

ABSTRACT TOPICS:

<p>1. Employment relations</p> <ul style="list-style-type: none"> • Industrial relations • Part-time work • Temporary employment • Employability • Union attitudes and participation • Power and influence • Globalization • Flexible work hours • Shift work • Psychological contracts 	<p>2. Positive organizational behavior</p> <ul style="list-style-type: none"> • Well-being • Engagement • Resilience • Personal growth and happiness • Organizational Citizenship Behavior • Organizational commitment and identification • Work motivation 	<p>3. Interventions</p> <ul style="list-style-type: none"> • Absenteeism and sick-leave • Stress management • Workplace health promotion • Prevention and intervention • Leadership development • Managing change • Consulting 	<p>4. Ethics and Sustainability</p> <ul style="list-style-type: none"> • Ethical issues in Organizational Psychology • Environmental preservation and protection • Sustainable development 	<p>5. Emotion in the workplace</p> <ul style="list-style-type: none"> • Emotional labor • Management of emotions at work • Emotion regulation • Emotions and organizational contexts • Work attitudes and values
<p>6. Employee stress and burnout</p> <ul style="list-style-type: none"> • Work stressors • Job insecurity • Burnout and fatigue • Psychobiological stress reaction • Recovery and unwinding • Coping and social support 	<p>7. Work-Life Interface</p> <ul style="list-style-type: none"> • Scheduling of work • Work-family balance • Work-family conflict • Family-friendly organizations 	<p>8. Employee selection</p> <ul style="list-style-type: none"> • Selection methods • Validity of tests • Cultural issues in selection • Job analysis and competency modeling • Fairness and applicant reaction 	<p>9. Organizational Change and Development</p> <ul style="list-style-type: none"> • Organizational change processes • Organizational development programmes • Mergers and acquisitions • Downsizing and outplacement • Outsourcing • Privatization • Managing organizational change • Consulting, coaching and counseling • Organizational learning • Knowledge transfer 	<p>10. Technology, work-design and human-machine-systems</p> <ul style="list-style-type: none"> • Managing technical innovation • Person-technology interface • Human factors and ergonomics • Cognitive load • Work analysis and evaluation • Work system design • Environmental stressors at work • Virtuality • Cyberpsychology • The digital environment

<p>11. Human resource management</p> <ul style="list-style-type: none"> • Reward systems • Performance appraisal • Talent management • Training and development • Career planning and management • Occupational choice and careers guidance • Diversity in the workplace • Discrimination and equality in the workplace • Strategic HR 	<p>12. Leadership and management</p> <ul style="list-style-type: none"> • Antecedents of constructive/destructive leadership • Outcomes of constructive/destructive leadership • Leadership development • Managing flexibility • Managing diversity • Conflict management • Negotiation skills and processes • Decision-making • Leadership and followership • E-Leadership and leadership in the virtual world 	<p>13. Global issues</p> <ul style="list-style-type: none"> • Climate change • Social Responsibility • Migration • Influencing policy 	<p>14. Performance and productivity</p> <ul style="list-style-type: none"> • Performance • Productivity • Service quality 	<p>15. Labor market issues</p> <ul style="list-style-type: none"> • Labor market entry • Socialization to work • Ethnicity and the labor market • Career patterns and mobility • Turnover • Unemployment • Return-to-work • The aging workforce and retirement
<p>16. Occupational and organizational safety</p> <ul style="list-style-type: none"> • Human error and accidents • Leadership and safety • Risk and safety management • Safety climate and safety culture • Reporting systems and event analysis 	<p>17. Conflict in organizations</p> <ul style="list-style-type: none"> • Trust • Organizational justice • Bullying and harassment • Violence • Conflict escalation • Conflict management • Counterproductive work behavior 	<p>18. Teams and workgroups</p> <ul style="list-style-type: none"> • Group and team processes • Inter-group relations at work • Team building and effectiveness • Team work, creativity and innovation • Diversity in work teams • Cyberspace and virtual teams • Teamwork in extreme environments 	<p>19. Research methodology</p> <ul style="list-style-type: none"> • Research design • Measurement and psychometrics • Statistics and methodological issues • Advances in quantitative research methods • Advances in qualitative research methods • Field and Experimental Research 	<p>20. Entrepreneurship / Self Employment</p> <ul style="list-style-type: none"> • Entrepreneurial personality and entrepreneurial decision making • Founding success and business success • Self-employment and Entrepreneurship • Family Business

<p>21. Organizational Structure, Culture and Climate</p> <ul style="list-style-type: none"> • Organizational structure and design • Organizational culture • Multi-cultural organizations • Organizational climate • Organizational communication • Organization theory • 	<p>22. Economic psychology, consumer behavior and marketing</p> <ul style="list-style-type: none"> • Financial decision making • Saving, spending, credit use, tax behavior • Financial crisis • Consumer behavior • Marketing 	<p>23. Emerging themes in I/O psychology</p>		
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ABSTRACT GUIDELINES

Please read this information carefully before proceeding to the online submission form.

