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SESSION 1:
Intergroup Relations I

Prejudice and Cognitive Development

09.30  Dual identification and intergroup relations: The role of superordinate category relevance

Beatriz L. A. Moura (CIS-ISCTE, Portugal), Maria Papa-Roch (CIS-ISCTE, Portugal) & Sven Waldzus (CIS-ISCTE, Portugal)

Discussant: Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

10.00  Effects of child cognitive maturation and parental prejudice on children’s explicit and implicit prejudice

Rita Correia (ISCTE, Portugal) & Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

Discussant: Manuela Calheiros (CIS-ISCTE, Portugal)

10.30  The common ingroup identity model: The role of groups’ status and type of superordinate category

Rita Morais (ISCTE, Portugal) & Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

Discussant: Isabel R. Pinto (FPCE-University of Porto, Portugal)
DUAL IDENTIFICATION AND INTERGROUP RELATIONS: THE ROLE OF SUPERORDINATE CATEGORY RELEVANCE

Beatriz L. A. Moura* (CIS-ISCTE, Portugal), Maria Papa-Roch (CIS-ISCTE, Portugal) & Sven Waldzus (CIS-ISCTE, Portugal)

Abstract: Merely belonging to a group was shown to produce intergroup bias. In this respect the role of inclusive categories for the subgroups evaluations was studied. However, two theories based on similar theoretical assumptions, the Common Ingroup Identity Model and the Ingroup Projection Model, are making opposite predictions and produced incongruent results. In order to reconcile these apparent contradictions the moderating role of the relevance of the SC for intergroup comparison was considered. Studies were designed in order to examine how different levels of SC relevance influence intergroup evaluations. It was hypothesised that low levels of relevance should correspond to crossing dimensions of categorization leading to more positive outgroup views. Findings will be discussed with regard to their implications for the two theoretical models of intergroup relations.

Keywords: recategorization, ingroup projection, intergroup relations

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EFFECTS OF CHILD COGNITIVE MATURATION AND PARENTAL PREJUDICE ON CHILDREN’S EXPLICIT AND IMPLICIT PREJUDICE

Rita Correia* (ISCTE, Portugal) & Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

Abstract: Our investigation aims to clarify the relationship between parents and children racial prejudice. Some research has been showing that parent’s have an influence in the intergenerational transmission of prejudice (Mosher & Scodel, 1960; Carlson & Iovini, 1985; Epstein & Komorita, 1966; Katz, 2003; Sinclair, Dunn & Lowery, 2004), but some investigation shows no relation between parent and child prejudice (Aboud & Doyle, 1996; Branch & Newcombe, 1986).

The current study examines the interactive effect of parents’ prejudice and children cognitive maturation level and explicit and implicit prejudice as measured by MRA (Aboud & Doyle, 1995) and Fazio’s ethnic supraliminal priming measure (2001). A total of 105 white child/parent pairs participated in the study.

Results show that, for older children (4th graders), parents’ racial attitudes influence their implicit racial prejudice but not their explicit prejudice, for younger children (1st graders), results show no difference between implicit and explicit prejudice.

Keywords: children’s prejudice, ethnic socialization

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THE COMMON INGROUP IDENTITY MODEL: THE ROLE OF GROUPS’ STATUS AND TYPE OF SUPERORDINATE CATEGORY

Rita Morais* (ISCTE, Portugal) & Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

Abstract: Previous research has shown that intergroup prejudice arises already in childhood. The present research focuses on the question how prejudice can be reduced in children. We focus on the Common Ingroup Identity Model which posits that intergroup relations may be improved by making salient a shared identity among the subgroups. However, the Ingroup Projection Model contends that, in certain circumstances, a superordinate identity can elicit higher intergroup bias.

We propose these different outcomes may depend on the nature/type of superordinate category. Past research indicates that when groups are categorized in simultaneous dimensions and when these are related to each other, the salience and significance of the ingroup-outgroup distinction is increased, which can maintain or increase bias. However, when the categorization dimensions are independent, the salience of the ingroup-outgroup categorization is reduced, which can preclude bias. In addition, when the intergroup structure comprises different status-groups and the shared identity is related to subgroup categorization, the higher-status group may consider itself more representative of the superordinate category than the lower-status group, therefore increasing intergroup bias. When the superordinate category is independent from the subgroup categorization, both subgroups may perceive they are equally prototypical, which can preclude bias.

An experimental study was conducted with 144 White-Portuguese children (higher-status group) and 90 Black-Portuguese children (lower-status group) (age 9-10 years) testing these predictions. Results show that in the condition where the superordinate category is related to groups’ status, intergroup bias among higher-status, but not lower-status children, is positively associated to in-group projection. This association was not found in the condition where the superordinate category is unrelated to groups’ status.

Keywords: prejudice reduction, groups’s status, childhood

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SESSION 2:
SOCIAL COGNITION I

The embodied mind and the development of dualist architectures in cognition

09.30 Embodying person memory: Grounding impressions in the vertical space

Tomás Palma (CIS-ISCTE, Portugal), Margarida Garrido (CIS-ISCTE, Portugal) & Gun Semin (Utrecht University, Netherlands)

Discussant: Thomas W. Schubert (CIS-ISCTE, Portugal)

10.00 Politicians in space: Spatial grounding of politics

Ana R. Farias (CIS-ISCTE, Portugal) & Margarida Garrido (CIS-ISCTE, Portugal)

Discussant: Teresa Garcia-Marques (ISPA, Portugal)

10.30 Inner child in social cognition? The ontogeny of person perception dual architecture

Sara Hagá (ISCTE, Portugal) & Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal)

Discussant: Allard Feddes (CIS-ISCTE, Portugal)
EMBODYING PERSON MEMORY: GROUNDING IMPRESSIONS IN THE VERTICAL SPACE

Tomás Palma* (CIS-ISCTE, Portugal), Margarida Garrido (CIS-ISCTE, Portugal) & Gun Semin (Utrecht University, Netherlands)

Abstract: Recent grounded theories present an alternative view to mainstream theories of person memory. Instead of assuming that social information is represented in memory through abstract and amodal symbols these theories suggest that cognition is modal and entails sensorimotor features. Recent research demonstrates that abstract concepts such as valence and power are metaphorically grounded in vertical space. Extending these ideas to the impression formation, the present research explores whether the vertical dimension grounds impression formation of a positive and a negative target. In three different paradigms we tested the hypothesis that the congruence between the spatial position where target-relevant information is located and the expectancy-driven valence of a target person enhances memory performance.

Results show a similar pattern across all 3 experiments supporting our hypothesis. Participants systematically recalled more items from the positive target when they were on a higher location compared to positive items that were on a lower location. The reverse pattern was obtained in the case of the behaviours of the negative target.

Our results suggest that person memory is spatially grounded, namely that the encoding and retrieval of information about positive and negative targets is grounded in the vertical space.

Keywords: grounded cognition, person memory, simulation, valence

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POLITICIANS IN SPACE: SPATIAL GROUNDING OF POLITICS

Ana R. Farias* (CIS-ISCTE, Portugal) & Margarida Garrido (CIS-ISCTE, Portugal)

Abstract: This work explores the spatial anchoring of abstract concepts, namely if political concepts associated with the left (liberal) and right (conservative) political orientations are grounded spatially on a horizontal dimension.

The underlying rationale derives from recent embodied views emphasizing the significance of sensorimotor experience in grounding abstract thought (Lakoff & Johnson, 1999). This has been highlighted with research on the spatial anchoring of valence and power (vertically grounded; Meier & Robinson, 2005; Schubert, 2005), divinity-related cognitions (Meier et al., 2007) time (horizontally; Boroditsky & Ramscar, 2002); and action (with L to R orientation anchoring agency/action, and the R to L orientation anchoring the patient/passivity; Suitner & Maass, 2007).

Extrapolating from this research we hypothesize that the perception of politics-related stimuli will be shaped by spatially anchored political connotations. Participants receive 2 sets of pretested photos of 5 well-known politicians (R, L & central), to place on a horizontal (and vertical) row as they think “most people would do”. Then, they repeat the task with a 2nd set of photos. Finally, they rank order all photos in terms of their preference. Results show the expected ordering pattern. Participants place L-wing politicians on the L hand and R-wing politicians on the R hand side. A potential confound due to political preference can be diagnosed by controlling for participants’ political orientation.

Keywords: embodiment, spatial grounding, politics

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INNER CHILD IN SOCIAL COGNITION? THE ONTOGENY OF PERSON PERCEPTION DUAL ARCHITECTURE

Sara Hagá (ISCTE, Portugal) & Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal)

Abstract: A couple of studies aimed to test Gilbert, Pelham and Krull’s (1988) three-stage model of Social Perception in an innovative perspective, having children as participants. Considering that some automatic operations should be available in the cognitive repertoire before more controlled ones, younger children should tend to draw dispositional inferences without taking situational constraints into account, while older children should be able to integrate the situational information into their judgments. In the first study children aged 5, 7, 11 and 14 years-old, as well as adults, saw a target child talking with a sad expression and learned the target was talking either about a sadness inducing topic (punishment) or a happiness inducing topic (gift). In the second study an animated story was presented to participants of the same age levels, where a target child expressed joy over spending the weekend with a certain friend either in a free-choice or no-choice condition. In both studies participants rated the target’s dispositions (sadness trait or true attitude). Results generally support the hypothesis, and the referred model, whereby the 5-year-olds’ ratings (conversely to older participants’ ratings) did not differ according to the situational information. Besides offering convergent evidence for the model validity, these two studies illustrate the potential advantages of designing research with children beyond a strictly developmental theoretical framework and hopefully contribute to enlighten our knowledge about social perception both with adults and children.

Keywords: social perception, children, dispositional inferences

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SESSION 3: INTERGROUP RELATIONS II

Perspectives on immigration and national stereotypes

09.30 The influence of ideologies and voice support on attitudes towards actions against discrimination

Alejandra A. Henriquez (Free University of Brussels, Belgium)

Discussant: Mauro Bianchi (CIS-ISCTE, Portugal)

10.00 Does being born in Portugal matter?: Immigrants and descendants’ perspectives on living in Portugal

Carla Esteves (CIS-ISCTE, Portugal) & Sven Waldzus (CIS-ISCTE, Portugal)

Discussant: Rui Costa Lopes (ICS-University of Lisbon, Portugal & Radboud University, Netherlands)

10.30 National stereotypes and inter-group contact in a border region

Sylvie Kourilova (Institute of Psychology, Czech Republic)

Discussant: Diniz Lopes (CIS-ISCTE, Portugal)
THE INFLUENCE OF IDEOLOGIES AND VOICE SUPPORT ON ATTITUDES TOWARDS ACTIONS AGAINST DISCRIMINATION

Alejandra A. Henriquez* (Free University of Brussels, Belgium)

**Abstract:** Ethnic discrimination against immigrants and their descendants is a major problem on the field of employment. The consequences are higher unemployment rates, precarious employments and lower wages, which contribute greatly to the existing inequalities between “nationals” and “non nationals” (International Labour Organization, 2007). Despite the existence of anti-discrimination laws in Europe, the victims that use these legal tools to fight against discrimination are few. However, Belgian news media regularly expose discrimination cases and the legal actions undertaken by the victims. Does the public display of such cases lead others to follow the example and engage in similar actions to fight against discrimination? We tested by means of experimental studies, the role of voice support by the official institutions in charge of struggling against discrimination and the influence of individualistic versus egalitarian ideologies on people’s support and use of various actions against discrimination. The participants of our study (Belgians and foreigners) read a story about a person with foreign origins discriminated against for a job. He decided to lodge a complaint against the employer and he was either assisted by the Belgian antidiscrimination organism (voice support) or not (no voice support). Independently, the same story was preceded by either an egalitarian or an individualistic ideology prime. Even if we expect the opportunity to claim discrimination with official support encouraging for denouncing inequalities, we think that individualistic ideologies, stimulating individual interests and conformity to the dominant culture, could be an obstacle to this encouragement, comparing to egalitarian ideologies.

**Keywords:** discrimination, individual and collective actions, ethnic minority groups

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DOES BEING BORN IN PORTUGAL MATTER?: IMMIGRANTS AND DESCENDANTS’ PERSPECTIVES ON LIVING IN PORTUGAL

Carla Esteves* (CIS-ISCTE, Portugal) & Sven Waldzus (CIS-ISCTE, Portugal)

Abstract: Perceiving oneself (or one’s ingroup) as a member of a given superordinate (SC) is an important base for evaluating one’s intergroup context and life’s quality. Based on the Ingroup Projection Model (Mummendey & Wenzel, 1999) and recent research on maximal and minimal standards (Kessler et al., 2007) we predicted that perceived inclusion in a SC will lead to feelings of positiveness when considering one’s intergroup situation, higher levels of identification with the SC and lower levels of relative deprivation. In two field studies with immigrants and descendants (Cape-Verdians, N = 107), we explored whether being born in Cape-Verde or in Portugal shaped participants’ perceptions of inclusion within the Portuguese Society and if differences in the perceived degree of inclusion (inclusion/marginalization/exclusion) impacted on participants’ display of emotions, identification’s levels and perceptions of relative deprivation. Results - expected and unexpected - show that being born in Portugal matters: descendants perceived Cape-Verdians as being less included in the SC; displayed more negative emotions when comparing their (e.g.: economic) situation to the one of the Portuguese; felt less relatively deprived in comparison to the Portuguese; identified more with the Cape-Verdians and with the SC; and were more relatively concerned with prototypicality. Conclusions regarding the role of minimal and maximal standards, inclusion and minority prototypicality will be discussed.

