

WAOP LEUVEN CONFERENCE 2018



Content of sessions

11:15-12:30 First Parallel session

1.1 Demands – Auditorium – Chair: Karen van Dam

Peikai Li, Toon W. Taris & Maria Peeters • *Appraisal of Challenge and Hindrance Demands: One Man's Meat, Another Man's Poison?*

Anahí Van Hootegem & Hans De Witte • *Qualitative job insecurity and informal learning: a longitudinal test of occupational-self-efficacy and psychological contract breach as mediators. Discussant: Jessie Koen*

Sven van As, Fiona Earle, Debby G. J. Beckers, Harm Veling, Stefi McMaster, Michiel A. J. Kompier & Sabine A. E. Geurts • *An experimental investigation of the impact of job-demands on physical activity behaviour*

1.2 Scale validation – Zaal Hadewijch (4+5) – Chair: Ivana Vranjes

Jana Deprez & Martin C. Euwema • *Incremental and radical innovative work behaviors: a validation study*

Yuri Scharp, Arnold B. Bakker & Kimberley Breevaart • *Playful Work Design: Development and Validation of a Questionnaire*

Steven Vanmarcke & Paul van Leest • *Conflict Negotiation Styles Questionnaire: Development and validation in a personnel selection context. Discussant: Reinout de Vries*

1.3 Job Search – Zaal Jan Van Heelu (6+7) – Chair: Nele De Cuyper

Leoni van der Vaart, Anja Van den Broeck, Ian Rothmann & Hans De Witte • *Motivational Profiles in Unemployment: A Self-Determination Perspective*

Sarah van den Hee, Edwin A.J. van Hooft & Annelies E.M. van Vianen • *A temporal perspective of job search: the relation between personality traits, motivation and job search behavior*

Lien Wille, Eva Derous & Bert Weijters • *Differentiating in a Unique Way or in a Similar Yet Different Way: What is The Best Positioning Strategy for Organizations?*

1.4 Personality – Zaal Isabella (2+3) – Chair: Hylco Nijp

Gloria Xiaocheng Ma, Marise Ph. Born, Paraskevas Petrou & Arnold B. Bakker • *Integrating dark vs bright personality traits and various work outcomes into the Agency-Communion framework*

Dinah Gutermuth & Melvyn Hamstra • *Gender Differences in Goal Pursuit Strategies*

Steffie Desart, Wilmar B. Schaufeli & Hans De Witte • *Exploring the relationship between burnout and personality*

13:30-14:45 Second Parallel session

2.1 Leadership 1 – Auditorium – Chair: Martin Euwema

Emma C. E. Heine & Jeroen Stouten • *Servant Leadership and Organizational Outcomes: The Mediating Roles of Employee Proactive Feedback Inquiry and Organizational Goal Clarity*. **Discussant: Roj Sijbom**

Wilfred van den Brand, Ida Wognum, Irina Nikolova & Sara de Hauw • *Can leadership style enhance or impoverish employee innovative work behaviour: the mediating role of psychological safety and team learning*

Wouter Robijn, Martin C. Euwema, Wilmar B. Schaufeli & Jana Deprez • *Social resources in the workplace: how leaders and teams strengthen work engagement through basic need satisfaction*. **Discussant: Kimberley Breevaart**

Katrin Riisla • *Winning by any Means Necessary, but at What Cost? Exploring the Relationship Between Leader Bottom-line Mentality and Employee Mental and Physical Health*

2.2 Performance – Perszaal – Chair: Pascale Le Blanc

Rowena Blokker, Jos Akkermans, Svetlana Khapova & Paul Jansen • *Prepare for the Start... Go! Examining the Role of Employability in Enhancing Academic Performance Before the School-to-Work Transition*

Sanne Feenstra, Jennifer Jordan, Janka Stoker & Frank Walter • *Self-serving Justifications Shape the Unethical Behavior of the Powerful*

Malte Runge & Jonas Lang • *Implicit Power Buffers the Emotionality/Counterproductive Work Behavior Relationship*

Eva van der Lans, Onne Janssen & Tim Vriend • *Why and when employees recognize fuzzy problems: A framework for problem recognition in complex problem situations*

2.3 Diversity – Zaal Hadewijch (4+5) – Chair: Eva Derous

Christopher Lennartz, Karin Proost & Lieven Brebels • *How a diversity statement and a woman's past claiming behaviour influence observers' validity rating of a gender discrimination claim*

Janna Behnke, Evangelia Demerouti & Sonja Rispens • *Diversity and inclusion from a JD-R model perspective*

Tim Vriend, Caroline Rook, Harry Garretsen, Janka Stoker & Manfred Kets de Vries • *The Effects of Cultural Dissimilarity on Self-Other Agreement in Leader-Subordinate and Leader-Superior Dyads*

Alko van der Wiel, Lieven Brebels, Sophie de Winne, Elise Marescau & Luc Sels • *A closer look into intra-team perceptions of HR differentiation and their relationships with employee outcomes*

