

Hannes Zacher

Professor of Work and Organizational Psychology

Leipzig University

Wilhelm Wundt Institute of Psychology

Neumarkt 9-19, 04109 Leipzig, Germany

Phone: +49 341 97-35932

Email: hannes.zacher@uni-leipzig.de

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)
09/2004 – 05/2005: University of Minnesota, USA (funded by DAAD)
- Pre-Diploma Technical University of Braunschweig (Germany), October 2002
(Vordiplom Psychologie; equivalent to B.Sc. in Psychology)
- High School Hoffmann von Fallersleben School, Braunschweig (Germany), June 1999
(Abitur; equivalent to high school diploma)
09/1996 – 05/1997: High School Diploma from Pelican Rapids High School, Minnesota (USA), studying abroad funded by US Congress and German Bundestag Youth Exchange Program

Employment History

- 10/2016 – present Full Professor (W3) with Tenure
Chair of Work and Organizational Psychology
Wilhelm Wundt Institute of Psychology
Leipzig University (Germany)
05/2017 – 10/2019: Vice Dean of the Faculty of Life Sciences
10/2019 – 10/2022: Dean of Studies, Psychology
- 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 in Work and Organizational Psychology
Technical University of Kaiserslautern (Germany)
- 04/2009 – 04/2010 Postdoctoral Research Fellow (funded by Volkswagen Foundation)
Jacobs Center on Lifelong Learning and Institutional Development
Jacobs University Bremen (Germany)
- 10/2006 – 03/2009 PhD candidate, funded by a scholarship from Bremen Energie Institut
Justus-Liebig-University Giessen (Germany)
07/2007 – 09/2007: University of Minnesota, USA (funded by DAAD)

Work Experience

- 09/2005 – 08/2006 Internship and diploma thesis in personnel development at Auto 5000
GmbH / Volkswagen AG, Wolfsburg (Germany)
- 02/2004 – 07/2004 Internship in personnel development at Auto 5000 GmbH /
Volkswagen AG, Wolfsburg (Germany)
- 07/2003 – 02/2004 Internship in research and development at DaimlerChrysler AG, Berlin
(Germany)
- 04/2002 – 02/2004 Student research assistant at Technical University of Braunschweig
(Germany)
04/2002 – 07/2002: Mathematical Stochastics
04/2002 – 07/2002: Developmental Psychology
08/2002 – 02/2004: Work, Organizational, and Social Psychology
- 12/2001 – 02/2004 Volunteer at Youth Counseling Center Mondo X, Braunschweig
(Germany)
- 07/1999 – 08/2000 Mandatory Civil Service at Beit Uri – A village for children, youth, and
adults with special needs (Afula, Israel)

Awards and Honorary Fellowships

- Preis “40 führende HR-Köpfe 2025” des Personalmagazins (Kategorie Wissenschaft)
- ScholarGPS Highly Ranked Scholar 2024, 2025 (top 0.05% of scholars worldwide according to ScholarGPS rankings)
- Clarivate Highly Cited Researcher 2024 (authorship of multiple highly cited papers that rank in the top 1% by citations for their field and publication year in the Web of Science over the past decade - indicating exceptional influence in their respective disciplines)
- Associate Investigator at the Australian Research Council (ARC) Centre of Excellence in Population Ageing Research (CEPAR) (2017-2024)

- 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)
- Installation of Hannes Zacher Chair Professorship of Successful Aging and Health at Work, Woxsen University, India (2023; Chairholder: Prof. Anindo Bhattacharjee)

Editorial Positions

Editor-in-Chief

- *Psychology and Aging* (2024-present)
 - Editor Spotlight: <https://www.apa.org/pubs/highlights/editor-spotlight/pag-zacher>
- *Zeitschrift für Arbeit- und Organisationspsychologie* (2025-present)
 - Editorial: <https://econtent.hogrefe.com/doi/10.1026/0932-4089/a000457>

Associate Editor

- *Zeitschrift für Arbeits- und Organisationspsychologie* (2023-2025)
- *Industrial and Organizational Psychology: Perspectives on Science and Practice* (2022-2023)
- *Group & Organization Management* (2022-2023)
- *German Journal of Human Resource Management* (2021-2023)
- *Journal of Occupational and Organizational Psychology* (2016-2019)
- *Encyclopedia of Geropsychology* (2014-2015)

Guest Editor

- *Acta Psychologica* (2022-2023; Special issue on “The role of work and retirement in adult development and aging”)
- *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 Applied Psychology* (2026-present)
- *Occupational Health Science* (2025-present)
- *International Journal of Stress Management* (2025-present)
- *Scandinavian Journal of Psychology* (2025-present)
- *Journal of Occupational Health Psychology* (2014-2023)
- *Group & Organization Management* (2014-present)
- *Work, Aging and Retirement* (2014-present)
- *Journal of Vocational Behavior* (2015-2024)
- *German Journal of Human Resource Management* (2017-present)
- *International Journal of Selection and Assessment* (2017-present)
- *The Leadership Quarterly* (2018-2023)
- *Journal of Occupational and Organizational Psychology* (2019-present)
- *SIOP Organizational Frontiers Series* (2019-present)
- *Personnel Psychology* (2021-present)
- *Journal of Business and Psychology* (2023)

Publications

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

Total citations as of 31 January 2026: Web of Science 13,597 (*h*-index = 63);
Google Scholar 34,510 (*h*-index = 94, *i*10-index = 245)

Google Scholar: <https://scholar.google.de/citations?user=ApgrehsAAAAJ>

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

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

ResearchGate: <https://www.researchgate.net/profile/Hannes-Zacher>

Open Science Framework: <https://osf.io/rvdw9/>

Books

1. **Zacher, H.** & Hüffmeier, J. (Eds., forthcoming, 2028). Arbeits-, Organisations- und Wirtschaftspsychologie. *Hogrefe*.
2. **Zacher, H.** & Unsworth, K. L. (Eds., forthcoming, 2026). *Environmental sustainability in the workplace: Advances in theory, methods, and practice (SIOP Organizational Frontiers Series)*. New York: Routledge.
3. Rietze, S. & **Zacher, H.** (2025). *Agiles Arbeiten [Agile working]*. Reihe: Praxis der Personalpsychologie. Göttingen, Germany: Hogrefe. (ISBN: 9783801732400,

<https://www.hogrefe.com/de/shop/agiles-arbeiten-98515.html>)

4. **Rietze, S., Kühner, C., & Zacher, H.** (2025). *Umweltfreundliches Verhalten am Arbeitsplatz: Ökologisch nachhaltige Organisationen gestalten [Pro-environmental behavior at the workplace: Designing environmentally sustainable organizations]*. Springer. (208 pages, ISBN: 978-3-662-70699-2, <https://doi.org/10.1007/978-3-662-70700-5>)
5. **Zacher, H.** (2024). *The good working life: Experiencing satisfaction, meaningfulness, and psychological richness in organizations*. Palgrave Macmillan. (137 pages, ISBN: 978-3-031-77220-7, <https://doi.org/10.1007/978-3-031-77221-4>)
6. **Zacher, H.** & Lehmann-Willenbrock, N. (Eds., 2023). *Work, organizational, and business psychology: An introductory textbook*. Stuttgart, Germany: Kohlhammer. (402 pages, ISBN: 9783170375796, <https://shop.kohlhammer.de/work-organizational-and-business-psychology-37579.html#147=22>)
7. **Zeschke, M.** & **Zacher, H.** (2022). *Homeoffice [Working from home]*. Reihe: Praxis der Personalpsychologie. Göttingen, Germany: Hogrefe. (151 pages, ISBN: 9783801731304, <https://www.hogrefe.com/de/shop/homeoffice-96577.html>)
8. **Zacher, H.** & Rudolph, C. W. (Eds., 2022). *Age and work: Advances in theory, methods, and practice (SIOP Organizational Frontiers Series)*. New York: Routledge. (372 pages, Paperback ISBN: 9780367545536, Hardback ISBN: 9780367545543, doi:10.4324/9781003089674, <https://www.routledge.com/Age-and-Work-Advances-in-Theory-Methods-and-Practice/Zacher-Rudolph/p/book/9780367545536>)
9. Baltes, B. B., Rudolph, C. W., & **Zacher, H.** (Eds., 2019). *Work across the lifespan*. London, United Kingdom: Academic Press. (664 pages, Paperback ISBN: 9780128127568, eBook ISBN: 9780128127575, <https://www.elsevier.com/books/work-across-the-lifespan/baltes/978-0-12-812756-8>)
10. 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)
11. **Zacher, H.** (2014). *Patient safety: A psychological perspective*. Berlin, Germany: De Gruyter. (149 pages, Paperback ISBN: 9783110281736, eBook ISBN: 9783110281927, <https://www.degruyter.com/document/doi/10.1515/9783110281927/html>, <https://doi.org/10.1515/9783110281927>)

Book Chapters

1. **Zacher, H.** & Unsworth, K. L. (in press). Industrial and organizational psychology and the grand challenge of environmental sustainability. In H. Zacher & K. L. Unsworth (Eds.), *Environmental sustainability in the workplace: Advances in theory, methods, and practice (SIOP Organizational Frontiers Series)*. New York: Routledge.

2. **Zacher, H.** (in press). The psychology of aging and work: A review of key research topics and future directions. In D. Gerstorf & C. Hoppmann (Eds.), *Handbook of the Psychology of Aging* (10th ed.). Elsevier.
3. **Zacher, H.** (in press). Erfülltes Arbeiten: Wie umfassendes Wohlbefinden bei der Arbeit entsteht. In J. Mangelsdorf (Ed.), *Lehrbuch Positive Psychologie*. Beltz.
4. Griep, Y., Kraak, J. M., Rudolph, C. W., & **Zacher, H.** (in press). Generation gap or research trap? A critical examination of generation research in social exchange theory. In M.-R. Diehl, J. Coyle-Shapiro, & R. Cropanzano (Eds.), *Handbook of social exchange theory*. Edward Elgar.
5. **Zacher, H.** & Batthacharjee, A. (in press). Successful ageing in the changing world of work. In N. Fouad, B. van der Heijden, & D. Scholarios (Eds.), *Research handbook of vocational behavior*. Edward Elgar.
6. **Zacher, H.** (in press). An expanded multilevel perspective on retirement. In M. Wang (Ed.), *Oxford handbook of retirement* (2nd ed.). Oxford University Press.
<https://doi.org/10.1093/9780197699584.003.0011>
7. **Koziel, R. J.**, Hüffmeier, J., **Zacher, H.**, & Rudolph, C. W. (2026). Precarious work and the basic income. In M. Hudson & B. Piccoli (Eds.), *Handbook on precarious work* (pp. 330–350). Edward Elgar.
8. Stein, M., Kühner, M., & **Zacher, H.** (2026). Exploring the hidden connections between organizational environmental sustainability and employee well-being. In P. D. Harms & C.-H. Chang (Eds.), *Research in occupational stress and well-being* (Vol. 23, pp. 91–127). Bingley, UK: Emerald. <https://doi.org/10.1108/S1479-355520260000023004>
9. Rudolph, C. W. & **Zacher, H.** (2025). Leveraging open science to conduct high-quality research. In N. A. Bowling, M. K. Shoss, & Z. E. Zhou (Eds.), *How to conduct and publish high-quality research in industrial-organizational psychology* (pp. 348–360). Edward Elgar.
<https://doi.org/10.4337/9781035307746.00032>
10. **Zacher, H.** & Rudolph, C. W. (2025). Aging and employee misfit. In J. Billsberry & D. L. Talbot (Eds.), *Employee misfit: Theories, perspectives, and new directions* (pp. 47-64). Springer. https://doi.org/10.1007/978-981-96-8208-9_3
11. Rudolph, C. W. & **Zacher, H.** (2025). Methodological perspectives on examining ageing at work. In A. H. de Lange & T. Furunes (Eds.), *Research handbook on older workers and occupational health and safety* (pp. 259–278). Edward Elgar.
<https://doi.org/10.4337/9781035330447.00019>
12. Rudolph, C. W. & **Zacher, H.** (2025). Generations and generational differences: A thought experiment. In E. F. Fideler (Ed.), *The Oxford handbook of intergenerational connections* (pp. 411–424). New York: Oxford University Press.
<https://doi.org/10.1093/oxfordhb/9780197750889.013.27>

13. **Friedrich, J. C., Koziel, R. J., Zacher, H., & Rudolph, C. W.** (2025). The COVID-19 pandemic: Ten lessons for the future of human resource management research and practice. In B. Murray, J. Dulebohn, D. L. Stone, & K. M. Lukaszewski (Eds.), *The Future of Human Resource Management* (pp. 43–87). Information Age Publishing.
14. **Zacher, H., Hüffmeier, J., Koziel, R. J., & Rudolph, C. W.** (2025). The basic income and sustainable development. In J. B. Olson-Buchanan, J. Scott, & L. Foster (Eds.), *Sustainable development through the world of work: Translating insights from organizational psychology* (pp. 265–279). New York: Oxford University Press.
<https://doi.org/10.1093/9780197786161.003.0022>
15. Zacher, H. (2024). Wie kann „Gerechtigkeit“ im Kontext des Altersübergangs verstanden werden? In M. Brüssing & H. M. Hasselhorn (Hrsg.), *Gerechtigkeit im Altersübergang: Stand, Perspektiven und Rollen der Forschung* (Studie 2024/8, S. 85–87). DIFIS – Deutsches Institut für Interdisziplinäre Sozialpolitikforschung.
<https://www.difis.org/publikationen/publikation/95>
16. **Zacher, H.** (2024). Older workers. In D. S. Dunn (Ed.), *Oxford bibliographies in psychology*. Oxford University Press. <https://doi.org/10.1093/obo/9780199828340-0326>
17. **Zacher, H. & Bordia, P.** (2024). Generativity and leadership in organizations. In F. Villar, H. L. Lawford, & M. W. Pratt (Eds.), *The development of generativity across adulthood* (pp. 135–150). <https://doi.org/10.1093/9780191966309.003.0008>
18. Rosing, K. & **Zacher, H.** (2023). Ambidextrous leadership: A review of theoretical developments and empirical evidence. In R. Reiter-Palmon & S. Hunter (Eds.), *Handbook of organizational creativity: Leadership, interventions, and macro level issues* (2nd ed., pp. 51–70). New York: Academic Press. <https://doi.org/10.1016/B978-0-323-91841-1.00013-0>
19. **Zacher, H. & Lehmann-Willenbrock, N.** (2023). Organizational theory, analysis, and development. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 377–396). Stuttgart, Germany: Kohlhammer.
20. Gielnik, M. M. & **Zacher, H.** (2023). Entrepreneurship. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 360–376). Stuttgart, Germany: Kohlhammer.
21. Schmitt, A. & **Zacher, H.** (2023). Work motivation and self-regulation. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 289–304). Stuttgart, Germany: Kohlhammer.
22. Rigotti, T. & **Zacher, H.** (2023). Work attitudes, organizational justice, and the employment relationship. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 272–288). Stuttgart, Germany: Kohlhammer.

