

YANNICK J-L. GRIEP, PhD

**Assistant Professor**

Curriculum Vitae (Updated: July, 2017)  
Department of Psychology  
University of Calgary  
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[yannick.griep@ucalgary.ca](mailto:yannick.griep@ucalgary.ca)

**Affiliated Faculty**

Division of Epidemiology  
Stress Research Institute (Stressforskningsinstitutet)  
Stockholm University  
SE-106 91 Stockholm, Sweden

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**EDUCATION AND DEGREES**

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Doctor of Philosophy (Ph.D.) Vrije Universiteit Brussel Dissertation: "Exploring and Unravelling the Role of Time in Psychological Contract Processes in Social Enterprises"	Oct 2012 – May 2016
Master of Science (M.Sc.) University of Leuven	Sept 2010 – Aug 2012
Bachelor of Science (B.A. Honours) University of Leuven	Sept 2006 – Jun 2010

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**ADDITIONAL EDUCATION**

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Human Subjects Research Ethics Basic Course University of Miami, Leonard M. Miller School of Medicine	Mar 2015 – Mar 2015
Postgraduate Degree Multidisciplinary Forensic Science University of Leuven	Sep 2010 – Aug 2011

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**MAJOR AWARDS**

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Shaikh Family Research Award, Noel (PI) Alberta Children' Hospital Research Institute Katz, Palermo, Arnold, Sears, <b>Griep</b> , & Rasic (Co-PI) Identification of risk factors for chronic pain and disability in youth: An integrative approach Value: \$192,000	2018 – 2020
AGRI Small Grant, <b>Griep</b> (PI) Alberta Gambling Research Institute McGrath (Co-PI) Gambling risk-taking behavior in the aftermath of broken promises: The role of stress. Value: \$10,000	2018-2019

Doctoral Fellowship, **Griep** (PI)  
BELSPO Inter-University Attraction Poles  
Government of Belgium  
Value: \$165,000

Sept 2012 – Jul 2016

## VISITING SCHOLAR APPOINTMENTS

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University of Toronto-Scarborough, Department of Management Collaboration with Prof. Samantha Hansen (formerly Montes)	March-April 2016
Carnegie Mellon University, Heinz College Collaboration with Prof. Denise Rousseau and Prof. Maria Tomprou	April-May 2015
University of Toronto-Scarborough, Department of Management Collaboration with Prof. Samantha Hansen (formerly Montes)	January-April 2015
Stockholm University, Stress Research Institute Collaboration with Prof. Martin Hyde	December 2013
North-West University, Optentia Research Programme Collaboration with Prof. Sebastiaan Rothmann	April-June 2012

## JOURNAL ARTICLES

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- Griep, Y.**, Magnusson Hanson, L., Vantilborgh, T., Janssens, L., Jones, S. K., & Hyde, M. (2017). Can volunteering in later life reduce the risk of dementia? A 5-Year longitudinal study among volunteering and non-volunteering retired seniors. *PlosOne*, *12*(3), e0173885. DOI: 10.1371/journal.pone.0173885
- Vantilborgh, T., Bidee, J., Pepermans, R., **Griep, Y.**, & Hofmans, J. (2016). Antecedents of psychological contract breach: The role of job demands, resources and affect. *PlosOne*, *11*(5), e0154696. DOI: 10.1371/journal.pone.0154696.
- Bidee, J., Vantilborgh, T., Pepermans, R., **Griep, Y.**, & Hofmans, J. (2016). Temporal dynamics of need satisfaction and need frustration. Two sides of the same coin? *European Journal of Work and Organizational Psychology*, *25*(6), 900-913. DOI: 10.1080/1359432X.2016.1176021.
- Smet, K., Vander Elst, T., **Griep, Y.**, & De Witte, H. (2016). The explanatory role of rumours in the reciprocal relationship between organizational change communication and job insecurity: A within-person approach. *European Journal of Work and Organizational Psychology*, *25*(5), 631–644. DOI: 10.1080/1359432X.2016.1143815
- Griep, Y.**, Kinnunen, U., Nätti, J., De Cuyper, N., Mauno, S., Mäkikangas, A., & De Witte, H. (2016). The effects of unemployment and perceived job insecurity: A comparison of their association with psychological and somatic complaints, self-rated health and life satisfaction. *International Archives of Occupational and Environmental Health*, *89*(1), 147–162. DOI: 10.1007/s00420-015-1059-5.

- Griep, Y.,** Vantilborgh, T., Baillien, E., & Pepermans, R. (2016). The mitigating role of leader-member exchange in reaction to psychological contract violation: A diary study among volunteers. *European Journal of Work and Organizational Psychology, 25*(2), 254–271. DOI: 10.1080/1359432X.2015.1046048.
- Griep, Y.,** Baillien, E., Ysebaert, I., & De Witte, H. (2015). Assessing the experience of unemployment and its associated coping strategies: Grasping context-specific details using Photovoice. *Romanian Journal of Applied Psychology, 17*(2), 51–61.
- Griep, Y.,** Hyde, M., Vantilborgh, T., Bidee, J., De Witte, H., & Pepermans, R. (2015). Voluntary work and the relationship with unemployment, health, and well-being. A two-year follow-up study contrasting a materialistic and psychosocial pathway perspective. *Journal of Occupational Health Psychology, 20*(2), 190–204. DOI: 10.1037/a0038342.
- Griep, Y.,** Baillien, E., Vleugels, W., Rothmann, S., & De Witte, H. (2014). Do they adapt or react? A comparison of the adaptation model and the stress reaction model among South African unemployed. *Economic and Industrial Democracy, 35*(4), 717-736. DOI: 10.1177/0143831X13495719.
- Vleugels, W., Rothmann, S., **Griep, Y.,** & De Witte, H. (2013). Does financial hardship explain differences between Belgian and South African unemployed regarding experiences of unemployment, employment commitment, and job search behaviour? *Psychologica Belgica, 53*(2), 75-95. DOI: 10.5334/pb-53-2-75.
- Griep, Y.,** Rothmann, S., Vleugels, W., & De Witte, H. (2012). Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed, *Journal of Psychology in Africa, 22*(3), 303-314. DOI: 10.1080/14330237.2012.10820535.

