

Curriculum Vitae – Dr. Jan Luca Pletzer

Version April 2021

ACADEMIC CAREER

Since 01/2018	Assistant Professor (tenured) in Work and Organizational Psychology <i>Erasmus University Rotterdam</i> , The Netherlands
10/2014 – 10/2018	Ph.D. in Social and Organizational Psychology <i>Vrije Universiteit Amsterdam</i> , Double-PhD Program, The Netherlands
11/2013 – 03/2018	Ph.D. in Business Administration, with distinction (eqv. summa cum laude) <i>Jacobs University Bremen</i> , Double-PhD Program, Germany
06/2015 – 12/2016	Research Consultant <i>Daimler AG (Mercedes Benz Bremen) & Jacobs University Bremen</i> , Germany
09/2012 – 08/2013	M.Sc. Organizational Psychology, cum laude <i>Rijksuniversiteit Groningen</i> , The Netherlands
09/2009 – 08/2012	B.Sc. in Psychology <i>Rijksuniversiteit Groningen</i> , The Netherlands

ACADEMIC VISITING POSITIONS

06/2016 –	Visiting Scholar
10/2016	<i>University of Delaware</i> , United States of America
09/2014 –	Lecturer at the Chair of Business Administration, Human Resources, and Leadership
12/2014	<i>University Mannheim</i> , Germany

OFFERS

04/2019	Assistant Professor , Organizational Psychology, <i>Vrije Universiteit Amsterdam</i> (declined)
05/2019	Assistant Professor , Social and Organizational Psychology, <i>Tilburg University</i> (declined)

RESEARCH FUNDING, SCHOLARSHIPS, AND AWARDS

2015-2018	Full PhD Scholarship (approx. €52.200) from “Evangelisches Studienwerk Villigst”, financed by the German Federal Ministry of Education and Research; Topic: „Social Values in the Workplace”
07/2016	Research Grant (€3.600) from Konfuzius Institut Bremen, with Prof. Dr. Sven Voelpel; Topic: “Cultural Differences in Workplace Deviance”
Since 2014	Member of the WiWi-Talents program

TEACHING EXPERIENCE

Since 01/2018	Course Coordinator for the following courses at Erasmus University Rotterdam 1 st -year bachelor course <i>Organizational Psychology</i> (ongoing) Master course <i>Attitudes and Emotions in Organizations</i> (ongoing) Master practical <i>Conducting Research in Organizations</i> (ongoing) Master practical <i>Selection and Assessment</i> (until 2019) Tutor for various other courses at different levels (Bachelor, Master) (ongoing)
Since 2014	Bachelor and Master Thesis Supervision (40 Bachelor and 25 Master theses)
2013	Teaching Assistant <i>Rijksuniversiteit Groningen</i> , The Netherlands

JOURNAL PUBLICATIONS (peer-reviewed)

- Pletzer, J. L.,** Oostrom, J. K., & De Vries, R. E. (2021). HEXACO Personality and Organizational Citizenship Behavior: A Domain- and Facet-Level Meta-Analysis. *Human Performance*.
- Pletzer, J. L.** (2021). Why older employees engage in less counterproductive work behavior and in more organizational citizenship behavior: Examining the role of the HEXACO personality traits. *Personality and Individual Differences*.
- Breevaart, K., Lopez Bohle, S., **Pletzer, J. L.,** & Muñoz Medina, F. (2020). Voice and silence as immediate consequences of job insecurity. *Career Development International*, 25, 204-200.
- Pletzer, J. L.,** Oostrom, J. K., Bentvelzen, M., & De Vries, R. E. (2020). Comparing domain-and facet-level relations of the HEXACO personality model with workplace deviance: A meta-analysis. *Personality and Individual Differences*, 152, 109539.
- Pletzer, J. L.,** Bentvelzen, M., Oostrom, J. K., & De Vries, R. E. (2019). A meta-analysis of the relations between personality and workplace deviance: Big Five versus HEXACO. *Journal of Vocational Behavior*, 112, 369-383.
- Pletzer, J.L.,** Balliet, D., Joireman, J., Kuhlman, D.M., Voelpel, S.C., & Van Lange, P.A.M. (2018). Social value orientation, expectations, and cooperation: A meta-analysis. *European Journal of Personality*, 32, 62-83.
- Pletzer, J.L.,** Nikolova, R., Kedzior, K.K., Voelpel, S.C. (2015) Does gender matter? Female representation on corporate boards and firm financial performance - A meta-analysis. *PLoS ONE*, 10: e0130005.
- Pletzer, J.L.,** Sanchez, X., & Scheibe, S. (2015). Practicing psychotherapists are more skilled at down-regulating negative emotions than other professionals. *Psychotherapy*, 52, 346-350.

