

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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NO. 60

JULY, 2011

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ENOP NEWSLETTER No. 60

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1. Editorial

Dear colleagues,

This Newsletter provides information about activities of the ENOP in the period September 2010 - July 2011.

You will find information about decisions taken at the business meeting held in Paris, March 26, 2011, the report on the 2011 ENOP Symposium “Evidence-Based W/O Psychology” (Paris, March 24-26, 2011).

In addition, the Newsletter includes the report about 2nd Ukrainian-Polish workshop “Psychological aspects of innovative changes in organizations and organizational development” (Kyiv, Ukraine, October 20–24, 2010) which was held under the auspice of the European Network of Organizational Psychologists and Division 1 of the International Association of Applied Psychology (IAAP) and financial support of the ENOP.

You may find information about some current PhD Projects on WOP, which are implemented in universities of the members of ENOP. This information can be useful for future cooperation. Details about forthcoming conferences, congresses and meetings in the field of Work, Organizational and Economic Psychology (2011-2014) are included as well.

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2011, and some other helpful information.

Lyudmila Karamushka
Kyiv, July 2011

2. Business Meeting 2011

The business meeting of ENOP was chaired by *Gudela Grote*. Meeting took place at the Université René Descartes, Paris, on **March 26, 2011**, with the following agenda:

- a) Financial situation
- b) Report about activities of ENOP members
- c) New initiatives of ENOP members
- d) ENOP Membership
- e) ENOP website
- f) ENOP Newsletter
- g) ENOP Symposium 2011
- h) CoCo members and CoCo meeting

a) Financial situation:

Vincent Rogard reported that all ENOP members paid organisation fee for 2011. This money were used for covering travel and accommodation expenses of invited guests of the ENOP Symposium and CoCo members participating in the CoCo meeting. Part of fund was used to cover publishing Newsletter.

b) Report about activities of ENOP members:

All participants of Business meeting reported about their activities in the framework of ENOP and other professional organisations. The most important of them were:

- *Gudela Grote* reported about of EAWOP Small Group Meeting on "The future of Quality of Working Life in Europe and beyond" (Paris, 2010);

- *Liudmyla Karamushka* reported about 2nd Ukrainian-Polish workshop "Psychological aspects of innovative changes in organizations and organizational development" (Kyiv, Ukraine, October 20–24, 2010), which was held under the auspice of the European Network of Organizational Psychologists and Division 1 of the International Association of Applied Psychology and financial support of the ENOP (*Detailed report about this event is presented in the Newsletter, section 4*);

- *Antonio Caetano* reported that Book of papers of XI European Conference ENOP 2009 on Organizational Psychology and Human Service Work (October 22-24, 2009, Lisbon, Portugal) was preparation for publishing;

- *Barbara Kożusznik* informed about activity of the Baltic Area Alliance (Estonia, Poland, Ukraine, Lithuania, Latvia and Finland). List of main activities included the promotion of W&O Psychology, efforts related to the dissemination of the Certificate in W&O Psychology and training competencies, exchange of information, networking, and development of joint projects);

- *Rémi Kouabenan* informed about Tempus Project aimed at strengthening cooperation between European Universities and Universities of Maghreb Region in developing a Master degree diploma on Work and Organizational Psychology in Algeria, Morocco, Tunisia;
- *Fred Zijlstra* reported about preparation of the 15th EAWOP Congress to be held in Maastricht, the Netherlands, in May 2011, and noted that more than 1500 abstracts were submitted.

c) *New initiatives of the ENOP members:*

- *David Guest* shared idea on preparation of comparative survey “Evidence-Based W/O Psychology” among psychologists, working in practical sphere, and HR managers;
- *Hans De Witte* and others proposed to strengthen cooperation in development and implementation of PhD Projects between Universities, where ENOP members are working. First step in realization of this idea is to collect and analyze information about current PhD Projects (*Some information about this step is presented in the Newsletter, section 5*);
- *Liudmyla Karamushka* informed about preparation of the 1st Ukrainian Congress of Organization and Economic Psychology (29 June - 2 July, Kamianets-Podilsky, Ukraine) and invited members of ENOP to participate in this event.

d) *ENOP Membership:*

-*Vincent Rogard* and *Fred Zijlstra* informed about increasing of ENOP membership. Currently, the ENOP has opportunity to invite additional representatives from Germany (1 person) and Belgium (1 person). The Network is interested in involving representatives from Bulgaria, Hungary, Romania, Slovenia, and Greece.

e) *ENOP website:*

Mare Teichmann is responsible for managing new ENOP website located at www.enop.ee. It was proposed to upload on the site presentations delivered to annual Symposiums as well as reflect information about external activities. Proposal regarding redesigning of the structure of the site was considered and approved (links to psychological congresses, keynote speakers, current PhD projects, etc., should be attached).

d) *ENOP Newsletter:*

- *Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. *Lyudmila Karamushka* informed that next ENOP Newsletter N 60 will be prepared in June - July, 2011 in 2 versions: “black” for printing and “colour” (containing photo pictures) for sharing through Internet. Materials of the Newsletter will be placed as well on the ENOP web-site.

e) *ENOP symposium 2012*

The next ENOP Symposium will take place on 22-24 March, 2012, in Paris

Proposed key topic of the Symposium is '*Self determination theory*'. *Hans De Witte and Sabine Sonnentag* were assigned as responsible persons for preparation of the event. It was agreed that the first draft of the Symposium Program should be available by January 2012.

f) CoCo members and CoCo meeting:

CoCo 2010/2011 consists of the following members:

Rogard Vincert – President

Zijlstra Fred – Treasurer

Grote Gudela – Secretary

Karamushka Lyudmila – Editor of the Newsletter

Guest David – member

The next CoCo meeting will take place on Friday, October 7, 2011

3. Report on the 2011 ENOP Symposium “Evidence-Based W/O Psychology” (Paris, March 24-26, 2011)

The topic of the 2011 Symposium was “Evidence-Based W/O Psychology”. This topic has begun to attract significant research attention in W/O Psychology and in management research drawing, in both cases, on the medical model of evidence-based practice. The symposium itself was evidence-based. During first half day **David Guest** (King’s College, London) delivered presentation outlining the findings of a survey, conducted with the members of ENOP.