23. Ohly, S. & **Zacher, H.** (2023). Work design. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 204–217). Stuttgart, Germany: Kohlhammer.
24. Wendsche, J. & **Zacher, H.** (2023). Work analysis. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 184–203). Stuttgart, Germany: Kohlhammer.
25. Niessen, C. & **Zacher, H.** (2023). Positive organizational psychology. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 165–183). Stuttgart, Germany: Kohlhammer.
26. Dettmers, J. & **Zacher, H.** (2023). Work stress and well-being. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 110–128). Stuttgart, Germany: Kohlhammer.
27. Wiese, B. & **Zacher, H.** (2023). Work-nonwork interface. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 93–109). Stuttgart, Germany: Kohlhammer.
28. Hirschi, A. & **Zacher, H.** (2023). Vocational choices and career development. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 78–92). Stuttgart, Germany: Kohlhammer.
29. Bipp, T. & **Zacher, H.** (2023). Individual differences at work. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 63–77). Stuttgart, Germany: Kohlhammer.
30. **Zacher, H.** (2023). Metatheories of work, organizational, and business psychology. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 26–41). Stuttgart, Germany: Kohlhammer.
31. **Zacher, H.** & Lehmann-Willenbrock, N. (2023). Introduction to work, organizational, and business psychology. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, organizational, and business psychology: An introductory textbook* (pp. 11–25). Stuttgart, Germany: Kohlhammer.
32. **Zacher, H.** (2022). Subjective views of aging at work and in the retirement transition. In Y. Palgi, A. Shrira, & M. Diehl (Eds.), *Subjective views of aging: Theory, research, and practice* (pp. 347–363). Cham, Switzerland: Springer. https://doi.org/10.1007/978-3-031-11073-3_19
33. Rudolph, C. W. & **Zacher, H.** (2022). Research on age(ing) at work has “come of age”. In H. Zacher & C. W. Rudolph (Eds.), *Age and work: Advances in theory, methods, and practice* (SIOP Organizational Frontiers Series, pp. 3–24). New York: Routledge. <https://doi.org/10.4324/9781003089674-2>

34. Rosing, K. & **Zacher, H.** (2022). Integration of paradoxical age-related actions at work. In H. Zacher & C. W. Rudolph (Eds.), *Age and work: Advances in theory, methods, and practice* (SIOP Organizational Frontiers Series, pp. 80–97). New York: Routledge. <https://doi.org/10.4324/9781003089674-7>
35. **Zacher, H.** & Rudolph, C. W. (2021). Managing aging and age-diverse workforces. In E. F. Fideler (Ed.), *The Rowman & Littlefield handbook on aging and work* (pp. 131–148). London, United Kingdom: Rowman & Littlefield.
36. 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. <https://doi.org/10.1108/S1479-355520210000019006>
37. Griep, Y. & **Zacher, H.** (2021). Temporal dynamics in organizational psychology. *Oxford Research Encyclopedia of Psychology*. <https://doi.org/10.1093/acrefore/9780190236557.013.32>
38. **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. <https://doi.org/10.4135/9781529757187>
39. 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. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781003137573-17/entrepreneurship-across-life-span-mona-mensmann-hannes-zacher>
40. **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. <https://doi.org/10.51952/9781529212655.ch012>
41. 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.
42. 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. <https://doi.org/10.1017/9781108278034.020>
43. **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. <https://doi.org/10.4337/9781788974387.00009>

44. **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. https://doi.org/10.1007/978-3-030-25153-6_17
45. **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. <https://doi.org/10.4337/9781788116213.00016>
46. **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. https://doi.org/10.1007/978-3-030-22799-9_18
47. **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. https://doi.org/10.1007/978-3-030-22799-9_11
48. **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. https://doi.org/10.1007/978-3-030-20287-3_10
49. **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. <https://doi.org/10.1016/B978-0-12-812756-8.00001-3>
50. 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. <https://doi.org/10.1016/B978-0-12-812756-8.00026-8>
51. 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 21st century* (2nd ed., pp. 292–324). New York: Routledge. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315167602-14/global-issues-work-aging-retirement-cort-rudolph-justin-marcus-hannes-zacher>
52. **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. <https://doi.org/10.4337/9781788113427.00031>
53. **Zacher, H.** (2018). Action regulation theory. In D. S. Dunn (Ed.), *Oxford bibliographies in psychology*. New York: Oxford University Press. <https://doi.org/10.1093/acrefore/9780190236557.013.1>
54. **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. <https://doi.org/10.4337/9781786432834.00013>
55. **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* (pp. 585–607). Berlin, Germany: Springer. https://doi.org/10.1007/978-3-662-45855-6_14-1
56. **Zacher, H.** (2018). Organizations. In M. H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development* (pp. 1556–1558). Thousand Oaks, CA: Sage. <https://doi.org/10.4135/9781506307633.n582>
57. **Zacher, H.** (2018). Leadership. In M. H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development* (pp. 1255–1257). Thousand Oaks, CA: Sage. <https://doi.org/10.4135/9781506307633.n472>
58. **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. <https://static1.squarespace.com/static/65f0a38858b34640d8d1d19a/t/663ba4b32297654ef513dcc0/1715184831926/Handbook-of-Well-Being.pdf>
<https://expiltay.github.io/handbookofwellbeing/index.html>
59. 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. <https://doi.org/10.4135/9781473914964>
60. **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. <https://doi.org/10.4135/9781473914957>
61. **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.
62. **Zacher, H.** (2017). Action regulation theory. In O. Braddick (Ed.), *Oxford research encyclopedia of psychology*. New York: Oxford University Press. <https://doi.org/10.1093/acrefore/9780190236557.013.1>
63. **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. <https://doi.org/10.1108/S1877-636120170000017004>
→ Emerald Literati Award in 2018 for Outstanding Author Contribution

64. 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 21st century* (Ch. 9, pp. 243–278). Charlotte, NC: Information Age Publishing.
65. 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.
66. 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. https://doi.org/10.1007/978-981-287-080-3_284-1
67. 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. https://doi.org/10.1007/978-981-287-082-7_202
68. **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. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315797113-19/aging-proactivity-hannes-zacher-dorien-kooij>
69. **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. <https://doi.org/10.4337/9781785364969.00014>
70. 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. <https://doi.org/10.4337/9781785364969.00012>
71. **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. <https://doi.org/10.1002/9781118521373.wbeaa059>
72. **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. <https://doi.org/10.1002/9781118521373.wbeaa061>
73. 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. <https://www.taylorfrancis.com/chapters/edit/10.4324/9780203776322-18/intergenerational-perceptions-conflicts-multi-age-multigenerational-work-environments-cort-rudolph-hannes->

[zacher](#)

74. **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.
<https://doi.org/10.1093/acprof:oso/9780199997480.003.0014>
75. **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.
https://doi.org/10.1007/978-3-319-08007-9_6
76. **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. <https://doi.org/10.1108/S1479-355520140000012002>
77. 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. [https://doi.org/10.1108/S1479-3555\(2013\)0000011010](https://doi.org/10.1108/S1479-3555(2013)0000011010)
78. 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.
<https://doi.org/10.1093/oxfordhb/9780195385052.013.0121>
79. **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.
<https://doi.org/10.4135/9781452218571>

Editorials

1. **Zacher, H.** (2026). Editorial. *Zeitschrift für Arbeits- und Organisationspsychologie*, 70(1), 1–3. <https://doi.org/10.1026/0932-4089/a000457>
2. **Zacher, H.** (2025). Enhancing the impact of psychological research on aging and adult lifespan development. *Psychology and Aging*, 40(1), 1–5.
<https://doi.org/10.1037/pag0000874>
3. Hartung, J., Stahlhofen, L., **Zacher, H.**, & Hülür, G. (2023). The role of work and retirement in adult development and aging. *Acta Psychologica*, 241(1), 104076.
<https://doi.org/10.1016/j.actpsy.2023.104076>
4. 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.

<https://doi.org/10.1093/workar/waz019>

5. Rudolph, C. W., **Zacher, H.**, & Hirschi, A. (2019). Empirical developments in career construction theory. *Journal of Vocational Behavior*, *111*, 1–6.
<https://doi.org/10.1016/j.jvb.2018.12.003>
6. **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.
<https://doi.org/10.1093/workar/way002>
7. 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. <https://doi.org/10.1016/j.jvb.2018.01.007>
8. Rudolph, C. W., **Zacher, H.**, & Scheibe, S. (2017): Editorial: Advances in research on age in the workplace and retirement. *Frontiers in Psychology*, *8*, 2147.
<https://doi.org/10.3389/fpsyg.2017.02147>
9. **Zacher, H.** & Griffin, B. (2015). Work, aging, and retirement in Australia: Introduction to the special issue. *Work, Aging and Retirement*, *1*(2), 129–132.
<https://doi.org/10.1093/workar/wau011>

Refereed Articles

2026 and in press

1. **Zacher, H.** (in press). Reinventing the “we”? Collectivistic leadership and human resource practices. *Industrial and Organizational Psychology*.
<https://doi.org/10.1017/iop.2025.10052>
2. Kühner, C., Stein, M., Katz, I. M., & **Zacher, H.** (in press). Leveraging the twin transformation: The role of workplace information and communication technology use for employee green behavior. *Employee Relations*. <https://doi.org/10.1108/ER-12-2024-0755>
3. Stein, M., Kühner, C., & **Zacher, H.** (in press). Positive and negative affect and employee green behavior: A five-wave study of reciprocal within-person relations. *Organization & Environment*. <https://doi.org/10.1177/10860266251376758>
4. Stein, M., **Zacher, H.**, Rudolph, C. W., & Böhm, R. (in press). Reciprocal within-person relations between pandemic fatigue and protective behavior: A 20-wave longitudinal study during the COVID-19 pandemic. *Health Psychology*. <https://doi.org/10.1037/hea0001551>
5. Posch, M., Rudolph, C. W., Janzen, R., Weigelt, O., & **Zacher, H.** (in press). Interactive effects of disruptive environmental events and job characteristics on job engagement: Integrating event- and feature-oriented approaches. *German Journal of Human Resource Management*. <https://doi.org/10.1177/23970022251339432>

6. Rudolph, C. W., Breevaart, K., & **Zacher, H.** (in press). When are job autonomy and workload “too much of a good thing” for job crafting? *Journal of Business and Psychology*. <http://dx.doi.org/10.1007/s10869-025-10048-1>
7. Stein, M., **Zacher, H.**, Rudolph, C. W., & Semmer, N. (in press). Exploring stable between-person and dynamic within-person relations between illegitimate tasks and employee wellbeing. *Work & Stress*. <https://doi.org/10.1080/02678373.2025.2501021>
8. von Hippel, C., Kühner, C., Coundouris, S. P., Lim, A., Henry, J. D., & **Zacher, H.** (in press). Stereotype threat at work: A meta-analysis. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672241297884>
9. **Zacher, H.**, Vesper, D., & Rudolph, C. W. (2026). Person-group political orientation fit: Relations with workplace friendships, job satisfaction, organizational identification, and turnover intentions. *Collabra: Psychology*, 12(1), 155694. <https://doi.org/10.1525/collabra.155694>
10. **Schubert, K.**, Rudolph, C. W., & **Zacher, H.** (2026). Antecedents and consequences of idle time at work. *Journal of Management Scientific Reports*, 4(1), 40–71. <https://doi.org/10.1177/27550311251392489>
11. Rudolph, C. W. & **Zacher, H.** (2026). A virtuous circle: Reciprocal relations between workplace flexibility and perceived organizational support. *Journal of Occupational and Organizational Psychology*, 99(1), e70077. <https://doi.org/10.1111/joop.70077>
12. **Zacher, H.** (2026). Environmental activism, dark triad traits, and left-wing authoritarianism: A constructive replication study. *Personality and Individual Differences*, 249, 113495. <https://doi.org/10.1016/j.paid.2025.113495>
13. **Zacher, H.**, Henry, J. D., Hill, P., Hülür, G., Naveh-Benjamin, M., Spaniol, J., Umanath, S., Weiss, D., Zhan, Y. (2026). Psychology and Aging at 40: Continuity and growth. *Psychology and Aging*, 41(1), 1–11. <https://doi.org/10.1037/pag0000949>

2025

14. Kühner, C., Hüffmeier, J., & **Zacher, H.** (2025). Environmental sustainability: It’s time to unleash the full potential of industrial and organizational psychology. *Industrial and Organizational Psychology*, 18(4), 466–506. <https://doi.org/10.1017/iop.2025.10015>
15. Günthner, L., Kühner, C., Masson, T., Fritsche, I., & **Zacher, H.** (2025). The social identity model of pro-environmental action (SIMPEA) at work: Predicting organizational citizenship behavior for the environment. *European Journal of Work and Organizational Psychology*, 34(6), 750–765. <https://doi.org/10.1080/1359432X.2025.2536830>
16. Stein, M., Kühner, C., & **Zacher, H.** (2025). Exploring reciprocal within-person relations between proactive employee green behavior and subjective well-being: A 4-wave longitudinal study. *Applied Psychology: Health and Well-Being*, 17(6), e70084.

<https://doi.org/10.1111/aphw.70084>

17. Weiss, M., & **Zacher, H.** (2025). Still waters run deep: How employee silence affects instigated workplace incivility over time. *Journal of Business Ethics*, 201(1), 587–604. <https://doi.org/10.1007/s10551-024-05903-9>
18. Stein, M., Weiss, M., Kühner, C., & **Zacher, H.** (2025). Environmentally-specific transformational leadership and environmental voice: A five-wave study of reciprocal within-person relations. *Corporate Social Responsibility and Environmental Management*, 32(6), 7956–7968. <https://doi.org/10.1002/csr.70103>
19. **Rietze, S.**, Schölmerich, F., Kühner, C., & **Zacher, H.** (2025). Green transformational leadership and green voice behavior: The motivational role of green psychological empowerment. *Corporate Social Responsibility and Environmental Management*, 32(6), 7727–7743. <https://doi.org/10.1002/csr.70104>
20. Reindl, G. & **Zacher, H.** (2025). Egoistic values as antecedent and outcome of environmental activism. *Applied Psychology: An International Review*, 74(6), e70034. <https://doi.org/10.1111/apps.70034>
21. **Struck, T.**, Stein, M., & **Zacher, H.** (2025). Feeling healthy, identifying as a leader? Daily relations between physical and mental health and leader identity. *Psychology of Leaders and Leadership*, 28(2), 232–260. <https://doi.org/10.1037/mgr0000173>
22. Rudolph, C. W., & **Zacher, H.** (2025). Do increases in work uncertainty help older workers maintain higher levels of occupational future time perspective? *Work, Aging and Retirement*, 11(4), 333–344. <https://doi.org/10.1093/workar/waae010>
23. Mazei, J., Rudolph, C. W., **Zacher, H.**, & Hüffmeier, J. (2025). Do not put all of your eggs in one basket: Multiverse analysis in applied psychology. *Journal of Applied Psychology*, 110(11), 1511–1537. <https://doi.org/10.1037/apl0001291>
24. Reindl, G. & **Zacher, H.** (2025). The contributions of personality traits to the core, components, and development of occupational well-being. *Journal of Research in Personality*, 119(1), 104650. <https://doi.org/10.1016/j.jrp.2025.104650>
25. Stein, M. & **Zacher, H.** (2025). Why work-related causes and causal attributions should be assessed separately from depressive symptoms: Response to Bianchi and Schonfeld. *Work: A Journal of Prevention, Rehabilitation and Assessment*, 82(2), 619–622. <https://doi.org/10.1177/10519815251344887>
26. Kühner, C., Stein, M., **Zacher, H.**, & Weiss, M. (2025). Employee environmental voice shapes environmental attitudes and green organizational climate (but not vice versa): A 1-year, 5-wave longitudinal study. *Journal of Environmental Psychology*, 107, 102756. <https://doi.org/10.1016/j.jenvp.2025.102756>
27. **Rietze, S.** & **Zacher, H.** (2025). Relations between daily stand-up meetings, work satisfaction, and team performance perceptions: The role of psychological safety. *European*

- Journal of Work and Organizational Psychology*, 34(5), 565–582.
<https://doi.org/10.1080/1359432X.2025.2508178>
28. Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (2025). Posttraumatic growth: The role of health and financial difficulties during a pandemic. *Journal of Personality*, 93(4), 866–883.
<https://doi.org/10.1111/jopy.12981>
 29. Rudolph, C. W., Shoss, M. K., & **Zacher, H.** (2025). Dynamic and reciprocal relations between job insecurity and physical and mental health. *Journal of Applied Psychology*, 110(7), 948–962. <https://doi.org/10.1037/apl0001259>
 30. Kühner, C., Gemmecke, C., Hüffmeier, J., & **Zacher, H.** (2025). Climate change anxiety: A meta-analysis. *Global Environmental Change*, 93(1), 103015.
<https://doi.org/10.1016/j.gloenvcha.2025.103015>
 31. Struck, T., Stein, M., Knoll, M., & **Zacher, H.** (2025). Leader health, identity, and leadership behavior: Investigating between-person and reciprocal within-person relations over time. *Journal of Leadership & Organizational Studies*, 32(3), 290–310.
<https://doi.org/10.1177/15480518251332670>
 32. Rudolph, C. W., Friedrich, J. C., Koziel, R. J., & **Zacher, H.** (2025). Character strengths use at work: A meta-analysis of relations with work performance and employee wellbeing. *Applied Research in Quality of Life*, 20(2), 753–788. <https://doi.org/10.1007/s11482-025-10424-2>
 33. **Zacher, H.** & Stein, M. (2025). The occupational depression inventory confounds depressive symptoms with their assumed work-related causes. *Work: A Journal of Prevention, Rehabilitation and Assessment*, 81(3), 2964–2966.
<https://doi.org/10.1177/10519815251327311>
 34. **Zacher, H.** & Baumeister, R. F. (2025). Differences among a satisfied, a meaningful, and a psychologically rich working life. *Journal of Positive Psychology*, 20(4), 713–737.
<https://doi.org/10.1080/17439760.2024.2417102>
 35. Stein, M., Kühner, C., Katz, I. M., & **Zacher, H.** (2025). Do green workplaces grow green employees, and vice versa? Investigating reciprocal relations between green work characteristics and proactive employee green behavior. *European Journal of Work and Organizational Psychology*, 34(3), 348–362.
<https://doi.org/10.1080/1359432X.2025.2468649>
 36. Zeschke, M., Venz, L., & **Zacher, H.** (2025). Relations between idle time, exhaustion, and engagement at work: The role of work overload, autonomy, and recovery experiences. *International Journal of Stress Management*, 32(2), 178–189.
<https://doi.org/10.1037/str0000340>
 37. Gemmecke, C., Kühner, C., **Zacher, H.**, & Hüffmeier, J. (2025). Prompting change: A systematic review and meta-analysis of the (un)counfounded effects of prompts on pro-environmental behavior. *Applied Psychology: An International Review*, 74(3), e70003.

