

e a w o p

## 19<sup>th</sup> Eawop Congress

29<sup>th</sup> May – 1<sup>st</sup> June 2019

Turin, ITALY

# Working for the greater good

Inspiring people, designing jobs and leading  
organizations for a more inclusive society

In partnership with:



**Associazione  
Italiana  
di Psicologia**



**SIPLO**

Società Italiana di Psicologia del Lavoro e dell'Organizzazione

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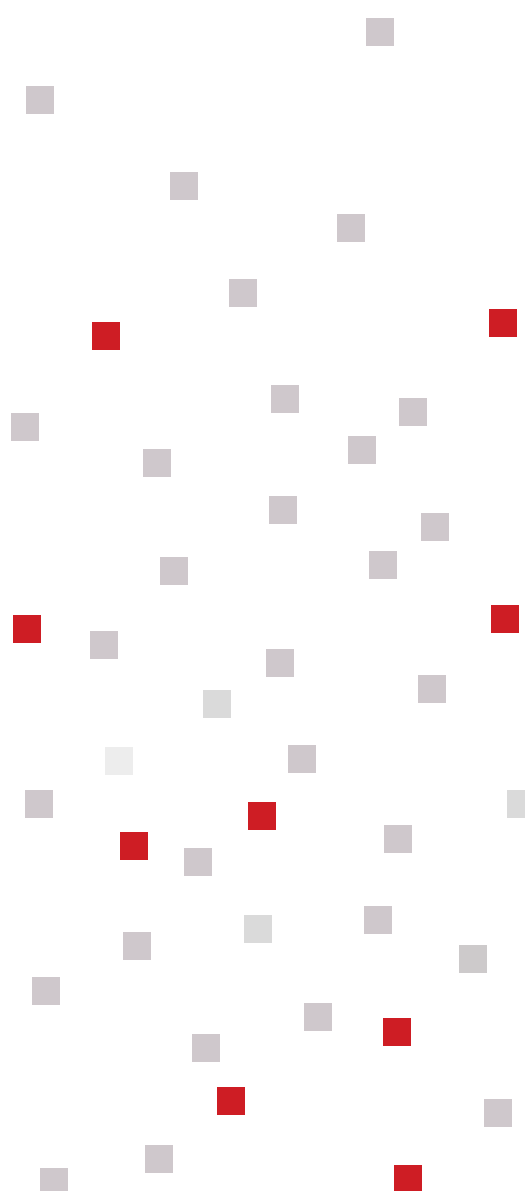




e a w o p

European Association of Work  
and Organizational Psychology

**19<sup>th</sup> Eawop Congress**  
29<sup>th</sup> May – 1<sup>st</sup> June 2019  
**Turin, ITALY**



# Welcome to EAWOP 2019 Congress

Dear friends and colleagues,

It is an honor and a pleasure for me to welcome you all here in Turin at the 19th Congress of the European Association of Work and Organizational Psychology. The Congress is realized thanks to the contribution of the two Italian constituent associations of EAWOP: Italian Association of Psychology (AIP) and Italian Society of Work and Organizational Psychology (SIPLO).

As President of the Congress, I am really proud to announce that we will have more than 1800 participants at the Conference, coming from a large number of European countries. Following a trend already underway in recent EAWOP congresses, we have significantly increased the presence of researchers and professionals from other continents: North and South America, Australia, Africa, and Asia.

I am sure that the scientific quality of the Conference is guaranteed by key notes and state of the art speakers of high international level. You will also have the opportunity to choose between more than 150 thematic symposia. There will be about 700 oral presentations and 400 posters that will cover the various topics of our discipline with recent research data.

We have also promoted various specific occasions to encourage debate between researchers and practitioners. The Congress will host some special events organized by the Alliance for Organizational Psychology to broaden a global perspective of W/O Psychology. Finally, the pre-conference workshops will provide a large number of young researchers with the opportunity to learn new research methods or to acquire new professional knowledge.

After a long discussion within the Program Committee in 2017 we have chosen the following title of the Congress:

## **Working for the greater good:**

Inspiring people, designing jobs and leading organizations for a more inclusive society

With this title we wanted to underline how the W/O Psychology can perform a social function on a large scale, to generate well-being for individuals and organizations and to contribute to solving wide-ranging organizational and social issues.

Today we can appreciate how successful the title is, given how the issues of inclusion have become increasingly central into the world of work and in the organizations.

We are therefore certain of the scientific richness of the Congress given the quality of the papers you have proposed. We are also certain that these four days will be the occasion for new exchanges aimed at the construction of network and future innovative projects.

For our part, we have done our utmost to make these days enjoyable also from a logistical standpoint, setting up the Congress at the prestigious location of the Lingotto in Turin. Being in Italy, we also took care of your gastronomic experience. We hope that you will appreciate the coffee breaks, lunches and social events.

We also hope you can enjoy the beauties of the city and take advantage of the extraordinary culinary tradition of the Piedmont region.

To close this brief welcome address I would like to thank the Program Committee that collaborated in the scientific planning of the event, all the components of the Advisory Committee for their contribution, and the Local Organizing Committee which took charge of the construction of the event guaranteed by the technical and administrative support of the International Congress Center (CCI).

I wish you all an enjoyable and enriching Congress



Prof. Franco Fraccaroli  
**University of Trento (Italy)**  
**President of the Congress**

Dear friends and colleagues,

**YES**, it's finally here - the 2019 EAWOP conference in Torino! For the past two years, we've all been eagerly awaiting a new edition of our high mass of work and organizational psychology. I won't hold you up for too long as I know you want to get down to business right away. But let me highlight three important things for you at this conference.

First, one of the aims of EAWOP in the next years is to explore how our group can have more impact. Our discipline is generating so many valuable insights and practices but they often don't get picked up. Please, benefit from invited and regular sessions discussing how we could broaden our scope and enhance our societal, organizational and scientific impact.

Second, if we are to broaden our scope, we need more people on board. Are you enjoying the EAWOP conference? Then volunteer to take on a more active role in EAWOP. You can help us grow the organization and direct it in the direction you think we could add most value.

Third, we're experimenting with something new. This year we don't have a formal congress dinner. The congress dinner has not always been extremely well attended, perhaps because of the high additional cost for participants. To stay true to our conference theme 'towards a more inclusive society', this year we are bringing you a more affordable 'Apericena' (formed by adding 'cena' – dinner – to 'aperitivo'). It is a unique Italian tradition of getting together with friends and colleagues around food and drinks to informally meet, talk and laugh. We do hope you will come and join us for this truly Italian experience. Salute and have a great conference!



Frederik Anseel  
**EAWOP President**

**The choice of Turin** as the hosting city of the 19th Eawop Congress, expresses the deep bond between this city and the Work and Organizational Psychology, both from the academic point of view and from the point of view of the productive context.

The Department of Psychology of the University of Turin has ancient origins, linked to the figures of Angelo Mosso (Turin, 1846-1910), Federico Kiesow (Brüel, 1858 - Turin, 1940, to whom the Department Library is dedicated), and Angiola Massucco Costa (Brescia, 1902 - Torino, 2001). Currently, 63 professors and researchers work in the Department; 8 of them belong to the scientific area of Work and Organizational Psychology. In addition to these, there are numerous research fellows, scholarship holders and PhD students, who founded in 2018 the WOW Research Group (Work and Organizational Well-being). The group's main subject of investigation is the theme of well-being in work contexts, declined in different objects of study. The Department offers a Master's Degree in Work and Wellbeing Psychology in Organizations, attended by over 100 students each year from many Italian regions.

Turin is the city where FIAT (Fabbrica Italiana Automobili Torino - Italian Automobiles Factory, Turin) was born in 1899, today part of the FCA Group. The building that hosts the Congress was one of the first plants for the industrial production of cars, inaugurated in 1923, and still today it is possible to admire the helical ramps that lead to the elevated test track on the roof of the plant. The presence of FIAT, together with that of Olivetti (in Ivrea, province of Turin) and of many other public and private companies active in our area, was an important motivation for the development of the Work and Organizational Psychology in the second half of the 20th century, since it generated multiple opportunities for research and intervention, as well as numerous collaborations with the Department of Psychology, both scientific and didactic.

I hope, in these few lines, to have explained the link between this city and our discipline. On behalf of all the colleagues of the Local Organizing Committee I want to thank the people of CCI (our supplier for the organization of the Congress) for the fruitful collaboration and wish each of you to fully enjoy these days of Congress work.



Claudio G. Cortese  
Local Organizing Committee Coordinator  
Full professor of Work and Organizational Psychology  
**Department of Psychology – University of Torino (Italy)**

## Program Committee

**Guido Alessandri**, Università La Sapienza Roma  
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**Guido Hertel**, Münster University  
**Dragos Illiescu**, University of Bucharest

## Local Organizing Committee

**Claudio G. Cortese**  
On behalf of Department of Psychology – University of Turin (Italy)

**Monica Molino**  
On behalf of AIP (Associazione Italiana di Psicologia, Sezione di Psicologia per le organizzazioni - Italian Association of Psychology, Section of Psychology for organizations)

**Alberto Crescentini**  
On behalf of SIPLO (Società Italiana di Psicologia del Lavoro e delle Organizzazioni – Italian Society of Work and Organizational Psychology)

## Department of Psychology – University of Turin

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**Vincenzo Russo** (IULM University of Milano)  
**Ilaria Setti** (University of Pavia)  
**Michela Vignoli** (University of Trento)

## Keynote Speakers



**Sen. Prof. Elena Cattaneo**  
Full Professor, University of Milan Department of  
Biosciences and Senator for life of Italian Republic



**Prof. Dr. Evangelia Demerouti**  
Eindhoven University of Technology  
Dept. Industrial Engineering & Innovation Sciences  
Human Performance Management Group  
Eindhoven, The Netherlands



**Prof. Vicente González-Romá**  
University of Valencia  
Institute for Research in Psychology of Human  
Resources Organizational Development and  
Quality of Working Life (IDOCAL)  
Valencia, Spain



**Dr. David Holman**  
Professor of Organisational Psychology  
Alliance Manchester Business School  
University of Manchester – UK



**Prof. Michelle "Mikki" Hebl**  
Martha and Henry Malcolm Lovett Professor of  
Psychology, Professor of Management  
Rice University - Department of Psychology  
Houston, TX – United States of America



**Prof. Sharon K. Parker**  
ARC Laureate Fellow  
Centre for Transformative Work Design  
Faculty of Business and Law  
Curtin University – Australia



**Prof. Jason Shaw**  
Special EAWOP President's keynote



**Steve Kozlowski**  
Special EAWOP President's keynote

## State of Art Speakers



**Emma Donaldson-Feilder**  
Occupational psychologist,  
Affinity Health at Work  
United Kingdom



**Guido Hertel**  
Professor of Organizational and  
business psychology  
University of Münster, Germany



**Jelena Zikic**  
Professor of Human Resources  
York University, Toronto, Canada



**Dragos Iliescu**  
Professor of Work and organizational psychology  
University of Bucharest, Romania



**Wilmar B. Schaufeli**  
**(Distinguished state of the art talk)**  
Professor of Occupational Health Psychology  
Belgium and Utrecht University, The Netherlands

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Sverke	Magnus		



**FINAL  
CONGRESS PROGRAM  
WEDNESDAY  
MAY 29<sup>th</sup>, 2019**

# CONGRESS REGISTRATION

09.00-18.00    **CENTRO CONGRESSI LINGOTTO**

## PRE-CONGRESS WORKSHOPS

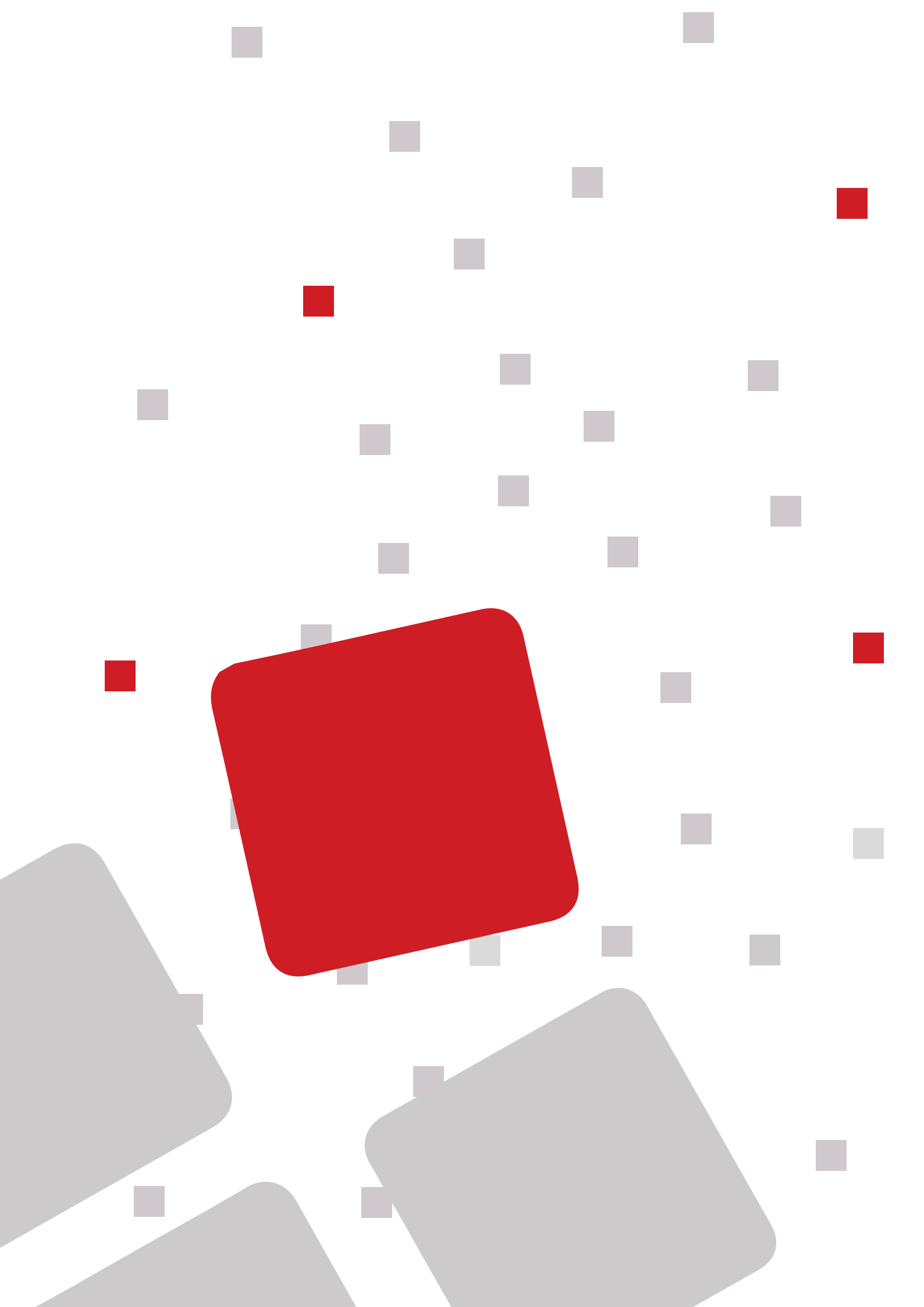
- 09.00-12.00    **VARSAVIA**  
INTRODUCTION TO MULTILEVEL MODELING (MULTILEVEL RESEARCH TRACK-WORKSHOP 1)  
*Instructor: Guido Alessandri*
- 09.00-12.00    **DUBLINO**  
MINDFULNESS AT WORK/IN ORGANIZATIONS  
*Instructors: Ute Hülshager & Annika Nübold*
- 09.00-12.00    **ATENE**  
GROWTH MODELING (LONGITUDINAL RESEARCH TRACK-WORKSHOP 1)  
*Instructor: Ana Hernández*
- 09.00-12.00    **COPENAGHEN**  
INTEGRATING MEDIATION AND MODERATION IN WOP RESEARCH  
*Instructor: Jeffrey Edwards*
- 09.00-12.00    **PRAGA**  
MODERN PERSONNEL SELECTION  
*Instructor: Ioannis Nikolaou*
- 09.00-12.00    **LISBONA**  
INFLUENCING POLICY MAKERS  
*Instructors: Andrew Baldwin & Saskia Perriard-Abdoh*
- 13.00-16.00    **COPENAGHEN**  
MULTILEVEL SEM (MULTILEVEL RESEARCH TRACK- WORKSHOP 2)  
*Instructor: Zhen Zhang*
- 13.00-16.00    **DUBLINO**  
DYNAMIC SEM FOR INTENSIVE LONGITUDINAL DATA (LONGITUDINAL RESEARCH TRACK-WORKSHOP 2)  
*Instructor: Noémi Schuurman*
- 13.00-16.00    **VARSAVIA**  
QUALITATIVE METHODS IN WOP RESEARCH  
*Instructor: Annika Wilhelmy*
- 13.00-16.00    **LISBONA**  
MANAGING AGE DIVERSITY IN ORGANIZATIONS (FOR A MORE INCLUSIVE SOCIETY)  
*Instructor: Donald M. Truxillo*
- 13.00-16.00    **PRAGA**  
INTRODUCING OPEN-SOURCE TEACHING MODULES ON BIG DATA: APPROACHES WITHIN WORK AND ORGANIZATIONAL PSYCHOLOGY  
*Instructors: Cornelius König & Marise Ph. Born*

## OTHER PRE-CONGRESS EVENTS

- 09.00-16.30 **ISTANBUL**  
DOCTORIAL CONSORTIUM BY pHResh
- 09.00-16.00 **NH FONDERIA**  
FUTURE OF WORK AND ORGANIZATIONAL PSYCHOLOGY DAY
- 09.00-16.00 **NH PRESSE**  
FUTURE OF WORK AND ORGANIZATIONAL PSYCHOLOGY DAY

## OPENING

- 17.00-20.00 **AUDITORIUM**  
OPENING CEREMONY AND WELCOME RECEPTION





**FINAL  
CONGRESS PROGRAM  
THURSDAY  
MAY 30<sup>th</sup>, 2019**

## KEYNOTE & STATE OF ART SPEAKERS

- 09.30-10.15    **AUDITORIUM**  
KEYNOTE - Exciting Times for Work Design Theory and Research: Some New Discoveries and Directions  
*Parker Sharon K.*
- 10.30-11.15    **AUDITORIUM**  
STATE OF ART - When you can't be who you are: career transitions of migrants and refugees  
*Zikic Jelena*
- 14.45-15.30    **AUDITORIUM**  
KEYNOTE - Work-Team Climate: a Three-Property Perspective  
*González-Romá Vicente*
- 16.00-17.00    **AUDITORIUM**  
STATE OF ART - Burnout and engagement: About advances and annoyances  
*Schaufeli Wilmar B.*

## SYMPOSIA & PANEL DISCUSSIONS

- 08.00-09.15    **ROOM 500**  
118 SYMPOSIUM - Servant Leadership – Antecedents, Processes, and Outcomes  
*Chair: Externbrink Kai*
- Big Five Personality Traits and Ethical Climate as Antecedents of Servant Leadership  
*Brouns Tim*
- Why and how we should develop transformational and Servant Leadership in higher education.  
Propositions on Student Leadership Development (SLD) in Germany  
*Bildat Lothar, Martin Lisa*
- How Servant Leaders Facilitate Employees' Subjective Vitality; Disentangling the Within-Person Mediating Effects of Basic Needs Satisfaction and Autonomous Regulation  
*Rivkin Wladislaw, Diestel Stefan, Schmidt Klaus-Helmut*
- When does Servant Leadership moderate the deleterious effects of self-control demands on well-being: The role of role clarity  
*Diestel Stefan*
- Does Servant Leadership Enhance Employees' Innovative Work Behavior? Examining the Amplifying Role of Emotional Intelligence  
*Externbrink Kai*
- 08.00-09.00    **LONDRA**  
1631 SYMPOSIUM - Interpersonal Emotion Regulation in the Workplace  
*Chair: Madrid Hector*
- Emotion Regulation and Dyadic Work Relationships  
*Williams Courtney E., Gooty Janaki, Long Shawn D.*
- Emerging as an Informal Leader Means to Regulate Emotions of Others  
*Cheshin Arik, Luria Gil, Goldberger Sagi*
- Interpersonal Emotion Regulation in Teams  
*Vasquez Cristian, Holman David, Martin Robin*



- 08.00-09.00 **LONDRA** (1631 SYMPOSIUM)  
Team Member Interpersonal Emotion Regulation and Innovation  
*Madrid Hector*
- 08.00-09.15 **ISTANBUL**  
848 SYMPOSIUM - Using personality type to enhance well-being in the modern workplace  
*Chair: Hackston John*
- The role of personality in the “always on” culture  
*Dost Nikhita, Rayner Helen*
- Gig work: Does personality matter?  
*Hackston John*
- The Impact of Personality on Exercise Preferences and Attitudes  
*Schaubhut Nancy A., Thompson Richard C.*
- Workplace Well-being: Gender, Occupation, Age and Personality Influences  
*Thompson Richard C., Boulton Martin*
- Using type to navigate organisational change within Macmillan Cancer Support  
*King Alice, Ellwood Catherine*
- 08.00-09.00 **PARIGI**  
1089 SYMPOSIUM - The (R)evolution of Video Interviews: Are They Just Hype?  
*Chair: Tschöpe Nico*
- Asynchronous Video Interviews: What we know and want to know (but we’re afraid to ask)  
*Cannata Davide*
- The Future of Video Assessment: Death of Traditional Online Assessment?  
*Tschöpe Nico*
- Language Analysis in Psychometric Assessment  
*Lochner Katharina*
- Rage Against the Machine: Reactions to Artificial Intelligence in Selection Systems  
*Justenhoven Richard*
- 08.00-09.15 **ROMA**  
1199 SYMPOSIUM - Managing the Work-Life Interface: How to Create Positive Outcomes and Prevent Adverse Effects  
*Chair: Provost Savard Yanick*
- Caring at Work and at Home: The Daily Consequences of Guilt on Nurses and their Children  
*Ménard Julie, Foucreault Annie, Trépanier Sarah-Geneviève*
- Honey, How Was Your Workday? Cross-Role Referencing as a Buffer Between Work-Related Psychological Distraction and Couples’ Daily Relationship Satisfaction  
*Schoellbauer Julia, Tement Sara, Korunka Christian*
- Work ICT Use Beyond Worktime: Can It Lead to Downward Spiraling Effect on Work-Life Balance?  
*Tennakoon Uthpala Senarathne*
- Linking Work-Home Segmentation to Work and Home Performance: A Study of Moderating Analysis  
*Mallette Frédéric, Beauchemin Corinne, Courcy François, Provost Savard Yanick*

- 08.00-09.15 **ROMA** (1199 SYMPOSIUM)  
Understanding the Relationship Between Work/Non-Work Segmentation and Work Engagement: The Contribution of Information and Communication Technology and Group Norms  
*Boudrias Valérie, Foucreault Annie, Russo Marcello, Provost Savard Yanick*
- 08.00-09.15 **VIP**  
129 SYMPOSIUM - Professional development at work and the effects of employees' characteristics, and structural and cultural work characteristics  
*Chair: Regina Mulder*
- The impact of job characteristics on employees' learning behaviour and well-being: A time variant and invariant analysis of the job-demand-control-support model  
*Kyndt Eva, Bednall Tim, De Cuyper Nele, De Witte Hans*
- The relationship between team strengths use and team Learning  
*van Woerkom Marianne, Meyers Christina*
- Effects of perceived feedback culture in organizations on professional learning activities after errors and feedback  
*Mulder Regina H., Anselmann Veronika, Messmann Gerhard*
- Self-regulation and organizational support in university teachers' professional learning  
*van de Wiel Margje, Nievelstein Fleurie, Beusaert Simon, Schlusmans Kathleen*
- Self-regulation of professional learning in everyday medical practice  
*Cuyvers Katrien, Van den Bossche Piet, Donche Vincent*
- 08.00-09.30 **LISBONA**  
1569 SYMPOSIUM - Women's Underrepresentation in Leadership Part I: The Role of Self and Others' Perceptions and Evaluations  
*Chairs: Julie Brueckner, Janine Bosak, Mary Kinahan and Clara Kulich*
- Who Wants to Become Dean? Relative Effects of Gender Discrimination and Self-Selection Processes on Professors' Deanship Ambition  
*Henningsen Levke, Eagly Alice H., Jonas Klaus*
- Leaning in for Different Reasons: A Qualitative Study on Women's Leadership Motivation in Academia  
*Möltner Hannah, Huse Morten*
- Inspired to Become a Leader: Are Gender Quotas Helpful in Establishing Effective Role Models for Other Women?  
*Nater Christa, Heilman Madeline E., Sczesny Sabine*
- How Organizational Context and Climate Determine Leader Behavior and Fear of Backlash in Crises  
*De Macedo Victor, Raymondie Maia Romain A., Cambon Laurent, Steiner Dirk D.*
- Desired vs. Enacted Managerial Aspirations Among Female Employees and Their Impact on Ingroup Identification and Self-ingroup Similarity  
*Chipeaux Marion, Lorenzi-Cioldi Fabio, Kulich Clara*
- Multiple Dimensions of Gender Stereotypes About Others and Self  
*Hentschel Tanja, Heilman Madeline, Peus Claudia*
- 08.00-09.00 **DUBLINO**  
1731 SYMPOSIUM - The Organizational Dynamics of Employee Volunteering  
*Chair: Antunes Bethania*  
*Discussant: Booth Jonathan E.*

08.00-09.00

**DUBLINO (1731 SYMPOSIUM)**

The impact of employee volunteering experiences on workplace needs satisfaction

*Breitsohl Heiko*

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

*Alahakone Ratnesvary, Alfes Kerstin*

Corporate Volunteering Programs: Designing for Impact

*Askovic Mlna*

Employer-supported Volunteering Programs: Intended and Unintended consequences

*Antunes Bethania, Alahakone Ratnesvary*

08.00-09.15

**COPENAGHEN**

649 SYMPOSIUM - A cognitive approach to the study of recovery

*Chairs: Sanz-Vergel Ana Isabel, Xanthopoulou Despoina*

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

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

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

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

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

*Xanthopoulou Despoina, Sanz-Vergel Ana*

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

*Binnewies Carmen, Törk Julia, Brauner Corinna*

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

*Olga Chelidoni, Cromptley Mark, Plans David*

08.30-10.00

**MADRID**

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

*Chair: Martinez Luis*

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

*Lopes Sara L., Ferreira Aristides, Prada Rui*

The influence of performance management practices on absenteeism and presenteeism

*Miraglia Mariella, Bouville Gregor, Dello Russo Silvia*

Sickness presenteeism and propensity in the future workforce

*Lohaus Daniela, Röser Florian*

Attendance attitudes: A latent profile analysis

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

Emotions, burnout and presenteeism in the retail sector

*Ferreira Aristides, Vieira Inês, Gomes da Costa Carla*

Nonlinear relationships between job control and sickness presence behaviour

*Gerich Joachim*

08.30-09.30

**ATENE**

1843 SYMPOSIUM - Work engagement as a predictor and mediator, how to maintain and improve it  
*Chair: Shah Sonia*

Work engagement as a predictor of job satisfaction and well-being  
*Gervais Roxane L., Millier Prudence M.*

Work Engagement: Mediating the Relationship between Doctors' Perceived Working Conditions and Patient Care  
*RH Teoh Kevin, Hassard Juliet, Cox Tom*

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

Engaging with Change: Risk Personality's Role in Maintaining Engagement and Preventing Resistance During Times of Organisational Change  
*Toms Simon, Flohberg Charlotte, Shah Sonia*

09.15-10.30

**LONDRA**

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

*Chairs: Curcuruto Matteo, Morgan Jim*  
*Discussant: Clarke Sharon*

The relationships between perceived organizational support and safety participation: social exchange processes  
*Laurent Julie, Chmiel Nik, Hansez Isabelle*

The direct and indirect influence of Organisational Safety Climate (OSC) on safety and health outcomes for UK rail workers: The mediating role of Supervisor Safety Monitoring (SSM) and Supervisor Safe  
*Morgan James I., Curcuruto Matteo, Kandola Raj, Griffin Mark A.*

Supervisor and Coworkers Safety Climate Agreements as Mediators of the Leader-Member Exchange and Safety Behaviors Relationship  
*Brondino Margherita, Bazzoli Andrea, Pasini Margherita*

Safety Training positive spin-off effects on safety climate and workers satisfaction with safety  
*Silva Silvia A.*

Young Workers' Experiences of Occupational Injuries and Mental Health: The Role of Work Centrality  
*Turner Nick, Tucker Sean, Granger Steve, Deng Connie, Kelloway E. Kevin, Pek Simon*

09.15-10.45

**PARIGI**

722 SYMPOSIUM - Applicants impression management and faking in the hiring process  
*Chairs: Roulin Nicolas, Bourdage Joshua*

Researching asynchronous video interviews (AVIs): A model to guide the examination of AVIs as a selection assessment  
*Lukacik Eden-Ray, Bourdage Joshua S., Roulin Nicolas*

Faking to fit in: Organizational cultures trigger strategic faking  
*Roulin Nicolas, Krings Franciska*

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

- 09.15-10.45 **PARIGI (722 SYMPOSIUM)**  
Faking and applicant reactions: A fit-perspective  
*Duerr Daniel, Klehe Ute-Christine*
- The impact of interview deceptive impression management on new employees' fit, stress, well-being and engagement  
*Charbonneau Brooke, Powell Deborah*
- Predicting faking in interviews with automated text analysis and personality  
Holtrop Djurre, van Breda Ward, Oostrom Janneke K., De Vries Reinout E.
- 09.15-10.15 **DUBLINO**  
538 SYMPOSIUM - Triggers and consequences of personality variability at work  
*Chair: Hofmans Joeri*
- Predicting Personality States from Personality Traits – The Role of Situations  
*Horstmann Kai T., Rauthmann John F., Ziegler Matthias*
- The effects of counter-dispositional behavior at the workplace  
*Pickett Jennifer, De Fruyt Filip, Hofmans Joeri*
- Revisiting the personality-performance link: A dynamic approach to neuroticism and conscientiousness  
*Sosnowska Joanna, Hofmans Joeri, Griep Yannick, Lievens Filip*
- Who are you today? The effect of a mindfulness intervention on Big Five personality states  
*Nübold Annika, Hülshager Ute R.*
- 09.25-10.55 **ROMA**  
1028 SYMPOSIUM - Dealing with the double-edged sword: Boundary conditions and strategies for a healthy and productive work-related use of information and communication technologies  
*Chairs: Schneider Katharina, Reinke Kathrin*
- The impact of work-related extended availability on employee health and life-domain-balance - A meta-analysis  
*Thörel Eberhard, Pauls Nina, Göritz Anja S.*
- ICT overload and employee productivity: Buffering effects of goal attainment  
*Duranova Lenka, Ohly Sandra*
- Double-edged effects of ICT use: Evaluation of ICT use as an important determinant of positive or negative effects on employee well-being  
*Reinke Kathrin, Ohly Sandra*
- How to deal with work email effectively: A systematic review with recommendations  
*Russell Emma Russell, Jackson Tom, Fullman Marc*
- The evil-minded smartphone? The effect of individual interventions for boundary management and availability on employee's work-life balance, well-being and availability  
*Schneider Katharina, Reinke Kathrin, Stock Ruth*
- Dear manager, now I know what you expect": An intervention to reduce ambiguity about availability expectations  
*Heissler Clara, Ohly Sandra*
- 09.30-10.45 **ROOM 500**  
417 INVITED SYMPOSIUM - Leadership and Identity  
*Chair: Lord Robert G.*

09.30-10.45 **ROOM 500** (417 INVITED SYMPOSIUM )

Charting and Understanding Personal Trajectories of Leader Identity Development

*David V. Day*

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

*Russell E. Johnson*

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

*Susanne Braun, Xiaotong Zheng, Robert G. Lord*

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

*Olga Epitropaki, Rosalie J. Hall, Paola Gatti*

09.30-11.00 **ISTANBUL**

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

*Chairs: Theis Leonie, Decius Julian*

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

*Decius Julian, Schaper Niclas*

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

*Theis Leonie, Bipp Tanja*

Social Informal Learning & the Role of Learning Climate

*Crans Samantha, Brick Veronika, Beausaert Simon, Segers Mien*

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

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

The role of learning demands in informal workplace learning

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

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

*Kraiger Kurt, Surface Eric A.*

09.30-10.30 **VIP**

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

*Chair: Montaiuti Christina*

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

*Fotinos-Ventouratos Ritsa, Cooper Cary*

Brexit and the well being of the UK workforce

*Weinberg Ashley, Cooper Cary, Antoniou Alexander*

Political Work In The British House of Commons

*Silvester Jo*

Statesmen or cheerleaders: Gendered leadership identity granting through developmental feedback

*Doldor Elena, Wyatt Madeleine, Silvester Jo*

09.30-10.45

**COPENAGHEN**

828 SYMPOSIUM - Leading for Creativity and Innovation

*Chairs: Rietzschel Eric, Wisse Barbara, Rus Diana*

Leaders' Emotional Regulation Strategy and Team Creativity

*Qian Qin Zhou, Yitao Dorothy*

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

*Mascareno Jesus, Wisse Barbara, Rietzschel Eric F.*

The Creative Leader: Competent but not Warm

*Reiter-Palmon Roni, Keller-Hansbrough Tiffany*

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

*Verwaeren Bart, Vriend Tim*

Leading Teams Towards Successful Innovation: A Meta-Analytic Integration

*Rietzschel Eric F., Rus Diana, Wisse Barbara*

09.45-11.15

**LISBONA**

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

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

Gender and Leadership Styles: A Qualitative and Quantitative Review

*Sockbeson Caitlin, Hall Alison, Halliday Cynthia*

Agency and Communion in Job Advertisements: A Replication Study

*Pietraszkiwicz Agnieszka, Formanowicz Magdalena M., Müller Petra, Sczesny Sabine*

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

*Kinahan Mary, Bosak Janine, Eagly Alice H.*

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

*Lohmore Akanksha, Kinahan Mary, Van der Werff Lisa*

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

*Gutermuth Dinah, Hamstra Melvyn*

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

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

09.45-11.15

**ATENE**

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

*Chair: De Cooman Rein**Discussant: Bakker Arnold B.*

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

*Oprea Bogdan, Barzin Liubia, Virga Delia, Iliescu Drago, Rusu Andrei*

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

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

09.45-11.15

**ATENE (1073 SYMPOSIUM)**

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

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

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

*Costantini Arianna, Demerouti Evangelia, Ceschi Andrea, Sartori Riccardo*

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

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

10.15-11.45

**MADRID**

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

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

*Parker Stacey, Hewett Rebecca, Fookan Jonas, Gagne Marylene*

Crafting the internalization of work motivation

*Hewett Rebecca*

A Meta-analysis of Different Types of Extrinsic Work Motivation

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

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

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

Happily Re-employed A Prospective Study Based on Motivational Profiles

*Van der Vaart Leoni, Van den Broeck Anja*

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

*Reyes Valentina, Gómez Marcos, Unanue Wenceslao*

10.15-11.45

**VARSAVIA**

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

*Chairs: Antoni Conny, Kluge Annette*

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

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

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

*Ulfert Anna, Antoni Conny H., Ellwart Thomas*

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

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



- 10.15-11.45 **VARSAVIA** (1761 SYMPOSIUM)  
Trust in Management Information Systems (MIS): A Theoretical Model  
*Meeßen Sarah M., Thielsch Meinald T., Hertel Guido*
- Daily leader-follower interactions and affective reactions: The role of media richness  
*Rakow Aileen, Gochmann Viktoria, Ohly Sandra*
- Using multipresence strategy as coping method in mobile work  
*Vartiainen Matti, Koroma Johanna*
- 10.30-11.30 **DUBLINO**  
1464 SYMPOSIUM - The Effects of Fit and Fitting In: Feeling Good, Doing Good, and Doing Well?  
*Chairs: Wee Serena, Nye Christopher*
- When a Volunteer Fits: Motivational Effects through the Self-Determination Theory  
*Holtrop Djurre, Gagné Marylène, Dunlop Patrick D., Soo Christine*
- Personality and Work Characteristics: Investigating the Theory of Purposeful Work Behaviour in a Volunteer Population  
*Chatellier Gina, Dunlop Patrick D., Gagné Marylène*
- Person-Job Fit in the Theory of Purposeful Work Behaviour: Testing a Moderated Mediation Model  
*Bharadwaj Anu, Wee Serena, Dunlop Patrick D., Parker Sharon K.*
- The Validity and Incremental Validity of Interest Fit: A Mediated Model of Academic Performance  
*Nye Christopher D., Prasad Joshua J., Rounds James*
- 10.45-12.00 **LONDRA**  
1674 INVITED SYMPOSIUM - Job performance across career span  
*Chair: Laura Borgogni*  
*Discussant: Latham Gary P.*
- Does Performance Improvement Lead To Advancement? A 6-Year Longitudinal Study  
*Guido Alessandri, Laura Borgogni & José M: Cortina*
- Explaining the connection between performance trajectory and promotion  
*Jose M. Cortina, Zitong Sheng, Guido Alessandri & Laura Borgogni*
- Job Characteristics as Moderators between Age and Performance  
*David M. Cadiz, Grant Brady, Donald M. Truxillo, Pamela Tierney & Jennifer R. Rineer*
- Towards an Action Theory of Career Development over the Life Span  
*Michael Frese*
- 10.45-11.45 **VIP**  
1678 SYMPOSIUM - Competencies for the Digital Age  
*Chair: Lochner Katharina*
- Digital Competencies – an Overview and Framework  
*Lochner Katharina*
- A Competency Model for the 21st Century Recruiter  
*Warszta Tim, Mahling Sarah, Westensee Jan*
- Being ready for the digital future – the Digital Readiness Model  
*Justenhoven Lena, Siemsen Alina*

- 10.45-11.45 **VIP (1678 SYMPOSIUM)**  
Thriving in “Virtual” Teams: Competencies Beyond Informatics  
*Bildat Lothar, Renschler Kathrin*
- 11.00-12.30 **ROOM 500**  
1053 INVITED SYMPOSIUM - New insights on recovery from work stress  
*Chairs: Kinnunen Ulla, De Bloom Jessica*
- The recovery paradox: Recovery is difficult when it is needed most  
*Sabine Sonnentag*
- Co-worker support and its relationship to the strain-recovery cycle of a workday—A diary study on trajectories of heart rate variability during work  
*Anja Baethge, Tim Vahle-Hinz and Thomas Rigotti*
- Recovery experiences at work and at home: Compensatory effects  
*Verena C. Haun, Thomas Rigotti and Virzhiniya Dyulgerova*
- Proactively shaping the boundaries between work and private life: The impact of boundary crafting on recovery  
*Rebecca Brauchli, Philipp Kerksieck and Georg F. Bauer*
- Learning how to recover from work: Online recovery interventions  
*Jessica de Bloom, Dirk Lehr, Christine Syrek, Ulla Kinnunen, Anniina Virtanen, Alexandra Smith and Jo Annika Reins*
- 11.00-12.30 **PARIGI**  
543 SYMPOSIUM - Measuring unconscious: Opportunities of implicit personality measures for work and organizational psychology  
*Chair: Galic Zvonimir*
- Implicit, Explicit Core Self-Evaluations and their Relation with Job Performance and Income  
*Dietl Erik, Meurs James A.*
- The road to growth: Implicit and explicit motives as predictors of happiness and company performance expectation  
*Slabbinck Hendrik, Van Witteloostuijn Arjen, Vanderstraeten Johanna, Coreynen Wim, van Hugten Joeri*
- Using Thurstonian IRT to Model the Response Process in Conditional Reasoning Tests  
*Lang Jonas W. B., Zettler Ingo, Runge J. Malte, Haubrich Julia*
- Initial Evidence for the Conditional Reasoning Test of Workplace Psychopathy  
*Nicolas Roulin, Ryan Cook*
- A comparison of two paradigms for implicit power motive measurement in predicting organizational leadership criteria  
*Galic Zvonimir, Trojak Natasa, Ružojcic Mitja*
- Measuring Honesty-Humility Using a Partially Structured Attitude Measure  
*Dan Asfar, Marise Ph. Born, Janneke K. Oostrom, Mark van Vugt*
- 11.00-12.15 **COPENAGHEN**  
777 SYMPOSIUM - The Influence of Dark Personality Traits on Leadership Selection and Workplace Health  
*Chair: Iliescu Dragos*  
*Discussant: Cornelius König*

11.00-12.15 **COPENAGHEN (777 SYMPOSIUM)**

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

*Born Marise Ph., Serlie Alec W.*

Successful Psychopathic Leaders: Evidence for a Differential Configuration Model

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

Why Conventional Measures do not Tap Successful Machiavellians

*Küchelhaus Bastian, Kranefeld Iris, Blickle Gerhard*

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

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

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

*Butucescu Andreea, Grigoras Mihaela, Iliescu Dragos*

11.05-12.20 **ROMA**

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

*Chair: Kornblum Angelika*

*Discussant: Hirschi Andreas*

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

*Steiner Rebekka S., Hirschi Andreas*

Overqualification among Returning Mothers: The Impact of Maternal Role Adaptation

*Debus Maïke, Philipp Stefanie, Palffy Patricia*

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

*Sertz Anna M., Wiese Bettina S.*

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

*Kornblum Angelika, Unger Dana, Grote Gudela*

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

*Potocnik Kristina, Unger Dana*

11.15-12.45 **ISTANBUL**

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

*Chairs: Wehrle Katja, Fasbender Ulrike*

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

*da Motta Veiga Serge, Akkermansb Jos, Hirschi Andreas*

Seeing a Silver Lining: Refugees' Experience of Meaningful Work

*Wehrle Katja, Klehe Ute-Christine, Kira Mari*

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

*Hofer Annabelle, Spurk Daniel, Andreas Hirschi Andreas Hirschi*

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

*Fasbender Ulrike, Schönhage Henriette, Klehe Ute-Christine*

- 11.15-12.45 **ISTANBUL (280 SYMPOSIUM)**  
 Testing a Self-Compassion Intervention Among Job Seekers: Self-Compassion Beneficially Impacted Affect Through Reduced Self-Criticism  
*Kreemers Loes, van Hooft Edwin A. J., van Vianen Annelies E. M.*
- Enhancing Job Seeker Networking Self-Efficacy, Use, and Benefits: Effects of an Online Training Program  
*Wanberg Connie R., van Hooft Edwin A.J., Liu Songqi, Csillag Bori*
- 11.30-13.00 **AUDITORIUM**  
 776 INVITED SYMPOSIUM - Training migrant workers to safety in the construction industry: A European study  
*Chairs: Peiro Jose. M, Nielsen Karina*
- Enhancing Safety Training for Migrant Workers in the Construction Industry: A Systematic Review  
*Rose Shepherd, José Maria Peiró, Karina M. Nielsen, Michela Vignoli, Felisa Latorre*
- Issues and Challenges of Training Construction Migrant Workers in Spain: A Qualitative Study on the multiple stakeholders' views  
*José Maria Peiró, Laura Lorente, Alicia Salvador, Vicente Martinez-Tur*
- The Safety Training Package: a new training to ensure safety outcomes for migrant workers in the construction sector  
*Michela Vignoli, Dina Guglielmi, Marco Giovanni Mariani, Marco Depolo*
- The Effectiveness of Safety Training for Migrant Construction Workers: A Training Transfer and Evaluation Framework  
*Karina M. Nielsen, Rose Shepherd, Michela Vignoli*
- 11.30-12.45 **ATENE**  
 353 INVITED SYMPOSIUM - Alliance Session: Supporting Your International Research Visit through External Grants and Fellowships  
*Facilitator: Truxillo Donald*  
*Panelists: Fraccaroli Franco, Kozusznik Gosia, Truxillo Donald, van Dick Rolf*
- 11.45-12.45 **DUBLINO**  
 1618 SYMPOSIUM - Fostering a healthy workplace culture: Understanding worker wellbeing, stress, and work relationships  
*Chair: Day Arla*
- The impacts of unemployment and underemployment on resettled refugee wellbeing: A New Zealand study  
*Dehar Tamsin, Cooper-Thomas Helena D., Marlowe Jay, Cartwright Claire*
- Worker Health & Wellbeing: The Impact of Leaders' expectations about ICT Use  
*Tonet Jillian, Day Arla*
- Testing a Workgroup-Based Approach (SCORE) to Improving Workplace Civility and Work Engagement  
*Leiter Michael P.*
- Leading the way to Healthy Workplaces: Can training leaders improve Worker Wellbeing  
*Penney Samantha A.*
- 11.45-13.15 **LISBONA**  
 1025 SYMPOSIUM - A closer look at Situational Judgment Tests: New Developments and Insights  
*Chairs: Freudenstein Jan-Philipp, Schäpers Philipp, Krumm Stefan*  
*Discussant: Duncan Jackson*

11.45-13.15

**LISBONA (1025 SYMPOSIUM)**

False Consensus Effects in Situational Judgment Tests

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

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

*Justenhoven Richard*

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

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

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

*Freudenstein Jan-Philipp, Schäpers Philipp, Römer Lena, Mussel Patrick, Krumm Stefan*

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

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

12.00-13.30

**MADRID**

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

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

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

*Holman David, Hughes David*

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

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

The influence of psychological distance on work design behaviour

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

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

*Van den Broeck Anja*

Organizational level antecedents of high-quality work design

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

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

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

12.00-13.30

**VIP**

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

*Chairs: Berger Rita, Dimas Isabel*

Team learning and members' satisfaction: An intrateam longitudinal approach

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

How much cohesion is necessary for teams to be effective?

