Abstract: Proactive work behaviour (e.g., taking charge, taking initiative) plays an important role for organisational success. Earlier research examining predictors of proactive work behaviour has mainly looked at personality factors and relatively stable features of the work situation. However, the degree to which employees engage in proactive work behaviour varies not only between persons, but also fluctuates within persons from day to day. These day-specific levels of proactive work behaviour cannot be explained by personality factors or stable work-situation variables. In my presentation, I will summarize findings from daily-survey studies in which we found that day-specific positive affective states and day-specific job stressors predicted day-level proactive work behaviour. I will report findings from studies in which we differentiated between distinct phases of proactive work behaviour from an action-theory perspective. These findings will demonstrate that taking a day-level perspective and differentiating between action phases provides new insights that cannot be attained by the traditional person-level analysis.

Presenter: Sabine Sonnentag is a full professor of Work and Organisational Psychology at the University of Mannheim, Germany. She studied psychology at the Free University Berlin and received her Ph.D. from the Technical University Braunschweig. Before she moved to Mannheim she held professorships in Germany and the Netherlands. Dr. Sonnentag’s research addresses the question how individuals can achieve sustainable high performance at work and remain healthy at the same time. She studies recovery from job stress, proactive work behaviour, learning, and self-regulation in the job context. In her research she uses a multi-method approach with a strong emphasis on quantitative diary data and within-person analysis. Dr. Sonnentag publishes in journals such as the Journal of Applied Psychology, Journal of Organisational Behaviour, and Journal of Occupational Health Psychology, and Personnel Psychology. She has been the editor in chief of Applied Psychology: An International Review and currently serves on editorial boards of several scholarly journals. Since 2007 she is a Fellow of the Society for Industrial and Organisational Psychology, and since 2013 she is a member of the Society of Organisational Behaviour.