## BOOK CHAPTERS

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- Hansen, S. D., & **Griep, Y.** (2016). Psychological contracts. In J. Meyer (Ed.), *Handbook of Employee Commitment* (pp. 119-135). Northampton, MA: Edward Elgar Publishers, Inc. DOI: 10.4337/9781784711740.00019.
- Griep, Y.,** Wingate, T. G., & Brys, C. (2017). Integrating psychological contracts and psychological ownership: The role of employee ideologies, organizational culture, and organizational citizenship behavior. In Olckers, C., L. E. Van Zyl, & L. Van Der Vaart (Eds.), *Psychological Ownership: Theoretical perspectives and applications for multi-cultural contexts*. London: United Kingdom: Springer.

## BOOKS

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- Griep, Y.** (2016). Exploring and unravelling the role of time in psychological contract processes in social enterprises. Ghent, Belgium: University Press.

## MANUSCRIPTS UNDER REVIEW

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- Griep, Y.,** Vantilborgh, T., & Hansen, S. D. (Revisions Requested). It's never over!

Perceived identity-threat and organizational cynicism in the recursive relationship between psychological contract breach and counterproductive work behavior. *Journal of Organizational Behavior*

**Griep, Y., & Vantilborgh, T.** (Revisions Requested). Reciprocal effects of psychological contract breach on counterproductive and organizational citizenship behaviors: The role of time. *Journal of Vocational Behavior*

Reich, T. C., Hershcovis, M. S., **Griep, Y.**, Niven K., Parker, S. K., & Stride, C. (Revisions Requested). Observer attitudinal reactions to witnessed mistreatment at work: It's a matter of perspective. *Journal of Management*

Åhlin, K. J., Westerlund, H., **Griep, Y.**, & Magnusson Hansson, L. L. (Revisions Requested). Trajectories of job demands and control: (the) risk for subsequent depression. *International Archives of Occupational and Environmental Health*

Tomprou, M., **Griep, Y.**, & Rousseau, D. M. (Submitted). Resolution in the aftermath of psychological contract violation. *Journal of Vocational Behavior*

Germeys, L., **Griep, Y.**, & De Gieter, S. (Submitted). Differential spillover effects of autonomous and controlled organizational citizenship behaviors on an employee's family life: a daily diary study. *Human Relations*

Gibbard, K., **Griep, Y.**, & Hoffart, G. (Submitted). One big happy family? Unraveling the unfolding relationship between psychological contracts, person-team fit and team performance. *Frontiers in Psychology*.

Jones, S. K., & **Griep, Y.** (Submitted). "I can only work so hard before I burn out." A time sensitive conceptual integration of ideological psychological contract breach, work effort, and burnout. *Frontiers in Psychology*.

Verschueren, M., **Griep, Y.**, Brys, C., Kips, J., & Euwema, M. (Submitted). Exemplary leadership of head nurses in academic and community hospitals: Wishful thinking? *Journal of Nursing Regulation*

## RESEARCH IN PROGRESS

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**Griep, Y.** (manuscript in preparation). The ebb and flow of psychological contract breach in relation to perceived organizational support: Reciprocal relationships over time.

**Griep, Y., & Weinhardt, J.** (manuscript in preparation). Let's get cynical about this! Unravelling the recursive relationship between psychological contract breach and counterproductive work behavior.

**Griep, Y., Vantilborgh, T., Hansen, S. D., Tomprou, M., Hofmans, J., & Rousseau, D. M.** (manuscript in preparation). Organizational commitment trajectories in the presence and absence of violation feelings: Effects of violation intensity and perceived organizational support.

**Griep, Y.,** Tomprou, M., Vantilborgh, T., Hansen, S. D., Schippers, A., & Hofmans, J. (manuscript in preparation). It gets under your skin doesn't it? Experiments investigating physiological and behavioural reactions to perceptions of psychological contract under-fulfilment to over-fulfilment.

**Griep, Y.,** Schippers, A., & Vantilborgh, T. (manuscript in preparation). Time flies when you're having fun, or doesn't it? The role of one's pre-affective state on subjective time perception.

**Griep, Y.,** Debusscher, J., & Hansen, S. D. (manuscript in preparation). How do you mean my momentarily personality influences the evaluation of my psychological contract? The dynamic relationship between state neuroticism, conscientiousness and the psychological contract.

**Griep, Y.,** Achnak, S., Hansen, S. D., & Vantilborgh, T. (manuscript in preparation). Let's listen and talk! A two study paper on the influence of informational justice and participation in decision-making on the likelihood to perceive a psychological contract breach.

