

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

*NEWSLETTER*

*No. 58*

*MARCH, 2010*

**WEB ADDRESS:**

<http://www.enop.ee>

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# ***ENOP NEWSLETTER No. 58***

## ***MARCH, 2010***

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# 1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, October 30, 2009.

You will also find the preliminary programme of the ENOP Symposium to be held in Paris, March 25-27, 2010.

Also, the present Newsletter includes information of EAWOP Small Group Meeting on “The Future of Quality of Working Life” (Paris, March 23 - 25, 2010).

In addition, the Newsletters includes reports about events in the field of Work and Organizational Psychology: XI<sup>th</sup> European Conference ENOP on Organizational Psychology and Human Service Work ‘New challenges and interventions in Psychosocial Work environment’ (Lisbon, 22-24 October 2009); meeting of the Baltic Area Alliance Board (Tallinn, 26-27 October 2009); Winter School of the European Master Erasmus Mundus WOP – P (Coimbra, 21 February - 6 March, 2010).

Also the Newsletter provides the information about Scholarships for European students at the Erasmus Mundus Masters in Work, Organization and Personnel Psychology (WOP-P), 2010-2011, and announce on the creation of a new integrated Master degree, starting September 2010, the Master in «Economy and Psychology».

Also you may find information about forthcoming conferences, congresses, workshops and schools in WOP (2010-2011).

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2009-2010, and other useful information.

*Lyudmila Karamushka*  
*Kyiv, March 2010*

## 2. CoCo-Meeting, 2009

The CoCo-Meeting took place in Paris, on October 30, 2009.

*The following topics* were discussed at the meeting:

- a) New ENOP members
- b) ENOP Symposium 2010
- c) EAWOP Small Group Meeting ‘The future of Quality of Working Life in Europe and beyond’
- d) ENOP Budget
- e) ENOP website
- f) ENOP Newsletter
- g) Other businesses

### ***a) New ENOP members:***

*Anna Leonova* (Moscow State University, Russia) is interested in rejoining ENOP. *Lourdes Munduate* (University of Seville, Spain), *Sabine Sonnentag* (University of Konstanz, Germany), *Kerstin Isaakson* (Mardalen University, Sweden), *Magnus Sverke* (Stockholm University, Sweden), *Hans de Witte* (Leuven University, Belgium), *Franco Fraccaroli* (Trento University, Italy), *Barbara Kozusznik* (University of Silesia, Poland) are interested in joining ENOP.

Gunn Johansson was asked to contact *Ulla Kinunnen* (University of Tampere, Finland) and invite her to join ENOP.

At the next ENOP business meeting there will be time allotted to presenting new ENOP members and introducing themselves.

### ***b) ENOP Symposium 2010:***

The next annual ENOP Symposium will be held in Paris, at the Université René Descartes, Institut de Psychologie (71, Avenue Edouard Vaillant) on **March 25-27, 2010**.

*Matti Vartiainen* and *Erich Kirchler* will be requested to prepare the next symposium on the topic of what Work and Organizational Psychology has to offer to resolve the problems involved in the financial crisis. *Vincent Rogard* will contact them to have the announcement out by the end of November along with the request for membership

fees. (*The preliminary program of the Symposium is presented in the Newsletter, section 3*).

**c) EAWOP Small Group Meeting ‘The future of Quality of Working Life in Europe and beyond’:**

*Vincent Rogard* applied for 2000 Euro to support the SGM at his University. *David Guest* will apply for 1000 pounds at the T. Ritchie Rogers Research fund. Still there is an option that *Gudela Grote* will apply for funds at the Biäsch-Stiftung in Zurich, but proposals can be submitted only next spring.

13 abstracts were submitted to the Small Group Meeting, discussed and 11 of them were accepted. *Gudela Grote* will send the notification letters, draft the detailed program, and invite Amy Wrzesniewski as keynote speaker. (*The preliminary program of the EAWOP Small Group Meeting is presented in the Newsletter, section 4*).

**d) ENOP Budget:**

*Vincent Rogard* has reported that currently about 2000 Euros are available on the ENOP account. This fund is sufficient for next ENOP symposium and some CoCo activities.

**e) ENOP website:**

Previous ENOP website should be removed/integrated into the new website. The mailing list still resides with José Prieto at the University of Madrid. *Vincent Rogard* will look through the various websites and will contact *Mare Teichmann* to arrange with her what information to keep / add etc. for the new website. *Vincent Rogard* will also contact José Prieto to decide on the future management of the mailing list.

**f) ENOP Newsletter:**

*Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. The next ENOP Newsletter N 58 will be prepared in March, 2010. Materials of the Newsletter will be placed as well on the ENOP web-site.

**g) Other businesses:**

There are currently no plans for summer schools. This issue should be raised at the next business meeting to encourage new members to organize summer schools and/or other activities (workshops, symposia etc.).

XI<sup>th</sup> European Conference ENOP on Organizational Psychology and Human Service Work ‘New challenges and interventions in Psychosocial Work environment’ at the end of October, 2009 was very successful, with little participation by ENOP members though (*The report about this Conference is presented in the Newsletter, section 5*).

**3. ENOP Symposium 2010**  
**'From Economical Crisis and Job Insecurity to**  
**Regeneration of Human Resources'**  
**Paris, March 25-27, 2010**

**PROGRAMME**

**Thursday, March 25, 2010**

2:00 pm – 2:15 pm Welcome and introduction to the symposium (*Matti Vartiainen & Erich Kirchler*)

2:15 pm – 3:15 pm *Topic 1: 'Financial crisis: what went wrong with financial incentives?'* (*Ester-Mirjam Sent, Professor of Economic Theory and Policy at the Radboud University Nijmegen*)

3:15 pm – 4.00 pm Questions and Discussion

4:00 pm – 4:30 pm Break

4:30 pm – 5:30 pm *Topic 2: 'Incentive systems in business organisations and in the financial market'* followed by Discussion (*Matti Vartiainen*)

**Friday, March 26, 2010**

09:00 am – 10:00 am *Topic 3: 'Economic psychology and behavioural economics: contributions to the understanding of financial decision making'* followed by Discussion (*Erich Kirchler*)

10.00 am – 10.15 am Break

10:15 am – 11:15 am *Topic 4: 'Economic crisis and coping with effects of job insecurity'* followed by Discussion (*Hans De Witte, Professor of Work and Organisational Psychology, K.U. Leuven*)

11:15 am – 12:15 pm *Topic 5: 'Possibilities of regenerative work and sustainable organizations looking for human resources'* followed by Discussion (*Dr. Mari Kira, Aalto University*)

12.15 pm - 01:00 pm Work in small groups

01:00 pm – 02:00 pm Lunch

02:00 pm – 04:00 pm *Presentation of small group discussions and final discussion: action points*

