

# Remus Ilies

## ORGANIZATIONAL BEHAVIOR

---

### ARTICLES IN SCHOLARLY JOURNALS

LEE R., KLOTZ A., MCCLEAN S., ILIES R., ZHANG J. H.

**On the Receiving End of Customer Creativity: Insights From Approach-Avoidance and Interpersonal Complementarity Perspectives**

Journal of Management, 2024

ILIES R., YAO J., PLUUT H., LIANG A. X., WENG Q.

**Blurred lines: The spillover and crossover effects of interpersonal experiences at work on family behaviors and well-being**

Journal of Vocational Behavior, 2024, vol.154, pp.104043

ILIES R., LIU Y., AW S., LAS HERAS M., ROFCANIN Y.

**Why does using personal strengths at work increase employee engagement, who makes the most out of it, and how?**

Journal of Occupational Health Psychology, 2024, vol.29, no. 2, pp.113-129

ILIES R., BONO J. E., BAKKER A. B.

**Crafting Well-Being: Employees Can Enhance Their Own Well-Being by Savoring, Reflecting upon, and Capitalizing on Positive Work Experiences**

Annual Review of Organizational Psychology and Organizational Behavior, 2024, vol.11, no. 1, pp.63-91

NETCHAEVA E., ILIES R., MAGNI M., YAO J.

**What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and family behaviors**

Journal of Vocational Behavior, 2023, vol.141, pp.103845

HÜLSHEGER U. R., YANG T., BONO J. E., GOH Z., ILIES R.

**Stop the spin: The role of mindfulness practices in reducing affect spin.**

Journal of Occupational Health Psychology, 2022, vol.27, no. 6, pp.529-543

LEE R., MAI K. M., QIU F., ILIES R., TANG P. M.

**Are you too happy to serve others? When and why positive affect makes customer mistreatment experience feel worse**

Organizational Behavior and Human Decision Processes, 2022, vol.172, pp.104188

TANG P. M., ILIES R., AW S. S. Y., LIN K. J., LEE R., TROMBINI C.

**How and when service beneficiaries' gratitude enriches employees' daily lives.**

Journal of Applied Psychology, 2022, vol.107, no. 6, pp.987-1008

PLUUT H., ILIES R., SU R., WENG Q., LIANG A. X.

**How social stressors at work influence marital behaviors at home: An interpersonal model of work-family spillover**

Journal of Occupational Health Psychology, 2022, vol.27, no. 1, pp.74-88

TANG P. M., YAM K. C., KOOPMAN J., ILIES R.

**Admired and disgusted? Third parties' paradoxical emotional reactions and behavioral consequences towards others' unethical pro-organizational behavior**

Personnel Psychology, 2022, vol.75, no. 1, pp.33-67

LIU X., DE PATER I. E., ILIES R.

**Turning lemons into lemonade: The role of proactive personality and information exchange in limiting reciprocal negative affect transference in service encounters**

Journal of Organizational Behavior, 2021, vol.42, no. 9, pp.1282-1300

AW S. S. Y., ILIES R., LI X., BAKKER A. B., LIU X.

**Work-related helping and family functioning: A work-home resources perspective**

Journal of Occupational and Organizational Psychology, 2021, vol.94, no. 1, pp.55-79

LU Y., REMOND J., BUNTING M., ILIES R., TRIPATHI N., NARAYANAN J.

**An App-Based Workplace Mindfulness Intervention, and Its Effects Over Time**

Frontiers in Psychology, 2021, vol.12, pp.615137

YAM K. C., BIGMAN Y. E., TANG P. M., ILIES R., DE CREMER D., SOH H., GRAY K.

**Robots at work: People prefer—and forgive—service robots with perceived feelings.**

Journal of Applied Psychology, 2021, vol.106, no. 10, pp.1557-1572

TARIQ H., WENG Q., ILIES R., KHAN A. K.

**Supervisory Abuse of High Performers: A Social Comparison Perspective**

Applied Psychology, 2021, vol.70, no. 1, pp.280-310

AW S. S. Y., ILIES R., DE PATER I. E.

**Dispositional empathy, emotional display authenticity, and employee outcomes.**

Journal of Applied Psychology, 2020, vol.105, no. 9, pp.1036-1046

ILIES R., GUO C. Y., LIM S., YAM K. C., LI X.

**Happy But Uncivil? Examining When and Why Positive Affect Leads to Incivility**

Journal of Business Ethics, 2020, vol.165, no. 4, pp.595-614

MARESCAUX E., ROFCANIN Y., LAS HERAS M., ILIES R., BOSCH M. J.