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

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

*Berger Rita, Katsanou Maria Aimilia, Leiva David*

- 12.00-13.30 **VIP (1066 SYMPOSIUM)**  
Challenges of knowledge work: the impact of transformational leadership and group development in teams dealing with task uncertainty  
*Leuteritz Jan-Paul, Berger Rita*
- Leader's centrality and perception of team performance: The mediating role of leader satisfaction  
*Alves Marta P., Lourenço Paulo R., Dimas Isabel D.*
- The antecedent or consequence role of team engagement: A cross-lagged panel design study  
*Zappalà Salvatore*
- 12.15-13.15 **LONDRA**  
972 SYMPOSIUM - The Burnout Assessment Tool (BAT)  
SYMPOSIUM 2 - Exploring the nomological network of a new international burnout measure  
*Chairs: De Witte Hans, Schaufeli Wilmar B.*  
*Discussant: Bakker Arnold B.*
- The dimensionality of burnout  
*Schaufeli Wilmar B., De Witte Hans, Desart Steffie*
- Relative contribution of different job resources, job demands and proactive behaviors to future burnout (BAT), job boredom, and work engagement  
*Hakanen Jari*
- When and why perfectionism and burnout are close friends*  
*Bosak Janine*
- Job demands and performance: the indirect role of job burnout  
*Basinska B.A, Gruszczynska E., Schaufeli W.B.*
- 12.30-13.30 **ROMA**  
660 SYMPOSIUM - Women's Career Journeys: The impact of work and life events  
*Chairs: Van Der Werff Lisa, Freeney Yseult, Fortin Marion*  
*Discussant: Ryan Michelle*
- Women's Work and the Three M's: Menstruation, Maternity and Menopause  
*Grandey Alicia, Gabriel Allison, King Eden*
- Making the decision to return to work post maternity leave: a self-determination perspective  
*Freeney Yseult, van der Werff Lisa, Jourdan Nicolas*
- Fair Returns: The impact of pregnancy and maternity leave on women's careers  
*Fortin Marion, Desjardins Camille, German Hayley, Bernhardt Janine*
- Don't you know that it's different for girls: A exploration of the dynamics of trust, breach and violation for women's employment journeys en route to the top  
*Searle Rosalind, Sealy Ruth, Hawkins Beverley*
- 12.30-13.45 **COPENAGHEN**  
999 SYMPOSIUM - Building More Effective Teams on Earth and Beyond! Teamwork in Space and Space Analogue Environments  
*Chairs: Marques-Quinteiro Pedro, Schmutz Jan B.*  
*Discussant: Passos Ana M.*
- Researching Teams across the Extremeness Continuum: The Inherent Challenges and Opportunities  
*Schmutz Jan B., Bienefeld Nadine, Maynard Travis M.*
- Coordination and Performance: Unpacking Adaptation on Firefighter Teams  
*Rico Ramón, Antino Mirko, Gibson Cristina*

- 12.30-13.45 **COPENAGHEN (999 SYMPOSIUM)**  
How Team Adaptation Drives Performance in Antarctica  
*Marques-Quinteiro Pedro, Eppich Walter, Schmutz Jan B., Antino Mirko, Maynard Travis M.*
- Improving Team Resilience by exposure to Modulated, Controlled Stress in Extreme Environments  
*Bessone Loredana*
- Can We Get Along Long Enough to Get to Mars? Team Performance over Time  
*DeChurch Leslie, Larson Lindsay, Gokhman Ilya, Wojcik Harrison, Bell Suzanne, Contractor Noshir*
- 12.45-14.30 **ROOM 500**  
654 INVITED SYMPOSIUM - New insights into entrepreneurship and well-being  
*Chair: Ute Stephan*  
*Discussant: Frese Michael*
- Working 24-7, surviving or thriving? A multi-level study among entrepreneurs  
*Marjan Gorgievski, Jacqueline Jumelet*
- Flourish, fight or flight: health and well-being in self-employment over time – associations with business success  
*Claudia Bernhard-Oettel, Louise Bergman, Constanze Leineweber, Susanna Toivanen*
- Good for the venture but not for me? The role of passion in entrepreneurs' work-family conflict  
*Annelore Huyghe, Mirjam Knockaert, Frederik Anseel*
- Entrepreneurship and well-being: the role of experienced meaningfulness of work and societal legitimation  
*Susana M. Tavares, Helena Carvalho, Susana C. Santos, Marc van Veldhoven*
- Stressed but happy? A meta-analysis of entrepreneurship and wellbeing  
*Ute Stephan, Andreas Rauch, Isabella Hatak*
- 12.45-13.30 **PARIGI**  
829 SYMPOSIUM - New Perspectives on Leadership Training  
*Chairs: Tafvelin Susanne, Richter Anne*
- Leader-Team Perceptual Distance on Organizational Practices Affect Outcomes of Leadership Training  
*Tafvelin Susanne, Lundmark Robert, Nielsen Karina, von Thiele Schwarz Ulrica, Hasson Henna*
- Digital training of leaders for team development: What factors support adherence?  
*Grimm Luisa A., Jenny Gregor J., Bauer Georg F., Brauchli Rebecca*
- Learning to lead the change - the importance of manager, unit and context factors for iLead  
*Roczniewska Marta, von Thiele Schwarz Ulrica, Hasson Henna, Richter Anne*
- 13.00-14.15 **ISTANBUL**  
1798 SYMPOSIUM - The whens, whys and hows of work intensification  
*Chair: Kubicek Bettina*
- Who experiences work intensification? ICT use, proactive behavior, and work resources as antecedents of work intensification  
*Mauno Saija, Minkkinen Jaana, Kubicek Bettina, Korunka Christian*
- Exploring work intensification from a dynamic perspective: A daily change pattern approach  
*Horvat Marina, Tement Sara*

- 13.00-14.15 **ISTANBUL (1798 SYMPOSIUM)**  
Does recovery from work strain protect employees from the effects of intensified job demands on job exhaustion?  
*Minkkinen Jaana, Mauno Saija, Kinnunen Ulla*
- Losing sleep over work: The role of perseverative cognition in the relationship between new job demands and sleep quality  
*Kerman Katja, Prem Roman, Tement Sara, Kubicek Bettina, Korunka Christian*
- Extended availability - How leadership influences employees' expectations and willingness to be available after work  
*Syrek Christine, Röltgen Anna, Volmer Judith*
- 13.00-14.00 **ATENE**  
1579 SYMPOSIUM - Organizational Perspectives on Older Workers  
*Chair: Deller Juergen*
- Do employers want to and are they willing to employ older workers?  
*Axelrad Hila, Lewin-Epstein Noah, Kalev Alexandra*
- Developing and validating a scale to measure organizational practices for Chinese bridge employees  
*Yang Jie, Deller Jürgen, Wang Xinyan, Huang Binyun, Mei Xiaoan, Xiong Xiaobin, Lu Fucai*
- Organizational Practices for Older Workers: Operationalization and Validation of the Later Life Work Index  
*Wilckens Max R., Wöhrmann Anne M., Deller Jürgen*
- Later Life Work Index: A Closer Look at the Relevant Indicators and the Operationalization of Transition to Retirement  
*Wöhrmann Anne M., Wilckens Max, Deller Jürgen*
- 13.00-14.15 **DUBLINO**  
1022 SYMPOSIUM - Training, Recruitment, and Diversity Management as Drivers of Inclusivity in Organizations  
*Chairs: Kößler Franziska J., Marcinko Andrew J.*
- Nationality versus qualification? A survey experiment on the salience of two diversity dimensions  
*Kößler Franziska J., Veit Susanne, Hoppe Annetrin*
- Keeping It Real: How Perceptions of Organizational Authenticity Impact Diversity Management Effectiveness  
*Marcinko Andrew J.*
- Linking training group diversity and training effectiveness  
*Creon Laura E., Schermuly Carsten C.*
- How can Technology help in getting Diversity at work to work?  
*Otaye-Ebede Lilian*
- The discriminatory potential of modern recruitment processes  
*Kroll Esther, Veit Susanne, Ziegler Matthias*
- 13.15-14.30 **AUDITORIUM**  
256 INVITED SYMPOSIUM - Identity Leadership: New perspectives from around the Globe  
*Chair: Van Dick Rolf*  
*Discussant: Gießner Steffen*



13.15-14.30

**AUDITORIUM (256 INVITED SYMPOSIUM)**

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

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

Identity Going Global: A validation study across cultures

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

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

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

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

*Sut I Wong, Gillian Warner-Söderholm, Lucas Monzani, Rolf van Dic*

13.30-14.30

**LONDRA**

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

*Chairs: Schaufeli Wilmar B., De Witte Hansans**Discussant: Leiter Michael*

Evidences of Validity of the BAT in a Brazilian sample

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

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

*Consiglio Chiara, Cenciotti Roberto, Pinzuti Diletta, Violani Cristiano*

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

*de Beer Leon T.*

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

*Desart Steffie, Schaufeli Wilmar B., De Witte Hans*

13.30-14.30

**LISBONA**

807 SYMPOSIUM - Antecedents to Leader Emergence and Leadership Behaviours

*Chair: Cloutier Anika*

Does a History of Domestic Violence Affect Leader Emergence?

*Cloutier Anika, Barling Julian*

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

*Weatherhead Julie, Barling Julian, Turner Nick, Montgomery Wren*

Leader Identity, Gender, and Motivation to Lead

*Byrne Alyson, Chadwick Ingrid*

Employee Performance and Experienced Abusive Supervision via Supervisor Attributions

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

- 13.45-15.45 **MADRID**  
48 INVITED SYMPOSIUM - Alliance Session Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing  
*Facilitators: Alicia Grandey, Janine Bosak*  
*Panelists: Eden King, David G. Allen, Paul Bliese, Gilad Chen, Sharon Clarke, Kevin Daniels, William Gardner, Eric Kearney, Maria Kramer, Ioannis Nikolaou, Steven Rogelberg, Jason Shaw, Sabine Sonnentag*
- 13.45-15.15 **ROMA**  
1018 SYMPOSIUM - Out of office? Effects of being cognitively connected to ones' work during off-work hours for recovery, health, and performance  
*Chairs: Vahle-Hinz Tim, Cropley Mark*
- Longitudinal evidence of individual- and team-level effects of workplace stressors on ill health: Rumination as a mediator  
*Vahle-Hinz Tim, Rigotti Thomas, Kathleen Otto*
- Rumination as a Predictor of Subjective Performance in Problem Solving: A Two-Week Diary Study  
*Krys Sabrina, Lopper Elisa*
- When the phone beeps – A longitudinal study on the relationship between workplace telepressure and well-being  
*Zinke Janina, Vahle-Hinz Tim, Hoppe Annetrin*
- Are all days created equal? Weekly rhythms in recovery and the role of the future time perspective  
*Hülshager U. R, Zijlstra F. R. H, Walkowiak A.*
- "Tomorrow I am going to become more active-really!" – the boost of activity and well-being through action-planning and preparatory actions  
*Hilckmann Kristina, Brosch Eva-Kristina*
- A diary study examining the effects of bouldering as an aid to reduce work-related rumination  
*Cropley Mark, Drew Talia*
- 13.45-15.00 **VIP**  
1277 SYMPOSIUM - Presenteeism and absenteeism: Evidences from different countries and sectors  
*Chair: Ferreira Aristides*
- Job stress and presenteeism among healthcare workers in China: The mediating role of distributive justice  
*Yang Tianan, Lei Run, Jin Xuan, Sun Yangyang, Deng Jianwei*
- Presenteeism climate and job demands-resources: A diary study in the hospitality industry  
*Martinez Luis F., Correia Leal Ana Catarina A., Ferreira Aristides I., Corrêa de Oliveira José*
- Discrimination in hotels: The effects of employees' sickness on customer loyalty and positive word of mouth  
*Correia Leal Ana Catarina A., Ferreira Aristides I.*
- Effects of employees' sickness presence on customer satisfaction  
*Dietz Carolin*
- Combining absenteeism and presenteeism: A person-centred approach  
*Miraglia Mariella, Menatta Pietro, Borgogni Laura*

14.00-15.15

**COPENAGHEN**

778 SYMPOSIUM - On the Leader-Member Relationship Frontier

*Chairs: Tomprou Maria, Simosi Maria*

How managerial evidence use relates to employee perceptions of leadership

*Jepsen Denise, Rousseau Denise*

A Profile Approach to LMX

*Chaudhry Anjali*

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

*Coun Martine, Peters Pascale, Blomme Rob*

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

*Kerschreiter Rudolf, Alex Benjamin*

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

*Freeney Yseult, van der Werff Lisa, Collings David*

14.15-15.45

**PARIGI**

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

*Chairs: Jønsson Thomas, Knoll Michael*

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

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

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

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

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

*Unterrainer Christine, Weber Wolfgang G., Höge Thomas*

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

*Kirkegaard Tanja*

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

*Jønsson Thomas*

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

*Wegge Jürgen, Bärwinkel Hanna, Wach Dominika, Kruse Philipp*

14.15-15.30

**ATENE**

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

*Chair: McWha-Hermann Ishbel**Discussant: Searle Ros*

14.15-15.30

**ATENE (765 SYMPOSIUM)**

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

*Haar Jarrod, Carr Stuart C.*

Reconceptualising INGO Reward: addressing tensions between social values and competitiveness

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

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

*Cook-Lundgren Emily*

Optimising competency profiles for staffing humanitarian aid teams

*Atkins Stephen G.*

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

*Jaga Ameeta, Botha Gina, Stumbitz Bianca*

14.30-15.45

**ISTANBUL**

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

*Chairs: Desmette Donatienne, Topa Gabriela**Discussant: Depolo Marco*

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

*Molino Monica, Wodociag Sophie, Ghislieri Chiara*

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

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

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

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

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

*Henry H  l  ne, Desmette Donatienne*

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

*Topa Gabriela, Alcover Carlos-Mar  a, Henry H  l  ne, Desmette Donatienne*

14.30-16.00

**DUBLINO**

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

*Chairs: Hentschel Tanja, Ryan Michelle*

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

*Hentschel Tanja, Ryan Michelle*

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

*Meeussen Loes, Van Laar Colette*

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

*Begeny Christopher T., Ryan Michelle*

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

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

- 14.30-16.00 **DUBLINO (873 SYMPOSIUM)**  
 Double trouble: How being outnumbered and negatively stereotyped threatens career outcomes of women in STEM fields  
*van Veelen Ruth, Derks Belle, Endedijk Maaïke D.*
- Cross-cultural differences in the benefits of self-reliance for women's leadership  
*Schaumberg Rebecca, Bear Julia*
- 14.40-15.50 **ROOM 500**  
 610 INVITED SYMPOSIUM - Aging in Organizations  
 Chair: *Andreas Hirschi*
- We are only human after all: An examination of the influence of life events on the ability, motivation and opportunity to continue working and the moderating role of HR practices  
*Pak, K., Kooij, T.A.M., de Lange, A.H. & van Veldhoven, M.J.P.M.*
- Team Cohesion Buffers against Negative Effects of Poor Health on Work Ability  
*Donald M. Truxillo, Jennifer R. Rineer, David M. Cadiz, & Grant Brady*
- Limits of older workers' resilience: Emotion regulation, health, and absenteeism in a forensic mental healthcare setting  
*Susanne Scheibe, Frans Fluttert, Reinder Broekstra, and Anita C. Keller*
- 14.45-16.00 **LONDRA**  
 1363 SYMPOSIUM - Emotions in the workplace  
 Chairs: *Dragos Iliescu, Di Fabio Annamaria*  
 Discussant: *Guglielmi Dina*
- Organisational justice and work stress: the mediating role of negative, but not positive, emotions  
*Pérez Rodríguez Vanesa, Topa Gabriela*
- Is Gender a Moderator between Job Authority and Depression?  
*Ispas Simona, Iliescu Dragos*
- Flow at work and resources: a possibility to reach well-being at work  
*Zito Margherita, Cortese Claudio Giovanni, Colombo Lara*
- Beyond personality traits: Emotional intelligence for Human Capital Sustainability Leadership  
*Di Fabio Annamaria*
- 15.00-16.00 **LISBONA**  
 532 SYMPOSIUM - Driving Positive Experiences in the Workplace: Theory and Practice  
 Chairs: *Tararukhina Olga, Kwantes Catherine, Boglarsky Cheryl, Talaei Amirreza*
- Positive Interpersonal Relationships In the Workplace and Organizational Culture  
*Tararukhina Olga*
- Trust, Societal Culture, and Role Relationships in the Workplace  
*Kwantes Catherine T.*
- In Pursuit of the Positive Organizational Workplace: The Role of Constructive Organizational Norms  
*Boglarsky Cheryl A.*
- SCARF theory: Meeting employee needs  
*Talaei Amirreza*

15.15-16.45

**VIP**

703 SYMPOSIUM - Entrepreneurship from a career perspective  
*Chairs: van den Groenendaal Sjanne Marie, Gorgievski-Duijvesteijn Marjan*  
*Discussant: Arnold John*

Conflict and stress dynamics in startup top-teams  
*Kozusznik Gosia, Euwema Martin*

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

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

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

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

15.30-16.45

**ROMA**

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

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

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

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

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

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

15.30-17.00

**COPENAGHEN**

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

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

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

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

- 15.30-17.00 **COPENAGHEN (1321 SYMPOSIUM)**  
Chances and challenges of virtual reality for collaboration at work  
*Höddinghaus Miriam, Hertel Guido*
- The medium does not have to be the message. How compensatory adaptation can increase virtual team performance  
*Handke Lisa, Schulte Eva-Maria*
- Supporting virtual teams with collaborative software – Need of an integrated framework  
*Klötzer Stefan, Boos Margarete*
- 15.45-16.45 **ATENE**  
346 SYMPOSIUM - Inclusive HRM; challenges and practices  
*Chairs: Van Vuuren Tinka, Semeijn Judith*
- One size does not fit all: a case for tailoring jobs to retain older workers in different roles  
*den Boer Hiske, van Vuuren Tinka*
- Retention of employees with disabilities  
*Boelhouwer Ingrid G., Vermeer Willemijn, van Vuuren Tinka*
- Paradoxes and practices of inclusive HRM; a multiple case study into perceived challenges, preconditions and success factors to employ workers with reduced work capacity in the Netherlands  
*Semeijn Judith, van Vuuren Tinka, Parkin Hughes Christine*
- Connecting company turnover growth to the inclusion of persons with a distance to the labor market: The development and evaluation of a new intervention  
*Geuskens Goedele, Blonk Roland, Goudswaard Anneke*
- 16.00-17.00 **ROOM 500**  
1558 SYMPOSIUM - Mindful organizing and reliable and safe performance in high hazard industries  
*Chair: Gracia Francisco Javier*  
*Discussant: Markus Schöbel*
- Beyond Reliability: Collective Mindfulness and Team Performance  
*Senturk Melike, Oliver Nick, Potocnik Kristina, Calvard Tom, Tomasella Maurizio*
- Mindful organizing, engagement, and patient safety  
*García-Buades María Esther, Galiana Laura, Gracia Francisco J., Sansó Noemí, Torres Marta, Roso-Bas Fátima*
- The role of organizational mindfulness and psychological climate in organizational outcomes  
*Magnano Paola, Santisi Giuseppe, Tous-Pallarés Jordi*
- Organizing Mindfully: Testing A Structural Equation Model of Antecedents and Outcomes of Collective Mindfulness  
*Reneclé Michelle, Gracia Francisco J., Tomas Inés, Peiró José María*
- 16.00-17.00 **MADRID**  
259 SYMPOSIUM - Coming of age. Deepening and broadening employability research.  
*Chairs: De Cuyper Nele, Forrier Anneleen, Van Harten Jasmijn, Knies Eva*
- A systematic literature review and research agenda on employability  
*Van Harten Jasmijn, De Cuyper Nele, Knies Eva, Forrier Anneleen*
- Gender Identity, Sex and Employability: An examination among Spanish employed and unemployed youngsters  
*Sánchez-Cardona Israel, Vera María, Cifre Eva*

- 16.00-17.00 **MADRID** (259 SYMPOSIUM)  
Employability Attributes as Predictors of Employees' Satisfaction with Human Resource Retention Practices  
*Coetzee Melinde*
- Exploring key antecedents of self-perceived employability and employability competencies: The role of openness to experience, new career orientations and skill utilization  
*Butler Christina, Guest David, Van der Heijden Beatrice*
- 16.00-17.00 **ISTANBUL**  
990 SYMPOSIUM - Game-based Assessment – Facts and Fiction  
*Chairs: Siemsen Alina, Warszta Tim, Jöhnk Henrik, Lochner Katharina*
- The Impact of Game Design Elements in Game-Based Assessment  
*Warszta Tim, Siemsen Alina*
- Getting into the Game: Applicant Reactions to Game-Based Assessments  
*Bhatia Sarena*
- Traditional vs. Gamified Tests – Are They Really Different?  
*Siemsen Alina, Warszta Tim*
- Video Games and Intelligence – Correlations between Playing Different Video Game Genres and Cognitive Abilities  
*Jöhnk Henrik, Lochner Katharina, Steingen Ulrich*
- 16.00-17.00 **PARIGI**  
1659 SYMPOSIUM - Fresh perspectives on measuring creativity in organizations  
*Chair: Reiter-Palmon Roni*
- Development of a new measure to predict creativity in the workplace  
*Reiter-Palmon Roni*
- Cultural Differences in Creativity  
*Becker Pamela, Mead Alan D., Reiter-Palmon Roni, Kaufman James C., Zhou Chenxuan*
- Hire for Creativity  
*Mancini Andrea G., Magnani Mario, Ciancaleoni Matteo*
- Assessing Creativity in Managerial Assessment: A Business Case  
*Fossati Luisa*
- 16.00-16.45 **PRAGA**  
426 SYMPOSIUM - The role of time in intensive longitudinal designs: Trends and approaches  
*Chairs: Rodríguez-Muñoz Alfredo, Antino Mirko*
- Why Continuous Time Modeling Should Replace Multi-Level Analyses of Intensive Longitudinal Data  
*Dormann Christian*
- Does it matter what happened yesterday? Testing accumulation effects of time pressure on fatigue  
*Keller Anita C., Meier Laurenz L.*
- Stay away from me on Mondays: Weekly rhythms in enacted incivility and the role of mindfulness  
*Hülshager Ute R., van Gils Suzanne, Walkowiak Alicia*



16.15-17.00

**LONDRA**

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

*Chairs: Carter Dorothy, DeChurch Leslie**Discussant: Stephen J. Zaccaro*

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

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

Learning to Lead Multiteam Systems

*Niler Ashley, Larson Lindsay, Carter Dorothy, DeChurch Leslie*

Leveraging Simulations to Improve the Functioning of Multiteam Systems

*Lungeanu Alina, Park Patrick, DeChurch Leslie, Contractor Noshir***ORAL SESSIONS**

08.00-09.45

**BRUXELLES**

ORAL\_1 WORK VALUE &amp; ATTITUDES

*Chair: Jourdan Nicolas*

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

*Drury Libby, Swift Hannah, Palmer Sinead, Abrams Dominic*

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

*Zibenberg Alexander, Da'as Rima'a*

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

*Swaysland Greg*

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

*Chatellier Gina, Dunlop Patrick, Gagné Marylène*

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

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

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

*Annell Stefan, Sverke Magnus, Gustavsson Petter, Lindfors Petra*

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

*Jourdan Nicolas, Bosak Janine, Freeney Yseult*

08.00-10.00

**VARSAVIA**

ORAL\_9 TEAM &amp; WORKGROUP

*Chair: Meade Keelan*

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

*Fodor Oana Catalina, Curşeu Petru Lucian*

- 08.00-10.00 **VARSAVIA (ORAL\_9 TEAM & WORKGROUP)**  
 1370 Influence of leader sense-giving and leader promotion of team sense-making on team effectiveness: mediation role of team planning and team adaptation  
*Marras Veronica, Passos Ana M.*
- 1402 Patients as team members: patient involvement in treatment decisions  
*Buljac Martina, Clark Mark, van Exel Job, van Wijngaarden Jeroen*
- 1626 Practical Solutions to Conducting Teams Research in the Field  
*Hysong Sylvia, Spitzmueller Christiane, Petersen Laura*
- 1683 The effect of leadership sense giving and cognitive flexibility on team adaptive performance  
*Passos Ana M., Guedes Ana, Santos Catarina, Uitdewilligen Sjr, Maynard M. Travis*
- 846 Team reflection and mental model changes  
*Kneisel Evi*
- 83 Just share it? A multilevel investigation on predictors and outcomes of shared leadership  
*Klasmeier Kai, Rowold Jens*
- 1686 Sequential analysis of verbal behaviours in teams using real-time coded data  
*Meade Keelan, Hernández Ibar Daría, Greenaway Thomas, Jefferson Nick, Dawson Jeremy, Farley Samuel*
- 08.00-9.00 **VIENNA**  
**ORAL\_12 EMERGING THEME - NEW TECHNOLOGY**  
*Chair: Vanderstukken Arne*
- 237 Comparing Task and Knowledge Characteristics in two different modality of work (on-site and telework)  
*Pereira Damascena Matheus, da Silva Abbad Gardênia, Legentil Ferreira Faria Juliana, Ferreira de Miranda Lisa, Feital Nunes Caroline*
- 239 Teleworkers' perceptions about the differences between telework and on-site work  
*Feital Nunes Caroline, da Silva Abbad Gardênia, Legentil Ferreira Faria Juliana, Ferreira de Miranda Lisa, Perreira Damascena Matheus*
- 673 Future of the Lawyer profession: impact of the implementation of artificial intelligence in routine and non-routine tasks  
*Sintra José, Almeida Lopes Susana, Santos João*
- 329 Asymmetry in teleworking patterns and employee learning: Mediation by trust  
*Vanderstukken Arne, Nikolova Irina, de Jong Jeroen, Ramioul Monique*
- 08.00-10.00 **FOYER 500**  
**ORAL\_18 POSITIVE ORGANIZATIONAL BEHAVIOR**  
*Chair: Lazzazara Alessandra*
- 282 The Prospective Link between Organizational Citizenship Behavior and Well-being and Attitudes at Work: Need satisfaction as an Underlying Psychological Process  
*Unanue Wenceslao*
- 199 Ensuring sustainable high performance in the digital workplace  
*Mattern Jana*
- 859 The role of employer brand perception in citizenship and counterproductive work behaviors  
*Stysko-Kunkowska Malgorzata, Charusta Aleksandra*

- 08.00-10.00 **FOYER 500 (ORAL\_18 POSITIVE ORGANIZATIONAL BEHAVIOR)**  
1090 Optimal and sub-optimal behaviors: what do they tell us about one's functioning and psychological health at work?  
*Boivin Marie-Pier, Malo Marie*
- 1175 Identity Systems  
*Hupkens Leon, Akkermans Jos, Khapova Svetlana*
- 1502 To what extent do work contexts affect personal resources – a one-year follow up on work-related psychological flexibility  
*Holmström Stefan, Pienaar Jaco, Hauer Esther, Schéle Ingrid*
- 1773 Examination of the Relationships Between Organizational Climate, Organizational Commitment, and Constructive Organizational Deviance  
*Allain Claire, Deprez Guillaum, Battistelli Adalgisa*
- 1671 Evolution of job crafting research: A bibliometric analysis  
*Lazazzara Alessandra, Tims Maria, Za Stefano*
- 08.00-10.00 **PRAGA**  
**ORAL\_6 SELECTION (METHODS)**  
*Chair: Malinen Sanna*
- 1177 Game-Based Assessment vs Situational Judgment  
Test: Applicant outcomes through a moderated mediation model  
*Panagiotis Gkorezis, Georgiou Konstantina, Nikolaou Ioannis, Perperidou Sophia*
- 422 Interview Faking: What's Anxiety got to do with it?  
*Powell Deborah, Bourdage Joshua, Bonaccio Silvia*
- 1376 The Potential of Psychometric Assessment: Simulating the Impact on GDP  
*Lee Colin, Steel Piers*
- 619 Stereotype threat in employment testing for GMA: Comparing male and female test scores across two samples  
*Hausdorf Peter, Chris Alexandra, Beadman Kelsea*
- 788 Applicant reactions to selection methods in Romania: A closer look at fairness of online information  
*Rus Claudia Lenuta*
- 1133 The Effects of Gender and Marital Status on Resumé Screening: The Moderating Role of Ambivalent Sexism.  
*Ersay Nevra, Sezgin Esin*
- 1589 A Deeper Look at Construct Validity of Assessment Centers - Which Behaviors Do Actually Matter?  
*Breil Simon, Back Mitja*
- 632 Body art and its impact on employment selection decisions: Is there a bias towards candidates with visible tattoos?  
*Woodford Simone, Malinen Sanna, Wordsworth Russell*
- 08.15-09.45 **MEZZANINE**  
**ORAL\_22 CREATIVITY & INNOVATION**  
*Chair: Toader Andra*
- 695 Innovation Profile: development of an innovation roles model for Law Firms  
*Almeida Lopes Susana, Sintra José*

- 08.15-09.45 **MEZZANINE (ORAL\_22 CREATIVITY & INNOVATION)**  
1718 Solving Management Problems Creatively: A Sensemaking Perspective  
*Caroff Xavier, Massu Justine*
- 757 How Ambidextrous Leaders Foster Team Innovation: The Mediating Role of Team Climate for Innovation  
*Gammel Josef Heribert, Kugler Katharina, Brodbeck Felix*
- 1591 Mindfulness and creativity: the mediating role of exploration behaviors  
*Beauchemin Corinne, Mallette Frédéric, Courcy François, Montani Francesco*
- 215 Uncovering the Effects of Team Openness to Experience on Team Creativity: The Role of Psychological Safety  
*Sacramento Claudia, Lyubovnikova Joanne, Martinaityte Ieva, Juhasz Andrea*
- 291 Team mental models dissimilarity and knowledge recombination in teams  
*Toader Andra*
- 08.15-10.00 **NH FONDERIA**  
ORAL\_27 WORK STRESSOR  
*Chair: Smith-Spark James*
- 609 Stress and Influence at Work in British Universities: A Latent Profile Analysis  
*Fontinha Rita, Van Laar Darren*
- 135 Challenge stressors in daily working life – just scratching the surface? The influence of time pressure and job complexity on strain and engagement. A comparison of within - and between - person effects  
*Kunzelmann Arian, Rigotti Thomas*
- 1427 Social undermining and its impact on heart rate variability: an experimental study of the consequences of hostile work environments on workers' health  
*Funcasta Lorena, Contreras Paola, García Sandra, Lorenzo Mariana*
- 275 Appraisal of Job Demands and Resources: Work Characteristics in the eye of the beholder  
*Li Peikai, Peeters Mariaaria, Taris Toon*
- 359 Stressed for Good: Challenge Stress as a Predictor of Mentoring and Career Success  
*Kudret Selin, Erdogan Berrin, Bauer Talya N., McCarthy Julieulie*
- 954 Cognitive predictors of quality control label-checking accuracy  
*Smith-Spark James, Katz Hillary, Wilcockson Thomas, Marchant Alexander*
- 08.15-10.00 **NH PRESSE**  
ORAL\_32 WELL BEING  
*Chair: Yepes-Baldó Montserrat*
- 42 Poor Quality and Quantity of Sleep: The Role of Managerial Level and Impact on Well-Being  
*Culpin Vicki*
- 78 Dealing with the demands of work intensification: The role of job crafting  
*Thrasylvoulou Georgia*
- 105 How to measure employee well-being: A taxonomy of constructs and review of measures  
*Wijngaards Indy, Burger Martijn, van Exel Job*
- 1286 Longitudinal well-being and performance cross-cultural relation: a comparison between Brazil, Equator and Italy  
*Peiró José Maria, Tordera Núria, Rodríguez Isabel, Lorente-Prieto Laura, Pérez-Nebra Amalia Raquel, Ingusci Emanuela, Vera-Perea Maria*

- 08.15-10.00 **NH PRESSE (ORAL\_32 WELL BEING)**  
149 Interactive Effects of Daily Work Demands and Autonomy on Well-Being Trajectories  
*Hudl Karoline, Weber Paul, Zacher Hannes*
- 305 Happiness and Maximizing Tendency- A Study from The Dynamic Perspective  
*Wang Feining, Jia Jia*
- 130 The “beauty” job crafting and the “beast” overcommitment: Promoting employees’ well-being in the elderly care sector  
*Piñeiro Miguel Angel, Romeo Marina, Yepes-Baldó Montserrat*
- 08.30-10.00 **NH COLLAUDO**  
ORAL\_36 EMPLOYEES STRESS & BURNOUT  
*Chair: Faruk Ceylan*
- 249 Help-seeking and Help-outreach Intentions of Health Care Professionals – The Role of Workplace Mental Health Literacy and Stigma  
*Wulf Ines Catharina*
- 310 Crossover of Resilience and Distress between Supervisors and Employees: The Impact of Social Support  
*Hammer Leslie, Westman Mina, Sianoja Marjaana*
- 785 Risk and protective factors in palliative care providers dealing with bioethical distressing conditions  
*Maffoni Marina, Giardini Anna, Giorgi Ines, Argentero Piergiorgio*
- 154 Employee Burnout in Mobile Work: The Role of Quantitative Workload and Mobility-Related Support  
*Kraus Sylvia, Rieder Kerstin*
- 1831 “Can We Please Have Our Say?”: Considering the Effort-Reward Imbalance (ERI) and the Job Demands-Resources (JD-R) Models Through Two Novel Qualitative Studies  
*Williams Cameron, Dziurawiec Suzanne, Larsen Mark*
- 1228 Workplace Experiences of Employees with Bipolar Disorder and Human Resources Management Professionals’ Attitudes  
*Isik Idil, Ceylan Faruk, Caliskan Sibel, Pasini Martina*
- 09.15-10.45 **VIENNA**  
ORAL\_13 SAFETY  
*Chair: Burke Michael*
- 1060 Developing a tailor-made indicator for measuring psychosocial risk factors in the service sector  
*Gjerald Olga, Furunes Trude, Mathisen Gro Ellen*
- 1726 Emergency fire training in virtual environments: effect of immersion and interaction  
*Furlan Mattia, Benvegnù Giulia, Spagnolli Anna, Gamberini Luciano*
- 787 Assessing Awareness of Employee Work Health and Safety (WHS) in the Bangladesh Ready-Made Garment (RMG) Industry  
*Zaman Fazluz, Mozammel Soleman, Ahmed Masoom*
- 1489 Towards a Resilient Safety Culture - Transforming People, Systems and Processes  
*Maré Yuzanne*
- 1210 Does phubbing really matter in the workplace?  
*Koçak Ömer Erdem, Bakker Arnold B*

- 09.15-10.45 **VIENNA (ORAL\_13 SAFETY)**  
24 Toward a Greater Understanding of Workplace Safety for Professional Truck Drivers  
*Valenzuela Lina, Burke Michael*
- 10.00-11.45 **BRUXELLES**  
ORAL\_2 ENGAGEMENT  
*Chair: Vullinghs Jesse*
- 794 Socialization as an identity transition process: The investigation of underlying mechanisms and boundary conditions  
*Esplan Karine, El Akremi Assaad*
- 1229 Longitudinal analysis of the relations between identification, colleagues support and psychological distress  
*Avanzi Lorenzo, Bressan Marco, Balducci Cristian, Lombardi Luigi, Fraccaroli Franco*
- 1562 Momentary work engagement: Investigating Job Demands-Resources model through experience sampling  
*Ono Masakatsu*
- 269 The Dynamics of Interns' Workplace Commitment  
*Ali Nima, Swart Juani*
- 294 When asking for help is effective: a momentary dyadic supportive exchange study  
*Zeijen Marijntje, Petrou Paraskevas, Bakker Arnold B.*
- 993 Collective voice and commitment in microwork: Evidence from an Amazon Mechanical Turk workers' campaign  
*Rapti Andriana, Scholarios Dora, Panteli Niki*
- 1214 Honeymoons and Hangovers During Newcomer Socialization: A Meta-Analysis of Change in Longitudinal Studies  
*Vullinghs Jesse, Solinger Omar*
- 10.00-11.15 **MEZZANINE**  
ORAL\_23 CREATIVITY & INNOVATION  
*Chair: Cangialosi Nicola*
- 349 Towards sustainable innovations in education: the role of environmental factors for teachers' innovative work behavior  
*Lambriex-Schmitz Peggy, Van der Klink Marcel, Beusaert Simon, Bijker Monique, Segers Mien*
- 836 Job demands and increase in innovation behaviors as predictors of well-being: the role of innovation climate.  
*Ramos José, Lira Eva, Martín-Hernández Pilar, Zornoza Ana, Peiró José María*
- 1720 If you don't fit, change it: Managers' innovative behaviors as a response to value misfit  
*Massu Justine, Delfosse Coralie, Caroff Xavier*
- 1124 Integrating Leadership and the Innovation Process: Development and Validation of a Measure for Assessing Leadership for Innovation Across Two Countries  
*Stein Maie, Vincent-Höper Sylvie*
- 1261 Learning climate and innovative work behavior, the mediation of work-based learning  
*Cangialosi Nicola, Odoardi Carlo, Battistelli Adalgisa, Déprez Guillaume*

10.15-12.15

**PRAGA**

## ORAL\_7 EMPLOYEE SELECTION

*Chair: Stamate Alina N.*

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

*Goudswaard Anneke, Drupsteen Linda, Hogenstijn Maarten*

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

*Ptukha Inna*

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

*Fantinelli Stefania, Galanti Teresa, Cortini Michela*

1094 Narcissism and response distortion in a personality assessment

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

1170 Human Resources through Neuromarketing: an innovative Italian study

*Zito Margherita, Gabrielli Giorgio, Vincenzo Russo*

371 Interviewing while sick: Evaluator impressions and hiring recommendations

*Schilpzand Pauline, Houston Lawrence, Restubog Simon*

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

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

621 Personality structure: differentiation by the cognitive ability level

*Stamate Alina N., Denis Pascale L.*

10.15-12.00

**FOYER 500**

## ORAL\_19 POSITIVE ORGANIZATIONAL BEHAVIOR

*Chair: Calderwood Charles*

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

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

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

*Marsh Christie, Leite Ana, Randsley de Moura Georgina*

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

*Déprez Guillaume, Battistelli Adalgisa, Cangiolasi Nicola, Odoardi Carlo*

1364 Organizational socialization of refugee newcomers

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

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

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

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

*Fletcher Luke, Chandrasekaran Lakshmi*

725 Daily Physical Activity and Job Performance

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

10.15-12.15

**NH FONDERIA**

ORAL\_28 WORK STRESSOR

*Chair: van der Meij Leander*

1838 The Applicability of Work-Stress Models for Education Staff and the Future Workforce:  
A Systematic and Meta-Analytic Review  
*Williams Cameron, Larsen Mark*

324 The relationship between daily workload and daily co-worker relationship quality: emotions as  
mediators and attachment orientations as moderators  
*Schusterschitz Claudia, Geser Wilhelm*

1538 Work and sleep quality in railway employees: An actigraphy study  
*Gerhardt Christin, Kottwitz Maria, Lüdin Tarsia Jana, Gabriel Dominique, Elfering Achim*

1586 Expatriates' stress during adjustment and international assignments. Development of a model  
*Giorgi Gabriele, Fiz Perez Javier*

408 Psychological Distress and Work Outcomes in a Military Context: A Longitudinal Study  
*Peach Jennifer M., Berlinguette M. Katharine*

639 Work, Physical Activity, and Well-Being: An Ambulatory Assessment Study  
*Häusser Jan, Abdel Hadi Sascha, Krumm Stefan, Mojzisch Andreas*

845 Working hours and commuting time as risk factors for 5-year change in depressive symptoms  
among German employees  
*Burr Hermann, Dragano Nico, Lange Stefanie, Rose Uwe, Schulz Annika*

1067 Building comfort: the relationship between quality of work environment and hormonal levels  
*van der Meij Leander*

10.15-12.00

**NH PRESSE**

ORAL\_33 WELL BEING

*Chair: Daniels Kevin*

1271 Positive relational management for well-being of workers in the current world of work  
*Palazzeschi Letizia, Pesce Eleonora, Di Fabio Annamaria*

578 The Buffering Effect of Future Time Perspective on the Relationship between Workload and  
Well-being: Evidence from a 20-year Longitudinal Study  
*Liu Yukun, Ward M.K., Parker Sharon K.*

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

162 Commute-to-Work and Employee Wellbeing in Istanbul  
*Okay-Somerville Belgin, Arman Gamze*

281 Gratitude at Work: A Self-determination Theory Approach  
*Unanue Wenceslao*

345 Health and well-being among early career psychologist and social workers – compensatory  
resources in profiles of psychosocial work environments  
*Hauer Esther, Pienaar Jaco, Holmström Stefan, Schele Ingrid*



- 10.15-12.00 **NH PRESSE (ORAL\_33 WELL BEING)**  
486 A Framework to Guide Work and Organizational Psychology Practice for Developing Comprehensive Workplace Health and Wellbeing Strategies  
*Daniels Kevin, Johnson Sheena, De Mascia Sharon, Royle Karen, Juniper Bridget, Telford Carly, Watling Carole*
- 10.15-11.30 **NH COLLAUDO**  
ORAL\_37 EMPLOYEES STRESS & BURNOUT  
*Chair: Verlinden Heidi*
- 367 Positive and Negative Rumination Following Time Pressure: The Role of Stress Appraisal  
*Searle Ben, Sonnentag Sabine*
- 1149 Exploring job types of the Job Demand–Control–Support (JDCS) model: a latent profile analysis  
*Portoghese Igor, Galletta Maura, Campagna Marcello*
- 1797 A daily diary study of within- and between-person effects of trait mindfulness as a personal resource at work: Revealing “hidden” interactions.  
*Zernerova Lucie, Flaxman Paul*
- 1476 Examining the Relationship Between Work Stress and Employee Outcomes: A Longitudinal Moderated-Mediation Model  
*Mayers David*
- 1247 Evolution of burnout in the Belgian labor market  
*Verlinden Heidi, Van Coillie Hermina*
- 11.00-12.30 **VIENNA**  
ORAL\_14 ORGANIZATIONAL JUSTICE  
*Chair: Dishon-Berkovits Miriam*
- 616 In-group and Out-group Salary Comparison: Relative Deprivation, Distributive Justice and Organizational Outcomes  
*Xu Xiaomin, Lu Changqin*
- 784 Towards understanding the role of psychological entitlement in perceptions of fairness: The mediating role of insecure attachment to groups  
*Heidemeier Heike*
- 1036 Team overall justice and strain: a daily diary study  
*Sonia Bensemmane, Ohana Marc, Stinglhamber Florence*
- 1653 Don't get caught in the middle: The effect of follower performance on procedural justice  
*Sajons Gwendolin, Bashshur Michael*
- 2648 Climate Uniformity: Beyond The Explanatory Power Of The Level And Strength Of Procedural Justice Climate  
*Molina Agustin*
- 556 The protective role of cynicism in the workplace  
*Dishon-Berkovits Miriam*
- 11.30-13.30 **MEZZANINE**  
ORAL\_24 WELL BEING  
*Chair: Nerstad Christina G. L.*

