15th Conference of the European Association of Work and Organizational Psychology Maastricht, May 25–May 28, 2011

Conference Theme and Committees

Theme: "Decent work and Beyond"—W&O psychologists' contribution to society

Our society has come at a cross road. The financial and economic crisis calls for radical decisions that will affect our lives, also in the workplace. The challenge will be to steer out of this crisis and to establish a sustainable society, in which everybody can participate. To achieve this many changes are required. However, the question is what kind of choices are we going to make? It is clear that labor participation needs to be increased to sustain prosperity. Making organizations and the labor market more flexible has become a key issue. But how can we renew our organizations, making them more innovative and competitive, while improving the health and well-being of the working population and protecting the environment? This translates into important questions that call for an answer: What does increased flexibility mean for the people in organizations? How does it affect job security? What does it mean for the opportunities for development of employees? How will it affect health and well-being? Where politicians and economists strive to create decent work for all, it is clear that the expertise of Work & Organizational Psychology is indispensable to make employees and organizations flourish and grow. With the theme of this conference we urge to look beyond economic rationality, because radical decisions often imply paradoxes. Such decisions have to be made constantly, day by day, and Work & Organizational Psychologists should contribute to make the right choices and to ensure that not only economic motives count, but that employees matter as well. Because, by the end of the day, the people in the organizations make the difference.

Conference Organizing Committee

Fred Zijlstra, Maastricht University, NIP, chair
Arnold Bakker, Erasmus University, Rotterdam, EAWOP
Neil Anderson, Brunel University, London
Robert Roe, Maastricht University
Michiel Kompier, Radboud University, Nijmegen
Nico van Yperen, Groningen University
Tinka van Vuuren, Open University, Loyalis, NIP
Evert Hummelen, Schouten & Nelissen, NIP
Wilmar Schaufeli, Utrecht University
Jan de Jonge, Eindhoven University of Technology

Local Organizing Committee

Fred Zijlstra, chair
Robert van Doorn
Ute Hülsheger
Jonas Lang
Sandra Lasek
Mariella Muermans
Philippe Nelissen
Margje van der Wiel
Conference Office: Annemie Capellen

Scientific Committee

Fred Zijlstra, Maastricht University, chair
Arnold Bakker, Erasmus University, Rotterdam
Neil Anderson, Brunel University, London
Frans Nijhuis, Maastricht University
Alessia D'Amato, Kingston University, London
Robert van Doorn, Maastricht University
Mary Waller, York University, Toronto
Ben Emans, Groningen University
Barbara Wisse, Groningen University
Ute Hülsheger, Maastricht University
Jan de Jonge, Eindhoven University of Technology
Michiel Kompier, Radboud University, Nijmegen
Jonas Lang, Maastricht University
Annet de Lange, Radboud University, Nijmegen
Hans de Witte, Catholic University Leuven

EAWOP Executive Committee

Arnold Bakker, president
Henry Honkanen, treasurer
Angela Carter
Ann-Louise Holten
Vicente Martínez-Tur
Ana Passos
Salvatore Zappala
EAWOP Secretariat: Christine Goffinet

Reviewers

The following people have been involved in reviewing the submitted abstracts to the 15th EAWOP conference 2011:

N. Anderson, F. Anseel, C. Antoni, P. Argentero, A. Bakker, P. Bal, D. Beckers, C. Bell, J. Bell Crawford, L. Bernhardt, M. Bertolino, C Binnewies, R. Bledow, J. Bosak, l. Brebels, W. van Breukelen, S. Brouwer, L. ten Brummelhuis, A. Chughtai, E. Conway, C. Cortese, AC. Costa, A. Crescentini, A. D'Amato, KJ. Daniels, JF. Dawson, N. De Cuyper, E. Demerouti, D. Derks, K. Dewitte, J. Dikkers, M. Dollard, R. van Doorn, C. Dormann, P. Eisele, BJM. Emans, J. Felfe, A. Fischbach, C. Fredette, S. Geurts, JMP. Gevers, D. Gijbels, G. Grote, H. Guenter, Z. Gurabardhi, J. Hakanen, S. Harinck, W. Helms, AC. Homan, LML. Hooff, EAJ. van Hooft, AHB. de Hoogh, L. ten Horn, I. Houkes, I. Houtman, L. Hovath, X. Hu, U. Hülsheger, M. Infanger, P. Jansen, O. Janssen, J. de Jonge, S. Kaplan, M. Kersting, U. Kinnunen, E. Kirchler, M. Kirrane, U. Kleher, A. Koenig, C. König, TAM. Kooij, M. Kouchaki, J. Kramer, S. Krumm, J. Lang, JWB. Lang, AH. De Lange, K. LaPort, PM. Le Blanc, P. Lichtenthaler, Linden, G. Maier, A. Mäkikangas, D. Martínez-Iñigo, S. Mauno, L. Maxin, J. McCarthy, P. Muck, A. Müller, L. Munduate, F. Munir, A. Mursula, KM. Nielsen, F. Nijhuis, BA. Nijstad, K. Niven, A. Notelaers, A. Nübold, W. Oerlemans, S. Ohly, M. Peeters, G. Pheiffer, A. Pitariu, PM. Poortvliet, J. Randall, F. Rietzschel, T. Rigotti, FA. Rink, DC. Rus, M. Salanova, F. Salvador, W. Schaufeli, A. Schewe, M. Schippers, C. Schoel, B. Schreurs, B. Schyns, S. Sczesny, R. Searle, J. Seelandt, FW. Siero, S. Siu, G. Sohrab, S. Sonnentag, EMB. Spoor, D. Stam, Standifer, J. Stouten, Tasa, R. Thomas, Toubiana, K. Truss, D. Truxillo, F. Tschan, S. Uitdewilligen, T. Vanderelst, T. Vogus, H. Voigt, RE. de Vries, M. Waller, F. Walter, M. Weigl, M. Westman, M. van de Wiel, BM. Wisse, H. de Witte, G. Wittenbaum, M. van Woerkom, HG. Wolff, D. Xanthopoulou, JF. Ybema, I. Zettler, FRH Zijlstra,

