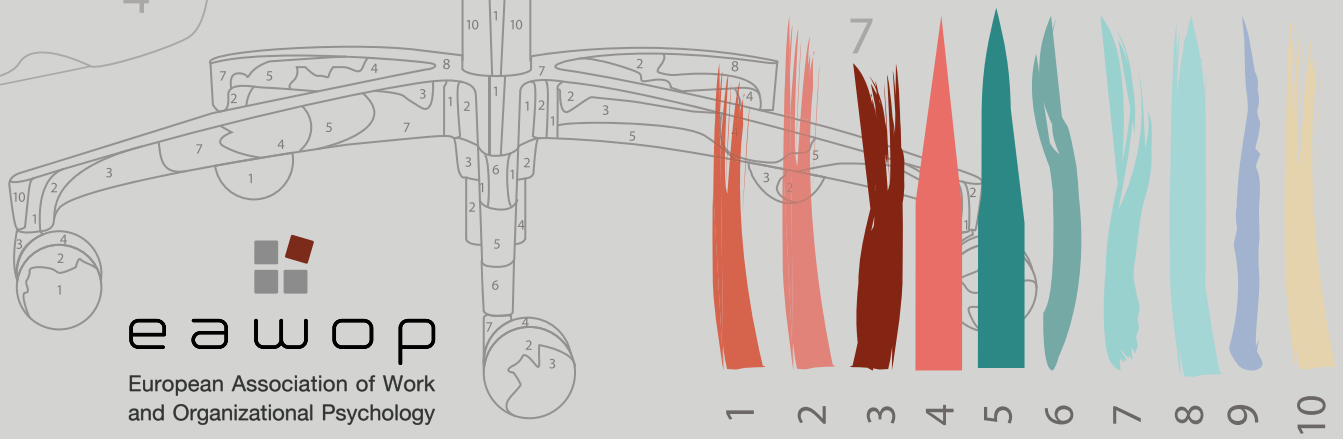


May 22<sup>nd</sup> -25<sup>th</sup>, Münster, Germany

# 16th EAWOP Congress 2013

*Imagine the future world:  
How do we **want** to work tomorrow?*

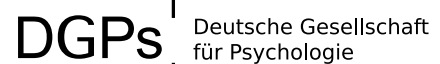


  
**eawop**  
European Association of Work  
and Organizational Psychology



# 16<sup>th</sup> EAWOP Congress 2013

May 22nd-25th, 2013 in Münster



# Contents

Welcome Notes.....	I-V
Congress Theme .....	VII
Committees and Congress Office.....	VIII
Reviewers.....	IX
Awards at the EAWOP Congress 2013.....	X
Social Activities.....	XIII
Program Highlights.....	XV
Practitioner Sessions.....	XVII
Program Overview.....	XIX-XXXI

## Detailed Program:

### Wednesday, May 22<sup>nd</sup>, 2013

Preconference Workshops .....	1
-------------------------------	---

### Thursday, May 23<sup>rd</sup>, 2013

Thematic Sessions (8:15am - 9:45pm).....	2
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Short Thematic Sessions (10:15am - 11:15am).....	12
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Keynotes (11:30am - 12:30pm) .....	17
Regular Poster Session 1 .....	17
Market Square Europe .....	21
Position Papers (1:00pm - 1:45pm) .....	21
Regular Poster Session 2.....	22
Thematic Sessions (2:45pm - 4:15pm) .....	27
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Keynotes (4:45pm - 5:45pm) .....	37
EAWOP General Assembly (6:00pm - 8:00pm) .....	37
EAWOP Reception (8:00pm - 9:00pm).....	37
Thematic Sessions (8:15am - 9:45am).....	37

### Friday, May 24<sup>th</sup>, 2013

Thematic Sessions (8:15am - 9:45pm).....	37
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Short Thematic Sessions (10:15am - 11:15am).....	48
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Keynotes (11:30am - 12:30pm) .....	54
Regular Poster Session 1 .....	54
Dialogue of Scientists and Practitioners .....	59
Position Papers (1:00pm - 1:45pm) .....	59
Regular Poster Session 2.....	60
Thematic Sessions (2:45pm - 4:15pm) .....	66
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Keynotes (4:45pm - 5:45pm) .....	74
Congress Dinner (7:15pm - 12:00am) .....	75

### Saturday, May 25<sup>th</sup>, 2013

Thematic Sessions (8:15am - 9:45am).....	76
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Thematic Sessions (10:15am - 11:45am).....	86
(Symposia, Paper Sessions, Practitioner Forums, Interactive Poster Sessions)	
Keynotes (12:30pm-1:30pm).....	96
Closing and Awarding Ceremony.....	96
Author Index.....	97

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## Welcome note from the congress organizers

Dear Colleagues and Friends!

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

The bi-annual EAWOP Congress has a long and successful history that started in 1983 when work and organizational psychology became professionalized. Today, the EAWOP congress is one of the largest international conferences of work and organizational psychologists worldwide, and the largest in Europe. For the current congress we have received more than 1.700 abstract submissions from over 50 different countries. All submissions were subject to a double-blind review process supported by more than 100 international reviewers (this voluntary help is kindly acknowledged by a small "R" at the congress name tags). In addition, numerous invited sessions with internationally renowned keynote speakers as well as invited symposia, invited debates, and panel discussions supplement a fantastic program. This congress particularly supports the interaction between scientists and practitioners as a central part of EAWOP's general mission, featuring an invited practitioner keynote, a practitioner field trip, interactive practitioner-scientists debates, and many more. For better orientation, contributions that include a practitioner perspective are flagged with <sup>(PP)</sup> in the program booklet. Moreover, Best Paper, Best Poster, and Best Practitioner Contribution Awards acknowledge the high quality submissions to the EAWOP Congress 2013. The abstracts of all contributions to the congress are available as edited online publication with a permanent Internet address.



The theme of the EAWOP Congress 2013 "Imagine the future world: How do we want to work tomorrow?" particularly focuses on new challenges that we experience in work organizations today and tomorrow, such as globalization and digitalization of economic processes, flexible work with remote partners, demographic changes, financial turbulences, and growing climatic problems. Providing new and innovative ideas on mastering these challenges, this congress is not only a stimulating event for the community of work and organizational psychologists,

but also offers new ideas and concepts for decision makers in related disciplines, consultancies, and politics. (Challenging your creativity, the cover of this program booklet illustrates the general theme of the congress, picturing a workplace that can be designed individually – you will find coloring pens in your congress bag!)

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

The organization of a congress of this size is always an adventure, and cannot be realized without manifold help and support from many people. We are very thankful for all the work of the members

of the EAWOP Executive Committee, the EAWOP 2013 Program and Organizing Committees, and the reviewers of the congress submissions. Also, we like to thank the University of Münster for providing such a great location for the EAWOP Congress 2013. We thank the great staff of Münster Marketing and the City of Münster who supported and helped us coordinating this congress with issues of a vivid and growing city. Furthermore, many thanks to the teams of the local Congress Office and the Registration Office (CSM) who solved tirelessly and enthusiastically myriads of small and larger problems on the way. Moreover, many thanks to the sponsors and partners of this congress for their support (see list of sponsors and partners below in this booklet), and many thanks to the student support staff for their help during the congress. Last but not least, a large thank you goes to Wiebke Muth for designing this program booklet. The stage is set - we are looking forward to meeting you in Münster!

Guido Hertel & Heinz Holling  
on behalf of the congress organizers

## Welcome note from the president of EAWOP

Dear Colleagues and Friends,

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

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

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



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

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

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

Kind regards,

Arnold Bakker  
EAWOP President

## Welcome note from the Rector of the University Münster, Prof. Dr. Ursula Nelles

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

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

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

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

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

Prof. Dr. Ursula Nelles





## Welcome note from the German Federal Minister of Labour and Social Affairs Dr. Ursula von der Leyen

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

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

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

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

Dr. Ursula von der Leyen



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# Theme of the 16th EAWOP Congress 2013

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

The organizers of the 16th EAWOP conference want to provide an inspiring arena for sharing, discussing, and creating new ideas and future trends for work organizations to enhance both organizational effectiveness as well as growth and health of the working people. In doing so, we – as work and organizational psychologists – not only react to external influences, such as technological advancement, political decisions, or economic rationales. Discussing how we want to work tomorrow stresses our active role in the creation and crafting of future work conditions. Human needs and cognitions are an important starting point for technical engineering both at the level of single tasks as well as at the level of workflow



Imagine the  
future world:  
How do we  
*want to*  
work tomorrow?



design in organization. Transparency and fairness concerns are central aspects for strategic activities of managers, union officials and governmental decision makers alike. Affect, work-related values, and concerns for others are not examples for deniable exceptions or irrationality but important elements in a comprehensive modeling of economic processes.

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

# Committees and Congress Office

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 Heinz Holling (Chair) - University of Münster  
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 Carmen Binnewies - University of Münster  
 Jürgen Deller - Leuphana University Lüneburg  
 Joachim Hüffmeier - University of Münster  
 Stefan Krumm - University of Münster  
 Jens Mazei - University of Münster  
 Meinald Thielsch - University of Münster

## Congress Office at the University of Münster

Anike Hertel-Waszak  
 Stefanie Holling  
 Imke Rausch  
 Eva Brosch

### kindly supported by:

Christina Heckersbruch, Jasmin Bohnenkamp,  
 Katharina Gubo, Christina Wohlers, Katharina Weber,  
 Britta Weckenbrock, Jens Kanthak and Markus  
 Thielgen

## Registration Office

CSM Congress & Seminar Management Gröbenzell

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 Jörg Felfe - H. Schmidt University Hamburg  
 Ute-Christine Klehe - University of Gießen  
 Christian Korunka - University of Vienna  
 Dietrich Manzey - Berlin Institute of Technology  
 Sandra Ohly - University of Kassel  
 Kerstin Till - Berufsverband Deutscher PsychologInnen e. V.

## Advisory Committee

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 Nik Chmiel - University of Chichester  
 Evangelia Demerouti - Eindhoven University  
 Taru Feldt - University of Jyväskylä  
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 Michael West - Lancaster University  
 Dieter Zapf - Frankfurt University  
 Fred R.H. Zijlstra - Maastricht University

## Reviewers

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

Hillie Aaldering	Steffen Robert Giessner	Velez Maria João	Antje Schmitt
Daniela Andrei	Juergen Glaser	Saija Mauno	Markus Schöbel
Piergiorgio Argentero	Ana Margarida Graça	Daniel May	Roy Sijbom
Katharina Augustini	Gudela Grote	Laurenz Meier	Janne Skakon
Arnold B. Bakker	Verena C. Hahn	Klaus G. Melchers	Barbara Smorczewska
Eva Bamberg	Balázs Péter Hámornik	Bertolt Meyer	Sabine Sonntag
Bernad Batinic	Heike Heidemeier	Klaus Moser	Julianna Soos
Tanja Bipp	Inga J. Hoever	Pedro Neves	Thomas Staufenbiel
Jenny V. Bittner	David Holman	Barbora Nevicka	Florence Stinglhamber
Ronald Bledow	Ann-Louise Holten	Karina Marietta Nielsen	Magnus Sverke
Finian Buckley	Henry Honkanen	Ioannis Nikolaou	Sara Tement
Michael Josef Burtscher	Ute Hulsheger	Karen Niven	Femke ten Velden
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Jeremy Dawson	Paul Jimenez	Janneke Karina Oostrom	Masa Tonkovic
Nele De Cuyper	Erich Kirchler	E. Layne Paddock	Ole Tunold
Sara De Gieter	Andreas Klug	Alexander Pundt	Tina Urbach
Dick de Waard	Michaela Knecht	Pedro J. Ramos-Villagrasa	Niels Van Quaakebeke
Hans De Witte	Sabine Korek	Liina Randmann	Tinne Vander Elst
Maike Elisabeth Debus	Jytte Kruckow	Lucia Ratiu	Matti Antero Vartiainen
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Koen Dewettinck	Bettina Kubicek	Thomas Rigotti	Toni Waefler
Nicoletta G. Dimitrova	J. Lazauskaite-Zabielske	A. M. Rodriguez-Sanchez	Wolfgang Weber
Hans Peter Dogge	Reinis Lazda	Jens Rowold	Juergen Wegge
Harald Ege	Philipp W. Lichtenthaler	Claudia Sacramento	Matthias Weiss
Thomas Ellwart	Joanne Lyubovnikova	Wilmar Schaufeli	Bart Wille
Franco Fraccaroli	G. W. Maier	Wilhelm Schilling	
Franziska Franke	Tanja Manser	Ute Schmidt-Brasse	

# Awards at the EAWOP Congress 2013

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

## EAWOP Congress 2013 Lifetime Contribution to EAWOP Award:

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

## EAWOP Congress 2013 Best Paper Award:

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

» *The effect of an entrepreneurship training on the relationship of limited access to capital and start-ups: Complementing economic theories with psychological theories*

Kim Marie Bischoff (Leuphana Univ. of Lüneburg, DE)  
Michael Marcus Gielnik (National Univ. of Singapore, SG)  
Michael Frese (Leuphana Univ. of Lüneburg, DE)

» *Self-regulated performance improvement through deliberate practice in organizations: The case of female employees and skills to career advancement*

Anna Karin Bruns (Technical Univ. of Darmstadt, DE)  
Nina Keith (Technical Univ. of Darmstadt, DE)  
Susanne Caroline Müller (Technical Univ. of Darmstadt, DE)

» *The moderating role of social context in the relationship between individual job satisfaction and absenteeism: A three-level investigation*

Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE)  
Jürgen Wegge (Technical Univ. of Dresden, DE)  
Klaus-Helmut Schmidt (Leibniz Research Centre for Working Environment and Human Factors, DE)

» *"Don't let the group down": Facets of instrumentality moderate the motivating effects of groups in a field experiment*

Jens Kanthak (Univ. of Münster, DE)  
Joachim Hüffmeier (Univ. of Münster, DE)  
Stefan Krumm (Univ. of Münster, DE)  
Guido Hertel (Univ. of Münster, DE)

» *Hierarchy enhancing or hierarchy attenuating: Do men and women differ in their preferences for leadership roles?*

Mary Kinahan (Dublin City Univ., IE)  
Janine Bosak (Dublin City Univ., IE)  
Alice Eagly (Northwestern Univ., US)

» *The role of self-efficacy and job crafting in affecting presenteeism, productivity loss and performance*

Mariella Miraglia (Univ. of Rome "Sapienza", IT)  
Laura Borgogni (Univ. of Rome "Sapienza", IT)  
Gary Johns (Concordia Univ., CA)

» *The Interplay between Risk Propensity and Entrepreneurship*

Christiane Nieß (Cologne Graduate School in Management, DE)  
Torsten Biemann (Univ. of Mannheim, DE)

» *A dynamic perspective on self-control: Daily exercise, momentary fatigue and momentary self-control*

Zhaoli Song (National Univ. of Singapore, SG)  
Nan Wang (National Univ. of Singapore, SG)  
Jinlong Zhu (National Univ. of Singapore, SG)  
Seang Mei Saw (National Univ. of Singapore, SG)  
Eric Andrew Finkelstein (National Univ. of Singapore, SG)  
Vicki Drury (Univ. of Western Australia, AU)

» *Tensions of transformational change: When infrastructure transition and service design collide*

Danielle Tucker (Imperial College, GB)  
Jane Hendy (Univ. of Surrey, GB)  
James Barlow (Imperial College, GB)

» *The influence of education-job match on Univ. graduates' job quality. A longitudinal study*

Jesús Yeves (Univ. of Valencia, ES)  
Juan Pablo Gamboa (Univ. of Valencia, ES)  
Vicente González-Romá (Univ. of Valencia, ES)  
José María Peiró (Univ. of Valencia, ES & Instituto Valenciano de Investigaciones Económicas, ES)

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

## EAWOP Congress 2013 Best Practitioner Submission Award:

Based on the reviewers' recommendations, the following two practitioner contributions are honored as winners of the EAWOP Congress 2013 Best Practitioner Contribution Award (ordered alphabetically according to first author):

» *Implementing and evaluating a global psychologically based safety training intervention*

Autumn Krauss (Sentis, US)  
Tristan Casey (Sentis, US)  
Karolina Stasiak (Sentis, US)

» *Engagement, health, and employee surveys: The JDR in organizational research*

Joachim Schroer (tivian GmbH, DE)  
Frank Gehring (tivian GmbH, DE)  
Hannah Rexroth (tivian GmbH, DE)  
Simone Weltzin (tivian GmbH, DE)

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

## EAWOP Congress 2013 Best Poster Award:

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

» *Supporting Employees with Low Levels of Engagement: Performance Implications*

Kerstin Alfes (York Univ., CA)  
Amanda Shantz (Kingston Univ., GB)  
Gary Latham (Univ. of Toronto, CA)

» *When skill misrepresentation backfires: Different reactions to majority and minority applicants*

Steve Binggeli (Univ. of Lausanne, CH)  
Franciska Krings (Univ. of Lausanne, CH)

» *Leaders as role models: The relationship between leader and follower organizational citizenship behaviors.*

Stefanie Susanne Beck (Univ. of Georgia, Athens, US)  
Lillian T. Eby (Univ. of Georgia, Athens, US)  
Charles E. Lance (Univ. of Georgia, Athens, US)  
Brian J. Hoffman (Univ. of Georgia, Athens, US)  
Robert P. Mahan (Univ. of Georgia, Athens, US)  
Lisa van der Werff (Dublin City Univ., IE)

» *Psychological capital as mediator between transformational leadership and adaptive performance*

Kai Externbrink (Ruhr-Univ. Bochum, DE)  
Gabriele Elke (Ruhr-Univ. Bochum, DE)  
Christian Dormann (Ruhr-Univ. Bochum, DE)

» *Increasing (with 50-100%) the amount of quality decisions of a 1,8 B€ global engineering company: Adding value by integrating knowledge of several WOP domains*

Kristiina Fromholtz-Mäki (People and Organization Consulting, FI)

» *A multi-level analysis of the moderating role of supportive team climate in the emotion work- emotional exhaustion relationship*

M. Esther García Buades (Univ. of Balearic Islands, ES)  
Silvia Ortiz Bonnín (Univ. of Balearic Islands, ES)  
Amparo Caballer Hernández (Univ. of Valencia, ES)  
Dieter Zapf (Goethe-Univ. Frankfurt, DE)

» *Sex Differences in Emotional Intelligence: Preliminary results from an Integrative Meta-Analysis and Implications for Organizations*

Leire Gartzia (Univ. of Deusto, ES)  
Zoe Zhang Fengqing (Northwestern Univ., US)  
John Stratton (Northwestern Univ., US)

» *When will you be back? Predicting mothers' return to work decisions by internal and external factors*

Thorana Grether (RWTH Aachen Univ., DE)  
Anne Tzschach (RWTH Aachen Univ., DE)  
Bettina Wiese (RWTH Aachen Univ., DE)

» *A longitudinal perspective of the influence of employer branding on candidates' attitudes before and after entry*

Dorothee Hanin (Univ. catholique de Louvain, BE)  
Florence Stinglhamber (Univ. catholique de Louvain, BE)  
Nathalie Delobbe (Univ. catholique de Louvain, BE)

» *Gender stereotypes of leaders: An analysis of contents of obituaries*

Barbara Hartl (Univ. of Vienna, AT)  
Stephan Muehlbacher (Univ. of Vienna, AT)  
Erich Kirchler (Univ. of Vienna, AT)

» *Investigating an expanded model of work characteristics: The IGLO Model*

Jon Anders Lone Lone (Univ. of Oslo, NO)  
Trond Myklebust (Norwegian Police Univ. College, NO)  
Roald Bjørklund (Univ. of Oslo, NO)  
Cato Bjørkli (Univ. of Oslo, NO)

» *Interactive relations between generations, supervisor incivility, & Job context on work outcomes*

Justin Marcus (Ozyegin Univ., TR)  
Michael Leiter (Acadia Univ., CA)

» *Observer effects in the absence of demand characteristics: The curious case of video monitoring of task performance*

Géraldine Marique (Univ. catholique de Louvain, BE)  
Thomas Edwin Becker (Univ. of Delaware, US)

» *Workplace bullying as a predictor of mental health problems in nurses*

Iselin Reknes (Univ. of Bergen, NO)  
Ståle Pallesen  
(Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO)  
Nils Magerøy (Haukeland Univ. Hospital, Bergen, NO)  
Ståle Einarsen  
(Univ. of Bergen, NO) Bente E. Moen (Univ. of Bergen, NO)  
Bjørn Bjorvatn  
(Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO)

» *What should I study? - Identifying study fields with Holland's model of interests for future students*

Nadine Schmitt (Univ. of Wuerzburg, DE)  
Wolfgang Schneider (Univ. of Wuerzburg, DE)  
Eva Stumpf (Univ. of Wuerzburg, DE)

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

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

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



## Social Activities

### Important notes:

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

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

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

### *Guided Tour of the Old Town Including a Visit of the Hall of Peace*

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

#### Meeting point:

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

#### Meeting times:

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

### *Guided "Tour of History" of the City of Münster:*

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

#### Meeting point:

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

#### Meeting times:

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

### *Guided Tour of the Old town at Night with the Night Watchman:*

In this exciting tour, you are able to accompany Münster's "Night Watchman" in an entertaining time journey back to a medieval town.

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

#### Meeting time:

Thursday, 23/May, 8:10pm

### *Visit of the botanic garden adjacent to the Münster Palace*

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

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

#### Meeting times:

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

### *Guided Tour of the Museum of Lacquer Art*

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

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

#### Meeting time:

Thursday, 23/May, 2:10pm



Museum for Lacquer Art

## Further Activities in Münster

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

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

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

### *Wining and Dining*

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

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

	Wed. 05/22/2013	Thur. 05/23/2013	Fri. 5/24/2013	Sat. 5/25/2013	
9:00am					
9:30am					
10:00am		Tour of the Old Town			
10:30am			Visit of the Botanic Garden	Visit of the Botanic Garden	
11:00am					
11:30am					
12:00pm		Keynotes		Keynotes	
12:30pm			Keynotes	Keynotes	
1:00pm					
1:30pm				Closing Ceremony	
2:00pm					
2:30pm					
3:00pm	Member Assemblies	Tour of History	Guided Tour of the Museum of Lacquer Art	Tour of the Old Town	Tour of History
3:30pm					
4:00pm					
4:30pm		Keynotes		Keynotes	
5:00pm					
5:30pm					
6:00pm	Opening Ceremony		EAWOP General Assembly (5:45pm-7:30pm)		
6:30pm					
7:00pm					
7:30pm					
8:00pm	Drinks and Socializing				
8:30pm				Conference Dinner	
9:00pm					
9:30pm		Old Town at Night with the Night Watchman			
10:00pm					

# Program Highlights

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

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

## Invited Keynotes:

- » **Thursday, 11:30am: Todd Lubard**  
(Université Paris Descartes) on "Creativity at Work: Today and Tomorrow" (S-Aula)
- » **Thursday, 11:30am: Deniz Ones**  
kindly supported by Deutsche Post DHL  
(University of Minnesota) on "Work and Organizational Psychology Contributions to Environmental Sustainability (H-1)
- » **Thursday 4:45pm: Angela Titzrath**  
(Deutsche Post DHL) on "Current Trends and Best Practices at Deutsche Post DHL" (S-Aula)
- » **Thursday 4:45pm: Adrienne Colella**  
(Tulane University and past SIOP President) on "20 Years of Disability and Employment Research: What's Next?" (H-1)
- » **Friday 11:30am: Hartmut Rosa**  
(Friedrich-Schiller-University in Jena and New School for Social Research, New York) on "Acceleration, Alienation and Appropriation at the Workplace: Some Sociological Insights into Working Conditions Past, Present and Future" (S-Aula)
- » **Friday 11:30am: Filip Lievens**  
(Ghent University) on "Off the Beaten Path!": Towards A Paradigm Shift in Personnel Selection Research" (H-1)
- » **Friday 4:45pm: Ute Hülshager**  
(Maastricht University; Winner of the Innovation Award of the Section Work, Organizational and Business Psychology of the German Psychological Society) on "The Role of Mindfulness for Employee Health and Well-being" (S-Aula)
- » **Friday 4:45pm: Donald Truxillo**  
(Portland State University) on "The Aging, Age-Diverse

Workforce: A Challenge and Opportunity for Work and Organizational Psychology" (H-1)

- » **Saturday 12:30pm: John M. Carroll**  
(Pennsylvania State University) on "Six Medium Term Trajectories in the Future of Work" (S-Aula)
- » **Saturday 12:30pm: Sabine Sonnentag**  
(University of Mannheim) on "Work, Recovery - and an Attempt to Look into the Future" (H-1)

## Invited Symposia:

- » **Thursday 8:15am-9:45am: "Social identity and stress in organizations"** chaired by Rolf van Dick, University of Frankfurt, Germany (H-1)
- » **Thursday 8:15am-9:45am: "From distributed teams to collaboration in virtual settings"** chaired by Matti Vartiainen, Aalto University School of Science, Finland (S-Aula)
- » **Thursday 10:15am-11:15am "Trust and HRM: New insights and perspectives"** chaired by Rosalind Searle, Coventry University, United Kingdom (H-1)
- » **Thursday 2:45pm-4:15pm: "We need more time ... Conceptual and methodological innovations in W&O psychology"** chaired by Robert Roe, Maastricht University, the Netherlands (H-1)
- » **Friday 8:15am-9:45am: "New insights in personnel selection"** chaired by Marise Born, Erasmus University Rotterdam (H-1)
- » **Friday 10:15am-11:15am: "You're fired! Exploring the impact of financial crisis on people of Europe"** chaired by Ioannis Nikolaou, Athens University of Economics and Business, Greece (H-1)
- » **Saturday 8:15am-9:45am: "What can we expect job redesign to deliver"** chaired by Kevin Daniels, University of East Anglia, UK (H-1)
- » **Saturday 10:15am-11:45am: "New trends and approaches in organizational climate research and thinking"** chaired by Vicente Gonzalez-Roma, University of Valencia, Spain (H-1)

### **Invited Practitioner-Scientist Debate**

on "Innovation in Organizations" with Tom Sommerlatte (Osiris MIC GmbH) and Michael Frese (Leuphana University of Lüneburg), chaired by Wolfgang Schöll (Humboldt University Berlin)  
H-4, Friday 2:45pm-4:15pm

### **Invited Panel Discussion**

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

### **SIOP-IAAP-EAWOP Alliance Symposium**

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

### **SIOP-IAAP-EAWOP Alliance Symposium**

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

### **SIOP-IAAP-EAWOP Alliance Symposium**

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

### **SIOP-IAAP-EAWOP Alliance Symposium**

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

### **The Future of EAWOP.**

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

### **Field Trip to BASF Coatings**

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

### **EAWOP General Assembly**

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

### **Congress Dinner on Friday,**

7:15pm-12:00pm at the Zwei-Löwen-Klub (Two Lions Club), one of the oldest and most traditional societies in Münster that traces its roots back to the 16<sup>th</sup> century

Address:

Zwei-Löwen-Klub, Am Kanonengraben 9, 48151 Münster  
Telephone: +49 251 52 26 03

### **Closing and Awarding Ceremony**

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

## Practitioner Sessions

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

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

» **Invited Practitioner Keynote featuring Angela Titzrath** on "Current Trends and Best Practices at Deutsche Post DHL"

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

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

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

» **Field trip to BASF Coatings – redden design award winner 2012**

» **EAWOP award for the best practitioner contribution will be awarded for the first time at the EAWOP 2013 Congress.**



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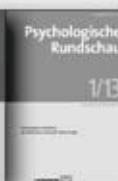
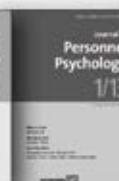
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# Program Overview

Wednesday, May 22<sup>nd</sup>, 2013

Preconference Workshops

10:00am - 1:00pm	F-2	Web-based Survey and Experiments	Lecturer: Bernad Batinic & Barbara Stiglbauer
	F-5	Funds and Fundraising	Lecturer: Martin Kleinmann
	F-040	Introduction to Meta-Analysis	Lecturer: Philipp Doebler & Heinz Holling
	F-042	An Introduction to R	Lecturer: Boris Forthmann & Günther Gediga
	F-043	Business and Management Gaming Simulation for Change Management and Organizational Development – Part 1: Basics	Lecturer: Willy Kriz
	F-234	Age Diversity in Organizations	Lecturer: Juergen Wegge & Franziska Jungmann
2:00pm-5:00pm	F-4	Scientific Writing	Lecturer: Ute Klehe
	F-6	Workshop: Situational Judgment Tests	Lecturer: Filip Lievens
	F-33	Detecting and Developing Creativity in Organizations	Lecturer: Todd Lubart
	F-040	Advanced Methods in Meta-Analysis	Lecturer: Philipp Doebler & Heinz Holling
	F-042	Advanced Methods in R	Lecturer: Boris Forthmann & Günther Gediga
	F-043	Business and Management Gaming Simulation Methods for Change Management and Organizational Development – Part 2: The Example of the Simulation Game SysTeamsChange	Lecturer: Willy Kriz
	F-102	Work Engagement and Job Crafting: Their Development and Optimization'	Lecturer: Evangelia Demerouti
	F-104	Multilevel Modelling	Lecturer: Jörg-Tobias Kuhn
	F-229	Stress and Recovery Management	Lecturer: Carmen Binnewies & Verena Hahn

2:00pm-4:00pm	S-Fest-saal	EAWOP Constituent Council Meeting
3:00pm-5:00pm	S-Aula	Member Assembly: Section Work, Organizational and Business Psychology FG AOW of the German Psychological Society DGPs
3:00pm-5:00pm	S-Senat	Member Assembly: Section Business Psychology Sektion Wirtschaftspsychologie of Berufsverband Deutscher Psychologinnen und Psychologen BDP
5:00pm-6:00pm	S-Foyer	Get together of the Congress Organizing EAWOP Consituents FG AOW of DGPs & Sektion Wirtschaftspsychologie of BDP
6:00pm-7:30pm	H-1	Opening Ceremony of the EAWOP Congress incl. Announcement of this Year's EAWOP Lifetime Contribution Award Winner
7:30pm-9:00pm	S-Foyer	EAWOP Congress Welcome Reception

Thursday, May 23<sup>rd</sup>, 2013

8:15am - 9:45am	Tent, green area	Interactive Poster Sessions	Diversity in the Work Context	
	Tent, red area		Emotional Labor at Work	
	Tent, blue area		Motivation and Work Engagement	
	Tent, yellow area		Team Work	
	S-1	Symposia	Technology at Work and Human-Machine-Systems Traffic Psychology: Improving Safety and Enhancing Mobility	Session Chair: Mark Vollrath
	S-2		Employee Wellbeing Symposium: Spillover and Crossover of Work-Related Experiences	Session Chairs: Ana Isabel Sanz-Vergel & Alfredo Rodríguez-Muñoz
	S-6	Paper Session	Worktime Arrangements and Work-Family Interface 1	
	S-8	Symposia	Employee Wellbeing: Dynamics of Well-being and Emotions at Work	Session Chairs: Helenides Mendonça & Maria Cristina Ferreira
	S-9		Personnel Selection and Recruitment: The Impact of International Guidelines on National Practice	Session Chairs: Harald Ackerschott & Dragos Iliescu
	S-10	Scientist-Practitioner Symposium	Health and Interventions Occupational Health and Safety: Leadership as the Key to Success for a Healthy Organisation	Session Chairs: Ruediger Manfred Trimpop & Ilona Patricia Kryl
	S-Aula	Invited Symposium	Other Work and Organizational Psychology Topics: From Distributed Teams to Collaboration in Virtual Settings	Session Chair: Matti Antero Vartiainen
	H-1	Invited Symposium	Employee Wellbeing: Social Identity and Stress in Organizations	Session Chair: Rolf van Dick
	H-2	Symposia	Personnel Selection and Recruitment: ENESER Symposium: How Applicant and Recruiter Behaviors Affect Selection Interview Outcomes	Session Chairs: Klaus G. Melchers & Janneke Karina Oostrom
	H-3	SIOP-IAAP-EAWOP Alliance Symposium: Comprehensive Work Design Analysis – Insights from Around the Globe		Session Chair: Sebastian Stegmann
	H-4	Symposia	Changing Employment Relations: Job Insecurity: State of the Art 1 - Moderators	Session Chair: Hans De Witte
	F-1		Leadership and Management: New Perspectives on Influence Processes in Organizations: Integrating Leadership and Followership	Session Chairs: Susanne Braun & Marion Schmidt-Huber
	F-2		Organizational Behavior: Organizational Justice: A Multi-Method Approach	Session Chairs: Carolina Moliner & Vicente Martínez-Tur
	F-3	Paper Session	Economic Psychology 1	
	F-4	Symposia	Leadership and Management: Leadership with an Ethical Orientation: Empirical Evidence and Avenues for Future Research	Session Chairs: Armin Pircher Verdorfer & Claudia Verena Peus
	F-5		Organizational Change and Development: Organizational Change in European Policing	Session Chairs: Gabriele Jacobs & Kate Horton



8:15am - 9:45am	F-6	Paper Sessions	Organizational Behavior 1	
	F-33		Human Resource Management 1	
	F-042		Organizational Behavior 2	
	F-043		Consumer Behavior and Marketing 1	
	F-102		Employee Wellbeing 1	
	F-229		Leadership and Management 1	
	F-234		Emotions in the Workplace 1	
9:45am - 10:15am	Coffee Break nearby all session locations			
10:15am - 11:15am	S-1	Symposia	Teams and Workgroups: Links Between Experienced and Instigated Mistreatment in Health Care Work	Session Chair: Michael Leiter
	S-6		Teams and Workgroups: The Reciprocal Effects of Leadership and Diversity in Teams	Session Chair: Meir Shemla
	S-8	Paper Sessions	Human Resource Management 2	
	S-9		Employee Wellbeing 2	
	S-Aula		Organizational Structure, Culture, and Climate 1	
	H-1	Invited Symposium	Organizational Behavior: Trust and HRM: New Insights and Perspectives	Session Chair: Rosalind H Searle
	H-2	Symposium	Personnel Selection and Recruitment: Cognitive and Implicit Factors in Medical Selection: Best Practice and Future Directions	Session Chair: Roderick Ian Nicolson
	H-3	Panel Discussion	How Do We Want to Publish Tomorrow?	Session Chair: Rob Briner
	H-4	Symposia	Human Resource Management: Multidimensional Approaches in Ageing Research: Application of Different Methods	Session Chair: Jürgen Deller
	F-2		Organizational Behavior: Personality at Work: Conceptual and Empirical Innovations	Session Chair: Joeri Hofmans
	F-3	Paper Session	Organizational Behavior 3	
	F-4	Symposium	Leadership and Management: Perspectives on Leadership I: Effectiveness, Diversity and Wellbeing	Session Chairs: Torsten J. Holstad & Lioba Werth
	F-5	Symposium	Labor Market Issues: New Explorations of Age Effects at Work	Session Chair: Lisa Finkelstein
	F-6	Symposium	Organizational Behavior What's Considered Fair in Teams? Justice, Norms, and Teams	Session Chairs: Marion Fortin & Natàlia Cugueró-Escofet
	F-102	Paper Sessions	Teams and Workgroups 1	
F-229	Human Resource Management 3			
F-234	Occupational and Organizational Safety 1			
11:30am - 12:30pm	S-Aula	Invited Keynote	Creativity at Work: Today and Tomorrow	Presenter: Todd Lubart
	H-1	Invited Keynote	Work and Organizational Psychology Contributions to Environmental Sustainability kindly supported by Deutsche Post DHL	Presenter: Deniz Ones
12:30pm - 2:30pm	Buffett or Take Away Lunch Catering nearby the Poster Forum			
12:30pm - 1:30pm	Tent	Regular Poster Session Thursday 1		
12:30pm - 2:30pm	S-Festsaal	How Do We Work Today? How Do We Want to Work Tomorrow? Marketplace Europe: A European Mosaic Presented with "Pecha Kucha"		Session Chair: Alexandra Miethner

1:00pm - 1:45pm	S-1	Position Papers	Human Resource Management: The Psychological Contract: Does not Exist?	Presenter: Rene Schalk
	S-2		Organizational Change and Development: Knowledge Creation for Whom?	Presenter: Kuok Kei Law
	S-6		Sustainable Environment and Organizations: Nordic Perspectives on Sustainable Workplace Development	Presenter: Ole Henning Sørensen
	S-8		Organizational Change and Development: Civility, Respect, and Engagement in the Workplace CREW: An Intervention into Organizational Culture	Presenters: Katerine Osatuke & Michael Leiter
	S-9		Occupational and Organizational Safety: Integrating a Contextual and Trait Perspective to Behavioral Safety Leadership: The Role of Safety-Critical Work Contexts and Leader Flexibility	Presenters: Sara Guediri et al.
	S-10		Leadership and Management: Leadership Culture and Climate – Enhancing or Destroying Leadership Excellence within the Leadership Community?	Presenter: Theo Heyns Veldsman
	S-Aula		Labor market Issues: Age Differences in Motivation at Work: More Than Just Different Values	Presenters: Guido Hertel et al.
	H-1		Human Resource Management: Coaching – Practice or science based?	Presenter: Siegfried Greif
	H-2		Organizational Change and Development: A Multi-Dimensional, Resource-Based Model of Individual Adaptability	Presenter: Karen van Dam
	H-3		Human Resource Management: ISO Standard on Human Resource Management, Challenge and Opportunity for Psychology as Science and Profession	Presenter: Harald Ackerschott
	H-4		Worktime Arrangements and Work-Family Interface: Integrative Perspectives of Occupational Fatigue - Contributions from Organizational Neurosciences	Presenter: Teresa D'Oliveira
1:30pm - 2:30pm	Tent	Regular Poster Session Thursday 2		
2:45pm - 4:15pm	Tent, green area	Interactive Poster Sessions	Entrepreneurship	
	Tent, red area		Fostering Employees' Health	
	Tent, blue area		Social Networking and Emotion Perception at Work	
	Tent, yellow area		Work-Home Interface and Presenteeism	
	S-1	Symposia	Teams and Workgroups: Team Processes and Team Performance: The Effects of Diversity Perceptions and Shared Leadership	Session Chair: Conny H. Antoni
	S-2		Teams and Workgroups: Making High Responsibility Teams work – Requirements, Attitudes, and Processes Related to Team Performance	Session Chairs: Michael Josef Burtscher & Vera Hagemann
	S-6	Practitioner Forum	A New Approach to Psychometric Assessment in Human Capital Management	Session Chair: Harald Ackerschott
S-8	Symposia	Emotions in the Workplace: Impact of Emotions in Organizations: From Basic to Complex	Session Chairs: Susanne Scheibe & Trude Furunes	
S-9		Other Work and Organizational Psychology Topics: Experimental Industrial Psychology IX: Affective Computing	Session Chair: Sebastian Schnieder	

XXIII

2:45pm - 4:15pm	S-10	Practitioner Forum	Personnel Selection and Recruitment: European Network of Selection Researchers ENESER Symposium on Selection & Assessment in Europe	Session Chairs: Ioannis Nikolaou & Neil Anderson
	S-Aula	Center for Creative Leadership Award for the Best Leadership Paper Published in EJWOP 2011 and 2012 Award winners 2011: Elizabeth V. Hobman, Chris J. Jackson, Nerina L. Jimmieson, & Robin Martin Award winners 2012: Aichia Chuang, Timothy A. Judge, & Yuann Jun Liaw		Session Chair: Ramón Rico
	H-1	Invited Symposium	Research and Methodology: We Need More Time ... Conceptual and Methodological Innovations in W&O Psychology	Session Chair: Robert A. Roe
	H-2	Symposium	Personnel Selection and Recruitment: Broadening International Perspectives on Applicants' Faking	Session Chair: Cornelius König
	H-3	SIOP-IAAP-EAWOP Alliance Symposium: A Cross-Cultural Work Design Research Incubator		Session Chairs: Rolf van Dick & Sebastian Stegmann
	H-4	Symposium	Changing Employment Relations: Job Insecurity: State of the Art 2 – Evolution and Explanations	Session Chair: Hans De Witte
	F-1	Symposium	Leadership and Management: Leadership and Motivation	Session Chairs: Nishat Babu & Yves Guillaume
	F-2	Symposium	Organizational Behavior: New Developments in the Research of Political Skill PS: Individual, Team and Cultural Considerations	Session Chairs: Elena Lvina & Gerhard Blickle
	F-3	Symposium	Employee Wellbeing: Experimental Industrial Psychology I: Recovery, Sleepiness, and Sleep Quality	Session Chairs: Kai Seiler & Jarek Krajewski
	F-4	Symposium	Human Resource Management: Coaching: Insights, Tools and Results	Session Chair: Simone Kauffeld
	F-5	Symposium	Technology at Work and Human-machine-systems: Social Networking and Personality: Implications for the Organizations, Individuals, and the Industry	Session Chair: Richard C Thompson
	F-33	Paper Sessions	Leadership and Management 2	
	F-040		Worktime Arrangements and Work-Family Interface 2	
	F-042		Personnel Selection and Recruitment 1	
	F-043		Employee Wellbeing 3	
F-102	Organizational Behavior 4			
F-104	Other Work and Organizational Psychology Topics 1			
F-229	Employee Wellbeing 5			
F-234	Employee Wellbeing 4			
4:15pm -4:45pm	Coffee Break nearby all session locations			
4:45pm -5:45pm	S-Aula	Keynote	Current Trends and Best Practices at Deutsche Post DHL	Presenter: Angela Titzrath
	H-1	Keynote	20 Years of Disability and Employment Research: What's Next?	Presenter: Adrienne Colella
6:00pm -8:00pm	S-Aula	EAWOP General Assembly		
8:00pm -9:00pm	S-Foyer	EAWOP Reception		

Friday, May 24<sup>th</sup>, 2013

8:15am - 9:45am	Tent, green area	Interactive Poster Symposium	Human Resource Management and Affective Commitment in Dutch Hospitals: A Multilevel Analysis	
	Tent, red area	Interactive Poster Sessions	Organizational Culture and Climate	
	Tent, blue area		The Role of Justice in the Work Context	
	Tent, yellow area		Training at Work	
	Tent, orange area		Workplace Learning	
	S-Festsaal	The Future of EAWOP. Ideas from the Past and the New Presidents		Session Chair: Vicente Martínez-Tur
	S-1	Symposia	Organizational Health Intervention Research – Model, Indicators and Practical Approach to Building Capacities for Positive Health in Organizations	Session Chair: Gregor James Jenny
	S-2	Symposium	Organizational Behavior: Exploring the Dynamics of Perceived Organizational Support	Session Chairs: Martin R. Edwards & Michael Clinton
	S-6	Paper Session	Personnel Selection and Recruitment 2	
	S-8	Symposi	Employee Wellbeing: Imagine the Workplace where Listening Becomes Second Nature	Session Chairs: Dotan Roger Castro & Avraham Avi N. Kluger
	S-9	Symposium	Labor Market Issues: Dealing with an Age Diverse Workforce Using Job Design	Session Chairs: Sara Zaniboni & Franco Fraccaroli
	S-10	Symposium	Organizational Behavior: Advances in Change-Oriented Behavior at Work: Theory and Research from Citizenship, Proactive and Innovative Behavior Approaches	Session Chairs: Hector Madrid & Cumali Uri
	S-Aula	Symposium	Teams and Workgroups: Adaptive Coordination in Teams: Reflexions and Further Developments	Session Chairs: Luís Curral & Ana Margarida Passos
	H-1	Invited Symposium	Personnel Selection and Recruitment: New Insights in Personnel Selection	Session Chair: Marise Ph. Born
	H-2	Symposium	Health and Interventions: Promoting Work Ability and Health in Nursing	Session Chairs: Juergen Wegge & Winfried Hacker
	H-3	SIOP-IAAP-EAWOP Alliance Symposium: Getting a Seat at the Table: Strategic Communication and I/O Psychology		Session Chair: Barbara Kożusznik
	H-4	Symposia	Organizational Behavior: The Process to Performance	Session Chairs: Evangelia Demerouti & Arnold B. Bakker
	F-1		Leadership and Management: Leader Morality and Traits in Today's Organizations	Session Chairs: Annebel H.B. De Hoogh & Deanne N. Den Hartog
	F-2		Leadership and Management: Participation and Distribution of Leadership in Organizations	Session Chairs: Thomas S. Jønsson & Christine Unterrainer

8:15am - 9:45am	F-3	Symposia	Human Resource Management: Diversity Perspectives in Organizations	
	F-4		Human Resource Management: Understanding and Overcoming Obstacles to Women in Leadership	Session Chairs: Susanne Braun & Brooke Ann Shaughnessy
	F-5		Human Resource Management: Training: New Insights on the Long Way to Successful Transfer	Session Chairs: Alexandra Paraskevi Diethert & Simone Kauffeld
	F-6		Worktime Arrangements and Work-Family Interface: Boundaryless Work Worktime- and Workplace Flexibility: Pain or Gain?	Session Chairs: Karina Van De Voorde & Debby G.J. Beckers
	F-33	Paper Sessions	Human Resource Management 4	
	F-040		Leadership and Management 3	
	F-042		Organizational Change and Development 1	
	F-043	Symposium	Organizational Health Intervention Research – Model, Indicators and Practical Approach to Building Capacities for Positive Health in Organizations	Session Chair: Gregor James Jenny
	F-102	Paper Sessions	Employee Wellbeing 6	
	F-104		Research and Methodology 1	
F-229	Health and Interventions 1			
F-234	Employee Wellbeing 7			
9:45am -10:45am	Coffee Break nearby all session locations			
10:15am - 11:45am	S-1	Paper Session	Employee Wellbeing 8	
	S-2	Symposium	Changing Employment Relations: A Broad Perspective on Employability	Session Chairs: Ellen R. Peeters & Dorien Vanhercke
	S-8	Symposium	Employee Wellbeing: Work Engagement and Performance: The Linkage Unravelling	Session Chair: Wilmar Schaufeli
	S-9	Paper Session	Organizational Change and Development 2	
	S-10	Symposium	Organizational Behavior: Identity: New Insights and Perspectives	Session Chair: Rosalind H Searle
	S-Aula	Best Dissertation Award of the Section Work, Organizational and Business Psychology FG AOW of the German Psychological Society DGPs Award Winner: Sebastian Stegmann		Session Chair: Sandra Ohly
	H-1	Invited Symposium	Changing Employment Relations: EAWOP 2013 Invited Symposium "You're fired! Exploring the impact of financial crisis on people of Europe"	Session Chair: Ioannis Nikolaou
	H-2	Symposium	Health and Interventions: Positive Occupational Health Psychology Interventions: Effects of Person and Job Level Interventions on Personal Resources, Well-being and Work Engagement	Session Chairs: Annetrin Hoppe & Alexandra Michel
	H-3	Symposium	Teams and Workgroups: Looking Inside the Box: Cognition as Way to Achieve Effectiveness in Work Teams	Session Chair: Ana Margarida Passos
	H-4	Symposium	Personnel Selection and Recruitment: Personality Assessment: Addressing some Methodological Questions	Session Chair: Ilke Inceoglu

8:15am - 9:45am	F-1	Symposia	Employee Wellbeing: The Fragmented Working Day: New Angles and Results on Interruptions at Work	Session Chair: Anja Baethge
	F-2		Leadership and Management: Current Perspectives on Relationship-Oriented Leadership and Leader-Member Exchange LMX	Session Chairs: Alexander Pundt & Daniel May
	F-3	Paper Session	Leadership and Management 4	
	F-4	Symposia	Leadership and Management: Perspectives on Leadership II: Effectiveness, Diversity and Wellbeing	Session Chairs: Torsten J. Holstad & Juergen Wegge
	F-5		Employee Wellbeing: Well-being in Flexible, Mobile and Virtual Work	Session Chair: Jan Dettmers
	F-6		Human Resource Management: How will Present Characteristics Tell about Tomorrow Human Resource Development?	Session Chair: Ubolwanna Pavakanun
	F-33	Paper Sessions	Other Work and Organizational Psychology Topics 2	
	F-042		Emotions in the Workplace 2	
	F-043		Occupational and Organizational Safety 2	
	F-102		Teams and Workgroups 2	
	F-229		Changing Employment Relations 1	
F-234	Technology at Work and Human-Machine-Systems 1			
11:30am - 12:30pm	S-Aula	Keynote	Acceleration, Alienation and Appropriation at the Workplace: Some Sociological Insights into Working Conditions Past, Present and Future	Presenter: Hartmut Rosa
	H-1	Keynote	"Off the Beaten Path!": Towards A Paradigm Shift in Personnel Selection Research	Presenter: Filip Lievens
12:30pm - 2:30pm	Buffett or Take Away Lunch Catering nearby the Poster Forum			
12:30pm - 1:30pm	Tent	Regular Poster Session Friday 1		
12:30pm - 2:15pm	S-Festsaal	Panel discussion	Dialogue of Scientists and Practitioners about Coaching	Session Chair: Alexandra Miethner
1:00pm - 1:45pm	S-2	Position Papers	Leadership and Management: Motivational Bases of Distributed Leadership in Organization	Presenters: Ajay Kumar Jain et al.
	S-6		Organizational Change and Development: Monitoring Organizational Rhythmic; Strengthening of Involvement of Employees and Managers in Change Processes	Presenters: Truus Poels et al.
	S-8		Organizational Behavior: Attributed Causes for Uncivil Incidents: Emotional and Behavioral Outcomes	Presenter: Irene Elisabeth De Pater
	S-9		Organizational Structure, Culture, and Climate: Occupational Psychology and NATO Management of International Crises	Presenter: Ingrid Karin Hickman
	S-10		Employee Wellbeing: Employee Social Liability	Presenter: Rachel Lopes Morrison
	S-Aula		Other Work and Organizational Psychology Topics: How evidence-based Is Work and Organizational Psychology? Some Criteria for Evaluating How Far We've Got and Some Suggestions for Speeding up Progress	Presenter: Rob Briner

XXVII

1:00pm - 1:45pm	H-1	Position Papers	Research and Methodology: When Do Outcomes Come Out? Improving Conceptualization and Modeling in W&O Research	Presenter: Robert Roe
	H-2		Organizational Behavior: Achievement Goals in the Workplace: State of the Art and Looking Ahead	Presenters: Nico Van Yperen et al.
	H-3		Other Work and Organizational Psychology Topics: Work-Role Transitions: The need for a broader view	Presenter: John Arnold
	H-4		Personnel Selection and Recruitment: Word-of-Mouth in Recruitment: A Critical Review and Agenda for Future Research	Presenter: Greet Van Hoye
	F-1		Teams and Workgroups: Putting the Type back into Teams: Multi-professional Teams and Resilience	Presenter: Nik Chmiel
	F-2		Organizational Change and Development: High Trust Culture – A Driver of Organizational and Leadership Success	Presenter: Petra Schulte
	F-4		Organizational Behavior: Social Recognition of Work: A Significant Dimension of Organizational Behavior	Presenter: Ralph Sichler
1:30pm -2:30pm	Tent	Regular Poster Session Friday 2		
2:45pm - 4:15pm	Tent: green area	Interactive Poster Sessions	Inclusion at Work: Integrating Employees with Special Needs	
	Tent: red area		Interpersonal Conflicts at Work	
	Tent: blue area		Work-Family Interface	
	S-1	Symposia	Personnel Selection and Recruitment: One Score or More? Reflections on the controversy over a General Factor of Personality	Session Chair: Iain Robert MacIver
	S-2		Leadership and Management: New Adventures in Negative Leadership: Measurement, Antecedents, Consequences and Moderators	Session Chairs: Daniel May & Alexander Pundt
	S-6	Paper Session	Personnel Selection and Recruitment 3	
	S-8	Symposia	Other Work and Organizational Psychology Topics: Individual Strengths at the Workplace	Session Chair: Marianne Van Woerkom
	S-9		Organizational Behavior: Motivation and Choices: Antecedents and Causes of Regulatory Focus and their Impact on Work Choices	Session Chair: Michal Milka Schödl
	S-10		Changing Employment Relations: New Challenges for W&OP with non Traditional Workers	Session Chairs: Maria José Chambel & Nathalie Galais
	S-Aula		Organizational Behavior: Implicit Motives at Work in Organizations	Session Chairs: Matthias Strasser & Hugo Martin Kehr
	H-1		Health and Interventions: Take Care! Promoting the Health and Well Being of Health Care Staff	Session Chair: Pascale Le Blanc
	H-2		Leadership and Management: Task and Social Leadership: Contributions from Power Research	Session Chairs: Annika Scholl & Melvyn R.W. Hamstra
	H-3		SIOP-IAAP-EAWOP Alliance Symposium: Women at the Top: New Insights and Controversies from Europe	Session Chair: Rosalind H Searle
	H-4	Practitioner-Scientist Debate on Innovation		Session Chair: Wolfgang Scholl
	F-1	Symposium	Organizational Behavior: Innovative Behaviour in the Workplace: New Perspectives on Predictors, Stage of Innovation Process and Boundary Conditions	Session Chairs: Adalgisa Battistelli & Hector Madrid

XXVIII

2:45pm - 4:15pm	F-2	Symposium	Employee Wellbeing: New Trends in Research on Workplace Bullying: Latest Results from Longitudinal Studies	Session Chairs: Guy Notelaers & Alfredo Rodríguez-Muñoz
	F-3	Paper Session	Employee Wellbeing 9	
	F-4	Symposia	Employee Wellbeing: Personal Goals in the Work Context	Session Chairs: Bettina S. Wiese & Katariina Salmela-Aro
	F-5		Other Work and Organizational Psychology Topics: Experimental Industrial Psychology VI: Mental Workload in Human-Machine-Interaction	Session Chair: Achim Leder
	F-6	Paper Sessions	Changing Employment Relations 2	
	F-33		Sustainable Environment and Organizations 1	
	F-042		Changing Employment Relations 3	
	F-043		Human Resource Management 5	
	F-102		Occupational and Organizational Safety 3	
	F-104		Personnel Selection and Recruitment 4	
F-229	Entrepreneurship / Self-Employment 1			
F-234	Employee Wellbeing 10			
2:20pm - 6:00pm	Field Trip to BASF Coatings – Reddot Design Award Winner 2012 Meeting point: Foyer of the Münster Palace			
4:15pm - 4:45pm	Coffee Break nearby all session locations			
4:45pm - 5:45pm	S-Aula	Keynote	The Role of Mindfulness for Employee Health and Well-being. Winner of the Innovation Award of the Section Work, Organizational and Business Psychology FG AOW of the German Psychological Society DGPs	Presenter: Ute Hülshager
	H-1	Keynote	The Aging, Age-Diverse Workforce: A Challenge and Opportunity for Work and	Presenter: Donald Truxillo
5:45pm - 6:45pm	S-Festsaal	Social Hour Master Erasmus Mundus on WOP-P		Session Chairs: Esther Gracia & Vicente Martínez-Tur
	S-6	Reception EAWOP Summer School		Session Chair: Ann-Louise Holten
6:00pm - 7:00pm	S-Foyer	Reception and Presentation for the EAWOP Worklab		Session Chair: Angela Carter
	S-Senat	EJWOP reception for Consulting Editors, Ad-hoc Reviewers and Authors		Session Chair: Ramón Rico
7:15pm - 12:00am	Congress Dinner Zwei-Löwen-Klub / Two Lions Club			




Saturday, May 25<sup>th</sup>, 2013

8:15am - 9:45am	Tent, green area	Interactive Poster Sessions	Leadership	
	Tent, red area		Processes in Team Work	
	Tent, blue area		Work Engagement	
	S-1	Symposia	Other Work and Organizational Psychology Topics: Experimental Industrial Psychology IV: Human-Computer-Interaction	Session Chair: Jarek Krajewski
	S-2		Employee Wellbeing: Effects of recovery from work and factors that hinder or promote unwinding processes	Session Chairs: Jessica de Bloom & Taru Feldt
	S-6	Paper Sessions	Teams and Workgroups 3	
	S-8		Other Work and Organizational Psychology Topics 3	
	S-9		Teams and Workgroups 4	
	S-10	Symposia	Health and Interventions: Evaluation of an Organizational Health Intervention Program for Low-Qualified, Culturally Diverse Workforces ReSuDi II	Session Chairs: Julia Clasen & Christine Busch
	S-Aula		Employee Wellbeing: Antecedents and Consequences of Proactive Behavior	Session Chair: Sandra Ohly
	S-Senat	Invited Panel Discussion	The Future of W&O Psychology	Session Chair: Fred Zijlstra
	H-1	Invited Symposium	Macroergonomics / Work Design: What can we expect job redesign to deliver?	Session Chair: Kevin Daniels
	H-2	Symposia	Emotions in the Workplace: Extending our Understanding of Emotion regulation In the Workplace: New Evidence for the Effects of Interpersonal Emotion Regulation on Performance, Relationships and Well-being	Session Chairs: David Holman & Karen Niven
	H-3		Other Work and Organizational Psychology Topics: Symposium I: Innovation Processes - Individual, Group, and Organizational Aspects	Session Chairs: Wolfgang Scholl & Dawn Eubanks
	H-4		Leadership and Management: Motivational Aspects in Leadership Emergence and Career Development	Session Chair: Sabine Korek
	F-2		Teams and Workgroups: Shedding Light into a Black Box: New Perspectives on Team Processes and their Influence on Team Effectiveness	Session Chair: Michael Josef Burtscher
	F-3	Paper Session	Organizational Behavior 5	
	F-4	Symposia	Teams and Workgroups: New Avenues in Diversity Faultline Research: Novel Processes, Outcomes, and Measures	Session Chairs: Bertolt Meyer & Ramón Rico
	F-5		Organizational Behavior: Trust in Hierarchical Relationships in Organizations	Session Chairs: Esther Gracia & José Ramos
	F-6		Worktime Arrangements and Work-Family Interface: Enhancing Work-Life Balance in Times of Change: Challenges for Employees and Employers	Session Chair: Elianne Florence van Steenbergen

8:15am - 9:45am	F-33	Paper Sessions	Organizational Behavior 6	
	F-042		Organizational Behavior 7	
	F-043		Human Resource Management 6	
	F-102		Labor Market Issues 1	
	F-104		Organizational Behavior 8	
	F-229		Occupational and Organizational Safety 4	
	F-234		Organizational Change and Development 3	
9:45am -10:15am	Coffee Break nearby all session locations			
10:15am - 11:45am	Tent, green area	Interactive Poster Symposium	Innovation Processes - Individual, Group, and Organizational Aspects	
	Tent, red area	Interactive Poster Session	Organizational Change and Development	
	Tent, blue area	Interactive Poster Session	Supporting Employees' Needs by Work Time Arrangements	
	Tent: yellow area	Interactive Poster Symposium	Trust among team members, interpersonal relationships and group outcomes	
	S-1	Symposia	Employee Wellbeing: Experimental Industrial Psychology V: Advances in Biosignal Analysis and Machine Learning	Session Chairs: Martin Golz & Tom Laufenberg
	S-2		Other Work and Organizational Psychology Topics: Theoretical and Practical Advances in the Assessment of Cross-Cultural Competence	Session Chairs: William K Gabrenya & Richard Griffith
	S-6		Employee Wellbeing: Resources in an Occupational Context and their Relations to Measures of Subjective Well-being	Session Chair: Michaela Knecht
	S-8	Paper Sessions	Employee Wellbeing 11	
	S-9		Teams and Workgroups 5	
	S-10	Symposia	Health and Interventions: Work and health of Low-qualified, Culturally Diverse Workforces ReSuDi I	Session Chairs: Christine Busch & Julia Clasen
	S-Aula		Labor Market Issues: Job Transitions, Career and Employability in Europe	Session Chairs: Claudia Bernhard-Oettel & Erik Berntson
	H-1	Invited Symposium	Organizational Structure, Culture, and Climate: New trends and approaches in organizational climate research and thinking	Session Chair: Vicente Gonzalez-Roma
	H-2	Symposium	Employee Wellbeing: Current Approaches to Job Demands	Session Chairs: Christian Korunka & Eva Bamberg
	H-3	Invited Panel Discussion	Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing	Session Chair: Frederick Phillip Morgeson

10:15am - 11:45am	H-4	Symposia	Human Resource Management: Autonomy at Work: An Important Element to Stimulate Vitality?	Session Chair: Catharina Veronica Van Vuuren
	F-1		Organizational Behavior: Creativity, Innovation, and Entrepreneurship	Session Chair: Diana E. Krause
	F-2		Employee Wellbeing: Daily Work Engagement	Session Chairs: Arnold B. Bakker & Evangelia Demerouti
	F-3		Organizational Behavior: Building Trust for Tomorrow: The Formation of New Workplace Relationships	Session Chairs: Lisa van der Werff & Finian Buckley
	F-4		Organizational Structure, Culture, and Climate: Scratching more than just the Surface: Digging further into Organizational Culture and Team Error Handling	Session Chairs: David Falco Passenier & Freek Johannes Fransiscus Wilhelmus van Berkel
	F-5		Other Work and Organizational Psychology Topics: Minorities and their Careers	Session Chair: Hans van Dijk
	F-6	Paper Sessions	Labor Market Issues 2	
	F-33		Leadership and Management 5	
	F-040		Teams and Workgroups 6	
	F-042		Organizational Behavior 9	
	F-043		Human Resource Management 7	
	F-104		Health and Interventions 2	
	F-229		Employee Wellbeing 12	
	F-234		Organizational Change and Development 4	
11:45am -1:30pm	Buffett or Take Away Lunch Catering nearby the Keynote Sessions			
12:30pm -1:30pm	S-Aula	Keynote	Six Medium Term Trajectories in the Future of Work	Presenter: John M. Carroll
	H-1	Keynote	Work, Recovery - and an Attempt to Look into the Future	Presenter: Sabine Sonnentag
1:30pm -2:15pm	S-Foyer	Closing and Awarding Ceremony incl. announcement of the Best Paper, the Best Poster, and the Best Practitioner Contribution of the EAWOP 2013 Congress		



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# Wednesday, 22<sup>nd</sup> of May, 2013

## Preconference Workshops

### » *Web-based Survey and Experiments*

Time: Wednesday, 22/May/2013: 10:00am - 1:00pm  
Location: F-2

Lecturers: Bernad Batinic (Univ. of Linz) Bernad.Batinic@jku.at  
Barbara Stiglbauer (Univ. of Linz)

### » *Funds and Fundraising*

Time: Wednesday, 22/May/2013: 10:00am-1:00pm  
Location: F-5

Lecturer: Martin Kleinmann (Univ. of Zurich)  
m.kleinmann@psychologie.uzh.ch

### » *Introduction to Meta-Analysis*

Time: Wednesday, 22/May/2013: 10:00am - 1:00pm  
Location: F-040

Lecturers: Philipp Doebler (Univ. of Münster)  
doebler@uni-muenster.de  
Heinz Holling (Univ. of Münster)

### » *An Introduction to R*

Time: Wednesday, 22/May/2013: 10:00am - 1:00pm  
Location: F-042

Lecturers: Boris Forthmann (Univ. of Münster)  
boris.forthmann@uni-muenster.de  
Günther Gediga (Univ. of Münster)

### » *Business and Management Gaming Simulation for Change Management and Organizational Development – Part 1: Basics*

Time: Wednesday, 22/May/2013: 10:00am - 1:00pm  
Location: F-043

Lecturer: Willy Kriz (Univ. of Applied Sciences Vorarlberg)  
willy.kriz@fhv.at

### » *Age Diversity in Organizations*

Time: Wednesday, 22/May/2013: 10:00am - 1:00pm  
Location: F-234

Lecturers: Juergen Wegge (Dresden Univ. of Technology)  
wegge@psychologie.tu-dresden.de  
Franziska Jungmann (Dresden Univ. of Technology)

### » *Scientific Writing*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-4

Lecturer: Ute-Christine Klehe (Univ. of Gießen)  
ute-christine.klehe@psychol.uni-giessen.de

### » *Workshop: Situational Judgment Tests*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-6

Lecturer: Filip Lievens (Ghent Univ.) Filip.Lievens@UGent.be

1

### » *Detecting and Developing Creativity in Organizations*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-33

Lecturer: Todd Lubart (Univ. of Paris V)  
todd.lubart@parisdescartes.fr

### » *Work Engagement and Job Crafting: Their Development and Optimization*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-102

Lecturer: Evangelia Demerouti (Eindhoven Univ. of Technology) E.Demerouti@tue.nl

### » *Multilevel Modelling*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-104

Lecturer: Jörg-Tobias Kuhn (Univ. of Münster)  
t.kuhn@uni-muenster.de

### » *Advanced Methods in Meta-Analysis*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-040

Lecturers: Philipp Doebler (Univ. of Münster)  
doebler@uni-muenster.de  
Heinz Holling (Univ. of Münster)

### » *Advanced Methods in R*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-042

Lecturers: Boris Forthmann (Univ. of Münster)  
boris.forthmann@uni-muenster.de  
Günther Gediga (Univ. of Münster)

### » *Business and Management Gaming Simulation Methods for Change Management and Organizational Development – Part 2: The Example of the Simulation Game SysTeamsChange*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-043

Lecturer: Willy Kriz (Univ. of Applied Sciences Vorarlberg)  
willy.kriz@fhv.at

### » *Stress and Recovery Management*

Time: Wednesday, 22/May/2013: 2:00pm - 5:00pm  
Location: F-229

Lecturers: Carmen Binnewies (Univ. of Münster)  
carmen.binnewies@uni-muenster.de  
Verena Hahn (Univ. of Münster)

1

## EAWOP Constituent Council Meeting incl Lunch

Time: Wednesday, 22/May/2013: 12:00am- 4:00pm  
Location: S-Festsaal

Member Assembly: Section Work, Organizational and Business Psychology (FG AOW) of the German Psychological Society (DGPs)

Time: Wednesday, 22/May/2013: 3:00pm-5:00pm  
Location: S-Aula

## Member Assembly: Section Business Psychology of Berufsverband Deutscher Psychologinnen und Psychologen (BDP)

Time: Wednesday, 22/May/2013: 3:00pm-5:00pm  
Location: S-Senat

## Get together of the Congress Organizing EAWOP Consituents

(FG AOW of DGPs & Sektion Wirtschaftspsychologie of BDP)

Time: Wednesday, 22/May/2013: 5:00pm- 6:00pm  
Location: S-Foyer

## Opening Ceremony of the EAWOP Congress

(incl. announcement of this Year's EAWOP Lifetime Contribution Award Winner)

Time: Wednesday, 22/May/2013: 6:00pm- 7:30pm  
Location: H-1

## EAWOP Congress Welcome Reception

Time: Wednesday, 22/May/2013: 7:30pm-9:00pm  
Location: S-Foyer

# Thursday, 23rd of May, 2013

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

### Diversity in the Work Context

Interactive Poster Session, topic area: Human Resource Management

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

Location: Tent, green area

Session Chairs: Sarah Elizabeth Crozier (Manchester Metropolitan Univ.) s.crozier@mmu.ac.uk

Annemarie M.F. Hiemstra (Erasmus Univ. Rotterdam) a.hiemstra@gitp.nl

#### » *Predictors of intentions and behavior to promote cultural diversity at work*

Annemarie M.F. Hiemstra (Erasmus Univ. Rotterdam, NL; GITP) hiemstra@fsw.eur.nl

Giedre Markuckaite (Erasmus Univ. Rotterdam, NL)

Eva Derous (Ghent Univ., BE)

Marise Ph. Born (Erasmus Univ. Rotterdam, NL)

#### » *Differences between Emiratis and Expatriates with respect to social exchange and work-related outcomes: Evidence from UAE*

Satkeen Azizzadeh (London School of Economics, UK)

s.azizzadeh@lse.ac.uk

Soydan Soylu (London School of Economics, UK)

#### » <sup>(PP)</sup> *How to increase awareness of diversity? Evaluation of four diversity interventions in the Dutch higher education sector*

Menno Vos (Windesheim Univ. of Applied Sciences, NL)

mw.vos@windesheim.nl

Gürkan Çelik (Windesheim Univ. of Applied Sciences, NL)

Sjiera de Vries (Windesheim Univ. of Applied Sciences, NL)

\* <sup>(PP)</sup> indicates contributions with practitioner perspectives according to authors self-categorizations as "practitioner contribution" or as "practitioner-scientist collaborative contribution".

#### » *Impression management, age diversity and stress: Exploring younger academics experiences in UK universities*

Sarah Elizabeth Crozier (Manchester Metropolitan Univ., UK)

s.crozier@mmu.ac.uk

#### » *In- and exclusion of ethnic minorities within HRM policies and practices*

Caroline Essers (Radboud Univ., VU Univ. Amsterdam)

c.essers@fm.ru.nl

Beatrice van der Heijden (Univ. of Twente, Open Univ. in NL, Univ. of Twente)

#### » <sup>(PP)</sup> *Target-group-oriented gender trainings - an innovative way to ensure sustainable gender awareness in organizations. Results from the cooperative research project "GEndeR"*

**MAINStreAMing (GEMAINSAM) - Veränderungen erreichen“**

Heidi Möller (Univ. of Kassel, DE) hmoeller@uni-kassel.de  
 Martin Schweer (Univ. of Vechta, DE)  
 Robert Lachner (Univ. of Vechta, DE)  
 Katrin Oellerich (Univ. of Kassel, DE)

**Emotional Labor at Work**

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

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

**Location:** Tent, red area

**Session Chairs:** Carnot Nelson (Bilkent Univ. & Univ. of South Florida) carnot@bilkent.edu.tr

Eva Venturini (Univ. of Siena, IT) eva.venturini@live.it

» **Cross-national study of emotional labor**

Carnot Nelson (Univ. of South Florida & US; Bilkent Univ.)  
 cnelson@usf.edu  
 Richard Newel (Univ. of South Florida, US)  
 Gema Ruiz de Huydobro (Univ. of Deusto & Univ. of South Florida, US)  
 Ashley Nixon (Willamette Univ.)  
 Savaş Ceylan (Hacettepe Univ.)  
 Ece Omuris (Akdeniz Univ.)  
 Artak Manukyan (Armenian State Univ. of Economics)

» **Show me that I can trust you: Leader emotion display predicts dimensions of follower trust**

Lisa Ritzenhöfer (Technische Univ. Muenchen)  
 l.ritzenhoefer@tum.de  
 Prisca Brosi (Technische Univ. Muenchen)  
 Matthias Spörrle (Univ. of Applied Management)  
 Isabell M. Welp (Technische Univ. Muenchen)

» **(PP) „Emotional intelligent labor“: Moderating effects of emotional intelligence dimensions on emotional labor and emotional exhaustion**

Sonja Scherer (Goethe-Univ. Frankfurt, DE)  
 sonja.scherer@stud.uni-frankfurt.de  
 Dieter Zapf (Goethe-Univ. Frankfurt, DE)  
 Sabine Machowski (Goethe-Univ. Frankfurt, DE)

» **(PP) Coping strategies in the service industry when being exposed to emotional labour**

Alia Al Serkal (du (Emirates Integrated Telecommunication Company), AE) serkal@hotmail.com

» **Individual values and emotional labor in teacher burnout job demands-resources model**

Eva Venturini (Univ. of Siena, IT) eva.venturini@live.it  
 Mariella Caria (Univ. of Florence, IT)  
 Bastianina Contena (Univ. of Florence, IT)  
 Stefano Taddei (Univ. of Florence, IT)  
 Alessandro Innocenti (Univ. of Siena, IT)

» **A daily diary study of emotion regulation strategies used by teachers**

Magdalena Bathen (Kassel Univ., DE) m.bathen@uni-kassel.de  
 Caroline Glinicke (Kassel Univ., DE)  
 Sandra Ohly (Kassel Univ., DE)  
 Antje Schmitt (Kassel Univ., DE)

**Motivation and Work Engagement**

**Interactive Poster Session, topic area:** Organizational Behavior

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

**Location:** Tent, blue area

**Session Chairs:** Annet de Lange (Radboud Univ. Nijmegen)  
 a.delange@psych.ru.nl

Joachim Schroer (tivian GmbH) joachim.schroer@tivian.de

» **(PP) Engagement, health, and employee surveys: The JDR in organizational research**

**Winner of the EAWOP Congress 2013 Best Practitioner Contribution Award**

Joachim Schroer (tivian GmbH, DE) joachim.schroer@tivian.de  
 Frank Gehring (tivian GmbH, DE)  
 Hannah Rexroth (tivian GmbH, DE)  
 Simone Weltzin (tivian GmbH, DE)

» **(PP) The moderating role of work self efficacy in the relation between idiosyncratic deals (i-deals) and work engagement**

Eda Caliskan (Marmara Univ. & Microsoft, TR)  
 i-edac@microsoft.com

» **Satisfaction of psychological needs during work and non-work events**

Karsten Ingmar Paul (Univ. of Erlangen-Nuremberg, DE)  
 paul.karsten@wiso.uni-erlangen.de  
 Klaus Moser (Univ. of Erlangen-Nuremberg, DE)

» **The self-regulatory function of achievement goals: Examining achievement characteristic at the level of the subgoal**

Deirdre O'Shea (Univ. of Limerick, IE) deirdre.oshea@ul.ie  
 Finian Buckley (Dublin City Univ., IE)

» **Self-regulatory processes and work motivation beyond retirement age? A longitudinal study on the relations between self-regulation and work motivation of 60plus workers**

Annet de Lange (Radboud Univ. Nijmegen, NL)  
 a.delange@psych.ru.nl  
 Julia Wilkenloh (Behavioural Science Institute Nijmegen, NL)

**Team Work**

**Interactive Poster Session, topic area:** Teams and Workgroups

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

**Location:** Tent, yellow area

**Session Chairs:** Salvatore Zappala (Univ. di Bologna)  
 salvatore.zappala@unibo.it

Denniz Dönmez (ETH Zurich) denniz@ethz.ch

» **How is the impact of buffering team boundaries on innovative team performance best explained? A test of an instrumental versus an expressive mechanism**

Ulrich Leicht-Deobald (Univ. of St. Gallen, CH)  
 ulrich.leicht-deobald@unisg.ch  
 Heike Bruch (Univ. of St. Gallen, CH)  
 Andrea Fischer (Univ. of St. Gallen, CH)

»

» **Bringing absorptive capacity to the team-level**

Julia Backmann (LMU Munich, DE) backmann@bwl.lmu.de  
 Martin Hoegl (LMU Munich, DE)

» **One size fits all? Coordination in high-risk vs. innovation teams.**

Denniz Dönmez (ETH Zurich, CH) denniz@ethz.ch  
 Michaela Kolbe (ETH Zurich, CH)  
 Gudela Grote (ETH Zurich, CH)

» **(PP) Productivity in knowledge workers teams**

Ana Moreno Romero (Madrid Technical Univ., ES)  
 ana.moreno.romero@upm.es  
 Angel Mahou Fernández (Red Eléctrica de España)  
 Manuel Acevedo Ruiz (Madrid Technical Univ., ES)

» **Beliefs and social representations of innovation: An empirical study with students and employees from three European countries**

Salvatore Zappala (Faculty of Psychology, IT)  
 salvatore.zappala@unibo.it  
 Marco Favilla (Faculty of Psychology, IT)

**Traffic Psychology: Improving Safety and Enhancing Mobility**

**Symposium, topic area:** Technology at Work and Human-machine-systems

**Time:** Thursday, 23/May/2013: 8:15am - 9:45am  
**Location:** S-1

**Session Chair:** Mark Vollrath (TU Braunschweig)  
 mark.vollrath@tu-braunschweig.de

» **"Stop, wait a bit!" How to support blind people when crossing an intersection**

Stefanie Struck (TU Braunschweig) s.struck@tu-bs.de  
 Mareike Knust (TU Braunschweig)  
 Patricia Nowak (TU Braunschweig)  
 Mark Vollrath (TU Braunschweig)

» **Blind people cannot drive cars – should one improve their mobility?**

Vollrath Mark (TU Braunschweig)  
 mark.vollrath@tu-braunschweig.de  
 Struck Stefanie (TU Braunschweig)  
 Patricia Nowak (TU Braunschweig)  
 Mareike Knust (TU Braunschweig)

» **"Stop! Break! Warning!" How to support the driver in urban scenarios**

Mark Vollrath (TU Braunschweig)  
 mark.vollrath@tu-braunschweig.de  
 Klaus Reinprecht (TU Braunschweig)

» **Eye movements as a valuable source of data to predict driver intent - A comparison of machine learning models**

Firas Lethaus (DLR) firas. lethaus@dlr.de

**Spillover and Crossover of Work-Related Experiences**

**Symposium, topic area:** Employee Wellbeing

**Time:** Thursday, 23/May/2013: 8:15am - 9:45am  
**Location:** S-2

**Session Chairs:** Ana Isabel Sanz-Vergel (Universidad Autónoma de Madrid) ana.sanz@uam.es  
 Alfredo Rodríguez-Muñoz (Universidad Complutense de Madrid) alfredo.rodriguez@psi.ucm.es

» **The crossover of task performance and work engagement: A study among leaders and their subordinates**

Despoina Xanthopoulou (Univ. of Crete)  
 dxanthopoulou@psy.soc.uoc.gr  
 Rodanthe Lemonaki (Univ. of Crete)  
 Teta Stamati (Univ. of Athens)  
 Savvas Papagiannidis (Newcastle Univ.)