11.30-13.30

**MEZZANINE (ORAL\_24 WELL BEING)**

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

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

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

*Dmello Deepali, Russell Emma*

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

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

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

*Blais Ann-Renee*

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

*Radaca Elvira, Diestel Stefan*

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

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

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

*Gerleve Corinna, Flatten Tessa*

696 Leader Burnout and Follower Engagement: The Moderating Role of Follower Psychological Flexibility

*Nerstad Christina G. L., Kopperud Karoline H., Buch Robert*

12.00-14.00

**BRUXELLES****ORAL\_3 PERFORMANCE & ORGANIZATION**

*Chair: Sijbom Roy*

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

*Strelec Jan, Seidl Martin*

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

*Baer Markus, Cummiskey Brendon*

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

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

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

*Peral Sergio, Geldenhuys Madelyn*

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

*Sijbom Roy, Koen Jessie*

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

*Urbach Tina, Fay Doris*

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

*Chambers Cassandra*

- 12.00-14.00 **BRUXELLES** (ORAL\_3 PERFORMANCE & ORGANIZATION)  
470 Making the most of employee voice: How leaders' achievement goals and voice target identification shape responses to voice  
*Sijbom Roy, Parker Sharon K.*
- 12.00-14.00 **VARSAVIA**  
ORAL\_10 ORG. CULTURE & CLIMATE  
*Chair: Westerdahl Stig*
- 697 Organizational Climate for Sustainable Commuting: the role of personal and organizational factors in shaping commuting behaviours  
*De Angelis Marco, Martinolli Guido, Prati Gabriele, Pietrantonio Luca*
- 709 Relationship between organizational culture types and strength and staff's ambiguity intolerance in educational organizations  
*Karamushka Lyudmila, Kredentser Oksana, Ivkin Volodymyr*
- 544 "Please let me help!": The processes linking organizational culture to citizen participation in public social housing  
*Meilleur Roxane, LeBlanc Jeannette, Morin Paul*
- 1050 The oak and the willow against the wind - gendering resilience  
*Witmer Hope*
- 997 Finding a Sense of Belonging by Helping Others: The Role of Socio-Moral Climate for Employee Flourishing and Engagement  
*Steinheider Brigitte, Brunk Kara, Munoz Ric, Quinton Kathleen*
- 643 Psychosocial Safety Climate as a precursor of psychosocial working conditions and health in Germany  
*Formazin Maren, Ertel Michael*
- 1479 Change Fatigue and Organizational Culture Effects for U.S. Public School Educators  
*McCarthy Patrick, Leuschke Erin*
- 1645 Translating Governmental Burnout policy into Multi-stakeholder Collaboration  
*Westerdahl Stig, Edvik Anders*
- 12.30-14.30 **PRAGA**  
ORAL\_8 SELECTION (METHODS)  
*Chair: Harrington Alanna*
- 173 Examining Faking Behaviour in a High-Fidelity Job Application Simulation  
*Dunlop Patrick, Donovan John, Holtrop Djurre, Ashby Liam, Bharadwaj Anu*
- 187 Faking in the employment interview – A comparison between telephone and face-to-face interviews  
*Kreis Alexander Robert, Kemter-Hofmann Petra*
- 971 Selection in VR: Exploring Validity Evidence for the Assessment of Cognitive Ability Using Virtual Reality Technology  
*Weiner Erik, Sanchez Diana R.*
- 1041 Why do interviewers love their own questions? An examination of the effects of labor, effort, and autonomy  
*Zhang Don, Kausel Edgar*

- 12.30-14.30 **PRAGA (ORAL\_8 SELECTION (METHODS))**  
1721 Applicant faking: The comparison of a self-report personality test and a game-based assessment.  
*Montefiori Lara, Wolf Jasper, Close Liam*
- 1543 Assessing Customer Service across Cultures  
*Harrington Alanna, Gove Jonathan, Yarker Paul*
- 12.30-14.00 **FOYER 500**  
ORAL\_20 POSITIVE ORGANIZATIONAL BEHAVIOR  
*Chair: Budworth Marie-Helene*
- 755 Why Two Birds Require Two Stones: Psychological Safety and Impact as Differential Predictors of Voice and Silence  
*Sherf Elad N., Parke Michael R., Isaakyan Sofya*
- 448 Opportunities of strategic stewardship amid conflicting and failing organizational objectives  
*Jonasson Charlotte*
- 1366 Daily Emotional Job Demands, Exhaustion and Self-Undermining: The Role of Prosocial Motivation  
*Wilkenloh Julia, Derks Daantje, Bakker Arnold B.*
- 1547 Keep calm and keep on thriving! A study on the relationship between organizational trust, innovative work behavior and extra-role performance  
*Manuti Amelia, Scalera Antonella Alba, Bretones Francisco Diaz*
- 1499 The Dark Side of Job Crafting: Is Task Crafting always healthy?  
*Lopper Elisa, Hoppe Annekatrin, Dettmers Jan*
- 1428 The Feedforward Interview: A tool for building a coaching culture  
*Budworth Marie-Helene, Chummar Sheryl*
- 12.30-14.00 **NH FONDERIA**  
ORAL\_29 PSYCHOLOGICAL CONTRACT  
*Chair: Kraak Johannes*
- 230 The influence of Self-Initiated Expatriates' Local Language Proficiency on Reactions to Psychological Contract Breach  
*Kraak Johannes, Lunardo Renaud, Altman Yochanan*
- 675 The Influence of Social Exchange on Employees' Sense-making Processes throughout Dynamic Psychological Contract Development  
*van der Schaft Annemiek, Lub Xander, Van der Heijden Beatrice, Solinger Omar*
- 1643 Entitlement disconnect: Exploring graduates' mental schema in their anticipatory psychological contract  
*Gresse Werner, Linde Bennie*
- 1164 The Ebb and Flow of Psychological Contract Breach in Relation to Perceived Organizational Support: Reciprocal Relationships Over Time.  
*Jones Samantha, Griep Yannick, Conway Neil, Achnak Safâa*
- 1160 "I'm just looking out for my patient": The relationship between ideological psychological contracts, strain, and burnout.  
*Jones Samantha, Griep Yannick*

- 12.30-14.00 **NH FONDERIA (ORAL\_29 PSYCHOLOGICAL CONTRACT)**  
292 Psychological Contracts, Unethical Behavior and Organizational Deviance: Going Beyond the Breach Narrative  
*Kraak Johannes, Griep Yannick, Jimenez Alfredo, Lub Xander*
- 12.30-14.30 **NH PRESSE**  
ORAL\_34 WELL BEING  
*Chair: Haver Annie*
- 663 Job boredom and the negative effect of intelligence on job satisfaction  
*Kulikowski Konrad, Ganzach Yoav*
- 847 An Experimental Study on the Effects of Job Demands on Physical Activity  
*Abdel Hadi Sascha, Mojzisch Andreas, Parker Stacey, Häusser Jan*
- 1055 Wellbeing at work: The role of adaptive performance and supervisor support  
*Walkowiak Alicia, van Doorn Robert*
- 1315 Wellbeing works: Building a business case for employee health and wellbeing  
*Naswall Katharina, Wong Jennifer, Malinen Sanna, Kuntz Joana*
- 1335 Idea implementation and wellbeing: Servant Leadership resolving competing theoretical perspectives  
*Juwe Sylvester, Fida Roberta, Martinaityte Ieva, Daniels Kevin*
- 1338 Innovation Process' explanation of the association of Servant Leadership and Employee Wellbeing: An application of Dynamic Structure Equation Modelling (DSEM)  
*Juwe Sylvester, Fida Roberta, Martinaityte Ieva, Daniels Kevin*
- 1512 Filling the puzzle: Using the E-Work Well-being scale (EWW) to determine links between remote e-working and cognitive weariness and psychosomatic conditions  
*Charalampous Maria, Grant Christine, Tramontano Carlo*
- 1339 Mental Well-Being As a Moderator Of The Relationship Between Emotional Intelligence and Reappraisal Amongst Leaders  
*Haver Annie, Akerjordet Kristin, Robinson Laura, Caputi Peter*
- 12.30-14.00 **NH COLLAUDO**  
ORAL\_38 RISK AND SAFETY MANAGEMENT  
*Chair: Burt Christopher*
- 1129 The role of boards of directors for occupational health and safety  
*Lornudd Caroline, von Thiele Schwarz Ulrica, Hasson Henna, Sundberg Carl Johan, Frykman Mandus*
- 1457 GAMIFICATION OF FLIGHT CREW TRAINING SYSTEM THROUGH GENERATIVE GAMES  
*Tretyakov Vitaly, Zakharov Alexander*
- 1503 The error aversion culture: contribute to work errors and mediating role of negative emotions  
*Farnese Maria Luisa, Fida Roberta*
- 1213 A simulation-based study to assess nursing students voice behaviors and attitudes  
*Hémon Brivael, Michinov Estelle, Guy Dominique, Mancheron Pascale, Scipion Antoine*
- 662 Trust and safety participation: co-workers' safety climate matters  
*Paolillo Anna, Silva Silvia A.*

- 12.30-14.00 **NH COLLAUDO (ORAL\_38 RISK AND SAFETY MANAGEMENT)**  
68 Using a gamified psychometric tool to measure human error probability, behavioral consistency, and control error probability, and to predict workplace rule-breaking behavior  
*Burt Christopher*
- 12.45-14.00 **VIENNA**  
ORAL\_15 DECISION MAKING  
*Chair: Pittner Martin*
- 231 Competencies for Evidence-based Management in Hospital Settings  
*Daouk-Öyry Lina, Sahakian Tina, Karam Charlotte, van de Vijver Fons*
- 232 Evidence-based Management in Hospital Settings  
*Daouk-Öyry Lina, Sahakian Tina, Karam Charlotte, van de Vijver Fons*
- 348 Should Board Members Follow the Majority? First Preferences Lead to Biased Decision-making  
*Coffeng Tessa, van Steenberghe Elianne, de Vries Femke, Ellemers Naomi*
- 342 Employee career development: The interaction of line manager justice and employee careerist orientation  
*Crawshaw Jonathan, Game Annilee*
- 103 Personality traits and credibility of CSR measures as factors of social reputation of food retailers  
*Pittner Martin, Kolar Gerald*
- 14.10-15.40 **BRUXELLES**  
ORAL\_4 PERFORMANCE & ORGANIZATION  
*Chair: Pattere Ada Sil*
- 676 Sense of Duty and Wellbeing: the effect of culture and religion on the Quality of Working Life of Turkish Workers  
*Mercan Zeynep, Van Laar Darren, Easton Simon, Vernham Sarah*
- 827 Money money money must be motivating and enhance performance? Results from a longitudinal study in a Swedish industrial company  
*Hellgren Johnny, Eriksson Anders, Sverke Magnus*
- 1766 Is the best possible self intervention able to enhance state PsyCap? A randomized controlled trial  
*Kugler Sonja, Paulmichl Judith, Frey Dieter*
- 918 Fireball, yogi or both? – The role of vigor and mindfulness for daily task performance  
*Wendt Carolin, Stempel Christiane, Biemelt Jana, Dettmers Jan*
- 943 The Importance of the Supervisor in Psychological Violence in the Workplace: A Mixed Methods Approach  
*Franco Silvia*
- 1334 Why emotional support in the workplace can lead to increased productivity: The role of relatedness need satisfaction uncovered  
*Patterer Ada Sil, Korunka Christian*
- 14.15-16.15 **VARSAVIA**  
ORAL\_11 LEADERSHIP DEVELOPMENT  
*Chair: Mellner Christin*
- 116 Managers' Pygmalion Leadership Boosts Subordinates' Performance and Positive Emotions: A Field Experiment  
*Raphael Yafit, Geller Dvora, Eden Dov*

- 14.15-16.15 **VARSAVIA (ORAL\_11 LEADERSHIP DEVELOPMENT)**  
312 Outcomes of a Veteran-Supportive Supervisor Training for Supervisors & Veterans  
*Hammer Leslie, Perry MacKenna, Brady Jacquelyn*
- 1236 What am I supposed to do when I am asked to be a team leader?  
*Hernández Ibar Daría Naieli, Meade Keelan, Greenaway Thomas, Jefferson Nicholas, Dawson Jeremy, Farley Samuel*
- 1511 Self-Other Agreement and Gender Differences in Perceptions of Leadership Styles: A Multi-Rater Study Using the Leadership Circumplex Scan  
*Knowles Emily, Anglim Jeromy*
- 1608 Leadership challenges in autonomous teamwork – balancing "staying close" and "letting go"  
*Buvik Marte Pettersen, Seim Eva Amdahl, Aasen Tone Merethe*
- 1290 Understanding the effects of company's size on the relationships between leadership, culture and innovation  
*Petiz Lousã Eva*
- 70 Enhancing sustainable leadership: Effects of a mindfulness-based emotional intelligence intervention on organizational leaders' psychological detachment, recovery and health  
*Mellner Christin*
- 1207 The Impact of leader readiness on leadership development intentions and participation  
*Tam Shing Kwan (Avis), Friedrich Tamara L., Eubanks Dawn L.*
- 14.15-16.00 **FOYER 500**  
**ORAL\_21 POSITIVE ORGANIZATIONAL BEHAVIOR**  
*Chair: Roczniowska Marta*
- 1747 Motivation and proactivity at work: Existence of reciprocal relationship  
*Uri Cumali*
- 901 I Can, Therefore I Craft! Introducing the Job Crafting Self-efficacy Scale (JCSES)  
*Roczniowska Marta, Rogala Anna, Puchalska-Kaminska Malwina, Cieslak Roman, Retowski Sylwiusz*
- 459 An Experimental Study of Trust Motivation in Leader-Follower Dyads  
*Legood Alison, van der Werff Lisa, Weibel Antoinette, Buckley Finian, DeCremer David*
- 821 Positive together? The effects of leader-follower (dis)similarity on psychological capital  
*Parent-Rocheleau Xavier, Bentein Kathleen, Simard Gilles*
- 591 The effects of coaching on individual outcomes: a mediation model by psychological capital  
*Fontes Andrea, Dello Russo Silvia*
- 1751 Time-wise proactive behaviour: Comparison of complex versus routine work contexts  
*Uri Cumali*
- 209 A qualitative interview study of job crafting among teachers in primary education  
*Jeltema Erik, Hoefsmid Nicole, van Dam Karen*
- 14.15-15.30 **NH FONDERIA**  
**ORAL\_30 PSYCHOLOGICAL CONTRACT**  
*Chair: Kiefer Tina*
- 1273 The Perceived Consequences of Idiosyncratic Deals (I-Deals) for Groups and Individuals: A Qualitative Case Study Investigation  
*Woodrow Chris, Chaudhry Sara, Aldossari Maryam*

- 14.15-15.30 **NH FONDERIA (ORAL\_30 PSYCHOLOGICAL CONTRACT)**  
1444 Leadership & Wellbeing Implications from Employee-Client Psychological Contract Dynamics  
*Dumovic Marija, Jepsen Denise*
- 1707 Talented versus non-talented employees' career expectations & subsequent implications for the psychological contract  
*Chaudhry Sara, Aldossari Maryam*
- 1794 The role of top managers in shaping ideological psychological contracts: A proposed framework and research agenda  
*De Ruiter Melanie, Schalk Rene, Peters Pascale, Blomme Robert*
- 978 Experiencing the psychological contract. The nature of everyday breach and fulfilment events  
*Kiefer Tina, Antoni Anne, Conway Neil, Briner Rob*
- 14.15-15.30 **COLLAUDO**  
ORAL\_39 BULLYING  
*Chair: Cowen Forssell Rebecka*
- 1459 Workplace Bullying, Policy Awareness and Training, and Mental Health  
*Harlos Karen, Josephson Wendy, Hardy Darren, Peter Tracey, Taylor Catherine, Gulseren Duygu, O'Farrell Grace*
- 1498 Intervene – good working relationships without bullying: Evaluation of a bystander intervention  
*Mikkelsen Eva Gemzøe, Hogh Annie*
- 1563 The role of tenure and job satisfaction in the prospective relationship between workplace bullying and intention to leave: A moderated mediation model  
*Glambek Mats, Gjerstad Johannes, Einarsen Ståle, Birkeland Nielsen Morten*
- 1034 Himtoo? The perception of unwanted sexual attention across gender  
*Arnestad Mads Nordmo, Matthiesen Stig Berge*
- 1096 What characterizes cyberbullying in working life and how can it be understood in relation to face-to-face bullying?  
*Cowen Forssell Rebecka*
- 14.30-15.45 **VIENNA**  
ORAL\_16 ENTREPRENEURSHIP (SELF EMPLOYMENT)  
*Chair: Palmer Carolin*
- 723 Entrepreneurship and Entrepreneurial Emotions: A Gendered Perspective  
*Chadwick Ingrid, Dawson Alexandra*
- 327 The role of non-financial goals on the trustworthiness of family businesses  
*Gerken Maïke, Esser Timo, Huelsbeck Marcel*
- 869 Back-and-forth: how transnational activities shape multiple identities of second-generation entrepreneurs of Chinese origin in the Netherlands  
*Tao Yidong, Essers Caroline, Pijpers Roos*
- 1534 INFORMAL SELF-EMPLOYED WORKERS IN CHILE. A STUDY OF SATISFACTION AND WELFARE  
*Acuña Hormazabal Alvaro, Pons Peregort Olga*
- 1727 Innovative work behaviours of entrepreneurs: the role of resilience and satisfaction with life  
*Palmer Carolin, Jaouen Annabelle, Gundolf Katherine, Cesinger Beate, Geraudel Mickaël*



14.45-15.30

**MEZZANINE**

## ORAL\_25 LABOUR MARKET

*Chair: Rose Uwe*

1246 Absenteeism in SME's versus larger organizations

*Verlinden Heidi, Van Coillie Hermina*

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

*Barbieri Irene, Colliselli Monica, Fraccaroli Franco*

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

*Rose Uwe, Pattloch Dagmar, Burr Hermann*

14.45-16.45

**NH PRESSE**

## ORAL\_35 WELL BEING

*Chair: Harrison Jennifer*

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

*Gisler Stefanie, Knudsen Eric, Eatough Erin*

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

*Mäthner Eveline, Ralf Lanwehr, Wilms Rafael*

1617 Guanxi HRM and Employee Well-being in China

*Liu Athena Li*

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

*Mamaci Merve, Arikan Selma*

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

*Bipp Tanja, Kleingeld Ad*

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

*Grant Christine, Clarke Carl, Russell Emma*

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

*Kulikowski Konrad*

701 Exploring the Role of Gratitude in Predicting Job Search Behavior

*Harrison Jennifer, Budworth Marie-Helene, Halinski Michael*

15.45-17.00

**MEZZANINE**

## ORAL\_26 LEADERSHIP ANTECEDENTS

*Chair: Pundt Alexander*

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

*Garbers Yvonne, Konradt Udo*

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

*van Eerde Wendelien, Bulters Annemieke*

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

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

- 15.45-17.00 **MEZZANINE (ORAL\_26 LEADERSHIP ANTECEDENTS)**  
 1123 Bad for the Leader, Bad for the Followers – Trickle Down of Leaders' Workload to Followers' Exhaustion Through Leader-Member Exchange: A Multilevel Study  
*Stein Maie, Vincent-Höper Sylvie, Gregersen Sabine*
- 1508 Accelerating leadership, identification with the leader, and the role of employee stress mindset  
*Pundt Alexander, Casper Anne*
- 15.45-16.45 **FONDERIA**  
 ORAL\_31 ORGANIZATIONAL CHANGE  
 Chair: *Casini Annalisa*
- 510 Collaborative and partnership research for improvement of health and social services: Researcher's experiences from 20 projects  
*Nyström Monica, Karlton Johan, Keller Christina, Andersson Gäre Boel*
- 2519 Mergers and organizational restructuring: the influence of work social categorizations on political mergers implementation  
*Lèbre Clémence, Fointiat Valérie, Tisserant Pascal*
- 2606 Relations between acquisition support and transfer of learning support and competence mastery related to the use of the Electronic Information System (SEI).  
*Paulo Daltro*
- 1621 When person-organization values fit matter: Understanding the factors enabling practice change in nursing staff after a shift of care paradigm  
*Casini Annalisa, Haguinet Noémie, Lecocq Dan, Nguyen Nathan*
- 15.45-16.45 **NH COLLAUDO**  
 ORAL\_40 CONFLICT MANAGEMENT IN ORGANIZATION  
 Chair: *Sischka Philipp*
- 889 The reciprocal relationship between task and person conflicts: A latent transition analysis  
*Baillien Elfi, Notelaers Guy, Leon Perez Jose M.*
- 1654 Are you threatening me? – The Conceptualization of a Conflict Escalation Questionnaire  
*Scheppa-Lahyani Miriam, Zapf Dieter*
- 1101 how to reduce conflict in asymmetrically task dependent teams? A first study into the effects of extrinsic and intrinsic hr practices  
*de Jong Simon B., Bal P. Matthijs, Kunze Florian*
- 1603 Is the effect of workplace bullying exposure on subjective well-being mediated through the frustration of the need for relatedness? A longitudinal six-wave study  
*Sischka Philipp, Steffgen Georges*
- 15.50-17.05 **BRUXELLES**  
 ORAL\_5 PERFORMANCE & ORGANIZATION  
 Chair: *Sørli Henrik*
- 935 Predicting Employee Job Behavior: The Role of Calculative Mindset and Bottom-Line Mentality  
*Steinheider Brigitte, Stone Tom, Ferrell Brandon, Hoffmeister Vivian, Kim Joongseo, Jawahar Jim*
- 1248 When newcomer voice is – or is not – heard: the role of organizational socialization  
*Reissner Tim, Guenter Hannes, de Jong Simon*

- 15.50-17.05 **BRUXELLES** (ORAL\_5 PERFORMANCE & ORGANIZATION)  
306 Helping Others Makes Me Fit Better: Helping Behavior by Newcomers and Coworker Attributed Motives on Newcomers' Adjustment  
*Jia Huiyuan, Xie Xiaofei*
- 1816 Understanding the role of leaders in stimulating employee innovative work behavior and task performance  
*Hernaus Tomislav, Klindžic Maja, Maric Matija*
- 1302 The relationship between Work Autonomy and daily Contextual Performance: The moderating role of Person-Organization Fit  
*Sørlie Henrik, Hetland Jørn, Bakker Arnold B., Espevik Roar, Olsen Olav K.*
- 16.00-16.45 **VIENNA**  
ORAL\_17 PREVENTION & INTERVENTION  
*Chair: Toppinen-Tanner Salla*
- 629 Better Attention After Stochastic Resonance Whole-Body Vibration – A Randomized Controlled Trial  
*Faes Yannik, Elfering Achim*
- 816 Improving Young People's Health Literacy with an NHS App: a qualitative evaluation  
*Russell Emma, Yarker Joanna, M*
- 1377 Supporting skills development and employability during mid-career with a group intervention: A randomized controlled trial (RCT)  
*Toppinen-Tanner Salla, Vuori Jukka*

## INTERACTIVE POSTERS

- 10.30-11.30 **FOYER NORD**  
**INTERACTIVE POSTER\_1\***  
\*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 10.00 to 13.00.
- 47 Ancient Virtues in Modern Organizations: Causes Consequences and Contingencies of Courage in the Workplace  
*Wilson Simone, Externbrink Kai*
- 115 Developing a taxonomy of employee states in response to change at work  
*Brazzale Paulette, Cooper Thomas Helena, Haar Jarrod, Smollan Roy*
- 157 Employer Brand: Signaling Value to Employees  
*Chiovitti Sophia, Chen Yu-Ping*
- 1225 The role of personality profiles in the longitudinal relationship between work-related well-being and life satisfaction among working adults in Switzerland  
*Udayar Shagini, Urbanaviciute Ieva, Massoudi Koorosh, Rossier Jérôme*
- 1412 Competences required on the labour market and motives to work among contemporary employees  
*Godlewska-Werner Dorota, Peplinska Aleksandra, Zawadzka Anna Maria*
- 1434 Measuring Loyalty: Developing a psychometric scale for an ambiguous virtue  
*Engelkes Torbjörn*
- 1656 Work Characteristics and Job Satisfaction in different Age Groups: do Generational Differences really exist?  
*Montañez-Juan María Isabel, García-Buades María Esther, Caballer-Hernández Amparo, Ortiz-Bonnin Silvia*

10.30-11.30

**FOYER NORD****INTERACTIVE POSTER\_1\***

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

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

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

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

13.30-14.30

**FOYER NORD****INTERACTIVE POSTER\_2\***

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

192 Experiencing an Esteem Boost from Being Uncivil in the Workplace: A Dominance Interpersonal Motive Perspective  
*Chong SinHui, Chang Chu-Hsiang Daisy*

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

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

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

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

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

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

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

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

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

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

## POSTER SESSIONS

## POSTER SESSION\_1

10.00-13.00 **CORRIDOR VETRATA NIZZA**

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

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

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

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

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

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

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

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

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

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

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

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

284 Development and Validation of the Global Well-being at Work Inventory® (GWWI®)  
*Thompson Richard, Johnson Emily, Schaubhut Nancy, Boulton Martin*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

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

*Levitt Merrill, Schmidt Aaron*

304 Testing a Theoretical Model: Psychological Resilience as a Mediator

*Stremic Stacey M., Thiele Aneeqa, Jackson Alexander*

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

*Krückels Sarah, Lorenz Timo, Leydecker Julia, Heinitz Kathrin*

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

*Lorenz Timo, Toppe Jana*

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

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

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

*Hess Riley, Carter Nathan*

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

*Hodzic Sabina, Guiné Charlotte, Zenasni Franck*

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

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

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

*Mullins Ellie, Brooks Sarah*

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

*Doucet Amélie, Parenteau Chloé*

653 The effect of positive psychological capital on team dimensions

*Gerleve Corinna, Flatten Tessa*

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

*Schraggeová Milica, Rošková Eva, Hajdúk Michal*

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

*Boekhorst Janet A.*

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

*Bondarchuk Olena*

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

*Qu Jiayin, Schmidt Aaron*

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

*Hollands Lisa, Lin-Hi Nick, Straatmann Tammo*

858 Psychological Capital among Italian Nurses: Generational Differences and Workload

*Battisti Martina, Casu Giulia*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

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

*Battisti Martina, Gremigni Paola, Lorente Prieto Laura*

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

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

896 Cognitive abilities as predictors of job crafting – preliminary results

*Kulikowski Konrad, Sedlak Piotr*

936 Perceptions of Ethical Misconduct Scale Development

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

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

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

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

*Landry Guylaine, Toumi Safaa*

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

*Robalino Guerra Paulina, Musso Mariel, Romero Marcelo*

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

*Ehlers Geraldine, Botha Elrie*

1040 Work identity of different generations in gender context

*Czerw Agnieszka*

1093 A Multilevel Perspective on Citizenship Behavior Motives

*Lee Clara, Weinhardt Justin*

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

*Capone Vincenza, Joshanloo Mohsen*

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

*Platania Silvia, Santisi Giuseppe, Morando Martina*

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

*Kuijpers Evy, Pickett Jennifer, Wille Bart, Hofmans Joeri*

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

*Puchalska-Kaminska Malwina, Czerw Agnieszka*

1238 Construction of a German Meaning of Work questionnaire

*Feser Maximilian, Dr. Lorenz Timo*

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

*Morass Anna Maria, Sirrenberg Manuela*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

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

*Peeters Ellen, Caniëls Marjolein*

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

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

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

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

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

*Melzer Anika, Oldeweme Martina, Konradt Udo*

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

*Manuti Amelia, Giancaspro Maria Luisa, De Simone Silvia*

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

*Boemerman Louis, Kuykendall Lauren, Wong Carol, Zhu Ze*

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

*García Selva Adrián, Pace Francesco*

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

*Engelkes Torbjörn*

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

*Sándor-Dobos Emese, Faragó Klára*

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

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

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

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

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

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

1520 The role of engagement and job satisfaction on "problem solving"

*Ortiz-Bonnin Silvia, García-Buades Esther, Manassero Maria Antonia, Montáñez-Juan Maribel*

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

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

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

*Murdocco Francesca, Borteyrou Xavier, Zenasni Franck, Lamboley Denis*



10.00-13.00

**CORRIDOR VETRATA NIZZA**

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

*Langer David*

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

*Roe Amanda, Cullinane Sarah-Jane, Nolan Amanda*

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

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

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

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

1750 Loyalty conflicts and balancing different loyalties

*Parts Velli, Pevkur Aive, Juhanson Alina*

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

*Brzezinska Urszula*

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

*Brzezinska Urszula*

**POSTER SESSION\_2**

14.00-17.00

**CORRIDOR VETRATA NIZZA**

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

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

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

*Milner Julia, Milner Trenton*

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

*Janyam Kanda*

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

*McNall Laurel, Brown Melissa*

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

*Markiewicz Katarzyna, Kaczmarek Bozydar*

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

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

14.00-17.00

**CORRIDOR VETRATA NIZZA**

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

*Giebe Chris, Rigotti Thomas*

178 Cultural differences in the perception of stress

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

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

*Taskan Burcu, Güleriyüz Evrim, Toker Yonca*

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

*Li Ming*

248 Why customers do (not) trust their bank

*Kidron Aviv, Kreis Yvonne*

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

*Illies Remus, Liang Alyssa, Yao Jingxian, Pluut Helen, Weng Derek*

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

*Rošková Eva, Tašková Michaela*

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

*Lišková Jana, Rošková Eva*

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

*Sørengaard Torhild Anita, Saksvik-Lehouillier Ingvild, Langvik Eva*

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

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

438 Bullying, miR-146a genotype and insomnia

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

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

*Vonthron Anne-Marie, Vayre Emilie*

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

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

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

*Tuerkatorun Yasemin Z., Weiher Gerald M.*

537 Limits of the Superficial Overlap of Burnout and Depression

*Leiter Michael*

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

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

14.00-17.00

**CORRIDOR VETRATA NIZZA**

588 Which objectively measured interventions designed to disrupt sitting time and increase physical activity in the workplace are effective in the medium to long term?: A meta-analysis  
*Thompson Anthony, Grant Christine, Pearce Gemma, Cox Valerie, Hands Angela*

594 Teaching Staff's Ambiguity Intolerance: Relationship with Organizational Tension  
*Karamushka Lyudmila, Tereshchenko Kira, Lagodzinska Valentyna*

597 What Kind of People Commit Cyber-Related Counterproductive Work Behaviors?  
*Englund Mats, Borg Fredrik*

600 Factors related to Stay at Work among Employees with Common Mental Health Problems: a Systematic Review.  
*van Hees Suzanne, Carlier Bouwine, Oomens Shirley, Blonk Roland*

641 A Meta-Analysis on the Role of National Context for the Relationship Between Resources and Work-Home Enrichment  
*Wöhrmann Anne Marit, Brauner Corinna, Michel Alexandra*

666 Does Organisational Fairness Influence Employee Behaviour through Enhancing Social Identity or Social Exchange Effects?  
*Brown Natalie, Graham Les, Zheng Yuyan*

749 Unveiling the Relationship between Post-Traumatic Stress and Job Satisfaction: The Moderating Role of Exposure to Robbery  
*Montani Francesco, Sommovigo Valentina, Setti Ilaria, Giorgi Gabriele, Argentero Piergiorgio*

762 Perceived social work support and job satisfaction: A study in Argentinians cabin crew  
*Ibarra González Federico, Robalino Guerra Paulina*

782 Brief Social-Psychological Interventions to Reduce Leadership Gender Gap  
*Uslu Dilek, Kisbu-Sakarya Yasemin*

798 When employees care about fair usage of FWA by their co-workers: The interaction of relationship norms and fairness norms  
*Pitek Joanna, Davis Svetlana, Murphy Sara*

832 The Joint Effects of Situational Constraints and Bricolage on Daily Creativity Across Contexts  
*Razinskas Stefan, Backmann Julia, Weiss Matthias, Hoegl Martin*

852 Authentic leadership and nurses' personal and professional well-being: the mediating role of work-life balance  
*Austin Stéphanie, Ouellet Patricia, Fernet Claude, Levesque-Coté Julie*

862 The influence of family and social factors on expatriates' performance: the mediating effect of cross-cultural adjustment  
*Setti Ilaria, Sommovigo Valentina, Argentero Piergiorgio*

868 Crafting Work-Life Balance on a daily basis – a resource-based dyadic approach  
*Dreyer Romana, Busch Christine*

872 Development and validation of the Common Good Provision Questionnaire (CGP)  
*Castiglioni Cinzia, Lozza Edoardo*

928 Team Learning and Leadership  
*Hedlund Erik*

931 the effects of stress Level, Coping Styles and Big Five Personality Traits on Blue-Collar Employees' Communication Skills  
*Agirbas Zeynep, Yenice Kanik Ebrar*

14.00-17.00

**CORRIDOR VETRATA NIZZA**

1002 An Exploration of Positive Side Effects of Coaching  
*Graßmann Carolin*

1008 Why didn't they voice? Metastereotypes and voicing mistreatment  
*Olson-Buchanan Julie, Finkelstein Lisaisa, De Bruin Rushika*

1083 Subordinate Personality and Leader Affect as Determinants of Interpersonal and Informational Justice  
*Holmvall Camilla, Francis Lori, Thibault Tabatha*

1111 Investigating the effects of resources and demands on student burnout and student engagement in Russia and Germany  
*Straatmann Tammo, Schefer Marina, Lukina Valentina, Engel Anna Maria, Hamborg Kai-Christoph*

1172 Secondary Traumatic Stress: relationship with symptoms, exhaustion and emotions among cemetery workers  
*Colombo Lara, Emanuel Federica, Zito Margherita*

1240 Exploring Knowledge Theft at Work  
*Zweig David, Damp Alycia*

1280 Organizational career growth: resource or demand? Its effect on workaholism and work-family balance in a researchers sample.  
*Buono Carmela, Scafuri Kovalchuk Liliya, Maiorano Francesco, Spagnoli Paola*

1291 Consequences of transformational, transactional and passive avoidant leadership styles in industrial organizations in the North of Spain  
*Amutio Alberto, Hermosilla Daniel, Da Costa Silvia, Pérez Dario*

1294 Work-life balance in supervised work groups: results from a classroom experiment  
*Merlone Ugo, Dal Forno Arianna*

1348 Research Proposal: Longitudinal Study of Close Relationships as Antecedents of Work-related Psychological Capital  
*Kašpárková Ludmila, Vaculík Martin, Procházka Jakub*

1379 Job demands control model as related to objectively measured physical activity in working women and men  
*Larsson Kristina, Ekblom Örjan, Kallings Lena, Ekblom Maria, Blom Victoria*

1413 Virtual Reality (VR) for Leadership: VR Assisted Meditation Training for Leadership Development  
*Sylvan Charlotte A., Sanchez Diana R., Lee D*

1460 Female Coping and General Individual Work Performance in pink-collar  
*Conde Rocha Rodrigues Carneiro Campello Lara, Pérez Nebra Amalia Raquel, Queiroga Fabiana*

1461 Childcare Satisfaction: Links to Family-Work Interface and Family Satisfaction  
*Van Egdom Drake, Ingels Danny*

1462 Workaholism and Work-Family Conflict: Exploring Dyadic Patterns in Spillover-Crossover Effects for Couples  
*Haynes Nicholas, Wynne Kevin, Baltes Boris, Clark Malissa*

1497 Exploring the exposure to work related cyber-harassment  
*Cowen Forssell Rebecka, Berthelsen Hanne*

14.00-17.00

**CORRIDOR VETRATA NIZZA**

1462 Workaholism and Work–Family Conflict: Exploring Dyadic Patterns in Spillover–Crossover Effects for Couples

*Haynes Nicholas, Wynne Kevin, Baltes Boris, Clark Malissa*

1497 Exploring the exposure to work related cyber-harassment

*Cowen Forssell Rebecka, Berthelsen Hanne*

1585 Money makes you happy, if you have a positive work and nonwork interface.

*Baumeler Franziska, Hirschi Andreas*

1602 Smart operators vs. managers in industry 4.0: The implication of digital tools, information and coordination

*Thun Sylvi, Kamsvåg Pål F., Seim Eva A., Torvatn Hans*

1622 Challenging and Demanding Work: Operative and Organisational Work Demands and Individual and Organisational Resources as Predictors of Health and Work Engagement in the Norwegian Police Service

*Rabbing Lillis*

1639 Exploring Organizational and Social Safety Climate among First Line Managers in Municipal Elderly and Disable care in Sweden

*Cervin Cecilia*

1700 Fan engagement, meaning and life satisfaction of South African football fans: The role of social interaction motive

*Stander Elizma, Stander Ederick, Botha Elrie*

1712 Exploring coping resources of teachers in different career stages

*Tladinyane Rebecca*

1717 Co-production in healthcare services: What we know, how we can evaluate it

*Guglielmetti Chiara, Fusco Floriana, Marsilio Marta, Silvia Gilardi*

1734 "The wise man prevents": Active listening as a tool of health prevention and protection at work

*De Carlo Alessandro, Scarcella Mali, Alessandra Falco, Bondarevskaya Irina, Iordanescu Eugen, Vicente Florentio*

1735 Purpose-in-life orientations in the formation of stress resistance as a resource of mental health in prison staff

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

1742 How can organizations support career parents? – The impact of partners' support on the effects of perceived organizational support

*Müller Patrick, Bronner Uta, Klenk Jan, Stefan Monika, Hollnagel Jördis*

1757 Psychological health at work: Direct and buffering effects of job demands and job resources

*Azouaghe Soufian, Kouabenan Dongo Rémi, Belhaj Abdelkarim*

1763 Predictors of Depression in a Nationally Representative Sample of U.S. Workers

*Roberts Rashaun, Grubb Paula, Grosch James*

1765 Extracting the crucial elements of an experimental intervention developing leadership behavioral competencies: Pre-requirements, Implementation and Evaluation

*Radi Afsouran Naghi, C Thornton III George, Charkhabi Morteza*

14.00-17.00 **CORRIDOR VETRATA NIZZA**

1771 The dynamic spillover of job satisfaction onto life satisfaction: the moderating role of emotional inertia

*De Longis Evelina, Alessandri Guido*

1817 Witnesses reacting against workplace bullying: moral courage and its components as a key to bystander intervention

*Dal Cason Davide, Casini Annalisa, Hellemans Catherine*

1819 Workplace Bullying and Mistreatment in U.S. Workers

*Grubb Paula, Roberts Rashaun, Grosch James*

1821 From regional Networks to Prevention Alliances through the Implementation of Workplace Health Management Interventions

*Mallok Yanina, Busch Christine, Janneck Monique*

1829 Development of a computer-based competency self-assessment tool for training plan design

*Baudet Alexandre, Gronier Guillaume, Ras Eric*

1974 The role of sense of coherence in stress and mental health among working mothers and fathers

*Siemiginowska Patrycja, Ziolkowska Anna*

1985 The Role of Age in Reports of Workplace Bullying: Results from a National Survey of U.S. Workers

*Grosch James W., Grubb Paula L., Roberts Rashaun K.*

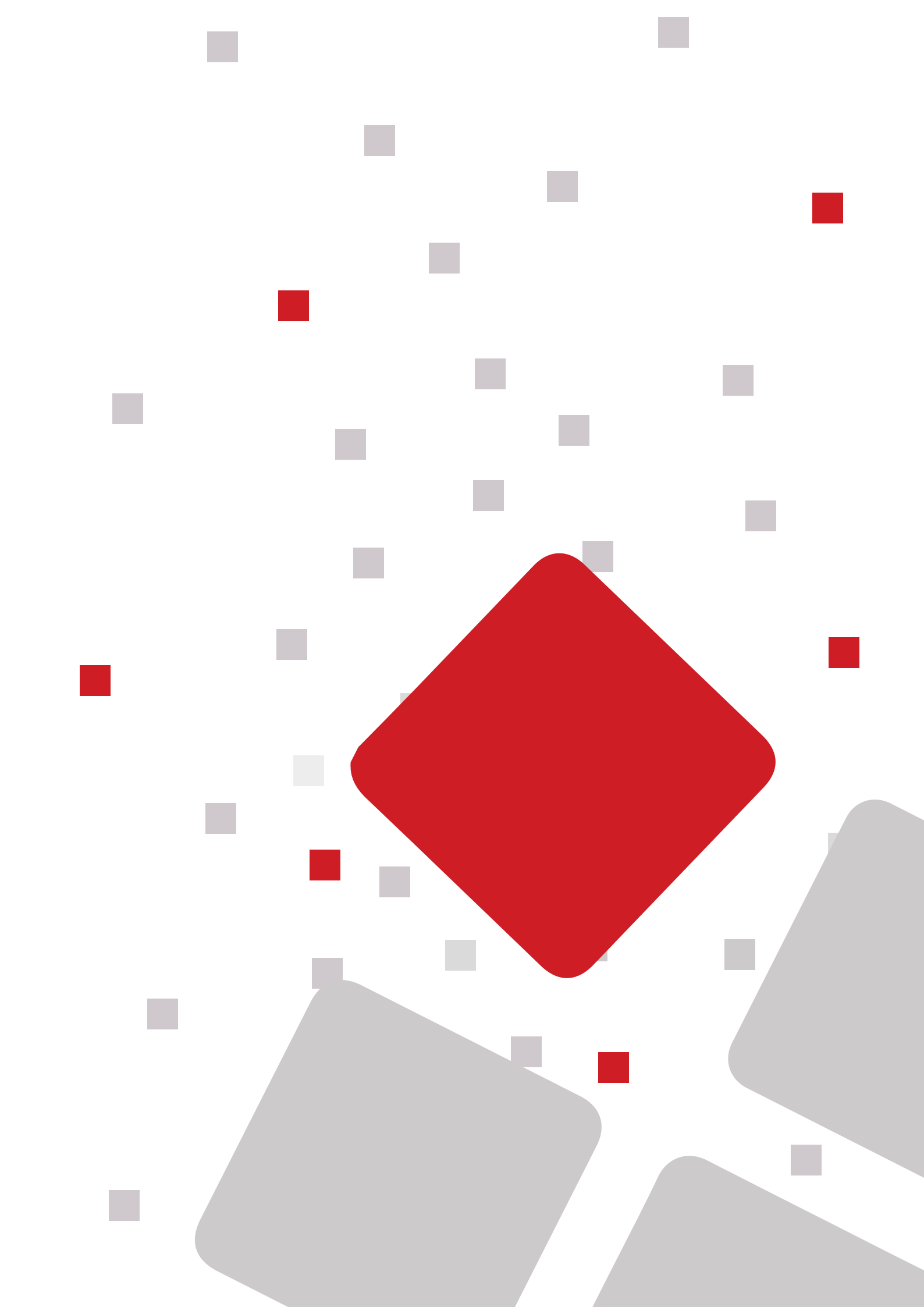
2649 Working Conditions and Workers Health of EU28-employees: Testing the JD-R model based on the European Working Conditions Survey

*Paškvan Matea*

## EAWOP GENERAL ASSEMBLY

17.00-17.45 **ROOM 500**  
Registration to the General Assembly

17.45-19.30 **ROOM 500**  
GENERAL ASSEMBLY





**FINAL  
CONGRESS PROGRAM  
FRIDAY  
MAY 31<sup>st</sup>, 2019**



## KEYNOTE & STATE OF ART SPEAKERS

- 09.30-10.15 **ROOM 500**  
KEYNOTE - Job redesign interventions: insights from a practice-based theory of job design  
*Holman David*
- 09.30-10.15 **LONDRA**  
STATE OF ART - Management and leadership: essential factors for employee health and well-being  
*Donaldson -Feilder Emma*
- 10.30-11.15 **ROOM 500**  
STATE OF ART - Current research and practice on fairness and discrimination in personnel selection  
*Iliescu Dragos*
- 13.15-14.00 **ROOM 500**  
KEYNOTE - The Work-life Interface: A Contemporary Perspective  
*Demerouti Evangelia*
- 16.00-16.45 **ROOM 500**  
KEYNOTE - How Subtle Biases Can Profoundly Influence our Workplaces  
*Hebl Michelle "Mikki"*

## SYMPOSIA & PANEL DISCUSSIONS

- 08.00-09.15 **ROOM 500**  
882 SYMPOSIUM - Bits and Bots: digital interventions for good work, recovery and better health  
*Chairs: Busch Christine, Jenny Gregor James*
- Coaching leaders and teams with a chatbot – design and preliminary results of an RCT-study  
*Grimm Luisa A., Jenny Gregor J., Brauchli Rebecca, Bauer Georg*
- Extending the magic of vacations. "Holidaily" - a smartphone application promoting recovery post-vacation: preliminary results from a randomized-controlled trial  
*Smyth Alexandra, Reins Jo Annika, Syrek Christine, de Bloom Jessica, Domin Markus, Janneck Monique, Lehr Dirk*
- Efficacy of a self-guided recovery online-training to improve sleep for employees: results from a randomised controlled trial in universal prevention  
*Behrendt Dörte, Ebert David Daniel, Spiegelhalder Kai, Lehr Dirk*
- Enhancing resilience and well-being at work through web-based trainings on mindfulness, self-efficacy, and optimism  
*Soucek Roman, Schlett Christian, Pauls Nina, Göritz Anja S., Moser Klaus*
- Blended coaching to promote work-life balance of small business owners  
*Busch Christine, Dreyer Romana, Domin Markus, Janneck Monique*

08.00-09.15

**LONDRA**

1222 SYMPOSIUM - The Role of Gender and Individual Differences in Organizational Leadership

*Chair: Thompson Richard*

The Implications of Gender Differences in Decision-Making Style for Organisational Level

*Hackston John*

FIRO, Gender and Level of seniority

*Rayner Helen*

Gender differences in vocational interests by organizational level

*Morris Michael, Thompson Richard*

Gender Differences in Resilience, Social and Emotional Intelligence in Leadership

*Stein Steven, Wheldon Hazel, Stermac Jonathan*

Personality Characteristics of Female Executives: A Replication and Extension

*Yang Yang, Justin Arneson*

08.00-09.00

**ISTANBUL**

959 PANEL - Gender and sexual diversity in WOP, a more inclusive science and practice

*Facilitator: Gonzalez-Morales M. Gloria**Panelists: O'Shea Deirdre, Michel Alexandra, Zak Tony, Kampf Pia, Kozusznik Malgorzata*

08.00-10.00

**PARIGI**

813 &amp; 1343 SYMPOSIA - The merits and paradoxes of flexible work (part I and II)

*Chairs: Korunka Christian, Kubicek Bettina**Discussant: Demerouti Evangelia*

Moving into a flexible office: (I) The role of leadership and organizational culture

*Korunka Christian, Uhlig Lars, Kubicek Bettina*

Moving into a flexible office: (II) Effects on job stressors and employee motivation

*Uhlig Lars, Kubicek Bettina, Korunka Christian*

If you experience noise, you just haven't planned your work well: Individualization and regulation within a flexible work design.