<https://doi.org/10.1111/apps.70003>

38. Rudolph, C. W., & **Zacher, H.** (2025). Working from home: When is it too much of a good thing? *Human Resource Development Quarterly*, 36(1), 9–47. <https://doi.org/10.1002/hrdq.21530>
39. **Zhang, X.**, **Yu, K.**, Li, W.-D., & **Zacher, H.** (2025). Sustainability of passion for work? Change-related reciprocal relationships between passion and job crafting. *Journal of Management*, 51(4), 1349–1383. <https://doi.org/10.1177/01492063231207343>
40. Griep, Y., Knol, W. M., & **Zacher, H.** (2025). Ageism in disguise: How lifelong learning demands may marginalize older workers. *Industrial and Organizational Psychology*, 18(1), 123–127. <https://doi.org/10.1017/iop.2024.63>
41. Kaplan, S. A., Aitken, J. A., Allen, B. A., Alliger, G. M., Ballard, T., & **Zacher, H.** (2025). Revisiting Keynes' predictions about work and leisure: A discussion of fundamental questions about the nature of modern work. *Industrial and Organizational Psychology*, 18(1), 1–22. <https://doi.org/10.1017/iop.2024.58>
42. **Zacher, H.** & Shemla, M. (2025). Political ideology and attitudes towards Israel in Germany in the aftermath of the 10/7 massacres: A test of horseshoe theory. *Israel Affairs*, 30(4), 963–977. <https://doi.org/10.1080/13537121.2024.2394299>
43. Weiss, M., & **Zacher, H.** (2025). Another trip? Functional and dysfunctional coping with business travel. *Journal of Managerial Psychology*, 40(1), 1–20. <https://doi.org/10.1108/JMP-09-2023-0524>
44. **Posch, M.**, Hüffmeier, J., **Cevik, A.**, **John, J.**, & **Zacher, H.** (2025). (How) would you continue working? A comparison of responses to the lottery question and a basic income question. *Zeitschrift für Arbeits- und Organisationspsychologie*, 69(1), 1–14. <https://doi.org/10.1026/0932-4089/a000434>

2024

45. Kühner, C., Rudolph, C. W., & **Zacher, H.** (2024). Reciprocal relations between climate change anxiety and pro-environmental behavior. *Environment and Behavior*, 56(5-6), 408–439. <https://doi.org/10.1177/00139165241297050>
46. Schmitt, A., **Heihal, T. I.**, & **Zacher, H.** (2024). Financial worries, health complaints, and career exploration: The role of action crises. *Occupational Health Science*, 8(3), 613–635. <https://doi.org/10.1007/s41542-024-00182-2>
47. Jung, F. U., Löbner, M., Rodriguez, F.-S., Engel, C., Kirsten, T., Reyes, N., Glaesmer, H., Hinz, A., Witte, A. V., **Zacher, H.**, Loeffler, M., Villringer, A., Lupp, M., & Riedel-Heller, S. G. (2024). Associations between person-environment fit and mental health: Results from the population-based LIFE-Adult-Study. *BMC Public Health*, 24(1), 2083. <https://doi.org/10.1186/s12889-024-19599-z>

48. Parker, S. L., Pahor, K., Van den Broeck, A., & **Zacher, H.** (2024). Effects of perceived illegitimacy of interrupting tasks on employees' cognitive and affective experiences: The mediating role of stress appraisals. *European Journal of Work and Organizational Psychology*, 33(4), 430–445. <https://doi.org/10.1080/1359432X.2024.2319904>
49. Eisenhauer, N., Frank, K., Weigelt, A., Bartkowski, B., Beugnon, R., Liebal, K., Mahecha, M., Quaas, M., Al-Halbouni, D., Bastos, A., Bohn, F. J., Madruga de Brito, M., Denzler, J., Feilhauer, H., Fischer, R., Fritsche, I., Guimaraes-Steinicke, C., Hänsel, M., Haun, D. B. M., Herrmann, H., Huth, A., Kalesse-Los, H., Koetter, M., Kolleck, N., Krause, M., Kretschmer, M., Leitão, P. J., Masson, T., Mora, K., Müller, B., Peng, J., Pöhlker, M., Ratzke, L., Reichstein, M., Richter, S., Rüger, N., Sánchez-Parra, B., Shadaydeh, M., Sippel, S., Tegen, I., Thrän, D., Umlauf, J., Wendisch, M., Wolf, K., Wirth, C., **Zacher, H.**, Zaehle, S., & Quaas, J. (2024). A belowground perspective on the nexus between biodiversity change, climate change, and human well-being. *Journal of Sustainable Agriculture & Environment*, 3, e212108. <https://doi.org/10.1002/sae2.12108>
50. Rudolph, C. W., & **Zacher, H.** (2024). How, why, and when is the average age of employees related to climate for innovation? The role of age diversity, focus on opportunities, and work engagement. *Group & Organization Management*, 49(3), 543–576. <https://doi.org/10.1177/10596011221078666>
51. **Zacher, H.** (2024). Gibt es Generationen und Generationenunterschiede? Eine kritische Analyse und Alternativen. *Konfliktdynamik*, 13(1), 13–19. <https://doi.org/10.5771/2193-0147-2024-1-13>
52. Kühner, C., Stein, M., & **Zacher, H.** (2024). A person-environment fit approach to environmental sustainability in the workplace. *Journal of Environmental Psychology*, 95(1), 102270. <https://doi.org/10.1016/j.jenvp.2024.102270>
53. **Zacher, H.**, & Rudolph, C. W. (2024). Subjective wellbeing during the COVID-19 pandemic: A 3-year, 35-wave longitudinal study. *Journal of Positive Psychology*, 19(3), 442–456. <https://doi.org/10.1080/17439760.2023.2224757>
54. Röllmann, L., Weiss, M., & **Zacher, H.** (2024). Debate and well-being in self-managed groups: The moderating role of divergent status perceptions. *Current Psychology*, 43(10), 8989–9004. <https://doi.org/10.1007/s12144-023-04950-1>
55. Zeschke, M., Schubert, K., & **Zacher, H.** (2024). Effects of idle time on well-being: An experimental study. *Zeitschrift für Arbeits- und Organisationspsychologie*, 68(2), 93–106. <https://doi.org/10.1026/0932-4089/a000422>
56. **Zacher, H.**, Kühner, C., Katz, I. M., & Rudolph, C. W. (2024). Leadership and environmental sustainability: An integrative conceptual model of multilevel antecedents and consequences of leader green behavior. *Group & Organization Management*, 49(2), 365–394. <https://doi.org/10.1177/10596011241229891>
Group & Organization Management's 2024 Best Conceptual Paper Award

57. **Zacher, H.**, & Rudolph, C. W. (2024). Workplace digitalization and workload: Changes and reciprocal relations across 3 years. *Scientific Reports*, 14(1), 5924. <https://doi.org/10.1038/s41598-024-56537-w>

58. **Zacher, H.** (2024). The dark side of environmental activism. *Personality and Individual Differences*, 219(1), 112506. <https://doi.org/10.1016/j.paid.2023.112506>

2023

59. **Dietz, C.**, & **Zacher, H.** (2023). Reciprocal effects of sickness presence, job satisfaction, and health: A six-wave longitudinal study. *Occupational Health Science*, 7(4), 647–680. <https://dx.doi.org/10.1007/s41542-023-00154-y>

Nominated for Occupational Health Science Best Paper Award 2023/2024

60. **Zeschke, M.**, & **Zacher, H.** (2023). Is it bad because it is boring? Effects of idle time on employee outcomes. *European Journal of Work and Organizational Psychology*, 32(6), 886–901. <https://doi.org/10.1080/1359432X.2023.2261661>

61. **Rietze, S.**, & **Zacher, H.** (2023). Agile work practices: Relationships with job demands, job resources, and occupational well-being. *Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte Organisationspsychologie (GIO)*, 54(4), 483–498. <https://doi.org/10.1007/s11612-023-00712-6>

62. Katz, I. M., Rudolph, C. W., Kühner, C., & **Zacher, H.** (2023). Job characteristics and employee green behavior. *Journal of Environmental Psychology*, 92(1), 102159. <https://doi.org/10.1016/j.jenvp.2023.102159>

63. von Hippel, C., Pearson, S., **Coulon, S.**, **Adams, A. G.**, & **Zacher, H.** (2023). Interactions across the ages: How concerns about warmth and competence impact age-based stereotype threat in the workplace. *Psychology and Aging*, 38(7), 740–747. <https://doi.org/10.1037/pag0000754>

64. Costanza, D. P., Rudolph, C. W., & **Zacher, H.** (2023). Are generations a useful concept? *Acta Psychologica*, 241, 104059. <https://doi.org/10.1016/j.actpsy.2023.104059>

65. Mori, K., Odagami, K., Hiraoka, K., Ito, N., Inoue, A., Nagata, T., Adi, N. P., & **Zacher, H.** (2023). The Japanese version of the occupational future time perspective scale: A validation study. *Journal of Occupational Health*, 65, e12432. <https://doi.org/10.1002/1348-9585.12432>

66. Rudolph, C. W., & **Zacher, H.** (2023). Individual differences and changes in personality during the COVID-19 pandemic. *Social and Personality Psychology Compass*, 17(7), e12742. <https://doi.org/10.1111/spc3.12742>

67. **Huebner, L.-A.**, & **Zacher, H.** (2023). The role of mean item ratings, topic distance, direct leadership, and voice climate in action planning after employee surveys. *Acta Psychologica*, 238, 103950. <https://doi.org/10.1016/j.actpsy.2023.103950>

68. Schubert, K., Zeschke, M., & Zacher, H. (2023). What to do when there is nothing to do? Toward a better understanding of idle time at work. *Current Psychology*, 42(14), 11871–11890. <https://doi.org/10.1007/s12144-021-02445-5>
69. Zacher, H., & Rudolph, C. W. (2023). Effects of person-occupation political orientation misfit on occupational identification: An experimental study. *Applied Psychology: An International Review*, 72(3), 1248–1269. <https://doi.org/10.1111/apps.12433>
70. Kleine, A.-K., Rudolph, C. W., Schmitt, A., & Zacher, H. (2023). Thriving at work: An investigation of the independent and joint effects of vitality and learning on employee health. *European Journal of Work and Organizational Psychology*, 32(1), 95–106. <https://doi.org/10.1080/1359432X.2022.2102485>
71. Rudolph, C. W., & Zacher, H. (2023). Adapting to involuntary, radical, and socially undesirable career changes. *Current Psychology*, 42(6), 5015–5026. <https://doi.org/10.1007/s12144-021-01859-5>
72. Zacher, H., & Rudolph, C. W. (2023). Environmental knowledge is inversely related to climate change anxiety. *Climatic Change*, 176(4), 32. <https://doi.org/10.1007/s10584-023-03518-z>
73. Kühner, C., Rudolph, C. W., Derks, D., Posch, M., & Zacher, H. (2023). Technology-assisted supplemental work: A meta-analysis. *Journal of Vocational Behavior*, 142(1), 103861. <https://doi.org/10.1016/j.jvb.2023.103861>
74. Zacher, H., Rudolph, C. W., & Katz, I. M. (2023). Employee green behavior as the core of environmentally sustainable organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 465–494. <https://doi.org/10.1146/annurev-orgpsych-120920-050421>
75. Zacher, H., & Rudolph, C. W. (2023). Racialized police violence: Potential solutions from and for Germany. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(4), 626–629. <https://doi.org/10.1017/iop.2022.73>
76. Rudolph, C. W., & Zacher, H. (2023). Openness maximizes advocacy. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(4), 551–553. <https://doi.org/10.1017/iop.2022.65>
77. Murphy, L. D., Cobb, H. R., Rudolph, C. W., & Zacher, H. (2023). Commuting demands and appraisals: A systematic review and meta-analysis of strain and wellbeing outcomes. *Organizational Psychology Review*, 13(1), 11–43. <https://doi.org/10.1177/20413866221131404>
78. Zacher, H., & Rudolph, C. W. (2023). The construction of the “older worker”. *Merits*, 3(1), 115–130. <https://doi.org/10.3390/merits3010007>
79. Zacher, H. (2023). The company Christmas party and employee happiness. *Scientific Reports*, 13, 337. <https://doi.org/10.1038/s41598-023-27473-y>

2022

80. Weiss, D., Weiss, M., Rudolph, C. W., & **Zacher, H.** (2022). Tough times at the top: Occupational status predicts changes in job satisfaction in times of crisis. *Journal of Vocational Behavior*, 139(1), 103804. <https://doi.org/10.1016/j.jvb.2022.103804>
81. Rudolph, C. W., Friedrich, J. C., & **Zacher, H.** (2022). Precise conclusions regarding the influence of age stereotypes require precise operationalizations thereof. *Work, Aging and Retirement*, 8(4), 371–374. <https://doi.org/10.1093/workar/waab035>
82. Weiss, M., Weiss, D., & **Zacher, H.** (2022). All set in stone? How and why essentialist beliefs about aging affect employees' motivation to continue working beyond retirement age. *Journal of Organizational Behavior*, 43(8), 1446–1461. <https://doi.org/10.1002/job.2647>
83. Friedrich, J. C., Koziel, R. J., **Zacher, H.**, & Rudolph, C. W. (2022). Work ability mediates the relationships between personal resources and work engagement. *Merits*, 2(4), 293–303. <https://doi.org/10.3390/merits2040020>
84. Nübold, A., van Gils, S., & **Zacher, H.** (2022). Relationships between daily work role stressors and dark triad states: Results of two diary studies. *Zeitschrift für Psychologie*, 230(4), 311–320. <https://doi.org/10.1027/2151-2604/a000505>
85. Moghimi, D., Scheibe, S., & **Zacher, H.** (2022). Selection, optimization, and compensation strategies and within-day changes in occupational well-being. *Occupational Health Science*, 6(3), 363–385. <https://doi.org/10.1007/s41542-022-00117-9>
86. Rudolph, C. W., & **Zacher, H.** (2022). Generations, we hardly knew ye: An obituary. *Group & Organization Management*, 47(5), 928–935. <https://doi.org/10.1177/10596011221098307>
87. Katz, I. M., Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (2022). Employee green behavior: A meta-analysis. *Corporate Social Responsibility and Environmental Management*, 29(5), 1146–1157. <https://doi.org/10.1002/csr.2260>
88. Knoll, M., Feldt, M., & **Zacher, H.** (2022). Effects of technology-enabled flexible work arrangements on employee voice: Toward a nuanced understanding. *Management Revue—Socioeconomic Studies*, 35(3), 187–219. <https://doi.org/10.5771/0935-9915-2022-3-303>
89. Dietz, C., Bauermann, P., & **Zacher, H.** (2022). Relationships between ICT use for task and social functions, work characteristics, and employee task proficiency and job satisfaction: Does age matter? *Merits*, 2(3), 224–240. <https://doi.org/10.3390/merits2030016>
90. Rudolph, C. W., Breevaart, K., & **Zacher, H.** (2022). Disentangling between-person and reciprocal within-person relationships between perceived leadership and employee wellbeing. *Journal of Occupational Health Psychology*, 27(4), 441–450.