The survey had two phases. The first asked for views about the five established research findings from within W/O Psychology that every informed HR manager should be aware of; the second was based on the topics emerging from the first survey. It presented a list of 24 findings and asked respondents to indicate whether they agreed or disagreed that there was sufficient evidence to support each statement. There were 75 respondents to the first survey and 76 to the second one, covering 15 countries in Europe. The findings revealed that there was most consensus on what might be described as ‘organizational behavior’ topics such as the benefits of participation, fair treatment and goal setting and the harm caused by job insecurity and violation of the psychological contract. Over 75% agreed that there was evidence to support these findings. There were a further x topics on which over 50% agreed about the evidence. On the remainder, there was a lack of any consensus; topics in this group covered areas such as motivation and rewards and leadership. The findings led to a lively discussion about the state of W/O psychology, raising a number of points we return to below.

The morning of the second day was presented by **Professor Denise Rousseau** who has been a leading champion of evidence-based management. In a highly participative session, she engaged ENOP members in an extended discussion of the challenges of

developing an evidence-based approach. An initial issue was what kind of W/O psychology to focus on in developing a strong evidence base.



The distinction was drawn between procedural and declarative knowledge. On this basis, it was suggested that in medicine, but rather less in W/O psychology, there was a lot of procedural knowledge whereas much of W/O psychology addressed the far more open and uncertain area of declarative knowledge concerning, for example, taking a lead in managing meetings effectively or talking to patients or staff. One of the issues

that arose concerned the challenges of knowing what managers believed and where they got their information from. There was also a focus on “the knowing-doing gap” discussed by Pfeffer and Sutton (2000) and their argument that managers now have knowledge of what works but do not know how to put it into practice. The evidence confirms that managers do not yet “know” about evidence-based research findings. This led to a discussion about how best to communicate our research findings to managers. To facilitate this discussion, we were shown a video clip of a presentation by Dan Pink to an audience of managers. The implication is that we would all have to work very hard (and alter our appearance) to become effective communicators in this type of role. One suggestion was that repeating the evidence enough times often gets the message across. Another concerned the importance of demonstrating added value through the evidence. As usual, Denise Rousseau, through her lively presentation, enhanced everyone’s interest in the topic.

The final presentation was provided by **Dr. Ber Damen**, a W/O psychologist and member of the executive board of Berenschot, one of the leading Dutch management consultancy firms. This provided an opportunity to explore the role that consultants play

as conduits for evidence-based knowledge. The tension was acknowledged between developing consultancy “products” that reflected the evidence from W/O psychology and elsewhere and responding to what managers wanted, recognizing that managers were often subject to fads and fashion or had only a partial understanding of the real challenges in their own organization. The problem is that managers may not be interested in



those topics on which there is good evidence and may ask for help on topics about which there is only a poor evidence base. It was accepted that consultants are invariably likely to

respond to a client's expressed needs, at least as a starting point for work with an organization. It was accepted that consultants are potentially important gatekeepers and that their own internal development placed an onus on them to keep up to date with contemporary research findings. It is also desirable to have a critical mass of informed W/O psychologists, who maintain close contact with academia, working in management consultancy.

The final discussion raised a *number of issues*. One concerned the way we teach our subject and how far we emphasize the evidence. Allied to this, there was some feeling that students are somewhat like managers and there are topics they will be more interested in the evidence and topics where they will weigh their own views against the evidence. One area for research might therefore be to assess student views about "W/O evidence". It was also suggested that we needed to know more about managers' perceptions of knowledge and why they often seemed reluctant to accept evidence. There was some discussion about how we can become better communicators. It was suggested that some of us need to become journalists or at least talk to journalists in key publications such as *The Economist* or the *Harvard Business Review*. In this context, comparisons were made with economists who are much more confident about making eye-catching statements about topics such as happiness. Finally, cultural differences were highlighted and it was accepted that evidence might be accorded more respect if it is local. One of the key findings in the survey of ENOP members was that findings from North America, even if well supported by evidence from there, may often not transfer to Europe. Presumably the same applies within Europe. But if we accept this, it means that we all have to do a lot more research.

In line with the need to communicate the findings, this symposium was followed by a debate on evidence-based W/O psychology at EAWOP involving Denise Rousseau, Ber Damen and David Guest that was very well attended. A report of the ENOP survey findings has been produced, distributed to participants and also submitted for publication. Once again, the support of participants in this exercise is much appreciated.

Submitted by:

Prof. Guest, David,
The Management Centre,
King's College, London
(UK)

4. 2nd Ukrainian-Polish workshop «Psychological aspects of innovative changes in organizations and organizational development» (Kyiv, Ukraine, October 20–24, 2010)



On October, 20-24, 2010 the Laboratory of Organizational Psychology of the Institute of Psychology (Kyiv), the Ukrainian Association of Organizational and Work Psychologists and the University of Educational Management of the NAPS of Ukraine and the Chair of Work and Organizational Psychology of the University of Silesia and the Polish Association of Organizational Psychologists held a workshop *WOP problems and challenges in Poland and Ukraine*.

The purpose of the workshop was to discuss the current research results and plan the future co-operation. The workshop was the next step in collaboration with the University of Silesia (Katowice). The first workshop «The problems and challenges of organizational and work psychology in Poland and Ukraine» was held in Katowice (Poland) in September, 2009.

The workshop was held **under the auspices of the European Network of Organizational Psychologists (ENOP) and Division 1 of the International Association of Applied Psychology (IAAP) and financial support of the ENOP.**

The Ukrainian and Polish parts were represented by 21 and 13 participants respectively among whom were teachers of psychology, researchers, PhD students.

The **welcome speeches** were made by Prof. Sergi Maksymenko, Director of the Kostyuk Institute of psychology of the NAPS of Ukraine, Prof. Liudmyla Vaschenko, Director of the Institute of Educational Management, Prof. Ludmila Karamushka, Head of the Laboratory of organizational psychology of the Kostyuk Institute of psychology of the NAPS of Ukraine,

president of the UAOWP, and Prof. Barbara Kożusznik, pro-rector of the University of Silesia.



