**Departmental Seminar (2019-2020)**

Not All Challenges are Equal

**Speaker:** Dr Irene Elisabeth DE PATER
National University of Singapore Business School

**Date:** 23 September 2019

**Time:** 2:30 pm - 4:00 pm

**Venue:** Room WL602
The Wing Lung Bank Building for Business Studies
Shaw Campus, Hong Kong Baptist University

**Abstract**
Job challenge takes a prominent position in the job design, management development, and stress literature. Unfortunately, there is little agreement between and even within these disciplines regarding its conceptualization and measurement, which results in disintegrated theories and inconsistent research findings. In this presentation, I argue that it is important to combine the different conceptualizations of job challenge in an integrative model that includes challenges related to the quality or content of work and challenges related to the quantity or load of work. I propose that qualitative and quantitative job challenges have different consequences for employees on both the short and the longer term and I will share several published and unpublished studies that test this proposition.

**Short bio**
Dr Irene de Pater is an Assistant Professor at the National University of Singapore (NUS) Business School, Department of Management and Organization. Prior to joining NUS, she was an Assistant Professor of Work and Organizational Psychology at the University of Amsterdam, the Netherlands. Irene completed her PhD from the Department of Work and Organizational Psychology at University of Amsterdam and has worked in retail management for several years prior to her doctorate. Her research mainly focuses on job challenge, internship effectiveness, and interpersonal interactions at work. She has received several competitive research grants and awards throughout her academic career, and her research has been published in journals such as Personnel Psychology, Journal of Applied Psychology, Journal of Organizational Behavior, and Academy Management Journal. She is an associate editor of the Journal of Managerial Psychology and active reviewer of numerous journals in organizational psychology. Her work has been covered by amongst others CNN, BBC News, Huffington Post, and Variety.