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1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 19, 2014.

You will also find the preliminary programmer of the ENOP Symposium 2015 ‘Changing Industrial Relations in Europe’ (March 26-28, 2015) to be held in Paris, March 26-27, 2015. The Newsletter includes as well information on ENOP members’ activities.

Details about forthcoming conferences, congresses and meetings in the field of Work and Organizational Psychology (2015-2018) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2014-2015, and other useful information.

Liudmyla Karamushka
Kyiv, March 2015



2. COCO-MEETING, 2014

The CoCo-meeting took place in Paris, on *September 19, 2014* at the new office of MAISON DES SCIENCES DE L'HOMME (190-198, Avenue de France).

Attending: Gudela Grote (minutes), David Guest, Liudmyla Karamuskha, Lourdes Munduate, Anne Rocha, Vincent Rogard, Mare Teichmann, Fred Zijlstra.

Agenda:

- a) Annual ENOP Symposium 2015
- b) ENOP Membership
- c) ENOP Budget
- d) ENOP Webpage
- e) ENOP Newsletter
- g) Other Activities



a) Annual ENOP Symposium 2015:

Mare Teichmann and Lourdes Munduate presented the proposal for the ENOP Symposium 2015 on "Changing Industrial Relations in Europe". The proposal was very well prepared, only a few changes in the sequence of presentations and a reduction in external speakers were decided. The final program will be sent with the 2015 fee payment by *Rogard Vincent*.

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

b) ENOP Membership:

There was no response from the professors in Norway that *Fred Zijlstra* had addressed. Therefore the search for members in Norway is currently not continued.

Fred Zijlstra will search for possible new members from Turkey to replace Handan Sinangil who has not been active in ENOP for a number of years.

The situation for Russia was discussed as Anna Leonova kept assuring her interest in continuing her membership but then never came to the meeting. *Vincent Rogard* will send a special note to her to explain that her membership will be discontinued unless she participates in the next symposium (and pay her fee).

David Guest will search through the main WOP journals to identify possible new members from Eastern Europe and Greece. *Fred Zijlstra* will contact Robert Roe about the same matter.

There was a brief discussion about the succession planning for *Anne Rocha* and *Vincent Rogard* who both planned to retire within the next two years. Also, consequences for the meeting venues for CoCo and the symposium were discussed but no decisions were made. This will have to be discussed again at the next business and CoCo meetings.

c) ENOP Budget:

The budget was presented. It is healthy and allows to continue all currently planned ENOP activities.



d) ENOP Webpage:

The new website created by *Cornelius König* and one of his students. It looks very well and only minor changes/additions are needed (e.g. contact person, tidying up of documents concerning past activities). *Vincent Rogard* is in contact with *Cornelius König* to work on these changes.

e) ENOP Newsletter:

Liudmyla Karamushka will continue as ENOP Newsletter editor. No changes are needed in the Newsletter.

g) Other activities:

-The postdoc networking event originally planned for March 2015 by *David Guest* and *Kerstin Isaksson* was postponed to 2016.

-Via EFPA a request for an interview with a WOP professor by the BBC was sent to *Gudela Grote* - no one was interested in taking part in this interview. *Gudela Grote* will suggest Cary Cooper and Adrian Furnham.

-*Vincent Rogard* is still working on documenting the history of ENOP and the use of the ENOP Reference Model.

-*Fred Zijlstra* and *José-Maria Peiró* are developing a curriculum for a 2 year research MSc-program in WOP (aimed at academically interested students, as well as students interested in doing research for policy-makers, stakeholder groups etc.). It will be a joint program between the universities of Maastricht, Valencia and Lüneburg. From the discussion also emerged a possible topic for the symposium 2016: teaching WOP across Europe.

Submitted by:

Prof. Gudela Grote

Department of Management, Technology and Economics

ETH Zürich (Switzerland)

e-mail: ggrote@ethz.ch

3. ENOP 2015 Symposium: Changing Industrial Relations in Europe (March 26-28, 2015)

Coordinators: Mare Teichman & Lourdes Munduate

General abstract

Immersed in the strongest economic and financial crisis of the last decades, European industrial relations are challenged by rapidly changing relations among employers, trade unions and employees. Despite considerable differences between the European industrial systems there has been a common frame characterized by a political commitment to employee representation, which is independent of the government and employers. This included a body of rights that addressed the broader social and employment spaces of the worker's existence, as well as a strong legal framework that supported them. There is evidence that this traditional system has begun to break down with new trends reflected in a) a clear shift towards de-centralization with more room for agreements and decision making at company level, b) up scaling at European level regulation in terms of labor laws, production methods and work conditions, c) decline of trade union membership and new forms of employee participation based on more direct and project-based representation, d) individualization of employment relations, e) changing composition of the workforce with a growing interest in work-life balance, flexibility and idiosyncratic deal-making, e) new communication forms mediated by new technologies, dispersed work settings, and lower levels of formality in the workplace.

