

Hannes Zacher

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Education

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

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 13 January 2026: Web of Science 12,743 (*h*-index = 60);

Google Scholar 34,178 (*h*-index = 94, *i*10-index = 244)

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

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

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

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

Books

1. **Zacher, H.** & Hüffmeier, J. (in preparation, 2028, Hrsg.). *Arbeits-, Organisations- und Wirtschaftspsychologie*. Hogrefe.
2. **Zacher, H.** & Unsworth, K. L. (Eds., 2026, in preparation). *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://doi.org/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.** (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.
2. **Zacher, H.** (in press). Erfülltes Arbeiten: Wie umfassendes Wohlbefinden bei der Arbeit entsteht. In J. Mangelsdorf (Ed.), *Lehrbuch Positive Psychologie*. Beltz.

3. 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.
4. **Zacher, H.** & Baththacharjee, 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.
5. **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>
6. Rudolph, C. W. & **Zacher, H.** (in press). Leveraging open science to conduct high-quality research. In N. Bowling, A. Zhou, & M. Shoss (Eds.), *How to conduct and publish high-quality research in industrial-organizational psychology*. Edward Elgar.
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. **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
10. 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.
11. 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>
12. 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.
13. **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>

14. 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>
15. **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>
16. **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>
17. 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>
18. **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.
19. 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.
20. 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.
21. 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.
22. 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.
23. 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.
24. 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.
25. 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.
 26. 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.
 27. 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.
 28. 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.
 29. **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.
 30. **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.
 31. **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
 32. 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>
 33. 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>
 34. **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.
 35. 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>
36. Griep, Y. & **Zacher, H.** (2021). Temporal dynamics in organizational psychology. *Oxford Research Encyclopedia of Psychology*.
<https://doi.org/10.1093/acrefore/9780190236557.013.32>
37. **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>
38. 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>
39. **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>
40. 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.
41. 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>
42. **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>
43. **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
44. **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>
45. **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
46. **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
 47. **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
 48. **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>
 49. 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>
 50. 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>
 51. **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>
 52. **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>
 53. **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>
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 55. **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>

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Editorials

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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>
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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>
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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>

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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>

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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>
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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/20/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](https://doi.org/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)

- Personalversammlung Landratsamt Nordsachsen, Bad Dübener, 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

Wintersemester from 2020 (October – February)

	B.Sc. Vorlesung/Seminar „Organisationspsychologie“ (11-PSY-11035)		M.Sc. Seminar „Forschung und Praxis der Arbeits- und Organisationspsychologie“ (11-PSY-22203)		M.Sc. Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)	
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2020/2021	4.4/5 (N=7)	3.9/5 (N=7)	4.7/5 (N=10)	4.6/5 (N=10)	4.6/5 (N=11)	4.2/5 (N=11)
2021/2022	4.1/5 (N=17)	3.8/5 (N=17)	4.8/5 (N=16)	4.6/5 (N=16)	-	-
2022/2023	3.3/5 (N=23)	2.7/5 (N=23)	4.7/5 (N=19)	4.4/5 (N=19)	-	-
2023/2024	4.1/5 (N=22)	3.7/5 (N=22)	4.7/5 (N=28)	4.4/5 (N=28)	4.6/5 (N=14)	3.9/5 (N=14)
2024/2025	3.9/5 (N=38)	3.7/5 (N=38)	4.9/5 (N=27)	4.6/5 (N=27)	4.6/5 (N=11)	4.3/5 (N=11)

Wintersemester from 2016 - 2020 (October – February)

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

Sommersemester from 2022 (April – July)

	B.Sc. Vorlesung „Arbeitspsychologie“ (11-PSY-11032)		B.Sc. Seminar „Arbeits- und Organisationspsychologie“ (11-PSY-11023)		M.Sc. Seminar Anwendungsvertiefung Arbeits- und Organisationspsychologie“ (11-PSY-21023)		B.Sc. Seminar „Kolloquium zur Bachelorarbeit“ (11-PSY-11040)		M.Sc. Projektmodul „Neue Entwicklungen in der Arbeits- und Organisationspsychologie“ (11-PSY-22307)	
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2022	4.2/5 (N=21)	4.0/5 (N=21)	4.4/5 (N=21)	4.1/5 (N=21)	4.9/5 (N=20)	4.3/5 (N=20)	4.8/5 (N=5)	4.4/5 (N=5)	-	-
2023	4.5/5 (N=27)	4.1/5 (N=27)	-	-	4.7/5 (N=23)	4.3/5 (N=23)	4.8/5 (N=8)	4.8/5 (N=8)	-	-
2024	4.3/5 (N=32)	3.9/5 (N=32)	-	-	-	-	4.4/5 (N=7)	4.3/5 (N=7)	4.8/5 (N=5)	4.0/5 (N=5)
2025	3.9/5 (N=30)	3.7/5 (N=30)	-	-	-	-	4.9/5 (N=8)	4.9/5 (N=8)	4.4/5 (N=10)	4.3/5 (N=10)

