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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The paradox of multiple team membership: Promise or pitfall for employee well-being and motivation?
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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
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?

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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

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

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

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

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

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

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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

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

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

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Understanding workaholics' motivation: A self-determination theory perspective

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