

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 63

WEB ADDRESS

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MARCH-2013

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ENOP NEWSLETTER No. 63

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1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 21, 2012.

You will also find the preliminary programme of the ENOP Symposium 2013 to be held in Paris, March 21-23, 2013.

In addition, the Newsletters includes report about III Polish-Ukrainian Workshop 'Innovative trends in Organizational and Work Psychology in Poland and Ukraine' (September 4, 2012, Katowice, Poland).

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 (2013-2014).

Details about forthcoming conferences, congresses and meetings in the field of Work and Organizational Psychology (2013-2016) and information about EAWOP Small Group Meetings-2013 (Call for papers submission) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2012.

Lyudmila Karamushka
Kyiv, March 2013

1. COCO-MEETING, 2012

The CoCo-meeting took place in Paris, on *September 21, 2012* at the new office of MAISON DES SCIENCES DE L'HOMME (190-198, Avenue de France).

Attending: Gudela Grote (minutes), David Guest, Liudmilla Karamushka, Cornelius König, Karina Nielsen, Anne Rocha, Vincent Rogard.

Apologies: Fred Zijlstra

Agenda:

- a) Annul ENOP Symposium 2013
- b) ENOP Membership
- c) ENOP Budget
- d) ENOP Webpage
- e) ENOP Newsletter
- g) Other Activities



a) Annual ENOP Symposium 2013:

The topic, as decided at the last business meeting, will be "Academic standing of WOP".

Questions for a survey to all ENOP members as input for the symposium were discussed (e.g. in which university departments do WOP academics work, what are their major sources of funding, what are their preferred journals, how are they evaluated, how easy is it to recruit people into junior academic positions in WOP). *Karina Nielsen* will finalize the survey, send it out and organize the analysis of responses among the task force members (*David Guest, Fred Zijlstra, Cornelius König, Karina Nielsen*).

Outcome of the discussion of the Preliminary program of the Symposium:

March 21, Thursday afternoon: Presentation and discussion of survey results and results of complementary analyses (e.g. affiliations of authors in the main WOP journals);

March 22, Friday morning: Invited speaker will talk on the state-of-the-art of Academic standing of WOP (José-Maria Peiró, John Arnold);

March 22, Friday afternoon: Invited talks on the future of WOP in academia (Robert Roe, Fred Zijlstra).

David Guest will contact and invite all proposed speakers.

Vincent Rogard will check for possibilities to invite a senior faculty member of a French business school as additional speaker.

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



b) ENOP Membership:

Currently there are 26 ENOP members, 20 of them have paid the 2012 membership fee. *Vincent Rogard* will contact *Fred Zijlstra* to organize the follow-up on suggestions for new members mentioned at the last business meeting.

c) ENOP Budget:

Vincent Rogard distributed the current balance sheet for ENOP. As it follows from the doc, there will be enough money to cover the CoCo meeting and the next ENOP Symposium. It was decided to leave the annual fee at EUR 150. Invitations to the next ENOP Symposium along with the request for the 2013 membership fee will be sent out in December 2012.

d) ENOP Webpage:

David Guest has been in contact with *Mare Teichmann* to update the ENOP webpage. Most of these updates have happened in the meantime. *David Guest* will follow up on some further changes (e.g., links to personal webpages instead of university webpages) with *Mare Teichmann*. Information on the number of people actually visiting the ENOP website is required. At the next business meeting the appearance of the webpage will be discussed and possible measures and budget required for giving the webpage a more sophisticated look.



e) ENOP Newsletter:

Lyudmila Karamushka informed that the next ENOP Newsletter N 63 will be prepared by the end of the year. Content of the Newsletter will be placed as well on the ENOP web-site.

g) Other activities:

-The article on the results of the ENOP survey on evidence-based WOP will appear in the December issue of JOOP.

-*Vincent Rogard* raises the question of organizing summer schools again. This will be discussed further at the next business meeting.

**3. ENOP 2013 SYMPOSIUM:
From Psychology Departments to Business Schools: The
Changing Location of Work and Organizational
Psychologists and the Implications for W/O Psychology
21-23 March, 2013**

Organized by Karina Nielsen, Cornelius König, David Guest, Fred Zijlstra

Theme: Why have so many W&O psychologists moved into business schools? Is this to the advantage or disadvantage of Work & Organizational Psychology? What are the policy implications for the discipline?

Location: Université Paris Descartes
Institut de Psychologie
Salle du conseil
71, Avenue Edouard Vaillant
92774 Boulogne Billancourt Cedex

Thursday 21 March

2.00 pm Introduction to the topic by *Prof. David Guest*

2.15 pm Presentation of an "issues" paper including feedback on survey and complementary analyses by *Prof. Karina Nielsen and Prof. Cornelius König*

3.00 – 3.30 Discussion

3.30 - 4.00 tea break

4.00 – 4.30 Location of authors publishing in W/O Psychology journals.
Prof. David Guest

4.30 – 5.30 Discussion and Questions

Friday 22 March

9.30 am W/O Psychology in the Context of National Research Assessment in the UK.
Prof. John Arnold

10:30-11:00 Coffee break

- 11:00 The Location and Impact of W/O (I/O) Psychologists in the USA.
Prof. Lyman Porter
- 12:00 Discussion
- 12:30 – 1:30 Lunch
- 1:30 PM Causes and consequences of the shifting location for W/O research:
Prof. Fred Zijlstra
- 2.30 PM The role of W&O psychology in relation to policy makers:
Prof. Robert Roe (President of EFPA)
- 2:30 - 3:30 Tea break
- 4:00 Developing an Agenda for the Future of W&O Psychology
(Open discussion)
- 5:00 Conclusion and Close of Symposium
- Saturday 23 March**
- 9:30AM Business Meeting ENOP
- 1:00PM Closing.

4. Report about III Polish-Ukrainian Workshop 'Innovative trends in Organizational and Work Psychology in Poland and Ukraine' September, 4, 2012, Katowice, Poland

The III Polish-Ukrainian workshop 'Innovative Trends in Organizational and Work Psychology in Poland and Ukraine' was held on September, 4, 2012 in Katowice, Poland.



This workshop was organized jointly by University of Silesia (Katowice, Poland), School of Management (Katowice, Poland), the Polish Association of Organizational Psychology, Laboratory of Organizational Psychology of Institute of Psychology (Kyiv, Ukraine) and the Ukrainian Association of Work and Organizational Psychologists (UAWOP).

