Employee identification entails a valuable asset for contemporary organizations as it is associated with multiple positive outcomes such as performance, retention, satisfaction, or well-being. Importantly, employees can identify with a variety of targets (so-called foci) in their workplace like the organization, the team, the leader, or the profession. While most prior research has concentrated on identification with one single focus and thus presents scattered evidence, this dissertation takes a more holistic approach in that it simultaneously investigates multiple foci of identification. Furthermore, taking a management-oriented approach, this dissertation aims to reveal proximal drivers of different identifications in three empirical studies. First, a meta-analysis assesses the differential effects of transformational leadership on identification with the organization, the team, and the leader. Extending the scope to other leadership behaviors, the second study sheds light on the differential effects of consideration and initiating structure, the leadership dimensions of the Ohio State research program. Specifically, this study investigates the effects of these behaviors on leader and organizational identification as well as their consequences for employee satisfaction, individual, and unit performance. Finally, the third study explores the development of newcomers’ identifications with the team, the supervisor, and the profession over time and demonstrates that changes in social support from supervisors and coworkers drive changes in supervisor and team identification respectively, whereas changes in coworker feedback are related to changes in professional identification. Thereby, this dissertation takes a crucial step towards a more integrated approach to identification and uncovers important social interactions (e.g., leadership, support, or feedback) as manageable antecedents of identification.