

14th European Congress of Work and Organizational Psychology



Santiago de Compostela PROGRAM

Organized by the Consejo General de Colegios Oficiales de Psicólogos (COP) under the auspices of the European Association of Work and Organizational Psychology (EAWOP)

www.eawop2009.org

May 13-16, 2009. Santiago de Compostela
Galicia - Spain

DEVELOPING PEOPLE IN 21ST CENTURY ORGANIZATIONS: GLOBAL AND LOCAL PERSPECTIVE

Santiago de Compostela, May 13-16, 2009

<http://www.eawop2009.org>

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Santiago de Compostela, May 13 - 16, 2009

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EAWOP
European Association of Work
and Organizational Psychology



Consejo General de Colegios Oficiales de
Psicólogos de España (COP)



WELCOME ADDRESS

Welcome from the President of the European Association of Work and Organizational Psychology (EAWOP)

I am very pleased to welcome you to the **14th European Congress on Work and Organizational Psychology** to be held in Santiago de Compostela from 13 to 16 May 2009. The Congress is being organized by the Consejo General de Colegios Oficiales de Psicólogos (COP) under the auspices of the European Association of Work and Organizational Psychology (EAWOP).

The Congress has always represented for the EAWOP the most important event in the association's life. It is an international occasion for work and organizations psychologists to meet; an opportunity to disseminate research results in different areas of W/O psychology; and a forum for discussion between researchers and practitioners. For these reasons, the congress is a key part of EAWOP's mission.

The 14th Congress at Santiago de Compostela follows the outstanding success of the 2007 Stockholm Congress hosted by the Swedish Psychological Association. That occasion saw a notable increase in the number of attendees, accompanied by a surge in the EAWOP membership. These results confirm that an increasing number of W/O psychologists in Europe regard international discussion as essential for the best development of their research and professional practice. It is a cause of much satisfaction that the EAWOP has been able to respond to this increasing need.

But the congress is not the only event promoted by the EAWOP. New activities and new services have recently been activated. Small Group Meetings have been organized so that a restricted number of

researchers can discuss the main issues of the European labour force (older workers; contingent workforce; new contracts between individual and organizations; etc.). Currently being defined and proposed is an advanced Eurodiploma in W/O psychology. With the European Federation of Psychology Association, we are developing and implementing a standard for the use of work-relevant psychological tests. Changes are being made to enable individual online access to the European Journal of Work and Organizational Psychology. And currently being examined are ways to broaden the range of scientific publications promoted by the EAWOP.

Finally, especial efforts are being made to promote new constituents and to widen contacts in emerging European areas. This is the case, for instance, of the countries of Eastern Europe, in which relationships with new constituents are being consolidated.

I strongly believe that the 14th Congress of Santiago de Compostela will confirm the positive growth trend of our association and of W/O Psychology in Europe. It will also be an opportunity to experience one of the most representative sites of culture and spirituality in European history.

For these reasons, I am willing to meet you all at Santiago de Compostela during these days.

A handwritten signature in black ink, which appears to read 'Franco Fraccaroli'.

Franco Fraccaroli
*European Association of Work and
Organizational Psychology (EAWOP)*

WELCOME ADDRESS



Welcome to

Santiago!

Welcome from the President of the Spanish Psychological Association (Consejo General de Colegios Oficiales de Psicólogos – COP)

The Consejo General de Colegios Oficiales de Psicólogos (COP) would like to welcome you to Santiago de Compostela, Spain, for the 14th European Congress of Work and Organizational Psychology. It is a great pleasure for Spanish psychologists to invite their colleagues from Europe and all over the world to participate in this major event that will offer us the opportunity to share new psychological knowledge, professional experiences and unexpected emotions in the field of Work and Organizational Psychology. It will be a great opportunity to reflect upon how are we - organizations and people working with them - going to deal with the conflicting demands of global processes, remote economies, our own continent (Europe), and the national and local demands from a temporal perspective.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Francisco Santolaya
*Consejo General de Colegios Oficiales
de Psicólogos (COP)*

In addition to the regular program you will have the chance to enjoy the magical city of Santiago, declared World Heritage City by UNESCO in 1985, in view of its urban beauty and monumental integrity, as well as the profound echoes of its spiritual significance.

In consonance with and in adherence to the importance of the spirit of this iconic landmark, where people and their own itinerary are the most important value, we have chosen as our theme: Developing people in 21st century organizations: global and local perspective.

We hope you will enjoy this major event.

Welcome to Santiago!



Honour Committee

Honour Committee

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Chancellor of the University of Santiago de Compostela

Socorro Rodríguez Holguín

Dean of the Faculty of Psychology of the University of
Santiago de Compostela

ORGANIZATION ORGANIZATION

Organizers

Organizers

The **14th European Congress of Work and Organizational Psychology** is organized by the **Spanish Psychological Association** (Consejo General de Colegios Oficiales de Psicólogos), in cooperation with the **COP Galicia** and the **University of Santiago de Compostela**, under the auspices of the **European Association of Work and Organizational Psychology** (EAWOP).

Presidents

Congress' Presidents

FRANCO FRACCAROLI, ITALY
FRANCISCO SANTOLAYA, SPAIN

Organizing

Organizing Committee

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ORGANIZATION ORGANIZATION

Program

Program Committee

Chair: José M. Peiró, Spain

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Congress Office Secretariat

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Advisory

Advisory Committee

Anna-Liisa Elo, Finland

Barbara Kozuszniak, Poland

Branimir Šverko, Croatia

Carsten De Dreu, The Netherlands

Dave Bartram, United Kingdom

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Thomas Staufienbiel, Germany

Ute Schmidt-Brasse, Germany

Vincent Rogard, France

Wilmar Schaufeli, The Netherlands

Zoltan Bogathy, Romania



ACKNOWLEDGMENTS ACKNOWLEDGMENTS

exhibitors

Exhibition Schedule

Don't miss the Exhibition Area located in Hall B.

THURSDAY 14 **9:00-17:00**

FRIDAY 15 **9:00-17:00**

SATURDAY 16 **9:00-13:00**

Exhibitors

The organizers gratefully acknowledge the support of the following companies and associations.

ORGANIZATION / STAND NUMBER

CONSEJO GENERAL DE COLEGIOS OFICIALES DE PSICÓLOGOS	5
COLEGIO OFICIAL DE PSICÓLOGOS DE MADRID	6
PSYCHOLOGY PRESS	7/8
WILEY-BLACKWELL	9/10
BARCELÓ VIAJES	11
FUNDACIÓN PARA O FOMENTO DA CALIDADE INDUSTRIAL E O DESENVOLVEMENTO TECNOLÓXICO DE GALICIA	12/13
SAVILLE CONSULTING UK LTD.	14
TEA EDICIONES, S.A.	15/16
SAGE PUBLICATIONS LTD.	17
MODUS LABORANDI	19
EUROPEAN CONGRESS OF PSYCHOLOGY 2009	20



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SOCIAL EVENTS

Opening

Opening Ceremony followed by a Welcome Reception at the Congress Venue

Wednesday, May 13, 19:00

The opening ceremony will start at 19:00. After a brief welcome during the opening act, all registered participants and registered accompanying persons will be offered a welcome cocktail at the congress venue facilities. It will be a great occasion to meet with other participants and exchange first impressions.

All participants will have the opportunity to enjoy a great concert given by the folk group Berrugüeto during the opening ceremony.

Closing

Closing Ceremony

Saturday, May 16, 13:30

Other Receptions

Participants will be informed in due time of other relevant events included in the program. All events will be published in the message board located in the entrance hall.



Congress Dinner and Tour to the historical Monastery of Aciveiro

Friday, May 15, 19:30

In the year 1135, as a result of the proclamation of the Galician king Alfonso VII as the emperor, and thanks to his own donations and privileges, the construction of Santa Maria de Aciveiro starts. The Monastery was incorporated to the Cister around the year 1170.

The Monument is situated very near to the route of the Léz bridges, and it is very close to the environmental protection zone of Sierra de Candán.

It keeps the architectonical structure exactly following the guidelines of the Cister; around the cloister the different premises are distributed: kitchen, refectory, scriptorium, meeting room of the monks, cells of the monks, stables...

Attendees will have the opportunity to enjoy a wonderful Galician dinner and share a few hours with other participants at this historical monument.

BUSES FOR THE CONGRESS DINNER will depart from the Congress Venue main entrance at 19:30. Please do not forget to bring your dinner tickets.





PROGRAM INFORMATION

formats

Introduction

The program of the EAWOP2009 Congress includes more than 1.400 contributions. There will be numerous activities running parallel and the schedule is quite ambitious. Nevertheless, we hope it will cover every attendee's expectations.

To help you design your personal schedule for the EAWOP2009, we give you a short overview of the different presentation formats. There will be 10 minute breaks between slots and two 20 minute breaks each day. There will be translation from English to Spanish in two of the conference rooms (Auditorio Principal and Sala Compostela).

KEYNOTE ADDRESSES AND STATE OF ART ADDRESSES

Invited Keynote and State of the Art addresses are lectures scheduled for 40 (State of Art Addresses) to 50 minutes (Keynote Addresses). The speakers will focus on either an overview of their area of expertise or latest developments in their topic.

State of Art Addresses

"Career Success in a 21st Century Global Context" by John Arnold (Loughborough University)

Person in charge of presentation to be determined
Thursday, May 14, 2009 - 17:10/18:40 - Auditorio Principal

"The science of team performance. A quarter century of progress" by Eduardo Salas (University of Central Florida)

Presented by Lourdes Munduate (University of Seville)
Friday, May 15, 09:00/10:30 - Auditorio Principal

"Work Design Research and Theory: Where Do We Go From Here?" by Sharon Parker (University of Sheffield)

Person in charge of presentation to be determined
Friday, May 15, 16:00/17:30 - Auditorio Principal

Keynote Addresses

"Expanding the scope of W&O Psychology" by Robert A. Roe (University of Maastricht).

Presented by José M. Peiró,
University of Valencia
Thursday, May 14, 2009
9:00/10:00 Auditorio Principal



"The Alliance of Organizational Psychologists: A Global Federation" by Gary P. Latham (Rotman School of Management, University of Toronto)

Presented by Franco Fraccaroli,
University of Trento
Saturday, May 16, 2009
12:30/13:30 Auditorio Principal



PROGRAM INFORMATION

formats

INVITED SYMPOSIA AND ROUND TABLES

Colleagues who have been invited to chair a symposium were asked to gather a group of speakers and discussants for a lively exchange on the state of research and profession and future challenges in a specific topic.

The round tables are interactive sessions where researchers and/or practitioners will have the opportunity to more freely discuss a specific subject. This is the most open presentation form, and provides an opportunity for dialogue among conference participants, without prepared formal presentations.

SUBMITTED CONTRIBUTIONS (Symposia, Round Tables, Oral Presentations and Posters)

Participants were invited to submit abstracts for the following presentation formats. All submitted abstracts were reviewed by 180 selected invited reviewers.

Symposia

Submitted symposia sessions consist of at least five presentations or, alternatively, four presentations and a discussant (90 minutes). The chairs were asked to invite participants from 3 different countries if possible.

Round Tables

The facilitators of submitted round tables were asked to prepare a short introduction to the topic along with some questions or issues for stimulating discussion. The facilitators could choose to invite experts on the topic of discussion, or colleagues working with similar issues.



Please note that the printed version of the program as well as the CD-Rom of abstracts of the Congress were edited on April 7, 2009. Any changes made after this date are not shown neither in the final program nor the CD-Rom of abstracts. Neither the Organizing Committee nor the printers of this publication accept responsibility for any inaccuracies, inconsistencies or misspellings found in the program. The majority of the information (titles/names/abstracts...) was electronically submitted by the authors themselves. This information has been published as submitted.

Oral Sessions

Participants could also submit individual oral contributions. The submitted abstracts for oral presentations were reviewed by the reviewers and then grouped into thematic sessions by the chief reviewers. Each session consists of 4 to 5 papers per session (90 minutes long).

Poster Sessions

There will be two poster sessions per day (5 sessions total), one in the morning and another one in the afternoon. All posters will be exhibited in "Pasillo Sur". There will be no afternoon session on Saturday, May 16, 2009. Posters exhibited simultaneously will be grouped into thematic sessions based on the topic list.

Pre-Congress Workshops

On Wednesday, May 13, 2009, pre-congress workshops will be held at the congress venue. These workshops cover a wide range of topics and are not included in the registration fee.



activities

EAWOP activities

Round table on Evidence-Based White Papers: An International Collaboration Between EAWOP, IAAP, and SIOP

Chair: Robert A. Roe (Maastricht University)

Thursday, May 14, 10:20/11:50 – Sala 10

Baltic and new constituents - Round Table

Chairs: Matti Vartiainen (Helsinki University of Technology) and Angela Carter (University of Sheffield)

Thursday, May 14, 2009 - 13:40/15:10 - Sala Obradoiro

International cooperation for promoting a global approach to W/I/O Psychology - Round Table

Chairs: Franco Fraccaroli (University of Trento) and José M. Peiró (University of Valencia)

Friday, May 15, 2009 - 12:30/ 14:00 - Auditorio Principal

Advanced European Diploma - The application

Chair: Juergen Wegge (TU Dresden)

Friday, May 15, 2009 -12:30/14:00 Special Activity - Sala Obradoiro

EAWOP's General Assembly

Friday, May 15, 2009 – 17:00/18:40 - Auditorio Principal

How the W/O psychology practitioners are surviving in the middle of the global financial crisis - Round Table

Chairs: Henry Honkanen (EAWOP) and Angela Carter (University of Sheffield)

Saturday, May 16, 2009 - 09:00/10:30 - Sala Compostela

SPECIAL ACTIVITIES AND MEETINGS

Other

Other activities

Meet the Editor: "Journal of Personnel Psychology"

Chair: Rolf van Dick (Goethe University Frankfurt)

Thursday, May 14, 2009 - 15:30/17:00 - Sala 6

Center for Creative Leadership (CCL) Award for the best paper on Leadership published in the European Journal of Work and Organizational Psychology in 2007 and 2008

Thursday, May 14, 2009 - 17:10/18:40 - Sala 23

2007 Award - Romance of leadership and management decision making

Joerg Felfe (University of Siegen) and Lars-Eric Petersen (Martin-Luther University of Halle-Wittenberg)

2008 Award - Fairness perceptions of supervisor feedback, LMX, and employee well-being at work

Jennifer L. Sparr (University of Konstanz) and Sabine Sonntag (University of Konstanz)

Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing

Chair: Donald Truxillo (Portland State University)

Friday, May 15, 2009 - 16:00/17:30 - Sala 25

Presentation of the *División de Psicología del Trabajo y las Organizaciones del COP España* and presentation of the book "Psicología del Trabajo. Historia y retos futuros" (activity to be held in Spanish and without translation)

Friday, May 15, 2009 - 16:00/ 17:30 - Sala Compostela

WORKSHOPS WORKSHOPS

Workshops

All workshops for practitioners and/or researchers will last a total of 3 hours. The general aim is to offer a half-day focused, interactive education session within a given topic of high relevance and with a current interest. Workshops are not included in the registration fee and have an additional cost of 140 € for a three hour workshop.

Morning Workshops

An introduction to conducting and interpreting meta-analyses

Sylvia Hysong (Michael E. DeBakey VA Medical Center and Baylor College of Medicine) and Donna L. White, (Baylor College of Medicine in Houston, Texas)

Wednesday, May 13, 2009 - 11:30/14:45 - Sala 6

Publishing in international scientific journals

Miriam Erez (Technion, Israel)

Wednesday, May 13, 2009 - 11:30/14:45 - Sala 7

Multilevel Modelling using SPSS

Chris Stride (IWP, University of Sheffield)

Wednesday, May 13, 2009 - 11:30/14:45 - Sala 10



Afternoon Workshops

Time and Temporal Research in W&O Psychology

Robert Roe (Maastricht University)

Wednesday, May 13, 2009 - 15:00/18:15 - Sala 6

How to do Systematic Reviews in Work and Organizational Psychology

Rob Briner (Birkbeck, University of London), Jo Rick (Institute of Work Psychology, University of Sheffield) and Chris Carroll (Health Economics and Decision Science, University of Sheffield)

Wednesday, May 13, 2009 - 15:00/18:15 - Sala 7

Building and Managing Effective E-Learning Systems

Kurt Kraiger (Colorado State University)

Wednesday, May 13, 2009 - 15:00/18:15 - Sala 17



INFORMATION FOR PRESENTERS

for Presenters

IF YOU ARE USING A SLIDE PRESENTATION: AUDIOVISUAL FACILITIES

PC and LCD computer projectors are provided in all conference rooms. If you are using a LCD projector for your presentation please **make sure to bring your slide presentation either on a USB Flash (pen) or a CD**. All computers in conference rooms are Windows-based PC's. We recommend PowerPoint (.ppt or .pps) to all users (neither MAC, nor UNYX will be accepted).

SLIDE PREVIEW

You may preview your slide presentation in one of our computers. Two working stations will be available so presenters can make final arrangements in their presentations if needed. However, as a courtesy to all participants a free wi-fi is offered so you may use your own laptop.

FREE WI-FI

As a courtesy to all participants a free wi-fi is offered.

PRESENTATION GENERAL GUIDELINES (TO ALL PARTICIPANTS)

- The hour/room/date of your presentation is available in the Congress Program.
- You should be at the indicated conference room 10 minutes before the starting hour.
- If you are using a slide presentation please handle it to the person in charge of the conference room 10 minutes before the starting hour so they can charge it in the computer. Please make sure to bring your slide presentation either on a USB Flash (pen) or a CD. All computers in conference rooms are Windows-based PC's. We recommend PowerPoint (.ppt or .pps) to all users however, Word and Adobe files will be also allowed. (Neither MAC, nor UNYX will be accepted). There are either 10 or 20 minute breaks between sessions.
- It is important that all chairs and co-chairs begin and end the session on time. The person in charge of the room will also foresee that the times are respected.
- Contributions will take place in the order that has been assigned to them within the program.
- In case the designated chair fails to show, the co-chair will assume the chairing of the session.

INFORMATION FOR PRESENTERS

for Presenters



IF YOU ARE CHAIRING A SYMPOSIUM

Each symposium will last 90 minutes. The chair will need to adjust the presentation time of each communication within the symposium accordingly to the total number of contributions within the it. The person in charge of the conference room will notify the Chair when 10 minutes are left to finalize the session.

IF YOU ARE PRESENTING AN ORAL COMMUNICATION

Oral sessions will consist **of 4 to 5 papers per session** (90 minutes long). Each presenter will be allocated **15 minutes** for their presentation, including questions. The presentation should take a maximum of 12 minutes, thus allowing around 3 minutes for questions. It is very important that presenters do not take more time than what is allowed. To help the presenter keep track of time, there will be a chair and co-chair of the session that will let know the presenter when they have 5 minutes left. The session Chair will not allow questions after 15 minutes have passed for each presentation.

IF YOU ARE PRESENTING A POSTER

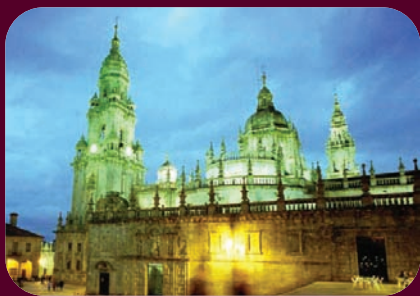
Posters maximum sizes are 0,80m (width) x 1,10m (height).

Two different sessions of posters will be on display each day (a total of five sessions), except for the 16th, when only one session has been scheduled. Due to the structure of the program, the hours will be different for each session so make sure to find out when your session has been scheduled.

In order to mount your poster, please check the paperback final program. You will notice there is a number on the left side. This number indicates the number of the correspondent poster panel that has been assigned to you. You should direct yourself to the poster panel 10 minutes before your session begins. There will be material so you can mount your poster without any problems.










Remember: Poster panels are numbered accordingly to the numbers listed in the program.

Presenters are required to remove their materials from the panels after each session. The Congress organizers do not take responsibility for posters remaining after the indicated ending hour of each session.



WHEN READING THE PROGRAM CONSIDER THE FOLLOWING INFORMATION

All activities are identified by the following codes and colors throughout the program:

	K: Keynote Address
	SOA: State of the Art Address
	SPA: Special Activity
	IS: Invited Symposium
	IRT: Invited Round Table
	S: Symposium
	RT: Round Table
	OS: Oral Session
	PS: Poster Session

There are different ways of reading this program. Please note that within each activity (abstract within a symposium oral communication, poster...) we have named the "Presenter" as "chair" of their own activities.

DAY AT A GLANCE

There is a "Day at a glance" schedule that shows the type of activity and its code/color by day, conference room and time. If you wish to know what the title of the activity is and who is chairing it you may check the "List of activities" that follows this section.

LIST OF ACTIVITIES

There is also a "List of activities" that shows all the activities that are to be held by type of activity, code, title and presenter/chair (oral communications and posters are not individually included here, but by the oral session or poster session in which they are included).

HOW TO READ THE PROGRAM

how to read

DETAILED PROGRAM

You may also use the "Detailed program" if you wish to know the detailed description of the different activities.

This section is organized by topics. Within this topics you will find all the activities organized by type of activity (Keynote Addresses, State of the Art Addresses, Special Activities, Invited Symposia and Round Tables, submitted Symposia and Round Tables, Oral Sessions and Posters), time, conference room, titles and presenters/chairs.

POSTER BOARD

If you are presenting a poster you may check which one will be your panel number here. This section may be useful as well if you wish to find out which posters are to be presented by date, session and topics.

AUTHORS LIST

This section includes all **presenting authors** alphabetically listed, and shows the type and code of the activity they will be presenting, the conference room, date and time in which it will be held, by presenter/chair. It also shows the page in which you may find the activity's description.

PROGRAM CHANGES ANNOUNCEMENT

Please note that the printed version of the program as well as the CD-Rom of abstracts of the Congress were edited on April 7, 2009. Since that date, some presenters have withdrawn their contributions or have notified changes in the presenting authors, authorships, etc.

Changes will be announced either in the amendment or sheet the message board located in the entrance hall.

CONGRESS INFORMATION

for participants

Information

FRONT DESK / SECRETARIAT OPENING HOURS

Wednesday 13, 2009	13:00- 21:00
Thursday 14, 2009	9:00-18:40
Friday 15, 2009	9:00-17:30
Saturday 16, 2009	9:00-14:00

All Congress materials and documentation are available at the Front Desk located in the entrance hall. On-site registration/payment and material collection will be possible at all times in the front desk/secretariat during opening hours.

REGISTRATION AND FEES

It is possible to register on-site. Cash (only with local currency €) and credit card payments (Visa, Euro/Mastercard) are accepted.

REGISTRATION AND PAYMENT AFTER APRIL 13

Regular participant	625 €
Workshop registration (3 hour)	140 €
Student without membership	300 €
Student with two year membership	370 €
Accompanying person	100 €

BADGES

The participant's name badge will be provided at the registration desk when you register. All participants will be issued with name badges which must be worn during the Congress to facilitate the identification and to allow admission to the sessions. **Name badges are not transferable under any circumstances and only badge holders will be admitted to the sessions.** Please make sure not to lose your badge as lost badges will be replaced at the Congress Front Desk after a penalty of 130€.

REMEMBER... NO BADGE NO ENTRY!



OFFICIAL LANGUAGE AND SIMULTANEOUS TRANSLATION

The official Congress language is English. However, for those who are willing to learn about what is happening in the field of Work and Organizational Psychology there will be translation from English to Spanish in two of the conference rooms. Activities held in the following conference rooms will be translated from English to Spanish: Auditorio Principal - Sala Santiago de Compostela.

MEALS

Coffee and lunches are included in the registration fee. Lunch will be served from 12:30 to 14:30. **Two lunch tickets have been included as part of the Congress material.** Make sure not to lose them. You will need to handle one ticket each day in order to get your lunch.

FREE WI-FI

As a courtesy to all participants a free wi-fi is offered for their own laptops. Two working stations will be available so presenters can make final arrangements in their presentations if needed.

CERTIFICATE OF ATTENDANCE AND PARTICIPATION

All people who have registered prior to the Congress will be handed their certificates at the time when badge and Congress bags are collected. People who register on-site will need to ask for their certificates from the 14th in the afternoon on.

MOBILE PHONES

Please be aware of that mobile phones **MUST** be turned off during all sessions.

NO-SMOKING POLICY

The Congress Venue is a smoke-free zone.



Final Program

Structure



Wednesday, May 13	Thursday, May 14		
Precongress Workshops Starting at 11:30	09:00-10:00	Keynote Address	
	10:00-10:20	Coffee Break	
	10:20-11:50	Thematic Sessions and Symposia	
	12:00-13:30	Thematic Sessions and Symposia	Lunch 12:30-14:30
	13:40-15:10	Thematic Sessions and Symposia	
	15:10-15:30	Coffee Break	
	15:30-17:00	Thematic Sessions and Symposia	
Opening ceremony 19:00	17:10-18:40	Thematic Sessions and Symposia	State of Art
			State of Art

Lunches and coffee breaks:

Thursday, May 14

10:00-10:20	Coffee Break
12:30-14:30	Lunch
15:10-15:30	Coffee Break

Friday, May 15			Saturday, May 16		
09:00-10:30	Thematic Sessions and Symposia	State of Art	09:00-10:30	Thematic Sessions and Symposia	State of Art
		State of Art			State of Art
10:30-10:50	Coffee Break		10:30-10:50	Coffee Break	
10:50-12:20	Thematic Sessions and Symposia		10:50-12:20	Thematic Sessions and Symposia	
12:30-14:00	Thematic Sessions and Symposia	Lunch 12:30-14:30	12:30-13:30	Keynote Address	
14:10-15:40	Thematic Sessions and Symposia		13:30-14:00	Closing Ceremony	
15:40-16:00	Coffee Break				
16:00-17:30	Thematic Sessions and Symposia				
17:30	EAWOP General Assembly				

Lunches and coffee breaks:

Friday, May 15

10:30-10:50	Coffee Break
12:30-14:30	Lunch
15:40-16:00	Coffee Break

Lunches and coffee breaks:

Saturday, May 16

10:30-10:50	Coffee Break
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DAY AT A GLANCE

THURSDAY - MAY 14



K: Keynote Address
 SOA: State of Art
 SPA: Special Activity
 IS: Invited Symposium
S: Symposium
 IRT: Invited Round Table
RT: Round Table
 OS: Oral Session

	09:00 10:00	10:20 11:50	12:00 13:30	13:40 15:10	15:30 17:00	17:10 18:40
AUDITORIO PRINCIPAL	K629	IS17	S731	IS36	IS114	SOA1049
SALA COMPOSTELA		S1509	S498	IS966	S163	IS228
SALA OBRADOIRO		S1447	S1474	SPA1949	S1690	S1891
SALA 10		SPA1957	S351	S1386	IS334	IS617
SALA 11		S542	S1245	IS483	S209	S1697
SALA 12		S1083	S448	S982	S470	S454
SALA 13		S1125	S363	S1342	S182	S457
SALA 14		OS89	S1435	OS33	S1890	S319
SALA 15-16		OS117	OS118	OS20	OS6	OS26
SALA 19-20		OS15	OS16	S240	OS36	OS38
SALA 21		OS80	OS72	OS102	OS51	OS54
SALA 22		OS23	OS32	IS348	OS77	OS74
SALA 23		OS101	OS104	OS120	OS98	SPA1952 SPA1953
SALA 24		OS13	OS121	OS18	OS12	OS27
SALA 25		OS41	OS70	OS100	OS59	RT1631
SALA 4-5		OS2	OS5	OS34	OS8	OS11
SALA 8-9		OS37	OS47	OS79	OS52	OS81
SALA 6			OS92	OS94	SPA1955	OS75

DAY AT A GLANCE



DAY AT A GLANCE

FRIDAY - MAY 15

K: Keynote Address

SOA: State of Art

SPA: Special Activity

IS: Invited Symposium
S: Symposium

IRT: Invited Round Table
RT: Round Table

OS: Oral Session

DAY AT A GLANCE

	09:00 10:30	10:50 12:20	12:30 14:00	14:10 15:40	16:00 17:30	17:00 18:40
AUDITORIO PRINCIPAL	SOA1946	IS389	SPA1948	S1051	SOA1887	SPA1954
SALA COMPOSTELA	S633	S535	IS256	S1649	SPA1956	
SALA OBRADOIRO	S1527	IS11	SPA1951	S421	S425	
SALA 10	S199	S10	S146	IS561	IS1897	
SALA 11	IS524	S360	S377	S285	IRT359	
SALA 12	OS56	S263	S275	S845	S1169	
SALA 13	OS58	S1177	S647	IS563	IS1450	
SALA 14	IS1914	IS1915	IS1916	S1917	RT1274	
SALA 15-16	S115	S949	OS60	OS65	OS82	
SALA 19-20	OS42	OS22	OS112	OS115	OS64	
SALA 21	OS48		S530	S942	OS97	
SALA 22	RT257	OS90	OS49	OS78	S1079	
SALA 23	OS103	OS84	OS105	OS107	OS95	
SALA 24	OS114	OS76	OS14	OS3	OS25	
SALA 25	OS35	OS44	OS87	OS46	SPA1944	
SALA 4-5	OS19		OS21	OS40	S129	
SALA 8-9	OS55	OS83	S507	OS119	OS122	
SALA 6	OS68	OS50	OS109	OS113		

DAY AT A GLANCE

SATURDAY - MAY 16



K: Keynote Address
 SOA: State of Art
 SPA: Special Activity
 IS: Invited Symposium
 S: Symposium
 IRT: Invited Round Table
 RT: Round Table
 OS: Oral Session

	09:00 10:30	10:50 12:20	12:30 13:30	13:40 15:10	15:30 17:00	17:10 18:40
AUDITORIO PRINCIPAL	S444	S438	K1947			
SALA COMPOSTELA	SPA1950	S594				
SALA OBRADOIRO	IS754	S124				
SALA 10	IS453	S937				
SALA 11	IS527	IS1933				
SALA 12	IS157	OS62				
SALA 13	S242	S188				
SALA 14	S346	S417				
SALA 15-16						
SALA 19-20	OS7	OS17				
SALA 21	OS10	OS99				
SALA 22	OS67	OS66				
SALA 23	OS91	OS9				
SALA 24	OS24	OS4				
SALA 25	OS88	OS93				
SALA 4-5	OS30	OS28				
SALA 8-9	OS63	OS86				
SALA 6						

DAY AT A GLANCE



LIST OF ACTIVITIES ACTIVITIES

List of Activities

The following list shows all activities by code, title and presenters. This same codes are used in the Day at a glance drafts included before.

Keynote Address

K629 Expanding the scope of W&O Psychology
Chair: Robert Roe

K1947 The alliance of organizational psychologists: A global federation
Chair: Gary Latham

State of Art

SOA1049 Career Success in a 21st Century Global Context
Chair: John Arnold
Co-Chair: Laurie Cohen

SOA1887 Work Design Research and Theory: Where Do We Go From Here?
Chair: Sharon Parker

SOA1946 The science of team performance. A quarter century of progress
Chair: Eduardo Salas

Special Activity

SPA1944 Meet the Editors: Everything You've Always Wanted to Know about Publishing and Reviewing
Chair: Donald Truxillo

SPA1948 International cooperation for promoting a global approach to W/I/O Psychology - Round Table
Chair: Franco Fraccaroli
Co-Chair: José M. Peiró

SPA1949 Baltic and new constituents - Round Table
Chair: Matti Vartiainen
Co-Chair: Angela Carter

SPA1950 How the W/O psychology practitioners are surviving in the middle of the global financial crisis - Round Table
Chair: Henry Honkanen
Co-Chair: Angela Carter

SPA1951 Advanced European Diploma - The application
Chair: Juergen Wegge

SPA1952 Center for Creative Leadership (CCL) Award for the best paper on Leadership published in the European Journal of Work and Organizational Psychology in 2007 - Romance of leadership and management decision making
Chair: Joerg Felfe

SPA1953 Center for Creative Leadership (CCL) Award for the best paper on Leadership published in the European Journal of Work and Organizational Psychology in 2008 - Fairness perceptions of supervisor feedback, LMX, and employee well-being at work.
Chair: Jennifer L. Sparr

SPA1954 EAWOP's General Assembly
Chair: Franco Fraccaroli

SPA1955 Meet the Editor: Journal of Personnel Psychology
Chair: Rolf van Dick

SPA1956 Presentation of the División de Psicología del Trabajo y las Organizaciones del COP España and presentation of the book "Psicología del Trabajo. Historia y retos futuros" (activity to be held in Spanish)
Chair: Francisco Sánchez Eizaguirre

SPA1957 Round table on Evidence-Based White Papers: An International Collaboration Between EAWOP, IAAP, and SIOP
Chair: Robert Roe
Co-Chair: Nik Chmiel
Discussant: Rene Schalk



Invited Symposium

IS11 Social identity and leadership processes

Chair: Rolf van Dick

Discussant: Rolf van Dick

IS17 Employee engagement: Individual and organizational consequences

Chair: Benjamin Schneider

IS36 Innovation and creativity at work: International perspectives and advances

Chair: Neil Anderson

Discussant: Miriam Erez

IS114 Trust and social capital in organizations

Chair: Ana Cristina Costa

Discussant: José M. Peiró

IS157 Employee commitment, health and motivation

Chair: Christian Vandenberghe

Discussant: Rolf van Dick

IS228 Professional standards for testing and assessment in work and organizational settings

Chair: Dave Bartram

Discussant: Jose Muñiz

IS256 Key Issues in Personnel Selection Practice and Research

Chair: Filip Lievens

IS334 The Psychology of Service: Emotion Regulation, Health and Performance Part I

Chair: Dieter Zapf

IS348 New Research on Age Stereotypes in the Workplace: an International Perspective

Chair: Franco Fraccaroli

Discussant: Donald Truxillo

IS389 Leadership and Health

Chair: Lois Tetrick

Discussant: Lois Tetrick

IS453 Individual strategies towards late career issues and retirement

Chair: Marco Depolo

IS483 Psychological Contract Development and Employee Attitudes

Chair: Ioannis Nikolaou

IS524 Stimulating employees' proactive behavior: the role of leadership

Chair: Deanne Den Hartog

Discussant: Mark Griffin

IS527 Changing organizations and new work practices: Consequences for managers and employees

Chair: Magnus Sverke

IS561 Job Insecurity: Global and Local Perspectives. Part I: Conceptualizing Job Insecurity and Analysis of Antecedents

Chair: Hans De Witte

IS563 Faking and impression management in personnel selection procedures

Chair: Martin Kleinmann

Discussant: Filip Lievens

IS617 The Psychology of Service: Emotion Regulation, Health and Performance Part II

Chair: Dieter Zapf

IS754 Power and leader effectiveness

Chair: Marius van Dijke

IS966 Learning at Work

Chair: Jairo Eduardo Borges-Andrade

IS1450 Toward a Global Industrial, Work and Organizational Psychology: Opportunities and Threats?

Chair: Handan K. Sinangil

IS1897 Job Insecurity: Global and Local Perspectives. Part II: Antecedents, Consequences and Cross-Cultural Comparisons

Chair: Hans De Witte

IS1914 Challenges of Virtual Collaboration

Chair: Matti Vartiainen

IS1915 Intra-Team Processes in Virtual Collaboration

Chair: Matti Vartiainen

IS1916 Technology, Cognition and Training in Distributed Collaboration

Chair: Matti Vartiainen



LIST OF ACTIVITIES

ACTIVITIES

IS1933 Applied Work and Organisational Psychology in Steel Industry

Chair: Ute Schmidt-Brasse

Discussant: Zoltan Bogathy

Invited Round Table

IRT359 The boundaries of engagement

Chair: Mark Griffin

Symposium

S10 Leadership 1 - Leadership - Antecedents and results

Chair: Birgit Schyns

S115 Diversity matters: New findings regarding team performance and health

Chair: Juergen Wegge

Co-Chair: Guido Hertel

Discussant: Beatrice Van der Heijden

S124 The Role of Core Self-Evaluations in Current Organizational Research

Chair: Tobias Heilmann

S129 Age effects on job-related attitudes and experiences

Chair: Guido Hertel

Co-Chair: Juergen Wegge

S146 Recovery from Work: Definitions, antecedents, processes, environment and outcomes

Chair: Almuth McDowall

S163 Proactivity/Personal Initiative: Untangling the Concept

Chair: Michael Frese

Co-Chair: Sharon Parker

Discussant: Michael Frese

S182 Servant-Leadership, measurement and relevance for commitment, flow and performance

Chair: Dirk van Dierendonck

S188 Careers in later stages of life - Current and future trends in a European context

Chair: Astrid Podsiadlowski

S199 Organizational Justice: Different Contexts, Methods, and Levels of Construct

Chair: Carolina Moliner

S209 Risks and benefits of an aging workforce

Chair: Michael Sengpiel

Discussant: Beatrice Van der Heijden

S240 Cooperation, Health, and Development in the 21st Century Workplace

Chair: Monique Janneck

Co-Chair: Christine Busch

S242 Employability in the contemporary era of change

Chair: Nele De Cuyper

S263 Incorporating cultural differences in the company: the role of diversity climate, attitudes and competencies

Chair: Karen van der Zee

S275 Entrepreneurial success and innovation

Chair: Marjan Gorgievski

S285 Human Factors and Safety in High Reliability Organizations: Training and other Interventions

Chair: Sandrina Ritzmann

S319 Change, Participation and Destructive Behaviour in Organizations

Chair: Annette Kluge

S346 Critical Organisational Psychology: A relational approach to organising

Chair: Lucia Garcia-Lorenzo

S351 Leadership 2: Followership and leadership social construction

Chair: Joerg Felfe

S360 Leadership 3: Alternative approaches to the study of leadership

Chair: Claudia Peus

S363 Innovation teams in practice: challenges & success factors

Chair: Kristina Lauche

Co-Chair: Miriam Erez

Discussant: Paul Paulus

S377 Empirical contributions to understanding leadership: Who, how and when

Chair: Pedro Neves



S417 Towards understanding work-based identity formation

Chair: Gerhard Roodt

S421 Developments in the Job Demands-Resources Model - Part I

Chair: Evangelia Demerouti

S425 Developments in the Job Demands-Resources Model - Part II

Chair: Evangelia Demerouti

S438 A Day in the Life of a Happy Worker

Chair: Despoina Xanthopoulou

Co-Chair: Arnold Bakker

S444 Team processes and team performance: the relationships between diversity, information sharing, reflexivity and team innovation

Chair: Jeremy Dawson

S448 Current practices in translating and adapting tests for use in global assessments

Chair: Dave Bartram

S454 Developing, implementing and evaluating concrete solutions to prevent occupational stress and improve wellbeing

Chair: Caroline Biron

S457 An International Symposium on Disentangling Engagement

Chair: Ilke Inceoglu

Discussant: Benjamin Schneider

S470 Advances in Burnout Research

Chair: Michael Leiter

Discussant: Wilmar Schaufeli

S498 Workaholism and overtime work

Chair: Wilmar Schaufeli

S507 Causes and consequences of Work-based identity

Chair: Gerhard Roodt

S530 Job stress as an underlying mechanism to explain the occurrence and effects of workplace bullying

Chair: Guy Notelaers

Co-Chair: Elfi Baillien

Discussant: Marc van Veldhoven

S535 Civility Among Health Care Providers: Issues and Interventions

Chair: Michael Leiter

Discussant: Wilmar Schaufeli

S542 European Research on Personnel Selection and Job Performance

Chair: Silvia Moscoso

S594 Crew resource management training

Chair: Juergen Sauer

Co-Chair: Annette Kluge

S633 Advances in time management research

Chair: Robert Roe

S647 Customer Behavior and Service Quality: Public, Private, and Social Sectors

Chair: Vicente Martinez

S731 The Secrets of Employee Engagement

Chair: Arnold Bakker

S845 Adaptive Performance at Work

Chair: Cornelia Niessen

Co-Chair: Jonas W. B. Lang

Discussant: Sharon Parker

S937 Identities and Relationships in Contingent Work Arrangements

Chair: Maria José Chambel

S942 Shared leadership in context: Exploring the antecedents, processes and outcomes of shared leadership in organizations

Chair: Julia E. Hoch

Co-Chair: Ana Cristina Costa

Discussant: Craig Pearce

S949 Commitment, citizenship, support and work and family conflict in health care organizations

Chair: Adalgisa Battistelli

S982 Team processes and performance in competitive environments

Chair: Ana Margarida Passos

S1051 Work engagement: The other side of the burnout coin

Chair: Wilmar Schaufeli



LIST OF ACTIVITIES

ACTIVITIES

S1079 Employment contracts, psychological contracts and employee well-being

Chair: Kerstin Isaksson

S1083 The challenge of diverse workteams: What do we know and what can we learn?

