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OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 64

SEPTEMBER, 2013

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1. Editorial

Dear colleagues,

This Newsletter provides information about activities of the ENOP in the period from March 2013 till September 2013.

You will find information about decisions taken at the ENOP business meeting held in Paris, March 23, 2013, and report on the 2013 ENOP Symposium ‘Why are some W/O psychologists moving into Business Schools? And does it matter?’ (Paris, March 21-22, 2013).

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2013-2016) are included as well.

Finally, you will find updated contact information of the ENOP members, résumés of their research activities, list of publications in 2013, and some other helpful information.

Lyudmila Karamushka
Kyiv, September 2013



2. ENOP Business Meeting 2013

The business meeting of ENOP took place at the Université René Descartes, Paris, on **March 23, 2013**, with the following agenda:

1. Welcome
2. ENOP Membership
3. ENOP Budget
4. ENOP Symposium 2014
5. ENOP activities
6. ENOP Newsletter
7. ENOP website
8. Other activities

Presented: Antonio Caetano, Franco Fraccaroli, Gudela Grote (minutes), David Guest, Kerstin Isaksson, Ljudmila Karamuskha, Erich Kirchler, Karina Nielsen, José-Maria Peiró, Vincent Rogard, Wilmar Schaufeli, Sabine Sonnentag, Magnus Sverke, Mare Teichmann, Fred Zijlstra.

1. Welcome by Vincent Rogard

2. ENOP Membership:

Currently, there are 26 members. *Fred Zijlstra* followed up on some suggestions especially concerning possible members from Eastern Europe, but nothing materialized. He will now follow up also on suggestions for members from other countries. Everybody is called upon also to keep an eye open for possible new members during the EAWOP conference in Münster.

3. ENOP Budget:

- 20 members have paid their fee for 2013.
- ENOP received a donation of EUR 16'000 from *Charles de Wolff*, one of the founding members of ENOP, originating from a foundation of which Charles de Wolff is the last remaining trustee. Fred Zijlstra will invite Charles de Wolff to the next ENOP symposium to express our thanks for this generous gift.
- Options for using this money are discussed (e.g. Ph.D. students workshops, report/book on history of ENOP, WOP junior faculty workshops).

4. ENOP Symposium 2014:

ENOP Symposium 2014 will be on "Age and Work" (including issues of cross-generation diversity and both entry into and exit from work), prepared by Franco Fraccaroli, Kerstin Isaksson, and Gudela Grote. The possibility of preparing an issue for the SIOP journal is discussed.

The next ENOP Symposium will take place on March 27-28, 2014, in Paris

5. ENOP activities:

- *Possible topic for ENOP Symposium 2015: What can WOP contribute to a sustainable management of the economic crises, suggested by Wilmar Schaufeli. This topic will be taken up to submit a Symposium to ICAP 2014 by Antonio Caetano, Sabine Sonnentag, and Wilmar Schaufeli;*
- *A pre-ICAP meeting of junior WOP faculty will be organized by Vincent Rogard, Mare Teichmann, and Wilmar Schaufeli;*
- *There will be a round table discussion on this year's symposium topic "Future of WOP" at the EAWOP conference in Münster;*
- *EAWOP Small Group Meeting on innovation in organizations, initiative and creativity: a dialectic perspective, September 19-21, 2013, Valencia (Organizers: José M. Peiró, Neil Anderson and Fred Zijlstra);*
- *EAWOP Small Group Meeting "Post master's education for Work and Organizational Psychology practitioners: towards equal opportunities of experience", September 26-28, 2013, Katowice (Organizers: Barbara Kożusznik Ludmila Karamushka, Lourdes Munduate, Mare Teichmann, Angela Carter);*
- *Summer school on entrepreneurship, August 2013 (Antonio Caetano);*
- *NIVA course on health and well-being (Wilmar Schaufeli, Karina Nielsen);*
- *Summer school on early careers in WOP in 2014 (Antonio Caetano).*

6. ENOP Newsletter:

Lyudmila Karamushka will keep her responsibility for Newsletter preparation. Lyudmila Karamushka informed that next ENOP Newsletter will be published in September 2013 in 2 versions: "black" for printing and "colour" (containing photo pictures) for sharing through Internet. Materials of the Newsletter will be placed as well on the ENOP web-site.

Fred Zijlstra will write a summary of this year's symposium for the ENOP Newsletter.

7. ENOP website

David Guest, Mare Teichmann and *Gudela Grote* will collect ideas about updating the webpage from all ENOP members and launch a revised website within the next twelve months. The aim is to update the webpage – visually and content-wise – while keeping it simple, serving the main purpose of portraying ENOP and its members as an active group of experts. Once the webpage is redesigned, we will approach other organizations to include links to ENOP on their homepages (e.g., EFPA). The newest version of the ENOP Reference Model will be included in the webpage.

8. Any other business:

- Follow-up from this year's Symposium: *David Guest* will contact Gerard Hodgkinson to explore ways for WOP input into the International Guide to Academic Journals.
- The *next ENOP CoCo meeting* will take place on *October 4, 2013, in Paris*.

3. Report of ENOP's Annual Symposium

'Why are some W/O psychologists moving into Business Schools? And does it matter?'

(21-22 March, 2013, Paris)

The Experience and Views of ENOP Members

After an introduction to the topic by *David Guest*, the first presentation was by *Cornelius König and Karina Nielsen* outlining the findings of a survey among ENOP members. In the survey questions asked how many colleagues are located in Business Schools/Management Schools versus Psychology Departments, what (dis)advantages respondents see in being located in one of the other and what journals they see as most relevant for W/O psychologists to publish in.



The response was restricted to ENOP members so the findings are tentative. The majority of ENOP members are based in Psychology Departments. Lyman Porter commented that in the USA this is just the other way around: more IO psychologists are based in Business Schools, and teaching Organizational Behavior.

Advantages for being based in Psychology Departments were perceived as having more access to labs, feeling more in contact with psychology in general and developments in

psychology (theoretical and methodological) and being more focused on basic research. Advantages for being based in Business/Management Schools were perceived as having more prestige in the outside world, having more and better access to funding opportunities and less pressure to publish.

