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 ecole (bachelor cycle)
- Positive leadership development, Grande ecole (master cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Mehmood Q., Hamstra M., Guzman F., De Boeck G., (2026), Job autonomy as a double-edged sword: Good for work performance, but bad for psychological detachment, *Journal of Occupational and Organizational Psychology*, 99(1), pp. e70087

Celik P., Storme M., Camargo A., Hamstra M., (2025), Is religiousness a protective resource? A 15-year longitudinal analysis of the link between religious engagement and life-satisfaction across income levels, *Personality and Individual Differences*, 246(1), pp. 113351

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*, 34(3), pp. 439-461

De Boeck G., Hamstra M., Dries N., Brosi P., (2025), Why is the ceiling silver? Uncovering the role of Potential Appraisals in the Age-Promotion Relationship, *Personnel Psychology*, 78(4), pp. 658-676

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

Qian S., Hamstra M., Jawahar J., Schreurs B., Guzman F., (2025), Disagreeing with employees' constructive disagreement: On giving (non-)specific explanations for rejecting employees' voiced suggestions, *Negotiation and Conflict Management Research*, 18(2), pp. 117-136

Strik N., Segers M., Hamstra M., Strauss B., (2025), Knowledge withholding by and from leaders: An emerging theoretical model, *Journal of Knowledge Management*, 29(7), pp. 2285-2306

Unnithan G., Lempp F., Storme M., Hamstra M., Sudborough C., (2025), Conflict in Indian family businesses: Causes, strategies, and consequences, *Negotiation and Conflict Management Research*, 18(4), pp. 109-139

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

Lorinkova N., Hamstra M., Mehmood Q., (2026), Empowering Leadership and Employee Innovation: The Distinct and Collective Implications of Close and Distant Leaders, *Group and Organization Management*, 0(0), pp. 0

Communications in refereed conferences

International

Garnier E., Hamstra M., Lempp F., Storme M., (2024), *A Little Humor Goes a Long Way? The Influence of Humor on Concessions in One-Shot Online Negotiations* International Association of Conflict Management (IACM), Singapore, Singapore

Abedini M., Schreurs B., Jawahar J., Hamstra M., (2022), *Does Worrying About Money Motivate Counterproductive Work Behavior Through Need Satisfaction?* Academy of Management Annual Meeting, Seattle, USA

Hamstra M., (2022), *The Effects of Rank Positions on Goal-Pursuit Behavior* European Association of Work and Organizational Psychology Congress, Glasgow, United Kingdom

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., Guzman F., (2022), *The Boss Online: A Case Study in Task-Oriented Leadership*, *The Case Centre*, case study 422-0016-1, teaching note 422-0016-8

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

Associate Editor in an academic journal

2026 Group & Organization Management

2026 Journal of Managerial Psychology

Member of the editorial board of an academic journal

2025 Journal of Managerial Psychology

2023 Applied Psychology: An International Review