

**LET'S GET IT STARTED!**

*ADVANCING NEW DIRECTIONS IN CAREER RESEARCH*



## **Careers Division Community Conference 2024**

We are delighted to welcome you to **CarCon 2024** at Vrije Universiteit (VU) Amsterdam. This booklet provides essential information about the conference, including details on all sessions and respective room locations.

If you have any questions, please don't hesitate to approach one of the members of our organizing team.

We wish you an insightful and enjoyable conference! Let's get it started!

## TABLE OF CONTENTS

Welcome From The Local Organizing Team _____	3
Welcome From The Chair Of The Careers Division, Academy Of Management _____	4
General Information _____	5
Keynote Speakers _____	6
Scientific Committee _____	7
Conference Program _____	8
List Of Participants _____	23

# WELCOME FROM THE LOCAL ORGANIZING TEAM

Dear CarCon 2024 Participants,

Welcome to the second-ever AOM Careers Division Community Conference! We are excited to host this event that brings together career scholars from all over the world in the vibrant city of Amsterdam.

Four years ago, the Careers Division realized one of its biggest dreams by organizing a dedicated careers conference in Vienna, Austria. The original goal was to have a local conference dedicated to career research to enable the community to develop high-quality career research and foster existing and new collaborations. A local conference was also an important opportunity to include colleagues who might have difficulties joining the annual meeting. We can safely say that the first-ever CarCon became an absolute highlight in the division's history, offering inspiring presentations, lively discussions, and many meaningful connections. The WU Vienna organizing team – led by Wolfgang Mayrhofer – set the bar impossibly high!

The theme of the previous CarCon meeting turned out to be surprisingly accurate. It focused on “careers in turbulent times,” and, oh my, we have experienced turbulent times in the past four years! Now, after a global pandemic, ongoing major crises in the world, and rapidly evolving technological developments, we will have the opportunity to reflect on how our research on careers in turbulent times has developed over the years. In particular, CarCon 2024 focuses on advancements we have made in future research directions. We deliberately framed it as “advancements” because we want to spotlight the insights our community is producing that are not only making predictions about the future of careers but are actually examining those ideas.

We will have many opportunities to explore those exciting research ideas with 118 paper presentations, 11 symposia, and 5 PDW sessions. It is fantastic to see such an incredible interest in career research! Moreover, we are excited to see such a wide range of research from scholars all over the world who will join CarCon to share their exciting and inspiring ideas. This diverse group of career scholars also fits the Vrije Universiteit Amsterdam's vision of embracing diversity and inclusivity. The university is well known for its diverse student and employee population and its openness to diversity in all shapes and forms. As such, we believe the Careers Division and VU Amsterdam make an outstanding team, and we are incredibly proud to host CarCon here.

We warmly invite you to spend this conference enjoying the many great sessions on the program, having enjoyable conversations with your friends and colleagues, and learning about everything related to career research. We wish you a memorable conference experience!

Best wishes,

Claire Schulze Schleithoff, Vedika Lal, Di Dong, Evgenia Lysova, and Jos Akkermans



# WELCOME FROM THE CHAIR OF THE CAREERS DIVISION, ACADEMY OF MANAGEMENT

Dear Delegates,

On behalf of the Careers Division of the Academy of Management, I am pleased to welcome you to our second Community Conference. With fond memories of the success of the inaugural CarCon in Vienna in 2020, we continue to bring this specialist careers conference to international careers scholars.

I extend my gratitude to Vrije Universiteit Amsterdam and the whole of the volunteer committee, led by Jos Akkermans, whose dedication has been instrumental in organizing this conference. We are so grateful for their efforts to provide this platform to our professional community for learning, networking, and collaborating.

The conference gives us the opportunity to engage with our peers and indulge in focused careers research. I encourage you to take full advantage of the sessions and networking opportunities available to forge meaningful connections and collaborations.

We welcome, acknowledge, and appreciate the lengths that many have gone to join us, traveling from both near and far. Additionally, we welcome those attending virtually, ensuring that distance does not hinder our collective pursuit of knowledge and professional growth.

This year, we are excited to have three distinguished keynote speakers: Mina Beigi, Sharon Parker, and Frederick Morgeson. Each brings a wealth of knowledge and insight that promises to enrich our discussions and perspectives.

Our sponsors and partners deserve special thanks for their support, making this event possible through their contributions. Specifically, we thank you Careers Division sponsors in 2024: Elsevier – Journal of Vocational Behavior, Macquarie Business School, University of Memphis – Department of Management, Bason College, and the Boler College of Business. Moreover, a special thanks to the Department of Management and Organization of Vrije Universiteit Amsterdam for their generous sponsoring of CarCon 2024.

Finally, I would like to encourage your continued support for the Careers Division of the Academy of Management. We look forward to the possibility of re-connecting with you in Chicago this August and in Copenhagen in 2025.

So, thank you for your contribution to making this conference a significant and valuable gathering, and welcome to Amsterdam. I look forward to creating more fond memories with our careers community.

Sincerely,

Denise Jepsen

Professor, Macquarie Business School, Sydney, Australia  
Chair, Careers Division, Academy of Management



