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ACKNOWLEDGMENTS

*The Organizers are grateful for the generous contributions
of the following institutions:*

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The Royal Academy of Letters, History and Antiquities
The Swedish Council for Working Life and Social Research

Official Airline

SAS – Scandinavian Airlines

Dear Colleagues and Friends,

It is a great pleasure to welcome you all to this congress in Stockholm – the XIIIth European Congress of Work and Organizational Psychology! Many of your colleagues in Sweden have made a great effort to provide the best possible conditions for this special event.

We have received over a thousand abstracts from scientists representing 46 countries and all continents. The Program Committee has worked with great dedication and we are very pleased to present a rich and exciting scientific program. It covers issues such as sustainable organizations and work practices, human resources management and leadership, employment relations and worker mobility, job stress and well-being, motivation and work attitudes, teams and workgroup processes, and the intersection between work and family domains.

The congress delegates include well-known, prominent scientists as well as young researchers who are participating in a scientific congress for the first time. We are convinced that the congress will be an important forum for the expression of new ideas, both theoretical and methodological, without disregarding the contribution of previous research. The subjects highlighted at the congress reflect emerging as well as well-established topics and should inspire a productive dialogue between the representatives of the old and the new.

The theme of the congress is Sustainable Work: Promoting Human and Organizational Vitality. In a time of intensification of work and an increasing rate of structural and organizational change, we need to draw attention to the fundamental contributions that human resources can make to the success and productivity of organizations. Those organizational conditions that promote motivation, creativity, and competency as well as health and well-being need to be identified, as does the central role of human resources in strategic organizational planning. An international exchange of scientific and practical experience will help organizations to increase their potential for creativity and productivity. Such an exchange will also benefit individuals, whose personal resources, health, and occupational skills can grow and develop in interaction with the organizational setting. Work and organizational psychology can provide the essential and necessary knowledge and competence required in this process, and we hope that you will agree that this is reflected in the congress program.

A scientific congress of this nature can also provide many opportunities for friends and colleagues to meet and interact outside of the scientific program. It has been a major ambition of the Organizing Committee to maximize the opportunities for social interaction during the congress.

The congress is organized under the auspices of the European Association of Work and Organizational Psychology (EAWOP) and hosted by the Swedish Psychological Association, in cooperation with the National Institute for Working Life and the Department of Psychology, Stockholm University. We are honored and proud to have been entrusted with the organization of this great event and delighted to welcome you to Stockholm, one of the most beautiful capitals in Europe. You will find that the city offers all of the interests of a big city, while still maintaining the coziness of a small town.

We, the organizers of the congress, welcome you warmly to an important scientific event in a friendly atmosphere of wonderful surroundings.

Välkommen!

Gunn Johansson

Congress President

CONGRESS ORGANIZATION

The Stockholm congress, entitled *Sustainable Work: Promoting Human and Organizational Vitality*, is the thirteenth in a series of congresses on work and organizational psychology initiated by the European Association of Work and Organizational Psychology (EAWOP). Previous European congresses on work and organizational psychology have been held in the Netherlands (1983), Germany (1985), Belgium (1987), England (1989), France (1991), Spain (1993), Hungary (1995), Italy (1997), Finland (1999), the Czech Republic (2001), Portugal (2003), and Turkey (2005).

The XIIIth European Congress of Work and Organizational Psychology is organized by the Swedish Psychological Association, in cooperation with the National Institute for Working Life and the Department of Psychology, Stockholm University

Congress Executive Committee

President: Gunn Johansson, Stockholm University, Sweden
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Matti Vartiainen, Helsinki University of Technology, Finland
Dieter Zapf, Frankfurt University, Germany

INVITED SPEAKERS

We are proud to be able to present a very interesting group of invited speakers at this year's congress, **Sustainable Work: Promoting Human and Organizational Vitality**, who will be sharing with us their expertise on a variety of areas within work and organizational psychology.

Keynote Addresses

Denise Rousseau, Carnegie Mellon University, USA

The Role of Work and Organizational Psychology in Making Managers Evidence-based

Michael West, Aston Business School, UK

Flourishing People, Teams and Organisations: The Challenge for Work and Organisational Psychology

State-of-the-Art Presentations

Christian Dormann, Johannes Gutenberg University, Germany

Sustainable WO-psychology Research - An Illusion? Why Short-term Effects Matter More

Ulf Lundberg, Stockholm University, Sweden

Psychobiological Responses to Paid and Unpaid Work in Women and Men and Implications for Health

Mina Westman, Tel Aviv University, Israel

From Spillover to Crossover Negative and Positive Experiences

Lois Tetrick, George Mason University, USA

Healthy for Whom? The Organization or the Employees?

Invited Sessions

A number of other researchers and practitioners have been invited to organize symposia and panel debates. Under their different session headings they have gathered speakers from different areas and countries, ensuring interesting and important presentations and discussions.

John Arnold, Loughborough University, UK

Retaining and Integrating Health Professionals in Healthcare Organizations

Zeynep Aycan, Koç University, Turkey

Convergence - Divergence Debate in Human Resource Management Practices: Advancements in Theory and Research

Julian Barling, Queen's University, Canada

New Developments in Work and Well-Being

David Bartram, SHL Group, UK

The Impact of the Internet on Occupational Assessment

Meg Bond, University of Massachusetts, Lowell, USA

Visions for an Equitable Workplace: Harnessing Diversity for Organizational Vitality.

Nik Chmiel, Queen's University Belfast, UK

Safety Climate - What Else?

PeO Dahlgren, Per Olov Dahlgren Konsult AB, Sweden

STRATEGIC HR: Human Resource Management in Theory and Best Practice - Experiences from Swedish Working Life.

Hans De Witte, K.U. Leuven, Belgium

Job Insecurity: Conceptual Issues, Moderators and Longitudinal Evidence

Jack Fiorito, Florida State University, USA

From Union Commitment to Union Renewal

Andrea Fischbach, Trier University, Germany

Recent Developments and Open Questions in Emotional Labour: Contributions from Work, Service, Health and Interaction Focused Perspectives

David Guest, King's College, UK

Human Resource Management and Employee Well-Being: Individual and Organizational Perspectives

Beatrice van der Heijden, Maastricht School of Management / Open University of the Netherlands / University of Twente, the Netherlands, with Aslaug Mikkelsen, University of Stavanger, Norway

Aging and Work in the 21st Century (Part II)

Ulla Kinnunen, University of Tampere, Finland

Work-life Interface: Spillover and Crossover Perspectives

Annet de Lange, University of Groningen, the Netherlands, with Aslaug Mikkelsen, University of Stavanger, Norway

Aging and Work in the 21st Century (Part I)

Pascale Le Blanc, Utrecht University, the Netherlands

Promoting Human and Organizational Vitality: Where Science meets Practice

Anna Leonova, Moscow State University, Russia

From Stress Prevention to Healthy Organization

Kari Lindström, Finnish Institute of Occupational Health, Finland

Work, Health and Retirement Plans for Elderly Employees

Richard MacKinnon, Kenexa, UK

Building Sustainable Organisations: The Role of Employee Engagement

José Maria Peiró, University of Valencia, Spain

Education and Training of Work and Organizational Psychology in a Global World: EAWOP-IAAP Division 1

Robert Pritchard, University of Central Florida, USA

Measuring and Improving Organizational Productivity: An International Collaboration

Wilmar Schaufeli, Utrecht University, the Netherlands

Work Engagement

Ute Schmidt-Brasse, PSYCON, Germany

World Café on "Sustainable Work of Consultants"

Heiko Schulz, with Ute Schmidt-Brasse, PSYCON, Germany

Sustainable Health Care in Organizations

Sabine Sonnentag, University of Konstanz, Germany

Doing Diary Studies in Work and Organizational Psychology: Promises and Pitfalls. A Panel Discussion

Kenneth W. Thomas, Naval Postgraduate School, USA

Intrinsic Task Motivation: The "Heart" of Sustainable Work

Torbjörn Åkerstedt, Karolinska Institute, Sweden

Work and Sleep

LIST OF REVIEWERS

All abstracts have been subjected to peer review, coordinated by the Program Committee. The criteria for the review process were: practical and theoretical impact, empirical and theoretical basis, clarity of ideas and structure, and relevance to the congress theme. .

The following persons have kindly assisted in the process of reviewing abstracts:

Francesco Avallone, Università di Roma "La Sapienza", Italy
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Eva Bejerot, National Institute for Working Life, Sweden
Roland Blonk, Utrecht University, The Netherlands
Meg Bond, University of Massachusetts - Lowell, U.S.A
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Lauritz Brännstrom, Linköping University, Sweden
Veerle Brenninkmeijer, Utrecht University, The Netherlands
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Melinde Coetzee, University of South Africa, South Africa
Wilma Coetzer, North West University, South Africa
Catherine Connelly, McMaster University, Canada
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Arla Day, Saint Mary's University, Canada
Rendel de Jong, Utrecht University, The Netherlands
Hans De Witte, KU-Leuven, Belgium
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Dirk van Dierendonck, Erasmus University Rotterdam, The Netherlands
Rolf van Dych, University of Frankfurt, Germany
Hetty van Emmerik, Utrecht University, The Netherlands
Jörg Felfe, Universität Siegen, Germany
Andrea Fischbach, Universität Trier, Germany
Clive Fullagar, Kansas State University, U.S.A.
Shiho Futagami, Yokohama National University, Japan
Daniel G. Gallagher, James Madison University, U.S.A.
Vicente González-Romá, Universitat de Valencia, Spain
Kjell Granström, Linköping University, Sweden
Amanda Griffiths, University of Nottingham, U.K.
David Guest, Kings College London, U.K.
Lennart Hallsten, National Institute for Working Life, Sweden
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Kevin Kelloway, St. Mary's University, Canada
Ulla Kinnunen, University of Tampere, Finland
Katja Kokko, University of Jyväskylä, Finland
Michiel Kompier, University of Nijmegen, The Netherlands
Pascale Le Blanc, Utrecht University, The Netherlands
Stavroula Leka, University of Nottingham, U.K.
Petra Lindfors, Stockholm University, Sweden
Estelle M. Morin, HEC Montréal, Canada
Judi McLean Parks, Washington University, U.S.A.
Bo Melin, National Institute for Working Life, Sweden
Gisela Mohr, Universität Leipzig, Germany
Karina Mostert, North West University, South Africa
Katharina Näswall, Stockholm University, Sweden
Kathleen Otto, Universität Leipzig, Germany
Tina Paul, Universität Leipzig, Germany
Maria Peeters, Utrecht University, The Netherlands
Jaco Pienaar, North West University, South Africa
Nelson Ramalho, IPS- Management School, Portugal
Paulo Renato Lourenco, Universidade de Coimbra, Portugal
Kerstin Rieder, Fachhochschule Solothurn, Switzerland
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Ian Rothman, North West University, South Africa
Christer Sandahl, Karolinska Institutet, Sweden
René Schalk, Tilburg University, The Netherlands
Wilmar Schaufeli, Utrecht University, The Netherlands
Guje Sevón, Stockholm School of Economics, Sweden
Endre Sjøvold, Norwegian University of Science and Technology, Norway
Sabine Sonnentag, Universität Konstanz, Germany
Erika Spiess, LM Universität München, Germany
Eric Stark, James Madison University, U.S.A.
Magnus Sverke, Stockholm University, Sweden,
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Marianna Virtanen, Institute of Occupational Health, Finland
Jukka Vuori, Institute of Occupational Health, Finland
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Steve Woods, University of Nottingham, U.K.
Salvatore Zappalá, Università di Bologna, Italy
Martina Zoelch, Fachhochschule Solothurn, Switzerland

PRE-CONGRESS WORKSHOPS

Wednesday, May 9

Workshop 1: 09:00 -12:00

Room K13

"Measuring and Improving Organizational Productivity"

Robert Pritchard, University of Central Florida, USA

The workshop will focus on measuring and improving organizational productivity. The workshop leader will first give a brief overview of one technique, the Productivity Measurement and Enhancement System (ProMES). ProMES was designed by the workshop leader to be a practical method of measuring organizational productivity, and to use these productivity measures as feedback to help people improve their productivity. The goal was to make these improvements in such a way that everyone benefited, including the people doing the work. Workshop participants will be asked to have read one article describing ProMES which will be provided in advance by the workshop leader. This article explains the steps in doing ProMES and the results from using it in organizations around the world. These results indicate that 1) the system generally results in large increases in productivity which last over long periods of time, 2) it can be used in many different types of organizations with people at all levels of the organization, 3) the system is highly cost effective to use, and 4) attitudes and stress improve under the system. Reading this article in advance will allow the focus of the actual workshop on practical issues in doing the intervention. Specifically, the workshop will simulate the steps in doing ProMES using the workshop participants as members of the design team. The focus will be on the practical issues that a ProMES facilitator must deal with in actual projects. This information is based on over 20 years of using the technique. Potential participants can get more information about ProMES from: <http://www.psych.ucf.edu/promes/>, the ProMES web site.

Workshop 2: 09:00 – 12:00

Room K14

"I-DEALS: Idiosyncratic Deals Workers Bargain for Themselves challenges"

Denise Rousseau, Carnegie Mellon University, USA

I-DEALS: Idiosyncratic Deals Workers Bargain for Themselves challenges traditional notions that standardization is the only way to create workplace justice. Employees, especially those with valuable skills, can make their jobs, pay, perks and career opportunities different from their co-workers. These idiosyncratic arrangements can be a valuable source of flexibility and personal satisfaction-but can also create inequity and resentment among colleagues. How idiosyncrasy can be made fair, where differential treatment is acceptable to co-workers and beneficial to the employer, will be the focus of discussion in this workshop

Workshop 3: 09:00 – 12:00

Room K15

"Managing Job Stress, Burnout and Engagement"

Wilmar Schaufeli, Utrecht University, the Netherlands

The aim of the workshop is to increase participants' knowledge of job stress, burnout and work engagement, to make them aware of antecedents and consequences, and to help them identify and plan interventions to manage burnout and build engagement in organisations. More specifically, using an evidence-based model, four issues will be addressed:

- The work situation, including its demands and resources and their balance;
- Person factors, including the ways of coping with job stress;
- Situational factors, including life events and work-home interference;
- Burnout and engagement as negative and positive outcomes, respectively.

Each of these four issues will be illustrated with empirical results from recent investigations and participants are invited to identify factors in their own work situation that may contribute to their levels of job stress or - contrarily - to wellness at work. Also, levels of burnout and engagement of the participants are assessed using validated questionnaires. Finally, an overview is presented of interventions to prevent burnout and promote engagement in organizations.

Workshop 6: 13:00 – 16:00

Room K15

"Course in multilevel analysis for grouped and longitudinal data"

Joop Hox, Utrecht University, the Netherlands

Social research often concerns relationships between individuals and the social contexts to which they belong. Individuals and their social contexts can be conceptualized as a hierarchical structure, with individuals nested within groups. Classical examples are organizational research, with individuals nested within organizational units, and cross-national research, with individuals nested within their national units. Such systems can be observed at two levels, and as a result we have data with group level variables and individual level variables. To analyze such hierarchical structures, we need multilevel modeling, which allows us to study the relationships between variables observed at different levels in the hierarchical structure. Multilevel modeling can also be used to analyze data from longitudinal research, by viewing measurement occasions as being nested within respondents. This has several advantages compared to more classical approaches to longitudinal data.

This short course is intended as a basic and nontechnical introduction to multilevel analysis. It starts with a description of some examples, and shows why multilevel models are necessary if the data have a hierarchical structure. It then covers the basic theory of two- and three-level models. Next it explains how multilevel models can be applied to analyzing longitudinal data, and why and when this may be an attractive analysis approach, as compared to more classical analysis methods such as multivariate analysis of variance (Manova). Examples shall be given on how to conduct these analyses using the SPSS Mixed procedure, which is available in SPSS starting with version 11.5. The course assumes reasonable familiarity with analysis of variance and multiple regression analysis, but prior knowledge of multilevel modeling is not assumed.

The course is based on: J.J. Hox (2002). *Multilevel Analysis. Techniques and Applications*. Mahwah, NJ: Lawrence Erlbaum Associates. The course pack includes selected chapters from this text, a brief 'how to' guide to SPSS Mixed, and handouts from the PowerPoint slides.

EAWOP ACTIVITIES

Wednesday, May 9

14:00–16:00 **Room K13**

EAWOP Constituent Council

Thursday, May 10

09:30–10:45 **Room K2**

EAWOP Task Force

Europsy and the advanced diploma in WOP psychology:
Ideals and proposals (Part I)
Chair: **Lourdes Munduate**, University of Seville, Spain

11:15 – 12:45 **Room K2**

EAWOP Task Force

Europsy and the advanced diploma in WOP psychology:
Ideals and proposals (Part II)
Chair: **Marco Depolo**, Università di Bologna, Italy

16:30 – 18:00 **Room A5**

EAWOP Task Force

Implementing Test User Standards in Europe
Chair: **Andreas Klug**

Friday, May 11

15.50-17.20 **Room K16/K17**

CCL/EJWOP Best Paper Award

Centre for Creative Leadership (CCL) – European Journal
of Work and Organizational Psychology: Best Paper
Award

Chair: **Christian Dormann**, Johannes Gutenberg-
University Mainz, Germany

Co-Chair: **Rudi Plettinx**, Managing Director of CCL
Europe

17:30 – 19:00 **Room K1**

EAWOP General Assembly

LUNCHES AND REFRESHMENTS

Lunch and refreshments are included in the registration fee. Lunch buffets will be served in Victoria Hall. Morning and afternoon coffee will also be served at Victoria Hall during the breaks stated in the program overview.

Thursday, May 10

10:45–11:15 Refreshments
12:20–14:50 Lunch
16:00–16:30 Refreshments

Friday, May 11

10:00–10:30 Refreshments
11:40–14:10 Lunch
15:20–15:50 Refreshments

Saturday, May 12

11:00–11:50 Extended Refreshments

INFORMATION FOR PARTICIPANTS

Name Badges

Name badges will be distributed at the Registration Desk and will give you access to all scientific sessions and the exhibition hall. The name badges are not transferable under any circumstances. Lost badges will be replaced at the Registration Desk for a fee of SEK 100.

All participants are requested to wear the badge throughout the conference.

Business hours and shopping

Shops are generally open between 10:00 and 18:00 on weekdays and from 10:00 to 15:00 on Saturdays. Shops in the city center have extended opening hours, some even on Sundays between 12:00 and 16:00. The main shopping streets in the center of Stockholm are: Hamngatan, Biblioteksgatan, Drottninggatan, and Västerlånggatan in the Old Town.

Credit Cards

Commonly accepted cards in hotels, shops and at the registration desk are American Express, Diners Club, Visa, MasterCard and Eurocard.

Currency

The currency in Sweden is the Swedish Krona, SEK.

The approximate exchange rates in April 2007 were:

SEK 100 = Euro 10.75

SEK 100 = USD 14.18

For up-to-date exchange rate information, visit [Forex](#).

Dress

Informal dress is acceptable on all occasions.

Insurance

Neither the Congress Organizers nor the Congress Secretariat accept any liability for personal injuries sustained, or for loss or damage to property belonging to congress participants, either during or as a result of the congress. It is strongly recommended that you purchase the insurance policy of your choice as you register for the congress and book your travel. The insurance should be purchased in your country of origin.

Meals & Refreshments

Lunch and refreshments are included in the registration fee. A lunch buffet will be served at Victoria Hall on Thursday 12:20–14:50 and on Friday 11:40–14:10. Morning and afternoon coffee will also be served at Victoria Hall during the breaks stated in the program overview.

Press

All journalists are required to register in the Press Room. Press credentials will be required. The Press Center is located on the first floor. Only accredited journalists will be allowed into this area.

Transportation in Stockholm

A congress card is included in the registration fee for participants and accompanying persons. This card is valid on buses, subways, and commuter trains in Stockholm and much of its surrounding areas. It is not valid for transportation to and from the airport. The subway stations are marked with the letter T.

SOCIAL PROGRAM FOR DELEGATES AND ACCOMPANYING PERSONS

Evening Activities

Wednesday, May 9 at 17:00

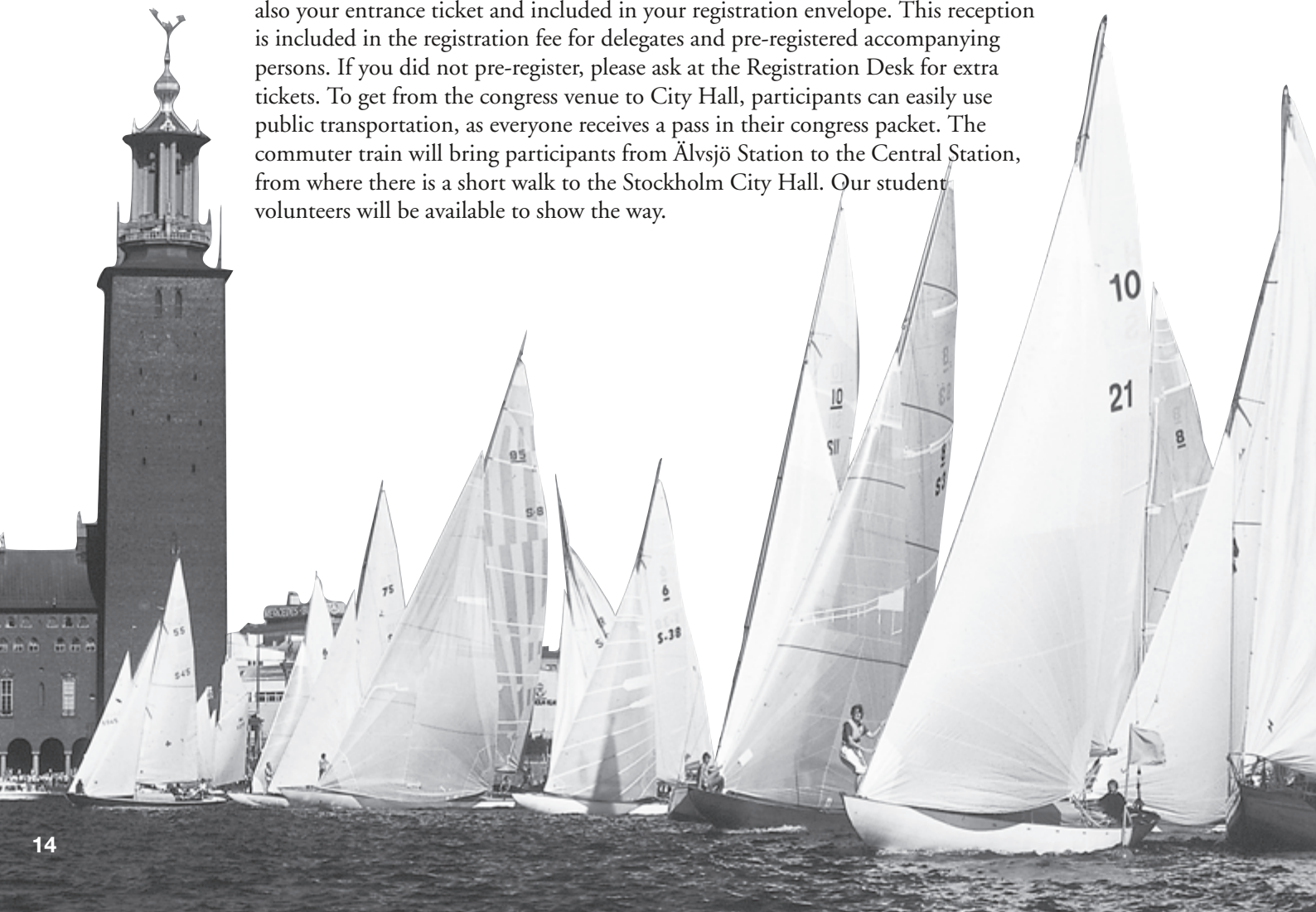
Opening Ceremony and Welcome Reception

Come join us for the Opening Ceremony followed by the Welcome Reception at Victoria Hall where light food and beverages will be served. Admission is free for registered participants and registered accompanying persons.

Thursday, May 10 at 19:15

City Hall Reception

The City of Stockholm and the Stockholm County Council invite you to a standing buffet dinner at the Stockholm City Hall, which is beautifully situated on the waterfront of Riddarfjärden in central Stockholm. The City Hall is world famous as the setting of the annual Nobel Banquet. Be sure to bring your invitation card, which is also your entrance ticket and included in your registration envelope. This reception is included in the registration fee for delegates and pre-registered accompanying persons. If you did not pre-register, please ask at the Registration Desk for extra tickets. To get from the congress venue to City Hall, participants can easily use public transportation, as everyone receives a pass in their congress packet. The commuter train will bring participants from Älvsjö Station to the Central Station, from where there is a short walk to the Stockholm City Hall. Our student volunteers will be available to show the way.



Friday, May 11 at 19:30

Congress Dinner

The congress dinner will be held at restaurant Solliden at Skansen. It will be a festive opportunity for all participants to meet and socialize. Skansen – across the water on the island of Djurgården – was founded in 1891 and is the world's oldest open-air museum. Price: SEK 750 for registered participants and accompanying persons

Daytime Activities: Tours

Tickets to all tours can, as far as availability permits, be bought at the Registration Desk

Thursday, May 10, Friday, May 11, Saturday, May 12 at 09:30

Visit to Svenskt Tenn

- Design Store and Exhibition

Svenskt Tenn, Strandvägen 5, is one of the leading interior design stores in Stockholm. The store specializes in furniture and fabrics with patterns created by the world-famous designer Josef Frank. In connection with the Congress, the store is inviting participants and accompanying persons to an exclusive presentation with products exhibited in the store. Due to limited space, the maximum number of persons is 20. Refreshments are included. The visit is offered on three occasions, starting each day at 9:30. Those interested are asked to sign up one day in advance at the registration desk. Price per person: SEK 60

Thursday, May 10 at 9:30

City Tour (2 hours)

The best way of getting to know Stockholm in a short space of time is via a sightseeing bus tour. While viewing memorable buildings, museums, and parks and hearing about their history, your guide will also give you advice on shopping, good restaurants, and entertainment. The tour starts and ends at the congress venue in Älvsjö. This tour is included in the fee for Accompanying persons.

Price per person: SEK 300

Friday, May 11 at 9:30

Old Town Walkabout - (2 hours)

The island on which Gamla Stan (Old Town) is situated is the original heart of the age-old city of Stockholm and subsequently the oldest and most historical area of the city. Its medieval character remains intact. Throughout the walk, your guide will also relate old stories and legends of Old Town while showing you the charming small coffee shops cleverly built into the old cellar vaults, along with the antique shops and art galleries. The tour starts at the conference venue in Älvsjö and concludes in Old Town. This is included in the fee for Accompanying persons.

Price per person: SEK 260



INSTRUCTIONS FOR PRESENTERS

Oral Presentations

(Thematic sessions and Symposia)

Time

The oral presentation sessions will consist of 3 to 5 papers per session (1-1.5 hours long). Each presenter will be allocated about 15 minutes for their presentation, including questions. The presentation should take a maximum of 12 minutes, thus allowing around 3 minutes for questions. It is very important that presenters do not take more time than what is allowed. To help the presenter keep track of time, the Chair of the session will show note cards marked "5 minutes," "1 minute," and "Please finish!" The session Chair will not allow questions after 15 minutes have passed for each presentation.

Technology

We recommend that presenters use the PowerPoint projector to show any slides with their presentation. There will be a PowerPoint projector and a computer with an internet connection available in each room. Bring your electronic files on a CD/DVD or USB memory stick. If you prefer to use plastic slides, a traditional overhead projector will also be available in each room.

Speaker-Ready Room

The congress will have a "Speaker-Ready Room" available, with both PC and Mac computers, where presenters will be able to preview their presentations. Presentations on CD/DVD or USB memory stick may be left here with our staff, either the day before or on the morning of the presentation, who will ensure that they are delivered to the appropriate rooms in time for the presentations. The opening hours of this room are 08:00-18:00 Wednesday-Friday, and 8:00-15:00 on Saturday.

Presentation Time

Make sure that your presentation is functioning and available in time for your presentation. If you do not choose to leave your presentation with our staff in the Speaker-Ready Room, you will need to come about 10 minutes early to your session to set it up. Bring your presentation on a CD/DVD or USB memory stick if you are using PowerPoint. Our staff will also be available to help if needed. It is advised that all presenters check the functioning of their presentations at some point before they begin. After presenting, we ask that presenters take all of their material with them, and that any materials that may have been left in the Speaker-Ready Room are collected.

When presenting:

- Show interest in your own presentation!
- Make sure the audience can see you – stand where there is light, and turn towards your audience when speaking.
- Allow time for the audience to review your slides if they are complicated - do not rush through models or large tables. Explain arrows in complicated models.
- Respect the time limit. You will have about 12 minutes to present, and then 3 minutes for questions. If questions remain after the time is up, suggest that you discuss these after the session. Do not intrude on others' time slots.
- Respect the Chair of the session. They are instructed to ensure that the time is kept and will hold presenters to this. If you take more time than allowed, the Chair is instructed to ask you to conclude in order for other presenters to have enough time.

Poster Presentations

Poster presentations are an important aspect of the congress program. Each day approximately 150-200 posters will be displayed in the congress hall. The audience will circulate among the posters, which are grouped together in thematic sessions. This informal type of presentation provides opportunities for the audience and participants to interact. Poster presentations provide a forum for discussion and the exchange of ideas that is not always possible in oral sessions.

The posters are to remain up during the entire day they are scheduled, and presenters are asked to make themselves available for questions during the refreshment and lunch breaks. The posters should be mounted in the morning before the program starts and all presenters are expected to mount their posters in time. There will be volunteers on hand to assist, and pins will be available for mounting the posters.

Session Chair

The Chair of a session has the essential task of making sure that the session runs smoothly. This entails more than just keeping time, although this is an important aspect of being a Chair. The Chair is charged with making sure that the presenters feel welcome and that all technical issues are resolved. The Chair of the Thematic sessions will typically be assisted by a Co-chair, who assumes the chair duties if the ordinary Chair is unable to make it, or during the presentation of the ordinary Chair.

Time

Since time is limited, it must be watched, and all scheduled presenters should have the same opportunity to present their material. Presentations that run long not only interfere with other presentations in the same session, but may also cause delays in other sessions, or prevent the audience from moving on to following sessions in a timely manner. Each presenter has 12 minutes for their presentation and 3 minutes for questions. The Chair should not allow a speaker to receive questions after the full 15 minutes for the presentation are up. However, the Chair can suggest that any further questions be addressed after all speakers have concluded, in the interest of time.

In order for the Chair to communicate the time remaining in a non-obtrusive way, note cards marked "5 minutes," "1 minute," and "Please finish!" will be provided for all session Chairs (available in the room of the session). Make sure the presenter acknowledges these warnings. It may be a good idea to sit in the front row, facing the presenter during the presentation. Do not hesitate to ask someone to conclude if they ignore the final note card. Please inform the presenters about these procedures before the session begins.

The following lists a few additional things to keep in mind, and hints on how to make the session enjoyable for audience and presenters.

Before the session:

- Make sure you know which session you are to chair; check for any scheduling clashes with any other commitments and notify the Program Committee if you cannot serve as session chair.
- At the conference, arrive at the room of the session at least 10 minutes prior to the start of the session.
- Check the technology and alert any of the technicians or student volunteers of any problems.
- Greet the speakers and make sure that everyone scheduled to speak is present, and that all presentations have been loaded on to the computer (including your own if you are to present in the session).
- Explain your role to the presenters, so they know to look at you for cues.

During the session:

- Introduce yourself to the audience and give a brief introduction of the speakers and the overall topic.
- Explain the time allocation – each presenter has 12 minutes to present, and 3 minutes for questions. Explain also that after 15 minutes have passed the next presenter will be introduced.
- Introduce the first presenter.
- Place yourself so that the presenter can see you without any trouble.
- Be ready to assist with any technical problems.
- Make sure the presenter adheres to the time limit.
- After the presentation, ask if there are any questions, and make sure the questions do not cause the presentation to be too long. If questions remain after the time is up, suggest that the discussion resume after the session. Make sure more than one person gets to ask questions if they want to.

After the session:

- If there is time left, suggest a discussion of topics relevant to the presentations.
- Thank the presenters and the audience for their attention and conclude the session.

Panel Debate

The Panel debates or discussions are designed to spark a discussion among experts in a certain field, who may or may not agree on the issues. The chairperson or discussant plays an important role as moderator, asking the panelists questions and making sure that all involved get an opportunity to speak.

The Panel debates may take on different forms. One way is for each panelist to first give a short presentation of their standpoint before the start of discussion. This may be a good way to introduce the audience to the topic, and clarify how the panelists differ or agree with each other. It is important that all panelists are prepared in advance.

Roundtable Discussion

In these interactive sessions, researchers and/or practitioners will have the opportunity to more freely discuss a specific subject. This is the most open presentation form, and provides an opportunity for dialogue among conference participants, without prepared formal presentations. A Roundtable may, for instance, consist of practical demonstrations, intervention methods, or open discussions on an urgent issue.

To achieve this, the facilitator of the Roundtable discussion is asked to prepare a short introduction to the topic along with some questions or issues for stimulating discussion. The facilitator might also choose to invite experts on the topic of discussion, or colleagues working with similar issues. The Roundtable discussion is a highly interactive presentation type.

The Roundtable sessions are organized differently from the other sessions. Typically, the audience is placed in a circle to facilitate discussion and interaction between all members of the audience. The congress has arranged for a particular room to be set up for this purpose. This room will also accommodate the use of visual aids, if desired.

HOW TO READ THE SCIENTIFIC PROGRAM

The Scientific Program is arranged chronologically by hour and day of the week. It proceeds from the first session of the week and ends with the last session of the week.

Session numbering system

All sessions starts with a letter abbreviation that indicates the type of session.

- K.** Keynote Address
- SA.** State-of-the-art Presentation
- IPD.** Invited Panel Debate
- IS.** Invited Symposium
- S.** Symposium
- TF.** EAWOP Task Force
- RT.** Roundtable
- T.** Thematic Session
- P.** Poster Session

Followed by the day:

- Th** Thursday
- Fr** Friday
- Sa** Saturday

The number directly after the day indicates the time slot:

Time slot	Thursday	Friday	Saturday
1.	08:30 – 09:20	08:30 – 10:00	09:00 – 09:50
2.	09:30 – 10:45	10:30 – 12:00	10:00 – 11:00
3.	11:15 – 12:45	12:10 – 13:40	11:50 – 13:20
4.	12:50 – 14:20	13:50 – 15:20	
5.	14:30 – 16:00	15:50 – 17:20	
6.	16:30 – 18:00		
Posters	09:30 – 18:00	08:30 – 17:20	10:00 – 12:00

The letter after the number indicates the Congress Topics (see the following topic list)

CONGRESS TOPICS

A.0. Sustainable Organizations

- A.1. Productivity
- A.2. Service Quality
- A.3. Occupational Safety
- A.4. Workplace Health Promotion
- A.5. Prevention and Intervention
- A.6. Employee Assistance Programs

B.0. Human Resource Management

- B.1. Selection and Assessment
- B.2. Reward Systems
- B.3. Performance Appraisal
- B.4. Training and Development
- B.5. Career Planning and Management
- B.6. Occupational Choice and Careers Guidance
- B.7. Diversity in the Workplace
- B.8. Equality in the Workplace
- B.9. Strategic HR

C.0. Organizational Change and Development

- C.1. Organizational Change Processes
- C.2. Organizational Development Programs
- C.3. Merger and Acquisitions
- C.4. Downsizing and Outplacement
- C.5. Outsourcing
- C.6. Privatization
- C.7. Managing Organizational Change
- C.8. Consulting, Coaching, and Counseling

D.0. Changing Employment Relations

- D.1. Psychological Contract
- D.2. Part-time Work
- D.3. Temporary Employment
- D.4. Self-employment
- D.5. Job Insecurity
- D.6. Employability

CONGRESS TOPICS

E.0. Entry, Exit, and Mobility

- E.1. Labor Market Entry
- E.2. Career Patterns and Mobility
- E.3. Turnover
- E.4. Unemployment
- E.5. Return-to-Work
- E.6. The Aging Workforce and Retirement

F.0. Technology and Knowledge

- F.1. Organizational Learning
- F.2. Knowledge Transfer
- F.3. Managing Technical Innovation
- F.4. Person-Technology Interface
- F.5. Human Factors and Ergonomics
- F.6. Cognitive Load

G.0. Job Stress and Employee Well-being

- G.1. Work Stressors
- G.2. Burnout and Fatigue
- G.3. Absenteeism and sick-leave
- G.4. Psychobiological Stress Reactions
- G.5. Recovery and Unwinding
- G.6. Stress Management
- G.7. Coping and Social Support
- G.8. Well-being
- G.9. Engagement

H.0. Work-Family Interface

- H.1. Work-Family Conflict
- H.2. Work-Family Balance
- H.3. Crossover
- H.4. Family-friendly Organization

I.0. Organizational Behavior

- I.1. Work Attitudes and Values
- I.2. Organizational Commitment and Identification
- I.3. Work Motivation
- I.4. Performance
- I.5. Trust
- I.6. Organizational Justice

J.0. Organizational Structure, Culture, and Climate

- J.1. Organizational Structure and Design
- J.2. Organizational Culture
- J.3. Multi-cultural Organizations
- J.4. Organizational Climate
- J.5. Organizational Communication
- J.6. Job Analysis and Design
- J.7. Scheduling of Work
- J.8. Organizational Ethics and Social Responsibility
- J.9. Organization Theory

K.0. Leadership and Management

- K.1. Leadership Models
- K.2. Leadership and Culture
- K.3. Managing Flexibility
- K.4. Managing Diversity
- K.5. Conflict Management
- K.6. Negotiation Skills and Processes
- K.7. Decision-making

L.0. Teams and Workgroups

- L.1. Group and Team Processes
- L.2. Inter-group Relations at Work
- L.3. Team Building and Effectiveness
- L.4. Team Work, Creativity and Innovation
- L.5. Diversity in Work Teams
- L.6. Cyberspace and Virtual Teams

M.0. Emotions in the Workplace

- M.1. Emotional Labor
- M.2. Management of Emotions at Work
- M.3. Emotions and Organizational Contexts

N.0. Industrial Relations

- N.1. Worker Representation and Collective Bargaining
- N.2. Democracy and Dialogue
- N.3. Power and Influence
- N.4. Union Structural Change
- N.5. Union Attitudes and Participation

O.0. Research and Methodology

- O.1. Research Design
- O.2. Measurement and Psychometrics
- O.3. Statistics and Methodological Issues
- O.4. Advances in Quantitative Research Methods
- O.5. Advances in Qualitative Research Methods
- O.6. Field and Experimental Research
- O.7. Cross-Cultural Research



PROGRAM OVERVIEW

	SESSION 1 8.30-9.20	SESSION 2 9.30-10.45	SESSION 3 11.15-12.45
Invited addresses	Keynote address Denise Rousseau: The Role of Work and Organizational Psychology in Making Managers Evidence-based K.Th1 K1/K2		
Invited symposia		Thomas: Intrinsic Task Motivation: The "Heart" of Sustainable Work IS.Th2.I K1	Dahlgren: STRATEGIC HR: Human Resource Management in theory and best practice - experiences from Swedish working life IS.Th3.B A2
			Schulz: Sustainable Health Care in Organizations IS.Th3.G1 K16/K17
			Schaufeli: Work engagement IS.Th3.G2 K1
Symposia		Ekblad: High-quality health and soci- al services for a multicultural future - strategies for a vital and sustainable development S.Th2.B K11	Hoppe: Labour Migration: A New Challenge for Work- and Organizational Psychology? S.Th3.B A5
		Wheelan: Increasing Work Team Effectiveness: A research-based Approach S.Th2.L A5	Zapf: Workplace Bullying and Social Stress at Work S.Th3.G1 K21
			Hartig: Recovery from the Demands of Work (Part I): Basic Processes, Opportunities, and Constraints S.Th3.G2 K11
			Sinangil: Determinants of Collective Efficacy: The Role of Perceptions of Context S.Th3.I A3
			van Knippenberg: Leadership and Fairness S.Th3.K A4
		EAWOP Task Force Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part I) TF.Th2.O K2	EAWOP Task Force Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part II) TF:Th3.O K2
Roundtable discussion		Roundtable discussion Can (and Should) Barriers to The Adoption of Evidence-Based Management be Overcome? RT.Th2.F A1	Roundtable discussion Motivational foundations of knowledge management RT.Th3.F A1
Thematic oral sessions		Performance appraisal T.Th2.B1 A3	Personnel psychology T.Th3.A K22
		Equality in the workplace T.Th2.B2 K13	Training and development T.Th3.B1 K13
		Strategic HR T.Th2.B3 K12	Diversity in the workplace T.Th3.B2 K23
		Organizational change T.Th2.C K16/17	Change processes T.Th3.C K14
		Job insecurity T.Th2.D K14	Psychological contracts T.Th3.D K12
		Knowledge transfer T.Th2.F K24	Unemployment T.Th3.E K24
		Bullying and sexual harassment T.Th2.G1 A2	Organizational behaviour T.Th3.I K15
		Absenteeism T.Th2.G2 K23	
		Burnout and engagement T.Th2.G3 K21	
		Work-family interface T.Th2.H K15	
		Motivation and performance T.Th2.I K22	
		Organizational design T.Th2.J A4	
Posters - All day session Victoria Hall	Prevention and health promotion P.Th.A	Training and development P.Th.B1	Diversity and equality in the workplace P.Th.B2
	Burnout and fatigue P.Th.G1	Job stress, well-being and absenteeism P.Th.G2	Work-family interface P.Th.H
	Team work, creativity and innovation P.Th.L1	Virtual teams and team diversity P.Th.L2	Emotions at work P.Th.M

Thursday



SESSION 4 12.50-14.20		SESSION 5 14.30-16.00	SESSION 6 16.30-18.00
State of the Art Presentation 12.50-13.30 Lois Tetric: Healthy for Whom – Workers or Organisations? SA1.Th4.A K1	State of the Art Presentation 13.40-14.20 Ulf Lundberg: Psychobiological Responses to Paid and Unpaid Work in Women and Men and Implications for Health SA2.Th4.H K2		
		MacKinnon: Building Sustainable Organisations: The Role of Employee Engagement IS.Th5.A A4	Le Blanc: Promoting Human and Organizational Vitality: Where Science meets Practice IS.Th6.A K1
		Arnold: Retaining and integrating health professionals in healthcare organizations IS.Th5.B K2	De Witte: Job Insecurity: Conceptual issues, moderators and longitudinal evidence IS.Th6.D A2
		de Lange: Aging and Work in the 21st Century (Part I) IS.Th5.E A3	van der Heijden: Aging and Work in the 21st Century (Part II) IS.Th6.E A3
		Peiro: Education and Training of Work and Organizational Psychology in a Global World IS.Th5.O K1	
Backenroth-Ohsako: Meeting challenges - age, disability, social and structural changes: Successful mastery in working life in three cultural contexts S.Th4.B A2		Bond: Sustaining Our Work as Organizational Scholar-Change Agents: Creating an Interdisciplinary Community to Address Gender and Work S.Th5.B A2	Krings: Social Biases in Personnel Judgment and Decision Making S.Th6.B A4
Heinitz: The interplay of leadership behaviors: Towards more complex approaches S.Th4.K A3		Baillien: Workplace bullying within a sustainable work context (Part I) S.Th5.G1 K21	Baillien: Workplace bullying within a sustainable work context (Part II) S.Th6.G1 K21
		Sonnentag: Recovery from the Demands of Work (Part II): Work-Home Interference, Job Performance, and Well-Being S.Th5.G2 K11	Sonnentag: Recovery from the Demands of Work (Part III): Work-Home Interference, Job Performance, and Well-Being S.Th6.G2 K11
		Burke: Issues in Evaluating the Equivalence of Online Assessments in Multiple Languages S.Th5.O K16/K17	McDowall: Work/Life Balance - Achievable and Sustainable? S.Th6.H K16/K17
			van Yperen: Achievement Goals and their Impact on Job Performance and Interpersonal Relationships at Work S.Th6.I K2
			EAWOP Task Force Implementing Test User Standards in Europe TF.Th6.O A5
Roundtable discussion Sustainable work in UE-27: Prospecting new challenges to W&O Psychology RT.Th4.G A1		Roundtable discussion Trans-National Judgements of Ethical Scenarios in Work and Organizational Psychology RT.Th5.J A1	Roundtable discussion High Frequency Attitude Measurement in Longitudinal Designs: On Capturing Alpha, Beta, and Gamma Changes RT.Th6.O A1
Team Trust and Innovation Climate T.Th4.L A4		Selection and assessment T.Th5.B K22	Occupational safety T.Th6.A K22
Training and development T.Th4.B K21		Managing organizational change T.Th5.C K23	Reward systems T.Th6.B K12
Work attitudes and values T.Th4.I K11		Employment contracts T.Th5.D K24	Mergers and acquisitions T.Th6.C K13
		Managing technological innovation T.Th5.F K14	Career patterns and mobility T.Th6.E K23
		Work-family balance T.Th5.H K12	Work stressors T.Th6.G K24
		Work motivation T.Th5.I K15	Organizational commitment and identification T.Th6.I K15
		Leadership and management T.Th5.K K13	Leadership, work climate, and personality T.Th6.K K14
		Intergroup relations T.Th5.L A5	
Selection and assessment P.Th.B3	Human resource management P.Th.B4	Entry, exit and mobility P.Th.E	Technology and knowledge P.Th.F
Organizational commitment and identification P.Th.I1	Work attitudes and values P.Th.I2	Organizational culture P.Th.J	Management and leadership models P.Th.K
Industrial relations P.Th.N	Measurement and psychometrics P.Th.O		



THURSDAY MAY 10

08:30 - 09:20 KEYNOTE ADDRESS

K.Th1:1

K1/K2

The Role of Work and Organizational Psychology in Making Managers and Organizational Decisions Evidence-based

Denise Rousseau, Carnegie Mellon University, United States

Chair: Magnus Sverke, Stockholm University, Sweden

09:30 - 10:45 INVITED SYMPOSIUM

IS.Th2.I:0

K1

Intrinsic Task Motivation: The "Heart" of Sustainable Work

Chair: Kenneth Thomas, Naval Postgraduate School, United States

Co-Chair: Walter Tymon, Villanova Univ, United States

IS.Th2.I:1 Developing an Integrative Theoretical and Diagnostic Framework Grounded in Today's Work

Kenneth Thomas, Naval Postgraduate School, United States

IS.Th2.I:2 Developing a Multi-Purpose Measure of Intrinsic Task Motivation: The Profile of Intrinsic Motivation (PIM)

Walter Tymon, Villanova University, United States

IS.Th2.I:3 Lessons from Practice: Using a Model of Intrinsic Task Motivation as a Lever to Change Organization Culture

Bruce Vincent, New West Institute, United States

09:30 - 10:45 SYMPOSIA

S.Th2.B:0

K11

High-quality health and social services for a multicultural future - strategies for a vital and sustainable development

Chair: Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden

Co-Chair: Fredrik Lindencrona, Karolinska Institutet, Sweden

Co-Chair: Shervin Shahnavaz, IPM, Sweden

S.Th2.B:1 Methods to realize a transcultural perspective on the subject – and professional knowledge within graduate studies at the Karolinska Institutet – A course for continuous education of faculty

Solvig Ekblad, National Inst for Psychosocial Medicine, Fredrik Lindencrona, Karolinska Institutet, Sweden

S.Th2.B:2 Transcultural competence and the staffs' self-efficacy in Swedish psychiatry. Building resilience in psychiatric care?