Keywords: inclusion/exclusion, minorities/majority, prototypicality

* Email: carla.esteves@iscte.pt
Abstract: A research of national stereotypes and nature of intergroup contact in the border region of the Czech Republic and Austria is to be presented. Border regions are areas with high potential of intergroup contact. However, the contact itself does not ensure the reduction of prejudice towards members of the out-group. The effect of contact depends on the conditions pertaining in the contact situations (Allport, 1954). In our research, we addressed the interplay between the content of national stereotypes and subjective perceptions of intergroup contact. First, using questionnaires based on the Five-Factor Personality model, more than 200 Czech and Austrian high school students rated their own personality characteristics, personality characteristics of own nation members (autostereotype) and neighboring nation members (heterostereotype). In the quantitative analysis, the convergence of national auto- and heterostereotypes and self-ratings was tested. Furthermore, to determine the interplay between the out-group representations and nature of intergroup contact, the same participants were asked to describe their everyday experience with out-group members in a form of free statements. In the qualitative part, open-ended statements were analyzed according to both predefined criteria and criteria resulting from the described experience. Seven conditions of intergroup contact that influence the valence of out-group members representations were identified.

Keywords: national stereotypes, out-group member representations, intergroup contact

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### Prejudice, acculturation and gender

#### 11.30
Social Norms, beliefs regarding the nature of homosexuality and implicit prejudice against homosexuals

*Annelyse Pereira* (ISCTE, Portugal) & *Maria Benedicta Monteiro* (CIS-ISCTE, Portugal)

*Discussant: Hélder Alves* (ISCTE, Portugal)

#### 12.00
Meta-perceptions of acculturation and social adjustment of black adolescents

*João H. C. António* (ISCTE, Portugal) & *Maria Benedicta Monteiro* (CIS-ISCTE, Portugal)

*Discussant: Cícero Pereira* (Catholic University Goiás, Brazil & ICS-University of Lisbon, Portugal)

#### 12.30
Gender and citizenship: The long way to political parity

*Maria Helena Santos* (ISCTE, Portugal) & *Lígia Amâncio* (CIS-ISCTE, Portugal)

*Discussant: Célia Soares* (ESS-IPS, Portugal)
SOCIAL NORMS, BELIEFS REGARDING THE NATURE OF HOMOSEXUALITY AND IMPLICIT PREJUDICE AGAINST HOMOSEXUALS

Annelyse Pereira* (ISCTE, Portugal) & Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

Abstract: A number of studies about the role of norms on the expression of prejudice have shown that the anti-prejudice norm against certain social groups fosters the inhibition of explicit and even implicit expressions of prejudice. Although the social pressure exerted by this norm has resulted in a sharp decrease of the public expression of prejudice against some target groups (e.g. blacks, gypsies), little attention has been given to the role of that norm on the reduction of prejudice against sexual minorities. Indeed, this norm does not seem to be effective on the prevention of prejudice against homosexuals. We suggest that there is a factor that moderates the relation between the anti-prejudice norm and the expression of prejudice – people’s beliefs on the nature of homosexuality (BNH). In this study we experimentally analysed the effects of the anti-homophobic norm and of BNH on an implicit measure of prejudice: the IAT. The main hypothesis is that these beliefs moderate the relation between the norm and the implicit prejudiced attitudes. 100 college students, randomly allocated to nine experimental conditions, participated in this study. A between-subjects factorial design of 3 (norm salience: high pressure, simple activation and control) X (BNH: biological, religious and control) was used. The dependent variable was IAT individual scores of prejudice. Results have shown that the BNH moderated the relation between the anti-homophobic norm and the implicit expression of prejudice. Moreover, norm manipulation did not reduce prejudice when religious beliefs or biological beliefs on the nature of homosexuality were activated.

Keywords: social norms, beliefs on homosexuality, prejudice, homosexuality, IAT

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META-PERCEPTIONS OF ACCULTURATION AND SOCIAL ADJUSTMENT OF BLACK ADOLESCENTS

João H. C. António* (ISCTE, Portugal) & Maria Benedicta Monteiro (CIS-ISCTE, Portugal)

Abstract: Acculturation has been a key frame of reference for the study of adaptation and social adjustment of immigrants and their descendants to the receiving society. Although the first studies on acculturation have focused almost exclusively on the attitudes of the minority, nowadays research is also looking to the acculturation attitudes held by the Majority (Bourhis, Moise, Perreault, & Senécal, 1997). Some authors (e.g., Horenczyk, 1996; Pfafferott & Brown, 2006; Zagefka & Brown, 2002) started a line of research that analyze how the relation between acculturation orientations held by the members of the minority and the acculturation attitudes they perceive as being advocated by the majority influences the adaptation of the minority members to society in general.

Following this line of research, our aim is to understand in what extent the adjustment of adolescents of minority ethnic background can be explained by their own acculturation attitudes, the meta-perceptions they have of relevant others (parents, the majority) and the relation between preferred and perceived acculturation attitudes. The results of the initial study are presented and discussed.

Keywords: acculturation, social-adjustment, adolescents

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GENDER AND CITIZENSHIP: THE LONG WAY TO POLITICAL PARITY

Maria Helena Santos* (ISCTE, Portugal) & Lígia Amâncio (CIS-ISCTE, Portugal)

Abstract: There is a gender gap in politics practically in the entire world (Inter-Parliamentary Union, 2009). Affirmative action measures have been created in order to counter this discrimination towards women (see Santos, 2004). However, these measures have generated great controversy between proponents and opponents (e.g., Santos & Amâncio, 2006; 2007), seeming to be perceived as more unjust than the situation of inequality itself. This communication is centred on a study which was carried out within a research project aiming at: 1) showing that the politics is a gendered activity, which is associated with being male, and 2) providing a deeper knowledge about the gender inequality factors in the political context, and about affirmative action measures.

For the present study we have carried out 20 biographical interviews with Members of Parliament of the main Portuguese political parties. In their analysis, we have focused on the interviewees’ academic and professional trajectory, their perception of their political practice, and how they manage their private and public spheres, in order to identify the critical factors of their personal and political lives, especially connected with women's promotion. We also look at their discourses about the quality of the democracy and political participation, the reasons for women's political under-representation, as well as their opinions about Quotas System and Parity Law. We will present and discuss the results that were obtained with the software Alceste.

Keywords: trajectory, politics, discrimination, gender, parity

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SESSION 5:
HEALTH, ENVIRONMENT AND COMMUNITY I

Relational processes and emotions

11.30 Baby-caregiver relationship in residential care: The effect of caregiver’s cognitions on child development

Leonor Rodrigues (CIS-ISCTE, Portugal) & Manuela Calheiros (CIS-ISCTE, Portugal)

Discussant: Jorge del Valle (University of Oviedo, Spain)

12.00 Relationship perception and the looking-glass self hypothesis in residential care context

Ana Martins (CIS-ISCTE, Portugal) & Manuela Calheiros (CIS-ISCTE, Portugal)

Discussant: Jorge del Valle (University of Oviedo, Spain)

12.30 Social sharing of emotions associated to health risks

Cristina Camilo (ISCTE, Portugal), Luísa Lima (CIS-ISCTE, Portugal) & Bernard Rimé (Catholic University of Louvain, Belgium)

Discussant: Bernard Rimé (Catholic University of Louvain, Belgium)
Abstract: Residential care effects on child development have long been discussed in the literature (Spitz, 1945; Bowlby, 1951). Those effects are even more serious on at-risk babies in residential care (Valle, 1998).

Although some authors suggest that those effects are linked not only with structural and functional aspects of residential care, but also with the quality of the child-caregiver relationship (Bullock, Little, & Milham, 1993), empirical studies have rarely focused on interpersonal variables. Based on parenthood literature, particularly McGillicuddy-DeLisi’s (1990) model, this study intends to study child-caregiver relationships and, specifically, to test the effect of caregiver’s cognitions on babies’ global mental development, mediated by childrearing practices.

A correlational study was conducted with 35 dyades child-caregiver. Babies (1-36 months old) had been sheltered for a minimum of one month. A questionnaire was developed to identify each child’s principal caregiver. The following caregiver cognitions were assessed: development conceptions, perceptions and expectancies related to both babies in general and the specific child under evaluation; specific-child developmental attributions; and, attitudes of caregiving practices related to the specific child. Caregiving practices were assessed with HOME and Teaching Scale (Barnard & Eyres, 1987) and child development with Griffith’s Scale (1996). Results supporting the general predictions will be presented and discussed.

Keywords: residential care, caregiver’s cognitions, caregiving practices, child development

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RELATIONSHIP PERCEPTION AND THE LOOKING-GLASS SELF HYPOTHESIS IN RESIDENTIAL CARE CONTEXT

Ana Martins* (CIS-ISCTE, Portugal) & Manuela Calheiros (CIS-ISCTE, Portugal)

Abstract: Framed by contextual developmental approaches, research on children in residential care conceives environments and contexts as complex systems. Although Bowlby (1951) emphasized the importance of children-caregiver interactions, research in residential care has had its focus mainly on context’s structural and functional aspects (e.g. physical and architectonical aspects; number of in care-children; Bullock et al, 1993; Roy, Rutter, & Pickles, 2000). Even though, those aspects help on relationship quality improvement, relationships in residential care are still characterized as poor and less supportive (Freundlich & Avery, 2006). Theory, research, and practice have identified social support as an important resource facing risk and adversity, suggesting that individuals who report high levels of social support are in a better physical and mental health than those with low levels of support (Barrera, 1986; Laursen & Mooney, 2008). Furthermore, receiving support, affection, and positive feedback from significant others is also a central source of positive self-image (Sarason et al., 1993). Specifically, literature has emphasized the role of others’ appraisals (hetero-representation) and individual's subjective perception of others' appraisals (meta-representation) on self-concept (Cooley, 1902).

Therefore, this study analyses 66 adolescent-staff member dyads in what refers to: (a) youth and significant staff member perception of social support and negative interchanges; (b) the impact of youth appraisals of how staff members perceive them (meta-representation) and how staff members actually perceive these adolescents (hetero-representation) on adolescents’ self-concept.

Keywords: self-representation, relationship perception, gender

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SOCIAL SHARING OF EMOTIONS ASSOCIATED TO HEALTH RISKS

Cristina Camilo* (ISCTE, Portugal), Luísa Lima (CIS-ISCTE, Portugal) & Bernard Rimé (Catholic University of Louvain, Belgium)

Abstract: When experiencing negative emotions related with the exposure to an affective event, such as a health hazard, people feel compelled to share them. The sharing process has functions of cognitive and affective regulation, i.e., it allows the exposed individual to reorganize its perceptions and deal with the potential hazard. However risk must be perceived as a real threat to trigger an intense affective response, a need for regulation and rise up sharing needs (Rimé, 1989; Rimé, Finkenauer, Luminet, Zech, & Philippot, 1998).

We present two studies. Based on the psychometric paradigm, the first study aims to find the representation of 16 health risks within the dimensions “dread risk” and “unknown risk” (Slovic, Fischhoff & Lichtenstein, 1980). The results reveal that the most dreadful risks are cancer and injuries resulting from car crashes. These two risks were selected to the second study that tries and clarifies if the exposure to health risks perceived as dreadful will bring out an affective response that will cause a need to share. The participants were exposed to visual stimuli or written testimonies of both risks. It was evaluated the affective response and the sharing of emotions. The results point out that people change their emotional valence, activation and dominance as a consequence of the exposure to the stimuli. Only dominance allows us to predict the sharing of emotions. A feeling of lesser dominance leads to a greater need of sharing. Despite of the need for the replication, this result states that the sharing process can serve as a way to recover control over the context.

Keywords: health risks, social sharing of emotions, emotional response to risk

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SESSION 6:
ORGANIZATIONAL PSYCHOLOGY I

Satisfaction and stress at work

11.30 Sources of stress in police officers: An evolving perspective

Sónia Gonçalves (CIS-ISCTE, Portugal), José Neves (CIS-ISCTE, Portugal) & Estelle Morin (HEC Montréal, Canada)

Discussant: Alexandra M. Pinto (FPCE-University of Lisbon, Portugal)

12.00 The impact of perceived corporate social responsibility (CSR) on job satisfaction: The mediating role of corporate image

Ana P. Duarte (CIS-ISCTE, Portugal) & José Neves (CIS-ISCTE, Portugal)

Discussant: Nelson Ramalho (CIS-ISCTE, Portugal)

12.30 Relation between quality of work life and professional satisfaction indicators

Simone Guedes (FPCE-University of Lisbon, Portugal), Rosário Lima (FPCE-University of Lisbon, Portugal) & Manuel Rafael (FPCE-University of Lisbon, Portugal)

Discussant: Teresa D’Oliveira (ISPA, Portugal)
SOURCES OF STRESS IN POLICE OFFICERS: AN EVOLVING PERSPECTIVE

Sónia Gonçalves* (CIS-ISCTE, Portugal), José Neves (CIS-ISCTE, Portugal) & Estelle Morin (HEC Montréal, Canada)

Abstract: Stress has been a cause of growing concern in the professional work setting, and its study has tended to focus on specific groups of professionals, namely teachers, medical doctors and nurses. As regards police activity, studies are scarce. However scarce they may be, these studies point to the existence of high levels of stress among security professionals given the specificity of their tasks. Identifying the sources of stress experienced by this professional group will make it possible to work out an intervention programme to improve the working conditions of these professionals.

This paper is intended to present a scale that is being developed for a police setting and to comparatively analyse, based on that instrument, the perceived sources of stress in two samples of police officers from the same institution and collected in 2004 and 2009, respectively.

The results show acceptable indicators of instrument quality, as well as a set of worries and demands concerning internal management, operational performance, work/family conciliation, work environment demands, social image, role ambiguity, and interpersonal relationships. The preliminary tendencies outlined by the comparative analysis of the two periods of the data collection reveal changes in the perceived sources of stress. These results and their implications, as well as future studies will be discussed in greater detail throughout the presentation.