Achnak, S., **Griep, Y.,** & Vantilborgh, T. (manuscript in preparation). Examining stress reactions following psychological contract breach perceptions.

Wingate, T. G., & **Griep, Y.** (manuscript in preparation). Academic Commitment Trajectories and Student Performance: Learning to Love or Honeymoon Hangover?

Eib, C., **Griep, Y.,** Rupp, D., Trougakos, J., & Jou, G. (manuscript in preparation). A latent class growth approach to evolutions of organizational justice perceptions.

Nikolova, I., **Griep, Y.,** & De Jong, S. (manuscript in preparation). It all depends on the leader! The role of the leader in managing employee perceptions of job demands, burnout and perceived organizational support in times of organizational change.

Baillien, E., **Griep, Y.,** Vander Elst, T., & De Witte, H. (manuscript in preparation). The relationship between organisational change and being a workplace bully: A three-wave longitudinal study.

Vander Elst, T., **Griep, Y.,** De Witte, H., Sverke, M., & Baillien, E. (manuscript in preparation). Kicking the other dog: The indirect relationship between job insecurity, psychological contract fulfillment and workplace bullying behaviour as conditional upon causal attributions.

Van den Broeck, A., **Griep, Y.,** Baillien, E., Sercu, M., De Witte, H., & Godderis, L. (manuscript in preparation). All is well, when organizational values are well: Organizational values as antecedents of work design and employee well-being.

Kraak, J. M., Lakshman, C., & **Griep, Y.** (manuscript in preparation). Differences in the psychological contracts of military aviators: Young dreamers versus old realists.

Hansen, S. D., Zweig, D., & **Griep, Y.** (manuscript in preparation). Changing perceived obligations in the maintenance phase: The role of employee contributions and employer inducements.

Doci, E., Vantilborgh, T., **Griep, Y.**, & Hofmans, J. (manuscript in preparation). Studying leadership: From reductionism toward a dynamic perspective.

Vanbelle, E., Van den Broeck, A., **Griep, Y.**, & De Witte, H. (manuscript in preparation). Personal growth initiative and work-related affect in the prediction of job crafting and person-job fit.

Kraak, J. M., Lakshman, C., & **Griep, Y.** (manuscript in preparation). Differences in the psychological contracts of military aviators: Young dreamers versus old realists.

## INVITED SPEAKER

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**Griep, Y.**, & Vantilborgh, T. (2017, January). *Growth modeling*. Workshop given at the Stress Research Institute, Stockholm University, Stockholm, Sweden.

**Griep, Y.** (2017, January). *Growth modeling*. Workshop given at the University of Calgary, Calgary, AB, Canada.

**Griep, Y.** (2016, July). (*Latent class*) *growth curve modelling*. Workshop given at the Biannual Psychological Contract Small Group Conference, Dublin, Ireland, July 13 – July 14.

**Griep, Y.** (2015, October). *Psychological contracts and physiological reactions*. Presentation given to the Human-Computer Interaction Institute, Carnegie Mellon University, Pittsburgh, PA, USA.

## MEDIA COVERAGE

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Global News, May 16<sup>th</sup>, 2017. [Volunteer work during retirement can cut dementia risk: study](#)

The Hindu, Press Trust of India, May 15<sup>th</sup>, 2017. [Volunteering after retirement can cut dementia risk: Study.](#)

Bel Mara Health, May 15<sup>th</sup>, 2017. [Volunteering once a week can decrease dementia risk in seniors: Study.](#)

The Tribune Toronto, May 14<sup>th</sup>, 2017. [Volunteering may help prevent dementia.](#)

Daily Excelsior, May 14<sup>th</sup>, 2017. [Volunteering may help prevent dementia: Study.](#)

Doctissimo Santé, May 14<sup>th</sup>, 2017. [À la retraite, le bénévolat aide à prévenir la démence.](#)

Health Cre, May 14<sup>th</sup>, 2017. [Seniors who volunteer much less likely to develop dementia, research suggests.](#)

Live 24 News, May 13<sup>th</sup>, 2017. [Volunteering doubles your protection against dementia.](#)

Daily Mail UK, May 12<sup>th</sup>, 2017. [Volunteering more than doubles your protection against dementia by keeping your brain engaged, study reveals.](#)

Mail Online, May 12<sup>th</sup>, 2017. [Volunteering more than doubles your protection against dementia by keeping your brain engaged, study reveals.](#)

Social Magazine, May 12<sup>th</sup>, 2017. [Volunteering doubles your insurance opposite dementia.](#)

CBC Radio Canada, Calgary Eyeopener, May 11<sup>th</sup>, 2017. [Seniors who volunteer less likely to develop dementia.](#)

Calgary Metro News, May 11<sup>th</sup>, 2017. [Weekly volunteer work reduced risk of dementia in retired seniors: Professor Griep.](#)

Medical Press, May 11<sup>th</sup>, 2017. [Volunteering can reduce dementia risk in seniors, study finds.](#)

ArtsNow, May 11<sup>th</sup>, 2017. [Volunteering can reduce dementia risk in seniors, study finds.](#)

UToday, May 10<sup>th</sup>, 2017. [Volunteering can reduce dementia risk in seniors, study finds.](#)

Canadian Society of Industrial and Organizational Psychology, April 13<sup>th</sup> 2017. [I thought we had an agreement... How to deal with psychological contract breach at work.](#)

Yoors World Redactie, April 24<sup>th</sup>, 2017. [Vrijwilligerswerk op latere leeftijd vermindert risico op dementia.](#)

