

## CURRICULUM VITAE (12-04-2022)

Name: Beatrice Isabella Johanna Maria van der Heijden  
Date of birth: Geffen, September 22<sup>nd</sup> 1967  
Nationality: Dutch  
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Koninklijke Onderscheiding: **Ridder in de Orde van de Nederlandse Leeuw/Knight in the Order of the Lion of the Netherlands** (23-03-2021)

### *Education*

PhD degree: 18 September 1998 verkrijging van de graad van Doctor, Universiteit Twente, the Netherlands  
University: 1985-1990 Katholieke Universiteit Nijmegen, the Netherlands  
Diploma: Doctoraalexamen Psychologie van Arbeid en Organisatie behaald op 27 april 1990  
High School: 1979-1985 Maaslandcollege te Oss  
Diploma: VWO (Atheneum B) (Ned, Eng, Fra, Wis 1, Nat, Sch, Bio).  
Typediploma: Instituut Scheidegger

### *Vocational Education after Formal Schooling*

- Academia Europaea, Barcelona Knowledge Hub, Building Bridges 2021, 20-21 October (virtually attended).
- Webinar Designing the hybrid office: From workplace to culture space by Anne-Laure Fayard, 14<sup>th</sup> of October 2021.
- Webinar Closer, stronger, and brighter: Bringing IB and IHRM together through the lens of Sustainable Development Goals by Fang Lee Cooke, 21<sup>st</sup> of September 2021.
- EAWOP 2021 Virtual Conference “Viral strain? Working life in the COVID pandemic”, 27<sup>th</sup> of May 2021.
- Course ‘Leadership in times of Covid-19’, Radboud University, the Netherlands, May-June 2020.
- UKO: Certificaat Uitgebreide Kwalificatie Onderwijs (5-11-2014).
- Conference Celebrating 25 years of Human Resource Studies. HR research and practice across generations: Sharing the past, working towards the future. 21 June, 2012. Tilburg University, the Netherlands.
- Workshop PowerPoint 2007, 31<sup>th</sup> of May, UCI, Radboud University Nijmegen, the Netherlands.
- Seminar Academic Leadership, 24-25<sup>th</sup> of February 2011. Ravenstein, Soeterbeeck, Radboud University Nijmegen.

- Training Financial Management for Non-Financial Managers. Juni-September 2010. Caset Education & Training. Nijmegen: Radboud University Nijmegen, the Netherlands.
- Symposium 'CMI maakt het onderscheid'. Ter gelegenheid van de accreditatie van CMI (Career Management Institute) door de Raad voor Accreditatie volgens ISO/IEC 17024. 27 Mei 2010. Antropia te Driebergen.
- Symposium 'Leren en werken op een turbulente arbeidsmarkt. Over nut en noodzaak van een leven lang leren.' Business Development Group van de Open Universiteit Nederland, Heerlen. 27 November 2008.
- Structural Equation Modelling with AMOS. December 2007. SPSS te Gorcum.
- AWWN Jaarcongres, *Verschil maakt naar meer. Nederlandse werkgevers en de diversiteitsuitdaging*. Donderdag 8 September 2007 in de Rotterdam Cruise Terminal.
- Training on Mutual Cooperation at the Maastricht School of Management. 21 February 2006. Maastricht, MSM.
- Thinkshop en oratie Thijs Homan 31 Maart 2006. 'Kunnen wolkenridders het effect van verandertrajecten bepalen? Heerlen: Open Universiteit Nederland.
- December 2003/January 2004 Course on Excel by IT manager at the Maastricht School of Management.
- Symposium 'De lerende manager' ter gelegenheid van het 35-jarig bestaan van de Stichting Wetenschappelijke Opleidingen Twente, 27 mei 2003. Enschede: Muziekcentrum.
- Cursus 'Onderwijs maken met TeleTOP'. Universiteit Twente, Dinkel Instituut. 25 maart 2002.
- Cursus AMOS (Structural Equation Modelling) bij SPSS Benelux B.V. 2 en 3 September 2002, Gorinchem.
- Congres 'Leven lang leren en ICT. Competenties voor de informatiesamenleving'. Holland Casino Utrecht, 14 November 2002. ten Hagen Stam Uitgevers en NGI.
- Conferentie 'Fricties op de (ICT)-arbeidsmarkt.' Spits (NGI/VRI) Jaarcongres in Muziekcentrum Vredenburg te Utrecht, 22 Februari 2001.
- Studiemiddag ter oprichting van de Werkgroep Onderzoekers in de Psychologie. Utrecht: Holiday Inn, 20 April 2001.
- Research seminar 'Cultural influences on leadership and organizations project GLOBE' with Prof. Robert J. House. Enschede: University of Twente, 27th August 2001.
- 'The dynamics of VET and HRD systems.' International symposium sponsored by NWO/COST, September 2001. Enschede: Amphitheater Vrijhof, University of Twente.
- Interactieve Meerpaal Conferentie 'Bungalow-wonen in het verzorgingstehuis.' Beke & Netwerk. Gerontologisch Onderzoek en Advies. WTC Rotterdam, the Netherlands, 29 Oktober 2001.
- Conferentie 'Concrete oplossingen voor het behouden van ICT-personeel in de praktijk.' IIR (Institute for International Research). 8-10 Februari 2000.

- Seminar 'Investors in people. Keurmerk voor strategisch personeelsbeleid.' Platform IiP-Twente. Hengelo, 9 Mei 2000.
- Thema-avond Organisatie, Ontwikkeling en Management (OOM) over competentie-management. 'Competentie-management (opnieuw) onder de loop.' Woerden, 3 Juni 1999.
- Lezing in de reeks 'Nijmegen Lectures on Innovation Management.' Prof. Alexander Gerybadze 'Managing technology competence centers in Europe: the role of European R&D for global corporations.' Katholieke Universiteit Nijmegen, Nijmegen Business School, 23 September 1999.
- Workshop 'De kunst van het kiezen en creëren.' Enschede, 19 en 20 November 1998.
- Symposium 'Competentie-ontwikkeling in arbeidsorganisaties. Theorie en praktijk.' De divisie Bedrijfsopleiding, Beroepsonderwijs en Volwasseneneducatie van de Vereniging voor Onderwijs Research. Wageningen, 26 November 1998.
- Themabijeenkomst Organisatie, Ontwikkeling en Management (OOM) met als thema 'Competentiemanagement: Oude wijn in nieuwe zakken of het ei van Columbus?' Soesterduinen, 1 December 1998.
- Cursus 'PowerPoint' Universiteit Twente CIV, 26 en 27 Februari 1997.
- Congres 'Ageing and the labour market.' Enschede: Universiteit Twente, 4-7 Juni 1997.
- Workshop 'Loopbanen' van PW, vakblad voor personeelsmanagement. Amersfoort, 18 September 1997.
- Cursus 'Windows 3.1 voor beginners.' Universitair Centrum Informatievoorziening. Nijmegen: Katholieke Universiteit Nijmegen, Lente 1996.
- PhD-Residential Seminar on rethinking work, learning and competence creation in organizations. Molslaboratoriet, Ebeltoft, Denmark, May, 12-15, 1996.
- Cursus 'MS-Word' Universiteit Twente CIV, 30 Juli en 1 Augustus 1996.
- Symposium 'Lifelong learning: leer voor je leven!' Faculteit Toegepaste Onderwijskunde Universiteit Twente, 29 Oktober 1996.
- Nederlands Psychologencongres 'Psychologen in debat' Maastricht, 31 Oktober en 1 November, 1996.
- Congres 'Flexibilisering: trend of toekomst.' Een congres over de flexibilisering van de arbeidsmarkt. Nijmegen, 28 November 1996.
- Cursus Nederlandse Organisatie voor Bedrijfskundig Onderzoek 'Dataverzameling en verwerkingsmethoden' Amersfoort: Congrescentrum De Eenhoorn, Zomer 1995.
- Cursus 'Schrijfvaardigheid voor AIO's in het Engels.' Enschede: Universiteit Twente, Herfst 1995.
- Cursus 'Spreekvaardigheid voor AIO's in het Engels.' Enschede: Unversiteit Twente, Herfst 1995.
- Cursus 'Statistiek in vogelvlucht.' Interuniversitaire Onderzoeksschool voor Psychometrie en Sociometrie. Amsterdam: UvA, November/December 1995.
- Deelname aan het Management Development Programma in het kader van de Management Pool Universiteit Twente. Lochem: Alpha Hotel, gehele jaar 1995.

- ‘Opfriscursus SPSS-for windows’ voor medewerkers HBO/Universiteit. Gorinchem, 28 December 1994.
- Onderzoeksdag ‘Sociotechniek.’ Vereniging voor Sociale, Organisatie en Arbeidspsychologie (SOAP) in samenwerking met de vakgroep Sociale en Organisationspsychologie van de Rijksuniversiteit Limburg, Winter 1994.
- VSNU themamiddag ‘Kiezen voor de wetenschap.’ Vereniging van Samenwerkende Universiteiten, Amsterdam, Winter 1994.
- European Symposium on Work and Aging. Universiteit van Amsterdam, Faculty of Psychology and Faculty of Medicine. Amsterdam, 28-29 Januari 1993.
- Onderzoeksdag ‘Integraal Organisatie-ontwerp.’ Vakgroep Bedrijfswetenschappen Katholieke Universiteit Nijmegen in samenwerking met de Nederlandse Stichting Sociotechniek. 14 Mei 1993.
- Symposium voor donateurs en auteurs n.a.v. de afsluiting van het onderzoek ‘Veertigplussers in de Onderneming.’ Stichting Management Studies. Thema: Investeren in Veertigplussers. Zeist: Slot Zeist, Herfst 1993.
- AKZO-symposium ‘Ouderenbeleid.’ Papendal: Sportcentrum, 24 November 1993.
- NIA-congres ‘Arbo-wetgeving en de welzijnsparagraaf.’ Amsterdam: RAI, Zomer 1992.
- Cursus ‘Ontslagrecht’ te Nijmegen. Personeelsadviesbureau Novioselect, Zomer 1992.
- Congres ‘loopbaanontwikkeling en –begeleiding.’ Thema: De carrière onder de loep. Amsterdam: Novotel, 10 December 1992.

### *Scientific employments*

- Member of the Royal Holland Society of Sciences and Humanities/Koninklijke Hollandsche Maatschappij der Wetenschappen (KHMW) since 2022
- Member of the **Academia Europaea** since 2019.
- Appointed as **Visiting Professor at Ghent University, Belgium**, started in October 2018 - current.
- Appointed as **Adjunct Professor of Hubei University, Wuhan**, April 2018, Chutian scholarship until 2023.
- Appointed as **Extraordinary Professor at North-West University, Mafikeng Campus, Mmabatho, South-Africa**, 2017 - 2019.
- Senior Research Fellow DART Research Group, Kingston University, UK since 2017.
- Visiting scholar at the University of Bern, Switzerland, December 2017.
- Visiting scholar at the University of Trento, Italy, December 2017.
- Visiting scholar at the Antwerp Management School, December 2017.
- Visiting scholar at the University of Sevilla, Spain, November 2017.
- Visiting scholar at the University of Bologna, Italy, November 2017.

- Visiting scholar at the Department of Human Resource Development in the College of Business and Technology, University of Texas at Tyler, USA, October/November 2016.
- **Visiting Professor and affiliated with Kingston University**, Faculty of Business and Law, started April 2015 - current.
- Visiting Professor, University of Limerick, Limerick, Ireland, November 2015.
- Visiting professor, University of Brussels, Brussels, Belgium, February 2015.
- Since 1st of April 2010, **Full Professor of Strategic HRM**, School of Management, Institute for Management Research, **Radboud University Nijmegen, the Netherlands**. Head of Department Strategic HRM, Director of Responsible Organization Research Programme Teaching: Strategic HRM Bachelor Programme, Strategic HRM Master Programme, International HRM, Honours Academy students, Bachelor and Master thesis supervision, Phd Programme Responsible Organization.
- Yearly Visiting Professorship at the Institut de Gestion de Rennes, University of Rennes 1, France, 2012 – 2020, 2022.
- Visiting Professor, University of Regensburg, Regensburg, Germany, July 2014.
- Visiting Professor and External Examiner, Human Resource Management Programme, BSc and Master degree, University of Mauritius, Mauritius, October 2011, October 2012, October 2016, June 2017, June 2018, June 2019.
- Visiting Professor Cleveland State University, August 2012.
- Visiting Professor University of Concepcion, Chile, 30<sup>th</sup> March – 7<sup>th</sup> of April 2011.
- Visiting Professor at Florida International University, Miami, USA, Adult Education and Human Resource Development, collaborating with Dr. Tonette Rocco, 2-5<sup>th</sup> of April 2010.
- Since 1<sup>st</sup> of October 2004, Full Professor of Strategic HRM at the **Open University of the Netherlands**, Heerlen. Chair of SHRM in particular aimed at the dynamics of individual career development. Inaugural lecture held at the 30<sup>th</sup> of September 2005. **Since 1<sup>st</sup> of April 2010 ‘nulaanstelling’ Full Professor of Strategic HRM:**
- Onderwijs: Curriculum development, PIM, SHRM Open University of the Netherlands, Consultant for the project *Designing informal learning trajectories*. Educational Technology Expertise Center, Open University of the Netherlands, starting 2007, External Examiner for Graduates Department SHRM.
- Since 1<sup>st</sup> of September 2003-2010 Full Professor of Organizational Behavior/HRM, Head of Department OB/HRM, Director of Research and Doctoral Programs at the **Maastricht School of Management:**
- *Lecturing in Maastricht:* Organizational Behavior, Introduction HRM, HRM, Introduction Management and Organization, Creating, Structuring, and Managing Organizations, Behavioral Sciences, Resumé and Letter Writing. HRM for MBA-facility management. IFMEC/MSM Maastricht, the Netherlands.
- *International Outreach Teaching Assignments Maastricht School of Management:*
- MBA Thesis Evaluations. Kuala Lumpur, Malaysia. June 2009.
- MBA Thesis Evaluations. Almaty, Kazakhstan. June 2009.
- MBA Thesis Evaluations. Kuala Lumpur, Malaysia. April 2008.
- MBA Thesis Evaluations. Cairo, Egypt. May 2008.

- MBA Thesis Evaluations. Pembroke, Malta. March 2007.
- MBA Thesis Evaluations. Cairo, Egypt. April 2007.
- MBA Thesis Evaluations. Cairo, Egypt. October 2007.
- Behavioral Sciences. DBA/PhD program MSM. Regional IT Institute, February 2006, Cairo, Egypt.
- MBA Thesis Evaluations. Malta. February 2006.
- Behavioral Sciences. DBA/PhD program MSM. Centrum, April 2006, Lima, Peru.
- Behavioral Sciences. DBA/PhD program MSM. Regional IT Institute, January 2005, Cairo, Egypt.
- MBA Thesis Evaluations. Malta. March 2005.
- Organizational Behavior. MBA Outreach Program MSM. Intercollege Nicosia, Cyprus, July 2005.
- MBA Thesis Evaluations. Ho Chi Minh City, Vietnam. August 2005.
- MBA Thesis Evaluations. Cairo, Egypt. October 2005.
- MBA Thesis Evaluations. Kuwait City, Kuwait. November 2005.
- MBA Thesis Evaluations. Kuwait City, Kuwait. January 2005.
- Behavioral Sciences. DBA/PhD program/MSM. Regional IT Institute, February 2004, Cairo, Egypt.
- MBA Thesis Evaluations. Shanghai Maritime University, June-July 2004, Shanghai, China.
- Creating, structuring and managing organizations. MBA-Corporate strategy and economic policy/MSM, August 2003, Paramaribo, Surinam.
- **Universiteit Twente**, faculteit Bedrijf, Bestuur en Technologie, Vakgroep Human Resource Management (in dienst per 1 Mei 1990, eerst als *Onderzoeksassistent* en later als *Medewerkster Onderzoek*, per 1 Januari 1997 als *UD*, per 1 Juli 2000 als *UHD*, per 1 Januari 2003 nulaanstelling Full Professor of Strategic HRM):
- *Onderwijs*: Strategic Personnel Management (*voor de Erasmus studenten*), Managementvaardigheden, Interviewtrainingen, Management van Mobiliteit en Loopbanen, Methoden en Technieken van Praktisch Personeelsmanagement, Managementvaardigheden in het kader van het Integratietraject BedrijfsInformatieTechnologie, Gedrag in Organisaties (studiejaar 2000/2001 *hoogste waardering van studenten binnen het onderwijs in de Wijsbegeerte en Maatschappijwetenschappen*), Competence and Career Management; en onderdelen van de vakken Strategisch Personeelsmanagement, Mens, Technologie en Organisatie I, voor de MEBA-opleiding (*Milieumanagement*) onderdelen van het vak Functioneren van Organisaties, voor *TSM-Business School* onderdelen van het vak Strategic Personnel Management, Professionele Communicatie voor de Geneeskunde en Management Stroom, en de Integratiecase Technische Bedrijfskunde, Lectures in Curriculum 'Managing Human Resource Flow' Department HRM (since 2007).
- *Onderzoeksprojecten*: Employability-bewaking en -bevordering van ICT-professionals in Europa (*EU-funded project, scientific coordinator*), Arbeidssatisfactie van chirurgen in relatie tot de wachtlijstproblematiek (*coordinator statistical analyses*), IT-toepassingen in de Healthcare-sector, Loopbanen van succesvolle ondernemers (*coordinator statistical analyses*), en Het stimuleren van

leergedrag in productontwikkelingsprocessen (*coordinator statistical analyses*), NEXT (Nurses Early Exit (*EU-funded project, coordinator statistical analyses and scientific coordinator Dutch research team*)).

- Sabbatical leave, Visiting Professor **University of Strathclyde**, Department Human Resource Management, Glasgow, Scotland, UK, 18 September - 22 December 2000. The HRM department received a 'top 5' rating in the year 1992 and 1996 UK-wide. A strongly established department that is currently top rated in teaching and research and which has been designated an IPD Centre of Excellence.
- **Katholieke Universiteit Nijmegen**, Vakgroep Psychologie van Arbeid en Organisatie (1 Mei 1990 tot 1 Mei 1991) ten behoeve van *onderzoek en Post-Academisch Onderwijs* (Arbo-wetgeving en Welzijn). Onderwijs: Strategic HRM Bachelor Curriculum; A critical approach to SHRM Master Curriculum.

### ***Additional 'Ad Hoc' Teaching Activities in Higher Education Institutions***

- Van der Heijden, B.I.J.M. (2019/2020). Sustainable Careers; Towards a Conceptual Model. Advanced Studies in HRM. Course for PhD students, HRM Network.
- Van der Heijden, B.I.J.M. (2014). Introductiebijeenkomst. CPP Strategische Loopbaanontwikkeling, Open Universiteit Nederland en NOLOC, Vereniging voor loopbaan professionals, 24 April 2014.
- Module levensloopmanagement Schouten & Nelissen University.
- *Stichting Wetenschappelijk Onderwijs Twente* (SWOT), het vak Personeelsmanagement I.
- Betrokken bij de *ontwikkeling van de nieuwe opleiding Psychologie*, in het bijzonder Arbeids- en Organisationspsychologie, Universiteit Twente.
- Gastdocent NIBRA, 3<sup>de</sup> en 4<sup>de</sup> leergang (2001 en 2002). Module HRM in Arbeidsorganisaties.
- Gastcollege Loopbaanontwikkeling Vrije Universiteit van Brussel, België, 20 December 1999.
- Colleges 'de Oudere Werknemer' 1998/1999 in de reeks Psycho-gerontologie voor de Seniorenacademie Groningen. Hoger Onderwijs voor Ouderen.
- Managementpool Universiteit Twente 15 Mei 1998. Docentschap blok Personeelsmanagement.
- PAO-cursus 'Oudere werknemers in Bedrijf' Studiecentrum voor Bedrijf en Overheid (mede-docente en assistente van Prof. dr. J.G. Boerlijst, 1991).

### ***PhD projects***

- PhD Candidate Annabel Buiters, Identity and Commitment in a Work Environment: The Case of Afghan Refugees in the Netherlands, Radboud University Nijmegen since 2021.

- PhD Candidate Samira Louali, The career sustainability and use of capital amongst second-generation Moroccan female entrepreneurs in the Netherlands. Radboud University Nijmegen since 2021.
- PhD Candidate Wouter van Zwol, Leadership development in road transport (LEADER), Radboud University Nijmegen since 2020.
- PhD Candidate Lars Veerhoff, The transition from school to work and sustainable careers, Radboud University Nijmegen since 2021.
- PhD Candidate Sjoerd Gerritsen, Life and career design in higher education, Radboud University Nijmegen since 2020.
- PhD Candidate Elias Janssen, The impact of the demanding employment relationship on well-being and performance of public sector employees: a multi-level study of mediating mechanisms and boundary conditions, Ghent University/Radboud University Nijmegen since 2019.
- PhD Candidate Mareikje Pfenning, Sustainable and resilient careers throughout the life-span, Radboud University Nijmegen since 2019.
- PhD Candidate Annemiek van der Schaft, Understanding the employee experience of high impact technology-driven change in the workplace, Radboud University Nijmegen since 2018.
- PhD Candidate Lonneke Frie, Sustainable Careers among 21<sup>st</sup> century experts, Radboud University Nijmegen since 2017.
- PhD candidate Omar Habets, Employability, determinants, contextual factors and outcomes. A cross-national longitudinal research Radboud University Nijmegen since 2017.
- PhD Candidate Helen Burton, Sustainable Careers among MBA professionals, Kingston University London since 2016.
- PhD candidate Rutger Blom, HRM in Publieke Organisaties, Radboud University Nijmegen since 2016 (PhD defense 2nd of July 2021).
- PhD candidate Math Janssen, Versterking van het zelfmanagement van zorgprofessionals in het kader van duurzame inzetbaarheid, Radboud University Nijmegen/HAN since 2016.
- PhD Candidate Daniel Kooistra, Sustainable Leadership, Open University of the Netherlands since 2016.
- DBA candidate Evans Makini Osano, Factors characterizing high performance organizations in the cement manufacturing sector in Kenya and Tanzania, Maastricht School of Management (DBA defense 2<sup>nd</sup> of Februari 2018).
- PhD candidate Sascha Kraus-Hoogeveen, The role of interaction capital in multiple value creation in extramural care, Radboud University Nijmegen/HAN since 2015, quit her job.
- PhD candidate Suzanne Giesbers, Feedback provision and quality improvement in hospital nursing care: Unraveling the 'Black Box', Radboud University Nijmegen (PhD defense 3<sup>rd</sup> of October 2017).
- PhD candidate Emmie Vossen, Uncovering the microfoundations of the activation paradigm: A translation perspective on sickness absence practices in Dutch and Danish hospitals, Radboud University Nijmegen (PhD defense 19<sup>th</sup> of September 2016).



- PhD candidate Klaske Veth, *The driving power of development. HRM and employee outcomes across the life-span*, Radboud University Nijmegen (PhD defense 25<sup>th</sup> of August 2016).
- PhD candidate Claudia van der Heijde, *The measurement and enhancement of employability and career success over different life and career stages*, University of Twente (PhD defense, 10<sup>th</sup> of February 2016).
- PhD candidate Jol Stoffers, *Towards an HRM model predicting organizational performance by enhancing innovative work behavior. A study among Dutch SMEs in the Province of Limburg*, Radboud University Nijmegen (*MPhil manuscript with distinction*). (PhD defense, 26<sup>th</sup> of March 2014).
- DBA candidate Nada Megahed (from Egypt), *Towards a competency model for Egyptian diplomats*, Maastricht School of Management (DBA defense, 23<sup>th</sup> of November 2012).
- PhD candidate Arnoud Evers, *Teachers' professional development at work and occupational outcomes: An organizational and task perspective*, Open Universiteit Nederland (PhD defense, 1<sup>st</sup> of June 2012).
- PhD candidate Arjen Verhoeff, *No technical innovation without social Innovation: The logic of social innovation in market-oriented firms*, Open Universiteit Nederland (PhD defense, 11<sup>th</sup> of March 2011).
- PhD candidate Chantal Savelsberg, *The role of team learning behavior in explaining team performance*, University of Tilburg/Open Universiteit Nederland (PhD defense, 25<sup>th</sup> of March 2010).

### ***Examining PhD/DBA candidates***

- Pauline van Dorssen-Boog, *Self-leadership in healthcare: How healthcare workers can lead themselves to better work engagement, health, and performance*. Open Universiteit Nederland.
- Chair Examination Committee Fahad Sakeel, *Ethical leadership: a broader definition, conceptualization and measurement scale*. Radboud University Nijmegen.
- Sjanne Marie van den Groenendaal, *Examining heterogeneity, career self-management and the role of inclusive HRM in sustainable careers of the solo self-employed*. Tilburg University.
- Sabina Bakker, *Capital or crutch? Capturing, understanding, and tracking the value of personal network resources for organizational newcomers*. Radboud Universiteit Nijmegen.
- Channah Herschberg, *Through the gate of the neoliberal academy, The (re)production of inequalities in the recruitment and selection of early-career researchers*. Radboud University Nijmegen.
- Tulus Budi Sulistyo Radikun, *Work characteristics, leadership, well-being and performance in Indonesian organizations: Development of a questionnaire*. Radboud University Nijmegen.