**Saturday, March 27, 2010**

09:00 am – 12:00 am *Business meeting*

## 4. EAWOP Small Group Meeting 'The future of Quality of Working Life in Europe and beyond'

Paris, March 23 - 25, 2010

### PROGRAMME

#### **Tuesday March 23, 2010**

20:00 Informal get together

#### **Wednesday March 24, 2010**

8:45 Coffee

9:15 Welcome by the host of the meeting  
*Vincent Rogard, Université Paris Descartes*

9:30 Introduction to the meeting: Why Quality of Working Life  
*Gudela Grote, ETH Zürich*

10:00 Past, present, and future of the Quality of Working Life movement  
*David Guest, King's College London*

11:00 Coffee

11:30 Paper session: Stress as key to QWL

Chair: *Mare Teichmann, Tallinn University of Technology*

The "Stress-as-Offense-to-Self" perspective and its implications for the  
quality of working life  
*Norbert Semmer, University Bern*

Workplace Bullying in the Healthcare Sector: Implications for Quality of  
Working Life and Patient Care  
*Christopher Woodrow, King's College London*

Discussant: *Fred Zijlstra, Maastricht University*

13:00 Lunch

14:00 Paper session: QWL at the intersection of job design, career  
management and paid/volunteer work



Chair: *Vincent Rogard, Université Paris Descartes*

Designing work for career development as well as current satisfaction:  
Different work characteristics required?

*John Arnold, Martin Gubler & Crispin Coombs, Loughborough University*

Job Crafting: Employees as Active Agents

*Desmond Leach, Rose Challenger & Chris Clegg, University of Leeds*

*Ben J. Searlem, Macquarie University*

*David L. Morrison, University of Western Australia*

Work design and autonomy-supportive leadership: Is it really necessary  
in voluntary work?

*Stefan T. Güntert & Theo Wehner, ETH Zürich*

Discussant: *David Guest, King's College London*

15:30 Coffee

16:30 Paper session: International perspectives on QWL

Chair: *Gudela Grote, ETH Zürich*

An explanation of cross-national variation in call centre job quality  
using institutional theory

*David Holman & Chiahuei Wu, University of Sheffield*

Is there a clash between international standards on workplace safety  
and health and their application at the level of work organizations? The  
role of managers in ensuring safe and healthy work

*Manal Azzi, Jason Devereux & Vasso Vydelingum, University of Surrey*

Quality of working life: transnational advances in measurement and  
regulation

*Sangheon Lee, International Labour Office & Deirdre McCann,  
University of Aberdeen*

Discussant: *Handan Sinangil, Marmara University*

18:00 End of sessions day 1

20:00 Dinner

## **Thursday March 25, 2010**

8:30 Coffee

9:00 Paper session: The impact of flexible working on QWL

Chair: *Lyudmila Karamushka, Kyiv University*

Flexibility in standard employment contracts – Impact of on-call work on health and well-being

*Tim Vahle-Hinz, Eva Bamberg, Jan Dettmers, Monika Keller & Niklas Friedrich, University of Hamburg*

Flexibility demands at work and their consequences for employees' well being

*Thomas Hoegel, University of Innsbruck*

The implementation of the 48 hour week for UK junior doctors and its consequences for the Quality of Working Life

*Zofia Bajorak, King's College London*

Discussant: *Gudela Grote, ETH Zürich*

10:30 Coffee

11:00 Final discussion - Next steps (Position paper, journal special issue etc.)

Chair: *Gudela Grote, ETH Zürich & David Guest, King's College London*

13:00 End of meeting

***Submitted by:***

**Prof. Gudela Grote,**  
*Department of Management,  
Technology, and Economics,  
ETH Zürich  
(Zürich, Switzerland)*

## **5. Report about the XI<sup>th</sup> European Conference ENOP 2009 on Organizational Psychology and Human Service Work ‘New challenges and interventions in Psychosocial Work environment’**

**Lisbon, October 2009**

The XIth European Conference on Organizational Psychology and Human Service Work ([www.enop2009.com](http://www.enop2009.com)) was organized by the Núcleo de Investigação em Psicologia Organizacional (NIPO) of the Centro de Investigação e Intervenção Social (CIS/ISCTE), the Management Research Center (MRC) and the Núcleo de Psicologia Organizacional da FPCE-UL, and was held between 22 and 24 October 2009 at the University Institute of Lisbon (ISCTE).

The aim of the Lisbon conference was to stimulate the exchange of ideas and experiences between researchers and practitioners in the fields of work and organizational psychology, health care, human services, and occupational health. It will focus on the new challenges faced by professionals working in the human services, looking for interventions that allow the improvement of well-being, satisfaction and motivation at work and consequences for quality and efficacy in the services. This conference has characteristics of a "small group meeting" in terms of number of participants, time spent on presentation and discussion of the work and the dynamics of the sessions.



The ENOP 2009 conference had four invited speakers: Professor Robert Sinclair (Clemson University - USA), Professor Jan de Jonge (Eindhoven University of Technology- The Netherlands), Professor Jose Maria Peiró (Universitat de València - Spain) and Professor Maria José Chambel (FP-Universidade de Lisboa).

The meeting program focused on several themes as for instance: Leadership, work attitudes and behaviours in hospital contexts; Psychosocial risks, burnout and stress; Norms, teamwork, attitudes and health; Motivation, workers attitudes and behaviours; Innovation, change and performance in the 3rd sector; Intervention programs and Health Promotion; Health, Safety, Leadership and Psychological contract; Leadership, Management and Cooperation in Human Services.

The Participants in ENOP 2009 Conference (about 50) came from various universities overall corresponding to 11 countries (USA; Portugal; Spain; UK; Italy; Netherlands; Sweden; Germany; Belgium; Norway; Australia).

For the first time, as part of this conference, was organized the Seminar “Improving the quality of life at work: Promotion of a Healthy Workplace”. This was an initiative Open to all academic and professional community that endorsed the debate on improving the quality of work life and promoting healthy workplaces. This seminar began with three interventions from Professor David Guest (King’s College London), Prof. Sílvia Silva (ISCTE-IUL) and from the Portuguese General Inspector of Labor Dr. Paulo Morgado de Carvalho (ACT).

The objectives of the conference were achieved and participants were satisfied with the meeting. A collection of selected papers will be published in an international book /monograph in the Series “ORGANIZATIONAL PSYCHOLOGY AND HEALTH CARE”; the deadline for submission is 30th March 2010. Participants in Xth ENOP Conference (Kiev, 2007) were also invited to submit papers.

Additional information ([www.enop2009.com](http://www.enop2009.com))

***Organizing Committee:***

António Caetano (ISCTE-IUL)  
Maria José Chambel (FPCE-UL)  
Sílvia Silva (ISCTE-IUL)  
Susana Tavares (ISCTE-IUL)  
Magda Roberto (ISCTE-IUL)  
Filipa Castanheira (FPCE-UL)

***Scientific Committee:***

António Caetano (ISCTE-IUL, Portugal)  
Jose-Maria Peiro (Valencia University, Spain)  
Wilmar Schaufeli (Utrecht University, Netherlands)

***Submitted by:***

***Prof. Antonio Caetano,  
Management Department,  
ISCTE  
(Lisbon, Portugal)***

## 6. Baltic Area Alliance

EAWOP supported a meeting of representatives from Finland, Estonia, Lithuania, Latvia, Poland and Ukraine held in **Tallinn over 26 and 27 October 2009**. *Angela Carter* facilitated the event on behalf of EAWOP EC. The meeting continued with each of the representatives described their own situation in relation to WOP; its: representation, education, need for regulation and professional development.