Tell Me More Media, April 12<sup>th</sup>, 2017. [Vrijwilligerswerk beschermt gepensioneerden tegen dementie.](#)

De Redactie, April 12<sup>th</sup>, 2017. [Vrijwilligerswerk beschermt gepensioneerden tegen dementie.](#)

Swansea University, April 7<sup>th</sup>, 2017. [Study reveals volunteering reduces the chance of developing dementia.](#)

VUB Today, April 4<sup>th</sup> 2017. [Vrijwilligerswerk verkleint kans op dementia.](#)

Medipress Services, March 31<sup>st</sup>, 2017. [Vrijwilligerswerk verkleint kans op dementie.](#)

De Standaard, March 31<sup>st</sup> 2017. [Vrijwilligerswerk verlaagt kans op dementie.](#)

Gazet van Antwerpen, March 30<sup>th</sup>, 2017. [Vrijwilligerswerk verlaagt kans op dementie bij gepensioneerden.](#)

Plus Online Nederland, March 30<sup>th</sup>, 2017. [Vrijwilligers hebben minder kans op dementie.](#)

De Morgen, March 30<sup>th</sup> 2017. [Vrijwilligerswerk verkleint risico op dementie.](#)

Het Laatste Nieuws, March 30<sup>th</sup>, 2017. [Vrijwilligerswerk verklijnt risico op dementie.](#)

Stressforskning Sweden, March 30<sup>th</sup> 2017. [Volunteering might reduce the chance of developing dementia.](#)

MindFWD, November 7<sup>th</sup> 2016. [How to deal with a broken promise at work?](#)

Vrijwilligerswerk.be, October 9<sup>th</sup> 2016. [Vrijwilligerswerk vangt de negatieve gezondheidseffecten van werkloosheid op.](#)

VUB Today, October 1<sup>st</sup> 2016. [Vrijwilligerswerk vangt de negatieve gezondheidseffecten van werkloosheid op.](#)

## CONFERENCE PRESENTATIONS

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Nikolova, I., **Griep, Y.**, & De Jong, S. (2017, November). Challenge or hindrance? Using leadership communication tactics in times of workplace change. *Paper presented at the 10th International Conference of the Dutch HRM Network, Nijmegen, The Netherlands.*

Nikolova, I., **Griep, Y.**, & De Jong, S. (2017, August). Managing employee perceptions of job demands and burnout in times of organizational change. *Paper presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.*

Eib, C., **Griep, Y.**, Rupp, D., Trougakos, J., & Guo, J. (2017, June). Justice trajectories in newcomers: How and why do overall justice perceptions develop, and does it matter? *Paper presented at the 5TH International Workshop on Insights in Organizational Justice and Behavioural Ethics, Paris, France.*

Gibbard, K., **Griep, Y.**, Hoffart, G., & Onen, D. (2017, June). One big happy engineering family? The influence of psychological contracts on team outcomes and the mediating role of person-team fit. *Paper presented at the Canadian Engineering Education Association Annual Meeting, Toronto, ON.*

Hoffart, G., Gibbard, K., **Griep, Y.**, O'Neill, T. A., Grocutt A., Onen, D., & Zareipour, H. (2017, June). Utilizing team contracts: Empirical evidence, best practices, and application. *Workshop presented at the Annual International Conference of Conceive Design Implement Operate, Calgary, AB.*

**Griep, Y.**, Magnusson Hanson, L., Vantilborgh, T., Janssens, L., Jones, S. K., & Hyde, M. (2017, May). The beneficial role of voluntary work for later life development of dementia: A 5-year follow-up study among Swedish retired-seniors. *Paper presented at the 18th EAWOP Congress, Dublin, Ireland.*

**Griep, Y.**, Debusscher, J., & Hansen, S. D. (2017, May). Neurotic or Conscientious at breakfast, psychological contract breach at dinner? The influence of approach/avoidance goals and emotion regulation. *Paper presented at the 18th EAWOP Congress, Dublin, Ireland.*

**Griep, Y.**, & Vantilborgh, T. (2017, May). Spinning out of control: Escalation of conflict in the aftermath of psychological contract breach and violation feelings. *Paper presented at the 18th EAWOP Congress, Dublin, Ireland.*



