

## Tilburg University

### The impact of telecommuting on psychological distress

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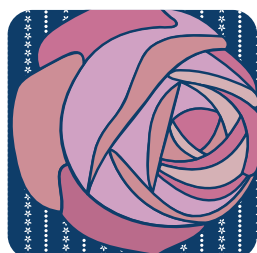
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# EAWOP CONGRESS

The Future is Now: the changing world of work

Katowice, Poland

## PROGRAMME

26 May 2023

HOST CITY:



**KATOWICE**  
*dla odmiany*

Ballroom B 09.00-9.30	EAWOP Incubator	What is the EAWOP Impact Incubator and our role?	Rosalind Searle   Annemarie Hiemstra
Ballroom A 09.00-09.55	AOP Panel 1	WOP contribution to Sustainable Development Goals	Gosia Kozusznik   Vicente Martínez-Tur   Ishbel McWha-Hermann   Alexandra Michel
C2 09.00-10.00	Panel PA4	Unions and Work & Organizational Psychology? Yes!	Denise Vesper   Joanna Grzymala-Mszczynska   David Martinez-Iñigo   Magnus Sverke   Cornelius J. König
		Topics: Social and political, Work patterns and conditions	
C6 09.00-10.10	Symposium S007	Job Insecurity – Symposium 1: How do employees and leaders react to job insecurity?	Hans De Witte   Lixin Jiang
	Paper 1	Topics: Stress and dysfunction, Well-being Job insecurity and performance in academia: the role of perceived justice and participative decision-making	Jurgita Lazauskaitė-Zabielskė   Ieva Urbanavičiūtė   Hans De Witte
	Paper 2	The moderating roles of cultural value orientations in the curvilinear relationships of qualitative job insecurity with issue selling and skill developo	Lixin Jiang   Maike Debus   Xiaowen Hu   Sergio Lopez-Bohle   Laura Petitta   Lara Roll   Marius Stander   Hai-Jiang Wang   Xiaohong Xu
	Paper 3	Job insecurity and (un)sustainable well-being: A study of within-person effects among working adults in Switzerland	Ieva Ieva Urbanaviciute   Koorosh Massoudi   Hans De Witte
	Paper 4	The reciprocal associations between job insecurity, job satisfaction, and perceived stress. A cross-lagged panel analysis on the moderating role of or	Alessandro Lo Presti   Antonino Callea   Assunta De Rosa   Flavio Urbini   Antonio Chirumbolo
	Paper 5	Subtle cutback management and employee exhaustion: the role of qualitative job insecurity as a mediator	Dave Styne   Yvette Akkermans
	Paper 6	Job insecurity as a societal belief? On the mutual relationship between trust in the government and job insecurity	Eva Selenko   Anahi Van Hootegem   Mindy Shoss   Hans De Witte
Ballroom C 09.00-10.00	Symposium S009	Predicting Leadership, Negotiation, Aggression, and Faking: With Implicit Measures	Malte Runge   Jonas Lang
	Paper 1	Topics: Personality and emotions, Recruitment, assessment, and selection Implicit power and achievement motives as predictors of entrepreneurial leadership: The conditional reasoning approach	Zvonimir Galić   Mitja Ružojčić   Nikola Erceg

Paper 2	What Drives Leaders to Be Moral? An Investigation of the Explicit and Implicit Motives of Servant, Ethical, Humble, and Authentic Leaders	Justine Amory   Malte Runge   Bart Wille
Paper 3	The Implicit Motive to Aggress and Deficits in Mentalizing: An Initial Investigation	Amanda Moeller
Paper 4	Linking Implicit Motives and Explicit Motives with Negotiation Outcomes	Cafer Bakac   Hugo Kehr   Jonas Lang
Paper 5	Lying About Lies: Using the Autobiographical Relational Responding Task to Detect Fraudulent Survey Responses	Adriaan Spruyt   Daria Altenburg

C1 09.00-10.00	Symposium S036	Addicted to work: Towards a better characterization of the organizational and clinical implications of workaholism	Cristian Balducci   Pawel Atroszko
		Topics: Stress and dysfunction, Well-being	Chloe Davis   Livia Middleton
	Paper 1	A daily diary investigation on the relationship between day-level workaholism, blood pressure, and emotional exhaustion	Cristian Balducci   Luca Menghini
	Paper 2	The relationship between workaholism, overcommitment, and burnout: The moderating role of job satisfaction	Lorenzo Avanzi   Enrico Perinelli   Michela Vignoli   Nina M. Junker   Cristian Balducci
	Paper 3	Work addiction and psychoactive substance use	Bernadette Kun   Anna Magi   Andrea Eisinger   Borbála Paksi   Zsolt Demetrovics
	Paper 4	Latent profiles of work addiction and components of attention deficit hyperactivity disorder: Potential risk factors and consequences	Paweł A. Atroszko   Edyta Charzyńska   Ståle Pallesen
	Paper 5	A workaholism situational judgment test (WSJT)	Jacek Buczny   Janneke Oostrom

C8 09.00-9.50	Symposium S068	Leadership and well-being in turbulent times	Judith Volmer   Philipp E. Otto
		Topics: Leadership, Well-being	
	Paper 1	Encoding the Room and Follower Needs: Understanding the Effects of Leader Well-Being on Follower Well-Being	Amelie V. Güntner   Pia V. Ingold   Martin Kleinmann
	Paper 2	Leadership coaching effectiveness: Evaluating affective, strategic, and behavioral changes in SMEs	Philipp E. Otto   Volmer Judith
	Paper 3	Can AI make leaders more empathetic? An experimental investigation on leadership communication and the influence of AI	Didem Sedefoglu   Sandra Ohly
	Paper 4	Leadership and Resilience – First insights from a meta-analysis	Miriam Arnold   Eva-Maria Schulte   Thomas Rigotti

C4 09.00-10.00	Symposium S089	Moving science on workplace bullying into the future (I)	Jose M. Leon-Perez   Philipp E. Sischka
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		Topics: Group dynamics, Stress and dysfunction	
Paper 1	Leadership in the process of workplace bullying: beware of the laissez-faire leader?		Guy Notelaers   Elfi Baillien   Philipp E Sischka   Jose M. Leon-Perez   Sarah-Geneviève Trépanier
Paper 2	Patterns of workplace bullying involvement and its link to personality, power and social status		Phillip E. Sischka   Guy Notelaers   Fabrice Klingler   Matthea Wehage   Georges Steffgen
Paper 3	What goes around comes around: How perpetrators of workplace bullying become targets themselves.		Ivana Vranjes   Tinne Vander Elst   Yannick Griep   Hans De Witte   Elfi Baillien
Paper 4	Development and validation of a Bystander Typology Scale (BTS): An update		Kara Ng   Karen Niven
Paper 5	Mapping responses to interpersonal workplace mistreatment from the co-worker's perspective.		Caroline V. M. Bastiaensen   Elfi Baillien   Lieven Brebels

**C10 09.00-10.00**

Symposium S101	When and why do people craft? Zooming in on predictors and the role of psychological needs		Lina Marie Mülder
	Topics: Engagement and motivation, Well-being		
Paper 1	Situational and daily crafting patterns across life domains during working days: The role of personal resources and environmental situational factors		Kang Leng Ho   Philipp Kerksieck   Jessica de Bloom   Georg F. Bauer
Paper 2	Needs-based job crafting and the gain spiral: Psychological needs as an explanatory mechanism		Martin Tušl   Jessica de Bloom   Georg F. Bauer
Paper 3	Needs and proactive motivation – drivers of crafting behaviours at work		Xenia Bolschakow   Miriam Arnold   Lina Marie Mülder   Thomas Rigotti
Paper 4	Reverse effects within the JDR-model: The role of approach and avoidance crafting		Elisa Lopper   Malte Roswag   Jenny S. Wesche   Annkatrin Hoppe
Discussant	Jessica de Bloom		

**C3 09.00-9.50**

Symposium S114	Decent Work and Well-Being in a Changing World of Work: Studies in four countries		Leonor Pais
	Topics: Diversity and inclusion, Engagement and motivation		
Paper 1	Decent work: Studies in the United Kingdom		Leonor Pais   Tânia Ferraro   Nuno Dos Santos   João Moreira
Paper 2	Decent Work Questionnaire: Psychometric properties of the Russian version		Salvatore Zappalà   Tânia Ferraro   Svetlana Bockhareva   Elena Kamneva
Paper 3	Decent work and well-being in a Spanish work context		Leonor Pais   Tânia Ferraro   Nuno Dos Santos   Vicente Martinez-Tur
Paper 4	Leadership as a contribution to high-quality work motivation		Carla Semedo   Nuno Dos Santos   Leonor Pais   Lisete Mónico   Ana Salvador

<b>C21 09.00-09.55</b>	Oral Session OP_11	Topics: Careers and the labour market, Training and development, Technology	
	OP76	Who is Successful in Career Development? A Person-Centered Approach to the Study of Career Orientation Profiles	Nicolas Bazine
	OP511	Are BDMs gender specific? An Exploration of Mentoring Experiences for Men in STEM	Carolina Saffie Robertson
	OP515	Three pillars of onboarding – conceptualization and measurement proposal	Przemysław Zbierowski   Krzysztof Wąsek
	OP575	Enhancing employees' competence development and career management – an RCT study	Otto Pankkonen   Marjaana Pöyry   Jukka Vuori
<b>C12 09.00-09.55</b>	Oral Session OP_100	Topics: Leadership	
	OP191	An attributional perspective on leader's trusting behavior and followers' reactions.	Axel Rosenbruch   Christoph Nohe   Janine Kloppe   Guido Hertel
	OP220	When do employees seek social resources? The role of identity leadership for job crafting behaviors	Magdalena Marszałek   Sylwiusz Retowski   Marta Roczniowska
	OP241	Leader character moderates the effect of leadership context hostility on eudaemonic wellbeing as mediated by hedonic wellbeing	Lucas Monzani   Andriy Rozhdestvensky
	OP244	My Lips Are Sealed! How Empowering Leadership Affects Employess' Error Reporting	Miguel Fernandes   Aníbal López
<b>C18 09.00-09.55</b>	Oral Session OP_105	Topics: Organisational design and development, Work patterns and conditions	
	OP572	Individual and Collective Effects of Flexible Work Arrangements - A Multilevel Review and Synthesis	Alexander Goetmann
	OP642	Work Design, availability of psychological resources during work, and health	Alice Nöh
	OP660	"Craft your overload." When autonomy becomes a demand.	France St-Hilaire   Christine Ipsen   Marie-Hélène Gilbert   Alexandra Lecours   Julie Dextra-Gauthier   Justine Dima   Patrice Daneau   Joanie Poirier
	OP736	Not all jobs can be done from home – Developing the Mobile Work Potential Score to identify characteristics of jobs that can be done from home	Adrian Bidlingmaier   Florian Kunze
<b>C20 09.00-09.55</b>	Oral Session OP_106	Topics: Organisational design and development, Stress and dysfunction	
	OP169	Examining variables of the job context as predictors of nurses' demand appraisals	Martha Fernandez de Henestrosa   Philipp Sischka   Georges Steffgen

OP323	Evaluating how employees and employers succeed in a facilitated job crafting intervention for Return To Work (RTW) after burn-out	Eva Geluk
OP725	Personal and Work-related Factors in Workplace Stress and Physical Health Outcomes: Scoping Review	Abigail Bailey   Renee de Reuver   Dorien Kooij   Nina Kupper
OP804	Multidimensional Model of Subjective Work Environment: A conceptual and empirical development.	Javier Barria

**C22 09.00-09.55**

OP_110	Oral Session Topics: Personality and emotions, Stress and dysfunction	
OP49	Multidimensional narcissism and emotional exhaustion at work	Franziska Böhm   Gerhard Blickle
OP116	The relationship between emotion inertia and burnout	Tim Vantilborgh   Valentina Sagmeister   Safâa Achnak   Sara De Gieter   Jesse Vullingsh
OP177	How does workplace bullying influence personality change over time? Results from a Swiss panel study	Samuel Farley   Karen Niven   David J Hughes   Tom Booth
OP505	A Dual-Pathway Model of Cyber Incivility and Sleep via Emotions: A weekly diary study.	Francisca Carvalho   Silvia Silva   Michael Knoll

**C23 09.00-09.55**

OP_114	Oral Session Topics: Personality and emotions, Work patterns and conditions	
OP209	Folie à deux : How Mavericks shape the relationship between the dark and light personalities and deviant behaviors	Daniel Silva   Ana Junça Silva   Paulo Pinheiro
OP249	Daydreaming at work: An experience sampling study of the frequency, content and characteristics of mind-wandering	Miguel Ibaceta   David Holman   Karen Niven
OP569	Going deeper into bad behaviors at work: the incremental predictive validity of moral disengagement over the Dark Tetrad traits	Pedro José Ramos-Villagrasa   Elena Fernández-del-Río   Adela Reig-Botella   Miguel Clemente
OP655	How does your workspace influence your personality?	Hannah Collis   Chiahuei Wu   Matthew Davis

**C7 09.00-09.55**

7 Minute U	Topics: Diversity and inclusion, Creativity, innovation and risk-taking	
7M105	Trans-cending boundaries? Organizational consequences of gender-role violations for transgender women	Larry R. Martinez   Kelly M. Hamilton   Nicholas A. Smith
7M106	Burned out by the binary: Gender non-binary employees' experiences with emotional strain	Nicholas A. Smith   Sky Corby   Kelly M. Hamilton   Mordeky C. Dullum   Larry R. Martinez
7M54	Improving the empowerment of family members in organizations for individuals with intellectual disability	Kristin Waßmuth   Vicente Martínez-Tur   Yolanda Estreder   Rita Chiesa   Carolina Moliner

7M156	From Training to Practice: A Multi-Context, Longitudinal Study on Gender Differences in Career Ambition, Aspirations, and Progression	Niamh Dawson   Mischel Luong   Sally Knox   Elise Stephenson   Michelle Ryan
7M197	The role of co-workers' team affective climate on job conflicts involving employees with disability: The hidden effects of team shared stigma against	Francisco José Sanclemente   Francisco José Medina   Nuria Gamero   María del Rocío Lopez-Cabrera

**C24 09.00-09.55****7 Minute AB Topics: Well-being**

7M150	Development and validation of the "positive organizational culture scale (POC-S)" and its relationship with work wellbeing	Antonio Ortiz-Vázquez
7M154	"Taking longer and better lunch breaks?" Effects of nudging and break activity interventions on recovery during the lunch break	Jan Sinner   Verena C. Haun
7M175	A Meta-Analytical Review on Negative and Positive Crossover at the Work-Family Interface in Couples	Rebekka Simone Steiner   Denise Messerli   Mina Westman   Andreas Hirschi   Franciska Krings   Laurenz Linus Meier
7M176	Spouse Support's and Working Mother's Wellbeing : Empirical Evidence from Indonesia	Novika Grasiawaty   Vio Annisa Putri   Entin Nurhayati
7M178	Adapting Mindfulness-Based Programmes to the Workplace: An exploratory Case Study	Anne Macdonald
7M162	How does the reaction of the audience impact the process of sexual identity disclosure at work?	Sara López Corlett   Donatella Di Marco   Alicia Arenas   Lourdes Munduate

**09.00-09.50****Poster J Meet the Author Poster Session**

P114	Associations of job demands and burnout symptoms at baseline with adherence in a web-based cognitive ergonomics intervention	Heidi Lahti   Virpi Kalakoski   Kia Gluschkoff   Piia Kauhanen   Tuula Oksanen
P115	On Being Open to Change the World: Boundary Conditions for the Relationship between Openness and Performance	Raluca Dutu   Dragos Iliescu
P116	Exploring Generational Stereotypes in the United States and China: Comparing Millennials and Bailinghou	Cody Cox   Marisol Moreno   Zecong Ma
P119	Power and emotion in multiparty systems: the mediation effect of emotion regulation strategies.	Sabina Trif   Petru Curşeu   Oana Fodor
P120	Company's Cyberexposition and the Employees' risk propensity.	Zofia Przymus   Krzysztof Przybyszewski   Karolina Małagocka
P121	Women's Careers: The influence of Resources on Resilience to achieve Subjective Success.	Alice Zenari   Rita Chiesa   Isabel Rodriguez



