

e a w o p

19th Eawop Congress

29th May – 1st 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

with the support of:





e a w o p

European Association of Work
and Organizational Psychology

19th Eawop Congress
29th May – 1st 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

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On behalf of Department of Psychology – University of Turin (Italy)

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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 SIPL0 (Società Italiana di Psicologia del Lavoro e delle Organizzazioni – Italian Society of Work and Organizational Psychology)

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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



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 29th, 2019**

CONGRESS REGISTRATION

09.00-18.00 CENTRO CONGRESSI LINGOTTO

PRE-CONGRESS WORKSHOPS

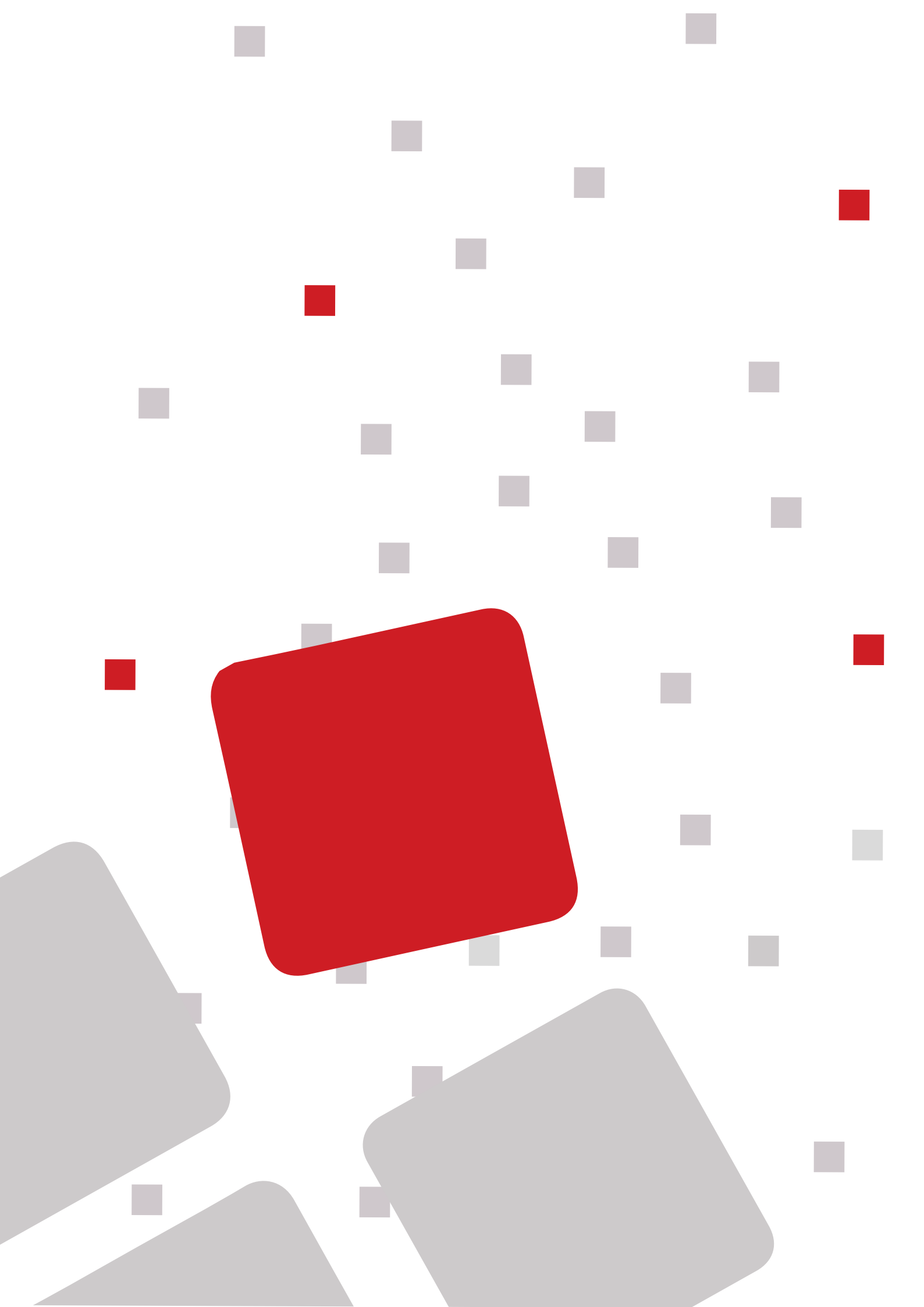
- 09.00-12.00 **VARSAVIA**
INTRODUCTION TO MULTILEVEL MODELING (MULTILEVEL RESEARCH TRACK-WORKSHOP 1)
Instructor: Guido Alessandri
- 09.00-12.00 **DUBLINO**
MINDFULNESS AT WORK/IN ORGANIZATIONS
Instructors: Ute Hülshager & Annika Nübold
- 09.00-12.00 **ATENE**
GROWTH MODELING (LONGITUDINAL RESEARCH TRACK-WORKSHOP 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 30th, 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**
- 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*
- Work-Family Spillover of Satisfaction: The Contribution of Life Satisfaction, Identity Centrality and Boundary Strength Among Young Workers
Yanick Provost Savard, Véronique Dagenais-Desmarais
- 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 neuroticism – performance link: a dynamic approach to individual differences
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