» **A diary study on the contagion of job crafting between coworkers and the relationship with adaptive performance**

Maria. C. W. Peeters (Univ. of Utrecht) m.peeters@uu.nl  
 Evangelia Demerouti (Eindhoven Univ. of Technology)  
 Richard E. Arts (Eindhoven Univ. of Technology)

» **Engaged at work and happy at home: A diary study among dual earner couples**

Alfredo Rodríguez-Muñoz (Universidad Complutense de Madrid) alfredo.rodriguez@psi.ucm.es  
 Arnold B. Bakker (Erasmus Univ. Rotterdam)

» **How work engagement and workaholism are associated with child's emotional and behavioral problems?: A mediating role of happiness**

Akihito Shimazu (The Univ. of Tokyo) ashimazu@m.u-tokyo.ac.jp  
 Kyoko Shimada (The Univ. of Tokyo)  
 Arnold B. Bakker (Erasmus Univ. Rotterdam)  
 Evangelia Demerouti (Eindhoven Univ. of Technology)  
 Takeo Fujiwara (National Research Institution for Child Health and Development)  
 Norito Kawakami (The Univ. of Tokyo)

» **Making a virtue out of a necessity: How work time and selection, optimization, and compensation (SOC) associate with relationship experiences in dual-career couples**

Dana Unger (Univ. of Mannheim) dana.unger@uni-mannheim.de  
 Sabine Sonnentag (Univ. of Mannheim)  
 Cornelia Niessen (Univ. of Erlangen-Nürnberg)  
 Angela Neff (Univ. of Konstanz)

» **Emotional labor beyond the work setting: Daily consequences among working couples**

Ana Isabel Sanz-Vergel (Autonoma Univ. of Madrid) ana.sanz@uam.es  
 Evangelia Demerouti (Eindhoven Univ. of Technology)



## Worktime Arrangements and Work-Family Interface 1

### Paper Session

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

**Location:** S-6

**Session Chairs:** Christoph Nohe (Heidelberg Univ., DE)  
christoph.nohe@psychologie.uni-heidelberg.de

Steffen Beiten (Leuphana Univ. Lüneburg, DE) beiten@leuphana.de

» *Lack of support or lack of skills? Comparing the work-life-learn-balance of non-traditional students at European universities*

Steffen Beiten (Leuphana Univ. Lüneburg, DE) beiten@leuphana.de  
Sabine Remdisch (Leuphana Univ. Lüneburg, DE)

» *A longitudinal study on work-family conflict and turnover intentions*

Christoph Nohe (Heidelberg Univ., DE)  
christoph.nohe@psychologie.uni-heidelberg.de  
Karlheinz Sonntag (Heidelberg Univ., DE)

» *Boundary management and work-family enrichment: Antecedents, consequences and the role of psychological detachment*

Stefanie Daniel (Univ. of Konstanz, DE)  
stefanie.daniel@uni-konstanz.de  
Sabine Sonnentag (Univ. of Mannheim, DE)

» *Linking daily interpersonal conflict and work life conflict: The buffering effect of personal resources*

Inés Martínez-Corts (Seville Univ., ES) corts@us.es  
Evangelia Demerouti (Eindhoven Univ., NL)  
Marina Boz (Anglia Ruskin Univ., UK)

» *Work-life enrichment - A regulatory focus perspective*

Alexandra Hauser (Ludwig-Maximilians Univ. Munich, DE)  
alexandra.hauser@psy.lmu.de  
Silke Weisweiler (Ludwig-Maximilians Univ. Munich, DE)  
Dieter Frey (Ludwig-Maximilians Univ. Munich, DE)

## Dynamics of Well-being and Emotions at Work

**Symposium, topic area:** Employee Wellbeing

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

**Location:** S-8

**Session Chairs:** Helenides Mendonça (Pontifical Catholic Univ. of Goiás, BR) helenides@gmail.com

Maria Cristina Ferreira (Univ. Salgado de Oliveira)  
mcris@centroin.com.br

» *Brazilian Univ. professors' well-being: The role of cultural diversity and coping*

Helenides Mendonça (Pontifical Catholic Univ. of Goiás, BR)  
helenides@gmail.com  
Antônio Caetano (ISCTE-IUL \_ Instituto Univ. de Lisboa)  
Maria Cristina Ferreira (Univ. Salgado de Oliveira)

» *What happens at work, and how does it feel? Micro-daily events at work and emotions*

Ana J. Silva (ISCTE-IUL \_ Instituto Univ. de Lisboa)  
analjsilva@gmail.com  
Maria Rita Lopes (ISCTE-IUL \_ Instituto Univ. de Lisboa)  
António Caetano (ISCTE-IUL \_ Instituto Univ. de Lisboa)

» *The impact of customers' behaviors on employees' emotions, performance, and cardiovascular health*

Maria Rita Lopes (ISCTE-IUL \_ Instituto Univ. de Lisboa)  
rita.rueff.lopes@gmail.com  
Ana J Silva (ISCTE-IUL \_ Instituto Univ. de Lisboa)  
António Caetano (ISCTE-IUL \_ Instituto Univ. de Lisboa)

» *Organizational justice, core self-evaluation and work engagement: A study with Brazilian employees*

Maria Cristina Ferreira (Univ. Salgado de Oliveira)  
mcris@centroin.com.br

» *Well-being: The impact of the changing environment and the mediating role of organizational justice*

Elaine Rabelo Neiva (Univ. de Brasília) elaine\_neiva@uol.com.br  
Vanessa Nery (Univ. de Brasília), Helenides Mendonça (Pontifical Catholic Univ. of Goiás, BR)

## (PP) The Impact of International Guidelines on National Practice

**Symposium, topic area:** Personnel Selection and Recruitment

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

**Location:** S-9

**Session Chairs:** Harald Ackerschott (ackerschott and associates, DE) ha@ackerschott.eu

Dragos Iliescu (Testcentral, RO) dragos.iliescu@testcentral.ro

**Facilitator:** Dr. Dorothea Klinck (German Federal Employment Agency, DE) Dorothea.Klinck@arbeitsagentur.de

» *The impact of ITC guidelines and BPS standards on occupational testing in the UK*

Dave Bartram (SHL Group, UK) Dave.Bartram@shl.com

» *The impact of guidelines and professional standards on occupational testing in Germany*

Harald Ackerschott (ackerschott and associates, DE)  
ha@ackerschott.eu

» *Adaptation of the ITC guidelines on computer-based and internet-delivered testing in NL*

Iris Egberink (Dutch Committee on Tests and Testing (COTAN), NL) i.j.l.egberink@rug.nl

» *Advantages and disadvantages for the existence of two test review systems in the same country*

Anders Sjöberg (Stockholm Univ., SE)  
anders.sjoberg@psychology.su.se

» *The ITC guidelines as references for best practices in the domain of tests and testing*

Dragos Iliescu (Testcentral, RO) dragos.iliescu@testcentral.ro

(PP) **Occupational Health and Safety: Leadership as the Key to Success for a Healthy Organization**

Scientist-Practitioner Symposium, topic area: Health and Interventions

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

Location: S-10

Session Chairs: Ruediger Manfred Trimpop (Univ. of Jena) [ruediger.trimpop@uni-jena.de](mailto:ruediger.trimpop@uni-jena.de)

Ilona, Patricia Kryl (International Institute of work, health and traffic) [kryl@kryl.org](mailto:kryl@kryl.org)

» *Participative interventions to install a sense of responsibility for health in leaders*

Rüdiger Manfred Trimpop (Univ. of Jena) [ruediger.trimpop@uni-jena.de](mailto:ruediger.trimpop@uni-jena.de)  
Nadja Kreutzer (Univ. of Jena)

» *Lessons learned from 2000 safety practitioners and 400 managers: Effective approaches to improve safety through leadership*

Rüdiger Manfred Trimpop (Univ. of Jena) [ruediger.trimpop@uni-jena.de](mailto:ruediger.trimpop@uni-jena.de)  
Tobias Ruttke (Univ. of Jena)  
Werner Hamacher (Systemkonzept)  
Ulrich Winterfeld (DGUV)

» *Organizational support, leadership and barriers of successful occupational traffic safety work*

Alexander Danne (Univ. of Jena) [alexander.danne@uni-jena.de](mailto:alexander.danne@uni-jena.de)  
Sebastian Wirtz (DVR)  
Rüdiger Manfred Trimpop (Univ. of Jena)

» *Innovation through transformation: Methods to build a healthy organisation*

Andreas M. Krafft (Univ. St. Gallen) [andreas.krafft@bluewin.ch](mailto:andreas.krafft@bluewin.ch)

» *The management of innovations and personal well-being*

Andreas M. Krafft (Univ. St. Gallen) [andreas.krafft@bluewin.ch](mailto:andreas.krafft@bluewin.ch)

» *Sense of coherence as a key to occupational health: Coaching tools to improve leadership*

Ilona Patricia Kryl (International Institute for work, health and traffic) [kryl@kryl.org](mailto:kryl@kryl.org)

» *Trainings and interventions for occupational traffic safety and their usefulness for leadership*

Jochen Lau (DVR) [jlau@dvr.de](mailto:jlau@dvr.de)  
Gudrun Gericke (Univ. of Jena)  
Juliane Schupa (Univ. of Jena)

» *Health literacy as a key-concept for leadership on health and safety*

Norbert Lenartz (Systemkonzept) [Norbert.Lenartz@systemkonzept.de](mailto:Norbert.Lenartz@systemkonzept.de)  
Clarissa Eickholt (Systemkonzept)  
Sonja Blanko (Systemkonzept)  
Peter Krass-Hoffmann (Systemkonzept)

**From Distributed Teams to Collaboration in Virtual Settings**

Invited Symposium, topic area: Teams and Workgroups

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

Location: S-Aula

Session Chair: Matti Antero Vartiainen (Aalto Univ. School of Science, DIEM, TPS) [matti.vartiainen@aalto.fi](mailto:matti.vartiainen@aalto.fi)

» *Team virtuality: lessons learned over the last decade*

M. Travis Maynard (Colorado State Univ., US) [Travis.Maynard@business.colostate.edu](mailto:Travis.Maynard@business.colostate.edu)

» *Trust repair and cultural context in global virtual collaboration*

Sirkka L. Jarvenpaa (Univ. of Texas at Austin, McCombs School of Business, US) [sirkka.jarvenpaa@mcombs.utexas.edu](mailto:sirkka.jarvenpaa@mcombs.utexas.edu)  
Elizabeth Keating (Univ. of Texas at Austin, McCombs School of Business, US)

» *Knowledge, skills, abilities and other characteristics (KSAOs) for virtual teamwork*

Stefan Krumm (Univ. of Münster, DE) [stefankrumm@uni-muenster.de](mailto:stefankrumm@uni-muenster.de)  
Guido Hertel (Univ. of Münster, DE)

» *Norms in virtual work: The impact of status and perceived norm violations in email communications*

Carolyn Axtell (Univ. of Sheffield, UK) [C.M.Axtell@sheffield.ac.uk](mailto:C.M.Axtell@sheffield.ac.uk)  
Karin S. Moser (Univ. of Sheffield, UK)  
Janet McGoldrick (Univ. of Roehampton, London, UK)

» *Decision-making in virtual teams using emerging technologies*

Marko Hakonen (Aalto Univ. School of Science, vmWork, FI) [marko.hakonen@aalto.fi](mailto:marko.hakonen@aalto.fi)  
Emma Nordbäck (Aalto Univ. School of Science, vmWork, FI)

**Social Identity and Stress in Organizations**

Invited Symposium, topic area: Employee Wellbeing

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

Location: H-1

Session Chair: Rolf van Dick (Goethe Univ.) [van.dick@psych.uni-frankfurt.de](mailto:van.dick@psych.uni-frankfurt.de)

» *High up in the air: Social identification, social support and stress among aircraft staff*

Rolf van Dick (Goethe Univ.) [van.dick@psych.uni-frankfurt.de](mailto:van.dick@psych.uni-frankfurt.de)  
Thomas Müllner (Goethe Univ.)

» *"I feel bad", "We feel good"? – Emotions as a driver for personal and organizational identity and organizational identification as a resource for serving unfriendly customers*

Jürgen Wegge (Technical Univ. Dresden) [wegge@psychologie.tu-dresden.de](mailto:wegge@psychologie.tu-dresden.de)  
Sebastian C. Schuh (Goethe Univ.)  
Rolf van Dick (Goethe Univ.)

» *Social identity as a buffer of neuroendocrine stress reactions*

Johanna Frisch (Hildesheim Univ.)  
johanna.frisch@uni-hildesheim.de  
Jan Häusser (Hildesheim Univ.)  
Maren Kattenstroth (Goettingen Univ.)  
Rolf van Dick (Goethe Univ.)  
Andreas Mojzisch (Hildesheim Univ.)

» *Social identification on workplace bullying: A replication and extension study*

Jordi Escartín (Univ. de Barcelona) jordiescartin@gmail.com  
Johannes Ullrich (Goethe Univ.)  
Dieter Zapf (Goethe Univ.)  
Elmar Schlüter (Univ. Cologne)  
Rolf van Dick (Goethe Univ.)

» *The downside of organizational identification: Relations between identification, workaholism and well-being*

Lorenzo Avanzi (Trento Univ.) Lorenzo.Avanzi@unitn.it  
Rolf van Dick (Goethe Univ.)  
Franco Fraccaroli (Trento Univ.)  
Guido Sarchielli (Univ. of Bologna)

## ENESER Symposium: How Applicant and Recruiter Behaviors Affect Selection Interview Outcomes

Symposium, topic area: Personnel Selection and Recruitment

Time: Thursday, 23/May/2013: 8:15am - 9:45am  
Location: H-2

Session Chairs: Klaus G. Melchers (Univ. Ulm)  
klaus.melchers@uni-ulm.de

Janneke K. Oostrom (VU Univ. Amsterdam) j.k.oostrom@vu.nl

» *Off the shelf or tailor-made: How perceived interviewer behavior affects recruiting outcomes*

Annika Wilhelmy (Univ. Zürich) a.wilhelmy@psychologie.uzh.ch  
Martin Kleinmann (Univ. Zürich)  
Klaus G. Melchers (Univ. Ulm)

» *Putting your best foot forward during the employment interview: Do ethnic minorities benefit too?*

Eva Deros (Ghent Univ.) Eva.Deros@UGent.be  
Veronique Verhees (Tabaknatie)  
Liesbeth de Beyter (T-Office)

» *Tattoo is taboo, only if you're not open to (experience)*

Alexander Buijsrogge (Ghent Univ.)  
alexander.buijsrogge@ugent.be  
Eva Deros (Ghent Univ.)

» *Exploring two explanations for the validity of situational interviews: Saying how you would behave or knowing how you should behave*

Janneke K. Oostrom (VU Univ. Amsterdam) j.k.oostrom@vu.nl  
Klaus G. Melchers (Univ. Ulm)  
Pia V. Ingold (Univ. Zürich)  
Martin Kleinmann (Univ. Zürich)

» *How often are trick questions asked in job interviews? Recruiters' and applicants' perceptions*

Nicolas Roulin (Univ. of Lausanne) nicolas.roulin@unil.ch  
Adrian Bangerter (Univ. of Neuchâtel)

## SIOP-IAAP-EAWOP Alliance Symposium: Comprehensive Work Design Analysis – Insights from Around the Globe

Symposium, topic area: Personnel Selection and Recruitment

Time: Thursday, 23/May/2013: 8:15am - 9:45am  
Location: H-3

Session Chair: Sebastian Stegmann (Goethe Univ.)  
stegmann@psych.uni-frankfurt.de

» *From individual work characteristics to work design configurations*

Frederick P. Morgeson (Michigan State Univ.)  
morgeson@bus.msu.edu  
Adela S. Garza (Michigan State Univ.)

» *Validation of the Italian version of the Work Design Questionnaire*

Sara Zaniboni (Univ. of Trento) Sara.Zaniboni@unitn.it  
Donald M. Truxillo (Portland State Univ.)  
Franco Fraccaroli (Univ. of Trento)

» *The Work Design Questionnaire: Spanish version and adaptation*

Jaime Andrés Bayona (Pontificia Universidad Javeriana)  
jaime.bayona@javeriana.edu.co  
Amparo Caballer Hernández (IDOCAL Univ. de Valencia)  
José María Peiró (IDOCAL Univ. de Valencia & IVIE)

» *Why do work characteristics affect us? A comparison of classic critical psychological states and modern self-determination-related need fulfillment*

Sebastian Stegmann (Goethe Univ.)  
stegmann@psych.uni-frankfurt.de  
Sebastian Schuh (Goethe Univ.)

## Job Insecurity: State of the Art 1 – Moderators

Symposium, topic area: Changing Employment Relations

Time: Thursday, 23/May/2013: 8:15am - 9:45am  
Location: H-4

Session Chair: Hans De Witte (KU Leuven)  
Hans.DeWitte@psy.kuleuven.be

» *The moderating role of bi-weekly change communication in the relation between job insecurity and employee performance*

Désirée A.T. Schumacher (Maastricht Univ.)  
d.schumacher@maastrichtuniversity.nl  
Bert H.J. Schreurs (Maastricht Univ.)  
I.J. Hetty van Emmerik (Maastricht Univ.)

» *Can proactive coping improve employee well-being in the situation of job insecurity?*

Barbara Stiglbauer (Institut für Pädagogik und Psychologie - Linz)  
Barbara.Stiglbauer@jku.at  
Bernad Batinic (Johannes Kepler Univ. of Linz, AT))

» *Is your sorrow my sorrow? Job insecurity among dual-income couples*

Maike Debus (Univ. of Zurich, CH) m.debus@psychologie.uzh.ch  
Justina Veseli (Univ. of Zurich, CH)  
Martin Kleinmann (Univ. of Zurich, CH)

» *The impact of qualitative job insecurity on safety performance: The moderating role of safety climate*

Margherita Brondino (Univ. of Verona; IT)  
margherita.brondino@univr.it  
Beatrice Piccoli (Univ. of Verona, IT)  
Margherita Pasini (Univ. of Verona, IT)  
Hans De Witte (WOPP - KU Leuven, BE)

» *Job insecurity climate in a crisis context: its potential determinants*

José M. Peiró (Univ. of Valencia, ES) Jose.M.Peiro@uv.es  
Beatriz Sora (Open Univ. of Catalonia, ES)  
Thomas Hoegel (Univ. of Innsbruck)  
Amparo Caballer (Univ. of Valencia, ES)  
Wolfgang Weber (Univ. of Innsbruck)

» *Do job control, support, and optimism help job insecure employees? A three-wave study of buffering effects on job satisfaction, vigor and work-family enrichment*

Ting Cheng (Jyväskylä Univ., FI) ting.cheng@gmail.com  
Saija Mauno (Jyväskylä Univ., FI)  
Cynthia Lee (Northeastern Univ., US)

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

**Symposium, topic area:** Leadership and Management

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

**Location:** F-1

**Session Chairs:** Susanne Braun (Ludwig-Maximilians-Univ. München) sbraun@psy.lmu.de

Marion Schmidt-Huber (Ludwig-Maximilians-Univ. München)  
Marion.Schmidt-Huber@psy.lmu.de

» *Ethical, authoritarian and laissez-faire leadership: Do implicit followership theories matter?*

Marion Schmidt-Huber (Ludwig-Maximilians-Univ. München)  
Marion.Schmidt-Huber@psy.lmu.de  
Franziska Lamprecht (Ludwig-Maximilians-Univ. München)  
Dieter Frey (Ludwig-Maximilians-Univ. München)

» *Interactive effects of authentic leadership and follower trust in leadership on citizenship performance and job satisfaction*

Rudolf Kerschreiter (Freie Univ. Berlin)  
Rudolf.Kerschreiter@fu-berlin.de  
Jennifer Weihs (Kienbaum Management Consultants)  
Dieter Frey (Ludwig-Maximilians-Univ. München)

» *Leader and follower attachment orientations as predictors of followers' organizational commitment: Initial evidence from multilevel analyses*

Silke Weisweiler (Ludwig-Maximilians-Univ. München)  
weisweiler@psy.lmu.de  
Susanne Braun (Ludwig-Maximilians-Univ. München)  
Cristina Oarga (Univ. zu Köln)  
Dieter Frey (Ludwig-Maximilians-Univ. München)

» *Romance of leadership in the context of football – A thematic analysis of the English football magazine "Four-Four-Two"*

Birgit Schyns (Durham Univ.) birgit.schyns@durham.ac.uk  
Christopher J. Thomas (Durham Univ.)

## Organizational Justice: A Multi-Method Approach

**Symposium, topic area:** Organizational Behavior

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

**Location:** F-2

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

» *Perceiving interpersonal justice: An investigation of the roles of attachment and cultural fit*

Annilee M. Game (Univ. of East Anglia) a.game@uea.ac.uk  
Jonathan R. Crawshaw (Aston Business School, Aston Univ.)

» *Performance appraisal and justice perceptions: A scenario-based experimental study*

Marco Giovanni Mariani (Univ. of Bologna)  
marcogiovanni.mariani@unibo.it  
Alessandro Pini (Univ. of Bologna)  
Elisa Savignano (Univ. of Bologna)

» *When do work-units trust their supervisors? A collective fairness approach*

Carolina Moliner (IDOCAL, Univ. of Valencia)  
carolina.moliner@uv.es  
Agustin Molina (IDOCAL, Univ. of Valencia)  
Vicente Martínez-Tur (IDOCAL, Univ. of Valencia)

» *Managing justly and behaving creatively*

Layne Paddock (Singapore Management Univ.)  
elpaddock@smu.edu.sg  
Serena Lu (Singapore Management Univ.)

» *The effect of context on communicator interactional justice when giving bad news: A qualitative exploration*

Maria Francisca Saldanha (Católica-Lisbon School of Business and Economics) mfs@ucp.pt  
David Patient (Católica-Lisbon School of Business and Economics)

» *Communicator characteristics, interpersonal justice, and decision acceptance*

Hayley German (London School of Economics)  
hayleygerman@gmail.com  
David Patient (Católica-Lisbon School of Business and Economics)  
Irina Cojuharenco (Católica-Lisbon School of Business and Economics)

## Economic Psychology 1

### Paper Session

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

**Location:** F-3

**Session Chairs:** Stefan Schulz-Hardt (Georg-August-Univ. Goettingen, DE) schulz-hardt@psych.uni-goettingen.de

Jenny V. Bittner (Univ. of Twente, NL) j.v.bittner@utwente.nl

» ***Advice taking and advice giving as social exchange: Bringing (some) organizational realism into the judge-advisor-paradigm***

Stefan Schulz-Hardt (Georg-August-Univ. Goettingen, DE)

schulz-hardt@psych.uni-goettingen.de

Christian Treffenstädt (Georg-August-Univ. Goettingen, DE)

Thomas Schultze (Georg-August-Univ. Goettingen, DE)

» ***Managers' implicit and explicit risk-attitudes in managerial decision making***

Jenny V. Bittner (Univ. of Twente, NL) j.v.bittner@utwente.nl

Julia Landwehr (Univ. of Kassel, DE)

» ***Tax authorities' measures to enhance tax payments: A laboratory experiment to test the impact of coercive or legitimate power on taxpayers' compliance***

Eva Hofmann (Univ. of Vienna, AT) eva.hofmann@univie.ac.at

Martina Hartner-Tiefenthaler (Vienna Univ. of Technology, AT)

Katharina Gangl (Univ. of Vienna, AT)

Erich Kirchler (Univ. of Vienna, AT)

» ***The effect of coercive power and legitimate power of tax authorities on tax behavior***

Katharina Gangl (Univ. of Vienna, AT) k.gangl@univie.ac.at

Eva Hofmann (Univ. of Vienna, AT)

Daniela Pfabigan (Univ. of Vienna, AT)

Erich Kirchler (Univ. of Vienna, AT)

Claus Lamm (Univ. of Vienna, AT)

» ***The Impact of biased information on escalating commitment***

Thomas Schultze (Georg-August-Univ. Göttingen, DE)

schultze@psych.uni-goettingen.de

Stefan Schulz-Hardt (Georg-August-Univ. Göttingen, DE)

» ***(PP) To make the financial value of corporate communications measurable and communicate successfully***

Florian Gross (Lang & Tomaschtk Communications, AT)

florian.gross@lang-tomaschtk.cc

Gerald Kolar (FH Wien Univ. of Applied Sciences of WKW)

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

**Symposium, topic area:** Leadership and Management

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

**Location:** F-4

**Session Chairs:** Armin Pircher Verdorfer (TUM School of Management, TU München) armin.pircher-verdorfer@tum.de

Claudia Peus (TUM School of Management, TU München)

claudia.peus@tum.de

» ***A shared leadership perspective on servant leadership***

Dirk van Dierendonck (Rotterdam School of Management,

Erasmus Univ.) dvandierendonck@rsm.nl

Milton Correia de Sousa (Rotterdam School of Management,

Erasmus Univ.)

» ***Investigating the validity of a German-speaking measure of servant leadership***

Armin Pircher Verdorfer (TUM School of Management, TU

München) armin.pircher-verdorfer@tum.de

Claudia Peus (TUM School of Management, TU München)

» ***The impact of authentic leadership on follower stress appraisal and coping behaviors: The mediating role of follower psychological capital***

Katharina Hoerner (Center for Leadership and People

Management, LMU München) Katharina.Hoerner@psy.lmu.de

Silke Weisweiler (Center for Leadership and People Management,

LMU München)

Lisa Rexroth (Center for Leadership and People Management, LMU

München)

Dieter Frey (Center for Leadership and People Management, LMU

München)

» ***Readiness to proactively support change in a merger: A model of antecedent ethical conduct***

Jennifer Sparr (TUM School of Management, TU München)

jennifer.sparr@tum.de

Claudia Peus (TUM School of Management, TU München)

» ***Destructive leadership, its consequences and possible moderators: Outlining a theoretical model***

Jan Schilling (Kommunale Hochschule für Verwaltung in

Niedersachsen) Jan.Schilling@nds-sti.de

Birgit Schyns (Durham Univ.)

## (PP) Organizational Change in European Policing

**Symposium, topic area:** Organizational Change and Development

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

**Location:** F-5

**Session Chairs:** Gabriele Jacobs (Rotterdam School of Management, Erasmus Univ.) gjacobs@rsm.nl

Kate Horton (Rotterdam School of Management, Erasmus Univ.)

khorton@rsm.nl

P.Saskia Bayerl (Rotterdam School of Management, Erasmus Univ.)

pbayerl@rsm.nl

» ***The societal positioning of European police forces: Police accountability and identity***

Dominique Lapprand (Security governance and security systems

consultant, FR) dominique.lapprand@wanadoo.fr

» ***The acceptance of social media***

Jean Brunet (Capgemini Group, FR) jean.brunet@capgemini.com

Dominique Lapprand (Capgemini Group, FR)

» ***Knowledge sharing: The cultural and hierarchical determinants***

Lucia Rațiu (Babeș-Bolyai Univ., RO) luciaratiu@psychology.ro

Claudia Rus (Babeș-Bolyai Univ., RO)

Gabriel Vonaș (Babeș-Bolyai Univ., RO)

Adriana Băban (Babeș-Bolyai Univ., RO)

» *Taylorising investigative police work: The effects on professional identity and performance*

Stefanie Giljohann (Fachhochschule der Polizei des Landes Brandenburg, DE) stefanie.giljohann@fhpobb.de  
 Nathalie Hirschmann (Fachhochschule der Polizei des Landes Brandenburg, DE)  
 Mario Gruschinske (Fachhochschule der Polizei des Landes Brandenburg, DE)  
 Susanne Stein-Müller (Fachhochschule der Polizei des Landes Brandenburg, DE)

» *Enablers and barriers to successful change*

Kate Horton (RSM, Erasmus Univ., NL) khorton@rsm.nl  
 P.Saskia Bayerl (RSM, Erasmus Univ., NL)  
 Gabriele Jacobs (RSM, Erasmus Univ., NL)

## Organizational Behavior 1

### Paper Session

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

**Location:** F-6

**Session Chairs:** Claudia Harzer (Univ. of Zurich, CH)  
 c.harzer@psychologie.uzh.ch

Tina Davidson (Vlerick Business School, BE)  
 tina.davidson@vlerick.com

» *Investigating the trade-off between task performance and organizational citizenship behaviors: How supervisors may maintain the social fabric*

Tina Davidson (Vlerick Business School, BE)  
 tina.davidson@vlerick.com  
 Lin Bilian (Chinese Univ. of Hong Kong)  
 Dirk Buyens (Vlerick Business School, BE)

» *The relationships between character strengths and different dimensions of job performance*

Claudia Harzer (Univ. of Zurich, CH) c.harzer@psychologie.uzh.ch  
 Willibald Ruch (Univ. of Zurich, CH)

» *The role of self-efficacy and job crafting in affecting presenteeism, productivity loss and performance*

**Nominee of the EAWOP Congress 2013 Best Paper Award**  
 Mariella Miraglia (Univ. of Rome "Sapienza", IT)  
 mariella.miraglia@uniroma1.it  
 Laura Borgogni (Univ. of Rome "Sapienza", IT)  
 Gary Johns (John Molson School of Business, Concordia Univ., CA)

## Human Resource Management 1

### Paper Session

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

**Location:** F-33

**Session Chairs:** Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com  
 Vanessa Katharina Jänsch (Leuphana Univ. of Lüneburg, DE)  
 jaensch@leuphana.de

» *The career engagement scale: Concurrent and discriminant validity among students and professionals*

Vanessa Katharina Jänsch (Leuphana Univ. of Lüneburg, DE)  
 jaensch@leuphana.de  
 Andreas Hirschi (Univ. of Lausanne, CH)

» *Career paths and older workers: Antecedents and consequences of employability orientation*

Amelia Manuti (Univ. of Bari, IT) amelia.manuti@uniba.it  
 Valentina Depergola (Univ. of Verona, IT)  
 Giancarlo Tarucci (Univ. of Bari, IT)  
 Valeria de Palo (Univ. of Verona, IT)

» *Age-related differences in work motives: Same across different countries?*

Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com  
 Dave Bartram (SHL, UK)  
 Jesse Segers (Univ. of Antwerp, Antwerp Management School, BE)

» *(PP) PerDemo - Human resources programs in demographic change – An exploratory study*

Christin Klinger (Univ. of Rostock, DE)  
 christin.klinger@uni-rostock.de  
 Christoph Müller (Univ. of Rostock, DE)  
 Susanne Curth (Univ. of Rostock, DE)  
 Friedemann W. Nerdinger (Univ. of Rostock, DE)

## Organizational Behavior 2

### Paper Session

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

**Location:** F-042

**Session Chairs:** Nico W. Van Yperen (Univ. of Groningen, NL)  
 N.van.Yperen@rug.nl

Rebecca Hewett (Royal Holloway, Univ. of London, UK)  
 bex.hewett@yahoo.com

» *By day and by disposition: The effects of autonomous motivation on wellbeing, engagement and performance at two levels*

Rebecca Hewett (Royal Holloway, Univ. of London, UK)  
 bex.hewett@yahoo.com

» *Job characteristics influence intrinsic motivation via affect and need satisfaction: A daily-diary study.*

Jemima Bidee (VUB, BE) jemima.bidee@vub.ac.be  
 Tim Vantilborgh (VUB, BE)  
 Roland Pepermans (VUB, BE)  
 Gert Huybrechts (VUB, BE)  
 Jurgen Willems (VUB, BE)  
 Marc Jegers (VUB, BE)

» *The motivational consequences of the interplay of demand-perception and self-efficacy*

Jana Kühnel (Ulm Univ., DE) jana.kuehnel@uni-konstanz.de  
 Ronald Bledow (Ghent Univ., BE)  
 Thomas Verhaeren (Ghent Univ., BE)

» *Bouncing back from workplace adversity: Development and test of a moderated mediation model*

Bernd Carette (Ghent Univ., BE) bernd.carette@ugent.be  
 Frederik Anseel (Ghent Univ., BE)  
 Helga Peeters (Howest, BE)  
 Filip Lievens (Ghent Univ., BE)

» *Are culturally intelligent individuals more adaptable? An empirical study in a multicultural environment*

Sahin Cetin (Turkish Military Academy, TR) scetin@kho.edu.tr  
 Sait Gurbuz (Turkish Military Academy, TR)  
 Onur Koksall (Nigde Univ., TR)  
 Faruk Sahin (Nigde Univ., TR)

» *(PP) Dominant achievement goals in the workplace: Conceptualization, prevalence, profiles, and outcomes*

Nico W. Van Yperen (Univ. of Groningen, NL)  
 N.van.Yperen@rug.nl  
 Ed Orehek (Univ. of Pittsburgh, US)

## Consumer Behavior and Marketing 1

### Paper Session

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

**Location:** F-043

**Session Chairs:** Ulf Joachim Jonas Hahnel (Univ. of Freiburg & Fraunhofer Institute for Solar Energy Systems, Freiburg, DE)  
 ulf.hahnel@psychologie.uni-freiburg.de

Dorothea Schaffner (Lucerne Univ. of Sciences and Arts, CH)  
 dorothea.schaffner@hslu.ch

» *(PP) Dimensions of corporate social responsibility as predictors of consumer behavior indicators: A question of subjective importance?*

Christoph Hohenberger (Technische Univ. Muenchen)  
 c.hohenberger@tum.de  
 Rebekka Hedjasie (International Univ. Network)  
 Matthias Spörrle (Univ. of Applied Management)  
 Isabell M. Welpe (Technische Univ. Muenchen)

» *Promoting green power – Influence of attitudes, comprehensibility, and involvement on persuasion in the context of renewable electricity products*

Dorothea Schaffner (Lucerne Univ. of Sciences and Arts, CH)  
 dorothea.schaffner@hslu.ch  
 Sascha Demarmels (Lucerne Univ. of Sciences and Arts, CH)

» *“My products should be as sustainable as I am” - Explaining consumer decisions in the context of sustainable products*

Ulf Joachim Jonas Hahnel (Univ. of Freiburg & Fraunhofer Institute for Solar Energy Systems, Freiburg, DE)  
 ulf.hahnel@psychologie.uni-freiburg.de  
 Hans Spada (Univ. of Freiburg, DE)

» *Please, mom!! Mom, please, buy it!! An explorative study on nag factor*

Michela Cortini (Univ. of Chieti, IT) cortini@unich.it  
 Daniela D'Ignazio (Univ. of Chieti, IT)

## Employee Wellbeing 1

### Paper Session

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

**Location:** F-102

**Session Chairs:** Diana Boer (Jacobs Univ. Bremen, DE)  
 diana.boer@gmx.net

Beata Aleksandra Basinska (Gdansk Univ. of Technology, PL)  
 bbas@pg.gda.pl

» *The nature of psychological conditions of work engagement among employees at a tertiary institution in Durban, South Africa*

Joey Buitendach (Univ. of KwaZulu-Natal, ZA)  
 buitendach@ukzn.ac.za  
 Gamuchirai Chikoko (Univ. of KwaZulu-Natal, ZA)  
 Structural confirmation of the French version of the Oldenburg Burnout Inventory (OLBI)  
 Arnaud Angenot (Univ. of Liège, BE) arnaud.angenot@ulg.ac.be  
 Isabelle Hansez (Univ. of Liège, BE)

» *Burnout beyond the individual: Societal influences on burnout and its processes*

Diana Boer (Jacobs Univ. Bremen, DE) diana.boer@gmx.net  
 Ronald Fischer (Victoria Univ. of Wellington, NZ)  
 Yen-Ping Chang (National Taiwan Univ., TW)

» *Fatigue, vigor and dedication: the role of job-related emotions*

Beata Aleksandra Basinska (Gdansk Univ. of Technology, PL)  
 bbas@pg.gda.pl  
 Izabela Wiciak (Police Academy in Szczytno, PL)  
 Anna Maria Däderman (Univ. West, Trollhättan, SE)

## Emotions in the Workplace 1

### Paper Session

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

**Location:** F-234

**Session Chairs:** Karen van Dam (Open Univ., NL)  
 karen.vandam@ou.nl

Myriam Natascha Bechtoldt (Frankfurt School of Finance & Management, DE) m.bechtoldt@fs.de

» *The high cost of workplace anxiety and the buffering effect of workplace social exchange*

Julie M. McCarthy (Univ. of Toronto, CA)  
 julie.mccarthy@rotman.utoronto.ca  
 John P. Trougakos (Univ. of Toronto, CA)  
 Bonnie H. Cheng (Univ. of Toronto, CA)

» *The impact of disconfirming managerial communication on employee emotions, and the moderating effects of relationship quality, emotion regulation and employee trait negative affect*

Pat Sniderman (Ryerson Univ., CA) psnider@ryerson.ca  
 Mark Fenton-O'Creevy (Open Univ., UK)  
 Rosalind Searle (Coventry Univ., UK)

» *A diary study on the relationships of distinct work events with job features and affective states by using a work event taxonomy*

Antje Schmitt (Univ. of Kassel, DE) aschmitt@uni-kassel.de  
 Sandra Ohly (Univ. of Kassel, DE)  
 Anja S. Göritz (Univ. of Freiburg, DE)

» *Recipe for burnout in service jobs: Be sensitive to others and suppress your emotions*

Myriam Natascha Bechtoldt (Frankfurt School of Finance & Management, DE) m.bechtoldt@fs.de  
 Katharina Radon (Goethe-Univ. Frankfurt, DE)  
 Susanne Schmid (Goethe-Univ. Frankfurt, DE)

» *Recovery and emotion regulation as predictors of employee adaptability and well-being*

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

» (PP) *We're all in this alone; Emotional Labour, MPs and the UK Parliament*

Richard Kwiatkowski (Cranfield Univ., UK)  
richard.kwiatkowski@cranfield.ac.uk

## Leadership and Management 1

Paper Session

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

Location: F-229

Session Chairs: Ole Henning Sørensen (Aalborg Univ., DK)  
ohs@person.dk

Zhaoli Song (National Univ. of Singapore, SG) bizszl@nus.edu.sg

» *Management-labor relations' impact on well-being and sickness absence*

Ole Henning Sørensen (Aalborg Univ., DK) ohs@person.dk

» *Multilevel intragroup analysis of social network models in hospitals: Leadership influence on individual, group, and organizational efficiency in the Spanish national health system*

Angel Barrasa (Univ. of Zaragoza, ES) abarrasa@unizar.es

Mercedes Casañola (Univ. of Zaragoza, ES)

José M. Sánchez (Univ. of Zaragoza, ES)

Yolanda Mañas (Univ. of Zaragoza, ES)

» *Leader and member's interactional experiences and exchange relationship*

Zhaoli Song (National Univ. of Singapore, SG) bizszl@nus.edu.sg

Xian Li (National Univ. of Singapore, SG)

» *Can you give what you don't have? Relations between leadership style and leaders' psychological health and possible mediators*

Astrid Ingrid Emmerich (Univ. Leipzig, DE)

astrid.emmerich@hotmail.de

Torsten Joakim Holstad (Univ. Leipzig, DE)

» *Exploring the link between the perceived leadership style and work-life balance*

Rita Berger (Univ. of Barcelona, ES) ritaberger@ub.edu

Marina Romeo (Univ. of Barcelona, ES)

Montserrat Yepes (Univ. of Barcelona, ES)

Tania Prado (Univ. of Barcelona, ES)

## Coffee Break

Time: Thursday, 23/May/2013:

9:45am -10:15am

Location: nearby all session locations

## Short Thematic Sessions

(10:15am - 11:15am)

### (PP) Links between Experienced and Instigated Mistreatment in Health Care Work

Symposium, topic area: Teams and Workgroups

Time: Thursday, 23/May/2013: 10:15am - 11:15am

Location: S-1

Session Chair: Michael Leiter (Acadia Univ.)

michael.leiter@acadiau.ca

» *Psychological capital as mediating the relationship of bullying with distress*

Heather K. S. Laschinger (Univ. of Western Ontario) hkl@uwo.ca

» *Incivility at the workplace: A comparison between Austrian and Canadian health care workers*

Paul Jiménez (Univ. of Graz) paul.jimenez@uni-graz.at

Anita Dunkl (Univ. of Graz)

Michael P Leiter (Acadia Univ.)

Vicki Magley (Univ. of Connecticut)

» *Validating a measure of incivility at work: How trust moderates the relationship of received to instigated incivility*

Arla Day (Saint Mary's Univ.) arla.day@smu.ca

Michael P. Leiter (Acadia Univ.)

Heather K. S. Laschinger (Univ. of Western Ontario)

» *Distinct perceptions of incivility by managers and frontline health care providers*

Michael P. Leiter (Acadia Univ.) michael.leiter@acadiau.ca

Arla Day (Saint Mary's Univ.)

Heather K S Laschinger (Univ. of Western Ontario)

## The Reciprocal Effects of Leadership and Diversity in Teams

Symposium, topic area: Teams and Workgroups

Time: Thursday, 23/May/2013: 10:15am - 11:15am

Location: S-6

Session Chair: Meir Shemla (Rotterdam School of Management)

shemla@rsm.nl

» *Self-managing teams and goal orientation diversity*

Anne Nederveen Pieterse (Rotterdam School of Management)  
anederveenpieterse@rsm.nl

John R. Hollenbeck (Michigan State Univ.)

Daan van Knippenberg (Rotterdam School of Management)

Matthias Spitzmüller (National Univ. of Singapore)

Elizabeth P. Karam (Texas Tech Univ.)

» *The good bearing of bad news: The differential impact of feedback valence on the creativity of informationally diverse and homogeneous teams*

Inga Hoever (Univ. Pompeu Fabra) inga.hoever@upf.edu

Jing Zhou (Rice Univ.)

Daan van Knippenberg (Rotterdam School of Management)



» *The effects of empowering team leadership on cognitively diverse teams*

Eric Kearney (GISMA Business School / Leibniz Univ. Hannover)  
kearney@wiwi.uni-hannover.de  
Meir Shemla (Rotterdam School of Management)

» *Team diversity, team processes, and team performance: The moderating role of leader mood*

Meir Shemla (Rotterdam School of Management) shemla@rsm.nl  
Eric Kearney (GISMA Business School / Leibniz Univ. Hannover)  
Jürgen Wegge (TU Dresden)  
Sebastian Stegmann (Johann Wolfgang Goethe-Univ., DE)

## Human Resource Management 2

### Paper Session

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** S-8

**Session Chairs:** Sharon L Hart (Phillips 66, US)  
shalouhart@gmail.com

Mirjam Koerner (Univ. of Freiburg)  
mirjam.koerner@medsoz.uni-freiburg.de

» *Organizational and individual influences of informal continuous learning*

Frederic Hilkenmeier (Paderborn Univ., DE)  
frederic.hilkenmeier@uni-paderborn.de  
Niclas Schaper (Paderborn Univ., DE)  
Margret Fromme-Ruthmann (Paderborn Univ., DE)

» *Self-regulated performance improvement through deliberate practice in organizations: The case of female employees and skills to career advancement*

**Nominee of the EAWOP Congress 2013 Best Paper Award**

Anna Karin Bruns (Technical Univ. of Darmstadt, DE)  
bruns@psychologie.tu-darmstadt.de  
Nina Keith (Technical Univ. of Darmstadt, DE)  
Susanne Caroline Müller (Technical Univ. of Darmstadt, DE)

» **(PP)** *Team-based learning as a method for improving organizational training effectiveness*

Sharon L Hart (Phillips 66, US) shalouhart@gmail.com  
Brigitte Steinheider (Univ. of Oklahoma - Tulsa, US)

» *Evaluation of an interprofessional training approach for patient-centred practice in health care*

Mirjam Koerner (Univ. of Freiburg)  
mirjam.koerner@medsoz.uni-freiburg.de  
Heike Ehrhardt (Univ. of Education)  
Anne-Kathrin Steger (Univ. of Freiburg)  
Martina Michaelis (Freiburg Research Center for Occupational and Social Medicine)

## Employee Wellbeing 2

### Paper Session

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** S-9

**Session Chairs:** Tina Kowalski (Univ. of Edinburgh Business School, UK) tina.kowalski@ed.ac.uk

Irina Nikolova (Open Univ., NL) irina.nikolova@ou.nl

» *Trends in and longitudinal trajectories of work intensification. Empirical evidence from international datasets*

Matea Paškvan (Univ. of Vienna, AT) matea.paskvan@univie.ac.at  
Bettina Kubicek (Univ. of Vienna, AT)  
Christian Korunka (Univ. of Vienna, AT)  
Roman Prem (Univ. of Vienna, AT)  
Cornelia Gerdenitsch (Univ. of Vienna, AT)

» *Technological advances in working practices: Implications for employee psychological well-being*

Tina Kowalski (Univ. of Edinburgh Business School, UK)  
tina.kowalski@ed.ac.uk

» *Beyond task-related stress – New ways of researching stress in flexible work arrangements*

Tim Vahle-Hinz (Univ. of Hamburg, DE)  
tim.vahle-hinz@uni-hamburg.de

» *Short-term effects of task restructuring on well-being: The buffering potential of workplace learning*

Irina Nikolova (Open Univ., NL) irina.nikolova@ou.nl  
Joris van Ruysseveldt (Open Univ., NL)  
Hans De Witte (KU Leuven, BE)  
Jef Syroit (Open Univ., NL)

» *Contact center as new forms of work organization: The triangular relationship between worker, contact centers and contractors and well-being at work*

Julie De Cia (Liège Univ., BE) julie.decia@ulg.ac.be  
Frédéric Naedenoen (Liège Univ., BE)  
François Pichault (Liège Univ., BE)  
Isabelle Hansez (Liège Univ., BE)

## Organizational Structure, Culture, and Climate 1

### Paper Session

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** S-Aula

**Session Chairs:** Marianne Törner (Univ. of Gothenburg, SE)  
marianne.torner@amm.gu.se

Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de

» *The moderating role of social context in the relationship between individual job satisfaction and absenteeism: A three-level investigation*

**Nominee of the EAWOP Congress 2013 Best Paper Award**

Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de  
Jürgen Wegge (Technical Univ. of Dresden)  
Klaus-Helmut Schmidt (Leibniz Research Centre for Working Environment and Human Factors, DE)

» *Preconditions for high safety climate regarding patient safety and occupational safety in healthcare organizations*

Marianne Törner (Univ. of Gothenburg, SE)  
marianne.torner@amm.gu.se  
Mats Eklöf (Univ. of Gothenburg, SE)  
Anders Pousette (Univ. of Gothenburg, SE)  
Pernilla Larsman (Univ. of Gothenburg, SE)

» *Individual and shared experiences of ethical culture: A context for occupational well-being*

Mari Huhtala (Univ. of Jyväskylä, FI) mari.huhtala@jyu.fi  
Taru Feldt (Univ. of Jyväskylä, FI)  
Asko Tolvanen (Univ. of Jyväskylä, FI)  
Saija Mauno (Univ. of Jyväskylä, FI)

## Trust and HRM: New Insights and Perspectives

**Invited Symposium, topic area:** Organizational Behavior

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** H-1

**Session Chair:** Rosalind H Searle (Coventry Business School)  
rosalind.searle@coventry.ac.uk

» *Trust, differentiation and integration within HRM subsystem and HRM effectiveness*

Aviv Kidron, (The Academic Yezreel Valley College, IL)  
avivb@yvc.ac.il  
Shay Tzafrir, (Univ. of Haifa, IL)  
Ilan Meshoulam (Univ. of Haifa, IL)

» *Control as a driver of employee trust in the organization?*

Antoinette Weibel, (Univ. of Konstanz,)  
antoinette.weibel@uni-konstanz.de  
Deanne den Hartog (Amsterdam Business School)  
Nicole Gillespie (Univ. of Queensland)  
Rosalind Searle (Coventry Business School)  
Denise Skinner (Coventry Business School)  
Frederique Six (Free Univ. Amsterdam)

» *Trust and careerist orientations to work: A comparison of UK and Indian employees*

Jonathan Crawshaw (Aston Business School)  
j.r.crawshaw2@aston.ac.uk

» *Downsizing and organizational trust: How to design and deliver HR systems that avoid breach, or repair effectively*

Rosalind Searle (Coventry Business School)  
rosalind.searle@coventry.ac.uk  
Veronica Hope-Hailey (Bath Management School)  
Graham Dietz (Durham Business School)

## Cognitive and Implicit Factors in Medical Selection: Best Practice and Future Directions

**Symposium, topic area:** Personnel Selection and Recruitment

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** H-2

**Session Chair:** Roderick Ian Nicolson (Univ. of Sheffield)  
r.nicolson@sheffield.ac.uk

**Facilitator:** Fiona Patterson (Work Psychology Group)  
f.patterson@workpsychologygroup.com

» *Using situational judgement tests (SJTs) for selection of doctors: Validation evidence from seven independent studies*

Maire Kerrin (Work Psychology Group)  
m.kerrin@workpsychologygroup.com  
Analise La-Band (Work Psychology Group)  
Vicki Ashworth (Work Psychology Group)  
Fiona Patterson (Work Psychology Group and Univ. of Cambridge)

» *Cognitive factors in situational judgment tasks*

Sally Mumford (Univ. of Sheffield) ecq10srm@sheffield.ac.uk  
Roderick Ian Nicolson (Univ. of Sheffield)

» *Personal qualities and characters in medical selection*

Philip Chan (Univ. of Sheffield) p.chan@sheffield.ac.uk  
Nigel Bax (Univ. of Sheffield)

» *Medical selection: A systems level approach*

Roderick Ian Nicolson (Univ. of Sheffield)  
r.nicolson@sheffield.ac.uk

## How do we want to publish tomorrow? The future of academic publishing in work and organizational psychology

**Panel discussion**

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** H-3

**Session Chair:** Rob Briner (Univ. of Bath, UK)  
r.b.briner@bath.ac.uk

**Panelists:**

Tammy Allen (University of South Florida, USA)  
Rob Dimpleby (Hogrefe Publishers)  
Stefan Einarson (Springer Science + Business Media)  
Victoria Gardner (Open Access Publisher + Taylor & Francis Group)  
and others

## Multidimensional Approaches in Ageing Research: Application of Different Methods

**Symposium, topic area:** Human Resource Management

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** H-4

**Session Chair:** Jürgen Deller (Leuphana Univ. of Lüneburg)  
deller@uni.leuphana.de

**Facilitator:** Franco Fraccaroli (Univ. of Trento, IT)  
Franco.Fraccaroli@unitn.it

» *Employment among elderly people - Strategies and barriers*

Ulrike Fasbender (Leuphana Univ. of Lüneburg, DE)  
fasbender@leuphana.de  
Jürgen Deller (Leuphana Univ. of Lüneburg, DE)

» *Social cognitive post-retirement career planning*

Anne Wöhrmann (Leuphana Univ. of Lüneburg, DE)  
woehrmann@leuphana.de  
Jürgen Deller (Leuphana Univ. of Lüneburg, DE)

» *Put successful aging into context: How working conditions and team diversity affect selection, optimization, and compensation in nursing*

Andreas Müller (Heinrich Heine Univ. Düsseldorf)  
 Andreas.Mueller@uni-duesseldorf.de  
 Matthias Weigl (Univ. of Munich)  
 Barbara Heiden (Univ. of Munich)  
 Jürgen Glaser (Univ. of Innsbruck)  
 Peter Angerer (Heinrich Heine Univ. Düsseldorf)

» *Is it realistic to beam me up old Scotty?: Examining age differences in the face validity of an immersive controlled virtual office*

Annet H. de Lange (Radboud Univ. Nijmegen)  
 a.delange@psych.ru.nl  
 Inge Kersbergen (Radboud Univ. Nijmegen)  
 Jorn T.G. Ackermans (Radboud Univ. Nijmegen)  
 Suzan Kalmijn (Radboud Univ. Nijmegen)  
 Beatrice I.J.M. van der Heijden (Radboud Univ. Nijmegen)

## Personality at Work: Conceptual and Empirical Innovations

**Symposium, topic area:** Organizational Behavior

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-2

**Session Chairs:** Joeri Hofmans (Vrije Univ. Brussel)  
 joeri.hofmans@vub.ac.be

Filip De Fruyt (Ghent Univ.) Filip.DeFruyt@UGent.be

» *The effect of traitedness on the neuroticism-performance relationship. An event reconstruction study*

Jonas Debusscher (Vrije Univ. Brussel) jdebussc@vub.ac.be  
 Joeri Hofmans (Vrije Univ. Brussel)

» *Freshmen's trait and state core self-evaluations - Relations with work engagement and adjustment to university in a measurement-burst design*

Annika Nübold (Bielefeld Univ.) annika.nuebold@uni-bielefeld.de  
 Günter W. Maier (Bielefeld Univ.)

» *The underlying mechanisms of leadership: An integrative model*

Edina Doci (Vrije Univ. Brussel) edina.doci@vub.ac.be  
 Joeri Hofmans (Vrije Univ. Brussel)

» *Vocations as a source of identity: Evidence for occupational socialization over 15 years*

Bart Wille (Ghent Univ.) Bart.Wille@UGent.be  
 Filip De Fruyt (Ghent Univ.)

## Organizational Behavior 3

**Paper Session**

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-3

**Session Chairs:** Klaus Moser (Univ. of Erlangen-Nuremberg, DE) moser@wiso.uni-erlangen.de

Karin S. Moser (Univ. of Roehampton London, UK)  
 k.moser@roehampton.ac.uk

» *Ethical decision making in the face of failure*

Roman Soucek (Univ. of Erlangen-Nuremberg)

roman.soucek@wiso.uni-erlangen.de  
 Carolin Baur (Jacobs Univ. Bremen)

» *Out of control!? How loss of self-control influences prosocial behavior: The role of power and moral values.*

Anne Joosten (Ghent Univ., BE) anne.joosten@ugent.be  
 Marius van Dijke (Rotterdam School of Management, Erasmus Univ., NL)  
 Alain van Hiel (Ghent Univ., BE)  
 David De Cremer (CEIBS, CN)

» *The de-escalation of commitment: Process accountability, biased information search, and time*

Klaus Moser (Univ. of Erlangen-Nuremberg, DE)  
 moser@wiso.uni-erlangen.de  
 Hans-Georg Wolff (Univ. of Erlangen-Nuremberg, DE)  
 Roman Soucek (Univ. of Erlangen-Nuremberg, DE)

» *The effects of time perspective in an information-sharing task: Strategic choices and cooperation intentions*

Karin S. Moser (Univ. of Roehampton London, UK)  
 k.moser@roehampton.ac.uk  
 Juliane E. Kämmer (Max Planck Institute for Human Development, Berlin, DE)

## Perspectives on Leadership I: Effectiveness, Diversity and Wellbeing

**Symposium, topic area:** Leadership and Management

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-4

**Session Chairs:** Torsten J. Holstad (Univ. of Leipzig)  
 torsten.holstad@uni-leipzig.de

Lioba Werth (Technical Univ. Chemnitz)  
 lioba.werth@psychologie.tu-chemnitz.de  
 Jürgen Wegge (Technical Univ. Dresden)  
 wegge@psychologie.tu-dresden.de

**Facilitator:** Christine Gockel (Univ. de Fribourg, CH)  
 christine.gockel@unifr.ch

» *How shared leadership influences employee silence and team effectiveness – A multilevel approach*

Michael Knoll (Durham Univ. Business School)  
 michael.knoll@durham.ac.uk  
 Christine Gockel (Univ. de Fribourg, CH)  
 Lioba Werth (Technical Univ. Chemnitz, DE)

» *Differential effects of team crises triggered by membership change on team performance: The role of visionary leadership*

Kevin-Lim Jungbauer (Technical Univ. Dresden, DE)  
 jungbauer@psychologie.tu-dresden.de  
 Meir Shermela (Technical Univ. Dresden, DE)  
 Jürgen Wegge (Technical Univ. Dresden, DE)

» *Young leads old: Consequences of age reversed leader-subordinate relationships*

Paulina Bilinska (Technical Univ. Dresden, DE)  
 bilinska@psychologie.tu-dresden.de  
 Jürgen Wegge (Technical Univ. Dresden, DE)

» **Training health related leader-follower interaction: Results of formative and summative evaluations**

Thomas Rigotti (Univ. of Leipzig, DE) rigotti@uni-leipzig.de  
 Gisela Mohr (Univ. of Leipzig, DE)  
 Christiane Stempel (Univ. of Leipzig, DE)  
 Kerstin Isaksson (Mälardalen Högskola, SE)

## New Explorations of Age Effects at Work

**Symposium, topic area:** Labor Market Issues

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-5

**Session Chair:** Lisa Finkelstein (Northern Illinois Univ.)  
 lisaf@niu.edu

**Facilitator:** Franciska Krings (Univ. of Lausanne)  
 franciska.krings@unil.ch

» **Traditional and modern ageism as predictors of workplace discrimination**

Kathrin Rosing (Leuphana Univ. of Luneburg)  
 kathrin.rosing@uni.leuphana.de  
 Hannes Zacher (Univ. of Queensland)  
 Lisa Finkelstein (Northern Illinois Univ.)

» **Age, relational climate, and work outcomes: The moderated mediational role of institutional I-C**

Justin Marcus (Ozyegin Univ.) justin.marcus@ozyegin.edu.tr  
 Franz Josef Gellert (Hanze Univ. of Applied Science)

» **Perceived leadership potential as a function of perceived age and physical attractiveness**

Cort Rudolph (Florida International Univ.) cortrudolph@mac.com  
 Edward Sullivan (Florida International Univ.)

## What's Considered Fair in Teams? Justice, Norms, and Teams

**Symposium, topic area:** Organizational Behavior

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-6

**Session Chairs:** Marion Fortin (Univ. of Toulouse, FR)  
 marionfortin@googlemail.com

Natàlia Cugueró-Escofet (IESE Business School, ES)  
 ncugueró@iese.edu

» **Exploring the norms of task-relevant injustice**

Hayley German (Lonon School of Economics, UK)  
 hayleygerman@gmail.com  
 David Patient (Católica Lisbon School of Business and Economics, PT)

» **Relative justice: The effect of differences in individual and group treatment**

Michael Bashshur (Singapore Management Univ., SG)  
 mbashshur@smu.edu.sg  
 Deborah Rup (Purdue Univ., US)  
 Burak Oc (Univ. Pompeu Fabra, ES)  
 Samantha Sim (Singapore Management Univ., SG)

» **The impact of justice norms on conflict in the context of teams**

Marion Fortin (Univ. of Toulouse, FR)

marionfortin@googlemail.com  
 Mladen Adamovic (Univ. of Toulouse, FR)  
 Marjo-Riitta (Maikki) Diehl (EBS Business School, EBS Univ. für Wirtschaft und Recht)

» **Distributive justice and affective commitment among French police: Does the equity norm matter at work-unit level?**

Assâad El Akremi (Univ. of Toulouse, FR)  
 assaad.el-akremi@univ-tlse1.fr  
 Karim Mignonac (Univ. of Toulouse, FR)  
 Mathieu Molines (Univ. of Toulouse, FR)

## Teams and Workgroups 1

### Paper Session

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-102

**Session Chairs:** Stella Katherina Wanzel (Georg-August Univ. of Göttingen, DE) wanzel@psych.uni-goettingen.de

Denise Frauendorfer (Univ. of Neuchatel, CH)  
 denise.frauendorfer@unine.ch

» **When emergent hierarchy and group competence influence group performance**

Denise Frauendorfer (Univ. of Neuchatel, CH)  
 denise.frauendorfer@unine.ch  
 Marianne Schmid Mast (Univ. of Neuchatel, CH)  
 Dairazalia Sanchez-Cortes (IDIAP, Research Institute, CH)  
 Daniel Gatica-Perez (IDIAP, Research Institute, CH)

» **Effects of accountability on the solution of hidden profiles**

Stella Katherina Wanzel (Georg-August Univ. of Göttingen, DE)  
 wanzel@psych.uni-goettingen.de  
 Jan Häusser (Univ. of Hildesheim, DE)  
 Nadira Faulmüller (Univ. of Oxford, England)  
 Patrick Lösche (German Institute for International Educational Research)  
 Stefan Schulz-Hardt (Georg-August Univ. of Göttingen, DE)

» **Biased recall as an explanation for preference-consistent evaluation of information in group decision making**

Annika Nora Giersiepen (Univ. of Göttingen, DE)  
 giersiepen@psych.uni-goettingen.de  
 Stefan Schulz-Hardt (Univ. of Göttingen, DE)

## Occupational and Organizational Safety 1

### Paper Session

**Time:** Thursday, 23/May/2013: 10:15am - 11:15am

**Location:** F-234

**Session Chairs:** Markus Schöbel (Univ. of Basel, CH)  
 m.schoebel@unibas.ch

Mario Martinez-Corcoles (Univ. of Valencia, ES)  
 mario.martinez@uv.es

» **The SIKUMETH-approach: Assessing safety culture in nuclear power plants**

Markus Schöbel (Univ. of Basel, CH) m.schoebel@unibas.ch  
 Ruth Wagner (TU Berlin)  
 Anne Klostermann (TU Berlin)  
 Dietrich Manzey (TU Berlin)

» *Safety behaviour in nuclear power plants: Link between role stressors and safety behaviour mediated by job and safety satisfaction*

Mario Martínez-Corcoles (Univ. of Valencia, ES)  
mario.martinez@uv.es  
Franziska Marie Davis (Univ. of Valencia, ES)  
Francisco Javier Gracia Lerin (Univ. of Valencia, ES)  
Teresa Manuela dos Santos D. Rebelo (Univ. of Coimbra, PT)

» *Effective crisis management through generative cultures: The Tylenol crisis*

Maria João Santos Oliveira (Nova School of Business and Economics, PT) mariajoliveira@sapo.pt  
Rita Campos e Cunha (Nova School of Business and Economics, PT)

» *Empowering leadership and safety performance in nuclear industry. Psychosocial factors involved*

Mario Martínez-Córcoles (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), ES) mario.martinez@uv.es  
Francisco J. Gracia (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), ES)  
Inés Tomás (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), ES)  
José M. Peiró (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL), ES)

## Human Resource Management 3

### Paper Session

Time: Thursday, 23/May/2013: 10:15am - 11:15am  
Location: F-229

Session Chairs: Renee Sophia Maria de Reuver (Tilburg Univ., NL) r.s.m.dereuver@uvt.nl  
Rita Chiesa (Univ. of Bologna, IT) rita.chiesa@unibo.it

» *An examination of the 'Backlash Effect' of gender stereotypes: Personality, gender and status inconsistency*

Renee Sophia Maria de Reuver (Tilburg Univ., NL)  
r.s.m.dereuver@uvt.nl  
Michal Biron (Tel-Aviv Univ., IL)  
Sharon Toaker (Tel-Aviv Univ., IL)

» *Could an older worker be regarded as a younger worker? Age stereotypes and age-group relationships in the workplace*

Rita Chiesa (Univ. of Bologna, IT) rita.chiesa@unibo.it

» *Predictors to disabled employees' organizational behavior and involvement in employment*

Junaidah Hashim (International Islamic Univ. Malaysia)  
junaidah@iiu.edu.my  
Saodah Wok (International Islamic Univ. Malaysia)

## Keynotes (11:30am - 12:30pm)

### Creativity at Work: Today and Tomorrow

#### Invited Keynote

Speaker: Todd Lubart (Univ. of Paris V, FR)  
todd.lubart@univ-paris5.fr

Time: Thursday, 23/May/2013: 11:30am - 12:30pm

Location: S-Aula

Facilitator: Heinz Holling (Univ. of Münster)

### Work and Organizational Psychology Contributions to Environmental Sustainability

#### Invited Keynote

Kindly supported by Deutsche Post DHL

Speaker: Deniz S. Ones (Univ. of Minnesota, US)  
onesx001@umn.edu

Time: Thursday, 23/May/2013: 11:30am - 12:30pm

Location: H-1

Facilitator: Martin Kleinmann (Univ. of Zurich)

### Buffett or Take Away Lunch

Time: Thursday, 23/May/2013: 12:30pm - 2:30pm  
Location: Catering nearby the Poster Forum

## Regular Poster Session Thursday 1

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

Topic area: Employee Wellbeing

(1) *Workplace bullying as a predictor of mental health problems in nurses*

Nominated for the EAWOP Congress 2013 Best Poster Award

Iselin Reknes (Univ. of Bergen, NO) Iselin.Reknes@psysp.uib.no  
Ståle Pallelsen (Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO) Nils Magerøy (Haukeland Univ. Hospital, Bergen, NO)  
Ståle Einarsen (Univ. of Bergen, NO)  
Bente E. Moen (Univ. of Bergen, NO)  
Bjørn Bjorvatn (Univ. of Bergen, NO & Haukeland Univ. Hospital, Bergen, NO)

(2) (PP) *The effectiveness of occupational health management – findings of a VBG practice-based project*

Susanne Roscher (VBG - Ihre gesetzliche Unfallversicherung, DE)  
susanne.roscher@vbg.de  
Nicolas Feuerhahn (VBG - Ihre gesetzliche Unfallversicherung, DE)

(3) *Individual and Team Resilience*

Alexander Davda (Ashridge Business School, UK)  
alex.davda@ashridge.org.uk  
Jill Flint-Taylor (Rusando Limited)

**(4) Opportunities for professional development: A mediational effect within the job demands-resources model**

Monica Molino (Univ. of Turin, IT) monica.molino@unito.it

**(5) Testing a causal model of job insecurity and job satisfaction: Do dispositions matter?**

Patrick Brennan O'Neill (Carleton Univ., CA) patrick13@rogers.com

**(6) The paradox of work reconsidered: A systematic test based on the day reconstruction method**

Anne Landhäußer (Ulm Univ., DE) anne.landhaeuser@uni-ulm.de  
Johannes Keller (Ulm Univ., DE)

**(7) Apprentices' job insecurity within three European countries**

Thomas Seppelfricke (Univ. of Osnabrück, DE) tseppelf@uni-osnabrueck.de  
Thomas Staufenbiel (Univ. of Osnabrück, DE)

**(8) <sup>(PP)</sup> Best practices of health promotion at workplaces**

Taimi Elenurm (Tallinn Univ. of Technology, EE) taimi.elenurm@ttu.ee  
Tiit Elenurm (Estonian Business School)

**(9) Expressing true self at work: Workplace authenticity as a mediator of the associations between work characteristics and work outcomes**

U. Baran Metin (Utrecht Univ., NL) u.b.metin@uu.nl  
Ilona van Beek (Utrecht Univ., NL)  
Toon W. Taris (Utrecht Univ., NL)

**(10) Inauthenticity at work, dispositional authenticity, and personality traits as predictors of work-related rumination: a cross-sectional study.**

Dawn Querstret (Univ. of Surrey, UK) d.querstret@surrey.ac.uk  
Mark Cropley (Univ. of Surrey, UK)

**(11) Social support and innovator resilience potential: Helping innovators to positively adapt after an innovation project termination**

Gisa Moenkemeyer (WHU - Otto Beisheim School of Management) gisa.moenkemeyer@whu.edu  
Matthias Weiss (Ludwig-Maximilians-Univ. Munich, DE)  
Martin Hoegl (Ludwig-Maximilians-Univ. Munich, DE)

**(12) The mediating role of flow at work between job and personal resources and nurses' job satisfaction**

Margherita Zito (Univ. of Turin, IT) margherita.zito@unito.it  
Lara Colombo (Univ. of Turin, IT)

**(13) Fun in the workplace: A literature review**

Katerina Georganta (Univ. of Macedonia, GR) katerina.georganta@gmail.com  
Anthony Montgomery (Univ. of Macedonia, GR)

**(14) A cross-lagged analysis of fatigue, work motivation, psychological distress, and absenteeism in novice nurses**

Stéphanie Austin (Univ. du Québec à Trois-Rivières, CA) stephanie.austin@uqtr.ca  
Claude Fernet (Univ. du Québec à Trois-Rivières, CA)  
Sarah-Geneviève Trépanier (Univ. du Québec à Trois-Rivières, CA)

**(15) Got stress? Examining the mediating role of discrete emotions**

Cristina Rubino (California State Univ., Northridge, US) cristina.rubino@gmail.com  
Christa Wilkin (California State Univ., Northridge, US)

**(16) Intrinsic and extrinsic orientations in college as predictors of early career development: A seven-year follow-up study**

Giovanni B Moneta (London Metropolitan Univ., UK) g.moneta@londonmet.ac.uk

**(17) <sup>(PP)</sup> Job stress: a case from 7 occupation groups in Thailand**

Kanda Janyam (Prince of Songkla Univ., TH) kanda.j@psu.ac.th

**(18) Presentation of a project concerning job incivility as a social process**

Eva Torkelson (Lund Univ., SE) Eva.Torkelson@Psychology.lu.se  
Bjorn Karlson (Lund Univ., SE)  
Elinor Schad (Lund Univ., SE)  
Martin Backström (Lund Univ., SE)

**(19) The relationship between eustress, sources of stress and strategies of savoring among university teachers in Portugal**

Susana Barros Fonseca (Univ. do Porto, PT) susanafonseca@esev.ipv.pt  
Filomena Jordão (Faculdade de Psicologia e de Ciências da Educação da Univ. do Porto, PT)

**(20) Alexithymia as an independent predisposing factor for the development of burnout syndrome**

Maria Katsifaraki (Swansea Univ., UK) mariakatsifaraki@yahoo.co.uk  
Philip Tucker (Swansea Univ., UK)

**(21) Bureaucracy as a source of pressure in university**

Mare Teichmann (Tallinn Univ. of Technology, EE) mare@pekonsult.ee  
Philippe Dondon (Univ. of Bordeaux, FR)  
Jyri Ilvest (Tallinn Univ. of Technology, EE)

**(22) Occupational stress and wellbeing in the Underwater Mission Unit/ Hellenic Coast Guard-Greece**

Konstantinos Perrotis (Univ. of Lancaster, UK) k.perrotis@yahoo.co.uk  
Cary Cooper (Univ. of Lancaster, UK)  
Sue Cartwright (Univ. of Lancaster, UK)  
Ritsa Ventouratos-Fotinatatos (American College of Greece, Athens, GR)

**(23) Well-being in the workplace and individual characteristics**

Gianluca Biggio (Univ. della Tuscia, IT) biggio@unitus.it  
Claudio Giovanni Cortese (Univ. di Torino, IT)

**(24) An examination of the curvilinear relationship between workplace bullying and job satisfaction.**

Gabriele Giorgi (Univ. Europea di Roma, IT) dott.gabriele.giorgi@gmail.com

**(25) Belief in a just world as a moderator of the relationships between workplace bullying and physical illness symptoms**

Hatem Öcel (Karabuk Univ., TR) hatemocel@hotmail.com

**(26) Supporting employees with low levels of engagement: Performance implications**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Kerstin Alfes (York Univ., CA) kerstin.alfes@gmail.com  
 Amanda Shantz (Kingston Univ., UK)  
 Gary Latham (Univ. of Toronto, CA)

**Topic area:** Personnel Selection and Recruitment

**(27) Athletic activities as an indicator for social competencies in personnel selection?**

Uwe Peter Kanning (Univ. of Applied Science Osnabrück, DE)  
 U.Kanning@hs-osnabrueck.de

**(28) The role of the applicant nonverbal behavior in the job interview and job performance**

Denise Frauendorfer (Univ. of Neuchatel, CH)  
 denise.frauendorfer@unine.ch  
 Marianne Schmid Mast (Univ. of Neuchatel, CH)  
 Laurent Nguyen (IDIAP, Research Institute)  
 Daniel Gatica-Perez (IDIAP, Research Institute)

**(29) When skill misrepresentation backfires: Different reactions to majority and minority applicants**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Steve Binggeli (Univ. of Lausanne, CH) binggeli.steve@gmail.com  
 Franciska Krings (Univ. of Lausanne, CH)

**(30) (PP) Case study: Diagnosis of managerial competences in administration. Seeking best solution of organization support in psychological test use for recruitment purposes**

Urszula Brzezińska (Pracownia Testów Psychologicznych Polskiego Towarzystwa Psychologicznego, PL) u.brzezinska@practest.com.pl

**(31) (PP) Challenges in test adaptation: examining dependability in five diverse languages**

Tanya Yao (SHL Group Ltd, UK) Tanya.yao@shl.com  
 Ilke Inceoglu (SHL Group Ltd, UK)  
 Mathijs Affourtit (SHL Group Ltd, UK)

**(32) (PP) The moderating effect of job learning stage in the personality-performance relationship**

Pascale L. Denis (Univ. of Quebec in Montreal, CA)  
 denis.pascale@uqam.ca  
 Éliane Bergeron (Univ. of Quebec in Montreal, CA)  
 Geneviève L. Lavigne (Simon-Fraser Univ.)

**(33) Applicant test-taking attitude after rejection**

Sonja Schinkel (Technical Univ. Eindhoven & Univ. of Amsterdam)  
 s.schinkel@tue.nl  
 Annelies Van Vianen (Univ. of Amsterdam)  
 Dirk Van Dierendonck (Erasmus Univ.)  
 Neil Anderson (Univ. of Amsterdam)

**(34) (PP) Emotional intelligence in applicant selection for jobs involving emotional labor**

Sarah Herpertz (Univ. of Bamberg) sarah.herpertz@uni-bamberg.de  
 Sophia Nizielski (Chemnitz Univ. of Technology)  
 Astrid Schütz (Univ. of Bamberg)  
 Michael Hock (Univ. of Bamberg)

**(35) (PP) Evaluation of e-recruitment: The redesign of a career website**

Meinald T. Thielsch (WWU Münster, DE)  
 thielsch@uni-muenster.de  
 Simon Bussmann (BASF Coatings GmbH, DE)  
 Franziska R. Grobien (WWU Münster, DE)

**(36) Gender-fair language use in online job advertisements**

Lea Hodel (Univ. of Duisburg-Essen, DE) lea.hodel@uni-due.de  
 Magdalena Formanowicz (Univ. of Bern, CH)  
 Sabine Sczesny (Univ. of Bern, CH)  
 Jana Valdrova (Univ. of Budweis, PL)  
 Lisa von Stockhausen (Univ. of Duisburg-Essen, DE)

**(37) Validation of a mechanical aptitude test in the Psychological Service of the German Public Employment Service**

Peter M. Muck (Federal Employment Agency, DE)  
 peter.muck@arbeitsagentur.de  
 Nicolas Sander (Federal Employment Agency, DE)

**(38) (PP) Applying item response theory to job analysis data**

Tony Li (Talent Q, UK) Tonyli@talentqgroup.com

**(39) (PP) Construct equivalence and cultural proximity of personality profiles**

Mathijs Affourtit (SHL Group Ltd.) mathijs.affourtit@shl.com  
 Ilke Inceoglu (SHL Group Ltd.)

