

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 66 ***SEPTEMBER, 2014***

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1. Editorial

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from March 2014 till September 2014.

You will find information about decisions taken at the ENOP business meeting held in Paris, March 29, 2014, and report on the 2014 ENOP Symposium ‘Age and work: the contribution of W/O Psychology for individuals, organizations and society’ (March 27-28, 2014, Paris).

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2014-2018) are included as well.

Finally, you will find updated contact information of the ENOP members, résumés of their research activities, list of publications in 2014, and some other helpful information.

Lyudmila Karamushka
Kyiv, September 2014



2. ENOP Business Meeting 2014

The business meeting of ENOP took place at the Université René Descartes, Paris, on **March 29, 2014** with the following agenda:

1. Approval of minutes of 2013 ENOP Business Meeting
2. ENOP Membership
3. ENOP Budget
4. ENOP Symposium 2015
5. ENOP activities
6. ENOP Newsletter
7. ENOP website
8. Any other business

Participated: Antonio Caetano, Marco Depolo, Franco Fraccaroli, Gudela Grote (minutes), David Guest, Kerstin Isaksson, Ljudmila Karamuskha, Ulla Kinnunen, Cornelius König, Karina Nielsen, José-Maria Peiró, Vincent Rogard, Wilmar Schaufeli, Darja Maslic Sersic, Sabine Sonnentag, Mare Teichmann, Matti Vartianen, Fred Zijlstra

1. Approval of minutes of 2013 ENOP Business Meeting:

The minutes of 2013 ENOP Business Meeting were considered and approved.

2. ENOP Membership:

Currently, there are 27 members. A new member from Croatia was accepted into ENOP unanimously: Welcome Prof. *Darja Maslic Sersic!*

Still several countries are not represented in ENOP, e.g. Norway and Greece. Everybody is called upon to submit suggestions for new members to *Fred Zijlstra*.

3. ENOP Budget:

- 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 is the last remaining trustee.
- The ENOP account currently holds about EUR 18'000, which provides a very good opportunity for starting some new activities.
- ENOP membership fees will stay the same for next year.

4. ENOP Symposium 2015:

- After some discussion the general topic "Changing role of unions in the new world of work" is decided upon. *Mare Teichmann*, *Lourdes Munduate*, and *Barbara Kożusznik* are asked to organize the ENOP Symposium 2015 based also on an EU project on

Social Dialogue they were all part of. *Mare Teichmann* will present a proposal at the next CoCo meeting in the fall.

The next ENOP Symposium will take place on March 26-27, 2015, in Paris

- A two day *PostDoc networking event (March 24-25, 2015)* is also agreed upon preceding the ENOP Symposium, with a core group of PostDocs who have been involved in the Psycones-project and the general theme "*Temporary work today*", including consideration of flexible work more broadly and the role of the psychological contract. *Kerstin Isaksson* and *David Guest* will organize the *PostDoc workshop* and *David Guest* will present a proposal at the CoCo meeting in the fall. It is also discussed that politicians/union representatives should be invited for this symposium.
- Other possible topics for future ENOP symposium were discussed (impact of new technology, intervention research, methods for behavior/attitude change).

5. ENOP activities:

- *Vincent Rogard* suggested to investigate the current use of the ENOP Reference Model in WOP teaching across Europe. A Task Force will look into this (*Vincent Rogard, Mare Teichmann, José Maria Peiró, Marco Depolo*), with the option to prepare a ENOP Symposium on the topic for 2016.
- *Fred Zijlstra* informed about a manuscript that was submitted based on the ENOP Symposium 2013 ("WO Psychology in Business Schools") to the SIOP journal IOP Perspectives.

6. ENOP Newsletter:

- *Lyudmila Karamushka* will keep her responsibility for ENOP Newsletter preparation. *Lyudmila Karamushka* informed that next ENOP Newsletter # 66 will be published in September 2014 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.
- *Franco Fraccaroli* will write a summary of this year's ENOP symposium for the ENOP Newsletter.
- *Charles de Wolff* will write a brief summary of his statement on the history of ENOP.
- It was agreed that reported publications of ENOP members may also include those submitted and accepted for publication.
- In addition to publications, everyone should also provide titles of ongoing projects.