Shervin Shahnavaz, Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden

S.Th2.B:3 Strategies to develop system capacity for the provision of high-quality resettlement services for newly arrived refugees

Fredrik Lindencrona, Karolinska Institutet, Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden

S.Th2.B:4 Recruitment and introduction of foreign professionals in health care – two evaluations
Solvig Ekblad, National Inst for Psychosocial Medicine, Sweden

S.Th2.L:0

A5

Increasing Work Team Effectiveness: A research-based Approach

Chair: Susan Wheelan, DQ Associates, Inc, United States

Co-Chair: Maria Akerlund, Sandahl Partners, Sweden

Co-Chair: Christian Jacobsson, Goteborg Univ, Sweden

Discussant: Eva Birgerson, Sandahl Partners, Sweden

Discussant: Anders Pousette, Sentensio, Sweden

S.Th2.L:1 Team Development and Productivity

Susan Wheelan, GDQ Associates, Inc, United States

S.Th2.L:2 Methods to Improve The Performance of Social Service Teams

Maria Akerlund, Eva Birgerson, Sandahl Partners, Sweden

S.Th2.L:3 Faculty Group Effectiveness and Student Learning

Christian Jacobsson, Goteborg University, Anders Pousette, Sentensio, Sweden



09:30 - 10:45 EAWOP TASK FORCE

TF.Th2.O:0

K2

Europsy and the advanced diploma in WOP psychology: Ideals and proposals (Part I)

Chair: Lourdes Munduate, University of Seville, Spain

TF.Th2.O:0 Europsy and the advanced diploma in WOP psychology: Ideals and proposals
Lourdes Munduate, University of Seville, Spain

TF.Th2.O:1 The European Advanced Diploma in WOP and EuroPsy

Jose M Peiro, University of Valencia, Spain

TF.Th2.O:2 The ENOP model as input for the European Diploma in WOP.

Marco Depolo, Universita' di Bologna, Spain

TF.Th2.O:3 The Competence model as output for the Advanced Diploma in WOP

Robert Roe, Maastricht University, Belgium

09:30 - 10:45 ROUNDTABLE

RT.Th2.F:1

A1

Can (and Should) Barriers to The Adoption of Evidence-Based Management be Overcome?

Chair: Rob Briner, Birkbeck College, University of London, United Kingdom

Co-chair: Denise Rousseau, Carnegie Mellon University, United States

09:30 - 10:45 THEMATIC SESSIONS

A3

Performance appraisal

Chair: William Metlay, Hofstra University, United States

Co-Chair: Nathalie Galais, University of Erlangen-Nürnberg, Germany

T.Th2.B1:1 Rater Selection: Implications for Accuracy and Organizational Justice
William Metlay, Jennifer Nieman, Kevin Wolfe, Hofstra University, United States

T.Th2.B1:2 Employee Performance Management in Belgian Organisations: Empirical Evidence from an HR-Practitioners Perspective
Annick Vlamincx, Koen Dewettinck, Vlerick Leuven Gent Management School, Belgium

T.Th2.B1:3 Convergence of Self- and Supervisor Ratings for Job Performance
Heike Heidemeier, International University Bremen, Klaus Moser, University of Erlangen-Nuremberg, Germany

T.Th2.B1:4 Individual goal-orientation and provision of peer-feedback
Nathalie Galais, Nathalie Mazzola, University of Erlangen-Nürnberg, Germany

K13

Equality in the workplace

Chair: Helene Sandmark, Örebro and Uppsala University, Sweden

Co-chair: Fiona Gavin, Manchester Business School, United Kingdom

T.Th2.B2:1 Sexism Repackaged: How Workplace Discrimination is Disguised in 21st Century Europe
Fiona Gavin, Marilyn Davidson, Manchester Business School, United Kingdom

T.Th2.B2:2 Health and Safety and Social Inclusion: an Exploration of the Needs of Employees with Inflammatory Bowel Disease (IBD)
Sara Cox, Amanda Griffiths, University of Nottingham, United Kingdom

T.Th2.B2:3 The Effect of Nature and Difficulty of the Job on the Hiring Decision of Males and Females
Soner Dumani, **Selin Derya**, Koc University, Turkey

T.Th2.B2:4 The Causes and Consequences of Dissatisfaction amongst Black and Minority Ethnic Nurses in the UK National Health Service
Sabir Giga, Uduak Archibong, University of Bradford, United Kingdom



K12

Strategic HR

Chair: Pascale Le Blanc, Utrecht University, Netherlands
Co-Chair: Terttu Pakarinen, Commission for Local Authority Employers, Finland

- T.Th2.B3:1 The Strategy of Managing People Strategically: Strength of Subjective Situations and the Human Resources Management System
Jorge Gomes, Instituto Superior de Psicologia Aplicada, Anabela Correia, Instituto Politécnico de Setúbal/Escola Superior Ciências Empresariais, Rita Cunha, Universidade Nova de Lisboa, Joaquim Coelho, Instituto Superior de Psicologia Aplicada, Portugal
- T.Th2.B3:2 The Impact of Employee Perceptions of HR Practices on Person-Organization Fit
Corine Boon, ERIM/ Erasmus University Rotterdam, Deanne den Hartog, University of Amsterdam, Paul Boselie, Tilburg University, Jaap Paauwe, Tilburg University, Netherlands
- T.Th2.B3:3 Strategic Competence Emerges in Boundaries
Terttu Pakarinen, Commission for Local Authority Employers, Finland
- T.Th2.B3:4 The Psychological Impact of Outsourcing
Robert Parkinson, Gary Pheiffer, Emma Harding, London Metropolitan University, United Kingdom

K16/K17

Organizational change

Chair: Daniel G Gallagher, James Madison University, United States
Co-Chair: Serena Cubico, University of Verona, Italy

- T.Th2.C:1 Leverage and Influence: from Pilot "Psychology at Work" Project to Regional Health Service Organisational Development Strategy
Kate Thomson, Southern Adelaide Health Service, Kathryn McEwin, Central Northern Adelaide Health Service, Australia
- T.Th2.C:2 Generational Transition and Entrepreneurial Profiles: Senior in Comparison with Junior. A Survey in a Group of Small Sized Businesses
Giuseppe Favretto, **Serena Cubico**, Riccardo Sartori, University of Verona, Italy
- T.Th2.C:4 The Process of Building Capacity for Interagency Collaboration
Gail Thomas, Naval Postgraduate School, United States

K14

Job insecurity

Chair: Johnny Hellgren, Stockholm University, Sweden
Co-Chair: Thomas Staufenbiel, Universität Osnabrück, Germany

- T.Th2.D:1 Differential Correlates of Affective and Cognitive Job Insecurity
Thomas Staufenbiel, Universität Osnabrück, Germany, Cornelius König, Universität Zürich, Switzerland
- T.Th2.D:2 Job Insecurity in Permanent Employees: Do Social Support at Work and Psychological Contract Matter?
Lorena Pérez-Pérez, Amparo Caballer, Jose M Peiró, University of Valencia, Spain
- T.Th2.D:3 Psychological Consequences of Job Insecurity among Permanent and Fixed-term Employees: a Role of Perceived Workplace Control
Darja Maslic Sersic, University of Zagreb, Croatia
- T.Th2.D:4 Has the dimensionality of job insecurity any influence on the consequences? A study about qualitative and quantitative job insecurity
Anne Richter, Universitet Stockholm / JLU Giessen, Germany, Katharina Näswall, Stockholm University, Sweden

K24

Knowledge transfer

Chair: Monica Nyström, Karolinska Institutet, Sweden
Co-Chair: Karin S. Moser, University of Zurich, Switzerland

- T.Th2.F:1 What motivates information and knowledge sharing? The role of reciprocity and rewards in group work
Karin S. Moser, University of Zurich, Switzerland
- T.Th2.F:2 Knowledge Transfer and Planning Processes in Groups: Support through a Moderation Technique
Natalja Menold, Germany
- T.Th2.F:3 Willingness to Share Knowledge with the Workgroup: Contextual Antecedents, Instrumental and Social Motivational Processes
Tuna Dagli Oztekin, **Zeynep Aycan**, Koc University, Turkey
- T.Th2.F:4 Barriers and Facilitators of Knowledge Sharing
Susanne Søndergaard, Micky Kerr, Chris Clegg, University of Sheffield, United Kingdom



09:30 - 10:45 THEMATIC SESSIONS

A2

Bullying and sexual harassment

Chair: Annika Lantz, Uppsala University, Sweden
Co-Chair: Jana Raver, Queen's University, Canada

- T.Th2.G1:1 Comparison between Experts and not Experts on the Severity of the Psychological Abuse in the Workplace (mobbing)
Álvaro Rodríguez-Carballeira, Jorge Escartín, Clara Porrúa, Javier Martín-Peña, Bienvenido Visauta, University of Barcelona, Spain
- T.Th2.G1:2 Sexual Harassment vs. Generalized Workplace Aggression: Construct Differentiation and Contextual Antecedents
Jana Raver, Queen's University, Canada
- T.Th2.G1:3 Bullying and Suicidal Ideations in the Workplace
Angelo Soares, University of Quebec in Montreal, Canada
- T.Th2.G1:4 Bullying among Employees in Private Sector in Turkey
Selver Yildiz, Elvan Erturk, Uludag University, Turkey

K23

Absenteeism

Chair: Eva Vingård, Uppsala University, Sweden
Co-Chair: Magnus Svartengren, Karolinska institute, Sweden

- T.Th2.G2:1 The Social Construction of Illness Absence: Traveling through the "Black Hole"
Eric Patton, Gary Johns, Concordia University, Canada
- T.Th2.G2:2 Health Organization and Future (HOF-study) a Collaborative Approach for Promoting Work Health, Making Use of Qualitative and Quantitative Methods
Magnus Svartengren, Karolinska institute, Lena Ekenvall, Gunnel Ahlberg, Jerker Alberyd, Gun Nise, Inga-Lill Petterson, Karolinska Institute, Eva Vingård, Uppsala University, Sweden
- T.Th2.G2:3 What strategies do managers use to promote healthy organizations and reduce sickness absence? A qualitative study from the HOF-project
Gunnel Ahlberg, Karolinska institute, Peter Bergman, Karolinska Institute, Marianne Parmund, Stockholm County Council, Ulrich Stoetzer, Magnus Svartengren, Måns Waldenström, The HOF-study group, Karolinska Institute, Sweden

K21

Burnout and engagement

Chair: Arla Day, Saint Mary's University, Canada
Co-Chair: Despoina Xanthopoulou, Erasmus University of Rotterdam, Netherlands

- T.Th2.G3:1 Job Demands and Resources as Antecedents of Work Engagement: a Longitudinal Study
Saija Mauno, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Mervi Ruokolainen, University of Jyväskylä, Finland
- T.Th2.G3:2 A Diary Study on the Effects of Colleague Support and Self-efficacy on Work Engagement and Performance
Despoina Xanthopoulou, Arnold Bakker, Erasmus University of Rotterdam, Ellen Heuven, Evangelia Demerouti, Wilmar Schaufeli, Utrecht University, Netherlands
- T.Th2.G3:3 Basic Need Satisfaction as a Mediator between Job Characteristics, Burnout and Engagement: Elaborating the Job Demands Resources Model
Anja Van den Broeck, Hans De Witte, Maarten Vansteenkiste, Willy Lens, Catholic University Leuven, Belgium
- T.Th2.G3:4 A Test of the Conservation and Resource Enhancement Model of Job Burnout and Job Engagement
Syed Akhtar, Jenny S. Y. Lee, City University of Hong Kong, Hong Kong

K15

Work-family interface

Chair: Maria Peeters, Utrecht University, Netherlands
Co-Chair: Ernesto Noronha, Indian Inst of Management Ahmedabad, India

- T.Th2.H:1 Work – Family Conflict and Disagreement about Division of Household - work – the Role of Gender Ideology
Mikael Nordenmark, Mid Sweden University, Sweden
- T.Th2.H:2 Recasting Work-family Balance through Teleworking: A Study of Medical Transcriptionists from Bangalore, India
Ernesto Noronha, Premilla d'Cruz, Indian Inst of Management Ahmedabad, India
- T.Th2.H:3 Time Pressure, Structural Working Conditions, and Work-Family Conflict among Working Men and Women
Eduardo R. Infante, Ines I. Irizo, University of Sevilla, Spain
- T.Th2.H:4 Family Friendly Organizations in Finland: Contrasting Policy Regimes and Alternative Theoretical Interpretations
Charlotta Niemistö, Swedish School of Economics and Business Administration, Finland



THURSDAY MAY 10

09:30 - 10:45 THEMATIC SESSIONS

K22

Motivation and performance

Chair: Marisa Salanova, Universitat Jaume I of Castellón, Spain
Co-Chair: Robert van Doorn, Maastricht University, Netherlands

- T.Th2.I:1 Actual and Experienced Task Performance and the BIS-BAS Distinction
Robert van Doorn, Maastricht University, Fred Zijlstra, Maastricht University, Netherlands
- T.Th2.I:2 Work Competence Motivation: Dimensions, Measure, Antecedents, and Consequences
Elisa Maria Galliani, Michelangelo Vianello, Cristina Rolli, Nicola Alberto De Carlo, University of Padua, Italy
- T.Th2.I:3 When Work becomes an Addiction: an Exploration of Individual and Organizational Antecedents of Workaholism and its Impact on Employee Outcomes
Thomas Dewilde, Ans De Vos, Koen Dewettinck, Vlerick Leuven Ghent Management School, Belgium

A4

Organizational design

Chair: Victor M. Catano, Saint Mary's University, Canada
Co-Chair: Sandra Schumacher, University of Zurich, Switzerland

- T.Th2.J:1 Helping Design the "Factory of the Future"
Chris Clegg, Leeds University Business School, Keith Ridgway, Advanced Manufacturing Research Centre, Kate Hollis, J Sainsbury Plc, Natalie Curd, **Emer Lynam**, Leeds University Business School, United Kingdom
- T.Th2.J:2 Bureaucratic and Post-Bureaucratic Structures in Contemporary Organisations
Malin Bolin, Annika Härenstam, National Institute for Working Life, Sweden
- T.Th2.J:3 How are Good and Bad Jobs Created? Case Studies of Employee, Managerial and Organizational Factors
Kerstin Waldenström, Karolinska Institutet, Annika Härenstam, National Institute for Working Life, Sweden
- T.Th2.J:4 A First Empirical Job Analysis in Swiss Nuclear Plants
Sandra Schumacher, Martin Kleinmann, University of Zurich, Switzerland

11:15 - 12:45 INVITED SYMPOSIA

IS.Th3.B:0

A2

STRATEGIC HR Human Resource Management in theory and best practice - experiences from Swedish working life

Chair: Per Olov Dahlgren, Per Olov Dahlgren Konsult AB, Sweden

- IS.Th3.B:1 The Framework of Strategy and Human Resource Management
Christina Hallberg, BAE Systems C-ITS AB, Sweden
- IS.Th3.B:2 Improving company performance from an executive perspective
Anders Mellberg, Agria Djurförsäkringar Sweden
- IS.Th3.B:3 HR as part of the business process
Eva Åhgren, Com Hem AB, Sweden
- IS.Th3.B:4 People development in the public sector
Eva Kramér-Jensfelt, Ministry of Justice, Sweden

IS.Th3.G1:0

K16/K17

Sustainable Health Care in Organizations

Chair: Heiko Schulz, PSYCON, Germany
Discussant: Ute Schmidt-Brasse, PSYCON, Germany

- IS.Th3.G1:1 Daily mood, work hours, and Iso-strain variables; Impacts on health behaviour
Fiona Jones, Daryl O'Connor, Brian McMillan, University of Leeds, United Kingdom
- IS.Th3.G1:2 Integrating the Demand – Control model and the Effort – Reward Imbalance models of work stress
Gail Kinman, University of Bedfordshire, United Kingdom
- IS.Th3.G1:3 Work climate in for-profit and non-profit hospitals: Implications for work attitudes and well-being
Magnus Sverke, Stockholm University, Sweden
- IS.Th3.G1:4 Sustainable implementation of occupational health into an organisation
Heiko Schulz, PSYCON Psychological Consulting, Germany



11:15 - 12:45 INVITED SYMPOSIA

IS.Th3.G2:0

K1

Work engagement

Chair: Wilmar Schaufeli, Utrecht University, Netherlands

IS.Th3.G2:1 Work Engagement: Results from South African Studies

S Rothmann, North-West University, South Africa

IS.Th3.G2:2 Organizational Justice as a Support for Organizational Involvement: Implications for Work Engagement

Michael P Leiter, Acadia University, Canada

IS.Th3.G2:3 Organizational Factors, Vigor and Absenteeism

Esther R Greenglass, York University, Canada

IS.Th3.G2:4 Past Performance and Efficacy beliefs as Antecedents of Burnout and Engagement
Edgar Bresó, Marisa Salanova, Jaume I University, Spain, Mustafa Koyuncu, Erciyes University, Turkey, Ronald Burke, Yorke University, Canada, Isabel M Martínez, Jaume I University, Spain

IS.Th3.G2:5 Personal and Organizational Resources, Work Engagement, and their Relationships with Psychological Distress and Job Performance: A Two-wave Longitudinal Study

Akihito Shimazu, Univ of Tokyo Grad School of Medicine, Japan, Wilmar B Schaufeli, Utrecht University, Netherlands

11:15 - 12:45 SYMPOSIA

S.Th3.B:0

A5

Labour Migration: A New Challenge for Work- and Organizational Psychology?

Chair: AnneKatrin Hoppe, University of Hamburg, Germany, Co-Chair: Marie-Thérèse Chicha, Université de Montréal, Canada

S.Th3.B:1 Labour Migration in a Globalizing World – Benefits and Challenges for Europe
Katrin Behrendt, University of Hamburg, Switzerland

S.Th3.B:2 Cross-Cultural Adjustment Process of Immigrants in Austria
Ana Azevedo, Univ of Applied Sciences, FH Joanneum, Austria

S.Th3.B:3 Work-related Stressors and Resources of Eastern European Migrant Workers in Germany
Annekatriin Hoppe, University of Hamburg, Germany

S.Th3.B:4 Does Switching Jobs Matter when Switching Countries?
Jürgen Deller, Anne-Grit Albrecht, University of Lueneburg, Germany

S.Th3.G1:3 Hard on the Heart: Workplace Bullying and Cardiovascular Risk
Michelle Tuckey, Maureen Dollard, Judith Saebel, University of South Australia, Australia

S.Th3.G1:4 MMPI-2 Profiles and Psychiatric Disorders among Victims of Bullying
Ståle Einarsen, University of Bergen, Norway, Eva Gemzøe Mikkelsen, Crecea, Denmark

S.Th3.G1:5 Enforcing Anti-bullying Legislation in Swedish Workplaces: the Impact of Contextual Factors
Helge Hoel, The University of Manchester, United Kingdom

S.Th3.G2:0

K11

Recovery from the Demands of Work (Part I): Basic Processes, Opportunities, and Constraints

Chair: Terry Hartig, Uppsala University, Sweden
Co-Chair: Sabine Sonnentag, University of Konstanz, Germany

S.Th3.G2:1 Sleep and Restitution
Torbjörn Åkerstedt, Karolinska Institute, Sweden

S.Th3.G2:2 The Effects of Rumination on Recovery
Mark Cropley, University of Surrey, United Kingdom

S.Th3.G2:3 Recovery from Job-Stress and Burnout – The Effects of Respite from Work: A Meta-Analytic Study
Dalia Etzion, Tel Aviv University, Israel

S.Th3.G2:4 Psychological and Health-Related Effects of Vacation
Gerhard Blasche, Medical University of Vienna, Austria

S.Th3.G2:5 Constrained Restoration: Contributor to Chronic Stress and a Cost of Coping
Terry Hartig, Uppsala University, Sweden

S.Th3.G1:0

K21

Workplace Bullying and Social Stress at Work

Chair: Dieter Zapf, Goethe-University Frankfurt, Germany

S.Th3.G1:1 The Role of Trait Negative Affect in Social Stressors-Strain Relations
Christiane Spitzmüller, University of Huston, United States, Dieter Zapf, Christina Werner, Melanie Holz, Sandra Ohly, Goethe University Frankfurt, Germany

S.Th3.G1:2 Social Stressors Impair not only Well-being but also Subjective Success
Simone Grebner, Achim Elfering, Sibylle Galliker, Anita Emch, Norbert K Semmer, University of Bern, Switzerland



THURSDAY MAY 10

11:15 - 12:45 SYMPOSIA

S.Th3.I:0

A3

Determinants of Collective Efficacy: The Role of Perceptions of Context

Chair: Handan Sinangil, Marmara University, Turkey
Discussant: Gary Latham, University of Toronto, Canada

- S.Th3.I:1 Determinants and Consequences of Collective Efficacy in Italian Air Force
Laura Borgogni, Laura Petitta, University of Rome - "La Sapienza", **Andrea Mastroirilli**, Italian Air Force, Italy
- S.Th3.I:2 Perceptions of Organizational Context as Determinants of Collective Efficacy at Group and Organizational level
Laura Petitta, University of Rome - "La Sapienza", Stefania Falcone, Selex Communications Group, Italy
- S.Th3.I:3 Antecedents and Consequences of Collective Efficacy in an Italian Government Office
Silvia Dello Russo, University of Rome - "La Sapienza", Stefania Falcone, Selex Communications Group, Italy
- S.Th3.I:4 Determinants and Consequences of Collective Efficacy in a Telecommunication Firm
Stefania Dammacco, WIND, **Laura Borgogni**, Silvia Dello Russo, University of Rome - "La Sapienza", Italy

S.Th3.K:0

A4

Leadership and Fairness

Chair: Daan van Knippenberg, Erasmus University Rotterdam, Netherlands
Discussant: Barbara van Knippenberg, Free University Amsterdam, Netherlands

- S.Th3.K:1 Leadership and Fairness: State of the Art and Research Agenda
Daan van Knippenberg, Erasmus University Rotterdam, Netherlands
- S.Th3.K:2 Procedural Justice and Status Judgements: The Moderating Role of Authority Prototypicality
Jukka Lipponen, University of Helsinki, Finland
- S.Th3.K:3 When Does a Leader Show Fair or Unfair Behavior? Influences of Accountability and Group Prototypicality on the Leader's Distributive Decisions
Steffen R Giessner, Erasmus University Rotterdam, Netherlands
- S.Th3.K:4 Leader's Social Responsibility, Ethical Leadership and Effectiveness
Annebel H B de Hoogh, Free University Amsterdam, **Deanne N. den Hartog**, University of Amsterdam, Netherlands

11:15 - 12:45 EAWOP TASK FORCE

TF.Th3.O:0

K2

Europsey and the advanced diploma in WOP psychology: Ideals and proposals (Part II)

Chair: Marco Depolo, Università di Bologna, Italy

- TF.Th3.O:1 Competences required to become a European WOP psychologist. The competence model survey
Matti Vartiainen, Helsinki University of Technology, Finland, Lourdes Munduate, University of Seville, Spain

- TF.Th3.O:2 Advanced Diploma in WOP: proposal for input/output standards and implementation framework
Robert Roe, Maastricht University, Belgium, Jose M Peiró, University of Valencia, Spain

11:15 - 12:45 ROUNDTABLE

RT.Th3.F:1

A1

Motivational foundations of knowledge management

Chair: Karin S. Moser, University of Zurich Switzerland



11:15 - 12:45 THEMATIC SESSIONS

K22

Personnel psychology

Chair: Christian Korunka, University of Vienna, Austria
Co-Chair: Gerhard Roodt, University of Johannesburg, South Africa

- T.Th3.A:1 Personal Profile and Organisational Type fit: Does Personality matter?
Gerhard Roodt, Annalie Strydom, University of Johannesburg, South Africa
- T.Th3.A:2 Occupational Accident Investigations: Social-cognitive Factors Compromise the Accuracy of the Data
Veronica Stinson, E. Kevin Kelloway, Matthew Prosser, Stephanie Quigg, Saint Mary's University, Canada
- T.Th3.A:3 Safety climate and workers' behaviours: exploring the contributions of group climate and identification
Silvia Silva, Susana Tavares, ISCTE, Portugal
- T.Th3.A:4 Safety climate role for occupational accidents definition and registration
Cláudia Niza, CIS, **Silvia Silva**, Luisa Lima, ISCTE/CIS, Portugal

K13

Training and development

Chair: Margje van de Wiel, Universiteit Maastricht, Netherlands
Co-chair: Doerte Resch, University of St. Gallen, Switzerland

- T.Th3.B1:1 Deliberate practice in medicine: Relating goal orientations, learning activities and expertise
Margje van de Wiel, Piet van den Bossche, Helen Jossberger, Sandra Janssen, Wim Gijsselaers, Universiteit Maastricht, Netherlands
- T.Th3.B1:2 Effects of a Guided Self-Reflection Diary on the Improvement of Self-Regulatory Competencies and Vocational Goal Attainment
Meike Landmann, Bernhard Schmitz, Darmstadt University of Technology, Germany
- T.Th3.B1:3 Reaction to tutoring: a comparative study between two distance education courses
Lidia Parachin, André Wogel, Gardênia Abbad, Clara Cantal, Amanda Mourão, Annelise Soares, Vanessa Bixi, Universidade de Brasília, Brazil
- T.Th3.B1:4 Training Soft Skills in Organizations – Constructions of Individual Agency as Barriers to Change?
Doerte Resch, University of St. Gallen, Switzerland
- T.Th3.B1:5 Creative Self Efficacy: An Intervention Study
Gro Ellen Mathisen, University of Stavanger, Kolbjorn Bronnick, Helse Vest, Norway

K23

Diversity in the workplace

Chair: Christa Walenta, Vienna University of Economics and Business Administration, Austria
Co-chair: Florian Baeuerle, University of Applied Sciences, Switzerland

- T.Th3.B2:1 An Integrative Multidisciplinary Model of Diversity Management
Christa Walenta, **Edeltraud Hanappi-Egger**, Vienna University of Economics and Business Administration, Austria
- T.Th3.B2:2 The Influence of Team Diversity versus Relational Diversity on Performance: A Multilevel analysis
Ana Passos, António Caetano, ISCTE, Portugal
- T.Th3.B2:3 The Role and Well-being of Migrant Doctors in the National Health Service in the UK
Aditya Jain, Nigel Hunt, Tom Cox, University of Nottingham, United Kingdom
- T.Th3.B2:5 Using TIMSS Classroom Video Surveys to Study Teachers' Occupational Stress in a Cross-Country Perspective
Florian Baeuerle, University of Applied Sciences, Switzerland, Christina Hoos, Andreas Krause, Heinz Schuepbach, University of Freiburg, Germany, Christine Pauli, Kurt Reusser, University of Zurich, Switzerland, Mareike Kunter, Juergen Baumert, MPI for Human Development, Germany



11:15 - 12:45 THEMATIC SESSIONS

K14

Change processes

Chair: Dave Bouckenooghe, Vlerick Leuven Gent Management School, Belgium

Co-chair: Salvatore Zappalá, University of Bologna, Italy

T.Th3.C:1 Organizational And Psychological Influences On The Acceptance Of Open Source Software
Salvatore Zappalá, University of Bologna, Fabio Massei, Marco Giovanni Mariani, University of Bologna, Italy

T.Th3.C:2 Evaluating Organisational Change Processes: Moderating Effects of Individual Culture-related Values on Support of Change and Management Trust
Daniela Meiser, Ralf Stegmaier, Karlheinz Sonntag, Alexandra Michel, University of Heidelberg, Germany

T.Th3.C:3 The Role of Process, Context and Individual Characteristics in Explaining Readiness to Change
Dave Bouckenooghe, Geert Devos, Vlerick Leuven Gent Management School, Belgium

T.Th3.C:4 Managing Diversity and Change in the Prevention of Falls among the Elderly in Residential Care
Margaret Gärding, Umeå University, Sweden

T.Th3.C:6 Flow, a Useful Concept to Develop Sustainable Organisations.
Göran Skarman, Humanik AB, Sweden

K12

Psychological contracts

Chair: Kerstin Isaksson, Mälardalen University, Sweden

Co-Chair: José Ramos, University of Valencia, Spain

T.Th3.D:1 Dynamics of the Psychological Contract; The Role of Selection Practices and Individual Characteristics in the Greek Banking Sector
Ioannis Nikolaou, Maria Tomprou, Athens University of Economics and Business, Greece

T.Th3.D:2 Mutuality in the psychological contract: a two-waves study of their influence on the state of psychological contract.
José Ramos, Yolanda Estreder, Francisco Gracia, University of Valencia, Spain

T.Th3.D:3 Why Work? The Role of Work-life Balance and Workaholism in the Psychological Contract of Different Generations at Work
Tine Huyghe, **Ans De Vos**, Thomas Dewilde, Annelies Meganck, Vlerick Leuven Gent Management School, Belgium

T.Th3.D:4 Investigating Effect of Individual Antecedences on Psychological Contracts and Psychological Contracts Effect on Work Outcomes
Liina Randmann, Tallinn University of Technology, Estonia

T.Th3.D:5 On The Difficulties of Applying Psychological Contract Theory and Evidence: Is The Psychological Contract of Any Practical Use to Organizations?
Rob Briner, Neil Conway, Birkbeck College, University of London, United Kingdom

K24

Unemployment

Chair: Kari Lindström, Finnish Inst of Occupational Health, Finland

Co-Chair: Kerstin Wüstner, University of Augsburg, Germany

T.Th3.E:1 The Experiencing Process of Middle-aged Unemployed People in Japan: Focusing on the Change of their Attitude Toward Unemployment
Miho Takahashi, University of Tokyo, Japan

T.Th3.E:2 Burnout of Unemployed People
Kerstin Wüstner, University of Augsburg, Germany

T.Th3.E:3 Unemployment and Social Exclusion: A Longitudinal Study
Zvonimir Galic, Branimir Sverko, University of Zagreb, Croatia

T.Th3.E:4 The Need for Work: Jahoda's Latent Functions of Employment in a Representative Sample of the German Population
Karsten Paul, Universität Erlangen-Nürnberg, Germany, Bernad Batinic, Johannes Kepler Universität Linz, Austria

T.Th3.E:5 Predictors of Job Search Behaviour among Portuguese Older Unemployed Adults
Marta Sousa-Ribeiro, Joaquim Luís Coimbra, Univ. of Porto, Portugal



11:15 - 12:45 THEMATIC SESSIONS

K15

Organizational behavior

Chair: Anders Sjöberg, Assessio International, Sweden
Co-Chair: Sandra Ohly, Goethe University Frankfurt, Germany

T.Th3.I:1 Attempts to Improve Work and Well-Being in a Representative Sample of Working Individuals in Europe: Test of the Karasek Model

Sandra Ohly, Goethe University Frankfurt, Germany, Zan Strabac, Norwegian University of Science and Technology, Norway

T.Th3.I:2 Linking Commitment and Control to the Use of Competency Management; Attitude and Perceived Behavioral Control as Mediators

Hanneke Heinsman, Annebel H.B. De Hoogh, Paul L. Koopman, Vrije Universiteit, Jaap J. Van Muijen, Business Universiteit Nyenrode, Netherlands

T.Th3.I:3 Personal Characteristics as a Predictor for the Acceptance of Abusive Work Practices among Chefs

Wendy Bloisi, London Metropolitan University, Helge Hoel, Manchester Business School, United Kingdom

T.Th3.I:4 Does context matter in social exchanges? Successful change interventions and trust in management

Pedro Neves, António Caetano, ISCTE, Portugal

12:50 - 13:30 STATE-OF-THE-ART PRESENTATION

SA1.Th4.A:1

K1

Healthy for Whom - Workers or Organizations?

Lois Tetrick, George Mason University United States

Chair: Daniel G Gallagher, James Madison University, United States

13:40 - 14:20 STATE-OF-THE-ART PRESENTATION

SA2.Th4.H:1

K2

Psychobiological Responses to Paid and Unpaid Work in Women and Men and Implications for Health

Ulf Lundberg, Stockholm University Sweden

Chair: Bo Melin, National Institute for Working Life, Sweden

12:50 - 14:20 SYMPOSIA

S.Th4.B:0

A2

Meeting challenges - age, disability, social and structural changes: successful mastery in working life in three cultural contexts

Chair: Gunnel Backenroth-Ohsako, Karolinska Institute, Sweden

S.Th4.B:1 Doing well in turbulent times: The experience of Canadian workers

William A Borgen, The University of British Columbia, Canada

S.Th4.B:2 How could we help Japanese middle-aged people who feel depressed about unemployment due to restructuring?

Miho Takahashi, Haruhiko Shimoyama, The University of Tokyo, Japan

S.Th4.B:3 Are you deaf or what? Working life challenges faced by hearing impaired employees and work organizations

Gunnel Backenroth-Ohsako, Karolinska Institute, Sweden



THURSDAY MAY 10

12:50 - 14:20 SYMPOSIA

S.Th4.K:0 A3

The interplay of leadership behaviors: Towards more complex approaches

Chair: Kathrin Heinitz, Freie Universitaet Berlin, Germany
Discussant: Birgit Schyns, University of Portsmouth, United States

S.Th4.K:1 Transformational leadership and commitment:
A multi level analysis

Sabine Korek, TU Braunschweig, Germany, U
Zaepernick-Rothe, J Felfe

S.Th4.K:2 Are Transformational and Transactional
Leadership based on Morale?

Jens Rowold, Universitaet Muenster,
Germany, K Heintiz, L Laukamp

S.Th4.K:3 The effects of different leadership styles,
implicit leadership theories and gender on
leadership perception and success attribution
Katja Messerschmidt, RWTH Aachen,
Germany, **J Schilling**

S.Th4.K:4 'Old' and 'new' ways of leadership: Comparing
and contrasting the MLQ and the LBDQ
Kathrin Heinitz, FU Berlin, Germany, J
Rowold, D Liepmann

S.Th4.K:5 Employee-leader communication: A forgotten
perspective
Peter M Muck, University of Bielefeld,
Germany

12:50 - 14:20 ROUNDTABLE

RT.Th4.G:1 A1

Sustainable work in UE-27: Prospecting new challenges to W&O Psychology

Chair: Antonio Caetano, ISCTE, Portugal
Co-chairs: John Arnold, Loughborough University, United
Kingdom, Rene Bouwen, University of Leuven, Belgium,
Mare Teichmann, Tallinn University of Technology, Estonia,
Matti Vartiainen, Helsinki University of Technology, Finland

12:50 - 14:20 THEMATIC SESSIONS

T.Th4.L:0 A4

Team Trust and Innovation Climate

Chair: Vicente Gonzalez-Roma, University of Valencia,
Spain

Co-Chair: Ana Cristina Costa, Delft University of
Technology, Netherlands

T.Th4.L:1 Psychological Mechanism of Ingroup Loyalty -
An Investigation into the Group Reactions to
Loyal and Disloyal Members.

Kirk Chang, University of Cumbria, United
Kingdom

T.Th4.L:2 Effect of Team Climate on Job Satisfaction
among Hospital Employees

Kaija Bridger, HR Consultant, Mika Kivimäki,
Finnish Institute of Occupational Health, Marko
Elovainio, National Research and Development
Centre Marianna Virtanen, Hannakaisa
Länsisalmi, Jussi Vahtera, Finnish Institute of
Occupational Health, Finland

T.Th4.L:3 The Role of Leader-Member Exchange, Team-
Member Interaction, and Climate in the
Prediction of Well-Being and Propensity to
Leave the Team: A Multilevel Analysis
Kristina Potocnik, University of Valencia,
Nuria Tordera, Jose Maria Peiro, Vicente
Gonzalez-Roma, University of Valencia, Spain

T.Th4.L:4 Examining Team Climate Configurations:
Relationships with Team Processes and
Outcomes

Vicente González-Romá, Ana Hernandez,
Jose M Peiro, University of Valencia, Spain,
Lina Fortes, Instituto Politecnico Portugal, Nuria
Gamero, CIEMAT, Spain



12:50 - 14:20 THEMATIC SESSIONS

K21

Training and development

Chair: Tom Hagström, Stockholm University, Sweden
Co-Chair: Almuth McDowall, University of Surrey, United Kingdom

- T.Th4.B:1 Training and Development Budgets – Allocated Fairly and Squarely by Managers?
Almuth McDowall, University of Surrey, United Kingdom
- T.Th4.B:2 Learning Processes in Intercultural Training
Regina Herzfeldt, Center for Creative Leadership, Europe Belgium, Felix Brodbeck, Aston Business School, United Kingdom
- T.Th4.B:3 A Social Exchange Perspective on Organisational Climates for Learning and Development and Safety
Kelly McMillan, Monash University, Australia
- T.Th4.B:4 Managing service-user violence and aggression in healthcare: do training interventions work?
Angeli Santos, **Phil Leather**, Antonio Zarola, University of Nottingham, United Kingdom
- T.Th4.B:5 Effects of Transformational Leadership Training and Coaching on Follower Perception of Transformational Leadership, Commitment and OCB: Two Field Experiments
Martina Moeninghoff, Jens Rowold, University of Muenster, Germany

K11

Work attitudes and values

Chair: Yvonne Du Plessis, University of Pretoria, South Africa
Co-Chair: Glenda Fisk, Queen's University, Canada

- T.Th4.I:1 Civil courage and helping behavior: differences between real and anticipated behavior
Denise Voigtlaender, Sylvia-Maria Schroeder, Stefan Schulz-Hardt, University of Goettingen, Germany
- T.Th4.I:2 Organizational Practices that enhance Positive Job Attitudes of Expatriate Managers
Yvonne Du Plessis, University of Pretoria, **Ilze Swarts**, Tshwane University of Technology, South Africa
- T.Th4.I:3 Anything You Can Do, Can I Do Better? Examining the Work-Related Attitudes of the Grandiose and Vulnerable Narcissist
Glenda Fisk, Queen's University, Canada, Jessica Dziejewczynski, Douglas Lindsay, Nicole Neff, The Pennsylvania State University, United States
- T.Th4.I:4 What about Job Motives and Work Values of Newly Graduated Nurses: an Empirical Study in Belgium
Rein De Cooman, VUB, Sara De Gieter, Roland Pepermans, Ralf Caers, Cindy Du Bois, Marc Jegers, Belgium
- T.Th4.I:5 Ability and Job Satisfaction across Work Areas and Work Level
Cornelia Wulff, Stockholm University, Sweden

14:30 - 16:00 INVITED SYMPOSIA

IS.Th5.A:0

A4

Building Sustainable Organisations: The Role of Employee Engagement

Chair: Richard MacKinnon, Kenexa, United Kingdom
Co-Chair: Xenia Bendit, Kenexa, United Kingdom
Co-Chair: Margaret Macafee, Kenexa, United Kingdom
Discussant: Almuth McDowall, University of Surrey, United Kingdom

- IS.Th5.A:1 Employee Well-Being and Employee Engagement: A Win-Win Scenario
Richard A MacKinnon, Kenexa, United Kingdom

- IS.Th5.A:2 Linking Employee Engagement to Organisational Outcomes: A Recipe for Success
Xenia Bendit, Kenexa, United Kingdom
- IS.Th5.A:3 Building Sustainable Employee Engagement: A Lifecycle Perspective
Margaret Macafee, Kenexa, United Kingdom
- IS.Th5.A:4 Engaging Employees: Lessons from the "Real World"
Richard A MacKinnon, Xenia Bendit, Kenexa, United Kingdom



IS.Th5.B:0

K2

Retaining and integrating health professionals in healthcare organizations

Chair: John Arnold, Loughborough University, United Kingdom

IS.Th5.B:1 Influences on career decisions of nurses working in the United Kingdom's National Health Service

Sarah Robinson, Trevor Murrells, King's College, United Kingdom

IS.Th5.B:2 Is networking different with part-time working colleagues? A study of medical teams

Phil Heiligers, NIVEL & Utrecht University, Judith de Jong, Peter Groenewegen, Lammert Hingstman, NIVEL, Netherlands

IS.Th5.B:3 Retention in the United Kingdom's National Health Service: Why do Allied Health Professionals stay and not leave?

