

Program WAOP 2025

Time	Foyer	Room 1	Room 2	Room 3	Room 4
09:30 - 10:00	Reception				
10:00 - 10:45		Keynote Wilmar Schaufeli			
10:45 - 11:10	Coffee Break				
11:10 - 12:20		Employee Well-being, Burnout & Recovery	Coaching & Support Interventions	Organizational Learning	Decision-making
12:20 - 13:15	Lunch				
13:15 - 14:00		Keynote Anita Keller			
14:00 - 15:10		Inclusion, Diversity & Interpersonal Dynamics	Work Design and Sustainable Employability	Health Care & Professional Functioning	Practitioner Session
15:10 - 15:35	Coffee Break				
15:35 - 16:45		Stress and Precarity	Leadership & Power Dynamics	Careers	Practitioner Session
16:45 - 17:00		Award and closing Ceremony			
17:00 - 18:00	Drinks				
18:00 - Open Ended	Dinner (additional tickets needed)				

Session Overview

BLOCK 1 – 11:10–12:20

1A. Employee Well-being, Burnout & Recovery – Room 1

Author	Affiliation	Title
Linnéa Järvinen	Tilburg University	Thriving at Work: (Mis)fit between Employee Vitality and Learning on Feelings of Burnout and Job Performance
Karolina Eschen	Maastricht University	What Do You Need to Recover From Work? Exploring the Role of Need-Satisfying Activities in Employee Well-Being
Rebekka Tavakoli	Vrije Universiteit Amsterdam, School of Business and Economics	Exploring the relationship between meditation frequency and employee wellbeing: A one-year field study among meditation app users
Hylco Nijp	HAN University of Applied Sciences	Disentangling work and employee well-being & functioning: The effort balance model

1B. Coaching & Support Interventions – Room 2

Author	Affiliation	Title
Daan Fris	Open Universiteit	Thwarted thriving: How coaching can support PhD-students' functioning at work
Ana Stojanovic	Erasmus MC & University of Amsterdam	Effective Coaching Approaches: Inspecting the Roles of Goal Level and Coachee's Cognitive Preferences and Needs
Lara Solms	University of Amsterdam	Coaching Improves Physician Well-Being Through Increasing Personal Resources: A Randomized-Controlled Trial

Anna Nechai	KU Leuven	Supporting the Supporters: Emotional Intelligence, Resilience, and Systemic Support for Mediators under Wartime Stress
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1C. Organizational Learning – Room 3

Author	Affiliation	Title
Julia van Dommelen	Vrije Universiteit Amsterdam	Bridging Boundaries: A Literature Review of Factors Shaping an Individual's Knowledge Transfer from Interorganizational Collaborations
Jana Hübner	Vrije Universiteit Amsterdam	A scoping review of learning mechanism in interorganizational collaborations
Richa IJntema	University of Utrecht	Peer-led group reflection practices unpacked: Terminology, common ground, and key differences

1D. Decision-making – Room 4

Author	Affiliation	Title
Mara Bialas	Radboud University Nijmegen	Taking Risks or Staying Safe: How Mental Fatigue Drives Risk Preference in a Use-Inspired Choice Paradigm
Qing Ye	Tilburg University	Measuring Evidence-based Decision-making Behavior: A Scale Development Study
Lotte De Rooy	KU Leuven	The Duality of Occupational Regret: Motivator and Barrier in Career Decisions
Georgios Fraros	University of Groningen	Loss in Translation: Asymmetries in the Evaluation and Selection Between Additive and Subtractive Ideas

BLOCK 2 – 14:00–15:10

2A. Inclusion, Diversity & Interpersonal Dynamics – Room 1

Author	Affiliation	Title
Rowan Moelijker	Rotterdam School of Management, Erasmus University	Understanding Interpersonal Inclusion: The Role of Interaction Rituals and Includer Characteristics in Realizing its Potential
Margot van Helvert	Maastricht University / Centrum Inclusieve Arbeidsorganisatie	Inclusion of Diverse Talent: Shaping Sustainable Workplaces
Nadine Planken	Erasmus University Rotterdam	Let's be Proactive Together: Examining the Intra- and Interpersonal Dynamics of Daily Proactive Behaviors in Coworker Dyads
Karolin Grunau	Radboud University Nijmegen	How is the Hybrid Work–Women's Employment Nexus Studied? A Mapping Review of Definitions, Theories, and Organisational Outcomes

