

FRANZISCA FASTJE



Ph.D. Candidate at the University of Groningen, NL
M.Sc. Work and Organizational Psychology

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Research Interests

Modern Work Arrangements (e.g., hybrid, virtual), Employee Well-being, Team Dynamics (e.g., collaboration, identification, subgroup formation), Multilevel Methods

Education

- 09.2021 – Present **Ph.D. Candidate in HRM and Organizational Behavior**
University of Groningen, The Netherlands
Supervisors: Prof. Dr. Gerben S. van der Vegt and Dr. Joost H. van de Brake
- 09.2020 – 08.2021 **M.Sc. in Work and Organizational Psychology**
University of Maastricht, The Netherlands
Thesis: “Predictors of Adaptive Performance – A Diary Study on the Mechanisms between Mindfulness, Resilience, and Adaptive Performance” (GPA: 8.73/10.0)
Supervisors: Dr. Alicia Walkowiak and Dr. Tobias Otto
- 09.2015 – 03.2020 **B.Sc. and B.A. (dual degree) in Business Administration and International Management with a major in Human Resources and a minor in Psychology**
Hochschule Bremen, Germany
University of North Carolina at Wilmington, U.S.
Thesis: “Employee burnout: The Dark Side of Performance-Driven Work Climates” (GPA: 3.97/ 4.0)
Supervisor: Prof. Dr. Jessica Mesmer Magnus
Honors: Nominated as the Outstanding Graduate in Human Resources

Research Visits

- 02.2024 – 04.2024 **Visiting Researcher**
Curtin University, Perth, Western Australia
Future of Work Institute
Host/ Supervisor: Prof. Dr. Sharon K. Parker

Publications

- Fastje, F., Mesmer-Magnus, J., Guidice, R., & Andrews, M. C. (2023).** Employee burnout: the dark side of performance-driven work climates. *Journal of Organizational Effectiveness: People and Performance*, 10(1), 1-21.

Research in Progress

- Fastje, F.**, v. d., Brake J.H., v. d. Vegt, G.S., & Essen, P.J.M.D. (2024). Unveiling the Limitations of Hybrid Work: How Individuals' and Others' Work-From-Home Intensities Predict Individual Outcomes. [Manuscript in Preparation].
- Fastje, F.**, v. d., Brake J.H., v. d. Vegt, G.S., & Parker, S.K. (2024). Paths to Effective Contemporary Working-From-Home in Teams: Clear and Aligned Work Location Patterns. [Manuscript in Preparation].
- Berger, S., v. d. Brake, J.H., **Fastje, F.**, v. d. Vegt, G.S. (2024). Good for One, Bad for All? How Remote Work Undermines Workgroup Psychological Safety Climate and Employee Productivity [Under Review, Submission to the Organization Science Special Issue].

Oral Presentations

- Curtin University – Seminar presentation 2024
- La Trobe University – Seminar presentation 2024
- CTWD Conference – Paper presentation 2024
- Science Communication – Presentation of survey results to the Board of Directors 2024
- INGRoup Conference – Paper presentations 2023 & 2024
- Science Communication – Presentation of survey results to the Board of Directors 2023
- Dutch HRM Conference – Paper presentations 2022 & 2024
- INGroup Conference – Poster session 2022
- University of Groningen – Seminar Presentations 2022, 2023 & 2024

Editorial/ Reviewer Experience

- Group and Organization Management (GOM) Journal – 1 Review 2024
- Journal of Managerial Psychology (JMP) – 1 Review 2024
- ANZAM Conference – 1 Review 2024
- INGRoup Conferences – Several Reviews

Teaching and Supervision Experience

- Lecture on Virtual Leadership – Master program HRM
- Lecture on Virtual Teamwork – Bachelor program International Business
- Program Coordination Pre-Master HRM Research Paper
- Supervision of several Bachelor, pre-Master, and Master students in HRM
- Tutor in a Leadership course – Master program HRM
- Participation in “Start to Supervise” Training

Professional Experience

04.2021 – 07.2021

Teaching Assistant

Eindhoven University, The Netherlands

- Supported the coordination and administration of courses
- Assisted in grading assignments within a course on Leadership
- Helped develop materials for a new course on Creativity and AI

- 06.2019 – 11.2019 **Human Resources Intern**
Mercedes-Benz Vans, LLC., Charleston, U.S.
- Managed full-cycle recruiting process for internal and external candidates
 - Oversaw all pre-onboarding activities, including background checks
 - Prepared and implemented the onboarding of new employees
- 02.2017 – 07.2017 **Human Resources Intern**
ACTEGA DS GmbH, Bremen, Germany
- Conducted an employee engagement assessment (survey)
 - Facilitated and managed both internal and external training
 - Supported the recruiting process
- 01.2015 – 07.2015 **Project Purchasing Manager**
Rheinmetall Defense Electronics GmbH, Bremen, Germany
- Managed the procurement process, including inquiries, orders, confirmations, and delivery tracking for various projects
 - Calculated project needs and supported contract negotiation accordingly
- 09.2012 – 01.2015 **Apprenticeship as Industrial Management Assistant**
Rheinmetall Defense Electronics GmbH, Bremen, Germany
- Gained a comprehensive understanding of the interaction between various business functions while rotating through various departments within the organization

Additional Activities

- 07.2023 – Present **Student Representative on the INGRoup Board**
The Interdisciplinary Network for Group Research (INGRoup) advances theory and methods to understand group dynamics better. In my role as a student representative, I create opportunities for doctoral students to connect (e.g., via consortia at the annual conference, virtual meet-ups, or an online platform)
- 02.2023 – Present **pHResh Board Member**
pHResh is a free-to-join PhD network for PhD students from HRM and OB. Their mission is to unite PhDs and support their well-being and career experiences through PhD Consortia at conferences and workshops.
- 04.2022 – 02.2023 **PhD Day Board Member**
The PhD Day is an annual event organized by and for PhD candidates from various disciplines to broaden their research and career perspectives. Within this project, I took on the role of Head of Marketing to promote the event and make it a success. The event was a big success, with 700 attendees.
- 04.2018 – 05.2019 **President of the Human Resources Association at UNCW**
The Human Resources Association (HRA) is a student chapter affiliated with SHRM. HRA provides educational development events and hosts regular events to connect students to HR practitioners.

Further Qualifications

Tools	Mplus, RStudio, SPSS
Languages	German (native), English (C2), Dutch (B2), Spanish (A2)
Hobbies	Yoga (teacher), Running, Hiking, Travelling, Dancing (Salsa/ Bachata)

References

Prof. Dr Gerben S. van der Vegt
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Dr. Hendrik J. van de Brake
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Prof. Dr. Jessica Mesmer-Magnus
Department Chair Management
University of North Carolina Wilmington, United States
Email: magnusj@uncw.edu

F. Fastje

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