P122	A mixed-method investigation of workload and job satisfaction among air traffic controllers: the key roles of work-family interface and resilience	Chiara Bernuzzi   Valentina Sommovigo   Deirdre O'Shea   Ilaria Setti
P123	Development of a Framework to Examine Expectations in Human-AI-teamwork	Mira Kaut   Eleni Georganta   Claudia Peus
P124	The interplay of meaningfulness and money in momentary work performance: an experimental approach	Aleksandra Penza   Katarzyna Cantarero   Aleksandra Kosiarczyk   Ewelina Smoktunowicz   Samantha Heintzelman
P125	Older workers' decisions to stay at work: The role of self-efficacy and perceived occupational opportunities	Maaïke Schellaert   Gemma McCarthy   Deirdre O'Shea   Donald Truxillo   Eva Deros

<b>Auditorium</b> 09.10-9.50	The Future is Now	The Past and Future of Personality Assessment	Ryne Sherman   Robert Hogan
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<b>Ballroom B</b> 09.30-10.00	EAWOP Incubator	Creating and sustaining impact from Work & Organisational Psychology science	Jo Silvester
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<b>Auditorium</b> 10.00-10.55	Keynote	Subtle Yet Powerful: Gender Stereotypes as Barriers to Women's Leadership	Janine Bosak
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<b>C8 10.00-10.50</b>	Symposium S004	The HEXACO Model in Organizational Contexts: Current Applications and Future Directions	Janneke Oostrom   Djurre Holtrop
		Topics: Personality and emotions, Recruitment, assessment, and selection	
	Paper 1	Automatic Personality Assessment in Online Mock Video Job Interviews	Antonis Koutsoumpis   Janneke Oostrom   Sina Ghassemi   Djurre Holtrop   Ward van Breda   Reinout de Vries
	Paper 2	HOT and Attractive? The Hazardous Organization Tool as an Instrument to Avoid Attracting People Low in Honesty-Humility	Bo Wang   Wendy Andrews   Reinout de Vries
	Paper 3	Follower-Leader HEXACO Personality Fit and Follower Work Engagement	Kimberley Breevaart   Jan Pletzer
	Discussant	Reinout de Vries	

<b>C9 10.00-10.40</b>	Symposium S066	The future under construction	Taina Eriksson
		Topics: Personality and emotions, Technology	
	Paper 1	Technology, attitudes & changing work	Titiana Ertiö   Aino Saaristo
	Paper 2	Mobile digital tools, employee surveillance & ethical questions	Juho Vaiste
	Paper 3	Professional pride in site managers' work in construction industry amid digital transformation – A qualitative study	Anni Paalumäki   Taina Eriksson   Juho Vaiste

<b>C3 10.00-10.50</b>	Symposium S119	From Acronym to Action: Advancements in DEI Measurement and Methods	Rebecca Harmata
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	Topics: Diversity and inclusion, Research methods	
Paper 1	The Development and Use of DEI Elevated	Caroline Deal   Cassidy Jordan
Paper 2	Developing a Microaggressions at Work Scale: An Identity Agnostic Approach	Rebecca Harmata   Arturia Melson-Silimon   Jorge Lumbreras   Hannah Marriaga
Paper 3	A Measure of Equity in the Workplace (MEW): Scale Development and Validation	Jennifer Feitosa   Nishka Khoobchandani   Alicia Davis
Paper 4	Measuring Prejudice: The Development and Validation of the East Asian American Situational Judgment Test	Emily Kim

<b>10.00-10.50</b>	<b>Poster K</b>	<b>Meet the Author Poster Session</b>	
	P126	Personality characteristics of MBA students as future managers	Márta Juhász   Heléna Krén
	P128	South African Organisations on the Couch. Exploring unconscious dynamics in organisations. A post pandemic view.	Louise Tonelli   Frans Cilliers   Calum McComb   Michelle S May
	P130	How to support the realization of sustainability preferences in self-service online investments? – An integrative literature review on digital nudges	Jan-Philip Schumacher   Tammo Straatmann   Fabia Hettler   Britta Hülsmann
	P131	Towards an integrative approach to work-life flow and wellbeing: a systematic review of stable and dynamic influencing factors	Rita Berger   Ivet Grau   Leonor Pais   Paolo Nogueira ramos   Nuno Rebelo dos Santos   Florian Scheibein   John Wells   Jan Philipp Czakert
	P132	How parents' subjective economic situation affects their environmental uncertainty perceptions across Slovakia, Germany and Great Britain	Jaroslava Babjáková   Peter Babinčák   Emily Kleszewski   Christina Pranjic   Andre Baumann   Kathleen Otto
	P133	"I like you, AI, but I don't want to work with you!" - A closer examination of the effect of AI-assisted feedback on work engagement	Regina Rockinger   Grünwald Klara   Julia Fischer   Julius Wolff   Eva Lermer   Peter Fischer   Matthias Hudecek
	P136	Be mindful=be able to handle critical incidents: A mixed-method study among Italian air traffic controllers	Chiara Bernuzzi   Valentina Sommovigo   Deirdre O'Shea   Ilaria Setti
	P138	Untying attachment and commitment relationships in dual study programmes – A longitudinal investigation	Jutta Bloem   Tammo Straatmann   Anna Engel
	P139	Predictors and outcomes of Decent Work among non-European migrants	Maha Yomn Sbaa

<b>Ballroom A</b> <b>10.05-11.00</b>	<b>AOP</b> <b>Interactive</b>	Ethical, relevant and rigorous research 6 years after - Implementation of the Memorandum of Understanding (EJWOP, 2017) in the WOP community	Gudela Grote   M. Gloria González-Morales
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<b>C16</b> <b>10.05-10.50</b>	<b>Demonstration D4</b>	The Digital Applications of an Inclusive Big Five Psychometric in a Developmental Context – An Interactive and Fun Experience	Jonathan Cannon   Stewart Desson
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Topics: Personality and emotions,  
Technology

<b>C20 10.05-11.00</b>	Oral Session OP_12	Topics: Careers and the labour market, Well-being	
	OP110	Employability as an antecedent of eudaimonic well-being at work: the mediating role of job meaningfulness	Marija Davcheva   Pascale Le Blanc   Vicente González-Romá   Ana Hernández   Inés Tomás
	OP199	Well-being and job search during unemployment	George Michaelides   Zografia Bika
	OP240	Does economic skills obsolescence increase older workers' absenteeism?	Angela Messioui   Jos Sanders

<b>C12 10.05-11.00</b>	Oral Session OP_115	Topics: Personality and emotions, Technology	
	OP657	Conflict at work: A survey	John Hackston
	OP582	The moderating role of age and seniority on nurses' emotional dissonance and perceived health	Francesco Pace   Naomi Alexia Randazzo   Giulia Sciotto   Francesca Sinatra
	OP341	Detecting Faking On Personality Inventories Using Machine Learning Algorithms	David Buitenweg   Nadine Janssen   Dirk H. M. Pelt   Janneke K. Oostrom   Marise Ph. Born
OP379	The relationships of cobot operators' core self-evaluations and PsyCap with human-cobot interaction fluency. The role of emotional wellbeing	Mateusz Paliga	

<b>C18 10.05-11.00</b>	Oral Session OP_119	Topics: Recruitment, assessment, and selection	
	OP33	Applicants' reactions to traditional and digital interviewing and the impact of inappropriate questions	Evdokia Tsoni   Ioannis Nikolaou
	OP154	Investigating Language and Demographic Differences in the Conditional Reasoning Test for Workplace Psychopathy (CRT-WP) with Military Applicants	Ryan Cook   Nicolas Roulin   Wendy Darr
	OP441	Cross-cultural validation and measurement invariance of the Short Grit scale (Grit-S): initial results	Fatima Abu Hamam   Andrea Ceschi   Riccardo Sartori
OP457	No Profile, No Job? Investigating the Role of Missing Information and Recruiter Perceptions in Cybervetting	Franz W. Mönke   Amelie S. Bürger   Philipp Schäpers	

<b>C21 10.05-11.00</b>	Oral Session OP_122	Topics: Research methods, Well-being	
	OP42	Impose or facilitate? A multi-study examination of an individual-environment model of positive thinking at work	Shafag Garayeva   George Michaelides   Almuth McDowall
	OP566	The good, the bad and the... so what? A review of the "double-edge sword effect" in organizational research	Michael Clinton   Jaqueline García Cordero

OP730	Diagnostic Sensitivity and Specificity of a Burnout Hetero-Assessment Instrument Using Bayesian Latent Class Analysis	Yara Shoman   Irina Guseva Canu   Sonja Hartnack Wilhelm
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**C22 10.05-11.00**

Oral Session OP_123	Topics: Research methods, Diversity and inclusion, Recruitment, assessment, and selection
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OP23	Can We Measure the Unconscious Discrimination By Using Eye Movements?	Samet Çelik   Malik Volkan Türker
OP808	Cross Cultural Differences in Net Promoter Score Feedback on Online Assessment Candidate Experience	Fabian Jendroska   Yuyun Huang   Shloka Goyal   Nino Sziedell   Mert Kurtuttan   Maximilian Jansen
OP577	On the Current Implementation of Open Science Practices in Industrial and Organizational Psychology and Management	Ann-Kathrin Torka   Jens Mazei   Frank Bosco   Jose Cortina   Martin Götz   Sven Kepes   Ernest O'Boyle   JoachimHüffmeier
OP124	Could a psychometric test be a self-confrontation tool?	Giuseppe Scavo   Marc-Éric Bobillier Chaumon   Jean-Luc Tomás   Jean-François Robin

**C23 10.05-11.00**

Oral Session OP_129	Topics: Stress and dysfunction, Well-being
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OP41	Effects of vigor at work between job stress and mental health: Is physical activity always beneficial?	Daniel Cortés-Denia   Sandrine Isoard-Gautheur   Esther Lopez-Zafra   Manuel Pulido-Martos
OP63	Towards promoting detachment: insights from a four-arm randomized control trial	Dorota Reis   Alexander Hart   Kai Krautter   Dirk Lehr   Malte Friese
OP140	The Role of Working Conditions in the Emergence of Technostress Among Legal Professionals	Audrée Bethsa Camille   Nathalie Cadieux   Pierre-Luc Fournier

**C24 10.05-11.00**

7 Minute B	Topics: Personality and emotions, Well-being
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7M12	Shut Up and Rot Inside? Through Anger Expression Toward Goal Attainment and Well-Being	Robin Umbra   Ulrike Fasbender
7M40	Peer Influence on Depression – Co-brooding as Underlying Interaction Mechanism in Social Networks	Sophie-Theres Loose   Maarten van Zalk
7M70	Personal Resources and Digital Work	Julia Kaesmayr
7M76	Character strengths and well-being of earning female online influencers	Małgorzata Styśko-Kunkowska   Natalia Sochacka
7M169	Behavioral signatures in multiple speed assessment	Theresa Leyens   Christoph N. Herde   Filip Lievens   Joeri Hofmans
7M193	Workplace Arrogance, Need for Power, and Counterproductive Work Behaviors among Corporate Managers: The Mediating Role of Humility	Muhammad Zohaib Khan

7M195	Fake it Till You Make it? – Not for the Emotionally Intelligent. Nurses' Emotional Intelligence, Surface Acting and Occupational Well-being	Diana Kusik   Kłosowska Joanna   Magdalena Śmieja   Aleksandra Tokarz
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**C7 10.05-11.00**

7 Minute Y	Topics: Leadership	
7M121	Negativity bias in evaluating the powerful but not the powerless	Josephine Andresen   Ana Guinote
7M27	Successful Leadership in Top-Level Positions in Fire Services: A Competence Model	Mira von der Linde   Sarah Weber   Stefan Röseler   Greta Ueltzen   Guido Hertel   T.Thielsch
7M61	Social baseline theory and the leader-follower relationship. Investigating the principle of load sharing	Per-Magnus Thompson   Christian Winther Farstad
7M67	The Interaction between S.A.F.E.R. Leadership and Safety Management Systems	Rebecca Cairns   Kevin Kelloway
7M82	Does distributed leadership deliver on its promise? A moderated mediation model of innovative work performance and job satisfaction	Mihai Tucaliuc
7M84	Who wants to lead: Relationships between the five-factor model of personality traits, lower-level facets, and Motivation to Lead	Christian Winther Farstad   Per-Magnus Thompson

**Ballroom B  
10.10-11.10**

EAWOP Incubator Symposium	From precarious work to sustainable livelihoods via decent work conditions?	Stuart Carr
Paper 1	Humanitarian work: policy and praxis	Ishbel McWha-Hermann   Rosalind Searle
Paper 2	The living wage in South Africa	Ines Meyer   Jonathan Molefe
Paper 3	Defining work-related precariousness and how to measure it to secure health and wellbeing	Christian Seubert   Lisa Seubert
Paper 4	Redressing underemployment as a form of precarious work	Donald Truxillo   Deirdre O'Shea

**C2 10.10-11.10**

Panel PA5	AI-based Assessments: Should we embrace the technology?	Claudia Nuttgens   Alan Redman   Nathan Mondragon   Patrick Lockhart
	Topics: Recruitment, assessment, and selection, Technology	

**C10 10.10-11.10**

Symposium S107	Predicting trajectories of adaptation at work	Cornelia Niessen   Sandra Ohly
	Topics: Work patterns and conditions	
Paper 1	Self-efficacy, task performance, and adaptive transfer	Jonas W. B. Lang   Alex de Voogt   Jon Hendricks   Zen Goh   Sascha Herr   Paul Bliese
Paper 2	Adopting Information Systems at Work: A Longitudinal Examination of Trust Dynamics and Outcomes	Lea S. Mueller   Guido Hertel

Paper 3	Can you get used to electronic performance monitoring at work? A longitudinal study	Cornelia Niessen   Mauren Wolff
Paper 4	Adaptivity and situational characteristics	Sandra Ohly   Shaul Oreg   Laura Klein   Marcel Kern
Discussant	Maria Vakola	

**C1 10.10-11.00**

<b>Symposium S113</b>	<b>(Chronic) illness at work: Insights into organizational health-diversity</b>	<b>Alexandra Cook   Alexander Zill</b>
	Topics: Diversity and inclusion, Well-being	
Paper 1	Healthy or ill? How a leader's health condition affects leadership behavior	Tobias Struck   Michael Knoll   Hannes Zacher
Paper 2	Enough energy to craft? Investigating job crafting amongst employees with chronic health conditions	Alexandra Sasha Cook
Paper 3	Organizational interventions for employees with chronic illnesses and their impact on work-related burnout	Alexander Zill
Discussant	Maarten van Bezouw	

**Ballroom C  
10.15-12.15**

<b>Science &amp; practice work together</b>	<b>Have practitioners gone wild? Goal setting and feedback interventions in practice</b>	<b>Colin Roth   Roman Soucek</b>
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**C9 10.50-11.30**

<b>Symposium S030</b>	<b>The future is (almost) now: Changing the world of analysing time in occupational health psychology research (Part 1)</b>	<b>Christian Dormann</b>
	Topics: Research methods, Stress and dysfunction	
Paper 1	Introduction to the Symposium Part I	Christian Dormann
Paper 2	The competing effect of within-person vs between-person of three types of job stressors on burnout	Nurhema binti Che Mat
Paper 3	Longitudinal moderation effects of personality on reciprocal relations between burnout and illegitimate tasks	Annika Müller

**C3 11.00-11.50**

<b>Symposium S035</b>	<b>Current directions in Australian work wellbeing intervention research: Examples, opportunities, and recommendations</b>	<b>Paula Brough</b>
	Topics: Stress and dysfunction, Well-being	
Paper 1	Optimising occupational wellbeing: Workers, leaders, and culture	Paula Brough
Paper 2	Changing the underlying conditions relevant to workplace bullying through organisational redesign	Michelle Tuckey   Alice Rose   Annabelle Neall   Yiqiong Li
Paper 3	The Impact of Workplace Factors on Employee Resilience in Mining	Rebecca Mitchell   Jane Maley   Brendan Boyle   Raymond Trau

Paper 4	Rethinking workplace stress with what we already know: Considerations for wellbeing interventions from a practitioner's perspective.	Wendy Muller
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**11.00-11.50****Poster L****Meet the Author Poster Session**