MANUSCRIPTS UNDER REVIEW OR IN PREPARATION

- Pletzer, J. L.,** Oostrom, J. K., & Voelpel, S. C. (under review). Age and workplace deviance: A meta-analytic test of two mediating mechanisms.
- Breevaart, K. & **Pletzer, J. L.** (under review). Follower-leader HEXACO personality fit and follower work engagement.
- Zhang, W., Xia, B., Derks, D. A. J. A., **Pletzer, J. L.,** & Breevaart, K. (under review). Perceived overqualification, CWB, and withdrawal: Examining a moderated mediation model.
- Zhang, W., Shumin, Z., Derks, D. A. J. A., Breevaart, K., **Pletzer, J. L.,** & Zhang, X. (under review). How to cope with an abusive leader? A time-lagged survey study on CWB and turnover intentions.
- Pletzer, J. L.,** Breevaart, K., & Bakker, A. B. (in preparation). The Relations of Constructive and Destructive Leadership with Follower Work Engagement and Burnout: A Meta-Analysis.
- Pletzer, J. L.,** Thielmann, I., & Zettler, I. (in preparation). HEXACO Personality and Health: A Meta-Analysis.
- Pletzer, J. L.,** Voelpel, S. C., & Oostrom, J. K. (data collection) Development and validation of an SJT to measure social value orientation in an organizational context.

BOOK CHAPTERS

- Pletzer, J. L.** Lehmann-Willenbrock, N. (2022). *Counterproductive Work Behavior*. In Zacher, H. & Lehmann-Willenbrock, N. (Eds.), *Work, Organizational, and Business Psychology*. Kohlhammer, Stuttgart, Germany.
- De Vries, R. E., **Pletzer, J. L.,** Julian, A., & Breevaart, K. (2022). *Leadership as contextualized personality traits*. In *SAGE Handbook of Leadership*.

CONFERENCE PRESENTATIONS & PROCEEDINGS

- Pletzer, J. L., Oostrom, J. K., & De Vries, R. E.** (2020). HEXACO personality and organizational citizenship behavior: A domain- and facet-level meta-analysis. Paper presented online at the 80th Annual Meeting of the Academy of Management (AoM).
- Zhang, W., Xia, B., Derks, D. A. J. A., **Pletzer, J. L.**, & Breevaart, K. (2020). *Perceived overqualification, CWB, and withdrawal: Examining a moderated mediation model*. Paper presented online at the 80th Annual Meeting of the Academy of Management (AoM).
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C.** (2018, September). *Age and workplace deviance: A meta-analytic test of two mediating mechanisms*. Paper presented in a symposium at the conference of the Deutsche Gesellschaft für Psychologie e.V. (German Association for Psychology) in Frankfurt, Germany.
- Pletzer, J. L., Bentvelzen, M., Oostrom, J. K., & De Vries, R. E.** (2018, August). *Personality and workplace deviance: A meta-analysis*. Paper presented at the 78th Annual Meeting of the Academy of Management (AoM), Chicago, USA.
- Pletzer, J. L., Voelpel, S. C., & P. A. M van Lange** (2018, August). *Selfishness facilitates deviance: The link between social value orientation and deviant behavior*. Paper presented at the 78th Annual Meeting of the Academy of Management (AoM), Chicago, USA.
- Pletzer, J. L., Bentvelzen, M., Oostrom, J. K., & De Vries, R. E.** (2017, November). *Personality and workplace deviance: A meta-analysis*. Paper presented at the annual conference of the Dutch Association of Researchers in the field of Industrial and Organizational Psychology (WAOP), Nijmegen, the Netherlands.
- Pletzer, J. L., Bentvelzen, M., Oostrom, J. K., & De Vries, R. E.** (2017, November). *Personality and workplace deviance: A meta-analysis*. Paper presented at the bi-annual Dutch-Flemish Research Meeting on Personnel Recruitment and Selection 2017, Ghent, Belgium.
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C.** (2017, August). *Age differences in workplace deviance: A meta-analysis*. Paper presented at the 77th Annual Meeting of the Academy of Management (AoM), Atlanta, USA.
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C.** (2016, November). *Age differences in workplace deviance: A meta-analysis*. Paper presented at the annual conference of the Dutch Association of Researchers in the field of Industrial and Organizational Psychology (WAOP), Rotterdam, the Netherlands.
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C.** (2016, November). *Development and validation of a SJT to measure social value orientation in an organizational context*. Paper presented at the annual conference of the Dutch Association of Researchers in the field of Industrial and Organizational Psychology (WAOP), Rotterdam, the Netherlands.
- Pletzer, J. L., Oostrom, J. K., Voelpel, S. C., & P. A. M van Lange** (2016, August). *Social value orientation is associated with differences in workplace deviance*. Poster presented at the 124th Annual American Psychological Association (APA) Convention, Denver, Colorado, United States of America.
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C.** (2016, June). *Do proselves make bad or good employees? Examining the role of individual differences in social value orientation and workplace deviance*. Paper presented at the bi-annual conference of the European Network of Selection Researchers (ENESER, EAWOP Small Group Meeting), Amsterdam, the Netherlands.
- Pletzer, J. L., Oostrom, J. K., & Voelpel, S. C.** (2015, November). *The relationship between individual differences in social value orientation and workplace deviance*. Paper presented at the Conference of the Dutch Society of Work and Organizational Psychology Researchers (WAOP), Amsterdam, The Netherlands.
- Pletzer, J. L., Nikolova, R., Kedzior, K. K., & Voelpel, S. C.** (2015, August). *Does gender matter? Females on corporate boards and firm financial performance - A meta-analysis*. Paper presented at the 75th Annual Meeting of the Academy of Management (AoM), Vancouver, Canada.
- Sanchez, X., Scheibe, S., & **Pletzer, J. L.** (2014, December). *Reaching top-sport level: Is it all about having a thicker skin or better regulation skills?* Journal of Sports Sciences, 32, s15.
- Pletzer, J. L., Balliet, D. P., & Voelpel, S. C.** (2014, July). *Social value orientation and expectations of cooperation in social dilemmas: A meta-analysis*. Paper presented at the Second European Conference on Data Analysis, Bremen, Germany.