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

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

Kinahan Mary, Bosak Janine, Eagly Alice H.

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

Lohmore Akanksha, Kinahan Mary, Van der Werff Lisa

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

Gutermuth Dinah, Hamstra Melvyn

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

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

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, Siemens 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
Kückelhaus Bastian, Kranefeld Iris, Blickle Gerhard

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

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

11.05-12.20 **ROMA**

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

Chair: Kornblum Angelika

Discussant: Hirschi Andreas

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

Overqualification among Returning Mothers: The Impact of Maternal Role Adaptation
Debus 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

11.45-13.15

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

- 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

- 13.45-15.45 **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, Copley 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
Copley 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
 Chair: *Tararukhina Olga*
- 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
Renecle Michelle, Gracia Francisco J., Tomas Inés, Peiró José María
- 16.00-17.00 **MADRID**
259 SYMPOSIUM - Coming of age. Deepening and broadening employability research.
Chairs: De Cuyper Nele, Forrier Anneleen, Van Harten Jasmijn, Knies Eva
Discussant: Arnold John
- 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 & 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 & 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

1738 Construction and Validation of a Professional Stressors Index (PSI) for Regulated Occupations Among Quebec Lawyers

Cadieux Nathalie, Cadieux Jean, Youssef Nancy

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

Thrasyvoulou Georgia

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

Wijngaards Indy, Burger Martijn, van Exel Job

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

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

- 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, job complexity and grade 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, Burgassi Chiara, 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, Seitl 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
- 1403 Learning Agility As Identifier Of Employee Potential: Towards A Refined Conceptualisation
Vandenbroucke Astrid, Buyens Dirk, De Stobbeleir Kathleen

- 12.30-14.30 **PRAGA (ORAL_8 SELECTION (METHODS))**
548 A Comparison of Personality Factor Structures in China: Applicants vs. Non-Applicants
Zhang Charlene, Page Ronald, Fan Jinyan
- 1721 Applicant faking: The comparison of a self-report personality test and a game-based assessment.
Montefiori Lara, Wolf Jasper, Close Liam
- 1543 Assessing Customer Service across Cultures
Harrington Alanna, Gove Jonathan, Yarker Paul
- 12.30-14.00 **FOYER 500**
ORAL_20 POSITIVE ORGANIZATIONAL BEHAVIOR
Chair: Budworth Marie-Helene
- 755 Why Two Birds Require Two Stones: Psychological Safety and Impact as Differential Predictors of Voice and Silence
Sherf Elad N., Parke Michael R., Isaakyan Sofya
- 448 Opportunities of strategic stewardship amid conflicting and failing organizational objectives
Jonasson Charlotte
- 1366 Daily Emotional Job Demands, Exhaustion and Self-Undermining: The Role of Prosocial Motivation
Wilkenloh Julia, Derks Daantje, Bakker Arnold B.
- 1547 Keep calm and keep on thriving! A study on the relationship between organizational trust, innovative work behavior and extra-role performance
Manuti Amelia, Scalera Antonella Alba, Bretones Francisco Diaz
- 1499 The Dark Side of Job Crafting: Is Task Crafting always healthy?
Lopper Elisa, Hoppe Annekatriin, 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: Patterer 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

- 14.15-15.30 **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, Haguet 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

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

Schragegová Milica, Rošková Eva, Hajdúk Michal

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

Boekhorst Janet A.