*ter Hoeven Claartje L., van Gemert Eva, Medved Caryn E.*

The importance of employees' job-related psychological needs for blended working

*Wörtler Burkhard, Van Yperen Nico W., De Jonge Kiki M. M., Rietzschel Eric F.*

The association of agile methods, team processes and engagement

*Knecht Michaela, Baumgartner Marcel, Krause Andreas, Mumenthaler Jonas, Vetter Ariane, Vollmer Albert*

Is every smartphone use in the evening detrimental? The role of different smartphone activities for employees recovery and well-being

*Binnewies Carmen, Holtrup Kristin, Milicevic Suzana*

Individual Perceptions of Boundary Control Mitigate the Effect of (in) Congruence Between Workers' Preferred Work/Non-Work Boundaries and their Enacted Boundary Management on Work-Life Conflict

*Mellner Christin, Peters Pascale, Toivanen Susanna*

Work flexibility and well-being across work arrangements in the US

*Ray Tapas, Pana Cryan Rene*

- 08.00-09.15 **ROMA**  
1556 SYMPOSIUM - Artificial Intelligence, Algorithms & Tech: Advances in Psychometric Scoring & Reporting  
*Chairs: MacIver Rab, Smith Jake, Kriek Hennie, Jeffery-Smith Lauren*
- History & Advances in Group-Level Psychometric Data  
*MacIver Rab*
- Insightful Group Reporting of Type, Trait and Algorithmic Data  
*Smith Jake*
- Integrated Reporting: Trends and Developments  
*Kriek Hennie, Clifton Sebastian*
- Exploring the Fairness of Data-Driven Algorithms Across 23 Countries  
*Jeffery-Smith Lauren, Mitchener Anna*
- Robotising Humanity, Artificial Intelligence and Psychometric Assessment  
*MacIver Rab*
- 08.00-09.00 **LISBONA**  
1077 SYMPOSIUM 1 (of 2) - Person-Centred applications offering new insights to research in Work and Organisational Psychology (WOP)  
*Chairs: Edwards Martin, Hofmans Joeri, Peccei Riccardo, Pak Karen*
- The need for an idiographic lens in work and organizational psychology  
*Hofmans Joeri*
- A person-centered approach to modelling holistic employee reactions during restructure/downsizing  
*Edwards Martin, Clinton M.E.*
- Employee well-being profiles and service quality: A unit-level configurational analysis  
*Benitez Miriam, Peccei Riccardo, Medina Francisco J.*
- A person-centred approach to identify subgroups of older workers who age successfully at work  
*Kooij T.A.M., Kunst, E.M., Kunst E.M., Pak K., Van den Heuvel S.*
- 08.00-09.00 **DUBLINO**  
840 SYMPOSIUM - Exploring the Complexity of Leader-Follower Relationships  
*Chairs: Adriasola Elisa, Unsworth Kerrie*
- Effects of Dyadic Personality & Task on Shared Leadership  
*Adriasola Elisa, Coluccio Giuliani, Espejo Alvaro*
- Congruence of leader and follower ILTS affecting relationship quality  
*Foti Roseanne*
- How do Pre-Existing Friendships Affect the Leader-Follower Relationship and Engagement in Small Start-ups?  
*Mingchu Wang, Unsworth Kerrie L.*
- Is Paradoxical Leader Behaviour Really Helpful? A Moderated Mediation Test of CEO LMX with Followers, Entrepreneurial Orientation and Firm Performance  
*Song Lynda, Sun Jinyun, Ouyang Linyi, Lee Byron*

08.00-09.00

**COPENAGHEN**

1130 SYMPOSIUM - Do you see what I see? The importance of self- and other perceptions and their impact on job performance

*Chairs: Yang Wei-Ning, Owens Courtney*

*Discussant: Hughes David*

When predicting overall job performance, is personality best assessed by the observer?

*Owens C. E., Irwing P., Clarke S.*

A qualitative analysis of the influence of non-teleworkers' behaviour on teleworkers' performance and participation in telework: Insights from within three organisations

*Jones A., Walsh J.*

"Says who?" A meta-analysis on the relationship between career plateau and job performance

*Yang W. N.*

The incongruence of reasons for career plateauing between subordinate and supervisor perceptions

*Wang Y. H., Hsu Y. T., Hsiung M.*

08.30-09.30

**MADRID**

1205 SYMPOSIUM - IFPOC symposium: Enabling conditions and mechanisms for positive change

*Chairs: van Dam Karen, Van Ruysseveldt Joris*

*Discussant: Nielsen Karina*

Need-Satisfaction is the key: How organizational support influences positive change attitude during information technology implementation

*Schlicher Katharina S., Helling Rebecca, Maier Günter W.*

Workplace Learning in Times of Organizational Change: The Mediating Role of Learning Demands

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

The role of job demands and resources for employees' health in the context of organizational change

*Michel Alexandra, Wöhrmann Anne M., Brauner Corinna*

The mediating role of readiness to change in the affective commitment – effort intention relationship: A three countries study.

*Zappalà Salvatore, Alessandri Guido, Bottecchia Davide, Del Rizzo Andrea*

09.15-10.30

**VIP**

922 SYMPOSIUM - Academic Careers

*Chair: Kauffeld Simone*

*Discussant: van der Heijden Beatrice*

Career goal profiles of PhD students and doctorate holders – A latent profile approach

*Noppeney Ruth, Stertz Anna M., Wiese Bettina S.*

Applying the job demands-resources theory: A longitudinal study in academia

*Nixon Nora, Spurk Daniel, Kauffeld Simone*

The interplay of career insecurity and self-management: A longitudinal study

*Alisic Aida, Burk Christian L., Wiese Bettina S.*

Social Capital as Predictor of Objective Career Success in Academia

*Barthauer Luisa, Kauffeld Simone*

Positive psychological capital – a key to career success in academia?

*Kaucher Philipp, Spurk Daniel, Kauffeld Simone*

09.15-10.15

**LISBONA**

1078 SYMPOSIUM 2 (of 2) - Person-Centred Applications Offering New Insights to Research in Work and Organisational Psychology (WOP)

*Chairs: Nagy Noemi, Van Rossenberg Yvonne, Navarro Jose, Vantilborgh Tim*

We don't need to commit to perform... It's in the mix! A configural examination of workplace commitment in contemporary work

*Van Rossenberg Yvonne G.T, Leisching Alexander, Swart Juani*

Flow experience and the 'golden rule' of having a challenge/skills balance: Does it work for everyone?

*Navarro Jose, Reuteler Daniela, Ceja Lucia, Giovagnoli Sara*

Trust trajectories following psychological contract breach perceptions: Does everyone recover from breach?

*Vantilborgh Tim, Griep Yannick*

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

*Nagy Noémi, Hirschi Andreas, Wang Mo*

09.15-10.15

**DUBLINO**

1281 SYMPOSIUM - Counterintuitive Justice Dynamics

*Chair: Fortin Marion*

*Discussant: Jonathan Crawshaw*

Fairness in disguise: Motives and strategies of fair managerial decision-making

*Zwank Julia, Diehl Marjo-Ritta*

Can workplace justice backfire? The indirect effect of justice on musculoskeletal disorders through work engagement

*El Akremi Assâad, Manville Caroline, Mignonac Karim*

Why too much justice is not a good thing?

*Patel Charmi*

Organizational Dehumanization at Nested and Encompassing Group Levels: A Test of Compensatory v. Source Effects of Organizational Justice and Perceived Collective Continuity

*Bell Chris, Khoury Careen*

09.15-10.45

**COPENAGHEN**

1148 SYMPOSIUM - The psychological meaning of work and employment

*Chairs: Zechmann Andrea, Paul Karsten I.*

Scarring effects of unemployment on mental health: Meta-analytic results

*Paul Karsten I., Zechmann Andrea*

Time-Use, unemployment, and well-being: An empirical analysis using British time-use data

*An Hoang Thi Truong, Knabe Andreas*

Scrutinizing peak events: Is employment really a good source for psychological need fulfillment?

*Zechmann Andrea, Paul Karsten I.*

Less money, equal profit? How volunteering and (continuing) education compare to paid employment in explaining access to Jahoda's latent benefits of work

*Kovacs Carrie, Stiglbauer Barbara, Selenko Eva, Batinic Bernad*

- 09.15-10.45 **COPENAGHEN** (1148 SYMPOSIUM )  
Influence of the functions of employment on mental health and job satisfaction among employees in small and medium-sized enterprises  
*Voss Amanda, Fischmann Wolfgang, Drexler Hans, Zechmann Andrea*
- I work, therefore I am: The meaning of work and retirement for bridge employees in the Swedish healthcare sector  
*Sousa-Ribeiro Marta, Knudsen Katinka, Lindfors Petra, Sverke Magnus*
- 09.30-10.30 **ISTANBUL**  
1481 INVITED SYMPOSIUM - A Crisis of Competence  
*Chair: Baron Helen*
- Using Competencies to promote better HR practice  
*Ornella Chinotti*
- Is it Time to Ring the HR Alarm Bells? The Growing Evidence that Competencies Cannot Be Measured  
*Chris Dewberry; Duncan J. R. Jackson*
- Understanding the 'multi-componential' nature of assessment centre ratings  
*Prof Dave Bartram*
- 09.30-10.30 **ROMA**  
1667 SYMPOSIUM - Recruitment and Selection in the Digital Age  
*Warszta Tim*
- The impact of review sites on organizational attractiveness – an experimental design  
*Warszta Tim, Lange Marie-Christin, Jones Anne, Rogowski Isabel*
- Identifying success factors social media recruitment – a policy-capturing design approach  
*Weber Caroline, Warszta Tim, Plikat Lena*
- Interviewing using technology – how do the applicants feel about that?  
*Künzel Viktoria, Siemsen Alina, Deters Jürgen*
- Selected by algorithms – what do candidates think?  
*Lochner Katharina*
- 10.00-11.30 **MADRID**  
1021 SYMPOSIUM - Job Insecurity Symposium 1: Performance effects of job insecurity - why, when and how  
*Chairs: Selenko Eva, De Witte Hans*
- Why is job insecurity harmful to OCBs? The mediating effects of psychological contract and affective commitment  
*Fontinha Rita, Chung Chul, Kawai Norifumi, Bozkurt Ödül, Honda-Howard Motoko*
- Job Insecurity and In-Role Performance: The Mediating Role of Work Engagement  
*Hofer Annabelle, De Cuyper Nele, De Witte Hans, Spurk Daniel*
- Working hard or hardly working? Reciprocal relationships between job insecurity and performance  
*Shoss Mindy, Carusone Nicole*
- A Matter of Time: Job Insecurity, Job Performance, and the Role of Exposure Time  
*Debus Maike E., Unger Dana, König Cornelius J.*

- 10.00-11.30 **MADRID** (1021 SYMPOSIUM)  
Job Insecurity in Higher Education: The Role of Job Crafting  
*Roll Lara C., Rothmann Sebastiaan, De Witte Hans*
- Job insecurity has no upside for work performance: Objective and subjective work insecurity and their relationship with work performance  
*van Vuuren Tinka, Smulders Peter*
- 10.15-11.30 **PARIGI**  
167 INVITED SYMPOSIUM - Alliance Session: Sexual Harassment Science and Practice Around the Globe  
*Facilitators: Alicia Grandey and Searle Rosalind*  
*Panelists: Searle Rosalind, Grandey Alicia, Hershcovis Sandy, Jenkins Jessica*
- 10.15-11.15 **ATENE**  
1176 SYMPOSIUM - Age-related changes in organizational behavior? It may depend on the context and the person  
*Chairs: El Khawli Elissa, Reh Susan*  
*Discussant: Anita Keller*
- Transitions between work contexts among early career psychologist and social workers – a one year follow-up  
*Schéle Ingrid, Holmström Stefan, Hauer Esther, Pienaar Jaco*
- Emotional job demands and adaptation to a critical life event  
*Reh Susan, Wieck Cornelia, Scheibe Susanne*
- Better with age, but not for everyone: Job context moderates age differences in occupational well-being  
*El Khawli Elissa, Keller Anita C., Scheibe Susanne*
- Aging experience and late career work (dis)engagement  
*Fasbender Ulrike, Topa Gabriela, Vignoli Michela*
- 10.15-11.15 **BRUXELLES**  
1372 SYMPOSIUM - Working for the Greater Good: Science & Practice of Cross-validation  
*Chair: Kurz Rainer*  
*Discussant: Stephen Woods*
- Personality predictors of potential across languages and cultures  
*Kurz Rainer, Lawton David*
- Optimising the Validity in Forecasting High Potential at Work  
*Jeffery-Smith Lauren, Maclver Rab*
- Cross-Validation of Great 8 Competencies with Lumina Spark 24 Qualities  
*Desson Stewart*
- Cross-validating Success Factors - Aligning Personality and Competency Assessment & Theory  
*Jussila Pauliina*
- 10.30-12.00 **LONDRA**  
1134 SYMPOSIUM - Promoting voice and ethical conduct in organizations: What should leaders do and refrain from doing?  
*Chairs: Richter Stefanie, Wegge Jürgen*

10.30-12.00

**LONDRA**

Whistleblowing: a challenge for organizations and organizational research

*Dick Michael*

Measurement Invariance of the Four Forms of Employee Silence across Gender, Job Positions and Organizations

*Jurek Pawel, Retowski Sylwiusz*

What you don't tell might hurt as well. Reciprocal effects between follower silence and leader-follower relationship quality

*Dilba Dominik, Knoll Michael, Weigelt Oliver*

I cannot stay focused! The effect of connecting leadership, incivility and organizational justice on impaired cognitive control

*Di Marco Donatella, Silva Silvia, Passos Ana Margarida*

The exception does not always prove the rule: Even few abusive behaviors undermine the positive effect of authentic leadership on ethical climate and psychological safety

*Richter Stefanie, Frömmer Dirk, Franke-Bartholdt Luise, Strobel Anja, Wegge Jürgen*

Ethically-oriented forms of organizational climate and leadership compared: Conceptual problems and implications for organizational practice

*Weber Wolfgang G.*

10.30-11.45

**LISBONA**

1545 SYMPOSIUM - Casting Light on Situational Judgment Tests from Multiple Perspectives: Possibilities of Differential Uses across Disciplines and Countries

*Chair: Kim Lisa*

Using SJTs in leadership training: Individualized feedback and role play for impactful leadership development

*Schmid Ellen, Knipfer Kristin, Peus Claudia*

May the situation be with you: Is Agreeableness a major predictor for leader potential in different situations?

*Gentil Alina, Moldzio Thomas, Reiner Annabell, Felfe Jörg*

Influence of response instructions and response format on applicant perceptions of a Situational Judgement Test for medical school selection

*E. de Leng Wendy, Stegers-Jager Karen M., Born Marise Ph., Themmen Axel P.N.*

Which response option format in Situational Judgment Tests is best? Evidence from UK teacher education program applicants

*Kim Lisa E., Klassen Robert M.*

The meaning of social desirability of response options in SJTs

*Felfe Jörg, Krumm Stefan, Schäpers Philipp, Kaminski Katarina*

10.30-11.45

**DUBLINO**

1788 SYMPOSIUM - Rethinking Work through (Work)Spaces: Current issues for organizational change and development of teams and competencies

*Chairs: Ianeva Maria, Quillerou Edwige, Ciobanu Raluca, Tomás Jean-Luc, Lai Chiara, Bobillier-Chaumon Marc-Eric, Vacherand-Revel Jacqueline*

Office Design and Organizational Change: an Activity-Theory Perspective

*Ianeva Maria*



- 10.30-11.45 **DUBLINO (1788 SYMPOSIUM)**  
Think about the workspaces during the work design process: dialogue's conditions and material environment to contribute to Health and Safety at work  
*Quillerou Edwige*
- New way of learning in the nuclear industry: the "activity spaces" as a tool for competence development?  
*Ciobanu Raluca*
- It is only in movement that spaces show what they are: A clinic of activity perspective on (work)spaces  
*Tomás Jean-Luc*
- Situated acceptance as an approach for thinking workplaces in relation with activity: the case of in the context of Activity based environments  
*Lai Chiara, Bobillier Chaumon Marc-Eric, Vacherand Revel Jacqueline*
- 10.45-12.45 **ISTANBUL**  
1260 INVITED SYMPOSIUM - The digital transformation of work is here – how scientists and practitioners can work together to manage needed workplace changes  
*Facilitator: Roth Colin*  
*Panelists: Oliver Kohnke, Diana Rus, Hartwig Fuhrmann, Katarzyna Więcek-Jakubek, John Arnold*
- 10.45-12.15 **ROMA**  
366 SYMPOSIUM - Positive Psychology @ Work  
*Chairs: Van Zyl Llewellyn, Kaluza Antonia J*
- Positive psychological interventions aimed at managing territorial behaviours within the organisational context  
*Olckers Chantal, van Zyl Llewellyn E, Booyesen Corné*
- The influence of leaders' stress mindsets on health-promoting leadership behaviour  
*Kaluza Antonia J., Schuh Sebastian C., Junker Nina M., van Dick Rolf*
- Self-compassion at work: A cross-sectional study of self-compassion, burnout, job satisfaction and GRIT in organisations  
*Dreisörner Aljoscha, Junker Nina M., van Dick Rolf*
- Empowerment leadership, affective well-being and rumination  
*Inceoglu Ilke, Thomas Geoff, Chu Chris, Plans David, Crolepy Mark, Heron Jon*
- The Bright Side of Burn-out: Exploring Learning and Growth in Post-burnout Employees  
*van den Heuvel Machteld*
- Thriving of Academics in Higher Education Institutions in South Africa  
*Mahomed Fatima, Rothmann Sebastiaan*
- 10.45-11.30 **VIP**  
1421 SYMPOSIUM - Integrated Body and Mind Perspectives at Work  
*Chairs: van Dam Karen, de Lange Annet, Hylco Nijip*
- Cognitive aging and muscle training? Relations between physical exercise, work ability and cognitive functioning at work  
*de Lange Annet*
- Mindfulness at Work: Learning to Be Where You Actually Are  
*Hylco Nijip, Oostdijk Eric*

- 10.45-11.30 **VIP (1421 SYMPOSIUM)**  
Qigong at Work: Where East Meets West  
*van Dam Karen*
- 11.00-12.15 **COPENAGHEN**  
948 SYMPOSIUM - Understanding the role of age in contemporary organizations: about diversity, (dis)similarity and climate  
*Chairs: Peeters Maria, Rispens Sonja*
- Preventing turnover among overqualified young graduates: The role of human resources management practices for reducing the propensity to leave the job and the company  
*Gamboa Juan P., Hernández Ana, Picazo Carmen, Tomás Inés, González-Romá Vicente*
- Age and Employability: A Polynomial Test of Age-Related Stereotyping  
*Peeters Ellen, Semeijn Judith, Van der Heijden Beatrice*
- How an inclusive age climate at work relates to well-being and performance: The mediating role of strengths' use behavior  
*Peeters Maria C.W., Rispens Sonja, Van der Heijden Beatrice*
- Engaging Older Workers; the Role of a Supportive Climate  
*Kilroy Steven, Kooij Dorien, Van de Voorde Karina*
- Reflecting on the role of age in contemporary organizations  
*van Vuuren Tinka*
- 11.30-13.00 **ROOM 500**  
1851 INVITED SYMPOSIUM - Bullying and mistreatment at work: building individual and organizational resilience  
*Chair: Baillien Elfi*
- High performance work practices and engagement: Workplace bullying as a disruptive Factor  
*Salin, D., Notelaers, G., & Baillien, E.*
- Employee-supervisor incivility spirals: Who benefits and who suffers?  
*Griep, Y., M. S.*
- The academic workplace: Unique context for examining workplace bullying.  
*Keashly, L.*
- Quasi-experimental study to evaluate an online workplace bullying intervention  
*Van den Brande, W., Baillien, E., Schouteden, M., Vander Elst, T., De Witte, H., & Godderis, L.*
- Advancing the risk management of workplace bullying as a health and safety hazard  
*Tuckey M., Li Y., Neall A., Chen P.3, Mattiske J., Dollard M., McLinton S., Rogers A.*
- 11.30-12.30 **ATENE**  
1009 SYMPOSIUM - Developments in Diversity – Towards Effective Diversity Management in Organizations  
*Chair: Hiemstra Annemarie M.F.*  
*Discussant: Hebl Michelle (Mikki)*
- Effects of visual stigmas on video-resume reviews: An experimental study  
*Derous Eva, Buijsrogge Alexander, Hiemstra Annemarie*

- 11.30-12.30 **ATENE (1009 SYMPOSIUM)**  
Not up for the task? Men and women with work-family conflicts between disrespect and admiration  
*Krings Franciska, Steiner Rebekka S.*
- Antecedents of employees' cultural diversity support  
*Hiemstra Annemarie M.F., Flipse Marissa, Derous Eva*
- 11.45-13.15 **MADRID**  
977 SYMPOSIUM - Job Insecurity Symposium 2: Organizational outcomes  
*Chairs: De Witte Hans, Selenko Eva*
- Job Insecurity in the Face of Attributions: How the Macroeconomic Context Shapes Employees' Trust in Their Employer  
*Doden Wiebke, Morf Manuela, Grote Gudela, Staffelbach Bruno*
- On the Relationship Between Qualitative Job Insecurity and Organizational Justice: Longitudinal Evidence  
*Lazauskaite-Zabielske Jurgita, Urbanaviciute Ieva, De Witte Hans*
- Emotional Contagion, Economic Stress, and Safety Outcomes: A Cross-country Study  
*Petitta Laura, Probst Tahira M., Ghezzi Valerio, Barbaranelli Claudio*
- The Impact of Job Insecurity on Accidents and Injuries: A Moderated Mediation with Production Pressure and Sleep Disturbances  
*Probst Tahira M., Petitta Laura, Barbaranelli Claudio, Ghezzi Valerio, Bettac Erica L.*
- Perceived job insecurity predicting involuntary and voluntary turnover 6 months later  
*Vander Elst Tinne, De Cuyper Nele, De Witte Hans, Van den Broeck Anja, Sverke Magnus*
- I deserve better than this, I quit! Relative deprivation as an explanation of turnover in times of job insecurity  
*Selenko Eva, De Witte Hans*
- 11.45-13.15 **PARIGI**  
396 INVITED SYMPOSIUM - Alliance Session: Big and online data in organizations: The promises and perils of a methodological frontier  
*Chairs: Bart Wille, Samuel T. McAbee*
- Scoring game-based assessments with artificial intelligence and trace data  
*Richard N. Landers*
- Developing and Validating User-Friendly Innovative Assessments for Hiring  
*Sonia Codreanu*
- Predicting hiring decisions using applicant tracking system data  
*Colin I.S.G. Lee, Will Felps, Piers Steel*
- People analytics to make informed HR decisions: A practitioner point of view  
*Britt De Soete, Jouko Van Aggelen*
- Structural integration of people data within organizational decision making: Considerations from a strategic and an operational perspective  
*Bernd Carette*

11.45-13.00

**VIP**

1068 SYMPOSIUM - The Role of Personal Resources to Face Career Changes

*Chairs: Keller Anita, Nye Christopher*

The Effects of Individual Differences and Academic Performance on Post-College Job Offers

*Nye Christopher D., Collier-Spruel Lauren, Donnellan Brent*

Changes in self-efficacy during the education-to-work transition: The role of coping strategies in explaining why individuals change differently

*Schmitt Antje, Keller Anita C.*

Facilitating a successful school-to-work transition: Comparing compact career-construction interventions

*van der Horst Anna C., Klehe Ute-Christine, Coolen Anne C. M., Brenninkmeijer Veerle*

Career Adaptability and Subjective Career Success in the Context of a Broader Career Resources Framework

*Haenggli Madeleine, Hirschi Andreas*

Career Adapt-Abilities Scale's (CAAS-5) predictive and incremental validity with work-related outcomes

*Leong Frederick T.L., Gardner Danielle, Nye Christopher D., Prasad Joshua*

12.00-13.15

**LISBONA**

445 SYMPOSIUM - The Demonstrated Utility of Person-Centered Analyses in Work Psychology

*Chair: Gagné Marylène*

Profiles of Personality: Evidence for a Stable Profile Structure of the HEXACO Trait Dimensions

*Daljeeta Kabir N., Espinoza Jose A., Meyer John P.*

The Work Design Profiles of Employees in the Australian Not-For-Profit Sector: A Person-Centered Perspective

*Knight Caroline, Parker Sharon K., McLarnon Matthew, Wenzel Ramon*

Motivation Trajectories at Career Start: Antecedents and Effects on Commitment and Turnover Intentions

*Fernet Claude, Morin Alexandre J. S., Austin Stephanie, Litalien David, Lavoie-Tremblay Mélanie, Forest Jacques*

A Longitudinal Analysis of Motivation Profiles at Work

*Howard Josh L., Morin Alexandre J. S., Gagné Marylène*

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

*Kramer William S., O'Neill Thomas A., Shuffler Marissa L., McLarnon Matthew J. W.*

12.15-13.45

**LONDRA**

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

*Chairs: Ihmels Anika, Wegge Jürgen*

The Glass Cliff in American State Legislative Politics (2011-2016)

*Robinson Sarah, Aelenei Cristina, Kulich Clara*

The Glass Cliff that Awaits Women Directors: Recent evidence

*Main Brian, Gregory-Smith Ian*

Behind Closed Doors: Investigating Appointments and Arguments in Glass Cliffs as Group Decisions

*Ihmels Anika, Kaplonek Moritz, Andree Alina, Dörfel Denise*

- 12.15-13.45 **LONDRA (1850 SYMPOSIUM)**  
 Motives and mindsets: when and why people select women to glass cliff positions  
*Kulich Clara, Iacoviello Vincenzo*
- Women and Precarious Leadership Positions: A Meta-Analysis of the Glass Cliff Phenomenon  
*Morgenroth Thekla, Kirby Teri A., Ryan Michelle K., Sudkaemper Antonia*
- 12.15-13.30 **DUBLINO**  
 747 SYMPOSIUM - Mindfulness in work contexts: Understanding when and how mindfulness has beneficial effects  
*Chairs: Junça Silva Ana, Montani Francesco*
- How being Mindful and Recover from Work Increases Work Engagement after Role Overload  
*Junça Silva Ana, Caetano António, Rueff Lopes Rita*
- Does Role Conflict Fuel Employee Creativity? Evidence for a Curvilinear Relationship Moderated by Mindfulness  
*Montani Francesco, Setti Ilaria, Sommovigo Valentina, Courcy François, Giorgi Gabriele*
- Does Mindfulness Matter for Positive and Negative Behaviors? Relationships with Procrastination and Creative Performance  
*Mendonça Helenides, Taís Alvin, Novaes Valcêmia, Montani Francesco*
- The Impact of a Training Program Promoting Consciousness Development and Mindfulness on Leadership Capabilities  
*Baron Charles, Brochu Félix, Cayer Mario*
- Acceptance and Commitment Training for Employees' Wellbeing: Results from a Randomized Controlled Trial  
*De Mondehare Laurence, Grégoire Simon*
- 12.30-13.45 **ROMA**  
 1452 INVITED SYMPOSIUM - Alliance Session: International Teamwork: Big Challenges and Big Opportunities  
*Chair: Koehler Tine*
- Typological theorizing as an avenue to advance the field of multicultural teamwork  
*Reiche Sebastian*
- Norms as a precursor and a solution to international teamwork challenges  
*Köhler Tine, Gonzalez-Morales M. Gloria*
- Teams as complex behavioral systems  
*Lehmann-Willenbrock Nale*
- Multicultural richness as asset - Talk does not reflect the walk  
*Sackmann Sonja A.*
- Employee engagement in global virtual teamwork  
*Nurmi Niina*
- 12.45-14.00 **COPENAGHEN**  
 1349 SYMPOSIUM - Return to Work policies and practices: Supporting more inclusive organisations  
*Chair: Gervais Roxane*
- Fitness and return to work: Looking at the evidence  
*Gervais Roxane*

- 12.45-14.00 **COPENAGHEN (1349 SYMPOSIUM)**  
Resources enabling sustainable return to work for workers with CMDs  
*Nielsen Karina, Yarker Joanna, Munir Fehmidah, Bultmann Ute*
- Turning research into practice: An evaluation of mental health return to work guidance and recommendations to improve practice  
*Yarker Joanna, Munir Fehmidah, Lewis Rachel, Donaldson-Feilder Emma, Peters Rebecca*
- How are workplace well-being strategies addressing mental health at work?  
*Munir Fehmidah, Yarker Joanna, Lewis Rachel*
- Return-to-Work for People with Moderate and Severe Mental Health Conditions  
*Thomson Louise*
- 13.00-14.15 **ISTANBUL**  
830 PANEL - Exploring the Space for Critical Work and Organizational Psychology  
*Facilitator: Matthijs Bal*  
*Panelists: Weber Wolfgang, Islam Gazi, Hornung Severin, Dóci Edina, Gerard Nathan*
- 13.00-14.15 **ATENE**  
927 SYMPOSIUM - Managing mental illness and promoting good mental health in the workplace.  
*Chairs: Johnson Sheena, Lapierre Laurent*
- An Exploration of Why and How Employees Disclose Having a Mental Illness  
*Lapierre Laurent M., Johnson Sheena, Bonaccio Silvia, O'Reilly Jane, Bourgeault Ivy, Donia Magda, Li Yanhong*
- An investigation into individual and organisational impacts of Mental Health First Aid (MHFA) initiatives in a Media Organisation  
*Robertson-Hart Susannah, Johnson Sheena*
- Unlocking the "Black Box": An Investigation of Contextual Variables Influencing the Effectiveness of Stress Management Interventions  
*Siegl Lina*
- Psychological Health and Wellbeing in Veterinary Surgeons  
*O'Connor Elinor, Johnson Sheena, Hughes David*
- Mass effect: A review of mental health effects of workplace bullying bystanders  
*Ng Kara*
- 13.15-14.30 **VIP**  
1587 SYMPOSIUM - Let your values guide you: In search of jobs and careers that keep what they promise  
*Chairs: Wiese Bettina S., Burk Christian L.*
- Gendered work value profiles and STEM careers  
*Salmela-Aro Katariina, Guo Jiesi, Sortflex Florencia, Eccles Jacque*
- The role of work values in the development of early business leadership aspirations and behaviours"  
*Sortheix Florencia M., Lechner Clemens M., Obschonka Martin, Salmela-Aro Katariina"*
- I want to be a billionaire: Contrasting perspectives on the associations of values with youth's well-being  
*Van den Broeck Anja, Schreurs Bert, Proost Karin, Vanderstukken Arne, Vansteenkiste Maarten*
- Does conducting "good" science make happy? Scientific values as individual motivational drivers  
*Burk Christian L., Wiese Bettina S.*

- 13.15-14.30 **VIP (1587 SYMPOSIUM )**  
Person environment fit, work engagement, voice behaviours and the moderating role of regulatory focus  
*Inceoglu Ilke, Chu Chris, Schlachter Svenja, Allen David B.*
- 13.30-15.00 **MADRID**  
1035 SYMPOSIUM - Job Insecurity Symposium 3: The Dynamics of Job Insecurity  
*Chairs: Selenko Eva, De Witte Hans*
- The Chicken or The Egg: The Role of Absenteeism in the Longitudinal Reverse Relationship Between Job Insecurity and Mental Health Complaints  
*Griep Yannick, Lukic Alexandra, Jones Samantha K., Vander Elst Tinne, Baillien Elfi, De Witte Hans*
- A within-person examination of the reciprocal relationship between work-related learning and job insecurity  
*Smet Kelly, De Cuyper Nele, De Witte Hans, Kyndt Eva*
- Longitudinal patterns of quantitative and qualitative job insecurity and their associations with work-related learning outcomes  
*Van Hoote gem Anahi, Nikolova Irina, De Witte Hans, Kyndt Eva, Van Ruysseveldt Joris, Van Dam Karen*
- Co-development patterns of job insecurity, perceived employability, and career prospects: Findings from a 6-wave follow-up study in Switzerland  
*Urbanaviciute Ieva, De Witte Hans, Rossier Jérôme*
- The effect of co-worker cooperation on job insecurity and perceived employability: A 3-wave longitudinal study  
*Tomas Jasmina, Maslic Seršic Darja, De Witte Hans*
- Quantitative, qualitative, affective and cognitive: Which dimensions of job insecurity? Dimensionality, reliability and validity of the Multidimensional Job Insecurity Questionnaire  
*Chirumbolo Antonio, Callea Antonino, Urbini Flavio*
- 13.30-14.30 **LISBONA**  
1178 SYMPOSIUM - The impact of task characteristics and work design on team processes and outcomes  
*Chairs: Burtscher Michael J., Gevers Josette M. P.*  
*Discussant: Parker Sharon K.*
- The negative effects of individualizing incentives on collaboration in scientific teams  
*Burtscher Michael J., Hüffmeier Joachim*
- Buffering Deleterious Effects of External Disturbances on Project Outcomes: The Role of Future Focus and Temporal Leadership  
*Gevers Josette M.P.*
- Run for the team: Do effort gains in teams replicate in track and field relays?  
*Schleu Joyce Elena, Mojzisch Andreas, Hüffmeier Joachim*
- Surgeons need freedom, but nurses need rules": How identity shapes the work design of multidisciplinary teams  
*Hay Georgia, Parker Sharon K., Luksyte Alex*
- 13.45-15.00 **DUBLINO**  
1241 SYMPOSIUM - Career calling in the workplace: Good for what, for whom, and in which conditions?  
*Chair: Dalla Rosa Anna*

- 13.45-15.00 **DUBLINO (1241 SYMPOSIUM)**  
 Calling as a Double-Edged Sword for Work-Nonwork Enrichment and Conflict Among Older Workers  
*Hirschi Andreas, Keller Anita C., Spurk Daniel M.*
- Calling and Burnout across the Life span of Healthcare Professionals: The Role of Social Worth  
*Goštautaitė Bernadeta, Buciuniene Ilona, Duffy Ryan D., Haram Kim*
- Self-Sacrifice and Calling  
*Clinton Michael E., Conway Neil, Sturges Jane, Alison McFarland*
- Career calling and job search behaviors: The moderating effect of optimism, self-esteem, and perseverance  
*Dalla Rosa Anna, Vianello Michelangelo, Galliani Elisa Maria, Duffy Ryan D.*
- Paths to Voluntary Occupational Turnover: A Calling Perspective  
*Weisman Hannah*
- 14.00-15.15 **LONDRA**  
 133 SYMPOSIUM - Symposium Destructive leadership (2): Leader personality  
*Chairs: Schyns Birgit, Wisse Barbara*  
*Discussant: Jan Schilling*
- Leader Machiavellianism, apparent insincerity, and low leader performance: A multisource moderated mediation analysis  
*Genau Hanna A., Blickle Gerhard, Schütte Nora*
- The role of social astuteness in counterbalancing leader psychopathic disinhibition: A multisource field study on counterproductive work behavior  
*Kranefeld Iris, Blickle Gerhard*
- The behaviour of vulnerable narcissistic leaders  
*Schyns Birgit, Gilmore Sarah, Koch Iris-Katharina*
- Investigating constructive and destructive leadership styles together: A pattern approach  
*Gatti Paola, Schyns Birgit, Cortese Claudio G., Hall Rosalie J.*
- How does leaders' narcissism change the impact of positive and negative leadership from a follower perspective  
*Felfe J., Klebe L., Klug K., Bergner S*
- 14.00-15.15 **FOYER NORD**  
 2621 INVITED SYMPOSIUM - Meetings as Multilevel, Multiplex Challenges: The Importance of Meeting Science, What We Know, and Opportunities for Research and Organizations  
*Facilitator: Steven Rogelberg*  
*Panelists: Nale Lehmann-Willenbrock - Joe Allen - Cornelius J. König - Mark Potteet*
- 14.15-15.45 **ROOM 500**  
 234 INVITED SYMPOSIUM - Work engagement: What's Next?  
*Chair: Arnold B. Bakker*
- Work Engagement: Let's Take Tasks More Seriously  
*Sabine Sonnentag*
- Job crafting and work engagement: Probing nonlinear effects with catastrophe theory models  
*Despoina Xanthopoulou, Dimitrios Stamovlasis*



- 14.15-15.45 **ROOM 500 (234 INVITED SYMPOSIUM)**  
 Testing a Workgroup-Based Approach (SCORE) to Improving Workplace Civility and Work Engagement  
*Michael P. Leiter, PhD*
- Employee work engagement and supervisor-rated performance: Uncovering the role of employee and supervisor crafting  
*Evangelia Demerouti*
- Transformational Leadership and Work engagement: Exploring the Daily Process  
*Arnold B. Bakker, Jorn Hetland, Olav Kjellevold-Olsen & Roar Espevik*
- 14.15-15.15 **COPENAGHEN**  
 1075 SYMPOSIUM - Workplace negative interpersonal relationships: effects of incivility, aggression and mistreatment on employees' well-being and relative protective factors  
*Chairs: Sommovigo Valentina, O'Shea Deirdre*
- Investigating employees' emotional and cognitive reactions to customer mistreatment: An experimental cross-national study  
*Sommovigo Valentina, Setti Ilaria, O'Shea Deirdre, Argentero Piergiorgio*
- The Impact of Incivility and Workplace Aggression on Healthcare Professionals' Burnout, Psychological Wellbeing, and Job Satisfaction: A Longitudinal Study  
*Barretto Yaranon Paolo, Sommovigo Valentina, O'Shea Deirdre, Setti Ilaria*
- Workplace Relational Civility for both preventing Workplace Incivility and promoting well-being of workers in a primary prevention perspective  
*Di Fabio Annamaria*
- Nurses between the hammer and the anvil: Analyzing the role of the workplace prevention climate in reducing internal and external violence  
*Viotti Sara, Guidetti Gloria, Converso Daniela*
- 14.30-15.45 **ISTANBUL**  
 1142 PANEL - Applying Research to Practice: Challenges and Opportunities  
*Facilitator: Andrew Marcinko*  
*Panelists: Bauer Talya, Galli Lorenzo, Wietrak Emilia, Marengo Pietro, Cioca Iulia*
- 14.30-15.45 **ATENE**  
 1020 SYMPOSIUM - The Spillover of Self-Control Depletion Across Domains, Across Time, and Across Individuals  
*Chair: Rivkin Wladislaw*  
*Discussant: Diestel Stefan*
- Row Road, Squabble Square, And Argument Avenue. Commuters' Negative Social Experiences as Antecedent of Workplace Conflict and The Role Of Self-Control  
*Unger D., Albrecht A., Böttcher K., Starzyk A.*
- Flowing to Work to Flow at Work? The Role of Self-Control in Daily Morning Commute and Motivational Work States  
*Gerpott Fabiola, Unger D.*
- The Dynamic Interplay between Emotional Dissonance, Emotional Exhaustion, and Daily Trajectories of Self-Control Depletion: A Latent Growth Modelling Approach  
*Konze Anne-K., Diestel Stefan*

- 14.30-15.45 **ATENE (1020 SYMPOSIUM)**  
The impact of sleep on ego-depletion over the course of the week: Evidence of a curvilinear relationship  
*Sacramento Claudia, Kühnel Jana, Rivkin Wladislaw*
- The Spillover of Self-Control Depletion between Abusive Leaders and Followers – A Weekly Diary Study  
*Babu Nishat, Rivkin Wladislaw*
- 14.45-16.00 **VIP**  
444 SYMPOSIUM - Collective Work Engagement in Teams and Organizations  
*Fortuin Denise, van Mierlo Heleen*
- The Team Job Demands and Resources (tJD-R) Model: Team Engagement Path and Crossover Relationships  
*Urien Begoña, Rico Ramón, Demerouti Evangelia, Bakker Arnold B.*
- Organisational Engagement and Employee Turnover in the Health Sector  
*Dawson Jeremy F.*
- Injustice anywhere is a threat to engagement everywhere  
*Costa Patrícia L., Patient David L., Marques Tatiana*
- Team boosting behavior and team performance: Uncovering the role of team work engagement  
*Fortuin Denise J., van Mierlo Heleen, Paraskevas Petrou, Bakker Arnold B., Demerouti Evangelia*
- Fostering creativity of work units over time through charismatic leadership: The mediating role of work-unit engagement  
*Hernández Ana, González-Romá Vicente, Eman Gea, Melián Verónica*
- 14.45-15.45 **LISBONA**  
946 SYMPOSIUM - Implicit Motives in I/O: New Findings and Practical Applications  
*Chair: Jonas W.B. Lang*  
*Discussant: Bipp Tanja*
- Integrating implicit and explicit personality: Machiavellianism channels implicit aggressiveness into deviant workplace behavior.  
*Galic Zvonimir, Ružojcic Mitja, Restubog Simon*
- Counterproductive Work Behavior: Do Implicit Motives Have Incremental Validity Beyond Explicit Traits?  
*Malte Runge J., Lang Jonas W. B.*
- Implicit Motives in the Upper Echelons: Gender Differences in CEOs' Expression of Power and Affiliation Motivation  
*Brueckner Julie, Lang Jonas W.B., Bosak Janine*
- Developing an automated implicit motivation test for personnel selection  
*Van Cauwenberghe Marijn, Velghe Cédric*
- 15.15-16.45 **MADRID**  
744 SYMPOSIUM - A Shocking Change Examining the Role of Career Shocks in Career Transitions  
*Chairs: Akkermans Jos, Seibert Scott, Mol Stefan T.*
- Does promotion bring happiness? A study on the role of promotion in work-related and general well-being among Swiss employees  
*Udayar Shagini, Urbanaviciute Ieva, Maggiori Christian, Rossier Jérôme*