**When employees and supervisors (do not) see eye to eye on family supportive supervisor behaviours: The role of segmentation desire and work-family culture**

Journal of Vocational Behavior, 2020, vol.121, pp.103471

MCCORMICK B. W., REEVES C. J., DOWNES P. E., LI N., ILIES R.

**Scientific Contributions of Within-Person Research in Management: Making the Juice Worth the Squeeze**

Journal of Management, 2020, vol.46, no. 2, pp.321-350

ILIES R., JU H., LIU Y., GOH Z.

**Emotional resources link work demands and experiences to family functioning and employee well-being: the emotional resource possession scale (ERPS)**

European Journal of Work and Organizational Psychology, 2020, vol.29, no. 3, pp.434-449

CURSEU P. L., ILIES R., VÎRGA D., MARICUTOIU L., SAVA F. A.

**Personality characteristics that are valued in teams: Not always “more is better”?**

International Journal of Psychology, 2019, vol.54, no. 5, pp.638-649

LIN K. J., SAVANI K., ILIES R.

**Doing good, feeling good? The roles of helping motivation and citizenship pressure.**

Journal of Applied Psychology, 2019, vol.104, no. 8, pp.1020-1035

LI X., MCALLISTER D. J., ILIES R., GLOOR J. L.

**Schadenfreude: A Counternormative Observer Response to Workplace Mistreatment**

Academy of Management Review, 2019, vol.44, no. 2, pp.360-376

ILIES R., YAO J., CURSEU P. L., LIANG A. X.

**Educated and Happy: A Four-Year Study Explaining the Links Between Education, Job Fit, and Life Satisfaction**

Applied Psychology, 2019, vol.68, no. 1, pp.150-176

ILIES R., LANAJ K., PLUUT H., GOH Z.

**Intrapersonal and interpersonal need fulfillment at work: Differential antecedents and incremental validity in explaining job satisfaction and citizenship behavior**

Journal of Vocational Behavior, 2018, vol.108, pp.151-164

LIM S., ILIES R., KOOPMAN J., CHRISTOFOROU P., ARVEY R. D.

**Emotional Mechanisms Linking Incivility at Work to Aggression and Withdrawal at Home: An Experience-Sampling Study**

Journal of Management, 2018, vol.44, no. 7, pp.2888-2908

PLUUT H., ILIES R., CURŞEU P. L., LIU Y.

**Social support at work and at home: Dual-buffering effects in the work-family conflict process**

Organizational Behavior and Human Decision Processes, 2018, vol.146, pp.1-13

WILSON K. S., BAUMANN H. M., MATTA F. K., ILIES R., KOSSEK E. E.

**Misery Loves Company: An Investigation of Couples' Interrole Conflict Congruence**

Academy of Management Journal, 2018, vol.61, no. 2, pp.715-737

UY M. A., LIN K. J., ILIES R.

**Is it Better to Give or Receive? The Role of Help in Buffering the Depleting Effects of Surface Acting**

Academy of Management Journal, 2017, vol.60, no. 4, pp.1442-1461

FARH C. I. C., LANAJ K., ILIES R.

**Resource-Based Contingencies of When Team-Member Exchange Helps Member Performance in Teams**

Academy of Management Journal, 2017, vol.60, no. 3, pp.1117-1137

ILIES R., LIU X., LIU Y., ZHENG X.

**Why do employees have better family lives when they are highly engaged at work?**

Journal of Applied Psychology, 2017, vol.102, no. 6, pp.956-970

ILIES R., WAGNER D., WILSON K., CEJA L., JOHNSON M., DERUE S., ILGEN D.

**Flow at Work and Basic Psychological Needs: Effects on Well-Being**

Applied Psychology, 2017, vol.66, no. 1, pp.3-24

LIN K. J., ILIES R., PLUUT H., PAN S.

**You are a helpful co-worker, but do you support your spouse? A resource-based work-family model of helping and support provision**

Organizational Behavior and Human Decision Processes, 2017, vol.138, pp.45-58

ILIES R., AW S. S. Y., LIM V. K. G.

**A Naturalistic Multilevel Framework for Studying Transient and Chronic Effects of Psychosocial Work Stressors on Employee Health and Well-Being**

Applied Psychology, 2016, vol.65, no. 2, pp.223-258

GOH Z., ILIES R., WILSON K. S.

**Supportive supervisors improve employees' daily lives: The role supervisors play in the impact of daily workload on life satisfaction via work-family conflict**

Journal of Vocational Behavior, 2015, vol.89, pp.65-73

ILIES R., KEENEY J., GOH Z. W.

