

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No. 61*

*DECEMBER, 2011*

**WEB ADDRESS:**

<http://www.enop.ee>

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# ***ENOP NEWSLETTER No. 61***

## ***DECEMBER, 2011***

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# 1. Editorial

**Dear Colleagues,**

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, October 7, 2011.

You will also find the preliminary programme of the ENOP Symposium to be held in Paris, March 22-24, 2012.

In addition, the Newsletters includes reports about events in the field of Work and Organizational Psychology: 1<sup>st</sup> Ukrainian Congress on Organizational and Economic Psychology (June 29 – July 2, 2011, Kamianets-Podilsky, Ukraine); The Baltic Area Alliance Meeting (3 October, 2011, Katowice, Poland); EAWOP Small Group Meeting: Age Cohorts at Work: Understanding and Building Strength through Differences (11-13 November, 2011, Trento, Italy,).

You may find information about some current PhD Projects on WOP, which are implemented in universities of the members of ENOP (2<sup>nd</sup> phase). This information can be useful for future cooperation.

Also the Newsletter provides the information about Scholarships for students and scholars at the Erasmus Mundus Program WOP-P – Master on Work, Organizational and Personnel Psychology (2012-2013).

Details about forthcoming conferences, congresses and meetings in the field of Work, Organizational and Economic Psychology (2011-2014) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2011, and other useful information.

*With all the best wishes for a Merry Christmas and a Happy, Prosperous New Year.*

**Lyudmila Karamushka**

Kyiv, December 2011

## 2. CoCo-Meeting, 2011

The CoCo-meeting took place in Paris, on *October 7, 2011* at the new office of MAISON DES SCIENCES DE L'HOMME (190-198, Avenue de France).

*Attending:* David Guest, Liudmilla Karamushka, Anne Rochard, Hans de Witte, Vincent Rogard, Fred Zijlstra (minutes)

*Apologies:* Gudela Grote



### **Agenda:**

- a) Opening, (Apologies, Minutes previous meeting);
- b) ENOP Membership;
- c) ENOP Budget;
- d) Annual ENOP Symposium-2012;
- e) ENOP Webpage;
- g) ENOP Newsletter;
- f) Any other Activities

### ***a) ENOP membership:***

*Vincent Rogard* reported that currently there are 23 listed members, however, only 19 paid their fees for 2011.

Suggestions for *new ENOP* members were discussed. It was decided to invite potential candidates from countries, which are not represented at all or represented inadequately in ENOP, namely from Belgium, Norway, Scotland, Italy, Germany, Russian Federation, Croatia, and Greece. Hans de Witte, Fred Zijlstra, David Guest, and Vincent Rogard will contact potential candidates.

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

***c) ENO Budget:***

*Vincent Rogard* reported that 19 ENOP members paid their fee: subtracting the costs for last symposium means there is a positive balance. This is sufficient to pay the cost for this CoCo meeting.

This also means that although is operating ‘on a shoestring’ it actually has sufficient funds to continue its activities. For 2012 there is no need to increase the annual fee.

The invoices for 2012 will be send around End of November, Beginning of December, together with announcement of the program of the ENOP Annual Symposium.

***d) Annual ENOP Symposium-2012:***

The topic for the next ENOP Annual Symposium will be centralized around ‘Self-Determination Theory’(SDT). *Hans de Witte* presented an outline of the symposium. This proposal was elaborately discussed. There are suggested names for people who could present SDT and some applications. We need some names from people who would present motivation theory from a different angle. All are encouraged to come forward with names.

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

***e) ENOP Webpage:***

Over the summer *David Guest* has been in contact with *Mare Teichmann* concerning ENOP’s webpage. It needs a radical overhaul and serious updating. A Google search gives some hits on ENOP for pages that are very old and can still be opened . These pages need preferably be removed. Also ENOP’s current webpage is not kept up to date, it features ‘news items’ from 2005 and earlier. Also there is not a brief description of what ENOP is (and does).

David has produced a text on what ENOP is that could be presented on the website. Also the layout of the webpage needs to be reconsidered. Webpage should also contain info on how to contact ENOP, maybe who is CoCo, etc. *David Guest* will contact *Mare Teichmann* about this.

***g) ENOP Newsletter:***

*Lyudmila Karamushka* informed that she prepared ENOP Newsletter N 60 in July 2011 (electronic and printed versions). The electronic version was disseminated by Internet among all ENOP members. Brochures’ version was sent to *Vincent Rogard* for dissemination by ordinary mail. *Lyudmila Karamushka* informed that the next ENOP Newsletter N 61 will be prepared in December, 2011. Materials of the Newsletter will be placed as well on the ENOP web-site.

***f) Any Other Activities:***

-*David Guest* reported on the ENOP survey on common knowledge base in W&O Psychology.

The Survey results have been presented at the last Annual ENOP symposium, and featured also in the EAWOP keynote address. The report was submitted to JOOP for publication, and now there is an invitation to revise the manuscript. Related to this survey David Guest suggested that it would be useful to discuss the direction our field is taking... where is it moving? We see lots of professors moving into Business Schools. What consequences does this have for the subject and for our field? Could be a topic for an Annual Symposium? or for discussion in the Business meeting? Furthermore, ENOP needs to think of 'activities' that always have been part of ENOP's reason to exist. How can we further our field, stimulate W&O psychology? What new initiatives should be undertaken?

-A topics or the **next ENOP Business Meeting** were discussed.

At this point the meeting *was closed*. And all attendants were thanked for their contribution.





# 3. ENOP SYMPOSIUM 2012 ON WORK MOTIVATION: IS SELF-DETERMINATION THEORY (SDT) THE ROAD TO TAKE?

**Paris, March 22-24, 2012.**

**Organizers:** Hans De Witte & Sabine Sonnentag

**Aim:** To present and discuss SDT in general and in applied setting (education and work) and to compare its contribution to already existing theories in the field of work motivation.

**Method:** In an interactive way – possibilities for discussion and small group workshops. A selection of relevant literature will be sent to participants, so they can already prepare themselves, when they want to (or read it all afterwards, of course).

## **Thursday March 22 – afternoon: sipping at the theory**

2 p.m. – 2.15 p.m.

*Introduction: why a symposium on Self Determination Theory?*

Hans De Witte (K.U.Leuven, Belgium) & Sabine Sonnentag (University of Mannheim, Germany)

2.15 p.m. – 4.00 p.m.

