

# IMTA 56th Conference

## Session Schedule

Hamburg, Germany, 2014

TUESDAY October 28

Time	Opening Ceremony (HSU)		
09:00-10:30	Welcoming Address:	1. Prof. Dr. W. Seidel - President of the Helmut Schmidt University (HSU), University of the Federal Armed Forces, Hamburg, Germany 2. LTG P.Schelzig - Vice Chief of Defence, Federal Armed Forces, Germany 3. Ministerialrat G. Kreim - Head of the Bundeswehr Psychological Service, Federal Ministry of Defence, Germany 4. Dipl.-Psych. A. Schlipphak - Vice President of the Association of German Professional Psychologists (BDP), Germany 5. MA S. Truscott - Management Board Chair of the IMTA, Director General Military Personnel Research and Analysis, National Defence, Canada Moderation: RDir'in S. Bruns Accompanied by: Army Band Neubrandenburg	
10:30-11:00	GROUP PICTURE & COFFEE BREAK		
11:00-12:30	Keynote Speech:	1. Dr. M. Parmak - University of Huddersfield, the UK 2. Prof. em. Dr. S. Irvine - University of Plymouth, the UK 3. Prof. Dr. T. Jacobsen - Helmut Schmidt University (HSU), University of the Federal Armed Forces, Hamburg, Germany	
12:45-14:00	LUNCH (nh-Hotel, Transport by Coach)		

Time	Room: Horn III			Room: Horn I			Room: Horn II			Room: London Ascot		
14:00-15:30	<b>Military Families</b> Chair: Dieper, V.			<b>Symposium on Adaptive Leadership in the Military</b> Context: International Perspectives I Chair: Woycheshin, D.			<b>Symposium on Further Development in Computer-Assisted Testing</b> Chair: Wulf, J.			<b>Psychological Fitness I</b> Chair: Achtelstetter, J.		
	Autor	#		Autor	#		Autor	#		Autor	#	
	Canadian Armed Forces Families with Special Needs Children	Wolejszo, S.	01	Adaptive Military Leadership Beyond Control	Geerts, R.	04	A Flexible Implementation of Adaptive Algorithms in Computer-Assisted Testing	Oettershagen, K.	07	Personal Values in Soldiers after Military Deployment: Associations with Mental Health and Resilience	Zimmermann, P.	10
	Families of the Fallen: Providing Hope to Bereaved Military Families	Coulthard, J.	02	How Leaders Can Foster Ethical Behaviour	Messervey, D.	05	Design and Implementation of a Data Warehouse for Psychological Test Results in Psychological Service of the Bundeswehr	Klein, F.	08	Comprehensive Approach and Intervention Planning after Crisis Event	Prenda, S.	11
	The Interdisciplinary Counseling Program for Military Families under Great Strain	Bruns, S.	03	Developing Adaptive Leaders through Critical Thinking	Runyon, R.	06	The use of CAT5 by the Indonesian Army	Hidayat, E.	09	The Physical and Environmental Wellness of the Canadian Rangers	Fonseca, F.	12
15:30-16:00	COFFEE BREAK											
16:00-17:00	<b>Strategic Personnel Management I</b> Chair: Koch, A.			<b>Symposium on Adaptive Leadership in the Military</b> Context: International Perspectives II Chair: Woycheshin, D.			<b>Human Factors I</b> Chair: Witzki, A.			<b>Psychological Fitness and Personnel Surveys in the German Armed Forces Office</b> Chair: Klein, F.		
	Autor	#		Autor	#		Autor	#		Autor	#	
	Use of Accredited Certification Examinations in Developing Competency Models for a Profession (e.g., Information Security)	Castle, R.	13	Leading in Uncertainty, Unpredictability and Volatility	Bentley, B.	15	Assessing Hardiness in the Military Context	Mylle, J.	17	Psychological Fitness in German Armed Forces Deployed to Afghanistan	Kowalski, J.	19
	Predicting the Performance and Job Attitudes of Military Recruiters	Nye, C.	14	Adaptive Leadership Doctrine for the Indonesian Army Transformation	Hidayat, E.	16	Impression Management Strategies Employed across Military and Management Colleges in India	Patil, P.	18	Personnel Surveys of the Bundeswehr: Monitoring the Internal and Social State	Kovaleva, A.	20
From 18:30	IBTA											