7. ENOP Website:

- *Fred Zijlstra* has been in contact with a Chinese organization in charge of registering web domains because a Chinese company wants to have ENOP as their domain. *Fred*

Zijlstra will inform them that our website domain has being registered in Estonia and our interest is in keeping that domain.

- *Cornelius König* will take over the task of designing and updating the ENOP website. The website has to be located on the server in Estonia, with ENOP paying the marginal fee required for that. ENOP will also pay a student to help with the redesigning of the webpage.

8. Any other business:

- *Fred Zijlstra* will explore options for an ENOP reception at ICAP2014 with the organizers.
- *Mare Teichmann* informed about an open professor position in Tallinn.
- *Lyudmila Karamushka* informed about the activities of her institute in the current political crisis in Ukraine.

The next ENOP CoCo meeting will take place on September 19, 2014, 13.00-17.00 in Paris

3. Report of ENOP's Annual 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

The ENOP symposium in 2014 has been devoted to the relationship between age and work with particular attention to the demographic trends, generational evolution, and transformations in the labour market and in the organizations.



The aims of the symposium was 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.

Particular attention has been putted on future researches, organizational interventions and 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.

The symposium was organized in *seven themes* with large time for discussion.

Theme 1. Franco Fraccaroli (University of Trento): Overview of trends and demographic changes.

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

Theme 2. 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", the relationships between unemployment and wellbeing among youngsters, has been presented. Effects of underemployment among youngsters was considered as well.

Theme 3. Emma Parry (Cranfield School of Management): Managing an age-diverse workforce.

This presentation examined 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 considered 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.

Theme 4. John Arnold (Sheffield University Management School) and Stanimira Taneva (Sheffield University Management School). Ages, stages and careers in the early 21st century: the notion of thriving.

The presentation has been devoted on 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. The "Thriving in the workplace at 55+" project, has been presented in terms of conceptual structure and some initial findings .



Theme 5. Donald Truxillo (University of Portland): **Supporting the health and well being of older workers**

The main topic of this presentation was how supporting older workers even when they are working beyond the normal retirement age with particular attention to health interventions: these interventions would allow the 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.



Theme 6. Kerstin Isaksson (Malardaner University): **Age related stereotypes in organizations.**

This presentation reviewed 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 followed, investigating both the background and consequences of age related stereotyping.



Theme 7. 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. Organizational and personal adjustment was considered to cope with this new form of job and career.

Submitted by:

Fraccaroli, Franco

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and Cognitive Science*

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4. Future Congresses, Conferences, Meetings (2014-2018)

2014

EAWOP Small Group Meeting

“Disability and Employment:

Integrating research streams and facilitating international collaboration”

October 22nd – 24th, 2014

Maastricht University, The Netherlands

Sponsored by EAWOP and Maastricht University

email: fred.zijlstra@psychology.unimaas.nl

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/>

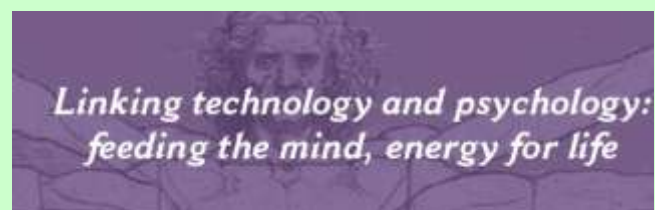


14th European Congress of Psychology (ECP)

July, 7-10, 2015

Milan, Italy

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



2016

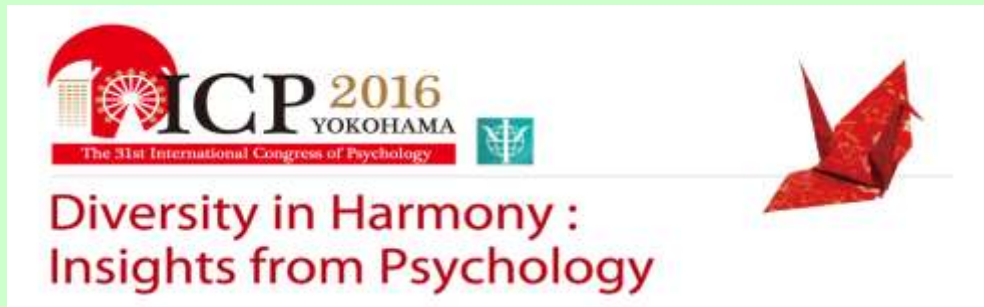
The 31st International Congress of Psychology (ICP 2016)

“Diversity in Harmony: Insights from Psychology”

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index.html



2018

The 29th International Congress of Applied Psychology (ICAP 2018)

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com

Submitted by:

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5. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 27 members of «New» ENOP, their addresses and research topics as well as publications dated 2014 indicated by the members.

