinding Processes

Symposium, topic area: Employee Wellbeing

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-2

Session Chairs: Jessica de Bloom (Univ. of Tampere, FI) j.debloom@gmail.com
Taru Feldt (Univ. of Jyväskylä, FI) taru.feldt@jyu.fi
Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk
Teams and Workgroups 4

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: S-9

Chairs: Ans De Vos (Antwerp Management School, BE)
ans.devos@ams.ac.be
Anne Susann Bachmann (Christian-Albrechts-Univ. of Kiel, DE)
bachmann@psychologie.uni-kiel.de

» Fit of attitudes toward male anti-femininity norm in dyads of colleagues: Effects on men's strain and well-being in female-dominated occupations
Sonja Sobiraj (Univ. of Bielefeld, DE) sonja.sobiraj@uni-bielefeld.de
Sabine Korek (Univ. Leipzig, DE)
Thomas Rigotti (Univ. Leipzig, DE)
Gisela Mohr (Univ. Leipzig, DE)

» Equal, yet different. The effects of colorblindness and multiculturalism on employees' sense of inclusion
Wiebren Siebren Jansen (Univ. of Groningen, NL) w.s.jansen@rug.nl
Sabine Otten (Univ. of Groningen, NL)
Karen Ivette Van der Zee (Univ. of Twente, NL)

» Intergenerational cooperation as a driver of team commitment and retention
Ans De Vos (Antwerp Management School, BE) ans.devos@ams.ac.be

» When sheltered workers enter regular organizations: managing diversity among workers in lower educated jobs
Kyra Luijters (TNO, NL) Kyra.Luijters@tno.nl
Aukje Smit (TNO, NL)

(PP) Evaluation of an Organizational Health Intervention Program for Low-qualified, Culturally Diverse Workforces (ReSuDi II)

Symposium, topic area: Health and Interventions

Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: S-10

Session Chairs: Julia Clasen (Univ. of Hamburg)
julia.clasen@uni-hamburg.de
Christine Busch (Univ. of Hamburg) chuensch@uni-hamburg.de

» Process evaluation of an organizational health intervention program for low-qualified, culturally diverse workgroups
Christine Busch (Univ. of Hamburg) chuensch@uni-hamburg.de
Julia Clasen (Univ. of Hamburg)
Julia Vowinkel (Univ. of Hamburg)
Eva Winkler (Univ. of Hamburg)
Experiences of a health insurance company with ReSuDi, a multiplier concept of resource and stress management for low-qualified, cultural diverse workforces, in a middle size company
Frigga Maßholder (AOK NordWest) Frigga.Massholder@nw.aok.de

Health promotion offers for small firms: The implementation of an intervention program for low-qualified workers in a small firm
Katja Keller-Lanvogt (IKK Classic) Katja.Keller-Landvogt@ikk-classic.de

An intervention program for canteen workforces and supervisors – Experience report from an ongoing intervention
Doris Floto (Studierendenwerk Hamburg, Personalentwicklung) doris.floto@studierendenwerk-hamburg.de

Effectiveness of an organizational resource and stress management intervention program for low qualified, culturally diverse workgroups (ReSuDi)
Christine Busch (Univ. of Hamburg) chbusch@uni-hamburg.de
Julia Clasen (Univ. of Hamburg)
Julia Vowinkel (Univ. of Hamburg)
Eva Winkler (Univ. of Hamburg)

The economic efficiency of organizational health intervention programs by the example of the ReSuDi program for low qualified, culturally diverse workforces
Dieter Gloede (Beuth Hochschule für Technik, Berlin) gloede@tfh-berlin.de

Do transformational leaders influence all the stages of innovation? Evidence for the discrete impact of charisma on generation, promotion and implementation behavior
Hector Madrid (Institute of Work Psychology, Univ. of Sheffield) h.p.madrid@sheffield.ac.uk
Cumali Uri (Institute of Work Psychology, Univ. of Sheffield)
Malcom Patterson (Institute of Work Psychology,Univ. of Sheffield)

Leaders as role models of proactive behavior
Frank Belschak (Section HRM-OB, Amsterdam Business School) f.d.belschak@uva.nl
Deanne Den Hartog (Section HRM-OB, Amsterdam Business School)

The Relationship between stressors and voice in meetings as a function of voice content – An experience-sampling study
Anita Starzyk (Univ. of Mannheim) anita.starzyk@uni-mannheim.de
Anne-Grit Albrecht (Univ. of Mannheim)
Sabine Sonnentag (Univ. of Mannheim)

Stressors and proactive behavior: The role of regulatory focus for the daily stressor - Personal initiative link
Doris Fay (Work and Organizational Psychology, Univ. of Potsdam) doris.fay@uni-potsdam.de

When being proactive is bad for you – the neutralizing role of political skill
Andreas Wirhler (Univ. of Bonn) awirhler@uni-bonn.de
Gerhard Blickle (Univ. of Bonn)

What do proactive students of economics and business administration value about their future jobs?
Sandra Ohly (Business Psychology, Univ. of Kassel) ohly@uni-kassel.de
Guido Friebel (Management and Microeconomics, Univ. of Frankfurt)
Matthias Heinz (Management and Microeconomics, Univ. of Frankfurt)
Julia Kulisa (Management and Microeconomics, Univ. of Frankfurt)
Laura Plückthurn (Business Psychology, Univ. of Kassel)

The Future of W&O Psychology
Invited Panel Discussion
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: S-Senat
Session Chair: Fred Zijlstra (Maastricht Univ., NL) fred.zijlstra@maastrichtuniversity.nl
Panelists:
David Guest (King's College, London, UK) david.guest@kcl.ac.uk
Cornelius König (Univ. des Saarlandes, DE)
Karina Marietta Nielsen (NRCWE, DK)

What Can We Expect Job Redesign to Deliver?
Invited Symposium, topic area: Macroergonomics / Work design
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: H-1
Session Chair: Kevin Daniels (Univ. of East Anglia) kevin.daniels@uea.ac.uk

Processes of sensemaking and translation in an organization level intervention project
Johan Simonsen Ablidgaard (Univ. of Copenhagen)
Johan.Ablidgaard@psy.ku.dk
Karina Marietta Nielsen (NRCWE, DK)

Bottom-up job (re)design: The test of a job crafting intervention among police officers and health care professionals
Evangelia Demerouti (Eindhoven Univ. of Technology) E.Demerouti@tue.nl
Achieving energy usage goals in retail stores through job design: A preliminary model
Sian Christina (Loughborough Univ.) sianchristina@gmail.com
Andy Dainty (Loughborough Univ.)
Patrick Waterson (Loughborough Univ.)
Kevin Daniels (Univ. of East Anglia)

Extending our Understanding of Emotion Regulation in the Workplace: New Evidence for the Effects of Interpersonal Emotion Regulation on Performance, Relationships and Well-being

Symposium, topic area: Emotions in the Workplace
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: H-2
Session Chairs: David Holman (Univ. of Manchester)
david.holman@mba.ac.uk
Karen Niven (Univ. of Manchester) karen.niven@mba.ac.uk

Interpersonal emotion regulation - Make customers happy and you’ll feel good too
Jessica Boltz (German Police Univ.) Jessica.boltz@dhpol.de
Andrea Fischbach (German Police Univ.)

Employee emotion regulation and customer performance: A study of driving instructors and learner drivers
David Holman (Univ. of Manchester) david.holman@mba.ac.uk
Karen Niven (Univ. of Manchester)

Effects of interpersonal emotion regulation on the evolution of social and work networks
Niven Karen (Univ. of Manchester) karen.niven@mba.ac.uk
Per Block (Univ. of Oxford)
Erno van der Lowe (Univ. of Oxford)
Warren Mansell (Univ. of Manchester)

Interpersonal emotion regulation, emotions and job seeking behaviour among older unemployed adults
Anna van Spanje (Rey Juan Carlos Univ.) anna.van.spanje@urjc.es
David Martinez (Rey Juan Carlos Univ.)
Peter Totterdell (Univ. of Sheffield)
Alberto Casero (Technical Univ. of Madrid)
Francisco Serradilla (Technical Univ. of Madrid)

An occupational health training program to improve the prison staff’s interpersonal regulation of inmates’ affect
David Martinez (Rey Juan Carlos Univ.) david.martinez@urjc.es
Antonio Crego (Rey Juan Carlos Univ.)

Innovation Processes - Individual, Group, and Organizational Aspects
Symposium, topic area: Other
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: H-3
Session Chairs: Wolfgang Scholl (Humboldt Univ., Berlin)
schollwo@cms.hu-berlin.de
Dawn L. Eubanks (Warwick Business School)
Dawn.Eubanks@wbs.ac.uk

Differentiating the impact of knowledge processes on the success of single innovations and on the innovativeness of firms
Wolfgang Scholl (Humboldt Univ., Berlin)
schollwo@cms.hu-berlin.de

Regulatory task heterogeneity and the effects on employee regulatory focus
Dagmar A. Beudeker (TNO) dagmar.beudeker@tno.nl,
L. Dorenbosch (TNO)
F. A. Rink (Univ. of Groningen)
N. Ellermers (Univ. of Leiden)
R. Blonk (TNO)

The role of motivational and emotional processes in technical and organisational innovation projects
Rüdiger von der Weth (HTW Dresden, Wirtschaftswissenschaften)
weth@wiwi.htw-dresden.de
Katrin Schubach (HTW Dresden, Wirtschaftswissenschaften)
Rinat Saifouline (HTW Dresden, Wirtschaftswissenschaften)

Leader emotional congruence in error feedback: The context of creativity
Michelle Hammond (Univ. of Limerick) michelle.hammond@ul.ie
Dawn L. Eubanks (Warwick Business School)
Thomas Hills (Univ. or Warwick)

The influence of authentic leadership on creativity in traditional and entrepreneurial settings
Dawn L. Eubanks (Warwick Business School)
Dawn.Eubanks@wbs.ac.uk
Tamara L. Friedrich (Savannah State Univ.)

