



EAWOP CONGRESS

The Future is Now:
the changing world of work
24-27 May 2023 • Katowice, Poland



Shortlist for Best Paper and Poster Awards

The following papers have been shortlisted for a best paper or poster award, in the category noted, based on the quality of their abstract. The winners for each category will be announced at the closing ceremony. We encourage delegates to visit these papers.

C24 09.00-09.55	7 Minute I	Topics: Communication and relationships, Leadership	Thursday
7-minute Science-Practice	7M119	Team voice interactions: How team members respond to voice during team meetings	Melissa Twemlow
7- minute Science	7M41	How can mindfulness promote leaders' respectful inquiry? Results of three experimental studies	Annika Nübold Sjir Uitdewilligen Ute Hülsheger Niels van Quaquebeke
10.00-10.50	Poster B	Meet the Author Poster Session	Thursday
Poster Science-Practice	P016	The people practitioner of the future: Identity, role and contribution	Dieter Veldsman
C24 11.10-12.05	7 Minute N	Topics: Organisational design and development, Well-being, Training and development	Thursday
7-minute Science-Practice	7M140	eNPS: from experience to recommendation	Paulina Robalino Emanuel Kasianczuk Matias Chevillard
12.00-12.50	Poster D	Meet the Author Poster Session	Thursday
Poster Science-Practice	P043	Construction and Initial Validation of the Meaningless Work Scale	Alexandru-Andrei Sirbu
C20 12.15-13.10	Oral Session OP_52	Topics: Diversity and inclusion, Social and political, Safety at work	Thursday
OP Science	OP458	Cold but competent: The paradoxical effects of solitude expression on social reputation at work	Hodar Lam Julian Jonathan Markus Dongning Ren Maral Darouei
13.00-13.50	Poster E	Meet the Author Poster Session	Thursday
Poster Science-Practice	P051	Days When Mothers Work from Home: Interferences, Coworker Incivility, and Work Vigor	Tong Wu SinHui Chong

C4 13.20-14.15	Oral Session OP_98	Topics: Leadership, Work patterns and conditions, Social and political	Thursday
OP Science-Practice	OP344	Mitigating the Negative Impact of Remote Work: The Role of Identity Leadership	Jian Shi Sanne Feenstra Mark van Vugt
14.00-14.50	Poster F	Meet the Author Poster Session	Thursday
Poster Science	P072	How do Swedish solo-self-employed make sense of uncertainty and control when evaluating aspects of a sustainable career?	Franziska Müller Constanze Eib Claudia Bernhard-Oettel
C23 14.25-15.20	7 Minute D	Topics: Stress and dysfunction, Well-being	Thursday
7- minute Science	7M200	The dynamics of resilience promoting factors: A weekly diary study with entrepreneurs during the first ten weeks of the Russia – Ukraine war	Christodoulos Katsaitis Leonidas Zampetakis
C10 15.35-16.30	Oral Session OP_15	Topics: Careers and the labour market, Work patterns and conditions, Well-being	Thursday
OP Science	OP616	Ethical dilemmas and well-being in teachers' work: A three-way, two-year longitudinal study	Taru Feldt Mikko Heikkilä Mari Herttalampi Saija Mauno
C23 16.40-17.35	7 Minute H	Topics: Careers and the labour market, Well-being	Thursday
7- minute Science	7M98	"Living and Working Together" in Family Business During Generational Transitions	Carlotta Morozzi Diletta Gazzaroli
17.00-17.50	Poster I	Meet the Author Poster Session	Thursday
Poster Science-Practice	P088	Team Adaptability in the Context of Human-Autonomy-Teaming: A Theoretical Framework	Tilman Nols Anna-Sophie Ulfert-Blank Josette Gevers
10.00-10.50	Poster K	Meet the Author Poster Session	Friday
Poster Science-Practice	P136	Be mindful=be able to handle critical incidents: A mixed-method study among Italian air traffic controllers	Chiara Bernuzzi Valentina Sommovigo Deirdre O'Shea Ilaria Setti
C22 10.05-11.00	Oral Session OP_123	Topics: Research methods, Diversity and inclusion, Recruitment, assessment, and selection	Friday
OP Science	OP577	On the Current Implementation of Open Science Practices in Industrial and Organizational Psychology and Management	Ann-Kathrin Torka Jens Mazei Frank Bosco Jose Cortina Martin Götz Sven Kepes Ernest O'Boyle Joachim Hüffmeier