**(40) Demographically based selection methods at university: The support of international and local students for different justice rules**

Steve Binggeli (Univ. of Lausanne, CH) steve.binggeli@unil.ch  
 Grégoire Bollmann (Univ. of Lausanne, CH)  
 Leila Belhadj Ali (Univ. of Lausanne, CH)

**(41) (PP) Development of a job knowledge based assessment and training platform for the nursing sector**

Stefan Thomas Mol (Univ. of Amsterdam, NL) s.t.mol@uva.nl  
 Gabor Kismihok (Univ. of Amsterdam, NL)

**(42) Recruiting for retention: Incremental validity of person-organization fit above personality in predicting retention-related variables**

Rein De Cooman (KU Leuven, BE) rein.decooman@kuleuven.be

**(43) (PP) Sense of coherence and organisational commitment in the enterprise resource and planning industry**

Rian Viviers (Unisa, ZA) vivieam@unisa.ac.za  
 Heinz Aust (Unisa, ZA)  
 Llewellyn Van Zyl (Unisa, ZA)

**(44) The contribution of multidimensional IRT for modeling applicants performance on a SJT**

Benoit Lothe (Univ. of Liège, BE) Benoit.Lothe@ulg.ac.be  
 Christian Monseur (Univ. of Liège, BE)  
 Isabelle Hansez (Univ. of Liège, BE)

**(45) Development and validation of a research instrument for measuring young job seekers' preferences for job and organizational characteristics**

Stephan Corporaal (Open Univ., NL) corporaal@me.com

**(46) <sup>(PP)</sup> Activation of the “what is beautiful is good” stereotyping during the selection process: What is the role of the recruiter’s own characteristics?**

Asta Medisauskaitė (Birkbeck, Univ. of London, UK)  
 asta.medisausk@gmail.com  
 Caroline Kamau (Birkbeck, Univ. of London, UK)  
 Aukse Endriulaitiene (Vytautas Magnus Univ., LT)

**(47) <sup>(PP)</sup> Potential of young candidates at the Belgian Defense: competencies or talent management?**

Françoise Bertrand (Belgian Defense, BE)  
 francoise.bertrand@ulg.ac.be  
 Veerle Tibax (Belgian Defense, BE)  
 Isabelle Hansez (Univ. of Liège, BE)

**(48) “I hereby apply for ...” – Construct and criterion-related validity of formal errors in traditional letters of application**

Stefan Höft (Univ. of Applied Labour Studies (HdBA), DE)  
 stefan.hoefthd@hdba.de  
 Miriam Hacker (Univ. of Applied Labour Studies (HdBA), DE)  
 Gerda Schuster (Univ. of Applied Labour Studies (HdBA), DE)

**Topic area:** Teams and Workgroups

**(49) Introducing text analytics to the study of medical team communication**

Balázs Péter Hámornik (BME Budapest Univ. of Technology and Economics, HU) hamornik.balazs@gmail.com  
 Márta Juhász (BME Budapest Univ. of Technology and Economics, HU)

**(50) How do different types of counterproductive attendee behavior influence meeting satisfaction and effectiveness?**

Isabelle Odermatt (Univ. Zürich, CH)  
 i.odermatt@psychologie.uzh.ch  
 Cornelius J. König (Univ. des Saarlandes, DE)  
 Martin Kleinmann (Univ. Zürich, CH)  
 Maria Bachmann (Univ. Zürich, CH)

**(51) <sup>(PP)</sup> The competencies of a dream team: A dynamic perspective**

Andreia de Brito Correia (Instituto Univ. de Lisboa (ISCTE-IUL), PT) andreia\_correia@iscte.pt  
 Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)  
 Jairo Borges-Andrade (Univ. de Brasília, Brasil)

**(52) Psychometric properties of a scale for measuring teamwork in interprofessional health care practice**

Mirjam Koerner (Univ. of Freiburg, DE)  
 mirjam.koerner@medsoz.uni-freiburg.de  
 Markus Wirtz (Univ. of Education, Freiburg, DE)

**(53) Does your team work at its best? Validation of the teamwork questionnaire**

Annika L. Meinecke (TU Braunschweig, DE)  
 annika.meinecke@tu-bs.de  
 Simone Kauffeld (TU Braunschweig, DE)

**(54) The impact of time perspective diversity on team performance and satisfaction: The mediation effect of time-oriented activities and relationship conflict**

Jia Li (Univ. of Goettingen, DE) jia.li@psych.uni-goettingen.de  
 Margarete Boos (Univ. of Goettingen, DE)

**(55) The influence of organizational diversity ideologies on intergroup relations at work**

Virginie Marmier (Univ. catholique de Louvain, BE)  
 virginie.marmier@uclouvain.be  
 Donatienne Desmette (Univ. catholique de Louvain, BE)  
 Florence Stinglhamber (Univ. catholique de Louvain, BE)

**(56) Workplace aggression in teams: The moderating role of the conflict management styles and the relation with ethical climate**

Ângelo Miguel Guerreiro Vicente (ISPA-Instituto Univ., PT)  
 avicente@ispa.pt  
 Teresa C. D'Oliveira (ISPA-Instituto Univ., PT)

**(57) Am I interdisciplinary? A competency modelling study**

Simone Brandstädter (Univ. of Heidelberg, DE)  
 simone.brandstaedter@psychologie.uni-heidelberg.de  
 Karlheinz Sonntag (Univ. of Heidelberg, DE)

**(58) Teamwork in the treatment of substance addiction - A study of interactions among Norwegian team based health and social workers**

Rickard Johan Skjong (Sør-Trøndelag Univ. college, Trondheim)  
 rickard.j.skjong@hist.no  
 Karin Laumann (Norwegian Univ. of science and technology, Trondheim)

**(59) Markers of team aggression: Towards a true multilevel approach to workplace aggression**

Ângelo Miguel Guerreiro Vicente (ISPA-Instituto Univ., PT)  
 avicente@ispa.pt  
 Teresa C. D'Oliveira (ISPA-Instituto Univ., PT)

**(60) The downside of human redundancy: Modeling social influences in sequential decision-making processes**

Markus Schöbel (Univ. of Basel, CH) m.schoebel@unibas.ch  
 Rafael Huber (Univ. of Basel, CH)  
 Jörg Rieskamp (Univ. of Basel, CH)

**Topic area:** Organizational Structure, Culture and Climate

**(61) The role of the representations about time in innovative entrepreneurship success**

Anna Smirnova (Saratov State Univ. named after N.G. Chernyshevsky, RU) anna-smirnova-sgu@mail.ru

**(62) <sup>(PP)</sup> Using multiple repertory grids to map organizational culture**

Mark Heckmann (Univ. of Bremen, DE) heckmann@uni-bremen.de

**(63) Cultural values and cultural practices: Insights for human resource management in Angola**

Maria Rita Silva (ISCTE-Instituto Univ. de Lisboa, PT)  
 mrsantosilva@hotmail.com  
 Helena Cristina Roque (ISCTE-Instituto Univ. de Lisboa, PT)  
 António Caetano (ISCTE-Instituto Univ. de Lisboa, PT)



**(64) The influence of culture and human development on personality measurement**

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

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

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

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

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

Topic area: Health and Interventions

**(67) <sup>(PP)</sup> Psychosocial exposure at work' impact on work ability: industry workers versus non-industry workers**

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

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

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

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

Eva Charlotta Nylén (Stockholm Univ., SE)  
eva-lotta.nylen@psychology.su.se  
Lars Häsänen (Stockholm Univ., SE)  
Sara Göransson (Stockholm Univ., SE)  
Gunnar Aronsson (Stockholm Univ., SE)  
Magnus Sverke (Stockholm Univ., SE)

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

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

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

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

Topic area: Macroergonomics / Work Design

**(72) Investigating an expanded model of work characteristics: The IGLO model**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Jon Anders Lone (Univ. of Oslo, NO)  
j.a.lone@psykologi.uio.no  
Trond Myklebust (Norwegian Police Univ. College, NO)  
Roald Bjørklund (Univ. of Oslo, NO)  
Cato Bjørkli (Univ. of Oslo, NO)

**(73) Experimental evidence for the effects of task repetitiveness on mental strain and work performance**

Jan Häusser (Univ. of Hildesheim, DE)  
haeusser@uni-hildesheim.de  
Stefan Schulz-Hardt (Univ. of Göttingen, DE)  
Thomas Schultze (Univ. of Göttingen, DE)  
Anne Tomaschek (Univ. of Dresden, DE)  
Andreas Mojzisch (Univ. of Hildesheim, DE)

**(74) <sup>(PP)</sup> Subjective system of criteria for controlling by managers effectiveness of their activities as an obstacle for meeting new labor requirements**

Fayruza Ismagilova (Ural Federal Univ., RU)  
ismagilova.f@gmail.com  
Galina Miroliubova (Ural Federal Univ., RU)

**Market Square Europe**

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

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

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

**Speakers:**

Alexandra Miethner (Berufsverband Deutscher Psychologinnen und Psychologen e. V., DE)  
Tinka van Vuuren (Loyalis / Open Univ. Heerlen, NL)  
Ekaterina Molodykh (Moscow Univ., RU)  
Uldis Pāvuls (Energise, LV)  
Paul Jimenez (Univ. of Graz, AT)

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

**The Psychological Contract: Does not Exist?**

Position Paper, topic area: Human Resource Management

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

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

## Knowledge Creation for Whom?

Position Paper, topic area: Organizational Change and Development

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

Location: S-2

Kuok Kei Law (The Open Univ. of Hong Kong, S.A.R., CN)

kklaw@ouhk.edu.hk

## Nordic Perspectives on Sustainable Workplace Development

Position Paper, topic area: Sustainable Environment and Organizations

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

Location: S-6

Ole Henning Sørensen (Aalborg Univ., DK) ohs@person.dk

Peter Hasle (Aalborg Univ., DK)

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

Position Paper, topic area: Organizational Change and Development

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

Location: S-8

Michael Leiter (Veterans Health Administration, US)

michael.leiter@acadiu.ca

Katerine Osatuke (Acadia Univ., CA)

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

Position Paper, topic area: Occupational and Organizational Safety

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

Location: S-9

Sara M. Guediri (The Univ. of Manchester, UK)

sara.guediri@mbs.ac.uk

Sharon Clarke (The Univ. of Manchester, UK)

Elinor O'Connor (The Univ. of Manchester, UK)

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

Position Paper, topic area: Leadership and Management

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

Location: S-10

Theo Heyns Veldsman (Univ. of Johannesburg, ZA)

theov@uj.ac.za

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

Position Paper, topic area: Labor Market Issues

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

Location: S-Aula

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

Markus Thielgen (Univ. of Münster, DE)

Stefan Krumm (Univ. of Münster, DE)

## Coaching – Practice or Science Based?

Position Paper, topic area: Human Resource Management

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

Location: H-1

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

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

Position Paper, topic area: Organizational Change and Development

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

Location: H-2

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

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

Position Paper, topic area: Human Resource Management

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

Location: H-3

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

## Integrative Perspectives of Occupational Fatigue - Contributions from Organizational Neurosciences

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

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

Location: H-4

Teresa C. D'Oliveira (ISPA - Instituto Univ., PT)

teresa.oliveira@ispa.pt

## Regular Poster Session Thursday 2

Time: Thursday, 23/May/2013: 1:30pm - 2:30pm

Topic area: Organizational Behavior

**(1) A longitudinal perspective of the influence of employer branding on candidates' attitudes before and after entry**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Dorothee Hanin (Univ. catholique de Louvain, BE)  
dorothee.hanin@uclouvain.be  
Florence Stinglhamber (Univ. catholique de Louvain, BE)  
Nathalie Delobbe (Univ. catholique de Louvain, BE)

**(2) Is voice always important? Different patterns for employees and volunteers with various underlying motives**

Kathleen Otto (Univ. of Leipzig, DE) kathleen.otto@uni-leipzig.de  
Sarah Götze (Univ. of Leipzig, DE)

**(3) Are public organizations more stressed than private? A study of work stress considering value congruence**

Valentina Ramos (Univ. do Porto, PT) valia\_ramos@yahoo.es  
Filomena Jordão (Univ. do Porto, PT)

**(4) Cultural differences in intelligence according socio-demographic and context variables**

Gabriela Gonçalves (Univ. of Algarve, CIEO, PT)  
ggoncalves@ualg.pt  
Cátia Andreia Vera Verissimo de Sousa (Univ. of Algarve, CIEO, PT)  
Joana Santos (Univ. of Algarve, CIEO, PT)  
Alejandro Orgambidez-Ramos (Univ. of Algarve, CIEO, PT)

**(5) Motivational orientations and organizational citizenship behavior of members of youth associations**

Velli Parts (Tallinn Univ. of Technology, EE) velli.parts@enop.ee  
Mari-Liis Animägi (Tallinn Univ. of Technology, EE)

**(6) Organizational commitment and citizenship behaviors: The role of volunteerism, organizational culture and affectivity**

Ajay Kumar Jain (School of Business and Social Sciences, Aarhus Univ., DK) ajay@psy.au.dk  
John Thoegersen (School of Business and Social Sciences, Aarhus Univ., DK)  
Harish Sujjan (A.B. Freeman School of Business, Tulane Univ., US)

**(7) The fit index: A new perspective for person-organization fit analysis**

Frederico Maciel Moreira (Univ. Católica de Brasília (UCB), BR)  
frederico\_moreira@yahoo.com.br  
Elaine Rabelo Neiva (Univ. de Brasília (UnB), BR)

**(8) <sup>(PP)</sup> Work-oriented training on values in organizations**

Sandra Niedermeier (Univ. of Munich (LMU), DE)  
sandra.niedermeier@psy.lmu.de  
Heinz Mandl (Univ. of Munich (LMU), DE)

**(9) Young adults' willingness to participate in union activities**

Victor Michael Catano (Saint Mary's Univ., CA) vic.catano@smu.ca

**(10) The impact of leadership behavior on climate emergence. A longitudinal study**

Burak Oc (Univ. Pompeu Fabra, ES & Singapore Management Univ., Lee Kong Chian School of Business) burak.oc@upf.edu  
Michael Bashshur (Singapore Management Univ., Lee Kong Chian

School of Business)

**(11) Social recognition and organizational commitment**

Ralph Sichler (Univ. of Applied Sciences Wiener Neustadt, AT)  
ralph.sichler@fhwn.ac.at  
Martina Federler (Univ. of Applied Sciences Wiener Neustadt, AT)

**(12) Motives in paid work at non-profit organizations**

Teresa Proença (Univ. of Porto, Faculty of Economics, CEF.UP)  
tproenca@fep.up.pt  
Simone Cristina (Univ. of Porto, Faculty of Economics, CEF.UP)

**(13) The Issue of presenteeism in organisations: Establishing construct, nomological and predictive validity**

Charmi Patel (Univ. of Edinburgh Business School, UK)  
Charmi.Patel@ed.ac.uk  
Prof. Pawan Budhwar (Aston Business School, UK)

**(14) Why women rarely rise to the top: A social identity model of leader prototypes**

Emmanuelle Patricia Kleinlogel (Univ. of Lausanne, Faculty of HEC, CH) emmanuelle.kleinlogel@unil.ch  
Tobias Dennerlein (Univ. of Lausanne, Faculty of HEC, CH)  
Jörg Dietz (Univ. of Lausanne, Faculty of HEC, CH)  
Fabrice Gabarrot (Univ. of Burgundy, FR)

**(15) Cognitive and affective trust between HR business partners and line managers**

Andrea Mueller (ZHAW Zurich Univ. of Applied Sciences, CH)  
muan@zhaw.ch

**(16) Career goals setting – Comparative study on Norwegian and Polish students**

Barbara Smorczewska (Univ. of Silesia in Katowice, PL)  
Barbara.smorczewska@us.edu.pl

**(17) The link between teachers and their work**

Charlison Mendes Gonçalves (Centro Univ. do Leste de Minas Gerais, BR) charlisonpsi@gmail.com  
Anizaura Lidia Rodrigues de Souza (Centro Univ. do Leste de Minas Gerais, BR; Univ. Federal de Minas Gerais)  
Livia de Oliveira Borges (Univ. Federal de Minas Gerais)

**(18) The structure of favorite organizational values and perceived organizational values**

Juliana Moraes de Sousa (Univ. de Brasília, BR)  
sousa.juliana@gmail.com  
Juliana Barreiros Porto (Univ. de Brasília, BR)

**(19) ICT, bureaucracy, and quality of working life**

Herman Steensma (Leiden Univ., NL) Steensma@fsw.leidenuniv.nl  
Irene Kruijff (Leiden Univ., NL)

**(20) Benevolent sexism, affirmative action and gender relations**

Gabriela Maria Gonçalves (Univ. do Algarve) ggoncalves@ualg.pt  
Jean-Cristophe Giger (Univ. do Algarve)  
Alejandro Orgambidez-Ramos (Univ. do Algarve; Center for Spatial and Organizational Dynamics)  
Alexandra Gomes (Univ. do Algarve; Center for Spatial and Organizational Dynamics)  
Joana Santos (Univ. do Algarve; Center for Spatial and Organizational Dynamics)

**(21) Adaption of CWEQ-II in a Spanish teaching and non-teaching sample at Univ.**

María Isabel Mendoza-Sierra (Univ. of Huelva) imendoza@uhu.es  
 Yolanda Borrego-Alés (Univ. of Huelva)  
 Gabriela Gonçalves (Univ. of Algarve)  
 Alejandro Orgambidez-Ramos (Univ. of Algarve)  
 Joana Santos (Univ. of Algarve)

**(22) Metric evidence of Spreitzer's psychological empowerment scale with a Spanish teaching and non-teaching sample at university**

María Isabel Mendoza-Sierra (Univ. of Huelva) imendoza@uhu.es  
 Yolanda Borrego-Alés (Univ. of Huelva)  
 Alejandro Orgambidez-Ramos (Univ. of Algarve)  
 Joana Santos (Univ. of Algarve)  
 Gabriela Gonçalves (Univ. of Algarve)

**(23) A multi-level analysis of the moderating role of supportive team climate in the emotion work-emotional exhaustion relationship****Nominated for the EAWOP Congress 2013 Best Poster Award**

Esther García-Buades (Univ. of Balearic Islands, ES)  
 esther.garcia@uib.es  
 Silvia Ortiz Bonnin (Univ. of Balearic Islands, ES)  
 Amparo Caballer Hernández (Univ. of Valencia, ES)  
 Dieter Zapf (Goethe-Univ. Frankfurt, DE)

Topic area: Human Resource Management

**(24) Interactive relations between generations, supervisor incivility, and job context on work outcomes****Nominated for the EAWOP Congress 2013 Best Poster Award**

Justin Marcus (Ozyegin Univ., TR) justin.marcus@ozyegin.edu.tr  
 Michael Leiter (Acadia Univ., CA)

**(25) How long will I stay and how many opportunities will I have in my work life? Stability of occupational future time perspective and its relationship with general time perspective**

Julia G. Weikamp (Univ. of Wuerzburg, Work & Univ. of Freiburg)  
 julia.weikamp@uni-wuerzburg.de  
 Anja S. Göritz (Univ. of Freiburg)

**(26) The perception of sexual harassment: A comparative study**

Joanna Blahopoulou (Univ. of the Balearic Islands, ES)  
 joannaki84@yahoo.de  
 Capilla Navarro Guzmán (Univ. of the Balearic Islands, ES)  
 Virginia Ferreira Basurto (Univ. of the Balearic Islands, ES)

**(27) Interest differences in HR: A science-practitioner gap for the center - A double gap for the periphery**

Nida ul Habib Bajwa (Univ. des Saarlandes, DE)  
 n.bajwa@mx.uni-saarland.de  
 Cornelius J. König (Univ. des Saarlandes, DE)

**(28) Relationships between personality and task and citizenship performance in clerical jobs**

Dolores Diaz-Cabrera (Universidad La Laguna, ES) mddiaz@ull.es  
 Christian Rosales (Universidad La Laguna, ES)  
 Luis Diaz-Vilela (Universidad La Laguna, ES)  
 Estefania Feraud (Universidad La Laguna, ES)  
 Rosa Isla (Universidad La Laguna, ES)  
 Naira Delgado (Universidad La Laguna, ES)

**(29) <sup>(PP)</sup> Prevention- vs promotion-oriented proactive behaviors and organizational socialization process: The dark side of newcomer proactivity**

Marco Tomietto (Univ. of Verona, IT) marco.tomietto@univr.it  
 Cristina Maria Rappagliosi (Univ. of Verona, IT)  
 Adalgisa Battistelli (Univ. Paul Valéry, E4556 Epsilon Laboratory, Montpellier, FR)

**(30) Exploring the psychological processes that link organization-assigned talent categories with job satisfaction and work effort: The role of distributive and procedural justice**

Jolyn Gelens (Vrije Univ. Brussel, BE) jgelens@vub.ac.be  
 Joeri Hofmans (Vrije Univ. Brussel, BE)  
 Nicky Dries (Univ. of Leuven, BE)  
 Roland Pepermans (Vrije Univ. Brussel, BE)

**(31) Horizontal and vertical career success specifics in Russia**

Olga A. Tikhomandritskaya (Moscow State Univ., RU)  
 tihomandr@rambler.ru  
 Alexander M. Rikel (Moscow State Univ., RU)

**(32) Organizational career management in the "new career" era: Characteristics and outcomes**

Ans De Vos (Antwerp Management School, BE)  
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 Koen Cuyckens (SD Worx for Society)

**(33) Student sense of coherence, study engagement and self-efficacy in relation to their study and employability satisfaction**

Rudolf Machiel Oosthuizen (Univ. of South Africa, ZA)  
 oosthrm@unisa.ac.za  
 Melinde Coetzee (Univ. of South Africa, ZA)

**(34) <sup>(PP)</sup> Talent management – A case study of geothermal development company (GDC)**

Dansette Mikuro Kenani (Geothermal Development Company, Kenya) dkenani@gdc.co.ke

**(35) The measurement of HR practices: Comparing survey items**

Susanne Beijer (Tilburg Univ., NL) s.e.beijer@uvt.nl  
 Jaap Paauwe (Tilburg Univ., NL)  
 Riccardo Peccei (Tilburg Univ., NL & King's College, London, UK)  
 Marc Van Veldhoven (Tilburg Univ., NL)

**(36) Tutorials in upper grades of engineering school in the national university of Mar del Plata (Argentina): An exploratory study**

Emanuela Ingusci (Univ. of Salento, Lecce IT)  
 emanuela.ingusci@unisalento.it  
 Maria Velia Artigas (National Univ. of Mar del Plata, AR)  
 Lilita Edith Ferrari (Univ. of Buenos Aires, AR)  
 Giancarlo Tanucci (Univ. of the studies "A. Moro", Bari, IT)  
 Graciela Filippi (Univ. of Buenos Aires, AR)

**(37) Career counseling in the XXIst century: New perspectives and empirical evidence of intervention effectiveness**

Annamaria Di Fabio (Univ. of Florence, IT) adifabio@psico.unifi.it

**(38) Age stereotypes in organizations – One dimension or more?**

C. Martin G. Noack (Jacobs Univ. Bremen, DE)

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 Anne Janssen (Jacobs Univ. Bremen, DE)  
 Jan-David Kuckla (Jacobs Univ. Bremen, DE)

**(39) Doctoral student's professional identity: the model of psychological, social and environmental factors**

Kristina Kovalcikiene (Vytautas Magnus Univ., LT)  
 k.kovalcikiene@smf.vdu.lt  
 Loreta Buksnyte-Marmiene (Vytautas Magnus Univ., LT)

**(40) <sup>(PP)</sup> Psychological criteria of estimation of sellers' professional competence**

Mahametzhanovna Mehriban Abdullaeva (Moscow State Univ., RU) mehriban@rambler.ru

**(41) <sup>(PP)</sup> Development of a computer based task performance scale for clerical workers in a public administration**

Luis Fernando Diaz Vilela (Univ. of La Laguna, ES) ldiazvi@ull.es  
 Dolores Diaz Cabrera (Univ. of La Laguna, ES)  
 Rosa Isla Diaz (Univ. of La Laguna, ES)  
 Estefania Hernandez Fernaud (Univ. of La Laguna, ES)  
 Christian Rosales Sanchez (Univ. of La Laguna, ES)  
 Naira Delgado Rodriguez (Univ. of La Laguna, ES)

**(42) Relational perspective of meaning in life at retirement: A qualitative study**

Ariane Froidevaux-Rosselet (Univ. of Lausanne, CH)  
 Ariane.Rosselet@unil.ch  
 Andreas Hirschi (Univ. of Lausanne, CH)

**(43) Career decision-making difficulties and individual differences: The role of emotional intelligence to strength the career choice process**

Annamaria Di Fabio (Univ. of Florence, IT) adifabio@psico.unifi.it  
 Letizia Palazzeschi (Univ. of Florence, IT)

**(44) Evaluation of effectiveness of a guidance intervention (ACARISS Program) in the field of science for the promotion of talents**

Letizia Palazzeschi (Univ. of Florence, IT)  
 letizia.palazzeschi@gmail.com  
 Annamaria Di Fabio (Univ. of Florence, IT)

**(45) Understanding personality profiles of skilled trade careers**

Brenton M Wiernik (Univ. of Minnesota, US) wiern001@umn.edu  
 Stephan Dilchert (Baruch College, CUNY)  
 Deniz S. Ones (Univ. of Minnesota, US)

**(46) How to make reflective learning effective: The significance of contextualization for reflective learning from formal training**

Kristin Knipfer (TU München, DE) kristin.knipfer@tum.de  
 Johannes Moskaliuk (Univ. Tübingen, DE)  
 Christian Knipfer (Universitätsklinikum Erlangen, DE)  
 Florian Stelzle (Universitätsklinikum Erlangen, DE)  
 Georg Breuer (Universitätsklinikum Erlangen, DE)  
 Ulrike Cress (Leibniz-Institut für Wissensmedien, DE)

Topic area: Research and Methodology

**(47) Occupational expectancies and employability perceptions in undergraduates: a mixing method study**

Michela Cortini (Univ. of Chieti, IT) cortini@unich.it  
 Maria Elisa Maiolo (Univ. of Chieti, IT)

**(48) Observer effects in the absence of demand characteristics: The curious case of video monitoring of task performance**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Géraldine Marique (Univ. catholique de Louvain, BE)  
 geraldine.marique@uclouvain.be  
 Thomas Edwin Becker (Univ. of Delaware, US)

**(49) Validation of a German version of the ethical leadership at work questionnaire (ELW) by Kalshoven et. al (2011)**

Barbara Steinmann (Bielefeld Univ., DE)  
 barbara.steinmann@uni-bielefeld.de  
 Annika Nübold (Bielefeld Univ., DE)  
 Günter W. Maier (Bielefeld Univ., DE)

**(49) Approach and avoidance temperament: An examination of its factorial, construct, and predictive validity at work**

Tanja Bipp (Open Univ., NL & TU/e Technische Univ. Eindhoven, NL) tanja.bipp@ou.nl  
 P.A.M. Kleingeld (TU/e Technische Univ. Eindhoven, NL)

**(51) A board game on 'new ways of work' as a tool in education**

Brenda Groen (Saxion, NL) b.h.groen@saxion.nl  
 Hester Van Sprang (Saxion, NL)

**(52) Measuring invariance of job satisfaction in six group of professionals: a cross-cultural study**

Piergiorgio Argentero (Univ. of Pavia, IT)  
 piergiorgio.argentero@unipv.it  
 Maria Santa Ferretti (Univ. of Pavia, IT)

**(53) Spatial distance from objects representing an organization as a predictor of job performance**

Sylwiusz Retowski (Univ. of Social Sciences and Humanities, Faculty in Sopot, PL) sylwiusz.retowski@swps.edu.pl  
 Aleksandra Fila-Jankowska (Univ. of Social Sciences and Humanities, Faculty in Sopot, PL)

**(54) A hierarchy of eustress and distress: Rating scaling of the Valencia eustress distress appraisal scale**

Malgorzata Wanda Kozusznik (Univ. of Valencia, ES; IDOCAL) malgorzata.kozusznik@uv.es  
 Susana Lloret (Univ. of Valencia, ES; IDOCAL)  
 Isabel Rodríguez (Univ. of Valencia, ES; IDOCAL)  
 José María Peiró (Univ. of Valencia, ES; IDOCAL; IVIE)

**(55) Fabrication of other reports in snowball sampling: An overlooked problem in multi-source research?**

Bernd Marcus (Univ. of Hagen, DE)  
 bernd.marcus@fernuni-hagen.de  
 Oliver Weigelt (Univ. of Hagen, DE)  
 Jane Hergert (Univ. of Hagen, DE)  
 Jochen Gurt (Univ. of Hagen, DE)  
 Petra Gelléri (Univ. of Hagen, DE)

**(56) <sup>(PP)</sup> The effectiveness of the money-motivation before and after job placement**

Ekaterina Strizhova (National research Univ. "Higher school of economics", RU) ekaterina-st@list.ru

**(57) <sup>(PP)</sup> Using the JDR model in a psychological risk evaluation: The importance of specific job demands and resources to explain job-related health effects**

Tony Machado (Laboratoire CRPCPO, FR)  
machado.tony1@gmail.com  
Pascale Desrumaux (Laboratoire CRPCPO, FR)

**(58) West meets East (or does it?): The challenge of establishing measurement equivalence between European and Chinese versions of personality questionnaires**

Sebastian Bonitz (Hogrefe Verlag GmbH & Co. KG, DE)  
sebastian.bonitz@hogrefe.de

**Topic area:** Sustainable Environment and Organizations

**(59) Ethical managers in ethical organisations? The leadership-culture connection among Finnish managers**

Maiju Johanna Kangas (Univ. of Jyväskylä, FI)  
maijukangas@gmail.com

**(60) Shareholders favor stakeholder management? Yes they do – But only as long as it does not hurt!**

Tanja Schwarzmueller (Technische Univ. Muenchen)  
t.schwarzmueller@tum.de  
Prisca Brosi (Technische Univ. Muenchen)  
Matthias Spörrle (Univ. of Applied Management (UAM))  
Isabell M. Welpel (Technische Univ. Muenchen)

**(61) <sup>(PP)</sup> A model for guiding customers in developing the optimal future office**

Susanna Toivanen (Stockholm Univ., SE & NCC Property Development AB, SE) susanna.toivanen@chess.su.se  
Lotta Strömngren Jönsson (NCC Property Development AB, SE)

**(62) Exploring environmentally unfriendly employee behaviors in Europe**

Brenton M Wiernik (Univ. of Minnesota, US) wiern001@umn.edu  
Stephan Dilchert (Baruch College, CUNY)  
Deniz S. Ones (Univ. of Minnesota, US)  
Lauren Hill (Univ. of Minnesota, US)

**(63) Managers' prioritisation of corporate social responsibility: Data from an emerging economy such as Peru**

Leire Gartzia (Deusto Business School, Univ. of Deusto, ES)  
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Elsa del Castillo (Universidad del Pacífico)  
Amaia Arizkuren (Deusto Business School, Univ. of Deusto, ES)

**(64) Organizational environmental policies and employee behavior: Comparing European and U.S. samples**

Brenton M Wiernik (Univ. of Minnesota, US) wiern001@umn.edu  
Stephan Dilchert (Baruch College, CUNY)  
Deniz S. Ones (Univ. of Minnesota, US)

**(65) The "manager of sustainability" in changing labor market: an exploratory study on a new professional profile**

Emanuela Ingusci (Univ. of Salento, Lecce IT)  
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Michele Dassisi (Politecnico of Bari, IT)  
Maria Velia Artigas (Univ. of Mar Del Plata, AR)

**Topic area:** Occupational and Organizational Safety

**(66) Patients' safety culture and suboptimal care. Results from the ORCAB study in Romania**

Florina Dana Spanu (Babes-Bolyai Univ., RO)  
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Adriana Baban (Babes-Bolyai Univ., RO)  
Mara Bria (Babes-Bolyai Univ., RO)  
Lucia Ratiu (Babes-Bolyai Univ., RO)

**(67) The mediating role of social work characteristics in the relationship between transformational leadership and safety performance**

Ilse Lievens (Univ. of Ghent, BE) IlseM.Lievens@UGent.be  
Peter Vlerick (Univ. of Ghent, BE)

**(68) <sup>(PP)</sup> Working in hostile environment. A comparison between professional and recreational divers**

Harald Ege (Prima Associazione Italiana contro Mobbing e Stress psicosociale, IT) harald.ege@iol.it

**(69) Psychosocial safety climate and psychological risk prevention at work**

Javier Cerrato (Univ. of Basque Country, ES)  
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Itziar Ugarteburu (Univ. of Basque Country, ES)  
Jon Iradi (Univ. of Basque Country, ES)  
Eva Cifre (Univ. of Basque Country, ES)

**(70) Work-related stress mediate the relationship between safety climate and safety performance**

Margherita Brondino (Univ. di Verona, IT)  
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Anna Paolillo (Univ. di Verona, IT)  
Margherita Pasini (Univ. di Verona, IT)  
Gianluigi Lazzarini (Univ. di Verona, IT)  
Luciano Romeo (Univ. di Verona, IT)

**Topic area:** Economic Psychology

**(71) Acute stress and advice taking**

Andreas Mojzisch (Univ. of Hildesheim, DE)  
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Thomas Schultze (Univ. of Goettingen, DE)  
Marie Juli (Univ. of Muenster, DE)  
Stefan Schulz-Hardt (Univ. of Goettingen, DE)

**(72) Motivating moral action in organizations: The effects of omission bias and the affect heuristic on perceptions of moral intensity**

David Michael Wasieleski (Duquesne Univ., Pittsburgh, PA, US & ICN Business School, Nancy, FR) wasieleski@duq.edu  
Gustav Lundberg (Duquesne Univ., Pittsburgh, PA, US & Swedish School of Economics and Business Administration, Helsinki, FI)  
Sefa Hayibor (Carleton Univ., Ottawa, Ontario, CA)

**(73) Immediate vs delayed feedback – The effects of timeliness of feedback on tax compliance and trust**

Jennifer Stark (Univ. of Vienna, AT) jennifer.stark@univie.ac.at  
Christoph Kogler (Univ. of Vienna, AT)  
Luigi Mittone (Univ. of Trento, IT)  
Erich Kirchler (Univ. of Vienna, AT)

**(74) Stress and strategic decision-making in the beauty contest game**

Johannes Leder (Univ. of Erfurt, DE) johannes.leder@uni-erfurt.de  
 Jan Alexander Häusser (Univ. of Hildesheim)  
 Andreas Mojzisch (Univ. of Hildesheim)

**Topic area:** Organizational Change and Development

**(75) Creating the future: Successful, innovative partnership at the heart of the academy**

Roderick Ian Nicolson (Univ. of Sheffield)  
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 John Cullen (Univ. of Sheffield)  
 Kamal Birdi (Univ. of Sheffield)  
 Stephanie Sturges (Sheffield Hallam Univ.)  
 Paul Stokes (Sheffield Hallam Univ.)

**Thematic Sessions (2:45pm - 4:15pm)****Entrepreneurship**

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

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

**Location:** Tent, green area

**Session Chairs:** Rene Schalk (Tilburg Univ.)  
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Silvia Fernandes Costa (Instituto Univ. de Lisboa (ISCTE-IUL))  
 silvia\_fernandes\_costa@iscte.pt

» **Entrepreneurial competencies profiles: Different patterns for intentions and predisposition to consider entrepreneurship as a career option**

Silvia Fernandes Costa (Instituto Univ. de Lisboa (ISCTE-IUL), PT) silvia\_fernandes\_costa@iscte.pt  
 António Caetano (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» **(PP) Young companies and entrepreneurs: A study on start-ups from the psychological point of view**

Silvia Pinato (Univ. degli Studi di Verona, IT) silvia.pinato@univr.it  
 Roberta Maeran (Univ. degli Studi di Padova, IT)

» **Entrepreneurship at higher education – Can entrepreneurship be learned as a set of competencies?**

Silvia Fernandes Costa (Instituto Univ. de Lisboa (ISCTE-IUL), PT) silvia\_fernandes\_costa@iscte.pt  
 Dominika Dej (Technische Univ. Dresden, DE)  
 António Caetano (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» **Entrepreneurs' attributions to success and failure in the contemporary economic environment**

Nikos Bozionelos (Audencia Nantes, FR) boc.huns@yahoo.com  
 Jordan Brown-Rabin (Durham Univ. Business School, UK)

» **Development of the entrepreneurial job demands scale**

Rene Schalk (Tilburg Univ., NL) m.j.d.schalk@uvt.nl  
 Josette Dijkhuizen (Tilburg Univ., NL)  
 Marc van Veldhoven (Tilburg Univ., NL)

**Fostering Employees' Health**

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

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

**Location:** Tent, red area

**Session Chairs:** Mats Glambek (Univ. of Bergen)  
 mats.glambek@psysp.uib.no

Eva-Lotta Nylén (Stockholm Univ.)  
 eva-lotta.nylen@psychology.su.se

» **Can paid sick leave reduce presenteeism among physicians?**

Ingrid Steen Rostad (Norwegian Univ. of Science and Technology, Trondheim, NO) ingrid.s.rostad@svt.ntnu.no  
 Sylvi Thun (Norwegian Univ. of Science and Technology, Trondheim, NO)  
 Per Øystein Saksvik (Norwegian Univ. of Science and Technology, Trondheim, NO)  
 Lise Tevik Løvseth (St Olavs Univ. Hospital)

» **Job-related stress and nursing staff turnover: The moderating effect of recognition of performance and achievement**

Claudio Giovanni Cortese (Univ. of Turin, IT)  
 claudio.cortese@unito.it

» **Unwinding, recuperation, and health among social workers and caretakers at psychiatric ward**

Eva-Lotta Nylén (Stockholms Univ., SE)  
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 Lars Häsänen (Stockholms Univ., SE)  
 Sara Göransson (Stockholms Univ., SE)  
 Gunnar Aronsson (Stockholms Univ., SE)  
 Magnus Sverke (Stockholms Univ., SE)

» **Employees' health and high work intensity: The influence of decision latitude and job demands on health indicators**

Stephan Hinrichs (Univ. Duisburg-Essen, DE)  
 stephan.hinrichs@uni-due.de  
 Erich Latniak (Univ. Duisburg-Essen, DE)

» **Intentions to leave and exclusion from working life among targets of workplace bullying: A 5-year longitudinal study among a representative sample of the Norwegian workforce**

Mats Glambek (Univ. of Bergen, NO) mats.glambek@psysp.uib.no  
 Anders Skogstad (Univ. of Bergen, NO)  
 Ståle Einarsen (Univ. of Bergen, NO)

» **Positive workplace interventions: Which resources for employees' health development?**

Ofelia Tatu (Univ. d'Artois / VTE, FR) ofeliaflorina@yahoo.fr  
 Marcel Lourel (Univ. d'Artois - IUFM Nord-Pas de Calais)

» **Long term intervention on work-related stress: How do actors and issues change?**

Philippe Sarnin (Univ. of Lyon, FR) philippe.sarnin@univ-lyon2.fr

» **Workaholism as work craving**

Kamila Wojdylo (Univ. of Gdansk, PL)  
 Jacek Buczny (Univ. of Social Sciences and Humanities, PL)  
 Nicola Baumann (Univ. of Trier, DE)  
 Julius Kuhl (Univ. of Osnabrück, DE)

## Social Networking and Emotion Perception at Work

Interactive Poster Session, topic area: Other

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

Location: Tent, blue area

Session Chairs: Edgar Bresó (Univ. Jaume I De Castellon)  
bresó@uji.es

Anne Gutschmidt (Univ. of Rostock)  
anne.gutschmidt@uni-rostock.de

### » *Social networks and social capital at work: Evidence from Puerto Rico*

Laura Galarza (Universidad de Puerto Rico, US)  
lgalarza@yahoo.com  
Geovanni Lopez (Univ. of Puerto Rico at Bayamon)

### » *How personal characteristics and social network participation influence economic choice*

Irina Zinovieva (Sofia Univ. St. Kliment Ohridski, BG)  
zinovieva@arcor.de  
Momchil Kiryakov (Sofia Univ. St. Kliment Ohridski, BG)  
George Mengov (Sofia Univ. St. Kliment Ohridski, BG)

### » (PP) *Social-communicative factors in the context of women vocational development*

Anastasia Shevchuk (Saint-Petersburg State Univ., RU)  
shevna@mail.ru

### » *On the impact of the current affective state on reading emotions in facial expressions of others – an experimental study*

Anne Gutschmidt (Univ. of Rostock, DE)  
anne.gutschmidt@uni-rostock.de  
Erko Martins (Univ. of Rostock, DE)  
Friedemann W. Nerdinger (Univ. of Rostock, DE)

### » (PP) *New methodologies for assessing “emotion perception” as a component of emotional intelligence*

Edgar Bresó (Univ. Jaume I de Castellon, ES) bresó@uji.es  
Francisco Ramos (Univ. Jaume I de Castellon, ES)  
Juana Breton-Lopez (Univ. Jaume I de Castellon, ES)

## Work-Home Interface and Presenteeism

Interactive Poster Session, topic area: Employee Well-being

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

Location: Tent, yellow area

Session Chairs: Sandra Ohly (Univ. of Kassel)  
ohly@uni-kassel.de

Anna Sutton (Manchester Metropolitan Univ.) a.sutton@mmu.ac.uk

### » *Workload and work-family interference: Hindrances or challenges? Evidence from a sample of Romanian healthcare professionals*

Alina Maria Flestea (Babes-Balyai Univ., RO)  
alina.flestea@gmail.com  
Florina Spanu (Babes-Balyai Univ., RO)  
Mara Bria (Babes-Balyai Univ., RO)  
Adriana Baban (Babes-Balyai Univ., RO)  
Bogdan Corduneanu (Babes-Balyai Univ., RO)

### » *Work and home personality: Differentiation or integration?*

Anna Sutton (Manchester Metropolitan Univ., UK)  
a.sutton@mmu.ac.uk

### » *Validation of the German version of the “Survey Work-Home Interaction – NijmeGen” (SWING)*

Rita Berger (Univ. of Barcelona, ES) ritaberger@ub.edu  
Erika Spiess (Ludwig Maximilian Univ. of Munich, DE)  
Zhaneta Dimitrova (Ludwig Maximilian Univ. of Munich, DE)  
Marina Romeo (Univ. of Barcelona, ES)

### » *It’s been a hard day’s night, and I’ve been working while sick: The relationship between workaholism and presenteeism*

Greta Mazzetti (Univ. of Bologna, IT) greta.mazzetti3@unibo.it  
Aurora Ricci (Univ. of Bologna, IT)  
Dina Guglielmi (Univ. of Bologna, IT)  
Marco Depolo (Univ. of Bologna, IT)

### » *Use of smartphones for work and well-being in the evening: The role of autonomous and controlled motivation*

Sandra Ohly (Univ. of Kassel, DE) ohly@uni-kassel.de  
Alessa Latour (Univ. of Giessen, DE)  
Ruth Stock-Homburg (Technical Univ. of Darmstadt, DE)

### » *The process leading to presenteeism: How can we prevent it?*

Chiara Panari (Univ. of Parma, IT) chiara.panari@unipr.it  
Silvia Simbula (Univ. of Milan Bicocca, IT)  
Nicoletta Bova (Univ. of Molise, IT)

## Team Processes and Team Performance: The Effects of Diversity Perceptions and (Shared) Leadership

Symposium, topic area: Teams and Workgroups

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

Location: S-1

Session Chair: Conny H. Antoni (Univ. of Trier)  
antoni@uni-trier.de

### » *Multilevel effects of team diversity on team processes: The role of individual diversity perceptions*

Thomas Ellwart (Univ. of Trier) ellwart@uni-trier.de  
Andrea Fischer (GKN Driveline Deutschland GmbH)

### » *What makes us see, like and look for diversity? The effects of team members’ need for differentiation on diversity perceptions, beliefs and subsequent team processes*

Silke Bündgens (Univ. of Trier) buendsi@uni-trier.de  
Thomas Ellwart (Univ. of Trier)  
Rasmus Oertel (Univ. of Trier)

### » *The relationship between temporal diversity and team processes: The importance of communicating temporal characteristics and temporal consensus*

Josette Gevers (Eindhoven Univ. of Technology)



j.m.p.gevers@tue.nl  
Sonja Rispens (Eindhoven Univ. of Technology)

» ***The effect of missing leadership on team member's affective commitment and motivation***

Yvonne Garbers (Kiel Univ.) garbers@psychologie.uni-kiel.de  
Udo Konradt (Kiel Univ.)

» ***Team learning behavior as a mediator of the influence of shared leadership capacity on team performance***

Rasmus Oertel (Univ. of Trier) oertel@uni-trier.de  
Conny H. Antoni (Univ. of Trier)

» ***Teamwork within lean production or the paradox between standardization of work and innovation***

Annika Lantz (Stockholm Univ.) annika.lantz@psychology.su.se  
Niklas Hansen (Stockholm Univ.)  
Conny H. Antoni (Univ. of Trier)

## Making High Responsibility Teams work – Requirements, Attitudes, and Processes Related to Team Performance

Symposium, topic area: Teams and Workgroups

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

Location: S-2

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

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

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

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

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

Sifra Corver (ETH Zurich, CH) scorver@ethz.ch  
Kohei Nonose (Univ. of Tokyo, JP)  
Gudela Grote (ETH Zurich, CH)

» ***Developing a team situation model in emergency management teams: The role of team learning behaviors***

Selma van der Haar (Leiden Univ., NL) haarsvd@plato.leidenuniv.nl  
Mien Segers (Maastricht Univ., NL)  
Karen A. Jehn (Melbourne Business School, AU)  
Piet van den Bossche (Maastricht Univ., NL)

» ***Using hierarchical task analysis to identify different coordination requirements in paediatric emergency scenarios***

Jan Schmutz (Univ. of Fribourg, CH) jan.schmutz@unifr.ch  
Tanja Manser (Univ. of Fribourg, CH)

» ***"Do you know something I don't know?" Evaluations of expertise predict coordination and performance in action teams***

Michael Josef Burtscher (Univ. of Zurich, CH) m.burtscher@psychologie.uzh.ch  
Etna E. Engeli (Univ. of Basel, CH)  
Stefan Gisin (Univ. Hospital Basel, CH)

## (PP) A New Approach to Psychometric Assessment in Human Capital Management

Practitioner Forum, topic area: Personnel Selection and Recruitment

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

Location: S-6

Session Chair: Harald Ackerschott (ackerschott and associates, DE) ha@ackerschott.eu

Facilitator: Dr. Dorothea Klinck (German Federal Employment Agency, DE) Dorothea.Klinck@arbeitsagentur.de

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

Annika van Veen (ackerschott and associates, DE) av@ackerschott.eu  
Jelena Strache (ackerschott and associates, DE)  
Harald Ackerschott (ackerschott and associates, DE)

» ***Theoretical background on the abcĬ***

Harald Ackerschott (ackerschott and associates, DE) ha@ackerschott.eu  
Annika van Veen (ackerschott and associates, DE)

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

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

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

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

» ***Objective psychometric measures facilitate diversity management***

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

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

Symposium, topic area: Emotions in the Workplace

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

Location: S-8

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

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

» *Testing an affect misattribution theory of intrinsic motivation*

Pontus Leander (Univ. of Groningen) n.p.leander@rug.nl  
 Aaron Kay (Duke Univ.)  
 Tanya Chartrand (Duke Univ.)  
 Keith Payne (Univ. of North Carolina-Chapel Hill)

» *Emotional memory in occupational context: The role of audience age*

Susanne Scheibe (Univ. of Groningen) s.scheibe@rug.nl

» *Employee deviance in reactance to supervision styles: The mediating role of anticipated guilt*

Stacey Sanders (Univ. of Groningen) s.sanders@rug.nl  
 Barbara Wisse (Univ. of Groningen)  
 Nico van Yperen (Univ. of Groningen)

» *The role of positive emotions in prolonging older workers' careers*

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

» *Emotion regulation related to leadership: State of the art and future research agenda*

Annie Haver (Univ. of Stavanger) annie.haver@uis.no  
 Kristin Akerjordet (Univ. of Stavanger)  
 Trude Furunes (Univ. of Stavanger)

## Experimental Industrial Psychology IX: Affective Computing

Symposium, topic area: Other

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

Location: S-9

Session Chair: Sebastian Schnieder (Univ. of Wuppertal)  
 s.schnieder@uni-wuppertal.de

» *Thermographic detection of stress in simulated job interviews*

Sascha Datkiewicz (Univ. of Wuppertal)  
 s.datkiewicz@uni-wuppertal.de  
 Jarek Krajewski (Univ. of Wuppertal)  
 Sebastian Schnieder (Univ. of Wuppertal)

» *EEG based sleepiness estimation – Comparison of two new methods*

Martin Golz (Univ. of Applied Sciences, Schmalkalden)  
 m.golz@fh-sm.de  
 David Sommer (Univ. of Applied Sciences, Schmalkalden)  
 Udo Trutschel (Circadian Inc.)  
 Dave Edwards (Caterpillar Inc.)  
 Jarek Krajewski (Univ. of Wuppertal)

» *Errors, aging and personality: An event-related potential (ERP) approach*

Sven Hoffmann (Leibniz Research Centre for Working environment and Human Factor) shoffmann@ifado.de  
 Edmund Wascher (Leibniz Research Centre for Working environment and Human Factor)  
 Michael Falkenstein (Leibniz Research Centre for Working environment and Human Factor)

» *Analysing keyboard strokes and mouse movement pattern to detect sleepiness at regular PC-work*

Stefan Ungruh (Univ. of Wuppertal)  
 s.ungruh@image-management.net  
 Jarek Krajewski (Univ. of Wuppertal)  
 Florian Eyben (LMU Munich (DE), Human-Machine-Interaction)  
 Bjoern Schuller (LMU Munich (DE), Human-Machine-Interaction)

## European Network of Selection Researchers (ENESER) Symposium on Selection & Assessment in Europe

Practitioner Forum, topic area: Personnel Selection and Recruitment

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

Location: S-10

Session Chairs: Ioannis Nikolaou (Athens Univ. of Economics and Business) inikol@aueb.gr

Neil Anderson (Brunel Univ., UK) Neil.Anderson@brunel.ac.uk

» *Beyond the Big Five: CSE and proactive personality as predictors of job performance in nursing staff*

Felisa Latorre (ITAM, Mexico City, MX)  
 m.felisa.latorre@googlemail.com  
 Kristina Potocnik (Univ. of Edinburgh, Edinburgh, UK)  
 Neil Anderson (Brunel Univ., UK)

» *Cross-cultural examination of applicant reactions to the employment interview*

Ioannis Nikolaou (Athens Univ. of Economics and Business)  
 inikol@aueb.gr  
 Talya N. Bauer (Portland State Univ., US)  
 Ana Costa (Portland State Univ., US)  
 Berrin Erdogan (Portland State Univ., US)  
 Julie McCarthy (Univ. of Toronto, CA)  
 Burcu Rodopman (Bogazici Univ., TR)  
 Donald Truxillo (Portland State Univ., US)

» *The predictive validity of selection in high stakes settings: What value do knowledge tests, situational judgement tests and assessment centres offer?*

Fiona Patterson (Univ. of Cambridge & Work Psychology Group Ltd., UK) f.patterson@workpsychologygroup.com

» *Using the ETS® personal potential index (PPI) for graduate student selection: Evidence from a culturally-diverse student sample*

Inge T.L. Schwager (Maastricht Univ., NL)  
 inge.schwager@maastrichtuniversity.nl  
 Ute R. Hülshager (Maastricht Univ., NL)  
 Jonas W.B. Lang (Maastricht Univ., NL)

## Center for Creative Leadership Award for the Best Leadership Paper Published in EJWOP 2011 and 2012

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

Location: S-Aula

Session Chair: Ramón Rico (Universidad Autónoma de Madrid)  
 ramon.rico@uam.es

**Award Winner 2011:**

» *The effects of transformational leadership behaviours on follower outcomes: An identity-based analysis*

Elizabeth V Hobman (Univ. of Queensland, AU)  
liz.hobman@csiro.au  
Chris J. Jackson (Univ. of New South Wales, AU)  
Nerina L. Jimmieson (Univ. of Queensland, AU)  
Robin Martin (Aston Univ., Birmingham, UK)

**Award Winner 2012:**

» *Transformational leadership and customer service: A moderated mediation model of negative affectivity and emotion regulation*

Aichia Chuang (National Taiwan Univ., CN) achiang@ntu.edu.tw  
Timothy Judge (Univ. of Notre Dame, US)  
Yuann Jun Liaw (National Science Council, TW)

**We Need More Time ...  
Conceptual and Methodological  
Innovations in W&O Psychology**

**Invited Symposium, topic area:** Research and Methodology

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

**Location:** H-1

**Session Chair:** Robert A. Roe (Maastricht Univ.) r.roe@maastrichtuniversity.nl

» *Unveiling the biography of people and organizations*

Robert A. Roe (Maastricht Univ.) r.roe@maastrichtuniversity.nl

» *The benefits of turbulent times: A sequence-analytic approach to experience-sampled workplace creativity*

Bertolt Meyer (Univ. of Zurich) b.meyer@psychologie.uzh.ch  
Sandra Ohly (Univ. of Kassel)

» *Intra- and inter-team longitudinal approaches combined: Inferential pitfalls to avoid and theoretical frontiers to explore*

Jia Li (Univ. of Goettingen) jia.li@psych.uni-goettingen.de

» *Trajectories of shared leadership – and not absolute levels – relate to team performance*

Christine Gockel (Univ. of Fribourg) christine.gockel@unifr.ch  
Rebecca Schmidt (Chemnitz Univ. of Technology)

» *Winning hearts and minds: The dynamic interplay of commitment processes*

Omar Solinger (Free Univ. Amsterdam) o.n.solinger@vu.nl  
Joeri Hofmans (Free Univ. Brussels)  
Woody Van Olffen (Erasmus Univ. Rotterdam)

**Broadening International  
Perspectives on Applicants'  
Faking**

**Symposium, topic area:** Personnel Selection and Recruitment

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

**Location:** H-2

**Session Chair:** Cornelius König (Univ. des Saarlandes)  
ckoenig@mx.uni-saarland.de

» *When the going gets rough....lie: Unemployment and resume fraud*

Richard L. Griffith (Florida Institute of Technology) griffith@fit.edu  
Katrina Piccone (Florida Institute of Technology)  
Lindsey M. Lee (Florida Institute of Technology)

» *Don't worry, practitioner: Self-presentation and job performance*

Pia V. Ingold (Univ. Zürich) p.ingold@psychologie.uzh.ch  
Martin Kleinmann (Univ. Zürich)  
Cornelius J. König (Univ. des Saarlandes)  
Klaus G. Melchers (Univ. Ulm)

» *Exploring the relationship between perceive and objective competition and applicant faking behavior*

Nicolas Roulin (Univ. of Lausanne) nicolas.roulin@unil.ch  
Steve Binggeli (Rice Univ. & Univ. of Lausanne)  
Franciska Krings (Univ. of Lausanne)

» *Faking in job interviews: Can we generalize from the US?*

Clemens B. Fell (Univ. des Saarlandes) c.fell@mx.uni-saarland.de  
Cornelius J. König (Univ. des Saarlandes)  
Dennis Ettl (Univ. des Saarlandes)  
Sanja Geißler (Univ. des Saarlandes)  
Anna Stafitschuck (Univ. des Saarlandes)  
Alexander H. von Lautz (Univ. des Saarlandes)  
Martina Ziem (Univ. des Saarlandes)

» *Over-claiming, social desirability and overconfidence: It's pretty much NOT the same!*

Doreen Bensch (Humboldt Univ. Berlin)  
doreen.bensch@googlemail.com  
Matthias Ziegler (Humboldt Univ. Berlin)

**SIOP-IAAP-EAWOP Alliance  
Symposium: A Cross-Cultural  
Work Design Research Incubator**

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

**Location:** H-3

**Session Chairs:** Rolf van Dick (Goethe Univ., DE)  
van.Dick@psych.uni-frankfurt.de

**Sebastian Stegmann** (Goethe Univ., DE)  
stegmann@psych.uni-frankfurt.de

**Speakers:**

Rolf van Dick (Goethe Univ., DE) van.Dick@psych.uni-frankfurt.de  
Sebastian Stegmann (Goethe Univ., DE)  
Franco Fraccaroli (Univ. of Trento, IT)  
Donald Truxillo (Portland State Univ., US)  
Sara Zaniboni (Univ. of Trento, IT)  
Jose Peiró (Univ. of Valencia, ES)  
Adela Garza (Michigan State Univ., US)  
Frederick Morgeson (Michigan State Univ., US)

**Job Insecurity: State of the Art 2 –  
Evolution and Explanations**

**Symposium, topic area:** Changing Employment Relations

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

**Location:** H-4

**Session Chair:** Hans De Witte (KU Leuven)  
Hans.DeWitte@psy.kuleuven.be

» *Development of perceived job insecurity across two years among Finnish university staff: Associations with employee outcomes*

Ulla Kinnunen (Univ. of Tampere, FI) Ulla.Kinnunen@uta.fi  
 Anne Mäkikangas (Univ. of Jyväskylä, FI)  
 Saija Mauno (Univ. of Tampere, Tampere, FI)  
 Nele De Cuyper (KU Leuven, BE)  
 Hans De Witte (KU Leuven, BE)  
 Sandra Pereira Costa (Nova School of Business and Economics, Lisbon, PT)

» *How does organisational change relate to turnover intentions? Job insecurity and attitudes towards change might play a role*

Eva Selenko (Univ. of Linz, AT) Eva.Selenko@jku.at  
 Anne Mäkikangas (Univ. of Jyväskylä, FI)  
 Saija Mauno (Univ. of Jyväskylä, FI)  
 Ulla Kinnunen (Univ. of Jyväskylä, FI)

» *Qualitative job insecurity and counterproductive work behaviors: The mediating role of psychological need frustration*

Coralia Sulea (West Univ. of Timisoara, Timisoara, RO) csulea@socio.uvt.ro  
 Tinne Vander Elst (WOPP, Dep. of Psychology, KU Leuven, BE)  
 Anja Van Den Broeck (HUB & WOPP, KU Leuven, BE)  
 Gabriel Fischmann (West Univ. of Timisoara, Timisoara, RO)  
 Dragos Iliescu (TestCentral, Bucharest, RO)  
 Hans De Witte (WOPP, Dep. of Psychology, KU Leuven, BE)

» *A three-path mediational model to explain the job insecurity-emotional exhaustion relationship: Breach of psychological contract and distributive injustice as intervening variables*

Piccoli Beatrice (Univ. of Verona, IT) beatricepiccoli@tiscali.it  
 Hans De Witte (KU Leuven, BE)  
 Pasini Margherita (Univ. of Verona, IT)

» *Perceived control and psychological contract breach as alternative explanations of the relationship between job insecurity and well-being, attitudinal and behavioural outcome*

Tinne Vander Elst (WOPP, Dep. of Psychology, KU Leuven, BE)  
 Tinne.VanderElst@ppw.kuleuven.be  
 Hans De Witte (WOPP, Dep. of Psychology, KU Leuven, BE)  
 Nele De Cuyper (WOPP, Dep. of Psychology, KU Leuven, BE)  
 Wendy Niesen (WOPP, Dep. of Psychology, KU Leuven, BE)

» *Job insecurity and work-outcomes: The role of psychological contract breach and PsyCap*

Sandra Pereira Costa (Nova School of Business and Economics) scosta@novasbe.pt  
 Pedro Neves (Nova School of Business and Economics)

## Leadership and Motivation

**Symposium, topic area:** Leadership and Management

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

**Location:** F-1

**Session Chairs:** Nishat Babu (Aston Univ.)  
 n.babu1@aston.ac.uk

Yves Guillaume (Aston Univ.) y.r.f.guillaume2@aston.ac.uk

**Facilitator:** Rudolf Kerschreiter (Freie Univ.)  
 rudolf.kerschreiter@fu-berlin.de

» *What are effective visions of change? Leader assurance of collective continuity and the moderating role of follower uncertainty*

Merlijn Venus (Rotterdam School of Management) mvenus@rsm.nl  
 Daan Stam (Rotterdam School of Management)  
 Daan van Knippenberg (Rotterdam School of Management)

» *When creative self efficacy does not lead to creativity: The effects of leaders' and followers' prevention focus*

Claudia Sacramento (Aston Univ.) c.a.sacramento@aston.ac.uk  
 Qin Zhou (Univ. of York)

» *Getting respect from a boss you respect: How different types of respect interact to explain subordinates' job satisfaction as mediated by self-determination*

Catharina Decker (Univ. of Hamburg) decker@respectresearchgroup.org  
 Niels van Quaquebeke (Kühne Logistics Univ.)  
 Matthias M. Graf (Univ. of Hamburg)

» *The effects of transformational and transactional leadership on employee health through empowerment in unfavourable working situations*

Sven Lohrey (Aston Univ.) lohreys@aston.ac.uk  
 Yves Guillaume (Aston Univ.)

» *Multilevel effects of transformational leadership on employee proactivity*

Martin Winkler (Ludwig-Maximilians Univ.) martin.winkler@psy.lmu.de  
 Jörg Heinze (Ludwig-Maximilians Univ.)  
 Felix Brodbeck (Ludwig-Maximilians Univ.)

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

**Symposium, topic area:** Organizational Behavior

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

**Location:** F-2

**Session Chairs:** Elena Lvina (St. Joseph's Univ., US) elvina@sju.edu

Gerhard Blickle (Univ. of Bonn, DE) gerhard.blickle@uni-bonn.de

» *Leader political skill and socioanalytical theory – A multi-source study*

Christian Ewen (Univ. of Bonn, DE) ewen@uni-bonn.de  
 Gerhard Blickle (Univ. of Bonn, DE)  
 Hogan Robert (Hogan Assessment Systems, US)

» *Emotional intelligence and work outcomes: The role of political skill*

Galit Meisler (Peres Academic Center, IL) galit.meisler@pac.ac.il  
 Eran Vigoda-Gadot (Univ. of Haifa, IL)

» *Political will: Multi-dimensional scale development and multi-sample validation*

Ilias Kapoutsis (Athens U. of Economics and Business, GR) ilias@aueb.gr  
 Alexandros Papalexandris (Athens U. of Economics and Business,

GR)  
Darren Treadway (State U. of New York at Buffalo, US)

» **Political skill and team performance**

Elena Lvina (Saint Joseph's Univ., US) elvina@sju.edu  
Gary Johns (Concordia Univ., CA)  
Christian Vandenberghe (HEC Montreal, CA)

» **Political skill for global managers: Does political skill affect internationalization?**

Salim Atay (Marmara Univ., TR) satay@itu.edu.tr  
Dilek Ayan (NAMAR Consulting, TR)  
Busra Gencer (Koc Univ., TR)

**Experimental Industrial Psychology I: Recovery, Sleepiness, and Sleep Quality**

Symposium, topic area: Employee Wellbeing

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

Location: F-3

**Session Chairs:** Kai Seiler (NRW Institute for Work Design, Düsseldorf) kai.seiler@lia.nrw.de  
Jarek Krajewski (Univ. of Wuppertal) krajewsk@uni-wuppertal.de

» **Never feeling sleepy again? Sustainable reduction of sleepiness through relaxation in lunch break routines**

Jarek Krajewski (Univ. Wuppertal, Experimental Industrial Psychology) krajewsk@uni-wuppertal.de  
Gregory L. Fricchione (Harvard Univ.)  
Anke Brunstein (Univ. Wuppertal, Experimental Industrial Psychology) George B. Stefano (State Univ. of New York Neuroscience Research Institute)  
Sebastian Schnieder (Univ. Wuppertal, Experimental Industrial Psychology)

» **Recovery needs and recovery patterns in different types of service jobs**

Kai Seiler (NRW Institute for Work Design, Düsseldorf) kai.seiler@lia.nrw.de  
Anne Goedicke (NRW Institute for Work Design, Düsseldorf)  
Alaze Felizitas (NRW Institute for Work Design, Düsseldorf)

» **Social stressors at work and sleep quality on sunday night – The mediating role of psychological detachment**

Diana Romano (Department of Work and Organizational Psychology, Bern) diana.romano@hotmail.ch  
Achim Elfering (Department of Work and Organizational Psychology, Bern)

» **Working without respite – Conceptualisation and validation of a recovery competence scale (RCS)**

Tom Laufenberg (Univ. Wuppertal, Experimental Industrial Psychology) t.laufenberg@uni-wuppertal.de  
Kai Seiler (NRW Institute for Work Design, Düsseldorf)  
Jarek Krajewski (Univ. Wuppertal, Experimental Industrial Psychology)

» **Work at unusual times – Work at unusual risk?**

Anna Arlinghaus (Gesellschaft für Arbeits-, Wirtschafts- & Organisationspsycholog) anna.arlinghaus@gawo-ev.de  
Jana Greubel (Gesellschaft für Arbeits-, Wirtschafts- &

Organisationspsycholog)  
Friedhelm Nachreiner (Gesellschaft für Arbeits-, Wirtschafts- & Organisationspsycholog)

**Coaching: Insights, Tools and Results**

Symposium, topic area: Human Resource Management

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

Location: F-4

**Session Chair:** Simone Kauffeld (Technische Univ. Braunschweig, Institute of Psychology) s.kauffeld@tu-bs.de

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

» **(PP) Development of a valid coaching instrument: Measurement of differences between values, motives and skills (VaMoS)**

Sina Gessnitzer (Technische Univ. Braunschweig, Institute of Psychology) s.gessnitzer@tu-bs.de  
Eva-Maria Schulte (Technische Univ. Braunschweig, Institute of Psychology)  
Simone Kauffeld (Technische Univ. Braunschweig, Institute of Psychology)

» **Factors influencing successful career-coaching**

Isabell Braumandl (Univ. Regensburg; TU Braunschweig) Isabell.Braumandl@hbo-regensburg.de  
Moritz Bauer (Univ. Regensburg)  
Matthias Kating (Univ. Regensburg)  
Susanne Krörl (Univ. Bamberg)  
Natascha Schnitzler (Univ. Regensburg)  
Sebastian Dorfmeister (Univ. Regensburg)

» **Lost in space? Coaching as a compass for executives during organizational change. A qualitative study**

Katrin Bickerich (Heidelberg Univ.)  
Katrin.Bickerich@psychologie.uni-heidelberg.de  
Alexandra Michel (Heidelberg Univ.)

» **How interaction styles promote coaching success: A sequential analysis**

Patrizia Ianiro (Technische Univ. Braunschweig, Institute of Psychology) p.ianiro@tu-bs.de  
Simone Kauffeld (Technische Univ. Braunschweig, Institute of Psychology)

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

Symposium, topic area: Technology at Work and Human-Machine-Systems

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

Location: F-5

**Session Chair:** Richard C Thompson (CPP, Inc.) rthompson@cpp.com

» *You didn't hire me because of my facebook profile?*

Rob Bailey (OPP, Ltd.) Rob.Bailey@opp.com  
Paul Deakin (OPP, Ltd.)

» *Who do you think I am? The use of online personas from a personality perspective*

Nicola Taylor (Jopie van Rooyan & Partners) nicola@jvrafrica.co.za

» *Who is using social networking: Social networking and MBTI® personality type*

Richard Thompson (CPP, Inc.) rthompson@cpp.com

» *Free online psychometric tests; are they a disruptive innovation for the assessment industry?*

Rob Bailey (OPP, Ltd.) Rob.Bailey@opp.com

## Leadership and Management 2

### Paper Session

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

Location: F-33

Session Chairs: Jens Mazei (Univ. of Muenster, DE)  
jens.mazei@uni-muenster.de

Kate Mackenzie Davey (Univ. of London, UK)  
k.mackenzie-davey@bbk.ac.uk

» *Organisational politics, sensemaking and gender*

Kate Mackenzie Davey (Organizational Psychology, Birkbeck, Univ. of London, UK) k.mackenzie-davey@bbk.ac.uk  
Adrian Ward (Organizational Psychology, Birkbeck, Univ. of London, UK)

» *Receiving work from your boss - Does leader gender matter in organizational delegation?*

Gesche T. F. Lotzkat (Technische Univ. Muenchen, DE)  
g.lotzkat@tum.de  
Isabell M. Welpe (Technische Univ. Muenchen, DE)

» *The impact of personality - A long-term study on the relationship between personality and managerial success*

Sabine Bergner (Univ. of Graz, AT) sabine.bergner@uni-graz.at  
Alfred Gutschelhofer (Univ. of Graz, AT)  
Armin Kreuzthaler (Univ. of Graz, AT)  
Robert Rybnicek (Univ. of Graz, AT)

» *Hierarchy enhancing or hierarchy attenuating: Do men and women differ in their preferences for leadership roles?*

**Nominee of the EAWOP Congress 2013 Best Paper Award**

Mary Kinahan (Dublin City Univ., IE) mary.kinahan@dcu.ie  
Janine Bosak (Dublin City Univ., IE)  
Alice Eagly (Northwestern Univ., US)

» *Men and women as negotiators: A meta-analysis on gender differences in economic and socioemotional negotiation outcomes*

Jens Mazei (Univ. of Muenster, DE) jens.mazei@uni-muenster.de  
Joachim Hüffmeier (Univ. of Muenster, DE)  
Philipp Alexander Freund (Leuphana Univ. Lüneburg, DE)  
Alice Stuhlmacher (DePaul Univ. Chicago, US)  
Lena Bilke (Univ. of Muenster, DE)  
Guido Hertel (Univ. of Muenster, DE)

» *Respect bridges differences: How leader respect moderates relational demography effects in different gender dyads*

Suzanne van Gils (Kuehne Logistics Univ., Hamburg & RespectResearchGroup, Hamburg, DE) suzanne.gils@the-klu.org  
Niels Van Quaquebeke (Kuehne Logistics Univ., Hamburg & RespectResearchGroup, Hamburg, DE)  
Jan Borkowski (RespectResearchGroup, Hamburg, DE)  
Daan van Knippenberg (RSM Erasmus Univ., Rotterdam, NL)

## Personnel Selection and Recruitment 1

### Paper Session

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

Location: F-042

Session Chairs: Steven Fleck (SHL, UK) steven.fleck@shl.com

Annemarie M.F. Hiemstra (GITP International)  
hiemstra@fsw.eur.nl

» *Development and validation of a digital work simulation to predict workplace deviance*

Annemarie M.F. Hiemstra (GITP International)  
hiemstra@fsw.eur.nl  
Lonneke Dubbelt (Eindhoven Univ. of Technology)  
Janneke K. Oostrom (VU Univ. Amsterdam)  
Joost P.L. Modderman (GITP International)

» (PP) *Development and validation of a situational judgement test measuring leadership skills*

Franziska Dietz (Kölner Institut für Managementberatung, DE)  
f.dietz@ki-management.com  
André Findeisen (Kölner Institut für Managementberatung, DE)

» *Validity of specific cognitive abilities predicting training success in Germany*

Wiebke Goertz (Univ. Bielefeld, DE) wiebke.goertz@uni-bielefeld.de  
Ute R. Hülsheger (Maastricht Univ., NL)  
Günter W. Maier (Univ. Bielefeld, DE)

» (PP) *Subgroup score differences in cognitive ability tests: Do scoring methods matter?*

Tony Li (Talent Q, UK) Tonyli@talentqgroup.com

» (PP) *Enhancing the validity of personality assessment: A threshold-based role profiling approach*

Alan David Bourne (Talent Q, UK) alanbourne@talentqgroup.com  
Nicola Tatham (Talent Q, UK)

» (PP) *Positive and maladaptive aspects of personality – Two sides of the same coin?*

Steven Fleck (SHL, UK) steven.fleck@shl.com  
Gillian Hyde (PCL, UK)  
Dave Bartram (SHL, UK)  
Ilke Inceoglu (SHL, UK)

## Employee Wellbeing 3

### Paper Session

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

Location: F-043

Session Chairs: Christine J. Syrek (Univ. of Trier, DE)  
syrek@uni-trier.de

Anne Mäkikangas (Univ. of Jyväskylä, FI) anne.makikangas@jyu.fi

» **Associations between vigor, exhaustion and recovery during the workweek: A Person-centered approach of daily assessments**

Anne Mäkikangas (Univ. of Jyväskylä, FI) anne.makikangas@jyu.fi  
 Sanna Kinnunen (Univ. of Jyväskylä, FI)  
 Johanna Rantanen (Univ. of Jyväskylä, FI)  
 Saija Mauno (Univ. of Jyväskylä, FI)  
 Arnold Bakker (Erasmus Univ. Rotterdam, NL)

» **Differential effects on performance of daily recovery at work and after work**

Marta Herrero Lázaro (Universidad Autónoma de Madrid, ES) marta.herrerolaz@gmail.com  
 Raquel Rodríguez-Carvajal (Universidad Autónoma de Madrid, ES)  
 Dirk van Dierendonck (Erasmus Univ. Rotterdam, NL)  
 Bernardo Moreno-Jiménez (Universidad Autónoma de Madrid, ES)  
 Sara De Rivas-Hermosilla (Universidad Autónoma de Madrid, ES)  
 David Paniagua Sánchez (Universidad Autónoma de Madrid, ES)

» **Teleworkers' recovery behaviour: Does better work-family balance impair psychological wellbeing?**

Dr. Barbara Degenhardt (School of Applied Psychology, Univ. of Applied Sciences and Arts Northwestern CH) barbara.degenhardt@fhnw.ch

» **The impact of unfinished tasks on employees' weekend recovery: The moderating effect of leaders' high performance expectations**

Christine J. Syrek (Univ. of Trier, DE) syrek@uni-trier.de  
 Conny H. Antoni (Univ. of Trier, DE)  
 Ella Apostel (Univ. of Trier, DE)

» **(PP) Off-job recovery experiences matter! Rumination, problem-solving, and detachment as predictors of creative thinking at work**

Andrea Marcela Reina-Tamayo (Maastricht Univ., NL) andrea\_reina06@hotmail.com  
 Rocío M. Gómez-Molinero (Maastricht Univ., NL)  
 Danae Balius (Maastricht Univ., NL)  
 Fred R.H. Zijlstra (Maastricht Univ., NL)  
 Sijr Uitdewilligen (Maastricht Univ., NL)

» **Job demands and work-family conflict: The moderating role of recovery experiences**

Monica Molino (Univ. of Turin, IT) monica.molino@unito.it  
 Chiara Ghislieri (Univ. of Turin, IT)  
 Claudio G. Cortese (Univ. of Turin, IT)  
 Arnold B. Bakker (Erasmus Univ. Rotterdam, NL)

## Organizational Behavior 4

### Paper Session

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

**Location:** F-102

**Session Chairs:** Markus Baer (Washington Univ. in St. Louis, US) baer@wustl.edu

Oi Ling Siu (Lingnan Univ., Hong Kong S.A.R., CN) siuol@ln.edu.hk

» **Ease up after shocks: Critical events, person-environment fit, and organizational identification as dynamic predictors of work engagement**

Oliver Weigelt (Univ. of Hagen, DE)

oliver.weigelt@fernuni-hagen.de  
 Bernd Marcus (Univ. of Hagen, DE)  
 Jochen Gurt (Univ. of Hagen, DE)

» **Staying engaged through job crafting: The role of job insecurity**

Oiling Siu (Lingnan Univ., Hong Kong S.A.R., CN) siuol@ln.edu.hk  
 Haijiang Wang (Lingnan Univ., Hong Kong S.A.R., CN)  
 Changqin Lu (Lingnan Univ., Hong Kong S.A.R., CN)

» **The ownership paradox: Idea ownership may hinder radical creativity**

Toon Devloo (Ghent Univ., BE) Toon.Devloo@ugent.be  
 Frederik Anseel (Ghent Univ., BE)  
 Marjolein Feys (Ghent Univ., BE)  
 Marisa Salanova (Univ. Jaume I, ES)

» **To be fully there: Linking psychological safety and authentic expression to work engagement**

Michael Knoll (Durham Univ. Business School, UK) michael.knoll@psychologie.tu-chemnitz.de  
 Oliver Weigelt (FernUniv. in Hagen, DE)  
 Bernd Marcus (FernUniv. in Hagen, DE)  
 Lars-Eric Petersen (Martin-Luther-Univ. Halle-Wittenberg, DE)

» **The social network correlates of innovation: A meta-analysis**

Markus Baer (Washington Univ. in St. Louis, US) baer@wustl.edu  
 Greg R. Oldham (Tulane Univ., US)  
 Karoline Evans (Washington Univ. in St. Louis, US)  
 Alyssa Boasso (Tulane Univ., US)

» **Individual-level effects of team boundary spanning activities**

Julia Backmann (LMU Munich, DE) backmann@bwl.lmu.de  
 Martin Hoegl (LMU Munich, DE)

## Other Work and Organizational Psychology Topics 1

### Paper Session

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

**Location:** F-104

**Session Chairs:** John Arnold (Univ. of Sheffield, UK) john.arnold@sheffield.ac.uk

Richard Kwiatkowski (Cranfield Univ., UK) richard.kwiatkowski@cranfield.ac.uk

» **(PP) How unethical can you get? Some challenging thoughts about the future of organizational and work psychology**

Richard Kwiatkowski (Cranfield Univ., UK) richard.kwiatkowski@cranfield.ac.uk

» **Köhler-Effect without a group? Individual motivation gains through the comparison with the own previous performance**

Alexander Stern (Univ. Göttingen, DE) stern@psych.uni-goettingen.de  
 Thomas Schultze (Univ. Göttingen, DE)  
 Stefan Schulz-Hardt (Univ. Göttingen, DE)

» *Career networking amongst university researchers*

John Arnold (Univ. of Sheffield, UK) john.arnold@sheffield.ac.uk  
Laurie Cohen (Univ. of Nottingham, UK)  
Becky Harpley (Loughborough Univ., UK)

## Employee Wellbeing 4

### Paper Session

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

**Location:** F-234

**Session Chairs:** Michelle R Tuckey (Univ. of South Australia, AU) michelle.tuckey@unisa.edu.au

Lotta Harju (Finnish Institute of Occupational Health, FI) lotta.harju@ttl.fi

» *Expanding the dimensionality of work stressors: Introducing threat job demands*

Michelle R Tuckey (Univ. of South Australia, AU) michelle.tuckey@unisa.edu.au  
Carolyn M Boyd (Univ. of South Australia, AU)  
Anthony H Winefield (Univ. of South Australia, AU)  
Helen R Winefield (Univ. of Adelaide)

» *(PP) Impacts of ages, education and work demands on workers' well-being*

Marija Molan (Univ. medical centre Ljubljana, SI) marija@molan.ws  
Gregor Molan (ComTrade d.o.o., Ljubljana, SI)

» *Positive core self evaluations acts as a buffer between job demands and strain reactions*

Robert van Doorn (Maastricht Univ., NL) r.vandoorn@maastrichtuniversity.nl  
Ute Hülshager (Maastricht Univ., NL)

» *The relationship between job demands and job boredom: Exploring the moderating effect of job control and education*

Lotta Harju (Finnish Institute of Occupational Health, FI) lotta.harju@ttl.fi  
Jari Hakanen (Finnish Institute of Occupational Health, FI)

» *The relationship between stress and objective sickness absence: The role of psychosocial work environment*

Michela Vignoli (Univ. of Bologna, IT) michela.vignoli@unibo.it  
Greta Mazzetti (Univ. of Bologna, IT)  
Ilaria Bruni (Univ. of Bologna, IT)  
Marco Depolo (Univ. of Bologna, IT)  
Francesco Saverio Violante (Univ. of Bologna, IT)

## Employee Wellbeing 5

### Paper Session

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

**Location:** F-229

**Session Chairs:** Ilona van Beek (Utrecht Univ., NL) I.vanBeek@uu.nl

Luke Claude Fletcher (Univ. of Kent, UK) lcf9@kent.ac.uk

» *Work engagement in times of crisis: A multilevel study*

Ine Willemse (Vlerick Business School, BE) ine.willemse@vlerick.com  
Koen Dewettinck (Vlerick Business School, BE)

» *Volunteering as a compensatory leisure-time activity: The role of job characteristics*

Max Neufeind (ETH Zurich, CH) mneufeind@ethz.ch  
Theo Wehner (ETH Zurich, CH)

» *A four factor model of flow specific metacognitions*

Edith E. Wilson (London Metropolitan Univ., UK) eem012@my.londonmet.ac.uk  
Giovanni B. Moneta (London Metropolitan Univ., UK)

» *Positive gain cycles at work: From self-leadership, to work engagement and individual innovation*

Catarina Gomes (Instituto Univ. de Lisboa - ISCTE-IUL) catarinagomes04@gmail.com  
Luis Curral (Faculdade de Psicologia - Univ. de Lisboa)  
António Caetano (Instituto Univ. de Lisboa - ISCTE-IUL)

» *The influence of workaholism and work engagement on work motivation: A longitudinal approach*

Ilona van Beek (Utrecht Univ., NL) I.vanBeek@uu.nl  
Toon Taris (Utrecht Univ., NL)  
Wilmar Schaufeli (Utrecht Univ., NL)

» *The experience of engagement within the working day: A mixed methods study*

Luke Claude Fletcher (Univ. of Kent, UK) lcf9@kent.ac.uk  
Katie Truss (Univ. of Kent, UK)  
Mark Gilman (Univ. of Kent, UK)

## Worktime Arrangements and Work-Family Interface 2

### Paper Session

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

**Location:** F-040

**Session Chairs:** Cornelia Gerdenitsch (Univ. of Vienna, AT) cornelia.gerdenitsch@univie.ac.at

Franciska Krings (Univ. of Lausanne, CH) Franciska.Krings@unil.ch

» *Work-family goals and satisfaction in couples: What is good for her might be less good for him*

Franciska Krings (Univ. of Lausanne, CH) Franciska.Krings@unil.ch  
Rebekka Simone Steiner (Univ. of Lausanne, CH)  
Bettina Wiese (RWTH Aachen Univ., DE)

» *Work-life balance policies. The benefits of organizational and supervisor support*

Joanna Blahopoulou (Ludwig-Maximilians-Univ., DE) joannaki84@yahoo.de  
Jürgen Kaschube (PrivatUniv. Schloss Seeburg, AT)

» *The role of perceived control in flexible working arrangements*

Cornelia Gerdenitsch (Univ. of Vienna, AT) cornelia.gerdenitsch@univie.ac.at  
Bettina Kubicek (Univ. of Vienna, AT)  
Christian Korunka (Univ. of Vienna, AT)

» *Testing a process model of family-to-work enrichment*

Sara Tement (Univ. of Maribor, SI; Univ. of Vienna, AT)



sara.tement@um.si  
Christian Korunka (Univ. of Vienna, AT)

» *Getting Engaged: It's more than saying "Yes" to your organization - The effect of work engagement on work-life balance and the moderating role of flexible working*

Michaëla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL)  
mschippers@rsm.nl  
Christina Wessels (Rsm Erasmus Univ. Rotterdam, NL)  
Peter van Baalen (Rsm Erasmus Univ. Rotterdam, NL)

### Coffee Break

Time: Thursday, 23/May/2013:  
4:15pm - 4:45pm  
Location: nearby all session locations

### Keynotes (4:45pm - 5:45pm)

#### (PP) Current Trends and Best Practices at Deutsche Post DHL

##### Invited Keynote

**Speaker:** Angela Titzrath (Deutsche Post DHL, DE)  
M.Luka@DeutschePost.de  
**Time:** Thursday, 23/May/2013: 4:45pm - 5:45pm  
**Location:** S-Aula  
**Facilitator:** Jürgen Deller (Leuphana Univ. of Lüneburg)

#### 20 Years of Disability and Employment Research: What's Next?

##### Invited Keynote

**Speaker:** Adrienne Colella (Tulane Univ., US)  
acolella@tulane.edu  
**Time:** Thursday, 23/May/2013: 4:45pm - 5:45pm  
**Location:** H-1  
**Facilitator:** Christian Dormann (Univ. of Bochum)

### EAWOP General Assembly

Time: Thursday, 23/May/2013: 5:45pm - 8:00pm  
Location: S-Aula

### EAWOP Reception

Time: Thursday, 23/May/2013: 8:00pm - 9:00pm  
Location: S-Foyer

# Friday 24th of May, 2013

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

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

Interactive Poster Symposium, topic area: Human Resource Management

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

Session Chair: Judith Semeijn (Open Univ. in the Netherlands)  
jsm@ou.nl

##### » *Commitment and Creativity*

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

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

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

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

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

##### » *Proactive personality congruence between leader and follower and employee creativity*

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

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

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

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

Tinka van Vuuren (Loyalis Kennis & Consult & Open Univ. in the Netherlands) tinkavanvuuren@loyalis.nl  
Kees van Koeveeringe (Philips, NL)  
Marjolein Caniëls (Open Univ. in the Netherlands)

## Organizational Culture and Climate

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

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** Tent, green area

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

» ***Organizational culture, perceived organizational support and organizational commitment: Study in higher education institutions***

Joana Conduto Vieira dos Santos (Univ. of Algarve, PT)  
jcsantos@ualg.pt  
Gabriela Gonçalves (Univ. of Algarve, PT)

» ***Communication climate and work engagement: The relevance of trust and openness***

Marta Mello Sampayo (ISCTE- Univ. Institute of Lisbon, PT)  
sampayomarta@gmail.com  
Sílvia Agostinho Silva (ISCTE- Univ. Institute of Lisbon, PT)

» ***Climate for innovation and its added value for effectiveness and wellbeing of Police members***

M. Esther Garcia-Buades (UIB, ES) esther.garcia@uib.es  
M.Carmen Ramis-Palmer (UIB, ES)  
M.Antonia Manassero-Mas (UIB, ES)

» ***An exploration of preferred organisational culture characteristics across UK, French and Dutch managers***

Paul Deakin (OPP Ltd, UK) paul.deakin@opp.com  
Katarina Karringer (OPP Ltd, UK)

» ***(PP) Formation of organisational culture in a higher education institution: a premise of successful educational work in organisation***

Renata Arlauskienė (Klaipeda Univ. of Applied Sciences & Vytautas Magnus Univ., LT) renata.arlauskienė@balticum-tv.lt  
Nijole Galdikiene (Klaipeda Univ. of Applied Sciences, LT & Tampere Univ., FI)  
Jurate Klizaitė (Klaipeda Univ. of Applied Sciences, LT)

» ***Assessing the socio-moral climate in organizations: Validation of an English version of the SMC scale***

Brigitte Steinheider (Univ. of Oklahoma, US) bsteinheider@ou.edu  
Armin Pircher-Verdorfer (TU Muenchen, DE)  
David Burkus (Oral Roberts Univ., Tulsa, OK, US)  
Wolfgang Weber (Univ. of Innsbruck, AT)

» ***Toward a new theory-based model of organizational culture dimensions: The Functional Analysis Method (FAME) approach***

Regina Kempen (Univ. of Osnabrück, DE) rkempen@uos.de  
Tammo Straatmann (Univ. of Osnabrück, DE)  
Karsten Müller (Univ. of Osnabrück, DE)  
Nick Lin-Hi (Univ. of Mannheim, Germany)

## The Role of Justice in the Work Context

**Interactive Poster Session, topic area:** Organizational Behavior

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** Tent, red area

**Session Chairs:** Magnus Sverke (Stockholm Univ.)  
magnus.sverke@psychology.su.se

Thomas Lindevall (Stockholm Univ.)  
thomas.lindevall@psychology.su.se

» ***Distributive and interactional organizational justice between the years 2000 and 2008: What changes and what remains the same?***

Maria Rita Silva (ISCTE-Instituto Univ. de Lisboa, PT)  
mrsantosilva@hotmail.com  
António Caetano (ISCTE-Instituto Univ. de Lisboa, PT)

» ***Person-organization fit: effects of pay justice on employee organizational commitment, job satisfaction and intention to remain in the organization***

Thomas Lindevall (Stockholm Univ., SE)  
thomas.lindevall@psychology.su.se  
Anders Sjöberg (Stockholm Univ., SE)  
Magnus Sverke (Stockholm Univ., SE)

» ***The relationship between job insecurity and employee attitudes: The moderating role of overall justice***

Jurgita Lazauskaite-Zabielske (Vilnius Univ., LT)  
jurgita.lazauskaite@fsf.vu.lt  
Ieva Urbanaviciute (Vilnius Univ., LT)  
Dalia Bagdziuniene (Vilnius Univ., LT)

» ***Dimensionality of organizational justice in Chinese university environment***

Gloria Castaño (Universidad Complutense de Madrid, ES)  
gloriacastano@psi.ucm.es  
Yongzhan Li (Universidad Complutense de Madrid, ES)

» ***Individualized pay and justice perceptions: The importance of pay-related factors and leadership characteristics***

Magnus Sverke (Stockholm Univ., SE)  
magnus.sverke@psychology.su.se  
Anders Sjöberg (Stockholm Univ., SE)  
Thomas Lindevall (Stockholm Univ., SE)  
Stephan Baraldi (Stockholm Univ., SE)

» ***(PP) Relationship between perceived organizational justice and fidelity to psychological contract with organizational citizenship behavior***

Ali Mehdad (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)  
amahdad@khuisf.ac.ir  
Sara Ahmadpour (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)  
Mohsen Golparvar (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)

» ***Transformational and transactional leadership styles as predictors of organizational commitment: the mediating role of justice perceptions and job satisfaction***

Ana Jakopec (Faculty of Humanities and Social Sciences in Osijek,

HR) ana.jakopec@gmail.com  
Zoran Sušanji (Faculty of Humanities and Social Sciences in Rijeka, HR)

## Training at Work

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

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** Tent, blue area

**Session Chairs:** Claudio Giovanni Cortese (Univ. of Turin)  
claudio.cortese@unito.it

Katharina Sarah Oerder (Univ. Bonn) koerder@uni-bonn.de

» ***How to become an effective speaker? A comparison of error management training and behavior modeling training***

Stefanie Wening (TU Darmstadt, DE)  
wening@psychologie.tu-darmstadt.de  
Nina Keith (TU Darmstadt, DE)  
Julia Siek (TU Darmstadt, DE)

» ***Personality – A success factor in career-coaching?***

Benedikt Amberger (Univ. Regensburg, DE)  
benedikt.amberger@googlemail.com  
Klaus Stiller (Univ. Regensburg, DE)  
Isabell Braumandl (Coaching- und Beratungs- Centrum Regensburg, DE; Technische Univ. Braunschweig, DE)

» ***Do simulation-based trainings also work in the field? A comparison of simulation-based trainings and conventional online trainings to improve employees' social skills***

Anna Karin Bruns (Technical Univ. of Darmstadt, DE)  
bruns@psychologie.tu-darmstadt.de  
Nina Keith (Technical Univ. of Darmstadt, DE)  
Katja Schüler (Technical Univ. of Darmstadt, DE)

» ***(PP) Web-training within three MBA courses: a case study on the virtual asynchronous classroom***

Claudio Giovanni Cortese (Univ. of Turin, IT)  
claudio.cortese@unito.it

» ***Can you learn politics? Political skill development of works councillors***

Katharina Sarah Oerder (Univ. Bonn, DE) koerder@uni-bonn.de  
Gerhard Blickle (Univ. Bonn, DE)  
James Summers (Iowa State Univ., US)

» ***(PP) Who is most motivated to participate in training?***

Dorota Godlewska-Werner (Univ. of Gdansk, PL)  
wnsdgw@ug.edu.pl

## Workplace Learning

**Interactive Poster Session, topic area:** Other

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** Tent, yellow area

**Session Chairs:** Margje Van de Wiel (Maastricht Univ.)  
m.vandewiel@psychology.unimaas.nl

Gert Vanthournout (Univ. of Antwerp)  
gert.vanthournout@ua.ac.be

» ***Experience crafting behaviour: A proactive approach towards professional development. Empirical insights from a qualitative interview study***

Michael Goller (Univ. of Paderborn) michael.goller@upb.de  
Christian Harteis (Univ. of Paderborn)

» ***Quality of feedback following performance assessments: Does assessor expertise matter?***

Margje Van de Wiel (Maastricht Univ.)  
m.vandewiel@maastrichtuniversity.nl  
Marjan Govaerts (Maastricht Univ.)  
Cees Van der Vleuten (Maastricht Univ.)