P140	The Effects of Problems with Leader on Follower's Health: A Latent Growth Modelling Approach	Sandra Costa
P141	Not too few, not too many – A validation of the situational judgment test measuring five key leadership competencies	Antun Palanović   Maja Parmač Kovačić   Zvonimir Galić   Nikola Erceg   Mitja Ružojčić
P142	Applicant reactions to selection methods in Romania: Fairness of the artificial intelligence-based interviews compared to other selection methods	Claudia Lenuța Rus   Elena Cristina Manole   Sabina Ramona Trif
P144	Psychological Capital and Creativity in the Workplace: Gaming habits as an antecedent	Maxence Mercier   Todd Lubart
P145	How much psychology can you find in cybersecurity research? A scientometric analysis of the field	Nida ul Habib Bajwa   Stefan Kenst   Cornelius J. König
P146	Beyond transformation to transmogrification	Louise Tonelli   Michelle S May
P147	Competencies as Predictors of Learning Agility: A Study on a Brazilian Multinational	Luiz Victorino   Débora Giacomet   Ligia Abreu
P148	Stories Behind Items: How Employees in Serbia Understand Burnout Assessment Tool	Milica Vukelic   Ivana B. Petrovic   Svetlana Cizmic
P149	The Dilemma of Early Careers Recruitment: Do We Know Our Applicants Enough To Attract & Develop Them?	Eddie Cheng You
P151	A qualitative investigation of teleworking during Covid-19 times through the lenses of supervisors and subordinates	Lucia Ratiu   Loredana Mihalca   Sabina Trif   Tudor Irimias   Daniel Metz
P230	The Functional Resonance Analysis Method (FRAM): An approach to complex socio-technical systems	Marc Wiesener   Thomas Mühlbradt

**Auditorium  
11.05-12.05**

Invited Symposium 3	Risks, barriers and challenges in the emergence of female leadership	Janine Bosak   Marianne Schmid Mast   Mary Kinahan
Paper 1	How sexist encounters impact women's leadership aspirations: the pernicious effects of benevolent sexism	Nana Ofosu   Clara Kulich   Soledad de Lemus   Fabio Lorenzi-Cioldi
Paper 2	The Role of Gender and Risk Perception in Informal Leadership Emergence	Siobhan Ayres   Janine Bosak   Clara Kulich   Stephanie Keenan
Paper 3	Gendered Language in Entrepreneurial Pitching	Anely Bekbergenova   Marianne Schmid Mast
Paper 4	Getting ahead versus getting along: Investigating how gender stereotypes are contributing to gender inequality in HEIs	Audrey Giles   Mary Kinahan   Deirdre O'Shea   Lisa van der Werff

Paper 5	Evaluations of a Glass Cliff appointment: An exploration using Élisabeth Borne's appointment as Prime Minister	Ruri Takizawa   Cristina Aelenei   Vincenzo Iacoviello   Yvette Assilaméhou-Kunz   Clara Kulich
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**C16 11.05-12.00****Oral Session  
OP\_134****Topics: Stress and dysfunction, Well-being**

OP418	Revenge bedtime procrastination: Using text mining approach to explore why people choose to delay their bedtime	Nanxi Yan   Anne-Kathrin Kleine
OP433	Regulatory emotional self-efficacy and work self-efficacy as protective factors of stressful challenges	Lorenzo Filosa   Valentina Rosa   Valentina Sommovigo   Guido Alessandri
OP438	Shifting from on-site to hybrid working: Testing the JD-R Model and SDT on job satisfaction, work engagement, and burnout of hybrid workers	Luuk van Iperen
OP447	What psychological mechanisms can explain the link between episodic interpersonal conflict at work and diurnal cortisol patterns? A diary study .	Valentina Sommovigo   Lorenzo Filosa   Valentina Rosa   Guido Alessandri

**Ballroom A  
11.10-12.10****AOP  
Symposium****Gender Equality in the Workplace**

Kristina Potočnik | Belinda Steffan | Dana Unger | Julie Jebsen | Carol Linehan

Paper 1	How menopause affects women at work	Belinda Steffan
Paper 2	Impact of watching gender stereotypical TV show	Dana Unger
Paper 3	The importance of role models, mentors, and sponsors for the retention and career progression of women in STEM	Julie Jebsen
Paper 4	The challenges and opportunities of embedding a gender perspective in a large research project.	Carol Linehan

**C1 11.10-12.10****Symposium  
S037****Novel perspectives on interventions to increase workers' well-being and performance during times of change**

Renée Boesten

	Topics: Training and development, Well-being	
Paper 1	The Crafting Playbook: a playful way to more balance and meaning at work	Gregor Jenny   Philipp Kerksieck   Georg Bauer
Paper 2	The development and validation of an electronic micro-intervention for enhancing playful work design	Lorenz Verelst   Rein De Cooman   Marijke Verbruggen   Marianne van Woerkom
Paper 3	Resilient entrepreneurship: An online intervention study	Renée Boesten   Keri Pekaar   Pascale Le Blanc   Evangelia Demerouti
Paper 4	Start your day right: Fostering day-specific proactivity, work engagement, and self-efficacy through a training aimed at psychological reattachment	Ricarda Schlepner   Jana Kühnel



Paper 5	Temptation Island – A multi-source cluster-randomized controlled trial on the effects and mechanisms of an Unlimited Paid Time Off Policy	Jessica de Bloom   Jana Kühnel   Tim Vahle-Hinz   Christine Syrek
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<b>C8 11.10-12.00</b>	<b>Symposium S105</b>	<b>Faking in assessments of personality and competencies: Current advances in prevention and correction methods</b>	<b>Gerianne de Klerk - van Someren</b>
		Topics: Personality and emotions, Work patterns and conditions	
Paper 1	An experimental study investigating the influence of forced-choice block designs on the nature of response behaviour.	Miriam Fuechtenhans	
Paper 2	The Trifactor Change Model: Instructed Faking on a Maladaptive Trait Measure	Nigel Guenole   Anna Brown	
Paper 3	The development of a comprehensive leadership assessment using a novel response format to reduce faking.	Lakshmi Chandrasekaran   Anna Brown   Gerianne De Klerk	
Paper 4	Normative and Ipsatised Measurement of the Great Eight Factors	Rainer Kurz	

<b>C12 11.10-12.05</b>	<b>Oral Session OP_133</b>	<b>Topics: Stress and dysfunction, Well-being</b>	
OP397	Explaining teachers' life satisfaction through experienced compassion at work. The mediating role of collective school performance and burnout	Martina Pansini   Ilaria Buonomo   Paula Benevene	
OP404	The impact of the COVID-19 pandemic on the prevalence of physicians' burnout, depression, and sickness absence	Emma Brulin   Bodil J. Landstad   Kerstin Ekberg   Alexander Wilczek   Anna Nyberg   Ulrik Lidwall	
OP412	The impact of burnout symptoms on coping and appraisal of acute stressors: An event-based approach among Dutch riot police trainees	Liselotte Eikenhout   Inge Hulshof   Roos Delahaij   Wim Kamphuis   Joris Van Ruysseveldt	
OP416	Do university students and employees face comparable demands and resources? Comparing data using the ReA employees and student edition	Britta Wittner   Simone Kauffeld   Eva-Maria Schulte	

<b>C18 11.10-12.05</b>	<b>Oral Session OP_136</b>	<b>Topics: Stress and dysfunction, Well-being</b>	
OP615	Stress and Perceived Health: The Effects of Psychosocial Conditions in Hotel Housekeepers	Maria Esther García-Buades   Montañez-Juan Maribel   Ortiz-Bonnin Silvia   Blahopoulou Joanna	
OP623	An Exploration of Job Demands and Personal Resources of Teachers from Under-Resourced Contexts in Relation to their Burnout and Engagement Levels.	Anja Philipp	
OP625	Empathy as a threat to police officers' health? - Phenomenon, boundary condition and protective resources	Nicolai Johannes Kleineidam   Andrea Fischbach	

OP664 Contextualising lawyers' wellbeing: a synthesis review and integrative theoretical approach  
Lucinda Soon | Almuth McDowall | Kevin Teoh

**C20 11.10-12.05**

Oral Session  
OP\_139

Topics: Stress and dysfunction, Well-being

OP781 Smart working, job demands/resources, and cortisol to DHEA(S) ratio: A longitudinal investigation during the COVID-19 pandemic  
Alessandra Falco | Laura Dal Corso | Elvira Arcucci | Isabella Pividori | Tanja Peric | Damiano Girardi

OP787 The Overlap between Occupational Burnout and Major Depressive Disorders in the Colaus|PsyColaus Cohort  
Yara Shoman | Setareh Ranjbar | Marie-Pierre F. Strippoli | Roland von Känel | Martin Preisig

OP789 Organisational correlatation of workplace bullying in Hungary  
Gyöngyvér Csapó | Andrea Czibor

OP803 Coactive Coping Inventory (EAC): Development and validation for the Chilean population.  
Javier Barria

**C21 11.10-12.05**

Oral Session  
OP\_142

Topics: Safety at work, Stress and dysfunction

OP589 Addressing negative acts and bullying at work – and uphill battle? Results from an intervention study in two industrial workplaces.  
Eva Gemzøe Mikkelsen | Amanda Risbæk Hovman | Annette Meng | Jesper Kristiansen

OP704 See Something, Say Something: A Meta-Analytic Examination of Safety Voice  
Erin Newkirk | Archana Tedone | Jessica Mesmer-Magnus

OP356 Workplace bullying in a group context: Are victim reports of working conditions representative for others at the workplace?  
Michael Rosander | Morten Birkeland Nielsen

**C22 11.10-12.05**

Oral Session  
OP\_143

Topics: Technology, Training and development

OP259 Chatbot-supported coaching in organizations: A field study  
Gil Bozer | Silja Kotte | Raija Salomaa

OP630 Online, Offline, or Both? Does Coaching Format Matter for Side Effects in Business Coaching?  
Natalie Michalik

OP661 Using VR-Avatar Videos to support Business Process Understanding and Learning  
Sarah Depenbusch | Niclas Schaper | Jan-Philip Schumacher

OP672 Motivation of Employees in the Context of Digital Transformation  
Keep your chin up: Investigating the benefits of Augmented Reality to support measurement-related tasks  
Valeria Orso | Leonardo Miglioranzi | Patrik Pluchino | Luciano Gamberini

**C23 11.10-12.05**

Oral Session  
OP\_147

Topics: Training and development

OP224 Supporting proactive coping in adaptation to work using an evidence-based psychological onboarding training.  
Katarzyna Ślebarska | Dominik Adamek

OP513	Supporting New Moms at Work: Knowledge-Based Training Improves Attitudes Towards Inclusive Workplaces	Cody Cox   Ahry Green
OP491	Under what circumstances does leadership training work?	Anders Pousette   Martin Grill
OP755	Examining Informal Learning during crises: the case of UK healthcare practitioners	Margarita Nyfoudi

<b>C24 11.10-12.05</b>	7 Minute E	Topics: Well-being, Work patterns and conditions, Engagement and motivation
7M111	PhDepression: understanding dynamics that make or break mental health in doctoral researchers	Hannah Schade
7M56	Love it or hate it: Antecedents and dynamics of employees' preference for remote work during the Covid-19 pandemic	Svenja Schumacher   Jonas Brueggemann   Thea Nieland   Janna Ronnenberg   Karsten Mueller
7M63	Reaction to Covid-19-induced remote work in German public administrations: Challenges, chances, and the role of person-environment fit	Jonas Brueggemann   Svenja K. Schumacher   Thea Nieland   Nicolas Mueller   Kim Terkuhlen   Karsten Mueller
7M137	Understanding The Great Resignation: Who Quits and Why?	Ann Sophie Lauterbach
7M131	Organizational Well-being: Creating a healthy work environment where employees develop their full potential.	Paulina Robalino   Florencia Martinez   Daniela Amiras
7M144	Uncovering a relationship between demanding organizational conditions and work addiction: the mediating role of work motivation	Modesta Morkevičiūtė   Aukse Endriulaitienė
7M167	Testing the relationship between Decent Work, Life Satisfaction and Stress in Portuguese Social Economy Organizations	Carolina Silva   Tania Ferraro   Leonor Pais   Luiza Motta

<b>Ballroom B 11.20-11.50</b>	EAWOP Incubator Panel 1	Threats and securities	Roberta Fida   Michael Knoll   Karen Niven   Ivana Vranjes
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<b>C2 11.20-12.20</b>	Panel PA6	Workplace assessment cannot be regulated so test publishers will continue to decide what makes a good test and who can use it	Nigel Evans   Helen Farrell   John Hackston   Ian Florance   Dragos Illescu
		Topics: Professional affairs, Recruitment, assessment, and selection	

<b>C10 11.20-12.20</b>	Symposium S010	New working environments	Irmgard Mausz   Sandra J. Diller
	Paper 1	Topics: Work patterns and conditions The Influence of Working From Home in 2021 on Organisational Measures and the Power of Mindfulness	Magdalena Weber   Sandra J. Diller   Andrea Kübler
	Paper 2	The Emergence of Transactive Memory Systems in Coworking Spaces	Jonah Weißwange   Simon Hensellek

Paper 3	The Affective, Behavioral, and Cognitive Outcomes of Agile Project Management: A Systematic Review and Preliminary Meta-Analysis	Ivana Drazic   Jan Koch   Carsten C. Schermuly
Paper 4	The Effect of Explainable Artificial Intelligence on People's Decision-Making in an HR Task	Julia Cecil   Matthias Hudecek   Eva Lermer   Susanne Gaube
Paper 5	The Implementation of AI-Enabled Medical Support Systems: A Systematic Review and Meta-Analysis Based on the Universal Theory of Acceptance and Use of	Anne Kleine   Eva Lermer   Susanne Gaube

C6 11.20-12.20	Symposium S060	Job Insecurity – symposium 3. How do subjective and objective insecurity associate with health, proactive work behaviour and career-related outcomes?	Claudia Bernhard-Oettel   Magnus Sverke
		Topics: Careers and the labour market, Work patterns and conditions	
	Paper 1	Who is secure in the long run? On trajectories of labor market attachment, their socio-demographic predictors, and consequences for mental well-being	Katharina Klug   Sonja Drobníč
	Paper 2	(Re)Starting a career: Job and career insecurity and their importance for well-being in older vs. young temporary agency workers in Sweden	Claudia Bernhard-Oettel   Franziska Müller
	Paper 3	The role of social safety net in job insecurity reactions: a multi-country and longitudinal test of reciprocal and moderating relationships	Anahí Van Hoote gem   Katharina Näswall   Eva Selenko   Mindy Shoss   Hans De Witte
	Paper 4	Within-person fluctuations of job insecurity and proactive work behaviours: A diary study	Katharina Näswall   Anahí Van Hoote gem
Paper 5	Moving on up now? A meta-analysis of the associations between job insecurity and career, learning, employability, and mobility outcomes	Magnus Sverke   Jacobus Pienaar   Anne Richter   Johnny Hellgren   Katharina Näswall   Lena Låstad	

C9 11.40-12.30	Symposium S031	The future is (almost) now: Changing the world of analysing time in occupational health psychology research (Part II)	Christian Dormann
		Topics: Research methods, Well-being	
	Paper 1	Psychosocial safety climate and workplace creativity: A continuous-time modelling approach	May Loh
Paper 2	Challenging Unidirectionality. A Continuous Time Meta-Analysis of Short-Term Reciprocal Effects of Relational Resources and Negative Affect.	Wiebke Plueckhahn	

Paper 3	Traits Out – Stress Gone? A Random Intercept Continuous Time Meta-Analysis (RI-CoTiMA) of Workload-Burnout Relations	RI- Christian Dormann
Discussant	Laurenz Meier	

<b>Ballroom B</b> 12.00-12.30	EAWOP Incubator Panel 2	Improving migration and Refugee integration	Rosalind Searle   Ute-Christine Klehe   Katja Wehrle   Jelena Zikic
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<b>C3 12.00-13.00</b>	Symposium S046	the future is now: how to enhance sustainable employability and leadership to match the changing world of work Topics: Engagement and motivation, Leadership	Martine Coun   Tinka van Vuuren
	Paper 1	The Dual Effect of Empowering Leadership on Adaptive Performance and Professional Isolation in Hybrid Work : Leads for Management interventions	Pascale Peters   Martine Coun   Rob Blomme   Maikel Nijmeyer
	Paper 2	Job crafting & willingness to work longer: A longitudinal intervention study	Jeroen de Jong   Hiske den Boer   Emile van Nassau   Mark Tomassen
	Paper 3	Time for Vitality: An empirical study into interventions at enhancing the amount of self-management among workers and their sustainable employability	Tinka van Vuuren   Jan-Fekke Ybema   Beatrice van der Heijden   Judith Semeijn
	Paper 4	How to stimulate employees to participate in vitality programs?	Pauline van Dorssen-Boog
	Discussant	Diana Rus	

<b>12.00-12.50</b>	Poster M	Meet the Author Poster Session	
	P237	Transferring production plant practices in times of war and increased danger to a safe location using the competence center method.	Tetiana Sverdlenko
	P231	Changing of organizational roles and functions during the war in the area of active hostilities	Petr Vlasov   Polina Tetska
	P211	Mindfulness fills in the blank spaces left by affective uncertainty uplifting adaptive behaviors	Ana Junça Silva   António Caetano
	P218	The effect of leader's transgression for the procrastination and anxiety of employee's: the role of psychological safety	Milena Gojny-Zbierowska
	P001	Fair Judgement and CV Evaluations: The Impact of a Nudging System on Cognitive Biases amongst Recruiters	Julia Lotova   Vincent Cassar
	P021	University employees' psychological wellbeing profiles in Lithuania: a person-centered approach	Aurelija Stelmokienė   Giedrė Genevičiūtė-Janonė   Kristina Kovalčikienė   Loreta Gustainienė