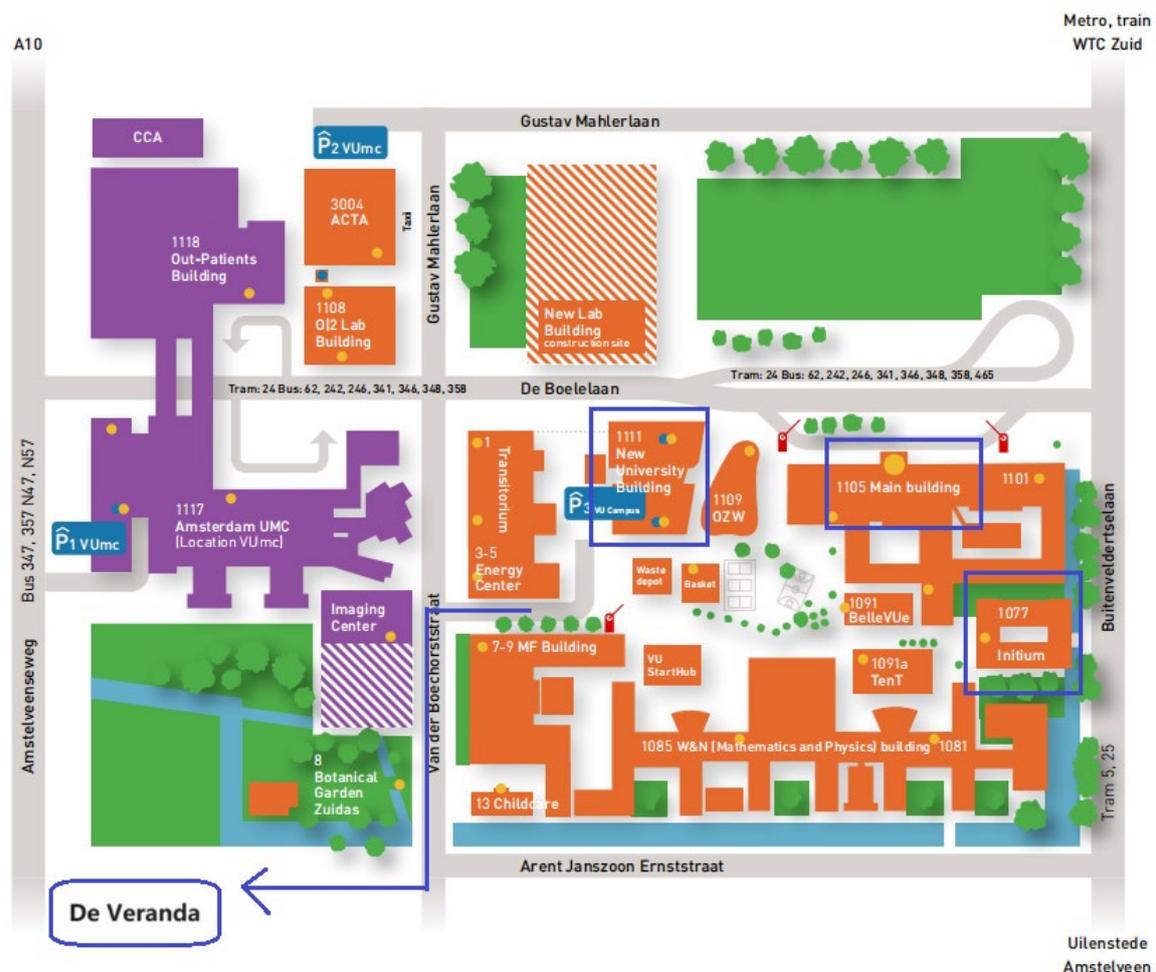
# GENERAL INFORMATION

**Location:** Vrije Universiteit Amsterdam is located at [De Boelelaan 1105, 1081 HV Amsterdam](#). The campus enjoys excellent public transport accessibility, with Amsterdam Zuid Station just a 10-minute walk, and tram lines 24 and 5 stopping directly at the campus.

**Campus:** The conference sessions will take place in three buildings located across the campus:

- **De Boelelaan 1105: HG** (Main Building, or “Hoofdgebouw”)
- **De Boelelaan 1077 IN** (Initium building)
- **De Boelelaan 1111 NU** (New University Building, or “Nieuw Universiteitsgebouw”)

**Registration:** You will be able to register for the conference on **April 17, from 14:00-17:00**, and **April 18, from 08:30-09:30**, at the entrance of the Main Building.



**Dinner:** For those who have signed up, our conference dinner will take place at De Veranda (see map above), located at [Amstelveenseweg 764, 1081 JK Amsterdam](#). It is approximately a 15-minute walk from the main VU campus building.

**Wifi:** Eduroam is accessible on campus, and guest access will be provided.

For general information, please visit the [VU website](#). In case of any emergencies, please dial 112. For any other queries, kindly reach out to Jos Akkermans at [j.akkermans@vu.nl](mailto:j.akkermans@vu.nl).

## KEYNOTE SPEAKERS

The conference features exciting keynotes by Sharon Parker (AUS), Mina Beigi (UK), and Frederick P. Morgeson (US). They will bring their perspectives from the broader OB, Management, and Psychology areas to highlight opportunities and initiate conversations to advance career research.

### Sharon Parker



Our first keynote speaker, Sharon Kaye Parker, is an Australian academic and John Curtin Distinguished Professor in Organizational Behavior at Curtin University. She is a world-leading researcher on the topic of work design, as well as other topics such as proactivity, mental health, and job performance. Her research has been cited more than 37,000 times internationally, and she has also been recognized as one of the world's most influential scientists and social scientists in 2019.

You can attend her talk on **Thursday, 18 April, from 9:45 - 10:45 am at HG-1C07 Auditorium (Main Building).**

### Mina Beigi

Our second keynote speaker, Mina Beigi, is a Professor of Career Studies at the University of Southampton. She studies the work-nonwork interface, career success, and understudied careers using in-depth qualitative methodologies. In so doing, her aim is to provide insights into unexplored career trajectories and under-researched contexts in how individuals navigate their careers and personal and professional lives.

You can attend her talk on **Thursday, 18 April, from 17:00 - 18:00 pm at IN-0B60 (Initium Building).**



### Frederick P. Morgeson



Our final keynote speaker, Frederick P. Morgeson, is the Eli Broad Professor of Management at Michigan State University and the current and founding Editor of the Annual Review of Organizational Psychology and Organizational Behavior. His research covers a broad range of topics in OB and management, such as work design and leadership. He also introduced event systems theory.

You can attend his talk on **Friday, 19 April, from 9:00 - 10:00 am at IN-0B60 (Initium Building).**

## SCIENTIFIC COMMITTEE

We would like to thank the members of our scientific committee for their invaluable contributions. Their expertise, dedication, and meticulous review played a pivotal role in ensuring the quality and relevance of the submissions we received.

- **Agnes Baker**, Vrije Universiteit Amsterdam
- **Janine Bosak**, DCU Business School
- **Alexandra Budjanovcanin**, Kings College London
- **Serge da Motta Veiga**, NEOMA Business School
- **Anna Dalla Rosa**, University of Padova
- **Nele De Cuyper**, KU Leuven
- **Katja Dlouhy**, University of Mannheim
- **Gina Dokko**, UC Davis
- **Ariane Froidevaux**, The University of Texas at Arlington
- **Andreas Hirschi**, University of Bern
- **Annabelle Hofer**, University of Cologne
- **Denise Jepsen**, Macquarie University Sydney
- **Alessandro Lo Presti**, The University of Campania “Luigi Vanvitelli”
- **Wolfgang Mayrhofer**, WU Vienna
- **Noemi Nagy**, University of South Florida
- **Alex Newman**, Melbourne Business School
- **Sienna Helena Parker**, UC Santa Barbara
- **Claudia Rossetti**, University of Mannheim
- **Surendra Babu Talluri**, Indian Institute of Management Bangalore
- **Beatrice Van der Heijden**, Radboud University Nijmegen
- **Daphne Van Helden**, Erasmus University Rotterdam
- **Marijke Verbruggen**, KU Leuven
- **Katja Wehrle**, Justus-Liebig-University Giessen

