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Abstracts

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Results showed widespread R/S changes, with approximately half of the sample (50.9%) reporting some change. R/S increases were more than twice as prevalent as decreases. Among those who reported change, half showed congruent changes (e.g., both religiosity and spirituality increasing), while the other half showed incongruent changes (e.g., religiosity increased while spirituality decreased).

Notably, greater war exposure was associated concurrently with increases, but not decreases, in R/S, and longitudinally with religious increases. Additionally, religious group affiliation predicted R/S change patterns. For example, in a more secular group, more participants displayed a preference for spiritual increases (39.7%) compared to religious increases (2.5%). Conversely, in a more religious group, more participants displayed a preference for religious increases (43.9%) compared to spiritual increases (12.9%).

Despite the limitations (student sample, high attrition, self-report), these findings suggest that: (a) protracted stressors such as war may drive widespread R/S change, especially increases, (b) religious and spiritual changes are often dissociated and follow independent paths, and (c) group affiliation is important for understanding such processes. This may indicate that groups vary in the meaning of R/S and individuals may turn to culturally relevant beliefs to cope with mortality threats.

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Supporting basic psychological needs in the remote work environment and employee well-being: initial results of LITAS experiment

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Supporting basic psychological needs is a well-known necessity for employee well-being. However, as the world of work changes and remote work becomes more prevalent, managers must find new ways to communicate in a need-supportive way while in a remote environment. Unfortunately, self-report designs dominate the research field, creating a suboptimal situation for addressing practical questions about the causal effect of specific communication forms. In our 2x2 experimental design study Leader's input in telework arrangement (abbrev. LITAS), we will test how the communication of the manager, who supports (or does not) the autonomy and relatedness needs of the newly formed virtual team members, will affect their subjective well-being.

The experiment will involve 16 newly assembled virtual teams, each of 4-6 members, who will perform logical and creative tasks during an online meeting. Teams will be assigned to one of four experimental conditions (autonomy support vs. non-support x relatedness support vs. non-support). Team members will receive emails from their supervisor presenting tasks in a need-supportive or non-supportive manner (or a combination of both), depending on the experimental condition. As a manipulation check, subjects will be asked to complete the Need support at work scale immediately after receiving the emails. State-level subjective vitality, task engagement, and satisfaction with tasks, as well as with the team and supervisor, will be measured after completing all the tasks.

Initial results from 10 groups revealed that participants in the autonomy-support groups were more satisfied with the tasks and the supervisor, more engaged in tasks, and experienced greater vitality. In the relatedness-support groups, participants were more satisfied with the supervisor but experienced less vitality. The experiment is ongoing; its final results will be presented during the conference.