- 15.15-16.45 **MADRID (744 SYMPOSIUM)**  
 "All Work and No Play Makes Jack(y) Burned-Out". Extending the Career Shock Literature by Looking into the Impact of Student Burnout on Future Workers' Internal Career  
*Peters Pascale, Ossenkop Carolin, van der Heijden Beatrice, Lueb Iris*
- Nature and role of career shocks: A narrative analysis of the BBC Radio 4's Desert Island Discs  
*Okay-Somerville Belgin*
- From shock to shift. A qualitative case comparison of career changes in mid-career  
*Nalis Irina, Kubicek Bettina, Korunka Christian*
- Shocked Into Entrepreneurship: An Explorative Study of Career Shocks Among Graduate Entrepreneurs  
*Rummel Sophie, Akkermans Jos, Blokker Rowena, Van Gelderen Marco*
- Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events  
*Seibert Scott, Nielsen Jordan D., Kraimer Maria L.*
- 15.15-16.30 **PARIGI**  
 1143 SYMPOSIUM - Proactivity at work: Disclosing the role of employees' emotions, affect regulation, and well-being before and after employees' change initiatives  
*Chairs: Starzyk Anita, Bindl Uta*  
*Discussant: Sharon Parker*
- Managing your feelings to enhance proactivity: The type of affect regulation matters  
*Bindl Uta K., Sonnentag Sabine, Parker Sharon K.*
- Your voice is not needed (or heeded): How employees experience, appraise and manage unfavourable managerial responses to their voice and how they decide to voice again  
*Starzyk Anita, Bashshur Michael. R., Bledow Ronald*
- Resistance to taking-charge efforts: Impact on change initiators' emotions and coping behaviours  
*El Mansouri Mouna, Strauss Karoline*
- When taking charge creates work-life conflict: The role of intrinsic motivation  
*Cangiano Francesco, Parker Sharon K., Ouyang Kan*
- Making work meaningful: Proactive work behavior and work meaningfulness in Germany and France  
*Schwake Christopher, Fay Doris, Strauss Karoline, Urbach Tina*
- 15.30-17.00 **LONDRA**  
 155 SYMPOSIUM - Symposium Destructive leadership (1): Leader behaviour and styles  
*Chair: Schyns Birgit*  
*Discussant: Joerg Felfe*
- Don't humor me: Leader negative humor styles, employee trust and outcomes  
*Neves Pedro, Karagonlar Gokhan*
- When a leader resource can be ambivalent or even destructive: Independence at work as a double-edged sword  
*Gatti Paola, Bligh Michelle C., Cortese Claudio G.*
- "This way today and totally different tomorrow" – An interview study on the practitioner's view of inconsistent leadership  
*Schilling Jan, May Daniel, Schyns Birgit*

- 15.30-17.00 **LONDRA (155 SYMPOSIUM)**  
Self-serving Leadership as a Consequence of Leader Fear of Losing Power and Competitive Climate  
*Wisse Barbara, Rus Diana Rus, Keller Anita C.*
- Reporting Unethical Behavior: Moderating Role of Leader's Gender and Behavior  
*Hanges Paul J., Epistola Jordan J., Lucas Jeffrey W., Woodruff Col. Todd D., Beavan Kelly A.*
- Change-related Unethical Leadership and Follower Resistance to Change: A Conceptual Model  
*May Daniel, Moutousi Olga*
- 15.30-16.30 **ROMA**  
1026 SYMPOSIUM - Social Media Use in Personnel Selection: New Perspectives and Directions  
*Chair: Gioaba Irina*  
*Discussant: Landers Richard*
- Preliminary evidence for the validity of LinkedIn-based personality information  
*Fernandez Sébastien, Stöcklin Marie, Terrier Lohyd, Sowon Kim*
- The Impact of Normative Feedback on the Psychometric Properties of the LinkedIn Assessment  
*Levashina Julia, Roulin Nicolas*
- Self-presentation and selection outcomes on professional social media: a comparison between older and younger job seekers  
*Gioaba Irina, Krings Franciska, Kaufmann Michèle C., Sczesny Sabine, Zebrowitz Leslie*
- How Do Job Seekers Manage Impressions on Facebook?  
*Price Jennifer, Myers Vanessa, Duval Alexandra, Sobhani Shayda, Roulin Nicolas*
- 15.30-17.00 **DUBLINO**  
1365 SYMPOSIUM - Return to work after a sickness absence: from theories to practical ways  
*Chairs: Miglioretti Massimo, Corbiere Marc*
- Individual psychological factors and tools related to RTW after a sick-leave due to musculoskeletal and common mental disorders: A literature review  
*Gragnano A., Villotti P., Larivière C., Negrini A., Corbière M.*
- A literature review and tools appraisal of organizational factors associated with return to work in workers on sick leave due to musculoskeletal and common mental disorders  
*Villotti P., Gragnano A., Dionne CE, Larivière C, Corbière M*
- Perceived Return-to-Work Obstacles and Self-Efficacy for Overcoming Barriers in Workers Suffering from physical and mental impairments  
*Corbière M., Negrini A, Lachance J-P, Olivares S, Mazaniello M*
- Validation of the Italian cardiovascular version of the Return to Work Obstacles and Self-Efficacy Scale  
*Miglioretti Massimo, Gragnano A, Negrini A, Corbiere M*
- Accommodations for older workers aged 45 or over returned to work after sick-leave due to physical or psychological impairments  
*Negrini A., Dubé J, Naji R, Comeau M, Hupé J, Vila Masse S, Legendre-Courville L, Corbière M*
- Utilization of validated tools to identify obstacles and work accommodations within a sustainable Return-to-Work (RTW) program for employees on sick leave due to common mental disorders (CMDs)  
*Mazaniello M., Corbière M, Lachance J-P, Guay S, Panaccio A, Lecomte T*

15.30-16.30

**COPENAGHEN**

1740 SYMPOSIUM - Workplace Wellbeing Symposium - Considering the Physical and Psychosocial Work Environment

*Chairs: Yarker Jo, Weber Clara, Charlotte Hermans*

New Approach to Investigating Employee Wellbeing – Considering the role of the physical environment and the psychosocial work environment

*Yarker J., Weber C, Hermans C*

Building for work, health and wellbeing – evaluating the impact of an office relocation on physical activity and psychological wellbeing

*Munir F., Yarker J., Duckworth J., Clemens S.*

The Privacy Appraisal Model

*Weber Clara*

The Meaning and Measurement of Privacy At Work – Development and Evaluation of the Privacy At Work Inventory (PAW)

*Weber Clara*

16.00-17.30

**ISTANBUL**

1012 INVITED SYMPOSIUM - Interventions aimed at creating healthy workplaces

*Chair: Rus Diana*

Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 1 – scientists’ presentation)

*Andrea Ceschi, Arianna Costantini, Franco Fraccaroli, Riccardo Sartori*

Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 2 – practitioners’ presentation)

*Andrea Ceschi, Marija Gostimir, Stefania Carnevali, Marco Malavasi*

Intervention and communication processes to translate research into well-being at work: Evidence from research

*Arianna Costantini, Evangelia Demerouti, Andrea Ceschi, Riccardo Sartori*

Intervention and communication processes to translate research into well-being at work: Experiences from practice

*Nicola Salandini, Clara Magnano, Arianna Costantini*

16.00-17.00

**LISBONA**

1091 SYMPOSIUM - Examining the Social and Situational Mechanisms of Strength Use at Work

*Chairs: Moore Hannah, van Woerkom Marianne*

*Discussant: Bakker Arnold B.*

Exploring character strengths, well-being and performance at work: New findings and applications

*Dubreuil Philippe, Harzer Claudia*

Principals’ Strengths Use: Links with Teachers’ and Students Feelings in School

*Amoury-Naddaf Sahar, Lavy Shiri*

Strength Use and Work Engagement: The Role of Colleague Recognition

*Moore Hannah L., Bakker Arnold B., van Mierlo Heleen*

The effect of performance appraisal on the relationship with the supervisor and on motivation to improve

*van Woerkom Marianne, Kroon Brigitte, Hutschemaekers Rosalie*

16.00-17.00

**ATENE**

1518 SYMPOSIUM - Linking family supportive supervisor behaviours (FSSB) to employee contexts and outcomes

*Chair: Kelly Ciara*

*Discussant: Russo Marcello*

When employees and supervisors (do not) see eye to eye on family supervisor behaviors: The role of segmentation preference and work-family culture

*Marescaux Elise, Rofcanin Yasin, Las Heras Mireia, Ilies Remus*

Demonstrating the context dependent effects of the positive relationship between FSSB and flexibility i-deals

*Kelly Ciara, Las Heras Mareia, Rofcanin Yasin, Ogbonnaya Chidiebere, Bosch Kreis María José,*

*Marescaux Elise*

Supporting proactively embedded employees; The role of Family Supportive Supervisor Behavior (FSSB) in shaping differential employee outcomes via idiosyncratic (i-deals) deals and fit

*Kelly Ciara, Las Heras Mareia, Rofcanin Yasin, Bosch Kreis María José*

Family Motivation of Supervisors: Exploring the Impact on Subordinates' Work Performance via FSSBs and Work-Family Balance Satisfaction

*Erdogan Didem Taser, Bosch Maria Jose, Rofcanin Yasin, Stollberger Jakob, Las Heras Mireia*

16.15-17.00

**VIP**

1039 SYMPOSIUM - Work Accomodation: the perspective of co-workers and recruiters

*Chair: Bertolino Marilena*

*Discussant: Fred Zijlstra*

How do I perceive my colleague who benefits of work accommodation for disability? The role of stereotypes, justice and discrimination perceptions

*Pantaleon Nathalie, Bertolino Marilena*

How do co-workers perceive work accommodations offered to persons suffering from burnout?

*Villotti P, Angel V, Corbière M, Desmette D*

Just do it! When perceived feasibility of work accommodation reduces recruiters' propensity to discriminate and propensity to include.

*Herman Angel*

16.45-18.00

**PARIGI**

2027 INVITED SYMPOSIUM - The Move to the Business Schools: Challenges and Opportunities for the Future of Work and Organizational Psychology

*Chair: Anseel Frederik*

*Panelists: Chen Gilad, Lievens Filip, Stephan Ute, Roulin Nicholas*

16.45-18.15

**ROMA**

983 SYMPOSIUM - Inclusive organisational socialisation: Perspectives on integrating and supporting new employees

*Chairs: Cooper-Thomas Helena, Batistic Sasa*

Understanding newcomer role orientation in the workplace: A self-determination theory perspective  
*Chen Jenny, Cooper-Thomas Helena D.*

Unpacking the Role of Adaptability Components in the Successful Socialisation of Low-Skill Workers in China: An Interactive Framework

*Lapointe Émilie, Schwarz Gary*

- 16.45-18.15 **ROMA (983 SYMPOSIUM)**  
Towards a more inclusive workplace: Resettled refugee experiences adjusting to work in New Zealand  
*Dehar Tamsin, Cooper-Thomas Helena D., Marlowe Jay, Cartwright Claire*
- Digitize me – implications of new employees' strategic value for their virtual organizational socialisation  
*Batistic Sasa, Cooper-Thomas Helena D., Kenda Renata*
- Motivating Volunteers: Getting It Right From The Start  
*Chong Jane X.Y., Gagné Marylène, Dunlop Patrick D., Holtrop Djurre*
- The inclusion of uniqueness: The role of need for closure and expertise in the adoption of newcomers' unique ideas in a group  
*Theodorou Annalisa, Livi Stefano, Levine John M., Kruglanski Arie W., Pierro Antonio*
- 17.00-18.00 **ROOM 500**  
876 SYMPOSIUM - Applying Computational Modeling to Organizational Research  
*Chairs: Kozlowski Steve, Chao Georgia*
- An Overview of Computational Modeling  
*Kozlowski Steve W. J., Chao Georgia T.*
- The Uses and Utility of Computational Modeling: Debunking Common Misconceptions  
*Braun Michael T.*
- Priming the Pump: Principles for Computational Theory Development  
*Grand James A.*
- The Interplay between Computational Modeling and Empirical Data  
*Kuljanin Goran, Outland Neal B., Guth Elizabeth A., Weiss Jake A., Lowe Ashlyn P.*
- 17.00-18.15 **MADRID**  
1010 SYMPOSIUM - Workaholism: towards a better understanding of its nature and consequences  
*Chairs: Balducci Cristian, Spagnoli Paola*
- When is workaholism associated with biomarkers of stress? Exploring the moderating role of work engagement  
*Girardi Damiano, Falco Alessandra, Dal Corso Laura, De Carlo Alessandro*
- Job demands, workaholism, individual well-being, and stress crossover: A within-person perspective  
*Clark Malissa A., Hunter Emily M., Carlson Dawn S.*
- Workaholism, intensive smartphone use and sleep disorders: a multiple mediation model  
*Spagnoli Paola, Balducci Cristian, Barbato Giuseppe, Fabbri Marco*
- Consequences of workaholism  
*Hakanen Jari*
- A within-individual investigation on the relationship between workaholism and blood pressure  
*Balducci Cristian, Spagnoli Paola, Toderi Stefano*
- 17.15-18.30 **LONDRA**  
1005 SYMPOSIUM - Unravelling boundary conditions and underlying mechanisms of spillover processes: The role of resources, appraisal, detachment and off-job crafting.  
*Chair: Germeyns Lynn*  
*Discussant: Carmen Binnewies*

- 17.15-18.30 **LONDRA (1005 SYMPOSIUM)**  
 Exhausted before work? A diary study on demands before work and their impact on fatigue and job performance  
*Dettmers Jan, Wendt Carolin, Biemelt Jana*
- Episodes of work-related intrusions at home and well-being: The role of appraisal  
*Sara Tement, Horvat Marina, Shockley Kristen*
- The role of psychological detachment and psychological availability in the effects of workload on the behavior towards the partner: A diary study among dual-earner couples.  
*Meier Laurenz L., Cho Eunae, Chariatte Cyril*
- How do supportive colleagues at work make me a supportive partner at home? The role of interpersonal capitalization and psychological detachment.  
*Germeys Lynn, Abraham Elisabeth, Verbruggen Marijke*
- Off-job crafting to proactively shape recovery time  
*Kujanpää Miika, de Bloom Jessica, Kinnunen Ulla*
- 17.15-18.15 **VIP**  
 450 SYMPOSIUM - Working for the greater good  
 Chair: Zijlstra Fred R. H.  
 Discussant: Zijlstra Fred R. H., Mulders Henny
- Decent Work for the common good  
*Pais Leonor Pais, dos Santos Nuno Rebelo*
- For the Sustainable good: A practical approach to promoting sustainable employability in organizations  
*Rutten Rosine, Fleuren Bram*
- Organizational practices that facilitates the integration of employees with disability: Socialization and insiders' affective climate  
*Medina Francisco J., Gamero Nuria, Sanclemente Francisco J., López-Cabrera Rocío*
- Monitoring the Work Capability of People with Limited Work Capacity (LWC)  
*van Ruitenbeek Gemma M. C., Zijlstra Fred R. H., Hülsheger Ute R.*
- 17.15-18.30 **LISBONA**  
 1154 SYMPOSIUM - Working for the greater good in services: risks and innovation impacts on employees' wellbeing  
 Chairs: Zappalà Salvatore, Martínez-Tur Vicente
- Emotional Labour and Work-Family Conflict in Voice-to-Voice and Face-to-Face Customer Relations: a Multi-group Study in Service Workers  
*Emanuel Federica, Colombo Lara, Ghislieri Chiara, Cortese Claudio Giovanni*
- Unfriendly customer behaviors and employees' psychological capital: the role of psychosomatic symptoms and positive humor events at work: A moderated mediation approach  
*Junça-Silva Ana, Rueff-Lopes Rita*
- Linear and curvilinear relationships between well-being at work and service quality: an investigation in centers for individuals with intellectual disability  
*Martínez-Tur Vicente, Stone Michael, Estreder Yolanda, Moliner Carolina, Gracia Esther*
- Service climate and employees' burnout: the mediating role of team engagement across time  
*Zappalà Salvatore*



- 17.15-18.30 **LISBONA (1154 SYMPOSIUM)**  
Digitalization in Health Care and the impacts on the interaction work  
*Kumbruck Christel*
- 17.15-18.15 **ATENE**  
1537 SYMPOSIUM - Healthy healthcare workers: Psychosocial working conditions, health, quality of care, retention and success factors of interventions  
*Chair: Bauer Georg F.*
- Workplace and personal wellbeing factors associated with burnout in Irish hospital doctors - specialties comparison  
*Prihodova Lucia, Walsh Gillian, Hayes Blánaid*
- Linking the psychosocial working conditions, burnout, psychological morbidity symptoms and early retirement intentions in UK hospital consultants  
*Teoh Kevin RH, Khan Atir, Islam Saiful, Hassard Juliet*
- The key job resources and demands of nurses and their translation into interventions  
*Broetje Sylvia, Jenny Gregor J., Bauer Georg F.*
- Assessment of differential intervention effects for direct and indirect participants in an organizational health intervention implemented in healthcare  
*Lehmann Anja, Brauchli Rebecca, Bauer Georg F.*
- 17.15-18.30 **DUBLINO**  
887 SYMPOSIUM - IFPOC symposium: Discovering antecedents and consequences of complex change recipients' reactions to organizational change  
*Chairs: Vakola Maria, Van Dam Karen*  
*Discussant: Fugate Mel*
- Synthesizing research on organizational change reactions: A systematic review  
*Kanitz Rouven, Gonzalez Katerina*
- Ambivalence and adaptive performance: The moderating role of work engagement  
*Vakola Maria, Katsaros Kleanthis, Paraskevas Petrou*
- Taking an event-based approach to understanding emotional responses to ongoing change  
*Kiefer Tina, Barclay Laurie*
- Positive organizational change: The role of sense making and emotion regulation for adaptive performance  
*Niessen Cornelia, van Dam Karen*
- Accepting failure: A configuration-based perspective on organizational failure  
*Bouckenooghe Dave, Schwarz Gavin*
- 17.15-18.30 **COPENAGHEN**  
820 SYMPOSIUM – IFPOC symposium - Leading organizational change: New insights on how leaders navigate turbulent waters  
*Chair: Neves Pedro*  
*Discussant: Schyns Birgit*
- CLT at the Interface of Managers and Employees During Organizational Change: Introducing the Concept of Change Construal  
*Berson Yair, Oreg Shaul, Wiesenfeld Batia*

- 17.15-18.30 **COPENAGHEN (820 SYMPOSIUM)**  
 Servant leadership and work engagement as antecedents of employees' adaptational performance during organizational changes  
*Kaltiainen Janne, Hakanen Jari*
- Effects of a change-oriented training in transformational and instrumental leadership: A two-study experiment  
*Millhoff Catrin, Rowold Jens*
- Empowering leadership and organizational trust: Implications for intentions to resist future change  
*Neves Pedro*
- Organisational structure, climate and culture: Conceptual issues and empirical evidence regarding working conditions and individual outcomes of leaders and employees  
*Steidelmüller Corinna, Wittmers Anja*

## ORAL SESSIONS

- 08.00-10.15 **PRAGA**  
 ORAL\_45 TRAINING & DEVELOPMENT  
 Chair: *von Treuer Kathrin*
- 581 The Double-Edged Sword of Diversity – Taking a Closer Look at Heterogeneous Training Group Composition  
*Müller Alessa, Prof. Dr. Möller Heidi, Dr. Kotte Silja*
- 1276 When and How Leadership Training for Managers Makes Subordinates Happy?: A Three-wave Multilevel Analysis  
*Shishido Takt, Maeyama Kyosuke, Ueno Saho*
- 812 Time equals money?: A randomized controlled field experiment comparing four types of training vouchers  
*Fleuren Bram, de Grip Andries, Kant IJmert, Zijlstra Fred*
- 1201 When proactive personality matters? A three-wave investigation of proactive personality as a trigger of the transfer of training process  
*Vignoli Michela, Depolo Marco*
- 226 Digital Fluency – a Key Competence to Perform in the Digital Age?  
*Zimmermann Sophia, Kunze Florian*
- 1624 From isolation to interaction: A social network perspective on aging teachers' position in school organizations.  
*Brouhier Quentin, März Virginie, Raemdonck Isabel*
- 80 Does being in a talent pool always reap benefits? The moderating influence of narcissism  
*Kanabar Janki, Fletcher Luke*
- 497 Dynamics between competence beliefs for applied work and related job tasks  
*Lerche André D. S., Burk Christian L., Wiese Bettina S.*
- 904 A psychology competency model: Defining the practice competencies as meta-competencies in the context of psychological practice  
*von Treuer Kathryn*

08.00-09.45

**FOYER 500**

## ORAL\_63 EMOTION REGULATION

*Chair: D'Oliverira Teresa C.*

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

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

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

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

1188 Affective Systems and Workplace Behaviors: Portuguese Validation of the Affective Neuroscience Personality Scales (short version)  
*Féria de Almeida Teresa, Campos Ramalho Nelson, Esteves Francisco*

1423 The double role of surface acting in the context of a perceived emotional demands-abilities fit and the burnout dimension disengagement  
*Mausz Irmgard, Kuonath Angela, Kennecke Silja, Frey Dieter*

1367 Timing emotions and emotional regulation in the workplace: The entwined nature of circadian rhythms and emotions in the workplace  
*D'Oliveira Teresa C.*

08.00-09.30

**MEZZANINE**

## ORAL\_68 TECHNOLOGY &amp; VIRTUALITY

*Chair: Berkers Hannah*

1259 Stop the Stigma! Understanding the Bright Side of Social Media Use at Work  
*Wang Bin, Liu Yukun, Parker Sharon*

1184 Digital transformation of mentoring relationships – does personality matter?  
*Stockkamp Mariella Theresa, Hauser Alexandra, Frey Dieter*

617 When technologies take over: Benefits of job rotation and the mediating mechanisms  
*Mlekus Lisa, Lehmann Janine, Maier Günter W.*

1198 When Computers Take the Lead: The Automation of Leadership  
*Wesche Jenny Sarah, Sonderegger Andreas*

1736 Understanding and re-designing the workplace through structured video-analysis  
*Orso Valeria, Ziviani Riccardo, Barattini Roberto, Bondani Giulio, Radu Robert, Gamberini Luciano*

921 The influence of Robotization on Meaningful Work  
*Berkers Hannah, Rispens Sonja, Le Blanc Pascale*

08.00-08.45

**NH FONDERIA**

## ORAL\_74 INSECURITY &amp; CONTINGENT JOB

*Chair: Ghezzi Valerio*

- 08.00-08.45 **NH FONDERIA (ORAL\_74 INSECURITY & CONTINGENT JOB)**  
1160 Effects of prolonged job insecurity on Big Five personality change  
*Wu Chia-Huei, Wang Ying, Parker Sharon, Griffin Mark*
- 1668 Women who Chose to be in a Man's Job: Career Experiences of Women Internet Taxi Drivers in Tehran  
*Beigi Mina, Nayyeri Shahrzad, Shirmohammadi Melika*
- 395 Job Contract, Work-Related Stress, and Perceived Well-Being: Does age make a difference?  
*Ghezzi Valerio, Barbaranelli Claudio, Ciampa Valeria, Di Tecco Cristina, Ronchetti Matteo, Persechino Benedetta, Iavicoli Sergio*
- 08.00-09.00 **VIP**  
**ORAL\_54 MOTIVATION**  
*Chair: Van Dijk Dina*
- 1627 How Do Perceived Need Support and Communication Among Colleagues Predict Satisfaction at Work?  
*Grenier Simon, Gagné Marylène*
- 1661 When gossip is selfish: Competitive team goals and feelings of entitlement stimulate employees to self-promote through gossip  
*Martinescu Elena*
- 1250 Eudaimonic and Hedonic Orientations as Self-Motives for Engagement: a Future Time Perspective  
*Kelleher Aly, Michaelides George*
- 792 Intrinsic and extrinsic factors as predictors of intention to leave occupation: The case of physicians in the public versus private sectors in Israel  
*Van Dijk Dina, Kushnir Talma*
- 08.00-10.00 **ATENE**  
**ORAL\_55 EMOTION IN WORKPLACE**  
*Chair: Casper Anne*
- 690 Leader-follower emotion diffusion in a context of workplace change  
*Peters Kim, Steffens Niklas, Yang Jerry*
- 339 Career regret - a stage based examination  
*Budjanovcanin Alexandra, Woodrow Chris*
- 569 Individual work outcomes following pride expressions  
*Brosi Prisca*
- 1635 The emotional effects of making mistakes: A qualitative study of the emotional outcomes of prescribing errors  
*Giga Sabir, Fletcher Ian, Brewster Liz, Varey Sandra*
- 1760 Personality and sickness absence: The moderating role of gender, age and supervisor support  
*Løset Gøril Kvamme, von Soest Tilmann*
- 2339 Emotional Labor Behind the Female Advantage: Gendered Effects of Deep and Surface Acting on Performance  
*Leire Gartzia, Manuel Pulido, Nekane Aramburu, Pilar Berrios, Esther Lopez-Zafra*
- 73 Exploring the benefits of Expressive Writing for workplace embitterment; a randomised control trial  
*Michailidis Evie, Cropley Mark*

- 08.00-10.00 **ATENE (ORAL\_55 EMOTION IN WORKPLACE)**  
320 The Power of Affect: A Three-Wave Panel Study on Reciprocal Relationships Between Work Events and Affect at Work  
*Casper Anne, Tremmel Stephanie, Sonnentag Sabine*
- 08.15-10.00 **BRUXELLES**  
ORAL\_41 ENGAGEMENT  
*Chair: Paolillo Anna*
- 100 The Fragile Harmony within Managers' Public Service Motivation and Work Engagement in Public Sector Organizations: A Qualitative Study  
*Vinarski Peretz Hedva*
- 268 Playful Work Design: Conceptualization, Measurement, and Validity  
*Scharp Yuri, Bakker Arnold, Breevaart Kimberley*
- 469 Exploring possible Relationships of Work Meaningfulness and Perceived Organizational Support with Work Engagement: The Moderation Effects of POS in an Empirical Study in France  
*Canboy Basak, Tillou Caroline, Barzantny Cordula, Guclu Burcin, Benichoux Florence*
- 1081 Influence of National Culture on Employee Engagement – Study in Sri Lanka  
*Pituwala Praja*
- 225 Right job or not? – The roles of organizational engagement, support and virtual community trust  
*Toth Ilona, Sintonen Sanna, Vanhala Mika, Olkkonen Laura*
- 313 Challenge Stressor and Organizational Commitment—The Mediation Role of Thriving  
*Mkhabela Kelebogile, Jia Huiyuan, Wang Feining*
- 1104 Psychological capital and work engagement: the mediating role of job crafting  
*Paolillo Anna, Platania Silvia, Silva Silvia A.*
- 08.15-09.00 **NH PRESSE**  
ORAL\_80 UNEMPLOYMENT  
*Chair: Budworth Marie-Helene*
- 82 Social Capital in Job Search: Examining Predictors and Outcomes of General vs. Job Search-Specific Social Capital  
*da Motta Veiga Serge, Wilhelmy Annika, Hasler Katrin, Ambühl Mirjam, Kleinmann Martin*
- 783 How to explain the low mental health of unemployment persons : a combination of individual and intergroup perspectives  
*Seghouat Selma, Bourguignon David, Fointiat Valérie*
- 1420 Getting out of the job search rut: An exploratory study of the movement between phases  
*Budworth Marie-Helene, Harrison Jennifer, Halinski Mike*
- 08.15-09.00 **NH COLLAUDO**  
ORAL\_86 LEADERSHIP & MANAGEMENT  
*Chair: Scholz Florian*
- 1648 Gender differences in leadership: an Italian study with the LBLM  
*Di Lorenzo Maria Rosaria, Ardolino Piermatteo, Iezzi Domenica Fioredistella, Favretto Giuseppe*
- 388 The impact of motivation to lead on followers' perceptions of leader behavior: the mediating role of stress  
*De Hauw Sara, De Stobbeleir Katleen*

- 08.15-09.00 **NH COLLAUDO (ORAL\_86 LEADERSHIP & MANAGEMENT)**  
1490 More cookies for all of us: The influence of leadership on prosocial behavior when competition gets tough  
*Scholz Florian, Kearney Eric*
- 08.30-10.00 **VARSAVIA**  
ORAL\_50 INSECURITY & CONTINGENT JOB  
*Chair: Morf Manuela*
- 1801 Quantitative Job Insecurity and Well-being: Do Hindrance and Challenge Appraisals Mediate this Association?  
*Charkhabi Morteza, Habibi Mojtaba, Amanollah Mojtaba*
- 414 The effects of job insecurity on economic decisions in two different contexts  
*Castiglioni Cinzia, Lozza Edoardo*
- 1371 Antecedents of job insecurity: An examination of individual and organizational level variables  
*Costa Sandra, Neves Pedro*
- 1398 Job insecurity as a challenge stressor? A test of mechanisms linking insecurity to work behaviors  
*Costa Sandra*
- 492 Job preservation efforts: When job insecurity prompts or impedes performance  
*Koen Jessie, Low Jasmine T.H., van Vianen Annelies E.M.*
- 769 Getting what they have asked for: Testing a proactivity intervention among temporary agency workers  
*Morf Manuela, Sender Anna, De Cuyper Nele*
- 08.30-09.30 **VIENNA**  
ORAL\_57 MEASUREMENT  
*Chair: Sanchez Diana*
- 658 Italian validation of the Multi-Dimensional Interview Self-Efficacy scale  
*Petruzzello Gerardo, Mariani Marco Giovanni, Chiesa Rita, Cardinali Federico, Guglielmi Dina*
- 25 Scale Adaptation in Organizational Sciences Research: A Review and Best-Practice Recommendations  
*Heggestad Eric, Scheaf David, Banks George, Monroe Mary, Tonidandel Scott, Williams Eleanor*
- 823 Validation of five psy  
*Vander Elst Tinne, De Becker Freya, De Witte Hansans, Baillien Elfi, Van den Broeck Anjanja, Godderis Lode*
- 423 Video Game Experience (VGE) Scale Development: Designing and Validating a Scale with Implications for Game-Based Learning and Assessment  
*Sanchez Diana, Langer Markus*
- 09.00-10.30 **NH FONDERIA**  
ORAL\_75 WORK LIFE INTERFACE  
*Chair: Du Danyang*
- 503 Did you think of your leisure time today? An hourly study of the relationship between Thoughts of Leisure Time (ToLT) and work engagement  
*Seibel Sebastian, Volmer Judith, Syrek Christine*
- 535 Situational Strength Perceptions of After-Hours Work Demands  
*Calderwood Charles, Minnen Molly E., England Katie, Meyer Rustin D*

- 09.00-10.30 **NH FONDERIA (ORAL\_75 WORK LIFE INTERFACE)**  
575 Emotional Resources Link Work Demands and Experiences to Family Functioning and Employee Well-being: The Emotional Resource Possession Scale (ERPS)  
*Ilies Remus, Ju Huirong, Liu Yukun, Goh Zen*
- 1599 Sickness absence of nurses working in residential elder care: both job- and home-related?  
*Peters Velibor, de rijk Angelique E., Engels Josephine, Houkes Inge, Kant Ijmert*
- 1623 The effect of daily afterhours mobile use on work mental fatigue and social activities at home  
*Magni Massimo, Netchaeva Ekaterina, Ilies Remus*
- 833 Introducing a process view of the work-home interface: A series of tests of the Work-Home Resources (W-HR) Model  
*Du Danyang, Derks Daantje, Bakker Arnold*
- 09.15-11.00 **NH PRESSE**  
ORAL\_81 DISCRIMINATION & EQUALITY  
*Chair: Grajfoner Dasha*
- 949 Enhancing Diversity at Work through Supported Employment for People with Disabilities  
*Arikan Selma, Cihan Ahmet, Akgün Ozcan Erkan, Ayyildiz Emine, Güleç Aslan Yesim, Canli Korkut Beliz, Bilican Fatma Isil, Wltavsky Zdenka, Grudeva Petia, Dias Antonio Silva, Dönmez Oral Betül, Ozturk Kubra*
- 489 It's time to leave the nest! Disabled individuals facing a limbo risk during school to work transition  
*Richard Sarah, Grima François*
- 1169 Supporting dyslexia in the workplace: Linking research to practice  
*Smith-Spark James, Gordon Rebecca*
- 228 Implicit Teacher Theories: A Hidden Gender Bias in Higher Education  
*Eubanks Dawn, Kiefer Tina*
- 577 Sexual Orientation Diversity and Inclusion in the Workplace  
*Williams Ashley, Thompson Neill, Kandola Binna*
- 1224 Career Planning: Challenges Women Face in their place of Workplace  
*Michailidis Maria, Voukelatou Europa*
- 1450 Athena SWAN Charter for Gender Equality: Case Study on Exploring Work-Life Balance and Wellbeing in Higher Education  
*Grajfoner Dasha, Karanasiou Panagiota – Penny, Napier Jemina*
- 09.15-10.45 **NH COLLAUDO**  
ORAL\_87 MOTIVATION  
*Chair: Basinska Beata*
- 332 Goal setting reloaded: The influence of minimal and maximal goal standards on satisfaction after performance feedback  
*Giessner Steffen*
- 970 Motivation in Game-Based Training: The Importance of Definition in Measurement  
*Sanchez Diana R., Nelson Tristan, Weiner Erik, Schnall Jasmine, Kraiger Kurt*
- 989 Is it "Mine" or "Ours"? The Effects of Individual and Collective Psychological Ownership: A Multilevel Model  
*Martinaityte Ieva, Unsworth Kerrie, Sacramento Claudia*

- 09.15-10.45 **NH COLLAUDO (ORAL\_87 MOTIVATION)**  
1159 Work addiction and its relationship to the Self-determination theory, work outcomes, health and job characteristics  
*Van Coillie Hermina, Verlinden Heidi*
- 1168 Motivation to learn from multiple projects: A myth of modern work design?  
*Flestea Alina, Bria Mara, Curseu Petru, Fodor Oana*
- 1324 Motivate to enhance scientific effectiveness: a qualitative study among authorities at the technical university  
*Szuflita-Zurawska Magdalena, Basinska Beata*
- 09.30-10.45 **FOYER NORD**  
ORAL\_79 BULLYING  
*Chair: Gonzalez-Morales M. Gloria*
- 113 On the horns of a dilemma: How bystander-helping intention is affected by perceived organizational support, relational identification with the supervisor, perceived victim responsibility and bystander  
*Cem Ersoy Nevra, Peker Mehmet*
- 593 Workplace bullying and psychological distress. A study of university employees in Norway  
*Koval Olena, Mathisen Gro Ellen, Hansen Håvard*
- 913 The phenomenon of Ostracism in workplace bullying and it's motive within Human Service Organizations in Sweden.  
*Matsson Anneli*
- 704 Social inequalities in bullying exposures: the contribution of work and management practices  
*Bouville Gregor, Campoy Eric*
- 1033 'I Would Be Rude to Them': Exploring the Relation between Target's Traits and Incivility Enactment  
*Provencher Yannick, Gonzalez-Morales M. Gloria*
- 09.45-11.30 **VIENNA**  
ORAL\_58 FLEXIBLE WORKING HOURS  
*Chair: Falkenberg Helena*
- 252 The missing link between workplace flexibility and workplace connectivity behavior during non-work time  
*Schmoll René*
- 606 The effect of work-time control on sickness absence due to musculoskeletal and mental disorders  
*Leineweber Constanze, Albrecht Sophie, Ojajärvi Anneli, Oksanen Tuula, Kecklund Göran, Härmä Mikko*
- 1383 Exploring the impacts of the 24/7 society: A systematic review of the association between shift work and affective disorders  
*D'Oliveira Teresa C., Agnostopoulos Antonios*
- 640 Health and Work-Life Balance Across Types of Work Schedules: A Latent Class Analysis  
*Brauner Corinna, Frank Kilian, Wöhrmann Anne Marit, Michel Alexandra*
- 1356 Flexible but exhausted: How interruptions thwart the positive effects of flexitime.  
*Meyer Edo, Schöllbauer Julia, Korunka Christian*



- 09.45-11.30 **VIENNA (ORAL\_58 FLEXIBLE WORKING HOURS)**  
1344 Towards a Dynamic Perspective of Workplace Flexibility: A Latent Growth Curve Modelling Approach to Understand the Long-term Effects on Performance and Work-Engagement  
*Wessels Christina, Schippers Michaéla*
- 1389 Emotional exhaustion and parent's relative perceived work flexibility  
*Leineweber Constanze, Falkenberg Helena, Albrecht Sophie*
- 09.45-11.00 **MEZZANINE**  
ORAL\_69 DIVERSITY  
*Chair: Bye Hege H.*
- 1531 Managing diversity in the workplace: Organizational Diversity & Inclusion Scales (ODIS)  
*Menatta Pietro, De Simone Silvia, Borgogni Laura*
- 413 Dynamic Effects of Demographic Dissimilarity: An Anchoring Events Perspective  
*Reinwald Max, Kunze Florian*
- 590 Syrian refugees in Dutch organizations  
*de Vries Sjiera*
- 1596 Place4Carers: engaging family caregivers of elderly people in a community-based co-design project for social service innovation in ValleCamonica.  
*Graffigna Guendalina, Barello Serena, Morelli Niccolò, Masella Cristina, Corbo Massimo, Ferrari Roberta*
- 1500 Perceived career support: The interaction of subordinate and supervisor gender in the Norwegian Police Service  
*Bye Hege H., Bjørkelo Brita*
- 10.00-11.45 **FOYER 500**  
ORAL\_64 EMOTIONAL LABOR (REGULATION)  
*Chair: Fletcher Ian*
- 1777 Emotional Dissonance in workplaces: differences between jobs and perceived well-being  
*Pace Francesco, Sciotto Giulia, Foddai Elena*
- 322 Emotional exhaustion as an antecedent of surface acting: A diary study  
*Nesher Shoshan Hadar, Sonnentag Sabine*
- 358 The „Why“ matters – The Effect of Motives for Emotion Regulation on the Emotional Labor – Well-being Link  
*Winkler Anna, Zapf Dieter, Kern Marcel*
- 1212 No job demand is an island – Interaction effects among emotional demands and other types of job demands  
*Geisler Martin, Berthelsen Hanne, Hakanen Jari*
- 1666 Who is stressed out by emotion work? The changing nature of emotional job demands in different types of service jobs  
*Kern Marcel, Trumpold Kai, Zapf Dieter*
- 1644 Emotion Work: Challenge or Hindrance Stressors? A 3-wave Longitudinal Study  
*Zapf Dieter Kern Marcel, Holz Melanie, Dollard Maureen F.*
- 1584 Caring for the carers: the role of emotions in compassion among doctors and nurses.  
*Fletcher Ian, Giga Sabir, Jackson-Koku Gordon*

10.15-12.15

**VARSAVIA****ORAL\_51 BURNOUT & FATIGUE***Chair: Allwood Carl Martin*

318 The distinct effects of work mastery, engagement and affectivity on the dimensions of burnout: Exploring the possibilities of the Burnout Assessment Tool

*Torhild Anita Sørengaard, Marit Christensen, Eva Langvik, Ingrid Steen Rostad, Ingvild Saksvik-Lehouillier*

145 Work-Life Balance and Turnover Intentions of Top Executives: A Moderated--Mediation Model Exploring Knowledge Sharing

*Haar Jarrod, O'Kane Conor, Schmitz Anja, Woodfiled Paul, Daellenbach Urs, Davenport Sally*

338 The relation between living a calling and different aspects of burnout in Swedish ministers

*Buratti Sandra, Allwood Carl Martin, Geisler Martin*

937 Can organisational trauma predict burnout?: A ROC curve analysis.

*Alonso Peña Pablo, Sylin Michel, Leysen Jan*

1392 The role of team relational dynamics on burnout and affect; a compositional approach

*Bria Mara, Curseu Petru Lucian, Fodor Oana Catalina, Flestea Alina Maria*

1835 Assessing the Main-, Moderating-, and Mediatory-Effects of Overcommitment (Within Siegrist's Effort-Reward Imbalance Model)

*Williams Cameron, Dziurawiec Suzanne, Larsen Mark*

1601 The Association of Work Characteristics, Sleep, and Physical Activity with Burnout

*Janurek Janina, Abdel Hadi Sascha, Mojzisch Andreas, Häusser Jan Alexander*

501 Gender differences in some causes of exhaustion in ministers, psychologists and teachers in Sweden

*Allwood Carl Martin, Geisler Martin, Buratti Sandra*

10.30-12.15

**PRAGA****ORAL\_46 ETHIC & SUSTAINABILITY***Chair: Huhtala Mari*

1564 Pay, Pay inequality and Depressed Well-being

*Conway Neil, Fortin Marion, Bouville Gregor, Campoy Eric*

1815 Investigating the pro-environmental initiatives of Turkish companies

*Yazar Yagizhan, Mete Ipek, Ones Deniz*

1501 Engagement in healthy food: a study on the psychological determinants of free-from products consumption

*Savarese Mariarosaria, Graffigna Guendalina*

64 Fostering Respect in the Workplace: An Application of Positive Organizational Ethics

*Sekerka Leslie E.*

721 Decision-making process of corrupt behaviour

*Manara M. Untung, Nubold Annika, van Gils Suzanne, Zijlstra Fred*

1098 The relationship between ethical infrastructure and whistleblowing behavior

*Einarsen Kari, Matthiesen Stig Berge, Mykletun Reidar Johan, Salin Denise*

368 Leader moral identity: Multilevel associations with follower-rated leader integrity and the quality of leader-member exchange relationship

*Huhtala Mari, Kiuru Noona, Tsupari Heidi, Feldt Taru*

10.45-12.00

**NH FONDERIA**

ORAL\_76 HUMAN RESOURCES MANAGEMENT

*Chair: Hornung Severin*

583 The Science of Assessing Potential: an evidence-based approach to high potentials identification  
*Galli Lorenzo, Bourne Alan, Posarelli Massimo, Cioca Iulia Alina, Vanini Silvia*

615 The Relationship between Organizational Support for Development and Turnover Intention: the Roles of Perceived Insider Status and Employability

*Xu Xiaomin, Lu Changqin*

1812 Understanding the influence of organizational onboarding practices on perceived person-environment fit by a dual mediation process – newcomers' knowledge and affect.

