

EUROPEAN NETWORK
OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 65

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ENOP NEWSLETTER No. 65

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1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, October 4, 2013.

You will also find the preliminary programmer of the ENOP Symposium 2014 to be held in Paris, March 26-28, 2014.

Also the Newsletter provides the information about Creation of a Network of Work and Organization Psychology (WOP) for southern countries

Details about forthcoming conferences, congresses and meetings in the field of Work and Organizational Psychology (2014-2016) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2013-2014, and other useful information.

Liudmyla Karamushka
Kyiv, March 2014



2. COCO-MEETING, 2013

The CoCo-meeting took place in Paris, on *October 4, 2013* at the new office of MAISON DES SCIENCES DE L'HOMME (190-198, Avenue de France).

Attending: Gudela Grote, David Guest, Liudmyla Karamushka, Anne Rocha, Vincent Rogard, Fred Zijlstra (minutes), Franco Fraccaroli

Agenda:

- a) Annual ENOP Symposium 2014
- b) ENOP Membership
- c) ENOP Budget
- d) ENOP Webpage
- e) ENOP Newsletter
- g) Other Activities



a) Annual ENOP Symposium 2014:



Franco Fraccaroli presented an elaborated plan for the symposium, entitled 'Age and work: the contribution of W/O psychology for individuals, organizations and society'. The plan looks very interesting, and some suggestions were discussed, also regarding potential guest speakers

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

b) ENOP Membership:

Currently there are 26 ENOP members.

The CoCo meeting participants discussed some famous WOP psychologists from *Croatia, Romania, and Norway* as future ENOP members.

c) ENOP Budget:

Vincent Rogard said that the budget looked healthy and ENOP had some money in the bank account. To his mind the next Symposium can be organized. CoCo suggested leaving the annual fee at the present level (150 EUR), followed by its gradual increase in a couple years. *Vincent Rogard* said about the need to revise the ways of using the budget with the website modernization being one of the targets.

Gudela Grote will check with the Greek member of EAWOP to see if any initiatives are required in Greece to help young Greek scholars.

Invitations to the next ENOP Symposium along with the request for the 2014 membership fee will be sent out in January.



d) ENOP Webpage:

David Guest confirmed the need for the website modernization to make it more attractive and up-to-date. Besides, a specialist is needed to maintain the site on a regular basis. *Gudela Grote* said he would check at ETH, and *David Guest* would try to find someone in *Jose Maria Peiro's* group. It was noted that ENOP had money for this job. *David Guest* said he would make suggestions about the website content for the next business meeting.



e) ENOP Newsletter:

Liudmyla Karamushka said that she was willing to continue to work as the Newsletter editor. The only question was about the materials to be included in the newsletter: the 'in press' publications or the publications that had been published. It was agreed to include only the publications that had been published in order to avoid misleading repetitions.

g) Other activities:

David Guest reported a follow up from the previous annual ENOP Symposium:

-At the previous Annual symposium the participants discussed the lack of psychology representatives on the Association of Business Schools ranking committee. This committee decided on the ranking list of journals. *David Guest* took initiatives and managed to get a psychologist on the committee (Prof. Mark van Veldhoven, Tilburg University, Netherlands)

-At the EAWOP conference in Muenster (2013) ENOP organized a round table discussion on ‘The future of W&O psychology’. Despite the early hour on Saturday morning there was a large attendance and interesting discussions. The participants discussed whether ENOP or EAWOP could provide a white paper on evidence-based policy on particular topics. Particularly EFPA could use this in their lobby activities in Brussels.

-*Liudmyla Karamushka* reported on EAWOP Small Group Meeting ‘Post Master’s Education For Work And Organizational Psychology Practitioners: Towards Equal Opportunities Of Experience’ – 26-28 September, 2013, Katowice, Poland (Organizing Committee: Barbara Kożusznik, University of Silesia, Poland; Ludmila Karamushka, G.S. Kostiuk Institute, Kiev, Ukraine; Lourdes Munduate, University of Sevilla, Spain; Mare Teichmann, Tallinn Technical University, Tallinn, Estonia; Angela Carter, University of Sheffield, Just Development, United Kingdom, Tallinn Technical University).

3. ENOP 2014 Symposium: Age and work: the contribution of W/O psychology for individuals, organizations and society (March 27-28, 2014)

Coordinators: Franco Fraccaroli, Gudela Grote, Kerstin Isaksson

Aims

To understand how the relationship between age and work is changing due to demographic trends, generational evolution, and transformations in the labour market and in the organizations.

To clarify state of the art about work and age and how W/O psychology could contribute to study new issues related to the changing relationship between age and work: i.e.: late work entry for young; working after 60 in organizations; age-related management; intergenerational conflicts in work place; reducing stereotypes on older (and younger) workers; etc.

To give advices for policies related to aging workforces and generational change in organizations: i.e.: flexible work contracts for older workers; transition to retirement; work-family interaction; etc.

Thursday 27 March

Chair : Gudela Grote

14:00-14:40 **Franco Fraccaroli** (University of Trento): **Opening & Introduction: Overview of trends and demographic changes**

Demographic trends are considered to highlight the changes in the relationship between age and work. Situations of different countries are presented. The consequences of these changes are evaluated in relation with possible W/O psychological interventions. A presentation of the workshop is made.

14:40-15:40 José Ramos (University of Valencia): Young people and labor market: The Case of Spain

Based on recent waves' data of the "Observatory of young people's transition to the labour market", we discuss relationships among unemployment and wellbeing among youngsters, and the moderator role on this relationship played by labour market situation (e.g. unemployment rates in next environment), personal resources (career initiative, passivity), and occupational variables (employability, work centrality). Effects of underemployment among youngsters are considered as well.

