



Melvyn R.W. HAMSTRA

Ph.D., Behavioural and Social Sciences

Full Professor, Human Resource Management

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EDUCATION

- 2013** Ph.D., Behavioural and Social Sciences, University of Groningen, Netherlands
- 2009** Master, Human Behavior in Social Contexts, University of Groningen, Netherlands
- 2007** Bachelor, Psychology, University of Groningen, Netherlands

RESEARCH INTERESTS

Employee Motivation, Human Resource Management, Leadership, Organizational Behavior

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2023 - Present** Full professor, IÉSEG School of Management, France
- 2021 - 2023** Associate Professor, IÉSEG School of Management, France
- 2020 - 2021** Assistant Professor, IÉSEG School of Management, France
- 2015 - 2020** Assistant Professor, University of Maastricht, Netherlands
- 2013 - 2015** Assistant Professor, University of Amsterdam, Amsterdam, Netherlands

COURSES TAUGHT

- Leadership development, Bachelor in international business
- Managing learning & development in organizations, Grande école (bachelor cycle)
- Positive leadership development, Grande école (master cycle)

INTELLECTUAL CONTRIBUTIONS

Published

- Guzman F., Tempesta Fernandez A., Hamstra M., (2025), Endorsing voice behavior can be as devastating as rejecting it when the endorsement is laced with a hint of anger, *Scientific Reports*, 15(1), pp. 8454
- Hamstra M. R. W., Higgins E. T., (2025), On ranks and risky choices, *Journal of Organizational Behavior*, 46(2), pp. 227-241
- Abedini M., Schreurs B., Jawahar J., Hamstra M., (2024), Does Worrying About Money Motivate Counterproductive Work Behavior? A Time-Lagged Study, *Journal of Managerial Psychology*, 39(5), pp. 469-482
- Garnier E., Hamstra M., Lempp F., Storme M., (2024), A Little Humor Goes a Long Way? The Influence of Humor on Offer Acceptance In One-shot Online Negotiations, *International Journal of Conflict Management*, 35(5), pp. 1060-1078
- Gutermuth D., Hamstra M., (2024), Are there gender differences in promotion-prevention self-regulatory focus?, *British Journal of Psychology*, 115(2), pp. 306-323
- Gutermuth D., Hamstra M., (2024), Promotion focus is valued in men more than in women, *Journal of Organizational Behavior*, 45(5), pp. 764-781
- Guzman F., Hamstra M., Escribano P., Fu X., (2024), Employees' attitudinal reactions to supervisors' weekly taking charge behavior: the moderating role of employees' proactive personality, *Journal of Managerial Psychology*, 38(8), pp. 993-1010
- Hamstra M. R. W., (2024), How Much Information To Consider When Choosing Action to Change? The Impact of Managers' Promotion vs. Prevention Focus, *Journal of Managerial Psychology*, 39(2), pp. 202-214
- Hamstra M. R. W., Guzman F., Qian S., Schreurs B., Jawahar I. M., (2024), Turning Down Employee Voice with Humor: A Mixed Blessing for Employee Voice Resilience?, *Journal of Occupational and Organizational Psychology*, 97(4), pp. 1854-1873
- Hamstra M. R. W., Laurijssen L. M., Schreurs B., (2024), The impact of regulatory fit on experienced autonomy, *Social Psychological and Personality Science*, 15(3), pp. 340-350
- Winkens J., Hamstra M., (2024), Does Encouraging Mastery Goals Benefit Performance in a Scoring Exercise? It May Depend on Chronic Self-Adopted Achievement Goals, *Scandinavian Journal of Psychology*, 65(2), pp. 339-345
- Hamstra M. R. W., Schreurs B., Laurijssen M., Marescaux E., (2023), Who wants to leave when facing mass lay-off: A regulatory focus perspective on turnover intentions and mobility-oriented behavior, *Career Development International*, 28(2), pp. 145-159
- Mehmood Q., Hamstra M., Guzman F., (2023), Supervisors' achievement goal orientations and employees' mindfulness: Direct relationships and down-stream behavioral consequences, *Applied Psychology: an International Review*, 72(4), pp. 1593-1607
- Vriend T., Hamstra M. R. W., Said R., Janssen O., Jordan J., Nijstad B., (2023), Regulatory focus theory: Disentangling goals and strategies, *Applied Psychology: an International Review*, 72(1), pp. 231-267
- Hamstra M. R. W., Schreurs B., Jawahar I. M., Laurijssen L. M., Hünermund P., (2021), Manager narcissism and employee silence: A socio-analytic theory perspective, *Journal of Occupational and Organizational Psychology*, 94(1), pp. 29-54
- Mehmood Q., Hamstra M. R. W., (2021), Panacea or Mixed Blessing? Learning Goal Orientation Reduces Psychological Detachment via Problem-Solving Rumination, *Applied Psychology: an International Review*, 70(4), pp. 1841-1855
- Schreurs B., Hamstra M. R. W., Jawahar I. M., Akkermans J., (2021), Perceived overqualification and counterproductive work behavior: testing the mediating role of relative deprivation and the moderating role of ambition, *Personnel Review*, 50(3), pp. 1038-1055
- Strik N., Hamstra M. R. W., Segers M., (2021), Antecedents of knowledge withholding: A systematic review & integrative framework, *Group and Organization Management*, 46(2), pp. 223-251
- Mehmood Q., Hamstra M. R. W., Schreurs B., (2020), Employees' perceptions of their managers' authentic leadership: Considering managers' political skill and gender, *Personnel Review*, 49(1), pp. 202-214
- Schreurs B., Hamstra M. R. W., (2020), Effectively apologizing to consumers after a crisis: Psychological distance and abstractness-concreteness of an organization's apology, *Social Cognition*, 38(4), pp. 367-378
- Schreurs B., Hamstra M. R. W., Davidson T., (2020), What's in a word? Using construal level theory to predict voice endorsement, *European Journal of Work and Organizational Psychology*, 29(1), pp. 93-105