- Manongi Cliff Ntimbwa, *Factors influencing successful self-employment amongst graduates of higher learning institutions in Tanzania*. Maastricht School of Management.
- T.B.S. Radikun, *Work characteristics, leadership, well-being and performance in Indonesian organizations: Development of a questionnaire*. Radboud University Nijmegen.
- B.J.M. de Brouwer, *Essential elements of an excellent nursing practice environment*. Radboud University Nijmegen.
- Velibor Peters, *Working time arrangements. A tool to improve work participation of nurses working in residential elderly care*. Universiteit Maastricht.
- Ali Fenwick, *Creating a committed workforce: Using social exchange and social identity to enhance psychological attachment within an ever-changing workplace*. Nyenrode Business Universiteit.
- Lidy Okkerman, *De middenmanager en kostenbeheersing in het ziekenhuis*. Radboud University Nijmegen.
- Rick Borst, *Work-related well-being of (semi-)public sector employees. Bringing in the Job Demands-Resources model of work engagement*. Radboud University Nijmegen.
- Konjit Hailu Gudeta, *Managing boundarylessness between work, family and community: The experiences of women entrepreneurs in Ethiopia*. Tilburg University, the Netherlands.
- Kin Yi Lee, *A comprehensive model of the effects of training on learning and key outcomes*. University of Hull, UK.
- Hanneke Assen, *From a teacher-oriented to a learner-oriented approach to teaching. The role of teachers' collective learning processes*. Tilburg University, the Netherlands.
- Elouise Leonard-Cross, *Orgscaping – exploring how organisations can better use data to understand team performance, engagement and the managers that create the conditions for success*. Northumbria University, Newcastle upon Tyne, UK.
- Hanne Verweij, *Mindfulness-based stress reduction for medical residents*. Radboud University, Nijmegen.
- Anne Kroon, *Images of older workers: Content, causes and consequences*. University of Amsterdam.
- Jill Nelissen, *Identifying risks of employability enhancement*. Catholic University Leuven, Belgium.
- Chair Examination committee Quinty Elvira, *Secondary education as a stepping stone on the road towards expertise*. Radboud Universiteit Nijmegen.
- Victoria Elsey, *The career of an occupational psychology graduate: employment, employability and identity*. Professional Doctorate in Occupational Psychology. University of Northumbria, Newcastle, UK.
- Jos Sanders, *Sustaining the employability of the low skilled worker; development, mobility and work redesign*. Maastricht University.
- Max Boodie, *Purchasing knowing-doing gaps and the influence of incentives from a buyer-internal customer relationship perspective*. University of Groningen

- Sjoerd van der Smissen, *Contemporary psychological contracts. How organizational change and generational differences affect employer employee relationships*. Tilburg University.
- Muhammad Abdul Rauf, *HRM effectivity in small and medium-sized enterprises: A multiple cross-case study of Pakistan and Dutch SMEs*. University of Twente.
- Mohamed Mostafa Saad (DBA), *Creating an inventory of perceived relevant specific leadership competencies in the changing cultural context of Egypt, post-revolution*. Maastricht School of Management.
- Dominik Fröhlich, *Old and out? Age, employability, and the role of learning*. Maastricht University.
- Irina Nikolova, *Professional learning and occupational well-being in times of job restructuring: Towards a better understanding of concepts and relationships*. Open Universiteit Nederland.
- Khaled El Sayed Bekhet (DBA), *Perception of adversity quotient and leadership styles among Egyptian business leaders: A quantitative analysis*. Maastricht School of Management.
- Andre Veenendaal, *Enhancing Innovation at Work through Human Resource Management*. University of Twente.
- Marianne Thunnissen, *Talent management in academia*. Universiteit Utrecht.
- Doris Rosenauer, *Leadership in a changing business world: A multilevel perspective on connecting employees to organizational goals*. Vrije Universiteit Amsterdam.
- Reinekke Lengelle, *Career writing: Creative, expressive, and reflective approaches to narrative and dialogical career guidance*. Vrije Universiteit Amsterdam.
- Tugba Polat, *Active aging in Work: Motivating employees to continue working after retirement*. Vrije Universiteit Amsterdam.
- Suzanne Beijer, *HR practices at work: Their conceptualization and measurement in HRM research*. Tilburg University.
- Stephan Corporaal, *Gezocht: duidelijkheid, structuur en ontwikkeling: Aantrekkelijke banen en organisaties voor de nieuwe generatie baanzoekers*. Open Universiteit Nederland.
- Gerda Holleman, *Implementation of evidence-based practice in nursing: The role of social context*. Radboud Universiteit Nijmegen.
- Chen Fleisher, *The contemporary career navigator. Individual and organizational outcomes of self-directed career management*. Vrije Universiteit Amsterdam.
- Judith Bos, *All hands on deck. Age group differences in university employees related to work and health*. Radboud Universiteit Nijmegen.
- Jos Akkermans, *Well begun is half done: Investigating the work and the career of the young workforce*. Universiteit Utrecht.
- Jessie Koen *Prepare and pursue: Routes to suitable (re-)employment*, Universiteit van Amsterdam.
- Maarten de Haas, *Up or Out? Archetypes and person-organization fit in Dutch law firms*. Universiteit van Amsterdam.

- Machteld van den Heuvel. *Adaptation to Organizational Change: The Role of Meaning-making and other Psychological Resources*. Universiteit Utrecht.
- Belgin Sommerville. *A constraint-friendly approach to understanding contemporary graduate careers*. University of Strathclyde, Glasgow, Scotland.
- Ron Wolbink. *De coach, de begeleider van de laatste mens?* Radboud University Nijmegen.
- Cécile Delcourt. *The role of customer perceived employee emotional competence in service encounters*. Radboud University Nijmegen.
- Berber Pas. *Care + ER = Career*, Radboud University Nijmegen.
- Vera Meeusen, *Risk factors for job turnover among Dutch nurse anaesthetists*. Universiteit Utrecht, the Netherlands .
- Amna Yousaf, *One step ahead: Examining new predictors of affective organizational and occupational commitment*. University of Twente, the Netherlands.
- Felix Steemers, *Blijvende inzetbaarheid in langere loopbanen*. Vrije Universiteit, Amsterdam, the Netherlands.
- Marieke van den Tooren, *Job demands, job resources, and self-regulatory behavior: Exploring the issue of match*. Eindhoven University of Technology, the Netherlands.
- Anna Bos-Nehles, *The line makes the difference: Line managers as effective HR partners*. University of Twente, the Netherlands.
- Dorien Kooij, *Motivating older workers: A lifespan perspective on the role of HR practices*. Vrije Universiteit, Amsterdam, the Netherlands.
- Karina van de Voorde, *HRM, Employee Well-being and Organizational Performance: A balanced perspective*, Tilburg University, the Netherlands.
- Joris de Rooij, *Leadership for Distributed Teams*, Delft University, the Netherlands.
- Elise du Chatinier, *Towards a Competence Profile for Inter-organizational Collaboration in Innovation Teams*, Wageningen University, the Netherlands.
- Desirée Joosten-ten Brinke, *Assessment of Prior Learning*. Open University of the Netherlands, Heerlen.
- Rein De Cooman, *A Cross-Sector Comparison of Motivation-Related Concepts in For-Profit and Not-For-Profit Service Organizations* Vrije Universiteit Brussel, Belgium.
- Hanneke Heinsman. *Het gebruik van competenties binnen HRM*. Vrije Universiteit Amsterdam.
- Barbara Alarco, *Conceptual and empirical similarities and differences between job insecurity and employability: A test in a Peruvian context*. Faculty of Psychology and Educational Sciences of the KULeuven, Belgium.
- Gabriela Nazar Carter, *Employability and career identity: Chilean male, middle-aged managers' narratives of career'*. University of Edinburg, Scotland, UK.
- Despoina Xanthoupoulou. *A work psychological model that works. Expanding the job demands-resources model*. Utrecht University, the Netherlands.

- W.L. Raysen Cheung. *Career exploration of Chinese university students in Hong Kong: Testing relations among antecedent, process and outcome variables*. Loughborough University, UK.
- Ernest Azzopardi (DBA). *The impact of work experiences and organizational commitment and consumer satisfaction. The case of the Maltese Water Industry*, Maastricht School of Management.
- Alex Rizzo (DBA). *Strategic Orientation, Planning and Organizational Planning: The Case of the Maltese Public Service*. Maastricht School of Management.
- Manal Ibrahim (DBA). *Student attrition and retention in distance learning in the Kingdom of Saudi Arabia. Results of an empirical study in the Arab Open University*. Maastricht School of Management.
- Yasser Ahmed Al Tayeb (Egypt). *The effects of National Culture on Service Quality. Towards a New Model in the Hotel Sector*. University of Twente, the Netherlands.
- Louis Montebello (Malta) (DBA) *'The effects of self-management. The case of ST Microelectronics'* (Malta). Maastricht School of Management.
- Yingzi XU (China) (DBA) *Assessing the Service-Profit Chain: An empirical study in a Chinese Securities Firm*. Maastricht School of Management.
- E. Camilleri (Malta) (DBA) *Organisational commitment, motivation and performance in the Public Sector: The case of Malta*. Maastricht School of Management.
- Marinka Kuijpers *'Loopbaanontwikkeling. Onderzoek naar 'Competenties.'* University of Twente.
- Hans Heerkens *'Modeling importance assessment processes in non-routine decision problems.'* University of Twente.

### ***Scientific administrative activities***

- Expert opinion Habilitation procedure Dr. Anne Wöhrmann, Leuphana University, Germany, August 2021.
- Chair Careers Division Best Student Paper Award 82<sup>th</sup> AOM Annual Conference "Creating a Better World Together", August 5<sup>th</sup> – August 9<sup>th</sup>, 2021, Seattle, USA.
- NVAO Herstelbeoordeling Accreditation MSc Management Nyenrode Business University, the Netherlands. May 2021.
- Member Research Council for RN2BLEND, longitudinal research (2019-2022) about the nursing practice in general hospitals and university medical centres. Opdrachtgever: Ministerie van VWS.
- Member Discussion team Strategy NSM; purpose, mission, vision, pillars, 2021/2022.
- Reviewer and Discussant IMR PhD presentations Research Day. 7th of January 2020. Institute for Management Research, Radboud University, Nijmegen, the Netherlands.
- Member accreditation committee Executive Master of Business Administration with a focus on Entrepreneurship, Flanders Business School, 2020.

- Pre-conference Doctoral Consortium Dutch HRM network & pHResh, chairing the Present your own research session, Tilburg University, 13<sup>th</sup> of November 2019.
- Best Dissertation Award Committee Member Dutch HRM Network Conference, 14<sup>th</sup> and 15<sup>th</sup> of November 2019.
- Academic Advisory Panel member Wittenborg University of Applied Sciences, since 2019.
- Member Selection Committee Full Professor of HR Studies, Tilburg University, 2019.
- Awards Committee Member 2019 and 2020 for the Careers Division Academy of Management.
- Member Review Panel Smart Region research proposals HAN University of Applied Sciences 2019.
- Member NVAO accreditation panel Nyenrode Business Universiteit Master in Management (full-time and part-time). 15<sup>th</sup> and 16<sup>th</sup> of November 2018, Breukelen.
- Lid Stuurgroep Radboud Universiteit voor het project Amendement Taverne. Start 2018.
- Lid Regiegroep Participatiewet en inclusieve organisatie. Radboud Universiteit, Nijmegen. Start 2018.
- Member International Advisory Board for Securex, an HR service provider in Belgium (<http://www.employability21.com/committees>).
- Benoeming Wetenschappelijk Adviescollege (WAC) NWO Domeinbestuur Sociale en Geesteswetenschappen 15 Maart 2018-15 Maart 2022.
- Appointed as Vice-Chair of INBAM: International Network of Business & Management Journal Editors, 2020.
- Appointed as a Member of INBAM: International Network of Business & Management Journal Editors, 2018.
- Lid Raad van Advies van het Tilburg Institute for Family Business (TiFB), sinds April 2018.
- Member Preparatory team NVAO accreditation HAN University of Applied Sciences, the Netherlands, 2018.
- Member Research Committee Careers Division, Academy of Management since 2018, Chair since 2020.
- Member Doctoral Consortium Careers Division, Academy of Management since 2018.
- Member Prestige and Impact Committee Careers Division, Academy of Management 2018-2021.
- Nominated and Chosen for Representative-at-large Careers Division, Academy of Management since 2018.
- Best Paper Award Committee Member Careers Division, Academy of Management conference Chicago, USA, 10-14th of August, 2018.
- Expert NVAO Accreditation panel Master Management Nyenrode Business University, the Netherlands. 2018.
- 2<sup>nd</sup> International Scientific Committee 'International Conference on Sustainable Employability. Building bridges between Science and Practice'. Brussels, Belgium, September 2018.

- Member of the Expert Network InnovatiefinWerk NSvP (Nederlandse Stichting voor Psychotechniek).
- Member of the Advisory Committee of the EAWOP Congress 2019, Torino, Italy.
- Chair 10<sup>th</sup> International Conference of the Dutch HRM network ‘Sustainable HRM’. Radboud University, Nijmegen, the Netherlands. 8-10<sup>th</sup> of November 2017.
- Chair afternoon session for pHResh, Pre-conference Doctoral Consortium Dutch HRM Network & pHResh, Radboud University Nijmegen, the Netherlands, 8<sup>th</sup> of November 2017.
- Co-Chair Sustainable HRM workshop on Research collaboration and teaching organized by the International Network of Sustainable HRM. Radboud University Nijmegen, the Netherlands, 8<sup>th</sup> of November 2017.
- Interviewee for Horizon 2020 EU framework programme for research and innovation. European Implementation Assessment, February 2017.
- Lid Onderwijsvisitatiecommissie Flanders Business School (VLUHR), Voorjaar 2017.
- Lid Wetenschappelijke Adviescommissie van de projecten ‘Wendbaar aan het Werk Werknemers en Werkgevers van Transvorm en WGV Oost, 2017.
- Beoordelingscommissie SeederDeBoer Scriptieprijs Radboud Universiteit Nijmegen since 2016.
- Evaluation for Research Foundation – Flanders’ funding programme for Strategic basic research, Belgium, 2015.
- International Scientific Committee First ‘International Conference on Sustainable Employability. Building bridges between Science and Practice’. Brussels, Belgium, 14-16<sup>th</sup> September 2016.
- Member QANU visitation by ENQA (European Association for Quality Assurance in Higher Education) representing research assessments, 21<sup>th</sup> of June 2016.
- NVAO Herstelbeoordeling Accreditation MSc Management Nyenrode Business University, the Netherlands. April 2016.
- Expertbeoordeling van het Arbodossier Communicatie van risico’s van de auteurs Martine van Selm, Jodokus Diemel, Esther Hartog, & Helger Siebert 2015.
- Expertbeoordeling van het Arbodossier Organisatiecultuur en Culturele diversiteit van de auteurs Joost Bücker, Helger Siebert, Judith Bom, & Wouter de Haan 2015.
- Chair Midterm Research Assessment School of Industrial Engineering, Eindhoven University of Technology, 23<sup>rd</sup> of September 2015.
- Adviesraad MSc opleiding voor Onderwijsmanagement (MME) en MSc opleiding voor leidinggevendend uit de non-profit (MPM). TIAS, School for Business and Society, Tilburg University, the Netherlands, 2015-2018.
- Lid Raad van Advies Lectoraat Employability Hogeschool Zuyd since 2014.
- Expert and Reviewer ‘Safer and healthier work at any age. Workshop Report: the Netherlands. No. EUOSHA-PRU/2013/C/02 July 2014.
- Expert and Reviewer ‘Safer and healthier work at any age. Country Inventory: the Netherlands. No. EUOSHA-PRU/2013/C/02 July 2014.
- Member Horizon 2020 Advisory Group for Marie Skłodowska-Curie Actions (starting 2013). A group of 25 members have been selected out of 4240 applicants. Individual Expert appointed in her personal capacity. Subgroups: (1) Research Career

Development + Doctoral Training; (2) Mobility International Cooperation. In 2016, re-appointed and elected as vice-chair-2018.

- Invited Member Sloan Research Network and Aging & Work (nearly 70 members worldwide in addition to the USA), The Center on Aging & Work at Boston College, USA, since 2014.
- Lid Programmaraad Honours Academy 'Reflections on Professions'. Radboud Universiteit Nijmegen 2014.
- Uitgenodigd voor Startbijeenkomst 'Parlement en Wetenschap'. De Tweede Kamer, de KNAW, De Jonge Akademie, NWO en de VSNU. Tweede Kamer der Staten-Generaal, Binnenhof 1a, Den Haag 2015.
- Chair for Qanu Educational Assessment Committee Nyenrode Business Universiteit, 4-5 November 2013. Breukelen, the Netherlands.
- Member of the Qanu Research Assessment Committee Business Research Amsterdam Business School, UVA and Vrije Universiteit Amsterdam, 17<sup>th</sup> of October 2013.
- Medeoprichter Hotspot GAINS Governance and Innovation in Social Services 2013
- Stakeholderbijeenkomst Kennisdomein Lectoraat Innovatie in de Private Sector Dr. Jan Jurriens, 10 Januari 2013.
- Adviesraad Certificeren Post-HBO Opleiding Nieuwe Loopbaanprofessional van Europees Instituut De Baak, 2012.
- Since 1st of September 2011-2013 Director of Research Section Business Administration, Faculty of Management Science, Radboud University Nijmegen.
- Lid Raad van Advies Opleiding Loopbaankunde Open Universiteit Nederland per 1 November 2011.
- Lid Visitatiecommissie Opleidingen Psychologie Katholieke Universiteit Leuven, Universiteit Gent en Vrije Universiteit Brussel, Vlaamse Universiteiten en Hogescholen Raad (VLUHR), Najaar 2011.
- Member of the NVAO/AACSB/QANU Accreditation MSc Programs Business Administration for the University of Groningen, the Netherlands. September 2011.
- Referent NWO (Nederlandse Organisatie voor Wetenschappelijk Onderzoek) (Netherlands Organisation for Scientific Research) 'Maatschappij- en Gedragwetenschappen (Council for Social Sciences).'
- Referent FWO (Fonds voor Wetenschappelijk Onderzoek in Vlaanderen) Aspirant Project.
- Reviewer for the Management Education and Development Division (MED) for the Academy of Management.
- Lid Raad van Advies AEMEN (Academy for Management Education, Radboud University Nijmegen) per 1 April 2011.
- Lid van de Universitaire adviescommissie voor de wetenschappelijke informatievoorziening, Radboud University Nijmegen, starting 01-04-2010.
- Chair Library Committee Management Science, Radboud University Nijmegen, starting 01-04-2010.
- Bestuurslid HRM-network: Een Samenwerkingsverband van Onderzoekers op het Terrein van de 'Employment Relationship' since 2010.



- Member of Various Selection Committees (BenoemingsAdviesCommissie), among others for the Dean Maastricht School of Management 2009, professorships at the Radboud University Nijmegen, Open University of the Netherlands, and University of Twente, and member of various international selection committee panels.
- AMBA Accreditation Visit, MBA, and DBA Program, Aston Business School, Birmingham, UK, 3-4<sup>th</sup> February 2010.
- AMBA, MIB, and DBA Accreditation Visit, Grenoble School of Management, France, 23-24 February 2009.
- Member of the Board of Trustees of KMBS (Kuwait Maastricht Business School), Kuwait since 2009.
- Chair/Hosting of the AMBA (Association of MBAs) DBA Symposium: The Rigour and the Relevance, 17-18<sup>th</sup> September 2009. Maastricht School of Management, the Netherlands.
- Member of the Strategy Development Team for MSM 2010-2014 started 1<sup>st</sup> of January 2009.
- Conference stream chair 'Diversity in Learning' HRM Network Conference 2009, Amsterdam, the Netherlands. In collaboration with Prof. Rob Poell, PhD.
- Member of the WeCie (WetenschapsCommissie) (Science Committee) Open University of the Netherlands started 1<sup>st</sup> of January 2005-2010.
- Member of the Research Committee at the Open University of the Netherlands 2004-2010.
- AMBA Accreditation Visit, MBA Program, EADA Barcelona. 10-11<sup>th</sup> of April 2008.
- Track Chair Global HRM. Seventeenth Annual World Business Congress. Maastricht School of Management, Maastricht, the Netherlands & Lim a Po Institute, Paramaribo, Surinam, June 18-22, 2008.
- Member of the Selection Committee (BenoemingsAdviesCommissie) Chair 'Organization Studies – Organization of Innovation' Faculty Management and Governance University of Twente 2008.
- Conference organizer WAOP (Werkgemeenschap Arbeids- en Organisatiepsychologie) congres 2008. Open University of the Netherlands.
- DBA Consortium Symposium 2008. DBAs: Changing Global Management Practice, 23-24 June 2008. Aston Business School.
- Local Arrangement Chair Sixteenth Annual World Business Congress. Maastricht School of Management, Maastricht, the Netherlands, 4<sup>th</sup>-8<sup>th</sup> July, 2007.
- Co-track Chair Global HRM. Sixteenth Annual World Business Congress. Maastricht School of Management, Maastricht, the Netherlands, 4<sup>th</sup>-8<sup>th</sup> July, 2007.
- Responsible for AMBA Accreditation for DBA Program Maastricht School of Management, July 2007 (granted).
- Member of the DBA 'Consortium' (Association of MBAs) Meeting. First meeting 28-29<sup>th</sup> of June 2007, London, UK.
- Discussant Partners' Conference 2007. Maastricht School of Management, 3-4<sup>th</sup> July.
- NVAO Accreditation MSc Programs 2007 Nyenrode Business University, the Netherlands. November 2007.
- Voorzitter Denktank 'Centrum voor competentie-ontwikkeling waarin het faciliteren van EVC en doorlopende leerlijnen ten behoeve van onderwijs en

loopbaanontwikkeling centraal staan'. Heerlen: Open Universiteit Nederland. Start 2007.

- Evaluating the Masters degree in Human Resource Management for the Australian Human Resource Institute, coordinated by Prof. Alan Fish Ph.D. 2006.
- Member of the Accreditation Assessment Team (Association of MBAs) to assess the programs of the Nyenrode Business University, 5-7th of July 2006.
- Member of the Review Committee for the specialisation Career Coaching and Recruitment, and the specialisation HRM/HRD for the Hanzehogeschool Groningen. 2006.
- IFMEC MBA thesis committee (2003-2010).
- Program Coordinator NELL (Netherlands Expertise Centre for Life Long Learning) Research Faculty of Management Sciences at the Open University (started in 2006-2010).
- Conference track chair Organizational Behavior and Business Policy in a Global Setting. IMDA (International Management Association)/EAMS (EuroArab Management School). Fourteenth Annual World Business Congress. Global Business: The challenges and responsibilities in a world of shifting alliances. EuroArab Management School, Granada, Spain, 10-14th July, 2005.
- Local Arrangement Committee member Thirteenth Annual World Business Congress. Global Business: Coping with Uncertainty. Maastricht School of Management, Maastricht, the Netherlands, 14-18th July, 2004.
- Symposium Chair at the AHRD (Academy of Human Resource Development), 27 february – 3 March 2002, Hawaii, USA.
- Symposium chair at the 4th Conference on Ageing and Work. Promotion of Work Ability and Employability. Krakow, Poland, June 12-15, 2002.
- Program committee for the Conference 'Internet-Based Enterprise Integration and Management', 28-31 October 2001. Newton, Massachusetts, USA.
- Zetel in de Universiteitsraad Universiteit Twente per 1 September 2000 (portefeuille personeelsaangelegenheden) vanuit de partij KPS (Kiesvereniging Progressieve Samenwerking). Beëindigd per 1 september 2002.
- Voorzitster Netwerk Vrouwelijk Wetenschappelijk Personeel Universiteit Twente 1999-2000.
- Per 1 Februari 2000, bestuurslid VOR (Vereniging voor Onderwijsresearch or Netherlands Educational Research Association, NERA), divisie Beroepsonderwijs, Bedrijfsopleidingen en Volwassen-educatie (BBV). Per 1 Januari 2002 lid van de Adviesraad.
- EURO Work Age. Expert leader research about 'Competence and Training of older workers' 1998.
- COST (European Cooperation in the Field of Scientific and Technical Research) A13 Action 'Changing labour markets, welfare policies and citizenship.' Participant of working group 3: Elderly/early exit/early retirement. European Network 1998.
- OpLeidingsCommissie Faculteit Technologie en Management, Universiteit Twente, vertegenwoordiger vakgroep HRM 1998-2000.
- DG5 research group 'Promotion of health and work ability among ageing workers' 1998.

- Scientific Board for the Master of Management of Life Course, Schouten and Nelissen University (since 2012).
- Lid Klankbordgroep Evaluatie ROG (Resultaat en Ontwikkelgesprekken) Universiteit Leiden (2010).
- Member of the Research, Accreditation, and Curriculum committee at MSM (2003-2010).
- Chair of the Faculty Promotion and Tenure Committee member at MSM (2003-2010).
- Advisor of the performance appraisal committee MSM (2003-2010).
- Member of Commission Research Policy at the Open University of the Netherlands, 2004-2010.
- Lerend Netwerk Onderzoek WAI en Duurzame Inzetbaarheid. Erasmus MC, AStri, Blik op Werk.nl since 2011-2015.

### *Societal administrative activities*

- Member of the Radboud Centre for Sustainability Challenges, since 2020
- Committee of Recommendation Nijmegen Career Event 2021. Synergy and ESV Study Associations for Business Administration, Business Economics, International Business Administration, and Law & Management, Radboud University Nijmegen, the Netherlands.
- Career programme COMET (Coaching, Mentoring and Training) of the University of Bern for female junior scientists for Dr. Annabelle Hofer, June 2021 tot February 2022.
- Lid Kennisplatform On-line Samenleving. Interdepartementale verkenning in samenwerking met universiteiten en kennispartners naar maatschappelijke opgaven rondom digitalisering die voortkomen uit COVID-19 pandemie, since 2020.
- Lid Platform NOLOC Kennisprofessionals, since 2020.
- Ambassadeur Projectteam Lifelong Learning Radboud University, Nijmegen, since 2019.
- Member of Jury for The Experience Award since 2020/Ageless thinking, better performance.
- Member CRN: Career Researchers Network (a network of researchers into the field of career development), since 2017.
- Werkgroep Geluk, Radboud Universiteit since January 2017 and lecturer in Honours programme on Happiness.
- Lid SAM (Samen Werken aan Mobiliteit) Netwerk Zuid Oost Nederland Raad van Aspiratie.
- Lid Raad van Advies NextHRM since 2015.
- Voorzitter workshop 'Lifelong learning: work in progress', Conferentie 'Skills for a lifetime' door Ministerie van OCW in het kader van EU voorzitterschap, Amsterdam, 17 Februari 2016.
- Lid Wetenschappelijke Adviesraad 'Flowtime' academic consultancy, Estonia since 2015.

- Lid Raad van Advies Knowvium, the Applied Science company.
- Voorzitter begeleidingscommissie onderzoeksproject 'Moreel leeroverleg' Dienst Justitiële Instellingen' (2014/2015).
- Wetenschappelijke Raad Stichting Blik op Werk.
- Lid Begeleidingscommissie NBBU (De Nederlandse Bond van Bemiddelings- en Uitzendondernemingen). 2013/2014.
- Adviseur ten behoeve van de voorbereiding van de adviesvraag Ministerie van Sociale Zaken en Werkgelegenheid 'Doorwerken na het 65<sup>ste</sup> levensjaar', voorjaar 2014.
- Adviseur 'Langer doorwerken en gezondheid' Gezondheidsraad, Ministerie van Sociale Zaken en Werkgelegenheid (Health Council of the Netherlands') 2014.
- Voorzitter Begeleidingscommissie WIA Instroom Gezondheidszorg Project Zorgen om de WIA-instroom 2012/2013.
- Klankbordgroep 2013 College voor de Rechten van de Mens: Discriminatie bij de toegang tot de arbeidsmarkt.
- Lid projectgroep ten behoeve van de totstandkoming van de 'Handreiking duurzame inzetbaarheid van oudere werknemers: een integrale benadering voor organisaties'. Stichting Instituut GAK 2011.
- Since 2011 Medeoprichtster en Medebestuurder NSvP Kennisnetwerk Duurzame Inzetbaarheid, Radboud Universiteit Nijmegen, 2012 Voorzitter, 2013 Medebestuurder.
- Member of the Network Female Professors at the Radboud University Nijmegen, starting 01-04-2010.
- Chair Denktank Initiatief Centrum voor Competentie-ontwikkeling Open Universiteit Nederland.
- Member Advisory Committee Workscan and Adjusted Work Requirements AKC, AS*tri*, and Coronel Institute, 2011.
- Knowledge sharing Forum for the Joint Japan World Bank Graduate Scholarship Program (JJ/WBGSP) Scholars in the Continental Europe. Organized by the Scaling-Up Program of the JJ/WBGSP. Paris, February 2, 2009. World Bank.
- Member of the Advisory Board 'Loopbaan' journal of the LDC. Tijdschrift voor Loopbaanadviseurs en -begeleiders.
- Lid Raad van Advies CMI (Career Management Institute) (ISO/IEC 17024), in het bijzonder Register van gecertificeerde loopbaanprofessionals per 1 December 2007.
- Stream Leader 'Employability' and Track Chair for the Seventh International Conference on HRD Research and Practice across Europe. Tilburg, the Netherlands, 22-24 May 2006.
- Website ontwikkeling [www.40pluswerk.nl](http://www.40pluswerk.nl).
- Medeoprichtster Taskforce Ouderen en Arbeid (Nederlands Platform Ouderen en Europa) onder voorzitterschap van E.H.T.M. Nijpels. Ministerie van Sociale Zaken en Werkgelegenheid (W.A. Vermeend), per 21 Juni 2001.
- Lid begeleidingscommissie GSW 'Gezond en Sterk op het Werk' 2001-2004.
- Secretaris Stichting Arbozorg Oudere Werknemers of the Netherlands Foundations of Occupational Health and Aging. Ander bestuurder Prof. dr. W.J.A. Goedhard 1990-1995.

