

of university support on female students' attitudes. Conclusion: University support can foster student entrepreneurial intention via subjective norms and self-efficacy. The effect of support on attitudes and subjective norms varies based on students' need for autonomy and gender difference. Implication: The findings provide a new perspective to understand the role of the university in the formation of student entrepreneurial intention, considering the need for autonomy and gender difference.

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Linking proactivity & deviance to commitment & turnover intent: The idea championing mediating role

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Research on innovative behavior has largely focused on the phases of behavioral generation and implementation (Anderson, Potočnik, & Zhou, 2014), whereas the idea championing has been relegated to the background (Howell & Boies, 2004). However, championing is essential, as it could change employee's commitment (Ng, 2015). In addition, the championing process would require employees to be proactive rather than reactive (Perry-Smith & Mannucci, 2017), so that a successful idea would not remain dormant (Frost & Egri, 1991). Thus, this study aims to analyze, through the idea championing mediating process, the effect of proactive work behaviors, and constructive deviant work behaviors, on affective commitment and turnover intention. Based on a sample of 310 workers in a two-wave study, structural equation model analyses first revealed that a constructive deviance second order factor (encompassing constructive deviant behavior and prosocial rule breaking efficiency) had an inhibitory effect on idea championing, and proactive behavior higher factor (constructive voice and taking charge) had a facilitatory effect on it. Second, idea championing was related to increased affective commitment and reduced turnover intention. Finally, on the one hand, a positive indirect path existed between proactive work behavior and affective commitment; on the other hand, a negative indirect path was observed between proactive work behavior and turnover intention. Opposite indirect paths were observed when using constructive work deviance as antecedent. This research underlines the importance of acting proactively upstream, rather than deviating from the norm, to promote innovative ideas in the workplace and build employee loyalty to the organization. Therefore, this study breaks new

Finally, this study also indicates that proactive, and constructive deviant behaviors, are conceptually different, and exert opposite effects over time, despite their similar orientation towards innovation and change.

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Are perceived climate of inauthenticity and surface acting related to work engagement and emotional

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Organizations have certain norms on how to show emotions while interacting with colleagues, customers and supervisors. However employees' emotions and how they display these emotions are not always in line with each other. When employees cannot display their emotions, they have to hide their emotions and it brings about surface acting. Surface acting implies hiding your real emotions and behaving as if you are content (Ozcelik, 2012). Felt inauthenticity refers to the extent to which individuals believe they must show or feel emotions that are inconsistent with their true or genuine selves (Erickson & Ritter, 2001). Therefore, surface acting and the resulting discrepancy between experienced and expressed emotion should lead to feelings of personal inauthenticity (Morris & Feldman, 1996). Surface acting positively related with emotional exhaustion. (Ozcelik, 2012). One of the most important consequences of emotional exhaustion is burnout. (Maslach et al., 1996). The conceptual opposite of emotional exhaustion is work engagement (Maslach, Schaufeli, & Leiter, 2001). Investing work engagement is important because work engagement is positively related to job performance (Xanthopoulou, Bakker, Heuven, Demerouti, & Schaufeli, 2008). To this end, we hypothesize that Inauthenticity will be negatively related to work Engagement. We also hypothesized that inauthenticity will be positively related to emotional exhaustion via the mediation of surface acting. Data were collected from 194 white colour employees within 60 work groups from 17 organizations located in different cities in Turkey ($M_{age}=42$). Results showed that employees who work in an organization which has perceived climate of inauthenticity experience emotional exhaustion. The relationship is fully mediated by surface acting. Employees may feel inauthenticity at work, however, whether they think that they have to mask their emotions is much more important. Emotional exhaustion is as an important dimension of burnout. Therefore, felt inauthenticity and surface acting may bring about burnout.

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Industrial and Organizational

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Work engagement is a positive, fulfilling, work related state of mind that is characterized by vigor, dedication, and absorption (Schaufeli, Salanova, González-Romá & Bakker, 2002). Since work engagement is an affective and motivational construct, it is important to examine people's conceptualizations of "work". Most people see their work as either a job (focus on financial rewards and necessity rather than pleasure or fulfillment; not a major positive part of life), a career (focus on advancement), or a calling (focus on enjoyment of fulfilling, socially useful work) (Wrzesniewski, McCauley, Rozin & Schwartz, 1997). Calling implies adoration, passion for work. (e.g., Dik & Duffy, 2009). It also means thinking of work as a tool for making a difference in the world such as making world a better place. We hypothesize that calling is positively related to work engagement. Self-determination theory argues competence, relatedness and autonomy are basic needs of employees. If companies satisfy these needs of employees, employees work with much more positive feelings. Therefore, we hypothesize that calling will be related to work engagement with the mediation of need satisfaction. Data were collected from 290 teachers from 18 organizations located in different schools in Turkey ($M_{age}=40$). Paper-and-pencil and online forms of the surveys were both distributed and collected by the researchers. Results showed that teachers who have calling and whose basic needs are satisfied were more engaged with their work. The relationship between calling and work engagement was partially mediated need satisfaction. The study has important practical implications. Teachers, who see their jobs as a part of themselves and as a way to contribute to world will become engaged with their work. This relationship is partially mediated by the satisfaction of basic needs of teachers. In the lights of this, teachers' basic needs satisfaction should be taken into account.

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Linking precarious work and living wages: Towards an integrative perspective on decent work

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Since the mid-1970s, the prevalence of standard employment relationships in Europe has eroded, while at the same time, an increase in atypical employment has been observed. This development is often associated with insecurity, social release, and precarization. Of course, a standard employment relationship is also not exempt from precarization, partic-