John Loan-Clarke, John Arnold, Crispin Coombs, Loughborough University, Sara Bosley, University of Warwick, Caroline Martin, Loughborough University, United Kingdom

IS.Th5.E:0

A3

Aging and Work in the 21st Century (Part I)

Chair: Annet H de Lange, University of Groningen, Netherlands

Co-Chair: Beatrice I J M van der Heijden, Maastricht School of Management, Netherlands

Co-Chair: Aslaug Mikkelsen, University of Stavanger, Norway

IS.Th5.E:1 Introduction of the Symposium "Aging and work in the 21st Century"

Annet H de Lange, University of Groningen, Beatrice I J M van der Heijden, University of Twente, Netherlands, Aslaug Mikkelsen, University of Stavanger, Norway

IS.Th5.E:2 The perceived effects of menopausal transition on work performance

Amanda Griffiths, Sara Cox, Vida Wong, University of Nottingham, United Kingdom

IS.Th5.E:3 What about the employability and career success of different age groups? Effects of Age-related HRM policy

Beatrice I J M van der Heijden, University of Twente, Netherlands

IS.Th5.E:4 What about the motivation of older workers to work on the Dutch labour market?

Dorien Kooij, Paul G W Jansen, Vrije University of Amsterdam, Annet H de Lange, University of Groningen, Netherlands

IS.Th5.E:5 Employees' intentions to retire early: A case of planned behavior and anticipated work conditions

Karen van Dam, Tilburg University, Janine D M van der Vorst, Human Capital Group, **Beatrice I J M van der Heijden**, University of Twente, Netherlands

IS.Th5.E:6 What about ageing and the psychological contract? A meta-analysis of 20 years of research

P Matthijs Bal, Vrije University Amsterdam, Annet H de Lange, University of Groningen, Paul G W Jansen, Vrije University Amsterdam, Mandy E G van der Velde, Utrecht University, Netherlands

IS.Th5.E:7 The impact of job type on relationships between age and the motivation and obligation to change jobs

Aukje Nauta, TNO, Beatrice I J M van der Heijden, University of Twente, Annelies van Vianen, Paul Preenen, University of Amsterdam, Karen van Dam, University of Tilburg, Netherlands

IS.Th5.O:0

K1

Education and Training of Work and Organizational Psychology in a Global World

Chair: Jose M Peiro, University of Valencia, Spain

Discussant: Milton Hackle, Bowling Green State University, United States

IS.Th5.O:1 Developing competences in a global context: What to focus on?

Robert A Roe, Maastricht University, Netherlands

IS.Th5.O:2 Focusing the Work and Organisational Psychology Response on the Emerging Needs of Global Organisations

David M Towner, Royal Bank of Scotland Group, United Kingdom

IS.Th5.O:3 Training Work and Organizational Psychologists for the Global Context

Beverly Burke, Richard G Moffet III, Middle Tennessee State University, United States

IS.Th5.O:4 The Internationalization of Work and Organizational Psychology Education in Europe: The Erasmus Mundus Master in W&O Psychology (WOP)

Jose M Peiro, Vicente Martinez-Tur, Isabel Rodriguez, University of Valencia, Spain



14:30 - 16:00 SYMPOSIA

S.Th5.B:0

A2

Sustaining Our Work as Organizational Scholar-Change Agents: Creating an Interdisciplinary Community to Address Gender and Work

Chair: Meg Bond, University of Massachusetts – Lowell, United States

Discussant: Annika Härenstam, National Institute for Working Life, Sweden

S.Th5.B:1 Women Working in STEM Fields: Interdisciplinary and Intergenerational Understandings
Paula Rayman, Meg A Bond, University of Massachusetts Lowell, United States

S.Th5.B:2 Sex, Maids, and Export Processing: Addressing Global Issues
Jean Pyle, University of Massachusetts, Youngju Seo, University of Massachusetts Amherst, United States

S.Th5.B:3 Diversity Climate and Organizational Outcomes: Facilitating Collaborative Research Opportunities
Meg A Bond, Laura Punnett, University of Massachusetts Lowell, United States

S.Th5.B:4 Redefining Aging, Redefining Community: An Interdisciplinary Team in Action
Andrew Hostetler, University of Massachusetts Lowell, Susan Thomson, University of Massachusetts, United States

S.Th5.G1:0

K21

Workplace Bullying within a Sustainable Work context (Part I)

Chair: Elfi Baillien, KU Leuven, Belgium

Discussant: Stig Berge Matthiesen, University of Bergen, Norway

S.Th5.G1:1 Risk Groups and Risk Sectors for Workplace Bullying among Flemish Employees
Elfi Baillien, Guy Notelaers, Inge Neyens, Hans de Witte, KU Leuven Belgium, Ståle Einarsen, University of Bergen, Norway

S.Th5.G1:2 The Relationship between General Self-Esteem and Workplace Bullying: A Longitudinal Perspective
Stig Berge Matthiesen, University of Bergen, Robert Wicklund, Vibeke Søliland, University of Bergen, Norway

S.Th5.G1:3 Are Ethnic Minorities in the Nursing Industry at Increased Risk of Bullying at Work? A One-year Follow-up Study

Annie Høgh, Isabella Gomes Carneiro, Hanne Giver, Reiner Rugulies, National Institute of Occupational Health, Denmark

S.Th5.G1:4 Power and Conflict Handling as Indicators of a Mobbing Climate

M de Savornin Lohman, Stichting Wende, H O Steensma, Leiden University, Netherlands

S.Th5.G2:0

K11

Recovery from the Demands of Work (Part II): Work-Home Interference, Job Performance, and Well-Being

Chair: Sabine Sonntag, University of Konstanz, Germany
Co-Chair: Terry Hartig, Uppsala University, Sweden

S.Th5.G2:1 Problems at Work, Perceived Success and Social Skills as Predictors of Job Satisfaction, Health, and Intent to Leave: A Longitudinal Study of Emergency Physicians
Sarah Pachulicz, Neal Schmitt, Michigan State University, Anne Harvey, Mary Ann Reinhart, American Board of Emergency Med, United States

S.Th5.G2:2 The Stress-Buffering Potential of Downtime Recovery in Reducing Time-Based Stress
Alicia G Dugan, Janet L Barnes-Farrell, University of Connecticut, United States

S.Th5.G2:3 The influence of recovery and home-work interference on concentration and performance at work
Evangelia Demerouti, Utrecht University, Toon Taris, Radboud University Nijmegen, Arnold Bakker, Erasmus University, Netherlands

S.Th5.G2:4 Workdays, In-between Workdays, and the Weekend: A Diary Study on Effort and Recovery
Madelon van Hooff, Sabine Geurts, Michiel Kompier, Toon Taris, Radboud University Nijmegen, Netherlands



THURSDAY MAY 10

14:30 - 16:00 SYMPOSIA

S.Th5.O:0

K16/K17

Issues in Evaluating the Equivalence of Online Assessments in Multiple Languages

Chair: Eugene Burke, SHL, United Kingdom

Discussant: Dave Bartram, SHL, United Kingdom

S.Th5.O:1 Setting the scene: moving from theory and the ideal to the realities of large-scale adaptation programmes

Eugene Burke, SHL, United Kingdom

S.Th5.O:2 Setting practical quality standards for language adaptations

Carly Rebello, SHL, United Kingdom

S.Th5.O:3 Just how bad must the statistics get before you reject an adaptation
Dave Wright, University of Plymouth, United Kingdom

S.Th5.O:4 Differential Impact, IRT, Logistic Regression and a Universal Item Bank
Hinrik Johannesson, SHL, United Kingdom

S.Th5.O:5 Learning applied: A practical checklist for language adaptations

Eugene Burke, SHL, United Kingdom

S.Th5.O:6 Discussion

Dave Bartram, SHL, United Kingdom

14:30 - 16:00 ROUNDTABLE

RT.Th5.J:1

A1

Trans-National Judgements of Ethical Scenarios in Work and Organizational Psychology

Chair: Greg Gormanous, Louisiana State University Alexandria, United States

Co-chairs: Lisa Strother, LSU Alexandria, United States, Jean-Pierre Rolland, University of Paris X, France, Nancy Tippins, Valtera Corporation, United States

14:30 - 16:00 THEMATIC SESSIONS

K22

Selection and assessment

Chair: Sigrid Gustafson, American Institutes for Research (AIR), United States

Co-chair: Stefan Mol, University of Amsterdam, Netherlands

T.Th5.B.1 Predicting Multidimensional Expatriate Job Performance

Stefan T. Mol, University of Amsterdam, Marise Ph. Born, Erasmus University Rotterdam, Madde E. Willemsen, Fijneman en Willemsen BV, Hans A. Hoekstra, GITP International BV, Henk T. Van der Molen, Erasmus University Rotterdam, Netherlands

T.Th5.B.2 Effects of the Training of Deontology on the Practices of Work Psychologists in the field of Recruitment

Vincent Rogard, Univesity René Descartes - Paris V, France

T.Th5.B.3 Out of Their Own Mouths: Field-Study Evidence for the Validity of a Conditional Reasoning Instrument to Identify Aberrant Self-Promoters
Sigrid Gustafson, American Institutes for Research (AIR), United States

T.Th5.B.5 Predicting Work Competencies, Proficiency and Potential for Promotion with Saville Consulting Wave Questionnaires
Rainer Kurz, Peter Saville, Saville Consulting, Caroline Fullman, Health & Safety Executive, Rab MacIver, Gabrielle Parry, Katie Mariscal, Anna Mitchener, Heidi Oxley, Chris Small, Saville Consulting, Sunneta Sisodia, London Borough of Camden, Sharon Miller, Rockpools, United Kingdom



14:30 - 16:00 THEMATIC SESSIONS

K23

Managing organizational change

Chair: Robert Holmberg, Lund university, Sweden
Co-Chair: Sarah Hatfield, Fraunhofer Institute for Production Technology, Germany

- T.Th5.C:1 Change management competence of educational organization managers
Volodymyr Ivkin, Institute of Psychology, Ukraine
- T.Th5.C:2 A systematic approach to Change Management - Keeping organisations flexible. Successful Change projects are characterised by the use of the right methods at the right time
Sarah Hatfield, Fraunhofer Institute for Production Technology, Germany
- T.Th5.C:4 Small-group Coaching as Follow-up Actions for Leader/Co-worker Dialogues on the Shop-floor Level
Ute Schmidt-Brasse, PSYCON Psychological Business Consultants, Germany
- T.Th5.C:5 Peer Group Supervision for leadership development
Kim-Oliver Tietze, Germany

K24

Employment contracts

Chair: Catherine Connelly, McMaster University, Canada
Co-Chair: Martina Zoelch, SGAOP / FSP, Switzerland

- T.Th5.D:1 Job Attitudes, Behaviors and Health-Related Outcomes among Different Types of Temporary Workers
Gracia Francisco Javier, Ramos Jose, Caballer Amparo, Peiró José María, University of Valencia, Spain
- T.Th5.D:2 Part-time Arrangements for Full Professors: Desirability and Feasibility
Martina Zoelch, SGAOP / FSP, Anja Mücke, Switzerland
- T.Th5.D:3 The Working Conditions of Freelancers: Enriching Job Demands, Control, and Uncertainty
Julia Grunt, University of Hamburg, Germany
- T.Th5.D:4 When do the differences occur? An empirical study about self-employment across different countries
Simone Chlosta, Stavroula Laspita, Heinz Klandt, European Business School, Germany
- T.Th5.D:5 I'm a Volunteer so You Owe Me: Mitigating the Effects of Social Exchange Imbalances to Reduce "High Maintenance" Volunteer Behaviors
Catherine Connelly, McMaster University, Canada

K14

Managing technological innovation

Chair: Bo Melin, National Institute of Working Life
Co-Chair: Lena K Linde, Dalarna College University, Sweden

- T.Th5.F:1 Gender, Neuroticism and Experienced "Stress" in Situations Involving Computer Problems
Lena K Linde, Maria Hedberg, Dalarna College University, Sweden
- T.Th5.F:2 Factors for Success and Growth in Innovation-Based Companies
Irina Zinovieva, Free University of Brussles (VUB), Roland Pepermans, Free University of Brussles (VUB), Belgium
- T.Th5.F:3 'I love it... but it drives me mad': Employees' Accounts of their Relationship with their Wireless Handheld Email Devices.
Gillian Symon, John Harries, Julie Seeney, Birkbeck, University of London, United Kingdom
- T.Th5.F:5 Managing Technical Innovation: An E-Learning Experience For Public Managers
Alessia Negrini, University of Bologna, Maria Cristina Bertuzzi, Silvia Ferroni, SSPA, Italy

K12

Work-family balance

Chair: Ulla Kinnunen, University of Tampere, Finland
Co-Chair: Karen Albertsen, National Institute of Occupational Health, Denmark

- T.Th5.H:1 The Need for More Objectivity in Work-Life-Balance Research
Katja Morling, Katja Hoffmann, Ulrike Roesler, Renate Rau, Philipps-Universitaet Marburg, Germany
- T.Th5.H:2 Flexible Work and Work-family Conflicts among Danish Wage Earners
Karen Albertsen, Tage S. Kristensen, Jan Pejtersen, National Institute of Occupational Health, Denmark
- T.Th5.H:4 Dual-Career Families and the Transmission of Work-related Attitudes.
Deirdre O'Shea, Melrona Kirrane, Dublin City University, Ireland
- T.Th5.H:5 A brave new world: The courage to achieve a healthy work-family balance
David Paul, Macquarie University Australia, Rashid Kausar, University of Management and Technology, Pakistan



14:30 - 16:00 THEMATIC SESSIONS

K15

Work motivation

Chair: Dirk Van Dierendonck, RSM Erasmus University, Netherlands

Co-chair: Dan Crim, University of Western Ontario, Canada

- T.Th5.I:1 The Evaluation of a Goal Setting Training Focused at Self-concordance, Empowerment, and Empowering Leadership.
Dirk Van Dierendonck, RSM Erasmus University, Netherlands
- T.Th5.I:2 Deterministic Chaos and Complex Dynamics in Organizational Behaviour
Jose Navarro, **Carlos Arrieta**, Universitat de Barcelona, Spain
- T.Th5.I:3 The Role of g in Goal Setting Research
Gerard Seijts, **Dan Crim**, University of Western Ontario, Canada
- T.Th5.I:4 Investigating The Antecedents of Goal-Commitment: Goal-Related Psychological Empowerment As A Mediator Process
Eda Aksoy, Mahmut Bayazit, Koc University Turkey
- T.Th5.I:5 Performance Management and Task Uncertainty: Routine versus Non-routine Teams in Rehabilitation
Eric van der Geer, Harrie van Tuijl, Christel Rutte, Technische Universiteit Eindhoven, Netherlands

K13

Leadership and management

Chair: Gunnar Aronsson, National Institute of Working Life, Sweden

Co-Chair: Allan Williams, Cass Business School, United Kingdom

- T.Th5.K:1 Increasing Managerial Self-Awareness: What Does It Mean in Practice Having a Knowing, Planning, or Creating Style?
Eva Cools, Herman Van den Broeck, Vlerick Leuven Gent Management School, Belgium
- T.Th5.K:2 The Criticality of Contextual Factors in the Selection of Strategic Leaders: Insights from an In-depth Case Study
Allan Williams, Cass Business School, United Kingdom
- T.Th5.K:3 Developing Leaders for Sustainable Development: An Investigation into the Impact and Outcomes of a UK-based Masters Programme.
Gareth Edwards, The Leadership Trust Foundation, Sharon Turnbull, Lancaster University, David Stephens, University of Brighton, United Kingdom

- T.Th5.K:4 Prevalence and Risk Factors of Destructive Leadership
Merethe Schanke Aasland, Morten Birkeland Nielsen, Anders Skogstad, Ståle Einarsen, University of Bergen, Norway
- T.Th5.K:5 Leadership and Management Dimensional Structure
Rita Berger, Montserrat Yepes Baldó, Santiago Quijano, University of Barcelona, Spain

A5

Intergroup relations

Chair: Wanja Astvik, National Institute of Working Life, Sweden

Co-Chair: Miriam Koschate, University of Koblenz-Landau, Germany

- T.Th5.L:1 Better Together: Prosocial Behavior between Work Groups in Organizations
Miriam Koschate, University of Koblenz-Landau, Germany
- T.Th5.L:2 Intergroup Effectiveness: Criteria Development And Theoretical Framework
Andreas W. Richter, Instituto de Empresa Business School, Spain, Daan van Knippenberg, Erasmus University Rotterdam, Netherlands, Michael A. West, Aston University, United Kingdom
- T.Th5.L:3 Distributed Information and Group Decision Making: Effects of Group Leaders' Task Representations
Wendy van Ginkel, Daan van Knippenberg, Erasmus University Rotterdam, Netherlands
- T.Th5.L:4 Intragroup Conflict: Understanding the Effects of Conflict on Team Outcomes
Isabel Dórdio Dimas, Paulo Renato Lourenço, Coimbra University, José Miguez, Oporto University, Portugal
- T.Th5.L:5 Stimulating Innovation in Organisations: It Takes Two Hands to Clap
Wissam Magadley, Sheffield Hallam University, Kamal Birdi, University of Sheffield, Fiona Patterson, City University, United Kingdom



16:30 - 18:00 INVITED SYMPOSIA

IS.Th6.A:0

K1

Promoting Human and Organizational Vitality: Where Science meets Practice

Chair: Pascale Le Blanc, Utrecht University, Netherlands
Discussant: Wilmar Schaufeli, Utrecht University, Netherlands

- IS.Th6.A:1 Individual Lifestyle Coaching as a Basis for Increased Vitality
Theo den Hertog, Active Living Papendal, Netherlands
- IS.Th6.A:2 The 'Work Vitality Plan' by KeurCompany-ArboNed
Hidde Piekaar, KeurCompany/ArboNed, Netherlands
- IS.Th6.A:3 Reducing Absenteeism and increasing Vitality in a Pharmaceutical Organization
Marieke den Ouden, Den Ouden Coaching & Consult, Netherlands

IS.Th6.D:0

A2

Job Insecurity: Conceptual Issues, Moderators and Longitudinal Evidence

Chair: Hans De Witte, University of Leuven, Belgium

- IS.Th6.D:1 A validation of a two-dimensional job insecurity scale in South Africa and Sweden
Johnny Hellgren, Stockholm University, Sweden, Jaco Pienaar, North-West University, South Africa, Katharina Näswall, Magnus Sverke, Stockholm University, Sweden
- IS.Th6.D:2 Job Insecurity Climate among Permanent Workers: The Role of Temporary Employment
Nele de Cuyper, K U Leuven, Belgium, Beatriz Sora, Hans De Witte, K U Leuven, Belgium, Amparo Caballer, Jose Maria Peiró, University of Valencia, Spain
- IS.Th6.D:3 Are locus of control, self-efficacy, and the amount of communication moderators of the job insecurity-performance relationship?
Cornelius König, Stéphanie Häusler, Nora Lendenmann, Martin Kleinmann, Universität Zürich, Switzerland
- IS.Th6.D:4 Job insecurity, health and stress: The moderating role of coping strategies and self-efficacy
Antonio Chirumbolo, Univeristy of Chieti-Pescara, Italy
- IS.Th6.D:5 Does job insecurity predict job satisfaction, health and well-being? A longitudinal analysis
Hans De Witte, Martine Sabbe, K U Leuven, Belgium

IS.Th6.E:0

A3

Aging and Work in the 21st Century (Part II)

Chair: Beatrice I J M van der Heijden, Maastricht School of Management, Netherlands
Co-Chair: Annet H de Lange, University of Groningen, Netherlands
Co-Chair: Aslaug Mikkelsen, University of Stavanger, Norway

- IS.Th6.E:1 Longitudinal relations between work-related problems, work ability and retention of ageing nurses
Donatella Camerino, Paul Conway, University of Milano, Italy, Beatrice I.J.M van der Heijden, University of Twente, Netherlands
- IS.Th6.E:2 The effect of training on employability and career success for different age groups
Claudia M van der Heijde, Vrije University, Amsterdam, Beatrice I.J.M. van der Heijden, University of Twente, Netherlands
- IS.Th6.E:3 Exploring the relationship between worker's age and the job demands-resources model: A multi-group analysis
Maria Peeters, Pascale Le Blanc, Hetty van Emmerik, Utrecht University, Netherlands
- IS.Th6.E:4 Age as factor in the relation between work and mental health: Results of the longitudinal TAS survey
Annet H de Lange, University of Groningen, Toon W Taris, Radboud University of Nijmegen, Paul G W Jansen, Vrije University Amsterdam, Peter Smulders, Irene Houtman, TNO Work and Employment, Michiel Kompier, Radboud University of Nijmegen, Netherlands
- IS.Th6.E:5 Personal capital, social capital and career success
Hans A Hoekstra, University of Groningen, Netherlands



S.Th6.B:0 **A4**

Social Biases in Personnel Judgment and Decision Making

Chair: Franciska Krings, University of Lausanne, Switzerland

Co-Chair: Lars-Eric Petersen, University of Halle-Wittenberg, Germany

S.Th6.B:1 Prejudice and enforcement of workforce homogeneity as explanations for employment discrimination

Lars-Eric Petersen, University of Halle-Wittenberg Germany, Joerg Dietz, University of Western Ontario, Canada

S.Th6.B:2 Do skill requirements moderate employment discrimination against older applicants?

Franciska Krings, University of Lausanne, Karin Kolonovics, Valérie Arnaud, University of Neuchâtel, Switzerland

S.Th6.B:3 Implicit leadership theories and the evaluation of leaders

Birgit Schyns, Anne von Elversfeldt, University of Portsmouth, United Kingdom

S.Th6.B:4 Gender effects on leadership ratings: A two-country study

Marika Angerfelt, John Antonakis, University of Lausanne, Switzerland, Sivasubramaniam Nagaraj, Duquesne University Pittsburgh, United States

S.Th6.B:5 Changes in Gender Stereotyping of Leadership

Sabine Sczesny, Janine Bosak, University of Bern, Switzerland

S.Th6.G1:0 **K21**

Workplace Bullying Within a Sustainable Work Context (Part II)

Chair: Elfi Baillien, KU Leuven, Belgium

Discussant: Stig Berge Matthiesen, University of Bergen, Norway

S.Th6.G1:1 Bullying at Work, a Matter of a Culture of Bullying?

Magnus Adiele, Guy Notelaers, KU Leuven, Belgium, Bart Cambre, Tilburg University, Netherlands, Ståle Einarsen, University of Bergen, Norway, Hans De Witte, Geert van Hooteghem, KU Leuven, Belgium

S.Th6.G1:2 Psychosocial Factors at Work and Bullying: A Group-level Approach

Anders Skogstad, Lars Johan Hauge, Torbjørn Torsheim, Ståle Einarsen, University of Bergen, Norway

S.Th6.G1:3 Organizational Measures Taken to Prevent Workplace Bullying: the Case of Finnish Municipalities

Denise Salin, Swedish School of Economics & Business Administration, Finland

S.Th6.G1:4 Organizational Interventions for Workplace Bullying

Charlotte Rayner, Portsmouth University, United Kingdom

S.Th6.G2:0 **K11**

Recovery from the Demands of Work (Part III): Work-Home Interference, Job Performance, and Well-Being

Chair: Sabine Sonnentag, University of Konstanz, Germany

Co-Chair: Terry Hartig, Uppsala University, Sweden

Discussant: Ulf Lundberg, Stockholm University, Sweden

S.Th6.G2:1 Well-being in Leisure Time: The Impact of On-Call Work

Eva Bamberg, Hannah Funck, Birgit Krähe, Hamburg University, Germany

S.Th6.G2:2 Daily Job Demands and Resources: Does Recovery Moderate their Relationship with Day-level Engagement and Performance?

Arnold B Bakker, Erasmus University Rotterdam, Hetty van Emmerik, Utrecht University, Sabine Geurts, Radboud University Nijmegen, Evangelina Demerouti, Utrecht University, Netherlands

S.Th6.G2:3 Recovery Experiences and Work Engagement: Results from a Daily Survey

Sabine Sonnentag, Eva J Mojza, Carmen Binnewies, University of Konstanz, Germany

S.Th6.G2:4 The moderating effect of volunteering during leisure time on the relationship between work stressors and work outcomes

Eva J Mojza, Sabine Sonnentag, University of Konstanz, Germany



16:30 - 18:00 SYMPOSIA

S.Th6.H:0

K16/K17

Work/Life Balance - Achievable and Sustainable?

Chair: Almuth McDowall, Surrey University, United Kingdom
 Co-Chair: Anna Allan, Halsallan, United Kingdom
 Co-Chair: Gail Kinman, University of Bedfordshire, United Kingdom
 Co-Chair: Fiona Jones, University of Leeds, United Kingdom
 Discussant: Richard MacKinnon, Kenexa, United Kingdom

S.Th6.H:1 Job demands, Work/life conflict and well being in UK academics: an examination of predictors and outcomes of WLC
G Kinman, University of Bedfordshire, Fiona Jones, University of Leeds, United Kingdom

S.Th6.H:2 The relative influence of perceived control, work demands and different ways of coping on Work/life Balance in a UK Police Force
A McDowall, Surrey University, E Nah, M Choi, M Efthymiou, City University, United Kingdom

S.Th6.H:3 Culture Change for better Work/life Balance – experiences from the City of London
A Allan, Halsallan, United Kingdom

S.Th6.H:4 Discussion Forum: WLB – is it sustainable and achievable?
A McDowall, Surrey University, United Kingdom

S.Th6.I:0

K2

Achievement Goals and their Impact on Job Performance and Interpersonal Relationships at Work

Chair: Nico W van Yperen, University of Groningen, Netherlands

S.Th6.I:1 A novel approach to assessing achievement goals in the context of the 2 x 2 framework
Nico W van Yperen, University of Groningen, Netherlands

S.Th6.I:2 The aim of “not losing to yourself” and its deleterious effect on job performance
Frederik Anseel, Ghent University, Belgium

S.Th6.I:3 Distinguishing strategy and goal
Lennart J Renkema, University of Groningen, Netherlands

S.Th6.I:4 Achievement goals, competence, and information giving
P Marijn Poortvliet, University of Groningen, Netherlands

S.Th6.I:5 Achievement goals and conflict regulation
Céline Darnon, Blaise Pascal, University of Lausanne, Switzerland, Judith M Harackiewicz, University of Wisconsin-Madison, United States

16:30 - 18:00 EAWOP TASK FORCE

TF.Th6:0

A5

Implementing Test User Standards in Europe

Chair: Andreas Klug
 Presenters: Dave Bartram, SHL Group, United Kingdom, Vincente Gonzalez-Roma, University of Valencia, Spain, Sverre Nielsen, Norwegian Psychological Association, Norway

16:30 - 18:00 ROUNDTABLE

RT.Th6.O:1

A1

High Frequency Attitude Measurement in Longitudinal Designs: On Capturing Alpha, Beta, and Gamma Changes

Chair: Omar Solinger, Maastricht University, Netherlands
 Co-chairs: Woody van Olfen, Robert Roe, Maastricht University, Netherlands



K22

Occupational safety

Chair: Jan Johansson Hanse, Göteborg University, Sweden
Co-Chair: Nik Chmiel, Queen's University Belfast, United Kingdom

- T.Th6.A:1 Occupational Accidents and Physical at Work of Foreign-Born Workers in Finland
Simo Salminen, Maarit Vartia, Terhi Giorgiani, Finnish Institute of Occupational Health, Finland
- T.Th6.A:2 Safety Culture: A European or Global Construct?
Aditya Kailash Jain, Stavroula Leka, Tom Cox, Angeli Santos, University of Nottingham, United Kingdom
- T.Th6.A:3 Perceived Safety Climate and Personal Attitude to Safety at Work: Relationships with Accident-related Behaviour
Nik Chmiel, Queen's University Belfast, United Kingdom
- T.Th6.A:4 Self-reported Micro-accidents and Minor Injuries, and the Psychosocial Safety Climate Model: A Structural Equations Approach in Multi-sector and Construction Samples
José L. Meliá, University of Valencia, Spain
- T.Th6.A:5 Creating regional Networks for sustainable Small and Medium sized Enterprises
Andreas Heyer, Bertelsmann Stiftung, Germany

K12

Reward systems

Chair: Magnus Sverke, Stockholm University, Sweden
Co-Chair: Anu Hakonen, Helsinki University of Technology, Finland

- T.Th6.B:1 The Meaning of Results Oriented Pay for Individuals – a Qualitative Study
Anu Hakonen, Johanna Maaniemi, Helsinki University of Technology, Finland
- T.Th6.B:2 The knowledge of result-oriented pay A follow-up study in a Finnish meat industry company
Anna Ylikorkala, Helsinki University of Technology, **Kiisa Hulkko**, Helsinki University of Technology Finland
- T.Th6.B:4 Competency as Basis of Pay in Editorial Work – a Case Study
Elina Moisiso, **Johanna Maaniemi**, Helsinki University of Technology, Finland
- T.Th6.B:5 One Mind, One Soul? The Relationships between Consensus on Performance Related Pay, Organizational Climate and Employee Outcomes within Dutch Organizations
L.O. Bosma, Karin Sanders, Netherlands

K13

Mergers and acquisitions

Chair: Göran Kecklund, IPM & Karolinska Institute, Sweden
Co-Chair: Stephan Baraldi, Stockholm University, Sweden

- T.Th6.C:3 An Integrated Identity Perspective on Mergers
Karin Marson, Gary Pheiffer, Robert Parkinson, London Metropolitan University, United Kingdom
- T.Th6.C:4 Getting Members on Board: Democratic Issues in Union Merger Negotiations
Stephan Baraldi, Magnus Sverke, Stockholm University, Sweden, Gary Chaison, Clark University, United States
- T.Th6.C:5 Impacts of Cultural Differences and Integration Strategies in Western-Korean Acquisitions
Ingela Jöns, University of Mannheim, Germany
- T.Th6.C:6 Development of Educational Organization Employees' Competitiveness as a Necessary Condition of Successful Change Management
Olena Fil, Institute of Psychology, Ukraine

K23

Career patterns and mobility

Chair: Joan Tiernan, University College Dublin, Ireland
Co-chair: Jane Sturges, King's College London, United Kingdom

- T.Th6.E:1 Gender and Differences in Psychological Mobility as an Expression of the Boundaryless Career: A Study of UK Pharmacists
Jane Sturges, David Guest, Pat Oakley, Alexandra Budjanovcanin, King's College London, United Kingdom
- T.Th6.E:2 Exploring Current Career Preferences in Great Britain and Switzerland
Anette Wittekind, Marius Gerber, ETH Zurich, Switzerland, Neil Conway, Birkbeck College, David Guest, King's College, United Kingdom, Gudela Grote, ETH Zurich, Switzerland
- T.Th6.E:3 Women's Occupational Career Patterns over 27 Years: Relations to Family of Origin, Life Careers, and Wellness
Qinghai Huang, Magnus Sverke, Stockholm University, Sweden
- T.Th6.E:4 Retaining Business Graduates in the Financial Services Sector
Joan Tiernan, Ann Kiely, University College Dublin, Ireland
- T.Th6.E:5 "If you don't like the heat, get out of the kitchen"! Exit as Coping in Attendant Care Work.
Eva Munk-Madsen, Roskilde University, Denmark



16:30 - 18:00 THEMATIC SESSIONS

K24

Work stressors

Chair: Töres Theorell, Karolinska Institute, Sweden
Co-Chair: Leif W Rydstedt, University West, Sweden

- T.Th6.G:1 Environmental Satisfaction: Do our Work Surroundings make a Difference to How Satisfied we are with Jobs?
Christine Sprigg, Christopher Armitage, University of Sheffield, United Kingdom
- T.Th6.G:2 Job Stress and Employee Well-being
Mare Teichmann, Tallinn University of Technology, Estonia
- T.Th6.G:4 The Impact of Structural Features of Teams on the Stress Level of the Team Members: a Comparative Case Analysis
Anne Delarue, Catholic University of Louvain, Belgium
- T.Th6.G:5 The Long-Term Impact of Effort-Reward Imbalance on Perceived Sleep Quality
Leif W Rydstedt, University West Sweden, Mark Cropley, Jason Devereux, Georgia Michalianou, University of Surrey, United Kingdom
- T.Th6.G:6 A Standardised Approach for Measuring Prevalence of Workplace Bullying
Morten Birkeland Nielsen, Ståle Einarsen, University of Bergen, Norway

K15

Organizational commitment and identification

Chair: Kjell Törnblom, University of Skövde, Sweden
Co-Chair: Martin Edwards, King's College London, United Kingdom

- T.Th6.I:1 A Dual Model of Organisational Identification: Levels of Identification, Antecedents, Work Outcomes and the Role of Perceived Organisational Support
Martin Edwards, Riccardo Peccei, King's College London, United Kingdom
- T.Th6.I:2 Two Sides of the Same Coin: Effects of Ideals and Counter-Ideals on Employees' Identification and Satisfaction with Leaders, Teams and Organizations
Niels van Quaquebeke, University of Hamburg, Rudolf Kerschreiter, Ludwig-Maximilians-University Munich, Rolf van Dick, Goethe University, Alice Buxton, University of Hamburg, Germany
- T.Th6.I:3 The Notion of Professionalism: Identity Regulation and Socio-Ideological Control in Indian Call Centres
Premilla D'Cruz, Ernesto Noronha, Indian Institute of Management Ahmedabad, India

- T.Th6.I:4 Goal Setting, Commitment And Job Performance: Employees' commitment toward their work during a plant closure
Lars Häsänen, Johnny Hellgren, Victoria Blom, Stockholm University, Sweden
- T.Th6.I:5 Organizational Commitment, Certain Characteristics and Outcomes: Empirical Findings on Turkish Manufacturing Industry
Yildiz Guzey, **N. Can Okay**, Istanbul Kadir Has University, Turkey

K14

Leadership, work climate, and personality

Chair: Georgia Pomaki, Leiden University, Netherlands
Co-Chair: Anna Nyberg, National institute for Psychosocial Medicine, Sweden

- T.Th6.K:1 Leadership and Leadership potential - Assessing leadership potential with personality measures
Sabine Bergner, A. C. Neubauer, Karl-Franzens University Graz, A. Kreuzthaler, Magna Steyr, Austria
- T.Th6.K:2 Innovation Supportive Leadership in Public Administration Organizations: An Empirical Study on the Influence of Leadership on Innovation Processes
Virginia Madukanya, University of Mannheim, Germany
- T.Th6.K:3 The effect of leadership practice on working conditions, stress, and health amongst hotel employees in Sweden, Poland, and Italy
Anna Nyberg, National institute for Psychosocial Medicine, Staffan Åkerblom, Stockholm School of Economics, Peggy Bernin, Magnus Alderling, Hugo Westerlund, Töres Theorell, National institute for Psychosocial Medicine, Sweden
- T.Th6.K:4 Personality and Leadership in Police Setting: Using Personality Inventories for Predicting Police Chiefs' Leadership Styles
Stefan Lita, Mihaela Grigoras, Cristina Tat, Ministry of Administration and Interior, Romania
- T.Th6.K:5 Defining and Measuring Political Skills: A Theoretical and Empirical Contribution
Roland Foucher, Université du Québec en Outaouais, Stéphanie Jean, JACOB, Canada



09:30 - 18:00 POSTER SESSIONS

Prevention and health promotion

- P.Th.A:01 A Model of the Promotion of Health and Well-being in a Large Dublin Hospital
Eunice McCarthy, Ian Clifford, Nuala Gannon, University College Dublin, Ireland
- P.Th.A:03 Do Reduced Working Hours Improve Health in Women Employed in the Elderly Care?
Petra Lindfors, Ulrica Schwarz von Thiele, Ulf Lundberg, Stockholm University, Sweden
- P.Th.A:05 Leadership and Psychological Suffering in Civil Engineering Organizations: A Study about Psychological Suffering in the Working Reality of Entrepreneurial Leaders
Antonio C Ribeiro-Tupinamba, Adriana Gurgel, Federal University of Ceará Brazil, Brazil
- P.Th.A:07 Main Factors of Effect on Job Satisfaction
Ali Fathi-Ashtiani, Baqiyatallah, Gholamreza Mirzaee, **Khodabakhsh Ahmadi**, Hossein-Ali Mehrabi, Baqiyatallah University of Medical Sciences, Iran
- P.Th.A:08 Local Change Model (LCM) - Tool for Occupational Health Services (OHS) in Analyzing the Change Process and Disturbances in Everyday Workflow
Eija-Maria Gerlander, Finnish Institute of Occupational Health, Airi Kerkelä, Occupational Health Center, Finland
- P.Th.A:09 The Deindustrialization Process of Southern East Area of Sicily (Siracusa - Italy): a Problem that Will Become a Resource for Working Well Being
Fulvio Giardina, Rosaria Barresi, Elena Famulari, Sofia Milazzo, Roberta Russo, Barbara Zammitti, PSICOLOGO, Italy
- P.Th.A:11 Effect of Occupational Stress, Coping Skills on General Health among an Electrical Plant Power Employees, in Iran.
Zinat Esbati, Ahmad Baseri, Academic Center for Education and Culture and Research, Iran
- P.Th.A:12 Applying the Concept of Resilience to Organizational Work
Lisete Barlach, A C L Franca, S Malvezzi, University of Sao Paulo, Brazil
- P.Th.A:15 Predicting burnout from demands and resources: A comparison between private and public hospitals
Niklas Hansen, Katharina Näswall, Helena Falkenberg, Magnus Sverke, Stockholm University, Sweden
- P.Th.A:19 Lean Production and Interdisciplinary Teams in Hospitals
Endre Sjøvold, Per Trossmark, NTNU, Norway

Training and development

- P.Th.B1:01 How to Evaluate a Training Programme on the Qualification of Psychologists for Occupational Health Services (OHSP)
Tiina Saarelma-Thiel, Eila Kallio, Sirkku Kivistö, Pia Lindström, Finnish Institute of Occupational Health, Finland
- P.Th.B1:02 Individual/Organizational Tactics' Influence on the Outcomes of the Organizational Socialization Process of Newcomers
Benedetta Bellò, **Adalgisa Battistelli**, University of Verona, Italy
- P.Th.B1:03 Digital Certification: validating a scale of support to transference of training at work
Vanessa Brixi, Gardênia Abbad, André Wogel, Lidia Parachin, Clara Cantal, Annelise Soares, Maria Emília Araújo, Universidade de Brasília, Brazil
- P.Th.B1:04 Validation of an assessment instrument of support to transference of training
Kátia Todeschini, Ana Rachel Silva, Clarissa Tolentino, Gardênia Abbad, **Vanessa Brixi**, Universidade de Brasília, Brazil
- P.Th.B1:05 Improvement of Vocational Regulation-competencies of Young Scientists
Michaela Schmidt, Bernhard Schmitz, Darmstadt University of Technology, Germany
- P.Th.B1:07 Introducing the Analysis of the Didactic Material of a web-based training
Vanessa Brixi, Gardênia Abbad, Acileide Coelho, Cássio Zambelli, Annelise Soares, Rodrigo Miranda, Universidade de Brasília, Brazil
- P.Th.B1:08 Work-Based Learning under Time Pressure
Marja Leppänen, University of Vaasa, Finland
- P.Th.B1:09 The Influence of Small Business CEO's Beliefs Regarding Training on Various Training Practices
Roland Foucher, Université du Québec en Outaouais, Denis Morin, Université du Québec à Montréal, Canada
- P.Th.B1:10 Deep impact evaluation of a distance training program
Kátia Todeschini, Ana Rachel Silva, Clarissa Tolentino, Gardênia Abbad, **Lidia Parachin**, Universidade de Brasília, Brazil
- P.Th.B1:11 Navigating on the web: a qualitative analysis of the instructional material from a distance education course
Rafaella Andrade, **Vanessa Brixi**, Carolina Catunda, Gardênia Abbad, Universidade de Brasília, Brazil
- P.Th.B1:12 Some Insights on the Development of a Self-Insight Scale
Sabine Cacciatore, HEC- University of Lausanne, Switzerland