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

Bondarchuk Olena

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

Qu Jiayin, Schmidt Aaron

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

Hollands Lisa, Lin-Hi Nick, Straatmann Tammo

858 Psychological Capital among Italian Nurses: Generational Differences and Workload

Battisti Martina, Casu Giulia

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

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

Vonthron Anne-Marie, Vayre Emilie

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

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

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

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.

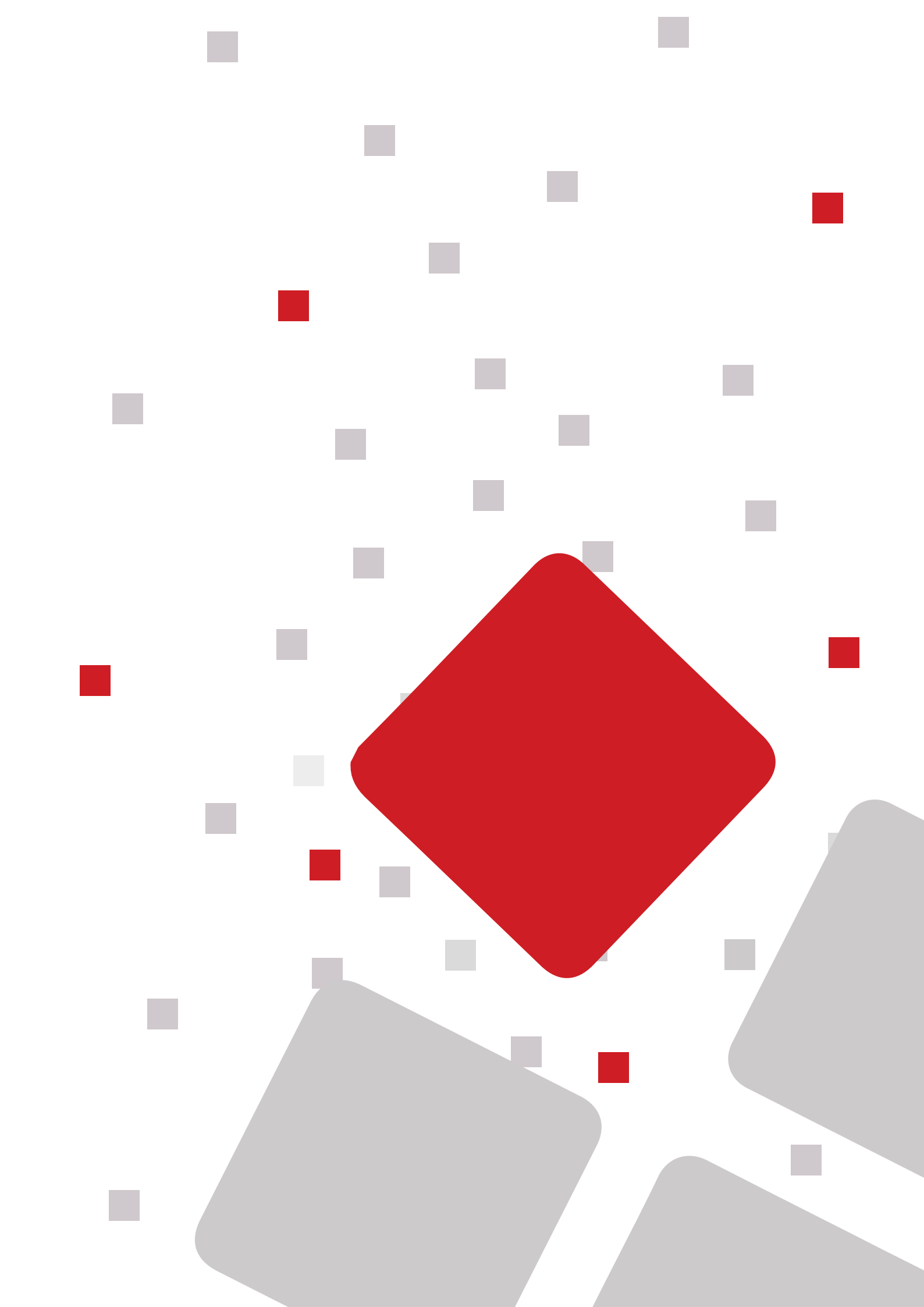
2649 Working Conditions and Workers Health of EU28-employees: Testing the JD-R model based on the European Working Conditions Survey