A previous EAWOP Task Force Workshop on Work and Organizational Psychology in Baltic Sea Area held on 27. - 28.10.2006 Tallinn, Estonia.

The current meeting went on to clarify issues of WOP work in more detail in the Baltic Area. The representatives found they had much in common in their development needs and formed a group called **the Baltic Area Alliance Board (BAAB)**. Members of the Baltic Area Alliance Board are: *Matti Vartiainen* (Finland), *Leena Korppoo* (Finland), *Angela Carter* (UK, EAWOP EC), *Mare Teichmann* (Estonia), *Barbara Kozusznik* (Poland), *Timurs Czou* (Latvia, LSIOP), *Liudmyla Karamushka* (Ukraine, UAOWP), *Jurgita Lazauskaite* (Lithuania).



After the presentations of the delegates and vital discussion the delegates find out various initiatives that would meet their needs. The following EAWOP plan (2009-2012) was established to support development of WOP in the Baltic area.

### **Overall Top initiatives**

1. A shared WOP curriculum for postgraduate students (Advanced European Diploma (AED) / EuorPsy Diploma in WOP) across members of the alliance.
2. Continuing professional development especially to support practitioners.
3. A common project across the Alliance – gap analyses of country resources against the WOP postgraduate curriculum, dissemination of AED and EuroPsy to universities.

*Submitted by:*

**Prof. Mare Teichmann,**  
*Tallinn University of Technology*  
*(Tallinn, Estonia)*

## 7. Winter School 2010 of the European Master Erasmus Mundus WOP – P

Coimbra, 21 February - 6 March, 2010

The Winter School is *one of the most important activities* of the Master internationally known as WOP-P Master (Work, Organizational and Personnel Psychology Master). This is a unit of intensive learning, divided in two major groups, or rather integrating two Winter Schools (one related to Personnel Psychology and the other to Organizational Psychology) which aims to provide students from the five European universities involved in this European master (University of Coimbra, University of Paris Descartes, University of Bologna, University of Barcelona and University of Valencia) with a unique opportunity to spend time together and learn with some of the most prominent European investigators in the field.



This year, the Internship of the Winter School took place at the **University of Coimbra, at the Faculty of Psychology and Educational Sciences**, between **21 February and 6 March**, of the University. During these two weeks of much study and also great cultural exchange, *41 students from different countries* (the Netherlands, Spain, Brazil, Portugal, France, Italy, the United States, Colombia, Mexico, Peru, Uruguay, Moldavia, Mauritius, Argentina, Armenia and Poland) exchanged experiences and learned to investigate in the organizational context.

The Winter School comprises **three phases**. The *first* one (since 1<sup>st</sup> November till 23 February) implies virtual teamwork supported by a platform managed by the coordinating institution. The *second* one is the “in residence” described above and the *third* one is again e-learning phase for the preparation of the integration assignment.

The Winter School is organised under the coordination by the University of Valencia which is also the coordinating institution of the Master WOP-P Consortium and has been sponsored by the Ministry of Education of Spain, and also by the University of Coimbra and Paris Descartes University.

A group of 13 professors accompanied the activities carried out, 7 of them being invited to be in charge of the diverse Workshops/Seminars integrating the Winter School's scientific programme: *Robert Roe* (University of Maastricht, the Netherlands), *Dirk Steiner* (Sophia Antipolis University, Nice, France), *Erick Andriessen* (Delft University of Technology, the Netherlands), *David Guest* (King's College of London), *Neil Anderson* (University of Amsterdam, the Netherlands), *Fred Zijlstra* (University of Maastricht, the Netherlands), *Keith James* (University of Portland, United States of America). *Sharon Glazer*, San José State University, United States of America was also present. In addition, coordinators from different Universities of the Consortium also participated (*Adelino Duarte Gomes* (Coimbra); *Vincent Rogar* (Paris Descartes), *Salvatore Zappala* (Bologna) and *Jose M. Peiró* (University of Valencia, general coordinator). Teaching staff of the Master of the University of Coimbra have also participated.



From the set of activities carried out, from 9:00 to 19:00, over 15 days, we highlight those of a scientific nature (Workshops, Seminars, Work in small and large groups, Presentation of work, Feedback activities, etc.), but we cannot fail to mention others of a socio-cultural nature, which allowed all the participants to become more involved with Portuguese culture in general and that of the University of Coimbra in particular (Welcome reception, Tour of the University, Visit to the site of Conímbriga, diverse moments of entertainment and relaxation, Closing party and farewell).



During the closing activities, awards were made to the two best pieces of work produced during this unit of intensive learning, one being selected from the set of groups belonging to Personnel Psychology and the other from Organizational Psychology. The activities came to a close at 23:00 on 5 March. In assessing the Winter School and at the closing ceremony, the participants (Lecturers and Students) **expressed a very positive opinion on the work carried out** and showed great satisfaction with this experience and the learning acquired.

*Submitted by:*

**Prof. Leonor Cardoso,**  
*University of Coimbra (Portugal)*  
*Coimbra (Portugal)*

## **8. Scholarships for European students at the Erasmus Mundus Masters in Work, Organization and Personnel Psychology (WOP-P)**

### **More students to benefit from Erasmus Mundus ([www.erasmuswop.org](http://www.erasmuswop.org))**

The **next course 2010- 2011**, the WOP-P reaches its 5th year in the framework of the Erasmus Mundus Programme. The contribution of the masters toward the development of competent professionals in this area can be seen in its different activities: such as, the development of a joint and competitive programme, the internalization through action 3 and Winter Schools, and the development of career services.

*A double degree in WOP-P* can be obtained by studying at least in two of the five European Universities involved in the programme: Universitat de València (Spain) as the coordinating institution, Universitat de Barcelona (Spain), Université René Descartes Paris 5 (France), Alma Mater Studiorum-Università di Bologna (Italy) and Universidade de Coimbra (Portugal). The duration of the programme is two years, with a total workload of 120 ECTS credits distributed in *different blocks*: a) courses on WOP-P; b) free-choice courses related to WOP-P; c) a Joint Intensive Learning Unit (Winter- School); d) a professional stage; e) research and a master thesis; and f) a professional report integrating research and practice. Students will attend at least two of the partner institutions (Home and Host Universities).

Students from all over the world can participate in the WOP-P programme. Entry requirements are: a *degree in psychology*, the ability to study full-time, a good level in English, and fluency in at least one of the European languages of the Consortium (Spanish, French, Italian, or Portuguese).