*General overview of Self Determination Theory*

Maarten Vansteenkiste (UGent, Belgium)

4.00 p.m. – 4.30 p.m.

*Coffee break*

4.30 p.m. - 5.30 p.m.

*Interactive workshop: how to use and apply SDT in an educational setting (bachelor and master students, teaching, PhD-students)*

Evening: Dinner in Paris

## **Friday March 23: debating its relevance and future**

*Before noon: Opening up the debate with pros and cons*

9.30 a.m.- 11.00 a.m.

*Applying SDT to Work & Organizational Psychology: where are we, what still needs to be done? A view in favour of SDT*

Anja Van den Broeck (HUB-K.U.Leuven, Belgium):



11.00 a.m. – 11.30 a.m.

*Coffee break*

11.30 a.m. – 12.30 a.m.

A critical view: a 'non-SDT'-scholar expresses his/her doubts

*Suggestions regarding possible candidates are still very welcome*

12.30 a.m. – 1.30 p.m.

*Lunch break*

***Afternoon. Putting SDT in context/ in contrast to other theories: Is SDT our future?***

The idea of this afternoon is to invite other scholars in the field of work motivation and to debate its relevance in contrast to other existing theories. Starting with a general introduction in which SDT is placed in the global field of work psychology. Aim: enlarge the debate and explore alternatives.

4.30 p.m. – 5 p.m.

*Closing the debate: where are we now?*

Sabine Sonnentag (University of Mannheim, Germany) & Hans De Witte (K.U.Leuven, Belgium)

**Submitted by:**

**Prof. De Witte, Hans.**

*Research Group Work, Organisational & Personnel Psychology  
(WOPP),*

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## 4. Report about 1st Ukrainian Congress on Organizational and Economic Psychology (June, 29 – July, 2, 2011, Kamianets-Podilsky, Ukraine)



Late June - early July this year the picturesque ancient city of Kamianets-Podilsky witnessed a significant scientific event – the First Ukrainian Congress on Economic and Organizational Psychology. The Congress was organized and conducted by the Laboratory of Organizational psychology of the G.S. Kostiuk Institute of Psychology of NAPS Ukraine, Department of Psychology of Kamianets-Podilsky National University named after Ivan Ohienko, the Ukrainian Association of Organizational and Work Psychologists and the Center for Organizational and Economic Psychology.

The Congress was preceded by a series of annual conferences on economic and organizational psychology held in different regions of Ukraine. Being the first event of this magnitude in Ukraine, the Kamianets-Podilsky Congress was the logical continuation of a long-term professional collaboration between the Laboratory of organizational psychology, the Ukrainian Association of Organizational and Work Psychologists and the leading national educational and scientific organizations.



The Congress was attended by about 100 scientists and educators from different regions of Ukraine and from abroad. The Congress was greeted by the Polish Association of Organizational Psychology and the partner organization PSYCON Psychological Business Consultants, Wildeshausen, Germany.

The venue of the Congress was Kamianets National University named after Ivan Ohienko and "GALA HOTEL" complex (Kamianets-Podilsky).

At the *first plenary session* the participants listened to the reports about today's challenges for economic and organizational psychology as well as the presentations that covered the history, achievements, and development of organizational and economic psychology in Ukraine.



The session was followed by an *excursion* around the Kamianets-Podilsky National University which allowed the Congress participants to learn a lot of interesting facts about that educational institution.

Among the issues considered at the *second plenary session* were burnout in medical professions, correlations between

perfectionism and individuals' psychological well-being, organization concept transformation, expert assessment of heads' professionally important qualities in public administration, history of the institutions of higher education as a component of their organizational culture, burnout of teachers at preschool educational institutions, economics students' attitudes toward money, development of communicative competence in employment center managers, psychology of money, university students' socio-psychological attitudes toward professional career, etc.

The first day of the Congress ended with a *gala reception* which gave the Congress participants a good chance to get to know each other better.

The next day the Congress had *two thematic sections*: Organizational Psychology and Economic Psychology.



*Thematic section 1* (Organizational Psychology) had interesting presentations on educational organizations of traditional and innovative types and conditions for their organizational development, organizational behavior, bank staff teamwork readiness, civil servants' motivational profile, educational organization managers' ethnic identity, university and high school students' career orientation development, managers' professional competences,

psychological characteristics of messaging by social network users, the formation of social identity in civil servants, educational organization manager' change management readiness, future managers' business communication training, stress management in organizations,

psychological adaptation of personnel to educational organizations merging, social and psychological climate in educational organizations, etc.

The presentations made at thematic *section 2 (Economic Psychology)* considered the development of economic psychology in Ukraine, organizations' international competitiveness, psychological factors of self-efficiency in trade, prevention of burnout of employees of the State Tax Service of Ukraine, the relationships between the educational institution managers' entrepreneurial behavior and organizational development, team-building in organizations, entrepreneurs' business negotiation competence, effects of the image of money on individuals' economic behavior, economic self-determination of students and other problems.



The Congress participants had a *fascinating tour of Kamianets-Podilsky* enjoying the sights of the Old Town, the Town Hall, the Peter and Paul Cathedral, the Dominican and Franciscan Monasteries and the Kamianets-Podilsky Fortress built as far back as the XII-th century.

During the *third day* of the Congress the participants attended the workshop held by a business consultant *Ute Schmidt-Brass (Germany)*. The World Café interactive technique allowed the colleagues to exchange views and ideas about the topical issues of Organizational Psychology and Economic Psychology in Ukraine.

The *next day* the heads of the sections reported on the main work results of their sections. Besides, the winners of *The Best Congress Presentation* contest were announced.



An interesting continuation of the day was a trip to the architectural and historical complex *Khotyn Fortress* located on the picturesque bank of the Dniester river..



The *next day* saw the meeting of the Ukrainian Association of Organizational and Work Psychologists with the report about the Association's activities over the last year and plans for the future.

The day was continued by a guided tour to the *Bakota Monastery* in the Podilsky National Park which will be long remembered by the Congress participants. After that there was an open air buffet with informal talks, dances and fun.

The Congress enriched its participants with unforgettable memories of the wonderful places and valuable experience.