When asked to list the journals in which W/O psychologists should be publishing, the top five journals cited were the Journal of Applied Psychology, the European Journal of Work and Organizational Behaviour, the Journal of Organizational Behavior, The Academy of Management Journal and the Journal of Occupational and Organizational Psychology. Looking at the overall list, although American journals featured strongly, it had a distinctly European flavour.

A review of publication practice in a number of journals, focusing on whether authors were located in Psychology Departments or in Business Schools, revealed that those publishing in Occupational Health type of journals are much more likely to be based in Psychology Departments (56 %) rather than Business Schools (24 %). Those publishing papers in the more broadly applied journals, the *Journal of Occupational and Organizational Psychology* and *Applied Psychology: An International Review*, were equally likely to be based in Psychology Departments and Business Schools. In the broader social science journal *Human Relations*, 80 per cent of authors are based in Business Schools and only 8 per cent are in Psychology Departments. However it was notable that European authors in W/O psychology-related journals were more likely to be based in Psychology Departments than authors from North America and the Rest of the World who were more likely to be in Business Schools.

The analysis of publication patterns seems to suggest a somewhat different orientation in terms of research focus from people in Psychology Departments (more well-being/health oriented) versus people based in Business/Management Schools (more organizational/human relations oriented). There are also international differences with authors from the European Continent being more likely to be located in Psychology Departments compared with the USA and the Rest of the World. By implication, those in Business Schools also have a broader perspective.

National Cases

The UK Experience: John Arnold

John Arnold addressed the developments in the Research Assessment Exercise (RAE) in the UK in the last decades. He noted that most W/O psychologists had moved from being assessed within Psychology to being assessed with Business and Management and he felt that this was to their advantage. John outlined the procedure regarding the RAE (which is focused on departments rather than individuals or research groups), and noted that the upcoming Assessment also includes an element in which one has to *demonstrate* that research (over a limited time period) has had ‘an impact’, on legislation, on organizations’ policies, or whatever. The outcome of the REF (as it is called this time) has major consequences for research money that will be made available through the Government and also for university prestige. Therefore there is also a rather strategic

element involved, including discussions about how many members of staff (and who) will be 'returned' (or included) in the evaluation. And often it leads to job offers for people with an excellent publication record (a minimum of 4 high impact journals) at least in the period leading up to the assessment.



As far as the rating of research quality is concerned, the Evaluation Panel members arrive at an assessment, often based on reading the material. The panel does not officially use journal impact factors or citations. However in Business and Management, where most W/O psychologists are assessed, university departments give weight to an ABS (Association of Business Schools) ranking list of journals developed by a panel. The criteria that are used to develop this list are not overly clear. One issue that emerges is that it is important to have W/O psychologists represented on such panels to ensure that relevant journals are given appropriate weight.

The American Experience: Lyman Porter

Lyman Porter described developments in the USA over the last 50 years. He pointed out that the term 'work psychology' does not exist in the USA. Americans initially used the term 'industrial psychology'. When Business Schools emerged in the 1960's the term 'organizational behaviour' was introduced and has since become dominant although the professional academic body (SIOP) retains the title of "Industrial and Organizational Psychology".



When Business Schools emerged in the USA they were initially judged to have poor research quality. To address this they started to recruit good researchers including, among others, I/O and social psychologists. This helped to improve their research profile. Over time the research topics expanded, so that there is now a wide variety of research topics addressed in Business Schools. A general issue is that in research in Business Schools the context of what is studied is always important, and Lyman emphasizes that psychologists outside Business Schools should give more attention to the context in their research.

Lyman also noted that there is one-directional traffic between Psychology Departments and Business Schools: Academics with a PhD in Psychology are welcomed in Business Schools, but academics with a psychology-oriented PhD obtained in a Business School are rarely employed in Psychology Departments. On another note, he mentioned that a new journal was recently created: “*The Annual Review of Organizational Psychology and Organizational Behaviour*”. This could be interpreted as a further specialization in Psychology, and it raises the question whether the field isn’t getting too differentiated? He felt that as a result of the new journal, it was unlikely that W/O topics would continue to appear in the general *Annual Review of Psychology*. The discussion triggered Lyman to throw up the question of whether Psychology as a discipline will still exist in 50 years as it fragments into neuroscience, cognitive science or specialist applied areas. It also raises the important question of the source of future W/O psychology academics if opportunities dry up in Psychology Departments.

The Dutch Experience: Fred Zijlstra

Fred Zijlstra presented a Dutch perspective of causes and consequences of the shift from WOP to Business/Management Schools. As in the USA the Business Schools emerged in the 70’s and initially received poor ratings for research quality, and subsequently W/O and Social psychologists were recruited. At the same time the Dutch government started in the 80’s with an attempt to reduce the costs of higher education. After some initial attempts failed they introduced around 1990 an assessment of research quality. The first Psychology review panel decided that only English language articles in peer review journals were admissible. For W/O psychology this had dramatic consequences as research in W/O psychology was very context oriented, implying that in addition to English language articles a large amount of output was in the Dutch language (articles, books and book chapters, and so on). Consequently Dutch W/O psychology was assessed as relatively weak. On the other hand the Social psychology was very experimentally oriented and they did have the requested type of output. As a consequence in the following years many social psychologists were appointed on WO chairs. This has led to two last review panels to conclude that W/O psychology has increasingly lost its relevance, and has become very experimental.



Fred's suggestion is to focus, more than currently is the case, on societal and organizational problems that typically require a multidisciplinary approach. W/O psychologists are well equipped for this (at least better than Social psychologists), and increasingly funding bodies (like EU funds) ask for multidisciplinary research.

The Role of EFPA: Robert Roe

The last presentation of the symposium was by Robert Roe. His presentation focused on EFPA (European Federation of Psychologists Associations) and the European Union.



EFPA represents about 300.000 psychologists in Europe, and tries to promote their interests particularly within the EU. He explained the structure of the EU, and in particular the structure of the process of policy making in the EU. Websites with

information and topics of several Directorate Generals (DG's) were presented, including DG 'Employment' (Agenda for new skills and jobs); DG 'Enterprise' (workplace innovation and social innovation), en DG 'Sanco' (mental health).