**Capitalising on Positive Work Events by Sharing them at Home**

Applied Psychology, 2015, vol.64, no. 3, pp.578-598

UY M. A., FOO M., ILIES R.

**Perceived progress variability and entrepreneurial effort intensity: The moderating role of venture goal commitment**

Journal of Business Venturing, 2015, vol.30, no. 3, pp.375-389

ILIES R., HUTH M., RYAN A. M., DIMOTAKIS N.

**Explaining the links between workload, distress, and work–family conflict among school employees: Physical, cognitive, and emotional fatigue.**

Journal of Educational Psychology, 2015, vol.107, no. 4, pp.1136-1149

ILIES R., AW S. S. Y., PLUUT H.

**Intraindividual models of employee well-being: What have we learned and where do we go from here?**

European Journal of Work and Organizational Psychology, 2015, vol.24, no. 6, pp.827-838

PLUUT H., CURŞEU P. L., ILIES R.

**Social and study related stressors and resources among university entrants: Effects on well-being and academic performance**

Learning and Individual Differences, 2015, vol.37, pp.262-268

ILIES R., PLUUT H., AW S. S. Y.

**Studying employee well-being: moving forward**

European Journal of Work and Organizational Psychology, 2015, vol.24, no. 6, pp.848-852

ILIES R., CURŞEU P. L., DIMOTAKIS N., SPITZMULLER M.

**Leaders' emotional expressiveness and their behavioural and relational authenticity: Effects on followers**

European Journal of Work and Organizational Psychology, 2013, vol.22, no. 1, pp.4-14

ILIES R., PENG A. C., SAVANI K., DIMOTAKIS N.

**Guilty and helpful: An emotion-based reparatory model of voluntary work behavior.**

Journal of Applied Psychology, 2013, vol.98, no. 6, pp.1051-1059

ILIES R., PATER I. E. D., LIM S., BINNEWIES C.

**Attributed causes for work–family conflict: Emotional and behavioral outcomes**

Organizational Psychology Review, 2012, vol.2, no. 4, pp.293-310

JOHNSON M. D., ILIES R., BOLES T. L.

**Alternative reference points and outcome evaluation: The influence of affect.**

Journal of Applied Psychology, 2012, vol.97, no. 1, pp.33-45

JUDGE T. A., ILIES R., ZHANG Z.

**Genetic influences on core self-evaluations, job satisfaction, and work stress: A behavioral genetics mediated model**

Organizational Behavior and Human Decision Processes, 2012, vol.117, no. 1, pp.208-220

DIMOTAKIS N., CONLON D. E., ILIES R.

**The mind and heart (literally) of the negotiator: Personality and contextual determinants of experiential reactions and economic outcomes in negotiation.**

Journal of Applied Psychology, 2012, vol.97, no. 1, pp.183-193

ILIES R., KEENEY J., SCOTT B. A.

**Work–family interpersonal capitalization: Sharing positive work events at home**

Organizational Behavior and Human Decision Processes, 2011, vol.114, no. 2, pp.115-126

ILIES R., JOHNSON M. D., JUDGE T. A., KEENEY J.

**A within-individual study of interpersonal conflict as a work stressor: Dispositional and situational moderators**

Journal of Organizational Behavior, 2011, vol.32, no. 1, pp.44-64

LE H., OH I., ROBBINS S. B., ILIES R., HOLLAND E., WESTRICK P.

**Too much of a good thing: Curvilinear relationships between personality traits and job performance.**

Journal of Applied Psychology, 2011, vol.96, no. 1, pp.113-133

SPITZMULLER M., ILIES R.

**Do they [all] see my true self? Leader's relational authenticity and followers' assessments of transformational leadership**

European Journal of Work and Organizational Psychology, 2010, vol.19, no. 3, pp.304-332

ILIES R., DIMOTAKIS N., DE PATER I. E.

**Psychological and physiological reactions to high workloads: Implications for well-being**

Personnel Psychology, 2010, vol.63, no. 2, pp.407-436

JUDGE T. A., ILIES R., DIMOTAKIS N.

**Are health and happiness the product of wisdom? The relationship of general mental ability to educational and occupational attainment, health, and well-being.**

Journal of Applied Psychology, 2010, vol.95, no. 3, pp.454-468

ILIES R., DIMOTAKIS N., WATSON D.

**Mood, blood pressure, and heart rate at work: An experience-sampling study.**

Journal of Occupational Health Psychology, 2010, vol.15, no. 2, pp.120-130

ILIES R., JUDGE T. A., WAGNER D. T.

**The Influence of Cognitive and Affective Reactions to Feedback on Subsequent Goals**

European Psychologist, 2010, vol.15, no. 2, pp.121-131

ZHANG Z., ILIES R., ARVEY R. D.