09:30 - 18:00 POSTER SESSIONS

Diversity and equality in the workplace

- P.Th.B2:02 Diversity in the Workplace: Gender Differences for Graduates
Serena Cubico, Maddalena Formicuzzi, Riccardo Sartori, Giuseppe Favretto, University of Verona, Italy
- P.Th.B2:03 Gender Differences: Female Modalities of Perceiving One'S Work and Organization
Laura Dal Corso, Alessandra Falco, Alessandra Piccirelli, University of Padua, Tiziana Ramaci, University of Catania, Nicola Alberto De Carlo, University of Padua, Italy
- P.Th.B2:04 An Intercultural Comparison in Business Leadership: Values - Context - Style
Margit Raich, University of Innsbruck, Austria, Michiel Buys, Hannes De Beer, University of Pretoria, South Africa, **Julia Mueller**, University of Innsbruck, Austria
- P.Th.B2:05 Intentions of Professional Maintenance among Women in Male-Stereotyped Jobs: Effects of Organizational Socialization Practices and Job Attitudes
Anne-Marie Vonthron, **Maja Becker**, Christine Lagabriele, University of Victor Segalen-Bordeaux2, Dominique Pouchard, AFPA-CROP Aquitaine, Sonia Laberon, University of Victor Segalen-Bordeaux2, Laurence Vannereau, AFPA-CROP Aquitaine, France
- P.Th.B2:06 Through the Glass Ceiling: Do Women Executives Lend a Hand to their Female Subordinates?
Gamze Arman, Belgin Okay, Koc University, Turkey
- P.Th.B2:08 The development of a strategy to increase the employment of disabled persons in South Africa
Anton van Staden, **Hannes De Beer**, University of Pretoria, South Africa
- P.Th.B2:09 Perceptions of Sexual Discrimination, Sexual Harassment and Job Satisfaction among Female Employees in the South African Public Sector
Hein E Brand, Michelle Silberman, University of Pretoria, South Africa
- P.Th.B2:10 The Glass Ceiling and the Glass Escalator in the Cooperatives: Participation of Women in Governing Councils of MCC Cooperatives (Spain)
Eunate Elio Cemborain, Mondragon University, Spain

Selection and assessment

- P.Th.B3:02 Validation of a Vocational Interest Questionnaire for the Military
Annemie Defranc, Bert Schreurs, Francois Lescreve, Belgian Defense Staff, Filip De Fruyt, University of Ghent, Belgium

- P.Th.B3:03 Motivational Strategies Used by Candidates During Multi-stressor Assessments
Sumari O'Neil, John O'Neil, University of Pretoria, South Africa
- P.Th.B3:04 What Makes a Recruiter? Toward a Better Understanding of the Recruiters Characteristics
Kristina Danilov, Stockholm University, Sweden
- P.Th.B3:05 Predictive Validity of an Assessment Centre Programme in Big Communities
Bertil Mårdberg, Lpdata AB, Eva Bergvall, Christina Obert, City of Göteborg, Sweden
- P.Th.B3:06 Analysis of Psychological Profile of Project Leaders in Business Organizations
Alyona Berdnikova, Institute of Psychology, Ukraine
- P.Th.B3:09 Using Emotional Intelligence to Identify High Potential: a Metacompetency Perspective.
Nicky Dries, Roland Pepermans, Ina Van Holsbeeck, Vrije Universiteit Brussel, Belgium
- P.Th.B3:10 Selecting Employees with E.I.: the Relationship between Emotional Intelligence and Personality Traits
G. Andrea Mancini, **Mario Magnani**, University of Florence, Gabriele Giorgi, University of Verona, Vincenzo Majer, University of Florence, Italy

Human resource management

- P.Th.B4:03 Symmetrical Teaching Classrooms, Asymmetrical Clinical Competence Development: Experiences of Overseas Graduated Dentists. A Comparative Empirical Case Study from London
Rula Paleou, University of London, United Kingdom
- P.Th.B4:04 Human Resource Management in SMEs: Development of a Quality Indicator
Hélder Almeida, José Keating, Universidade do Minho, Portugal
- P.Th.B4:06 Employee Satisfaction Matters: An Illustration of the Service - Profit Chain at Work in Hospitality Business
Danielle Jouglard-Tritschler, Caroline Guichet, University of Nice Sophia-Antipolis, Maricarmen De La Fuente-Urene, Hôtel Marriott, Dirk D. Steiner, University of Nice Sophia-Antipolis, France
- P.Th.B4:07 Quality of Employees Participation during Training Courses
Michela Loi, **Adalgisa Battistelli**, University of Verona, Italy
- P.Th.B4:08 Summarized about Human Resources and Quality Declining of Human Resources in Information Technology Company- Case Study and Eminent Result
Yukihito Itoigawa, Wisdom Inc., Japan



09:30 - 18:00 POSTER SESSIONS

P.Th.B4:10 Analyzing Competency-Based Human Resource Management: A Praxeological Approach
Miguel A. Sahagun-Padilla, Universidad Autónoma de Barcelona Spain, Francisco J. Ruvalcaba-Coyaso, Universidad Autónoma de Aguascalientes, Mexico, Maite Martínez-González, Susana Pallarès-Parejo, Universidad Autónoma de Barcelona, Spain

Entry, exit and mobility

P.Th.E:01 The Factors of Successful Job Negotiations
Elzbieta Kowalczyk, The Poznan University of Economics, Poland

P.Th.E:02 Newcomers' Self-efficacy, Insider Support and Socialization Process
Sara Zaniboni, Marco Depolo, Guido Sarchielli, University of Bologna, Italy

P.Th.E:03 Cognitive Presuppositions of a Successful Entrance of Higher School Graduates to the Labour Market
Bohdan Roznowski, The John Paul II Catholic University of Lublin, Poland

P.Th.E:04 Expectations and Their Fulfilment: Apprentices' Experiences in Entering the Hospitality Industry.
Aase Helene B Dagsland, Reidar Mykletun, University of Stavanger, Norway

P.Th.E:07 On Being a Foreigner
Ana Lucia Azevedo, FH Joanneum, Austria

P.Th.E:08 Willingness to make concessions in working life: Does it depend from the situation or the person?
Kathleen Otto, University of Leipzig, Germany

P.Th.E:09 Motivation to Stay: A Look at Employee-Manager Relations and Other Key Items as They Relate to the Retention of Healthcare Workers
Kenneth Johnson, Weber State University, United States

P.Th.E:10 Measuring a Conceptual Model of Military Turnover: A Longitudinal Perspective.
Françoise Bertrand, Bert Schreurs, François Lescreve, Belgian Defense Staff, Isabelle Hansez, Véronique De keyser, ULG, Belgium

P.Th.E:11 Rehabilitation of Patients with Musculoskeletal Pain – as Seen by Patients and Professionals - Opportunities and Obstacles
Bodil Hejibel, Karolinska Institutet, Eva Theander, Hässleholm Hospital, Per Nyberg, Lund University, Sweden

P.Th.E:12 Extending the Individual Placement and Support Model in Vocational Rehabilitation of People Suffering from Mood and Anxiety Disorders
Andreas Joner, Susanne Riekeles, NAV Østfold, Norway

P.Th.E:13 Correlates and Predictors of Academic, Decisional and General Procrastination in Austrian Students
Elfriede Maria Ederer, University of Graz, Austria, Cecilia A. Essau, Jean O'Callaghan, Roehampton University, United Kingdom, Anna Bokszczanin, Opole University, Poland, Satoko Sasagawa, Waseda University, Japan

Technology and knowledge

P.Th.F:1 Knowledge Management and Technology in Industrial Organizations
Leonor Cardoso, Adelino Duarte Gomes, Teresa Rebelo, Universidade de Coimbra, Portugal

P.Th.F:2 The Effects of Contextual Information on Perceptions of Computer-Mediated Communication
Jane A. Vignovic, Lori F. Thompson, North Carolina State University, United States

P.Th.F:3 Acceptance of Information and Communication Technologies in the Touristic Sector
Salvatore Zappala, Pamela Pettine, University of Bologna, Italy

P.Th.F:4 Theoretical framework for the study of e-collaboration in healthcare contexts: improvements based upon the Technology Acceptance Model (TAM)
Fernao Beenkens, Cristina Costa, Erik Andriessen, Delft University of Technology, Netherlands

P.Th.F:5 The Impact of Satisfaction of Workstation Design and Computer Usage on Perceived Physical Discomfort: The Moderating Effects of Psychosocial Factors
Yueng-hsiang Huang, Michelle M. Robertson, Liberty Mutual Research Institute for Safety, Nancy Larson, 3 M, United States

P.Th.F:6 Quality and University: Orientation Week as Quality of University
Valeria Caggiano, **Antonino Callea**, Università Lumsa, Antonio Chirumbolo, Università di Chieti, Mariangela Cersosimo, Calogero Iacolino, Università Lumsa, Italy

Burnout and fatigue

P.Th.G1:02 Territoriality: Coping with Burnout Using Self-Efficacy and Engagement
Otavia D'Almeida, José C. Sánchez, University of Salamanca Spain, José J. Villanueva, Universidad Autónoma de Tamaulipas, Mexico, Ana Lanero, Amaia Yurrebaso, University of Salamanca, Spain

P.Th.G1:03 Interventions in Relation to Occupational Burnout
Kirsi Ahola, Teija Honkonen, Marianna Virtanen, Mika Kivimäki, Finnish Institute of Occupational Health, Finland



09:30 - 18:00 POSTER SESSIONS

- P.Th.G1:05 Effect Job Burnout on Psychological Health among High School Teachers
Shahnaz Mohammadi, University of Teacher Training, Iran, Bhaskar.R Shejwal, University of Pune, Iraq
- P.Th.G1:08 Burnout among Professional in Relation to Work Stressors and Emotional Intelligence
Rostiana Dachlan, Tarumanagara University, Indonesia
- P.Th.G1:09 The Role of Gender in Development of Teacher Burnout
Tetiana Zaichykova, Liudmila Karamushka, Volodymyr Ivkin, Institute of psychology, Ukraine
- P.Th.G1:10 Distinctive Features of Student Burnout
Tetiana Zaichykova, Institute of Psychology, Ukraine

Job stress, well-being and absenteeism

- P.Th.G2:01 Employee Presenteeism: A Brief Review and a Research Agenda
Gary Johns, Concordia University, Canada
- P.Th.G2:02 Managing Absence in the UK Public Sector: Why do Social Services Departments in Local Authorities have Consistently Higher Levels of Absence?
Fiona Robson, Northumbria University, United Kingdom
- P.Th.G2:03 The Rehabilitation Programme "Restart" within the Swedish Police
Ulla Gahm, Swedish National Police Academy, Sweden
- P.Th.G2:04 Shared Understandings about Absenteeism. A Qualitative Study based on Focus Group Research
M. Gloria González-Morales, Magdalena Escamilla, Spain, **Isabel Rodriguez**, University of Valencia, Spain
- P.Th.G2:05 Consequences of Partial Sickness Absence for the Individual
Leif Sieurin, Malin Josephson, Frida Bengtsson, Eva Vingård, Occupational and Environmental Medicine, Sweden
- P.Th.G2:07 Comparative Study of Depression between Trained and Untrained Nurses in Intensive Care Units of Educational Hospital Wards in TUMS
Zahra Mohammadi, Iranmehr hospital, Azarmidokht Godarzi, Nasim Khaleghian, Nahiddokht Sharifi nistanak, Iran
- P.Th.G2:08 Resource Gain and Flow at Work: A Latent Growth Curve Modelling Analysis
Anne Mäkikangas, University of Jyväskylä, Finland, Arnold Bakker, Erasmus University Rotterdam, Netherlands, Kaisa Aunola, University of Jyväskylä, Finland, Evangelia Demerouti, Utrecht University, Netherlands

- P.Th.G2:09 Power in Organizations and Workplace Bullying
Ana Verdasca, Universidade Técnica de Lisboa / ISEG, Portugal
- P.Th.G2:10 Psychosocial Factors and Low Back Pain among Industrial Workers Experience from a Developing Country
Mostafa Ghaffari, Uppsala University, Akbar Alipour, Karolinska Institutet, Eva Vingård, Uppsala University, Sweden
- P.Th.G2:11 Qigong reduces stress in computer operators
Leni Skoglund, Academical Hospital Uppsala University, Eva Jansson, Karolinska University, Sweden
- P.Th.G2:13 In the End Over Work has a Price
Maria José Chambel, Luís Curral, Alexandra Marques-Pinto, Filipa Castanheira, FPCE-UL, Portugal

Work-family interface

- P.Th:H:03 Using Psychological Contract Theory to Understand Management of the Work/Non-work Interface
Jane Sturges, King's College London, Neil Conway, Birkbeck, University of London, United Kingdom
- P.Th:H:04 Welfare Solutions, Satisfaction and Motivation
Claudio Giovanni Cortese, Chiara Ghislieri, Simona Ricotta, University of Turin, Italy
- P.Th:H:05 Work-life Conflict and Wellbeing in Call Centers
Chiara Ghislieri, Lara Colombo, Claudia Piccardo, Gian Piero Quaglino, University of Turin, Italy
- P.Th:H:06 Work-family Conflict and Quality of Life in two Hospitals
Claudio Giovanni Cortese, Lara Colombo, Chiara Ghislieri, University of Turin, Italy
- P.Th:H:07 Interaction between Psychosocial and Organizational Factors in Work-Family Conflict: A Comparative Study in four Different Organizations
Javier Cerrato, Univefsity of Basque Country, Spain, **Salvatore Zappalà**, University of Bologna, Italy
- P.Th:H:08 One Family, two Missions?
Work-family Conflict within Military Families Preparing for Deployment
Manon Andres, Netherlands Defense Academy, Netherlands
- P.Th:H:09 The interference between work and private life demands, unwinding, and subjective health
Lotta Nylén, Lucie Laflamme, Karolinska Institutet, Bo Melin, National Institute of Work & Health, Sweden



09:30 - 18:00 POSTER SESSIONS

Organizational commitment and identification

- P.Th.I1:01 Professional Self-Efficacy as a Moderator of the Role Stress-Organizational Commitment Relationship: A Longitudinal Study
Miguel Ángel Mañas Rodríguez, Guadalupe Giménez Guerrero, University of Almería, Spain
- P.Th.I1:03 Identification, commitment and job satisfaction relations: an appliance centered on banking business employees
Ipek Kalemci Tuzun, Baskent University, Turkey
- P.Th.I1:04 Organizational Commitment, Identification And Citizenship
Müberra Yüksel, Kadir Has University, Turkey
- P.Th.I1:05 Effects of Demographic Variables on Organizational Commitment among Nigerian Employees
Andrew Mogaji, University of Lagos, Nigeria
- P.Th.I1:06 Test-retest and Mean-level Stability of Organizational Commitment: A Meta-analysis
Günter W. Maier, University of Bielefeld, Ralph Woschée, University of Munich, Germany
- P.Th.I1:07 Commitment and Citizenship in the Workplace among, Belgian Workers
Sabine Pohl, Univerite Libre de Bruxelles, Belgium, Pascal Paille, Université Laval, Canada
- P.Th.I1:08 Men and Women in Managerial Work: which Job Satisfaction Dimension is a Better Predictor of Affective Commitment?
Maria Santa Ferretti, Piergiorgio Argentero, University of Pavia, Italy
- P.Th.I1:09 Organizational Identification and Extra-role Behaviour
Gunne Grankvist, Robert Larsson, University West, Sweden
- P.Th.I1:10 Reciprocal Relationships between Work-related Characteristics and Organizational Commitment: A cross-lagged Analysis among Health Care Personnel
Mervi Ruokolainen, **Saija Mauno**, Asko Tolvanen, University of Jyväskylä, Finland
- P.Th.I1:11 "Fate is to blame for my hiring here": Living Together of Psychologists and Physicians in a Service for addicted.
Alberto Crescentini, Università Cattolica S.C., Italy

Work attitudes and values

- P.Th.I2:01 WVQ: A Work Values Questionnaire
Maria Luisa Farnese, Silvia Pepe, **Francesco Avallone**, University of Rome "La Sapienza", Italy

- P.Th.I2:02 'Just a Job or Real Work?': A Phenomenological Approach to Understanding Graduates Accounts of Early Work Experiences
Charles Sutton, Kate Mackenzie Davey, Birkbeck College, United Kingdom
- P.Th.I2:03 The forced generosity
Izaskun Andueza Imirizaldu, Public University of Navarra, Spain
- P.Th.I2:04 A Workaholic/Non-workaholic Classification as a Stable Disposition: Findings of a 12-year Longitudinal study
Itzhak Harpaz, University of Haifa, Rafi Snir, The Academic College of Tel Aviv-Yaffo, Israel
- P.Th.I2:05 Social Action Orientations of Representatives of SME's in Intersectoral Partnerships – Results and the Development of a Standardized Evaluation Instrument
Gian-Claudio Gentile, Theo Wehner, ETH Zurich, Switzerland
- P.Th.I2:06 Level of Education as Moderator of Age-job Satisfaction Relationship
Maja Parmac, Zvonimir Galic, University of Zagreb, Croatia
- P.Th.I2:09 Restoring Respectful Behaviour: Shifting from Bullying Complaints to Systemic Change in a Regional Health Service
Kate Thomson, Southern Adelaide Health Service, Kathryn McEwin, Central Northern Adelaide Health Service, Australia

Organizational culture

- P.Th.J:01 Positive and Negative Experiences of New Graduates in a High Commitment Culture
Ben Tucker, Kate Mackenzie-Davey, Birkbeck College, University of London, United Kingdom
- P.Th.J:02 Safety Culture: A Conceptual Analyses Based on IAEA and OCDE Approach
Inma Silla, CIEMAT, Spain, Rosario Solá, Joaquín Navajas
- P.Th.J:03 Preferences for Organizational Values in Different Types of Organizational Cultures of Participation.
Alexander Pundt, Friedemann Nerdinger, Claes Horsmann, Erko Martins, University of Rostock, Germany
- P.Th.J:04 Organizational culture from the standpoint of managers of small and medium sized enterprises
Elva Leticia Parada Ruiz, Rodrigo Parada Ruiz, María Leticia Verdugo Tapia, Josefina Ochoa Ruiz, University of Sonora, Mexico
- P.Th.J:05 Personality And The Choice Of Organizational Culture
Joanna Czarnota-Bojarska, Warsaw University, Poland



09:30 - 18:00 POSTER SESSIONS

- P.Th.J:08 The role of top and mid-level managers in employees' assessment of organizational culture at industrial enterprises
Iryna Snyadanko, Institute of Psychology, Ukraine
- P.Th.J:10 Organizational culture of industrial enterprise
Galina Kanyuka, Aleksandr Parshak, Aleksandr Krupskiy, Institute of Psychology, Ukraine
- P.Th.J:11 Exploring the Empirical Content of Basic Organizational Assumptions about Customers, Employees and Competitors by Means of Repertory Grid, Laddering and Free Elicitation
Olga Gjerald, Torvald Øgaard, University of Stavanger, Norway
- P.Th.J:12 Construction and Validation of the Organizational Normative Behavior Questionnaire (CNO2A)
José C. Sánchez, University of Salamanca, **Blanca Tejero**, UNED, Ana Lanero, University of Salamanca, Spain, José Villanueva, University of Tamaulipas, Mexico
- P.Th.J:14 "Evaluation of a Learning Organizational Culture as a Competitive Factor in Business Development"
María Leticia Verdugo Tapia, Francisco F. Camargo Mireles, Josefina Ochoa Ruiz, Elva Leticia Parada Ruiz, University of Sonora, José María Güereña de la Llata, University of Sonora, Mexico
- P.Th.J:15 The Content of Organizational Culture in Manufacturing Companies and in Companies Providing Services in the Czech Republic
Zdenka Konecná, Brno University of Technology, Czech Republic
- P.Th.J:16 A Survey Of the Relation Between Sirjan Gole-Gohar Company Organizational Culture and it's Organizational Structure According to it's Staff
Mehdi Lasani, Fatemah Abbaslou, Shahid Bahonar University of Kerman, Iran
- Management and leadership models**
- P.Th.K:01 Effects of Managers' Influence Tactics on Perceived Fairness, Jealousy, Satisfaction and Self-Esteem of Subordinates.
Herman Steensma, Francine Duque, Leiden University, Netherlands
- P.Th.K:04 How to assess and evaluate leadership potential
Annika Wohlström, Cubiks Sweden AB, Sweden
- P.Th.K:05 Validation of the Saville Consulting Wave Types Model of Transformers and Transactors
Rainer Kurz, Peter Saville, Saville Consulting, Caroline Fullman, Health & Safety Executive, Rab Maclver, Gabrielle Parry, Katie Mariscal, Anna Mitchener, Heidi Oxley, Saville Consulting, United Kingdom, Gary Schmidt, Sara Schmidt, Saville Consulting, United States, Sharon Miller, Rockpools, United Kingdom
- P.Th.K:06 Information and Emergent leadership - a Contextual Study of Leadership
Cathrin Svensson, **Magnus Larsson**, Lund University, **Solveig Segerstéen**, The Public Employment Service of Sweden, Sweden
- P.Th.K:07 Stabilize or Dynamize: The Balance Inventory of Leadership (BALI-F)
Sven Grote, Simone Kauffeld, Katrin Denison, University of Kassel, Germany
- P.Th.K:08 Second Generation Leader Categorization Research: The Moderating Influence of Subordinates' Self-Perceptions and Social Comparison Orientation
Niels van Quaquebeke, University of Hamburg, Germany, Daan van Knippenberg, Erasmus University, Netherlands
- P.Th.K:09 Leader Empowering Behaviour: The Leader's Perspective
Natalia Hakimi, Daan van Knippenberg, RSM Erasmus University, Netherlands
- P.Th.K:10 Transformational Leadership and Emotional Intelligence: A Gender Comparison in Career Development
Esther Lopez-Zafra, University of Jaén, Spain, Rocio Garcia-Retamero, Max Planck Institute for Human Developm, Germany, M. Pilar Berrios, University of Jaén, Spain
- P.Th.K:11 The Role of Applicants' Agency Regarding their Self-perceived Fit to Leadership Positions
Janine Bosak, Sabine Sczesny, University of Bern, Switzerland
- P.Th.K:12 Respected Leaders: A Question of Accepted Influence, Personal Power/Legitimacy, and Personal Identification
Niels van Quaquebeke, University of Hamburg, Germany
- P.Th.K:13 Renewing Organizational Vitality: Testing a Model of Organization Succession Planning
Michael Mount, University of Iowa, Linda Zachar, Panera Bread of Iowa, Melanie Burns, University of Iowa, United States
- P.Th.K:14 Operative Managers and Healthy Leadership
Harald Stummer, JKU, Austria



09:30 - 18:00 POSTER SESSIONS

Team work, creativity and innovation

- P.Th.L1:02 The Effect of Group Social Context on the Innovativeness of Individuals and Groups: Implications for the Management of Organizational Innovativeness
Tea Lempiälä, Helsinki University of Technology, Finland
- P.Th.L1:03 Intrinsic Motivation as a Mediator between the Work Environment and Creativity
Peter van den Berg, Tilburg University, Netherlands
- P.Th.L1:04 A Manager's Ambiversion as a Prerequisite for Innovation
Mait Raava, Estonian Business School, Estonia
- P.Th.L1:05 Group Initiative and Self-Organizational Activities in Industrial Work Groups
Agneta Brav, Kin Andersson, Mälardalen University, Annika Lantz, Uppsala University, Sweden
- P.Th.L1:07 A Field Experiment Comparing Different Work Group Interactive Techniques
Per Eisele, Dignus Medical, Sweden
- P.Th.L1:08 Positive Mood is not Always Good: The Role of Team Mood and Work Stressors for Creative Work Performance
Claudia Sacramento, Doris Fay, Aston University, United Kingdom
- P.Th.L1:09 Development of Educational Organization Employees' Psychological Competence to Work in Competitive Managerial Teams
Liudmila Karamushka, Olena Fil, Oksana Kredentser, Institute of Psychology, Ukraine
- P.Th.L1:10 Commercial organization employees' orientation toward teamwork depending on type of organization
Yulya Kravtsova, Institute of psychology, Ukraine
- P.Th.L1:11 Team climate and creativity: The impact of tasks along the process
Joana Cunha e Costa, CITAR - Centre of Research in Sciences and Technol, Ana Passos, ISCTE, Portugal
- P.Th.L1:12 District administration heads' and employees' work orientations
V. Mykhailenko, Institute of Psychology, Ukraine
- P.Th.L1:13 Working process of creative workers
Giuseppe Zappia, Università degli studi di Firenze, Italy, Jana Brichnacova, Jana Ivanovova, Czech University of Agriculture Prague, Czech Republic

Virtual teams and team diversity

- P.Th.L2:01 Views on Remote Working: How Do They Relate to Personality?
John Hackston, Penny Moyle, OPP Ltd, United Kingdom

- P.Th.L2:02 Effective Versus Ineffective Communication Behaviors in Virtual Teams: Is there a Cultural Difference?
Daphne Dekker, Christel Rutte, TU Eindhoven, Netherlands
- P.Th.L2:03 Negotiations in Virtual Teams: Effects of Motivational Orientation
Stefan N. Melchior, Friedemann W. Nerdinger, University of Rostock, Germany
- P.Th.L2:04 Reducing Misunderstandings in Dispersed Teams: Increasing the Power of Perspective Taking
Carolyn Axtell, Sharon Parker, Toby Wall, University of Sheffield, United Kingdom
- P.Th.L2:05 Cohesion as Antecedent of Intragroup Conflict in Virtual Teams: A Longitudinal Study
Eduarne Martinez, Vicente Peñarroja, Eva María Lira, University of Valencia, Spain
- P.Th.L2:06 Virtual Collaboration: the (im)possibility of Working Fully Virtual
Joris de Rooij, Robert Verburg, Erik Andriessen, Delft University of Technology, Netherlands
- P.Th.L2:07 Task-related Diversity in Teams: A Scale, Its Development and Its Item and Scale Characteristica
Tobias Felsing, Bruno Ruettinger, TU Darmstadt, Germany
- P.Th.L2:08 The Benefit of Heterogenous Teams: Workgroup Socialisation and Exclusion of Newcomers in High Technology Teams
Marloes van Engen, Tilburg University, Linda de Wit, Philips, Karin Hagoort, CBS, Netherlands
- P.Th.L2:09 Demographic Diversity and Performance in Work Teams: Testing some hypotheses from the Categorization-Elaboration Model
Javier Sempere, UNED (Spanish Open University), **Vicente González-Romá**, José M. Peiró, Universitat de València, Spain

Emotions at work

- P.Th.M:01 Emotional Competence As An Important Psychological Resource In The Workplace
Eva Garrosa, Bernardo Moreno-Jiménez, M^a Eugenia Morante, Alfredo Rodríguez-Muñoz, Ana Sanz, Universidad Autónoma de Madrid, Spain
- P.Th.M:02 Emotion Work among Finnish Dentists
Eila Kallio, Jari Hakanen, Finnish Institute of Occupational Health, Finland
- P.Th.M:03 Welcome to Paradise: emotional labour on a cruise ship
Lovisa Näslund, Marjana Johansson, Stockholm School of Economics, Sweden



09:30 - 18:00 POSTER SESSIONS

- P.Th.M:04 Emotional Labour and Animal Laboratory Technicians: Dissonance or Concord?
Keith Davies, Cardiff University, Duncan Lewis, University of Glamorgan, United Kingdom
- P.Th.M:06 Emotions Experienced in Work Related and Private Interactions.
Laurence Messerli, Franziska Tschan Semmer, University of Neuchâtel, Switzerland
- P.Th.M:10 Burnout as a Consequence of Felt Emotions and Emotional Labor: The Case of Nursery Teachers
Sylwiusz Retowski, Roza Bazinska, Dorota Szczygiel, Roma Wrzosek, Warsaw School of Social Psychology, Poland
- P.Th.M:11 The Effects of Emotional Demands and Potentially Traumatic Events on Fire-Fighter Health and Well-Being
Michelle Tuckey, University of South Australia, Australia
- P.Th.M:13 The Influence of Trust on Cooperation: The moderating role of Group Member Emotions
Jacqueline Tanghe, Barbara van Knippenberg, Henk van der Flier, Vrije Universiteit, Netherlands
- P.Th.M:14 Extending the Psychological Contract: The Value Oriented Dimension And Its Relevance For Volunteer And Paid Work
Tabea Scheel, Thomas Rigotti, Gisela Mohr, Anna Cibis, University of Leipzig, Germany
- Industrial relations**
- P.Th.N:01 Progress with Information Disclosure in some South Africa organisations
Ruan Van der Walt, University of Pretoria, South Africa
- P.Th.N:02 The Antecedents and Outcomes of Union Commitment in Turkey
Ozlem Cakir, Tunc Demirbilek, Dokuz Eylul University, Turkey
- P.Th.N:03 Workplace Forums: South Africa's answer to Worker Participation through Works Councils
Ruan Van der Walt, University of Pretoria, South Africa
- Measurement and psychometrics**
- P.Th.O:01 The reliability of Predicting Job Performance (PJP)
Anders Sjöberg, Sofia Sjöberg, Cicek Al, Assessio International, Sweden
- P.Th.O:02 Adequacy of Spherical Structure of Interests According to Age and Gender: Validation of Personal Globe Inventory in Croatian Samples
Iva Sverko, Toni Babarovic, The Ivo Pilar Institute of Social Sciences, Croatia
- P.Th.O:03 Creative Organizational Climate: Testing Ekvall's 10-dimension model
Ingrid Dackert, Malmö University, Ingegerd Carlsson, Lund University, Sweden
- P.Th.O:04 How not to Get Lost in Translation: Adaptation of the Occupational Personality Questionnaire OPQ32n from UK English into German
Anne Herrmann, University of Lueneburg Germany, **Ilke Inceoglu**, Dave Bartram, SHL group plc, United Kingdom
- P.Th.O:05 The Relationship between Learning Potential and Sixteen Personality Factors
Cecilia Meyer, **J.J De Beer**, **D.D Marais**, University of Pretoria, South Africa
- P.Th.O:06 Demonstrating Question Complexity Effects to your Boss: Item Length, Knowability, Readability, and Respondent Fatigue in Organizational Climate Surveys
Stephen Atkins, Otago Polytechnic, New Zealand, James Vanscotter, Louisiana State University, United States
- P.Th.O:07 The Development of a Cultural Intelligence Assessment Instrument
Sumari O'Neil, Yvonne Du Plessis, Leopold Vermeulen, University of Pretoria, South Africa
- P.Th.O:08 Test Taking Style: Is Caution a Personality Variable in Ability Testing?
Rainer Kurz, Peter Saville, John Mason, Scott Jardine, Rab MacIver, Gabrielle Parry, Katie Mariscal, Jacqui Archer, Saville Consulting, United Kingdom, Anna Mitchener, Saville Consulting, Barbados, Heidi Oxley, Saville Consulting, Joanna Lishman, Neuro Partners, Paul Roscorla, Home Office, United Kingdom
- P.Th.O:10 Measuring mobbing: Negative Acts Questionnaire in a Spanish sample of education and health workers
Antonio León García-Izquierdo, University of Oviedo, Mariano García-Izquierdo, Bartolomé Llor, Concepción Sáez, University of Murcia, Spain
- P.Th.O:11 Exploring the Potential of Using Inter Rater Agreement as a Measurement of Reliability for Forced-choice Ipsative Instruments and its Practical Implications.
Tanja Gullestrup, Thomas International, John Rust, University of Cambridge, United Kingdom
- P.Th.O:12 Using the Five-factor Model of Personality to Assess Other Instruments. A Validation Study Carried out on the DISC PPA with Orpheus.
Tanja Gullestrup, Thomas International, John Rust, University of Cambridge, United Kingdom
- P.Th.O:13 Cross-Cultural Validation of the Work Values Scale EVAT in Three European Languages: Spanish, Portuguese and Italian.
Luis Arciniega, Instituto Tecnológico Autónomo de México (ITAM), Mexico, Luis González, Universidad de Salamanca, Spain, Vítor Soares, Universidade Jean Piaget, Portugal, Stefania Ciulli, Marco Giannini, Università degli studi di Firenze, Italy



PROGRAM OVERVIEW

	SESSION 1 8.30-10.00	SESSION 2 10.30-12.00
Invited addresses		Invited Panel Debate, Bond: Visions for an Equitable Workplace: Harnessing Diversity for Organizational Vitality IPD:Fr2.1 K1
Invited symposia	Schmidt-Brasse: World Café on "Sustainable Work of Consultants" IS.Fr1.A1 A1	Leonova: From stress prevention to healthy organization IS.Fr2.A K21
	Chmiel: Safety Climate – What Else? IS.Fr1.A2 K2	Fischbach: Recent Developments and Open Questions in Emotional Labour: Contributions from Work, Service, Health and Interaction Focused Perspectives IS.Fr2.M K2
	Kinnunen: Work-life Interface: Spillover and Crossover Perspectives IS.Fr1.H K1	Fiorito: From Union Commitment to Union Renewal IS.Fr2.N K16/K17
Symposia	Anseel: Advances in Compensation Research: Benefiting from Theories in Social Psychology S.Fr1.B1 A2	Hertel: Ageing Factors on Motivation and Emotion at Work as Important Determinants of Sustainable Work S.Fr2.E K11
	Peeters: Diversity at Work: A Double-edge Sword? S.Fr1.B2 A3	Kluge: Organizational Learning from Errors S.Fr2.F A2
	Garcia-Lorenzo: Supporting Connectivity: A Relational view of organising S.Fr1.C K16/K17	Gentile: Beyond performance: Productive and counterproductive workplace behaviours S.Fr2.I A4
	Naydonov: Reflexive management system of merger S.Fr1.D A4	Reader: Psychological Contracts – Considering the Context S.Fr2.D A5
	Bechtoldt: The Self at Work S.Fr1.G K11	
	Sinangil: Multi-level Study of Leadership in Diverse Contexts S.Fr1.K K21	
	Searle: The role of Trust in HR: Developing and Sustaining Positive Relationships through the HR life cycle in organisations and politics S.Fr1.B3 K12	
Roundtable discussion		Roundtable discussion The Journal of Occupational and Organizational Psychology (JOOP): How is it doing? RT.Fr2.O A1
Thematic oral sessions	Workplace health promotion T.Fr1.A K13	Job stress and well-being T.Fr2.G A3
	Career planning and management T.Fr1.B2 K15	Career planning and choice T.Fr2.B2 K22
	Return-to-work T.Fr1.E K22	Organizational change processes T.Fr2.C K23
	Organizational learning T.Fr1.F K23	Job stress T.Fr2.G1 K14
	Job stress and employee well-being T.Fr1.G1 K24	Well-being T.Fr2.G2 K24
	Workplace aggression and bullying T.Fr1.G2 K14	Work-family interface T.Fr2.H2 K15
	Emotions and employee behaviour T.Fr1.M A5	Leadership and culture T.Fr2.K K12
		Group and team processes T.Fr2.L K13
Posters - All day session Victoria Hall	Occupational safety P.Fr.A	Training and development P.Fr.B1
	Well-being and engagement P.Fr.G1	Stress management, coping and recovery P.Fr.G2
	Managing flexibility, diversity and conflict P.Fr.K2	Group and team processes P.Fr.L1
		Selection and assessment P.Fr.B2
		Job stress and employee well-being P.Fr.G3
		Teams and workgroups P.Fr.L2



SESSION 3 12.10-13.40		SESSION 4 13.50-15.20	SESSION 5 15.50-17.20
State of the Art Presentation 12.10-12.50 Christian Dormann: Sustainable Work- psychology Research – An Illusion? Why Short-term Effects Matter More SA.Fr3.O K1	State of the art Presentation 13.00-13.40 Mina Westman: From Spillover to Crossover: Negative and Positive Experiences SA.Fr3.H K2		Invited Panel Debate, Sonntag: Doing Diary Studies in Work and Organizational Psychology: Promises and Pitfalls. A Panel Discussion IPD.Fr5.1 K21
		Åkerstedt: Work and Sleep IS.Fr4.G K2	Lindström: Work, Health and Retirement Plans for Elderly Employees IS.Fr5.E A4
		Guest: Human Resource Management and Employee Well- Being: Individual and Organizational Perspectives IS.Fr4.B K1	Caetano: Social Exchange Relationships in Organizations: Implications for Employees' Attitudes and Behaviors IS.Fr5.I K1
Burkolter: Simulation-based Training at the Workplace: Training Needs Analysis, Training Methods and Transfer S.Fr3.B A2		Felfe: The Influence of Leadership on Performance, Turnover and Well- being: Examining Determinants, Mediators and Moderators S.Fr4.K A4	Rieder: Service Quality through Customer Involvement in Service Delivery and Innovation S.Fr5.A K2
Rigotti: Research on Temporary Employment: Accounting for individual and contextual complexity S.Fr3.D A3		van der Heijde: Contemporary Career Patterns (Part I) S.Fr4.E A2	van der Heijde: Contemporary Career Patterns (Part II) S.Fr5.E A2
		Salmela-Aro: Personal Work Goals: An Occupational Life-Span Perspective S.Fr4.I A3	Day: Healthy Workplaces: The impact of organizational, job, and leadership factors on employee health and well- being S.Fr5.G K11
		Busch: New challenges for stress management at work: Specific interventions with regard to the work area, the target group and specific problems and resources S.Fr4.G K21	d'Amato: Leadership, Trust, Retention: Generational Differences in Europe and North America S.Fr5.K A5
		Anderson: Innovation at Work: Alternative Research Approaches and New Insights from an Inter- national Perspective S.Fr4.C1 K11	Kiefer: When feeling bad can be good: How negative experiences can drive positive outcomes at work S.Fr5.M A3
		van Knippenberg: Organizational Change and the Self S.Fr4.C2 K16/K17	Dormann: Centre for Creative Leadership (CCL) - European Journal of Work and Organizational Psychology: Best Paper Award S.Fr5.O K16/K17
Roundtable discussion Creating Sustainable System Change: Client Participation, Professional Integration and Quality in Social Service & Health Care Organizations RT.Fr3.C A1		Roundtable discussion Face Validity and Ethical Boundaries in Managerial Assessment RT.Fr4.A A1	
Aging workforce and retirement T.Fr3.E K16/K17		Health at work T.Fr4.A K22	Reactions to change T.Fr5.C K13
Technology management T.Fr3.F K21		Selection and assessment T.Fr4.B K23	Stress management T.Fr5.G K22
Organizational culture T.Fr3.J K11		Burnout T.Fr4.G K24	Personality and organizational behaviour T.Fr5.I1 K23
Leadership models T.Fr3.K A4		Organizational justice and trust T.Fr4.I1 K13	Pay justice T.Fr5.I2 K12
		Leadership and organizational behaviour T.Fr4.I2 K14	Organizational theory and ethics T.Fr5.J K24
		Organizational culture and diversity T.Fr4.J K15	Teambuilding and effectiveness T.Fr5.L K14
		Emotional labor T.Fr4.M K12	Measurement and psychometrics T.Fr5.O K15
Human resource management P.Fr.B3	Organizational change processes P.Fr.C	Psychological contract P.Fr.D	The aging workforce and retirement P.Fr.E
Work motivation and performance P.Fr.I1	Trust and justice P.Fr.I2	Organizational climate and job design P.Fr.J	Leadership and management P.Fr.K1
Advances in research Methods P.Fr.O1	Field and experimental research P.Fr.O2		



08:30 - 10:00 INVITED SYMPOSIA

IS.Fr1.A1:0

A1

World Café on "Sustainable Work of Consultants"

Chair: Ute Schmidt-Brasse, PSYCON Psychological Business Consultants, Germany

IS.Fr1.A2:0

K2

Safety Climate - What Else?

Chair: Nik Chmiel, Queen's University Belfast, United Kingdom

IS.Fr1.A2:1 The Utility of Safety Climate at the Organisational and Group Levels
Alistair Cheyne, Loughborough University, United Kingdom, Jose Manuel Tomas, Amparo Oliver, University of Valencia, Spain

IS.Fr1.A2:2 Climate and Safety Climate – Is there a difference and do we care?
Kathryn Mearns, University of Aberdeen, United Kingdom, Michael T Ford, Lois E Tetrick, George Mason University, United States, Lorraine Hope, University of Portsmouth, United Kingdom

IS.Fr1.A2:3 The job Demands-Resources Model and management commitment to safety applied to safe behaviour
Isabelle Hansez, University of Liege Belgium, Nik Chmiel, Queens University Belfast, United Kingdom

IS.Fr1.A2:4 Life on the line: Role demands, support for safety, and hazardous events
Nick Turner, University of Manitoba Canada, Nik Chmiel, Queens University Belfast, United Kingdom, M Sandy Hershcovis, University of Manitoba, Canada, Melanie Walls, Human Works Ltd, United Kingdom

IS.Fr1.A2:5 Exit, voice, loyalty, and neglect in the domain of workplace safety
Sean Tucker, Queen's University, Nick Turner, University of Manitoba, Canada

IS.Fr1.H:0

K1

Work-life Interface: Spillover and Crossover Perspectives

Chair: Ulla Kinnunen, University of Tampere, Finland

IS.Fr1.H:1 Long-term relationships between work-family conflict and psychological well-being: Stability and cross-lagged relations within one and six-year follow-up
Johanna Rantanen, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Taru Feldt, Lea Pulkkinen, University of Jyväskylä, Finland

IS.Fr1.H:2 Does work load cause work-home interference or is it the other way around?
Josje S.E. Dijkers, VU University Amsterdam, Sabien A.E Geurts, Michiel A.J. Kompier, Toon W. Taris, Radboud University Nijmegen, Irene L.D. Houtman, Floor van den Heuvel, TNO Work and Employment, Netherlands

IS.Fr1.H:3 Workaholism and the quality of the intimate relationship: A spillover/crossover perspective
Arnold B. Bakker, Erasmus University Rotterdam, Evangelia Demerouti, Utrecht University, Netherlands, Ronald Burke, York University, Canada

IS.Fr1.H:4 Buffering effects of supportive partnership climate on the effects of stress at work and in the family
Fabienne T Amstad, Norbert K. Semmer, University of Bern, Switzerland

IS.Fr1.H:5 Longitudinal crossover effects between work and family among dual-earner couples
Ulla Kinnunen, University of Tampere, Saija Mauno, Taru Feldt, University of Jyväskylä, Finland



08:30 - 10:00 SYMPOSIA

S.Fr1.B1:0**A2**

Advances in Compensation Research: Benefiting from Theories in Social Psychology

Chair: Frederik Anseel, Ghent University, Belgium
 Discussant: Matti Vartiainen, Helsinki University of Technology, Finland

- S.Fr1.B1:1 Intrinsic and extrinsic predictors of work performance
Kuvaas Bård, Norwegian School of Management, Norway
- S.Fr1.B1:2 On the fairness of performance-based pay
Nico W van Yperen, University of Groningen, Netherlands
- S.Fr1.B1:3 Organizational justice and pay satisfaction: Broadening the concepts and their differential impact on turnover intention
S de Gieter, R de Cooman, R Pepermans, R Caers, C du Bois, M Jegers, Vrije University, Belgium
- S.Fr1.B1:4 Keeping Up With the Joneses: A Field Study of the Relationships Between Upward, Downward, and Lateral Comparisons and Pay Level Satisfaction
Michael M Harris, University of Missouri St Louis, United States, Frederik Anseel, Filip Lievens, Ghent University, Belgium

S.Fr1.B2:0**A3**

Diversity at Work: A Double-edge Sword?

