

EAWOP 2017

PSI President Welcome

Dear Colleagues, Delegates and Friends,

We are so proud to welcome each of you to the 18th European Association of Work and Organizational Psychology Congress in 2017 in Dublin.



On behalf of the Psychological Society of Ireland, *Céad Míle Fáilte* – a hundred thousand welcomes! It is such a great honour to host the extraordinary, highly respected lineup of speakers whose combined accreditations, and experience alone accounts for many hundreds of years of knowledge and proficiency in their areas of expertise. Access to this dedicated community of professional will allow our almost 1,800 delegates from 60 countries to expand their contribution to the advancement of EAWOP and apply new ideas and techniques to research and professional settings on returning home. The Congress is the result of dedicated work and international collaboration amongst esteemed academics from multiple universities and institutions.

The major focus this year: *“Enabling Change through Work and Organizational Psychology”* and opportunities and practices to meet the needs of businesses and organizations allowing them to maximize their efficiency, truly is one that touches every person in every organization across the globe. Ethics, discrimination, diversity, stress, work-related health issues, the ever-evasive work/balance relationship, - and so many more topics that effect people in their day-to-day lives – will be addressed by some of the most esteemed people in our profession over the course of four days. The breath of topics being presented by such pioneering and dynamic keynote speakers and presenters reflect the significant global role Psychology plays in promoting and protecting the quality of life in our workforce.

I not only encourage you to participate to the fullest extent possible in the academic program, but also in the social activities. Immerse yourself in the warm hospitality and cultural treasures of the Irish people on our beautiful island. This Congress provides each of us with an enviable platform to learn from Oscar-worthy experts as well as our peers. Take advantage of the many opportunities to meet different people, establish new contacts, renew old acquaintances and share ideas, As we say here in Ireland: *Go n-eirí an bother leat!* (Good luck!)

I look forward to meeting you!

Michele Coyle
President Psychological Society of Ireland

EAWOP President Welcome

Dear Colleagues and Friends,

Welcome to the 18th Congress of the European Association of Work and Organizational Psychology!



The biennial EAWOP congress has become a fixture in the calendar of many work and organizational psychologists not only in Europe but worldwide. In Dublin there will be more than 1,700 participants from 60 countries. Not only has work and organizational psychology grown as a field, but EAWOP has gained recognition as a leading professional association. At the General Assembly we will discuss how we can translate these promising developments into more immediate impact of work and organizational psychology on policy-making and implementation at regional, national, and international levels.

The congress will be a great opportunity for learning and personal exchange, showcasing the newest developments in research and practice on the main theme of "Enabling Change through Work and Organizational Psychology" and other salient topics such as employee well-being, team processes, engagement and leadership. A special event will be the symposium on refugee integration which comprises presentations of all the projects that were sponsored through the special EAWOP call last year.

Besides the academic program many special sessions have been organized where congress participants can explore ways to get more involved in the community of work and organizational psychologists. You are invited to join receptions to find out more about the 2018 summer school for young researchers to be organized in Greece, the next Small Group Meetings, the WorkLab meetings with practitioners, and the European Journal of Work and Organizational Psychology and Organizational Psychology Review. There will also be a session on the Specialist Certificate in Work and Organizational Psychology and a "Meet the Editors" session, where editors of several of the most important journals in our field will be present to discuss with you. As in Oslo, we have organized a "Breakfast with the President" where I hope to especially meet all EAWOP newcomers to learn about your expectations and ideas on the congress and EAWOP more generally. Finally, I look forward to discussing with full members and constituents during the General Assembly on May 18, during which we will also elect three new members for the Executive Committee and the next EAWOP president.

The local organizers have worked incredibly hard to make this congress possible. Enjoy this wonderful event with all its many facets - welcome to Dublin!

On behalf of the Executive Committee,
Best regards,

Gudela Grote
EAWOP President

EAWOP 2017 Congress Chair

Welcome friends and delegates!

