

## **Hannes Zacher**

*Professor of Work and Organizational Psychology*

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### **Education**

- Ph.D.                      Justus-Liebig-University Giessen (Germany), July 2009  
(Doctor philosophiae; Work and Organizational Psychology)
- Diploma                      Technical University of Braunschweig (Germany), October 2006  
(Diplom Psychologie; equivalent to M.Sc. in Psychology)
- Pre-Diploma                      Technical University of Braunschweig (Germany), October 2002  
(Vordiplom Psychologie; equivalent to B.Sc. in Psychology)

### **Employment History**

- 10/2016 – present      Full Professor with Tenure  
Chair for Work and Organizational Psychology  
Institute of Psychology – Wilhelm Wundt  
Leipzig University (Germany)
- 01/2016 – 09/2016      Full Professor with Tenure  
School of Management  
Queensland University of Technology (Australia)
- 01/2014 – 12/2015      Associate Professor with Tenure  
Department of Psychology  
University of Groningen (Netherlands)
- 07/2010 – 12/2013      Lecturer (equivalent to Assistant Professor)  
School of Psychology  
University of Queensland (Australia)
- 05/2010 – 06/2010      Guest Lecturer  
Work and Organizational Psychology  
Technical University of Kaiserslautern (Germany)
- 04/2009 – 04/2010      Postdoctoral Research Fellow  
Jacobs Center on Lifelong Learning and Institutional Development  
Jacobs University Bremen (Germany)

## **Awards and Honorary Fellowships**

- Associate Investigator at the Australian Research Council (ARC) Centre of Excellence in Population Ageing Research (CEPAR) (2017-present)
- Research Fellow, Work and Ageing Research Network (WARN) at the Research School of Management, ANU College of Business & Economics, Australian National University (2016-present)
- Member of the Scientist Network of the Work Science Center at Georgia Tech College of Sciences (2016-present)
- Fellowship from the Netherlands Institute for Advanced Study in the Humanities and Social Sciences (2016)
- Adjunct Professor at the School of Management, Queensland University of Technology, Australia (2016-2018)
- Honorary Associate Professor at the School of Psychology, University of Queensland, Australia (2014-present)
- Member of the Society for Organisational Behaviour in Australia (2013)
- Research Fellow and Research Network Member at the Sloan Center on Aging & Work at Boston College, USA (2012-present)
- Discovery Early Career Researcher Award from the Australian Research Council (2012-2013)
- Adjunct Researcher at the Research Center for Innovation and Strategic Human Resource Management at Jiangxi University of Finance and Economics, China (2010-present)

## **Editorial Positions**

### Associate Editor

- *German Journal of Human Resource Management* (2021-present)
- *Journal of Occupational and Organizational Psychology* (2016-2019)
- *Encyclopedia of Geropsychology* (2014-2015)

### Guest Editor

- *Work, Aging and Retirement* (2015-2019; Three special issues on “Work, Aging, and Retirement in Australia,” “Successful Aging at Work: Empirical and Methodological Advancements”, and “The Multitude of Age Constructs in the Workplace”)
- *Journal of Vocational Behavior* (2017-2019; Two special issues on “Vocational Behavior of Refugees” and “Recent Empirical Developments in Career Construction Theory”)
- *Frontiers in Psychology* (2017; Special issue on “Advances in Research on Age in the Workplace and Retirement”)

### Editorial Board Memberships

- *Journal of Occupational Health Psychology* (2014-present)
- *Group & Organization Management* (2014-present)
- *Work, Aging and Retirement* (2014-present)
- *Journal of Vocational Behavior* (2015-present)
- *German Journal of Human Resource Management* (2017-present)

- *International Journal of Selection and Assessment* (2017-present)
- *The Leadership Quarterly* (2018-present)
- *Journal of Occupational and Organizational Psychology* (2019-present)
- *SIOP Organizational Frontiers Series* (2019-2023)
- *Personnel Psychology* (2021-present)

## **Publications**

(Note: undergraduate and graduate student co-authors are underlined>

Total citations as of 28 June 2021: Web of Science 4,337 (*h*-index = 37);  
Google Scholar 11,043 (*h*-index = 62, *i10*-index = 133)

ORCID: <http://orcid.org/0000-0001-6336-2947>

ResearcherID: <http://www.researcherid.com/rid/X-1659-2018>

## **Books**

1. **Zacher, H.** & Rudolph, C. W. (Eds., forthcoming in 2022). *Age and work: Advances in theory, methods, and practice*. SIOP Organizational Frontiers Series.
2. Baltes, B. B., Rudolph, C. W., & **Zacher, H.** (Eds., 2019). *Work across the lifespan*. London, United Kingdom: Academic Press. (664 pages, ISBN: 978-0-12-812756-8, <https://www.elsevier.com/books/work-across-the-lifespan/baltes/978-0-12-812756-8>)
3. Rudolph, C. W., **Zacher, H.**, Scheibe, S. (Eds., 2018). *Advances in research on age in the workplace and retirement*. Lausanne, Switzerland: Frontiers Media. doi:[10.3389/978-2-88945-393-1](https://doi.org/10.3389/978-2-88945-393-1)
4. **Zacher, H.** (2014). *Patient safety: A psychological perspective*. Berlin, Germany: De Gruyter. (140 pages, ISBN: 978-3-11-028192-7, <http://www.degruyter.com/view/product/181969>)

## **Book Chapters**

1. Rudolph, C. W. & **Zacher, H.** (in press). Research on age and work has come of age. In Zacher, H. & Rudolph, C. W. (Eds., 2022), *Age and work: Advances in theory, methods, and practice*. SIOP Organizational Frontiers Series.
2. Rosing, K. & **Zacher, H.** (in press). Integration of paradoxical age-related actions at work. In Zacher, H. & Rudolph, C. W. (Eds., 2022), *Age and work: Advances in theory, methods, and practice*. SIOP Organizational Frontiers Series.
3. **Zacher, H.** & Rudolph, C. W. (in press). Managing aging and age-diverse workforces. In E. F. Fideler (Ed.), *The Rowman & Littlefield handbook on aging and work* (pp. xx-xx). New

York: Rowman & Littlefield.

4. Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (2021). Handling time in contemporary occupational stress and well-being research: Considerations, examples, and recommendations. In P. D. Harms, P. L. Perrewé, & C.-H. Chang, & (Eds.), *Research in occupational stress and well-being* (Vol. 19, pp. 105-135). Bingley, UK: Emerald.
5. Griep, Y. & **Zacher, H.** (2021). Temporal dynamics in organizational psychology. *Oxford Research Encyclopedia of Psychology*. doi:[10.1093/acrefore/9780190236557.013.32](https://doi.org/10.1093/acrefore/9780190236557.013.32)
6. **Zacher, H.** (2021). Wellbeing and age in organisational life. In T. Wall, C. Cooper, & P. Brough (Eds.), *The SAGE handbook of organisational wellbeing* (pp. 41-55). London, United Kingdom: Sage.
7. Mensmann, M. & **Zacher, H.** (2021). Entrepreneurship across the lifespan. In M. M. Gielnik, M. S Cardon, & M. Frese (Eds.), *The psychology of entrepreneurship: New perspectives* (pp. 305-322). Routledge.
8. **Zacher, H.** (2021). Affective consequences of proactivity. In K. Z. Peng & C.-H. Wu (Eds.), *Emotion and proactivity at work: Prospects and dialogues* (pp. 285-312). Bristol, UK: Bristol University Press.
9. Marcus, J., Rudolph, C. W., **Zacher, H.** (2020). An ecological systems framework on work and aging. In D. L. Stone, J. H. Dulebohn, & K. M. Lukaszewski (Eds.), *Diversity and inclusion in organizations* (pp. 193-222). Charlotte, NC: Information Age Publishing.
10. Rudolph, C. W. & **Zacher, H.** (2020). Managing employees across the lifespan. In B. J. Hoffman, M. K. Shoss, & L. A. Wegman (Eds.), *The Cambridge handbook of the changing nature of work* (pp. 425-445). Cambridge, United Kingdom: Cambridge University Press.
11. **Zacher, H.** & Rudolph, C. W. (2020). How a dynamic way of thinking can challenge existing knowledge in organizational behavior. In Y. Griep & S. D. Hansen (Eds.), *Handbook on the temporal dynamics of organizational behavior* (Vol. 1, pp. 8-25). Cheltenham, UK: Edward Elgar. doi:[10.4337/9781788974387.00009](https://doi.org/10.4337/9781788974387.00009)
12. **Zacher, H.** (2020). Career development of refugees. In J. A. Athanasou & H. N. Perera (Eds.), *International handbook of career guidance* (pp. 359-384). Cham, Switzerland: Springer.
13. **Zacher, H.**, Mensmann, M., & Gielnik, M. M. (2019). Ageing and entrepreneurship: A psychological perspective. In M. Backman, C. Karlsson, & O. Kekezi (Eds.), *Handbook on entrepreneurship and aging* (pp. 228-245). Cheltenham, UK: Edward Elgar.
14. Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (2019). Career counseling for middle-aged and older adults. In J. G. Maree (Ed.), *Handbook of innovative career counselling* (pp. 307-331). New York: Springer.