The presentations made at the Congress can be found in *The Issues of Economic and Organizational Psychology in Ukraine: abstracts of the First Ukrainian Congress on Organizational and Economic Psychology (June, 29 – July, 2, 2011, Kamianets-Podilsky, Ukraine) / editors S.D. Maksimenko, L.M. Karamushka. – K. – Kamianets-Podilsky : Axioma, 2011. – 190 pages».*



**Submitted by:**

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## 5. The Baltic Area Alliance Meeting (Katowice, Poland, 3 October, 2011)

The Baltic Area Alliance Meeting was held on October, 3, 2011, in Katowice (Poland).

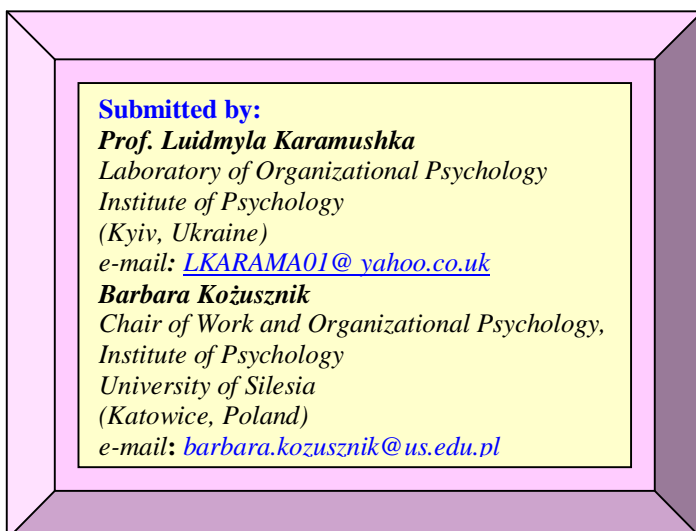
The meeting was attended by *Prof. Ludmila Karamushka* (Ukraine), *Ph.D. Angela Carter* (UK), *Ph.D. Anita Pollak* (Poland), *MA Katarzyna Wiecek* (Poland), and *Prof. Barbara Kożusznik* (Poland). The Baltic Area Alliance Meeting was supported by EAWOP moderated by *Angela Carter*, the EAWOP representative.

The *purpose* of the meeting was to discuss the assumptions of the BAAB program and to propose further directions of work on the Baltic Area Project. Moreover, the intention of the meeting was to present and discuss the results of the analyses of the data obtained in the BAAB Universities Survey.

BAAB Questionnaire Survey was done at six European universities and compared the universities' declared approaches towards teaching the WOP students according to the ENOP Reference Model. The universities which participated in the survey were: Catholic University of Lublin John Paul II (Poland); Silesian University (Poland); Volin National University named after L. Ukrainka (Ukraine); Institute of Psychology University of Wroclaw (Poland); Ivan Ohienko Kamyanets-Podilsky National University (Ukraine); I.I. Mechnikov Odessa National University (Ukraine); Zaporizhya National University (Ukraine)

The results of the analysis showed that the universities' approaches towards WOP training declared during the survey did not reach the standards postulated in the ENOP Reference Model. Furthermore, the curricula offered by the universities did not include all areas of the ENOP Reference Model, i.e. Work, Organizational and Personnel Psychology. The investigation also identified the configuration of primary and enabling competences acquired by the students during their five-year-studies at the surveyed universities and checked how the surveyed universities coped with the internship. The survey found out the major didactic methods used in W&O psychology training at the surveyed universities.

Although the results of the survey showed that the examined universities did not perfectly fit the ENOP Model it was assumed that there was a common core in the WOP teaching standards shared by the surveyed universities. In connection with the ambiguity of the obtained results it seems to be very important to take the further efforts in order to reach the consensus about the approaches and minimal standards for the common framework of the education of WOP psychologists in Europe and the knowledge and competences that are needed for WOP professionals in Poland and Ukraine.



## 6. EAWOP Small Group Meeting: Age Cohorts at Work: Understanding and Building Strength through Differences (Trento, Italy, 11-13 November, 2011)

Web-side <http://www.cogsci.unitn.it/sgm/>

Increases in retirement age and the aging of the working population highlight the relevance of different age cohorts in the workplace. Thus it is important to understand more fully, from the perspective of theory and practice, the role of age at work.

Different questions age and work now confront I/O/W psychologists: How do we motivate people at the end of their career, and how do we encourage them to postpone their retirement? How do we promote training and development for people at the end of their careers? How do we promote the widespread mingling of older and younger generations in the workplace? How should human resource interventions take age differences into account? How widespread are negative – and positive – stereotypes of people in different age groups at work?



These were some of the principle questions raised at *EAWOP's Small Group Meeting, "Age Cohorts in the Workplace: Understanding and Building Strength through Differences"*, which took place over three days of intense meetings, from 11-13 November at the University of Trento, Italy. Specifically, participants set out to analyze the diverse programs of research from various countries around the world and to develop a better understanding of these different programs of study. Well-known international scholars from Europe, the United States, Canada, and Australia discussed a range of different theoretical and practical questions tied to the aging workforce. The meeting was structured around thematic sessions where scholars presented different research papers, followed by open discussion. Well-known international experts were invited as keynote speakers and opened each of five sessions.

*Ruth Kanfer, Georgia Institute of Technology (USA)* was the opening keynote speaker. She began the conference by introducing the topic of age and motivation at work. The session continued with paper covering issues such as how to maintain the motivation of workers of different ages.

Next was a session focused on aging and human resources, opened by *Jose Maria Peiró, University of Valencia (Spain)*. The scholars in this session were asked about possible interventions to integrate workers of all ages into the organization, ways to prevent



workplace age discrimination, and how to recognize the contributions of different age groups. The debate focused on specific characteristics of work which satisfy people of different ages.

Next, *Lisa Finkelstein, Northern Illinois University (USA)*, introduced the session on age stereotyping, a topic of great interest to scholars for many years. The research papers in this session shed light on the existence of negative stereotypes of workers both young and old – which may lead to discrimination and poor personnel decisions.

In the next session, *Annet de Lange, Radboud University Nijmegen (The Netherlands)*, opened with an overview of work factors which motivate workers. Papers in this session also included issues such as work-life balance.

The last session of research papers covered the transition into retirement and was introduced with a talk by *Mo Wang, University of Florida (USA)*. The discussion focused factors which encourage and support older employees to continue to work and how to support them in retirement. The conference concluded with a discussion of plans for the future, including means for increasing communication among the researchers and plans for future conferences.

In summary, the meeting was an important opportunity to bring together experts from many different topics regarding the aging workforce. As such, it helped to define *new lines of research in the field of age and work*. More important, it created a *strong network of researchers from around the world*.