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 31st, 2019**

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

Personality Characteristics of Female Executives: A Replication and Extension

*Yang Yang, Justin Arneson***ISTANBUL**

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

Facilitator: Gonzalez-Morales M. Gloria

08.00-09.00

*Panelists: O'Shea Deirdre, Michel Alexandra, Zak Tony, Kampf Pia, Kozusznik Malgorzata***PARIGI**

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

Chairs: Korunka Christian, Kubicek Bettina

08.00-10.00

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: Masakatsu Ono

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., Sengewald Erik, 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, Buciušienė Ilona, Duffy Ryan D., Haram Kim
- Self-Sacrifice and Calling
Clinton Michael E., Conway Neil, Sturges Jane, Alison McFarland
- Career calling and job search behaviors: The moderating effect of optimism, self-esteem, and perseverance
Dalla Rosa Anna, Vianello Michelangelo, Galliani Elisa Maria, Duffy Ryan D.
- Paths to Voluntary Occupational Turnover: A Calling Perspective
Weisman Hannah
- 14.00-15.15 **LONDRA**
 133 SYMPOSIUM - Symposium Destructive leadership (2): Leader personality
Chairs: Schyns Birgit, Wisse Barbara
Discussant: Jan Schilling
- Leader Machiavellianism, apparent insincerity, and low leader performance: A multisource moderated mediation analysis
Genau Hanna A., Blickle Gerhard, Schütte Nora
- The role of social astuteness in counterbalancing leader psychopathic disinhibition: A multisource field study on counterproductive work behavior
Kranefeld Iris, Blickle Gerhard
- The behaviour of vulnerable narcissistic leaders
Schyns Birgit, Gilmore Sarah, Koch Iris-Katharina
- Investigating constructive and destructive leadership styles together: A pattern approach
Gatti Paola, Schyns Birgit, Cortese Claudio G., Hall Rosalie J.
- How does leaders' narcissism change the impact of positive and negative leadership from a follower perspective
Felfe J., Klebe L., Klug K., Bergner S
- 14.00-15.15 **FOYER NORD**
 2621 INVITED SYMPOSIUM - Meetings as Multilevel, Multiplex Challenges: The Importance of Meeting Science, What We Know, and Opportunities for Research and Organizations
Facilitator: Steven Rogelberg
Panelists: Nale Lehmann-Willenbrock - Joe Allen - Cornelius J. König - Mark Potteet
- 14.15-15.45 **ROOM 500**
 234 INVITED SYMPOSIUM - Work engagement: What's Next?
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

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
Kaltainen Janne, Hakanen Jari
- Effects of a change-oriented training in transformational and instrumental leadership: A two-study experiment
Millhoff Catrin, Rowold Jens
- Empowering leadership and organizational trust: Implications for intentions to resist future change
Neves Pedro
- Organisational structure, climate and culture: Conceptual issues and empirical evidence regarding working conditions and individual outcomes of leaders and employees
Steidelmüller Corinna, Wittmers Anja

ORAL SESSIONS

- 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 & 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 & CONTINGENT JOB

Chair: Ghezzi Valerio

- 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
Szufflita-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 & 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, Plegging 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 Steenbergen Sabet
- 1493 Human Resource Attributions and Subjective Well-Being among Older Workers: Does Occupational Future Time Perspective Play a Role?
Takeuchi Norihiko, Jung Yuhee
- 12.30-14.00 **PRAGA**
ORAL_47 AGING & RETIREMENT
Chair: 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: Igic Ivana
- 1609 The role of perceived career opportunities for overqualified employees
Körner Barbara, Debus Maike E., Kleinmann Martin
- 686 Career Profiles of Employees: How to Create Successful, Satisfying and Healthy Careers Using Career Resources
Haenggli Madeleine, Hirschi Andreas
- 1000 Career Orientations in Macroeconomic Context: A Comparative Study Across France, Germany, Italy, and Switzerland
Pfrombeck Julian, Grote Gudela
- 1137 How perceptions of being identified as a talent influence intention to stay with the organization?
Doucet Olivier, Lapalme Marie-Ève, Gosselin Alain