» ***The relation between learning approaches, motivation and workplace climate for knowledge-workers***

Gert Vanthournout (Univ. of Antwerp)  
gert.vanthournout@ua.ac.be  
Dorien Noyens (Univ. of Antwerp)  
Caroline Meurant (Univ. Catholique de Louvain)  
David Gijbels (Univ. of Antwerp)

» ***The relative importance of work-related learning goals across the career: Does age really matter?***

Caroline Meurant (Univ. Catholique de Louvain)  
caroline.meurant@uclouvain.be  
Isabel Raemdock (Univ. Catholique de Louvain)  
Mariane Frenay (Univ. Catholique de Louvain)  
Hannes Zacher (Univ. of Queensland)

## The Future of EAWOP. Ideas from the Past and the New Presidents

**Time:** Friday, 24/May/2013: 8:15am - 9:15am

**Location:** S-Festsaal

**Session Chair:** Vicente Martínez-Tur (Facultad de Psicología, ES) vicente.martinez-tur@uv.es

## (PP) Organizational Health Intervention Research – Model, Indicators and Practical Approach to Building Capacities for Positive Health in Organizations

**Symposium, topic area:** Organizational Change and Development

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** S-1

**Session Chair:** Gregor James Jenny (Univ. of Zürich)  
gjenny@ifspm.uzh.ch

» ***Speak and act together: Conceptualizing health capacities and positive health outcomes as mutual targets of stakeholders in organizations***

Georg Friedrich Bauer (Univ. of Zürich) gfbauer@ifspm.uzh.ch  
Gregor James Jenny (Univ. of Zürich)

» *Work-related sense of coherence as a mediator of the relationship between working conditions and health outcomes*

Katharina Vogt (ETH Zürich) kvogt@ethz.ch  
 Gregor James Jenny (Univ. of Zürich)  
 Alice Inauen Lehner (ETH Zürich)  
 Désirée Füllemann (ETH Zürich)  
 Georg Friedrich Bauer (Univ. of Zürich)

» *Stability-change model of job characteristics and well-being outcomes – Exploring the amount of variance over time and discussing stabilizing factors*

Rebecca Brauchli (Univ. of Zürich) rebecca.brauchli@ifspm.uzh.ch  
 Wilmar Schaufeli (Utrecht Univ.)  
 Gregor James Jenny (Univ. of Zürich)  
 Désirée Füllemann (ETH Zürich)  
 Georg Friedrich Bauer (Univ. of Zürich)

» *Transforming a model-based approach to change into real-life organizational action: considerations from practitioners view*

Anita Blum-Rüegg (Univ. of Zürich)  
 anita.blum-rueegg@ifspm.uzh.ch  
 Alice Inauen Lehner (ETH Zürich)

» *Structuring intervention and evaluation research within a research model for organizational health development*

Gregor James Jenny (Univ. of Zürich) gjenny@ifspm.uzh.ch  
 Rebecca Brauchli (Univ. of Zürich)  
 Alice Inauen Lehner (ETH Zürich)  
 Désirée Füllemann (ETH Zürich)  
 Annemarie Fridrich (ETH Zürich)  
 Georg Friedrich Bauer (Univ. of Zürich)

## Exploring the Dynamics of Perceived Organizational Support

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 8:15am - 9:45am  
 Location: S-2

Session Chairs: Martin R. Edwards (King's College London)  
 martin.r.edwards@kcl.ac.uk

Michael Clinton (King's College London) michael.clinton@kcl.ac.uk  
 Neil Conway (Univ. of Birkbeck) neil.conway@rhul.ac.uk  
 Matthijs Bal (VU Univ. Amsterdam) p.m.bal@vu.nl

» *Does uncertainty management theory explain levels of POS during change?*

Michael Clinton (King's College London) michael.clinton@kcl.ac.uk

» *3-wave panel analysis of POS antecedents across 24 months following a multinational acquisition*

Martin Edwards (King's College London)  
 martin.r.edwards@kcl.ac.uk  
 Tony Edwards (King's College London)

» *Perceived organizational support in everyday work life*

Neil Conway (Birkbeck Univ. of London) neil.conway@rhul.ac.uk  
 Tina Kiefer (Warwick Business School, Univ. of Wawrick)  
 Rob Briner (Univ. of Bath)

» *POS and psychological contract breach and violation: A weekly diary study*

Matthijs Bal (VU Univ. Amsterdam) p.m.bal@vu.nl  
 Joeri Hofmans (VU Brussel)  
 Tugba Polat (VU Univ. Amsterdam)

## Personnel Selection and Recruitment 2

Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: S-6

Session Chairs: Dave Bartram (SHL Group, UK)  
 dave.bartram@shl.com

Dragos Iliescu (SNSPA Univ., Bucharest, RO)  
 dragos.iliescu@testcentral.ro

» *Job analytics – Using a Bayesian inference engine to assess the influence of context on job competency requirements*

Steven Fleck (SHL, UK) steven.fleck@shl.com  
 Dave Bartram (SHL, UK)

» *The incremental predictive validity of emotion regulation in high emotional labor sales jobs*

Thomas Sitsler (Erasmus Univ. Rotterdam, NL)  
 thomas.sitsler@testgroup.eu  
 Dimitri van der Linden (Erasmus Univ. Rotterdam, NL)  
 Marise Born (Erasmus Univ. Rotterdam, NL)

» *Classical and transversal cognitive skills in individual occupational careers*

Andre Kretzschmar (Univ. of Luxembourg, DE)  
 andre.kretzschmar@psychologie.uni-heidelberg.de  
 Samuel Greiff (Univ. of Luxembourg, DE)

» *Impression management and objective job performance*

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

» *Job analytics – Estimating competency requirements from prior job analysis data*

Dave Bartram (SHL Group, UK) dave.bartram@shl.com  
 Steven Fleck (SHL Group, UK)

## (PP) Imagine the Workplace where Listening Becomes Second Nature

Symposium, topic area: Employee Wellbeing

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: S-8

Session Chairs: Dotan Roger Castro (The Hebrew Univ.)  
 dotan.castro@mail.huji.ac.il

Avraham Natan Kluger (The Hebrew Univ.) avik@savion.huji.ac.il

» *Imagine the future world where supervisors are listening*

Avraham Natan Kluger (The Hebrew Univ.) avik@savion.huji.ac.il

» *"I am listening – please talk to me" – about supportive management and barriers to employee voice*

Dorit Bitter (AMDOCS) doritbi@amddocs.com  
Avraham Natan Kluger (The Hebrew Univ.)

» *"I hear you!" - The benefits of 'listening' for intra-individual and inter-individual outcomes*

Karina J. Lloyd (Jacobs Univ.) k.lloyd@jacobs-university.de  
Diana Boer (Jacobs Univ.)  
Avraham Natan Kluger (The Hebrew Univ.)  
Sven Voelpel (Jacobs Univ.)

» *The effects of listening on employees psychological safety*

Dotan Roger Castro (The Hebrew Univ.)  
dotan.castro@mail.huji.ac.il  
Avraham Natan Kluger (The Hebrew Univ.)

## Dealing with an Age Diverse Workforce Using Job Design

Symposium, topic area: Labor Market Issues

Time: Friday, 24/May/2013: 8:15am - 9:45am  
Location: S-9

Session Chairs: Sara Zaniboni (Univ. of Trento, IT)  
sara.zaniboni@unitn.it

Franco Fraccaroli (Univ. of Trento, IT) franco.fraccaroli@unitn.it

Facilitator: Donald Truxillo (Portland State Univ., US)  
truxillod@pdx.edu

» *Aging, work characteristics and job performance: An investigation of mediators, moderators, and different objective workplace outcomes*

Heiko Schulz (Techniker Krankenkasse, DE) Heiko.Schulz@tk.de  
Hannes Zacher (The Univ. of Queensland, AU)  
Holger Pfaff (Univ. of Cologne, DE)

» *Age effects in the relationship between motivational work design characteristics and job satisfaction*

Cécile Tschopp (ETH Zurich, CH) ctschopp@ethz.ch  
Wiebke Doden (ETH Zurich, CH)  
Gudela Grote (ETH Zurich, CH)

» *Age and other potential moderators of the job characteristics-work outcomes relationship*

Sara Zaniboni (Univ. of Trento, IT) sara.zaniboni@unitn.it  
Donald Truxillo (Portland State Univ., US)  
Franco Fraccaroli (Univ. of Trento, IT)

» *HR avenues for older workers: A study on experiences and expectations of employees, line managers and HR professionals in health care organizations about HRM practices for 55+ workers*

Klaske Veth (Hanze Univ. Groningen, NL) k.n.veth@pl.hanze.nl  
Ben Emans (Univ. of Groningen & Hanze Univ. Groningen)  
Beatrice van der Heijden (Radboud Univ. Nijmegen & Open Univ. in the Netherlands)  
Hubert Korzilius (Radboud Univ. Nijmegen, NL)  
Annet De Lange (Radboud Univ. Nijmegen, NL)

» *How work design influences the career decisions of older workers: A qualitative panel study*

Reidar Mykletun (Univ. of Stavanger, NO) reidar.j.mylekletun@uis.no  
Trude Furunes (Univ. of Stavanger, NO)  
Astri Syse (NOVA, NO)  
Per Erik Solem (NOVA, NO)

» *Correlates of work design and the intention to continue work in retirement*

Anne Wöhrmann (Leuphana Univ. of Lueneburg, DE)  
woehrmann@leuphana.de  
Jürgen Deller (Leuphana Univ. of Lueneburg, DE)

## Advances in Change-Oriented Behavior at Work: Theory and Research from Citizenship, Proactive and Innovative Behavior Approaches

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: S-10

Session Chairs: Hector Madrid (Univ. of Sheffield)  
h.p.madrid@sheffield.ac.uk

Cumali Uri (Univ. of Sheffield) uri@sheffield.ac.uk

Facilitator: Sandra Ohly (Univ. of Kassel) ohly@uni-kassel.de

Malcolm Patterson (Univ. of Sheffield) m.patterson@sheffield.ac.uk

» *The effect of different leadership styles on voice and taking charge behavior*

Cumali Uri (Univ. of Sheffield) uri@sheffield.ac.uk  
Karoline Strauss (Univ. of Sheffield)  
Carolyn Axtell (Univ. of Sheffield)  
Hector Madrid (Univ. of Sheffield)

» *Who likes to do the different tasks as innovation projects move forward? An investigation of cognitive styles*

Sebastian Fischer (Leuphana Univ. of Lueneburg)  
sfischer@leuphana.de  
Björn Seeger (Leuphana Univ. of Lueneburg)

» *How leader affective presence relates to proactive behavior in team members*

Hector Madrid (Univ. of Sheffield) h.p.madrid@sheffield.ac.uk  
Peter Totterdell (Univ. of Sheffield)  
Karen Niven (Univ. of Manchester)

» *From selfishness to pro-organizational efforts: Machiavellianism and pro-organizational change*

Frank Belschak (Amsterdam Business School) F.D.Belschak@uva.nl  
Deanne Den Hartog (Amsterdam Business School)

» *The relationships of flexible role orientation, goal commitment and task autonomy to innovative work behavior: A moderated mediation study*

Adalgisa Battistelli (Paul Valéry Univ.)  
adalgisa.battistelli@univ-montp3.fr  
Francesco Montani (Paul Valéry Univ.)  
Carlo Odoardi (Univ. of Florence)

## Adaptive Coordination in Teams: Reflexions and Further Developments

Symposium, topic area: Teams and Workgroups

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: S-Aula

Session Chairs: Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL)) [ana.passos@iscte.pt](mailto:ana.passos@iscte.pt)

Luis Curral (Faculdade de Psicologia, Univ. de Lisboa) [lcurral@fp.ul.pt](mailto:lcurral@fp.ul.pt)

### » *I'm with you! Investigating the relationship between team situational models and performance*

Christoph Casper (Univ. of Cologne, Mannheim Univ.)

[casper@wiso.uni-koeln.de](mailto:casper@wiso.uni-koeln.de)

Torsten Biemann (Mannheim Univ.)

Rámon Rico (Autonomous Univ. of Madrid)

Miriam Sanchez-Manzanares (Carlos III Univ. of Madrid)

### » *Coordination in management teams: Do cohesion and virtuality really matter?*

Pedro Marques Quinteiro (Instituto Univ. de Lisboa (ISCTE-IUL))

[pedromquinteiro@gmail.com](mailto:pedromquinteiro@gmail.com)

Luis Curral (Faculdade de Psicologia, Univ. de Lisboa)

Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL))

Rámon Rico (Autonomous Univ. of Madrid)

### » *Adaptive coordination development in student anesthesia teams: A longitudinal study*

Margarete Boos (Georg-August-Univ., Göttingen) [mboos@gwdg.de](mailto:mboos@gwdg.de)

Ezequiel Fernandez Castelao (Georg-August-Univ., Göttingen, DE)

Sebastian Russo (Georg-August-Univ., Göttingen)

### » *On the confluence of leadership and coordination in balancing stability and flexibility in teams*

Gudela Grote (Swiss Federal Institute of Technology, Zurich)

[ggrote@ethz.ch](mailto:ggrote@ethz.ch)

Michaela Kolbe (Swiss Federal Institute of Technology, Zurich)

Mary Waller (York Univ., Toronto, CA)

### » *Complexity and uncertainty in workgroups: How teams emerge when uncertainty increases*

José Navarro (Univ. of Barcelona) [j.navarro@ub.edu](mailto:j.navarro@ub.edu)

## New Insights in Personnel Selection

Invited Symposium, topic area: Personnel Selection and Recruitment

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: H-1

Session Chair: Marise Ph. Born (Erasmus Univ. Rotterdam, NL) [born@fsw.eur.nl](mailto:born@fsw.eur.nl)

Facilitator: Marise Ph. Born (Erasmus Univ. Rotterdam, NL) [born@fsw.eur.nl](mailto:born@fsw.eur.nl)

### » *Can I fake me a job? Influences of the IEF*

Vanessa Jacksch (Justus-Liebig-Univ. Giessen, DE)

[vanessa.jacksch@psychol.uni-giessen.de](mailto:vanessa.jacksch@psychol.uni-giessen.de)

Ute-Christine Klehe (Justus-Liebig-Univ. Giessen, DE)

Filip Lievens (Ghent Univ., BE)

### » *"And yet it moves": New insights in the old question of whether assessment centers can measure dimensions*

Klaus G. Melchers (Univ. Ulm, DE) [k.melchers@psychologie.uzh.ch](mailto:k.melchers@psychologie.uzh.ch)

### » *Personality-based Person-Organization Fit: A new perspective on personality in selection*

Punya V. Iyer (GITP Research/ Erasmus Univ. Rotterdam, NL)

[p.iyer@gitp.nl](mailto:p.iyer@gitp.nl)

Alec W. Serlie (GITP Research/ Erasmus Univ. Rotterdam, NL)

Janneke K. Oostrom (Free Univ. Amsterdam, NL)

Marise Ph. Born (Erasmus Univ. Rotterdam, NL)

### » *Test length and decision quality in personnel selection: When is short too short?*

Peter M. Kruyen (Radboud Univ. Nijmegen, NL)

[p.m.kruyen@fm.ru.nl](mailto:p.m.kruyen@fm.ru.nl)

Wilco H.M. Emons (Tilburg Univ., NL)

Klaas Sijtsma (Tilburg Univ., NL)

## Promoting Work Ability and Health in Nursing

Symposium, topic area: Health and Interventions

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: H-2

Session Chairs: Juergen Wegge (TU Dresden)

[wegge@psychologie.tu-dresden.de](mailto:wegge@psychologie.tu-dresden.de)

Winfried Hacker (TU Dresden) [hacker@psychologie.tu-dresden.de](mailto:hacker@psychologie.tu-dresden.de)

Matthias Kliegel (Univ. of Geneva) [Matthias.Kliegel@unige.ch](mailto:Matthias.Kliegel@unige.ch)

### » *Impact of work organization and task characteristics on strain and turnover in geriatric care*

Nadine Schrod (TU Dresden) [schrod@psychologie.tu-dresden.de](mailto:schrod@psychologie.tu-dresden.de)

Johannes Wendsche (TU Dresden)

Katharina Roitsch (TU Dresden)

Winfried Hacker (TU Dresden)

Paulina Bilinska (TU Dresden)

Jürgen Wegge (TU Dresden)

### » *When age is valued: The role of organizational age climate and age differentiated leadership in keeping nurses healthy*

Paulina Bilinska (TU Dresden) [bilinska@psychologie.tu-dresden.de](mailto:bilinska@psychologie.tu-dresden.de)

Jürgen Wegge (TU Dresden)

### » *The role of cognitive resources in predicting work ability and health*

Andreas Ihle (Univ. de Genève) [Andreas.Ihle@unige.ch](mailto:Andreas.Ihle@unige.ch)

Marlen Rahnfeld (TU Dresden)

Sandrine Müller (TU Dresden)

Matthias Kliegel (Univ. de Genève)

### » *Challenge and hindrance stressors in different fields of nursing – the role of resources, and relationships to psychological detachment and burnout*

Jürgen Glaser (Univ. of Innsbruck) [juergen.glaser@uibk.ac.at](mailto:juergen.glaser@uibk.ac.at)

Severin Hornung (Polytechnical Univ. Hongkong)

» *When helpers need help: Development of work-related low back pain in the elderly care field*

Sarah Brom (TU Dresden) brom@psychologie.tu-dresden.de  
Gabriele Buruck (TU Dresden)  
Iren Horvath (TU Dresden)  
Peter Richter (TU Dresden)

» *The importance of efficacy beliefs regarding participation and the role of well-being during organizational merger in a large hospital*

Hans Jeppe Jeppesen (Aarhus Univ.) jeppe@psy.au.dk  
Thomas Jonsson (Aarhus Univ.)

## SIOP-IAAP-EAWOP Alliance Symposium: Getting a Seat at the Table: Strategic Communication and I/O Psychology

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: H-3

Session Chairs: Barbara Kozusznik (Univ. of Silesia, PL) barbara.kozusznik@us.edu.pl  
Richard Griffith (Florida Institute of Technology)

**Speakers:**

Barbara Kozusznik (Univ. of Silesia, PL) barbara.kozusznik@us.edu.pl  
Richard Griffith (Florida Institute of Technology, US)  
Fernanda Afonso (GE Australia & New Zealand)  
Angela Carter (Univ. of Sheffield, UK)  
Hennie Kriek (TTS-Top Talent Solutions, ZA)  
Ute Schmidt-Brasse (PSYCON Business Consultants, DE)  
Mare Teichmann (Tallinn Univ. of Technology, EE)

## The Process to Performance

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: H-4

Session Chairs: Evangelia Demerouti (Eindhoven Univ. of Technology) e.demerouti@tue.nl

Arnold Bakker (Erasmus Univ. Rotterdam) bakker@fsw.eur.nl

» *Breaks and social activities as recovery within the working day: Associations with affect, fatigue and ideas generation*

Kevin Daniels (Univ. of East Anglia) kevin.daniels@uea.ac.uk  
Jane Glover (Loughborough Univ.)  
Nadine Mellor (Health and Safety Laboratory)

» *Daily positive events at work: Their impact on daily job performance and daily well-being after work*

Evangelia Demerouti (Eindhoven Univ. of Technology) e.demerouti@tue.nl

» *When does work engagement foster performance? A diary study among naval cadets*

Arnold Bakker (Erasmus Univ. Rotterdam) Bakker@fsw.eur.nl  
Jørn Hetland (Univ. of Bergen)  
Olav Kjellevoll Olsen (Univ. of Bergen)  
Roar Espevik (Univ. of Bergen)

» *Team work engagement: its antecedents and relationship with team effectiveness*

Patricia Lopes Costa (ISCTE-IUL) patricia.lopes.costa@gmail.com  
Ana Margarida Passos (ISCTE-IUL)  
Arnold Bakker (Erasmus Univ. Rotterdam)

» *Employee adaptation to change: The value of change resources and meaning-making over time*

Machteld van den Heuvel (Utrecht Univ.) Maggiedh@gmail.com  
Evangelia Demerouti (Eindhoven University of Technology)  
Arnold Bakker (Erasmus Univ. of Technology)  
Wilmar Schaufeli (Utrecht Univ.)

## Leader Morality and Traits in Today's Organizations

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-1

Session Chairs: Annebel H.B. De Hoogh (Univ. of Amsterdam) a.h.b.dehoogh@uva.nl

Deanne N. Den Hartog (Amsterdam Business School) D.N.denHartog@uva.nl

» *Leader moral behavior and development: Taking stock and setting the stage*

Barbara Wisse (Univ. of Groningen) b.m.wisse@rug.nl  
Diana Rus (Creative Peas)  
Jacqueline Tanghe (Univ. of Groningen)

» *The toxic combination of Machiavellian leaders and Machiavellian followers*

Deanne N. De Hartog (Amsterdam Business School) D.N.denHartog@uva.nl  
Frank D. Belschak (Amsterdam Business School)  
Rabiah S. Muhammad (Univ. of Maryland, College Park)

» *The perceived effectiveness of narcissistic leaders and leader-follower gender*

Annebel H.B. De Hoogh (Univ. of Amsterdam) a.h.b.dehoogh@uva.nl  
Deanne D. Den Hartog (Amsterdam Business School)

» *A moral information processing perspective on ethical leadership*

Silke A Eisenbeiss (Ludwig-Maximilians-Univ. Munich) Silke.Eisenbeiss@psy.lmu.de  
Daan van Knippenberg (Erasmus Univ. Rotterdam)

» *Leader emergence in virtual teams: The role of the Big 5*

Dawn L. Eubanks (Univ. of Warwick) Dawn.Eubanks@wbs.ac.uk  
Michael E. Palanski (Rochester Institute of Technology)

## Participation and Distribution of Leadership in Organizations

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-2

Session Chairs: Thomas S. Jønsson (Univ. of Aarhus, DK) thomasj@psy.au.dk

Christine Unterrainer (Univ. of Innsbruck, AT) Christine.Unterrainer@uibk.ac.at

» **Empirical research on organizational democracy: What we know and where we should go!**

Wolfgang G. Weber (Univ. of Innsbruck, AT)  
wolfgang.weber@uibk.ac.at  
Thomas Höge (Univ. of Innsbruck, AT)  
Christine Unterrainer (Univ. of Innsbruck, AT)

» **The employees' participation in leadership tasks during organizational restructuring – The case of a hospital merger**

Thomas S. Jønsson (Univ. of Aarhus, DK) thomasj@psy.au.dk  
Ajay Jain (Univ. of Aarhus, DK)  
Hans Jeppe Jeppesen (Univ. of Aarhus, DK)

» **Shared leadership and proactivity, neglect, and cynicism: Evidences from Portugal and Brazil**

Sandra Pintor (Instituto Univ. de Lisboa – ISCTE-IUL, PT)  
sandra.spintor@gmail.com  
Silvia Silva (Instituto Univ. de Lisboa – ISCTE-IUL, PT)  
Jürgen Wegge (TU Dresden, DE)

» **Relationships among vertical empowering leadership, shared leadership, team potency, and team performance**

Maj S. Fausing (Aarhus Univ., DK) maj@psy.au.dk  
Thomas S. Jønsson (Aarhus Univ., DK)  
Hans Jeppe Jeppesen (Aarhus Univ., DK)

» **How psychological safety develops in teams**

Rebecca Schmidt (Chemnitz Univ. of Technology, DE)  
rebecca.schmidt@psychologie.tu-chemnitz.de  
Anne Brantl (Chemnitz Univ. of Technology, DE)  
Christine Gockel (Univ. of Fribourg, CH)

» **Participation in the reporting of errors and adverse events in healthcare organizations: Individual, organizational, and technical determinants**

Kevin-Lim Jungbauer (Technical Univ. Dresden, DE)  
jungbauer@psychologie.tu-dresden.de  
Kai Loewenbrück (Technical Univ. Dresden, DE)  
Jürgen Wegge (Technical Univ. Dresden, DE)  
Heinz Reichmann (Technical Univ. Dresden, DE)

## Diversity Perspectives in Organizations

Symposium, topic area: Human Resource Management

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-3

Session Chair: Astrid Podsiadlowski (Victoria Univ. of Wellington) Astrid.Podsiadlowski@vuw.ac.nz

» **Overview about workplace diversity project and development of the DPQ**

Astrid Podsiadlowski (Victoria Univ. of Wellington)  
Astrid.Podsiadlowski@vuw.ac.nz  
Karen van der Zee (RijksUniv. Groningen)  
Daniela Groeschke (Univ. Jena)  
Marina Kogler (WirtschaftsUniv. Wien)

» **The importance of manager's personal attributes for workforce composition and diversity management**

Astrid Podsiadlowski (Victoria Univ. of Wellington)

Astrid.Podsiadlowski@vuw.ac.nz  
Diana Boer (Univ. of Bremen)

» **Diversity and innovation – Do we need competencies or cultural diversity?**

Daniela Groeschke (Univ. Jena) daniela.groeschke@uni-jena.de  
Astrid Podsiadlowski (Victoria Univ. of Wellington)  
Menno Vos (RijksUniv. Groningen)

» **Colour-blind or colourful?**

Menno Vos (RijksUniv. Groningen) m.vos@rug.nl  
Wiebren Jansen (RijksUniv. Groningen)  
Astrid Podsiadlowski (Victoria Univ. of Wellington)  
Sabine Otten (RijksUniv. Groningen)

» **Difference in diversity perspectives: Exploration of the influence of contextual and individual factors**

Marinus van Driel (Top Talent Solutions, US)  
marinusvandriel@hotmail.com  
Daniela Groeschke (Univ. Jena)  
Astrid Podsiadlowski (Victoria Univ. of Wellington)

## Understanding and Overcoming Obstacles to Women in Leadership

Symposium, topic area: Human Resource Management

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-4

Session Chairs: Susanne Braun (Technische Univ. München)  
s.braun@tum.de

Brooke Shaughnessy (Technische Univ. München)  
brooke.shaughnessy@tum.de

» **Determined or committed? Effects of gendered wording in scholarship advertisements on male and female students**

Tanja Hentschel (Technische Univ. München)  
tanja.hentschel@tum.de  
Susanne Braun (Technische Univ. München)  
Claudia Peus (Technische Univ. München)  
Dieter Frey (Ludwig-Maximilians-Univ. München)

» **Language as a barrier and facilitator for women's career progress**

Lisa K. Horvath (Univ. of Lausanne) lisa.horvath@unil.ch  
Sabine Sczesny (Univ. Bern)

» **The assessment center gender paradox: How a 'tailor made' manager suit fits female candidates?**

Varda Wiesel (Bar-Ilan Univ.) wieselvarda@gmail.com  
Ronit Kark (Bar-Ilan Univ.)

» **Gender differences in motivating trust between strangers**

Alex Mislin (American Univ.) mislin@american.edu  
Brooke Shaughnessy (Technische Univ. München)  
Lisa Williams (Niagara Univ.)

» **Gender stereotypes and authentic leadership – An opportunity for female managers?**

Susanne Braun (Technische Univ. München) s.braun@tum.de  
Claudia Peus (Technische Univ. München)  
Dieter Frey (Ludwig-Maximilians-Univ. München)



## Training: New Insights on the Long Way to Successful Transfer

Symposium, topic area: Human Resource Management

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-5

Session Chairs: Alexandra Paraskevi Diethert (Ludwig-Maximilians-Univ. München) nikitopoulos@psy.lmu.de

Simone Kauffeld (TU Braunschweig) s.kauffeld@tu-braunschweig.de

### » *The antecedents of employee participation in work-related learning: A systematic review*

Eva Kyndt (Univ. of Antwerp) Eva.Kyndt@ppw.kuleuven.be  
Herman Baert (Univ. of Leuven)

### » *The ideal training through the eyes of consumers: A conjoint study*

Alexandra Paraskevi Diethert (LMU München) nikitopoulos@psy.lmu.de  
Silke Weisweiler (LMU München)

### » *The significance of reflection and feedback seeking for transfer of learning in managerial training*

Kristin Knipfer (TU München) kristin.knipfer@tum.de  
Jennifer Sparr (TU München)

### » *Stress-reduction without intent: How self-leadership coaching helps to cope with stress*

Katharina Ebner (TU Braunschweig) k.ebner@tu-braunschweig.de  
Eva-Maria Schulte (TU Braunschweig)  
Simone Kauffeld (TU Braunschweig)

### » *Effects of team commitment, reactions to training and work environment on motivation to transfer: A three-path mediation*

Ann-Christine Massenberg (TU Braunschweig) a-c.massenberg@tu-braunschweig.de  
Anna Grohmann (TU Braunschweig)  
Simone Kauffeld (TU Braunschweig)

### » *Volition to transfer: Making transfer of training happen*

Christian Seiberling (TU Braunschweig) christian.johannes@gmail.com  
Simone Kauffeld (TU Braunschweig)

## Boundaryless Work (Worktime- and Workplace Flexibility): Pain or Gain?

Symposium, topic area: Worktime Arrangements and Work-Family Interface

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-6

Session Chairs: Karina Van De Voorde (Tilburg Univ.) f.c.v.d.voorde@uvt.nl

Debby Beckers (Radboud Univ. Nijmegen) d.beckers@psych.ru.nl

Facilitator: Debby Beckers (Radboud Univ. Nijmegen) d.beckers@psych.ru.nl

Karina Van De Voorde (Tilburg Univ.) f.c.v.d.voorde@uvt.nl

### » *Benefits of employees' actual use of HR-practices associated with new ways to work and boundary management strategies: Towards a conceptualization of new ways to work*

Pascale Peters (Radboud Univ. Nijmegen) p.peters@fm.ru.nl  
Beatrice Van der Heijden (Radboud Univ. Nijmegen)  
Guy Notelaers (Radboud Univ. Nijmegen)  
Lisa van den Berg (Hay Group)

### » *Boundaryless work: Understanding paradoxical outcomes*

Clare Kelliher (Cranfield Univ.) Clare.Kelliher@cranfield.ac.uk

### » *Worktime and workplace flexibility in relation to work-related recovery: A study at the day-level.*

Marc van Veldhoven (Tilburg Univ.) m.j.p.m.vanveldhoven@uvt.nl

### » *Boundary management strategies and work-life balance in knowledge intense, boundaryless work*

Christin Mellner (Stockholm Univ.) cmr@psychology.su.se  
Gunnar Aronsson (Stockholm Univ.)  
Göran Kecklund (Stockholm Univ.)

### » *An intervention study on boundaryless work: Consequences for work characteristics, well-being and performance*

Hylco Nijp (Radboud Univ.) h.nijp@psych.ru.nl  
Debby Beckers (Radboud Univ.)  
Karina Van De Voorde (Tilburg Univ.)  
Sabine Geurts (Radboud Univ.)  
Michiel Kompier (Radboud Univ.)

## Human Resource Management 4

### Paper Session

Time: Friday, 24/May/2013: 8:15am - 9:45am

Location: F-33

Session Chairs: Marie-Helene Budworth (York Univ., CA) budworth@yorku.ca

Neil Hepworth (talent Q, UK) neilhepworth@talentqgroup.com

### » *Organizational politics in performance appraisal: The role of leadership style*

Silvia Dello Russo (ISCTE-IUL, PT) silvia.dellorusso@iscte.pt  
Mariella Miraglia (Univ. Sapienza di Roma, IT)  
Laura Borgogni (Univ. Sapienza di Roma, IT)

### » *Going one better: The additional benefits of impression management modesty over trait modesty in the workplace*

Corinna Diekmann (Univ. of Bonn, DE) corinna.diekmann@uni-bonn.de  
Katharina Hafner (Univ. of Bonn, DE)  
Lioba Peters (Univ. of Bonn, DE)  
Gerhard Blickle (Univ. of Bonn, DE)

### » *Modesty and gender: Implications of the "feminine" modesty effect for women at work*

Marie-Helene Budworth (York Univ., CA) budworth@yorku.ca  
Sara L. Mann (Univ. of Guelph, CA)  
Kate Rowbotham (Queen's Univ., CA)

### » *The effectiveness of the rules in performance management systems and organizational trust: An exploratory study*

Pedro Filipe Ferrão Fialho (Univ. de Évora, PT)

pedros6@gmail.com  
Nuno Rebelo dos Santos (Univ. de Évora, PT)

» **The moderating role of organizational trust in the relationship between job satisfaction and organizational commitment**

Mika Petri Vanhala (Lappeenranta Univ. of Technology, FI)  
mika.vanhala@lut.fi  
Pia Heilmann (Lappeenranta Univ. of Technology, FI)

» **(PP) A work-placed value clash and its impact on engagement, commitment and retention**

Neil Hepworth (talent Q, UK) neilhepworth@talentqgroup.com  
Alan Bourne (talent Q, UK)

## Leadership and Management 3

### Paper Session

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** F-040

**Session Chairs:** Ann-Louise Holten (NRCWE, DK)  
alh@nrcwe.dk

Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de

» **Abusive supervision in a time of crisis: Implications for emotions and performance**

Pedro Neves (Nova, PT) pneves@novasbe.pt

» **Transformational leadership and follower's unethical behavior for the benefit of the company: A two-study investigation**

Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de  
Effelsberg David (Ruhr-Univ. Bochum, DE)

» **Nepotism in leadership context: How followers react toward relatives as leaders?**

Annick Darioly (Claremont McKenna College, US)  
annick.darioly@cmc.edu  
Ronald Riggio (Claremont McKenna College, US)

» **"Neutralizing" bad leadership: An investigation of moderators of laissez-faire leadership's effects on teams**

Claudia Buengeler (Jacobs Univ. Bremen, DE)  
c.buengeler@jacobs-university.de  
Sven C. Voelpel (Jacobs Univ. Bremen, DE; EBS Business School)

» **Native and immigrant followers: The role and impact of transformational leadership on health and well-being**

Ann-Louise Holten (NRCWE, DK) alh@nrcwe.dk  
Isabella Gomes Carneiro (NRCWE, DK)  
Vilhelm Borg (NRCWE, DK)

## Organizational Change and Development 1

### Paper Session

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** F-042

**Session Chairs:** Ellen Flakke (Univ. of Southern Denmark, DK)  
flakke@sdu.dk

Danielle Tucker (Imperial College, UK)  
danielle.tucker@imperial.ac.uk

» **Tensions of Transformational Change: When infrastructure transition and service design collide**  
**Nominee of the EAWOP Congress 2013 Best Paper Award**

Danielle Tucker (Imperial College, UK)  
danielle.tucker@imperial.ac.uk  
Jane Hendy (Univ. of Surrey, UK)  
James Barlow (Imperial College, UK)

» **Predicting individuals' legitimization of organizational downsizing**

Manuela Richter (Univ. des Saarlandes, DE)  
m\_richter@mx.uni-saarland.de  
Cornelius J. König (Univ. des Saarlandes, DE)  
Sabine Berg (Univ. des Saarlandes, DE)  
Jessica Gaszka (Univ. des Saarlandes, DE)  
Christina Herrmann (Univ. des Saarlandes, DE)

» **What makes a high performing community of practice?: Measuring performance in the HE sector**

Pamela Yeow (Univ. of Kent, UK) p.m.yeow@kent.ac.uk  
Alison Dean (Univ. of Kent, UK)  
Danielle Tucker (Imperial College Business School, UK)  
Linda Pomeroy (Imperial College Business School, UK)

» **The (mis)management of layoffs**

Premilla D'Cruz (Indian Institute of Management Ahmedabad, IN)  
pdcruz@iimahd.ernet.in  
Ernesto Noronha (Indian Institute of Management Ahmedabad, IN)

» **At the end of the day we are all bankers: Social construction of organizational identity in mergers**

Ellen Flakke (Univ. of Southern Denmark, DK) flakke@sdu.dk

## Research and Methodology 1

### Paper Session

**Time:** Friday, 24/May/2013: 8:15am - 9:45am

**Location:** F-104

**Session Chairs:** Katharina Lochner (cut-e Group, DE)  
katharina.lochner@cut-e.com

Richard C Thompson (CPP, Inc., US) rthompson@cpp.com

» **A multiple analysis methods approach to personality measurement**

Richard C Thompson (CPP, Inc., US) rthompson@cpp.com  
Michael Morris (CPP, Inc., US)

» **(PP) Normative, ipsative, and beyond**

Katharina Lochner (cut-e Group, DE) katharina.lochner@cut-e.com  
Achim Preuss (cut-e Group, DE)  
Maike Wehrmaker (cut-e Group, DE)

» **Development of an individual work performance questionnaire**

Linda Koopmans (TNO; VU Univ. Medical Center)  
linda.koopmans@tno.nl  
Claire Bernaards (TNO)  
Vincent Hildebrandt (TNO)  
Stef van Buuren (TNO)  
Allard van der Beek (VU Univ. Medical Center)  
Riekje de Vet (VU Univ. Medical Center)

» (PP) *Exploring the role of individual differences in the prediction of innovative behavior in police organization*

Omar Alali (Ministry of Interior, AE) oalali@live.com  
Measuring innovativeness in a work-related context  
Petra Gelléri (Univ. of Hagen, DE) petra.gelleri@fernuni-hagen.de  
István Garda (Univ. of Applied Sciences Fresenius, Munich, DE)

## Employee Wellbeing 6

### Paper Session

**Time:** Friday, 24/May/2013: 8:15am - 9:45am  
**Location:** F-102

**Session Chairs:** Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de  
Michelle R Tuckey (Univ. of South Australia, AU)  
michelle.tuckey@unisa.edu.au

» *The protective role of personal resources in minimising exposure and effects of harassment: Combining within- and between-person approaches*

Michelle R Tuckey (Univ. of South Australia, AU)  
michelle.tuckey@unisa.edu.au  
Annabelle M Neall (Univ. of South Australia, AU)

» *Regulatory focus as a mediator in the job demands-resources model*

Veerle Brenninkmeijer (Utrecht Univ., NL)  
v.brenninkmeijer@uu.nl  
Paris Petrou (Utrecht Univ., NL)  
Liselotte Mulder (Vye Professionals, NL)

» *Resources at work in the effects of daily vitality levels*

Marta Herrero Lázaro (Universidad Autónoma de Madrid, ES)  
marta.herrerolaz@gmail.com  
Raquel Rodríguez-Carvajal (Universidad Autónoma de Madrid, ES)  
Dirk van Dierendonck (Erasmus Univ. Rotterdam, NL)  
Bernardo Moreno-Jiménez (Universidad Autónoma de Madrid, ES)  
Carlos García Rubio (Universidad Autónoma de Madrid, ES)  
Rocío López Diago (Universidad Autónoma de Madrid, ES)

» *Sleep quality and self-control capacity as protective resources in facing self-control demands: A diary study*

Stefan Diestel (Leibniz Research Centre for Working Environment and Human Factors, DE) Diestel@ifado.de  
Klaus-Helmut Schmidt (Leibniz Research Centre for Working Environment and Human Factors, DE)

» *Job resources may not promote work-related flow in high strain jobs*

Anna-Carin Fagerlind (Linköping Univ., SE)  
anna-carin.fagerlind@liu.se  
Maria Gustavsson (Linköping Univ., SE)  
Gun Johansson (Linköping Univ., SE)  
Kerstin Ekberg (Linköping Univ., SE)

» *The interplay between job demands, job resources, and Type D personality in the prediction of job strain*

Marieke van den Tooren (Tilburg Univ., NL) M.vdnTooren@uvt.nl  
Christel Rutte (Tilburg Univ., NL)

## Employee Wellbeing 7

### Paper Session

**Time:** Friday, 24/May/2013: 8:15am - 9:45am  
**Location:** F-234

**Session Chairs:** Mara Bria (Babes-Bolyai Univ., Cluj-Napoca, RO) maramarinca@psychology.ro  
Lorenzo Avanzi (Univ. of Trento, IT) lorenzo.avanzi@unitn.it

» *Attachment predicting employees' performance: The mediating role of burnout*

Delia Mihaela Virga (West Univ. Timisoara, RO)  
deliavirga@gmail.com  
Ilona Van Beek (Utrecht Univ., NL)  
Coralia Sulea (West Univ. Timisoara, RO)  
Wilmar Schaufeli (Utrecht Univ., NL)  
Toon Taris (Utrecht Univ., NL)

» *Tea, conditions catalyzing burnout reactions: The role of team absenteeism*

Chiara Consiglio (Sapienza Univ. of Rome, IT)  
chiara.consiglio@uniroma1.it  
Guido Alessandri (Sapienza Univ. of Rome, IT)  
Laura Borgogni (Sapienza Univ. of Rome, IT)

» *Burnout and turnover intentions: The mediating role of negative work – Home interference. Results from a Romanian healthcare professionals sample*

Mara Bria (Babes-Bolyai Univ., Cluj-Napoca, RO)  
maramarinca@psychology.ro  
Adriana Baban (Babes-Bolyai Univ., Cluj-Napoca, RO)  
Florina Spanu (Babes-Bolyai Univ., Cluj-Napoca, RO)  
Alina Maria Flestea (Babes-Bolyai Univ., Cluj-Napoca, RO)  
Dan L. Dumitrascu (Univ. of Medicine and Pharmacy Iuliu Hatieganu, Cluj-Napoca, RO)

» *Relationship between overcommitment and burnout: Does job satisfaction play a role?*

Lorenzo Avanzi (Univ. of Trento, IT) lorenzo.avanzi@unitn.it  
Cristian Balducci (Univ. of Bologna, IT)  
Franco Fraccaroli (Univ. of Trento, IT)

## Health and Interventions 1

### Paper Session

**Time:** Friday, 24/May/2013: 8:15am - 9:45am  
**Location:** F-229

**Session Chairs:** Tina Løkke Vie (Univ. of Bergen, NO)  
tina.vie@psysp.uib.no  
Maria Saupe-Heide (Univ. of Cologne)  
m.saupe-heide@uni-koeln.de

» (PP) *Innovative concepts and trends in workplace health promotion in the German automotive industry*

Maria Saupe-Heide (Univ. of Cologne)  
m.saupe-heide@uni-koeln.de  
Anne Baumann (Univ. of Cologne)  
Grete Baumann (Univ. of Cologne)  
Lene Hodek (Univ. of Cologne)  
Mathilde Niehaus (Univ. of Cologne)  
Michaela Kugler (IDarmstadt Univ. of Technology)  
Andrea Sinn-Behrend (Darmstadt Univ. of Technology)  
Ralph Bruder (Darmstadt Univ. of Technology)

» *Mental health among psychologists: The role of leadership support*

Tina Løkke Vie (Univ. of Bergen, NO) tina.vie@psysp.uib.no  
Lars Glasø (Norwegian Business School, NO; Univ. of Bergen, NO)  
Stig Berge Matthiesen (Univ. of Bergen, NO)

» (PP) *Enhancing collective capacity-building among occupational health actors throughout workplace mental health interventions*

Ofelia Tatu (Univ. d'Artois / VTE, FR) ofeliaflorina@yahoo.fr  
Anna Maria Beradi (Univ. de Lorraine)

» *Recovery from burnout during a one-year rehabilitation intervention and a six-month follow-up: Associations to coping strategies*

Marja Helena Hätinen (Univ. of Jyväskylä, FI) marja.h.hatinen@ju.fi  
Anne Mäkikangas (Univ. of Jyväskylä, FI)  
Ulla Kinnunen (Univ. of Tampere, FI)  
Mika Pekkonen (Peurunka Medical Rehabilitation Centre, Laukaa, FI)

» (PP) *The effect of immediate feedback: Evaluation of an occupational health web-based intervention tool (ISAT – Interactive Self-Assessment Tool)*

Liliana Dias (KU Leuven, BE) liliana.dias@ppw.kuleuven.be  
Sofie Taeymans (ISW Limits)  
Yasmin Handaja (ISW Limits)  
Debora Vansteenwegen (KU Leuven, BE; ISW Limits)

## Coffee Break

Time: Friday, 24/May/2013:  
9:45am - 10:15am

Location: nearby all session locations

## Short Thematic Sessions

(10:15am - 11:15am)

### Employee Wellbeing 8

#### Paper Session

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: S-1

Session Chairs: Milica B. Vukelic (Univ. of Belgrade, RS) mbvukeli@f.bg.ac.rs

Katarzyna Durniat (Univ. of Wroclaw, PL) katarzyna@durniat.pl

» *Mobbing in the workplace – Individual, social and organisational consequences.*

Katarzyna Durniat (Univ. of Wroclaw, PL) katarzyna@durniat.pl

» *Effects of involvement with bullying in the workplace: Are the victims the only victims?*

Milica B. Vukelic (Univ. of Belgrade, RS) mbvukeli@f.bg.ac.rs  
Svetlana M. Cizmnic (Univ. of Belgrade, RS)  
Ivana B. Petrovic (Univ. of Belgrade, RS)

» *Assessing the role of personality in the relationship between workplace bullying and psychological Well-Being*

Jose M. Leon-Perez (ISCTE-IUL, PT) Jose.Leon-Perez@iscte.pt  
Alicia Arenas (Univ. of Seville, ES)

## A Broad Perspective on Employability

Symposium, topic area: Changing Employment Relations

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: S-2

Session Chairs: Ellen R. Peeters (KU Leuven)

Ellen.Peeters@ppw.kuleuven.be

Dorien Vanhercke (KU Leuven)

Dorien.Vanhercke@ppw.kuleuven.be

» *An expert study on a theoretical framework for movement capital*

Ellen R. Peeters (KU Leuven) Ellen.Peeters@ppw.kuleuven.be

Jill Nelissen (KU Leuven)

Nele De Cuyper (KU Leuven)

Anneleen Forrier (KU Leuven)

Marijke Verbruggen (KU Leuven)

Hans De Witte (KU Leuven)

» *The causal pathways between perceived employability and affective well-being among participants to outplacement*

Dorien Vanhercke (KU Leuven)

Dorien.Vanhercke@ppw.kuleuven.be

Nele De Cuyper (KU Leuven)

Hans De Witte (KU Leuven)

» *Profiles of perceived employability*

Kaisa Kirves (Univ. of Tampere) Kaisa.Kirves@uta.fi

Ulla Kinnunen (Univ. of Tampere)

Nele De Cuyper (KU Leuven)

Anne Mäkikangas (Univ. of Jyväskylä)

» *Associations between job characteristics and internal and external perceived employability and its contribution to turnover intention*

Jill Nelissen (KU Leuven) Jill.Nelissen@kuleuven.be

Anneleen Forrier (KU Leuven)

Marijke Verbruggen (KU Leuven)

## Work Engagement and Performance: The Linkage Unraveled

Symposium, topic area: Employee Wellbeing

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: S-8

Session Chair: Wilmar Schaufeli (Utrecht Univ.)

w.schaufeli@uu.nl

» *Transformational leadership and financial performance: The mediating role of employee engagement*

Tijs Besieux (KU Leuven) Tijs.Besieux@ppw.kuleuven.be

Martin Euwema (KU Leuven)

Elfi Baillieu (HUBrussel)

» *Do work engagement and workaholism predict job performance and well-being in opposite directions?: A two-year longitudinal study*

Akihito Shimazu (Univ. of Tokyo) ashimazu@m.u-tokyo.ac.jp  
Kimika Kamiyama (JUKI Corporation)  
Wilmar Schaufeli (Utrecht Univ.)  
Norito Kawakami (Univ. of Tokyo)

» *Do engaged workers really make a difference? A longitudinal study of work engagement versus job boredom and their relation with job performance*

Gaby Reijseger (Utrecht Univ.) g.reijseger@uu.nl  
Wilmar Schaufeli (Utrecht Univ.)  
Maria Peeters (Utrecht Univ.)  
Toon Taris (Utrecht Univ.)

» *New teams have the power: Building collective efficacy beliefs through engagement and performance over time*

Alma Rodriguez-Sánchez (Univ. Jaume I) alrodrig@psi.uji.es  
Jari Hakanen (Finnish Institute of Occupational Health)  
Pedro Torrente (Univ. Jaume I)  
Marisa Salanova (Univ. Jaume I)

## Organizational Change and Development 2

### Paper Session

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: S-9

Session Chairs: Paraskevas Petrou (Utrecht Univ., NL)  
P.Petrou@uu.nl

Wim Vroonen (Vlerick Business School, BE)  
wim.vroonen@vlerick.com

» *Undermotivating change as a reason to craft a job: The moderating role of regulatory focus in the relationship between organizational change communication and job crafting*

Paraskevas Petrou (Utrecht Univ., NL) P.Petrou@uu.nl  
Evangelia Demerouti (Eindhoven Univ. of Technology, NL)  
Wilmar Schaufeli (Utrecht Univ., NL)

» <sup>(PP)</sup> *Development of the Business Coaching Behavioural Scale*

Wim Vroonen (Vlerick Business School, BE)  
wim.vroonen@vlerick.com  
Frank Wang (Vlerick Business School, BE)  
Peter De Prins (Vlerick Business School, BE)

» *Perception of hierarchy and fear to speak. Predicting organizational learning in medical departments*

Florina Dana Spanu (Babes-Bolyai Univ., RO)  
florinaspanu@psychology.ro  
Adriana Baban (Babes-Bolyai Univ., RO)  
Mara Bria (Babes-Bolyai Univ., RO)  
Alina Flestea (Babes-Bolyai Univ., RO)

## Identity: New Insights and Perspectives

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: S-10

Session Chair: Rosalind H Searle (Coventry Univ.)  
rosalind.searle@coventry.ac.uk

» *Problematic forms of organizational identification: Some evidence for the expanded model of identification*

Rolf van Dick (Goethe Univ.) van.dick@psych.uni-frankfurt.de  
Maria Christina Nimmerfroh (Goethe Univ.)  
Johannes Ullrich (Goethe Univ.)

» *Expanding the expanded model of identification: Organizational identification and identification with an occupational category*

Nikolai Egold (Fresenius Univ. of Applied Sciences)  
egold@hs-fresenius.de  
Rolf van Dick (Goethe Univ.)

» *With what do you identify? The effect of self-presentation needs on multi-foci identification*

Rosalind Searle (Coventry Business School)  
Rosalind.searle@coventry.ac.uk  
Deborah Price (De Montfort Univ.)

» *Self-presentation motives in decision making*

Scott Highhouse, (Bowling Green State Univ.) shighho@bgsu.edu  
Sarah R. Kirkendall (Bowling Green State Univ.)  
Scott A. Withrow (Bowling Green State Univ.)  
John A. Kostek (Bowling Green State Univ.)

## Best Dissertation Award of the Section Work, Organizational and Business Psychology of the German Society of Psychologists (DGPs)

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: S-Aula

Session Chair: Sandra Ohly (Univ. of Kassel) ohly@uni-kassel.de

Award Winner:

» *Engaging with Diversity of Social Units – A Social Identity Perspective on Diversity in Organizations*

Sebastian Stegmann (Goethe Univ., DE)  
stegmann@psych.uni-frankfurt.de

## "You're Fired! Exploring the Impact of Financial Crisis on People of Europe"

**Invited Symposium, topic area:** Changing Employment Relations

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** H-1

**Session Chair:** Ioannis Nikolaou (Athens Univ. of Economics and Business) inikol@aueb.gr

**Facilitator:** David E. Guest (King's College, UK) david.guest@kcl.ac.uk

### » *Financial and occupational crisis in Italy: What the W/O psychologists can do?*

Franco Fraccaroli (Univ. of Trento, IT) Franco.Fraccaroli@unitn.it

### » *Context and experiences of unemployment during transition to work: moderator role of family support, initiative and passivity in career planning*

José Maria Peiró (Univ. of Valencia and IVIE, ES)

Jose.M.Peiro@uv.es

José Ramos (Univ. of Valencia and IVIE, ES)

### » *Exploring the consequences of the financial crisis on employment relationships in Greece*

Ioannis Nikolaou (Athens Univ. of Economics and Business)

inikol@aueb.gr

### » *Summary of recent studies on job insecurity from Belgium*

Hans De Witte (KU Leuven) Hans.DeWitte@ppw.kuleuven.be

Nele De Cuyper (KU Leuven)

Tinne Vander Elst (KU Leuven)

## Positive Occupational Health Psychology Interventions: Effects of Person and Job Level Interventions on Personal Resources, Well-being and Work Engagement

**Symposium, topic area:** Health and Interventions

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** H-2

**Session Chairs:** Annetkatrin Hoppe (Humboldt Univ. Berlin, DE) annkatrin.hoppe@hu-berlin.de

Alexandra Michel (Heidelberg Univ., DE)

alexandra.michel@psychologie.uni-heidelberg.de

**Facilitator:** Eva Demerouti (Eindhoven Univ. of Technology) e.demerouti@tue.nl

### » *Conducting individual positive interventions to promote engagement at work: Lessons learned*

Else Ouweneel (Utrecht Univ.) e.ouweneel@uu.nl

Pascale Le Blanc (Eindhoven Univ. of Technology)

Wilmar Schaufeli (Utrecht Univ.)

### » *Looking at the bright side of work: Person-level interventions that foster employee optimism and satisfaction*

Alexandra Michel (Univ. of Heidelberg)

alexandra.michel@psychologie.uni-heidelberg.de

Gloria González-Morales (Univ. of Guelph)

Annetkatrin Hoppe (Humboldt Univ. Berlin)

Deirdre O'Shea (Univ. of Limerick)

Anna Steidle (Univ. of Stuttgart)

### » *Investigating the effectiveness of a daily gratitude intervention in the workplace*

Deirdre O'Shea (Univ. of Limerick) Deirdre.OShea@ul.ie

Fiona Keane (Univ. of Limerick)

### » *Shedding light on the potential of positive occupational health interventions in the physical environment: Illustrated by a meta-analysis on illumination*

Anna Steidle (Univ. of Stuttgart) anna.steidle@people-inside.de

Lioba Werth (Univ. of Hohenheim)

## Looking Inside the Box: Cognition as Way to Achieve Effectiveness in Work Teams

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

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** H-3

**Session Chairs:** Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL)) ana.passos@iscte.pt

Piet Van den Bossche (Univ. of Antwerp)

Piet.VandenBossche@ua.ac.be

### » *Team situation awareness development and decision making in crisis management teams: A communication perspective*

Sjir Uitdewilligen (Maastricht Univ.)

sjir.uitdewilligen@maastrichtuniversity.nl

Mary J. Waller (York Univ.)

### » *The impact of similar and accurate temporal mental models on team learning and adaptation over time*

Catarina Marques Santos (Instituto Univ. de Lisboa (ISCTE-IUL))

catarina\_marques\_santos@iscte.pt

Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL))

### » *Adaptive performance in hospital teams: When group process, cognitions and competences matter*

Pedro Marques-Quinteiro (Instituto Univ. de Lisboa (ISCTE-IUL))

pedro\_marques\_quinteiro@iscte.pt

Luis Curral (Univ. de Lisboa)

Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL))

Catarina Gomes (Instituto Univ. de Lisboa (ISCTE-IUL))

### » *The effect of guided team reflexivity upon feedback and transactive memory systems on team performance development: A comparative experiment.*

Catherine Gabelica (Maastricht Univ.)

C.Gabelica@maastrichtuniversity.nl

Piet Van den Bossche (Univ. of Antwerp)

Mien Segers (Maastricht Univ.)

Wim Gijssels (Maastricht Univ.)

## (PP) Personality Assessment: Addressing some Methodological Questions

Symposium, topic area: Personnel Selection and Recruitment

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: H-4

Session Chair: Ilke Inceoglu (SHL Group)  
ilke.inceoglu@shl.com

Facilitator: Cornelius König (Saarland Univ.)  
ckoenig@mx.uni-saarland.de

### » *The not-so-simple structure of personality: What is the impact on selection rates?*

Anne Herrmann (Kalaidos Univ. of Applied Sciences, CH)  
anne.herrmann@kalaidos-fh.ch

### » *The factor structure of the OPQ: is there a basis for a general factor of personality?*

Mathijs Affourtit (SHL Group) Mathijs.Affourtit@shl.com  
Ilke Inceoglu (SHL Group)

### » *Personality response processes*

Helen Baron (Independent Practitioner) helen@hbaron.co.uk

### » *Creating forced-choice assessment instruments 'on the fly'*

Dave Bartram (SHL Group) dave.bartram@shl.com  
Yin Lin (SHL Group)

## The Fragmented Working Day: New Angles and Results on Interruptions at Work

Symposium, topic area: Employee Wellbeing

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-1

Session Chair: Anja Baethge (Univ. of Leipzig)  
baethge@uni-leipzig.de

Facilitator: Robert A. Roe (Maastricht Univ.)  
r.roe@maastrichtuniversity.nl

### » *Work interruptions in different jobs. The role of regulation requirements*

Nicole Stab (TU Dresden) stab@psychologie.tu-dresden.de  
Winfried Hacker (TU Dresden)  
Ulrike Pietrzyk (TU Dresden)

### » *Are all interruptions the same? Characteristics of work interruptions and their impacts on well being*

Anja Baethge (Univ. of Leipzig) baethge@uni-leipzig.de  
Thomas Rigotti (Univ. of Leipzig)

### » *The influence of task consistency on adaptation to unforeseen interruptive discrepancies*

Alicia L.T. Walkowiak (Maastricht Univ.)  
alicia.walkowiak@maastrichtuniversity.nl  
Jonas W.B. Lang (Maastricht Univ.)  
Fred Zijlstra (Maastricht Univ.)

### » *Cognitive strategies of interruption handling. Effects of situational and individual factors*

Anna B. Leonova (Moscow State Lomonosov Univ.)  
ableonova@gmail.com  
Irina V. Blinnikoba (Moscow State Lomonosov Univ.)