The European Union is increasing its support to the most highly-talented students to take part in joint programmes in Europe. For the next course 2010- 2011 the EU has a call for scholarships for European students aiming to study at the Masters in Work, Organizational and Personnel Psychology (WOP-P). Scholarships are offered to European students that wish to apply for the Masters in a different country to the one

in which they have obtained their degree in psychology. **Call for application will be open from 20 February to 20 April 2010.**

More detailed information can be found on the web page of the programme ([www.erasmuswop.org](http://www.erasmuswop.org)) and on the Erasmus Mundus official web ([http://europa.eu.int/comm/education/programmes/mundus/index\\_es.html](http://europa.eu.int/comm/education/programmes/mundus/index_es.html))

***Submitted by:***

**Dr. Núria Tordera**  
*Associate professor*  
*University of Valencia*  
*(Valencia, Spain)*  
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## 9. Second EAWOP Early Career Summer School Valencia, 11-17 September, 2010.

The Second EAWOP Early Career Summer School will be held in **Valencia (Spain)** from the 11<sup>th</sup> to the 17<sup>th</sup> of September 2010.

*The aim* of the Second EAWOP Early Career Summer School for Advanced Work and Organizational Psychology is to foster inner-European research collaborations and to support the development of promising researchers in this field. The summer school presents the unique opportunity for young researchers to meet with fellow researchers and prominent professors and discuss their own work as well as aspects of being a researcher.

The summer school will consist of a *variety of activities*:

1. Key Notes (held by senior scholars).
2. Sessions on fund raising, publishing and research management (held by senior scholars).
3. Group sessions where participants will present and discuss their own research with fellow participants and senior scholars.
4. Poster sessions.
5. Company visits.
6. Social activities.

More information: <http://www.eawop.org/web/>

Abstract submission **deadline**: March 29, 2010

***Submitted by:***

**Carmen Carmona**  
*Assistant Professor*  
*University of Valencia*  
*(Valencia, Spain)*  
*e-mail: carmen.carmona@uv.es*

## **10. 2nd Workshop on WOP problems and challenges in Ukraine and Poland**

**Kyiv, 20 -24 October, 2010**

On **October, 20-24, 2010** the Laboratory of Organizational Psychology of Institute of Psychology (Kyiv) and the Ukrainian Association of Organizational and Work Psychologists and the Chair of Work and Organizational Psychology of the University of Silesia will hold the 2<sup>nd</sup> Seminar on WOP problems and challenges in Ukraine and Poland. The topic of the seminar will be *'Psychological aspects of innovative changes in organization and organizational development'*.

*The aim* of the Seminar will be discussion of the current research results and plans for the future co-operation.

The seminar will be organized under auspices of IAAP Division 1.

The 1<sup>st</sup> Seminar on WOP problems and challenges in Poland and Ukraine was held on September, 23 -28, 2009, in Katowice, Poland in the University of Silesia.

*Coordinators of the Seminar:* members of ENOP Prof. Luidmyla Karamushka (Ukraine) and Prof. Barbara Kozusznik (Poland).

We hope that the meeting will open new ways of strengthening of Work and Organizational Psychology in contemporary world.

***Submitted by:***

**Prof. Luidmyla Karamushka**

*Laboratory of Organizational  
Psychology  
Institute of Psychology  
(Kyiv, Ukraine).*

**Prof. Barbara Kozusznik**

*Institute of Psychology  
University of Silesia  
(Katowice, Poland)*

## 11. Master «Economy and Psychology»

Together, the Economics department of the University of Paris 1 - Sorbonne and the Institute of Psychology - University Paris Descartes announce the creation of a new integrated Master degree, starting **September 2010**, the **Master «Economy and Psychology»**.

This master is proposed to students with a first degree in economics or in psychology, or applied mathematics. Students with an initial degree from "Grands Ecoles" are also eligible.

This Master focuses on economic behavior. It is designed for students from all countries who seek an understanding of economic behaviors from a bi-disciplinary perspective. Most of the courses will be taught in English.

You will find a brochure and poster concerning the Master.

*Coordinators*

**Professor Louis Lévy-Garboua,**  
Tel : +33 (0)1 44 07 82 45/48 (sec) ,  
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*Submitted by:*

**Prof. Vincent Rogard**  
*Institute of Psychology*  
*University Paris Descartes*  
*(Paris, France)*

## 12. Future conferences, congresses, workshops and Schools (2010-2011)

### **9<sup>th</sup> Conference of the European Academy of Occupational Health Psychology (EAOHP)**

March 29-31, 2010

Rome, Italy

URL: <http://eaohp.org/conference.aspx>

### **25<sup>th</sup> Annual SIOP Conference**

April 8-10

Atlanta, USA

URL: <http://www.siop.org/conferences/>

### **71<sup>st</sup> Annual Convention of the [Canadian Psychological Association](#)**

June 3-5, 2010

Winnipeg, Canada

URL: <http://www.cpa.ca/convention>

### **6<sup>th</sup> International Interdisciplinary Conference. Gender, Work and Organization**

June 21-23, 2010

Keele, UK

URL: [http://www.keele-conference.com/conferences\\_delegate.htm](http://www.keele-conference.com/conferences_delegate.htm)  
<http://www.blackwellpublishing.com/journal.asp?ref=0968-6673>

### **2<sup>nd</sup> Bi-annual IWP Conference on Work, Wellbeing and Performance**

June 29 – July 1, 2010

Sheffield, UK

URL: <http://conference.iwp.dept.shef.ac.uk/>

### **27<sup>th</sup> International Congress of Applied Psychology**

July 11 - 16, 2010

Melbourne, Australia

URL: [www.icap2010.com](http://www.icap2010.com)

### **2010 Annual meeting of Academy of Management**

August 6-10, 2010

Montréal, Canada

URL: <http://annualmeeting.aomonline.org/2010/>

## **Second EAWOP Early Career Summer School**

September 11-17, 2010

Valencia, Spain

URL: <http://www.eawop.org/web/>

## **2nd Workshop on WOP problems and challenges in Ukraine and Poland**

October 20-24, 2010

Kyiv, Ukraine

e-mail: [LKARAMA01@yahoo.co.uk](mailto:LKARAMA01@yahoo.co.uk)

## **15<sup>th</sup> European Congress of Work and Organizational Psychology**

May 25-28, 2011

Maastricht, the Netherlands



## 13. ENOP-Members Research Interests and Recent Publications

*In this section you will find a list of 24 members of «New» ENOP, their addresses and research topics as well as publications dated 2009-2010 indicated by the members.*

**1. Arnold, John.** The Business School, Loughborough University, Ashby Road, Loughborough, LE11 3TU, UK. (Tel+44 1509 223121, fax +44 1509 223960 e-mail [j.m.arnold@lboro.ac.uk](mailto:j.m.arnold@lboro.ac.uk))

Research topics:

Career choice, development and management; leadership.