- Achnak, S., **Griep, Y.**, & Vantilborgh, T. (2017, May). An experimental study of objective stress reactions following psychological contract breach perceptions. *Paper presented at the 18th EAWOP Congress, Dublin, Ireland.*
- Vantilborgh, T., & **Griep, Y.** (2017, May). I knew this was coming! The dynamic interplay between anticipation and perceptions of psychological contract breaches. *Paper presented at the 18th EAWOP Congress, Dublin, Ireland.*
- Doci, E., Vantilborgh, T., **Griep, Y.**, & Hofmans, J. (2017, May). Applying dynamic systems thinking to studying leadership. *Paper presented at the 18th EAWOP Congress, Dublin, Ireland.*
- Griep, Y.**, Debusscher, J., & Hansen, S. D. (2016, November). How do you mean my personality influences my psychological contract evaluation? Evidence from two experience sampling studies. *Paper presented at the EAWOP Small Group Meeting on "The role of time in psychological contract processes", London, United Kingdom.*
- Achnak, S., Vantilborgh, T., & **Griep, Y.** (2016, November). Examining stress reactions following psychological contract breach perceptions. *Paper presented at the EAWOP Small Group Meeting on "The role of time in psychological contract processes", London, United Kingdom.*
- Vantilborgh, T., **Griep, Y.**, Achnak, S., & Hansen, S. D. (2016, November). Relating individual psychological contract networks to change in psychological contract breach perceptions over time. *Paper presented at the EAWOP Small Group Meeting on "The role of time in psychological contract processes", London, United Kingdom.*
- Tomprou, M., Rousseau, D. M., & **Griep, Y.** (2016, August). The aftermath of psychological contract violation and its implications for resolution. *Paper presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.*
- Griep, Y.**, Tomprou, M., & Vantilborgh, T., Hansen, S. D., Hofmans, J., Rousseau, D. M., & Pepermans, R. (2016, August). Prototypical stories of (re)commitment in the aftermath of violation: The role of perceived organisational support. *Paper presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.*
- Achnak, S., Vantilborgh, T., & **Griep, Y.** (2016, July). Examining stress reactions following psychological contract breach perceptions. *Paper presented at the Biannual Psychological Contract Small Group Conference, Dublin, Ireland.*
- Vantilborgh, T., **Griep, Y.**, Achnak, S., & Hansen, S. D. (2016, July). Relating individual psychological contract networks to change in psychological contract breach perceptions over time. *Paper presented at the Biannual Psychological Contract Small Group Conference, Dublin, Ireland.*
- Hansen, S. D., Zweig, D., & **Griep, Y.** (2016, July). Psychological contract phase transitions: Getting in and digging out. *Paper presented at the Biannual Psychological Contract Small Group Conference, Dublin, Ireland.*

- Griep, Y.,** Tomprou, M., & Vantilborgh, T. (2016, July). The deep structure of psychological contracts: Experimental evidence on physiological reactions to psychological contract evaluation. *Paper presented at the Biannual Psychological Contract Small Group Conference, Dublin, Ireland.*
- Vantilborgh, T., Bidee, J., Pepermans, R., **Griep, Y.,** & Hofmans, J. (2015, August). Antecedents of psychological contract breach: The role of job demands and resources, and affect. *Paper presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.*
- Griep, Y.,** & Debusscher, J. (2015, August). The dynamic influence of state personality on psychological contract evaluations. *Paper presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.*
- Baillien, E., Griep, Y., Vander Elst, T., & De Witte, H. (2015, September). The relationship between organizational change and being a workplace bully: A three wave longitudinal study. *Paper presented at the EAWOP Small Group Meeting on "Studying work as it is: Capturing dynamics in workplace relationships", Brussel, Belgium.*
- Griep, Y.,** Hyde, M., Vantilborgh, T., Bidee, J., De Witte, H., & Pepermans, R. (2015, May). Let's volunteer in times of unemployment: A two-year follow-up study investigating health, health behavior and well-being outcomes. *Paper presented at the 17th EAWOP Congress 2015, Oslo, Norway.*
- Griep, Y.,** Vander Elst, T., Debusscher, J., Achnak, S., Vantilborgh, T., & Pepermans, R. (2015, May). Daily and weekly psychological contract evaluations: The role of informational justice and participation in decision-making among volunteers and paid employees. *Paper presented at the 17th EAWOP Congress 2015, Oslo, Norway, May 20 – May 23.*
- Hansen, S. D., **Griep, Y.,** & Zweig, D. (2015, May). Testing PCT 2.0: Assimilation in the maintenance phase. *Paper presented at the 17th EAWOP Congress 2015, Oslo, Norway.*
- Vantilborgh, T., Achnak, S., & **Griep, Y.** (2015, May). The role of emotion regulation strategies in the unfolding relationships between psychological contract breach, violation and organizational citizenship behavior. *Paper presented at the 17th EAWOP Congress 2015, Oslo, Norway.*
- Vander Elst, T., Smet, K., **Griep, Y.,** & De Witte, H. (2015, May). The explanatory role of rumours in the reciprocal relationship between organizational change communication and job insecurity: A within-person approach. *Paper presented at the 17th EAWOP Congress 2015, Oslo, Norway.*
- Vantilborgh, T., & **Griep, Y.** (2015, April). (Mal)adaptive emotion-regulation strategies and psychological contract breach reactions over time. *Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.*