**Beyond genetic explanations for leadership: The moderating role of the social environment**

Organizational Behavior and Human Decision Processes, 2009, vol.110, no. 2, pp.118-128

SEO M., ILIES R.

**The role of self-efficacy, goal, and affect in dynamic motivational self-regulation**

Organizational Behavior and Human Decision Processes, 2009, vol.109, no. 2, pp.120-133

NAHRGANG J. D., MORGESON F. P., ILIES R.

**The development of leader-member exchanges: Exploring how personality and performance influence leader and member relationships over time**

Organizational Behavior and Human Decision Processes, 2009, vol.108, no. 2, pp.256-266

ILIES R., WILSON K. S., WAGNER D. T.

**The Spillover Of Daily Job Satisfaction Onto Employees' Family Lives: The Facilitating Role Of Work-Family Integration**

Academy of Management Journal, 2009, vol.52, no. 1, pp.87-102

ILIES R., FULMER I. S., SPITZMULLER M., JOHNSON M. D.

**Personality and citizenship behavior: The mediating role of job satisfaction.**

Journal of Applied Psychology, 2009, vol.94, no. 4, pp.945-959

ILIES R., WAGNER D. T., MORGESON F. P.

**Explaining affective linkages in teams: Individual differences in susceptibility to contagion and individualism-collectivism.**

Journal of Applied Psychology, 2007, vol.92, no. 4, pp.1140-1148

ILIES R., DE PATER I. E., JUDGE T.

**Differential affective reactions to negative and positive feedback, and the role of self-esteem**

Journal of Managerial Psychology, 2007, vol.22, no. 6, pp.590-609

ILIES R., NAHRGANG J. D., MORGESON F. P.

**Leader-member exchange and citizenship behaviors: A meta-analysis.**

Journal of Applied Psychology, 2007, vol.92, no. 1, pp.269-277

ILIES R., SCHWIND K. M., WAGNER D. T., JOHNSON M. D., DERUE D. S., ILGEN D. R.

**When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home.**

Journal of Applied Psychology, 2007, vol.92, no. 5, pp.1368-1379

JUDGE T. A., ILIES R., SCOTT B. A.

**Work-family conflict and emotions: effects at work and at home**

Personnel Psychology, 2006, vol.59, no. 4, pp.779-814

HELLER D., WATSON D., ILIES R.

**The Dynamic Process of Life Satisfaction**

Journal of Personality and Social Psychology, 2006, vol.74, no. 5, pp.1421-1450

MOUNT M., ILIES R., JOHNSON E.

**Relationship of personality traits and counterproductive work behaviors: the mediating effects of job satisfaction**

Personnel Psychology, 2006, vol.59, no. 3, pp.591-622

BONO J. E., ILIES R.

**Charisma, positive emotions and mood contagion**

The Leadership Quarterly, 2006, vol.17, no. 4, pp.317-334

ILIES R., SCOTT B. A., JUDGE T. A.

**The Interactive Effects of Personal Traits and Experienced States on Intraindividual Patterns of Citizenship Behavior**

Academy of Management Journal, 2006, vol.49, no. 3, pp.561-575

ILIES R., MORGESON F. P., NAHRGANG J. D.

**Authentic leadership and eudaemonic well-being: Understanding leader-follower outcomes**

The Leadership Quarterly, 2005, vol.16, no. 3, pp.373-394

ILIES R., JUDGE T. A.

**Goal Regulation Across Time: The Effects of Feedback and Affect.**

Journal of Applied Psychology, 2005, vol.90, no. 3, pp.453-467

ILIES R., GERHARDT M. W., LE H.

**Individual Differences in Leadership Emergence: Integrating Meta-Analytic Findings and Behavioral Genetics Estimates**

International Journal of Selection and Assessment, 2004, vol.12, no. 3, pp.207-219

HELLER D., WATSON D., ILIES R.

**The Role of Person Versus Situation in Life Satisfaction: A Critical Examination**

Psychological Bulletin, 2004, vol.130, no. 4, pp.574-600

JUDGE T. A., ILIES R.

**Affect and Job Satisfaction: A Study of Their Relationship at Work and at Home.**

Journal of Applied Psychology, 2004, vol.89, no. 4, pp.661-673

JUDGE T. A., COLBERT A. E., ILIES R.

**Intelligence and Leadership: A Quantitative Review and Test of Theoretical Propositions.**

Journal of Applied Psychology, 2004, vol.89, no. 3, pp.542-552

JUDGE T. A., PICCOLO R. F., ILIES R.