The Ukrainian part was presented by 10 members of UAWOP (researchers and PhD students): Liudmyla Karamushka, head, Laboratory of organizational psychology of Institute of Psychology, President of UAOWP, Dr., Prof.; Elena Bondarchuk, head, dept. of Psychology of Management, University of educational management", Dr., Prof.; Oksana Kredentser, Ph.D; Kira Tereshchenko, Ph.D; Valentina Lahodzinska, Ph.D; Irina



Abdullayeva, PhD student; Kateryna Okhotnytska, PhD student; Sergiy Okhotnytskyi, PhD student; Igor Rymarenko, PhD student; Yaroslava Goncharenko, PhD student.



The workshop was attended by 12 Polish participants, including Barbara Kożusznik, director of the School of Management, University of Silesia, head, Dept. of Organizational and Work Psychology, University of Silesia, Dr., Prof.; Elżbieta Turska, PhD, researcher-lecturer, Dept. of Organizational and Work Psychology, University of Silesia; Yaroslav Polak, PhD, researcher-lecturer, Dept. of Organizational and Work Psychology, University of Silesia; Katarzyna Woyzeck-Yakubek, PhD, researcher-lecturer, Dept. of Organizational and Work Psychology, University of Silesia; Lukasz Lapinski, PhD, researcher-lecturer, Institute of Psychology, University of Silesia and others.

The workshop started with the participants' introducing themselves and telling briefly about their research work, key findings and achievements.

The next part of the workshop included presentations on the development of Organizational and Work Psychology in Poland and Ukraine. In particular, the presentation by Dr., Prof. *Barbara Kożusznik* was devoted to the topical areas of Organizational and Work Psychology in Poland. The speaker stressed the need for practical implementation of research findings, development of training courses, and strengthening the ties between science and practice in training students at the School of Management. The report of Dr., Prof. *Liudmyla Karamushka* covered the main stages of the Ukrainian-Polish cooperation in the area of Organizational and Work Psychology. She described the way the participants had gone since the first meeting, the joint achievements and the prospects for further cooperation. The presentation of PhD *Yaroslav Polak* shed light to the issues of organizational values and team development. The report of PhD *Michal Brol* was devoted to the problem of education in the area of Organizational and Work Psychology.

Then *Liudmyla Karamushka* and *Oksana Kredentser* presented the Book of workshop abstracts "Innovative Trends in Organizational and Work Psychology in Poland and Ukraine".

The book presentation and group discussion of the main trends in Organizational and Work Psychology and achievements done in this field by Ukrainian and Polish psychologists was followed by *the work in small groups* divided into three areas of interest: *Professional career*, *Groups and teams*, and *Ethics and values*.

The participants of the *Professional career* group discussed the main problems encountered in researching professional career in Poland and Ukraine. The Polish colleagues presented the Center for Students' Career Development organized in Silesia University whose work was found interesting and fruitful. The Ukrainian psychologists talked about the distinctive features of studying professional career in Ukraine (career orientations of school children, students, soldiers, managers etc; career orientation and development trainings held in institutions of higher education, etc.). The participants agreed to conduct



relevant cross-cultural studies on the samples of Polish and Ukrainian students using the set of instruments developed by the Polish researchers.

The main purpose of the *Groups and teams* group was to identify the main factors that improve group- and team-work effectiveness. The discussers determined the

following general factors of group- and team-work effectiveness: socio-economic conditions in which organizations work, types of organizations, organizational climate and culture, leadership styles (management, authority), employees' work (money) attitudes, gender, etc. The participants confirmed the importance of sharing experiences between the colleagues and doing research using the available tools.

The work of the *Ethics and values* group covered the ethical aspects of organizations' work. It was agreed that in their pursue of commercial success business organizations often breach ethical norms in interacting with customers. The participants discussed the findings of their researches of work motivation,

spiritual values, employees' attitudes toward customers and tolerance done in organizations of different types (educational, commercial, etc.). The participants agreed that ethical behaviors could be effectively promoted through employees' psychological trainings.



The workshop ended with the participants' making conclusions about small groups work. The participants expressed their joy with the meeting and possibility of sharing professional experiences. The Polish and Ukrainian researchers enthusiastically agreed to hold such seminars and exchange research information on a regular basis. As an outcome, the parts decided to conclude an agreement about cooperation between the Ukrainian Association of Work and Organizational Psychologists and the Polish Association of Organizational Psychology and to hold another *Ukrainian-Polish workshop in 2014*.

The workshop was crowned with a friendly dinner that took place at The White Stork restaurant. The colleagues had a good chance for informal talks and contacts.



The results of the seminar are highlighted in the book *Innovative Trends in Organizational and Work Psychology in Poland and Ukraine* (Polish-Ukrainian

seminar (September, 4, 2012, Katowice, Poland): Book of abstracts. Editors: Lyudmila Karamushka, Barbara Kozusznik. – Kyiv-Katowice: 2012. The e-version of the book is available at www.uaoppp.com.ua and www.pspo.org.

Submitted by:

Karamushka, Lyudmila

Fil, Alena

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5. CALL FOR SCHOLARSHIP

5.1. New call for scholarships at the Erasmus Mundus Program WOP-P - Master on Work, Organizational and Personnel Psychology (2013-2014). (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 program for students/scholars aiming to study/teach at the Master on Work, Organization and Personnel Psychology (WOP-P). The WOP-P Master aims to prepare students as competent practitioners in Work, Organizational and Personnel Psychology. The Master has been awarded for its second round by the well-know Erasmus Mundus program.

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 2013-2014 the European Union offers scholarships to students and scholars of any nationality aiming to participate 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” “Southern Neighbourhood Countries” and “Eastern Neighbourhood Countries” .

Deadlines:

Scholarships for students: from 15th November 2012 to 1st January 2013.

Scholarships for scholars: from 15th November 2012 to 30th September 2013.

Students application remains open from 2nd January 2013 till July-September 2013 (not asking EM scholarship).

More information at <http://www.erasmuswop.org>

6. FUTURE CONGRESSES, CONFERENCES, MEETINGS (2013-2016)

The 28th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)

April 11-13, 2013

Houston, Texas, USA

Web:

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

The First IAAP School on Applied Cognitive Research

April, 8-11, 2013

Paris, France.