# CONFERENCE PROGRAM - OVERVIEW

## Program Schedule, Day 1: 18 April

9:00-9:30	Registration and Coffee Break ((HG-1C07 Auditorium))						
9:30-9:45	Conference Opening (HG-1C07 Auditorium)						
9:45-10:45	Keynote by Sharon Parker (HG-1C07 Auditorium)						
	<b>Paper Session 1</b> HG-14A33	<b>Paper Session 2</b> IN-3B44	<b>Paper Session 3</b> NU-3A06	<b>Paper Session 4</b> HG-07A16	<b>Paper Session 5</b> IN-3B59	<b>PDWs</b> HG-11A24	<b>Symposia</b>
11:00-12:30	Meaningful Work and Career Calling	Gender Dynamics and Careers Journeys	Navigating Sustainable Careers	Careers in the Gig Economy	Proactive Career Behavior		Temporal Dynamics of Career Constructs: Longitudinal Insights into Work Values, Shocks, Threats, and Coping <b>HG-06A00</b> Different Sides of the Same Coin, or Different Currencies? Similarities and Differences of Essential Workers' and University Students' Employability <b>HG-16A00</b>
Lunch (HG/NU)							
13:30-15:00	Career Shocks from Different Perspectives	Navigating Career Crossroads	Career Resilience and Burnout	Support at Work	Career Transitions	From Stress to Success: Empirical Insights and Coping Strategies in Academia (+ additional room: HG-10A41)	Labor Market Activation: An Inherent Paradox <b>HG-06A00</b>
Coffee and Tea ( NU-3A06/HG-14A33/IN-3B44)							
15:15-16:45	Stereotypes and Careers	Rethinking Career Success	Expanding the Boundaries of your Career	Academic Careers		Building Theory from Qualitative Data: A Professional Development Workshop for Career Researchers	Navigating Meaningful Work of Tomorrow: Exploring New Ways of Working and Occupations <b>HG-06A00</b> From School to Late Career: Insights into Motivation, Internships, and Uncertainty Regulation at Different Career Stages <b>HG-16A00</b>
17:00-18:00	Keynote by Mina Beigi (IN-0B60)						
18:30 onwards	Dinner at De Veranda						

## Program Schedule, Day 2: 19 April

8:30-9:00	Coffee Break (IN-0B60)					
9:00-10:00	Keynote by Frederick Morgeson (IN-0B60)					
	<b>Paper Session 1 NU-4A45</b>	<b>Paper Session 2 IN-2B59</b>	<b>Paper Session 3 IN-3B59</b>	<b>Paper Session 4 NU-5B43</b>	<b>PDW HG-14A20</b>	<b>Symposia</b>
10:30-12:00	Careers and Personal Resources	Coping with Careers	Contextualized Career Shocks	Careers of At- Risk Groups	Bridging the Practitioner- Researcher Gap for Effective Collaboration in Career Research	<p>Platform Work Challenges: Multidisciplinary Perspectives on Platform Workers Experiences and Behaviors <b>IN-0B60</b></p> <p>The Way to the Top of the Family Firm - Career Choices and Well-being of Women Leading Family Businesses <b>NU-3A47</b></p>
Lunch (NU/IN)						
13:00-14:30	Careers in New Landscapes	Unpacking Gender and Careers	Sustaining Careers across Diverse Paths		E-Wanderlust: Striking Harmony between Work and Well-being in the Nomadic Lifestyle - Cross- Country Research of Digital Nomads	<p>Antecedents and Consequences of Early Career Decisions <b>IN-0B60</b></p> <p>From Stressed to Refreshed: Career Transitions and Their Relation with Personal Well- Being <b>NU-3A47</b></p>
Coffee and Tea (NU-4A45/HG-14A20/IN-2B59)						
14:45-16:15	Applying Different Perspectives to Careers	Graduate Careers	Evolving Career Success	Employability and Career Management	Navigating Work and Nonwork Identities in a Dynamic World: A LEGO® Serious Play Workshop <i>(preregistration required)</i>	<p>Global Mobility in Transition: The Evolving Landscape of Expatriate Careers <b>IN-0B60</b></p> <p>Developing Careers Through Work-related Learning: Considering Antecedents and Learning Opportunities <b>NU-3A47</b></p>
16:30-17:30	Conference Closing and Awards (IN-0B60)					

## CONFERENCE PROGRAM – DETAILS

### THURSDAY APRIL 18 – BLOCK 1: 11:00-12:30

#### Meaningful Work and Career Calling (*Moderator: Elaf Basri*)

Authors	Title
Elaf Basri, Susan Murphy, Yumeng Yue	Enacting and Sustaining the Meaningfulness Deal: The Ebb and Flow of Reciprocity and Variability in Pursuit of Daily Meaningful Work
Sophie Gerdel, Anna Dalla Rosa Michelangelo Vianello	Examining the Longitudinal Relation between Career Calling and Job Performance: A Three-Wave Panel Study
Ieva Urbanaviciute, Rita Jakstiene, Jurgita Lazauskaite-Zabielske, Arunas Ziedelis	Does Technological Progress Threaten Sustainable Working Lives? Exploring the Role of Work Meaning
Evgenia Lysova, Wolfgang Mayrhofer	The Time Has Come to Calling: Towards a Temporal Conceptual Model of the Development of Calling
Yu-Husan Wang, Wei-Ning Yang, Chieh-Yu Chu	Catalyzing Prosocial Service Behaviors through Protean Career Orientation: The Roles of Job Content Plateau and Organizational Commitment

#### Gender Dynamics and Careers Journeys (*Moderator: Denise Jepsen*)

Authors	Title
Farzana Ashraf, Denise Jepsen, Ramond Trau	How Work Social Support Influences Women's Desire for the Kaleidoscope of Career Authenticity, Balance and Challenge
Babak Ghaempanah, Svetlana Khapova	Who is the Metamodern Man?
Xixi Ai, Janneke Oostrom, Jost Sieweke, Svetlana Khapova	Women Get on Boards: How Board-ready Women Attain Their First Board Appointment
Isabella Scheibmayr, Astrid Reichel	The Gendered Logic of Career Logics: Female Doctors' Navigating Specific Constellations of Logics to Leadership Careers
Julia Maria Grgic, Tanja Hentschel, Meir Shemla	"I Should Be": How Prescriptive Self-Stereotyping Explains Gendered Career Outcomes