*Botelho Carlos*

2147 Effectiveness of a leadership web-based training program on training transfer, regarding psychosocial support and its design, delivery and implementation characteristics

*Gonçalves Sérgio, Soarea Simarly Maria, Abbad Gardênia*

1195 Too Much of a Good Thing? Employee Involvement as Mediator and Moderator between Perceived Human Resource Practices and Work Ability

*Hornung Severin, Höge Thomas, Glaser Jürgen, Weigl Matthias*

11.00-12.15

**NH COLLAUDO**

ORAL\_88 MOTIVATION

*Chair: Randmann Liina*

655 The effect of positive psychological capital on entrepreneurial passion

*Gerleve Corinna, Flatten Tessa*

412 Dynamics of Intrinsic Motivation and their Influence on Performance

*Wietrak Emilia, Navarro Cid José, Leiva Ureña David*

791 Tell me my weaknesses (strengths): Regulatory focus effect on feedback preference and the paradoxical effect of the given feedback

*Shoshani Hadas, Van Dijk Dina, Valency Aharon (Rony)*

1619 The Role of Social and Temporal Comparisons in POS-Outcome Relationship

*Nikandrou Irene, Tsachouridi Irene*

1313 The Moderating Role of Developmental Networks in the relationship between Structural and Psychological Empowerment

*Randmann Liina, Lutsevitch Polina*

11.15-12.30

**NH PRESSE**

ORAL\_82 DISCRIMINATION &amp; EQUALITY

*Chair: Woodhams Carol*

267 Gender-neutral pronouns as promoters of gender equality and diversity

*Lindqvist Anna, Renström Emma, Klysing Amanda, Gustafsson Sendén Marie*

1007 Effectiveness of an Ally Skill-Building Workshop

*Martinez Larry, Hamilton Kelly*

1345 Do male CEO apologies have different outcomes than female CEO apologies and why?

*Koçak Aylin*

- 11.15-12.30 **NH PRESSE (ORAL\_82 DISCRIMINATION & EQUALITY)**  
 1473 Inclusion and the #MeToo movement: The impact of sexual harassment on women and male allies in the workplace  
*Smith Nicholas, Dimoff Jennifer, Hamilton Kelly, Lee Patrick, Mahoney Luke, McMahon Katy, Vogel Whitney*
- 1613 Driving best-practice in reward decisions in women-scared disciplines: lessons for HR from a case study of UK academia  
*Woodhams Carol, Laliotis Ioannis*
- 11.30-13.15 **BRUXELLES**  
 ORAL\_42 ORGANIZATIONAL CHANGE  
 Chair: *Rodriguez-Sanchez Alma Maria*
- 67 Why Task Changes can have Positive as well as Negative Effects on Employee Satisfaction: A Within-Person Analysis  
*Nikolova Irina, Vander Elst Tinne, De Jong Simon, Baillien Elfi, De Witte Hansans*
- 404 Addressing resistance to change: An explorative study into the potential of external coaching  
*Brandes Bianca, Lai Yi-Ling Lai, Johnston Karen*
- 1682 Community of practices in organizations  
*Scaratti Giuseppe*
- 1425 Top management is development leadership: Balancing needs for strategic change with value-based leadership practices as key to healthy employees and value-creation  
*Andersen Thale Kvernberg, Håpnes Tove*
- 1702 Being on the same page: A multi-study, multi-level investigation of cross-level change readiness alignment and team- and individual-level outcomes  
*De Jong Jeroen, Caniëls Marjolein, Nikolova Irina*
- 168 Leading Organizational Climate Change: A Multilevel Latent Growth Model of High-Involvement, Service Climate, and Performance  
*Smith Mickey, Edwards Bryan, Wallace Craig*
- 245 Keep resilient and carry on: Antecedents and consequences of organizational resilience  
*Rodriguez-Sanchez Alma M., Guinot Reinders Jacob, Chiva Gomez Ricardo, López-Cabrales Álvaro*
- 11.30-12.30 **MEZZANINE**  
 ORAL\_70 PERSONAL GROWTH & HAPPYNESS  
 Chair: *Enrico Perinelli*
- 106 Steering towards happiness: An experience sampling study on the momentary happiness of truck drivers  
*Wijngaards Indy, Hendriks Martijn, Pleeging Emma, Burger Martijn*
- 547 Comfort Zone: Construct, Measurement, and Implications for Student and Work Outcomes  
*Zhang Charlene, Kuncel Nathan*
- 1826 Cognitive and risk-taking outcomes of strengths use and flow at work  
*Liu Wei, van der Linden Dimitri, Bakker Arnold*
- 1150 The mediational role of organizational socialization in the relation between satisfaction with colleagues and global self-esteem: A three-wave study in a sample of military cadets  
*Enrico Perinelli, Alessandri Guido, Cepale Gianluca, Fraccaroli Franco*

11.45-13.00

**VIENNA**

ORAL\_59 ENTREPRENEURSHIP (PERSONALITY)

*Chair: Hudecek Matthias F. C.*

316 Reconstruction of the entrepreneur image: discourse and values

*Kiseleva Anna, Vlasov Petro*

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

*Blaese Richard*

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

*Jacobs Sofie*

689 The identity constructions of gay and lesbian entrepreneurs from an intersectionality perspective

*Essers Caroline, van der Heijden Beatrice, Pijpers Roos, Gremmen Ine*

1566 Narrative Identity of German Startup Founders

*Hudecek Matthias F. C., Krzystek Anja, Schlederer Sophia, John Dennis T.*

12.00-13.00

**FOYER 500**

ORAL\_65 HEALTH PROMOTION

*Chair: Belanger Lisa*

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

*Vincent-Höper Sylvie, Stein Maie*

1268 Unnecessary tasks may lie heavy on the back: A diary study

*Faes Yannik, Elfering Achim*

1632 An integrative review of health-promoting leadership

*Akerjordet Kristin, Furunes Trude*

880 Nature and outcomes of breaks during work: A meta-analysis

*Belanger Lisa, Turner Nick*

12.15-13.45

**NH FONDERIA**

ORAL\_77 HUMAN RESOURCES MANAGEMENT

*Chair: Takeuchi Norihiko*

1006 I don't tell you what I know, if I'm not sure what you want: Exploring antecedents of knowledge hiding from an interdependence theory perspective

*Gutermann Daniela, Gerpott Fabiola*

1056 Platform workers: The denial of an employment relationship?

*Federici Eloisa, Boon Corine, Den Hartog Deanne N.*

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

*Szekér Lise, Lamberts Miet*

- 12.15-13.45 **NH FONDERIA (ORAL\_77 HUMAN RESOURCES MANAGEMENT)**  
2145 Trainee sociodemographic and functional characteristics as antecedents on abandon, dropout and persistence in web-based leadership training program  
*Gonçalves Sérgio, Cortes Marcela, Gardênia Abbad*
- 956 HR-practices for all: what drives the inclusion of independent professionals in the workplace from an HR perspective?  
*Stuer David, De Vos Ans, Van Steenberghe Sabet*
- 1493 Human Resource Attributions and Subjective Well-Being among Older Workers: Does Occupational Future Time Perspective Play a Role?  
*Takeuchi Norihiko, Jung Yuhee*
- 12.30-14.00 **PRAGA**  
ORAL\_47 AGING & RETIREMENT  
*Chair: De Lange Annet*
- 1510 Approaching retirement in the elderly care sector: A qualitative study of older workers' perceptions of work and late career planning  
*Sousa-Ribeiro Marta, Persson Linda, Sverke Magnus, Lindfors Petra*
- 692 Age differences in the salience of justice in the workplace  
*Marques Tatiana, Patient David, Ramos Sara*
- 246 Measuring Successful Ageing in Organisations: Developing and Testing a Successful Ageing at Work Scale  
*Taneva Stanimira, Yankov Georgi*
- 1803 Development of a 5-item scale measuring 'motivation to work' in the German working population  
*Ebener Melanie, Stiller Michael*
- 902 Job resources and an open Occupational Time Perspective to sustain in Healthcare work? Results of the longitudinal healthy healthcare project  
*Annet de Lange, Karen Pak, Karen van Dam, Marit Christensen, Lise Lovseth, Eghe Osagie, Tjerry Verhoeven, Trude Furunes*
- 1307 Are trajectories of preferred- and expected retirement ages associated with health and effort-imbalance at work? Findings from a six-year Swedish longitudinal study  
*Sousa-Ribeiro Marta, Stengård Johanna, Leineweber Constanze, Bernhard-Oettel Claudia*
- 12.30-14.30 **VARSAVIA**  
ORAL\_52 WORK LIFE INTERFACE  
*Chair: Burleson Seterra*
- 308 Work-Life Interface: The positive role of work-life balance on employees' satisfaction and organizational quality  
*Babic Katja*
- 430 Does Showing Interest in Achieving Work-Life Balance Harms You? An analysis among Newcomers  
*Bergami Massimo, Morandin Gabriele, Russo Marcello*
- 664 Work and social antecedents of experienced work-life conflict  
*Zakrisson Ingrid, Danielsson Ulrika*

- 12.30-14.30 **VARSAVIA (ORAL\_52 WORK LIFE INTERFACE)**  
667 Reduction of working hours and its relation to health, efficiency, and company attractiveness  
*Danielsson Ulrika, Zakrisson Ingrid*
- 1351 Faculty Overwork: Time Allocation Across Work and Family Roles  
*Allen Tammy, Mancini Victor, French Kimberly, Miller Michelle, Kim Eun Sook, Centeno Grisselle*
- 1783 Psychological Needs at Work and general life satisfaction, and the mediating role of Job Satisfaction  
*T'Jaeckx J., Annemans L., Verlinden H., Vermeulen, V., & Van Coillie H.*
- 1387 Cognitive demands of flexible work: A diary study with nurses in eldercare homes  
*Baumgartner Vera, Kubicek Bettina, Prem Roman, Uhlig Lars, Korunka Christian*
- 1232 Congruence and Discrepancy Between Newcomers' Anticipated and Experienced Work Interference with Family Predicting Early Socialization Outcomes  
*Burleson Seterra, Major Debra, Hu Xiaoxiao*
- 12.30-14.15 **NH COLLAUDO**  
ORAL\_89 CAREER  
*Chair: Oliveira Teresa Carla*
- 864 Fit for purpose? When Person-Environment Fit falls down.  
*Warburton Joel, Arnold John, Selenko Eva, Kelly Ciara*
- 998 Burning down the house: A critique of contemporary career theory and its influence on practice.  
*Robertson Peter*
- 1660 Coping as a couple: how dual earners' career management strategies relate to individual job, career and life satisfaction  
*Abraham Elisabeth, Germeys Lynn, Verbruggen Marijke*
- 409 When do employees self-manage their careers? A weekly survey study  
*Wilhelm Francisco, Hirschi Andreas*
- 938 Grass Roots of Occupational Change: Understanding Mobility in Vocational Careers  
*Medici Emanuela Guri, Tschopp Cécile, Grote Gudela, Hirschi Andreas, Igic Ivana*
- 463 Argumentation analysis of career advancement disputes: The role of eristic arguments  
*Kurdoglu Rasim Serdar*
- 1303 What do SMEs lose by neglecting HRM?  
*Oliveira Teresa Carla, Cordeiro Bruno*
- 13.00-14.30 **NH PRESSE**  
ORAL\_83 DIVERSITY  
*Chair: Tanwar Jagriti*
- 605 Do Gender Equality Awards make a difference? The case of female career progression in UK Higher Education Institutions  
*Tanwar Jagriti, Johnston Karen, Van Laar Darren*
- 1152 Millennial Core Self-Evaluations and Creativity: The Mediating Role of Leader-Member Exchange  
*Gullifor Daniel, Karam Elizabeth, Noghani Farzaneh, Cogliser Claudia, Tribble Lori*
- 352 Back to the Future, Women Experiences as Trailblazer at Work  
*Aldossari Maryam, Susan Murphy*

- 13.00-14.30 **NH PRESSE (ORAL\_83 DIVERSITY)**  
1153 Diversity in education and organisation: From political aims to practice in the Norwegian Police Service  
*Bjørkelo Brita, Høivik Bye Hege, Egge Marit, Ganapathy Jai, Stærkebye Leirvik Mariann*
- 1772 ADHD and the workplace; does the research and online advice ADD up? A critical examination of systematic review findings and digital data.  
*Lauder Kirsty*
- 400 Does Athena Swan matter? The effect of Athena Swan institutional equality awards on the proportion of female professors in UK Higher Education Institutions  
*Tanwar Jagriti, Johnston Karen, Van Laar Darren*
- 13.30-14.30 **VIENNA**  
ORAL\_60 GROUP & COACHING  
*Chair: Wong Jennifer*
- 480 Shedding light on the relationship between team leader coaching and team effectiveness: The conditional effect of task non-routineness  
*Rus Claudia Lenuta, Ratiu Lucia*
- 1119 Team Emotional Management training enhances team performance through collaboration capability in fragmented virtual teams  
*Ana Zornoza, Jesus Sanchez, Virginia Orengo, Baltasar Gonzalez-Anta, Nuria Gamero*
- 1003 The Relationship Between Working Alliance and Client Outcomes in Coaching: A Meta-Analysis  
*Graßmann Carolin, Schölmerich Franziska, Schermuly Carsten*
- 1832 Character strengths use and performance: A positive psychology goal-setting experiment  
*Wong Jennifer H.K., Pawsey Fleur C., Näswall Katharina*
- 13.30-15.30 **FOYER 500**  
ORAL\_66 RECOVERY & UNWINDING  
*Chair: Schulz Anika D.*
- 375 Antecedents of Skipping Breaks and Consequences on Detachment and Health  
*Lohmann-Haislah Andrea, Wendsche Johannes, Schulz Anika, Schoellgen Ina*
- 805 Working Hours, After-Work Recovery, and Wellbeing in Veterinary Surgeons  
*O'Connor Elinor, Williams Suzanne*
- 995 Active and passive work break recovery strategies and their post-break effects on employee outcomes: A daily diary study  
*Escaffi Schwarz Maximiliano, Holman David, Hughes David*
- 531 Examining recovery experiences among working college students: A latent profile investigation  
*Calderwood Charles, Gabriel Allison S., Dahling Jason J., Bennett Andrew A., Trougakos John P., Wong Elena M.*
- 716 Resisting a rest: A social-cognitive approach to understanding why employees forgo their paid vacation days  
*Stikma Melissa, Kuykendall Lauren, Guarino Katie, Warner Karyn, Hughes Linden, Kolze MJ*
- 818 Always On? Or are we? An investigation into the moderating effect of boundary management strategies on the relationship between after-hours work and well-being.  
*Russell Emma, Laing Kerisha, Grant Christine*



- 13.30-15.30 **FOYER 500 (ORAL\_66 RECOVERY & UNWINDING)**  
1267 Yesterdays work–privacy conflict, rumination and increased sleep onset latency predict today's cognitive failure in teachers  
*Elfering Achim, Augusto Coelho Diana, Schmutz Damian, Kottwitz Maria Undine*
- 360 Change in Detachment Mediating the Stressor-Wellbeing Link: An Analysis With Latent Change Scores  
*Schulz Anika D., Schöllgen Ina, Wendsche Johannes, Fay Doris, Wegge Jürgen*
- 13.30-15.00 **PARIGI**  
ORAL\_56 PERFORMANCE & PRODUCTIVITY  
*Chair: Martinaityte Ieva*
- 159 Work motivation and performance among Malaysian insurance sales agents: Sales approaches as mediators  
*Azalea Alia, Soh Chang Rong*
- 1144 Interrupt yourself! When it comes to creative and planning performance switching tasks at your own pace beats concentrated and externally interrupted work.  
*Seipp Ann-Kathrin, Heissler Clara, Ohly Sandra*
- 1593 Why do we keep interrupting ourselves? Investigating affective and situational conditions that support self-interruptions.  
*Seipp Ann-Kathrin, Ohly Sandra*
- 1992 Goal Difficulty and Incentive Effects in Multiple-Goal Scenarios  
*Schmidt Aaron M., Beck James W., Matsuda Win*
- 992 Setting goal standards in teams: The positive influence of team polarisation on team performance  
*Alkema Jorrit, Giessner Steffen, van Dierendonck Dirk*
- 1438 How can we be more creative on demand? Towards understanding creativity enhancing strategies and psychological experiences  
*Martinaityte Ieva, Semkina Antonina*
- 13.45-16.00 **BRUXELLES**  
ORAL\_43 EMPLOYABILITY  
*Chair: Höft Stefan*
- 1202 The mediational role of employability in the job demands-resources model: a cross-cultural study in France and Italy  
*Dolce Valentina, Molino Monica, Wodociag Sophie*
- 763 Working with depression is experienced as a constant balancing act that includes presenteeism  
*De Rijk Angelique, Keijsers Lotte, Houkes Inge, Stock Stephanie*
- 1774 Personal resources, perceived employability and occupational outcomes: a study among NEET.  
*Consiglio Chiara, Borgogni Laura, Menatta Pietro, Zullo Andrea*
- 1529 Inside-out: the contribution of trustworthiness and academic socialization to future employability  
*Farnese Maria Luisa, Livi Stefano, Spagnoli Paola*

- 13.45-16.00 **BRUXELLES (ORAL\_43 EMPLOYABILITY)**  
204 Career-related Events, Job Search Self-Efficacy and Job Search Outcome: Integrating a New Perspective of the Event System Theory  
*Guan Yangun, Fu Yue, Zheng Yuyan*
- 671 The development of perceived external employability: Does a Matthew effect between less and higher educated employees really occur?  
*Houben Ellen, Grosemans Ilke, Kyndt Eva, De Cuyper Nele*
- 810 Developing employability and sustainable careers: A learning-centred model based on individual agency and the support of the employer  
*Bozionelos Nikos, Lin Cai-Hui, Lee Kin Yi*
- 1577 Sustainable Careers: The role of individual and organizational resources  
*Pajic Sofija, Mol Stefan T., den Hartog Deanne N.*
- 1842 Career Management Skills of Unemployed Clients: A Self-Other Study  
*Höft Stefan, Rübner Matthias, Kickum Astrid, Sieben Swen, Kiss Istvan*
- 13.45-14.45 **MEZZANINE**  
**ORAL\_71 EMPLOYMENT RELATIONS**  
*Chair: Kougiannou Konstantina*
- 521 An exploration of how neoliberalism i  
*Ryan Bernadette*
- 293 Exploring Links Between Work Value Congruence, Engagement and Turnover Intentions  
*Kraak Johannes, Bayraktar Seçil, Imer Pinar*
- 336 Lashing out or keeping quiet: An investigation into whether narcissists speak up or remain silent following an ego-threat in work settings. A quasi-experimental study.  
*Fleming Breda, O'Shea Deirdre, Kirrane Melrona, Buckley Finian*
- 825 The role of trust in facilitating perceptions of effective Information and Consultation for employees: a managerial perspective  
*Kougiannou Konstantina, Wilkinson Adrian, Dundon Tony*
- 14.00-15.45 **NH FONDERIA**  
**ORAL\_78 PERFORMANCE & ORGANIZATION**  
*Chair: Schmidt Joseph*
- 614 How do UK Police Officers Challenge Upwards in formal situations?  
*Brooks Sarah*
- 559 Knowledge hiding – What's wrong with not being transparent at work?  
*Ratiu Lucia, Meslec Nicoleta*
- 1269 Impact of person characteristics, job description, and situational job characteristics on job performance: Application of the Triangle Model of Responsibility  
*Brechan Inge*
- 385 Enter the arena! Self- and observer-ratings of political skill and job performance  
*Kholin Mareike, Blickle Gerhard*

- 14.00-15.45 **NH FONDERIA (ORAL\_78 PERFORMANCE & ORGANIZATION)**  
1355 Relationship between job characteristics, innovative behavior and job performance of hospital managers: Do psychological empowerment and proactive work behavior as sequential mediators really matter?  
*Pierre Lucie, Battistelli Adalgisa*
- 364 The Effects of Group Context on Peer Ratings of Task Performance  
*Schmidt Joseph, O'Neill Thomas, Dunlop Pat*
- 1234 The implicit motivational face of success – A replication and extension of Rule und Ambady (2008)  
*Steinmann Barbara, Schoppe Sophie, Maier Günter W.*
- 14.15-16.00 **PRAGA**  
**ORAL\_48 TEAM & WORKGROUP**  
*Chair: Schippers Michaela*
- 2489 Team leader communication and coordination behavior in firefighter teams and its influence on the team performance  
*Takacs Veronika Klara*
- 1279 Gender Diversity and Team Cooperativeness: the mediated moderated effect of team size, work group satisfaction and team information elaboration  
*Donati Simone, Zappalà Salvatore, Papola Ilaria, Malinconico Alessandro*
- 652 Triggers and consequences of threat to professional roles in critical team work situations  
*Rynek Mona, Ellwart Thomas*
- 95 Influenza Vaccination Behavior of Physicians: Psychological Safety's Role in the Prediction of Individual Behavior  
*Stühlinger Manuel, Schmutz Jan, Schlegel Matthias, Nicca Dunja, Grote Gudela*
- 1789 The mediating role of Team Work Engagement between Team Psychological Safety and Team outcomes  
*Kishore S Keerthi*
- 1046 Organisational Trust in Virtual Teams  
*Fischer Sarah, Walker Arlene*
- 261 Obtrusive origins of entrepreneurial intentions: Dark triad traits and resilience in teams  
*Schippers Michaela, Rauch Andreas, Belschak Frank, Hulsink Willem*
- 14.30-16.00 **NH COLLAUDO**  
**ORAL\_90 CAREER**  
*Chair: Igit Ivana*
- 1609 The role of perceived career opportunities for overqualified employees  
*Körner Barbara, Debus Maike E., Kleinmann Martin*
- 686 Career Profiles of Employees: How to Create Successful, Satisfying and Healthy Careers Using Career Resources  
*Haenggli Madeleine, Hirschi Andreas*
- 1000 Career Orientations in Macroeconomic Context: A Comparative Study Across France, Germany, Italy, and Switzerland  
*Pfrombeck Julian, Grote Gudela*
- 1137 How perceptions of being identified as a talent influence intention to stay with the organization?  
*Doucet Olivier, Lapalme Marie-Ève, Gosselin Alain*

- 14.30-16.00 **NH COLLAUDO (ORAL\_90 CAREER)**  
1575 The Relationship between Newcomers' Pre-Entry Career Exploration Behavior and Post-Entry Adjustments: The Mediating Role of Person-Vocation Fit and the Expected Utility of Present Jobs  
*Takeuchi Tomokazu, Takeuchi Norihiko*
- 1573 Occupational mobility and sustainable careers: Does occupational mobility relate to happiness, health, and productivity over time?  
*Igic Ivana, Hirschi Andreas, Dlouhy Katja, Medici Guri, Grote Gudela*
- 14.45-17.00 **VARSAVIA**  
ORAL\_53 STRATEGIC HR  
*Chair: Černe Matej*
- 397 The interplay between Involvement and Compliance-Achieving HR practices on employee performance  
*de Reuver Renee, Kilroy Steven*
- 40 Representation of Intellectual Capital among Managers of Non-Profit Social Enterprises  
*Benevene Paula, Kong Eric, Barbieri Barbara, Lucchesi Massimiliano, Cortini Michela*
- 951 High performance work practices and competition: the effect of laissez-faire leadership  
*Salin Denise, Notelaers Guy, Baillien Elfi*
- 1429 Human relations: Strategic co-developers of healthy workplaces  
*Håpnes Tove, Kvernberg Andersen Thale*
- 144 High Performance Work Systems and Top Talent Retention: Testing a Moderated-Moderated-Mediation Model  
*Haar Jarrod, Daellenbach Urs, Daevport Sally, O'Kane Conor*
- 587 Trade Union Influence in HRM: The Role of External Attributions  
*Rodrigues Ricardo, Guest David, Oliveira Teresa*
- 856 A strong employer brand or an attractive salary? Employer brand psychological meaning and materialism as predictors of job offer preferences and evaluations  
*Stysko-Kunkowska Malgorzata, Kwinta Zuzanna*
- 1256 Links, in different competitive environments, between human resource management (HRM) practices, competitive advantage, and financial performance of Small and medium size enterprises (SMEs)  
*Foucher Roland, Ben Mansour Jamal, Michaud Renée, Morin Denis*
- 389 HR Systems and Leadership Attachment Styles as Predictors of Employee Creativity and Innovation: An Experiment and a Multilevel Multisource Study  
*Baticic Saša, Kenda Renata, Premru Maruša, Černe Matej*
- 14.45-16.15 **NH PRESSE**  
ORAL\_84 TECHNOLOGY  
*Chair: Bienefeld Nadine*
- 344 How and why to promote technology acceptance in Industry 4.0 era: The relation with work engagement and the role of personal resources and training  
*Molino Monica, Cortese Claudio G., Ghislieri Chiara*
- 1180 Technology acceptance and absenteeism: a palmtop for the sailors of a shipping company  
*Panari Chiara, Lorenzi Giorgio, Mariani Marco Giovanni*

- 14.45-16.15 **NH PRESSE (ORAL\_84 TECHNOLOGY)**  
1516 Review: Usage of robotics in nursing homes – a work organization perspective  
*Bielefeldt Franziska, Obst Lisa, Haubold Anne-Katrin*
- 1708 An Independent Psychological Evaluation of an NHS app Designed to Improve Young People's Health Literacy  
*Yarker Jo, Russell Emma, Lloyd-Houdley Amy, Memon Ally*
- 307 Satisfaction with workplace illuminance impacts judgments of other's warmth and competence  
*Kombeiz Olga, Dietl Erik*
- 15.00-15.45 **VIENNA**  
ORAL\_61 STRESS & BURNOUT  
*Chair: Monteiro Amélia-Rita*
- 659 Effects of Organisational Justice on Burnout: exploring the role of emotional labour and emotional intelligence  
*Lo Wing Yee, Ahmed Sara*
- 802 Culture in the JD-R model? A meta-analysis  
*Rattrie Lucy, Kittler Markus, Paul Karsten*
- 1844 The impact of Humor Styles on Types of Performance via Burnout  
*Monteiro Amélia-Rita, Dinis Liliana, Neves Pedro*
- 15.00-16.00 **MEZZANINE**  
ORAL\_72 GLOBAL ISSUE & MIGRATION  
*Chair: Berger Rita*
- 262 The Role of Trust in the Globally Mobile Workforce  
*Ridgway Maranda, Kougiannou Konstantina*
- 169 The Self Left at Home: How Hypothetical Home Selves Influence Expatriates  
*George Mailys, Strauss Karoline*
- 1764 Diversity Responsiveness in Health Services. Comparing local health policies in a sample of Italian Regions  
*Dell'Aversana Giuseppina, Bruno Andreina*
- 1519 Social and labor Integration and psychosocial distress of Syrian refugees in Germany: The role of resources  
*Berger Rita, Janneke Colantuono Fiorella, Spieß Erika, Safdar Saba*
- 15.30-17.00 **FOYER NORD**  
ORAL\_85 BULLYING  
*Chair: Arman Gamze*
- 1310 Comparisons of Permitted Touch Pattern in Different Relationships  
*Chang Yingyi, Duck Steve, Sheng Zitong*
- 1386 Witnessing workplace bullying – antecedents and consequences of the organizational and social work environment  
*Jönsson Sandra, Francioli Laura, Muhonen Tuija*
- 1397 Antecedents and consequences of workplace bullying in the Hungarian context  
*Czibor Andrea, Restás Péter, Szabó Zsolt Péter*

- 15.30-17.00 **FOYER NORD (ORAL\_85 BULLYING)**  
1649 The moderating effect of resilience factors on exposure to bullying behaviour and return to work self-efficacy in patients with common mental disorders  
*Aarestad Sarah Helene, Einarsen Ståle Valvatne, Hjemdal Odin, Harris Anette*
- 431 Levels of workplace bullying and escalation – a new assessment approach and way of identifying onset of bullying behaviours  
*Rosander Michael, Blomberg Stefan*
- 573 Acceptability of Abusive Supervision by Third-Party Observers: The Role of Attributions  
*Arman Gamze, Gencay Oguz*
- 15.45-17.30 **FOYER 500**  
**ORAL\_67 ORGANIZATIONAL CHANGE PROCESS**  
*Chair: De Ruyter Melanie*
- 1331 Considerations and intentions in the introduction of Digital Technology and the relationship with long-term employment  
*Van Kruining Ineke, Freese Charissa, Wilthagen Ton, Van der Zouwen Tonnie*
- 1442 Follower Beliefs toward Acquisition: The Roles of Dispositional Resistance to Change, LMX and TMX  
*Oskan Selen, Czukor Gergely*
- 586 Forced unplanned change: Activism influencing shifts of Institutional logic  
*Winkler-Titus Natasha, Crafford Anne, Stanz Karel*
- 929 Lesser but needed: Conditions for lower-status merger partners' representativeness, identification and commitment to change  
*Rosa Miriam, Giessner Steffen, Guerra Rita, Waldzus Sven, Collins Elizabeth*
- 1110 How change information influence employee wellbeing during organizational change: a longitudinal study on the mediating role of concerns about change  
*Guidetti Gloria, Viotti Sara, Converso Daniela*
- 238 A Systematic Review and Meta-Analysis of Leadership, Organisational Identity and Organisational Identification during Change  
*Aitken Kim, von Treuer Kathryn, Kothe Emily, Anglim Jeromy*
- 1796 Helpful behaviors of middle managers in different phases of an agile transformation  
*de Haan Ellis, De Ruyter Melanie, Zandee Danielle*
- 16.00-17.45 **VIENNA**  
**ORAL\_62 GROUP & TEAM PROCESS**  
*Chair: Razinskas Stefan*
- 1784 Strategic orientations and team effectiveness in high-tech companies in Bulgaria  
*Panchelieva Tsvetelina, Ilieva Snezhana*
- 88 How can we make meetings more inclusive? An intervention study  
*Farley Samuel*
- 406 How knowledge-based diversity in top management teams affects firm performance through strategic flexibility  
*Wang Huatian, Li Jia, Demerouti Evangelia*
- 303 How Comparatively High Performers' Humility Lessens Member Envy and Withholding Behaviors  
*Xu Erica, Cheng Bonnie Hayden, Huang Xu, Wong Man-Nok, Ouyang Kan*

- 16.00-17.45 **VIENNA (ORAL\_62 GROUP & TEAM PROCESS)**  
1088 The effect of an emotional management intervention on team resilience and relationship conflict in virtual teams with diversity faultlines  
*Peñarroja Vicente, Orengo Virginia, González-Anta Baltasar, Zornoza Ana*
- 1186 Reactions of team members and customers to proactive work behavior in agile teams  
*Twemlow Melissa, Tims Maria, Khapova Svetlana*
- 514 Inter-Organizational Collaboration Despite (or Because of) Team Diversity Faultlines  
*Razinskas Stefan, Weiss Matthias, Kearney Eric, Hoegl Martin*
- 16.15-18.00 **BRUXELLES**  
ORAL\_44 ENGAGEMENT  
*Chair: Linehan Carol*
- 490 Online Discussion and Working Group Identity in the Workplace  
*Buscicchio Giulia, Milesi Patrizia, Alberici Augusta Isabella*
- 608 Job crafting is job crafting – or is it not? A comparison of two different job crafting models  
*Ebert Thea, Bipp Tanja*
- 875 Latent Profiles of Organizational, Occupational and Supervisor Commitment among Nurses and their Effects on Employee Well-being and Health  
*Konrad Jonas, Wombacher Joerg, Amstutz Nathalie, Minnig Christoph, Raff Tilmann*
- 370 Work engagement interventions can be effective: A systematic review  
*Knight Caroline, Patterson Malcolm, Dawson Jeremy*
- 387 Departing from the status quo: Examining the effects of work engagement on prosocial rule breaking  
*Harrison Jennifer A., Boekhorst Janet A., Halinski Michael*
- 752 The contributions of Internal Marketing to the explanation of Organizational Commitment: Study developed on Higher Education Institutions  
*Vieira dos Santos Joana, Gonçalves Gabriela*
- 672 From being to doing: Reconceptualising work engagement from state to situated practice.  
*Linehan Carol, OBrien Elaine*
- 16.15-17.30 **PRAGA**  
ORAL\_49 GROUP & TEAM PROCESS  
*Chair: Manchen Spoerri Sylvia*
- 90 Interdisciplinary research teams – (not) always the same story?  
*Brandstädter Simone, Bernhardt Anna*
- 392 Interdisciplinarity: The role of interdisciplinary competencies for success and team satisfaction  
*Claus Anna M., Wiese Bettina S.*
- 910 Development and Validation of a Multidimensional Measure for Planning in Teams: First Results  
*Oldeweme Martina, Konradt Udo*
- 905 Determining the components of cohesion using the repertory grid technique  
*von Treuer Kathryn, McLeod Janet, Fuller-Tyszkiewicz Matthew, Scott Graham*
- 844 Participation and Achievement of Objectives in linguistically diverse Teams: How to overcome the Obstacles of a Lingua Franca  
*Manchen Spoerri Sylvia*

16.15-17.45

**MEZZANINE**

ORAL\_73 METHODOLOGY &amp; RESEARCH DESIGN

*Chair: Michaelides George*

1038 Scared organizations, leaders, employees and researchers? Fear as constant companion whilst studying sensitive issues in organizational contexts

*Kärgel Katharina*

1770 Visualizing one million applied psychology findings

*Bosco Frank, Field James, Oswald Fred, Uggerslev Krista*

1525 Leveraging Work Design to Prevent Careless Responding During Online Surveys Ward

*MK, Tay Jia-xin, Parker Sharon*

1116 Implicit measures of moral disengagement and tendency to misbehave.

*Fida Roberta, Dentale Francesco, Paciello Marinella, Tramontano Carlo, Ghezzi Valerio,**Barbaranelli Claudio*

1359 Measuring work stress in real-time: validation of six scales for the intensive longitudinal assessment of work stress and psychosocial risk factors

*Menghini Luca, Balducci Cristian, Pastore Massimiliano, Sarlo Michela*

981 Bayesian Multilevel Vector Autoregressive Models for the Analysis of Diary Data

*Michaelides George*

16.30-18.30

**NH COLLAUDO**

ORAL\_91 BULLYING

*Chair: Ray Tapas*

1064 Workplace Bullying in the health sector in Portugal

*Verdasca Ana*

527 Workplace Bullying in higher education in Portugal

*Verdasca Ana*

1065 Risk Factors for Workplace Bullying: A Systematic Review

*Ribas Feijo Fernando, Dalmas Graf Debora, Gastal Fassa Anaclaudia*

1308 The Role of Context Factors for Creating, Maintaining, and Preventing Incivility

*Koehler Tine, Sojo Victor E., Gonzalez-Morales M. Gloria, Cortina José M., Olsen Jesse E.*

1580 Group-level task conflicts as a predictor of workplace bullying: The moderating role of laissez-faire leadership

*Ågotnes Kari Wik, Kant Leo, Bøe Bjørn Eirik Roaldstveit, Skogstad Anders, Einarsen Ståle Valvatne, Notelaers Guy*

264 The moderating effect of a perceived supportive leadership on the association between unclear roles in the organization and workplace bullying – a two-wave study

*Blomberg Stefan, Rosander Michael*

1109 Daily interpersonal conflicts and exposure to daily negative acts: The moderating role of trait anger and trait anxiety

*Zahlquist Lena, Hetland Jørn, Einarsen Ståle Valvatne, Bakker Arnold B., Hoprekstad Øystein Løvik, Espevik Roar, Olsen Olav Kjellevold*

708 Work precariousness and mistreatment at work

*Ray Tapas, Bhattacharya Anasua, Grubb Paula*



## SPECIAL EVENTS

- 17.15-18.45 **VARSAVIA**  
 ROUND TABLE The ENOP Reference Model 2020  
*Chair: Depolo Marco, Peiró José M., Zijlstra Fred R. H.*
- 17.30-19.00 **NH FONDERIA**  
 Meeting of the International Journal of Selection and Assessment (IJSA)
- From 18.00 **ISTANBUL**  
 Journals Social Hour: European Journal of Work and Organizational Psychology (EJWOP),  
 Organizational Psychology Review (OPR) and InPractice
- From 18.00 **MEZZANINE**  
 EAWOP Social Hour: Small Group Meeting, Worklab, Summer School
- From 18.00 **FOYER NORD**  
 Social Hour of the Erasmus Mundus Master in WOP-P

## INTERACTIVE POSTERS

- 11.00-11.30 **FOYER NORD**  
**INTERACTIVE POSTER\_3\***  
 \*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 10.00 to 13.00.
- 211 Tapping the full potential: How leaders energize people by communication  
*van der Sluis Lidewey E.C.*
- 491 Development of an Agile Team Assessment  
*Schlauch Carrie, Molan Ingrid*
- 677 The effect of family work-life conflict on the Quality of Working Life and Resilience of Turkish City Council Workers  
*Mercan Zeynep, Van Laar Darren, Easton Simon, Vernham Zarah*
- 710 My life has been eaten by work": Unintended consequences of extended shift hours for organisational outcomes and employee wellbeing  
*Suter Jane, Kowalski Tina, Jacobs Rowena, Chalkley Martin, Rodriguez Santana Idaira, Anaya Montes Misael*
- 1187 The mediated relationship between servant leadership and air traffic controllers' safety behavior  
*Schopf Anna Katharina, Stouten Jeroen, Schaufeli Wilmar B.*
- 12.15-13.00 **FOYER NORD**  
**INTERACTIVE POSTER\_4\***  
 \*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 14.00 to 17.00.
- 72 Work engagement as the starting point to enhance nurses' work ability and to improve organizational stability: testing a model.  
*Tomietto Marco, Paro Eleonora, Maricchio Rita, Sartori Riccardo, Clarizia Luciano, De Lucia Paola, Pedrinelli Giuseppe, Finos Rosanna*

12.15-13.00

**FOYER NORD**

661 Emotional agency in organizational change

*Hökkä Päivi, Ikävalko Heini, Paloniemi Susanna, Vähäsantanen Katja*

963 A counselling framework for industrial psychology practitioners

*Jorgensen Lene*

1231 Objective Risk Assessment of Mental Stress at Work for Small and Medium Enterprises

*Brandstädter Simone, Seiferling Nadine, Feldmann Elisa, Sonntag Karlheinz*

1323 Building Blocks of Breach

*Wiechers Hermien, Lub Xander, Coyle-Shapiro Jacqueline, Ten Have Steven*

1670 A case study of servant leadership development through action learning

*Ford Lucy, Dufresne Ron*

## POSTER SESSIONS

### POSTER SESSION\_3

10.00-13.00

**CORRIDOR VETRATA NIZZA**

41 The daily shot of caffeine – burn-out and substance (mis)use among nurses

*Beiglboeck Wolfgang, Langstadlinger Nadine*

75 Verbal expression of emotions and preferences of customers

*Kaczmarek Bozydar, Stencel Marcin, Sidoruk-Blach Maria*

89 Validation of a Digital Divergent Thinking Task

*Schrijen Sylvie, Pelt Dirk, Mannheim Batsheva, Janssen Nadine, van Zand Diddo*

171 The Key Leadership Elements of Successful Organisational Change: An Australian Perspective

*Aitken Kim, von Treuer Kathryn*

181 ACT at Work: Improving Workers Depression and Stress Levels within a Spanish Intensive Care Unit.

*Blanco-Donoso Luis Manuel, García-Rubio Carlos, Garrosa Eva, Moreno-Jiménez Bernardo, Rodriguez de la Pinta Maria Luisa*

195 What makes us choose inefficient ads?

*Poškus Mykolas Simas, Pilkauskaite Valickiene Rasa, Kuzinas Arvydas*

200 Culture of prevention in small and micro enterprises: Assessment and development

*Kampe Jana, Habenicht Henrik, Trimpop Rüdiger*

205 Interpersonal skills: Clarifying a proliferated construct space and proposing a theoretical framework

*Toth Allison, Banks George, Heggstad Eric, Bochantin Jaime, Ross Roxy, Stityick Aly, Sandoval Rosalyn*

222 Factors generating psychological distress among management school interns

*Bonello Melanie, Landry Guylaine, Panaccio Alexandra, Chadwick Ingrid*

235 Aligning Interview Structure &amp; Goals, Science &amp; Practice

*Wingate Timothy, Bourdage Joshua*

250 Who's Responsible? Examining the influence of worker prosocial tendencies and CSR perceptions on pro(anti)social behaviors

*Mallory Drew*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

377 Leadership decision-making styles and seniority level in organizational structure - conclusions from the Polish validation study of the LJI-2 (Leadership Judgement Indicator)

*Bac Iwona, Rafalak Maria*

410 Human Factors Issues in Helicopter Landing on Ships

*Fraboni Federico, De Angelis Marco, Pietrantonio Luca, Tusi Martin, Rainieri Giuseppe, Prati Gabriele*

420 Does Feedback Increase Decision Aid Use in Personnel Selection?

*Thiele Aneeqa, Stremic Stacey, Jackson Alexander, Howes Satoris*

433 Practicing for cognitive tests: Is computerized adaptive testing the answer?

*Mannheim Batsheva, Pelt Dirk, Schrijen Sylvie, Janssen Nadine, van Zand Diddo*

435 Student Organizations as a Source of Employability Skills: Comparison of Perceptions of Members of Student Organizations and Recruiters in Estonia

*Kamdron Tiiu, Västriik Laane Reti*

481 Becoming real with oneself - Results of an intervention pilot program on teacher burnout

*Nagy Eszter, Takács Ildikó*

508 Developing civility: Great little things that matter

*Laneiro Tito, Nunes Odete, Ribeiro Luisa, Hipólito João*

517 Sex Role Theory and Personality: Sex Differences in Personality-Income Relationships

*Melson-Silimon Arturia, Carter Nathan*

518 Evaluation of Fire Service Command Unit Trainings - Validation of the FIRE-Scale

*Hadzihalilovic Dzenita, Hertel Guido, Thielsch Meinold T.*

520 The relationship between conflicts and workplace bullying in Portuguese's Higher Education

*Verdasca Ana*

528 Personality Factors as Leadership Style Antecedents in Special Intervention Police Units

*Dan Cristina*

555 Investigating sexual harassment at work through a domestic violence perspective

*Warren Christopher*

567 Measuring Perception of Employer Brand: Development of a Mobile Game

*Cakar Tuna, Arman Gamze*

582 Managers' perspective on the promotion of mental health at the hospital: Results of a qualitative interview study

*Genrich Melanie, Worringer Britta, Kypke Alina, Kröner Friedrich, Angerer Peter, Müller Andreasndreas*

604 Global trends in device usage for online psychometric assessments

*O'Callaghan Eoin, Englund Mats*

618 The paradox of politeness: Considering the curvilinear effects of agreeableness at work

*Lowery Megan, Conley Kate, Smith Rachel, Carter Nathan*

645 Never off duty? – Extended availability and the role of supervisors as work life-friendly role models

*Biemelt Jana, Deci Nicole, Stempel Christiane, Dettmers Jan*

670 Humor and death work: the sense of humor in funeral industry operators

*Grandi Annalisa, Colombo Lara, Converso Daniela, Guidetti Gloria*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

682 Adapting to survive in the new world of work: Is Adaptability the new Conscientiousness?

*Stirling Emma, Bourne Alan, Kulubya Grace*

714 The relationship between Job Crafting and Organizational Citizenship Behavior in members of non-profit organizations for blood collection

*Nonnis Marcello, Massidda Davide, Cabiddu Claudio, Cuccu Stefania, Cortese Claudio Giovanni*

735 Making sense of the noise: The PH3 framework as an organisational diagnostic and prioritisation approach to drive work engagement

*Veldsman Dieter, Benade Cecile, van der Schyff Derek, van Aarde Ninette*

753 Systemic Leadership: Construct Clarification and Development of a Multidimensional Measure

*Göllner Vera, Sülzenbrück Sandra, Externbrink Kai, Sutter Christine*

766 Computerized versus Paper-and-Pencil Simulations: An Applicants Perspective

*Thompson Kali, Frame Mark, Jackson Alexander*

797 Client-Initiated Workplace Violence: The role of organizational resources on the coping ability of the coworkers

*Surma Silke*

815 Enhancing the soft and entrepreneurial skills of students: the contamination lab at university of salento case

*Ingucci Emanuela, Secundo Giusy, Maruccio Giuseppe, De Carlo Elisa, Madaro Andreina*

854 Assessing the Viability of Measuring Psychological Variables in Virtual Reality Environments

*Sanchez Diana, Kaur Rupinder, Li Vivian, Wang Sony*

884 Exploring the Positive Individual Experience within Virtual Teams: Understanding the Outcomes of Perceived Value and Motivation

*Lee Dana, Vasquez Rene, Sanchez Diana*

930 An Italian validation of the job crafting scale: a short form

*Emanuela Ingucci, Claudio Giovanni Cortese, Margherita Zito, Lara Colombo, Giada Coletta, Nuria Tordera, Isabel Rodriguez, Enrico Ciavolino*

967 Catching the Fakers: Exploring new methods to identify applicant faking in interviews

*John Blair, Cook Ryan, Rouiln Nicolas, Powell Deborah, Bourdage Joshua*

975 A Qualitative Study on the Experiences of Nurses Employed in Pediatric Oncology Departments: Stress, and Burnout

*Çolakoglu Önay, Arikan Selma*

976 Leading in an agile world – a development program for Scrum Masters

*Bronner Uta, Wallemann Alexandra*

984 Will assessments on smartphones conquer the world? A study to examine status quo, optimal design and equivalence between mobile and non-mobile devices