EFPA's aim is to make EU politicians and policy makers aware of the fact that psychologists have important and relevant information that can help policy makers and can lead to better policies and legislation. Therefore EFPA prepares white papers with the help of psychologists who have expertise on the relevant issues. Examples included papers on 'mental health and well-being'. EFPA has also organized a meeting with members of the European Parliament in the Parliament. According to Robert is this a

slow process that takes a lot of time, but slowly EFPA is gaining ground and has more and more connections with the European Parliament and other policy makers in Brussels.

Overview and Summary

To round up the symposium a general discussion was chaired by **David Guest**. A round was made to see what the situation is in various countries, particularly in Nordic and Eastern European countries. The symposium revealed that there are large differences throughout Europe with respect to W/O psychologists in Business Schools. The UK is perhaps the most extreme example of the move of W/O Psychologists to Business Schools, perhaps following the USA experience, while this trend is not yet as visible in most of Continental Europe.

The question ‘does it matter?’ was more difficult to answer. The general opinion seems to be that at present it is not really a problem, as long as there is no pressure to publish on particular topics, and to concentrate less on other topics. Currently there seems to be no such pressure. On the other hand, developments in other parts of the world, which are closer to the UK experience than to that of much of Continental Europe, together with developments in psychology, suggest that this is an issue that will stay on the table and needs to be kept under review.

Submitted by:

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4. Future Congresses, Conferences, Meetings (2013-2016)

2013

EAWOP
SMALL GROUP
MEETING
2013



EAWOP Small Group Meeting
**‘Innovation in Organizations, Initiative
and Creativity: A Dialectic Perspective’**
September 19-21, 2013,
Valencia, Spain
Web: <http://www.eawop.org/news>

EAWOP Small Group Meeting
**‘Post Master’s Education for Work
and Organizational Psychology Practitioners:
Towards Equal Opportunities of Experience’**
September 26 – 28, 2013,
Katowice, Poland
Web: <http://www.eawop.org/news>



EAWOP Small Group Meeting
**"Gender Equality in Organizations:
The Impact of Stereotypical Perceptions and Gender Differences"**
October 9 - 11, 2013
Goethe University, Frankfurt, Germany
Web: <http://www.eawop.org/news>



**World Social Science
Forum (WSSF)**
October 13-15, 2013
Montreal, Canada
Web: www.wssf2013.org

2nd EAWOP WorkLab 2013 - Practitioner Skills Workshop

November 14-16, 2013

Amsterdam, The Netherlands

Web: <http://www.eawop.org/news/2nd-eawop-worklab-2013>



**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>



**Institute of Work Psychology International
Conference 2014
on Work, Wellbeing and Performance**

June 24-26, 2014

Sheffield, UK

Web: <http://iwpcconference.group.shef.ac.uk>



XXVIII International Congress of Applied Psychology

July 8-13, 2014

Paris, France

Web: www.icap2014.com

2015

17th EAWOP Congress

‘Respectful and effective leadership

- managing people and organizations in turbulent times.’

May 20-22, 2015

Oslo, Norway

Web: <http://www.eawop2015.org/>

14th European Congress of Psychology (ECP)

July, 7-10, 2015

Milan, Italy

Web: <http://www.ecp2015.it/>

2016

The 31st International Congress of Psychology (ICP 2016)

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index.html



**Diversity in Harmony :
Insights from Psychology**

Submitted by:

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5. 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 2013 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, human resources management, and entrepreneurship.

Recent publications:

-Costa, P. L., Graça, A. M., Marques-Quinteiro, P., Santos, C. M., Caetano, A. & Passos, A. (2013). Multilevel Research in the Field of Organizational Behavior: An Empirical Look at 10 Years of Theory and Research. *SAGE Open*, vol. 3, 3 July-September: 1–17. DOI: 10.1177/2158244013498244

-Silva, A. J. e Caetano, A. (2013). Validation of the Flourishing Scale and Scale of Positive and Negative Experience in Portugal. *Social Indicators Research*, Volume 110, 2, pp 469-478. 10.1007/s11205-011-9938-y

-Sousa-Lima, M., Michel, J. & Caetano, A. (2013). Clarifying the Importance of Trust in Organizations as a Component of Effective Work Relationships. *Journal of Applied Social Psychology*. 43, 418-427. DOI: 10.1111/j.1559-1816.2013.01012.x

3. Depolo, Marco. Dept. of Psychology, University of Bologna. Cesena site: piazza Aldo Moro 90, 47521 CESENA, Italy. (Mob.: +39 335 407 441; e-mail: marco.depolo@unibo.it).

Research topics:

Work-related stress; diagnosis and prevention of psychosocial risks at work; individual and organizational issues of ageing at work; methodological issues of evaluation of training in organizations.

Recent publications:

-Topa G, Alcover C.M., Moriano J.A., Depolo M. (in press). Bridge employment quality and its impact on retirement adjustment: A structural equation model with SHARE panel data. *Economic and Industrial Democracy*, doi: 10.1177/0143831X12475242.

-Guglielmi D., Simbula S., Vignoli M., Bruni I., Depolo M., Bonfiglioli R., Tabanelli M.C., Violante F.S. (in press). Solving a methodological challenge in work stress evaluation with the Stress Assessment and Research Toolkit (StART): A study protocol. *Journal of Occupational Medicine and Toxicology*, 8, doi: 10.1186/1745-6673-8-18.

-Topa G., Guglielmi D. Depolo M. (in press). Mentoring and group identification as antecedents of satisfaction and health among nurses: What role do bullying experiences play? *Nurse Education Today*, doi: 10.1016/j.nedt.2013.07.006.

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:

-Notelaers, G., Baillien, E., De Witte, H., Einarsen, S., & Vermunt, J. K. (2013). Testing the strain hypothesis of the Demand Control Model to explain severe bullying at work. *Economic and Industrial Democracy*, 34(1), 69-87.

