ORGANIZATIONAL PSYCHOLOGY SCHEDULE

SESSION 1
Tuesday 11th September 15:30 – 17:00
Symposium | City Hall, Council Chamber
Session Chair: TBC
Ensuring Quality and Safety in Healthcare Delivery: The Role of Teamwork and Organisational Climate (441)
Lyubovnikova, Joanne; Carter, Matthew; Dawson, Jeremy; Jerzembek, Gabi; MacCurtain, Sarah; McCarthy, Imelda; Topkas, Anna; West, Michael

SESSION 2
Wednesday 12th September 09:00 – 10:30
Full Paper | City Hall, Council Chamber
Session Chair: Lee Martin
Using On-line Coaching to develop psychological fitness and employability (287)
Hanson, Jill; Lees, Dave; Thandi, Navdish
Rewards and Creativity: Bringing new Actors into the debate (451)
Malik, Muhammad Abdur Rahman; Butt, Arif N.
Organizational Citizenship Behavior, Organizational Entropic Behavior and Organizational Effectiveness: A Conceptual Model (418)
Coldwell, David; Callaghan, Chris

Developmental Paper | City Hall, Syndicate Room L
Session Chair: Shaun Gordon
Migrant Workers, Cultural Values and the Psychological Contract: A pilot study of the experiences of African Migrant Nurses in the UK (537)
Uwabuike, Chinedu
Control the media control the mind: How media affects the psychological contracts during recession (636)
Shaffakat, Samah; Burgoyne, John; Simm, David
HRM Practices, Psychological Contract and Employee Attitudes and Behaviours: An Empirical Study Conducted in India (655)
Kutaula, Smirti; Gould-Williams, Julian; Bottomley, Paul
SESSION 3
Wednesday 12th September 11:00 – 12:30

Full Paper | City Hall, Council Chamber
Session Chair: Jill Hansen

The role of relationships in shaping the Psychological Contract: The case of South African wine farm workers (769)
Ronnie, Linda; Penfold, Ruth

Effective leadership: Task- and people-centred behaviours are still important after all these years (582)
Lindorff, Margaret

Building and utilizing social capital in teams: The role of external leadership and distributed expertise (457)
Edinger, Suzanne Keasey

Developmental Paper | City Hall, Syndicate Room L
Session Chair: Chris Carter

A conceptual model of newcomers’ relationship building strategy and its relationship with perceived career success in early socialization (736)
Batistic, Sasa; King, Zella; Kase, Robert

The Effects of Impression Management on Expatriates’ Wellbeing and their Workplace Adjustment (757)
Kamau, Caroline; Spong, Abigail

Anticipatory organisational identification: An initial exploration of the antecedents and consequences of future members’ identification with an organisation (665)
Boag-Munroe, Fran; Davis, Ann

There is more to Why We Stay Silent… (602)
Junaid, Fatima Ali; Zaffar, Javera

SESSION 4
Wednesday 12th September 14:00 – 15:30

Full Paper | City Hall, Council Chamber
Session Chair: Margeret Lindorff

Towards an eclectic framework of external factors influencing work motivation (118)
Sternad, Dietmar

Workplace aggression and absenteeism: The mediating role of organizational justice and well-being (168)
Wood, Stephen; Braeken, John; Niven, Karen

Stimulating employees' informal workplace learning: The role of motivation and identity (430)
Van Rijn, Monique Bernadette; Yang, Huadong; Sanders, Karin
Developmental Paper | City Hall, Syndicate Room L
Session Chair: Angela Dy

Social Capital and Job Embeddedness: Unbreakable ties? (526)
de Main, Leanne Karen

Ostracism as an Antecedent to Destructive Leadership (563)
Crellin, Peter; Sprigg, Christine; Patterson, Malcolm

Impact of Interpersonal Processes on Team Effectiveness: A Multi-level Model (579)
Killumets, Elar; Maynard, Travis Michael; Mathieu, John; D’Innocenzo, Lauren

SESSION 5
Wednesday 12th September 16:00 – 17:30

Full Paper | City Hall, Council Chamber
Session Chair: Dietmar Sternad

Faking emotions in customer interactions and burnout: a cross-validation study of the resources depletion-recovery model (200)
Quinones-Garcia, Cristina; Rodriguez-Carvajal, Raquel; Clarke, Nicholas

Work engagement, burn-out, and alienation: linking new and old concepts of positive and negative work experiences (254)
O’Donohue, Wayne; Nelson, Lindsay

The role of emotional exhaustion and disengagement in predicting organizational outcomes: adapting the conservation of resources theory (398)
Thanacoody, Rani; Fuchs, Sebastian; Newman, Alexander

SESSION 6
Thursday 13th September 09:00 – 10:30

Full Paper | City Hall, Council Chamber
Session Chair: Frank Bezzina

Job Characteristics, Family Support and Wellbeing (292)
Whitfield, Keith Leslie; Javed, Uzma; Yousafzai, Shumaila

Family-work Enhancement, Organizational Commitment and Contextual Performance: A Moderated Mediation Model of Work Engagement & Supportive Supervision (297)
Chu, Chris Wai Lung

Investigating Motivations and Volunteering Outcomes in Local Government: Evidence from Malta (618)
Bezzina, Frank; Azzopardi, Joseph; Mckiernan, Peter
SESSION 7
Thursday 13th September 11:00 – 12:30

Full Paper | City Hall, Council Chamber
Session Chair: Barbara Plester

Clarifying the link between collective organizational commitment and ambidexterity in the R&D-unit context (659)
Poljsak, Petra; Jackson, Paul R.

The Meditational Role of Psychological Climate in the Relationship between Values Congruence and Organizational Commitment: A Structural Equation Modelling Study (364)
Abdelmoteleb, Samir Abdelkader; Higgs, Malcolm; Luke, Michelle A.

Expatriate job performance: The role of acculturation as a mediator between personality and job performance. (882)
Wilson-Evered, Elisabeth; Smit, Isabel

SESSION 8
Thursday 13th September 14:00 – 15:30

Full Paper | City Hall, Council Chamber
Session Chair: Lee Martin

The fun paradox (400)
Plester, Barbara Anne

Positive Organizational Politics? A Qualitative Study (951)
Landells, Erin Marie; Albrecht, Simon L

The Importance of Social Support for Nurses in a General Acute Context (552)
Rodwell, John; Munro, Louise; Gulyas, Andre