## Current Perspectives on Relationship-Oriented Leadership and Leader-Member Exchange (LMX)

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-2

Session Chairs: Alexander Pundt (Univ. of Mannheim, DE)  
alexander.pundt@uni-mannheim.de

Daniel May (Freie Univ. Berlin, DE) daniel.may@fu-berlin.de

### » *The central role of Leader-Member Exchange (LMX) in the relationship between follower perceptual processes and leadership outcomes*

Anna Topakas (Institute of Work Psychology, Univ. of Sheffield, UK)  
a.topakas@sheffield.ac.uk  
Robin Martin (Aston Business School, Aston Univ., UK)  
Olga Epitropaki (ALBA Graduate Business School, GR)

### » *Humor and the relationship between leader and follower: How are humor styles of the leader related to leader-member exchange?*

Alexander Pundt (Univ. of Mannheim, DE)  
alexander.pundt@uni-mannheim.de  
Felicia Herrmann (Univ. of Mannheim, DE)

### » *The relationship between LMX dimensions and span of control – Linear or non-linear?*

Birgit Schyns (Durham Univ., UK) birgit.schyns@durham.ac.uk  
Marc van Veldhoven (Tilburg Univ., NL)

### » *The influence of Leader-Member Exchange differentiation on teams' satisfaction: The mediating role of support climate*

Vicente Gonzalez-Roma (Univ. of Valencia, ES)  
vicente.glez-roma@uv.es  
Pascale Le Blanc (Eindhoven Univ. of Technology, NL)

## Leadership and Management 4

Paper Session

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-3

Session Chairs: Regina Eckert (Center for Creative Leadership, BE) EckertR@ccl.org

Silja Kotte (Kassel Univ., DE) silja.kotte@uni-kassel.de

### » (PP) *Evaluating leadership development: A tale of two methods*

Gina Eckert (Center for Creative Leadership, BE) eckertr@ccl.org  
William Mulhern (Maastricht Univ., NL)  
Sofya Isaakyan (Maastricht Univ., NL)  
Fred Zijlstra (Maastricht Univ., NL)

» (PP) *Differences in the effectiveness of the leadership development program in Europe and in the United States*

Regina Eckert (Center for Creative Leadership, BE) EckertR@ccl.org  
Sofya Isaakyan (Maastricht Univ., NL)  
William Mulhern (Maastricht Univ., NL)  
Fred Zijlstra (Maastricht Univ., NL)

» *Group development as instrument for leadership development: Perspectives from a German-Israeli leadership development program*

Silja Kotte (Kassel Univ., DE) silja.kotte@uni-kassel.de  
Heidi Möller (Kassel Univ., DE)

» *Team leaders' position in meeting networks – A social network analysis*

Nils Christian Sauer (Technische Univ. Braunschweig, DE)  
n.sauer@tu-braunschweig.de  
Simone Kauffeld (Technische Univ. Braunschweig, DE)

## Perspectives on Leadership II: Effectiveness, Diversity and Wellbeing

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-4

Session Chairs: Torsten J. Holstad (Univ. of Leipzig, DE)  
torsten.holstad@uni-leipzig.de

Jürgen Wegge (Technical Univ. Dresden, DE)  
wegge@psychologie.tu-dresden.de

Lioba Werth (Technical Univ. Chemnitz, DE)  
lioba.werth@psychologie.tu-chemnitz.de

Facilitator: Jörg Felfe (Helmut Schmidt Univ. Hamburg, DE)  
felfe@hsu-hh.de

» *The relation between transformational leadership and employee well-being: A meta-analysis*

Sylvie Vincent-Höper (Univ. of Hamburg, DE)  
sylvie.vincent-hoeper@uni-hamburg.de  
A. Heilmann (Univ. of Hamburg, DE)  
Sabine Gregersen (Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspflege)  
Albert Nienhaus (Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspflege)

» *Profiles of long-term occupational well-being: associations with transformational leadership*

Kaisa Perko (Univ. of Tampere, FI) kaisa.perko@uta.fi  
Ulla Kinnunen (Univ. of Tampere, FI)  
Taru Feldt (Univ. of Jyväskylä, FI)

» *The leader's job characteristics – Antecedents of followers' wellbeing?*

Torsten J. Holstad (Univ. of Leipzig, DE)  
torsten.holstad@uni-leipzig.de  
Otto Kathleen (Univ. of Leipzig, DE)  
Christiane R. Stempel (Univ. of Leipzig, DE)  
Thomas Rigotti (Univ. of Leipzig, DE)

» *Age differentiated leadership*

Franziska Jungmann (Technical Univ. Dresden, DE)

jungmann@psychologie.tu-dresden.de  
Jürgen Wegge (Technical Univ. Dresden, DE)  
Thomas Ellwart (Trier Univ., DE)

## Well-being in Flexible, Mobile and Virtual Work

Symposium, topic area: Employee Wellbeing

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-5

Session Chair: Jan Dettmers (Univ. of Hamburg)  
jan.dettmers@uni-hamburg.de

» *The dark side of technologies: Technostress and technoaddiction among ICT users*

Marisa Salanova (WONT Research Group. Univ. Jaume I)  
marisa.salanova@psi.uji.es  
Susana Llorens (WONT Research Group. Univ. Jaume I)

» *Support and recovery amongst home-based virtual workers*

Carolyn Axtell (Univ. of Sheffield) c.m.axtell@sheffield.ac.uk  
Kevin Daniels (Univ. of East Anglia)  
Karen Niven (Univ. of Manchester)  
Donald Hislop (Univ. of Loughborough)  
Jane Glover (Univ. of Loughborough)

» *Extended availability for work by ICT – Design of availability requirements and effects on well-being and recovery*

Jan Dettmers (Univ. of Hamburg) jan.dettmers@uni-hamburg.de

» *Heart rate variability measurement in assessing stress and recovery reactions in mobile work*

Ursula Hyrkkänen (TUAS) Ursula.Hyrkkänen@turkuamk.fi  
Matti Vartiainen (Aalto Univ. School of Science)

(PP) **How will Present Characteristics Tell about Tomorrow Human Resource Development?**

Symposium, topic area: Human Resource Management

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-6

Session Chair: Ubolwanna Pavakanun (Thammasart Univ.)  
ubolwanna@gmail.com

» *The characteristics of organizational effective leaders in Thailand*

Ubolwanna Pavakanun (Thammasart Univ.)  
ubolwanna@gmail.com

» *Perceived quality of service by customer, and entrepreneurial orientation, effective leadership, and styles of thinking of entrepreneurs in the best home*

Kiddee Yongprakit (Bangkok Dusit Medical Service, PCL, TH)  
kiddeyon@gmail.com

» *Organizational culture, organizational ethics, leadership effectiveness, and cognitive style of*



### *middle managers in the united standard terminal public company limited group*

Noppadol Punnokkhaew (United Standard Terminal Public Company Limited, Mitrphol Wareho) interj99@hotmail.com

#### » *Organizational culture, leadership effectiveness, organization engagement and intention to stay of operation level from the thailotte company limited*

Tatsanai Suwannarat (Thammasat Univ.) tatsanai@lotte.co.th

## Other Work and Organizational Psychology Topics 2

### Paper Session

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** F-33

**Session Chairs:** Mark Cropley (Univ. of Surrey, UK)  
mark.cropley@surrey.ac.uk

Leif Werner Rydstedt (Lillehammer Univ. College, NO)  
leif.rydstedt@hil.no

#### » *How do you want to work, how do you want to live? Adressee and context effects threaten the validity of work-life-balance survey results*

Katja Mierke (Hochschule Fresenius, DE) mierke@hs-fresenius.de

#### » *The relationship between work-related rumination and evening and morning salivary cortisol secretion*

Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk  
Leif Rydstedt (Univ. of Surrey, UK)  
Jason Devereux (Univ. of Surrey, UK)

#### » *Flexibility at the workplace: Benefits and risks of flexible office concepts*

Christina Wohlers (WWU Münster, DE)  
christina.wohlers@uni-muenster.de  
Joachim Hüffmeier (WWU Münster, DE)  
Guido Hertel (WWU Münster, DE)

#### » *Sleep quality and job strain interact to predict diurnal cortisol secretion*

Leif Werner Rydstedt (Lillehammer Univ. College, NO)  
leif.rydstedt@hil.no  
Mark Cropley (Univ. of Surrey)  
Jason J Devereux (Univ. College London)

## Emotions in the Workplace 2

### Paper Session

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** F-042

**Session Chairs:** Alexandra Budjanovcanin (King's College London, UK) alexandra.budjanovcanin@kcl.ac.uk

Jessica Lang (RWTH Aachen Univ., DE) jlang@ukaachen.de

#### » *Terror-management after hazardous substance exposure at work*

Jessica Lang (RWTH Aachen Univ., DE) jlang@ukaachen.de  
Thomas Kraus (RWTH Aachen Univ., DE)

#### » *Developing and testing a measure of career regret*

Alexandra Budjanovcanin (King's College London, UK)

alexandra.budjanovcanin@kcl.ac.uk  
Ricardo Rodrigues (Kingston Univ., UK)  
David Guest (King's College London, UK)

#### » *Affective team climate and psychological distress in team workers*

Katia Levecque (Ghent Univ., BE; Research Council Flanders, BE)  
katia.levecque@ugent.be  
Christophe Vanroelen (Free Univ. Brussels, BE)  
Henk Roose (Ghent Univ., BE)  
Ronan Van Rossem (Ghent Univ., BE)

## Occupational and Organizational Safety 2

### Paper Session

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** F-043

**Session Chairs:** Achim Elfering (Univ. of Bern, CH)  
achim.elfering@psy.unibe.ch

Aline Gillet (Univ. of Liège, BE) agillet@ulg.ac.be

#### » *Safety at work: Perceptions of managers and employees and probability of having an accident at work in 11 different industry sectors*

Diego Bellini (Univ. of Verona, IT) bell.diego@tiscali.it  
Riccardo Sartori (Univ. of Verona, IT)  
Cristina Rappagliosi (Univ. of Verona, IT)

#### » *Medical communication at shift change and human error: Could a cognitive support make health care safer?*

Aline Gillet (Univ. of Liège, BE) agillet@ulg.ac.be  
Alexandre Ghuysen (Univ. Hospital of Liège, BE)  
Vincent D'Orio (Univ. Hospital of Liège, BE)  
Anne-Sophie Nyssen (Univ. of Liège, BE)

#### » *Cognitive failure, sleep quality and social stressors at work: In-depth analysis of 5 work days and preceding nights*

Achim Elfering (Univ. of Bern, CH) achim.elfering@psy.unibe.ch  
Anna Schenker (Univ. of Bern, CH)

#### » <sup>(PP)</sup> *Applying the dirty dozen categorization of human error causes to the operating room*

Christian Treffenstädt (Georg-August-Univ. Göttingen, DE)  
treffenstaedt@psych.uni-goettingen.de  
Nicki Marquardt (Hochschule Rhein-Waal, DE)

## Teams and Workgroups 2

### Paper Session

**Time:** Friday, 24/May/2013: 10:15am - 11:15am

**Location:** F-102

**Session Chairs:** Anja Philipp (Goethe-Univ. Frankfurt, DE)  
philipp@paed.psych.uni-frankfurt.de

Carlos Ferreira Peralta (Católica-Lisbon School of Business and Economics & Univ. of Coimbra, PT) carlosferreiraperalta@gmail.com

#### » *Proactive behaviour of teachers for school development – Research on antecedents at individual and at school level*

Anja Philipp (Goethe-Univ. Frankfurt, DE)  
philipp@paed.psych.uni-frankfurt.de  
Mareike Kunter (Goethe-Univ. Frankfurt, DE)

» **Yes, we scored! How team processes and innovation affect performance in sports**

Carlos Ferreira Peralta (Católica-Lisbon School of Business and Economics & Univ. of Coimbra, PT) carlosferreiraperalta@gmail.com  
Paulo Renato Lourenço (Univ. of Coimbra, PT)  
Paulo Nuno Lopes (Católica-Lisbon School of Business and Economics, PT)

» **Researchers' social networks and performance: The impact of social network characteristics on the individuals' performance**

Elaine Neiva (Univ. of Brasilia, BR) elaine\_neiva@uol.com.br  
Carolina Fussi (Univ. of Brasilia, BR)  
Daniel Fernandes (Univ. of Brasilia, BR)

» **Team and teamwork Evaluation of interprofessional teamwork in rehabilitation clinics – A quantitative and qualitative approach**

Zimmermann Linda (Univ. of Freiburg, DE)  
linda.zimmermann@medsoz.uni-freiburg.de  
Müller Christian (Univ. of Freiburg, DE)  
Körner Mirjam (Univ. of Freiburg, DE)

## Changing Employment Relations 1

### Paper Session

Time: Friday, 24/May/2013: 10:15am - 11:15am

Location: F-229

Session Chairs: Susanna Toivanen (Stockholm Univ. / Karolinska Institutet, SE) susanna.toivanen@chess.su.se  
Maria Simosi (Univ. of the Aegean, GR) m.simosi@aegean.gr

» **Examining the effects of changing obligations in employment relationships and psychological contract breach: A study of Greek employees**

Maria Simosi (Univ. of the Aegean, GR) m.simosi@aegean.gr

» **Individual needs in flexibility and employment security: a qualitative approach**

Fabrice Travaglianti (HR Development Unit - Work Psychology, Univ. of Liège, BE) ftravaglianti@ulg.ac.be  
Julie De Cia  
(HR Development Unit - Work Psychology, Univ. of Liège, BE)  
Jean-François Orianne  
(CRIS - Human Sciences Institute, Univ. of Liège, BE)  
François Pichault  
(LENTIC - HEC Management School, Univ. of Liège, BE)  
Isabelle Hansez  
(HR Development Unit - Work Psychology, Univ. of Liège, BE)

» **Times are changing? – An interview study with social partners in the labor market about futures working life 2025**

Susanna Toivanen (Stockholm Univ. / Karolinska Institutet, SE) susanna.toivanen@chess.su.se

» **The relationship between perceived contract breach and job insecurity: The role of perceived organizational support as moderator**

Corina D.S. Riantoputra (Univ. of Indonesia, ID) c.riantoputra@gmail.com  
Catur Aji Pamungkas (Univ. of Indonesia, ID)  
Adi Respati (Univ. of Indonesia, ID)

## Keynotes (11:30am - 12:30pm)

### Acceleration, Alienation and Appropriation at the Workplace: Some Sociological Insights into Working Conditions Past, Present and Future

#### Invited Keynote

Speaker: Hartmut Rosa (Friedrich-Schiller-Univ. Jena, DE) hartmut.rosa@uni-jena.de

Time: Friday, 24/May/2013: 11:30am - 12:30pm

Location: S-Aula

Facilitator: Christian Korunka

### "Off the Beaten Path!": Towards A Paradigm Shift in Personnel Selection Research

#### Invited Keynote

Speaker: Filip Lievens (Ghent Univ., BE) Filip.Lievens@ugent.be

Time: Friday, 24/May/2013: 11:30am - 12:30pm

Location: H-1

Facilitator: Cornelius König (Univ. des Saarlandes)

### Buffett or Take Away Lunch

Time: Friday, 24/May/2013:

12.30pm - 2.30pm

Location: Catering nearby the Poster Forum

## Regular Poster Session Friday 1

Time: Friday, 24/May/2013: 12:30pm - 1:30pm

Topic area: Research and methodology

(1) **Van Dyne & LePine's (1998) helping and voice behaviours scale: Validation to a sample of Portuguese hospital workers**

Teresa Proença (Politechnic of Porto, PT) tproenca@fep.up.pt  
Helena Gonçalves Martins (Faculdade de Economia do Porto, PT)

Topic area: Organizational Structure, Culture and Climate

(2) **A new insight on the relationship between organizational identification and affective commitment**

Géraldine Marique (Univ. catholique de Louvain, BE)

geraldine.marique@uclouvain.be  
 Florence Stinglhamber (Univ. catholique de Louvain, BE)  
 Donatienne Desmette (Univ. catholique de Louvain, BE)  
 Dorothee Hanin (Univ. catholique de Louvain, BE)  
 Isabelle Hansez (Univ. de Liège, BE)  
 Françoise Bertrand (Ministère de la Défense, BE)

Topic area: Organizational Behavior

**(3) The impact of perceived organizational support on employees' well-being and performance: The role of self-efficacy and work engagement**

Gaëtane Caesens (Univ. catholique de Louvain, BE)  
 gaetane.caesens@uclouvain.be  
 Florence Stinglhamber (Univ. catholique de Louvain, BE)

**(4) Committed to whom? Unravelling how volunteer perceptions of their impact on beneficiaries of volunteering influences their intention to stay and hours volunteered**

Tina Saksida (Centre for Industrial Relations and Human Resources, Univ. of Toronto, CA) tina.saksida@mail.utoronto.ca  
 Amanda Shantz (School of Human Resource Management, York Univ., CA)  
 Kerstin Alfes (Business and Law School, Kingston Univ., UK)

**(5) <sup>(PP)</sup>Developing a region specific cultural database: Integrating multiple data collection methods**

Richard Griffith (Florida Institute of Technology, US) griffith@fit.edu  
 William Gabrenya (Florida Institute of Technology, US)  
 Erin Moeser-Whittle (Florida Institute of Technology, US)  
 Rana Moukarzel (Florida Institute of Technology, US)  
 Brigitte Armon (Florida Institute of Technology, US)  
 Daniel McDonald (Defense Equal Opportunity Management Institute)

**(6) Motivators and deterrents of UN expatriate peacekeepers: Development and testing of a comprehensive model**

Nikos Bozionelos (Audencia Nantes, FR) boc.huns@yahoo.com  
 Ella Danta-Tremezano (Durham Univ., UK)

**(7) Slippery slope model in organizations: Trust and power influencing cooperative behaviour**

Martina Hartner-Tiefenthaler (Vienna Univ. of Technology & Univ. of Vienna, AT) martina.hartner-tiefenthaler@tuwien.ac.at  
 Erich Kirchler (University of Vienna, AT)

**(8) Tracing work values among 16 years old students**

Aase Helene Bakkevig Dagsland (University of Stavanger, NO) aase-helene.b.dagsland@uis.no  
 Reidar J Mykletun (Univ. of Stavanger, NO)  
 Ståle Einarsen (Univ. of Bergen, NO)

**(9) Workaholism as the dark side of high organizational commitment**

Andrey Lovakov (National Research Univ. Higher School of Economics, RU) lovakov@gmail.com  
 Julia Antyushina (National Research Univ. Higher School of Economics, RU)

**(10) Normative commitment orientation: Obligation across domains**

Alex Milam (Univ. of Houston - Clear Lake, US) milama@uhcl.edu  
 Cristina Rubino (California State Univ. - Northridge)  
 Sara Perry (Univ. of Houston - Downtown)  
 Rumela Roy (Univ. of Houston - Clear Lake, US)

**(11) Innovation-related self-efficacy: Introducing the construct and development of a measuring instrument**

Christoph Müller (Univ. of Rostock, DE) christoph.mueller2@uni-rostock.de  
 Friedemann W. Nerdinger (Univ. of Rostock, DE)

**(12) Stability of work attitudes: A 5-year longitudinal study on job involvement and effort expenditure at work**

Irina Zinovieva (Sofia Univ. St. Kliment Ohridski, BG) zinovieva@arcor.de

**(13) The gendered nature of business meetings**

Wendelien Van Eerde (Univ. of Amsterdam, NL) w.vaneerde@uva.nl

**(14) The moderating role of need for affect in regard to the cognitive and affective underpinnings of job satisfaction**

Christian Schlett (Univ. of Tuebingen, DE) Christian.Schlett@uni-tuebingen.de  
 René Ziegler (Univ. of Tuebingen, DE)  
 Michael Diehl (Univ. of Tuebingen, DE)

**(15) A new generic model of individual workplace performance**

Céline Rojon (Univ. of Edinburgh Business School, UK) celine.rojon@ed.ac.uk  
 Almuth McDowall (Univ. of Surrey, UK)  
 Mark N. K. Saunders (The Surrey Business School & Univ. of Surrey, UK)

**(16) Attitudes as Antecedents of Organizational Citizenship Behaviour of Lithuanian Employees**

Dalia Bagdziuniene (Vilnius Univ., LT) dalia.bagdziuniene@gmail.com  
 Jurgita Lazauskaite-Zabielske (Vilnius Univ., LT)  
 Ieva Urbanaviciute (Vilnius Univ., LT)

**(17) Classic achievement motivation contrasting regulatory focus: Just "old wine in new bottles"?**

Linda Scheithauer (Univ. of Potsdam, DE) scheitha@uni-potsdam.de  
 Tina Urbach (Univ. of Potsdam, DE)  
 Doris Fay (Univ. of Potsdam, DE)

**(18) In whom I have to trust to be satisfied? Meta-analytic findings about the connection between trust across different hierarchical levels and job satisfaction**

Ariane Jäckel (Univ. of Kassel, DE) jaeckel@uni-kassel.de

**(19) The prediction of dynamic criteria on maintenance stage using Generalized Maximum Entropy formulation**

José Navarro (Universidad de Barcelona, ES) j.navarro@ub.edu  
 Pedro J. Ramos-Villagrasa (Universidad de Oviedo, ES)  
 Antonio L. Garcia-Izquierdo (Universidad de Oviedo, ES)

**(20) What impedes flow in power situations? The role of competing explicit motives.**

Julia Trapp (TU München, DE) trapp@wi.tum.de  
Hugo M. Kehr (TU München, DE)

**(21) Aligning between the values of Brazilian industry workers of software and IT services and management strategies of organization**

Marcia Costa Ribeiro de Abreu (Univ. Católica de Brasília, BR)  
marcia\_abreu7@hotmail.com  
Helga Cristina Hedler (Univ. Católica de Brasília, BR)

**(22) Empowerment of teaching and non-teaching at university: A cross-cultural study**

María Isabel Mendoza (Univ. of Huelva) imendoza@uhu.es  
Gabriela Gonçalves (Univ. of Algarve)  
Yolanda Borrego-Alés (Univ. of Huelva)  
Joana Santos (Univ. of Algarve)  
Alejandro Orgambidez-Ramos (Univ. of Algarve)

**(23) Promotion focus and group goals reduce biases in group decision making**

Florian Landkammer (Knowledge Media Research Center, Tuebingen, DE) f.landkammer@iwm-kmrc.de  
Kai Sassenberg (Knowledge Media Research Center, Tuebingen, DE)  
Johann Jacoby (Knowledge Media Research Center, Tuebingen, DE)

**(24) The salience of everyday rewards and motivation: A workplace diary study based on Self-determination Theory**

Rebecca Hewett (Royal Holloway, Univ. of London, UK)  
bex.hewett@yahoo.com

**Topic area:** Health and Interventions

**(25) Workaholism and health. Consequences of work craving**

Kamila Wojdyto (Univ. of Gdansk, PL) direktkw@gmail.com  
Jacek Buczny (Univ. of Social Sciences and Humanities, PL)

**Topic area:** Leadership and Management

**(26) Gender stereotypes of leaders: An analysis of contents of obituaries**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Barbara Hartl (Univ. of Vienna, AT) barbara.hartl@univie.ac.at  
Stephan Muehlbacher (Univ. of Vienna, AT)  
Erich Kirchler (Univ. of Vienna, AT)

**(27) Leadership in the context of life-critical situations and high-performance**

Manuela Maria Bräuer (Univ. der Bundeswehr München, DE)  
manuela.braeuer@unibw.de  
Sonja Sackmann (Univ. der Bundeswehr München, DE)

**(28) Meta-analytic investigation of abusive supervision in the workplace**

Christine M. Y. Kermond (Michigan State Univ., US)  
kermond@msu.edu  
Bernie L. Malonson (Michigan State Univ., US)  
John M. Schaubroeck (Michigan State Univ., US)

**(29) <sup>(PP)</sup> An examination of the relationship between the levels of impact of the leadership development program**

Regina Eckert (Center for Creative Leadership, BE)  
eckertr@ccl.org  
Sofya Isaakyan (Maastricht Univ., NL)  
William Mulhern (Maastricht Univ., NL)  
Fred Zijlstra (Maastricht Univ., NL)

**(30) Better off together than apart: A cluster analysis of self-leadership and its relationship to individual innovation in hospital nurses**

Catarina Gomes (Instituto Univ. de Lisboa - ISCTE-IUL)  
catarinagomes04@gmail.com  
Luís Curral (Faculdade de Psicologia - Univ. de Lisboa)  
António Caetano (Instituto Univ. de Lisboa - ISCTE-IUL)  
Pedro Marques-Quinteiro (Instituto Univ. de Lisboa - ISCTE-IUL)

**(31) <sup>(PP)</sup> I expected more from you: The effects of relationships on negotiation offers**

Jaime Ramirez-Fernandez (CIEE Council on International Educational Exchange, ES) jramirez@ciee.org  
Jimena Y. Ramirez-Marin (Univ. of Seville, ES)  
Lourdes Munduate (Univ. of Seville, ES)

**(32) Testing the validity of the Team Leadership Questionnaire in a Portuguese sample of leaders from Small and Medium Size enterprises (SMEs). A suitable instrument?**

Ana Margarida Graça (Instituto Univ. de Lisboa (ISCTE-IUL), PT)  
ana.margarida.graca@iscte.pt  
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

**(33) A three-level, gender-specific model of career progression**

Ines Wichert (Kenexa, UK) ines.wichert@kenexa.com  
Susan D' Mello (Univ. of Minnesota, US)

**(34) <sup>(PP)</sup> An integrative study of the influences of personality traits and behavioural competencies on leader effectiveness**

Regina Eckert (Center for Creative Leadership, BE)  
eckertr@ccl.org  
Eke Jelluma (Maastricht Univ., NL)  
Fred Zijlstra (Maastricht Univ., NL)

**(35) Communicating respect in conflict mediation: An exploratory study**

Catharina Decker (German Police Univ., DE)  
catharina.decker@dhpol.de  
Elisabeth Frankus (SIAK Sicherheitsakademie, AT)  
Hemma Mayrhofer (IRKS Institute for the Sociology of Law and Criminology, AT)  
Joachim Kersten (German Police Univ., DE)

**(36) <sup>(PP)</sup> The personality traits and motivational traits specific to performant leader in military organization**

Cristina Ionica (National Intelligence Academy, RO)  
cristinaionica@gmail.com  
Dorina Ioana Coldea (National Intelligence Academy, RO)

**(37) <sup>(PP)</sup> Age power into work - Solution to age management**

Tiina Saarelma-Thiel (Finnish Institute of Occupational Health, FI)  
tiina.saarelma-thiel@ttl.fi

**(38) <sup>(PP)</sup> Creating leadership communities of practice – Breaking through organizational silos**

Albert Philippe Haddad (Leadwise Consulting, AU)  
albert@leadwise.com.au

**(39) <sup>(PP)</sup> Leadership success factors in project management**

Peter Behrendt (Institute of Psychology at Univ. of Freiburg, DE)  
peter.behrendt@psychologie.uni-freiburg.de  
Anja S. Göritz (Institute of Psychology at Univ. of Freiburg, DE)

**(40) The contribution of senior managers' skills to safety commitment**

Laura Sophie Fruhen (Univ. of Aberdeen, UK) l.fruhen@gmx.de  
Kathryn Mearns (Health and Safety Executive, UK)  
Rhona Flin (Univ. of Aberdeen, UK)  
Barry Kirwan (European Agency for the Safety of Air Traffic Management, FR)

**(41) The interactive effects of leader self-sacrifice and leadership behavior on follower trust and identification**

Hiroshi Ikeda (Fukuoka Univ., JP) ikedah@fukuoka-u.ac.jp

**(42) Values communication in charismatic relationships**

Sefa Hayibor (Carleton Univ., CA) sefa\_hayibor@carleton.ca  
David M. Wasieleski (Duquesne Univ., US)

**(43) What do leaders think of followers – an analysis of implicit followership theories (IFTs) in Germany**

Nicole Bode (Univ. of Erfurt, DE) nicole.bode@uni-erfurt.de  
Tilmann Betsch (Univ. of Erfurt, DE)

**(44) Who is a better negotiator? A cross disciplinary comparison between economics and psychology**

Mirjam Braßler (Maastricht Univ., NL & Hamburg Univ., DE)  
mirjam.brassler@gmx.de

**(45) Culture and perceived mediation effectiveness and strategies in interest and rights conflicts**

Jorge Cea Rodríguez (Univ. of Seville, ES) jorgecear@gmail.com  
Francisco Medina Díaz (Univ. of Seville, ES)  
Jimena Ramírez Marín (Univ. of Seville, ES)

**(46) A systematic approach to psychosocial risk management: A secondary analysis of the ESENER survey**

Malgorzata Milczarek (European Agency for Safety and Health at Work, ES) milczarek@osha.europa.eu  
Xavier Irastorza (European Agency for Safety and Health at Work, ES)  
William Cockburn (European Agency for Safety and Health at Work, ES)  
Eusebio Rial Gonzalez (European Agency for Safety and Health at Work, ES)  
Julia Flintrop (European Agency for Safety and Health at Work, ES)  
Christian Van Stolk (RAND Europe)  
Laura Staetsky (RAND Europe)  
Emmanuel Hassan (RAND Europe)

**(47) Portrait of ideal leader and reality in Lithuanian organizations: subordinates' perspective**

Aurelija Stelmokienė (Vytautas Magnus Univ., LT)

a.stelmokiene@smf.vdu.lt

Auksė Endriulaitienė (Vytautas Magnus Univ., LT)  
Kristina Kovalčikienė (Vytautas Magnus Univ., LT)

**(48) The influence of leadership gender and industry type on investment behaviour**

Stefanie Wening (TU Darmstadt, DE)  
wening@psychologie.tu-darmstadt.de  
Nina Keith (TU Darmstadt, DE)  
Giovanna Cammarata Garrido (TU Darmstadt, DE)

**(49) The think manager-think male stereotype - Malleable or stable?**

Janine Bosak (Dublin City Univ., IE) janine.bosak@dcu.ie  
Amanda Diekman (Miami Univ., Oxford, US)  
Alice H. Eagly (Northwestern Univ., US)  
Sabine Sczesny (Univ. of Bern, CH)

**(50) Perceptions and motivation in maximum performance situations: A question of supervisory leadership style?**

Ute-Christine Klehe (Justus Liebig Univ. Gießen, DE)  
Ute-Christine.Klehe@psychol.uni-giessen.de  
Annebel de Hoogh (Univ. van Amsterdam, NL)  
Jessica Grazi (Justus Liebig Univ. Gießen, DE)

**(51) <sup>(PP)</sup> Coaching of captains**

Juhani Veli Kullervo Ollila (Finnish Institute of Occupational Health, FI) juhani.ollila@ttl.fi

**(52) Leaders set the tone for the stressor-strain relationship**

Rita Berger (Univ. of Barcelona, ES) ritaberger@ub.edu  
Sharon Glazer (Univ. of Maryland, US)

**(53) The influence of leader behavior on role ambiguity in horticultural cooperatives: Mediating effect of organizational climate**

Miguel Ángel Mañas Rodríguez (Universidad de Almería, ES)  
sorbas7@hotmail.com  
Pedro Díaz Fúnez (Universidad de Almería, ES)  
Vicente Pecino Medina (Universidad de Almería, ES)  
Carmen Salvador Ferrer (Universidad de Almería, ES)  
Juan Llopis Marín (Universidad de Almería, ES)

**(54) The interplay of perceived leadership from faces and facial width-to-height ratio for the prediction of leadership emergence among males**

Erik Dietl (Univ. of Bonn, DE) dietl@uni-bonn.de  
Lisa Koch (Univ. of Bonn, DE)  
Gerhard Blickle (Univ. of Bonn, DE)

**(55) Executive coaching: A proposal of a competence executive coaching model based on the literature review**

Lurdes Neves (Faculdade de Psicologia e de Ciências da Educação da Univ. do Porto, PT) mluneves@gmail.com  
Filomena Jordão (Faculdade de Psicologia e de Ciências da Educação da Univ. do Porto, PT)  
Miguel Pina e Cunha (Univ. Nova de Lisboa, PT)

**(56) Health relevant leadership dimensions – Development of a questionnaire**

Paul Jimenez (Univ. Graz, AT) paul.jimenez@uni-graz.at  
Bianca Winkler (Univ. Graz, AT)  
Anita Dunkl (Univ. Graz, AT)

**Topic area:** Organizational Change and Development

**(57) Attitudes of coaches towards computer technology in coaching**

Sebastian Otte (Univ. of Neuchâtel, CH) sebastian.otte@unine.ch  
Adrian Bangerter (Univ. of Neuchâtel, CH)  
Mirjam Britsch (Papilio AG, Zurich, CH)  
Urs Wüthrich (Papilio AG, Zurich, CH)

**(58) Exploring biographical differences during a longitudinal study of employee satisfaction**

Ophillia Maphari Ledimo (Univ. of South Africa, ZA)  
manetom@unisa.ac.za  
Prof Nico Martins (Univ. of South Africa, ZA)

**(59) <sup>(PP)</sup> Innovative systems to support career development and work-life balance for female researchers in Tokyo Medical and Dental University**

Makiko Arima (Tokyo Medical and Dental Univ., JP)  
arima.ang@tmd.ac.jp

**(60) <sup>(PP)</sup> The importance of formative evaluation in coaching processes**

Marc-David Rompf (Student, DE) marc-david.rompf@gmx.de  
Simon Werther (Münchner Institut für systemische Weiterbildung (misw))  
Thomas Steininger (gevainstitut Gesellschaft für Verhaltensanalyse und Evaluation mbH)

**(61) <sup>(PP)</sup> What w/o-psychologists should learn from the 'science of influence'?**

Henry Honkanen (Arena Nova Consulting Group, Helsinki, FI)  
henry.honkanen@kolumbus.fi

**(62) Work stressors: Relations with perceived organizational support and organizational commitment within merger settings**

Filotheos Ntalianis (Independent Researcher) filotheos@unipi.gr  
Eleni Makri (Univ. of Piraeus, GR)

**(63) Beneficial and useful to mentor group in a university context**

Gloria Castaño (Universidad Complutense de Madrid, ES)  
gloriacastano@psi.ucm.es  
Miguel Alonso (Universidad Complutense de Madrid, ES)  
Silvia Sánchez-Herrero (Universidad Complutense de Madrid, ES)  
Ana Calles (Universidad Complutense de Madrid, ES)

**(64) Back to the future: Reviving socio-technical systems theory**

Lucy E Bolton (Leeds Univ. Business School, UK)  
l.bolton@lubs.leeds.ac.uk  
Kasia Cichomska (Leeds Univ. Business School, UK)  
Chris W Clegg (Leeds Univ. Business School, UK)

**(65) Leaders as role models: The relationship between leader and follower organizational citizenship behaviors**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Stefanie Susanne Beck (The Univ. of Georgia, Athens, US)  
ssbeck@uga.edu  
Lillian T. Eby (The Univ. of Georgia, Athens, US)  
Charles E. Lance (The Univ. of Georgia, Athens, US)  
Brian J. Hoffman (The Univ. of Georgia, Athens, US)  
Robert P. Mahan (The Univ. of Georgia, Athens, US)  
Lisa Van der Werff (Dublin City Univ., Dublin, IE)

**Topic area:** Consumer Behavior and Marketing

**(66) <sup>(PP)</sup> A cross-cultural approach to user perception in the automotive industry using repertory grids**

Mark Heckmann (Univ. of Bremen, DE) heckmann@uni-bremen.de  
Jan Christoph Pries (Univ. of Bremen, DE)

**(67) Does affective commitment to fellow customers lead to joint decisions on provider switching?**

Susanne Curth (Univ. of Rostock, DE)  
susanne.curth@uni-rostock.de  
Erko Martins (Univ. of Rostock, DE)  
Friedemann W. Nerdinger (Univ. of Rostock, DE)  
Martin Benkenstein (Univ. of Rostock, DE)

**(68) Eating together. Adherence to the mediterranean diet and the food choice as predictors of acculturation**

Laura Milani (Iulm Univ., IT) laura.milani@iulm.it  
Vincenzo Russo (Iulm Univ., IT)  
Massimo Bustreo (Iulm Univ., IT)

**(69) Mental accounting in the context of consumer decision making**

Barbara Hartl (Univ. of Vienna, AT) barbara.hartl@univie.ac.at  
Stephan Muehlbacher (Univ. of Vienna, AT)  
Erich Kirchler (Univ. of Vienna, AT)

**(70) What do you think is comfortable in aircraft cabins?**

Julia Bastian (Univ. of Lueneburg, DE) bastian@leuphana.de  
Rainer Höger (Univ. of Lueneburg, DE)

**Topic area:** Technology at Work and Human-Machine-Systems

**(71) Rational choice and non-compliance with internet use policy at work**

Jeffrey J Bagraim (Univ. of Cape Town, ZA)  
jeffrey.bagraim@uct.ac.za

**(72) What are you looking for? Measuring operator's supervisory and control behavior in a socially augmented microworld**

Melanie Janina Christine Stade (Humboldt Univ., DE)  
melanie.stade@hu-berlin.de  
Charlotte von Bernstorff (Humboldt Univ., DE)  
Nicolas Niestroj (Humboldt Univ., DE)  
Jens Nachtwei (Humboldt Univ., DE)

**(73) Effects of trust in high risk organization during technological changes**

Gunhild Birgitte Sætren (Norwegian Univ. of Science and Technology, NO) gunhild.saetren@svt.ntnu.no

**Topic area:** Employee Wellbeing

**(74) Personal well-being in organizations and perception of organizational support among the public security workers in Brasilia - Brazil**

Valdenis De Deus Alves Silva (Univ. De Brasilia, BR) vdedeus@yahoo.com.br  
Elaine Rabelo Neiva (Univ. De Brasilia, BR)  
Daniel Barbosa (Univ. De Brasilia, BR)  
Eduardo Farias (Univ. De Brasilia, BR)

**(75) Work changes and quality of life in a group of workers in Bogotá Colombia**

Maria Claudia Peralta-Gomez (Universidad de La Sabana, CO)  
mcperaltag@yahoo.com  
Liliana Ferrari (Universidad de Buenos Aires)

**Dialogue of Scientists and Practitioners****(PP) Dialogue of Scientists and Practitioners about Coaching****Invited Panel Discussion**

**Time:** Friday, 24/May/2013: 12:30pm - 2:15pm

**Location:** S-Festsaal

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

**Panelists:**

Siegfried Greif (IwFB GmbH, Hagen, DE) sgreif@uni-osnabrueck.de  
Simone Kauffeld (Technische Univ. Braunschweig, DE)  
Denis Mourlane (mourlane management consultants, Frankfurt / Main, DE)  
Sybille Wolff (Deutsche Bahn, Mobility Logistics AG, Berlin, DE)  
Elke Benning-Rohnke (Benning & Company GmbH, DE)  
Ulrich Schüller (PMsp project management dr. schüller & partner, DE)

**Position Papers (1:00pm - 1:45pm)****Motivational Bases of Distributed Leadership in Organization**

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

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** S-2

Ajay Kumar Jain (Aarhus Univ., DK) ajay@psy.au.dk  
Hans Jeppe Jeppensen (Aarhus Univ., DK)  
Robert Thompson (Queensland Univ. of Technology, AU)

**Monitoring Organizational Rhythmicity; Strengthening of Involvement of Employees and Managers in Change Processes**

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

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** S-6

Truus Poels (Univ. Amsterdam; Innovation Platform Rhythmicity of Organizational Change) poels@apo.speedlinq.nl  
John Klein Hesselink (TNO)  
Joop Kielema (Novay)

**Attributed Causes for Uncivil Incidents: Emotional and Behavioral Outcomes**

**Position Paper, topic area:** Organizational Behavior

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** S-8

Irene Elisabeth De Pater (Univ. of Amsterdam, NL)  
i.e.depater@uva.nl  
Remus Ilies (National Univ. of Singapore)

**Occupational Psychology and NATO Management of International Crises**

**Position Paper, topic area:** Organizational Structure, Culture, and Climate

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** S-9

Ingrid Karin Hickman (Creating Psychological Capital, UK)  
ingridkhickman@gmail.com

**Employee Social Liability**

**Position Paper, topic area:** Employee Wellbeing

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** S-10

Rachel Lopes Morrison (AUT Univ., NZ)  
rachel.morrison@aut.ac.nz  
Keith Alexander Macky (AUT Univ., NZ)

**How Evidence-Based is Work and Organizational Psychology? Some Criteria for Evaluating how far We've Got and Some Suggestions for Speeding up Progress**

**Position Paper, topic area:** Other

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** S-Aula

Rob Briner (Univ. of Bath, UK) r.b.briner@bath.ac.uk

**When do Outcomes Come Out? Improving Conceptualization and Modeling in W&O Research**

**Position Paper, topic area:** Research and Methodology

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** H-1

Robert A. Roe (Maastricht Univ., NL) r.roe@maastrichtuniversity.nl

**Achievement Goals in the Workplace: State of the Art and Looking Ahead**

**Position Paper, topic area:** Organizational Behavior

**Time:** Friday, 24/May/2013: 1:00pm - 1:45pm

**Location:** H-2

Nico W. Van Yperen (Univ. of Groningen, NL)

N.van.Yperen@rug.nl  
 Monica Blaga (Univ. of Groningen, NL)  
 Tom Postmes (Univ. of Groningen, NL)

## Work-Role Transitions: The Need for a Broader View

Position Paper, topic area: Other

Time: Friday, 24/May/2013: 1:00pm - 1:45pm

Location: H-3

John Arnold (Univ. of Sheffield, UK) john.arnold@sheffield.ac.uk

## Word-of-Mouth in Recruitment: A Critical Review and Agenda for Future Research

Position Paper, topic area: Personnel Selection and Recruitment

Time: Friday, 24/May/2013: 1:00pm - 1:45pm

Location: H-4

Greet Van Hoye (Ghent Univ., BE) greet.vanhoye@ugent.be

## Putting the Type Back Into Teams: Multi-Professional Teams and Resilience

Position Paper, topic area: Teams and Workgroups

Time: Friday, 24/May/2013: 1:00pm - 1:45pm

Location: F-1

Nik Chmiel (Univ. of Chichester, UK) N.Chmiel@chi.ac.uk  
 Janet McCray (Univ. of Chichester, UK)  
 Adam Palmer (Univ. of Winchester, UK)

## High Trust Culture – A Driver of Organizational and Leadership Success

Position Paper, topic area: Organizational Change and Development

Time: Friday, 24/May/2013: 1:00pm - 1:45pm

Location: F-2

Petra Schulte (USP-D Consulting, DE) petra.schulte@usp-d.com

## Social Recognition of Work: A Significant Dimension of Organizational Behavior

Position Paper, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 1:00pm - 1:45pm

Location: F-4

Ralph Sichler (Univ. of Applied Sciences Wiener Neustadt, AT) ralph.sichler@fhwn.ac.at

## Regular Poster Session Friday 2

Time: Friday, 24/May/2013: 1:30pm - 2:30pm

Topic area: Employee Wellbeing

### (1) Subjective and objective indicators of job stress and burnout in a residential home for the elderly

Piergiorgio Argentero (Univ. of Pavia, IT)  
 piergiorgio.argentero@unipv.it  
 Paola Dordoni (Univ. of Pavia, IT)  
 Elena Fiabane (Univ. of Pavia, IT)

### (2) Well-being and health-related behavior among university staff: The role of attitude toward health

Regina A. Berezovskaya (Saint-Petersburg State Univ., RU)  
 regina2301@mail.ru

### (3) Life and work satisfaction in emergency volunteers, between demands and resources

Claudio Giovanni Cortese (Univ. of Turin, IT)  
 claudio.cortese@unito.it  
 Piergiorgio Argentero (Univ. of Pavia, IT)  
 Lara Colombo (Univ. of Turin, IT)  
 Chiara Ghislieri (Univ. of Turin, IT)  
 Simona Ricotta (Univ. of Turin, IT)

### (4) Organizational culture and work stress: Stability during changes

Velli Parts (Tallinn Univ. of Technology, EE) velli.parts@enop.ee  
 Reeli Eelmaa (Mecro Ltd.)

### (5) The compensatory tracking task: Sleepiness assessment using computational intelligence

Thomas Schnupp (Univ. of Applied Sciences, Schmalkalden, DE)  
 t.schnupp@fh-sm.de  
 Corinne Schenka (Univ. of Applied Sciences, Schmalkalden, DE)  
 Jarek Krajewski (Univ. of Wuppertal, DE)  
 Martin Golz (Univ. of Applied Sciences, Schmalkalden, DE)

### (6) (PP) How can we measure the impact of self-awareness at work? Construction of the Self-Awareness Outcomes Questionnaire

Anna Sutton (Manchester Metropolitan Univ., UK)  
 a.sutton@mmu.ac.uk  
 Claire Wicks (South West Yorkshire Partnership NHS Foundation Trust, UK)

### (7) Job stress as a predictor of procrastination in project team members

Valentina Barabanshchikova (Moscow State Univ., RU)  
 vvb-msu@bk.ru  
 Ekaterina Kaminskaya (Moscow State Univ., RU)

### (8) Standby duty and well-being in aviation: Moderating effects of personality factors

Panja Goerke (German Aerospace Center, DE) panja.goerke@dlr.de  
 Henning Soll (German Aerospace Center, DE)



**(9) The role of mindfulness in increasing firefighters' well-being**

Ilaria Setti (Univ. of Pavia, IT) [ilaria.setti@unipv.it](mailto:ilaria.setti@unipv.it)  
Piergiorgio Argentero (Univ. of Pavia, IT)

**(10) <sup>(PP)</sup> Opportunities and threats concerning the buzzword 'burnout': A qualitative study with experts and patients**

Julia Wesseler (Münchner Institut für systemische Weiterbildung, DE) [juliawesseler@gmx.de](mailto:juliawesseler@gmx.de)  
Simon Werther (Münchner Institut für systemische Weiterbildung, DE)

**(11) Affective commitment: The roles of organizational justice and job burnout**

Gloria Castaño (Universidad Complutense de Madrid, ES) [gloriacastano@psi.ucm.es](mailto:gloriacastano@psi.ucm.es)  
Yong-Zang Li (Universidad Complutense de Madrid, ES)

**(12) Handling customer stressors in service organisations: Is employee age important?**

Sheena Johnson (Manchester Business School, Univ. of Manchester, UK) [sheena.johnson@mbs.ac.uk](mailto:sheena.johnson@mbs.ac.uk)  
Lynn Holdsworth (Manchester Business School, Univ. of Manchester, UK)  
Dieter Zapf (Johann Wolfgang Goethe-Universität, Frankfurt, DE)  
Helge Hoel (Manchester Business School, Univ. of Manchester, UK)

**(13) Job demands-resources balance effects on a sample of Italian teachers**

Eva Venturini (Department of Social, Political and Cognitive Sciences, Univ. of Siena, IT) [eva.venturini@live.it](mailto:eva.venturini@live.it)  
Mariella Caria (Univ. of Florence, IT)  
Marco Cerqueglini (Univ. of Florence, IT)  
Alessandro Innocenti (Univ. of Siena, IT)  
Stefano Taddei (Univ. of Florence, IT)

**(14) The impact of work engagement and workaholism on well-being among a PhD student population: What kind of support do they need?**

Gaëtane Caesens (Univ. catholique de Louvain, BE) [gaetane.caesens@uclouvain.be](mailto:gaetane.caesens@uclouvain.be)  
Gaylord Luypaert (Univ. catholique de Louvain, BE)  
Florence Stinglhamber (Univ. catholique de Louvain, BE)

**(15) <sup>(PP)</sup> Moderating effect of personality traits on the relationship between perceived organizational justice and workplace violence intention**

Ali Mehdad (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR) [amahdad@khuisf.ac.ir](mailto:amahdad@khuisf.ac.ir)  
Somayeh Zakerin (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)  
Iran Mehdizadegan (Islamic Azad Univ., Khorasgan (Isfahan) Branch, IR)

**(16) Faculty stress in mozambique**

Christian Hahn (Maastricht Univ., NL) [c.hahn@student.maastrichtuniversity.nl](mailto:c.hahn@student.maastrichtuniversity.nl)  
Paloma Manguela (Univ. Eduardo Mondlane, MZ)  
Quiteria Mabasso (Univ. Eduardo Mondlane, MZ)  
Herco Fonteijn (Maastricht Univ., NL)

**(17) <sup>(PP)</sup> Relationships between hospital physicians' working conditions and stress-outcomes**

Ulrike Reißer (Univ. of Hamburg, DE) [ulrike.reisser@studium.uni-hamburg.de](mailto:ulrike.reisser@studium.uni-hamburg.de)  
Grit Tanner (Univ. of Hamburg, DE)  
Teodora Mateeva (Univ. of Hamburg, DE)

**(18) Working conditions and well-being in a European organisation for research. A case study to test stress models**

Philippe Sarnin (Univ. of Lyon, FR) [philippe.sarnin@univ-lyon2.fr](mailto:philippe.sarnin@univ-lyon2.fr)  
Rebecca Weber (Univ. of Lyon, FR)

**(19) Investigating the influence of destructive and transformational leadership on employee well-being and job performance**

Ashley O'Donoghue (Leadership, Innovation, and Knowledge Research Centre Dublin City Univ., IE) [ashley.odonoghue26@mail.dcu.ie](mailto:ashley.odonoghue26@mail.dcu.ie)  
Dr Edel Conway (Leadership, Innovation, and Knowledge Research Centre Dublin City Univ., IE)  
Dr Janine Bosak (Leadership, Innovation, and Knowledge Research Centre Dublin City Univ., IE)

**(20) LGs' experiences in the Spanish workplaces**

Donatella Di Marco (Univ. of Seville, ES) [ddimarco@us.es](mailto:ddimarco@us.es)  
Helge Hoel (Manchester Business School - The Univ. of Manchester, UK)  
Lourdes Munduate (Univ. of Seville, ES)  
Alicia Arenas (Univ. of Seville, ES)

**(21) Self-efficacy, affect and work engagement in entrepreneurs**

Mariola Laguna (The John Paul II Catholic Univ. of Lublin, PL) [laguna@kul.pl](mailto:laguna@kul.pl)  
Adam Zaliński (The John Paul II Catholic Univ. of Lublin, PL)

**(22) Psychological capital as mediator between transformational leadership and adaptive performance****Nominated for the EAWOP Congress 2013 Best Poster Award**

Kai Externbrink (Ruhr-Univ. Bochum, DE) [kai.externbrink@rub.de](mailto:kai.externbrink@rub.de)  
Gabriele Elke (Ruhr-Univ. Bochum, DE)  
Christian Dormann (Ruhr-Univ. Bochum, DE)

Topic area: Labor Market Issues

**(23) <sup>(PP)</sup> How to reduce intention to leave: Exploring proximal and distal antecedents**

Isabelle Tremblay (Univ. de Montréal, CA) [isabelle.tremblay.12@umontreal.ca](mailto:isabelle.tremblay.12@umontreal.ca)  
Marie Malo (Univ. de Montréal, CA)  
François Chiochio (Univ. de Montréal, CA)

**(24) Work stress assessment of patients following angioplasty or heart surgery: Results of 1 year follow-up study**

Elena Fiabane (Univ. of Pavia, IT) [elenamaria.fiabane@unipv.it](mailto:elenamaria.fiabane@unipv.it)  
Ines Giorgi (Salvatore Maugeri Foundation)  
Piergiorgio Argentero (Univ. of Pavia, IT)

**(25) <sup>(PP)</sup> Influence of job characteristics on an early return to work after a cardiac event**

Andrea Gagnano (Univ. degli Studi di Milano Bicocca, IT) [a.gagnano@campus.unimib.it](mailto:a.gagnano@campus.unimib.it)  
Massimo Miglioretti (Univ. degli Studi di Milano Bicocca, IT)  
Giacomo Baiardo (Istituto Cardiovascolare Camogli - Genova, IT)  
Gaia Savioli (Istituto Cardiovascolare Camogli - Genova, IT)

**(26) Low sickness absence in organization- does it reflect recruitment**

Karin Birgitta Nordström (National Centre for Work and

Rehabilitation, Linköping Univ., SE) karin.nordstrom@liu.se  
 Tomas Hemmingsson (Department of Public Health Sciences, Division of Occupational and Environmental Medicine, Karolinska Institutet, Stockholm, SE)  
 Kerstin Ekberg (National Centre for Work and Rehabilitation, Linköping Univ., SE)  
 Gun Johansson (National Centre for Work and Rehabilitation, Linköping Univ., SE)

**(27) <sup>(PP)</sup> Competencies Centre – Multidimensional identification of competencies and providing support to the unemployed**

Sylwiusz Retowski (Univ. of Social Sciences and Humanities, PL) sretowski@swps.edu.pl  
 Jacek Buczny (Univ. of Social Sciences and Humanities, PL)  
 Magdalena Trzepiota (Univ. of Social Sciences and Humanities, PL)  
 Radosław Sterczyński (Univ. of Social Sciences and Humanities, PL)  
 Marta Roczniowska (Univ. of Social Sciences and Humanities, PL)  
 Agnieszka Popławska (Univ. of Social Sciences and Humanities, PL)  
 Katarzyna Rewers (Univ. of Social Sciences and Humanities, PL)

**(28) Does financial hardship explain differences between Belgian and South African unemployed regarding experiences of unemployment, employment commitment and job search behaviour?**

Yannick Griep (KU Leuven, BE & Vrije Univ. Brussel, BE) yannick.griep@vub.ac.be  
 Sebastiaan Rothmann (School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)  
 Wouter Vleugels (KU Leuven, BE)  
 Hans De Witte (KU Leuven, BE; School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)

**(29) Meaning of work and job search behaviour: An explorative study on unemployed workers.**

Emanuela Ingusci (Univ. of Salento, IT) emanuela.ingusci@unisalento.it  
 Francesca Palano (Univ. of Bari, IT)  
 Amelia Manuti (Univ. of Bari, IT)  
 Giancarlo Tanucci (Univ. of Bari, IT)

**(30) The work of the tourist guide**

Reidar J. Mykletun (Univ. of Stavanger, NO) reidar.j.mylekletun@uis.no  
 Ester Maria Pereira (Univ. of Stavanger, NO)  
 Gemma Ribalta Rocco (Univ. of Stavanger, NO)

**(31) <sup>(PP)</sup> Unemployed individuals' work values and life satisfaction: A descriptive study**

Tatiana Sergeevna Chuykova (Bashkir State Pedagogical Univ. of Ufa named after M. Akmullah, RU) chuikova@zmail.ru

**(32) Difficulties concerning career decision making among youth in Poland**

Bohdan Rożnowski (The John Paul II Catholic Univ. of Lublin, PL) bohroz@kul.pl

**(33) The influence of HR practices on engagement and the intention to continue to work among older employees**

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

**(34) <sup>(PP)</sup> Social representations of retirement in Russia**

Tatiana Sergeevna Chuykova (Bashkir State Pedagogical Univ. of Ufa named after M. Akmullah, RU) chuikova@zmail.ru  
 Tatiana Mihaylovna Polkina (Bashkir State Pedagogical Univ. of Ufa named after M. Akmullah, RU)

**(35) How can the immediate supervisor contribute to the successful return to work of employees diagnosed with depression?**

Alessia Negrini (IRSST - Institut de recherche Robert-Sauvé en santé et en sécurité du travail, CA) Alessia.Negrini@irsst.qc.ca  
 Marc Corbière (Centre for Action in Work Disability Prevention and Rehabilitation (CAPRIT), School of Rehabilitation, Univ. de Sherbrooke)  
 Louise St-Arnaud (Univ. Laval)  
 Marie-José Durand (Centre for Action in Work Disability Prevention and Rehabilitation (CAPRIT), School of Rehabilitation, Univ. de Sherbrooke)  
 Marie-France Coutu (Centre for Action in Work Disability Prevention and Rehabilitation (CAPRIT), School of Rehabilitation, Univ. de Sherbrooke)  
 Claude Charbonneau (Fondation travail et Santé Mentale)  
 Pierre Lemieux (Univ. de Montréal)  
 Marjolaine Beaudry (Centre for Action in Work Disability Prevention and Rehabilitation (CAPRIT), School of Rehabilitation, Univ. de Sherbrooke)

**(36) Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed**

Yannick Griep (KU Leuven, BE; Department of Work and Organizational Psychology, Vrije Univ. Brussel, BE) ygriep@gmail.com  
 Sebastiaan Rothmann (School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)  
 Wouter Vleugels (Department of Work and Organizational Psychology, Vrije Univ. Brussel, BE)  
 Hans De Witte (Department of Work and Organizational Psychology, Vrije Univ. Brussel, BE; School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)

Topic area: Other

**(37) <sup>(PP)</sup> Increasing (with 50-100%) the amount of quality decisions of a 1,8B€ global engineering company. Adding value by integrating knowledge of several wop domains**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Kristiina Fromholtz-Mäki (People and Organization Consulting, FI) kristiina.fromholtz-maki@cresco.fi

**(38) <sup>(PP)</sup> What should I study? - Identifying study fields with Holland's model of interests for future students**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Nadine Schmitt (Univ. of Wuerzburg, DE) nadine.schmitt@uni-wuerzburg.de  
 Wolfgang Schneider (Univ. of Wuerzburg, DE)  
 Eva Stumpf (Univ. of Wuerzburg, DE)

**(39) <sup>(PP)</sup> Objective and subjective body image: It's relation to organizational justice**

Asta Medisauskaitė (Birkbeck, Univ. of London, UK) asta.medisausk@gmail.com  
 Aukse Endriulaitiene (Vytautas Magnus Univ., LT)

**(40) Improving graduate employability via development of proactive behaviours: Validating a measurement instrument**

Alex Vivien Tymon (Univ. of Portsmouth, UK) alex.tymon@port.ac.uk

**(41) Crisis management: When are female CEOs preferred?**

Leire Gartzia (Deusto Business School, Univ. of Deusto, ES)  
leire.gartzia@deusto.es  
Meera Komaraju (Southern Illinois Univ. Carbondale, US)  
Alice Eagly (Northwestern Univ., US)

**(42) <sup>(PP)</sup> Employee engagement: Operationalization and testing of a practically oriented model**

Ingrid Feinstein (GfK SE, DE) ingrid.feinstein@gfk.com  
Winter Stefanie (FH Darmstadt)

**(43) Organizational Commitment: A cross-country study**

Adalgisa Battistelli (Univ. Paul Valéry, FR)  
adalgisa.battistelli@univ-montp3.fr  
Juan Pablo Roman-Calderon (Universidad EAFIT, CO)  
Mario Vargas-Saenz (Universidad EAFIT, CO)

**(44) Theory-practice transfer – Communicating knowledge to HR manager**

Uwe Peter Kanning (Univ. of Applied Science Osnabrück, DE)  
U.Kanning@hs-osnabrueck.de  
Meinald T. Thielsch (Univ. of Münster, DE)  
Silke Kiss (Univ. of Münster, DE)

**(45) From the first to the third mission of university: Beliefs and representations of Italian students**

Salvatore Zappala (Faculty of Psychology, IT)  
salvatore.zappala@unibo.it  
Mario Longavita (Faculty of Psychology, IT)

**(46) Human values, well-being, and career exploration in Portuguese youths**

Ana Daniela Silva (Univ. of Minho, PT) danielasilva@psi.uminho.pt  
Maria do Céu Taveira (Univ. of Minho, PT)  
Cátia Marques (Univ. of Minho, PT)  
Ana Mota (Univ. of Minho, PT)  
Iris Oliveira (Univ. of Minho, PT)

**(47) Business processes in complex environments**

Katharina Kugler (Ludwig-Maximilians-Univ.)  
Katharina.Kugler@psy.lmu.de  
Julia Reif (Ludwig-Maximilians-Univ.)  
Florian Behncke (Technische Univ. München)  
Felix Brodbeck (Ludwig-Maximilians-Univ.)  
Udo Lindemann (Technische Univ. München)

**(48) Career advancement of Indian males in corporate South Africa**

Nasima Mohamed Hoosen Carrim (Univ. of Pretoria, ZA)  
nasima.carrim@up.ac.za

**(49) Work and integration: A research on Latin American immigrants in Italy**

Paula Benevene (Univ. LUMSA, IT) pbenevene@tiscali.it  
Alessandro De Carlo (Univ. LUMSA, IT)  
Federica Pantanella (Univ. LUMSA, IT)

**(50) Drop out from higher education: A contribution to the reformulation of Tinto's model of student attrition**

Amelia Manuti (Univ. degli Studi di Bari, IT)  
a.manuti@psico.uniba.it  
Rosa Pia Fontana (Univ. degli Studi di Bari, IT)  
Mariangela Marchese (Univ. degli Studi di Bari, IT)

**(51) Driver fatigue detection - Do the systems keep their promise?**

Dr. Katja Karrer-Gauß (TU Berlin)  
Pawel Zawistowski (TU Berlin)

**Topic area:** Changing Employment Relations

**(52) Are we overeducated? Exploring undergraduates and their families employability perceptions**

Michela Cortini (Univ. of Chieti, IT) cortini@unich.it  
Maria Elisa Maiolo (Univ. of Chieti, IT)  
Riccardo Giorgio Zuffo (Univ. of Chieti, IT)

**(53) <sup>(PP)</sup> Why do employees stay when they had a strong intention to leave?**

Martijn van der Locht (Fontys Univ. of Applied Sciences, NL)  
martijn@lochting.nl  
Karen van Dam (Open Univ. in NL)

**(54) <sup>(PP)</sup> Causes and effects of permanent reachability**

Hiltraut Paridon (Institute für Work and Health, DE)  
hiltraut.paridon@dguv.de  
Oliver Heise (Unfallkasse Hessen)  
Michael Peters (Institute für Work and Health, DE)

**(55) Why employees vote to ratify union contracts**

James E Martin (Wayne State Univ., US) James.Martin@Wayne.Edu  
Robert R Sinclair (Clemson Univ., US)

**(56) The role of self-efficacy, proactivity, engagement and locus of control on employability of young professionals from a country in economic growth**

Mariana Bargsted (Universidad Católica del Norte, Chile)  
bargsted@ucn.cl

**(57) Emotional intelligence and employability in Italian university students**

Letizia Palazzeschi (Univ. of Florence, IT)  
letizia.palazzeschi@gmail.com  
Annamaria Di Fabio (Univ. of Florence, IT)

**(58) Towards an understanding of the dynamics in contemporary work relationships**

Philipp Daniel Romeike (Univ. Münster, DE)  
p.d.romeike@uni-muenster.de

**(59) Don't fear the crisis. An Italian study**

Gabriele Giorgi (Univ. Europea di Roma, IT)  
dott.gabriele.giorgi@gmail.com

**(60) Sensation Seeking Scales Form V and job insecurity as predictors of intrinsic and extrinsic job satisfaction in China**

Sebastian Lange (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)  
sebastian.lange@uni-bonn.de  
Ling Zhan (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)  
Anja Leue (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)  
André Beauducel (Rheinische Friedrich-Wilhelms-Univ. Bonn, DE)

**(61) <sup>(PP)</sup> The objective engineer and the subjective manager: An empirical study of engineer's perceptions on management and managing tasks**

João Fontes da Costa (Instituto Politécnico de Coimbra, PT)  
joao.costa@estgoh.ipc.pt  
Teresa Carla Oliveira (Faculty of Economics - Univ. of Coimbra)

Topic area: Emotions in the Workplace

**(62) Sex differences in emotional intelligence: preliminary results from an integrative meta-analysis and implications for organizations**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Leire Gartzia (Deusto Business School, Univ. of Deusto, ES)  
leire.gartzia@deusto.es  
Zoe Zhang Fengqing (Northwestern Univ., Illinois, US)  
John Stratton (Northwestern Univ., Illinois, US)

**(63) Bullying at work in India: The relevance of hierarchy and relationships**

Premilla D'Cruz (Indian Institute of Management Ahmedabad, IN)  
pdcruz@iimahd.ernet.in  
Charlotte Rayner (Portsmouth Business School, UK)

**(64) The role of age and relationship length in the affective crossover within dual-earner couples**

Laura Venz (Univ. of Mannheim, DE) laura.venz@uni-mannheim.de  
Dana Unger (Univ. of Mannheim, DE)  
Sabine Sonnentag (Univ. of Mannheim, DE)

**(65) Threats of self-esteem in the service sector**

Silke Surma (Bergische Univ. Wuppertal, DE)  
surma@uni-wuppertal.de

**(66) <sup>(PP)</sup> Development and validation of a taxonomy of micro-daily events at work**

Ana Junça Silva (Instituto Univ. de Lisboa (ISCTE-IUL), Lisboa, PT) analjsilva@gmail.com  
António Caetano (Instituto Univ. de Lisboa (ISCTE-IUL), Lisboa, PT)

**(67) <sup>(PP)</sup> The study of teachers' professional burnout in geopathogenic zones**

Svetlana Ishbuldinovna Galyautdinova (Bashkir State Univ. of Ufa, RU) lanagal@bk.ru

Topic area: Worktime Arrangements and Work-Family Interface

**(68) <sup>(PP)</sup> Become unemployed: How it affects the perception of work-life balance**

Silvia Pinato (Univ. degli Studi di Verona, IT) silvia.pinato@univr.it  
Roberta Maeran (Univ. degli Studi di Padova, IT)  
Angelo Boccato (Univ. degli Studi di Padova, IT)

**(69) Predictors of burnout and turnover intentions among a sample of female Romanian healthcare professionals**

Mara Bria (Babes-Bolyai Univ., RO) maramarinca@psychology.ro  
Adriana Baban (Babes-Bolyai Univ., RO)  
Sofia Chirica (Babes-Bolyai Univ., RO)  
Adrian Opre (Babes-Bolyai Univ., RO)  
Diana Somogyi (Babes-Bolyai Univ., RO)

**(70) Work-Life Balance of Russian office workers: The operationalization and measurement**

Ekaterina Orel (National Research Univ. - Higher School of Economics, RU) ekaterina.orel@gmail.com  
Anisia Yaremko (National Research Univ. - Higher School of Economics, RU)

**(71) Teamwork as a mitigating strategy of occupational fatigue**

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

Topic area: Organizational Behavior

**(72) Effects of economic uncertainty, job insecurity and organizational aspects on the intention to quit**

Paul Jiménez (Karl-Franzens-Univ. Graz, AT)  
paul.jimenez@uni-graz.at  
Anita Dunkl (Karl-Franzens-Univ. Graz, AT)

**(73) When will you be back? Predicting mothers' return to work decisions by internal and external factors**

**Nominated for the EAWOP Congress 2013 Best Poster Award**

Thorana Grether (RWTH Aachen Univ., DE)  
Grether@psych.rwth-aachen.de  
Anne Tzschach (RWTH Aachen Univ., DE)  
Bettina S. Wiese (RWTH Aachen Univ., DE)

## Inclusion at Work: Integrating Employees with Special Needs

Interactive Poster Session, topic area: Human Resource Management

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: Tent, green area

Session Chairs: Katharina Vornholt (Maastricht Univ.)

katharina.vornholt@maastrichtuniversity.nl

Esther Gracia (IDOCAL, ES) Esther.Gracia@uv.es

» **Acceptance of people with disabilities at work: A literature review and first results on the validation of a newly developed questionnaire**

Katharina Vornholt (Maastricht Univ.)  
katharina.vornholt@maastrichtuniversity.nl  
Sjir Uitdewilligen (Maastricht Univ.)  
Frans J.N. Nijhuis (Maastricht Univ.)

» **An inclusive work redesign: Experiences with the method 'Inclusive Redesign of Work Processes'**

Gemma M.C. van Ruitenbeek (Maastricht Univ.)  
gemma.vanruitenbeek@maastrichtuniversity.nl

» **Prosocial motivation and positive attitudes towards people with disabilities as antecedents of inclusive behavior**

Philippe T.J.H. Nelissen (Maastricht Univ., NL)  
philippe.nelissen@maastrichtuniversity.nl  
Ute R. Hülshager (Maastricht Univ., NL)  
Gemma M.C. van Ruitenbeek (Maastricht Univ., NL)  
Fred R.H. Zijlstra (Maastricht Univ., NL)

» **Promoting the social inclusion of people with mental disorders: the role of social enterprises**

Patrizia Villotti (Univ. of Trento, IT) p.villotti@gmail.com  
Sara Zaniboni (Univ. of Trento, IT)  
Marc Corbiere (Universite de Sherbrooke, CA)  
Franco Fraccaroli (Univ. of Trento, IT)

» **University graduates with disabilities: A regional study on the transition from higher education into employment in times of an aging workforce**

Anne Baumann (Univ. of Cologne, DE)  
anne.baumann@uni-koeln.de  
Jana Felicitas Bauer (Univ. of Cologne, DE)  
Mathilde Niehaus (Univ. of Cologne, DE)  
Stephanie Kohl (Univ. of Cologne, DE)

» ***The development of a self-constructed scale of quality of life for persons with intellectual disabilities***

Esther Gracia (IDOCAL, ES) esther.gracia@uv.es  
 Carolina Moliner (IDOCAL, ES)  
 Vicente Martínez Tur (IDOCAL, ES)  
 Agustin Molina (IDOCAL, ES)

» ***Obstacles, burnout and service quality as the main predictors of quality of life for people with intellectual disabilities***

Laura Lorente (Univ. de València, ES) Laura.Lorente-Prieto@uv.es  
 Carolina Moliner (Univ. de València, ES)  
 Vicente Martínez (Univ. de València, ES)  
 Agustin Molina (Univ. de València, ES)

## Interpersonal Conflicts at Work

**Interactive Poster Session, topic area:** Employee Well-being

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** Tent, red area

**Session Chairs:** Sarah-Geneviève Trépanier (Univ. du Québec à Trois-Rivières) sarah-genevieve.trepanier@uqtr.ca

Thomas Frederick Donaldson Hoyland (Univ. of Hull)  
 t.hoyland@hull.ac.uk

» ***Conflict and team climate for innovation: The moderating role of cognitive style***

Thomas Frederick Donaldson Hoyland (Univ. of Hull, UK)  
 t.hoyland@hull.ac.uk  
 Transformational leadership, conflict handling and workplace bullying: Testing two models of mediation  
 Milda Astrauskaite (Vytautas Magnus Univ., LT)  
 psichologe.milda@gmail.com  
 Roy Max Kern (Vytautas Magnus Univ., LT)  
 Guy Notelaers (Radboud Univ. Nijmegen & Univ. of Bergen)

» ***Interpersonal conflicts at work and their impact on organizational attitudes and health: An experimental study***

Nurul Ain Hidayah binti Abas (Univ. of Leipzig, DE)  
 nurul.abas@uni-leipzig.de  
 Cosmina Picu (Univ. of Leipzig, DE)  
 Kathleen Otto (Univ. of Leipzig, DE)

» ***Workplace bullying in Southern-Europe: Prevalence, job satisfaction, and psychological well-being in Italy and Spain***

José María León (Iscte-Iul, PT) Jose.Leon-Perez@Iscte.pt  
 Alicia Arenas (Univ. Of Seville, ES)  
 Gabriele Giorgi (Univ. Europea Di Roma, IT)  
 Lourdes Munduate (Univ. Of Seville, ES)

» ***Antecedents of workplace bullying: An individual psychology approach***

Milda Astrauskaite (Vytautas Magnus Univ., LT)  
 psichologe.milda@gmail.com  
 Roy Max Kern (Vytautas Magnus Univ., LT)  
 Guy Notelaers (Radboud Univ. Nijmegen & Univ. of Bergen)

» ***Workplace psychological harassment, basic needs satisfaction, and employee functioning: A cross-lagged analysis***

Sarah-Geneviève Trépanier (Univ. du Québec à Trois-Rivières,

CA) sarah-genevieve.trepanier@uqtr.ca  
 Claude Fernet (Univ. du Québec à Trois-Rivières, CA)  
 Stéphanie Austin (Univ. du Québec à Trois-Rivières, CA)

» ***Interpersonal mistreatment at work and burnout among teachers***

Coralia Sulea (West Univ. of Timisoara, RO) csulea@socio.uvt.ro  
 Razvan Filipescu (West Univ. of Timisoara, RO)  
 Alexandra Horga (West Univ. of Timisoara, RO)  
 Gabriel Fischmann (West Univ. of Timisoara, RO)  
 Ciprian Ortan (West Univ. of Timisoara, RO)

## Work-Family Interface

**Interactive Poster Session, topic area:** Worktime Arrangements and Work-Family Interface

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** Tent, blue area

**Session Chairs:** Stephan Dilchert (Baruch College, US)  
 stephan.dilchert@baruch.cuny.edu

Monika Keller (Univ. of Hamburg) monika.keller@uni-hamburg.de

» ***Everyday work-family interference: A diary study on dual-earner couples' work-family and family-work conflict***

Sara De Gieter (Vrije Univ. Brussel, BE) sara.de.gieter@vub.ac.be  
 Lynn Germeys (Vrije Univ. Brussel, BE)

» ***Investigating the effect of family-work conflict on decreased extra-role behavior at work***

Stephan Dilchert (Baruch College, US)  
 stephan.dilchert@baruch.cuny.edu  
 Brittany Mercado (Baruch College, US)

» ***The effects of perceived partner implication with household chores, on work-family conflict and psychosocial risk factors at work***

Javier Cerrato (Univ. of Basque Country, ES)  
 franciscojavier.cerrato@ehu.es  
 Itziar Ugarteburu (Univ. of Basque Country, ES)  
 Jon Iradi (Univ. of Basque Country, ES)  
 Eva Cifre (Univ. of Basque Country, ES)

» ***The mediating role of work-family conflict between work shifts, work on-call and nurses' exhaustion***

Margherita Zito (Univ. of Turin, IT) margherita.zito@unito.it  
 Lara Colombo (Univ. of Turin, IT)

» ***The professional working mother: Individual and organizational experiences of the early years of motherhood – Changing identities and employment relations?***

Claire Fionnuala Sandamas (Birbeck College, UK)  
 csandamas@gmail.com

» ***The impact of work-family conflict on employees well-being and families***

Monika Keller (Univ. of Hamburg, DE)  
 monika.keller@uni-hamburg.de  
 Niklas Friedrich (Univ. of Hamburg, DE)  
 Tim Vahle-Hinz (Univ. of Hamburg, DE)  
 Jan Dettmers (Univ. of Hamburg, DE)  
 Eva Bamberg (Univ. of Hamburg, DE)

## Thematic Sessions (2:45pm - 4:15pm)

### (PP) One Score or More? Reflections on the Controversy over a General Factor of Personality

Symposium, topic area: Personnel Selection and Recruitment

Time: Friday, 24/May/2013: 2:45p2m - 4:15pm

Location: S-1

Session Chair: Iain Robert MacIver (Saville Consulting)  
rab.maciver@savilleconsulting.com

#### » Construct convergence of Big 5 personality and Great 8 competency variables

Rainer Kurz (Saville Consulting) rainer.kurz@savilleconsulting.com

#### » The relationship between General Mental Ability and the General Factor of Personality: Findings from meta-analytic data

Matthias Ziegler (Hubmoldt Univ., Berlin) zieglerma@hu-berlin.de  
Jonas Bertling (Educational Testing Service)

#### » Is the 'Big One' too big to be useful?

Rob Bailey (OPP Ltd) Rob.Bailey@opp.com

#### » The great one – Not the first one

MacIver Rab (Saville Consulting)  
rab.maciver@savilleconsulting.com

### New Adventures in Negative Leadership: Measurement, Antecedents, Consequences and Moderators

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: S-2

Session Chairs: Daniel May (Freie Univ. Berlin, Berlin, DE)  
daniel.may@fu-berlin.de

Alexander Pundt (Univ. of Mannheim, Mannheim, DE)  
alexander.pundt@uni-mannheim.de

#### » A German version of Tepper's abusive supervision scale: Evaluation and future developments

Jan Schilling (Univ. of Applied Administrative Sciences, Hannover, DE) Jan.Schilling@nds-sti.de  
Loock Claire-Michelle (Swiss Federal Institute of Technology, Zurich, CH)

#### » Measuring negative forms of leadership: Preliminary evidence for factor structure and criterion validity of a revised version of Shaw, Erickson and Harvey's (2011) destructive leadership questionnaire

Daniel May (Freie Univ. Berlin, Berlin, DE) daniel.may@fu-berlin.de  
Felix Meier (Freie Univ. Berlin, Berlin, DE)

#### » Exploitative leadership: Theory and measurement of exploitative leadership behavior

Ellen Schmid (Technische Univ. München, Munich, DE)  
ellen.schmid@tum.de  
Claudia Peus (Technische Univ. München, Munich, DE)

#### » Leader-member exchange in everyday leader-employee interactions. A diary study on the effects of appreciative and abusive supervision on employees' work-related outcomes

Erko Martins (Univ. of Rostock, Rostock, DE)  
erko.martins@uni-rostock.de  
Friedemann W. Nerdinger (Univ. of Rostock, Rostock, DE)

#### » Subordinates' coping with abusive supervision: The role of job resources adequacy and assertiveness

Maria João Velez (Nova School of Business and Economics, Lisbon, PT) mjpvelez@sapo.pt  
Pedro Neves (Nova School of Business and Economics, Lisbon, PT)

### Personnel Selection and Recruitment 3

Paper Session

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: S-6

Session Chairs: Saul Fine (Midot, IL) saul@midot.com

Rene Immanuel Kusch (Metaberatung GmbH)  
rene.kusch@metaberatung.de

#### » (PP) Reducing unplanned loss through transverse resource practice offshore

Kristine Kjellsen (Kongsberg Oil and Gas Technologies, NO)  
kkj@kdms.no

#### » (PP) Estimating the economic impact of personnel selection tools on counterproductive work behaviors

Saul Fine (Midot, IL) saul@midot.com

#### » (PP) Improving test performance by cognitive training: Implications for employment testing

Katharina Lochner (cut-e Group, DE) katharina.lochner@cut-e.com  
Achim Preuss (cut-e Group, DE)  
Maike Wehrmaker (cut-e Group, DE)

#### » (PP) Innovations in leadership assessment: a case study from Deutsche Telekom AG

Sebastian Bonitz (Hogrefe Verlag GmbH & Co. KG, DE)  
sebastian.bonitz@hogrefe.de

#### » (PP) Relationships between personality and career evaluations after the world economic crisis 2008/2009

Rene Immanuel Kusch (Metaberatung GmbH)  
rene.kusch@metaberatung.de  
Daniela Kunze (Metaberatung GmbH)  
Sebastian Steinbach (Steinbach & Partner Executive Consultants AG)

#### » (PP) Psychometric assessment as a tool to solve the problem of skills shortage

Johanna Beckert (Ackerschott und Bertram GmbH, DE)

jb@ackerschott.eu

## Individual Strengths at the Workplace

Symposium, topic area: Other

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: S-8

Session Chair: Marianne Van Woerkom (Tilburg Univ.)  
m.vanwoerkom@uvt.nl

Facilitator: Arnold B. Bakker (Erasmus Univ. Rotterdam)  
bakker@fsw.eur.nl

### » *Organisational and individual orientation towards strengths use and deficit improvement: Development and validation of a new questionnaire*

Marianne Van Woerkom (Tilburg Univ.) m.vanwoerkom@uvt.nl  
Crizelle Els (North West Univ.)  
Karina Mostert (North West Univ.)  
Ian Rothmann (Afriforte)  
Arnold Bakker (Erasmus Univ. Rotterdam)

### » *Making strengths work: A weekly diary study on the predictors and outcomes of strength use in the workplace*

Marianne Van Woerkom (Tilburg Univ.) m.vanwoerkom@uvt.nl  
Wido Oerlemans (Erasmus Univ. Rotterdam)  
Arnold Bakker (Erasmus Univ. Rotterdam)

### » *Theoretical background, operationalization, and first results on the role of character strengths-related person-job fit*

Claudia Harzer (Univ. of Zurich) c.harzer@psychologie.uzh.ch  
Willibald Ruch (Univ. of Zurich)

### » *The effect of a strengths-based intervention on employee well-being, psychological capital, engagement, and commitment*

Christina Meyers (Tilburg Univ.) m.c.meyers@uvt.nl  
Marianne Van Woerkom (Tilburg Univ.)

## Motivation and Choices: Antecedents and Causes of Regulatory Focus and their Impact on Work Choices

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 2:45m - 4:15pm

Location: S-9

Session Chair: Michal M Schödl (The Hebrew Univ. of Jerusalem & IL/Ben Gurion Univ.) schodl2@barak.net.il

Facilitator: Avraham N Kluger (The Hebrew Univ. of Jerusalem, IL) avik@savion.huji.ac.il

### » *The impact of secure attachment on regulatory focus and choice of work tasks*

Michal Lehmann (The Hebrew Univ. of Jerusalem, IL)  
chikush@gmail.com  
Avraham N Kluger (The Hebrew Univ. of Jerusalem, IL)

### » *Motivation and performance under time pressure*

Marieke Roskes (Ben Gurion Univ. of the Negev, IL)  
M.Roskes@uva.nl  
Andrew Eliot (Univ. of Rochester)  
Bernard Nijstad (Univ. of Groningen)  
Carsten de Dreu (Univ. of Amsterdam)

### » *Chronic regulatory focus impact on time allocation for interesting vs. obligatory tasks*

Dina Van-Dijk (Ben Gurion Univ. of the Negev, IL) dinav@bgu.ac.il  
Michal M Schödl (Ben Gurion Univ. of the Negev, IL)

### » *Not mere goals: Minimal and maximal goals as reference points*

Steffen R Giessner (Rotterdam School of Management Erasmus Univ., NL) sgiessner@rsm.nl  
Daan Stam (Rotterdam School of Management Erasmus Univ., NL)

### » *Regulatory focus measurement - The hidden correlations inside orthogonal structure*

Michal M Schödl (The Hebrew Univ. of Jerusalem, IL)  
chodl2@barak.net.il  
Dina Van-Dijk (Ben Gurion Univ.)  
Avraham N Kluger (The Hebrew Univ. of Jerusalem, IL)

### » *Regulatory focus in social dilemma situations*

Stefan Pfattheicher (Ulm Univ., DE)  
stefan.pfattheicher@uni-ulm.de  
Johannes Keller (Ulm Univ., DE)

## New Challenges for W&OP with non Traditional Workers

Symposium, topic area: Changing Employment Relations

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: S-10

Session Chairs: Maria José Chambel (Univ. of Lisbon)  
mjchambel@fp.ul.pt

Nathalie Galais (Friedrich-Alexander Univ. Erlangen)  
nathalie.galais@wiso.uni-erlangen.de

### » *Implicit theories related to self and other comparison processes on older workers*

Carmen Tabernero (Univ. of Cordoba) edl1taurm@uco.es  
Esther Cuadrado (Univ. of Cordoba)

### » *Job attitudes in workers with disabilities: The importance of family support in addition to organizational support*

Vanesa Pérez (Rey Juan Carlos Univ.) vanesa.perez@urjc.es  
Carlos-Maria Alcover (Rey Juan Carlos Univ.)  
Maria José Chambel (Univ. of Lisbon)

### » *Human resource management practices and expatriates turnover: The mediate role of psychological contract fulfilment*

Francisco Cesário (aHigh Institute of Applied Psychology, Lisbon)  
fcesario@ispa.pt  
Maria José Chambel (Univ. of Lisbon)

### » *Perceived insider status and organizational commitment of temporary agency workers:*

### *Organizational and individual determinants and effects on stress*

Nathalie Galais (Friedrich-Alexander Univ. Erlangen)  
nathalie.galais@wiso.uni-erlangen.de  
Cynthia Sende (Friedrich-Alexander Univ. Erlangen)

### » *Temporary agency versus permanent workers: A multigroup analysis of human resource management, motivation and commitment*

Filipa Castanheira (New Univ. of Lisbon)  
fcastanheira@novasbe.pt  
Maria José Chambel (Univ. of Lisbon)

## Implicit Motives at Work in Organizations

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: S-Aula

Session Chairs: Matthias Strasser (Technische Univ. München)  
strasser@wi.tum.de

Hugo M. Kehr (Technische Univ. München) kehr@wi.tum.de

### » *Implicit versus explicit motive-supply-fit at work – Theoretical arguments and initial empirical findings*

Markus Thielgen (Univ. Münster)  
markus.thielgen@uni-muenster.de  
Stefan Krumm (Univ. Münster)  
Lara Karsten (Univ. Münster)  
Lisa Mlekus (Univ. Münster)  
Guido Hertel (Univ. Münster)

### » *Using thurstonian IRT models to model the response process in implicit motive measures: Implications for reliability and the prediction of work-related outcomes*

Jonas W. B. Lang (Maastricht Univ.)  
Jonas.Lang@maastrichtuniversity.nl  
Ingo Zettler (Univ. Tübingen)  
Christian Ewen (Univ. Bonn)  
Ute R. Hülshager (Maastricht Univ.)

### » *Compatibility of follower motives and leadership style*

Dorena Amann (Technische Univ. München) amann@wi.tum.de  
Hugo M. Kehr (Technische Univ. München)

### » *Relational models and social motives*

Matthias Strasser (Technische Univ. München) strasser@wi.tum.de  
Steffen R. Giessner (Erasmus Univ. Rotterdam)

### » *Implicit motives as determinants of networking behaviors*

Hans-Georg Wolff (Univ. Erlangen)  
Hans-Georg.Wolff@wiso.uni-erlangen.de  
Julia Weikamp (Univ. Würzburg)  
Bernad Batinic (Univ. Linz)

## Take Care! Promoting the Health and Well Being of Health Care Staff

Symposium, topic area: Health and Interventions

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: H-1

Session Chair: Pascale Le Blanc (Eindhoven Univ. of Technology) P.M.Le.Blanc@tue.nl

### » *Matching process and outcomes: The health and well being of health care workers*

Michael West (Lancaster Univ. Management School)  
m.a.west@lancaster.ac.uk

### » *Engagement as a mediator of the Human Resource Management-performance link in hospitals*

Anna Topakas (Institute of Work Psychology, Univ. of Sheffield)  
a.topakas@sheffield.ac.uk  
Jeremy Dawson (Institute of Work Psychology, Univ. of Sheffield)  
Michael West (Lancaster Univ. Management School)

### » *Building empowering work environments that foster civility and organizational trust: Testing an intervention*

Heather Spence Laschinger (Department of Nursing, Univ. of Western Ontario) hkl@uwo.ca  
Michael Leiter (Acadia Univ.)  
Arla Day (Saint Mary's Univ.)  
Debra Gilin-Oore (Saint Mary's Univ.)  
Sean Mackinnon (Dalhousie Univ.)

