Research outputs

Sustaining talent: Monitoring and fostering employee commitment for retention
Ramjane, S. & Schreurs, B. HJ., 8 Oct 2023, LinkedIn.

Designing workplaces to promote employee voice
Ramjane, S. & Schreurs, B. HJ., 28 Aug 2023, LinkedIn.

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

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

What matters more for daily well- and ill-being? The dual pathways of daily need satisfaction and frustration

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

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


Person-centered methods in vocational research

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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?

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

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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

When is voice behavior evaluated as complaining?

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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.

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

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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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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
van Emmerik, IJ. H., Schreurs, B. HJ. & Guenter, H., May 2011.

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

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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

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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.

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

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Validatie van een Nederlandstalige vragenlijst over verwachtingen van sollicitanten.

The relationship between cognitive test anxiety, self-consciousness, perfectionism, and achievement goals

Work-family conflict and facilitation: The combined influence of the job-demand-control model and type A behavior

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

Applicant selection expectations: Validating a multidimensional measure in the military.

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

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

Attracting potential applicants to the military: The effects of initial face-to-face contacts

Examining the relationship between employer knowledge dimensions and organizational attractiveness: An application in a military context