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**Prof. Donald Truxillo**

Portland State University (USA)

## 7. Current PhD projects in WOP: 2nd phase

Information about some PhD Projects on WOP is presented below as a result of *the second step* of collecting such information. (The results of *the first phase* of collecting such information was presented in the previous ENOP Newsletter, # 60, July, 2011) 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.

### Research topics at University of Trento (Team in Work and Organizational Psychology)

1. *Age stereotypes in the workplace; how older and younger worker are seen by others in terms of personality, motivation, ability and organizational behavior.* In collaboration with S. Zaniboni (University of Trento), D. Truxillo (Portland State University U.S.) and M. Bertolino, (Nice University France).
2. *Organizational socialization of people with mental diseases in social enterprises; organizational features that can support the work insertion and maintenance of a job for people with psychiatric illness;* In collaboration with P. Villotti (PhD student, University of Trento), and M. Corbiere (Sherbrooke University; Canada).
3. *Bullying in the workplace. Understanding personal and organizational factors that explain workplace bullying.* In collaboration with University of Bologna (C. Balducci) and W. Schaufeli (University of Utrecht NL).
4. *Organizational identification and burnout. The relationship between different patterns of identification and burnout experience.* In collaboration with L. Avanzi (University of Trento), E. Crocetti, (University Bicocca, Milan) and W. Meus (Utrecht University; NL).
5. *Motivation and well-being at school.* The work experience of teachers in the italian school system. In collaboration with F. Pisanu (IPRASE; Autonomus Province of Trento), L. Avanzi (university of Trento), and D. Guglielmi (University of Bologna).

#### Submitted by:

**Prof. Franco Fraccaroli**

Department of Cognitive Sciences and Education,

University of Trento

(Trento, Italy)

**List of some ongoing research  
at University of Grenoble 2 Pierre Mendès**

- 1) «Croyances, explication naïve des accidents routiers et accidentabilité au Cameroun » (*"Beliefs, naive explanation of traffic accidents and accident ability"*). Without any grant).
- 2) « Etude des déterminants psychosociaux de l'implication des managers de première ligne dans le management de la sécurité", contrat de recherche avec l'entreprise EDF R & D (CASP7), Gpe T54).
- 3) « Rôle de l'émotion dans le processus d'acceptation d'un produit innovant » (*"Role of emotion in the process of acceptance of an innovative product"*). Grant CIFRE with the company IXIADE and french ANRT-Alpes (joint supervision with Pr Michel Dubois, université Grenoble2).
- 4) "Etude des besoins et des attentes en vue de la conception et de l'acceptation d'un système d'information voyageur personnalisé" (*Investigation of travellers needs and expectations with regarding the conception and acceptance of an individualized information system"*, Grandt (ADR) on project financed by the Région Rhône-Alpes (en co-encadrement (50-50) avec Pr. Michel Dubois, université Grenoble2.

**Submitted by:**

**Prof. Rémi Kouabenan**

University of Grenoble2 Pierre Mendès  
(Grenoble, France)

**Dissertation Projects at the University of Mannheim/University of Konstanz  
(Supervision: Sabine Sonnentag)**

<i>Ph.D. Student</i>	<i>Working Title</i>
Stefanie Daniel	Boundary management and the work-life interface
Nils Henker	Correlates of work-related creativity
Inga Nagel	Job stressors and leisure time sports activities
Angela Neff	The crossover of job-related self-evaluations In dual-career couples
Sarah Kern	Personal resources, stress resistance & health
Dana Unger	Work time-related issues and their effects on relationship quality
Anita Starzyk	Leadership and proactive work behavior
Laura Venz	Age and occupational health

**Submitted by**

**Prof. Sabine Sonnentag**

University of Mannheim,  
Department of Psychology  
(Germany)

**Dissertation Projects at the Institute of Psychology,  
Laboratory of Organizational Psychology  
(Supervision: Liudmyla Karamushka)**

<i>Ph.D. Student</i>	<i>Working Title</i>
Tolkov Oleksander	Professional activity of personnel of educational organizations in the conditions of social-economic changes.
Bleshmudt Pavlo	Psychological factors of banking institutions personnel's team work
Martunova Kate	Psychological factors of forming of the organizational commitment at the personnel state administrations.
Kurutca Denuc	Personality-related factors of job stress in staff of state administrations
Grubi Tamara	Investigation of psychological features of professional activity and syndrome of professional burnout in state tax service employees
Martunova Anna	Syndrome of professional burnout in entrepreneurs
Nikanorova Maruna	Conflict interaction of personnel of supermarkets

**Submitted by:**

***Prof. Liudmyla Karamushka***

*Laboratory of Organizational Psychology*

*Institute of Psychology*

*(Kyiv, Ukraine)*

## **8. FUTURE CONFERENCES, CONGRESSES AND SCHOOLS**

### **8.1. WOP Conferences and Congresses (2012-2014)**

**10th Conference of the European Academy of Occupational Health Psychology (EAOHP).**

11-13 April, 2012

Zurich, Switzerland

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

**27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology**

26-28 April, 2012

San Diego, California, USA

Website: <http://www.siop.org/conferences/default.aspx>

**Biennial International Conference**

**'Work, Wellbeing and Performance: Thriving in times of uncertainty'**

26-28 June, 2012

Sheffield, UK

Website: <http://iwpcconference.org/>

**XXX International Congress of Psychology (ISP)**

22-27 July, 2012

Cape Town, South Africa

URL: [www.icp2012.com](http://www.icp2012.com);

**2012 conference of the International Association for Research in Economic Psychology (IAREP).**

5-8 September, 2012

Wroclaw, Poland

Website: <http://www.iarep2012.org>

**Third International Conference on Violence in the Health Sector**

**“Linking local initiatives with Global Learning”**

20-24 October 2012

Vancouver, Canada

Website :<http://www.oudconsultancy.nl/vancouver/violence/invitation-third.html>

**XVII. International Conference on Cooperative Studies (ICCS)**

18-20 September, 2012

Vienna, Austria

Website: [igt2012.univie.ac.at](http://igt2012.univie.ac.at).