### » *Using the ABLE intervention to improve employee work-life balance, well-being, and recovery*

Arla Day (Saint Mary's Univ.) Arla.Day@smu.ca  
Mandi MacDonald (Saint Mary's Univ.)  
Nikola Hartling (Saint Mary's Univ.)  
Lori Francis (Saint Mary's Univ.)

### » *Empowering paramedics in bystander conflict*

Kim van Erp (Eindhoven Univ. of Technology) K.J.P.M.v.Erp@tue.nl  
Josette Gevers (Eindhoven Univ. of Technology)  
Sonja Rispens (Eindhoven Univ. of Technology)  
Evangelia Demerouti (Eindhoven Univ. of Technology)

## Task and Social Leadership: Contributions from Power Research

Symposium, topic area: Leadership and Management

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: H-2

Session Chairs: Annika Scholl (Knowledge Media Research Center Tuebingen) a.scholl@iwm-kmrc.de

Melvyn Hamstra (Univ. of Groningen) M.R.W.Hamstra@rug.nl

### » *Power and goal pursuit*

Ana Guinote (Univ. College London) a.guinote@ucl.ac.uk  
Alice Cai (Univ. College London)



» *When being powerful promotes questioning own actions*

Annika Scholl (Knowledge Media Research Center Tuebingen)  
a.scholl@iwm-kmrc.de  
Kai Sassenberg (Knowledge Media Research Center Tuebingen)

» *That power becomes you: When subordinate actions trigger self-objectification among the powerful*

M. Ena Inesi (London Business School) einesi@london.edu  
Sunyoung Lee (London Business School)  
Kimberly Rios (Univ. of Chicago)

» *Does considering others promote power holders' responsibility?*

Kai Sassenberg (Knowledge Media Research Center Tuebingen)  
k.sassenberg@iwm-kmrc.de  
Annika Scholl (Knowledge Media Research Center Tuebingen)  
Naomi Ellemers (Leiden Univ.)  
Daan Scheepers (Leiden Univ.)

» *Virtuous leadership: The importance of perceived leader morality for leadership endorsement*

Manuela Barreto (Univ. of Exeter) M.Barreto@exeter.ac.uk  
Alex Haslam (Univ. of Exeter)  
Gary Kerridge (Univ. of Exeter)  
Syifaa' Mansor (Univ. of Exeter)  
Marco Rego (Univ. of Exeter)

## Women at the Top: New Insights and Controversies from Europe

### SIOP-IAAP-EAWOP Alliance Symposium

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: H-3

Session Chair: Rosalind H Searle (Coventry Univ.)  
rosalind.searle@coventry.ac.uk

Facilitator: Deanne Den Hartog (Amsterdam Business School)  
D.N.denHartog@uva.nl

» *Women on FTSE 100 corporate boards – Progression and position to date*

Susan Vinnicombe (Cranfield Univ.)  
s.m.vinnicombe@cranfield.ac.uk

» *Golden skirts and gold sack: Changes in board composition following the Norwegian gender quota law*

Morten Huse (Univ. of Witten DE & Norwegian Business School)  
morten.huse@bi.no

## (PP) Practitioner-Scientist Debate on Innovation in Organizations

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: H-4

Session Chair: Wolfgang Scholl (Humboldt Univ., Berlin)  
schollwo@cms.hu-berlin.de

### Panelists:

Michael Frese (Leuphana Univ. of Lueneburg, DE)  
frese@leuphana.de  
Tom Sommerlatte (Osiris MIC GmbH)

## Innovative Behaviour in the Workplace: New Perspectives on Predictors, Stage of Innovation Process and Boundary Conditions

Symposium, topic area: Organizational Behavior

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: F-1

Session Chairs: Adalgisa Battistelli (Paul Valéry Univ. (Montpellier III))  
adalgisa.battistelli@univ-montp3.fr  
Héctor Madrid (Univ. of Sheffield) h.p.madrid@sheffield.ac.uk

» *Innovative work behaviour as a function of proactive envisioning and planning: Cross-level influences of team task orientation*

Francesco Montani (Paul Valéry Univ. (Montpellier III) & Univ. of Verona)  
francesco.montani@univr.it  
Adalgisa Battistelli (Paul Valéry Univ. (Montpellier III))  
Carlo Odoardi (Univ. of Florence)

» *Job insecurity and innovative work behaviour: A psychological contract perspective*

Wendy Niesen (KU Leuven & Univ. of Verona)  
wendy.niesen@ppw.kuleuven.be  
Hans de Witte (KU Leuven & North-West Univ.)  
Adalgisa Battistelli (Paul Valéry Univ. (Montpellier III))

» *Why good ideas fail: The role of supervisors' power motive and leader-member exchange in idea evaluation*

Tina Urbach (Univ. of Potsdam) urbach@uni-potsdam.de  
Doris Fay (Univ. of Potsdam)

» *The Dual-Model of Affect and Innovative Work Behavior: How feelings interplay with job characteristics in generating, promoting and implementing novel ideas*

Héctor Madrid (Univ. of Sheffield) h.p.madrid@sheffield.ac.uk  
Malcom Patterson (Univ. of Sheffield)

» *Composites of situational features predicting innovative work behaviour: The mediating role of proactive goal generation*

Jean-Sébastien Boudrias (Univ. of Montréal)  
jean-sebastien.boudrias@umontreal.ca  
Francesco Montani (Paul Valéry Univ. (Montpellier III) & Univ. of Verona)  
Denis Lajoie (Univ. of Montréal)

## New Trends in Research on Workplace Bullying: Latest Results from Longitudinal Studies

Symposium, topic area: Employee Wellbeing

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: F-2

Session Chairs: Guy Notelaers (Radoud Univ. Nijmegen, NL / Monstarecon, BE) g.notelaers@fm.ru.nl

Alfredo Rodríguez-Muñoz (Complutense Univ. of Madrid, ES)  
alfredo.rodriguez@psi.ucm.es

» *Does psychological well-being mediate the association between experiences of acts of*

**offensive behaviour and turnover among care workers? A longitudinal analysis**

Annie Høgh (Univ. of Copenhagen) annie.hogh@psy.ku.dk  
 Thomas Clausen (National Research Centre for the Working Environment, Copenhagen)  
 Isabella Gomes Carneiro (National Research Centre for the Working Environment, Copenhagen)  
 Vilhelm Borg (National Research Centre for the Working Environment, Copenhagen)

» **Associations between Job Insecurity and Workplace Bullying in a context of crisis: A longitudinal test**

Elfi Baillien (Human Relations Research Group, HUBrussel / WOPP, KU Leuven) elfi.baillien@hubrussel.be  
 Hans De Witte (WOPP, KU Leuven, BE / North-West Univ., ZA)  
 Nele De Cuyper (WOPP, KU Leuven, BE / North-West Univ., ZA)

» **Adopting a person-environment perspective for the understanding of workplace bullying: A longitudinal investigation**

Cristian Balducci (Department of Political and Social Sciences, Univ. of Bologna) cristian.balducci3@unibo.it  
 Anja Van den Broeck (WOPP group, KU Leuven, BE / HUBrussel, BE)  
 Franco Fraccaroli (Department of Cognitive and Educational Sciences, Univ. of Turin)

» **Supervisor leadership style as predictors of workplace bullying: a six-month follow-up study**

Kanami Tsuno (Graduate School of Medicine, the Univ. of Tokyo, JP) ktsuno@m.u-tokyo.ac.jp  
 Norito Kawakami (Graduate School of Medicine, the Univ. of Tokyo, JP)

» **Examining reciprocal relationships between target and perpetrator in workplace bullying situations: A two-wave longitudinal study**

Alfredo Rodríguez-Muñoz (Complutense Univ. of Madrid) alfredo.rodriguez@psi.ucm.es  
 Bernardo Moreno-Jiménez (Autonoma Univ. of Madrid)  
 Elfi Baillien (Human Relations Research Group, HUBrussel & WOPP, KU Leuven)  
 Ana Sanz-Vergel (Autonoma Univ. of Madrid)  
 Ynomig Moreno (Ynomig Moreno López)

» **Workplace bullying, a process?**

Guy Notelaers (Radoud Univ. Nijmegen, NL & Monstarecon, BE) g.notelaers@fm.ru.nl  
 Leo Paas (VU Univ. Amsterdam, NL)  
 Ståle Einarsen (Univ. of Bergen, Bergen Bullying Research Group, NO)

## Employee Wellbeing 9

### Paper Session

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-3

**Session Chairs:** Dawn Querstret (Univ. of Surrey, UK) d.querstret@surrey.ac.uk

José Navarro (Univ. of Barcelona, ES) j.navarro@ub.edu

» **A longitudinal study examining work-related rumination as a predictor of change in work-related fatigue over time**

Dawn Querstret (Univ. of Surrey, UK) d.querstret@surrey.ac.uk  
 Mark Cropley (Univ. of Surrey, UK)

» **(PP) Religious and spiritual coping and adjustment to stressful working episodes**

Tim Hagemann (Fachhochschule der Diakonie, DE) tim.hagemann@fhdd.de

» **Temporal patterns of flow in working and non-working activities**

José Navarro (Univ. of Barcelona, ES) j.navarro@ub.edu  
 Julia Pöeppelbaum (Univ. of Barcelona, ES)  
 Lucía Ceja (IESE Business School, Univ. of Navarra, ES)  
 Duarte Gomes (Univ. of Coimbra, PT)

» **Job performance adequacy - Consequences for well-being**

Maja Sasser (Roskilde Univ., DK) mas@grontmij.dk  
 Ole Henning Sørensen (Aalborg Univ., DK)

» **Psychological health: A prerequisite for having motivated employees?**

Véronique Dagenais-Desmarais (Univ. de Montréal) v.dagenais.desmarais@umontreal.ca  
 Chloé Parenteau (Univ. du Québec à Montréal)  
 Jessica Londei-Shortall (Concordia Univ.)

## Personal Goals in the Work Context

**Symposium, topic area:** Employee Wellbeing

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-4

**Session Chairs:** Bettina S. Wiese (RWTH Aachen Univ.) wiese@psych.rwth-aachen.de

Katariina Salmela-Aro (Helsinki Collegium for Advanced Studies) katariina.salmela-aro@helsinki.fi

» **Career goal-related success expectations during transition from school to work: A person-oriented approach**

Katariina Salmela-Aro (Helsinki Collegium for Advanced Studies) katariina.salmela-aro@helsinki.fi  
 Lotta Tynkkynen (Univ. of Jyväskylä)  
 Julia Dietrich (Univ. of Erfurt)

» **In search of a suitable career: The role of personal goals**

Hannah J. P. Voigt (Bielefeld Univ.) hannah.voigt@uni-bielefeld.de  
 Günter W. Maier (Bielefeld Univ.)

» **Selection, optimization and compensation in goal pursuit in the life domains of work, family, and leisure**

Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch  
 Bettina S. Wiese (RWTH Aachen Univ.)  
 Alexandra M. Freund (Univ. of Zurich)

» **Personal work goals in conflict: A risk to occupational well-being?**

Katriina Hyvönen (Univ. of Jyväskylä) katriina.i.hyvonen@juu.fi  
 Taru Feldt (Univ. of Jyväskylä)  
 Johanna Rantanen (Univ. of Jyväskylä)  
 Mari Huhtala (Univ. of Jyväskylä)  
 Asko Tolvanen (Univ. of Jyväskylä)

» *How decision latitude moderates the effects of performance goals on well-being and functioning at work*

Heike Heidemeier (RWTH Aachen Univ.)  
heidemeier@psych.rwth-aachen.de  
Bettina S. Wiese (RWTH Aachen Univ.)

## Experimental Industrial Psychology VI: Mental Workload in Human-Machine-Interaction

Symposium, topic area: Other

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: F-5

Session Chairs: Achim Leder (Univ. of Wuppertal)  
a.leder@uni-wuppertal.de

Matthias Rötting (TU Berlin) roetting@mms.tu-berlin.de

» *Detecting mental workload from phonetical speech changes in driver-codriver talk*

Tom Laufenberg (Univ. of Wuppertal)  
t.laufenberg@uni-wuppertal.de  
Klaus Reinprecht (TU Braunschweig, Ingenieurs- und Verkehrspsychologie)  
Jarek Krajewski (Univ. of Wuppertal)

» *Impact of LED-technology on comfort and emotion in long haul-flights – Psychophysiological analysis of the use of activating light in the aircraft-cabin*

Achim Leder (Univ. of Wuppertal) a.leder@uni-wuppertal.de  
Jarek Krajewski (Univ. of Wuppertal)  
Sebastian Schnieder (Univ. of Wuppertal)

» *Driver Workload – A comprehensive study combining performance, subjective and physiological measures*

Stefan Ruff (TU Berlin) stefan.ruff@mms.tu-berlin.de

» *The value of eyetracking measurements for the assessment of driver sleepiness*

Martin Golz (Univ. of Applied Sciences, Schmalkalden)  
m.golz@fh-sm.de  
David Sommer (Univ. of Applied Sciences, Schmalkalden)  
Udo Trutschel (Circadian Inc., Arlington MA, US)  
Dave Edwards (Caterpillar Machine Research, Caterpillar Inc., Peoria IL, US)  
Jarek Krajewski (Univ. of Wuppertal)

» *Detection of mental workload through thermal imaging – A pilot study in real road traffic*

Sascha Datkiewicz (Univ. of Wuppertal)  
s.datkiewicz@uni-wuppertal.de  
Sebastian Schnieder (Univ. of Wuppertal)  
Jarek Krajewski (Univ. of Wuppertal)

## Changing Employment Relations 2

Paper Session

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: F-6

Session Chairs: Thomas Höge (Univ. of Innsbruck, AT)  
thomas.hoegel@uibk.ac.at

Beatrice Piccoli (Univ. of Verona, IT) beatrice.piccoli@univr.it

» *Can job insecurity predict deviant behaviours? Social exchange model of justice and identification processes as mediating mechanisms*

Beatrice Piccoli (Univ. of Verona, IT) beatrice.piccoli@univr.it

» *Does job insecurity climate effect organizational cohesiveness and antisocial behavior at work? Results from a multilevel-study in Spain and Austria*

Thomas Höge (Univ. of Innsbruck, AT) thomas.hoegel@uibk.ac.at  
Beatriz Sora (Open Univ. of Catalonia, ES)  
Wolfgang G. Weber (Univ. of Innsbruck, AT)

» *The impact of job insecurity on performance: Only negative effects? Explaining the nature of the relationship with overall job attitude as mediator*

Beatrice Piccoli (Univ. of Verona, IT) beatrice.piccoli@univr.it  
Hans De Witte (WOPP, KU Leuven, BE)  
Margherita Pasini (Univ. of Verona, IT)

» *Do temps mess up the network? A social network perspective on the effect of temporary workers on team performance*

Jeroen de Jong (Tilburg Univ., NL) j.p.dejong@uvt.nl  
Christa Wilkin (California State Univ., US)

» *Temporary agency workers: A blessing or a curse for their permanent co-workers?*

Cynthia Christine Sende (Univ. of Erlangen-Nuremberg)  
Cynthia.Sende@wiso.uni-erlangen.de  
Nathalie Galais (Univ. of Erlangen-Nuremberg)  
Klaus Moser (Univ. of Erlangen-Nuremberg)

» *The role of career development factors in job insecurity perceptions*

Ieva Urbanaviciute (Vilnius Univ., LT) ieva.urbanaviciute@fsf.vu.lt  
Dalia Bagdziuniene (Vilnius Univ., LT)  
Jurgita Lazauskaite-Zabielske (Vilnius Univ., LT)

## Sustainable Environment and Organizations 1

Paper Session

Time: Friday, 24/May/2013: 2:45pm - 4:15pm

Location: F-33

Session Chairs: Selin Kudret (King's College London, UK)  
selin.kudret@kcl.ac.uk

Sven-Oliver Spiess (Univ. of Osnabrück, DE)  
Sven-Oliver.Spiess@uni-osnabrueck.de

» *The effect of corporate social responsibility perceptions on employees' intentions to stay. A moderated mediation model*

Ratnes Alahakone (Kingston Univ., UK)  
R.Alahakone@kingston.ac.uk  
Kerstin Alfes (Kingston Univ., UK)  
Amanda Shantz (York Univ., CA)

» *Corporate social irresponsibility – An obstacle in attracting qualified workforce?*

Friederike Gerlach (Univ. of Osnabrück, DE)  
friederike.gerlach@t-online.de  
Sven-Oliver Spieß (Univ. of Osnabrück, DE)

» *Corporate social responsibility: The key to improve work-life balance and effectiveness?*

Marina Romeo (Univ. of Barcelona) mromeo@ub.edu  
Rita Berger (Univ. of Barcelona)  
Montserrat Yepes (Univ. of Barcelona)  
Luis Torres (Univ. of Barcelona)

» *Social identity and exchange as mediators of the corporate social responsibility-affective commitment relationship: The moderating role of individual value orientations.*

Sven-Oliver Spiess (Univ. of Osnabrück, DE)  
Sven-Oliver.Spiess@uni-osnabrueck.de  
Christopher Klanke (Univ. of Osnabrück, DE)  
Karsten Mueller (Univ. of Osnabrück, DE)  
Nick Lin-Hi (Univ. of Mannheim, DE)  
Anna Engel (Univ. of Osnabrück, DE)  
Britta Seggewiß (Univ. of Osnabrück, DE)

» *The differential impact of foci versus forms of organizational CSR behaviors on key employee outcomes*

Selin Kudret (King's College London, UK) selin.kudret@kcl.ac.uk  
Martin R. Edwards (King's College London, UK)

» *Utopian or possible cities? Corporate social responsibility as mainstay for new kind of business growth: A qualitative case study of Strand East*

Michela Cortini (Univ.degli studi "G. d'Annunzio", IT)  
cortini@unich.it  
Stefania Tria (Univ.degli studi "G. d'Annunzio", IT)

## Changing Employment Relations 3

### Paper Session

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-042

**Session Chairs:** David Martinez-Íñigo (Rey Juan Carlos Univ., ES) david.martinez@urjc.es

Marina Fiori (Univ. of Lausanne & Qualintra SA, CH)  
marina.fiori@unil.ch

» *The power of I-deals in creating organization commitment: introducing the role of perceived uniqueness of the deal.*

Brigitte Kroon (Tilburg Univ., NL) b.kroon@uvt.nl  
Susanne de Kort (SCAB; Tilburg Univ., NL)  
Charissa Freese (Tilburg Univ., NL)

» *Psychological contracts in the context of organizational change; How employee obligations are being influenced by the fulfillment of organizational obligations*

Sjoerd van der Smissen (Tilburg Univ., NL)  
a.i.m.vdrsmissen@uvt.nl  
Rene Schalk (Tilburg Univ., NL)  
Charissa Freese (Tilburg Univ., NL)  
Hanna Varheenmaa (Tilburg Univ., NL)

» *Antecedents and outcomes of successful I-deal negotiation during the early career: A longitudinal study*

Ine Willemse (Vlerick Business School) ine.willemse@vlerick.com  
Ans De Vos (Antwerp Management School)  
Dirk Buyens (Vlerick Business School)

» <sup>(PP)</sup> *Exploring the assets that make employees more employable: Results of a survey conducted in Switzerland*

Marina Fiori (Univ. of Lausanne & Qualintra SA, CH)  
marina.fiori@unil.ch  
Michael Kres (ProMove TM, CH)  
Benoit Moransais (Qualintra SA, CH)

» *The longitudinal effect of employability dimensions on young university graduates' job quality: The mediating role of perceived employability*

Juan Pablo Gamboa (Univ. of Valencia, ES) juan.gamboa@uv.es  
Jesús Yeves (Univ. of Valencia, ES)  
Vicente González-Romá (Univ. of Valencia, ES & Univ. of Valencia, ES)  
José María Peiró (Univ. of Valencia, ES & Instituto Valenciano de Investigaciones Económicas, ES)

» *Longitudinal analysis of the relationship between organizational and union commitments in a sample of Spanish shop stewards*

David Martinez-Íñigo (Rey Juan Carlos Univ., ES)  
david.martinez@urjc.es  
Thomas Zacharewicz (Rey Juan Carlos Univ., ES)

## Human Resource Management 5

### Paper Session

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-043

**Session Chairs:** Bart Verwaeren (Vlerick Business School, BE)  
bart.verwaeren@vlerick.com

Corine Boon (Univ. of Amsterdam Business School, NL)  
c.t.boon@uva.nl

» *High performance work system for creativity: Theoretical development and scale validation*

Ieva Martinaityte (Aston Univ., UK) martinai@aston.ac.uk  
Samuel Aryee (King's College London, UK)  
Claudia Sacramento (Aston Univ., UK)

» *Too good to be true: Curvilinear relationships between high performance work systems, service climate and work outcomes*

Charmi Patel (Univ. of Edinburgh Business School, UK)  
Charmi.Patel@ed.ac.uk  
Prof. Pawan Budhwar (Aston Business School, UK)

» *The interplay between HRM content and process: Examining the moderating role of interactional justice in the relationship between HRM and employee outcomes*

Corine Boon (Univ. of Amsterdam Business School, NL)  
c.t.boon@uva.nl

» *Total rewards as antecedent of work engagement and intention to leave*

Bart Verwaeren (Vlerick Business School, BE)  
bart.verwaeren@vlerick.com  
Xavier Baeten (Vlerick Business School, BE)

» *The strength of human resource management system: A validation of the model*

Ana Teresa Ferreira (Minho's Univ., PT) ateresafferreira@gmail.com  
 José Keating (Minho's Univ., PT)  
 Silva Isabel (Minho's Univ., PT)

## Occupational and Organizational Safety 3

### Paper Session

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-102

**Session Chairs:** Autumn Krauss (Sentis, US)  
 autumn.krauss@sentis.net

Ove Johnny Hellgren (Stockholm Univ., SE) jhn@psychology.su.se

» (PP) *A multi-level investigation of the impact of safety climate and safety communication on safety performance*

Autumn Krauss (Sentis, US) autumn.krauss@sentis.net  
 Tristan Casey (Sentis, US)  
 Sarina Maneotis (Sentis, US)

» *Why do employees quit their workgroup? Exploring interaction effect of role clarity, safety climate and safety climate strength.*

Felisa Latorre Navarro (Instituto Tecnológico Autónomo de México, MX) m.felisa.latorre@gmail.com  
 Francisco J. Gracia Lerín (Univ. of Valencia, ES)

» *Shared time pressure and safety climate. The moderating role of support climate*

Inmaculada Silla Guerola (CIEMAT-CISOT, ES)  
 inmaculada.silla@ciemat.es  
 Nuria Camero (Univ. of Sevilla, ES)

» (PP) *Work environment and safety climate: What factors are important for the employee's experience of safety climate and safety compliance?*

Ove Johnny Hellgren (Stockholm Univ., SE) jhn@psychology.su.se

## Personnel Selection and Recruitment 4

### Paper Session

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-104

**Session Chairs:** Sonja Schinkel (Technical Univ. Eindhoven & Univ. of Amsterdam) s.schinkel@tue.nl

Christian Warneke (Europäische Fernhochschule Hamburg, DE)  
 christian.warneke@euro-fh.de

» *Applicant reactions to selection procedures and outcomes: A field study*

Sonja Schinkel (Technical Univ. Eindhoven & Univ. of Amsterdam) s.schinkel@tue.nl  
 Annelies Van Vianen (Univ. of Amsterdam)  
 Dirk Van Dierendonck (Erasmus Univ.)

» *Effects of individual differences on the perceived fairness of an operational assessment center*

Natalia Merkulova (Univ. of Zurich, CH)

natalia.merkulova@psychologie.uzh.ch  
 Klaus G. Melchers (Univ. Ulm, DE)  
 Martin Kleinmann (Univ. of Zurich, CH)  
 Hubert Annen (Military Academy at the ETH Zurich, CH)  
 Tibor Szvicsev Tresch (Military Academy at the ETH Zurich, CH)

» *The relation between assessment center overall dimension ratings and external ratings of the same dimensions*

Andreja Wirz (Univ. Zürich, CH) a.wirz@psychologie.uzh.ch  
 Klaus G. Melchers (Univ. Ulm, DE)  
 Martin Kleinmann (Univ. Zürich, CH)  
 Filip Lievens (Ghent Univ., BE)  
 Hubert Annen (ETH Zürich, CH)  
 Urs Bettler (Univ. Zürich, CH)

» *Applicant personality traits and fairness perceptions in group selection interviews*

Hege Høivik Bye (Univ. of Bergen, NO) hege.bye@uib.no  
 Gro Mjeldheim Sandal (Univ. of Bergen, NO)

» *Observations on analysis, strategy and cooperation in the assessment center*

Christian Warneke (Europäische Fernhochschule Hamburg, DE)  
 christian.warneke@euro-fh.de

» (PP) *How valid is the individual assessment center in the selection of managers? Two studies on concurrent and prospective validity*

Olaf J Ringelband (md gesellschaft fuer management-diagnostik mbh, DE) ringelband@management-diagnostik.de

## Employee Wellbeing 10

### Paper Session

**Time:** Friday, 24/May/2013: 2:45pm - 4:15pm

**Location:** F-234

**Session Chairs:** Larissa Jane Beattie (Macquarie Univ., AU)  
 LarissaBeattie@gmail.com

Sarah-Jane Cullinane (Dublin City Univ., IE)  
 sarahjane.cullinane2@mail.dcu.ie

» *A dynamic perspective on self-control: Daily exercise, momentary fatigue and momentary self-control*

**Nominee of the EAWOP Congress 2013 Best Paper Award**

Zhaoli Song (National Univ. of Singapore, SG) songzl@nus.edu.sg  
 Nan Wang (National Univ. of Singapore, SG)  
 Jinlong Zhu (National Univ. of Singapore, SG)  
 Seang Mei Saw (National Univ. of Singapore, SG)  
 Eric Andrew Finkelstein (National Univ. of Singapore, SG)  
 Vicki Drury (Univ. of Western Australia, AU)

» *The impact of daily motivational and health-impairment processes on job crafting behaviour: Evidence from a lean manufacturing context*

Sarah-Jane Cullinane (Dublin City Univ., IE)  
 sarahjane.cullinane2@mail.dcu.ie  
 Janine Bosak (Dublin City Univ., IE)  
 Patrick Flood (Dublin City Univ., IE)  
 Evangelia Demerouti (Eindhoven Univ. of Technology, NL)

» *Day-level fluctuations in stress and engagement in response to day-level workplace incivility: A diary study*

Larissa Jane Beattie (Macquarie Univ., AU)  
LarissaBeattie@gmail.com  
Barbara Griffin (Macquarie Univ., AU)

» *Explaining day-level effects of time pressure through its primary appraisal*

Roman Prem (Univ. of Vienna, AT) roman.prem@univie.ac.at  
Franziska Knoop (Univ. of Vienna, AT)  
Petra Schinewitz (Univ. of Vienna, AT)  
Bettina Kubicek (Univ. of Vienna, AT)  
Matea Paškvan (Univ. of Vienna, AT)  
Christian Korunka (Univ. of Vienna, AT)

» *Work outcomes' interpretations influence on motivation: The mediating role of affect in a daily study*

Cibeles Miralles (Barcelona Univ., ES) c.miralles@ub.edu  
José Navarro (Barcelona Univ., ES)  
Lucía Ceja (IESE Business School, Univ. of Navarra)

## Entrepreneurship / Self-employment 1

### Paper Session

Time: Friday, 24/May/2013: 2:45pm - 4:15pm  
Location: F-229

Session Chairs: Tatiana Gulko (OPP, UK)  
tatiana.gulko@opp.com

Michiel Crommelinck (Ghent Univ., BE)  
michiel.crommelinck@ugent.be

» *The effect of an entrepreneurship training on the relationship of limited access to capital and start-ups: Complementing economic theories with psychological theories*

**Nominee of the EAWOP Congress 2013 Best Paper Award**

Kim Marie Bischoff (Leuphana Univ. of Lüneburg, DE)  
bischoff@leuphana.de  
Michael Marcus Gielnik (National Univ. of Singapore Business School, SG)  
Michael Frese (Leuphana Univ. of Lüneburg, DE)

» *The interplay between risk propensity and entrepreneurship*

**Nominee of the EAWOP Congress 2013 Best Paper Award**

Christiane Nieß (Cologne Graduate School in Management, Economics and Social Sciences) niess@wiso.uni-koeln.de  
Torsten Biemann (Department of Management, Univ. of Mannheim)

» *The joint effects of proactive feedback seeking and self-efficacy on entrepreneurial role clarity: A two-wave study*

Michiel Crommelinck (Ghent Univ., BE)  
michiel.crommelinck@ugent.be  
Frederik Anseel (Ghent Univ., BE)  
Alain De Beuckelaer (Radboud Univ. Nijmegen, NL & Ghent Univ., BE & Renmin Univ., CN)

» *Early stages of entrepreneurship process: Pattern recognition, causation and effectuation*

Susana Correia Santos (ISCTE - IUL, PT) susana.santos@iscte.pt  
António Caetano (ISCTE - IUL, PT)  
Sílvia Fernandes Costa (ISCTE - IUL, PT)

» (PP) *Predicting entrepreneurial activity in Europe during the recession*

Tatiana Gulko (OPP, UK) tatiana.gulko@opp.com  
Paula Cruise (OPP, UK)  
Lisa Rydstad (Lund Univ., SE)

## (PP) Field Trip to BASF Coatings – Reddot Design Award Winner 2012

Time: Friday, 24/May/2013: 2:20pm - 6:00pm  
Location: Meeting Point for the Bus Transfer: Foyer of the Münster Palace

### Coffee Break

Time: Friday, 24/May/2013: 4:15pm - 4:45pm  
Location: nearby all session locations

## Keynotes (4:45pm - 5:45pm)

### The Role of Mindfulness for Employee Health and Well-being (Innovation Award)

#### Invited Keynote

Speaker: Ute Hulsheger (Maastricht Univ., NL)  
ute.hulsheger@maastrichtuniversity.nl

Time: Friday, 24/May/2013: 4:45pm - 5:45pm

Location: S-Aula

Facilitator: Rolf van Dick (Goethe Univ.)

### The Aging, Age-Diverse Workforce: A Challenge and Opportunity for Work and Organizational Psychology

#### Invited Keynote

Speaker: Donald M. Truxillo (Portland State Univ., US)  
truxillod@pdx.edu

Time: Friday, 24/May/2013: 4:45pm - 5:45pm

Location: H-1

Facilitator: Ute-Christine Klehe (Justus Liebig Univ. Gießen)

## Social Hour Master Erasmus Mundus on WOP-P

**Time:** Friday, 24/May/2013: 5:45pm - 6:45pm  
**Location:** S-Festsaal

**Session Chairs:** Esther Gracia (IDOCAL, ES)  
 Esther.Gracia@uv.es

Vicente Martínez-Tur (Facultad de Psicología, ES)  
 vicente.martinez-tur@uv.es

## Reception EAWOP Summer School

**Time:** Friday, 24/May/2013: 5:45pm - 6:45pm  
**Location:** S-6

**Session Chair:** Ann-Louise Holten (NRCWE, DK)  
 alh@nrcwe.dk

## Reception and Presentation for the EAWOP Worklab

**Time:** Friday, 24/May/2013: 6:00pm – 7:00pm  
**Location:** S-Foyer

**Session Chair:** Angela Carter (Tallinn Technical Univ. & Univ. of Sheffield, Just Development, UK) a.carter@sheffield.ac.uk

## EJWOP reception for Consulting Editors, Ad-hoc Reviewers and Authors

**Time:** Friday, 24/May/2013: 6:00pm – 7:00pm  
**Location:** S-Senat

**Session Chair:** Ramón Rico (Universidad Autónoma de Madrid)  
 ramon.rico@uam.es

## Congress Dinner

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**Time:** Friday, 24/May/2013:  
 7:15pm - 12:00am  
**Location:** Zwei-Löwen-Klub  
 (Two Lions Club)

# Saturday, 25<sup>th</sup> of May, 2013

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

### **Leadership**

**Interactive Poster Session, topic area:** Leadership and management

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** Tent, green area

**Session Chairs:** Kurt Kraiger (Colorado State Univ.)  
Kurt.Kraiger@colostate.edu

Jean-Sébastien Boudrias (Univ. of Montreal, CA) jean-sebastien.boudrias@umontreal.ca

» ***On the motivational effects of transformational leadership on employee functioning***

Claude Fernet (Univ. du Québec à Trois-Rivières, CA)  
claude.fernet@uqtr.ca

Stéphanie Austin (Univ. du Québec à Trois-Rivières, CA)  
Sarah-Geneviève Trépanier (Univ. du Québec à Trois-Rivières, CA)

» ***The moderating role of perceived unit culture in the relation between transformational leadership and empowered behaviors***

Jean-Sébastien Boudrias (Univ. of Montreal, CA)  
jean-sebastien.boudrias@umontreal.ca

Denis Lajoie (Univ. of Montreal, CA)  
Julie-Élaine Phaneuf (Univ. of Montreal, CA)  
Vincent Rousseau (School of Industrial Relations, Univ. of Montreal, CA)  
Éric Brunelle (HEC-Montréal, CA)

» ***Does people orientation reduce perceived effectiveness in leadership? Surprising results from three experimental studies***

Leire Gartzia (Deusto Business School, Univ. of Deusto, ES)  
leire.gartzia@deusto.es

» ***A cross-cultural comparison of the effects of transformation leadership on follower engagement and performance***

Kurt Kraiger (Colorado State Univ., US) Kurt.Kraiger@colostate.edu  
Kyle Sandell (Colorado State Univ., US)  
Zinta Byrne (Colorado State Univ., US)

### **Processes in Team Work**

**Interactive Poster Session, topic area:** Teams and Workgroups

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** Tent, red area

**Session Chairs:** Ana Maria Hernandez Baeza (Univ. of Valencia) Ana.Hernandez@uv.es

Wilfried Neumann (Univ. Regensburg) wilfried.neumann@ur.de

» ***Affective and cognitive team constructs: The reciprocal relationship between team affective climate and team potency***

Ana Maria Hernandez Baeza (Univ. of Valencia, ES)  
ana.hernandez@uv.es

Susana Karen Paterson (Univ. of Valencia, ES)  
Vicente Gonzalez-Roma (Univ. of Valencia, ES)

» ***When do leaders interact too much? Exploring non-linear and moderated relationships between the frequency of the interactions and team affective climate***

Ana Maria Hernandez Baeza (Univ. of Valencia, ES)

Ana.Hernandez@uv.es

Rafael Oltra (Univ. of Valencia, ES)

Vicente Gonzalez-Roma (Univ. of Valencia, ES)

» ***A model of organizational climate, team flow and coping strategies***

Tito Rosa Laneiro (Univ. Autónoma de Lisboa, PT)

tlaneiro@gmail.com

Gabriela Gonçalves (Univ. do Algarve, PT)

Luisa Ribeiro (Univ. Autónoma de Lisboa, PT)

» ***Antecedents of work-team satisfaction: A fresh look on an old route.***

Lina Fortes-Ferreira (School of Business Administration, Polytechnic Institute of Setúbal, PT) lina.ferreira@esce.ips.pt

Núria Gamero (Univ. of Seville, ES)

Núria Tordera (IDOCAL, Univ. of Valencia, ES)

Vicente González-Romá (IDOCAL, Univ. of Valencia, ES)

José María Peiró (IDOCAL, Univ. of Valencia, ES)

» ***The relationship between team learning processes and products of work teams in organizations***

Wilfried Neumann (Univ. Regensburg, DE)

wilfried.neumann@ur.de

Regina Mulder (Univ. Regensburg, DE)

### **Work Engagement and Health**

**Interactive Poster Session, topic area:** Employee Well-being

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** Tent, blue area

**Session Chairs:** Bart Van de Ven (Ghent Univ.)  
bart.vandeven@ugent.be

Herman Steensma (Leiden Univ.) Steensma@fsw.leidenuniv.nl

» ***Satisfied if you don't mind, engaged when you care. Positive emotions in relation to work centrality and turnover intention***

Aleksandra Iga Bujacz (Adam Mickiewicz Univ. of Poznań, PL)

aleksandra.bujacz@amu.edu.pl

Magnus Sverke (Stockholm Univ., SE)

» ***Team work engagement: Different development patterns over time***

Patricia Lopes Costa (ISCTE-IUL, Lisbon, PT)

patricia.lopes.costa@gmail.com

Ana Margarida Passos (ISCTE-IUL, Lisbon, PT)

Arnold Bakker (Erasmus Univ., Rotterdam)

» ***The role of regulatory fit in employee engagement***

Bart Van de Ven (Ghent Univ., BE) bart.vandeven@ugent.be

Deinhart Doevre (Ghent Univ., BE)

Peter Vlerick (Ghent Univ., BE)

» ***Trait emotional intelligence, approach motivation and work engagement in Hong Kong teachers***

Alexander Montasem (Univ. of Hong Kong, S.A.R., CN)

montasem@hku.hk

Angela Fung Ying Siu (Chinese Univ. of Hong Kong, S.A.R., CN)



» *Measuring happiness in the workplace: Are engagement at work and well-being equivalent?*

Jessica Londei-Shortall (Concordia Univ., CA)  
j\_londei@live.concordia.ca  
Véronique Dagenais-Desmarais (Univ. de Montréal (UQAM), CA)  
Chloé Parenteau (Univ. du Québec à Montréal, CA)

» *Effects of psychosocial resources and coping on work engagement and health: A new model*

Herman Steensma (Leiden Univ., NL) Steensma@fsw.leidenuniv.nl  
Melanie Ultee (Leiden Univ., NL)

» *Demographic and occupational risk factors for burnout among German academics*

Nadine Schmitt (Univ. of Wuerzburg, DE)  
nadine.schmitt@uni-wuerzburg.de  
Anja Göritz (Univ. of Freiburg, DE)

## Experimental Industrial Psychology IV: Human-Computer-Interaction

Symposium, topic area: Other

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-1

Session Chair: Jarek Krajewski (Univ. of Wuppertal)  
krajewsk@uni-wuppertal.de

» *Multi-methodological analysis of attention on websites*

Wiebke Mahlfeld (Leuphana Univ. of Lüneburg)  
mahlfeld@leuphana.de  
Rainer Hoeger (Leuphana Univ. of Lüneburg)  
Hanna Siemoneit (Leuphana Univ. of Lüneburg)  
Eva Baseler (Leuphana Univ. of Lüneburg)

» *Computer-supported work in distributed and co-located teams: The influence of mood feedback*

Andreas Sonderegger (Univ. of Fribourg)  
andreas.sonderegger@unifr.ch  
Denis Lalanne (University of Fribourg)  
Fabien Ringeval (Univ. of Fribourg)  
Juergen Sauer (Univ. of Fribourg)  
Luisa Bergholz (ITB Consulting Bonn)

» *Production ergonomics – Analysis methodology for human-system-integration in teamwork*

Sigmund Schimanski (ERGOlabs GmbH Wuppertal)  
schimanski@ergolabs.de

## Effects of Recovery from Work and Factors that Hinder or Promote Unwinding Processes

Symposium, topic area: Employee Wellbeing

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-2

Session Chairs: Jessica de Bloom (Univ. of Tampere, FI)  
j.debloom@gmail.com

Taru Feldt (Univ. of Jyväskylä, FI) taru.feldt@jyu.fi  
Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk

» *The impact of expressive writing on work-related affective rumination: A randomized controlled trial*

Mark Cropley (Univ. of Surrey, UK) mark.cropley@surrey.ac.uk  
Richard Doherty (Central and North West London NHS Foundation Trust, UK)  
Alice Theadom (Auckland Univ. of Technology, NZ)

» *Giving a good example: Supervisor's effect on employees' recovery from work*

Anna Koch (Univ. of Münster, DE) anna.r.koch@uni-muenster.de  
Carmen Binnewies (Univ. of Münster, DE)

» *Recovery and creativity: Do vacations encourage innovative thinking?*

Jessica de Bloom (Univ. of Tampere, FI) j.debloom@gmail.com  
Jana Kühnel (Leuphana Univ. Lüneburg, DE)  
Simone Ritter (Radboud Univ. Nijmegen, NL)  
Tessa Lansu (Radboud Univ. Nijmegen, NL)  
Jennifer Reinders (Tarcus, DE)

» *Long-term patterns of effort-reward imbalance and over-commitment: Investigating occupational well-being and recovery experiences as outcomes*

Taru Feldt (Univ. of Jyväskylä, FI) taru.feldt@jyu.fi  
Mari Huhtala (Univ. of Jyväskylä, FI)  
Katriina Hyvönen (Univ. of Jyväskylä, FI)  
Ulla Kinnunen (Univ. of Tampere, FI)  
Anne Mäkikangas (Univ. of Jyväskylä, FI)  
Sabine Sonnentag (Univ. of Mannheim, DE)

» *The role of partners for employees' daily recovery*

Verena Hahn (Univ. of Muenster, DE)  
verena.hahn@uni-muenster.de  
Carmen Binnewies (Univ. of Muenster, DE)  
Christian Dormann (Ruhr-Univ. Bochum, DE)

## Teams and Workgroups 3

Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-6

Session Chairs: Michaéla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL) mschippers@rsm.nl

Jeroen de Jong (Tilburg Univ., NL) j.p.dejong@uvt.nl

» *Should we draw on groups to control a nuclear power plant? Effects of group interaction on group learning and performance at dynamic system control tasks.*

Sylvana Drewes (Georg-August-Univ. Göttingen, DE)  
drewes@psych.uni-goettingen.de  
Stefan Schulz-Hardt (Georg-August-Univ. Göttingen, DE)

» *Social loafing and team performance: The compensating effect of agreeableness and conscientiousness*

Michaéla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL)  
mschippers@rsm.nl

» *Motivated by "a little help from my friends": Social support as trigger of motivation gains in teams*

Katrin Wessolowski (Univ. of Muenster, DE)

katrin.wessolowski@uni-muenster.de  
 Joachim Hüffmeier (Univ. of Muenster, DE)  
 Julia Bothin (Univ. of Muenster, DE)  
 Nikola Schmid-Loertzer (Univ. of Muenster, DE)  
 Guido Hertel (Univ. of Muenster, DE)

» (PP) **Team communication and team performance: The moderating effect of task requirements and workload**

Rendel Diederik de Jong (Utrecht Univ., NL)  
 rendeldejong@hotmail.com  
 Johannes Wilhelmus van Buren (Royal Netherlands Navy)  
 Hilde Theresia Anna van Ginkel (Utrecht Univ., NL)  
 Ad L.W. Vogelaar † (Netherlands Defence Academy)  
 Berdien Berghorst (Utrecht Univ., NL)  
 Elisabeth Geertruida van der Velde (Utrecht Univ., NL)

» **On chemistry in work groups. Social sensitivity, cross-understanding of habitual routines and group performance**

Jeroen de Jong (Tilburg Univ., NL) j.p.dejong@uvt.nl  
 Petru Lucian Curseu (Tilburg Univ., NL)

## Other Work and Organizational Psychology Topics 3

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** S-8

**Session Chairs:** Gro Mjeldheim Sandal (Univ. of Bergen, NO)  
 gro.sandal@psych.uib.no

Helen Hertzsch (Univ. Koblenz-Landau, DE)  
 hertzsch@uni-landau.de

» **Communication competency of school principals: Conceptual foundation, construction and validation of a standardized measure**

Helen Hertzsch (Univ. Koblenz-Landau, DE)  
 hertzsch@uni-landau.de

» **Impact of unit leadership and team composition on university accreditation outcomes**

Laura Galarza (Universidad de Puerto Rico, Puerto Rico (US))  
 lagalarza@yahoo.com

» **Managing cultural diversity at work: The effects of diversity perspectives on leadership**

Gro Mjeldheim Sandal (Univ. of Bergen, NO)  
 gro.sandal@psych.uib.no  
 Tonje Fyhn (Univ. of Bergen, NO)  
 Hege H. Bye (Univ. of Bergen, NO)

» **The influence of construal-level in multiple integrative negotiations**

Stefanie Wening (TU Darmstadt, DE)  
 wening@psychologie.tu-darmstadt.de  
 Nina Keith (TU Darmstadt, DE)  
 Ronja McDermott (TU Darmstadt, DE)

» **Repeated negotiations: A model test for level of aspiration theory**

Oliver Meltz (Univ. of Muenster, DE) oliver.meltz@uni-muenster.de  
 Joachim Hüffmeier (Univ. of Muenster, DE)  
 Guido Hertel (Univ. of Muenster, DE)

## Teams and Workgroups 4

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** S-9

**Chairs:** Ans De Vos (Antwerp Management School, BE)  
 ans.devos@ams.ac.be

Anne Susann Bachmann (Christian-Albrechts-Univ. of Kiel, DE)  
 bachmann@psychologie.uni-kiel.de

» **Fit of attitudes toward male anti-femininity norm in dyads of colleagues: Effects on men's strain and well-being in female-dominated occupations**

Sonja Sobiraj (Univ. of Bielefeld, DE) sonja.sobiraj@uni-bielefeld.de  
 Sabine Korek (Univ. Leipzig, DE)  
 Thomas Rigotti (Univ. Leipzig, DE)  
 Gisela Mohr (Univ. Leipzig, DE)

» **Collective mind versus collective identity: Complex problem solving in diverse teams**

Anne Susann Bachmann (Christian-Albrechts-Univ. of Kiel, DE)  
 bachmann@psychologie.uni-kiel.de

» **Equal, yet different. The effects of colorblindness and multiculturalism on employees' sense of inclusion**

Wiebren Siebren Jansen (Univ. of Groningen, NL)  
 w.s.jansen@rug.nl  
 Sabine Otten (Univ. of Groningen, NL)  
 Karen Ivette Van der Zee (Univ. of Twente, NL)

» **Intergenerational cooperation as a driver of team commitment and retention**

Ans De Vos (Antwerp Management School, BE)  
 ans.devos@ams.ac.be

» **When sheltered workers enter regular organizations: managing diversity among workers in lower educated jobs**

Kyra Luijters (TNO, NL) Kyra.Luijters@tno.nl  
 Aukje Smit (TNO, NL)

## (PP) Evaluation of an Organizational Health Intervention Program for Low-qualified, Culturally Diverse Workforces (ReSuDi II)

**Symposium, topic area:** Health and Interventions

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am  
**Location:** S-10

**Session Chairs:** Julia Clasen (Univ. of Hamburg)  
 julia.clasen@uni-hamburg.de

Christine Busch (Univ. of Hamburg) cbusch@uni-hamburg.de

» **Process evaluation of an organizational health intervention program for low-qualified, culturally diverse workgroups**

Christine Busch (Univ. of Hamburg) cbusch@uni-hamburg.de  
 Julia Clasen (Univ. of Hamburg)  
 Julia Vowinkel (Univ. of Hamburg)  
 Eva Winkler (Univ. of Hamburg)

» *Experiences of a health insurance company with ReSuDi, a multiplier concept of resource and stress management for low-qualified, cultural diverse workforces, in a middle size company*

Frigga Maßholder (AOK NordWest) Frigga.Massholder@nw.aok.de

» *Health promotion offers for small firms: The implementation of an intervention program for low-qualified workers in a small firm*

Katja Keller-Lanvogt (IKK Classic)  
Katja.Keller-Landvogt@ikk-classic.de

» *An intervention program for canteen workforces and supervisors – Experience report from an ongoing intervention*

Doris Floto (Studierendenwerk Hamburg, Personalentwicklung)  
doris.floto@studierendenwerk-hamburg.de

» *Effectiveness of an organizational resource and stress management intervention program for low qualified, culturally diverse workgroups (ReSuDi)*

Christine Busch (Univ. of Hamburg) cbusch@uni-hamburg.de  
Julia Clasen (Univ. of Hamburg)  
Julia Vowinkel (Univ. of Hamburg)  
Eva Winkler (Univ. of Hamburg)

» *The economic efficiency of organizational health intervention programs by the example of the ReSuDi program for low qualified, culturally diverse workforces*

Dieter Gloede (Beuth Hochschule für Technik, Berlin)  
gloede@tfh-berlin.de

## Antecedents and Consequences of Proactive Behavior

Symposium, topic area: Employee Wellbeing

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-Aula

Session Chair: Sandra Ohly (Univ. of Kassel)  
ohly@uni-kassel.de

» *Do transformational leaders influence all the stages of innovation? Evidence for the discrete impact of charisma on generation, promotion and implementation behavior*

Hector Madrid (Institute of Work Psychology, Univ. of Sheffield)  
h.p.madrid@sheffield.ac.uk  
Cumali Uri (Institute of Work Psychology, Univ. of Sheffield)  
Malcom Patterson (Institute of Work Psychology, Univ. of Sheffield)

» *Leaders as role models of proactive behavior*

Frank Belschak (Section HRM-OB, Amsterdam Business School)  
f.d.belschak@uva.nl  
Deanne Den Hartog (Section HRM-OB, Amsterdam Business School)

» *The Relationship between stressors and voice in meetings as a function of voice content – An experience-sampling study*

Anita Starzyk (Univ. of Mannheim) anita.starzyk@uni-mannheim.de  
Anne-Grit Albrecht (Univ. of Mannheim)  
Sabine Sonnentag (Univ. of Mannheim)

» *Stressors and proactive behavior: The role of regulatory focus for the daily stressor - Personal initiative link*

Doris Fay (Work and Organizational Psychology, Univ. of Potsdam)  
doris.fay@uni-potsdam.de

» *When being proactive is bad for you – the neutralizing role of political skill*

Andreas Wihler (Univ. of Bonn) awihler@uni-bonn.de  
Gerhard Blickle (Univ. of Bonn)

» *What do proactive students of economics and business administration value about their future jobs?*

Sandra Ohly (Business Psychology, Univ. of Kassel)  
ohly@uni-kassel.de  
Guido Friebel (Management and Microeconomics, Univ. of Frankfurt)  
Matthias Heinz (Management and Microeconomics, Univ. of Frankfurt)  
Julija Kulisa (Management and Microeconomics, Univ. of Frankfurt)  
Laura Plückthun (Business Psychology, Univ. of Kassel)

## The Future of W&O Psychology

Invited Panel Discussion

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: S-Senat

Session Chair: Fred Zijlstra (Maastricht Univ., NL)  
fred.zijlstra@maastrichtuniversity.nl

Panelists:

David Guest (King's College, London, UK) david.guest@kcl.ac.uk  
Cornelius König (Univ. des Saarlandes, DE)  
Karina Marietta Nielsen (NRCWE, DK)

## What Can We Expect Job Redesign to Deliver?

Invited Symposium, topic area: Macroergonomics / Work design

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: H-1

Session Chair: Kevin Daniels (Univ. of East Anglia)  
kevin.daniels@uea.ac.uk

» *What can we expect job design to deliver?*

Lucy Elisabeth Bolton (Leeds Univ. Business School)  
l.bolton@lubs.leeds.ac.uk  
Helen Hughes (Univ. of Leeds)  
Chris Clegg (Univ. of Leeds)

» *Processes of sensemaking and translation in an organization level intervention project*

Johan Simonsen Abildgaard (Univ. of Copenhagen)  
Johan.Abildgaard@psy.ku.dk  
Karina Marietta Nielsen (NRCWE, DK)

» *Bottom-up job (re)design: The test of a job crafting intervention among police officers and health care professionals*

Evangelia Demerouti (Eindhoven Univ. of Technology)  
E.Demerouti@tue.nl

» *Achieving energy usage goals in retail stores through job design: A preliminary model*

Sian Christina (Loughborough Univ.) sianchristina@gmail.com  
 Andy Dainty (Loughborough Univ.)  
 Patrick Waterson (Loughborough Univ.)  
 Kevin Daniels (Univ. of East Anglia)

**Extending our Understanding of Emotion Regulation in the Workplace: New Evidence for the Effects of Interpersonal Emotion Regulation on Performance, Relationships and Well-being**

Symposium, topic area: Emotions in the Workplace

Time: Saturday, 25/May/2013: 8:15am - 9:45am  
 Location: H-2

Session Chairs: David Holman (Univ. of Manchester) david.holman@mbs.ac.uk

Karen Niven (Univ. of Manchester) karen.niven@mbs.ac.uk

» *Interpersonal emotion regulation - Make customers happy and you'll feel good too*

Jessica Boltz (German Police Univ.) jessica.boltz@dhpol.de  
 Andrea Fischbach (German Police Univ.)

» *Employee emotion regulation and customer performance: A study of driving instructors and learner drivers*

David Holman (Univ. of Manchester) david.holman@mbs.ac.uk  
 Karen Niven (Univ. of Manchester)

» *Effects of interpersonal emotion regulation on the evolution of social and work networks*

Niven Karen (Univ. of Manchester) karen.niven@mbs.ac.uk  
 Per Block (Univ. of Oxford)  
 Ilmo van der Lowe (Univ. of Oxford)  
 Warren Mansell (Univ. of Manchester)

» *Interpersonal emotion regulation, emotions and job seeking behaviour among older unemployed adults*

Anna van Spanje (Rey Juan Carlos Univ.) anna.van.spanje@urjc.es  
 David Martinez (Rey Juan Carlos Univ.)  
 Peter Totterdell (Univ. of Sheffield)  
 Alberto Casero (Technical Univ. of Madrid)  
 Francisco Serradilla (Technical Univ. of Madrid)

» *An occupational health training program to improve the prison staff's interpersonal regulation of inmates' affect*

David Martinez (Rey Juan Carlos Univ.) david.martinez@urjc.es  
 Antonio Crego (Rey Juan Carlos Univ.)

**Innovation Processes - Individual, Group, and Organizational Aspects**

Symposium, topic area: Other

Time: Saturday, 25/May/2013: 8:15am - 9:45am  
 Location: H-3

Session Chairs: Wolfgang Scholl (Humboldt Univ., Berlin) schollwo@cms.hu-berlin.de

Dawn L. Eubanks (Warwick Business School) Dawn.Eubanks@wbs.ac.uk

» *Differentiating the impact of knowledge processes on the success of single innovations and on the innovativeness of firms*

Wolfgang Scholl (Humboldt Univ., Berlin) schollwo@cms.hu-berlin.de

» *Regulatory task heterogeneity and the effects on employee regulatory focus*

Dagmar A. Beudeker (TNO) dagmar.beudeker@tno.nl,  
 L. Dorenbosch (TNO)  
 F. A. Rink (Univ. of Groningen)  
 N. Ellemers (Univ. of Leiden)  
 R. Blonk (TNO)

» *The role of motivational and emotional processes in technical and organisational innovation projects*

Rüdiger von der Weth (HTW Dresden, Wirtschaftswissenschaften) weth@wiwi.htw-dresden.de  
 Katrin Schubach (HTW Dresden, Wirtschaftswissenschaften)  
 Rinat Saifoulline (HTW Dresden, Wirtschaftswissenschaften)

» *Leader emotional congruence in error feedback: The context of creativity*

Michelle Hammond (Univ. of Limerick) michelle.hammond@ul.ie  
 Dawn L. Eubanks (Warwick Business School)  
 Thomas Hills (Univ. of Warwick)

» *The influence of authentic leadership on creativity in traditional and entrepreneurial settings*

Dawn L. Eubanks (Warwick Business School) Dawn.Eubanks@wbs.ac.uk  
 Tamara L. Friedrich (Savannah State Univ.)

» *Predicting team performance in innovative projects with artificial neural networks*

Philipp Przybysz (RWTH Aachen) p.przybysz@iaw.rwth-aachen.de  
 Sebastian Schneider (RWTH Aachen)  
 Susanne Mütze-Niewöhner (RWTH Aachen)  
 Christopher M. Schlick (RWTH Aachen)

**Motivational Aspects in Leadership Emergence and Career Development**

Symposium, topic area: Leadership and Management

Time: Saturday, 25/May/2013: 8:15am - 9:45am  
 Location: H-4

Session Chair: Sabine Korek (Univ. Leipzig) korek@uni-leipzig.de

» **Further insights into the meaning of motivation to lead**

Jörg Felfe (Helmut Schmidt Univ. Hamburg) felfe@hsu-hh.de  
 Magdalena Gatzka (Helmut Schmidt Univ. Hamburg)  
 Gwen Elprana (Helmut Schmidt Univ. Hamburg)  
 Sibylle Stiehl (Helmut Schmidt Univ. Hamburg)

» **Affective, non-calculative and social motivation to lead: What we know from studies of entrepreneurial, professional and leadership motivation**

Kim Y. Chan (Nanyang Technological Univ., SG) akychan@ntu.edu.sg  
 Yi Meng Li (Nanyang Technological Univ., SG)  
 Moon-Ho Ho (Nanyang Technological Univ., SG)  
 Olexander Chernyshenko (Nanyang Technological Univ., SG)  
 Yoke Loo Sam (Nanyang Technological Univ., SG)

» **Personality and the intention to lead: Motivation to lead as underlying mechanism**

Sibylle Stiehl (Helmut Schmidt Univ. Hamburg) stiehl@hsu-hh.de  
 Magdalena Gatzka (Helmut Schmidt Univ. Hamburg)  
 Gwen Elprana (Helmut Schmidt Univ. Hamburg)  
 Jörg Felfe (Helmut Schmidt Univ. Hamburg)

» **Gender and the motivation to lead: What we know from studies of entrepreneurial, professional and leadership in the 21st century.**

Yi Meng Li (Nanyang Technological Univ., SG) liyimeng@pmail.ntu.edu.sg  
 Kim Yin Chan (Nanyang Technological Univ., SG)  
 Olexander Chernyshenko (Nanyang Technological Univ., SG)  
 Moon-Ho Ho (Nanyang Technological Univ., SG)  
 Kin Yew Low (Nanyang Technological Univ., SG)  
 Jian Ma (Central South Univ., CN)

» **Gender and leadership role occupancy: The role of power motivation and transformational leadership**

Alina S. Hernandez Bark (Goethe Univ. Frankfurt, DE) HernandezBark@psych.uni-frankfurt.de  
 Jordi Escartín (Univ. of Barcelona, ES)  
 Sebastian C. Schuh (Goethe Univ. Frankfurt, DE)  
 Niels Van Quaquebeke (Kühne Logistics Univ., Hamburg, DE)  
 Rolf van Dick (Goethe Univ. Frankfurt, DE)

» **Positive and negative consequences of upward career transitions within organizations: The facilitating role of career motivation**

Sabine Korek (Univ. Leipzig) korek@uni-leipzig.de  
 Thomas Rigotti (Univ. Mainz)

## Shedding Light into a Black Box: New Perspectives on Team Processes and their Influence on Team Effectiveness

Symposium, topic area: Teams and Workgroups

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-2

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

» **As time goes by: A longitudinal study about the role of team leadership on team action processes**

Ana Margarida Graça (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

ana.margarida.graca@iscte.pt

Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» **Patterns of communicative behavior in medical rehabilitation teams**

Balázs Péter Hámornik (Budapest Univ. of Technology and Economics, HU) hamornik@erg.bme.hu  
 Márta Juhász (Budapest Univ. of Technology and Economics, HU)  
 Ildikó Vén (National Institute for Medical Rehabilitation, HU)

» **Efficient and economical forms of team processes**

Juliánna Soós (Budapest Univ. of Technology and Economics, HU) soosj@erg.bme.hu  
 Márta Juhász (Budapest Univ. of Technology and Economics, HU)

» **Promoting good decisions: Regulatory focus affects team information processing and decision-making**

Michael Josef Burtscher (Univ. of Zurich, CH) m.burtscher@psychologie.uzh.ch  
 Bertolt Meyer (Univ. of Zurich, CH)

## Organizational Behavior 5

### Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-3

Session Chairs: Ad Kleingeld (Eindhoven Univ. of Technology, NL) p.a.m.kleingeld@tue.nl

Michiel Crommelinck (Ghent Univ., BE) michiel.crommelinck@ugent.be

» **The effects of trained 2x2 achievement goals on motivation after feedback**

Gera Noordzij (Erasmus Univ. Rotterdam, NL) noordzij@fsw.eur.nl  
 Edwin Van Hooft (Univ. of Amsterdam, NL)  
 Heleen Van Mierlo (Erasmus Univ. Rotterdam, NL)  
 Marise Born (Erasmus Univ. Rotterdam, NL)

» **The interaction effect of implicit goals and explicit feedback on performance**

Ad Kleingeld (Eindhoven Univ. of Technology, NL) p.a.m.kleingeld@tue.nl  
 Tanja Bipp (Open Univ., NL)

» **The motivational effect of feedback from others**

Yuta Morinaga (Rikkyo Univ., JP) morinagayut@gmail.com

» **A closer look at the reluctance to seek feedback: The role of interpersonal uncertainty and power**

Jana Niemann (Univ. of Groningen, NL) j.niemann@rug.nl  
 Barbara Wisse (Univ. of Groningen, NL)  
 Diana Rus (Managing Director at Creative Peas, NL)  
 Nico Van Yperen (Univ. of Groningen, NL)  
 Kai Sassenberg (Eberhard Karls Univ. Tuebingen, DE)

» **When do employees benefit from diverse feedback? A motivated information processing account of feedback seeking and creativity**

Michiel Crommelinck (Ghent Univ., BE) michiel.crommelinck@ugent.be  
 Frederik Anseel (Ghent Univ., BE)  
 Alain De Beuckelaer (Radboud Univ. Nijmegen, NL & Ghent Univ., BE & Renmin Univ., CN)

## New Avenues in Diversity Faultline Research: Novel Processes, Outcomes, and Measures

Symposium, topic area: Teams and Workgroups

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-4

Session Chairs: Bertolt Meyer (Univ. of Zurich)  
b.meyer@psychologie.uzh.ch

Ramón Rico (Universidad Autónoma de Madrid)  
ramon.rico@uam.es

### » *Linking diversity faultlines to team performance: Exploring the role of task interdependence*

Tina Davidson (Vlerick Leuven Gent Management School)

Tina.Davidson@vlerick.com

Koen Dewettinck (Vlerick Leuven Gent Management School)

Shari De Baets (Vlerick Leuven Gent Management School)

### » *Age/gender faultlines and team innovation behavior – Exploring the role of differentiated leadership behavior*

Ulrich Leicht-Deobald (Univ. of St. Gallen)

Ulrich.Leicht-Deobald@unisg.ch

Florian Kunze (Univ. of St. Gallen)

Heike Bruch (Univ. of St. Gallen)

### » *That's not my place: The effect of group faultlines on individual denial of responsibility and the moderating role of social competence and skill variety*

Carsten C. Schermuly (SRH Hochschule Berlin)

carsten.schermuly@srh-hochschule-berlin.de

Bertolt Meyer (Univ. of Zurich)

Simone Kauffeld (Braunschweig Technical Univ.)

### » *How do faultline teams learn? Exploring the roles of climate for participative safety and change-oriented leadership*

Mirko Antino (Universidad Complutense de Madrid)

m.antino@psi.ucm.es

Ramón Rico (Universidad Autónoma de Madrid)

Miriam Sanchez-Manzanares (Universidad Carlos III de Madrid)

### » *A computational comparison of faultline measures: Overcoming current limitations with a new measure for multiple subgroups and individual-level faultlines*

Bertolt Meyer (Univ. of Zurich)

b.meyer@psychologie.uzh.ch

Andreas Glenz (Univ. of Zurich)

## Trust in Hierarchical Relationships in Organizations

Symposium, topic area: Organizational Behavior

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-5

Session Chairs: Esther Gracia (IDOCAL, Universidad de Valencia, ES) Esther.Gracia@uv.es

José Ramos (IDOCAL, Universidad de Valencia, ES)  
Jose.Ramos@uv.es

### » *Mutuality, reciprocity and congruence of trust in organizational context*

Tuija Seppälä (Univ. of Helsinki, FI) tuija.seppala@helsinki.fi

### » *Mutual trust between managers and their service oriented workers in non-profit organizations: What does it reinforce it?*

Esther Gracia (IDOCAL, Universidad de Valencia, ES)

Esther.Gracia@uv.es

José Ramos (DOCAL, Universidad de Valencia, ES)

Vicente Martínez-Tur (DOCAL, Universidad de Valencia, ES)

Carolina Moliner (DOCAL, Universidad de Valencia, ES)

Agustín Molina (DOCAL, Universidad de Valencia, ES)

Inés Kuster (DOCAL, Universidad de Valencia, ES)

Natalia Vila (DOCAL, Universidad de Valencia, ES)

### » *Trust dynamics, climate for innovation, and performance in project teams*

Ana Cristina Costa (Brunel Univ.)

Ana-Cristina.Costa@brunel.ac.uk

Neil Anderson (Brunel Univ.)

### » *Trust and competitive industrial relations: A cross-national study in Spain and Denmark*

Lourdes Munduate (Univ. of Seville, ES) munduate@us.es

Patricia Elgoibar (Univ. of Leuven, BE)

Francisco Medina (Univ. of Seville, ES)

Soren Viemose (Kalovig Center, DK)

Martin Euwema (Univ. of Leuven, BE)

### » *Moving towards the future: The impact of organizational structure and organizational trust in the processes of HRM organizational change*

Ana Teresa Ferreira (Psychology School, Minho's Univ., PT)

ateresaferreira@gmail.com

José Keating (Psychology School, Minho's Univ., PT)

Isabel Silva (Psychology School, Minho's Univ., PT)

## Enhancing Work-Life Balance in Times of Change: Challenges for Employees and Employers

Symposium, topic area: Worktime Arrangements and Work-Family Interface

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-6

Session Chairs: Maria Peeters (Utrecht Univ.)

M.Peeters@uu.nl

Elianne Florence van Steenberg (Utrecht Univ.)

E.E.vanSteenbergen@uu.nl

### » *Bounded flexibility: The influence of time-spatial flexibility and boundary management strategy on the work-life balance of women workers*

Pascale Peters (Radboud Univ. Nijmegen) p.peters@fm.ru.nl

Beatrice Van der Heijden (Radboud Univ. Nijmegen, Open Univ. of the Netherlands)

Jeanet Van Loon (Radboud Univ. Nijmegen)

### » *Transition from part-time to fulltime telecommuting: Will employees' work-family balance be affected?*

Maria Peeters (Utrecht Univ.) M.Peeters@uu.nl

Elianne Florence van Steenberg (Utrecht Univ.)

Esther Kluwer (Utrecht Univ.)

Laurent Lapierre (Univ. of Ottawa)

» *The effects of work-family conflict and enrichment on employee outcomes: Comparing long-term temporary vs. permanent workers across three waves*

Saija Mauno (Univ. of Jyväskylä) saija.mauno@psyka.jyu.fi  
Nele DeCuyper (K. U. Leuven)  
Ulla Kinnunen (Univ. of Tampere)  
Mervi Ruokolainen (Univ. of Jyväskylä)  
Johanna Rantanen (Univ. of Jyväskylä)  
Anne Mäkikangas (Univ. of Jyväskylä)

» *Family-supportive coworker behaviors: Implications for work-family conflict*

Laurent Lapiere (Univ. of Ottawa) lapiere@telfer.uOttawa.ca

» *Work-home gains: Understanding the spillover from work-related wellbeing to voluntary work*

Rebecca Brauchli (Center for Organizational and Occupational Sciences, Zurich) rebecca.brauchli@ifspm.uzh.ch  
Maria Peeters (Utrecht Univ.)  
Elianne van Steenberg (Utrecht Univ.)  
Theo Wehner (Center for Organizational and Occupational Sciences, Zurich)  
Oliver Hämmig (Center for Organizational and Occupational Sciences, Zurich)

» *Types of work-family balance and well-being examined among Finnish and Slovenian nurses*

Johanna Rantanen (Univ. of Jyväskylä) k.johanna.rantanen@jyu.fi  
Ulla Kinnunen (Univ. of Tampere)  
Sara Tement (Univ. of Maribor)

## Organizational Behavior 6

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** F-33

**Session Chairs:** Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de

Niclas Schaper (Univ. of Paderborn, DE) niclas.schaper@upb.de

» *Job conditions and employee retention intention – which conditions count and how are the relations mediated*

Niclas Schaper (Univ. of Paderborn, DE) niclas.schaper@upb.de  
Frederic Hilkenmeier (Univ. of Paderborn, DE)

» *Psychological contract evaluation: Why breach does not equal reversed fulfillment*

Tabea Eleonore Scheel (Univ. of Vienna, AT) tabea.scheel@univie.ac.at  
Daniela Weseler (Univ. of Nürnberg-Erlangen, DE)  
Thomas Rigotti (Univ. of Leipzig & Univ. of Mainz, DE)

» *The good and the bad explain the ugly: Not only ideal but also counter-ideal person-organization value fit explain turnover intentions and counterproductive work behaviors*

Natalija Keck (Kuehne Logistics Univ., DE) natalija.keck@the-klu.org  
Sebastian Schuh (Goethe-Univ. Frankfurt, DE)  
Niels Van Quaquebeke (Kuehne Logistics Univ., DE)  
Anja S. Göritz (Univ. of Freiburg, DE)

» *The mediating role of need satisfaction in the relationship between psychological contract*

*breach and positive/negative affect: A daily-diary study in a sample of volunteers*

Tim Vantilborgh (Vrije Univ. Brussel, BE) tim.vantilborgh@vub.ac.be  
Jemima Bidee (Vrije Univ. Brussel, BE)  
Roland Pepermans (Vrije Univ. Brussel, BE)  
Jurgen Willems (Vrije Univ. Brussel, BE)  
Gert Huybrechts (Vrije Univ. Brussel, BE)  
Marc Jegers (Vrije Univ. Brussel, BE)

» *Felt accountability as a constraint to workplace deviance: Mitigating the adverse effects of psychological contract breach*

Marc Solga (Ruhr-Univ. Bochum, DE) marc.solga@rub.de  
Zettler Ingo (Univ. of Tuebingen, DE)

» *The moderating role of perceived organizational support on the relationship between psychological contract fulfilment and work attitudes and behaviours*

Maria Simosi (Univ. of the Aegean, GR) m.simosi@aegean.gr

## Organizational Behavior 7

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** F-042

**Session Chairs:** Stephen A Woods (Aston Univ., UK) s.a.woods@aston.ac.uk

Jessie Koen (Univ. of Amsterdam, NL) J.Koen@uva.nl

» *And justice for the team: Linking justice climate and team performance through team commitment*

Ramon Rodriguez-Montalvan (Univ. Jaume I, ES) ramonmontalban@yahoo.com  
Susana Llorens Gumbau (Univ. Jaume I, ES)  
Marisa Salanova (Univ. Jaume I, ES)

» *Personality traits and vocational specialty: An examination of the Big Five and Medical Specialty Choice*

Stephen A Woods (Aston Univ., UK) s.a.woods@aston.ac.uk  
Fiona Patterson (Cambridge Univ., UK)  
Anna Koczwara (Work Psychology Group, UK)

» *Constructing career identity*

Jessie Koen (Univ. of Amsterdam, NL) J.Koen@uva.nl  
Jelena Zikic (Univ. of Amsterdam, NL)  
Ute-Christine Klehe (Univ. of Amsterdam, NL)  
Annelies van Vianen (Univ. of Amsterdam, NL)

» *Cognitive loafing in work groups: When employees would rather not think*

Elisabeth Brauner (Brooklyn College and The Graduate Center at The City Univ. of New York, US) ebrauner@brooklyn.cuny.edu  
Jamie DeMore (McGill Univ., CA)  
Christine Gockel (Univ. of Fribourg, CH)

» *Organizational values and identification: The relationship of perceived organizational values with cognitive and affective identification*

Athena Xenikou (Air Force Academy, GR) axenikou@phs.uoa.gr

## Human Resource Management 6

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** F-043

**Session Chairs:** Sabine Raeder (Univ. of Oslo, NO & ETH Zürich, CH) sabine.raeder@psykologi.uio.no

Liina Randmann (Tallinn Univ. of Technology, EE)  
liina.randmann@ttu.ee

» ***Deals people make: The multifaceted relation between creative dialogues and (i-)deals***

Cristel van de Ven (Univ. of Amsterdam / Factor Vijf, NL)

cristel.vandeven@factorvijf.eu

Aukje Nauta (Univ. of Amsterdam, NL)

Irene de Pater (Univ. of Amsterdam, NL)

Annelies van Vianen (Univ. of Amsterdam, NL)

» ***Organizational support for development to retain employees: The role of the fulfilment of the psychological contract and career success***

Sabine Raeder (Univ. of Oslo, NO & ETH Zürich, CH)

sabine.raeder@psykologi.uio.no

Hilde Bøyum (Aker Solutions ASA, NO)

» ***Managers on the both sides of psychological contract***

Liina Randmann (Tallinn Univ. of Technology, EE)

liina.randmann@ttu.ee

» ***Psychological contract and occupational well-being: A profiling study among university employees***

Mervi Ruokolainen (Univ. of Jyväskylä) mervi.h.ruokolainen@juu.fi

Saija Mauno (Univ. of Jyväskylä)

Marjo-Riitta Diehl (EBS Business School)

Anne Mäkikangas (Univ. of Jyväskylä)

Asko Tolvanen (Univ. of Jyväskylä)

Ulla Kinnunen (Univ. of Tampere)

» ***All i-deals are not equal: fairness perceptions and responses to i-deals***

Sylvie Guerrero (UQAM, CA) guerrero.sylvie@uqam.ca

Hélène Jeanblanc (Univ. Toulouse 3)

» ***What are you bringing to the table? Ideological currency, employee obligations and cohorts differences in the psychological contract.***

Xander Dennis Lub (Saxion Univ. of Applied Sciences/Tilburg Univ., NL) x.d.lub@saxion.nl

Matthijs Bal (VU Univ., Amsterdam, NL)

Denise Rousseau (Carnegie Mellon Univ., Pittsburgh, PA, US)

Rene Schalk (Tilburg Univ.)