Recent publications:

-Bosley, S., Cohen, L., and Arnold, J. (2009). How other people shape our careers: a typology drawn from career narratives. *Human Relations*, 62, 1487-1520.

-Cohen, L., El-Sawad, A., and Arnold, J. (2009). Outsourcing careers: Western theories in an Indian context. In Thite, M., and Russell, B. *TheNext Available Operator*. London: Sage

**2. Caetano, António.** Human Resources Management Department, University Institute of Lisbon (IUL/ISCTE), Av. Forças Armadas, Edif ISCTE, 1649-026, tel. +351217903001 Lisboa. e-mail: [antonio.caetano@iscte.pt](mailto:antonio.caetano@iscte.pt)

Research topics:

Social exchange in organizations, group processes, training and change evaluation, and human resources management.

Recent publications:

-Velada, R., Caetano, A., Bates, R. & Holton, E. (2009). Learning Transfer in the Training Context - Validation of the Learning Transfer System Inventory in Portugal. *Journal of European Industrial Training*. Vol. 33, 7, 635-656

-Neves, P. e Caetano, A. (2009). Commitment to Change: Contributions to Trust in the Supervisor and Work Outcomes. *Group Organization Management*; 34; 623-644.

-Santos, S., Curral, L. e Caetano, A. (2010). Cognitive maps in early entrepreneurship stages: From motivation to implementation. *Entrepreneurship and Innovation* Vol 11, No 1, 2010, pp 29-44.

-Santos, S. & Caetano, A. (2010). Entrepreneurs' selection methodology in Social Entrepreneurship Programmes. In A. Surdej, K. Wach (eds.), *Exploring the Dynamics of Entrepreneurship*, Wydawictwo Adam Marszałek, Toruń-Krakow.

**3. De Witte, Hans.** Katholieke Universiteit Leuven, Faculty of Psychology and Educational Sciences, Department of Psychology, Research Centre Work, Organizational and Personnel Psychology. Tiensestraat 102, Post box 3725, B-3000 Leuven, Belgium (e-mail: [Hans.dewitte@psy.kuleuven.be](mailto:Hans.dewitte@psy.kuleuven.be)).

Research topics:

Job insecurity; unemployment; temporary employment and downsizing; mobbing and stress versus engagement at work.

Recent publications:

-Kieselbach, T., Bagnara, S., De Witte, H., Lemkow, L., Schaufeli, W. (Eds.). (2009). *Coping with Occupational Transitions. An Empirical Study with Employees Facing Job Loss in Five European*

*Countries*. Wiesbaden: VS - Verlag für Sozialwissenschaften.

-Baillien, E. & De Witte, H. (2009). Why is Organizational Change Related to Workplace Bullying? Role Conflict and Job Insecurity as Mediators. *Economic and Industrial Democracy*. 30(3), 348-371.

-Baillien, E., Neyens, I., De Witte, H. & De Cuyper, N. (2009). A Qualitative Study on the Development of Workplace Bullying : Towards a Three Way Model. *Journal of Community & Applied Psychology*. 19: 1-16.

-De Cuyper, N., Baillien, E., & De Witte, H. (2009). Job insecurity, perceived employability and targets' and perpetrators' experiences of workplace bullying. *Work & Stress*, 23(3), 206-224.

**4. Fraccaroli, Franco.** Department of Cognitive Sciences and Education, University of Trento, Italy, Palazzo Fedrigotti, Corso Bettini 31, I-38068 ROVERETO (TN), tel. (+39) 0464 808609, fax:(+39) 0464 808602, [franco.fraccaroli@unitn.it](mailto:franco.fraccaroli@unitn.it), <http://discof.unitn.it/fraccaroli.htm>

Research topics:

Evaluation of training programmes and the work accompaniment of adults; Psycho-social transitions to work and within work; Methodological aspects in the study of individual and organizational change; Psychology of working times; Elderly workers and the work exit phase;

Recent publications:

-Balducci C., Alfano V., Fraccaroli F. (2009). Relationship between mobbing at work and MMPI-2 personality profile, posttraumatic stress symptoms, and suicidal ideation and behavior. *Violence and Victims*, 2009, v. 24, n. 1, p. 52-67.

-Zaniboni S., Guglielmi D., Depolo M., Fraccaroli F. (2009). Contribution to the validation of the Italian version of the Retirement Satisfaction Inventory (RSI-IT). *BOLLETTINO DI PSICOLOGIA APPLICATA*, vol. 257; p. 13-22.

-Balducci C., Fraccaroli F., Schaufeli W. (2010) Psychometric properties of the Italian version of the Utrecht work engagement scale (UWES-9). *EUROPEAN JOURNAL OF PSYCHOLOGICAL ASSESSMENT*, vol. 26 (2), 144-150.

**5. Guest, David.** The Management Centre, King's College, London, 150 Stamford Street, London SE1 9NN, UK. (Tel. & Fax. +44 207 8483723; e-mail: [david.guest@kcl.ac.uk](mailto:david.guest@kcl.ac.uk)).

Research topics:

Employment contracts, psychological contracts and well-being; human resource management and performance; careers and commitment; the changing nature of employment relations.

Recent publications:

- Proudfoot, J., Corr, P., Guest, D. & Dunn, P. (2009). "Cognitive-behavioural training to change attributional style improves employee well-being, job satisfaction, productivity, and turnover". *Personality and Individual Differences*, 46: 147-153.

**6. Grote, Gudela.** Department of Management, Technology, and Economics, ETH Zürich (Kreuzplatz 5, 8032 Zürich, Switzerland (Tel. +41446327086, Fax: +41446321186. e-mail: [ggrote@ethz.ch](mailto:ggrote@ethz.ch)

Research topics:

Socio-technical systems design; safety management; cooperation in high-risk teams; effects of work flexibility; collaborative planning

Recent publications:

-Grote, G. (2009). Management of uncertainty - Theory and application in the design of systems and organizations. London: Springer.

-Grote, G., Kolbe, M., Zala-Mezö, E., Bienefeld-Seall, N., & Künzle, B. (2010). Adaptive

coordination and heedfulness make better cockpit crews. *Ergonomics*, 53, 211-228.

-Künzle, B., Kolbe, M. & Grote, G. (2010). Ensuring patient safety through effective leadership behaviour: A literature review. *Safety Science*, 48, 1-17.

-Taneva, S., Grote, G., Easty, A. & Plattner, B. (2010). Decoding the perioperative process breakdowns: A theoretical model and implications for system design. *International Journal of Medical Informatics*, 79, 14-30.

**7. Isaksson, Kerstin.** Mälardalens högskola (Mälardalen University). SE 72 123 Västerås. SWEDEN. Tel +46 21 10 73 16. e-post: [kerstin.isaksson@mdh.se](mailto:kerstin.isaksson@mdh.se).

Research topics:

Unemployment; early retirement; downsizing and job insecurity; the psychological contract; organizational climate; well-being.