The workshop covered a wide range of issues in the area of WOP, in particular those of innovation management, competitiveness, career, social influence, organizational commitment, professional ethics, etc.

The first day of the workshop saw the **oral presentations** of the following presenters: Correlations between distinctive features of competitiveness of educational services and levels of development of educational organizations (Maksymenko, S., Karamushka, L., Fil, A. Ukraine); Distinctive features of organizational development of educational organizations of traditional and innovative types (Karamushka, L., Ukraine); Psychological factors of innovativeness (Kożusznik, B, Poland); Cognitive characteristics of heads of educational organizations as a factor of encouragement of organizational development (Bondarchuk, O., Ukraine); Social influence in virtual teams in organizations (Pollak, A., Poland); Are the Ukrainian organizations ready for ethical organizational changes? (Vynoslavskaya, O., Ukraine); Performance appraisal systems in traditional and non-traditional forms of employment (Dobrowolska, M., Poland)

On the second day the following **oral presentations** were made: Career goals at the beginning of work based on university graduates replies (Smorczewska, B., Poland); PhD A Career in the Context of Changes in the Contemporary Labor Market (Turska, E., Stasiła-Sieradzka, M., Diec, A., Poland); The problem of competition in work of organizations of the civil service system (Fil, A , Ukraine); Correlations between job stressors, job resources and well-being in Ukrainian State Tax Service employees (Grubi, T. Ukraine); Religiosity and organizational commitment (Polak, J., Chrupała-Pniak, M., Poland); Determinants of the attitudes of Ukrainians and Russians in Ukraine to ethnic and social-economic issues under social transformations (Tereshchenko, K., Ukraine); Individualism, Collectivism and Work ethic (Grabowski, D., Poland); Traditional and modern concepts explaining the effectiveness of social influence tactics (Pollak, A., Poland).



The second part of the workshop was a **poster session** represented by the following posters: Analysis of managers' personality characteristics needed to manage innovative changes in educational institutions (Ivkin, V., Ukraine); Internal competitiveness factors of an entrepreneur as perceived by entrepreneurs and non-entrepreneurs (Galagan, L., Ukraine); Developing a Psychodiagnostic Tool to Measure Social Responsibility of Personality (Kovalchuk, Olena, Ukraine); Training of entrepreneurs in ethical management by organizational change (Kononets, M., Ukraine); Analysis of levels of professional stress in managers of construction organizations under economic crisis (Kozubay, N., Ukraine); Investigation of entrepreneurs' readiness to take business risks (Kredentser, O., Ukraine)



The participants took special interest in **The World café** interactive technique presented by **Ute Schmidt-Brasse**, a business counselor from Germany. Using the technique the participants investigated basic ways of and overcoming obstacles in innovative change making in Ukrainian and Polish organizations.



During the **special discussion** which took place in workshop the Ukrainian and Polish participants worked out different cooperation plans and outlined main areas of joint research projects to be performed in Poland and Ukraine.

Besides work sessions, the workshop saw a number of **informal Ukrainian-Polish meetings** and get-togethers, one of them being an informal dinner, which allowed the participants to know each other better as well as to get a deeper understanding of the countries' cultures, customs and traditions. The diverse **social program** included a guided sight-seeing tour of Kyiv, excursions to the Kyiv-Pechersk monastery and the Pirogovo ethnographic museum.

The workshop gave the participants a good opportunity to present their research findings, share experience and outline the ways of future collaboration. The Ukrainian and Polish researchers, practitioners and lecturers were unanimous in their desire to hold similar events in future as well as exchange information in the field of WOP.





The results of the workshop are reflected in the book **Psychological aspects of innovative changes in organization and organizational development (Ukrainian-Polish Workshop, 20–24 October 2010, Kyiv, Ukraine) : Programme. Book of abstracts. Editors : Liudmyla Karamushka, Barbara Kozusznik. – Kyiv : Interlink, 2010. – 128 pages.**

Submitted by:

Prof. Liudmyla Karamushka,

*Ukrainian Association of Organizational and Work Psychologists
Laboratory of Organizational Psychology
Institute of Psychology
(Kyiv, Ukraine)*

Prof. Barbara Kozusznik

*Polish Association of Organizational Psychology
Institute of Psychology of University of Silesia
(Katowice, Poland)*

5. Current PhD projects in WOP

Information about some PhD Projects on WOP is presented below as a result of *the first step* of collecting such information. Data were submitted by the members of the ENOP and reflect current situation in the research area. It is expected that this information will be used for improving collaboration between Universities in training PhD students. The data presented in original form.

PhD Projects in W&OP and Human Resources ISCTE-IUL Instituto Universitário de Lisboa (2011)		
Name of PhD student	Topic	Supervisor
Ana Margarida Graça	The role of Team Leadership on the dynamics of teamwork: the relevance of context and time	Ana Passos
Ana Patrícia Duarte	Corporate Social Responsibility from Employees' Perspective: Contributes for Understanding Job Attitudes and Behaviors.	José Neves
Ana Silva	Performance and Quality of life on Organizations: Effects of daily hassles and uplifts over work	António Caetano
Carla Santos Fugas	Perceptions about safety norms and safety behaviors: socio-cognitive predictors, mediators and moderators	Sílvia Silva & Josep Melia
Catarina Gomes	Human resource management practices and facilitating factors of innovation	Luis Cural e António Caetano
Catarina Santos	The influence of team mental models on team effectiveness over time	Ana Passos
Lurdes Castanheira	Positive emotions and performance: a love relation?	Nelson Ramalho
Lurdes Pedro	Human Resources Management in a crisis context: The case of the Portuguese electronic industry	Nelson Ramalho
Maria Rita Silva	Human Resources Management in Portuguese Speaking Countries: Leadership, Fairness and Organizational Performance	António Caetano
Patrícia Costa	The role of emotional interactions in team effectiveness: The specific	Ana Passos

	case of Team Work Engagement	
Pedro Quinteiro Marques	Team adaptation in complex environments	Ana Passos
Rita Rueff Lopes	Researching intangible assets: the influence of clients on employees welfare	António Caetano
Sandra Pintor	The role of shared leadership in teams working in international nonprofit organizations	Sílvia Silva & Juergen Wegge
Sílvia Costa	Entrepreneurship from a cognitive perspective: from opportunity recognition to venture launch	António Caetano
Sónia Pedroso Gonçalves	Well-being at work in the police sector: contributions of organizational values and practices	José Neves
Susana Correia Santos	Entrepreneurship dynamics: Opportunities recognition and development process	António Caetano

Submitted by:

Prof. Caetano, António.