14.00-14.50	Poster N	Meet the Author Poster Session	Friday
Poster Science	P157	Testing the Theory of Good Thinking and Deciding in Organizational Setting: Some Benefits of Leader's Actively Open-minded Thinking	Nikola Erceg Zvonimir Galić Anđela Buljan Šiber
Poster Science	P158	Human Resource (HR) Systems Implementation from a Resource Orchestration Perspective: Do Top and Middle Managers' HR Philosophies Matter?	Hoang Ho Per-Magnus Thompson Invid Andersen Bård Kuvaas Anders Dysvik Jeffrey B. Arthur David Guest
C16 14.20-15.15	Oral Session OP_26	Topics: Communication and relationships, Group dynamics	Friday
OP Science	OP478	Beyond Consensus: A Dyadic Perspective on Status Perception in Groups	Anneloes Raes William Fawson
C18 14.25-15.20	Oral Session OP_3	Topics: Careers and the labour market, Diversity and inclusion, Communication and relationships, Technology	Friday
OP Science	OP483	Effectiveness of a stigma awareness intervention about disclosure of mental health issues or illness in the workplace for unemployed people	Kim Janssens Margot Joosen Claire Henderson Marjan Bakker Jaap van Weeghel Evelien Brouwers
C18 14.25-15.20	Oral Session OP_3	Topics: Careers and the labour market, Diversity and inclusion, Communication and relationships, Technology	Friday
OP Science	OP331	Navigating resocialisation into the workplace as a mother-worker following an extended career break	Yseult Freney Lisa van der Werff Teresa Hayden Vera Costello Alison Coleman
C24 14.25-15.20	7 Minute O	Topics: Stress and dysfunction	Friday
7- minute Science	7M34	Profiles of co-worker social undermining on older workers' mental well-being	Stephen Teo Diep Nguyen Tim Bentley Bevan Catley Kate Blackwood
15.00-15.50	Poster O	Meet the Author Poster Session	Friday
Poster Science	P165	Are We a Good Temporal Fit? Examining Synchrony Preference Fit Between Supervisors and Supervisees on Temporal Outcomes	Tianyi Zhang Susan Mohammed Robert Melloy Songqi Liu
C7 15.30-16.25	Oral Session OP_111	Topics: Personality and emotions, Well-being	Friday
OP Science-Practice	OP96	How to Capture The Rage? Development and Validation of a State-Trait Anger Affect Scale	Robin Umbra Ulrike Fasbender

C24	15.30-16.25	7 Minute K	Topics: Engagement and motivation, Organisational design and development	Friday
7-minute Science-Practice		7M71	HRM reactions to the Covid-19 pandemic: A latent class analysis approach	Arne Vanderstukken Kathleen Vangronsvelt Ans De Vos
C4	16.05-16.55	Oral Session OP_86	Topics: Group dynamics, Technology	Friday
OP Science		OP548	Tracking individual trajectories of perceived shared mental models: A 12-week longitudinal study	Catarina M. Santos Simon B. de Jong Jia Li
09.00-09.50		Poster Q	Meet the Author Poster Session	Saturday
Poster Science		P194	Sex Differences in the Hierarchy : An Experimental Study on Nonverbal Communication Behavior Adaptability.	Phebe Driebergen Marianne Schmid Mast
C22	09.15-10.10	Oral Session OP_27	Topics: Communication and relationships, Group dynamics	Saturday
OP Science		OP346	Behavioral antecedents and consequences of (dis-)honesty in negotiation	Elisabeth Jäckel Alfred Zerres Joachim Hüffmeier
C23	09.15-10.10	Oral Session OP_44	Topics: Creativity, innovation and risk-taking, Organisational design and development	Saturday
OP Science-Practice		OP181	Not us, not now: Why the climate crisis is not perceived as a corporate crisis	Carina Keller Myriam Bechtoldt Karin Kreutzer
C21	09.15-10.10	Oral Session OP_167	Topics: Well-being	Saturday
OP Science-Practice		OP174	Virtual, Hybrid, and Co-located Team Members' Well-being. A Systematic Comparison of Antecedents	Jaroslav Grobelny
C7	09.15-10.10	7 Minute C	Topics: Recruitment, assessment, and selection, Technology	Saturday
7-minute Science-Practice		7M39	AI, will you hire me? Perception of AI-assisted recruiting systems in the context of assessment centers	Matthias F. C. Hudecek Klara C. Grünwald Peter Fischer Regina Rockinger Julius Wolff Julia Cecil Susanne Gaube Eva Lerner
C20	10.20-11.15	Oral Session OP_153	Topics: Well-being, Work patterns and conditions	Saturday
OP Science-Practice		OP250	Not in need for help? How type of work-family conflict shapes the amount of social support received	Nada Jmili Franciska Krings

11.00-11.50 *Poster Science-Practice*	Poster S P227	Meet the Author Poster Session The Efficacy of Servant Leadership with Hospital Employees	Saturday Kristine Olson Erin Ortiz Joelle Jacobsen Mitchell Cloward
C18 11.25-12.20 *OP Science-Practice*	Oral Session OP_144 OP409	Topics: Technology, Well-being Managing the Negative Effects of Mobile Technology Out-Of-Hours Work Demands. A Lewis Systematic Literature Review and Co-Design of a Prototype Toolkit.	Saturday Charlie Eyre Jo Yarker Rachel