Keywords: sources of stress, police officers, psychometric qualities

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THE IMPACT OF PERCEIVED CORPORATE SOCIAL RESPONSIBILITY (CSR) ON JOB SATISFACTION: THE MEDIATING ROLE OF CORPORATE IMAGE

Ana P. Duarte* (CIS-ISCTE, Portugal) & José Neves (CIS-ISCTE, Portugal)

Abstract: Little is still known about the way employees perceive the engagement of their organizations in socially responsible practices. The same is true regarding the consequences of these perceptions upon their job attitudes. The relevance of extending the current knowledge and understanding of these questions is obvious. Employees’ perceptions of the involvement of their organizations in socially responsible practices might influence their workplace attitudes and, consequently, their behavior in the workplace, with significant impact upon organizations’ financial performance. Moreover, it might also influence the worker’s involvement in the activities organizations undertake for achieving social and environmental goals. Having this in mind, the main goal of the present study was to assess the impact of employees’ perceived CSR on one of the most important job attitudes: job satisfaction. A second goal was to assess corporate image’s mediation effect in that relationship. We have surveyed 301 employees with non-managerial jobs from an industrial organization, using a multidimensional measure of CSR. Results show that, when assessed simultaneously, employees’ perceptions of corporate engagement on each of the three dimensions of CSR assessed are positively related with job satisfaction. Results also show that corporate image fully mediates the relationship between the perceived engagement on two of those dimensions (responsibility towards community and environment; economic responsibility) and job satisfaction. The third dimension of CSR assessed, responsibility towards employees, maintains a direct relationship with job satisfaction, not being related with employees’ corporate image. Thus, corporate engagement on different social responsible practices has a positive impact on the employees’ corporate image and job satisfaction. Organizations interested in fostering job satisfaction can do so implementing sustainable human resource management practices (thus promoting employees’ quality of life) as well as external socially responsible practices and consequently achieving a more favorable corporate image.

Keywords: corporate social responsibility, job satisfaction, corporate image

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RELATION BETWEEN QUALITY OF WORK LIFE AND PROFESSIONAL SATISFACTION INDICATORS

Simone Guedes* (FPCE-University of Lisbon, Portugal), Rosário Lima (FPCE-University of Lisbon, Portugal) & Manuel Rafael (FPCE-University of Lisbon, Portugal)

Abstract: This study frames in a research about Quality of Work Life (QWL). Among other aspects, the research intends to develop a measure to evaluate the perception of the QWL importance and frequency in individuals already working in the labour market.

The main goal is to study the relation between QWL and professional satisfaction indicators. The sample is composed by 310 employed adults with at least six months of professional experience in the same function and organization. The results indicate a relation between the perception of QWL frequency and the different professional satisfaction indicators. This study contribution is also discussed in what concerns the career management practices development in organizations.

Keywords: quality of work life, professional satisfaction, career

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SESSION 7:
INTERGROUP RELATIONS IV

Intergroup contact, emotions and ambivalence

14.30  Choosing the best means to an end: The influence of ingroup goals on representative selection for intergroup negotiations
Cátia Teixeira (Catholic University of Louvain, Belgium), Stéphanie Demoulin (Catholic University of Louvain, Belgium) & Vincent Yzerbyt (Catholic University of Louvain, Belgium)
Discussant: Isabel R. Pinto (FPCE-University of Porto, Portugal)

15.00  Motivations of Israel and Palestine supporters for active political participation: The role of religious identity and political factors
Aurélie Mercy (Free University of Brussels, Belgium)
Discussant: Bernard Rimé (Catholic University of Louvain, Belgium)

15.30  The political rhetoric of ambivalent social remembering: The CDS/PP commemorating April 25 in the portuguese parliament
Cristina Marinho (Loughborough University, United Kingdom) & Michael Billig (Loughborough University, United Kingdom)
Discussant: Paula Castro (CIS-ISCTE, Portugal)
Abstract: One decision that a group has to make before negotiating is to choose its representative. We propose that the selection of an ingroup representative may depend upon the group’s main goal in the negotiation. Following the contextual-functional model of differentiation (eg. Scheepers et al., 2002) as well as literature on negotiation and conflict resolution (Druckman et al., 1988; Kelman, 2006) we suggest that groups involved in negotiations can have two types of goals: instrumental and identity goals. Identity goals relate to strategies directed towards the maintenance of a positive social identity whereas instrumental goals are concerned with the division of resources. In the present studies, we show that these goals influence the choice of a group’s representative. We do this by manipulating the group’s goals as well as the level of prototypicality of the potential representatives. When choosing a representative, groups with instrumental goals prefer a pro-norm deviant member (Studies 1 and 3). This pattern reverses when the intergroup situation is made salient (Studies 2 and 3).

In contrast, groups with identity goals favour more moderate, normative ingroup members, independently of the context in which the choice is made. These findings suggest that deviance from the prototype can be positively viewed when it implies positive outcomes for the group. Discussion focuses on possible mediators of this effect.

Keywords: intergroup relations, negotiation, representative selection process
MOTIVATIONS OF ISRAEL AND PALESTINE SUPPORTERS FOR ACTIVE POLITICAL PARTICIPATION: THE ROLE OF RELIGIOUS IDENTITY AND POLITICAL FACTORS

Aurélie Mercy* (Free University of Brussels, Belgium)

Abstract: Through an Internet survey, we compared the motivations of 2 types of militants for supporting Israel or Palestine: the Same Religion group (SRG) gathers militants who share the religion of the group they support (i.e. Pro-Israel Jews, Pro-Palestine Muslims), whereas militants in the Different religion group (DRG) do not share any of these two religious identities. Results show that the level of active militancy is best predicted by Identification with the supported group and by Identification as a militant among Group 1 participants, whereas it is best predicted by Perception of the status of the supported group as unfair and by Political tendency in Group 2. We interpret these results in a “common ingroup model” perspective (Anastasio, Bachman, Gaertner & Dovidio, 1997): militants sharing their supported group’s religion belong to the same superordinate group. Accordingly, the more they are identified with this group, the more they reject the outgroup. In contrast, people supporting a complete outgroup are not influenced by identification processes, but by “political” reasons, depending on their outsider point of view on the Israeli-Palestinian situation.

Keywords: intergroup conflict, group commitment, political action

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THE POLITICAL RHETORIC OF AMBIVALENT SOCIAL REMEMBERING: THE CDS/PP COMMEMORATING APRIL 25 IN THE PORTUGUESE PARLIAMENT

Cristina Marinho* (Loughborough University, United Kingdom) & Michael Billig (Loughborough University, United Kingdom)

Abstract: Although the rhetoric of social commemoration has been much investigated, there is an aspect that has not been fully addressed: how can a group participate in a commemoration of an event to which it feels ambivalent. This is the position of the Social and Democratic Centre (CDS/PP) in respect to the annual commemoration of the Revolution of April in the Portuguese parliament. The present study, which is part of a wider study of parliamentary commemoration, investigates the ambiguous rhetoric of the CDS/PP in the 2004 commemoration. By examining rhetorical details, it is possible to see how the party avoids saying the ‘unsayable’, while defining the celebration in a way that accomplishes a social forgetting.

Keywords: ambivalence, parliamentary commemoration of April 25, political rhetoric

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### SESSION 8:
HEALTH, ENVIRONMENT AND COMMUNITY II

#### Social representations, attitudes and norms

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<td>14.30</td>
<td>Attitudinal determinants of energy saving intention in an organizational context</td>
<td>Ana Loureiro (CIS-ISCTE, Portugal) &amp; Luísa Lima (CIS-ISCTE, Portugal)</td>
<td>José P. Oliveira (FPCE-University of Lisbon, Portugal)</td>
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<td>15.00</td>
<td>Between norms and facts: Public participation as a social change process</td>
<td>Susana Batel (CIS-ISCTE, Portugal) &amp; Paula Castro (CIS-ISCTE, Portugal)</td>
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<td>15.30</td>
<td>Social representations of climate change in the era of global governance</td>
<td>Mehmet A. Uzelgun (CIS-ISCTE, Portugal) &amp; Paula Castro (CIS-ISCTE, Portugal)</td>
<td>Jorge C. Jesuino (CIS-ISCTE, Portugal)</td>
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ATTITUDINAL DETERMINANTS OF ENERGY SAVING INTENTION IN AN ORGANIZATIONAL CONTEXT

Ana Loureiro* (CIS-ISCTE, Portugal) & Luísa Lima (CIS-ISCTE, Portugal)

Abstract: Organizational context is one of the contexts that have greater environmental impact. However, contribute of the individual behavior that impacts on environment in this type on context has not been focus of attention by the research.

In this work, we present a study that analyzes the prediction role of attitudinal determinants of energy saving intentions.

The study was conducted with a sample of organization workers, using a questionnaire that evaluates, besides socio-demographical characteristics, energy saving intention, and different psycho-social determinants: environmental and altruistic values, environmental and altruistic attitudes, and moral norms.

The results show a prediction role of attitudinal variables on energy saving intentions, supporting the hierarchical relation between environmental values, environmental attitudes, moral norms and energy saving intention.

Keywords: energy saving, psycho-social determinants, organizational context

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BETWEEN NORMS AND FACTS: PUBLIC PARTICIPATION AS A SOCIAL CHANGE PROCESS

Susana Batel* (CIS-ISCTE, Portugal) & Paula Castro (CIS-ISCTE, Portugal)

Abstract: In the last years, the importance of public participation for the preservation of both the natural and built environments has been highlighted in several domains (Pol, 2002). This is clearly illustrated through both the amount of research aiming to analyze the promoters of participation and their relation with sustainability (Manzo & Perkins, 2007), and the increase of legislation which regulates public participation practices to be applied by multi-level governance (Castro & Batel, 2007). However, the dichotomy between the norms and the facts of public participation is still also evident (Lima, 2004). With this work we contend that in order to understand this dichotomy, we need to conceptualize public participation as a social change process (Castro & Batel, 2008). This implies examining how this process occurs simultaneously at institutional, contextual and individual levels. This approach allows us to overcome two present constraints of research in this area: 1) the main focus on participation as a individual and intragroup phenomenon, which is reflected, for instance, in the lack of analyses examining the impact of expert and lay systems relations for public participation; 2) the focus more on the promoters and less on the constraining factors of participation. Through a set of studies, we show how this re-conceptualization of participation fosters the examination of important psycho-social processes influencing participation that have been neglected until now.

Keywords: public participation, social change, built environment preservation

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SOCIAL REPRESENTATIONS OF CLIMATE CHANGE IN THE ERA OF GLOBAL GOVERNANCE

Mehmet A. Uzelgun* (CIS-ISCTE, Portugal) & Paula Castro (CIS-ISCTE, Portugal)

Abstract: The main purpose of the present PhD project is to trace the relations between representations, discourses and actions regarding climate change. The goal is to analyse how different definitions, risks and solutions regarding climate change are being constructed, in relation to other socio-political phenomena. The focus of the research will be on international non-governmental organizations, in Turkey and in different European countries. To focus the research, media analysis for locating the dominant discourses as well as the more contested dimensions regarding climate change and legislative tools framing climate change in different countries will be studied first. The relationships among social representations, affects, and actors of international climate change process will be given specific consideration to address the stagnation, which seems to reign despite the wide availability of information, discourses and efforts.

Keywords: climate change, social representations, agency

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### SESSION 9:
**ORGANIZATIONAL PSYCHOLOGY II**

**PORTUGUESE**

# A social-psychological overview of behavioural workplace outcomes

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<td>Socio-cognitive determinants of adolescents’ smoking intention and behaviour</td>
<td>Paulo Vitória (University of Beira Interior, Portugal), Fátima Salgueiro (ISCTE, Portugal), Sílvia Silva (CIS-ISCTE, Portugal) &amp; Hein De Vries (Maastricht University, Netherlands)</td>
<td>Margarida G. Matos (Technical University of Lisbon, Portugal)</td>
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<td>15:00</td>
<td>The Perception of the conditions for the existence of the psychological contract: A social-psychological approach in nursing</td>
<td>Andreia M. C. T. R. Pais (FPCE-University of Lisbon, Portugal) &amp; Luís Curral (FPCE-University of Lisbon, Portugal)</td>
<td>Sara Ramos (CIS-ISCTE, Portugal)</td>
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<tr>
<td>15:30</td>
<td>Work design, positive attitudes and its implications in hotels</td>
<td>Maria H. Almeida (University of Algarve, Portugal), Luís Faísca (University of Algarve, Portugal) &amp; Saúl Jesus (University of Algarve, Portugal)</td>
<td>Luís Curral (FPCE-University of Lisbon, Portugal)</td>
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Socio-Cognitive Determinants of Adolescents' Smoking Intention and Behaviour

Paulo Vitória* (University of Beira Interior, Portugal), Fátima Salgueiro (ISCTE, Portugal), Sílvia Silva (CIS-ISCTE, Portugal) & Hein De Vries (Maastricht University, Netherlands)

Abstract: It is important to investigate the smoking initiation process in the early adolescence because smoking is a dependence (very difficult to treat) and the majority of smokers started to smoke very young. The ASE Model (Attitude, Social influence and self-Efficacy) has been widely used to study smoking behaviour but with results still controversial because most of the published research was done with cross-sectional data.

The current study tests this model with a longitudinal sample of Portuguese adolescents (at T1: N=578, mean age=13.03, SD=0.72; 56.9% girls). Measurements were in the beginning of the 7th (T1), of the 8th (T2), and of the 9th scholar grades (T3).

Attitude and Self-efficacy were operacionalized as usual. Social influence was operacionalized in an original way, combining three processes (social norm, direct pressure and perceived behaviour) with two types of referents (parents and peers). A Structural Equation Model estimated with LISREL was used to investigate the associations between ASE variables (T1), Intention to smoke (T1) and Behaviour (T2 and T3).

Model-data fit indices were adequate [χ² (271)=250.22, p<.81; AIC=464.22; RMSEA=.00; RMR=.07)]. Self-efficacy, attitude, perceived behaviour of parents and of peers, and social norms of parents had an effect on intention to smoke (T1). Self-efficacy, perceived behaviour of peers and intention to smoke (T1) had an effect on behaviour (T2). Behaviour in T3 was influenced only by behaviour in T2.

Keywords: smoking behaviour, smoking prevention, structural equation modeling

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THE PERCEPTION OF THE CONDITIONS FOR THE EXISTENCE OF THE
PSYCHOLOGICAL CONTRACT: A SOCIAL-PSYCHOLOGICAL APPROACH IN
NURSING

Andreia M. C. T. R. Pais* (FPCE-University of Lisbon, Portugal) & Luís Curral (FPCE-University of Lisbon, Portugal)

Abstract: The psychological contract is a key concept in Organizational Psychology with important implications in human resource management. In Portugal, although there are a few studies on psychological contract, none of them addresses the context of health services.