IMPORTANT DATES

- Submissions accepted from: **May 2016**
- Submission deadline: **Tuesday 27th September 2016, Midnight GMT**
- Abstracts Notifications: **January 2017**

Abstracts received after the deadline will not be accepted!

TECHNICAL REQUIREMENTS

The internet abstract submission system works best with Internet Explorer 8.0 or higher, Mozilla Firefox 5.0 or higher and Chrome 16 or higher. Cookies and JavaScript need to be enabled.

INFORMATION

Abstracts can be saved in “DRAFT” status to be re-edited and modified until the submission deadline (**Tuesday 27th September 2016, Midnight GMT**). The submitting author will be required to create a user account. In order to log back into the portal please make a note of the username and password created during the process.

If you have successfully submitted your abstract, you will receive a confirmation number. If no confirmation number is received, the abstract cannot be considered as successfully submitted and accepted.

Abstracts fulfilling all criteria can be saved in “FINAL SUBMISSION” status. Only abstracts in “FINAL SUBMISSION” status will be considered as successfully submitted and accepted.

If you leave the system without saving the abstract all data is lost. The submitted/draft abstracts cannot be edited after the submission deadline (**Tuesday 27th September 2016, Midnight GMT**).

Please ensure that your abstract does not contain spelling, grammatical or scientific errors. No corrections are possible after the submission deadline. The abstract will be reproduced exactly as submitted. No proof reading will be done.

If you need to withdraw your abstract, a written statement reflecting the reasons for this decision must be sent to: eawop2017abstracts@mci-group.com no later than **Wednesday 4th February 2017**.

PROBLEMS SUBMITTING?

If you experience any kind of problem or if you have questions, please do not hesitate to contact the abstract management team on the contact details below:

Phone: +44 (0)1730 821969

Email: eawop2017abstracts@mci-group.com

General Information: eawop2017@mci-group.com

Registration: eawop2017@mci-group.com

GUIDELINES

The first author of an abstract is considered to be the presenter of this contribution at the EAWOP congress. As first author, each person may submit a maximum of three submissions. These can be either

- single papers
- oral presentations in a symposium or in a practitioner forum including being a discussant (if you are also the session chair or co-chair of this symposium/forum this only counts as one submission)
- posters
- being a chair or co-chair of a symposium/forum without authoring one of the single contributions of this symposium/forum

Not counting for this “rule of three” are the participation in a debate or panel discussion, or invited contributions such as a Keynote or Invited Symposia. Moreover, there is no restriction on the number of submissions as co-author.

Each submission includes a structured abstract. Please note that the structure of abstracts differs between the submission types (for details see below).

Theory papers may not be submitted as a single paper but as part of a symposium/forum.

The Program Committee will review all abstracts. In some cases abstracts may be rejected as oral presentations but accepted as posters.

Symposium / Forum

A Symposium/Forum is a multi-presenter session, either

- (a) Scientific Symposium
- (b) Practitioner Forum
- (c) Scientist-Practitioner Collaborative Forum

A Symposium/Forum provides reports of empirical research, innovative practice, and/or theoretical advancement. A Symposium/Forum includes a chairperson and four to six presentations, which may include a discussant. The person(s) submitting the symposium proposal is(are) the symposium chair(s). He/she/they should submit an integrated summary of the symposium plus all abstracts of the individual presentations. Symposium/Forum chairs are encouraged to strive for international diversity amongst the different abstracts. A Symposium/Forum must have participants from at least

two different affiliations and/or from academics and practitioners. A Symposium/Forum will be 60 to 90 min long (depending on the number of presenters and the decision of the program committee). Sufficient time should be allotted for audience participation.

Formal Submission Requirements

Max. 250 word structured abstract of the overall symposium/forum (integrated summary) plus max. 250 word structured abstract for each presentation.

Abstracts of the overall symposium/forum are structured:

- State of the Art
- New Perspectives/Contributions
- Research/Practical Implications

Abstracts of an empirical paper in a symposium/forum are structured:

- Purpose
- Design/Methodology
- Results
- Limitations
- Research/Practical Implications
- Originality/Value

Abstracts of theoretical presentation in a symposium/forum are structured:

- State of the Art
- New Perspectives/Contributions
- Research/Practical Implications
- Originality/Value

Examples of submissions

- A collection of presentations discussing empirical work or a combination of empirical and theoretical work about a common topic or research question.
- A collection of presentations discussing actual or potential work implementing WO techniques or addressing WO issues in organizations. These might include discussing new challenges in the work environment and innovative solutions to these challenges using the principles of WO psychology.

