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

Kriska 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 Crijs • 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 Sucofaña • 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 Gusriini 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 Cosmans & 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 Kruissens, Dorian Kooij, Marianne van Woerkom & Marc van Veldhoven • The role of energetic mechanisms on fluctuations in job crafting behavior: a daily diary study
Bregie 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, Ynenf 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
Marijnte 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?