-Sora, B., De Cuyper, N., Caballer, A., Peiró, J.M. & De Witte, H. (2013), Outcomes of Job Insecurity Climate: The Role of Climate Strength. *Applied Psychology: An International Review*, 62(3), 382-405.

Van den Broeck, A., Lens, W., De Witte, H., & Van Coillie, H. (2013). Unraveling the Importance of the Quantity and the Quality of Workers' Motivation for Well-being: A Person-Centered Perspective. *Journal of Vocational Behavior*, 82, 69-78.

-Van den Broeck, A., Van Ruysseveldt, J., Vanbelle, E., & De Witte, H. (2013). The Job Demands–Resources Model: Overview and Suggestions for Future Research, in Arnold B. Bakker (ed.) *Advances in Positive Organizational Psychology (Advances in Positive Organizational Psychology, Volume 1)*, Emerald Group Publishing Limited, pp.83-105.

-Vleugels, W., Rothmann, I., Griep, Y., & De Witte, H. (2013). Does Financial Hardship Explain Differences between Belgian and South African Unemployed regarding Experiences of Unemployment, Employment Commitment, and Job Search Behaviour? *Psychologica Belgica*, 53(2), 75-95.

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:

Evaluation of training programmes; 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:

-Truxillo, D.M., Fraccaroli, F. (2013). Research themes on age and work: Introduction to the Special Issue. *European Journal of Work and Organizational Psychology*, 22, 3, 249-252.

-Zaniboni, S., Truxillo, D.M., Fraccaroli, F.(2013). Differential effects of task variety and skill variety on burnout and turnover intentions for older and younger workers. *European Journal of Work and Organizational Psychology*, 22, 3, 306-317.

-Avanzi, L., Miglioretti, M., Velasco, V., Balducci, C., Vecchio, L., Fraccaroli, F., Skaalvik, E.M. (2013). Cross-validation of the Norwegian Teacher's Self-Efficacy Scale (NTSES). *Teaching and Teacher Education*, 31, 1, 69-78

-Balducci, C., Fraccaroli, F. (2013). Comparison between mobbing at work and conditions of job strain and effort-reward imbalance in relation to stress-related disorders: A study in the public administration [Confronto tra rischi mobbing e condizioni di job strain ed effort-reward imbalance in relazione a disturbi stress-correlati: Studio nella pubblica amministrazione]. *Medicina del Lavoro*, 104, 1, 44-54.

-Crocetti, E., Avanzi, L., Hawk, S.T., Fraccaroli, F., Meeus, W.(in press).Personal and Social Facets of Job Identity: A Person-Centered Approach. *Journal of Business and Psychology*..

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:

- Kooij, D., Guest, D., Clinton, M., Knight, T., Jansen, P. and Dijkers, J. (2013). "How the impact of HR practices on employee wellbeing and performance changes with age". *Human Resource Management Journal*, 23, 18-35.
- Clinton, M. and Guest, D.(2013). "Testing universalistic and contingency HRM assumptions across job levels" *Personnel Review*, 42, 5, 529-551.
- J. Paauwe, D. Guest and P. Wright (eds). (2013) *Human Resource Management and Performance: Achievements and Challenges*. Chichester, Sussex: Wiley.
- Paauwe, Wright, P. and Guest, D. (2013). "HRM and performance: what do we know and where should we go?". In J. Paauwe et al. op cit. pp 1-13.
- Guest, D. and Bos-Nehles, A. (2013). "Human resource management and performance: the role of effective implementation". In J. Paauwe et al op cit. pp 79-96.
- Guest, D., Wright, P. and Paauwe, J. (2013). "Progress and prospects". In J. Paauwe et al (eds) op cit., pp 197-206.

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](mailto:ggrote@ethz.ch)).

Research topics:

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

Recent publications:

- Boos, D., Guenter, H., Grote, G. et al. (2013). Controllable accountabilities: the Internet of Things and its challenges for organisations. *Behaviour & Information Technology*, 32,449-467.
- Grote, G. & Hall, D.T. (2013). Reference groups: A missing link in career studies. *Journal of Vocational Behavior*, 83, 265-279.
- Grote, G. & Weichbrodt, J. (2013). Why regulators should stay away from safety culture and stick to rules instead. In C. Bieder & M. Bourrier (Eds.), *Trapping Safety into Rules: How Desirable and Avoidable is Proceduralization of Safety?* (pp. 225-240). Farnham: Ashgate.
- Bienefeld, N. & Grote, G. (in press). Shared leadership in multiteam systems: How cockpit and cabin crews lead each other two safety. *Human Factors*. doi: 10.1177/0018720813488137.
- Boos, D., Grote, G. & Guenter, H. (in press). A toolbox for managing organisational issues in the early stage of the development of a ubiquitous computing application. *Personal and Ubiquitous Computing*. DOI 10.1007/s00779-012-0634-y
- Grote, G. (in press). Adding a strategic edge to human factors/ergonomics: Principles for the management of uncertainty as cornerstones for system design. *Applied Ergonomics*, <http://dx.doi.org/10.1016/j.apergo.2013.03.020>.
- Kolbe, M., Weiss, M., Grote, G., Knauth, A., Dambach, M., Spahn, D. R., & Grande, B. (in press). TeamGAINS: A tool for structured debriefings for simulation-based team trainings. *BMJ Quality & Safety*. doi:10.1136/bmjqs-2012-000917
- Kolbe, M., Burtscher, M. J., & Manser, T. (in press). Co-ACT-A framework for observing coordination behavior in acute care teams. *BMJ Quality & Safety*. doi:10.1136/bmjqs-2012-001319
- Tschopp, C., Grote, G., & Gerber, M. (in press). How career orientation shapes the job satisfaction-turnover intention link. *Journal of Organizational Behavior*. doi: 10.1002/job.1857

8.Isaksson, Kerstin. Mälardalens högskola (Mälardalen University). School of Health Care and Social Welfare (HVV), Department of Psychology, SE 721 23 Västerås. SWEDEN. (Tel +46 21 10 73 16. e-mail: kerstin.isaksson@mdh.se).

Research topics:

Leadership and health interventions, service climate; pride at work and organization identity, psychological contracts.