Web: <http://www.lutin-userlab.fr/site/conferences/>

XVI EAWOP Congress

May 22-25, 2013

Munster, Germany

Web: www.eawop2013.org

Changes in Working Life: Individual, Organizational, and Methodological Perspectives

Stockholm, Sweden

Department of Psychology,

Stockholm University

June 17–19, 2013

Web: <http://falf.se/konferens-2013/welcome/>

XIII European Congress of Psychology (ECP 2013)

July 9–12, 2013

Stockholm, Sweden

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

The 34th Congress of the Interamerican Society of Psychology (Congreso Interamericano de Psicología 2013)

July 15-19, 2013

Brasilia, Brazil

Web: <http://sipsych.org/new/index.php/congresos/congreso-interamericano-de-psicologia-2013/>

European Conference on Psychological Assessment

July 17-20, 2013

San Sebastian, Spain

Web: www.ecpa12.com

121st Annual Convention of the American Psychological Association

July 31 - August 4, 2013

Honolulu, Hawaii, USA

Web: www.apa.org/convention

World Social Science

Forum (WSSF)

October 13-15, 2013

Montreal, Canada

Web: www.wssf2013.org/

**The 29th Annual Conference
of the Society for Industrial
and Organizational Psychology
(SIOP)**

May 15-17, 2014

Honolulu, Hawaii

Web:

<http://www.siop.org/conferences/hawaii.aspx>

XXVIII International Congress of Applied Psychology

July 8-13, 2014

Paris, France

Web: www.icap2014.com

The 31st International Congress of Psychology (ICP 2016)

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index.html

Submitted by:

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7. EAWOP SMALL GROUP MEETINGS-2013

Call for papers submission

‘Resource-oriented interventions at work:

Designing and evaluating interventions to promote well-being and performance’

July 15th -17th, 2013,

University of Heidelberg, Germany

Submission deadline: March 22nd 2013

‘Innovation in Organizations, Initiative and Creativity: A Dialectic Perspective’

September 19th-21st, 2013,

University of Valencia, Spain

Submission deadline: 15th April 2013

‘Post Master’s Education for Work and Organizational Psychology Practitioners: Towards Equal Opportunities of Experience’

September 26th – 28th, 2013,

Katowice, Poland

Submission deadline: 15th April 2013

"Gender Equality in Organizations: The Impact of Stereotypical Perceptions and Gender Differences"

October 9th - 11th, 2013, Goethe University, Frankfurt, Germany

Submission deadline: May 1st, 2013

For more information see: <http://www.eawop.org/news>

8. ENOP-MEMBERS RESEARCH INTERESTS AND RECENT PUBLICATIONS

In this section you will find a list of 26 members of «New» ENOP, their addresses and research topics as well as publications dated 2012 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 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

Research topics:

Social exchange in organizations, group processes, wellbeing at work, and human resources management, entrepreneurship.

Recent publications:

-Caetano, A., Santos, S. C., & Costa, S. (2012). *Psicologia do empreendedorismo*. Lisboa: Mundos Sociais.

-Caetano, A. (2012). Psicologia organizacional e do trabalho: macro e nanodesafios atuais na pesquisa e na prática profissional. *Revista Psicologia: Organizações e Trabalho* (Brasil), vol.12, jan-abril, 85-96.

-Caetano, A. (2012). Prefácio, in Abbad, G. S., Mourão, L., Meneses, P. P. M., Zerbini, T., Borges-Andrade, J. E., Vilas-Boas, R. (Orgs.), *Medidas de avaliação em treinamento, desenvolvimento e educação*. Brasil, Porto Alegre-RS: ARTMED.

-Peixoto, A. & Caetano, A. (2012). Avaliação de desempenho. In *O trabalho e a organização: atuações a partir da psicologia*. S. Paulo, Brasil: ARTMED.

-Rueff-Lopes, R. & Caetano, A. (2012). The emotional contagion scale: factor structure and psychometric properties in a portuguese sample. *Psychological Reports: Measures and Statistics*, 2012, 111, 3, 898-904. DOI:10.2466/08.21.28.PR0.111.6.898-904.

-Silva, M.R. Caetano, A. & Zhou, Q. (2012). (In)justice contexts and work satisfaction: The mediating role of justice perceptions. *International Journal of Business Science and Applied Management*, 7, 1, 15-28.

-Spagnoli, P., Caetano, A. (2012). Personality and organisational commitment: The mediating role of job satisfaction during socialisation, *Career Development International*, Vol. 17 Iss: 3, pp.255 – 275. DOI: [10.1108/13620431211241081](https://doi.org/10.1108/13620431211241081)

-Spagnoli, P., Caetano, A. & Correia-Santos, S. (2012). Satisfaction with job aspects: do patterns change over time? *Journal of Business Research*, 65, 5, pp. 609–616. DOI:10.1016/j.jbusres.2011.02.048

-Spagnoli, P., Caetano, A., Tanucci, G. & Lourenço, V. (2012). Information-seeking behaviour: implicit and explicit strategies during the organizational entry process. *Management Research: The Journal of the Iberoamerican Academy of Management*, Vol 10, 1, 6-28.

-Spagnoli, P., Caetano, A., & Silva, A. J (2012). Psychometric properties of a Portuguese version of the Subjective Happiness Scale. *Social Indicators Research*, 105,1,pp.137-143, DOI: 10.1007/s11205-010-9769-2

3. Depolo, Marco. Dip. di Psicologia, Alma Mater Studiorum Università di Bologna. Piazza A. Moro, 90 – 47521 CESENA (FC), Italia (mob. +39 335 407 441; e-mail: marco.depolo@unibo.it)

Research topics:

Aging & work (older workers career & retirement; individual and organizational aspects and strategies); work-related stress.

4. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), Faculty of Psychology and Educational Sciences-KU 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

Research topics:

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

Recent publications:

-De Cuyper, N., Mäkikangas, A., Kinnunen, U., Mauno, S., & De Witte, H. (2012). Cross-lagged associations between perceived external employability, job insecurity, and exhaustion: Testing gain and loss spirals according to the Conservation of Resources Theory. *Journal of Organizational Behavior*, 33, 770–788.