The aim of the present research was to study the antecedents of psychological contract in nurses. We examined the influence of five contextual factors on the conditions for the existence of a psychological contract in 516 hospital nurses. The five antecedent factors examined were: the communication through IT; the perception of autonomy at work; the perception of the frequency of occurrence of the employees' and organization’s obligations; the relations which occurs at work; the perception of the individual effectiveness and of the consequences on the service. The data was collected through an adaptation of the “Questionnaire Survey Nurse, Midwife & Health Visitor Consultant ”(Guest, 2003). Analysis of the results indicated that the perception of autonomy at work, the relations which occurs at work and the perception of the individual effectiveness and of the consequences on the service positively affects the conditions for the existence of the psychological contract in nursing.

Keywords: perception of the conditions, psychological contract, nursing

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WORK DESIGN, POSITIVE ATTITUDES AND ITS IMPLICATIONS IN HOTELS

Maria H. Almeida* (University of Algarve, Portugal), Luis Faisca (University of Algarve, Portugal) & Saúl Jesus (University of Algarve, Portugal)

Abstract: The managers of the Portuguese hotels and companies of the tourist sector – who accordingly with WTO (World Tourist Organization) is the ninth world’s most desirable destinies - which demands a high degree of interaction between customers and employees, regrets the lack of a valid model to implement a evidence-based practice model. Our aim is to test a valid model to help the human resources management exploring the influences of the motivating potential of a job with the attitudes – clients Global Satisfaction and Affective Commitment – and behaviour intentions – quitting the job intention and word-to-mouth – as a way to reward the company and the internal and eternal clients.

A sample of 303 workers belonging to several professional groups within hotels and the AMOS 6.0 software were used to do the confirmatory factorial analysis. Nine valid variables where identified the validated model and all suitable to evaluate the attitudes, antecedents and desirable individual positive results at work.

Keywords: organisations, hotel industry, model

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SESSION 10:
INTERGROUP RELATIONS V

Intergroup contact, minorities and perception of lying

16.30 “We are the truth, the way and the life”: Ingroup projection and strong belief systems

Miriam Rosa (CIS-ISCTE, Portugal) & Sven Waldzus (CIS-ISCTE, Portugal)
Discussant: Allard Feddes (CIS-ISCTE, Portugal)

17.00 Perception of lying

Katarzyna Cantarero (Polish Academy of Sciences, Poland)
Discussant: Rodrigo Brito (CIS-ISCTE, Portugal)

16.30 Highlighting diversity in imagined group settings enhances attention to minority positions

Anna-Lena Majkovic (University of Kent, United Kingdom) & Richard Crisp (University of Kent, United Kingdom)
Discussant: Maria Benedicta Monteiro (CIS-ISCTE, Portugal)
“WE ARE THE TRUTH, THE WAY AND THE LIFE”: INGROUP PROJECTION AND STRONG BELIEF SYSTEMS

Miriam Rosa* (CIS-ISCTE, Portugal) & Sven Waldzus (CIS-ISCTE, Portugal)

Abstract: From classic theories of intergroup relations and the Ingroup Projection (IP) Model, research has shown that IP can be motivated by the intergroup relation. We are interested in minorities’ motivations to achieve/claim prototypicality, assuming that minority groups may react to prototypicality inequalities in different ways: a) by sharing the assumption that the majority is more prototypic and consider alternatives for a better prototypicality position or, as we propose, b) by detaching their relative prototypicality from status. For strong belief system (BS) groups (e.g. activists), the source of prototypicality is the belief rather than what the dominating group, or even a higher order superordinate group thinks. We assume that BS groups will perceive themselves to be highly prototypic for a superordinate category (SC), irrespective of status, creating for the minority groups a discrepancy between their perceived prototypicality (PP) and what they think others assign to them (meta prototypicality [MP]). It was studied by asking Portuguese Catholics (majority group) and Protestants (minority group) as Christians (SC) about both prototypicality and belief system issues. Results show that the minority group’s PP is even higher than the majority’s one. Additionally, the predicted discrepancy between PP and MP was found, only for the minority group. Furthermore, results concerning the relation between this discrepancy and proselytizing behaviour will be presented and discussed.

Keywords: ingroup projection, belief system, proselytizing behavior

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PERCEPTION OF LYING

Katarzyna Cantarero* (Polish Academy of Sciences, Poland)

Abstract: A preliminary research was made on the perception of lying. 49 students were to respond a series of questions considering lying and its acceptance. They were given a questionnaire with open-ended questions. There were three major fields regarding lying that were taken into account. First one considered general perception of the phenomena of lying. Participants were asked to define lying and give reasons why people lie. The second one was focused on the acceptance of lying. Defining the acceptance of lying was made by including two dimensions: the importance of the case that the lie was about for the person that would be deceived and the kind of person that tells the lie (whether this person is in a close relationship to the one that would be deceived or not). The task was to state what would the person being deceived do, if they found out that they were deceived. Participants answered also a general question on whether they accepted lying. The third area of interest considered perception of lie detection. These questions were: stating how we can tell that someone is lying and defining the efficacy of ‘lie-detectors’ such as polygraphs. Participants were also asked to define how often, in their opinion, people lie. The results give interesting information on the way that lying is being perceived. The research conducted gives ground for further analysis in the area and sets new questions considering the phenomena of lying.

Keywords: lie, detection, perception

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HIGHLIGHTING DIVERSITY IN IMAGINED GROUP SETTINGS ENHANCES ATTENTION TO MINORITY POSITIONS

Anna-Lena Majkovic (University of Kent, United Kingdom) & Richard Crisp (University of Kent, United Kingdom)

Abstract: Previous research has demonstrated the beneficial effects of focusing on multiple identities for intergroup attitudes and evaluations (e.g., Hall & Crisp, 2005). Especially within negotiations, where the underlying conflict is centred on rigid and clear-cut identity perceptions (e.g., religion, university affiliation), the necessity of heterogeneity within negotiations needs to be positively elaborated. Diversity can refer to differences related to social/cultural factors (e.g., ethnicity, gender, age) as well as individual factors (e.g., personality, family background) (Miville et al. 1999). In the present studies, interventions were implemented that involved the mental simulation of negotiation in socially diverse settings. The simulation of social diversity is argued to create a more cognitively flexible mindset and greater readiness for cooperation and innovation among debaters, and in particular a focus on minority perspectives. Using experimental and observational designs and measures of cognitive flexibility, conflict strategies and minority versus majority message processing, we observed support for the hypotheses. The findings suggest that imagined social diversity tasks may contribute to the development of beneficial negotiation outcomes and encourage debaters to examine more closely minority positions.

Keywords: negotiations, minority positions, cooperation

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**SESSION 11:**
**ORGANIZATIONAL PSYCHOLOGY III**

### The role of human resources management practices

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<td><strong>Strength of human resources management, strong situation and improvisation</strong></td>
<td>Tânia Ribeiro (ISPA, Portugal) &amp; Joaquim P. Coelho (ISPA, Portugal)</td>
<td>Maria José Chambel (FPCE-University of Lisbon, Portugal)</td>
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<td>17.00</td>
<td><strong>Human resource management practices and the psychological contract of temporary agency workers</strong></td>
<td>Rita Fontinha (FPCE-University of Lisbon, Portugal) &amp; Maria José Chambel (FPCE-University of Lisbon, Portugal)</td>
<td>Joaquim P. Coelho (ISPA, Portugal)</td>
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<td>17.30</td>
<td><strong>Organizational performance integrated approach: an emerging strategy for managing resources, capabilities and results</strong></td>
<td>Leonor G. Pinto (University of Alcalá de Henares, Spain), Paula Ochôa (New University of Lisbon, Portugal) &amp; Helena Vinagre (ISCTE, Portugal)</td>
<td>Maria José Chambel (FPCE-University of Lisbon, Portugal)</td>
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STRENGTH OF HUMAN RESOURCES MANAGEMENT, STRONG SITUATION AND IMPROVISATION

Tânia Ribeiro* (ISPA, Portugal) & Joaquim P. Coelho (ISPA, Portugal)

Abstract: The purpose of this correlational study is to contribute for the understanding connections between HRM, and strategy in a calling center. It is assumed that a high degree of “fit” between internal consistency among HRM practice (horizontal fit) and organizational strategy with those sets of practices (vertical fit), have an impact on organizational outcomes (Becker & Gerhart, 1996; Ferris et al., 1999; Michie & Sheehan, 2005). Through the Strength of Human Resources Management concept – SHRM (Bowen & Ostroff, 2004), when messages regarding HRM content are communicated to employees in a consensual way and these share the same interpretations, mediated by the strong situations (Michael, 1973), the horizontal fit is guaranteed. Strong situations are reflected in strong climate (Schneider et al., 2002) and strong culture (Schein, 1981). This context allows an improvisational strategy and the existence of minimal structures (Kamoche & Cunha, 2001; Weick, 1995) or even empty spaces in the structure (Hatch, 1999), without people lost their similar orientation toward goals. These empty spaces are the source of creativity, flexibility and organizational capabilities to easily adapt to changing environmental demands, essential features to achieving vertical fit (Ferris e al., 1999). Following this, our investigation model pretend to understand how SHRM influence improvisation, having climate and culture as mediators. The hypothesis, analyzed using structural equation modeling, indicated a significant direct, and mediated through culture, relationship between SHRM and improvisation.

Keywords: human resource management, strong situation, improvisation

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HUMAN RESOURCE MANAGEMENT PRACTICES AND THE PSYCHOLOGICAL CONTRACT OF TEMPORARY AGENCY WORKERS

Rita Fontinha* (FPCE-University of Lisbon, Portugal) & Maria José Chambel (FPCE-University of Lisbon, Portugal)

Abstract: Drawing on psychological contract literature, the present study examines the emerging contingent employment relationships, which involve the temporary agency workers, the employment agency and the client organization on whose premises these employees work. This research empirically explores the psychological contracts of these workers, by focusing in an issue that has not yet been investigated: we anticipate that agency’s and client’s characteristics are related to the perceived fulfilment of agency’s obligations. This sample includes eighty-eight white-collar employees working in four Portuguese agencies. The results suggest that the perceived fulfilment of client’s obligations relates positively to the perceived fulfilment of agency’s obligations. Furthermore, as expected, we have found that the perception of job insecurity relates negatively to the fulfilment of agency’s obligations. The results have implications for practitioners and future research. We also sketch our future research, by presenting the rationale that supports our current set of investigations. We now focus on the relationship between human resource management practices and the attributions employees make about them with the perceived fulfilment of agency’s and client’s obligations. We are also assessing the role of organizational change on the fulfilment of agency’s and client’s obligations and considering the potential role of these last variables on employees’ attitudes and ultimately on their outcomes.

Keywords: temporary agency workers, psychological contract, human resource management practices

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ORGANIZATIONAL PERFORMANCE INTEGRATED APPROACH: AN EMERGING STRATEGY FOR MANAGING RESOURCES, CAPABILITIES AND RESULTS

Leonor G. Pinto* (University of Alcalá de Henares, Spain), Paula Ochôa (New University of Lisbon, Portugal) & Helena Vinagre (ISCTE, Portugal)

Abstract: The growing importance of networked environment and the consequent change in users’ information behaviour challenged the library academia and professionals’ skills to find new and more adequate strategies and methods to assess the performance of traditional, hybrid or digital information services. This paper aims to detail the strategy and methodology used by a research team to evaluate the performance of the Portuguese Digital Library consortium.

Using a holistic user/stakeholder-centred approach, the researchers designed a Digital Library Integrated Evaluation Model. The five key-component of this model are presented: (a) Diagnosis; (b) Strategical groups and performance information needs; (c) Perspectives on performance evaluation; (d) Evaluation criteria and methods; (e) Evaluation points of view.

The evaluation methods, techniques and tools developed under two of the Model components - (c) Perspectives on performance evaluation and (d) Evaluation criteria and methods - are particularly discussed:

- the Digital Library Balanced Scorecard;
- the Matrix of Perspectives and Strategical Measurement Areas and the related performance measures and indicators;
- the Digital Library Service Quality Model and the multiple-item scale used in the assessment process.

The case study is also used to explore potential interactions between evaluation cultures/environments and learning professional skills, with emphasis on benchmarking and other interesting perspectives for organizational behaviour research.

Keywords: Evaluation methods, organizational behaviour research, holistic user/stakeholder-centred approach

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SESSION 12:
SOCIAL COGNITION II

Familiarity: Initial attraction, affective priming and processing fluency

16.30 Initial attraction and familiarity: The role of presentation type and source salience

David Rodrigues (ISCTE/ISPA, Portugal) & Teresa Garcia-Marques (ISPA, Portugal)
Discussant: Rita Jerónimo (CIS-ISCTE, Portugal)

17.00 Searching for boundaries: The role of target-category variability in affective priming

Marília Prada (ISCTE/ISPA, Portugal) & Teresa Garcia-Marques (ISPA, Portugal)
Discussant: Rita Jerónimo (CIS-ISCTE, Portugal)

17.30 Dissociating the contributions of perceptual and conceptual fluency in lexical and recognition judgments

Rita Silva (ISPA, Portugal) & Teresa Garcia-Marques (ISPA, Portugal)
Discussant: Beate Seibt (CIS-ISCTE, Portugal)
INITIAL ATTRACTION AND FAMILIARITY: THE ROLE OF PRESENTATION TYPE AND SOURCE SALIENCE

David Rodrigues* (ISCTE/ISPA, Portugal) & Teresa Garcia-Marques (ISPA, Portugal)

Abstract: Here we study the initial attraction phenomenon, focusing the role of a subjective feeling of familiarity. We first demonstrate the direct impact of implicit familiarity on initial attraction, as measured by Index C (Index of "having a Crush"), by presenting a neutral target's photo subliminally (Study 1). We then test how the salience of previous exposure can moderate this effect, by asking participants how familiar they felt with the target before attraction ratings (Studies 2 and 3), or by manipulating previous exposure type, i.e., presenting the target's photo subliminal or supraliminally (Study 3). Although drawing attention to the target's level of familiarity disrupts the effect when previous exposure is subliminal, it did not disrupt the effect when the photo was presented supraliminally. These data are discussed regarding both the explanatory hypothesis for the mere exposure effect, as well as interpersonal attraction theories.