- 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
- 440 Welcome Dr. Watson: New Roles and Responsibilities in AI-Supported Healthcare Teams
Bienefeld Nadine, Grote Gudela
- 15.00-15.45 **VIENNA**
ORAL_61 STRESS & BURNOUT
Chair: Monteiro Amélia-Rita
- 659 Effects of Organisational Justice on Burnout: exploring the role of emotional labour and emotional intelligence
Lo Wing Yee, Ahmed Sara
- 802 Culture in the JD-R model? A meta-analysis
Rattrie Lucy, Kittler Markus, Paul Karsten
- 1844 The impact of Humor Styles on Types of Performance via Burnout
Monteiro Amélia-Rita, Dinis Liliana, Neves Pedro
- 15.00-16.00 **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, Ibar Daría Hernández, Meade Keelan, Greenaway Thomas, Jefferson Nick, Dawson Jeremy, Nicolson Rod, Evison Rose, Rackham Neil
- 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 & 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 & Goals, Science & Practice

Wingate Timothy, Bourdage Joshua

250 Who's Responsible? Examining the influence of worker prosocial tendencies and CSR perceptions on pro(anti)social behaviors

Mallory Drew

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

Ingusci 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 Ingusci, Claudio Giovanni Cortese, Margherita Zito, Lara Colombo, Giada Coletta, Nuria Tordera, Isabel Rodriguez, Enrico Ciavolino

967 Catching the Fakers: Exploring new methods to identify applicant faking in interviews

John Blair, Cook Ryan, 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

1616 Safety culture at work: a study on anchorage points in organizational culture in a high-complex hospital

Macedo Madalozzo Magda, Ampessan Marcon Silvana Regina

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**CORRIDOR VETRATA NIZZA**

14.00-17.00

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

Lyubikh 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.

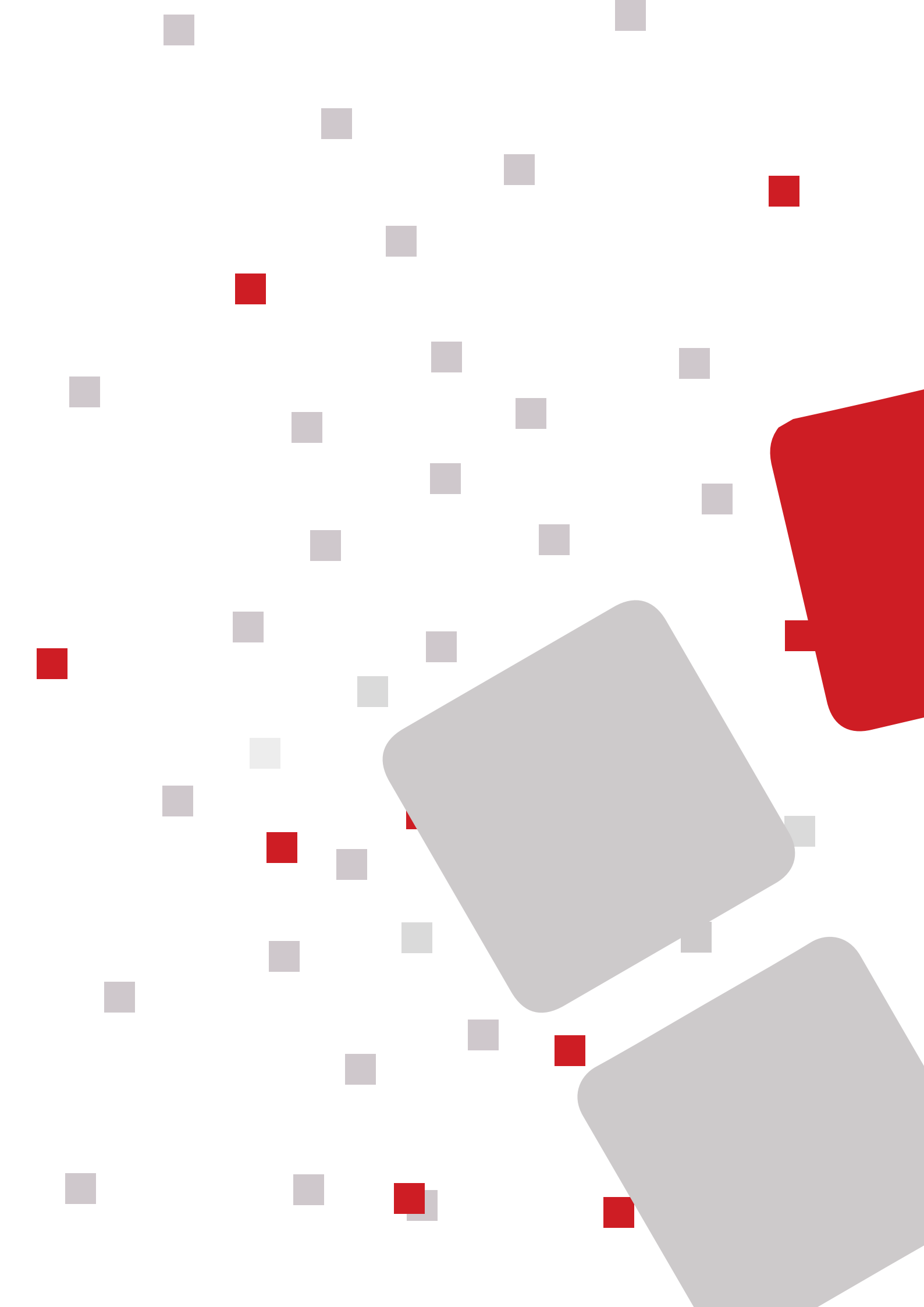
Alami-Laroussi Anas, Leroux Marie-Pierre