Predicting team performance in innovative projects with artificial neural networks
Philipp Przybysz (RWTH Aachen) p.przybysz@iaw.rwth-aachen.de
Sebastian Schneider (RWTH Aachen)
Susanne Mütze-Niewöhner (RWTH Aachen)
Christopher M. Schlick (RWTH Aachen)

Motivational Aspects in Leadership Emergence and Career Development
Symposium, topic area: Leadership and Management
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: H-4
Session Chair: Sabine Korek (Univ. Leipzig)
korek@uni-leipzig.de
Further insights into the meaning of motivation to lead
Jörg Felfe (Helmut Schmidt Univ, Hamburg) felle@hsu-hh.de
Magdalena Gatzka (Helmut Schmidt Univ. Hamburg)
Sibylle Steihl (Helmut Schmidt Univ. Hamburg)

Affective, non-calculative and social motivation to lead: What we know from studies of entrepreneurial, professional and leadership motivation
Kim Y. Chan (Nanyang Technological Univ., SG) akychan@ntu.edu.sg
Yi Meng Li (Nanyang Technological Univ., SG)
Moon-Ho Ho (Nanyang Technological Univ., SG)
Yoke Loo Sarn (Nanyang Technological Univ., SG)

Personality and the intention to lead: Motivation to lead as underlying mechanism
Sibylle Steihl (Helmut Schmidt Univ. Hamburg) steilh@hsu-hh.de
Magdalena Gatzka (Helmut Schmidt Univ. Hamburg)
Gwen Elprana (Helmut Schmidt Univ. Hamburg)
Jörg Felfe (Helmut Schmidt Univ. Hamburg)

Gender and the motivation to lead: What we know from studies of entrepreneurial, professional and leadership in the 21st century.
Yi Meng Li (Nanyang Technological Univ., SG)
Liymeng@pmail.ntu.edu.sg
Kim Yin Chan (Nanyang Technological Univ., SG)
Alexander Chemyschenko (Nanyang Technological Univ., SG)
Moon-Ho Ho (Nanyang Technological Univ., SG)
Kin Yew Low (Nanyang Technological Univ., SG)
Jian Ma (Central South Univ., CN)

Gender and leadership role occupancy: The role of power motivation and transformational leadership
Alina S. Hernandez Bark (Goethe Univ. Frankfurt, DE)
HernandezBark@psych.uni-frankfurt.de
Jordi Escartín (Univ. de Barcelona, ES)
Sebastian C. Schuh (Goethe Univ. Frankfurt, DE)

Positive and negative consequences of upward career transitions within organizations: The facilitating role of career motivation
Sabine Korek (Univ. Leipzig) korek@uni-leipzig.de
Thomas Rigotti (Univ. Mainz)

Shedding Light into a Black Box: New Perspectives on Team Processes and their Influence on Team Effectiveness
Symposium, topic area: Teams and Workgroups
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-3
Session Chair: Michael Josef Burtscher (Univ. of Zurich, CH)
m.burtscher@psychologie.uzh.ch

As time goes by: A longitudinal study about the role of team leadership on team action processes
Ana Margarida Graça (Instituto Univ. de Lisboa (ISCTE-IUL), PT)
ana.margarida.graca@iscte.pt

Patterns of communicative behavior in medical rehabilitation teams
Bálint Péter Hárcomník (Budapest Univ. of Technology and Economics, HU)
harcomnik@erg.bme.hu
Márta Juhász (Budapest Univ. of Technology and Economics, HU)
lidico@tmibe.hu

Efficient and economical forms of team processes
Juliana Soós (Budapest Univ. of Technology and Economics, HU)
soosj@erg.bme.hu
Márta Juhász (Budapest Univ. of Technology and Economics, HU)

Promoting good decisions: Regulatory focus affects team information processing and decision-making
Michael Josef Burtscher (Univ. of Zurich, CH)
m.burtscher@psychologie.uzh.ch
Bertolt Meyer (Univ. of Zurich, CH)

Organizational Behavior 5
Paper Session

The effects of trained 2x2 achievement goals on motivation after feedback
Gera Noordzij (Erasmus Univ. Rotterdam, NL) noordzij@fsw.eur.nl
Edwin Van Hooft (Univ. of Amsterdam, NL)
Heleen Van Mierlo (Erasmus Univ. Rotterdam, NL)
Marise Born (Erasmus Univ. Rotterdam, NL)

The interaction effect of implicit goals and explicit feedback on performance
Ad Kleingeld (Eindhoven Univ. of Technology, NL)
p.a.m.kleingeld@tue.nl
Tanja Bipp (Open Univ., NL)

The motivational effect of feedback from others
Yuta Morinaga (Rikkyo Univ., JP) morinagayut@gmail.com

A closer look at the reluctance to seek feedback: The role of interpersonal uncertainty and power
Jana Niemann (Univ. of Groningen, NL) j.niemann@rug.nl
Barbara Wisse (Univ. of Groningen, NL)

When do employees benefit from diverse feedback? A motivated information processing account of feedback seeking and creativity
Michiel Crommelinck (Ghent Univ., BE)
michiel.crommelinck@ugent.be
Frederik Anseele (Ghent Univ., BE)

A closer look at the reluctance to seek feedback: The role of interpersonal uncertainty and power
Jana Niemann (Univ. of Groningen, NL) j.niemann@rug.nl
Barbara Wisse (Univ. of Groningen, NL)

When do employees benefit from diverse feedback? A motivated information processing account of feedback seeking and creativity
Michiel Crommelinck (Ghent Univ., BE)
michiel.crommelinck@ugent.be
Frederik Anseele (Ghent Univ., BE)
Alain De Beuckelaer (Radboud Univ. Nijmegen, NL & Ghent Univ., BE & Renmin Univ., CN)
New Avenues in Diversity Faultline Research: Novel Processes, Outcomes, and Measures

Symposium, topic area: Teams and Workgroups
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-4
Session Chairs: Bertolt Meyer (Univ. of Zurich)
b.meyer@psychologie.uzh.ch
Ramón Rico (Universidad Autónoma de Madrid)
ramon.rico@uam.es

» Linking diversity faultlines to team performance: Exploring the role of task interdependence
Tina Davidson (Vlerick Leuven Gent Management School)
Tina.Davidson@vlerick.com
Koen Dewettinck (Vlerick Leuven Gent Management School)
Shari De Baets (Vlerick Leuven Gent Management School)

» Age/gender faultlines and team innovation behavior – Exploring the role of differentiated leadership behavior
Ulrich Leicht-Deobald (Univ. of St. Gallen)
Ulrich.Leicht-Deobald@unisg.ch
Florian Kunze (Univ. of St. Gallen)
Heike Bruch (Univ. of St. Gallen)

» That’s not my place: The effect of group faultlines on individual denial of responsibility and the moderating role of social competence and skill variety
Carsten C. Schermuly (SRH Hochschule Berlin)
carsten.schermuly@srh-hochschule-berlin.de
Simone Kauffeld (Braunschweig Technical Univ.)

» How do faultline teams learn? Exploring the roles of climate for participative safety and change-oriented leadership
Mirko Antino (Universidad Complutense de Madrid)
m.antino@psi.ucm.es
Ramón Rico (Universidad Autónoma de Madrid)
Miriam Sanchez-Manzanares (Universidad Carlos III de Madrid)

» A computational comparison of faultline measures: Overcoming current limitations with a new measure for multiple subgroups and individual-level faultlines
Bertolt Meyer (Univ. of Zurich)
b.meyer@psychologie.uzh.ch
Andreas Gierz (Univ. of Zurich)

Trust in Hierarchical Relationships in Organizations

Symposium, topic area: Organizational Behavior
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-5
Session Chairs: Esther Gracia (IDOCAL, Universidad de Valencia, ES) Esther.Gracia@uva.es
José Ramos (IDOCAL, Universidad de Valencia, ES)
Jose.Ramos@uva.es

» Bounded flexibility: The influence of time-spatial flexibility and boundary management strategy on the work-life balance of women workers
Pascale Peters (Radboud Univ. Nijmegen) p.peters@fm.ru.nl
Beatrice Van der Heijden (Radboud Univ. Nijmegen, Open Univ. of the Netherlands)
Jeanet Van Loon (Radboud Univ. Nijmegen)

» Transition from part-time to fulltime telecommuting: Will employees’ work-family balance be affected?
Marta Peeters (Utrecht Univ.) M.Peeters@uu.nl
Elianne Florence van Steenbergen (Utrecht Univ.) E.VanSteenbergen@uu.nl

Enhancing Work-Life Balance in Times of Change: Challenges for Employees and Employers

Symposium, topic area: Worktime Arrangements and Work-Family Interface
Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-6
Session Chairs: Maria Peeters (Utrecht Univ.) M.Peeters@uu.nl
Elianne Florence van Steenbergen (Utrecht Univ.) E.VanSteenbergen@uu.nl

» Trust dynamics, climate for innovation, and performance in project teams
Ana Cristina Costa (Brunel Univ.)
Ana.Cristina.Costa@brunel.ac.uk
Neil Anderson (Brunel Univ.)