<https://doi.org/10.1037/ocp0000320>

91. Nagy, N., Rudolph, C. W., & **Zacher, H.** (2022). Reciprocal relationships between subjective age and retirement intentions. *European Journal of Work and Organizational Psychology, 31*(4), 583–595. <https://doi.org/10.1080/1359432X.2021.2016700>
92. Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (2022). Short-term effects of short-term work: Dynamics in fatigue across two national lockdowns. *Journal of Occupational and Environmental Medicine, 64*(7), 550–556. <https://doi.org/10.1097/JOM.0000000000002537>
93. Dietz, C., & **Zacher, H.** (2022). Effects of employee sickness presence on customer repurchase and recommendation intentions: The role of customer affective reactions. *Journal of Business and Psychology, 37*(4), 831–854. <https://doi.org/10.1007/s10869-021-09764-1>
94. Hommel, B. E., Wollang, F.-J. M., Kotova, V., **Zacher, H.**, & Schmukle, S. C. (2022). Transformer-based deep neural language modeling for construct-specific automatic item generation. *Psychometrika, 87*(2), 749–772. <https://doi.org/10.1007/s11336-021-09823-9>
95. **Zacher, H.**, & Rudolph, C. W. (2022). Strength and vulnerability: Indirect effects of age on changes in occupational well-being through emotion regulation and physiological disease. *Psychology and Aging, 37*(3), 357–370. <https://doi.org/10.1037/pag0000671>
96. Eichberger, C., Derks, D., & **Zacher, H.** (2022). A daily diary study on technology-assisted supplemental work, unfinished tasks, and sleep: The role of problem-solving pondering. *International Journal of Stress Management, 29*(1), 61–74. <https://doi.org/10.1037/str0000237>
97. **Zacher, H.**, & von Hippel, C. (2022). Weight-based stereotype threat in the workplace: Consequences for employees with overweight or obesity. *International Journal of Obesity, 46*(4), 767–773. <https://doi.org/10.1038/s41366-021-01052-5>
98. Petermann, M. K. H., & **Zacher, H.** (2022). Workforce agility: Development and validation of a multidimensional measure. *Frontiers in Psychology, 13*, 841862. <https://doi.org/10.3389/fpsyg.2022.841862>
99. Hirschi, A., von Allmen, N., Burmeister, A., & **Zacher, H.** (2022). Action regulation at the work-family interface: Nomological network and work-family consequences. *Journal of Business and Psychology, 37*(2), 369–387. <https://doi.org/10.1007/s10869-021-09751-6>
100. Hirschi, A., **Zacher, H.**, & Shockley, K. M. (2022). Whole-life career self-management: A conceptual framework. *Journal of Career Development, 49*(2), 344–362. <https://doi.org/10.1177%2F0894845320957729>
101. Hommel, B., Ruppel, R., & **Zacher, H.** (2022). Assessment of cognitive flexibility in personnel selection: Validity and acceptance of a gamified version of the Wisconsin card sorting test. *International Journal of Selection and Assessment, 30*(1), 126–144.

<https://doi.org/10.1111/ijsa.12362>

102. **Rietze, S., & Zacher, H.** (2022). Relationships between agile work practices and occupational well-being: The role of job demands and resources. *International Journal of Environmental Research and Public Health*, *19*(3), 1258. <https://doi.org/10.3390/ijerph19031258>
103. **Huebner, L.-A., & Zacher, H.** (2022). Effects of action planning after employee surveys. *Journal of Personnel Psychology*, *21*(1), 23–36. <https://doi.org/10.1027/1866-5888/a000285>
104. **Zacher, H., & Rudolph, C. W.** (2022). Researching employee experiences and behavior in times of crisis: Theoretical and methodological considerations and implications for human resource management. *German Journal of Human Resource Management*, *36*(1), 6–31. <https://doi.org/10.1177/23970022211058812>
105. Weiss, M., & **Zacher, H.** (2022). Why and when does voice lead to increased job engagement? The role of perceived voice appreciation and emotional stability. *Journal of Vocational Behavior*, *132*(1), 103662. <https://doi.org/10.1016/j.jvb.2021.103662>

2021

106. Hüffmeier, J., & **Zacher, H.** (2021). The basic income: Initiating the needed discussion in industrial, work, and organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *14*(4), 531–562. <https://doi.org/10.1017/iop.2021.91>
107. Rudolph, C. W., & **Zacher, H.** (2021). Raw data + analysis code > descriptive statistics. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *14*(4), 527–530. <https://doi.org/10.1017/iop.2021.97>
108. **Huebner, L.-A., & Zacher, H.** (2021). Following up on employee surveys: A conceptual framework and systematic review. *Frontiers in Psychology*, *12*, 801073. <https://doi.org/10.3389/fpsyg.2021.801073>
109. Rudolph, C. W., & **Zacher, H.** (2021). Family demands and satisfaction with family life during the COVID-19 pandemic. *Couple and Family Psychology: Research and Practice*, *10*(4), 249–259. <https://doi.org/10.1037/cfp0000170>
110. **Koziel, R., Friedrich, J. C., Rudolph, C. W., & Zacher, H.** (2021). Age-differentiated leadership and healthy aging at work: Evidence from the early stages of the COVID-19 pandemic. *International Journal of Environmental Research and Public Health*, *18*(23), 12509. <https://doi.org/10.3390/ijerph182312509>
111. Rudolph, C. W., Rauvola, R. S., Costanza, D. P., & **Zacher, H.** (2021). Generations and generational differences: Debunking myths in organizational science and practice and paving new paths forward. *Journal of Business and Psychology*, *36*, 945–967. <https://doi.org/10.1007/s10869-020-09715-2>
2021 Journal of Business and Psychology Editor Commendation

112. **Bohlmann, C.**, Rudolph, C. W., & **Zacher, H.** (2021). Effects of proactive behavior on within-day changes in occupational well-being: The role of organizational tenure and emotion regulation skills. *Occupational Health Science*, 5(3), 277–306. <https://doi.org/10.1007/s41542-021-00089-2>
113. Rudolph, C. W., & **Zacher, H.** (2021). Age-inclusive human resource practices, age diversity climate, and work ability: Exploring between- and within-person indirect effects. *Work, Aging and Retirement*, 7(4), 387–403. <https://doi.org/10.1093/workar/waaa008>
114. **Gerlach, F.**, Rosing, K., & **Zacher, H.** (2021). Flexible adaptation of leader behavior: An experimental analysis of the beneficial effect of flexibility in innovation processes. *Journal of Personnel Psychology*, 20(4), 198–206. <https://doi.org/10.1027/1866-5888/a000274>
115. **Eichberger, C.**, & **Zacher, H.** (2021). Toward definitional clarity of technology-assisted supplemental work: A bridge over muddied waters. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 428–431. <https://doi.org/10.1017/iop.2021.82>
116. Knoll, M., & **Zacher, H.** (2021). To understand ICT use, instead of defragmentation, we need to build requisite complexity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 432–435. <https://doi.org/10.1017/iop.2021.84>
117. **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. *Zeitschrift für Arbeits- und Organisationspsychologie*, 65(4), 188–201. <https://doi.org/10.1026/0932-4089/a000365>
118. Rothermund, K., Klusmann, V., & **Zacher, H.** (2021). Age discrimination in the context of motivation and healthy aging. *Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, 76(S2), S167–S180. <https://doi.org/10.1093/geronb/gbab081>
119. **Zacher, H.**, Zadeh, R. S., Heckhausen, J., & Oettingen, G. (2021). Motivation and healthy aging at work. *Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, 76(S2), S145–S156. <https://doi.org/10.1093/geronb/gbab042>
120. Freund, A. M., Hennecke, M., Brandstätter, V., Martin, M., Boker, S., Charles, S. T., Fishbach, A., Gow, A. J., Heckhausen, J., Hess, T. M., Isaacowitz, D. M., Klusmann, V., Lachman, M. E., Mayr, U., Oettingen, G., Robert, P., Roecke, C., Rothermund, K., Scholz, U., Tobler, P. N., **Zacher, H.**, & Zadeh, R. S. (2021). Motivation and healthy aging: A heuristic model. *Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, 76(S2), S97–S104. <https://doi.org/10.1093/geronb/gbab128>
121. **Petermann, M. K. H.**, & **Zacher, H.** (2021). Development of a behavioral taxonomy of agility in the workplace. *International Journal of Managing Projects in Business*, 14(6), 1383–1405. <https://doi.org/10.1108/IJMPB-02-2021-0051>
122. Radeloff, D., **ten Hövel, M.**, Brennecke, G., Stoeber, F. S., Lempp, T., Kettner, M., **Zacher, H.**, von Klitzing, K., & Bennefeld-Kersten, K. (2021). Suicide after reception into prison: A

- case-control study examining differences in early and late events. *PLoS One*, 16(8), e0255284. <https://doi.org/10.1371/journal.pone.0255284>
123. **Röllmann, L.**, Weiss, M., & **Zacher, H.** (2021). Does voice benefit or harm occupational well-being? The role of job insecurity. *British Journal of Management*, 32(3), 708–724. <https://doi.org/10.1111/1467-8551.12471>
124. 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. <https://doi.org/10.1093/workar/waab002>
125. **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. <https://doi.org/10.1177/2397002220968188>
126. **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. <https://doi.org/10.1007/s10869-020-09691-7>
127. Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A., Barrett, S., Bhattacharjee, A., Blanco, N. D., Bogilovic, S., Bollmann, G., Bosak, J., Bulut, C., Carter, M., Cerne, M., Chui, S. L. M., Di Marco, D., Duden, G., Elsey, V., Fujimura, M., Gatti, P., Ghislieri, C., Giessner, S. R., Hino, K., Hofmans, J., Jønsson, T. S., Kazimna, P., Lowe, K. B., Malagón, J., Mohebbi, H., Montgomery, A., Monzani, L., Pieterse, A. N., Ngoma, M., Ozeren, E., O’Shea, D., Ottsen, C. L., Pickett, J., Rangkuti, A. A., Retowski, S., Ardabili, F. S., Shaukat, R., Silva, S. A., Šimunić, A., Steffens, N. K., Sultanova, F., Szücs, D., Tavares, S. M., Tipandjan, A., van Dick, R., Vasiljevic, D., Wong, S. I., & **Zacher, H.** (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries. *Journal of Organizational Behavior*, 42(5), 619–648. <https://doi.org/10.1002/job.2512>
128. Rudolph, C. W., Allan, B., Clark, M., Hertel, G., Hirschi, A., Kunze, F., Shockley, K., Shoss, M., Sonnentag, S., & **Zacher, H.** (2021). Pandemics: Implications for research and practice in industrial and organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1–2), 1–35. <https://doi.org/10.1017/iop.2020.48>
129. **Zacher, H.**, & Froidevaux, A. (2021). Life stage, lifespan, and life course perspectives on vocational behavior and development: A theoretical framework, review, and research agenda. *Journal of Vocational Behavior*, 126(1), 103476. <https://doi.org/10.1016/j.jvb.2020.103476>
130. Rudolph, C. W., Katz, I., **Ruppel, R.**, & **Zacher, H.** (2021). A systematic and critical review of research on respect in leadership. *The Leadership Quarterly*, 32(1), 101492. <https://doi.org/10.1016/j.leaqua.2020.101492>

131. Parmentier, M., Dangoisse, F., **Zacher, H.**, Pirsoul, T., & Nils, F. (2021). Anticipatory emotions at the prospect of the transition to higher education: A latent transition analysis. *Journal of Vocational Behavior*, *125*, 103543. <https://doi.org/10.1016/j.jvb.2021.103543>
132. Doerwald, F., **Zacher, H.**, Scheibe, S., & van Yperen, N. W. (2021). Generativity at work: A meta-analysis. *Journal of Vocational Behavior*, *125*, 103521. <https://doi.org/10.1016/j.jvb.2020.103521>
133. **Zacher, H.**, & Rudolph, C. W. (2021). Big Five traits as predictors of perceived stressfulness of the COVID-19 pandemic. *Personality and Individual Differences*, *175*, 110694. <https://doi.org/10.1016/j.paid.2021.110694>
134. **Zacher, H.**, & Rudolph, C. W. (2021). Individual differences and changes in subjective wellbeing during the early stages of the COVID-19 pandemic. *American Psychologist*, *76*(1), 50–62. <https://doi.org/10.1037/amp0000702>
135. Lashani, E., & **Zacher, H.** (2021). Do we have a match? Assessing the role of community in coworking spaces based on a person-environment fit framework. *Frontiers in Psychology*, *12*, 620794. <https://doi.org/10.3389/fpsyg.2021.620794>
136. Toomey, E. C., Rudolph, C. W., & **Zacher, H.** (2021). Age-conditional effects of political skill and empathy on emotional labor: An experience sampling study. *Work, Aging and Retirement*, *7*(1), 46–60. <https://doi.org/10.1093/workar/waaa004>
137. Moghimi, D., Van Yperen, N. W., Sense, F., **Zacher, H.**, & Scheibe, S. (2021). Using the selection, optimization, and compensation model of action-regulation to explain college students' grades and study satisfaction. *Journal of Educational Psychology*, *113*(1), 181–196. <https://doi.org/10.1037/edu0000466>
138. **Zacher, H.**, & Rudolph, C. W. (2021). Relationships between psychological contract breach and employee well-being and career-related behavior: The role of occupational future time perspective. *Journal of Organizational Behavior*, *42*(1), 84–99. <https://doi.org/10.1002/job.2495>

2020

139. Petermann, M. K. H., & **Zacher, H.** (2020). Agility in the workplace: Conceptual analysis, contributing factors, and practical examples. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *13*(4), 599–609. <https://doi.org/10.1017/iop.2020.106>
140. Kooij, D. T. A. M., **Zacher, H.**, Wang, M., & Heckhausen, J. (2020). Successful aging at work: A process model to guide future research and practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *13*(3), 345–365. <https://doi.org/10.1017/iop.2020.1>
141. Rudolph, C. W., Costanza, D. P., Wright, C., & **Zacher, H.** (2020). Cross-temporal meta-analysis: A conceptual and empirical critique. *Journal of Business and Psychology*, *35*(6),

733–750. <https://doi.org/10.1007/s10869-019-09659-2>
2020 *Journal of Business and Psychology* Editor Commendation