15. **Zacher, H.**, Rudolph, C. W., & **Rauvola, R. S.** (2019). Career counseling to manage the transition to bridge employment and retirement. In J. G. Maree (Ed.), *Handbook of innovative career counselling* (pp. 173-192). New York: Springer.
16. **Zacher, H.** & Kunzmann, U. (2019). Wisdom in the workplace. In R. J. Sternberg, H. C. Nusbaum, & J. Glück (Eds.), *Applying wisdom to contemporary world problems* (pp. 255-292). Cham, Switzerland: Palgrave Macmillan.
17. **Zacher, H.**, Rudolph, C. W., & Baltes, B. B. (2019). An invitation to lifespan thinking. In B. B. Baltes, C. W. Rudolph, & Zacher, H. (Eds.). *Work across the lifespan* (pp. 1-14). New York: Academic Press.
18. Rudolph, C. W., **Zacher, H.**, & Baltes, B. B. (2019). Looking forward: A new agenda for studying work across the lifespan. In B. B. Baltes, C. W. Rudolph, & Zacher, H. (Eds.). *Work across the lifespan* (pp. 605-623). New York: Academic Press.
19. Rudolph, C. W., Marcus, J., & **Zacher, H.** (2018). Global issues in work and aging. In K. S. Shultz & G. A. Adams (Eds.), *Aging and work in the 21<sup>st</sup> century* (2<sup>nd</sup> ed., pp. 292-324). New York: Routledge.
20. **Bohlmann, C.** & **Zacher, H.** (2018). Supporting employees with caregiving responsibilities. In R. Burke & A. Richardsen (Eds.), *Creating psychologically healthy workplaces* (pp. 431-451). Cheltenham, UK: Edward Elgar.
21. **Zacher, H.** (2018). Action regulation theory. In D. S. Dunn (Ed.), *Oxford bibliographies in psychology*. New York: Oxford University Press.
22. **Zacher, H.** & Bissing-Olson, M. J. (2018). Between- and within-person variability in employee pro-environmental behaviour. In V. K. Wells, D. Gregory-Smith, & D. Manika (Eds.), *Research handbook on employee pro-environmental behaviour* (pp. 128-147). Cheltenham, UK: Edward Elgar.
23. **Zacher, H.** (2018). Berufliche Veränderungen: Wenn Erwerbstätige sich neu orientieren [Occupational changes: When workers reorient themselves]. In S. Kauffeld & D. Spurk (Eds.), *Handbuch Laufbahnmanagement und Karriereplanung*. Berlin, Germany: Springer. doi:[10.1007/978-3-662-45855-6\\_14-1](https://doi.org/10.1007/978-3-662-45855-6_14-1)
24. **Zacher, H.** (2018). Organizations. In M. H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development* (pp. 1556-1558). Thousand Oaks, CA: Sage. doi:[10.4135/9781506307633.n582](https://doi.org/10.4135/9781506307633.n582)
25. **Zacher, H.** (2018). Leadership. In M. H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development* (pp. 1255-1257). Thousand Oaks, CA: Sage. doi:[10.4135/9781506307633.n472](https://doi.org/10.4135/9781506307633.n472)
26. **Zacher, H.** & Staudinger, U. M. (2018). Wisdom and well-being. In E. Diener, S. Oishi, & L. Tay (Eds.), *Handbook of well-being*. Salt Lake City, UT: DEF.

doi:[nobascholar.com/chapters/37](https://nobascholar.com/chapters/37)

27. Hertel, G. & **Zacher, H.** (2018). Managing the aging workforce. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organization psychology* (2nd ed., Vol. 3: Managerial psychology and organizational approaches, pp. 396-428). Thousand Oaks, CA: Sage.
28. **Zacher, H.** & Frese, M. (2018). Action regulation theory: Foundations, current knowledge, and future directions. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organization psychology* (2nd ed., Vol. 2: Organizational psychology, pp. 80-102). Thousand Oaks, CA: Sage.
29. Schulz, H., Buchhester, S., & **Zacher, H.** (2018). Keine Angst vor Kennzahlen – aber vor Selbstbetrug wird gewarnt. In D. Matusiewicz, V. Nürnberg, & S. Nobis (Eds.), *Gesundheit und Arbeit 4.0: Wenn Digitalisierung auf Mitarbeitergesundheit trifft* (pp. 267-279). Heidelberg, Germany: medhochzwei.
30. **Zacher, H.** (2017). Action regulation theory. In O. Braddick (Ed.), *Oxford research encyclopedia of psychology*. New York: Oxford University Press.  
doi:[10.1093/acrefore/9780190236557.013.1](https://doi.org/10.1093/acrefore/9780190236557.013.1)
31. **Zacher, H.** & Rudolph, C. W. (2017). Successful aging at work and beyond: A review and critical perspective. In S. Profili, A. Sammarra, & L. Innocenti (Eds.), *Age diversity in the workplace: An organizational perspective* (pp. 35-64). Bingley, UK: Emerald.  
→ Emerald Literati Award in 2018 for Outstanding Author Contribution
32. Rudolph, C. W. & **Zacher, H.** (2017). Myths and misconceptions about leading generations: Setting the record straight. In T. A. Scandura & E. Mourino (Eds.), *Leading diversity in the 21<sup>st</sup> century* (Ch. 9, pp. 243-278). Charlotte, NC: Information Age Publishing.
33. Frese, M., Rank, J., & **Zacher, H.** (2017). Action regulation theory. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (Vol. 1, 2nd ed., pp. 13-15). Thousand Oaks, CA: Sage.
34. Bertolino, M., **Zacher, H.**, & Kooij, D. T. A. M. (2017). Proactivity and aging at work. In N. A. Pachana (Ed.), *Encyclopedia of geropsychology* (Vol. 3, pp. 1862-1869). Singapore: Springer.
35. Rietzschel, E. F. & **Zacher, H.** (2017). Workplace creativity, innovation, and age. In N. A. Pachana (Ed.), *Encyclopedia of geropsychology* (Vol. 3, pp. 2523-2529). Singapore: Springer.
36. **Zacher, H.** & Kooij, D. T. A. M. (2017). Aging and proactivity. In S. K. Parker & U. K. Bindl (Eds.), *Proactivity at work: Making things happen in organizations* (Ch. 10, pp. 258-294). New York: Routledge.
37. **Zacher, H.**, Rudolph, C. W. & Reinicke, C. (2017). Caregiving, organizational support, and employee strain and well-being. In R. Burke & L. Calvano (Eds.), *The sandwich generation:*

*Caring for oneself and others at home and at work* (Ch. 6, pp. 129-151). Cheltenham, UK: Edward Elgar.