Chair: Joyce Rupert

Co-Chair: Joyce Rupert

S1125 HIREs – Health in restructuring: Innovative approaches and policy recommendations

Chair: Karina Nielsen

S1169 Modern trends in organizational development and psychological support of computerized work

Chair: Anna Leonova

Co-Chair: Matti Vartiainen

S1177 Effectiveness at Work: Investigating Its Structure and Improving Its Prediction Based on A Co-validation of Seven Personality and Three Aptitude Assessments

Chair: Rab MacIver

Co-Chair: Yves-Marie Beaujouan

Discussant: Almuth McDowall

S1245 Work-Related Well-Being of Firefighters

Chair: Alexandra Marques-Pinto

S1342 Interventions for helping people with mental disorders return to work or reintegrate the workplace: Strategies and barriers for their implementation in diverse contexts

Chair: Marc Corbière

S1386 Psychological perspectives of pay

Chair: Conny Herbert Antoni

S1435 New European Industrial Relations (NEIRE): Towards a flexible and innovative labour system and how to empower workers representatives as negotiators.

Chair: Lourdes Munduate

S1447 Changes in European Work Places

Chair: Christian Korunka

S1474 Safety culture in nuclear power plants

Chair: Francisco Javier Gracia

Co-Chair: Markus Schöbel

S1509 Destructive leadership: Antecedents and outcomes

Chair: Staale Einarsen

S1527 Mediation in hierarchical conflicts at work

Chair: Martin Euwema

S1649 Multi-media tools: a new means of assessing skills for work situations

Chair: Annemarie Hiemstra

Discussant: Eduardo Salas

S1690 Does work/life balance depend on where and how you work?

Chair: Gail Kinman

S1697 Organisational responses to climate change

Chair: Helen Baron

S1890 Sanus et Silentium: appreciating the reality of silence in organizational communication

Chair: Melrona Kirrane

Discussant: Deanne Den Hartog

S1891 The Nature and Development of Leadership for CSR/Sustainability: A Global Perspective

Chair: Alessia D'Amato

S1917 Leadership in Virtual Teams

Chair: Matti Vartiainen

Round Table

RT257 Bringing together the psychological and the organisational perspectives on career

Chair: Audrey Collin

RT1274 Linking EAWOP and SIOP to Develop Study Abroad Programs for Graduate Students

Chair: Beverly Burke

RT1631 Improving Online Volunteer Teams in the Aid and Development Arena

Chair: Stephen Atkins



Oral Session

OS2 Teams and Workgroups: Virtual Teams

Chair: Barbara Ko usznik

Co-Chair: Peter T. van den Berg

OS3 Emotions in the Workplace: Collective Approaches

Chair: Fay Giaver

Co-Chair: Veronique Dagenais-Desmarais

OS4 Human Resources Management: Contextual Performance

Chair: Monica Blaga

Co-Chair: Ali Mehdad

OS5 Teams and Workgroups: Team Conflict

Chair: Isabel Dimas

Co-Chair: Paulo Lourenço

OS6 Human Resource Management: Selection and Assessment EEO

Chair: Silvia Moscoso

Co-Chair: Bertolt Meyer

OS7 Human Resource Management: Selection and Assessment

Chair: Mike Clinton

Co-Chair: Luis Fernando Diza Vilela

OS8 Team and Workgroups: Team Diversity

Chair: Wendy van Ginkel

Co-Chair: Marianne Van Woerkom

OS9 Human Resources Management: Creative Performance

Chair: Dirk Buyens

Co-Chair: Ana María Calles

OS10 Human Resource Management: Selection and Assessment Diversity

Chair: Inés Tomás

Co-Chair: Madeleine Dipper

OS11 Teams and Workgroups: Team Innovation

Chair: Christine Gockel

Co-Chair: Viviane Winkler

OS12 Emotions in the Workplace: Emotional Intelligence and Self-Regulation

Chair: Gabriele Giorgi

Co-Chair: Carmen Binnewies

OS13 Organizational Behavior: Performance, satisfaction and monitoring

Chair: Jairo Eduardo Borges-Andrade

Co-Chair: Laura Petitta

OS14 Emotions in the Workplace: Job Events and Experiences

Chair: Karen van Dam

Co-Chair: Tina Kiefer

OS15 Human Resource Management: Management Practices and Development

Chair: Nathalie Delobbe

Co-Chair: Barry Fallon

OS16 Human Resource Management: Performance Appraisal

Chair: Antonio León García-Izquierdo

Co-Chair: Luis Fernando Diza Vilela

OS17 Emotions in the Workplace: Emotional Labour

Chair: Sara De Hauw

Co-Chair: Alia Al Serkal

OS18 Emotions in the Workplace: Affect and Performance

Chair: Rob Briner

Co-Chair: Leire Gartzia

OS19 Teams and Workgroups: Team Design

Chair: Nuria Gamero

Co-Chair: Chantal Olckers

OS20 Human Resource Management: Career orientations

Chair: Thomas Höge

Co-Chair: Claartje Vinkenburgh

OS21 Teams and Workgroups: Team Coordination sharing and cooperation

Chair: Michaela Kolbe

Co-Chair: Henrique Duarte



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OS22 Human Resource Management: Competences and Disabilities

Chair: Fred Zijlstra

Co-Chair: Luis Fernando Diza Vilela

OS23 Job Stress and Employee Well-being: Work Stressors in Services

Chair: Bettina Kubicek

Co-Chair: Simo Salminen

OS24 Organizational Behavior: Work Motivation

Chair: Salvatore Zappala´

Co-Chair: Rein De Cooman

OS25 Organizational Behavior: Job satisfaction

Chair: Yvonne Ferreira

Co-Chair: Anne Herrmann

OS26 Human Resource Management: Training, Coaching and Mentoring

Chair: Karel Stanz

Co-Chair: Åse Helene B Dagsland

OS27 Organizational Behavior: Antecedents of Work Motivation

Chair: Neil Conway

Co-Chair: Karen van Dam

OS28 Teams and Workgroups: Team composition and roles

Chair: Björn Gustavsson

Co-Chair: Marta Alves

OS30 Teams and Workgroups: Team Processes and Effectiveness

Chair: Ulrich Klocke

Co-Chair: Frank Ritz

OS32 Job Stress and Employee Well-being: Bullying and Agression

Chair: Herman Steensma

Co-Chair: Jordi Escartín

OS33 Human Resource Management: Selection and Assessment Dark Side

Chair: Coralia Sulea

Co-Chair: Saul Fine

OS34 Leadership and Management: Transformational Leadership

Chair: Rita Berger

Co-Chair: Hannah J.P. Voigt

OS35 Organizational Behavior: Organizational Commitment

Chair: Nadège Maisy

Co-Chair: Torvald Øgaard

OS36 Human Resource Management: Performance at work

Chair: Karina Van De Voorde

Co-Chair: Wolfgang Beiglboeck

OS37 Leadership and Management: Negotiation and Conflict

Chair: Sándor Sipos

Co-Chair: Joachim Hüffmeier

OS38 Human Resource Management: Training

Chair: Hamid Reza Oreyzi

Co-Chair: Kristin Seidel

OS40 Leadership and Management: Decision Making

Chair: Serena Cubico

Co-Chair: Tanja Rabl

OS41 Entry, Exit and Mobility: Professional Transitions

Chair: Magda Rocha

Co-Chair: Alexander Witzki

OS42 Human Resource Management: Health and Unemployment

Chair: Trude Furunes

Co-Chair: Christopher Carroll

OS44 Organizational Behavior: Trust

Chair: Antonio Caetano

Co-Chair: Tuija Seppälä

OS46 Organizational Behavior: Work Attitudes and Values

Chair: Antoni Barnard

Co-Chair: Anneloes Raes

OS47 Leadership and Management: Leadership and Culture

Chair: Allan Williams

Co-Chair: Hein Wendt

OS48 Job Stress and Employee Well-being: Job Demands and Resources

Chair: Marieke van den Tooren

Co-Chair: Barbara Wilde



OS49 Job Stress and Employee Well-being:
Consequences of Work Stressors
Chair: Mirka Hintsanen
Co-Chair: Chris Woodrow

OS50 Organizational Change and Development:
Managing Organizational Change
Chair: Jo Rick
Co-Chair: Dave Bouckennooghe

OS51 Organizational Structure, Culture and Climate:
Organizational Culture
Chair: Sabino Ayestarán
Co-Chair: Joerg Seeliger

OS52 Leadership and Management: Managing Diversity
Chair: Oyvind L. Martinsen
Co-Chair: Elva Leticia Parada Ruiz

OS54 Organizational Structure, Culture and Climate:
Organizational Culture 2
Chair: Sabino Ayestarán
Co-Chair: Olga Gjerard

OS55 Leadership and Management: Leadership Models
Chair: Gerry Larsson
Co-Chair: Stefano Livi

OS56 Organizational Structure, Culture and Climate:
Organizational Climate
Chair: Simon Albrecht
Co-Chair: Miguel Ángel Mañas Rodríguez

OS58 Organizational Structure, Culture and Climate:
Safety and Organizational Climate
Chair: Marianna Virtanen
Co-Chair: Yueng-hsiang (Emily) Huang

OS59 Organizational Change and Development:
Consulting, Coaching and Counseling
Chair: Jose María Prieto Zamora
Co-Chair: Doerte Resch

OS60 Human Resource Management: Expatriate
Chair: Ulrich Winterfeld
Co-Chair: Eva Derous

OS62 Organizational Structure, Culture, and Climate:
Organizational Ethics and Social Responsibility
Chair: Ekaterina Molodykh
Co-Chair: Claudia Almeida

OS63 Leadership and Management: Leadership Styles
Chair: Marcos Alonso Rodriguez
Co-Chair: Victoria Visser

OS64 Organizational Change and Development:
Organizational Development Programs
Chair: Rob Briner
Co-Chair: Ruth Alas

OS65 Human Resource Management: Development
Chair: Sally Carless
Co-Chair: Karina Van De Voorde

OS66 Job Stress and Employee Well-being: Absenteeism
and Sick-Leave
Chair: Roland Blonk
Co-Chair: Louise Tourigny

OS67 Job Stress and Employee Well-being: Self and
Collective Efficacy Processes and Outcomes
Chair: Carmen Taberero
Co-Chair: Karina Nielsen

OS68 Entry, Exit, and Mobility: Career Patterns and
Mobility
Chair: Georgia Koumoundourou
Co-Chair: Sergio Sangiorgi

OS70 Organizational Structure, Culture, and Climate:
Climate and Well-Being
Chair: Manuel Fernández Ríos
Co-Chair: Doerte Resch

OS72 Organizational Change and Development:
Organizational Change and Learning
Chair: Luydmila Karamushka
Co-Chair: Michele Mastroberardino

OS74 Job Stress and Employee Well-being: Recovery
and Unwinding
Chair: Kuznetsova Alla
Co-Chair: Jessica de Bloom

OS75 Sustainable Environment and Organizations:
Occupational Safety
Chair: Nik Chmiel
Co-Chair: Harald Stummer



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OS76 Sustainable Environment and Organizations: Prevention and Intervention in Organizations

Chair: Nik Chmiel

Co-Chair: Jukka Vuori

OS77 Job Stress and Employee Well-being: Stress Management

Chair: Taina Hintsa

Co-Chair: Nils Beer

OS78 Job Stress and Employee Well-being: Coping and Social Support

Chair: Helena Cooper-Thomas

Co-Chair: Martin Edwards

OS79 Changing Employment Relations: Self-Employment

Chair: Serena Cubico

Co-Chair: Kathleen Otto

OS80 Organizational Change and Development: Impact and Reactions

Chair: Tina Kiefer

Co-Chair: Elaine Neiva

OS81 Changing Employment Relations: Psychological Contracts in its Context

Chair: Ioannis Nikolaou

Co-Chair: Liina Randmann

OS82 Human Resource Management: Incentives and Turnover

Chair: John Loan-Clarke

Co-Chair: Filipa Castanheira

OS83 Changing Employment Relations: Change and Flexibility

Chair: Marina Mondo

Co-Chair: Juan Pablo Gamboa Navarro

OS84 Job Stress and Employee Well-being: Coping Strategies

Chair: Simone Grebner

Co-Chair: Cheryl Travers

OS86 Leadership and Management: Leadership Theoretical Models

Chair: Dave Bartram

Co-Chair: Esther Lopez-Zafra

OS87 Organizational Behavior: Organizational Justice

Chair: Jukka Lipponen

Co-Chair: Franciska Krings

OS88 Work-Family Interface: Conflict between Work and Family

Chair: Marina Boz

Co-Chair: Saija Mauno

OS89 Leadership and Management: Leadership and Application Contexts

Chair: Alessia D'Amato

Co-Chair: Misa Sjöberg

OS90 Job Stress and Employee Well-being: Leadership and the Promotion of Health

Chair: Ivan Robertson

Co-Chair: Karina Nielsen

OS91 Job Stress and Employee Well-being: Burnout

Chair: Juergen Glaser

Co-Chair: Rebecca Brauchli

OS92 Organizational Behavior: Fairness

Chair: Norbert K. Semmer

Co-Chair: Teresa Proença

OS93 Work-Family Interface: Work-Family Balance

Chair: Hans-Georg Wolff

Co-Chair: Mara Martini

OS94 Organizational Behavior: Attitudes and Values

Chair: Veerle Brenninkmeijer

Co-Chair: Sylwiusz Retowski

OS95 Job Stress and Employee Well-being: Bullying

Chair: Katarzyna Durniat

Co-Chair: Christine Sprigg

OS97 Sustainable organizations: Social Responsibility

Chair: Carmen Tabernero

Co-Chair: Gary Pheiffer

OS98 Job Stress and Employee Well-Being: Well-being at Work

Chair: Antonio Duro Martín

Co-Chair: Athfah Akhtar



OS99 Organizational Change and Development: Organizational Change Processes

Chair: Jo Rick

Co-Chair: Elaine Neiva

OS100 Technology and Knowledge: Innovation

Chair: Leonor Cardoso

Co-Chair: Anja Schiepe

OS101 Job Stress and Employee Well-being: Job Demands-Resources

Chair: Barbier Marie

Co-Chair: Bart Van de Ven

OS102 Organizational Change and Development: Change Efforts

Chair: Josep M Blanch

Co-Chair: Johan Österberg

OS103 Job Stress and Employee Well-being: Effects of a Age at Work

Chair: Jos Akkermans, MSc

Co-Chair: Salvatore Zappala

OS104 Job Stress and Employee Well-being: Engagement and Burnout

Chair: Ilke Inceoglu

Co-Chair: Syed Akhtar

OS105 Job Stress and Employee Well-being: Engagement and Motivation

Chair: Maria Peeters

Co-Chair: Sue Anderson

OS107 Job Stress and Employee Well-being: Stress at Work

Chair: Riccardo Peccei

Co-Chair: Onofre Miranda

OS109 Technology and Knowledge: Learning in Organizations

Chair: Jairo Eduardo Borges-Andrade

Co-Chair: Teresa Rebelo

OS112 Human Resource Management: HRM Practices and Industrial Relations

Chair: Ole Henning Sorensen

Co-Chair: Ruan Van der Walt

OS113 Entry, Exit, and Mobility: Job Insecurity and Integration

Chair: Neil Conway

Co-Chair: Josep M Blanch

OS114 Job Stress and Employee Well-Being: Attitudes and Job Satisfaction

Chair: Nicola Jacobshagen

Co-Chair: Pedro Neves

OS115 Human Resource Management: Training Research and Experiences

Chair: Katrin Fischer

Co-Chair: Laurens Rook

OS117 Research and Methodology: Qualitative Efforts in HRM

Chair: Gabor Kismihok

Co-Chair: Maya Golan

OS118 Research and Methodology: Questionnaire Development

Chair: Eduardo Fonseca-Pedrero

Co-Chair: Anna Brown

OS119 Research and Methodology: Developing Measures

Chair: Jeremy Dawson

Co-Chair: Benoit Lothe

OS120 Job Stress and Employee Well-Being: Time and Stress

Chair: Philip Dewe

Co-Chair: Pascale Widmer

OS121 Job Stress and Employee Well-Being: Safety and Risk

Chair: Leif Rydstedt

Co-Chair: Dina Guglielmi

OS122 Research and Methodology: Methods

Chair: Ana Hernández

Co-Chair: Ángela Campillo Álvarez



Program

thursday, May 14

CHANGING EMPLOYMENT RELATIONS

State of Art **SOA1049**

Auditorio Principal 17:10 - 18:40
Career Success in a 21st Century Global Context
Chair: John Arnold (United Kingdom)
Co-Chair: Laurie Cohen (United Kingdom)

Invited Symposium **IS483**

Sala 11 13:40 - 15:10
Psychological Contract Development and Employee Attitudes
Chair: Ioannis Nikolaou (Greece)

Psychological Contract Creation: A diary study in newcomers' first days at work
Chair: Ioannis Nikolaou (Greece)

The development of psychological contracts in employees' careers
Chair: Sabine Raeder (Norway)

Dream versus reality: A longitudinal study of graduates' psychological contract expectations and experiences during the early career and the relationship with employee outcomes
Chair: Inge De Clippeleer (Belgium)

Psychological contract development of high potentials during a merger: The influence of I-deals on retention and turnover intentions
Chair: Charissa Freese (Netherlands)

Testing the moderating role of Organizational Trust and Protégé Experience in the Relationship of Emotion Work with Job Satisfaction in a non-Anglo Saxon Work Environment
Chair: Nikolaos Bozionelos (Greece)

Oral Session

OS79

Sala 8-9 13:40 - 15:10
Changing Employment Relations: Self-Employment
Chair: Serena Cubico (Italy)
Co-Chair: Kathleen Otto (Germany)

Images of succesful entrepreneurs in Estonia and China
Chair: Tiit Elenurm (Estonia)

How does preference for flexible work influence extra-role behaviour?
Chair: Elisabeth Duetschke (Germany)

Young Entrepreneurs: How to support self employment
Chair: Serena Cubico (Italy)

Explaining the readiness to go into business of students enrolled in different subject areas and psychology alumni with special emphasis on selection and socialization processes
Chair: Kathleen Otto (Germany)

Oral Session

OS81

Sala 8-9 17:10 - 18:40
Changing Employment Relations: Psychological Contracts in its Context
Chair: Ioannis Nikolaou (Greece)
Co-Chair: Liina Randmann (Estonia)

The effect of Contract Makers and Facilitators on psychological contract creation; the role of exchange ideologies
Chair: Ioannis Nikolaou (Greece)

Evidence for ideological currency in psychological contracts? : A qualitative study in non-profit organizations
Chair: Tim Vantilborgh (Belgium)



Exploring the changing psychological contract among migrant workers

Chair: Arthur Morgan (United Kingdom)

Overall psychological contract stronger predictor than P-O fit

Chair: Denise Jepsen (Australia)

The influence of economy change on employee expectations – changes in psychological contract patterns

Chair: Liina Randmann (Estonia)

CONSUMER BEHAVIOR

Poster **P210**

Pasillo Sur **15:30 - 18:40**

The names of olive oils: An experimental study

Chair: Esther Lopez-Zafra (Spain)

Poster **P545**

Pasillo Sur **15:30 - 18:40**

The Dissemination of Occupational Health Services: Evaluating Marketing Strategies Within a Research Practice Partnership

Chair: Verena Friedrich (Switzerland)

Poster **P1733**

Pasillo Sur **15:30 - 18:40**

New methods to investigate the symbolic part of the brand image

Chair: Luca Cian (Italy)

Poster **P211**

Pasillo Sur **15:30 - 18:40**

Olive oil perceived quality based on intrinsic and extrinsic attributes from a consumer perspective

Chair: Esther Lopez-Zafra (Spain)

Poster **P1287**

Pasillo Sur **15:30 - 18:40**

A research on the customer satisfaction in a local trade association for a marketing project

Chair: Piermatteo Ardolino (Italy)

Poster **P1735**

Pasillo Sur **15:30 - 18:40**

Town center management and consumption: An explorative research

Chair: Massimo Bellotto (Italy)

EMOTIONS IN THE WORKPLACE

Invited Symposium **IS334**

Sala 10 **15:30 - 17:00**

The Psychology of Service: Emotion Regulation, Health and Performance Part I

Chair: Dieter Zapf (Germany)

Developing positive emotional regulation strategies: Results from a training program for primary health care professionals

Chair: David Martínez-Iñigo (Spain)

Teachers' Use of Negative Emotions in the Classroom

Chair: Gérard Näring (Netherlands)

Emotional Labor Strategies and Organizational Commitment in Service Work - Examining the Relationship of two Concepts in a Diary-Survey using Multilevel-Analyses

Chair: Kai Trumpold (Germany)

Emotions in uniform: The why, when and how of emotion regulation in the nursing context

Chair: Renae Hayward (Australia)

It may just be the emotional experience: Disentangling the effects of experiencing versus suppressing negative emotions on well being and interaction quality in interactions at work: A diary study

Chair: Norbert K. Semmer (Switzerland)

Invited Symposium **IS617**

Sala 10 **17:10 - 18:40**

The Psychology of Service: Emotion Regulation, Health and Performance Part II

Chair: Dieter Zapf (Germany)

Use and effects of different types of interpersonal emotion regulation across multiple organizations

Chair: Karen Niven (United Kingdom)

Personal and organizational predictors of customer orientation and customer satisfaction: A study in the health-care sector

Chair: Nikolai W. Egold (Germany)

The Bright and Dark Sides of Anger: The Effect of Direct and Indirect Anger on Performance in Creative and Structured Tasks

Chair: Dorit Efrat (Israel)

Emotion regulation and psychological injury in policing

Chair: Michelle Tuckey (Australia)

Effects of group emotions on team performance

Chair: Andrea Fischbach (Germany)



DETAILED PROGRAM

Oral Session OS18

Sala 24 13:40 - 15:10
Emotions in the Workplace: Affect and Performance
Chair: Rob Briner (United Kingdom)
Co-Chair: Leire Gartzia (Spain)

The Do's and Don'ts of E-mail Communication during Office Hours: A Review of the Literature
Chair: Daantje Derks (Netherlands)

References of Masculinity within the XXI Century Business Organizations: analysis of its relation with key competences for success
Chair: Leire Gartzia (Spain)

How people justify emotions in organizational change narratives: a discursive psychological approach
Chair: Sarah Drabble (United Kingdom)

Being nice and being nasty at work: A theoretical and historical review of the missing links between affect and performance
Chair: Rob Briner (United Kingdom)

Oral Session OS12

Sala 24 15:30 - 17:00
Emotions in the Workplace: Emotional Intelligence and Self-Regulation
Chair: Gabriele Giorgi (Italy)
Co-Chair: Carmen Binnewies (Germany)

Direct, indirect and interactive effects of self-control and emotional dissonance on indicators of strain and absence: Results from cross-sectional and longitudinal analyses
Chair: Stefan Diestel (Germany)

Emotional Labor and Work Engagement: The Moderating Role of Emotional Intelligence
Chair: Wynne Chan (China, People's Republic of)

Emotional intelligence in the workplace: some empirical results
Chair: Gabriele Giorgi (Italy)

How Can Employees Self-Regulate their Affect and Well-being at Work? A classification of work-related affect regulation strategies
Chair: Carmen Binnewies (Germany)

Emotional intelligence: Testing a new model and measure
Chair: Alexandra Martins (Portugal)

Poster P323

Pasillo Sur 10:20 - 15:10
Labor identity and commitment: Longitudinal study in transformations of self value and the expectations in work
Chair: Graciela Filippi (Argentina)

Poster P567

Pasillo Sur 10:20 - 15:10
The Emotional Response to Anger at Work: Scale Development and Validation
Chair: Catalina Zaborila (Romania)

Poster P988

Pasillo Sur 10:20 - 15:10
Effectiveness and validity of the International Affective Picture System (IAPS) in mood induction: A meta-analysis
Chair: Amavia Méndez (Spain)

Poster P1057

Pasillo Sur 10:20 - 15:10
Framing social representations theory: the analysis of emotions in the workplace
Chair: Patrizia Deitingner (Italy)

Poster P1626

Pasillo Sur 10:20 - 15:10
Emotions, work and cultural diversity: Exploring the impact of professional status on the attribution of affects
Chair: Sonia Gondim (Brazil)

Poster P439

Pasillo Sur 10:20 - 15:10
Does emotional intelligence matter? An investigation into the role of emotional intelligence in call centres
Chair: Wissam Magadley (United Kingdom)

Poster P791

Pasillo Sur 10:20 - 15:10
Generational relief in companies: emotional factor
Chair: Mar Gómez Gutiérrez (Spain)

Poster P996

Pasillo Sur 10:20 - 15:10
Cartoons as positive mood inductors in organizational settings
Chair: Lurdes de Jesus Leite Castanheira (Portugal)



Poster P1502

Pasillo Sur 10:20 - 15:10
 The relationship between emotional intelligence and stress management
Chair: Rudi Oosthuizen (South Africa)

Poster P1628

Pasillo Sur 10:20 - 15:10
 Emotion work in a brazilian call center
Chair: Sonia Gondim (Brazil)

ENTRY, EXIT, AND MOBILITY

Invited Symposium IS348

Sala 22 13:40 - 15:10
New Research on Age Stereotypes in the Workplace: an International Perspective
Chair: Franco Fraccaroli (Italy)
Discussant: Donald Truxillo (USA)

The Impact of Cross-Generational Stereotypes and Metastereotypes on Workplace Cross-Generational Interactions in the United States
Chair: Lisa Finkelstein (USA)

Age as Moderator in the Relationship between Self- Versus Supervisor Ratings of Employability and Career Success
Chair: Beatrice Van der Heijden (Netherlands)

Still going strong: Understanding and enhancing teachers' life-long employability
Chair: Karen van Dam (Netherlands)

Perceived Age Differences in Personality, and Cognitive Ability
Chair: Franco Fraccaroli (Italy)

Symposium S209

Sala 11 15:30 - 17:00
Risks and benefits of an aging workforce
Chair: Michael Sengpiel (Germany)
Discussant: Beatrice Van der Heijden (Netherlands)

Motivation to Continue Working after Retirement: A model of its Antecedents and Development of a Scale
Chair: Matthijs Bal (Netherlands)

Age-related differences in emotion regulation of teachers during demanding situations in class
Chair: Anja Philipp (Germany)

Old employees with physical impairments: A risk factor for companies?
Chair: Julia Weichel (Germany)

Age diversity, team identification and innovation: Evidence for curvilinear relationships
Chair: Julia E. Hoch (Germany)

Risks and benefits of an aging workforce
Chair: Beatrice Van der Heijden (Netherlands)

Oral Session OS41

Sala 25 10:20 - 11:50
Entry, Exit and Mobility: Professional Transitions
Chair: Magda Rocha (Portugal)
Co-Chair: Alexander Witzki (Germany)

Predicting career ascendancy over three years from career supporters' perspective
Chair: Alexander Witzki (Germany)

Opportunities to strengthen the link between Higher Education Institutions and working world: a test of competing models
Chair: Magda Rocha (Portugal)

Career anchors as link between values and career goals congruence
Chair: Mariana Bargsted (Chile)

What boundaries matter in the boundaryless career?
Chair: Ricardo Rodrigues (United Kingdom)

HUMAN RESOURCE MANAGEMENT

Invited Symposium IS228

Sala Compostela 17:10 - 18:40
Professional standards for testing and assessment in work and organizational settings
Chair: Dave Bartram (United Kingdom)
Discussant: Jose Muñiz (Spain)

A European model for the accreditation of test user competence
Chair: Dave Bartram (United Kingdom)

Using a common standard to review tests in different countries
Chair: Patricia A Lindley (United Kingdom)

Professional standards for testing and assessment in work and organizational settings
Chair: Sverre L Nielsen (Norway)

ISO standard on personnel assessment – a look inside
Chair: Lutz F. Hornke (Germany)



DETAILED PROGRAM

Symposium S542

Sala 11 10:20 - 11:50
European Research on Personnel Selection and Job Performance
Chair: Silvia Moscoso (Spain)

Criterion validity of a Structured behavioral interview for Hiring Local Police Officers
Chair: Javier Sáez Lanas (Spain)

Development of performance appraisal scale for local police agents
Chair: Luis Fernando Diza Vilela (Spain)

Predictive validity of some selection methods: An empirical study with production operators in portuguese context
Chair: Nuno Rodrigues (Portugal)

"I am a different person": Content validity of personality reports developed for selection and coaching assessment
Chair: Filip De Fruyt (Belgium)

Should we use specific norms in selection context for personality inventories assessing dysfunctional patterns?
Chair: Jean Pierre Rolland (France)

Symposium S1386

Sala 10 13:40 - 15:10
Psychological perspectives of pay
Chair: Conny Herbert Antoni (Germany)

Effects of leadership and psychological contract fulfillment on pay satisfaction
Chair: Christine Maier (Germany)

Does money enhance innovativeness - a case study on innovativeness and a bonus plan
Chair: Elina Moisiö (Finland)

Changing pay systems - factors influencing the successful implementation of pay for performance: A qualitative case study approach
Chair: Ansgar Berger (Germany)

Employees' pay attitudes during an industrial action -a longitudinal case study in one public sector health care organization
Chair: Kiisa Hulkko-Nyman (Finland)

Factors influencing collective and individual results-oriented pay system satisfaction and impact on organizational performance
Chair: Kiisa Hulkko-Nyman (Finland)

Symposium S457

Sala 13 17:10 - 18:40
An International Symposium on Disentangling Engagement
Chair: Ilke Inceoglu (United Kingdom)
Discussant: Benjamin Schneider (USA)

The leader as coach: understanding the way towards engaged and happy employees
Chair: Jesse Segers (Belgium)

Increasing Employee Engagement: A Self-Efficacy Based Intervention
Chair: Sharon Parker (United Kingdom)

Are workaholics 'engaged'? About the relationship among workaholism, work engagement, wellbeing and personality
Chair: Mario Del Libano (Spain)

A comprehensive framework for understanding and predicting engagement: Propositions and empirical evidence
Chair: Steven Fleck (United Kingdom)

Oral Session OS15

Sala 19-20 10:20 - 11:50
Human Resource Management: Management Practices and Development
Chair: Nathalie Delobbe (Belgium)
Co-Chair: Barry Fallon (Australia)

The Influence of Personality Characteristics on the Effects of Management Development on Employees Outcomes
Chair: Mandy van der Velde (Netherlands)

Study of an integrated model of work motivation applied in a multicultural sample
Chair: José Navarro (Spain)

The Importance of Staff Development for Reducing Intention to Quit in an Emergency Services Organization
Chair: Barry Fallon (Australia)

Assessment centers : is it worthwhile to use a competencies - based framework?
Chair: Nathalie Delobbe (Belgium)

The importance of Human Resource Management function to the organizational performance
Chair: Ana Veloso (Portugal)

THURSDAY, 14



Oral Session OS20

Sala 15-16 13:40 - 15:10

Human Resource Management: Career orientations

Chair: Thomas Höge (Austria)
Co-Chair: Claartje Vinkenburg (Netherlands)

Flexpatriates in Eastern and Western Europe Career aspirations and implications for future careers, private life, and well-being
Chair: Barbara Demel (Austria)

Career regret and career surprise: An analysis of the consequences of different types of adjustment to the career experience
Chair: Alexandra Budjanovcanin (United Kingdom)

Career ambition and beliefs about motherhood in relation to family-friendly policy use and career success of parents
Chair: Claartje Vinkenburg (Netherlands)

Career uncertainty, career orientations and effort-reward-imbalance among young scientists in Austria, Germany and the United Kingdom
Chair: Thomas Höge (Austria)

Efficacy evaluation in a professional career guidance sample cases
Chair: Francisca Berrocal (Spain)

Oral Session OS33

Sala 14 13:40 - 15:10

Human Resource Management: Selection and Assessment Dark Side

Chair: Coralia Sulea (Romania)
Co-Chair: Saul Fine (Israel)

Managing personnel risk: Integrity, disengagement, and counterproductive behaviors
Chair: Saul Fine (Israel)

Does emotion regulation protect employees from the negative effects of work-related violence?
Chair: Karen Niven (United Kingdom)

Evaluation of perception of counterproductive behaviors in organizations: Scale development and validation
Chair: Coralia Sulea (Romania)

Effects of excuse-making in job interviews: Findings from two experimental field studies
Chair: Marc Solga (Germany)

Screening for the shadow side of people at work
Chair: Carly Rebello (United Kingdom)

Oral Session OS6

Sala 15-16 15:30 - 17:00

Human Resource Management: Selection and Assessment EEO

Chair: Silvia Moscoso (Spain)
Co-Chair: Bertolt Meyer (Switzerland)

Job discrimination: use of justification process
Chair: Stephanie Delroisse (Belgium)

Stereotype threat in personnel selection: Does women's performance depend on the percentage of men present?
Chair: Bertolt Meyer (Switzerland)

Gender Subtexts and Personnel Policies: Recruiting Female Apprentices into Male-attributed Jobs
Chair: Harald Stummer (Austria)

Attitudes toward affirmative action programs for women in Spanish organizations
Chair: Silvia Moscoso (Spain)

Gender equality in the cooperative workplace: A theoretical review of the glass ceiling phenomenon and its application to the cooperative enterprise
Chair: Eunat Elio (Spain)

Oral Session OS36

Sala 19-20 15:30 - 17:00

Human Resource Management: Performance at work

Chair: Karina Van De Voorde (Netherlands)
Co-Chair: Wolfgang Beiglboeck (Austria)

Alcohol at the Workplace – Implementation and Evaluation on the long run
Chair: Wolfgang Beiglboeck (Austria)

High Performance Work Systems, Employee Well-being and Organisational Performance: A Systematic Review of the Literature
Chair: Karina Van De Voorde (Netherlands)

An exploration of the relationship between personality, cognitive ability, emotional intelligence, and job performance: Results from UAE Police
Chair: Omar Ebrahim Al-Ali (United Arab Emirates)

The relation between age and workload in a complex mental task
Chair: Andreas Mueller (Germany)

Human resource practices and employee performance: moderating effect of organizational employment stability
Chair: M. Felisa Latorre Navarro (Spain)



DETAILED PROGRAM

Oral Session OS38

Sala 19-20 17:10 - 18:40

Human Resource Management: Training

Chair: Hamid Reza Oreyzi (Iran)

Co-Chair: Kristin Seidel (Germany)

The use of job analysis for training curriculum content evaluation

Chair: Hamid Reza Oreyzi (Iran)

How to reduce feedback information loss to oral presentations

Chair: Achim Elfering (Switzerland)

Computer-based assessor training – a possibility to solve the dilemma of economical efficiency and quality?

