

## Research Fields and Projects „Business Psychology“ (Wirtschaftspsychologie)

Prof. Dr. Thomas Ellwart

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Personal und Beruf <i>Human Resource Management</i>	Arbeit und Gesundheit <i>Work and Health</i>	Teamarbeit <i>Teamwork</i>
Berufliche Kompetenzentwicklung <i>Occupational competence development.</i>	Sozio-Digitale Arbeitsgestaltung, Teamarbeit und Anpassungsprozesse <i>Socio-Digital Work Design, Teamwork, and Adaptation</i>	
Diversität in der Arbeitswelt. Teamdiversität, Führung und individuelle Bedürfnisse <i>Diversity at the Workplace. Team diversity, leadership and individual needs</i>		
Verhalten und Erleben in kritischen Situationen <i>Behaviour and experience in critical situations</i>		

### Socio-Digital Work Design, Teamwork, and Adaptation

**Keywords:** work design and evaluation, intentional forgetting in organizations, team cognitions in socio-digital systems, management of information overload, team adaptation, team development

#### ► [DFG-Priority Programme 1921. Intentional Forgetting in Organizations](#)

- Ellwart, T. & Kluge, A. (2019). Psychological Perspectives on Intentional Forgetting. An Overview of Concepts and Literature. *Künstliche Intelligenz [German Journal on Artificial Intelligence]*, 33(1), 79-84. [doi.org/10.1007/s13218-018-00571-0](https://doi.org/10.1007/s13218-018-00571-0)

#### ► [Project AdaptPRO. Adaptive Design of Processes and Roles in Organizations](#)

(funded by the German Research Foundation / DFG)

- Timm, I.J., Berndt, J.O., Reuter, L., Ellwart, T., Antoni, C.H. & Ulfert, A.-S. (2017). *Towards Multiagent-Based Simulation of Knowledge Management in Teams*. In M. In Y. Sure-Vetter, S. Zander & A. Harth (Eds.) Workshop Proceedings Professional Knowledge Management, Vol. 1821, 25-40. <http://ceur-ws.org/Vol-1821/>
- Ellwart, T. & Antoni, C. H. (2017). Shared and Distributed Team Cognition and Information Overload. Evidence and Approaches for Team Adaptation. In R. Marques & J. Batista (Eds.), *Information and Communication Overload in the Digital Age* (pp. 223-245). Hershey: IGI Global.

#### ► [BugWright2 „Autonomous Robotic Inspection and Maintenance on Ship Hulls and Storage Tanks“](#)

(funded by the European Commission – Horizon 2020 / 2020 - 2023)

ICT-09-2019-2020

Coordinator: Prof. Dr. Cédric Pradalier / National Center for Scientific Research (CNRS) / Georgia Institute of Technology Lorraine

Trier: Prof. Dr. Thomas Ellwart, University of Trier (Business Psychology) / Prof. Dr. Benjamin Weyers, University of Trier (Human Computer Interaction)

*Focus:*

- Development of an automated robotic system for the maintenance of hulls ships
- Work analyses of the current maintenance process
- Participatory and employee-oriented development process
- Evaluation of the human-robot interface (Virtual Reality, Augmented Reality)
- Conception of measures for technology implementation (change process)
- Personnel selection and development

#### ► [Online Police Station Rheinland-Pfalz](#)

- Decision factors for/against use of the online police station
- Usability and user acceptance
- Effects of online service on police image

#### **Finished Projects**

##### ► [Project MIO. Management of Information Overload in Virtual Teams](#)

(funded by the Swiss National Science Foundation, 2013-2015)

- Ellwart, T., Happ, C., Gurtner, A. & Rack, O. (2015). Managing Information Overload in Virtual Teams. Effects of a structured Online Team Adaptation on Cognition and Performance. *European Journal of Work and Organizational Psychology*, 24(5), 812-826.