142. Rudolph, C. W., **Rauvola, R. S.**, Costanza, D. P., & **Zacher, H.** (2020). Answers to 10 questions about generations and generational differences in the workplace. *Public Policy & Aging Report*, 30(3), 82–88. <https://doi.org/10.1093/ppar/praa010>
143. **Zacher, H.**, & Rudolph, C. W. (2020). Beware of “populist science”! – A commentary on Bal (2020). *Zeitschrift für Arbeits- und Organisationspsychologie*, 64(3), 202–207. <https://doi.org/10.1026/0932-4089/a000334>
144. Rudolph, C. W., & **Zacher, H.** (2020). “The COVID-19 Generation”: A cautionary note. *Work, Aging and Retirement*, 6(3), 139–145. <https://doi.org/10.1093/workar/waaa009>
145. **Dietz, C.**, **Zacher, H.**, Scheel, T., Otto, K., & Rigotti, T. (2020). Leaders as role models: Effects of leader presenteeism on employee presenteeism and sick leave. *Work & Stress*, 34(3), 300–322. <https://doi.org/10.1080/02678373.2020.1728420>
146. Rudolph, C. W., & **Zacher, H.** (2020). COVID-19 and careers: On the futility of generational explanations. *Journal of Vocational Behavior*, 119, 103433. <https://doi.org/10.1016/j.jvb.2020.103433>
147. **Gerlach, F.**, **Heinigk, K.**, Rosing, K., & **Zacher, H.** (2020). Aligning leader behaviors with innovation requirements improves performance: An experimental study. *Frontiers in Psychology*, 11, 1332. <https://doi.org/10.3389/fpsyg.2020.01332>
148. **Rauvola, R. S.**, Rudolph, C. W., **Ebbert, L.**, & **Zacher, H.** (2020). Person-environment fit and work satisfaction: Exploring the conditional effects of age. *Work, Aging and Retirement*, 6(2), 101–117. <https://doi.org/10.1093/workar/waz011>
149. Rudolph, C. W., **Chang, K.**, **Rauvola, R. S.**, & **Zacher, H.** (2020). Meta-analysis in vocational behavior: A systematic review and recommendations for best practices. *Journal of Vocational Behavior*, 118, 103397. <https://doi.org/10.1016/j.jvb.2020.103397>
150. Rudolph, C. W., **Murphy, L. D.**, & **Zacher, H.** (2020). A review and critique of research on “healthy leadership”. *The Leadership Quarterly*, 31(1), 101335. <https://doi.org/10.1016/j.leaqua.2019.101335>
151. Finkelstein, L., **Voyles, E.**, **Thomas, C.**, & **Zacher, H.** (2020). A daily diary study of responses to age meta-stereotypes. *Work, Aging and Retirement*, 6(1), 28–45. <https://doi.org/10.1093/workar/waz005>

2019

152. **Zacher, H.** (2019). A critical perspective on “critical organizational scholarship.” *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(4), 456–459. <https://doi.org/10.1017/iop.2019.89>

153. **Kleine, A.-K., Rudolph, C. W., & Zacher, H.** (2019). Thriving at work: A meta-analysis. *Journal of Organizational Behavior, 40*(9-10), 973–999. <https://doi.org/10.1002/job.2375>
154. **Rauvola, R. S., Rudolph, C. W., & Zacher, H.** (2019). Generationalism: Problems and implications. *Organizational Dynamics, 48*(4), 100664. <https://doi.org/10.1016/j.orgdyn.2018.05.006>
155. **Zacher, H., & Rudolph, C. W.** (2019). Why do we act as old as we feel? The role of occupational future time perspective and core self-evaluations in the relationship between subjective age and job crafting behaviour. *European Journal of Work and Organizational Psychology, 28*(6), 831–844. <https://doi.org/10.1080/1359432X.2019.1677609>
156. **Prochilo, G. A., Louis, W. R., Bode, S., Zacher, H., & Molenberghs, P.** (2019). An extended commentary on post-publication peer review in organizational neuroscience. *Meta-Psychology, 3*, MP.2018.935. <https://doi.org/10.15626/MP.2018.935>
157. **Parker, S. L., Cutts, S., Nathan, G., & Zacher, H.** (2019). Understanding franchisee performance: The role of personal and contextual resources. *Journal of Business and Psychology, 34*(5), 603–620. <https://doi.org/10.1007/s10869-018-9558-5>
158. **Breevaart, K., & Zacher, H.** (2019). Daily selection, optimization, and compensation strategy use and innovative performance: The role of job autonomy and time pressure. *Journal of Personnel Psychology, 18*(2), 71–83. <https://doi.org/10.1027/1866-5888/a000224>
159. **Katz, I. M., Rudolph, C. W., & Zacher, H.** (2019). Age and career commitment: Meta-analytic tests of competing linear versus curvilinear relationships. *Journal of Vocational Behavior, 112*, 396–416. <https://doi.org/10.1016/j.jvb.2019.03.001>
160. **Breevaart, K., & Zacher, H.** (2019). Main and interactive effects of weekly transformational and laissez-faire leadership on followers' trust in the leader and leader effectiveness. *Journal of Occupational and Organizational Psychology, 92*(2), 384–409. <https://doi.org/10.1111/joop.12253>
161. **Zacher, H., & Rudolph, C. W.** (2019). Just a mirage: On the incremental predictive validity of subjective age. *Work, Aging and Retirement, 5*(2), 141–162. <https://doi.org/10.1093/workar/wax031>
162. **von Hippel, C., Kalokerinos, E. K., Haanterä, K., & Zacher, H.** (2019). Age-based stereotype threat and work outcomes: Stress appraisals and rumination as mediators. *Psychology and Aging, 34*(1), 68–84. <https://doi.org/10.1037/pag0000308>
163. **Zacher, H., Rudolph, C. W., Todorovic, T., & Ammann, D.** (2019). Academic career development: A review and research agenda. *Journal of Vocational Behavior, 110*, 357–373. <https://doi.org/10.1016/j.jvb.2018.08.006>
164. **Zacher, H., Esser, L., Bohlmann, C., & Rudolph, C. W.** (2019). Age, social identity and identification, and work outcomes: A conceptual model, literature review, and future

research directions. *Work, Aging and Retirement*, 5(1), 24–43.

<https://doi.org/10.1093/workar/way005>

165. **Zacher, H.**, Schmitt, A., Jimmieson, N. L., & Rudolph, C. W. (2019). Dynamic effects of personal initiative on engagement and exhaustion: The role of mood, autonomy, and support. *Journal of Organizational Behavior*, 40(1), 38–58. <https://doi.org/10.1002/job.2277>
166. Hirschi, A., Shockley, K. M., & **Zacher, H.** (2019). Achieving work-family balance: An action regulation model. *Academy of Management Review*, 44(1), 150–171. <https://doi.org/10.5465/amr.2016.0409>
- 2018**
167. Topa, G., & **Zacher, H.** (2018). Occupational future time perspective: Psychometric properties of a Spanish scale. *Frontiers in Psychology*, 9, 2237. <https://doi.org/10.3389/fpsyg.2018.02237>
168. Rudolph, C. W., & **Zacher, H.** (2018). What are the mechanisms? The black box of neoliberalism. *European Journal of Work and Organizational Psychology*, 27(5), 556–557. <https://doi.org/10.1080/1359432X.2018.1482873>
169. Gielnik, M. M., **Zacher, H.**, & Wang, M. (2018). Age in the entrepreneurial process: The role of future time perspective and prior entrepreneurial experience. *Journal of Applied Psychology*, 103(10), 1067–1085. <https://doi.org/10.1037/apl0000322>
170. Henkens, K., van Dalen, H., Ekerdt, D., Hershey, D., Hyde, M., Radl, J., Solinge, H., Wang, M., & **Zacher, H.** (2018). What we need to know about retirement: Pressing issues for the coming decade. *The Gerontologist*, 58(5), 805–812. <https://doi.org/10.1093/geront/gnx095>
171. **Bohlmann, C.**, van den Bosch, J., & **Zacher, H.** (2018). The relative importance of employee green behavior for overall job performance ratings: A policy-capturing study. *Corporate Social Responsibility and Environmental Management*, 25(5), 1002–1008. <https://doi.org/10.1002/csr.1516>
172. **Bohlmann, C.**, **Krumbholz, L.**, & **Zacher, H.** (2018). The triple bottom line and organizational attractiveness ratings: The role of pro-environmental attitude. *Corporate Social Responsibility and Environmental Management*, 25(5), 912–919. <https://doi.org/10.1002/csr.1507>
173. **Bohlmann, C.**, Rudolph, C. W., & **Zacher, H.** (2018). Methodological recommendations to move research on work and aging forward. *Work, Aging and Retirement*, 4(3), 225–237. <https://doi.org/10.1093/workar/wax023>
174. **Zacher, H.**, Kooij, D. T. A. M., & Beier, M. E. (2018). Active aging at work: Contributing factors and implications for organizations. *Organizational Dynamics*, 47(1), 37–45. <https://doi.org/10.1016/j.orgdyn.2017.08.001>

175. Rudolph, C. W., Rauvola, R. S., & **Zacher, H.** (2018). Leadership and generations at work: A critical review. *The Leadership Quarterly*, 29(1), 44–57. <https://doi.org/10.1016/j.leaqua.2017.09.004>
176. Rudolph, C. W., Kooij, D. T. A. M., Rauvola, R. S., & **Zacher, H.** (2018). Occupational future time perspective: A meta-analysis of antecedents and outcomes. *Journal of Organizational Behavior*, 39(2), 229–248. <https://doi.org/10.1002/job.2264>

2017

177. Bohlmann, C., Rauch, A., & **Zacher, H.** (2017). A lifespan perspective on entrepreneurship: Perceived skills and opportunities explain the negative association between age and entrepreneurial activity. *Frontiers in Psychology*, 8, 2015. <https://doi.org/10.3389/fpsyg.2017.02015>
178. Norton, T. A., **Zacher, H.**, Parker, S. L., & Ashkanasy, N. M. (2017). Bridging the gap between green behavioral intentions and employee green behavior: The role of green psychological climate. *Journal of Organizational Behavior*, 38(7), 996–1015. <https://doi.org/10.1002/job.2178>
179. Rosing, K., & **Zacher, H.** (2017). Individual ambidexterity: The duality of exploration and exploitation and its relationship with innovative performance. *European Journal of Work and Organizational Psychology*, 26(5), 694–709. <https://doi.org/10.1080/1359432X.2016.1238358>
180. Parker, S. L., **Zacher, H.**, de Bloom, J., Verton, T. M., & Lentink, C. R. (2017). Daily use of energy management strategies and occupational well-being: The moderating role of job demands. *Frontiers in Psychology*, 8, 1477. <https://doi.org/10.3389/fpsyg.2017.01477>
181. Molenberghs, P., Prochilo, G., Steffens, N. K., **Zacher, H.**, & Haslam, S. A. (2017). The neuroscience of inspirational leadership: The importance of collective-oriented language and shared group membership. *Journal of Management*, 43(7), 2168–2194. <https://doi.org/10.1177/0149206314565242>
182. Rudolph, C. W., Lavigne, K. N., Katz, I. M., & **Zacher, H.** (2017). Linking dimensions of career adaptability to adaptation results: A meta-analysis. *Journal of Vocational Behavior*, 102, 151–173. <https://doi.org/10.1016/j.jvb.2017.06.003>
183. Rudolph, C. W., Katz, I. M., Lavigne, K. N., & **Zacher, H.** (2017). Job crafting: A meta-analysis of relationships with individual differences, job characteristics, and work outcomes. *Journal of Vocational Behavior*, 102, 112–138. <https://doi.org/10.1016/j.jvb.2017.05.008>
184. Kühnel, J., **Zacher, H.**, de Bloom, J., & Bledow, R. (2017). Take a break! Benefits of sleep and short breaks for daily work engagement. *European Journal of Work and Organizational Psychology*, 26(4), 481–491. <https://doi.org/10.1080/1359432X.2016.1269750>
185. **Zacher, H.**, Dirkers, B. T., Korek, S., & Hughes, B. (2017). Age-differential effects of job characteristics on job attraction: A policy-capturing study. *Frontiers in Psychology*, 8, 1124.

<https://doi.org/10.3389/fpsyg.2017.01124>

186. Gielnik, M. M., **Zacher, H.**, & Schmitt, A. (2017). How small business managers' age and focus on opportunities affect business growth: A mediated moderation growth model. *Journal of Small Business Management*, 55(3), 460–483.
<https://doi.org/10.1111/jsbm.12253>
187. **Zacher, H.**, & Rudolph, C. W. (2017). Change in job satisfaction negatively predicts change in retirement intentions. *Work, Aging and Retirement*, 3(3), 284–297.
<https://doi.org/10.1093/workar/wax009>
188. Greaves, C. E., Parker, S. L., **Zacher, H.**, & Jimmieson, N. L. (2017). Working mothers' emotional exhaustion from work and care: The role of core self-evaluations, mental health, and control. *Work & Stress*, 31(2), 164–181.
<https://doi.org/10.1080/02678373.2017.1303760>
189. Kochoian, N., Raemdonck, I., Frenay, M., & **Zacher, H.** (2017). The role of age and occupational future time perspective in workers' motivation to learn. *Vocations and Learning*, 10(1), 27–45. <https://doi.org/10.1007/s12186-016-9160-9>
190. Henry, H., **Zacher, H.**, & Desmette, D. (2017). Future time perspective in the work context: A systematic review of quantitative studies. *Frontiers in Psychology*, 8, 413.
<https://doi.org/10.3389/fpsyg.2017.00413>
191. Rudolph, C. W., & **Zacher, H.** (2017). Considering generations from a lifespan developmental perspective. *Work, Aging and Retirement*, 3(2), 113–129.
<https://doi.org/10.1093/workar/waw019>
192. Schulz, H., **Zacher, H.**, & Lippke, S. (2017). The importance of team health climate for health-related outcomes of white-collar workers. *Frontiers in Psychology*, 8, 74.
<https://doi.org/10.3389/fpsyg.2017.00074>
193. Moghimi, D., **Zacher, H.**, Scheibe, S., & van Yperen, N. W. (2017). The selection, optimization, and compensation model in the work context: A systematic review and meta-analysis of two decades of research. *Journal of Organizational Behavior*, 38(2), 247–275.
<https://doi.org/10.1002/job.2108>
194. von Hippel, C., Kalokerinos, E., & **Zacher, H.** (2017). Stereotype threat and perceptions of family-friendly policies among female employees. *Frontiers in Psychology*, 7, 2043.
<https://doi.org/10.3389/fpsyg.2016.02043>
195. Rudolph, C. W., Lavigne, K. N., & **Zacher, H.** (2017). Career adaptability: A meta-analysis of relationships with measures of adaptivity, adapting responses, and adaptation results. *Journal of Vocational Behavior*, 98, 17–34. <https://doi.org/10.1016/j.jvb.2016.09.002>

196. **Zacher, H.**, & Schmitt, A. (2016). Work characteristics and occupational well-being: The role of age. *Frontiers in Psychology*, 7, 1411. <https://doi.org/10.3389/fpsyg.2016.01411>
 197. **Oktaviani, F. H.**, Rooney, D., McKenna, B., & **Zacher, H.** (2016). Family, feudalism, and selfishness: Looking at Indonesian leadership through a wisdom lens. *Leadership*, 12(5), 538–563. <https://doi.org/10.1177/1742715015574319>
 198. **Zacher, H.**, & Yang, J. (2016). Organizational climate for successful aging. *Frontiers in Psychology*, 7, 1007. <https://doi.org/10.3389/fpsyg.2016.01007>
 199. **Zacher, H.**, Hacker, W., & Frese, M. (2016). Action regulation across the adult lifespan (ARAL): A meta-theory of work and aging. *Work, Aging and Retirement*, 2(3), 286–306. <https://doi.org/10.1093/workar/waw015>
 200. Kooij, D. T. A. M., & **Zacher, H.** (2016). Why and when do learning goal orientation and attitude decrease with aging? The role of perceived remaining time and work centrality. *Journal of Social Issues*, 72(1), 146–168. <https://doi.org/10.1111/josi.12160>
 201. **Doerwald, F.**, Scheibe, S., **Zacher, H.**, Van Yperen, N. W. (2016). Emotional competencies across adulthood: State of knowledge and implications for the work context. *Work, Aging and Retirement*, 2(2), 159–216. <https://doi.org/10.1093/workar/waw013>
 202. Rietzschel, E. F., **Zacher, H.**, & Stroebe, W. (2016). A lifespan perspective on creativity and innovation at work. *Work, Aging and Retirement*, 2(2), 105–120. <https://doi.org/10.1093/workar/waw005>
 203. **Zacher, H.**, **Robinson, A. J.**, & Rosing, K. (2016). Ambidextrous leadership and employees' self-reported innovative performance: The role of exploration and exploitation behaviors. *Journal of Creative Behavior*, 50(1), 24–46. <https://doi.org/10.1002/jocb.66>
 204. McKenna, B., **Zacher, H.**, Sattari Ardabili, F., & Mohebbi, H. (2016). Career adapt-abilities scale–Iran form: Psychometric properties and relationships with career satisfaction and entrepreneurial intentions. *Journal of Vocational Behavior*, 93(1), 81–91. <https://doi.org/10.1016/j.jvb.2016.01.004>
 205. **Zacher, H.** (2016). Within-person relationships between daily individual and job characteristics and daily manifestations of career adaptability. *Journal of Vocational Behavior*, 92(1), 105–115. <https://doi.org/10.1016/j.jvb.2015.11.013>
- 2015**
206. **Greaves, C.**, Parker, S. L., **Zacher, H.**, & Jimmieson, N. L. (2015). Turnover intentions of employees with informal eldercare responsibilities: The role of core self-evaluations and supervisor support. *International Journal of Aging and Human Development*, 82(1), 79–115. <https://doi.org/10.1177/0091415015624418>
 207. **Zacher, H.** (2015). Daily manifestations of career adaptability: Relationships with job and career outcomes. *Journal of Vocational Behavior*, 91(1), 76–86.