Recent publications

-Isaksson, K., De Cuyper, N., Bernhard-Oettel, C. & De Witte, H. (in press) The role of the formal employment contract in the range and fulfilment of the psychological contract: Testing a layered model. *European Journal of Work and Organizational Psychology*.

**8. Johansson, Gunn.** Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (Tel. +46 8 163900; Fax: +46 8 1593 42; e-mail: [gj@psychology.su.se](mailto:gj@psychology.su.se); web-site: [www.psychology.su.se/units/ao](http://www.psychology.su.se/units/ao)).

Research topics:

Biopsychosocial study of work, stress, and health; women's career patterns; work-life balance; burnout and chronic stress.

**9. Karamushka, Lyudmila.** Institute of Psychology, Laboratory of Organizational Psychology. 2 Pan'kivska Str. 01033 Kyiv, Ukraine. (Tel: +38 044 244 37 19, Fax: +38 044 4509816; e-mail: [LKARAMA01@yahoo.co.uk](mailto:LKARAMA01@yahoo.co.uk))

Research topics:

Change management; team building; managers' self-actualization

Recent publications:

- Karamushka, L.M., Tkalych, M.G. (2009). Managers' self-actualization in professional-managerial activity (in commercial organizations): Monograph. – Kyiv-Zaporizhyya, 2009. 260 p. (in Ukrainian).

-Karamushka, L.M., Dzuba, T.M. (2009). Psychology of conflict management in organizations (example of educational organizations): Monograph. – Kyiv. – Poltava, 2009.268 p. (in Ukrainian).

- Karamushka, L., Kożusznik, B. (Eds.). (2009). Work and Organizational Psychology: Problems and Challenges in Poland and Ukraine (Polish-Ukrainian workshop (24-27, September 2009, Katowice, Poland): Book of abstracts. Kyiv., Interlink, 2009. 108 p.

-Karamushka, L.(2009). Causes of Educational Organizations Personnel's Resistance to Organizational Change Making // SEERCP 2009: Southeastern Europe Looking Ahead – Paradigms, Schools, Needs, and Achievements of Psychology in the Region. South-East European Regional Conference of Psychology (Sofia, 30 October – 1 November 2009): Abstracts of Conference (CD-ROM).

**10.Kinnunen, Ulla.** Department of Psychology, 33014 University of Tampere, Finland. (visiting address: Kalevantie 5 (Linna), Tampere, Finland (Tel. +358-3-35516598, Fax: +358-3-35517345, e-mail: [ulla.kinnunen@uta.fi](mailto:ulla.kinnunen@uta.fi))

Research topics:

Recovery from job strain; job insecurity and temporary work in relation to well-being; job burnout and work engagement; work-family interface.

#### Recent publications:

- Nätti, J., Kinnunen, U., Mäkikangas, A., & Mauno, S. (2009). Type of employment relationship and mortality: Prospective study among Finnish employees in 1984–2000. *European Journal of Public Health*, 19, 150–156.
- De Cuyper, N., De Witte, H., Kinnunen, U., & Nätti, J. (2010). The relationships between job insecurity and employability and well-being in Finnish temporary and permanent employees. *International Studies of Management & Organization*, 40, 57–73.
- De Cuyper, N., Mauno, S., Kinnunen, U., De Witte, H., Mäkikangas, A., & Nätti, J. (2010). Autonomy and workload in relation to temporary and permanent workers' job involvement. A test in Belgium and Finland. *Journal of Personnel Psychology*, 9, 40–49.
- Rönkä, A., Malinen, K., Kinnunen, U., Tolvanen, A., & Lämsä, T. (2010). Capturing daily family dynamics via text messages: Development of the mobile diary. *Community, Work, and Family*, 13, 5-21.

**11. Kirchler, Erich.** Faculty of Psychology. Economic Psychology. University of Vienna . Universitaetsstrasse 7; A-1010 Vienna . (Tel. +43 1 427747880; Fax: +43 1 427747889; e-mail: [erich.kirchler@univie.ac.at](mailto:erich.kirchler@univie.ac.at); <http://www.univie.ac.at>).

#### Research topics:

Economic psychology; tax behaviour, household money management.

#### Recent publications:

- Sagmeister, E., Muehlbacher, S. & Kirchler, E. (2009). La influencia del nivel de exigencia y del esfuerzo puesto en el trabajo sobre la evasión en Argentina. *Perspectivas en Psicología*, 6, 66-71.
- Kirchler, E., Holler, M. & Hartner, M. (2009). Motivationspsychologische Konzepte in der Ökonomie. In V. Brandstätter & J. H. Otto (Hrsg.), *Handbuch der Allgemeinen Psychologie – Motivation und Emotion* (S. 369-376). Göttingen: Hogrefe.
- Kirchler, E., Hoelzl, E. & Wahl, I. (2009). Compliance to authorities: Importing ideas from tax psychology to organizational psychology. In J. E. Michaels & L. F. Piraro (eds.). *Small Business: Innovation, Problems and Strategy*. (p. 7-16). New York : Nova Science Publishers.
- Wahl, I., Muehlbacher, S., & Kirchler, E. (2010). The impact of voting on tax payments. *Kyklos*, 63(1), 144-158.

**12. Kouabenan, Rémi.** Université Pierre Mendès France, UFR SHS, Département de Psychologie, BP 47, 38040, Grenoble Cedex 9, France (Tel. 04 76 82 56 29 (office); 04 76 22 85 07 (home); fax: 04 76 82 56 65; E-mail: [Remi.Kouabenan@upmf-grenoble.fr](mailto:Remi.Kouabenan@upmf-grenoble.fr))

#### Research topics:

Health and safety: Accident analysis, risk perception (main topic). Human behaviour and transport mode choice; Management of change and innovation; Management of conflicts and social relations.

#### Recent publications:

- Gandit, M., Kouabenan, D.R., & Caroly, S. (2009). Road-Tunnel Fires: Risk Perception and Management Strategies Among Users. *Safety Science*, 47, 105-114.
- Kouabenan, D.R. (2009). Role of beliefs in accident and risk analysis and prevention. *Safety Science*, 47, 767-776.

**13. Kozusznik, Barbara.** University of Silesia in Katowice. Poland, 40-007 Katowice, 12, Bankowa str., tel/fax: +48 032 359-14 10. e-mail: [barbara.kozusznik@us.edu.pl](mailto:barbara.kozusznik@us.edu.pl)

#### Research topics:

Social influences in organization; conscious regulation of influences in work-teams (deinfluencing); leadership styles; psychological factors of innovativeness and of innovation transfer.

Recent publications:

- Kożusznik B. (2009). Zastosowania psychologii w zarządzaniu (Applications of Psychology in Management (Editor). University of Silesia Press Katowice 2009.
- Kożusznik B. (2009). Zagrożenia wpływu społecznego w organizacji (Threads of social influence in organization) In: Ed. Barbara Kożusznik Zastosowania psychologii w zarządzaniu (Applications of Psychology in Management). University of Silesia Press, Katowice 2009
- Kożusznik B. (2009). Strengthening the role of work and organizational psychologists in the global society In: Work and Organizational Psychology Problems and Challenges in Poland and Ukraine. Book of Abstracts Ed. Ludmila Karamushka, Barbara Kożusznik Katowice-Kyiv 2009.