» Moving towards the future: The impact of organizational structure and organizational trust in the processes of HRM organizational change
Ana Teresa Ferreira (Psychology School, Minho’s Univ., PT)
ateresaferreira@gmail.com
José Keating (Psychology School, Minho’s Univ., PT)
Isabel Silva (Psychology School, Minho’s Univ., PT)

Trust in Hierarchical Relationships in Organizations
**Organizational Behavior 6**

**Paper Session**

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** F-33  
**Session Chairs:** Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de  
Niclas Schaper (Univ. of Paderborn, DE) niclas.schaper@upb.de

» The effects of work-family conflict and enrichment on employee outcomes: Comparing long-term temporary vs. permanent workers across three waves  
Sajija Mauno (Univ. of Jyväskyla) sajija.mauno@psyka.jyu.fi  
Nele DeGruyter (K. U. Leuven) Nele.degryse@kuleuven.be  
Ulla Kinnunen (Univ. of Tampere)  
Mervi Ruckolainen (Univ. of Jyväskyla)  
Johanna Rantanen (Univ. of Jyväskyla)  
Anne Mäkikangas (Univ. of Jyväskyla)

» Family-supportive coworker behaviors: Implications for work-family conflict  
Laurent Lapierre (Univ. of Ottawa) lapierre@telier.uottawa.ca

» Work-home gains: Understanding the spillover from work-related wellbeing to voluntary work  
Rebecca Brauchli (Center for Organizational and Occupational Sciences, Zurich) rebecca.brauchli@spm.uzh.ch  
Maria Peeters (Utrecht Univ.)  
Elianne van Steenbergen (Utrecht Univ.)  
Theo Wehner (Center for Organizational and Occupational Sciences, Zurich)  
Oliver Hämmig (Center for Organizational and Occupational Sciences, Zurich)

» Types of work-family balance and well-being examined among Finnish and Slovenian nurses  
Johanna Rantanen (Univ. of Jyväskyla) johanna.rantanen@jyu.fi  
Ulla Kinnunen (Univ. of Tampere)  
Sara Ternet (Univ. of Maribor)

**Organizational Behavior 7**

**Paper Session**

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** F-042  
**Session Chairs:** Stephen A Woods (Aston Univ., UK) s.a.woods@aston.ac.uk  
Jessie Koen (Univ. of Amsterdam, NL) j.koen@uva.nl

» The moderating role of perceived organizational support on the relationship between psychological contract fulfillment and work attitudes and behaviors  
Maria Simosi (Univ. of the Aegean, GR) m.simosi@aegean.gr

» And justice for the team: Linking justice climate and team performance through team commitment  
Ramón Rodríguez-Montalbán (Univ. Jaume I, ES) ramonmontalban@yahoo.com  
Susana Llorens Gumbau (Univ. Jaume I, ES) saija.mauno@psyka.jyu.fi  
Marisa Salanova (Univ. Jaume I, ES) marisa.salanova@jaume1.es

» Personality traits and vocational specialty: An examination of the Big Five and Medical Specialty Choice  
Stephen A Woods (Aston Univ., UK) s.a.woods@aston.ac.uk  
Fiona Patterson (Cambridge Univ., UK)  
Anna Koczvara (Work Psychology Group, UK)

» Job conditions and employee retention intention – which conditions count and how are the relations mediated  
Niclas Schaper (Univ. of Paderborn, DE) niclas.schaper@upb.de  
Frederic Hilkenmeier (Univ. of Paderborn, DE)

» Psychological contract evaluation: Why breach does not equal reversed fulfillment  
Tabea Eleonore Scheel (Univ. of Vienna, AT)  
tabea.scheel@univie.ac.at  
Daniela Weseler (Univ. of Nürnberg-Erlangen, DE)  
Thomas Rigotti (Univ. of Leipzig & Univ. of Mainz, DE)

» The good and the bad explain the ugly: Not only ideal but also counter-ideal person-organization value fit explain turnover intentions and counterproductive work behaviors  
Natalija Keck (Kuehne Logistcs Univ., DE) natalija.keck@klu.org  
Sebastian Schuh (Goethe-Univ. Frankfurt, DE)  
Niels Van Quaquebeke (Kuehne Logistcs Univ., DE)  
Anja S. Görts (Univ. of Freiburg, DE)

» The mediating role of need satisfaction in the relationship between psychological contract breach and positive/negative affect: A daily-diary study in a sample of volunteers  
Tim Vantilborgh (Vrije Univ. Brussel, BE) tim.vantilborgh@vub.ac.be  
Jermima Bidde (Vrije Univ. Brussel, BE)  
Roland Pepermans (Vrije Univ. Brussel, BE)  
Jurgen Willems (Vrije Univ. Brussel, BE)  
Gert Huybrechts (Vrije Univ. Brussel, BE)  
Marc Jegers (Vrije Univ. Brussel, BE)

» Felt accountability as a constraint to workplace deviance: Mitigating the adverse effects of psychological contract breach  
Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de  
Zettler Ingo (Univ. of Tuebingen, DE)

» The moderating role of perceived organizational support on the relationship between psychological contract fulfillment and work attitudes and behaviors  
Maria Simosi (Univ. of the Aegean, GR) m.simosi@aegean.gr
Human Resource Management 6

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-043

Session Chairs: Sabine Raeder (Univ. of Oslo, NO & ETH Zürich, CH) sabine.raeder@psykologi.uio.no
Liina Randmäe (Tallinn Univ. of Technology, EE) liina.randmann@ttu.ee

» Deals people make: The multifaceted relation between creative dialogues and (i-)deals
Cristel van de Ven (Univ. of Amsterdam / Factor Vrij, NL) cristel.vandeven@factorvrij.eu
Aukje Nauta (Univ. of Amsterdam, NL)
Irene de Pater (Univ. of Amsterdam, NL)
Annelies Van Ien (Univ. of Amsterdam, NL)

» Organizational support for development to retain employees: The role of the fulfillment of the psychological contract and career success
Sabine Raeder (Univ. of Oslo, NO & ETH Zürich, CH)
sabine.raeder@psykologi.uio.no
Hilde Bøymen (Aker Solutions ASA, NO)

» Managers on the both sides of psychological contract
Liina Randmäe (Tallinn Univ. of Technology, EE)
liina.randmann@ttu.ee

» Psychological contract and occupational well-being: A profiling study among university employees
Mervi Ruokolainen (Univ. of Jyväskylä) mervi.h.ruokolainen@yu.fi
Safia Mauno (Univ. of Jyväskylä)
Marjo-Riitta Diehl (EB Business School)
Anne Máčikangas (Univ. of Jyväskylä)
Askó Tolvanen (Univ. of Jyväskylä)
Ulla Kinnunen (Univ. of Tampere)

» All i-deals are not equal: fairness perceptions and responses to i-deals
Sylvie Guererro (UQAM, CA) guererro.sylvie@uqam.ca
Hélène Jeanblanc (Univ. of Toulouse 3)

» What are you bringing to the table? Ideological currency, employee obligations and cohorts differences in the psychological contract.
Xander Dennis Lub (Saxon Univ. of Applied Sciences/Tilburg Univ., NL) x.d.lub@saxion.nl
Matthijs Bal (VU Univ., Amsterdam, NL)
Denise Rousseau (Carnegie Mellon Univ., Pittsburgh, PA, US)
Rene Schalk (Tilburg Univ.)
Rob Bijorč (Nyenrode Business Univ., Breukelen, NL)

Organizational Behavior 8

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-104

Session Chairs: Lisa van der Werff (Dublin City Univ., IE)
lvanderwerff@gmail.com
Judith Rachl (RuG Univ., NL) j.rachl@rug.nl

» Does trust matter more in virtual teams? A meta-analysis on virtuality as moderator of the relationship between trust and team performance
Christina Heckersbruch (Univ. of Muenster, DE) christina.heckersbruch@uni-muenster.de
Joachim Hüffmeier (Univ. of Muenster, DE)
Guido Hertel (Univ. of Muenster, DE)

» Incongruence among employed and unemployed persons with diverging preferences for work and non-work
Karsten Ingmar Paul (Univ. of Erlangen-Nuremberg, DE) paul.karsten@wiso.uni-erlangen.de
Klaus Moser (Univ. of Erlangen-Nuremberg, DE)

» Effects of re-employment and prolonged unemployment on well-being, work motivation and perceived employability of young and middle aged job losers
Darja Masic Sersic (Univ. of Zagreb, HR) darja.masic@ffzg.hr
Ana Sliskovic (Univ. of Zadar, HR)

» Quality of education and new entrants’ job search intensity: the mediating role of self-efficacy
Victor Valls Royo (IDOCA L, Valencia, ES)
Victor.valls@uvas.es
Vicente González-Román (IDOCA L, Valencia, ES)
&OPAL (Univ. of Valencia, ES)
Ana Hernández (Univ. of Valencia, SP)
Jesus Yeves (IDOCA L, Valencia, ES)
Juan Pablo Garnboa (OPAL, Univ. of Valencia, ES)

» Do they adapt or react? A comparison of the adaptation model and the stress reaction model among South African unemployed
Yannick Griep (Department of Work and Organizational Psychology, Vrije Univ. Brussel, BE; K.U. Leuven, BE)
ygriep@gmail.com
Elfi Baillien (Human Relations Research Group, HUBrussel, BE; K.U. Leuven, BE)
Wouter Vleugels (K.U. Leuven, BE)
Sebastiaan Rothmann (School of Behavioural Sciences, North-West Univ., Vanderbiltpark, ZA)
Hans De Witte (K.U. Leuven, BE; School of Behavioural Sciences, North-West Univ., Vanderbiltpark, ZA)

» Ease of entry into the graduate labour market: Perceived employability of graduates from non-professional degree courses
Belgin Okay-Somerville (Univ. of Aberdeen, Scotland)
b.somerville@abdn.ac.uk
Dora Scholaricos (Univ. of Strathclyde, Scotland)

Labor Market Issues 1

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-102

Session Chairs: Karsten Ingmar Paul (Univ. of Erlangen-Nuremberg, DE) paul.karsten@wiso.uni-erlangen.de
Belgin Okay-Somerville (Univ. of Aberdeen, UK) b.somerville@abdn.ac.uk

