

International Congress of Applied Psychology (ICAP) 2018

CPA IAAP

June 26, 2018 – Tuesday

| Time | Title | Type | Authors | Location |
|---------------------|---|---------------------|--|-----------------------------|
| 11:15 AM – 11:30 AM | Development and Implementation of the Job Analysis Mobile (JAM) App for Recruitment and Retention of Individuals with Illness or Disability | Spoken Presentation | Lucie Kocum (Halifax), Maureen Parkinson (BC), Christine Maheu (Montreal), Lynne Robinson (Halifax), Catherine Loughlin (Halifax), Kayla Brown (Halifax), Roisin Walls (Halifax) | 513 a & c (Level 5) |
| 11:45 AM – 1:15 PM | Chasing the dream: The healthy and productive workplace | Master Lecture | Kevin Kelloway (Saint Mary's University) | 513 a & c (Level 5) |
| 12:15 PM – 1:45 PM | I/O Poster Sessions | Poster Presentation | | 517 b-c-d (Level 5) |
| 4:00 PM – 5:00 PM | CPA Student-Mentor Event | Social Event | Lisa Keeping, Gary Latham | 520 c & f (Level 5) |
| 5:00 PM – 6:00 PM | Joint CSIOP/IAAP I/O Psychology Reception | Division Reception | Gary Latham (Rotman University Toronto) | 520 c & f (Level 5) |
| 9:45 AM – 10:45 AM | New Robust Findings on the Primed Goal-Organizational Behavior Relationship | President Address | Gary Latham (Toronto) | 513 a & c (Level 5) |
| 9:45 AM – 10:00 AM | Relationship between Goal Orientation and Approach-avoidance job crafting | Spoken Presentation | Lin Lin, Wen Li (Central University of Finance) | 514 a (Level 5) |
| 10:00 AM – 10:15 AM | The Determinants of Customers' Repeat Patronage in Nigerian Hotels | Spoken Presentation | Aderemi Alarape (University of Ibadan) | 514 a (Level 5) |
| 10:15 AM – 10:30 AM | Leadership Journey of Men and Women in Corporate India: How Similar? How Different? | Spoken Presentation | Shubhra Gaur (MICA) | 514 a (Level 5) |
| 10:30 AM – 10:45 AM | Federal Civil Servant: Impact of Values and Expectations on the Affective Commitment and Turnover Intention | Spoken Presentation | Elaine Neiva, Pedro Ferreira (University of Brasília) | 514 a (Level 5) |
| 10:45 AM – 11:00 AM | Mediating role of psychological capital in Relationship of Authentic Leadership and Work Engagement | Spoken Presentation | Ali Mehdad, Maryamalsadat Sajady (Islamic Azad University) | 514 a (Level 5) |
| 10:45 AM – 11:15 AM | Practical Application of Research Across Borders: Competencies, Conditions, & Cooperation. | Discussion Forum | Barbara Kozusznik (Poland), Ishbel McWha-Hermann, Luminita Patras, Katarzyna Wiecek-Jakubek, Richard Griffith, Michal Brol | 513 a & c (Level 5) |
| 10:45 AM – 10:50 AM | Interdisciplinary Competency Buffers the Effect of Negative Daily Incidents on Interdisciplinary Teamwork Quality | Gimme-5 | Simone Brandstädter, Maren Grub (Heidelberg University) | 517 b-c-d (Level 5) Stage C |
| 10:50 AM – 10:55 AM | Examining the Role of Culture in Workspace Personalisation: A Cross-Cultural Comparison | Gimme-5 | Yuefei Cao, Laura Smith (University of Bath) | 517 b-c-d (Level 5) Stage C |

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| | Between UK and China | | | |
| 10:55 AM – 11:00 AM | Which – social or organizational justice – is more important for prediction of intentions to emigrate from Lithuania? | Gimme-5 | Rasa Markšaitytė, Auksė Endriulaitienė, Kristina Žardeckaitė-Matulaitienė (Vytautas Magnus University) | 517 b-c-d (Level 5) Stage C |
| 11:00 AM – 11:05 AM | Job resources, health and presenteeism: results from a longitudinal study in Australia | Gimme-5 | Alisha McGregor, Peter Caputi (University of Wollongong) | 517 b-c-d (Level 5) Stage C |
| 11:00 AM – 11:15 AM | Moderating Role of Human Virtues on the Relationship between Job Stress and Deviant Behavior | Spoken Presentation | Ali Mehdad, Maryamalsadat Sajady (Islamic Azad University) | 514 a (Level 5) |
| 11:05 AM – 11:10 AM | AWE (Authenticity, Wellbeing and Engagement) at Work: Authenticity improves wellbeing and employee engagement when controlling for personality traits | Gimme-5 | Anna Sutton (University of Waikato), Ben Lupton | 517 b-c-d (Level 5) Stage C |
| 11:15 AM – 11:20 AM | Will you forgive your supervisor's wrong doings? The observer's moral licensing effect of ethical leader behaviours | Gimme-5 | Rong Wang (Shenzhen Universtiy), Kwan Shing Chan | 517 b-c-d (Level 5) Stage C |
| 11:15 AM – 11:30 AM | The Professional and Personal Outcomes of a Sense of Meaningfulness at Work and its Relationships with Intrinsic Motivation and Job Satisfaction | Spoken Presentation | Fai Ho Choi (Hong Kong) | 514 a (Level 5) |
| 11:20 AM – 11:25 AM | Stress of options is linked to psychological well-being. An exploratory study among upper level managers | Gimme-5 | Sabrina Zeike, Holger Pfaff (University of Cologne) | 517 b-c-d (Level 5) Stage C |
| 11:45 AM – 12:00 PM | Quality of family life and Socio-demographic factors as correlate of workplace deviant behavior among university employee in southwestern Nigeria | Spoken Presentation | Dare Fagbenro | 514 a (Level 5) |
| 12:00 PM – 12:15 PM | Resource Depletion Perspective on the Link between Abusive Supervision and Safety Behaviors | Spoken Presentation | Yongyuan Li (Chinese Academy of Sciences), Xiao Yuan, Yaoshan Xu, Naixi Huang | 514 a (Level 5) |
| 12:15 PM – 12:30 PM | The Role of Engaging Leadership on Job Performance, Mediated by Work Engagement | Spoken Presentation | Vivi Gusrini Rahmadani (KU Leuven) | 514 a (Level 5) |
| 12:30 PM – 12:45 PM | Moderating Effect of Conscientiousness in relationship between organizational loyalty and Organizational Embeddedness with Adaptive Performance | Spoken Presentation | Iran Mehdizadegan (Islamic Azad University), Hosein HesamGhasemi, Ali Mehdad | 514 a (Level 5) |
| 12:45 PM – 1:00 PM | Thinking Inside the Box: The Joint Effects of Pro-Social Motivation and Regulatory Cues on Creativity | Spoken Presentation | Xinwen Bai (Chinese Academy of Sciences), Lin Lin | 514 a (Level 5) |
| 12:45 PM – 12:50 PM | Childfree in a family-friendly organization: Effects of perceived work-life support on organizational commitment. | Gimme-5 | Jeffrey Bagraim (University of Cape Town) | 517 b-c-d (Level 5) Stage D |
| 12:50 PM – 12:55 PM | Positive imbalance: Innovative decision making and the safety management fulcrum | Gimme-5 | Anthony Bannister-Tyrrell (University of Newcastle) | 517 b-c-d (Level 5) Stage D |
| 12:55 PM – 1:00 | Development of a team | Gimme-5 | Ingrid Dackert (Malmö) | 517 b-c-d (Level 5) |