Chair: Maria Peeters, Utrecht University, Netherlands

- S.Fr1.B2:1 Diversity in teams: how do team members perceive interpersonal differences in work teams?
Dinette Timmerman, G.S. van der Vegt, University of Groningen, Netherlands, J.S. Bunderson, Olin School of Business, United States, E Molleman, University of Groningen, Netherlands
- S.Fr1.B2:2 Diversity makes the difference: The Influence of leadership and organizational climate on diversity outcomes
Frouke de Poel, Janka Stoker, Karen van der Zee, University of Groningen, Netherlands
- S.Fr1.B2:3 Interactive acculturation, social support and discrimination in the multicultural workplace
Wido G.M. Oerlemans, Maria C.W. Peeters, Wilmar B Schaufeli, Utrecht University, Netherlands

S.Fr1.B2:4 Diversity management: Acculturation context variables as predictors of individual acculturation outcomes in the South African Police Service

Leon T.B. Jackson, North-West University, D Molokoane, South African Police Service, South Africa

S.Fr1.B2:5 To adapt or not to adapt: Acculturation strategies of immigrant police workers as predictors of work satisfaction and career progression

Marloes L van Engen, Tilburg University, Saniye Celik, LECD, Netherlands

S.Fr1.B2:6 Diversity Faultlines and Team Learning: Do They Distract from Effective Performance?

Yoyce Rupert, Karen A Jehn, Leiden University, Netherlands

S.Fr1.C:0**K16/K17**

Supporting Connectivity: A Relational view of organising

Chair: Lucia Garcia-Lorenzo, London School of Economics, United Kingdom

Co-Chair: Alexander Maas, Erasmus Business School, Netherlands

- S.Fr1.C:1 Transitional identities: Between being and becoming in a service sector organisation
Lucia Garcia-Lorenzo, London School of Economics United Kingdom, Maria Simosi, University of the Aegean, Greece
- S.Fr1.C:2 Connectivity in time and space
Alexander Maas, Erasmus University, Netherlands
- S.Fr1.C:3 Relational Practices as Generative Interventions in Emergent Contexts
René Bouwen, Art Dewulf, Greet Francois, University of Leuven, Belgium
- S.Fr1.C:4 Connecting frames and actors: a case study about the management of a river catchment
Art Dewulf, University of Leuven, Belgium, Monica Mancero



S.Fr1.D:0 A4

Reflexive Management System of Merger

Chair: Mykhaylo Naydonov, Institute of reflective inv.&spec. IRIS, Ukraine

Co-Chair: Olga London, IDS-Group, Ukraine

Co-Chair: Lyubov A Naydonova, Inst of Social & Political Psychology APSU, Ukraine

S.Fr1.D:1 Psychological Contract with Company Top-Managers Team Before a Merger
Lyubov Grigorovska, Institute of social and political psychology APSU, Ukraine

S.Fr1.D:2 Emotional Coping Strategies and Models of Interpersonal Relationships at Rating Procedures of Personnel Selection at a Merger Organization
Olena Khorina, Institute of Social and Political Psychology APSU, Olexandra Opanasenko, ISSP APSU, Ukraine

S.Fr1.D:3 Staff's Reflexive Pre-adaptation to Changes Caused by Merger
Lyubov A Naydonova, Natalia Kuzichkina, Inst of Social & Political Psychology APSU Ukraine, Ukraine

S.Fr1.D:4 Reconstruction of Competition and Cooperation Settings in Procedures of Personnel Dismissing Caused by Company Merger
Lyubov M Naydonova, Kostyuk's Inst of Psychology APSU, Roman Krjuchkovenko, Inst of Reflektive Inv & Specialization IRIS, Ukraine

S.Fr1.G:0 K11

The Self at Work

Chair: Myriam Bechtoldt, University of Amsterdam, Netherlands

Co-Chair: Norbert Semmer, University of Bern, Switzerland

Co-Chair: Carsten De Dreu, University of Amsterdam, Netherlands

Discussant: Sabine Sonnentag, University of Constance, Germany

S.Fr1.G:1 The Atom Metaphor of the Self and its Relation to the Real World
Hugo M Kehr, Technical University Munich, Germany

S.Fr1.G:2 Illegitimate Stressors, Threats to Self, and Situational Well-being: A Multilevel Analysis
Nicola Jacobshagen, Norbert K Semmer, Laurenz L Meier, University of Bern, Switzerland

S.Fr1.G:3 Interactional Fairness, Irritation, and Back Pain: The Role of Self-Esteem Stability
Laurenz L Meier, Norbert K Semmer, University of Bern, Switzerland

S.Fr1.G:4 Self-Concept Clarity and Social Conflict: Is it That Knowing Thyself Helps, or That Not Knowing Thyself Hurts?
Myriam N Bechtoldt, Carsten K.W. de Dreu, Bernard A. Nijstad, University of Amsterdam, Netherlands, Dieter Zapf, J.W. Goethe-University Frankfurt, Germany

S.Fr1.K:0 K21

Multi-level Study of Leadership in Diverse Contexts

Chair: Handan K Sinangil, Marmara University, Turkey

Discussant: Robert Roe, University of Maastricht, the Netherlands

S.Fr1.K:1 A cross-cultural study on perceptions of ideal leader behavior: Three country comparisons from Europe, Asia and Africa
Handan K Sinangil, E Serra Yurkoru, Beril Sipahi, Marmara University, Turkey, Romie Littrell, University of Auckland, New Zealand

S.Fr1.K:2 Ethical leadership: a multi-level study of integrity and empowerment
Deanne N den Hartog, University of Amsterdam, Annebel H.B. de Hoogh, Vrije University Amsterdam, Netherlands

S.Fr1.K:3 The Impact of Leadership Style on Leader Efficacy
Nurdan Özralli, **S Serra Yurtkoru**, Beril Sipahi, Marmara University, Turkey



08:30 - 10:00 SYMPOSIA

SS.Fr1.B3:0

K12

The role of Trust in HR: Developing and Sustaining Positive Relationships through the HR life cycle in organisations and politics

Chair: Rosalind Searle, Open University, United Kingdom
Co-Chair: Denise Skinner, University of Coventry, United Kingdom

Co-Chair: Deanne den Hartog, University of Amsterdam Business School, Netherlands

- S.Fr1.B3:1 Trust and human resources
Rosalind Searle, Open University, Denise Skinner, University of Coventry, United Kingdom
- S.Fr1.B3:2 Trusting the organisation: how selection processes signal trust
Rosalind Searle, Open University, Jon Billsberry, Open University Business School, United Kingdom

S.Fr1.B3:3 Selecting Trustworthy Politicians: Worthy Aim or Step Too Far?
Jo Silvester, Sharon Loivette, City University, United Kingdom

S.Fr1.B3:4 The role of trust in performance appraisal
Denise Skinner, University of Coventry, Rosalind Searle, Open University, United Kingdom

S.Fr1.B3:5 Managing Across Changing Boundaries: The role of trust in telework
T Scurry, Newcastle University Business School, United Kingdom

08:30 - 10:00 THEMATIC SESSIONS

K13

Workplace health promotion

Chair: Magnus Svartengren, Karolinska institutet, Sweden
Co-Chair: Ulrich Winterfeld, BG Institute Work and Health, Germany

- T.Fr1.A:1 Improving Employee Health by Reducing Working Hours or Increasing Physical Activity – a Longitudinal Study of Work-placed Based Interventions
Ulrica von Thiele, Petra Lindfors, Ulf Lundberg, Stockholm University, Sweden
- T.Fr1.A:3 Applying the Transtheoretical Model of Change to the organizational Level for Disseminating Worksite Health Promotion
Greg Jenny, Katharina Lehmann, Silvia Deplazes, Harald Reuter, Georg Bauer, University of Zurich, Switzerland
- T.Fr1.A:4 Effectiveness in Health and Safety: The “Sifa-Langzeitstudie” – Concept, Design and First Results of an 8 years Longitudinal Online-Survey with OH&S Professionals
Ulrich Winterfeld, BG Institute Work and Health, Andreas Bobby Kalveram, Ruediger Trimpop, Friedrich-Schiller-University Jena, Germany
- T.Fr1.A:5 The Meanings of Work Practices by Health Professionals That Treat HIV/AIDS Patients
Antonio C Ribeiro-Tupinamba, Federal University of Ceará Brazil, Eloisa Greggio, UFC, Brazil

K15

Career planning and management

Chair: Qinghai Huang, Personnel Decisions International, China
Co-Chair: Chris Dewberry, University of London, United Kingdom

- T.Fr1.B2:1 Evaluating Fairness in Organisational Career Management: The Role of Employee-Line Manager Relationships
Annilee Game, University of East Anglia,
Jonathan Crawshaw, University of East London, United Kingdom
- T.Fr1.B2:2 Unraveling Career Counseling within Organizations: An Integrative Model
Nele Soens, Ans De Vos, Vlerick Leuven Gent Management School, Belgium
- T.Fr1.B2:3 Career Development or Collecting Competencies? Career Competencies, a New Approach to Sustainable Career Development
Sandra Haase, Jan Dr. Francis-Smythe, University of Worcester, United Kingdom
- T.Fr1.B2:4 Career Well-being: Emotional Highs and Lows of the Contemporary Career
Jennifer Kidd, University of London, United Kingdom
- T.Fr1.B2:5 How Do Individual Differences in Personality Influence the Likelihood of Career Success?
Chris Dewberry, Ciara Burke, University of London, Birkbeck, United Kingdom



08:30 - 10:00 THEMATIC SESSIONS

K22

Return-to-work

Chair: Eva Vingård, Uppsala University, Sweden

- T.Fr1.E:1 Follow-up Study on the Impact of JOBS Intervention Program on the Unemployed and Their Spouses in China
Liluo Fang, Institute of Social Psychology, Guangzhou Universi, Li Ling, Peking University, Wenquan Ling, Jinan University, China
- T.Fr1.E:2 RCT on RTW of Employees with Mental Health Problems: Is a Guideline for Occupational Physicians more Effective than Referral to a Psychologist?
David Rebergen, David Bruinvels, Allard van der Beek, Willem van Mechelen, EMGO Institute/VUMedical Centre, Netherlands
- T.Fr1.E:3 Effect of Psychological Treatment on Return to Work among Employees with Psychological Complaints. Preliminary Results of a Comparative Effect Study.
Suzanne Lagerveld, Roland Blonk, TNO Quality of Life, Netherlands
- T.Fr1.E:4 Early Partial Return to Work and Its Effect on Full Return to Work in the Treatment of Work Related Psychological Complaints.
Roland Blonk, TNO Work & Employment, Netherlands
- T.Fr1.E:5 Healthy Companies - has Rehabilitation Measures for Long Term Sick Listed Anything to do with That?
Eva Vingård, **Frida Bengtsson**, Måns Waldenström, Uppsala University, Lena Ekenvall, Gunnel Ahlberg, Gun Nise, Magnus Svartengren, Karolinska Institutet, Sweden

K23

Organizational learning

Chair: Leif W Rydstedt, Höskolan Väst, Sweden
Co-Chair: Christer Sandahl, Karolinska Institutet, Sweden

- T.Fr1.F:1 Is Learning Culture a Good Bet?: A Cultural Orientation and its Impact on Firm Performance
Teresa Rebelo, Adelino Duarte Gomes, Leonor Cardoso, University of Coimbra, Portugal
- T.Fr1.F:2 A Multi-level Intervention to Enhance Work Process Knowledge at Kitchen Work
Anneli Leppänen, Finland, Leila Hopsu, Soili Klemola, Eeva Kuosma, Finnish institute of Occupational Health, Finland
- T.Fr1.F:3 The Development of Trust in e-Learning Environments
Eduardo Simoes, ISCTE, Patricia Santos, CEGOC, Portugal

- T.Fr1.F:4 The Group As Coach And Couch
Group Supervision for Managers
Christer Sandahl, Karolinska Institutet, Sweden
- T.Fr1.F:5 Team Learning Effects on Group Maintenance Outcomes in Virtual Teams Compared to Face-to-face Groups
Eva M. Lira, Pilar Ripoll, Pilar González, Vicente Peñarroja, **Ana Zornoza Abad**, University of Valencia, Spain

K24

Job stress and employee well-being

Chair: James Campbell Quick, University of Texas at Arlington, United States
Co-Chair: Stavroula Leka, University of Nottingham, United Kingdom

- T.Fr1.G1:1 Occupational Health Psychology: A Retrospective Review and Prospective Look, with Optimism - Five Emerging Themes in the Study of People at Work
James Campbell Quick, Marilyn Macik-Frey, University of Texas at Arlington, Debra Nelson, Oklahoma State, United States, Ana Maria Rossi, ISMA-Brazil, Brazil, Jian-Yun Liu, China Civil Aviation Medical Center, China
- T.Fr1.G1:2 An Investigation of Psychological Well-being and Work Stressors Across Five Age Groups Using the Asset Work Stress Questionnaire.
Sheena Johnson, Manchester University, Ian Donald, University of Liverpool, Sue Cartwright, University of Manchester, Cary Cooper, University of Lancaster, Paul Taylor, University of Liverpool, Lucy Watt, Roberston Cooper Ltd, United Kingdom
- T.Fr1.G1:3 Towards the Development of a European Psychosocial Risk Management Framework
Stavroula Leka, University of Nottingham, Tom Cox, I-WHO, United Kingdom, Evelyn Kortum, WHO, Switzerland, Michael Ertel, Fed Inst for Occup Safety & Health, Germany, Lennart Hallsten, National Institute for Working Life, Sweden, Kari Lindstrom, FIOH, Finland, Gerard Zwetsloot, TNO, Netherlands
- T.Fr1.G1:4 Mental Health Effects of Changes in Psychosocial Work Characteristics: a Prospective Cohort study
Lore De Raeve, Rineke Vasse, Nicole Jansen, Piet van den Brandt, Ijmert Kant, Maastricht University, Netherlands
- T.Fr1.G1:5 Subjective Occupational Success as a Resource in the Stress Process: Development and Validation of a New Multidimensional Instrument
Simone Grebner, Achim Elfering, Ester Achermann, Rahel Knecht, Norbert K. Semmer, University of Bern, Switzerland



08:30 - 10:00 THEMATIC SESSIONS

K14

Workplace aggression and bullying

Chair: Hans De Witte, KULeuven, Belgium
Co-Chair: Paula Grubb, CDC/NIOSH United States

- T.Fr1.G2:1 Workplace Aggression: A Conceptual Typology
Assâad El Akremi, LIRHE-Université des Sciences Sociales-Toulouse I, **Narjes Sassi**, LIRHE - Université des Sciences Sociales, France
- T.Fr1.G2:2 An Exploration of the Nature and Extent of Workplace Bullying in a Public sector in Wales.
Oluwakemi Adewumi, Michael Sheehan, Duncan Lewis, University of Glamorgan, United Kingdom
- T.Fr1.G2:3 The Severity of the Mobbing Behaviours Through the Perception of Spanish Workers
Jorge Escartín Solanelles, Álvaro Rodríguez-Carballeira, Clara Porrúa, Javier Martín-Peña, University of Barcelona, Spain
- T.Fr1.G2:4 Current Status of Workplace Bullying Research in the U.S.
Paula Grubb, Rashaun Roberts, CDC/NIOSH, United States
- T.Fr1.G2:5 Bullying and Work Environment Quality
Lars Johan Hauge, Anders Skogstad, Ståle Einarsen, University of Bergen, Norway

A5

Emotions and employee behavior

Chair: Jacoba Lilius, Queen's University, Canada
Co-Chair: Jorge Gomes, Instituto Superior de Psicologia Aplicada, Portugal

- T.Fr1.M:1 The Role of Emotions in the Organizational Counterproductive Behavior and the Citizenship Behavior of the Employee
Catalina Zaborila, Zoltan Bogathy, Coralia Sulea, West University Timisoara, Romania
- T.Fr1.M:2 Consequences of Feedback: The Impact on Emotions and Extra-Role Behaviors
Frank Belschak, Deanne Den Hartog, University of Amsterdam Business School, Netherlands
- T.Fr1.M:4 Group Versus Individual Affect in Teams: Cognitive and Creative Task Performance
Annefloor Klep, Barbara Van Knippenberg, Henk Van der Flier, Vrije Universiteit, Netherlands
- T.Fr1.M:5 Is Emotional Intelligence Really an Advantage? Investigating the Relationships between Emotional Intelligence, Leadership, and Performance
Jorge Gomes, Instituto Superior de Psicologia Aplicada, Armenio Rego, Universidade de Aveiro, Elsa Mauthner, Instituto Superior de Psicologia Aplicada, Portugal

10:30 - 12:00 INVITED PANEL DEBATE

IPD:Fr2.1

K1

Visions for an equitable workplace: Harnessing diversity for organizational vitality

Chair: Meg Bond, University of Massachusetts Lowell, USA
Discussant: Paulina dos Reyes, Uppsala University, Sweden
Panelists: Donata Francescato, La Sapienza University, Italy, Rashaun Roberts, National Institute for Occupational Safety and Health (NIOSH), USA, Leny Sato, University of São Paulo, Brazil

10:30 - 12:00 INVITED SYMPOSIA

IS.Fr2.A:0

K21

From Stress Prevention to Healthy Organization

Chair: Anna B. Leonova, Moscow State University, Russian Federation

- IS.Fr2.A:1 The waxing and waning of burnout among physicians: A ten-year follow-up study
Wilmar B. Schaufeli, Utrecht University, Netherlands
- IS.Fr2.A:2 Health promoting working life? Work related factors predicting employee well-being
Katharina Näswall, Karin Jelonek, Magnus Sverke, Stockholm University, Sweden

- IS.Fr2.A:3 Staying healthy and productive at work: Creating recovery opportunities within the organization
Sabine Sonnentag, University of Konstanz, Germany
- IS.Fr2.A:4 A hierarchical approach to constructing stress prevention programs: Benefits for organizations
Anna B. Leonova, Moscow State University, Russian Federation



FRIDAY MAY 11

10:30 - 12:00 INVITED SYMPOSIA

IS.Fr2.M:0

K2

Recent Developments and Open Questions in Emotional Labour: Contributions from Work, Service, Health and Interaction Focused Perspectives

Chair: Andrea Fischbach, Trier University, Germany

IS.Fr2.M:1 Emotion work and the perspective of work psychology

Andrea Fischbach, Trier University, Dieter Zapf, Goethe-University Frankfurt, Germany

IS.Fr2.M:2 Toward A Person-Environment Framework for Ameliorating Strain Due to Emotional Labor in Service Work

Benjamin Schneider, Valtera Corporation & Univ of Maryland, William H Macey, Valtera Corporation, United States

IS.Fr2.M:3 Emotional Labour, Health Outcomes and Coping: Does it Help?

Esther R. Greenglass, York University, Canada

IS.Fr2.M:4 The Depleting Effects on Employees of Customer Aggressive Behavior

Anat Rafaeli, Rellie Derfler, Shy Ravid, Technion, Israel

IS.Fr2.N:0

K16/K17

From Union Commitment to Union Renewal

Chair: Jack Fiorito, Florida State U. and U. of Hertfordshire, United States

Discussant: Sarosh Kuruvilla, Cornell University, United States

IS.Fr2.N:1 Mobilisation Theory and the Propensity to Undertake Industrial Action

Donna M Buttigieg, Monash University, Australia, Stephen J Deery, King's College London, United Kingdom, Roderick D Iverson, Simon Fraser University, Canada

IS.Fr2.N:2 The Why and How of Building Membership Commitment: Some Suggested Courses of Action

Anthony Carroll, Queen's University, Canada, Paul Clark, Penn State University, Clive Fullagar, Kansas State University, **Daniel G Gallagher**, James Madison University, United States

IS.Fr2.N:3 Union Renewal: Something Old, Something New, Something Borrowed, and "the Blues"

Gregor Gall, University of Hertfordshire, United Kingdom, Jack Fiorito, University of Hertfordshire, United Kingdom and Florida State University, United States

10:30 - 12:00 SYMPOSIA

S.Fr2.E:0

K11

Ageing Factors on Motivation and Emotion at Work as Important Determinants of Sustainable Work

Chair: Guido Hertel, University of Wuerzburg, Germany

Co-Chair: Jürgen Wegge, University of Munich, Germany

Co-Chair: Klaus Helmut Schmidt, University of Dortmund, Germany

S.Fr2.E:1 Age Differences in Work Related Motives, Values, and Goals

Guido Hertel, Uta Hildebein, University of Wuerzburg, Christian Rosnagel, International University of Bremen, Germany

S.Fr2.E:2 Age diversity and gender diversity as determinants of performance and well-being: The moderating role of task complexity and commitment

Carla Roth, Jürgen Wegge, LMU München, Barbara Neubach, Klaus Helmut Schmidt, IFADO, Germany

S.Fr2.E:3 Age diversity in teaching staff and its effect on cooperation in schools

Anja Philipp, University of Freiburg, Germany, Andreas Krause, Univ of Applied Sciences, Switzerland, Heinz Schüpbach, University of Freiburg, Germany

S.Fr2.E:4 Resistance-to-change as a moderator of the relationship between job design and older employees' innovative work behavior

Ralf Stegmaier, Katrin Noefer, Beate Molter, Karlheinz Sonntag, University of Heidelberg, Germany

S.Fr2.E:5 Measuring age diversity

Jeremy F Dawson, Aston University, United Kingdom



10:30 - 12:00 SYMPOSIA

S.Fr2.F:0**A2****Organizational Learning from Errors**

Chair: Annette Kluge, University of St. Gallen, Switzerland

Co-Chair: Jan Schilling, Technical University Aachen, Germany

Co-Chair: Marc Solga, University of Bonn, Germany

S.Fr2.F:1 Organizational Learning from Errors – The Development of a Construct and its Integration in Research on Organizational Learning
Jan Schilling, Daniel Putz, Constanze Stangenberg, RWTH Aachen University, Germany, Annette Kluge, University of St. Gallen, Switzerland

S.Fr2.F:2 Organizational Learning from Errors at Work – Evaluation of a Questionnaire to Assess the Learning Climate in Organizations
Daniel Putz, Constanze Stangenberg, RWTH Aachen University, Germany

S.Fr2.F:3 Organizational Learning from Errors and Transformational Leadership
Annette Kluge, Stephan Schulz, University of St. Gallen, Switzerland

S.Fr2.F:4 Relationship between Transformational Leadership, Learning Climate and Innovation
Jens Radstaak, Jens Rowold, Manuela Streich, University of Muenster, Germany

S.Fr2.F:5 Accountability and Protective Impression Management in Organizations: Impact on Error Management at Work and Organizational Learning
Marc Solga, University of Bonn, Germany

S.Fr2.I:0**A4****Beyond performance: Productive and counterproductive workplace behaviours**

Chair: Domenica Gentile, Inst of Work, Health & Organisations, United Kingdom

Co-Chair: Marino Bonaiuto, Università di Roma "La Sapienza", Italy

Co-Chair: Iain Coyne, University of Nottingham, United Kingdom

Co-Chair: Dave Bartram, SHL Group, United Kingdom

S.Fr2.I:1 Identifying negative acts amongst UK police personnel: an investigative study
Phil Leather, Tony Zarola, Angeli Santos, University of Nottingham, United Kingdom

S.Fr2.I:2 Are personal or work related characteristics more important in predicting employee absence?
Alec Serlie, Marise Born, Erasmus University Rotterdam, Linde Breunis, Valkenbosch, Netherlands

S.Fr2.I:3

The impact of organisational stressors, commitment and emotional control on voluntary workplace behaviour: A comparison between three different countries

Domenica Gentile, Iain Coyne, University of Nottingham, Ilke Inceoglu, Jakob Rietiker, SHL Group plc, United Kingdom

S.Fr2.I:4

Voluntary workplace behaviours: The role of social and organisational processes

Marino Bonaiuto, Univ degli Studi di Roma "La Sapienza", Italy, Domenica Gentile, University of Nottingham, United Kingdom, Sara Lanfredini, Stefano Livi, Erica Pugliese, Univ degli Studi di Roma "La Sapienza", Italy

S.Fr2.D:0**A5****Psychological Contracts - Considering the Context**

Chair: Sabine Raeder, ETH Zurich, Switzerland

Co-Chair: Marjo-Riitta Parzefall, Swedish School of Economics, Finland

Discussant: Denise M. Rosseau, Carnegie Mellon University, United States

S.Fr2.D:1

The role of the context in employees' explanations of perceived psychological contract breach

Marjo-Riitta Parzefall, Swedish School of Economics, Finland

S.Fr2.D:2

Psychological Contracts in the Context of Independent Contractors

Catherine Connelly, McMaster University, Canada, Jackie Coyle-Shapiro, London School of Economics, United Kingdom, Daniel G Gallagher, James Madison University, United States

S.Fr2.D:3

Stressing the need to examine antecedents of psychological contract formation

Thomas Rigotti, University of Leipzig, Germany

S.Fr2.D:4

Change in psychological contracts in the context of work flexibility

Sabine Raeder, ETH Zurich, Switzerland, Rene Schalk, Tilburg University, Netherlands, Anette Wittekind, Gudela Grote, ETH Zurich, Switzerland



10:30 - 12:00 ROUNDTABLE

RT.Fr2.O:1

A1

The Journal of Occupational and Organizational Psychology (JOOP): How is it doing?

Chair: John Arnold, Loughborough University, United Kingdom

10:30 - 12:00 THEMATIC SESSIONS

A3

Job stress and well-being

Chair: Philip Dewe, University of London, United Kingdom
Co-Chair: Eva Torkelson, Lund University, Sweden

- T.Fr2.G:1 Work Stress: Emotions, Patterns of Appraisals and Core Relational Meanings
Philip Dewe, Birkbeck, University of London, United Kingdom
- T.Fr2.G:2 A study of Occupational Stress in the Nigerian Banking Sector: A Test of Karasek's Job Demand-Control-Support Model
Magnus Adiele, Geert Van Hootegem, Catholic University of Leuven, Belgium
- T.Fr2.G:3 Stress at Work and Optimism: Implications for Health
Eva Torkelson, Lund University, Tuija Muhonen, National Institute for Working Life, Sweden
- T.Fr2.G:4 Availability, Relevance and Use of Job Resources in Demanding Work Situations: Match or Non-match?
Marieke van den Tooren, Jan De Jonge, Eindhoven University of Technology, Netherlands, Christian Dormann, Johannes Gutenberg University, Germany

K22

Career planning and choice

Chair: Gisela Mohr, University of Leipzig, Germany
Co-Chair: Edith Maier, London Metropolitan University, United Kingdom

- T.Fr2.B2:1 Stimulating Entrepreneurial Behavior: Can Trait and Cognitive Characteristics Predict Entrepreneurial Orientation?
Eva Cools, Herman Van den Broeck, Vlerick Leuven Gent Management School, Belgium
- T.Fr2.B2:2 Career Decision Difficulties and Emotional Intelligence: Empirical Evidence in a Sample of Young Italian Trainees
Annamaria Di Fabio, **Letizia Palazzeschi**, University of Florence, Italy
- T.Fr2.B2:3 Self Assessments as Online Guidance and Marketing Tools
Annika Milbradt, Alexander Zimmerhofer, RWTH Aachen University, Germany

- T.Fr2.B2:4 Online Guidance System for Academic Career Decisions, - The Role of Motivation and Interest in Predicting Students' Success in Technical Studies
Verena Heukamp, Alexander Zimmerhofer, Lutz F. Hornke, RWTH Aachen, Germany
- T.Fr2.B2:5 The Changing Nature of Expatriate Careers: From Organizational towards Boundaryless Careers
Edith Maier, Yochanan Altman, London Metropolitan University, United Kingdom

K23

Organizational change processes

Chair: Francesco Avallone, University of Rome "La Sapienza", Italy
Co-Chair: Annika Härenstam, National Institute for Working Life, Sweden

- T.Fr2.C:1 "Psychology in a box". How the Consumption of Pre-packaged Interventions are Changing Organizational Practices and Occupational Identities.
Robert Holmberg, Magnus Larsson, Jitka Lindén, Lund University, Sweden
- T.Fr2.C:2 Mediating Effects of Different Foci of Social Identity on Job Satisfaction and Turnover Intentions during an Organizational Change Process in Higher Education
Alexandra Michel, Ralf Stegmaier, Karlheinz Sonntag, Daniela Meiser, University of Heidelberg, Germany
- T.Fr2.C:3 What is Organisational Change? Correspondance Between Employees', Managers' and Researchers' Assessments.
Annika Härenstam, National Institute for Working Life, Sweden
- T.Fr2.C:4 Distinctive features of change process in educational organizations
Liudmyla Karamushka, Institute of Psychology, Ukraine
- T.Fr2.C:5 Organizational Health and Organizational Change
Francesco Avallone, Alessia Paplomatas, Maria Luisa Farnese, Silvia Pepe, University of Rome "La Sapienza", Italy



10:30 - 12:00 THEMATIC SESSIONS

K14

Job stress

Chair: Dan Hasson, Karolinska Institute, Sweden
Co-Chair: Cheryl Travers, Loughborough University, United Kingdom

- T.Fr2.G1:1 Risk-factors for Stress-related Absence Among Health Care Employees: A Bio-Psychosocial Perspective.
Ann-Sophie Hansson, Uppsala University, Bengt B Arnetz, Uppsala University, Sweden and Wayne State University, United States, Ingrid Anderzén, Uppsala University, Sweden
- T.Fr2.G1:2 The Experience of Teacher Stress: The Impact of Ethnicity
Cheryl Travers, Grace Miller, Loughborough University, United Kingdom
- T.Fr2.G1:3 Perceived Role Stress- A comparative analysis of Women and Men in Police
Punam Sahgal, Indian Inst of Management Lucknow, India
- T.Fr2.G1:4 Testing Effort-reward Imbalance Model among two Finnish Manager Samples
Taru Feldt, Anne Mäkikangas, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Katriina Hyvönen, University of Jyväskylä, Finland
- T.Fr2.G1:5 Moderating stressor-to-strain relationships across team structure: A multigroup structural equation modeling and moderated regression analysis
Sandra C. Buttigieg, Michael W. Grojean, Michael A. West, Jeremy F. Dawson, Aston University, United Kingdom

K24

Well-being

Chair: Torbjörn Åkerstedt, IPM/Karolinska Institute, Sweden
Co-Chair: Marc van Veldhoven, Tilburg University, Netherlands

- T.Fr2.G2:1 Recovery Opportunities and Work-Related Health
Marc van Veldhoven, Tilburg University, Netherlands
- T.Fr2.G2:2 Longitudinal Effects of Progress in Personal Work Goals on General and Work Related Well-Being
Ute R. Huelsheger, University of Amsterdam, Netherlands, Guenter W. Maier, University of Bielefeld, Germany

T.Fr2.G2:4 Developmental Trajectories of Job-related Affective Well-Being: 10-year Follow-Up Study among Managers

Anne Mäkikangas, Taru Feldt, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Asko Tolvanen, Katriina Hyvönen, University of Jyväskylä, Finland

T.Fr2.G2:5 Leader Personality and Workforce Performance: The Role of Psychological Well-being

Ivan Robertson, Jill Flint-Taylor, Robertson Cooper Ltd, United Kingdom

K15

Work-family interface

Chair: Michael Allvin, National Institute for Working Life, Sweden

Co-Chair: Camilla Kylin, Stockholm University, Sweden

- T.Fr2.H2 Does Greater Personal Income Increase Women's Empowerment in Terms of Domestic Work Division and Economic Decision Making?
Lucia Mannetti, Mauro Giacomantonio, University of Rome La Sapienza, Italy
- T.Fr2.H3 Understanding Work-related Sexual and Reproductive Health
Sara Cox, Tom Cox, University of Nottingham, United Kingdom
- T.Fr2.H4 Mental boundaries and rites of passage in home-based telework
Camilla Kylin, Stockholm University, Sweden
- T.Fr2.H5 A Holistic Approach to Work-life Balance
Erik Berntson, Annika Härenstam, National Institute for Working Life (NIWL), Caroline Stjernström, Zoek, Sweden



10:30 - 12:00 THEMATIC SESSIONS

K12

Leadership and culture

Chair: Dieter Zapf, Goethe University, Germany
Co-Chair: Tina Kankkunen, National Institute for Working Life, Sweden

- T.Fr2.K:1 Prerequisites and Working Conditions for Managers in Technical- & Care/Education Authorities
Tina Kankkunen, Annika Härenstam, National Institute for Working Life, Sweden
- T.Fr2.K:2 Organizational Prerequisites and Manager's Discretion in Swedish Welfare Pluralism. A Qualitative Study of Public, Private and Cooperative Geriatric Care
Chatrine Höckertin, Annika Härenstam, National Institute for Working Life, Sweden
- T.Fr2.K:3 Organizational Core Values: Goals or Corporate Bullshit? A Study of Leadership and Values
Rebecca Haglid, Lund University, Sweden,
Monica Haune, cut-e norge as, Norway,
Stefan Jern, Lund University, Sweden
- T.Fr2.K:4 Dilemmas and paradoxes in individual response to crisis: the sheep, the dog, and the wolf
Nelson Ramalho, Jose Neves, ISCTE, Portugal
- T.Fr2.K:5 Female Managers' and Future Female Managers' Gender Identity Content Referring Gender Relations
Iryna Bonadarevskaya, Institute of Psychology, Ukraine

K13

Group and team processes

Chair: Conny H Antoni, University of Trier, Germany
Co-Chair: Thomas Ellwart, University of Kiel, Germany

- T.Fr2.L:1 Learning from Conflict: The Effect of Task and Relationship Conflicts on Team Learning and Team Performance
Marianne van Woerkom, Marloes van Engen, Tilburg University, Netherlands
- T.Fr2.L:2 Team Self-Regulation and Meeting Deadlines in Project Teams: A Model of Shared Temporal Cognitions
Josette Gevers, **Wendelien Van Eerde**, Christel Rutte, Technische Universiteit Eindhoven, Netherlands
- T.Fr2.L:3 Explicit and Implicit Team Coordination: Influences of Planning and Shared Mental Models on Team Conflicts and Coordination Success
Thomas Ellwart, Udo Konradt, University of Kiel, Germany
- T.Fr2.L:4 Managing Human Resources and Emerging Problems in India Call Centres
Pawan Budhwar, Aston Business School, United Kingdom
- T.Fr2.L:5 What Coexistence Between Individualization Practices and Teamwork in Human Resources Management?
Teresa Proenca, University of Porto, Portugal

12:10 - 12:50 STATE-OF-THE-ART PRESENTATION

SA.Fr3.O:1

K1

Sustainable WO-psychology Research – An Illusion? Why Short-term Effects Matter More

Christian Dormann, Johannes Gutenberg-University Mainz, Germany

Chair: Pascale Le Blanc, Utrecht University, the Netherlands

13:00 - 13:40 STATE-OF-THE-ART PRESENTATION

SA.Fr3.H:1

K2

From Spillover to Crossover: Negative and Positive Experiences

Mina Westman, Tel Aviv University, Israel

Chair: Ulla Kinnunen, University of Tampere, Finland



12:10 - 13:40 SYMPOSIA

S.Fr3.B:0

A2

Simulation-based Training at the Workplace: Training Needs Analysis, Training Methods and Transfer

Chair: Dina Burkolter, University of St. Gallen, Switzerland
 Co-Chair: Annette Kluge, University of St. Gallen, Switzerland
 Co-Chair: Juergen Sauer, Universite de Fribourg, Switzerland

S.Fr3.B:1 Cognitive requirements of a process control task for training design: application of task analysis and cognitive task analysis methods
Dina Burkolter, Annette Kluge, Kerstin Schüler, University of St. Gallen, Switzerland

S.Fr3.B:2 Effects of meta-cognitive training on performance in a complex process control task
Juergen Sauer, University of Fribourg, Sandrina Ritzmann, University of Bern, Switzerland

S.Fr3.B:3 Drill and Practice, Error Training and Process Control tasks
Kerstin Schüler, Annette Kluge, Dina Burkholter, University of St. Gallen, Switzerland

S.Fr3.B:4 Learning and transfer of troubleshooting skills with context-sensitive instruction
Sabine Hochholdinger, University of Paderborn, Germany

S.Fr3.B:5 Is resource management training really effective when learning to cope with critical anesthesiology incidents in the operation room?
Niclas Schaper, Yasmin Bayer, Christoph Grube, Sabine Hochholdinger, Bernhard Graf, University of Paderborn, Germany

S.Fr3.D:0

A3

Research on Temporary Employment: Accounting for individual and contextual complexity

Chair: Thomas Rigotti, University of Leipzig, Germany
 Discussant: Gisela Mohr, University of Leipzig, Germany

S.Fr3.D:1 Explaining the inconsistent findings on the psychological impact of temporary employment: Belgian research findings
Nele de Cuyper, Hans de Witte, Katholieke Universiteit Leuven, Belgium

S.Fr3.D:2 Three Typologies of Temporary Workers and One of Permanents: Do we Gain Better Understanding of the individual differences?
Moshe Krausz, Noga Stainvartz, Gil Malka, Bar-Ilan University, Israel

S.Fr3.D:3 Contract and job choice in different employment arrangements: are they of importance perceived insecurity, employability and well-being?

Claudia Bernhard-Oettel, Stockholm University, Sweden, Nele de Cuyper, Katholieke Universiteit Leuven, Belgium, Erik Berntson, Kerstin Isaksson, National Institute for Working Life, Sweden

S.Fr3.D:4 Differences between employees on temporary and permanent contracts: Favourable and unfavourable aspects
Kathleen Otto, Sabine Schmitt, Thomas Rigotti, University of Leipzig Germany

12:10 - 13:40 ROUNDTABLE

RT.Fr3.C:1

A1

Creating Sustainable System Change: Client Participation, Professional Integration and Quality in Social Service & Health Care Organizations.