P034	Workplace Bullying and Turnover Intention: the Mediating Effect of Emotional Exhaustion and the Moderating Effect of Neuroticism	Sorina Naidin
P238	Stress at work on oil rigs in Poland in the perspective of 20 years of research. Time as a determinant of the dynamics of stress at work	Irena Leszczyńska
P232	Getting Workers to Engage in Organizational Citizenship Behaviors and Decrease Their Intention to Quit: A sequential mediation process model	Audrey Babic   Elodie Baijot
P233	Digital Disconnection: a grey zone between right and wrong? A qualitative study amongst mid-career employees.	Alice Verlinden   Lore Geldof   Elfi Baillien
P186	Supporting the Next Generation of WO Psychologists: Evaluation of the 'Emerging Occ Psychs' Initiative	Simon Toms   Nikita Mikhailov   Hardeep Virdi   David Biggs   Eloise Mason   Simon Gander

C8 12.10-13.10	Symposium S024	Asynchronous Video Interviews: Applicant reactions, performance and validity Topics: Recruitment, assessment, and selection, Technology	Ottilie Tilston
	Paper 1	Effect of face-to-face and asynchronous video interviews on applicant responses to past-behaviour questions, interview performance and job performance	Elisabeth Germanier   Koralie Tchango Orji   Adrian Bangerter   Philip N. Garner   Mutian He   Laetitia A. Renier   Marianne Schmid Mast
	Paper 2	Improving Asynchronous Video Interview experiences through autonomy-supportive design: Choose your question sequence	Patrick D. Dunlop   Hayley I. Moore   Djurre Holtrop   Marylène Gagné
	Paper 3	Improving applicant reactions to AVIs: The role of AVI design features and applicant demographics	Ottilie Tilston   Franciska Krings   Nicolas Roulin   Joshua S. Bourdage   Nino Sziedell
	Paper 4	Does applicant suitability affect applicant reactions to automated systems in personnel selection?	Markus Langer   Cornelius J. König   Markus Kramp
	Paper 5	We're/It's Watching – You've Been Warned! The Effects of Evaluator Type and Warnings on Asynchronous Video Interview Outcomes	Joshua S. Bourdage   Eden-Rayé Lukacik

C16 12.10-13.05	Oral Session OP_17	Topics: Careers and the labour market, Engagement and motivation	
	OP806	Do HR Practices for Aging Workforce Improve Work Motivation among Older Workers Experiencing Career Plateaus?	Norihiko Takeuchi   Yuhee Jung
	OP551	The moderating role of team psychological safety climate in the relationships between career ambition, job- and career crafting and thriving.	Elias Janssen   Beatrice van der Heijden   Jeroen de Jong   Mieke Audenaert

OP156	Suppress to Get Along: A Lifespan Account of Social Motives for Suppression	Elissa El Khawli   Anita Keller   Susan Reh   Susanne Scheibe
OP783	You Keep Me Searching: An Exploration of Career Shock Event Types and Event Features Using Text Mining Techniques	Stefan Mol   Vladimer Kobayashi   Scott Seibert   Jos Akkermans

<b>Auditorium</b> 12.15-12.55	The Future is Now	Headaches (and their remedies) in pursuit of best practice test development for a new multi-scale measure of leader wellbeing. Audrey McGibbon
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<b>C22</b> 12.15-13.10	Oral Session OP_20	Topics: Careers and the labour market,
OP91	"I am a refugee, but...": Career Experiences of Afghan Ex-Elites in the United States	Melika Shirmohammadi   Wee Chan Au   Mina Beigi   Ali Reza Sawar
OP106	The interplay between protean and boundaryless career orientations: a person-centred approach	Ricardo Rodrigues   David Guest   Teresa Oliveira
OP112	Crafting Jobs and Careers: A Cross-lagged Analysis on the Moderating Role of Career Adaptability	Alessandro Lo Presti   Yasir Mansoor Kundi   Hira Khan
OP153	Understanding the next talent wave: Career expectations of graduates in turbulent times	Valérie Legrand   Dirk Buyens   Koen Dewettinck   Sarah Quataert

<b>C18</b> 12.15-13.10	Oral Session OP_25	Topics: Communication and relationships, Engagement and motivation
OP5	Calibrating Internal Communication Maturity within Organizations as an Auditing Index	Muath Jaafari   Rizwana Amin   Amir Latif
OP80	Sustainability-oriented target groups and the effect of the locus of control on their word-of-mouth communication	Martin Pittner   Gerald Kolar
OP129	Never Too Much? The Curvilinear Relationship Between Employees' Humor and Customers' Enjoyable Interaction: Moderating Role of Service Climate	Quarat-ul-ain Talpur   Ghulam Murtaza   Rahman Khan
OP130	A cross-cultural comparison of the Psychological Capital impact on employee's engagement and performance : A Systematic Literature Review	Alessandro De Toma

<b>C23</b> 12.15-13.10	Oral Session OP_55	Topics: Diversity and inclusion, Well-being
OP97	Mental illness and substance abuse (non-) disclosure to a supervisor: A cross-sectional study on beliefs, attitudes and needs of military personnel.	Rebecca Bogaers   Evelien Brouwers   Jaap van Weeghel   Elbert Geuze   Fenna Leijten   Dike van de Mheen   Neil Greenberg   Andrea Rozema
OP120	Trends in the Study of Paternity Leave: a State of the Art using a Systematic Literature Review	Jon Pizarro   Leire Gartzia

OP168	Workplace Ostracism: The case of the Sultanate of Oman	Nidaa Al-Barwani   Samuel Farley   Desmond Leach
OP99	Workplace mental health disclosure, sustainable employability, and wellbeing at work: a cross-sectional study among military personnel.	Rebecca Bogaers   Evelien Brouwers   Jaap van Weeghel   Elbert Geuze   Andrea Rozema   Fenna Leijten   Dike van de Mheen   Nicolas Rüsçh

<b>C12 12.15-13.10</b>	<b>Oral Session OP_160</b>	<b>Topics: Technology, Work patterns and conditions</b>
OP557	Telepresence robot to promote communication between residents and relatives in a nursing home	Hartmut Schulze   Alexandra Tanner   Kamalatharsi Mutuura   Andreas Urech   Michelle Rüegg
OP635	A simulation tool for prospective work analysis and work design	Rüdiger von der Weth   Tobias Jakubowitz   Sabine Oeste   Rinat Safouline
OP522	Context matters: Varying preferences for decision-support levels by artificial intelligence in personnel planning	Thomas Schilling   Rebecca Müller   Thomas Ellwart
OP618	Sustainable employability, technology acceptance and task performance in Italian workers collaborating with robots: a pilot study	Massimo Miglioretti   Eleonora Picco   Pascale Le Blanc

<b>C20 12.15-13.10</b>	<b>Oral Session OP_174</b>	<b>Topics: Leadership, Training and development, Safety at work</b>
OP109	Can board games improve our change management competencies? Results from an organizational leadership training intervention	Johan Simonsen Abildgaard   Esben langager Olsen   Karina Nielsen
OP679	Imbalanced Sex Ratio and the Preference for a Strong Leader: An Evolutionary Threat Management Perspective	Xiaotian Sheng   Mark van Vugt   Wendy Andrews
OP794	When follower performance violates leader performance expectations: Evidence for a causal mechanism of destructive leadership	Monika Thiel   Daniel May   Rudolf Kerschreiter
OP407	Online training on psychosocial risk assessment as primary prevention approach	Lisa Auweiler   Vera Lemmens   Ute Hülsheger   Jessica Lang

<b>C21 12.15-13.10</b>	<b>Oral Session OP_175</b>	<b>Topics: Research methods, Creativity, innovation and risk-taking, Technology, Social and political</b>
OP246	Humans as creativity gatekeepers: Why and when are human evaluators biased against AI creativity?	Federico Magni   Jiyoung Park   Melody Manchi Chao
OP53	I Choo-Choo-Choose You: A Hands-On Introduction to Automated Item-Selection in Scale Construction	Timo Lorenz   Martin Schultze



OP812	www.mymigration.academy research dashboard with instant feedback to respondents as a tool which unlocks human potential	Agata Jastrzębowska
OP811	Motivated Trust in AI: An Integrative Model Considering Multiple Stakeholder Views in HRM	Guido Hertel   Sandra L. Fisher   Jenna A. Van Fossen

**C24 12.15-13.10**

7 Minute F	Topics: Diversity and inclusion, Training and development	
7M108	Investigating the effectiveness of traditional vs novel diversity training in the workplace: A systematic review	Keisha York
7M35	Signalling diversity and inclusion: How do organisations with high commitment to gender diversity and inclusion signal it in their job adverts?	Victoria Maxfield
7M80	How do career resource levels differ by men and women, and how do they differentially predict career success? A systematic review.	Wika Malkowska   Vicki Elsey   Laura Longstaff   John Arnold
7M88	Intentions to stay: Examining expatriate adjustment in a host country according to time-dependent factors and cultural distance.	Anouk Jasmine Albien   Peter Hilpert
7M96	Authenticity at Work: Comparing Perceptions of People with and without a Mental Illness	Anouk Jasmine Albien   Lea Ferrari   Teresa Maria Sgaramella
7M158	Exploring the relationship between neurotypicals and those with ASC when completing Situational Judgement Tests	Gurleen Kaur   David Gamblin

**C4 12.15-13.10**

7 Minute V	Topics: Engagement and motivation, Well-being, Professional affairs	
7M06	A cross-sectional study about nurses' profiles in workplace incivility: the effect of sexism on employment	Esther Lopez-Zafra   Manuel Pulido-Martos Spain   Isabel Carmona-Cobo
7M115	The association between Executive Function and Thriving at Work	Marie-Claire O'Kane
7M123	Work Engagement as a mediator in the relationship between Social support and performance in digital services professionals	Eva Lousã
7M148	Control Versus Feedback provision: HR Attributions for monitoring, privacy violations and their relationship with Well-being, job meaning & motivation	Martin Edwards   Stacey Parker   Tyler Okimito   Frederik Anseel
7M163	Optimal Functioning in Society: A New Perspective on Flourishing	Léandre Alexis Chénard-Poirier   Robert J. Vallerand   Jérémie Verner-Filion   Nathalie Houlfort   Jacques Forest   Natalie Rinfret
7M172	Stay with us – create, test and replicate a PLS-SEM Model of turnover Intention	Janna Ehrlich

C1 12.20-13.00	Symposium S104	Examining the work-nonwork interface from special perspectives Topics: Careers and the labour market, Diversity and inclusion Single-friendly work cultures, job performance and well-being of single employees: The mediating role of recovery experiences and work-life balance	Anna M. Stertz
	Paper 1	Leaving the organization or quitting the workforce? A longitudinal study on working mothers' turnover intentions in the early family phase	Ana Šimunić   Audrey Ansay Antonio   Carolina Garraio   Maja Fartek   Kathrine Marie Jørgensen
	Paper 2	Predictors of work-family facilitation in parents of children with disabilities living in Croatia	Anna M. Stertz   Lena Müller-Frommeyer   Aida Alisic   Bettina S. Wiese
	Paper 3		Ana Šimunić   Ana Slišković   Matilda Nikolić Ivanišević   Jelena Ombla   Andrea Tokić   Marija Ljubičić   Theresa Brown   Lisa Stewart
Ballroom A 12.30-13.35	AOP Panel 2	IWOP Declaration of Identity	Barbara Kożusznik   Sharon Glazer   Annemarie Hiemstra   Alex Haslam   Vicente Martinz Tur   Donald Truxillo
Ballroom C 12.30-14.00	Science & practice work together	Better futures for young people and organizations	Angela Carter   Belgin Okay-Somerville
C2 12.30-13.15	Demonstration D1	Where's the limit? Talking about sexual harassment at work helps prevent it Topics: Communication and relationships, Diversity and inclusion	Lise Keller   Birthe Oest Larsen   Charlotte Bredal
C6 12.30-13.30	Symposium S087	Critical Work and Organizational Psychology Topics: Work patterns and conditions	Dieu Hack-Polay   Zoe Sanderson
	Paper 1	Doctors in the age of platforms: the new social mechanism of experiencing health care through screens and online consultation	Mara Gorli
	Paper 2	Peak Performance—Paradoxical Impact: When Supportive Human Resource Practices Are Too Much of a Good Thing	Christian Seubert   Severin Hornung   Thomas Höge   Jürgen Glaser   Matthias Weigl
	Paper 3	Platform Precarity and Worker Commodification-Decommodification, Meaning, Empowerment and Well-Being	Premilla D'Cruz   Ernesto Noronha
	Paper 4	Exploitation and Fantasies about Work in Information Technology Workers: A Qualitative Study	Johanna L. Degen   Francesco Tommasi   Franziska Koessler
	Paper 5	Framing systemic racism	Dieu Hack-Polay

C10 12.30-13.20	Symposium S116	Values-based HRM in times of multi emergencies Topics: Well-being, Work patterns and conditions	Nuno Rebelo dos Santos
	Paper 1	The work-life-flow of Spanish and Portuguese employees: Preferences, sleep, recovery, and influencing factors	Rita Berger   Jan Philipp Czakert   Leonor Pais   Florian Scheibein   John S. G. Wells   Nuno Rebelo dos Santos
	Paper 2	Values-based interventions: Designing and undertaking interventions in turbulent times	Susana Alves Pereira   Nuno Rebelo dos Santos   Leonor Pais
	Paper 3	The integration of Decent Work concept in HRM: a documentary analysis of United Nations Global Compact annual reports of Portuguese organizations	Anabela Magalhães   Leonor Pais   Nuno Rebelo dos Santos
	Paper 4	Work and organizational psychology and changes in the employment relationship	José Keating
C9 12.40-13.40	Symposium S124	EFPA Survey of Attitudes to Tests and Testing - findings and impact for WO psychologists Topics: Professional affairs	Nigel Evans   Dragos Illescu
	Paper 1	The Attitudes of European Psychologists Toward Tests and Testing: 2012 and 2020	Paul Jimenez
	Paper 2	Professional identity of a WO psychologist: findings based on results of the Polish edition of the European survey on tests attitudes of psychologists	Ursula Brzezinska
	Paper 3	Improving testing practices in European Work and Organizational Psychology: the case of Spain	Ana Hernandez   Paula Elosua   Francisco J Abad   José R. Fernández-Hermida   José Muñiz
	Paper 4	Using the European Model to Survey Australian Psychologists' opinions on Tests and Testing	Peter Macqueen
	Paper 5	WO Psychologists influence on UK Survey – Remaining positive despite observing bad test practice	Nigel Evans
C19/25/26 12.45-13.45	EAWOP Incubator World Café	World café - Getting involved	Stuart Carr   Ute-Christine Klehe   Jo Silvester   Roberta Fida   Ishbel McWha-Hermann   Michael Knoll
Ballroom B 12.50-13.50	Symposium S118	Workplace bullying: From risk-factor identification to research-based interventions Topics: Diversity and inclusion, Well-being Psychosocial Safety Climate, Prevalence of Workplace bullying, Isolation and Well-being During COVID-19 Pandemic	Małgorzata Gamian-Wilk
	Paper 1		Stephen Teo   Diep Nguyen   Tim Bentley

Paper 2	Vulnerability versus work environment in workplace bullying: Personality traits and organizational features as predictors or outcomes of being exposed	Małgorzata Gamian-Wilk   Premilla D’Cruz   Brita Bjorkelo   Eva Gemzøe Mikkelsen
Paper 3	A critical reflection on approaches to evaluating workplace bullying interventions: lessons learned from multiple case studies	Neill J. Thompson   Madeline Carter   Charlotte Emmerson
Paper 4	Workplace intervention against workplace bullying and harassment: A bystander approach	Kari Einarsen   Morten Birkeland Nielsen   Jørn Hetland   Olav Kjellevold Olsen   Lena Zahlquist   Eva Gemzøe Mikkelsen   Justine Koløen   Ståle Valvatne Einarsen
Paper 5	Effectiveness of Workplace Harassment Interventions: A Meta-Analysis	Alfredo Rodríguez-Muñoz   William Fernando Duran   Mirko Antino   Iván Sánchez-Iglesias