Break

16:00-17:00 Emma Parry (Cranfield School of Management): Managing an age-diverse workforce

This presentation will examine the needs of different age segments of the workforce in relation to human resource management. Research has suggested that employers might need to take different approaches in order to attract, engage and retain the different age groups within the workforce. The presentation will consider the influence of chronological age, life-stage and generation on the preferences of employees for the way in which they are managed, rewarded and developed. In particular, research regarding the career management, development and retention of an ageing workforce will be discussed.

Friday 28 March

Chair : Gudela Grote

9:30-10:30 John Arnold (Sheffield University Management School) and Stanimira Taneva (Sheffield University Management School): Ages, stages and careers in the early 21st century.

We discuss how the older research on career/life stages can be updated for the 21st century, and how research on ageing (in and out of the work context) can be used to inform individual and organizational strategies for late career. This would include some references to the SOC model, Truxillo's work on job design, Kooij, Kanfer and Ackerman, Super, and some employee relations-oriented research about HR interventions. We may also be able to say something about some original research data.

12:00-13:00 Donald Truxillo(University of Portland): Supporting the health and well being of older workers

The point would be to discuss ways of supporting older workers even when they are working beyond the normal retirement age. I was thinking of something about people who are working longer now because they have to, i.e., people who did not work longer in the past. In other words, people may have been able to quit work in the past, but now people who might have retired in past years will stay in the

workforce, and that could have a number of implications. I was also thinking about health interventions: These interventions would allow us (society) to reach older people, and thus improve the health of the older population. And these interventions could be particularly useful to older workers who are beginning to accumulate health problems.

Lunch

14:30-15:30 Kerstin Isaksson (Malardaner University): Age related stereotypes in organizations

This presentation will shortly review the area of ageism and age-related stereotyping affecting both young and older workers. Starting with a summary showing facts and figures, a summary of empirical studies will follow, investigating both the background and consequences of age related stereotyping. Finally, the presentation will end with a few words about suggestions for research, practical implications and possible interventions.

14:30-15:30 Marco Depolo (University of Bologna): Working after retirement and bridge employment

Considering the older workers, terms like “Bridge Employment” appeared in the social and economic sciences, to mean new and flexible jobs, that follow career or full-time employment and precede complete labour force withdrawal or retirement from work. In other words, if people are forced to remain at work for a longer time, it does not imply that they can or must stay in the same job: organizational and personal adjustment are needed, to cope with this new problem. It seems that W&O psychologists are theoretically and technically equipped to investigate as well to propose interventions, to improve both organizational processes and personal situations involved in such radical and recent change.

15:30-16:30 General discussion and conclusions

20:00 –ENOP Dinner

Saturday 28 March

9:30 –13:00 ENOP Business meeting

Submitted by:

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4. Creation of a Network of Work and Organization Psychology (WOP) for southern countries

Spurred on by the International board of the French Speaking International Association of Work Psychology (AIPTLF) (board chaired by Professor Rémi Kouabenan), an international conference on Work and Organizations Psychology was held in Abidjan (Côte d'Ivoire) from December 11th to 13th, 2013 on the topic “Work psychology and development of southern countries”. About 150 faculty members, researchers, practitioners, stakeholders and students of the WOP and other areas of psychology participated in this conference. The participants come from thirteen countries from four different continents: a European country (France), a country in Southeast Asia (Vietnam), a South American country (Brazil) and 9 African countries (Burkina Faso, Cameroon, Côte d'Ivoire, Gabon, Morocco, Niger, the Democratic Republic of the Congo, Republic of Togo, and Tunisia). The program and the proceedings of the conference are available at the following address:

<http://www.colloqueptoabidjan.com/>.

On the occasion of this conference, participants agreed to establish a network to bring together stakeholders' forces around WOP in southern countries. This network called “*Southern countries Work and Organizational Psychology Network*” (*South-WOP Network*) aims to develop and promote WOP in Southern countries throughout any imitative favoring the links between research, training and applications. It covers African countries, Latin American countries and Southeast Asian countries.



Nevertheless, it is open to anyone residing in a northern country that fulfills the conditions stipulated in its status. Its headquarters is located at the Ivorian Centre for Research in Applied Psychology (CIERPA) of the University Félix Houphouët-Boigny of Abidjan, Côte d'Ivoire (address: CIERPA , BP V34 Abidjan - Côte d'Ivoire). *Network contact: Dr Ngueutsa Robert, ciptoabidjan2013@yahoo.fr.*



Submitted by:

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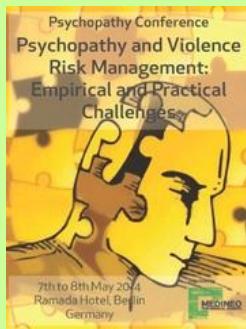
5. Future Congresses, Conferences, Meetings (2014-2016)

2014

11th Conference of the EAOHP
(European Academy of Occupational
Health Psychology)
April 14-16, 2014
London, UK



Web: <http://www.eaohp.org/conference.html>



**Conference 'Psychopathy and Violence Risk Management:
Empirical and Practical Challenges'**

May 7-8, 2014, Berlin, Germany

Web: <http://www.medineo.org/products/41-psychopathy-and-violence-risk-management-empirical-and-practical-challenges.aspx>

**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



XXII International Congress of the International Association for Cross-Cultural Psychology

July 15-19, 2014

Reims, France

Web: <http://www.iaccp2014.com>



EAWOP Small Group Meeting:

‘Recruitment and Assessment 2.0: Trends, Developments, and Challenges’

(In collaboration with the European Network for Selection Researchers (ENESER))