- Azam R., Ahmad J., Athar M., Hamstra M., Hanif M., (2019), A resource perspective on abusive supervision and extra-role behaviors: The role of subordinates' psychological capital, *Journal of Leadership & Organizational Studies*, 26(1), pp. 73-86
- Hamstra M. R. W., van Vianen A. E. M., Koen J., (2019), Does employee perceived person-organization fit promote performance? The moderating role of supervisor perceived person-organization fit, *European Journal of Work and Organizational Psychology*, 28(5), pp. 594-601
- Hamstra M., McCabe K., Klekamp B., Rietzschel E. F., (2018), Regulatory focus and individual sales performance of field marketers: A constructive replication, *Basic & Applied Social Psychology*, 40(6), pp. 414-420
- Hamstra M., Schreurs B., (2018), Room for advancement: The regulatory fit of bottom-rank intermediate feedback, *European Journal of Social Psychology*, 48(6), pp. 890-896
- Schreurs B., Hamstra M., Segers M., Schmitte K., (2018), Where to seat the applicant? How spatial distance influences the effect of self-promotion on interviewer evaluations, *Journal of Applied Social Psychology*, 48(8), pp. 448-456
- Blankert T., Hamstra M., (2017), Imagining success: Multiple achievement goals and the effectiveness of imagery, *Basic & Applied Social Psychology*, 39(1), pp. 60-67
- Sassenberg K., Hamstra M., (2017), The intrapersonal and interpersonal dynamics of self-regulation in the leadership process, *Advances in Experimental Social Psychology*, 55(1), pp. 193-257
- Mehmood Q., Hamstra M., Nawab S., Vriend T., (2016), Authentic leadership and followers' in-role and extra-role performance: The mediating role of followers' learning goal orientation., *Journal of Occupational and Organizational Psychology*, 89(4), pp. 877-883
- Mehmood Q., Nawab S., Hamstra M., (2016), Does authentic leadership predict employee work engagement and in-role performance? Considering the role of learning goal orientation, *Journal of Personnel Psychology*, 15(3), pp. 139-142
- Hamstra M., Rietzschel E. F., Groeneveld D. M., (2015), To go or not to go for the sell: Regulatory focus and personal sales performance, *Journal of Personnel Psychology*, 14(2), pp. 109-112
- Hamstra M., Sassenberg K., Van Yperen N. W., Wisse B., Rietzschel E. F., (2015), Regulatory fit buffers against disidentification from groups, *Motivation Science*, 1(3), pp. 184-201
- Hamstra M., (2014), 'Big' men: Male leaders' height positively relates to followers' perception of charisma, *Personality and Individual Differences*, 56(1), pp. 190-192
- Hamstra M., Orehek E., Holleman M., (2014), Subordinate regulatory mode and leader power: Interpersonal regulatory complementarity predicts task performance, *European Journal of Social Psychology*, 44(1), pp. 1-6
- Hamstra M., Sassenberg K., Van Yperen N. W., Wisse B., (2014), Followers feel valued: When leaders' regulatory focus makes leaders exhibit behavior that fits followers' regulatory focus, *Journal of Experimental Social Psychology*, 51(1), pp. 34-40
- Hamstra M., Van Yperen N. W., Wisse B., Sassenberg K., (2014), On the perceived effectiveness of transformational-transactional leadership: The role of encouraged strategies and followers' regulatory focus, *European Journal of Social Psychology*, 44(6), pp. 643-656
- Hamstra M., Van Yperen N. W., Wisse B., Sassenberg K., (2014), Transformational and transactional leadership and followers' achievement goals, *Journal of Business and Psychology*, 29(3), pp. 413-425
- Hamstra M., Van Yperen N. W., Wisse B., Sassenberg K., (2013), Like or dislike: Intrapersonal regulatory fit affects the intensity of interpersonal evaluation, *Journal of Experimental Social Psychology*, 49(4), pp. 726-731
- Hamstra M., Bolderdijk J., Veldstra J., (2011), Everyday risk taking as a function of regulatory focus, *Journal of Research in Personality*, 45(1), pp. 134-137
- Hamstra M., Van Yperen N. W., Wisse B., Sassenberg K., (2011), Transformational-transactional leadership styles and followers' regulatory focus: Fit reduces followers' turnover intentions, *Journal of Personnel Psychology*, 10(4), pp. 182-186
- Van Yperen N. W., Hamstra M., van der Klauw M., (2011), To win, or not to lose, at any cost: The impact of achievement goals on cheating, *British Journal of Management*, 22(s1), pp. s5-s15