<b>Auditorium</b> 13.05-13.45	<b>The Future is Now</b>	Enhancing the sustainability of careers in disruptive times	Ans de Vos
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<b>C16</b> 13.15-14.10	<b>Oral Session</b> OP_148	Topics: Training and development, Well-being	
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OP370	Compassion at Work: Process Evaluation of an Online Intervention in a Spanish SME	Mabel San Román-Niaves   Josefina Peláez Zuberbühler   Juan José Reyes Luján   Cristián Coó Calcagni   Susana Llorens Gumbau   Marisa Salanova Soria
OP471	What makes coaching work? A longitudinal process study into the active ingredients of coaching	Lara Solms   Annelies E.M. van Vianen   Jessie Koen   Barbara Nevicka   Anne P.J. de Pagter   Matthijs de Hoog
OP490	Professionalisation of the occupational clinician: towards a competence profile	Céline Leclercq   Isabelle Hansez
OP540	Coaching for small business owners and their spouses: Exploring the diversity of actions to craft work-life balance as a success factor	Romana Dreyer   Christine Busch   Jasper Ohlig

<b>C1</b> 13.20-14.10	<b>Symposium</b> S041	Enhancing creativity: The effectiveness of creativity training and the impact of digital workplace on creativity	Ut Na Sio
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	Topics: Creativity, innovation and risk-taking, Group dynamics	
Paper 1	Do creativity training programs enhance creative thinking?	Ut Na Sio   Hugues Lortie-Forgues
Paper 2	The Impact of Online Teaching on Student Group Creativity	Dermot Breslin
Paper 3	Video-based team meeting as a technology for collaborative creativity: Is it better than text-based communications?	Jonali Baruah

Paper 4 Developing a computer-assisted real-time feedback system for enhancing group creativity Jared Kenworthy

**C8 13.20-14.20**

**Symposium S108** Post-Covid Adaptation in Work and Organizations  
Filipa Castanheira | Marisa Salanova  
Topics: Organisational design and development, Well-being

Paper 1 Rethinking Telework of Administrative Staff after COVID-19: Lessons learnt in a Spanish Public University. Esther García - Buades | Elena Sureda - Demeulemeester | Silvia Ortiz - Bonnin | Consuelo Hernández-Guerra

Paper 2 Facilitators and constraints of adoption of teleworking in Pos-Covid time Filipa Castanheira | Maria José Chambel | Vânia Carvalho | Alda Santos

Paper 3 Spanish Validation of the Technostress Creators Scale Alicia Arena | Francisco J. Sanclemente | Valeria Terán | Donatella Di Marco

Paper 4 Emotional Styles Questionnaire Validation in Spain and an Intervention Protocol Pilot Marisa Salanova | Cristián Coo | Ari Wilson Gómez.

Paper 5 Age and performance in dancing: the three-way effect of age, age-diversity and job social resources on performance Juan J. Reyes | Mirko Antino | Valeria Cruz-Ortiz | Marisa Salanova

**C12 13.20-14.15**

**Oral Session OP\_13** Topics: Careers and the labour market, Well-being

OP260 Entering and exiting self employment – how do they relate to health and well-being? Louise E. Bergman | Aleksandra Bujacz | Constanze Leineweber | Susanna Toivanen | Claudia Bernhard-Oettel

OP347 The COVID-19 Pandemic for University Students: How Resilience and Social Support Help in Dealing with a Career Shock Stephanie Meyer | Britta Wittner | Simone Kauffeld

OP359 Dutch workers' concerns towards having a coworker with mental illness: a latent class analysis Iris van Beukering

OP556 Investigating the psychometric properties of the 6-item Stanford Presenteeism Scale Vincent Cassar | Frank Bezzina | Agnieszka Zielinska | Katarzyna Tracz-Krupa

**C23 13.20-14.15**

**Oral Session OP\_21** Topics: Careers and the labour market,

OP200 Work values and turnover intentions of Gen Y early career workers: a mixed methods comparative analysis between finance and entrepreneurship graduates Rita Rueff-Lopes | Josep Sayeras | Ferran Velasco

OP201 "Should I Stay or Should I Go?" Unraveling top-tier university graduates' motivations to pursue or not pursue an international Career Rita Rueff-Lopes | Josep Sayeras | Ferran Velasco

OP202 Why can't I get out? Development of a career inaction scale. Paulien D'Huyvetter | Marijke Verbuggen

	OP230	Profiles of Career Self-Management Behaviours and Their Motivational Correlates	Francisco Wilhelm   Andreas Hirschi
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**C7 13.20-14.15**

	Oral Session OP_102	Topics: Organisational design and development, Well-being	
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	OP93	Adapting or losing it? How time pressure and emotional exhaustion relate over time	Maren Mühlenmeier   Thomas Rigotti   Tim Vahle-Hinz
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	OP145	Seeing the wood and the trees: A study to understand the office worker experience of well-being when taking their work outdoors.	Sarah Holland   Matthew Davis   Kerrie Unsworth
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	OP219	Learning and developing capability of change – enhancing (work-related) well-being	Kati Tikkamäki   Anne Mäkikangas   Pauliina Tiuraniemi
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**C18 13.20-14.15**

	Oral Session OP_151	Topics: Well-being, Work patterns and conditions	
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	OP113	The role of online platforms as sources of daily social support for gig workers' in- and extra-role performance	Vera M. Schweitzer   Wladislaw Rivkin   Fabiola H. Gerpott
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	OP115	A diary study of leader intellectual stimulation and employee growth mindset as predictors of daily strengths use and performance	Zselyke Pap   Luca Tisu   Delia Vîrgă   Laurențiu Maricuțoiu   Andrei Rusu
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	OP127	Less or More? The Curvilinear Linkage between Workplace Interruptions and Task Performance – The Moderating Role of Mindfulness	Ghulam Murtaza   Qurat-ul-ain Talpur   Rahman Khan
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	OP135	A study to determine the Antecedents of Interpersonal Trust in Hybrid Working Conditions	Marilyn Mathew   Lila Skountridaki   Kristina Potočnik
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**C20 13.20-14.15**

	Oral Session OP_152	Topics: Well-being, Work patterns and conditions, Leadership	
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	OP542	How organisational and leader support can have dual, opposing influences on absenteeism. A longitudinal, organisational-level field study	Mariella Miraglia   Thomas West   Pascale Daher
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	OP146	No work at work: Is it better to recover than to be idle?	Martin Zeschke   Sophia Kramer   Hannes Zacher
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	OP147	Workspace at home and the office: a longitudinal study of their joint effects on performance, well-being and satisfaction	David Holman   Matthew Davis   Maximiliano Escaffi Schwarz   Masakatsu Ono
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	OP158	The association between hospital physicians' working hours and on-call work with wellbeing. A cohort study with survey and register linkage	Kati Karhula   Tarja Hakola   Jenni Ervasti   Tuula Oksanen   Sampsa Puttonen   Mikko Härmä
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**C21 13.20-14.15**

	Oral Session OP_156	Topics: Well-being, Work patterns and conditions	
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OP600	Friendly Phantoms: How do individuals use their feared selves to construct a positive work identity?	Neveen Mohamed   Katleen De Stobbeleir
OP606	How do effort, reward, and their combined effects predict burnout, self-rated health, and work-family conflict among permanent and fixed-term faculty?	Anna Tanimoto   Anne Richter   Petra Lindfors
OP634	Workplace loneliness trajectories in the changing world of work: The effects of leadership behavior and exhaustion	Timo Walz   Julia Kensbock   Simon de Jong   Florian Kunze
OP720	Loneliness and the Covid 19 lockdown: Do working from home matter?	Knut Inge Fostervold   Odd Viggo Nilsen   Anne Marie Halberg

**C22 13.20-14.15**

Oral Session OP\_157 Topics: Well-being, Work patterns and conditions

OP745	RESET Fitbit Study: Validation of The Caen Chronotype Questionnaire (CCQ) Work-family relationship and social support among in remote employees with regard to sex and hours worked per week - longitudinal approach	Robert Hickman   Teresa D'Oliveira
OP780	Working on the "coronacoaster": A netnographic study exploring the navigation to working from home in the Covid 19 pandemic	Patrycja Siemiginowska   Irena Iskra-Golec
OP793	When work hurts – Mental health challenges upon returning to work post-COVID-19 pandemic restrictions within the South African public service	Karen Maher   Cheryl Travers   Gail Kinman   Nicola Bateman
OP20		Willie Chinyamurindi

**C24 13.20-14.15**

7 Minute J Topics: Engagement and motivation, Leadership, Creativity, innovation and risk-taking

7M01	The normative and relational mechanisms that drive organisational citizenship behaviours for the environment	Duncan Maguire   George Michaelides   Marijana Baric
7M143	We need autonomy! The role of leadership styles, job autonomy and autonomous motivation in the work engagement of outsourcing employees: A case study	Diana Kusik   Aleksandra Tokarz   Iga Jakubik
7M26	Strengths-Based Leadership, Deficits-Based Leadership and Employee Job Performance: A Longitudinal Study	Jixin Wang   Marianne van Woerkom   Kimberley Breevaart   Arnold Bakker   Shiyong Xu
7M38	Effects of Inclusive leadership on subordinates daily job crafting	Yuta Morinaga
7M153	Multi-level interplay among creative behavior, sustainable leadership, and industry 4.0 sophistication on sustainable innovation	Saleh Samimi Dehkordi   Matej Cerne
7M191	Engaging Leadership and Followers' Performance and Intrapreneurship	Bogdan Oprea

C2 13.25-14.20	Oral Session OP_166	Topics: Well-being	
	OP587	Evaluation of the effects of an intervention directed to improve employee well-being in an organizational change context in Uruguay	Lorena Funcasta   Cristian Vásquez
	OP621	Dynamic aspects of workplace resilience: Investigating the role of proactive coping in building resilience	Clodagh Butler   Deirdre O'Shea
	OP645	How to Stay Focused in Stressful Times: The Effect of Strain Recovery on Concentration	Martina Hartner-Tiefenthaler   Julia Schöllbauer
C10 13.30-14.25	Oral Session OP_165	Topics: Well-being	
	OP435	The association between well-being, coping strategies, and thoughts about their career among Hungarian employees	Blanka Balogh   Agota Kun
	OP464	Will you lend me your strength? Development and evaluation of an interpersonal strengths-use intervention.	Piet van Gool   Ishani Sewnarain Sukul
	OP504	Teacher Self-Efficacy and Job Satisfaction: A Four-Wave Random-Intercept Cross-Lagged Analysis	Maja Parmac Kovacic   Irena Buric   Kresimir Jaksic   Zvezdan Penezic
	OP313	Work-related rumination declines with age but not by gender	Mark Cropley   Leif Rydstedt   Lucie Ollis   Olga Chelidoni
C6 13.40-14.40	Symposium S126	The Great 8 Success Factors in the World of Work: Past, Present and Future	Rainer Kurz
		Topics: Leadership, Recruitment, assessment, and selection	
	Paper 1	Mapping NEO IPIP Facets and Great 8 Competencies on the Periodic Table of Personality	Rainer Kurz   Nikita Mikhailov
	Paper 2	Short Behavioural Screening and the Great Eight	Jake Smith   Lauren Jeffery-Smith   Rab MacIver
	Paper 3	Validation of Lumina Spark and Emotion against the Great Eight Competencies	Stewart Desson   Jonathan Cannon
	Paper 4	Success Factors underpinning the Primary Colours of Leadership	Michele Guarini   Ben Vernazza
Paper 5	Predicting Competency from Personality and Ability Assessments: A Multicultural Case Study	Rainer Kurz   Nailah Moussa	
Ballroom A 13.45-14.25	Invited Symposium 4	Business Application of Personality Assessments	Kyle Cermak
	Paper 1	Psychometrics in Team Coaching and Individual Development	Rostislav Benak
	Paper 2	The differences in personality traits and derailments among managers in Europe's east and west	Lea Jakob



Paper 3 Do cultures tend to negatively influence self-esteem of women in managerial positions? Piotr Olaf Zylicz

**Auditorium 13.55-14.35** The Future is Now The Paradigm Shift in Talent Management: Engagement in the Post-Pandemic Era Richard Griffith

**C9 13.55-14.55** Symposium S100 Improving the safety training: literature reviewing, engaging the participants, developing models Marco Giovanni Mariani

Topics: Safety at work, Training and development  
Risk perception in high-risk sectors: are we addressing it properly? A systematic literature review informing the development of safety training Michela Vignoli | Giulia Priolo | Karina Nielsen

Paper 1 Engage in Safety, Stay Safe! – Evidence for the impact of Safety Training Engagement and Motivation on the Transfer of Training Marco Giovanni Mariani | Gerardo Petruzzello | Michela Vignoli | Dina Guglielmi

Paper 2 Safety Integrated Model-training (SIM-t) and its evaluation: A safety training proposal for mechanical companies Federico Ricci | Massimo Nucci

Paper 3 Factors influencing Safety Performance: the impact of Knowledge and Safety culture on Safety Compliance after a training Federico Ricci | Chiara Panari | Annalisa Pelosi

Paper 4 The safety bowl. An accident investigation model for fostering safety culture Fabrizio Bracco

**Ballroom B 14.00-14.50** Symposium S078 Harnessing the “Power of Us”: The Importance of Social Identity in Pandemic, Emergency and Disaster Responders. Stefan Schilling

Topics: Group dynamics, Well-being  
Firefighters’ occupational identity: A cure and curse for their health and well-being “Built out of the horror of what we were seeing” – Teamwork, Social Identity and Social Support as predictors of mental health outcomes in interprofess Neela Mühlemann

Paper 1 A social identity perspective on interoperability in the emergency services in the UK: Understanding how police officers, firefighters, and paramedics Louise Davidson

Paper 2 Discussant Alex Haslam

**14.00-14.50** Poster N Meet the Author Poster Session

P153 Workplace Bullying among Brazilian Urban Public Transportation Workers Júlia Gonçalves | Suzana da Rosa Tolfo | Leonor Maria Cantera Espinosa

P154 Cognitive Flexibility and Job Stress: a Study with Brazilian Higher Education Professors Júlia Gonçalves | Júlia Tomedi Martins | Camila Rosa de Oliveira

P155	Work Design and Work Engagement in a Private Higher Education Institution	Júlia Gonçalves   Júlia Testa Andric   Lara Barros Martins
P156	Mindfulness and Psychological Capital to Reduce Workers' Stress and Enhance Health and Well-being	Israel Sánchez-Cardona   Brian Moore   Lili Sardiñas   Eric A. Rivera-Colón   Camille Vélez Álamo   Tyler Collette   Edwin Trejo Rivera
P157	Testing the Theory of Good Thinking and Deciding in Organizational Setting: Some Benefits of Leader's Actively Open-minded Thinking	Nikola Erceg   Zvonimir Galić   Anđela Buljan Šiber
P158	Human Resource (HR) Systems Implementation from a Resource Orchestration Perspective: Do Top and Middle Managers' HR Philosophies Matter?	Hoang Ho   Per-Magnus Thompson   Invid Andersen   Bård Kuvaas   Anders Dysvik   Jeffrey B. Arthur   David Guest
P159	Closeness or close-Bias?: Work-family conflict and the importance of parental proximity for children's physical health in Germany, the United Kingdom	Christina Pranjic   Jaroslava Babjáčková   Emily Kleszewski   Andre Baumann   Kathleen Otto
P160	For the sake of safety: Towards pinpointing day-to-day leadership behaviors that matter in relation to employee safety behaviors	Amanda Ulfdotter Samuelsson   Pernilla Larsman   Martin Grill
P161	Using gaming simulations/ serious games to enhance teamwork quality in high stakes medical teams	Catalina Otoi
P162	The relative importance of predictors of turnover intention	Israel Sánchez-Cardona   Tyler Collette   María Vera   Eric A. Rivera Colón   Zulmarie De Pedro Serbiá   Edwin Trejo-Rivera   Kristin Horan
P163	Qualitative assessment of job experiences for support to self-development	Christine Strangert   Bo Strangert
P240	Systemic leadership - how does it differ from other leadership constructs?	Vera Simone Göllner   Sandra Sülzenbrück   Christine Sutter   Kai Externbrink

C1 14.20-15.20	Symposium S013	Making diversity work better for employees: Valuable top-down and bottom-up approaches	Sonja Rispens   Huatian Wang
	Paper 1	Topics: Diversity and inclusion, Leadership The Art of Diversity: Creating Cultural Organizations That Are Diverse in Their Personnel, Public, Program, and Partners	Chenhao Zhou   Hans van Dijk   Brian Doornenbal
	Paper 2	Enhancing employee sustainable career in the age-diverse workplace: The role of intergenerational climate	Anqi Chen   Hai-jiang Wang   Beatrice Van der Heijden   Jian-Qiao Liao
	Paper 3	Inclusive leadership and customer orientation: The mediating role of employee engagement and moderating role of perceived organizational support	Ayfer Veli Korkmaz   Marloes van Engen   René Schalk   Robin Bauwens   Lena Knappert