## Navigating Sustainable Careers (*Moderator: Roosmarij Clercx*)

Authors	Title
<i>Sofie Jacobs, Roosmarij Clercx, Ans De Vos</i>	<i>Independent, Yet Interconnected: The Role of Networks in Freelancers' Career Sustainability</i> <i><u>Paper withdrawn</u></i>
Owen O' Connor	Sustainable Careers in Cybersecurity: Exploring How Cybersecurity Professionals Envision and Construct Sustainable Careers
Joakim Särkivuori, Suvi Heikkinen	Are Careers with High Stakes Unsustainable? Navigating Athletes' Career Identities in Elite Sport
Claire Leeming	The Role of Resources in Career Sustainability and Employability for Mid-Career and Older Workers
Sarah Courchesne, Dave Stynen, Judith Semeijn, Marjolein Caniëls	Using Inter-Organizational Networks to Foster Workers' Sustainable Employability: An Examination of Participation in Network Activities and the Role of Relational Factors

## Careers in the Gig Economy (*Moderator: Michael Dunn*)

Authors	Title
Michael Dunn, Steven Sawyer, Pyeonghwa Kim, Clea O'Neil, Heba Salman, Isabel Munoz	The Emergence of Transactional Careers: The Evolution of Professional Work in the Platform Economy
<i>Ksenia Usanova</i>	<i>Aligning Career Aspirations of Remote Professionals with Organizational Career Support: An In-Depth Exploration Using Psychological Contract Theory</i> <i><u>paper withdrawn</u></i>
Ankur Kushwaha, Jatin Pandey, Yusuf Hassan	Paradoxical Tensions in the App Work: Evidence From Online Food Delivery Services
Anett Hermann, Maria Clarnovak	Career Opportunities and Inclusion via Empowerment Through Remote Work
Sienna Helena Parker	Burning Desires and Cold Starts: Aging Workers and the Motivation-reputation Problem in Platform Work ( <i>Online</i> )

## Proactive Career Behavior (*Moderator: Sjoerd Gerritsen*)

Authors	Title
Kelly Z Peng, Naizan Xu	Reciprocal Relationship Between Proactive Career Behavior and Proactive Personality of Youth: A Social Investment Perspective ( <i>online</i> )
Sjoerd Gerritsen, Maral Darouei, Karen Pak, Jos Akkermans, Beatrice Van der Heijden	Proactive Behaviors Towards a Sustainable Career Across the School-to-work Transition
Caitlin Porter, Galen Snyder, Katelyn Cavanaugh	Internal Job Seeker Action and Reaction: How Employees Navigate Internal Markets
Novika Kamal	Everyday Algo Activism as A Form of Work Resistance Behavior: A Self-Determination Approach

**Symposium: Temporal Dynamics of Career Constructs: Longitudinal Insights into Work Values, Shocks, Threats, and Coping**

**Organizers**

Annabelle Hofer, Katja Wehrle

**Authors**

**Title**

Domingo Valero, Madeleine Haenggli, Scott Seibert

Contrast or Reinforcement Mechanism? Disentangling the Processes of Change in Work Values Across Time

Francisco Wilhelm, Andreas Hirschi

A Latent Profile Analysis of Career Shocks and Career Self-Management

Katja Wehrle Mari Kira, Ute-Christine Klehe

“It’s Exhausting and Requires Strength at the Same Time”: Identity Threats, Threat Emotions, and Identity Work Among Workers Suffering from Post-COVID

Judith B. Langerak, Jessie Koen, Edwin A. J. Van Hooft

What Goes Around, Comes Around? Testing a Cyclic Model of Proactive Coping with Job Insecurity among Non-Standard Workers

**Symposium: Different Sides of the Same Coin, or Different Currencies? Similarities and Differences of Essential Workers’ and University Students’ Employability**

**Organizers**

Peter McIlveen, Jason Brown

**Authors**

**Title**

Jason Brown

Career Construction Theory’s Adaptation Model as a Framework to Integrate Measurement of Employability

Rebecca Black

Utilizing Social Cognitive Career Theory to Develop Vital Mechanical Trade STEM Careers in Agriculture

Jennifer Luke, Peter McIlveen

Career Adaptation and Employability in Older Workers

Lisa Beccaria, Gavin Beccaria

The Effect of Place on Employability: Attraction and Retention of Essential Workers into Rural Communities

## **THURSDAY APRIL 18 – BLOCK 2: 13:30-15:00**

### **Career Shocks from Different Perspectives (*Moderator: Scott Seibert*)**

<b>Authors</b>	<b>Title</b>
Scott Seibert, Mel Fugate, Maria Kraimer	Career Shocks as a Psychological Process
Michaël Parmentier, Caroline Brazier, Jonas Masdonati	Emotional Dynamics and Work-related Identity Loss and Recovery During Involuntary Career Changes
Angela Mazzetti	My Troubled Career: A Personal Ecology Perspective on the Proximal and Distal Impact of Conflict-related Career Shocks
Johannes Kraak, Pierre Barbaroux, Yannick Griep, C. Lakshman	Career Crossroads: Psychological Contract Breach, Commitment, and Airmen's Turnover Intentions
Dana Sumpter, Mona Zanhour	“We're in the Same Storm, but We're Not in the Same Boat”: A Comparative Case Study Analysis of the Longitudinal Impact of a Career Shock on Working Mothers' Careers ( <i>Online</i> )

### **Navigating Career Crossroads (*Moderator: Jan Laurijssen*)**

<b>Authors</b>	<b>Title</b>
Marte Jacobs, Paulien D'Huyvetter, Marijke Verbruggen	Can Career Crafting Alleviate the Negative Effects of Career Inaction?
Jan Laurijssen, David Steur, Ans De Vos, Tom Jonkers	Between Change and Stagnation: A Case Study on Internal Mobility Using Organizational Data
Roosmarij Clercx, Ans De Vos, Sofie Jacobs	Explaining Career Inaction in Organizational Context: A Configurational Approach
Xinhui Jing, Marijke Verbruggen	Giving Up Without an Enemy in Sight: Unraveling Why and How People Disengage from Their Desired Career Goal
Yue Feng, Jos Akkermans, Qiuping Jin, Wenxia Zhou	Painful but Helpful: Investigating Why and for Whom Forgone Identity Dwelling Facilitates Versus Hinders Career Exploration ( <i>Online</i> )