Chair: Jonas Wikman, ArbOrg Utveckling AB, Sweden
 Co-Chair: Leif Wågman, ArbOrg Utveckling AB, Sweden



12:10 - 13:40 THEMATIC SESSIONS

K16/K17

Aging workforce and retirement

Chair: Gunnel Backenroth-Ohsako, Karolinska Institute, Sweden

Co-Chair: Christian Korunka, University of Vienna, Austria

- T.Fr3.E:1 Older Workers' Attitudes Towards Work and Early Retirement: The Need to Develop a Multidimensional Analysis of Career Ending
Donatienne Desmette, Mathieu Gaillard, Catholic University of Louvai, Belgium
- T.Fr3.E:2 Predictors of Early Retirement: The Development and Test of a Conceptual Model Based on Longitudinal Data
Christian Korunka, Bettina Kubicek, University of Vienna, Austria, Peter Hoonakker, University of Wisconsin-Madison, United States
- T.Fr3.E:3 Ageing Management in Enterprises – Instruments for Diagnosis und Development of HR Policy
Martina Zoelch, SGAOP / FSP, Anja Mücke, Anita Graf, Axel Schilling, Switzerland
- T.Fr3.E:4 Early Retirement from a Psychosocial Perspective: Advance of Results Obtained in an Ongoing Spanish Research Program
Antonio Crego, Carlos-María Alcover, David Martínez-Iñigo, University Rey Juan Carlos, Izarne Lizaso, Manuel Sánchez-de-Miguel, Alaitz Aizpurua, University of Basque Country, Spain
- T.Fr3.E:5 Adjustment to retirement - A model test based on longitudinal data
Bettina Kubicek, Christian Korunka, University of Vienna Austria, Peter Hoonakker, University of Wisconsin-Madison, United States

K21

Technology management

Chair: Joachim Schroer, University of Wuerzburg, Germany
Co-Chair: Peter Holtz, Johannes-Kepler-University Linz, Austria

- T.Fr3.F:1 Organizational Factors in Agile Software Development
Kun Yang, The University of Sheffield, Clegg Chris, Leeds University, Dick Penny, The University of Sheffield, United Kingdom
- T.Fr3.F:2 Knowledge Management, Technology and Organizational Variables: A Multi-level Approach
Leonor Cardoso, Adelino Duarte Gomes, Teresa Rebelo, Universidade de Coimbra, Portugal

- T.Fr3.F:3 Wikipedians, and Why They Do It: Motivational Dynamics of Voluntary Engagement in an Open Web-based Encyclopedia
Joachim Schroer, Guido Hertel, University of Wuerzburg, Germany
- T.Fr3.F:4 Teaching Cyberethics: The Effects of a Lecture on the Social Consequences of Information Technology (IT) on the Participants' Moral Competence
Peter Holtz, Johannes-Kepler-University Linz, Austria
- T.Fr3.F:5 Social Network Analysis as a Tool to Improve Knowledge Transfer Within and Between Organizations: a Case Study on a Multinational Enterprise
Sergio Sangiorgi, Elvis Mazzoni, University of Bologna, Nicola Grande, University of Urbino, Italy

K11

Organizational culture

Chair: Inma Silla, CIEMAT, Spain

Co-Chair: Sara Cervai, University of Trieste, Italy

- T.Fr3.J:1 Organizational Culture: The Validation of an Instrument.
Inma Silla, CIEMAT, Spain, Rosario Solá, Joaquín Navajas
- T.Fr3.J:2 Safety Culture in Nuclear Power Plant Maintenance Organizations
Teemu Reiman, VTT Technical Research Centre of Finland, Finland
- T.Fr3.J:3 Diaflex - a New Analysis-instrument for Investigation of Corporate and Organizational Culture; Presentation of its Framework, Design and some Results
Sten Philipson, Uppsala University, Gunnar Edman, Karolinska Institute, Sweden
- T.Fr3.J:4 Predicting Organizational Performance with Organizational Culture and Employee Well-being: A Longitudinal Study in a Financial Services Organization.
Karina van de Voorde, Marc van Veldhoven, Jaap Paauwe, Tilburg University, Netherlands
- T.Fr3.J:5 Features of Organisational Culture in European Schools with a focus on the different approaches of Total Quality Management
Sara Cervai, University of Trieste, Italy, Tauno Kekale, University of Vaasa, Finland, Massimo Borelli, University of Trieste, Italy



12:10 - 13:40 THEMATIC SESSIONS

A4

Leadership models

Chair: Petra Lindfors, Stockholm University, Sweden
Co-Chair: John Antonakis, University of Lausanne, Switzerland

- T.Fr3.K:1 On Teaching Leadership: Tests of an Intervention.
John Antonakis, Susanne Liechti, Marika Angerfelt, University of Lausanne, Switzerland
- T.Fr3.K:2 Push or Pull?: Regulatory Fit and Effects of Visions
Daan Stam, Daan Van Knippenberg, Erasmus University Rotterdam, Barbara Van Knippenberg, Free University of Amsterdam, Netherlands

- T.Fr3.K:3 Shared Leadership- A Review
Nele Manheim, Gerben S. Van der Vegt, Onne Janssen, University of Groningen, Netherlands
- T.Fr3.K:4 What do Leaders Have to Live up to? Contrasting the Effects of Typical Versus Ideal Leader Prototypes for the Process of Leader Categorization.
Niels van Quaquebeke, Matthias M. Graf, University of Hamburg Germany, Felix C. Brodbeck, Aston Business School, United Kingdom
- T.Fr3.K:5 The Study on Chinese Implicit Leadership Theory
Wenquan Ling, Jinan University, Liluo Fang, Chinese Academy of Science, Li Ling, Peking University, China

13:50 - 15:20 INVITED SYMPOSIA

IS.Fr4.G:0

K2

Work and Sleep

Chair: Torbjörn Åkerstedt, IPM & Karolinska institutet, Sweden
Co-Chair: Masaya Takahashi, Nat Inst of Occupational Safety & Health, Japan

- IS.Fr4.G:1 Sleep and work stress / burnout
Torbjörn Åkerstedt, IPM & Karolinska institutet, Sweden
- IS.Fr4.G:2 Effects of overcommitment and work rumination on self-reported and objective sleep
M Cropley, University of Surrey, United Kingdom, G Pravettoni, Dep of Social and Political Studies, Italy
- IS.Fr4.G:3 Sleep, sleepiness and working hours
Göran Kecklund, Torbjörn Åkerstedt, IPM & Karolinska institutet, Sweden
- IS.Fr4.G:4 Workplace Strategies for Reducing Sleepiness
Masaya Takahashi, Nat Inst of Occupational Safety & Health, Japan

IS.Fr4.B:0

K1

Human Resource Management and Employee Well-Being: Individual and Organizational Perspectives

Chair: David Guest, King's College, London, United Kingdom

Co-Chair: Riccardo Peccei, King's College, London, United Kingdom

- IS.Fr4.B:1 Management and Worker Accounts of HRM and Worker Well-Being: A Seven Country Study
Jose Maria Peiro, University of Valencia, Spain, Michael Clinton, King's College, United Kingdom, Francisco Gracia, Jose Ramos, Amparo Caballer, University of Valencia, Spain
- IS.Fr4.B:2 Human Resource Management and Employee Well-Being in British Workplaces: Results from the 2004 British Workplace Employment Relations Survey
Neil Conway, Birkbeck College, David Guest, King's College, United Kingdom
- IS.Fr4.B:3 HRM and Employee Performance: A Test of Organizational Commitment and Psychological Empowerment as Mediating Variables
Mats Ehrnrooth, Ingmar Bjorkman, Swedish School of Economics, Finland
- IS.Fr4.B:4 The Role of the Institutional Context in Exploring the Human Resource Management - Performance Relationship
Jaap Paauwe, Paul Boselie, Tilburg University, Netherlands



S.Fr4.K:0 A4

The Influence of Leadership on Performance, Turnover and Well-being: Examining Determinants, Mediators and Moderators

Chair: Jörg Felfe, University of Siegen, Germany
Discussant: Birgit Schyns, University of Portsmouth, United States

- S.Fr4.K:1 The ubiquitous performance-cue effect in ratings of leadership? Why degree of information is very informative.
John Antonakis, Sabine Cacciatore, University of Lausanne, Switzerland
- S.Fr4.K:2 The impact of cultural differences on the relationship of transformational leadership and commitment and the influence on OCB, turnover, and strain
Jörg Felfe, University of Siegen, Switzerland, Wenhua Yan, East China Normal University, China
- S.Fr4.K:3 Leadership and autonomy: what is the productive balance?
Angela Carter, Suzanne Mason, Tom Mason, University of Sheffield, United Kingdom
- S.Fr4.K:4 Participation, supervisory support and well being in call centre work: The mediating role of positive work emotions
Jürgen Wegge, University of Munich, Rolf van Dick, Goethe University Frankfurt, Germany, Gary K Fischer, Michael A West, Jeremy F Dawson, Aston University, United Kingdom
- S.Fr4.K:5 Flow in managers in relation to own and superior's personality and to superiors's leadership style
Rendel D de Jong, Linda van der Sanden, Wietze Leijten, Utrecht University, Netherlands

S.Fr4.E:0 A2

Contemporary Career Patterns (Part I)

Chair: Josje Dikkers, VU University Amsterdam, Netherlands
Co-Chair: Claudia van der Heijde, VU University Amsterdam, Netherlands
Discussant: Claartje Vinkenburger, VU University Amsterdam, Netherlands

- S.Fr4.E:1 Physical and Psychological Career Mobility: Boundarylessness in the Netherlands
Claartje Vinkenburger, Svetlana Khapova, VU University Amsterdam, Netherlands
- S.Fr4.E:2 Hypermobility on the Belgian labour market. A blessing or a curse
Anneleen Forrier, Mieke Booghman, Katholieke Universiteit Leuven, Luc Sels, Lessius Hogeschool, Belgium

- S.Fr4.E:3 Career Priority Patterns Among Managerial and Professional Women
Lisa Fiksenbaum, York University, Canada, Mustafa Koyuncu, Erciyes University, Turkey, **Eugene Burke**, York University, Canada

- S.Fr4.E:4 Compatibility of Family and Work Roles: Perception of (In)Congruency and Its Effect on Women's Careers

E López-Zafra, University of Jaén Spain, R Garcia-Retarmo, Max Planck Inst for Human Dev, Germany

- S.Fr4.E:5 Determinants of boundary-crossing among young people in the European Union context
Noeleen Doherty, Cranfield University, United Kingdom

S.Fr4.I:0 A3

Personal Work Goals: An Occupational Life-Span Perspective

Chair: Katariina Salmela-Aro, University of Jyväskylä, Finland

Co-Chair: Bettina S. Wiese, University of Zurich, Switzerland

- S.Fr4.I:1 Adjustment of personal goals during the transition from school to work: Effects on well-being and work-related behavior
Thorsten Stumpp, Günter W. Maier, University of Bielefeld, Germany
- S.Fr4.I:2 If you get what you want...: Causal attributions for work-related goal achievements in young and middle adulthood
Bettina S. Wiese, University of Zurich, Switzerland
- S.Fr4.I:3 Goals and Well-Being in Greek Teachers
Georgia Pomaki, Leiden University, Netherlands, Anna Tiktapanidou, Panteion University, Greece
- S.Fr4.I:4 Employees suffering from Burnout: An Intervention Study focusing on Personal Project-related Emotions
Katariina Salmela-Aro, Petri Näätänen, Asko Tolvanen, Jari-Erik Nurmi, University of Jyväskylä, Finland
- S.Fr4.I:5 Promoting Human Vitality with the Realization of Personal Goals: A Successful Intervention for Early Retirees
Sylvie Lapierre, Université du Québec à Trois-Rivières, Canada



13:50 - 15:20 SYMPOSIA

S.Fr4.G:0**K21**

New challenges for stress management at work: Specific interventions with regard to the work area, the target group and specific problems and resources

Chair: Christine Busch, University of Hamburg, Germany
 Discussant: Eva Bamberg, University of Hamburg, Germany

S.Fr4.G:1 Stress management intervention for leaders
Brigitte Steinmetz, Belgium

S.Fr4.G:2 Stress Management for Teams
Christine Busch, University of Hamburg, Germany

S.Fr4.G:3 Considering Bullying within stress management interventions in hospitals
Susanne Roscher, University of Hamburg, Germany

S.Fr4.G:4 Gender-specific resource management
Antje Ducki, Tanja Kalytta, Univ of Applied Sciences, Germany

S.Fr4.G:5 Promoting Technoflow at work
Carl Åborg, Örebro University, Sweden, Alma Rodríguez, Eva Cifre, Marisa Salanova, Universitat Jaume I of Castellón, Spain

S.Fr4.C1:0**K11**

Innovation at Work: Alternative Research Approaches and New Insights from an International Perspective

Chair: Neil Anderson, Amsterdam Business School, Netherlands
 Co-Chair: Rosina M. Gasteiger, Amsterdam Business School Netherlands
 Discussant: Richard J Klimoski, George Mason University, United States

S.Fr4.C1:1 Innovation at the Workplace: The Dark Side of the Moon
Rosina M. Gasteiger, Neil Anderson, University of Amsterdam, Netherlands

S.Fr4.C1:2 Screening Personality Dysfunctioning in Personnel Selection
Filip de Fruyt, Barbara de Clercq, Ghent University, Belgium, Jean-Pierre Rolland, Université de Paris, France

S.Fr4.C1:3 The Temporal Pattern of Innovating: Tracing and Understanding Innovation Stages, their Chronological Sequence, Feedback-loops, and Time-lags in Innovation Processes

Monika Wastian, Michael Schneider, Technical University of Munich, Germany

S.Fr4.C1:4 The Effect of Transformational Leadership and Regulatory Effect on Creativity: Testing two Competitive Models

Claudia Sacramento, Doris Fay, Aston University, United Kingdom

S.Fr4.C2:0**K16/K17**

Organizational Change and the Self

Chair: Barbara van Knippenberg, Vrije Universiteit Amsterdam, the Netherlands

Co-Chair: Steffen Giessner, Erasmus University Rotterdam, Netherlands

Discussant: Denise Rousseau, Carnegie Mellon University/Heinz, United States

S.Fr4.C2:1 Leaders as Agents of Continuity: Continuity of Identity and Resistance to Organizational Change

Daan van Knippenberg, Erasmus University Rotterdam, Barbara van Knippenberg, Free University Amsterdam, Netherlands, Andrea Bobbio, University of Padova, Italy

S.Fr4.C2:2 Is the Change Necessary? Motivational and Cognitive Influences on Post-Merger Identification

Steffen Giessner, Rashna Kadier, Erasmus University Rotterdam, Netherlands

S.Fr4.C2:3 Stress-Reactions to Change: The Role Self-Definition and Change Focus

Barbara van Knippenberg, Free University Amsterdam, Daan van Knippenberg, Erasmus University Rotterdam, Netherlands

S.Fr4.C2:4 Changing the Way we Change: Change Leaders, Employee Resistance and Work-based Identities during Organizational Change
Rebecca Newton, London School of Econ. & Pol. Science, United Kingdom, Rolf van Dick, Johann Wolfgang Goethe Universität, Germany



13:50 - 15:20 ROUNDTABLE

RT.Fr4.A:1

A1

Face Validity and Ethical Boundaries in Managerial Assessment

Chair: Almuth McDowall, University of Surrey, United Kingdom
Co-Chairs: John Rust, Psychometrics Centre, United Kingdom, Lina Daouk, Psychometrics Centre and City University, Vikas Dhawan, Lyn Dale, Psychometrics Centre, Rainer Kurz, Saville Consulting, United Kingdom

13:50 - 15:20 THEMATIC SESSIONS

K22

Health at work

Chair: John Loan-Clarke, Loughborough University, United Kingdom

Co-Chair: Patrick Millet, National Institute of Working Life, Sweden

T.Fr4.A:1 Is Positive Health Something Else than just the Absence of Illness? - A Study of Job Characteristics, Optimism, and Positive and Negative Emotions

Marit Christensen, Norwegian University of Science and Technology, Norway

T.Fr4.A:2 Locus of Control and its Influence on Employee Health in Public and Private Organisations in Sweden

Patrick Millet, Stig Vinberg, National Institute of Working Life, Sweden

T.Fr4.A:3 Organizational and Individual Processes Related to the Construction of Health at Work

Philippe Sarnin, Christine Durif-Bruckert, Johann Henry, Sabrina Rouat, Muriel Carrot, Audrey Chevalier, Cécile Hozenat, University of Lyon 2, France

T.Fr4.A:4 Psychosocial Factors, Organizational Well-being and Health

Dina Guglielmi, Università di Bologna, Alessia Paplomatas, Università "La Sapienza", Silvia Simbula, **Marco Depolo**, Università di Bologna, Italy

T.Fr4.A:6 Perceived functions of music listening in British offices and their relation to well-being and work performance

Anneli Beronius Haake, University of Sheffield, United Kingdom

K23

Selection and assessment

Chair: Dave Bartram, SHL Group, United Kingdom

Co-Chair: Stephen Atkins, Otago Polytechnic, New Zealand

T.Fr4.B:1 Does Unsupervised Assessment Lower Validity?

Dave Bartram, **Ilike Inceoglu**, SHL Group, United Kingdom

T.Fr4.B:2 Practices of Job Analysis for Recruitment: Empiricism is still Present!

Xavier Caroff, **Vincent Rogard**, Nathalie Poillon, Christine Prothon, University René Descartes - PARIS V, France

T.Fr4.B:3 Need for Cognition applied to Selection and Assessment: Influences on Rater's Priorities and Memories

Stephen Atkins, Otago Polytechnic, **Shaystah Dean**, Jamin Halberstadt, University of Otago, New Zealand

T.Fr4.B:4 To Fit or not to Fit: Insights in the Search for a Job

Cecilia De Winter, Thomas Dewilde, Vlerick Leuven Gent Management School, Dirk Buyens, Universiteit Gent, Belgium

T.Fr4.B:5 Effects of Norms and of Individual Characteristics of Recruitment Professionals on their Definition of the Ideal Applicant Profile

Sonia Laberon, Anne-Marie Vonthron, Université Victor Segalen Bordeaux 2, France



13:50 - 15:20 THEMATIC SESSIONS

K24

Burnout

Chair: Wilmar Schaufeli, Utrecht University, the Netherlands
Co-Chair: Heather K. Spence Laschinger, University of Western Ontario, Canada

- T.Fr4.G:1 Characteristics and Course of Burnout and Fatigue: A Comparison
Stephanie Leone, Marcus Huibers, Andre Knottnerus, Jmert Kant, Maastricht University, Netherlands
- T.Fr4.G:2 Applying Gray's Reinforcement Sensitivity Theory to Examine Dispositions of Work Stress
Dimitri van der Linden, Debby G. J. Beckers, Toon Taris, Radboud University Nijmegen, Netherlands
- T.Fr4.G:3 What Best Accounts for the Development of Burnout: Lack of Reciprocity with the Client or with the Organization?
Filipa Castanheira, Maria José Chambel, FPCE-UL, Portugal
- T.Fr4.G:4 Group psychotherapy for patients with work related depression (burn-out).
Christer Sandahl, Ulrika Hallberg, Annika Lindgren, Gunnar Rylander, Karolinska Institutet, Sweden
- T.Fr4.G:5 A longitudinal analysis of the impact of empowerment on nurses' health and job satisfaction
Heather K. Spence Laschinger, Joan Finegan, University of Western Ontario, Judith Shamian, VON Canada, Piotr Wilk, University of Western Ontario, Canada

K13

Organizational justice and trust

Chair: Kjell Törnblom, University of Skövde, Sweden
Co-Chair: José Keating, Universidade do Minho, Portugal

- T.Fr4.I1:1 Justice for All or Just for Me? Dispositional Social Value Orientation and Reactions to Voice for Self and Others
Tomas Ståhl, University of Skövde, Sweden, Jan-Willem Van Prooijen, Free University Amsterdam, Netherlands, Daniel Eek, University of Skövde, Sweden, David De Cremer, Tilburg University, Paul Van Lange, Free University Amsterdam, Netherlands
- T.Fr4.I1:2 Justice at Work: How may the Process of Production Affect Resource Allocation?
Kjell Törnblom, University of Skövde, Ali Kazemi, Göteborg University, Sweden

- T.Fr4.I1:3 Employing Other-Oriented versus Self-Oriented Modes of Conflict Management at Work: Effects of Distributive and Procedural Fairness
Ali Kazemi, Göteborg University, Sweden
- T.Fr4.I1:4 The Role of Trust in Understanding the Interaction between Procedural and Distributive Justice: A Test of Brockner & Siegel (1996) Hypothesis
Assaad El Akremi, **Mohamed Ikram Nasr**, LIRHE - Université des Sciences Sociales, France
- T.Fr4.I1:5 Organizational Trust and Human Resource Management Practices: a Review
José Keating, Maria João Couto, Universidade do Minho, Portugal

K14

Leadership and organizational behavior

Chair: Gunnel Ahlberg, Karolinska Institute, Sweden
Co-Chair: Koen Dewettinck, Vlerick Leuven Gent Management School, Belgium

- T.Fr4.I2:1 Identifying With Leaders: The Role of Subordinates' Felt Respect for Their Leaders and the Mutual Respect They Feel Returned
Tilman Eckloff, Niels van Quaquebeke, University of Hamburg, Germany
- T.Fr4.I2:2 The Cross-level Effects of Perceived Support in Individuals' Organization-based Self-esteem: Based on the Nursing Profession in Taiwan
Yue-tzu Kao, I-Shou University, Taiwan
- T.Fr4.I2:3 Doctors, Nurses and Managers: Working Together in Today's NHS?
John Hackston, OPP Ltd, **Herman Gilligan**, GC International Consulting Group, United Kingdom
- T.Fr4.I2:4 Linking Empowering Leadership Behavior to Employee Attitudes and Behavioral Intentions: Testing the Mediating Role of Psychological Empowerment.
Koen Dewettinck, Maaiké van Aemijde, Vlerick Leuven Gent Management School, Belgium
- T.Fr4.I2:5 Interactive Effects of Leadership Style and Match of Value Ideals on Employees' Identification, Satisfaction, and Perceived Performance of Leaders
Rudolf Kerschreiter, Martin Winkler, Ludwig-Maximilians-University Munich, Germany



FRIDAY MAY 11

13:50 - 15:20 THEMATIC SESSIONS

K15

Organizational culture and diversity

Chair: Zeynep Aycan, Koc University, Turkey
Co-Chair: Maarit Vartia, Finnish Institute of Occupational Health, Finland

- T.Fr4.J:1 Organizational socialization concept: theoretical contribution of its transfer to service marketing
Kiane Goudarzi, Reims Management School, France
- T.Fr4.J:2 Differences of Organizational Culture and Climate among Work Units in Finnish Social and Health Services
Ilmari Rostila, University of Tampere, Tarja Suominen, University of Kuopio, Paula Asikainen, Polytechnical University Satakunta, Finland
- T.Fr4.J:3 Cultural Intelligence: A Key Competence for Managers in a Diverse and Global Workplace
Yvonne Du Plessis, Sumari O'Neil, Riana van den Bergh, University of Pretoria, South Africa
- T.Fr4.J:4 Work and Life Success in two Multicultural Organizations: The European Commission and the Council of the European Union
Irina Zinovieva, St. Kliment Ohridski Sofia University, Bulgaria
- T.Fr4.J:5 Work-related Stress Among Migrant Workers
Maarit Vartia, Terhi Giorgiani, Finnish Institute of Occupational Health, Finland

K12

Emotional labor

Chair: Andrea Fischbach, Trier University, Germany
Co-Chair: Ute R. Huelshager, University of Amsterdam, Netherlands

- T.Fr4.M:1 The Dark and the Bright Side of Emotional Labor: A Longitudinal Investigation of Negative and Positive Effects of Emotion Regulation at Work
Ute R. Huelshager, University of Amsterdam, Netherlands
- T.Fr4.M:2 The Moderating Effects of Job Autonomy on the Relationship between Emotional Labour and Employee Absence
Joanne Wilson, Nik Chmiel, Queen's University, United Kingdom
- T.Fr4.M:3 Why Some Jobs Are Emotionally Demanding But Not Necessarily Harmful
Tina Kiefer, Sarah Poppleton, Sarah Owens, Rob Briner, University of London, United Kingdom
- T.Fr4.M:4 The Effects of Interpersonal Emotion Management on Staff and Inmates in a High-Security Prison
Karen Niven, Peter Totterdell, David Holman, University of Sheffield, United Kingdom
- T.Fr4.M:5 The Division of Emotional Labor: Balancing Attachment and Well-Being in Human Service Work
Jacoba Lilius, Queen's University, Canada

15:50 - 17:20 INVITED PANEL DEBATE

IPD:Fr5.1

K21

Doing diary studies in work and organizational psychology: promises and pitfalls: A panel discussion

Chair: Sabine Sonnentag, University of Konstanz, Germany
Panelists: Norbert Semmer, University of Bern, Switzerland, Kevin Daniels, Loughborough University, UK, Wendelien van Eerde, Eindhoven Technical University, The Netherlands, Cornelius König, University of Zurich, Switzerland



15:50 - 17:20 INVITED SYMPOSIA

IS.Fr5.E:0

A4

Work, Health and Retirement Plans for Elderly Employees

Chair: Kari Lindström, Finnish Inst of Occupational Health, Finland

Co-Chair: Reidar J Mykletun, University of Stavanger, Norway

- IS.Fr5.E:1 Psychosocial stressors at work of elderly employees and their retirement plans
Kari Lindström, Krista Pahkin, Finnish Institute of Occupational Health, Finland
- IS.Fr5.E:2 Motivation, health and preferences for retirement among senior workforce
P.E. Solem, NOVA Bolívia, T Furunes, R.J. Mykletun, University of Stavanger, Norway
- IS.Fr5.E:3 Subjective health and workability, well being, sick leave and retirement plans among senior workers
T Furunes, R.J. Mykletun, University of Stavanger, P.E. Solem, NOVA, Norway
- IS.Fr5.E:4 Age-related differences in the assessment of work stressors, in burnout and health of nurses
Juergen Glaser, Bettina Lampert, Matthias Weigl, Technical University Munich, Germany
- IS.Fr5.E:5 Work stress, satisfaction, commitment, anxiety and depression among senior workers
R.J. Mykletun, University of Stavanger, Norway, G Gaard, University of Lund, C Björklund, Karolinska Institutet, Sweden, K Lindström, Institute of Occupational Health, T Furunes, University of Stavanger, Norway

IS.Fr5.I:0

K1

Social Exchange Relationships in Organizations: Implications for Employees' Attitudes and Behaviors

Chair: Antonio Caetano, ISCTE, Portugal

Co-Chair: Maria S. Lima, ISCTE, Portugal

Discussant: Denise Rousseau, Carnegie Mellon University, United States

- IS.Fr5.I:1 Multifoci Trust Antecedents and Work Outcomes: A Social Exchange Model
Maria Sousa Lima, António Caetano, ISCTE, Portugal
- IS.Fr5.I:2 Perceived Support, Job Involvement, Organizational Commitment, and Self-Competence: A Test across Four Organizational Contexts
Adalgisa Battistelli, University of Verona, Italy, Christian Vandenberghe, Ecole des Hautes Etudes Commerciales, Canada
- IS.Fr5.I:4 Mediating Effects of Trust between Managerial Trustworthy Behavior and Organizational Citizenship Behavior
Aitziber Elola, University of the Basque Country, Pablo Cardona, IESE Business School, Spain
- IS.Fr5.I:5 Organizational socialization process: A longitudinal study
Paola Spagnoli, L.U.M.S.A, Italy, Antonio Caetano, ISCTE, Portugal, **Giancarlo Tanucci**, Bari University, Italy

15:50 - 17:20 SYMPOSIA

S.Fr5.A:0

K2

Service Quality through Customer Involvement in Service Delivery and Innovation

Chair: Kerstin Rieder, Univ of Applied Sciences Northwestern, Switzerland

Co-Chair: Wolfgang Dunkel, ISF, Germany

- S.Fr5.A:1 Using Customer Impulses for Innovation: The Role of Job Comprehension and Organizational Culture
Jan Dettmers, Saskia Stremming, Claudia Marggraf-Micheel, Eva Bamberg, University of Hamburg, Germany

- S.Fr5.A:2 The challenges of a changing patient-physician relationship
Ellen Laupper, Univ of Applied Sciences Northwestern, Switzerland
- S.Fr5.A:3 Resources for Innovation in Service Interaction
Wolfgang Dunkel, Inst für Sozialwissenschaftliche Forsch. Germany, Kerstin Rieder, Univ of Applied Sciences Northwestern, Switzerland



S.Fr5.E:0

A2

Contemporary Career Patterns (Part II)

Chair: Claudia van der Heijde, VU University Amsterdam, Netherlands

Co-Chair: Josje Dikkers, VU University Amsterdam, Netherlands

S.Fr5.E:1 Career patterns of university graduates: A 10-years longitudinal study
Andrea E Abele-Brehm, University of Erlangen, Germany

S.Fr5.E:2 Global Mindsets for Global Careers
Wim den Dekker, Paul Jansen, Claartje Vinkenburg, VU University Amsterdam, Netherlands

S.Fr5.E:3 High-potential careers: whose track is it anyway?
Nicky Dries, Roland Pepermans, Vrije Universiteit Brussel, Belgium

S.Fr5.E:4 How Fast Do They Move? A Study of Managerial Promotion Rates in a Financial Services Organisation
Jill Pearson, University of Limerick, Ireland

S.Fr5.E:5 The role of Individual Career Management in Affecting Feelings of Subjective Career Success after Career Counselling
Ans de Vos, Nele Soens, Vlerick Leuven Gent Management School, Belgium

S.Fr5.G:0

K11

Healthy Workplaces: The impact of organizational, job, and leadership factors on employee health and well-being

Chair: Arla Day, Saint Mary's University, Canada

Discussant: Joseph Hurrell, CN Centre Occupational Health & Safety, United States

S.Fr5.G:1 Does Shift Work Increase Use of Sick Leave? A Study of Canadian Workers.
Victor M. Catano, Angela Bissonnette, Saint Mary's University, Canada

S.Fr5.G:2 Are Leaders with Stronger Interdependent Self-Construals More Fair to Their Subordinates When Making and Communicating Tough Decisions?
Debra A Gilin, Camilla M Holmvall, Saint Mary's University, Canada, Marc Buelens, Vlerick Gent Management School, Belgium

S.Fr5.G:3 Role stressors, leadership, and employee safety and well-being
Catherine Loughlin, Saint Mary's University, Canada

S.Fr5.G:4 Massage therapy in the workplace: Reducing employee strain and blood pressure
Arla L Day, Lindsay Gillan, Lori Francis, E Kevin Kelloway, Saint Mary's University, Meena Natarajan, Northumberland College, Canada

S.Fr5.K:0

A5

Leadership, Trust, Retention: Generational Differences in Europe and North America

Chair: Alessia d'Amato, Center for Creative Leadership – Europe, Belgium

S.Fr5.K:1 Preferred leadership attributes for different age groups
Deanne N den Hartog, Universiteit van Amsterdam, Netherlands

S.Fr5.K:2 Cross-generational Talent Retention in Europe and North America
Alessia d'Amato, Center for Creative Leadership - Europe Belgium, Jennifer J Deal, Center for Creative Leadership – US, United States

S.Fr5.K:3 Cross-Generational Rating of Leadership Competencies in Europe and North America
Ellen van Velsor, Center for Creative Leadership – US, United States, Alessia d'Amato, Center for Creative Leadership – Europe, Belgium

S.Fr5.K:4 “You must accept the canon”: how senior entrepreneurs view junior entrance
Alberto Crescentini, Università Cattolica S.C., Italy

S.Fr5.K:5 Setting the Tone: Leader's ability to create an open and supportive climate in New Crews
Fred R.H. Zijlstra, Mary J Waller, **Robert van Doorn**, University of Maastricht, Netherlands



15:50 - 17:20 SYMPOSIA

S.Fr5.M:0

A3

When feeling bad can be good: How negative experiences can drive positive outcomes at work

Chair: Tina Kiefer, University of St. Gallen, Switzerland
 Co-Chair: Rob Briner, University of London, United Kingdom

Co-Chair: Neil Walshe, University of London, United Kingdom

Discussant: Rob Briner, University of London, United Kingdom

S.Fr5.M:1 A qualitative daily diary study of emotional work demands and events
Sarah Poppleton, Sarah Owens, Rob Briner, University of London, United Kingdom

S.Fr5.M:2 When negative emotions turn bad: Understanding dysfunctional emotions at work
Tina Kiefer, University of St. Gallen, Switzerland, Laurie Barc, Wilfrid Laurier University, Canada

S.Fr5.M:3 Emotion and Morality: The Consequences of Courage and Cowardice at Work
Neil Walshe, Birkbeck College, United Kingdom

S.Fr5.M:4 Negative Emotion as a Catalyst in Top Management Team Politics
Sally Maitlis, University of British Columbia, Canada

S.Fr5.O:0

K16/K17

Centre for Creative Leadership (CCL) - European Journal of Work and Organizational Psychology: Best Paper Award

Chair: Christian Dormann, Johannes Gutenberg-University Mainz, Germany

Co-Chair: Rudi Pletlinx, Managing Director of CCL Europe,

S.Fr5.O:1 Comparing antecedents and consequences of leader-member exchange in a German working context to findings in the US

Birgit Schyns, University of Portsmouth, United States, Tina Paul, Gisela Mohr, Hartmut Blank, University of Leipzig, Leipzig, Germany

S.Fr5.O:2 When authorities influence followers' affect: The interactive effect of procedural justice and transformational leadership
David De Cremer, Tilburg University, Tilburg, Netherlands

15:50 - 17:20 THEMATIC SESSIONS

K13

Reactions to change

Chair: Pekka Huuhtanen, Finnish Institute of Occupational Health, Finland

Co-Chair: Kelly McMillan, Simon Albrecht, Monash University, Australia

T.Fr5.C:1 Organizational Changes, Organizational Citizenship Behavior and Workplace Bullying
Ana Verdasca, Universidade Técnica de Lisboa / ISEG, Portugal

T.Fr5.C:2 Implementation of Change in a Governmental Organization
Pekka Huuhtanen, Maria-Elena Olkkonen, Finnish Institute of Occupational Health, Finland

T.Fr5.C:3 Reorganization in a Swedish Municipality - Leadership and Psychosocial Work Environment

Camilla Hansén, Carl Åborg, Örebro University, Sweden

T.Fr5.C:4 How are Employees at Different Levels Affected by Privatization? A Longitudinal Study of Two Swedish Hospitals

Helena Falkenberg, Katharina Näswall, Magnus Sverke, Stockholm University, Sweden

T.Fr5.C:5 Change Communication Climate: The Impact of Change Communication and Communication Climate on Support, Cynicism and Commitment

Kelly McMillan, Simon Albrecht, Monash University, Australia



15:50 - 17:20 THEMATIC SESSIONS

K22

Stress management

Chair: Gunnar Aronsson, National Institute for Working Life, Sweden

Co-Chair: Isabelle Hansez, University of Liège, Belgium

- T.Fr5.G:1 Success and Failure Factors for Stress Management Interventions: Survey of Belgian Companies.
Marie Barbier, Stéphanie Peters, Isabelle Hansez, University of Liège, Belgium
- T.Fr5.G:2 Performance Focused Well-Being in the Police Service: A Leadership Impact Approach
Gordon Tinline, Susannah Robertson, **Ivan Robertson**, Robertson Cooper Ltd, United Kingdom
- T.Fr5.G:3 Wellness Programme Effectiveness: Positive Evidence from a High Stress Healthcare Setting.
Finian Buckley, Dublin City University, Catherine Woods, Niall Moyna, DCU, Ireland
- T.Fr5.G:4 "Dear Diary - Destress me please" - A study of the use of reflective diaries as a method of managing self and stress
Cheryl Travers, Loughborough University, United Kingdom
- T.Fr5.G:5 Participatory Approaches to manage Stress at Work in Germany
Michael Ertel, Eberhard Pech, Fed Institutue for Occup Safety and Health, Germany

K23

Personality and organizational behavior

Chair: Anders Sjöberg, Assessio International, Sweden

Co-Chair: Tanja Bipp, University of Dortmund, Germany

- T.Fr5.I1:1 The Moderating Role of Core Self-Evaluations in the relationship between job satisfaction and job commitment: Public versus Private Sector
Ioannis Tsaousis, University of the Aegean, Greece
- T.Fr5.I1:2 Networking and the Big Five Personality Factors – Results from Germany and the UK
Hans-Georg Wolff, University of Erlangen-Nürnberg, Germany, Steven Fleck, SHL, United Kingdom, Dorothee Heckmann, University of Erlangen-Nürnberg, Germany

- T.Fr5.I1:3 The Determinants of Career Success
Yana Sycheva, Université Toulouse 1, IAE, France
- T.Fr5.I1:4 Personality and Dispositional Motivation at Work
Ilke Inceoglu, SHL Group, Peter Warr, University of Sheffield, Dave Bartram, SHL Group, United Kingdom
- T.Fr5.I1:5 Why it is not Always Good for Performance to be Highly Conscientious and Emotional Stable: The Link Between the Big Five and Work Motivation
Tanja Bipp, University of Dortmund, Germany

K12

Pay justice

Chair: Julian Barling, Queen's University, Canada

Co-Chair: Julie Dickinson, University of London, United Kingdom

- T.Fr5.I2:1 How Fairness of Existing Pay Systems Affects Acceptance of a New Merit Pay System
Marius van Dijke, Open University of The Netherlands, David de Cremer, Tilburg University, Arjan Bos, Erasmus University, Schefferlie Pierre, Open University, Netherlands
- T.Fr5.I2:2 Perceptions of Justice in Connection to Individualized Pay-setting
Teresia Andersson-Stråberg, Katharina Näswall, Magnus Sverke, Stockholm University, Sweden
- T.Fr5.I2:3 The Relationship between Chief Executive Pay and Rewards and Employees' Perceptions of Organizational Justice
Andrew Eriksen, Birkbeck College, University of London, United Kingdom
- T.Fr5.I2:4 Testing a Model Explaining Evaluated Effects of Results Oriented Pay Systems
Kiisa Hulkko-Nyman, Anu Hakonen, Christina Sweins, Anna Ylikorkala, Helsinki University of Technology, Finland
- T.Fr5.I2:5 The Role of Fairness Norms in Pay Determination
Julie Dickinson, University of London, United Kingdom



15:50 - 17:20 THEMATIC SESSIONS

K24

Organizational theory and ethics

Chair: Marco Depolo, University of Bologna, Italy
Co-Chair: Rouslan Koumakhov, Reims Management School, France

- T.Fr5.J:1 How does Ethical Behaviour of Individual Managers Transcend Local and International Boundaries? Evidence from British MNCs Operating in China and the United Kingdom
Jun Zhang, Duncan Lewis, Rod Gunn, University of Glamorgan, United Kingdom
- T.Fr5.J:2 Corporate Social Responsibility and Occupational Safety and Health in Small and Medium-sized Enterprises: A Framework for Inspiring Healthy Workplaces?
Johanna Churchill, Stavroula Leka, University of Nottingham, United Kingdom
- T.Fr5.J:3 Let's get Critical – What can we Learn from Critical Management Studies?
Matti Kuittinen, University of Joensuu, Finland
- T.Fr5.J:4 Herbert Simon Revisited: Rationality, Organizations And Social Representations
Rouslan Koumakhov, Reims Management School, France
- T.Fr5.J:5 Socialization Tactics, Employee Proactivity and Person-Organization Fit
Esra Bal, Marmara University Turkey, Basak Yanar, University of Toronto, Canada

K14

Teambuilding and effectiveness

Chair: Beatrice I J M van der Heijden, Open University of the Netherlands, Netherlands
Co-Chair: Anne Nederveen Pieterse, RSM Erasmus University, Netherlands

- T.Fr5.L:1 The Impact of Leader-member Exchange and Team-member Exchange on Team Performance on Virtual and Co-located Teams
Julia Hoch, Udo Konradt, Christian-Albrecht University, Germany
- T.Fr5.L:2 Adaptive Leadership Processes in Anesthesia Teams
Barbara Künzle, Gudela Grote, Enikő Zala-Mező, Swiss Federal Institute of Technology Zurich, Johannes Wacker, University Hospital Zurich, Switzerland

- T.Fr5.L:3 The effectiveness and efficiency of communication processes in organisational meetings - An empirical study
Alexandra Rausch, Gernot Moedritscher, Ursula Liehart, Werner Mussnig, University of Klagenfurt, Austria
- T.Fr5.L:4 Diversity in Goal Orientation: Effects on Group Processes and Performance
Anne Nederveen Pieterse, Daan van Knippenberg, Michaela Schippers, RSM Erasmus University, Netherlands
- T.Fr5.L:5 Team Trust Effects on Group Planning Process in Virtual Teams
Vicente Peñarroja, Virginia Orengo, Ana Zornoza, Eva M. Lira, University of Valencia, Spain

K15

Measurement and psychometrics

Chair: Jaco Pienaar, North-West University, South Africa
Co-Chair: Katriina Hyvönen, University of Jyväskylä, Finland

- T.Fr5.O:1 Predicting productive versus counter productive behaviours
Eugene Burke, Lesley Kirby, SHL, United Kingdom
- T.Fr5.O:2 Development and Psychometrics of a Screening Instrument to Identify Employees at Risk for Sickness Absence
Saskia Duijts, IJmert Kant, Piet van den Brandt, Gerard Swaen, Maastricht University Netherlands
- T.Fr5.O:3 Coping with the COPE Questionnaire
Jaco Pienaar, Sebastian Rothmann, Karina Mostert, North-West University, South Africa
- T.Fr5.O:4 Testing the Psychometric Properties of the Self-rated Charismatic Leadership Scale with Finnish Managers.
Katriina Hyvönen, Taru Feldt, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Anne Mäkikangas, University of Jyväskylä, Finland
- T.Fr5.O:5 The Validation of a New Instrument to Measure Individual Differences in Decision-making Ability, Efficiency and Style
Chris Dewberry, University of London, Birkbeck, Sunitha Narendran, Kingston University, United Kingdom



08:30 - 17:20 POSTER SESSIONS

Occupational safety

- P.Fr.A:02 Safety Climate and Safety Performance in Small and Medium-sized Companies
Christine Flitcroft, Sharon Clarke, Manchester Business School, United Kingdom
- P.Fr.A:03 Am I Working Safely Enough?
Katja Rak, Eawop, Slovenia
- P.Fr.A:04 Are positive feelings about work related with safer environments?
Carla Semedo, Ana Rocha, **Nuno Rebelo dos Santos**, University of Évora, Portugal
- P.Fr.A:05 Development of a Methodology Inspired in the AMIGO Model for the Evaluation of Safety Culture in Nuclear Power Plants
Gracia Francisco Javier, Bresó Irene, Latorre Felisa, Peiró José María, University of Valencia, Spain
- P.Fr.A:06 A Psychosocial Safety Climate Model in the Construction Industry.
José L. Meliá, University of Valencia, Spain, Kathryn Mearns, University of Aberdeen, United Kingdom, Silvia A. Silva, Luisa Lima, ISCTE, Portugal
- P.Fr.A:07 Agent Dimensions of Safety Climate: A Review
José L. Meliá, Marta Becerril, University of Valencia, Spain
- P.Fr.A:08 Hazards Profiles of Construction Jobs: Differential Diagnostic Validity of the Base Risk Questionnaire
José L. Meliá, Marta Becerril, University of Valencia, Spain
- P.Fr.A:09 Stress and Locus of Control Effects in the Risk Perception Injuries
Piergiorgio Argentero, William Zanaletti, Maria Santa Ferretti, University of Pavia, Italy
- P.Fr.A:10 Perceived and Objective Injuries Risk Perception in Printing Press Industry: A Comparative Study
William Zanaletti, **Piergiorgio Argentero**, Maria Santa Ferretti, University of Pavia, Italy
- P.Fr.A:11 Perception of Psychological and Social Risks, Satisfaction and Performance among Health Service's Employees
G. Andrea Mancini, **Mario Magnani**, Vincenzo Majer, University of Florence, Italy
- P.Fr.A:12 Safety Management System and Perception of Risk
Sara Zaniboni, Marco Depolo, Michele Menna, Barbara Di Placido, Monica Sarchielli, University of Bologna, Italy

- P.Fr.A:13 Rethinking and planning new training opportunities on safety and security in health organizations
Mara Gorli, Università Cattolica, Italy, Cesare Kaneklin, Giuseppe Scaratti, Bruno Papaleo, Giovanna Cangiano, Roberta Paleani, **Laura Galuppo**, Università Cattolica, Italy
- P.Fr.A:14 The Psychology of Occupational Accident Investigations: A Survey of Investigators
Carla MacLean, University of Victoria, **Veronica Stinson**, Saint Mary's University, Elizabeth Brimacombe, University of Victoria, Canada
- P.Fr.A:15 Quality Management Strategy and its Utilisation on a Working Place.
Karel Riegel, Petr Vanek, Charles University Prague, Czech Republic

Training and development

- P.Fr.B1:01 Reaction to training results: a comparative study between two distance education courses
Lidia Parachin, André Wogel, Gardênia Abbad, Clara Cantal, Soares Annelise, Amanda Mourão, Vanessa Brix, Universidade de Brasília, Brazil
- P.Fr.B1:02 Web-Training in Organizations: a Case Study on the Virtual Asynchronous Classroom
Claudio Giovanni Cortese, University of Turin, Italy
- P.Fr.B1:04 Performance in an Everyday Work skill: Evidence for a Deliberate Practice Account of Typing Proficiency
Nina Keith, K. Anders Ericsson, Florida State University, United States
- P.Fr.B1:05 How to Conduct Work Place Monitoring - an Essential Module in the Qualification Training of Occupational Health Psychologists
Sirrku Kivistö, **Kirsi Ahola**, Päivi Jalonen, Eila Kallio, Tiina Saarelma-Thiel, Maarit Vartia, Finnish Institute of Occupational Health, Finland
- P.Fr.B1:06 Development of leadership skills in multilevel net marketing managers
Svitlana Zhylyayeva, Institute of Psychology, Ukraine
- P.Fr.B1:07 Educational organization heads' competence to manage educationists' attestation
Alla Voznyuk, Institute of Psychology, Ukraine
- P.Fr.B1:08 Curriculum for Teaching Economic Psychology to Ukrainian Students
Olena Vynoslavka, National Technical University of Ukraine "KPI", Ukraine
- P.Fr.B1:10 Evaluating reaction to distance training programs: combining quantitative and qualitative methods.
Lidia Parachin, Gardenia Abbad, André Wogel, Maria Emília Araújo, Talita Custódio, Karen Matta, Universidade de Brasília, Brazil



