

CURRICULUM VITAE
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Personal Information

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Key Research Areas

Economic Stressors

Job Insecurity

Which social and cognitive processes impact ratings of job insecurity? Job insecurity as a multilevel phenomenon: The impact of macro- and micro-economic, societal, cultural, and personal context variables.

Overqualification

How do employees actively deal with overqualification (role of proactivity)? Which resources do overqualified individuals have that may be a benefit in other life domains?

Resources and Recovery from Work

How can recovery from work positively impact our wellbeing and behavior? Which resource gains and losses do individuals experience in the context of work-related transitions (e.g., promotion, organizational re-entry after maternity leave)? How do individuals dynamically invest their resources at work?

Impression Management at Work

How does impression management contribute to successful organizational socialization? Are there impression management profiles and group climates?

Education

2012	PhD conferral Dissertation " <i>Seeing one's job at stake: Investigating job insecurity from a personality-oriented and a cross-cultural perspective</i> " University of Zurich, Switzerland; summa cum laude
2008	Diploma thesis " <i>The spirit is willing, and the flesh is strong! The relationship between the state of being recovered in the morning, flow experiences at work, and the need for recovery after work</i> " Technical University of Braunschweig
2002 – 2008	Studies of Psychology, Technical University of Braunschweig, Germany;

Employment

- Since 2014 Senior research and teaching associate (Oberassistentin),
Work and Organizational Psychology, University of Zurich, Switzerland
- 2011 – 2013 Research and teaching associate (Assistentin),
Work and Organizational Psychology, University of Zurich, Switzerland
- 2008 – 2011 Doctoral student,
Work and Organizational Psychology, University of Zurich, Switzerland

International Research Visits

- 2014 Visiting researcher, Portland State University, USA, School of Business Administration,
collaboration with Prof. Dr. Berrin Erdogan, Prof. Dr. Charlotte Fritz, and Prof. Dr. Talya
Bauer (funded by Swiss National Science Foundation, SNF)
- 2010 Visiting researcher, Washington State University, USA, Department of Psychology,
collaboration with Prof. Dr. Tahira Probst (funded by Suzanne and Hans Biäsch Foundation)
- 2006 Research internship, Institute for Social Research (ISR) and Molecular and Behavioral
Neuroscience Institute (MBNI), University of Michigan, Ann Arbor, USA, collaboration with
Prof. Dr. Randolph Nesse and Prof. Dr. Margit Burmeister (funded by Studienstiftung des
Deutschen Volkes)

Research Methods and Statistics

Use of cultural, societal, micro- and macro-economic indicators (company performance, social security,
unemployment rate, GDP), and physiological wellbeing indicators (heart-rate variability)

Use of large-scale international and national panel data (International Social Survey Programme, Swiss
Household Survey) and employee surveys

Multi-source designs and surveys (dyadic designs; survey data from employees, supervisors, spouses, closely
related persons, work colleagues)

Measurement-intensive methods (diary designs)

Longitudinal and experimental designs

Multilevel analyses, SEM

Qualitative research in line with grounded theory methodology

Professional Service & Esteem Factors

Editorial Board Member

Occupational Health Science (since 2019)

Frontiers in Psychology (since 2019)

Journal of Business and Psychology (since 2017)

Journal of Vocational Behavior (since 2016)

Journal Reviewer

Applied Psychology: An International Review

Applied Psychology: Health and Well-being

Career Development International

Društvena istraživanja
 Economic and Industrial Democracy
 European Journal of Work and Organizational Psychology
 German Journal of Human Resource Management
 Human Relations
 Human Resource Management Journal
 International Journal of Selection and Assessment
 Journal of Applied Psychology
 Journal of Business and Psychology
 Journal of Occupational and Environmental Medicine
 Journal of Occupational and Organizational Psychology
 Journal of Occupational Health Psychology
 Journal of Organizational Behavior
 Journal of Personnel Psychology
 Journal of Vocational Behavior
 Organization Science
 Stress & Health
 Work & Stress

Grant Reviewer

Research Foundation Flanders
 Swiss National Science Foundation (Schweizerischer Nationalfonds zur Förderung der wissenschaftlichen Forschung, SNF)

Conference Reviewer

Society for Industrial and Organizational Psychology (SIOP)
 European Association of Work and Organizational Psychology (EAWOP)
 Deutsche Gesellschaft für Psychologie (DGPs)

Certificate, Awards and Scholarship

2018	Reviewer of the Year Award, Journal of Business and Psychology
2017	Teaching Skills Certificate, University of Zurich, Switzerland (university didactics program including coursework, multiple teaching observations, and a final thesis)
2013	Dissertation award, Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie (DGPs), 3rd price
2005 – 2008	Scholarship, Studienstiftung des Deutschen Volkes

Awards for Supervised Theses

2019	Semester award by the University of Zurich: “Überqualifizierung und organisationaler Wiedereinstieg nach der Mutterschaftspause“ [Overqualification and organizational re-entry after maternity leave] (Master thesis by Stefanie Philipp)
2013	Award of the Schweizerische Gesellschaft für Arbeits- und Organisationspsychologie (SGAOP) for Justina Cetkauskaitė’s licentiate thesis “You are worried, but am I? Consequences of job insecurity on health, work engagement, and relationship quality among dual-earner couples in Switzerland“ (3rd price)

Third-Party Funded Projects (Principal or Co-investigator)

Total amount of peer-reviewed third-party funded projects **CHF 553,654**.

