

Monday 7th October				
14:00 - 18:00	Registration and paper submission desk open (Hotel Meritton)			
13:30 - 15:30	IMLA Workshop & annual meeting (IMLA members only) (Hotel Meritton, room to be announced)			
16:00 - 18:00	Steering Committee Meeting (Steering committee members only) (Hotel Meritton, room to be announced)			
18:00 - 21:00	Meet & Greet for Conference participants and their guests (Hotel Meritton, WHITE HALL)			
Tuesday 8th October				
08:00 - 18:00	Registration and paper submission desk open (Hotel Meritton)			
09:00 - 10:00	Opening ceremony – Opening address – Deputy Chief of Estonian Defence Forces Opening address – Commandant, Estonian Military Academy Hotel Meritton – Peterson Theatre			
10:00 - 10:30	Group picture IMTA 2019			
10:30 - 11:00	Morning break (Hotel Meritton – WHITE Hall)			
11:00 - 12:15	Keynote: Dr Jaanus Harro, MD, PhD Can we learn from experience? A personal translational journey (Hotel Meritton – PETERSON I+III)			
12:15 - 13:15	Lunch (Hotel Meritton - Restaurant)			
13:15 - 14:15	<i>Symposium: Competency Retention Research: A Multinational Perspective</i> <i>Rankin, K.,J. ID39</i>	<i>Symposium: Psychometric Instruments for Selection and Assessment for the EDF</i> <i>Kasemaa, A. ID109</i>	<i>Symposium: Modernization Efforts for the ASVAB Testing Program</i> <i>Salyer, S. ID69</i>	
	Canadian Armed Forces Skill Fade Research: A Methodological Example Rankin, K.,J. ID40 Skills Management and Retention Deighton. C. ID41 Towards a Computational Dynamic Personal Retention Model van der Pal, J. ID42	Pilot Study to Develop Personnel Assessment and Selection Instruments for Estonian Defence Forces Konstabel, K. ID110 How Well Personality Test Battery Selects Candidates for Leadership Path in EDF? Kalle, A. ID111	ASVAB Testing Program Modernization and Implications for Standardization Pommerich, M. ID70 Modernizing the Collection, Analysis, and Dissemination of Military Occupational Data Bayer, J. ID71	
14:15 - 14.45	Afternoon break (Hotel Meritton – White Hall)			

14:45 - 15:45	<i>Symposium (continued):</i>	<i>Symposium (continued)</i>	<i>Symposium (continued)</i>	
	<p>Improving Retention in Civil Aviation with Virtual Reality and Serious Games Chittaro, L. ID43</p> <p>Improving Detecting Pre-Symptomatic Hypoxia Beyond Competency Retention Training van Puyvelde, M. ID44</p> <p>Competence Retention in Military Helicopter Underwater Egress Training Oprins, E. ID45</p>	<p>Group Differences in Cognitive Ability, Personality Traits and Other Constructs Konstabel, K. ID112</p> <p>Relations between Cognitive Ability, Personality, Other Constructs and Performance Kasemaa, A. ID113</p>	<p>The ASVAB Career Exploration Program: Modernization and Lessons Learned Salyer, S. ID72</p>	
16.30 - 18.50	Evening programm: Guided tour in the Estonian Open Air Museum (optional event)			
19:00 - 22:00	Evening program: IBTA for participants and their guests. (Estonian Open Air Museum)			