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Organizational Behavior 8

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am
Location: F-104

Session Chairs: Lisa van der Werff (Dublin City Univ., IE)
lvanderwerff@gmail.com
Judith Rachl (RuG Univ., NL) j.rachl@rug.nl

» Does trust matter more in virtual teams? A meta-analysis on virtuality as moderator of the relationship between trust and team performance
Christina Heckersbruch (Univ. of Muenster, DE) christina.heckersbruch@uni-muenster.de
Joachim Hüffmeier (Univ. of Muenster, DE)
Guido Hertel (Univ. of Muenster, DE)

» Intra-organizational trust as an organizing principle: The case of a works council implementation
Martin Simon Freres (The Chicago School of Professional Psychology, Los Angeles Campus)
Organizational Change and Development 3

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-234

Session Chairs: Anders Pousette (Gothenburg Univ., SE) anders.pousette@psy.gu.se
Elisabet Höög (Karolinska Institutet, Stockholm & Umeå Univ., Umeå, SE) elisabet.hoog@ki.se

- Developing an organizational change facilitating agency’s approach to system-wide development in health and social care
  Elisabet Höög (Karolinska Institutet, Stockholm & Umeå Univ., Umeå, SE) elisabet.hoog@ki.se
  Monica Andersson Elëck (Gothenburg Univ. & Lund Univ., SE)
  Richard Garvare (Luleå Univ. of Technology, SE)
  Monica E. Nystrom (Karolinska Institutet, Stockholm & Umeå Univ., Umeå, SE)

- A case of organizational change in a health organization brought about research approach
  Cinzia Sciangula (IULM Univ. - Milan, IT) cinzia.sciangula@iulm.it
  Davide Jabes (IULM Univ. - Milan, IT)
  Vincenzo Russo (IULM Univ. - Milan, IT)

- HRM and here public management in merged hospitals: Reconciling organisational and operational logic and learning
  Teresa Carla Oliveira (Univ. of Coimbra, PT) tcarla@fe.uc.pt
  Joao Fontes da Costa (Instituto Politecnico de Coimbra, PT)
  Nélia Filipe (Instituto Politecnico de Leiria, PT)

Organizational prerequisites for public sector managers in Sweden - A survey-feedback intervention
Anders Pousette (Gothenburg Univ., SE) anders.pousette@psy.gu.se
Erik Berntsson (Stockholm Univ., SE)
Annika Härenstam (Gothenburg Univ., SE)
Hans Lindgren (Gothenburg Univ., SE)
Stefan Szuics (Gothenburg Univ., SE)

Organizational Safety 4

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-229

Session Chairs: Nik Chmiel (Univ. of Chichester, UK)
N.Chmiel@chi.ac.uk
Autumn Krauss (Sensis, US) autumn.krauss@sensis.net

- (PP) Management commitment to health & safety: Communication and social environment as determinants
  Çağdern Vatansever (Namik Kemal Univ., TR)
  cigdem.vatansever@gmail.com
  İdil İpik (Bilgi Univ., TR)

- Safety citizenship role definitions and safety violations
  Nik Chmiel (Univ. of Chichester, UK) N.Chmiel@chi.ac.uk
  Isabelle Hansez (Univ. of Liege, Belgium)

- (PP) Implementing and evaluating a global psychologically based safety training intervention
  Winner of the EAWOP Congress 2013 Best Practitioner Contribution Award
  Autumn Krauss (Sensis, US) autumn.krauss@sensis.net
  Tristan Casey (Sensis, US)
  Karolina Stasiak (Sensis, US)

- Organizational resilience and its relationship with excellence and reliability
  Inmaculada Silla Guerola (CIEMAT-CISOT, ES)
inmaculada.silla@ciemat.es
  Joaquin Navajas Adan (CIEMAT-CISOT, ES)
  Estela Salabarnada Roset (CIEMAT-CISOT, ES)

- (PP) Predictors of the transfer of safety leadership training
  Autumn Krauss (Sensis, US) autumn.krauss@sensis.net
  Tristan Casey (Sensis, US)
  Peter Chen (Univ. of South Australia, AU)

Coffee Break

Time: Saturday, 25/May/2013: 9:45am - 10:15am

Location: nearby all session locations
Thematic Sessions (10:15am - 11:45am)

Innovation Processes - Individual, Group, and Organizational Aspects

Interactive Poster Symposium, topic area: Other

Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: Tent, green area
Session Chairs: Teresa Carla Oliveira (Univ. of Coimbra), João Fontes da Costa (Instituto Politécnico de Coimbra), Sofia Pereira Pinto (Univ. of Coimbra), Tatiana Cortez (Univ. of Aveiro, PT)

» How works councils contribute to innovations: A mixed-method approach
Kai Breitling (Humboldt Univ., Berlin)
kai.breitling@psychologie.hu-berlin.de
Madlen Hiller (Humboldt Univ., Berlin)
manfred.bornewasser@uni-greifswald.de
Scholl Wolfgang (Humboldt Univ., Berlin)

» Innovation process design
Sebastian Kunert (Humboldt Univ., Berlin)
sebastian.kunert@hu-berlin.de

» Knowledge Transfer in Child Care Institutions – Implementation of innovative knowledge into professional behavior by training and managerial strategies
Petra Streihnel (Hamburg Univ. of Applied Sciences)
petra.streihnel@haw-hamburg.de
Daniela Ulber (Hamburg Univ. of Applied Sciences)

» Social roles in innovation management
Manfred Bornewasser (Univ. of Greifswald)
bornewas@uni-greifswald.de
Madlen Hiller (Univ. of Greifswald)
anne.koehn@uni-greifswald.de

» The influence of diversity in teams on the success of continuous improvement projects
Anne Köhn (Univ. of Greifswald) anne.koehn@uni-greifswald.de
Pascal Weiβbrot (Univ. of Greifswald)
Manfred Bornewasser (Univ. of Greifswald)

Organizational Change and Development

Interactive Poster Session, topic area: Organizational Change and Development

Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: Tent, red area
Session Chairs: Hanna Janetzke (Humboldt Univ., Berlin)
hanna.janetzke@yahoo.de
Teresa Carla Oliveira (Univ. of Coimbra) tcarla@fe.uc.pt

» Hierarchy or holdings? The case for managers’ relative autonomy in implementation of change in hospital mergers
Teresa Carla Oliveira (Univ. of Coimbra, PT) tcarla@fe.uc.pt
João Fontes da Costa (Instituto Politécnico de Coimbra, PT)

Supporting Employees’ Needs by Work Time Arrangements

Interactive Poster Session, topic area: Worktime Arrangements and Work-Family Interface

Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: Tent, blue area
Session Chairs: Jana Kühnel (Ulm Univ.)
jana.kuehnel@uni-ulm.de
Tess Schooreel (KU Leuven) tess.schooreel@econ.kuleuven.be

» Beyond management potential: How working time reductions affect managers’ long-term career success
Jana Kühnel (Ulm Univ.)
jana.kuehnel@uni-ulm.de

» Strategic management with ProMES: An integration of a psychological method for productivity enhancement with elements of the balanced scorecard
Yasmin Schmelzer (Friedrich Alexander Univ., Erlangen-Nuremberg, DE) yasmin.schmelzer@gmail.com
Colin Roth (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)
Klaus Moser (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)

» The development of a situational judgement test for the selection of effective change agents
Athanasios Gouras (Athens Univ. of Economics and Business, GR)
andreas.gouras@aueb.gr
Maria Vakola (Athens Univ. of Economics and Business, GR)
Ioannnis Nikolaou (Athens Univ. of Economics and Business, GR)

» Trust and distrust as complements in change processes
Hanna Janetzke (Humboldt Univ., Berlin, DE)
hanna.janetzke@yahoo.de
Shajiek Alexandra (Humboldt Univ., Berlin, DE)
Breitling Kai (Humboldt Univ., Berlin, DE)
Scholl Wolfgang (Humboldt Univ., Berlin, DE)

» What differentiates companies successful in dealing with change from unsuccessful ones?
Sonja A. Sackmann (Univ. der Bundeswehr München, DE)
sonta.sackmann@unibw.de
Nicola Klaus (Univ. der Bundeswehr München, DE)
Regina Palmer (Univ. der Bundeswehr München, DE)

» Development of an innovation organizational culture in Mexican companies
Maria Leticia Verdugo Tapia (Universidad de Sonora, MX)
mlverdugo@ptic.usion.mx
Josefina Ochoa Ruiz (Universidad de Sonora, MX)
Elva Leticia Parada Ruiz (Universidad de Sonora, MX)
Jose Maria Guerena de la Llata (Universidad de Sonora, MX)
Sergio Ramon Rossetti Lopez (Universidad de Sonora, MX)

» Conflict of values as the barrier and the resource of organizational development in the context of management paradigm shift
Elena Korobeynikova (Nizhny Novgorod State Univ., RU)
jara7777@mail.ru
Lyudmila Zakharova (Nizhny Novgorod State Univ., RU)

» Beyond management potential: How working time reductions affect managers’ long-term career success
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Organizational Change and Development

Interactive Poster Session, topic area: Organizational Change and Development

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Session Chairs: Hanna Janetzke (Humboldt Univ., Berlin)
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Supporting Employees’ Needs by Work Time Arrangements

Interactive Poster Session, topic area: Worktime Arrangements and Work-Family Interface

Time: Saturday, 25/May/2013: 10:15am - 11:45am
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Tess Schooreel (KU Leuven) tess.schooreel@econ.kuleuven.be

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» Strategic management with ProMES: An integration of a psychological method for productivity enhancement with elements of the balanced scorecard
Yasmin Schmelzer (Friedrich Alexander Univ., Erlangen-Nuremberg, DE) yasmin.schmelzer@gmail.com
Colin Roth (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)
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Colin Roth (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)
Klaus Moser (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)
Saturday, 10:15am - 11:45am

