Research outputs

Unravelling complex job characteristics with network analysis
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What matters more for daily well- and ill-being? The dual pathways of daily need satisfaction and frustration

Sustaining talent: Monitoring and fostering employee commitment for retention
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Designing workplaces to promote employee voice
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On Giving Specific Explanations for Rejecting Employees’ Voice: The Critical Role of Voice Safety

Overcoming Gender Bias in Higher Education Institutions: The Importance of Gender Equality Plans: TARGETED-MPI: GEPS Development in Europe and Lebanon: sharing progress and lessons learned

Who wants to leave when facing mass lay-off: a regulatory focus perspective on turnover intentions and mobility-oriented behavior

Do Goal Setting and Implementation Intentions Affect Detachment and Next-Day Fatigue?

The Impact of Regulatory Fit on Experienced Autonomy
The ups and downs of felt job insecurity and job performance: The moderating role of informational justice

Multiple Foci of Commitment and Employee Silence: A Role Theory Perspective

Person-Centered Approaches in Management: Methodological Insights and Substantive Examples


Person-centered methods in vocational research

Train to retain: Training opportunities, positive reciprocity, and expected retirement age

Impact of job insecurity on job performance introduction

Money on my mind: Investigating the relationship between financial worry and work role performance

What's in a word? Using construal-level theory to predict voice endorsement

Effectively apologizing to consumers after a crisis: Psychological distance and abstractness/concreteness of an organization's apology

Should supervisors communicate goals or visions? The moderating role of subordinates' psychological distance

Employees' perceptions of their manager's authentic leadership: Considering managers' political skill and gender

Within-Subject Variability in Ingratiation as a Function of Self-Esteem and Time: A Dynamic Perspective

Head in the Clouds and Feet on the Ground: Leadership and Regulatory Focus across Different Contexts
Manager Narcissism and Employee Silence: A Socio-Analytic Theory Perspective

Perceived Overqualification, Counterproductive Performance and the Moderating Role of Ambition

I Want to Be a Billionaire: How Do Extrinsic and Intrinsic Values Influence Youngsters’ Well-Being?

The relevance of achievement goals in talking “shop” with the boss: “improve yourself and me” versus “show off, but don’t upstage me”

Too afraid to teach: The impact of job characteristics and trait anxiety on burnout through state anxiety

How and when LMX quality relates to counterproductive performance: A mediated moderation model

Room for advancement: The regulatory fit of bottom-rank intermediate feedback

Where to seat the applicant? How spatial distance influences the effect of self-promotion on interviewer evaluations

How colleagues can support each other's needs and motivation: An intervention on employee work motivation.

Empowering and directive leadership: When do they improve team decision-making?

Predicting employee perceptions of female managers’ sincerity

Supervisor incivility and how it affects subordinates’ performance: a matter of trust

Fairness and exhaustion as explanatory mechanisms in the relationship between job insecurity and employee outcomes: A two-wave study

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Interactive effect of leader incivility and trust on work engagement and performance

What Does It Take to Break the Silence in Teams: Authentic Leadership and/or Proactive Followership?

What's in a word? Using construal level theory to predict voice endorsement.

What's in a word? Using construal-level theory to predict voice endorsement

When narcissistic leaders go social: Consequences for employee trust and silence

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The differential influence of self- versus other-referenced anxiety on performance

Speaking up when feeling job insecure: The moderating role of punishment and reward sensitivity

Emotional labor and self-determination theory: Motivation matters

Self-promotion during job interviews: The interactive effect with spatial distance on interview outcomes

Pay level satisfaction and employee outcomes: the moderating effect of autonomy and support climates

Skill utilization and well-being: a cross-level story of day-to-day fluctuations and personal intrinsic values
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The influence of self-promotion and spatial distance on Interview outcomes

The role of punishment and reward sensitivity in the emotional labor process: A within-person perspective

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What friends tell you about justice: The influence of peer communication on applicant reactions

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The route to employability: Examining resources and the mediating role of motivation

A weekly diary study on the buffering role of social support in the relationship between job insecurity and employee performance

De relatie tussen werkweken, energiebronnen, spanning en werkplezier: Een kwestie van leeftijd?

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For Fun, Love, or Money: What Drives Workaholic, Engaged, and Burned-Out Employees at Work?

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Pay level dissatisfaction and employee outcomes: The moderating effect of employee involvement climate

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Understanding Workaholics’ Motivations: A Self-Determination Perspective
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The influence of self- and other-referenced anxiety on perceptions of justice

Traditional and discretionary SHRM practices and team effectiveness: Examining the mediating role of team learning behaviors

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Strategic HRM practices and group potency: Examining the mediating role of team learning behaviors
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Measuring a conceptual model of early turnover: A longitudinal perspective

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Validation of a vocational interest questionnaire for the military

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Openness to experience: A moderator in the relationship between trait inferences and organizational attraction

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