Chair: Kristin Seidel (Germany)

Structural and dynamic factors influencing support to on-site training methods and self-directed learning practices in small firms

Chair: Roland Foucher (Canada)

Oral Session OS26

Sala 15-16 17:10 - 18:40

Human Resource Management: Training, Coaching and Mentoring

Chair: Karel Stanz (South Africa)

Co-Chair: Åse Helene B. Dagsland (Norway)

Developing effective wellness programs for physicians through participatory action research

Chair: Jane Lemaire (Canada)

The Coach-coachee Working Relationship : When Perceptions Differ

Chair: Lucie Morin (Canada)

The Mentor-Protégé Relationship in a Learnership Programme

Chair: Karel Stanz (South Africa)

On becoming a professional – apprentices in the hospitality industry

Chair: Åse Helene B Dagsland (Norway)

Poster P191

Pasillo Sur 10:20 - 15:10

The mediating affect of Role breadth between cross training and creativity of industrial workers

Chair: Hamid Reza Oreyzi (Iran)

Poster P274

Pasillo Sur 10:20 - 15:10

Senior Managers of Italian Non-Profit Organizations and Human Resource Management

Chair: Paula Benevene (Italy)

Poster P45

Pasillo Sur 10:20 - 15:10

The comparing of expert and novice managers semantic network and its relation with their performance

Chair: Hamid Reza Oreyzi (Iran)

Poster P876

Pasillo Sur 10:20 - 15:10

How to decide who's in and who's out? – supporting HR experts' decision-making on the selection of career programs' participants

Chair: Tímea Csizik (Hungary)

Poster P1068

Pasillo Sur 10:20 - 15:10

Improvement of expertise in nuclear industry organizations

Chair: Krista Pahkin (Finland)

Poster P722

Pasillo Sur 10:20 - 15:10

Evaluation and control of training and education

Chair: Massimo Bustreo (Italy)

Poster P960

Pasillo Sur 10:20 - 15:10

Assessment of human resources management assumptions: construction and validation of the PFP, PPAD and PPSR measuring instruments

Chair: Samuel Monteiro (Portugal)

Poster P177

Pasillo Sur 10:20 - 15:10

What motivates lower-educated to a 'life-long learning': result from a panel study in the Netherlands

Chair: Shirley Oomens (Netherlands)

Poster P1708

Pasillo Sur 10:20 - 15:10

The relationship between learning potential, educational level and functional English literacy

Chair: Marie De Beer (South Africa)



Poster **P1538**

Pasillo Sur **10:20 - 15:10**
 Attraction, P/O fit and external recruitment practices
Chair: Lucie Morin (Canada)

Poster **P1299**

Pasillo Sur **10:20 - 15:10**
 Bridging the academic-practitioner divide through the practical application of theory in interpersonal skills training in a university setting
Chair: Cheryl Travers (United Kingdom)

Poster **P1746**

Pasillo Sur **10:20 - 15:10**
 Reaction to training and organizational support: a case study in a Brazilian public organization
Chair: Flávio Pompêo (Brazil)

Poster **P1037**

Pasillo Sur **10:20 - 15:10**
 Quality of vocational training, efficacy obtained through a situational approach
Chair: Massimo Bellotto (Italy)

Poster **P1059**

Pasillo Sur **10:20 - 15:10**
 Facilitate the organizational learning processes: a managerial orientations questionnaire
Chair: Massimo Bellotto (Italy)

Poster **P914**

Pasillo Sur **10:20 - 15:10**
 The Interactive Effect of Self-Efficacy and Learning Goal Orientation on Training Transfer Intentions
Chair: Robert Stewart (USA)

Poster **P1539**

Pasillo Sur **10:20 - 15:10**
 Competencies necessary for the practice of work and organizational psychology: A framework empirically tested
Chair: Roland Foucher (Canada)

Poster **P1630**

Pasillo Sur **10:20 - 15:10**
 The Effects of Electronic Monitoring on Time Spent E-learning: Examining the Role of Conscientiousness and Implications for Skill Development
Chair: Will Stoughton (USA)

Poster **P442**

Pasillo Sur **15:30 - 18:40**
 Willingness to be a mentor: the moderating effect of mentoring benefits and perceived organizational usefulness
Chair: Paola Gatti (Italy)

Poster **P127**

Pasillo Sur **15:30 - 18:40**
 Agri-bussines representatives' views on the introduction of minimum wages on the south african citrus industry
Chair: Ruan Van der Walt (South Africa)

Poster **P505**

Pasillo Sur **15:30 - 18:40**
 Exploring recruitment databases from the applicant's perspective
Chair: Christian Bosau (Germany)

Poster **P60**

Pasillo Sur **15:30 - 18:40**
 Career guidance in the secondary education: building skills for the future
Chair: Enrique Merino-Tejedor (Spain)

Poster **P915**

Pasillo Sur **15:30 - 18:40**
 The best experiences of performance appraisal: a qualitative study
Chair: Nuno Rebelo dos Santos (Portugal)

Poster **P1417**

Pasillo Sur **15:30 - 18:40**
 The validity of the competency portfolio in personnel selection
Chair: Lucie Côté (Canada)

Poster **P1549**

Pasillo Sur **15:30 - 18:40**
 A methodology for entrepreneurs' selection process
Chair: Susana Correia Santos (Portugal)

Poster **P1269**

Pasillo Sur **15:30 - 18:40**
 Boning up for class: Encouraging students to take notes before scheduled class
Chair: Amanda Shantz (United Kingdom)



DETAILED PROGRAM

Poster **P1654**

Pasillo Sur **15:30 - 18:40**
Recruiters' effectiveness: is leadership a ticket for higher self-perceived effectiveness?

Chair: Kristina Danilov (Sweden)

Poster **P307**

Pasillo Sur **15:30 - 18:40**
Personnel selection from a social psychological point of view: the effects of disability

Chair: Fruzsina Veress (Hungary)

Poster **P55**

Pasillo Sur **15:30 - 18:40**
Proposing and evaluating a model for ethical recruitment and selection : A South-African perspective

Chair: Gideon J. Steyn (South Africa)

Poster **P381**

Pasillo Sur **15:30 - 18:40**
The use of brief questionnaires in personnel selection context: The case of BFI -10

Chair: Rui Bártole-Ribeiro (Portugal)

Poster **P691**

Pasillo Sur **15:30 - 18:40**
An inquiry on the career preferences of management students: does cognitive and personality characteristics matter?

Chair: Eva Cools (Belgium)

Poster **P938**

Pasillo Sur **15:30 - 18:40**
Applicants reactions and attitudes toward the selection system in the Norwegian Officer School

Chair: Live Almås-Sørensen (Norway)

Poster **P964**

Pasillo Sur **15:30 - 18:40**
Barts Intelligence Test as a successful predictor of Mexican Blue Line Employees Performance

Chair: Cinthya Berenice Salais Silva (Mexico)

Poster **P1005**

Pasillo Sur **15:30 - 18:40**
The Effect of Interpersonal Competencies on Managerial Success

Chair: Ole Iversen (Norway)

Poster **P1437**

Pasillo Sur **15:30 - 18:40**
Descriptive study of the relationship between the Kolb Learning Styles and personality tests in subjects with medium and higher level of training

Chair: M^a José Poza (Spain)

Poster **P1511**

Pasillo Sur **15:30 - 18:40**
Organization switching and personality: career analysis of Polish job applicants

Chair: Marek Suchar (Poland)

Poster **P1182**

Pasillo Sur **15:30 - 18:40**
Validity of personality judgements relying on photographs and vocational preferences

Chair: Bart Wille (Belgium)

Poster **P1271**

Pasillo Sur **15:30 - 18:40**
A model of Performance Management System integrated in the Management for Competence and Business Process Management

Chair: Luis González Fernández (Spain)

Poster **P1401**

Pasillo Sur **15:30 - 18:40**
Multi-method Job Evaluation comparative analysis

Chair: Francisca Berrocal (Spain)

Poster **P1774**

Pasillo Sur **15:30 - 18:40**
Socialization to work and students' occupational choice: The case of an italian university

Chair: Laura Galuppo (Italy)

Poster **P1796**

Pasillo Sur **15:30 - 18:40**
Rewards practices: effects on worker satisfaction and the mediating role of perception of justice

Chair: Manuela Anjos (Portugal)



INDUSTRIAL RELATIONS

Symposium **S1435**

Sala 14 **12:00 - 13:30**
**New European Industrial Relations (NEIRE):
 Towards a flexible and innovative labour system
 and how to empower workers representatives as
 negotiators.**
Chair: Lourdes Munduate (Spain)

New European Industrial Relations (NEIRE): Towards a flexible and innovative labour system and how to empower workers representatives as negotiators
Chair: Martin Euwema (Belgium)

Empowering workers representatives in Germany – coping with increasing demands from all sides of the negotiation table
Chair: Heidi Ittner (Germany)

How do works council members in the Netherlands perceive and execute their role?
Chair: Aukje Nauta (Netherlands)

Employment relations in Spain: Consequences on the role of worker representatives
Chair: Francisco Medina (Spain)

Changes in industrial relations and its consequences for workers: The situation in Japan
Chair: Tetsushi Okumura (Japan)

JOB STRESS AND EMPLOYEE WELL-BEING

Symposium **S731**

Auditorio Principal **12:00 - 13:30**
The Secrets of Employee Engagement
Chair: Arnold Bakker (Netherlands)

A Spillover and Crossover Analysis of Employee Engagement
Chair: Arnold Bakker (Netherlands)

Burnout, Work Engagement, and Civility in Health Care
Chair: Michael Leiter (Canada)

Developmental Courses of Burnout and Work Engagement: A 2-year Follow-up Study among Managers
Chair: Anne Mäkikangas (Finland)

Leader behavior and follower engagement: A multilevel study
Chair: Michelle Tuckey (Australia)

An Investigation and Comparison of Two Measures of Work Engagement
Chair: Helena Cooper-Thomas (New Zealand)

Symposium **S498**

Sala Compostela **12:00 - 13:30**
Workaholism and overtime work
Chair: Wilmar Schaufeli (Netherlands)

Working hard: Have not done enough or cannot get enough of it?
Chair: Corine Van Wijhe (Netherlands)

Job demands, job resources, workaholism and burnout
Chair: Mario Del Libano (Spain)

Are workaholism and work engagement identical? About the distinctiveness of workaholism and work engagement among Japanese employees
Chair: Akihito Shimazu (Japan)

Exploring the associations among overtime work, health behaviors, and health: A longitudinal study among full-time employees
Chair: Debby Beckers (Netherlands)

Symposium **S1245**

Sala 11 **12:00 - 13:30**
Work-Related Well-Being of Firefighters
Chair: Alexandra Marques-Pinto (Portugal)

Positive Responses to Stress in Firefighters
Chair: Rui Angelo (Portugal)

The mediating effect of prosocial coping in the relationship between emotional demands among team members and individual engagement
Chair: Catarina Gomes (Portugal)

The moderating effect of teamworking on the relationship between emotional labour and burnout in professional firefighters
Chair: Sancha Ferreira (Portugal)

Development of Burnout Syndrome In Firefighters
Chair: Fernando Gastal de Castro (France)

Symposium **S240**

Sala 19-20 **13:40 - 15:10**
Cooperation, Health, and Development in the 21st Century Workplace
Chair: Monique Janneck (Germany)
Co-Chair: Christine Busch (Germany)

Concepts and instruments for stress management in teamwork: Results from the RESUM project
Chair: Christine Busch (Germany)

THURSDAY, 14



DETAILED PROGRAM

The WONT methodology for promoting occupational health psychology

Chair: Eva Cifre (Spain)

Stress-related Job Analysis for Hospital Physicians

Chair: Monika Keller (Germany)

Effects on health and psychosocial work environment of a new management model

Chair: Carl Åborg (Sweden)

Cooperation and Micro-Political Processes Within Inter-Organizational Networks

Chair: Henning Staar (Germany)

Stressors in the cooperation with patients

Chair: Kerstin Rieder (Germany)

Developing a Measure for Health-promoting Leadership Behaviour

Chair: Sylvie Vincent (Germany)

Symposium S470

Sala 12 15:30 - 17:00

Advances in Burnout Research

Chair: Michael Leiter (Canada)

Discussant: Wilmar Schaufeli (Netherlands)

The role of job engagement in burnout: combining qualitative and quantitative perspectives

Chair: Beate M. Schulze (Switzerland)

Burnout, The Contribution Of Civility To A Model Of Burnout And Engagement

Chair: Michael Leiter (Canada)

Rewards, community and fairness: predictors of burnout and deterioration in assistance relationship

in healthcare workers suffering aggressions

Chair: Santiago Gascón (Spain)

Investigation model of Burnout and patients' perception of service quality in the hospital environment An exploratory research

Chair: Alessandro Gattai (Italy)

Oral Session OS101

Sala 23 10:20 - 11:50

Job Stress and Employee Well-being: Job Demands-Resources

Chair: Barbier Marie (Belgium)

Co-Chair: Bart Van de Ven (Belgium)

Job demands and job resources: Their role in workers psychological well-being

Chair: Sónia Gonçalves (Portugal)

The triple match principle in the technology sector: a cross-sectional study

Chair: Bart Van de Ven (Belgium)

A test of the Job Demands-Resources model with alternative measures of strain and engagement

Chair: Barbier Marie (Belgium)

Women in the board rooms: Female board members' perceptions of board room dynamics

Chair: Gro Ellen Mathisen (Norway)

Oral Session OS23

Sala 22 10:20 - 11:50

Job Stress and Employee Well-being: Work Stressors in Services

Chair: Bettina Kubicek (Austria)

Co-Chair: Simo Salminen (Finland)

Job stress and accidents at work

Chair: Simo Salminen (Finland)

Stress in service interactions: Health effects of reciprocal social interactions among service employees and their clients

Chair: Barbara Zimmermann (Germany)

A Different Picture of Workplace Stress for Professionals: A Multi-Stage, Mixed Methods Approach to Physician Burnout

Chair: Jean Wallace (Canada)

Emotional intelligence and supervisors' contribution to stress in healthcare dyads

Chair: Hannah Hesselgreaves (United Kingdom)

What we can learn from social exchange theory: On the relation of lacking reciprocity to stress and psychological withdrawal

Chair: Bettina Kubicek (Austria)

Oral Session OS32

Sala 22 12:00 - 13:30

Job Stress and Employee Well-being: Bullying and Aggression

Chair: Herman Steensma (Netherlands)

Co-Chair: Jordi Escartín (Spain)

Aggression in nursing homes and in retirement homes with nursing care: Consequences and implications for anti aggression policy

Chair: Herman Steensma (Netherlands)

THURSDAY, 14



The Perception of Workplace Bullying: A Cross-cultural Study

Chair: Jordi Escartín (Spain)

Bullying at work, subjective well-being and mental health on Gibraltar workers

Chair: Aylene Vielma (Gibraltar)

Workplace Bullying and Psychological Aggression: An Update on NIOSH Research

Chair: Paula Grubb (USA)

Workplace bullying risk assessment in Japan

Chair: Gabriele Giorgi (Italy)

Oral Session OS104

Sala 23 12:00 - 13:30

Job Stress and Employee Well-being: Engagement and Burnout

Chair: Ilke Inceoglu (United Kingdom)

Co-Chair: Syed Akhtar (China, People's Republic of)

Work engagement and its antecedents in high-risk occupations: A police service case study

Chair: Sukanlaya Sawang (Australia)

Predicting engagement from person-job fit

Chair: Ilke Inceoglu (United Kingdom)

Self-efficacy beliefs, perception of context and burnout: A study of nurses

Chair: Chiara Consiglio (Italy)

Job performance and work engagement: the roles of organizational and individual demands and resources

Chair: Marit Christensen (Norway)

Job demands-resources model of burnout and engagement: the role of regulatory foci

Chair: Syed Akhtar (China, People's Republic of)

Oral Session OS121

Sala 24 12:00 - 13:30

Job Stress and Employee Well-Being: Safety and Risk

Chair: Leif Rydstedt (Norway)

Co-Chair: Dina Guglielmi (Italy)

The reported frequency of cognitive failures reflects core self evaluation

Chair: Robert van Doorn (Netherlands)

Factors influencing the willingness to report incidents in healthcare: a survey in Swiss hospitals

Chair: Yvonne Pfeiffer (Switzerland)

Psychological attachments to the work-place and long-term sickness absence: A study of register based outcomes

Chair: Thomas Clausen (Denmark)

Can work-related eustress be conceptualized by the Demand-Control model?

Chair: Leif Rydstedt (Norway)

The Job Demands-Resources Model: the role of personal resources and personal risk factors

Chair: Dina Guglielmi (Italy)

Oral Session OS120

Sala 23 13:40 - 15:10

Job Stress and Employee Well-Being: Time and Stress

Chair: Philip Dewe (United Kingdom)

Co-Chair: Pascale Widmer (Switzerland)

Males and Females under pressure at the workplace: Anxiety, Depression and Post Traumatic Embitterment Disorder (PTED) in the two sexes as consequence of Bullying, Straining and other workplace conflicts

Chair: Harald Ege (Italy)

Does Emotional Intelligence protect against negative effects of stress?

Chair: Lira Rodriguez (Spain)

Exploring and mapping the patterns of stress associated with work stressor: Exploring and mapping the patterns of stress associated with work stressor

Chair: Philip Dewe (United Kingdom)

Time allocation, simultaneous activities, and work interruptions in hospital physicians: Participant observations and intervention approach

Chair: Matthias Weigl (Germany)

What is good about time pressure? - Disentangling the effects of a challenge stressor

Chair: Pascale Widmer (Switzerland)

Oral Session OS77

Sala 22 15:30 - 17:00

Job Stress and Employee Well-being: Stress Management

Chair: Taina Hintsala (Finland)

Co-Chair: Nils Beer (United Kingdom)

Leadership characteristic across developmental periods predicts lower level of job strain: The Cardiovascular Risk in Young Finns Study

Chair: Taina Hintsala (Finland)



DETAILED PROGRAM

Investigation of adaptive self-regulation and functional resilience-related factors

Chair: Nils Beer (United Kingdom)

Longitudinal effects of participation in an organizational stress management program A seven year follow-up

Chair: Jenni Ervasti (Finland)

Design, implementation and effectiveness of a stress and resource management program for low qualified workers

Chair: Christine Busch (Germany)

Ambiguous job factors in knowledge work

Chair: Ole Henning Sorensen (Denmark)

Do we recover from vacation? A meta-analysis of vacation effects on health and well-being

Chair: Jessica de Bloom (Netherlands)

Effects of Stochastic Resonance Therapy on Musculoskeletal Symptoms in Metal Manufacturing Workers: A Preventive Intervention Study

Chair: Christian Burger (Switzerland)

The relationship between work pressure, rumination about work, and recovery: A diary study

Chair: Alicia L. T. Walkowiak (Netherlands)

Attitudes of employees toward rest and recreation activities in dynamic organizational environment

Chair: Kuznetsova Alla (Russia)

Oral Session

OS98

Sala 23 15:30 - 17:00

Job Stress and Employee Well-Being: Well-being at Work

Chair: Antonio Duro Martín (Spain)

Co-Chair: Athfah Akhtar (United Kingdom)

Poor employee well-being and work-related mental ill-health and substance consumption: A model on the relationship between non-clinical and clinical consequences of work

Chair: Antonio Duro Martín (Spain)

Well-being of Trainee Teachers: The role of Work-demands, Rumination and Dysfunctional Attitudes in predicting Depression over time

Chair: Athfah Akhtar (United Kingdom)

Validation of the Index of Psychological Well-Being at Work

Chair: Veronique Dagenais-Desmarais (Canada)

Measuring positive and negative aspects of well-being at work: Intern and extern validity of the PNOSI

Chair: Barbier Marie (Belgium)

Workaholism, Work Engagement, and Performance: Comparison of the Self-Employed versus Employees on Pay-Role

Chair: Marjan Gorgievski (Netherlands)

Oral Session

OS74

Sala 22 17:10 - 18:40

Job Stress and Employee Well-being: Recovery and Unwinding

Chair: Kuznetsova Alla (Russia)

Co-Chair: Jessica de Bloom (Netherlands)

Novel ideas through reading novels: How reading books influences work behaviors

Chair: Matthijs Bal (Netherlands)

Poster

P97

Passillo Sur

15:30 - 18:40

Time management, stress and job performance

Chair: Alexander Häfner (Germany)

Poster

P730

Passillo Sur

15:30 - 18:40

Job success in geriatric care?

Chair: Thilo Eith (Germany)

Poster

P471

Passillo Sur

15:30 - 18:40

Practices of Occupational Health Psychologists - Action Research for the Promotion of Psychosocial Health at Work

Chair: Päivi Jalonen (Finland)

Poster

P255

Passillo Sur

15:30 - 18:40

How to get control of your time...

Chair: Lydia Pinneker (Germany)

Poster

P1110

Passillo Sur

15:30 - 18:40

Adaptation to shiftwork: the search for the integration of individual, organizational and social variables

Chair: José Keating (Portugal)

Poster

P396

Passillo Sur

15:30 - 18:40

Bullying and stress in New Zealand: A qualitative study of stakeholders in three industries

Chair: Helena Cooper-Thomas (New Zealand)



Poster **P591**

Pasillo Sur **15:30 - 18:40**
Recovery experiences as moderators between psychosocial work characteristics and occupational well-being
Chair: Marjo Siltaloppi (Finland)

Poster **P1521**

Pasillo Sur **15:30 - 18:40**
Teachers' coping strategies to face work overload
Chair: María Prieto (Spain)

Poster **P1042**

Pasillo Sur **15:30 - 18:40**
Assessing of organizational wellbeing, job burnout and mobbing: An analysis of three tools
Chair: Patrizia Deitinger (Italy)

Poster **P1290**

Pasillo Sur **15:30 - 18:40**
Managing coping strategies to decrease stress levels in Mexican female employees
Chair: Karen Berlanga Villarreal (Mexico)

Poster **P1374**

Pasillo Sur **15:30 - 18:40**
Reducing individual work distress in professional women through behavioral and cognitive techniques
Chair: Ana Calderón (Mexico)

Poster **P1812**

Pasillo Sur **15:30 - 18:40**
Coping strategies in multicultural workplaces
Chair: Margherita Pasini (Italy)

LEADERSHIP AND MANAGEMENT

Symposium **S1509**

Sala Compostela **10:20 - 11:50**
Destructive leadership: Antecedents and outcomes
Chair: Staale Einarsen (Norway)

Pinning Tyrannical Leadership on whom? Role Stressors and Individual Traits among Leaders and Subordinates as Antecedents of Destructive Leadership Behaviors
Chair: Leo Kant (Norway)

Leadership styles as predictors of self-reported and observed bullying
Chair: Helge Hoel (United Kingdom)

Tolerance to Destructive Leaders: The Influence of the Resource Policy and Acting Against the Team or the Organization
Chair: Stijn Decoster (Belgium)

Exposure to destructive leadership: Relationships with job satisfaction, work-withdrawal, intentions to leave
Chair: Anders Skogstad (Norway)

Moderating Effects of Intention to Quit on the Relationship Between Abusive Supervision and Employees' Workplace Deviance
Chair: Wei Hua (Singapore)

Symposium **S351**

Sala 10 **12:00 - 13:30**
Leadership 2: Followership and leadership social construction
Chair: Joerg Felfe (Germany)

More Than Meets the Eye: The Role of Subordinates' Self-Perceptions in Leader Categorization Processes
Chair: Niels van Quaquebeke (Netherlands)

Global Leader View: Development of a 360 Questionnaire on the basis of GLOBE
Chair: Felix Brodbeck (Germany)

What is negative leadership? – A qualitative study
Chair: Jan Schilling (Germany)

On Romance of leadership or why making leaders scapegoats is such a sensible thing to do
Chair: Birgit Schyns (United Kingdom)

Implicit Leadership Theories in Academia
Chair: Claudia Peus (Germany)

Symposium **S182**

Sala 13 **15:30 - 17:00**
Servant-Leadership, measurement and relevance for commitment, flow and performance
Chair: Dirk van Dierendonck (Netherlands)

Servant-leadership and self-determination, longitudinal evidence
Chair: Inge Nuijten (Netherlands)

Servant-Leadership: a multidimensional conceptualization and measurement
Chair: Dirk van Dierendonck (Netherlands)

Career success and motivation of top talents – the key role of servant leadership
Chair: Sandra Kuisl (Germany)

Servant leadership: Key factor to achieve flow
Chair: Raquel Rodriguez-Carvajal (Spain)



DETAILED PROGRAM

Symposium S1891

Sala Obradoiro **17:10 - 18:40**
The Nature and Development of Leadership for CSR/Sustainability: A Global Perspective
Chair: Alessia D'Amato (Belgium)

Theory building: leadership practices for sustainability/CSR
Chair: Alessia D'Amato (Belgium)

Developing leaders for sustainable development: Some reflections from practice
Chair: Gareth Edwards (United Kingdom)

Social Learning Effects of Ethical Leaders on Employee (Un)ethical Behavior
Chair: David De Cremer (Netherlands)

Leadership Discretion: A Developmental Experience
Chair: Nada Kakabadse (United Kingdom)

Inspiring the inspirators On the general and his inspiration
Chair: Miriam de Graaff (Netherlands)

Leadership effectiveness and the perception gap: from research to practice
Chair: Alessia D'Amato (Belgium)

The impact of Identification and Leadership on Work Outcomes: The case of Public Health Workers
Chair: Juan A. Moriano (Spain)

Psychological Predictors of Bank Managers' Performance Evolution
Chair: Miguel Ángel Gandarillas Solinís (Spain)

Oral Session OS37

Sala 8-9 **10:20 - 11:50**
Leadership and Management: Negotiation and Conflict
Chair: Sándor Sipos (Hungary)
Co-Chair: Joachim Hüffmeier (Germany)

Reactive devaluation in intergroup negotiations revisited: The moderating role of the fixed-pie perception
Chair: Joachim Hüffmeier (Germany)

A dynamic approach to social value orientation influenced by situational factors – the social value orientation algorithm
Chair: Sándor Sipos (Hungary)

Do organizational culture shape individual subjective values in negotiation?
Chair: Filipa Jácome (Portugal)

Idiosyncratic Deals of Hospital Physicians: Negotiating for Flexibility and Development
Chair: Severin Hornung (United Kingdom)

Oral Session OS89

Sala 14 **10:20 - 11:50**
Leadership and Management: Leadership and Application Contexts
Chair: Alessia D'Amato (Belgium)
Co-Chair: Misa Sjöberg (Sweden)

Leadership and flexibility in complex, stressful rescue operations
Chair: Misa Sjöberg (Sweden)

Oral Session OS47

Sala 8-9 **12:00 - 13:30**
Leadership and Management: Leadership and Culture
Chair: Allan Williams (United Kingdom)
Co-Chair: Hein Wendt (Netherlands)

Individual and contextual predictors of staff nurses' organizational commitment: Testing a multilevel model
Chair: Heather Laschinger (Canada)

An organisational history perspective on strategic leadership: the case of a UK university
Chair: Allan Williams (United Kingdom)

Religious and cultural factors that influence the advancement of Indian female managers in the South African workplace
Chair: Nasima Carrim (South Africa)

Self-other Agreement on Leadership Perceptions Across Cultures
Chair: Hein Wendt (Netherlands)

Oral Session OS34

Sala 4-5 **13:40 - 15:10**
Leadership and Management: Transformational Leadership
Chair: Rita Berger (Spain)
Co-Chair: Hannah JP Voigt (Germany)

"The Path is the Goal" – How transformational leaders affect subordinates' job attitudes through goal-related behavior
Chair: Hannah J.P. Voigt (Germany)

Psychosocial Model of Transformational Leadership: Differences in Leaders' and Subordinates' Perception
Chair: Aurelija Stelmokiene (Lithuania)

THURSDAY, 14



Power, Procedural Justice and Perspective Taking:
A Recipe for Leader Group-Serving Behaviors?
Chair: Diana Rus (Netherlands)

Assessment of the construct and criterion validity of the short scale for transformational leadership (Human System Audit HSA-TFL) in four European countries
Chair: Rita Berger (Spain)

Oral Session OS52

Sala 8-9 15:30 - 17:00
Leadership and Management: Managing Diversity
Chair: Oyvind L Martinsen (Norway)
Co-Chair: Elva Leticia Parada Ruiz (Mexico)

Women Managers' Attitudes and Stereotypes toward to the Glass Ceiling Phenomenon in Greece
Chair: Argyro Gkolfi (Greece)

Ageing leaders at the career crossroads
Chair: Tapani Franssi (Finland)

Study on the Businesswoman in Mexico
Chair: Elva Leticia Parada Ruiz (Mexico)

Laissez-faire or Laissez-seul? Leadership style and destructive leader behaviour
Chair: Sylvia Manchen Spörrli (Switzerland)

Self leadership
Chair: Oyvind L. Martinsen (Norway)

Poster P713

Pasillo Sur 15:30 - 18:40
Aising minority voice: Leadership, dissimilarity, & voice
Chair: Christian Troester (Netherlands)

ORGANIZATIONAL BEHAVIOR

Invited Symposium IS17

Auditorio Principal 10:20 - 11:50
Employee engagement: Individual and organizational consequences
Chair: Benjamin Schneider (USA)

Linking employee engagement to competitive advantage: Criterion problems and levels of analysis
Chair: William Macey (USA)

Positive service task design as a facilitator for work engagement
Chair: Andrea Fischbach (Germany)

Work engagement and its relation with positive organizational outcomes: An integrative model
Chair: Marisa Salanova (Spain)

Augmented transformational leadership as a mediator between emotional intelligence and team outcomes in a South Korean public-sector organization
Chair: Celeste P. M. Wilderom (Netherlands)

Invited Symposium IS114

Auditorio Principal 15:30 - 17:00
Trust and social capital in organizations
Chair: Ana Cristina Costa (United Kingdom)
Discussant: José M. Peiró (Spain)

The influence of the psychological contract and trust on employee attitudes towards organizational changes
Chair: Sjoerd van den Heuvel (Netherlands)

Trust development in project teams: Interrelations with cooperation, monitoring and team performance
Chair: Ana Cristina Costa (United Kingdom)

The joint effects of communication behaviors and task interdependence on trust development and maintenance in virtual project teams
Chair: Ramón Rico (Spain)

The usefulness of social identity approaches for creating trust in diverse work groups
Chair: Karen van der Zee (Netherlands)

Trust and Coordination in virtual teams A temporal perspective
Chair: Ana Zornoza (Spain)

Symposium S163

Sala Compostela 15:30 - 17:00
Proactivity/Personal Initiative: Untangling the Concept
Chair: Michael Frese (Germany)
Co-Chair: Sharon Parker (United Kingdom)
Discussant: Michael Frese (Germany)

The validity of peer-ratings of proactive behavior
Chair: Sandra Ohly (Germany)

Contributions of work engagement to the active performance research
Chair: Ana Lisbona (Spain)

Phases of Proactivity: How do we actually go the extra mile?
Chair: Uta Bindl (United Kingdom)

A Close-up of Proactivity: Examining Similarities and Differences of Proactivity Concepts
Chair: Katharina Tornau (Germany)



DETAILED PROGRAM

Oral Session OS13

Sala 24 10:20 - 11:50

Organizational Behavior: Performance, Satisfaction and Monitoring

Chair: Jairo Eduardo Borges-Andrade (Brazil)
Co-Chair: Laura Petitta (Italy)

Goal-setting in Practice: The effects of personality and perceptions of the goal-setting process on job satisfaction and goal commitment
Chair: Tanja Bipp (Netherlands)

Performance monitoring: Its effects on employee burnout and employee performance
Chair: Charlotte McClelland (United Kingdom)

Linking Performance management system characteristics to performance management effectiveness and job satisfaction: testing the mediating role of appraisal fairness
Chair: Hans van Dijk (Netherlands)

A holistic approach to the study of predictors of job performance: self-efficacy, perceptions of context, job satisfaction and organizational tenure
Chair: Laura Petitta (Italy)

Satisfaction, Learning Support and Performance at Work: A multilevel analysis
Chair: Jairo Eduardo Borges-Andrade (Brazil)

Oral Session OS16

Sala 19-20 12:00 - 13:30

Human Resource Management: Performance Appraisal

Chair: Antonio León García-Izquierdo (Spain)
Co-Chair: Luis Fernando Diza Vilela (Spain)

Advances in the Dynamic Nature of Job Performance: Evidences of Chaos in Professional Basketball Players
Chair: Antonio León García-Izquierdo (Spain)

The Impact of Interdependence on Performance Evaluations: The Mediating Role of Discomfort with Performance Appraisal
Chair: Maria Carolina Saffie Robertson (Canada)

Development of a performance appraisal project in a public administration
Chair: Luis Fernando Diza Vilela (Spain)

A Meta-analytic review of the relationship between positive psychological capital and work-related performance
Chair: Ana Cristina Antunes (Portugal)

Oral Session OS92

Sala 6 12:00 - 13:30

Organizational Behavior: Fairness

Chair: Norbert K. Semmer (Switzerland)
Co-Chair: Teresa Proença (Portugal)

Impact of age-related stereotypes on older workers' attitudes towards work
Chair: Donatienne Desmette (Belgium)

Effort-Reward Imbalance and Incivility against Supervisors and Colleagues – Negative Emotion as a Mediator and Narcissism as a Moderator
Chair: Norbert K. Semmer (Switzerland)

Ethical Leadership and Leader Effectiveness
Chair: Karianne Kalshoven (Netherlands)

Gender and Ethical Decision-Making in Accounting Professionals
Chair: Teresa Proença (Portugal)

Contingent and permanent workers: Do they perceive organizational justice similarly?
Chair: Manville Caroline (France)

Oral Session OS94

Sala 6 13:40 - 15:10

Organizational Behavior: Attitudes and Values

Chair: Veerle Brenninkmeijer (Netherlands)
Co-Chair: Sylwiusz Retowski (Poland)

The Legitimacy of Absenteeism from Work: A Nine-Nation Cross-Level Study
Chair: Gary Johns (Canada)

Longitudinal Analyses of Psychological Capital on Two Indicators of Employee Performance
Chair: Tara Wernsing (Spain)

The use of time in Spain: Is polychronicity a cultural phenomenon?
Chair: Simon Adams (Spain)

Regulatory focus in the work situation: the influence of job resources and demands vs. personality
Chair: Veerle Brenninkmeijer (Netherlands)

Does Implicit Attitude Towards Organization Matter? Implications for Organizational Research
Chair: Sylwiusz Retowski (Poland)



Oral Session OS27

Sala 24 17:10 - 18:40

Organizational Behavior: Antecedents of Work Motivation

Chair: Neil Conway (United Kingdom)
Co-Chair: Karen van Dam (Netherlands)

The importance of workplace goal structure for employee achievements and well-being

Chair: Karen van Dam (Netherlands)

The role of motivational resources and volition in the planning and goal attainment of early stage entrepreneurs

Chair: Deirdre O'Shea (Ireland)

The impact of work design and organizational practices on sustained volunteering - a self-determination theory perspective

Chair: Stefan Tomas Güntert (Switzerland)

Examining the antecedents of employee self-regulation in customer service work

Chair: Neil Conway (United Kingdom)

Emotion Work, Job Satisfaction and Gender

Chair: M. Esther Garcia Buades (Spain)

Poster P727

Pasillo Sur 15:30 - 18:40

The relation among Self-Efficacy, Organizational Commitment, and Psychological Contract in managers of organizations in Mexico

Chair: Emmanuel Martínez (Spain)

Poster P771

Pasillo Sur 15:30 - 18:40

Is social identification associated with employees' desires for individual or collective forms of employee participation?

Chair: Thomas Joensson (Denmark)

Poster P817

Pasillo Sur 15:30 - 18:40

Workplace bullying: Evidence of identity conflict in HR

Chair: Sue Harrington (United Kingdom)

Poster P484

Pasillo Sur 15:30 - 18:40

Promotion focus and transformational leadership: Why do they feel so good?

