

Curriculum Vitae – Dr. Jan Luca Pletzer

ACADEMIC CAREER

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

ACADEMIC VISITING POSITIONS

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

OFFERS

- 04/2019 **Assistant Professor**, Organizational Psychology, *Vrije Universiteit Amsterdam* (declined)
- 05/2019 **Assistant Professor**, Social and Organizational Psychology, *Tilburg University* (declined)

RESEARCH FUNDING, SCHOLARSHIPS, AND AWARDS

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

TEACHING EXPERIENCE

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

JOURNAL PUBLICATIONS (peer-reviewed)

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

MANUSCRIPTS UNDER REVIEW OR IN PREPARATION

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

BOOK CHAPTERS

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

CONFERENCE PRESENTATIONS & PROCEEDINGS

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

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

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

UNIVERSITY AND COMMUNITY SERVICE

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

INVITED TALKS & GUEST LECTURES

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

MEDIA COVERAGE

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

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Academic Memberships

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

Alumni Associations

- Evangelisches Studienwerk Villigst
Jacobs University Bremen
University of Groningen