- 2019 **The Moderating Role of Culture in the Job Insecurity-Proactivity Relationships: A Cross-national and Cross-level Examination**
Society for Industrial and Organizational Psychology (SIOP) International Research Collaboration (IRC) Small Grant. Total volume: **US\$ 3,500** (material resources). Society for Industrial and Organizational Psychology (SIOP) International Research Collaboration (IRC) Small Grant. Principal investigator: Dr. Lixin Jiang. **Co-investigators:** Dr. Maike E. Debus, Dr. Xiaowen Hu, Dr. Sergio López-Bohle, Prof. Dr. Laura Petitta, Dr. Lara Roll, Prof. Dr. Marius Stander, Prof. Dr. Haijiang Wang, and Prof. Dr. Xiaohong Xu (in alphabetic order)
- 2015 **The bright side of the coin: Enlarging the stressor perspective on overqualification with a resource perspective**
Swiss National Science Foundation (SNF). Total volume: **CHF 255,075** (includes a doctoral position). Period: 3 years (plus interruptions). **Principal investigator.** Project number: 156537
- 2014 **Understanding overqualified employees: A cross-cultural study of when positive behaviors and attitudes are possible**
BHP Billiton Distinguished Research Award of the University of Western Australia's Business School. Total volume: **AU\$ 21,624** (includes student assistant positions). Principal investigator: Prof. Dr. Aleksandra Luksyte. **Co-investigators:** Prof. Dr. Talya N. Bauer, Dr. Maike E. Debus, Prof. Dr. Berrin Erdogan and Prof. Dr. Chia-huei Wu (in alphabetic order)
- 2014 **If jobs don't fit their people: Increasing our understanding of demands-abilities misfit research with three perspectives**
Swiss National Science Foundation (SNF) International short visit grant for a three-month stay at Portland State University. Total volume: **CHF 10,700**. **Principal investigator.** Co-investigator: Prof. Dr. Berrin Erdogan. Project number: 154383
- 2014 **Understanding overqualified employees: A cross-cultural study**
Society for Industrial and Organizational Psychology (SIOP) International Research Collaboration (IRC) Small Grant. Total volume: **US\$ 3,500** (material resources). Principal investigator: Prof. Dr. Aleksandra Luksyte, **Co-investigators:** Prof. Dr. Talya N. Bauer, Dr. Maike E. Debus, Prof. Dr. Berrin Erdogan and Prof. Dr. Chia-huei Wu (in alphabetic order)
- 2014 **Behaviorally-oriented measurement of personality and transformational leadership in assessment centers and structured interviews**
Swiss National Science Foundation (SNF). Total volume: **CHF 238,489** (includes a doctoral position). Period: 3 years (plus interruptions). Principal investigator: Prof. Dr. Martin Kleinmann. **Co-investigator.** Project number: 146039
- 2012 Contribution for organizing the **3. EAWOP (European Association of Work and Organizational Psychology) Early Career Summer School for Advanced Work and Organizational Psychology**
Swiss National Science Foundation (SNF). Total volume: **CHF 5,000**. Principal investigator: Prof. Dr. Martin Kleinmann. **Co-investigator.** Project number: 136188
- 2012 Contribution for organizing the **3. EAWOP (European Association of Work and Organizational Psychology) Early Career Summer School for Advanced Work and Organizational Psychology**

Suzanne and Hans Biäsch Foundation. Total volume: **CHF 10,000**. Principal investigator: Prof. Dr. Martin Kleinmann. **Co-investigator**. Project number: 2010/19

2010 **Arbeitsplatzunsicherheit und deren Korrelate im Kulturvergleich (Job insecurity and its correlates from a cross-cultural perspective)**

Suzanne and Hans Biäsch Foundation. Funding of a two-month research stay at Prof. Dr. Tahira Probst's lab at Washington State University Vancouver (USA). Total volume: **CHF 9,755.40. Principal investigator**. Co-investigator: Prof. Dr. Cornelius J. König. Project number: 2009/02

2006 **Funding of a research internship**

Studienstiftung des Deutschen Volkes. Funding of a two-month research stay at Prof. Dr. Margit Burmeister's lab and Prof. Dr. Randolph Nesse's lab at the University of Michigan, Ann Arbor (USA). Total volume: **EUR 2,025**.

Funded Project with Internal Review

2014 Accepted proposal for the inclusion of items on overqualification in the MOSAiCH questionnaire 2015 (Swiss component project of the International Social Survey Programme, ISSP; FORS Centre Lausanne)