REVIEWER ACTIVITIES (also see my [Publons](#) profile)

Since 01/2020	Editorial board member for <i>Organizational Psychology Review</i>
Since 01/2018	Editorial board member for <i>International Journal of Selection and Assessment</i>
Ad-hoc reviewing for (in alphabetical order):	<i>Academy of Management Annual Meeting 2016, 2018, 2019, 2020; Applied Psychology; International Review; Corporate Governance; Current Issues in Tourism; Current Psychology; European Journal of Personality; European Journal of Work and Organizational Psychology; Evolution and Human Behavior; Human Relations; International Journal of Information Technology and Decision-Making; International Journal of Manpower; Journal of Environmental Psychology; Journal of Family Studies; Journal of Management Studies; Journal of Research in Personality; Personality and Individual Differences; Personality and Social Psychology Bulletin; Plos One; Psychotherapy; Review of Philosophy and Psychology; SIOP Conference 2018</i>

UNIVERSITY AND COMMUNITY SERVICE

Since 01/2020	Erasmus University Representative in the Dutch Test Committee (COTAN)
07/2017	Organization of the 17 th International Conference on Social Dilemmas 2017 in Taormina, Italy
04/2017	Organization of the <i>Associatie van Sociaal-Psychologische Onderzoekers (ASPO) 2017 Conference</i> in Amsterdam, The Netherlands
03/2017	Selection Committee for PhD Scholarships (Evangelisches Studienwerk Villigst)

INVITED TALKS & GUEST LECTURES

Introduction to Leadership, **Erasmus University College**, The Netherlands (2020, August)
Leadership and Follower Well-Being, **Rotterdam School of Management**, The Netherlands (2019, November)
Personality at Work, **Erasmus University Rotterdam**, The Netherlands (2019, April)
Leadership, **Erasmus University College**, The Netherlands (2017, September)
Cooperation in Social Dilemmas, **University of Delaware**, United States (2016, September)
Fast and Slow Decision-Making, **Gonzaga University**, United States (2016, September)
Social Values at Work, **Washington State University**, United States (2016, September)
Predicting Workplace Deviance, **University of Amsterdam**, the Netherlands (2016, January)

MEDIA COVERAGE

[Game theory may predict how to reduce panic buying. *Science 2.0*, April 2020](#)
[The game theory of panic-buying – and how to reduce it. *Yahoo! News*, March 2020](#)
[New research finds that firms are penalized for creating gender-diverse boards, *Forbes*, November 2019](#)
[Does board diversity improve corporate performance? *Yahoo! News*, January 2019](#)
[Does gender diversity on boards really boost company performance?, *Value Walk*, May 2017](#)
[SheWorks: Putting gender-smart commitments into practice, *World Bank*, December 2016](#)
[Three ways to break the glass ceiling, *El Pais*, June 2017](#)
[Your therapist is better at handling emotions than you are, *Time Magazine*, May 2015](#)

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Academic Memberships

Academy of Management
Amsterdam Cooperation Lab
Dutch Association of Work and Organizational Psychology (WAOP)
German Society for Psychology (DGPs)

Alumni Associations

Evangelisches Studienwerk Villigst
Jacobs University Bremen
University of Groningen

ONLINE PROFILES

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