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 1st, 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: Hulsheger 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 - This symposium has been cancelled**
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, Ohly 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, ancae Fr
- 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^a

Beyond Job Insecurity: Concept, Dimensions, and Measurement of Precarious Employment
Seubert Christian, Hopfgartner Lisa, Glaser Jürgen

Organizational Tensions, Role Conflicts, and Contradictory Demands in Flexible Work Systems
Glaser Jürgen, Hornung Severin, Höge Thomas

Functional Flexibility from an Employee Perspective: A Tripartite Interaction Model of Work Self-Redesign for Dynamic Organizational Contexts
Hornung Severin, Höge Thomas, Rousseau Denise M.

11.00-12.00 **PARIGI**

1004 SYMPOSIUM - Employee Perceptions of Human Resource Management, Employee Well-being and Job Performance

Chairs: van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina
Discussant: van Veldhoven Marc

Employee Perceptions of HR Practices: A Critical Review and Proposed Way Forward
Beijer Susanne, Peccei Riccardo, van Veldhoven Marc, Paauwe Jaap

A Theoretical Rational for Selecting HR Practices for 'High Performance', 'High Commitment' and 'High Involvement' HRM Systems
Gould-Williams Julian Seymour

The effect of perceived HR Practices on Employee Well-being and Performance: investigating HR practice use and effectiveness ratings
van Beurden Jeske, van Veldhoven Marc, van de Voorde Karina

Line Manager HRM Implementation and Employee Wellbeing: The Mediating Role of HRM System Strength
Fu Na, Flood Patrick C., Rousseau Denise M., Morris Tim

11.00-12.15 **ROMA**

1358 SYMPOSIUM - Positive resources to face the challenges of current world of work

Chairs: Di Fabio Annamaria, Topa Gabriela Cantisano
Discussant: Depolo Marco

Intrapreneurial Self-Capital Scale in Spain: A key resource for career development
Topa Gabriela, Puigmitja Irene

The contribution of Intrapreneurial Self-Capital in acceptance of change, employability and well-being
Di Fabio Annamaria, Duradoni Mirko

The whys and wherefores of going the extra-mile as health workers
Butucescu Andreea, Zanfirescu Serban, Iliescu Dragos

Feeling balanced and satisfied in dual-income couples between crossover and spillover effects
Lo Presti Alessandro, Molino Monica, Emanuel Federica, Landolfi Alfonso, Ghislieri Chiara

- 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
Token Sharon, Turgeman-Lupo Keren, 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 & 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 & 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

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 & 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
Palazzeschi Letizia, Pesce Eleonora, Burgassi Chiara, 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, Güererk Özgür, Heine Ina, Minshall Tim, Schmitt Robert

926 Individual characteristics and creativity across domains.
Hein Michael, Class Katelyn, Magne Cyrille, Schmidt Greg, Baber Garrett

953 Supportive Organizational Context for Teams: A Study of Construct Validity
Francoeur-Marquis Camille, Aubé Caroline

968 A Systematic Review on Flexibility in the Workplace and Older Workers
Abdulgader Adnan, Pietrantonni 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, d'Errico Angelo, Pattloch Dagmar, Rose Uwe

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