Keywords: interpersonal attraction, familiarity, mere exposure effect

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SEARCHING FOR BOUNDARIES: THE ROLE OF TARGET-CATEGORY VARIABILITY IN AFFECTIVE PRIMING

Marília Prada* (ISCTE/ISPA, Portugal) & Teresa Garcia-Marques (ISPA, Portugal)

Abstract: The generality of affective priming (AP) effects has been argued based upon studies that manipulate primes’ characteristics. Instead, we focus the role played by targets’ attitude in an ‘influence paradigm’ (Murphy & Zajonc, 1993).

The hypothesis that previous attitudes, if activated, would constrain AP effects was addressed in two experiments. Our data suggest the independence of effects in conditions of enhanced attitude accessibility via repetition (E1) or target category familiarity (E2). However, the latter, indicates that targets’ evaluations, although sensible to context effects, were anchored on attitude category. Viewing attitudes as online constructions, sensitive to contextual information, we hypothesized that the context affects which information available regarding the object category is activated, being the priming effect constrained by the category variability.

Thus, in Experiment 3 the perceived variability of a ‘new’ category (unfamiliar objects) was manipulated through the number of exemplars shown to participants prior the priming task. As expected, contextual impact was higher in the higher variability condition. In Experiment 4 the manipulation consisted in the activation of different exemplars (more prototypical or extremely valenced) of negative and positive animals. Given that only the negative category replicated previous findings, the experiment was repeated using different categories (E5). Results will be discussed considering its relevance for both affective priming and attitudes domains.

Keywords: affective priming, attitudes, variability

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DISSOCIATING THE CONTRIBUTIONS OF PERCEPTUAL AND CONCEPTUAL FLUENCY IN LEXICAL AND RECOGNITION JUDGMENTS

Rita Silva* (ISPA, Portugal) & Teresa Garcia-Marques (ISPA, Portugal)

Abstract: The experience of processing fluency has been pointed out has the mechanism underlying the impact of familiarity (with stimuli) in different cognitive processes such as recognition, preference, and reading speed. In line with this interpretation, studies have demonstrated that when one manipulates perceptual fluency of stimuli (e.g. figure-ground contrast), one can promote effects similar to those produced by manipulations of familiarity (repeated exposure). Although repeated stimuli are associated with perceptual fluency, it can also be argued to add fluency in processing by facilitating the apprehension of meaning. This conceptual fluency can be argued both to add its impact to a general feeling of fluency and to promote complementary effects. We explore this hypothesis in two studies where we attempted to manipulate orthogonally perceptual and conceptual fluency.

In exp.1 we compared different levels of practice in inverted reading (manipulation of perceptual fluency) of high and low frequency words and of non-words (manipulation of conceptual fluency) in a lexical decision task. Results suggest that the contribution of perceptual and conceptual fluency to lexical judgments can be dissociated.

In exp.2 we again used high and low frequency words, and adapted Jacoby and Whitehouse (1989) paradigm, so that subliminal presentation of words could serve as the manipulation of perceptual fluency. Results of this study will be discussed.

Keywords: conceptual fluency, perceptual fluency, lexical/recognition judgments

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Organizational performance associated with coaching, emotional intelligence and injustice reaction

09.00  **Total participation in project management: Friend or foe**

Grzegorz Żmuda (Jagiellonian University, Poland) & Joanna Pyrkosz (Jagiellonian University, Poland)

*Discussant: Eduardo Simões (CIS-ISCTE, Portugal)*

09.30  **Emotional intelligence: Testing a new model and measure**

Alexandra Martins (ISCTE, Portugal) & Nelson Ramalho (CIS-ISCTE, Portugal)

*Discussant: Francisco Esteves (CIS-ISCTE, Portugal)*

10.00  **Measuring organizational injustice reaction: Development and initial validation of a scale**

Jeanne Le Roy (University of Paris, France)

*Discussant: Ana Passos (CIS-ISCTE, Portugal)*
Psycap pays: Psychological capital as a source of competitive advantages for individuals, teams and organizations

Ana C. Antunes (ISCTE, Portugal), Miguel P. Cunha (FE-New University of Lisbon, Portugal) & António Caetano (CIS-ISCTE, Portugal)

Discussant: Miguel P. Lopes (New University of Lisbon)
TOTAL PARTICIPATION IN PROJECT MANAGEMENT: FRIEND OR FOE

Grzegorz Żmuda* (Jagiellonian University, Poland) & Joanna Pyrkosz
(Jagiellonian University, Poland)

Abstract: Although Total Participation Management (TPM) is currently becoming more and more popular management style (Stocki, Prokopowicz & Żmuda, 2008), there are still no empirical findings regarding its impact on the effectiveness (Glew, O’Leary-Kelly, Griffin & Van Fleet, 1995; Heller et al. 1998; Wagner 1994). Contrary to participative decision making, autocratic management (Lewin, Lipitt & White, 1939; Tannenbaum & Schmidt, 1958) puts manager on top of all decisions not necessarily demanding employees involvement other than doing what one is told. Some research state that the outcomes of different management styles depend on employees maturity (Hersey & Blanchard, 1977) or situational factors (Fiedler, 1994). In this study we investigate the role of both leader and group orientations (participative and autocratic) their fit and influence on the effectiveness.

“Readiness to participate” and “Preferred management style” scales will be used in the research to discover persons’ naïve theories of management. Apart from questionnaires Tacit Knowledge Test will be used. According to scores achieved participants will be assigned to different groups according to their orientation. Each group will later on take part in the project management simulation. Effectiveness and satisfaction will be measured.

Keywords: total participation, project management, leadership

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EMOTIONAL INTELLIGENCE: TESTING A NEW MODEL AND MEASURE

Alexandra Martins* (ISCTE, Portugal) & Nelson Ramalho (CIS-ISCTE, Portugal)

Abstract: The concept of Emotional Intelligence (EI) was proposed by Salovey and Mayer in 1990 to describe the ability to monitor one’s own and other’s emotions and to use them to guide thinking and behaviour. Nowadays, two major paradigms concerning EI co-exist: ability models (e.g. Mayer & Salovey, 1997) and mixed models (e.g., Goleman, 1998). The first assumes that EI is a form of intelligence and uses performance tests, while the other sees EI as a personality construct and uses self-report measures. As several authors have noticed (e.g., Schutte et al, 1998; Ciarrochi, Chan & Caputi, 2000), EI models are not, necessarily, contradictory or mutually exclusive. They may be more complementary than conflicting. Our goal is precisely to propose a model that integrates the original contributions of the two main approaches and to present the results of a Confirmatory Factor Analysis of the instrument conceived to measure it. Based on a sample of 591 Police Officers, we were able to confirm the proposed model with acceptable fit indexes ($\chi^2$/DF = 1.9; CFI = .95; RMSEA = .04; SRMR = .05). Furthermore, we also tested the hypothesis that one of the factors would function as a predictor of the others, with some encouraging results ($\chi^2$/DF = 2.2; CFI = .93; RMSEA = .04; SRMR = .06). We believe this study brings a meaningful contribution to the field of EI, showing that it’s possible to reconcile the two most prominent models and that one of its dimensions may play a different role.

Keywords: emotional Intelligence, ability models, mixed models

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MEASURING ORGANIZATIONAL INJUSTICE REACTION: DEVELOPMENT AND INITIAL VALIDATION OF A SCALE

Jeanne Le Roy* (University of Paris, France)

Abstract: Organizational injustice is the most important predictor of retaliation behavior in organization (Skarlicki & Folger, 1997). Those behaviors have been studied under different labels from a variety of theoretical perspectives, such as aggression, deviance, and revenge. Nevertheless previous studies have shown that those scales are not valid and reliable in France. The primary purpose of the present research is to develop and provide preliminary validation for an Organizational Injustice Reaction (OIR) scale to be used in France. A first exploratory study conducted in a fabric factory and with train passengers, first, allowed us to evaluate the frequency and gravity of each behavior used in the previous scales; second, it allowed us to list the most frequently realized behaviors in reaction to injustice in an organization. The new instrument contains 21 items divided in 3 subscales behaviors of withdrawal from work, behaviors against the external image of the organization and behaviors of intensified engagement. Then three following studies check the psychometric properties and temporal stability of the new instrument. We will present the results of these four studies dealing with the construction and validation of this new instrument. Issues concerning the merits of combining items into one of the two subscales are discussed.

Keywords: organizational justice, behavior, scale, validation

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Abstract: The human factor is now recognized as the most critical competitive resource for organizations in today’s global economy and this has led to numerous studies on human and social capital. Increasing recognition has also been given to the value of positivity for individuals and organizations. The application of the positive movement to the workplace is found in psychological capital (PsyCap), a construct anchored in the field of Positive Organizational Behavior (POB) (e.g., Luthans, 2002a, 2002b; Luthans, Youssef & Avolio 2007).

One of the key points theoretically argued in POB is that psychological capital, however distinct from human and social capital, is also a source of competitive advantage. This assertion needs to be more thoroughly proved. An empirical research is being conducted to assess the competitive advantages that PsyCap brings to individuals in a professional setting, namely if psychological capital influences the selection and admission of candidates (of recruitment and selection processes) into an organization.

Another central issue in POB is that psychological capital must have an impact on performance. The empirical research conducted so far has found some evidence of this relationship, but there is not a review on the overall magnitude of this effect. A meta-analytic review was performed to assess the effect of PsyCap on work-related performance and to explore issues of sufficiency and stability using a cumulative meta-analysis. Results reveal a positive relationship, although the influence of psychological capital on work-related performance is moderate. The cumulative meta-analysis shows that the effect of PsyCap on work-related performance has reached sufficiency and is almost stabilized.

Keywords: positive organizational behavior, psychological capital, competitive advantages

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<td>Audience-tuning effects on speakers’ memories: The motivation to create a shared reality with the audience</td>
<td>René Kopietz (Jacobs University Bremen, Germany) &amp; Gerald Echterhoff (University of Bielefeld, Germany)</td>
<td>Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal)</td>
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<td>09.30</td>
<td>Audience tuning effects on memory: The relational function of gaining shared reality</td>
<td>Sabrina Pierucci (Free University of Brussels, Belgium) &amp; Olivier Klein (Free University of Brussels, Belgium)</td>
<td>Margarida Garrido (CIS-ISCTE, Portugal)</td>
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<td>10.00</td>
<td>An inkblot for prejudice? A normative analysis of the affective misattribution procedure as an implicit measure</td>
<td>Roland Imhoff (University of Bonn, Germany), Rainer Banse (University of Bonn, Germany) &amp; Christophe Blaison (Nancy University, France)</td>
<td>Mauro Bianchi (CIS-ISCTE, Portugal)</td>
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10.30 Ethnic out-group faces are biased in the prejudiced mind

Ron Dotsch (Radboud University of Nijmegen, Netherlands), Daniel Wigboldus (Radboud University of Nijmegen, Netherlands), Oliver Langner (Radboud University of Nijmegen, Netherlands) & van Knippenberg (Radboud University of Nijmegen, Netherlands)

Discussant: Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal)
AUDIENCE-TUNING EFFECTS ON SPEAKERS’ MEMORIES: THE MOTIVATION TO CREATE A SHARED REALITY WITH THE AUDIENCE

René Kopietz* (Jacobs University Bremen, Germany) & Gerald Echterhoff (University of Bielefeld, Germany)

Abstract: Audience tuning biases communicators’ memory to the extent that it serves a shared-reality creation with the audience. In two experiments we investigated the motivational processes underlying such audience-tuning effects: In Experiment 1 communicators gained an audience-congruent and subjectively reliable view of the target when audience tuning was motivated by shared reality (vs. complying with experimenter demand). Importantly, extending previous findings and testifying to the strength of communicators’ motivation, this was even the case when audience attitude was provided after encoding of the input information. In Experiment 2 communicators’ motivation was directly manipulated by giving them bogus feedback regarding their ability to form social judgments. Only communicators in the low (vs. high) confidence condition were motivated to tune to their audience, and by doing so, gained an audience-congruent and confident view of the target. Mediation analyses confirmed that the audience-attitude effects on recall were driven by communicators’ audience-tuned communication.

Keywords: audience tuning, shared reality, epistemic needs

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AUDIENCE TUNING EFFECTS ON MEMORY: THE RELATIONAL FUNCTION OF GAINING SHARED REALITY

Sabrina Pierucci* (Free University of Brussels, Belgium) & Olivier Klein (Free University of Brussels, Belgium)

Abstract: Two studies investigated the “Saying-is-Believing” (SIB) effect (Higgins & Rholes, 1978). SIB refers to the influence of an audience on communicators’ memory: communicators not only tune their messages to suit the audience attitude, but show an audience-congruent memory bias. Recent theorization on “shared reality” (SR) (Echterhoff, Higgins and Levine, in press) explains the effect in terms of communicator’s need of sharing reality with the audience. Our previous study (Pierucci, Klein & Marchal, 2008) confirmed within a French-speaking context the assumption that SIB only occur with ambiguous material, thereby emphasizing the role of epistemic motives related to the achievement of shared reality as a way to reduce uncertainty. In all the SIB studies participants had to communicate a description of an ambiguous target to an audience who either liked or disliked the target. The present two studies consider relational motives driving SR (see Echterhoff et al., 2008). In study 1 we hypothesized that gaining a shared reality is driven by high (versus low) desire to communicate with the audience. In study 2 we tested SIB when communicating about an outgroup versus ingroup target. Moreover, we tested SIB when a racist ingroup audience judges a member of the outgroup. In this case participants showed the audience-congruent bias even without overtly tuning their message to the audience. Results will be discussed at the meeting.