($p<0,01$). Thereby the entrepreneurs are more initiative and independent, more risk-taking, more innovative, comparing with the non-entrepreneurs. Conclusion. 1. The significant differences in the psychological features of the entrepreneurs and the non-entrepreneurs are the need for autonomy and the innovativeness. 2. The results of the investigation are important for preparing psychological trainings for the persons starting their own business.

The Impact of Adaptive and Mal-Adaptive Perfectionism on Work-Family Conflict and Burnout Syndromes of The Employees: A Study From Turkey

Arikan, S., *Okan University, Istanbul, Turkey*; Çaliskan, C., *Haliç University, Istanbul, Turkey*

Abstract: The main purpose of this study is to investigate the impact of perfectionism on work-family conflict and burnout syndromes of the employees in Turkish Business Context. Eventough work-family conflict and burnout are the concepts researched both theoratically and emprically in the field of I/O Psychology in many studies, the meaning and impact of perfectionism as a personality variable within this interaction is still needed to be searched. Actually in Turkey there are limited studies about perfectionism or they are in theoratical base rather than emprical (Dinç, 2001; Oral, 1999; Yorulmaz, 2002). Therefore study findings is going to fill the gap in the field and provide implications for the managers especially in personal selection and development operations. Within this study the definition and classification of Johnson & Slaney (1996) is used for perfectionism variable. According to their definition, perfectionism has three components: Standards (personal standards for performance), Discrepancy (distress caused by the perceived discrepancy between performance and personal standards), and Order (desire for organization and need for orderliness). In their conceptualization, adaptive perfectionism reflects high personal standards and expectations and orderliness whereas maladaptive perfectionism is related with the high distress experienced due to discrepancy between actual performance and expected standards. The requirement to meet high personal standards and expectations within two domains both in family and work can increase the level of conflict between two domains. At the same time distress due to discrepancy between performance and expected standarts can also increase the conflict level. Therefore perfectionism may have an impact on WFC level of the employees. The Almost Perfect Scale-Revised /APS-R (Slaney et al, 2001), Netemeyer, Boles ve Mcmurrian (1996)'s work-family conflict scale and Maslach and Jackson (1981)'s burnout scale are employed to measure relevant constructs in the research model. The sample of this study will include white color employees working full time in private organizations in wide range of industry sectors (education, computer services, finance and banking) in Istanbul, Turkey. 350 questionnaires were distributed and data collection process is ongoing. The results will be discussed in comparison of previous findings concerning perfectionism, work-family conflict and burnout.

Family-work interference: the role of work engagement and implications for employees outcomes

Sulea, C., *West University of Timisoara, Timisoara, Romania*; Virga, D., *West University of Timisoara, Timisoara, Romania*

Abstract: Although research has analyzed the interference between work and family in relation to work Engagement (Montgomery, Peeters, Schaufeli & den Ouden, 2003), an important concern is whether this interference is an antecedent or a rather a consequence of engagement. Besides, most of this research has been done in Western Europe. Hence, more research is required - also in other cultural contexts – on family interference with work (FIW) and work engagement (WE) (Halbesleben, 2009). Therefore the present study examines the mediating role played by WE in the relations between FIW on the one hand, and job satisfaction (JS) and turnover intention (TI) on the other hand. The sample (n=424) consists of Romanian married employees (44.3 % men). Structural equation modeling was used to simultaneosuly test the hypothesized relations. WE partially mediates between time-based FIW and JS, and TI. There is a full mediating role of WE for strain-based FIW. Finally, employees who experience behavior-based FIW tend to have a decreased JS and those who experience time- and strain-based FIW tend to be more work engaged and satisfied with their jobs and declare less TI. The interference of personal life in the work arena can have positive outcomes. The way managers succeed in supporting employees' ways of dealing with FWI may have beneficial effects at work. In addition, allowing employees a certain flexibility of work schedule and opportunity to deal with family issues may be positively related to their engagement at work, satisfaction, and potentially decrease their intention to leave the organization. References Halbesleben, J.R.B. (2010). A meta-analysis