- Platform Investors in People Twente.
- Member International Network for Excellence in Management Education.
- Member Dutch Expert Network Employability.
- WITEC European Database of Women Experts in Science, Engineering and Technology.
- BEDON/Universiteit Twente, Bedrijfsopleidingen in NederlandNetwerk .
- EHBP: Eerste Hulp Bij Promoties, Universiteit Twente.
- Werkgroep Research, Development and Design Faculteit der Technische Bedrijfskunde, Universiteit Twente.
- NIP (Nederlands Instituut voor Psychologen) vanaf medio 1990. In het bijzonder werkgroep Training en Opleiding ‘Wetenschappelijk onderzoek en trends’ en de ‘WOP: Werkgroep Onderzoekers in de Psychologie.’
- VVVS: Werkgroep Vernieuwing Van Voortbrengings Systemen, Faculteit der Technische Bedrijfskunde, Universiteit Twente. Sinds 1998 overgegaan in Concert: Concurrent Engineering Research Twente.
- Stichting Psychologenbond in Nijmegen. Tijdens mijn psychologiestudie was ik bestuurslid van deze stichting die de belangen behartigde van psychologiestudenten en de verkoop van literatuur en studiemateriaal organiseerde (1985-1990).

### ***Scientific Professional Bodies***

- Member of the Healthy Brain Cohort, Radboud University, Nijmegen.
- Member of the European Society for Vocational Designing and Career Counselling.
- Member Work and Family Researchers Network (WFRN), formerly the Sloan Work and Family Research Network.
- Lid Beroepsvereniging voor Arbeids- en Organisatiedeskundigen (BA&O).
- WAOP: Werkgemeenschap voor onderzoekers op het terrein van de Arbeids- en Organisatie Psychologie.
- WESWA: Werkgemeenschap voor de Sociaal-Wetenschappelijke Studie van Arbeids- en Organisatievraagstukken.
- Society for Advancement of Management.
- European Association of Work and Organizational Psychology.
- Academy of Management.
- Academy of Human Resource Development.
- Vereniging voor Onderwijsresearch divisie Bedrijfsopleidingen en Beroepsonderwijs.
- IAAP: International Association of Applied Psychology, membership divisions Work and Organizational Psychology, and Health Psychology. Member since 2008.
- SIOP: Society for Industrial and Organizational Psychology. SIOP is a Division within APA (American Psychological Association) that is also an organizational affiliate of APS.
- International Commission on Occupational Health - ICOH Scientific Committee ‘AGING AND WORK’.

- European network WAI aimed at promoting the use of the Work Ability Index Instrument.
- International Alliance for Human Resources Research.
- Member Research School ICO.
- SISWO/Instituut voor Maatschappijwetenschappen.
- Onderzoeksschool BETA, TU Eindhoven/TU Twente (Institute for Business Engineering and Technology Application) vanaf eind 1994.
- Stichting voor de Gedragswetenschappen.
- Stichting Sociotechniek Nederland.

### ***Granted fundings and awards***

- Nationale Wetenschapsagenda-Onderzoek op Routes door Consortia (NWA-ORC) 2020/21: Positieve evaluatie in pre-proposal stadium en uitgenodigd om full proposal in te dienen voor onderzoek ‘A lifetime of working and caring: Interventions to foster a healthy and sustainable work-care combination throughout the life span [WORK-CARE]’.
- NWO [The Dutch Research Council] Human Capital Roadmap 2016-2020 ‘Lifelong learning and development’ Programme ‘Leadership Development in Road Transport (LEADER)’ together with Dr. Jeroen de Jong and Dr. Ellen Rusman (June 2020) € 500.000.
- Radboud Teaching and Learning Centre voucher of € 8000 for project ‘Community of Practice: Workplace Commitment’ (2021) by Yvonne van Rossenberg, Ana Carolina de Aguiar Rodrigues, Arzu Wasti, Beatrice van der Heijden and Hubert Korzilius.
- Ruiller, C., Van der Heijden, B., Chedotel, F., & Dumas, M. (2019). ‘You have got a friend’: The value of perceived proximity for teleworking success in dispersed teams. *Team Performance Management; An International Journal*, 25(1/2), 2-29. **Literati Awards 2020, Awards for Excellence. Outstanding Paper.**
- Award ‘Most enthusiastic lecturer’ Business Administration Department, Radboud University, 2019 and 2020.
- NWO promotiebeurs voor Leraren Ronde 2020-I toegekend aan mijn promovenda Samira Louali voor haar onderzoek getiteld: The career sustainability and use of capital amongst second-generation Moroccan female entrepreneurs in the Netherlands’. Subsidienummer: 023.016.031. Totaal: 189.750 Euro.
- 2019 *WORKLIFE; A healthy and sustainable work-life and study-life balance: Causes and consequences*. Start-up grant for the interfaculty cooperation Radboud University (Social Sciences & Management Sciences) on the causes and consequences of a healthy work-life balance. € 92.770.
- Promotievoucher Hanzehogeschool Groningen for PhD Candidate Mareikje Pfenning, 84.000 Euro for research entitled ‘Sustainable and resilient careers throughout the life-span’ (2019-2022).

- Promotievoucher The Hague University of Applied Sciences for PhD Candidate Lonneke Frie, 143.100 Euro and out-of-pocket budget 25.000 Euro per year for research entitled 'The influence of flexpertise on career sustainability' (2017-2021).
- IMR (Institute for Management Research) Grant for PhD candidate Rutger Blom, 175.865 Euro for research entitled 'From State to Market: Testing the Impact of Agencification on HRM Practices and Individual Employees'.
- Promotievoucher CELTH/ANVR/Breda University of Applied Sciences for PhD Candidate Annemiek van der Schaft. 160.000 Euro in total. Cumulative budget 40.000 euro per year for the duration of four years (2017 – 2020) for the research project entitled 'Future of work: The use of employee experience design and the effects on employee adaptability'.
- **Nominated for HRTop100 Talent of the Year 2018 in the category HR Scientist. HRTalentoftheYear.nl. Ended as number 3.**
- Invited as Expert for research project 'Job quality, well-being and health: Antecedents and operating mechanisms from a dynamic, person-centric approach'. University of Valencia, Spain. Principal investigators: Dr. Ana Hernández Baeza and Dr. Inés Tomás Marco. Total Budget granted: 78.120 Euro supported in 2018 by the Spanish Ministry of Economy and Competitiveness. Research group: Vicente González Romá; Adoración Ferreres Traver; Esperanza Rocabert Beut; Juan P. Gamboa Navarro; Víctor Valls Royo; Jesús Yeves Gómez; Carmen Picazo Lahiguera; Berrin Erdogan; Pascale Le Blanc; Beatrice Van der Heijden; Jeff Edwards.
- EAWOP Small Group Meeting 'New Frontiers in employability research: How to build a sustainable workforce? Organizers Pascale M. Le Blanc & Beatrice I.J.M. van der Heijden. Eindhoven University of Technology, the Netherlands, 28 and 29th of June 2018. Funded 3000 Euro.
- Bozionelos, N., Kostopoulos, K., Van der Heijden, B., Rousseau, D.M., Bozionelos, G., Hoyland, T., Miao, R., Marzec, I., Jędrzejowicz, Epitropaki, O., Mikkelsen, A., Scholarios, D., & Van der Heijde, C. (2016). Employability and job performance as links in the relationship between mentoring receipt and career success: A study in SMEs. *Group and Organization Management*, 41(2), 135-171. doi: 10.1177/1059601115617086 **2016 OUTSTANDING PAPER AWARD.**
- 2017 granted 90 hours work (14.82 English Pound per hour) by research assistant Emma Henderson for project entitled 'Career transitions into new professions: The case of data scientists.' Conducted together with Dr. Mayra Ruiz Castro and Emma Henderson, Kingston University, London, UK.
- Promotievoucher Hogeschool Zuyd voor Promovendus Omar Habets 2017, 220.000 Euro for research entitled 'Employability, determinants, contextual factors and outcomes. A cross-national longitudinal research.'
- NWO promotiebeurs voor Leraren Ronde 2015-II toegekend aan mijn promovendus Math Janssen voor zijn onderzoek getiteld: Effects of mindfulness interventions on mental/physical health and well-being of employees. Subsidienummer: 023.007.051. Totaal: 135.800 Euro.

- Duurzame inzetbaarheid docenten MBO. Inhuur expertise Van der Heijden 5000 Euro. Stichting Expertisecentrum Beroepsonderwijs (Stichting ECBO); 2015.
- Kijk op Duurzame Inzetbaarheid: Een onderzoek naar de visie van en rollen voor verschillende stakeholders in de arbeidsmarkt ten aanzien van het ontwikkelen en implementeren van een innovatief duurzaam inzetbaarheidsbeleid in Nederland. 10.000 Euro opdrachtgever Facilicom. Dr. Pascale Peters & Prof. dr. Beatrice van der Heijden Looptijd Oktober 2015-eind Maart 2016.
- Promotievoucher Hanzehogeschool Groningen voor Promovenda Klaske Veth, 80.000 Euro for research entitled 'Welke HRM bronnen en -vereisten kunnen de vitaliteit van de oudere medewerker vergroten?'
- Award 'Most committed lecturer' Business Administration Department, Radboud University, 2012 and 2013.
- Invited as Expert for research project about Graduates' overqualification in Spain; Extending knowledge about graduates' overqualification in order to design intervention strategies'. University of Valencia, Spain. Principal investigators Dr. Vicente González-Romá and Dr. Ana Hernández Baeza. Total Budget granted: 48.400 Euro supported in 2013 by the Spanish Ministry of Economy and Competitiveness.  
Research group: Inés Tomás Marco; Adoración Ferreres Traver; Francisco Gracia Lerín; Esperanza Rocabert Beut; Amparo Gómez Artiga; Juan P. Gamboa Navarro; Víctor Valls Royo; Jesús Yeves Gómez; Carmen Picazo Lahiguera; Berrin Erdogan; Pascale Le Blanc; Beatrice Van der Heijden; Jeff Edwards.
- Rutger Blom samen met Prof. dr. Sandra van Thiel 'From State to Market: Testing the Impact of Agencification on HRM Practices and Individual Employees' granted in 2015.
- Central budget Internationalisation Radboud University Nijmegen for the congress 'Employability and Sustainability' 12-13<sup>th</sup> November 2013, 2500 Euro.
- Taskforce Employability Sofokles 2012 en 2014, totaal voor RU 9500 Euro (totaal begroot: 320 uur beschikbaar voor inzet HR/OBP a 50 tot 75 euro per uur: Rina, Petra, Wouter en Oscar en 320 uur beschikbaar voor inzet WP a 125 euro per uur: Prof. dr. Beatrice van der Heijden, Prof. dr. Judith Semeijn, Dr. Pascale Peters en Prof. dr. Tinka van Vuuren. Totale begroting dus 65.000 Euro.
- Leernetwerk Employability Sofokles 2014, 2015, 2016 totaal 98.655 Euro.
- NsVP (De Nederlandse Stichting voor Psychotechniek) startsubsidie voor oprichting NSvP Kennisnetwerk Duurzame Inzetbaarheid ouder wordende werknemers granted in 2011.
- Research project entitled 'Flexibiliteit, Arbeidsmarktparticipatie & Employability van vrouwen: Het belang van flexibele arbeidscondities voor de inzet en ontwikkeling van het arbeidspotentieel van vrouwen op de Nederlandse arbeidsmarkt' conducted by Dr. Pascale Peters and Prof. Dr. Beate van der Heijden (2011) in collaboration with Money Penny financed through Digitale InnovatieVoucher Applicatie (DIVA). The project aims to generate new knowledge on issues related to social work innovation.
- Summer Small Group Meeting on I-deals and Employability. UVA (University of Amsterdam), July 7-8, 2011, Amsterdam, the Netherlands in collaboration with Prof. dr. Aukje Nauta. Sponsored by WAOP (Dutch Community of Researchers



- in Work and Organizational Psychology) and NSvP (Dutch Foundation of Psychotechniek).
- EFRO (Europees Fonds voor Regionale Ontwikkelingen) en RAAK-MKB (Het Nationaal Regieorgaan Praktijkgericht Onderzoek SIA, onderdeel van NWO) (2008-2012) combined funding in total 100.000 Euro in total for project entitled Duurzaam Doorwerken (Sustainable Employability) in collaboration with Dr. Jol Stoffers.
  - Promotievoucher Hogeschool Zuyd voor Promovendus Jol Stoffers, 220.000 Euro for research entitled 'Towards an HRM Model predicting Organizational Performance by Enhancing Innovative Work Behaviour: A Study among Dutch SMEs in the Province of Limburg 2010-2014).
  - Small Group Meeting on 'Distributed leadership and participation in organizations' University of Technology, Dresden Febr. 2009, Germany sponsored by EAWOP, and the Institute of Work -, Organisational -, and Social Psychology, University of Technology Dresden in collaboration with Guido Hertel and Jurgen Wegge.
  - Elwood F. Holton, III AHRD (Academy of Human Resource Development) Research Excellence Award for the publication: Thijssen, J.G.L., Van der Heijden, B.I.J.M., & Rocco, T. (2008). Toward the Employability-link model: Current employment transition to future employment perspectives. *Human Resource Development Review*, 7(2), 165-183.
  - AHRD (Academy of Human Resource Development) granted study on Managerial Expertise (2007).
  - Small Group Meeting on 'Aging and Work' Tilburg University 2007 sponsored by EAWOP, WAOP, and the departments of Human Resource Studies and Organisation Studies of Tilburg University in collaboration with Prof. Schalk, Dr. van Veldhoven and Dr. De Lange.
  - Funded by Ministry of Social Affairs and Employment 40.000 Euro and by Local Consultation Open University of the Netherlands 20.000 Euro for research on the 'Employability of employees at the Open University of the Netherlands', 2006 together with Dr. Marcel van der Klink.
  - Nuffic (Netherlands organization for international cooperation in higher education) for the Master's degree programme or short course 'Organization Culture and Management: towards Effective Organizations (OCM), 2005.
  - Van der Heijden, B.I.J.M. (2003). The relationship between career mobility and occupational expertise. A retrospective study among higher-level Dutch professionals in three age groups. *Employee Relations*, Vol. 25(1), 81-109. *Awarded with the Literati Club 2004 Highly Commended Award.*
  - Van der Heijden, B.I.J.M. (2002). Prerequisites to guarantee life-long employability. *Personnel Review*, 31(1&2), 44-61. *Awarded with the Literati Club 2003 Highly Commended Award.*
  - NWO [Netherlands Organisation for Scientific Research] Aspasia Programme (July 2000) € 155.647.
  - Stoker, J.I., & Van der Heijden, B.I.J.M. (2000). Self-perceptions of employees and supervisors and their consequences for competence development. Book of Proceedings ASAC-IFSAM 2000 (The 28th Annual ASAC Conference / 5th

- IFSAM World Congress). Ecole des sciences de la gestion, Université du Québec à Montréal. Canada, 8-11 July, 2000. *Awarded with IFSAM 'Special Mentions Award' for papers in the HRM stream.*
- EU-granted Indic@tor Study. 'A cross-cultural study on the measurement and enhancement of employability in small and medium-sized ICT-companies (2000)'. Indic@tor: € 255.010 (Totaal EU-Contribution: € 1.238.641).
  - EU-granted NEXT Study 'Nurses' Early Exit' (2001). NEXT: € 220.126 (Totaal EU-Contribution: € 2.031.422).
  - Van der Heijden, B.I.J.M. (1998). *The measurement and development of professional expertise throughout the career. A retrospective study among higher level Dutch professionals*. PhD-thesis. University of Twente, Enschede, the Netherlands. Enschede: PrintPartners Ipskamp. *Crowned with the NITPB-prize 1998 (Northern Institute for Applied Psychology and Organizational Psychology in the Netherlands).*
  - Boerlijst, J.G., Van der Heijden, B.I.J.M., & Van Assen, A. (1993). *Veertigplussers in de onderneming [Over-forties in the organization]*. Assen: Van Gorcum/Stichting Management Studies. *(Onderscheiden met de Drs. J.J.F. van den Bergh-prijs, 1995 LTP, Crowned with the Drs. J.J.F. van den Bergh-prize, 1995 LTP).*

### ***Editorial Board Membership and Academic Review Activities***

- Guest Editor Special Issue 'New frontiers in employability research: Toward a contextualized perspective of employability development' for European Journal of Work and Organizational Psychology.
- Guest Editor Special Issue 'How normal is the new normal? Individual and Organizational implications of the Covid 19 Pandemic' for Frontiers in Psychology.
- Special Issue Editor for Continuous Series on Sustainable Employability for Tijdschrift Gedrag & Organisatie in collaboration with Tinka van Vuuren, Judith Semeijn en Pascale Le Blanc.
- Associate Editor European Journal of Work and Organizational Psychology (starting 1<sup>st</sup> of December 2010).
- Co-editor of German Journal of Human Resource Management (starting 2017).
- Editorial Advisory Board 'Gedrag en Organisatie' since 2018.
- Associate Editor 'Gedrag en Organisatie' 2005-2018.
- Member Editorial Advisory Board 'Tijdschrift voor HRM' since 2010.
- Managing Editor Special Issue on Sustainable Careers for Journal of Vocational Behavior 2020.
- Special issue Gedrag & Organisatie 'Duurzame Inzetbaarheid' in collaboration with René Schalk, Tinka Van Vuuren, & Judith Semeijn.
- Special issue Editor for the Journal of Managerial Psychology '*Facilitating age diversity in organizations*' together with Guido Hertel, Jurgen Deller, & Annet de Lange.

- Special issue Editor for International Journal of Training and Development ‘*Continuing Professional Development*’ in collaboration with Kaija Collin and Paul Lewis.
- Special issue Editor for Journal of Occupational and Organizational Psychology ‘*Long-term intra-individual development perspectives on work behaviour*’ in collaboration with M.J.D. Schalk, A.H. De Lange, & M.J.P.M. Van Veldhoven. 2009/2010.
- Special issue Editor for Journal of Occupational and Organizational Psychology ‘*Employability and Continuous Learning*’ in collaboration with K. Van Dam, 2008.
- Special issue Editor for Gedrag en Organisatie 2008 ‘*Personeel en Arbeid in Beweging*’ [Personnel and Employment in Movement] in collaboration with M. van der Velde & P. Vlerick.
- Special issue Editor for ‘Develop’ 2006 in collaboration with M. Van der Klink.
- Van Dam, K., Schyns, B., & Van der Heijden, B.I.J.M. (2006). Special issue Editor for ‘Gedrag en Organisatie’ ‘Series entitled ‘Individuele ontwikkeling en employability in organisaties’ [Individual development and employability in organisations]. *Gedrag & Organisatie. Tijdschrift voor Sociale, Arbeids- en Organisatiepsychologie*, 19(1), 53-68.
- Redactieadviesraad LoopbaanVisie, onafhankelijk vakblad voor de loopbaanprofessional.
- International Advisory Committee for the Journal Systemic Practice and Action Research.
- Editorial Board Member ‘Work, Aging and Retirement.’
- Editorial Board Member ‘International Management Literature Review’.
- Editorial Board Member Career Development International.
- Editorial Board Member SAM: Advanced Management Journal.
- Editorial Board Member Human Resource Development International.
- Editorial Board Member Ergonomia.
- Editorial Board Member Journal of Personnel Psychology.
- Some ad hoc review activities for Personnel Review, Employee Relations, the Swiss Journal of Psychology, Journal of Occupational and Organizational Psychology, the International Journal of Human Resource Management, Technological Forecasting & Social Change, International Journal of Hospital Management, Public Performance and Management Review, Journal of Organizational Behavior, Creativity and Innovation Management Journal, Business Leadership Review, Psychology and Aging, Journal of Centrum Cathedra, Journal of Occupational Health Psychology.
- A large variety of review work for textbooks in the HRM/OB/Psychology area for key publishers.

## **Scientific publications**

### **Publications in International Journals**

## 2022

Li, J., Zhou, L., Van der Heijden, B., Li, S., Tao, H., & Guo, Z. (2022). Lockdown social isolation and lockdown stress during the COVID-19 pandemic in China: The impact of mindfulness. *Frontiers in Psychology*.

Hallpike, H., Vallee-Tourangeau, G., Van der Heijden, B. (2022). A distributed interactive decision-making framework for sustainable career development. *Frontiers in Psychology*.

Van der Heijden, B. I. J. M., Davies, E. M. M., Van der Linden, D., Bozionelos, B., & De Vos, A. (2022). The relationship between career commitment and career success among university staff: The mediating role of employability. *Forthcoming in European Management Review*.

Janssen, M., Van der Heijden, B., Engels, J., Korzilius, H., Peters, P., & Heerkens, Y. (2022). Effects of mindfulness-based stress reduction and an organisational health intervention on Dutch teachers' mental health. *Health Promotion International*, 1-15.

Petruzzello, G., Chiesa, R., Guglielmi, D., Van der Heijden, B., De Jong, J., & Mariani, M. (2022). The development and validation of a multi-dimensional job interview self-efficacy scale. *Personality and Individual Differences*.

Yang, H., Van der Heijden, B., Shipton, H., & Wu, C. (2022). The cross-level moderating effect of team task support on the non-linear relationship between proactive personality and employee reflective learning. *Journal of Organizational Behavior*, 43, 483-496.

## 2021

Healthy Brain Study consortium, Aarts, E., Akkerman, A., Altgassen, M., Bartels, R., Beckers, D., et al. (2021). Protocol of the Healthy Brain Study: An accessible resource for understanding the human brain and how it dynamically and individually operates in its bio-social context. *PLoS One*, 16(12): e0260952.

Van der Heijden, B., Pak, K., & Santana, M. (2021). Menopause and sustainable career outcomes: A science mapping approach. *International Journal of Environmental Research and Public Health*, 18(23), 12559.

Scholarios, D., & Van der Heijden, B. (2021). Supervisor-Subordinate Age Dissimilarity and its Impact on Supervisory Ratings of Employability. Does Supportive Learning Context Make a Difference? *Frontiers in Psychology*.

Van der Heijden, B.I.J.M., Veld, M., & Heres, L. (accepted). Examining Career Commitment as a Moderator in the Relationship Between Age-Related HR/D practices and Subjective Career Success for Younger versus Older Academic Staff. *Human Resource Development Quarterly*.

Van der Heijden, B., Nauta, A., Fugate, M., De Vos, A., & Bozionelos, N. (2021). "Ticket to Ride": I-deals as a Strategic HR tool for an Employable Work Force. *Frontiers in Psychology*.

Schouteten, R., Van der Heijden, B., Peters, P., Kraus-Hoogveen, S., & Heres, L. (2021). More roads lead to Rome. HR configurations and employee sustainability outcomes in public sector organizations. *Sustainability-1380340*.

Fugate, M., Van der Heijden, B., De Vos, A., Forrier, A., & De Cuyper, N. (2021). Is what's past prologue? A review and agenda for contemporary employability research. *Academy of Management Annals*, 15(1), 266-298.

Li, J., Zhou, L., Van der Heijden, B., Li, S., Tao, H., & Zhiwen, G. (accepted). Social isolation, loneliness and well-being: The impact of WeChat use during the COVID-19 pandemic in China. *Frontiers in Psychology*.

Kampermann, A., Opdenakker, R., Van der Heijden, B., & Bücken, J. (2021). Intercultural competencies for fostering technology-mediated collaboration in developing countries. *Sustainability*, 13(14), article number 7790.

Janssen, E., Van der Heijden, B., Akkermans, J., & Audenaert, M. (2021). Unraveling the complex relationship between career success and career crafting: Exploring nonlinearity and the moderating role of learning value of the job. *Journal of Vocational Psychology*.

Blom, G., Kruijnen, P., Van der Heijden, B.I.J.M., & Van Thiel, S. (under review). The role of structural and individual determinants for job choices: Evidence from Dutch semi-autonomous agencies.

Pahos, N., Galanaki, E., Van der Heijden, B., & De Jong, J. (2021). The moderating effect of age on the association between HPWS and employee performance in different job roles. *Work, Aging, and Retirement*.

Hernández, A., González-Romá, V., Gamboa, J.P., Van der Heijden, B.I.J.M., Le Blanc, P.M. (submitted). "University instruction and overqualification". Is the professional orientation of university instruction related to graduates' early career outcomes? The mediator role of employability.

Habets, O., Van der Heijden, B., Ramzy, O., Stoffers, J., & Peters, P. (2021). Employable through social media: An intervention study into the moderating role of motivation in the relationship between social media use for professional development and employability enhancement. *Sustainability*, article number 1188783.

Elsey, V., Van der Heijden, B., Smith, M., & Moss, M. (to be resubmitted). The role of employability in the relationship between psychological capital and objective career success.

Jia, X., Van der Heijden, B., Liao, S., & Wenqian, L. (submitted). Power and responsibility: How different sources of CEO power affect firm CSR practices.

Van der Schaft, A., Solinger, O., Van Olffen, W., Ruotsalainen, R., Lub, X., & Van der Heijden, B. (to be resubmitted). Follower change journeys: Six narrative scripts as event-based reflections of implicit followership theories.

Yang, H., Van der Heijden, B., Shipton, H., & Wu, C. (to be resubmitted). The cross-level moderating effect of team task support on the nonlinear relationship between proactive personality and employee reflective learning.

Petruzzello, G., Mariani, M., Chiesa, R., Van der Heijden, B., De Jong, J., & Guglielmi, D. (submitted). The role of teaching staff in fostering perceived employability of university students.

Li, J., Liu, H., Van der Heijden, B.I.J.M., & Zhiwen, G. (2021). Confucian Zhongyong, religious commitment, church identification, and church commitment: A moderated mediation model. *Pastoral Psychology*, doi.org/10.1007/s11089-021-00946-5.

Li, J., Liu, H., Van der Heijden, B., & Zhiwen, G. (2021). The role of filial piety in the relationships between work stress, job satisfaction, and turnover intention: A moderated mediation model. *International Journal of Environmental Research and Public Health*.

De Lange, A.H., Van der Heijden, B., Van Vuuren, T., Furunes, T., De Lange, C., & Dikkers, J. (2021). "Employable as we age? A systematic review of relationships between age operationalizations and employability". *Frontiers in Psychology*, 11, article number 605684.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, F., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2021). Towards a better understanding of the relationship between feedback and nurses' work engagement and burnout: A convergent mixed-methods study on nurses' attributions about the 'why' of feedback. *International Journal of Nursing Studies*, 117.

De Jong, J., Clinton, M., Bal, M., & Van der Heijden, B. (2021). Caught in the middle: How and when psychological contract breach by subordinates relates to weekly emotional exhaustion of supervisors. *Frontiers in Psychology*, 11, article number 464774.

Audenaert, M., Van der Heijden, B., Rombout, T., & Van Thielen, T. (2021). The Role of Leaders' Feedback Quality and Team Members' Organizational Cynicism for Police

Officer's Affective Commitment through Leader-Member eXchange. *Review of Public Personnel Administration*, 41(3), 593-615.