Recent publication:

-Isaksson, K., Mohr, G., Hansen, E., Loeb C. & Stempel C. (2013). Organizational interventions in a cultural context – Health promoting leadership in Germany and Sweden. Presentation in APA-Congress, Work, Stress and Health 2013, Los Angeles CA, May 2013.

-Isaksson, K. & the Re-SU-LEAD team (2013). Health promoting leadership, concepts models and behaviour European Congress of Psychology, July 9-12, Stockholm, Sweden.

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](mailto:LKARAMA01@gmail.com)).

Research topics:

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

Recent publications:

-Maksymenko S.D., Karamushka L.M. (eds).(2013). Distinctive psychological characteristics of organizational culture in civil service, education, industry, and business: Abstracts of IX-th International Conference on Organizational and Economic Psychology (May, 30–31, 2013, Kyiv). – Kyiv-Alchevsk, 160 p. (in Ukrainian).

-Karamushka, L.M. (2013). The structure of organizational culture: key research trends. *Organizational Psychology. Social Psychology. Economic psychology*, 37, pp 4-6. (in Ukrainian).

-Karamushka L.M., Shevchenko A.M., Ivkin V.M. (2013). Organizational Culture of Secondary Educational Institutions: Staff's Assessment of Real and Desirable Types of Culture. *Theoretical and Applied Problems of Psychology*, 1 (30), pp.138-143. (in Ukrainian).

-Karamushka L.M., Kurytsa D.I.(2013). Psychological factors of occupational stress experienced by personnel of state administrations. *Theory and Practice of social systems management*,1, pp. 212-222. (in Ukrainian).

-Karamushka L.(in press). Positive and Negative Aspects of Educational Organizations' Development in Ukraine. In: Mark T., Karwowski W., Frankowicz M., Kantola, J., Zgaga P. (eds.) *Human Factors of Global Society: a System of Systems Perspective?*, Taylor & Francis Group.

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](mailto: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:

- Feldt, T., Huhtala, M., Kinnunen, U., Hyvönen, K., Mäkikangas, A., & Sonnentag, S. (2013). Long-term patterns of effort-reward imbalance and overcommitment: Investigating occupational well-being and recovery experiences as outcomes. *Work & Stress*, 27(1), 64–87.

- Mäkikangas, A., De Cuyper, N., Mauno, S., & Kinnunen, U. (2013). A longitudinal person-centered view on perceived employability: The role of job insecurity. *European Journal of Work and Organizational Psychology*, 22(4), 490–503.

- Mäkikangas, A., Feldt, T., Kinnunen, U., & Mauno, S. (2013). Does personality matter? A review on individual differences in occupational well-being. In A. Bakker (Ed.), *Advances in Positive Organizational Psychology* (pp. 107–143). Emerald.

- Rantanen, J., Feldt, T., Hyvönen, K., Kinnunen, U., & Mäkikangas, A. (2013). Factorial validity of the effort-reward imbalance scale: Evidence from multi-sample and three-wave follow-up studies. *International Archives of Occupational and Environmental Health*, 86(6), 645–656.

- Rantanen, J., Kinnunen, U., Mauno, S., & Temet, S. (2013). Patterns of conflict and enrichment in work-family balance: A three-dimensional typology. *Work & Stress*, 27(2), 141–163.

- Ruokolainen, M., Mauno, S., & Kinnunen, U. (2013). Does aging make employees more resilient to job stress? Age as moderator in the job stressor-well-being relationship in three Finnish occupational samples. *Aging & Mental Health*, 17(4), 411–422.

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:

-Kastlunger, B., Lozza, E., Kirchler, E. & Schabmann, A. (2013). Powerful authorities and trusting citizens: The slippery slope framework and tax compliance in Italy. *Journal of Economic Psychology*, 34(1), 36-54.

-Kogler, C., Batrancea, L., Nichita, A., Pantya, J., Belianin, A. & Kirchler, E. (2013). Trust and power as determinants of tax compliance: Testing the assumptions of the slippery slope framework in Austria, Hungary, Romania and Russia. *Journal of Economic Psychology*, 34(1), 169-180.

-Hartl, B., Kirchler, E. & Muehlbacher, S. (2013). Geschlechterstereotype auf Führungsebene zwischen 1974 und 2010. Eine Analyse von Todesanzeigen verstorbener weiblicher und männlicher Führungskräfte. *Zeitschrift für Arbeits- und Organisationspsychologie*, 57(3), 121-131.

-Hartner-Tiefenthaler, M., Rechberger, S. & Kirchler, E. (2013). Justice perceptions and cooperation of citizens with the tax-authorities. The group engagement model of cooperation. *Citizenship Teaching & Learning*, 8(2), 179-193.

-Kirchler, E. & Hoelzl, E. (2013). Social representations and economic psychology. In A. S. de Rosa (Ed.), *Social representations in the "social arena"* (pp. 223-232). Routledge, New York, ISBN 978-0-415-59119-5.

-Kirchler, E., Hofmann, E., & Gangl, K. (2012). From mistrusting taxpayers to trusting citizens. Empirical evidence and further development of the slippery slope framework. In A. N. Lebedev (Ed.). *Economic Psychology in the Modern World: Collected Papers* (pp. 125-147). Moscow: Econ-inform. ISBN 978-5-9506-0955-8.

-Kirchler, E. (2013). The love principles. In L. Bormans (Ed.). *The World Book of Love* (pp. 235-237). Tielt, Belgium: Lannoo.

-Kirchler, E. (2013). Psihologia Economica a Comportamentului Fiscal. Cluj-Napoca, Romania: Roprint. (ISBN 978-0-521-87674-2). (Translation of "The Economic Psychology of Tax Behaviour" in Romanian by Larissa-Margareta Batrancea).

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:

-Jansen, A., Melchers, K. G., Kleinmann, M., Lievens, F., Brändli, M., Fraefel, L., & König, C. J. (2013). Situation assessment as an ignored factor in the behavioral consistency paradigm underlying the validity of personnel selection procedures. *Journal of Applied Psychology*, 98, pp. 326-341. doi:10.1037/a0031257.