Chair: Lioba Werth (Germany)

Poster P1178

Pasillo Sur 15:30 - 18:40

Subordinates' perceived support: The impact of supervisors' organizational commitment

Chair: Florence Stinglhamber (Belgium)

Poster P1225

Pasillo Sur 15:30 - 18:40

Antecedents of Proactive Behavior: The Role of Motivation, Personality and Career Insight

Chair: Hella Sylva (Netherlands)

Poster P1357

Pasillo Sur 15:30 - 18:40

Meyer and Allen's (1997) Affective, Normative and Continuance Commitment Scale: Adaptation to the Portuguese Industrial Workers Population

Chair: Helena Martins (Portugal)

Poster P1411

Pasillo Sur 15:30 - 18:40

Person - Organization Fit and Organizational Identity

Chair: Joanna Czarnota-Bojarska (Poland)

Poster P957

Pasillo Sur 15:30 - 18:40

Diagnosis and motivational program at Credit Organizations: The Spira Case

Chair: Rebeca González (Mexico)

Poster P1842

Pasillo Sur 15:30 - 18:40

A valid Model applicable to the practice of Human Resources in the companies

Chair: Helena Almeida (Portugal)

Poster P87

Pasillo Sur 15:30 - 18:40

The Feedback-Seeker in his Social Labyrinth: The mediating role of goals and cooperative norms in linking empowering leadership to feedback-seeking behavior

Chair: Dirk Buyens (Belgium)

Poster P1490

Pasillo Sur 15:30 - 18:40

Factorial validity of a Working Expectancies Questionnaire (CEL) in a health professionals mexican sample

Chair: Fabiola Itzel Villa George (Mexico)



DETAILED PROGRAM

Poster P1700

Passillo Sur 15:30 - 18:40
Age group differences in the determinants of turnover intention
Chair: Makoto Fujimura (Japan)

Poster P1323

Passillo Sur 15:30 - 18:40
Using agent based simulation to understand trust dynamics
Chair: José Carlos Flores Vieira (Portugal)

Poster P1788

Passillo Sur 15:30 - 18:40
How Social Comparisons influence Goal Pursuit
Chair: Jenny V. Bittner (Germany)

Poster P1383

Passillo Sur 15:30 - 18:40
How do job demands and resources predict autonomous motivation at work?
Chair: Claude Fernet (Canada)

Poster P1456

Passillo Sur 15:30 - 18:40
Work and value system: an exploratory study on a sample of first year students of the University of Bari
Chair: Giancarlo Tanucci (Italy)

ORGANIZATIONAL CHANGE AND DEVELOPMENT

Symposium S1447

Sala Obradoiro 10:20 - 11:50
Changes in European Work Places
Chair: Christian Korunka (Austria)

Acceleration of change: The development of a working model and a questionnaire
Chair: Christian Korunka (Austria)

Recent changes in the European world of work and their impact on organizations and employees
Chair: Wilmar Schaufeli (Netherlands)

Entering and Leaving the Active Work Force: National Data from Finland
Chair: Kari Lindström (Finland)

Is there an intensification and acceleration of change processes observable? Theoretical considerations
Chair: Heike Ulferts (Austria)

Perceptions of organizational change and consequences for work attitudes and well-being: Comparing employees at different hierarchic levels
Chair: Magnus Sverke (Sweden)

Symposium S1125

Sala 13 10:20 - 11:50
HIRES – Health in restructuring: Innovative approaches and policy recommendations
Chair: Karina Nielsen (Denmark)

Times are changing: An example of how multiple restructurings interact
Chair: Karina Nielsen (Denmark)

Change management and stress prevention in restructuring -the French ANACT social-dialogue-oriented approach
Chair: Benjamin Sahler (France)

Enterprise restructuring, health effects and health promotion: From unemployment research to coping with transitions and restructuring
Chair: Thomas Kielsebach (Germany)

Promotion of well-being of employees during and after restructuring
Chair: Anna-Liisa Elo (Finland)

Symposium S319

Sala 14 17:10 - 18:40
Change, Participation and Destructive Behaviour in Organizations
Chair: Annette Kluge (Germany)

"Top down" triggered "bottom up"- participation: energized reform and cognitive control within an Air Force Fighter Wing
Chair: Annette Kluge (Germany)

Management meets the Social in the Non-profit Sector – A Change Project on Organisational Culture
Chair: Doerte Resch (Austria)

Outcome and Process Data in Organizational Development Projects
Chair: Florian Schulz (Switzerland)

Analysis of Communication in Team Projects
Chair: DAIMLER AG Ingo Tuttass (Germany)

Learning from errors and organizational cynicism – How to lose employees' support for learning and change
Chair: Jan Schilling (Germany)

How to manage deviant behaviors at work? The impact of organizational climate and sanctions
Chair: Gregoire Bollmann (Switzerland)

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Organizational change and learning from errors in pharmaceutical industries
Chair: Catharina Degenhardt (Switzerland)

Oral Session OS80

Sala 21 10:20 - 11:50

Organizational Change and Development: Impact and Reactions

Chair: Tina Kiefer (United Kingdom)
Co-Chair: Elaine Neiva (Brazil)

Organizational change, health and sick leave among health care employees: A longitudinal study measuring stress markers, individual and work site factors
Chair: Ann-Sophie Hansson (Sweden)

The Impacts of Organizational Changes in the Social Networks of a Public Agency
Chair: Elaine Neiva (Brazil)

Message framing and the Gender Equality Law. Normative regulations and the acceptance or rejection of the general and specific aspects of the Law
Chair: Garbiñe Ortiz (Spain)

Towards an understanding how leaders deal with negative emotions in ongoing change
Chair: Tina Kiefer (United Kingdom)

Oral Session OS72

Sala 21 12:00 - 13:30

Organizational Change and Development: Organizational Change and Learning

Chair: Luydmila Karamushka (Ukraine)
Co-Chair: Michele Mastroberardino (Italy)

Organizational characteristics associated with organizational learning and development – lessons from a pilot study
Chair: Monica Nyström (Sweden)

Consumers' Reactions to Decreased-Usage Messages as CSR: The Moderating Role of Elaborative Processing
Chair: Chelsea Willness (Canada)

Evaluation of change making motives by educational organization employees
Chair: Luydmila Karamushka (Ukraine)

Integration between health care, teaching and research in the University Hospital Policlinico of Modena
Chair: Michele Mastroberardino (Italy)

To Increase Employee Motivation and Goal Commitment during a Plant Closure
Chair: Lars Häsänen (Sweden)

Oral Session OS102

Sala 21 13:40 - 15:10

Organizational Change and Development: Change Efforts

Chair: Josep M Blanch (Spain)
Co-Chair: Johan Österberg (Sweden)

Conscripts willingness to sign up for international military service and for officer training
Chair: Johan Österberg (Sweden)

A Competence Pool – A Novel Approach to Managing Layoff Pressures
Chair: Marjo-Riitta Parzefall (Germany)

Quality management in adoption procedures: A case study of Southern European protection commissions for children
Chair: Teresa Carla Oliveira (Portugal)

Occupational health professionals, managers and superiors in a new position - studying together the change processes in the work with shared theory-driven tools
Chair: Airi Kerkelä (Finland)

Collateral effects of the rise of entrepreneurial universities and hospitals Organizational capitalism as a psychosocial risk factor
Chair: Josep M. Blanch (Spain)

Oral Session OS59

Sala 25 15:30 - 17:00

Organizational Change and Development: Consulting, Coaching and Counseling

Chair: Jose María Prieto Zamora (Spain)
Co-Chair: Doerte Resch (Austria)

Counseling in High Performance Organizations
Chair: Doerte Resch (Austria)

Training Tomorrow's Leaders Using Yesterday's Techniques: Mentoring in Norway
Chair: Linda Stromei (Norway)

Infrastructure of organizational development in four European countries: Finland, Germany, Norway and Sweden
Chair: Elise Ramstad (Finland)

An exploration into the use of Emotional Intelligence and Coaching in a top international financial institution
Chair: Ruth Mullally (Ireland)

Zen-based coaching patterns
Chair: Jose María Prieto Zamora (Spain)



DETAILED PROGRAM

Poster **P286**

Passillo Sur **10:20 - 15:10**
The cascading or rolling out of business strategy to the individual level: a case study
Chair: Gideon J. Steyn (South Africa)

Poster **P1378**

Passillo Sur **10:20 - 15:10**
Vision del Futuro
Chair: Jose Julian Bustillo-Nuñez (Mexico)

Poster **P1505**

Passillo Sur **10:20 - 15:10**
Different types of support for innovation, for different stages of innovative work behaviour
Chair: Diego La Torre (Italy)

Poster **P1077**

Passillo Sur **10:20 - 15:10**
Managing change - experiences in the Finnish paper industry
Chair: Krista Pahkin (Finland)

Poster **P125**

Passillo Sur **10:20 - 15:10**
Customer satisfaction and organizational change in public health
Chair: Massimo Bustreo (Italy)

Poster **P278**

Passillo Sur **10:20 - 15:10**
Orientation of professional studies through university teaching
Chair: Susana Lucas Mangas (Spain)

Poster **P368**

Passillo Sur **10:20 - 15:10**
Strategic Change from Producers to Service Providers
Chair: Sarah Hatfield (Germany)

Poster **P1092**

Passillo Sur **10:20 - 15:10**
Dental service in Italy: an organizational change action of the public health service
Chair: Vincenzo Russo (Italy)

Poster **P1732**

Passillo Sur **10:20 - 15:10**
An Italian case history of a community for risked young people a process of change in the non profit organization:
Chair: Vincenzo Russo (Italy)

Poster **P1405**

Passillo Sur **15:30 - 18:40**
University Professor competency requirement profiles before the European Higher Education Space
Chair: Francisca Berrocal (Spain)

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

Symposium **\$1474**

Sala Obradoiro **12:00 - 13:30**
Safety culture in nuclear power plants
Chair: Francisco Javier Gracia (Spain)
Co-Chair: Markus Schöbel (Germany)

Self-assessment of safety culture in nuclear power plants
Chair: Markus Schöbel (Germany)

Assessments of safety culture – to measure or not?
Chair: Björn Wahlström (Finland)

Safety culture; problems and possibilities
Chair: Carl Rollenhagen (Sweden)

Dimensions and correlates of safety culture
Chair: Francisco Javier Gracia (Spain)

On the relationship between safety culture and safety management
Chair: Gudela Grote (Switzerland)

Symposium **\$1890**

Sala 14 **15:30 - 17:00**
Sanus et Silentium: appreciating the reality of silence in organizational communication
Chair: Melrona Kirrane (Ireland)
Discussant: Deanne Den Hartog (Netherlands)

Sources of Silence: Reciprocity, fear and tact in the theatre industry
Chair: Lovisa Näslund (Sweden)

Mapping and Conceptualising Employee Silence: An employee perspective
Chair: Deirdre O'Shea (Ireland)

Integrating Voice and Silence at Work: A conceptual model and the development of a measure
Chair: Deirdre O'Shea (Ireland)

The Cause and Effect of Workplace Silence and Emotions: A cross national study
Chair: Finian Buckley (Ireland)



Oral Session OS70

Sala 25 12:00 - 13:30

Organizational Structure, Culture, and Climate: Climate and Well-Being

Chair: Manuel Fernández Ríos (Spain)
Co-Chair: Doerte Resch (Austria)

Psychological climate and its relation to work performance and well-being: The role of GSE and OCB
Chair: Per Eisele (Sweden)

Vertical and horizontal links, Disaster management and collaboration from a perspective of liaison individuals
Chair: Aida Alvinus (Sweden)

Organizational Discourse as Determinant of Social Relations in Organizations
Chair: Doerte Resch (Austria)

Principles of Work Design: Their Relationship with Satisfaction and Stress at Work
Chair: Manuel Fernández Ríos (Spain)

Oral Session OS51

Sala 21 15:30 - 17:00

Organizational Structure, Culture and Climate: Organizational Culture

Chair: Sabino Ayestarán (Spain)
Co-Chair: Joerg Seeliger (Germany)

Professional identity of Indian call centre agents: A managerial view of cultural control
Chair: Ernesto Noronha (India)

A measure of implementation culture towards organisational change
Chair: Francisco Yeray Ramos Sapena (Spain)

Attributes of effective corporate visions
Chair: Joerg Seeliger (Germany)

Analysis of Organizational Practices and Values for the Improvement of University Management
Chair: Sabino Ayestarán (Spain)

Does Corporate Branding pay off? The Role of Attitude and Behavioural Control in Organisational Repurchase Decisions
Chair: Dorith Mayer (Germany)

Oral Session OS54

Sala 21 17:10 - 18:40

Organizational Structure, Culture and Climate: Organizational Culture 2

Chair: Sabino Ayestarán (Spain)
Co-Chair: Olga Gjerald (Norway)

Effects of patient safety culture and failure event reporting systems on learning from failure in healthcare organizations

Chair: You-Ta Chuang (Canada)

Bullying, abuse and the perception of artistry amongst chefs

Chair: Wendy Bloisi (United Kingdom)

Psychological Contract and Cultural Organization: Findings of an empirical investigation

Chair: Sabino Ayestarán (Spain)

How predictable do you want your customers to be? Development and preliminary validation of a Scale to Assess Employee Basic Assumptions in Service

Chair: Olga Gjerald (Norway)

Validating a safety culture questionnaire in health care – question of safety culture maturity?

Chair: Elna Pietikäinen (Finland)

Poster P1208

Passillo Sur 10:20 - 15:10

Statistic revalidation of a Social Climate Scale: Exploring social climate dimensions

Chair: Ana Rachel Carvalho-Silva (Brazil)

Poster P884

Passillo Sur 15:30 - 18:40

The impact of corporate social responsibility on employee involvement towards work: The mediation effect of organizational identification

Chair: Teresa Rebelo (Portugal)

Poster P927

Passillo Sur 15:30 - 18:40

Organizational culture in EU schools: which Quality model can be effective?

Chair: Sara Cervai (Italy)

Poster P1211

Passillo Sur 15:30 - 18:40

Influence of organizational culture on career building in men and women

Chair: Olga Tikhomandritskaya (Russia)

Poster P1248

Passillo Sur 15:30 - 18:40

Corporate social responsibility: Contributes for workers' perceptions assessment scale development

Chair: Patricia Duarte (Portugal)



DETAILED PROGRAM

Poster **P639**

Passillo Sur **15:30 - 18:40**

One or multiple healthy organization? Differences in function of age and sex

Chair: Miguel Angel Gimeno (Spain)

Poster **P856**

Passillo Sur **15:30 - 18:40**

The influence of organisational climate and managers values on CSR perceptions

Chair: Gary Pheiffer (United Kingdom)

Poster **P902**

Passillo Sur **15:30 - 18:40**

Organizational Learning as a principle of an innovation culture

Chair: María Leticia Verdugo Tapia (Mexico)

RESEARCH AND METHODOLOGY

Keynote Address **K629**

Auditorio Principal **09:00 - 10:00**

Expanding the scope of W&O Psychology

Chair: Robert Roe (Netherlands)

Symposium **S448**

Sala 12 **12:00 - 13:30**

Current practices in translating and adapting tests for use in global assessments

Chair: Dave Bartram (United Kingdom)

Simultaneous item creation in three languages:

A triangulation approach

Chair: Dave Bartram (United Kingdom)

How to achieve high-quality adaptations of personality questionnaires – The first steps towards cross-cultural application

Chair: Anne Herrmann (United Kingdom)

Hogan's Approach to Assessment Translation and Evaluation: A Combination of Qualitative and Quantitative Analyses

Chair: Kevin Meyer (USA)

Translating and adapting personality assessments; Qualitative and quantitative considerations

Chair: Tiina Pukkila (Sweden)

Oral Session **OS117**

Sala 15-16 **10:20 - 11:50**

Research and Methodology: Qualitative Efforts in HRM

Chair: Gabor Kismihok (Hungary)

Co-Chair: Maya Golan (Israel)

The qualitative researcher's involvement: Methodological and ethical issues

Chair: Maya Golan (Israel)

Revisiting the terms of workplace psychological abuse

Chair: Charlotte Rayner (United Kingdom)

The German Mini-IPIP – construct validity of a short Big Five inventory

Chair: Jürgen Deller (Germany)

Cognitive maps and the motivation for entrepreneurial activity

Chair: Susana Correia Santos (Portugal)

Ontology Driven Selection and recruitment

Chair: Gabor Kismihok (Hungary)

Oral Session **OS118**

Sala 15-16 **12:00 - 13:30**

Research and Methodology: Questionnaire Development

Chair: Eduardo Fonseca-Pedrero (Spain)

Co-Chair: Anna Brown (United Kingdom)

Doing less but getting more: Improving forced-choice measures with IRT

Chair: Anna Brown (United Kingdom)

A new theoretical model and questionnaire to assess competences: COMPE-TEA

Chair: David Arribas (Spain)

Behaviour Observation Scale (BOS) for competencies assessment in college students A preliminary analysis

Chair: Graciela Ponte (Spain)

Developing the power differential scale – the construct and its validation

Chair: Diniz Lopes (Portugal)

Construction of a Measuring Instrument for the Assessment of Achievement Motivation, Locus of Control and Professional Qualification in the Labour Field

Chair: Eduardo Fonseca-Pedrero (Spain)

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Poster **P1566**

Pasillo Sur **10:20 - 15:10**
 A bottom-up built organizational values chart: qualitative methods' integration in an action research study
Chair: Valentina Monducci (Italy)

Poster **P238**

Pasillo Sur **10:20 - 15:10**
 Measuring job satisfaction with faces scales: Are current mood and personality associated with meaning of faces?
Chair: Achim Elfering (Switzerland)

Poster **P446**

Pasillo Sur **10:20 - 15:10**
 Coaching across Cultures: The Psychometric Quality of the Cultural Orientations Framework Questionnaire (Rosinski, 2007)
Chair: Céline Rojon (United Kingdom)

Poster **P1048**

Pasillo Sur **10:20 - 15:10**
 Psychological contract and organizational commitment – conceptual and empirical differences
Chair: Thomas Rigotti (Germany)

Poster **P1448**

Pasillo Sur **10:20 - 15:10**
 Psychology and Psychologies. Scientific Research in Various Countries: Limits and Opportunities for Psychologists
Chair: Alberto Crescentini (Switzerland)

Poster **P106**

Pasillo Sur **10:20 - 15:10**
 A Fair and Unbiased Selection Tool for Higher Education Institutions in South Africa
Chair: Cecilia Myburgh (South Africa)

Poster **P1596**

Pasillo Sur **10:20 - 15:10**
 Implicit Theory of Intelligence Scale (ITIS): Using MTMM to establish the equivalence of a French-Canadian version
Chair: Martin Lauzier (Canada)

Poster **P330**

Pasillo Sur **10:20 - 15:10**
 Why can it be useful for Work Psychologists to apply Adaptive Randomization
Chair: Massimo Borelli (Italy)

Poster **P538**

Pasillo Sur **10:20 - 15:10**
 Salience of stakeholders: Construction and validation of the stakeholders' management scale
Chair: Carla Carvalho (Portugal)

Poster **P1213**

Pasillo Sur **10:20 - 15:10**
 Professional Life-Space Drawing: a new challenging semi-projective tool
Chair: Caterina Gozzoli (Italy)

Poster **P1292**

Pasillo Sur **10:20 - 15:10**
 Development of a Collective Efficacy Measure for Use in Social Service Organizations
Chair: Joshua Patras (Norway)

Poster **P1273**

Pasillo Sur **15:30 - 18:40**
 An Objective Measure of Achievement Motivation and Goal Setting
Chair: Graciela Ponte (Spain)

SUSTAINABLE ENVIRONMENT AND ORGANIZATIONS

Symposium **S1342**

Sala 13 **13:40 - 15:10**
Interventions for helping people with mental disorders return to work or reintegrate the workplace: Strategies and barriers for their implementation in diverse contexts
Chair: Marc Corbière (Canada)

A Pan-Canadian evaluation of supported employment programs dedicated to people with severe mental disorders
Chair: Marc Corbière (Canada)

Common mental disorders and return-to-work: Experiences from The Netherlands
Chair: Ute Bültmann (Netherlands)

Work Disability Diagnostic Interview (WoDDI) first step for use with individuals on a long-term work absence for mental health reasons
Chair: Marie José Durand (Canada)

Work integration for people with mental disorders employed in social enterprises implemented in Italy
Chair: Sara Zaniboni (Italy)



DETAILED PROGRAM

Symposium S454

Sala 12 17:10 - 18:40

Developing, implementing and evaluating concrete solutions to prevent occupational stress and improve wellbeing

Chair: Caroline Biron (United Kingdom)

Making work more meaningful: an exploratory study of absenteeism in the UK health service
Chair: Susan Cartwright (United Kingdom)

Implementation of a work-life program: a case study
Chair: Steven Poelmans (Spain)

Assessing and identifying key drivers to promote organisational well-being within a multinational pharmaceutical company
Chair: Philip Gibbs (United Kingdom)

Organizational stress interventions: Autopsy of an implementation failure
Chair: Caroline Biron (United Kingdom)

Stress intervention: strategies, resources and results
Chair: Caroline Biron (United Kingdom)

Organizational Stress Interventions: Strategies, Resources and Results
Chair: Caroline Biron (United Kingdom)

Symposium S1697

Sala 11 17:10 - 18:40

Organisational responses to climate change

Chair: Helen Baron (United Kingdom)

Organisational change theories and climate change
Chair: Helen Baron (United Kingdom)

Climate change: A change in mindset? A discussion of the potential for organisational psychologists to help green people's behaviours at work
Chair: Matthew Davis (United Kingdom)

Evaluation of an organisation's capacity to respond to the climate change agenda
Chair: David Ballard (United Kingdom)

Oral Session OS75

Sala 6 17:10 - 18:40

Sustainable Environment and Organizations: Occupational Safety

Chair: Nik Chmiel (United Kingdom)
Co-Chair: Harald Stummer (Austria)

Safety Culture: An Integrated Learning Model
Chair: Harald Stummer (Austria)

Leader Behavior as a Resource for Employee Health and Well-being
Chair: Eva Maria Schraub (Germany)

OHSAS Certification and Learning with work accidents in the construction sector
Chair: Sílvia Silva (Portugal)

Does trust in organizational safety induction procedures compromise safety in work teams with new recruits?
Chair: Nik Chmiel (United Kingdom)

Stages of health behaviour change in the workplace
Chair: Stephan Hinrichs (Germany)

TEAMS AND WORKGROUPS

Invited Symposium IS36

Auditorio Principal 13:40 - 15:10

Innovation and creativity at work: International perspectives and advances

Chair: Neil Anderson (Netherlands)
Discussant: Miriam Erez (Israel)

Selecting for innovation: What is good for job performance is not necessarily good for innovative performance
Chair: Jesús Salgado (Spain)

The impact of stressors and team regulatory focus on team creativity
Chair: Claudia Sacramento (United Kingdom)

Charismatic leadership and trust in management as antecedents of taking charge and innovation in the workforce
Chair: Diana Krause (Germany)

There are different ways to success: A contingency approach to the successful implementation of new ideas
Chair: Ronald Bledow (Germany)

Symposium S1083

Sala 12 10:20 - 11:50

The challenge of diverse workteams: What do we know and what can we learn?

Chair: Joyce Rupert (Netherlands)
Co-Chair: Karen Jehn (Netherlands)

What did you say? Power differences and reactions to prejudice
Chair: Manuela Barreto (Portugal)



The diversity scenario in Pakistani organizations
Chair: Nailah Ayub (Netherlands)

Subgroup perceptions, conflict and team outcomes: A field examination in multiple settings
Chair: Joyce Rupert (Netherlands)

Shared mental models on team work for effective ad hoc multidisciplinary crisis management teams: How team learning plays a role
Chair: Selma van der Haar (Netherlands)

How to promote mutual team learning in Pakistani organization: Learning from diversity issues
Chair: Mukhtar Ahmed (Pakistan)

Symposium **S363**

Sala 13 **12:00 - 13:30**
Innovation teams in practice: challenges & success factors
Chair: Kristina Lauche (Netherlands)
Co-Chair: Miriam Erez (Israel)
Discussant: Paul Paulus (USA)

Expansive innovation: What do teams do who redefine their company's strategy?
Chair: Kristina Lauche (Netherlands)

Innovation Teams in Practice: Future directions for theory and research
Chair: Paul Paulus (USA)

Attitude towards continuous improvement: The role of job insecurity, trust, leadership and procedural justice
Chair: Sandra Ohly (Germany)

The effects of time pressure on product development teams
Chair: Christel Rutte (Netherlands)

Symposium **S982**

Sala 12 **13:40 - 15:10**
Team processes and performance in competitive environments
Chair: Ana Margarida Passos (Portugal)

Team energy, processes, and effectiveness A longitudinal investigation
Chair: Anneloes Raes (Switzerland)

Group Goal Setting: The State of the Art
Chair: Juergen Wegge (Germany)

The moderator role of perceived diversity on the relationship between team diversity and performance on R&D teams
Chair: Ana Margarida Passos (Portugal)

Gender Diversity and Team Effectiveness
Chair: Francisco Medina (Spain)

Round Table **RT1631**

Sala 25 **17:10 - 18:40**
Improving Online Volunteer Teams in the Aid and Development Arena
Chair: Stephen Atkins (New Zealand)

Oral Session **OS2**

Sala 4-5 **10:20 - 11:50**
Teams and Workgroups: Virtual Teams
Chair: Barbara Ko usznik (Poland)
Co-Chair: Peter T. van den Berg (Netherlands)

Influence tactics and influence regulation in project virtual teams versus their innovativeness and effectiveness
Chair: Barbara Ko usznik (Poland)

The interplay between trust and identification in predicting virtual team effectiveness
Chair: Marko Hakonen (Finland)

Experiencing and expressing social identities in virtual teams
Chair: Anu Sivunen (Finland)

Isolated Team Members and Global Virtual Team Effectiveness: The Mediating Role of Social Presence
Chair: Peter T. van den Berg (Netherlands)

Effective Virtual Team Behaviors and Outcomes: The Mediating Role of Trust
Chair: Peter T. van den Berg (Netherlands)

Oral Session **OS5**

Sala 4-5 **12:00 - 13:30**
Teams and Workgroups: Team Conflict
Chair: Isabel Dimas (Portugal)
Co-Chair: Paulo Lourenço (Portugal)

(Re)thinking intragroup conflict: contribute to a better understanding of the effects of conflict on team effectiveness
Chair: Isabel Dimas (Portugal)

From the before to the after: contribute to an integrative approach to the intragroup conflict
Chair: Paulo Lourenço (Portugal)

Unmatched splits: Uncertainty management by using equality heuristics in complex distributional problems
Chair: Judit Kovács (Hungary)



DETAILED PROGRAM

The effect of differentiation in the quality of Leader-Member Exchange relationships within teams on team atmosphere and team performance
Chair: Wim (J.W.M.) van Breukelen (Netherlands)

Self-leadership in Teams: First results
Chair: Kristina Hauschildt (Germany)

Oral Session OS8

Sala 4-5 15:30 - 17:00
Team and Workgroups: Team Diversity
Chair: Wendy van Ginkel (Netherlands)
Co-Chair: Marianne Van Woerkom (Netherlands)

Leading To Find Value in Diversity: Leadership, Diversity Beliefs, and Group Performance
Chair: Wendy van Ginkel (Netherlands)

The Dynamic Relationship of Team Composition in Goal Orientation with Group Performance over time
Chair: Anne Nederveen Pieterse (Netherlands)

Let's put diversity into perspective: How different diversity perspectives relate to team-processes and performance in multicultural teams
Chair: Wido Oerlemans (Netherlands)

Learning from differences: The relationships between expertise diversity, team learning and team performance
Chair: Marianne Van Woerkom (Netherlands)

Team Nationality Diversity and Team Innovation: The moderating Role of Group Openness to Diversity
Chair: Beatrice Venturini (Italy)

Oral Session OS11

Sala 4-5 17:10 - 18:40
Teams and Workgroups: Team Innovation
Chair: Christine Gockel (Germany)
Co-Chair: Viviane Winkler (Germany)

Effects of Teamwork Quality reconsidered: Culture as a Moderator
Chair: Viviane Winkler (Germany)

Diversity and creativity: A team information processing model
Chair: Inga Hoever (Netherlands)

A temporal lens to team innovation outcomes and team innovation processes
Chair: Jia Li (Netherlands)

Composition, shared leadership, and creative performance in product-development teams
Chair: Christine Gockel (Germany)

Characteristics & behaviours of innovative people in organisations: From theory to policy and practice
Chair: Fiona Patterson (United Kingdom)

Poster P81

Pasillo Sur 10:20 - 15:10
Diversity's influence on group effectiveness
Chair: Sara Silva (Portugal)

Poster P160

Pasillo Sur 10:20 - 15:10
Culture and effectiveness: the role of team cultural orientation for learning
Chair: Carina Carvalho (Portugal)

Poster P939

Pasillo Sur 10:20 - 15:10
The role of diversity in work teams: an empirical study in Brasilia, Brazil
Chair: Juliana Seidl Fernandes de Oliveira (Spain)

Poster P1632

Pasillo Sur 10:20 - 15:10
An empirical base to validate and/or improve Belbin formulae for team diversity
Chair: Stephen Atkins (New Zealand)

Poster P888

Pasillo Sur 10:20 - 15:10
Forming impressions in virtual teams: The role of personality
Chair: Sonia Agut (Spain)

Poster P1253

Pasillo Sur 10:20 - 15:10
Age specific influences on group competence and performance
Chair: Ingela Joens (Germany)

TECHNOLOGY AND KNOWLEDGE

Invited Symposium IS966

Sala Compostela 13:40 - 15:10
Learning at Work
Chair: Jairo Eduardo Borges-Andrade (Brazil)

Learning Strategies at Work: the state of the art in Brazil
Chair: Jairo Eduardo Borges-Andrade (Brazil)

Current state of E-learning: Empirical and Theoretical Issues
Chair: Gardênia Abbad (Brazil)



Deliberate practice in medicine: The role of experience, learning attitudes, and learning behaviors in expertise development of residents
Chair: Margje Van de Wiel (Netherlands)

The Mediating Effect of the Development of Leadership Skills on Team Effectiveness
Chair: Antonio Caetano (Portugal)

The Development of Expertise in Organizations: Principles That Matter
Chair: Eduardo Salas (USA)

Oral Session OS100

Sala 25 13:40 - 15:10

Technology and Knowledge: Innovation

Chair: Leonor Cardoso (Portugal)
Co-Chair: Anja Schiepe (Germany)

Timeline Job Analysis (TJA) – setting the stage for a process-focused, flexible human resource management in innovation projects
Chair: Monika Wastian (Germany)

Knowledge Management in Creative Industries
Chair: Leonor Cardoso (Portugal)

Integrating Technological Potential and Market Requirements for Innovation: Strategic Challenges for HR and Organisational Development in High-Tech-Companies
Chair: David Kremer (Germany)

Flow experience in Open Innovation
Chair: Anja Schiepe (Germany)

Poster P1430

Pasillo Sur 10:20 - 15:10

The role of organisational factors on the chance of road accidents in transport organisations
Chair: Nuria Gamero (Spain)

Poster P1202

Pasillo Sur 10:20 - 15:10

Statistic Revalidation of Scale for Measuring the Use of Informal Learning Strategies at Work
Chair: Ana Rachel Carvalho-Silva (Brazil)

Poster P733

Pasillo Sur 10:20 - 15:10

Creating a learning climate in organisations: A South African study
Chair: Johan Basson (South Africa)

Poster P1155

Pasillo Sur 10:20 - 15:10

Transference of competencies and innovative behaviour in bus women drivers
Chair: Juan Jose Arrospe (Spain)

Poster P1907

Pasillo Sur 15:30 - 18:40

Learning culture and knowledge management process: To what extent are they effectively related?
Chair: Susana Schmitz (Spain)

WORK-FAMILY INTERFACE

Symposium S1690

Sala Obradoiro 15:30 - 17:00

Does work/life balance depend on where and how you work?

Chair: Gail Kinman (United Kingdom)

Emotional labour and the work-home interface in UK teachers
Chair: Gail Kinman (United Kingdom)

Weekend Respite Amongst University Academics
Chair: Gail Kinman (United Kingdom)

Work/Life Balance in the UK Military
Chair: Christophe Dandeker (United Kingdom)

What has a bigger impact on work/life balance in the Police Force – stressful life events or daily hassles?
Chair: Almuth McDowall (United Kingdom)

The interface of work and families among Thai nursing staff
Chair: Chatsaran Tengpongthorn (United Kingdom)

Poster P1106

Pasillo Sur 10:20 - 15:10

The influence of Demographic Factors on the Experience of the Work-Life Interface
Chair: Richard MacKinnon (United Kingdom)

Poster P58

Pasillo Sur 10:20 - 15:10

The transformative value of teleworking: Work-family balance and beyond
Chair: Ernesto Noronha (India)



DETAILED PROGRAM

Poster **P1270**

Pasillo Sur **10:20 - 15:10**
Different systems of shift work in a hospital environment:
Repercussions on health and the work-life balance
Chair: José Romay-Martínez (Spain)

Poster **P1222**

Pasillo Sur **10:20 - 15:10**
Work-family Conflict and Enrichment in Iceland
Chair: Audur Arnardottir (Iceland)

Poster **P181**

Pasillo Sur **10:20 - 15:10**
Understanding the Work-Life Interaction from a Working
Time Perspective
Chair: Vivi Bach Pedersen (Denmark)

Poster **P1550**

Pasillo Sur **10:20 - 15:10**
How do male and female police officers facilitate work/life
balance?
Chair: Almuth McDowall (United Kingdom)

Poster **P752**

Pasillo Sur **10:20 - 15:10**
Transitions: career and family life cycles
Chair: Lara Colombo (Italy)

Poster **P820**

Pasillo Sur **10:20 - 15:10**
The Circumplex Model in Family Business Research and its
Implementation to study Succession in Family Firms
Chair: Lucia Ceja (Spain)

Poster **P1060**

Pasillo Sur **10:20 - 15:10**
The role of family and organizational support in work-family
spillover
Chair: Lara Colombo (Italy)

Poster **P156**

Pasillo Sur **15:30 - 18:40**
Measuring the interference between work and
different roles in the private life: The
development of a new measuring instrument
Chair: Eileen Koekemoer (South Africa)



Program

friday, may 15

CHANGING EMPLOYMENT RELATIONS

Invited Symposium

IS561

Sala 10 14:10 - 15:40
Job Insecurity: Global and Local Perspectives. Part I: Conceptualizing Job Insecurity and Analysis of Antecedents

Chair: Hans De Witte (Belgium)

Perceived Control as Core Element, Moderator or Mediator in Job Insecurity Research
Chair: Tinne Vander Elst (Belgium)

Perceived job insecurity as a function of current and previous work experience: a longitudinal study
Chair: Darja Maslic Sersic (Croatia)

Work insecurity in five Dutch employed and self-employed working populations
Chair: Tinka Van Vuuren (Netherlands)

Components of job insecurity: Measurement and correlates
Chair: Thomas Staufienbiel (Germany)

Invited Symposium

IS1897

Sala 10 16:00 - 17:30
Job Insecurity: Global and Local Perspectives. Part II: Antecedents, Consequences and Cross-Cultural Comparisons

Chair: Hans De Witte (Belgium)

Consequences of Education-Job Fit: the case of Job insecurity
Chair: John Taverniers (Netherlands)

Do people in Switzerland react differently to job insecurity compared to people in the US?
Chair: Cornelius J. König (Switzerland)

Career instability and developmental trajectories of psychological well-being: A 10-year follow-up study
Chair: Taru Feldt (Finland)

Job insecurity as a predictor of physiological indicators of health
Chair: Katharina Naswall (Sweden)

Invited Symposium

IS1450

Sala 13 16:00 - 17:30
Toward a Global Industrial, Work and Organizational Psychology: Opportunities and Threats?

Chair: Handan K. Sinangil (Turkey)
Discussant: Milton D. Hakel (USA)

Toward a Global Industrial, Work and Organizational Psychology: Opportunities and Threats?
Chair: Handan K. Sinangil (Turkey)

The Globalization of I/O Psychology: Views From America
Chair: Allen Kraut (USA)

Living together in organizations and society
Chair: Francesco Avallone (Italy)

Challenges in developing a global W&O Psychology
Chair: Robert Roe (Netherlands)

Symposium

S1079

Sala 22 16:00 - 17:30
Employment contracts, contracts, and employee psychological well-being
Chair: Kerstin Isaksson (Sweden)

Determinants of the psychological contract of employees - content and fulfilment
Chair: Kerstin Isaksson (Sweden)



DETAILED PROGRAM

Normative psychological contracts: Importance of consensus on the organizational level
Chair: Thomas Rigotti (Germany)

Employability: An investigation of the variable and its moderating effect on the relationship between job insecurity and job and organizational attitudes and intention to leave the job
Chair: Moshe Krausz (Israel)

The psychological contract as a facilitating factor enabling longer working lives
Chair: Rene Schalk (Netherlands)

Flexible employment and temporary contracts: the employer's perspective
Chair: Kerstin Isaksson (Sweden)

Poster **P1506**

Pasillo Sur **09:00 - 14:00**
Is coping with job insecurity possible? A gender exploration
Chair: Anne Richter (Sweden)

Poster **P1832**

Pasillo Sur **09:00 - 14:00**
The role of proactive personality, social support and career adaptive strategies in predicting a protean/boundaryless career orientation in young adults
Chair: Peter Creed (Australia)

Poster **P327**

Pasillo Sur **09:00 - 14:00**
Identity, identification and realization in the contemporary work Transformations in people, the new expectations
Chair: Liliana Ferrari (Argentina)

Poster **P1096**

Pasillo Sur **09:00 - 14:00**
Psychological contract among temporary and permanent employees: relations with psychological outcomes
Chair: Ulla Kinnunen (Finland)

Poster **P1302**

Pasillo Sur **09:00 - 14:00**
Contingent vs permanent employees: the role of individual job related factors
Chair: Aurora Ricci (Italy)

Oral Session OS83

Sala 8-9 **10:50 - 12:20**
Changing Employment Relations: Change and Flexibility

Chair: Marina Mondo (Italy)
Co-Chair: Juan Pablo Gamboa Navarro (Spain)

Satisfied in flexibility: a comparison between non-traditional workers and traditional workers
Chair: Marina Mondo (Italy)

The need for work: Considering long-term effects, limitations and cross-cultural aspects
Chair: Eva Selenko (Austria)

Flexible working: Precarious jobs?
Chair: Edoardo Lozza (Italy)

Employability and Type of Employment Contract as antecedents of Psychological Contract Fulfilment by Employers
Chair: Juan Pablo Gamboa Navarro (Spain)

EMOTIONS IN THE WORKPLACE

Oral Session **OS14**

Sala 24 **12:30 - 14:00**
Emotions in the Workplace: Job Events and Experiences

Chair: Karen van Dam (Netherlands)
Co-Chair: Tina Kiefer (United Kingdom)

"How was your day?": Relationships between affective events and working day satisfaction
Chair: Karen van Dam (Netherlands)

The mediating effects of negative emotions at work: a prediction model of organizational and interpersonal counterproductive behaviors
Chair: Coralia Sulea (Romania)

The Mediating Role of Positive and Negative Emotions in Justice Processes at Work
Chair: Tina Kiefer (United Kingdom)

Poster **P878**

Pasillo Sur **09:00 - 14:00**
Factors influencing psychological contract content in a social service organization
Chair: Susanne Tafvelin (Sweden)

Poster **P1276**

Pasillo Sur **09:00 - 14:00**
Study of the process of labor socialization in the temporary workers of Temporary Employment Agencies
Chair: Luis González Fernández (Spain)

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An application of Affective Events Theory to workplace bullying: The role of personality and emotions
Chair: Lars Glasø (Norway)

Flow in work as a function of trait intrinsic motivation and opportunity for creativity
Chair: Giovanni Moneta (United Kingdom)

Oral Session

OS3

Sala 24 14:10 - 15:40
Emotions in the Workplace: Collective Approaches
Chair: Fay Giaver (Norway)
Co-Chair: Veronique Dagenais-Desmarais (Canada)

Specifying the Mood-Creativity Link: Affective Sharing and Affective Certainty as Moderators of the Effect of Mood on Creativity
Chair: Annefloor Klep (Netherlands)

Psychological Well-Being at Work: Investigation of its Incremental Validity in the Prediction of Performance at Work
Chair: Veronique Dagenais-Desmarais (Canada)

Reorganizations and emotions: how to deal with mourning
Chair: Maryse Dubouloy (France)

Looking forwards and back: The evolving emotional experience of organizational change
Chair: Fay Giaver (Norway)

Poster

P1838

Pasillo Sur 14:10 - 17:30
Incivility, Aggression and Violence in the workplace: A review of theoretical approaches
Chair: Teresa C. Oliveira (Portugal)

ENTRY, EXIT, AND MOBILITY

Oral Session

OS42

Sala 19-20 09:00 - 10:30
Human Resource Management: Health and Unemployment
Chair: Trude Furunes (Norway)
Co-Chair: Christopher Carroll (United Kingdom)

Workplace interventions support the return to work of adults on sick leave
Chair: Christopher Carroll (United Kingdom)

Age Discrimination in the workplace: validation of Nordic Age Discrimination Scale
Chair: Trude Furunes (Norway)

Extending the Individual Placement and Support model in vocational rehabilitation of people suffering from mood and anxiety disorders
Chair: Susanne Riekeles (Norway)

Incongruence, unemployment, and distress: Empirical findings concerning a possible explanation of the negative effects of unemployment on mental health
Chair: Karsten Paul (Germany)

Hardships and mental health during unemployment – An examination of potential mediating and moderating factors
Chair: Jaana Vastamäki (Germany)

Poster

P1346

Pasillo Sur 14:10 - 17:30
The Work Ability Index – between perceived work environment and self-reported health
Chair: Reidar J. Mykletun (Norway)

Poster

P64

Pasillo Sur 14:10 - 17:30
Recognition of performance and achievement as a force moderating the relationship between job-related stress and nursing staff turnover
Chair: Claudio Giovanni Cortese (Italy)

Poster

P1463

Pasillo Sur 14:10 - 17:30
Life Values and career decision making
Chair: Amelia Manuti (Italy)

Poster

P109

Pasillo Sur 14:10 - 17:30
Intention to leave the current organization: a correlational study
Chair: Claudio Giovanni Cortese (Italy)

Poster

P385

Pasillo Sur 14:10 - 17:30
The effect of fear-avoidance beliefs on the association between low back pain and sickness absence
Chair: Jette Nygaard Jensen (Denmark)

Poster

P854

Pasillo Sur 14:10 - 17:30
Investigating how Employment Opportunity Index (EOI) affects voluntary turnover of overqualified employees
Chair: Aleksandra Luksyte (USA)



DETAILED PROGRAM

Poster P1189

Passillo Sur 14:10 - 17:30
Place Marketing: How the War for Talent is Won With Values