Sommersemester from 2017 - 2021 (April – July)

	B.Sc. Vorlesung „Arbeits- und Organisations- psychologie“ (11-PSY-11016/ 11-PSY-11032)		B.Sc. Seminar „Arbeits- und Organisations- psychologie“ (11-PSY-11016/ 11-PSY-11032)		M.Sc. Projektmodul „Neue Entwick- lungen in der Arbeits- und Organi- sationspsychologie“ (11-PSY-22307)		B.Sc. Seminar „Empiriepraktikum II/Kolloquium zur Bachelorarbeit“ (11-PSY-11020/ 11-PSY-11040)	
	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course	Evaluation Teacher	Evaluation Course
2017	4.5/5 (N=46)	3.8/5 (N=46)	4.5/5 (N=47)	3.9/5 (N=47)	5.0/5 (N=8)	4.3/5 (N=8)	4.9/5 (N=8)	4.9/5 (N=8)
2018	4.4/5 (N=58)	4.2/5 (N=58)	4.5/5 (N=58)	4.2/5 (N=58)	4.5/5 (N=8)	4.3/5 (N=8)	4.7/5 (N=6)	4.3/5 (N=6)
2019	4.7/5 (N=21)	4.2/5 (N=19)	4.9/5 (N=19)	4.6/5 (N=15)	-	-	5.0/5 (N=6)	5.0/5 (N=6)
2020	4.3/5 (N=34)	3.7/5 (N=34)	4.4/5 (N=34)	3.7/5 (N=34)	4.7/5 (N=9)	4.5/5 (N=9)	4.6/5 (N=9)	4.0/5 (N=9)
2021	4.4/5 (N=25)	3.7/5 (N=25)	4.2/5 (N=26)	3.7/5 (N=26)	-	-	5.0/5 (N=7)	4.9/5 (N=7)

- School of Management, Queensland University of Technology

Human Resource Issues and Strategy (MGB207)

02/2016 – 06/2016

Evaluation Teacher: 4.50/5; Evaluation Course: 4.11/5

- Department of Psychology, University of Groningen

Personnel Psychology (PSB3E-IO03)

09/2015 – 12/2015

Evaluation Teacher: 4.50/5; Evaluation Course: 4.11/5

02/2015 – 05/2015

Evaluation Teacher: 4.49/5; Evaluation Course: 4.25/5

02/2014 – 05/2014

Evaluation Teacher: 4.50/5; Evaluation Course: 4.00/5

Aging at Work and Career Development (PSMAV-7)

02/2015 – 05/2015

Evaluation Teacher: 4.57/5; Evaluation Course: 3.96/5

University Teaching Qualification (BKO)

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

- School of Psychology, University of Queensland

Motivating and Leading in the Workplace (PSYC7594)

07/2013 – 10/2013

Evaluation Teacher: 4.93/5; Evaluation Course: 4.40/5

07/2012 – 10/2012

Evaluation Teacher: 4.89/5; Evaluation Course: 4.63/5

07/2011 – 10/2011

Evaluation Teacher: 4.82/5; Evaluation Course: 4.27/5

Advanced Organisational Psychology (PSYC7454)

02/2013 – 06/2013	Evaluation Teacher: 4.87/5; Evaluation Course: 4.63/5
02/2012 – 06/2012	Evaluation Teacher: 4.76/5; Evaluation Course: 4.76/5
02/2011 – 06/2011	Evaluation Teacher: 4.88/5; Evaluation Course: 4.63/5
07/2010 – 10/2010	Evaluation Teacher: 4.67/5; Evaluation Course: 4.50/5
<i>Recognition for outstanding teaching based on nomination as exceptional teacher by Dean's Commendation students</i>	

Applied Research Methods (PSYC7474)

02/2011 – 06/2011	Evaluation Teacher: 4.93/5; Evaluation Course: 4.62/5
<i>Recognition for outstanding teaching based on nomination as exceptional teacher by Dean's Commendation students</i>	

- Technical University Kaiserslautern

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

- Jacobs University Bremen

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

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

Undergraduate and Graduate Student Advising

Doctoral Dissertations (Advisor)

Leipzig University

- Carolin Dietz (2021): Antecedent and Consequences of Employee Presenteeism: Evidence from Longitudinal and Experimental Studies (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 Stamov-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 Hällfritzsch (expected completion in 2027): Gender-inclusive language
- Richard Janzen (expected completion in 2027): Recovery at work
- Nele Normann (expected completion in 2028): Proactivity and wellbeing
- Saskia Rauh (expected completion 2028): Neurodiversity and work
- Julia Laun (expected completion 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
- 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 the 17th Central German Colloquium for Work and Organizational Psychology (Leipzig, 21 June 2025)
- Organisation der Leibniz-Gastprofessur 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 the 13th Saxonian Colloquium for Work & Org. 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 the 12th Saxonian Colloquium for Work & Org. 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 the 9th Saxonian Colloquium for Work & Org. Psychology (7-8 July 2017)