- Vanbelle, E., Van den Broeck, A., **Griep, Y.**, & De Witte, H. (2014, November). Personal growth initiative and work-related affect in the prediction of job crafting and person-job fit. *Paper presented at the WAOP conference, Utrecht, The Netherlands.*
- Germeys, L., **Griep, Y.**, & De Gieter, S. (2014, November). Performing proactive and reactive organizational citizenship behavior can enhance as well as deteriorate your private life: A daily diary study. *Paper presented at the WAOP conference, Utrecht, The Netherlands.*
- Griep, Y.**, Vantilborgh, T., & Pepermans, R. (2014, August). The temporal dynamic relationship between breach, violation and counterproductive work behavior. *Paper presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.*
- Van den Broeck, A., **Griep, Y.**, Baillien, E., Sercu, M., De Witte, H., & Godderis, L. (2014, August). How intrinsic and extrinsic values relate to job demands and job resources. *Paper presented at the 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.*
- Griep, Y.**, Vantilborgh, T., Hofmans, J., Pepermans, R., & Rousseau D. M. (2014, July). Psychological contract violation and organizational commitment: Disentangling short- and long-term post-violation responses. *Paper presented at the Biannual Psychological Contract Small Group Conference, Toronto, Canada.*
- Vantilborgh, T., **Griep, Y.**, & Pepermans, R. (2014, July). Breaking trust: Unraveling how psychological contract breach and trust relate to each other over time. *Paper presented at the Biannual Psychological Contract Small Group Conference, Toronto, Canada.*
- Griep, Y.**, Baillien, E., Vantilborgh, T., & Pepermans, R. (2014, June). The mitigating role of leader-member exchange in the relationship between psychological contract violation and counterproductive work behavior: A diary study among volunteers. *Paper presented at the 9th International Congress on Workplace Bullying and Harassment, Milano, Italy.*
- Baillien, E., **Griep, Y.**, Vander Elst, T., & De Witte, H. (2014, June). The relationship between organizational change and being a workplace bully: A three wave longitudinal model. *Paper presented at the 9th International Congress on Workplace Bullying and Harassment, Milano, Italy.*
- Griep, Y.**, Vantilborgh, T., & Pepermans, R. (2014, May). Psychological contract breach and counterproductive work behavior: A dynamic model. *Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*
- Griep, Y.**, Vander Elst, T., Baillien, E., & De Witte, H. (2014, April). Kicking the other dog: The indirect relationship between job insecurity and being a workplace bully through psychological contract fulfillment as conditional upon causal attribution to the organization. *Paper presented at the 11th EAOHP Conference, London, United Kingdom.*
- Germeys, L., **Griep, Y.**, Leineweber, C., Hyde, M., & De Gieter, S. (2014, April). Empirical test of the Work-Home Resources model. *Paper presented at the 11th EAOHP Conference, London, United Kingdom.*

**Griep, Y., Vantilborgh, T., & Pepermans, R.** (2013, July). Counterproductive work behavior in social enterprises: volunteers' and paid workers' reactions to (a lack of) psychological contract fulfillment. *Paper presented at the 4<sup>th</sup> EMES International Research Conference on Social Enterprise, Liège, Belgium.*

Vantilborgh, T., **Griep, Y., & Pepermans, R.** (2013, July). A dynamic model explaining why volunteers and paid employees lose trust in social enterprises. *Paper presented at the 4<sup>th</sup> EMES International Research Conference on Social Enterprise, Liège, Belgium.*

Goldoni, E., Desmette, D., **Griep, Y., Herman, G., Vantilborgh, T., & Pepermans, R.** (2013, July). Volunteers and paid workers: more similar but less close in professionalized social enterprises. *Paper presented at the 4<sup>th</sup> EMES International Research Conference on Social Enterprise, Liège, Belgium.*

**Griep, Y., Ysebaert, I., Baillien, E., & De Witte, H.** (2013, June). Images for knowledge and change: The importance of financial stability and emotion-focused coping for unemployed in Brussels (Belgium) and the potential of bottom-up policy thinking using an exploratory case-study. *Paper presented at the 2<sup>nd</sup> New Zealand Association of Positive Psychology NZAPP Conference, Auckland, New Zealand.*

**Griep, Y., Rothmann, S., Vleugels, W., & De Witte, H.** (2013, May). Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed. *Paper presented at the 16th EAWOP Congress, Münster, Germany.*

**Griep, Y., Rothmann, S., Vleugels, W., & De Witte, H.** (2013, May). Does financial hardship explain differences between Belgian and South African unemployed regarding experiences of unemployment, employment commitment and job search behaviour? *Paper presented at the 16th EAWOP Congress, Münster, Germany.*

**Griep, Y., Baillien, E., De Witte, H., Vleugels, W., & Rothmann, S.** (2013, May). Do they adapt or react? comparison of the adaptation model and the stress reaction model among South African unemployed. *Paper presented at the 16th EAWOP Congress, Münster, Germany.*

## **SYMPOSIA**

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Hansen, S. D., **Griep, Y., Vantilborgh, T., & Jones, S. K.** (2017, August) Capturing the *real* employee-employer relationship: Incorporating time and emphasizing application in the study of psychological contracts. *Symposium presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.*

This symposium brought together Hansen, S. D. (Capturing real employee-employer relationships *through* time: A framework for integrating time into the study of psychological contracts); Garg, S. (Boomerang employees and the new experience of an old employment relationship: The role of psychological contract comparisons); Jones, S. K. ("I can only work so hard." Exploring ideological contract breaches and work effort in health care employees); Erdem, C. (Pre-entry time: A grounded investigation of the pre-entry expectations that contribute to formation of millennial employees' anticipatory psychological contracts);

Dumovic, M., & Jepsen, D. (Psychological contract fulfillment over time and employee wellbeing)

**Griep, Y.** & Hansen, S. D. (2017, May) Beyond the immediate aftermath of psychological contract breach: The evolving nature of the psychological contract. *Symposium presented at the 18<sup>th</sup> EAWOP Congress, Dublin, Ireland.*

This symposium brought together Conway, N., Kiefer, T., Briner, R., & Hartley, J. (Trajectories of psychological contract breach following major organizational change and their effects on outcomes); Erdem, C. (Pre-entry job expectations: A grounded investigation of the content dimensions that contribute to the formation of psychological contract); Vantilborgh, T., & Griep, Y. (I knew this was coming! The dynamic interplay between anticipation and perception of psychological contract breaches); Klein, F. A., & Raeder, S. (Development and dynamics of psychological contract and work engagement: A longitudinal study); Akkermans, J., Bal, M. P., & de Jong, S. (Your breach is my breach? A unit climate perspective on psychological contract breach)