From the beginning we wanted to make this a congress about global issues and we settled on ‘enabling change’ since it is central to our activities as researchers and practitioners – we all of us desire to make a difference. We wanted to demonstrate that little changes can have a big impact (although not always the one you want, expect or deserve!) and so we decided this congress would be paperless to satisfy the need to be ecologically minded. This theme will resonate throughout the congress activities. The Congress Dinner will take place in the Guinness Storehouse (now owned by Diageo) where the Guinness family established the first truly worker-minded business even if their motivation was not entirely worker satisfaction. The practice of providing good working conditions for employees in this country arguably has its home in Guinness. We hope many of you will join us there to share the unique and interactive experience, good food, dancing and a little history.



Pursuing this theme, Thursday has been designated “Random Act of Kindness Day”. Consider this the largest field study in which you are ever likely to be asked to participate. Unexpected kindness can change the social milieu (for both the giver and the receiver) enabling rich opportunities to open up – we hope you will enter into the spirit of the day and its many benefits.

For some of you this is probably your first time in Dublin. Although the congress will take up much of your time, do some exploring and sightseeing of the city and the surrounding countryside. Dublin is a Viking city founded over 2,000 years ago and was home to literary giants such as Joyce, Shaw, Beckett, Wilde, and Behan. Most sights are within walking-distance as Dublin is small city. Irish people are friendly and welcoming, and enjoy the company of visitors.

This Congress has been a collaboration of many minds and disciplines in W&OP both from the research and practitioner sides of the house, and these exchanges have greatly enhanced the variety and reach of the program. The Organizing Committee and Program Committee are to be commended for their enthusiasm, commitment and sheer hard work. In particular, I want to mention Anna Connolly, Jerry Dixon, Sarah Heywood, Aoife Lyons, Terri Morrissey, Clare Mulligan, and Margaret O’Rourke, the hard working organizing committee. This congress was enabled through the expertise of MCI Dublin - Ali Murphy, Deirdre Quinn and Amber de Wit.

Ní bheidh a leithéad ann arís!
(their like will not be seen again!).

The scale of this event grows with each congress – a testament to previous successes. It is our best wish that you will enjoy the congress and return home invigorated, energized and renewed by your Dublin experience.

Best wishes,
Joan Tiernan
Congress Chair

EAWOP 2017 Program Chair

Céad míle fáilte, a chárde go léir!
(Friends, a hundred thousand welcomes)

A big warm welcome to all participants of EAWOP 2017. As chair of the Program Committee, it is my great pleasure and honour to welcome you to Dublin, home to the 18th Congress of the European Association of Work & Organizational Psychology. This year, we are proud to say, the Congress is bigger than ever and we hope it will be a memorable and satisfying experience for you all.



This year, the theme of the congress is *Enabling Change through Work and Organizational Psychology*. We believe this is an appropriate and valuable focus for the congress given the prevailing state of flux that characterizes the world we live in and the organizations with which we engage. The need to identify and respond effectively to challenges as they arise is a corporate imperative. The requirement of organizations to successfully evolve and develop, while simultaneously maintaining performance standards in their day-to-day operations, offers rich opportunities to Organizational Psychologists to contribute our unique expertise in this domain. We are particularly well equipped to inform, advise and participate at the coalface of organizational endeavors, resting on our secure platform of evidence-based practice.

Over the coming days, delegates from as far away as Australia and as local as Dublin city will come together in their collective pursuit of knowledge and ideas and their sharing of expertise and insight. We hope you all will find fertile opportunities to deliberate and discuss concepts and constructs of interest to you in a manner that breeds innovation and creativity and ultimately broadens the horizons of our field.

This year we have over 570 poster presentations being made along with 602 oral presentations and 134 symposia delivered by colleagues in both academia and industry. We are also honored to host some of the world's most well established and respected scientists in the field of Organizational Psychology. I have no doubt that their addresses to the congress will be among the most highly-anticipated events on offer this year and we look forward to listening and learning from such eminent scholars.

But this congress is not all about academic undertakings. I hope that you each will take some time away from the scientific program to build friendships, make new acquaintances and enjoy during your time here in Dublin. I hope that you can take the opportunity to experience the UCD campus, perhaps enjoy one of its woodland walks, and sample some elements of our unique Irish culture during your stay.