**XVI Congress of the European Association  
of Work and Organizational Psychology**

22-25 May, 2013

Münster, Germany

Website: <http://www.eawop2013.org/>

**The 13th European Congress of Psychology (ECP 2013)**

July 9-12, 2013

Stockholm, Sweden

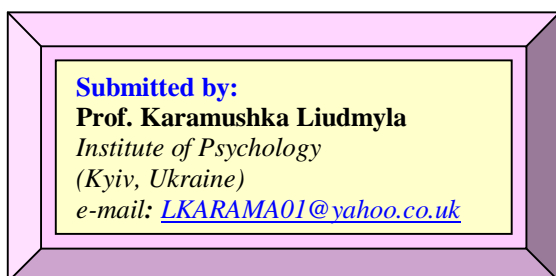
Website: <http://www.ecp2013.se>

**XXVIII International Congress of Applied Psychology**

July 8-13, 2014

Paris, France

Website: [www.icap2014.com](http://www.icap2014.com)



## 8.2. Call for Applications

### 3rd Early Career Summer School for Advanced Work and Organizational Psychology

(Lake Lucerne, Switzerland, from August 27 to September 1, 2012)

The European Association of Work and Organizational Psychology (EAWOP) invites applicants for the 3rd Summer School, to be held at Lake Lucerne (Switzerland) from August 27 to September 1, 2012 (Monday afternoon until Saturday morning). The EAWOP Summer School is a biannual event that brings together 36 young scholars from all over Europe and several of the most well-renowned leading international scholars.

For more information, fees, and a program overview:

[http://www.eawop.org/docs/Summer\\_School\\_Switzerland.pdf](http://www.eawop.org/docs/Summer_School_Switzerland.pdf)

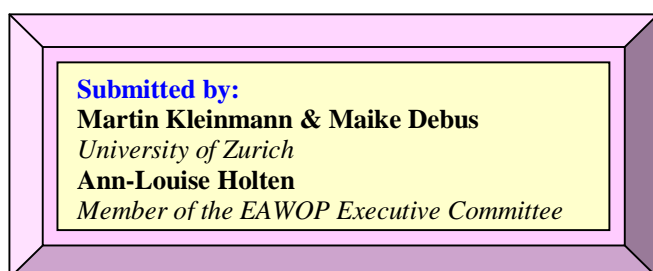
#### APPLICATION

The summer school is open for PhD students in their final year and post doc researchers in the first five years after their PhD. Please send the following documents to:

[eawop\\_summerschool@psychologie.uzh.ch](mailto:eawop_summerschool@psychologie.uzh.ch) by *April 1, 2012*:

1. CV with your (planned) date of completion, your EAWOP membership status, a list of congress contributions, and publications
2. 3-5 page extended abstract covering a current study (i.e., work in progress) that you would like to present at the summer school, including specific questions to be discussed with the audience
3. 3-5 page abstract covering future research ideas, including specific questions to the audience

Participants will be notified by *May 1, 2012* whether their application was successful.





## 9. CALL FOR SHOLARSHIP

### 8.1. New call for scholarships at the Erasmus Mundus Program WOP-P - Master on Work, Organizational and Personnel Psychology (2012-2013) (Scholarships for students and scholars)



**Take advantage of this opportunity and join the Master on Work, Organization and Personnel Psychology (WOP-P). Now you can study the whole program in English!**

New call of scholarships at the Erasmus Mundus for students/scholars aiming to study/teach at the Master on Work, Organization and Personnel Psychology (WOP-P). Recently awarded by the Mediterranean Office for Youth and in its second round by the Erasmus Mundus program, WOP-P master continues to be considered one of the best programs in its professional and academic area. Five universities are part of the educational consortium: Universitat de València (Spain), Universitat de Barcelona (Spain), Université René Descartes Paris 5 (France), Alma Mater Studiorum-Università di Bologna (Italy) and Universidade de Coimbra (Portugal). **New partnerships** have been developed with the Universidade de Brasília (Brazil) and University of Guelph (Canada). In the second round of the WOP-P Program, some changes have been introduced such as the possibility to **study the whole program in English** and to develop **exchange periods of study** with the new American Universities in the partnership.

For the next academic year 2012-2013 the European Union offers **student scholarships** to students of any nationality aiming to study at the Master on Work, Organizational and Personnel Psychology (WOP-P). Additional scholarships should be made available for students from three geographical areas: “Western Balkans and Turkey”, “Tunisia and Egypt” and “Eastern Neighbourhood Countries” (i.e. Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine).

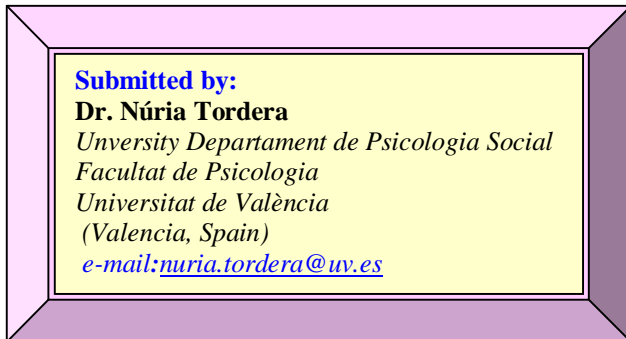
#### **Deadlines:**

Scholarships for **students** from **15th November 2011 to 1st January 2012**.

Scholarships for **scholars** from **15th November 2011 to 30th September 2012**.

Students application remains open from **2nd January 2012 till July-September 2012** (not asking EM scholarship).

For further information please visit our **website** <http://www.erasmuswop.org>  
Visit also our **career services website** <http://www.uv.es/%7Ecareers/> and the WOP-P  
group at **LinkedIn**  
“Eramus Mundus WOPP Master”



## 10. 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](mailto:john.arnold@sheffield.ac.uk) )

### Research topics:

Career choice, development and management; leadership.

### Recent publications:

- Arnold, J. (2011). 21st century career concepts: Magic, measurement, and career capital. *The Psychologist*, 24, 106-109.
- Cohen, L., Arnold, J., and O'Neill, M. (2011). Migration: Vocational perspectives on a complex and diverse transition. (editorial) *Journal of Vocational Behavior*, 78, 321-324.

**2. Caetano, António.** Human Resources Management and Organizational Behavior 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, wellbeing at work, and human resources management, entrepreneurship.