Chair: Niels van Quaquebeke (Netherlands)

Poster P1460

Passillo Sur 14:10 - 17:30
Proactive behaviour and work motivation in the atypical labour market: an exploratory study

Chair: Elisa Cardellicchio (Italy)

Poster P69

Passillo Sur 14:10 - 17:30
The Factors Involved in Developing Conceptual Skills for Japanese Sea officers

Chair: Chisato Ogawa (Japan)

Poster P365

Passillo Sur 14:10 - 17:30
An effective negotiator on the Polish labor market

Chair: Elzbieta Kowalczyk (Poland)

Poster P574

Passillo Sur 14:10 - 17:30
When do people voluntarily quit? It depends on personality and qualifications

Chair: Mindy Krischer (USA)

Poster P1019

Passillo Sur 14:10 - 17:30
Meaning of Work and Career Anchors of working adults: A South African Survey

Chair: Dries Schreuder (South Africa)

Poster P1301

Passillo Sur 14:10 - 17:30
Mentoring's role on the outcomes of the newcomers' organizational socialization process

Chair: Veronica Mattana (Italy)

HUMAN RESOURCE MANAGEMENT

Invited Symposium IS256

Sala Compostela 12:30 - 14:00
Key Issues in Personnel Selection Practice and Research

Chair: Filip Lievens (Belgium)

The Moderating Role of the Perception of Situational Demands in the Personality-Performance Relationship
Chair: Anne Jansen (Switzerland)

Choosing how to choose: Institutional pressures affecting the adoption of personnel selection procedures – a three country comparison
Chair: Ute-Christine Klehe (Netherlands)

Evaluating methods for high stakes selection: Operational validity and reactions to CVs, knowledge tests, SJTs and assessment centres
Chair: Fiona Patterson (United Kingdom)

Going online with assessment: Some experiences in developing and implementing online assessment processes
Chair: Eugene Burke (United Kingdom)

Invited Symposium IS563

Sala 13 14:10 - 15:40
Faking and impression management in personnel selection procedures

Chair: Martin Kleinmann (Switzerland)

Discussant: Filip Lievens (Belgium)

Impression management behaviours (IM) in structured interviews: undesirable or necessary?
Chair: Martin Kleinmann (Switzerland)

Applicants' Self-Presentation Behaviors in an Employment Interview Match the Interviewer's Expectations
Chair: Anne Jansen (Switzerland)

Fabulous Fakers on the Big Five: The Role of Candidates' Ability to Identify Criteria in Responding to Personality Assessments
Chair: Ute-Christine Klehe (Netherlands)

Applicants' self-presentation across cultures: Less faking in Switzerland and in Iceland than in the US
Chair: Leifur Geir Hafsteinsson (Iceland)

Invited Symposium S1649

Sala Compostela 14:10 - 15:40
Multi-media tools: a new means of assessing skills for work situations

Chair: Annemarie Hiemstra (Netherlands)

Discussant: Eduardo Salas (USA)

Using computer games for personnel decisions – a study on psychometric issues

Chair: Annemarie Hiemstra (Netherlands)

The Webcamtest: psychometric properties of an innovative assessment tool

Chair: Barend Koch (Netherlands)



Situational Judgement Tests: a tool for strategic development in organisations
Chair: Maarten Andriessen (Belgium)

The skill to handle information overload: construction of a new type of assessment tool
Chair: Alec Serlie (Netherlands)

Psychometric properties of the Students Career Concerns Inventory: 1st and 2nd Order Confirmatory Factor Analysis
Chair: Magda Rocha (Portugal)

Career patterns in the boundaryless era: a literature review and taxonomy
Chair: Claartje Vinkenburg (Netherlands)

Invited Symposium **S129**

Sala 4-5 **16:00 - 17:30**
Age effects on job-related attitudes and experiences
Chair: Guido Hertel (Germany)
Co-Chair: Juergen Wegge (Germany)

Reciprocity in psychological contracts of younger and older workers
Chair: Matthijs Bal (Netherlands)

Age differences in the importance and goal orientation of work motives
Chair: Anna Grube (Germany)

Role clarity as Age-related Variable in the Longitudinal Relation between psychosocial work and burnout
Chair: Annet de Lange (Netherlands)

Age-related factors in the Motivation to Work
Chair: Dorien Kooij (Netherlands)

Age-related differences in psychological strain and emotional reactions
Chair: Cornelia Rauschenbach (Germany)

Round Table **RT257**

Sala 22 **09:00 - 10:30**
Bringing together the psychological and the organisational perspectives on career
Chair: Audrey Collin (United Kingdom)

Oral Session **OS68**

Sala 6 **09:00 - 10:30**
Entry, Exit, and Mobility: Career Patterns and Mobility
Chair: Georgia Koumoundourou (Greece)
Co-Chair: Sergio Sangiorgi (Italy)

Predicting the knowledge components of career maturity in Greek high school students
Chair: Georgia Koumoundourou (Greece)

Differences in professional profiles of careers guidance practitioners: An Italian study
Chair: Rita Chiesa (Italy)

The General Manager in local Public Administrations - Professional profile and career development
Chair: Sergio Sangiorgi (Italy)

Oral Session **OS22**

Sala 19-20 **10:50 - 12:20**
Human Resource Management: Competences and Disabilities
Chair: Fred Zijlstra (Netherlands)
Co-Chair: Luis Fernando Diza Vilela (Spain)

Testing people with disabilities: what works?
Chair: Sarah Heywood (Ireland)

The implementation of competency development in organisations: A qualitative study and development of a conceptual model
Chair: Sara De Hauw (Belgium)

Variables predicting satisfaction and motivation of public educational centers: An approach from the job characteristics theory
Chair: Luis Fernando Diza Vilela (Spain)

Factors affecting training motivation: An exploration of the relationships between two types of motivation
Chair: Martin Lauzier (Canada)

Tailor Revisited: The right job for the right person
Chair: Fred Zijlstra (Netherlands)

Oral Session **OS60**

Sala 15-16 **12:30 - 14:00**
Human Resource Management: Expatriate
Chair: Ulrich Winterfeld (Germany)
Co-Chair: Eva Deros (Netherlands)

Psychological preparation for international assignments
Chair: Ulrich Winterfeld (Germany)

To hire or not to hire Arab applicants: Effects of training and trainee characteristics
Chair: Eva Deros (Netherlands)



DETAILED PROGRAM

Expatriate relations and expatriation success – extending psychological contracts to expatriate partners
Chair: Ulla Niemi-Ylänen (Finland)

The Presumed Cultural Similarity Paradox: A Comparison of Dutch expatriates in Belgium and China
Chair: Stefan T. Mol (Netherlands)

Burnout and turnover intentions among professors: Exploring the role of job demands, commitment and interpersonal conflict
Chair: Raquel Rodriguez-Carvajal (Spain)

Willingness to accept occupational changes when offering incentives: Comparing full-time, part-time and unemployed individuals
Chair: Kathleen Otto (Germany)

Oral Session OS65

Sala 15-16 14:10 - 15:40
Human Resource Management: Development
Chair: Sally Carless (Australia)
Co-Chair: Karina Van De Voorde (Netherlands)

Early fit perceptions and post entry work attitudes and intentions: A longitudinal study of police officers
Chair: Sally Carless (Australia)

How HR for development stimulates proactivity: The mediating role of job characteristics
Chair: Karina Van De Voorde (Netherlands)

Human resource challenges for growing SMES
Chair: Jonathan Remue (Belgium)

Effective professional development – the application of a theory
Chair: Silke Weisweiler (Germany)

Career anchors, an exploration of Schein's framework
Chair: Ricardo Rodrigues (United Kingdom)

Poster P1045

Pasillo Sur 09:00 - 14:00
 The influence of experience and virtuality on virtual work adjustment and perception of team effectiveness in virtual workers
Chair: Veronica Mattana (Italy)

Poster P906

Pasillo Sur 09:00 - 14:00
 The human capital indicators
Chair: Antonino Callea (Italy)

Poster P796

Pasillo Sur 09:00 - 14:00
 Employer brand attractiveness operationalized through measurements of general intelligence ("g factor") scores in paralleled samples of applicants in Great Britain, The Netherlands, Switzerland, France, Italy, China and the United States of America
Chair: Jelena Strache (Germany)

Poster P1032

Pasillo Sur 09:00 - 14:00
 A Model for Connecting Critical Transitions with Good Managerial Practices
Chair: Tiina Saarelma-Thiel (Finland)

Poster P1493

Pasillo Sur 09:00 - 14:00
 Organizational attractiveness predictors: Contributes to employee recruitment
Chair: Daniel Roque Gomes (Portugal)

Poster P1168

Pasillo Sur 09:00 - 14:00
 Locus of control and the degree to which students perceive the university to prepare them for the world of work
Chair: Sanet Coetzee (South Africa)

Oral Session OS82

Sala 15-16 16:00 - 17:30
Human Resource Management: Incentives and Turnover
Chair: John Loan-Clarke (United Kingdom)
Co-Chair: Filipa Castanheira (Portugal)

Job characteristics in call centres: The importance of HR involvement systems
Chair: Filipa Castanheira (Portugal)

Retention, turnover and return – a two-wave study of clinical health professionals in England
Chair: John Loan-Clarke (United Kingdom)

Building Commitment to Win the War for Talent: The Case of India
Chair: Walter G. Tymon, Jr. (USA)

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Poster P1793

Pasillo Sur 09:00 - 14:00
The role of the "strength" of the HRM system and organizational performance
Chair: Anabela Correia (Portugal)

Poster P555

Pasillo Sur 09:00 - 14:00
HR strategies for a tightening labour market: No "one size fits all"
Chair: Richard Lacoursière (Canada)

Poster P26

Pasillo Sur 09:00 - 14:00
Gender differences in motives and career choice of medical students
Chair: Phil Heiligers (Netherlands)

Poster P89

Pasillo Sur 09:00 - 14:00
Self career management: effectiveness of an intervention process
Chair: Joana Carneiro Pinto (Portugal)

Poster P775

Pasillo Sur 09:00 - 14:00
Promoting career planning and professional development in an organisation
Chair: Leena Rasanen (Finland)

Poster P815

Pasillo Sur 09:00 - 14:00
Employee career management effectiveness: The role of attachment security in line management relationships
Chair: Annilee Game (United Kingdom)

Poster P1692

Pasillo Sur 09:00 - 14:00
The moderating effects of Employer branding on the relationship between job conditions and employee's attitudes
Chair: Dorothee Hanin (Belgium)

Poster P1116

Pasillo Sur 09:00 - 14:00
Behind the HRM Paradox - The State of the Art of HR Measurement in Finnish Corporations
Chair: Maarit Viljanen (Finland)

Poster P1609

Pasillo Sur 09:00 - 14:00
Reflexivity and professional identity development in higher education
Chair: Andreina Bruno (Italy)

Poster P1674

Pasillo Sur 09:00 - 14:00
Retention of key employees: A special focus on training & development and compensation practices
Chair: Lucie Morin (Canada)

Poster P136

Pasillo Sur 09:00 - 14:00
The impact of employee perceptions of HRM on multiple strategic climates in Dutch hospitals
Chair: Monique Veld (Netherlands)

Poster P993

Pasillo Sur 14:10 - 17:30
Leadership functions and their relationships with role stress
Chair: Miguel Ángel Mañas Rodríguez (Spain)

Poster P1811

Pasillo Sur 14:10 - 17:30
Attrition in Distance Courses: Influences from Participants Characteristics and Individual Processes
Chair: Patricia Sales (Brazil)

Poster P179

Pasillo Sur 14:10 - 17:30
Evaluating a management training program using the "Four Levels Model", Locus of Control and Learning Styles
Chair: Herman Steensma (Netherlands)

Poster P1888

Pasillo Sur 14:10 - 17:30
Assessment and development of employment skills in higher education's students
Chair: Elena Cantero (Spain)



DETAILED PROGRAM

INDUSTRIAL RELATIONS

Symposium S1527

Sala Obreroiro 09:00 - 10:30
Mediation in hierarchical conflicts at work
Chair: Martin Euwema (Belgium)

Why are subordinates less satisfied with mediation? The role of situational uncertainty during mediation
Chair: Katalien Bollen (Belgium)

Mediation in hierarchical conflicts – no place for perceived justice?
Chair: Heidi Ittner (Germany)

Coping with asymmetrical power relationships in mediation of collective labour conflicts
Chair: Roberto Martinez-Pecino (Spain)

A comparison of face-to-face and e-supported mediations handling hierarchical labor conflicts
Chair: Martin Euwema (Belgium)

Power of the third party: Implications for perceptions and behavior
Chair: Ellen Giebels (Netherlands)

Oral Session OS112

Sala 19-20 12:30 - 14:00
Human Resource Management: HRM Practices and Industrial Relations
Chair: Ole Henning Sorensen (Denmark)
Co-Chair: Ruan Van der Walt (South Africa)

Predictors of retirement intentions and planned retirement age: the role of health, work-related variables and social context
Chair: Kristina Potocnik (Spain)

Worker views of participation, joint consolation and decision-making in South African organisations
Chair: Ruan Van der Walt (South Africa)

Searching for the Big One: A meta-analysis on the general factor of personality
Chair: Dimitri van der Linden (Netherlands)

Human resources management assumptions and the Knowledge Management Processes in Industrial Organizations
Chair: Samuel Monteiro (Portugal)

Improved employee participation through local agreements concerning the H&S organization
Chair: Ole Henning Sorensen (Denmark)

Poster P1072

Pasillo Sur 09:00 - 14:00
 Making the self-disciplined employee?
 Organizational control in the 21st century
Chair: Francisco José Tovar Martínez (Spain)

Poster P82

Pasillo Sur 09:00 - 14:00
 Facing an Incompetent Leader: Effects on the Perception of and Interaction with a Leader
Chair: Annick Darioly (Switzerland)

JOB STRESS AND EMPLOYEE WELL-BEING

State of Art SOA1946

Auditorio Principal 09:00 - 10:30
The science of team performance. A quarter century of progress
Chair: Eduardo Salas (USA)

Invited Symposium IS389

Auditorio Principal 10:50 - 12:20
Leadership and Health
Chair: Lois Tetrick (USA)
Discussant: Lois Tetrick (USA)

A multilevel analysis of transformational leadership as antecedent of job stress appraisal
Chair: José M. Peiró (Spain)

Understanding Work-Family Coping through an LMX Theory Lens
Chair: Debra Major (USA)

Training Leaders to Enhance Employee Well-being
Chair: Kevin Kelloway (Canada)

Symposium S535

Sala Compostela 10:50 - 12:20
Civility Among Health Care Providers: Issues and Interventions
Chair: Michael Leiter (Canada)
Discussant: Wilmar Schaufeli (Netherlands)

Social Rationales, Incivility, Burnout, and Engagement: A Coping Strategy with a Downside
Chair: Michael Leiter (Canada)

Taking care of Health-Care Providers: The impact of interpersonal mistreatment from multiple work sources
Chair: Arla Day (Canada)

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Workplace empowerment, incivility, and burnout: Impact on health professionals' recruitment and retention factors
Chair: Heather Laschinger (Canada)

Leadership style, recognition and social support: their role in perceptions of job-related stressors and resources
Chair: Beate M. Schulze (Switzerland)

Symposium **S146**

Sala 10 **12:30 - 14:00**
Recovery from Work: Definitions, antecedents, processes, environment and outcomes
Chair: Almath McDowall (United Kingdom)

Me-time as a means of recovery
Chair: Almath McDowall (United Kingdom)

Blurring boundaries between the personal and the professional: work-life conflict and recovery in UK academic employees
Chair: Gail Kinman (United Kingdom)

Does the older workforce with high work demands need more recovery from work
Chair: Jason Devereux (United Kingdom)

Future Issues on Recovery from Work: Results from an international workshop
Chair: Jason Devereux (United Kingdom)

Differences in postwork rumination with implications for health and illness
Chair: Mark Mark Cropley (United Kingdom)

Symposium **S530**

Sala 21 **12:30 - 14:00**
Job stress as an underlying mechanism to explain the occurrence and effects of workplace bullying
Chair: Guy Notelaers (Norway)
Co-Chair: Elfi Baillien (Belgium)
Discussant: Marc van Veldhoven (Netherlands)

Extension of Karasek's job demand control model to bullying at work: A test within Spanish and Belgian blue-collar workers
Chair: Elfi Baillien (Belgium)

Buffering or strengthening: Moderating and mediating effects of individual factors on bullying-strain relationship
Chair: Alfredo Rodríguez Muñoz (Spain)

Exposure to bullying behaviour at work, and psychological and physiological stress-reactions
Chair: Annie Hogh (Denmark)

Organisational climate, role stressors and workplace bullying: Some thoughts about causal relationships
Chair: Lars Johan Hauge (Norway)

A job demands-resources analysis of workplace bullying
Chair: Cristian Balducci (Italy)

Symposium **S1051**

Auditorio Principal **14:10 - 15:40**
Work engagement: The other side of the burnout coin
Chair: Wilmar Schaufeli (Netherlands)

Job characteristics, work engagement, and burnout: The mediating role of emotions
Chair: Else Ouweneel (Netherlands)

Testing the validity of the Job Demands-Resources Model in a sample of Italian school teachers
Chair: Silvia Simbula (Italy)

Can a self-efficacy-based intervention increase engagement, decrease burnout, and enhance performance? A quasi-experimental study
Chair: Edgar Bresó (Spain)

Do personal resources predict work engagement and life satisfaction? The role of Core Self-evaluations and emotional intelligence
Chair: María Auxiliadora Durán (Spain)

Symposium **S421**

Sala Obradoiro **14:10 - 15:40**
Developments in the Job Demands-Resources Model - Part I
Chair: Evangelia Demerouti (Netherlands)

Employees' job demands-resources profiles, burnout and engagement: A person-centered validation of the Job Demands Resources Model
Chair: Anja Van den Broeck (Belgium)

Extending the job Demands-Resources Model: safety behaviour and perceived safety climate
Chair: Isabelle Hansez (Belgium)

Self-Esteem, Work and Health: Relations over time
Chair: Claudia Nebel (Germany)

The role of instrumental values in the Job Demands - Resources model
Chair: Evangelia Demerouti (Netherlands)

Model of workplace psychosocial safety climate to contribute to the theoretical explanation of the 'upstream' origins of job demands and job resources
Chair: Maureen Dollard (Australia)



DETAILED PROGRAM

Symposium S425

Sala Obradoiro 16:00 - 17:30
Developments in the Job Demands-Resources Model - Part II
Chair: Evangelia Demerouti (Netherlands)

Job Demands-Resources and their Associations with Early Retirement
Chair: Bert Schreurs (Belgium)

The role of recovery experiences in the Job Demands-Resources model
Chair: Ulla Kinnunen (Finland)

The Impact of a Weekend Off on Nurses' Well-Being: Respite in the Lens of the JD- Model
Chair: Mina Westman (Israel)

Individual Job Redesign
Chair: Maria Tims (Netherlands)

Do job and home resources trigger work-family enrichment processes over time?
Chair: Jari Hakonen (Finland)

Oral Session OS48

Sala 21 09:00 - 10:30
Job Stress and Employee Well-being: Job Demands and Resources
Chair: Marieke van den Tooren (Netherlands)
Co-Chair: Barbara Wilde (Germany)

Expanding the DISC Model: Effects of Employee Regulatory Focus
Chair: Marieke van den Tooren (Netherlands)

Work organization and mental health in the Chilean mining
Chair: Juan Pablo Toro (Chile)

Personnel recruitment and selection: Standardization of good professional practice carried out by psychologists
Chair: Gerardo de la Merced López Montalvo (Spain)

Working Conditions and Well-Being of German Supervisors
Chair: Barbara Wilde (Germany)

Oral Session OS114

Sala 24 09:00 - 10:30
Job Stress and Employee Well-Being: Attitudes and Job Satisfaction
Chair: Nicola Jacobshagen (Switzerland)
Co-Chair: Pedro Neves (USA)

Job satisfaction cross-culturally: Is it just quiescence what we measure?
Chair: Christian Bosau (Germany)

Commitment to change and trust: its impact on work outcomes
Chair: Pedro Neves (USA)

Employee's job satisfaction after the introduction of a total smoke-ban in bars and restaurants in Norway
Chair: Jørn Hetland (Norway)

Employee attitudes to influence in organizational domains
Chair: Hans Jeppe Jeppesen (Denmark)

Appreciation at work and its effect on strain and job attitudes
Chair: Nicola Jacobshagen (Switzerland)

Oral Session OS103

Sala 23 09:00 - 10:30
Job Stress and Employee Well-being: Effects of a Age at Work
Chair: Jos Akkermans, MSc (Netherlands)
Co-Chair: Salvatore Zappala' (Italy)

Well-being at work of ageing hospital nurses in Finland
Chair: Kati Utriainen (Finland)

A stage model of family business transfer to the younger generation: attitudes, intentions and outcomes in a sample of small and medium enterprises in Italy
Chair: Salvatore Zappala' (Italy)

Fresh and Healthy...? A Study on the Determinants of Well-being of Young Employees
Chair: Jos Akkermans, MSc (Netherlands)

Moderating Age-related Stereotyping in the Workplace: The Effects of Leadership Style and HR Practices
Chair: Dora Scholarios (United Kingdom)

Oral Session OS84

Sala 23 10:50 - 12:20
Job Stress and Employee Well-being: Coping Strategies
Chair: Simone Grebner (USA)
Co-Chair: Cheryl Travers (United Kingdom)

It's Not my Fault, it's Theirs - Explanatory Style of Depressed Bullying Targets
Chair: Kathrin Schmitt (Germany)

Subjective Success Mediates the Coping-Well-being Relationship
Chair: Simone Grebner (USA)

FRIDAY, 15



Perfectionism and clinical disorders among employees
Chair: Nico W. Van Yperen (Netherlands)

'If at first you don't cope...try, try, try again': An investigation into, and evaluation of, the coping strategies employed by young people to manage stress and emotions over a four month time period
Chair: Cheryl Travers (United Kingdom)

The Consequences of Violent and Non-Violent Harassment of NHS Staff
Chair: Chris Woodrow (United Kingdom)

Predictors and Outcomes of Workplace Psychological Aggression in US Workers
Chair: Paula Grubb (USA)

Oral Session OS90

Sala 22 10:50 - 12:20
Job Stress and Employee Well-being: Leadership and the Promotion of Health
Chair: Ivan Robertson (United Kingdom)
Co-Chair: Karina Nielsen (Denmark)

Leader personality and workgroup well-being
Chair: Ivan Robertson (United Kingdom)

Flow in managers – a multimethod, multilevel study of the antecedents of flow in middle managers
Chair: Karina Nielsen (Denmark)

Strategies for learning with accidents and safety training and safety behaviours promotion
Chair: Maria João Oliveira (Portugal)

Is mobbing victim responsible of being a victim? Reactions dynamic of maltreatment at workplace
Chair: Malgorzata Gamian-Wilk (Poland)

Oral Session OS49

Sala 22 12:30 - 14:00
Job Stress and Employee Well-being: Consequences of Work Stressors
Chair: Mirka Hintsanen (Finland)
Co-Chair: Chris Woodrow (United Kingdom)

Voluntary or involuntary? Control over overtime and rewards for overtime in relation to fatigue and work satisfaction
Chair: Debby Beckers (Netherlands)

Childhood Stress Exposure Predicting Adulthood Work Stress over 21-Years: The Cardiovascular Risk in Young Finns Study
Chair: Mirka Hintsanen (Finland)

Psychosocial work environment, performance-based self-esteem and stress symptoms among Danish knowledge workers
Chair: Karen Albertsen (Denmark)

Oral Session OS78

Sala 22 14:10 - 15:40
Job Stress and Employee Well-being: Coping and Social Support
Chair: Helena Cooper-Thomas (New Zealand)
Co-Chair: Martin Edwards (United Kingdom)

The Choreography of Organizational Helping: The Dynamics and Consequences of Co-worker Helping Interactions Over Time
Chair: Maya Golan (Israel)

Mitigating the effects of newcomer stress: The moderating impact of helpful colleagues
Chair: Helena Cooper-Thomas (New Zealand)

Not All Coping Strategies are Created Equal: A Multi-Stage, Mixed Methods Approach to Physicians' Coping Strategies
Chair: Jean Wallace (Canada)

Bullying and well-being in the armed forces: Testing for the buffering effects of social support
Chair: Martin Edwards (United Kingdom)

Coping with interpersonal conflict at work: the role of coworker and supervisor support
Chair: Inés Martínez-Corts (Spain)

Oral Session OS107

Sala 23 14:10 - 15:40
Job Stress and Employee Well-being: Stress at Work
Chair: Riccardo Peccei (United Kingdom)
Co-Chair: Onofre Miranda (Brazil)

The longitudinal effects of job stressors, hardy personality and coping resources on burnout dimensions
Chair: Eva Garrosa (Spain)

Temperament and job strain: do innate characteristics play a role in work stress
Chair: Liisa Keltikangas-Järvinen (Finland)

Well-being at work: The central nucleus of the social representations from workers in organizations
Chair: Onofre Miranda (Brazil)



DETAILED PROGRAM

Occupational well-being and sickness absence in the Finnish paper industry - factors behind the numbers
Chair: Krista Pakkin (Finland)

A comparison of configurational and non-configurational approaches to the analysis of work stress, organizational climate, and employee well-being
Chair: Riccardo Peccei (United Kingdom)

Oral Session

OS113

Sala 6 14:10 - 15:40
Entry, Exit, and Mobility: Job Insecurity and Integration

Chair: Neil Conway (United Kingdom)
Co-Chair: Josep M. Blanch (Spain)

Not just a Mum: Mothers in the transition and adjustment process from employee to entrepreneur
Chair: Rachel Morrison (New Zealand)

Part-time employment and unpaid overtime working in the United Kingdom
Chair: Neil Conway (United Kingdom)

Factors Ensuring Integration Among International Highly Skilled Professionals in Finland
Chair: Anu Yijälä (Finland)

Planlessness Psychosocial effects of Involuntary Unstable Employment in the flexible labor organization
Chair: Josep M. Blanch (Spain)

Poster

P959

Pasillo Sur 09:00 - 14:00
Intercultural comparison of Burnout, Work Engagement and perception of Stress in Social Services Employees: The case of Spain and Poland
Chair: Malgorzata Kozusznik (Poland)

Poster

P532

Pasillo Sur 09:00 - 14:00
Burnout, work hardiness and psychological well-being in the sanitary professionals at the Basque Country
Chair: Alberto Amutio (Spain)

Poster

P279

Pasillo Sur 09:00 - 14:00
Job Categorisation, Relationship Building, and Work Engagement in Aid Organisations
Chair: Ishbel McWha (New Zealand)

Poster

P1498

Pasillo Sur 09:00 - 14:00
The role of health behaviours on work stress process
Chair: Elvira Pomares (Spain)

Poster

P1231

Pasillo Sur 09:00 - 14:00
Proactive behavior as a strategy to enhance person-job misfit: The moderating role of the implicit person theory
Chair: Toon Devloo (Belgium)

Poster

P1254

Pasillo Sur 09:00 - 14:00
Individual and Work Determinants of Emotional Exhaustion: A Path Analysis
Chair: Joanne Wilson (United Kingdom)

Poster

P1054

Pasillo Sur 09:00 - 14:00
Organizational empowerment and service climate: influences on contact employees' core burnout
Chair: Alejandro Orgambidez Ramos (Spain)

Poster

P1384

Pasillo Sur 09:00 - 14:00
Burnout symptoms, somatization, and autonomous motivation: An 8-month cross-lagged study among school teachers
Chair: Stephanie Austin-Fernet (Canada)

Poster

P233

Pasillo Sur 09:00 - 14:00
Burnout syndrome among lay and consecrated teachers of Italian Catholic Schools
Chair: Antonino Callea (Italy)

Poster

P836

Pasillo Sur 09:00 - 14:00
A study about Burnout measurement in sport organizations
Chair: Cristina De Francisco (Spain)

Poster

P405

Pasillo Sur 09:00 - 14:00
Absences due to illness and the quality of working life in the Finnish food industry
Chair: Johanna Holopainen (Finland)



Poster P1713

Pasillo Sur 09:00 - 14:00
Leading excellent performance through positive psychological states
Chair: Karoline Hofsløtt Kopperud (Norway)

Poster P432

Pasillo Sur 09:00 - 14:00
Prospective relationships between career disruptions and self-rated health: evidence from a three-wave follow-up study in Finnish managers
Chair: Saija Mauno (Finland)

Poster P962

Pasillo Sur 09:00 - 14:00
Progressive Relaxation through Physiological Makers in Mexican Young Male Employees with Work Stress Related Symptoms
Chair: Helena Cecilia Altamirano Rueda Quijano (Mexico)

Poster P1574

Pasillo Sur 09:00 - 14:00
Stresscompetencetraining BUSKO – first results of evaluation
Chair: Dieter Kuech (Germany)

Poster P1089

Pasillo Sur 09:00 - 14:00
Burnout predicts mortality among young industrial workers
Chair: Kirsi Ahola (Finland)

Poster P1683

Pasillo Sur 09:00 - 14:00
The association between leadership, job resources/ job demands, and work engagement
Chair: Stig Berge Matthiesen (Norway)

Poster P192

Pasillo Sur 14:10 - 17:30
Mobbing and Quality of Working Life (QWL) in the construction sector
Chair: Esther Lopez-Zafra (Spain)

Poster P46

Pasillo Sur 14:10 - 17:30
The impact of lifestyle and occupational stress on physical and mental health managers
Chair: Stoica Mihaela (Romania)

Poster P144

Pasillo Sur 14:10 - 17:30
Insufficiency, powerlessness, and meaninglessness: The moral distress of humanitarian aid workers
Chair: Sofia Nilsson (Sweden)

Poster P1293

Pasillo Sur 14:10 - 17:30
Psychosocial risks assessment: Comparative study workers- technicians in a hospital environment
Chair: Gloria Castaño Collado (Spain)

Poster P224

Pasillo Sur 14:10 - 17:30
Removal of front vs back office work in a call centre: An intervention study
Chair: Achim Elfering (Switzerland)

Poster P235

Pasillo Sur 14:10 - 17:30
Consequences of changes of psychological contracts between employers and employees in last several years in Poland
Chair: Grazyna Bartkowiak (Poland)

Poster P486

Pasillo Sur 14:10 - 17:30
Gender-role conflict of male Employees in female-dominated occupations: Differences between Men with and without Leadership Positions
Chair: Sabine Korek (Germany)

Poster P301

Pasillo Sur 14:10 - 17:30
Exposure to bullying at work and employee turnover: A two-year prospective study of health care workers
Chair: Annie Hogh (Denmark)

Poster P343

Pasillo Sur 14:10 - 17:30
A frame-of-reference effect in job insecurity ratings
Chair: Maïke E. Debus (Switzerland)

Poster P1250

Pasillo Sur 14:10 - 17:30
The Relative Influence of General and Occupation-Specific Stressors on Law Enforcement Officers' Health
Chair: Lori Foster Thompson (USA)



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Poster P1148

Passilo Sur 14:10 - 17:30
Work stress, health, and psychological risk and protective factors
Chair: Bohumil Vasina (Czech Republic)

Poster P1414

Passilo Sur 14:10 - 17:30
Influence of organizational variables in psychosocial risk factors at work: a multimethodological approach
Chair: Javier Cerrato (Spain)

LEADERSHIP AND MANAGEMENT

Invited Symposium IS524

Sala 11 09:00 - 10:30
Stimulating employees' proactive behavior: the role of leadership
Chair: Deanne Den Hartog (Netherlands)
Discussant: Mark Griffin (United Kingdom)

Suggestion making as proactive behavior: The role of transformational leadership
Chair: Sandra Ohly (Germany)

Solving the Initiative Paradox: Leader vision and the Collective Future Self
Chair: Karoline Strauss (United Kingdom)

When does transformational leadership enhance the proactive behavior of employees? The role of job autonomy and role breadth self-efficacy
Chair: Deanne Den Hartog (Netherlands)

The impact of leadership and cohesion on voice and organizational citizenship behavior in research groups
Chair: Johannes Rank (Germany)

Invited Symposium IS11

Sala Obradoiro 10:50 - 12:20
Social identity and leadership processes
Chair: Rolf van Dick (Germany)
Discussant: Rolf van Dick (Germany)

License to fail: Do followers let the leader "live" or "die" after performance feedback?
Chair: Steffen Giessner (Netherlands)

Whom to turn to in times of uncertainty?: Leader group prototypicality and uncertainty reduction
Chair: Daan van Knippenberg (Netherlands)

Cooperating when both self and other are treated fairly: It depends on leader's prototypicality
Chair: David De Cremer (Netherlands)

With a little help from my friends: Identification, supervisor support, and job performance
Chair: Rudolf Kerschreiter (Germany)

Substitutes for fairness: Prototypical leaders are endorsed whether they are fair or not
Chair: Johannes Ullrich (Germany)

Symposium S10

Sala 10 10:50 - 12:20
Leadership 1 - Leadership - Antecedents and results
Chair: Birgit Schyns (United Kingdom)

Leaders' challenging tasks as antecedents for transformational leadership
Chair: Sabine Korek (Germany)

The interactive effects of charismatic and autocratic leadership with Follower's Neuroticism and Locus of Control on burnout
Chair: Deanne Den Hartog (Netherlands)

The impact of consensus and agreement of leadership perceptions on commitment, OCB and customer satisfaction
Chair: Joerg Felfe (Germany)

Leader-Member exchange quality, teacher and team vitality: A study among Dutch secondary school teachers
Chair: Pascale Le Blanc (Netherlands)

Which traits matter for the full-range leadership model?
Chair: John Antonakis (Switzerland)

Symposium S360

Sala 11 10:50 - 12:20
Leadership 3: Alternative approaches to the study of leadership
Chair: Claudia Peus (Germany)

"What you say is what you get" - A communication-centered approach to leadership
Chair: Peter M. Muck (Germany)

Top managers' leadership toward middle managers: An observational study
Chair: Maarten Cuijpers (Netherlands)

FRIDAY, 15



Influence of perceived leader unconventionality on followers' cognitive representations and creative performance

Chair: Jenny Sarah Wesche (Germany)

Professor = leader? An investigation of faculty roles

Chair: Claudia Peus (Germany)

Does leader charisma predict presidential election outcomes?