-De Witte, H., De Cuyper, N., Vander Elst, T., Vanbelle, E. & Niesen, W. (2012). Job Insecurity: Review of the Literature and a Summary of Recent Studies from Belgium. *Romanian Journal of Applied Psychology*. 14(1), 11-17.

-De Witte, H., Rothmann, S., & Jackson, L. (2012). The Psychological Consequences of Unemployment in South Africa. *The South African Journal of Economic and Management Sciences*, 15(3), 235-252.

-Vander Elst, T., Van den Broeck, A., De Witte, H. & De Cuyper, N. (2012). The mediating role of frustration of psychological needs in the relationship between job insecurity and work-related well-being. *Work & Stress*, 26(3), 252-271.

5. Fraccaroli, Franco. Department of Psychology and Cognitive Science, 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:

Psycho-social transitions to work and within work; 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:

-Avanzi, L., van Dick, R., Fraccaroli, F., & Sarchielli, G. (2012). The downside of organizational identification: Relations between identification, workaholism and well-being. *Work and Stress*, 26(3), 289-307.

- Balducci, C., Cecchin, M., & Fraccaroli, F. (2012). The impact of role stressors on workplace bullying in both victims and perpetrators, controlling for personal vulnerability factors: A longitudinal analysis. *Work and Stress*, 26(3), 195-212.
- Balducci, C., Cecchin, M., Fraccaroli, F., & Schaufeli, W. B. (2012). Exploring the relationship between workaholism and workplace aggressive behaviour: The role of job-related emotion. *Personality and Individual Differences*, 53(5), 629-634.
- Truxillo, D. M., Mccune, E. A., Bertolino, M., & Fraccaroli, F. (2012). Perceptions of older versus younger workers in terms of big five facets, proactive personality, cognitive ability, and job performance. *Journal of Applied Social Psychology*, 42(11), 2607-2639.
- Villotti, P., Corbière, M., Zaniboni, S., & Fraccaroli, F. (2012). Individual and environmental factors related to job satisfaction in people with severe mental illness employed in social enterprises. *Work*, 43(1), 33-41.

6. Guest, David. The Department of Management, King's College, London, 150 Stamford street, London SE1 9NH. (tel: +44 207 8483723: email: david.guest@kcl.ac.uk

Research topics: Human resource management , organizational performance and employee well-being; the role of the psychological contract; workforce influences on patient safety and service quality; career theory.

Recent Publications:

- Guest, D. and Rodrigues, R. (2012) "The organizational career: Can it survive?" in L. Shore, J. Coyle-Shapiro and L. Tetrick (eds). *Understanding Employee-Organization Relationships: Advances in Theory and Practice*. London: Routledge. pp. 193-222.
- Clinton, M., Knight, T. and Guest, D. (2012) "Job embeddedness: A new attitudinal measure" *International Journal of Selection and Assessment*, 20:111-117.
- Woodrow, C. and Guest, D. (2012) "Public violence, staff harassment and the well-being of nursing staff: an analysis of national survey data". *Health Service Management Research*, 25:24-30.
- Guest, D. and Zijlstra, F. (2012) "Academic perceptions of the research evidence base in work and organizational psychology: A European perspective" *Journal of Occupational and Organizational Psychology*, 85, 109-119.
- Guest, D. and Woodrow, C. (2012) "Exploring the boundaries of human resource managers' responsibilities" *Journal of Business Ethics*, 111, 109-119.

7. 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

Recent Publications:

- Gerber, M., Grote, G., Geisser, C. & Raeder, S. (2012). Managing psychological contracts in the era of the "new" career. *European Journal of Work and Organizational Psychology*, 21, 195-221.
- Günter, H & Grote, G. (2012). Collaborative planning and its antecedents: An assessment in supply chain relationships. *Journal of Management & Organization*, 18, 36-52.

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

Research topics:

Psychological contracts and health; social relations in the work place; leadership and health interventions, service climate; pride at work and organization identity

Recent publication:

-Isaksson, K. & Brav, A (2012). Predictors of service climate and intentions to quit in Swedish retail. I J. Hagberg, m fl (red) Nordic Retail research, pp 115-130. Gothenburg: BAS Publishers.
-Aronsson, G., Hellgren, J., Isaksson, K., Johansson, G., Sverke, M. & Torbiörn, I. (2012) Arbets- och organisationspsykologi. (Work and Organizational Psychology) Stockholm: Natur och Kultur.

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

Research topics:

Change management; organizational development; team building; professional stress; organizational commitment; conflict management

Recent publications:

-Karamushka, L. M., Andreeva, I. A. (2012) Psychology of personnel's organizational commitment (case studies in bank sector) : monograph / L. M. Karamushka, I. A. Andreeva. – Kyiv.- Lviv : Spolom, 2012. 212 pages (In Ukrainian)..
-Karamushka, L. M. (2012) Conflict management in the educational organizations.– Kyiv, 2012. 128 pages. (In Ukrainian).
-Karamushka L., Kurytsa, D.I. (2012) Occupational stress experienced by personnel of state administrations: essence, level of development, psychological factors and conditions of the prevention. Kyiv, 2012. 40 p. (In Ukrainian).
-Innovative Trends in the Development of Work and Organizational Psychology in Poland and Ukraine (2012) (3rd Polish-Ukrainian Workshop (4 September 2012, Katowice, Poland): Book of abstracts. Editors: L.Karamushka, B.Kozusznik. Kyiv-Katowice, 2012. 126 p. <http://www.uaoppp.com.ua/> ; www.pspo.org
-Karamushka, L. K., Okhotnytska, I. Andreyeva Effects of employees' age, overall work experience and experience in the organization on their organizational commitment: Proceedings of the IAREP Conference «Microcosm of Economic Psychology» (5-8 September 2012, Wroclaw, Poland). – Wroclaw, 2012. pp. 324 – 325.
-Karamushka L. The role professional interactions and professionals relationships in organizational development support. In: Prospects and possibilities of psychology, business and social work in modern Europe: Proceedings of III International scientific and practical conference (24-25 May, 2012 , Riga, Latvia). Riga, 2012. pp. 68-69.
-Karamushka L. Terechenko K., Ivkin V. Ethno-psychological factors of organizational development of educational organizations. In: Prospects and possibilities of psychology, business and social work in modern Europe: Proceedings of III International scientific and practical conference (24-25 May, 2012 , Riga, Latvia). Riga, 2012. pp. 70-72.

10. 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; job burnout and work engagement; work-family interface, leadership.