**The Forgotten Ones? The Validity of Consideration and Initiating Structure in Leadership Research.**

Journal of Applied Psychology, 2004, vol.89, no. 1, pp.36-51

ILIES R., HAUSERMAN N., SCHWOCHAU S., STIBAL J.

**Reported incidence rates of work-related sexual harassment in the united states: using meta-analysis to explain reported rate disparities**

Personnel Psychology, 2003, vol.56, no. 3, pp.607-631

SCHMIDT F. L., LE H., ILIES R.

**Beyond alpha: An empirical examination of the effects of different sources of measurement error on reliability estimates for measures of individual-differences constructs.**

Psychological Methods, 2003, vol.8, no. 2, pp.206-224

ILIES R., JUDGE T. A.

**On the heritability of job satisfaction: The mediating role of personality.**

Journal of Applied Psychology, 2003, vol.88, no. 4, pp.750-759

ILIES R., JUDGE T. A.

**Understanding the dynamic relationships among personality, mood, and job satisfaction: A field experience sampling study**

Organizational Behavior and Human Decision Processes, 2002, vol.89, no. 2, pp.1119-1139

YOON K., SCHMIDT F., ILIES R.

**Cross-Cultural Construct Validity of the Five-Factor Model of Personality among Korean Employees**

Journal of Cross-Cultural Psychology, 2002, vol.33, no. 3, pp.217-235

JUDGE T. A., BONO J. E., ILIES R., GERHARDT M. W.

**Personality and leadership: A qualitative and quantitative review.**

Journal of Applied Psychology, 2002, vol.87, no. 4, pp.765-780

---

## CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

LI X., ILIES R.

**Affective Processes in the Work-Family Interface: Global Considerations** in *The Cambridge Handbook of the Global Work-Family Interface*

Kristen M. Shockley, Winny Shen, Ryan C. Johnson (Eds), Cambridge University Press, pp.661-680, 2018

LI W., ILIES R., WANG W.

**Behavioral genetics and leadership research** in *Handbook of Methods in Leadership Research*

Birgit Schyns, Rosalie J. Hall, Pedro Neves (Eds), Edward Elgar Publishing, chap. 6, pp.127-145, 2017

DIMOTAKIS N., ILIES R., JUDGE T. A.

**Experience Sampling Methodology** in *Modern Research Methods for the Study of Behavior in Organizations*

Jose M. Cortina, Ronald S. Landis (Eds), Routledge, pp.345-374, 2013

DIMOTAKIS N., ILIES R.

**Experience-Sampling and Event-Sampling Research** in *A Day in the Life of a Happy Worker*

Arnold Bakker, Kevin Daniels (Eds), Psychology Press, pp.93-107, 2012

KEENEY J., ILIES R.

**Positive Work-Family Dynamics** in *The Oxford handbook of positive organizational scholarship*

Kim S. Cameron, Gretchen M. Spreitzer (Eds), Oxford University Press, pp.601-616, 2011

PENG A. C., ILIES R., DIMOTAKIS N.

**Work-Family Balance, Role Integration and Employee Well-Being** in *Creating Balance?*

Stephan Kaiser, Max Josef Ringlstetter, Doris Ruth Eikhof, Miguel Pina e Cunha (Eds), Springer Berlin Heidelberg, pp.121-140, 2011

WAGNER D. T., ILIES R.

**Affective Influences on Employee Satisfaction and Performance** in *Research Companion to Emotion in Organizations*

Neal Ashkanasy, Cary Cooper (Eds), Edward Elgar Publishing, chap. 9, pp.152-169, 2008

SPITZMULLER M., DYNE L. V., ILIES R.

**Organizational Citizenship Behavior: A Review and Extension of its Nomological Network** in *The SAGE Handbook of Organizational Behavior: Volume I - Micro Approaches*

Julian Barling, Cary Cooper (Eds), SAGE Publications, chap. 6, pp.106-123, 2008

---

## PROCEEDINGS/PRESENTATIONS

GUO C. Y., ILIES R., KANG H.

**How can Employees Become Both Creative and Ethical? The Role of State Authenticity at Work**

*84th Annual Meeting of the Academy of Management, August 9-13 2024, Chicago, IL, United States of America*

NETCHAEVA E., ILIES R., MAGNI M., YAO J.

**The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors**

*83rd Annual Meeting of the Academy of Management, 4-8 August 2023, Boston, United States of America*

MAGNI M., NETCHAEVA E., YAO J., ILIES R.

**It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes**

*82nd Annual Meeting of the Academy of Management - August 5-9 2022, Seattle, WA, United States of America*

---