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| PM | intervention to improve healthy work conditions and high quality in social work | | University) | Stage D |
| 1:00 PM – 1:05 PM | Working remotely: Dammed if you, dammed it you don't | Gimme-5 | Maral Darouei, Clare Kelliher, Helen Pluut (Leiden University) | 517 b-c-d (Level 5) Stage D |
| 1:00 PM – 1:15 PM | Which Organizational Inducement Motivates Employees Profoundly? The Concept Development and Empirical Study | Spoken Presentation | Huai-Wen Tsai (National Chengchi University) | 514 a (Level 5) |
| 1:05 PM – 1:10 PM | Work value among generation Z in Indonesia: A mixed method research approach | Gimme-5 | Zahrotus Hinduan, Azhar Hami, Nurul Yanuarti (Padjadjaran University) | 517 b-c-d (Level 5) Stage D |
| 1:10 PM – 1:15 PM | The relationship between organizational variables, strain, and satisfaction at work | Gimme-5 | Enrique Merino-Tejedor (University of Valladolid) | 517 b-c-d (Level 5) Stage D |
| 1:15 PM – 1:20 PM | Being sinister during selection: The dark triad in an organizational context. | Gimme-5 | Geoffrey Sutton (University of Canterbury), Joana Kuntz, Katharina Naswall | 517 b-c-d (Level 5) Stage D |
| 1:20 PM – 1:25 PM | Predictors of employment related guilt and job engagement at the workplace | Gimme-5 | Doruk Uysal Irak (Bahcesehir University), Kübra Kalkisim, Muazzez Yildirim | 517 b-c-d (Level 5) Stage D |
| 1:45 PM – 3:15 PM | Identity and Leadership: What it is, how it is measured and why it matters! | Symposium | Rolf van Dick (Goethe University) | 513 a & c (Level 5) |
| 1:45 PM – 2:00 PM | The True Self at Work: Conceptualization and Development of the Authenticity of Work Scale | Spoken Presentation | Ho Ling Godiva Kwan (Chinese University of Hong Kong) | 514 a (Level 5) |
| 2:00 PM – 2:15 PM | Testing a Model of Job Outcomes of Spiritual Resources, Job Demands and Job Resources of Employees of Khuzestan Steel Company | Spoken Presentation | Seyyed Iman (Ghotb Shandiz Higher Education), Seyyed Esmael | 514 a (Level 5) |
| 2:15 PM – 2:30 PM | A Grounded Theoretical Study on Coordination Process of Inter-Related R&D Teams: Evidence from China | Spoken Presentation | Yi Wang, Zhongming Wang (Zhejiang University) | 514 a (Level 5) |
| 2:30 PM – 2:45 PM | Human Resource and Marketing Consequences of Socially Responsible Organizations | Spoken Presentation | Urmi Biswas, Juhi Kantaria, Raesah Tinwala (University of Baroda) | 514 a (Level 5) |
| 2:45 PM – 3:00 PM | Cross-Country Influence on Applicant Fairness Reactions to Internet-Based Selection Methods | Spoken Presentation | Sara Ahmed (University of Surrey), Neil Anderson, Ana Cristina Costa | 514 a (Level 5) |
| 3:00 PM – 3:15 PM | Dampening Entrepreneurial Passion: The Effect of Perceived Monitoring on Start-up Employees, The Mediating Role of Perceived Trust and the Moderating Impact of Team Psychological Safety Climate | Spoken Presentation | Di Wu, Zhongming Wang (Zhejiang Universtiy) | 514 a (Level 5) |
| 3:00 PM – 3:05 PM | Climate Strength: An Examination of its role as a criterion and a moderator variable | Gimme-5 | Michael Burke (Tulane University), Maura Burke, Ayala Cohen, Kristin Smith-Crowe, Etti Doveh | 517 b-c-d (Level 5) Stage D |
| 3:05 PM – 3:10 PM | Walking the talk: stress experts manage the stress-strain | Gimme-5 | Sarah Crozier (Manchester Metropolitan University), | 517 b-c-d (Level 5) Stage D |

