Research outputs

The paradox of multiple team membership: Promise or pitfall for employee well-being and motivation?
Ramjane, S. & Schreurs, B. HJ., 1 Aug 2023, (Unpublished) LinkedIn.

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

How do individual factors affect career sustainability? An investigation of cascading effects through the career construction model of adaptation

Molecular detection of SARS-COV-2 in exhaled breath at the point-of-need

Money on my mind: investigating the dynamics of financial worry

Effects of financial anxiety and employability on emotional exhaustion and performance

Participative or Directive Leadership Behaviors for Decision-Making in Crisis Management Teams?

Publishing quantitative careers research: Challenges and recommendations

Autonomy supportive and controlling leadership as antecedents of work design and employee well-being
The mixed blessing of turning down employee voice with humor: Implications for subsequent voice

Multiple foci of commitment and employee silence: A role theory perspective.

Differential benefits of social resources for low versus high Machiavellians: A three-study constructive replication

Perceived overqualification and counterproductive work behavior: testing the mediating role of relative deprivation and the moderating role of ambition

Manager narcissism and employee silence: A socio-analytic theory perspective

Multilevel modeling for careers research

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

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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
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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

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

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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

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

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

When Task Conflict Becomes Personal: The Impact of Perceived Team Performance

Explaining the relations between job insecurity and employee outcomes during organizational change: A multigroup comparison.

Mechanisms in the emotional labor – well-being relationship: A comprehensive perspective

Look alike or talk alike? Applying construal level theory to the similar-to-me effect.
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

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The influence of self-promotion and spatial distance on interview outcomes

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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 werkeisen, energiebronnen, spanning en werkplezier: Een kwestie van leeftijd?

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Pay level satisfaction and employee outcomes: The moderating effect of autonomy and support climate

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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Explaining temporal dynamics in team coordination: the influence of team planning and conflict

Ways of measuring and monitoring employees' performance and well-being in different cultures

Linking job insecurity to well-being and organizational attitudes in belgian workers: The role of security expectations and fairness

Measuring and monitoring the team: Using team-level information to monitor the well-being of employees
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Battling the war for talent: An application in a military context

Social capital, team efficacy and team potency: The mediating role of team learning behaviors

Job demands and resources and their associations with early retirement intentions through recovery need and work enjoyment
A weekly diary study on the buffering role of social support in the relationship between job insecurity and employee performance
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How relative job insecurity affects the relation between information sharing and employee outcomes

Job demands-resources and early retirement intention: Differences between blue- and white-collar workers

Praying for security: The role of religion in moderating outcomes of job insecurity

When conflict threatens teams: How perceived performance influences relationship conflict over time

Direct and indirect effects of shared work value orientations on employee’s job engagement within teams

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

HRM, werken aan evenwicht

Ingratiation and self-promotion in the selection interview: The effects of using single tactics or a combination of tactics on interviewer judgments.

Job insecurity and employee health: The buffering potential of job control and job self-efficacy.

Praying for security: Can religiosity offset the negative health effects of job insecurity?

The relationship between selection expectations, perceptions and organizational attraction: A test of competing models.

Work-family conflict and facilitation: The combined influence of the job-demand-control model and achievement striving.
It is not how hard you work, but how you work hard: Explaining workaholism from self-determination theory

The differential relationships of self- and other-referenced anxiety to cognitive test performance

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

Understanding workaholics’ motivation: A self-determination theory perspective

Job demands-resources and their associations with early retirement

Strategic HRM practices and group potency: Examining the mediating role of team learning behaviors
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Angry applicants: The influence of justice perceptions and anxiety

Does meaning-making help during organizational change? Development and validation of a new scale

Modeling the structure of applicant reactions: An empirical study within the Belgian military.
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Predicting applicants’ job pursuit behavior from their selection expectations: The mediating role of the theory of planned behavior.

Symbolic attributes and organizational attractiveness: The moderating effects of applicant personality.

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

Theory of planned behaviour and its use in antibiotic prescribing in a hospital setting.

Validatie van een Nederlandstalige vragenlijst over verwachtingen van sollicitanten.
The relationship between cognitive test anxiety, self-consciousness, perfectionism, and achievement goals

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Selection test anxiety: Investigating applicants' self- vs other-referenced anxiety in a real selection setting

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Measuring a conceptual model of early turnover: A longitudinal perspective

Selection anxiety test: Investigating applicants' self- versus other-referenced anxiety in a real selection setting

Fearing the evaluative context of personnel selection: The differential effect of applicants' self versus other-referenced anxiety on test performance

Longitudinal study to explain early exit: Work or quality of life?

Measuring a conceptual model of military turnover: A longitudinal perspective

Predicting applicants' job pursuit from selection expectations and the theory of planned behavior

Validation of a vocational interest questionnaire for the military

Measuring a conceptual model of military turnover

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