08:30 - 17:20 POSTER SESSIONS

P.Fr.B1:11 Formative evaluation: using diverse tools in order to refine and improve instructional procedures in distance training.
André Wogel, Gardênia Abbad, **Lidia Parachin**, Maria Emília Araújo, Talita Custódio, Karen Matta, Universidade de Brasília, Brazil

P.Fr.B1:12 Distance education courses from a Brazilian financial company: a qualitative analysis of the instructional material
Rafaella Andrade, Raquel Vilas Boas, Isabela Velasques, Gardênia Abbad, Renata Noletto, **Vanessa Brix**, Universidade de Brasília, Brazil

P.Fr.B1:13 Learning strategies in web-based training: a measurement scale validation
Lidia Parachin, André Wogel, Gardênia Abbad, Vanessa Brix, Clara Cantal, Annelise Soares, Universidade de Brasília, Brazil

P.Fr.B1:14 Educational Controlling: Intraindividual Predictors of Training Success
Stephan Buchhester, AutoVision GmbH, **Frank Menzel**, Heiko Schulz, Elements and constructs GmbH, Germany

Selection and assessment

P.Fr.B2:01 Cross-Cultural Differences in social Desirability (SD) Scores: Cognitive Ability as Moderator
Aletta Odendaal, University of South Africa, Deon De Bruin, Gerhard Roodt, University of Johannesburg, South Africa

P.Fr.B2:02 The use of personality and general mental ability tests in the prediction of job performance
Anders Sjöberg, Sofia Sjöberg, Assessio International, Sweden

P.Fr.B2:03 PJD: Ethnic Minority Applicants' Perceptions of Job Discrimination in Employee Selection
Nesrien Abu Ghazaleh, Universiteit of Amsterdam Business School, Netherlands

P.Fr.B2:04 Effective Coping Strategies Used by Candidates During Multi-Stressor Assessments
Sumari O'Neil, John O'Neil, University of Pretoria, South Africa

P.Fr.B2:05 Accelerating the process of taking a Russian retail firm public by introducing management psychology approaches
Reka Czeglédi-Brown, Robert Irving, RHR International, United Kingdom, Olga Vasiliskova, MVideo, Russian Federation

P.Fr.B2:06 Ageism in Personnel Selection: An Experimental Study of Stereotype Editing
Christian Roßnagel, **Maria Kordonowska**, International University Bremen, Germany

P.Fr.B2:09 The Effectiveness of Structured Interviews in Minimizing Bias Towards Gays
Travor Brown, Memorial University, Peruvemba Jaya, University of Ottawa, Canada

P.Fr.B2:10 Effects of the Ability to Identify Criteria and of Self-presentation Motivation on Performance in a Personality Inventory in an Applicant Setting
Anne Jansen, Martin Kleinmann, Cornelius J. König, Klaus G. Melchers, Universität Zürich, Switzerland

Human resource management

P.Fr.B3:01 Integrating Management and Employee Expectations in Designing an Organization-specific Performance Appraisal System
Hannes De Beer, Henri Louw, Annemarie De Beer, University of Pretoria, South Africa

P.Fr.B3:02 The Meaning of Justice Principles in the Determination Process of Result Oriented Pay
Johanna Maaniemi, Anu Hakonen, Helsinki University of Technology, Finland

P.Fr.B3:03 Mobbing and Human Resources Management: Who is to Blame and What can be Done?
Hatice Irem Gokcel, Aysegul Ertureten, Koc University, Turkey

P.Fr.B3:07 A Human Capital Framework for Inclusion in Company Annual Reports
Crystal Hoole, Reuphillan Kasselmann, University of Pretoria, South Africa

P.Fr.B3:09 The Human Resources Management and the Organizational Performance: One Meta-Analysis of the Proposal LF PFEFFER
Agostinha Mafalda Barra Oliveira, Luis González-Fernandez, Universidad de Salamanca, Spain, Alexandre José Oliveira, Universidade do Estado do RN, Brazil

P.Fr.B3:10 The Design Investigation as a Variable Moderator in the Study of the Relationship between Practices of HR and Organizational Performance
Agostinha Mafalda Barra Oliveira, Luis González-Fernandez, Universidad de Salamanca, Spain, Alexandre José Oliveira, Universidade do Estado do RN, Brazil

Organizational change processes

P.Fr.C:01 The New Salary System and the Feelings of Change - Case Helsinki University of Technology
Minna Nylander, Christina Sweins, Helsinki University of Technology, Finland

P.Fr.C:04 Women Bus Drivers in the Basque Country: Transfer of Competences and Innovative Behaviours.
Manuel Sanchez de Miguel, Izarne Lizaso, Maider Larranga, Juan Jose Arrospide, Marije Apodaka, Aitor Arizeta, University of the Basque Country, Spain, Brigitte Almudever, Université de Toulouse, France



08:30 - 17:20 POSTER SESSIONS

- P.Fr.C:05 How to bring in an organizational change? Study of the process in selected Polish companies.
Sylwia Celinska, Zdzislaw Nieckarz, Dorota Godlewska-Werner, University, Poland
- P.Fr.C:08 An Integrative Approach to Analyze and Support Change Processes in Industrial Service Business
Inka Lappalainen, Pia Oedewald, Teemu Reiman, Maaria Nuutinen, Merja Airola, Kaisa Iilomäki, Tapio Koivisto, VTT Technical Research Centre of Finland, Finland
- P.Fr.C:09 Applying Preventive Coaching as an Early Intervention for Employees at Risk for Sickness Absence: A Qualitative Analysis
Saskia Duijts, Maatsricht University, IJmert Kant, Piet van den Brandt, Gerard Swaen, Maastricht University, Netherlands
- P.Fr.C:10 Social Representations of Work and Organizational Socialization: the Role of Supervised Practice
Giancarlo Tanucci, Valeria Piras, Emanuela Ingusci, University of Bari, Italy

Psychological contract

- P.Fr.D:01 Dream Versus Reality: Differences in the Psychological Contract and Career Perspectives of Young Graduates as a Function of Work Experience
Annelies Meganck, Ans De Vos, **Thomas Dewilde**, Vlerick Leuven Gent Management School, Belgium
- P.Fr.D:02 The Moderating Effects of Causality Orientations on Psychological Contract Breach - Outcome Relationship
S. Tess Pak, China, C. Harry Hui, The University of Hong Kong SAR, Hong Kong
- P.Fr.D:03 Psychological Contract as Social Exchange Relationship: The Role of Age and Organizational Tenure
Martina Battisti, Franco Fraccaroli, University of Trento, Italy
- P.Fr.D:04 What Psychological Contract? HRM Principles and Operational Practice in a Major European Financial Institution
Teresa Carla Oliveira, Stuart Holland, University of Coimbra, Portugal
- P.Fr.D:06 Psychological Contract and Working Outcomes in Non Profit Organisation: A Case Study
Vincenzo Russo, IULM University of Milan, Alberto Crescentini, Università Cattolica S.C., Silvia Gilardi, State University, Italy
- P.Fr.D:08 Temporary and Indefinite Workers: Differences in the Psychological Contract
Angel Solanes, Beatriz Zaragoza, **Carolina Moliner**, University Miguel Hernandez, Spain

- P.Fr.D:09 Psychological contracts in temporary employment: a study of theatre managers and directors
Lovisa Näslund, Stockholm School of Economics, Sweden
- P.Fr.D:10 Elements of the psychological contract as mediating mechanisms
Marius Gerber, Sabine Raeder, Anette Wittekind, Gudela Grote, Swiss Federal Institute of Technology Zurich, Switzerland

The aging workforce and retirement

- P.Fr.E:01 Age as a Factor in Leadership Situations: an Integrated Model
Anja Muecke, University of Applied Sciences Northwestern Switze, Switzerland
- P.Fr.E:02 Age Effects on Global and Experienced-based Measures of Job Satisfaction
Anna Grube, Joachim Schroer, Carolin Hentzschel, Guido Hertel, University of Wuerzburg, Germany
- P.Fr.E:03 Mobilising and Dynamising the "Silver-fleet": a Quantitative study on the Perceptions and Self Perceptions of the Elderly Workers.
Dirk Buyens, Ghent University/Vlerick Leuven Gent Mgt. School, Thomas Dewilde, Ans De Vos, Annick Vlamincx, Vlerick Leuven Gent Management School, Belgium
- P.Fr.E:04 Positive and Negative Psychosocial Consequences during early Retirement Adjustment Process: Results from two studies Carried out in Spain.
Manuel Sanchez de Miguel, University of the Basque Country, Antonio Crego, University Rey Juan Carlos, Izarne Lizaso, University of the Basque Country, Carlos Maria Alcover de la Hera, University Rey Juan Carlos, Spain
- P.Fr.E:05 Age-based Job Design: Using Biographical Information about Former Working Conditions to Create Sustainable Work Systems
Julia Wieselhuber, Markus Buch, Ekkehart Frieling, University of Kassel, Germany
- P.Fr.E:06 Psychosocial Factors that Influence Retirement Expectations and Attitudes
Sara Zaniboni, Guido Sarchielli, University of Bologna, Italy
- P.Fr.E:07 Older than 55 Year Old People's Retirement and Physical, Psychological and Social Health: Gender Differences
Izarne Lizaso, Manuel Sanchez de Miguel, University of the Baque Country, Spain
- P.Fr.E:08 Late Career and Retirement Anxiety: the Role of Career Commitment and Meaning of Work.
Rita Chiesa, Maria Luisa Pombeni, University of Bologna, Italy



08:30 - 17:20 POSTER SESSIONS

P.Fr.E:09 Social Identities of 'Young Retirees' and Satisfaction with Retirement
Estelle Michinov, Evelyne Fouquereau, Anne Fernandez, Université François-Rabelais de Tours, France

P.Fr.E:10 Psychosocial Environment and Well-Being: Personnel and Organizational Factors Antecedents of Planning to Retire
Alessia Negrini, Marco Depolo, University of Bologna, Italy

P.Fr.E:11 Career Development of Older Workers: Training career counsellors through e-learning
Aditya Jain, Stavroula Leka, University of Nottingham, United Kingdom

Well-being and engagement

P.Fr.G1:02 Quantifying the Flow Experience
Alma M. Rodriguez Sanchez, Marisa Salanova, Universitat Jaume I, Castellón Spain, Wilmar Schaufeli, Utrecht University, Netherlands, Eva Cifre, Universitat Jaume I, Castellón, Spain

P.Fr.G1:03 Post Traumatic Embitterment Disorder (PTED) and Workplace Conflict: Definition and Applications
Harald Ege, PRIMA Ass. Italiana Mobbing e Stress Psicosociale, Italy

P.Fr.G1:06 Who is responsible for employee well-being?
Caterina Galluccio, Università degli Studi "G. d'Annunzio" di Chieti, Italy

P.Fr.G1:07 Burnout vs Well-being Measure of the Organizational and Relationship Factors. Clinic of Neonatologia - Hospital Careggi-Florence
Gattai Alessandro, Rossella Capecchi, Giovanni Marocci, University in Florence, Italy

P.Fr.G1:08 A Mediating Role of Cognitive Appraisal between Organizational/Personal Resources and Well-being; A Two-wave Longitudinal Study
Rino Umanodan, Hiroshima University, Akihito Shimazu, Hiroshima University and University of Tokyo, Japan

P.Fr.G1:09 The Effects of Organisational Climate, Job Characteristics, Relationship with Supervisor and Personality on the Development of Engagement and Burnout.
Yseult Freaney, Joan (Dr.) Tiernan, University College Dublin, Ireland

P.Fr.G1:11 Coping With "Critical Incidents": A Discourse Analysis of Irish Retained Fire Fighters' Constructions of Stress Management and Social Support.
Joseph O'Mahoney, University of East London, Ireland, Pippa Dell, University of East London, United Kingdom

P.Fr.G1:12 Work Engagement and Perceived Emotional Intelligence as Predictors of Satisfaction with Life in a Spanish Multi-occupational Sample
Maria Auxiliadora Durán, Natalio Extremera, University of Malaga, Lourdes Rey, AMADPSI, Spain

Stress management, coping and recovery

P.Fr.G2:05 Influence Of Stressful Situations At Work On Motivational Factors
Dorota Godlewska - Werner, Sylwia Celinska, Zdzislaw Nieckarz, University of Gdansk, Poland

P.Fr.G2:06 Individual Differences in Driver Stress Vulnerability in Japanese Drivers
Akira Tsuda, Fumie Inatani, Kurume University, Shigeko Tsuda, Kure University, Japan

P.Fr.G2:07 Coping with Organizational Injustice.
Ludmila Praslova, Vanguard University of Southern California Sergiy Barsukov, George Fox University, United States

P.Fr.G2:09 Self-rated Recovery from Work Stress and Allostatic Load in Women
Ulrica von Thiele Schwarz, Petra Lindfors, Stockholm University, Ulf Lundberg, Stockholm University, Sweden

P.Fr.G2:10 The Associations between Self-rated Affective Well-being and Physiological Indicators of Stress and Relaxation among Cleaning Staff
Taru Feldt, Terhi Rönkä, Heikki Rusko, Marja-Liisa Kinnunen, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Finland

P.Fr.G2:11 Relationship between Self-Ratings of Recovery and Morning Salivary Cortisol
Klas Gustafsson, National Institute for Working Life, Petra Lindfors, Stockholm University/Karolinska Inst., Gunnar Aronsson, National Institute for Working Life, Ulf Lundberg, Stockholm University/Karolinska Inst., Sweden

P.Fr.G2:12 Well-being under Stress? Recovery, Stress and Job Satisfaction: a Differentiated View
Paul Jiménez, Wolfgang Kallus, University of Graz, Austria

P.Fr.G2:13 Modality Congruency Effects in the Application of Self-Regulation Procedures
Valentina Barabanshchikova, Moscow State University, Russian Federation



08:30 - 17:20 POSTER SESSIONS

Job stress and employee well-being

P.Fr.G3:02 Life is More than Work: Leisure Time as a Buffer of Excessive Work Demands Effects on Burnout
Maria José Chambel, Alexandra Marques-Pinto, Luís Curral, Filipa Castanheira, FPCE-UL, Portugal

P.Fr.G3:03 Mental Health and Relation of Quitting a Job among Care Workers in Nursing Homes
Fumie Inatani, Akira Tsuda, Kurume University, Yoshiyuki Kamizono, Shigakukan University, Japan

P.Fr.G3:05 Perceived Emotional Intelligence Effects on Occupational Stress and Health among Spanish Nursing Professionals.
Esther Lopez-Zafra, Berrios-Martos M. Pilar, Augusto Jose Maria, Aguilar-Luzón M. Carmen, University of Jaén, Spain

P.Fr.G3:06 Wellbeing in Non-standard Work Relationships: The Importance of Good Quality Relationships Between Agency Supervisor and Flex Professional.
Brigitte Kroon, Tilburg University, Nienke Douma, Interpolis, Netherlands

P.Fr.G3:07 Teacher Education at the Crossroads of New Workplaces
Teresa Visca, McGill University, Canada

P.Fr.G3:08 Work Stressors as Predictors of Body Mass Index: A Longitudinal Study
Martial Berset, Norbert Semmer, Nicola Jacobshagen, Laurenz Meier, University of Bern, Switzerland

P.Fr.G3:10 Prevalence of Bullying and Risk Groups in the Danish Workforce
Adriana Ortega, Annie Høgh, Jan Pejtersen, Ole Olsen, National Institute of Occupational Health (AMI), Denmark

P.Fr.G3:12 A Volatile and Fluid Working Life
Kurt Aagaard Nielsen, Lise Drewes Nielsen, Susan Mahler, Eva Munk Madsen, Kathrine Hartmann Petersen, University of Roskilde, Denmark

P.Fr.G3:13 The Relation Between Task-level Job Demands, Resources, and Burnout in Australian Police Officers
Sergio Chrisopoulos, Maureen Dollard, University of South Australia Australia, Jan de Jonge, Eindhoven University of Technologym, Netherlands, Christian Dormann, Johannes Gutenberg-Universitat Mainz, Germany

P.Fr.G3:14 Psychometric Analysis of an Experimental Spanish Version of the Occupational Stress Indicator (OSI)
M. Gloria González-Morales, Magdalena Escamilla, Isabel Rodríguez, M. Jesús Bravo, José M. Peiró, University of Valencia, Spain

P.Fr.G3:15 On the beaten track. What are promising variations on and extensions to the job demands-control model?
Stefan Uhmann, TU Dresden & Stockholm University, Germany

Work motivation and performance

P.Fr.I1:1 Self-efficacy scale for highly demanding work situations
Carmen Tabernero, University of Cordoba, Alicia Arenas, Elena Briones, University of Salamanca, Spain

P.Fr.I1:2 Is Willingness to Work Related to Health ?
Christina Björklund, Irene Jensen, Karolinska Institute, Sweden

P.Fr.I1:3 Actual and Desired Career and Organisational Preferences of University Graduates and Young Professionals
Anton Schlechter, University of Cape Town, South Africa

P.Fr.I1:4 The Desire for Work: Work Motivation Viewed from a Psychoanalytic Perspective
Gilles Arnaud, Toulouse Business School, France

P.Fr.I1:6 Studying Planning Behavior by Means of Work Diaries
Robert A. Roe, Katrin Weckauf, Maastricht University, Sandra J. Quist, Plimsoll Adviesgroep, Netherlands

P.Fr.I1:7 Pacing Design Work under Deadline Conditions: A Case Study of Work Hour Distributions in Long Term Architectural Projects
Flora Beeftink, Wendelien Van Eerde, Christel, G. Rutte, Will, (J.W.M.) Bertrand, TU Eindhoven, Netherlands

Trust and justice

P.Fr.I2:01 Study on the Relationships Between Feelings of Organizational Trust and Organizational Citizenship Behaviors.
Piergiorgio Argentero, University of Pavia, Claudio Giovanni Cortese, University of Torino, Italy

P.Fr.I2:03 Let me count the way I trust thee: trust development at the theatre
Lovisa Näslund, Stockholm School of Economics, Sweden

P.Fr.I2:04 Perceived Justice and Trust in Immediate Supervisor
Tuija Seppälä, Jukka Lipponen, Anna-Maija Pirttilä-Backman, Helsinki University, Finland

P.Fr.I2:05 An Empirical Investigation of the Effects of Supervisor Explanations on Employee Justice Perceptions
Brian C. Holtz, University of Calgary, Canada, Crystal M. Harold, IUPUI, United States



08:30 - 17:20 POSTER SESSIONS

P.Fr.I2:06 Older Workers™ Perceptions of Organizational Justice: an Italian Study
Marilena Bertolino, Franco Fraccaroli, University of Trento, Italy

P.Fr.I2:07 Examining the Joint Effects of Interpersonal Justice and Informational Justice on Reactions to Unfavourable Outcomes
Camilla Holmvall, Steven Smith, Angela Langille, Saint Mary's University, Canada

P.Fr.I2:08 The Impact of Perceived Fairness on Employees' Performance and Wellbeing
M. Esther Garcia-Buades, M. Antonia Manassero-Mas, Carmen Ramis-Palmer, University of the Balearic Islands, Spain

Organizational climate and job design

P.Fr.J:01 Improvement of Organizational Climate as a Result of Specific Activities within Organization
Katja Rak, Premogovnik Velenje, Slovenia

P.Fr.J:04 Portuguese Validation of the Negative Acts Questionnaire Revised (NAQ-R)
Ana Verdasca, Universidade Tecnica de Lisboa / ISEG, Portugal

P.Fr.J:05 Service Climate and Disconfirmation of Expectations as Predictors of Customer Satisfaction: A Cross-level Study
Vicente Martínez-Tur, Nuria Tordera, José María Peiró, University of Valencia, Spain

P.Fr.J:07 Determining the Construct Validity of Litwin & Stringer's Organisational Climate Questionnaire in a South African context
Chantal Olckers, Michiel Buys, Michelle Madurai, University of Pretoria, South Africa

P.Fr.J:09 Analysis of the Individual Prosocial Behaviour compared to Organizational Wellness and Climate. An explorative research.
Massimo Bustreo, Luciana Castelli, Anna Missaglia, Vincenzo Russo, IULM University, **Serena Cubico**, University of Verona, Italy

P.Fr.J:11 ARIA - Externally Assessed Working Conditions
Kerstin Waldenström, Stockholm county council, Sweden

P.Fr.J:12 Shiftwork: Effects on Health, Shift Schedule Evaluation, Social Support and Interface Work Schedule-life
Isabel Silva, José Keating, University of Minho, Portugal

Leadership and management

P.Fr.K1:02 Respectful Leadership: How Satisfying Subordinates' Needs for Self-Determination Will Lead to Identification, Respect and Satisfaction
Tilman Eckloff, Niels van Quaquebeke, University of Hamburg, Germany

P.Fr.K1:03 State institutions and industrial enterprises employees' ideas about real and ideal managers' attributes
A. Brovchenko, Institute of Psychology, Ukraine

P.Fr.K1:04 Learning Climate as a Mediator between Leadership Style and Subordinate Stress
Susanne Tafvelin, Kristina Westerberg, Stefan Söderfjell, Umeå University, Sweden

P.Fr.K1:05 Positive Managerial Behavior versus Employees' Satisfaction and Effectiveness
Barbara Kozusznik, University of Silesia, Poland

P.Fr.K1:06 An Investigation of the Forms Expectations on a Leaders' Role can take
Monica Nyström, Elaine Nilsson, Karolinska Institutet, Sweden

P.Fr.K1:07 Ethical Leadership at Work
Karianne Kalshoven, Deanne N. Den Hartog, Amsterdam Business School, Netherlands

P.Fr.K1:08 Planning and Preparing Future Leaders: Strategies to Merge Succession Planning and Mentoring Initiatives
Cary Kemp, U.S. Office of Personnel Management, United States

P.Fr.K1:09 The importance of soft skills for transformational leadership
Nicole Torjus, **Kathrin Heinitz**, Freie Universitaet Berlin, Germany

P.Fr.K1:11 'The Jam in the Sandwich': An Evaluation of the Role of the Modern Matron
Christeen George, University of Hertfordshire, United Kingdom

P.Fr.K1:12 Foundations for Evidence Based Global Leadership
David Beech, University of Sussex, United Kingdom

Managing, flexibility, diversity and conflict

P.Fr.K2:01 Trust and Responsibility Relations - to Manage Changes in Late Modernity
John Ylander, Annika Härenstam, The National Institute for Working Life, Sweden

P.Fr.K2:02 Transfer Competence, as a Key-factor Required in a Flexible Labour Context.
Katarzyna Ogradowicz, University of Lyon 2, France

P.Fr.K2:03 The Relationship Between Conflict Management Styles and Demographic Variables
Deniz Boru, Guler Islamoglu, Melek Birsal, Marmara University, Turkey

P.Fr.K2:04 Mediating in Collective Labour Conflicts
Roberto Martinez-Pecino, Lourdes Munduate, **Francisco J. Medina**, University of Seville Spain, Martin Euwema, Utrecht University, Netherlands



08:30 - 17:20 POSTER SESSIONS

- P.Fr.K2:05 Long Term Consequences of Conflict at Work
Jose Manuel Guerra, Pablo de Olavide University, Herminia Muñoz, Andalusian School of Public Health, Lourdes Munduate, University of Seville, Spain
- P.Fr.K2:06 Accounting Outcomes in Collective Bargaining
Amapola Povedano, **Francisco José Medina**, University of Seville, Spain
- P.Fr.K2:07 Competencies Required by Diversity Specialists
Hannes De Beer, Annemarie De Beer, **Tamara-Ann Coleman**, University of Pretoria, South Africa
- P.Fr.K2:09 Supervisor-subordinate Conflict: Contingent Relationships with Job Satisfaction and Burnout
Miriam Benítez, University of Seville, Inés Martínez, José M. Guerra, University of San Pablo-CEU, **Lourdes Munduate**, University of Seville, Spain
- P.Fr.K2:10 The Relationship between Conflict Management Style and Teacher Efficacy: The Moderating Role of Teacher Experience
Jef Syroit, Wilfried Vander Meeren, Liesje Reynders, Open University Netherlands, Netherlands
- P.Fr.K2:11 Third Party Intervention in Workplace Bullying: Understanding the Contribution of ACAS in helping to address a growing Organisational problem
Peter Williams, Duncan Lewis, University of Glamorgan, United Kingdom
- P.Fr.L1:06 Team-processes During the Accomplishment of a Complex Problem-solving Task. What Makes the Difference between Successful and Less Successful Teams?
Andreas Müller, Britta Herbig, Kostanija Petrovic, TU München, Germany
- P.Fr.L1:07 Team Learning and Effectiveness in Project Virtual Teams: The Role of Shared Mental Models
Miriam Sanchez-Manzanares, Aida Ortega, Francisco Gil, Complutense University of Madrid, Ramón Rico, Autónoma University of Madrid, Spain
- P.Fr.L1:10 Collaboration across Distance: A Workflow Based Management Model for Virtual Teams in Production Networks
Bjoern Kraemer, Bernhard Zimolong, Ruhr-University Bochum, Germany
- P.Fr.L1:11 Motivation Gains of Inferior Group Members: An Interactionistic Point of View
Bernhard Weber, Marion Wittchen, Guido Hertel, University of Wuerzburg, Germany
- P.Fr.L1:13 Participatory Action Research to develop Quality Group in School Organisation: the experience from the European Project QiS – Quality in School
Sara Cervai, Barbara Anna Fabbro, University of Trieste, Italy
- P.Fr.L1:14 Short and Long Time Group Performance Predictors: The Importance of Gains and Looses Group Variables
Esther Gracia, **Rosa Grau**, Eva Cifre, Jaume I University, Spain

Group and team processes

- P.Fr.L1:01 Effects of Communication Media and Partner Commitment on Trust and Motivation in Distributed Group Work: An Experimental Study
Marion Wittchen, Bernhard Weber, Guido Hertel, University of Wuerzburg, Germany
- P.Fr.L1:03 Teams Behaving 'N Sync: Measuring the Self-Synchronizing Behavior of Teams.
Bart van Bezooijen, Tilburg University, Peter Essens, TNO, Ad Vogelaar, Netherlands Defense Academy, Saar Langelaan, TNO, Netherlands
- P.Fr.L1:04 Team Members' Appraisals of Team Leaders - Impact of Team Leaders' Personality
Tiina Hautala, Maria Järström, University of Vaasa, Finland
- P.Fr.L1:05 Team Performance under Threat: An Experimental Test of Threat-Rigidity Effects
Wim Kamphuis, TNO Defence Security and Safety/Tilburg University, Roos Delahaij, Anthony Gaillard, TNO Defence, Security and Safety, Ad Vogelaar, Netherlands Defence Academy, Netherlands

Teams and workgroups

- P.Fr.L2:01 Making Sense of Mixed Results: The Role of Task Interdependence and Task Complexity in Group Goal-Setting
Ad Kleingeld, Eindhoven University of Technology, Heleen Van Mierlo, Erasmus University, Harm Van Vijfeijken, Hay Group, Netherlands
- P.Fr.L2:02 Distributed Teams And Their Workspaces
Virpi Ruohomäki, Helsinki University of Technology, Finland
- P.Fr.L2:04 Effectiveness in Work Teams
Jaime Andrés Bayona, Universitat de Barcelona, Oswaldo Heredia, Universidad Autónoma de Madrid, Spain
- P.Fr.L2:06 Adaptation and Development of the Spanish Version of the Teamwork-KSA Test
David Aguado, Inst de Ingenieria del Conocimiento, **Miriam Sanchez-Manzanares**, Universidad Complutense de Madrid, Ramon Rico, Universidad Autonoma de Madrid, Spain



08:30 - 17:20 POSTER SESSIONS

- P.Fr.L2:07 Task and Affective Conflict: the Moderator Role of Group Development
Isabel Dórdio Dimas, Paulo Renato Lourenço, Coimbra University, José Miguez, Oporto University, Portugal
- P.Fr.L2:08 Tacit coordination in anaesthesia teams: The effects of transactive memory systems on team performance and work satisfaction
Estelle Michinov, Elodie Olivier-Chiron, Emmanuel Rusch, Université François-Rabelais, Bruno Chiron, Hospital Blois, France
- P.Fr.L2:09 The Development of Transactive Memory in Work Teams: the Role of Motivation
Hanneke Grutterink, Gerben Van der Vegt, Eric Molleman, University of Groningen, Eddy Jehn, Leiden University, Netherlands

Advances in research methods

- P.Fr.O1:03 Cognitive Interviewing as a Qualitative Method for Distinguishing between Fair and Unfair Psychometric Test Items
Lina Daouk, City University and The Psychometrics Centre, Almuth McDowall, Surrey University, John Rust, Cambridge Assessment, United Kingdom
- P.Fr.O1:04 Measuring Internal States by Acoustic Speech Features. Application Area, Procedure and Added Value
Jarek Krajewski, University Wuppertal, Barbara Wilhelm, University of Tuebingen, Alexander Gundel, DLR, Bernd Kröger, University of Aachen, Germany
- P.Fr.O1:05 Comparison of the Use of Items or Parcels for Obtaining the Dimensional Structure of a Construct
Montserrat Yepes Baldó, Rita Berger, Santiago Quijano, University of Barcelona, Spain

Field and experimental research

- P.Fr.O2:01 The Flow Form a Method to Measure Flow in Working Life.
Göran Skarman, Humanik, Sweden
- P.Fr.O2:02 The Neuroeconomy as a new Challenge to Economic Psychology: Analysis of Decisional Process in Financial Investments
De Fazi Simona, Benevene Paula, D'Amelio Filomena, Lumsa University, Italy
- P.Fr.O2:03 The Occupational Role as a Moderator of the Face-ism Effect
Ursula Szillis, University of Mannheim, Germany, Janine Bosak, University of Bern, Switzerland, Dagmar Stahlberg, University of Mannheim, Germany



PROGRAM OVERVIEW

	SESSION 1 9.00-9.50	SESSION 2 10.00-11.00	SESSION 3 11.50-13.20
Invited addresses	Keynote address Michael West: Flourishing People, Teams and Organisations: The Challenge for Work and Organisational Psychology K.Sa1.1 K1/K2		Invited panel debate, Pritchard: Measuring and Improving Organizational Productivity: An International Collaboration IPD.Sa3.1 K12
Invited symposia			Barling: New Developments in Work and Well-Being IS.Sa3.A K2
			Aycan: Convergence - Divergence Debate in Human Resource Management Practices: Advancements in Theory and Research IS.Sa3.B A1
Symposia			Bartram: The Impact of the Internet on Occupational Assessment S.Sa3.B A3
			Deller: The Future of Retirement: Active Retirees in Europe and Consequences for HR Management S.Sa3.E A4
			Donaldson-Fielder: Management and Leadership: Vital for Staff Well-being and Stress Management S.Sa3.G1 K11
			Salanova: Promoting Personal and Organizational Vitality through Positive Psychology S.Sa3.G2 K21
			Antoni: Team Tasks, Team Processes and Team Effectiveness S.Sa3.L A2
			Zapf: Recent Developments in the Psychology of Service: Service Workers' and Customers' Perspectives S.Sa3.M K1
Thematic oral sessions		Productivity T.Sa2.A1 K16/K17	Absenteeism and sick-leave T.Sa3.G1 K16/K17
		Service quality T.Sa2.A2 K22	Prevention and intervention T.Sa3.A K23
		Downsizing and outsourcing T.Sa2.C K11	Organizational change consulting T.Sa3.C K13
		Employability T.SaD. K21	Work stress, bullying, and personality T.Sa3.G2 K14
		Human factors and ergonomics T.Sa2.F K13	Performance T.Sa3.I K22
		Coping and social support T.Sa2.G1 K23	Organizational climate T.Sa3.J K24
		Engagement T.Sa2.G2 A4	Leadership models T.Sa3.K K12
		Social responsibility T.Sa2.I2 A3	Creativity innovation T.Sa3.L K15
		Work motivation T.Sa2.I3 K14	
		Scheduling of work T.Sa2.J A1	
		Conflict management T.Sa2.K K24	
		Industrial relations T.Sa2.N K15	
		Research methods T.Sa2.O1 A2	
		Qualitative research methods T.Sa2.O2 A5	

Posters - All day session Victoria Hall	Productivity and service quality P.Sa.A	Career planning and occupational choice P.Sa.B	Organizational change and development P.Sa.C
	Changing employment relations P.Sa.D	Organizational learning and knowledge transfer P.Sa.F	Work stressors P.Sa.G
	Work-family interface P.Sa.H	Organizational behaviour P.Sa.I	Organizational communication and social responsibility P.Sa.J
	Leadership and culture P.Sa.K1	Decision making P.Sa.K2	Cross-cultural research P.Sa.O



09:00 - 09:50 KEYNOTE ADDRESS

K.Sa1:1

K1/K2

The Human Workface: The Imperative of a Positive Psychology of People, Teams and Organizations

Michael West, Aston Business School, United Kingdom

Chair: Gunn Johansson, Stockholm University, Sweden

10:00 - 11:00 THEMATIC SESSIONS

K16/K17

Productivity

Chair: Helen Celia, Leeds University Business School, United Kingdom

Co-Chair: Adriano Peixoto, University of Sheffield, United Kingdom

T.Sa2.A1:1 Teamwork in Context: Taylorism in a Performance Organisation

Melrona Kirrane, Patricia Moriarty, Dublin City University, Ireland

T.Sa2.A1:2 Management Practices and Productivity in the Hotel Industry

Adriano Peixoto, University of Sheffield, United Kingdom

T.Sa2.A1:3 Understanding the Impact of Management Practices and other Factors on Productivity in the UK Retail Sector

Helen Celia, Chris Clegg, Leeds University Business School, Peer-Olaf Siebers, Cranfield University, Uwe Aickelin, University of Nottingham, United Kingdom

K22

Service quality

Chair: Solvig Ekblad, National Institute for Psychosocial Medicine, Sweden

Co-Chair: Claes Horsmann, University of Rostock, Germany

T.Sa2.A2:1 The Moderating Role of Gender Among Perceived Quality Service, Customer's Satisfaction and Loyalty.

Rosa María Sánchez-Hernández, Vicente Martínez-Tur, José Ramos, University of Valencia, Carolina Moliner, University Miguel Hernandez, Spain

T.Sa2.A2:2 Operationalising Customer Orientation – Theoretical Considerations and Empirical Findings.

Claes Horsmann, Friedemann Nerding, University of Rostock, Germany

T.Sa2.A2:3 Creating Shared Customer Satisfaction: An Experimental Study

Carolina Moliner, University Miguel Hernandez, Vicente Martínez-Tur, Jose Ramos, Alba Talavera, University of Valencia, Spain

K11

Downsizing and outsourcing

Chair: Kerstin Isaksson, Mälardalen University, Sweden

T.Sa2.C:1 Downsizing Older Employees in Indian Public Sector Banks

Premilla D'Cruz, Indian Institute of Management Ahmedabad, India

T.Sa2.C:2 Downsizing, Bumping and Unionized Member Reactions: Preliminary Findings

Travor Brown, Memorial University, Krista Stringer, Memorial Univ., Canada

T.Sa2.C:3 Job Insecurity, Fairness and Employees' Health-Related Outcomes

Inma Silla, CIEMAT, Spain, Francisco J. Gracia, José M Peiró, University of Valencia, Spain

K21

Employability

Chair: Victor M. Catano, St Mary's University, Canada

Co-Chair: Erik Berntson, National Institute for Working Life (NIWL), Sweden

T.Sa2.D:1 The Moderating Role of Employability in the Relationship between Organizational Changes and Job Insecurity

Erik Berntson, Claudia Bernhard-Oettel, National Institute for Working Life (NIWL), Sweden, Nele De Cuyper, Katholieke Universiteit, Belgium

T.Sa2.D:2 Employability consequences on job satisfaction: the overqualification misfit role and the resultant life satisfaction

Juan Pablo Gamboa Navarro, Francisco Gracia Lerín, José María Peiró Silla, University of Valencia, Spain

T.Sa2.D:3 Employability-coaching: Results from a Longitudinal Evaluation-study

Thomas Lang-von Wins, Claas Triebel, University of the Armed Forces of Germany, Germany



K13

Human factors and ergonomics

Chair: Bo Melin, National Institute for Working Life, Sweden
Co-Chair: Jan Johansson Hanse, Göteborg University, Sweden

- T.Sa2.F:1 The Tired Controller: The Nature of Cognitive Deficits under Fatigue
Dimitri van der Linden, Inge Oudsen, Michiel Kompier, Radboud University Nijmegen, Robbert Jan Verkes, St. Radboud Medical Center, Netherlands
- T.Sa2.F:2 Work Organisation: a Literature Review on Concepts, Constructs and Measured Operational Definitions
Jan Johansson Hanse, Göteborg University, Jörgen Winkel, NRCWE, Denmark & Göteborg University, Sweden
- T.Sa2.F:3 Psychosocial Risk Factors And Mental Fatigue at Work: A Study in Public Administration
Francesca Vitali, Dina Guglielmi, Alessia Negrini, Marco Depolo, University of Bologna, Italy

K23

Coping and social support

Chair: Esther R Greenglass, York University, Canada
Co-Chair: Kevin Daniels, Loughborough University, United Kingdom

- T.Sa2.G1:1 Coping with Problem-Solving Demands: Examining how Control and Support Influence Cognitive Error and Risky Decisions in Nuclear Design Work
Kevin Daniels, Nick Beesley, Alistair Cheyne, Loughborough University, United Kingdom
- T.Sa2.G1:2 Social Support at Work and Psychological Well-being of Immigrant Employees in a Culturally Diverse Bus Transportation Company
Barbara Bergbom, Maarit Vartia, Terhi Giorgiani, Pekka Huuhtanen, Finnish Institute of Occupational Health, Ulla Kinnunen, University of Tampere, Finland
- T.Sa2.G1:3 The Influence of Emotional Experience on Hardiness, Goal Orientation and Coping
Roos Delahajj, TNO/Netherlands Defense Academy/Tilburg University, Anthony Gaillard, TNO, Joseph Soeters, Netherlands Defense Academy, Netherlands

A4

Engagement

Chair: Ulrika Eriksson Hallberg, Karolinska Institutet, Sweden
Co-Chair: Maria Auxiliadora Durán, University of Malaga, Spain

- T.Sa2.G2:1 Engagement, Flow and Satisfaction: How Positive Emotions at Work Enhance Well-being and Occupational Health
Lisa Vivoll Straume, Norwegian University of Science and Technology, Joar Vittersø, University of Tromsø, Norway
- T.Sa2.G2:2 Engagement dimensions as mediators in the relationship between Perceived Emotional Intelligence and Satisfaction with life
Maria Auxiliadora Durán, Natalio Extremera, University of Malaga, Lourdes Rey, AMADPSI, Spain
- T.Sa2.G2:4 The Psychological Contract and Employee Wellbeing: The Role of Work Engagement
Jari Hakanen, Finnish Institute of Occupational Health, Marjo-Riitta Parzefall, Swedish School of Economics and Business, Finland

A3

Social responsibility

Chair: Gary Pheiffer, London Metropolitan University, United Kingdom
Co-Chair: Ben Emans, University of Groningen, Netherlands

- T.Sa2.I2:1 Psychological Ownership in Organisations. Antecedents and Consequences
Erko Martins, Friedemann W. Nerdinger, Alexander Pundt, Claes S. Horsmann, University of Rostock, Germany
- T.Sa2.I2:2 Corporate Social Responsibility and Employee Motivation and Commitment
Gary Pheiffer, Lesley-Ann Ryan, London Metropolitan University, United Kingdom
- T.Sa2.I2:3 The Concept of Psychological Accountability: does it Refer to a Phenomenon in itself, or is it Old Wine in a Fancy New Bottle?
Ben Emans, Nonna Turusbekova, Manda Broekhuis, Eric Molleman, University of Groningen, Netherlands



10:00 - 11:00 THEMATIC SESSIONS

K14

Work motivation

Chair: Antonio Caetano, ISCTE, Portugal

Co-Chair: Adalgisa Battistelli, University of Verona, Italy

T.Sa2.I3:1 Feeling and Acting as a Volunteer: Functions of Physicians' Professional Identification in relation to Volunteer Organizational Behaviour
Maja Becker, Université Victor Segalen - Bordeaux 2, France

T.Sa2.I3:2 Motivation to Work in Public Organisations: Individuals and Organisational Factors which Sustain the Process of Goal Attainment
Adalgisa Battistelli, Milena Atzori, University of Verona, Italy

A1

Scheduling of work

Chair: Arne Lowden, IPM & Karolinska Institutet, Sweden

Co-Chair: Göran Kecklund, IPM & Karolinska Institutet, Sweden

T.Sa2.J:1 The Effect of a Flexible shift System on Sleep, Sleepiness and Health
Göran Kecklund, IPM & Karolinska Institutet, Claire Anne Eriksen, Karolinska Institutet, Sweden

T.Sa2.J:2 After Hours Telecommuting: Towards Syncretism of the Deprivation and Energetic Hypotheses
Ernesto Noronha, Premilla d'Cruz, Indian Inst of Management Ahmedabad, India

T.Sa2.J:3 Bright Light Treatment on the N-shift and Light Behaviour of Shift Workers During Winter and Spring
Arne Lowden, IPM & Karolinska Institutet, Sweden, Liliane Teixeira, University of Sao Paulo, Brazil, Torbjörn Åkerstedt, IPM & Karolinska Institutet, Sweden

K24

Conflict management

Chair: Kenneth Thomas, Naval Postgraduate School, United States

Co-Chair: Denise Salin, Swedish School of Economics & Business Adm., Finland

T.Sa2.K:1 Intervening in Harassment and Other Inappropriate Treatment in the Workplace: Informal Discussions, Disciplinary Action or Turning a Blind Eye?
Denise Salin, Swedish School of Economics & Business Adm., Finland

T.Sa2.K:2 The Relation of Self-Efficacy and Assertiveness with Conflict Handling Styles: An Examination in a Textile Industry
Azize Ergeneli, **Selin Metin Camgoz**, Pinar Bayhan Karapinar, Hacettepe University, Turkey

T.Sa2.K:3 Can Conflict Management be an Antidote to Sick Leave ?
Renee de Reuver, Marianne Van Woerkom, Johan Dirven, Tilburg University, Netherlands