## Career Resilience and Burnout (*Moderator: Paulien D'Huyvetter*)

Authors	Title
Eric J. Michel, Jon P. Briscoe, Silvia Bagdadli, Janine Bosak, Richard Cotton, Martina Gianecchini, Robert Kaše, Émilie Lapointe, Evgenia Lysova, Sergio Madero, Sushanta K.Mishra, Pamela Suzanne, Mami Taniguchi	The Interactive Effects of Nonwork and Work Career Support on Career Resilience During Times of Crisis: An Enhancement Social Capital Perspective
Jure Andolšek, Matej Černe, Tomaž Čater, Amadeja Lamovšek, Miha Škerlavaj	The Interplay Between Sleep Quality and Resilience in Predicting Sports Performance: Two ESM- and Wearable-based Studies on Handball Players
Paulien D'Huyvetter, Marijke Verbruggen	Dealing With Career Shocks. A Study on the Effect of Career Shocks on Career Resilience
Denise Jepsen, Monique Crane	Employee Burnout: A Post-covid 19 Aged Care Workforce Perspective
Ausrine Vysniauskaitte, Mailys George, Anja Van den Broeck	What Happens When You Hit Rock Bottom: A Grounded Model of Identity Growth and Struggle After Burnout

## Support at Work (*Moderator: Lara Solms*)

Authors	Title
Lara Solms, Annelies E.M. Van Vianen, Barbara Nevicka, Jessie Koen, Matthijs de Hoog, Anne de Pagter	Hype or Hope? A Longitudinal Study into the Active Ingredients and Outcomes of Workplace Coaching
Ellis Emanuel, Roy Sijbom, Jessie Koen, Matthijs Baas	Knowledge Sharing at Work: The Role of Daily Work-based Social Support, Learning Goal Orientation and Task Interdependence
Laura Mehner, Sandra Rothenbusch, Simone Kauffeld	Measuring Success Factors for Learning Transfer and Knowledge Sharing After Training
David Stuer, Ans De Vos, Bart Cambré	'I Love All My Children Equally': Under What Circumstances Does LMX Really Matter?
Bin Ma, Shike Li, Ziyang Tang	Supervisor Leniency and Self-Improvement at Work

## Career Transitions (*Moderator: Agnieszka Zielinska*)

### Authors

### Title

Scott Allan, Wolfgang Mayrhofer	“One Week at Harvard Made All the Difference!” Minimal Job Training as Rite De Passage When Transitioning to Leadership in Professional Services Firms
Agnieszka Zielinska, Maria-Ana Montes De Oca, Enas Dahadha, Renato Azevedo Sant Anna, Antonio Calheros	Why Do Employees Change the Job? Insights on Employees` Needs and Expectations Based on International Evidence
Duygu Gulseren, Gamze Arman, Ayse Nur Asyali, Soner Cem Gur, Ayca Aksu, Buse Baylar	Contextual Factors Impacting Different Stages of Voluntary Occupational Change: The Case of Knowledge Workers in Turkey
Dianna Dempsey	Mind Matters: Exploring How Young Adult Mental Health Shapes Career Identity Development During the School-to-work Transition

## PDW

### Organizers

### Title

Melanie Vilser, Irmgard Mausz, Annabelle Hofer	From Stress to Success: Empirical Insights and Coping Strategies in Academia. <b>Note:</b> if you plan to join this PDW, please complete <a href="#">this pre-survey</a> .
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## Symposium: Labor Market Activation: An Inherent Paradox

### Organizers

Nele De Cuyper, Anneleen Forrier, Ilke Grosemans

### Authors

### Title

Sophie Cuinen, Nele De Cuyper, Anneleen Forrier, Ilke Grosemans	Investigating the Dual Role of Financial Strain in the Non-Working Population
Annelies Scheers, Anneleen Forrier, Nele De Cuyper	Power and Resistance. The Stigmatization of Unemployed Minority Women
Andries Baeken, Emily Heaphy, Anneleen Forrier, Nele De Cuyper	Embodiment in Job Coaching of People with a Disability

## **THURSDAY APRIL 18 – BLOCK 3: 15:15-16:45**

### **Stereotypes and Careers (*Moderator: Ariane Froidevaux*)**

<b>Authors</b>	<b>Title</b>
Fida Afioni, Eleni Apospori, Valerie Stead, Sarah Jack, Christophe Vanroelen, Yasmeeen Makarem, Hussein Darwich	Gender Equality Interventions in Higher Education Institutions: A Network Theory Perspective on Navigating Power Dynamics for Successful Implementation
Julia Maria Grgic, Tanja Hentschel, Meir Shemla, Francesca Manzi	Characterizations of Men, Women, and Managers: An Implicit Approach to Current Stereotypes
<i>Petra Eggenhofer-Rehart, Julia Brandl, Wolfgang Mayrhofer</i>	<i>Language in Job Advertisements Influencing Career Decisions: The Power of Internalized Stereotypes in Applicant Attraction</i> <i>Paper withdrawn</i>
Ariane Froidevaux, Yiduo Shao, Ieva Urbanaviciute, Serge Da Motta Veiga, Mo Wang, Franciska Krings	Changes in Perceived Age Discrimination Over Time: Patterns, Predictors, and Outcomes

### **Rethinking Career Success (*Moderator: Maike Andresen*)**

<b>Authors</b>	<b>Title</b>
Maike Andresen, Eleni Apospori, Hugh Gunz, Silvia Bagdadli, Janine Bosak, Richard Cotton, Martina Gianecchin, Mila Lazarova, Wolfgang Mayrhofer, Astrid Reichel, Lea Reiss, Yan Shen	Disadvantaged Yet Satisfied? Subjective Financial Career Success as a Function of Social Origin and the Moderating Role of Country-level Relational Social Capital and Supportive Relationships
Bryndis Steindorsdottir, Bernadeta Gostautaite	Career Shocks and Subjective Career Success: A Lifespan Developmental Perspective
Assunta De Rosa, Jos Akkermans, Alessandro Lo Presti, Svetlana Khapova	Competent and Successful: An Italian Validation Study of the Career Competencies Questionnaire and its Time-Lagged Relations with Subjective Career Success
Monika Hamori, Almasa Sarabi	The Influence of Parental Leave on Career Advancement: Evidence on Promotions, Lateral Moves, and the Speed of Progression