Keywords: shared reality, communication and memory

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AN INKBLOT FOR PREJUDICE? A NORMATIVE ANALYSIS OF THE AFFECTIVE MISATTRIBUTION PROCEDURE AS AN IMPLICIT MEASURE

Roland Imhoff* (University of Bonn, Germany), Rainer Banse (University of Bonn, Germany) & Christophe Blaison (Nancy University, France)

Abstract: The recently introduced Affective Misattribution Procedure (AMP) seems to be one of the most promising new indirect measures (Payne et al., 2005). In this procedure respondents have to rate Chinese ideographs as either pleasant or unpleasant after a short presentation of attitude relevant primes. Despite its good reported psychometric properties very little research has been conducted to explore the implicitness of the measure and the underlying processes producing the measure (De Houwer et al., in press). Relying on the criteria proposed by De Houwer et al. (in press) our studies provide preliminary answers to three questions: Is the AMP measure an implicit measure? What is measured by the AMP? How does interindividual variance in an implicit concept produce interindividual variance in the AMP measure?

The results of Study 1 show that a standard AMP does indeed measure implicit stereotypes. Study 2 provides evidence that although it is based on exemplar priming (as opposed to category classification as in the IAT) the AMP score correlates meaningfully with category-based explicit measures. Two more studies suggest that the AMP can be usefully adapted to a more semantic measure (e.g. for sexual interest or dehumanization) in which participants have to guess the meaning of the depicted ideograph. This leads to the question whether the AMP is indeed - as claimed by Payne et al. (2005) – based on the misattribution of affect, or rather or more generic test based on semantic activation. Study 5 was conducted to dissociate these two accounts by pitting the hot (affective misattribution) and the cold (semantic activation) against each other.

Keywords: implicit attitudes, affective misattribution procedure, prejudice

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ETHNIC OUT-GROUP FACES ARE BIASED IN THE PREJUDICED MIND

Ron Dotsch* (Radboud University of Nijmegen, Netherlands), Daniel Wigboldus (Radboud University of Nijmegen, Netherlands), Oliver Langner (Radboud University of Nijmegen, Netherlands) & van Knippenberg (Radboud University of Nijmegen, Netherlands)

Abstract: I will present studies testing the hypothesis that highly prejudiced people have more negatively stereotyped mental representations of ethnic faces than less prejudiced people. The current research made use of the category of Moroccans, a highly stigmatized immigrant group in the Netherlands. In Part 1 of each study, participants’ level of prejudice towards Moroccans was assessed with an implicit association test (IAT, Greenwald, McGhee, & Schwartz, 1998). Prior to completing the IAT, participants produced images of a face based on their mental representations of Moroccan faces using a forced-choice reverse-correlation image classification technique (Mangini & Biederman, 2004). Across trials participants repeatedly chose the most Moroccan-looking face from two stimulus faces. All stimulus faces consisted of the same base face with added random noise. The average of all stimulus faces a participant chose as most Moroccan is called a classification image. This classification image looks like a face and is a function of a participant’s representation of Moroccan faces, base face, and error. In Part 2, other participants rated these classification images on two personality traits: criminal and trustworthy. The results of both studies showed that images of Moroccan faces produced by highly prejudiced participants were rated more negatively than those produced by less prejudiced participants, indicating that prejudiced people have biased mental representations of ethnic faces.

Keywords: face perception, implicit prejudice, stereotypes

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SESSION 15: INTERGROUP RELATIONS VI

Groups, social relationships and the social context

09.00 The impact of social comparison on perceived entitativity and homogeneity

Kaat Van Acker (University of Leuven, Belgium), David L. Hamilton (University of California, Santa Barbara, USA) & Eddy Van Avermaet (University of Leuven, Belgium)

Discussant: Mauro Bianchi (CIS-ISCTE, Portugal)

09.30 Is the effort or the skills? Effects of power in control attributions

Rocío M. Gutierrez (University of Granada, Spain), R. Rodríguez-Bailón (University of Granada, Spain) & M. Moya (University of Granada, Spain)

Discussant: Miguel Cameira (FPCE-University of Porto, Portugal)

10.00 On the embodiment of social relationships: Correlated multisensory inputs leads to communal sharing relationship

Mara Mazzurega (University of Trento, Italy), M. Paola Paladino (University of Trento, Italy), Francesco Pavani (University of Trento, Italy) & Thomas W. Shubert (CIS-ISCTE, Portugal)

Discussant: Rodrigo Brito (CIS-ISCTE, Portugal)
10.30 **Value threat and punitive responses: It’s the social context**

Livia Keller (University of Koblenz-Landau, Germany) & Mario Gollwitzer (University of Koblenz-Landau, Germany)

*Discussant: Miguel Cameira (FPCE-University of Porto, Portugal)*
THE IMPACT OF SOCIAL COMPARISON ON PERCEIVED ENTITATIVITY AND HOMOGENEITY

Kaat Van Acker* (University of Leuven, Belgium), David L. Hamilton (University of California, Santa Barbara, USA) & Eddy Van Avermaet (University of Leuven, Belgium)

Abstract: The current work integrates insights from intergroup relations research on homogeneity and social perception research on entitativity. The authors tested the effect of the social context on perceived entitativity and perceived homogeneity of an ingroup and an outgroup. To this purpose, an experiment conducted among American undergraduates examined their perceptions of the social categories “Americans” and “Europeans”. For perceptions of homogeneity, an outgroup homogeneity effect was obtained in a single group context but this effect disappeared in a social comparison context. For perceptions of entitativity, there was no substantial difference in perceived entitativity in a single group context but an ingroup entitativity effect emerged when social comparison was made salient. The findings are discussed in terms of differences in the social meaning of the often confounded constructs of group entitativity and homogeneity and in terms of differences between perceptions of ingroups and outgroups.

Keywords: entitativity, homogeneity, social comparison

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IS THE EFFORT OR THE SKILLS? EFFECTS OF POWER IN CONTROL ATTRIBUTIONS

Rocío M. Gutierrez* (University of Granada, Spain), R. Rodríguez-Bailón (University of Granada, Spain) & M. Moya (University of Granada, Spain)

Abstract: The process of causal attribution can be considered as a useful tool for actors and for observers in the workplace because it could help to know the different expectations that people have about themselves and about other workers in the organizations. The goal of the current research is to analyze the impact of power in causal attribution processes. Specifically, we analyze the attributions made by perceivers about people’s success and failure who differ in the power that they have in a work setting. Results show that both the success and failure obtained by people with high power are explained by controllable, internal attributions, specifically, participants refer to the effort made by the powerful person. However, the explanation of the outcomes achieved by people with low power show a different pattern. Whereas the success is attributed to the subordinate’s effort, the failure is attributed to his low abilities. Furthermore, in the same line, but from the other side, we developed a second study to analyze the attributions from the actor viewpoint focusing on those who hold powerful positions. Given that power can be defined as the control that an individual or group has over the outcomes than the others or himself/herself can get (Dépret and Fiske, 1996; Georgesen and Harris, 1998), our aim is to understand the importance of the controllability dimension on the attributions that powerful people make about their outcomes and their consequences on the persistence in future tasks. The results were analyzed in relation to previous findings and its implications in keeping the status quo.

Keywords: attribution, power, control

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Abstract: The present research examines for the first time the specific contribution of multisensory input in the perception of social relationship. Starting from work on body part recognition and relational models theory, in the present research we hypothesized that a shared multisensory experience affects the way we perceive and relate to others, leading to communal sharing relationships. Participants (24 female students) were stroked on their face while looking at a 3 minutes movie showing the face of a girl (similar age of the participants) being touched in synchrony or asynchrony. After the visuo-tactile stimulation participants responded to a 4-items scale adapted from the rubber hand illusion (RHI) questionnaire and rated the closeness of the relationship towards the person shown in the movie on the Inclusion of Other in the Self (IOS) scale, a graphic measure. The results showed a stronger illusion (i.e. being/becoming the person in the movie) and a greater self-other overlap towards the person who received a synchronous (vs. asynchronous) stimulation. This finding suggests that people rely on information coming form the bodily self to judge a social relationship. The present research shows, for the first time, how multisensory integration can affect the perception of interpersonal proximity and lead to communal sharing relationship. It also provides clear evidence on the embodied nature of social relationship.

Keywords: multisensory integration, self other overlap, communal sharing relationship

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Abstract: The need to punish norm violators is ubiquitous. Classic and recent theoretical approaches in the retributive and restorative justice domain (Wenzel, Okimoto, Feather, & Platow, 2008) have stressed the role of group values in this regard. A transgression poses a threat to a group’s (or society’s) value system; punishment has the potential to revalidate these values. The present research aimed at testing these assumptions. In Study 1 (N = 171), participants were confronted with a transgression. Value threat and punitive preferences were measured via self-report. Indeed, value threat was positively related to punitive responses. Study 2 (N = 81) investigated the relation between inter- and intra-group factors and perceived value threat. Based on Social Identity Theory (Tajfel & Turner, 1986) and the Subjective Group Dynamics Model (Marques, Páez, & Abrams, 1998), intergroup distinctiveness and intragroup consensus were manipulated in a 2x2 design. Furthermore, participant’s identification with the group and authoritarian attitudes were measured. In line with our hypotheses, punitive responses were more lenient when both intergroup distinctiveness and intragroup consensus were high. Punishment was completely mediated by perceived value threat. In sum, the present research demonstrates that punitive responses are strongly related to value threat and the social context in which a transgression happens.

Keywords: punishment, value threat, subjective group dynamics model

* Email: keller-livia@uni-landau.de
Coaching and performance evaluation in the work environment

11.30 Entrepreneurs and central businesses idealized mentoring

Maria C. M. Costa (SEBRAE/FCHS, Brazil), Sônia M. R. C. Dias (University of Boa Viagem, Brazil) & Manoel Junior (Federam University of Pernambuci, Brazil)

Discussant: Miguel P. Lopes (New University of Lisbon, Portugal)

12.00 Evaluate performance and managing career in a turbulent time: the case of Information-Documentation professionals in public organizations

Paula Ochôa (New University of Lisbon, Portugal) & Paulo Barata (IGE, Portugal)

Discussant: António Caetano (CIS-ISCTE, Portugal)

12.30 Mentoring: is it valued during academic tutoring?

Sônia M. R. C. Dias (University of Boa Viagem, Brazil), Maria C. M. Costa (SEBRAE/FCHS, Brazil) & Luiz Junior (University of Boa Viagem, Brazil)

Discussant: José Neves (CIS-ISCTE, Portugal)
Abstract: There is a constant growth in the “business centrals” as an alternative of organizing and strengthening the small supermarket pools. Facing this scenario, the process of formal mentoring was studied for the development of successors of the family companies and their employees. From the research question “which understanding of the relevant behavior for the businessman who belongs to the business centrals” From the utilization of hierarchical assenting cluster. The results suggest the intertwining among the items of model and acceptance functions showing the construction of the trust and self knowledge relationship happening along with the process of willingness to imitate the mentor; as for the intertwining among the items of sponsorship, friendship and counseling, despite the fact that the dimension sponsorship is one of the most valued, its understanding is not isolated, it happens together with the valorization of friendship and by the openness to the counseling. The other intertwinings, which have formed clusters, have shown that the understanding as for the relevance happens in a mixed way, that is, the career function happens along with the psychosocial: it is not only enough to be willing to technically prepare the mentoree, but also to anchor emotional and affective support so that there will be professional development.

Keywords: mentoring, supermarket, business

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EVALUATE PERFORMANCE AND MANAGING CAREER IN A TURBULENT TIME: THE CASE OF INFORMATION-DOCUMENTATION PROFESSIONALS IN PUBLIC ORGANIZATIONS

Paula Ochôa (New University of Lisbon, Portugal) & Paulo Barata (IGE, Portugal)

Abstract: Information-Documentation profession – librarians, archivists, documentalists and others – has been studied since 2006 by the main professional associations of the sector, with particular emphasis on changes felt by several professional generations within skills field, career management and social image of profession.

One of the areas of research is the study of the performance model impact, together with normative contexts related with professional rights in order to know which are the consequences in professional identity, career management, organizational belonging, public service sense, etc.

The main results are:

1. The disappearance of Information-Documentation career in public career has caused a strong impact within professional identity;
2. The performance evaluation by other professional groups generate weak confidence and accentuates general unknowing about the importance of this profession in organizational information management and could translate a weak professional practice.
3. Career management needs a great development of multidisciplinary skills.

Professionals expectative and dilemmas were analysed in relation with organizational behaviour variables.

Finally, some recommendations and further research are made.

Keywords: management career, professional transitions, performance Evaluation
MENTORING: IS IT VALUED DURING ACADEMIC TUTORING?

Sônia M. R. C. Dias* (University of Boa Viagem, Brazil), Maria C. M. Costa (SEBRAE/FCHS, Brazil) & Luiz Junior (University of Boa Viagem, Brazil)

Abstract: This article deals with a study accomplished with professionals that work in the academic environment and advice papers for the conclusion of the course. The analyzed perspective was in the view of the valorization of mentoring functions in this advising relationship. Mentoring concept in this research is the one of Kram (1985), which defined mentoring as a relationship between a more experienced adult that helps the individual less expert to learn to navigate in the adult world and in the world of work. Mentoring relationship is delineated by values, attitudes and behaviors in which Kram (1983,1985) defined through the career and psychosocial dimensions. The research was made through a survey, via Internet. In its findings there were respondents from Brazil and Portugal, with titles from under-graduates to post-doctorates, being doctors the majority. A big part of the respondents regarded as important and fundamental the presence of the psychosocial and career dimensions. As for the function of the career dimension, they highlighted as fundamental the function of challenging tasks and coaching; and, the psychosocial function was the one of counseling. It was observed that the respondents value the presence of mentoring dimension; however the career function would be the most important.