Paper 4	Uncovering the link between inclusive leadership and employee outcomes. The explanatory role of prosocial and proactive employee behaviors	Sonja Rispens   Janna Behnke     Evangelia Demerouti   Huatian Wang
Paper 5	Successfully navigating informational diverse work environments: The important roles of job crafting and emotional intelligence	Sonja Rispens   Huatian Wang   Evangelia Demerouti

<b>C16 14.20-15.15</b>	<b>Oral Session OP_26</b>	<b>Topics: Communication and relationships, Group dynamics</b>
OP478	Beyond Consensus: A Dyadic Perspective on Status Perception in Groups	Anneloes Raes   William Fawson
OP243	Let's talk our walk: How psychological safety and conversational patterns predict team performance	Christine Gockel   Katherina Quispe Bravo   Thomas Bachmann
OP254	Sharing Mental Models: Helicopter Pilots' Communication Based Information Gathering	Nejc Sedlar   Amy Irwin   Amelia Hunt

<b>C18 14.25-15.20</b>	<b>Oral Session OP_3</b>	<b>Topics: Careers and the labour market, Diversity and inclusion, Communication and relationships, Technology</b>
OP331	Navigating resocialisation into the workplace as a mother-worker following an extended career break	Yseult Freeney   Lisa van der Werff   Teresa Hayden   Vera Costello   Alison Coleman
OP369	Do Gender Equity policies of companies affect perceptions of barriers to women's promotion? A preliminary study.	Jose Ramos   Felisa Latorre   Amparo Ramos
OP693	Reflections on the use of artificial intelligence in nursing from the perspective of humanistic psychology	Thomas Kühn
OP483	Effectiveness of a stigma awareness intervention about disclosure of mental health issues or illness in the workplace for unemployed people	Kim Janssens   Margot Joosen   Claire Henderson   Marjan Bakker   Jaap van Weeghel   Evelien Brouwers

<b>C21 14.25-15.20</b>	<b>Oral Session OP_34</b>	<b>Topics: Communication and relationships, Well-being, Work patterns and conditions</b>
OP293	Mindfulness and Negative Performance Feedback – the Mediating Role of Cognitive and Emotional Self-Regulation	Loreen Hennemann   Silja Kotte   Heidi Möller
OP299	Giving voice to employees in low-skilled jobs works: evaluation of an organizational intervention promoting sustainable employability	Emmelie Hazelzet   Hans Bosma   Angélique de Rijk   Inge Houkes

OP676	Validity Evidences of the Brazilian Leaders Competencies Scale Aimed to Promoting Work-Family Balance	Amália Perez-Nébra   Francisco Antonio Coelho Junior   Diego Mota Vieira   Pedro Marques-Quinteiro   Thaís Zerbini   Lara Letícia Pinto Barbosa   Francisco Guilherme L Macedo   Natasha Fogaça   Ângela Oliveira de Sá   Júlia Louise Medeiros Viana   Ianne Oliveira Lima   Samantha Albano Amorim Cardoso   Pedro Henriq
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<b>C22 14.25-15.20</b>	<b>Oral Session OP_35</b>	<b>Topics: Communication and relationships</b>
OP28	Probing Leader Resource-Seeking: The Differential Effect of Asking for Advice versus Help on Perceived Leader Humility and Leadership Effectiveness	Julia Rieg   Niels Van Quaquebeke   Prisca Brosi
OP29	The Double-Edged Sword of Leaders' Resource-Seeking: Divergent Curvilinear Effects on Leaders' Perceived Humility, Competence, and Effectiveness	Julia Rieg   Niels Van Quaquebeke   Prisca Brosi
OP37	Productivity of communication in organization: approach and application	Anna Kiseleva   Petr Vlasov
OP273	What doesn't kill us makes us stronger? The use of active trust strategies by managers and employees during challenging times	Lisa van der Werff   Sian Kelly   Yseult Freeney

<b>C23 14.25-15.20</b>	<b>Oral Session OP_36</b>	<b>Topics: Communication and relationships</b>
OP324	Trust and Reciprocity within Workplace Relationships: A Dyadic and Longitudinal Study of Top Management Teams	Finian Buckley   Colette Real   Lisa van der Werff
OP455	A longitudinal panel study on the reciprocal effects of self-perceived status and voice in self-organizing teams	Lotta Harju   Maria Tims   Mandy van der Velde   Paul Jansen
OP570	How Does Trust Sound? The Influence of Voice Pitch on Trust	Matthieu Jost
OP421	The Impact of Gender Norms on Gender Gap in Leadership: Focusing on Voice Pitch Analysis	Myung Jin Chung

<b>C7 14.25-15.20</b>	<b>Oral Session OP_107</b>	<b>Topics: Organisational design and development</b>
OP87	Placing data analytics into the HRM tool kit: A view to improve organizational effectiveness	Vincent Cassar   Katarzyna Tracz-Krupa   Sylwia Przytula   Stephanie Fabri   Suzanne Rank   Frank Bezzina
OP271	Behind Worker Perception Accuracy: The Role of Job Autonomy	Michela Carraro   Andrea Furlan
OP376	The Impact of Telecommuting on Psychological Distress: A Cross-Lagged Study during the COVID-19 Pandemic	Tinne Vander Elst   Sofie Vandebroeck   Isabelle Boets   Lode Godderis

OP443 A meta-analysis of: Multi-level multi-dimensional workplace risks to Psycho-Social Health and Well-Being  
Siobhan Kennedy

<b>C12 14.25-15.20</b>	<b>Oral Session OP_170</b>	<b>Topics: Well-being, Stress and dysfunction</b>	
	OP524	Intervening against sexual harassment in the police: Efforts and results	Brita Bjørkelo   Celine Pedersen   Tatanya Valland
	OP710	The effect of Workplace Health Promotion Programs (WHPP) on the well-being of blue-collar workers within the Transport & Logistic sector	Sarah Detaille   Marc Damen   Bouwine Carlier   Adela Reig-Botella   Josephine Engels   Annet de Lange
	OP824	Unfolding presenteeism – applying the Health-Performance Framework of Presenteeism in practice	Marie Louise Kirkegaard   Maria Karanika-Murray   Christine Ipsen   Kasper Edwards   Valérie Hervieux   Caroline Biron

<b>C24 14.25-15.20</b>	<b>7 Minute O</b>	<b>Topics: Stress and dysfunction</b>	
	7M135	Modern Policing and the Use of Police Specific Measurements of Perceived Stress – Do We Get More Knowledge?	Lillis Rabbing
	7M20	Investigating Perceptions of Sexual Harassment in the Workplace	Charlotte Keenan
	7M28	Openness or closedness to experience – what protects better bullied employee’s mental health?	Anna Skuzińska   Wojciech Plopa
	7M30	All that glitters is not gold: Self-efficacy enhances the negative consequences of illegitimate tasks for health and job engagement	Maria U. Kottwitz   Wolfgang Kälin   Yannik Faes   Norbert K. Semmer   Achim Elfering
	7M34	Profiles of co-worker social undermining on older workers’ mental well-being	Stephen Teo   Diep Nguyen   Tim Bentley   Bevan Catley   Kate Blackwood
	7M168	Interventions in Workaholism: A meta-analysis	Şerban Andrei Zanfirescu   Dragoş Iliescu

<b>C4 14.30-15.30</b>	<b>Refugee Research Incubator</b>	<b>Refugee Research Incubator</b>	<b>Ute-Christine Klehe   Katja Wehrle</b>
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<b>Ballroom C 14.30-16.00</b>	<b>Science &amp; practice work together</b>	<b>Leading hybrid teams: Unique challenges and opportunities</b>	<b>Eleni Giannakoudi   Anita Keller</b>
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<b>C8 14.30-15.20</b>	<b>Symposium S111</b>	<b>Psychosocial work demands, salutogenic resources and interventions, and their effects on employee health and well-being</b>	<b>Conny Herbert Antoni</b>
		<b>Topics: Stress and dysfunction, Work patterns and conditions</b>	

Paper 1	An Organizational Level Approach for Evaluating Risk Metrics of Psychosocial Hazards by Recorded Sick Leave	Yannick Metzler   Yacine Taibi   Andreas Mueller
Paper 2	Interaction Effects between Effort-Reward-Imbalance and Sense of Work Coherence on Emotional Exhaustion	Conny Herbert Antoni   Mona Rynek
Paper 3	From risk, to solution, to action – Best practice results of an analysis of workshops to develop salutogenic actions against psychological risks	Benedikt Graf   Jonas Gerstmann
Discussant	Vera Hagemann	

C2 14.30-15.25	Oral Session OP_4	Topics: Careers and the labour market, Diversity and inclusion	
	OP496	Ethical infrastructure, leaders' attitudes, and discrimination of ageing workers – a time series study	Reidar J. Mykletun
	OP568	Women's Careers in Policing: factors supporting and hindering career progression and what the police can do about it	Laura Longstaff   Vicki Elsey   Andrew Clements   Jo Faichney   Catherine Stephens   Jo Nelson
	OP624	Starting Out in a Gender-Atypical Occupation: Understanding Negative Work Event Trajectories of Male and Female Tokens and Their Impact on Performance	Sophie Moser
	OP684	Workers' age and their contribution to innovation in organisations	Reidar J. Mykletun

C10 14.35-15.30	Oral Session OP_39	Topics: Creativity, innovation and risk-taking, Well-being, Technology, Diversity and inclusion, Recruitment, assessment, and selection	
	OP668	Novel technologies to enhance resiliency: the Hybrid and Sustainable Worlds Project	Luciano Gamberini   Valeria Orso   Merylin Monaro   Leonardo Pierobon   Giorgio Olivas Martinez   Luigi Porto   Maria Luisa Campanini   Giovanni Portello   Alice Bettelli
	OP247	The boundaries of agile work: Longitudinal effects of work intensity and agility on sleep and next-day performance	Matej Černe   Amadeja Lamovšek   Mojca Marc   Miha Škerlavaj
	OP516	Entrepreneurs' creativity in crises: Psychological wellbeing as a protective factor in difficult times	Przemysław Zbierowski   Ute Stephan   Ana Ana Pérez Luño
	OP235	Anticipated discrimination on the labor market: Implications for impression management tactics used on LinkedIn	Alissone Mendes De Oliveira   Franciska Krings

Ballroom A 14.40-15.30	Symposium S121	Inequalities at the Workplace: Critical Perspectives and Future Avenues Topics: Diversity and inclusion	Edina Doci   John Mendy
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Paper 1	Rethinking Workplace Inequality: where Transactional HR serves as marginalization tool for autistic jobseekers	John Mendy
Paper 2	Lesbians' and Gays' Conquest of Fear and Bullying through Courage: From Individual to Organizational Levels	Ernesto Noronha   Nidhi Bisht   Premilla D'Cruz
Paper 3	The predicaments of precariousness: Relationships of conditions and experiences of precarious employment with psychological health and wellbeing	Severin Hornung   Carla Czilczer   Christian Seubert   Lisa Seubert   Jurgen Glaser
Paper 4	The hidden social inequalities behind psychological capital: A plea to integrate psychological capital in the study of social reproduction	Edina Doci   Bram Spruyt   Deborah De Moortel   Joeri Hofmans   Christophe Vanroelen

<b>Auditorium</b> 14.45-15.25	<b>The Future is Now</b>	Workplace bullying and harassment: From an organizational taboo to the development of robust ethical infrastructures in organizations	Stale Einarsen
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<b>C6</b> 14.50-15.50	<b>Symposium S038</b>	Examining the effects of the COVID-19 pandemic, remote work, and the implications on employee well-being Topics: Well-being, Work patterns and conditions	Afshan Iqbal
	<b>Paper 1</b>	Reacting and Adapting to Disruptive Environmental Events: Interactive Effects of Events and Job Characteristics on Job Engagement	Melina Posch   Oliver Weigelt   Richard Janzen   Cort W. Rudolph   Hannes Zacher
	<b>Paper 2</b>	Sickness Presence during a Pandemic: The Role of Governmental Pandemic Guidelines and Telework	Carolin Dietz
	<b>Paper 3</b>	Remote worker's values and well-being: Is it irrelevant what employees strive for as long as they fit the organizations' values?	Eva Straus   Arabella Mühl   Anja Van den Broeck   Jeffrey R. Edwards   Christian Korunka
	<b>Paper 4</b>	Working from home or living at work? Understanding the role of technostress on work-family conflict	Afshan Iqbal   Matthew Davis   Mark Robinson
	<b>Discussant</b>	Monica Molino	

<b>Ballroom B</b> 15.00-16.00	<b>Symposium S091</b>	Moving science on workplace bullying into the future (II) Topics: Group dynamics, Stress and dysfunction	Philipp E. Sischka   Jose M. Leon-Perez
	<b>Paper 1</b>	Risk groups of bullying exposure based on NAQ cut-off scores and its associations with employee wellbeing over time	Jose M. Leon-Perez   Alfonso Cárdenas-Miyar   Francisco J. Cantero-Sánchez
	<b>Paper 2</b>	No offense, but I'm trying to retain my job. How a job insecurity climate amplifies the relationship between role conflict and workplace bullying	Guy Notelaers   Kristina V. Hamre   Elfi Baillien   Hans De Witte   Ståle V. Einarsen

Paper 3	A weekly diary, within individual investigation on the relationship between exposure to bullying behavior and post-traumatic stress symptomatology	Cristian Balducci   Michela Vignoli
Paper 4	Workplace bullying and expressive writing: An intensive longitudinal randomized trial	Alfredo Rodríguez-Muñoz   Mirko Antino   Paula Ruiz-Zorrilla   Francisco J. Estupiñá
Paper 5	Changing the underlying conditions relevant to workplace bullying through organisational redesign	Yiqiong Li   Michelle Tuckey   Alice Rose   Annabelle Neall

**15.00-15.50****Poster O****Meet the Author Poster Session**

P164	Well-being and individual effectiveness during a crisis: the role of culture, leadership, resilience	Analice Miranda   Isabel Dimas   Teresa Rebelo
P165	Are We a Good Temporal Fit? Examining Synchrony Preference Fit Between Supervisors and Supervisees on Temporal Outcomes	Tianyi Zhang   Susan Mohammed   Robert Melloy   Songqi Liu
P166	A Pedagogy of Empowerment in the Mexican Educational System	Nathan Iverson
P167	Are Risk Takers More Likely to be Self-Employed?	Simon Toms   Geoff Trickey
P168	Strengths Use at Work: A Meta-Analysis	Jack C Friedrich   Ryszard J Koziel   Hannes Zacher   Cort W Rudolph
P169	Job stress and state of health for prison service staff: comparisons between occupational sub-groups from the Polish Prison Service.	Katarzyna Orlak   Dominik Gołuch   Ewa Sygit-Kowalkowska
P172	Corporate Stakeholder Responsibility in Germany: A Translation and Validation of a Measure	Sophia Angelika Kohlenberg   Tilman Nols   Marlene Gruber   Jürgen Deller
P173	The impact of servant and authentic leadership on job embeddedness: the moderated mediation of job crafting and overall justice	Ana Margarida Graca   Muhammad Ali Awais Ali
P174	Perceptions of the Functionality of Face-to-Face versus Virtual Formats in Medical Multidisciplinary Decision Teams	Ian Bushnell   Mhairi McGinley   Mark Danton
P175	The mediating effect of Personality on Impostor Phenomenon and Organizational Commitment	Mohit Jain   Simon Toms   Angeli Santos
P239	Employee retention in the manufacturing industry: a key factor in Mexican organisations	Elsy Guadalupe Parada Ruiz   Geovana Elizabeth Armenta Borgo

**C9 15.05-15.45****Symposium S099****Alternative Approaches to Assessing Validity and Effectiveness of Assessments in Use**

Rab MacIver

Paper 1	Topics: Recruitment, assessment, and selection, Training and development Exploring Operational Validity in Screening through Meta-analysis	Jake Smith   Rab MacIver
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Paper 2	Maximising Validity and Fairness in a New Way of Assessing Potential	Lauren Jeffery-Smith   Hannah Mullaney   Rab MacIver
Paper 3	The Validity and Utility of Virtual Candidate Feedback on Personality and Business Reasoning Assessment Results	Hennie Kriek