Wolffgramm, M., Bucker, J., & Van der Heijden, B.I.J.M. (to be resubmitted). HR Devolution to Front-Line Managers: An In-Depth Identification of Role Expectation Differences in the Dutch Healthcare Sector.

Hallpike, H., Vallee-Tourangeau, G., & Van der Heijden, B. (submitted). The show must go on! A framework for interactive career decision-making processes for a sustainable career. *Career Development International*.

Blom, R., Kruijen, P., Van Thiel, S., & Van der Heijden, B.I.J.M. (2021). 'Through the looking-glass': addressing methodological issues in analyzing within- and between-sector differences in employee attitudes and behaviors. *International Public Management Journal*, 24(6), 813-830. DOI: 10.1080/10967494.2020.1811816

Raemdonck, I., Beusaert, S., Van der Heijden, B., & Segers, M. (submitted). Sustainability of Teaching Staff across the Lifespan? A Multiple-Group Path Analysis of the Role of Age, Self-directed Learning Orientation and Job Characteristics for Employability.

## 2020

Janssen, M., Van der Heijden, B., Engels, J., Korzilius, H., Peters, P., & Heerkens, Y. (2020). Effects of mindfulness-based stress reduction training on healthcare professionals' mental health: Results from pilot testing its predictive validity in a specialized hospital. *International Journal of Environmental Research and Public Health*, 17, 9420.

Van der Heijden, B., Kruijen, P., & Notelaers, G. (2020). The Importance of Intra-Organizational Networking for Younger versus Older Workers: Examining a Multi-Group Mediation Model of Individual Task Performance Enhancement. *Frontiers in Psychology*, 11, article number 606383.

Janssen, M., Heerkens, Y., Van der Heijden, B., Korzilius, H., Peters, P., & Engels, J. (2020). A study protocol for a cluster randomised controlled trial on mindfulness-based stress reduction: studying effects of mindfulness-based stress reduction and an additional organisational health intervention on mental health and work-related perceptions of teachers in Dutch secondary vocational schools. *BMC Trials*, 21: 376.

Epitropaki, O., Friss Marstand, A., Van der Heijden, B., Bozionelos, N., Mylonopoulos, N., Van der Heijde, C., Scholarios, D., Mikkelsen, A., Marzec, I., & Jędrzejowicz, P. (2020). What are the career implications of 'seeing eye to eye'? Examining the role of

leader-member exchange (LMX) agreement on employability and career outcomes. *Personnel Psychology*, 74, 799-830.

Van der Heijden, B., Kaan, M., Burgers, M., Lamberts, B., Migchelbrink, K. Van den Ouwenland, R., & Meijer, T. (2020). Gamification in Dutch businesses: An explorative case study. *Sage Open*.

Habets, O., Stoffers, J., Van der Heijden, B., & Peters, P. (2020). Am I fit for tomorrow's labor market? The effect of graduate skills development during higher education for a sustainable start on the 21<sup>st</sup> century's labor market. *Sustainability*, 12 Article number 7746.

Ruiz-Castro, M., Henderson, E., & Van der Heijden, B.I.J.M. (2020). Catalysts in career transitions: Academic researchers transitioning into sustainable careers in data science. *Journal of Vocational Behavior*, 122, 103479.

Kraus-Hoogveen, S., Peters, P., Van der Pool, E., & Van der Heijden, B. (2020). Creating public value in the care at home sector: A mixed-method study about expectations of primary stakeholders using a social exchange perspective. *Journal of Health Organization and Management*, 34(7), 807-828.

Chiesa, R., Van der Heijden, B.I.J.M., Mazetti, G., Mariani, M.G., & Guglielmi, D. (2020). "It is all in the game!": The role of political skill for perceived employability enhancement. *Journal of Career Development*, 47(4), 394-407.

Stoffers, J.M.M., Van der Heijden, B.I.J.M., & Jacobs, E.A.G.M. (2020). Employability and innovative work behaviour in small and medium-sized enterprises. *The International Journal of Human Resource Management*, 31(1), 1439-1466.

Mazetti, G., Vignoli, M., Guglielmi, D., Van der Heijden, B.I.J.M., & Evers, A. (2020). You're not old as long as you're learning: Ageism, burnout and development among Italian teachers. *Journal of Career Development*, 1-16.

Van der Heijden, B.I.J.M., Houkes, I., Van den Broeck, A., & Czabanowska, K. (2020). "I just can't take it anymore": How Specific Work Characteristics Impact Younger versus Older Nurses' Health, Satisfaction, and Commitment. *Frontiers in Psychology*, section Organizational Psychology, 11, article number 762.

Bos-Nehles, A., Van der Heijden, B., Van Riemsdijk, M., & Looise, J. (2020). Line management attributions for effective HRM implementation: Towards a valid measurement instrument. *Employee Relations*, 42(3), 735-760. DOI 10.1108/ER-10-2018-0263

Van der Heijden, B., De Vos, A., Akkermans, J., Spurk, D., Semeijn, J., Van der Velde, M., & Fugate, M. (2020). Special issue Sustainable Careers across the lifespan: Moving the field forward. Introductory Article. *Journal of Vocational Behavior*. Article Number 103344



De Vos, A., Van der Heijden, B.I.J.M., & Akkermans, J. (2020). Sustainable careers: towards a conceptual model. *Journal of Vocational Behavior*. Article Number 103196

Stoffers, J. Van der Heijden, B., & Schrijver, I. (2020). Towards a sustainable model of innovative work behaviors' enhancement: The mediating role of employability. *Sustainability*, 12, article nr. 159, 1-25.

Blom, G., Kruijen, P., Van der Heijden, B.I.J.M., & Van Thiel, S. (2020). One HRM fits all? A meta-analysis of the effects of HRM practices in the public, semi-public and private sector? *Review of Public Personnel Administration*, 40(1), 3-35.

Semeijn, J.H., Van der Heijden, B.I.J.M., & De Beuckelaer, A. (2020). Personality traits and types in relation to career success: An empirical comparison using the Big Five. *Applied Psychology: An International Review*, 69(2), 538-556. **Among the top 10% most downloaded papers in the journal.**

## 2019

Van der Heijden, B., Estryn-Béhar, E., & Heerkens, H. (2019). Prevalence of, and risk factors for, physical disability among nurses in Europe. *Open Journal of Social Sciences*, 7(11), 147-173.

Liao, S. Van der Heijden, B., Liu, Y., Zhou, X., & Guo, X. (2019). The effects of perceived leader narcissism on employee proactive behavior: Examining the moderating roles of LMX quality and leader identification. *Sustainability*, 11(23), 6597

De Waal, A., Weaver, M., Day, T., & Van der Heijden, B. (2019). Silo-busting: Overcoming the greatest threat to organizational performance. *Sustainability*, 11, 6860.

Veth, K.N., Korzilius, H.P.L.M., Van der Heijden, B.I.J.M., Emans, B.J.M., & De Lange, A.H. (2019). Understanding the contribution of HRM bundles for employee outcomes across the life-span. *Frontiers in Psychology*, 10, article 2518.

Veth, K.N., Korzilius, H.P.L.M., Van der Heijden, B.I.J.M., Emans, B.J.M., & De Lange, A.H. (2019). Which HRM practices enhance employee outcomes at work across the life-span? *The International Journal of Human Resource Management*, 30(19), 2777-2808.

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## **1995**

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## **Books**

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De Lange, A.H., & Van der Heijden, B.I.J.M. (2016). *Een leven lang inzetbaar? Duurzame inzetbaarheid op het werk: Interventies, best practices en integrale benaderingen*. Geheel herziene tweede druk. Alphen aan den Rijn: Vakmedianet BV. *Crowned with the BA&O publication award 2014 (Beroepsvereniging voor Arbeid en Organisatiedeskundigen)*.

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Van der Heijden, B.I.J.M. (2011). 'Als het getij verloopt, verzet men de bakens' [Inaugural lecture about Life-long employability management]. Radboud University Nijmegen, the Netherlands, 18th of March.

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Wognum, A.A.M., Van der Heijden, B.I.J.M., Kwakman, C.E., Streumer, J.N., & Van Zolingen, S. (2003). *Bedrijfsopleidingen in Nederland* (145 pagina's). Enschede: Universiteit Twente. Afdeling Onderwijsorganisatie en –management. ISBN 90-365-193-22.

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Boerlijst, J.G., Van der Heijden, B.I.J.M., & Van Assen, A. (1993). *Veertigplussers in de onderneming* [*Over-forties in the organization*]. Assen: Van Gorcum/Stichting Management Studies. **(Onderscheiden met de Drs. J.J.F. van den Bergh-prijs, 1995 LTP, Crowned with the Drs. J.J.F. van den Bergh-prize, 1995 LTP).**

***Invited Keynotes, Distinguished Speaker, and Invited Discussant Roles***

Van der Heijden, B.I.J.M. (2022). Co-organizer PDW Careers Doctoral Consortium, together with Mel Fugate, and Alex Newman. 82<sup>th</sup> AOM Annual Conference “Creating a Better World Together”, August 5<sup>th</sup> – August 9<sup>th</sup>, 2021, Seattle, USA.

Van der Heijden, B.I.J.M. (2022). Invited panel member and speaker in PDW workshop Careers Doctoral Consortium *‘Balancing act: How to juggle demands of academic life during your doctoral program and beyond’*. 82<sup>th</sup> AOM Annual Conference “Creating a Better World Together”, August 5<sup>th</sup> – August 9<sup>th</sup>, 2021, Seattle, USA.

Van der Heijden, B.I.J.M. (2022). Supporting team member of Caucus *‘Sustainable HRM: Research and Education to Create a Better Workplace’* organized by J.H. Semeijn & S. Mariappanadar. 82<sup>th</sup> AOM Annual Conference “Creating a Better World Together”, August 5<sup>th</sup> – August 9<sup>th</sup>, 2021, Seattle, USA.

Van der Heijden, B.I.J.M. (2021). Invited contributor - roundtable “A stakeholder perspective on sustainable careers” (CARST) EOS (Excellence of Science) research project funded by FWO Flanders and FNRS Wallonia - Antwerp Management School, Antwerp, Belgium, organized by prof. Dr. François Pichault, Université de Liège, LENTIC; prof. Dr. Marijke Verbruggen, KU Leuven; and prof. Dr. Ans De Vos, Antwerp Management School. <https://eos-carst.be/>

Van der Heijden, B.I.J.M. (2022). Invited Discussant Symposium *Organizational Practices for Aging at Work: Internationalization and Scientific Application of the Later Life Workplace Index* chaired by Anne Marit Wöhrmann & Jürgen Deller. 20<sup>th</sup> Bi-annual conference of the European Association of Work and Organizational Psychology (EAWOP), Glasgow, Schotland, January 11-14, 2022.

Van der Heijden, B.I.J.M. (2021). *Moving the Field Forward – Theorizing about Sustainable Careers*. Virtual Conference organized by the ETHOS research group at the School of Business and Economics, University of Jyväskylä, Finland, 25<sup>th</sup> of November.

Van der Heijden, B.I.J.M. (2021). *Career sustainability in times of COVID-19*. 6th ORL Head and Neck Surgery Virtual Conference in conjunction with 2nd Global Health and Innovation University of Mataram, Indonesia, 23-25th of July.

Van der Heijden, B.I.J.M. (2021). *Reflections on how to get published: To publish or to perish ...* Institute for Management Research ‘Meet the Editors’, 29 April, Radboud University, Nijmegen, the Netherlands.

Van der Heijden, B.I.J.M. (2021). 20 May RO Roundtable: Responsible Organisation during the COVID pandemic. *'HRM during the COVID pandemic'*. Radboud University, Nijmegen, the Netherlands.

Van der Heijden, B.I.J.M. (2021). Co-organizer PDW Careers Doctoral Consortium, together with Ricardo Rodrigues, Mel Fugate, and Jon Briscoe. 81<sup>th</sup> AOM Annual Conference “Bringing the manager back in management”, July 30<sup>th</sup> – August 3<sup>th</sup>, 2021. Virtual Conference due to COVID-19.

Van der Heijden, B.I.J.M. (2021). Invited panel member and speaker in PDW workshop Careers Doctoral Consortium *'Balancing act: How to juggle demands of academic life during your doctoral program and beyond'*. 81<sup>th</sup> AOM Annual Conference “Bringing the manager back in management”, July 30<sup>th</sup> – August 3<sup>th</sup>, 2021. Virtual Conference due to COVID-19.

Van der Heijden, B.I.J.M. (2021). Supporting team member of Caucus *'Sustainable HRM: Research to bolster managers' endeavours to accomplish common good. Sustainable HRM and Sustainability'* organized by J.H. Semeijn & S. Mariappanadar. 81<sup>th</sup> AOM Annual Conference “Bringing the manager back in management”, July 30<sup>th</sup> – August 3<sup>th</sup>, 2021. Virtual Conference due to COVID-19.

Van der Heijden, B.I.J.M. (2020). *The Sustainable Careers Framework*. Sustainable Careers in Nursing, Virtual Conference, IMC/FH Krems, Austria, University of Applied Sciences, 3<sup>th</sup> of December.

Van der Heijden, B.I.J.M. (2020). Invited Scientific Committee Member Small Group Meeting: Towards inclusive careers across the lifespan: Integrating HRM and careers perspective. March 9<sup>th</sup>, 2020, Vrije Universiteit Amsterdam, the Netherlands.

Van der Heijden, B.I.J.M. (2020). Division Social: Careers Networking Event *'Sustainable Careers'*. 80<sup>th</sup> AOM Annual Conference “20/20: Broadening our Sight”, Vancouver, Canada, August 7-11, 2020. Virtual Conference due to COVID-19.

Van der Heijden, B.I.J.M. (2020). Invited panel member and speaker in PDW workshop Careers Doctoral Consortium *'Balancing act: How to juggle demands of academic life during your doctoral program and beyond'*. 80<sup>th</sup> AOM Annual Conference “20/20: Broadening our Sight”, Vancouver, Canada, August 7-11, 2020. Virtual Conference due to COVID-19.

Van der Heijden, B.I.J.M. (2020). Scientific Committee Member and Invited Discussant for Small Group Meeting “Towards inclusive careers across the lifespan: Integrating

HRM and careers perspective”. Vrije Universiteit Amsterdam, the Netherlands, 9<sup>th</sup> of March.

Van der Heijden, B.I.J.M. (2020). *PDW: Meet the Editors Panel representing the European Journal of Work and Organizational Psychology and the German Journal of Human Resource Management*. 1st Careers Division Community Conference “Careers in Context: Theorizing in and about turbulent times”, 14 & 15<sup>th</sup> of February, Vienna, Austria.

Van der Heijden, B.I.J.M. (2020). Invited Discussant *Symposium Building Sustainable Careers in Academia*, chaired by Simone Kauffeld. 1st Careers Division Community Conference “Careers in Context: Theorizing in and about turbulent times”, 14 & 15<sup>th</sup> of February, Vienna, Austria.

Van der Heijden, B.I.J.M. (2019). Invited panel discussant Seminar ‘*The future of Academia*’. Radboud University, Nijmegen, the Netherlands, 26<sup>th</sup> of November.

Van der Heijden, B.I.J.M. (2019). *Drawbacks regarding fostering employability across the life-span: The importance of using a non-normative framework instead of instrumental leadership*. Distinguished Speaker in Symposium: Exposing the Dark Side of Careers: Troubling Aspects of Careers and Career Management Hiding in Plain Sight. Annual Meeting of the Academy of Management ‘Understanding the Inclusive Organization’. Boston, Massachusetts, USA. August 9<sup>th</sup>-13<sup>th</sup>. Labelled as Showcase Symposium by the Careers Division. The Careers Division Best Symposium Award Nominee.

Van der Heijden, B.I.J.M. (2019). Invited panel member and speaker in PDW workshop Careers Doctoral Consortium ‘*Balancing act: How to juggle demands of academic life during your doctoral program and beyond.*’ Annual Meeting of the Academy of Management ‘Understanding the Inclusive Organization’. Boston, Massachusetts, USA. August 9<sup>th</sup>-13<sup>th</sup>.

Invited Discussant *Symposium Academic Careers*, chaired by Simone Kauffeld. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Van der Heijden, B.I.J.M. (2018). Invited panel member and speaker in PDW workshop Careers Doctoral Consortium ‘*Balancing act: How to juggle demands of academic life during your doctoral program and beyond.*’ Annual Meeting of the Academy of Management ‘Improving lives’. Chicago, Illinois, USA. August 10<sup>th</sup>-14<sup>th</sup>.

Van der Heijden, B.I.J.M. (2018). *Delegate Expert from INBAM* (International Network of Business and Management Journal Editors) for the Publishing Workshop for Emerging Scholars, Kingston University, 23-25<sup>th</sup> of May, London, UK.

Van der Heijden, B.I.J.M. (2017). Invited Speaker in PDW workshop Careers Doctoral Consortium '*Balancing act: How to juggle demands of academic life during your doctoral program and beyond.*' Annual Meeting of the Academy of Management 'At the Interface'. Atlanta, Georgia. August 4<sup>th</sup>-8<sup>th</sup>.

Invited Discussant Symposium '*Employability in perspective: Moving beyond the hype*' organized by Philippaers, K., De Cuyper, N., & Forrier, A. (2016). Annual Meeting of the Academy of Management 'Making Organizations Meaningful'. Anaheim, California. August 5<sup>th</sup>-9<sup>th</sup>.

Veth, K., Van der Heijden, B.I.J.M., De Lange, A., Korzilius, H., & Emans, B. (2016). *The mediating roles of LMX and CWX between HRM and sustainable work outcomes for bridge workers.* Invited Symposium 'Diversity Management for the ageing workforce'. 31th ICP (International Conference of Psychology), Yokohama, Japan, July 24-29<sup>th</sup>.

Wegge, J., & Van der Heijden, B. (2016) CHAIRS. Invited Symposium. '*Diversity Management for the ageing workforce*'. 31th ICP (International Conference of Psychology), Yokohama, Japan, July 24-29<sup>th</sup>.

Van der Heijden, B.I.J.M. (2015). *Employability of Academic staff: Focus on researchers.* UCL (University College London) Research staff conference: Research horizons going forward, 30<sup>th</sup> June, Welcome Collection, London. *Invited keynote.*

Van der Heijden, B.I.J.M. (2015). *Sustainable Employability at Work: A multi-source model moderated by age.* Invited keynote speaker at the Division of Occupational Psychology, The British Psychological Society, Northumbria University, Newcastle upon Tyne, 4<sup>th</sup> of June.

Van der Heijden, B.I.J.M. (2015). *Sustainable Employability at Work: A multi-source model moderated by age.* Invited keynote speaker at the XXIII Conference of the Estonian Human Resource Management Association PARE. Pärnu, Estonia, 16-17<sup>th</sup> April.

Invited Keynote speaker Van der Heijden, B.I.J.M. (2015). *Integrale visie op loopbaanontwikkeling, leeftijdsstereotypering en employability in verschillende*

*loopbaanfases*. 13<sup>de</sup> POOLL-conferentie Hoger Onderwijs en Arbeidswereld. Leren op de werkplek: Over stages en informeel leren van werknemers. 7 Januari, KU Leuven, België.

Invited Keynote speaker Van der Heijden, B.I.J.M. (2014). *“No one has ever promised you a rose garden” On shared responsibility and employability enhancing strategies throughout careers*. Vitae Researcher Development International Conference, 9-10<sup>th</sup> September 2014, The Midland Hotel, Manchester, UK.

Van der Heijden, B.I.J.M. (2013). International Conference Sustainable Employability: Challenges for HRM Innovation. 12<sup>th</sup> November, Campus Radboud University Nijmegen. Member of the Organizing Committee and Keynote Speaker *‘Sustainable employability as a result of learning at the workplace: Towards a multi-source model moderated by age.’*

Van der Heijden, B.I.J.M. (2013). *Responsible Career Management and Sustainable Employability: On shared responsibility and employability enhancing strategies throughout careers*. Responsible Teaching and Sustainable Learning. 15<sup>th</sup> Biennial EARLI and JURE Conference Munich, Germany, 26-31 August 2013. Invited Keynote Lecture.

Van der Heijden, B.I.J.M. (2013). *Sustainable employability enhancement throughout the life-span*. Ashridge International Research Conference 19-20<sup>th</sup> July. Ashridge Business School, Berkamsted, UK. Invited Keynote Lecture.

Van der Heijden, B.I.J.M. (2011). Invited Discussant Symposium *Adaptive Behavior at Work*. 15th European Congress of Work and Organizational Psychology. Maastricht, the Netherlands, May 25-28<sup>th</sup>, 2011.

Van der Heijden, B.I.J.M. (2011). *Going global: The challenges of international exchange*. Invited Speaker for A Round Table Discussion organized by H. van Emmerik, Y. Baruch, & N. Bozionelos. 15th European Congress of Work and Organizational Psychology, Maastricht, the Netherlands, 25-28 May 2011.

Van der Heijden, B.I.J.M. (2010). Keynote Symposium *‘Employability and life-long career development: A compilation of some current research’*. On the occasion of the farewell of Prof. dr. Beatrice I.J.M. van der Heijden. Maastricht School of Management, 24<sup>th</sup> of June.

Van der Heijden, B.I.J.M. (2010). Invited keynote speaker and discussion panel member at the international research conference 'Older workers in a sustainable society' – great needs and great potentials. *Employability and Career Success across the Life-span*. Centre for Senior Policy, Oslo, Thon Hotel Opera, Norway, 9-11<sup>th</sup> of June 2010.

Van der Heijden, B.I.J.M. (2010). Invited keynote speaker and discussion panel member. Diversity in Organizations 2010. *Career development, employability, and aging at work*. Conference Rijksuniversiteit Groningen, 3 Juni 2010.

Van der Heijden, B.I.J.M. (2009). *Invited Discussant Symposium by Juergen Wegge and Guido Hertel: Diversity Matters: New Findings Regarding Team Performance and Health*. 14<sup>th</sup> European Congress of Work and Organizational Psychology. Santiago de Compostella, May 13-16, 2009.

Van der Heijden, B.I.J.M. (2009). Invited keynote speaker at the International Symposium of Applied Sciences. *Employability and Career Success across the Life-Span*. Human Resource Management in International Context. A European, Asian, African & American Perspective. November 26, 2009. Zuyd University, Heerlen, the Netherlands.

Van der Heijden, B.I.J.M. (2009). Invited researcher and keynote speaker at the International Career Studies Symposium. University of Reading, UK, September 22-23<sup>rd</sup> 2009.

Van der Heijden, B.I.J.M. (2009). *Invited Discussant Symposium by Juergen Wegge and Guido Hertel: Diversity Matters: New Findings Regarding Team Performance and Health*. 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. April 1-4<sup>th</sup>, New Orleans, USA.

Van der Heijden, B.I.J.M. (2008). *Demonstrating Credibility, Safeguarding Quality*. Invited Keynote Presentation on the DBA AMBA-accreditation process at the DBA Symposium, 23-24<sup>th</sup> June, Aston Business School, Birmingham, UK.

Van der Heijden, B.I.J.M., & Bakker, A.A. (2008). Towards a model of employability enhancement. *Invited speaker Research Colloquium Tilburg University Department HRM*. Tilburg, the Netherlands, 11<sup>th</sup> September.

Van der Heijden, B.I.J.M. (Invited Keynote Speaker), & Bakker, A.B. (2008). Transformational leadership, learning value of the job and employability enhancement:

The mediating role of work-related flow. IV International Forum CRITEOS. Boundaryless Careers and Occupational Wellbeing. December 10-12<sup>th</sup> Bari, Italy.

Van der Heijden, B.I.J.M. (Invited Keynote Speaker), De Lange, A.H., Demerouti, E., & Van der Heijde, C.M. (2008). *Age as moderator in the relationship between self- versus supervisor ratings of employability and career success*. IV International Forum CRITEOS. Boundaryless Careers and Occupational Wellbeing. December 10-12<sup>th</sup> Bari, Italy.

Van der Heijden, B.I.J.M. (2007). *Invited speaker Representing Editorial Board of Career Development International*. Pre-Conference PhD consortium. 5<sup>th</sup> International Conference of the Dutch HRM Network, 9-10<sup>th</sup> November 2007, Tilburg University, the Netherlands.

Van der Heijden, B.I.J.M., & Van der Schoot, E. (2005). *Working conditions and intent to leave nursing in the Netherlands. Improving labour conditions in the nursing sector: The impact of individual career initiatives and Human Resource Management*. Invited keynote speaker Colloque Santé et satisfaction des soignants au travail en France et en Europe. Prévention des départs précoces de la profession. Traduction opérationnelle. Résultats de l'enquête PRESST/NEXT. Ministère des Solidarités, de la Santé et de la Famille, Paris, France, 1st of June 2005.

Van der Heijden, B.I.J.M. (2003). *"Old divas and young Gods, The urge to monitor the individual employability by management and employee"* Invited speaker for 2<sup>nd</sup> Transnational Expert-Seminar 'Improving the framework of law and collective agreements for the employment of older workers'. ProAge, Benefit from Experience. Facing the challenge of demographic change, a project realized with the support of the European Commission. Denmark, Copenhagen/Fredensborg, 13<sup>th</sup> February 2003.

Van der Heijden, B.I.J.M. (2003). Lid van het expert-panel wetenschappers op het *Minicongres Taskforce Ouderen & Arbeid*. Mercure Hotel, Den Haag, 17 Februari 2003.

Van der Heijden, B.I.J.M. (2001). Invited speaker at the Conference on Occupational Health and Public Health. Lessons from the Past - Challenges for the future. Paper *'From domain-specific professional expertise towards life-long employability'*. Sweden, Norrköping, 6-9 September 2001.



## **Conference Papers and Symposia**

**2022**

Latzke, M., & Van der Heijden, B.I.J.M. (2022). Co-Chair Symposium '*Sustainable Careers in Nursing: Focusing on Health, Happiness and Productivity*', 82<sup>th</sup> AOM Annual Conference "Creating a Better World Together", August 5<sup>th</sup> – August 9<sup>th</sup>, 2021, Seattle, USA.

Yang, H., Van der Heijden, B., & Purnawanto, B. (2022). *HPWS Implementation and HR Strength on Relationship between Employability and Intention to Stay*. 82<sup>th</sup> AOM Annual Conference "Creating a Better World Together", August 5<sup>th</sup> – August 9<sup>th</sup>, 2021, Seattle, USA.

Van der Schaft, A., Solinger, O., Ruotsalainen, R., Van Olffen, W., Lub, X., & Van der Heijden, B. (2022). *The development of implicit followership throughout organizational change processes*. 5<sup>th</sup> Interdisciplinary Perspectives on Leadership Symposium, 5<sup>th</sup> – 7<sup>th</sup> of May, Mykonos, Greece.

Le, H., Lee, J., Gopalan, N., Van der Heijden B., & Jiang Z. (2022). *Proactive skill development and job performance: Career stress as a mediator and career decidedness as a moderator*. Southern Management Association (SMA) 2022 Annual Meeting, Little Rock, Arkansas, USA.

Louali, S., Essers, C., Benschop, Y., Van der Heijden, B., & Keinemans, S. (2022). *Becoming an entrepreneur: Impression management strategies for legitimacy of Moroccan female entrepreneurs in the Netherlands*. 36<sup>th</sup> Annual Conference of the British Academy of Management 'Reimagining business and management as a force for good', The University of Manchester, United Kingdom, 31<sup>st</sup> August-2<sup>nd</sup> September.