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| | relationship to gain better wellbeing outcomes | | Anna Sutton, Cary Cooper, Marilyn Davidson | |
| 3:10 PM – 3:15 PM | Competence for the unforeseen: Organizational Improvisation and concurrent learning as resilient indicators of collaboration under risk | Gimme-5 | Marius Herberg (Norwegian Defence University), Glenn-Egil Torgersen, Torbjørn Rundmo | 517 b-c-d (Level 5) Stage D |
| 3:15 PM – 3:30 PM | Prediction of Work-Family conflict through components of psychological healthy work place | Spoken Presentation | Iran Mehdizadegan (Islamic Azad University), Elham Ghahremani Tabrizi, Ali Mehdad | 514 a (Level 5) |
| 3:15 PM – 3:45 PM | Psychologie Sans Frontier: Can Psychology be Effectively Practiced Across Country Borders? | Discussion Forum | Angela Carter Sheffield (University Management School), Hazel McLaughlin, Barbara Kozusznik, Liudmila Karamushka, Mare Teichmann | 513 a & c (Level 5) |
| 3:15 PM – 3:20 PM | Job demands-control and support, mental health and the work-family interface: A latent profile analysis of working mothers | Gimme-5 | Laura Robinson (University of Wollongong NSW Australia), Christopher Magee, Peter Caputi | 517 b-c-d (Level 5) Stage D |
| 3:20 PM – 3:25 PM | Mindfulness promotes organizational citizenship behavior: Cross-sectional, longitudinal and experimental evidence | Gimme-5 | Xiaotian Sheng (Beijing Normal University) | 517 b-c-d (Level 5) Stage D |
| 3:25 PM – 3:30 PM | Negative emotions among employed mothers: Role of work-family conflict | Gimme-5 | Doruk Uysal Irak (Bahcesehir University), Finda Bozkurt, Irem Kurssun, Seyda Eryasar Bilfen | 517 b-c-d (Level 5) Stage D |
| 3:30 PM – 3:25 PM | Calling as a double-edged sword for daily well-being | Gimme-5 | Yu Wang Dongbei (University of Finance and Economics), Yiqun Gan, Miao Miao, Lei Zheng | 517 b-c-d (Level 5) Stage D |
| 3:30 PM – 3:45 PM | Protean and Boundaryless Career Orientations, Proactive Personally, Career Adaptability, and Career Satisfaction: A Closer Examination of a Path Model | Spoken Presentation | Marc Abessolo (University of Lausanne), | 514 a (Level 5) |
| 3:35 PM – 3:40 PM | Multitasking predicts psychosomatic complaints in physicians – A study on work stress | Gimme-5 | Sabrina Zeike (Universtiy of Cologne), Holger Pfaff | 517 b-c-d (Level 5) Stage D |
| 4:30 PM – 4:45 PM | Relationship of Behaviour and Financial Habits with Employment Permanence | Spoken Presentation | Luz Maria Cruz-Martinez, Salma Sanchez-Lara, Elizabeth Garcia-Mendieta (Mexico) | 512 a & b (Level 5) |

June 27, 2018 – Wednesday

| Time | Title | Type | Authors | Location |
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| 11:15 AM – 12:45 PM | Mental Health in the Workplace | Symposium | Gary P. Latham (Toronto) | 513 a & c (Level 5) |

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| 9:00 AM – 10:00 AM | Emotional intelligence in organizations: A review of 25 years of theoretical advances and empirical findings | Division Keynote Address | Stephane Cote (Rotman School of Management, Toronto) | 513 a & c (Level 5) |
| 9:00 AM – 10:30 AM | Dynamics of stress at work: From short-term intra-day to long-term decade-spanning perspectives | Symposium | Christian Dormann (Johannes Gutenberg University) | 514 a (Level 5) |
| 9:00 AM – 9:15 AM | Fun at work and job performance: Exploratory study | Spoken Presentation | Richard Mababu Mukiur (Madrid Open University) | 514 b (Level 5) |
| 9:15 AM – 9:30 AM | A multiplex view of social loafing in teams | Spoken Presentation | Catherine Gabelica (IÉSEG School of Management), Michaéla Schippers | 514 b (Level 5) |
| 9:30 AM – 9:45 AM | Upward Ingratiation: The role of regulatory focus and ingratiating tactics | Spoken Presentation | Yu-Ting Tsai (National Chengchi University) | 514 b (Level 5) |
| 9:45 AM – 10:00 AM | Exemplary or supervisory manager? Insights from a cross-cultural experimental study | Spoken Presentation | Léa Wang (University Paris 8), Rémi Finkelstein, XiaoJun Qian, Alexandra Didry | 514 b (Level 5) |
| 9:45 AM – 11:15 AM | I/O Poster Session | Poster Presentation | | 517 b-c-d (Level 5) |
| 10:00 AM – 10:15 AM | Conceptualising and measuring wellbeing in the workplace. A systematic review. | Spoken Presentation | Peter Caputi (University of Wollongong NSW Australia), Laura Robinson, Karen Larsen-Truong, Annie Haver, Kristin Akerjordet | 513 a & c (Level 5) |
| 10:00 AM – 10:15 AM | Mediating role of job stress in relationship of destructive leadership and deviant behaviors | Spoken Presentation | Ali Mehdad (Islamic Azad University), Maedeh Malekzade | 514 b (Level 5) |
| 10:15 AM – 10:30 AM | Is 1 min enough to recover? The effects of micro-breaks on attentional processes and task performance: A series of laboratory and field studies | Spoken Presentation | Caroline Cuny Grenoble, Cyril Couffe (Ecole de Management) | 513 a & c (Level 5) |
| 10:15 AM – 10:30 AM | Mediating role of achievement motivation on relationship between conscientiousness, role and extra role performance | Spoken Presentation | Ali Mehdad (Islamic Azad University), Maedeh Malekzade | 514 b (Level 5) |
| 10:15 AM – 10:20 AM | Towards a general competency profile for the role of individual contributors in Chinese enterprises | Gimme-5 | DanJun Wang (Beijing Beisen Cloud Computing Co Ltd.), Yao Cheng, Ya Li Beijing | 517 b-c-d (Level 5) Stage D |
| 10:20 AM – 10:25 AM | Applicant perceptions to behavioral and structured conventional interview | Gimme-5 | Pamela Alonso (University of Santiago de Compostela), Alexandra Martinez, Damaris Cuadrado, Immaculada Otero, Silvia Moscoso, Jesus F. Salgado | 517 b-c-d (Level 5) Stage D |
| 10:30 AM – 10:45 AM | Expanding toward paradoxical patterns to improve the happy-productive worker thesis: A review of quantitative studies | Spoken Presentation | Jose Peiro (University of Valencia & IVIE), M.W. Kozuszhnik, J. Magdaleno, Y. Ayala, A. Soriano, N. Djourova | 513 a & c (Level 5) |
| 10:30 AM – 10:45 AM | Impact of non-verbal information on interviewer's | Spoken Presentation | Jianping Xu (Beijing Normal University), Zhang Xueyan, | 514 a (Level 5) |