1. Arnold, John. School of Business and Economics, Loughborough University, Ashby Road Loughborough, LE11 3TU, United Kingdom, tel.: +44 (0) 1509 228007, e-mail: J.Arnold@lboro.ac. <http://www.lboro.ac.uk/departments/sbe/staff/profiles/arnoldjohn/arnold-john.html>

Research topics:

Career choice, development and management; leadership.

Recent publications:

-Cheung, R., and Arnold, J. Impact of career exploration amongst Hong Kong Chinese university students. *Journal of College Student Development*. /

-Gubler, M., Arnold, J., & Coombs, C. R. (2014). Reassessing the protean career concept: Empirical findings, conceptual components, and measurement. *Journal of Organizational Behavior*. 35, S23-S40.

G-ubler, M., Arnold, J., and Coombs, C. R. Organizational boundaries and beyond: Identifying and measuring components of the Boundaryless Career Orientation. *Career Development International*. (In press).

2. Caetano, António. Human Resources Management and Organizational Behavior Department, University Institute of Lisbon (IUL/ISCTE), Av. Forcas 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:

-Santos, J. P., Caetano, A. & Tavares, S. M. (in press). Is Training Leaders in Functional Leadership a Useful Tool for Improving the Performance of Leadership Functions and Team Effectiveness? *Leadership Quarterly*.

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

- Santos, S. C. & Caetano, A. (2014). Entrepreneur Selection Methodology for Entrepreneurship Promotion Programmes. *Journal of Entrepreneurship* September 23, 201-230.

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:

-Depolo M., Fraccaroli F. (2014). No Bridge and No Employment? Problems and Challenges for Older Workers in Italy. In: C-M. Alcover, G. Topa, E. Parry, F. Fraccaroli, M. Depolo (Eds.), *Bridge Employment: A Research Handbook*. Routledge, Taylor & Francis Group.

-Topa G, Alcover C.M., Moriano J.A., Depolo M. (2014). Bridge employment quality and its impact on retirement adjustment: A structural equation model with SHARE panel data. *Economic and Industrial Democracy*, 35 (2), 225-244.

-Vignoli, M., Punnett, L., Depolo, M. (2014). How to measure safety training effectiveness? Towards a more reliable model to overcome evaluation issues in safety training. *Chemical Engineering Transactions*, 36, 67-72.

-Topa, G., Guglielmi, D., Depolo, M. (2014). Mentoring and group identification as antecedents of satisfaction and health among nurses: What role do bullying experiences play? *Nurse Education Today*, 34 (4), pp. 507-512.

4. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), Faculty of Psychology and Educational Sciences-KU Leuven, Tiensestr. 102, Postbox 3725, B-3000 Leuven, Belgium, Tel. +16-32.60.60, Fax. +16-32.60.55, e-mail: Hans.Dewitte@ppw.kuleuven.be

Research topics:

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

Recent publications:

-De Cuyper, N., Sulea, C., Philippaers, K., Fischmann, G., Iliescu, D., & De Witte, H. (2014). Perceived employability and performance: moderation by felt job insecurity. *Personnel Review*, 43(4), 536-552.

Kinnunen, U., Mäkikangas, A., Mauno, S., De Cuyper, N., & De Witte, H. (2014). Development of Perceived Job Insecurity Across Two Years: Associations With Antecedents and Employee Outcomes. *Journal of Occupational Health Psychology*, 19(2), 243-258.