WEDNESDAY October 29

## Paper Sessions (nh-Hotel)

Time	Room: Horn III	Room: Horn I	Room: Horn II	Room: London Ascot								
08:45-09:00	ANNOUNCEMENTS											
09:00-10:30	<b>Strategic Personnel Management II</b> Chair: Quasten, R.		<b>Training Technology and Methodology</b> Chair: Reil, C.		<b>Leadership or Organizational Behavior I</b> Chair: Koch, A.		<b>Psychological Fitness II</b> Chair: Bruns, S.					
	Autor	#	Autor	#	Autor	#	Autor	#				
	Improving Selection: Competency Based Approach and Situational Testing	Bertrand, F.	21	The Canadian Armed Forces Return to Work Program	Coulthard, J.	24	Leadership Competencies and Leadership Development in the Singapore Police Force	Khader, M.	27	Exploring the Drivers of Psychological Resilience in the Singapore Army.	Tan, D.	30
	It Takes Two to Tango – The Interplay of Primary and Secondary Group Cohesion in Fostering Cooperation among Military Units	Wombacher, J.	22	Alcohol Risk Reduction Study with the Sudan People's Liberation Army	Brown, J.	25	Trust and Destructive Leadership During International Military Operations: A Longitudinal Study	Fors Brandebo, M.	28	Suicide among Deployed Swedish Military Veterans in Comparison to Matched Controls	Pethrus, C.	31
ADF Officer Aviation Selection: Current Issues and Future Considerations	Hinton, M.	23	An Evaluation of the Canadian Army Ethics Program	MacIntyre, A.	26	Antecedents of Ethical Leadership: Can We Predict Who Might be an Ethical Leader?	O'Keefe, D.	29	International Military-Officer Potential: Effects of Cultural Capital and Cultural Intelligence	Rockstuhl, T.	32	
10:30-11:00	COFFEE BREAK											
11:00-12:30	<b>Strategic Personnel Management III</b> Chair: Dieper, V.		<b>Testing &amp; Behavioral Measurement I</b> Chair: Damaske, T.		<b>Human Factors II</b> Chair: Kovaleva, A.		<b>Psychological Fitness III</b> Chair: Achtelstetter, J.					
	Autor	#	Autor	#	Autor	#	Autor	#				
	Evaluating Social Validity Measures of the Assessment Center for Prospective Career Officers (ACABO)	Eggimann, N.	33	Assessing the Dimensionality of the Canadian Forces Aptitude Test	Laplante, J.	36	Military Fitness for Psychology's Purpose or vice versa? A Retrospective	Irvine, S.	39	Predicting Changes in PTSD and Depression among U.S. Soldiers	Bray, R.	42
	Military Identity and Risk Perceptions	Börjesson, M.	34	Predictive Validity of Selection Methods for the Norwegian Officer Candidate School	Isaksen, N.	37	Self-Awareness as the Stepping Stone to Effective Communication	Murfett, U.	40	Resilience as a Predictor for Military Training Outcomes	Annen, H.	43
Design of a Knowledge Skills and Experience Framework for the British Army	Harvey, J.	35	Reflecting on 15 years of Psychological Screening in the SANDF	Neale, A.	38	Intervention Model on Social Analysis Capabilities for Indonesian Army's Territorial NCO	Eko Saputro, F.	41	Mental Health and Substance Use Predictors of Work Functioning Among U.S. Soldiers	Lane, M.	44	
12:30-14:00	LUNCH & POSTER SESSION (Room: Horn I)											
From 14:00	SCIENTIFIC TOUR HSU											