*Human Resources Management Department,
University Institute of Lisbon (IUL/ISCTE)*

PhD Theses in WOE-Psychology Faculty of Psychology, University of Vienna Unit: Work, Organizational and Economic Psychology (2011)		
Name of PhD student	Topic	Supervisor
Braunger, Paul	Arbeitssicherheit, Qualität des Arbeitslebens und Sicherheitskultur in holz- und metallverarbeitenden Mittelbetrieben (Work safety, quality of work life and safety culture in SME)	Korunka
Dostal, Claus	Projektmanagement (Project management)	Korunka
Gangl, Katharina	Vertrauen in die Wirtschaft: Aufbau und Stabilisierung (Trust in the economy; reconstruction and stabilization of trust)	Kirchler
Gatternig, Jutta	Kritischer Vergleich moderner diagnostischer Verfahren im Personalwesen (Critical comparison of diagnostic instruments in HR)	Kubinger, Mitbetreuung: Kirchler
Hahn, Luise	Die Rolle emotionaler Kompetenzen in ökonomischen Entscheidungen unter Berücksichtigung des Konzeptes "Affective Forecasting" (Emotional competencies in economic decisions)	Hölzl
Methlagl, Michael	Soziale Determinanten der Sponsoringwirkung im Fussball (Social determinants of soccer)	Kirchler, Mitbetreuung: Weiß (Center of Sport)

	sponsoring)	Sciences.)
Nose, Lavinia	Conflicts in family business	Korunka
Radlingmayer, Peter	Erfolgreiche Gründungsentscheidungen: der Prozess vor der Gründungsentscheidung als Schlüssel zur erfolgreichen Unternehmensgründung (Successful founding decisions of entrepreneurs)	Korunka
Schwarzenberger, Herbert	Differential aspects of taxpayers	Kirchler
Talker, Christine Maria	Tax behavior (topic to specify)	Kirchler
Ulferts, Heike	Wahrnehmung von Diskontinuitäten und Beschleunigung in der Arbeitswelt (Perception of discontinuities and acceleration in work life)	Korunka

Submitted by:

Prof. Kirchler, Erich.

Faculty of Psychology. Economic Psychology. University of Vienna

PhD Projects in Seville University on Human Resources Program (2010-2011)

PhD CANDIDATE	SUPERVISORS	TOPIC/ TITLE
Jimena Y. Ramirez Marín	Francisco J. Medina & Wolfgang Steinell	Negotiating under changing circumstances: social motivation and comparison processes
José María León	Francisco J. Medina & Alicia Arenas	Workplace bullying from a conflict management perspective
Patricia Elgoibar	Lourdes Munduate, Martin Euwema & Francisco J. Medina	Organizational conflict management by worker representatives: A new European industrial relations approach
Marina Boz	Ines Martínez-Corts & Lourdes Munduate	Work-family balance: combining work-family conflict and enrichment
Donatella Di Marco	Alicia Arenas & Lourdes Munduate	Dignity at work
M. Pilar Moreno	Miguel Rodríguez-Piñero & Lourdes Munduate	Unity or Division: The role of Consensus in Collective Negotiation
Jaime Ramírez	Francisco Medina & Nuria Gamero	The role of interpersonal relationships in negotiation offers

Submitted by:

Prof. Munduate, Lourdes

University of Seville, Department of Social Psychology

**PhD Thesis in PhD Program on Human Resources Psychology,
Department of Social Psychology, University of Valencia (2011)**

PHD CANDIDATE	SUPERVISORS	TOPIC/ TITLE
Hugo Carrasco	Vicente Martínez & José M ^a Peiró	Relationships between service climate and well-being: A psychosocial approach.
Yolanda Estreder	José Ramos & Inés Tomás	The study of overall perception of organizational justice within the psychological contract framework: A multilevel approach.
Juan Gamboa	Francisco Gracia	Antecedents and consequences of the employability.
Felisa Latorre	Jose Ramos & Francisco Gracia	HR management and perceived performance.
Eva Lira	José M ^a Peiró y Pilar Ripoll	The role of group potency in virtual teams' effectiveness: A longitudinal study.
Eduarne Martínez	Pilar González & Ana Zornoza	Analysis and management of intragroup conflict in virtual teams: A longitudinal study.
Vicente Peñarroja	Virginia Orenge & Ana Zornoza	Trust in virtual teams: A longitudinal study.
Irene Bresó	Virginia Orenge & Francisco Gracia	Antecedents and consequences of team learning: The moderator role of contextual variables.
Álvaro Cristiani	José M ^a Peiró	The performance-centered and person-centered strategic HRM views, and their link between organizational performance in an unionized context.
Malgorzata Kozusznik	Isabel Rodríguez	Effects of positive and negative perception of stress in mental health: A cross-cultural study.
Lucas Monzani	Pilar Ripoll	Effects of virtual teams training in processes and group outcomes.
Iván Ruiz Castro	Vicente Martínez-Tur	Relationships between justice perceptions and customer satisfaction in service organizations: The role of the complaints.
Victor Valls	Inés Tomás y Vicente González	Diversity in the educational level and performance in work teams. Testing models which integrate the mediator and moderator effects of group processes.
Jesús Yeves	José M ^a Peiró	Work insertion of students which combine job with studies.
Salvador Carbonell	Amparo Caballer	Mutuality in the psychological contract.
Carmen Picazo	José M ^a Peiró & Ana Zornoza	Antecedents and consequences of the processes: cohesion and group potency. A longitudinal approach.

Submitted by:

Prof. Peiró, José María.