## Expanding the Boundaries of Your Career (*Moderator: Denise Jepsen*)

Authors	Title
Annika Ebert	Exploring the Learning Potential in Multiple Jobholding and Its Relation to Multiple Jobholders' Career Opportunities
Aniqa Rehman, Denise Jepsen, Grant Michelson	What Do We Mean by Multiple Jobholding? An Integrative Framework
Julian Voigt, Karoline Strauss	Artificial Intelligence: Friend or Foe? The Role of Future Work Self-Salience in Shaping the Effects of Interacting with Artificial Intelligence ( <i>Online</i> )
Andrea Lane, Victoria Mountford-Brown	Becoming an Authentic Entrepreneurship Educator in Higher Education: Experiencing and Overcoming Imposter Syndrome

## Academic Careers (*Moderator: Daphne Van Helden*)

Authors	Title
Maria Inês Ferreira, Maria Júlia Mello, Fernanda Correia	Up Doctoral Careers "Taking Advantage of Your PhD to Design Multiple and Diverse Career Paths"
Gerardo Petruzzello, Giuliano Tomei, Ferdinando Toscano, Gabriele Puzzo, Annalisa Soncini	Career Unsustainability Among PhD Students: The Link Between Depression, Impostor Syndrome, Supervisor Support and Career Insecurity ( <i>Online</i> )
Melanie Vilser, Selina Gentele, Irmgard Mausz	Putting PhD Students Front and Center: An Empirical Analysis Using the Effort-Reward Imbalance Model
Daphne Van Helden	Navigating Career Authenticity in Academia: Using a Longitudinal Qualitative Approach to Revisit the Agency-structure Divide
Otmar Varela, Maria Virginia Lasio, Maria Jose Murcia, Armando Borda	A Scoping Review of the Literature of Academic Careers

## PDW

### Organizers

### Title

Jamie Ladge, Gina Dokko,  
Stefanie Gustafsson

Building Theory from Qualitative Data: A Professional Development  
Workshop for Career Researcher

## Symposium: Navigating Meaningful Work of Tomorrow: Exploring New Ways of Working and Occupations

### Organizers

Evgenia Lysova, Matej Černe

### Authors

### Titles

Amadeja Lamovšek, Evgenia I.  
Lysova, Matej Černe, Simona  
Šarotar Žižek, Dejan Uršič

Enriched Work Design, Spirit at Work, Meaningful Work, and  
Satisfaction with Life: A Comparative Study of On-site and Distributed  
Work

Klaudijo Klaser, Evgenia I.  
Lysova, Roberta Cuel, Paolo  
Casari

Work Flexibility and Meaningful Work: Does the Person-Flexibility Fit  
Matter?

Claire Schulze Schleithoff

Sources of Work Meaningfulness: Are They Equally Important to All of  
Us?

Blaž Abe

Finding Meaning at Work: Entrepreneurship as a Way of Achieving  
Higher Meaningfulness

## Symposium: From School to Late Career: Insights into Motivation, Internships, and Uncertainty Regulation at Different Career Stages

### Organizers

Annabelle Hofer, Katja Wehrle

### Authors

### Titles

Julian Marciniak, Andreas Hirschi

The Development and Interaction of Proactive Motivation During the  
Preparation of the School-to-Work Transition

Gloria Willhardt, Ute-Christine  
Klehe, Jos Akkermans, Miriam  
Schäfer

Exploring the Impact of Internships on NEETs During a Career-  
Preparation Program

America Harris, Meghan K.  
Davenport, Ulrike Fasbende

Exploring the Role of Uncertainty Regulation Strategies to Demystify  
the Link between Person-Environment Misfit and Late Career  
Outcomes

## **FRIDAY APRIL 19 – BLOCK 1: 10:30-12:00**

### **Careers and Personal Resources (*Moderator: Imke Dirkx*)**

<b>Authors</b>	<b>Title</b>
Imke Dirkx, Bert Schreurs	Feeling Pressured to Search by Your Financial Situation: A Causal Mediation Analysis
Ricardo Rodrigues, David Guest, Teresa Carla Oliveira	The Role of HRM in Managing ‘new’ Careers and ‘old’: A Person-centered Approach
Annemiek Van der Schaft, Omar Solinger, Woody Van Olffen, Riku Ruotsalainen, Xander Lub, Beatrice Van der Heijden	The Lived Experiences of Change: Five Narrative Scripts as Career Impacting Change Journeys
Torsten Biemann, Katja Dlouhy, Claudia Rossetti	How Career Experiences Affect Personality Development
Shagini Udayar, Thomas Pirsoul, Michaël Parmentier, Thomas Pirsoul, Jérôme Rossier	The Role of Emotional Resources in the Daily Working Life of Career Counselors: Evidence from a Diary Study

### **Coping with Careers (*Moderator: Marwa Van der Merwe*)**

<b>Authors</b>	<b>Title</b>
Dima Braitheh, Ans De Vos	Career Engagement or Career Regret: The Impact of Career Shocks through Career Adaptability - A Longitudinal Study in the Lebanese Banking Sector
Nimrod Levin, Yuliya Lipshits-Braziler, Itamar Gati, Noa Saka	Patterns of Coping with Career Decision-Making: The Identification and Replication of Profiles of Coping with Career Indecision
Marna Van der Merwe, Dieter Veldsman	Choice, Chance or Craft: Exploring how HR Careers Evolve
Karyn Dossinger	Career Indecision and Career Distress in Young Adults: Social Comparison Processes and the Moderating Role of Specific Curiosity

## Contextualized Career Shocks (*Moderator: Wei-Ning Yang*)

Authors	Title
Wei-Ning Yang, Wiebke Doden	A Longitudinal Investigation on Career Shocks, Threat Appraisals and Perceived Employability During the Covid-19 Pandemic
Gamze Arman, Yasin Koc	Impact of a Career Shock Event on Academic and Organizational Identities: The Case of Bogazici University
Shahrzad Nayyeri, Ricardo Rodrigues, David Guest	The Impact of Career Shocks in Extreme and Non-Extreme Contexts
Charlotte Rodriguez Conde, Nele De Cuyper, Florence Stinglhamber, Tinne Vander Elst, Hans De Witte	Keeping One's Job, but Under What Conditions? Trajectories of Qualitative Job Insecurity in Times of Crisis and Their Associations with Short-time Work Schemes
Thomas Pirsoul, Michaël Parmentier, Shagini Udayar, Jonas Masdonati	Disentangling the Emotional Nature and Influence of Work-related Events Among Career Counselors: A Multiple Study Investigation