### Recent publications:

- Caetano, A., Silva, S. & Chambel, M. J. (eds), (2011). *New challenges and interventions in the psychosocial work environment*. (Series: Organizational Psychology and Health Care, vol. 6, edited by, W. Schaufeli & J. M. Peiro). Munich: Rainer Hampp Verlag
- Caetano, A. e Silva, A. S. (2011). Bem-estar subjetivo e saúde no trabalho. In M. P Lopes, P. J. Palma, R. B. Ribeiro, M. P. Cunha (Eds), *Psicologia Aplicada* (pp. 337-362), Lisboa: RH Editora.
- Pereira, M. T. e Caetano, A. (2011). Práticas de Gestão de Recursos Humanos e Resultados Organizacionais: Estudos, Controvérsias Teóricas e Metodológicas. *Revista Psicologia: Organizações e Trabalho* (Brasil), vol.10 no.2 , pp. 159-176
- Santos, S. C., Caetano, A. & Silva, A. J. (2011). Employee satisfaction in the Portuguese financial sector between 1996 and 2008. In A. Caetano, S. Silva & M. J. Chambel, (Eds.), *New challenges for a healthy workplace in human services* (Series: Organizational Psychology and Health Care, vol. 6, edited by, W. Schaufeli & J. M. Peiro). Munich: Rainer Hampp Verlag.
- Silva, A. J. e Caetano, A. (2011, in press). Validation of the Flourishing Scale and Scale of Positive and Negative Experience in Portugal. *Social Indicators Research*. DOI 10.1007/s11205-011-9938-y
- Sousa-Lima, M., Caetano, A., Michel, J. (2011, in press). Clarifying the Importance of Trust in Organizations as a Component of Effective Work Relationships. *Journal of Applied Social Psychology*.

- Spagnoli, P., Caetano, A. & Correia-Santos, S. (2011, in press). Satisfaction with job aspects: do patterns change over time? *Journal of Business Research*, [doi:10.1016/j.jbusres.2011.02.048](https://doi.org/10.1016/j.jbusres.2011.02.048).

**3. De Witte, Hans.** Research Group Work, Organisational & Personnel Psychology (WOPP), Department of Psychology-FPPW-K.U.Leuven, Tiensestr. 102, Postbox 3725, B-3000 Leuven, Belgium, Tel. +16-32.60.60, Fax. +16-32.60.55, e-mail: [Hans.Dewitte@ppw.kuleuven.be](mailto:Hans.Dewitte@ppw.kuleuven.be)

Research topics:

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

Recent publications:

-Baillien, E., De Cuyper, N., & De Witte, H. (2011). Job autonomy and workload as antecedents of workplace bullying: A two-wave test of Karasek's Job Demand Control Model for targets and perpetrators. *Journal of Occupational and Organizational Psychology*, 84, 191-208.

-De Cuyper, N., & De Witte, H. (2011). The management paradox. Self-rated employability and organizational commitment and performance. *Personnel Review*, 40(2), 152-172. (IF = 1.166)

-Van den Broeck, A., Schreurs, B., De Witte, H., Vansteenkiste, M., Germeys, F. & Schaufeli, W.B., (2011). Understanding Workaholics' Motivations: A Self-Determination Perspective. *Applied Psychology: An International Review*. 60 (4), 600–621. doi: 10.1111/j.1464-0597.2011.00449.x

-Vander Elst, T., De Cuyper, N. & De Witte, H. (2011). The role of Perceived Control in the Relationship between Job Insecurity and Psychological Outcomes: Moderator or Mediator? *Stress & Health*, 27, e215-e227.

**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; 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.

-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.

-Balducci, C., Fraccaroli, F. Schaufeli, W. (2011). Workplace bullying and its relation with work characteristics, personality, and post-traumatic stress symptoms: An integrated model. *Anxiety, Stress, and Coping*, vol. 24, p. 499-513.

-Balducci, C. Schaufeli, W. Fraccaroli, F. (2011). The job demands-resources model and counterproductive work behaviour: the role of job-related affect. *European Journal of Work and Organizational Psychology*, vol. 20, p. 467-496.

-Zaniboni, S. Fraccaroli, F., Villotti, P., Corbière, M. (2011). Working plans of people with mental disorders employed in Italian Social Enterprises. *Psychiatric Rehabilitation Journal*, vol. 35, p. 55-58, ISSN: 1095-158X.

-Fraccaroli, F., Balducci, C. (2011). Stress e rischi psicosociali nelle organizzazioni. BOLOGNA:Il Mulino.

-Fraccaroli, F., Pisanu, F., Gentile, M. (2011). The evaluation of learning attainment in Italy: National and Regional systems. *KAOSHI YANJIU*, vol. 2011, p. 26-33.

**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](mailto: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. .(In Ukrainian).
- Karamushka, L.M., Moskaliyov M.V. (2011). The psychology of future managers' training in organizational change management : monograph – K.-Lviv : Spolom, 2011.-216 p.(In Ukrainian).
- Karamushka L., Romanovskuy O., Fil A. and others (2011). Technology of team building: Text-book. Charkiv: Polytechnic university, 2011.- 184 p. (in Ukrainian).
- 1<sup>st</sup> Ukrainian Congress of Organizational and Economic Psychology (29 June-2 July, 2011, Kamanec-Podilsk, Ukraine): Book of abstracts (2011). Ed.: Maksumenko S.D., L.M.Karamushka. – Kyiv-Kamanec-Podilsk: Aksioma, 2011.-190 p. (in Ukrainian).
- Karamushka, L.(2011). Positive and negative aspects of educational organizations' development in Ukraine // Abstracts of International Conference «Science, Technology, Higher Education, and Society in the Conceptual Age» (STHESCA) (5-7 July, 2011, Krakow, Poland). – Krakow, Poland, 2011. (CD-room).
- Karamushka, L., Andreyeva I.(2011). Correlations between bank employees' organizational commitment and the organization level factors / // Abstracts of 15-th Congress of the European Association of Work and Organizational Psychology (Maastricht, Netherlands, May, 25 – 28, 2011). - Maastricht, 2011.
- Karamushka, L., Bleshmud P.(2011). Factors of bank employees' readiness to work in teams / L.M. Karamushka, P. Bleshmud // Abstracts of 15-th Congress of the European Association of Work and Organizational Psychology (Maastricht, Netherlands, May, 25 – 28, 2011). – Maastricht, 2011.