Finally, I would like to thank all members of the program committee who worked with energy and enthusiasm to bring this event to fruition. Specifically, I would like to thank my colleagues in Dublin City University Business School, Professor Finian Buckley, Dr. Yseult Freney and Dr. Janine Bosak. Thanks also to my colleagues from the University of Limerick: Dr. Deirdre O' Shea, Dr. Michelle Hammond and Dr. Jill Pearson. I would also like to thank our practitioner colleagues Frank Byrne, Jennifer Grogan, Marion Lee, and Carmel O'Neill for ensuring practitioner issues were integrated into the program. Dr. Joan Tiernan, Chair of the congress, deserves a special word of thanks. Her professionalism and ceaseless commitment to the preparation of this event has made the congress the special occasion it is today. We invite you now to engage and enjoy the congress.

Every good wish,
Dr Melrona Kirrane
Chair of the Program Committee

Organizers of the EAWOP 2017 Congress

Organizing Committee

Anna Connolly (Practitioner in private practice)
Jerry Dixon (Institute of Technology, Carlow)
Sarah Heywood (Public Appointments Service)
Aoife Lyons (Public Appointments Service)
Terri Morrissey (CEO Psychological Society of Ireland)
Clare Mulligan (Practitioner in private practice)
Margaret O'Rourke (University College Cork)
Joan Tiernan (Chair) University College Dublin

Program Committee

Janine Bosak (Dublin City University)
Frank Byrne (Leadership Journeys Ltd.)
Finian Buckley (Dublin City University)
Yseult Freeney (Dublin City University)
Jennifer Grogan (ESB: Electricity Supply Board)
Michelle Hammond (University of Limerick)
Melrona Kirrane (Chair) (Dublin City University)
Marian Lee (Practitioner in private practice)
Carmel O'Neill (Practitioner in private practice)
Deirdre O'Shea (University of Limerick)
Jill Pearson (University of Limerick)
Joan Tiernan (University College Dublin)

International Advisory Committee

Neill Anderson (Brunel University)
Neal Ashkanasy (University of Queensland)
Angela Carter (Sheffield University)
Nik Chmiel (University of Chichester)
Eva Demerouti (Eindhoven University of Technology)
Martin Euwema (K.U. Leuven)
Taru Feldt (University of Jyväskylä)
Franco Fraccaroli (University of Trento)
Michael Frese (National University of Singapore)
Guido Hertel (University of Münster)
Steve W.J. Kozlowski (Michigan State University)
Gary P. Latham (University of Toronto)
Petra Lindfors (Stockholm University)
José M. Peiro (University of Valencia)
Phillippe Sarnin (University of Lyon)
Mare Teichman (Tallinn University of Technology)
Michael West (Lancaster University)
Fred Zijlstra (Maastricht University)

CONGRESS PROGRAM

Congress Language

The official language of the congress is English. Translation to other languages is not available.

Mobile Telephones

Please ensure your mobile phones is switched off or set to silent mode during presentation as a courtesy to presenters and other participants.

Information on How to Use the Program

Theme of Congress: *Enabling Change Through Work and Organizational Psychology: Opportunities and Challenges for Research and Practice.*

In keeping with the theme on enabling change, EAWOP 2017 will be a paperless congress. The program is available online and also through a congress app. Abstracts will be linked to each of the listed presentations on our online program, making it easier for you to access information from your personal device.

Please [click here](#) to view the program.

To see more information on how to use the program, [click here](#).

In order to download the congress app to your personal device, download the “Grenadine Event Guide” on iTunes or Google Play and entering the following event code: **EAWOP17**

PRE-CONGRESS WORKSHOPS

Workshop: Qualitative Research in I/O Psychology: An Intro to Grounded Theory

Annika Wilhelmy

Wednesday 17th May, 09:00-12:00

O’Brien Building, Room E0.32

Workshop: Introduction to Multilevel Modelling Using SPSS (Day-long Workshop)

Chris Stride

Wednesday 17th May, 09:00-12:00 and 13:00-16:00

O’Brien Building, Room H2.38

Workshop: Alternatives to Difference Scores: Polynomial Regression & Response Surface Methodology

Jeff Edwards

Wednesday 17th May, 09:00-12:00

O’Brien Building, Room H1.51

Workshop: Changing Developments in Career Management

Beatrice van der Heijden and Ans De Vos

Wednesday 17th May, 09:00-12:00

O’Brien Building, Room H2.32

Workshop: Meta-analysis & Systematic Reviews for Work & Organizational Psychology