38. Greaves, C., Parker, S. L., **Zacher, H.** & Jimmieson, N. L. (2017). Resource effects in the caregiving process. In R. Burke & L. Calvano (Eds.), *The sandwich generation: Caring for oneself and others at home and at work* (Ch. 5, pp. 99-125). Cheltenham, UK: Edward Elgar.
39. **Zacher, H.** & Kirby, G. (2016). Remaining time. In S. K. Whitbourne (Ed.), *The encyclopedia of adulthood and aging* (Vol. 3, pp. 1193-1197). Chichester, UK: Wiley.
40. **Zacher, H.** & Steinvik, H. R. (2016). Workplace age discrimination. In S. K. Whitbourne (Ed.), *The encyclopedia of adulthood and aging* (Vol. 3, pp. 1467-1471). Chichester, UK: Wiley.
41. Rudolph, C. W. & **Zacher, H.** (2015). Intergenerational perceptions and conflicts in multi-age and multigenerational work environments. In L. M. Finkelstein, D. M. Truxillo, F. Fraccaroli, & R. Kanfer (Eds.), *Facing the challenges of a multi-age workforce: A use-inspired approach* (pp. 253-282). New York: Routledge.
42. Norton, T. A., **Zacher, H.**, & Ashkanasy, N. M. (2015). Pro-environmental organizational culture and climate. In J. Barling & J. L. Robertson (Eds.), *The psychology of green organizations* (pp. 322-348). Oxford, UK: Oxford University Press.
43. **Zacher, H.**, Clark, M., Anderson, E. C., & Ayoko, O. B. (2015). A lifespan perspective on leadership. In P. M. Bal, D. T. A. M. Kooij, & D. M. Rousseau (Eds.), *Aging workers and the employee-employer relationship* (pp. 87-104). New York: Springer.
44. **Zacher, H.**, Feldman, D. C., & Schulz, H. (2014). Age, occupational strain, and well-being: A person-environment fit perspective. In P. L. Perrewé, J. Halbesleben, & C. C. Rosen (Eds.), *Research in occupational stress and well-being* (Vol. 12, pp. 83-111). Bingley, UK: Emerald.
45. Scheibe, S. & **Zacher, H.** (2013). A lifespan perspective on emotion regulation, stress, and well-being in the workplace. In P. L. Perrewé, J. Halbesleben, & C. C. Rosen (Eds.), *Research in occupational stress and well-being* (Vol. 11, pp. 163-193). Bingley, UK: Emerald.
46. Lievens, F., Van Hove, G., & **Zacher, H.** (2012). The recruiting and hiring of older workers. In J. W. Hedge & W. C. Borman (Eds.), *The Oxford handbook of work and aging* (pp. 380-391). New York: Oxford University Press.
47. **Zacher, H.** & Gielnik, M. M. (2012). Locus of control. In M. R. Marvel (Ed.), *Encyclopedia of new venture management* (pp. 313-315). Thousand Oaks, CA: Sage Publications.

### Editorials of Special Issues

1. Rudolph, C. W., Kunze, F., & **Zacher, H.** (2019). Getting objective about subjective age: Introduction to a special issue. *Work, Aging and Retirement*, 5(4), 265-272. doi:[10.1093/workar/waz019](https://doi.org/10.1093/workar/waz019)
2. Rudolph, C. W., **Zacher, H.**, & Hirschi, A. (2019). Empirical developments in career construction theory. *Journal of Vocational Behavior*, 111, 1-6. doi:[10.1016/j.jvb.2018.12.003](https://doi.org/10.1016/j.jvb.2018.12.003)
3. **Zacher, H.**, Kooij, D. T. A. M., & Beier, M. (2018). Successful aging at work: Empirical and methodological advancements. *Work, Aging and Retirement*, 4(2), 123-128. doi:[10.1093/workar/way002](https://doi.org/10.1093/workar/way002)
4. Newman, A., Bimrose, J., Nielsen, I., & **Zacher, H.** (2018). Vocational behavior of refugees: How do refugees seek employment, overcome work-related challenges, and navigate their careers? *Journal of Vocational Behavior*, 105, 1-5. doi:[10.1016/j.jvb.2018.01.007](https://doi.org/10.1016/j.jvb.2018.01.007)
5. Rudolph, C. W., **Zacher, H.**, & Scheibe, S. (2017): Editorial: Advances in research on age in the workplace and retirement. *Frontiers in Psychology*, 8, 2147. doi:[10.3389/fpsyg.2017.02147](https://doi.org/10.3389/fpsyg.2017.02147)
6. **Zacher, H.** & Griffin, B. (2015). Work, aging, and retirement in Australia: Introduction to the special issue. *Work, Aging and Retirement*, 1(2), 129-132. doi:[10.1093/workar/wau011](https://doi.org/10.1093/workar/wau011)

### Refereed Articles

1. **Zacher, H.**, Sagha Zadeh, R., Heckhausen, J., & Oettingen, G. (in press). Motivation and healthy aging at work. *Journal of Gerontology: Psychological Sciences*. doi:[10.1093/geronb/gbab042](https://doi.org/10.1093/geronb/gbab042)
2. Rothermund, K., Klusmann, V., & **Zacher, H.** (in press). Age discrimination in the context of motivation and healthy aging. *Journal of Gerontology: Psychological Sciences*. doi:[10.1093/geronb/gbab081](https://doi.org/10.1093/geronb/gbab081)
3. **Zacher, H.**, Rudolph, C. W., & Posch, M. (in press). Individual differences and changes in self-reported work performance during the early stages of the COVID-19 pandemic. *Zeitschrift für Arbeits- und Organisationspsychologie*. doi:
4. Huebner, L.-A. & **Zacher, H.** (in press). Effects of action planning after employee surveys. *Journal of Personnel Psychology*. doi:
5. Hüffmeier, J. & **Zacher, H.** (in press). The basic income: Initiating the needed discussion in industrial, work, and organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(4). doi:
6. Eichberger, C. & **Zacher, H.** (in press). Toward definitional clarity of technology-assisted supplemental work: A bridge over muddied waters. *Industrial and Organizational*



*Psychology: Perspectives on Science and Practice*, 14(3). doi:

7. Knoll, M. & **Zacher, H.** (in press). To understand ICT use, instead of defragmentation, we need to build requisite complexity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3). doi:
8. Gerlach, F., Rosing, K., & **Zacher, H.** (in press). Flexible adaptation of leader behavior: An experimental analysis of the beneficial effect of flexibility in innovation processes. *Journal of Personnel Psychology*. doi:[10.1027/1866-5888/a000274](https://doi.org/10.1027/1866-5888/a000274)
9. Hirschi, A., Burmeister, A., Jaensch, N., & **Zacher, H.** (in press). Action regulation at the work-family interface: Nomological network and work-family consequences. *Journal of Business and Psychology*. doi:[10.1007/s10869-021-09751-6](https://doi.org/10.1007/s10869-021-09751-6)
10. Petermann, M. & **Zacher, H.** (in press). Development of a behavioral taxonomy of agility in the workplace. *International Journal of Managing Projects in Business*. doi:[10.1108/IJMPB-02-2021-0051](https://doi.org/10.1108/IJMPB-02-2021-0051)
11. Rudolph, C. W. & **Zacher, H.** (in press). Adapting to involuntary, radical, and socially undesirable career changes. *Current Psychology*. doi:[10.1007/s12144-021-01859-5](https://doi.org/10.1007/s12144-021-01859-5)
12. Bohlmann, C., Rudolph, C. W., & **Zacher, H.** (in press). Effects of proactive behavior on within-day changes in occupational well-being: The role of organizational tenure and emotion regulation skills. *Occupational Health Science*. doi:[10.1007/s41542-021-00089-2](https://doi.org/10.1007/s41542-021-00089-2)
13. Rudolph, C. W. & **Zacher, H.** (in press). Family demands and satisfaction with family life during the COVID-19 pandemic. *Couple and Family Psychology: Research and Practice*. doi:[10.1037/cfp0000170](https://doi.org/10.1037/cfp0000170)
14. Röllmann, L., Weiss, M., & **Zacher, H.** (in press). Does voice benefit or harm occupational well-being? The role of job insecurity. *British Journal of Management*. doi:[10.1111/1467-8551.12471](https://doi.org/10.1111/1467-8551.12471)
15. Hirschi, A., **Zacher, H.**, & Shockley, K. M. (in press). Whole-life career self-management: A conceptual framework. *Journal of Career Development*. doi:[10.1177/0894845320957729](https://doi.org/10.1177/0894845320957729)
16. Rudolph, C. W., Rauvola, R. S., Costanza, D. P., & **Zacher, H.** (in press). Generations and generational differences: Debunking myths in organizational science and practice and paving new paths forward. *Journal of Business and Psychology*. doi:[10.1007/s10869-020-09715-2](https://doi.org/10.1007/s10869-020-09715-2)
17. Rudolph, C. W. & **Zacher, H.** (in press). Age-inclusive human resource practices, age diversity climate, and work ability: Exploring between- and within-person indirect effects. *Work, Aging and Retirement*. doi:[10.1093/workar/waaa008](https://doi.org/10.1093/workar/waaa008)
18. Burmeister, A., Hirschi, A., & **Zacher, H.** (2021). Explaining age differences in the motivating potential of intergenerational contact at work. *Work, Aging and Retirement*, 7(3),