**Griep, Y.** & Vantilborgh, T. (2017, May) Exploring the boundaries of psychological contract research: Part 1 - Theoretical and conceptual challenges. *Symposium presented at the 18<sup>th</sup> EAWOP Congress, Dublin, Ireland.*

This symposium brought together Erdem, C. (A co-evolution model of newcomers' psychological contract formation and social networks); Hofmans, J. (Novel ways to model breach and violation: a substantive-methodological synergy); Solinger, O. (Multiple contractors in psychological contracts with organizations?); Tomprou, M. (Paper rejections: When is it a good time to give up?); Hansen, S. D. (Editorial panel member for The Journal of Applied Psychology); Ho, V. (Editorial panel member for The Journal of Organizational Behavior); Daniels, K. (Editorial panel member for The European Journal of Work and Organizational Psychology)

Vantilborgh, T., & **Griep, Y.** (2017, May) Exploring the boundaries of psychological contract research: Part 2 - Empirical and practical challenges. *Symposium presented at the 18<sup>th</sup> EAWOP Congress, Dublin, Ireland.*

This symposium brought together Linde, B., & Sonono, E. (When a psychological contract experience becomes a group response: Response bias through trade union interference); Collard, C., & Fortin, M. (CSR managers' changing psychological contracts in the midst of experiencing paradox); de Jong, J., Clinton, M., Bal, M. P., & Van der Heijden, B. I. J. M. ("There and back again." Reciprocal actions within psychological contracts and the role of leader-initiated repair tactics); Brekashvili, P., Lambert, L. S., Currie, R., & Hardt, G. F. (Promised and delivered contributions: Supervisors' perspective of the psychological contract); Wiechers, H., Lub, X., Coyle-Shapiro, J., & ten Have, S. (The daily dynamics of contract change);

**Griep, Y.** & Vantilborgh, T. (2015, May) The processes underlying an employee's psychological contract. *Symposium presented at the 17<sup>th</sup> EAWOP Congress, Oslo, Norway, Oslo, Norway.*

This symposium brought together Hansen, S. D., Zweig, D., Griep, Y. (Testing PCT 2.0: Assimilation in the maintenance phase); Freese, C., Van der Smissen, S., & Schalk, R.

(Context matters: The influence of organizational change on psychological contracts); Conway, N., Kiefer, T., & Briner, R. (Explaining the differential effects of breach and fulfillment using attribution theory); Tomprou, M., & Rousseau, D. M. (An exploratory study on the aftermath of psychological contract violation: What happens afterwards); Rousseau, D. M. (discussion leader).

## TEACHING

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### University of Calgary

Research in Industrial/Organizational Psychology (709)	S2017
Test & Individual Differences (417)	F2016
Seminar in International Industrial/Organizational Psychology (739)	F2016

### Vrije Universiteit Brussel

Statistics for Human Sciences II	2014-2016
Multilevel Data Analyses in R (PhD seminar)	2015
Actual Trends in Work and Organizational Psychology (guest lecture)	2013, 2015
Survey Research	2013-2014

### University of Toronto

International Organizational Behavior (guest lecture)	2015
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### North-West University, Optentia Research Programme

Psychological Dimensions of Unemployment (guest lecture)	2012
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## AWARDS & FUNDING

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Faculty of Arts Seed Grant – University of Calgary, Griep (PI) The backbone of the oil industry: The affect of job strain on the psychosocial health and wellbeing of oil workers Value: \$2500	April 2016 – April 2018
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SSH Faculty Seed Grant, Griep (PI) URGC Social Sciences and Humanities Unfolding stress and burnout reactions in the aftermath of psychological contract breach perceptions Value: \$14,251	Jan 2017 – Dec 2018
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Faculty of Arts Seed Grant – University of Calgary, Griep (PI) Unravelling the double edge impact of time and timing on psychological contracts processes. Value: \$2500	Oct 2016 – Mar 2018
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Faculty Conference Travel Grant, Griep (PI) International Mobility Grant Value: \$1200	Oct 2016 – Nov 2016
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Seedcorn funding – University of East Anglia, Eib (PI) Griep, Rupp, & Trougakos (Co-PI) Justice trajectories in newcomers	Oct 2016 – Oct 2017
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Value: \$2300

Fund for Scientific Research (FWO Belgium), Griep (PI) Mar 2016 – Apr 2016  
Psychological contract breach processes  
Value: \$2200

EAWOP, Griep (PI) Nov 2016 – Nov 2016  
Clinton, Conway, Vantilborgh, & Hansen (Co-PI)  
Unraveling the role of time in psychological contract processes  
Value: \$3650

EAWOP, Griep (PI) Sep 2015 – Sep 2015  
Hofmans, Vantilborgh, De Gieter, & Pepermans (Co-PI)  
Capturing dynamics in workplace relationships  
Value: \$5100

Vrije Universiteit Brussel, Griep (PI) Sep 2015 – Sep 2015  
Hofmans, Vantilborgh, De Gieter, & Pepermans (Co-PI)  
Capturing dynamics in workplace relationships  
Value: \$7500

Fund for Scientific Research, Griep (PI) Jan 2015 – Mar 2015  
Psychological contract breach, identity threat and  
counterproductive work behavior  
Value: \$10,300

Doctoral Schools for Human Sciences, Griep (PI) Jun 2014 – Sep 2014  
International Mobility Grant  
Value: \$1100