One of the core values in this new emerging framework is the strong belief that employers and employees are essentially and positively dependent on each other. Their dialogue is both key and necessary and should be constructive. Employees need to be empowered to engage in this dialogue, in the interest of both employers and employees. This argument is embedded in the conceptual paradigm of social exchange theory (e.g. Blau, 1964) based on interdependent interactions. This multidisciplinary paradigm emphasizes that multiple kinds of resources can be exchanged and that interdependent transactions have the potential to generate high

quality relationships. The quality of social exchange relationships is a general background embraced by contemporary scholars for analyzing the new industrial relations field. Indicators of social exchange quality in employment relations are for example issues of fairness at work, trusting relationships, psychological contract, social dialogue, constructive conflict management, organizational commitment or perceived organizational support. The aim of this symposium is to explore these trends and issues, and identify research questions concerning the changing European Industrial Relations

26.03.2015

14.00 – 14.15 **Introduction - Lourdes Munduate**, University of Seville (Spain)

14.15 – 14.40 **EU legislations & regulations adopted by member states:** Unions, Work Councils, Workers' Representatives & employees who are not represented at all - **Mare Teichmann**, *Tallinn University of Technology (Estonia)*

14.40 – 15.40 **Promoting social dialogue in European organizations. Employee Representatives' Conflict Behavior in Europe: A Conglomerate Conflict Behavior approach** (*European Commission, NEIRE I, II & III Projects*) - **Martin Euwema**, *KU Leuven, Faculty of Psychology and Educational Science (Belgium)* and **Patricia Elgoibar**, *IESEG School of Management (France)*

15.40 – 16.00 Coffee

16.00 – 17.00 **Innovation of Industrial Relations in Denmark – Søren Viemose** (*Denmark*)

27.03.2015

10.00 – 11.00 **Digital Work Relations - Matti Vartiainen**, *Aalto University, School of Science (Finland)*

11.00 – 12.00 **Work individualization - Gudela Grote**, *ETH Zürich (Switzerland)*

12.00 – 12.30 Coffee

12.30 – 13.30 **The Individualization of Employment Relations and the Role of the Psychological Contract - David Guest**, *King's College, School of Social Science and Public Policy (United Kingdom)*

13.30 – 14.45 Lunch

**14.45 – 15.45 Myths and Fantasies in Discussing the End of Organized Labour:
What do we mean when say there is a crisis of labour relations. *Miguel Martínez-
Lucio, University of Manchester, Manchester Business School (United Kingdom)***

15.45 – 16.00 Coffee

16.00 - 17.00 Discussion & plans for future research

Saturday 28 March

9:30 –13:00 ENOP Business meeting

Submitted by:

Prof. Mare Teichman

*Institute of Industrial Psychology,
Tallinn University of Psychology (Estonia)
e-mail mare@pekonsult.ee*

Prof. Lourdes Munduate

*Department of Social Psychology,
Universidad de Sevilla (Spain)
e.mail: munduate@us*

4. ENOP members activities

4.1. Important contributions of the ENOP members to the 28th International Congress of Applied Psychology (ICAP) (Paris, 8-13 July, 2014)



ENOP members have participated in 28th International Congress of Applied Psychology (ICAP) (Paris, July 8-13, 2014).

The ENOP members' activities at the Congress included but not restricted to a following scientific events:

A. ENOP members' keynote lectures:

Job stress and recovery

Divisional keynote speaker: Sabine SONNENTAG (Germany)

Human resource management and the search for the happy productive worker: the contribution of W/O psychology

Divisional keynote speaker: David GUEST (UK)

Cooperation and leadership in high-risk teams

Divisional keynote speaker: Gudela GROTE (Switzerland)

Older workers and late career; the contribution of work and organizational psychology

Divisional keynote speaker: Franco FRACCAROLI (Italy)

B. ENOP members' invited Symposia:

The voice of I/O Psychologists as audible concerning the most important work problems of the global world

Chair: Barbara KOZUSZNIK (Poland), Sharon GLAZER (USA)



Team processes and performance in different types of organizations

Chair: Liudmyla KARAMUSHKA (Ukraine)



Quality of life and occupational stress

Chair: Mare TEICHMANN (Estonia)

Working with (mental) health issues

Chair: Fred ZIJLSTRA (The Netherlands)



C. ENOP members' Symposia:

How can entrepreneurship research help overcoming the crisis? Evidence on the role of values, beliefs and intentions in entrepreneurial activity

Chair: Antonio CAETANO (Portugal)

Innovative approaches to personnel selection -Part 2

Chairs: Cornelius KONIG (Germany), Neil CHRISTIANSEN (USA)

D. ENOP members' Closing Lecture:

Building a climate of cooperation. Taxpayers interacting with the authorities
Erich KIRCHLER (Austria)



E. ENOP Members awarded with the Fellow Status at the Congress:

We congratulate following ENOP members awarded with the Fellow status at the 28th International Congress of Applied Psychology (ICAP) (Paris, 8-13 July, 2014).