## Careers of At-Risk Groups (*Moderator: Maral Darouei*)

Authors	Title
Johannes Kraak, Neva Bojovic, Amanda Peticca Harris, Angela Schill	Navigating Silence: An In-depth Analysis of Career Trajectories Among Deafened Individuals
Yamila Martin-Ferlaino, Friedrike Mathey	Careers of Breast Cancer Survivors: A Sustainable Perspective
Anna Carmella Ocampo, Yueyang Chen, Simon Restubog, Lu Wang, Anthony Decoste	Stigma Undermines the Career Functioning of People Living With HIV
Lars Veerhoff, Maral Darouei, Karen Pak, Jos Akkermans, Beatrice Van der Heijden	A Bibliometric Analysis of the School-to-Work Transition for Young Adults with Autism Spectrum Disorder
Shane Hayden-Smyth, Wladislaw Rivkin, Marian Crowley-Henry	Career Mobility of Cancer Survivors: An Interdisciplinary Review, Synthesis and Future Research Agenda

## PDW

### Organizers

Madeleine Haenggli,  
Domingo Valero, Jos  
Akkermans, Ans de Vos, Denise  
Jepsen

### Title

Bridging the Practitioner-Researcher Gap for Effective Collaboration in  
Career Research

## Symposium: Platform Work Challenges: Multidisciplinary Perspectives on Platform Workers Experiences and Behaviors

### Organizer

Annabelle Hofer

### Authors

Vera M. Schweitzer, Wladislaw  
Rivkin, Fabiola H. Gerpott

### Titles

Gig Workers' Social Support Seeking in Reaction to Daily Demands as a  
Predictor of In- and Extra-role Performance

Andreas Ihl, Anne-Sophie  
Mayer

The Role of Online Platforms in Facilitating Freelancers' Self-leadership  
in the Platform Economy

Sabrina Genz, Elisa Gerten,  
Annabelle Hofer, & Lucas  
Trutwin

Women's Choices in the Gig Economy: Balancing Temporal Flexibility  
and Financial Gain

Jérôme Sulbout, Jeroen  
Meijerink, Jos Akkermans, Anne  
Keegan

Gig Workers' Responses to the Disappearances of an Online Labor  
Platform: A Career Shock Perspective

## Symposium: The Way to the Top of the Family Firm - Career Choices and Well-being of Women Leading Family Businesses

### Organizer

Cristina Alvarado

### Authors

Diane Arijis, Elena Ponomarev,  
Martin Euwema, Anneleen  
Forrier

### Titles

Integrating Career Decision Theories with the Family Business Context:  
A More In-depth Understanding of Career Choices and Their Impact  
on Family Businesses

Katrin Riisla, Cristina Alvarado,  
Ana García, Martin Euwema

There's Always Gonna Be Another Mountain – Women Leaders' Paths  
to Power in Family Businesses

Cristina Alvarado, Ana García,  
Katrin Riisla, Martin Euwema

Mentored by My Father: A Qualitative Exploration of Women Leaders  
in Family Firms

## **FRIDAY APRIL 19 – BLOCK 2: 13:00-14:30**

### **Careers in New Landscapes (*Moderator: Mostafa Ayoobzadeh*)**

<b>Authors</b>	<b>Title</b>
Annabel Buitter, Yvonne Van Rossenberg, Caroline Essers, Beatrice Van der Heijden, Agnes Akkermans	Understanding Dynamic Experiences of Commitment in the Context of Career Shock: The Commitment-conflicts of Afghan Refugees in the Netherlands
Maria Mouratidou, Mirit Grabarski	Sustainable Careers of Immigrant Academics in the UK
Mostafa Ayoobzadeh, Melika Shirmohammadi, Mina Beigi	Chasing Dreams in a New Hemisphere: The Career Saga of LGBT+ Refugees in Canada
Hyacinthe Caldwell	“In All Fairness”: Adopting a Post-colonial Perspective on Expatriates’ Career
Yi-Chun Lin, Cze Chiun Wong	Enhancing Self-initiated Expatriates’ Protean Career Attitude to Innovative Work Behavior in a Culturally Diverse Work Context

### **Unpacking Gender and Careers (*Moderator: Nawel Sidi Ali Cherif*)**

<b>Authors</b>	<b>Title</b>
Jenna-Lyn Roman, Elizabeth Minei	Professional Identity Reframing in Military Spouse Careers: A Social Construction Perspective ( <i>Online</i> )
Nawel Sidi Ali Cherif, Emmanuelle Garbe	From Ideal Workers to Ideal Careers: A Study of Career Norms and Their Influence on Gendered Career Inequalities in the French Judicial Organization
Wika Malkowska, Vicki Elsey, Laura Longstaff, John Arnold	How Do Career Resource Levels Differ in Men and Women, and How Do They Differentially Predict Career Success? A Systematic Review.
Hannah Sperling, Katja Dlouhy	Unraveling Gender Disparities: A Longitudinal Study of Career Trajectories Among Young Professionals in IT
Sarah Angela Steiner	Social Mobility in Careers as Liminal Experience: Navigating Temporal and Spatial Tensions in the Construction of Working-self Identities Throughout Gendered Social Mobility Experiences in Careers

## Sustaining Careers across Diverse Paths (*Moderator: Katharina Hug*)

### Authors

### Title

Navya Bagga, Vivek G. Nair	I Am 'Not' My Illness: Crafting Sustainable Careers with a Chronic Illness
Isabella Scheibmayr	Composing a Career: The Relationship Between Canonization and the Careers of Contemporary Austrian Composers ( <i>Online</i> )
Mirit Grabarski, Maria Mouratidou	Work Volition as a Predictor of Sustainable Careers: A Moderated Mediation Study
Hilary O'Leary, Yseult Freeney	Reactors, Adaptors & Proactors: Navigating Voluntary Mid-Career Transitions to Support a Sustainable Career
Katharina Hug, Katharina Chudzikowski, Stefanie Gustafsson	Employee Activism and Professional Careers: A Bourdieusian Perspective

## PDW

### Organizers

### Title

Matej Cerne, Masa Kosak, Amadeja Lamovsek, Marko Orel	E-Wanderlust: Striking Harmony between Work and Well-being in the Nomadic Lifestyle - Cross-Country Research of Digital Nomads
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## Symposia

### Organizers

### Title

Simone Kauffeld	Antecedents and Consequences of Early Career Decisions
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### Authors

### Titles

Hannes Schilling, Stephanie Hirschberger, Simone Kauffeld	Investigating the Role of Calling and Career Decidedness on Students' Intention to Drop Out After the First Year of Higher Education: A Longitudinal Multigroup Comparison
Britta Wittner, Mona Grobe, Simone Kauffeld	Reaching for Something in the Distance – How Students Envision Their Future Career
Anna Moser, Stefan Reiß, Eva Jonas	A Mentoring Program to Facilitate Onboarding to the Academic World – Community Building and More
Stephanie Hirschberger, Britta Wittner, Simone Kauffeld	Enhancing Early Career Success: An Empirical Investigation of Peer Group Coaching for Undergraduate Students