197-213. doi:[10.1093/workar/waab002](https://doi.org/10.1093/workar/waab002)

19. [Eichberger, C.](#), [Derks, D.](#), & [Zacher, H.](#) (2021). Technology-assisted supplemental work, psychological detachment, and employee well-being: A daily diary study. *German Journal of Human Resource Management*, 35(2), 199-223. doi:[10.1177/2397002220968188](https://doi.org/10.1177/2397002220968188)
20. [Bohlmann, C.](#) & [Zacher, H.](#) (2021). Making things happen (un)expectedly: Interactive effects of age, gender, and motives on evaluations of proactive behavior. *Journal of Business and Psychology*, 36, 609-631. doi:[10.1007/s10869-020-09691-7](https://doi.org/10.1007/s10869-020-09691-7)
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## Other Publications

1. Rudolph, C. W. & **Zacher, H.** (2021). Aging at work and retirement: Only a success story? Book review of “What Retirees Want: A Holistic View of Life’s Third Stage” by Ken Dychtwald & Robert Morison, and “Aging, Work, and Retirement” by Elizabeth F. Fideler. *The Gerontologist*. doi:[10.1093/geront/gnab073](https://doi.org/10.1093/geront/gnab073)
2. Rudolph, C. W. & **Zacher, H.** (2021). Employee wellbeing in the face of a pandemic: Organizational and managerial responses to COVID-19. *SIOP White Paper Series*. <https://www.siop.org/Portals/84/docs/White%20Papers/Visibility/PostCOVID.pdf>
3. Koburger, N. & **Zacher, H.** (2021). Psychische Gesundheit Promovierender: Die Rolle der Personalentwicklung an Hochschulen. *Personal in Hochschule und Wissenschaft entwickeln*, 1, 10-13.
4. Rudolph, C. W., Rauvola, R. S., Costanza, D., & **Zacher, H.** (2020). Generations science is bunk. *Oxford University Press Blog*. <https://blog.oup.com/2020/08/generations-science-is-bunk/>
5. **Zacher, H.** (2020). Wie gelingt das Arbeiten im Homeoffice? *Landkreis Leipzig Journal – Sonderausgabe Wirtschaft*, 17.
6. **Zacher, H.** (2020). Aus den Augen aus dem Sinn? Forschen und Lehren im Homeoffice. *Forschung & Lehre*, 5, 338-339.
7. **Zacher, H.**, Kooij, D. T. A. M., & Beier, M. E. (2019). Active aging at work. *White Paper commissioned by the Alliance for Organizational Psychology (AOP)*. [http://eawop.org/ckeditor\\_assets/attachments/1264/active\\_aging\\_whitepaper.pdf](http://eawop.org/ckeditor_assets/attachments/1264/active_aging_whitepaper.pdf)
8. **Zacher, H.** (2019). Gute Arbeit muss sinnvoll sein. *Leipziger Leben (Schwerpunkt Arbeitswelten)*, 3, 26.
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12. **Zacher, H.** & Rudolph, C. W. (2018). Five reasons to adopt a more critical perspective on “successful aging at work.” Blog entry for the *International Network for Critical Gerontology*. <http://criticalgerontology.com/successful-aging-at-work/>
13. Rudolph, C. W., & **Zacher, H.** (2018). The kids are alright: Taking stock of generational differences at work. *The Industrial-Organizational Psychologist*, 55(3). doi:[10.17605/OSF.IO/WBSH5](https://doi.org/10.17605/OSF.IO/WBSH5) and

<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/248/The-Kids-Are-Alright-Taking-Stock-of-Generational-Differences-at-Work>

14. **Zacher, H.** (2017). Book review: Ronald J. Burke, Cary L. Cooper, and Alexander-Stamatios G. Antoniou. The multi-generational and aging workforce: Challenges and opportunities. Cheltenham, UK: Edward Elgar, 2015, 448 pages, \$160, hardcover. *Personnel Psychology*, 70(3), 717–719. doi:[10.1111/peps.12232](https://doi.org/10.1111/peps.12232)

### **Media Coverage (Selection)**

1. Handelsblatt (24.06.2021): Homeoffice: So planen die Dax-Konzerne die Rückkehr ins Büro
2. Business Insider (18.06.2021): Job-Krise: Das könnt ihr tun, wenn ihr eure Arbeit als sinnlos empfindet
3. Frankfurter Allgemeine Zeitung (09.06.2021): Endlich wieder richtig arbeiten
4. Handelsblatt (28.05.2021): Die Morgenroutinen erfolgreicher Manager – und was sich von ihnen lernen lässt
5. Süddeutsche Zeitung (21.05.2021): „Es wäre nicht zeitgemäß, Liebe am Arbeitsplatz zu verbieten“
6. Handelsblatt (21.05.2021): Ausgebrannt am Küchentisch: Banker, Juristen und Berater leiden unter dem Homeoffice-Blues
7. Handelsblatt (28.04.2021): Arbeitspsychologe im Interview: „Dienstreisen sind auch in Zukunft notwendig“
8. Handelsblatt (07.04.2021): Warum einige Unternehmen ihren Mitarbeitern einen Corona-Sonderurlaub verordnen
9. ZEIT Online (04.04.2021): Psyche im Lockdown: Wir sind müde
10. Psychology Today (15.03.2021): Personality’s impact on stressfulness during the pandemic
11. WirtschaftsWoche (28.02.2021): Social Distancing im Job? Digital sollte jeder sein Netzwerk pflegen
12. Psychology Today (26.02.2021): How your perspective on the pandemic affects your well-being
13. Psychologie Heute (18.02.2021): Die Versprechen des Arbeitsgebers
14. ZDF (10.01.2021): Glücklich in der Krise?
15. Handelsblatt (28.12.2020): Traumjob Beamter – Warum immer mehr Leistungsträger beim Staat arbeiten wollen
16. Zeit Online (10.12.2020): Virtuelle Weihnachtsfeier: Besinnlich vor dem Bildschirm
17. Psychology Today (25.11.2020): 4 Tips to Manage your Mindset Through the Pandemic
18. Süddeutsche Zeitung (23.11.2020): Wie Sie im Homeoffice nicht einsam werden
19. Deutschlandfunk (20.11.2020): Gesellschaftlicher Wandel: Wie Homeoffice unser Leben verändert
20. Zeit Online (18.11.2020): Homeoffice – So bleibt der Geist im Team
21. Forbes (15.11.2020): How to sustain your mental health through Covid’s second and third waves
22. Handelsblatt (15.11.2020): Remote Events: Fünft Ideen für digitale Alternativen zur Weihnachtsfeier
23. Handelsblatt (15.11.2020): O du fröhliche Videokonferenz: Wie Deutschlands Firmen in diesem Jahr Weihnachten feiern