**Organizational teams experiences**

- **Flexible working arrangements: Intervening effects of employees’ sense of entitlement and supervisors’ family supportiveness and policy use**
  - Barbara Behrm (Humboldt-Univ. zu Berlin, DE)
  - Caroline Straub (Grenoble Ecole de Management)
  - Corinna Behr (Humboldt-Univ. zu Berlin, DE)

- **Offshore work and work–family balance. How do the employees and their partners approach the challenges?**
  - Astrid Solberg (Research group Working Life and Innovation, International Research Institute of Stavanger, NO)
  - Kari Anne Holte (International Research Institute of Stavanger, NO)
  - Brita Cjerstad (International Research Institute of Stavanger, NO)

- **The satisfaction of users of work-life practices: More progress at home but less progress at work**
  - Tessa Schooreel (KU Leuven, BE)
  - Marijke Verbruggen (KU Leuven, BE)

- **Proactive or reactive approach to recreation planning in work: attitudes of employees to rest in organizations with traditional and flexible work/rest modes**
  - Alla Kuznetsova (Lomonosov Moscow state Univ., RU)
  - Marina Lusianina (Lomonosov Moscow state Univ., RU)
  - Natalia Filina (Lomonosov Moscow state Univ., RU)

**Trust among Team Members, Interpersonal Relationships and Group Outcomes**

- **Interactive Poster Symposium, topic area: Organizational Behavior**
  - **Time:** Saturday, 25/May/2013: 10:15am - 11:45am
  - **Location:** Tent, yellow area
  - **Session Chairs:** José Ramos (Univ. of Valencia) ramos@uv.es

- **Trust as mediator between affective states and pro-social behaviour under inclusion vs. exclusion experiences**
  - Esther Cuadrado (Univ. of Cordoba) m42cuco@uco.es
  - Carmen M. Tabernero (Univ. of Cordoba)
  - Wolfgang Steiner (Leiden Univ.)

- **Types of trust and team performance in inter-organizational teams**
  - Simone Donati (Univ. of Bologna) simone.donati@unibo.it
  - Salvatore Zappala (Univ. of Bologna)

**How trust fosters information processing and learning in virtual teams. The role played by team feedback**

- Vicente Peñarroja (Univ. of Valencia) Vicente.Penarroja@uv.es
- Virginia Orenigo (Univ. of Valencia)
- Ana Zornoza (Univ. of Valencia)
- Jesús Sánchez (Univ. of Valencia)

**Reciprocity of trust in the supervisor–work-unit relationship**

- Vicente Martinez-Tur (Universidad de Valencia, ES)
- Agustin Molina (Universidad de Valencia, ES)
- Esther Gracia (Universidad de Valencia, ES)
- Carolina Moliner (Universidad de Valencia, ES)
- Enrique Enrique (Universidad de Valencia, ES)
- Luisa Andreu (Universidad de Valencia, ES)
- Oto Luque (Universidad de Valencia, ES)

**Experimental Industrial Psychology V: Advances in Biosignal Analysis and Machine Learning**

- Symposium, topic area: Employee Wellbeing
  - **Time:** Saturday, 25/May/2013: 10:15am - 11:45am
  - **Location:** 5-1
  - **Session Chairs:** Martin Golz (FH Schmalkalden, Univ. of Applied Sciences) m.golz@fh-sm.de
  - Torn Laufenberg (Univ. of Wuppertal) t.laufenberg@uni-wuppertal.de

- **Evolutionary simulations to determine the human circadian period using an extended two process model**
  - Udo Trutschel (Circadian Technologies Inc., Boston, MA, US) trutschel@isaan.de
  - Sven Schirrmer (Institute of System Analysis and Applied Numerics, Tabarz) c.heinze@fh-sm.de
  - Christian Heinze (Institute of System Analysis and Applied Numerics, Tabarz) jarek.krajewski@wuppertal.de
  - Martin Golz (Univ. of Applied Sciences, Schmalkalden)

- **Cardiovascular measures and psychophysiological variables during an ultrashort sleep-wake protocol**
  - Christian Heinze (Univ. of Applied Sciences, Schmalkalden) j.heinze@fh-sm.de
  - Udo Trutschel (Circadian Technologies Inc., Boston, MA, US) t.laufenberg@uni-wuppertal.de
  - Martin Golz (Univ. of Applied Sciences, Schmalkalden)

- **WALNUT - a biopsychophysics toolbox**
  - Sven Hoffmann (Leibniz Research Centre for Working Environment and Human Factor) shoffmann@ifado.de
  - Bernhard Siebelmann (Leibniz Research Centre for Working Environment and Human Factor) b.siebelmann@ifado.de
  - Gerhard Rinkenauer (Leibniz Research Centre for Working Environment and Human Factor)

- **Improving the pupillographic sleepiness test utilizing computational intelligence**
  - David Sornner (Univ. of Applied Sciences, Schmalkalden)
Resources in an Occupational Context and their Relations to Measures of Subjective Well-being

Symposium, topic area: Employee Wellbeing
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: S-6
Session Chair: Michaela Knecht (Univ. of Zurich)
m.knecht@psychologie.uzh.ch
Facilitator: Franciska Krings (Univ. of Lausanne)
franciska.krings@unil.ch

» The experience of work stress: An investigation of personal resources and buffers
Claire Johnston (Univ. of Lausanne) Claire.Johnston@unil.ch
Franciska Krings (Univ. of Lausanne) franciska.krings@unil.ch
Christian Maggiori (Univ. of Lausanne) christian.maggiori@unil.ch

» Orientations to happiness at the workplace: Can they predict measures of work satisfaction?
Symen Brouwers (Univ. of Zurich) symenbrouwers@myopera.com
Eva Luciano (Univ. of Zurich) eva.luciano@unil.ch
Willibald Ruch (Univ. of Zurich) willibald.ruch@unil.ch

» Work as resource for family and leisure
Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch
Betina S. Wiese (RWTH Aachen Univ.) betina.wiese@rwth-aachen.de
Alexandra M. Freund (Univ. of Zurich) alexandra.m.freund@unil.ch

» Your strengths are calling: Preliminary results of a strengths-based intervention at work to increase calling
Claudia Harzer (Univ. of Zurich) c.harzer@psychologie.uzh.ch
Willibald Ruch (Univ. of Zurich) willibald.ruch@unil.ch

Employee Wellbeing 11
Paper Session
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: S-8
Session Chairs: Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com
Anita C. Keller (Univ. of Bern & Univ. of Basel, CH) anita.keller@psy.unibe.ch

» Work characteristics, job satisfaction and wellbeing. A study based on eurofound data
Lina Fortes-Ferreira (Polytechnic Institute of Setúbal, PT) lina.ferreira@esce.ips.pt
Laura Lorente (IDOCAL, Univ. of Valencia, ES) laura.lorente@idocal.unival.es
Núria Tordera (IDOCAL, Univ. of Valencia, ES) nuria.tordera@idocal.unival.es

» Job features, worker satisfaction and engagement: Moderation by affective power
Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com
Peter Warr (Univ. of Sheffield)

» (PP) A preliminary study investigating the relationship between job satisfaction, work engagement, emotional dissonance, and wellbeing
Ahia Al Serkal (du (Emirates Integrated Telecommunication Company), AE) serkal@hotmail.com
» Changes in skill variety predict job satisfaction and psychosomatic complaints
Anita C. Keller (Univ. of Bern & Univ. of Basel, CH)
anita.keller@psy.unibe.ch
Norbert K. Semmer (Univ. of Bern, CH)

Teams and Workgroups 5
Paper Session
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: S-9
Session Chairs: Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT) ana.passos@iscte.pt
Jens Kanthak (Univ. of Münster, DE) j.kanthak@uni-muenster.de

» Problem-based learning for medical students: What can we learn about collaboration and its link to problem-solving skills?
Ezequiel Fernandez Castelao (Georg-August-Univ. Göttingen, DE) e.fernandezcastelao@uni-goettingen.de
Wolfiram Jung (Georg-August-Univ. Göttingen, DE)
Andrea Dohrn (Georg-August-Univ. Göttingen, DE)
Margaret Boos (Georg-August-Univ. Göttingen, DE)
Lorenz Trümper (Georg-August-Univ. Göttingen, DE)

» Handling uncertainty in group decision making: Field observation of a multidisciplinary tumour board
Juliane Marold (Technische Universität Berlin, DE)
Juliane.Marold@tu-berlin.de
Ruth Wagner (Technische Universität Berlin, DE)
Dietrich Marzey (Technische Universität Berlin, DE)

» Conflicting in a safety context: The role of psychological safety on team conflicts and satisfaction
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)
a.passos@iscte.pt
Silvia A. Silva (Instituto Univ. de Lisboa (ISCTE-IUL), PT)
Catarina M. Santos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» The evolution of team mental models similarity and accuracy over time: A latent growth modeling approach
Catarina Marques Santos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)
catarina_marques_santos@iscte.pt
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» Do I have what it takes? Instrumentality and expressiveness as predictors of speaking up in high-risk teams
Mona Weiss (ETH Zurich, CH) mona.weiss@ethz.ch
Michaela Kolbe (ETH Zurich, CH)
Bastian Grande (Univ. Hospital Zurich, CH)
Micha Darnbach (Univ. Hospital Zurich, CH)
Adrian Marty (Univ. Hospital Zurich, CH)
Donat Spahn (Univ. Hospital Zurich, CH)
Gudela Grote (ETH Zurich, CH)

» “Don’t let the group down”: Facets of instrumentality moderate the motivating effects of groups in a field experiment
Nominee of the EAWOP Congress 2013 Best Paper Award
Jens Kanthak (Univ. of Münster, DE) j.kanthak@uni-muenster.de
Joachim Hüffmeier (Univ. of Münster, DE)
Stefan Krümm (Univ. of Münster, DE)
Guido Hertel (Univ. of Münster, DE)