-Nikolova, I., Van Ruyseveldt, J., De Witte, H., & Van Dam, K., (2014). Learning Climate Scale: Construction, reliability and initial validity evidence. *Journal of Vocational Behavior*, 85, 258–265. <http://dx.doi.org/10.1016/j.jvb.2014.07.007>

-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>

-Vander Elst, T., Richter, A., Sverke, M., Näswall, K., De Cuyper, N., & De Witte, H. (2014). Threat of losing valued job features: The role of perceived control in mediating the effect of qualitative job insecurity on job strain and psychological withdrawal. *Work & Stress*, 28(2), 143–164, <http://dx.doi.org/10.1080/02678373.2014.899651>

-De Cuyper, N., & De Witte, H. (2014). Temporary Employment: Associations with Quality of Work, Health and Wellbeing. In: Michalos A.C. (Ed.). *Encyclopedia of Quality of Life and Well-Being Research*. Springer, Dordrecht, Netherlands: Springer, pp 6611-6615.

-De Cuyper, N., Fontinha, R., & De Witte, H. (2014). Non-traditional employment : The careers of temporary workers. In: *Oxford Handbook on Job Loss and Job Search*. Editors: Ute-Christine Klehe & Edwin A.J. van Hooft. Online June 2014, DOI: 10.1093/oxfordhb/9780199764921.013.016

-Niesen, W., De Witte, H., & Battistelli A. (2014). An Explanatory Model of Job Insecurity and Innovative Work Behaviour: Insights from Social Exchange and Threat Rigidity Theory. In: Stavroula Leka & Robert Sinclair (Eds.). *Contemporary Occupational Health Psychology: Global Perspectives on Research & Practice (Volume 3)*. Chichester: Wiley Blackwell, p 18 - 34.

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:

-Crocetti, E., Avanzi, L., Hawk, S.T., Fraccaroli, F., Meeus, W. Personal and Social Facets of Job Identity: A Person-Centered Approach (2014) *Journal of Business and Psychology*, 29 (2), pp. 281-300.

-Avanzi, L., Fraccaroli, F., Sarchielli, G., Ullrich, J., van Dick, R. Staying or leaving: A combined social identity and social exchange approach to predicting employee turnover intentions (2014) *International Journal of Productivity and Performance Management*, 63 (3), pp. 272-289.

- Balducci, C., Avanzi, L., Fraccaroli, F. Emotional demands as a risk factor for mental distress among nurses (2014) *Medicina del Lavoro*, 105 (2), pp. 100-108.
- Villotti, P., Zaniboni, S., Fraccaroli, F. Social cooperatives in Italy [Les entreprises à économie sociale en Italie] (2014) *Encephale*, 40 (SUPPL. 2), pp. S57-S65.-
- Avanzi, L., Zaniboni, S., Balducci, C., Fraccaroli, F. The relation between overcommitment and burnout: Does it depend on employee job satisfaction? (2014) *Anxiety, Stress and Coping*, 27 (4), pp. 455-465.

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

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

Recent publications:

- Guest, D. and 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, Weinbergstrasse 56/58, 8092 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:-

- Weiss, M., Kolbe, M., Grote, G., Bambach, M., Marty, A., Spahn, D.R. & Grande, B. (2014). Agency and communion predict speaking up in acute care teams. *Small Group Research*, 45, 290-313.
- Bienefeld, N. & Grote, G. (2014). Speaking up in ad hoc multiteam systems: Individual-level effects of psychological safety, status, and leadership within and across teams. *European Journal of Work and Organizational Psychology*, 23, 930-945.
- Engelmann, C.R., Neis, J.P., Kirschbaum, C., Grote, G. & Ure B.M. (2014). A noise-reduction program in a pediatric operation theatre is associated with surgeon's benefits and a reduced rate of complications - A prospective controlled clinical trial. *Annals of Surgery*, 259, 1025-1033.
- Grote, G., Weyer, J. & Stanton, N. (2014). Beyond human-centred automation - concepts for human-machine interaction in multi-layered networks. *Ergonomics*, 57, 289-294.

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; organization identity and positive emotions at work; psychological contracts; staying or quitting in human service work

Recent publication:

- Isaksson, K. Et al (2014) Health promoting leadership in Germany and Sweden – evaluation of an intervention. Presentation in the Nordic Congress for Work Life Research. June 2014 in Gothenburg.
- Isaksson, K., Johansson, G., & Palm, S. (2014) Bridge employment, a Swedish perspective. In C-A Alcover et al (eds). *Bridge Employment A research handbook* (pp 51-69) London: Routledge.