24. Handelsblatt (03.11.2020): Homeoffice: Wie die Dax-Konzerne auf die zweite Corona-Welle reagieren
25. Stern (15.10.2020): Titel: Es liegt in unseren Händen
26. Deutschlandfunk Kultur (12.10.2020): Deutschland im Homeoffice: Videokonferenz mit dem Kind auf dem Schoß
27. Zeit Campus (06.10.2020): Zukunft Homeoffice? „Ein zweischneidiges Schwert“
28. Spiegel Online (02.10.2020): Homeoffice in Deutschland: Einige macht es krank, andere glücklich
29. Frankfurter Allgemeine Zeitung (29.09.2020): Homeoffice bei Berufsanfängern: Ohne Plan am Küchentisch
30. The Guardian (26.09.2020): Dreading a dark winter lockdown? Think like a Norwegian
31. Handelsblatt (25.09.2020): Fluch oder Segen: Das Experiment Homeoffice
32. Welt am Sonntag (13.09.2020): Welcher Type Homie sind Sie?
33. Welt (11.09.2020): Tücken des Homeoffice: Homies am Rande des Nervenzusammenbruchs
34. Spektrum der Wissenschaft (21.08.2020): Covid-19 und die Psyche: „Die negative Stimmung hat mit der Zeit abgenommen“
35. ZEIT Online (18.08.2020): Office vs. Homeoffice: „Teams müssen Sollbruchstellen vermeiden“
36. Psychology Today (16.08.2020): What’s the best mindset to ward of COVID-19 stress?
37. Süddeutsche Zeitung (11.08.2020): Krank am Arbeitsplatz: Hat da wer geniest?
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39. Süddeutsche Zeitung (27.07.2020): Studie: Corona hat Wohlbefinden vieler negativ beeinflusst
40. Frankfurter Allgemeine Zeitung (27.06.2020): Wie gehe ich mit schwierigen Kollegen um?
41. Handelsblatt (25.06.2020): Wie sich deutsche Unternehmen auf die Rückkehr ins Büro vorbereiten
42. Die Zeit (10.06.2020): Homeoffice: Zu Hause ist es am Schönsten
43. Handelsblatt (21.05.2020): Panik in Zeiten der Krise: Wo Betroffene Hilfe finden können
44. Frankfurter Allgemeine Zeitung (20.05.2020): Kann ich auch im Homeoffice aufsteigen?
45. Süddeutsche Zeitung (18.05.2020): „Wer hustet, wird jetzt schief angeschaut“
46. Wirtschaftspsychologie aktuell (14.05.2020): „Diese Krise stellt auch Führungskräfte auf eine harte Bewährungsprobe“
47. Handelsblatt (30.04.2020): Erst die Kurzarbeit, dann der Rauswurf? Die große Jobangst
48. Handelsblatt (08.04.2020): Homeoffice, Kurzarbeit, Entlassungen: So verändert Corona die Arbeitswelt
49. Bundesregierung.de (07.04.2020): „Nicht im Schlafanzug mit dem Laptop auf dem Sofa sitzen und arbeiten“
50. Handelsblatt (12.03.2020): „Zu viele Manager in Schockstarre“ – So meistern Führungskräfte die Coronakrise
51. Handelsblatt (13.02.2020): Vom Flirt bis zur Trennung: Wie sich Verliebte im Büro richtig verhalten
52. The Times (20.01.2020): Ageing Europe faces ‘demographic bomb’
53. Die Welt (14.01.2020): Warum Pendeln Ihre Gesundheit gefährdet
54. Handelsblatt (26.12.2019): Weniger Arbeit, mehr Freizeit – So gelingt die Work-Life-Balance
55. Le Monde (20.11.2019): Le vieillissement va transformer le marché du travail
56. Die Presse (01.11.2019): Job-Crafting: Arbeiten, was Freude macht



57. Handelsblatt (24.10.2019): Wann Konkurrenz unter Kollegen nützt – und wann sie schadet
58. Psychologie Heute (19.10.2019): Acht Stunden Arbeit – drei Stunden Fahrt
59. Handelsblatt (29.08.2019): Post-Holiday-Blues – Was Sie gegen den Frust nach den Ferien tun können
60. Financial Times (17.01.2019): Germany invests to prolong employees' working lives
61. Wirtschaftswoche (08.01.2019): Warum Pendeln Gift für Ihre Karriere ist
62. Spiegel Online (25.11.2018): Wie ein Unternehmen seine Beschäftigten vor Überbelastung schützt
63. Frankfurter Allgemeine Zeitung (09.09.2018): Die Jugend ist dumm! Immer!
64. TIME (16.07.2018): This Simple Trick Will Make You Happier and Better at Your Job
65. Wirtschaftspsychologie aktuell (19.06.2018): Generationsunterschiede sind ein Mythos
66. Spiegel Online (08.03.2018): "Frauen leiden unterm Pendeln mehr als Männer"
67. Wirtschaftspsychologie aktuell (30.03.2017): Berufliche Anpassungsfähigkeit bringt einen voran
68. WirtschaftsWoche (13.03.2017): Vorurteile machen Manager und Recruiter blind
69. Süddeutsche Zeitung (19.12.2016): Schichtdienst: So achten Schichtarbeiter auf ihre Gesundheit
70. Süddeutsche Zeitung (09.04.2016): So haben wir es geschafft
71. Wirtschaftspsychologie aktuell (03.12.2014): Arbeitsfreie Pausen erfrischen

### **Competitive Research Grant Awards and Industry Funding**

- **Zacher, H.** & Rudolph, C. W. (2020-2021). Work and health in the time of COVID-19: A longitudinal study. *Volkswagen Foundation*, EUR50,000.
- **Zacher, H.** (2020-2026). The role of work in the development of civilization diseases. *Volkswagen Foundation Momentum Program*, EUR831,800.
- **Zacher, H.** (2019-2022). Zentrum digitale Arbeit [Center for Digital Work]. *Bundesministerium für Arbeit und Soziales (BMAS), SMWK, ESF*, EUR376,161.
- **Zacher, H.** (2019-2022). Effekte von Leerlaufphasen auf arbeitsbezogene Ergebnisse: Die Rolle von Arbeitsbedingungen und Handlungsregulationsstrategien (ZA 1004/4-1, 437707385) [Understanding Effects of Idle Time on Employee Outcomes: The Role of Work Characteristics and Action Regulation Strategies]. *Deutsche Forschungsgemeinschaft (DFG)*, EUR227,536.
- Von Hippel, C., **Zacher, H.**, & Haslam, C. (2019-2021). Stereotype threat, disengagement, and wellbeing among older employees (DP190100546). *Australian Research Council (ARC) Discovery Project*, AUD180,000.
- **Zacher, H.** (2018). Organisationsdiagnose, Erarbeitung von Optimierungspotentialen und Unterstützung bei der Umsetzung späterer Maßnahmen. *Unitas Wohnungsgenossenschaft Leipzig*, Euro 7,140.