2.4 Fatigue/recovery – Zaal Isabella (2+3) – Chair: Michelle Van Laethem

Krisna Adiasto, Debby Beckers, Madelon van Hooff, Sabine Geurts & Karin Roelofs • *Music listening and psychophysiological recovery from stress: A meta-analysis of experimental studies*

Jonas Dora, Madelon van Hooff, Robert Kurzban, Michiel Kompier, Sabine Geurts & Erik Bijleveld • *The opportunity costs of using the smartphone while engaging with a task*

Luuk van Iperen, Jan de Jonge, Josette Gevers & Steven Vos • *The Role of Recovery and Passion in Injury Incidence of Long-Distance Runners*

Céline Baele & Johnny R. J. Fontaine • *A componential emotion approach to moral distress episodes in health carers*

2.5 Conflict – Zaal Jan Van Heelu – Chair: Elfi Baillien

Valentijn Crijns • *How do intractable conflicts with the Dutch Tax office look? Characteristics of escalated conflicts between citizens and authorities*

Innocentina Obi, Katalien Bollen & Martin C. Euwema • *Servant Leadership and Leaders' Third Party Conflict Behaviors to buffer burnout: A Study in Women's Religious Congregation (WRC)*

Xiaolei Zhang, Katalien Bollen & Martin C. Euwema • *Peacemaking at work and at home*

Maria Bernarda Guerrero Calle, Martin C. Euwema, Katalien Bollen & Dolores Sucozhañay • *Our family is the best. Conflict management by male and female managers in family and non-family businesses*

15:15-16:30 Third Parallel session

3.1 Leadership 2 – Auditorium – Chair: Lieven Brebels

Vivi Gusrini Rahmadani & Wilmar B. Schaufeli • *The Role of Engaging Leadership on Team Work Engagement, Mediated By Team Resources*

Cyriacus Nwaka • *Leadership in schools promoting female teachers career ambitions: A Nigerian study*

Inge Brokerhof, Sandra Sucher, Matthijs Bal, Frank Hakemulder, P.W.G. Jansen & Omar Solinger • *Literature Reading, Moral Awareness and Empathy: The Impact of a Literature-based Leadership Intervention*

Anna Katharina Schopf, Emma C. E. Heine, H. M. Saidur Rahaman, Hanne Cosemans & Jeroen Stouten • *The relationship between (transformational and transactional) leadership and employees' cognitive processes.*

Discussant: Melvyn Hamstra

3.2 Diary studies/Daily events – Zaal Van Heelu (6+7) - Chair: Maria Peeters

Wei Liu, Dimitri van der Linden & Arnold B. Bakker • *Cognitive and risk-taking outcomes of strengths use and flow*

Daphne van der Kruijssen, Dorien Kooij, Marianne van Woerkom & Marc van Veldhoven • *The role of energetic mechanisms on fluctuations in job crafting behavior: a daily diary study*

Bregje van der Staak, Evangelia Demerouti, Philippe van de Calseyde, Rob Basten & Ton de Kok • *How to adjust statistical forecasts: the role of work- and personal characteristics in the planning task*

Gudrun Reindl, Jonas W. B. Lang & J. Malte Runge • *It's All About the Small Things – Daily Events at Work and Employee Well-Being*

3.3 Team – Perszaal – Chair: Jonas Lang

Jacoba Oedzes, Floor Rink, Frank Walter & Gerben van der Vegt • *Informal Hierarchy and Team Performance: The Importance of Considering Hierarchy's Origins*

Huatian Wang, Jia Li & Evangelia Demerouti • *How variety in top management team affects firm performance: The role of strategic flexibility*

Arne Vanderstukken, Irina Nikolova, Yennef Vereycken & Monique Ramioul • *Learning Apart Together: Facilitating Conditions for Virtual Team Learning*

Paul van Leest • *Values and team roles in personnel selection: conceptual and methodological considerations*

3.4 Resources – Zaal Isabella (2+3) – Chair: Joris Van Ruysseveldt

Hannah L. Moore, Arnold B. Bakker & Heleen van Mierlo • *What Happens When Strengths Go Unnoticed? The Role of Colleague Recognition and Organizational Support*

Marijntje Zeijen, Paraskevas Petrou, Arnold B. Bakker & Benjamin van Gelderen • *The link between support provision and the provider's work engagement: The role of the receiver's emotional demands and learning goal orientation. Discussant: Anja van den Broeck*

Piet van Gool, Evangelia Demerouti, Gerrit Rooks & Frank Rozemeijer • *Crafting Creative, and Energizing Interactions: The Role of Network Structure*

Maxim Laurijssen, Gerben van der Veg, Bernard Nijstad & Floor Rink • *Two Tales of Autonomy: Doing What You Love Trumps the Freedom of Doing*

3.5 Identify and Fit – Zaal Hadewijch (4+5) – Chair: Madelon van Hooff

Leon Hupkens • *Identity Systems: A systems theory approach to identity management*

Frederik Wermser, Susanne Täuber, Peter Essens & Eric Molleman • *Low Sense of Continuity and Functional Indispensability as Drivers of Post-Integration Organizational Identification*

Yanne Bogaerts, Rein De Cooman & Sara De Gieter • *Do employees have better family lives when they experience boundary management fit at work?*