*Kelle Sarah, Schossau Hendrik, Justenhoven Richard Theodor*

1015 Process scenario's of planned change: A pragmatic view on describing, explaining and shaping collective behavioral switches in organizations

*van Olfen Woody, Solinger Omar, Oskan Selen*

1030 Emotional labor as an apical expression of organizational citizenship in the public administration

*Pietroni Davide, Viale Riccardo, Verdi Hughes Sibylla*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

1037 Promotion recommendations of all sizes

*Van Hein Judy, Badar Jeanette, Moffett Richard*

1044 Investing in and Recovering From Work: Effects on Employees' Health Through Workaholism and Work Engagement

*Gaudiino Maria, Di Stefano Giovanni*

1048 The Psychology of Change in Healthcare and its Implications for Patient Experience

*Fischer Sarah*

1058 Evaluation of Firefighter Development – Validation of a Feedback Instrument for Basic Trainings

*Kläpker Lena, Streppel Lisa, Hertel Guido, Thielsch Meinald*

1063 Trade unions in neo-liberal times: Discourse variations on emerging identities

*Ripamonti Silvio, Benozzo Angelo, Galuppo Laura, Scaratti Giuseppe*

1100 A Cross-National Investigation on Measurement Invariance of Digital Adoption

*Nieland Thea, Straatmann Tammo, Kohnke Oliver, Müller Karsten*

1107 Core-Self Evaluation training for apprentices

*Engel Anna Maria, Straatmann Tammo, Schefer Marina, Hatstrup Kate, Betzler Shirin, Mueller Karsten*

1125 Sexually Harassing Behaviors from Patients and Clients and Care Workers' Mental Health: Development and Validation of a Measure

*Vincent-Höper Sylvie, Stein Maie, Adler Mareike, Vaupel Claudia, Gregersen Sabine, Nienhaus Albert*

1165 Time's Up: Exploring Employee Resilience Following Experiences of Workplace Sexual Harassment

*Conley Kate, Melson-Silimon Arturia, Carter Nathan*

1304 Using attributional retraining to improve immigrants' job search strategies

*Hamilton Leah, El Hazzouri Mohammed*

1341 It was a good day: A smartphone-based stress diary study measuring vocal indicators of stress

*Langer Markus, König Cornelius J., Fredenhagen Therese, Schunck Alexander G., Baur Tobias*

1352 Comparing person-fit statistics in proctored vs unproctored testing in high- and low-stakes test situations

*Janssen Nadine, Pelt Dirk, Mannheim Batsheva, Schrijen Sylvie, van Zand Diddo*

1384 A research on the predictive relationships between exclusion in the workplace, organizational trust, felt trustworthiness and organizational citizenship behavior in multicultural workplaces

*Veli Ayfer A., Ünsal Pinar*

1388 Patterns of Change in Fairness Perceptions During the Hiring Process: A conceptual replication in a controlled context

*Butucescu Andreea, Dragos Iliescu*

1433 The restructuring of a Non Profit Organization (NPO) after Hurricane María: The case of the Ricky Martin Foundation (RMF)

*Santiago-Estrada Sara*

1494 How managers and staff create enabling environment for older people in residential care homes: A phenomenological thematic analysis

*Ejah Efeosa Peculiar*

10.00-13.00

**CORRIDOR VETRATA NIZZA**

1506 "Oh gosh my job has been replaced by a robot!" Investigating the perspectives of workers and employers considering job transitions via the Task-based approach

*Goh Zi An Galvyn, Bin Norhashim Norakmal Hakim, Vinod Radha, Poon King Wang*

1535 A systems perspective on risk behaviour and safety culture in the UK ports sector.

*Walter David*

1540 Build upon the ideas of others: The relationship of Team-Member Exchange (TMX) and creativity in design thinking groups – A multi-level analysis

*Kohnke Oliver, Boos Marie*

1605 Applicant Reactions to Ideal Point Measures of Personality

*Harris Alexandra, McMillan Jeremiah, Carter Nathan*

1614 Challenging the Person-Job (mis)fit: turning the wheel from a work-perspective into a talent-centred perspective

*van Neure samuel, Muffels Ruud, van Woerkom Marianne, de Lange Annet*

1634 Student well-being: A longitudinal study using the Demands-Resources model

*Panaccio Alexandra, Brutus Stéphane, Arasaratnam Gaya, Mitchell Laura, Hoare Corey, Lavigne Geneviève*

1641 Welcome to the Machine: The Creation of a Science-Based AI for Hiring

*Thompson Isaac, Mracek Derek, Sydell Eric, Koenig Nick, Eric Sydell*

1665 A positive spiral linking professionals' perceptions of interpersonal justice to their trust in family members: A study in centers for people with intellectual disability

*Maniezki Alice, Martínez-Tur Vicente, Estreder Yolanda, Moliner Carolina, Gracia Esther, Ramos José*

1681 Burnout diagnosis: a comparison between clinical judgements from physicians and scores from a self-reported measure of burnout (Oldenburg Burnout Inventory)

*Hansez Isabelle, Leclercq Celine, Jemine Magali, D'hulster Leon, Braeckman Lutgart, Firket Pierre, Rusu Dorina, Laurent Julie*

1688 Is stress a question of comparison? The influence of social comparison on reporting stress in the workplace

*Greulich Berit, König Cornelius J., Fischer Nancy*

1695 Introducing Coaching Behaviours in a Multicultural Organization based in the Arabian Gulf.

*Al Serkal Alia*

1722 Validation of a Brief Workplace Civility Scale in Spanish

*Sánchez-Cardona Israel, Moreno-Velázquez Ivonne, Massanet-Rosario Brenda, González-Dominguez Joyce*

1793 Maintaining Health of the Aging Workforce

*Kazmi Maryam A., Tsao Allison, Spitzmueller Christiane, Hysong Sylvia J.*

**POSTER SESSION\_4**

14.00-17.00

**CORRIDOR VETRATA NIZZA**

45 How Poor Leadership Affects Employee Strain: The Mediating Role of Negative Social Climate

*Brouns Tim, Surma Silke, Externbrink Kai*

94 Leadership Behavioral Flexibility: a Double Edge Sword for Leaders

*Palese Tristan, Schmid Mast Marianne*

14.00-17.00

**CORRIDOR VETRATA NIZZA**

96 Analysis of supporting elements based on Bandura's self-efficacy theory which can influence women in achieving executive positions in corporations

*Müller Ronja, Bronner Uta*

182 Self-initiated expatriates: from intention to action

*López Aníbal, Cunha Rita*

213 Perceived social legitimacy of entre-tainment and entrepreneurial intention

*Laguía Ana, Moriano Juan A.*

218 The Consequences of Insufficient Abusive Supervision

*Korman Benjamin, Tröster Christian, Giessner Steffen*

289 You Need an Excuse: Successful Women are Let off the Hook If Their Success is Not Linked to Ambition

*Toneva Yanitsa, Heilman Madeline*

340 Go the extra mile! The role of intrapreneurial behavior on the relationship between environmental organizational citizenship behavior of purchasers on circular purchasing.

*Neessen Petra, Caniels Marjolein, Vos Bart, de Jong Jeroen*

343 Ethical leadership, peer ethical behaviour and follower moral identification: A test of the 'trickle-down' model of ethical leadership development

*Chang Sin Mun, Crawshaw Jonathan, Guillaume Yves, Budhwar Pawan*

362 Disability and Return-to-Work Outcomes: The Mediating Role of Leader-Member Exchange

*Lyubych Zhanna, Ansari Mahfooz, Williams-Whitt Kelly, Kristman Vicki*

390 Quality of leadership and presenteeism in health professions education and research:

A test of a recovery-based process model with cognitive irritation and impaired sleep as mediators

*Galliker Sibylle, Elfering Achim, Etzer-Hofer Irene, Brunner Beatrice, Nicoletti Corinne, Dratva Julia,*

*Feer Sonja, grosse Holtforth Martin, Melloh Markus*

434 Severity of Error Consequences and Its Effect on Learning from Errors

*Klamar Alexander, Horvath Dorothee, Keith Nina*

468 Students' Locus of Control and Concerns about Completion of Schooling: Does Career Adaptability Play a Role?

*Matijaš Marijana, Nakic Radoš Sandra, Brdovcak Barbara*

498 Is personality changing over time?

*Dost Nikhita*

519 For the greater good: does vision communication foster unethical behavior?

*Buss Martin, Kearney Eric*

570 Perception of gender equality statements: explicit mention of non-binary gender identities as a strategy for creating a more inclusive organization image

*Klysing Amanda, Lindqvist Anna, Renström Emma, Gustafsson Sendén Marie*

574 Coping with Daily Boredom: Exploring the Relationships of Job Boredom, Counterproductive Work Behavior, Organizational Citizenship Behavior, and Trait Conscientiousness

*Spanouli Andromachi, Dalal Reeshad S, Hofmans Joeri*

580 How do stereotypes of sexuality and gender influence LGBT career construction?

*Williams Ashley, McBride Anne, Hoel Helge*

14.00-17.00

**CORRIDOR VETRATA NIZZA**

633 Leadership style and employee well-being: The moderating role of mindfulness

*Walsh Megan*

669 The dark triad and its effect on entrepreneurial passion and venture performance

*Ruth Martin, Flatten Tessa*

699 Same talk, different reaction? Predicting emergent leadership through the interplay of agentic communication and gender

*Schlamp Sofia, Gerpott Fabiola, Voelpel Sven*

719 Headhunting: Toward A Theory of Attracting and Hiring Employed Workers

*Chapman Derek, Murray Jenn*

729 Working for the greater good: A comprehensive review of ex-offenders at work

*Sin Hock-Peng, Ponnappalli Ajay, Wang Chen*

731 Linking Empowering Leadership and Repatriate Knowledge Transfer: Understanding Mechanisms and Boundary Conditions

*Iserhot Jana, Burmeister Anne, Osland Joyce, Deller Jürgen*

756 Work analysis in organizations: an additional illustration of the gap between research and practice

*Michaud Renée, Foucher Roland*

761 Organizational and functional factors in educational institution principals' innovative potential

*Klochko Alla*

768 Profiles of Individual Performance Distributions and Their Relationship with Interdependent Team Performance

*Lee Patrick, Scherbaum Charles*

779 Creating an Inclusive Work Climate to Effectively Leverage Workforce Diversity: A Job Demands- and Resources Perspective

*Behnke Janna, Demerouti Evangelia, Rispens Sonja*

780 Specifics of Generation Z entry into the Czech labor market

*Horáková Eva*

795 Perceived transformational leadership style and workaholism: the mediating role of work motivation

*Morkeviciute Modesta, Endriulaitiene Aukse, Jociene Evelina*

834 (Re)producing an organizational elite?: Investigating inequalities in talent decisions

*Nijs Sanne*

861 The mediating role of cross cultural adjustment in the relationship between cultural intelligence and job performance. A research on a sample of expatriate workers

*Setti Ilaria, Sommovigo Valentina, Argentero Piergiorgio*

888 Factors influencing intention to leave of younger employees in an academic institution

*ChaaCha Thapelo, Botha Elrie*

915 Design and evaluation of a training in coaching tools for team leaders in health care

*Körner Mirjam, Becker Sonja, Haller Julia, Küllenberg Janna*

925 Get Ready, Path-Goal Theory is Back!

*Cinli Dilem*



14.00-17.00

**CORRIDOR VETRATA NIZZA**

942 The Personal Brand of Knowledge Worker and its Associations

*Kowalczyk Elzbieta*

964 Pitfalls or prospects of work–life practices? Work–life backlash on women career

*Bertola Lara, Colombo Lara, Fedi Angela, Montagnoli Federica*

1014 Effectiveness of negotiation trainings – A meta-analysis

*Sondern Dominik, Nohe Christoph, Santos Schepers Anna, Witte Dustin, Hertel Guido*

1072 Using Text Mining to Uncover and Understand What Employees Do

*Berkers Hannah, Mol Stefan, Den Hartog Deanne*

1086 Is the Swedish gender-neutral pronoun ‘hen’ truly neutral? Evidence from eye movements

*Vergoossen Hellen, Renström Emma, Pärnamets Philip, Gustafsson Sendén Marie*

1108 Leader-member exchange (LMX) and organizational dehumanization: the moderating role of supervisor’s organizational embodiment.

*Chalmagne Benoît, Stinglhamber Florence*

1112 Who networks? – A meta-analytical investigation of the relationship between networking and personality

*Bendella Hadjira, Wolff Hans-Georg*

1192 Explaining and Assessing Employees’ Readiness for Digital Transformations: A Mixed-Methods Approach

*Nieland Thea, Straatmann Tammo, Fehlenberg Leonie, Hofschröer Patrick, Müller Karsten*

1197 An Examination of Stereotype Threat in a Simulated Selection Testing: Effects for Younger Job Seekers

*Gioaba Irina*

1209 Leader Decision Making Capacity: An Information Processing Perspective

*Tam Shing Kwan (Avis), Eubanks Dawn L., Friedrich Tamara L.*

1221 Health and Productivity in Activity-Based Flexible Offices: A Model of Competence

*Weichbrodt Johann, Schläppi Michael, Schulze Hartmut*

1239 Loyalty, Cynicism, and Leader-Member Exchange

*Scott Kristyn, Zweig David*

1242 How I Treat You Depends on Whether You Are Above or Below Me? Conceptualizing and Measuring Kiss-Up-Kick-Down Behaviors in Organizations

*Math Laura M., Gerpott Fabiola H.*

1278 Does Fit matter? - How Employer Branding strategies enhance Employer Attractiveness and Job Satisfaction

*Dechert Laura, KastenMüller Andreasndreas*

1285 Crafting the university experience. Application of job crafting theory to train students through behavioral change

*Tommasi Francesco, Costantini Arianna, Cortese Claudio, Fiorin Monica, Ceschi Andrea, Sartori Riccardo*

1299 The impact of job satisfaction on promotability evaluations: examining the mediating effects of task, citizenship and innovation performance

*Rebelo Teresa, Rodrigues Nuno*

14.00-17.00

**CORRIDOR VETRATA NIZZA**

1320 Incorporating Diversity Performance into Existing Organizational Criteria

*Sabat Isaac, Lindsey Alex, Dray Kelly*1361 *Back to the Future? Recovering and Reframing Human Relations Management in Public Services**Oliveira Teresa Carla, Filipe Nélia*

1395 E-recruitment: how the user acceptance of technology and identification with the organization influence organizational attractiveness

*Petruzzello Gerardo, Mariani Marco Giovanni, Chiesa Rita, Lanzoni Valentina*

1400 Informal learning in organizations: a study on Portuguese managers' perceptions and attitudes

*Simões Eduardo, Delgado Catarina*

1405 Authentic Leadership and Work Engagement: The indirect effects of Psychological Safety and Trust in Supervisors

*Stander Marius, Coxen Lynelle, Maximo Natasha*

1447 The Context of Employees' IT Innovation Adoption: The Joint Roles of Transformational and Shared Leadership

*Bunjak Aldijana, Bruch Heike, Cerne Matej*

1471 Effects of Identity Suppression on Emotional Exhaustion: Interactive Effects in Coping

*Maneethai Dustin, Johnson Lars, Fedorowicz Nikola, Rigby James, Witt Lawrence*

1474 Effects of Diversity Climate and Unit Cohesion on Engagement

*Fedorowicz Nikola, Maneethai Dustin, Witt Lawrence, Hotze Mary Louise, Zamanipour Tina, Shoss Mindy*

1486 Effects of Servant Leadership and Empowerment on Intentions to Leave

*Maneethai Dustin, Witt Lawrence, Fedorowicz Nikola, Obasare Ricardo, Zamanipour Tina, Hotze Mary Louise*

1521 Schwartz Basic Values and Transformational Leadership: A study of nurses' perceptions in Germany and United States

*Berger Rita, Lora Ruiz Inés, Glazer Sharon*

1560 The influence of parental factors on manufacturing organization personnel's career development

*Synhaivska Iryna, Gura Nataliia*

1576 Leaders in the arts - similar or different?

*Farstad Christian Winther*

1637 Work inclusion of people with disabilities: arrangements for the presentation of candidates. A pilot study

*Paganin Giulia, Sommovigo Valentina, Panisi Cristina, Politi Pierluigi, Argentero Piergiorgio*

1684 Attachment Styles in the Workplace: The Protective Role of Transformational Leadership

*Leduc Caroline, Gagne Marylene, Bajramovic Mark*

1690 Overcoming Role Incongruity with Mindfulness

*Griswold Kaytlynn, Burke Vanessa, Ruberton Peter, Cook Jonathan*

1691 What leads high-school graduates to consider vocational education and training as an educational option?

*Schnitzler Annalisa*

1701 Where we stand is what we see - the influence of hierarchical position on perceptions of change

*Sackmann Sonja, Eichel Verena, Palmer Regina*

14.00-17.00

**CORRIDOR VETRATA NIZZA**

1779 How Organizational Justice Perceptions among Stakeholders impact Processes and Results in Project Based Organizations: A State-of-the Art Review.

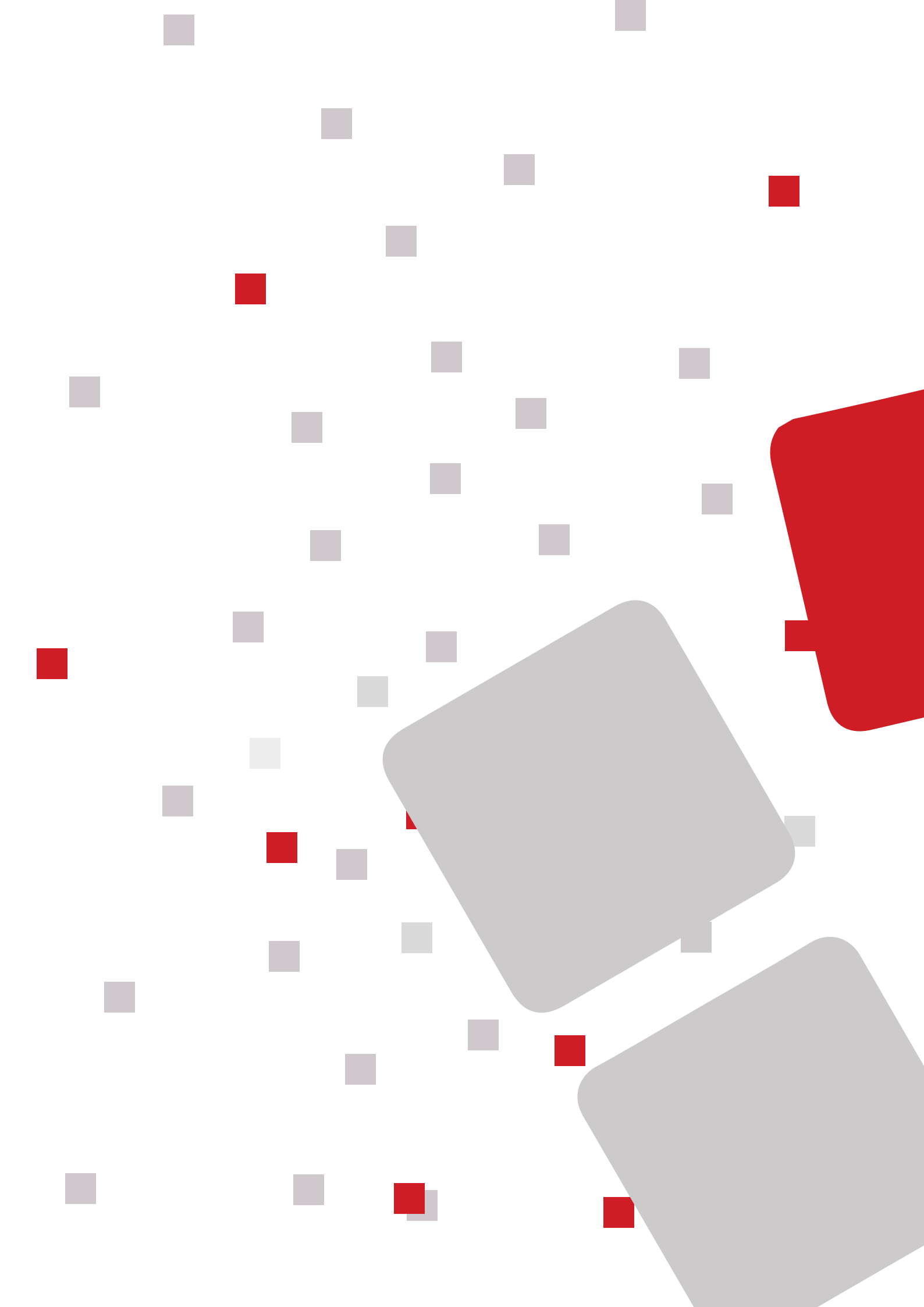
*Alami-Laroussi Anas, Leroux Marie-Pierre*

1780 Do mature employees influence the impact of transformational leaders on organizational development?

*Radi Afsouran Naghi, Charkhabi Morteza, Mohammadkhani Fatemeh*

1833 Leader's Change Readiness and Innovative Team Performance

*Herzfeldt Erna, Sackmann Sonja*





**FINAL  
CONGRESS PROGRAM  
SATURDAY  
JUNE 1<sup>st</sup>, 2019**

## KEYNOTE & STATE OF ART SPEAKERS

- 9.30-10.15 **ROOM 500**  
STATE OF ART - The psychology of the internet @ work: current insights and future research opportunities  
*Hertel Guido*
- 12.15-13.00 **ROOM 500**  
KEYNOTE - Science, Translation, and Policy Impact  
*Kozlowski Steve*
- 12.15-13.00 **MADRID**  
KEYNOTE - Enhancing Scientific Impact: Publishing Psychology Research in Top Management Journals  
*Shaw Jason*

## SYMPOSIA & PANEL DISCUSSIONS

- 08.00-09.15 **ROOM 500**  
475 SYMPOSIUM - The work-family interface: New perspectives on how parental experiences shape work behavior and attributions and how work experiences shape behavior at home  
*Chairs: Junker Nina M., Hernandez Bark Alina S.*
- Does a change of parental status predict changes in employee well-being?  
*Pundt Franziska, Pundt Alexander*
- I will be back! Effects of taking parental leave for women and men  
*Hernandez Bark Alina S., Junker Nina M., Morgenroth Thekla*
- My conflict- your conflict? An experimental study of work-family mindset and perceptions of others' work-family conflict and enrichment  
*Toker Sharon, Junker Nina M.*
- Help me (not) to forget what happened at work – How self-control moderates the relation between segmentation preferences-organizational supplies (in)congruence and work-to-family conflict and –enrichm  
*Junker Nina M., Baumeister Roy F., Greenhaus Jeffrey H.*
- Cross-lagged associations between work-family conflict and parent-child relationship in a longitudinal study of mothers, fathers and adolescents  
*Nilsen Wendy, Junker Nina M., Cooklin Amanda, Kjeldsen Anne*
- 08.00-09.30 **LONDRA**  
707 SYMPOSIUM - Employability Across Career Stages and Types II: New Frontiers in Graduate Employability Research  
*Chairs: Blokker Rowena, Akkermans Jos*
- "Mastering Your Employability": The effectiveness of a career course intervention for postgraduate business students transitioning to the world of work  
*Pearson Jill, Chawke Ailish, Schneer Joy*
- Examining the role of career competencies and perceived institutional support in enhancing academic performance and graduate employability  
*Blokker Rowena, Akkermans Jos, Khapova S*
- In the pursuit of graduates' employment and job-fit: Career planning as a mean of improving self-perceived employability and job search attitudes over time  
*Hernández Ana, González-Romá Vicente, Valls Victor, Tomás Inés, Gamboa Juan P.*

- 08.00-09.30 **LONDRA (707 SYMPOSIUM)**  
Social media-based impression management for improving graduate employability  
*Okay-Somerville Belgin, Scholarios Dora*
- A wise man will make more opportunities than he finds. The relationship between graduates' resources and skills and job search outcomes  
*Mazzetti Greta, Guglielmi Dina, Chiesa Rita, Mariani Marco G., Van der Heijden Beatrice I.J.M.*
- Effects of career development practices on employability, commitment, and intentions to quit: It depends on perceptions of fit  
*Rodrigues Ricardo A., Butler Christina L., da Motta Veiga Serge P.*
- 08.00-09.15 **ISTANBUL**  
631 SYMPOSIUM - Workplace Procrastination: Antecedent and Consequences of Self-regulation Failure at Work  
*Chairs: Prem Roman, Scheel Tabea*  
*Discussant: Ohly Sandra*
- Effects of Job Characteristics and Social Support on Procrastination at Work: Can Self-Compassion Buffer Missing Job Resources?  
*Scheel Tabea, Fraas Wieland, Prem Roman*
- Can Motivation and Organizational Commitment Influence Workplace Procrastination? A Mediation Study  
*Metin Baran, Kose Asli Goncu*
- What Prevents Procrastination? Time Pressure and Positive Emotions as Alternative Pathways to Action  
*Kühnel Jana, Bledow Ronald*
- Vicious Circles of Procrastination? How Workplace Procrastination Is Related from One Day to the next  
*Prem Roman, Igic Ivana, Korunka Christian, Scheel Tabea*
- Effects of Co-Worker Procrastination  
*van Eerde Wendelien, Sirois Fuschia*
- 08.00-09.15 **ROMA**  
1328 SYMPOSIUM - Novel perspectives on crafting  
*Chairs: Mäkikangas Anne, Tims Maria*
- To craft a job, but in what way? Comparison of the existing job crafting scales  
*Mäkikangas Anne*
- Creating A Creative State of Mind: The Link Between Daily Proactive Vitality Management, Mindfulness, and Creativity  
*Op den Kamp Emma M., Tims Maria, Bakker Arnold B., Demerouti Evangelia*
- Supervisors' reactions to contraction job crafting: The role of political skill  
*Fong Christine Y.M., Tims Maria, Khapova Svetlana N.*
- Boundary crafting: A new scale and its relations with health parameters  
*Kerksieck Philipp, Brauchli Rebecca, Bauer Georg F.*
- From job crafting to career crafting  
*Tims Maria, Akkermans Jos*
- 08.00-09.30 **FOYER NORD**  
172 PANEL - Emotional Labor: Debating Conceptual Boundaries  
*Facilitator: Grandey Alicia*  
*Panelists: Hulshager Ute, Niven Karen, Ozcelik Hakan, Rafaeli Anat, Semmer Norbert, Trougakos Joh*

- 08.15-09.15 **LISBONA**  
898 SYMPOSIUM - Empowering managerial practices and their links with psychological health and performance  
*Chair: Jeoffrion Christine*
- How does “empowering leadership” fosters the job and organizational commitment? The mediating role of well-being at work  
*Caillé Alison, Jeoffrion Christine, Galharret Jean-Michel*
- The moderating role of employee distress on the empowering leadership – proactive performance relationship  
*Roberge Vincent, Boudrias Jean-Sebastien*
- How and when well-being fuels the social-exchange fire of proactivity: A moderated mediation model.  
*Boudrias Jean-Sébastien, Montani Francesco, Masciotra Viviane*
- Participation in decision-making and Employees Empowerment: proposal of a tool/guide for manager  
*Caillé Alison, Jeoffrion Christine*
- 08.15-09.15 **ATENE**  
419 SYMPOSIUM - A emotional dissonance and work outcomes among nurses: the role of supervisor support and team reflexivity  
*Chair: Pohl Sabine*
- Nursing students’ positive and negative emotions in providing personal care to the patient: the role of emotional labor  
*Dal Santo Letizia, Galletta Maura*
- Emotional dissonance and caregiver burnout: the moderating role of colleagues and supervisor support  
*Andela Marie, Truchot Didier*
- Professional stressors, emotional dissonance and burnout among nurse managers: the moderating effect of team reflexivity  
*Truchot Didier, Andela Marie, Bestagne Ivonne*
- Emotional dissonance and work outcomes: The role of supervisor emotional support  
*Pohl Sabine, Djediat Abdelhamid, Battistelli Adalgisa*
- 08.15-09.30 **DUBLINO**  
1071 PANEL - Robotization at Work: A curse or a blessing?  
*Facilitator: Le Blanc Pascale M.*  
*Panelists: Kevin Daniels, Christian Korunka, Magnus Sverke, Hannah Berkers, Sonja Rispens*
- 08.30-09.30 **COPENAGHEN**  
1115 SYMPOSIUM - Work related stress and suicidal risk in police officers  
*Chair: Acquadro Maran Daniela*  
*Discussant: Magnavita Nicola, Garbarino Sergio*
- Suicide in police officers  
*Nicola Magnavita, Sergio Garbarino*
- Risk and protective factors in local and national police at the center of emergencies of extremadura  
*Guerrero-Barona Eloísa*
- Work related stress and suicidal risk in police officers: are there any gender differences?  
*Civilotti Cristina*



- 08.30-09.30 **COPENAGHEN** (1115 SYMPOSIUM)  
Greek police officers' perceptions, experiences and work related stress: two case studies  
*Papanikolaou Nikos, Kypriotaki Maria*
- 08.30-09.45 **MADRID**  
1600 SYMPOSIUM - The work-health balance: a new dimension to analyze the relationship between health and work  
*Chair: Gragnano Andrea*  
*Discussant: Negrini Alessia*
- Job retention amongst workers with health challenges. A qualitative study  
*Gibson Amelia C.*
- The usefulness of Work-Health Balance in older workers and in workers with long-standing health problem or disability  
*Miglioretti Massimo, Previtali Federica, Manzi Claudia, Gragnano Andrea*
- Work-Health Balance among Spanish workers: its mediating role in the Work Ability-Job satisfaction relationship  
*Topa Gabriela*
- Work-Health Balance Questionnaire in Mexico: Its pertinence and preliminary results  
*Novelo-Ramírez Hiram, Méndez-Magaña Ana Cecilia, Herrera-Godina Melva, González-Estévez Guillermo, Gragnano Andrea*
- Identifying factors promoting work ability among menopausal women. A cross-sectional study  
*Converso Daniela, Viotti Sara, Guidetti Gloria, Sottimano Ilaria*
- 09.30-10.45 **ISTANBUL**  
272 SYMPOSIUM - Meeting Demands and Mobilizing Resources at the Workplace: A Question of Age?  
*Chairs: Cornelia Wieck, Doerwald Friederike*  
*Discussant: Antje Schmitt*
- The Generativity Motive at Work: A Resource of Older Workers?  
*Doerwald Friederike, Zacher Hannes, Van Yperen Nico W., Scheibe Susanne*
- Those Who Need it the Most get it the Least: Age Specific Reciprocal Effects Between Social Support and Mental Strain  
*Kröner Friedrich, Müller Andreas*
- The Perceived Influence of Career Shocks on Ones' Career: a Qualitative Study Among Older Workers  
*Pak K, Kooij T.A.M, de Lange A.H, Meyers M.C., van Veldhoven M.J.P.M*
- Work Ability as a Mechanism Between Resources and Performance, Absence, and Attitudes Toward Aging  
*Cadiz David M., Brady Grant, Truxillo Donald M., Rineer Jennifer R.*
- When It Hurts, and When It Helps: A Meta-Analysis on Age and Empathy in the Workplace  
*Wieck Cornelia, Reh Susan, Moghimi Darya, Scheibe Susanne*
- 09.30-10.45 **ROMA**  
1559 SYMPOSIUM - Job Crafting in Context: Recent Insights from Job Crafting Research.  
*Chairs: Costantini Arianna, van Gool Piet*
- Effects of contextual cues in influencing and implementing job crafting intentions  
*Costantini Arianna*

09.30-10.45

**ROMA (1559 SYMPOSIUM)**

Crafting Creative, and Energizing Interactions: The Role of Network Structure  
*van Gool Piet, Demerouti Evangelia, Rooks Gerrit, Rozemeijer Frank*

Creativity under task conflict: The role of proactively increasing job resources  
*Paraskevas Petrou, Bakker Arnold B., Bezemer Katinka*

Job crafting and emotions  
*Lichtenthaler Philipp W., Fischbach Andrea*

Cognitive Job Crafting: A Weekly Diary Study Exploring the Mechanisms and Boundary Conditions  
*Yasin Rofcanin Yasin, Las Heras Mireia, Berber Aykut*

09.30-10.45

**LISBONA**

1664 SYMPOSIUM - Occupational health promotion: leadership and resources.  
*Chairs: Klug Katharina, Krick Annika*

Leadership and employees' health – The role of organizational and occupational commitment  
*Reiner Annabell, Klebe Laura, Felfe Jörg*

Effects of leaders' psychological strain on transformational and abusive leadership behaviour  
*Klebe Laura, Felfe Jörg, Klug Katharina*

Profiles of health-oriented leadership and employee strain  
*Klug Katharina, Krick Annika, Felfe Jörg*

Who benefits from mindfulness? The role of neuroticism for intervention effectiveness on self-care, mindfulness and HRV outcomes among military personnel  
*Krick Annika, Reiner Annabell, Felfe Jörg*

Can Health-oriented Leadership Predict Trajectories of Mental Health as an Indicator of Resilience?  
*Arnold Miriam, Rigotti Thomas*

09.30-11.00

**ATENE**

1327 SYMPOSIUM - Multiple effects of resource-oriented interventions at work  
*Chair: Michel Alexandra*

The impact of a relational job crafting intervention on prosocial motivation and behaviours: A randomised controlled trial  
*O'Shea Deirdre, Molina Agustin, Cullinane Sarah-Jane, Lynch Laura, Rowland Katie, Cooke Claire*

Hybrid Crafting Intervention: Effects on Psychological Need Satisfaction, Well-Being and Job Performance  
*Kosenkranius Merly, de Bloom Jessica, Rink Floor*

The effects of a mindful-emotion regulation intervention on daily workload: A cluster RCT design  
*Molina Augustin, O'Shea Deirdre, Gonzalez-Morales M.Gloria, Michel Alexandra, Hoppe Annekatrin, Steidle Anna*

Emotion Savvy: Emotional resources in your smartphone  
*Leonard C.M., Pogrebtsova E., Cherry K., Lumley M. N., Gonzales-Morales M. G.*

Balance your life – effects of a modular online intervention to promote life-balance  
*Seiferling Nadine, Brandstädter Simone, Reddig Angelika, Sonntag Karlheinz*

- 09.30-11.00 **ATENE (1327 SYMPOSIUM )**  
Increasing Employees' Work-Related Well-Being and Physical Health through a Technology-Based Physical Activity Intervention: A Randomized Intervention-Control Group Study  
*Lennefer Thomas, Hoppe Annekatrin, Lopper Elisa, Wiedemann Amelie*
- 09.45-11.00 **LONDRA**  
814 SYMPOSIUM - Employability Across Career Stages and Types III: New frontiers in research on employability in non-standard work types  
*Chairs: van den Groenendaal Sjanne Marie, Freese Charissa, De Vos Ans*  
*Discussant: Jos Akkermans*
- The importance of participating in (in)formal professional networks. Consequences for freelancers' employability competencies and career outcomes  
*Sabet Van Steenbergen, Stuer David, De Vos Ans, Van der Heijden Beatrice*
- The career development of solo self-employed workers – A qualitative study  
*Van den Groenendaal Sjanne Marie, Fleisher Chen*
- The Interplay between Career Attitudes and Organizational Factors for Project Managers' Career Success. Does Employability make a difference?  
*Lo Presti Alessandro, Elia Angelo, Concilio Pasquale*
- The Right Tools for the Job: Device Inequalities in Crowdfunding Careers  
*Newlands Gemma, Lutz Christoph*
- From Job Crafting to Building Resilience: A Crowdworkers' Story  
*Wong Sut I, Fieseler Christian, Kost Dominique*
- 09.45-10.45 **PARIGI**  
1449 SYMPOSIUM - Development and Change in Personality, Vocational Interests, and Identity at Work: Exploring the Interplay of Person and Work Criteria  
*Chair: Woods Stephen*
- A Demands-Affordance TrAnsactional (DATA) Model of Personality Development at Work  
*Woods Stephen, Wille Bart, Wu Chiahuei, Lievens Filip, De Fruyt Filip*
- Do Interests Change over Time?: A 22-Year Longitudinal Study of Stability and Change in Vocational Interests at Work  
*Wille Bart, Nye Christopher D., De Fruyt Filip*
- Investigating the time-bound effects of job insecurity on identity in a person-centred approach  
*Selenko Eva, Mäkikangas Anne, De Witte Hans*
- New Job, New You: Personality Change in the Workplace Following Job Transition  
*Collis Hannah, Woods Stephen A.*
- 09.45-11.00 **VIP**  
177 SYMPOSIUM - Responding to the Unforeseeable: The Effects of Behavioural and Environmental Factors on Team Adaptation and Performance  
*Chairs: Georganta Eleni, Pasarakonda Surabhi*  
*Discussant: Travis Maynard*
- Getting Teams to Recover after a Change in a Task: The Effect of a Concept Mapping Intervention on Shared Cognition, Team Performance and Adaptation  
*Marques Santos Catarina, Uitdewilligen Sjir, Passos Ana Margarida, Marques-Quinteiro Pedro*

- 09.45-11.00 **VIP (177 SYMPOSIUM)**  
 Don't Crack Under Pressure: Team Reflexivity as a Means to Enhance Team Functioning in Crisis Situations  
*Schmutz Jan B.*
- Rescue Forces in Action: The Impact of Contextual Demands on Team Performance and Team Cohesion  
*Georganta Eleni, Köhler Clara, Niess Jasmin, Brodbeck Felix*
- Variabilities in the Operating Room: The Importance of Core Team Members' Coordination Centrality for Surgical Performance  
*Pasarakonda Surabhi, Schmutz Jan B., Grote Gudela, Bogdanovic Jasmina, Guggenheim Merlin, Manser Tanja*
- Team Adaption to Multiple Unpredicted Events During the Extrication of Road Accident Victims  
*Marques-Quinteiro Pedro, Rico Ramón, Marôco João*
- 09.45-11.00 **DUBLINO**  
 734 SYMPOSIUM - Taking a closer look at workplace coaching: Processes, contextual factors, and specific formats  
 Chair: *Kotte Silja*
- Taking a closer look into coaching: Integrating coaches' and clients' career-relevant variables and microlevel interaction patterns  
*Jordan Stefanie, Schulte Eva-Maria, Kauffeld Simone*
- How social identity theory (SIT) furthers understanding of the triangulate coaching relationship: An integrated perspective from the coach, coachee and organisation  
*Lai Yi-Ling*
- A theoretical framework of culturally sensitive workplace coaching: The importance of coachee regulatory focus  
*Delegach Marianna, Bozer Gil*
- What is team coaching? Conceptualizing the distinctiveness of team coaching  
*Jones Rebecca J., Napiersky Uwe, Lyubovnikova Joanne*
- Coaching Entrepreneurs: Characteristics and Functions of Entrepreneurial Coaching throughout the Entrepreneurial Process  
*Diermann Isabell, Kotte Silja, Rosing Kathrin, Möller Heidi*
- 09.45-10.45 **COPENAGHEN**  
 857 SYMPOSIUM - Employee as Investment in Corporate America  
 Chair: *Tararukhina Olga*
- Leverage, Align, Transform, or Design? How to Do Culture Work That Drives Results  
*Tararukhina Olga*
- Employee as Investment in Corporate America  
*Odiamar Racho Maria*
- Organizational Internalities and Their Impact on Employee Performance, Retention and Engagement  
*Reimer Daniel*
- How Leaders Can Use Storytelling to Drive Change  
*Graham Chad*

09.45-11.00

**FOYER NORD**

960 PANEL - How to Be a Good Reviewer

*Facilitator: Gonzalez-Morales Gloria M.**Panelists: Grote Gudela, Arnold John, Ohli Sandra, Koehler Tine, Allen Joe*

10.00-11.15

**MADRID**

1625 SYMPOSIUM - Quality of working life in universities: The contribution of WOP psychologists

*Chair: Brondino Margherita*

Improving work environments in Australian universities

*Pignata Silvia*

Quality of life at work in academia: preliminary results for the validation of a tool for Italian university

*Spagnoli Paola, Brondino Margherita, Bruno Andreina, Depolo Marco, Ingusci Emanuela, Loera Barbara, Pace Francesco*

Quality of work life in Czech public universities: Job demands, job resources and occupational well-being

*Zábrodská Katerina, Mudrák Jirí, Machovcová Katerina*

Drivers of the Matthew effect. Academic work life and excellence in Czech natural/technical sciences

*Mudrák Jirí, Zábrodská Katerina, Machovcová Katerina*

Research and intervention for the Quality of Working Life at the Politecnico of Turin

*Converso Daniela, Loera Barbara, Molinengo Giorgia, Guidetti Gloria, Claudia De Giorgi, Arianna Montorsi*

10.30-12.00

**ROOM 500**

557 SYMPOSIUM - Symposium Title: Sustainable late careers and retirement transitions for older workers in the 21st century

*Chairs: Zaniboni Sara, Truxillo Donald**Discussant: Fraccaroli Franco*

How to design jobs in sustainable careers? The combined effects of task significance and job autonomy for employees in their late career

*Pfrombeck Julian, Grote Gudela*

Maintaining the work ability in older employees with health problems: The impact of the adaptation of job demands and job resources

*Weber Jeannette, Angerer Peter, Borchart Daniela, Hasselhorn Hans Martin, Müller Andreas*

Opportunity or necessity? Motivations of "third age" entrepreneurs

*Shee Brian, McCarthy Jean, Costin Yvonne, Hynes Briga, Heraty Noreen*

The impact of work passion on retirement and succession planning of older entrepreneurs

*Alterman Valeria, Wang Mo*

Organizations can have a word to say in older workers' retirement preferences: The role of age-diversity practices, work centrality and work engagement

*Sousa Inês C., Ramos Sara, Carvalho Helena*

Core self-evaluations, older workers, and retirement-related outcomes

*Zaniboni Sara, Topa Gabriela*

11.00-12.15

**ISTANBUL**

1193 SYMPOSIUM - Flexibility at Work: Implications for Individuals, Organizations, and Society

*Chairs: Hornung Severin, Höge Thomas**Discussants: Doci Edina, Bal Matthijs*

11.00-12.15 **ISTANBUL (1193 SYMPOSIUM)**

Workplace Flexibility and Employee Well-being. Proposing a Life-Conduct Perspective on Subjectified Work  
*Höge Thomas*

Employment Contract, Job Insecurity, and Employees' Affective Well-Being: The Role of Self- and Collective Efficacy  
*Sora Beatriz, Höge Thomas, Caballer Amparo, Peiró Jose M<sup>a</sup>*

Beyond Job Insecurity: Concept, Dimensions, and Measurement of Precarious Employment  
*Seubert Christian, Hopfgartner Lisa, Glaser Jürgen*

Organizational Tensions, Role Conflicts, and Contradictory Demands in Flexible Work Systems  
*Glaser Jürgen, Hornung Severin, Höge Thomas*

Functional Flexibility from an Employee Perspective: A Tripartite Interaction Model of Work Self-Redesign for Dynamic Organizational Contexts  
*Hornung Severin, Höge Thomas, Rousseau Denise M.*

11.00-12.00 **PARIGI**

1004 SYMPOSIUM - Employee Perceptions of Human Resource Management, Employee Well-being and Job Performance

*Chairs: van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina*  
*Discussant: van Veldhoven Marc*

Employee Perceptions of HR Practices: A Critical Review and Proposed Way Forward  
*Beijer Susanne, Peccei Riccardo, van Veldhoven Marc, Paauwe Jaap*

A Theoretical Rational for Selecting HR Practices for 'High Performance', 'High Commitment' and 'High Involvement' HRM Systems  
*Gould-Williams Julian Seymour*

The effect of perceived HR Practices on Employee Well-being and Performance: investigating HR practice use and effectiveness ratings  
*van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina*

Line Manager HRM Implementation and Employee Wellbeing: The Mediating Role of HRM System Strength  
*Fu Na, Flood Patrick C., Rousseau Denise M., Morris Tim*

11.00-12.15 **ROMA**

1358 SYMPOSIUM - Positive resources to face the challenges of current world of work

*Chairs: Di Fabio Annamaria, Topa Gabriela Cantisano*  
*Discussant: Depolo Marco*