- **Zacher, H.** (2015). Statistische Auswertungen im Rahmen der Gesundheitsbefragung des innerbetrieblichen Gesundheitsmanagements. *Techniker Krankenkasse*, Euro 4,600.
- **Zacher, H.** (2012-2013). Intergenerational demands as a double-edged sword in the work context (DE120100359). *Australian Research Council (ARC) Discovery Early Career Researcher Award*, AUD375,000.
- Neal, A.F., Yeo, G.B., **Zacher, H.**, Vancouver, J.B., & Schmidt, A.M. (2012-2014). Developing and testing dynamic models of goal striving in approach and avoidance contexts (DP120100852). *Australian Research Council (ARC) Discovery Project*, AUD270,000.
- Pachana, N., Gallois, C., & **Zacher, H.** (2013). Rethinking retirement: Actively capturing the vitality for self and society. *Academy of the Social Sciences in Australia Workshop Program*, AUD7,500.
- Von Hippel, W., Jetten, J., Suddendorf, T., Henry, J., Neal, A., Tangen, J., McKimmie, B., & **Zacher, H.** (2012). Enhancing realism in psychological research. *University of Queensland Major Equipment Grant*, AUD135,829.
- Rooney, D., McKenna, B., **Zacher, H.**, Hornsey, M., Fitzgerald, R., & Lyons, K. (2011). Guiding nanotechnology futures: Wise science in the knowledge economy. *The University of Queensland Vice-Chancellor Fund*, AUD70,000.
- Ferrier, L., McColl-Kennedy, J. R., Pachana, N., **Zacher, H.**, & Previte, J. (2011). Customer value co-creation enhancing aged care services: Benefits for the organisation, residents, and employees. *The University of Queensland Collaboration and Industry Engagement Fund*, AUD47,573.
- **Zacher, H.** (2011-2012). Linking successful ageing at work with business success: A three-wave longitudinal study of predictors and outcomes of occupational future time perspective. *The University of Queensland Early Career Researcher Grant*, AUD19,202.
- **Zacher, H.** (2011-2012). A lifespan perspective on entrepreneurship: Investigating personal, behavioural, and environmental factors that contribute to venture success of middle-aged and older small business owners. *The University of Queensland New Staff Research Start-Up Fund*, AUD11,970.
- **Zacher, H.** (2010). Generation Entrepreneur: Success strategies for small and medium-sized businesses in times of demographic change. *Ravensburger AG*, Euro 2,000.

## Professional Activities

### Professional Affiliations

- Society of Industrial and Organizational Psychology (SIOP)
- Deutsche Gesellschaft für Psychologie (German Psychological Association)

Ad Hoc Reviewer (selection)

Academy of Management Review, Applied Psychology: An International Review, Entrepreneurship Theory and Practice, European Journal of Work and Organizational Psychology, Frontiers in Psychology, German Journal of Human Resource Management, Human Relations, Human Resource Management Journal, International Journal of Selection and Assessment, Journal of Applied Psychology, Journal of Business Venturing, Journal of Career Development, Journal of Managerial Psychology, Journal of Personnel Psychology, Journal of Occupational Health Psychology, Journal of Organizational Behavior, Journal of Vocational Behavior, Leadership Quarterly, Personnel Psychology, Psychological Science, Psychology and Aging, Work and Stress, Work Aging and Retirement, Zeitschrift für Arbeits- und Organisationspsychologie

Invited Talks (Research)

- European Association for Work and Organizational Psychology Virtual Conference, 27 May 2021 (Keynote on COVID-19 and mental health)
- Wayne State University, USA, April 2021
- Erasmus University Rotterdam, Netherlands, February 2021
- University of Minnesota, USA, February 2021
- University of Vienna, Austria, January 2021 (Keynote)
- University of Hamburg, Germany, December 2020
- University of Zurich (Workshop funded by Velux Stiftung), Switzerland, December 2019
- Technical University of Dortmund, Germany, December 2019
- Leuphana University Lüneburg, Germany, May 2019
- University of Gießen, Germany, May 2019
- University of Groningen, March 2019
- University of Konstanz, Germany, January 2019
- Maastricht University, the Netherlands, December 2018
- RWTH Aachen, Germany, December 2018
- University of Kassel, Germany, October 2018
- University of Zurich (Workshop funded by Velux Stiftung), Switzerland, June 2018
- Zhejiang Gongshang University, Hangzhou, China, May/June 2018
- Université Catholique de Louvain, Belgium, March 2017
- University of Bern, Switzerland, December 2016
- University of Groningen, Netherlands, June 2016
- University of Münster, Germany, June 2014
- University of Kassel, Germany, January 2014
- University of Western Australia, Perth, Australia, November 2013
- University of Tilburg, Netherlands, June 2012

Guest Lectures

- Maastricht University, the Netherlands, December 2020
- Maastricht University, the Netherlands, December 2018
- Université Catholique de Louvain, Belgium, March 2017

### Invited Talks (Practice)

- Hospiz Verein Leipzig e.V., *Was ist Glück*, January 2020
- Betriebs- und Personalrätetag „30 Jahre Stadtkonzern Leipzig – Gute Arbeit im Wandel“, January 2020
- Sparkasse Leipzig, *Arbeitswelt 4.0: Perspektiven für Mitarbeitende, Führungskräfte und Organisationen*, September 2019
- Institut für Angewandte Trainingswissenschaften, *Mitarbeiterbefragungen*, February 2019
- Social Impact Lab Leipzig, *Mehrwert gemeinwohlorientierter Führung und Organisation*, November 2018
- Netzwerktreffen Sparkassen, *Vereinbarkeit von Beruf und Familie*, October 2018
- Sächsischer Mittelstandsempfang, *Zukunft der Arbeit*, June 2018
- Unternehmerforum Landkreis Leipzig, *Zukunft der Arbeit*, June 2018

### Conference Presentations

(Note: only first-authored presentations are listed)

1. **Zacher, H.**, Rudolph, C. W., & Posch, M. (2021). Individual differences and changes in self-reported work performance during the early stages of the COVID-19 pandemic. *12. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurspsychologie*, Chemnitz (Germany), 22-24 September 2021.
2. **Zacher, H.** & Rosing, K. (2019). Integration of age-related paradoxical actions at work: Development of a theoretical model. *5<sup>th</sup> Age in the Workplace Small Group Meeting*, St. Gallen (Switzerland), 7-9 November 2019.
3. **Zacher, H.** & Rudolph, C. W. (2019). Altersinklusive HR Praktiken, Altersdiversitätsklima und Arbeitszufriedenheit: Ergebnisse einer Längsschnittstudie. *11. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurspsychologie*, Braunschweig (Germany), 25-27 September 2019.
4. **Zacher, H.** & Rudolph, C. W. (2019). Adapting to involuntary, radical, and socially undesirable career changes: When is high career adaptability most useful? *11. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurspsychologie*, Braunschweig (Germany), 25-27 September 2019.
5. **Zacher, H.** & Rudolph, C. W. (2018). SOC profiles and careers success. *51. Kongress der Deutschen Gesellschaft für Psychologie*, Frankfurt (Germany), 17-20 September 2018.
6. **Zacher, H.** (2018). Active aging at work. *Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, Chicago (USA), 19-21 April 2018.
7. **Zacher, H.** & Rudolph, C. W. (2017). Just a mirage: On the construct and predictive validity of subjective age. *4<sup>th</sup> Age in the Workplace Small Group Meeting*, Lüneburg (Germany), 9-11 November 2017.