K15

Industrial relations

Chair: Sarosh Kuruvilla, Cornell University, United States

Co-Chair: Eva Zellman, Lincoln University, New Zealand

T.Sa2.N:1 Estimating the Other Party's Preferences and Trust in Trade Union and Employer Negotiations: a Comparison between Sweden and New Zealand
Eva Zellman, Lincoln University, New Zealand

T.Sa2.N:2 Empowerment, Democracy and Participation: Three Keywords for NPO Government
Imke Hindrichs, **Daniela Converso**, Università degli Studi di Torino, Italy

T.Sa2.N:3 Union Leaders' Discourse on Modernization and Change of Trade Unions
David Martínez-Íñigo, Antonio Crego, Roberto Domínguez, Silvia García, Carlos M^a Alcover, Rey Juan Carlos University, Spain

A2

Research methods

Chair: Robert Roe, Maastricht University, Netherlands

Co-Chair: Annet de Lange, University of Groningen, Netherlands

T.Sa2.O1:1 Blind Spots in W&O Psychology
Robert A. Roe, Maastricht University, Netherlands

T.Sa2.O1:2 It's a Question of Time: Results of the 6-Wave PROMO Study on the Relation between Work and Job Satisfaction
Annet de Lange, University of Groningen, Stefan Ijmker, VU University Medical Center, Toon Taris, Michiel Kompier, Radboud University Nijmegen, Netherlands

T.Sa2.O1:3 The Construct Validity of the Base Intelligence Quotient test (BasIQ); A Test of a Four Factor Cognitive Model for Personnel Selection
Anders Sjöberg, Assessio International, Sweden



10:00 - 11:00 THEMATIC SESSIONS

A5

Qualitative research methods

Chair: Annika Härenstam, National Institute for Working Life, Sweden

Co-Chair: Christoph Clases, University of Applied Sciences NW, Switzerland

T.Sa2.O2:1 Developing Training Workshops for Qualitative Research

Gillian Symon, Birkbeck, University of London, Catherine Cassell, Victoria Bishop, Manchester Business School, Phil Johnson, University of Sheffield, Anna Buehring, Manchester Metropolitan University, United Kingdom

T.Sa2.O2:2 Organisations in Networks. Networks in Organisations. Enriching SNA with a Work Psychological Framework for Analysing Collaborative Practices

Christoph Clases, Sebastian Ulbrich, University of Applied Sciences NW, Switzerland

T.Sa2.O2:3 Complexity Revealed: Critical Incidents as Basis for Qualitative Organizational Studies

John Ylander, Annika Härenstam, The National Institute for Working Life, Sweden

11:50 - 13:20 INVITED PANEL DEBATE

IPD:Sa3.1

K12

Measuring and Improving Organizational Productivity: An International Collaboration

Chair: Robert D Pritchard, University of Central Florida, United States,

Panelists: Gary Latham, University of Toronto, Canada, Harrie van Tuijl, Technische Universiteit Eindhoven, Netherlands, Kenneth Malm, ProMES Int Sweden AB, Magnus Bergström, Fortum Corporation, Sweden

11:50 - 13:20 INVITED SYMPOSIA

IS.Sa3.A:0

K2

New Developments in Work and Well-Being

Chair: Julian Barling, Queen's University, Canada

IS.Sa3.A:1 Leading others to well-being: Direct and indirect effects of transformational leadership
Nick Turner, University of Manitoba, Julian Barling, Queen's University, E Kevin Kelloway, Saint Mary's University, Canada, Niro Sivanathan, Northwestern University, United States, Catherine A Loughlin, Saint Mary's University, Canada

IS.Sa3.A:2 A Prospective Study of the Relationships between Vigor and Job Satisfaction
Arie Shriom, Ofira Shraga, **Mina Westman**, Tel Aviv University, Israel

IS.Sa3.A:3 Towards a Relational Model of Status Inequality and Well-being
Amy Christie, Julian Barling, Queen's University, Canada,

IS.Sa3.A:4 Job stress research from the perspective of diary studies
Sabine Sonnentag, University of Konstanz, Germany

IS.Sa3.A:5 Toward an agenda for research on work and well-being
Jennifer Carson, Julian Barling, Queen's University, Canada,

IS.Sa3.B:0

A1

Convergence - Divergence Debate in Human Resource Management Practices: Advancements in Theory and Research

Chair: Zeynep Aycan, Koc University, Turkey
Co-Chair: Chris Brewster, Henley Management College, United Kingdom

IS.Sa3.B:1 Convergence-Divergence or Crossvergence of Human Resource Management in Developing Countries
Pawan Budhwar, Aston University, United Kingdom

IS.Sa3.B:2 The role of culture in the divergence and convergence of HRM practices
Zeynep Aycan, Koc University, Turkey

IS.Sa3.B:3 Convergence revisited: Empirical evidence on European human resource management between 1992 and 2004
Michael Morley, University of Limerick, Ireland

IS.Sa3.B:4 Understanding the competing pressures for globalisation and localisation within HR functions: The case of international recruitment, selection and assessment
Paul R Sparrow, Manchester Business School, United Kingdom



11:50 - 13:20 SYMPOSIA

S.Sa3.B:0 A3

The Impact of the Internet on Occupational Assessment

Chair: Dave Bartram, SHL Group, United Kingdom
Discussant: Robert Roe, Maastricht University, Netherlands

- S.Sa3.B:1 E-recruitment: A three country comparator study into applicant reactions
Hella Sylva, Neil Anderson, Universiteit van Amsterdam, Netherlands
- S.Sa3.B:2 What do the candidates think? Candidates' perceptions and experiences of unsupervised computer-based testing.
Louisa Tate, Dan Hughes, Cubiks, United Kingdom
- S.Sa3.B:3 Addressing the issue of cheating and unsupervised online ability testing
Eugene Burke, SHL Group, David Wright, University of Plymouth, United Kingdom
- S.Sa3.B:4 The ITC's Guidelines on Computer-Based and Internet Delivered Testing and current practice
Dave Bartram, SHL Group, Iain Coyne, The University of Nottingham, United Kingdom

S.Sa3.E:0 A4

The Future of Retirement: Active Retirees in Europe and Consequences for HR Management

Chair: Jürgen Deller, University of Lueneburg, Germany
Co-Chair: Stefanie Kern, University of Lueneburg, Germany

- S.Sa3.E:1 Continuing Activities beyond Retirement: Job Complexities and Their Importance for Post Retirement Activities
Stefanie Kern, Juergen Deller, D Huch, L Maxin, University of Lueneburg, Germany
- S.Sa3.E:2 Typology of Silver Workers: Motive Structure of Engagement During Retirement
Leena Maxin, Juergen Deller, Stefanie Kern, D Huch, University of Lueneburg, Germany
- S.Sa3.E:3 Assessment and Forecast of Valuing Experience by Employing Retirees: An Italian Perspective
Guiseppe Favretto, Riccardo Sartori, **Serena Cubico**, Elisa Bortolani, University of Verona, Italy
- S.Sa3.E:4 50-plus Managers: A Wealth Not to Waste
Serena Cubico, University of Verona, Matteo Togni, University of Bergamo, Claudio Pasini, Enrico Pedretti, Manageritalia, Beatrice Venturini, University of Verona, Italy

S.Sa3.G1:0 K11

Management and Leadership: Vital for Staff Well-being and Stress Management

Chair: Emma Donaldson-Feilder, Affinity Health at Work, United Kingdom

Co-Chair: Joanna Yarker, University of London, United Kingdom

Discussant: Joanna Yarker, University of London, United Kingdom

- S.Sa3.G1:1 Leadership and employee health – epidemiological studies
Töres Theorell, Karolinska Institute, Peggy Bernin, Nat Inst for Psychosoc Factors & Health, Sweden, Martin Hyde, University College, United Kingdom, Anna Nyberg, Karolinska Hospital, Gabriel Oxenstierna, Karolinska Institutet, Staffan Åkerblom, Stockholm School of Economics, Hugo Westerlund, Karolinska Institutet, Sweden
- S.Sa3.G1:2 Leadership styles and their associations with work characteristics and well-being
Karina Nielsen, National Inst of Occupational Health, Denmark, Joanna Yarker, University of London, United Kingdom, Sten-Olof Brenner, Kristianstad University, Sweden, Raymond Randall, Leicester University, United Kingdom, Vilhelm Borg, Nat Inst of Occupational Health, Denmark
- S.Sa3.G1:3 A research program to clarify supervisors' effects on employees
Brad Gilbreath, Indiana Univ - Purdue Univ Fort Wayne, United States
- S.Sa3.G1:4 Identifying behavioural competencies for line managers in order to improve staff well-being
Emma Donaldson-Feilder, Affinity Health at Work, Joanna Yarker, Rachel Lewis, University of London, Paul Flaxman, City University, London, United Kingdom



S.Sa3.G2:0

K21

Promoting Personal and Organizational Vitality through Positive Psychology

Chair: Marisa Salanova, University Jaume I, Spain
Discussant: Wilmar Schaufeli, Utrecht University, Netherlands

S.Sa3.G2:1 Positive Organizational Communities and Organizational Performance
Michael A West, Xiao Jing Yan, Jeremy F Dawson, Aston Business School, United Kingdom

S.Sa3.G2:2 Collective efficacy beliefs and support for innovation in work teams: does subjective well being matter?
Pascale M Le Blanc, Utrecht University, Netherlands

S.Sa3.G2:3 Upward Spirals of Efficacy Beliefs: a longitudinal and multi-sample study
Marisa Salanova, Susana Llorens, University Jaume I, Spain, Wilmar B Schaufeli, Utrecht University, Netherlands

S.Sa3.G2:4 Antecedents and Consequences of a Positively Engaged Workforce
William H Macey, Benjamin Schneider, Valtera Corporation, United States

S.Sa3.L:0

A2

Team Tasks, Team Processes and Team Effectiveness

Chair: Conny Herbert Antoni, University of Trier, Germany
Co-Chair: Eric Molleman, University of Groningen, Netherlands

S.Sa3.L:1 The Relationships among Asymmetry in Task Dependence, Learning and Team Performance
Simon B de Jong, Gerben S van der Vegt, Eric Molleman, University of Groningen, Netherlands

S.Sa3.L:2 Health Care Complexity and Cooperative Behavior among Medical Specialists
Eric Molleman, University of Groningen, Renee Stoffels, University Medical Center Groningen, Manda Broekhuis, University of Groningen, Frans Jaspers, University Medical Center Groningen, Netherlands

S.Sa3.L:3 Moaning in Optimization Discussions – Investigating Group Mood Sequence Analytically
Simone Kauffeld, University of Applied Science, Switzerland, Alexandra Hilpert, Angela Henschel, University of Kassel, Germany

S.Sa3.L:4 Discussion Types in Problem Solving Groups
Katrin Denison, University of Kassel, Germany, Simone Kauffeld, University of Applied Science, Switzerland, **Nale Lehmann-Willenbrock**, University of Kassel, Germany

S.Sa3.L:5 The Impact of Team Reflection on the Effectiveness of Self-regulating teams
Claudia Bauer-Emmel, **Conny H Antoni**, Universit of Trier, Germany

S.Sa3.M:0

K1

Recent Developments in the Psychology of Service: Service Workers' and Customers' Perspectives

Chair: Dieter Zapf, Goethe-University Frankfurt, Germany

S.Sa3.M:1 Explanations and compensation as organizational responses to service failure: The customer's view
Graham Bradley, Beverly Sparks, Griffith University, Australia

S.Sa3.M:2 The relationship between customer-employee social interactions and burnout in a group of cancer care workers
Sergio Chrisopoulos, Maureen Dollard, University of South Australia, Australia, Christian Dormann, Johannes Gutenberg-University Mainz, Germany

S.Sa3.M:3 Linking service climate and climate strength not only to customer, but also to service worker outcomes: a empirical test in a health care setting
Andrea Fischbach, Trier University, Germany, Michael A West, Jeremy F Dawson, Aston University, United Kingdom

S.Sa3.M:4 Age effects on emotional labour in the service industry
Sonja Bausch, Melanie Holz, Dieter Zapf, Goethe-University Frankfurt, Germany

S.Sa3.M:5 Powered by emotion! An application and enhancement of Hackman's and Oldham's Job Characteristics Model in the service sector
Klaudia Kamrad, Trier University, Germany



11:50 - 13:20 THEMATIC SESSIONS

K16/K17

Absenteeism and sick-leave

Chair: Lennart Hallsten, National Institute for Working Life, Sweden

Co-Chair: Fiona Robson, Northumbria University, United Kingdom

- T.Sa3.G1:2 Relative Influences of Sickness Absence and Presence on Job Stress Factors, Chronic Fatigue, and Sleep Disturbances
Masaya Takahashi, National Institute of Occupational Safety & Health, Japan, Gunnar Aronsson, National Institute for Working Life, Sweden, Yasumasa Otsuka, Akinori Nakata, Kosuke Kaida, Takashi Haratani, Kenji Fukasawa, JNIOOSH, Japan
- T.Sa3.G1:3 Leader-Member-eXchange and Interpersonal Conflicts Related to Job Satisfaction and Absenteeism
Inge Nuijten, Dirk Dierendonck, RSM Erasmus University, Netherlands
- T.Sa3.G1:4 Job Burnout and Job Wornout as Risk Factors for Very Long Sickness Absences: Predictions from two Job Burnout Models
Lennart Hallsten, National Institute for Working Life, Malin Josephson, Eva Vingård, Uppsala University, Margaretha Voss, Karolinska Institute, Sweden
- T.Sa3.G1:5 Managing Absence in the UK Public Sector: A Critical Review of Both Academic and Practitioner Literature.
Fiona Robson, Northumbria University, United Kingdom

K23

Prevention and intervention

Chair: Anna-Liisa Elo, Finnish Institute of Occupational Health, Finland

- T.Sa3.A:1 Comparing Two Burnout Interventions: Job Control Mediates Decrease in Burnout
Marja Hättinen, University of Jyväskylä, Ulla Kinnunen, University of Tampere, Mika Pekkonen, Peurunka Rehabilitation Center, Raija Kalimo, Finland
- T.Sa3.A:2 Career, Gender and Health among University Hospitals Physicians in five European Countries
Ann Fridner, Birgit Pingel, Niklas Hansen, Stockholm University, Sweden
- T.Sa3.A:4 Promoting sustainability at work: action research in a health and social service
Laura Galuppo, Cesare Kaneklin, Mara Gorli, Università Cattolica, Italy,
- T.Sa3.A:5 Economic Perspectives of a Work Unit as a Moderator of Change during a Psychosocial Intervention
Anna-Liisa Elo, Jenni Ervasti, Finnish Institute of Occupational Health, Finland

K13

Organizational change consulting

Chair: Daniel G Gallagher, James Madison University, United States

Co-Chair: Virpi-Liisa Kykyri, Hospital District of Keski-Pohjanmaa, Finland

- T.Sa3.C:1 Change Management Consultants, Identity and Client Intimacy
Kate Mackenzie Davey, **Liz Wiggins**, University of London, United Kingdom
- T.Sa3.C:2 Meaning and Measurement of Consultant's Power Bases
Astrid Boogers - van Griethuijsen, **Ben Emans**, Janka Stoker, Arndt Sorge, University of Groningen, Netherlands
- T.Sa3.C:3 The Way Consultants Perceive Themselves: Feeling less Powerful than they Actually are.
Ben Emans, Astrid Boogers, Arndt Sorge, Janka Stoker, University of Groningen, Netherlands
- T.Sa3.C:4 Institutional Perspective to Process Consulting Talk
Virpi-Liisa Kykyri, Hospital District of Keski-Pohjanmaa, **Risto Puutio**, University of Jyväskylä, Finland
- T.Sa3.C:5 Developing Optimal Decision Makers in organizations: A Psychodynamic Problem Solving Process Model for Consultancy (PSPM-C)
Athena Chatjoulis, **Vassiliki Batrakouli**, Institute of Psychosocial Development, Greece



K14

Work stress, bullying, and personality

Chair: Eva Demerouti, Utrecht University, Netherlands

Co-Chair: Lars Glasø, University of Bergen, Norway

- T.Sa3.G2:1 Core Self-evaluations in Greece: Relative Effects on Life Satisfaction, Affective Disposition and Employee Attitudes
Ioannis Nikolaou, Athens University of Economics and Business, Greece, Timothy Judge, University of Florida, United States
- T.Sa3.G2:2 Stress in the Workplace and its Relationship to Personality
John Hackston, Penny Moyle, OPP Ltd, United Kingdom
- T.Sa3.G2:3 Personality and Interpersonal Problems among Victims and Perpetrators of Bullying at work.
Lars Glasø, Morten Nielsen, Ståle Einarsen, University of Bergen, Norway
- T.Sa3.G2:4 Mental workload factors in virtual work and their measurement
Niina Kokko, Matti Vartiainen, Helsinki University of Technology, Finland
- T.Sa3.G2:5 Examination of Relationships between Sociodemographic Variables, Job Stressors, Burnout and Hardy Personality in Nurses
Eva Garrosa, Raquel Rodríguez-Carvajal, Macarena Gálvez, UAM, Ana Sanz, Universidad Autónoma de Madrid, Spain

K22

Performance

Chair: Arnold Bakker, Erasmus University Rotterdam, Netherlands

Co-Chair: Luis Arciniega, Instituto Tecnológico Autónomo de México, Mexico

- T.Sa3.I:1 Salary Gaps, Cultural Variables and Competitiveness: A Comparative Study in 11 Countries.
Luis Arciniega, José Ojeda, Instituto Tecnológico Autónomo de México, Mexico
- T.Sa3.I:3 Complexity theory: a new perspective in dynamic performance research
Pedro José Ramos, University of Barcelona,
Antonio León García-Izquierdo, University of Oviedo, Susana Vicente, Carolina Garrido, University of Barcelona, Spain
- T.Sa3.I:4 Workforce Vitality - Conceptualization and Validation of an Active Performance Concept at the Group-level
Luc Dorenbosch, Marc Van Veldhoven, Tilburg University, Netherlands
- T.Sa3.I:5 Top Management Team Performance as Perceived by Middle Managers: The Importance of Moral Leadership
Anneloes Raes, Ursula Glunk, Marielle Heijltjes, Robert Roe, Maastricht University, Netherlands

K24

Organizational climate

Chair: Paul Jiménez, University of Graz, Austria

Co-Chair: Michael Bashshur, Universitat Pompeu Fabra, Spain

- T.Sa3.J:1 The Relationship between Organizational Climate and Organizational Performance: Examining Temporal Order
Karina van de Voorde, Marc Van Veldhoven, Jaap Paauwe, Tilburg University, Netherlands
- T.Sa3.J:2 Designing Interventions for a Healthy Work Place with The Usage of Facets of Job Satisfaction: Results of two Longitudinal Studies
Paul Jiménez, University of Graz, Austria
- T.Sa3.J:3 When Supervisors and Their Teams Disagree: The Effect of Climate Misperceptions on Team Outcomes
Michael Bashshur, Universitat Pompeu Fabra, Vicente Gonzalez-Roma, Ana Hernandez-Baeza, University of Valencia, Spain
- T.Sa3.J:5 Organizational Climate and Commitment: a Case Study at a Public University Hospital
Antonio C Ribeiro-Tupinamba, Federal University of Ceará Brazil, Raquel Feitosa, HUWC, Fatima Sena, UFC, Ana Berg, HUWC, Tiago Oliveira, Sulamita Feijao, UFC, Brazil



11:50 - 13:20 THEMATIC SESSIONS

K12

Leadership models

Chair: John Arnold, Loughborough University, United Kingdom

Co-Chair: Diana Rus, Erasmus University Rotterdam, Netherlands

- T.Sa3.K:1 Does Transformational Leadership Help to Reduce Employee Absence from Work?
John Arnold, Loughborough University, Nadine Mellor, Kristin Hollingdale, HSL, United Kingdom
- T.Sa3.K:2 A Multilevel Examination of Leader-member Exchange (LMX) and Employee Attitudes, Behaviours & Performance: What Role for the Leader?
Michael Clinton, Alexandra Budjanovcanin, David Guest, King's College London, United Kingdom
- T.Sa3.K:3 The Role of Self-leadership in an entire Leadership Process
Panja Andreßen, Udo Konradt, Christian-Albrechts-Universität zu Kiel, Germany
- T.Sa3.K:4 Leader Self-Definition and Leader Self-Serving Behavior
Diana Rus, Daan van Knippenberg, RSM - Erasmus University Rotterdam, Barbara van Knippenberg, Vrije Universiteit Amsterdam, Netherlands
- T.Sa3.K:5 Transformational and Transactional Leadership: The Augmenting Effect on Organizational Culture and Identification with the Organization
Athena Xenikou, Katerina Georgada, Aristotle University of Thessaloniki, Greece

K15

Creativity innovation

Chair: Angel Barrasa, University of Barcelona, Spain

Co-Chair: Eric Rietzschel, University of Groningen, Netherlands

- T.Sa3.L:1 Creating Creativity and Innovation: The Social Dimension of Creativity and Innovation
Margarida Piteira, **Jorge Gomes**, Instituto Superior de Psicologia Aplicada, Portugal
- T.Sa3.L:2 Tenure and Innovation in Teams: Cross-level Research in Different Organizational Contexts
Angel Barrasa, Autònoma University of Barcelona, Spain, Michael A. West, Aston University, United Kingdom, Francisco Gil, Complutense University of Madrid, Spain
- T.Sa3.L:4 Personal Need for Structure and Creative Performance: The Moderating Influence of Fear of Invalidity
Eric Rietzschel, University of Groningen, Carsten De Dreu, Bernard Nijstad, University of Amsterdam, Netherlands



10:00 - 13:20 POSTER SESSIONS

Productivity and service quality

- P.Sa.A:02 What's in a Name? An Exploration of the Name-Letter Effect in Organizational Attraction
Frederik Anseel, Wouter Duyck, Filip Lievens, Ghent University, Belgium
- P.Sa.A:03 Work Related Attitudes as predictors of Employee Absenteeism
Adriaan Viviers, Christelle Van der Westhuizen, University of South Africa, South Africa
- P.Sa.A:04 Teaching Laymen in a Personality Theory can Improve at Work and in Life
Rolf Kenmo, Humankonsult AB, Sweden
- P.Sa.A:05 Individual Value Preferences Among Romanian Noncommissioned Officers
Cristina Tat, Mihaela Grigoras, Stefan Lita, Ministry of Internal Affairs, Romania
- P.Sa.A:06 Shiftwork Management: the Perceptions of Organizational Actors
Isabel Silva, José Keating, University of Minho, Portugal
- P.Sa.A:07 Productivity In Small Manufacturing Plants In Hermosillo City, México
Rodrigo Parada, Elva Leticia Parada, University of Sonora, Mexico
- P.Sa.A:09 Serving Healthcare Consumers with Information about Physician Quality: The Effect of Presentation Format and Penchant to Seek Information on Consumers' Choice of Doctor
Sigríð Gustafson, American Institutes for Research (AIR), Kristin Carman, Christian Evensen, Pam Dardess, AIR, Jeanne McGee, McGee & Evers Inc., Judith Hibbard, Univ. of Oregon, United States
- P.Sa.A:11 Service Encounter Triadic Systemic Spheres Framework: A new Conceptualisation from a Psychological Perspective
Valentina Monducci, Gianni Marocci, Florence University, Italy
- P.Sa.A:12 A Theoretical Model for the Evaluation of the Quality of the Learning Outcome Based on Expectation and Perception by School Stakeholders
Sara Cervai, Barbara Anna Fabbro, Luca Cian, University of Trieste, Italy, Alicia Berlanga, Catedra UNESCO de Direcció Universitaria, Spain
- P.Sa.A:13 Staff Burnout and Patient Satisfaction of the Quality of Health Care
Bianca Dell'Olivo, **Piorgiorgio Argentero**, Maria Santa Ferretti, University of Pavia, Italy
- P.Sa.A:15 Waiting Lists in Italian Public Health Service: A Qualitative Survey Conducted Through Focus Groups
Alessandra Falco, Alessandra Piccirelli, Laura Dal Corso, Anna Lombardo, University of Padua, Italy

- P.Sa.A:16 Services for alternative measures to detention among social assignment, cultures and organizational needs
Caterina Gozzoli, Lara Orlando, **Laura Galuppo** Università Cattolica del Sacro Cuore, Italy

Career planning and occupational choice

- P.Sa.B:01 The Relationship between Motives, Career Anchors and Career Planning of Early Careerists
Maria Järnlström, Tiina Hautala, University of Vaasa, Finland
- P.Sa.B:02 Bending over Backwards; Flexible Approaches to Career Management in Organisations
Catherine Steele, Jan Francis-Smythe, University of Worcester, United Kingdom
- P.Sa.B:03 The Importance of Organisational Support for Successful Individual Career Management
Sandra Haase, Jan Dr. Francis-Smythe, University of Worcester, United Kingdom
- P.Sa.B:04 Designing a Career by Designing One's Own "Game of Life": A Study of University Students
Toshiko Kikkawa, Keio University, Japan
- P.Sa.B:05 Career of Educational Organization Managers: Gender Aspect
Olena Bondarchuk, Institute of Post-Graduate Pedagogical Education, Ukraine
- P.Sa.B:06 Determinants of the Level of Job Satisfaction and Quality of Life of Female Executive Officers and Women Working Freelance in Poland, France, Britain and the U.S.
Grazyna Bartkowiak, University of Economics, Poland
- P.Sa.B:07 Time Lagged Effects of Networking on Career Success: A Two-year Prospective Study
Andreas Grau, Dresden University of Technology, Hans-Georg Wolff, Klaus Moser, University of Erlangen-Nürnberg, Germany
- P.Sa.B:08 How Professional Trajectory, Could Develop Future Executive's Maturity And Sense Of Responsibility
Maryse Dubouloy, ESSEC, France
- P.Sa.B:09 Types of Decision-makers and Self-esteem, Self-efficacy, Perception of Cognitive Failure, Personality and Life Satisfaction in a Sample of Trainees
Annamaria Di Fabio, Lara Busoni, **Letizia Palazzeschi**, University of Florence, Italy
- P.Sa.B:10 Decisional Styles in an Organisational Context: A Primary Contribution to the Italian Version of the General Decision Making Style (GDMS)
Annamaria Di Fabio, Vincenzo Majer, Giorgio Cappelli, **Letizia Palazzeschi**, University of Florence, Italy



10:00 - 13:20 POSTER SESSIONS

P.Sa.B:11 An Experience of Professional Orientation with Young People from the Community of the City of Fortaleza (Brazil)
Antonio C Ribeiro-Tupinamba, Andrea Girao-Oliveira, Mara Aguiar Federal University of Ceará Brazil, Brazil

P.Sa.B:13 Examining the Unidimensionality of the Work Locus of Control Scale (WLCS) in Adolescents
Georgia Koumoundourou, Michel Kassotakis, University of Athens, Greece

P.Sa.B:14 Characterising Occupations by Aspects: Relation between Typical Level, Within-Occupational Variance, and Core Aspects
Toni Babarovic, Iva Sverko, The Ivo Pilar Institute of Social Science, Croatia

Organizational change and development

P.Sa.C:03 Validation and standardization of the employee survey questionnaire (ESQ)
Bernad Batinic, University of Linz, Austria

P.Sa.C:05 The Development of Flow Leads to Development of Health and Efficiency- Two Case Studies
Göran Skarman, Humanik, Sweden

P.Sa.C:07 Dilemma, Ambiguity and Success in Human Resource Due Diligence
Dr. Matthias Rosenberger, Heiko Schulz, **Frank Menzel**, Elements and Constructs GmbH, Germany

Changing employment relations

P.Sa.D:01 Part Time Working Managers and Their Tasks: A Closer Look at Implementation and Interpretation
Anja Mücke, Martina Zölch, SGAOP / FSP, Switzerland

P.Sa.D:02 A Contract Agency's Struggle for Committed Employees: Can HRM Reduce Bad Work Effects like Reduced Commitment and Turnover Intention?
Brigitte Kroon, University of Tilburg, John Willems, Welten, Netherlands

P.Sa.D:04 To Know or to Believe you Can? The Role of Entrepreneurial Knowledge and Self-Efficacy for Small Business Growth
Jens Unger, Stefanie Krauss, Audi AG, Michael Frese, University of Giessen, Germany, Johannes Rank, University of Surrey, United Kingdom

P.Sa.D:05 Self-employment: Appropriateness of South African Human Resources Management and Industrial Psychology training
Ruan Van der Walt, University of Pretoria, South Africa

P.Sa.D:06 Gender Differences in the Development of Entrepreneurial Intentions
José C. Sánchez, Ana Lanero, Amaia Yurrebaso, University of Salamanca, Spain, José J. Villanueva, Universidad Autónoma de Tamaulipas, Mexico, Otavia D'Almeida, **Bianca Tejero**, University of Salamanca, Spain

Organizational learning and knowledge transfer

P.Sa.F:01 Learning Culture: A scale of Measurement and its Bi-dimensionality
Teresa Rebelo, Adelino Duarte Gomes, Leonor Cardoso, University of Coimbra, Portugal

P.Sa.F:02 Organizational Learning and Leadership in Firm ISO 9001
Alexandre José Oliveira, Universidade do Estado do Rio Grande do Norte Brazil, Brazil, Luis González-Fernandez, Agostinha Mafalda Barra Oliveira, Universidade de Salamanca, Spain

P.Sa.F:03 Turning Experiences into Knowledge and Success: the role of Learning Strategies
Michael Gielnik, Jens Unger, Justus-Liebig-Universität Giessen, Christine Hilling, Johann Wolfgang Goethe Universität, Michael Frese, Justus-Liebig-Universität Giessen, Germany

P.Sa.F:04 Qualifying Graduate Students for Future Practice in a Romanian-German Collaboration
Catalina Zaborila, **Zoltan Bogathy**, Corina Ilin, West University Timisoara, Romania, Ute Schmidt-Brasse, PSYCON, Germany

P.Sa.F:05 Knowledge Sharing among Subcultures in an Expert Organization
Margit Raich, **Julia Müller**, University of Innsbruck, Austria

P.Sa.F:06 Knowledge Management: Contributions Towards Conceptualization and Operationalization
Samuel Monteiro, Universidade da Beira Interior, Leonor Cardoso, Universidade de Coimbra, Portugal

P.Sa.F:07 A Process Approach to Creating Tacit Knowledge through Apprenticeship - A Case Study in Nuclear Power Plants
Katri Säämänen, Helsinki University of Technology, Finland

P.Sa.F:09 Knowledge Transfer through Communities of Practice
Micky Kerr, University of Leeds, United Kingdom

P.Sa.F:10 Pre-Emergencies: Collective Activities and Communications in Emergencies Situations
Massimiliano Spano, Gian Piero Quaglino, Spano Montagna, University of Turin, Italy



10:00 - 13:20 POSTER SESSIONS

Work stressors

- P.Sa.G:1 Stress and Job Satisfaction among Air Force Military Pilots
Khodabakhsh Ahmadi, Iraj Yasai, Alireza Kolivand, Baqiyatallah University of Medical Science, Iran
- P.Sa.G:2 Scientific productivity and job satisfaction of young academics: Relationships with mentoring, stressors and motivational trait variables
Johannes Rank, University of Surrey, United Kingdom, Alicja Polednja, Kathrin Van Schoonderwaldt, University of Giessen, Germany, Tammy D. Allen, University of South Florida, United States
- P.Sa.G:3 Workplace Psychological Aggression: Results of a National Survey of U.S. Workers
Paula Grubb, Jamie Snyder, Jessica Keel, James Grosch, Rashaun Roberts, CDC/NIOSH, Bonnie Fisher, University of Cincinnati, United States
- P.Sa.G:4 The Relationship between Occupational Stressors, Occupational Stress and Burnout among Trauma Unit Nursing Staff
Gideon Steyn, Jennifer Spies, University of Pretoria, South Africa
- P.Sa.G:5 Predictors of Work Stress and Organizational Commitment in Higher Education Faculty
Ludmila Praslova, Vanguard University of Southern California, Steve Tussing, Nicole Carlson, Dustin Johnston, George Fox University, United States
- P.Sa.G:6 Videoterminals Stress and Personality
Valeria Caggiano, Elisa Zuccari, Mariangela Cersosimo, Arrigo Pedon, **Paula Benevene**, Lumsa Università, Italy
- P.Sa.G:7 Work Stress in Teachers: Design and Analysis of a Questionnaire
Isabel Rodríguez, M.Jesús Bravo, University of Valencia, Spain
- P.Sa.G:8 What can balance the effort?
Dirk Lehr, Philipps University Marburg, Germany
- P.Sa.G:9 Organizational antecedents of workplace bullying: application of job demands-resources model
Alfredo Rodríguez-Muñoz, Bernardo Moreno-Jiménez, E. Morante, R. Rodríguez, Universidad Autonoma de Madrid, Spain

Work-family interface

- P.Sa.H:01 Work-life Balance: Decisions and Discourses
James Moir, University of Abertay Dundee, United Kingdom

- P.Sa.H:02 Maintaining the Balance - Experiences of Work-Life Balance, and How they Link to Personality
Paul Deakin, John Hackston, OPP Ltd, United Kingdom
- P.Sa.H:03 Work-Life Balance: Policies, Processes and Problems
Dean Bartlett, London Metropolitan University, United Kingdom
- P.Sa.H:04 Utility of Welfare Solutions: a Group Analysis of Subjects Within a Multinational Corporation
Claudio Giovanni Cortese, Chiara Ghislieri, Simona Ricotta, University of Turin, Italy
- P.Sa.H:05 Material Well-being, Health and Satisfaction with Marriage of Young Families as Manifestation of «Work-Family» Conflict
Irina Yakimanskaya, Orenburg State University, Russian Federation
- P.Sa.H:06 Work-life Conflict: a Research Tool for the Italian Reality
Chiara Ghislieri, Lara Colombo, Claudio Giovanni Cortese, University of Turin, Italy
- P.Sa.H:07 A Comparative Study of Coping Mechanisms and Job Burnout among Iranian and Indian High School Teachers
Shahnaz Mohammadi, University of Teacher Training, Iran, Bhaskar R. Shejwal, University of Pune, India
- P.Sa.H:08 The Portrayal of Gender Role Interchange Through Work-Family Television Messages
Eduardo R. Infante, University of Sevilla-Spain, Spain
- P.Sa.H:09 An Intangible Value Scale for a Family Owned Business
Mark Stone, **David Yesko**, Adler School of Professional Psychology, United States
- P.Sa.H:10 Work-Personal Life Interaction of African and White South African Employees: A Phenomenological Study
Karina Mostert, **Eileen Koekemoer**, North-West University, South Africa

Organizational behavior

- P.Sa.I:02 Explaining Sexual Harassment from the Actor™s Perspective: The Role of Organizational Justice and Personality Variables
Franciska Krings, University of Lausanne, Stéphanie Facchin, University of Neuchâtel, Switzerland
- P.Sa.I:04 The Role of Attachment Thoery in Improving Organisational Effectiveness
Gary Pheiffer, Laura Voss, **Rachel Dales**, **Anna Barras**, London Metropolitan University, United Kingdom



10:00 - 13:20 POSTER SESSIONS

- P.Sa.I:05 Blowing the Whistle on Whistleblower Research
Gerard Seijts, **Dan Crim**, University of Western Ontario, Canada
- P.Sa.I:06 Relations Between Socialization's Domains, Job Satisfaction and Burnout in Spanish Hotel Industry
Margarita Bravo, Francisca Rius, F. Manuel Montalbán, Auxiliadora Durán, F. Javier Alcalde, University of Málaga, Spain
- P.Sa.I:08 Empathy and Occupational Commitment as Determinants of Organizational Citizenship Behaviour in Group of School Teachers
Sylwiusz Retowski, Warsaw School of Social Psychology, Daniel Kochanowski, University of Gdansk, Poland
- P.Sa.I:10 Personal Characteristics as Predictors of Whistleblowing and its Consequences
Brita Bjørkelo, Stig Berge Matthiesen, Ståle Einarsen, University of Bergen, Norway
- P.Sa.I:11 Perceived Organizational Support and Employee Health and Empowerment: The Mediating Role of Emotions at Work
Kathryne Dupre, Kara Arnold, Memorial University, Canada
- P.Sa.I:12 Are Personality Characters The Determinative Of The Organizational Citizenship Behaviour?
Mahmut Ozdevecioglu, Erciyes University, Turkey

Organizational communication and social responsibility

- P.Sa.J:01 Health Promotion through Dialogue Training in a Work Group - a Pilot Study of the Process and Effects on Work Environment and Subjective Health
Gunnar Ahlborg, **Christina Grill**, Institute of Stress Medicine, Björn Karlson, Lund University Hospital, Mats Eklöf, Sahlgrenska Academy, Amir Baigi, Göteborg University, Sweden
- P.Sa.J:02 Effects of Training in three Different Communication Skills (Neutral, Listening and Speaking) on Performance of a Helping Interview.'
Per Eisele, Dignus Medical, Sweden
- P.Sa.J:03 The relevance of informal communication in Learning Organizations
Detlev Liepmann, Kathrin Heinitz, Simone Smolka, Vanessa von Thenen Menna Barreto, Freie Universität Berlin, Germany
- P.Sa.J:05 Study of In-depth Semantics of Inter-Personal Relations in Organizations
Aleksandr Frantsev, Institute of Psychology, Ukraine

- P.Sa.J:06 The role of trade organization employees' gender and term of employment in effective customer-oriented business communication
Olena Nevzorova, Institute of Psychology, Ukraine
- P.Sa.J:07 Psychosocial Work Environment in the Church of Sweden - an explorative study
Ann-Sophie Hansson, Uppsala University, Sweden
- P.Sa.J:08 The Process of Closing Down a Factory: Managers' Ethical Behaviour.
Conceição Soares, **Eva Dias de Oliveira**, Portuguese Catholic University, Portugal
- P.Sa.J:09 Corporate Social Responsibility: Swedish Perspectives
Kristina Danilov, Stockholm University, Sweden

Leadership and culture

- P.Sa.K1:01 Financial Executives' Perceptions of Workplace Safety: A Comparison between Mid-size and Large-size Companies
Yueng-Hsiang Huang, Liberty Mutual Research Institute for Safety, Peter Chen, Sarah DeArmond, Colorado State University, Chris Sablynski, Sacramento State University, United States
- P.Sa.K1:02 Improve Leadership Management in the Mobbing Prevention. A Model of Organizational Climate Analysis.
Massimo Bustreo, Luciana Castelli, Davide Jabes, Anna Missaglia, IULM University, **Serena Cubico**, University of Verona, Italy
- P.Sa.K1:03 Financial Executives' Perceptions of Safety Performance, Safety Programs and Safety Personnel
Yueng-Hsiang (Emily) Huang, Liberty Mutual Research Institute for Safety, Sarah DeArmond, Peter Chen, Colorado State University, United States
- P.Sa.K1:04 Leadership and Aging "Contents and Methods of Transmission of Leadership Experiences between Organizational Generations
Lorenzo Tesio, Laura Viada, University of Turin, Italy
- P.Sa.K1:06 What is good Leadership? Implicit Leadership Prototypes in a Collectivistic and Individualistic Culture
Magdalena Nikolova, John Antonakis, University of Lausanne, Switzerland
- P.Sa.K1:07 Family Situation and Psychological Well-being of University's Managers: Gender and Cultural Differences
Tatyana Bendas, Orenburg State University, Russian Federation



10:00 - 13:20 POSTER SESSIONS

Decision making

- P.Sa.K2:01 Effects of Forewarning vs. Premature Praise on Entrapment-Further Evidence for Preference-Consistent Information Processing as a Mediator
Frank Vogelgesang, Stefan Schulz-Hardt, Felix Pfeiffer, Andreas Mojzisch, Georg August, University Goettingen, Germany
- P.Sa.K2:03 Integrating Working Environment Aspects into Management Planning
Christine Strangert, Communication Research Unit, Sweden
- P.Sa.K2:04 Personality, Cognitive Abilities and Decision-making Performance
Delia Mihaela Virga, West University Timisoara, Romania
- P.Sa.K2:06 Emotions and Risk Perception in Item Purchasing of Different Price
Marco Giovanni Mariani, **Salvatore Zappalà**, University of Bologna, Italy
- P.Sa.K2:09 Some aspects of investigation of the role of a construction company managing staff's system of values in decision-making
Olga Korol, Institute of Psychology, Ukraine
- P.Sa.K2:10 Small Business and Information Technology use in Decision-making: an Administrator's perception Analysis
Josefina Ochoa Ruiz, María Leticia Verdugo Tapia, Elva Leticia Parada Ruiz, José Angel Coronado Quintana, Amado Olivares Leal, Universidad de Sonora, Mexico

Cross-cultural research

- P.Sa.O:01 Impact of Power Distance on Some Innovation Stimulants
Zhang Zhang, UCD Smurfit Business School, Ireland
- P.Sa.O:03 Cross-Cultural Personality Assessment: Combining Emic and Etic Approaches to Adapting the 16PF
Scott Bedwell, IPAT, United States
- P.Sa.O:04 Effects of Work-related Norm Violations on Feelings of Shame and Guilt: Findings from The Netherlands and Turkey.
Nevra Ersoy Cem, Marise Born Ph., Henk Van der Molen, Erasmus University, Netherlands
- P.Sa.O:05 Constructing a Cross-Cultural Analysis Measure Instrument of Conflict in Organizations: a Comparison between an Italian and a Spanish Population Sample
Cristina Rolli, Michelangelo Vianello, Anna Lombardo, Elisa Maria Galliani, University of Padua, Giuseppe Santisi, University of Catania, Italy
- P.Sa.O:07 Different Cultures - Expectations for Future Cooperation
Annemarie De Beer, University of Pretoria, South Africa, Marghit Raich, Innsbruck University School of Management, Austria, Hannes De Beer, Deon Steyn, University of Pretoria, South Africa



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I would like to invite you to cooperation concerning research and application of the Farax method. Please, contact me to discuss your ideas on that issue.



Publications

Arvonen, J. (2002). Change, production, and employees - an integrated model of leadership. Department of Psychology, Stockholm University. (Doctoral Dissertation)

Arvonen, J. & Frantsi, T. (2005) Validity of 360-degree assessment, self-awareness, and effectiveness - A large-scale study. August 2005. FaraxGroup

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EXHIBITORS

Assessio AB, Sweden

Emerald, UK

IHPU Psykologiutbildarna, Sweden

Psychology Press, UK

SAGE Publications, UK

Studentlitteratur, Sweden

Wiley-Blackwell, UK