C16 15.25-16.20	Oral Session OP_45	Topics: Creativity, innovation and risk-taking, Personality and emotions, Research methods
	OP60	Female entrepreneurs need to be self-efficient and not risk-taking: The validity of personality differences throughout the entrepreneurial journey Alina Gerke   Patrizia Ianiro-Dahm   Peter Muck   Nale Lehmann-Willenbrock   Benedikt Hell
	OP499	An Exploration of The Emotions and Entrepreneurial Passions of Tech and Digital Entrepreneurs During Their Start-up Journey James Brook
	OP799	The Emotions and Entrepreneurial Passions of Tech and Digital Entrepreneurs During Their Start-up Journey James Brook   Almuth McDowall
	OP245	Observer Ratings of Honesty-Humility and their Relationship with Extra-Role Behaviours Erik Dietl   Olga Kombeiz

C1 15.30-16.30	Symposium S017	Psychological Safety at Work: Contributions to Decent Work, Performance and Employee Wellbeing Sanna Malinen
		Topics: Diversity and inclusion, Group dynamics
	Paper 1	Effective team decision-making: Exploring the role of psychological safety Lloyd Mander   Story Dealy Cottrell   Sanna Malinen   Katharina Näswall
	Paper 2	Feeling safe to speak up: leaders improving employee wellbeing outcomes through psychologically safety. Emma Clarke   Katharina Näswall   Sanna Malinen
	Paper 3	Review of Psychological Safety measurement scales: Recommendations and future directions Sanna Malinen   Lena Chernoglazova   Katharina Näswall
	Paper 4	Crossing the medtech chasm: A mix method study of psychological safety and innovation uptake in Aotearoa New Zealand healthcare workplaces Jennifer Wong   Grace Walker   Katharina Näswall   Geoff Chase   Sanna Malinen
Paper 5	Human-oriented occupational safety as an approach to psychological safety Anna-Maria Teperi	

C7 15.30-16.25	Oral Session OP_111	Topics: Personality and emotions, Well-being
	OP46	Humour as a Resource in Healthcare – Comic Styles and work-related Well-Being of German Medical Assistants Julia Raecke   René T. Proyer
	OP58	Emotional Intelligence, Teleworking, Interpersonal Conflicts and Well-being at Work: A Path Analysis Model Annick Parent-Lamarche   Sabine Saade

OP96	How to Capture The Rage? Development and Validation of a State-Trait Anger Affect Scale	Robin Umbra   Ulrike Fasbender
OP111	To be or not to be a perfect parent? How the striving for perfect parenting harms employed parents	Monique Mohr   Sabine Sonntag

**C24 15.30-16.25**

7 Minute K	Topics: Engagement and motivation, Organisational design and development	
7M116	The Emergence and Development of Organisational Values (OV)	Maram Aqeeli
7M117	More fun in the sum? How team members' Big Five personality traits predict the emergence of humor in teams	Christine Gockel   Katherina Quispe Bravo   Rebecca Gerlach
7M42	Exploring The Relationship Between Middle Managers' Proactive Strategic Behavior and Other Proactive Behaviors	Matthias Pfisterer   Katleen De Stobbeleir
7M48	The relationship between Playful Work Design and Performance	Emanuela Caracuzzo   Antonino Callea   Flavio Urbini
7M62	Gamified survey in an organizational Setting: Card Design with instant feedback as an Enhancement for employees' survey experience and data quality –	Svenja Schumacher   Patrick Hofschroer   Thorsten Bauhaus   Jan Schumacher   Karsten Müller
7M71	HRM reactions to the Covid-19 pandemic: A latent class analysis approach	Arne Vanderstukken   Kathleen Vangronsvelt   Ans De Vos

**Auditorium  
15.35-16.30**

Keynote	"...a time for war and a time for peace...": What role can and should Work and Organizational Psychologists take in times of war?	Martin Euwema
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**C12 15.35-16.30**

Oral Session OP_43	Topics: Creativity, innovation and risk-taking, Leadership	
OP178	Organizational culture impacts the effects of Design Thinking practices on novice users.	Justine Massu
OP68	Trickle-Down Effects of Organizational Dehumanization: A Social Information Processing Perspective	Constantin Lagios   Simon Restubog   Gaëtane Caesens
OP640	No One-Size-Fits-All: Paradoxical Leader Behavior Influences Followers' Creativity Depending on Followers' Integrative Complexity	Katja Kristin Mayr   Jasmin Boneberger   Pia Bredebusch   Lea Kalbfell   Julia S. Seitz   Katharina Gabriele Kugler   Felix Claus Brodbeck
OP673	Crafting leaders for people and organizational adaptability: A preliminary validation of the Crafting Leadership Questionnaire (CLQ)	Ferdinando Paolo Santarpia   Laura Borgogni

**C18 15.35-16.30**

Oral Session OP_47	Topics: Diversity and inclusion, Leadership	
OP18	Inclusive Leadership in for-profit organisations, a literature perspective.	Sile Walsh   Sarah Corrie   Alex Hasset

OP119	Effects of Gender in Leadership in Higher Education Institutions.	Jon Pizarro   Leire Gartzia
OP165	The Gender Bias Scale for Women Leaders: Gender bias and women's motivation to lead	Mona Algner   Doris Fay   Timo Lorenz
OP172	Agency-Communion Tensions among Female Leaders: An Empirical Examination of Cognitive Implications	Stefanie Krauth   Melissa Hehnen   Martin Fladerer   Dieter Frey

<b>C20 15.35-16.30</b>	Oral Session OP_49	Topics: Diversity and inclusion, Personality and emotions
OP12	Emotions as Social Information in Unambiguous Situations: Role of Emotions on Justice Perception	Othman Alkhadher   Hesham Gadelrab   Salman Alawadi
OP590	Early Career Gender Differences in Job Burnout Trajectories: Roles of Work, Family, and Financial Resources	Yirou Fang   Xin Tang   Katariina Salmela-Aro
OP723	Reducing Evaluative Bias in a Big Five Psychometric and the Impact on the Big Five Structure	Jonathan Cannon   Stewart Desson

<b>C21 15.35-16.30</b>	Oral Session OP_53	Topics: Diversity and inclusion, Stress and dysfunction
OP779	You Do Not Belong Here: Experiences Of Microaggression Among Indian Women Engineers	Pooja Purang   Archita Dutta   Sailee Biwalkar
OP103	Witnessing Workplace Ostracism: The Role of Organizational Dehumanization	Noémie Brison   Gaëtane Caesens
OP180	Linking Selective Incivility Theory to Turnover	Maria Kraimer   Lawrence Houston III   Jerry Liu   Scott Seibert
OP742	When and why employees who experience family-to-work conflict are ostracized at work?	Paulina Idziak   Małgorzata Gamian-Wilk   Konrad Smolak   Amanda Staniszewska   Cong Liu

<b>C23 15.35-16.30</b>	Oral Session OP_59	Topics: Diversity and inclusion, Recruitment, assessment, and selection
OP467	Interpersonal justice as Heuristic of Service Performance in Centers for People with Intellectual Disability	Alice Maniezki   Vicente Martínez - Tur   Yolanda Estreder   Carolina Moliner   Jose Ramos Lopez
OP518	How do we Include? An investigation into Employee Inclusivity	Niamh Dawson   Tyler Okimoto   Stacey Parker   Nik Steffens
OP357	The pro-endogroup bias in the binarity vs. non-binarity challenge: trough the perception of a CV sorting performed by a human vs. an algorithm.	Alan Hasselberger   Marie-France Agnoletti   Pascal Tisserant
OP509	The Direct Intercultural Effectiveness Simulation Instrument	Delphine Van Muylem   Stijn Schelfhout   Eva Deros

<b>Ballroom A 15.40-16.40</b>	Symposium S057	The role of leisure crafting in people's (working) lives Topics: Engagement and motivation, Well-being	Paraskevas Petrou
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Paper 1	Crafting Behaviors and Employees' and Partners' Well-being: The Mediating Role of Leisure Crafting	Inés Martínez-Corts   Sandra Manzanares   Ana Hernández   Evangelia Demerouti   Francisco J. Medina
Paper 2	Relationships between optimal job control, psychological need satisfaction, and leisure crafting	Sascha Abdel Hadi   Jan A. Häusser
Paper 3	Expatriates' homesickness and creativity: The mediating role of online leisure crafting moderated by technology self-efficacy and COVID-19 stress	I-Shuo Chen
Paper 4	Context-free and work-related benefits of leisure crafting: An online intervention and a survey study	Paraskevas Petrou   Juriena de Vries
Discussant	Jessica de Bloom	

**C10 15.40-16.35**

Oral Session OP_90	Topics: Leadership, Research methods, Safety at work	
OP134	Are the Effects of Servant Leadership Only Spurious? The State of Research on the Causal Effects of Servant Leadership and an Illustrative Experiment	Annika F. Schowalter   Judith Volmer
OP151	Social Influence of Informal Leaders: A Study Based on Machine Coding of Verbal and Nonverbal Charismatic Signaling	Laetitia Aurelie Renier   John Antonakis   Marianne Schmid Mast   Jennifer Jordan   Alyson Meister
OP179	Does the leader's life story matter? Exploring generativity in leaders', employees', and teachers' life stories	Izabella Ilea   Dániel Jenei   István Csertő   Orsolya Vincze
OP439	The impact of managers' role-modelling on the leadership behaviours of their subordinate supervisors	Martin Grill   Pernilla Larsman

**C2 15.45-16.40**

Oral Session OP_95	Topics: Leadership, Well-being	
OP330	I'm frustrated, and you only make it worse: Employees need frustration in the face of external disruptions and associated leadership actions	Amanda Roe   Wladislaw Rivkin   Anja Van den Broeck
OP398	Are we on the same page? The moderating role of value congruence in charismatic signaling-charismatic effects relationship	Rafael Wilms   Clara Seif el Dahan
OP345	Managing the hybrid working team: A new leadership reality?	Mejse Hasle   Kasper Edwards   Christine Ipsen
OP368	Abusive Supervision and the loss spiral: A study on the role of negative leadership in the JD-R model	Andrea Caputo   Claudio Giovanni Cortese   Marco Clari   Giacomo Garzaro   Valerio Dimonte   Paola Gatti

**C9 15.55-16.55**

Symposium S069	Sustainable careers across age, time, and life domains	Claire Leeming   Ieva Urbanaviciute
	Topics: Careers and the labour market, Well-being	

Paper 1	A Meta-analysis of Health, Happiness, and Productivity Crossover	Ngoc Nhu Y “Chloe” Nguyen   Jos Akkermans   Svetlana. N. Khapova   Cort. W. Rudolph
Paper 2	Trajectories of work-leisure goal interference and sustainable careers	Claire Leeming   Ieva Urbanaviciute   Jérôme Rossier
Paper 3	The Effects of Short-Time Work on Career Sustainability: The Lesser Evil Option?	Charlotte Rodriguez Conde   Nele De Cuyper   Florence Stinglhamber   Hans De Witte
Paper 4	Career Sustainability of Young and Older Workers: Future Time Perspective Profiles and their Relationship with Goal Orientation and Training Motivation	Isabel Raemdonck   Michaël Parmentier   Ruth Kanfer
Discussant	Jos Akkermans	

<b>C6 16.00-16.40</b>	<b>Symposium S042</b>	<b>New Perspectives on Workplace Stressors</b>	<b>Hadar Neshor Shoshan   Shani Pindek</b>
		Topics: Stress and dysfunction, Well-being	
Paper 1	Underperformance As a Stressor - An Empirical Examination	Keren Grinautsky   Shani Pindek   Hadar Neshor Shoshan	
Paper 2	Daily Stress Sensitization Processes associated with Workplace Incivility	Miriam Schilbach   Hadar Neshor Shoshan   Xenia Bolschakow   Anja Baethge   Thomas Rigotti	
Paper 3	Explaining Situational Triggers of Incivility in Tightly Cooperating Teams: Towards a Theory of Micro-coordination Conflict	Norbert K. Semmer   Sandra Keller   Ashley E. Nixon   Guido Beldi   Franziska Tschan	

<b>16.00-16.50</b>	<b>Poster P</b>	<b>Meet the Author Poster Session</b>	
P202	A Systematic Review of Group Leadership and Emotion Research: A Social Identity Perspective	Ashlea Troth   Herman Tse   Adam Robertson   Peter Jordan	
P203	Ethnography of the activity: the case of a transport company in fear of loss of knowledge	Cassandre Seyve   Sabrina Rouat and Bruno Cuvillier	
P204	The impact of a brief gratitude intervention on the cardiovascular response to an acute laboratory-stressor.	Brian Leavy	
P205	Distant learning for leadership training: A systematic review of theoretical foundations, design, and evaluations of web-based leadership training	Nuria Tordera Santamatilde   Alexandra Puentes Suárez   José María Peiró Silla	
P206	Ongoing research: Perceptions of co-worker phubbing – a qualitative exploration of phone snubbing in social situations at work	Sara Thomée   Per Martinsson	
P207	“There once on a ship...”. The quality of life onboard among Italian seafarers	Francesco Buscema   Lara Colombo   Clarissa Cricenti	
P208	Developing systems and services for the digital transformation of SMEs, public sector, and professionals: The DANTE Project	Luciano Gamberini   Patrik Pluchino   Luigi Porto   Stefano Miotto   Jacopo Contavalli   Marcello Dorian Donzella   Pietro Aldo Siciliano	
P212	Psychosocial Safety at Sports: Modelling of Elite Athletes’ Psychological Health Determinants	Kağan Güney   İdil Işık   Melisa Seray İscan	

P213	Ongoing research: Does mobile phone behavior in social contexts at work have implications for the psychosocial work environment?	Sara Thomée   Karin Allard   Mattias Gunnarsson   Pernilla Larsson   Per Martinsson   Maria Spante
P214	The future of Work after COVID-19: qualitative and quantitative analysis	Andrea Fontes
P234	Compressed Work Week – Intention Predictors and Outcomes: A Systematic Review Using Topic Modeling	Francisco Delgado   Sílvia Silva   José Dias
P235	Teleworking components and scientific productivity in Spanish ERC-granted teams: The mediating role of climate and well-being	Nuria Tordera   Guido Martinolli

<b>C4 16.05-16.55</b>	<b>Oral Session OP_86</b>	<b>Topics: Group dynamics, Technology</b>
OP65	Teams' media capabilities repertoires: Presenting a new construct and instrument	Ignacio Perez Sepulveda   Jeremy Dawson   Carolyn Axtell
OP104	Team Members Familiarity, Leadership Behaviours, and Psychological Safety as Predictors of Conflicts in Virtual Teams: A Multilevel Pilot Study	Pawel Jurek   Eva Eldridge
OP484	Unpacking Emotional and cognitive responses to feedback in teams	Catherine Gabelica   Vitaliy Popov
OP548	Tracking individual trajectories of perceived shared mental models: A 12-week longitudinal study	Catarina M. Santos   Simon B. de Jong   Jia Li

<b>Ballroom B 16.10-17.10</b>	<b>Symposium S063</b>	<b>Understanding the Temporal Dynamics of Employee Wellbeing in a Changing World of Work</b>
	<b>Topics: Stress and dysfunction, Well-being</b>	
Paper 1	Development of psychosocial safety climate during enforced remote work: a longitudinal person-centered approach	Anne Mäkikangas   I Mäkinen   K Sjöblom
Paper 2	Troubles on Troubled Minds: An Intensive Longitudinal Diary Study on the Role of Burnout in Resilience in face of Acute Stressors	Bram Fleuren   A Nübold   S Uitdewilligen   P Verduyn   Ute Hülshager
Paper 3	Temporal Dynamics of the COVID-19 Lockdown Impact on Employees' Wellbeing	Tim Vantilborgh   Jesse Vullings   C Driver   M Geijer
Paper 4	Capturing burnout dynamics: A systematic review to identify symptoms relevant to the development of burnout.	Valentina Sagmeister   S de Gieter   Jesse Vullings   S Achnak   Tim Vantilborgh
Discussant	Thomas Rigotti	