-Käser, P. A. W., Fischbacher, U., & König, C. J. (2013). Helping and quiet hours: Interruption-free time spans can harm performance. *Applied Psychology: An International Review*, 62, pp. 286-307. doi:10.1111/j.1464-0597.2012.00517.x.

-König, C. J., Bösch, F., Reshef, A., & Winkler, S. (2013). Human resource managers' attitudes towards utility analysis: An extended and refined update in Switzerland. *Journal of Personnel Psychology*, 12, pp. 152-156. doi:10.1027/1866-5888/a000090.

-König, C. J., Kleinmann, M. & Höhmann, W. (2013). A field test of the quiet hour as a time management technique. *European Review of Applied Psychology*, 63, pp. 137-145. doi:10.1016/j.erap.2012.12.003.

-Odermatt, I., Kleinmann, M., König, C. J., & Giger, K. P. (2013). Erfolgreiche Meetingvorbereitung: Worauf kommt es an? [Successful meeting preparations: What matters?] *Report Psychologie*, 38, pp. 8-16.

-Winkler, S., König, C. J., & Kleinmann, M. (2013). What makes human resource information successful? *International Journal of Human Resource Management*, 24, pp. 227-242. doi:10.1080/09585192.2012.680068.

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:

-Mbaye, S. & Kouabenan, D.R. (2013). Effects of the Feeling of Invulnerability and the Feeling of Control on Motivation to Participate in Experience-Based Analysis, by Type of Risk. *Accident Analysis and Prevention*, 51, 310– 317.

-Caroly, S., Kouabenan, D.R., Gandit, M. (2013). Analysis of Safety Devices and Danger Management by Highway Users Confronted with a Tunnel Fire. *Safety Science*, 60, 35-46.

-Kouabenan, D.R, Dubois, M., Bobillier Chaumont, M-E., Sarnin, Ph., & Vacherand-Revel, J. (Eds) (in press). *Conditions de travail, évaluation des risques, résilience et management de la sécurité*. Paris, l'Harmattan.

-Bobillier Chaumont, M-E., Dubois, M., Vacherand-Revel, J., Sarnin, Ph., & Kouabenan, D.R. (Eds) (in press). *Orientation, gestion des carrières, insertion et accompagnement professionnel*. Paris, l'Harmattan

-Kouabenan, D.R., Mbaye S. & Ngueutsa, R. (in press) Croyances de contrôle et implication dans le management de la sécurité. In D.R. Kouabenan, M. Dubois, Bobillier Chaumont, M-E., Ph. Sarnin, Ph., & J. Vacherand-Revel, J (Sous la direction de). *Conditions de travail, évaluation des risques, résilience et management de la sécurité*. Paris, l'Harmattan.

-Ngueutsa, R. & Kouabenan, D.R. (in press). Effets du fatalisme et de l'expérience d'accidents sur la perception du risque et sur les comportements de sécurité. In D.R. Kouabenan, M. Dubois, Bobillier Chaumont, M-E., Ph. Sarnin, Ph., & J. Vacherand-Revel, J. (Sous la direction de). *Conditions de travail, évaluation des risques, résilience et management de la sécurité*. Paris, l'Harmattan

-Kouabenan, D.R., Ngueutsa, R. & Mbaye S. (in press). Climat de sécurité et implication dans le management de la sécurité : une étude avec des managers de première ligne. In D.R. Kouabenan, M. Dubois, Bobillier Chaumont, M-E., Ph. Sarnin, Ph., & J. Vacherand-Revel, J. (Sous la direction de). *Conditions de travail, évaluation des risques, résilience et management de la sécurité*. Paris, l'Harmattan

14. Kożusznik, Barbara. Chair of Work and Organizational Psychology, Institute of Psychology, Department of Pedagogy and Psychology, University of Silesia in Katowice, Grażynskiego 53, 40-126 Katowice, Poland. (Tel. +48 510 089 193, [e-mail barbara.kozusznik@us.edu.pl](mailto:barbara.kozusznik@us.edu.pl))

Research topics:

Social influences in organization, leadership tactics and styles, team work development, innovations in organizations and in higher education development.

Recent publications:

-Kożusznik, B. (2013). *Zachowania człowieka w organizacji*. Wydanie czwarte poszerzone, PWE Warszawa. 290 pp (Human behavior in organization, Ed. PWE, Warsaw, 4th edition)

-Kożusznik, B., Polak J (Eds). (2013) *Doskonalenie dydaktyki w uczelni wyższej*. Wydawnictwo Uniwersytet Śląski (w procesie edycji) (Education in higher education development) 320 pp.

-Kozusznik, B., Kozusznik M. (in press). Cross Cultural I/O Competences: Enhancing Creativity and Innovation in Organization. In: *The Age of Internationalization: Developing an International Organizational Psychology Curriculum* Ed. Richard L. Griffith & Lori F. Thompson. Springer.

-Kozusznik, B. (in press). Crucial role of psychology in supporting and stimulating innovativeness. In: Marek T., Karwowski W., Frankowicz M., Kantola J., Zgaga P. (eds.) *Human Factors of Global Society: a System of Systems Perspective*. London, New York. Tylor & Francis

15. Leonova, Anna B. Department of Work and Organizational Psychology, Faculty of Psychology, Lomonosov Moscow State University (Mokhovaya str., 11/5, 125009 Moscow, Russia). Tel.: +7 495 6295975, 7+7 903 6162416; [e-mail: ableonova@gmail.com](mailto:ableonova@gmail.com))

Research Topics:

Job analysis, organizational diagnostics, occupational stress, well-being and health promotion, stress-resistance, self-regulation and coping behavior, human resources allocation in computerized work, interruption handling, virtual teamwork

Recent publications:

- Leonova A.B. (2013). Organizational Psychology. Textbook. Moscow: INFRA-M. 427 p. (in Russian)
- Leonova A.B., Barabanschikova V.V., Kuznetsova A.S. (2013). Job Specificity in Human Functional State Optimization by Means of Self-Regulation Training. *Procedia – Social and Behavioral Sciences*. Elsevier: SBSPRO 11490 (in English).
- Leonova A.B., Zlokazova T.A., Kachina A.A., Kuznetsova A.S. (2013) Determinants of professional distortion development in medical personnel, teachers and psychologists, working in the industrial disaster zone. *Quarterly Journal “Psychology in Russia: State of the Art”*. V. 2, pp. 49-78 (in English).
- Kapitsa M., Leonova A. (2013). Evaluation of human cognitive resources in the process of computerised tasks performance. In: “Text Processing and Cognitive Technologies”. Kazan: KSU Issues. V. 20, pp. 274-280 (In English).
- Degtyarenko I.A., Leonova A.B. (2013). Experimental elaboration of the complex approach to websites usability evaluation. *Psychological Studies (Psychologicheskije Issledovanya): Electronic Scientific Journal* / URL: <http://psystudy.ru>. V. 22, pp. 6-18 (both in Russian and English).