THURSDAY October 30

## Paper Sessions (nh-Hotel)

Time	Room: Horn III	Room: Horn I	Room: Horn II	Room: London Ascot
08:45-09:00	ANNOUNCEMENTS			
09:00-10:30	<b>Strategic Personnel Management IV</b> Chair: Dieper, V. Autor #	<b>Testing &amp; Behavioral Measurement II</b> Chair: Krex, L. Autor #	<b>Leadership or Organizational Behavior II</b> Chair: Koch, A. Autor #	<b>Symposium on Enhancing Resilience I (Presentations and Workshop)</b> Chair: Six, C. Autor #
	Enlisted Skill Group Continuation Rates: Comparison of Model Performance Blackstone, T. 45	Prediction of Training Performance by Bifactor Models of Cognitive Ability Annell, S. 48	Measurement of Implicit Leadership Attributes: Espoused Theory and Theory-In-Use Ratings Rockstuhl, T. 51	Conceptualizing and Measuring Resilience: Development of the Military Resilience Monitor Delahaij, R. 54
	The Practical Usefulness of Cadre Selection Tools. The User's Perspective. Goldammer, P. 46	Using Situational Judgement Tests for Assessing Professional Attributes in High Stakes Settings Patterson, F. 49	Subordinates' Motivation to Give Feedback and Rating Biases: The Role of Leader's and Unit's Learning Goal Orientation Ng, K. 52	The Impact of Resources pre and during Deployment on Post-Deployment (...) Resilience van den Berg, C. 55
	A Study of Anger amongst Officer Cadets and College Students in India Rawat, S. 47	Measuring Military Identity: Scale Development and Psychometric Evaluations Bandlitz Johansen, R. 50	The Professional Development of the Australian Defence Force's Future Strategic Leaders Cullens, J. 53	When Do Which Psychosocial Resources Contribute to (...) Resilience? // Monitoring Mental, Physical and Organizational Determinants Kamphuis, W. // Binsch, O. 56 // 57
10:30-11:00	COFFEE BREAK			
11:00-12:30	<b>Occupational Analysis</b> Chair: Schulz, M. Autor #	<b>Testing &amp; Behavioral Measurement III</b> Chair: Schneider, S. Autor #	<b>Testing &amp; Behavioral Measurement IV</b> Chair: Kowalski, J. Autor #	<b>Symposium on Enhancing Resilience II (Presentations and Workshop)</b> Chair: Six, C. Autor #
	The Non-Commissioned Members Ethos and Socialization Survey Wright, J. 58	The Experienced Validity of Case Exercises in Officer Candidate Assessments Skouverøe, J. 61	Multidimensional Forced Choice Testing: Lessons Learned, Persisting Questions, New Directions Stark, S. 64	Evidence Based Training on Enhancing Coping Flexibility Six, C. 67
	Job Satisfaction and Happiness Quotient amongst Defence Personnel in India Grover, S. 59	Charly – Evaluation of a Technology-Based Prevention Program Wesemann, U. 62	The Revised ADF PULSE Climate Suvery Tool Cooper, M. 65	First Validation of the INSPIRE Resilience Scale: A New Screening Instrument to Improve Military Selection Oprins, E. 68
	Job Satisfaction and Attrition in Junior GLX Officers in the Royal New Zealand Navy Yardley, K. 60	The Development of the Canadian Armed Forces (CAF) Competency Dictionary Rankin, K. 63	Pathway to Change – Review of the ADF's Selection Interview Model Cooper, M. 66	Further Research on the INSPIRE... // Incorporating the INSPIRE (...) in the Psychological Selection... Westerveld, L. // Arnold, A. 69 // 70
12:30-14:00	LUNCH			
14:00-16:00	<b>Human Factors III</b> Chair: NN Autor #	<b>Testing &amp; Behavioral Measurement V</b> Chair: NN Autor #	<b>Different Aspects of Military Psychology</b> Chair: NN Autor #	<b>Human Factors IV</b> Chair: Achtelstetter, J. Autor #
	Millennial Workers' Competencies and Values: Implications for Military Organizations Catano, V. 71	Updating the Diagnostic Categories in a Military Clinical Information System Nakkas, C. 75	Development of a New Test of Mathematical Ability – Test M Cooper, M. 79	Exploring Human Factors Affecting Performance of South African Special Forces Operators van Heerden, A. 83
	The Relation Personality Characteristics to Sociometric Status in Soldiers Park, J. 72	Increasing the Perceived Procedural Fairness of Assessment Centers Stoekli, P. 76	Simulation of Military Workplaces with Differing Cognitive Demands: Results of a Methodological Development Witzki, A. 80	Antecedents of Burnout and Work Engagement among Army Aircraft Mechanics Gürbüz, S. 84
	Emotional Labor in an Irregular Warfare Context that Involves Moral Dilemmas: A Quantitative Test of a Qualitatively Developed Model Nilsson, S. 73	A New Systematic Approach to the Functional Analysis of Military Units Eren, B. 77	Individual Differences as Predictors of Performance, Satisfaction, Retention and Health Annell, S. 81	Personality, Values and Attitudes among Swedish Conscripts Who Volunteer for International Missions: An Exploratory Study Österberg, J. 85
	Critical Factors for Maintaining High-Level of Morale under Tough Service Conditions – An Exploratory Perspective Ji, P. 74	Post-Deployment Disorientation in Military Memoirs Kleinreesink, L. 78	Forecasting Sailor's Separation Subject to Multiple Structure Breaks Blackstone, T. 82	Readiness for Fighting Strobl, D. 86
From 18:30	CONFERENCE DINNER			