Keywords: mentoring, direction, academy

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### SESSION 17: SOCIAL COGNITION IV

**A new look at the classics: Extending illusory correlations, STIs and the person memory model**

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<tr>
<th>Time</th>
<th>Title</th>
<th>Authors</th>
<th>Discussant</th>
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<td>11.30</td>
<td>Pseudocontingencies in Stereotype Formation: Extending Illusory Correlations</td>
<td>Florian Kutzner (University of Heidelberg, Germany), Tobias Vogel (University of Heidelberg, Germany), Peter Freytag (University of Heidelberg, Germany) &amp; Klaus Fiedler (University of Heidelberg, Germany)</td>
<td>Mário B. Ferreira (FPCE-University of Lisbon, Portugal)</td>
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<td>12.00</td>
<td>Testing the influence of behavioral information on spontaneous trait inferences occurrence</td>
<td>Tânia Ramos (ISCTE, Portugal), Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal) &amp; David L. Hamilton (University of California, Santa Barbara, USA)</td>
<td>Margarida Garrido (CIS-ISCTE, Portugal)</td>
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<td>12.30</td>
<td>Putting some order in person memory</td>
<td>Rui S. Costa (ISCTE, Portugal), Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal) &amp; Jeffrey W. Sherman (University of California, Davis, USA)</td>
<td>Thomas W. Shubert (CIS-ISCTE, Portugal)</td>
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PSEUDOCONTINGENCIES IN STEREOTYPE FORMATION: EXTENDING ILLUSORY CORRELATIONS

Florian Kutzner* (University of Heidelberg, Germany), Tobias Vogel (University of Heidelberg, Germany), Peter Freytag (University of Heidelberg, Germany) & Klaus Fiedler (University of Heidelberg, Germany)

Abstract: Under the name of illusory correlation (e.g. Hamilton & Gifford, 1976), simple learning paradigms have been used to study the formation of stereotypes that discriminate between majorities and minorities. In the present paper limitations of this approach are addressed. Theoretically, we propose pseudocontingencies (PCs, Fiedler, Freytag & Meiser, 2008) as a more robust mechanism behind illusory correlations. PCs work on aligned base rates, predicting correlations by associating frequent observations and infrequent observations. In contrast to previous explanations, PCs can explain illusory correlations when no joint observations are provided. Empirically, we replicate earlier findings, i.e. that the more frequently observed group is evaluated more in line with the more frequently observed valence. Crucially, we extend the empirical evidence in that illusory correlations prove robust over a very large number of observations (320) and under increasingly interactive task conditions, involving predictions of valence and corrective feedback in terms of monetary reinforcers. Establishing reinforcement-learning conditions (Experiment 3) provided evidence for illusory correlations on a new measure, participants’ predictions. These predictions reflect the expectations about the valence associated with majority and minority and might well affect real life behavior. The discussion focuses on possible reasons for why PCs are used in stereotype formation.

Keywords: stereotype formation, illusory correlations, skewed base rates

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TESTING THE INFLUENCE OF BEHAVIORAL INFORMATION ON SPONTANEOUS TRAIT INFERENCES OCCURRENCE

Tânia Ramos* (ISCTE, Portugal), Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal) & David L. Hamilton (University of California, Santa Barbara, USA)

Abstract: Recent data on spontaneous trait inference (STI) have shown that the magnitude of the process is influenced by stereotypes associated with actors (Wigboldus, Dijksterhuis, & Van Knippenberg, 2003), contradicting an automaticity view of the process (Winter, Uleman, & Cunniff, 1985). We go a step further and test whether the process can be influenced by previous presented behaviors performed by the same actor. We predicted that participants would be less likely to spontaneously infer a personality trait from a behavior when that behavior is preceded by an inconsistent behavior, than when it is preceded by a consistent behavior. In study 1, we applied the recognition probe paradigm (McKoon & Ratcliff, 1986) with congruent or incongruent pairs of behaviors describing the same actor. In study 2, we introduce a new paradigm that combines features of the cued-recall paradigm (Winter & Uleman, 1984) and the impression formation paradigm (Hastie & Kumar, 1979). Both studies provided support to our hypotheses. By showing that STIs are not only influenced by the activation of stereotypes, but by the merely presentation of one previous behavior, our results represent a crucial contribution to a contextual-dependent view of the STI process.

Keywords: spontaneous trait inferences, flexibility, congruency

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PUTTING SOME ORDER IN PERSON MEMORY

Rui S. Costa* (ISCTE, Portugal), Leonel Garcia-Marques (FPCE-University of Lisbon, Portugal) & Jeffrey W. Sherman (University of California, Davis, USA)

Abstract: The way people represent information about others in memory is a key issue in social cognition. However, the person memory models that have been proposed in the literature focus exclusively on how we encode and retrieve events, but neglect memory for the order in which those events occurred. Yet, order information is critical for understanding the implications of others’ behaviors. According to these associative person memory models, an impression is a network of associative links between behaviors that is formed during encoding. This spontaneous organization facilitates the recall of item information. What about order information? Does the spontaneous organization that results from forming an impression hinder the retrieval of order information? Or, alternatively, is order information encoded while people form impressions? A set of experiments was conducted to address this question, contrasting impression formation (IF) with memory (M) processing goals. New measures of order information were used along with measures of item information. Results show across the experiments (a) that item information is better recalled under IF goal conditions. Regarding order information, (b) when participants were asked to free recall the information, M goal conditions perform better than IF conditions, and (c) when participants are asked to retrieve the information in the order in which it was presented, IF goal conditions do as well as M conditions. These findings suggest that IF preserves order information. We will discuss the implications of these findings for the person memory models.

Keywords: person memory, impression formation, order information

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SESSION 18:
HEALTH, ENVIRONMENT AND COMMUNITY III

Effects of social influence on
health and safety behaviours

11.30  Social functions of amusement

Kuba Kryś (Institute of Psychology – Polish Academy of Sciences, Poland)
Discussant: Francisco Esteves (CIS-ISCTE, Portugal)

12.00  Who’s eating what with me? Effects of ambivalence, food
quality and norms on food consumption

Maria Toscano Batista (ISCTE, Portugal) & Luísa Lima (CIS-ISCTE, Portugal)
Discussant: Ângela Maia (University of Minho, Portugal)

12.30  The role of subjective and moral norms in promoting hand
hygiene compliance during medical students’ socialization

Magda S. Roberto (ISCTE, Portugal), Kathryn Mearns (University of Aberdeen,
United Kingdom) & Sílvia Silva (CIS-ISCTE, Portugal)
Discussant: Sónia Bernardes (CIS-ISCTE, Portugal)
SOCIAL FUNCTIONS OF AMUSEMENT

Kuba Kryś* (Institute of Psychology – Polish Academy of Sciences, Poland)

Abstract: Purpose - The purpose of my project is to show that positive emotions have rather different effects in social life and are based on different mechanisms than negative emotions do. Moreover positive emotions are distinct among themselves – there are quality differences between them and they shall not be treated only as a positive mood. Based on the Fredrickson's Broad-and-Built Theory of Positive Emotions my project reveals that for example amusement serves as a social courage engine.

Methodology/Approach - Series of social psychology natural experiments held at the streets of polish city Łódź. Participants were induced in different positive emotions (among them there always was amusement) and were asked to take part in different activities (for example radio or TV interviews).

Findings - In each experiment participants behave more courageously if the amusement was induced. In the radio interviews participants started their speech glibly (without 'mhm', 'eee', 'aahm' at the beginning). In the TV interviews participants stood closer to the camera or – in case that distance was fixed – declared that camera did not intimidate them. There had been detected the influences of gender – generally men were more courageous than woman.

Research Limitations - Project is at its beginning and by now I have focused on social effects of amusement. The stage in cognitive psychology field shall start soon – I would like to check what cognitive mechanisms stand behind such social discoveries.

Keywords: amusement, social courage, humor

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WHO'S EATING WHAT WITH ME? EFFECTS OF AMBIVALENCE, FOOD QUALITY AND NORMS ON FOOD CONSUMPTION

Maria Toscano Batista* (ISCTE, Portugal) & Luísa Lima (CIS-ISCTE, Portugal)

Abstract: This paper focuses on the importance of the attitudinal ambivalence (Thompson et al., 1995) and the quality of food choices to understand the role of social norms on eating behavior. Roth et al. (2001) identified two social norms that guide the quantity of food consumption: the matching norm (MN - in informal contexts) and the norm of minimal eating (NME - when impressing others). However, despite evidence that the quality of food choices is an important factor in impression formation, studies on social influence of eating behaviour ignore quality of food. In this study, participants (N = 140) went to the lab where they had to eat, and potato chips and apple slices were provided. They were randomly assigned in a 2 ambivalence (ambivalent, non ambivalent) x 2 food quality (healthy, non healthy) x 3 norms (no norm, MN, NME) design. The dependent measure was the quantity of food consumed. As expected, results reveal a three way interaction: norms were more important to predict ambivalent participant’s behavior and applied in inverse way depending on food quality. These results stress the role of attitudinal ambivalence to understand eating behavior and shows that the social norms on the quantity depend on quality.

Keywords: attitudinal ambivalence, social norms, eating behavior

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THE ROLE OF SUBJECTIVE AND MORAL NORMS IN PROMOTING HAND HYGIENE COMPLIANCE DURING MEDICAL STUDENTS’ SOCIALIZATION

Magda S. Roberto* (ISCTE, Portugal), Kathryn Mearns (University of Aberdeen, United Kingdom) & Sílvia Silva (CIS-ISCTE, Portugal)

Abstract: The lack of compliance of Healthcare Workers (HCWs’) with Universal Precautions contributes to increase nosocomial infections and to a decrease in occupational health (WHO, 2006). This compliance issue also implies severe costs to healthcare organizations by increasing patients’ hospitalization time (CDC, 2003).

Several social-cognitive models have been applied to the study of HCWs’ compliance with safety procedures, particularly their adherence to handwashing (e.g. Theory of Planned Behavior). Other models have also tried to go beyond socio-cognitive factors by including community-level variables (e.g. PRECEDE-PROCEED Model) and organizational ones (e.g. Organizational Models of Safety Climate). However, within the medical field, there remains a lack of knowledge about the role that different predictors may have on HCWs’ intentions to comply with hand hygiene and, in a broader sense, to the Universal Precautions (Pittet, 2004).

This study presents an extension of the Theory of Planned Behavior by including the moral norm as a possible predictor of HCWs' intention to comply with hand hygiene. The study was conducted with 102 medical students with residency training at a Portuguese medical university in Lisbon. The data was collected with a self-report questionnaire. Results highlight both the moral and the subjective norms as the two main predictors of their hand hygiene behavioural intention to comply.

These results indicate the need to explore the significance of the normative component because internal and social norms may trigger, or inhibit, HCWs’ safety compliance and the socialization processes may increase its impact.

Keywords: theory of planned behavior, hand hygiene, healthcare workers

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SESSION 19:
ORGANIZATIONAL PSYCHOLOGY VI

Organizational attractiveness, leadership, and workplace aggression

14.30 Leadership styles, cohesion and satisfaction in sports: A comparative study between swimming and handball Portuguese teams

A. Rui Gomes (University of Minho, Portugal), Heitor Lopes (University of Minho, Portugal), Rui Mata (University of Minho, Portugal) & José Miguel Nogueira (University of Minho, Portugal)

Discussant: Sílvia Silva (CIS-ISCTE, Portugal)

15.00 Determining the process that leads to intention to apply to a job offer: the role of organizational attractiveness

Daniel R. Gomes (ISCTE, Portugal) & José Neves (CIS-ISCTE, Portugal)

Discussant: Nelson Ramalho (CIS-ISCTE, Portugal)

15.30 At work or in the arena? The dimensionality of workplace aggression

Ângelo Vicente (ISPA, Portugal) & Teresa D’Oliveira (ISPA, Portugal)

Discussant: Sílvia Silva (CIS-ISCTE, Portugal)
LEADERSHIP STYLES, COHESION AND SATISFACTION IN SPORTS: A COMPARATIVE STUDY BETWEEN SWIMMING AND HANDBALL PORTUGUESE TEAMS

A. Rui Gomes (University of Minho, Portugal), Heitor Lopes* (University of Minho, Portugal), Rui Mata (University of Minho, Portugal) & José Miguel Nogueira (University of Minho, Portugal)

Abstract: The present study attempts to compensate the lack of research regarding the differences between athletes of collective and individual sports in the perception of coaches’ leadership and in cohesion and satisfaction experiences. At the same time, it includes contemporary contributions from social and organizational psychology in the comprehension of leadership (Bass, 1985; Conger & Kanungo, 1987). The participants were 260 handball and 207 swimming athletes who competed at a national federate level. Three main aspects were analyzed: i) the differences between the perceptions of swimming and handball athletes concerning the coaches’ leadership (multivariate variance analysis); ii) the differences between the perceptions of swimming and handball athletes concerning cohesion and satisfaction experiences (“t-tests” for independent samples); and iii) the prediction of satisfaction with leadership assumed by athletes (multiple regression analysis). Three results must be highlighted: i) swimming athletes evaluated more positively their coaches and they assumed more cohesion and satisfaction; ii) there were differences in the perception of leadership, cohesion and satisfaction in function of the gender, competitive level, years of work with the coach and in the sports results achieved with the current coach; and iii) a greater capacity to predict the satisfaction with the leadership in handball than in swimming sports were found (respectively 69% and 33% of explained variance). Implications of these results for intervention and future research are discussed.

Keywords: leadership, cohesion, satisfaction

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Abstract: Although intention to apply to a job offer (IAJO) is a critical variable for understanding job choice behaviors of potential applicants, only a small number of studies have addressed the process that leads to this intention. Also, despite organizational attractiveness perception is regarded as a key variable to efficacy in the attraction stage of recruitment processes, few studies have proposed its mediating role in the process that leads to IAJO.

This study was developed with participants, who were asked to evaluate a job offer in the marketing professional field. Major hypothesis will test the relation between job characteristics, organizational attributes and intention to apply to a job offer, as well as the meditational effect of organizational attractiveness in the process that leads to IAJO. Recruitment strategies for attracting applicants will be discussed and interpreted.

Keywords: intention to apply, attractiveness, job characteristics

*D Email: drmgomes@gmail.com
Abstract: The main objective of this research was to summarize and organize a comprehensive reporting framework about workplace aggression.

A first phase of the project considered the exiting literature on the topic. Several concepts were identified that refer to aggression, namely: violence, mobbing, bullying, deviance or incivility. The literature review suggests that there is a lack of consensus on how we define aggression and highlights the need of studying the multidimensional nature of the concept.