<https://doi.org/10.1016/j.jvb.2015.09.003>

208. Bal, P. M., De Lange, A. H., Van der Heijden, B. I. J. M., **Zacher, H.**, **Oderkerk, F.**, & Otten, S. (2015). Young at heart, old at work? Relations between age, (meta-)stereotypes, self-categorization, and retirement attitudes. *Journal of Vocational Behavior, 91*(1), 35–45. <https://doi.org/10.1016/j.jvb.2015.09.002>
209. **Zacher, H.** (2015). Using lifespan developmental theory and methods as a viable alternative to the study of generational differences at work. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*(3), 342–346. <https://doi.org/10.1017/iop.2015.47>
210. **Zacher, H.** (2015). The importance of a precise definition, comprehensive model, and critical discussion of successful aging at work. *Work, Aging and Retirement, 1*(4), 320–333. <https://doi.org/10.1093/workar/wav020>
211. **Nieß, C.**, & **Zacher, H.** (2015). Openness to experience as a predictor and outcome of upward job changes into managerial and professional positions. *PLoS ONE, 10*(6), e0131115. <https://doi.org/10.1371/journal.pone.0131115>
212. **Zacher, H.**, & **Johnson, E.** (2015). Leadership and creativity in higher education. *Studies in Higher Education, 40*(7), 1210–1225. <https://doi.org/10.1080/03075079.2014.881340>
213. Scheibe, S., Stamov Roßnagel, C., & **Zacher, H.** (2015). Links between emotional job demands and occupational well-being: Age differences depend on type of demand. *Work, Aging and Retirement, 1*(3), 254–265. <https://doi.org/10.1093/workar/wav007>
214. **Henry, H.**, **Zacher, H.**, & Desmette, D. (2015). Reducing age bias and turnover intentions by enhancing intergenerational contact quality in the workplace: The role of opportunities for generativity and development. *Work, Aging and Retirement, 1*(3), 243–253. <https://doi.org/10.1093/workar/wav005>
215. **Zacher, H.**, McKenna, B., Rooney, D., & Gold, S. (2015). Wisdom in the military context. *Military Psychology, 27*(3), 142–154. <https://doi.org/10.1037/mil0000070>
216. **Zacher, H.**, & Griffin, B. (2015). Older workers' age as a moderator of the relationship between career adaptability and job satisfaction. *Work, Aging and Retirement, 1*(2), 227–236. <https://doi.org/10.1093/workar/wau009>
217. **Zacher, H.**, Ambiel, R. A. M., & Noronha, A. P. P. (2015). Career adaptability and career entrenchment. *Journal of Vocational Behavior, 88*(1), 164–173. <https://doi.org/10.1016/j.jvb.2015.03.006>
218. **Norton, T. A.**, Parker, S. L., **Zacher, H.**, & Ashkanasy, N. M. (2015). Employee green behavior: A theoretical framework, multilevel review, and future research agenda. *Organization & Environment, 28*(1), 103–125. <https://doi.org/10.1177/1086026615575773>

219. **Zacher, H.** (2015). Successful aging at work. *Work, Aging and Retirement, 1*(1), 4–25. <https://doi.org/10.1093/workar/wau006>
220. **Zacher, H., & Schulz, H.** (2015). Employees' eldercare demands, strain, and perceived support. *Journal of Managerial Psychology, 30*(2), 183–198. <https://doi.org/10.1108/JMP-06-2013-0157>
221. **Zacher, H., & Rosing, K.** (2015). Ambidextrous leadership and team innovation. *Leadership & Organization Development Journal, 36*(1), 54–68. <https://doi.org/10.1108/LODJ-11-2012-0141>
222. **Ohme, M., & Zacher, H.** (2015). Job performance ratings: The relative importance of mental ability, conscientiousness, and career adaptability. *Journal of Vocational Behavior, 87*(1), 161–170. <https://doi.org/10.1016/j.jvb.2015.01.003>
223. **Zacher, H., Chan, F., Bakker, A. B., & Demerouti, E.** (2015). Selection, optimization, and compensation strategies: Interactive effects on daily work engagement. *Journal of Vocational Behavior, 87*(1), 101–107. <https://doi.org/10.1016/j.jvb.2014.12.008>
- 2014**
224. **Zacher, H., & Wilden, R. G.** (2014). A daily diary study on ambidextrous leadership and self-reported employee innovation. *Journal of Occupational and Organizational Psychology, 87*(4), 813–820. <https://doi.org/10.1111/joop.12070>
225. **Zacher, H., & Bock, A.** (2014). Mature age job seekers: The role of proactivity. *Journal of Managerial Psychology, 29*(8), 1082–1097. <https://doi.org/10.1108/JMP-05-2012-0158>
226. **Zacher, H., Jimmieson, N. L., & Bordia, P.** (2014). Time pressure and coworker support mediate the curvilinear relationship between age and occupational well-being. *Journal of Occupational Health Psychology, 19*(4), 462–475. <https://doi.org/10.1037/a0036995>
227. **Zacher, H., Brailsford, H. A., & Parker, S. L.** (2014). Micro-breaks matter: A diary study on the effects of energy management strategies on occupational well-being. *Journal of Vocational Behavior, 85*(3), 287–297. <https://doi.org/10.1016/j.jvb.2014.08.005>
228. **Kalokerinos, E. K., von Hippel, C., & Zacher, H.** (2014). Is stereotype threat a useful construct for organizational psychology research and practice? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*(3), 381–402. <https://doi.org/10.1111/iops.12167>
229. **Greaves, C. E., Zacher, H., McKenna, B., & Rooney, D.** (2014). Wisdom and narcissism as predictors of transformational leadership. *Leadership & Organization Development Journal, 35*(4), 335–358. <https://doi.org/10.1108/LODJ-07-2012-0092>
230. **Zacher, H., Pearce, L. K., Rooney, D., & McKenna, B.** (2014). Leaders' personal wisdom and leader-member exchange quality: The role of individualized consideration. *Journal of Business Ethics, 121*(2), 171–187. <https://doi.org/10.1007/s10551-013-1692-4>

231. **Zacher, H.**, & Gielnik, M. M. (2014). Organisational age cultures: The interplay of chief executive officers' age and attitudes toward younger and older employees. *International Small Business Journal*, 32(3), 327–349. <https://doi.org/10.1177/0266242612463025>
232. **Zacher, H.** (2014). Individual difference predictors of change in career adaptability over time. *Journal of Vocational Behavior*, 84(2), 188–198. <https://doi.org/10.1016/j.jvb.2014.01.001>
233. **Norton, T. A.**, **Zacher, H.**, & Ashkanasy, N. M. (2014). Organisational sustainability policies and employee green behaviour: The mediating role of work climate perceptions. *Journal of Environmental Psychology*, 38, 49–54. <https://doi.org/10.1016/j.jenvp.2013.12.008>
234. **Zacher, H.** (2014). Career adaptability predicts subjective career success above and beyond personality traits and core self-evaluations. *Journal of Vocational Behavior*, 84(1), 21–30. <https://doi.org/10.1016/j.jvb.2013.10.002>
- 2013**
235. **Zacher, H.**, McKenna, B., & Rooney, D. (2013). Effects of self-reported wisdom on happiness: Not much more than emotional intelligence? *Journal of Happiness Studies*, 14(6), 1697–1716. <https://doi.org/10.1007/s10902-012-9404-9>
236. Schmitt, A., **Zacher, H.**, & de Lange, A. H. (2013). Focus on opportunities as a boundary condition of the relationship between job control and work engagement: A multi-sample, multi-method study. *European Journal of Work and Organizational Psychology*, 22(5), 505–519. <https://doi.org/10.1080/1359432X.2012.698055>
237. **Zacher, H.** (2013). Older job seeker' job search intensity: The interplay of proactive personality, age, and occupational future time perspective. *Ageing & Society*, 33(7), 1139–1166. <https://doi.org/10.1017/S0144686X12000451>
238. Schmitt, A., Gielnik, M. M., **Zacher, H.**, & **Klemann, D. K.** (2013). The motivational benefits of specific versus general optimism. *Journal of Positive Psychology*, 8(5), 425–434. <https://doi.org/10.1080/17439760.2013.820338>
239. Weigl, M., Müller, A., Hornung, S., **Zacher, H.**, & Angerer, P. (2013). The moderating effects of job control and selection, optimization, and compensation strategies on the age-work ability relationship. *Journal of Organizational Behavior*, 34(5), 607–628. <https://doi.org/10.1002/job.1810>
240. Bal, P. M., de Lange, A. H., **Zacher, H.**, van der Heijden, B. I. J. M. (2013). A lifespan perspective on psychological contracts and their relations with organizational commitment. *European Journal of Work and Organizational Psychology*, 22(3), 279–292. <https://doi.org/10.1080/1359432X.2012.741595>

241. **Bissing-Olson, M. J.**, Iyer, A., Fielding, K. S., & **Zacher, H.** (2013). Relationships between daily affect and pro-environmental behavior at work: The moderating role of pro-environmental attitude. *Journal of Organizational Behavior*, *34*(2), 156–175. <https://doi.org/10.1002/job.1788>
242. **Zacher, H.**, & Jimmieson, N. L. (2013). Leader-follower interactions: Relations with OCB and sales productivity. *Journal of Managerial Psychology*, *28*(1), 92–106. <https://doi.org/10.1108/02683941311298887>

2012

243. **Zacher, H.**, Biemann, T., Gielnik, M. M., & Frese, M. (2012). Patterns of entrepreneurial career development: An optimal matching analysis approach. *International Journal of Developmental Science*, *6*(3-4), 177–187. <https://doi.org/10.3233/DEV-2012-12111>
244. **Bissing-Olson, M. J.**, **Zacher, H.**, Fielding, K. S., & Iyer, A. (2012). An intraindividual perspective on pro-environmental behaviors at work. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *5*(4), 500–502. <https://doi.org/10.1111/j.1754-9434.2012.01488.x>
245. **Norton, T. A.**, **Zacher, H.**, & Ashkanasy, N. M. (2012). On the importance of proenvironmental organizational climate for employee green behavior. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *5*(4), 497–500. <https://doi.org/10.1111/j.1754-9434.2012.01487.x>
246. **Zacher, H.**, & Bal, P. M. (2012). Professor age and research assistant ratings of passive-avoidant and proactive leadership: The role of age-related work concerns and age stereotypes. *Studies in Higher Education*, *37*(7), 875–896. <https://doi.org/10.1080/03075079.2011.557829>
247. Biemann, T., **Zacher, H.**, & Feldman, D. C. (2012). Career patterns: A twenty-year panel study. *Journal of Vocational Behavior*, *81*(2), 159–170. <https://doi.org/10.1016/j.jvb.2012.06.003>
248. Schmitt, A., **Zacher, H.**, & Frese, M. (2012). The buffering effect of selection, optimization, and compensation strategy use on the relationship between problem solving demands and occupational well-being: A daily diary study. *Journal of Occupational Health Psychology*, *17*(2), 139–149. <https://doi.org/10.1037/a0027054>
249. **Zacher, H.**, Schmitt, A., & Gielnik, M. M. (2012). Stepping into my shoes: Generativity as a mediator of the relationship between business owners' age and family succession. *Ageing & Society*, *32*(4), 673–696. <https://doi.org/10.1017/S0144686X11000547>
250. **Zacher, H.**, Jimmieson, N. L., & **Winter, G.** (2012). Eldercare demands, mental health, and work performance: The moderating role of satisfaction with eldercare tasks. *Journal of Occupational Health Psychology*, *17*(1), 52–64. <https://doi.org/10.1037/a0025154>

251. Gielnik, M. M., **Zacher, H.**, & Frese, M. (2012). Focus on opportunities as a mediator of the relationship between business owners' age and venture growth. *Journal of Business Venturing*, 27(1), 127–142. <https://doi.org/10.1016/j.jbusvent.2010.05.002>

2011

252. **Zacher, H.**, Rosing, K., Henning, T., & Frese, M. (2011). Establishing the next generation at work: Leader generativity as a moderator of the relationships between leader age, leader-member exchange, and leadership success. *Psychology and Aging*, 26(1), 241–252. <https://doi.org/10.1037/a0021429>
253. **Zacher, H.**, & Winter, G. (2011). Eldercare demands, strain, and work engagement: The moderating role of perceived organizational support. *Journal of Vocational Behavior*, 79(3), 667–680. <https://doi.org/10.1016/j.jvb.2011.03.020>
254. **Zacher, H.**, & de Lange, A. H. (2011). Relations between chronic regulatory focus and future time perspective: Results of a cross-lagged structural equation model. *Personality and Individual Differences*, 50(8), 1255–1260. <https://doi.org/10.1016/j.paid.2011.02.020>
255. **Zacher, H.**, Rosing, K., & Frese, M. (2011). Age and leadership: The moderating role of legacy beliefs. *The Leadership Quarterly*, 22(1), 43–50. <https://doi.org/10.1016/j.leaqua.2010.12.006>
256. **Zacher, H.**, & Frese, M. (2011). Maintaining a focus on opportunities at work: The interplay between age, job complexity, and the use of selection, optimization, and compensation strategies. *Journal of Organizational Behavior*, 32(2), 291–318. <https://doi.org/10.1002/job.683>

2010 and earlier

257. Schalk, R., van Veldhoven, M., de Lange, A. H., De Witte, H., ... **Zacher, H.** (2010). Moving European research on work and ageing forward: Overview and agenda. *European Journal of Work and Organizational Psychology*, 19(1), 76–101. <https://doi.org/10.1080/13594320802674629>
258. **Zacher, H.**, Heusner, S., Schmitz, M., Zwierzanska, M. M., & Frese, M. (2010). Focus on opportunities as a mediator of the relationships between age, job complexity, and work performance. *Journal of Vocational Behavior*, 76(3), 374–386. <https://doi.org/10.1016/j.jvb.2009.09.001>
259. **Zacher, H.**, & Frese, M. (2009). Remaining time and opportunities at work: Relationships between age, work characteristics, and occupational future time perspective. *Psychology and Aging*, 24(2), 487–493. <https://doi.org/10.1037/a0015425>
260. **Zacher, H.**, Degner, M., Seevaldt, R., Frese, M., & Lüdde, J. (2009). Was wollen jüngere und ältere Erwerbstätige erreichen? Altersbezogene Unterschiede in den Inhalten und Merkmalen beruflicher Ziele [What do younger and older workers want to accomplish? Age-related differences in content and characteristics of occupational goals].