8. **Zacher, H.** (2016). Organizational climate for successful aging. *2nd HR Division International Conference (HRIC)*, Sydney (Australia), 20-22 February 2016.
9. **Zacher, H.** (2015). Action regulation across the adult lifespan (ARAL): A meta-theory of work and aging. *3<sup>rd</sup> Age in the Workplace Small Group Meeting*, Limerick (Ireland), 5-7 November 2015.
10. **Zacher, H.** (2015). A critical perspective on the psychology of healthy ageing. *Psychological Perspectives on Healthy Ageing Symposium*, Groningen (Netherlands), 3 November 2015.
11. **Zacher, H.** & Scheibe, S. (2014). Do older employees cope better with emotional job demands than younger employees? The role of selection, optimization, and compensation strategies. *49. Kongress der Deutschen Gesellschaft für Psychologie*, Bochum (Germany), 21-25 September 2014.
12. **Zacher, H.** (2014). Ambidextrous leadership and innovation at work. *49. Kongress der Deutschen Gesellschaft für Psychologie*, Bochum (Germany), 21-25 September 2014.
13. **Zacher, H.** (2014). Age diversity and organizational climate for innovation: The role of professional learning. *28th International Congress of Applied Psychology*, Paris (France), 8-13 July 2014.
14. **Zacher, H.**, Jimmieson, N. L., & Bordia, P. (2014). Explaining curvilinear relationships between age and occupational strain and well-Being. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu (USA), 15-17 May 2014.
15. **Zacher, H.** (2014). Effects of temporal focus on job engagement, boredom, and emotional exhaustion. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu (USA), 15-17 May 2014.
16. **Zacher, H.** (2014). Proactivity and the motivation to continue working among older workers. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu (USA), 15-17 May 2014.
17. **Zacher, H.** (2013). Relations between job engagement and retirement intentions among older workers: Results of a cross-lagged structural equation model. *10<sup>th</sup> Industrial and Organisational Psychology Conference*, Perth (Australia), 3-6 July 2013.
18. **Zacher, H.** & Rosing, K. (2013). Ambidextrous leadership and team innovation. *10<sup>th</sup> Industrial and Organisational Psychology Conference*, Perth (Australia), 3-6 July 2013.
19. **Zacher, H.** (2012). Organizational age cultures: The interplay of chief executive officers' age and attitudes toward younger and older employees. *Gerontological Society of America's 65th Annual Scientific Meeting*, San Diego (USA), 14-18 Nov 2012.
20. **Zacher, H.** (2012). Job Crafting: Changing the boundaries of work for improved well-being and performance. *Australian Psychological Society, College of Organisational Psychologists*

*“Emergent Research in Organisational Psychology Symposium”*, Brisbane (Australia), 20 October 2012.

21. **Zacher, H.** (2012). Cognitive decline in the ageing workforce and its likely impact on work. *Annual Conference of the Royal Australasian Congress of Physicians*, Brisbane (Australia), 8 May 2012.
22. **Zacher, H.** (2012). Longitudinal relations among optimism and self-reported creativity, engagement, and performance. *Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, San Diego (USA), 26-28 April 2012.
23. **Zacher, H.** (2011). A lifespan perspective on leadership: The role of age-related changes and age stereotypes for leader follower interactions and outcomes in organizations. *1<sup>st</sup> Age in the Workplace Small Group Meeting*, Rovereto (Italy), 11-13 November 2011.
24. **Zacher, H.**, Schmitt, A., & de Lange, A. H. (2011). Within- and between-person relationships between job control and work engagement: The moderating role of focus on opportunities. *9<sup>th</sup> Industrial and Organisational Psychology Conference*, Brisbane (Australia), 23-26 June 2011.
25. **Zacher, H.**, & Jimmieson, N. L. (2011). Relationships among transformational leadership, organizational citizenship behaviour, and upselling productivity: The moderating role of follower goal orientations. *9<sup>th</sup> Industrial and Organisational Psychology Conference*, Brisbane (Australia), 23-26 June 2011.
26. **Zacher, H.** (2009). The psychology of lifelong learning: Opportunities and limitations. *Change 2009 Conference*, Emden (Germany), 10 September 2009.
27. **Zacher, H.** (2008). Vom Defizit- zum Kompetenzmodell des Alterns: Wissenschaftliche Erkenntnisse und ihre Auswirkungen auf die alternde Belegschaft. *Lebenslang Topfit!? Chancen des demografischen Wandels nutzen*, Bad Schwalbach (Germany), 4 November 2008.
28. **Zacher, H.** (2008). Concern for the next generation at work: Generativity and occupational role priorities. *XXIX International Congress of Psychology*, Berlin (Germany), 20-25 July 2008.
29. **Zacher, H.** (2007). Relationships between age and different forms of job performance: Implications for human resource management. *EAWOP Small Group Meeting on “Ageing and Work”*, Tilburg (The Netherlands), 17-19 January 2007.

**Teaching Experience**

- Institute of Psychology, Leipzig University

*Wintersemester from 2020/2021 (October – February)*

	B.Sc. Vorlesung/Seminar „Organisationspsychologie“ (11-PSY-11035)	M.Sc. Seminar „Forschung und Praxis der Arbeits- und Organisationspsychologie“ (11-PSY-22203)	M.Sc. Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)			
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2020/2021	4.4/5 (N=7)	3.9/5 (N=7)	4.7/5 (N=10)	4.6/5 (N=10)	4.6/5 (N=11)	4.2/5 (N=11)

*Wintersemester from 2016 - 2020 (October – February)*

	M.Sc. Seminar „Forschung und Praxis der Arbeits- und Organisationspsychologie“ (11-PSY-22203)	M.Sc. Seminar „Berufliche Gesundheitspsychologie“ (11-PSY-22254)	M.Sc. Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)			
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2019/2020	4.5/5 (N=11)	4.2/5 (N=12)	-	-	-	-
2018/2019	4.9/5 (N=12)	4.9/5 (N=12)	4.5/5 (N=30)	4.0/5 (N=28)	-	-
2017/2018	4.9/5 (N=9)	4.8/5 (N=9)	4.8/5 (N=16)	4.2/5 (N=15)	4.6/5 (N=8)	3.9/5 (N=8)
2016/2017	4.5/5 (N=24)	4.0/5 (N=25)	-	-	4.5/5 (N=10)	3.8/5 (N=11)

*Sommersemester from 2016 - 2020 (April – July)*

	B.Sc. Vorlesung „Arbeits- und Organisations- psychologie“ (11-PSY-11016/ 11-PSY-11032)	B.Sc. Seminar „Arbeits- und Organisations- psychologie“ (11-PSY-11016/ 11-PSY-11032)	M.Sc. Projektmodul „Neue Entwick- lungen in der Arbeits- und Organi- sationspsychologie“ (11-PSY-22307)	B.Sc. Seminar „Empiriepraktikum II/Kolloquium zur Bachelorarbeit“ (11-PSY-11020/ 11-PSY-11040)				
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2020	4.3/5 (N=34)	3.7/5 (N=34)	4.4/5 (N=34)	3.7/5 (N=34)	4.7/5 (N=9)	4.5/5 (N=9)	4.6/5 (N=9)	4.0/5 (N=9)
2019	4.7/5 (N=21)	4.2/5 (N=19)	4.9/5 (N=19)	4.6/5 (N=15)	-	-	5.0/5 (N=6)	5.0/5 (N=6)
2018	4.4/5 (N=58)	4.2/5 (N=58)	4.5/5 (N=58)	4.2/5 (N=58)	4.5/5 (N=8)	4.3/5 (N=8)	4.7/5 (N=6)	4.3/5 (N=6)
2017	4.5/5 (N=46)	3.8/5 (N=46)	4.5/5 (N=47)	3.9/5 (N=47)	5.0/5 (N=8)	4.3/5 (N=8)	4.9/5 (N=8)	4.9/5 (N=8)

- School of Management, Queensland University of Technology

**Human Resource Issues and Strategy (MGB207)**

02/2016 – 06/2016 Evaluation Teacher: 4.50/5; Evaluation Course: 4.11/5

- Department of Psychology, University of Groningen

**Personnel Psychology (PSB3E-IO03)**

09/2015 – 12/2015 Evaluation Teacher: 4.50/5; Evaluation Course: 4.11/5

02/2015 – 05/2015 Evaluation Teacher: 4.49/5; Evaluation Course: 4.25/5

02/2014 – 05/2014 Evaluation Teacher: 4.50/5; Evaluation Course: 4.00/5

**Aging at Work and Career Development (PSMAV-7)**

02/2015 – 05/2015 Evaluation Teacher: 4.57/5; Evaluation Course: 3.96/5

**University Teaching Qualification (BKO)**

Proof of didactic competence for lecturers in academic education recognized by all universities in the Netherlands (2015)