Department of Social Psychology,

University of Valencia

PhD Projects in W&O Psychology, Department of Psychology, Utrecht University (2010-2011)

PHD CANDIDATE	SUPERVISORS	TOPIC/ TITLE
Else Ouweneel	Wilmar Schaufeli & Pascale Le Blanc	Engagement at work: Assessment and intervention
Corine van Wijhe	Wilmar Schaufeli & Maria Peeters	Assessing, understanding and treating workaholism
Suzanne Lagerveld	Roland Blonk & Wilmar Schaufeli	Return to work, self-efficacy and the recovery of work related psychological complaints
Paris Petrou	Eva Demerouti & Wilmar Schaufeli	Employee Adaptation to New Policies and Innovations: The Role of Job Crafting an Regulatory Fit
Machteld van den Heuvel	Eva Demerouti & Wilmar Schaufeli	The role of personal resources in prediction employee adaptation or organizational change
Ilona van Beek	Wilmar Schaufeli & Toon Taris	Working hard: Burden or blessing? In search of the work motivation of workaholic and engaged employees.
Sjaak van der Linde	Jan de Jonge & Wilmar Schaufeli	Testing the Effort-Reward Imbalance Model in Dutch health care work: An innovative panel
Ellen Heuven	Arnold Bakker & Wilmar Schaufeli	Emotion management among cabin attendants: Consequences for motivation, well-being, health, and customer-satisfaction
Qioa Hu	Wilmar Schaufeli & Toon Taris	The Job-Demands Resources model in the Chinese context.
Gabi Reijssiger	Wilmar Schaufeli & Toon Taris	Job performance, taxonomy and integration in the Job-Demands Model
Richta IJntema	Wilmar Schaufeli & Yvonne Burger	Self-management in context: Coaching of professionals in organizations
Jenny Huys	Rolnad Blonk & Toon Taris	Individual and organizational determinants of work resumption among employees with long term sickness absence
Jos Akkermans	Roland Blonk & Wilmar Schaufeli	Development and evaluation of a career development program for poorly educated young workers

Submitted by:

Schaufeli, Wilmar,

Department of Psychology, Utrecht University

**Ph D. Projects, Work & Organizational psychology,
Maastricht University, 2011**

Making mental effort visible in the brain (Tobias Otto)

The goal of this project is to investigate the neural implementation of mental effort. In other words, how the brain establishes a comprehensive status report of its own functioning in the light of the sustainability of behavior. There are two main points of interest: the relation of scores on the rating scale mental effort with brain activation during rating and during task execution; second, the influence of changes in mental effort on brain activation.

Shared mental models: team cognitions in Air Traffic Controllers (Pia Justen)

The PhD project investigates the role of teamwork in the current and future air traffic control task.

We assume that shared knowledge, i.e. shared mental models, between operators contributes to more efficient and safer team performance. The research specifically focus on the types of knowledge and the process of sharing this knowledge. The aim is to translate the found results into requirements for selection and training of air traffic controllers. These will be of particular importance for future scenario's, which emphasize European cooperation and new technologies.

Shared mental models in medicine: Communication and knowledge exchange amongst medical doctors (Carolin Hanssen)

In the hospital setting many physicians have to work together in a team when treating patients. Research suggests that overall the performance of a team can be enhanced when team members succeed in constructing a shared mental model regarding a task or situation. A necessity for the construction of Shared Mental Models is elaborate communication among team members. The aim of the present project is to investigate whether the exchange of patient information among physicians with different levels of expertise results in the construction of accurate and similar shared mental models regarding the patients. Furthermore the communication processes among physicians are investigated in order to evaluate their effectiveness and suggest possible improvements to ensure high quality patient care.

Cognitive flexibility: performance adaptation to unforeseen changes (Alicia Walkowiak)

In recent years, industrial and organizational psychology has begun to study individuals' ability to react to unforeseen changes. This ability is often called *adaptability* or *cognitive flexibility*. The main aim of this project is to examine the cognitive mechanisms causing successful reactions to unforeseen changes. In a series of experiments both individual difference characteristics (e.g. personality) and task characteristics (e.g. task complexity) will be investigated using an Air Traffic Control (ATC) computer task. In a later phase of the project an experiment will be conducted at the Air Traffic Control the Netherlands (LVNL), to apply our findings in a realistic setting. The project will provide recommendations regarding the design of air traffic management systems and cognitive requirements for the selection of air-traffic controllers.

Climate for Inclusive organizations (Philippe Nelissen)

Demographic changes are forcing governments to find strategies concerning increasing participation on the labor market as the working population is diminishing and care for the growing group of elderly will only increase. This means that, especially in the service sector, new opportunities for employment should be created for seemingly less obvious groups such as people with disabilities. Inclusion for people with disabilities, on a psychological level, will be the main concern during employment. We propose that it is best measured through the concept climate, which entails the daily routines and practices in an organization. Therefore this study aims to investigate what factors construe such an inclusive climate for people with disabilities.

Predictive Validity of the GRE General Test and the PPI in a European Context (Inge Schwager)

The goal of the project is to investigate the predictive and incremental validity of the GRE (General Record Examination) and the PPI (Personal Potential Index) in a Central European country (The Netherlands) by means of a longitudinal study. Whereas the GRE measures aptitudes, the PPI is a web-based evaluation system that uses faculty ratings to assess six noncognitive dimensions in a standardized way. In evaluating the validity of the GRE and the PPI, a large range of short- and long-term criteria will be considered. Besides traditional measures of task performance, measures of citizenship and counterproductive performance will be taken into account. In addition to predictive validity, incremental validity of the GRE and PPI above undergraduate grade point average will be determined. Finally, we consider performance criteria that go beyond traditional measures of student success by measuring career success when students have actually entered the job market.

Submitted by:

Prof. Zijlstra, Fred.

*Department of Work and Social Psychology,
University of Maastricht*

6. Future Conferences, Congresses, Meetings (2011-2014)

3rd European Reward Management Conference (RMC 2011)

Reward Management in Turbulent Times.