Rob Blomme (Nyenrode Business Univ., Breukelen, NL)

## Labor Market Issues 1

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** F-102

**Session Chairs:** Karsten Ingmar Paul (Univ. of Erlangen-Nuremberg, DE) paul.karsten@wiso.uni-erlangen.de

Belgin Okay-Somerville (Univ. of Aberdeen, UK)

b.somerville@abdn.ac.uk

» ***Incongruence among employed and unemployed persons with diverging preferences for work and non-work***

Karsten Ingmar Paul (Univ. of Erlangen-Nuremberg, DE)

paul.karsten@wiso.uni-erlangen.de

Klaus Moser (Univ. of Erlangen-Nuremberg, DE)

» ***Effects of re-employment and prolonged unemployment on well-being, work motivation and perceived employability of young and middle aged job losers***

Darja Maslic Sersic (Univ. of Zagreb, HR) darja.maslic@ffzg.hr

Ana Sliskovic (Univ. of Zadar, HR)

» ***Quality of education and new entrants' job search intensity: the mediating role of self-efficacy***

Victor Valls Royo (IDOCAL (Univ. of Valencia), ES)

victor.valls@uv.es

Vicente González-Romá (IDOCAL (Univ. of Valencia), ES

&OPAL (Univ. of Valencia), ES)

Ana Hernández (Univ. of Valencia, SP)

Jesus Yeves (IDOCAL (Univ. of Valencia), ES)

Juan Pablo Gamboa (OPAL (Univ. of Valencia), ES)

» ***Do they adapt or react? A comparison of the adaptation model and the stress reaction model among South African unemployed***

Yannick Griep (Department of Work and Organizational

Psychology, Vrije Univ. Brussel, BE; K.U. Leuven, BE)

ygriep@gmail.com

Elfi Baillien (Human Relations Research Group, HUBrussel, BE; K.U. Leuven, BE)

Wouter Vleugels (K.U. Leuven, BE)

Sebastiaan Rothmann (School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)

Hans De Witte (K.U. Leuven, BE; School of Behavioural Sciences, North-West Univ., Vanderbijlpark, ZA)

» ***Ease of entry into the graduate labour market: Perceived employability of graduates from non-professional degree courses***

Belgin Okay-Somerville (Univ. of Aberdeen, Scotland)

b.somerville@abdn.ac.uk

Dora Scholarios (Univ. of Strathclyde, Scotland)

## Organizational Behavior 8

### Paper Session

**Time:** Saturday, 25/May/2013: 8:15am - 9:45am

**Location:** F-104

**Session Chairs:** Lisa van der Werff (Dublin City Univ., IE)

lvanderwerff@gmail.com

Judith Rachl (RuG Univ., NL) j.rachl@rug.nl

» ***Does trust matter more in virtual teams? A meta-analysis on virtuality as moderator of the relationship between trust and team performance***

Christina Heckersbruch (Univ. of Muenster, DE)

christina.heckersbruch@uni-muenster.de

Joachim Hüffmeier (Univ. of Muenster, DE)

Guido Hertel (Univ. of Muenster, DE)

» ***Intra-organizational trust as an organizing principle: The case of a works council implementation***

Martin Simon Freres (The Chicago School of Professional

Psychology, Los Angeles Campus)



mx9884@ego.thechicagoschool.edu  
 Michael Rueß (Univ. St. Gallen Hochschule für Wirtschafts-, Rechts- und Sozialwissenschaften)  
 Sven Voelpel (School of Humanities and Social Sciences, Jacobs Univ. Bremen & Department of Strategy, Organization & Leadership, EBS Business School)

» **Motivation for trust behaviours at work: A longitudinal field study**

Lisa van der Werff (Dublin City Univ., IE) lvanderwerff@gmail.com  
 Finian Buckley (Dublin City Univ., IE)

» **The mediating effect of trust in supervisor on the hope-employee task performance and hope-individual organizational citizenship behavior relationships**

Adnan Ozyilmaz (Mustafa Kemal Univ., TR) ozyilmaza@mku.edu.tr

» **Gender and cultural differences in leaders' perceptions of being fairly rewarded for their work and their impact on subordinates' job attitudes and health**

Kathleen Otto (Technical Univ. of Darmstadt, DE)  
 otto@psychologie.tu-darmstadt.de  
 Christiane Stempel (Univ. of Leipzig, DE)  
 Torsten J. Holstad (Univ. of Leipzig, DE)

» **Virtually trustworthy: Using nonverbal mimicry to establish trust and belongingness over webcam**

Judith Rachl (RuG Univ., NL) j.rachl@rug.nl  
 N. Pontus Leander (RuG Univ., NL)  
 Nico van Yperen (RuG Univ., NL)

## Organizational Change and Development 3

### Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-234

Session Chairs: Anders Pousette (Gothenburg Univ., SE)  
 anders.pousette@psy.gu.se

Elisabet Höög (Karolinska Institutet, Stockholm & Umeå Univ., Umeå, SE) elisabet.hoog@ki.se

» **Developing an organizational change facilitating agency's approach to system-wide development in health and social care**

Elisabet Höög (Karolinska Institutet, Stockholm & Umeå Univ., Umeå, SE) elisabet.hoog@ki.se  
 Monica Andersson Bäck (Gothenburg Univ. & Lund Univ., SE)  
 Rickard Garvare (Luleå Univ. of Technology, SE)  
 Monica E. Nyström (Karolinska Institutet, Stockholm & Umeå Univ., Umeå, SE)

» **A case of organizational change in a health organization through action research approach**

Cinzia Sciangula (IULM Univ. - Milan, IT) cinzia.sciangula@iulm.it  
 Davide Jabes (IULM Univ. - Milan, IT)  
 Vincenzo Russo (IULM Univ. - Milan, IT)

» **HRM and new public management in merged hospitals: Reconciling organisational and operational logic and learning**

Teresa Carla Oliveira (Univ. of Coimbra, PT) tcarla@fe.uc.pt  
 João Fontes da Costa (Instituto Politécnico de Coimbra, PT)  
 Nélia Filipe (Instituto Politécnico de Leiria, PT)

» **Organisational prerequisites for public sector managers in Sweden - A survey-feedback intervention**

Anders Pousette (Gothenburg Univ., SE) anders.pousette@psy.gu.se  
 Erik Berntson (Stockholm Univ., SE)  
 Annika Härenstam (Gothenburg Univ., SE)  
 Hans Lindgren (Gothenburg Univ., SE)  
 Stefan Szücs (Gothenburg Univ., SE)

» **Attitudes towards organizational changes in schools: Perspectives of headmasters**

Kristin Bitan (Univ. of Duisburg-Essen, DE)  
 kristin.bitan@uni-due.de

## Occupational and Organizational Safety 4

### Paper Session

Time: Saturday, 25/May/2013: 8:15am - 9:45am

Location: F-229

Session Chairs: Nik Chmiel (Univ. of Chichester, UK)  
 N.Chmiel@chi.ac.uk

Autumn Krauss (Sentis, US) autumn.krauss@sentis.net

» (PP) **Management commitment to health & safety: Communication and social environment as determinants**

Çiğdem Vatansever (Namık Kemal Univ., TR)  
 cigdem.vatansever@gmail.com  
 İdil Işık (Bilgi Univ., TR)

» **Safety citizenship role definitions and safety violations**

Nik Chmiel (Univ. of Chichester, UK) N.Chmiel@chi.ac.uk  
 Isabelle Hansez (Univ. of Liege, Belgium)

» (PP) **Implementing and evaluating a global psychologically based safety training intervention**

**Winner of the EAWOP Congress 2013 Best Practitioner Contribution Award**

Autumn Krauss (Sentis, US) autumn.krauss@sentis.net  
 Tristan Casey (Sentis, US)  
 Karolina Stasiak (Sentis, US)

» **Organizational resilience and its relationship with excellence and reliability**

Inmaculada Silla Guerola (CIEMAT-CISOT, ES)  
 inmaculada.silla@ciemat.es  
 Joaquín Navajas Adan (CIEMAT-CISOT, ES)  
 Estel·la Salabarnada Roset (CIEMAT-CISOT, ES)

» (PP) **Predictors of the transfer of safety leadership training**

Autumn Krauss (Sentis, US) autumn.krauss@sentis.net  
 Tristan Casey (Sentis, US)  
 Peter Chen (Univ. of South Australia, AU)

### Coffee Break

Time: Saturday, 25/May/2013:

9:45am - 10:15am

Location: nearby all session locations

## Thematic Sessions (10:15am - 11:45am)

### Innovation Processes - Individual, Group, and Organizational Aspects

Interactive Poster Symposium, topic area: Other

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: Tent, green area

Session Chairs: Wolfgang Scholl (Humboldt Univ., Berlin)  
schollwo@cms.hu-berlin.de

Dawn L. Eubanks (Warwick Business School)  
Dawn.Eubanks@wbs.ac.uk

» *How works councils contribute to innovations: A mixed-method approach*

Kai Breitling (Humboldt Univ., Berlin)  
kai.breitling@psychologie.hu-berlin.de  
Hanna Janetzke (Humboldt Univ., Berlin)  
Alexandra Shajek (Humboldt Univ., Berlin)  
Wolfgang Scholl (Humboldt Univ., Berlin)

» *Innovation process design*

Sebastian Kunert (Humboldt Univ., Berlin)  
sebastian.kunert@hu-berlin.de

» *Knowledge Transfer in Child Care Institutions – Implementation of innovative knowledge into professional behavior by training and managerial strategies*

Petra Strehmel (Hamburg Univ. of Applied Sciences)  
petra.strehmel@haw-hamburg.de  
Daniela Ulber (Hamburg Univ. of Applied Sciences)

» *Social roles in innovation management*

Manfred Bornewasser (Univ. of Greifswald)  
bornewas@uni-greifswald.de  
Madlen Hiller (Univ. of Greifswald)  
Anne Köhn (Univ. of Greifswald)

» *The influence of diversity in teams on the success of continuous improvement projects*

Anne Köhn (Univ. of Greifswald) anne.koehn@uni-greifswald.de  
Pascal Weichbrodt (Univ. of Greifswald)  
Manfred Bornewasser (Univ. of Greifswald)

### Organizational Change and Development

Interactive Poster Session, topic area: Organizational Change and Development

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: Tent, red area

Session Chairs: Hanna Janetzke (Humboldt Univ., Berlin)  
hanna.janetzke@yahoo.de

Teresa Carla Oliveira (Univ. of Coimbra) tcarla@fe.uc.pt

» *Hierarchy or holdings? The case for managers' relative autonomy in implementation of change in hospital mergers*

Teresa Carla Oliveira (Univ. of Coimbra, PT) tcarla@fe.uc.pt  
João Fontes da Costa (Instituto Politécnico de Coimbra, PT)  
Sofia Pereira Pinto (Univ. of Coimbra, PT)

» (PP) *Strategic management with ProMES: An integration of a psychological method for productivity enhancement with elements of the balanced scorecard*

Yasmin Schmelzer (Friedrich Alexander Univ., Erlangen-Nuremberg, DE) yasmin.schmelzer@gmail.com  
Colin Roth (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)  
Klaus Moser (Friedrich Alexander Univ., Erlangen-Nuremberg, DE)

» *The development of a situational judgement test for the selection of effective change agents*

Athanasios Gouras (Athens Univ. of Economics and Business, GR)  
athgouras@aueb.gr  
Maria Vakola (Athens Univ. of Economics and Business, GR)  
Ioannis Nikolaou (Athens Univ. of Economics and Business, GR)

» *Trust and distrust as complements in change processes*

Hanna Janetzke (Humboldt Univ., Berlin, DE)  
hanna.janetzke@yahoo.de  
Shajek Alexandra (Humboldt Univ., Berlin, DE)  
Breitling Kai (Humboldt Univ., Berlin, DE)  
Scholl Wolfgang (Humboldt Univ., Berlin, DE)

» (PP) *What differentiates companies successful in dealing with change from unsuccessful ones?*

Sonja A. Sackmann (Univ. der Bundeswehr München, DE)  
sonja.sackmann@unibw.de  
Nicola Klaus (Univ. der Bundeswehr München, DE)  
Regina Palmer (Univ. der Bundeswehr München, DE)

» (PP) *Development of an innovation organizational culture in Mexican companies*

Maria Leticia Verdugo Tapia (Universidad de Sonora, MX)  
mlverdugo@pitic.uson.mx  
Josefina Ochoa Ruiz (Universidad de Sonora, MX)  
Elva Leticia Parada Ruiz (Universidad de Sonora, MX)  
Jose Maria Guarena de la Llata (Universidad de Sonora, MX)  
Sergio Ramon Rossetti Lopez (Universidad de Sonora, MX)

» (PP) *Conflict of values as the barrier and the resource of organizational development in the context of management paradigm shift*

Elena Korobeynikova (Nizhny Novgorod State Univ., RU)  
jara7777@mail.ru  
Lyudmila Zakharova (Nizhny Novgorod State Univ., RU)

### Supporting Employees' Needs by Work Time Arrangements

Interactive Poster Session, topic area: Worktime Arrangements and Work-Family Interface

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: Tent, blue area

Session Chairs: Jana Kühnel (Ulm Univ. )  
jana.kuehnel@uni-ulm.de

Tess Schooreel (KU Leuven) tess.schooreel@econ.kuleuven.be

» *Beyond management potential: How working time reductions affect managers' long-term career success*

Jana Kühnel (Univ. Ulm, DE) jana.kuehnel@uni-konstanz.de  
Klaus G. Melchers (Univ. Ulm, DE)  
Bettina S. Wiese (RWTH Aachen Univ., DE)  
Martin Kleinmann (Univ. Zürich, CH)

» *Family supportive supervisory behavior: Does it lead to high-engaging work environments and work-family positive spillover?*

Caroline Straub (Grenoble Ecole de Management)  
Caroline.Straub@grenoble-em.com  
Barbara Beham (Humboldt Univ. zu Berlin)  
Corinna Behr (Humboldt Univ. zu Berlin)

» *Flexible working arrangements: Intervening effects of employees' sense of entitlement and supervisors' family supportiveness and policy use*

Barbara Beham (Humboldt-Univ. zu Berlin, DE)  
barbara.beham@wiwi.hu-berlin.de  
Caroline Straub (Grenoble Ecole de Management)  
Corinna Behr (Humboldt-Univ. zu Berlin, DE)

» *Offshore work and work-family balance. How do the employees and their partners approach the challenges?*

Astrid Solberg (Research group Working life and Innovation, International Research Institute of Stavanger, NO)  
astrid.solberg@iris.no  
Kari Anne Holte (International Research Institute of Stavanger, NO)  
Brita Gjerstad (International Research Institute of Stavanger, NO)  
Suzanne Lerato Merkus (International Research Institute of Stavanger, NO & VU Univ. Medical Center, Amsterdam, NL)

» *The satisfaction of users of work-life practices: More progress at home but less progress at work?*

Tess Schooreel (KU Leuven, BE) tess.schooreel@econ.kuleuven.be  
Marijke Verbruggen (KU Leuven, BE)

» *Proactive or reactive approach to recreation planning in work: attitudes of employees to rest in organizations with traditional and flexible work/rest modes*

Alla Kuznetsova (Lomonosov Moscow state Univ., RU)  
kuznetsovamsu@rambler.ru  
Marina Luzianina (Lomonosov Moscow state Univ., RU)  
Natalia Filina (Lomonosov Moscow state Univ., RU)

## Trust among Team Members, Interpersonal Relationships and Group Outcomes

Interactive Poster Symposium, topic area: Organizational Behavior

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: Tent, yellow area

Session Chairs: José Ramos (Univ. of Valencia)  
ramosj@uv.es

Esther Gracia (Univ. of Valencia) Esther.Gracia@uv.es

» *Trust as mediator between affective states and pro-social behaviour under inclusion vs. exclusion experiences*

Esther Cuadrado (Univ. of Cordoba) m42cucue@uco.es  
Carmen M. Tabernero (Univ. of Cordoba)  
Wolfgang Steiner (Leiden Univ.)

» *Types of trust and team performance in inter-organizational teams*

Simone Donati (Univ. of Bologna) simone.donati@unibo.it  
Salvatore Zappalà (Univ. of Bologna)

» *How trust fosters information processing and learning in virtual teams. The role played by team feedback*

Vicente Peñarroja (Univ. of Valencia) Vicente.Penarroja@uv.es  
Virginia Orengo (Univ. of Valencia)  
Ana Zornoza (Univ. of Valencia)  
Jesús Sánchez (Univ. of Valencia)

» *Reciprocity of trust in the supervisor-work-unit relationship*

Vicente Martínez-Tur (Universidad de Valencia, ES)  
Vicente.Martinez-Tur@uv.es  
Agustin Molina (Universidad de Valencia, ES)  
Esther Gracia (Universidad de Valencia, ES)  
Carolina Moliner (Universidad de Valencia, ES)  
Enrique Enrique (Universidad de Valencia, ES)  
Luisa Andreu (Universidad de Valencia, ES)  
Oto Luque (Universidad de Valencia, ES)

## Experimental Industrial Psychology V: Advances in Biosignal Analysis and Machine Learning

Symposium, topic area: Employee Wellbeing

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: S-1

Session Chairs: Martin Golz (FH Schmalkalden, Univ. of Applied Sciences) m.golz@fh-sm.de

Tom Laufenberg (Univ. of Wuppertal)  
t.laufenberg@uni-wuppertal.de

» *Evolutionary simulations to determine the human circadian period using an extended two process model*

Udo Trutschel (Circadian Technologies Inc., Boston, MA, US)  
trutschel@isaan.de  
Sven Schirmer (Institute of System Analysis and Applied Numerics, Tabarz)  
Christian Heinze (Institute of System Analysis and Applied Numerics, Tabarz)  
Jarek Krajewski (Univ. of Wuppertal, Experimental Industrial Psychology)  
Martin Golz (Univ. of Applied Sciences, Schmalkalden)

» *Cardiovascular measures and psychophysiological variables during an ultrashort sleep-wake protocol*

Christian Heinze (Univ. of Applied Sciences, Schmalkalden)  
c.heinze@fh-sm.de  
Udo Trutschel (Circadian Technologies Inc., Boston, MA, US)  
Jarek Krajewski (Univ. Wuppertal)  
Martin Golz (Univ. of Applied Sciences, Schmalkalden)

» *WALNUT- a biopsychophysics toolbox*

Sven Hoffmann (Leibniz Research Centre for Working Environment and Human Factor) shoffmann@ifado.de  
Bernhard Siebelmann (Leibniz Research Centre for Working Environment and Human Factor)  
Gerhard Rinkenauer (Leibniz Research Centre for Working Environment and Human Factor)

» *Improving the pupillographic sleepiness test utilizing computational intelligence*

David Sommer (Univ. of Applied Sciences, Schmalkalden)

d.sommer@fh-sm.de

Thomas Schnupp (Univ. of Applied Sciences, Schmalkalden)

Jarek Krajewski (Univ. Wuppertal)

Martin Golz (Univ. of Applied Sciences, Schmalkalden)

**Subpaper Type:** Empirical Paper

» *Integrating different approaches in cross-cultural research by identifying cultural value profiles*

Regina Kempen (Univ. Osnabrueck)

regina.kempen@uni-osnabrueck.de

Tammo Straatmann (Univ. Osnabrueck)

Tom Laufenberg (Univ. Wuppertal)

Jarek Krajewski (Univ. Wuppertal)

Karsten Müller (Univ. Osnabrueck)

(PP) **Theoretical and Practical Advances in the Assessment of Cross-Cultural Competence**

**Symposium, topic area:** Other

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** S-2

**Session Chairs:** William K Gabrenya (Florida Institute of Technology) gabrenya@fit.edu

Richard L Griffith (Florida Institute of Technology) griffith@fit.edu

Daniel McDonald (Defense Equal Opportunity Management Institute) docmcdonald321@bellsouth.net

» *Methodological advances in assessing cross-cultural competence*

William K Gabrenya (Florida Institute of Technology)

gabrenya@fit.edu

Marinus van Driel (Top Talent Solutions)

» *Individuals participating in diverse working environments: The role of personality*

Jan Pieter van Oudenhoven (Univ. of Groningen)

j.p.l.m.van.oudenhoven@rug.nl

Karen Ivette van der Zee (Univ. of Twente)

» *Intercultural competence and situated learning*

Stefan Kammhuber (Univ. of Applied Sciences Rapperswil)

skammhub@hsr.ch

» *Assessing cross-cultural group competence*

Stefan Strohschneider (Friedrich-Schiller Univ. Jena)

stefan.strohschneider@uni-jena.de

Daniela Gröschke (Friedrich-Schiller Univ. Jena)

» *Practical and theoretical considerations for measuring organizational cross-cultural competence*

Marinus van Driel (Top Talent Solutions)

marinusvandriel@hotmail.com

William K. Gabrenya (Florida Institute of Technology)

## Resources in an Occupational Context and their Relations to Measures of Subjective Well-being

**Symposium, topic area:** Employee Wellbeing

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** S-6

**Session Chair:** Michaela Knecht (Univ. of Zurich)

m.knecht@psychologie.uzh.ch

**Facilitator:** Franciska Krings (Univ. of Lausanne)

franciska.krings@unil.ch

» *The experience of work stress: An investigation of personal resources and buffers*

Claire Johnston (Univ. of Lausanne) Claire.Johnston@unil.ch

Franciska Krings (Univ. of Lausanne)

Marina Fiori (Univ. of Lausanne)

Christian Maggiori (Univ. of Lausanne)

» *Orientations to happiness at the workplace: Can they predict measures of work satisfaction?*

Symen Brouwers (Univ. of Zurich) symenbrouwers@myopera.com

Eva Luciano (Univ. of Zurich)

Willibald Ruch (Univ. of Zurich)

» *Work as resource for family and leisure*

Michaela Knecht (Univ. of Zurich) m.knecht@psychologie.uzh.ch

Bettina S. Wiese (RWTH Aachen Univ.)

Alexandra M. Freund (Univ. of Zurich)

» *Your strengths are calling: Preliminary results of a strengths-based intervention at work to increase calling*

Claudia Harzer (Univ. of Zurich) c.harzer@psychologie.uzh.ch

Willibald Ruch (Univ. of Zurich)

## Employee Wellbeing 11

**Paper Session**

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** S-8

**Session Chairs:** Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com

Anita C. Keller (Univ. of Bern & Univ. of Basel, CH)

anita.keller@psy.unibe.ch

» *Work characteristics, job satisfaction and wellbeing. A study based on eurofound data*

Lina Fortes-Ferreira (Polytechnic Institute of Setúbal, PT)

lina.ferreira@esce.ips.pt

Laura Lorente (IDOCAL, Univ. of Valencia, ES)

Núria Tordera (IDOCAL, Univ. of Valencia, ES)

» *Job features, worker satisfaction and engagement: Moderation by affective power*

Ilke Inceoglu (SHL, UK) ilke.inceoglu@shl.com

Peter Warr (Univ. of Sheffield)

» (PP) *A preliminary study investigating the relationship between job satisfaction, work engagement, emotional dissonance, and wellbeing*

Alia Al Serkal (du (Emirates Integrated Telecommunication Company), AE) serkal@hotmail.com

» *Changes in skill variety predict job satisfaction and psychosomatic complaints*

Anita C. Keller (Univ. of Bern & Univ. of Basel, CH)  
anita.keller@psy.unibe.ch  
Norbert K. Semmer (Univ. of Bern, CH)

## Teams and Workgroups 5

### Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am  
Location: S-9

Session Chairs: Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT) ana.passos@iscte.pt  
Jens Kanthak (Univ. of Münster, DE) j\_kant01@uni-muenster.de

» (PP) *Problem-based learning for medical students: What can we learn about collaboration and its link to problem-solving skills?*

Ezequiel Fernandez Castela (Georg-August-Univ. Göttingen, DE) e.fernandezcastela@uni-goettingen.de  
Wolfram Jung (Georg-August-Univ. Göttingen, DE)  
Andrea Dohm (Georg-August-Univ. Göttingen, DE)  
Carmen Schremmer (Georg-August-Univ. Göttingen, DE)  
Margarete Boos (Georg-August-Univ. Göttingen, DE)  
Lorenz Trümper (Georg-August-Univ. Göttingen, DE)

» *Handling uncertainty in group decision making: Field observation of a multidisciplinary tumour board*

Juliane Marold (Technische Universität Berlin, DE)  
Juliane.Marold@tu-berlin.de  
Ruth Wagner (Technische Universität Berlin, DE)  
Markus Schoebel (Univ. Basel, CH)  
Dietrich Manzey (Technische Universität Berlin, DE)

» *Conflicting in a safety context: The role of psychological safety on team conflicts and satisfaction*

Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT) ana.passos@iscte.pt  
Silvia A. Silva (Instituto Univ. de Lisboa (ISCTE-IUL), PT)  
Catarina M. Santos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» *The evolution of team mental models similarity and accuracy over time: A latent growth modeling approach*

Catarina Marques Santos (Instituto Univ. de Lisboa (ISCTE-IUL), PT) catarina\_marques\_santos@iscte.pt  
Ana Margarida Passos (Instituto Univ. de Lisboa (ISCTE-IUL), PT)

» *Do I have what it takes? Instrumentality and expressiveness as predictors of speaking up in high-risk teams*

Mona Weiss (ETH Zurich, CH) monaweiss@ethz.ch  
Michaela Kolbe (ETH Zurich, CH)  
Bastian Grande (Univ. Hospital Zurich, CH)  
Micha Dambach (Univ. Hospital Zurich, CH)  
Adrian Marty (Univ. Hospital Zurich, CH)  
Donat Spahn (Univ. Hospital Zurich, CH)  
Gudela Grote (ETH Zurich, CH)

» *"Don't let the group down": Facets of instrumentality moderate the motivating effects of groups in a field experiment*

Nominee of the EAWOP Congress 2013 Best Paper Award  
Jens Kanthak (Univ. of Münster, DE) j\_kant01@uni-muenster.de  
Joachim Hüffmeier (Univ. of Münster, DE)  
Stefan Krumm (Univ. of Münster, DE)  
Guido Hertel (Univ. of Münster, DE)

## Work and Health of Low-qualified, Culturally Diverse Workforces (ReSuDi I)

Symposium, topic area: Health and Interventions

Time: Saturday, 25/May/2013: 10:15am - 11:45am  
Location: S-10

Session Chairs: Christine Busch (Univ. of Hamburg) cbusch@uni-hamburg.de

Julia Clasen (Univ. of Hamburg) julia.clasen@uni-hamburg.de

» *The unskilled worker: The experience of work and well-being*

Annekatriin Hoppe (Humboldt Univ. zu Berlin) annekatriin.hoppe@hu-berlin.de

» *Associations between work-characteristics, blood-pressure, and hair cortisol among low qualified workers in Germany*

Julia Clasen (Univ. of Hamburg) julia.clasen@uni-hamburg.de  
Christine Busch (Univ. of Hamburg)  
Julia Vowinkel (Univ. of Hamburg)  
Eva Winkler (Univ. of Hamburg)

» *Working conditions and job-related well-being in low-qualified, culturally diverse workforces*

Julia Vowinkel (Univ. of Hamburg) julia.vowinkel@uni-hamburg.de  
Christine Busch (Univ. of Hamburg)  
Julia Clasen (Univ. of Hamburg)  
Eva Winkler (Univ. of Hamburg)

» *Health-promoting leadership behavior: The role of work characteristics*

Sylvie Vincent-Höper (Univ. of Hamburg) sylvie.vincent@uni-hamburg.de  
Sabine Gregersen (BGW, Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspf)  
Albert Nienhaus (BGW, Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspf)

» *Health-promoting leadership behavior and the moderating role of power distance orientation in low qualified, culturally diverse workgroups and their supervisors*

Eva Winkler (Univ. of Hamburg) eva.winkler@uni-hamburg.de  
Christine Busch (Univ. of Hamburg)  
Julia Clasen (Univ. of Hamburg)  
Julia Vowinkel (Univ. of Hamburg)

## Job Transitions, Career and Employability in Europe

Symposium, topic area: Labor Market Issues

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: S-Aula

Session Chairs: Claudia Bernhard-Oettel (Stockholm Univ., SE) cbl@psychology.su.se

Erik Berntson (Stockholm Univ., SE)

erik.berntson@psychology.su.se

Anneleen Forrier (KU Leuven, BE) Anneleen.Forrier@kuleuven.be

Nele De Cuyper (KU Leuven, BE)

Nele.DeCuyper@ppw.kuleuven.be

Facilitator: John Arnold (Univ. of Sheffield, UK)

john.arnold@sheffield.ac.uk

### » *Applying career exploration to social cognitive career theory: A meta-analysis*

Maximilian B. W. Buyken (Justus Liebig Univ. Giessen, DE)

Maximilian.Buyken@psychol.uni-giessen.de

Ute-Christine Klehe (Justus Liebig Univ. Giessen, DE)

Matthias Baum (Justus Liebig Univ. Giessen, DE)

### » *The relationship between perceived employability and behavior at work: The moderating role of job insecurity*

Kristien Philippaers (KU Leuven; FWO, Brussels, BE)

kristien.philippaers@student.kuleuven.be

Coralia Sulea (West Univ. of Timisoara, RO)

Nele De Cuyper (KU Leuven, BE)

Gabriel Fischmann (West Univ. of Timisoara, RO)

Hans De Witte (KU Leuven, BE; NW Univ., ZA)

Dragos Iliescu (Test Central Bucharest, RO)

### » *Labour market transitions by lower educated workers*

Jos Sanders (TNO; Maastricht Univ., NL) jos.sanders@tno.nl

Luc Dorenbosch (TNO NL)

Ellen van Wijk (TNO NL)

Roland Blonk (TNO; Utrecht Univ., NL)

### » *Importance of incentives and sufficient information level for displaced worker well-being and attitudes during plant closure*

Johanna Stengård (Stockholm Univ., SE)

johanna.stengard@psychology.su.se

Claudia Bernhard-Oettel (Stockholm Univ., SE)

Katharina Näswall (Univ. of Canterbury, NZ)

Lars Häsänen (Stockholm Univ., SE)

Erik Berntson (Stockholm Univ., SE)

### » *Individual predictors of the intention to enroll in education and training activities in a sample of senior unemployed adults*

Marta Sousa-Ribeiro (Univ. of Porto, PT & Stockholm Univ., SE)

marta.s.ribeiro@psychology.su.se

Magnus Sverke (Stockholm Univ., SE & NW Univ., ZA)

Joaquim Luís Coimbra (Univ. of Porto, PT)

## SIOP-IAAP-EAWOP Alliance open meeting

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: S-Senat

Session Chair: Donald Truxillo (Portland State University)

truxillod@pdx.edu

## New Trends and Approaches in Organizational Climate Research and Thinking

Invited Symposium, topic area: Organizational Structure, Culture, and Climate

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: H-1

Session Chair: Vicente Gonzalez-Roma (Idocal. Univ. of Valencia) vicente.glez-roma@uv.es

### » *Toward an Integrated View of Organizational Climate*

Benjamin Schneider (CEB Valtera)

bschneider@executiveboard.com

### » *Culture and climate for high quality health care*

Michael West (Lancaster Univ.) m.a.west@lancaster.ac.uk

### » *Shared perceptions and beliefs in organization: strength matters!*

Jose M. Peiro (Univ. of Valencia) jose.m.peiro@uv.es

Vicente Gonzales-Roma (Univ. of Valencia)

### » *Climate uniformity: its influence on team states, processes and outcomes*

Vicente Gonzalez-Roma (Univ. of Valencia)

vicente.glez-roma@uv.es

Ana Hernandez (Univ. of Valencia)

## Current Approaches to Job Demands

Symposium, topic area: Employee Wellbeing

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: H-2

Session Chairs: Christian Korunka (Univ. of Vienna)

christian.korunka@univie.ac.at

Eva Bamberg (Univ. of Hamburg) bamberg@uni-hamburg.de

### » *Job demands arising from accelerated change: Functional mechanisms and potential outcomes*

Christian Korunka (Univ. of Vienna) christian.korunka@univie.ac.at

Bettina Kubicek (Univ. of Vienna)

### » *The ambivalent consequences of work intensification*

Bettina Kubicek (Univ. of Vienna) bettina.kubicek@univie.ac.at

Matea Paškvan (Univ. of Vienna)

Christian Korunka (Univ. of Vienna)

### » *I don't have the time to do my job: Job demands and resources among Swedish public sector employees*

Magnus Sverke (Stockholm Univ.) magnus.sverke@psychology.su.se

Gunnar Aronsson (Stockholm Univ.)

Victoria Blom (Karolinska Institutet)

Lars Häsänen (Stockholm Univ.)

Constanze Leineweber (Stockholm Univ.)

Eva-Lotta Nylén (Stockholm Univ.)

» *Working time-related stressors of hospital physicians: An investigation of mediated relationships to health*

Grit Tanner (Univ. of Hamburg) grit.tanner@uni-hamburg.de  
 Eva Bamberg (Univ. of Hamburg)  
 Maren Kersten (BGW), Agnessa Kozak (Univ. Medical Center Hamburg Eppendorf)  
 Daniela Delfs (Univ. Medical Center Hamburg Eppendorf)  
 Albert Nienhaus (Univ. Medical Center Hamburg Eppendorf)

» *Illegitimate tasks – A meaningful stressor across countries*

Nicola Jacobshagen (Univ. of Bern)  
 nicola.jacobshagen@psy.unibe.ch  
 Franziska Tschan (Univ. of Neuchâtel)  
 Achim Elfering (Univ. of Bern)  
 Laurenz L. Meier (Univ. of South Florida)  
 Eva Bejerot (Stockholm Univ.)  
 Gunnar Aronsson (Stockholm Univ.)  
 Norbert K. Semmer (Univ. of Bern)

» *How technostress and transformational leadership are related to self-efficacy: A multilevel study*

Merche Ventura (Univ. Jaume I, Castellón) mventura@uji.es  
 Marisa Salanova (Univ. Jaume I, Castellón)  
 Susana Llorens (Univ. Jaume I, Castellón)

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

### Invited Panel Discussion

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** H-3  
**Session Chair:** Frederick Phillip Morgeson (Michigan State Univ.) morgeson@msu.edu

### Panelists:

Tammy Allen (Univ. of South Florida) tallen@mail.usf.edu  
 Jonathon Halbesleben (Univ. of Alabama)  
 Ramón Rico (Universidad Autónoma de Madrid)  
 Donald Truxillo (Portland State Univ.)  
 Rolf van Dick (Goethe Univ.)

## (PP) Autonomy at Work: An Important Element to Stimulate Vitality?

**Symposium, topic area:** Human Resource Management

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** H-4

**Session Chair:** Tinka van Vuuren (Loyalis / Open Univ. Heerlen) tinka.van.vuuren@loyalis.nl

» *Preconditions for individual self-leadership and effects for employee vitality*

Pauline van Dorssen (Pauline van Dorssen - HR Training & Consult) advies@paulinevandorssen.nl

» *Parallel Careers and its consequences to companies in Brazil*

Maria Candida Baumer de Azevedo (People&Results / MBA Business school Sao Paulo) mariacandida@peopleandresults.com.br

» *Young job seekers' preferences for autonomy*

Stephan Corporaal (Saxion Univ. of Applied Sciences) corporaal@icloud.com

» *Job design for older workers*

Hiske den Boer (Open Univ. Heerlen) hiskedenboer@gmail.com

» *The relationship of autonomy on the vitality and workability of teachers*

Christiane de Lange (Hanzehogeschool - Univ. of Applied Sciences) c.a.de.lange@pl.hanze.nl  
 Tinka van Vuuren (Loyalis)

## Creativity, Innovation, and Entrepreneurship

**Symposium, topic area:** Organizational Behavior

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** F-1

**Session Chair:** Diana E. Krause (Alpen-Adria Univ.) DianaEva.Krause@uni-klu.ac.at

**Facilitator:** Neil Anderson (Brunel Univ.) Neil.Anderson@brunel.ac.uk

» *Where are we with? A dialectic theory of innovation*

Michael Frese (National Univ. SG) frese@uni.leuphana.de  
 Kathrin Rosing (Leuphana Univ.)

» *How does innovation unfold? The relationship between self-regulatory processes and creative performance*

Ronald Bledow (Univ. Ghent) Ronald.Bledow@UGent.be  
 Lien Vossaert (Univ. Ghent)

» *Selecting for Innovation: The Role of Individual Characteristics in innovative performance*

Kristina Potocnik (Brunel Univ.) kristina.potocnik@ed.ac.uk  
 Neil Anderson (Brunel Univ.)

» *Do faultlines make teams risk-averse? The influence of team composition on the willingness to take risks on decision-making tasks*

Eric Kearney (Univ. Hannover) ekearney@gisma.com

» *Disruptive innovations and business models as a part of market creation*

Veronika Gustafsson (Alpen-Adria Univ.)  
 Veronika.Gustafsson@aau.at  
 Robert Breitenecker (Alpen-Adria Univ.)

» *Participative and team-oriented leadership, countries' education level and national innovation: The mediating role of economic factors and national cultural practices*

Robert Rossberger (Alpen-Adria Univ.)  
 Robert.Rossberger@uni-klu.ac.at  
 Diana Krause (Alpen-Adria Univ.)

## Daily Work Engagement

Symposium, topic area: Employee Wellbeing

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: F-2

Session Chairs: Arnold B. Bakker (Erasmus Univ. Rotterdam)  
Bakker@fsw.eur.nl

Evangelia Demerouti (Eindhoven Univ. of Technology)  
e.demerouti@tue.nl

» *How daily job crafting increases momentary work engagement: A day reconstruction study*

Wido Oerlemans (Erasmus Univ. Rotterdam) oerlemans@fsw.eur.nl  
Arnold B. Bakker (Erasmus Univ. Rotterdam)

» *Daily work engagement in an emotionally demanding context: An episodic approach*

Despoina Xanthopoulou (Univ. of Crete)  
dxanthopoulou@psy.soc.uoc.gr

» *Within-day changes of work engagement: The role of psychological detachment and re-attachment to work*

Sabine Sonnentag (Univ. of Mannheim)  
sonnentag@uni-mannheim.de

» *Transformational leadership and follower work engagement: A diary study on the process*

Kimberley Breevaart (Erasmus Univ. Rotterdam)  
breevaart@fsw.eur.nl

Arnold B. Bakker (Erasmus Univ. Rotterdam)

Jorn Hetland (Univ. of Bergen)

Evangelia Demerouti (Eindhoven Univ. of Technology)

» *Mindfulness and work engagement: Evidence from a diary and an intervention study*

Ute Hulsheger (Maastricht Univ.)  
Ute.Hulsheger@maastrichtuniversity.nl  
Hugo J.E.M. Alberts (Maastricht Univ.)  
Alina Feinholdt (Maastricht Univ.)  
Jonas W.B. Lang (Maastricht Univ.)

## Building Trust for Tomorrow: The Formation of New Workplace Relationships

Symposium, topic area: Organizational Behavior

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: F-3

Session Chairs: Lisa van der Werff (Dublin City Univ., IE)  
lvanderwerff@gmail.com

Finian Buckley (Dublin City Univ., IE) finian.buckley@dcu.ie

» *Cues for trusting behaviour in new workplace relationships*

Lisa van der Werff (Dublin City Univ.) lvanderwerff@gmail.com  
Finian Buckley (Dublin City Univ.)

» *Applicant attraction and organisational trust: The role of trust*

Rosalind H Searle (Coventry Univ., UK)  
rosalind.searle@btopenworld.com

» *Individual and interpersonal conditions in bridging cognitive distance for knowledge co-creation*

Kirsimarja Blomqvist (Lappeenranta Univ. of Technology, FI)  
kirsimarja.blomqvist@lut.fi  
Karen Cook (Stanford Univ., US)

## Scratching more than just the Surface: Digging further into Organizational Culture and Team Error Handling

Symposium, topic area: Organizational Structure, Culture, and Climate

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: F-4

Session Chairs: David Falco Passenier (VU Univ. Amsterdam)  
d.f.passenier@vu.nl

Freek van Berkel (Infrastructural Department of Amsterdam)  
E.van.berkel@ivv.amsterdam.nl

» *Organizational culture and shared error handling: The error assumption framework*

Cathy van Dyck (VU Univ. Amsterdam) c.van.dyck@vu.nl

» *In the eye of the beholder: The benefits of being perceived as a leader with an error mastery strategy*

Nicoletta Dimitrova (VU Univ. Amsterdam) n.g.dimitrova@vu.nl

» *Social identity and error narratives of medical professionals*

Annemiek van Os (VU Univ. Amsterdam) a.van.os@vu.nl

» *Assessment of situational awareness: Team resources brought in action to enhance patient safety at the ICU*

Peter Kemper (VU Univ. medical center, Amsterdam)  
p.kemper@vumc.nl

» *Understanding trust-control interrelations in a culture of error aversion and low error tolerance*

Freek van Berkel (Infrastructural Department of Amsterdam)  
f.van.berkel@ivv.amsterdam.nl

» *Learning without judgment: A constructionist approach to error culture in aviation accident investigations*

David Passenier (VU Univ. Amsterdam) d.f.passenier@vu.nl

## Minorities and their careers

Symposium, topic area: Other

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: F-5

Session Chairs: Hans van Dijk (Tilburg Univ.) j.vandijk1@uvt.nl

Claartje Vinkenburger (VU Amsterdam) c.j.vinkenburger@vu.nl

Carolin Ossenkop (VU Amsterdam) c.ossenkop@vu.nl

Marloes van Engen (Tilburg Univ.) m.l.vengen@uvt.nl

Facilitator: Ans de Vos (Antwerp Management School)  
ans.devos@ams.ac.be



» *How does identity work at work? Identity matters in ethnic diversity, gender, and career advancement*

Carolin Ossenkop (VU Amsterdam) c.ossenkop@vu.nl  
 Claartje Vinkenburg (VU Amsterdam)  
 Paul Jansen (VU Amsterdam)  
 Halleh Ghorashi (VU Amsterdam)

» *Towards inclusive careers: New career models from the perspective of disadvantaged groups*

Koen Van Laer (Hasselt Univ.) koen.vanlaer@uhasselt.be  
 Marijke Verbruggen (KU Leuven)  
 Maddy Janssens (KU Leuven)

» *Cultural diversity in organizations: Ethnic minority careers in different national and organizational contexts*

Astrid Podsiadlowski (Victoria Univ. of Wellington)  
 Astrid.Podsiadlowski@vuw.ac.nz

» *Understanding increases in the salience of minority ethnic identity at work*

Etlyn Kenny (Birkbeck, Univ. of London) etkenny@gmail.com  
 Rob Briner (Univ. of Bath)

» *Gender differences in career progress: An examination of the role of development reports*

Hans van Dijk (Tilburg Univ.) j.vandijk1@uvt.nl  
 Marloes van Engen (Tilburg Univ.)

## Labor Market Issues 2

### Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am  
 Location: F-6

Session Chairs: Neil Conway (Birkbeck, UK)  
 neil.conway@rhul.ac.uk

Tanja Verheyen (Vrije Univ. Brussel, BE) tanja.verheyen@vub.ac.be

» *Career anchors of professional pharmacists: Testing Schein's theory*

Ricardo Rodrigues (Kingston Univ. London)  
 r.rodrigues@kingston.ac.uk  
 David Guest (King's College London, UK)

» *Counting the cost of a bit of respect for women's pay and workplace attitudes: Linking gender, pay, procedural justice, and related attitudes using WERS 2004*

Neil Conway (Birkbeck, UK) neil.conway@rhul.ac.uk  
 Marion Fortin (Toulouse)  
 Kim Hoque (Warwick)

» *Is demotion the HR-solution for the future?*

Tanja Verheyen (Vrije Univ. Brussel, BE) tanja.verheyen@vub.ac.be

» *Active ageing in work and retirement*

Per Erik Solem (Norwegian social research, NO) pes@nova.no  
 Astri Syse (Norwegian social research, NO)  
 Trude Furunes (Univ. of Stavanger, NO)  
 Reidar Mykletun (Univ. of Stavanger, NO)

» <sup>(PP)</sup> *Vocational interests and unemployment of youngsters*

Marija Molan (Univ. medical centre Ljubljana, SI) marija@molan.ws  
 Martin Molan (Gimnazija Bežigrad, Ljubljana, SI)

» *The influence of education-job match on university graduates' job quality. A longitudinal study*

### Nominee of the EAWOP Congress 2013 Best Paper Award

Jesús Yeves (IDOCAL (Univ. of Valencia), ES) jesus.yeves@uv.es  
 Juan Pablo Gamboa (OPAL (Univ. of Valencia), ES)  
 Vicente González-Romá (IDOCAL (Univ. of Valencia) & OPAL (Univ. of Valencia), ES)  
 José María Peiró (IDOCAL (Univ. of Valencia) & IVIE (Instituto Valenciano de Investigaciones Económicas), ES)

## Leadership and Management 5

### Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am  
 Location: F-33

Session Chairs: Steffen Robert Giessner (Rotterdam School of Management, Erasmus Univ., NL) sgiessner@rsm.nl

Israel Sanchez-Cardona (WoNT Research Team, Univ. Jaume I, ES) sanchez@uji.es

» *Getting followers to transcend their self-interest for the benefit of their company: Testing a core assumption of transformational leadership theory*

David Effelsberg (Ruhr-Univ. Bochum, DE) david.effelsberg@rub.de  
 Marc Solga (Ruhr-Univ. Bochum, DE)

» *Antecedents and consequences of followers' perceptions of authentic leadership*

Garazi Azanza (Univ. of Deusto, ES; Universidad Nacional de Educación a Distancia, ES) garazi.azanza@deusto.es  
 Marjan Gorgievski (Erasmus Univ. Rotterdam, NL)  
 Juan A. Moriano (Universidad Nacional de Educación a Distancia, ES)  
 Fernando Molero (Universidad Nacional de Educación a Distancia, ES)

» *In the moral eye of the beholder: The interactive effects of leader and follower moral identity on ethical leadership and leader-member exchange*

Steffen Robert Giessner (Rotterdam School of Management, Erasmus Univ., NL) sgiessner@rsm.nl  
 Janine Kollée (Rotterdam School of Management, Erasmus Univ., NL)  
 Daan van Knippenberg (Rotterdam School of Management, Erasmus Univ., NL)  
 Suzanne van Gils (Kuehne Logistics Univ., Hamburg, DE)  
 Niels van Quaquebeke (Kuehne Logistics Univ., Hamburg, DE)

» *Promoting team learning: The power of leadership and positive emotions*

Israel Sanchez-Cardona (WoNT Research Team, Univ. Jaume I, ES) sanchez@uji.es  
 Marisa Salanova (WoNT Research Team, Univ. Jaume I, ES)  
 Susana Llorens (WoNT Research Team, Univ. Jaume I, ES)

## Organizational Behavior 9

### Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** F-042

**Session Chairs:** Sylvie Guerrero (UQAM, CA)  
guerrero.sylvie@uqam.ca

Claudia Holtschlag (Univ. of Barcelona, ES)  
claudia.holtschlag@ub.edu

» **(PP) A process approach towards organizational culture: Integrating empowerment and commitment**

Hannah Möltner (Witten/Herdecke Univ., DE)  
hannah.moeltner@uni-wh.de

Martina Mönninghoff (Bertelsmann SE & Co. KGaA, DE)  
Michèle Morner (Witten/Herdecke Univ. & German Univ. of Administrative Sciences Speyer, DE)

» **My status in the group: linking favourable treatments with organizational identification**

Sylvie Guerrero (UQAM, CA) guerrero.sylvie@uqam.ca  
Hélène Jeanblanc (Univ. Toulouse 3)

» **The paradox of difficult career goals: An examination into the downside of ambition**

Claudia Holtschlag (Univ. of Barcelona, ES)  
claudia.holtschlag@ub.edu  
Aline D. Masuda (EADA Business School, ES)

» **When does job satisfaction affect OCB, and when does OCB affect job satisfaction? The moderating role of work centrality**

Rene Ziegler (Univ. of Tuebingen, DE)  
rene.ziegler@uni-tuebingen.de  
Christian Schlett (Univ. of Tuebingen, DE)

» **Counterproductive work behaviors and job satisfaction – The relation not so simple as we suspected**

Joanna Czarnota-Bojarska (Univ. of Warsaw, PL)  
joanna@psych.uw.edu.pl

» **“Remember me and smile”: Helping and voice behaviors in a decaying Portuguese hospital**

Teresa Proença (Politechnic of Porto, PT) tproenca@fep.up.pt  
Helena Gonçalves Martins (Faculdade de Economia do Porto, PT)

## Human Resource Management 7

### Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** F-043

**Session Chairs:** Daniel Wessel (Leibniz-Institut für Wissensmedien, DE) d.wessel@iwm-kmrc.de

Bülent Kılıç (Koç Univ., TR) bukilic@ku.edu.tr

» **Antecedents of training motivation**

Mariola Laguna (Catholic Univ. of Lublin, PL) laguna@kul.pl

» **International relocation mobility readiness and its antecedents**

Jil Margenfeld (Otto-Friedrich Univ. Bamberg, DE)  
Jil.Margenfeld@uni-bamberg.de  
Maike Andresen (Otto-Friedrich Univ. Bamberg, DE)

» **Relationship among energy activation strategies, work engagement, and job performance**

Oi Ling Siu (Lingnan Univ., Hong Kong S.A.R., CN)  
siuol@LN.edu.hk  
Cho Ngan Siu (Lingnan Univ., Hong Kong S.A.R., CN)  
Wai Lan Yeung (Lingnan Univ., Hong Kong S.A.R., CN)

» **Effectiveness of skill development training program: A preliminary study**

Bülent Kılıç (Koç Univ., TR) bukilic@ku.edu.tr  
Muhsine İtr Karataylioglu (Koç Univ., TR)  
Ayşe Esra Tuncer (Koç Univ., TR)

» **Evaluating informal learning support: Best practice from MIRROR - Reflective learning at work**

Daniel Wessel (Leibniz-Institut für Wissensmedien, DE)  
d.wessel@iwm-kmrc.de  
Kristin Knipfer (TU München, DE)  
Krista DeLeeuw (Leibniz-Institut für Wissensmedien, DE)  
Neil Maiden (City Univ. London, Great Britain)  
Birgit Krogstie (Norwegian Univ. of Science and Technology, NO)  
Ulrike Cress (Leibniz-Institut für Wissensmedien, DE)

» **Attrition in distance courses: influences from course and participants characteristics and from study context**

Patrícia de Andrade Oliveira Sales (Embrapa - Empresa Brasileira de Pesquisa Agropecuária, BR) paosales@gmail.com  
Gardênia da Silva Abbad (Embrapa - Empresa Brasileira de Pesquisa Agropecuária, BR)

## Health and Interventions 2

### Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am

**Location:** F-104

**Session Chairs:** Bernhard Michael Zimolong (Ruhr-Univ. Bochum, DE) bernhard.zimolong@rub.de

Silvia Dello Russo (ISCTE-IUL, PT) silvia.dellorusso@iscte.pt

» **(PP) Mental illness in the workplace – The impact of job stress and options for prevention within companies and for boosting employees' health awareness**

Jasmine Kix (VBG, DE) jasmine.kix@vbg.de  
Karin Siegrist (Heinrich Heine Univ. Düsseldorf)

» **Prevention of chronic back pain: A randomized control study of Bochum cognitive-behavioral training**

Bernhard Michael Zimolong (Ruhr-Univ. Bochum, DE)  
bernhard.zimolong@rub.de  
Gabriele Elke (Ruhr-Univ. Bochum, DE)

» **Theory-based promotion of seasonal influenza vaccination in the workplace – Insights from two randomized controlled trials investigating individual, social, and organizational factors involved in health behavior change**

Anna Ernsting (Boehringer Ingelheim Pharma GmbH & Co.KG & Freie Univ. Berlin, DE)  
anna\_theresa.ernsting@boehringer-ingelheim.com  
Ralf Schwarzer (Freie Univ. Berlin, DE & Warsaw School of Social Sciences and Humanities, Wrocław, PL)  
Paul Gellert (Newcastle Univ., England)  
Michael Schneider (Boehringer Ingelheim Pharma GmbH &

Co.KG & Mannheim Institute of Public Health, Social and Preventive Medicine, Univ. Heidelberg, DE)

» ***How time and perceptions of social context shape employee absenteeism trajectories***

Silvia Dello Russo (ISCTE-IUL, PT) [silvia.dellorusso@iscte.pt](mailto:silvia.dellorusso@iscte.pt)  
 Mariella Miraglia (Universita Sapienza di Roma, IT)  
 Laura Borgogni (Universita Sapienza di Roma, IT)  
 Gary Johns (Concordia Univ., CA)

» ***Presenteeism, productivity losses, supervision support and role ambiguity: A longitudinal study in an IT company***

Luis F. Martinez (ISCTE-IUL, PT) [Luis.Martinez@iscte.pt](mailto:Luis.Martinez@iscte.pt)  
 Aristides I. Ferreira (ISCTE-IUL, PT)  
 Qin Zhou (The Univ. of York, UK)  
 Piedade Rodrigues (ROFF Consulting)

» ***Efficacy of a work-related group treatment for exhausted persons undergoing vocational rehabilitation***

Ricardo Baumann (iqpr, DE) [baumann@iqpr.de](mailto:baumann@iqpr.de)  
 Bettina Begerow (iqpr, DE)  
 Anne Frohnweiler (Bfw Köln, DE)  
 Sabine Pechtold (BFW Hamburg, DE)

## Organizational Change and Development 4

### Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** F-234

**Session Chairs:** Tina Kiefer (Warwick Business School, UK) [tina.kiefer@wbs.ac.uk](mailto:tina.kiefer@wbs.ac.uk)

Alexandra Shajek (Humboldt Univ. Berlin, DE) [ashajek@gmx.de](mailto:ashajek@gmx.de)

» ***Employee resistance to change in process innovations: A matter of innovation type***

Alexandra Shajek (Humboldt Univ. Berlin, DE) [ashajek@gmx.de](mailto:ashajek@gmx.de)  
 Hanna Janetzke (Humboldt Univ. Berlin, DE)  
 Kai Breitling (Humboldt Univ. Berlin, DE)  
 Wolfgang Scholl (Humboldt Univ. Berlin, DE)

» ***Justice and employee reactions during organizational change: The mediating role of overall justice.***

Laurence Marzucco (Univ. de Liège, BE) [L.Marzucco@ulg.ac.be](mailto:L.Marzucco@ulg.ac.be)  
 Géraldine Marique (Univ. Catholique de Louvain, BE)  
 Florence Stinglhamber (Univ. Catholique de Louvain, BE)  
 Isabelle Hansez (Univ. de Liège, BE)

» ***Feeling bad and good: The daily experience of ongoing change***

Tina Kiefer (Warwick Business School, UK) [tina.kiefer@wbs.ac.uk](mailto:tina.kiefer@wbs.ac.uk)  
 Neil Conway (Birkbeck College, Univ. of London, UK)  
 Rob Briner (Univ. of Bath, UK)

» ***How does one's leadership orientation influences the result of employee participation during organizational change? An empirical study***

Sofie EAM Rogiest (Univ. of Antwerp, BE) [sofie.rogiest@ua.ac.be](mailto:sofie.rogiest@ua.ac.be)  
 Jesse Segers (Univ. of Antwerp, BE; Antwerp Management School, BE)  
 Arjen van Witteloostuijn (Univ. of Antwerp, BE; Tilburg School of Economics and Management, NL)

» ***The role of emotion regulation during organisational change***

Karen van Dam (Open Univ., NL) [karen.vandam@ou.nl](mailto:karen.vandam@ou.nl)  
 Esther Kleine (Tilburg Univ., NL)  
 Jeanette Struijs (Tilburg Univ., NL)

» ***The reasons behind change recipients' behavioral reactions: A longitudinal investigation***

Maria Vakola (Athens Univ. of Economics and Business, GR) [mvakola@aueb.gr](mailto:mvakola@aueb.gr)

## Employee Wellbeing 12

### Paper Session

**Time:** Saturday, 25/May/2013: 10:15am - 11:45am  
**Location:** F-229

**Session Chairs:** Heather K. Spence Laschinger (Univ. of Western Ontario, CA) [hkl@uwo.ca](mailto:hkl@uwo.ca)

Lara C. Roll (Lingnan Univ., Hong Kong S.A.R., CN) [larachristinaroll@ln.edu.hk](mailto:larachristinaroll@ln.edu.hk)

» ***Autocratic leadership and professional self-efficacy: The underlying mediators and moderating personality characteristics***

Lara C. Roll (Lingnan Univ., Hong Kong, Hong Kong S.A.R., CN) [larachristinaroll@ln.edu.hk](mailto:larachristinaroll@ln.edu.hk)  
 Oi-ling Siu (Lingnan Univ., Hong Kong, Hong Kong S.A.R., CN)  
 Simon Y.W. Li (Lingnan Univ., Hong Kong, Hong Kong S.A.R., CN)  
 Annebel De Hoogh (Univ. of Amsterdam, NL)

» ***Do you see me stressed or am I stressed? Work-related stress among Italian leaders and employees***

Gabriele Giorgi (Univ. Europea di Roma, IT) [dott.gabriele.giorgi@gmail.com](mailto:dott.gabriele.giorgi@gmail.com)  
 Giulio Arcangeli (Univ. di Firenze)  
 Vincenzo Cupelli (Univ. di Firenze)

» ***Goal setting and employee well-being: A different perspective on a widely applied leadership instrument***

Jochen Gurt (Univ. of Hagen, DE) [jochen.gurt@fernuni-hagen.de](mailto:jochen.gurt@fernuni-hagen.de)  
 Oliver Weigelt (Univ. of Hagen, DE)  
 Bernd Marcus (Univ. of Hagen, DE)

» ***Resonant leadership and workplace empowerment: The value of positive organizational cultures in reducing workplace incivility***

Heather K. Spence Laschinger (Univ. of Western Ontario, CA) [hkl@uwo.ca](mailto:hkl@uwo.ca)  
 Carol A. Wong (Univ. of Western Ontario, CA)  
 Greta G. Cummings (Univ. of Alberta, CA)

» ***Linking participative leadership behaviour to employee well-being – The role of affective trust in the supervisor***

AAMIR ALI CHUGHTAI (Forman Christian College, Pakistan) [aamir\\_chughtai@hotmail.com](mailto:aamir_chughtai@hotmail.com)  
 Marann Byrne (Dublin City Univ., IE)  
 Barbara Flood (Dublin City Univ., IE)

## Teams and Workgroups 6

### Paper Session

Time: Saturday, 25/May/2013: 10:15am - 11:45am

Location: F-040

**Session Chairs:** Nicola Beatrice Klaus (Univ. of the German Armed Forces, DE) nicola.klaus@unibw.de

Christine M. Y. Kermond (Michigan State Univ., US)  
kermond@msu.edu

» *A close look over conflict management in trained and untrained virtual teams*

Ana Zornoza (Univ. of Valencia, ES) ana.zornoza@uv.es  
Eduarne Martinez (Univ. of Basque Country, ES)  
Virginia Orengo (Univ. of Valencia, ES)

» *Exploring the nomological network and development of virtual team social identity*

Christine M. Y. Kermond (Michigan State Univ., US)  
kermond@msu.edu  
Marina Pearce (Michigan State Univ., US)  
Heng Xie (Michigan State Univ., US)  
Samantha K. Baard (Michigan State Univ., US)  
Chu-Hsiang (Daisy) Chang (Michigan State Univ., US)  
Steve W. J. Kozlowski (Michigan State Univ., US)

» *Creativity in virtual teams – The role of familiarity, personality, and motivation*

Nicola Beatrice Klaus (Univ. of the German Armed Forces, DE)  
nicola.klaus@unibw.de  
Sonja A. Sackmann (Univ. of the German Armed Forces, DE)

» *Virtual team performance: The role of conflict and humor in a 3D virtual environment*

Xiao Peng (Rsm Erasmus Univ. Rotterdam, NL) xpeng@rsm.nl  
Michaéla C. Schippers (Rsm Erasmus Univ. Rotterdam, NL)  
Bertolt Meyer (Univ. of Zurich)  
Béatrice Hassler (Interdisciplinary Center Herzliya, IL)

» *Virtual meetings of the future - A socio-technical perspective for the improved management of meetings*

Katarzyna Izabela Cichomska (Leeds Univ. Business School, UK)  
k.i.cichomska@leeds.ac.uk

### Buffett or Take Away Lunch

Time: Saturday, 25/May/2013:

11.45am - 1.30pm

Location: Catering nearby the Keynote Sessions

## Keynotes (12:30pm-1:30pm)

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### Six Medium Term Trajectories in the Future of Work

#### Invited Keynote

**Speaker:** John M. Carroll (Penn State Univ., US) jcarroll@ist.psu.edu

Time: Saturday, 25/May/2013: 12:30pm - 1:30pm

Location: S-Aula

Facilitator: Dietrich Manzey (TU Berlin)

### Work, Recovery - and an Attempt to Look into the Future

#### Invited Keynote

**Speaker:** Sabine Sonnentag (Univ. of Mannheim, DE) sonnentag@uni-mannheim.de

Time: Saturday, 25/May/2013: 12:30pm - 1:30pm

Location: H-1

Facilitator: Sandra Ohly (Univ. of Kassel)

## Closing and Awarding Ceremony

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(incl. announcement of the winners of the Best Paper Award, the Best Poster Award, and the Best Practitioner Contribution Award of the EAWOP 2013 Congress)

Time: Saturday, 25/May/2013: 1:30pm - 2:15pm

Location: S-Foyer

# Author Index

## A

Abbad, Gardênia da Silva ..... 94  
 Abdullaeva, Mahametzhanovna  
 Mehriban ..... 25  
 Abildgaard, Johan Simonsen.....79  
 Abreu, Marcia Costa Ribeiro de ..... 56  
 Acevedo Ruiz, Manuel..... 4  
 Ackermans, Jorn T.G.....15  
 Ackerschott, Harald ..... 5, 22, 29  
 Adamovic, Mladen.....16  
 Affourtit, Mathijs.....19, 51  
 Afonso, Fernanda..... 43  
 Ahlborg Jr., Gunnar .....21  
 Ahmadpour, Sara ..... 38  
 Akerjordet, Kristin ..... 30  
 Al Serkal, Alia.....3, 88  
 Alahakone, Ratnes.....71  
 Alali, Omar .....47  
 Alberts, Hugo J.E.M..... 92  
 Albrecht, Anne-Grit .....79  
 Alcover, Carlos-María .....67  
 Alessandri, Guido.....47  
 Alfes, Kerstin .....19, 55, 71  
 Allen, Tammy .....14, 91  
 Alonso, Miguel ..... 58  
 Amann, Dorena ..... 68  
 Amaral, Vânia.....21  
 Amberger, Benedikt..... 39  
 Anderson, Neil .....19, 30, 82, 91  
 Andersson Bäck, Monica..... 85  
 Andresen, Maike .....94  
 Andreu, Luisa.....87  
 Angenot, Arnaud .....11  
 Angerer, Peter.....15  
 Animägi, Mari-Liis ..... 23  
 Annen, Hubert .....73  
 Anseel, Frederik .....10, 35, 74, 81  
 Antino, Mirko ..... 82  
 Antoni, Conny H. ....28, 29, 35  
 Antyushina, Julia ..... 55  
 Apostel, Ella ..... 35  
 Arcangeli, Giulio.....95  
 Arenas, Alicia .....48, 61, 65  
 Argentero, Piergiorgio .....25, 60, 61  
 Arima, Makiko..... 58  
 Arizkuren, Amaia.....26  
 Arlauskiene, Renata ..... 38  
 Arlinghaus, Anna .....33  
 Armon, Brigitte ..... 55  
 Arnold, John ..... 35, 36, 60, 90  
 Aronsson, Gunnar .....21, 27, 45, 90, 91  
 Artigas, Maria Velia.....24, 26  
 Arts, Richard E ..... 4  
 Aryee, Samuel.....72  
 Ashworth, Vicki.....14  
 Astrauskaite, Milda ..... 65  
 Atay, Salim.....33  
 Aust, Heinz .....19  
 Austin, Stéphanie.....18, 65, 76  
 Avanzi, Lorenzo ..... 7, 47  
 Axtell, Carolyn..... 6, 41, 52  
 Ayan, Dilek.....33

Azanza, Garazi ..... 93  
 Azizzadeh, Satkeen..... 2

## B

Baalen, Peter van .....37  
 Baard, Samantha K.....96  
 Băban, Adriana.....9, 26, 28, 47, 49, 64  
 Babu, Nishat.....32  
 Bachmann, Anne Susann .....78  
 Bachmann, Maria.....20  
 Backmann, Julia .....4, 35  
 Backström, Martin .....18  
 Baer, Markus ..... 35  
 Baert, Herman.....45  
 Baeten, Xavier.....72  
 Baethge, Anja .....51  
 Bagdziuniene, Dalia.....38, 55, 71  
 Bagraim, Jeffrey J.....58  
 Baiardo, Giacomo.....61  
 Bailey, Rob.....34, 66  
 Baillien, Elfi.....70, 84  
 Bajwa, Nida ul Habib.....24  
 Bakker, Arnold B. ....4, 35, 43, 67, 76, 92  
 Bal, Matthijs .....40, 84  
 Balducci, Cristian .....47, 70  
 Balius, Danae ..... 35  
 Bamberg, Eva .....65, 90, 91  
 Bangerter, Adrian.....7, 58  
 Barabanshchikova, Valentina .....60  
 Baraldi, Stephan.....38  
 Barbosa, Daniel ..... 58  
 Bargsted, Mariana.....63  
 Barlow, James .....46  
 Baron, Helen .....51  
 Barrasa, Angel.....12  
 Barreto, Manuela .....69  
 Bartram, Dave.....5, 10, 34, 40, 51  
 Baseler, Eva .....77  
 Bashshur, Michael.....16, 23  
 Basinska, Beata Aleksandra .....11  
 Bastian, Julia ..... 58  
 Bathen, Magdalena ..... 3  
 Batinic, Bernad .....1, 8, 68  
 Battistelli, Adalgisa .....24, 41, 63, 69  
 Bauer, Georg Friedrich .....39, 40  
 Bauer, Jana Felicitas ..... 64  
 Bauer, Moritz.....33  
 Bauer, Talya N. ....30  
 Baum, Matthias.....90  
 Baumann, Anne.....47, 64  
 Baumann, Grete .....47  
 Baumann, Nicola .....27  
 Baumann, Ricardo .....95  
 Baur, Carolin.....15  
 Bax, Nigel.....14  
 Bayerl, Saskia P. ....9, 10  
 Bayona, Jaime Andrés.....7  
 Beattie, Larissa Jane .....73, 74  
 Beaudry, Marjolein .....62  
 Beauducel, André .....63  
 Bechtoldt, Myriam Natascha .....11  
 Beck, Stefanie Susanne .....58  
 Becker, Thomas Edwin .....25  
 Beckert, Johanna .....29, 66  
 Begerow, Bettina.....95  
 Beham, Barbara .....87  
 Behncke, Florian.....63  
 Behr, Corinna .....87  
 Behrendt, Peter .....57  
 Beijer, Susanne.....24  
 Beiten, Steffen ..... 5  
 Bejerot, Eva.....91  
 Belhadj Ali, Leila .....19  
 Bellini, Diego.....53  
 Belschak, Frank D.....41, 43, 79  
 Bem-Haja, Pedro.....21  
 Benevene, Paula.....63  
 Benkenstein, Martin.....58  
 Benning-Rohnke, Elke .....59  
 Bensch, Doreen .....31  
 Beradi, Anna Maria .....48  
 Berezovskaya, Regina A. ....60  
 Berg, Sabine.....46  
 Berger, Rita.....12, 28, 57, 72  
 Bergeron, Éliane.....19  
 Bergholz, Luisa.....77  
 Berghorst, Berdien .....78  
 Bergner, Sabine .....34  
 Bernaards, Claire .....46  
 Bernhard-Oettel, Claudia.....90  
 Berntson, Erik .....85, 90  
 Bertling, Jonas .....66  
 Bertrand, Françoise .....20, 55  
 Besieux, Tijs .....48  
 Betsch, Tilmann.....57  
 Bettler, Urs.....73  
 Beudeker, Dagmar A. ....80  
 Bickerich, Katrin .....33  
 Bidee, Jemima .....10, 83  
 Biemann, Torsten .....42, 74  
 Biggio, Gianluca .....18  
 Bilian, Lin .....10  
 Bilinska, Paulina .....15, 42  
 Bilke, Lena .....34  
 Binggeli, Steve.....19, 31  
 Binnewies, Carmen .....1, 77  
 Binti Abas, Nurul Ain Hidayah .....65  
 Bipp, Tanja .....25, 81  
 Birdi, Kamal.....27  
 Biron, Michal.....17  
 Bischoff, Kim Marie .....74  
 Bitan, Kristin .....85  
 Bitter, Dorit.....41  
 Bittner, Jenny V.....9  
 Bjørkli, Cato .....21  
 Bjørklund, Roald .....21  
 Bjorvatn, Bjørn.....17  
 Blaga, Monica .....60  
 Blahopoulou, Joanna .....24, 36  
 Blanco, Sonja .....6  
 Blasco, Ricardo D. ....21  
 Bledow, Ronald.....10, 91  
 Blickle, Gerhard.....32, 39, 45, 57, 79  
 Blinnikoba, Irina V.....51

- Block, Per ..... 80  
Blom, Victoria ..... 90  
Blomme, Rob ..... 84  
Blomqvist, Kirsimarja ..... 92  
Blonk, Roland ..... 80, 90  
Blum-Rüegg, Anita ..... 40  
Boasso, Alyssa ..... 35  
Boccatto, Angelo ..... 64  
Bode, Nicole ..... 57  
Boer, Diana ..... 11, 41, 44  
Bollmann, Grégoire ..... 19  
Bolton, Lucy Elisabeth ..... 58, 79  
Boltz, Jessica ..... 80  
Bonitz, Sebastian ..... 26, 66  
Boon, Corine ..... 72  
Boos, Margarete ..... 20, 42, 89  
Borg, Vilhelm ..... 46, 70  
Borges-Andrade, Jairo ..... 20  
Borges, Livia de Oliveira ..... 23  
Borgogni, Laura ..... 10, 45, 47, 95  
Borkowski, Jan ..... 34  
Born, Marise Ph. .... 2, 40, 42, 81  
Bornewasser, Manfred ..... 86  
Borrego-Alés, Yolanda ..... 24, 56  
Bosak, Janine ..... 34, 57, 61, 73  
Bothin, Julia ..... 78  
Boudrias, Jean-Sébastien ..... 69, 76  
Bourne, Alan David ..... 34, 46  
Bova, Nicoletta ..... 28  
Boyd, Carolyn M. .... 36  
Bøyum, Hilde ..... 84  
Boz, Marina ..... 5  
Bozionelos, Nikos ..... 27, 55  
Brandstädter, Simone ..... 20  
Brantl, Anne ..... 44  
Braßler, Mirjam ..... 57  
Brauchli, Rebecca ..... 40, 83  
Bräuer, Manuela Maria ..... 56  
Braumandl, Isabell ..... 33, 39  
Braun, Susanne ..... 8, 44  
Brauner, Elisabeth ..... 83  
Breevaart, Kimberley ..... 92  
Breitenecker, Robert ..... 91  
Breitling, Kai ..... 86, 95  
Brenninkmeijer, Veerle ..... 47  
Breso, Edgar ..... 28  
Breton-Lopez, Juana ..... 28  
Breuer, Georg ..... 25  
Bria, Mara ..... 26, 28, 47, 49, 64  
Briner, Rob ..... 14, 40, 59, 93, 95  
Britsch, Mirjam ..... 58  
Brodbeck, Felix ..... 32, 63  
Brom, Sarah ..... 43  
Brondino, Margherita ..... 8, 26  
Brosi, Prisca ..... 3, 26  
Brouwers, Symen ..... 88  
Brown-Rabin, Jordan ..... 27  
Bruch, Heike ..... 3, 82  
Bruder, Ralph ..... 47  
Brunelle, Éric ..... 76  
Brunet, Jean ..... 9  
Bruni, Ilaria ..... 36  
Bruns, Anna Karin ..... 13, 39  
Brunstein, Anke ..... 33  
Brzezińska, Urszula ..... 19  
Buckley, Finian ..... 3, 85, 92  
Buczny, Jacek ..... 27, 56, 62  
Budhwar, Pawan ..... 23, 72  
Budjanovcanin, Alexandra ..... 53  
Budworth, Marie-Helene ..... 45  
Buengeler, Claudia ..... 46  
Buijsrogge, Alexander ..... 7  
Buitendach, Joey ..... 11  
Bujacz, Aleksandra Iga ..... 76  
Buksnyte-Marmiene, Loreta ..... 25  
Bündgens, Silke ..... 28  
Burkus, David ..... 38  
Burtscher, Michael Josef ..... 29, 81  
Buruck, Gabriele ..... 43  
Busch, Christine ..... 78, 79, 89  
Bussmann, Simon ..... 19  
Bustreo, Massimo ..... 58  
Buyens, Dirk ..... 10, 72  
Buyken, Maximilian B. W. .... 90  
Bye, Hege Høivik ..... 73, 78  
Byrne, Marann ..... 95  
Byrne, Zinta ..... 76
- ## C
- Caballer Hernández, Amparo ..... 7, 8, 24  
Caesens, Gaétane ..... 55, 61  
Caetano, António ..... 5, 20, 27, 36, 38, 56, 64, 74  
Cai, Alice ..... 68  
Caliskan, Eda ..... 3  
Calles, Ana ..... 58  
Campos e Cunha, Rita ..... 17  
Candida Baumer de Azevedo, Maria ..... 91  
Caniëls, Marjolein ..... 37  
Carette, Bernd ..... 10  
Caria, Mariella ..... 3, 61  
Carneiro, Isabella Gomes ..... 46, 70  
Carroll, John M. .... 96  
Carter, Angela ..... 43, 75  
Cartwright, Sue ..... 18  
Casañola, Mercedes ..... 12  
Casero, Alberto ..... 80  
Casey, Tristan ..... 73, 85  
Casper, Christoph ..... 42  
Castanheira, Filipa ..... 68  
Castaño, Gloria ..... 38, 58, 61  
Castro, Dotan Roger ..... 40, 41  
Catano, Victor Michael ..... 23  
Cea Rodriguez, Jorge ..... 57  
Ceja, Lucia ..... 70, 74  
Çelik, Gürkan ..... 2  
Cerqueglini, Marco ..... 61  
Cerrato, Javier ..... 26, 65  
Cesário, Francisco ..... 67  
Cetin, Sahin ..... 11  
Ceylan, Savaş ..... 3  
Chambel, Maria José ..... 67, 68  
Chan, Kim Yin ..... 81  
Chan, Philip ..... 14  
Chang, Chu-Hsiang (Daisy) ..... 96  
Chang, Yen-Ping ..... 11  
Charbonneau, Claude ..... 18, 65, 76  
Chartrand, Tanya ..... 30  
Chen, Peter ..... 85  
Cheng, Bonnie H. .... 11  
Cheng, Ting ..... 8  
Chernyshenko, Olexander ..... 81  
Chiesa, Rita ..... 17  
Chikoko, Gamuchirai ..... 11  
Chiocchio, François ..... 61  
Chirica, Sofia ..... 64  
Chmiel, Nik ..... 60, 85  
Chuang, Aichia ..... 31  
Chughtai, Aamir Ali ..... 95  
Chuykova, Tatiana Sergeevna ..... 62  
Cichomska, Katarzyna Izabela ..... 58, 96  
Cifre, Eva ..... 26, 65  
Cizmic, Svetlana M. .... 48
- Claire-Michelle, Look ..... 66  
Clarke, Sharon ..... 22  
Clasen, Julia ..... 78, 79, 89  
Clausen, Thomas ..... 70  
Clegg, Chris W. .... 58, 79  
Clinton, Michael ..... 40  
Cockburn, William ..... 57  
Coetzee, Melinde ..... 24  
Cohen, Laurie ..... 36  
Coimbra, Joaquim Luis ..... 90  
Cojuharencu, Irina ..... 8  
Coldea, Dorina Ioana ..... 56  
Colella, Adrienne ..... 37  
Colombo, Lara ..... 18, 60, 65  
Consiglio, Chiara ..... 47  
Contena, Bastianina ..... 3  
Conway, Edel ..... 61  
Conway, Neil ..... 40, 93, 95  
Cook, Karen ..... 92  
Cooper, Cary ..... 18  
Corbière, Marc ..... 62, 64  
Corduneanu, Bogdan ..... 28  
Corporaal, Stephan ..... 19, 91  
Correia, Andreia de Brito ..... 20  
Cortese, Claudio Giovanni ..... 18, 27, 35, 39, 60  
Cortini, Michela ..... 11, 25, 63, 72  
Corver, Sifra ..... 29  
Costa, Ana Cristina ..... 30, 82  
Costa, Sandra Pereira ..... 32  
Costa, Silvia Fernandes ..... 27, 74  
Coutu, Marie-France ..... 62  
Crawshaw, Jonathan R. .... 8, 14  
Crego, Antonio ..... 80  
Cress, Ulrike ..... 25, 94  
Cristina, Simone ..... 23  
Crommelinck, Michiel ..... 74, 81  
Cropley, Mark ..... 18, 53, 70, 77  
Crozier, Sarah Elizabeth ..... 2  
Cruise, Paula ..... 74  
Cuadrado, Esther ..... 67, 87  
Cugueró-Escofet, Natália ..... 16  
Cullen, John ..... 27  
Cullinane, Sarah-Jane ..... 73  
Cummings, Greta G. .... 95  
Cupelli, Vincenzo ..... 95  
Curral, Luis ..... 36, 42, 50, 56  
Curseu, Petru Lucian ..... 78  
Curth, Susanne ..... 10, 58  
Cuyckens, Koen ..... 24  
Czarnota-Bojarska, Joanna ..... 94
- ## D
- D' Mello, Susan ..... 56  
D. Masuda, Aline ..... 94  
D'Cruz, Premilla ..... 46, 64  
D'Ignazio, Daniela ..... 11  
D'Oliveira, Teresa C. .... 20, 22, 64  
D'Orio, Vincent ..... 53  
Dáderman, Anna Maria ..... 11  
Dagenais-Desmarais, Véronique ..... 70, 77  
Dagsland, Aase Helene Bakkevig ..... 55  
Dainty, Andy ..... 80  
Dambach, Micha ..... 89  
Daniel, Stefanie ..... 5  
Daniels, Kevin ..... 43, 52, 79, 80  
Danne, Alexander ..... 6  
Danta-Tremezano, Ella ..... 55  
Darioly, Annick ..... 46  
Dassisti, Michele ..... 26  
Datkiewicz, Sascha ..... 30, 71