Zeitschrift für Personalpsychologie, 8(4), 191–200. <https://doi.org/10.1026/1617-6391.8.4.191>

261. **Zacher, H.**, Felfe, J., & Glander, G. (2008). Lernen im Team: Zusammenhänge zwischen Personen- und Teammerkmalen und der Leistung von Multiplikatoren [Learning in teams: Relationships between individual and team characteristics and the performance of multipliers]. *Zeitschrift für Arbeits- und Organisationspsychologie*, 52(2), 81–90. <https://doi.org/10.1026/0932-4089.52.2.81>

Other Publications

1. Stein, M., Kühner, C., & **Zacher, H.** (2026). Umweltfreundliches Verhalten bei der Arbeit: Wie Organisationen ökologisch nachhaltiger werden. *Wirtschaftspsychologie Aktuell*.
2. **Zacher, H.** (2026). Wie HR erfolgreiches Altern bei der Arbeit fördern kann. *Personalmagazin*.
3. Stein, M., Kühner, C., Katz, I. M., & **Zacher, H.** (2026). Ökologische Nachhaltigkeit in Organisationen proaktiv gestalten. *PERSONALquarterly*, 78(1), 26-31.
4. **Zacher, H.** (2025). Arbeit bedeutet weit mehr als nur Geld verdienen. In J. Nachtwei & K. Nachtwei (Hrsg.), *Sonderband Zukunft der Arbeit an der Zukunft, HR Consulting Review* (Band 17), 322-323.
5. **Zacher, H.** (2025). X, Y, Z, Greta, Alpha? Contra Generationen. *Albert – Magazin der Einstein Stiftung Berlin*, 10, 75. <https://www.einsteinfoundation.de/albert>
6. Rietze, S., **Zacher, H.**, Friedrichs, A., & Stöhr, M. (2025). *Green HRM Report: Studie zu Personalpraktiken für ökologische Nachhaltigkeit*. <https://www.kollektiv-regenerative.com/greenhrmreport2025>
7. **Zacher, H.** & Baumeister, R. (2025). Das gute Arbeitsleben: Mehr als Zufriedenheit. *PERSONALquarterly*, 77(1), 10-15. https://www.haufe.de/personal/zeitschrift/personalquarterly/personalquarterly-12025-wohlbefinden-im-arbeitsleben-personalquarterly_48_637928.html
8. **Zacher, H.** (2025). Foreword. In Maree, K. (Ed.), *First steps in research* (4th ed., p. vi). Pretoria, South Africa: Van Schaik.
9. **Zacher, H.** (2024). Ist das Generationendenken ein sinnvoller Ansatz zur Fachkräftesicherung? *RKW Magazin*, 3, 10-13. https://www.rkw-kompetenzzentrum.de/fileadmin/media/Produkte/2024/RKW_Magazin/20241127-RKW-Magazin-3-2024-Investition-Mensch-Transformation-statt-Resignation.pdf
10. **Zacher, H.** (2024). Homeoffice, Hybrid, Präsenz: Was sagt die Wissenschaft? In E. E. Schneider (Ed.), *Mental Health Matters: Gesund arbeiten – besser leben* (pp. 343-344).

Haufe.

11. **Zacher, H.** (2024). Generationen werden erfunden. *Psychologie Heute*, 51(7), 8. <https://www.psychologie-heute.de/gesellschaft/artikel-detailansicht/43503-generationen-werden-erfunden.html>
12. **Zacher, H.** (2024). Was wäre, wenn? *Leipziger Leben (Schwerpunkt Neuanfänge)*, 1, 11. https://files.l.de/lde-typo3/Leipziger/Wir-fuer-Leipzig/Leipziger-Leben/Magazin/Alle_Ausgaben/Leipziger-Leben-01-2024-barrierefrei.pdf
13. **Zacher, H.** (2024). Schattenseiten der „New Work“: Wie lässt sich die psychische Gesundheit erhalten? *Forschung und Lehre*, 31(3), 172-173. <https://www.wissenschaftsmanagement-online.de/beitrag/schattenseiten-der-new-work-wie-lsst-sich-die-psychische-gesundheit-erhalten-16016>
14. **Zacher, H.** (2023). Homeoffice: Nicht für jeden geeignet. *Wirtschaftspsychologie Heute*. <https://www.wirtschaftspsychologie-heute.de/homeoffice-nicht-fuer-jeden-geeignet/>
15. **Rietze, S., & Zacher, H.** (2023). Healthy New Work: Auswirkungen agiler Arbeit auf die psychische Gesundheit. *PERSONALquarterly*, 4, 32-38. https://mwonline.s3.eu-west-1.amazonaws.com/material/PQ0323_32-39_Healthy_New_Work.pdf
16. **Zacher, H.** (2023). Drei Jahre Homeoffice-Studie: Die wichtigsten Erkenntnisse für Führungskräfte. *people&work*, 2, 68–70. <https://research.owlit.de/document/c478fadd-a8c4-3c64-addd-b78526e6fab5>
17. **Zacher, H.** (2023). Die hybride Arbeitswelt der Wissenschaft: Lehren aus drei Jahren Pandemie. *Forschung & Lehre*, 30(3), 202–203. <https://www.forschung-und-lehre.de/karriere/wissenschaft-zwischen-homeoffice-und-hochschule-5470>
18. **Zacher, H.** & Rudolph, C. W. (2022). Unterschiede der Generationen: Ein ökologischer Fehlschluss. *Wirtschaftspsychologie Heute*. <https://www.wirtschaftspsychologie-heute.de/unterschiede-der-generationen-ein-oekologischer-fehlschluss/>
19. **Zacher, H.** (2022). Kommentar zur Fallstudie „Müssen jetzt alle zurück ins Büro?“ *Harvard Business Manager*, 5, 90. <https://www.manager-magazin.de/hbm/strategie/mobiles-arbeiten-muessen-jetzt-alle-zurueck-in-die-bueros-fallstudie-a-00ba70fd-0002-0001-0000-000201159039>
20. Rudolph, C. W., & **Zacher, H.** (2022). Aging at work and retirement: Only a success story? Book review of “What Retirees Want: A Holistic View of Life’s Third Age” by Ken Dychtwald & Robert Morison, and “Aging, Work, and Retirement” by Elizabeth F. Fideler. *The Gerontologist*, 62(1), 142–144. doi:[10.1093/geront/gnab073](https://doi.org/10.1093/geront/gnab073)
21. 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>

22. Koburger, N., & **Zacher, H.** (2021). Psychische Gesundheit Promovierender: Die Rolle der Personalentwicklung an Hochschulen. *Personal in Hochschule und Wissenschaft entwickeln*, 1, 10–13.
23. 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/>
24. **Zacher, H.** (2020). Wie gelingt das Arbeiten im Homeoffice? *Landkreis Leipzig Journal – Sonderausgabe Wirtschaft*, 17. https://www.landkreisleipzig.de/files/user_upload/Landkreis/Aktuelles/Landkreis_Journal/2020/Sonderausgabe_Wirtschaft_2020.pdf
25. **Zacher, H.** (2020). Aus den Augen aus dem Sinn? Forschen und Lehren im Homeoffice. *Forschung & Lehre*, 27(5), 438–439. <https://www.forschung-und-lehre.de/management/produktiv-und-zufrieden-im-homeoffice-2739>
26. **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
27. **Zacher, H.** (2019). Gute Arbeit muss sinnvoll sein. *Leipziger Leben (Schwerpunkt Arbeitswelten)*, 3, 26.
28. **Zacher, H.** (2019). Digitalisierung der Arbeitswelt: Risiken und Chancen. *Landkreis Leipzig Journal*, 3, 6–7. https://www.landkreisleipzig.de/files/user_upload/Landkreis/Aktuelles/Landkreis_Journal/2019/Ausgabe_3_2019.pdf
29. **Zacher, H.** (2019). Foreword. In Maree, K. (Ed.), *First steps in research* (3rd ed., p. vi). Pretoria, South Africa: Van Schaik.
30. **Zacher, H.** (2018). Wandel der Arbeitswelt: Wie Unternehmen die Zukunft aktiv gestalten können. *Landkreis Leipzig Journal*, 4, 14–15. https://www.landkreisleipzig.de/files/user_upload/Landkreis/Aktuelles/Landkreis_Journal/2018/Ausgabe_4_2018.pdf
31. **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/>
32. 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 and <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/1431/The-Kids-Are-Alright-Taking-Stock-of-Generational-Differences-at-Work>

33. **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)

Competitive Research Grant Awards and Industry Funding

- Pachana, N., Bordia, P., Earl, J., Baird, M., Lam, J., Steffens, N., **Zacher, H.**, Davies, B., Nolan, N., Marmilic, R., Hartley, N. (2026-2029). Generating the evidence and resources to support a successful retirement. *Australian Research Council (ARC) Linkage Project*, AUD396,250.
- Hüffmeier, J., Mazei, J., & **Zacher, H.** (2026-2029). Probing the replicability of findings in work and organizational psychology using multiverse analysis (HU 1772/10-1, 569028262), *Deutsche Forschungsgemeinschaft (DFG)*, EUR378,604.
- Stein, M. & **Zacher, H.** (2025-2027). Preparation and Open-Access Sharing of Longitudinal Survey Data Generated Within Momentum Program – The Role of Work in the Development of Civilization Diseases (Projekt-Nr.: 0072469-00). *Volkswagen Foundation*, EUR100,000.
- Rauvola, R. S., Rudolph, C. W., & **Zacher, H.** (2022-2024). Aging at work: An investigation of developmental self-regulation and job design. “*Mature Workers in Organizations*” *Small Grant Award of the Australian Research Council (ARC) Centre of Excellence in Population Ageing Research (CEPAR)*, AUD10,000.
- **Zacher, H.** & Rudolph, C. W. (2022-2023). Work and health in the time of COVID-19: A longitudinal study (additional Corona-related funding) (Az.: 96 849-2). *Volkswagen Foundation*, EUR19,100.
- **Zacher, H.** & Rudolph, C. W. (2020-2021). Work and health in the time of COVID-19: A longitudinal study (Az.: 96 849-1). *Volkswagen Foundation*, EUR50,000.
- **Zacher, H.** (2020-2026). The role of work in the development of civilization diseases (Az.: 96849). *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.
 - Projektverlängerung Juli bis Dezember 2022: EUR126,075.
- **Zacher, H.** (2019-2023). 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

- American Psychological Association (APA)
- 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, 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 Environmental Psychology, Journal of Managerial Psychology, Journal of Personnel Psychology, Journal of Occupational Health Psychology, Journal of Occupational and Organizational 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

Ad Hoc Reviewer Science Foundations (selection)

Deutsche Forschungsgemeinschaft (DFG), VolkswagenStiftung, Australian Research Council (Discovery grants, Future Fellowships, Linkage grants, Discovery Early Career Researcher grants), Israel Ministry of Defense, Nederlandse Organisatie voor Wetenschappelijk Onderzoek (NWO; Research Talent Grants), Swiss National Science Foundation, Research Council of Finland

Invited Talks (Research)

- Swiss Positive Psychology Association (SWIPPA) Annual Conference, Luzern (Switzerland), November 2025 (Keynote on the Good Working Life)
- Center for Lifespan Developmental Science (CELISE) Workshop, University of Jena, October 2025 (Keynote on “Feeling Old” at Work)
- Conference of the Deutsche Gesellschaft für Positiv-Psychologische Forschung (DGPPF), Lübeck, October 2025 (Keynote on the Good Working Life)
- Technical University of Dresden, August 2025
- Ludwig-Maximilians-Universität München, June 2025
- University of Vienna, January 2025
- University of Nijmegen, October 2024
- Technical University of Braunschweig, April 2024
- University of Bielefeld, June 2023
- University of Jena, November 2022
- The University of Queensland, September 2022
- Goethe-Universität Frankfurt am Main, April 2022
- University of Leeds, Workplace Behaviour Research Centre, March 2022
- Curtin University/ARC Centre of Excellence in Population Aging Research, Australia, December 2021
- Universidad de Valencia, Spain, September 2021

- 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
- Queensland University of Technology, Australia, April 2015
- University of Rostock, Germany, April 2015
- Leipzig University, Germany, July 2014
- 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
- Humboldt University Berlin, Germany, May 2010
- University of Koblenz-Landau, Germany, January 2010

Guest Lectures

- Maastricht University, the Netherlands, December 2018 (in person), 2020 (online), 2021 (online), 2022 (online), 2023 (in person), 2024 (online)
- Université Catholique de Louvain, Belgium, March 2017

Invited Talks (Practice)

- Big & Growing New Work Festival, Das gute Arbeitsleben, Leipzig, January 2026
- People & Culture Roundtable, Alter(n) in der Arbeitswelt, Leipzig, January 2026
- Personalversammlung Landratsamt Nordsachsen, Bad Dübén, October 2025
- EFMD Annual Conference, Leading and Caring for Yourself, Munich, June 2025
- Volkswagen AG, Generationen, April 2025
- Stadt Leipzig, Organisationale Resilienz, April 2025
- Leipziger Buchmesse, Forum Unibund, Mentale Gesundheit, March 2025
- Akademie für politische Bildung Tutzing, Gesellschaft im Stress, March 2025

- Kindervereinigung Leipzig e.V., Eigeninitiative, March 2025
- ThyssenKrupp, Impulse Session on Generations, Aging, and Diversity, February 2025
- fim Vereinigung für Frauen im Management e.V., Führung und Gesundheit, Dezember 2024
- SIOP Work Smart Series, Strengthening Employee Value through Sustainability Practices, December 2024
- RKW Impulse im Bundesministerium für Wirtschaft, Fachkräftesicherung, November 2024
- Oper Leipzig, Führung in sich ändernden Organisationen, September 2024
- Leipziger Gruppe, Führung und Führungskräfteentwicklung, June 2024
- Rotary Club Leipzig, Was macht bei der Arbeit glücklich? Mai 2024
- Leipziger Buchmesse, Forum Unibund, Wie kann ich erfolgreich altern?, March 2024
- HAWE, Generationenunterschiede und Altersdiversität, March 2024
- AOK, Einfach mal machen: Wie Eigeninitiative in Unternehmen klappen kann, March 2024
- AOK, Generationenunterschiede: Mythos oder Realität, March 2024
- AOK, Generationenunterschiede, Berlin, November 2023
- Managementtag der Leipziger Gruppe, Veränderte Arbeitswelten, Mai 2023
- Hospiz Verein Leipzig e.V., Glück, Mai 2023
- Leipziger Buchmesse, Forum Unibund, Debatte zum Thema Glück, April 2023
- Siemens Energy, Hybride Arbeit gesundheitsförderlich gestalten, April 2023
- AOK, Generationenunterschiede, März 2023
- VolkswagenStiftung: Mitarbeiterseminar zu Homeoffice, September 2022
- Vereinigung für Frauen im Management (fim), Arbeit in Zeiten von Corona: Geschlechterunterschiede und Handlungsempfehlungen, June 2022
- Franckesche Stiftungen Halle, Emotionswissen Erleben 1 – Wie ist das mit dem Glück? June 2022
- Jahresveranstaltung der Fachkräfteallianz Sachsen: „Zusammen in die Zukunft: Chance für Sachsen – Arbeit im Jahr 2030 – digital und vielfältig“, March 2022
- Agentur Q Webinar, „Lernförderliche Arbeitsgestaltung: Neue Erkenntnisse aus der Forschung“, January 2022
- User Group Strategisches Personalmanagement der Energieforen Leipzig, Führung und Gesundheit, December 2021
- Institut für sozialtherapeutische Nachsorge und Resozialisationsforschung, Fachtag „Nähe und Distanz“, Stress und Stressbewältigung während der Covid-19-Pandemie, November 2021
- ÜberLandGespräch Landkreis Leipzig, Gesund arbeiten im ländlichen Raum, October 2021
- Nilo.health & Shitshow, Resolving contradictions: Mental health in a high-performing society, October 2021
- Tagesspiegel Data Debates #19: Digitalisierung & Die Zukunft des Arbeitens, September 2021
- Deutsches Wissenschafts- und Innovationshaus Neu-Delhi/Deutscher Akademischer Auslandsdienst, Working from Home, September 2021
- 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.** (2025). Stereotype threat and successful aging at work. *14. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurspsychologie*, Lüneburg (Germany), 10-12 September 2025.
2. **Zacher, H.** (2025). The good working life: Experiencing satisfaction, meaningfulness, and psychological richness in organizations. *14. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurspsychologie*, Lüneburg (Germany), 10-12 September 2025.
3. **Zacher, H.** (2024). The role of work in the development of civilization diseases. *Gefördertentreffen der VolkswagenStiftung*, Hannover (Germany), 13 Juni 2024.
4. **Zacher, H.** (2024). Gerechtigkeit im Altersübergang aus Sicht der Arbeits- und Organisationspsychologie. *Scoping-Workshop „Gerechtigkeit im Altersübergang: Stand, Perspektiven und Rollen der Forschung“* Hannover (Germany), 7-9 February 2024.
5. **Zacher, H.** (2023). The dark side of collective environmental actions. *European Association of Social Psychology & Breathing Nature Small Group Meeting*, Kloster Nimbschen (Germany), 25-28 June 2023.
6. **Zacher, H.** (2022). Evidence from diverse German speaking samples on experiences during the COVID-19 pandemic – Discussion. *52. Kongress der Deutschen Gesellschaft für Psychologie*, Hildesheim (Germany), 10-15 September 2022.
7. **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.
8. **Zacher, H. & Rudolph, C. W.** (2021). Indirect effects of age on occupational wellbeing through emotion regulation and physiological disease. *12. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurspsychologie*, Chemnitz (Germany), 22-24 September 2021.
9. **Zacher, H.** (2021). COVID-19 and work: Results of a longitudinal study. *Biennial Conference of the German Psychological Society - Personality Psychology and Psychological Diagnostics (DPPD) Section*, Ulm (Germany), 12-15 September 2021.