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

Research topics:

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

Recent publications:

-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*. Londo" tors of occupational stress among civil servants / L. Karamushka, D. Kurytsya, V. Ivkin // 28th International Congress of Applied Psychology 'From crisis to sustainable well-being' (8-13 July 2014, Paris, France).

<https://b-com.mci-group.com/Abstract/Statistics/FlatAbstractList.aspx?EventCode=ICAP2014>

<https://b-com.mci-group.com/Abstract/Statistics/AbstractStatisticsViewPage.aspx?AbstractID=179951->

-Karamushka L. (2014) Employees' teamwork motivation in banks: effects of micro- and mezzo-level factors / L. Karamushka, P. Bleshmudt, V. Ivkin // 28th International Congress of Applied Psychology 'From crisis to sustainable well-being' (8-13 July 2014, Paris, France). <https://b-com.mci-group.com/Abstract/Statistics/FlatAbstractList.aspx?EventCode=ICAP2014>

-Karamushka L. (2014) Post-graduate students' ideas about professional career and analysis of their career orientations / L. Karamushka, T. Karamushka // 28th International Congress of Applied Psychology 'From crisis to sustainable well-being' (8-13 July 2014, Paris, France). <https://b-com.mci-group.com/Abstract/Statistics/FlatAbstractList.aspx?EventCode=ICAP2014>

10. Kinnunen, Ulla. School of Social Sciences and Humanities (Psychology), 33014 University of Tampere, Tampere, Finland (Tel. +358335516598, Fax. +358335517345, e-mail: ulla.kinnunen@uta.fi)

Research topics:

Recovery from job strain; job insecurity and temporary work; job burnout and work engagement; work-family interface, leadership.

Recent publications:

- de Bloom, J., Kinnunen, U., & Korpela, K. (2014). Exposure to nature versus relaxation during lunch breaks and recovery from work: development and design of an intervention study to improve workers' health, well-being, work performance and creativity. *BMC Public Health*, 488.

- Feldt, T., Rantanen, J., Hyvönen, K., Mäkikangas, A., Huhtala, M., Pihlajasaari, P., & Kinnunen, U. (2014). The 9-item Bergen Burnout Inventory: Factorial validity across organizations and measurement of longitudinal data. *Industrial Health*, 52, 102–112.

- Kinnunen, U., Mäkikangas, A., Mauno, S., De Cuyper, N., & De Witte, H. (2014). Development of perceived job insecurity across two years: Associations with antecedents and employee outcomes. *Journal of Occupational Health Psychology*, 19, 243–258.

- Kirves, K., Kinnunen, U., & De Cuyper, N. (2014). Contract type, perceived mobility and optimism as antecedents of perceived employability. *Economic and Industrial Democracy*, 35, 435–453.

- Perko, K., Kinnunen, U., & Feldt, T. (2014). Transformational leadership and depressive symptoms among employees: mediating factors. *Leadership & Organizational Development Journal*, 35, 286–304.

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 1427747339; 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:

-Kirchler, E., Kogler, C. & Muehlbacher, S. (2014). Cooperative tax compliance: From deterrence to deference. *Current Directions in Psychological Science*, 23(2), 87-92.

-Gangl, K., Torgler, B., Kirchler, E. & Hofmann, E. (2014). Effects of supervision on tax compliance: Evidence from a field experiment in Austria. *Economic Letters*, 123, 378-382.

-Hofmann, E., Gangl, K., Kirchler, E. and Stark, J. (2014), Enhancing Tax Compliance through Coercive and Legitimate Power of Tax Authorities by Concurrently Diminishing or Facilitating Trust in Tax Authorities. *Law & Policy*, 36, 290-313. doi: 10.1111/lapo.12021

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:

- Kouabenan, D.R., & Ngueutsa, R. (2014). Identity, Risk, and Accidents. In A.M. Costa e Silva & M. Aparicio, *International Handbook about Professional Identities*. American Scientific and Academic Publisher (ASAP) (In press).
- Mayaki, F. & Kouabenan, D.R. (2014). Impact of perceptions about children and procreation on Family-planning practices. *Journal of Reproductive and Infant Psychology*, 32 (3), 292 – 303.
- Sarnin, Ph., Kouabenan, D.R., Bobillier Chaumont, M-E., Dubois, M., & Vacherand-Revel, J. (Eds) (2013). *Santé et bien-être au travail : Des méthodes d'analyse aux actions de prévention* Paris : L'Harmattan (sous presse).
- Sbaï, N., Dubois, M., & Kouabenan, D.R. (2014). L'innovation sous le coup de l'émotion. In P. Pizelle, J. Hoffmann, C. Verchère & M. Aubouy (2014), *Innover par les usages* (pp. 253-263). Grenoble : Editions d'innovation.
- Vacherand-Revel, J., Dubois, M., Bobillier Chaumont, M-E., Kouabenan, D.R., & Sarnin, Ph., (Eds) (2014). *Nouvelles pratiques du travail : Innovations technologiques, changements organisationnels*. Paris : L'Harmattan.
- Vallières, E., Peltzer, K., Kouabenan, D.R., Koménan, D.D., Abdellaoui, S., Azoh' F.J., McDuff, P., Bergeron J., Mbaye, S. (2014). HIV risk after release from prison: a pilot case-control study in Canada, France, Ivory Coast and South Africa. *Journal of Psychology in Africa* (in press).

14. Kożusznik, Barbara. Director of 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:

- Kożusznik B., Polak J. (2015). Employee Representatives in Poland. How are they perceived and what are the expectations by employers in Poland. In: Human Resources Management and Constructive Conflict Management . Editors: M.Euwema, L. Munduate, P. Elgoibar, E.Pender, A.Belen-Garcia. Springer. (in press).
- Kożusznik 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.

-Kožusznik B., Kožusznik 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.

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

15. Maslić Seršić, Darja. Department of Psychology, Faculty of Humanities and Social Sciences, University of Zagreb, Ivana Lucica 3, 10000 Zagreb, Croatia. (Tel. +385 1 6120199; Fax. +385 1 6120037; e-mail: darja.maslic@ffzg.hr).

Research topics:

Work motivation, occupational health; psychology of unemployment, job search behavior, job insecurity, employability; organizational commitment.

Recent publications:

-Maslić Seršić, D. & Tomas, J. (2014) (Eds.). *Dispozicijska zapošljivost. Tko uspijeva na tržištu rada? (Dispositional Employability. Who is Successful at Labor Market?)*. Zagreb: FF-press, 2014.

-Maslić Seršić, D. & Tomas, J. The role of dispositional employability I determining individual differences in career success. *Društvena istraživanja. (in press)*.

-Maslić Seršić, D. & Tomas, J. Zapošljivost kao suvremena alternativa sigurnosti posla: teorije, nalazi i preporuke u području psihologije rada. (Employability as an alternative to the job security: Theories, findings and recommendations of Work Psychology). *(in press)*

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

Research topics:

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

Recent publications:

-Elgoibar, P., García, A., Pender, E., Medina, F. & Munduate, L. (2014). Diálogo Social en tiempos de austeridad. De la tiranía del Taylorismo a la alquimia de la confianza. *Dirigir Personas*, 20, 16-28

-Elgoibar, P., Munduate, L., Medina, F., & Euwema, M. (2014). Do Women Accommodate More Than Men? Gender Differences in Perceived Social Support and Negotiation Behavior by Spanish and Dutch Worker Representatives. *Sex Roles*, 70, DOI 10.1007/s11199-014-0378-4

-Euwema, M., García, A.B., Munduate, L., Elgoibar, P., & Pender, E. (2014). Employee Representatives in European Organizations. In M. Euwema, L. Munduate, P. Elgoibar, A. & García (Eds). *Promoting Social Dialogue in Organizations. Human Resources Management and Constructive Conflict Management*. The Netherlands: Springer

-García, A. B., Pender, E., Elgoibar, P., Munduate, L. & Euwema, M. (2014). The Tower of Power: Building Innovative Organizations Through Social Dialogue. In M. Euwema, L. Munduate, P. Elgoibar, A. & García (Eds). *Promoting Social Dialogue in Organizations. Human Resources Management and Constructive Conflict Management*. The Netherlands: Springer

-Leon-Pérez, J.M., Notelaers, G., Arenas, A., Munduate, L. & Medina, J.M. (2014). Identifying Victims of Workplace Bullying by Integrating Traditional Estimation Methods into a Latent Class Cluster Approach. *Journal of Interpersonal Violence*, 29(7), 1155-1177 DOI: 10.1177/0886260513506280

-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., Corts, I., Arenas, A. & Gamero, N. (2014). Rebuilding Social Dialogue and promoting inclusive organizations. *Papeles del Psicólogo*, 35(2), 122-129.