Recent publications:

- De Cuyper, N., Mäkikangas, A., Kinnunen, U., Mauno, S., & De Witte, H.. (2012). Cross-lagged associations between perceived external employability, job insecurity, and exhaustion: Testing gain and loss spirals according to the Conservation of Resources Theory. *Journal of Organizational Behavior*, 33(6), 770–788.
- Feldt, T., Hyvönen, K., Oja-Lipasti, T., Kinnunen, U., & Salmela-Aro, K. (2012). Do work ability and job involvement channel later personal goals in retirement? An 11-year follow-up. *International Archives of Occupational and Environmental Health*, 85(5), 547–558.
- Kinnunen, M-L., Metsäpelto, R-L., Feldt, T., Kokko, K., Tolvanen, A., Kinnunen, U., Leppänen, E., & Pulkkinen, L. (2012). Personality profiles and health: Longitudinal evidence among Finnish adults. *Scandinavian Journal of Psychology*, 53, 512–522.
- Mauno, S., De Cuyper, N., Kinnunen, U., & De Witte, H. (2012). Work characteristics in long-term temporary workers and temporary-to-permanent workers: A prospective study among Finnish health care personnel. *Economic and Industrial Democracy*, 33(3), 357–377.
- Mauno, S., Kinnunen, U., & Feldt, T. (2012). Work-family culture and job satisfaction: does gender and parenting status alter the relationship? *Community, Work & Family*, 15(1), 101–129.
- Mauno, S., Kinnunen, U., Rantanen, J., Feldt, T., & Rantanen, M. (2012). Relationships of work-family coping strategies with work-family conflict and enrichment: the roles of gender and parenting status. *Family Science*, 3(2), 109–125.
- Rantanen, J., Kinnunen, U., Pulkkinen, L., & Kokko, K. (2012). Developmental trajectories of work-family conflict for Finnish workers in midlife. *Journal of Occupational Health Psychology*, 17(3), 290–303.

11. Kirchler, Erich. Faculty of Psychology. Economic Psychology. University of Vienna. Universitaetsstrasse 7; A-1010 Vienna . (Tel. +43 1 427747332 +43 1 427747331; Fax: +43 1 427747339; e-mail: erich.kirchler@univie.ac.at; <http://homepage.univie.ac.at/erich.kirchler/>).

Research topics: Economic psychology; tax behavior, household money management.

Recent publications:

- Kamleitner, B., Hoelzl, E. & Kirchler, E. (2012). Credit use: Psychological perspectives on a multifaceted phenomenon. *International Journal of Psychology*, 47 (1), 1-27.
- Pollai, M. & Kirchler, E. (2012). Differences in risk-defusing behavior in deciding for oneself versus deciding for other people. *Acta Psychologica*, 139, 239-243.
- Penz, E. & Kirchler, E. (2012). Sex-role specialization in a transforming market: Empirical evidence from Vietnamese middle-class households. *Journal of Macromarketing*, 32(1), 61-72.
- Muehlbacher, S., Mittone, L., Kastlunger, B. & Kirchler, E. (2012). Uncertainty resolution in tax experiments: Why waiting for an audit increases compliance. *Journal of Socio Economics*, 41(39), 289-291.
- Kamleitner, B., Korunka, C. & Kirchler, E. (2012). Tax compliance of small business owners: A review. *International Journal of Entrepreneurial Behaviour & Research*, 18(3), 330-351.
- Hartner-Tiefenthaler, M., Kubicek, B., Kirchler, E., Rechberger, S. & Wenzel, M. (2012). Perceived distributive fairness of European transfer payments and EU-taxes in Austria, the

Czech Republic, and the United Kingdom. *Applied Psychology: An International Review*, 61(3), 454-478.

-Gangl, K., Kastlunger, B., Kirchler, E. & Voracek, M. (2012). Confidence in the economy in times of crisis: Social representations of experts and laypeople. *Journal of Socio Economics*, 41(5), 603-614.

-Alm, J., Kirchler, E., Muehlbacher, S., Gangl, K., Hofmann, E., Kogler, C. & Pollai, M. (2012). Rethinking the research paradigm for analysing tax compliance behaviour. *CESifo Forum*, 13(2), 33-40.

-Maciejovsky, B., Schwarzenberger, H. & Kirchler, E. (2012). Rationality versus emotions: The case of tax ethics and compliance. *Journal of Business Ethics*, 109(3), 339-350.

-Alm, J., Kirchler, E. & Muehlbacher, S. (2012). Combining psychology and economics in the analysis of compliance: From enforcement to cooperation. *Economic Analysis and Policy*, 42(2), 133-151.

12. König, Cornelius J. Universität des Saarlandes, Campus A1 3, 66123 Saarbrücken, Germany. (Tel. +49 681 302 3629; Fax. +49 681 302 3628; e-mail: ckoenig@mx.uni-saarland.de).

Research topics:

Personnel selection; job insecurity and layoffs; time management; science-practitioner gap

Recent publications:

-Bangerter, A., Roulin, N., & König, C. J. (2012). Personnel selection as a signaling game. *Journal of Applied Psychology*, 97, pp. 719-738. doi:10.1037/a0026078

-Debus, M. E., Probst, T. M., König, C. J., & Kleinmann, M. (2012). Catch me if I fall! Enacted uncertainty avoidance and the social safety net as country-level moderators in the job insecurity-job attitudes link. *Journal of Applied Psychology*, 97, pp. 690-698. doi: 10.1037/a0027832

-Jansen, A., König, C. J., Kleinmann, M., & Melchers, K. G. (2012). The interactive effect of impression motivation and cognitive schema on self-presentation in a personality inventory. *Journal of Applied Social Psychology*, 42, 1932-1957. doi:10.1111/j.1559-1816.2012.00925.x

-Jansen, A., König, C. J., Stadelmann, E. H., & Kleinmann, M. (2012). Applicants' self-presentational behavior: What do recruiters expect and what do they get? *Journal of Personnel Psychology*, 11, pp. 77-85. doi:10.1027/1866-5888/a000046

-Klehe, U.-C., Kleinmann, M., Hartstein, T., Melchers, K. G., König, C. J., Heslin, P. A., & Lievens, F. (2012). Responding to personality tests in a selection context: The role of the ability to identify criteria and the ideal-employee factor. *Human Performance*, 25, pp. 273-302. doi:10.1080/08959285.2012.703733