10. **Zacher, H.** & Rosing, K. (2019). Integration of age-related paradoxical actions at work: Development of a theoretical model. *5th Age in the Workplace Small Group Meeting*, St. Gallen (Switzerland), 7-9 November 2019.
11. **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.
12. **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.
13. **Zacher, H.** & Rudolph, C. W. (2018). SOC profiles and careers success. *51. Kongress der Deutschen Gesellschaft für Psychologie*, Frankfurt (Germany), 17-20 September 2018.
14. **Zacher, H.** (2018). Active aging at work. *Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, Chicago (USA), 19-21 April 2018.
15. **Zacher, H.** & Rudolph, C. W. (2017). Just a mirage: On the construct and predictive validity of subjective age. *4th Age in the Workplace Small Group Meeting*, Lüneburg (Germany), 9-11 November 2017.
16. **Zacher, H.** (2016). Organizational climate for successful aging. *2nd HR Division International Conference (HRIC)*, Sydney (Australia), 20-22 February 2016.
17. **Zacher, H.** (2015). Action regulation across the adult lifespan (ARAL): A meta-theory of work and aging. *3rd Age in the Workplace Small Group Meeting*, Limerick (Ireland), 5-7 November 2015.
18. **Zacher, H.** (2015). A critical perspective on the psychology of healthy ageing. *Psychological Perspectives on Healthy Ageing Symposium*, Groningen (Netherlands), 3 November 2015.
19. **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.
20. **Zacher, H.** (2014). Ambidextrous leadership and innovation at work. *49. Kongress der Deutschen Gesellschaft für Psychologie*, Bochum (Germany), 21-25 September 2014.
21. **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.

22. **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.
23. **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.
24. **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.
25. **Zacher, H.** (2013). Relations between job engagement and retirement intentions among older workers: Results of a cross-lagged structural equation model. *10th Industrial and Organisational Psychology Conference*, Perth (Australia), 3-6 July 2013.
26. **Zacher, H.** & Rosing, K. (2013). Ambidextrous leadership and team innovation. *10th Industrial and Organisational Psychology Conference*, Perth (Australia), 3-6 July 2013.
27. **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.
28. **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.
29. **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.
30. **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.
31. **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. *1st Age in the Workplace Small Group Meeting*, Rovereto (Italy), 11-13 November 2011.
32. **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. *9th Industrial and Organisational Psychology Conference*, Brisbane (Australia), 23-26 June 2011.
33. **Zacher, H.**, & Jimmieson, N. L. (2011). Relationships among transformational leadership, organizational citizenship behaviour, and upselling productivity: The moderating role of

follower goal orientations. *9th Industrial and Organisational Psychology Conference*, Brisbane (Australia), 23-26 June 2011.

34. **Zacher, H.** (2009). The psychology of lifelong learning: Opportunities and limitations. *Change 2009 Conference*, Emden (Germany), 10 September 2009.
35. **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.
36. **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.
37. **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

- Wilhelm Wundt Institute of Psychology, Leipzig University
 - B.Sc. Vorlesung/Übung „Arbeitspsychologie“ (11-PSY-11032)
 - B.Sc. Vorlesung/Übung „Organisationspsychologie“ (11-PSY-11035)
 - B.Sc. Seminar „Arbeits- und Organisationspsychologie“ (11-PSY-11023)
 - B.Sc. Seminar „Kolloquium zur Bachelorarbeit“ (11-PSY-11040)
 - M.Sc. Seminar „Forschung und Praxis der Arbeits- und Organisationspsychologie“ (11-PSY-22203)
 - M.Sc. Seminar „Berufliche Gesundheitspsychologie“ (11-PSY-22254)
 - M.Sc. Seminar Anwendungs-vertiefung Arbeits- und Organisations-psychologie“ (11-PSY-21023)
 - M.Sc. Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)
- School of Management, Queensland University of Technology
 - Human Resource Issues and Strategy (MGB207)
- Department of Psychology, University of Groningen
 - Personnel Psychology (PSB3E-IO03)
 - Aging at Work and Career Development (PSMAV-7)
 - University Teaching Qualification (BKO)
- School of Psychology, University of Queensland
 - Motivating and Leading in the Workplace (PSYC7594)
 - Advanced Organisational Psychology (PSYC7454)
 - Applied Research Methods (PSYC7474)

- Technical University Kaiserslautern
 - Lecture Industrial and Organizational Psychology
- Jacobs University Bremen
 - Undergraduate Seminar – Successful Aging at Work

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 (second reviewer: Prof. Dr. Carmen Binnewies, University of Münster; *summa cum laude*)
- Clarissa Bohlmann (2022): Age-Related Influences on the Relationship between Proactive Behavior and Occupational Well-Being (second reviewer: Prof. Dr. Doris Fay, University of Potsdam; *cum laude*)
- Lena-Alyeska Hübner (2022): Following Up on Employee Surveys and Its Opportunities and Challenges for Practice (second reviewer: Prof. Dr. Kurt Kraiger, University of Memphis; *magna cum laude*)
- Clara Kühner (geb. Eichberger) (2022): Technology-Assisted Supplemental Work: Results of a Meta-Analysis and a Daily Diary Study (second reviewer: Prof. Dr. Klodiana Lanaj, University of Florida; *summa cum laude*)
 - *Dissertation Award 2023 of the Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie of the Deutsche Gesellschaft für Psychologie*
- Moritz Petermann (2023): Examining the Foundations of Workforce Agility: Development of a Behavioral Taxonomy and a Multidimensional Measure (second reviewer: Prof. Dr. Christian Stamoov-Roßnagel, Constructor University Bremen; *cum laude*)
- Martin Zeschke (2024): Idle Time and Employee Outcomes (second reviewer: Prof. Dr. Thomas Rigotti, University of Mainz; *summa cum laude*)
- Laura Röllmann (2024): Proactive Behavior and Well-Being in Paid Work, Activism, and Work in the Family Context (second reviewer: Prof. Dr. Tabea Scheel, University of Flensburg; *magna cum laude*)
- Sarah Rietze (2025): Agile Work Practices: Relationships with Occupational Well-Being and Team Performance (second reviewer: Prof. Dr. Nale Lehmann-Willenbrock, University of Hamburg; *cum laude*)

- Melina Posch (expected completion in 2026): A systems perspective on work motivation
- Karoline Schubert (expected completion in 2026): Idle time at work
- Tobias Struck (expected completion in 2026): Leadership and health
- Maria Hällfritsch (expected completion in 2027): Gender-inclusive language
- Richard Janzen (expected completion in 2027): Recovery
- Nele Normann (expected completion in 2028): Proactivity and wellbeing
- Saskia Rauh (expected completion in 2028): Neurodiversity and work
- Julia Laun (expected completion in 2028): Social work

University of Groningen

- Darya Moghimi (2019): Doing well and feeling well – The role of selection, optimization, and compensation as strategies of successful (daily) life management (co-advisors: Prof. Dr. Susanne Scheibe, Prof. Dr. Nico van Yperen)
- Friederike Doerwald (2026): Age and mentoring at work (co-advisors: Prof. Dr. Susanne Scheibe, Prof. Dr. Nico van Yperen)

University of Queensland

- Thomas A. Norton (2016): A multilevel perspective on employee green behaviour (co-advisors: Prof. Dr. Stacey Parker, Prof. Dr. 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: Prof. Dr. Paul Harnett, Prof. Dr. John McLean)
- Claire E. Greaves (2017): The role of personal and contextual resources for employees with caregiving responsibilities (co-advisors: Prof. Dr. Stacey Parker, Prof. Dr. Nerina Jimmieson)

Doctoral Dissertations and Habilitations (Committee Member/External Referee)

Leipzig University

- *Doctoral dissertations*: Sebastian Lautenbacher (2026), Fabian Heß, Nora Weiße (2025), Alina Schaffer, Magdalena Hirsch, Susanne Relke, Julia Mörchen (2024), Leonie Lidle, Felix Czepluch (2023), Martin Grund (2022), Anne-Kristin Römpke (2021), Lucie Nikoleizig, Franziska Stephan, Claudia Kallweit, Maren Kücklich, Susann Jänig (2020), Laura Amelie Huber, Julia Rohrer, Tina Braun, Maria Wirth, Justin Roy (2019), Thorsten Masson, Annedore Hoppe, Dian Sari Utami, Ines Thronicker, Stefan Wöhner, Alexander Mielke (2018), Janine Stollberg, Pancy Pang (2017)
- *Habilitations*: Michael Knoll (2025), Michael Dufner (2018)

Other Universities

- *Doctoral dissertations*: Jian Shi (2025, Vrije Universiteit Amsterdam), Tom Junker (2024, Erasmus University Rotterdam), Denise Vesper (2023, Universität des Saarlandes), Lee Sarandopoulos (2022, Australian National University), Julia Finsel (2022, Leuphana Universität Lüneburg), Michael Parmentier (2021, Université catholique de Louvain), Maike Hundeling (2021, University of Kassel), Guy Prochilo (2020, University of Melbourne), Karen Pak (2020, Tilburg University), Roman Briker (2019, Justus-Liebig-Universität Gießen), Friederike Gerlach (2019, University of Kassel), Marjaana Sianoja (2018, University of Tampere), Francesco Cangiano (2017, University of Western Australia), Johannes Wendsche (2017, Technical University of Dresden), Vanessa Jänsch (2017, Leuphana University Lüneburg), Claire Johnston (2015, University of Lausanne)
- *Habilitations*: David Weiss (2023, Martin-Luther-Universität Halle), Sabine Hommelhoff (2020, Friedrich-Alexander Universität Erlangen-Nürnberg)

Bachelor and Master Theses (Advisor)

Leipzig University

- 99 completed Bachelor theses (since 2017)
- 96 completed Master theses (since 2017)

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

Mentoring of Postdoctoral Researchers

- Prof. Dr. Mona Weiss (2018), Friedrich Schiller University Jena
- Dr. Carolin Dietz (2021-2022), Technical University of Chemnitz
- Dr. Gesa Duden (2020-2021), Concordia University Montreal (Canada)
- Dr. Oliver Weigelt (2020-2023), University of Groningen (Netherlands)
- Dr. Michael Knoll (2020-2025), Leipzig University
- Prof. Dr. Lisa Handke (2022-2023), Friedrich-Alexander-Universität Erlangen-Nürnberg
- Dr. Anne-Kathrin Kleine (2022-2023), LMU Munich
- Dr. Ligat Shalev (2024-2025), Hebrew University of Jerusalem
- Dr. Clara Kühner (2023-present), Leipzig University
- Dr. Maie Stein (2023-present), Leipzig University
- Dr. Gudrun Reindl (2024-present), Leipzig University

University Service

Leipzig University

- Dean of Studies, Psychology (October 2019 – October 2022)
- Vice Dean of the Faculty of Life Sciences (May 2017 – September 2019)
- Elected Member of Faculty Council, Faculty of Life Sciences (May 2017 – September 2025, re-elected in 2019 and 2022 for three-year terms)
- 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 – October 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” (2018-2020)
- PostDoc Workshop “Leadership, Communication, and Teamwork” at the Research Academy Leipzig (June 2018)
- Online-Diskussion “Unverantwortlich oder geboten? Präsenzlehre an der Universität Leipzig“ (January 2022; https://www.youtube.com/watch?v=m1qS5_OCdKs)
- Talks on “Becoming an academic leader” at the Leipzig University Pre-Doc Award Ceremony (April 2020, March 2021, September 2021, September 2022)
- Talk on “Academic leadership and employee mental health”, Mental Health Week at Leipzig University (November 2021, November 2023)
- 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 2020; <https://www.youtube.com/watch?v=ykr5JkWfyCM>)
- Vortrag auf der Verwaltungsklausur der Kanzlerin der Universität Leipzig (22. November 2022): Die „neue Arbeitswelt“: Perspektiven für Führungskräfte
- Personalauswahl Sachgebietsleitung Forschungsförderung
- Mitglied Steuerkreis Auditierung der Personalentwicklung der Universität Leipzig durch den Stifterverband
- Bestellung zum Betrieblichen Ersthelfer am Institut für Psychologie durch die Universität Leipzig (2024)
- Vortrag im Kolleg / Seniorenakademie der Universität Leipzig zum Thema „Die Psychologie erfolgreichen Alterns“ (April 2025)
- [Teil 11 der Serie zur Nutzung Künstlicher Intelligenz im Uni-Kontext: „Black Box“ KI – Welche Ängste gibt es in unserer Gesellschaft?](#)

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 of 17th Central German Colloquium for Work and Organizational Psychology (Leipzig, 21 June 2025)
- Organisation der Leibniz-Gastprofessur für Prof. Courtney von Hippel (Sommersemester 2025)
- Mentor beim Writing-Workshop der Fachgruppe Arbeits-, Organisations-, und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie an der Universität Hamburg (20.- 22.02.2024)

- Mitglied der Berufungskommission zur Besetzung der Professur für Arbeits- und Organisationspsychologie an der Universität Zürich (2023-2024)
- Mentor 20. Nachwuchsworkshop der Fachgruppe Arbeits-, Organisations-, und Wirtschaftspsychologie der Deutschen Gesellschaft für Psychologie an der TU Braunschweig (21.- 23.06.2023)
- SIOP Committee Award for Distinguished Teaching Contributions (2022, 2023, 2024, 2025)
- Organization of the Writing Workshop of the Section for Work, Organizational, and Business Psychology of the German Psychological Association (March 2022)
- Organization of 13th Saxonian Colloquium for Work and Organizational Psychology (23 July 2021)
- Organization Posterkongress Institute of Psychology, February 2018, 2021, 2024, 2025
- Organization Berufsorientierungsnachmittag, Institute of Psychology, April 2018, May 2021, May 2022
- Organization of 12th 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)
- Discussant on panel on international academic experiences at PhD Mentoring Workshop of the German Psychological Society's Section for Work, Organizational, and Business Psychology (03 December 2021)
- Member of International Advisory Panel of the 2022 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 9th Saxonian Colloquium for Work and Organizational Psychology (7-8 July 2017)