#### **Diversity at the Workplace: Team diversity, leadership and individual needs**

*Keywords:* Personnel and team development, age diversity, leadership in reduced working hours, co-leadership, employee motives

##### ► [Project MotivSORT©. Assessing individual needs in the handicraft sector](#)

(funded by the Chambers of Crafts in Rhineland-palatinate within „Handwerk Attraktiv Rheinland-Pfalz“)

- Ellwart, T., Jaster, C. & Peiffer, H. (2018). MotivSORT: Entwicklung eines Instruments zum Screening individueller Motiverfüllung im Handwerk. *ZPID (Leibniz Institute for Psychology Information)*. doi: 10.23668/psycharchives.916

##### ► [Project FIRA. Leadership with Reduced Working Hours and Co-Leadership](#)

- Moldzio, T., Ellwart, T., Hofer, A., et al. (2016). Führen in reduzierter Arbeitszeit – Chancen und Risiken für die Personalarbeit der Zukunft Wirtschaftspraxis aktuell [Leadership with reduced working hours. Opportunities and risks for future work models]. *Zeitschrift für Personalmanagement*, 1, 13-16.

#### **Finished Projects**

##### ► [Knowledge transfer, leadership and collaboration in age-diverse teams](#)

(funded by the Swiss National Science Foundation and the foundation Suzanne und Hans Biäsch, 2009-2013)

- Ellwart, T. (2018). Altersdiversität in Teams – (K)ein Erfolgsfaktor? [Age Diversity in Teams – A factor of Success?] In A. Beinicke & T. Bipp (Hrsg.), *Strategische Personalentwicklung* (pp. 21-41). Berlin: Springer.
- Ellwart, T., Bündgens, S. & Rack, O. (2013). Managing Knowledge Exchange and Identification in Age Diverse Teams. *Journal of Managerial Psychology*, 28(7/8), 950-972. doi:10.1108/JMP-06-2013-0181

- Wegge, J., Schmidt, K.-H., Piecha, A., Ellwart, T., Jungmann, F. & Liebermann, S.C. (2012). Führung im demografischen Wandel [Leadership in the context of demographic change]. *Report Psychologie*, 37(9), 344-354.

► **NOWO. New forms of age-appropriate living in the Eifel region**

(funded by federal funding of support programs "Experimenteller Wohnungs- und Städtebau (ExWoSt)" des Ministeriums der Finanzen RLP, 2015-2017)

### Behavior and experience in critical situations in the workplace

*Keywords:* Threat to role-based self-esteem, teams in critical exceptional situations, monitoring, and evaluation of new techniques and tools, team reflection and process optimization

► **Project Role threat: Threats to professional roles.**

Fields of application: paramedics, police officers, train attendants, teacher

- Rynek, M. & Ellwart, T. (2018, July). Threat to Rolebased Self-esteem of Teams in Critical Adversity Situations. 13. Interdisciplinary Network of Group Research, Bethesda, Washington D.C.

► **Project TICAS.Teams in critical adversity situations.**

- Semling, C. & Ellwart, T. (2018). Teamresilienz als Beitrag zu schwierigen Entscheidungen in Ausnahmesituationen [Team Resilience as Important Factor for Making Decisions in Critical Adversity Situations. In M. Eigenstetter, S. Darlington & F. Klingels (Hrsg.), Verantwortlich Denken und Handeln in komplexen Umwelten (pp. 44-55). Frankfurt a.M.: Verlag für Polizeiwissenschaft.

### Finished projects

► [Project DEIG. Evaluation of taser guns on police missions \(2017-2018\)](#)

### Occupational competence development

*Keywords:* Diagnostics and training of professional competences and skill perceptions (self-efficacy, self-concepts), workplace and personal requirement analyses

► [Projekt CoCheck. Kommunikation und Förderung beruflicher Kompetenzen](#)

(funded by the Nikolaus Koch Foundation)

- Peiffer, H., Ellwart, T., & Preckel, F. (2018). Selbstwirksamkeitserwartung von Studierenden: Facettentheoretische Validierung eines Messmodells am Beispiel der Psychologie [Self-efficacy of university students: Validation of a facet model and measurement on the example of psychology]. *Diagnostica*, 64(3),133-144.