Chair: Philippe Jacquart (Switzerland)

Symposium \$377

Sala 11 **12:30 - 14:00**
Empirical contributions to understanding leadership: Who, how and when
Chair: Pedro Neves (USA)

Leadership during organizational change: what promotes employee's commitment to change?
Chair: Pedro Neves (USA)

Measuring transformational leadership style: Differences in survey and ESM measurement
Chair: Ann-Louise Holten (Denmark)

Leadership and effectiveness, different leader's behaviors for different organizational contexts: task, relation, and change oriented leadership
Chair: Angel Barrasa (Spain)

Direct and indirect effects of transformational leadership on employees' self-efficacy: The mediating role of self-leadership
Chair: Panja Andreßen (Germany)

Emotional intelligence and transformational leadership in the national health service in UK
Chair: Sumona Mukhuty (United Kingdom)

Symposium \$942

Sala 21 **14:10 - 15:40**
Shared leadership in context: Exploring the antecedents, processes and outcomes of shared leadership in organizations
Chair: Julia E. Hoch (Germany)
Co-Chair: Ana Cristina Costa (United Kingdom)
Discussant: Craig Pearce (USA)

Antecedents of Shared Leadership in Teams
Chair: Julia E. Hoch (Germany)

Shared leadership at distance: The impact of shared leadership on team performance in virtual teams
Chair: Juergen Wegge (Germany)

Shared leadership in anesthesia teams
Chair: Gudela Grote (Switzerland)

Shared leadership: The effects of shared and vertical leadership behaviours on team effectiveness
Chair: Nele Manheim (Netherlands)

Oral Session OS55

Sala 8-9 **09:00 - 10:30**
Leadership and Management: Leadership Models
Chair: Gerry Larsson (Sweden)
Co-Chair: Stefano Livi (Italy)

Playing the Second Violin: Role and Typology of Second-in-commands in Organizations
Chair: Alexandre Bedard (Canada)

The construct validities of leadership styles – Results from a multi-sample study
Chair: Jens Rowold (Germany)

Theoretical modeling of contextual influences on leadership
Chair: Gerry Larsson (Sweden)

Rivaling Leadership Constructs and their Outcomes in Profit and Non-Profit Organizations
Chair: Lars Borgmann (Germany)

Applying Social Relations Model to Leadership Perception
Chair: Stefano Livi (Italy)

Oral Session OS40

Sala 4-5 **14:10 - 15:40**
Leadership and Management: Decision Making
Chair: Serena Cubico (Italy)
Co-Chair: Tanja Rabl (Germany)

The subjective decision making processes of corrupt actors
Chair: Tanja Rabl (Germany)

How long will it take? Power biases time predictions
Chair: Mario Weick (United Kingdom)

Differentiating between collaboration and decision making dimensions of leadership behaviour as predictors of effectiveness
Chair: David Beech (United Kingdom)

Small Business Management: The Italian Handicraft Companies
Chair: Serena Cubico (Italy)



DETAILED PROGRAM

Poster P1034

Pasillo Sur 09:00 - 14:00
Masculine leadership styles and perception of competence
Chair: Leire Gartzia (Spain)

Poster P349

Pasillo Sur 09:00 - 14:00
The Influence of Supervisor and Subordinate Proactive Personality on Leader-Member Exchange: A Trait Interactionist Perspective
Chair: Greg Sears (Canada)

Poster P642

Pasillo Sur 09:00 - 14:00
Transformational leadership and job satisfaction: The mediating role of job characteristics
Chair: Rahel Bösch Walsler (Switzerland)

Poster P1491

Pasillo Sur 09:00 - 14:00
Validation of a measure of leader behavioral adequacy
Chair: Fabrice De Zanet (Belgium)

Poster P14

Pasillo Sur 09:00 - 14:00
Leadership complexity: The impact of behavioural, social and cognitive complexity on workplace interaction amongst healthcare managers
Chair: Imelda McCarthy (United Kingdom)

Poster P718

Pasillo Sur 09:00 - 14:00
Evaluation of the informal leaders in sport teams
Chair: Julio Torrado Quintela (Spain)

Poster P347

Pasillo Sur 09:00 - 14:00
Leadership competencies: Development and validation of a German translation of the Adaptive Leadership Competency Profile (ALCP)
Chair: Tanja Bipp (Netherlands)

Poster P546

Pasillo Sur 09:00 - 14:00
Organizational Justice and Trust as Mediators of Leadership Perceptions on Unit Commitment and Turnover Intentions in the Canadian Forces
Chair: Maxime A. Tremblay (Canada)

Poster P1776

Pasillo Sur 09:00 - 14:00
The F-Word: The follower label, work attitudes, well-being, and performance
Chair: Julian Barling (Canada)

ORGANIZATIONAL BEHAVIOR

Symposium S633

Sala Compostela 09:00 - 10:30
Advances in time management research
Chair: Robert Roe (Netherlands)

Time delays and performance in business relationships
Chair: Hannes Günter (Netherlands)

Time Management: Performance Preferences and Multiple Goal Management Strategies
Chair: Daniela M. Kirchberg (Netherlands)

Temporal intelligence and time management
Chair: Andrew Doyle (United Kingdom)

Managing time at work: an extended mediation model
Chair: Brigitte J.C. Claessens (Netherlands)

Are implemental intentions effective to reduce the planning fallacy?
Chair: Olaf Morgenroth (Germany)

Symposium S199

Sala 10 09:00 - 10:30
Organizational Justice: Different Contexts, Methods, and Levels of Construct
Chair: Carolina Moliner (Spain)

Perceived equity of a personnel selection scenario: the effects of self-efficacy and selection decision
Chair: Marco Giovanni Mariani (Italy)

Linking justice climate in service settings to customer evaluations
Chair: Carolina Moliner (Spain)

Being Uncertain about What? Procedural Fairness Effects as a Function of General Uncertainty and Belongingness Uncertainty
Chair: David De Cremer (Netherlands)

Relative Justice: The effect of disparate treatment within groups on individual level outcomes
Chair: Michael Bashshur (Spain)

Predictors of (un)fairness perceptions and event recall in a sample of Portuguese pharmaceutical sales representatives
Chair: David Patient (Portugal)



Symposium S949

Sala 15-16 **10:50 - 12:20**
Commitment, citizenship, support and work and family conflict in health care organizations
Chair: Adalgisa Battistelli (Italy)

The influence of organisational commitment on organisational citizenship behaviour
Chair: Adalgisa Battistelli (Italy)

The Influence of WFC and Job Embeddedness on the Turnover Process
Chair: Igor Portoghese (Italy)

Relational Commitments in Supervisor-Employee Dyads: A Study in Health Care Organizations
Chair: Christian Vandenberghe (Canada)

Work-family conflict and organizational commitment among nurses
Chair: Sabine Pohl (Belgium)

The impact of perceived organizational support, supervisor support, job characteristics on nurses's organizational citizenship behaviours
Chair: Sabine Pohl (Belgium)

Symposium S275

Sala 12 **12:30 - 14:00**
Entrepreneurial success and innovation
Chair: Marjan Gorgievski (Netherlands)

Cultural Differences in Innovative Behaviour: 4-country Study with Representative Samples
Chair: Martin Lukes (Czech Republic)

Innovation and Intrapreneurial Behavior: The Role of Organizational Culture and Identification
Chair: Juan A. Moriano (Spain)

Second Life - A New Space for Teaching and Learning Entrepreneurship
Chair: Patrycja Rudnicka (Poland)

Has networking an effect on subjective and/or objective success of entrepreneurs?
Chair: Andreas Grau (Germany)

Entrepreneurial success as defined by entrepreneurs: Development of a measurement instrument
Chair: Dominika Dej (Germany)

Symposium S507

Sala 8-9 **12:30 - 14:00**
Causes and consequences of Work-based identity
Chair: Gerhard Roodt (South Africa)

360 Degrees feedback in a multi- and cross-cultural environment
Chair: Jouko van Aggelen (Netherlands)

Work-based identity outcomes
Chair: Chris Bothma (South Africa)

Enhancing Work Identity through Your Psychological Contract with the Organization
Chair: Matthijs Bal (Netherlands)

Predictors of work-based identity
Chair: Roslyn De Braine (South Africa)

Symposium S845

Sala 12 **14:10 - 15:40**
Adaptive Performance at Work
Chair: Cornelia Niessen (Germany)
Co-Chair: Jonas W. B. Lang (Netherlands)
Discussant: Sharon Parker (United Kingdom)

Unlearning obsolete work behaviors in a changing task context
Chair: Cornelia Niessen (Germany)

Using discontinuous growth models to study adaptive performance: Separating transition and reacquisition adaptation
Chair: Jonas W. B. Lang (Netherlands)

Measuring Adaptive Performance: Development and validation of an instrument
Chair: Ulrike Beuing (Germany)

It takes two: Exploring the relationship between adaptivity and proactivity in organizations
Chair: Karoline Strauss (United Kingdom)

Invited Round Table IRT359

Sala 11 **16:00 - 17:30**
The boundaries of engagement
Chair: Mark Griffin (United Kingdom)



DETAILED PROGRAM

Oral Session OS35

Sala 25 09:00 - 10:30

Organizational Behavior: Organizational Commitment

Chair: Nadège Maisy (Canada)
Co-Chair: Torvald Øgaard (Norway)

Interpersonal Attachment and Organizational Commitment
Chair: Claudia Eitzinger (Austria)

The combination of occupational and organizational components of commitment in the prediction of focal and discretionary behaviors
Chair: Athena Xenikou (Greece)

Dirty workers' performance: On the importance of a multi-foci approach and commitment
Chair: Nadège Maisy (Canada)

The impact of perceived corporate social responsibility (CSR) on organizational commitment: the mediating role of corporate image
Chair: Patricia Duarte (Portugal)

Justice, commitment and performance on executive boards
Chair: Torvald Øgaard (Norway)

Oral Session OS44

Sala 25 10:50 - 12:20

Organizational Behavior: Trust

Chair: Antonio Caetano (Portugal)
Co-Chair: Tuija Seppälä (Finland)

Is the glass full or empty? The influence of critical incidents on trust during international military missions
Chair: Maria Fors (Sweden)

Trust at first sight: The need for swift trust in temporary groups
Chair: Peder Hyllengren (Sweden)

Reciprocity of trust between supervisor and subordinate
Chair: Tuija Seppälä (Finland)

The role of organizational trust before and after management practices change
Chair: Antonio Caetano (Portugal)

Trust and Distrust in Safety Leadership: Mirror Reflections?
Chair: Stacey Conchie (United Kingdom)

Oral Session OS87

Sala 25 12:30 - 14:00

Organizational Behavior: Organizational Justice

Chair: Jukka Lipponen (Finland)
Co-Chair: Franciska Krings (Switzerland)

Perceived justice as a predictor of externally rated departmental level academic performance
Chair: Jukka Lipponen (Finland)

Adverse attitudes and behaviors at work: The role of just world beliefs and organizational justice perceptions
Chair: Franciska Krings (Switzerland)

Investment bankers, stigma and identity
Chair: Kate Mackenzie Davey (United Kingdom)

Perceived fairness of supervisor and well-being in a culturally diverse organization
Chair: Barbara Bergbom (Finland)

The stigma of 'dirty work': defense mechanisms, work identification and deviant behaviours
Chair: Kathleen Bentein (Canada)

Oral Session OS46

Sala 25 14:10 - 15:40

Organizational Behavior: Work Attitudes and Values

Chair: Antoni Barnard (South Africa)
Co-Chair: Anneloes Raes (Switzerland)

Exploring the competencies of integrity in a work context
Chair: Antoni Barnard (South Africa)

Organizational identification mediates the effects of perceived external prestige and communication climate on organizational behaviours
Chair: Marino Bonaiuto (Italy)

Counterproductive Work Behaviour: The Role of Positive and Negative Affect
Chair: Sally Turner (United Kingdom)

Is seeing believing, or is believing seeing? The causal ordering of employees' perceived supervisor support, organization-based self-esteem, and cynicism
Chair: Anneloes Raes (Switzerland)

Person-job fit and employee attitudes: The moderating role of POS and procedural justice
Chair: Corine Boon (Netherlands)

FRIDAY, 15



Oral Session OS25

Sala 24 16:00 - 17:30
Organizational Behavior: Job satisfaction
Chair: Yvonne Ferreira (Germany)
Co-Chair: Anne Herrmann (United Kingdom)

How much detail do you need? - Predicting leadership skills using broad versus narrow measures of personality
Chair: Anne Herrmann (United Kingdom)

FEAT – Questionnaire to Evaluate Types of Job Satisfaction: Future Prospects of the Zurich Model
Chair: Yvonne Ferreira (Germany)

How motivation at work mediates the relationship between organizational commitment and outcomes
Chair: Emanuela Chemolli (Italy)

The Structure of Estimations regarding the Development of Work Satisfaction – A validation study
Chair: Paul Jimenez (Austria)

Estimations regarding the Development of Job Satisfaction as predictors of work-relevant types of behaviour
Chair: Paul Jimenez (Austria)

Poster P795

Pasillo Sur 09:00 - 14:00
 Relating individual entrepreneurial orientation to entrepreneurial status and success
Chair: Tim Vantilborgh (Belgium)

Poster P703

Pasillo Sur 09:00 - 14:00
 Confidence Sources identification in the sport setting
Chair: Javier Garrido Posada (Spain)

Poster P1781

Pasillo Sur 09:00 - 14:00
 Electronic performance monitoring: A quantitative review of computer-based surveillance research
Chair: Will Stoughton (USA)

Poster P1519

Pasillo Sur 09:00 - 14:00
 The interactive effect of conscientiousness and neuroticism on the job performance of Chinese customer service representatives
Chair: Richard Perlow (Canada)

Poster P226

Pasillo Sur 09:00 - 14:00
 The applicability of the functional perspective and the role identity to organizational citizenship behaviors in Spanish employees: Preliminary results
Chair: Francisco José Tovar Martínez (Spain)

Poster P336

Pasillo Sur 09:00 - 14:00
 Development of a Psychosocial Factors Monitoring Instrument in the Context of Flight Operations
Chair: Sara Casenave Lasvignes (Spain)

Poster P48

Pasillo Sur 09:00 - 14:00
 The impact of empowerment on organizational commitment, job involvement, and organizational citizenship behaviors among school teachers: A Colombian sample
Chair: Guillermo Otálora (Colombia)

Poster P1236

Pasillo Sur 09:00 - 14:00
 Perception of Learning Support in Clinical Analysis Laboratories
Chair: Juliana Seidl Fernandes de Oliveira (Spain)

Poster P1841

Pasillo Sur 09:00 - 14:00
 Safety culture in action: coping strategies regarding human error
Chair: Teresa C. Oliveira (Portugal)

Poster P903

Pasillo Sur 09:00 - 14:00
 When does adaptive performance yield higher overall job performance?
Chair: Mindy Krischer (USA)

Poster P1908

Pasillo Sur 09:00 - 14:00
 Feedback, volunteer work satisfaction and performance in non-profit volunteer organizations
Chair: Iva Toni (Slovenia)

Poster P241

Pasillo Sur 14:10 - 17:30
 Two Lighthouses to Navigate - Effects of Ideals and Counter-Ideals on Follower Identification and Satisfaction
Chair: Niels van Quaquebeke (Netherlands)



DETAILED PROGRAM

Poster P537

Pasillo Sur 14:10 - 17:30
Ethics and Organizational Citizenship Behaviour
Chair: Nuno Rebelo dos Santos (Portugal)

Poster P736

Pasillo Sur 14:10 - 17:30
Predicting work attitudes and turnover intentions among officers: The importance of Adlerian personality attributes
Chair: Justina Liesiene (Lithuania)

Poster P1616

Pasillo Sur 14:10 - 17:30
Business ethics meets organizational psychology: Do code of conducts correspond to psychological concepts of (un-)ethical behaviour?
Chair: Stefan Hoeft (Germany)

Poster P1246

Pasillo Sur 14:10 - 17:30
Perception and Projection of Values in CEO-Top Manager Dyads
Chair: Sefa Hayibor (Canada)

Poster P1470

Pasillo Sur 14:10 - 17:30
Mobbing, Labor Health and Organizational Behavior
Chair: Aixa L. Powell (Mexico)

Poster P614

Pasillo Sur 14:10 - 17:30
Universalism values as contents of a value-oriented psychological contract of volunteers
Chair: Tabea Scheel (Germany)

Poster P145

Pasillo Sur 14:10 - 17:30
Occupational self-efficacy: individual and organizational antecedents
Chair: Simona Ricotta (Italy)

Poster P1142

Pasillo Sur 14:10 - 17:30
The epistemics of leader empowering behaviour
Chair: Steffen Giessner (Netherlands)

Poster P1576

Pasillo Sur 14:10 - 17:30
Satisfaction with Ownership in a Large Employee-Owned Manufacturing Firm in Mondragon: An Intergenerational Comparison
Chair: Fred Freundlich (Spain)

ORGANIZATIONAL CHANGE AND DEVELOPMENT

Symposium S1169

Sala 12 16:00 - 17:30
Modern trends in organizational development and psychological support of computerized work
Chair: Anna Leonova (Russia)
Co-Chair: Matti Vartiainen (Finland)

A new way of working in Air traffic control
Chair: Fred Zijlstra (Netherlands)

Enhancing Mutual Awareness, Feeling and Work Productivity: Recent Studies on the Cognitive Interface Technologies
Chair: Sebastian Pannasch (Germany)

Workload patterns and job stress prevention in different groups of pay-TV call center operators
Chair: Valentina Barabanshchikova (Russia)

Interruption handling in computerized office work
Chair: Boris Velichkovsky (Russia)

Blurred knowledge work – Enablers and hindrances
Chair: Matti Vartiainen (Finland)

Oral Session OS50

Sala 6 10:50 - 12:20
Organizational Change and Development: Managing Organizational Change
Chair: Jo Rick (United Kingdom)
Co-Chair: Dave Bouckennooghe (Belgium)

The mediating role of interpersonal justice in the context of organizational change in higher education
Chair: Alexandra Michel (Germany)

Delineating the boundaries of research on change recipients' attitudes toward change in the ODC literature
Chair: Dave Bouckennooghe (Belgium)

Dispositional Resistance to Change and the Five factor model
Chair: Hilde Hetland (Norway)

FRIDAY, 15



The Impact of Leaders' Personal Resources on Follower Behavior during Organizational Change
Chair: Maggie van den Heuvel (Netherlands)

Formalising work in health care: What do we know, and what do practitioners think?
Chair: Jo Rick (United Kingdom)

Oral Session OS64

Sala 19-20 **16:00 - 17:30**
Organizational Change and Development:
Organizational Development Programs
Chair: Rob Briner (United Kingdom)
Co-Chair: Ruth Alas (Estonia)

Building a Systemic Model for Managing Occupational Health
Chair: Gregor James Jenny (Switzerland)

Using participatory change to reduce lost time injury and illness
Chair: Jason Devereux (United Kingdom)

Planned change or changed plan? Applicability of Western organizational change programs in transition countries
Chair: Ruth Alas (Estonia)

Is Organizational Psychology Evidence-Based and Does it Matter?
Chair: Rob Briner (United Kingdom)

Poster P953

Pasillo Sur **09:00 - 14:00**
Greenwood and Hinnings' Organizational Change Framework: Testing its relationship through SEM (structural equation modeling)
Chair: Elaine Neiva (Brazil)

Poster P1322

Pasillo Sur **09:00 - 14:00**
Efficacy of a blended learning course in the development of team work competency: Preliminary results
Chair: Graciela Ponte (Spain)

Poster P1021

Pasillo Sur **14:10 - 17:30**
Emerging models of masculinity within organizational settings. Remaining barriers and future challenges
Chair: Leire Gartzia (Spain)

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

State of Art SOA1887

Auditorio Principal **16:00 - 17:00**
Work Design Research and Theory:
Where Do We Go From Here?
Chair: Sharon Parker (United Kingdom)

Round Table RT1274

Sala 14 **16:00 - 17:30**
Linking EAWOP and SIOP to Develop Study Abroad Programs for Graduate Students
Chair: Beverly Burke (USA)

Oral Session OS58

Sala 13 **09:00 - 10:30**
Organizational Structure, Culture and Climate: Safety and Organizational Climate
Chair: Marianna Virtanen (Finland)
Co-Chair: Yueng-hsiang (Emily) Huang (USA)

Educational organisation employees' assessment of the necessity of entrepreneurship behavior in change making
Chair: Luydmila Karamushka (Ukraine)

Corporate financial decision-makers' perceptions of workplace safety: Medium- versus large-size companies
Chair: Yueng-hsiang (Emily) Huang (USA)

Safety climate and norms influence on healthcare workers compliance with hand hygiene procedures
Chair: Magda Sofia Roberto (Portugal)

Management safety justice - a critical aspect of safety climate
Chair: Anders Pousette (Sweden)

Staff reports of psychosocial climate at school and adolescents' health and well-being
Chair: Marianna Virtanen (Finland)

Oral Session OS56

Sala 12 **09:00 - 10:30**
Organizational Structure, Culture and Climate: Organizational Climate
Chair: Simon Albrecht (Australia)
Co-Chair: Miguel Ángel Mañas Rodríguez (Spain)

The influence of a Human Relations Climate on job satisfaction, affective commitment and turnover intentions: The mediating influence of employee engagement
Chair: Simon Albrecht (Australia)



DETAILED PROGRAM

CLA, an instrument for the assessment of Organizational Climate: new standardization and psychometric studies with a sample over 20,000 Spanish employees
Chair: Sara Corral (Spain)

Work climate and organizational success: Results of a pilot-study in the Netherlands
Chair: Hein Wendt (Netherlands)

Organizational climate consequences in public administration
Chair: Miguel Ángel Mañas Rodríguez (Spain)

Organizational Climate: The state of the art in Brazil
Chair: Ana Rachel Carvalho-Silva (Brazil)

Poster **P1669**

Pasillo Sur **09:00 - 14:00**
Organizational factors and safety climate: the moderator role of safety climate from a multilevel perspective
Chair: Inmaculada Silla (Spain)

Poster **P1087**

Pasillo Sur **09:00 - 14:00**
Subjective estimation of Organizational Culture by employees in different companies
Chair: Abdoullayeva Mekhirban (Russia)

Poster **P63**

Pasillo Sur **09:00 - 14:00**
A comparative study of the work satisfaction of italian registered nurses of different generations
Chair: Claudio Giovanni Cortese (Italy)

Poster **P743**

Pasillo Sur **09:00 - 14:00**
Action Research in a Medium-Sized Company: Organizational Climate Assessment as a Premise of Organizational Development
Chair: Serena Cubico (Italy)

Poster **P1924**

Pasillo Sur **09:00 - 14:00**
A gender analysis segmented by seniority in public organizations
Chair: María José Martín Rodrigo (Spain)

Poster **P42**

Pasillo Sur **09:00 - 14:00**
The effect of supervising advance skill on identification, affiliation, and exchange commitment via mediator variables
Chair: Hamid Reza Oreyzi (Iran)

Poster **P1215**

Pasillo Sur **09:00 - 14:00**
Learning Climate – Requiring alignment between working conditions and suggested key factors in workplace learning
Chair: Esther Hauer (Sweden)

Poster **P277**

Pasillo Sur **09:00 - 14:00**
Global Mindset Defined: Development of an empirical composite score
Chair: Sean Cruse (USA)

Poster **P1667**

Pasillo Sur **09:00 - 14:00**
Determinants of a safe workplace: the role of safety climate
Chair: Inmaculada Silla (Spain)

RESEARCH AND METHODOLOGY

Symposium **S1177**

Sala 13 **10:50 - 12:20**
Effectiveness at Work: Investigating Its Structure and Improving Its Prediction Based on A Co-validation of Seven Personality and Three Aptitude Assessments
Chair: Rab MacIver (United Kingdom)
Co-Chair: Yves-Marie Beaujouan (France)
Discussant: Almuth McDowall (United Kingdom)

A is for Ability: The Validity of Three Swift Aptitude Assessments against the Matched Ability Criterion Model in the Saville Consulting Wave® Performance Culture Framework
Chair: Rainer Kurz (United Kingdom)

Shifting to a Criterion Focus: Integrating Performance Centric, Inductive and Deductive Questionnaire Development
Chair: Rab MacIver (United Kingdom)

The Structure of Work Effectiveness: An Expanded Model of Behaviour, Ability and Global Effectiveness (BAG) - Saville Consulting Wave® Performance Culture Framework
Chair: Rab MacIver (United Kingdom)

G is for Global: Comparing and Contrasting the Validity of Saville Consulting Wave Self-report and Swift Aptitude Tests against three Global Effectiveness Criteria
Chair: Heidi Oxley (United Kingdom)

B is for Behaviour: The Co-validation of Seven Personality Assessments against Work Effectiveness Measures
Chair: Peter Saville (United Kingdom)

FRIDAY, 15



Leadership Assessment through the Saville Consulting Wave® Professional Styles Expert and Types Report: Construct and Criterion-related Validation Evidence
Chair: Steffen Klaas Feindt (Germany)

Oral Session

OS119

Sala 8-9 14:10 - 15:40

Research and Methodology: Developing Measures

Chair: Jeremy Dawson (United Kingdom)

Co-Chair: Benoit Lothe (Belgium)

Diversity in Work Groups: The Issue of Measurement

Chair: Jeremy Dawson (United Kingdom)

Cognitive style profile in an international perspective: a study of Belgian and South-African respondents

Chair: Karlien Vanderheyden (Belgium)

Social expectations and gender-role perceptions in Sardinia

Chair: Silvia De Simone (Italy)

Situational Judgment Tests: Illustration of Item analysis by Classical Test Theory and Item Response Theory Approaches

Chair: Benoit Lothe (Belgium)

Oral Session

OS95

Sala 23 16:00 - 17:30

Job Stress and Employee Well-being: Bullying

Chair: Katarzyna Durniat (Poland)

Co-Chair: Christine Sprigg (United Kingdom)

Investigating prevalence rates of workplace bullying: How methodological artefacts influence rate disparities

Chair: Stig Berge Matthiesen (Norway)

Exposure to bullying and psychological and organisational outcomes:

Chair: Christine Sprigg (United Kingdom)

Mobbing in the Polish working environment

Chair: Katarzyna Durniat (Poland)

Distinguishing between targets and non targets of bullying: Applying a roc-analysis to the Negative Acts Questionnaire

Chair: Guy Notelaers (Norway)

Oral Session

OS122

Sala 8-9 16:00 - 17:30

Research and Methodology: Methods

Chair: Ana Hernández (Spain)

Co-Chair: Ángela Campillo Álvarez (Spain)

Assessing the relative importance of predictors in HRM-OB meta-analyses: Standing on the shoulders of giants?

Chair: Stefan T. Mol (Netherlands)

A comparison of within-group agreement indices: A Monte Carlo simulation

Chair: Ana Hernández (Spain)

A new instrument for assessing the entrepreneurial personality

Chair: Ángela Campillo Álvarez (Spain)

Measurement Invariance in the Organizational Field

Chair: Eduardo Fonseca-Pedrero (Spain)

Poster

P1806

Pasillo Sur 09:00 - 14:00

Using Employee Opinions to Predict Economic Trends and Business Performance

Chair: Anne Herman (USA)

Poster

P1459

Pasillo Sur 09:00 - 14:00

Methodological advances in psychosis-proneness assessment in the organizational field

Chair: Eduardo Fonseca-Pedrero (Spain)

Poster

P1787

Pasillo Sur 14:10 - 17:30

Measuring personality at work : development and validation of a new instrument based on the Enneagram

Chair: Nathalie Delobbe (Belgium)



DETAILED PROGRAM

SUSTAINABLE ENVIRONMENT AND ORGANIZATIONS

Symposium **S647**

Sala 13 **12:30 - 14:00**
Customer Behavior and Service Quality: Public, Private, and Social Sectors
Chair: Vicente Martínez (Spain)

Relationships between Service Quality and Customer Satisfaction: comparing two different service sectors
Chair: Vicente Martínez (Spain)

Service quality and need in traditional and internet shopping
Chair: Francisco J. Palací (Spain)

Recurrent changes, job control and nurses' perception of quality of services
Chair: Peter Vlerick (Belgium)

Community satisfaction as a competitiveness factor: validation of QSM scale
Chair: Leonor Cardoso (Portugal)

Vending machines, a school intervention to increase fruit and vegetables intake: a different impact on attitudes and behaviour?
Chair: Salvatore Zappalá (Italy)

Oral Session **OS76**

Sala 24 **10:50 - 12:20**
Sustainable Environment and Organizations: Prevention and Intervention in Organizations
Chair: Nik Chmiel (United Kingdom)
Co-Chair: Jukka Vuori (Finland)

Self-rated health and absence culture are independent determinants of Swedish municipalities' rates of employee sickness absence
Chair: Ingemar Akerlind (Sweden)

Effects of a preventive group intervention on career management, job retention and mental health
Chair: Jukka Vuori (Finland)

Reduction of inappropriate behaviour and bullying at work - a workplace intervention among school staff
Chair: Maarit Vartiainen (Finland)

Relationships between perceived justice and satisfaction - behavioral intentions: The role of justice dimensions interactions and previous history among customers and providers
Chair: Iván Ricardo Ruiz Castro (Colombia)

Unreported minor injuries, safety climate and personality: New category, new predictors?
Chair: Nik Chmiel (United Kingdom)

Oral Session **OS97**

Sala 21 **16:00 - 17:30**
Sustainable organizations: Social Responsibility
Chair: Carmen Tabernero (Spain)
Co-Chair: Gary Pheiffer (United Kingdom)

Professional identity and the unionisation of Indian call centre agents
Chair: Premilla D`Cruz (India)

Expert and lay thinking about collective risk. The case of water quality in the South of France
Chair: Andreea Ernst-Vintila (France)

Corporate Social Responsibility: Setting An Agenda For The Contribution of Work Psychology
Chair: Gary Pheiffer (United Kingdom)

The Impact of Global Corporate Responsibility/Sustainable Business Practices on Local Employee Attraction, Retention and Development
Chair: Anne Herman (USA)

Can service quality generate prosocial behaviors in communities?
Chair: Carmen Tabernero (Spain)

Poster **P1272**

Pasillo Sur **14:10 - 17:30**
 Approach to social representation of mobbing: preliminary study
Chair: Luis González Fernández (Spain)

Poster **P474**

Pasillo Sur **14:10 - 17:30**
 Working with organisations to facilitate the occupational health management of business drivers: a participatory approach
Chair: Katherine Sang (United Kingdom)

Poster **P936**

Pasillo Sur **14:10 - 17:30**
 Job re-design for blue collars with Poor Physical Functional Ability
Chair: Sara Cervai (Italy)

FRIDAY, 15



Poster **P1611**

Pasillo Sur **14:10 - 17:30**
Health organizations and quality of working life: The perspective of the "Organizational Life Sustainability"
Chair: Laura Galuppo (Italy)

Poster **P1751**

Pasillo Sur **14:10 - 17:30**
Story-telling about safety at work: a case study
Chair: Ezio Scatolini (Italy)

Poster **P1335**

Pasillo Sur **14:10 - 17:30**
The role of social value orientation and perceived criticality of contributions in proenvironmental behavior
Chair: József Pántya (Hungary)

Poster **P595**

Pasillo Sur **14:10 - 17:30**
Factors influencing the implementation of occupational safety and health law in Lebanon
Chair: Manal Azzi (Switzerland)

Poster **P1047**

Pasillo Sur **14:10 - 17:30**
Empowerment and employees' perceptions of service quality in services organizations
Chair: Alejandro Orgambidez Ramos (Spain)

Poster **P1738**

Pasillo Sur **14:10 - 17:30**
A model to evaluate the learning outcome and to achieve a certification of the competences in the vocational training
Chair: Luca Cian (Italy)

Poster **P1808**

Pasillo Sur **14:10 - 17:30**
Antecedents of organizational environmental performance: a structuralist approach for organizational identity
Chair: Olga Romão (Portugal)

TEAMS AND WORKGROUPS

Invited Symposium **IS1914**

Sala 14 **09:00 - 10:30**
Challenges of Virtual Collaboration
Chair: Matti Vartiainen (Finland)

Mobile Work - Assessing the Complexity and Workload Factors as Challenges for Occupational Health Care
Chair: Ursula Hyrkkänen (Finland)

Challenges of European SMEs in ICT-Enabled Global Collaboration: Results from A European Survey
Chair: Karsten Gareis (Germany)

Meaning of Multiple Workplaces for a Distributed and Mobile Team
Chair: Virpi Ruohomäki (Finland)

Virtual Collaboration in Small and Medium-Sized Businesses
Chair: Andrea Gurtner (Switzerland)

Invited Symposium **IS1915**

Sala 14 **10:50 - 12:20**
Intra-Team Processes in Virtual Collaboration
Chair: Matti Vartiainen (Finland)

Leadership, Shared Understanding and Trust in Geographically Distributed Teams
Chair: Robert Verbarg (Netherlands)

Explicit Self-Commitment as Compensation of Detrimental Media Effects in Computer-Supported Teams
Chair: Marion Wittchen (Germany)

The Effect of Psychological Safety on Virtual Team Learning
Chair: Annika Wiedow (Germany)

The antecedents and consequences of group potency: A comparison of face-to-face and videoconference teams
Chair: Lira Rodriguez (Spain)

Invited Symposium **IS1916**

Sala 14 **12:30 - 14:00**
Technology, Cognition and Training in Distributed Collaboration
Chair: Matti Vartiainen (Finland)

Effects of technology change on conflict and social identification in ongoing distributed teams
Chair: Petra Bayerl (Netherlands)



DETAILED PROGRAM

Macro-cognition in teams: Understanding cognition in complex collaborative environments
Chair: Eduardo Salas (USA)

Collaborative planning in vertical relationships: an examination of its antecedents
Chair: Hannes Günter (Netherlands)

Training for virtual teams: developing a guide for organizational teams
Chair: Mercedes Argaña (Spain)

The influence of openness to diversity on individual and organizational outcomes in a culturally diverse workplace
Chair: Joep Hofhuis (Netherlands)

Diversity attitudes, Cultural Diversity and Creativity
Chair: Paul Paulus (USA)

Intercultural Effectiveness Training
Chair: Jan Pieter van Oudenhoven (Netherlands)

Symposium S115

Sala 15-16 09:00 - 10:30
Diversity matters: New findings regarding team performance and health
Chair: Juergen Wegge (Germany)
Co-Chair: Guido Hertel (Germany)
Discussant: Beatrice Van der Heijden (Netherlands)

Age Diversity and Innovation: Diversity Beliefs and Burnout as Moderators
Chair: Juergen Wegge (Germany)

Men's and women's health disorders and gender composition in teams: A multilevel examination
Chair: Meir Shemla (Israel)

Does It Matter Who's On a Diverse Team? Exploring the Interactive Effects of Team Diversity and Team Personality
Chair: Eric Kearney (Germany)

Personal Innovation Behaviour Profiles in Age-Diverse Teams
Chair: Christian Stamov Roßnagel (Germany)

Diversity Matters: New Findings Regarding Team Performance and Health
Chair: Beatrice Van der Heijden (Netherlands)

Symposium S263

Sala 12 10:50 - 12:20
Incorporating cultural differences in the company: the role of diversity climate, attitudes and competencies
Chair: Karen van der Zee (Netherlands)

Diversity climate, identification and diversity promoting choices in organizations
Chair: Karen van der Zee (Netherlands)

Symposium S1917

Sala 14 14:10 - 15:40
Leadership in Virtual Teams
Chair: Matti Vartiainen (Finland)

Multiple roles of distributed team leaders
Chair: Matti Vartiainen (Finland)

Towards the Smooth Running of Virtual Teams: A Team Self Guided Training
Chair: Edurne Martínez Moreno (Spain)

Leadership, membership and structure - Developing a framework for virtual organizations
Chair: Satu Lahteenmaki (Finland)

Leadership in Virtual Teams
Chair: Satu Lahteenmaki (Finland)

Oral Session OS19

Sala 4-5 09:00 - 10:30
Teams and Workgroups: Team Design
Chair: Nuria Gamero (Spain)
Co-Chair: Chantal Olckers (South Africa)

21st Century team paradoxes: a South African organisational perspective
Chair: Chantal Olckers (South Africa)

Industrial Work Groups. The Impact of Job Design, Leader Support and Group Processes on Initiative and Self-organization
Chair: Agneta Brav (Sweden)

More than the sum of its parts: An agent-based model of team work
Chair: Helen Hughes (United Kingdom)

An Instrument to Assess the Level of Group Development
Chair: Cibeles Ana Miralles Ortiz (Bolivia)



Multilevel Analysis of the Reciprocal Relationships between Social and Task Cohesion and Individual Satisfaction
Chair: Nuria Gamero (Spain)

Oral Session OS21

Sala 4-5 12:30 - 14:00
Teams and Worgroups: Team
Coordination sharing and cooperation
Chair: Michaela Kolbe (Switzerland)
Co-Chair: Henrique Duarte (Portugal)

Coordination patterns in anaesthesia teams and their relationship with non-technical skills and team performance
Chair: Michael Josef Burtscher (Switzerland)

Adaptability in the Swedish armed forces
Chair: Camilla Kylin (Sweden)

Cooperation in teams: Establishing a bridge between Social Exchange and Power Distance theories
Chair: Henrique Duarte (Portugal)

Adaptive coordination in anaesthesia teams: Micro-analytical analysis of coordination behaviour in live clinical settings
Chair: Michaela Kolbe (Switzerland)

Sharing information in professional teams under different levels of task load
Chair: Julianna Soos (Hungary)

Poster P506

Pasillo Sur 14:10 - 17:30
Shared mental models in medicine: Cooperation of specialists with different expertise and roles
Chair: Carolin Hanssen (Netherlands)

Poster P1466

Pasillo Sur 14:10 - 17:30
Participation in team goal-setting: Impact on team identification, performance and job satisfaction
Chair: Sandra Pintor (Portugal)

Poster P1705

Pasillo Sur 14:10 - 17:30
"Pass me a spanner!": Conducting organizational research on team work
Chair: Mark Robinson (United Kingdom)

Poster P1310

Pasillo Sur 14:10 - 17:30
The best practice in the emergency room urgency, Hospital in Florence
Chair: Alessandro Gattai (Italy)

Poster P88

Pasillo Sur 14:10 - 17:30
The Knowledge Loop, a knowledge management tool linking both science and profession in research-based work in organizations and academic teaching
Chair: Elfriede M. Ederer-Fick (Austria)

Poster P205

Pasillo Sur 14:10 - 17:30
Culture and conflicts: The relation between the team cultural orientation for learning and intragroup conflict
Chair: Carla Bastos (Portugal)

Poster P556

Pasillo Sur 14:10 - 17:30
Enabling conditions for team learning in health care teams: The role of beliefs about the interpersonal context and change-oriented leadership
Chair: Aida Ortega (Spain)

Poster P1453

Pasillo Sur 14:10 - 17:30
Change management team building as a precondition of successful organizational adaptation to change
Chair: Luydmila Karamushka (Ukraine)

Poster P1622

Pasillo Sur 14:10 - 17:30
The role of conflict in group creativity: a cultural comparison
Chair: Shyhnan Liou (Taiwan)

Poster P1650

Pasillo Sur 14:10 - 17:30
Trust, in the mission area
Chair: Miriam de Graaff (Netherlands)

Poster P1729

Pasillo Sur 14:10 - 17:30
Team coordination and medical decision making in Emergency Departments
Chair: Silvia Gilardi (Italy)



DETAILED PROGRAM

Poster

P935

Pasillo Sur

14:10 - 17:30

The relationship between climate and the satisfaction of work teams: an empirical analysis in the capital of Brazil
Chair: Juliana Seidl Fernandes de Oliveira (Spain)

Facilitators and inhibitors of an organizational learning culture

Chair: Teresa Rebelo (Portugal)

Operational and Organisational Learning in a European Financial Institution

Chair: Teresa Carla Oliveira (Portugal)

TECHNOLOGY AND KNOWLEDGE

Symposium

S285

Sala 11

14:10 - 15:40

Human Factors and Safety in High Reliability Organizations: Training and other Interventions
Chair: Sandrina Ritzmann (Switzerland)

Oral Session

OS115

Sala 19-20

14:10 - 15:40

Human Resource Management: Training Research and Experiences

Chair: Katrin Fischer (Switzerland)

Co-Chair: Laurens Rook (Netherlands)

Finding the Gap and Closing It: Redesign of an Existing CRM-Training Program

Chair: Sandrina Ritzmann (Switzerland)

Cognitive Modeling as a mean for skill development of train dispatchers. Competence management in the Swiss Federal Railway

Chair: Kathrin Gärtner (Switzerland)

"Web based bar talk" to raise risk awareness in military aviation

Chair: Annette Kluge (Germany)

Situation Awareness Training in Train Driving

Chair: Katrin Fischer (Switzerland)

Scenario-based training for distributed teams: Design principles and example from the oil & gas industry

Chair: Kristina Lauche (Netherlands)

The potential use of professional training for knowledge management: an empirical research with social economy organizations

Chair: Andreia Meireles (Portugal)

Safety Culture: differences and similarities across industries and countries

Chair: Christiane Fricke-Ernst (Germany)

Imitation and Creativity in Idea Generation: Effects of Self-Regulatory Focus and Exemplar Presentation

Chair: Laurens Rook (Netherlands)

A Conceptual Approach to Transfer Crew Resource Management Training Principles from Aviation to other High Risk Industries

Chair: Vera Hagemann (Switzerland)

Poster

P1500

Pasillo Sur

14:10 - 17:30

Learning Strategies in a Context of Tragedy at Work

Chair: Jairo Eduardo Borges-Andrade (Brazil)

Oral Session

OS109

Sala 6

12:30 - 14:00

Technology and Knowledge: Learning in Organizations

Chair: Jairo Eduardo Borges-Andrade (Brazil)

Co-Chair: Teresa Rebelo (Portugal)

WORK-FAMILY INTERFACE

Oral Session

OS105

Sala 23

12:30 - 14:00

Job Stress and Employee Well-being: Engagement and Motivation

Chair: Maria Peeters (Netherlands)

Co-Chair: Sue Anderson (United Kingdom)

Development of A Measure of Learning from Failure in Healthcare Organizations

Chair: You-Ta Chuang (Canada)

Learning strategies at work among Brazilian psychologists

Chair: Jairo Eduardo Borges-Andrade (Brazil)

Trust in Immediate Supervisor and Job Performance: An Investigation of Their Relationship with Work Engagement

Chair: Aamir Chughtai (Ireland)

FRIDAY, 15



Does sleep quality moderate the relationship between work-home interaction and psychological strain?
Chair: Ana Isabel Sanz Vergel (Spain)

Satisfied and creative? - Forms of work satisfaction and employee creativity
Chair: Jennifer Gunkel (Germany)

Work-family culture and job performance: Does work engagement mediate this relationship?
Chair: Maria Peeters (Netherlands)

Work-Life Balance Developmental interventions – organisational and individual (“global” vs “local”)
Chair: Sue Anderson (United Kingdom)

Poster **P1783**

Pasillo Sur **09:00 - 14:00**
Work- life balance and well-being at work on academic and health professionals
Chair: Josep M. Blanch (Spain)

Poster **P1298**

Pasillo Sur **14:10 - 17:30**
Unemployment: The conflict of division of gender roles emerges again
Chair: Garbiñe Ortiz (Spain)

Poster **P835**

Pasillo Sur **14:10 - 17:30**
Flexible Policy on Turnover Intentions: The Mediating Role Work to Family Enrichment
Chair: Aline Masuda (Spain)

Poster **P1587**

Pasillo Sur **14:10 - 17:30**
Dealing with always on phenomena and work life balance among knowledge workers
Chair: Katrine Kjølner Neergaard (Denmark)

Poster **P1295**

Pasillo Sur **14:10 - 17:30**
The role of stereotypes in the maintenance of the gap between private and professional life
Chair: Garbiñe Ortiz (Spain)

Poster **P607**

Pasillo Sur **14:10 - 17:30**
Gender differences in the job-related stress process: Does private life context make a difference?
Chair: Susanne Beijer (Netherlands)

Poster **P842**

Pasillo Sur **14:10 - 17:30**
The Interaction Effects of Core Self Evaluation and Perceived Organizational Support on Work-to-Family Enrichment
Chair: Aline Masuda (Spain)

Poster **P1065**

Pasillo Sur **14:10 - 17:30**
Influence of job attitudes, public-private organizational settings and family factors in work-family conflict: An european study in Basque Country and Emilia Romagna region
Chair: Javier Cerrato (Spain)

Poster **P1771**

Pasillo Sur **14:10 - 17:30**
Time perception and work-life balance: a case study
Chair: Ezio Scatolini (Italy)



Program

Saturday, May 16

CHANGING EMPLOYMENT RELATIONS

Symposium

S242

Sala 13 **09:00 - 10:30**
Employability in the contemporary era of change
Chair: Nele De Cuyper (Belgium)

Employability and burnout in a restructuring context:
Longitudinal evidence

Chair: Nele De Cuyper (Belgium)

Employability, Employability measures and job insecurity
Chair: Tinka Van Vuuren (Netherlands)

Quantitative and qualitative job insecurity: Are they
differently associated with perceived employability?
Chair: María Bárbara Alarco Ferradas (Peru)

Employability as a moderator of the relationship
between job insecurity and commitment to change
Chair: Erik Berntson (Sweden)

Contribution of employability to employee and
organizational outcomes: A matter of good employment
relationships?