-König, C. J., Merz, A.-S., & Trauffer, N. (2012). What is in applicants' mind when they fill out a personality test? Insights from a qualitative study. *International Journal of Selection and Assessment*, 20, 442-452. doi:10.1111/ijsa.12007

-König, C. J., Wong, J., & Cen, G. (2012). How much do Chinese applicants fake? *International Journal of Selection and Assessment*, 20, 245-248. doi:10.1111/j.1468-2389.2012.00596.x

-Schumacher, S., Kleinmann, M., & König, C. J. (2012). Job analysis by incumbents and laypersons: Does item decomposition and the use of less complex items make the ratings of both groups more accurate? *Journal of Personnel Psychology*, 11, pp. 69-76. doi:10.1027/1866-5888/a000050

-Winkler, S., König, C. J., & Kleinmann, M. (2012). New insights into an old debate: Investigating the temporal sequence of commitment and performance at the business-unit level. *Journal of Occupational and Organizational Psychology*, 85, pp. 503-522. doi:10.1111/j.2044-8325.2012.02054.x

13. 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; human behaviour and transport mode choice; management of change and innovation; management of conflicts and social relations.

Recent publications:

Brisbois, X., Kouabenan, D.R & Rubens, L. (2012). Mixité sociale et choix modal : importance des dimensions symboliques dans l'attrait des transports collectifs. /*Recherche Transports et Sécurité* (RTS), /28 (110-11), pp. 181-189.

14. 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:

-Innovative Trends in the Development of Work and Organizational Psychology in Poland and Ukraine (2012) (3rd Polish-Ukrainian Workshop (4 September 2012, Katowice, Poland): Book of abstracts. Editors: L.Karamushka, B.Kożusznik. Kyiv-Katowice, 2012. 126p.: <http://www.uaoppp.com.ua/> ; www.pspo.org

15. 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

16. Munduate, Lourdes. Department of Social Psychology. Universidad de Sevilla. C/ Camilo Jose Cela s/n, 41018 Seville, Spain (Tel. +34 954557706; e.mail: munduate@us.es)

Research topics:

conflict management, negotiation and mediation; trust, empowerment, social innovation

Recent publications:

-Munduate, L., Euwema, M. & Elgoibar, P. (2012). Ten Steps for Empowering Employee Representatives in the new European industrial relations. MacGraw-Hill. ISBN 978-84-481.

-Elgoibar, P., Munduate, L., Medina, F., Euwema, M. (2012). Trust: As essential as breathing. In Munduate L., Euwema M., Elgoibar P. (Eds.), *Ten steps for empowering employee representatives in the new European industrial relations*, (pp 49-56). Madrid: Mc Graw Hill.

-Euwema, M., Munduate, L. & Elgoibar, P. (2012). The future of the employee representative in a changing Europe. In Munduate L., Euwema M. and Elgoibar P. (Eds.), *Ten steps for*

empowering employee representatives in the new European industrial relations (pp. 105-108). Madrid:McGrawHill

-Medina, F. , Munduate, L. & Elgoibar, P. (2012). Managing conflicts: Blending competition and cooperation. In Munduate L., Euwema M. and Elgoibar P. (Eds.), *Ten steps for empowering employee representatives in the new European industrial relations* (pp. 57-65). Madrid: McGrawHill.

-Munduate, L., Euwema, M., Nauta, A., Viemose, S. & Elgoibar, P. (2012). New European Industrial Relations (NEIRE): Empowering European representatives to negotiate flexible, fair and innovative labour relations. In Munduate L., Euwema M. and Elgoibar P. (Eds.), *Ten steps for empowering employee representatives in the new European industrial relations* (pp. 6-10). Madrid: McGrawHill.

-Benítez, M., Medina, F. & Munduate, L. (2012). La gestión de conflictos relacionales en las organizaciones de servicio. *Anales de Psicología*, 28(1), 139-149.

-Benítez, M., León-Pérez, J.M., Ramirez-Marín, J. Medina F.J. & Munduate, L. (2012). Validación del Cuestionario de Conflicto Interpersonal en el Trabajo (CIT) en Empleados Españoles. *Estudios de Psicología*, 33(3), 263-275.

-Elgoibar, P., Munduate, L., Medina, F.J. & Euwema, M.C. (2012). Why are industrial relations in Spain competitive? Trust in management, union support and conflict behavior in worker representatives. *International Journal of Organizations*. Special issue: *Industrial Relations in Europe*.

17. Nielsen, Karina. Norwich Business School, University of East Anglia. University of East Anglia, Norwich Research Park, Norwich, NR4 7TJ, UK. (Tel. +44(0)1603591540). e-mail: k.nielsen@uea.ac.uk

Research topics:

Implementing and evaluating organizational interventions; health and well-being in restructuring organizations; leadership; well-being.

Recent publications:

-Nielsen, K. & Abildgaard, J.S. (2012). The validation of a job crafting measure for blue collar workers. *Work & Stress*, 26, 365-384.

-Nielsen, K., Randall, R. (2012). Opening the black box: A framework for evaluating organizational-level occupational health interventions. *European Journal of Work and Organizational Psychology* DOI:10.1080/1359432X.2012.690556.

-Nielsen, K., & Randall, R. (2012). The Importance of Employee Participation and Perception of Changes in Procedures in a Teamworking Intervention. *Work & Stress*. 26, 91-111.

-Aust, B., Helverskov, T., Nielsen, M. B. D, Bjorner, J.B., Rugulies, R., Nielsen, K., Sørensen, O.H., Grundtvig, G., Andersen, I., Andersen, M.H., Clausen, A.S., Heinesen, E., Mortensen, O.S., Ektor-Andersen, J., Ørbæk, P., Winzor, G., Bültmann, U., & Poulsen, O.M. (2012). The Danish national return-to-work program – aims, content, and design of the process and effect evaluation. *Scandinavian Journal of Work, Environment, and Health*. 38,2, 120-133.

-Friis Andersen, M., Nielsen, K., & Brinkmann, S. (2012). Meta-synthesis of qualitative research on return to work among employees with common mental disorders. *Scandinavian Journal of Work, Environment, and Health*. 38,2, 93-104.