**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:

- Huhtala, M., Feldt, T, Lämsä. A-M., Mauno, S., & Kinnunen, U. (2011). Does the ethical culture of organizations promote managers' occupational well-being? Investigating indirect links via ethical strain. *Journal of Business Ethics*, 101, 231–247.
- Hyvönen, K., Feldt, T., Kinnunen, U., & Tolvanen, A. (2011). Changes in personal work goals in relation to the psychosocial work environment: A two-year follow-up study. *Work & Stress*, 25, 289–308.
- Kinnunen, Feldt, T., Siltaloppi, M., & Sonnentag, S. (2011). Job Demands-Resources Model in the context of recovery: Testing recovery experiences as mediators. *European Work and Organizational Psychology*, 20, 805–832.
- Kirves, K., De Cuyper, N., Kinnunen, U., & Nätti, J. (2011). Perceived job insecurity and perceived employability in relation to temporary and permanent workers' psychological symptoms: A two samples study. *International Archives of Occupational and Environmental Health*, 84, 899–909.
- Mauno, S., Kinnunen, U., & Rantanen, M. (2011). Work-family conflict and enrichment and perceived health: Does type of family matter. *Family Science*, 2, 1–12.
- Mauno, S., Kiuru, N., & Kinnunen, U. (2011). The individual and multilevel effects of work-family culture on work motivation: Specifying the role of work-family conflict. *Work & Stress*, 25, 147–166.
- Mäkikangas, A., Hyvönen, K., Leskinen, E., Kinnunen, U., & Feldt, T. (2011). A person-centered approach to investigate the development trajectories of job-related affective well-being: A 10-year follow-up. *Journal of Occupational and Organizational Psychology*, 84, 327–346.



- Mäkikangas, A., Hätinen, M., Kinnunen, U., & Pekkonen, M. (2011). Longitudinal factorial invariance of the Maslach Burnout Inventory-General Survey among employees with job-related psychological health problems. *Stress and Health*, 27, 347–352.
- Siltaloppi, M., Kinnunen, U., Feldt, T., & Tolvanen, A. (2011). Identifying patterns of recovery experiences and their links to psychological outcomes across one year. *International Archives of Occupational and Environmental Health*, 84, 877–888.
- Uusitalo, A., Mets, T., Martinmäki, K., Mauno, S., Kinnunen, U., & Rusko, H. (2011). Heart rate variability is related to effort-reward imbalance at work: as study of a new heart rate variability based measure. *Applied Ergonomics*, 42, 830–838.

**10. Kirchler, Erich.** Faculty of Psychology. Economic Psychology. University of Vienna . Universitaetsstrasse 7; A-1010 Vienna . (Tel. +43 1 427747880                    +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:

- Walenta, E. & Kirchler, E. (2011). Führung (Leadership). Wien: Facultas.
- Kirchler, E. (2011). Wirtschaftspsychologie: Individuen, Gruppen, Märkte, Staat. (Economic Psychology: Individuals, Groups, Markets, State). Hogrefe: Göttingen.
- 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.
- Hoelzl, E., Kamleitner, B. & Kirchler, E. (2011). Loan repayment plans as sequences of instalments. *Journal of Economic Psychology*, 32(4), 621-631.
- Muehlbacher, S., Kirchler, E. & Schwarzenberger, H. (2011). Voluntary vs. enforced tax compliance: Empirical evidence for the “slippery slope” framework. *European Journal of Law & Economics*, 32, 89-97.
- Muehlbacher, S., Kirchler, E., & Kunz, A. (2011). The impact of transaction utility on consumer decisions: The role of loss aversion and of acquisition utility. *Zeitschrift für Psychologie/Journal of Psychology*, 219(4), 217-223.
- Penz, E. & Kirchler, E. (2011). Sex-role specialization in a transforming market: Empirical evidence from Vietnamese middle-class households. *Journal of Macromarketing*.
- Kamleitner, B., Hoelzl, E. & Kirchler, E. (2012). Credit use: Psychological perspectives on a multifaceted phenomenon. *International Journal of Psychology*, 47 (1), 1-27.
- 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.
- Rechberger, S., Hartner, M. & Kirchler, E. (2011). Strafen für Steuerhinterziehung: Ziele und (unerwünschte) Auswirkungen. In D. H. Enste & F. Schneider (Hrsg.). *Jahrbuch Schattenwirtschaft 2010/11. Schwarzarbeit, Steuerhinterziehung und Finanzkrise* (S. 75-96). 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](mailto:Remi.Kouabenan@upmf-grenoble.fr))

Research topics:

Health and safety: Accident analysis; risk perception; 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](mailto: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:

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

-Kożusznik 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](mailto: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](mailto:munduate@us.es), [www.us.es](http://www.us.es))

Research topics:

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

Recent publications:

-Munduate, L. & Medina, F. J. (2011, 4<sup>th</sup> 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.

Recent publications

-Buunk, A.P., Carmona, C., Peiró, J.M., Dijkstra, A., Dijkstra, P. (2011). Social Comparison at Work: The Role of Culture, Type of Organization and Gender. *Cross-Cultural Communication*, 7(2), 22-34.

-Erdogan, B., Bauer, T. N., Peiró, J. M. and Truxillo, D. M. (2011). Overqualification Theory, Research, and Practice: Things That Matter. *Industrial and Organizational Psychology*, 4, 260-267.--

-Erdogan, B., Bauer, T. N., Peiró, J. M. and Truxillo, D. M. (2011). Overqualified Employees: Making the Best of a Potentially Bad Situation for Individuals and Organizations. *Industrial and Organizational Psychology*, 4, 215–232.

-González-Morales, M.G., Peiró, J.M., Rodríguez, I., Bliese, P.D., (2012). Perceived collective burnout: a multilevel explanation of burnout. *Anxiety, Stress & Coping*, 25(1), 43-61. Available online: 13 Dec 2011.

-Martínez-Córcoles, M., Gracia, F., Tomás, I, Peiró, J.M. (2011). Leadership and employees' perceived safety behaviours in a nuclear power plant: A structural equation model. *Safety Science*, 49(8-9), 1118-1129

-Martínez-Tur, V., Tordera, N., Peiró, J. M. and Potocnik, K. (2011). Linking Service Climate and Disconfirmation of Expectations as Predictors of Customer Satisfaction: A Cross-Level Study. *Journal of Applied Social Psychology*, 41, 1189–1213

-Peiró, J. M. and Tetrick, L. (2011) Occupational Health Psychology, in IAAP Handbook of Applied Psychology (eds P. R. Martin, F. M. Cheung, M. C. Knowles, M. Kyrios, J. B. Overmier and J. M. Prieto), Wiley-Blackwell, Oxford, UK.