<b>Ballroom C 16.30-17.30</b>	<b>Science &amp; practice work Science and Practice working together together</b>	<b>Diana Rus   Helen Baron   Angela Carter</b>
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C16 16.30-17.25	Oral Session OP_61	Topics: Diversity and inclusion	
	OP277	Fair Work Labelling as An Intervention to Reduce Inequality: How Would Consumers React to Fair Work Information Disclosure?	Shuting Liu   Boyka Bratanova   Juliette Summers
	OP285	Sustained and Inclusive Institutions for All: Neurodiversity-Friendly Work Design	Joanna Szulc   Michał Tomczak
	OP311	Gender-Work-Identity conflict and perceived equality at the job-level and implications for diversity and inclusion.	Varuni Wimalasiri   Rosie Bovingdon   Milli Shrivastava
	OP329	Validation of an attitude questionnaire towards disabilities in the work context. Characterizing favourable and obstructive employees	Montserrat Yepes-Baldó   Marina Romeo   Mónica Martínez   Georgina Guilera   Ana Martina Greco
C22 16.30-17.25	Oral Session OP_71	Topics: Engagement and motivation, Stress and dysfunction, Training and development	
	OP686	The Right To Do Wrong: Compulsory citizenship behavior and unethical pro-organizational behavior: the role of psychological entitlement	Cemre Çınar   Gergely Czukur
	OP805	Does procrastination can fluctuate day to day? A dynamic lens	Tais De Melo   Helenides Mendonça
	OP363	Getting Serious About Fun: The Role of Gamification in Organizational Socialization	Žigimantas Pečiūra   Irena Žukauskaitė
OP426	The effect of talent management on motivation, commitment and citizenship behavior of talented employees: examining the role of organizational support	Daniel Gajda   Przemysław Zbierowski   Milena Gojny-Zbierowska	
C7 16.35-17.30	Oral Session OP_116	Topics: Personality and emotions, Work patterns and conditions, Recruitment, assessment, and selection	
	OP678	Event-level Profiles of Morning Affect and Resources and Their Impact on Flow and Task Performance: The Roles of Task Relevance and Trait Autonomy	Stefan Diestel   Wladislaw Rivkin   Elvira Radaca   Patrik Fröhlich
	OP102	Anger in Meetings: Do Resulting Emotional labor and Meeting Outcomes Depend on Meeting Members' Hierarchical Position?	Prisca Brosi   Josph Allen
	OP459	What Does it Mean to be Entrepreneurial? Factor Structure of a Facet-level Framework for Entrepreneurial Personality	Zixuan Qi   Gorkan Ahmetoglu
C24 16.35-17.30	7 Minute P	Topics: Organisational design and development, Work patterns and conditions	
7M107	Perceived Effects of Teleworking on Adaptive Performance: A Moderated Mediation Model of Leadership Effectiveness and Negative Affect	Burcu Taskan   Ana Junça-Silva   António Caetano	

7M33	“What Do I Want to Do Next?” The Phenomenon of Task Rotation at the Workplace	Yingyue Luan   Yeun Joon Kim
7M44	Where the Psychopaths work: Cross-industry differences in the relation of Dark Triad and Psychological Capital	Matthias F. C. Hudecek   Birgit Stephan   Eva Lermer
7M78	Speed Dating in a Professional Context: An Innovative Measure for Workplace Health Promotion in Hospitals	Kerstin Rieder   Rebecca Hornung
7M145	Relational, Emotional, and Affective Nature of School Leadership	Niamh Lafferty
7M139	Do you remember? Exploring employees' nostalgia after mergers and acquisitions	Miriam Rosa   João Santos   Steffen Giessner   Kate Horton   Pedro Neves   Emanuel Gomes   Sven Waldzus

<b>Auditorium</b> 16.40-17.30	Invited Symposium 6	Rebuilding the people after crisis: What can WOP and military psychology contribute?	Martin Euwema
	Paper 1	Psychology and the Military Effort: A History of Reciprocal Enrichment	Salvatore Lo Bue
	Paper 2	The reintegration process of military service members: the role of the organisation	Vita Glorieux
	Paper 3	Supporting veterans to find their place in civilian society. A mission impossible?	Jacco Duel
	Paper 4	Resilience in the Military	Ingrid Covington
<b>C1</b> 16.40-17.30	Symposium S056	Reducing judgmental bias and adverse impact in recruitment and selection Topics: Diversity and inclusion, Recruitment, assessment, and selection	Annemarie Hiemstra
	Paper 1	LinkedIn as screening tool: Prone to bias?	Maaïke Schellaert   Eva Deraus   Janneke Oostrom
	Paper 2	Equal opportunities in selection – The effectiveness of an intervention to reduce judgmental bias against diverse applicants in resume screening	Janice Odijk   Annemarie Hiemstra   Marise Ph. Born
	Paper 3	Adverse impact statistics across selection stages: A Monte Carlo simulation	Dragos Iliescu   Anna Walker Nottingham   Deborah Rupp
	Discussant	Ioannis Nikolaou	
<b>C3</b> 16.40-17.30	Symposium S110	Motivation to Lead Across Honor and Dignity Cultures Topics: Leadership, The Relationship Between Dark Personality Traits and Motivation To Lead In Dutch Leaders	Nevra Cem Ersoy
	Paper 1	Implicit Leadership Theory and Motivation to Lead as Predictors of Leader Emergence: The Role of Culture of Honor	Diddo Van Zand   Nadine Janssen   Marise Ph Born
	Paper 2		Nevra Cem Ersoy   Mehmet Peker



Paper 3	Motivation to lead, its antecedents and its relationship to leadership emergence: A comparison across honor and dignity cultures	Marise Ph Born   Nevra Cem Ersoy   Mehmet Peker
Discussant	Birgit Schyns	

<b>C8 16.40-17.40</b>	<b>Symposium S122</b>	<b>Time is on your side! How adopting a dynamic lens can challenge our understanding of workplace phenomena</b>	<b>Joeri Hofmans   Omar Solinger</b>
		Topics: Research methods, Well-being	
Paper 1	Dynamic Interplay between Emotions and Motivation at Work: An Application of the Affective Events Theory	José Navarro   Rita Rueff-Lopes   Rita Berger   David Leiva	
Paper 2	A dynamic systems approach to organisational change: Implications for theory, research and practice	Joanna Ritz   David Creelman   Edina Doci   Jesse Vullingsh	
Paper 3	“What Makes a Match?”: A Narrative Investigation of LMX Development	Sarah Cameron   Jesse Vullingsh   Omar Solinger   Anne ter Schure	
Paper 4	Does it Pay Off to Act Conscientiously, Both Now and Later? Examining Concurrent, Lagged, and Cumulative Effects of State Conscientiousness.	Evy Kuijpers   Bart Wille   Joeri Hofmans	
Paper 5	Should I Look Away? A Dynamic Perspective on the Relationships Between Witnessed Incivility, Exhaustion, and Instigated Incivility	Yara Bouckaert   Vicente González-Romá   Michael Gielnik	

<b>C12 16.40-17.35</b>	<b>Oral Session OP_58</b>	<b>Topics: Diversity and inclusion, Well-being, Work patterns and conditions</b>	
OP602	Unconsciously Paying People Based on their Gender? The Relationship Between Implicit Stereotypes and the Gender Pay Bias	Maria Hällfritzsich	
OP610	The relationship between organizational factors and mental health stigma at the workplace	Anja Lehmann	
OP675	What I do not know does not exist. The challenge of digitalization for the inclusive employment of people with intellectual disability	Carolina Moliner   Vicente Martínez-Tur   Yolanda Estreder   Alexander Plavsic   Eva Lira   Jose Ramos   Leady Fajardo-Castro	

<b>C18 16.40-17.35</b>	<b>Oral Session OP_62</b>	<b>Topics: Diversity and inclusion, Leadership</b>	
OP184	Bending to fit: Improving equality of access to workplace policies and practices for LGBTQ+ people	Alice Rose   Melissa Oxlad	
OP227	"On building employee inclusion: A Preliminary Validation of a measure for assessing the Social Drivers of Inclusive Workplaces (SDIW)"	Ferdinando Paolo Santarpia   Valentina Sommovigo   Laura Borgogni	

OP252	How to help migrants integrate into the workplace: Corporate responsibility and the adjustment process of migrant apprentices in German companies	Anna Apostolidou   Sebastian Koos
OP537	A gender research perspective on destructive leadership, employee well-being and performance	Mats Reinhold

**C21 16.40-17.35**

Oral Session OP_68	Topics: Engagement and motivation, Personality and emotions, Research methods	
OP279	Too Vulnerable to Engage at Work: The Individual Differences in Vulnerability to Diseases, Rumination, and Work Engagement	Jian Shi
OP375	Silver Linings in the Covid-19 pandemic: How resilience promotes personal growth in adversity	Amélia Monteiro   Pedro Neves
OP448	Narcissism and identity motives underlying self-employer brand relationship	Małgorzata Styśko-Kunkowska   Miłosz Niemiro   Marlena Urban
OP472	Going beyond commitment - Development and validation of identification, instrumental, and acquiescence bond type scales	Marina Schefer   Heiko Breitsohl   Howard J. Klein   Tammo Straatmann   Karsten Mueller

**C23 16.40-17.35**

Oral Session OP_72	Topics: Engagement and motivation, Well-being	
OP71	Affective and behavioural consequences of boredom at work: the moderating role of autonomy	Madelon van Hooff   Edwin van Hooft
OP77	Stress of conscience, burnout, and turnover in healthcare	Mari Herttala   Taru Feldt
OP126	Caring for Carers: A pilot study helping to cope with the emotional distress produced by daily work in a Spanish Public Hospital	Sabina Sales-Reid   Ruth Maria Marton Sobredo
OP148	From personal resources to proactive work strategies and performance: Testing the antecedents and outcomes of strengths use in a three-wave study	Luca Tisu   Delia Vîrgă   Zselyke Pap   Norberth Okros   Consuela Tăbârță

**C10 16.45-17.40**

Oral Session OP_94	Topics: Leadership, Well-being	
OP264	An Integrative Literature Review on Psychological Resilience in the Context of Leadership	Stefan Razinskas   Silja Hartmann
OP266	Managing Well-Being and Performance at Distance: Development of a Telework Leadership Scale (TWLS)	Felipe Bravo   Nuria Tordera   Isabel Rodríguez   Alexandra Puentes

OP297	The Effects of Authentic Leadership on Employee Well-Being: The Mediating Role of Psychological Empowerment, Psychological Capital and Work Engagement	Elli Tsitouri   Olivia Kyriakidou
OP149	Young managers' identity work; A multicase interview study	Hanna Irehill   Susanne Tafvelin   Robert Lundmark   Oscar Rantatalo

Ballroom A 17.00-18.25	AOP Panel 3	Meet the Editors	Gosia Kozusznik   Deirdre O'Shea
		Associate Editor, <i>Work &amp; Stress</i>	Paula Brough
		Editor, <i>Organizational Psychology Review</i>	Claudia Buengeler
		Associate Editor, <i>Journal of Organizational Behavior</i>	Charles Calderwood
		Co-Editor, <i>Applied Psychology: An International Review</i>	Nele de Cuyper
		Associate Editor, <i>Journal of Occupational &amp; Organizational Psychology</i>	Ulrike Fasbender
		Associate Editor, <i>Journal of Occupational Health Psychology</i>	Ute Hülshager
		Co-Editor, <i>Organizational Research Methods</i>	Lisa Schurer Lambert
		Associate Editor, <i>Journal of Applied Psychology</i>	Jonas Lang
		Editor, <i>European Journal of Work and Organizational Psychology</i>	Sandra Ohly
		Associate Editor, <i>Work &amp; Stress</i>	Shani Pindek
		Associate Editor, <i>Journal of Management Studies</i>	Kristina Potočnik
		Editor, <i>Organizational Psychology Review</i>	Roni Reiter-Palmon

C9 17.05-18.25	Symposium S043	Organisational Practices for Aging at Work: Practical Application and Internationalisation of the Later Life Workplace Index	Jürgen Deller   Anne Wöhrmann
		Topics: Diversity and inclusion, Work patterns and conditions	
	Paper 1	The Later Life Workplace Index (LLWI) - practical perspective	Jürgen Deller   Anne Wöhrmann   Julia Finsel   Max Wilckens
	Paper 2	Generation management – there is more to generation management than the year of birth	Ellen-Denise Augustin
	Paper 3	Experience with the Later Life Workplace Index (LLWI) from a central bank's perspective	Werner Neumer
	Paper 4	Nova.PE- systematic and risk-focused know-how transfer related to the Later Life Workplace Index	Jürgen Büscher
	Paper 5	The Portuguese Version of the Later Life Workplace Index (LLWI): Relationships Between Organizational Practices, OFTP, and Thriving at Work	Eduardo André da Silva Oliveira

Paper 6	Cross-Cultural Validation of the Later Life Workplace Index (LLWI): Example of an English-Language Version	Julia Finsel   Anne Marit Wöhrmann   Mo Wang   Max R. Wilckens   Jürgen Deller
Discussant	Beatrice Van der Heijden	

<b>C4 17.05-17.55</b>	<b>Oral Session OP_76</b>	<b>Topics: Engagement and motivation, Well-being</b>
	OP633	The importance of a discrepancy between preferred and actual proportion of remote working in predicting intention to leave. John Hackston
	OP647	The effect of organizational justice on knowledge hiding among self-initiated expatriates (SIEs) and host country nationals (HCNs) Alexandra Henderson   Taiba Hussain   Yi Zhang
	OP712	The Benefits and Boundaries of a Remote Positive Self-leadership Intervention Hannah Moore   Heleen van Mierlo   Arnold Bakker   Marianne van Woerkom Siobhan Victoria Renshaw   Ilke
	OP814	Deciphering Disengagement in Managers Inceoglu   Alexandra Gerbasi   Allan Lee

<b>C22 17.05-18.00</b>	<b>Oral Session OP_87</b>	<b>Topics: Group dynamics, Training and development</b>
	OP81	Understanding hybrid work: Quantitative diary study as the gold standard for research purposes and organizations - with examples Ferdinando Toscano   Salvatore Zappalà
	OP228	Learning to share while sharing learning: How perceived shared mental models and team learning interrelate Catarina Santos   Jandre van Rensburg   Simon de Jong
	OP767	Romanian Version of the Career Crafting Assessment: Psychometric Properties Bogdan Oprea   Raluca Ioana Chifor
	OP414	Paths to team performance: a configurational analysis using fuzzy-set qualitative comparative analysis Teresa Rebelo   Isabel Dimas   Paulo Lourenço   Pedro Torres

<b>C20 17.05-18.00</b>	<b>7 Minute T</b>	<b>Topics: Well-being, Technology</b>
	7M37	Towards an Understanding of Motives to Use Social Networking Sites on Well-Being Linda-Elisabeth Reimann   Phillip Ozimek   Elke Rohmann   Hans-Werner Bierhoff
	7M46	The bright and the dark side of digital technology use at work: A study among knowledge workers in Lithuania Ieva Urbanaviciute   Jurgita Lazauskaite-Zabielske   Arunas Ziedelis   Rita Ziauberyte-Jakstiene
	7M47	Mom is back: Perceived overqualification, proactive helping behaviors, and socialization success among re-entering mothers. Lisa Boenke   Maike Debus   Christiane Spitzmüller
	7M161	How do collaborative robots impact the operator's work and well-being by dealing with variability? Etienne Fournier   Christine Jeoffrion   Aurélie Landry

7M192	Talking about cooperation: exploring workers' expectations about the introduction of a collaborative robot	Gabriella Francesca Amalia Pernice   Valeria Orso   Luciano Gamberini
7M53	„Everything is important“ – Testing rating scales for a differentiated value measurement in organisational research	Svenja Schumacher   Lena Schmeiduch   Regina Kempen   Karsten Mueller
7M89	Job Search Self-Efficacy and Job search Intensity: the mediating effects of Job search Motivation	Anthony Abrome

<b>C2 17.15-18.00</b>	Demonstration D2	HUCAMA FACTORS: Integrated Personality, Ability & Competency Assessment	Rainer Kurz   Michele Guarini
Topics: Personality and emotions, Recruitment, assessment, and selection			

<b>C19/25/26 17.15-18.00</b>	Demonstration D3	Learning Charisma 2.0: A Gamified Experience	Stefanie Franziska Krügl   Helena Marie Hüster   Clara Antonia Seif el Dahan
Topics: Leadership, Training and development			

<b>Ballroom B 17.20-18.20</b>	Invited Panel 3	Interventions to enhance the sustainability of careers in times of transition – what we can learn from research	Ans de Vos   Jos Akkermans   Ute-Christine Klehe   Jelena Zikic   Beatrice Van der Heijden
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<b>C16 17.35-18.30</b>	Oral Session OP_77	Topics: Engagement and motivation, Work patterns and conditions, Social and political	
	OP782	Ethical challenges for employees in a time of pandemics and advances in artificial intelligence; or “is our psychology relevant any more”?	Richard Kwiatkowski   Emel Atkas   Andrew Angus
	OP73	Digital remote working in the digitalization era: A cross-lagged study of attitude, behavior, and work engagement	Marjan Shamsi   Espen Olsen   Richard P. Bagozzi   Tatiana Iakovleva
	OP612	Hopping from GIG to GIG: Addressing GIG workers challenges through the prism of regulatory focus	Dina Van Dijk   Ariel Daniels   ronit kark