Michael McDaniel

Wednesday 17th May, 09:00-12:00

O’Brien Building, Room E1.19

Workshop: Measuring the Impact of Interventions - Social Return on Investment

Nuala Whelan

Wednesday 17th May, 09:00-12:00

O'Brien Building, Room E2.16

Workshop: Challenges in your Academic Career: Enabling Change, Renewal and Innovation (Day-long Workshop)

Wouter Vleugels and Laurent Sovet

Wednesday 17th May, 09:00-12:00 and 13:00-16:00

O'Brien Building, Room S1.67

Workshop: Change Leadership and Motivation

Dawn Eubanks

Wednesday 17th May, 13:00-16:00

O'Brien Building, Room H1.51

Workshop: Diary Methods for Organizational Intervention Research and Practice

Gloria Gonzalez Morales and Deirdre O'Shea

Wednesday 17th May, 13:00-16:00

O'Brien Building, Room H2.32

Workshop: Developing the Whole Leader: A Multiple Domain, Identity-based Approach

Michelle Hammond, Michael Palanski, Rachel Clapp-Smith and Gretchen Vogelgesang Lester

Wednesday 17th May, 13:00-16:00

O'Brien Building, Room E1.19

Workshop: Latent Growth Modelling in the Study of Change

Robert Vandenberg

Wednesday 17th May, 13:00-16:00

O'Brien Building, Room E2.16

Workshop: Tobii Pro

Wednesday 17th May, 13:00-16:00

O'Brien Building, Room E2.18

HIGHLIGHTS OF THE PROGRAM

We have invited some of the leading thinkers, researchers and practitioners to contribute to the program for the EAWOP 2017 Congress. The scope and diversity of the responses to our call for papers is a powerful indicator of the health and vigor of work being carried out in the many areas of application relevant to the theme of 'enabling change'. Some of top notes of the congress are given below. But you will find many titles and events in the program to stimulate your interest in the varied responses and approaches to the congress theme represented in this program.

Keynote Addresses

Conflict Management in the Changing World of Work

Lourdes Munduate Jaca

Thursday 18th May, 09:00-10:00, O'Reilly Hall

Hiring Discrimination: When Your Resume is (not) Turning You Down

Eva Deros

Thursday 18th May, 10.15-11.15, O'Reilly Hall

How Context and Identity Constrain Women's Career Choices

Michelle Ryan

Thursday 18th May, 15:00-16:00, O'Reilly Hall

The Good, The Bad and The Ugly: Ethical and Unethical Forms of Leadership in the Workplace

Deanne den Hartog

Friday 19th May, 09:00-10:00, O'Reilly Hall

Calming the Monkey Mind: Benefits of Mindfulness for Employee Well-being

Ute Hülshager

Friday 19th May, 10:15-11:15, O'Reilly Hall

Emotion Work in Organisations: Recent Developments and Open Questions

Dieter Zapf

Friday 19th May, 15:00-16:00, O'Reilly Hall

Psychosocial Factors at Work and Health – What Have we Learned from Mega-Studies

Mika Kivimäki

Saturday 20th May, 09:00-10:00, O'Reilly Hall

State of the Art Addresses

Self-determination Theory

Thursday 18th May, 09:00-10:00, Accenture Theatre

Marylene Gagne

Supporting Change: Contributions by a Large Scale Project on the Health Impact of the Psychosocial Risks Initiated by the German Government

Birgit Thomson

Thursday 18th May, 09:00-10:00, Elan Theatre

Social Entrepreneurship: Proactivity for Social Change

Ute Stephan

Thursday 18th May, 10.15-11.15, Accenture Theatre

Enabling Change Through the Insights of Social Neuroscience: Opportunities and Challenges for Research and Practice

Gerard Hodgkinson

Thursday 18th May, 10.15-11.15, Elan Theatre

Towards Improving the Success of Organizational Transformations

Achilles Armenakis

Thursday 18th May, 15:00-16:00, Elan Theatre

Charisma: Not Such A Mysterious Quality After All

John Antonakis

Friday 19th May, 15:00-16:00, Elan Theatre

The Psychology Of The Internet @ Work: A Conceptual Framework Based On Core Task Characteristics

Guido Hertel

Saturday 20th May, 11:30-12:30, Elan Theatre