Work and Health of Low-qualified, Culturally Diverse Workforces (ReSuDi I)
Symposium, topic area: Health and Interventions
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: S-10
Session Chairs: Christine Busch (Univ. of Hamburg)
cbusch@uni-hamburg.de
Julia Clasen (Univ. of Hamburg)
julia.clasen@uni-hamburg.de

» The unskilled worker: The experience of work and well-being
Annekatrin Hoppe (Humboldt Univ. zu Berlin)
annekatrin.hoppe@hu-berlin.de

» Associations between work-characteristics, blood-pressure, and hair cortisol among low qualified workers in Germany
Julia Clasen (Univ. of Hamburg)
Christine Busch (Univ. of Hamburg)
Julia Vowinkel (Univ. of Hamburg)
Eva Winkler (Univ. of Hamburg)

» Working conditions and job-related well-being in low-qualified, culturally diverse workforces
Julia Vowinkel (Univ. of Hamburg)
Christine Busch (Univ. of Hamburg)
Julia Clasen (Univ. of Hamburg)
Eva Winkler (Univ. of Hamburg)

» Health-promoting leadership behavior: The role of work characteristics
Sylvie Vincent-Höper (Univ. of Hamburg)
sylvie.vincent@uni-hamburg.de
Sabine Gregersen (BGW, Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspf)
Albert Niernhau (BGW, Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspf)

» Health-promoting leadership behavior and the moderating role of power distance orientation in low qualified, culturally diverse workgroups and their supervisors
Eva Winkler (Univ. of Hamburg) eva.winkler@uni-hamburg.de
Christine Busch (Univ. of Hamburg)
Julia Clasen (Univ. of Hamburg)
Julia Vowinkel (Univ. of Hamburg)
Job Transitions, Career and Employability in Europe

**Symposium, topic area:** Labor Market Issues  
**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** S-Aula  
**Session Chairs:** Claudia Bernhard-Oettel (Stockholm Univ., SE) cbl@psychology.su.se  
Erik Berntson (Stockholm Univ., SE) erik.berntson@psychology.su.se  
Anneleen Forrier (KU Leuven, BE) Anneleen.Forrier@kuleuven.be  
Nele De Cuyper (KU Leuven, BE) Nele.DeCuyper@ppw.kuleuven.be  
**Facilitator:** John Arnold (Univ. of Sheffield, UK) john.arnold@sheffield.ac.uk  

» Applying career exploration to social cognitive career theory: A meta-analysis  
Maximilian B. W. Buyken (Justus Liebig Univ. Giessen, DE) Maximilian.Buyken@psychol.uni-giessen.de  
Ute-Christine Klehe (Justus Liebig Univ. Giessen, DE) Matthias Baum (Justus Liebig Univ. Giessen, DE)  

» The relationship between perceived employability and behavior at work: The moderating role of job insecurity  
Kristien Philippaers (KU Leuven; FWO, Brussels, BE) kristien.phillippaers@student.kuleuven.be  
Coralia Sulea (West Univ. of Timisoara, RO)  
Nele De Cuyper (KU Leuven, BE)  
Gabriel Fischmann (West Univ. of Timisoara, RO)  
Hans De Witte (KU Leuven, BE; NW Univ., ZA)  
Dragos Iliescu (Test Central Bucharest, RO)  

» Labour market transitions by lower educated workers  
Jos Sanders (TNO; Maastricht Univ., NL) jos.sanders@tno.nl  
Luc Dorenbosch (TNO NL)  
Ellen van Wijk (TNO NL)  
Roland Blonk (TNO; Utrecht Univ., NL)  

» Importance of incentives and sufficient information level for displaced worker well-being and attitudes during plant closure  
Johanna Stengård (Stockholm Univ., SE) johanna.stengard@psychology.su.se  
Claudia Bernhard-Oettel (Stockholm Univ., SE)  
Katharina Näswall (Univ. of Canterbury, NZ)  
Lars Hässänen (Stockholm Univ., SE)  
Erik Berntson (Stockholm Univ., SE)  

» Individual predictors of the intention to enroll in education and training activities in a sample of senior unemployed adults  
Marta Sousa-Ribeiro (Univ. of Porto, PT &Stockholm Univ., SE) martas.ribeiro@psychology.su.se  
Magnus Sverke (Stockholm Univ., SE & NW Univ., ZA)  
Joaquim Luís Coimbra (Univ. of Porto, PT)  

New Trends and Approaches in Organizational Climate Research and Thinking

**Invited Symposium, topic area:** Organizational Structure, Culture, and Climate  
**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** H-1  
**Session Chair:** Vicente Gonzalez-Roma (Idocal. Univ. of Valencia) vicente.glez-roma@uv.es  

» Toward an Integrated View of Organizational Climate  
Benjamin Schneider (CEB Valera) bschneider@executiveboard.com  

» Culture and climate for high quality health care  
Michael West (Lancaster Univ.) m.a.west@lancaster.ac.uk  

» Shared perceptions and believes in organization: strength matters!  
Jose M. Peiro (Univ. of Valencia) jose.m.peiro@uv.es  
Vicente Gonzales-Roma (Univ. of Valencia)  

» Climate uniformity: its influence on team states, processes and outcomes  
Vicente Gonzalez-Roma (Univ. of Valencia) vicente.glez-roma@uv.es  
Ana Hernandez (Univ. of Valencia)  

Current Approaches to Job Demands

**Symposium, topic area:** Employee Wellbeing  
**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** H-2  
**Session Chairs:** Christian Korunka (Univ. of Vienna) christian.korunka@univie.ac.at  
Eva Bamberg (Univ. of Hamburg) bamberg@uni-hamburg.de  

» Job demands arising from accelerated change: Functional mechanisms and potential outcomes  
Christian Korunka (Univ. of Vienna) christian.korunka@univie.ac.at  
Bettina Kubicek (Univ. of Vienna)  

» The ambivalent consequences of work intensification  
Bettina Kubicek (Univ. of Vienna) bettina.kubicek@univie.ac.at  
Matea Paškvan (Univ. of Vienna)  
Christian Korunka (Univ. of Vienna)  

» I don't have the time to do my job: Job demands and resources among Swedish public sector employees  
Magnus Sverke (Stockholm Univ.) magnus.sverke@psychology.su.se  
Gunnar Aronsson (Stockholm Univ.)  
Victoria Blom (Karolinska Institutet)  
Lars Hässänen (Stockholm Univ.)  
Constanze Leineweber (Stockholm Univ.)  
Eva-Lotta Nylén (Stockholm Univ.)
» Working time-related stressors of hospital physicians: An investigation of mediated relationships to health
Grit Tanner (Univ. of Hamburg) grit.tanner@uni-hamburg.de
Eva Barnberg (Univ. of Hamburg)
Maren Kersten (BGW), Agnieszka Kozak (Univ. Medical Center Hamburg Eppendorf)
Daniela Delser (Univ. Medical Center Hamburg Eppendorf)
Albert Nienhaus (Univ. Medical Center Hamburg Eppendorf)

» Illegitimate tasks – A meaningful stressor across countries
Nicola Jacobshagen (Univ. of Bern) nicola.jacobshagen@psy.unibe.ch
Franziska Tschan (Univ. of Neuchâtel)
Achim Elfering (Univ. of Bern)
Laurenz L. Meier (Univ. of South Florida)
Eva Bejerot (Stockholm Univ.)
Gunnar Aронsson (Stockholm Univ.)
Norbert K. Semmer (Univ. of Bern)

» How technostress and transformational leadership are related to self-efficacy: A multilevel study
Merche Ventura (Univ. Jaume I, Castellón) mventura@uji.es
Marisa Salanova (Univ. Jaume I, Castellón)
Susana Llorens (Univ. Jaume I, Castellón)

Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing
Invited Panel Discussion
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: H-3
Session Chair: Frederick Phillip Morgeson (Michigan State Univ.) morgeson@msu.edu
Panelists:
Tammy Allen (Univ. of South Florida) tallen@mail.usf.edu
Jonathon Halbesleben (Univ. of Alabama)
Ramón Rico (Universidad Autónoma de Madrid)
Donald Truxillo (Portland State Univ.)
Rolf van Dick (Goethe Univ.)

(PP) Autonomy at Work: An Important Element to Stimulate Vitality?
Symposium, topic area: Human Resource Management
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: H-4
Session Chair: Tinka van Vuuren (Loyalis) Tinka.van.vuuren@loyalis.nl
Panelists:
Pauline van Dorssen (Pauline van Dorssen - HR Training & Consult) advies@paulinevandorssen.nl

» Preconditions for individual self-leadership and effects for employee vitality
Pauline van Dorssen (Pauline van Dorssen - HR Training & Consult) advies@paulinevandorssen.nl

» Parallel Careers and its consequences to companies in Brazil
Maria Candida Baumer de Azevedo (People&Results / MBA Business school Sao Paulo) mariacandida@peopleandresults.com.br

» Young job seekers’ preferences for autonomy
Stephan Corporaal (Saxion Univ. of Applied Sciences) corporaal@icloud.com

» Job design for older workers
Hisked den Boer (Open Univ. Heerlen) hiskeddenboer@gmail.com

» The relationship of autonomy on the vitality and workability of teachers
Christiane de Lange (Hanzehogeschool - Univ. of Applied Sciences) c.a.de.lange@pl.hanze.nl
Tinka van Vuuren (Loyalis)

Creativity, Innovation, and Entrepreneurship
Symposium, topic area: Organizational Behavior
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-1
Session Chair: Diana E. Krause (Alpen-Adria Univ.) DianaEva.Krause@uni-klu.ac.at
Facilitator: Neil Anderson (Brunel Univ.) Neil.Anderson@brunel.ac.uk

» Where are we with? A dialectic theory of innovation
Michael Frese (National Univ. SG) frese@uni.leuphana.de
Kathrin Rosing (Leuphana Univ.)