A second phase of the study involved an analysis of various instruments in the literature to measure the frequency of workplace aggression (e.g. Baron & Neuman, 1998; Martin & Hine, 2005; Yildiz, 2007). Such analysis resulted in the development of a measure, the Questionnaire for Aggressive Behaviour (QAB) that requires participants to indicate the frequency of a variety of aggressive events in the workplace during the last year. A total of 210 participants were involved in this study representing a wide variety of jobs and both gender (21% males and 77% females).

Results suggest that latent aggression is more frequent in workplaces that manifest and overt aggression. Several dimensions for these two aggression types emerged for exploratory factor analysis. The dimensions identified allowed a more comprehensive and inclusive about the concept of aggression, and its multidimensionality was validated. Suggestions regarding future investigations are presented.

Keywords: workplace, aggression, multidimensionality

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SESSION 20:
SOCIAL COGNITION V

(Contingency) judgment and (unconscious) decision making

14.30 Complexity and unconscious thought: Unconscious thought outperforms conscious thought in realistic and simultaneous decisions

Maarten Bos (Radboud University of Nijmegen, Netherlands) & Ap Dijksterhuis (Radboud University of Nijmegen, Netherlands)

Discussant: Beate Seibt (CIS-ISCTE, Portugal)

15.00 Contingency inferences in multiple contexts

Tobias Vogel (University of Heidelberg, Germany), Florian Kutzner (University of Heidelberg, Germany), Peter Freytag (University of Heidelberg, Germany) & Klaus Fiedler (University of Heidelberg, Germany)

Discussant: Mário B. Ferreira (FPCE-University of Lisbon, Portugal)
COMPLEXITY AND UNCONSCIOUS THOUGHT: UNCONSCIOUS THOUGHT OUTPERFORMS CONSCIOUS THOUGHT IN REALISTIC AND SIMULTANEOUS DECISIONS

Maarten Bos* (Radboud University of Nijmegen, Netherlands) & Ap Dijksterhuis (Radboud University of Nijmegen, Netherlands)

Abstract: Previous studies showed that unconscious thought improves the quality of decisions. Unconscious thought actually leads to better decisions than conscious thought when the decision problem is complex. The question we addressed in our research is whether unconscious thought still improves decisions for situations that are even more complex – indeed situations where conscious thought is generally known to break down.

In two experiments, we provided participants with an extremely complex decision problem. In the first experiment, participants were given a large amount of information about 6 houses. In the other experiment, participants were given information about 5 decision problems at the same time. Some participants were given time to consciously think, whereas others were distracted and engaged in unconscious thought. In the first experiment, participants chose a house and estimated the price of each house. In the second experiment, participants made a choice in all 5 decision problems.

In both experiments, we showed that conscious thinkers performed poorly, whereas unconscious thinkers performed reasonably well.

Keywords: unconscious thought, social cognition

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CONTINGENCY INFERENCES IN MULTIPLE CONTEXTS

Tobias Vogel* (University of Heidelberg, Germany), Florian Kutzner (University of Heidelberg, Germany), Peter Freytag (University of Heidelberg, Germany) & Klaus Fiedler (University of Heidelberg, Germany)

Abstract: A large body of evidence demonstrates that human contingency assessment is affected by attributes’ base rates. Whereas most prominent theories of contingency assessment explained base rate effects by associative learning principles, recent research challenges this perspective but emphasizes the role of heuristic inferences. Amongst these, the pseudocontingency framework predicts that if two attributes occur with a relatively high (low, respectively) base rate they are perceived as to be contingent. On the other hand, if one attribute’s base rate is elevated whereas the other’s base rate is depressed, humans are assumed to perceive a negative contingency. Results from learning experiments in which base rates of two unfamiliar attributes were varied between participants support the hypothesis.

In my dissertation, I discuss the influence of base rates in multiple context environments. I investigate how contingency inferences are affected if humans have repeated experience with attributes but from different observational contexts. I demonstrate a) that humans hold plural algorithms helping them to integrate base rates into contingency judgments and b) that the choice of algorithm reflects a dynamic interplay of environmental conditions and motivational aspects.

Keywords: contingency inferences, base rates, pseudocontingencies

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SESSION 21:
ORGANIZATIONAL PSYCHOLOGY VII

Workplace safety behaviours and product judgment evaluation

16.30 The “is” and “the ought”: How perceived social norms influence safety behaviors at work?

Carla Fugas (ISCTE, Portugal), J. Meliá (University of Valencia, Spain) & Sílvia Silva (CIS-ISCTE, Portugal)

Discussant: Ana Passos (CIS-ISCTE, Portugal)

17.00 The construal of brand extensions: The effects of abstract vs. concrete mindsets on product judgement and evaluation

Leonie Reutner (University of Basel, Switzerland) & Michaela Wänke (University of Basel, Switzerland)

Discussant: Miguel P. Lopes (New University of Lisbon, Portugal)
THE “IS” AND “THE OUGHT”: HOW PERCEIVED SOCIAL NORMS INFLUENCE SAFETY BEHAVIORS AT WORK?

Carla Fugas* (ISCTE, Portugal), J. Meliá (University of Valencia, Spain) & Sílvia Silva (CIS-ISCTE, Portugal)

Abstract: Despite a widespread view that group norms represent an important contextual influence on health and safety attitudes and behaviors, the measurement of normative safety behavior at work has received very little attention. Drawing upon social cognitive and organizational theories the conceptual model proposed in this study suggests that supervisors’ and coworkers’ descriptive and injunctive safety norms serve as key exogenous variables of individual safety behavior. Longitudinal results from 132 workers supported hypothesized linkages between coworkers’ descriptive safety norms and proactive safety practices. Thus, perceptions of others’ behavior (at time 1) contributed to the prediction of self-reported safety behavior (at time 2), independently of perceived injunctive norms. Also, in this study, the relationship between supervisors and coworkers’ descriptive safety norms and proactive and compliance safety behavior was positively moderated by the crystallization of norms. The results emphasized the role of the social influence on workplace safety, and the type of group norms across reference groups, and the lags at which these effects operate.

Keywords: safety behavior, descriptive and injunctive safety norms, intensity and crystallization of social norms, social identification

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THE CONSTRUAL OF BRAND EXTENSIONS: THE EFFECTS OF ABSTRACT VS. CONCRETE MINDSETS ON PRODUCT JUDGEMENT AND EVALUATION

Leonie Reutner (University of Basel, Switzerland) & Michaela Wänke (University of Basel, Switzerland)

Abstract: Past research on brand extension has focused on the fit (i.e. perceived similarity) between the brand and the new product as predictor for successful brand extension. Based on Construal Level Theory (CLT) we tested the assumption that depending on people’s current mindset (abstract vs. concrete) judgement of perceived similarity would be based on different dimensions. Data from several studies suggest that participants in an abstract mindset base their judgement of similarity on shared high-level features of the brand’s prototypical product and the new product (e.g. shared super ordinate function, shared context of usage). In other words, they consider what for the brand’s prototypical product and the new product are used. Participants in a concrete mindset however, additionally base their judgment of similarity on shared low-level features of the brand’s prototypical product and the new product (e.g. consistence, colour, figurative similarity). In other words, they also consider how the brand’s prototypical product and the new product are constituted. Accordingly, participants in an abstract mindset based their liking of the new product more on the perceived similarity of shared high-level features than low-level features whereas no such difference was found for participants in a concrete mindset. Further variables, which channel consumers’ focus on shared high- vs.- low-level features of the brand and its extension will be discussed.

Keywords: construal level theory, brand extension, product judgement

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16.30  **Fairness is good, trust is better: The role of uncertainty in applicants’ reactions to selection procedures**

*Jana Janssen* (University of Mannheim, Germany)

*Discussant: Susana Tavares* (CIS-ISCTE, Portugal)

17.00  **Trust in supervisor as base for generalized trust in coworkers: The role of the leader’s group prototypicality**

*Tuija Seppälä* (University of Helsinki, Finland), *Jukka Lipponen* (University of Helsinki, Finland) & *Anna-Maija Pirttilä-Backman* (University of Helsinki, Finland)

*Discussant: António Caetano* (CIS-ISCTE, Portugal)
FAIRNESS IS GOOD, TRUST IS BETTER: THE ROLE OF UNCERTAINTY IN APPLICANTS’ REACTIONS TO SELECTION PROCEDURES

Jana Janssen* (University of Mannheim, Germany)

Abstract: Fairness information provides a means to cope with uncertainty. In line with this assumption, research shows individuals rely more strongly on fairness to evaluate social relationships when they are uncertain rather than certain. Like fairness, trust information also helps to evaluate social relationships and to deal with uncertainty. When both types of information are available, I propose that people draw on trust rather than on fairness to manage uncertainty, since trust judgments are more comprehensive than fairness judgments. So far, research has focused on the role of fairness but has not yet addressed the role of trust in coping with uncertainty. The present research thus investigated whether uncertain people use trust judgments more strongly to evaluate social relationships. More specifically, it was assumed that when both fairness and trust information are available, individuals rely more strongly on their trust judgments but not on their fairness judgments when they are uncertain. Hence, uncertainty should moderate trust effects but not fairness effects. Unlike in previous studies, trust and uncertainty were unconfounded in this research. Three studies were conducted to test the predictions. In two field studies applicants evaluated the selection procedure of a well-known company where trust information was available. As expected, uncertainty moderated applicants’ use of trust judgments to evaluate the organization’s attractiveness but did not moderate applicants’ use of procedural fairness judgments. These results were replicated in a laboratory experiment. Implications for research on the differential use of fairness and trust under uncertainty are discussed.

Keywords: trust, procedural fairness, uncertainty

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TRUST IN SUPERVISOR AS BASE FOR GENERALIZED TRUST IN COWORKERS: THE ROLE OF THE LEADER’S GROUP PROTOTYPICALITY

Tuija Seppälä* (University of Helsinki, Finland), Jukka Lipponen (University of Helsinki, Finland) & Anna-Maija Pirttilä-Backman (University of Helsinki, Finland)

Abstract: Most of the work happens in groups that are part of larger organizations. Trust in peers and generalized trust in coworkers has significant implications for the functioning and productivity of these groups as well as well-being and satisfaction of the group members. Trust in peers and generalized trust in coworkers has remained in the shadow of trust in organizational authorities. However, both of these are important and there might be connections between them. The authors suggest that group’s supervisor is a kind of third-party in the relationship between an employee and coworkers as a generalized other. This paper explores whether trust in the group’s supervisor predicts trust in the coworkers as a social entity. Previous studies (Lau & Liden, 2008; Den Hartog, 2003) have not supported this idea. Drawing from the social identity approach authors suggest that trust in the supervisor will predict trust in coworkers when the supervisor is perceived to be a prototypical representative of the work group. The regression analysis of data from 184 employees in 38 work groups supports the proposition.

Keywords: trust in third-party, trust in collective entity, prototypicality

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SESSION 23:
INTERGROUP RELATIONS VII

Guilt and derogation

16.30  Can they influence the way we feel? Outgroup-focused variables and the dynamics of group-based guilt

Ana M. Figueiredo (University of Coimbra, Portugal), Joaquim Valentim (FPCE-University of Coimbra, Portugal), Bertjan Doosje (University of Amsterdam, Netherlands) & Sven Zebel (University of Amsterdam, Netherlands)

Discussant: Isabel Correia (CIS-ISCTE, Portugal)

17.00  Effect of derogatory labels on resource allocation

Fabio Fasoli (University of Trento, Italy), Anne Maass (University of Padova, Italy) & Andrea Carnaghi (University of Trieste, Italy)

Discussant: Maciej Sekerdej (CIS-ISCTE, Portugal)
**Abstract:** The present research examines new predictors of the group-based guilt experience in the context of the Portuguese colonial war and the Dutch colonial conflict with Indonesia.

We focus on outgroup identification, and we examine the perceptions and meta-perceptions (i.e. the ingroup’s assumptions regarding the outgroup’s perceptions) of the ingroup towards the outgroup. Our results show these factors to be potential predictors of the group-based guilt experience.

Drawing from two samples of university students, one Portuguese (N = 178) and one Dutch (N = 157), we found, through the use of Structural Equation Models, that the experience of group-based guilt can be positively predicted by outgroup identification and outgroup perceptions, and that group-based guilt can be negatively predicted by meta-perceptions.

Furthermore, our results show that group-based guilt is positively associated with compensatory behavioral intentions and perceived importance of negative information about the misdeeds of the past.

Differences found between the samples will be discussed and tentative explanations will be given for these differences. Possible venues for further research will also be introduced.

In contrast to previous research, which focuses on self-categorization and ingroup responsibility amongst several other factors, our study explores potential predictors of group-based guilt phenomena by the examination of outgroup-focused variables.

**Keywords:** group-based guilt, outgroup-focused variables, compensation

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EFFECT OF DEROGATORY LABELS ON RESOURCE ALLOCATION

Fabio Fasoli* (University of Trento, Italy), Anne Maass (University of Padova, Italy) & Andrea Carnaghi (University of Trieste, Italy)

Abstract: The present research aim to investigate behavioral consequences of derogatory labels referring to homosexuals. In particular we supposed that derogatory labels respect the co respective category labels determined stronger in-group favoritism in reward allocation task (Brown R., 1978). Participants were first exposed to a category label (“gay”) or derogatory label (“fag”) in a free association task. Then they were presented with four matrices, in which they were asked to allocate fictitious founds to two different prevention programs, namely one referred to heterosexuals (Sterility prevention) and the other referred to homosexuals (AIDS-HIV prevention). In line with previous evidence, we calculated four strategies: MD (maximum differentiation) and MIP+MD (maximum in-group profit + maximum differentiation), which represented in-group favoritism’s tendency, MJP (maximum joint profit) and MIP+MJP (maximum in-group profit + maximum joint profit). Two studies were performed on different samples, heterosexuals and homosexuals participants. Results of Study 1 showed a more negative evaluation of derogatory label and a stronger preference for MD and MIP+MD strategies in the derogatory condition, evidencing a greater in-group favoritism. Data of Study 2 revealed that homosexual participants used all strategies in the category condition, in contrast with our hypothesis.

Keywords: derogatory labels, in-group favoritism, intergroup relations

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