Doctoral Schools for Human Sciences, Griep (PI) Jun 2013 – Sep 2013  
International Mobility Grant  
Value: \$1100

## **STUDENTS**

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### **Ph.D. Thesis Advisor**

Yang Yang 2017-Present  
*The temporal variation of psychological contract breach and employees' affective response to delivered inducements*

Arjen Schippers 2017-Present  
*The biological markers of the relative valence dimension of subjective well-being*

Sam Chow 2016-Present  
*Hyper-charging employee creativity: The role of dual-tuning and goal orientations in unleashing employee creativity*

### **Master's Thesis Advisor**

Samantha Jones 2016-Present

*"I can only work so hard": Exploring work effort and ideological psychological contracts of health-care employees.*

Anna Godollei 2016-Present  
*Game-based selection assessments: Validity, and effect on adverse impact*

Claudia Conte 2015-Present  
*Psychological contract breach and stress reactions*

Astrid Cornelis 2015-2017  
*Integrating self-regulation theory and psychological contract theory. Does self-control mediate the relationship between psychological contract breach and job performance?*

Dries Vanhecke 2015-2017  
*Psychological contract breach and counterproductive behavior: An escalation of conflict approach.*

Lien Wambacq 2014-2016  
*It gets under your skin: Physiological reactions following perceptions of psychological contract breach.*

Laura Rasenberg 2014-2016  
*If you treat me bad, I will retaliate: From being a victim of counterproductive work behaviour to becoming a perpetrator.*

Sarah Seffers 2013-2015  
*I promise you... The role of promised inducements and contributions in the dyadic relationship between volunteers and paid employees.*

Ingrid Huysmans 2013-2015  
*Political skills and commitment to change: The role of extended influence behaviour.*

Esther Begeer 2012-2015  
*The role of organizational justice in the relationship between psychological contract breach and perceived organizational support: A diary study.*

Mies Neven 2012-2014  
*Political skills and organizational structure: A study from the Job Demands Resources perspective.*

Aurelie Dekempeneer 2012-2014  
*The moderating effect of political skills on the relationship between protean career attitude and career success.*

### **Honors Thesis Advisor**

### **COMMITTEES, & REVIEWS**

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#### **Governance**

CSIOP - Editor of Cross Platform Communications 2017-present



### **Committee Member**

Marie-Claude Goulet Marchand, Honour's thesis second reader 2017  
*The structure and function of task conflict: An investigation of quality and frequency*

Genevieve Derban, Master prosem advisor 2016  
*The structure and function of task conflict: An investigation of quality and frequency*

### **Editorial Board**

Section Editor – South African Journal of Industrial Psychology 2013-Present

Consulting Editor – Journal of Occupational and Organizational Psychology 2017-Present

Guest Associate Editor – Frontiers in Psychology 2016-Present

- Special Issue on Time in Psychological Contract Processes
  - Griep, Hansen, Vantilborgh, & Conway

Guest Associate Editor – Journal of Organizational Psychology 2017-Present

- Special Issue on Contextualizing Workplace Mistreatment
  - Cortina, Griep, Hershcovis, & Robinson

### **Ad-hoc Reviewer**

Journal of Organizational Behavior (2)

Journal of Occupational and Organizational Psychology (1)

Human Relations (1)

PlosOne (1)

Journal of Occupational Health Psychology (1)

BMJ Open (2)

Economic and Industrial Democracy (3)

Health and Quality of Life Outcomes (2)

International Archives of Occupational and Environmental Health (4)

Journal of International Development (3)

Journal of Public Administration Research and Theory (3)

Psychologica Belgica (1)

Social Science and Medicine (1)

South African Journal of Industrial Psychology (2)

The International Journal of Human Resource Management (2)

Reviewer for the Academy of Management conference (annually) Jan 2013-Present

Reviewer for the Society of I/O Psychology conference (annually) Oct 2013-Present

### **Conference Organizer**

EAWOP Small Group Meeting 2016

Unraveling the role of time in psychological contract processes

Yannick Griep, Michael Clinton, Neil Conway, Tim Vantilborgh, & Samantha D. Hansen

Biannual Psychological Contract Small Group Conference 2016

The dynamic psychological contract

Samantha D. Hansen, & Yannick Griep

EAWOP Small Group Meeting 2015

Studying work as it is: Capturing dynamics in workplace relationships

Yannick Griep, Joeri Hofmans, Tim Vantilborgh, Sara De Gieter, Roland Pepermans

**Committee Member**

Department Web Committee	Mar 2017 – present
Faculty representative for the Doctoral School of Human Sciences	Jul 2014 – Jun 2016
Member of the Educational Council	Jul 2014 – Jun 2016
Member of the Research Council	Jul 2014 – Jun 2016
Member of the dissertation committee for master students	Jul 2014 – Jun 2016
Member of the Students Disciplinary Committee	Jul 2013 – Jun 2016
Member of the Library Committee	Jul 2013 – Jun 2016
Faculty representative in the Governance Board	Jul 2012 – Jun 2016

**MEMBERSHIPS**

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O'Brien Institute of Public Health	June 2017-Present
Canadian Psychology Association	June 2017-Present
American Psychology Association	March 2017-Present
Academy of Management	Aug 2013-Present
European Association of Work and Organizational Psychology	May 2012-Present
European Academy of Occupational Health Psychology	May 2013-Present
Society for Industrial & Organizational Psychology	April 2013-Present