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](mailto:munduate@us.es)).

Research topics:

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

17. Karina Nielsen. Norwich Business School, University of East Anglia, UK. Norwich Research Park, NR4 7 TJ Norwich, UK (Tel. +441603591540). e-mail: k.nielsen@uea.ac.uk

Research topics:

Restructuring and well-being; leadership and well-being; organizational interventions and the development of methods to evaluate

Recent publications:

- Nielsen, K., & Abildgaard, J.S. (2013). Organizational interventions: A research-based framework for the evaluation of both process and effects. *Work & Stress*, 27, 278-297.
- Pahkin, K., Mattila-Holappa, P., Väänänen, A., Koskinen, A., Nielsen, K (2013). Dismissals – a major concern, but only one among others. *Industrial Health*, 51, 134–141.
- Nielsen, K (2013). How can we make organizational interventions work? Employees and line managers as actively crafting interventions. *Human Relations*. 66, 1029-1050.
- Arends, I., Bültmann, U., Shaw, w.S., van Rhenen, W., Roelen, C., Nielsen, K., & van der Klink, J.J.L. (2013) How to engage occupational physicians in recruitment of research participants: A mixed-methods study of challenges and opportunities. *Journal of Occupational Rehabilitation*. DOI 10.1007/s10926-013-9452-y. Online first.
- Nielsen, K., Stage, M., Abildgaard, J.S., & Brauer, C.V. (2013). Participatory intervention from and organizational perspective: Employees as active agents in creating a healthy work environment. *Eds: Bauer, G. & G. Jenny. Concepts of salutogenic organizations and change: The logics behind organizational health intervention research*. Springer Publications, pp. 327-350.
- Nielsen, K. (2013). Work engagement in transformational leaders: A multi-level, multi-source study. In Vanvactor, J.D. (ed.). *The Psychology of Leadership*. NY: Nova Science Publishers, pp. 29-50.
- Nielsen, K. (in press). Leadership and Climate in a Psychologically Healthy Workplace. In: A. Day, E. K. Kelloway, & J. J. Hurrell Jr.. *Workplace Well-Being Building Positive & Psychologically Healthy Workplaces*. Wiley Publications.

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:

- Latorre Navarro, M. F., Gracia Lerín, F. J., Tomás, I., & Peiró, J. M. (2013). Validation of the group nuclear safety climate questionnaire. *Journal of Safety Research*, 46, 21-30
- Lira, E., Ripoll, P., Peiró, J.M., & Zornoza, A.M. (2013). The role of information and communication technologies in the relationship between group potency and group maintenance outcomes: a longitudinal study. *Behaviour & Information Technology*, 32(2), 147-155.
- Moliner, C., Martínez-Tur, V., Peiró, J.M., Ramos, J., & Cropanzano, R. (2013). Perceived Reciprocity and Well-Being at Work: Fairness or Egoistic Preference? *Stress and Health*, 29(1):31-39.
- Sora, B., De Cuyper, N., Caballer, A., Peiró, J. M., & De Witte, H. (2013). Outcomes of Job Insecurity Climate: The Role of Climate Strength. *Applied Psychology: An International Review*, 62(3), 382-405.

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:

- Akkermans, J., Brenninkmeijer, V., Schaufeli, W.B., Van den Bossche, S. & Blonk, R. (2013). Young and going strong? A longitudinal study on occupational health among young employees of different educational levels. *Career Development International*, 18, 416-435.
- Consiglio C., Borgogni L., Alessandri G., & Schaufeli W. B (2013). Does self-efficacy matter for burnout and sickness absenteeism? The mediating role of demands and resources at the individual and team levels. *Work & Stress*, 27, 22-42.
- Ouwenel, E., Le Blanc, P. & Schaufeli, W.B. (2013). Do-it-yourself: An online positive psychology intervention to promote positive emotions, self-efficacy, and engagement at work. *Career Devevelopment International*, 18, 173-195.
- Rostami, Z., Abedi, M.R., Schaufeli, W.B., Ahmadi, A., & Sadeghi, A.H. (2013). The psychometric characteristics of the Maslach Burnout Inventory – Student Survey – among students of Isfahan University. *Zahedan Journal of Resarch in Medical Sciences*, 15, 29-33.
- Van den Heuvel, M., Demerouti, E. & Bakker, A. (2013). Adapting to change: The value of change information and meaning-meaning. *Journal of Vocational Behavior*, 83, 11-21.
- Van Wijhe, C., Peeters, M.C.W., Schaufeli, W.B. & Ouwenel (2013). Rise and shine: Recovery experiences of workaholic and non-workaholic employees. *European Journal of Work & Organizational Psychology*, 22, 476-489.
- Schaufeli, W.B., Dijkstra, P. & Vazquez, A.C. (2013). Engagemeto no trabalho [Engagement at work]. São Paulo: Casae do Psicólogo – Pearson
- De Jonge, J., Le Blanc, P. & Schaufeli, W.B. (2013). Theoretische modellen over werkstress [Theoretical job stress models]. In W.B. Schaufeli & A.B. Bakker, A.B. (Red.). *De psychologie van arbeid en gezondheid* (pp. 23-46). Houten: Bohn Stafleu van Loghum.
- Schaufeli, W.B., Loo, M., Van der Velde, C., & Siegert, H. (2013). *Arbokennisdossier Bevlogenheid*. Den Haag: Ministerie van Sociale Zaken en Werkgelegenheid [Report on Work Engagement commissioned by the Dutch Ministry of Soical Affairs and Employment].