-Nielsen, K. & Daniels, K. (2012). Enhancing team leaders' daily well-being and proactive behaviors during organizational change: a randomized, controlled study. *Human Relations*, 65, 1207-1231.

-Nielsen, K., & Daniels, K. (2012). Does shared and differentiated transformational leadership predict followers' working conditions and well-being? *The Leadership Quarterly*, 23, 383-397.

18. Peiró, José María. Faculty of Psychology, Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (IDOCAL), Valencian Institute of Economic Research (IVIE). Avenida Blasco Ibañez 21, 46010 Valencia, Spain, tel.: +34 96 386 46 89, fax.: +34 96 386 46 68, email: jose.m.peiro@uv.es

Research topics:

Work stress; work teams; flexibility and job insecurity; organizational climate and culture.

Recent publications

-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.

-Lira, E.M., Ripoll, P. Peiró, J.M., Zornoza, A.M. (2012). The role of information and communication technologies in the relationship between group potency and group maintenance outcomes: a longitudinal study. *Behaviour & Information Technology*, 1-9, iFirst article.

-Moliner, C., Martínez-Tur, V., Peiró, J.M., Ramos, J., Cropanzano, R. (2012). Perceived Reciprocity and Well-Being at Work in Non-Professional Employees: Fairness or Self-Interest? *Stress Health*. Published online in Wiley Online Library.

-Peiró, J.M. (2012). Os contributos da psicologia do trabalho e das organizacoes em tempos de crise económica [Special issue]. *Revista Oficial da Ordem dos Psicólogos Portugueses*, Febrero, 10.

-Kozusznik, M.W., Rodríguez, I., Peiró, J.M. (2012). Cross-national outcomes of stress appraisal. *Cross Cultural Management: An International Journal*, 19(4), 507-525.

-Carrasco, H., Martínez-Tur, V., Peiró, J.M., Moliner, C. (2012). Validation of a Measure of Service Climate in Organizations. *Revista de Psicología del Trabajo y de las Organizaciones*, 28(2), 69-80.

-Tetrick, L.E. and Peiró, J.M. (2012). Occupational Safety and Health in S.W.J. Kozlowski (ed.) *The Oxford Handbook of Organizational Psychology*. Oxford University Press.

-Blumberg, B. F., Peiró, J. M., and Roe, R. (2012). Trust and social capital: challenges for studying their dynamic relationship in F. Lyon, G. Möllering and M. N. K. Saunders (eds.) *Handbook of Research Methods on Trust*. Cheltenham, UK: Edgar Elgar Publishing.

-Peiró, J.M., Tordera, N., Potocnik, K. (2012). Retirement practices in different countries in: M. Wang (ed.) *The Oxford Handbook of Retirement*, pp. 510-540. New York, NY: Oxford University Press.

-Peiró, J.M.; Ramos, J.; Cortés, J.V. (2012). *Productividad y gestión de recursos humanos en las administraciones públicas*. Fundación de las Cajas de Ahorro (FUNCAS).

19. Rogard, Vincent, 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

20. 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:

- Balducci, C., Fraccaroli, F., & Schaufeli, W.B. (2012). Exploring the relationship between workaholism and workplace aggressive behaviour: The role of job-related emotion. *Personality and Individual Differences*, 53, 629-634.
- Borgogni L., Consiglio C., Alessandri G., & Schaufeli, W. B (2012). Do not throw the baby out with the bathwater! Interpersonal strain at work and burnout. *European Journal of Work and Organizational Psychology*, 22, 875-898.
- Del Libano, M., Llorens, S., Salanova, M., & Schaufeli, W.B. (2012). About the bright and dark sides of self-efficacy: Work engagement and workaholism. *Spanish Journal of Psychology*, 15, 688-701.
- Guglielmi, D, Simbula, S. & Schaufeli, W.B. & Depolo, M. (2012). Self-efficacy and workaholism as initiators of the job demands-resources model. *Career Development International*, 17, 375-389.
- Hakanen, J.J. & Schaufeli, W.B. (2012). Do burnout and work engagement predict depressive symptoms and life satisfaction? A three-wave seven-year prospective study. *Journal of Affective Disorders*, 141, 415-424.
- Lagerveld, S., Blonk, R.W.B., Brenninkmeijer, V., Wijngaards-de Meij, L. & Schaufeli, W.B. (2012). Work focused treatment of common mental disorders and return to work: A comparative outcome study. *Journal of Occupational Health Psychology*, 17, 220-234.
- Ouweneel, E., Le Blanc, P., Schaufeli, W.B. & Van Wijhe, C. (2012). Good morning, good day: A diary study on positive emotions, hope, and work engagement. *Human Relations*, 65, 1129-1154.
- Ouweneel, E., Le Blanc, P. & Schaufeli, W.B. (2012). Don't leave your heart at home: Positive emotions, resources, and engagement at work. *Career Development International*, 16, 537-556.
- Pertou, P., Demerouti, E., Peeters, M. & Schaufeli, W. (2012). Crafting a job on a daily basis: Contextual antecedents and the effect on work engagement. *Journal of Organizational Behavior*, 33, 1120-1141.
- Schaufeli, W.B. (2012). The measurement of work engagement. In R.R. Sinclair, M. Wang & L.E. Tetrick (Eds), *Research methods in occupational health psychology: Measurement, design, and data analysis* (pp. 138-153). New York: Routledge.
- Schaufeli, W.B., Dijkstra, P. & Borgogni, L. (2012). *Engagement: La passion nel lavoro*. Roma: Franco Agnelli.
- Schaufeli, W.B., Dijkstra, P. & Shimazu, A. (2012). *Engagement at work*. Tokyo: Seiwa Shoten Co Ltd.
- Shimazu, A., Schaufeli, W. B., Kubota, K., & Kawakami, N. (2012). Do workaholism and work engagement predict employee well-being and performance in opposite directions? *Industrial Health*, 50, 316-321.
- Sulea, C., Virga, D., Maricutoiu, L.P., Schaufeli, W., & Zaborila, C. & Sava, F.A. (2012). Work engagement as mediator between job characteristics and positive and negative extra-role behaviors. *Career Development International*, 17, 188-207.
- Xanthopoulou, D., Bakker, A.B., Demerouti, E. & Schaufeli, W.B. (2012). A diary study on the happy worker: How job resources generate positive emotions and personal resources. *European Journal of Work & Organizational Psychology*, 21, 489-517.