August 27- 29, 2014

Ghent University Belgium

Web: <http://www.eneser.ugent.be>



122nd Annual Convention of the American Psychological Association

August 7-10, 2014

Washington, D.C, USA

Web: <http://www.apa.org/convention/index.aspx>

**4th EAWOP Early Career Summer School
for Advanced Work and Organizational Psychology**

September 1-6, 2014

Lisbon, Portugal

Web: <http://eawop.com/next-school2>



**Congress of the International Commission
on Occupational Health – Work Organization and Psychosocial Factors**

17-19 September, 2014

UniSA's Centre for Applied Psychology Research

University of South Australia

South Australia

Web: <http://unisa.edu.au/ICOHcongress>



EAWOP Small Group Meeting

‘Disability and Employment:

Integrating research streams and facilitating international collaboration’

October 22-24, 2014,

Maastricht University, The Netherlands

Web: <http://www.maastrichtuniversity.nl/sgm2014>

EAWOP Small Group Meeting

‘The Future of Idiosyncratic Deals: How Individual Agreements Shape the 21st Century Workplace’

19-21 November, 2014,

University of Bath, United Kingdom

Web: <http://www.eawop.org/news/eawop-small-group-meeting-on-the-future-of-idiosyncratic-deals>

17th EAWOP Congress

‘Respectful and effective leadership -
managing people and organizations in turbulent times.’

May 20-22, 2015

Oslo, Norway

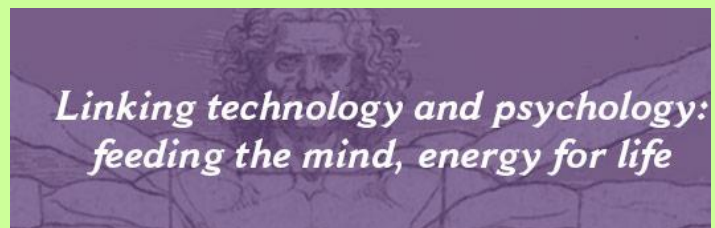
Web: <http://www.eawop2015.org/>

**14th European Congress of
Psychology (ECP)**

July, 7-10, 2015

Milan, Italy

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

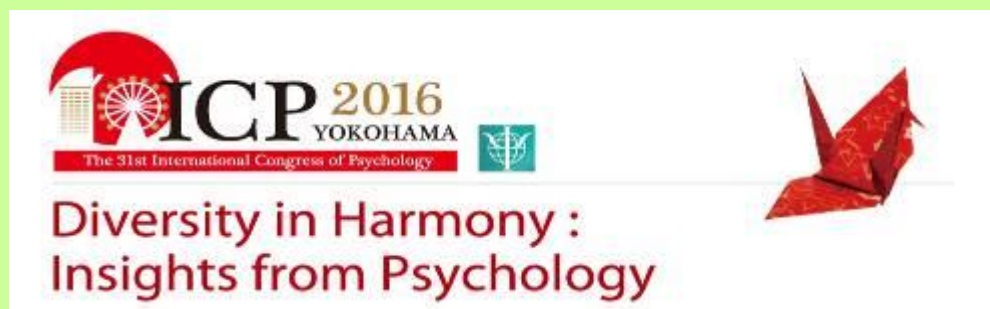


The 31st International Congress of Psychology (ICP 2016)

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index



Submitted by:

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6. 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 2013-2014 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; entrepreneurship.

Recent publications:

-Antunes, A.C., Caetano, A., & Cunha, M.P. (2013). O papel do capital psicológico e das emoções enquanto preditores do desempenho. *Livro de actas do VII Simpósio Nacional de Investigação em Psicologia*, 825-836. ISBN: 978-989-96606-1-8.

-Santos, S. C., Pimpão, A., Costa, S. F., & Caetano, A. (2013). A formação em empreendedorismo: Análise comparativa no ensino superior português, in Redford, D. (Eds). *Handbook de educação em Empreendedorismo no Contexto Português*. Católica Editora: Porto.

-Silva, A. J. & Caetano, A. (2013). Daily hassles and uplifts at work: Perceived effects on well-being. In F. Sarracino (ed), *The happiness compass – Theories, actions and perspectives for well-being* (153-176), N. York: Nova Science Publishers. ISBN: 978-1-62808-817-5.

-Mendonça, H., Caetano, A., Ferreira, Maria Cristina, Sousa, I. F., Silva, A. J. (2014). Florescimento no trabalho, in Marlene M. M. Siqueira (org.) *Novas medidas do comportamento organizacional: Ferramentas de diagnóstico e de gestão*. Porto Alegre: Artmed, , v.1, p. 172-177.

-Silva, M. R. & Caetano, A. (2014) Organizational justice: what changes, what remains the same? *Journal of Organizational Change Management*, Vol. 27 Iss: 1, pp.23 – 40. DOI: 10.1108/JOCM-06-2013-0092.

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:

-Simbula, S., Gugliemi, D., Schaufeli, W.B. & Depolo, M. (2103). The Italian validation of the Utrecht Work Engagement Scale: Characterization of engaged groups in a sample of school teachers. *Bolletino di Psicologia Applicata*, 268, 43-54.

-Alcover, C. M., Topa, G., Parry, E., Fraccaroli, F., & Depolo, M. (eds.) (2014). *Bridge Employment: A research handbook*. Routledge, London.

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 Cooman, R., Stynen, D., Van den Broeck, A., Sels, L., & De Witte, H. (2013). How job characteristics relate to need satisfaction and autonomous motivation: Implications for work effort. *Journal of Applied Social Psychology*, 43(6), 1342-1352.

-Pienaar, J., De Witte, H., Hellgren, J. & Sverke, M. (2013). The cognitive/affective distinction of job insecurity: Validation and differential relations. *Southern African Business Review*, 17(2), 1-22.

-Quiñones, M., Van den Broeck, A., & De Witte, H. (2013). Do job resources affect work engagement via psychological empowerment? A mediation analysis. *Journal of Work and Organizational Psychology*, 29, 127-134.

-Richter, A., Näswall, K., De Cuyper, N., Sverke, M., De Witte, H. & Hellgren, J. (2013). Coping with job insecurity: Exploring effects on perceived health and organizational attitudes. *Career Development International*, 18(5), 484-502.