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| | rating in structural interview | | Zhang Wei, Wang Yujie | |
| 10:30 AM – 10:45 AM | Overcoming procrastination: Nudging undergraduates to do assignments earlier | Spoken Presentation | Yuqing Wang (Zhejiang University), Guibing He, Lumin Feng, Pei Hao, | 514 b (Level 5) |
| 10:30 AM – 10:35 AM | Features of extreme situation perception in the organizational life | Gimme-5 | Vladimir Shtroo (Higher School of Economics) | 517 b-c-d (Level 5) Stage D |
| 10:35 AM – 10:40 AM | Intrinsic satisfaction and well-being for UK domiciliary (home) care workers: A narrative analysis of implications for decent work | Gimme-5 | Sarah Crozier (Manchester Metropolitan University), Carol Atkinson | 517 b-c-d (Level 5) Stage D |
| 10:40 AM – 10:45 AM | Breastfeeding intention amongst working mothers in corporate South Africa: What others think, matters most | Gimme-5 | Jeffrey Bagraim (University of Cape Town), Alexa De Kock, Ameeta Jaga | 517 b-c-d (Level 5) Stage D |
| 10:45 AM – 11:00 AM | Improving regulatory interactions to encourage compliance with work health and safety | Spoken Presentation | Amy Williamson (Queensland University of Technology), Kerry Armstrong, Jason Edwards, Patricia Obst | 514 b (Level 5) |
| 10:45 AM – 11:00 AM | Friends wanted: Workplace Loneliness and Employee Psychological Wellbeing | Spoken Presentation | Ademola Owolabi (Ekiti State University) | 514 a (Level 5) |
| 10:50 AM – 10:55 AM | The effect of supervisory support and coworker support on job satisfaction and positive wellbeing in call centre employees: Moderating role of self-efficacy | Gimme-5 | Narsingh Kumar (Central University of South Bihar) | 517 b-c-d (Level 5) Stage D |
| 11:15 AM – 12:45 PM | Opportunities and pitfalls of using new technologies in industrial/organizational psychology | Symposium | Sébastien Fernandez (Applied Sciences Western Switzerland) | 514 a (Level 5) |
| 11:45 AM – 1:15 PM | I/O Poster Session | Poster Presentation | | 517 b-c-d (Level 5) |
| 12:15 PM – 12:20 PM | Academic performance and students deviant behaviors: A meta-analysis | Gimme-5 | Dámaris Cuadrado (University of Santiago de Compostela), Inmaculada Otero, Alexandra Martínez, Pamela Alonso, Silvia Moscoso, Jesús Salgado | 517 b-c-d (Level 5) Stage D |
| 12:20 PM – 12:25 PM | The acculturation strategies impact on the mental health outcomes and psychosocial hazards perception in the workplace | Gimme-5 | Arina Gruia Anghel (Universidad a Distancia de Madrid), Andreea Brabete | 517 b-c-d (Level 5) Stage D |
| 12:25 PM – 12:30 PM | Individual and corporate social responsibility: Social and psychological implications | Gimme-5 | Richard Mababu Mukiur (Madrid Open University) | 517 b-c-d (Level 5) Stage D |
| 12:30 PM – 12:35 PM | Relocation from cell offices to activity-based offices in a university setting – Impact on physical and psychosocial work environment | Gimme-5 | Tuija Muhonen (Malmö University), Hanne Berthelsen, Susanna Toivanen | 517 b-c-d (Level 5) Stage D |
| 12:35 PM – 12:40 PM | Cognitive Reflection and Academic Dishonesty | Gimme-5 | Inmaculada Otero (University of Santiago de Compostela), Damaris | 517 b-c-d (Level 5) Stage D |

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| | | | Cuadrado, Pamela Alonso, Alexandra Martinez, Silvia Moscoso, Jesus F. Salgado | |
| 12:40 PM – 12:45 PM | The organization side of the psychological contract: who or what is the organization? | Gimme-5 | René Schalk (Tilburg University), Iris Van Dun | 517 b-c-d (Level 5) Stage D |
| 12:45 PM – 12:50 PM | Evaluation of applicants resumes: Recruiter's unconscious bias | Gimme-5 | Nicoline Scheidegger (Zurich University of Applied Sciences) | 517 b-c-d (Level 5) Stage D |
| 12:50 PM – 12:55 PM | Balanced leadership in the workplace: How to assess and implement it through concrete managerial situations | Gimme-5 | Kristina Serbezova-Beauvivre (France), Ghazlane Fleury-Bahi, Patrick Bemmert | 517 b-c-d (Level 5) Stage D |
| 1:15 PM – 2:45 PM | Beyond the glass cliff: Antecedents, Extensions and New Moderators of board appointments in times of crisis | Symposium | Anika Ihmels (TU Dresden) | 514 a (Level 5) |
| 1:15 PM – 2:45 PM | Alliance Special Session: Work-family interface around the word: Science and Practice | Symposium | Tammy Allen (University of South Florida), Alicia Grandey (Penn State University), Julie McCarthy (University of Toronto) | 513 a & c (Level 5) |
| 3:00 PM – 4:30 PM | Spirituality and Wellbeing at Work | Symposium | Sandeep Kumar (Banaras Hindu University) | 514 a (Level 5) |
| 3:00 PM – 4:30 PM | Humanitarian work psychology: Providing productive work for people with disabilities that enhance the organization | Symposium | Walter Reichman (OrgVitality) | 513 a & c (Level 5) |
| 4:30 PM – 4:45 PM | Leadership style: Influences of personality, emotional intelligence, job type, and gender | Spoken Presentation | James Lucas (Deakin University), Kate West, Kathleen Moore | 514 a (Level 5) |
| 4:30 PM – 4:45 PM | The influence of authentic leadership on subordinates' organizational citizenship behavior and turnover intention | Spoken Presentation | Hu Tong (Beijing Normal University), Xu Jianping, Sheng Yu, Adeline Kodji, | 513 a & c (Level 5) |
| 4:45 PM – 5:00 PM | An empirical study on Social capital as a differential factor in the process of organizational socialization and retention of employees in Cape Verde | Spoken Presentation | Carlos Alves Gomes Dos Santos (Zhejiang University), Jianhong Ma | 513 a & c (Level 5) |
| 5:00 PM – 6:00 PM | Division 1: Work and Organization Psychology Annual Meeting | Division Annual Meeting | Gary Latham (Rotman University Toronto) | 513 a & c (Level 5) |