Davda, Alexander.....	17	Diehl, Marjo-Riitta (Maikki).....	84	Elprana, Gwen.....	81
David, Effelsberg.....	46	Diehl, Michael.....	55	Els, Crizelle.....	67
Davidson, Tina.....	10, 82	Diekmann, Amanda.....	57	Emans, Ben.....	41
Davis, Franziska Marie.....	17	Diekmann, Corinna.....	45	Emmerich, Astrid Ingrid.....	12
Dawson, Jeremy.....	68	Diestel, Stefan.....	13, 47	Emons, Wilco H.M.....	42
Day, Arla.....	12, 68	Diethert, Alexandra Paraskevi.....	45	Endriulaitienė, Aukšė.....	20, 57, 62
De Baets, Shari.....	82	Dietl, Erik.....	57	Engel, Anna.....	72
De Beuckelaer, Alain.....	74, 81	Dietrich, Julia.....	70	Engeli, Etna E.....	29
De Beyter, Liesbeth.....	7	Dietz, Franziska.....	34	Enrique, Enrique.....	87
De Bloom, Jessica.....	77	Dietz, Graham.....	14	Epitropaki, Olga.....	51
De Carlo, Alessandro.....	63	Dietz, Jörg.....	23	Erdogan, Berrin.....	30
De Cia, Julie.....	13, 54	Dijkhuizen, Josette.....	27	Ernsting, Anna.....	94
De Cooman, Rein.....	19	Dilchert, Stephan.....	25, 26, 65	Escartin, Jordi.....	7, 81
De Cremer, David.....	15	Dimbleby, Rob.....	14	Espevik, Roar.....	43
De Cuyper, Nele.....	32, 48, 50, 70, 83, 90	Dimitrova, Nicoletta.....	92	Essers, Caroline.....	2
De Deus Alves Silva, Valdenis.....	58	Dimitrova, Zhaneta.....	28	Etzl, Dennis.....	31
De Dreu, Carsten.....	67	Docì, Edina.....	15	Eubanks, Dawn L.....	43, 80, 86
De Fruyt, Filip.....	15	Doden, Wiebke.....	41	Euwema, Martin.....	48, 82
De Gieter, Sara.....	65	Doebler, Philipp.....	1	Evans, Karoline.....	35
De Hoogh, Annebel H.B.....	43, 57, 95	Doeuvre, Deinhart.....	76	Ewen, Christian.....	32, 68
De Jong, Jeroen.....	71, 77, 78	Doherty, Richard.....	77	Externbrink, Kai.....	61
De Jong, Rendel Diederik.....	78	Dohm, Andrea.....	89	Eyben, Florian.....	30
De Kort, Susanne.....	72	Donati, Simone.....	87		
De Lange, Annet H.....	3, 15, 41	Dondon, Philippe.....	18	<b>F</b>	
De Lange, Christiane.....	91	Dönmez, Denniz.....	3, 4	Fagerlind, Anna-Carin.....	47
De Palo, Valeria.....	10	Dordoni, Paola.....	60	Falkenstein, Michael.....	30
De Pater, Irene Elisabeth.....	59, 84	Dorenbosch, Luc.....	80, 90	Farias, Eduardo.....	58
De Prins, Peter.....	49	Dorfmeister, Sebastian.....	33	Fasbender, Ulrike.....	14
De Reuver, Renee Sophia Maria.....	17	Dormann, Christian.....	37, 61, 77	Faulmüller, Nadira.....	16
De Rivas-Hermosilla, Sara.....	35	Dos Santos D. Rebelo, Teresa Manuela.....	17	Fausing, Maj S.....	44
De Sousa, Milton Correia.....	9	Drewes, Sylvana.....	77	Favilla, Marco.....	4
De Vet, Riekie.....	46	Dries, Nicky.....	24	Fay, Doris.....	21, 55, 69, 79
De Vos, Ans.....	24, 72, 78, 92	Drury, Vicki.....	73	Federler, Martina.....	23
De Vries, Sjiera.....	2	Dubbelt, Lonneke.....	34	Feinholdt, Alina.....	92
De Witte, Hans.....	7, 8, 13, 31, 32, 48, 50, 62, 69, 70, 71, 84, 90	Dumitrascu, Dan L.....	47	Feinstein, Ingrid.....	63
Deakin, Paul.....	34, 38	Dunkl, Anita.....	12, 57, 64	Feldt, Taru.....	14, 52, 70, 77
Dean, Alison.....	46	Durand, Marie-José.....	62	Felfe, Jörg.....	52, 81
Debus, Maike.....	8	Durniat, Katarzyna.....	48	Felizitas, Alaze.....	33
Debusscher, Jonas.....	15			Fell, Clemens B.....	31
Decker, Catharina.....	32, 56	<b>E</b>		Fengqing, Zoe Zhang.....	64
Degenhardt, Barbara.....	35	Eagly, Alice H.....	34, 57, 63	Fenton-O'Creivy, Mark.....	11
Dej, Dominika.....	27	Ebner, Katharina.....	45	Fernandes, Cláudia.....	21
Del Castillo, Elsa.....	26	Eby, Lillian T.....	58	Fernandes, Daniel.....	54
DeLeeuw, Krista.....	94	Eckert, Gina.....	51	Fernandez Castelao, Ezequiel.....	42, 89
Delfs, Daniela.....	91	Eckert, Regina.....	51, 52, 56	Fernet, Claude.....	62
Delgado, Naira.....	24, 25	Edwards, Dave.....	30, 71	Ferrão Fialho, Pedro Filipe.....	45
Deller, Jürgen.....	14, 37, 41	Edwards, Martin R.....	40, 72	Ferrari, Liliana Edith.....	24, 59
Dello Russo, Silvia.....	45, 94, 95	Edwards, Tony.....	40	Ferreira, Ana Teresa.....	73, 82
Delobbe, Nathalie.....	23	Eelmaa, Reeli.....	60	Ferreira, Aristides I.....	95
Demarmels, Sascha.....	11	Effelsberg, David.....	93	Ferreira, Maria Cristina.....	5
Demerouti, Evangelia (Eva).....	1, 4, 5, 43, 49, 50, 68, 73, 79, 92	Egberink, Iris.....	5	Ferreiro Basurto, Virginia.....	24
DeMore, Jamie.....	83	Ege, Harald.....	26	Ferrer, Carmen Salvador.....	57
Den Boer, Hiske.....	91	Egold, Nikolai.....	49	Ferretti, Maria Santa.....	25
Den Hartog, Deanne N.....	14, 41, 43, 69, 79	Ehrhardt, Heike.....	13	Feuerhahn, Nicolas.....	17
Denis, Pascale L.....	19	Eickholt, Clarissa.....	6	Feys, Marjolein.....	35
Dennerlein, Tobias.....	23	Einarsen, Ståle.....	17, 27, 55, 70	Fiabane, Elena.....	60, 61
Depergola, Valentina.....	10	Einarson, Stefan.....	14	Fila - Jankowska, Aleksandra.....	25
Depolo, Marco.....	28, 36	Eisenbeiss, Silke A.....	43	Filina, Natalia.....	87
Derous, Eva.....	2, 7	Ekberg, Kerstin.....	47, 62	Filipe, Nélia.....	85
Desmette, Donatienne.....	20, 55	Eklöf, Mats.....	13	Filipescu, Razvan.....	65
Desrumaux, Pascale.....	26	El Akremi, Assaad.....	16	Filippi, Graciela.....	24
Dettmers, Jan.....	52, 65	Elenurm, Taimi.....	18	Findeisen, André.....	34
Devereux, Jason J.....	53	Elenurm, Tiit.....	18	Fine, Saul.....	66
Devloo, Toon.....	35	Elfering, Achim.....	33, 53, 91	Finkelstein, Eric Andrew.....	73
Dewettinck, Koen.....	36, 82	Elgoibar, Patricia.....	82	Finkelstein, Lisa.....	16
Di Fabio, Annamaria.....	24, 25, 63	Eliot, Andrew.....	67	Fiori, Marina.....	72, 88
Di Marco, Donatella.....	61	Elke, Gabriele.....	61, 94	Fischer, Andrea.....	3, 28
Dias, Liliana.....	48	Ellemers, N.....	80	Fischbach, Andrea.....	80
Diaz Vilela, Luis Fernando.....	24, 25	Ellemers, Naomi.....	69	Fischer, Ronald.....	11
Diaz-Cabrera, Dolores.....	24, 25	Ellwart, Thomas.....	28, 52	Fischer, Sebastian.....	41
				Fischmann, Gabriel.....	32, 65, 90

- Flakke, Ellen ..... 46  
 Fleck, Steven ..... 34, 40  
 Flestea, Alina Maria ..... 28, 47, 49  
 Fletcher, Luke Claude ..... 36  
 Flin, Rhona ..... 57  
 Flint-Taylor, Jill ..... 17  
 Flintrop, Julia ..... 57  
 Flood, Barbara ..... 95  
 Flood, Patrick ..... 73  
 Floto, Doris ..... 79  
 Fonseca, Susana Barros ..... 18  
 Fontana, Rosa Pia ..... 63  
 Fonteijn, Herco ..... 61  
 Fontes da Costa, João ..... 63, 85, 86  
 Formanowicz, Magdalena ..... 19  
 Forrier, Anneleen ..... 48, 90  
 Fortes-Ferreira, Lina ..... 76, 88  
 Forthmann ..... 1  
 Fortin, Marion ..... 16, 93  
 Foster Thompson, Lori ..... 21  
 Fraccaroli, Franco ..... 7, 14, 31, 41, 47, 50, 64, 70  
 Francis, Lori ..... 68  
 Frankus, Elisabeth ..... 56  
 Frauendorfer, Denise ..... 16, 19  
 Freese, Charissa ..... 72  
 Frenay, Mariane ..... 39  
 Freres, Martin Simon ..... 84  
 Frese, Michael ..... 69, 74, 91  
 Freund, Alexandra M. .... 70, 88  
 Freund, Philipp Alexander ..... 34  
 Frey, Dieter ..... 5, 8, 9, 44  
 Fricchione, Gregory L. .... 33  
 Fridrich, Annemarie ..... 40  
 Friebel, Guido ..... 79  
 Friedrich, Niklas ..... 65  
 Friedrich, Tamara L. .... 80  
 Frisch, Johanna ..... 7  
 Frohnweiler, Anne ..... 95  
 Froidevaux-Rosset, Ariane ..... 25  
 Fromholtz-Mäki, Kristiina ..... 62  
 Fromme-Ruthmann, Margret ..... 13  
 Fruhen, Laura Sophie ..... 57  
 Fujiwara, Takeo ..... 4  
 Füllemann, Désirée ..... 40  
 Fúnez, Pedro Díaz ..... 57  
 Furunes, Trude ..... 29, 30, 41, 93  
 Fussi, Carolina ..... 54  
 Fyhn, Tonje ..... 78
- G**
- Gabarro, Fabrice ..... 23  
 Gabelica, Catherine ..... 50  
 Gabrenya, William K. .... 55, 88  
 Galais, Nathalie ..... 67, 68, 71  
 Galarza, Laura ..... 28, 78  
 Galdikiene, Nijole ..... 38  
 Galyautdinova, Svetlana Ishbuldinovna. 64  
 Gamboa, Juan Pablo ..... 72, 84, 93  
 Game, Annilee M. .... 8  
 Gamero, Nuria ..... 73, 76  
 Gangl, Katharina ..... 9  
 Garbers, Yvonne ..... 29  
 García Rubio, Carlos ..... 47  
 García-Buades, Esther M. .... 24, 38  
 García-Izquierdo, Antonio L. .... 55  
 Garda, István ..... 47  
 Gardner, Victoria ..... 14  
 Garrido, Giovanna Cammarata ..... 57  
 Gartzia, Leire ..... 26, 63, 64, 76  
 Garvare, Rickard ..... 85  
 Garza, Adela ..... 7, 31  
 Gaszka, Jessica ..... 46  
 Gatica-Perez, Daniel ..... 16, 19  
 Gatzka, Magdalena ..... 81  
 Gehring, Frank ..... 3  
 Geißler, Sanja ..... 31  
 Gelens, Jolyn ..... 24  
 Gelléri, Petra ..... 25, 47  
 Gellert, Franz Josef ..... 16  
 Gellert, Paul ..... 94  
 Gencer, Busra ..... 33  
 Georganta, Katerina ..... 18  
 Gerdenitsch, Cornelia ..... 13, 36  
 Gericke, Gudrun ..... 6  
 Gerlach, Friederike ..... 71  
 German, Hayley ..... 8, 16  
 Germeys, Lynn ..... 65  
 Gessnitzer, Sina ..... 33  
 Geurts, Sabine ..... 45  
 Gevers, Josette ..... 28, 68  
 Ghislieri, Chiara ..... 35, 60  
 Ghorashi, Halleh ..... 93  
 Ghuysen, Alexandre ..... 53  
 Gielnik, Michael Marcus ..... 74  
 Giersiepen, Annika Nora ..... 16  
 Giessner, Steffen Robert ..... 67, 68, 93  
 Giger, Jean-Cristophe ..... 23  
 Gijbels, David ..... 39  
 Gijssels, Wim ..... 50  
 Gilin-Oore, Debra ..... 68  
 Giljohann, Stefanie ..... 10  
 Gillespie, Nicole ..... 14  
 Gillet, Aline ..... 53  
 Gilman, Mark ..... 36  
 Giorgi, Gabriele ..... 18, 63, 65, 95  
 Giorgi, Ines ..... 61  
 Giovanni Mariani, Marco ..... 8  
 Gisin, Stefan ..... 29  
 Gjerstad, Brita ..... 87  
 Glambek, Mats ..... 27  
 Glaser, Jürgen ..... 15, 42  
 Glasø, Lars ..... 48  
 Glazer, Sharon ..... 57  
 Glenz, Andreas ..... 82  
 Glinicke, Caroline ..... 3  
 Gloede, Dieter ..... 79  
 Glover, Jane ..... 43, 52  
 Gockel, Christine ..... 15, 31, 44, 83  
 Godlewska-Werner, Dorota ..... 39  
 Goedicke, Anne ..... 33  
 Goerke, Panja ..... 60  
 Goertz, Wiebke ..... 34  
 Goller, Michael ..... 39  
 Golparvar, Mohsen ..... 38  
 Golz, Martin ..... 30, 60, 71, 87, 88  
 Gomes, Alexandra ..... 23  
 Gomes, Catarina ..... 36, 50, 56  
 Gomes, Duarte ..... 70  
 Gómez-Moliner, Rocio M. .... 35  
 Gonçalves, Charlisson Mendes ..... 23  
 Gonçalves, Gabriela Maria ..... 23, 24, 38, 56, 76  
 Gonçalves Martins, Helena ..... 54, 94  
 González-Morales, Gloria ..... 50  
 González-Romá, Vicente ..... 51, 72, 76, 84, 90, 93  
 Göransson, Sara ..... 21, 27  
 Gorgievski, Marjan ..... 93  
 Göritz, Anja ..... 11, 24, 57, 77, 83  
 Götze, Sarah ..... 23  
 Gouras, Athanasios ..... 86  
 Govaerts, Marjan ..... 39  
 Graça, Ana Margarida ..... 56, 81  
 Gracia Lerin, Francisco Javier ..... 17, 73  
 Gracia, Esther ..... 64, 65, 75, 82, 87  
 Graf, Matthias M. .... 32  
 Gragnano, Andrea ..... 61  
 Grande, Bastian ..... 89  
 Grazi, Jessica ..... 57  
 Gregersen, Sabine ..... 52, 89  
 Greif, Siegfried ..... 22, 33, 59  
 Greiff, Samuel ..... 40  
 Grether, Thorana ..... 64  
 Greubel, Jana ..... 33  
 Griep, Yannick ..... 62, 84  
 Griffin, Barbara ..... 74  
 Griffith, Richard L. .... 31, 43, 55, 88  
 Grill, Christina Lena ..... 21  
 Grobien, Franziska R. .... 19  
 Groen, Brenda ..... 25  
 Grohmann, Anna ..... 45  
 Gröschke, Daniela ..... 44, 88  
 Gross, Florian ..... 9  
 Grote, Gudela ..... 4, 29, 41, 42, 89  
 Gruschinske, Mario ..... 10  
 Guediri, Sara M. .... 22  
 Guarena de la Llata, Jose Maria ..... 86  
 Guerreiro Vicente, Ângelo Miguel ..... 20  
 Guerrero, Sylvie ..... 84, 94  
 Guest, David ..... 53, 79, 93  
 Guglielmi, Dina ..... 28  
 Guillaume, Yves ..... 32  
 Guinote, Ana ..... 68  
 Gulko, Tatiana ..... 74  
 Günther, Gediga ..... 1  
 Gurbuz, Sait ..... 11  
 Gurt, Jochen ..... 25, 35, 95  
 Gustafsson, Veronika ..... 91  
 Gustavsson, Maria ..... 47  
 Gutschelhofer, Alfred ..... 34  
 Gutschmidt, Anne ..... 28
- H**
- Hacker, Miriam ..... 20  
 Hacker, Winfried ..... 42, 51  
 Haddad, Albert Phillipe ..... 57  
 Hafner, Katharina ..... 45  
 Hagemann, Tim ..... 70  
 Hagemann, Vera ..... 29  
 Hahn, Christian ..... 61  
 Hahn, Verena ..... 1, 77  
 Hahnel, Ulf Joachim Jonas ..... 11  
 Hakonen, Jari ..... 36, 49  
 Hakonen, Marko ..... 6  
 Halbesleben, Jonathon ..... 91  
 Hamacher, Werner ..... 6  
 Hämmig, Oliver ..... 83  
 Hammond, Michelle ..... 80  
 Hámornik, Balázs Péter ..... 20, 81  
 Hamstra, Melvyn ..... 68  
 Handaja, Yasmin ..... 48  
 Hanin, Dorothée ..... 23, 55  
 Hansen, Niklas ..... 29  
 Hansez, Isabelle ..... 11, 13, 19, 20, 54, 55, 85, 95  
 Hårenstam, Annika ..... 85  
 Harju, Lotta ..... 36  
 Harpley, Becky ..... 36  
 Hart, Sharon L. .... 13  
 Harteis, Christian ..... 39  
 Hartl, Barbara ..... 56, 58  
 Hartling, Nikola ..... 68



Hartner-Tiefenthaler, Martina	9, 55	Hofmans, Joeri	15, 24, 31, 40	Jacobshagen, Nicola	91
Harzer, Claudia	10, 67, 88	Höft, Stefan	20	Jacoby, Johann	56
Häsänen, Lars	21, 27, 90	Hogan, Robert	32	Jain, Ajay Kumar	23, 44, 59
Hashim, Jonaidah	17	Höge, Thomas	8, 44, 71	Jakopec, Ana	38
Haslam, Alex	69	Höger, Rainer	58	Janetzke, Hanna	86, 95
Hasle, Peter	22	Hogh, Annie	70	Jansch, Vanessa Katharina	10
Hassan, Emmanuel	57	Hohenberger, Christoph	11	Jansen, Paul	93
Hassler, Béatrice	96	Holdsworth, Lynn	61	Jansen, Wiebren Siebren	44, 78
Hätinen, Marja Helena	48	Hollenbeck, John R.	12	Janssen, Anne	25
Hauser, Alexandra	5	Holling, Heinz	1, 17	Janssens, Maddy	38, 93
Häusser, Jan	7, 16, 21, 27	Holman, David	80	Janyam, Kanda	18
Haver, Annie	30	Holstad, Torsten Joakim	12, 15, 52, 85	Jarvenpaa, Sirkka L.	6
Hayibor, Sefa	26, 57	Holte, Kari Anne	87	Jeanblanc, Hélène	84, 94
Heckersbruch, Christina	84	Holten, Ann-Louise	46, 75	Jegers, Marc	10, 83
Heckmann, Mark	20, 58	Holtschlag, Claudia	94	Jehn, Karen A.	29
Hedjasie, Rebekka	11	Honkanen, Henry	58	Jelluma, Eke	56
Hedler, Helga Cristina	56	Höög, Elisabet	85	Jenny, Gregor James	39, 40
Heidemeier, Heike	71	Hope-Hailey, Veronica	14	Jeppensen, Hans Jeppe	43, 44, 59
Heiden, Barbara	15	Hoppe, Annekatrin	50, 89	Jiménez, Paul	12, 21, 57, 64
Heilmann, Pia	46	Hoque, Kim	93	Jimmieson, Nerina	31
Heimann, A.	52	Horga, Alexandra	65	Johansson, Gun	47, 62
Heinz, Matthias	79	Hornung, Severin	42	Johns, Gary	10, 33, 95
Heinze, Christian	87	Horton, Kate	9, 10	Johnson, Sheena	61
Heinze, Jörg	32	Horvath, Iren	43	Johnston, Claire	88
Heise, Oliver	63	Horvath, Lisa K.	44	Jønsson, Thomas S.	43, 44
Hellgren, Ove Johnny	73	Hoyland, Thomas Frederick Donaldson	65	Joosten, Anne	15
Hemmingsson, Tomas	62	Huber, Rafael	20	Jordão, Filomena	18, 23, 57
Hendy, Jane	46	Hüffmeier, Joachim	34, 53, 78, 84, 89	Judge, Timothy	31
Hentschel, Tanja	44	Hughes, Helen	79	Juhász, Márta	20, 81
Hepworth, Neil	45, 46	Huhtala, Mari	14, 70, 77	Juli, Marie	26
Hergert, Jane	25	Hülsheger, Ute R.	30, 34, 36, 64, 68, 74, 92	Junça Silva, Ana	64
Hernandez Baeza, Ana Maria	76	Huse, Morten	69	Jung, Wolfram	89
Hernandez Bark, Alina S.	81	Huybrechts, Gert	10, 83	Jungbauer, Kevin-Lim	15, 44
Hernández Fernaud, Estefanía	24, 25	Hyde, Gillian	34	Jungmann, Franziska	1, 52
Hernández, Ana	84, 90	Hyrkkänen, Ursula	52		
Herpertz, Sarah	19	Hyvönen, Katriina	70, 77		
Herrero Lázaro, Marta	35, 47			<b>K</b>	
Herrmann, Anne	51			Kalmijn, Suzan	15
Herrmann, Christina	46	<b>I</b>		Kamau, Caroline	20
Herrmann, Felicia	51	Ianiro, Patrizia	33	Kaminskaya, Ekaterina	60
Hertel, Guido	6, 22, 34, 53, 68, 78, 84, 89	Ihle, Andreas	42	Kamiyama, Kimika	49
Hertzsch, Helen	78	Ikeda, Hiroshi	57	Kämmer, Juliane E.	15
Hetland, Jørn	92	Ilie, Alexandra	40	Kammhuber, Stefan	88
Hetland, Jørn	43	Ilies, Remus	59	Kangas, Maiju Johanna	26
Hewett, Rebecca	10, 56	Iliescu, Dragos	5, 32, 40, 90	Kanning, Uwe Peter	19, 63
Hickman, Ingrid Karin	59	Ilvest, Jyri	18	Kanthak, Jens	89
Hiemstra, Annemarie M.F.	2, 34	Inauen Lehner, Alice	40	Kapoutsis, Ilias	32
Highhouse, Scott	49	Inceoglu, Ilke	10, 19, 34, 51, 88	Karam, Elizabeth P.	12
Hildebrandt, Vincent	46	Inesi, M. Ena	69	Karatayiloglu, Muhsine Itr	94
Hilkenmeier, Frederic	13, 83	Ingold, Pia V.	7, 31	Karen, Niven	80
Hill, Lauren	26	Ingusci, Emanuela	24, 26, 62	Kark, Ronit	44
Hiller, Madlen	86	Innocenti, Alessandro	3, 61	Karlson, Bjorn	18
Hills, Thomas	80	Ionica, Cristina	56	Karrer-Gauß, Katja	63
Hinrichs, Stephan	27	Iradi, Jon	26, 65	Karringer, Katarina	38
Hirschi, Andreas	10, 25	Irastorza, Xavier	57	Karsten, Lara	68
Hirschmann, Nathalie	10	Isaakyan, Sofya	51, 52, 56	Kaschube, Jürgen	36
Hislop, Donald	52	Isaksson, Kerstin	16	Kathleen, Otto	52
Ho, Moon-Ho	81	Işik, İdil	85	Kating, Matthias	33
Hobman, Elizabeth V.	31	Isla Díaz, Rosa	24, 25	Katsifaraki, Maria	18
Hock, Michael	19	Ismagilova, Fayruza	21	Kattenstroth, Maren	7
Hodek, Lene	47	Ispas, Dan	40	Kauffeld, Simone	20, 33, 45, 52, 59, 82
Hodel, Lea	19	Iyer, Punya V.	42	Kawakami, Norito	4, 49, 70
Hoeger, Rainer	77			Kay, Aaron	30
Hoegl, Martin	4, 18, 35			Keane, Fiona	50
Hoel, Helge	61	<b>J</b>		Kearney, Eric	13, 91
Hoerner, Katharina	9	Jabes, Davide	85	Keating, Elizabeth	6
Hoever, Inga	12	Jäckel, Ariane	55	Keating, José	73, 82
Hoffman, Brian J.	58	Jacksch, Vanessa	42	Keck, Natalija	83
Hoffmann, Karin	21	Jackson, Chris J.	31	Kecklund, Göran	45
Hoffmann, Sven	30, 87	Jacobs, Gabriele	9, 10	Kehr, Hugo M.	56, 68
Hofmann, Eva	9			Keith, Nina	13, 39, 57, 78

Keller, Anita C.....	88, 89
Keller, Johannes.....	18, 67
Keller, Monika.....	65
Kelliher, Clare.....	45
Kempfen, Regina.....	38, 88
Kemper, Peter.....	92
Kenani, Dansette Kenani.....	24
Kenny, Etlyn.....	93
Kermond, Christine M. Y.....	56, 96
Kern, Roy Max.....	65
Kerridge, Gary.....	69
Kerrin, Maire.....	14
Kersbergen, Inge.....	15
Kerschreiter, Rudolf.....	8, 32
Kersten, Joachim.....	56
Kersten, Maren.....	91
Kico, Emir.....	21
Kidron, Aviv.....	14
Kiefer, Tina.....	40, 95
Kielema, Joop.....	59
Kinahan, Mary.....	34
Kinnunen, Sanna.....	35
Kinnunen, Ulla.....	32, 48, 52, 77, 83, 84
Kirchler, Erich.....	9, 26, 55, 56, 58
Kirkendall, Sarah R.....	49
Kirves, Kaisa.....	48
Kirwan, Barry.....	57
Kiryakov, Momchil.....	28
Kismihok, Gabor.....	19
Kiss, Silke.....	63
Kix, Jasmine.....	94
Kılıç, Bülent.....	94
Kjellevoid Olsen, Olav.....	43
Kjellsen, Kristine.....	66
Klanke, Christopher.....	72
Klaus, Nicola Beatrice.....	86, 96
Klehe, Ute-Christine 1, 42, 57, 74, 83, 90	
Klein Hesselink, John.....	59
Kleine, Esther.....	95
Kleingeld, P.A.M.....	25
Kleingeld, Ad.....	81
Kleinlogel, Emmanuelle Patricia.....	23
Kleinmann, Martin...1, 7, 8, 17, 20, 31, 73, 86	
Kliegel, Matthias.....	42
Klinck, Dorothea.....	5, 29
Klinger, Christin.....	10
Klizaite, Jurate.....	38
Klostermann, Anne.....	16
Kluge, Annette.....	29
Kluger, Avraham Natan.....	40, 41, 67
Kluwer, Esther.....	82
Knecht, Michaela.....	70, 88
Knipfer, Christian.....	25
Knipfer, Kristin.....	25, 45, 94
Knoll, Michael.....	15, 35
Knoop, Franziska.....	74
Knörl, Susanne.....	33
Knust, Mareike.....	4
Koch, Anna.....	77
Koch, Lisa.....	57
Koczwarra, Anna.....	83
Koen, Jessie.....	83
Kogler, Christoph.....	26
Kogler, Marina.....	44
Kohl, Stephanie.....	64
Köhn, Anne.....	86
Koksal, Onur.....	11
Kolar, Gerald.....	9
Kolbe, Michaela.....	4, 42, 89
Kollée, Janine.....	93
Komaraju, Meera.....	63
Kompier, Michiel.....	45
König, Cornelius J. ....20, 24, 31, 46, 51, 54, 79	
Körner, Mirjam.....	13, 20, 54
Konradt, Udo.....	29
Koopmans, Linda.....	46
Korek, Sabine.....	78, 80, 81
Korff, Jörg.....	29
Korobeynikova, Elena.....	86
Korunka, Christian..13, 36, 37, 54, 74, 90	
Korzilius, Hubert.....	41
Kosinski, Michal.....	21
Kostek, John A.....	49
Kotte, Silja.....	51, 52
Kovalčikienė, Kristina.....	25, 57
Kowalski, Tina.....	13
Kozak, Agnessa.....	91
Kozłowski, Steve W. J.....	96
Kożusznik, Barbara.....	43
Kożusznik, Malgorzata Wanda.....	25
Krafft, Andreas, M.....	6
Kraiger, Kurt.....	76
Krajewski, Jarek... 30, 33, 60, 71, 77, 87, 88	
Krass-Hoffmann, Peter.....	6
Kraus, Thomas.....	53
Krause, Diana E.....	91
Krauss, Autumn.....	73, 85
Kres, Michael.....	72
Kretzschmar, Andre.....	40
Kreutzer, Nadja.....	6
Kreuzthaler, Armin.....	34
Kriek, Hennie.....	43
Krings, Franciska.....	16, 19, 31, 36, 88
Kriz, Willy.....	1
Krogstie, Birgit.....	94
Kroon, Brigitte.....	72
Kruijff, Irene.....	23
Krumm, Stefan.....	6, 22, 68, 89
Kruyen, Peter M.....	42
Kryl, Ilona, Patricia.....	6
Kubicek, Bettina.....	13, 36, 74, 90
Kuckla, Jan-David.....	25
Kudret, Selin.....	71, 72
Kugler, Katharina.....	63
Kugler, Michaela.....	47
Kuhl, Julius.....	27
Kuhn, Tobias-Jörg.....	1
Kühnel, Jana.....	10, 77, 86
Kulisa, Julija.....	79
Kunert, Sebastian.....	86
Kunter, Mareike.....	53
Kunze, Daniela.....	66
Kunze, Florian.....	82
Kuo, Eric W.....	21
Kurz, Rainer.....	66
Kusch, Rene Immanuel.....	66
Kuster, Inés.....	82
Kuznetsova, Alla.....	87
Kwiatkowski, Richard.....	12, 35
Kyndt, Eva.....	45
<b>L</b>	
La-Band, Analise.....	14
Lachner, Robert.....	3
Laguna, Mariola.....	61, 94
Lajoie, Denis.....	69, 76
Lalanne, Denis.....	77
Lamm, Claus.....	9
Lamprecht, Franziska.....	8
Lance, Charles E.....	58
Landhäußer, Anne.....	18
Landkammer, Florian.....	56
Landwehr, Julia.....	9
Laneiro, Tito Rosa.....	76
Lang, Jessica.....	53
Lang, Jonas W. B.....	30, 51, 68, 92
Lange, Sebastian.....	63
Lansu, Tessa.....	77
Lantz, Annika.....	29
Lapierre, Laurent.....	82, 83
Lapprand, Dominique.....	9
Larsman, Pernilla.....	13
Latham, Gary.....	19
Latniak, Erich.....	27
Latorre Navarro, Felisa.....	73
Latorre, Felisa.....	30, 73
Latour, Alessa.....	28
Lau, Jochen.....	6
Laufenberg, Tom.....	33, 71, 87, 88
Laumann, Karin.....	20
Lavigne, Geneviève L.....	19
Law, Kuok Kei.....	22
Lazauskaite-Zabielske, Jurgita38, 55, 71	
Lazzarini, Gianluigi.....	26
Le Blanc, Pascale.....	50, 51, 68
Leander, Pontus N.....	30, 85
Leder, Achim.....	71
Leder, Johannes.....	27
Ledimo, Ophillia Maphari.....	21, 58
Lee, Cynthia.....	8
Lee, Lindsey M.....	31
Lee, Sunyoung.....	69
Lehmann, Michal.....	67
Leicht-Deobald, Ulrich.....	3, 82
Leineweber, Constanze.....	90
Leiter, Michael.....	12, 22, 24, 68
Lemieux, Pierre.....	62
Lemonaki, Rodanthi.....	4
Lenaerts, Heidi.....	37
Lenartz, Norbert.....	6
Leon-Perez, José Mariá.....	48, 65
Leonova, Anna B.....	51
Lethaus, Firas.....	4
Leue, Anja.....	63
Levecque, Katia.....	53
Li, Jia.....	20, 31
Li, Simon YW.....	95
Li, Tony.....	19, 34
Li, Xian.....	12
Li, Yi Meng.....	81
Li, Yong-Zhan.....	38, 61
Liaw, Yuann Jun.....	31
Lievens, Filip.....	1, 10, 42, 54, 73
Lievens, Ilse.....	26
Lin-Hi, Nick.....	38, 72
Lin, Yin.....	51
Lindemann, Udo.....	63
Lindevall, Thomas.....	38
Lindgren, Hans.....	85
Llorens Gumbau, Susana .52, 83, 91, 93	
Lloret, Susana.....	25
Lloyd, Karina J.....	41
Lochner, Katharina.....	46, 66
Locht, Martijn van der.....	63
Loewenbrück, Kai.....	44
Lohrey, Sven.....	32
Londei-Shortall, Jessica.....	70, 77
Lone, Jon Anders.....	21
Longavita, Mario.....	63
Lopes Costa, Patricia.....	43, 76
Lopes, Maria Rita.....	5
Lopes, Paulo Nuno.....	54

Lopes, Rita.....	5	Marold, Juliane .....	89	Milch, Vibeke.....	21
López Diago, Rocío.....	47	Marquardt, Nicki.....	53	Milczarek, Malgorzata.....	57
Lopez, Geovanni.....	28	Marques-Quinteiro, Pedro.....	50, 56	Miraglia, Mariella.....	10, 45, 95
Lorente, Laura.....	65, 88	Marques, Cátia.....	63	Miralles, Cibeles.....	74
Lösche, Patrick.....	16	Martin, James E.....	63	Mirjam, Körner.....	54
Lothe, Benoit.....	19	Martin, Robin.....	31, 51	Miroliubova, Galina.....	21
Lotzkat, Gesche T. F.....	34	Martinaityte, Ieva.....	72	Mislín, Alex.....	44
Lourel, Marcel.....	27	Martinez Tur, Vicente .....	8, 39, 65, 75, 82, 87	Mittone, Luigi.....	26
Lourenço, Paulo Renato.....	54	Martinez-Córcoles, Mario.....	16, 17	Mlekus, Lisa.....	68
Lovakov, Andrey.....	55	Martinez-Corts, Inés.....	5	Modderman, Joost PL.....	34
Løvseth, Lise Tevik.....	27	Martinez-Íñigo, David.....	72	Moen, Bente E.....	17
Low, Kin Yew.....	81	Martinez, David.....	80	Moenkemeyer, Gisa.....	18
Lu, Changqin.....	35	Martinez, Edurne.....	96	Moeser-Whittle, Erin.....	55
Lu, Serena.....	8	Martinez, Luis F.....	95	Mohamed Hoosen Carrim, Nasima ..	63
Lub, Xander Dennis.....	84	Martinez, Vicente.....	65	Mohr, Gisela.....	16, 78
Lubart, Todd.....	1, 17	Martins, Erko.....	28, 58, 66	Mojzisch, Andreas.....	7, 21, 26, 27
Luciano, Eva.....	88	Martins, Prof Nico.....	58	Mol, Stefan Thomas.....	19
Luijters, Kyra.....	78	Marty, Adrian.....	89	Molan, Gregor.....	36
Lundberg, Gustav.....	26	Marzucco, Laurence.....	95	Molan, Marija.....	36, 93
Luque, Oto.....	87	Maslic Sersic, Darja.....	84	Molan, Martin.....	93
Luypaert, Gaylord.....	61	Maslin, Ann-Christine.....	45	Molero, Fernando.....	93
Luzianina, Marina.....	87	Maßholder, Frigga.....	79	Molina, Agustín.....	8, 65, 82, 87
Lvina, Elena.....	32, 33	Mateeva, Teodora.....	61	Moliner, Carolina.....	8, 65, 82, 87
<b>M</b>					
Ma, Jian.....	81	Matthiesen, Stig Berge.....	48	Molines, Mathieu.....	16
Mabasso, Quiteria.....	61	Mauno, Saija.....	8, 14, 32, 35, 83, 84	Molino, Monica.....	18, 35
MacDonald, Mandi.....	68	May, Daniel.....	51, 66	Möller, Heidi.....	3, 52
Machado, Tony.....	26	Maynard, M. Travis.....	6	Molodykh, Ekaterina.....	21
Machowski, Sabine.....	3	Mayrhofer, Hemma.....	56	Möltner, Hannah.....	94
MacIver, Iain Robert.....	66	Mazei, Jens.....	34	Moneta, Giovanni B.....	18, 36
Mackenzie Davey, Kate.....	34	Mazzetti, Greta.....	28, 36	Mönninghoff, Martina.....	94
Mackinnon, Sean.....	68	McCarthy, Julie M.....	11, 30	Monseur, Christian.....	19
Macky, Keith Alexander.....	59	McCray, Janet.....	60	Montani, Francesco.....	41, 69
Madrid, Héctor.....	41, 69, 79	McDermott, Ronja.....	78	Montasem, Alexander.....	76
Maeran, Roberta.....	27, 64	McDonald, Daniel.....	55, 88	Montgomery, Anthony.....	18
Magerøy, Nils.....	17	McDowall, Almuth.....	55	Moransais, Benoit.....	72
Maggiori, Christian.....	88	McGoldrick, Janet.....	6	Moreira, Frederico Maciel.....	23
Magley, Vicki.....	12	Meade, Adam W.....	21	Moreno Romero, Ana.....	4
Mahan, Robert P.....	58	Mearns, Kathryn.....	57	Moreno-Jiménez, Bernardo ...	35, 47, 70
Mahlfeld, Wiebke.....	77	Medina Diaz, Francisco.....	57	Moreno, Ynomig.....	70
Mahou Fernández, Angel.....	4	Medina, Francisco.....	57, 82	Morgeson, Frederick P.....	7, 31
Maiden, Neil.....	94	Medina, Vicente Pecino.....	57	Moriano, Juan A.....	93
Maier, Günter W.....	15, 25, 34, 70	Medisauskaite, Asta.....	20, 62	Morinaga, Yuta.....	81
Maiolo, Maria Elisa.....	25, 63	Mehdad, Ali.....	38, 61	Morner, Michèle.....	94
Mäkikangas, Anne ...	32, 34, 35, 48, 77, 83, 84	Mehdizadegan, Iran.....	61	Morris, Michael.....	46
Makri, Eleni.....	58	Meier, Felix.....	66	Morrison, Rachel Lopes.....	59
Malo, Marie.....	61	Meier, Laurenz L.....	91	Moser, Karin S.....	6, 15
Malonson, Bernie L.....	56	Meinecke, Annika L.....	20	Moser, Klaus.....	3, 15, 71, 84, 86
Mañas, Yolanda.....	12	Meisler, Galit.....	32	Moskaliuk, Johannes.....	25
Manassero-Mas, M.Antonia.....	38	Melchers, Klaus G.....	7, 31, 42, 73, 86	Mostert, Karina.....	67
Mandl, Heinz.....	23	Mellner, Christin.....	45	Mota, Ana.....	63
Maneotis, Sarina.....	73	Mellor, Nadine.....	43	Moukarzel, Rana.....	55
Manguela, Paloma.....	61	Meltz, Oliver.....	78	Mourlane, Denis.....	59
Mann, Sara L.....	45	Mendonça, Helenides.....	5	Muck, Peter M.....	19
Mansell, Warren.....	80	Mendoza-Sierra, María Isabel.....	24, 56	Muehlbacher, Stephan.....	56, 58
Manser, Tanja.....	29	Mengov, George.....	28	Mueller, Andrea.....	23
Mansor, Syifaa'.....	69	Mercado, Brittany.....	65	Mueller, Karsten.....	72
Manukyan, Artak.....	3	Merkulova, Natalia.....	73	Muhammad, Rabiah S.....	43
Manuti, Amelia.....	10, 62, 63	Merkus, Suzanne Lerato.....	87	Mulder, Liselotte.....	47
Manzey, Dietrich.....	16, 89, 96	Meshoulam, Ilan.....	14	Mulder, Regina.....	76
Marchese, Mariangela.....	63	Metin, U. Baran.....	18	Mulhern, William.....	51, 52, 56
Marcus, Bernd.....	25, 35, 95	Meurant, Caroline.....	39	Müller, Andreas.....	15
Marcus, Justin.....	16, 24	Meyer, Bertolt.....	31, 81, 82, 96	Müller, Christian.....	54
Margenfeld, Jil.....	94	Meyers, Christina.....	67	Müller, Christoph.....	10, 55
Marin, Juan Llopis.....	57	Michaelis, Martina.....	13	Müller, Karsten.....	38, 88
Marique, Géraldine.....	25, 54, 95	Michel, Alexandra.....	33, 50	Müller, Sandrine.....	42
Mark, Vollrath.....	4	Mierke, Katja.....	53	Müller, Susanne Caroline.....	13
Markuckaite, Giedre.....	2	Miethner, Alexandra.....	21, 59	Müllner, Thomas.....	6
Marmier, Virginie.....	20	Miglioretti, Massimo.....	61	Mumford, Sally.....	14
		Mignonac, Karim.....	16	Munduate, Lourdes.....	56, 61, 65, 82
		Milam, Alex.....	55	Muñoz, Veronica.....	21
		Milani, Laura.....	58	Muschalla, Beate.....	21
				Mütze-Niewöhner, Susanne.....	80

Myklebust, Trond .....21  
 Mykletun, Reidar J..... 30, 41, 55, 62, 93

## N

Nachreiner, Friedhelm.....33  
 Nachtwei, Jens.....58  
 Naedenoen, Frédéric .....13  
 Näswall, Katharina.....90  
 Nauta, Aukje.....84  
 Navajas Adan, Joaquín .....85  
 Navarro Guzmán, Capilla.....24  
 Navarro, José.....42, 55, 70, 74  
 Neall, Annabelle M.....47  
 Neff, Angela.....4  
 Negrini, Alessia.....62  
 Neiva, Elaine Rabelo.....5, 23, 54, 58  
 Nelissen, Jill.....48  
 Nelissen, Philippe T.J.H.....64  
 Nelson, Carnot.....3  
 Nerdinger, Friedemann W.10, 28, 55, 58, 66  
 Nery, Vanessa.....5  
 Neufeind, Max.....36  
 Neumann, Wilfried.....76  
 Neves, Lurdes.....57  
 Neves, Pedro.....32, 46, 66  
 Newel, Richard.....3  
 Nguyen, Laurent.....19  
 Nicolson, Roderick Ian.....14, 27  
 Niedermeier, Sandra.....23  
 Niehaus, Mathilde.....47, 64  
 Nielsen, Karina Marietta.....79  
 Niemann, Jana.....81  
 Nienhaus, Albert.....52, 89, 91  
 Niesen, Wendy.....32, 69  
 Nieß, Christiane.....74  
 Niessen, Cornelia.....4  
 Niestroj, Nicolas.....58  
 Nijhuis, Frans J.N.....64  
 Nijp, Hylco.....45  
 Nijstad, Bernard.....67  
 Nikolaou, Ioannis.....30, 50, 86  
 Nikolova, Irina.....13  
 Nimmerfroh, Maria Christina.....49  
 Niven, Karen.....41, 52, 80  
 Nixon, Ashley.....3  
 Nizielski, Sophia.....19  
 Noack, C. Martin G.....24  
 Nohe, Christoph.....5  
 Nonose, Kohei.....29  
 Noordzij, Gera.....81  
 Nordbäck, Emma.....6  
 Nordström, Karin Birgitta.....61  
 Noronha, Ernesto.....46  
 Notelaers, Guy.....45, 65, 69, 70  
 Nowak, Patricia.....4  
 Noyens, Dorien.....39  
 Ntalianis, Filotheos.....58  
 Nübold, Annika.....15, 25  
 Nylén, Eva Charlotta.....21, 27, 90  
 Nyssen, Anne-Sophie.....53  
 Nyström, Monica E.....85

## O

O'Connor, Elinor.....22  
 O'Neill, Patrick Brennan.....18  
 O'Shea, Deirdre.....3  
 Oarga, Cristina.....8  
 Oc, Burak.....16, 23  
 Ocel, Hatem.....18

Ochoa Ruiz, Josefina.....86  
 Odermatt, Isabelle.....20  
 Odoardi, Carlo.....41, 69  
 ODonoghue, Ashley.....61  
 Oellerich, Katrin.....3  
 Oerder, Katharina Sarah.....39  
 Oerlemans, Wido.....67, 92  
 Oertel, Rasmus.....28, 29  
 Ohly, Sandra..3, 11, 28, 31, 41, 49, 79, 96  
 Okay-Somerville, Belgian.....84  
 Oldham, Greg R.....35  
 Oliveira, Iris.....63  
 Oliveira, Maria João Santos.....17  
 Oliveira, Teresa Carla.....63, 85, 86  
 Ollila, Juhani Veli Kullervo.....57  
 Oltra, Rafael.....76  
 Omuris, Ece.....3  
 Ones, Deniz S.....17, 25, 26  
 Oosthuizen, Rudolf Machiel.....24  
 Oostrom, Janneke K.....7, 34, 42  
 Opre, Adrian.....64  
 Orehek, Ed.....11  
 Orel, Ekaterina.....64  
 Orengo, Virginia.....87, 96  
 Orgambidez-Ramos, Alejandro ..23, 24, 56  
 Orianne, Jean-François.....54  
 Ortan, Ciprian.....65  
 Ortiz Bonnin, Silvia.....24  
 Osatuke, Katerine.....22  
 OShea, Deirdre.....50  
 Ossenkop, Carolin.....92, 93  
 Otte, Sebastian.....58  
 Otten, Sabine.....44, 78  
 Otto, Kathleen.....23, 65, 85  
 Ouweneel, Else.....50  
 Ozyilmaz, Adnan.....85

## P

Paas, Leo.....70  
 Paauwe, Jaap.....24  
 Paddock, Layne.....8  
 Palano, Francesca.....62  
 Palanski, Michael E.....43  
 Palazzeschi, Letizia.....25, 63  
 Pallesen, Ståle.....17  
 Palmer, Adam.....60  
 Palmer, Regina.....86  
 Pamungkas, Catur Aji.....54  
 Panari, Chiara.....28  
 Paniagua Sánchez, David.....35  
 Pantanella, Federica.....63  
 Paolillo, Anna.....26  
 Papagiannidis, Savvas.....4  
 Papalexandris, Alexandros.....32  
 Parada Ruiz, Elva Leticia.....86  
 Parenteau, Chloé.....70, 77  
 Paridon, Hiltraut.....63  
 Parts, Velli.....23, 60  
 Pasini, Margherita.....8, 26, 32, 71  
 Paškvan, Matea.....13, 74, 90  
 Passenier, David Falco.....92  
 Passos, Ana Margarida20, 42, 43, 50, 56, 76, 81, 89  
 Patel, Charmi.....23, 72  
 Paterson, Karen Susana.....76  
 Patient, David.....8, 16  
 Patterson, Fiona.....14, 30, 83  
 Patterson, Malcolm.....41, 69, 79  
 Paul, Karsten Ingmar.....3, 84  
 Pavakanun, Ubolwanna.....52

Pāvuls, Uldis.....21  
 Payne, Keith.....30  
 Pearce, Marina.....96  
 Peccei, Riccardo.....24, 37  
 Pechtold, Sabine.....95  
 Peeters, Ellen R.....48  
 Peeters, Helga.....10  
 Peeters, Maria C. W.....4, 49, 82, 83  
 Peiró, José María..7, 8, 17, 25, 31, 50, 72, 76, 90, 93  
 Pekkonen, Mika.....48  
 Peñarroja, Vicente.....87  
 Peng, Xiao.....96  
 Pepermans, Roland.....10, 24, 83  
 Peralta-Gomez, Maria Claudia.....59  
 Peralta, Carlos Ferreira.....53, 54  
 Pereira, Anabela.....21  
 Pereira, Ester Maria.....62  
 Pérez, Vanesa.....67  
 Perko, Kaisa.....52  
 Perrotis, Konstantinos.....18  
 Perry, Sara.....55  
 Peters, Lioba.....45  
 Peters, Michael.....63  
 Peters, Pascale.....45, 82  
 Petersen, Lars-Eric.....35  
 Petrou, Paraskevas.....49  
 Petrou, Paris.....47  
 Petrovic, Ivana B.....48  
 Peus, Claudia.....9, 44, 66  
 Pfabigan, Daniela.....9  
 Pfaff, Holger.....41  
 Pfattheicher, Stefan.....67  
 Phaneuf, Julie-Élaine.....76  
 Philipp, Anja.....53  
 Philippaers, Kristien.....90  
 Piccoli, Beatrice.....8, 71  
 Piccone, Katrina.....31  
 Pichault, François.....13, 54  
 Picu, Cosmina.....65  
 Pieterse, Anne Nederveen.....12  
 Pietrzyk, Ulrike.....51  
 Pina e Cunha, Miguel.....57  
 Pinato, Silvia.....27, 64  
 Pini, Alessandro.....8  
 Pinto, Sofia Pereira.....86  
 Pintor, Sandra.....44  
 Pircher Verdorfer, Armin.....9  
 Pircher Verdorfer, Armin.....38  
 Plückthun, Laura.....79  
 Podsiadlowski, Astrid.....44, 93  
 Poels, Truus.....59  
 Pöppelbaum, Julia.....70  
 Polat, Tugba.....40  
 Polkina, Tatiana Mihaylovna.....62  
 Pomeroy, Linda.....46  
 Popławska, Agnieszka.....62  
 Porto, Juliana Barreiros.....23  
 Postmes, Tom.....60  
 Potocnik, Kristina.....30, 91  
 Pousette, Anders.....13, 85  
 Prado, Tania.....12  
 Prem, Roman.....13, 74  
 Preuss, Achim.....46, 66  
 Price, Deborah.....49  
 Pries, Jan Christoph.....58  
 Proença, Teresa.....23, 54, 94  
 Przybysz, Philipp.....80  
 Pundt, Alexander.....51, 66  
 Punnokkhaew, Noppadol.....53

## Q

Querstret, Dawn..... 18, 70

## R

Rab, MacIver..... 66  
 Rachl, Judith..... 84, 85  
 Radon, Katharina..... 11  
 Raeder, Sabine..... 84  
 Raemdock, Isabel..... 39  
 Rahnfeld, Marlen..... 42  
 Ramírez Marín, Jimena Y..... 56, 57  
 Ramirez-Fernandez, Jaime..... 56  
 Ramis-Palmer, M. Carmen..... 38  
 Ramos-Villagrasa, Pedro J..... 55  
 Ramos, Francisco..... 28  
 Ramos, José..... 50, 82, 87  
 Ramos, Valentina..... 23  
 Randmann, Liina..... 84  
 Rantanen, Johanna..... 35, 70, 83  
 Rappagliosi, Cristina Maria..... 24, 53  
 Rațiu, Lucia..... 9, 26  
 Rayner, Charlotte..... 64  
 Rebelo dos Santos, Nuno..... 46  
 Rego, Marco..... 69  
 Reichmann, Heinz..... 44  
 Reif, Julia..... 63  
 Reijseger, Gaby..... 49  
 Reina-Tamayo, Andrea Marcela..... 35  
 Reinders, Jennifer..... 77  
 Reinprecht, Klaus..... 4, 71  
 Reißer, Ulrike..... 61  
 Reknes, Iselin..... 17  
 Remdisch, Sabine..... 5  
 Respati, Adi..... 54  
 Retowski, Sylwiusz..... 25, 62  
 Rewers, Katarzyna..... 62  
 Rexroth, Hannah..... 3  
 Rexroth, Lisa..... 9  
 Rial Gonzalez, Eusebio..... 57  
 Riantoputra, Corina D.S..... 54  
 Ribeiro, Luisa..... 76  
 Ricci, Aurora..... 28  
 Richter, Manuela..... 46  
 Richter, Peter..... 43  
 Rico, Ramón..... 30, 42, 75, 82, 91  
 Ricotta, Simona..... 60  
 Rieskamp, Jörg..... 20  
 Riggio, Ronald..... 46  
 Rigotti, Thomas..... 16, 51, 52, 78, 81, 83  
 Rikel, Alexander M..... 24  
 Ringelband, Olaf J..... 73  
 Ringeval, Fabien..... 77  
 Rink, F. A..... 80  
 Rinkenauer, Gerhard..... 87  
 Rios, Kimberly..... 69  
 Rispens, Sonja..... 29, 68  
 Ritter, Simone..... 77  
 Ritzenhöfer, Lisa..... 3  
 Rocco, Gemma Ribalta..... 62  
 Roczniewska, Marta..... 62  
 Rodopman, Burcu..... 30  
 Rodrigues, Piedade..... 95  
 Rodrigues, Ricardo..... 53, 93  
 Rodríguez-Carvajal, Raquel..... 35, 47  
 Rodríguez-Montalvan, Ramon..... 83  
 Rodríguez-Muñoz, Alfredo..... 4, 69, 70  
 Rodríguez-Sánchez, Alma..... 49  
 Rodríguez, Isabel..... 25  
 Rodríguez, Miguel Ángel Mañas..... 57  
 Rodríguez, Naria Delgado..... 25

Roe, Robert A..... 31, 51, 59  
 Rogiest, Sofie EAM..... 95  
 Roitsch, Katharina..... 42  
 Rojon, Céline..... 55  
 Roll, Lara C..... 95  
 Roman-Calderon, Juan Pablo..... 63  
 Romano, Diana..... 33  
 Romeike, Philipp Daniel..... 63  
 Romeo, Luciano..... 26  
 Romeo, Marina..... 12, 28, 72  
 Rompf, Marc-David..... 58  
 Roose, Henk..... 53  
 Roque, Helena Cristina..... 20  
 Rosa, Hartmut..... 54  
 Rosales Sánchez, Christian..... 24, 25  
 Roscher, Susanne..... 17  
 Rosing, Kathrin..... 16, 91  
 Roskes, Marieke..... 67  
 Rossberger, Robert..... 91  
 Rosseti Lopez, Sergio Ramon..... 86  
 Rostad, Ingrid Steen..... 27  
 Roth, Colin..... 86  
 Rothmann, Ian..... 67  
 Rothmann, Sebastiaan..... 62, 84  
 Rötting, Matthias..... 71  
 Roulin, Nicolas..... 7, 31  
 Rousseau, Denise..... 84  
 Rousseau, Vincent..... 76  
 Rowbotham, Kate..... 45  
 Roy, Rumela..... 55  
 Roźnowski, Bohdan..... 62  
 Rubino, Cristina..... 18, 55  
 Ruch, Willibald..... 10, 67, 88  
 Rudolph, Cort..... 16  
 Rueß, Michael..... 85  
 Ruff, Stefan..... 71  
 Ruiz de Huydobro, Gema..... 3  
 Ruokolainen, Mervi..... 83, 84  
 Rup, Deborah..... 16  
 Rus, Claudia..... 9  
 Rus, Diana..... 43, 81  
 Russo, Sebastian..... 42  
 Russo, Vincenzo..... 58, 85  
 Rutte, Christel..... 47  
 Ruttke, Tobias..... 6  
 Rybnicek, Robert..... 34  
 Rydstad, Lisa..... 74  
 Rydstedt, Leif Werner..... 53

## S

Saarelma-Thiel, Tiina..... 56  
 Sackmann, Sonja A..... 56, 86, 96  
 Sacramento, Claudia..... 32, 72  
 Sætren, Gunhild Birgitte..... 58  
 Sahin, Faruk..... 11  
 Saifoulline, Rinat..... 80  
 Saksida, Tina..... 55  
 Saksvik, Per Øystein..... 21, 27  
 Salabarnada Roset, Estel·la..... 85  
 Salanova, Marisa..... 35, 49, 52, 83, 91, 93  
 Saldanha, Maria Francisca..... 8  
 Sales, Patrícia de Andrade Oliveira..... 94  
 Salmela-Aro, Katariina..... 70  
 Sam, Yoke Loo..... 81  
 Sampayo, Marta Mello..... 38  
 Sanchez-Cardona, Israel..... 93  
 Sanchez-Cortes, Dairazalia..... 16  
 Sanchez-Herrero, Silvia..... 58  
 Sanchez-Manzanares, Miriam..... 42, 82  
 Sánchez, Jesús..... 87  
 Sánchez, José M..... 12

Sandal, Gro Mjeldheim..... 73, 78  
 Sandamas, Claire Fionnuala..... 65  
 Sandell, Kyle..... 76  
 Sander, Nicolas..... 19  
 Sanders, Jos..... 90  
 Sanders, Stacey..... 30  
 Santos, Catarina Marques..... 50, 89  
 Santos, Joana..... 23, 24, 56  
 Santos, Susana Correia..... 74  
 Sanz-Vergel, Ana Isabel..... 4, 70  
 Sarchielli, Guido..... 7  
 Sarnin, Philippe..... 27, 61  
 Sartori, Riccardo..... 53  
 Sassenberg, Kai..... 56, 69, 81  
 Sasser, Maja..... 70  
 Sauer, Juergen..... 77  
 Sauer, Nils Christian..... 52  
 Saunders, Mark N. K..... 55  
 Saupe-Heide, Maria..... 47  
 Savignano, Elisa..... 8  
 Savioli, Gaia..... 61  
 Saw, Seang Mei..... 73  
 Schad, Elinor..... 18  
 Schaffner, Dorothea..... 11  
 Schalk, René..... 21, 27, 62, 72, 84  
 Schaper, Niclas..... 13, 83  
 Schaubroeck, John M..... 56  
 Schaufeli, Wilmar..... 36, 40, 43, 47-50  
 Scheel, Tabea Eleonore..... 83  
 Scheepers, Daan..... 69  
 Scheibe, Susanne..... 29, 30  
 Scheithauer, Linda..... 55  
 Schenka, Corinne..... 60  
 Schenker, Anna..... 53  
 Scherer, Sonja..... 3  
 Schermuly, Carsten C..... 82  
 Schilling, Jan..... 9, 66  
 Schimanski, Sigmund..... 77  
 Schinewitz, Petra..... 74  
 Schinkel, Sonja..... 19, 73  
 Schippers, Michaéla C..... 37, 77, 96  
 Schirmer, Sven..... 87  
 Schlett, Christian..... 55, 94  
 Schlick, Christopher M..... 80  
 Schlüter, Elmar..... 7  
 Schmelzer, Yasmin..... 86  
 Schmid Mast, Marianne..... 16, 19  
 Schmid-Loertzer, Nikola..... 78  
 Schmid, Ellen..... 66  
 Schmid, Susanne..... 11  
 Schmidt-Brasse, Ute..... 43  
 Schmidt-Huber, Marion..... 8  
 Schmidt, Klaus-Helmut..... 13, 47  
 Schmidt, Rebecca..... 31, 44  
 Schmitt, Antje..... 3, 11  
 Schmitt, Nadine..... 62, 77  
 Schmutz, Jan..... 29  
 Schneider, Benjamin..... 90  
 Schneider, Michael..... 94  
 Schneider, Sebastian..... 80  
 Schneider, Wolfgang..... 62  
 Schnieder, Sebastian..... 30, 33, 71  
 Schnitzler, Natascha..... 33  
 Schnupp, Thomas..... 60, 88  
 Schöbel, Markus..... 16, 20, 89  
 Schödl, Michal M..... 67  
 Scholarios, Dora..... 84  
 Scholl, Annika..... 68, 69  
 Scholl, Wolfgang..... 69, 80, 86, 95  
 Schooreel, Tess..... 86, 87  
 Schremmer, Carmen..... 89  
 Schreurs, Bert H.J..... 7

Schrod, Nadine.....	42	Skinner, Denise.....	14	Stinglhamber, Florence	20, 23, 55, 61, 95
Schroer, Joachim.....	3	Skjong, Rickard Johan.....	20	Stobbeleir, de, Katleen.....	37
Schubach, Katrin.....	80	Skogstad, Anders.....	27	Stock-Homburg, Ruth.....	28
Schuh, Sebastian C.....	6, 7, 81, 83	Sliskovic, Ana.....	84	Stokes, Paul.....	27
Schüler, Katja.....	39	Smirnova, Anna.....	20	Straatmann, Tammo.....	38, 88
Schüler, Ulrich.....	59	Smit, Aukje.....	78	Strache, Jelena.....	29
Schuller, Bjoern.....	30	Smorzewska, Barbara.....	23	Strasser, Matthias.....	68
Schulte, Eva-Maria.....	33, 45	Sniderman, Pat.....	11	Stratton, John.....	64
Schulte, Petra.....	60	Sobiraj, Sonja.....	78	Straub, Caroline.....	87
Schultze, Thomas.....	9, 21, 26, 35	Solberg, Astrid.....	87	Strauss, Karoline.....	41
Schulz-Hardt, Stefan	9, 16, 21, 26, 35, 77	Solem, Per Erik.....	41, 93	Strehmel, Petra.....	86
Schulz, Heiko.....	41	Solga, Marc.....	46, 83, 93	Strizhova, Ekaterina.....	25
Schumacher, Désirée A.T.....	7	Solinger, Omar.....	31	Strohschneider, Stefan.....	88
Schupa, Juliane.....	6	Soll, Henning.....	60	Strömgren Jönsson, Lotta.....	26
Schuster, Gerda.....	20	Sommer, David.....	30, 71, 87	Struck, Stefanie.....	4
Schütz, Astrid.....	19	Sommerlatte, Tom.....	69	Struijs, Jeanette.....	95
Schwager, Inge T.L.....	30	Somogyi, Diana.....	64	Stuhlmacher, Alice.....	34
Schwarzer, Ralf.....	94	Sonderegger, Andreas.....	77	Stumpf, Eva.....	62
Schwarz Müller, Tanja.....	26	Song, Zhaoli.....	12, 73	Sturges, Stephanie.....	27
Schweer, Martin.....	3	Sonnentag, Sabine	4, 5, 64, 77, 79, 92, 96	Sujan, Harish.....	23
Schyms, Birgit.....	8, 9, 51	Sonntag, Karlheinz.....	5, 20	Sulea, Coralia.....	32, 40, 47, 65, 90
Sciangua, Cinzia.....	85	Soós, Juliánna.....	81	Sullivan, Edward.....	16
Sczesny, Sabine.....	19, 44, 57	Sora, Beatriz.....	8, 71	Summers, James.....	39
Searle, Rosalind H.....	11, 14, 49, 69, 92	Sørensen, Ole Henning.....	12, 22, 70	Surma, Silke.....	64
Seeger, Björn.....	41	Soucek, Roman.....	15	Sušanj, Zoran.....	39
Segers, Jesse.....	10, 95	Sousa-Ribeiro, Marta.....	90	Sutton, Anna.....	28, 60
Segers, Mien.....	29, 50	Sousa, Juliana Moraes de.....	23	Suwannarat, Tatsanai.....	53
Seggewiß, Britta.....	72	Souza, Anizaura Lidia Rodrigues de.....	23	Sverke, Magnus.....	21, 27, 38, 76, 90
Seiberling, Christian.....	45	Soylu, Soydan.....	2	Syrek, Christine J.....	34, 35
Seiler, Kai.....	33	Spada, Hans.....	11	Syroit, Jef.....	13
Selenko, Eva.....	32	Spahn, Donat.....	89	Syse, Astri.....	41, 93
Semeijn, Judith.....	37	Spanu, Florina Dana.....	26, 28, 47, 49	Szücs, Stefan.....	85
Semmer, Norbert K.....	89, 91	Sparr, Jennifer.....	9, 45	Szvicsev Tresch, Tibor.....	73
Sende, Cynthia Christine.....	68, 71	Spence Laschinger, Heather K.	12, 68, 95		
Seppälä, Tuija.....	82	Spiess, Erika.....	28	<b>T</b>	
Seppelfricke, Thomas.....	18	Spieß, Sven-Oliver.....	71, 72	Tabernero, Carmen M.....	67, 87
Serlie, Alec W.....	42	Spitzmüller, Matthias.....	12	Taddei, Stefano.....	3, 61
Serradilla, Francisco.....	80	Spörle, Matthias.....	3, 11, 26	Taeymans, Sofie.....	48
Setti, Ilaria.....	61	St-Arnaud, Louise.....	62	Tanghe, Jacqueline.....	43
Shajek, Alexandra.....	86, 95	Stam, Daan.....	67	Tanner, Grit.....	61, 91
Shantz, Amanda.....	19, 55, 71	Stab, Nicole.....	51	Tanucci, Giancarlo.....	10, 24, 62
Shaughnessy, Brooke.....	44	Stade, Melanie Janina Christine.....	58	Taris, Toon W.....	18, 36, 47, 49
Shemla, Meir.....	12, 13, 15	Staetsky, Laura.....	57	Tatham, Nicola.....	34
Shevchuk, Anastasia.....	28	Stafitshuck, Anna.....	31	Tatu, Ofelia.....	27, 48
Shimada, Kyoko.....	4	Stam, Daan.....	32, 67	Taveira, Maria do Céu.....	63
Shimazu, Akihito.....	4, 49	Stamati, Teta.....	4	Taylor, Nicola.....	34
Sian, Christina Elizabeth.....	80	Stark, Jennifer.....	26	Teichmann, Mare.....	18, 43
Sichler, Ralph.....	23, 60	Starzyk, Anita.....	79	Tement, Sara.....	36, 83
Siebelmann, Bernhard.....	87	Stasiak, Karolina.....	85	Theadom, Alice.....	77
Siegrist, Karin.....	94	Staufenbiel, Thomas.....	18	Thielgen, Markus.....	22, 68
Siek, Julia.....	39	Steensma, Herman.....	23, 76, 77	Thielsch, Meinald T.....	19, 63
Siemoneit, Hanna.....	77	Stefano, George B.....	33	Thoegersen, John.....	23
Sijtsma, Klaas.....	42	Steger, Anne-Kathrin.....	13	Thomas, Christopher J.....	8
Silla Guerola, Inmaculada.....	21, 73, 85	Stegmann, Sebastian.....	7, 13, 31, 49	Thompson, Richard C.....	33, 34, 46
Silva, Ana Daniela.....	63	Steidle, Anna.....	50	Thompson, Robert.....	59
Silva, Ana J.....	5	Stein-Müller, Susanne.....	10	Thun, Sylvi.....	27
Silva, Carlos.....	21	Steinbach, Sebastian.....	66	Tibax, Veerle.....	20
Silva, Isabel.....	73, 82	Steiner, Rebekka Simone.....	36	Tikhomandritskaya, Olga A.....	24
Silva, Maria Rita.....	20, 38	Steiner, Wolfgang.....	87	Titzrath, Angela.....	37
Silva, Silvia.....	44	Steinheider, Brigitte.....	13, 38	Toivanen, Susanna.....	26, 54
Silva, Silvia Agostinho.....	38, 89	Steininger, Thomas.....	58	Toker, Sharon.....	17
Sim, Samantha.....	16	Steinmann, Barbara.....	25	Tolvanen, Asko.....	14, 70, 84
Simbula, Silvia.....	28	Stelmokienė, Aurelija.....	57	Tomás, Inés.....	17
Simosi, Maria.....	54, 83	Stelzle, Florian.....	25	Tomaschek, Anne.....	21
Sinclair, Robert R.....	63	Stempel, Christiane R.....	16, 52, 85	Tomietto, Marco.....	24
Sinn-Behrend, Andrea.....	47	Stengård, Johanna.....	90	Topakas, Anna.....	51, 68
Sitser, Thomas.....	40	Sterczyński, Radosław.....	62	Tordera, Núria.....	76, 88
Siu, Angela Fung Ying.....	76	Stern, Alexander.....	35	Torkelson, Eva.....	18
Siu, Cho Ngan.....	94	Stiehl, Sibylle.....	81	Törner, Marianne.....	13
Siu, Oi Ling.....	35, 94, 95	Stiglbauer, Barbara.....	1, 8	Torrente, Pedro.....	49
Six, Frederique.....	14	Stiller, Klaus.....	39	Torres, Luis.....	72
Sjöberg, Anders.....	5, 38	Stillwell, David J.....	21		

Totterdell, Peter .....	41, 80
Trapp, Julia .....	56
Travaglianti, Fabrice.....	54
Treadway, Darren .....	33
Treffenstädt, Christian.....	9, 53
Tremblay, Isabelle.....	61
Trépanier, Sarah-Geneviève ..	18, 65, 76
Tria, Stefania.....	72
Trimpop, Rüdiger, Manfred.....	6
Trougakos, John P.....	11
Trümper, Lorenz.....	89
Truss, Katie.....	36
Trutschel, Udo.....	30, 71, 87
Truxillo, Donald M. ...	7, 30, 31, 41, 74, 90, 91
Trzepiota, Magdalena.....	62
Tschan, Franziska.....	91
Tschopp, Cécile.....	41
Tsuno, Kanami .....	70
Tucker, Danielle.....	46
Tucker, Philip.....	18
Tuckey, Michelle R. ....	36, 47
Tuncer, Ayşe Esra.....	94
Tymon, Alex Vivien.....	62
Tynkynen, Lotta .....	70
Tzafir, Shay.....	14
Tzschach, Anne.....	64

## U

Ugarteburu, Itziar .....	26, 65
Uitdewilligen, Sjr.....	35, 50, 64
Ulber, Daniela.....	86
Ulrich, Johannes.....	7, 49
Ultee, Melanie.....	77
Unger, Dana .....	4, 64
Ungruh, Stefan.....	30
Unterrainer, Christine .....	43, 44
Urbach, Tina.....	55, 69
Urbanaviciute, Ieva.....	38, 55, 71
Uri, Cumali.....	41, 79

## V

Vahle-Hinz, Tim.....	13, 65
Vakola, Maria.....	86, 95
Valdrova, Jana.....	19
Valls Royo, Victor.....	84
Van Beek, Ilona.....	18, 36, 47
Van Berkel, Freek.....	92
Van Buren, Johannes Wilhelmus .....	78
Van Buuren, Stef.....	46
Van Dam, Karen.....	11, 22, 37, 63, 95
Van de Ven, Bart.....	76
Van de Ven, Cristel.....	84
Van de Voorde, Karina.....	45
Van de Wiel, Margje.....	39
Van den Berg, Lisa.....	45
Van den Bossche, Piet.....	29, 50
Van den Broeck, Anja .....	32, 70
Van den Heuvel, Machteld.....	43
Van den Tooren, Marieke.....	47
Van der Beek, Allard .....	46
Van der Haar, Selma.....	29
Van der Heijden, Beatrice I.J.M. ....	2, 15, 41, 45, 82
Van der Linden, Dimitri.....	40
Van der Lowe, Ilmo .....	80
Van der Smissen, Sjoerd.....	72
Van der Velde, Elisabeth Geertruida..	78
Van der Vleuten, Cees.....	39
Van der Werff, Lisa.....	58, 84, 85, 92

Van der Zee, Karen Ivette.....	44, 78, 88
Van Dick, Rolf .....	6, 7, 31, 49, 74, 81, 91
Van Dierendonck, Dirk... 9, 19, 35, 47, 73	
Van Dijk, Hans .....	92, 93
Van Dijke, Marius.....	15
Van Doorn, Robert .....	36
Van Dorssen, Pauline.....	91
Van Driel, Marinus.....	44, 88
Van Dyck, Cathy.....	92
Van Eerde, Wendelien.....	55
Van Emmerik, IJ. Hetty .....	7
Van Engen, Marloes.....	92, 93
Van Erp, Kim.....	68
Van Gils, Suzanne.....	34, 93
Van Ginke, Hilde Theresia Anna.....	78
Van Hiel, Alain.....	15
Van Hooft, Edwin.....	81
Van Hoye, Greet.....	60
Van IJsel Smits, Marijn.....	62
Van Knippenberg, Daan12, 32, 34, 43, 93	
van Koeveringe, Kees.....	37
Van Laer, Koen.....	93
Van Loon, Jeanet.....	82
Van Mierlo, Heleen.....	81
Van Olffen, Woody.....	31
Van Os, Annemiek.....	92
Van Oudenhoven, Jan Pieter.....	88
Van Quaquebeke, Niels32, 34, 81, 83, 93	
Van Rossem, Ronan.....	53
Van Rossenberg, Yvonne .....	37
Van Ruitenbeek, Gemma M.C.....	64
Van Ruyseveldt, Joris.....	13
Van Spanje, Anna.....	80
Van Sprang, Hester .....	25
Van Steenberghe, Elianne Florence. 82, 83	
Van Stolk, Christian.....	57
Van Veen, Annika.....	29
Van Veldhoven, Marc.....	24, 27, 45, 51
Van Vianen, Annelies.....	19, 73, 83, 84
Van Vuuren, Tinka .....	21, 37, 91
Van Wijk, Ellen.....	90
Van Witteloostuijn, Arjen.....	95
Van Woerkom, Marianne.....	67
Van Yperen, Nico W.10, 11, 30, 59, 81, 85	
Van Zyl, Llewellyn.....	19
Van-Dijk, Dina.....	67
Vandenbergh, Christian.....	33
Vander Elst, Tinne.....	32, 50
Vanhala, Mika Petri.....	46
Vanhercke, Dorien.....	48
Vanroelen, Christophe .....	53
Vansteenberghe, Debora.....	48
Vanthourmout, Gert.....	39
Vantilborgh, Tim.....	10, 83
Vargas-Saenz, Mario.....	63
Varheenmaa, Hanna .....	72
Vartiainen, Matti.....	52
Vatansever, Çiğdem.....	85
Veld, Monique .....	37
Veldsman, Theo Heyns.....	22
Velez, Maria João.....	66
Vén, Ildikó.....	81
Ventouratos-Fotinos, Ritsa.....	18
Ventura, Merche.....	91
Venturini, Eva .....	3, 61
Venus, Merlijn.....	32
Venz, Laura.....	64
Vera Verissimo de Sousa, Cátia Andreia. 23	
Verbruggen, Marijke.....	48, 87, 93
Verdugo Tapia, Maria Leticia.....	86

Verhaeren, Thomas.....	10
Verhees, Veronique.....	7
Verheyen, Tanja.....	93
Verwaeren, Bart.....	72
Veseli, Justina.....	8
Veth, Klaske.....	41
Vie, Tina Løkke.....	47, 48
Vieira dos Santos, Joana Conduto....	38
Viemose, Soren.....	82
Vignoli, Michela.....	36
Vigoda-Gadot, Eran.....	32
Vila, Natalia.....	82
Villotti, Patrizia.....	64
Vincent-Höper, Sylvie.....	52, 89
Vinkenburg, Claartje .....	92, 93
Vinnicombe, Susan.....	69
Violante, Francesco Saverio.....	36
Virga, Delia Mihaela.....	47
Viviers, Rian.....	19
Vlerick, Peter.....	26, 76
Vleugels, Wouter.....	62, 84
Voelpel, Sven C.....	41, 46, 85
Vogelaar, Ad L.W. f.....	78
Vogt, Katharina.....	40
Voigt, Hannah J. P.....	70
Vollrath, Mark.....	4
von Bernstorff, Charlotte.....	58
von der Weth, Rüdiger .....	80
von Lautz, Alexander H. ....	31
von Stockhausen, Lisa.....	19
Vonaş, Gabriel.....	9
Vornholt, Katharina.....	64
Vos, Menno.....	2, 44
Vossaert, Lien.....	91
Vowinkel, Julia.....	78, 79, 89
Vroonen, Wim.....	49
Vukelic, Milica B.....	48

## W

Wagner, Ruth.....	16, 89
Walkowiak, Alicia L.T.....	51
Waller, Mary J.....	42, 50
Wang, Frank.....	49
Wang, Haijiang.....	35
Wang, Nan.....	73
Wanzel, Stella Katherina .....	16
Ward, Adrian.....	34
Warneke, Christian.....	73
Warr, Peter.....	88
Wascher, Edmund.....	30
Wasieleski, David Michael.....	26, 57
Waterson, Patrick.....	80
Weber, Rebecca.....	61
Weber, Wolfgang G.....	8, 44, 38, 71
Wegge, Jürgen.....1, 6, 13, 15, 42, 44, 52	
Wehner, Theo.....	36, 83
Wehrmaker, Maike.....	46, 66
Weibel, Antoinette.....	14
Weichbrodt, Pascal.....	86
Weigelt, Oliver.....	25, 35, 95
Weigl, Matthias.....	15
Weih, Jennifer.....	8
Weikamp, Julia G.....	24, 68
Weiss, Matthias.....	18
Weiss, Mona.....	89
Weisweiler, Silke.....	5, 8, 9, 45
Welpe, Isabell M.....	3, 11, 26, 34
Weltzin, Simone.....	3
Wendsche, Johannes.....	42
Wening, Stefanie .....	39, 57, 78
Werth, Lioba.....	15, 50, 52

Werther, Simon.....	58, 61	Zawistowski, Pawel.....	63
Weseler, Daniela.....	83	Zettler, Ingo.....	68, 83
Wessel, Daniel.....	94	Zhan, Ling.....	63
Wesseler, Julia.....	61	Zhou, Jing.....	12
Wessels, Christina.....	37	Zhou, Qin.....	32, 95
Wessolowski, Katrin.....	77	Zhu, Jinlong.....	73
West, Michael.....	68, 90	Ziegler, Matthias.....	31, 66
Wichert, Ines.....	56	Ziegler, René.....	55, 94
Wiciak, Izabela.....	11	Ziem, Martina.....	31
Wicks, Claire.....	60	Zijlstra, Fred R.H.....	35, 51, 52, 56, 64, 79
Wiernik, Brenton M.....	25, 26	Zikic, Jelena.....	83
Wiese, Bettina S.....	36, 64, 70, 71, 86, 88	Zimmermann, Linda.....	54
Wiesel, Varda.....	44	Zimolong, Bernhard Michael.....	94
Wihler, Andreas.....	79	Zinovieva, Irina.....	28, 55
Wikström, Ewa.....	21	Zito, Margherita.....	18, 65
Wilhelmy, Annika.....	7	Zornoza, Ana.....	87, 96
Wilkenloh, Julia.....	3	Zuffo, Riccardo Giorgio.....	63
Wilkin, Christa.....	18, 71		
Wille, Bart.....	15		
Willems, Jurgen.....	10, 83		
Willemse, Ine.....	36, 72		
Williams, Lisa.....	44		
Wilson, Edith E.....	36		
Winefield, Anthony H.....	36		
Winefield, Helen R.....	36		
Winkler, Bianca.....	57		
Winkler, Eva.....	78, 79, 89		
Winkler, Martin.....	32		
Winter, Stefanie.....	63		
Winterfeld, Ulrich.....	6		
Wirtz, Markus.....	20		
Wirtz, Sebastian.....	6		
Wirz, Andreja.....	73		
Wisse, Barbara.....	30, 43, 81		
Withrow, Scott A.....	49		
Wohlers, Christina.....	53		
Wöhrmann, Anne.....	14, 41		
Wojdylo, Kamila.....	27, 56		
Wok, Saodah.....	17		
Wolff, Hans-Georg.....	15, 68		
Wolff, Sybille.....	59		
Wong, Carol A.....	95		
Woods, Stephen A.....	83		
Wüthrich, Urs.....	58		

## X

---

Xanthopoulou, Despoina.....	4, 92
Xenikou, Athena.....	83
Xie, Heng.....	96

## Y

---

Yao, Tanya.....	19
Yaremenko, Anisia.....	64
Yeow, Pamela.....	46
Yepes, Montserrat.....	12, 72
Yeung, Wai Lan.....	94
Yeves, Jesús.....	72, 84, 93
Yongprakit, Kiddee.....	52

## Z

---

Zacharewicz, Thomas.....	72
Zacher, Hannes.....	16, 39, 41
Zakerin, Somayeh.....	61
Zakharova, Lyudmila.....	86
Zalinski, Adam.....	61
Zaniboni, Sara.....	7, 31, 41, 64
Zapf, Dieter.....	3, 7, 24, 61
Zappalá, Salvatore.....	3, 4, 63, 87