Chair: Beatrice Van der Heijden (Netherlands)

The role of employability and work motivation in explaining
the reservation wage of older employees

Chair: Dave Stynen (Belgium)

Symposium

S937

Sala 10 **10:50 - 12:20**
**Identities and Relationships in Contingent Work
Arrangements**

Chair: Maria José Chambel (Portugal)

Impression management and perceived
employability in temporary versus permanent workers
Chair: Nele De Cuyper (Belgium)

Opportunities to Learn and Effects on
Satisfaction in Temporary Agency Work
Chair: Nathalie Galais (Germany)

Contingent work arrangements and work force retention:
The mediating effects of the commitment on the
relation between psychological contract and intention
to leave in call/contact centers temporal employees.
Chair: Carlos-María Alcover (Spain)

Contingent work: identity issues
Chair: Dick de Gilder (Netherlands)

The dual commitments of contracted employees: An
integration of psychological contract and perceived
organizational support
Chair: Maria José Chambel (Portugal)

EMOTIONS IN THE WORKPLACE

Oral Session

OS17

Sala 19-20 **10:50 - 12:20**
Emotions in the Workplace: Emotional Labour
Chair: Sara De Hauw (Belgium)
Co-Chair: Alia Al Serkal (United Arab Emirates)

Emotional labor in management functions and
its relation with work engagement and job satisfaction
Chair: Roberta Agusso Celeste (Portugal)

Mapping the emotional display rules at work: An
explorative study
Chair: Sara De Hauw (Belgium)



To Investigate if Emotional Labour and Organisational Expectations Predict Outcomes Like Burnout, Physical and Psychological Well being
Chair: Alia Al Serkal (United Arab Emirates)

Dyadic emotion regulation in resident physicians: Personal and interpersonal effects on burnout, well-being and performance
Chair: Raquel Rodriguez-Carvajal (Spain)

Careers in the life course – Career concepts and development of two age groups in Austria
Chair: Katharina Chudzikowski (Austria)

Future scenarios of careers in later stages of life – contextual factors and their consequences
Chair: Astrid Podsiadlowski (Austria)

Career trajectories and transitions of older school teachers in Germany and the UK: The influence of institutional, school-level and “private” factors on employment decisions in later life
Chair: Heike Schroeder (United Kingdom)

Demographic evolution of the active population in Spain. From now to 2050. How to deal with changing work capabilities (a preliminary approach)
Chair: Carlos Obeso (Spain)

ENTRY, EXIT, AND MOBILITY

Invited Symposium

IS453

Sala 10 **09:00 - 10:30**
Individual strategies towards late career issues and retirement
Chair: Marco Depolo (Italy)

Retirement and wellbeing: meta - analysis and structural equation model
Chair: Gabriela Topa Cantisano (Spain)

Understanding the different outcomes of early retirement: cluster analysis as a first step to map (early) retirees’ experiences
Chair: Carlos-María Alcover (Spain)

Self-efficacy and Social Support as Antecedents of Well-Being and Satisfaction
Chair: Rita Chiesa (Italy)

Values and planned retirement age
Chair: Rita Claes (Belgium)

Factors influencing older workers’ attitudes towards work: A conceptual analysis illustrated with empirical data from Belgium and the Netherlands
Chair: Rene Schalk (Netherlands)

Organizational commitment and late career plans among employees aged 50+
Chair: Alexis le Blanc (France)

Symposium

S188

Sala 13 **10:50 - 12:20**
Careers in later stages of life - Current and future trends in a European context
Chair: Astrid Podsiadlowski (Austria)

Careers in later stages of life - Current and future trends in a European context
Chair: Barbara Demel (Austria)

HUMAN RESOURCE MANAGEMENT

Symposium

S594

Sala Compostela **10:50 - 12:20**
Crew resource management training
Chair: Juergen Sauer (Switzerland)
Co-Chair: Annette Kluge (Germany)

Coordination and heedful interrelating in cockpit crews – Training implications from a simulator study
Chair: Gudela Grote (Switzerland)

Enhancing leadership and performance by minimal invasive training: The case of medical emergency driven groups treating a cardiac arrest in a high fidelity simulator
Chair: Franziska Tschan (Switzerland)

Crew resource management training in process control: effects of ill-matching team compositions
Chair: Juergen Sauer (Switzerland)

The Science and Practice of CRM training: Some observations after three decades
Chair: Eduardo Salas (USA)

Evaluating CRM Activities in military and civil aviation
Chair: Annette Kluge (Germany)

Symposium

S124

Sala Obradoiro **10:50 - 12:20**
The Role of Core Self-Evaluations in Current Organizational Research
Chair: Tobias Heilmann (Switzerland)



DETAILED PROGRAM

The influence of situational and dispositional factors on job satisfaction. Results of an employee survey in a Swiss branch of a pharmaceutical company
Chair: Esther Maier (Switzerland)

How Followers' Core Self-Evaluations Influence the Perception of Transformational Leadership and Individual Outcomes
Chair: Tobias Heilmann (Switzerland)

Self-Evaluation of Competence and Control in Job-Related Training
Chair: Michaela Heinecke (Germany)

The Role of Core Self-Evaluations and Voice in Predicting Performance Appraisal Reactions
Chair: Hubert Annen (Switzerland)

Examining mediators of the Core Self-Evaluations Job Satisfaction Relationship
Chair: Christiane Spitzmueller (USA)

Core self-evaluations and foreign assignments
Chair: Erika Spieß (Germany)

The Effects of Trait Specificity on Test Scores in Culturally Diverse Groups: Predicting Academic Performance
Chair: Anita de Vries (Netherlands)

Pre-employment test score differences between applicants in the first vs. later market entry phases of a company entering new national markets in the United States of America, Spain and France.
Chair: Harald Ackerschott (Germany)

Educational diversity and team performance: the mediating effect of communication and the moderating effect of group cohesion
Chair: Inés Tomás (Spain)

Comparing resumes of ethnically diverse applicants - are there differences?
Chair: Annemarie Hiemstra (Netherlands)

Barriers and Facilitators to BME Career Progression
Chair: Madeleine Dipper (United Kingdom)

Poster **P569**

Psillo Sur **09:00 - 12:20**
Ethnic minority's personal antecedents and perceptions of selection discrimination
Chair: Nesrien Abu Ghazaleh (Netherlands)

Poster **P741**

Psillo Sur **09:00 - 12:20**
Organisational and work/life factors that influence the advancement of indian female managers in the south african workplace
Chair: Nasima Carrim (South Africa)

Poster **P1615**

Psillo Sur **09:00 - 12:20**
Sex and Tenure Interact to Predict Skill Variety
Chair: Sylvia Hysong (USA)

Poster **P128**

Psillo Sur **09:00 - 12:20**
Some causes of absenteeism in organisations in the Kingdom of Swaziland
Chair: Ruan Van der Walt (South Africa)

Poster **P217**

Psillo Sur **09:00 - 12:20**
The needs of older employees
Chair: Tanja Rabl (Germany)

Oral Session OS7

Sala 19-20 **09:00 - 10:30**
Human Resource Management: Selection and Assessment
Chair: Mike Clinton (United Kingdom)
Co-Chair: Luis Fernando Diza Vilela (Spain)

Testing Universalistic & Contingency Theories of HRM at the Individual-Level: Invariance of the Outcomes of HR Practices across Different Employee Levels
Chair: Mike Clinton (United Kingdom)

How selection procedures are perceived by their users: A qualitative interview study
Chair: Cornelius J. König (Switzerland)

A multicriteria decision aid for making selection pronouncements
Chair: Luis Fernando Diza Vilela (Spain)

Job Quality and Perceived Qverqualification in Graduate Occupations
Chair: Belgin Okay (United Kingdom)

Oral Session OS10

Sala 21 **09:00 - 10:30**
Human Resource Management: Selection and Assessment Diversity
Chair: Inés Tomás (Spain)
Co-Chair: Madeleine Dipper (United Kingdom)



Poster P468

Pasillo Sur 09:00 - 12:20
Screening Resumes of Maghreb/Arab Job Applicants: The Relative Importance of Applicant Name, Skin Tone, and Job Type
Chair: Eva Derous (Netherlands)

Poster P885

Pasillo Sur 09:00 - 12:20
Training Program: Gender Identity of Female Managers as the Factor of Organizations' Effectiveness
Chair: Irina Bondarevskaya (Ukraine)

Poster P724

Pasillo Sur 09:00 - 12:20
An age adaptive Behavior Modeling Training (BMT) as an element of elearning
Chair: Katrin Noefer (Germany)

Poster P1724

Pasillo Sur 09:00 - 12:20
The role of attachment in learning
Chair: Gary Pheiffer (United Kingdom)

Poster P376

Pasillo Sur 09:00 - 12:20
Equal Employment Opportunities and Biodata in Web Recruitment: a Qualitative Analysis of the Stock Exchange Companies in Spain
Chair: Antonio León García-Izquierdo (Spain)

JOB STRESS AND EMPLOYEE WELL-BEING

Symposium S438

Auditorio Principal 10:50 - 12:20
A Day in the Life of a Happy Worker
Chair: Despoina Xanthopoulou (Netherlands)
Co-Chair: Arnold Bakker (Netherlands)

A Diary Study on the Happy Worker: How Job Resources Generate Positive Emotions and Build Personal Resources
Chair: Despoina Xanthopoulou (Netherlands)

Joy, Happiness and Total Involvement at Work: Flow experiences as a mediator between the state of Being Recovered in the Morning and Affective States at the End of a Workday
Chair: Maïke E. Debus (Switzerland)

What makes a happy day in a worker's life?
Chair: Remus Ilies (USA)

Daily Dynamics of Work Engagement as a Function of State and Trait Personal Resources
Chair: Jana Kühnel (Germany)

An Experience Sampling Study of Beliefs about Work Demands' Influence on Affect and Cognitive Performance
Chair: Kevin Daniels (United Kingdom)

Oral Session OS67

Sala 22 09:00 - 10:30
Job Stress and Employee Well-being: Self and Collective Efficacy Processes and Outcomes
Chair: Carmen Tabernero (Spain)
Co-Chair: Karina Nielsen (Denmark)

The mediating effects of self-efficacy on the relationship between transformational leadership and psychological well-being: A longitudinal field study
Chair: Karina Nielsen (Denmark)

Social Skills and Self-efficacy among Managers and Career Counselors
Chair: Elizabeth Crider (USA)

How collective efficacy predicts collective flow: About the mediating role of challenge and skills
Chair: Alma Rodriguez Sanchez (Spain)

The predictive role of efficacy beliefs on the prediction of task engagement and task satisfaction
Chair: Maria Vera (Spain)

Self-efficacy and cultural intelligence in the acculturation strategies at work
Chair: Carmen Tabernero (Spain)

Oral Session OS91

Sala 23 09:00 - 10:30
Job Stress and Employee Well-being: Burnout
Chair: Juergen Glaser (Germany)
Co-Chair: Rebecca Brauchli (Switzerland)

Psychometric properties of the Burnout Inventory
Chair: Chantal Olckers (South Africa)

Bergen Burnout Inventory (BBI) validated against Effort-Reward Imbalance Model: A comparison of Finnish and Estonian managers
Chair: Johanna Rantanen (Finland)



DETAILED PROGRAM

Work-nonwork conflict – association with job autonomy and risk for burnout among employees in Switzerland
Chair: Rebecca Brauchli (Switzerland)

Engagement and Burnout of Physicians – an Examination of Longitudinal Relationships
Chair: Juergen Glaser (Germany)

Oral Session OS66

Sala 22 10:50 - 12:20

Job Stress and Employee Well-being:

Absenteeism and Sick-Leave

Chair: Roland Blonk (Netherlands)

Co-Chair: Louise Tourigny (USA)

The Management of Alcohol-Related Issues in Austrian Companies-Problems and Possibilities of Prevention and Intervention

Chair: Senta Feselmayer (Austria)

Predictors of long term absenteeism in people with emotional distress

Chair: Evelien Brouwers (Netherlands)

Working wounded or engaged? Australian work conditions and consequences through the lens of the Job Demands-Resources Model

Chair: Garry Hall (Australia)

The role of Self-efficacy in the Return to Work process of employees with common mental disorders

Chair: Roland Blonk (Netherlands)

Emotional exhaustion and absence: Can supervisors prevent withdrawal and sustain performance?

Chair: Louise Tourigny (USA)

Poster P105

Passillo Sur 09:00 - 12:20

The influence of hope on the relationship between job insecurity and general health

Chair: Elrie Botha (South Africa)

Poster P378

Passillo Sur 09:00 - 12:20

The Dimensionality of Spanish version of GHQ-12 in immigrant and native workers

Chair: Antonio León García-Izquierdo (Spain)

Poster P619

Passillo Sur 09:00 - 12:20

A new scale to measurement well being in organization and improve it

Chair: Alessandro Gattai (Italy)

Poster P331

Passillo Sur 09:00 - 12:20

Rehabilitation increases well-being at work

Chair: Maija Tirkkonen (Finland)

Poster P1544

Passillo Sur 09:00 - 12:20

Do women and men differ in well-being at work in an emergency hospital units?

Chair: Miguel Bernabé (Spain)

Poster P1592

Passillo Sur 09:00 - 12:20

The mediating role of needs satisfaction on relationships between work environment factors and psychological health at work

Chair: Jean-Sébastien Boudrias (Canada)

Poster P1040

Passillo Sur 09:00 - 12:20

Empowerment and contact employees' well being in services organizations

Chair: Alejandro Orgambidez Ramos (Spain)

Poster P1285

Passillo Sur 09:00 - 12:20

A first approach to emergency physicians healthy life style and feelings of job

Chair: Miguel Bernabé (Spain)

Poster P1158

Passillo Sur 09:00 - 12:20

Construction of social ties and their implications for work-related well-being and the exercise of citizenship: supermarket employees in Santiago, Chile

Chair: Juan Pablo Toro (Chile)

Poster P1614

Passillo Sur 09:00 - 12:20

Quality of Work Life project: development, data and implications

Chair: Rosário Lima (Portugal)

SATURDAY, 16



Poster **P1784**

Pasillo Sur **09:00 - 12:20**
Happiness, job characteristics and self-efficacy. A self-validation perspective
Chair: Gladys Rolo-González (Spain)

Poster **P190**

Pasillo Sur **09:00 - 12:20**
Organisational Energy of employees in a South African financial institution
Chair: Nicolene Barkhuizen (South Africa)

Poster **P52**

Pasillo Sur **09:00 - 12:20**
Workplace bullying and well-being: The role of identity work
Chair: Premilla D` Cruz (India)

Poster **P99**

Pasillo Sur **09:00 - 12:20**
Time management and personality
Chair: Alexander Häfner (Germany)

Poster **P143**

Pasillo Sur **09:00 - 12:20**
Physical symptoms: Work determinants and the moderating effect of coping
Chair: Paola Gatti (Italy)

Poster **P874**

Pasillo Sur **09:00 - 12:20**
Individual and Organizational indicators of employees' well-being: a predictive model
Chair: Delia Virga (Romania)

Poster **P268**

Pasillo Sur **09:00 - 12:20**
Perceived control of time as an important factor concerning well-being but not performance
Chair: Sabine Schwäble (Germany)

Poster **P683**

Pasillo Sur **09:00 - 12:20**
Internal Marketing and Well-Being at work
Chair: Joana Santos (Portugal)

Poster **P803**

Pasillo Sur **09:00 - 12:20**
Work Family Values, Goals, on Life Satisfaction: The role of Motives for Wanting Money
Chair: Aline Masuda (Spain)

Poster **P1170**

Pasillo Sur **09:00 - 12:20**
Well-being of employees in a South African Financial Institution
Chair: Nicolene Barkhuizen (South Africa)

Poster **P1258**

Pasillo Sur **09:00 - 12:20**
A model of the promotion of health and well-being in hospital staff: The relationships linking organisational culture, stress and change:
Chair: Ian Clifford (Ireland)

Poster **P1600**

Pasillo Sur **09:00 - 12:20**
Well-being: the definitions, main approaches and its applications on organizations context
Chair: Onofre Miranda (Brazil)

Poster **P1715**

Pasillo Sur **09:00 - 12:20**
Organizational culture and burnout syndrome development
Chair: Fernando Gastal de Castro (France)

LEADERSHIP AND MANAGEMENT

Invited Symposium **IS754**

Sala Obradoiro **09:00 - 10:30**

Power and leader effectiveness
Chair: Marius van Dijke (Netherlands)

Exerting power in schools: A study about factors that influence students' willingness to represent their population in school councils
Chair: Jef Syroit (Netherlands)

The Role of Power in Explaining Procedural Fairness Effects
Chair: Marius van Dijke (Netherlands)



DETAILED PROGRAM

High and low power leaders: differential relationships between corporate integrity, employee commitment and justice

Chair: Barbara Wisse (Netherlands)

High power increases social value orientation effects on interpersonal behavior when norms are clear

Chair: Gerben Langendijk (Netherlands)

Do Leaders Care? The Effect of Power and Belongingness Motives on Leader's Self-Sacrifice

Chair: Niek Hoogervorst (Netherlands)

High and low power leaders: differential relationships between corporate integrity, employee commitment and justice

Chair: Barbara van Knippenberg (Netherlands)

Leadership Competencies: Differences in patterns of potential across eleven European countries as a function of gender and managerial experience

Chair: Dave Bartram (United Kingdom)

Leadership Derailment and the Role of Personality

Chair: Anne Herrmann (United Kingdom)

Circumplex Leadership Scan

Chair: Marleen Redeker (Netherlands)

Team Leadership in Child Protection Teams

Chair: Ana Margarida Graça (Portugal)

Oral Session

OS63

Sala 8-9 09:00 - 10:30
Leadership and Management: Leadership Styles

Chair: Marcos Alonso Rodriguez (United Kingdom)

Co-Chair: Victoria Visser (Netherlands)

The paradox of Active Management by Exception

Chair: Marcos Alonso Rodriguez (United Kingdom)

Leading to Growth: The Michelangelo Phenomenon in Leadership

Chair: Suzanne van Gils (Netherlands)

Leader Affective Displays, Follower Performance, and Perceptions of Leadership Effectiveness

Chair: Victoria Visser (Netherlands)

Communicative behavior of leaders

Chair: Angélique Bakker (Netherlands)

Androgynous Style Wanted: Leadership Style of Canada and USA

Chair: Caroline Coulombe (France)

Oral Session

OS86

Sala 8-9 10:50 - 12:20
Leadership and Management: Leadership Theoretical Models

Chair: Dave Bartram (United Kingdom)

Co-Chair: Esther Lopez-Zafra (Spain)

Comparing metaphors about women's access to workplace

Chair: Esther Lopez-Zafra (Spain)

Poster

P35

Psillo Sur

09:00 - 12:20

Causal attributions and gender stereotypes at the workplace: A cross-cultural comparison

Chair: Esther Lopez-Zafra (Spain)

Poster

P142

Psillo Sur

09:00 - 12:20

Managing conflict with leaders and colleagues, how do we react?

Chair: José M. León-Pérez (Spain)

Poster

P794

Psillo Sur

09:00 - 12:20

Training of impressions and interpersonal attraction: Effects in the style of conflict management

Chair: Gabriela Goncalves (Portugal)

Poster

P999

Psillo Sur

09:00 - 12:20

Affective choice of conflict styles

Chair: Amavia Méndez (Spain)

Poster

P1312

Psillo Sur

09:00 - 12:20

The effectiveness of employee development interviews

Chair: Roman Soucek (Germany)

Poster

P103

Psillo Sur

09:00 - 12:20

The relationship between leadership, organisational cultural and service performance of employees in a South African financial institution

Chair: Nicolene Barkhuizen (South Africa)



Poster **P844**

Pasillo Sur **09:00 - 12:20**
 Economic Behaviour and Imperfectly Choices in Expert and Ordinary People: A Perfect Imperfection
Chair: Massimo Bustreo (Italy)

Poster **P1009**

Pasillo Sur **09:00 - 12:20**
 Big Five and Conflict Styles: The Spanish case
Chair: Carlos Montes (Spain)

Poster **P1166**

Pasillo Sur **09:00 - 12:20**
 The persuasion in the organizations: Influence of the organizational communication in the culture of the innovation in organizations
Chair: Juan Jose Arrospeide (Spain)

Poster **P1367**

Pasillo Sur **09:00 - 12:20**
 Individual and Organizational Antecedents of Active Safety Leadership
Chair: Stacey Conchie (United Kingdom)

Poster **P684**

Pasillo Sur **09:00 - 12:20**
 Ethical strain in managerial work
Chair: Risto Puutio (Finland)

ORGANIZATIONAL BEHAVIOR

Invited Symposium **IS157**

Sala 12 **09:00 - 10:30**
Employee commitment, health and motivation
Chair: Christian Vandenberghe (Canada)
Discussant: Rolf van Dick (Germany)

Organizational Commitment and Employee Psychological Well-Being: A Longitudinal Study
Chair: Christian Vandenberghe (Canada)

Commitment and Culture as Moderators of the Job Stress-Withdrawal Relationship: Evidence from Turkish Organizations
Chair: S. Arzu Wasti (Turkey)

Work-Home Interactions and Commitment of Newcomers: The Impact of Expectations
Chair: Françoise Bertrand (Belgium)

The differential relations between commitment profiles and types of work motivation
Chair: Marylène Gagné (Canada)

Symposium **S417**

Sala 14 **10:50 - 12:20**
Towards understanding work-based identity formation
Chair: Gerhard Roodt (South Africa)

Identity work at work: Tactics and strategies
Chair: Byron Adams (South Africa)

Reflections on identity tensions and demands that mobilise identity work at work
Chair: Anne Crafford (South Africa)

Identity tensions and demands that mobilise identity work at work
Chair: Anne Crafford (South Africa)

Critical elements in defining work-based identity in a post-apartheid South Africa
Chair: Sandra Lloyd (South Africa)

A dual process model for developing employee engagement: A work-based identity perspective
Chair: Gerhard Roodt (South Africa)

Oral Session **OS24**

Sala 24 **09:00 - 10:30**
Organizational Behavior: Work Motivation
Chair: Salvatore Zappala' (Italy)
Co-Chair: Rein De Cooman (Belgium)

Open Source Acceptance Across Time: Influence of Individual and Organizational Resources on Pre- and Post-Adoption Acceptance Beliefs
Chair: Salvatore Zappala' (Italy)

The role of the employment sector: Integrating different motivation-related concepts and examining sectoral differences
Chair: Rein De Cooman (Belgium)

Motivations in Volunteer Work
Chair: Teresa Proença (Portugal)



DETAILED PROGRAM

Employees' motivational profiles: Does quality or quantity of motivation matter?
Chair: Anja Van den Broeck (Belgium)

Personal work goals viewed through the Effort-Reward Imbalance model: A cross-cultural comparison of Finnish and Estonian managers
Chair: Katriina Hyvönen (Finland)

Oral Session OS9

Sala 23 10:50 - 12:20
Human Resources Management: Creative Performance
Chair: Dirk Buyens (Belgium)
Co-Chair: Ana María Calles (Spain)

Feedback-Seeking Behavior as a Self-Regulation Strategy for Creative Performance
Chair: Dirk Buyens (Belgium)

Creative Performance in the context of climate for innovation, support and positive mood
Chair: Veronika Büch (Germany)

How efficacy beliefs predict risk- and innovative behaviours in different work settings
Chair: Laura Lorente (Spain)

How Expected Evaluation and Personality affect Creativity
Chair: Marjette Slijkhuis (Netherlands)

Is 360-degree feedback just enough or specific intervention strategies are required?
Chair: Ana María Calles (Spain)

Oral Session OS4

Sala 24 10:50 - 12:20
Human Resources Management: Contextual Performance
Chair: Monica Blaga (Netherlands)
Co-Chair: Ali Mehdad (Iran)

The study of relationship between organizational citizenship behaviours (OCBs) and counterproductive work behaviours (CWBs) among Iranian automotive workers
Chair: Ali Mehdad (Iran)

On the influence of individual attachment styles on OCB
Chair: Claudia Eitzinger (Austria)

Easy and Difficult Performance-Approach Goals: Their Moderating Effect on the Relation between Task Interest and Performance Attainment
Chair: Monica Blaga (Netherlands)

Perceived work and organizational characteristics as predictors of three forms of citizenship performance
Chair: Jenny Sarah Wesche (Germany)

Poster P161

Pasillo Sur 09:00 - 12:20
Managing upwards: The influencing tactics used by subordinates
Chair: Rachel Morrison (New Zealand)

Poster P812

Pasillo Sur 09:00 - 12:20
Development of Trust in Coworkers in Collectivistic Cultures
Chair: Selin Eser (Turkey)

Poster P402

Pasillo Sur 09:00 - 12:20
The Role of Organizational Justice in Promotion Decisions
Chair: Jurgita Lazauskaite-Zabielske (Lithuania)

Poster P890

Pasillo Sur 09:00 - 12:20
The Effect of Overcontrolling and Autonomy-Supportive Leadership on Subordinates Perceptions
Chair: Stacie Byrne (Canada)

Poster P1823

Pasillo Sur 09:00 - 12:20
Organizational Trust, Risk and Creativity
Chair: Ana Veloso (Portugal)

Poster P802

Pasillo Sur 09:00 - 12:20
The importance of trust in the relation between HR climate and work engagement: three distinct models
Chair: Linda Mertens (Belgium)

Poster P1221

Pasillo Sur 09:00 - 12:20
What happens if you tip the balance? The influence of status inconsistency on stress and turnover intentions
Chair: Renee de Reuver (Netherlands)



ORGANIZATIONAL CHANGE AND DEVELOPMENT

Keynote Address K1947

Auditorio Principal 12:30 - 13:30
The alliance of organizational psychologists: A global federation
Chair: Gary Latham (Canada)

Invited Symposium IS527

Sala 11 09:00 - 10:30
Changing organizations and new work practices: Consequences for managers and employees
Chair: Magnus Sverke (Sweden)

Organizational ownership and change perceptions: What factors are important for the employee's experience of organizational changes?
Chair: Johnny Hellgren (Sweden)

The Evolution of Recruitment and Selection Practices in Canada
Chair: Victor Catano (Canada)

Managing Professionals: A Qualitative Investigation into Compensating for Low Expert Power
Chair: Kevin Kelloway (Canada)

A qualitative study of organisational change and health among women in the public sector in Sweden
Chair: Hugo Westerlund (Sweden)

Validation of the hercovitch-meyer three-component model of commitment to change among public sector managers in Pakistan
Chair: Magnus Sverke (Sweden)

Invited Symposium IS1933

Sala 11 10:50 - 12:20
Applied Work and Organisational Psychology in Steel Industry
Chair: Ute Schmidt-Brasse (Germany)
Discussant: Zoltan Bogathy (Romania)

Organizational and social resistance to changes in an organization
Chair: Marta Stasila-Sieradzka (Poland)

Motivation system in Ukrainian steel industry. General trends and new opportunities 2003 – 2008
Chair: Elena Berdnikova (Ukraine)

HR Management in a changing framework of an aging society and modern technology
Chair: Markus Rottwinkel (Germany)

Change holds chances" - UGITECH SMEZ 's ongoing path to excellence
Chair: Ute Schmidt-Brasse (Germany)

Risk perception and comparative optimism in industrial plants
Chair: Didier Raffin (France)

Symposium S346

Sala 14 09:00 - 10:30
Critical Organisational Psychology: A relational approach to organising
Chair: Lucia Garcia-Lorenzo (United Kingdom)

Reflections on making organising processes visible and actionable: anecdotes and stories from a youth inclusion programme
Chair: Sevasti-Melissa Nolas (United Kingdom)

The dynamics of partnerships: Relational practices in a voluntary sector project
Chair: Lucia Garcia-Lorenzo (United Kingdom)

A developmental study of organizational commitment
Chair: Maria Simosi (Greece)

Relational Practices: a generative metaphor for emerging organizing
Chair: Rene Bouwen (Belgium)

The self as networks, a relational perspective on deep learning in dynamic and ccomplex contexts'
Chair: Rombout Van Den Nieuwenhof (Netherlands)

Oral Session OS99

Sala 21 10:50 - 12:20
Organizational Change and Development: Organizational Change Processes
Chair: Jo Rick (United Kingdom)
Co-Chair: Elaine Neiva (Brazil)

What is collaboration?: Discursive struggles for meaning in English health and social care organizations
Chair: Diane Burns (United Kingdom)

Organizational change perception: the role of individuals' attitudes and organizational characteristics
Chair: Elaine Neiva (Brazil)



DETAILED PROGRAM

Creating a hybrid role - The experience of a health care funder

Chair: Kate Hinds (United Kingdom)

Good rules and bad rules: The art of formalisation in healthcare

Chair: Jo Rick (United Kingdom)

Poster

P568

Pasillo Sur **09:00 - 12:20**
Challenges of manager-subordinate conversations

Chair: Taimi Elenurm (Estonia)

Poster

P682

Pasillo Sur **09:00 - 12:20**
Discursive practices in organizational process consulting

Chair: Risto Puutio (Finland)

Poster

P1770

Pasillo Sur **09:00 - 12:20**
Organizational Development: Impact of a coaching process for managerial skills development in a financial services cooperative

Chair: Jesús Ortego (Spain)

Poster

P646

Pasillo Sur **09:00 - 12:20**
The perceived uncertainty in work among civil servant following belgian public service reforms

Chair: Catherine Hellekens (Belgium)

Poster

P749

Pasillo Sur **09:00 - 12:20**
The power of professionally situated practice analysis in redesigning organizations

Chair: Laura Galuppo (Italy)

Poster

P1344

Pasillo Sur **09:00 - 12:20**
Transfer of training: do exist any differences between interpersonal and cognitive training?

Chair: Michela Loi (Italy)

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

Oral Session

OS62

Sala 12 **10:50 - 12:20**
Organizational Structure, Culture, and Climate: Organizational Ethics and Social Responsibility

Chair: Ekaterina Molodykh (Russia)

Co-Chair: Claudia Almeida (Portugal)

Interdependence between organizational culture characteristics and the employees' attitude to moral behavior in business
Chair: Ekaterina Molodykh (Russia)

Moderator variables of the impact of Corporate Social Responsibility on Organizational Commitment
Chair: Ana Luísa Fialho Meneses Sepúlveda Vicente (Portugal)

The role of whistleblowing in relation to bullying behaviours – a predecessor or successor?
Chair: Brita Bjørkelo (Norway)

Opinion of the students of psychology of the organizations in two Catalan Universities related to values, responsibility and enterprise action
Chair: Antonio Chaves Lechuga (Spain)

From Corporate Social Responsibility to Individual Ethics in Organisational Settings
Chair: Claudia Almeida (Portugal)

TEAMS AND WORKGROUPS

Symposium

S444

Auditorio Principal **09:00 - 10:30**
Team processes and team performance: the relationships between diversity, information sharing, reflexivity and team innovation

Chair: Jeremy Dawson (United Kingdom)

The importance of information sharing and helping behaviour for team innovation: Effects of team size, team diversity, and team task
Chair: Karin Moser (United Kingdom)

Does it matter what we think about diversity? – A meta-analysis on the effects of diversity beliefs
Chair: Sebastian Stegmann (Germany)

Team member - team personality fit: Effects on socio-emotional and performance outcomes
Chair: Andreas Richter (Spain)



When do teams need to innovate? Reflexivity is key when the quality of work premises is low
Chair: Jeremy Dawson (United Kingdom)

Creative self-efficacy and creativity: a cross level perspective
Chair: Claudia Sacramento (United Kingdom)

Oral Session OS30

Sala 4-5 09:00 - 10:30
Teams and Workgroups: Team Processes and Effectiveness
Chair: Ulrich Klocke (Germany)
Co-Chair: Frank Ritz (Switzerland)

Increasing Teacher Team Effectiveness by Evidence Based Consulting
Chair: Christian Jacobsson (Sweden)

Work Groups Socialization Questionnaire (WGSQ): assessing socialization success in teams
Chair: Stefano Livi (Italy)

Team - Automation - Trust: A Cross-Cultural Model of Team Performance in Socio-Technical Systems
Chair: Frank Ritz (Switzerland)

Group Decision Making is Impaired by Opinion Exchange When Members Like Each Other
Chair: Ulrich Klocke (Germany)

Co-Learning in Health Care: Evaluation of an Inter-professional Training Program in a Medical Clinic
Chair: Petra Bayerl (Netherlands)

Oral Session OS28

Sala 4-5 10:50 - 12:20
Teams and Workgroups: Team composition and roles
Chair: Björn Gustavsson (Sweden)
Co-Chair: Marta Alves (Portugal)

Workgroup Socio - Affective Interdependence Scale: a preliminary empirical study
Chair: Marta Alves (Portugal)

A study of team composition on Swedish marines: Does team personality have impact on team success?
Chair: Björn Gustavsson (Sweden)

Team-roles: Observable behaviours that contribute to teamwork
Chair: Joan Anton Ros Guasch (Spain)

Role ambiguity, Stimulating employees participation, Formalization of procedures or Economic resources and infrastructure as antecedents of team learning
Chair: Irene Bresó (Spain)

TECHNOLOGY AND KNOWLEDGE

Poster P725

Pasillo Sur 09:00 - 12:20
Influence of time pressure in relation to stress on the manual ultrasonic inspection performance in German nuclear power plants
Chair: Marija Bertovic (Germany)

Poster P862

Pasillo Sur 09:00 - 12:20
Learning and enjoyment: The role of sense of presence and social presence in e-learning environments
Chair: Sonia Agut (Spain)

Poster P271

Pasillo Sur 09:00 - 12:20
Influence of the information technology on the performance of a firm: an exploratory study of administrators' perceptions
Chair: Josefina Ochoa-Ruiz (Mexico)

Poster P1584

Pasillo Sur 09:00 - 12:20
The use of IT in organizations: the role of self-competence, organizational support and trust
Chair: Marco Giovanni Mariani (Italy)

Poster P1922

Pasillo Sur 09:00 - 12:20
Psychosocial risks: Learning strategies in occupational medicine based on problems solving through "CASUS" system
Chair: Santiago Gascón (Spain)

Poster P1265

Pasillo Sur 09:00 - 12:20
Developing a set of tools to motivate and improve the self-regulation of learning in disadvantaged job seekers
Chair: Ian Clifford (Ireland)

Poster P1444

Pasillo Sur 09:00 - 12:20
Learning Styles and 'Lurking' in cyberspace: a case study
Chair: Gary Pheiffer (United Kingdom)



DETAILED PROGRAM

WORK-FAMILY INTERFACE

Oral Session

OS88

Sala 25

09:00 - 10:30

Work-Family Interface: Conflict between Work and Family

Chair: Marina Boz (Spain)

Co-Chair: Saija Mauno (Finland)

Work and Family on International Assignments

Chair: Christina Stroppa (Germany)

The individual- and multi-level effects of work-family culture on work-related outcomes

Chair: Saija Mauno (Finland)

Work and Family Conflict in Portugal and Austria: The relationship between Organizational Support, Work Stress and Well-Being

Chair: Marisa Matias (Portugal)

Work-family experience: combining work-family conflict and enrichment

Chair: Marina Boz (Spain)

Reconciliation of personal and family life and work among university teaching staff. Applying the "Concilia Plan"

Chair: M. Pilar Curós (Spain)

Oral Session

OS93

Sala 25

10:50 - 12:20

Work-Family Interface: Work-Family Balance

Chair: Hans-Georg Wolff (Germany)

Co-Chair: Mara Martini (Italy)

The consequences of telework in workers' daily life
Chair: Carmen Pérez (Spain)

Exploring the costs of networking: The family domain
Chair: Hans-Georg Wolff (Germany)

Relationship of social support, work-life conflict and enrichment with job satisfaction in social cooperatives in Valle d'Aosta
Chair: Mara Martini (Italy)

Knock knock, anybody home? Psychological availability as link between work experiences and the partner relationship

Chair: Gerdientje Danner-Vlaardingerbroek (Netherlands)

Work-life balance or work-family conflict? A comparison of two coexistent concepts

Chair: Corinna Peifer (Germany)



Posters

Posters

THURSDAY - MAY 14

POSTER SESSION 1

10:20

EMOTIONS IN THE WORKPLACE

1 - Cartoons as positive mood inductors in organizational settings

Lurdes de Jesus Leite Castanheira

2 - Does emotional intelligence matter? An investigation into the role of emotional intelligence in call centres

Wissam Magadley

3 - Effectiveness and validity of the International Affective Picture System (IAPS) in mood induction: A meta-analysis

Amavia Méndez

4 - Emotion work in a brazilian call center

Sonia Gondim

5 - Emotions, work and cultural diversity: Exploring the impact of professional status on the attribution of affects

Sonia Gondim

6 - Framing social representations theory: the analysis of emotions in the workplace

Patrizia Deitingner

7 - Generational relief in companies: emotional factor

Mar Gómez Gutiérrez

8 - Labor identity and commitment. Longitudinal study in transformations of self value and the expectations in work

Graciela Filippi

9 - The Emotional Response to Anger at Work: Scale Development and Validation

Catalina Zaborila

10 - The relationship between emotional intelligence and stress management

Rudi Oosthuizen

HUMAN RESOURCE MANAGEMENT

11 - Assessment of human resources management assumptions: construction and validation of the PPF, PPAD and PPSR measuring instruments

Samuel Monteiro

12 - Attraction, P/O fit and external recruitment practices

Lucie Morin

13 - Bridging the academic-practitioner divide through the practical application of theory in interpersonal skills training in a university setting

Cheryl Travers

14 - Competencies necessary for the practice of work and organizational psychology: A framework empirically tested

Roland Foucher

15 - Evaluation and control of training and education

Massimo Bustreo

16 - Facilitate the organizational learning processes: a managerial orientations questionnaire

Massimo Bellotto

17 - How to decide who's in and who's out? – supporting HR experts' decision-making on the selection of career programs' participants

Tímea Csizik

18 - Improvement of expertise in nuclear industry organizations

Krista Pakkin

19 - Quality of vocational training, efficacy obtained through a situational approach

Massimo Bellotto

20 - Reaction to training and organizational support: a case study in a brazilian public organization

Flávio Pompêo

21 - Senior Managers of Italian Non-Profit Organizations and Human Resource Management

Paula Benevene

22 - The comparing of expert and novice managers semantic network and its relation with their performance

Hamid Reza Oreyzi

23 - The Effects of Electronic Monitoring on Time Spent E-learning: Examining the Role of Conscientiousness and Implications for Skill Development

Will Stoughton

24 - The Interactive Effect of Self-Efficacy and Learning Goal Orientation on Training Transfer Intentions

Robert Stewart

25 - The mediating affect of Role breadth between cross training and creativity of industrial workers

Hamid Reza Oreyzi

26 - The relationship between learning potential, educational level and functional English literacy

Marie De Beer

27 - What motivates lower-educated to a 'life-long learning': result from a panel study in the Netherlands

Shirley Oomens

ORGANIZATIONAL CHANGE AND DEVELOPMENT

28 - An Italian case history of a community for risked young people a process of change in the non profit organization:

Vincenzo Russo



POSTERS BOARD SECTION

29 - Customer satisfaction and organizational change in public health

Massimo Bustreo

30 - Dental service in Italy: an organizational change action of the public health service

Vincenzo Russo

31 - Different types of support for innovation, for different stages of innovative work behaviour

Diego La Torre

32 - Managing change - experiences in the Finnish paper industry

Krista Pahkin

33 - Orientation of professional studies through university teaching

Susana Lucas Mangas

34 - Strategic Change from Producers to Service Providers

Sarah Hatfield

35 - The cascading or rolling out of business strategy to the individual level: a case study

Gideon J Steyn

36 - Vision del Futuro

Jose Julian Bustillo-Nuñez

46 - Psychology and Psychologies. Scientific Research in Various Countries: Limits and Opportunities for Psychologists

Alberto Crescentini

47 - Salience of stakeholders: Construction and validation of the stakeholders' management scale

Carla Carvalho

48 - Why can it be useful for Work Psychologists to apply Adaptive Randomization

Massimo Borelli

TEAMS AND WORKGROUPS

49 - Age specific influences on group competence and performance

Ingela Joens

50 - An empirical base to validate and/or improve Belbin formulae for team diversity

Stephen Atkins

51 - Culture and effectiveness: the role of team cultural orientation for learning

Carina Carvalho

52 - Diversity's influence on group effectiveness

Sara Silva

53 - Forming impressions in virtual teams: The role of personality

Sonia Agut

54 - The role of diversity in work teams: an empirical study in Brasilia, Brazil

Juliana Seidl Fernandes de Oliveira

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

37 - Statistic revalidation of a Social Climate Scale: Exploring social climate dimensions

Ana Rachel Carvalho-Silva

RESEARCH AND METHODOLOGY

38 - A bottom-up built organizational values chart: qualitative methods' integration in an action research study

Valentina Monducci

39 - A Fair and Unbiased Selection Tool for Higher Education Institutions in South Africa

Cecilia Myburgh

40 - Coaching across Cultures: The Psychometric Quality of the Cultural Orientations Framework Questionnaire (Rosinski, 2007)

Céline Rojon

41 - Development of a Collective Efficacy Measure for Use in Social Service Organizations

Joshua Patras

42 - Implicit Theory of Intelligence Scale (ITIS): Using MTMM to establish the equivalence of a French-Canadian version

Martin Lauzier

43 - Measuring job satisfaction with faces scales: Are current mood and personality associated with meaning of faces?