De Vos, A., Van der Heijden, B., & Pak, K. (2022). Proactive skill development for sustainable careers: Exploring the perspectives of employees and managers. 38<sup>th</sup> EGOS (European Group for Organizational Studies) colloquium 'Organizing: The Beauty of Imperfection, hosted by WU Vienna, Austria, 7-9<sup>th</sup> of July.

De Jong, J., Akkermans, J., & Van der Heijden, B. (2022). *Careers through the years: A decade-spanning test of crossover effects of career success among dual-earner couples*. 20<sup>th</sup> Bi-annual conference of the European Association of Work and Organizational Psychology (EAWOP) conference, Glasgow, Scotland, 11-14<sup>th</sup> of January.

Lo Presti, A., et al. (2022). *Spillover and Crossover Effects of Social Support through Work-Family Balance: a Time-Lagged Analysis on Gender Differences in Italian Dyads*. 20<sup>th</sup> Bi-annual conference of the European Association of Work and Organizational Psychology (EAWOP) conference, Glasgow, Scotland, 11-14<sup>th</sup> of January.

Gerritsen, S., Pak, K., Darouei, M., Akkermans, J., & Van der Heijden, B. I. J. M. (2022). *Understanding proactive behaviors and influences towards a sustainable career of graduating students at the school-to-work transition: a qualitative study*. 20<sup>th</sup> Bi-annual conference of the European Association of Work and Organizational Psychology (EAWOP) conference, Glasgow, Scotland, 11-14<sup>th</sup> of January.

Van der Schaft, A. H. T., Solinger, O., Olffen, W., Lub, X. D., Van der Heijden, B., (2022). *How will the story end: Employees' prospective scenarios of organizational change*. 20<sup>th</sup> Bi-annual conference of the European Association of Work and Organizational Psychology (EAWOP), Glasgow, Schotland, January 11-14, 2022.

Frie, L., Van der Heijden, B., Korzilius, H., & Sjoer, E. (2022). *Assessing professionals' ability to meet new expertise demands: The development and validation of a flexpertise measurement instrument*. 20<sup>th</sup> Bi-annual conference of the European Association of Work and Organizational Psychology (EAWOP) conference, Glasgow, Scotland, 11-14<sup>th</sup> of January.

## **2021**

De Vos, A., Van der Heijden, B.I.J.M., & Akkermans, J. (2021). Co-organizers and Co-chairs EAWOP Small Group Meeting, *A resource perspective on sustainable careers*, 29-30<sup>th</sup> of November, Antwerp Management School, Belgium.

Lo Presti, A., Briscoe, J., De Rosa, A., & Van der Heijden, B.I.J.M. (2021). *Crafters of one's own success. A time-lagged study on the mediating role of job crafting dimensions in the relationship between protean career and career success*. EAWOP Small Group Meeting, *A resource perspective on sustainable careers*, 29-30<sup>th</sup> of November, Antwerp Management School, Belgium.

Latzke, M., & Van der Heijden, B. (2021). *Resources for sustainable careers in nursing*. EAWOP Small Group Meeting, *A resource perspective on sustainable careers*, 29-30<sup>th</sup> of November, Antwerp Management School, Belgium.

Pak, K., Van der Heijden, B.I.J.M., Nikolova, I., Osagie, E., & De Lange, A.H. (2021). *The influence of job crafting behavior on sustainable career outcomes: an empirical study*. EAWOP Small Group Meeting, *A resource perspective on sustainable careers*, 29-30<sup>th</sup> of November, Antwerp Management School, Belgium.

Pak, K., Van der Heijden, B., Nikolova, I., De Lange, A., & Osagie, E. (2021). *Sustainable careers in the healthcare industry: the moderating role of resilience in the relationship between job crafting and sustainable career-related outcomes across the life-span*. 6<sup>th</sup> Age in the Workplace Small Group Meeting, A strengths-based approach on getting older: Unique contributions of older workers, 27-29<sup>th</sup> of October, University of Groningen/Tilburg University, van Swinderen Huys, Groningen, the Netherlands.

Pahos, N., Galanaki, E., & Van der Heijden, B. (2021). *Maintenance and growth-enhancing HRM bundles for an ageing workforce: A multi-level study*. European Academy of Management (EURAM). Reshaping capitalism for a sustainable world, 16-18 June, in collaboration with University du Québec à Montréal, Canada.

Raemdonck, I., Beusaert, S., Van der Heijden, B., & Segers, M. (2021, April). *La durabilité du personnel enseignant tout au long de la vie? Le rôle de l'âge, de l'autoapprentissage et des caractéristiques du travail pour l'employabilité*. CRIFP 8e Colloque international en éducation, Montréal, Canada.

Van der Heijden, B. (submitted). Co-Convenor, together with F. Pichault and K. Chudzikowski. *Perfect careers in 'imperfect contexts'? The role of multiple stakeholders*.

Okay-Sommerville, B., Scholarios, D., & Van der Heijden, B. (2021). *Social media-based impression management for job search*. Paper at the "Job Search, Attraction, and Selection: Challenges for the Next Decade" ENESER and EAWOP Small Group Meeting, University of Zurich, Switzerland, August 31-September 2, 2021.

Kruyen, P., Van der Heijden, B., Borst, R., André, S., Missler, M., & Scheerder, P. (2021). *Homeworking heaven or hell during the COVID-19 pandemic? Lessons for research and practice for sustainable (home)working in government*. IRSPM Conference 2021 – Public Management, Governance and Policy in Extraordinary Times: Challenges and Opportunities.

**2020**

Peters, P., Semeijn, J.H., & Van der Heijden, B.I.J.M. (2020). *Partnership and Paradoxical Tensions in Sustainable HRM: A paradox Approach to Explore the Role of Partnership in the Adoption of Sustainable HRM*. XII International Workshop on HRM, Cádiz, Spain, October 22-23, 2020.

Pahos, N., Galanaki, E, Van der Heijden, B., & De Jong, J. (2020). *The moderating effect of age on the association between HPWS and employee performance roles*. 80<sup>th</sup> AOM Annual Conference “20/20: Broadening our Sight”, Vancouver, Canada, August 7-11, 2020.

Huadong, Y., Van der Heijden, B., Shipton, H. (2020). *Team Task Support on Nonlinear Relationship between Proactive Personality and Reflective Learning*. 80<sup>th</sup> AOM Annual Conference “20/20: Broadening our Sight”, Vancouver, Canada, August 7-11, 2020.

Akkermans, J., De Vos, A., & Van der Heijden, B.I.J.M. (2020). *Organizers Professional Development Workshop. How to Research Sustainable Careers? Crafting Sound Designs and Methods!* 80<sup>th</sup> AOM Annual Conference “20/20: Broadening our Sight”, Vancouver, Canada, August 7-11, 2020.

Van der Schaft, A., Solinger, O., Ruotsalainen, R., Van Olffen, W., Lub, X., & Van der Heijden, B.I.J.M. (2020). *The Development of Implicit Followership Theories in Organizational Change Processes*. 80<sup>th</sup> AOM Annual Conference “20/20: Broadening our Sight”, Vancouver, Canada, August 7-11, 2020.

Petruzzello, G., Mariani, M. G., Guglielmi, D., Van der Heijden, B. I. J.M., De Jong, J. P., & Chiesa, R. (2020). *An integrated model of graduate perceived employability* [Paper presentation]. EAWOP Small Group Meeting - Young people's work, employment and careers. University of Glasgow, UK, 29<sup>th</sup> of June – 1<sup>st</sup> of July.

Okay-Somerville, B., Van der Heijden, B., Scholarios, D., & Sosu, E. (2020). *Understanding Young People's Work: Adverse Working Conditions and Wellbeing in Europe*. [Paper presentation]. EAWOP Small Group Meeting - Young people's work, employment and careers. University of Glasgow, UK, 29<sup>th</sup> of June – 1<sup>st</sup> of July.

Pahos, N., Galanaki, E., Van der Heijden, B., & De Jong, J. (2020). *The moderating effect of age on the association between HPWS and employee performance in different job roles*. 2019 European Academy of Management Conference: "The Business of Now: the future starts here", December 4-6, 2020 (conference postponed and gone digital, due to the pandemic).

Van der Heijden, B.I.J.M. (2020). *Chair symposium ‘Successful Career Development’* 1st Careers Division Community Conference “Careers in Context: Theorizing in and about turbulent times”, 14 & 15<sup>th</sup> of February, Vienna, Austria.

Hallpike, H.F., Vallee-Tourangeau, G., & Van der Heijden, B.I.J.M. (2020). *How do executives sustain their careers through time? Applying the interactive career decision-making framework (ICDM) to executives’ career decision-making*. 1st Careers Division Community Conference “Careers in Context: Theorizing in and about turbulent times”, 14 & 15<sup>th</sup> of February, Vienna, Austria.

Frie, L., Van der Heijden, B.I.J.M., Sjoer, E., & Korzilius, H. (2020). *A systematic review of flexpertise and its beneficial outcomes for the professional’s stakeholders and individual career sustainability*. 1st Careers Division Community Conference “Careers in Context: Theorizing in and about turbulent times”, 14 & 15<sup>th</sup> of February, Vienna, Austria.

Van der Heijden, B.I.J.M., Van Rossenberg, Y.G.T., & Notelaers, G. (2020). *Profiles of self-other ratings of employability: unpacking the age effect*. Paper presented at the 16th International Human Resource Management Conference, 2-5 Jun 2020 Paris, France.

Frie, L., Van der Heijden, B., Sjoer, E., & Korzilius, H. (2020). *A systematic review regarding the concept of flexpertise*. IMR PhD presentations Research Day. 7th of January. Institute for Management Research, Radboud University, Nijmegen, the Netherlands.

Van der Heijden, B. I. J. M., Van Rossenberg, Y. G. T., & Notelaers, G. (2020). *Profiles of self-other ratings of employability: unpacking the age effect*. Paper presented at the 16th International Human Resource Management Conference, 2-5 June 2020 Paris, France.

## **2019**

Kooistra, D., De Hauw, S. Semeijn, J. H. & Van der Heijden, B. I. J. M. (2019). *A joint approach to career management: enhancing employability outcomes’*. Paper presented at the International Conference of Guidance IAEVG/AIOEP ‘Career guidance breaking the shell’. Bratislava, Slovakia, September 11-13.

Van der Heijden, B.I.J.M. (2019). Senior scholar team participant for PhD session ‘*Present Your Own Research*’. 11th Biennial International Conference of the Dutch HRM

Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Kooij, D., Van der Heijden, B., & De Lange, A. (2019). Track chairs of symposium '*HRM and Successful Aging at Work*'. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Van der Heijden, B., Van Rossenberg, Y., Audenaert, M., & Decramer, A. (2019). Track chairs of symposium '*HRM and Sustainable Employability*'. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

De Jong, J., Clinton, M., Van der Heijden, B., De Jong, S., & Gistelinck, F. (2019). *Right back at ya!? A weekly diary study on reciprocal psychological contract breach in supervisor-employee dyads*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Peters, P., Van der Heijden, B., Semeijn, J., & Velthuisen, R. (2019). *Coping with sustainability: A multiple stakeholder perspective on role-taking in the implementation process of sustainable HRM*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Frie, L.S., Van der Heijden, B.I.J.M., Sjoer, E., & Korzilius, H.P.L.M. (2019). *Understanding the processes related to flexexpertise: A systematic review of studies regarding flexible and adaptive expertise*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Braam, G., Poutsma, E. Schouteten, R., & Van der Heijden, B. (2019). *Financial participation and sustainable business conduct: Effects of financial participation plans on corporate sustainability performance*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Pahos, N., Galanaki, E., Van der Heijden, B., & De Jong, J. (2019). *HPWS for an ageing workforce: A role-based approach*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Blom, R., Kruijen, P., Van Thiel, S., & Van der Heijden, B. (2019). *The impact of structural reforms and government control on the HRM process in government agencies*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Yang, H., Van der Heijden, B., & Shipton, H. (2019). *Too proactive may switch off reflection: The non-linear relationship between proactive personality and employee workplace, reflection and the cross-level moderating effect of team task support*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Van der Schaft, A.H.T., Solinger, O., Ruotsalainen, R., Van Olffen, W., Lub, X.D., & Van der Heijden, B.I.J.M. (2019). *Followers' tales: examining lived experiences of change*. 11th Biennial International Conference of the Dutch HRM Network 'The Societal Impact of HRM', Tilburg University, the Netherlands, 14<sup>th</sup> and 15<sup>th</sup> of November.

Van der Heijden, B.I.J.M., De Vos, A., & Akkermans, J. (Organizers) and Richardson, J. (Discussant) (2019). Symposium: *Fostering Sustainable Careers: Conceptual and Empirical Research on Different Categories of Workers*. Annual Meeting of the Academy of Management 'Understanding the Inclusive Organization'. Boston, Massachusetts, USA. August 9<sup>th</sup>-13<sup>th</sup>.

Kooistra, D., De Hauw, S., Semeijn, J.H., & Van der Heijden, B.I.J.M. (2019). *The role of sustainable leadership in the relation between career management and indicators of sustainable careers*. Annual Meeting of the Academy of Management 'Understanding the Inclusive Organization'. Boston, Massachusetts, USA. August 9<sup>th</sup>-13<sup>th</sup>.

Peters, P., & Van der Heijden, B.I.J.M. (2019). *"Bounded Flexibility: The influence of time-spatial flexibility and boundary management strategies on women's work-home interference*. Annual Meeting of the Academy of Management 'Understanding the Inclusive Organization'. Boston, Massachusetts, USA. August 9<sup>th</sup>-13<sup>th</sup>.

Rodrigues, R., Butler, C., Guest, D., & Van der Heijden, B. (2019). *Exploring key antecedents of self-perceived employability and employability competencies: The role of openness to experience, new career orientations and skill*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Van der Schaft, A., Lub, X., Van der Heijden, B., & Solinger, O. (2019). *The Influence of Social Exchange on Employees' Sense-making Processes throughout Dynamic Psychological Contract Development*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Peeters, E., Semeijn, J., & Van der Heijden, B. (2019). *Age and Employability: A Polynomial Test of Age-Related Stereotyping*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Peeters, M., Rispens, S., & Van der Heijden, B. (2019). *How an inclusive age climate at work relates to well-being and performance: The mediating role of strengths use behavior*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Peters, P., Ossenkop, C., Van der Heijden, B., & Lueb, I. (2019). *“All Work and No Play Makes Jack(y) Burned-Out”*. *Extending the Career Shock Literature by Looking into the Impact of Student Burnout on Future Workers’ Internal Career*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Essers, C., Van der Heijden, B., Pijpers, R., & Gremmen, I. (2019). *The identity constructions of gay and lesbian entrepreneurs from an intersectionality perspective*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Mazetti, G., Guglielmi, D., Chiesa, R., Mariani, M., & Van der Heijden, B. (2019). *A wise man will make more opportunities than he finds. The relationship between graduates’ resources and skills and job search outcomes*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Van Steenberghe, S., Stuer, D., De Vos, A., & Van der Heijden, B. (2019). *The importance of participating in (in)formal professional networks. Consequences for freelancers’ employability competencies and career outcomes*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Kooistra, D., De Hauw, S., Semeijn, J., & Van der Heijden, B. (2019). *Sustainable leadership: managing paradoxes in developing sustainable employability*. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> of May – 1<sup>st</sup> of June, 2019, Turino, Italy.

Yang, H., Shipton, H., & Van der Heijden, B. (2019). *A curvilinear relationship between proactive personality and employee self-reflection: The moderating effect of team support*. The University Forum for Human Resource Development Anniversary Celebratory Conference. Nottingham Trent University, UK, 24-26<sup>th</sup> of June.

Ruiz, M., Van der Heijden, B.I.J.M., & Henderson, E. (2019). *In search of career sustainability: Academics transitioning into data science*. 35<sup>th</sup> EGOS Colloquium ‘Enlightening the Future: The challenge for organizations. University of Edinburgh Business School, July 4-6<sup>th</sup>. Edinburgh, UK.

Yang, H., Purnawanto, B., Sanders, K., & Van der Heijden, B. (2019). *Employability and employee intention to stay: The cross-level moderating effects of HPWP implementation and HRM system strength*. Third HR Division International Conference (HRIC), Dublin, January 9-11.

## **2018**

Schouteten, R., Heres, L., Kraus-Hoogeveen, S., Van der Heijden, B.I.J.M., & Peters, P. (2018). *More roads to Rome: Synergistic and equifinality effects of HR configurations on HR outcomes in Public Sector Organizations*. The International QCA Paper Development Workshop. ETH Zurich, Switzerland, 27<sup>th</sup> of November.



Veth, K.N., Van der Heijden, B.I.J.M., Korzilius, H.P.L.M., Emans, B.J.M., & De Lange, A.H. (2018). *The driving power of development HRM and employee outcomes across the life-span*. Employability in the 21<sup>st</sup> century. 2<sup>nd</sup> International Conference on Sustainable Employability: Building bridges between Science and Practice. 12-13 September, Provinciehuis Flemish Brabant, Leuven, Belgium.

Vignolia, M., Mazzetti, G., Gugliemi, D., Evers, A., & Van der Heijden, B. (2018). *Teachers' professional development and its relationship with a positive work environment*. Second International Conference on Healthier societies fostering healthy organizations: A cross-cultural perspective. August 30<sup>th</sup> – September 1<sup>st</sup>, University of Florence, Italy.

Kooistra, D., Semeijn, J., Van der Heijden, B.I.J.M., & De Hauw, S. (2018). *The influence of career management on career success: Career resilience as an accelerator?* XI International workshop on HRM at the Pablo de Olavide University, Sevilla, Spain, 25-26<sup>th</sup> of October.

Peters, P., Semeijn, J., Van der Heijden, B.I.J.M., De Prins, P., Parkin Hughes, C., Stankevičiūtė, Z., & Savanevičienė, A. (2018). *A Cross-National Perspective on the Contextual Conditions Associated with the Adoption of Sustainable Human Resource Management Policies and Practices: Towards a Research Agenda*. Paper presented at the XI International Workshop on HRM, Pablo de Olavide University, Seville, October 25-26, 2018.

Wolffgramm, M.R., Bücker, J.J.L.E., & Van der Heijden, B.I.J.M. (2018). *HR Duties Devolved to Front-Line Managers: An In-Depth Identification of Role Expectation Differences in the Dutch Healthcare Sector*. XI International workshop on HRM at the Pablo de Olavide University, Sevilla, Spain, 25-26<sup>th</sup> of October.

Habets, O.T.E., Stoffers, J.M.M., Van der Heijden, B.I.J.M., & Peters, P. (2018). *Fit for Tomorrow's Labor Market? The Effect of Graduates' Skill Development during Education for the 21st Century's Labor Market*. XI International workshop on HRM at the Pablo de Olavide University, Sevilla, Spain, 25-26<sup>th</sup> of October.

Kooistra, D., Semeijn, J., De Hauw, S., & Van der Heijden, B.I.J.M. (2018). *"The role of individual and organizational career management in employability chain outcomes: Perceptions of employees, supervisors, and career professionals."* IAEVG (International Association for Educational and Vocational Guidance) International Conference 'A need for change', Gothenburg, Sweden, 2<sup>nd</sup> – 4<sup>th</sup> of October.

De Vos, A., Van der Heijden, B.I.J.M., Akkermans, J. (Organizers), & Fugate, M. (Discussant) (2018). Symposium: *Moving the field forward: Theorizing about sustainable careers*. Annual Meeting of the Academy of Management 'Improving lives'. Chicago, Illinois, USA. August 10<sup>th</sup>-14<sup>th</sup>. **Labelled as Showcase Symposium by the Careers Division. The Careers Divisions Best Symposium Award Nominee.**

De Vos, A., Van der Heijden, B.I.J.M., & Akkermans, J. (2018). A contemporary perspective on sustainable careers: Towards a further conceptualization. *Moving the field forward: Theorizing about sustainable careers*. Annual Meeting of the Academy of Management 'Improving lives'. Chicago, Illinois, USA. August 10<sup>th</sup>-14<sup>th</sup>.

Peters, P., Van der Heijden, B.I.J.M., Spurk, D., De Vos, A., & Klaassen, R. (2018). *Possible risks of (meta-) stereotyping for older workers' career development*. Annual Meeting of the Academy of Management 'Improving lives'. In Symposium 'Old dogs, new tricks: Developing an aging workforce'. Chicago, Illinois, USA. August 10<sup>th</sup>-14<sup>th</sup>.

De Lange, A., Furunes, T., Van der Heijden, B., Van Vuuren, T., De Lange, C., Nauta, A., & Dikkers, J. (2018). *Employability: A question of aging? A systematic review of the relations between age operationalizations and aing*. EAWOP Small Group Meeting 'New Frontiers in employability research: How to build a sustainable workforce? Organizers Pascale M. Le Blanc & Beatrice I.J.M. van der Heijden. Eindhoven University of Technology, the Netherlands, 28 and 29th of June 2018.

Mazetti, G., Chiesa, R., Mariani, M.G., Guglielmi, D., & Van der Heijden, B.I.J.M. (2018). *I can and I will: The association between job searching self-efficacy and job search success outcomes*. EAWOP Small Group Meeting 'New Frontiers in employability research: How to build a sustainable workforce? Organizers Pascale M. Le Blanc & Beatrice I.J.M. van der Heijden. Eindhoven University of Technology, the Netherlands, 28 and 29th of June 2018.

Van der Heijden, B., Le Blanc, P., Hernández, A., González-Romá, Yeves, J., & Gamboa, J. (2018). *'Fits ya good': The importance of horizontal fit of university student jobs for future job quality*. EAWOP Small Group Meeting 'New Frontiers in employability research: How to build a sustainable workforce? Organizers Pascale M. Le Blanc & Beatrice I.J.M. van der Heijden. Eindhoven University of Technology, the Netherlands, 28 and 29th of June 2018.

Peters, P., Ossenkop, C., Van der Heijden, B., & Lueb, I. (2018). *"All work and no play makes Jack(y) burned-out". Extending the career shock literature by looking into the impact of student burnout on future workers' internal career*. EAWOP Small Group Meeting 'New Frontiers in employability research: How to build a sustainable workforce? Organizers Pascale M. Le Blanc & Beatrice I.J.M. van der Heijden. Eindhoven University of Technology, the Netherlands, 28 and 29th of June 2018.

De Vos, A., Van der Heijden, B., & Akkermans, J. (2018). *Sustainable careers: Towards a conceptual model*. EAWOP Small Group Meeting 'New Frontiers in employability research: How to build a sustainable workforce? Organizers Pascale M. Le Blanc & Beatrice I.J.M. van der Heijden. Eindhoven University of Technology, the Netherlands, 28 and 29th of June 2018.

Van der Schaft, A.H.T., Lub, X.D., Van der Heijden, B.I.J.M., & Solinger, O.N. (2018). *Technology Disruption and Shifting Perceptions: A Dynamic Change Perspective on how*

*Employees Make Sense of Technology-driven Organizational Change in Dutch Tourism Industry.* 36th Annual EuroCHRIE ‘Be inspired’ Conference, Dublin, Ireland, 6-9 November.

Habets, O.T.E., Stoffers, J.M.M., Van der Heijden, B.I.J.M., & Peters, P. (2018). *Fit for tomorrow's labor market? The effect of graduates' skill development during education for the 21<sup>st</sup> century labor market.* XI International Workshop on HRM, organized by Pablo de Olavide University, Seville, Spain, 25<sup>th</sup>-26<sup>th</sup> of October.

Peters, P., Semeijn, J., Van der Heijden, B., De Prins, P., Parkin Huges, C., Stankevičiūtė, Z., Savanevičienė, A. (2018). *A Cross-National Perspective on the Contextual Conditions Associated with the Adoption of Sustainable Human Resource Management Policies and Practices; Towards a research agenda.* XI International Workshop on HRM, organized by Pablo de Olavide University, Seville, Spain, 25<sup>th</sup>-26<sup>th</sup> of October.

Kooistra, D., Semeijn, J.H., Van der Heijden, B.I.J.M., De Hauw, S. (2018). *“The influence of career management on career success: career resilience as an accelerator?”* XI International Workshop on HRM, organized by Pablo de Olavide University, Seville, Spain, 25<sup>th</sup>-26<sup>th</sup> of October.

Frie, L., Van der Heijden, B.I.J.M., Sjoer, E., & Korzilius, H. (2018). *The development and psychometric validation of a measurement instrument for flexpertise.* Research Day IMR Academy & Doctoral School, 21<sup>th</sup> of June 2018. Institute for Management Research, Radboud University, Nijmegen, the Netherlands.

De Vos, A., Van der Heijden, B., & Akkermans, A. (2018). *Sustainable careers: Building a conceptual model.* 7<sup>th</sup> LAEMOS Colloquium on: “Organizing for resilience: Scholarship in unsettled times”. Buenos Aires, Argentina, 21<sup>st</sup> – 24<sup>th</sup> of March.

Peters, P., Van der Heijden, B., Spurk, D., De Vos, A., & Klaassen, R. (2018). *Possible risks of (meta)stereotyping for vulnerable workers' career development and constructive ways to combat these: An empirical study among older workers in lower skilled work environments.* 7<sup>th</sup> LAEMOS Colloquium on: “Organizing for resilience: Scholarship in unsettled times”. Buenos Aires, Argentina, 21<sup>st</sup> – 24<sup>th</sup> of March.

Kooistra, D., Semeijn, J., Van der Heijden, B., De Hauw, S. (2018). *The role of career resilience in the relationships between career management and career success: Mediating or moderating?* 7<sup>th</sup> LAEMOS Colloquium on: “Organizing for resilience: Scholarship in unsettled times”. Buenos Aires, Argentina, 21<sup>st</sup> – 24<sup>th</sup> of March.

## **2017**

Burmeister, A., Van der Heijden, B., Yang, J., & Deller, J. (2017). *Knowledge transfer in age-diverse co-worker dyads: How and when do age-inclusive Human Resource*

*practices have an effect?* 4th Age in the Workplace Small Group Meeting, 9-11th November, Leuphana University Lüneburg, Germany.

Kooistra, D., Semeijn, J.H., De Hauw, S., & Van der Heijden, B.I.J.M. (2017). *Individual and organizational career management and employability chain outcomes: Perceptions of employees, supervisors, and career professionals*. The International Conference of Guidance IAEVG/AIOEP 'Educational and Professional Guidance to build the future'. Mexico City, Mexico, November 29<sup>th</sup> - December 1<sup>st</sup>, 2017.