- A collection of presentations focusing on a single collaboration or on multiple collaborative efforts between academics and practitioners. The focus could be on the issues related to conducting such collaborations or the results of such collaborations.

Poster

- (a) Scientific Poster
- (b) Practitioner Poster
- (c) Scientist-Practitioner Poster

Posters are short research or innovative practice presentations displayed on large printed boards (**1.20 x 0.84 meter; portrait format**). Individual posters will be clustered in poster sessions by the Program Committee. Poster sessions will be 45 or 60 minutes long. At each poster session, many authors simultaneously present their posters and the audience circulates and stops to discuss posters of particular interest with the authors. Presenters of the posters are kindly asked to bring handouts on their poster to the session for interested visitors.

In addition, the program committee will arrange accepted posters with a common theme into Interactive Poster Sessions. An Interactive Poster Session is a dynamic forum among presenters, a facilitator, and the audience, intended to encourage discussion and sharing of multiple perspectives. Each Interactive Poster Session features 6-8 posters on a common theme. In the beginning of the Interactive Poster Session, each presenter introduces her/his poster with a brief statement about objectives and results (approx. 3 minutes each). This round robin intro is led by a facilitator. A brief informal discussion (questions, comments, etc.) follows this introduction. The second part of the Interactive Poster Session is similar to traditional poster sessions, with audience members visiting posters and interacting with the presenters. Interactive Poster Sessions will have the same overall time length as regular poster sessions (i.e., 45 or 60 minutes). Authors who do not wish their posters to be considered for an Interactive Poster Session can indicate this when submitting the poster. Opting out of the pool for an Interactive Poster Session does not have any impact on the chances of a poster to be accepted to the EAWOP congress.

Formal Submission Requirements

Max. 250 word structured abstract:

- Purpose
 - Design/Methodology
 - Results
 - Limitations
 - Research/Practical Implications
 - Originality/Value
-

Single paper (Oral, Keynote* and State of the Art*)

*** by invitation only**

- (a) Scientific Paper
- (b) Practitioner Paper
- (c) Scientist-Practitioner Paper

Single papers present innovative research or practice projects. Presentation time 15 minutes per contribution including time for questions and discussion. Single papers will be composed of coherent groups by the program committee. One or two participants will be asked to moderate the group. For Keynotes, State of the Art presentation there is usually 45 minutes for presentation.

Formal Submission Requirements

Max. 250 word structured abstract:

- Purpose
 - Design/Methodology
 - Results
 - Limitations
 - Research/Practical Implications
 - Originality/Value
-

Debate (2 persons plus facilitator) / Panel Discussion (4-5 panelists plus facilitator)

Debate / panel discussion sessions include a controversy with up to 5 panelists and one facilitator, discussing a controversial topic from different perspectives. Discussion time will be 75 minutes, followed by 15 minutes open discussion with the audience.

Formal Submission Requirements

Max. 500 word extended structured abstract:

- Purpose
 - Controversial Perspectives
 - Implications for Research/Practice
 - Expected Audience: < 30 persons, 30-60 persons, > 60 persons
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Model example of a congress abstract

What is a good abstract? A sample study
Sharon X and John Y, Institute of Work and Organizational Psychology

- **Purpose**
It often depends on the abstract whether readers read an article or not. Despite the omnipresence of abstracts in psychology, no research so far has explored which elements make abstracts more informative. Building on the Theory of Scientific Communication by Yu and Me, we hypothesized that abstracts are perceived as more informative if they contain an introductory sentence, a reference to at least one theory, an explicit hypothesis, a description of the design (including the number of participants), a statement about the statistical approach, a summary of the results, and implications for research. Furthermore, we argued that mentioning implications for practice matters only for applied subfields of psychology.
- **Design/Methodology**
To test these assumptions, we sampled 50 abstracts from five international psychology conferences. Two subject matter experts rated the above characteristics for each abstract. Master students in psychology (N = 45) rated the informativeness of all abstracts.
- **Results**
Multilevel analyses conducted with MLwiN supported all hypotheses.
- **Limitations**
It remains to be tested how much our results generalize to other fields of science than psychology and to non-English speaking conferences.
- **Research/Practical Implications**
These results imply that submitters of abstracts should follow the conventions of Yu and Me if they want to increase the chances of abstract acceptance.
- **Originality/Value**
To our knowledge, the study is the first to systematically analyze abstracts, and it exemplifies how an abstract submitted to the EAWOP conference should look like.