Achim Elfering

44 - Professional Life-Space Drawing: a new challenging semi-projective tool

Caterina Gozzoli

45 - Psychological contract and organizational commitment – conceptual and empirical differences

Thomas Rigotti

TECHNOLOGY AND KNOWLEDGE

55 - Creating a learning climate in organisations: A South African study

Johan Basson

56 - Statistic Revalidation of Scale for Measuring the Use of Informal Learning Strategies at Work

Ana Rachel Carvalho-Silva

57 - The role of organisational factors on the chance of road accidents in transport organisations

Nuria Gamero

58 - Transference of competencies and innovative behaviour in bus women drivers

Juan Jose Arrospide

WORK-FAMILY INTERFACE

59 - Different systems of shift work in a hospital environment: Repercussions on health and the work-life balance

José Romay-Martínez

60 - How do male and female police officers facilitate work/life balance?

Almuth McDowall

61 - The Circumplex Model in Family Business Research and its Implementation to study Succession in Family Firms

Lucia Ceja



62 - The influence of Demographic Factors on the Experience of the Work-Life Interface

Richard MacKinnon

63 - The role of family and organizational support in work-family spillover

Lara Colombo

64 - The transformative value of teleworking: Work-family balance and beyond

Ernesto Noronha

65 - Transitions: career and family life cycles

Lara Colombo

66 - Understanding the Work-Life Interaction from a Working Time Perspective

Vivi Bach Pedersen

67 - Work-family Conflict and Enrichment in Iceland

Audur Arnardottir

POSTER SESSION 2

15:30 - 18:40

CONSUMER BEHAVIOR

1 - A research on the customer satisfaction in a local trade association for a marketing project

Piermatteo Ardolino

2 - New methods to investigate the symbolic part of the brand image

Luca Cian

3 - Olive oil perceived quality based on intrinsic and extrinsic attributes from a consumer perspective

Esther Lopez-Zafra

4 - The Dissemination of Occupational Health Services: Evaluating Marketing Strategies Within a Research Practice Partnership

Verena Friedrich

5 - The names of olive oils: An experimental study

Esther Lopez-Zafra

6 - Town center management and consumption: An explorative research

Massimo Bellotto

HUMAN RESOURCE MANAGEMENT

7 - A methodology for entrepreneurs' selection process

Susana Correia Santos

8 - A model of Performance Management System integrated in the Management for Competence and Business Process Management

Luis González Fernández

9 - Agri-bussines representatives' views on the introduction of minimum wages on the south african citrus industry

Ruan Van der Walt

10 - An inquiry on the career preferences of management students: do cognitive and personality characteristics matter?

Eva Cools

11 - Applicants reactions and attitudes toward the selection system in the Norwegian Officer School

Live Almås-Sørensen

12 - Barsit Intelligence Test as a successful predictor of Mexican Blue Line Employees Performance

Cinthya Berenice Salais Silva

13 - Boning up for class: Encouraging students to take notes before scheduled class

Amanda Shantz

14 - Career guidance in the secondary education: building skills for the future

Enrique Merino-Tejedor

15 - Descriptive study of the relationship between the Kolb Learning Styles and personality tests in subjects with medium and higher level of training

Ma José Poza

16 - Exploring recruitment databases from the applicant's perspective

Christian Bosau

17 - The validity of the competency portfolio in personnel selection

Lucie Côté

18 - Multi-method Job Evaluation comparative analysis

Francisca Berrocal

19 - Organization switching and personality: career analysis of Polish job applicants

Marek Suchar

20 - Personnel selection from a social psychological point of view: the effects of disability

Fruzsina Veress

21 - Proposing and evaluating a model for ethical recruitment and selection : A South-African perspective

Gideon J Steyn

22 - Recruiters' effectiveness: is leadership a ticket for higher self-perceived effectiveness?

Kristina Danilov

23 - Rewards practices: effects on worker satisfaction and the mediating role of perception of justice

Manuela Anjos

24 - Socialization to work and students' occupational choice: The case of an Italian university

Laura Galuppo

25 - The best experiences of performance appraisal: a qualitative study

Nuno Rebelo dos Santos

26 - The Effect of Interpersonal Competencies on Managerial Success

Ole Iversen

27 - The use of brief questionnaires in personnel selection context: The case of BFI -10

Rui Bártole-Ribeiro

28 - Validity of personality judgements relying on photographs and vocational preferences

Bart Wille

29 - Willingness to be a mentor: the moderating effect of mentoring benefits and perceived organizational fullness

Paola Gatti



POSTERS BOARD SECTION

JOB STRESS AND EMPLOYEE WELL-BEING

30 - Adaptation to shiftwork: the search for the integration of individual, organizational and social variables

José Keating

31 - Assessing of organizational wellbeing, job burnout and mobbing: An analysis of three tools

Patrizia Deitingner

32 - Bullying and stress in New Zealand: A qualitative study of stakeholders in three industries

Helena Cooper-Thomas

33 - Coping strategies in multicultural workplaces

Margherita Pasini

34 - How to get control of your time...

Lydia Pinneker

35 - Job success in geriatric care?

Thilo Eith

36 - Managing coping strategies to decrease stress levels in Mexican female employees

Karen Berlanga Villarreal

37 - Practices of Occupational Health Psychologists - Action Research for the Promotion of Psychosocial Health at Work

Päivi Jalonen

38 - Recovery experiences as moderators between psychosocial work characteristics and occupational well-being

Marjo Siltaloppi

39 - Reducing individual work distress in professional women through behavioral and cognitive techniques

Ana Calderón

40 - Teachers' coping strategies to face work overload

María Prieto

41 - Time management, stress and job performance

Alexander Häfner

48 - How do job demands and resources predict autonomous motivation at work?

Claude Fernet

49 - How Social Comparisons influence Goal Pursuit

Jenny V. Bittner

50 - Is social identification associated with employees' desires for individual or collective forms of employee participation?

Thomas Joensson

51 - Meyer and Allen's (1997) Affective, Normative and Continuance Commitment Scale: Adaptation to the Portuguese Industrial Workers Population

Helena Martins

52 - Person - Organization Fit and Organizational Identity

Joanna Czarnota-Bojarska

53 - Promotion focus and transformational leadership: Why do they feel so good?

Lioba Werth

54 - Subordinates' perceived support: The impact of supervisors' organizational commitment

Florence Stinglhamber

55 - The Feedback-Seeker in his Social Labyrinth: The mediating role of goals and cooperative norms in linking empowering leadership to feedback-seeking behavior

Dirk Buyens

56 - The relation among Self-Efficacy, Organizational Commitment, and Psychological Contract in managers of organizations in Mexico

Emmanuel Martínez

57 - Using agent based simulation to understand trust dynamics

José Carlos Flores Vieira

58 - Work and value system: an exploratory study on a sample of first year students of the University of Bari

Giancarlo Tanucci

59 - Workplace bullying: Evidence of identity conflict in HR

Sue Harrington

LEADERSHIP AND MANAGEMENT

42 - Aising minority voice: Leadership, dissimilarity, & voice

Christian Troester

ORGANIZATIONAL BEHAVIOR

43 - A valid Model applicable to the practice of Human Resources in the companies

Helena Almeida

44 - Age group differences in the determinants of turnover intention

Makoto Fujimura

45 - Antecedents of Proactive Behavior: The Role of Motivation, Personality and Career Insight

Hella Sylva

46 - Diagnosis and motivational program at Credit Organizations: The Spira Case

Rebeca González

47 - Factorial validity of a Working Expectancies Questionnaire (CEL) in a health professionals mexican sample

Fabiola Itzel Villa George

ORGANIZATIONAL CHANGE AND DEVELOPMENT

60 - University Professor competency requirement profiles before the European Higher Education Space

Francisca Berrocal

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

61 - Corporate social responsibility: Contributes for workers' perceptions assessment scale development

Patricia Duarte

62 - Influence of organizational culture on career building in men and women

Olga Tikhomandritskaya

63 - One or multiple healthy organization? Differences in function of age and sex

Miguel Angel Gimeno



64 - Organizational culture in EU schools: which Quality model can be effective?
Sara Cervai

65 - The impact of corporate social responsibility on employee involvement towards work: The mediation effect of organizational identification
Teresa Rebelo

66 - The influence of organisational climate and managers values on CSR perceptions
Gary Pheiffer

67 - "Organizational Learning as a principle of an innovation culture".
María Leticia Verdugo Tapia

RESEARCH AND METHODOLOGY

68 - An Objective Measure of Achievement Motivation and Goal Setting
Graciela Ponte

TECHNOLOGY AND KNOWLEDGE

69 - Learning culture and knowledge management process: To what extent are they effectively related?
Susana Schmitz

WORK-FAMILY INTERFACE

70 - Measuring the interference between work and different roles in the private life: The development of a new measuring instrument
Eileen Koekemoer

FRIDAY - MAY 15
POSTER SESSION 3 **09:00 - 14:00**

CHANGING EMPLOYMENT RELATIONS

1 - Contingent vs permanent employees: the role of individual job related factors
Aurora Ricci

2 - Factors influencing psychological contract content in a social service organization
Susanne Tafvelin

3 - Identity, identification and realization in the contemporary work. Transformations in people, the new expectations
Liliana Ferrari

4 - Is coping with job insecurity possible? A gender exploration
Anne Richter

5 - Psychological contract among temporary and permanent employees: relations with psychological outcomes
Ulla Kinnunen

6 - Study of the process of labor socialization in the temporary workers of Temporary Employment Agencies
Luis González Fernández

7 - The role of proactive personality, social support and career adaptive strategies in predicting a protean/boundaryless career orientation in young adults
Peter Creed

HUMAN RESOURCE MANAGEMENT

8 - A Model for Connecting Critical Transitions with Good Managerial Practices
Tiina Saarelma-Thiel

9 - Behind the HRM Paradox - The State of the Art of HR Measurement in Finnish Corporations
Maarit Vijljanen

10 - Employee career management effectiveness: The role of attachment security in line management relationships
Annilée Game

11 - Employer brand attractiveness operationalized through measurements of general intelligence ("g factor") scores in paralleled samples of applicants in Great Britain, The Netherlands, Switzerland, France, Italy, China and the United States of America
Jelena Strache

12 - Gender differences in motives and career choice of medical students
Phil Heiligers

13 - HR strategies for a tightening labour market: No "one size fits all"
Richard Lacoursière

14 - Locus of control and the degree to which students perceive the university to prepare them for the world of work
Sanet Coetzee

15 - Organizational attractiveness predictors: Contributes to employee recruitment
Daniel Roque Gomes

16 - Promoting career planning and professional development in an organisation
Leena Rasanen

17 - Reflexivity and professional identity development in higher education
Andreina Bruno

18 - Retention of key employees: A special focus on training & development and compensation practices
Lucie Morin

19 - Self career management: effectiveness of an intervention process
Joana Carneiro Pinto

20 - The human capital indicators
Antonino Callea

21 - The impact of employee perceptions of HRM on multiple strategic climates in Dutch hospitals
Monique Veld

22 - The influence of experience and virtuality on virtual work adjustment and perception of team effectiveness in virtual workers
Veronica Mattana



POSTERS BOARD SECTION

23 - The moderating effects of Employer branding on the relationship between job conditions and employee's attitudes

Dorothee Hanin

24 - The role of the "strength" of the HRM system and organizational performance

Anabela Correia

INDUSTRIAL RELATIONS

25 - Facing an Incompetent Leader: Effects on the Perception of and Interaction with a Leader

Annick Darioly

26 - Making the self-disciplined employee?

Organizational control in the 21st. century

Francisco José Tovar Martínez

39 - Progressive Relaxation through Physiological Markers in Mexican Young Male Employees with Work Stress Related Symptoms

Helena Cecilia Altamirano Rueda Quijano

40 - Prospective relationships between career disruptions and self-rated health: evidence from a three-wave follow-up study in Finnish managers

Saija Mauno

41 - Stresscompetencetraining BUSKO – first results of evaluation

Dieter Kuech

42 - The association between leadership, job resources/ job demands, and work engagement

Stig Berge Matthiesen

43 - The role of health behaviours on work stress process

Elvira Pomares

JOB STRESS AND EMPLOYEE WELL-BEING

27 - A study about Burnout measurement in sport organizations

Cristina De Francisco

28 - Absences due to illness and the quality of working life in the Finnish food industry

Johanna Holopainen

29 - Burnout predicts mortality among young industrial workers

Kirsi Ahola

30 - Burnout symptoms, somatization, and autonomous motivation: An 8-month cross-lagged study among school teachers

Stephanie Austin-Fernet

31 - Burnout syndrome among lay and consecrated teachers of Italian Catholic Schools

Antonino Callea

32 - Burnout, work hardiness and psychological well-being in the sanitary professionals at the Basque Country

Alberto Amutio

33 - Individual and Work Determinants of Emotional Exhaustion: A Path Analysis

Joanne Wilson

34 - Intercultural comparison of Burnout, Work Engagement and perception of Stress in Social Services Employees: The case of Spain and Poland

Malgorzata Kozusznik

35 - Job Categorisation, Relationship Building, and Work Engagement in Aid Organisations

Ishbel McWha

36 - Leading excellent performance through positive psychological states

Karoline Hofstlett Kopperud

37 - Organizational empowerment and service climate: influences on contact employees' core burnout

Alejandro Orgambidez Ramos

38 - Proactive behavior as a strategy to enhance person-job misfit: The moderating role of the implicit person theory

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44 - Evaluation of the informal leaders in sport teams

Julio Torrado Quintela

45 - Leadership competencies: Development and validation of a German translation of the Adaptive Leadership Competency Profile (ALCP)

Tanja Bipp

46 - Leadership complexity: The impact of behavioural, social and cognitive complexity on workplace interaction amongst healthcare managers

Imelda McCarthy

47 - Masculine leadership styles and perception of competence

Leire Gartzia

48 - Organizational Justice and Trust as Mediators of Leadership Perceptions on Unit Commitment and Turnover Intentions in the Canadian Forces

Maxime A. Tremblay

49 - The F-Word: The follower label, work attitudes, well-being, and performance

Julian Barling

50 - The Influence of Supervisor and Subordinate Proactive Personality on Leader-Member Exchange: A Trait Interactionist Perspective

Greg Sears

51 - Transformational leadership and job satisfaction: The mediating role of job characteristics

Rahel Bösch Walsler

52 - Validation of a measure of leader behavioral adequacy

Fabrice De Zanet

ORGANIZATIONAL BEHAVIOR

53 - Confidence Sources identification in the sport setting

Javier Garrido Posada

54 - Development of a Psychosocial Factors Monitoring Instrument in the Context of Flight Operations

Sara Casenave Lasvignes



55 - Electronic performance monitoring: A quantitative review of computer-based surveillance research

Will Stoughton

56 - Feedback, volunteer work satisfaction and performance in non-profit volunteer organizations

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57 - Perception of Learning Support in Clinical Analysis Laboratories

Juliana Seidl Fernandes de Oliveira

58 - Relating individual entrepreneurial orientation to entrepreneurial status and success

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59 - Safety culture in action: coping strategies regarding human error

Teresa C. Oliveira

60 - The applicability of the functional perspective and the role identity to organizational citizenship behaviors in Spanish employees: Preliminary results

Francisco José Tovar Martínez

61 - The impact of empowerment on organizational commitment, job involvement, and organizational citizenship behaviors among school teachers: A Colombian sample

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62 - The interactive effect of conscientiousness and neuroticism on the job performance of Chinese customer service representatives

Richard Perlow

63 - When does adaptive performance yield higher overall job performance?

Mindy Krischer

ORGANIZATIONAL CHANGE AND DEVELOPMENT

64 - Efficacy of a blended learning course in the development of team work competency: Preliminary results

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65 - Greenwood and Hinnings' Organizational Change Framework: Testing its relationship through SEM (structural equation modeling)

Elaine Neiva

ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE

66 - A comparative study of the work satisfaction of Italian registered nurses of different generations

Claudio Giovanni Cortese

67 - A gender analysis segmented by seniority in public organizations

Maria José Martín Rodrigo

68 - Action Research in a Medium-Sized Company: Organizational Climate Assessment as a Premise of Organizational Development

Serena Cubico

69 - Determinants of a safe workplace: the role of safety climate

Inmaculada Silla

70 - Global Mindset Defined: Development of an empirical composite score

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71 - Learning Climate – Requiring alignment between working conditions and suggested key factors in workplace learning

Esther Hauer

72 - Organizational factors and safety climate: the moderator role of safety climate from a multilevel perspective

Inmaculada Silla

73 - Subjective estimation of Organizational Culture by employees in different companies

Abdoulleyeva Mekhirban

74 - The effect of supervising advance skill on identification, affiliation, and exchange commitment via mediator variables

Hamid Reza Oreyzi

RESEARCH AND METHODOLOGY

75 - Methodological advances in psychosis-proneness assessment in the organizational field

Eduardo Fonseca-Pedrero

76 - Using Employee Opinions to Predict Economic Trends and Business Performance

Anne Herman

WORK-FAMILY INTERFACE

77 - Work- life balance and well-being at work on academic and health professionals

Josep M Blanch

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EMOTIONS IN THE WORKPLACE

1 - Incivility, Aggression and Violence in the workplace: A review of theoretical approaches

Teresa C. Oliveira

ENTRY, EXIT, AND MOBILITY

2 - An effective negotiator on the Polish labor market

Elzbieta Kowalczyk

3 - Intention to leave the current organization: a correlational study

Claudio Giovanni Cortese

4 - Investigating how Employment Opportunity Index (EOI) affects voluntary turnover of overqualified employees

Aleksandra Luksyte

5 - Life Values and career decision making

Amelia Manuti



POSTERS BOARD SECTION

6 - Meaning of Work and Career Anchors of working adults: A South African Survey

Dries Schreuder

7 - Mentoring's role on the outcomes of the newcomers' organizational socialization process

Veronica Mattana

8 - Place Marketing: How the War for Talent is Won With Values

Niels van Quaquebeke

9 - Proactive behaviour and work motivation in the atypical labour market: an exploratory study

Elisa Cardellicchio

10 - Recognition of performance and achievement as a force moderating the relationship between job-related stress and nursing staff turnover

Claudio Giovanni Cortese

11 - The effect of fear-avoidance beliefs on the association between low back pain and sickness absence

Jette Nygaard Jensen

12 - The Factors Involved in Developing Conceptual Skills for Japanese Sea officers

Chisato Ogawa

13 - The Work Ability Index – between perceived work environment and self-reported health

Reidar J. Mykletun

14 - When do people voluntarily quit? It depends on personality and qualifications

Mindy Krischer

22 - Gender-role conflict of male Employees in female-dominated occupations: Differences between Men with and without Leadership Positions

Sabine Korek

23 - Influence of organizational variables in psychosocial risk factors at work: a multimethodological approach

Javier Cerrato

24 - Insufficiency, powerlessness, and meaninglessness: The moral distress of humanitarian aid workers

Sofia Nilsson

25 - Mobbing and Quality of Working Life (QWL) in the construction sector

Esther Lopez-Zafra

26 - Psychosocial risks assessment: Comparative study workers- technicians in a hospital environment

Gloria Castaño Collado

27 - Removal of front vs. back office work in a call centre: An intervention study

Achim Elfering

28 - The impact of lifestyle and occupational stress on physical and mental health managers

Stoica Mihaela

29 - The Relative Influence of General and Occupation-Specific Stressors on Law Enforcement Officers' Health

Lori Foster Thompson

30 - Work stress, health, and psychological risk and protective factors

Bohumil Vasina

HUMAN RESOURCE MANAGEMENT

15 - Assessment and development of employment skills in higher education's students

Elena Cantero

16 - Attrition in Distance Courses: Influences from Participants Characteristics and Individual Processes

Patrícia Sales

17 - Evaluating a management training program using the "Four Levels Model", Locus of Control and Learning Styles

Herman Steensma

18 - Leadership functions and their relationships with role stress

Miguel Ángel Mañas Rodríguez

JOB STRESS AND EMPLOYEE WELL-BEING

19 - A frame-of-reference effect in job insecurity ratings

Maïke E. Debus

20 - Consequences of changes of psychological contracts between employers and employees in last several years in Poland

Grazyna Bartkowiak

21 - Exposure to bullying at work and employee turnover: A two-year prospective study of health care workers

Annie Hogh

ORGANIZATIONAL BEHAVIOR

31 - Business ethics meets organizational psychology: Do code of conducts correspond to psychological concepts of (un-)ethical behaviour?

Stefan Hoeft

32 - Ethics and Organizational Citizenship Behaviour

Nuno Rebelo dos Santos

33 - Mobbing, Labor Health and Organizational Behavior

Aixa L. Powell

34 - Occupational self-efficacy: individual and organizational antecedents

Simona Ricotta

35 - Perception and Projection of Values in CEO-Top Manager Dyads

Sefa Hayibor

36 - Predicting work attitudes and turnover intentions among officers: The importance of Adlerian personality attributes

Justina Liesiene

37 - Satisfaction with Ownership in a Large Employee-Owned Manufacturing Firm in Mondragon: An Intergenerational Comparison

Fred Freundlich

38 - The epistemics of leader empowering behaviour

Steffen Giessner

39 - Two Lighthouses to Navigate - Effects of Ideals and Counter-Ideals on Follower Identification and Satisfaction

Niels van Quaquebeke



- 40** - Universalism values as contents of a value-oriented psychological contract of volunteers
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ORGANIZATIONAL CHANGE AND DEVELOPMENT

- 41** - Emerging models of masculinity within organizational settings. Remaining barriers and future challenges
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- 42** - Measuring personality at work : development and validation of a new instrument based on the Enneagram
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SUSTAINABLE ENVIRONMENT AND ORGANIZATIONS

- 43** - A model to evaluate the learning outcome and to achieve a certification of the competences in the vocational training
Luca Cian
- 44** - Antecedents of organizational environmental performance: a structuralist approach for organizational identity
Olga Romão
- 45** - Approach to social representation of mobbing: preliminary study
Luis González Fernández
- 46** - Empowerment and employees´ perceptions of service quality in services organizations
Alejandro Orgambidez Ramos
- 47** - Factors influencing the implementation of occupational safety and health law in Lebanon
Manal Azzi
- 48** - Health organizations and quality of working life: The perspective of the "Organizational Life Sustainability"
Laura Galuppo
- 49** - Job re-design for blue collars with Poor Physical Functional Ability
Sara Cervai
- 50** - Story-telling about safety at work: a case study
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- 51** - The role of social value orientation and perceived criticality of contributions in proenvironmental behavior
József Pántya
- 52** - Working with organisations to facilitate the occupational health management of business drivers: a participatory approach
Katherine Sang

TEAMS AND WORKGROUPS

- 53**-“Pass me a spanner!”: Conducting organizational research on team work
Mark Robinson

- 54** - Change management team building as a precondition of successful organizational adaptation to change
Luydmila Karamushka

- 55** - Culture and conflicts: The relation between the team cultural orientation for learning and intragroup conflict
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- 56** - Enabling conditions for team learning in health care teams: The role of beliefs about the interpersonal context and change-oriented leadership
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- 57** - Participation in team goal-setting: Impact on team identification, performance and job satisfaction
Sandra Pintor
- 58** - Shared mental models in medicine: Cooperation of specialists with different expertise and roles
Carolin Hanssen
- 59** - Team coordination and medical decision making in Emergency Departments
Silvia Gilardi
- 60** - The best practice in the emergency room urgency , Hospital in Florence
Alessandro Gattai
- 61** - The Knowledge Loop, a knowledge management tool linking both science and profession in research-based work in organizations and academic teaching
Elfriede M. Ederer-Fick
- 62** - The relationship between climate and the satisfaction of work teams: an empirical analysis in the capital of Brazil
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- 63** - The role of conflict in group creativity: a cultural comparison
Shyhnan Liou
- 64** - Trust, in the mission area
Miriam de Graaff

TECHNOLOGY AND KNOWLEDGE

- 65** - Learning Strategies in a Context of Tragedy at Work
Jairo Eduardo Borges-Andrade

WORK-FAMILY INTERFACE

- 66** - Dealing with always on phenomena and work life balance among knowledge workers
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Susanne Beijer
- 69** - Influence of job attitudes, public-private organizational settings and family factors in work-family conflict: An european study in Basque Country and Emilia Romagna region
Javier Cerrato



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72 - Time perception and work-life balance: a case study
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73 - Unemployment: The conflict of division of gender roles emerges again

Garbiñe Ortiz

12 - A model of the promotion of health and well-being in hospital staff: The relationships linking organisational culture, stress and change

Ian Clifford

13 - A new scale to measurement well being in organization and improve it

Alessandro Gattai

14 - Construction of social ties and their implications for work-related well-being and the exercise of citizenship: supermarket employees in Santiago, Chile

Juan Pablo Toro

15 - Do women and men differ in well-being at work in an emergency hospital units?

Miguel Bernabé

16 - Empowerment and contact employees' well being in services organizations

Alejandro Orgambidez Ramos

17 - Happiness, job characteristics and self-efficacy. A self-validation perspective

Gladys Rolo-González

18 - Individual and Organizational indicators of employees' well-being: a predictive model

Delia Virga

19 - Internal Marketing and Well-Being at work

Joana Santos

20 - Organisational Energy of employees in a South African financial institution

Nicolene Barkhuizen

21 - Organizational culture and burnout syndrome development

Fernando Gastal de Castro

22 - Perceived control of time as an important factor concerning well-being but not performance

Sabine Schwäble

23 - Physical symptoms: Work determinants and the moderating effect of coping

Paola Gatti

24 - Quality of Work Life project: development, data and implications

Rosário Lima

25 - Rehabilitation increases well-being at work

Maija Tirkkonen

26 - The Dimensionality of Spanish version of GHQ-12 in immigrant and native workers

Antonio León García-Izquierdo

27 - The influence of hope on the relationship between job insecurity and general health

Elrie Botha

28 - The mediating role of needs satisfaction on relationships between work environment factors and psychological health at work

Jean-Sébastien Boudrias

29 - Time management and personality

Alexander Häfner

30 - Well-being of employees in a South African Financial Institution

Nicolene Barkhuizen

31 - Well-being: the definitions, main approaches and its applications on organizations context

Onofre Miranda

SATURDAY - MAY 16
POSTER SESSION 5 **09:00 - 12:20**

HUMAN RESOURCE MANAGEMENT

1 - An age adaptive Behavior Modeling Training (BMT) as an element of elearning

Katrin Noefer

2 - Equal Employment Opportunities and Biodata in Web Recruitment: a Qualitative Analysis of the Stock Exchange Companies in Spain

Antonio León García-Izquierdo

3 - Ethnic minority's personal antecedents and perceptions of selection discrimination

Nesrien Abu Ghazaleh

4 - Organisational and work/life factors that influence the advancement of indian female managers in the south african workplace

Nasima Carrim

5 - Screening Resumes of Maghreb/Arab Job Applicants: The Relative Importance of Applicant Name, Skin Tone, and Job Type

Eva Derous

6 - Sex and Tenure Interact to Predict Skill Variety

Sylvia Hysong

7 - Some causes of absenteeism in organisations in the Kingdom of Swaziland

Ruan Van der Walt

8 - The needs of older employees

Tanja Rabl

9 - The role of attachment in learning

Gary Pheiffer

10 - Training Program: Gender Identity of Female Managers as the Factor of Organizations' Effectiveness

Irina Bondarevskaya

JOB STRESS AND EMPLOYEE WELL-BEING

11 - A first approach to emergency physicians healthy life style and feelings of job

Miguel Bernabé



32 - Work Family Values, Goals, on Life Satisfaction: The role of Motives for Wanting Money

Aline Masuda

33 - Workplace bullying and well-being: The role of identity work

Premilla D`Cruz

LEADERSHIP AND MANAGEMENT

34 - Affective choice of conflict styles

Amavia Méndez

35 - Big Five and Conflict Styles: The Spanish case

Carlos Montes

36 - Causal attributions and gender stereotypes at the workplace: A cross-cultural comparison

Esther Lopez-Zafra

37 - Economic Behaviour and Imperfectly Choices in Expert and Ordinary People: A Perfect Imperfection

Massimo Bustreo

38 - Ethical strain in managerial work

Risto Puutio

39 - Individual and Organizational Antecedents of Active Safety Leadership

Stacey Conchie

40 - Managing conflict with leaders and colleagues, how do we react?

José M. León-Pérez

41 - The effectiveness of employee development interviews

Roman Soucek

42 - The persuasion in the organizations: Influence of the organizational communication in the culture of the innovation in organizations

Juan Jose Arrospide

43 - The relationship between leadership, organisational cultural and service performance of employees in a South African financial institution

Nicolene Barkhuizen

44 - Training of impressions and interpersonal attraction: Effects in the style of conflict management

Gabriela Goncalves

ORGANIZATIONAL BEHAVIOR

45 - Development of Trust in Coworkers in Collectivistic Cultures

Selin Eser

46 - Managing upwards: The influencing tactics used by subordinates

Rachel Morrison

47 - Organizational Trust, Risk and Creativity

Ana Veloso

48 - The Effect of Overcontrolling and Autonomy-Supportive Leadership on Subordinates Perceptions

Stacie Byrne

49 - The importance of trust in the relation between HR climate and work engagement: three distinct models

Linda Mertens

50 - The Role of Organizational Justice in Promotion Decisions

Jurgita Lazauskaite-Zabielske

51 - What happens if you tip the balance? The influence of status inconsistency on stress and turnover intentions

Renee de Reuver

ORGANIZATIONAL CHANGE AND DEVELOPMENT

52 - Challenges of manager-subordinate conversations

Taimi Elenurm

53 - Discursive practices in organizational process consulting

Risto Puutio

54 - Organizational Development: Impact of a coaching process for managerial skills development in a financial services cooperative

Jesús Ortega

55 - The perceived uncertainty in work among civils servant following belgian public service reforms

Catherine Hellemans

56 - The power of professionally situated practice analysis in redesigning organizations

Laura Galuppo

57 - Transfer of training: do exist any differences between interpersonal and cognitive training?

Michela Loi

TECHNOLOGY AND KNOWLEDGE

58 - Developing a set of tools to motivate and improve the self-regulation of learning in disadvantaged job seekers

Ian Clifford

59 - Influence of the information technology on the performance of a firm: an exploratory study of administrators' perceptions

Josefina Ochoa-Ruiz

60 - Influence of time pressure in relation to stress on the manual ultrasonic inspection performance in German nuclear power plants

Marija Bertovic

61 - Learning and enjoyment: The role of sense of presence and social presence in e-learning environments

Sonia Agut

62 - Learning Styles and 'Lurking' in cyberspace: a case study

Gary Pheiffer

63 - Psychosocial risks: Learning strategies in occupational medicine based on problems solving through "CASUS" system

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64 - The use of IT in organizations: the role of self-competence, organizational support and trust

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Congress Venue Map

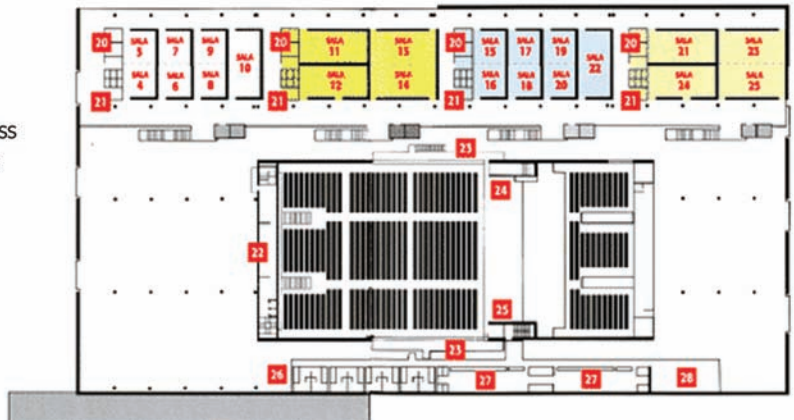
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PLANTA BAJA

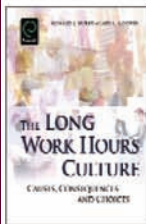


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The Long Work Hours Culture: Causes, Consequences and Choices

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Synopsis

Work hours has become a "hot topic". This volume examines the effects of work hours on individual, family and organizational health. It considers why some people work long hours and the potential costs and benefits of this investment. Some work long hours out of necessity, others willingly. Interestingly, most people, however, want to work fewer hours than they now do. One's motives for working long hours (the why) and one's attitudes and behaviours while working (the how) emerge as critical factors in the link between work hours and wellbeing. Contributions from experts from six countries address workaholism, the distinction between passion and addiction to

work, "loving one's job", the role of technology as an enabler of long work hours, consequences of fatigue from over-work, strategies for short-term recovery from long hours, and initiatives for enriching one's quality of life. Coming to grips with work hours requires difficult choices by individuals, families, organizations and society at large. This collection will be of value to managers and professionals concerned about people, and academics, students, researchers and policy makers interested in ways in which work can be meaningful and decent rather than debilitating.

"This is an outstanding book which includes all the most up-to date international research, theory and practice regarding the 'hot topic' of the long work hours culture... This excellent book will undoubtedly stimulate further research in this important area."

Marilyn Davidson, Manchester School of Management



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