2B. Work Design and Sustainable Employability – Room 2

Author	Affiliation	Title
Charlotte Edelmann	Erasmus University Rotterdam	A Systematic Scoping Review of Team-Level Job Redesign in Organizations
Carolin Schneider	University of Amsterdam / TNO	The Relationship Between Work Design and Proactive Technology Use: A Weekly Diary Study with Remote Medical Monitoring Devices in Health Care
Anna van Duijnhoven	Leiden University	Effect evaluation of an organizational-level workplace intervention to improve medical doctors' sustainable employability
Naomi de Leng	Tranzo and Human Resources Studies, Tilburg University	Profiles of Sustainable Employability Among Mental Health Professionals: Psychosocial and Psychological Predictors

2C. Health Care & Professional Functioning – Room 3

Author	Affiliation	Title
Judith Engels	Open Universiteit	Exploration of Factors Explaining Individual and Departmental Differences in Smart Use of Electronic Health Records in Hospitals: A Qualitative Study
Luisa Solms	Erasmus Universiteit Rotterdam	The impact of prosocial job crafting on nursing professionals' well-being
Amber Brizar	Vrije Universiteit Amsterdam	Empowering Managers to Support Mental Health at Work: Feasibility Study of WHO's Manager Training in the Netherlands
Laura Oskam	Utrecht University	Bridging Experiences and Policies: A Dual-Dimensional Approach to Create and Supervise Psychosocially Safe Work Environments

2D. Practitioner Session – Room 4

Author	Affiliation	Title
Sven Van As	Inhealth	Lasting behavior change at work using a context-approach

BLOCK 3 – 15:35–16:45

3A. Stress and Precarity – Room 1

Author	Affiliation	Title
Carolin Lubosch	Maastricht University	Conditions that Condition us: A Qualitative Exploration of how Precarious Employment Shapes Habits
Jing Wang	University of Groningen	A Temporal Perspective On Stress Reactivity Among Self-Employed and Salaried Employees
Anna Nechai	KU Leuven	Supporting the Supporters: Emotional Intelligence, Resilience, and Systemic Support for Mediators under Wartime Stress
Kato Colombet	Ghent University	Towards a robust measurement model of workplace sensory overload

3B. Leadership & Power Dynamics – Room 2

Author	Affiliation	Title
Sylvia Xu	University of Groningen	Responsibility or Opportunity? How Leader Power Construal Influences Employee Conflict Strategies
YaNan Fu	Utrecht University	Why Do People Follow Abusive Leaders? An Exploratory Study of Fear and Belonging Motives
Yiting Wang	University of Groningen	Whether Anger Leads to Malevolent Innovation – the moderating role of power
Taufik Achmad Dwi Putro	Maastricht University	Leader Storytelling: The Art of Influencing Others by Telling Stories

3C. Careers – Room 3

Author	Affiliation	Title
Lore Mewis	Open Universiteit	The Next Game: A Systematic Literature Review of Career Self-Management and Well-being in Elite Athletic Career Transitions
Marte Jacobs	KU Leuven	Unequal attention: effects of talent hoarding on colleagues
Yishu Zhong	Vrije Universiteit Amsterdam	Why Competent People May Not Finally Emerge as Leaders: A Cultural Perspective on The Relation between Motivation to Lead and Leadership-Claiming Behaviours
Isolde van der Schuur-Mertens	Tilburg University	The first comprehensive review of resume screening

3D. Practitioner Session – Room 4

Author	Affiliation	Title
Lara and Luisa Solms	University of Amsterdam & Erasmus University Rotterdam	Boosting Academic Well-Being: Combining Research Insights with Coaching Practice