- School of Psychology, University of Queensland

**Motivating and Leading in the Workplace (PSYC7594)**

07/2013 – 10/2013 Evaluation Teacher: 4.93/5; Evaluation Course: 4.40/5

07/2012 – 10/2012 Evaluation Teacher: 4.89/5; Evaluation Course: 4.63/5

07/2011 – 10/2011 Evaluation Teacher: 4.82/5; Evaluation Course: 4.27/5

**Advanced Organisational Psychology (PSYC7454)**

02/2013 – 06/2013 Evaluation Teacher: 4.87/5; Evaluation Course: 4.63/5

02/2012 – 06/2012 Evaluation Teacher: 4.76/5; Evaluation Course: 4.76/5

02/2011 – 06/2011 Evaluation Teacher: 4.88/5; Evaluation Course: 4.63/5

07/2010 – 10/2010 Evaluation Teacher: 4.67/5; Evaluation Course: 4.50/5

*Recognition for outstanding teaching based on nomination as exceptional teacher by Dean's Commendation students*

**Applied Research Methods (PSYC7474)**

02/2011 – 06/2011 Evaluation Teacher: 4.93/5; Evaluation Course: 4.62/5

*Recognition for outstanding teaching based on nomination as exceptional teacher by Dean's Commendation students*

- Technical University Kaiserslautern

05/2010 – 06/2010 **Lecture Industrial and Organizational Psychology**

- Jacobs University Bremen

Wintersemester 2009/2010 **Undergraduate Seminar – Successful Aging at Work**

Evaluation Teacher: 4.27/5; Evaluation Course: 3.89/5



## Undergraduate and Graduate Student Advising

### Doctoral Dissertations (Advisor)

#### Leipzig University

- Carolin Dietz (2021): Antecedent and Consequences of Employee Presenteeism: Evidence from Longitudinal and Experimental Studies
- Laura Röllmann (expected completion in 2022): Collective action regulation
- Karoline Schubert (expected completion in 2023): Idle time at work
- Martin Zeschke (DFG-Project; expected completion in 2023): Idle time at work
- Björn Hommel (Doktorandenförderplatz Universität Leipzig; expected completion in 2022): Artificial intelligence
- Heiko Schulz (external PhD student at Techniker Krankenkasse; expected completion in 2023): Aging, health, and work
- Clarissa Bohlmann (external PhD student; expected completion in 2022): Age and proactivity
- Moritz Petermann (external PhD student at Daimler; expected completion in 2022): Agility
- Lena Hübner (external PhD student at Volkswagen; expected completion in 2022): Employee surveys
- Clara Eichberger (external PhD student; expected completion in 2022): Technology-assisted supplementary work
- Sarah Rietze (external PhD student): Agility and occupational well-being

#### University of Groningen

- Friederike Doerwald (expected completion in 2022): Generativity at work (co-advisors: Susanne Scheibe, Nico van Yperen)
- Darya Moghimi (2019): Doing well and feeling well – The role of selection, optimization, and compensation as strategies of successful (daily) life management (co-advisors: Susanne Scheibe, Nico van Yperen)

#### University of Queensland

- Claire E. Greaves (2017): The role of personal and contextual resources for employees with caregiving responsibilities (co-advisors: Stacey Parker, Nerina Jimmieson)
- Thomas A. Norton (2016): A multilevel perspective on employee green behaviour (co-advisors: Stacey Parker, Neal Ashkanasy) – *Winner of 2017 inaugural postgraduate student award by the Australian Psychological Association's College of Organisational Psychologists*
- Chris A. Little (2016): Mindfulness at work (co-advisors: Paul Harnett, John McLean)

### Doctoral Dissertations and Habilitations (Committee Member/External Referee)

#### Leipzig University

- *Doctoral dissertations – 19 completions*
- *Habilitations – 1 completions*

#### Other Universities

- *Doctoral dissertations – 10 completions*
- *Habilitations – 1 completions*

### Bachelor and Master Theses (Advisor)

#### Leipzig University

- *44 completed Bachelor theses*
- *41 completed Master theses*

#### University of Groningen

- *17 completed Bachelor theses*
- *10 completed Master theses*

#### University of Queensland

- *7 completed Honours theses*
- *9 completed Master theses*

#### University of Giessen

- *14 completed Master theses*

### University Service

#### Leipzig University

- Dean of Studies, Psychology (October 2019 – September 2022)
- Vice Dean of the Faculty of Life Sciences (May 2017 – September 2019)
- Elected Member of Faculty Council, Faculty of Life Sciences (since May 2017)
- Vice Representative of Leipzig University in the Scientific Advisory Board of the Hochschuldidaktisches Zentrum Sachsen (HDS) (March 2017 – February 2020)
- Professorial appointment representative of the rector's office (Berufungsbeauftragter des Rektorats) (October 2018 – September 2021)
- Mentor for Ph.D. students as part of the t.e.a.m. program at Leipzig University (Vivian Wittkamp, 06/2019 – 05/2021; Alexandra Ziegeldorf, 04/2018 – 09/2019)
- Member of the interdisciplinary work group "Data in Economics and Society" in collaboration with the Fraunhofer Center for International Management and Knowledge Economy; Leader of the Cluster "Mindsets and Behavioral Patterns" (since July 2018)
- PostDoc Workshop "Leadership, Communication, and Teamwork" at the Research Academy Leipzig (June 2018)
- Virtual keynotes on "Becoming an academic leader" at the Leipzig University Pre-Doc Award Ceremony (April 2020, March 2021)
- Virtual talk "Ihre Fragen – unsere Antworten: Wissenschaftlerinnen und Wissenschaftler der Universität Leipzig im Gespräch" (March 2021; <https://www.youtube.com/watch?v=EKbLIwQOeN4>)
- Podcast „Auf einen Kaffee mit...“ (December 2021; <https://www.youtube.com/watch?v=ykr5JkWyfCM>)

Queensland University of Technology

- Director of the Dynamic Capabilities of Innovation and Change Group

University of Queensland

- Director of the Centre for Organisational Psychology
- Member of Research Higher Degree Committee

### **Professional Service**

- Organization Posterkongress Institute of Psychology, February 2018, February 2021
- Organization Berufsorientierungsnachmittag, Institute of Psychology, April 2018, May 2021
- Organization of 12<sup>th</sup> Saxonian Colloquium for Work and Organizational Psychology (17-18 July 2020)
- Mentor PhD Writing Workshop of the German Psychological Society's Section for Work, Organizational, and Business Psychology, including talk on "Revise and Resubmit" (16-17 September 2019)
- Member of International Advisory Panel of the 2021 Congress of the European Association for Work and Organizational Psychology in Glasgow (Scotland)
- Member of the Scientific Committee of the International Conference on Education, Psychology, and Behavioral Science (Istanbul, Turkey, 25-26 October 2019)
- Member of Longitudinal Experts Advisory Panel, CRC Longevity (since 2019)
- Scientific Advisor, Institut für Angewandte Trainingswissenschaft (IAT) (since 2019)
- Member of hiring committee Junior Professor Work and Organizational Psychology, Leuphana University Lüneburg (2018/2019)
- Member of Scientific Advisory Board for the project „Erholung innerhalb und außerhalb des Arbeitskontextes – Wirkungen und Gestaltungsansätze im Wandel der Arbeit“, Bundesagentur für Arbeitsschutz und Arbeitsmedizin (since 2018)
- Member of Center for Demography and Diversity (CDD) at Technical University of Dresden (since 2018)
- Mentor PhD Writing Workshop of the German Psychological Society's Section for Work, Organizational, and Business Psychology (25-26 September 2017)
- Organization of 9<sup>th</sup> Saxonian Colloquium for Work and Organizational Psychology (7-8 July 2017)

Last updated on 28 June 2021