Akkermans, J., De Vos, A., & Van der Heijden, B.I.J.M. (2017). Track chairs for symposium '*Managing the sustainable career: Who is responsible for what?*' 10th International Conference of the Dutch HRM Network 'Sustainable HRM', Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Peters, P., Essers, C., & Van der Heijden, B.I.J.M. (2017). Track chairs for symposium '*Flexibility and entrepreneurialism in future labour markets: What about sustainability?*' 10th International Conference of the Dutch HRM Network 'Sustainable HRM', Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Veth, K.N., Van der Heijden, B.I.J.M., Korzilius, H.P.L.M., Emans, B.J.M., & De Lange, A.H. (2017). Bridge over an ageing population: *Examining longitudinal relations among HRM, social support, and employee outcomes among bridge workers*. 10th International Conference of the Dutch HRM Network 'Sustainable HRM', Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Kooistra, D., Semeijn, J., De Hauw, S., & Van der Heijden, B.I.J.M. (2017). *Individual and organizational career management and movement capital: perceptions of supervisors, employees, and career professionals*. 10th International Conference of the Dutch HRM Network 'Sustainable HRM', Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Heres, L., Schouteten, R., Kraus-Hoogeveen, S., Van der Heijden, B., & Peters, P. (2017). *Building for success: Synergetic and equifinality effects of HR configurations on organizational performance outcomes in public sector organizations*. 10th International Conference of the Dutch HRM Network 'Sustainable HRM', Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Kraus-Hoogeveen, S., Peters, P., Van der Pool, E., & Van der Heijden, B. (2017). "*Do they see what I see?*" *A Dutch empirical study on expectations regarding public value creation in the care at home sector*. 10th International Conference of the Dutch HRM Network 'Sustainable HRM', Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Van Vuuren, T., Le Blanc, P., & Van der Heijden, B.I.J.M. (2017). *Why does age matter? Investigating the relationship between different age conceptualizations and sustainable*

*employability*. 10th International Conference of the Dutch HRM Network ‘Sustainable HRM’, Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Van der Heijden, B., Veld, M., & Heres, L. (2017). Age-related HRM policies and career success: *The role of leader-member exchange and career commitment as possible moderators*. 10th International Conference of the Dutch HRM Network ‘Sustainable HRM’, Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Blom, R., Kruijen, P., Van Thiel, S., & Van der Heijden, B. (2017). *HRM philosophies and policies in semi-autonomous agencies: Identification of important contextual drives*. 10th International Conference of the Dutch HRM Network ‘Sustainable HRM’, Radboud University, Nijmegen, the Netherlands, 9<sup>th</sup> and 10<sup>th</sup> of November.

Rofcanin, Y., Las Heras, M., Bal, M., Van der Heijden, B., & Taser, D. (2017). *A trickle-down model of I-deals*. Annual Meeting of the Academy of Management ‘At the Interface’. Atlanta, Georgia. August 4<sup>th</sup>-8<sup>th</sup>.

Akkermans, J., Van der Heijden, B., & De Vos, A. (2017). Organizer symposium ‘*Well begun is half done: managing sustainable careers of young adults*’. Annual Meeting of the Academy of Management ‘At the Interface’. Atlanta, Georgia. August 4<sup>th</sup>-8<sup>th</sup>.

Pearson, J., Schneer, J., Steele, C., Van der Heijden, B., Premarajan, R., De Vos, A., & Pralong, J. (2017). *University career interventions and proactive personality: their role in the job search behavior of graduating students*. Annual Meeting of the Academy of Management ‘At the Interface’. Atlanta, Georgia. August 4<sup>th</sup>-8<sup>th</sup>.

Burmeister, A., Van der Heijden, B., Yang, J., & Deller, J. (2017). *Intergenerational knowledge transfer: Antecedents of a dyadic process*. 21st IAGG World Congress of Gerontology & Geriatrics. Global Ageing and Health: Bridging Science, Policy, and Practice. July 23-27<sup>th</sup>, San Francisco, California.

Frie, L., Van der Heijden, B.I.J.M., Korzilius, H., & Sjoer, E. (2017). *What makes an expert career sustainable?* Research Day IMR Academy & Doctoral School, 15<sup>th</sup> of June 2017. Institute for Management Research, Radboud University, Nijmegen, the Netherlands.

Kraus-Hoogeveen, S., Peters, P., Van der Pool, E., & Van der Heijden, B.I.J.M. (2017). *Creating public value in the Dutch care at home sector: Expectations of primary stakeholders regarding the process of care at home delivery*. Research Day IMR Academy & Doctoral School, 15<sup>th</sup> of June 2017. Institute for Management Research, Radboud University, Nijmegen, the Netherlands.

Van der Heijden, B.I.J.M., & De Vos, A. (2017). Chairing Pre-conference interactive workshop ‘*Changing Developments in Career Management*’. EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May, 2017.

Las Heras, M., Rofcanin, Y., & Van der Heijden, B.I.J.M. (2017). *A trickle-down model of I-deals*. EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May, 2017.

De Lange, C.A., Van Vuuren, T., Oldenhuis, H.K.E., & Van der Heijden, B.I.J.M. (2017). *The value of learning climate on the employability and vitality of university employees*. EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May, 2017.

De Jong, J., & Van der Heijden, B.I.J.M. (2017). *Conceptualization and measurement of craftsmanship and its effects on job performance*. EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May, 2017.

De Jong, J., Clinton, M., Bal, M., & Van der Heijden, B. (2017). *“Caught in the Middle: How and When Psychological Contract Breach by Subordinates Affects Weekly Emotional Exhaustion of Supervisors.”* EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May, 2017.

Van der Heijden, B.I.J.M., Notelaers, G., Peters, P., Stoffers, J., De Lange, A., Froehlich, D., & Van der Heijden, C. (2017). *Development and validation of the short-form employability five-factor instrument*. EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May, 2017.

Peters, P., Van der Heijden, B., Spurk, D., De Vos, A., & Klaasen, R. (2017). *Possible Risks of (Meta) Stereotyping for Vulnerable Workers’ Career Development and Constructive Ways to Combat These: An Illustration of Older Workers in Lower Skilled Work Environments*. EAWOP Conference ‘Enabling Change through Work and Organizational Psychology’. Dublin, Ireland, 17<sup>th</sup> – 20<sup>th</sup> of May.

Froehlich, D. E., Liu, M., & Van der Heijden, B. I. J. M. (2017). *Towards a Progression Model of Competence-Based Employability*. Paper presented at the American Educational Research Association (AERA) Annual Meeting; Knowledge to Action, Achieving the Promise of Equal Educational Opportunity, 27<sup>th</sup> of April – 1<sup>st</sup> of May, San Antonio, Texas, USA.

Van der Heijden, B.I.J.M., Van Rossenberg, Y., Notelaers, G., Peters, P., Stoffers, J. (2017). *A Multi-Source Person-Centered Approach on Employability: A Latent Profile/Factor Mixture Analysis of Employability profiles over the Life-Span*. 17th European Congress of Work and Organizational Psychology. Enabling Change through Work and Organizational Psychology. Dublin, Ireland, May 17-20th, 2017.

**2016**

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2016). *Feedback on quality measurements to nursing teams: Making it count.* Biennial seminar on improving people performance in healthcare: Managing health care professionals in extreme jobs and a changing context. August 26, 2016, Queens University, location Belfast, Northern Ireland, UK.

Blom, G.D., Kruyen P.M., Van Thiel, S., & Van der Heijden, B.I.J.M. (2016). *A meta-analysis of the effects of HRM in the private, public, and semi-public sector.* European Group for Public Administration (EGPA) Annual Conference, organized by Utrecht University, Utrecht, The Netherlands, August 24-26th.

Dordoni, P., Kraus-Hoogeveen, S.I., Van der Heijden, B.I.J.M., Peters, P., Setti, I., Fiabane, E., & Argentero, P. (2016). *Variabili "loss spiral" nella relazione tra workaholism e soddisfazione lavorativa nel corso della carriera* ("Loss spiral" variables in the relationship between workaholism and job satisfaction through the career). *Presentazione orale* al Congresso Nazionale Associazione Italiana di Psicologia – sezione Psicologia per le Organizzazioni, Pavia 16-17 Settembre 2016.

Medeorganisator Congres NKDI en BA&O 'Capability Management'. Hogeschool van Arnhem en Nijmegen, Arnhem, 20 Mei 2016.

Mede-Organisator Symposium door NKDI/Hogeschool van Arnhem en Nijmegen, Provincie Gelderland, ACE. Congres Thema: *Het rendement van geluk op de werkvloer.* 21 April 2016.

Pearson, J., Schneer, J., Steele, C., Van der Heijden, B., Premarajan, R., De Vos, A., & Pralong, J. (2016). *Proactive job search behaviour: The impact of proactive personality and career module interventions.* 19th Annual Irish Academy of Management Conference 2016. Dublin, Ireland, 31th August until 2nd September.

Premarajan, K., Pralong, J., Pearson, J., Steele, C., Schneer, J., De Vos, A., & Van der Heijden, B. (2016). *Career anchors and work centrality: A cross-cultural study.* 19th Annual Irish Academy of Management Conference 2016. Dublin, Ireland, 31th August until 2nd September.

Facilitators PDW Brown Mahoney, C., Fox, M.L., & Van der Heijden, B.I.J.M. (2016) (Professional Development Workshop) *Nurses' job and occupational turnover: Old approaches, new directions.* Annual Meeting of the Academy of Management 'Making Organizations Meaningful'. Anaheim, California. August 5<sup>th</sup>-9<sup>th</sup>.

Organizers Symposium 'Going the distance: Contextualizing and examining the sustainable career' Akkermans, J., De Vos, A., & Van der Heijden, B. (2016). Annual Meeting of the Academy of Management 'Making Organizations Meaningful'. Anaheim, California. August 5<sup>th</sup>-9<sup>th</sup>.

Engelen, E.M.J., Peters, P., Van der Heijden, B.I.J.M., & Nijhuis-van der Sanden, M.W.G. (2016). *The impact of nurses' professional subculture on the adoption of flexible scheduling: A balanced fit perspective*. Presenter Symposium 'Consequence of flexible working' for Work-Family Researchers Network Annual conference. Theme: Careers, care, and life-course 'fit': Implications for health, equality, and policy, June 23-25 at the Capital Hilton, Washington DC, USA.

Davies, E., Van der Heijden, B., & Flynn, M. (2016). *Is the relationship between work attitudes and retirement intention influenced by socio-economic status?* British Society of Gerontology Conference, Stirling, UK, 6-8<sup>th</sup> July 2016.

De Vos, A., Briscoe, J.P., & Van der Heijden, B. (2016). *Fostering a protean career orientation: An exploration of the role of organizational mindset, career practices and supervisor attitudes*. 32<sup>nd</sup> EGOS Colloquium 'Organizing in the shadow of power'. Sub-theme 01: (SWG) Career Studies and their Context: Societal impacts and their impacts on society. Naples, Italy, July 7-9.

Messmann, G., Stoffers, J., Van der Heijden, B.I.J.M., & Mulder, R.H. (2016). *Joint effects of job demands and job resources on vocational teachers' innovative work behaviour*. 8<sup>th</sup> EARLI SIG 14 Conference Learning and Professional Development SIGNature: Bridging Professional Development Research, 24 – 25 August 2016, Regensburg (Germany).

De Lange, A., Nauta, A., Van der Heijden, B.I.J.M., De Lange, C., & Furunes, T. (2016). *Employability: A Question of Ageing? A Systematic Review Examining Relations between Age Operationalizations and Employability*. 12th EAOHP (European Association of Occupation Health Psychology), Athens, Greece, 11-13<sup>th</sup> April 2016.

Janssen, M., Heerkens, Y., Kuijer, W., Van der Heijden, B., & Engels, J. (2016). *Effects of mindfulness interventions on the health of employees*. FOHNEU 6th International Congress. Rotterdam, the Netherlands, 16-18<sup>th</sup> of March 2016.

Messmann, G., Stoffers, J., Van der Heijden, B.I.J.M., & Mulder, R.H. (2016). *Interactive Effects of Job Demands, Psychological Empowerment, and Participative Safety on Innovative Work Behaviour*. AHRD 23<sup>rd</sup> International Research Conference in the Americas. Jacksonville, Florida, USA, 18-20<sup>th</sup> of June, 2016.

## 2015

Veth, K.N., Korzilius, P.L.M., Van der Heijden, B.I.J.M., Emans, B.I.M., & De Lange, A.H. (2015). *HRM Bundles and Employee Outcomes: Opening the Black Box. The Roles of Job Demands and Job Resources*. Paper presented at the USE Conference, A Healthy Working Life in a Healthy Business, Groningen, the Netherlands, 21-23 October 2015.



De Lange, A., Furunes, T., De Lange, C., Nauta, A., Van der Heijden, B., Van Vuuren, T., & Dijkers, J. (2015). *Employability: A question of aging? Results of a systematic review*. Age in the Workplace Meeting, Kemmy Business School, University of Limerick, 5<sup>th</sup>-7<sup>th</sup> of November.

Froehlich, D.E., Liu, M., & Van der Heijden, B.I.J.M. (2015). *Competence-based employability: A Rasch analysis*. Paper presented at the 16th biennial EARLI conference for research on learning and instruction. Cyprus, Limassol, 25th-29th of August.

Dordoni, P., Van der Heijden, B.I.J.M., Peters, P., Kraus-Hoogeveen, S.I., & Argentero, P. (2015). *Older workers tra intenzione di andara in pensione ed employability: un modello di medizione nella tarda carrier*. Associazione Italiana di Psicologia. XIII Congresso Nazionale della Sezione di Psicologia per le Organizzazioni. Palermo, 17-19<sup>th</sup> September. *Awarded with Best Contribution of the Conference*

De Lange, C.A., Van Vuuren, T., Oldenhuis, H., & Van der Heijden, B.I.J.M. (2015). *Can life-long learning help us to sustain in the labour market?* EAM-I conference (Eastern Academy of Management). Theme: Managing in a Global Economy XVI: At the intersection of old and new. 21-25<sup>th</sup> of June, Lima, Peru.

De Lange, C., Van Vuuren, T., Oldenhuis, H.K.E., & Van der Heijden, B.I.J.M. (2015). *Learning Climate and Human Sustainability at Work*. WAOP (Werkgemeenschap Arbeids- en Organisationspsychologie) Conference 2015. 27th of November, VU University Amsterdam.

Van der Horst, A., Klehe, U., & Van der Heijden, B. (2015). *How to stay in the race? How age and learning orientation interact to promote career adaptability*. WAOP (Werkgemeenschap Arbeids- en Organisationspsychologie) Conference 2015. 27th of November, VU University Amsterdam.

De Jong, J., Clinton, M., Bal, M., & Van der Heijden, B. (2015). *Let's hear it from the leaders*. 9<sup>th</sup> International Conference of the Dutch HRM Network 'Recontextualizing HRM', Utrecht University School of Governance, Utrecht, the Netherlands, 12-13<sup>th</sup> of November.

Kraus-Hoogeveen, S., Peters, P., Pool, E., & Van der Heijden, B. (2015). *Changing roles, expectations and needs of health-care professionals in the extramural care in the Netherlands*. 9<sup>th</sup> International Conference of the Dutch HRM Network 'econtextualizing HRM', Utrecht University School of Governance, Utrecht, the Netherlands, 12-13<sup>th</sup> of November.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2015). *Job demand or job resource? A multiple-case study about feedback provision on quality measurements to hospital nursing teams*. 9<sup>th</sup> International Conference of the Dutch HRM Network 'Recontextualizing HRM', Utrecht University School of Governance, Utrecht, the Netherlands, 12-13<sup>th</sup> of November.

Bhanugopan, R., Shanker, R., Van der Heijden, B.I.J.M., & Farrell, M. (2015). *The role of Innovative Work Behaviour in understanding the relationship between Organisational Climate for Innovation and Organisational Performance*. BAM (British Academy of Management), The Value of Pluralism in Advancing Management Research, Education and Practice, 8-10 September, University of Portsmouth, UK.

Van der Heijden, B.I.J.M., Brown Mahoney, C., & Xu, Y. (2015). *Impact of job demands and resources on burnout and intention to leave: Towards a mediation model for the nursing profession*. 18<sup>th</sup> Annual Irish Academy of Management 'Towards Socially Responsible Management', National University of Ireland, Galway, 3-4 September 2015.

Kraus-Hoogveen, S., Peters, P., Van der Pool, E., & Van der Heijden, B. (2015). *The vital aspects of human capital for health-care professionals in the communication process with clients during the value creation in the extramural health-care in the Netherlands*. EHMA (European Health Management Association), Breda, the Netherlands, 15-17<sup>th</sup> June.

Kraus-Hoogveen, S., Van der Pool, E., Peters, P., & Van der Heijden, B. (2015). *Vital communication skills for health-care professionals during value creation in the Dutch extramural health-care sector*. IMR Research Day & PhD Research Day- 'Alone you may go faster, but together we go further!' 25<sup>th</sup> of June. Institute for Management Research, Radboud University, Nijmegen, the Netherlands.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2015). *Nurses' attributions about the 'why' of feedback: Towards a better understanding of the importance of a supportive feedback environment for nurses' well-being*. IMR Research Day & PhD Research Day- 'Alone you may go faster, but together we go further!' 25<sup>th</sup> of June. Institute for Management Research, Radboud University, Nijmegen, the Netherlands. Best Paper Award, IMR Internationalization Grant 1500 Euro.

Engelen, E.M.J., Peters, P., Van der Heijden, B.I.J.M., & Nijhuis-VanderSanden, M.W.G. (2015). *The impact of nurses' professional subculture on the adoption of flexible scheduling: A balanced fit perspective*. EHMA (European Health Management Association), Breda, the Netherlands, 15-17<sup>th</sup> June.

Peters, P., De Jager, W., Blomme, R., & Van der Heijden, B. (2015). *Is own-account working the philosopher's stone for labour-market success? Explaining own-account and salaried workers' subjective career success from a person-environment perspective*. Paper presented at the 6th International Community, Work and Family (CWF) conference. Theme: life-span decision making, held in Malmö, Sweden, May 19-22, 2015.

Veld, M., Van der Heijden, B.I.J.M., & Semeijn, J. (2015). *Home-to-work interferences and employability among university employees*. Annual Meeting of the Academy of Management 'Opening Governance'. Vancouver, Canada. August 7-11<sup>th</sup>.

Van der Heijden, B.I.J.M., & Wegge, J. (2015). *Symposium 'Sustainable careers and its antecedents'*. 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20<sup>th</sup>-23<sup>rd</sup> May 2015.

Veth, K., Korzilius, H., Van der Heijden, B.I.J.M., De Lange, A., & Emans, B. (2015). *Which HRM practices make employees sustainable at work across the life-span?* 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20<sup>th</sup>-23<sup>rd</sup> May 2015.

De Lange, A., Nauta, A., Van der Heijden, B.I.J.M., De Lange, C., & Furunes, T. (2015). *Is employability a question of ageing?* 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20<sup>th</sup>-23<sup>rd</sup> May 2015.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2015). *Nurses' attributions about the 'why' of feedback: Their effects on nurses' well-being, the influence of the feedback environment, and the relation to their supervisors' motivations*. 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20<sup>th</sup>-23<sup>rd</sup> May 2015.

De Jong, J., Clinton, M., Bal, M., Clinton, M., & Van der Heijden, B.I.J.M. (2015). *How psychological contract breach by subordinates affects weekly stress levels of managers: The roles of performance pressure and trust in higher management*. 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20<sup>th</sup>-23<sup>rd</sup> May 2015.

De Lange, C.A., Van der Heijden, B.I.J.M., Van Vuuren, T., & Oldenhuis, H.K.E. (2015). *How can life long learning enhance sustainable labour participation?* 17th European Congress of Work and Organizational Psychology, Oslo, Norway, 20<sup>th</sup>-23<sup>rd</sup> May 2015.

Davies, E., Van der Heijden, B., and Flynn, M. (2015). *The relationship between organizational support, job satisfaction, retirement affect and retirement intentions for older workers in the UK*. 3<sup>rd</sup> workshop on diversity issues: Aging and new work-life practices. EIASM, Brussels, October 15-16<sup>th</sup>.

Davies, E., & Van der Heijden, B.I.J.M. (2015). *The influence of organisational support and supervisor support on extending working life*. IAGG-ER 8<sup>th</sup> Congress: Unlocking the demographic dividend. Symposium 'Researching working longer' chaired by A. Chiva, K. Hanley, & E. Davies. The International Association of Gerontology and Geriatry European Region Congress 2015, Dublin, Ireland, 23-26<sup>th</sup> April.

Van der Heijden, B.I.J.M. (2015). Workshop leader '*Towards Sustainable Employability*' in collaboration with A.B. Bakker. XXIII Conference of the Estonian Human Resource Management Association PARE. Pärnu, Estonia, 16-17<sup>th</sup> April.

## 2014

Las Heras, M. Van der Heijden, B., & De Jong, J. (2014). '*Handle with care*': *I-deals as a possible mediator in the relationship between supervisors' care giving needs and employee work-related outcomes*. EAWOP Small Group Meeting 'The future of Idiosyncratic deals: How individual agreements shape the 21<sup>st</sup> century workplace.' 19-20<sup>th</sup> November, University of Bath, United Kingdom.

Stoffers, J.M.M., & Van der Heijden, B.I.J.M. (2014). *An Innovative Work Behavior-Enhancing Employability Model Moderated by Age*. IX International Workshop on HRM, organized by Pablo de Olavide University, and Cadiz University, Seville, Spain, October 30-31<sup>th</sup>.

Kraus-Hoogeveen, S., Peters, P., Van der Heijden, B.I.J.M., & Van der Pool, E. (2014, 29<sup>th</sup> of August) *The role of interaction capital in multiple value creation in extramural care*. Paper presented at Seminar 'Improving People Performance in Healthcare', Open Universiteit in the Netherlands, Utrecht.

Kraus-Hoogeveen, S., Peters, P., Van der Heijden, B.I.J.M., & Van der Pool, E. (2014, 17<sup>th</sup> of June). *The role of interaction in value creation*. Poster presented at the annual research meeting of the Institute for Management Research, Radboud University Nijmegen, the Netherlands.

Kraus-Hoogeveen, S., Peters, P., Van der Heijden, B.I.J.M., & Van der Pool, E. (2014, June) *The role of interaction capital in multiple value creation in the extramural care in the Netherlands*. Paper presented at the IIAS congress of International Institute of Administrative Sciences, Ifran, Morocco.

De Waal, A., & Van der Heijden, B.I.J.M. (2014). *The Role of Performance-Driven Behaviour in the High Performance Organization*. Performance Management. Designing the High-Performing Organization. 25-27<sup>th</sup> June, Aarhus, Denmark.

Müller, A., De Lange, A., Weigl, M., Van der Heijden, B., Ackermans, J., Wilkenloh, J. (2014). *Lagged effects of cognitive functioning on job performance in employees > 65 years: A matter of job demand-control?* 49. Kongress der Deutschen Gesellschaft für Psychologie. Session 4111 Alter & Arbeit: Erhalt der Arbeits- und Leistungsfähigkeit älterer Beschäftigter. Bochum, Germany, 21-25 September.

Ruiller, C. & Van der Heijden, B.I.J.M. (2014). *Socio-emotional support at work: Effects on French nurses' job strain and affective commitment*. Discussion paper session

'Healthcare workforce'. Annual Meeting of the Academy of Management. Philadelphia, Pennsylvania, USA. August 1-5. The Power of Words.

Stoffers, J., & Van der Heijden, B. (2014). *Towards an HRM model of innovative work behavior enhancement: A moderated mediation analysis*. Symposium 'The Employability Management Paradox: Beauty or the beast'. Annual Meeting of the Academy of Management. Philadelphia, Pennsylvania, USA. August 1-5. The Power of Words.

Peters, P., Van der Heijden, B., & Notelaers, G. (2014). *Flexibility as an employability enhancement tool? Time-spatial flexibility and career success*. Symposium 'Beyond the dyad of work and family: Towards a more holistic understanding of work-life balance'. Annual Meeting of the Academy of Management. Philadelphia, Pennsylvania, USA. August 1-5. The Power of Words.

Veth, K., Korzilius, H., Van der Heijden, B., De Lange, A., & Emans, B. (2014). *Do HR bundles of practices make us sustainable at work across the life-span? Examining age differences in relations between perception and use of HRM practices and sustainable work outcomes*. 1st International Meeting on Wellbeing and Performance in Clinical Practice (WELL-Med). Doctors think, Doctors feel, Doctors do. Well being & Performance in Medical Practice. May 28<sup>th</sup> – June 1<sup>st</sup>, Alexandroupolis, Greece.

Veth, K., Korzilius, H., Van der Heijden, B., De Lange, A., & Emans, B. (2014). *Do HR bundles of practices make us sustainable at work across the lifespan? Examining age differences in relations between perception and use of HRM practices and sustainable work outcomes*. International Conference 'Healthy at Work', Leuphana University Lüneburg, May 16th - 17th.

Engelen, E.M.J., Peters, P., Van der Heijden, B.I.J.M., & Nijhuis-vanderSanden, M.W.G. (2014). *Flexible Scheduling: A struggle for nurse professional?* 28<sup>th</sup> International Congress of Applied Psychology, Palais des Congrès, Paris, France, 8-13<sup>th</sup> of July.

## 2013

Van der Heijden, B., Gorgievski, M., & De Lange, A. (2013). *Sustainable employability as a result of learning at the workplace: Towards a multi-source model moderated by age*. Age in the Workplace Meeting, Rovereto (University of Trento), Italy, 21-23 November 2013.

De Lange, A., Van der Mei, S., Van der Heijden, B., Koolhaas, W., Bultmann, U., Wessels, M., De Vries, H., Van der Klink, J., & Brouwer, S. (2013). *Interventions to prolong working life of older workers? Results of a systematic review*. Age in the Workplace Meeting, Rovereto (University of Trento), Italy, 21-23 November 2013.

Organizing Committee member International Conference 'Employability and Sustainability: Challenges for HRM innovation'. 12-13 November 2013, Strategic

Human Resource Management Department, Radboud University Nijmegen, the Netherlands in cooperation with CRANET network.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2013). *Nurses' Perception of Feedback on Quality Measurements: Developing and Validating a Measure*. International Conference on the Dutch HRM Network. Leuven, 12-13 November 2013.

Van der Heijden, B.I.J.M. (2013). Track Chair '*Employability*' together with Ans de Vos. International Conference on the Dutch HRM Network. Leuven, 12-13 November 2013.

Peters, P., Van der Heijden, B.I.J.M., Van Loon, J. (2013). *Bounded flexibility: The influence of time-spatial flexibility and boundary management strategy on the work-life balance of women workers*. 10th European Conference of the International Labour and Employment Relations Association (ILERA) in cooperation with International Telework Academy (ITA), 20-22 June 2013, Amsterdam.

Peters, P., Van der Heijden, B.I.J.M., Van Loon, J. (2013). *Bounded flexibility: The influence of time-spatial flexibility and boundary management strategies on the work-life balance of Dutch women workers*. Symposium Proposal for Community, Work and Family Conference: Changes and Challenges in a Globalising World. 17-19 July, University of Sydney, Sydney, Australia.  
Not personally attended.

Van Selm, M., & Van der Heijden, B.I.J.M. (2013). *Communicating employability enhancement throughout the life-span: A national intervention program aimed at combating age-related stereotypes at the workplace*. 29th EGOS Colloquium Bridging Contents, Cultures and Worldviews. Montreal, Canada, July 4-6.

Van der Heijden, B.I.J.M., Van der Linden, D., De Vos, A., Bozionelos, N., & Van Ooijen, L. (2013). *The mediating role of employability in the relationship between career involvement and career success: Results from a Dutch university setting study*. International Week 2013. International Academic Conference, New Worlds, New Careers. Rouen Business School, France, 2<sup>nd</sup> of April.

Van der Heijden, B.I.J.M. (2013). *Sustainable employability enhancement*. International Week 2013. International Academic Conference, New Worlds, New Careers. Rouen Business School, France, 2<sup>nd</sup> of April.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van der Heijden, B.I.J.M., & Achterberg, T. (2013). *Nurses' perceptions of feedback on quality measurements: Developing and validating a measure*. IMR PhD Research Day, 22th of May, Radboud University Nijmegen, the Netherlands.