17. 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. (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.

-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.

18. 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:

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

Recent publications:

-Arends, I., Bültmann, U., Shaw, W.S., van Rhenen, W., Roelen, C., Nielsen, K., & van der Klink, J.J.L. (2014). How to engage occupational physicians in recruitment of research participants: A mixed-methods study of challenges and opportunities. *Journal of Occupational Rehabilitation*, 24,1, 68-78.

-Andersen, M. F. , Nielsen, K. & Brinkmann, S. (in press). How do Workers with Common Mental Disorders Experience a Multidisciplinary Return-To-Work Intervention? A Qualitative Study. *Journal of Occupational Rehabilitation*.

-Nielsen, K & Randall, R. (in press). Addressing the fit of planned interventions to the organizational context. In Karanika-Murray, M., & Biron, C. Derailed organizational stress and well-being interventions: Confessions of failure and solutions for success. Springer.

-Nielsen, K., Abildgaard, J.S., & Daniels, K (online first). Putting context into organizational intervention design: Using tailored questionnaires to measure initiatives for worker well-being. *Human Relations*. DOI: 10.1177/0018726714525974.

-Nielsen, K. (2014). 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. Pp. 226-244.

-Nielsen, K., Randall, R Christensen, K.B. (in press). Do different training conditions facilitate team implementation? A quasi-experimental mixed methods study. *Journal of mixed Methods Research*.

Sanz Vergel, A., Rodríguez, A., Nielsen, K. (online first). The thin line between work and home: The spillover and crossover of daily conflicts. *Journal of Occupational and Organizational Psychology*. DOI: 10.1111/joop.12075.

-Pahkin, K., Mattila-Holappa, P., Nielsen, K., Widerszal-Bazyl, M., Wiezer, N. (2014). A sound change: Ways to support employees' well-being during organizational restructuring. In S. Leka and R.R. Sinclair. *Contemporary Occupational Health Psychology: Global perspectives on research and practice (2013-2014)*. Wiley Blackwell, pp. 165-180.

19. 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:

-Lunt, I., Job, R., Peiró, J. M., Poortinga, Y., & Roe, R. (2014). *EuroPsy: Standards and quality in education for psychologists..* Hogrefe Publishing.

-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.

20. Rogard, Vincent. Directeur du Master mention Psychologie. Université Paris Descartes, Institut de Psychologie. Laboratoire Adaptations Travail-Individu (LATI). 71, Avenue Edouard Vaillant 92774 Boulogne Billancourt Cedex (Tel. +33 01 55 20 57 38, e-mail: Vincent.Rogard@parisdescartes.fr; vincentrogard@yahoo.fr)

Research topics:

Ethic Psychological contract; leadership and managerial competencies.

21. 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.

-Airila, A., Hakanen, J., Schaufeli, W.B., Luukkonen, R., Punakallio, A., & Lusa, S. (2014). Do job and personal resources predict work ability 10 years later? The role of work engagement. *Work & Stress*, 28, 87-105. DOI: 10.1080/02678373.2013.872208

-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.

-Rongen, A., Robroek, S.J.W., Schaufeli, W.B., & Burdorf A. (2014). The contribution of work engagement to perceived health, work ability, and sickness absence beyond health behaviors and work-related factors. *Journal of Occupational and Environmental Medicine*, 46, 892-897.

-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.

-Taris, T.W., Van Beek, I. & Schaufeli, W.B. (2014). The beauty versus the beast: On the motives of engaged and workaholic employees (pp. 121-138). In, I. Harpaz and R. Snir (Eds), Heavy work investment: Its nature, sources, outcomes, and future directions. New York: Taylor & Francis/Routledge,.

22. 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.

23. 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:

-Daniel, S. & Sonnentag, S. (2014). Mediators in the work/non-work enrichment process: The role of positive affect and positive work reflection. *Work & Stress*, 28, 49-66.