-Vander Elst, T., Bosman, J., De Cuyper, N., Stouten, J. & De Witte, H. (2013). Does Positive Affect Buffer the Associations between Job Insecurity and Work Engagement and Psychological Distress? A Test among South African Workers. *Applied Psychology: An international Review*, 62(4), 558-570. doi: 10.1111/j.1464-0597.2012.00499.x

-De Cuyper, N., Schreurs, B., Vander Elst, T., Baillien, E., & De Witte, H. (2014). Exemplification and Perceived Job Insecurity: Associations With Self-Rated Performance and Emotional Exhaustion. *Journal of Personnel Psychology*, 13(1), 1-10.

-Nikolova, I., Van Ruysseveldt, J., De Witte, H. & Syroit, J. (2014). Work-based Learning: Development and Validation of a Scale Measuring the Learning Potential of the Workplace (LPW). *Journal of Vocational Behavior*, 84, 1–10.

-Vander Elst, T., De Witte, H. & De Cuyper, N. (2014). The Job Insecurity Scale: A psychometric evaluation across five European countries. *European Journal of Work and Organizational Psychology*, 23 (3), 364-380. <http://dx.doi.org/10.1080/1359432X.2012.745989>

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: Elderly workers and the work exit phase; work integration of people with severe psychiatric disorders; psycho-social risk and quality of organizational life; 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;

Recent publications:

-Truxillo, D.M.& Fraccaroli, F. (2013). European and American views on the philosophy of science in I/O/W psychology. In R. Griffith and L. Foster Thompson, *Internationalizing the Curriculum in I/O Psychology*. Springer.

-Bertolino, M., Truxillo, D.M & Fraccaroli, F. (2013). Age effects on perceived personality and job performance. *Journal of Managerial Psychology*, p. 867-885, 28, 7/8.

- 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*, p. 306-317, 22, 3.
- Alcover, C. M., Topa, G., Parry, E., Fraccaroli, F., & Depolo, M. (eds.) (2014). *Bridge Employment: A research handbook*. Routledge, London.
- Pisanu, F., Fraccaroli, Maurizio, F. Gentile (2014). Training Transfer in Teachers Training Program: A Longitudinal Case Study Transfer of Learning in Organizations. In: (a cura di): Schneider K., *Transfer of Learning in Organizations*. p. 99-120, Switzerland: springer international publisher.
- Villotti, P., Balducci, C., Zaniboni, S., Corbiere, M., Fraccaroli, F. (2014). An Analysis of Work Engagement Among Workers With Mental Disorders Recently Integrated to Work. *JOURNAL OF CAREER ASSESSMENT*, vol. 22, p. 18-27,

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:

- Clinton, M. & Guest, D. (2013) Psychological contract breach and voluntary turnover: The mediating role of trust and exchange fairness. *Journal of Occupational and Organizational Psychology* (doi:10:1111/joop.12033)
- Rodrigues, R and Guest, D and Budjanovcanin, A.(2013) From anchors to orientations: Towards a new theory of career preferences. *Journal of Vocational Behavior*, 82: 142-152.
- Guest, D. and Woodrow (2014). When good HR gets bad results: Exploring the challenge of HR implementation in the case of workplace bullying. *Human Resource Management Journal*, 24: 38-56.
- Guest, D. (2014) Employee engagement: fashionable fad or long term fixture?" In K. Truss, R. Delbridge, K. Alfes, A. Shantz and E. Soane (eds). *Employee Engagement in Theory and Practice* Routledge. pp. 221-235.

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; leadership and cooperation in high-risk teams and innovation teams; career management; psychological contract; flexible working

Recent publications:

- Kolbe, M., Weiss, M., Grote, G., Knauth, A., Dambach, M., Spahn, D. R., & Grande, B. (2013). TeamGAINS: A tool for structured debriefings for simulation-based team trainings. *BMJ Quality & Safety*, 22, 541-553.
- Kolbe, M., Burtscher, M. J., & Manser, T. (2013). Co-ACT-A framework for observing coordination behavior in acute care teams. *BMJ Quality & Safety*, 22, 596-605.
- Boos, D., Grote, G. & Guenter, H. (2013). A toolbox for managing organisational issues in the early stage of the development of a ubiquitous computing application. *Personal and Ubiquitous Computing*, 17, 1261-1279.
- Bienefeld, N. & Grote, G. (2014). Shared leadership in multiteam systems: How cockpit and cabin crews lead each other two safety. *Human Factors*, 56, 270-286.
- Grote, G. (2014). Adding a strategic edge to human factors/ergonomics: Principles for the management of uncertainty as cornerstones for system design. *Applied Ergonomics*, 45, 33-39.
- Tschopp, C., Grote, G., & Gerber, M. (2014). How career orientation shapes the job satisfaction-turnover intention link. *Journal of Organizational Behavior*, 35, 151-171.

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-post: kerstin.isaksson@mdh.se.

Research topics:

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

Recent publication:

-Rigotti, T., Mohr, G., & Isaksson, K. (2014). Job-Insecurity among Temporary Workers: Looking Through the Gender Lens. *Economic and Industrial Democracy*.

9. Karamushka, Liudmyla. 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; organizational culture; team building; professional stress; organizational commitment; conflict management.

Recent publications:

-Karamushka L.M. (eds.) (2013) Psychological basics of organizational development : Monograph . Kyiv, 206 p. (in Ukrainian)

-Karamushka, L. M., Tolkov, O. S. (2014) Formation of higher educational institution staff's psychological readiness to work under socio-economic changes: Monograph. Kyiv , 254 p. . (in Ukrainian)

-Karamushka, L. M. (2014) Positive and Negative Aspects of Educational Organizations' Development in Ukraine [In:] Marek T., Karwowski W., Kantola J. (eds.), *Science, Technology, Higher Education and Society in the Conceptual Age*. London, New: York Tylor & Francis.