-Sora Miana, B., González-Morales, G., Caballer, A., Peiró, J.M. (2011). Consequences of Job Insecurity and the Moderator Role of Occupational Group. *The Spanish Journal of Psychology*, 14(2), 820-831.

-Potočnik, K., Tordera, N., Martínez-Tur, V., Peiró, J. M., Ramos, J. (2011). Is service climate strength beneficial or detrimental for service quality delivery? *European Journal Of Work And Organizational Psychology*, 20(5), 681-699.

**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

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Research topics: Occupational health psychology.

Recent publications

-Balducci, C., Fraccaroli, F. & Schaufeli, W.B. (2011). The Job Demands-Resources Model and counterproductive work behaviour: The Role of job-related affect. *European Journal of Work and Organizational Psychology*, 20, 467-496.

- De Lange, A.H., Bal, M. Van der Heijden, B.I.J.M., De Jonge, N., & Schaufeli, W.B. (2011). When I'm 64: Psychological contract breach, work motivation and the moderating roles of future time perspective and regulatory focus. *Work & Stress*, 25, 338-354.
- Koopmans, L., Bernaards, C.M. Hildebrandt V.H., Schaufeli W.B., de Vet H.C.W. & van der Beek, A.J. (2011). Conceptual frameworks of individual work performance – A systematic review. *Journal of Occupational & Environmental Medicine*, 53, 846-866.
- Kubota, K., Shimazu, A., Kawakami, N., Takahashi, M., Nakata, A., Schaufeli, W.B. (2011). Association between workaholism and sleeping problems among hospital nurses. *Industrial Health*, 48, 864-871.
- Kubota, K., Takahashi, M., Nakata, A., Shimazu, A. & Schaufeli, W. (2011). Distinción empírica entre engagement en trabajolismo en enfermeras hospitalarias de Japón: Efecto sobre la calidad del sueño y al desempleo laboral [The empirical distinctiveness of workaholism and work engagement among hospital nurses in Japan: the effect on sleep quality and job performance]. *Ciencia & Trabajo*, 13, 152-157.
- Miles, P., Van den Bos, K. & Schaufeli, W.B. (2011). When weak groups are strong: How low group cohesive groups moderate the effect of absence tolerance on voluntary absence at the individual and group level of analysis. *Social Justice Research*, 24, 207-230.
- Rodríguez, A., Schaufeli, W.B., Salanova, M., Cifre, E. & Sonnentag, M. (2011). An electronic diary study on flow experiences involving working and non working tasks. *Work & Stress*, 25, 75-92.
- Rodríguez-Sánchez, A., Salanova, M., Cifre, E., Schaufeli, W.B. (2011). When good is good: A virtuous circle of self-efficacy and flow at work [Cuando lo bueno es bueno: El círculo virtuoso entre autoeficacia y flow en el trabajo]. *Revista de Psicología Social*. 26, 427-441.
- Salanova, M., Llorens & Schaufeli, W.B. (2011). Yes, I can, I feel good and just do it: On gain spirals of efficacy beliefs, affect and engagement. *Applied Psychology: An International Review*, 60, 255-285.
- Schaufeli, W.B. (2011). Duurzaamheid vanuit psychologisch perspectief: Een kwestie van "fit". [Sustainable employment from a psychological perspective: A matter of fit] In, *Ten minste houdbaar tot. Over urgentie van duurzame inzetbaarheid in Nederland*(pp. 96-108). Schouten & Nelissen: Zaltbommel: Uitgeverij Thema.
- Schaufeli, W., Van Wijhe, C., Peeters, M. & Taris, T. (2011). Werkverslaving, een begrip gemeten [Workaholism: The measurement of a construct] .*Gedrag & Organisatie*, 24, 43-63.
- Schaufeli, W.B. & Salanova, M. (2011). Work engagement. On how to better catch a slippery concept. *European Journal for Work & Organizational Psychology*, 20, 39-46.
- Schaufeli, W.B., Maassen, G.H., Bakker, A.B. & Sixma H.J. (2011). Stability and change in burnout: A ten-year follow-up study among primary care physicians. *Journal of Occupational and Organizational Psychology*, 84, 248-267.
- Simbula, S., Guglielmi, D. & Schaufeli, W.B. (2011). A three waves study on job resources, self-efficacy and work engagement among Italian school teachers. *European Journal of Work and Organizational Psychology*, 20, 285-305.

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#### Research Topics:

Psychology of mergers and acquisitions; leadership and authoritarianism

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### Research topics:

Recovery from job stress; exercise and eating behavior; proactive work behavior; informal learning, work engagement.

### 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.

-Kinnunen, U., Feldt, T., Siltaloppi, M., & Sonnentag, S. (2011). Job demands-resources model in the context of recovery: Testing recovery experiences as mediators. *European Journal of Work and Organizational Psychology*, 20, 805-832.

-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.

-Sonnentag, S. (2011). Research on work engagement is well and alive: Commentary on "Key questions regarding work engagement". *European Journal of Work and Organizational Psychology*, 20, 29-38.

-Sonnentag, S., & Ilies, R. (2011). Intra-individual processes linking work and employee well-being: Introduction into the special issue. *Journal of Organizational Behavior*, 32, 521-525.

-Sonnentag, S., Niessen, C., & Neff, A. (2011). Recovery: Non-work experiences that promote positive states. In K. Cameron & G. M. Spreitzer (Eds.), *Handbook of positive organizational scholarship* (pp. 867-881). New York: Oxford University Press.

-Sonnentag, S. (2011). Recovery from fatigue: The role of psychological detachment. In P. L. Ackerman (Ed.), *Cognitive fatigue: Multidisciplinary perspectives on current research and future applications* (pp. 253-272). Washington, DC: American Psychological Association.

-Spychala, A., & Sonnentag, S. (2011). The dark and the bright sides of proactive work behavior and situational constraints: Longitudinal relationships with task conflicts. *European Journal of Work and Organizational Psychology*, 20, 654-680.

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

-Westman, M., Bakker, A. B., Roziner, I., & Sonnentag, S. (2011). Crossover of job demands and emotional exhaustion within teams: A longitudinal multilevel study. *Anxiety, Stress, and Coping*, 24, 261-577.

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### Research topics:

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

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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](http://www.vmwork.net/material/Blogikirja_netiversio_v.swf)

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Research topics:

Work & health; team cognitions; labor participation

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Research topics:

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

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Research topics:

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

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