Peters, P., Van der Heijden, B.I.J.M., & Van Loon, J. (2013). *The Influence of Time-*

*Spatial Flexibility and Boundary Management Strategy on the Work-Life Balance of Women Workers.* 16th European Congress of Work and Organizational Psychology. Munster, Germany, May 22-25th, 2013.

Veth, K., Emans, B., Van der Heijden, B., Korzilius, H., & De Lange, A. (2013). *HR avenues for older workers: A study on experiences and expectations of employees, line managers and HR professionals in health care organizations about HRM practices for 55+ workers.* 16th European Congress of Work and Organizational Psychology. Munster, Germany, May 22-25th, 2013.

Essers, C., & Van der Heijden, B.I.J.M. (2013). Poster: *'In- and exclusion of ethnic minorities within HRM policies and practices'.* 16th European Congress of Work and Organizational Psychology. Munster, Germany, May 22-25th, 2013.

Peters, P., Van der Heijden, B., Notelaers, G., & Van den Berg, L. (2013). *Benefits of employees' actual use of HR practices associated with New Ways to Work and Boundary Management Strategies: Towards a conceptualization of New Ways to Work.* EAWOP 2013. 16<sup>th</sup> Congress of the European Association of Work and Organizational Psychology. 22<sup>nd</sup> – 25<sup>th</sup> of May, Münster, Germany.

De Lange, A.H., Kersbergen, I., Ackermans, J.T.G., Kalmijn, S., & Van der Heijden, B.I.J.M. (2013). *Is it realistic to beem me up old scotty? Examining age differences in the face validity of an immersive controlled virtual office.* EAWOP 2013. 16<sup>th</sup> Congress of the European Association of Work and Organizational Psychology. 22<sup>nd</sup> – 25<sup>th</sup> of May, Münster, Germany.

## 2012

De Grip, A., & van der Heijden, B.I.J.M. (2012). *Relaties tussen inzetbaarheid en pensionering. Seminar 'Beweeglijk blijven met HRM: the last(ing) dance'* in het teken van de nieuwe positionering van SHRM aan de Open Universiteit en afscheid van Frits Kluytmans, 12 December, Heerlen: Open Universiteit Nederland.

Saha, N., & Van der Heijden, B.I.J.M. (2012). *Employability enhancement in India (West Bengal) through mobilization of human resources.* International Conference on Finance, Accounting and Auditing (FAA '12). Zlin, Czech Republic: Tomas Bata University. September 20-22.

Peters, P., & Van der Heijden, B.I.J.M. (2012). *New Ways to Work and Work Engagement.* Institute for Management Research Day; What's your spotlight on? 14<sup>th</sup> of June, Radboud University Nijmegen, the Netherlands.

Peters, P., van der Heijden, B., & Van den Berg, L. (2012). *Employees' Actual Use of HR-Practices Associated with New Ways of Working and Consequences for Work-Life*

*Balance: The Moderating Role of Boundary Management*. Flexibel werken: Dynamiek of wildgroei? NVA-TvA Conferentie 2012.

Engelen, E.M.J., Peters, P., Van der Heijden, B.I.J.M., & Nijhuis-Van der Sanden, M.W.G. (2012). *What's at stake with implementing flexible scheduling in the health care sector: A contingency approach*. Flexibel werken: Dynamiek of wildgroei? NVA-TvA Conferentie 2012.

Engelen, E.M.J., Peters, P., Van der Heijden, B.I.J.M., & Nijhuis-Van der Sanden, M.W.G. (2012). *What's at stake with implementing flexible scheduling in the health care sector: A balanced approach*. Annual seminar on improving people performance in health care. September 28, Erasmus University Rotterdam.

Engelen, E.M.J., Peters, P., Van der Heijden, B.I.J.M., & Nijhuis-Van der Sanden, M.W.G. (2012). *What's in it for me? Adopting new ways of working into the healthcare practice*. Social Innovation in Health and Social Provisions seminar, 28<sup>th</sup> of August. Radboud University Nijmegen.

Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, E., Van Achterberg, B.I.J.M., & Van der Heijden, B.I.J.M. (2012). *Feedback provision and quality improvement in hospital nursing care: Unraveling the 'black box'*. Annual Seminar on improving people performance in health care: Towards new approaches for improving people performance in health care. Institute of Health Policy & Management, Erasmus University Rotterdam, the Netherlands, 28<sup>th</sup> of September, 2012.

Van der Heijden, B.I.J.M. (2012). *Supervisor-subordinate age dissimilarity and employee appraisal: Interpersonal work context as a potential buffer against age-related stereotyping*. Career Days 2012. Paris, France: Rouen Business School, 25-26<sup>th</sup> of May.

Peters, P., & Van der Heijden, B., (2012). *Employees' actual use of HR-practices associated with new ways of working and boundary management strategy: Consequences for work engagement*. EAWOP Small Group Meeting 'Job transitions from a career and occupational health perspective'. Antwerp, Belgium, 12-13 September 2012.

Peters, P. Van den Berg, L., & Van der Heijden, B. (2012). *Shaping own boundaries between work and private life to maintain higher levels of work engagement in the context of new ways to work*. Symposium 'Connectivity and disconnectivity in contemporary work arrangements'. Annual Meeting of the Academy of Management. Boston, Massachusetts, USA. August 3-7. The Informal Economy.

Nauta, A., & Van der Heijden, B.I.J.M. (2012). Symposium Chairs. *What's the deal with Employability? The relationship between I-deals and Employability*. Annual Meeting of the Academy of Management. Boston, Massachusetts, USA. August 3-7. The Informal Economy.



Gross, C., Moisander, J., & Van der Heijden, B. (2012). *Enabling or restricting ethical conduct? A Foucauldian perspective on values-based ethics programs*. Annual Meeting of the Academy of Management. Boston, Massachusetts, USA. August 3-7. The Informal Economy.

Epitropaki, O., Bozionelos, N., Van der Heijden, B., Marzec, I., Scholarios, D., Van der Schoot, E., Jedrzejowicz, P., Knauth, P., Mikkelsen, A., & Van der Heijde, C. (2012). *A cross-cultural study of the relationships among flow at work: Leader-Member Exchanges (LMX) and employee career outcome*. The 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA, USA, 26-28<sup>th</sup> of April.

Gorgievski, M., Van der Heijden, B., Bakker, A., & Hasselhorn, H. (2012). *Effort-reward imbalance, work home interference and health: A longitudinal study among nurses in Europe*. ICP 2012 - 30th International Congress of Psychology *Psychology Serving Humanity*, Cape Town 22-27 July 2012.

Mahoney, C.B., Dehouck, L., Estryn-Behar, M. Ruiller, C., & Van der Heijden, B.I.J.M. (2012). *Task requirements' uncertainty and nurse's work sensemaking: a comparison between Europe and the US*. Work and Family Researchers Network Inaugural Conference. Theme: Interdisciplinary Conversations, June 14-16, 2012, Philadelphia, PA, USA.

Firfiray, S., Ollier-Malaterre, A., Den Dulk, L., Peters, P., Van der Heijden, B., & Van der Lippe, T. (Track chairs) (2012). *Social Innovations and Changing Work-Life Dynamics*. EURAM 2012 Social Innovation for Competitiveness, Organisational Performance, and Human Excellence, Rotterdam School of Management, 6<sup>th</sup>-8<sup>th</sup> of June.

Van Vuuren, T., Van der Heijden, B., Kooij, D., & De Lange, A (2012). *Potential Interventions*. In: Donald Truxillo, Sara Zaniboni, Franco Fraccaroli, & Jennifer Rineer (Eds.). White Paper for EAWOP Small Group Meeting on Age Cohorts in the Workplace: Understanding and Building Strength through Differences. Trento University, Rovereto, Italy.

Peters, P., Van der Heijden, B.I.J.M., & Van Loon, J. (2012). *Bounded flexibility: The influence of time-spatial flexibility and boundary management strategies on women workers' work-life balance*. Social Innovations and Changing Work-Life Dynamics. EURAM 2012 Social Innovation for Competitiveness, Organisational Performance, and Human Excellence, Rotterdam School of Management, 6<sup>th</sup>-8<sup>th</sup> of June.

Ruiller, C., & Van der Heijden, B.I.J.M. (2012). *Nurses' affective commitment in French hospitals: The impact of job strain and 'professional/personal' social support from supervisors and colleagues*. Social Innovations and Changing Work-Life Dynamics. EURAM 2012 Social Innovation for Competitiveness, Organisational Performance, and Human Excellence, Rotterdam School of Management, 6<sup>th</sup>-8<sup>th</sup> of June.

## 2011

Estryn-Béhar, M., Van der Heijden, B.I.J.M., & the NEXT Study Group (2011). *Effects of extended work shifts on employee fatigue, health, satisfaction, work/family balance, and patient safety*. The 18<sup>th</sup> World Congress on Ergonomics 'Designing a sustainable future', Recife, Brazil, 12-16 February 2011.

Van der Heijden, B., Van Vuuren, T., Kooij, D., & De Lange, A. (2011). *When teaching becomes learning? Examining the moderating role of age and proactivity in relations between job resources, engagement and employability*. EAWOP Small Group Meeting 'Age cohorts in the workplace: Understanding and building strength through differences, 11-13<sup>th</sup> November, University of Trento, Italy.

Wessels, M., De Lange, A.H., Van der Heijden, B.I.J.M., Kooij, T.A.M., Jansen, P.G.W., & Dijkers, J.S.E. (2011). *What about time perspective? Effects of age-related factors on work motivation*. Rovereto, Trento, Italy, November 11-13. EAWOP Small Group Meeting. Age cohorts in the workplace: Understanding and building strength through differences. Rovereto, Trento, Italy, November 11-13

Peters, P., Van der Heijden, B., & Van Echteld, P. (2011). *Genderverschillen ten aanzien van het effect van coachend leiderschap in de context van Het Nieuwe Werken in Nederland*. Nederlandse Arbeidsmarkt Dag: Werk Leeft! Structurele veranderingen in de arbeid, 6 Oktober 2011.

Van der Heijde, C.M., Van der Heijden, B.I.J.M., Looise, J.C., Bozionelos, N., Epitropaki, O., Jędrzejowicz, P., Knauth, P., Marzec, I., Mikkelsen, A., Scholarios, D., Van der Schoot, E., & the Indic@tor Study Group (2011). *Informal learning climate as a determinant for lifelong employability*. 7th International Conference of the Dutch HRM network, November 10-11, 2011, Groningen, the Netherlands.

Veth, K.N., Emans, B.J.M., van der Heijden, B.I.J.M., De Lange, A.H., & Korzilius, H.P.L.M. (2011). *Taking care of older workers: A multi-perspective case study on HRM practices in health care organizations for older workers*. 7th International Conference of the Dutch HRM network, November 10-11, 2011, Groningen, the Netherlands.

Nehles, A., Van Riemsdijk, M., Looise, J., & Van der Heijden, B. (2011). *HRM implementation by line managers: Development and validation of a research instrument*. 7th International Conference of the Dutch HRM network, November 10-11, 2011, Groningen, the Netherlands.

Visser, M., & Van der Heijden, B.I.J.M. (2011). *Nursing under inconsistent organizational conditions: Evidence of double bind situations?* 7th International Conference of the Dutch HRM network, November 10-11, 2011, Groningen, the Netherlands.

Peters, P., Francisca, R., & Van der Heijden, B. (2011). *The impact of time-spatial flexibility and household situation on the employability and career success of Dutch women*. 7th International Conference of the Dutch HRM network, November 10-11, 2011, Groningen, the Netherlands.

Co-chairing with Prof. dr. A. Nauta (2011). *Summer Small Group Meeting on I-deals and Employability* Sponsored by WAOP (Dutch Community of Researchers in Work and Organizational Psychology) and NSVP (Dutch Foundation of Psychotechniek), July 7-8 2011 Amsterdam: University of Amsterdam.

Van der Heijden, B.I.J.M. (2011). *Pan-European Dialogues; A symposium on the Dutch Labour Relations' dialogues with counterparties in Dublin, Budapest and Copenhagen*. 8th & 9th of July 2011, Noordwijk/Amsterdam: De Baak.

Peters, P., & Van der Heijden, B. (2011). *The gendered impact of supervisors' support in the context of new forms of working in the Netherlands*. International Conference Work-Life: Cross-national conversations: Context theorizing in work-life research. Paris, France, May 17.

Evers, A.T., Kreijns, K., Van der Heijden, B.I.J.M., & Gerrichhauzen, J.T.G. (2011). *The design and validation of an instrument to measure teachers' professional development at work*. Onderwijs Research Dagen 2011 (ORD-2011) met als thema Passie voor Leren, 8-10 Juni, Binnenstad Campus Universiteit Maastricht, Nederland.

Evers, A., Van der Heijden, B.I.J.M., Kreijns, K., & Gerrichhauzen, J. (2011). *Organizational and task factors influencing work-based Teachers' Professional Development: Testing a model*. Annual Meeting of the Academy of Management. San Antonio, Texas. August 12-16. West meets East: Enlightening, balancing, and transcending.

Van der Heijden, B.I.J.M. (2012). *Supervisor-subordinate age dissimilarity and employee appraisal: Interpersonal work context as a potential buffer against age-related stereotyping*. Annual Meeting of the Academy of Management. San Antonio, Texas. August 12-16. West meets East: Enlightening, balancing, and transcending.

De Vos, A., & Van der Heijden, B.I.J.M. (2011). *Strategies for sustaining employability throughout careers*. Presenter Symposium. Annual Meeting of the Academy of Management. San Antonio, Texas. August 12-16. West meets East: Enlightening, balancing, and transcending.

Semeijn, J., Van der Heijden, B.I.J.M., & De Beuckelaer, A. (2011). *The predictive validity of Big Five personality traits versus profiles for career success*. Annual Meeting of the Academy of Management. San Antonio, Texas. August 12-16. West meets East: Enlightening, balancing, and transcending.

Nauta, A., & Van der Heijden, B.I.J.M. (2011) (Symposium Chairs). Summer Small Group Meeting '*I-deals and Employability: Integrating two Lines of Research on Employees' Development*' sponsored by WAOP and NSvP with Keynotes by Denise Rousseau and Mel Fugate. University of Amsterdam, 16-17<sup>th</sup> June.

De Vos, A., Van der Heijden, B., & De Hauw, S. (2011). *Competency development and career success: The mediating role of employability*. Summer Small Group Meeting on I-deals and Employability sponsored by WAOP and NSvP with Keynotes by Denise Rousseau and Mel Fugate. University of Amsterdam, 16-17<sup>th</sup> June.

Peters, P., & Van der Heijden, B.I.J.M. (2011). *The role of psychological contract values and self-perceived employability in predicting self-employment: An empirical study among Dutch women workers*. Summer Small Group Meeting on I-deals and Employability sponsored by WAOP and NSvP with Keynotes by Denise Rousseau and Mel Fugate. University of Amsterdam, 16-17<sup>th</sup> June.

Peters, P., Bakker, A., & Van der Heijden, B. (2011). *Effects of Post-fordist working conditions on work-related flow*. Poster EAWOP 2011. 15<sup>th</sup> European Congress of Work and Organizational Psychology. Maastricht, the Netherlands, May 25-28<sup>th</sup>, 2011.

Raemdonck, I.C.R., Croes, M., Van der Heijden, B.I.J.M., Segers, M.R.S., & Scheeren, J. (2011). *Employability of people working in education. Taking account of individual and work-related characteristics*. EAWOP 2011. 15<sup>th</sup> European Congress of Work and Organizational Psychology. Maastricht, the Netherlands, May 25-28<sup>th</sup>, 2011.

Raemdonck, I., Scheeren, J., Croes, M., Van der Heijden, B., Segers, M., & Jettinghoff, K. (2011). *Employability van onderwijspersoneel. Een onderzoek naar de rol van individuele en werkgerelateerde kenmerken*. Onderwijs Research Dagen 2011 (ORD-2011) met als thema Passie voor Leren, 8-10 Juni, Binnenstad Campus Universiteit Maastricht, Nederland.

De Lange, A.H., & Van der Heijden, B.I.J.M. (2011). Symposium Chairs *Age-related processes and the work motivation of our ageing workforce?* 15<sup>th</sup> European Congress of Work and Organizational Psychology, Maastricht, the Netherlands, 25-28 May 2011.

Wessels, M.M., De Lange, A.H., Van der Heijden, B.I.J.M., Kooij, T.A.M., Jansen, P.G.W., & Dijkers, J.S.E. (2011). *What about time? The effects of age-related factors on work motivation*. EAWOP 2011. 15<sup>th</sup> European Congress of Work and Organizational Psychology. Maastricht, the Netherlands, May 25-28<sup>th</sup>, 2011.

Peeters, M., Van der Heijden, B., & De Graaf, S. (2011). *The relation between employability perceptions and the intention to continue working among older workers*. EAWOP 2011. 15<sup>th</sup> European Congress of Work and Organizational Psychology. Maastricht, the Netherlands, May 25-28<sup>th</sup>, 2011.

Peters, P., Bakker, A., & Van der Heijden, B. (2011). *Teleworkers, happy workers? Effects of telework and work conditions on work-related flow*. Community, Work and Family. IV International Conference, University of Tampere, Finland, 19-21<sup>th</sup> May 2011.

Peters, P., & Van der Heijden, B.I.J.M. (2011). Statement for the International Conference 'The Gendered Impact of Supervisors' Support in the Context of New Forms of Working in the Netherlands.' Work-life: Cross-national conversations context theorizing in work-life research. International Conference Paris, Rouen Business School. May, 17.

Van der Heijden, B.I.J.M. (2011). *Age effects on the employability-career success relationship*. Second Research Meeting on Work Ability & Sustainable Employment. 28 Januari 2011, Utrecht.

Savelsbergh, C., Gevers, J., Van der Heijden, B., & Poell, R. (2011). *Team learning, role stress, and performance in project teams: A multi-level analysis*. University Forum for Human Resource Development (UFHRD). 12<sup>th</sup> International HRD Conference, Gloucestershire, 25-27 May.

## 2010

Wognum, A.A.M., Breukers, A., Wittpoth, M., & Van der Heijden, B.I.J.M. (2010). *Factors affecting ageing workers' employability?* CEDEFOP workshop 'Supporting longer working lives: Guidance and counseling for ageing workers' Thessaloniki, Greece 30 September - 1 October 2010.

Semeijn, J., Van der Heijden, B.I.J.M., & De Beuckelaer, A. (2010). *Personality and career success*. On the occasion of the farewell of Prof. dr. Beatrice I.J.M. van der Heijden. Maastricht School of Management, 24<sup>th</sup> of June.

Ibrahim, M., Rwegasira, K., Van der Heijden, B.I.J.M. (2010). *Which Learner Characteristics' Factors Affect Attrition and Retention in Distance Learning? The Case of the Arab Open University in Saudi Arabia (2010)*. IMDA 19th Annual World Business Congress. Maastricht School of Management: KTO Kartay University, Konya, Turkey, July 21-25<sup>th</sup>.

Waal, A.A., Van der Heijden, B.I.J.M., Meyer, D., & Selvarajah, C. (2010). *Comparing Dutch and British high performing managers*. BAM (British Academy of Management), Management research in a changing climate, 14-16 September, University of Sheffield, Sheffield, UK.

Bozionelos, N., Kostopoulos, K., Van der Heijden, B., van der Heijde, C., Epitropaki, E., Mikkelsen, A., Marzec, A., Scholarios, D., Van der Schoot, E., & Jedrzejowicz, P. (2010). *Mentoring Receipt and Employability: How they Relate to Career Success in the*

*Polish ICT sector.* Academy of Management Meeting 2010. Dare to care: Passion and compassion in management practice & research. Montréal, Canada. Symposium on Cross-Cultural Mentoring: Towards an understanding of international relationships.

Epitropaki, O., Bozionelos, N., Van der Heijden, B., Marzec, I., Scholarios, D., Van der Schoot, E., Jedrzejowicz, P., Knauth, P., Mikkelsen, A., & Van der Heijde, C. (2010). *The mediating role of flow and family-work conflict in the relation between leader-member exchanges (LMX) and career outcomes.* International Conference on Applied Psychology, Melbourne, Australia, 11-16<sup>th</sup> July, 2010.

De Lange, A.H., & Van der Heijden, B.I.J.M. (2010). *A self-regulatory perspective on associations between age attitudes, self-categorization and emotional exhaustion.* International research conference 'Older workers in a sustainable society' – great needs and great potentials. Centre for Senior Policy, Oslo, Thon Hotel Opera, Norway, 9-11<sup>th</sup> of June 2010.

De Lange, A.H., Van der Heijden, B.I.J.M., De Jong, N., Bal, P.M., & Schaufeli, W.B. (2010). Psychological Contract Breach and Work Motivation: The Moderating Role of Time Perspective and Regulatory Focus. 25<sup>th</sup> Annual SIOP Conference, Atlanta GA, USA, 8-10<sup>th</sup> of April.

De Cuyper, N., Van Vuuren, T., Van der Heijden, B., & Alarco, B. (2010). *Perceived employability and engagement among temporary versus permanent workers.* Book of Proceedings 9<sup>th</sup> Conference of the European Academy of Occupational Health Psychology. Pontifical Urbaniana University, Rome, 29-31<sup>st</sup> March 2010, p. 54.

De Lange, A.H., & Van der Heijden, B.I.J.M. (2010). *A self-regulatory perspective on associations between age attitudes, self-categorization and emotional exhaustion.* 9<sup>th</sup> Conference of the European Academy of Occupational Health Psychology. Pontifical Urbaniana University, Rome, 29-31<sup>st</sup> March 2010, p. 37.

Van den Broeck, A., Notelaers, G., Van der Heijden, B.I.J.M., De Lange, A.H., & De Witte, H. (2010). *Hindrances, challenges, and resources at work in relation to psychological well-being: Does age play a significant role?* 9<sup>th</sup> Conference of the European Academy of Occupational Health Psychology. Pontifical Urbaniana University, Rome, 29-31<sup>st</sup> March 2010, p. 35.

Schaufeli, W.B., Torrente, P., Van der Heijden, B.I.J.M., & Hasselhorn, H.M. (2010). *Health and motivation in nurses: A multi-national European study.* Book of Proceedings 9<sup>th</sup> Conference of the European Academy of Occupational Health Psychology. Pontifical Urbaniana University, Rome, 29-31<sup>st</sup> March 2010, p. 273.

De Bono, S.V., & Van der Heijden, B.I.J.M. (2010). *Converging Economic Growth and Human Capital.* FHR Lim A Po Institute for Social Studies 10<sup>th</sup> Anniversary, Paramaribo, Suriname, 9<sup>th</sup> March 2010.

## 2009

De Lange, A.H., Van der Heijden, B.I.J.M., Kooij, D., Demerouti, E., & Jansen, P. (2009). *Role clarity as age-related variable in the longitudinal relation between psychosocial work factors and burnout?* Proceedings of the 6<sup>th</sup> International Conference organized by the Dutch HRM Network 'Capitalizing on Diversity in HRM Research.' November 13-14<sup>th</sup>. Amsterdam: VU University.

De Lange, A.H., Van Yperen, N.W., Van der Heijden, B.I.J.M., & Bal, M. (2009). *The dominant achievement goals of older workers and their relationship with work.* Proceedings of the 6<sup>th</sup> International Conference organized by the Dutch HRM Network 'Capitalizing on Diversity in HRM Research.' November 13-14<sup>th</sup>. Amsterdam: VU University.

Savelsbergh, C.M.J.H., Poell, R.F., Van der Heijden, B.I.J.M., & Storm, P.M. (2009). *Which factors promote team learning in project teams?* 10<sup>th</sup> International Conference on Human Resource Development Research and Practice across Europe, 10-12<sup>th</sup> June 2009, Newcastle Upon Tyne, UK.

De Cuyper, N., Van der Heijden, B.I.J.M., & De Witte, H. (2009). *The contribution of employability to employee and organizational outcomes: A matter of good employment relationships?* 14<sup>th</sup> European Congress of Work and Organizational Psychology. Santiago de Compostella, May 13-16, 2009.

De Lange, A.H., Van der Heijden, B.I.J.M., De Jong, N., Bal, M., & Schaufeli, W.B. (2009). *The moderating role of retirement perspective and regulatory focus in the relations between psychological contract breach and work motivation.* APA Work, Stress, and Health 2009. Global Concerns and Approaches. The 8<sup>th</sup> International Conference on Occupational Stress and Health. November 5-8, San Juan, Puerto Rico.

De Lange, A.H., Van Yperen, N., Van der Heijden, B.I.J.M., & Bal, M. (2009). *Dominant achievement goals of older workers and their relationship with motivation-related outcomes.* 6<sup>th</sup> International Conference of the Dutch HRM Network (Capitalizing on Diversity in HRM Research), 13-14<sup>th</sup> November 2009, VU University, the Netherlands.

Savelsbergh, C.M.J.H., Gevers, J.M.P., Poell, R.F., Van der Heijden, B.I.J.M., & Storm, P.M. (2009). *Multi-level Relationships among Team Learning, Role Stress and Performance in Project Teams.* 13<sup>th</sup> International Workshop on Teamworking IWOT 13, The Dark Sides of Teams. 10-11<sup>th</sup> of September, Tilburg University and TIAS-Nimbas Business School, Tilburg, the Netherlands.

Savelsbergh, C.M.J.H., Gevers, J.M.P., Van der Heijden, B.I.J.M., & Poell, R.F. (2009). *Team Learning, Role Stress, and Performance: A Multi-level Investigation among Dutch*

*Project Teams*. The Fourth Annual INGroup Conference. Colorado Springs, Colorado, USA, July 16-18, 2009.

Evers, A., Kreijns, K., & Van der Heijden, B.I.J.M. (2009). *An organizational perspective on the professional development of teachers*. 10<sup>th</sup> International Conference on Human Resource Development Research and Practice across Europe, 10-12 June, Newcastle, UK.

De Lange, A.H., Van der Heijden, B.I.J.M., Kooij, D., Demerouti, E., & Jansen, P. (2009). *Role clarity as age-related variable in the longitudinal relation between psychosocial work factors and burnout?* 14<sup>th</sup> European Congress of Work and Organizational Psychology. Santiago de Compostella, May 13-16, 2009.

Ibrahim, M., Rwegasira, K., & Van der Heijden, B.I.J.M. (2009). *Institutional factors that affect attrition and retention in distance learning: The case of the Arab Open University at Saudi Arabia*. Eighteenth Annual World Business Congress Proceedings. Tbilisi, Georgia. July 1-5<sup>th</sup> 2009.

Van der Klink, M.R., Boon, J., & Van der Heijden, B.I.J.M. (2009). *The contribution of formal and informal learning to employability*. The 23<sup>rd</sup> ICDE/EADTU World Conference, Maastricht, the Netherlands. Hosted by the Open Universiteit Nederland, 7-10<sup>th</sup> 2009.

Van der Heijden, B.I.J.M. (2009). Can we buffer age-related stereotyping at the workplace? A study into social work environment as a moderator for supervisor-subordinate age dissimilarity effects. *EAWOP Small Group Meeting (SGM)*. Conference 'Distributed leadership and participation in organizations.' University of Technology Dresden, Germany, 12-14 February.

Scholarios, D., & Van der Heijden, B.I.J.M. (2009). *Moderating Age-related Stereotyping in the Workplace: The Effects of Leadership Style and HR Practices*. EAWOP 2009. 14<sup>th</sup> European Congress of Work and Organizational Psychology. Santiago de Compostella, May 13-16, 2009.