-Debus, M. E., Sonnentag, S., Deutsch, W., & Nussbeck, F. W. (2014). Making flow happen: The effects of being recovered on work-related flow between and within days. *Journal of Applied Psychology*, 99, 713-722.

-Feuerhahn, N., Sonnentag, S., & Woll, A. (2014). Exercise after work, psychological mediators, and affect: A day-level study. *European Journal of Work and Organizational Psychology*, 23, 62-79.

-Sonnentag, S., Arbeus, H., Mahn, C., & Fritz, C. (2014). Exhaustion and lack of psychological detachment from work during off-job time: Moderator effects of time pressure and leisure experiences. *Journal of Occupational Health Psychology*, 19, 206-216.

-Unger, D., Niessen, C., Sonnentag, S., & Neff, A. (2014). A question of time: Daily time allocation between work and private life. *Journal of Occupational and Organisational Psychology*, 87, 158-176.

24. 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.

25. 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](mailto:e-mail_mare@pekonsult.ee)

Research topics: Occupational stress and stressors, competences, quality of life (incl. work-life)

26. 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; e-learning systems.

Recent publications:

- Alahuhta, P., Kanto, L., Kukko, K., Pihlajamaa, Partanen, J., Vartiainen, M. & Berg, P. (2014) How Do Customer and User Understanding, the Use of Prototypes and Distributed Collaboration Support Rapid Innovation Activities. In: Proceedings of PICMET '14: Infrastructure and Service Integration, PICMET, July 27 - 31, 2014, ANA Crowne Plaza Hotel, Kanazawa, Japan. Pp. 784-795.

- Palomäki, E., Hakkarainen, K., Vartiainen, M., & Heiskala, M. (2014) Methods to Study Everyday Activities in a Mobile Work Context - a Literature Overview. In Marcus, A. (Ed.) Design, User Experience, and Usability. Theories, Methods, and Tools for Designing the User Experience. Third International Conference, DUXU 2014, Held as Part of HCI International 2014, Heraklion, Crete, Greece, June 22-27, 2014, Proceedings, Part II. pp. 301-312. Springer. DOI 10.1007/978-3-319-07626-3

- Muukkonen, H., Hakkarainen, K., Li, S. & Vartiainen, M. (2014) Tracking Mobile Workers' Daily Activities with the Contextual Activity Sampling System. In Marcus, A. (Ed.) Design, User Experience, and Usability. Theories, Methods, and Tools for Designing the User Experience. Third International Conference, DUXU 2014, Held as Part of HCI International 2014, Heraklion, Crete, Greece, June 22-27, 2014, Proceedings, Part II. pp. 289-300. Springer. DOI 10.1007/978-3-319-07626-3

- Heiskala, M., Palomäki, E., Vartiainen, M., Hakkarainen, K. & Muukkonen, H. (2014) A Research Framework for the Smartphone-based Contextual Study of Mobile Knowledge Work. In Marcus, A. (Ed.) Design, User Experience, and Usability. Theories, Methods, and Tools for Designing the User Experience. Third International Conference, DUXU 2014, Held as Part of HCI International 2014, Heraklion, Crete, Greece, June 22-27, 2014, Proceedings, Part II. pp. 246-257. Springer. DOI 10.1007/978-3-319-07626-3

27. 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:

-Esposito, F., Otto, T., Zijlstra, F.R.H., and Goebel, R. (2014). Spatially Distributed Effects of Mental Exhaustion on Resting-state FMRI Networks: *PLOS One*, Vol. 9(4): e94222. doi:10.1371/journal.pone.0094222 (online 10 April 2014).-

-Zijlstra, F.R.H., Cropley, M. Rydstedt, L.W. (2014). From Recovery to Regulation: An attempt to reconceptualize 'recovery from work'. *Stress and Health*, Vol. 30: pp. 244–252; DOI: 10.1002/smi.2604 (online 7 August, 2014).-

-Zijlstra, F.R.H., & Nijhuis, F.J.N. (2014). Return to work for long-term absentees: An undervalued topic in (psychological) research. In: Martin Kröll (Ed). *European Labour Market Strategies Put to Test*. Book series: Bildung und Arbeitswelt, LIT-Verlag. ISBN978-3-643-12481-4

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