21. 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

22. Sonnentag, Sabine. 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:

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

Recent publications:

- De Jonge, J., Spoor, E., Sonnentag, S., Dormann, C., & van den Toren, M. (2012). "Take a break?!": Off-job recovery, job demands and job resources as predictors of health, active learning, and creativity. *European Journal of Work and Organizational Psychology*, 21, 321-348.
- Demerouti, E., Bakker, A. B., Sonnentag, S., & Fullagar, C. (2012). Work-related flow and energy at work and at home: A study on the role of daily recovery. *Journal of Organizational Behavior*, 33, 276-295.
- Fay, D., & Sonnentag, S. (2012). Within-person fluctuations of proactive behavior: How affect and experienced competence regulate work behavior. *Human Performance*, 25, 72-93.
- Kühnel, J., Sonnentag, S., & Bledow, R. (2012). Resources and time pressure as day-level antecedents of work engagement. *Journal of Occupational and Organizational Psychology*, 85, 181-198.
- Niessen, C., Sonnentag, S., & Sach, F. (2012). Thriving at work: A diary study. *Journal of Organizational Behavior*, 33, 468-487.
- Neff, A., Sonnentag, S., Niessen, C., & Unger, D. (2012). What's mine is yours: The crossover of day-specific self-esteem. *Journal of Vocational Behavior*, 81, 385-394.
- Shimazu, A., Sonnentag, S., Kubota, K., & Kawakami, N. (2012). Validation of the Japanese version of the Recovery Experience Questionnaire. *Journal of Occupational Health*, 54, 196-205.
- Sonnentag, S. (2012). Psychological detachment from work during leisure time: The benefits of mentally disengaging from work. *Current Directions in Psychological Science*, 21, 114-118.
- Sonnentag, S., & Grant, A. M. (2012). Doing good at work feels good at home, but not right away: When and why perceived prosocial impact predicts positive affect. *Personnel Psychology*, 65, 495-530.
- Sonnentag, S., Mojza, E. J., Demerouti, E., & Bakker, A. B. (2012). Reciprocal relations between recovery and work engagement: The moderating role of job stressors. *Journal of Applied Psychology*, 97, 842-853.
- Sonnentag, S., & Spychala, A. (2012). Job control and job stressors as predictors of proactive work behavior: Is role breadth self-efficacy the link? *Human Performance*, 25, 412-431.
- Volmer, J., Binnewies, C., Sonnentag, S., & Niessen, C. (2012). Do social conflicts with customers at work encroach upon our private lives? A diary study. *Journal of Occupational Health Psychology*, 17, 304-315.
- Sonnentag, S., Binnewies, C., & Ohly, S. (2012). Event-sampling studies in Occupational Health Psychology. In B. Sinclair, L. Tetrick, & M. Wang (Eds.), *Research methods in occupational health psychology*: Routledge.
- Sonnentag, S. & Frese, M. (2012). Stress in organizations. In N. Schmitt & S. Highhouse (Eds). *Handbook of psychology* (Volume 12, pp. 560-592). Second edition. Hoboken: Wiley.
- Sonnentag, S. & Frese, M. (2012). Dynamic performance. In S. W. J. Kozlowski (Ed.), *Handbook of industrial and organizational psychology*; a volume in the library of psychology (pp. 548-575). Oxford University Press.

23. 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>>=

24. Teichmann, Mare. Institute of Industrial Psychology, Tallinn University of Psychology, Ehitajate tee 5, Tallinn 19086, Estonia. Tel. +372 6202661, Fax +372 6202020, GSM +372 5087510, e-mail mare@pekonsult.ee

Research topics:

Occupational stress (including psychosocial factors at work); engineering education and didactics; non-technical competencies for engineers; new industrial relations in Estonia

Recent publications:

Teichmann, M.; Parts, V.; Randmann, L. (2012). Role Conflict and Stress: Juggling Hats. Munduate, L.; Euwema, M.; Elgoibar, P. (Toim.). Ten steps for empowering employee representatives in the new European industrial relations (87 - 96). Spain: McGraw-Hill/Interamericana

25. Vartiainen, Matti. Work Psychology and Leadership, Department of Industrial Engineering and Management, Aalto University School of Science, P.O.Box 15500, Otaniementie 17, FI-00076 Aalto. Finland. (Mobile:+358-50-5553380, fax:+358-9-47023665)
e-mail: matti.vartiainen@aalto.fi; <http://tuta.aalto.fi/en/>, <http://bit.aalto.fi/en/>,
<http://www.vmwork.net/>, <http://bit.aalto.fi/en/groups/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:

- Hyrkkänen, U. & Vartiainen, M. (2012) Heart Rate Variability Measurements in Mobile Work. In: Eriksson-Backa, K., Luoma, A. & Krook, E. (Eds.) Exploring the Abyss of Inequalities. 4th International Conference on Well-Being in the Information Society, WIS 2012. Communication in Computer and Information Science 313, pp. 3-21. Heidelberg: Springer.
- Lönnblad, J. & Vartiainen, M. (2012) Future Competences – Competences for New Ways of Working. Publication series B:12. University of Turku, Brahea Centre for Training and Development. 43 p. ISSN 1798-8195 (internet), ISBN 978-951-29-5063-8 (pdf)

26. Zijlstra, Fred. 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 (work pressure, recovery from work); teamwork (shared mental models); 'Inclusive Organizations', occupational neuroscience.

Recent publications:

-Zijlstra, F.R.H., Mulders H.P.G., Nijhuis, F.J., (2012). Inclusieve Organisaties - Op weg naar duurzame arbeidsparticipatie. *Tijdschrift Voor Arbeidsvraagstukken*, Vol, 28(1), 21-29.

- Zijlstra, F.R.H., Waller, M., & Phillips, S., (2012). Setting the tone: early interaction patterns in swift starting teams as a predictor of effectiveness. *European Journal of Work and Organizational Psychology*, Vol. 20(3). 1-28.
- Guest, D.E., & Zijlstra, F.R.H., (2012). Academic Perceptions of the Research Evidence Base in Work and Organizational Psychology: A European Perspective. *Journal of Occupational and Organizational Psychology*, Vol. 85(4), 542-555.
- Zijlstra, F.R.H., (2012). Waar staat de A&O psychologie?. *Gedrag & Organisatie*, 25(3), pp 232-238.

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