June 28, 2018 – Thursday

| Time | Title | Type | Authors | Location |
|---------------------|---|--------------------------|----------------------|---------------------|
| 9:00 AM – 10:00 AM | Commitment in the Workplace: Past, Present, and Future | Lecture | John Meyer (Ontario) | 513 a & c (Level 5) |
| 9:00AM – 10:00 AM | Reflections on Gender and Leadership | Invited Address for SWAP | Karen Korabik | 510a |
| 10:00 AM – 11:00 AM | The HEXACO Model of Personality Structure: Its Origin and Development | Keynote Address | Kibeom Lee (Calgary) | 513 a & c (Level 5) |

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| 10:15 AM – 10:20 AM | Evaluating professors' performance in a Higher Education setting: A literature review of indicators and methods used | Gimme-5 | Jean Bouchard, Véronique Dagenais-Desmarais, Stéphanie Allard, Leila Benabdallah (Montreal) | 517 b-c-d (Level 5) Stage C |
| 10:20 AM – 10:25 AM | Work-family conflict and role balance among dual-earner couples: Where do friendships fit in? | Gimme-5 | Cristina Dreger-Smylie and Bernadette Campbell (Carleton) | 517 b-c-d (Level 5) Stage C |
| 10:25 AM – 10:30 AM | The Science-Practica Process Model: Answering the Call for a Systematic Integration of Academic and Practitioner Perspective | Gimme-5 | Kayla Hoelzel, Jasmina Milosevic, Katherine Rau, Jesse Caylor, Richard Griffith (Florida Institute) | 517 b-c-d (Level 5) Stage C |
| 10:30 AM – 10:35 AM | Work-life Recovery: Career Counselling and Addictions Treatment | Gimme-5 | Rebecca Hudson Breen (Alberta) | 517 b-c-d (Level 5) Stage C |
| 10:35 AM – 10:40 AM | Fostering Constructive Conflict Resolution Practices Among Police Officers: The Role of In-Group Loyalty | Gimme-5 | Renaud Jutras and Michel Patenaude (Québec) | 517 b-c-d (Level 5) Stage C |
| 10:45 AM – 10:50 AM | University students' part-time work: Helpful or Hindering to Well-being and Academic Performance? | Gimme-5 | Yannick Provencher, Ekaterina Pogrebtsova, Denisa Luta (Guelph) | 517 b-c-d (Level 5) Stage C |
| 10:50 AM – 10:55 AM | Impacts of Vocational Programs Integrating Cognitive Remediation on Work Outcomes in Schizophrenia: A Literature Review and Meta-Analysis | Gimme-5 | Genevieve Sauve, Martin Lepage, Marc Corbière (Québec) | 517 b-c-d (Level 5) Stage C |
| 1:15 PM – 1:30 PM | Comparing Female and Male Leaders in Dark Personalities and Leadership style | Spoken Presentation | Cynthia Mathieu (Montreal), Paul Babiak (Anubis-Research), Robert Hare (BC) | 510 b (Level 5) |
| 1:15 PM – 2:45 PM | CSIOP Student Symposium: New Perspectives in Industrial and Organizational Psychology Research | Symposium | Sarah Bourdeau (Montreal) | 513 a & c (Level 5) |
| 1:30 PM – 1:45 PM | Using Self-Determination Theory to better understand the impact of cash rewards on employees' individual and organizational outcomes | Spoken Presentation | Anais Thibault Landry (UQAM), Jacques Forest (ESG UQAM), Drea Zigarmi (Ken Blanchard Companies) | 510 b (Level 5) |
| 1:45 PM – 2:00 PM | Don't underestimate the value of time! Its effect on individuals' work-related happiness | Spoken Presentation | Anais Thibault Landry (UQAM), Simon Grenier (UdeM), Ashley Whillans (Harvard) | 510 b (Level 5) |
| 2:00 PM – 2:15 PM | Personality traits and job satisfaction: the mediating effect of motivation | Spoken Presentation | Cynthia Mathieu (Montreal), Luc Pelletier (Ottawa) | 510 b (Level 5) |
| 2:20 PM – 2:25 PM | On the Interrelationships Between Health and Work Performance: A Review of the Literature | Gimme-5 | Stéphanie Allard, Jean Bouchard, Véronique Dagenais-Desmarais, Thomas Aubin (Montréal) | 517 b-c-d (Level 5) Stage D |
| 3:00 PM – 4:00 PM | Forgiveness in the Workplace | Keynote Address | Ramona Bobocel (Waterloo) | 513 a & c (Level 5) |
| 4:00 PM – 5:00 PM | Annual Meeting: CSIOP Section Annual Meeting/Awards Presentation | Annual Meeting | Chaired by Lisa Keeping | 513 a & c (Level 5) |

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| 6:00PM – 9:00PM | I/O Military Social –NOTE: CSIOP and military section members only – limited capacity | Social Event | | Royal Montreal Regiment Officer's Mess – 4625 St. Catharine's Street |
| 9:30 AM – 11:00 AM | Preaching to the diverted: Overcoming hostility, resistance and apathy as culture change agent provocateur | Workshop | Leanne Faraday-Brash (Brash Consulting Pty Ltd) | 516 b (Level 5) |
| 11:15 AM – 12:45 PM | Alliance Special Session: Removing barriers for women: How to advance women in organizations | Discussion Forum | Lynda Zugec (The Workforce Consultants) | 513 a & c (Level 5) |
| 2:00 PM – 2:05 PM | Seeking similarity or embracing difference: Interactive effect of person-supervisor fit and inclusive leadership on employee attitude and performance | Gimme-5 | Chiyin Chen (Shanghai Jiao Tong University), Ningyu Tang, Kaili Zhang | 517 b-c-d (Level 5) Stage A |
| 2:05 PM – 2:10 PM | Applying principles of educational and organizational psychology when investigating characteristics of teachers' success in Australia | Gimme-5 | Tracy Durksen (University of New South Wales), | 517 b-c-d (Level 5) Stage A |
| 2:10 PM – 2:15 PM | The multilevel effects of authoritarian leadership on creativity in R&D teams: A social information processing perspective | Gimme-5 | Qinxuan Gu (Shanghai Jiao Tong University), Zhigang Song, Bingqin Zhang | 517 b-c-d (Level 5) Stage A |
| 2:15 PM – 2:20 PM | Exploring the interactive effects of reward interdependence and team member psychological ownership diversity on shared leadership and team performance | Gimme-5 | Dongqing Hu (Shanghai Jiao Tong University), Qinxuan Gu | 517 b-c-d (Level 5) Stage A |
| 2:15 PM – 2:30 PM | The moderating effect of mindfulness on the curvilinear relationship between role overload, work engagement, and innovative work behavior | Spoken Presentation | Francesco Montani (Montpellier Business School), Christian Vandenberghe, François Courcy | 510 b (Level 5) |
| 2:20 PM – 2:25 PM | Impact of psychological resources on U.S. nurses' well-being – A conservation of resources perspective | Gimme-5 | Rahman Khan (Universite de pau et des pays de l'adour), Jean Neveu | 517 b-c-d (Level 5) Stage A |
| 2:25 PM – 2:30 PM | Striving for night shift work engagement: A motivational resources-based approach | Gimme-5 | Rahman Khan (Universite de pau et des pays de l'adour), Jean Neveu | 517 b-c-d (Level 5) Stage A |
| 2:30 PM – 2:35 PM | Strategies of personnel development in small non-profit-enterprises – Qualitative case studies in daycare centres in Germany | Gimme-5 | Petra Strehmel (University of Applied Sciences Hamburg), | 517 b-c-d (Level 5) Stage A |
| 2:30 PM – 2:45 PM | Pushing yourself to work when sick | Spoken Presentation | Luo Lu (National Taiwan University), Shu-Fang Kao | 510 b (Level 5) |
| 2:35 PM – 2:40 PM | From mindfulness to creativity: The mediating role of work engagement and its | Gimme-5 | Yueqiao Zhu (Shanghai Jiao Tong University), Liang Chen, Xiaobei Li, Xiao-ping | 517 b-c-d (Level 5) Stage A |