**14. Munduate, Lourdes.** University of Seville. Social Psychology Department. C/ Camilo José Cela, s/n Seville, Spain. (Phone: +34 954 55 77 06 Fax: +34 954 55 78 72; munduate@us.es; internacional@us.es)

Research topics:

Conflict management; negotiation and mediation strategies; power dynamics; service quality in organizations\$ work-life balance

Recent publications:

- Munduate, L. & Medina, F.J. (2009). Organizational Change. In D. Tjosvold y B. Wisse (Eds). Power and Interdependence (pp. 299-316). Cambridge University Press.
- Boz, M., Martínez, I., y Munduate, L. (2009). Breaking Negative Consequences of Relationship Conflicts at Work: The Moderating Role of Work Family Enrichment and Supervisor Support. *Journal of Work and Organizational Psychology*, 25(2), 113-122.
- Martínez-Corts, I., Munduate, L., & Medina, F.J. (2009). Efectividad de los patrones de influencia. *Psychology in Spain*, 13(1).
- Medina, F.J., Povedano, A., Martínez-Corts, I., & Munduate, L. (2009). How do we approach accountability with our constituency? Gender Differences in the use of influence tactics. *International Journal of Conflict Management*, 20(1), 46-59

**15. Peiró, José María.** Department of Social Psychology, University of Valencia (Avda. Blasco Ibáñez, 21, 46010 Valencia, Spain (Tel. +34963864689, Fax: +34963864668. e-mail: jose.m.peiro@uv.es

Research topics:

Safety culture and climate in nuclear power plants; occupational health; work stress; service climate and service quality; diversity and performance in work teams.

Recent publications:

- Agut, S., y Peiró, J. M., Grau, R. (2009). The effect of overeducation on job content innovation and career-enhancing strategies among young Spanish employees. *Journal of Career Development*. 1-24.
- Buunk, A. P., Zurriaga, R., y Peiró, J. M. (2009). Social Comparison as a predictor of changes in burnout among nurses. *Anxiety, Stress & Coping*, 1-14.
- Gamero, N., Peiró, J. M., Zornoza, A., y Picazo C. (2009). Roles of participation and feedback in group potency. *Psychological Reports*, 105 (1), 293-313.
- Martínez-Moreno, E., González-Navarro, P., Zornoza, A., y Ripoll, P. (2009). Relationship, task and process conflicts on team performance: the moderating role of communication media. *International Journal of Conflict Management*, 20 (3), 251-268.

**16. Vincent, Rogard.** Université Paris Descartes , Institut de Psychologie Laboratoire Adaptation, Travail, Individu, 71, Avenue Edouard Vaillant 92774 Boulogne Billancourt Cedex (Tel. +33 01 55 20 57 38,e-mail: Vincent.Rogard@parisdescartes.fr )

Research topics:

Ethic Psychological contract, Leadership and managerial competencies

Recent publications:

-Rogard, V (2009) - In Restituer l'évaluation en Psychologie. In O. Bourguignon (Ed), La Pratique du psychologue et l'éthique (pp.165-172). Liège : Mardaga,

-Rogard, V (2009) – What makes an ethically competent psychologist ? In. Zjilstra & L. Ten Horn & Ad van Iterson (Eds), Liber Amicorum for R. Roe, University of Maastricht

**17. Sarchielli, Guido.** Facoltà di Psicologia, Alma Mater studiorum, University of Bologna. Piazza A. Moro 90, 47123 - Cesena. Italy. (Tel. +39 0547 338512. Fax: +39 0547 3385 31; e-mail: [guido.sarchielli@unibo.it](mailto:guido.sarchielli@unibo.it) ; <http://www.psice.unibo.it> ).

Research topics:

Occupational socialization, work transitions and career. Unemployment and contingent work Retirement.Emotion and work.

**18. Schaufeli, Wilmar.** Department of Social and Organisational Psychology, University Utrecht (P.O. Box 80.140, 3508 TC Utrecht, The Netherlands) Tel: (31) 30-253 9093; Fax: (31) 30-253 7842. e-mail: W.Schaufeli@uu.nl

Research topics:

Burnout, Job stress and strain, Absenteeism, Work engagement, Workaholism, Worksite health interventions, Unemployment and Job insecurity

Recent publications:

-Xanthopoulou, D., Bakker, A.B., Demerouti, E. & Schaufeli, W.B. (2009). Reciprocal relationships between job resources, personal resources and work engagement. *Journal of Vocational Behavior*, 74, 235-244.

-Korunka, C., Kubicek, B. & Schaufeli, W.B. (2009). Work engagement and burnout: Testing the robustness of the Job Demands-Resources model. *The Journal of Positive Psychology*, 4, 243-255.

-Schaufeli, W.B., Leiter, M.P. & Maslach, C. (2009). Burnout: 35 years of research and practice. *Career Development International*, 14, 204-220.

-Seppälä, P., Mauno, S., Feldt, T., Hakanen, J., Kinnunen, U., Tolvanen, A., & Schaufeli, W.B. (2009). The construct validity of the Utrecht Work Engagement Scale: Multisample and longitudinal evidence. *Journal of Happiness Studies*, 10, 459-481.

-Schaufeli, W.B., Bakker, A.B., Van der Heijden, F.M.M.A., & Prins, J.T. (2009) Workaholism, burnout and well-being among junior doctors: The mediating role of role conflict. *Work & Stress*, 23, 155-172.

**19. Sinangil, Handan Kepir.** Marmara University, Faculty of Economics & Administrative Sciences, Dept. of Business Administration, 81040 Goztepe / Istanbul, Turkey. (Tel.: (W) +90 (216) 3365273, (H) +90 (216) 432 3036; Fax: (W) +90 (216) 3458629; (H) +90 (216) 432 3146; (GSM) +90 (532) 2667037; E-mail: [sinangil@boun.edu.tr](mailto:sinangil@boun.edu.tr)

Research Topics:

Psychology of mergers and acquisitions; leadership and authoritarianism

Recent Publications:

- Anderson, N.D., Ones, D., Sinangil, H.K. and Viswesvaran, C. (Eds.) (2009) H.K. Sinangil, (Ed.) Endustri, Is ve Orgut Psikolojisi El Kitabi (Turkish version of Handbook Industrial Work and Organizational Psychology) Cilt 1 Personel Psikolojisi; Istanbul; Literatur Yayinlari  
-Anderson, N.D., Ones, D., Sinangil, H.K. and Viswesvaran, C. (Eds.) (2009) H.K. Sinangil, (Ed.) Endustri, Is ve Personel Psikolojisi El Kitabi (Turkish version of Handbook Industrial Work and Organizational Psychology) Cilt 2 Orgut Psikolojisi. Istanbul: Literatur Yayinlari.