» How does innovation unfold? The relationship between self-regulatory processes and creative performance
Ronald Bledow (Univ. Ghent) Ronald.Bledow@UGent.be
Lien Vossaert (Univ. Ghent)

» Selecting for Innovation: The Role of Individual Characteristics in innovative performance
Kristina Potocnik (Brunel Univ.) kristina.potocnik@ed.ac.uk
Neil Anderson (Brunel Univ.)

» Do faultlines make teams risk-averse? The influence of team composition on the willingness to take risks on decision-making tasks
Eric Kearney (Univ. Hannover) ekearney@gisma.com

» Disruptive innovations and business models as a part of market creation
Veronika Gustafsson (Alpen-Adria Univ.) Veronika.Gustafsson@aau.at
Robert Breitenecker (Alpen-Adria Univ.)

» Participative and team-oriented leadership, countries’ education level and national innovation: The mediating role of economic factors and national cultural practices
Robert Rossberger (Alpen-Adria Univ.) Robert.Rossberger@uni-klu.ac.at
Diana Krause (Alpen-Adria Univ.)
Daily Work Engagement

Symposium, topic area: Employee Wellbeing
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-2
Session Chairs: Arnold B. Bakker (Erasmus Univ. Rotterdam)
Bakker@fsw.eur.nl
Evangelia Demerouti (Eindhoven Univ. of Technology)
edemerouti@tue.nl

» How daily job crafting increases momentary work engagement: A day reconstruction study
Wido Oerlemans (Erasmus Univ. Rotterdam) oerlemans@fsw.eur.nl
Arnold B. Bakker (Erasmus Univ. Rotterdam)

» Daily work engagement in an emotionally demanding context: An episodic approach
Despoina Xanthopoulou (Univ. of Crete) dxanthopoulou@psy.soc.uoc.gr

» Within-day changes of work engagement: The role of psychological detachment and re-attachment to work
Sabine Sonnentag (Univ. of Mannheim) sonnentag@uni-mannheim.de

» Transformational leadership and follower work engagement: A diary study on the process
Kimberley Breevaart (Erasmus Univ. Rotterdam) breevaart@fsw.eur.nl
Arnold B. Bakker (Erasmus Univ. Rotterdam)
Jorn Hetland (Univ. of Bergen)
Evangelia Demerouti (Eindhoven Univ. of Technology)

» Mindfulness and work engagement: Evidence from a diary and an intervention study
Ute Hulsheger (Maastricht Univ.) Ute.Hulsheger@maastrichtuniversity.nl
Hugo J.E.M. Alberts (Maastricht Univ.)
Alina Feinholdt (Maastricht Univ.)
Jonas W.B. Lang (Maastricht Univ.)

Building Trust for Tomorrow: The Formation of New Workplace Relationships

Symposium, topic area: Organizational Behavior
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-3
Session Chairs: Lisa van der Werff (Dublin City Univ., IE) lvanderwerff@gmail.com
Finian Buckley (Dublin City Univ., IE) finian.buckley@dcu.ie

» Cues for trusting behaviour in new workplace relationships
Lisa van der Werff (Dublin City Univ.) lvanderwerff@gmail.com
Finian Buckley (Dublin City Univ.)

» Applicant attraction and organisational trust: The role of trust
Rosalind H Searle (Coventry Univ., UK) rosalind.searle@btopenworld.com

» Understanding trust-control interrelations in a culture of error aversion and low error tolerance
Freek van Berkel (Infrastructural Department of Amsterdam) F.van.Berkel@ivv.amsterdam.nl

» Learning without judgment: A constructionist approach to error culture in aviation accident investigations
David Passenier (VU Univ. Amsterdam) d.f.passenier@vu.nl

Scrubbing more than just the Surface: Digging further into Organizational Culture and Team Error Handling

Symposium, topic area: Organizational Structure, Culture, and Climate
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-4
Session Chairs: David Falco Passenier (VU Univ. Amsterdam) d.f.passenier@vu.nl
Freek van Berkel (Infrastructural Department of Amsterdam) F.van.Berkel@ivv.amsterdam.nl

» Organizational culture and shared error handling: The error assumption framework
Cathy van Dyck (VU Univ. Amsterdam) c.van.dyck@vu.nl

» In the eye of the beholder: The benefits of being perceived as a leader with an error mastery strategy
Nicoletta Dimitrova (VU Univ. Amsterdam) n.g.dimitrova@vu.nl

» Social identity and error narratives of medical professionals
Annemiek van Os (VU Univ. Amsterdam) a.van.os@vu.nl

» Assessment of situational awareness: Team resources brought in action to enhance patient safety at the ICU
Peter Kemper (VU Univ. medical center, Amsterdam) p.kemper@vumc.nl

» Understanding trust-control interrelations in a culture of error aversion and low error tolerance
Freek van Berkel (Infrastructural Department of Amsterdam) F.van.Berkel@ivv.amsterdam.nl

» Learning without judgment: A constructionist approach to error culture in aviation accident investigations
David Passenier (VU Univ. Amsterdam) d.f.passenier@vu.nl

Minorities and their careers

Symposium, topic area: Other
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-5
Session Chairs: Hans van Dijk (Tilburg Univ.) j.vandijk1@uvt.nl
Claartje Vinkenburg (VU Amsterdam) c.vinkenburg@vu.nl
Carolin Ossenkop (VU Amsterdam) c.ossekop@vu.nl
Marloes van Engen (Tilburg Univ.) m.l.vengen@uvt.nl
Facilitator: Ans de Vos (Antwerp Management School) ans.devos@ams.ac.be
Labor Market Issues 2

Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-6

Session Chairs: Neil Conway (Birkbeck, UK)
neil.conway@rhul.ac.uk
Tanja Verheyen (Vrije Univ. Brussels, BE) tanja.verheyen@vub.ac.be

Career anchors of professional pharmacists: Testing Schein’s theory
Ricardo Rodrigues (Kingston Univ. London)
rtrodrigues@kingston.ac.uk
David Guest (King’s College London, UK)

Counting the cost of a bit of respect for women’s pay and workplace attitudes: Linking gender, pay, procedural justice, and related attitudes using WERS 2004
Neil Conway (Birkbeck, UK) neil.conway@rhul.ac.uk
Marion Fortin (Toulouse)
Kim Hoque (Warwick)

Is demotion the HR-solution for the future?
Tanja Verheyen (Vrije Univ. Brussels, BE) tanja.verheyen@vub.ac.be

Active ageing in work and retirement
Per Erik Solern (Norwegian social research, NO) pes@nova.no
Astr Syse (Norwegian social research, NO)
Trude Furunes (Univ. of Stavanger, NO)
Reidar Myklebust (Univ. of Stavanger, NO)

Leadership and Management 5

Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-33

Session Chairs: Steffen Robert Giessner (Rotterdam School of Management, Erasmus Univ., NL) sgiessner@rsm.nl
Israel Sanchez-Cardona (WoNT Research Team, Univ. Jaume I, ES) sanchezi@uji.es

Getting followers to transcend their self-interest for the benefit of their company: Testing a core assumption of transformational leadership theory
David Effelsberg (Ruhr-Univ. Bochum, DE) david.effelsberg@rub.de
Marc Solga (Ruhr-Univ. Bochum, DE)

Antecedents and consequences of followers’ perceptions of authentic leadership
Garazi Azanza (Univ. of Deusto, ES; Universidad Nacional de Educación a Distancia, ES) garazi.azanza@deusto.es
Marjan Gorgievski (Erasmus Univ. Rotterdam, NL)
Juan A. Moriano (Universidad Nacional de Educación a Distancia, ES)
Fernando Molero (Universidad Nacional de Educación a Distancia, ES)

In the moral eye of the beholder: The interactive effects of leader and follower moral identity on ethical leadership and leader-member exchange
Steffen Robert Giessner (Rotterdam School of Management, Erasmus Univ., NL) sgiessner@rsm.nl
Jari Kolié (Rotterdam School of Management, Erasmus Univ., NL)
Daan van Krippenberg (Rotterdam School of Management, Erasmus Univ., NL)
Suzanne van Gils (Kuehne Logistics Univ., Hamburg, DE)
Niels van Quaquebeke (Kuehne Logistics Univ., Hamburg, DE)

Promoting team learning: The power of leadership and positive emotions
Israel Sanchez-Cardona (WoNT Research Team, Univ. Jaume I, ES) sanchezi@uji.es
Marisa Salanova (WoNT Research Team, Univ. Jaume I, ES)
Susana Liorens (WoNT Research Team, Univ. Jaume I, ES)
Organizational Behavior 9

Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** F-042

**Session Chairs:** Sylvie Guerrero (UQAM, CA) guererro.sylvie@uqam.ca Claudia Holtshlag (Univ. of Barcelona, ES) claudia.holtshlag@ub.edu

- (PP) A process approach towards organizational culture: Integrating empowerment and commitment
  Hannah Möltner (Witten/Herdecke Univ., DE) hannah.moeltner@uni-wh.de Martina Mönninghoff (Bertelsmann SE & Co. KGaA, DE) Michele Morrer (Witten/Herdecke Univ. & German Univ. of Administrative Sciences Speyer, DE)

- My status in the group: linking favourable treatments with organizational identification
  Sylvie Guerrero (UQAM, CA) guererro.sylvie@uqam.ca Hélène Jeanblanc (Univ. Toulouse 3)

- The paradox of difficult career goals: An examination into the downside of ambition
  Claudia Holtshlag (Univ. of Barcelona, ES) claudia.holtshlag@ub.edu Alíne D. Masuda (EADA Business School, ES)