Wednesday 9th October				
08:00 - 18:00	Registration and help desk open			
08:50 - 09:00	Announcements (Peterson I+III)			
09:00 - 10:00	Keynote: Kim-Yin Chan Associate Professor From Understanding the Motivation to Lead to an Expanded Criterion Space for Individual differences and Leadership: Implications for Military Leader Development (Peterson I+III)			
10.15 - 11.15	Keynote: Kenn Konstabel, PhD Testing personality, interests and abilities for placement decisions: steps towards a useful assessment battery for the Estonian military (Peterson I+III)			
11:15 - 11:30	Morning break (Hotel Meritton – WHITE Hall)			
11:30 - 13:00	<i>A Leadership and Organizational Behaviour</i>	<i>B Testing and measurement</i>	<i>C Human factors and wellbeing</i>	<i>D Selection and evaluation</i>
	<p>Effect of Supportive Organizational Climate To The Professionalism Instructor Syahidu, S., Setiabudi, W. ID87</p> <p>The Rise of Ineffective Leadership: What Role does the Organisation Play? Goyne, A., van der Linden, N. ID91</p> <p>A Study about the Effect of Soldier's LMX on Organizational Effectiveness Kim, K. ID21</p>	<p>PCFAT: A high-fidelity online practice aptitude test for military prospects Kemp, C. ID28</p> <p>Intelligence test scores for 1-day vs. 2-day selections of Danish Officers Thomsen, R. ID22</p> <p>Increasing Reliability of Forced-Choice Tests using Augmented Scores Stark, S., Zhang, B.; Drasgow, F.; Nye, C. ID105</p>	<p>Perception of members of the military personnel as an activatable resource Wesemann, U. ID01</p> <p>18-34-Year-Old Veteran Suicide Rate: Socioeconomic Indicators Haworth, J., Blackstone, T. ID89</p> <p>Protective and Risk Factors of Veterans' Suicidality in Estonia Helenurm, J., Värnik, P., Värnik, A., Kiis, K. ID115</p>	<p>The Applicability of Universal Design to Canadian Armed Forces Selection Boyes, F., Sobhani, S. ID14</p> <p>Systematic follow-up of the psychological selection to the Swedish Armed Forces Jonsson, E., Svensén, S.; Lindqvist, A.; Lantz, J. ID19</p> <p>Performance Evaluation Framework: An Integration of Selection and Training Misra, N., Jha, H.; Behera, S.; Gupta, A. ID51</p>
13:00 - 13:45	Lunch (Hotel Meritton, restaurant)			

13.45 - 15.15	A Leadership and Organizational Behaviour	B Testing and measurement	C Human factors and wellbeing	D Selection and evaluation
	<p>Leadership Styles: Indonesian Army Transformational Leadership in the Making Rindipati, E., Dewanty, G.;Hinduan, Z.;Hidayat, E. ID99</p> <p>How leadership styles affect militarily relevant objectives Annen, H. ID104</p> <p>An exploratory study of Crisis Leadership Qualities: CARE Survey Koh, C. ID34</p>	<p>Development of situation appreciation tests: A measure of implicit motives. Arumugam, S., Gupta, A. ID50</p> <p>Validity of Noncognitive Assessments for Predicting Drill Sergeant Performance Nye, C. White, L.;Drasgow, F.;Chernyshenko, O. ID54</p> <p>Development of Non-Cognitive screening test to identify the potential officers Thangaraj, G., Gupta, A.;Mishra, N.;Arumugam, S. ID53</p>	<p>Effects of Hardiness and Need Satisfaction on Soldiers Engagement a Rybakovaite, J. ID55</p> <p>A Study on Measuring Social Desirability Bias of Military Officers S.Hong, ID03</p> <p>Self Regulation of Feelings and Emotions for Impulse Control in the Military Rawat, S. Deshpande , A.;Rawat, L. ID64</p>	<p>Profiling and selection of IT-specialists to the Danish Defense Hoxer, C., Nielsen, J. ID23</p> <p>Predicting Potential for future Cyber Warfare Operators CAPT Danny Boga, Di Pietro, N. ID10</p> <p>Continuous visual/auditory attention of Counter Terror Police Officers Tedeholm, P., Sjöberg, A.;Larsson, A. ID75</p>
15:15 - 15:30	Afternoon break (Hotel Meritton – WHITE Hall)			
	A Leadership and Organizational Behaviour	B Testing and measurement	C Human factors and wellbeing	D Selection and evaluation
	<p>The role of moral efficacy and ethical climate in predicting ethical leadership O'Keefe, D. ID97</p> <p>Next generation in charge:Role perception and identity of military leaders Meerits, A., Truusa, T.;Säälük, Ü. ID107</p> <p>Differences in balanced leadership behavior in the Norwegian Armed Forces Austad, S., Johansen, R.;Bang, H.;Boe, O.</p>	<p>Predictive validity of the Inspire Resilience Scale as selection instrument Kamphuis, W. Oprins, E. ID38</p> <p>Predicting Performance in Military Occupations with Vocational Interests Nye, C. Rounds, J.;Kirkendall, C.;Drasgow, F. ID46</p> <p>Development of Extended Authentic Leadership Questionnaire Meerits, A., Kivipõld, K.;Akuffo, I. ID96</p>	<p>Evaluation of the current R2MR Smart Phone Application Binsch, O. ID35</p> <p>Hardiness and personality among Norwegian police students Skoglund, T., Risan, P. ID49</p> <p>Command Climate: The Foundation of a Ready and Resilient Unit Wolfe, M., Fallesen, J.;Riley, R.;Cavanaugh, C. ID27</p>	<p>Big Five profiles in the military Special Forces of Norway Skoglund, T., Boe, O. ID47</p> <p>Re-enlistment in the armed forces. What influences willingness to return? Fors brandebo, M. Lundell,E. ID94</p> <p>The Changing Quality of the 17-24-Year-Old Population: Recruiting Implications Blackstone, T., van Rensselaer, K.;Haworth, J. ID88</p>