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| | psychological conditions | | Chen | |
| 3:00 PM – 3:15 PM | How does employees who identify for organization conduct voluntary work behavior: A model mediation by Dependency and Self-Efficacy and their interaction with perceived organizational support | Spoken Presentation | Yixuan Shao (Zhejiang University), Zhongming Wang | 510 b (Level 5) |
| 3:15 PM – 3:30 PM | Work resources and job crafting in Hong Kong: The mediating role of work self-efficacy | Spoken Presentation | Chi Wong (Hong Kong Shue Yan University) | 510 b (Level 5) |
| 3:30 PM – 3:45 PM | Emotional exhaustion, absenteeism, organizational commitment and intention to quit among hospital nurses: A comparative study of eight countries | Spoken Presentation | Louise Tourigny (University of Wisconsin-Whitewater), Vishwanath Baba, John Good, Monica Acosta-Alvarado, Terri Lituchy, Silvia Ines Monserrat, Dilek Zamantili Nayir | 510 b (Level 5) |
| 3:45 PM – 4:00 PM | Organization-based self-esteem (OBSE): A buffer or amplifier in the job insecurity-health link? | Spoken Presentation | Morteza Charkhabi (School of Economics, Moscow) | 510 b (Level 5) |

June 29, 2018 – Friday

| Time | Title | Type | Authors | Location |
|---------------------|---|----------------------------|---|---------------------|
| 8:00 AM – 9:00 AM | IAAP Advisory Committee | Committee Business Meeting | Gary Latham (Rotman University Toronto) | 512 f (Level 5) |
| 9:00 AM – 9:15 AM | Validation of the Geneva emotional competence test (GECO) to measure emotional intelligence in the workplace | Spoken Presentation | Marcello Mortillaro (Swiss Center for Affective Sciences, University of Geneva), Katja Schlegel | 514 b (Level 5) |
| 9:00 AM – 10:30 AM | Alliance for organizational psychology special sessions: Meet the editors | Discussion Forum | Gilad Chen (University of Maryland), Julie McCarthy | 513 a & c (Level 5) |
| 9:15 AM – 9:30 AM | Navigating identity conflicts within private optometry: New Zealand optometrists' reflections on a transforming industry | Spoken Presentation | Jocelyn Handy (Massey University), Dianne Gardner | 514 b (Level 5) |
| 9:30 AM – 9:45 AM | Giving and requesting advice within a public sector call centre: Staff and expert user experiences of working at, and contacting, the immigration New Zealand Call centre | Spoken Presentation | Jocelyn Handy (Massey University), Alyson Scott | 514 b (Level 5) |
| 10:00 AM – 10:15 AM | Integrity in action – study on blue-collar, white-collar and clinical sample | Spoken Presentation | Marek Preiss (University of New York in Prague), Tereza Prihodova, Veronika Jurickova | 514 b (Level 5) |
| 10:30 AM – 10:45 AM | An experimental examination of the effort-reward imbalance model | Spoken Presentation | Lior Oren (Ariel University), Hadas Youldus | 514 b (Level 5) |
| 10:30 AM – 10:45 | Managerial motives to address | Spoken | Ishbel McWha-Hermann | 513 a & c (Level 5) |