Intrapreneurial Self-Capital Scale in Spain: A key resource for career development  
*Topa Gabriela, Puigmitja Irene*

The contribution of Intrapreneurial Self-Capital in acceptance of change, employability and well-being  
*Di Fabio Annamaria*

The whys and wherefores of going the extra-mile as health workers  
*Butucescu Andreea, Zanfrescu Serban, Iliescu Dragos*

Feeling balanced and satisfied in dual-income couples between crossover and spillover effects  
*Lo Presti Alessandro, Molino Monica, Emanuel Federica, Landolfi Alfonso, Ghislieri Chiara*

- 11.00-12.15 **ROMA (1358 SYMPOSIUM)**  
Boundaryless career orientation and career competencies as strategic resources to tackle job insecurity  
*Mazzetti Greta, Derous Eva, Guglielmi Dina, Depolo Marco*
- 11.00-12.15 **LISBONA**  
479 SYMPOSIUM - It is not all about the leader! Leadership as a social process and the relevance of context  
*Chairs: Hernandez Bark Alina S., Junker Nina M.*
- Hierarchy matters: Leaders' hierarchical level, their working conditions and health  
*Pundt Franziska, Thompson Birgit*
- Ethical leaders, stress-free employees: the mediating role of meaningful work  
*van Gils Suzanne*
- The benefits of leader-member exchange for leaders' work-related well-being: A matter of time  
*Richter Stefanie, Volmer Judith*
- Leadership for grown-ups: About the usefulness of a self-leadership-culture in the digital age  
*Bracht Eva, van Dick Rolf, Junker Nina M.*
- Co-creating leadership? A qualitative study of the dynamic relational processes in teams  
*Nieberle Karolina, Braun Susanne, Frey Dieter*
- 11.00-12.00 **COPENAGHEN**  
1852 SYMPOSIUM - Non-work factors, work stress and burnout: implications for well-being  
*Chair: Greenglass Esther*  
*Discussant: Peiró Jose M.*
- Balancing work-based information and communication technology use at home: The Good, the bad, and the ugly?  
*Day Arla, Tonet Jillian*
- Sandwich Generation Caregivers and Depression: The Moderating Role of Organizational Support  
*Toker Sharon, Armon Galit*
- Limits of the Superficial Overlap of Burnout and Depression  
*Leiter Michael P.*
- Job insecurity and economic hardship: Predictors of stress in an employed Greek sample  
*Greenglass Esther, Stamatios Antoniou Alexander*
- 11.15-12.45 **LONDRA**  
737 SYMPOSIUM - Employability across career stages and types I: New frontiers in sustainable employability research  
*Chairs: Fleuren Bram, Semeijn Judith*
- We need to slow down: A two-wave observational study on the predictors of healthcare employees' sustainable employability  
*Fleuren Bram, Zijlstra Fred, de Grip Andries, Kant IJmert*
- Workplace age-related discrimination from a grounded theory approach  
*Wooning Marianne, Peeters Ellen, Semeijn Judith, Caniels Marjolein*
- Age and perceived employability as moderators of job insecurity and job satisfaction.  
*Yeves Jesús, Bargsted Mariana, Cortés Lorna, Merino Cristóbal, Cavada Gabriela*

- 11.15-12.45 **LONDRA (737 SYMPOSIUM)**  
Sustainable leadership: managing paradoxes in developing sustainable employability  
*Kooistra Daniel, De Hauw Sara, Semeijn Judith, Van der Heijden Beatrice*
- Training self-leadership as a way to sustain employability of healthcare professionals  
*van Dorssen-Boog Pauline, Pak Karen, van Vuuren Tinka, de Lange Annet*
- Expired workers or family right hand: employment barriers of the elderly unemployed  
*Zaharie Monica, Osoian Codruța*
- 11.15-12.30 **ATENE**  
533 SYMPOSIUM - Be prepared! Facilitating transitions from education to work  
*Chair: Hofer Annabelle*  
*Discussant: Jos Akkermans*
- Development of the Career Resources Questionnaire – Adolescent Version (CRQ-A)  
*Marciniak Julian, Johnston Claire S., Hänggli Madeleine, Hirschi Andreas*
- School-to-work transition: Examining the effect of internships on students' goal orientation  
*Vermeire Eva, Grosemans Ilke, De Cuyper Nele, Kyndt Eva*
- The use of an online developmental network diagnostic tool in facilitating students' transition from university to work  
*Emmanuel Myrtle*
- Trainings for psychology students - fostering self-efficacy and job anxiety  
*Peiffer Henrike, Ellwart Thomas, Preckel Franzis*
- The relationship between education-job fit and work-related learning of recent graduates: Capitalising on a head start or filling a gap?  
*Grosemans Ilke, Vangrieken Katrien, Coertjens Liesje, Kyndt Eva*
- 11.15-12.15 **DUBLINO**  
917 SYMPOSIUM - Current trends in creativity research  
*Chair: Petrou Paraskevas*  
*Discussant: Roni Reiter-Palmon*
- Providing structure to facilitate creativity  
*Roskes Marieke*
- Daily affective experiences and daily creativity: The moderating role of age  
*Volmer Judith, Richter Stefanie, Syrek Christine*
- The creative rebel: A weekly survey study among employees  
*Paraskevas Petrou, van der Linden Dimitri, Charalampos Mainemelis, Salcescu Oana Catalina*
- Dual Ethical-Creative Goals and Outcomes  
*Toader Andra F.*
- 11.15-12.15 **FOYER NORD**  
1650 PANEL - A New Reality: Gamification and AI in Hiring  
*Facilitator: Eric Sydell*  
*Panelists: Tanya Delany, Ioannis Nikolaou, Lara Montefiori*



# ORAL SESSIONS

08.00-09.45

## VARSAVIA

ORAL\_96 LEADERSHIP & FOLLOWERSHIP

*Chair: Barattucci Massimiliano*

279 Is Social Media Disrupting Leadership?

*Holton Viki, Hind Professor Patricia*

1082 Leader-member exchange (LMX) differentiation: A systematic literature review

*Michailow Michail, Martin Robin, Hughes David J.*

1458 Face Similarity Discovery Task: a tool for improving leaders' expectations and collaborators' performance

*Pietroni Davide, Verdi Hughes Sibylla*

1496 Leadership Identity: Exploring Its Definition and Development Using Repertory Grid Technique

*Grajfoner Dasha, Jankowicz Devi*

398 Cognition and Affect as Antecedents of Shared Leadership

*Tillmann Sebastian, Boerner Sabine*

1790 A Comparison of Three Important Job Attitudes across Followership Styles

*Amanolla Nejad Mojtaba, Charkhabi Morteza*

1636 Cultural robustness of distributed leadership agency and its relationships with empowering leadership, self-efficacy and innovative behavior

*Jønsson Thomas, Barattucci Massimiliano, Bufalino Giambattista*

08.00-09.15

## VIENNA

ORAL\_100 MISCELLANY - RESEARCH PRACTICE

*Chair: Galarza Laura*

871 Choosing personality assessments for employee development: should practitioners forget (almost) everything they've been told?

*Hackston John, Moyle Penny*

1220 Putting neoliberalism to the test: Public debates over sick leave policies in Sweden

*Nyberg Daniel*

334 "To work, or not to work, that is the question" – Recent trends and avenues for research on attendance behavior

*Ruhle Sascha A., Breitsohl Heiko, Aboagye Emmanuel, Baba Vishwanath, Biron Caroline, Correia Leal Ana Catarina, Dietz Carolin, Ferreira Aristides, Gerich Joachim, Johns Gary, Karanika-Murray Maria, Lohaus Daniela, Løkke Ann-Kristina, Lopes Sara L., Martinez Luis F., Miraglia Mariella, Muschalla Beate, Poethke Ute, Sarwat Nosheen, Schade Hanna, Steidelmüller Corinna, Vinberg Stig, Whysall Zara, Yang Tianan*

576 Institutionalized? A Modest Proposal for Changing how Research in Work and Organizational Psychology is Published

*van Dijk Hans, van Zelst Marino*

1483 Post-Disaster Human Resource Practices in Organizations: Lessons learned from Hurricane Maria

*Galarza Laura, Matos Anthony, Sotomayor Gabriela, Silva Karina, Rodriguez Deliz, Cuebas Kermeth, Guadalupe Alejandra, Feliciano Carla, Marty Rene, Mendez Orlando, Barreto Esteban, Trinidad Deborah*

08.00-10.00

**FOYER 500**

ORAL\_102 RESILIENCE

*Chair: Letizia Palazzeschi*

1076 The Role of the Boundary Objects in Negotiating New Migrant Career Pathways  
*Voloshyna Viktoriya, Zikic Jelena, Mansoori Soodabeh*

1185 Investigating the Association between Stress and Psychological Resilience in the Workplace: A Longitudinal Study  
*Ollis Lucie, Cropley Mark, Plans David*

1544 Resilience, stress appraisals and the influence of past sporting experiences on future workplaces success  
*Bryan Christopher, O'Shea Deirdre, MacIntyre Tadhg*

969 Leadership behaviours and employee resilience in the public sector: What works and what doesn't  
*Franken Esme, Plimmer Dr Geoff, Malinen Dr Sanna, Bryson A/Prof Jane*

161 Employees' psychopathy and counterproductive work behavior –The differential impact of individual resilience  
*Schilbach Miriam, Baethge Anja, Rigotti Thomas*

525 Workplace team resilience: A systematic review and conceptual development  
*Hartwig Angelique, Clarke Sharon, Johnson Sheena*

1549 The regulation of resilience at work: growth curve models of resilience during major and on-going life events  
*Bryan Christopher, O'Shea Deirdre, MacIntyre Tadhg*

1272 Intrapreneurial Self-Capital: new strength for resiliency of workers in the current world of work  
*Palazzeschi Letizia, Di Fabio Annamaria*

08.00-09.30

**MEZZANINE**

ORAL\_104 ECONOMIC PSYCHOLOGY &amp; CONSUMER BEHAVIOR

*Chair: Martinez Luisa*

1300 Retaliation in Ultimatum Game  
*Merlone Ugo, Dal Forno Arianna*

592 Working it out together: A qualitative study of vacation related decision-making in couples.  
*Koval Olena, Hansen Håvard*

1163 The effectiveness of sales promotion techniques on the Millennial consumers' buying behavior  
*Martinez Luis, Antunes Inês*

1454 Complementary colors and consumer behavior: Emotional affect, attitude, and purchase intention in the context of Web banner advertisements  
*Martinez Luisa, White Allison, Martinez Luis*

803 Economy for the Common Good: a documentary analysis of the common good reports  
*Alves Pereira Susana, Rebelo dos Santos Nuno, Pais Leonor, Zappalà Salvatore*

1455 White lie or true blue: Consumers' packaging choices depend on color of retail environment  
*Martinez Luisa, Rando Belén, Agante Luisa, Abreu Ana*

08.00-09.30

**NH PRESSE**

ORAL\_109 NEW TECHNOLOGY

*Chair: Vos Menno*

1059 My workmate the robot: A meta-analysis on Human-Robot Interaction at the workplace  
*Ötting Sonja Kristine, Masjutin Lisa, Maier Günter W.*

1136 Robots at work: How human-robot interaction changes work design  
*Goštautaitė Bernadeta, Liuberte Irina, Buciuniene Ilona, Stankeviciute Živile, Staniškiene Egle, Reay Trish, Moniz Antonio*

1725 Robot as workmates: are we ready? A systematic literature review on robot acceptance in the work environment  
*Orso Valeria, Pittaro Eva, Gamberini Luciano*

1737 It's All in Your Hand(phone)s: The Effects of Individual Perception of Job Connectedness on Well-Being  
*Rajah Rashimah*

612 Impact of Digitization on Job Satisfaction, Stress and Organizational Commitment in Service Companies  
*Hummert Henning, Traum Anne, Goers Philipp K., Nerding Friedemann W.*

1415 Future of work: Employers' expectations about tech professionals' knowledge, skills and attitudes in the 21st century  
*Vos Menno, Corporaal Stephan, Peters Sjoerd*

08.00-09.00

**PARIGI**

ORAL\_98 STRESS MANAGEMENT

*Chair: Lindfors Petra*

101 Alternative coping with time and performance pressure and its key facilitators  
*Schulz-Dadaczynski Anika*

1604 Gamifying „Mindful Minutes“ – A Gamified Two-Week Online Intervention to Foster Mindfulness and Counter Stress  
*Groening Christopher, Binnewies Carmen*

98 Supporting mental health in the workplace via personalised digital interventions: A large scale randomised control trial  
*Hemmings Nicola, Weber Dr. Silvana, Lorenz Christopher*

1061 Online stress management training: A randomized controlled pilot study of working women and men  
*Lindfors Petra, Johansson Caroline, Blom Victoria*

08.15-09.15

**BRUXELLES**

ORAL\_92 INTERVENTIONS

*Chair: Amutio Alberto*

311 Employee Outcomes of Adapting a Supervisor Intervention for the United States Forest Service  
*Hammer Leslie, Perry MacKenna, Brown Derek*

551 The Effects of Internet-Based Cognitive Interventions on Employees Well-Being  
*Lin Mei-Hua, Viswanathan Priyanka*

08.15-09.15 **BRUXELLES (ORAL\_92 INTERVENTIONS)**

315 Increasing Psychological Capital: A meta-analysis of randomized controlled studies  
*Lupsa Daria, Virga Delia, Maricuțoiu Laurențiu, Rusu Andrei*

1215 Application of a mindfulness program among healthcare professionals in an intensive Care Unit: Effect on burnout, empathy and self-compassion  
*Amutio Alberto, Rosa María Gracia, Joan M. Ferrer, Alfonso Ayora, Manuel Alonso, Ricard Ferrer*

08.15-09.45 **PRAGA**

ORAL\_94 COUNTERPRODUCTIVE BEHAVIOR

*Chair: Fida Roberta*

627 Does routine work lead to CWB? Moderating role of boredom proneness.  
*Czarnota-Bojarska Joanna*

421 When norms collide: The conflicting roles of group norms and organizational identification in the explanation of discretionary behavior  
*Götz Martin, O'Boyle Ernest H.*

442 When gender and emotional intelligence matters: Incivility in the workplace  
*Carmona-Cobo Isabel, Lopez-Zafra Esther*

462 Optimal distinctiveness at the workplace: How the desire to be similar or unique affects workplace behaviour  
*Stadler Tobias, Selenko Eva, Patterson Malcolm*

1128 Transcending depletion explanations at work: Daily self-control effort mediates the relationship of self-control motivation on daily CWB-O  
*Wehrt Wilken, Casper Anne, Sonnentag Sabine*

817 The interplay between moral self-efficacy and moral disengagement in understanding counterproductive work behaviour  
*Fida Roberta, Paciello Marinella, Tramontano Carlo*

08.15-9.30

**VIP**

ORAL\_99 SELECTION METHOD

*Chair: Wolf Jasper*

1703 Measuring Disengagement in a Game-based Assessment  
*Boardman Emily, Williams Huw, Montefiori Lara*

1705 Tapping into personality: enhancing individual differences in game-based assessments  
*Williams Huw, Boardman Emily, Montefiori Lara*

1714 Stereotype threat and cognitive performance: a comparison between game-based and traditional cognitive assessments.  
*Close Liam, Montefiori Lara*

1711 The criterion-related validity of a Game-based Assessment  
*Close Liam, Montefiori Lara*

1709 Adverse Impact in Game-Based Assessment  
*Wolf Jasper, Montefiori Lara*

08.15-10.00

**NH FONDERIA**

## ORAL\_107 LEADERSHIP ANTECEDENTS

*Chair: Diedericks Elsabé*

26 Findings from the Dark Side - Development of a Measure to Distinct Non-Constructive Levels of Narcissism with Job Applicants

*Nederström Mikael, Rintala-Rasmus Anita*

175 Updating Leader-Member Exchange theory: The status of leaders and followers as determinants of their relationship

*van Es Roeliene, Levecque Katia, Anseel Frederik*

365 The intersection of Abusive Supervision and LMX: An analysis of attitudinal, emotional and behavioral outcomes

*Gencay Oguz, Kabasakal Hayat*

680 Emotional Leadership in Relation to Work Engagement and Perceived Stress

*Dåderman Anna M., Hallberg Angela, Skog Sandra, Kajonius Petri J.*

796 Relationship between workaholism and occupational burnout: the moderating effect of perceived ethical leadership style

*Morkeviciute Modesta, Endriulaitiene Aukse*

1141 A behavioral perspective on dynamic capabilities: predictors and outcomes of leader's sensing, seizing and transforming behaviors.

*De Stobbeleir Katleen, Desmet Lien, Peeters Carine*

1567 The role of trust in job satisfaction and work engagement among South African bank employees

*Diedericks Elsabé, Sibamba Vuyani*

08.15-10.00

**NH COLLAUDO**

## ORAL\_111 LEADERSHIP &amp; MANAGEMENT

*Chair: Zaar Sonja*

39 Leaders' impact on employee absenteeism: A systematic literature review

*Løkke Ann-Kristina*

636 Supervisory Coaching and Performance Feedback as Mediators of the Relationships between Leadership Styles, Work Engagement, and Turnover Intention

*Lee Michelle Chin Chin, Idris Mohd Awang, Tuckey Michelle*

1265 Comparison of transformational and positive leadership styles

*Pubalova Katerina, Gaskova Jana*

79 The Role of Interpersonal Accuracy for Adaptive Leadership in Women and Men

*Palese Tristan, Schmid Mast Marianne, Bachmann Manuel*

1336 Exploring Organizational Politics and Leaders' Political Behaviour in the Broader Political Context of Government Organizations

*Kidron Aviv, Vinarski Peretz Hedva*

516 Ethical but unfair – The moderating effect of uncertainty on subordinates' reactions toward transgressive behaviour by ethical leaders

*Lang Sarah, Müller Patrick*

644 Learning for leadership: key learning experiences for student leadership identity development

*Zaar Sonja, Van den Bossche Piet, Gijssels Wim*

09.30-11.30

**BRUXELLES**

## ORAL\_93 LEADERSHIP DEVELOPMENT

*Chair: Ainsworth Judith*

934 The impact of leadership on performance: The case of National Hockey League captains  
*Saffie Robertson Maria Carolina, Fiset John*

263 Does Leader-Follower similarity really matter? A study on Leader-Follower Proactive Behavior Congruence and its impact on Trust, Affect and Employee Silence  
*Grazi Adele, Buckley Finian*

724 Can leadership be trained? An investigation of advantages and disadvantages of leadership development program  
*Bertola Lara, Calaon Ivano, Colombo Lara*

1333 A Talent Development Centre as a hybrid Succession Planning and Leadership Development Methodology  
*Stander Marius, Stander Ederick*

1769 Leader Empowerment Behavior and Job Attitudes: Testing the Mediating Role of Psychological Empowerment  
*Hosseini Koukamari Parisa, Charkhabi Morteza*

665 Theoretical and Practical Perspectives on Digital Leadership Development  
*Holten Ann-Louise, Bøllingtoft Anne, Stein Mari-Klara*

843 Dilemma Competency – Coping by Taking Responsibility  
*Born Marieke, Drews Antonia, Bossmann Ulrike, Zwack Julika, Schweitzer Jochen*

811 Developing leadership competence: A longitudinal study of individual- and team-level characteristics  
*Ainsworth Judith, Chaudhry Anjali*

09.30-11.45

**VIENNA**

## ORAL\_101 MISCELLANY

*Chair: Carollo Luca*

1504 Managing knowledge in organizations: A Nonaka's SECI model operativization  
*Farnese Maria Luisa, Chirumbolo Antonio, Barbieri Barbara*

1848 Using job analysis for workplace inclusion: Application of the Job Access Mobile App for accommodation of employees in small businesses  
*Kocum Lucie, Robinson Lynne, Shabnam Sara*

678 Barriers to growth in Dutch social enterprises  
*Drupsteen-Sint Linda, de Bell Leendert, Berghuis Ebel*

1651 Spanish validation and adaptation of the Internal Corporate Social Responsibility Questionnaire  
*Ávila Diego, Bayona Jaime*

726 The Personality Traits of Service Employees and Customer Aggression: The mediating Role of Customer Orientation  
*Coelho Filipe, Fontes\_da\_Costa João*

271 Patient-physician Relationship Quality and Quality of Life: The moderating role of Trust  
*Fontes\_da\_Costa João, Oliveira Teresa*

- 09.30-11.45 **VIENNA (ORAL\_101 MISCELLANY)**  
1118 Professional identity and strategic industry change: collective identity restructuring  
*Baert Caroline, De Stobbeleir Katleen*
- 924 The Impact of Employee Support on Employee Absenteeism: The Moderating Effect of Patient Mistreatment  
*Zettna Nate, Nguyen Helena, Johnson Anya, Wang Karyn*
- 878 The role of organizational practices in dirtying an occupation: a case study in an Italian bank  
*Carollo Luca, Silvia Gilardi*
- 09.45-10.30 **MEZZANINE**  
ORAL\_105 ORGANIZATIONAL STRUCTURE  
*Chair: Berthelsen Hanne*
- 258 Facilitating the motivational climate: The roles of LMX and leader political skill  
*Buch Robert, Nerstad Christina G. L., Kopperud Karoline H.*
- 330 Organizational-Level Consequences of Flexplace Work: The Crucial Role of Trust Climate for Employees' Affect and Organizational Performance  
*Huettermann Hendrik, Oppel Eva-Maria, Bruch Heike*
- 1146 Construct validity of a global scale for social capital based on COPSOQ III  
*Berthelsen Hanne, Westerlund Hugo, Jan Hyld Pejtersen, Emina Hadzibajramovic*
- 09.45-11.45 **NH PRESSE**  
ORAL\_110 WORK FAMILY BALANCE  
*Chair: Pluut Helen*
- 599 Study-Sport Enrichment in Student-Athletes: From Study Crafting to Sport Performance  
*Postema Anniek, Bakker Arnold B., van Mierlo Heleen*
- 56 Individual Perceptions of Boundary Control Mitigate the Effect of (in)Congruence Between Workers' Preferred Work/Non-Work Boundaries and their Enacted Boundary Management on Work-Life Conflict  
*Mellner Christin, Peters Pascale, Toivanen Susanna*
- 554 Leadership Styles, Work-Family Enrichment and Work-Life Balance: A Mediation Study and Dominance Analysis  
*Haar Jarrad, Schmitz Anja*
- 642 Exploring the indirect effect of subjective career success in the relationship between work-family enrichment and positive work-related outcomes.  
*Koekemoer Eileen, Olckers Chantall, Nel cherise*
- 1809 Why does it matter to build family supportive organizations : Exploring hard and soft outcomes  
*Botelho Carlos*
- 628 A Systematic Literature Review on Support Mechanisms for Work–Life Balance  
*Fan Yuyang, Potocnik Kristina, Chaudhry Sara*
- 1173 Customized availability – User requirements to a smart assistant for work-related availability management  
*Staab Katharina, Saternus Zofia, Stock Ruth Maria*
- 595 How social stressors at work influence marital behaviors at home: An interpersonal model of work-family spillover  
*Pluut Helen, Ilies Remus, Liang Alyssa*

10.00-12.00

**VARSAVIA**

## ORAL\_97 LEADERSHIP &amp; FOLLOWERSHIP

*Chair: Machovcová Katerina*

1658 Following Bad Leaders: The Role of Leader Legitimacy in Transgressive Leadership  
*Marques Andre, Pinto Isabel, Leite Ana, Randsley de Moura Georgina, van Prooijen Jan-Willem, Marques Jose*

236 Attachment, performance and wellbeing: The mediating effect of leader-member exchange  
*Ren Queyu, Topakas Anna, Patterson Malcolm*

111 Employee Resilience: The interplay of SLMX and ELMX in Conjunction with Followers Narcissism  
*Caniels Marjolein, Hatak Isabella*

202 Revitalization and Resurrection: Leadership in the Dying Church  
*Fisk Glenda, Hammond Michelle*

251 Leader's motivation-based identity and its associations to subordinates' satisfaction with leadership and quality of LMX relationship  
*Auvinen Elina, Tsupari Heidi, Huhtala Mari, Feldt Taru*

381 Do performance-oriented servant leaders exist? A latent profile analysis of servant and authoritarian leadership  
*Zheng Xiatong, Zheng Yuyan, Graham Les*

899 To Lead is Not to Worry? Leaders' Worries about Leadership Patterns and Employees' Leadership Evaluations  
*Tsupari Heidi, Auvinen Elina, Huhtala Mari, Feldt Taru*

1042 Do academics refuse to be followers?  
*Machovcová Katerina, Mudrák Jirí, Zábrodská Katerina*

10.15-11.30

**PRAGA**

## ORAL\_95 ORGANIZATIONAL JUSTICE

*Chair: Eib Constanze*

148 Effect of Overall Organizational Justice Perceptions on Employee Voice Behaviour  
*Shah Shreya, Purang Dr. Pooja*

638 How is low interpersonal justice related to organizational turnover over time? Results from a longitudinal cohort study  
*Leineweber Constanze, Peristera Paraskevi, Bernhard-Oettel Claudia, Eib Constanze*

212 Organizational Justice: An experimental investigation of interpersonal antecedents using the HEXACO-model  
*Hossiep C. Richard, Weiler Stephanie, Baumeister Viktoria, Schewe Gerhard*

1448 What shapes the voice of unethical behaviour among police officers? Insights from a UK Professional Standards Department.  
*Shiels Aoife*

300 Time to leave? Organizational justice as predictor of early or late retirement  
*Eib Constanze, Bernhard-Oettel Claudia, Leineweber Constanze, Peristera Paraskevi*

10.15-11.30

**FOYER 500**

## ORAL\_103 REWARD SYSTEM

*Chair: Sverke Magnus*



- 10.15-11.30 **FOYER 500 (ORAL\_103 REWARD SYSTEM)**  
1583 The role of monetary rewards in the turnover intention of employees in the utility industry in South Africa  
*Diedericks Elsabé, Hennicks Eugeny*
- 1312 Who needs Pay-for-Performance? Attributions from Primary Health Care Staff  
*Neves da Silva Maria do Carmo, Oliveira Teresa Carla, Ferreira Pedro Lopes*
- 562 Pay justice attention! A systematic literature review of antecedents and consequences of pay justice  
*Falkenberg Helena, Hellgren Johnny, Malmrud Sofia, Nordgren Selar Alexander, Sverke Magnus*
- 894 Challenges for pay-setting managers: A thematic analysis  
*Malmrud Sofia, Falkenberg Helena, Hellgren Johnny, Sverke Magnus*
- 1756 Employees' experiences of pay-related justice and supervisors' enacted justice: Implications of perceptual congruence for work-related attitudes and behavior  
*Sverke Magnus, Malmrud Sofia, Eib Constanze, Falkenberg Helena, Hellgren Johnny*
- 10.15-12.15 **NH FONDERIA**  
ORAL\_108 LEADERSHIP ANTECEDENTS  
*Chair: Morf Manuela*
- 1785 The importance of LMX leadership in predicting positive and negative organizational outcomes: The mediating effect of job-related emotions  
*Matthiesen Stig Berge, Bobbio Andrea*
- 142 Leader unethical behaviour depends on the degree of power and Machiavellianism  
*Khademi Mahshid, Schmid Mast Marianne, Zehnder Christian*
- 380 The effects of abusive supervision and exploitative leadership on communication practices in teams, positive/negative affect and individual job performance  
*Klaic Anamarija, Jonas Klaus*
- 681 Destructive leadership in crisis management  
*Fors Brandebo Maria*
- 1381 The influence of leaders' personality, gender, and seniority level on Social Dominance Orientation  
*Anastasatou Olga, Grajfoner Dasha*
- 1284 Leading beyond borders: A study on the moderating influence of shared leadership on the open innovation process as perceived by employees  
*Edelbroek Robin, Blomme Rob, Peters Pascale*
- 33 Investigating leader caregiving through the lens of attachment: A moderated mediation analysis  
*Thompson Per-Magnus Moe, Fosse Thomas Hol, Skouverøe Joachim Berntsen*
- 254 Transformational leadership: A weekly diary study on the role of human resource practices, job resources, and prosocial motivation  
*Morf Manuela, Bakker Arnold B.*
- 10.15-11.45 **NH COLLAUDO**  
ORAL\_112 LEADERSHIP & MANAGEMENT  
*Chair: Nohe Christoph*
- 759 Predictive Validities of Personality Facets for Leadership Across Leadership Levels  
*Qu Jiayin, Page Ronald*

- 10.15-11.45 **NH COLLAUDO (ORAL\_112 LEADERSHIP & MANAGEMENT)**  
1804 European leadership model: myth, reality or necessity  
*Zankovsky Anatoly*
- 1274 Workplace Relational Civility and Human Capital Sustainability Leadership  
*Palazzeschii Letizia, Pesce Eleonora, Di Fabio Annamaria*
- 1289 Transformational Leadership and Innovation: The Moderating Role of Involvement in Organizational Culture  
*Petiz Lousã Eva*
- 1292 Exploring the relationships between transformational leadership, cultural consistency and innovation  
*Petiz Lousã Eva*
- 1357 Construct proliferation among negative leadership constructs: Assessing the discriminant validity of conceptually related constructs  
*Nohe Christoph, Vieten Laura, Hertel Guido*
- 10.45-11.30 **MEZZANINE**  
ORAL\_106 LEADERSHIP & FOLLOWERSHIP  
*Chair: Kuonath Angela*
- 1723 "I that is we, we that is I": The mediating role of work engagement between key leadership behaviors and volunteer satisfaction  
*Dal Corso Laura, Carluccio Francesca, Girardi Damiano, Benevene Paula, Vecina Maria Luisa, West Michael*
- 1845 The Role of the founder in family business  
*Dinis Liliana, Neves Pedro*
- 1530 The Crossover of Positive Affect between Leader and Follower: A Longitudinal Perspective  
*Kuonath Angela, Pachler Daniela, Kühnel Jana, Frey Dieter*

## INTERACTIVE POSTERS

- 11.15-12.30 **VIP**  
INTERACTIVE POSTER\_5\*  
\*Posters are also shown in the Corridor Vetrata Nizza in the poster session from 9.00 to 12.00.
- 399 Dark triad personality and leadership: if it could be a right match for greater good?  
*Stelmokiene Aurelija, Vadvilavicius Tadas*
- 549 Moving Beyond the Brag Sheet: Predicting Student Outcomes with Biodata Measures  
*Zhang Charlene, Kuncel Nathan*
- 561 The Dark Triad of Personality: Construct validation of a structured interview to measure narcissism, Machiavellianism and subclinical psychopathy  
*Elbers Alina, Keil Moritz, Externbrink Kai*
- 700 Gender, Hierarchies and Leadership – Organizational Structures Preference of Female Employees  
*Schlamp Sofia, Ronay Richard, Van Vugt Mark*

11.15-12.30

**VIP**

740 What happens to the thwarted and worried leader? A goal blockage – irritation model of abusive supervision

*Bilgin Begum, Aycan Zeynep*

819 Perception matters - Linking perceived team diversity and team performance

*Rössig Sarah-Alena*

849 Exploring Virtual Teamwork: The impact of team specialization and psychological safety on team-related outcomes

*Nett Nicole, Berahmandi Pegah, Quintero Natalie, Kaur Rupinder, Hale Wesley, Sanchez Diana*

1099 Utilizing Agent Based Modeling in Team Research: Simulating Team Mental Models of Expertise Location

*Ulfert Anna-Sophie, Reuter Lukas, Antoni Conny, Berndt Jan Ole, Timm Ingo J., Ellwart Thomas*

1293 Psychiatric symptoms and entrepreneurial intention: the role of behavioral activation system

*Leung Yik Kiu, Bernoster Indy, Franken Ingmar H. A., Thurik Roy*

1319 Furthering sustainable consumption behavior of smartphones: the effect of photographic material and message framing

*Kempen Regina, Betzler Shirin, Haensse Luca, Klanke Christopher*

1353 Investigation of humour and collective creativity in public communication

*Coman Andra, Fodor Oana Catalina, Curseu Petru Lucian, Flestea Alina Maria*

1840 Testing Simple De-Biasing Strategies to Enhance Deliberate Thinking in the Cognitive Reflection Test

*Stephan Birgit M., Olbrich Maximilian, Hudecek Matthias F. C.*

## POSTER SESSION

### POSTER SESSION\_5

09.00-12.00

**CORRIDOR VETRATA NIZZA**

21 The Theory and Measurement of Core Self-Evaluations: A Reliability Generalization Analysis  
*Ock Jisoo, McAbee Samuel, Ercan Seydahmet, Xiao Ting (Amy), Oswald Frederick*

141 From Hierarchical to Egalitarian: The Effect of Task Interdependence on Emerging Hierarchy Steepness and Group Performance

*Khademi Mahshid, Schmid Mast Marianne, Frauendorfer Denise*

170 Psychological contract differences between Chinese and Belgian employees

*Du Jiahong, Vantilborgh Tim*

184 Do positive approach and achievement emotions have the same impact on the intention to act and on the behavioural integration of feedback?

*Normandin Amy-Lee, Trudeau Simon, Boudrias Jean- Sébastien*

190 Common Method Bias: Time to Think of Abandoning the Myth?

*Bozionelos Nikos*

240 Management's perception of teleworking

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

09.00-12.00

**CORRIDOR VETRATA NIZZA**

241 The Impasse of Human-Algorithm Decision-Making: A Review and A Way Forward

*Burton Jason, Stein Mari-Klara, Jensen Tina Blegind*

244 Typology of Internet's professional use in and outside work: consequences on work engagement, the relationship to the Internet and work-home interface

*Vayre Emilie, Vonthron Anne-Marie*

351 Cultural Intelligence in Teams: How does it impact team performance?

*Georganta Eleni, Zhou Lei, Brodbeck Felix*

411 Displaying Vulnerability in the Workplace

*van Bunderen Lisanne, den Hartog Deanne*

485 The modelling of action knowledge from fragmented and heterogeneous raw data by incremental refinement in a deductive database system

*von der Weth Rüdiger, Seipel Dietmar, Nogatz Falco, Wieczorek Katrin, Werner Alexander, Wortha Franz*

511 Revisiting the Genetic Correlation of Job Satisfaction and Personality

*Hess Riley, Carter Nathan*

553 Trust and Distrust: Outcomes and Trust Repair Effort across Relational Contexts

*Lin Mei-Hua, Lee Michelle, Cheng Danielle, Soh Mei Ling, Ho Yi Ming*

622 Biased information acquisition

*Mojzisch Andreas, Schulz-Hardt Stefan*

651 Gender Roles and Perceptions of Leadership in a Virtual Reality Environment

*Kaur Rupinder, Sanchez Diana R., Lee D*

706 Is workplace fun really fun for everyone?: an appraisal and self-determination perspective

*Boekhorst Janet A., Good Jessica*

748 Commercial organization staff's customer orientation and its relation with characteristics of organization

*Karamushka Lyudmila, Lolenko Kateryna, Goncharenko Yaroslava*

751 The cost of emotional labor

*Agoues-Richard Camille, Bentein Kathleen*

760 The Use of Digital Communication Media in Cross-Border Knowledge Transfer Processes: A Competitive Advantage for Multinational Companies?

*Iserhot Jana, Deller Jürgen*

850 Entrepreneurial demands and affect oscillation: the moderator effect of empowering leadership

*Andrade Sara, Tavares Susana M.*

851 The impact of creativity at work on work-non work enrichment: the mediating role of meaningfulness at work

*Sousa Catarina, Tavares Susana M.*

866 Re-Instantiating Absenteeism through Organisational Context

*Basini Serge, Garavan Thomas, Cross Christine*

09.00-12.00

**CORRIDOR VETRATA NIZZA**

895 Age, Health and Wellbeing: Professional Drivers  
*Johnson Sheena, Holdsworth Lynn, Beers Helen, Day Nina*

907 The effect of haptic gloves with force feedback on the learning of an assembly task in virtual reality: An experimental study  
*Bohné Thomas, Braun Lucas, Gülerk Özgür, Heine Ina, Minshall Tim, Schmitt Robert*

926 Individual characteristics and creativity across domains.  
*Hein Michael, Class Katelyn, Magne Cyrille, Schmidt Greg, Baber Garrett*

953 Supportive Organizational Context for Teams: A Study of Construct Validity  
*Francoeur-Marquis Camille, Aubé Caroline*

968 A Systematic Review on Flexibility in the Workplace and Older Workers  
*Abdulgader Adnan, Pietrantonio Luca*

980 Emotions Naturally and Laboriously Expressed: Antecedents, Consequences, and the Role of Valence  
*Scott Brent, Lennard Anna, Johnson Russell, Rebecca Mitchell, Dunn Jennifer*

1032 The role of emotion regulation strategies for the detachment from work/affective rumination – exhaustion relationships  
*Geisler Martin, Buratti Sandra, Allwood Carl Martin*

1051 Off-The-Shelf Games and Multiple-Choice Assessments: A Multi-Study Comparison  
*Sanchez Diana, Langer M., Waters Lafayette*

1070 Keep a cool head and a warm heart: the moderating role of leader gender and emotional labor strategy in follower reaction to leader emotion expression  
*Raymondie Romain, Steiner Dirk*

1087 The Impact of Daily Emotional Labor on Health and Well-Being  
*Howes Satoris, Simmons Mathias, Fullagar Clive, Riforgiate Sarah*

1097 Cooperative vs. uncooperative behaviors in working teams - A question of relational preferences and person-team-fit?  
*Arendt Johannes F.W., Brotzeller Franziska J., Kugler Katharina G., Brodbeck Felix C.*

1135 Development of the system of activities while unemployed: towards an understanding of the action and life models  
*Cimier Amandine, Althaus Virginie*

1138 The whole is more than the sum of its parts – how team processes influence individual development  
*Friedrichs Juliane, Ohly Sandra*

1139 Building emotional agency in the workplace  
*Ikävalko Heini, Hökkä Päivi, Paloniemi Susanna, Vähäsantanen Katja*

1147 Representaion of contemporary career concepts in UK print media  
*Vahidi Ghazal*

1171 Evaluate and Enhance Soft Skills in Higher Education: Results from Passport.Unito Project  
*Emanuel Federica, Ricchiardi Paola, Ghislieri Chiara*

09.00-12.00

**CORRIDOR VETRATA NIZZA**

1189 Effects of qualifiers on response behavior: An eye-tracking experiment

*Hofschroeer Patrick, Schumacher Svenja, Wilgenbus Eva, Klanke Christopher, Hamborg Kai-Christoph*

1203 The role of paradox mindset in the context of organizational tensions

*Schumacher Svenja, Koßmann Cosima, Straatmann Tammo, Klanke Christopher, Mueller Karsten*

1219 Does Team Diversity Affect Team Process Outcomes?

*Woehr David, Clayton Elizabeth, Williams Courtney, Loughry Misty, Ohland Matthew*

1252 The impact of response format labeling on organizational value measurement

*Mueller Karsten, Kempen Regina, Schmeiduch Lena, Seggewiss Britta, Hatstrup Kate, Kuehl Marlen*

1257 Navigating the Job Search Process: Refugee-Specific Factors

*Lee Clara, Boss Harrison, Bourdage Joshua*

1258 Reexamining head-to-head comparison via ability test versus interview validity

*Tomeh Dana, Sackett Paul*

1297 SFERA Test: preliminary validation with an athletes' sample

*Dolce Valentina, Borla Cart Valentina, Vercelli Giuseppe, Cortese Claudio Giovanni*

1346 Different perceptions of dark triad items in the U.S. and U.K.

*Mead Alan, Schwarzingler Dominik, Becker Pamela, Zhou Chenxuan*

1382 A New Psychometric Perspective on the MBTI Global Step I Assessment

*Yang Yang, Thompson Richard*

1391 A systematic review on the association between aging and tolerance to shift work

*D'Oliveira Teresa C.*

1406 Waiter, I Ordered a Capo with a Smile: the Cognitive Side Effects of Different Types of Emotional Labour Strategies in Service Professions

*Hofstee Godelieve, Jansen Paul, de Lange Annet, Spisak Brian*

1407 The Dark Side of Emotional Labour in the Classroom: the Relationship between Emotional Labour Strategies and Cognitive Failure of Teachers

*Hofstee Godelieve, de Lange Annet, Jansen Paul, Spisak Brian*

1414 Motives to work and work values - generational and gender differences

*Godlewska-Werner Dorota, Peplinska Aleksandra, Zawadzka Anna Maria, Polomski Piotr*

1441 Job insecurity perceptions and individual health: The cross-level interaction of income inequality within the country

*Piccoli Beatrice, De Witte Hans, Reisel William*

1443 The Impact of Job Insecurity on Household Sacrifices: The Moderating Role of Employment Protection Legislation in Europe

*Piccoli Beatrice, De Witte Hans*

1488 Scale to measure organizational culture: construction and psychometric properties

*Patlan Perez Juana*

1507 Working conditions as risk factors for early exit from work among 2,360 employees aged 30 to 59 years in Germany

*Burr Hermann*

09.00-12.00

**CORRIDOR VETRATA NIZZA**

1517 The Academic Socialization Questionnaire: Factorial structure and Measurement Invariance  
*Spagnoli Paola, Farnese Maria Luisa, Livi Stefano*

1524 Work challenges and employee commitment in global IT team: a pilot study in Lithuania  
*Cirtautiene Lina, Endriulaitiene Aukse*

1541 Validating the four factor structure of Triandis and Gelfand's Individualism and Collectivism short scale in Brazilian-Portuguese  
*Pérez-Nebra Amalia Raquel, Tordera Núria, São Paulo Eduardo, Peiró José Maria, Sandall Hugo, Rodríguez Isabel*

1553 The rise of the 'E-resistor': Towards a new perspective on work-based NCT non-use  
*D'mello Deepali*

1570 Positive organizational cultures and transformational leadership: A measurement of mediation and experimental-causal-chain design of their joint effects on organizational identification  
*Xenikou Athena*

1595 Correlates and predictors of time banditry  
*Parts Velli, Kiho Marilyn*

1597 Systemic Justice and Project Based Organizations: implications for HR function  
*Leroux Marie-Pierre, Coulombe Caroline, Alami-Laroussi Anas*

1607 Virtual Work: Exploring a Framework for Psychological Outcomes  
*Harris Alexandra, Vande Griek Olivia, Melson-Silimon Arturia, Carter Nathan*

1630 Genius loci – real and virtual environments for productive emotions in decision making  
*Starker Ulrike, Von der Weth Rüdiger*

1662 Exploring psychological contract creation: Validating and modelling the anticipatory psychological contract of occupational newcomers  
*Gresse Werner, Linde Bennie, Kraak Jan*

1685 Measuring Job Insecurity Appraisals: Development and Standardization of the JIAS-6  
*Bazzoli Andrea, Brondino Margherita, De Witte Hansans, Pasini Margherita*

1689 Organizational Values and Perceived Pull as Predictors of the University Student Career Choice in the frame of the Social Cognitive Career Theory.  
*Capone Vincenza, Capaldo Guido*

1697 Emotional Display Rules of Secondary School Teachers  
*Lafferty Niamh, MacCurtain Sarah, Mannix McNamara Patricia*

1724 Assessing cognitive workload and mental fatigue in the context of human-robot collaboration: a comparison between different metrics  
*Pluchino Patrik, Mingardi Michele, Barattini Roberto, Ragazzon Andrea, Pettenon Carlo, Gamberini Luciano*

1733 CO-ADAPT: designing an adaptive and accessible 4.0 working environment for the older employees' needs  
*Gamberini Luciano, Pluchino Patrik, Spagnolli Anna, Orso Valeria, Jacucci Giulio*

1739 Perceiving Shared Leadership in Teams: The Role of Individual Differences and Communication Networks  
*Cook Alexandra (Sasha), Zill Alexander, Meyer Bertolt, Gockel Christine*

09.00-12.00 **CORRIDOR VETRATA NIZZA**  
1822 Exploring the Effects of Workplace Clothing on Emotions  
*Turner Anne*

## CLOSING

13.00-14.00 **ROOM 500**  
CLOSING CEREMONY