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Thursday 10th October				
08:00 - 18:00	Registration and help desk open			
08:50 - 09:00	Announcements (Peterson I+III)			
09:00 - 10:00	Keynote: Grete Arro, PhD Applying educational psychology in military context - teaching, training, practice (Peterson I+III)			
10.10 - 11.10	<i>Symposium: Military education: Aiming from good to great</i> Säälik, Ü. ID118	<i>Symposium: Developing Learning Organizations</i> Calton, M. ID30	<i>Symposium: Leader Development in Military Academies: Content, Process, and Outcomes</i> Watola, D.J. ID57	
	<p>Conscripts Autonomy Support Relations with Self-Regulatory Processes Lementa, M. Karton, I. Säälik, Ü. ID116</p> <p>The Evolution of Ethical Leadership Education in the Australian Defence Force Goyne, M. ID92</p> <p>Teaching Military Psychology at a Public University Truhon, S. ID93</p>	<p>Developing Learning Organizations - Needs and Challenges Freeman, T. ID31</p> <p>Developing Learning Organizations - Modeling and Assessing Calton, M. ID32</p>	<p>Leader Development at the United State Air Force Academy Watola, D.J. ID58</p> <p>Leader Development at the Royal Military College of Canada MacIntyre, A. ID59</p>	
11.10 - 11.30	Morning break (Hotel Meritton – WHITE Hall)			