**20. Sonnentag, Sabine.** Department of Psychology, University of Konstanz, Postbox 42, 78457 Konstanz, Germany; phone: +49 7531 88 3742; fax: +49 7531 88 5028; email: [sabine.sonnentag@uni-konstanz.de](mailto:sabine.sonnentag@uni-konstanz.de)

Research topics:

Job stress and recovery; proactivity and innovation; job performance from a self-regulatory perspective

Recent publications:

- Binnewies, C., Sonnentag, S. & Mojza, E. J. (2009). Daily performance at work: Feeling recovered in the morning as a predictor of day-level job performance. *Journal of Organizational Behavior*, 30, 67-93.
- De Bloom, J., Kompier, M., Geurts, S., de Weerth, C., Taris, T., & Sonnentag, S. (2009). Do we recover from vacation? Meta-analysis of vacation effects on health and well-being. *Journal of Occupational Health*, 51, 13-25.
- Fritz, C. & Sonnentag, S. (2009). Antecedents of day-level proactive behavior: A look at job stressors and positive affect during the workday. *Journal of Management*, 35, 95-111.
- Sonnentag, S. & Volmer, J. (2009). Individual-level predictors of task-related teamwork processes: The role of expertise and self-efficacy in team meetings. *Group and Organization Management*, 34, 37-66.
- Sonnentag, S. & Geurts, S. A. E. (2009). Methodological issues in recovery research. In S. Sonnentag, P. L. Perrewé, & D. C. Ganster (Eds.), *Current perspectives on job-stress recovery* (pp. 1-36). Emerald Publishing Group.

**21. Teichmann, Mare.** Tallinn University of Technology, Chair of Psychology, Ehitajate tee 5, Tallinn 19086, Estonia. Tel. +372 6202661, Fax +372 6202020, GSM +372 5087510, e-mail [mare@pekonsult.ee](mailto:mare@pekonsult.ee)

Research topics:

Quality of life and occupational stress (managers, engineers, teachers, public administrators, med. doctors).

Recent publications:

- Teichmann, M.; Ilvest, J. Jr. (2009). Web-based occupational stress prevention system. *EAWOP in Practice - European Association of Work and Organizational Psychology in Practice*, 3, 24 - 29.
- Teichmann, M. (2009). Intelligentsus. Kahn, H.; Loit, H.M. (Toim.). *Tervise abc* (180 - 181). Tallinn: Valgus (Intelligence, Encyclopedia, Health ABC, in Estonian)
- Teichmann, M. (2009). Web-based occupational stress prevention system. In: *Abstracts of 14-th European Congress of Work and Organizational Psychology: EAWOP 14-th European Congress of Work and Organizational Psychology*. (Toim.) J.M. Piero. Santiago de Compostela, Spain., 2009
- Teichmann, M. (2009). Elukvaliteet. Kahn, H.; Loit, H.M. (Toim.). *Tervise abc* (96 - 96). Tallinn: Valgus (in Estonian, 'Quality of Life', an article in Health Encyclopedia)

**22. Van der Flier, Henk.** Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boechorststraat 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 5988712; Fax: +31 20 5988702; e-mail: [H.van.der.Flier@psy.vu.nl](mailto:H.van.der.Flier@psy.vu.nl); website of institution: <http://www.psy.vu.nl/fpp.php/departments/workandorganizationalpsychology>).

Research topics:

Personnel selection, psychometrics, cross-cultural psychology, fairness, work conditions.

**23. Matti Vartiainen.** Work Psychology and Leadership, Department of Industrial Engineering and Management, Aalto University School of Science and Technology, P.O.Box 15500, Otaniementie 17, FI-00076 Aalto. Finland. (Mobile:+358-50-5553380, tel:+358-9-47023660 fax:+358-9-47023665; e-mail: [matti.vartiainen@tkk.fi](mailto:matti.vartiainen@tkk.fi);

[http://tuta.tkk.fi/en/research/work\\_psychology\\_and\\_leadership/](http://tuta.tkk.fi/en/research/work_psychology_and_leadership/);

<http://www.bit.tkk.fi/ResearchGroups/Vmwork>; <http://www.bit.tkk.fi/ResearchGroups/WPL>

Research topics:

Virtual, mobile and multi-locational work; distributed organization, organizational innovations, knowledge and competence management, reward systems, sociotechnical systems, work in virtual worlds.

Recent publications:

- Vartiainen, M. (2009) Working in Multi-locational Office – How Do Collaborative Working Environments Support? In: Kurosu, M. (Ed.) Human Centered Design. Proceedings of First International Conference, HCD 2009, held as Part of HCI International 2009, San Diego, CA, USA, July 19-24, 2009, pp. 1090-1098. Berlin, Heidelberg: Springer Verlag.

- Andriessen, J.H. Erik & Vartiainen, M. (2009) Mobile virtual work in a globalising world. In: Battistelli, A. (Ed.) Innovation in the transformation of jobs and organizations, pp. 117-134. Roma: Di Renzo Editore.

- Bosch-Sijtsema, P. M., Ruohomäki, V. & Vartiainen, M. (2009) Knowledge Work Productivity in Distributed Teams. *Journal of Knowledge Management* 13, 6, 533-546.

**24. Zijlstra, Fred.** Professor of Cognitive Work Psychology, Department of Work and Social Psychology, University of Maastricht, P.O. Box 616, 6200 MD, Maastricht, The Netherlands. (Tel. + 3143 388 4337; email: [fred.zijlstra@psychology.unimaas.nl](mailto:fred.zijlstra@psychology.unimaas.nl). <http://www.psychology.unimaas.nl/>

Research topics:

Recovery after work; shared mental models, mental effort.

Recent publications:

-Zijlstra, F.R.H., Van Iterson, A., & Ten Horn, L.A. (Eds.). (2009). *Time, Changes, Work*, Maastricht: Datawyse.

-D'Amato, A., & Zijlstra, F.R.H., (2010). Towards a climate for work resumption: The non-medical determinants of return to work. *Journal of Occupational and Environmental Medicine*. Vol. 52 (1) - pp 67-80.

-Uytendewilligen, S., Waller, M.J., & Zijlstra, F.R.H., (2010). Team cognition and adaptability in dynamic settings: A review of pertinent work. To appear in: G.P. Hodgkinson & J.K. Ford (Eds.), *International Review of Industrial and Organizational Psychology* (Vol. 25). Chichester, UK: Wiley.

-Justen, P., van der Pal, J., Zijlstra, F. & van Doorn, R., (2010). Examining Shared Mental Models of Air Traffic Controllers: What Do They Entail And What Is Shared? To appear in: D. de Waard, A. Axelsson, M. Berglund, B. Peters, and C. Weikert (Eds.). (2010). *Human Factors: A System View of Human, Technology and Organisation*. Maastricht , the Netherlands : Shaker Publishing.



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