Van der Heijden, B.I.J.M., De Lange, Demerouti, E., & Van der Heijde, C.M. (2009). *Age as moderator in the relationship between self- versus supervisor ratings of employability and career success*. 14<sup>th</sup> European Congress of Work and Organizational Psychology. Santiago de Compostella, May 13-16, 2009.

## **2008**

Van der Heijden, B.I.J.M., Scholarios, D., Van der Schoot, E., Bozionelos, N., Epitropaki, O., Jedrzejowicz, P., Knauth, P., Marzec, I., Mikkelsen, A., Van der Heijde, C.M., & the Indic@tor Study Group (2008). *Can we buffer age-related stereotyping in the workplace? A northern European study of the work environment as moderator for*



*supervisor-subordinate age dissimilarity effects in the ICT sector*. IWP Conference (Institute of Work Psychology), 18-20 June 2008. St. Paul's Hotel, Sheffield, UK.

Amelo, M., & Van der Heijden, B.I.J.M. (2008). *The impact of leadership upon employee trust and satisfaction: Outcomes of an empirical study in Suriname*. Seventeenth Annual World Business Congress Proceedings. FHR Lim A. Po School of Management, Paramaribo, Suriname [pp. 65-73]. June 18-22, 2008.

De Lange, A.H., Van der Heijden, B.I.J.M., Kooij, D., & Jansen, P.G.W. (2008). *Age and role clarity in the relations between demands, resources and psychological well-being*. XXIX International Congress of Psychology, 20-25<sup>th</sup> July 2008, Berlin, Germany.

De Lange, A.H., Van Yperen, N.W., Bal, P.M., & Van der Heijden, B.I.J.M. (2008). *The role of time perspective in relations between achievement goals, work engagement and performance of post-retired workers*. XXIX International Congress of Psychology, 20-25<sup>th</sup> July 2008, Berlin, Germany.

Ibrahim, M., Rwegasira, K., & Van der Heijden, B.I.J.M. (2008). *Attrition and Retention in Distance Learning: The Case of the Arab Open University at Saudi Arabia*. Seventeenth Annual World Business Congress Proceedings. FHR Lim A. Po School of Management, Paramaribo, Suriname [pp. 40-46]. June 18-22, 2008.

Van der Heijden, B.I.J.M. (2008). *Towards a model of employability enhancement*. BABES: Business Administration and Business Economics Seminar. Heerlen: Open University of the Netherlands, 17<sup>th</sup> of April 2008.

Van der Heijden, B.I.J.M., & Bakker, A.A. (2008). *Towards a model of employability enhancement*. EAWOP (European Association of Work and Organizational Psychology). Small Group Meeting. Empowering Careers' Research in Europe: New Dialogue, Concepts and Studies. Amsterdam: Amsterdam Center for Career Research (ACCR), VU University Amsterdam, 12-14 March 2008.

Van der Heijden, B.I.J.M., & Bakker, A.A. (2008). *Towards a model of employability enhancement*. Partners' Conference 2008. Maastricht: Maastricht School of Management, 30 June - 1st July, 2008.

Van der Heijden, B.I.J.M., Boon, J., Van der Klink, M., & Meijs, E. (2008). *Does (in)formal learning enhance employability?* Academy of Human Resource Development. International Research Conference 2008, Panama City, Florida, USA, February 20 - February 24, 2008.

Van der Heijden, B.I.J.M., Demerouti, E., & Bakker, A.B. (2008). *Work-home interference among nurses: reciprocal relationships with job demands and health*. WOQUAL (Work Quality) International Seminar and Steering Committee. Ecole de Santé Publique, Université Catholique de Louvain, Brussels, Belgium.

Van der Heijden, B.I.J.M., Demerouti, E., & Bakker, A.B. (2008). *Work-home interference among nurses: reciprocal relationships with job demands and health*. Guest lecture at the University of Ghent Belgium, Bachelor and Master Students of the Faculty of Psychology and Pedagogical Sciences.

Van der Heijden, B.I.J.M., De Lange, Demerouti, E., & Van der Heijde, C.M. (2008). *Age as moderator in the relationship between self- versus supervisor ratings of employability and career success*. CEDEFOP workshop 'Working at old age' Tessaloniki, Greece September 2008.

Van der Heijden, B.I.J.M., Van der Schoot, E., Kümmerling, A., Van Dam, K., Estryn-Béhar, M., & the Next Study Group scientifically coordinated by Hans-Martin Hasselhorn (2008). *Social work environment and premature departure from the nursing profession. A cross-cultural comparison on the impact of supervisory and close colleagues' support upon job satisfaction, and intent to leave*. WAOP (Werkgemeenschap Arbeids- en Organisationspsychologie) Conference 2008. 21st November, Heerlen : Open Universiteit Nederland.

Germain, M.L., Van der Heijden, B.I.J.M., & Xie, J. (2008). *A cross-cultural validation of a psychometric measure of managerial expertise in China, the Netherlands, France, and the United States*. Academy of Human Resource Development. International Research Conference 2008, Panama City, Florida, USA, February 20 – February 24, 2008.

## **2007**

Accepted two symposia for the 2007 EAWOP (European Association of Work and Organizational Psychology) in Stockholm Sweden:

Symposium A. Aging and Work in the 21st Century by Annet H. De Lange, Beatrice I.J.M. van der Heijden & Aslaug Mikkelsen.

Symposium B. Aging and Work in the 21st Century by Beatrice I.J.M. van der Heijden, Annet H. De Lange & Aslaug Mikkelsen.

Van der Heijden, B.I.J.M., Mikkelsen, A., & De Lange, A.H. (2007). *What about the employability and career success of different age groups? Effects of Age-related HRM Policy*. The XIIIth European Congress of Work and Organizational Psychology. Sustainable Work: Promoting Human and Organizational Vitality. Stockholm, Sweden, May 9-12, 2007.

Van Dam, K., Van der Vorst, J.D.M., & Van der Heijden, B.I.J.M. (2007). *Employees' intentions to retire early: A case of planned behavior and anticipated work conditions*. The XIIIth European Congress of Work and Organizational Psychology. Sustainable Work: Promoting Human and Organizational Vitality. Stockholm, Sweden, May 9-12, 2007.

Nauta, A., Van der Heijden, B.I.J.M., Van Vianen, A., Preenen, P., & Van Dam, K. (2007). *The impact of job type on relationships between age and the motivation and obligation to change jobs*. The XIIIth European Congress of Work and Organizational Psychology. Sustainable Work: Promoting Human and Organizational Vitality. Stockholm, Sweden, May 9-12, 2007.

Camerino, D., Conway, P., & Van der Heijden, B.I.J.M. (2007). *Longitudinal relations between work-related problems, work ability and retention of ageing nurses*. The XIIIth European Congress of Work and Organizational Psychology. Sustainable Work: Promoting Human and Organizational Vitality. Stockholm, Sweden, May 9-12, 2007.

Van der Heijde, C.M., & Van der Heijden, B.I.J.M., & the [Indic@tor](#) Study Group (2007). *The effects of training on employability and career success for different age groups*. The XIIIth European Congress of Work and Organizational Psychology. Sustainable Work: Promoting Human and Organizational Vitality. Stockholm, Sweden, May 9-12, 2007.

Van der Schoot, E., Van der Heijden, B.I.J.M., Scholarios, D., Bozionelos, N., Epitropaki, O., Jedrzejowicz, P., Knauth, P., Marzec, I., Mikkelsen, A., Van der Heijde, C.M., & the [Indic@tor](#) Study group (2007). *Employability Management Needs Analysis within the ICT sector in Europe*. EAWOP Small Group Meeting on 'Ageing at Work'. January 18th-20th, 2007. Tilburg University, the Netherlands.

Savelsbergh, C.M.J.H., Poell, R.F., & Van der Heijden, B.I.J.M. (2007). *"The good, the bad and the ugly": How important is the influence of team learning behavior on team performance anyway?* International Conference of the Dutch HRM Network, 9-10<sup>th</sup> November 2007, Tilburg University, the Netherlands.

Ibrahim, N.M., Van der Heijden, B.I.J.M., Wahba, K., & Shaker, M. (2007). *Capturing behavioural indicators for the Multiple-Jobs Competency Model of Egyptian diplomats*. Eight International Conference on HRD Research and Practice across Europe, 27<sup>th</sup> – 29<sup>th</sup> June, 2007, Oxford, UK.

De Bono, S.V., & Van der Heijden, B.I.J.M. (2007). *Converging Economic Growth and Human Capital*. Partners' Conference 'Business Education and Research: Globalization versus Localization, July 3-4<sup>th</sup>, Maastricht School of Management, the Netherlands.

Megahed, N., Wahba, K., Van der Heijden, B.I.J.M., & Shaker, M. (2007). *Capturing behavioral indicators for the multiple-jobs competency model of Egyptian diplomats*. IMDA 16th Annual World Business Congress. Maastricht School of Management: Maastricht, the Netherlands.

Savelsbergh, C.M.J.H., Van der Heijden, B.I.J.M., & Poell, R.F. (2007). *Explaining Differences in Team Performance. Does team learning behavior matter?* AHRD

Conference 'Globalisation versus glocalisation: Implications for HRD? Oxford, UK, 27-29<sup>th</sup> of June, 2006.

Savelsbergh, C.M.J.H., Van der Heijden, B.I.J.M., & Poell, R.F. (2007). *"The good, the bad and the ugly": Which factors are main predictors of team performance?*, 2007 INGRoup conference (Interdisciplinary Network for Group Research). July 12-14, Lansing, Michigan, USA.

Truong, Q., & Van der Heijden, B.I.J.M. (2007). *Global integration and human resource management in Vietnam*. IMDA 16th Annual World Business Congress. Maastricht School of Management: Maastricht, the Netherlands.

Van Dam, K., Van der Vorst, J., & Van der Heijden, B.I.J.M. (2007). *Explaining early retirement intentions from work and non-work factors*. 22nd Annual Conference of the Society for Industrial and Organizational Psychology. April 27-29, 2007, New York, USA.

Van der Heijden, B.I.J.M., Van Dam, K., Hasselhorn, H.M., & the NEXT Study Group (2007). *Occupational turnover: Understanding nurses' intent to leave the nursing profession*. 22nd Annual Conference of the Society for Industrial and Organizational Psychology. April 27-29, 2007, New York, USA.

Van der Heijden, B.I.J.M., Boon, J., Van der Klink, M., & Meijs, E. (2007). *Does (informal) learning enhance employability?* ORD (Onderwijs Researchdagen). 6-8 Juni, Groningen: GION.

Van der Klink, M., Boon, J., Van der Heijden, B.I.J.M., & Meijs, E. (2007). *Maakt het uit waar je werkt hoeveel je leert? Leren en employability van medewerkers bij universiteiten: een onderzoek naar wetenschappelijk en ondersteunend of beheerspersoneel* [Does it matter where you work? Learning and employability of university staff: a study into academic and support staff]. *SFOKLES congres*.

Van der Heijde, C.M., Van der Heijden, B.I.J.M., & Looise J.C. & The [Indic@tor](#) Study Group (2007). *Age distribution and employability: Comparing self-ratings and supervisor ratings*. 5<sup>th</sup> International Conference of the Dutch HRM Network, 9-10<sup>th</sup> November 2007, Tilburg University, the Netherlands.

## 2006

Van der Heijde, C.M., & Van der Heijden, B.I.J.M. (2006). *Age management in the ICT sector. Results from a sample of European SMEs on organizational practices' contribution to employability and career success of ICT professionals*. AHRD 2006 International Conference, February 22-26, 2006, Columbus, Ohio, USA.

Van der Heijde, C.M., & Van der Heijden, B.I.J.M. (2006). *Impact of differences in learning experiences upon ICT professionals' employability and career outcomes*. III International Forum Criteos 2006. Conference Proceedings, pp. 26. New Challenges on Work, Health and Effectiveness Research. November 23-25, Lisbon, Portugal.

Van der Heijde, C.M., & Van der Heijden, B.I.J.M. (2006). *The role of mobility for career development among ICT professionals in European SMEs*. EARLI SIG (European Association for Research on Learning and Instruction). Professional Learning and Development Conference. Life-long learning of professionals: exploring implications of a transitional labour market [pp. 47-48]. October 11-13, 2006. Heerlen: Open University of the Netherlands.

Van der Heijden, B.I.J.M. (2006). *"No one has ever promised you a rose garden"*. Noorderlinkdagen 2006, Thema 'Arbeidsmarkt in beweging'. Groningen, the Netherlands. 14-15 September.

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- Zuthpens Beraad 2. Diner Pensant Ministerie van Sociale Zaken en Werkgelegenheid/Schouten en Nelissen. Rijswijk: Restaurant Savarin, 4 April 2012.
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- Bijdrage Slotmodule ROI Den Haag in samenwerking met Erasmus Universiteit Rotterdam 'SHRM en Employability' Advanced Models in SHRM, 22 Juni 2011, Den Haag.
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- Leeratelier Employability Philips Eindhoven, 1st of November 2010 by Beatrice van der Heijden, Aukje Nauta & Christel van de Ven.
- Diner Pensant Duurzame inzetbaarheid Expertisecentrum LEEftijd/Universiteit Utrecht. Stadskasteel Oudaen, 12 Juli 2010.
- Van der Heijden, B.I.J.M. (2010). Employability en de praktische toepasbaarheid in organisaties. Symposium 'Scoren met werkinzetbaarheid'. Hogeschool Zuyd. Duurzaam Doorwerken. Sittard, Fortuna Stadion, 29 Juni.
- Slotbijeenkomst Leeftijdsbewust beleid. Panelgesprek tussen Jaap Smit (voorzitter CNV), Rob Slagmolen (Secretaris Arbeidsmarkt bij VNO-NCW en MKB-Nederland), Jolanda Wissink (Directeur HRM Mourik Services B.V.), en Beatrice van der Heijden (Radboud Universiteit Nijmegen). Ministerie van Sociale Zaken en Werkgelegenheid. Den Haag, 2 Juni 2010.
- Guest lecture Florida International University, Miami, USA, Adult Education and Human Resource Development, 'Age effects on the employability-career success relationship', 2<sup>nd</sup> of April 2010.
- Bijdrage in collegereeks 'Tussen seniorentijd en senioriteit'. Sectie Arbeid en Organisatie NIP (Nederlands Instituut van Psychologen). Employability en loopbaansuccess gedurende de levensloop. 22 Januari, Rosarium, Amsterdam.

- Masterclass Employability. Mobiliteitsorganisatie De Werkmaatschappij Ministerie van Binnenlandse Zaken en Koninkrijksrelaties. 16 April, 28 Mei, 29 Mei, 5 November 2009.
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- Dagvoorzitter Seminar 'De praktijk van (reverse) supply chain management in het kader van de oraties van Prof. Dr. Janjaap Semeijn en Prof. Dr. Harold Krikke, 17 April 2009. Open Universiteit Heerlen.
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- Televisie-opnamen voor RTL-Z (Studio E&W). Discussie over de stelling: Nieuwe ontwikkelingen in Management is Herhaling van Zetten. 9 Maart 2008, Baarn.
- Invest in the Future. Maastricht School of Management Prahalad Event and Partnering with Africa, May 20-21, 2008. Maastricht, the Netherlands: Maastricht School of Management.
- Van der Heijden, B.I.J.M. (2008). "No one has ever promised you a rose garden". Lokaal Overleg Open Universiteit Nederland, 23 Oktober.
- Chair Symposium 'Where International Entrepreneurship and Innovation meet: A culture of life long learning? Minisymposium: The Roundabout of European/international Entrepreneurship, Innovation and Culture at the Open University of the Netherlands, Heerlen, 31 October, 2008 followed by the Inaugural lecture by Prof. dr. Jan Ulijn.
- Terugkomdag LPM Coaches (LoopbaanPotentieelMeting) 7 November 2008. Lezing 'No one has ever promised you a rose garden'. Nijmegen.
- Bijeenkomst Klankbordgroep HRM Grote Bedrijven bij de ANWB. 30<sup>th</sup> of March 2007. Presentation "Het bewaken van 'Lifelong Employability' van ICT-professionals.
- Leeftijdsbewustpersoneelbeleid. Lezing: 'No one has ever promised you a rose garden'. VSNU bijeenkomst te Heerlen: Open Universiteit Nederland. 15 Juni 2007.
- College 'Loopbaanontwikkeling en employability' in de Collegereeks Talent management. Focus Conferences BV. Breukelen: Universiteit Nyenrode, 19 Juni 2007.

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- Expertmeeting NSvP en de Stichting Gezond Werk en Economisch Welzijn over kwaliteit van de arbeid en arbeidsmotivatie van professionals in de ouderenzorg. 27 Januari 2006. Utrecht.
- Masterclass Integrale visie op loopbaanontwikkeling, leeftijdsstereotypering en employability. 27 April 2006, Zaltbommel. Schouten & Nelissen University.
- Dagvoorzitter symposium "24 uur van Maastricht": HRM en FM (Facility Management): Kansrijk kiezen. 20/21 April 2006. Maastricht: Maastricht School of Management.
- BABES: Business Administration and Business Economics Seminar. Presentation entitled 'Indic@tor, a cross-cultural study on the measurement and enhancement of employability. A retrospective study among ICT professionals in Europe. Heerlen: Open University of the Netherlands, 1<sup>st</sup> February 2005.
- Lezing 'Attitudeverandering ten aanzien van de oudere werknemer is nodig! Naar een stimulerend leeftijdsbewust personeelsbeleid'. Congres "Vergrijzing & Ontgroening" De toenemende noodzaak van een leeftijdsbewust personeelsbeleid. RPMS. Management Informatie. Amsterdam, Mercure Hotel 17 Februari 2005.
- HRM Department Research Meeting. Presentation 'Employability enhancement of business graduates in China. Reacting upon challenges of globalization and labor market demands by Zhiwen Guo and Beatrice van der Heijden. Enschede: University of Twente, 15 Maart 2005.
- Van der Heijden, B.I.J.M. (2005). Ouder worden en het bewaken van de inzetbaarheid. Tenminste houdbaar tot ..... Leeftijdsbewust personeelsbeleid; oplossing voor ontgroening en vergrijzing? Themadag P&O. Wegener, 14 April 2005.
- Van der Heijden, B.I.J.M., & Van der Schoot, E. (2005). Working conditions and intent to leave nursing in the Netherlands. Improving labour conditions in the nursing sector: The impact of individual career initiatives and Human Resource Management. Promouvoir des conditions de travail attrayantes pour les infirmières. Propositions aux managers et aux décideurs politiques. Bevorderen van aantrekkelijke werkomstandigheden voor verplegend personeel. Adviezen voor managers en beleidsmakers [Stimulating attractive job conditions for nursing staff. Advices for managers and policy makers]. National Symposium NEXT-study, Catholic University of Leuven, Belgium, 22 April 2005.
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- Van der Heijden, B.I.J.M. (2005). Presentation “Factors Impacting Employability and Career Success for European ICT professionals. [Indic@tor](#) Policy Workshop. In the Framework of “Information Society Link” Initiative. Themes: Employability of ICT-professionals, e-Skills and The Labour Market in the New Economy. European Commission, Hotel Leopold Brussels, Belgium, 26<sup>th</sup> of April.
  - Van der Heijden, B.I.J.M. (2005). Presentation of the NEXT results in the Netherlands – Study and Findings (overview). International NEXT Conference Preliminary Programme. Brussels, 22-23 June 2005.
  - AWWN Jaarcongres ‘Vernieuwd! Nu nog beter!’ Sociale innovatie als groeikans. Amsterdam ArenA, 31 Augustus 2005.
  - Lezing ‘Attitudeverandering ten aanzien van de oudere werknemer is nodig! Naar een stimulerend leeftijdsbewust personeelsbeleid’. Congres “Vergrijzing & Ontgroening” De toenemende noodzaak van een leeftijdsbewust personeelsbeleid. RPMS. Management Informatie. Amsterdam, Novotel, 20 September 2005.
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  - Wetenschapsdag NVP-OUNL (Nederlandse Vereniging voor Personeelbeleid-Open Universiteit Nederland), 30 September 2005 te Heerlen. Thema: Professionalisering: samenspel, wetenschap en beroepsgroep.
  - AWWN Expertmeeting on Age Management. Sheraton Hotel, Schiphol Airport, Amsterdam. November 7th, 2005.
  - Lezing ‘Strategieën voor het bewaken van de inzetbaarheid gedurende de loopbaan’. Plenaire conferentie van de Sociaal-Wetenschappelijke Raad/Koninklijke Academie van Wetenschappen. 13/14 Februari 2004, Leusden.
  - Lezing ‘Attitudeverandering ten aanzien van de oudere werknemer is nodig! Naar een stimulerend leeftijdsbewust personeelsbeleid’. Congres “Vergrijzing & Ontgroening” De toenemende noodzaak van een leeftijdsbewust personeelsbeleid. RPMS. Management Informatie. Amsterdam, Mercure Hotel 12 Oktober 2004.
  - Measuring the Information Society. STILE-European Conference, Brussels, 30 September - 1 October 2004. Representing the [EU-Indic@tor](#) project as the scientific coordinator. Brussels: International Trade Union House.
  - Presentatie ‘Competentie-management. Het bewaken van de individuele inzetbaarheid van de ouder wordende medewerker.’ Kennisnetwerk Grote Bedrijven. Utrecht Nederlandse Spoorwegen. 25 Maart 2003.
  - Colloquium Arbeids- en Organisationspsychologie Universiteit van Tilburg. ‘The relationship between career mobility and occupational expertise. A retrospective study among higher level Dutch professionals in three age groups.’ 10 April 2003.
  - Expertmeeting ‘Age management at the workplace’. 3<sup>rd</sup> Transnational Expert-Seminar for EU-project ProAge – Facing the challenge of demographic change, 8<sup>th</sup> of May 2003, the Hague AWWN (Employers’ Association), the Netherlands.

- International Workshop of the SALTSA research project NEXT (Nurses Early Exit) (Statistical coordination of the project and presentation of methodological plans). Collegium Medicum of Jagiellonian University in Krakow, Poland, 14<sup>th</sup>-17<sup>th</sup> of May 2003.
- Gastcollege 'Strategieën voor een optimale inzetbaarheid een loopbaan lang'. Erasmus Universiteit Rotterdam, Faculteit Psychologie, 24 Juni 2003.
- 'Aspasia ... en hoe nu verder?' Nederlandse Organisatie voor Wetenschappelijk Onderzoek (NWO), 18 September 2003 Utrecht.
- "ProAge – Meeting the challenge of demographic change". Closing Conference, 25 September 2003. Haus der Deutschen Wirtschaft, Berlin. EU-expert meeting, Invited by AWWN, the Netherlands.
- Van der Heijden, B.I.J.M. (2003). *Interview met Taskforce Ouderen en Arbeid over gezondheid en arbeid van de oudere werknemer*. TNO Arbeid, telefonisch interview, 22 April 2003.
- Lezing 'Strategieën voor een optimale inzetbaarheid een loopbaan lang'. Bijeenkomst: Employability in relatie tot ouder worden' van de Werkgroep Mobiliteit Drenthe. 29 Oktober 2003, Assen.
- Informatieve workshop 'Competenties managen: het hoe en waarom.' Drs. Loes C.M. Hovens & Dr. Beate I.J.M. van der Heijden. [St@r](#) Associates, Nijmegen, 24 juni 2002.
- Bijeenkomst Contactgroep Personeelsmanagers. Lezing 'Competentiemanagement.' Donderdag 27 juni 2002. Hengelo: Norit N.V.
- Ontbijtseminar SHL-NL 'Poppen of verzuipen.' Lezing 'Competentiemanagement. Het bewaken van de individuele employability door management en medewerker.' 13 September 2002.
- Studiemiddag 'Omgaan met competenties van oudere werknemers.' Inleiding: 'Strategieën voor een optimale inzetbaarheid een loopbaan lang.' Kasteel De Essenburgh, 17 Oktober, 2002.
- Van der Heijden, B.I.J.M. (2002). *Interview met Taskforce Ouderen en Arbeid over de problematiek van de oudere werknemer*. Den Bosch, 1 juli.
- Meeting Expertpanel Marktonderzoek Investors in People. Ministerie van Economische Zaken. Den Haag, 22 Oktober 2002.
- Workshop Methodologie. Enschede, Universiteit Twente, de Drienerburght, 31 Januari 2001.
- Avondpresentatie 'Gaaf het leven van jonge vrouwen over rozen of zitten er soms doornen aan?' Hengelose Vrouwenraad, 25 April 2001.
- Workshop of the SALTSA research project NEXT (Nurses Early Exit) (Statistical coordination of the project and presentation of methodological plans). Bergische Universität Gesamthochschule Wuppertal, Germany, 10 and 11<sup>th</sup> May 2001.
- Meeting ASPASIA-project (employability among IT-professionals) in Rome, Italy, 11-14 October 2001.
- Lezing 'De leerwaarde van de functie.' DSW Stadspark ontvangt de Commerciele Club Groningen voor een bedrijfsbezoek, 18 October 2001.

- Congres 'Human Capital in ICT. Taken, functies, competenties en salarissen.' Voordracht m.b.t. onderzoek 'Employability enhancement among IT-professionals.' Golden Tulip Figi Zeist, 8 November 2001.
- Expertmeeting ten aanzien van 'arbeidsdeelname ouderen; scholing en functiedifferentiatie en taakaanpassing.' Ministerie van Onderwijs, Cultuur en Wetenschappen, Zoetermeer, 8 November 2001.
- Expertmeeting thema 'De productie van Human Capital en depositie op de arbeidsmarkt.' Enschede: Universiteit Twente. 29 november 2001.
- Expertmeeting Grafimedia industrie 2005. Koninklijk Verbond van Ondernemingen. Maarsen, 16 Oktober 2001.
- Expert-meeting NIZW 'Levensfasebewust personeelsbeleid in de zorg.' Utrecht, 11 Februari 2000.
- Voordracht 'Ouder worden en bewaken van deskundigheid in loopbanen.' HRM-adviseurs Syntens, voormalig IMK. Veenendaal, 15 Februari 2000.
- Cursus 'Loopbaanontwikkeling voor vrouwen in de media.' Utrecht, 16 Februari 2000.
- Lezing over emancipatie in de wetenschap tijdens 'Het ontbijt met de rector' in het kader van de Internationale vrouwendag op 8 Maart 2000.
- Expertmeeting 'Kennismanagement' ten behoeve van het themanummer van het Tijdschrift CarrièreMakerMagazine. Utrecht, 31 Maart 2000.
- Inleider 'Symposium Competentie-ontwikkeling' op DIDACTA; Vakbeurs voor bedrijfsopleidingen, trainingen en cursussen. Jaarbeurs Utrecht, 11 en 12 April 2000.
- Lustrumconferentie MSNP Technische projektrealisatie en advisering. 'Invloed van ICT op de organisatie.' 21 Juni 2000.
- Bijeenkomst commissie leeftijdsbewust personeelsbeleid COKZ Leusden. Inleiding: 'Leeftijdsbewust personeelsbeleid in het MKB.' Leusden, 17 Augustus 2000.
- Workshop-inleidster thema: 'Van negatief naar positief: 40-plussers in beeld.' Conferentie 'Een plus voor 40-plussers. Op weg naar een Nationaal Stimuleringsprogramma.' Platform Leeftijd en Arbeid Nederland. Den Haag, 13 September 2000.
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