December 1-2, 2011

Brussels, Belgium

EAWOP Small Group Meeting: Age Cohorts at Work: Understanding and Building Strength through Differences

November 11-13, 2011

Trento, Italy

<http://www.cogsci.unitn.it/sgm/>

Caribbean Regional Conference of Psychology (CRCP 2011)

"Psychological Science & Well-Being: Building Bridges for Tomorrow"

15-18 November, 2011

Nassau, Bahamas

URL www.crcp2011.org

The First Israel Organizational Behavior Conference (IOBC)

December 21-22, 2011

Tel-Aviv, Israel

URL: <http://recanati.tau.ac.il/Eng/iobc>.

XXX International Congress of Psychology (ISP)

July 22-27, 2012,

Cape Town, South Africa

URL: www.icp2012.com;

XVI EAWOP Congress

May 22-25, 2013,

Munster, Germany

XXVIII International Congress of Applied Psychology

July 8-13, 2014

Paris, France

URL: www.icap2014.com

7. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 23 members of «New» ENOP, their addresses and research topics as well as publications dated 2011 indicated by the members.

1. Arnold, John. Institute of Work Psychology, The Management School, University of Sheffield
Sheffield S10 2TN, UK (Tel (+44) (0)114 2223271, (+44) (0)114 2223271, e-mail:
john.arnold@sheffield.ac.uk)

Research topics:

Career choice, development and management; leadership.

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

Research topics:

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

3. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), Department
of Psychology-K.U.Leuven, Tiensestr. 102, B-3000 Leuven, Belgium, Tel. +16-32.60.60, Fax. +16-
32.60.55, e-mail: Hans.Dewitte@psy.kuleuven.be

Research topics:

Psychological consequences of job insecurity, unemployment, temporary employment and downsizing;
mobbing at work; work engagement; attitudes towards work.

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, <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; work integration of people with
severe psychiatric disorders; psycho-social risk and quality of organizational life

Recent publications:

Fraccaroli, F. Pisanu, F., Gentile M.(2011) The evaluation of learning attainment in Italy: National and
Regional systems, *Kaoshi Yanjiu*, 3, 26-33 (publ. in China)

-Truxillo D.,; F. Fraccaroli, F. (2011) A person centered work psychology: Changing paradigms by
broadening horizons, *Industrial and organizational psychology*, 4, 102-104.

-Zaniboni, S.; Fraccaroli, F., Truxillo, D., Bertolino M., Bauer T. (2011) Training Valence,
Instrumentality, and Expectancy Scale (T-VIES-it): Factor Structure and Nomological Network in an
Italian Sample, *Journal of workplace learning*, 23, 133-151.

-Balducci C., Spagnoli P.; Alfano, V.; Barattucci, V., Notelaers, G., Fraccaroli, F. (2010) Valutare il
rischio mobbing nelle organizzazioni. Contributo alla validazione italiana dello Short Negative Act
Questionnaire (S-NAQ), *Psicologia sociale*, 5, 147-167.

-Bertolino M, Truxillo D., Fraccaroli, F. (2011) Age as moderator of the relationship of
proactive personality with training motivation, perceived career development
from training and training behavioral intentions, *Journal of organizational behavior*, 32, 248-263.

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).

Research topics:

Human resource management and performance; the role of the psychological contract; workforce influences on patient safety and service quality in hospitals; aspects of career theory

Recent publications:

-Guest, D. (2011) "Human resource management and performance: Still searching for some answers". *Human Resource Management Journal*, 21 (1), 3-13.

-Woodrow, C. and Guest, D. (2011) "A comparison of factors associated with workplace bullying in three UK Healthcare Organisations". In A. Caetano, S. Silvia and M. Chambel (eds) *New Challenges for a Healthy Workplace in Human Services*, Munich: Rainer Hampp Verlag. pp. 87-104.

-Pajak, S. and Guest, D. (2011) "Evaluating a process-based management intervention in healthcare: Lessons from a failure". *In A. Caetano et al. op cit.* pp. 221-232.

-Guest, D. and Conway, N. (2011) "The impact of HR practices, HR effectiveness and a "strong HR system" on organizational outcomes: A stakeholder perspective". *International Journal of Human Resource Management*, 22: 1686-1702.

-Guest, D. and Clinton, M. (2011) "Human resource management, the psychological contract and trust". In R. Searle and D. Skinner (eds.) *Trust and Human Resource Management*. London: Edward Elgar. pp. 87-108.

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

Research topics:

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

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

Research topics:

Employment relationship, psychological contract, service work and service climate, leadership and health.

8. 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)

Research topics:

Motivation of entrepreneurial activity ; change management; team building

Recent publications:

-Karamushka, L.M., Khudiakova, N.Yu.(2011). Motivation of entrepreneurial activity: monograph – K.Lviv, Spolom, 2011.-208 p.

-Karamushka, L.M., Moskaliyov M.V. (2011). The psychology of future managers' training in organizational change management : monograph – K.-Lviv : Spolom, 2011.-216 p.

-1st Ukrainian Congress of Organizational and Economic Psychology (29 June-2 July, 2011, Kamanec-Podilsk, Ukraine)/ Ed.: Maksymenko S.D., L.M.Karamushka. – Kyiv-Kamanec-Podilsk: Aksioma, 2011-190 p.

-Karamushka L., (2011). Positive and negative aspects of educational organizations' development in Ukraine // In: STHESCA post-conference materials(in print) Ed. Jagiellonian University Kraków

9.Kinnunen, Ulla. School of Social Sciences and Humanities (Psychology), 33014 University of Tampere, Tampere, Finland (Tel. +358335516598, Fax. +358335517345, e-mail: 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:

-De Cuyper, N., Mauno, S., Kinnunen, U., & Mäkikangas, A. (2011). The role of job resources in the relation between perceived employability and turnover intention: A prospective two-sample study. *Journal of Vocational Behavior*, 78, 253-263.

-Hynynen, E., Konttinen, N., Kinnunen, U., Hyyryläinen, H., & Rusko, H. (2011). The incidence of stress symptoms and heart rate variability during sleep and orthostatic test. *European Journal of Applied Physiology*, 111, 733-741.

-Kinnunen, U., Mäkikangas, A., Mauno, S., Siponen, K., & Nätti, J. (2011). How does employability link to individual and organizational outcomes among involuntary and voluntary temporary and permanent employees? *Career Development International*, 16, 140-160.