- When does job satisfaction affect OCB, and when does OCB affect job satisfaction? The moderating role of work centrality
  Rene Ziegler (Univ. of Tuebingen, DE) rene.ziegler@uni-tuebingen.de Christian Schlett (Univ. of Tuebingen, DE)

- Counterproductive work behaviors and job satisfaction – The relation not so simple as we suspected
  Joanna Czarnota-Bojarska (Univ. of Warsaw, PL) joanna@psych.uw.edu.pl

- "Remember me and smile": Helping and voice behaviors in a decaying Portuguese hospital
  Teresa Proença (Politechnic of Porto, PT) tproenca@fep.up.pt Helena Gonçalves Martins (Faculdade de Economia do Porto, PT)

Health and Interventions 2

Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** F-104

**Session Chairs:** Bernhard Michael Zimolong (Ruhr-Univ. Bochum, DE) bernhard.zimolong@rub.de Silvia Dello Russo (ISCTE-IUL, PT) silvia.dellorusso@iscte.pt

- (PP) Mental illness in the workplace – The impact of job stress and options for prevention within companies and for boosting employees' health awareness
  Jasmine Kix (VBG, DE) jasmine.kix@vgb.de Karin Siegrist (Heinrich Heine Univ. Düsseldorf)

- Prevention of chronic back pain: A randomized control study of Bochum cognitive-behavioral training
  Bernhard Michael Zimolong (Ruhr-Univ. Bochum, DE) bernhard.zimolong@rub.de Gabriele Elke (Ruhr-Univ. Bochum, DE)

- Theory-based promotion of seasonal influenza vaccination in the workplace – Insights from two randomized controlled trials investigating individual, social, and organizational factors involved in health behavior change
  Anna Ernsting (Boehringer Ingelheim Pharma GmbH & Co.KG & Freie Univ. Berlin, DE) anna.theresa.ernsting@boehringer-ingelheim.com Ralf Schwarzer (Freie Univ. Berlin, DE & Warsaw School of Social Sciences and Humanities, Wrocław, PL) Paul Gallert (Newcastle Univ, England)

- Relationship among energy activation strategies, work engagement, and job performance
  Oi Ling Siu (Lingnan Univ., Hong Kong S.A.R., CN) siuol@ln.edu.hk Cho Nguyen Siu (Lingnan Univ., Hong Kong S.A.R., CN) Wai Lan Yeung (Lingnan Univ., Hong Kong S.A.R., CN)

- Effectiveness of skill development training program: A preliminary study
  Bülent Kılıç (Koç Univ., TR) bukilic@ku.edu.tr Muhsine İrket Karataylioglu (Koç Univ., TR) Ayşê Esra Tuncer (Koç Univ., TR)

- Evaluating informal learning support: Best practice from MIRROR - Reflective learning at work
  Daniel Wessel (Leibniz-Institut für Wissensmedien, DE) d.wessel@iwm-kmrc.de Kristin Krüpf (TU München, DE) Neil Maiden (City Univ. London, Great Britain) Birgit Krogtie (Norwegian Univ. of Science and Technology, NO)

Human Resource Management 7

Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** F-043

**Session Chairs:** Daniel Wessel (Leibniz-Institut für Wissensmedien, DE) d.wessel@iwm-kmrc.de Bernhard Zimolong (Ruhr-Univ. Bochum, DE) bernhard.zimolong@rub.de

- Antecedents of training motivation
  Mariola Laguna (Catholic Univ. of Lublin, PL) laguna@kul.pl

- International relocation mobility readiness and its antecedents
  Jil Margaretfeld (Otto-Friedrich Univ. Bamberg, DE) jil.margaretfeld@uni-bamberg.de Maike Andresen (Otto-Friedrich Univ. Bamberg, DE)
Organizational Change and Development 4

Paper Session
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-234
Session Chairs: Tina Kiefer (Warwick Business School, UK)
tina.kiefer@wbs.ac.uk
Alexandra Shajek (Humboldt Univ. Berlin, DE)
ashajek@gmx.de

» Justice and employee reactions during organizational change: The mediating role of overall justice.
Laurence Marzucco (Univ. de Liége, BE) L.Marzucco@ulg.ac.be
Géraldine Marique (Univ. Catholique de Louvain, BE)
Florence Stinglhamber (Univ. Catholique de Louvain, BE)
Isabelle Hansez (Univ. de Liége, BE)

» Feeling bad and good: The daily experience of ongoing change.
Tina Kiefer (Warwick Business School, UK) tina.kiefer@wbs.ac.uk
Neil Conway (Birkbeck College, Univ. of London, UK)
Rob Briner (Univ. of Bath, UK)

» How does one’s leadership orientation influences the result of employee participation during organizational change? An empirical study.
Sofie EAM Rogiest (Univ. of Antwerp, BE) sofie.rogiest@ua.ac.be
Jesse Segers (Univ. of Antwerp, BE; Antwerp Management School, BE)
Arjen van Witteloostuijn (Univ. of Antwerp, BE; Tilburg School of Economics and Management, NL)

Employee Wellbeing 12

Paper Session
Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-229
Session Chairs: Heather K. Spence Laschinger (Univ. of Western Ontario, CA)
larachristinaroll@ln.edu.hk
Lara C. Roll (Lingnan Univ., Hong Kong S.A.R., CN)
larachristinaroll@ln.edu.hk

» Autocratic leadership and professional self-efficacy: The underlying mediators and moderating personality characteristics.
Lara C. Roll (Lingnan Univ., Hong Kong, Hong Kong S.A.R., CN)
larachristinaroll@ln.edu.hk
Oi-ling Siu (Lingnan Univ., Hong Kong, Hong Kong S.A.R., CN)
Simon Y.W. Li (Lingnan Univ., Hong Kong, Hong Kong S.A.R., CN)
Annebel De Hoogh (Univ. of Amsterdam, NL)

» Do you see me stressed or am I stressed? Work-related stress among Italian leaders and employees.
Gabriele Giorgi (Univ. Europea di Roma, IT)
dott.gabriele giorgi@gmail.com
Giulio Arcangeli (Univ. di Firenze)
Vincenzo Cupelli (Univ. di Firenze)

» Goal setting and employee well-being: A different perspective on a widely applied leadership instrument.
Jochen Gurt (Univ. of Hagen, DE) jochen.gurt@fernuni-hagen.de
Oliver Weigelt (Univ. of Hagen, DE)
Bernd Marcus (Univ. of Hagen, DE)

» Resonant leadership and workplace empowerment: The value of positive organizational cultures in reducing workplace incivility.
Heather K. Spence Laschinger (Univ. of Western Ontario, CA)
hkl@uwo.ca
Carol A. Wong (Univ. of Western Ontario, CA)
Greta G. Cummings (Univ. of Alberta, CA)

» Linking participative leadership behaviour to employee well-being – The role of affective trust in the supervisor.
AAMIR ALI CHUGHTAI (Forman Christian College, Pakistan)
aamir_chughtai@hotmail.com
Marann Byrne (Dublin City Univ., IE)
Barbara Flood (Dublin City Univ., IE)
Teams and Workgroups 6

Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am
Location: F-040

Session Chairs: Nicola Beatrice Klaus (Univ. of the German Armed Forces, DE) nicola.klaus@unibw.de
Christine M. Y. Kermond (Michigan State Univ., US) kermond@msu.edu

» A close look over conflict management in trained and untrained virtual teams
Ana Zornoza (Univ. of Valencia, ES) ana.zornoza@uv.es
Edurne Martinez (Univ. of Basque Country, ES)
Virginia Orengo (Univ. of Valencia, ES)

» Exploring the nomological network and development of virtual team social identity
Christine M. Y. Kermond (Michigan State Univ., US) kermond@msu.edu
Marina Pearce (Michigan State Univ., US)
Heng Xie (Michigan State Univ., US)
Samantha K. Baard (Michigan State Univ., US)
Steve W. J. Kozlowski (Michigan State Univ., US)

» Creativity in virtual teams – The role of familiarity, personality, and motivation
Nicola Beatrice Klaus (Univ. of the German Armed Forces, DE) nicola.klaus@unibw.de
Sonja A. Sackmann (Univ. of the German Armed Forces, DE)

» Virtual team performance: The role of conflict and humor in a 3D virtual environment
Xiao Peng (Rsm Erasmus Univ. Rotterdam, NL) xpeng@rsm.nl
Michaëla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL)
Bertolt Meyer (Univ. of Zurich)
Béatrice Hassler (Interdisciplinary Center Herzliya, IL)

» Virtual meetings of the future - A socio-technical perspective for the improved management of meetings
Katarzyna Izabela Cichomska (Leeds Univ. Business School, UK) k.i.cichomska@leeds.ac.uk

Keynotes (12:30pm-1:30pm)

Six Medium Term Trajectories in the Future of Work

Invited Keynote
Speaker: John M. Carroll (Penn State Univ., US) jcarroll@ist.psu.edu
Time: Saturday, 25/May/2013: 12:30pm - 1:30pm
Location: S-Aula
Facilitator: Dietrich Manzey (TU Berlin)

Work, Recovery - and an Attempt to Look into the Future

Invited Keynote
Speaker: Sabine Sonnentag (Univ. of Mannheim, DE) sonnentag@uni-mannheim.de
Time: Saturday, 25/May/2013: 12:30pm - 1:30pm
Location: H-1
Facilitator: Sandra Ohly (Univ. of Kassel)

Closing and Awarding Ceremony

(incl. announcement of the winners of the Best Paper Award, the Best Poster Award, and the Best Practitioner Contribution Award of the EAWOP 2013 Congress)
Time: Saturday, 25/May/2013: 1:30pm - 2:15pm
Location: S-Foyer

Buffett or Take Away Lunch

Time: Saturday, 25/May/2013: 11.45am - 1.30pm
Location: Catering nearby the Keynote Sessions
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