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| AM | systemically unjust reward policies in international non governmental organizations | Presentation | (University of Edinburgh) | |
| 11:15 AM – 12:15 PM | Leader's mental health at work | State of the Art Lecture | Julian Barling (Smith School of Business) | 513 a & c (Level 5) |
| 11:15 AM – 11:30 AM | The motivation for and priority of work in EY worker's re-employment: A comparative study between Japan and England | Spoken Presentation | Chika Yamamoto | 514 b (Level 5) |
| 11:30 AM – 11:45 AM | A study of Machiavellian's manipulation. Relationship between Machiavellianism and discrepancy between supervisor's and peer's rating of organizational citizenship behavior mediated by peer perceived authenticity | Spoken Presentation | Hui Ming Apesta Chung (Chinese University of Hong Kong) | 514 b (Level 5) |
| 11:45 AM – 12:00 PM | Innovation in companies and cultural orientation to innovation: Development and Validity evidence and a multilevel study | Spoken Presentation | Leela Lacerda Francischeto (University of Brasilia), Elaine Neiva | 514 b (Level 5) |
| 11:45 AM – 1:15 PM | I/O Poster Session | | | 517 b-c-d (Level 5) |
| 12:00 PM – 12:15 PM | Exigences du travail, santé, et présentéisme: Une étude auprès de travailleurs de l'industrie lourde | Spoken Presentation | Nathalie Delobbe (University de Geneve), Nicolas Raineri | 512 h (Level 5) |
| 12:00 PM – 12:15 PM | Analysis of the effects of organizational culture on educational organization staff's negative mental states | Spoken Presentation | Lyudmila Karamushka (National Academy of Educational Sciences of Ukraine), Tereshchenko, Oksana Kredentser, Volodymyr Ivkin, Valentyna Lagodzinska, Oleksandr Kovalchuk | 514 b (Level 5) |
| 12:15 PM – 12:30 PM | Job autonomy and excessive workload are they good predictors of proactive work behavior (PWB)? What is the role of positive emotion at work in this relationship? | Spoken Presentation | Lucie Pierre (University of Bordeaux), Adalgisa Battistelli | 513 a & c (Level 5) |
| 12:15 PM – 12:30 PM | Show me more positive emotions, and I will go beyond the customer service! A diary study | Spoken Presentation | Luminita Patras (University of Valencia), Vicente Martinez-Tur | 514 b (Level 5) |
| 12:30 PM – 12:45 PM | Analyse de l'Activité de gestionnaires de crise industrielle lors de débriefings post-simulation | Spoken Presentation | Sylvie Vandestrade (Université de Mons), Laurie-Anna Dubois, Agnès Van Daele | 512 h (Level 5) |
| 12:30 PM – 12:45 PM | The influence of big-five personality traits on leader-member social exchange of academic leaders | Spoken Presentation | Kanda Janyam (Prince of Songkla University) | 514 b (Level 5) |
| 12:30 PM – 12:45 PM | Effectiveness of corporate governance structure: A review | Spoken Presentation | Minati Sahoo (IIT Kharagpur), Kailash Shrivastava | 513 a & c (Level 5) |

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| 1:15 PM – 2:45 PM | Industrial-work-organizational; Psychology around the world | Symposium | Walter Reichman (OrgVitality) | 513 a & c (Level 5) |
| 1:15 PM – 1:30 PM | Organizational Ambidexterity, Operational changes and performance: The role of organizational unlearning | Spoken Presentation | Beibei Chen (Zhejiang University), Zhongming Wang | 514 c (Level 5) |
| 1:30 PM – 1:45 PM | The effect of career adaptability on employee turnover intention after an organizational change: The mediating role of task adaptivity and perceived overqualification and the moderating role of transformational leadership | Spoken Presentation | Bowen Dong (Zhejiang University), Zhongming Wang | 514 c (Level 5) |
| 1:45 PM – 2:00 PM | Ambidextrous organizational culture and innovative behavior: A moderated mediation model of team flexibility and change leadership | Spoken Presentation | Chengqi Mao (Zhejiang University) | 514 c (Level 5) |
| 2:00 PM – 2:15 PM | Differences in permanence and satisfaction at work assessment | Spoken Presentation | Luz Maria-Cruz Martinez (University of Mexico), Salma Sanchez-Lara, Lucia Rivera de la Parra, Rocio Zubillaga Guerrero, Jessica Heredia Chanocua | 514 c (Level 5) |
| 2:00 PM – 3:30 PM | I/O Poster Session | | | 517 b-c-d (Level 5) |
| 2:00 PM – 2:05 PM | Does employee's empowerment moderates the association between affective commitment and employee's performance? | Gimme-5 | Naghi Radi Afsouran (University of Isfahan), Morteza Charkhabi, Yaser Sayadi | 517 b-c-d (Level 5) Stage C |
| 2:05 PM – 2:10 PM | The effect of sexism events on women's job performance: Moderating role of psychological hardiness and resiliency | Gimme-5 | N.Arshadi Chamran (University of Ahvaz), F. Shanbedi | 517 b-c-d (Level 5) Stage C |
| 2:10 PM – 2:15 PM | Influence of organizational citizenship behavior | Gimme-5 | Seemi Azam (K. N. Government Post Graduate Degree College), Rashmi Kumar | 517 b-c-d (Level 5) Stage C |
| 2:15 PM – 2:20 PM | The effects of team interpersonal conflicts on shared leadership: The role of emotional exhaustion, task interdependence and members' creativity | Gimme-5 | Qinxuan Gu (Shanghai Jiao Tong University), Dongqing Hu, Zhenzhen Zhou | 517 b-c-d (Level 5) Stage C |
| 2:15 PM – 2:30 PM | "African Time": Myth or Reality? | Spoken Presentation | Nyitor Shenge (University of Ibadan) | 514 c (Level 5) |
| 2:20 PM – 2:25 PM | Managing performance in downsizing period: The effect of job insecurity on organizational citizenship behavior and the mediating role of perceived organizational support | Gimme-5 | Fahima Irfani (Rodhiya Universitas Indonesia), Endang Parahyanti | 517 b-c-d (Level 5) Stage C |
| 2:25 PM – 2:30 PM | Dynamic relationships between psychological resources, goal attainment and well-being in | Gimme-5 | Rahman Khan (Universite de pau et des pays de l'adour), Jean Neveu | 517 b-c-d (Level 5) Stage C |