-Korpela, K., & Kinnunen, U. (2011). How is leisure time interacting with nature related to the need for recovery from work demands? Testing multiple mediators. *Leisure Sciences*, 33, 1-14.

-Mauno, S., Feldt, T., Tolvanen, A., Hyvönen, K., & Kinnunen, U. (2011). Prospective relationships between career disruptions and subjective well-being: evidence from a three-wave follow-up study among Finnish managers. *International Archives of Occupational Environmental Health*, 84, 501-512.

10. 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; <http://www.univie.ac.at>).

Research topics:

Economic psychology; tax behaviour, household money management.

Recent publications:

-Hartner, M., Rechberger, S., Kirchler, E. & Wenzel, M. (2011). Perceived distributive fairness of EU transfer payments, outcome favorability, identity, and EU-tax compliance. *Law & Policy*, 33(1), 59-81.

-Kastlunger, B., Muehlbacher, S., Kirchler, E., Mittone, L.(2011). What Goes Around Comes Around? Experimental Evidence of the Effect of Rewards on Tax Compliance. *Public Finance Review*, 39(1), 150-167.

-Kamleitner, B., Hornung, B. & Kirchler, E. (2011). Over-indebtedness and the interplay of factual and mental money management: An interview study. *New Zealand Economic Papers*, 45(1-2), 139-160.

-Wahl, I., Endres, M., Kirchler, E. & Böck, B. (2011). Freiwillige und erzwungene Kooperation in sozialen Dilemmata: Das Slippery Slope Modell im öffentlichen Verkehr. *Wirtschaftspsychologie*, 1, 87-100.

- Schwarzenberger, H., Hartner, M., Kirchler, E., Rechberger, S. & Unger, L. (2011). Steuerehrlichkeit, Steuergerechtigkeit und Steuerhinterziehung – Am Beispiel selbständiger Erwerbstätiger in Österreich. In D. H. Enste & F. Schneider (Hrsg.). *Jahrbuch Schattenwirtschaft 2010/11*. Schwarzarbeit, Steuerhinterziehung und Finanzkrise (S. 39-73). Berlin: Lit Verlag.

11. 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)

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.

12. Kożusznik, Barbara. Institute of Psychology, Faculty of Pedagogy and Psychology, University of Silesia, 40-124 Katowice ul. Grażynskiego 53, Poland (Tel. +48 359 14 10 e-mail: barbara.kozusznik@us.edu.pl)

Research topics:

Social influences in organization and managerial effectiveness, role of psychology in the processes of innovation, work-team development.

Recent publications:

-Kožusznik B. (2011). *Zachowania człowieka w organizacji* (Human behavior in organization) Third edition PWE Warszawa. 316 pp.

-Kožusznik B.(2011) Psychology in supporting and stimulating innovativeness. The role of values and spirituality In: STHESCA post-conference materials(in print) co-author Jarosław Polak. Ed. Jagiellonian University Kraków

13. Leonova, Anna. Department of Work and Organizational Psychology, Faculty of Psychology, Moscow State Lomonosov University, Mokhovaya 11/9, 125009 Moscow, Russia (Tel. +7495 6295795, Fax: +74956293723, e-mail:ableonova@gmail.com)

Research topics: modern technologies and organizational changes, innovations in organizations, occupational stress and personnel well-being, human reliability in highly demanding jobs, individual stress-resistance, methodology of personnel assessment and stress prevention, elaboration of stress management programs for field research

14. Lourdes, Munduate. University of Seville, Department of Social Psychology, Camilo Jose Cela s/n, 41018 Seville, Spain (Tel: 34 954557706, Fax: 34 954557711 (email: munduate@us.es, www.us.es

Research topics:

conflict management, intercultural negotiation, quality service, and work-life balance.

Recent publications:

-Munduate, L. & Medina, F. J. (2011, 4th ed.). *Gestión del Conflicto, Negociación y Mediación [Conflict Management, Negotiation and Mediation]*. Madrid: Pirámide. ISBN 978-84-368-1924-3

-Benítez, M., Medina, F.J., & Munduate, L. (2011). La gestión de conflictos relacionales en las organizaciones de servicio. *Anales de Psicología*.

-León-Pérez, J.M., Medina, F.J., & Munduate, L. (2011). Effects of self-efficacy on objective and subjective outcomes in transactions and disputes. *International Journal of Conflict Management*, 22(2), 170-189.

-Benítez, M., Medina, F.J., & Munduate, L. (2011). El estudio del conflicto en los equipos de trabajo: Una visión de las contribuciones científicas realizadas en España. *Papeles del Psicólogo*, 32, 69-81.

-Benítez, M. Medina, F.J., & Munduate, L. (2011). Managing Relationship Conflict and Work-Unit Emotional Exhaustion in Service Organizations. In Caetano, A., Silva, S.A. & Chambel, M.J. (Eds). *New Challenges for a Healthy Workplace in Human Services* (pp. 61-86). Germany: Rainer Hampp Verlag.

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:

Occupational health, work stress, leadership, service quality and climate, diversity in teams, organizational safety culture and work socialization.

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

17. Schaufeli, Wilmar. Department of Psychology, Utrecht University, Utrecht (Heidelberglaan 1, 3508 TC Utrecht, The Netherlands (Tel: +31 30 2539093; F: +31 30 253 4781; email: w.schaufeli@uu.nl)

Research topics: Occupational health psychology.

Recent publications

-Bresó, E., Schaufeli, W.B & Salanova, M. (2011). Can a self-efficacy intervention decrease burnout, increase engagement, and enhance performance? A quasi-experimental study. *Higher Education*, 61, 339-355

-Hu, Q & Schaufeli, W. (2011). The convergent validity of four burnout measures in a Chinese sample: A confirmative factor-analytic approach. *Applied Psychology: An international Journal*, 60, 87-11.

-Hu, Q. & Schaufeli, W.B. (2011). Job insecurity and remuneration in Chinese family-owned business workers. *Career Development International*, 16, 6-19.