## **Symposium: From Stressed to Refreshed: Career Transitions and Their Relation with Personal Well-being**

### **Organizers**

Daan A.H. Fris

### **Authors**

### **Titles**

Anita C. Keller, Antje Schmitt	Prepare for the Next Career Phase: Career Stress and Proactive Career Behaviors
Daan A.H. Fris, Annelies E.M. van Vianen, Edwin A.J. van Hooft, Matthijs de Hoog, Anne P.J. de Pagter	The Consequences of Career Decision-making Stress: Exploring Factors That Promote and Impede Students' (Mal)adaptive Coping Responses
Audrey A. Antonio, Edwin A. J. van Hooft, Rita Chiesa	Coping With Career Uncertainty in the Early Career Stage
Katharina Ebner, Annabelle Hofer, Daniel Spurk	Chatbots in Career Coaching: An Avenue to Sustainable Career Development?

## **FRIDAY APRIL 19 – BLOCK 3: 14:45 - 16:15**

### **Careers, Cultures, and Commutes in Contemporary Global Workspaces (*Moderator: Beatrice Van der Heijden*)**

<b>Authors</b>	<b>Title</b>
Longzhu Dong, Margaret Shaffer, Mihaela Dimitrova, Mila Lazarova	Sea Turtles Homecoming Journey: A Qualitative Study of Chinese Returnees' Reentry Experiences
Ryunosuke Takagi, Anna Dalla Rosa, Sophie Gerdel, Sabine Bergner, Michelangelo Vianello	Exploring the Psychosocial Mechanisms of Karoshi: A Comparative Study of Japan, Austria, and Germany
Min Zhang, Huainan Wang	Work Hours and Employee Outcomes in the Context of East Asia: A Systematic Literature Review
William Donald, Beatrice Van der Heijden, Yehuda Baruch	Conceptualizing a Sustainable Career Ecosystem
Markus Latzke, Beatrice Van der Heijden, Michael Schiffinger, Alexander Braun, Manfred Pferzinger, Adelheid Schonthaler	The Moderating Effects of Professional Support and Inability to Relax on the Relationship Between Workload and the Indicators of Sustainable Careers in the Setting of Residential Long-term Care

### **Graduate Careers (*Moderator: Sainval Walkens*)**

<b>Authors</b>	<b>Title</b>
Leena Itkonen, Toni Kosonen	Social Representations of Career Planning Among Finnish University Students
Sainval Walkens, Anissa Pomiès, Jean Savinien	Investigating Socioeconomic Inequalities and Career Trajectories: A Case Study of Graduates from a French Business School
Di Dong, Jos Akkermans, Svetlana Khapova	Constructing Career Orientation During the School-to-Work Transition: An Explorative Study on Chinese Graduates Studying in the Netherlands
Batia Ben-Hador	Taking the Accounted Road - A Longitudinal Study on Accounting Graduates' Social Capital in Their Entry to the Labor Market

## Evolving Career Success (*Moderator: Gina Dokko*)

Authors	Title
Gina Dokko, Winnie Jiang	Beyond Boundaryless: Toward A Friction-Based Model of Career Transitions and Career Success
Maria Tamontseva, Jos Akkermans, Scott Seibert	Career Success in Entrepreneurship: A Multidisciplinary Review and Future Research Agenda
Rodrigo Mello, Vesa Suutari, Samu Kempainen, Teresa Freitas Monteiro	The Impact of Cross-national Distance (Objective Psychic Distance Stimuli) on Expatriates Career Success
Surendra Babu Talluri, Jos Akkermans	A Qualitative Investigation of How Gig Workers Craft Their Career Success

## Employability and Career Management (*Moderator: Wolfgang Mayrhofer*)

Authors	Title
Andrea Lane	Exploring the Evolving Employability of Entrepreneurship Educators
Chia Kuan Su, Yi-Chun Lin	The Role of Proactive Work Behavior in The Relationship between Career Plateau and Perceived Employability: The Moderating Effect of Career Stages in Taiwan Public Sectors
Büşra Müceldili	You Break My Heart... The Influence of Romantic Breakups on the Self-Career Management
Nawel Sidi Ali Cherif, Wolfgang Mayrhofer	Only Wishful Thinking? Career Scripts and Organizational Career Management Outcomes - A Conceptual Model Based on a Case Study of the French Judicial Organization

## PDW

Organizers	Title
Yoy Bergs, Jelmer Weijsschede, Geoff Maree, Pascale Peters, Xander Lub, Rob Blomme	Navigating Work and Nonwork Identities in a Dynamic World: A LEGO® Serious Play Workshop
	<b>Note:</b> to participate in this PDW, please preregister by sending an email to Yoy Bergs at <a href="mailto:bergs.y@buas.nl">bergs.y@buas.nl</a> .

## Symposium: Global Mobility in Transition: The Evolving Landscape of Expatriate Careers

### Organizers

Tania Biswas, Acil Abdul Hadi,  
Rodrigo Mello

### Authors

### Titles

Rodrigo Mello, Vesa Suutari,  
Michael Dickmann

The Road to Career Success for Expatriates: Insights from Job Fit, Career Adaptability, and Expatriate Type

Acil Abdul Hadi

Career Capital Experiences of Self-initiated and Assigned Expatriates: A Comparative Approach

Tania Biswas, Luisa Wicht

Reimagining International Work: Exploring the Suitability of Virtual Assignments in the 'new Normal'

Rodrigo Mello, Vesa Suutari

Leveraging Social Capital for Expatriates' Career Trajectories in a Digital World"

## Symposium: Developing Careers Through Work-related Learning: Considering Antecedents and Learning Opportunities

### Organizers

Julian Decius

### Authors

### Titles

Marijn Wijga, Simon Beusaert,  
Eva Kyndt

Antecedents of Participation in Work-related Learning: A Literature Review

Andrea M. Lane

Commonalities and Contradictions – Effective Work-related Learning for Academic and Professional Entrepreneurship Educators

Annabell Mitschelen, Simone  
Kauffeld

Facilitators and Barriers for Formal and Informal Knowledge Transfer during Onboarding

Julian Decius, Miriam Schilbach,  
Carolin Graßmann

Opportunity Makes Learners? A Challenge-Hindrancel Perspective on Work-Related Learning Opportunities

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