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:

- Kinnunen, U. & Feldt, T. (2013). Job characteristics, recovery experiences and occupational well-being: Testing cross-lagged relationships across 1 year. *Stress and Health*, 29(1), 369–382.

- Kinnunen, U., Rantanen, J., & Mauno, S. (2013). Crossover and spillover between family members and work and family roles. In D. Major & R. Burke (Eds.), *Handbook of work-life integration among professionals* (pp. 77–92). Cheltenham, UK: Edward Elgar.

- Selenko, E., Mäkikangas, A., Mauno, S., & Kinnunen, U. (2013). How does job insecurity relate to self-reported job performance? Analysing curvilinear associations in a longitudinal sample. *Journal of Occupational and Organizational Psychology*, 86, 522–542.

- Lapierre, L., Spector, P., Allen, T., Poelmans, S., Cooper, C., O'Driscoll, Sanchez, J., Brough, P., & Kinnunen, U. (2013). Family-supportive organization perceptions, multiple dimensions of work-family conflict, and employee satisfaction: A test of model across five samples. In C. Cooper (Ed.), *From stress to wellbeing, volume 2: Stress management and enhancing wellbeing* (pp. 246–267). Hampshire, UK: Palgrave Macmillan

- Allen T., Lapierre, L.M., Spector, P. E., Poelmans, S., O'Driscoll, M.P., Sanchez, J.I., Cooper, C.L., Walvoord, A. G., Antoniou, A., Brough, P., Geurts, S., Kinnunen, U., Pagon, M., Shima, S., & Woo, J-M. (2014). The link between national paid leave policy and work-family conflict among married working parents. *Applied Psychology: An International Review*, 63(1), 5–28.

- Kinnunen, U., Rantanen, J., Mauno, S., & Peeters, M. (2014). Work family interaction. In M. Peeters, J. De Jonge & T. Taris (Eds.), *An introduction to contemporary work psychology* (pp.

267–289). Chichester, UK: Wiley.

- Kirves, K., Kinnunen, U., De Cuyper, N., & Mäkikangas, A. (2014). Trajectories of perceived employability and their associations with well-being at work. A three-wave study. *Journal of Personnel Psychology*, 13(1), 46–57.
- Malinen, K., Kinnunen, U., & Rönkä, A. (2014). Happy spouses and happy parents. In A. C. Michalos (Ed.), *Encyclopedia of quality of life research* (pp. 2688–2693). Dordrecht, Netherlands: Springer.
- Mauno, S., De Cuyper, N., Tolvanen, A., Kinnunen, U., & Mäkikangas, A. (2014). Occupational well-being as a mediator between job insecurity and turnover intention: Findings at the individual and work department levels. *European Journal of Work and Organizational Psychology*, 23(3), 381–393.

11. Kirchler, Erich. Faculty of Psychology. Economic Psychology. University of Vienna. Universitaetsstrasse 7; A-1010 Vienna. (Tel. +43 1 427747332 +43 1 427747331; Fax: +431427747339; 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:

- Berti, C., Kastlunger, B. & Kirchler, E. (2013). La china scivolosa del comportamento fiscale: un contributo alla costruzione di uno strumento per la ricerca sulla compliance. *Giornale Italiano di Psicologia*, 40(2), 377-406.
- Lozza, E., Kastlunger, B., Tagliabue, S. & Kirchler, E. (2013). The relationship between political ideology and attitudes toward tax compliance: The case of Italian taxpayers. *Journal of Social and Political Psychology*, 1(1), 51–73, doi:10.5964/jspp.v1i1.108.
- Kirchler, E., Lang, M., & Weichenrieder, A. (2013). Editorial note. Special issue: good governance and tax compliance. *FinanzArchiv: Public Finance Analysis*, 69(4), 391-392.
- Muehlbacher, S. & Kirchler, E. (2013). Mental accounting of self-employed taxpayers: on the mental segregation of the net income and the tax due. *FinanzArchiv*, 69(4), 412-438.
- Gangl, K., Muehlbacher, S., de Groot, Manon, Goslinga, S., Hofmann, E., Kogler, C., Antonides, G., & Kirchler, E. (2013). „How can I help you?“ Perceived service orientation of tax authorities and tax compliance. *FinanzArchiv*, 69(4), 487-510.
- Prinz, A., Muehlbacher, S. & Kirchler, E. (2014). The slippery slope framework on tax compliance: An attempt to formalization. *Journal of Economic Psychology*, 40, 20-34.

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:

- König, C. J. & Caner de la Guardia, M. E. (2014). Exploring the positive side of personal internet use at work: Does it help in managing the border between work and nonwork? *Computers in Human Behavior*, 30, 355-360. doi:10.1016/j.chb.2013.09.021
- Speer, A. B., Christiansen, N. D., Melchers, K. G., König, C. J., & Kleinmann, M. (2014). Establishing the cross-situational convergence of the ability to identify criteria: Consistency and prediction across similar and dissimilar assessment center exercises. *Human Performance*, 27, 44-60. doi:10.1080/08959285.2013.854364

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:

-Bobillier Chaumont, M-E., Dubois, M., Vacherand-Revel, J., Sarnin, Ph., & Kouabenan, D.R. (Eds) (2013). La question de la gestion des parcours professionnels en psychologie du travail. Paris : L'Harmattan.

-Kouabenan, D.R., Mbaye S. & Ngueutsa, R. (2013). 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. (2013) (Sous la direction de). Conditions de travail, évaluation des risques, et management de la sécurité (pp.37-44). Paris : L'Harmattan.

-Kouabenan, D.R., Ngueutsa, R. & Mbaye S. (2013). 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. (2013) (Sous la direction de). Conditions de travail, évaluation des risques, et management de la sécurité (pp.57-68). Paris : L'Harmattan.