-Hu, Q., Schaufeli, W.B. & Taris, T.W. (2011). The Job Demands-Resources Model: An analysis of additive and joint effects of demands and resources. *Journal of Vocational Behavior*, 79, 181-190.

-Ouweneel, E., Le Blanc, P. & Schaufeli, W. (2011). Flourishing students: A longitudinal study on positive emotions, personal resources, and study engagement. *Journal of Positive Psychology*, 6, 142-153.

18. 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

Research Topics:

Psychology of mergers and acquisitions; leadership and authoritarianism

19. Sonnentag, Sabine. Sabine Sonnentag, Department of Psychology, University of Mannheim, Schloss Ehrenhof Ost, D-68131 Mannheim, Germany, Phone: +49 621 181 2118, Fax: +49 621 181 2119, email: sonnentag@uni-mannheim.de

Research topics:

Job stress and recovery, health behaviour, proactive behaviour, informal learning, self-regulation

Recent publications:

-Hahn, V. C., Binnewies, C., Sonnentag, S., & Mojza, E. J. (2011). Learning how to recover from job stress: Effects of a recovery training program on recovery, recovery-related self-efficacy and well-being. *Journal of Occupational Health Psychology*, 16, 202-216.

-Kühnel, J., & Sonnentag, S. (2011). How long do you benefit from vacation? A closer look at the fade-out of vacation effects. *Journal of Organizational Behavior*, 32, 125-143.

-Mojza, E. J., Sonnentag, S., & Bornemann, C. (2011). Volunteer work as a valuable leisure time activity: A day-level study on volunteer work, non-work experiences, and well-being at work. *Journal of Occupational and Organizational Psychology*, 84, 123-152.

-Volmer, J., & Sonnentag, S. (2011). The role of star performers in software design teams. *Journal of Managerial Psychology*, 26, 219-234.

20. Sverke, Magnus. Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden (Phone: +46 8 16 14 19, Mobile: +46 70 635 1961, Fax: +46 8 15 93 42, E-mail: magnus.sverke@psychology.su.se <<mailto:magnus.sverke@psychology.su.se>>=

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

Research topics:

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

22. Vartiainen, Matti. 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;

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, new ways of working, knowledge and competence management, reward systems, sociotechnical systems, collaboration in virtual worlds.

Recent publications:

-Bosch-Sijtsema, P.M., Fruchter, R., Vartiainen, M. & Ruohomäki, V. (2011) A framework to analyze knowledge work in distributed teams. *Group & Organization Management* 36, 3, 275-307.

-Blogs on virtual knowledge work by Niina Nurmi, Petra Bosch-Sijtsema, Virpi Ruohomäki, Anu Hakonen and Marko Hakonen with introduction by Matti Vartiainen.
http://www.vmwork.net/material/Blogikirja_netiversio_v.swf

23. 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. <http://www.psychology.unimaas.nl/>)

Research topics:

Work & health; team cognitions; labor participation

Former ENOP members

1. Agervold, Mogens. Department of Psychology, University of Aarhus. Jens Chr. Skovsvej 4, DK-8000 Aarhus C. Denmark (Tel.: +45 89434980; e-mail Agervold@psy.au.dk).

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11. De Cock, Gaston. Faculty of Psychology and Educational Sciences, 102 Tiensesstraat, B-3000 Leuven, Belgium (Tel. +32 16 286006; Fax: +32 16 286000).

12. De Keyser, Veronique. Faculté de Psychologie, Université de Liège, 5 Bd du rectorat, B-32, Sart Tilman Liege 1, Belgium (Tel. +32 4 3662013; GSM +32(0)75691224; e-mail: vdekeyser@ulg.ac.be).

13. De Wolff, Charles. Psychologisch Laboratorium, Katholieke Universiteit, 3 Montessorilaan, 6500 HE Nijmegen, Pays-Bas (Tel. +31 80 512639; Fax: +31 80 515938).

14. Dobrzynski, Marian. Faculty of Management, University of Warsaw, 3 Ul. Szturmowa, PL 02678 Warsaw, Poland (Tel. +48 2 471841; Fax: +48 2 6435437, e-mail: ardob@geo.uw.edu.pl).

15. Drenth, Pieter J. D. Vrije Universiteit, Faculty Psychology, Van de Boechorststraat 1, Amsterdam, The Netherlands, 1081 BT (Tel. +20 4448701; Fax: +20 4448702; e-mail: pjd.drenth@psy.vu.nl).

16. Ekvall, Göran. 5042 Faradet Box, 10241 Stockholm, Sweden (Tel. +46 08 679725).

17. Forteza, José A. Department of Industrial and Differential Psychology, Universidad Complutense Fac. Psicología.

18. Frese, Michael. University of Giessen, Department of Psychology, Otto Behagel-Str. 10, 35394 Giessen, Germany and University of Amsterdam, Department of Psychology, Roetersstraat 15, 1018 WB Amsterdam, The Netherlands (Tel. Giessen: +49-641-99 26220, Tel. Amsterdam: +31-20525 6860; e-mail: Giessen: michael.frese@psychol.uni-giessen.de, Amsterdam: ao_frese@macmail.psy.uva.nl).

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20. Greif, Siegfried. Universität Osnabrück FB4, Postfach 4469, 4500 Osnabrück, R.F.A.

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23. Herriott, Peter. Institute of Employment Studies, Brighton, UK.

24. Hurley, John J. P. Business School, Dublin City University, Dublin 9, Ireland. (Tel. +353 1 7005224; Fax: +353 1 7005446; e-mail: john.hurley@dcu.ie; web-site of institution: <http://www.dcu.ie/~business/research/staff/jh/index.htm>).

25. Ignatov, Marin. Institute of Psychology, Bulgarian Academy of Sciences, P. O. Box 106; BG-1220 Sofia, Bulgaria. (Tel./Fax: +359 2 595416; e-mail: martin.ignatov@tu-berlin.de).

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Research topics:

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

27. Kantas, Aristotelis. University of Patras, Department of Business Administration, Rio, Patras, 26500, Greece. (Tel./Fax: +30 61 996377; e-mail: kantas@upatras.gr).

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Research topics:

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

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