Forthcoming

- Chen W., Guo C., Yin Z., Hamstra M., Yao J., (2025), Ethical conflict and team innovation: A categorization-elaboration model approach, *Group Decision and Negotiation*, 0(0), pp. 0

Qian S., Hamstra M., Jawahar J., Schreurs B., Guzman F., (2024), Disagreeing with employees' constructive disagreement: On giving (non-)specific explanations for rejecting employees' voiced suggestions, *Negotiation and Conflict Management Research*, 0(0), pp. 0

Communications in refereed conferences

International

Qian S., Schreurs B., Jawahar J., Hamstra M., (2022), *Mixed Blessing of Turning down Employee Voice with Humor: Implications for Subsequent Voice* Academy of Management Annual Meeting, Seattle, USA

Chapters in books

Published

van Vianen A. E. M., Hamstra M., Koen J., (2016), Person-environment fits as drivers of commitment, in: J.P. Meyer(Eds.), *Handbook of employee commitment*, 9781784711733, Edward Elgar Publishing, Cheltenham, chapter 20, pp. 275-288

Case studies

Hamstra M. R. W., (2021), *The Rise of U-Haul: A Case of Integrative Thinking in Management of Organizations*, *The Case Centre*, case study 321-0258-1, teaching note 321-0258-8

EDITORIAL ACTIVITY

Member of the editorial board of an academic journal

2023 Applied Psychology: An International Review