-Kouabenan, D.R. (2013). Naive causal explanation as a way of accident analysis and prevention. In J. M. Peiro and C. Molina, International Yearbook on Psychosocial Risk Prevention and Quality of Life at Work (pp. 45-70). Edition: Secretary of Labour Health and Environment, UGT-CEC. Designs and Prints: Blanca impresores, S.L., Spain. Legal Deposit: M-31236-2013. ISSN: 2173-0830.

-Mbaye, S. & Kouabenan, D.R. (2013). How Perceptions of Experience-Based Analysis on Work Accidents Explanation. *Journal of Safety Research*, 47, 75-83

-Nguetsa, R. & Kouabenan, D.R. (2013). 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, et management de la sécurité (pp.25-35). Paris : L'Harmattan

14.Kozusznik, Barbara. School of Management, University of Silesia, Chair of Work and Organizational Psychology in the Institute of Psychology, Department of Pedagogy and Psychology, University of Silesia, Grazynskiego 53, 40-124 Katowice, Poland (Tel. +48510089193; e-mail: barbara.kozusznik@us.edu.pl)

Research topics:

Social influences in organizations, psychology of innovation, team work development

Recent publications:

-Kozusznik B., Polak J. (2014). Crucial role of psychology in supporting and stimulating innovativeness [In:] Marek T., Karwowski W., Kantola J. (eds.), *Science, Technology, Higher Education and Society in the Conceptual Age*. London, New: York Tylor & Francis.

-Kozusznik B., Kozusznik M.(2014): Cross Cultural I/O Competences: Enhancing Creativity and Innovation in Organization..(In) Richard L. Griffith, Lori F. Thompson, Brigitte Armon (eds). *Internationalizing the Curriculum in Organizational Psychology*. Springer.

-Kozusznik B.:(2014): *Zachowania człowieka w Organizacji (Human behavior in organization)* Fourth edition, enlarged and changed. Polskie Wydawnictwo Ekonomiczne. Warszawa

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)

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., Kuznetsova A.S., Barabanshchikova V.V. (2013). Job Specificity in Human Functional State Optimization by Means of Self-Regulation Training. *Procedia - Social and Behavioral Sciences*, Published by Elsevier Ltd, v. 86, pp. 29-34 (in English).
- Leonova A.B. (2014). Hierarchical model of cognitive-reflective evaluation of human functional states. *Quarterly Journal "Psychology in Russia: State of the Art"*, v.1, pp. 35-64 (in English).
- Blinnikova I.V., Leonova A.B., Kapitsa M.S.(2014). Strategies of cognitive performance under the negative feedback impact. *Journal of Experimental Psychology*, Russian Academy of Sciences Series, v. 2, pp. 121-128 (in 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).

Research topics:

Conflict management, negotiation and mediation; fairness and discrimination at work; employment relations

Recent publications:

- Di Marco, D., Arenas, A., Munduate, L., & Hoel, H. (2013). El proceso de coming out en el contexto laboral español. In J.M. Valcuende del Río, M. Marco Macarro, & D. Alarcón Rubio (Eds.). *Estudios sobre diversidad sexual en Iberoamérica* (pp 87-194). Sevilla: Aconcagua. ISBN: 978-84-96178-83-0.
- Leon-Pérez, J.M., Notelaers, G., Arenas, A., Munduate, L. & Medina, J. (2013). Identifying Victims of Workplace Bullying by Integrating Traditional Estimation Methods into a Latent Class Cluster Approach. *Journal of Interpersonal Violence*. 1-22 DOI: 10.1177/0886260513506280
- Medina, F., & Munduate, L. (2013). *Rompiendo barreras en la integración laboral de las personas con discapacidad* [Breaking barriers to employment of people with disabilities]. Sevilla: Secretariado de Publicaciones de la Universidad de Sevilla, ISBN 84-889-34572
- Munduate, Elgoibar & Medina (2013). *Nuevas Relaciones Laborales en el Marco Europeo. Buenas Prácticas para fortalecer las competencias d elos Representantes de los Trabajadores y Promover el Diálogo Social* [New European Industrial Relations. Best Practices to Empower Employee's Representatives and Improve Social Dialogue]. Sevilla, Secretariado de Publicaciones de la Universidad de Sevilla. ISBN. 978-84-472-1529-4
- Di Marco, A., Arenas, A., Munduate, L., & Hoel, H. (2014). Estrategias de coming out de personas lesbianas y gays en el trabajo. *Revista de Psicología Social*, 29
- Euwema, M., Munduate, L, Elgoibar, P., Pender, E & García A.B. (2014). *Promoting Constructive Social Dialogue in Organizations*. The Netherlands: Springer
- León-Pérez, J.M., Medina, F.J., Arenas, A., & Munduate, L. (2014) Confront the Conflict or Leave it Alone? *Journal of Managerial Psychology*, 29
- Munduate, L., Di Marco, D., Cortes, I., Arenas, A. & Gamero, N. (2014). Reconstruyendo el diálogo social y promoviendo organizaciones inclusivas. *Papeles del Psicólogo*, 35(2)

17. Nielsen, Karina. 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 (2013). Managing psychosocial risks in Denmark: research and policy initiatives. In J.M. Peiro and C. Molina. *International yearbook of psychosocial risk prevention and quality of life at work. Evaluation development of psychosocial risks in Europe. The state of scientific research and institutional experiences*. Spain, Jaen: Secretary of Labour Health and Environment UGT-CC.

-Nielsen, K., Randall, R. (2013). Opening the black box: A framework for evaluating organizational-level occupational health interventions. *European Journal of Work and Organizational Psychology*, 22,5, 601-617.

-Arends, I., Bültmann, U., Nielsen, K., van Rhenen, W., de Boer, M. R., & van der Klink, J.L. (2014). Process evaluation of a problem solving intervention to prevent recurrent sickness absence in workers with common mental disorders. *Social Science and Medicine*, 100, 123-132.