-Schaufeli, W.B. & Bakker, A.B. (Red.) (2013). *De psychologie van arbeid en gezondheid* (3^e herziene druk) [Occupational health psychology]. Houten: Bohn Stafleu van Loghum (475 p.) (ISBN: 978 90 313 9853 9).

-Schaufeli, W.B. (2013). De psychologie van arbeid en gezondheid [Occupational health psychology]. In W.B. Schaufeli & A.B. Bakker, A.B. (Red.). *De psychologie van arbeid en gezondheid* (pp. 1-22). Houten: Bohn Stafleu van Loghum.

-Schaufeli, W.B. & Bakker, A.B. (2013). Burnout en bevlogenheid [Burnout and work engagement]. In W.B. Schaufeli & A.B. Bakker, A.B. (Red.). *De psychologie van arbeid en gezondheid* (pp. 305-322). Houten: Bohn Stafleu van Loghum.

-Taris, T.W. & Schaufeli, W.B. (2013). Workaholisme [Workaholism]. In W.B. Schaufeli & A.B. Bakker, A.B. (Red.). *De psychologie van arbeid en gezondheid* (pp. 323-334). Houten: Bohn Stafleu van Loghum.

-Schaufeli, W.B. & Taris, T.W. (2013). Het Job Demands-Resources model: Overzicht en kritische beschouwing [The Job Demands-Resources model: A critical review]. *Gedrag & Organisatie*, 26, 182-204.

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. (Tel: +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:

-Neff, A., Niessen, C., Sonnentag, S., & Unger, D. (2013). Expanding crossover research: The crossover of job-related self-efficacy within couples. *Human Relations*, 66, 803-827.

-Bakker, A. B., Demerouti, E., Oerlemans, W., & Sonnentag, S. (2013). Workaholism and daily recovery: A day reconstruction study of leisure activities. *Journal of Organizational Behavior*, 34, 87-107.

-Sonnentag, S. & Binnewies, C. (2013). Daily affect spillover from work to home: Detachment from work and sleep as moderators. *Journal of Vocational Behavior*, 83, 198-208.

-Sonnentag, S., Unger, D., & Nägel, I. J. (2013). Workplace conflict and employee well-being: The moderating role of detachment from work during off-job time. *International Journal of Conflict Management*, 24, 166-183.

-Daniel, S. & Sonnentag, S. (in press). Mediators in the work/non-work enrichment process: The role of positive affect and positive work reflection. *Work & Stress*.

-Feldt, T., Huhtala, M., Kinnunen, U., Hyvönen, K., Mäkikangas, A., & Sonnentag, S. (in press): Long-term patterns of effort-reward imbalance and over-commitment: Investigating occupational well-being and recovery experiences as outcomes. *Work & Stress*.

-Feuerhahn, N., Sonnentag, S., & Woll, A. (in press). Exercise after work, psychological mediators, and affect: A day-level study. *European Journal of Work and Organizational Psychology*.

-Potocnik, K., & Sonnentag, S. (in press). A longitudinal study of well-being in older workers and retirees: The role of engaging in different types of activities. *Journal of Occupational and Organisational Psychology*.

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 and stressors, competences, quality of life (incl. work-life)

Publications:

-Parts, V.; Teichmann, M. (2013). Developing a model of non-technical competences for engineers . *EAWOPinPractice* - European Association of Work and Organizational Psychology in Practice, 36 - 55.

25. Vartiainen, Matti. Work Psychology and Leadership, Department of Industrial Engineering and Management, Aalto University School of Science. P.O.Box 15500, Otaniementie 17, 00076 Aalto, Finland. (Tel. +358-50-5553380, e-mail: matti.vartiainen@aalto.fi).

Research topics:

Collaborative working environments in distributed, often global contexts; organizational innovations; new ways of working; mobile and multi-locational work; distributed teams and organizations; reward systems; knowledge and competence building and e-learning systems.

Recent publications:

- Vartiainen, M. & Jahkola, O. (2013) Pros and cons of various ICT tools in global collaboration – a cross-case study. In: Yamamoto, S. (Ed.) Human interface and management of information. Information and interaction for learning, culture, collaboration and business. pp. 391-400. 15th International Conference, HCI International 2013, Las Vegas, NV, USA, July 21-26, 2013. Proceedings, Part III. Berlin, Heidelberg: Springer.

- Verburg, R., Bosch-Sijtsema, P.M. & Vartiainen, M. (2013) Getting it done: Critical success factors for project managers in virtual work settings. *International Journal of Project Management* 31, 1, 68-79.

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:

-Van Ruitenbeek, G.M.C., Mulder, M.J.G.P., Zijlstra, F.R.H., Nijhuis, F.J.N., & Mulders, H.P.G., (2013). Een alternatieve benadering van voor herontwerp van werk. Ervaringen met de methode Inclusief Herontwerp Werkprocessen. *Gedrag & Organisatie* 26(1), pp. 104 - 122.

-Otto, T., Zijlstra, F.R.H., & Goebel, R., (2013). Neural correlates of mental effort evaluation - Involvement of structures related to self awareness. *Social Cognitive and Affective Neuroscience*, Online; January 16, 2013, doi:10.1093/scan/nss136

Former ENOP members

1. **Agervold, Mogens.** Denmark.
2. **Antalovits, Miklos.** Hungary
3. **Avallone, Francesco.** Italy.
4. **Bamberg, Eva.** Germany.
5. **Blackler, Frank.** UK
6. **Bouwen, Rene.** Belgium.
7. **Bussing, André.** Germany.
8. **Coetsier, Pol.** Belgium.
9. **Curie, Jacques.** France.
10. **Dachler, Peter.** Switzerland.
11. **De Cock, Gaston.** Belgium .
12. **De Keyser, Veronique.** Belgium.
13. **De Wolff, Charles.** Netherlands.
14. **Dobrzynski, Marian.** Poland.
15. **Drenth, Pieter J. D.** The Netherlands.
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