11.30 - 13.00	A Leadership and Organizational Behaviour	B Testing and measurement	D Training	D Selection and evaluation
	<p>Selection on leadership for cadets in the Dutch Defense Force Verboom, M., Hol Horeman, E. ID106</p> <p>Development of a Intrapreneurship Program for Future Officers Kraus, R., Rudel, S. ID108</p> <p>Leadership development: Lessons from coaching programs Scherm, M. ID80</p>	<p>A Generalizability Theory Analysis of the New Military Personality Inventory Kim, S. ID63</p> <p>Usability of Personality assessment in Military settings Lubenko, J., Perepolkina, V.;Košepnikova, J.;Streļcova, M. ID73</p> <p>Social Perspective Taking By Adjusting The Indonesian Navy Setting Handayani, D. ID102</p>	<p>Taking AIM at Training to Improve Learning, Transfer, and Impact Surface, E., Kraiger, K. ID101</p> <p>Competence retention in military Helicopter Underwater Egress Training (HUET) Oprins, E.Mol,D. Bottenheft ID15</p> <p>Skills Management and Retention Deighton, C., Richards, H. ID37</p>	<p>Learning analytics in military simulator training (TACTIS) Oprins, E., Pennings, H. ID85</p> <p>DCs and Prognostic ACs for Personnel Development: Results from a Pilot Project Klein, F. ID24</p> <p>Selection interview in Army: a Pluralistic Integrated Model. Pizzo, M. ID98</p>
13:00 - 13:45	Lunch (Hotel Meritton - Restaurant)			
13:45 - 15:15	A Leadership and Organizational Behaviour	B Testing and measurement	C Training	D Managing the diversities
	<p>The US Army's Experience with 360-degree Feedback Aude, S., Wolfe, M. ID79</p> <p>Importance of organizational 'promises' in predicting key outcomes Laplante, J., Beauregard, D.;Norris, M.;Otis, N. ID12</p> <p>Perceived Organizational Support Indonesian Army Scale (POSAR) Hilman, F., Purwono, U.;Hidayat, E. ID82</p>	<p>Development of the Indonesian Army's Life Balance Scale Simanjuntak, F., Purwono, U.;Hidayat, E. ID81</p> <p>The Validation Study of OC Scale in the Romanian Armed Forces MARINEANU,, V. Pirlitescu, E. ID83</p> <p>Assessing Mental Health at the Danish Draft Board Andreasen, J. ID61</p>	<p>The influence of exercise on mental health in the Navy Harding, C. Gottschall, S.;Huebner, M. ID17</p> <p>The Changing Face of Deployment: Psychological Challenges Gouws, J. ID26</p> <p>Are soldiers accountable for their actions? Agency and the military Lo Bue, S., Caspar, E. ID29</p>	<p>Intervening and Measuring Cultural Interoperability Binsch, O., Hemert, Van, D. ID09</p> <p>The Canadian Armed Forces Employment Systems Review: Retention Survey Findings Wright, J., Silins, S. ID11</p> <p>Diversity and Retention within the United Kingdom (UK) Defence Fisher, N., Kenny, E.;Winterton, M.;Newell, K. ID48</p>
15:15 - 15:35	Afternoon break (Hotel Meritton – WHITE Hall)			

15:35 - 17:05	A Leadership and Organizational Behaviour	B Testing and measurement	C Training	D Human factors and wellbeing
	<p>Hazardous attitudes and risk perception of Indonesian pilots Gunardi, S., Padjajaran, U.P. Hidayatullah, J.S. ID117</p> <p>Leadership testing in a nutshell Toomepuu, J. ID114</p>	<p>Using Behavioural Insights Using Behavioural Insights to Improve Pre-Enlistee Medical Compliance Rates Chan, A., Tan, J.;Koh, C. ID60</p> <p>Using 'Digital Footprints' for Understanding Employee Engagement State-Davey, H. Taylor,C. Bertman,S. Hillyer,C. Wragge,A,. Fisher,N. Rankin,A. Thompson,G. ID62</p> <p>Unproctored Internet Testing: Operational Experience Bradshaw, J. ID16</p>	<p>Types of Job-Mobility in the Armed Forces and Perceived (Dis-)Advantages Abendroth, J., Breyer, F.;Heiß, A.;Röttger, S. ID20</p> <p>What is FamCAS? Discussing the importance of the survey and how we can adapt it. Fairclough, E., Elliott-Mabey, N. ID100</p> <p>Development of the Work Analysis Competency Model (WACM) Girard, M. ID13</p>	<p>Into the deep end – evaluating criteria to assess divers' psychological fitness Grams, M. Vetter, S.;Roettger, S. ID52</p> <p>Cognitive and psychomotor requirements for operators of military UAS Melcher, W., Neumann, M.;Eißfeldt, H.;Schwab, A. ID18</p> <p>Measuring individual differences in multitasking ability: An eye-tracking study Oksama, L. Kulomäki, J.;Rantanen, E.;Hyönä, J. ID103</p>
19:00 - 23:00	Evening program: Conference banquet, Harry Greer Award presentation (Seaplane Harbour)			
Friday 11th November				
09:00 - ...	Optional: Excursions for participants and their guests Meet at hotel lobby			