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:

-López de Castro, B., Gracia, F. J., Peiró, J. M., Pietrantonio, L., & Hernández, A. (2013). "Testing the validity of the International Atomic Energy Agency (IAEA) safety culture model". *Accident Analysis and Prevention*, 60, 231–244.

-Martínez-Córcoles, M., Gracia, F.J., Tomás, I., Peiró, J.M., & Schöbel, M. (2013). "Empowering team leadership and safety performance in nuclear power plants: A multilevel approach". *Safety Science*, 51(1), 293-301.

-Rodríguez, I., Kozusznik, M. W., & Peiró, J. M. (2013). "Development and Validation of the Valencia Eustress-Distress Appraisal Scale". *International Journal of Stress Management*, 20(4), 279-308.

-Peiró, J. M., Tordera, N., & Potocnik, K. (2013). "Retirement Practices in Different Countries". In M. Wang (Ed.) *The Oxford Handbook of Retirement*. Oxford Press. pp. 510-542.

-Martínez-Tur, V., Peiró, J. M., & Rodríguez, I. (2014). "Teaching and Learning Work, Organization, and Personnel Psychology Internationally. The Erasmus Mundus Program". In Griffith, R.L., L.F. Thompson and B.K. Armon (eds.) *Internationalizing the Curriculum in Organizational Psychology*. Nueva York: Springer. pp. 105 – 125.

-Peiró, J.M. (2014). "Roles and Responsibilities of International Psychology Organizations in Improving Psychology Education and Training". In R.K. Silbereisen, P. L. J. Ritichie & J. Pandey (Eds.) *Psychology Education and Training. A global perspective*. New York: Psychology Press. pp. 231 – 241.

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.

-Akkermans, J., Schaufeli, W.B., Brenninkmeijer, V. & Blonk, R (2013). The role of career competencies in the JD-R Model. *Journal of Vocational Behavior*, 83, 356-366.

-Bergsma, A. & Schaufeli, W.B. (2013). Positieve psychologie in organisaties [Positive psychology in organizations]. E. Bohlmeijer, L. Bolier, G. Westerhof & J.A. Walburg (Red.). *Handboek positieve psychologie: Theorie, onderzoek, toepassingen* (pp. 311-324). Meppel: Boom.

-Hu, Q., Schaufeli, W.B., & Taris (2013). Does equity mediate the effects of job demands and job resources on work outcomes? An extension of the job demands-resources model. *Career Development International*, 18, 357-376.

- Mäkikangas, A., Schaufeli, W.B., Tolvanen, A., & Feldt, T. (2013). Engaged managers are not workaholics: Evidence from a longitudinal person-centered analysis. *Journal of Work and Organizational Psychology*, 29, 135-143.
- Simbula, S., Gugliemi, D., Schaufeli, W.B. & Depolo, M. (2013). The Italian validation of the Utrecht Work Engagement Scale: Characterization of engaged groups in a sample of school teachers. *Bolletino di Psicologia Applicata*, 268, 43-54.
- Reijseger, G., Schaufeli, W.B., Peeters, M.C.W., Taris, T.W. van Beek I., & Ouweneel, E. (2013). Watching the paint dry: Validation of the Dutch Boreout Scale. *Anxiety, Stress & Coping*, 26, 508-525.
- Taris, T.W., Houtman, I.L.D. & Schaufeli, W.B. (2013). Burnout: de stand van zaken [Burnout:the current state of affairs], *Tijdschrift voor Arbeidsvraagstukken*, 29, 241-257.
- Van Wijhe, C., Peeters, M.C.W. & Schaufeli, W.B. (2013). Irrational beliefs at work and their implications for workaholism. *Journal of Occupational Rehabilitation*, 23, 336-346.
- Ouweneel, E., Le Blanc, P. & Schaufeli, W.B. (2014). On being grateful and kind: Results of two randomized controlled trails on study-related emotions and academic achievement. *The Journal of Psychology*, 148, 37-60.
- Salanova, M., del Libano, M., Llorens, S. & Schaufeli, W.B. (2014). Engaged, workaholic, burned-out or just 9-to-5? Toward a typology of employee well-being. *Stress & Health* 30, 71-81.
- Schaufeli, W.B. & Taris, T.W. (2014). A critical review of the Job Demands-Resources Model: Implications for improving work and health. In G. Bauer & O. Hämmig (Eds), *Bridging occupational, organizational and public health: A transdisciplinary approach*. (pp.43-68). Dordrecht: Springer.
- Schaufeli, W.B. (2014). What is engagement?. In C. Truss, R. Delbridge, K. Alfes, A. Shantz, & E. Soane. (Eds.). *Employee engagement in theory and practice* (pp. 15-35). London: Routledge.
- Schaufeli, W.B. & Salanova, M. (2014). Burnout, boredom and engagement at the workplace. In Peeters, M., de Jonge J., & Taris, T. (eds.), *People at work: An Introduction to Contemporary Work Psychology* (pp. 293-320). Chichester, Wiley-Blackwell.
- Van Beek, I., Taris, T., Schaufeli, W.B., & Brenninkmeijer (2014). The motivational make-up of heavy work investment. *Journal of Managerial Psychology*, 29, 46-62
- Van Wijhe, C., Peeters, M.C.W. & Schaufeli, W.B. (2014). Enough is enough! Cognitive antecedents of workaholism and its aftermath. *Human Resource Management*, 53, 157-177.

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:

- 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.

- Sonntag, 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.
- Sonntag, 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.

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). Also Extraordinary Professor at Northwest University, South Africa (2009-2011, 2012-2014).

Research topics:

Organizational change and its effects on employees, downsizing and job insecurity, labor market flexibility and employment contracts, employee attitudes and well-being, work climate and employee motivation, union member attitudes and behavior, as well as career development.