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| | sales executives | | | |
| 2:30 PM – 2:35 PM | The paradoxical effects of relational leader empowerment on organizational citizenship behavior | Gimme-5 | Bingqian Liang (Shanghai Jiao Tong University), Wan Jiang, Qinxuan Gu | 517 b-c-d (Level 5) Stage C |
| 2:35 PM – 2:40 PM | Predictive validity of the big five in honest and faking conditions using a forced-choice questionnaire | Gimme-5 | Alexandra Martinez (Universidad de Santiago de Compostela), Pamela Alonso, Inmaculada Otero, Dámaris Cuadrado, Silvia Moscoso, Jesus F. Salgado | 517 b-c-d (Level 5) Stage C |
| 2:35 PM – 2:40 PM | Factors of acceptability of technological innovation: A meta-analysis | Gimme-5 | Geraldine (Van der beken vedecom), Sami Kraiem, Pascal Pansu, Alain Somat | 517 b-c-d (Level 5) Stage D |
| 3:00 PM – 3:15 PM | Relationships of analytical, practical, and emotional intelligence with behavioral dimensions of performance of leaders | Spoken Presentation | Anna Baczynska (Kozminski University) | 514 c (Level 5) |
| 3:00 PM – 4:00 PM | Stable, dynamic, and situational units of personality: An integrated perspective | Keynote Address | Robert Wood (SGSM@UNSW) | 513 a & c (Level 5) |
| 3:00 PM – 4:30 PM | Developing evidence-based policy briefs for academic researchers: A practical approach to generating research impact | In-Congress Professional Development Workshop | Ishbel McWha-Hermann (Universtiy of Edinburgh), Walter Reichman, Mary O'Neill Berry | 516 a & b (Level 5) |
| 3:15 PM – 3:30 PM | Organizational behavior research in India: A systematic review and thematic classification | Spoken Presentation | Muskaan Verma (Birla Institute of Technology & Science, Pilani) | 514 c (Level 5) |
| 3:30 PM – 3:45 PM | A qualitative study on the growing use of social networking sites among employees in China and Pakistan | Spoken Presentation | Haziq Mehmood (Lingnan University), Oil Ling Siu, Simon Li | 514 c (Level 5) |
| 3:45 PM – 4:00 PM | Role of career competencies in the relationship between work characteristics and well-being | Spoken Presentation | Guoping Song (Dept of Psychology) | 514 c (Level 5) |
| 4:00 PM – 4:15 PM | Working conditions & stress in UK public sector (front line) workers | Spoken Presentation | Jermaine Ravalier (Bath Spa University), Joseph Walsh | 513 a & c (Level 5) |
| 4:15 PM – 4:30 PM | Out of control: A self-control perspective of safety performance at team levels | Spoken Presentation | Yaoshan Xu CAS Key (Chinese Academy of Sciences), Zhongxiang Shen, Naixi Huang | 513 a & c (Level 5) |
| 4:30 PM – 4:45 PM | Abusive supervision and failure based learning: The roles of error management and job security | Spoken Presentation | Pedro Neves (Nova School of Business and Economics) | 513 a & c (Level 5) |
| 4:30 PM – 4:45 PM | Leadership and parenting: Theoretical parallels and empirical links | Spoken Presentation | Aurelija Stelmokiene, Aukse Endriulaitiene | 514 c (Level 5) |
| 4:45 PM – 5:00 PM | Your family made you better or worse: Impact of family affective tone on work emotion/behavior and use identification as moderator | Spoken Presentation | Yu Rou Hung (National Chengchi University) | 513 a & c (Level 5) |

June 30, 2018 – Saturday

| Time | Title | Type | Authors | Location |
|---------------------|---|---------------------|---|---------------------|
| 10:30 AM – 10:45 AM | The Fusion of Occupational Safety Research and Industrial Safety Practices in Needed: Lessons from Applied Research in the Mining Industry | Spoken Presentation | Jade Anderson, Valery Chirkov, June Anonson, Madeline Press, Angie Gerard, Chau Ha (Saskatchewan) | 510 c (Level 5) |
| 10:30 AM – 10:45 AM | The effect of work-family conflict and work-family enhancement on turnover intentions | Spoken Presentation | Duygu Biricik Gulseren, Kevin Kelloway (Halifax) | 513 a & c (Level 5) |
| 9:00 AM – 10:30 AM | IAAP at the United Nations: Report to the membership | Symposium | Walter Reichman (OrgVitality), Gary Latham | 510 c (Level 5) |
| 9:00 AM – 10:30 AM | Conflict, Harassment and Discrimination at Work: Where we are and how to go forward | Symposium | Alicia Arenas (University of Seville) | 513 a & c (Level 5) |
| 10:45 AM – 11:00 AM | Supportive leadership and adaptive behavior: A moderated mediation model of cooperative climate and perceived organizational support | Spoken Presentation | Mingting Xie (Zhejiang University), Zhongming Wang, Wei Wang | 510 c (Level 5) |
| 11:15 AM – 11:30 AM | Employee error reporting behavior in organizations: The role of error severity, visibility, and frequency | Spoken Presentation | Kaili Zhang (Shanghai Jiao Tong University), Ningyu Tang | 513 a & c (Level 5) |
| 11:15 AM – 12:15 PM | A change model of entrepreneurial competencies and social responsibility | Keynote Address | Zhongming Wang (Zhejiang University) | 510 c (Level 5) |
| 11:30 AM – 11:45 AM | Inclusion as a mediator between core self-evaluation (CSE) and job satisfaction: Study of persons with disabilities (PwDs) in India | Spoken Presentation | Abhishek Goel (IIM Calcutta), Amit Jain, Leena Chatterjee | 513 a & c (Level 5) |
| 11:45 AM – 12:00 PM | Values and leadership: Examining the roots of paternalistic leadership and validating the refined value theory | Spoken Presentation | Yumei Wang (Shanghai Jiao Tong University), Ningyu Tang | 513 a & c (Level 5) |
| 12:00 PM – 12:15 PM | The relationship of job stress with WFC and FWC: Moderating role of perceived supervisory support | Spoken Presentation | N. Arshadi Shadid (Chamran University of Shvaz), S. Kazemi, A. Neisi, A. Naami | 513 a & c (Level 5) |
| 12:45 PM – 2:15 PM | Decent work as the most important strategy for poverty eradication | Symposium | Mary Berry (International Association of Applied Psychology) | 513 a & c (Level 5) |
| 12:45 PM – 2:15 PM | Motivation at work: Sources, outcomes, and potentials | Symposium | Anna Oostendorp (Technical University of Munich) | 510 c (Level 5) |
| 2:15 PM – 2:30 PM | Change attributes, attitudes toward change and its influence on change-supportive behavior, unit absenteeism and well-being of individuals: testing longitudinally individual-context relationships | Spoken Presentation | Elaine Neiva (University of Brasilia) | 510 c (Level 5) |

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| 2:15 PM – 3:45 PM | The ubiquitous employee survey | Symposium | Walter Reichman (OrgVitality) | 513 a & c (Level 5) |
| 2:30 PM – 2:45 PM | Conflicts in start-ups: typology and measurement | Spoken Presentation | Malgorzata Kozusznik (KU Leuven), Martin Euwema | 510 c (Level 5) |
| 2:45 PM – 3:00 PM | What resources buffer the impact of external demands on employee well-being? | Spoken Presentation | Jennifer Barbour (UNSW Sydney), Catherine Collins, Cristina Gibson | 510 c (Level 5) |
| 3:15 PM – 3:30 PM | Technology adoption, employee engagement and intention to stay | Spoken Presentation | James Kagaari (Kyambogo University) | 510 c (Level 5) |