Recent publications:

- Göransson, S., Lindfors, P., Ishäll, L., Nylén, E C., Kylin, K., & Sverke, M. (2013). Dialog och kunskap om arbetsmiljö—en intervention som balanserar? *Arbetsmarknad och Arbetsliv*, 19 (4), 113-125.
- Hellgren, J., Kecklund, G., Lindfors, P., & Sverke M. (2013). Evaluación de riesgos psicosociales y su prevención en Suécia. In J. M. Peirò Silla & C. Molina Navarrete (Eds.), *Anuario internacional: Sobre prevención de riesgos psicosociales y calidad de vida en el trabajo* (pp. 185-209). Secretaría de Salud Laboral y Medio Ambiente UGT-CEC.
- Hellgren, J., Kecklund, G., Lindfors, P., & Sverke M. (2013). Psychosocial risk assessment and prevention in Sweden. In J. M. Peirò Silla & C. Molina Navarrete (Eds.), *International Yearbook on Psychosocial Risk Prevention and Quality of Life at Work* (pp. 171-192). Secretary of Labour Health and Environment UGT-CEC.
- Pienaar, J., De Witte, H., Hellgren, J., & Sverke, M. (2013). The cognitive/affective distinction of job insecurity: Validation and differential relations. *Southern African Business Review*, 17(2), 1-22.
- Richter, A., Näswall, K., De Cuyper, N., Sverke, M., De Witte, H., & Hellgren, J. (2013). Coping with job insecurity Exploring effects on perceived health and organizational attitudes. *Career Development International*, 18(5), 484-502.
- Sverke, M., Isaksson, K., & Hellgren, J. (Eds.) (2013). Ett gränslöst arbetsliv: Temanummer till Gunnar Aronsson. Special issue of *Arbetsmarknad & Arbetsliv* (Vol. 19, Issue 4, 2013).
- Sverke, M., & Hellgren, J. (2013). Arbete och karriärvägar. In A-K. Andershed & H. Andershed (Eds.), *Att studera människors utveckling. Resultat från forskningsprogrammet IDA 1965-2013* (pp. 127-150). Lund: Studentlitteratur.
- Sverke, M., & Hellgren, J. (2013). Organisationsförändringar och stress. In B. B. Arnetz & R. Ekman (Eds.), *Stress: Gen, individ, samhälle* (pp. 287-299). Stockholm: Liber.

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.
- Parts, V.; Teichmann, M.; Rüttemann, T. (2013). Would Engineers Need Non-technical Skills or Non-technical Competences or Both? *International Journal of Engineering Pedagogy*, 3(2), 14 - 19.

- Rüütman, T.; Parts, V.; Teichmann, M.; Kipper, H. (2013). Integration of Non-Technical Engineering Competences into Contemporary Engineering Curricula. *International Journal of Engineering Pedagogy*, 3(2), 20 - 25.
- Teichmann, M., Randmann, L. (2013). Myths among Personnel (HR) Professionals . *EAWOPinPractice - European Association of Work and Organizational Psychology in Practice*, 5 - 12.
- Lääne, K.; Aczel, B.; Dickinson, A.; Teichmann, M. (2013). Root causes of positive emotion at work. Ashkanasy, N.; Zerbe, W.; Härtel, C. (Eds). *Research on Emotion in Organizations* (7 - 21). Emerald Group Publishing Limited.
- Teichmann, M.; Ilvest, J. Jr., Soone, I. (2013). Online Occupational Stress Intervention System for Academics. In: *EET 2013, International Conference on Education and Educational Technologies 2013: EET 2013*, Greece: 87 - 92.
- Teichmann, M., Ilvest, J. Jr., Löhmus, M., Murdvee, M., Dondon, P. (2013). Monday morning e-mail syndrome in university. Mladenov, V., Tashev, T., Kolka, Z., Pulkov, V., Bekjarski, A., Christofilakis, V. (Eds). *Recent Advances in Telecommunications and Circuit Design* (169 - 174). Greece: WSEAS
- Teichmann, M.; Ilvest, J. Jr.; Dondon, P. (2013). Would university academic staff be happier without students? In: *Recent Advances in Educational Methods: 10th WSEAS International Conference on ENGINEERING EDUCATION (EDUCATION '13)*. Cambridge, UK: WSEAS, 2013, 11 - 17.
- Teichmann, M.; Parts, V.; Kerikmäe, T.; Murdvee, M.; Pevkur, A. (2013). A Heuristic Model of Non-technical Competences for Engineers. *10th WSEAS International Conference on ENGINEERING EDUCATION (EDUCATION '13)* Cambridge, UK February 20-22, 2013. Cambridge, UK: WSEAS, 2013, 40 - 49.

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. (2014) "Hindrances and enablers of fluent actions in knowledge work." In P. Sachse & E. Ulich (Hrsg.) *Psychologie menschlichen Handelns: Wissen und Denken – Wollen und Tun*, Langerich: Pabst Science Publishers. pp. 95-111.

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Research topics:

Work & health (work pressure, recovery from work); teamwork (shared mental models); 'Inclusive Organizations', occupational neuroscience.

Recent publications:

-Kompier, M., Houtman, I., & Zijlstra, F., (2013). Mentale Werkbelasting [Mental Workload]. In: K. Peereboom & P. van Scheijndel (Red.). *Handboek Ergonomie*. (hoofdstuk 8). Kluwer, Alphen aan den Rijn, ISBN: 9789462150171.

- Zijlstra, F.R.H., & Meijman, T.F., (2013). Arbeid en mentale inspanning [Work and Mental Effort]. In: W. Schaufeli & A. Bakker (Red.). *De Psychologie van Arbeid en Gezondheid*. (Hfstk 3), pp. 48-63. Houten: Bohn, Stafleu, Van Loghum.

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