-*Franco Fraccaroli*,
-*Barbara Kozusznik*,
-*Magnus Sverke*



Submitted by:

Prof. Karamushka Liudmyla

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(Kyiv, Ukraine)

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4.2. Small Group Meeting “Disability and Employment - Integrating research streams and facilitating international collaboration” (Maastricht, 22-24 October, 2014)

Small Group Meeting on “Disability and Employment - Integrating research streams and facilitating international collaboration” was hosted in Maastricht on October 22-24, 2014.

Organizers of the Meeting:

-Katharina Vornholt,

-Fred Zijlstra,

-Adrienne Colella,

-Frans Nijhuis,

-Beate Muschalla,

-Patrizia Villotti.

Submitted by:

Prof. Zijlstra, Fred

Department of Work and Social Psychology,

University of Maastricht (the Netherlands)

email: fred.zijlstra@psychology.unimaas.nl

5. Future Congresses, Conferences, Meetings (2015-2018)

2015

30th Annual Conference of the Society for Industrial and Organizational Psychology

April 23-25, 2015

Philadelphia, Pennsylvania

Web: <http://www.siop.org/conferences/15con/default.aspx>



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/>



2nd Ukrainian Congress on Organizational and Work Psychology

May 28-30, 2015

Kamenets-Podilsk, Ukraine

Web: <http://uaoppp.com.ua/read/247/>

UNESCO Chair on Lifelong Guidance and Counselling Conference

June 4-6, 2015

Florence, Italy

Web:

http://www.eawop.org/ckeditor_assets/attachments/556/brochure_chaire_unesco_4-6_giugno_2015_04_03_2015_defprov.pdf?1425897069



XIV Conference of European Society for Traumatic Stress Studies Trauma in Changing Societies: Social Contexts and Clinical Practice

10-13 June, 2015

Vilnius, Lithuania

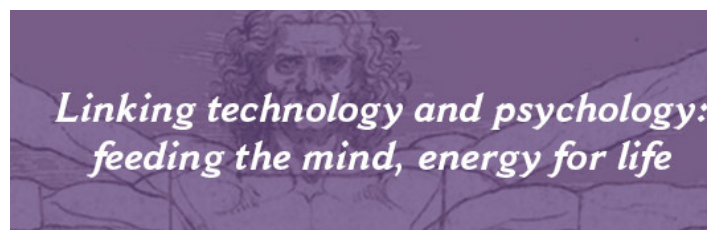
Web: <http://estss2015.eu/program/>

14th European Congress of Psychology (ECP)

July 7-10, 2015

Milan, Italy

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



28th Annual Conference of the IACM (International Association for Conflict Management)

28 June to 1 July 2015

Florida, USA

Web: http://www.iacm-conflict.org/Conference/Call_for_Submissions

IAREP/SABE 2015 Conference

September, 3-6, 2015

Sibiu, Romania

Web: www.epia.ro



EAWOP Small Group Meeting:

Studying work as it is: Capturing dynamics in workplace relationships.

September 13-15, 2015

Brussel, Belgium

Web: <http://www.eawopsgm2015dynamics.be>

EAWOP Small Group Meeting:

When, Where and for Whom are Job Resources Beneficial?

September 14-15, 2015

Norwich, UK

Web: <http://www.eawop.org/news/when-where-and-for-whom-are-job-resources-beneficial>

EAWOP Small Group Meeting:

Work without boundaries: Examining new work demands and their impact on the work/non-work interface

September 16-18, 2015

Vienna, Austria

Web: <http://www.eawop.org/news/work-without-boundaries-examining-new-work-demands-and-their-impact-on-the-work-non-work-interface>

5th European Reward Management Conference

December 10-11, 2015

Brussels, Belgium

Web: http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1115

1st Congress of the Southern Countries Network for Work and Organizational Psychology (PTO-Sud)

December 10-11, 2015

Rabat, Morocco

Web: <http://www.pto-sud.net>

**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



**Diversity in Harmony :
Insights from Psychology**



2018

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

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com

Submitted by:

Prof. Karamushka Liudmyla

Laboratory of Organizational Psychology,

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6. Announcement

1st Congress of the Southern Countries Network for Work and Organizational Psychology (PTO-Sud)



The first congress of the Southern Countries Network for Work and Organizational Psychology (PTO-Sud) will be held in Rabat in the Morocco's Mohamed V University from 8 to 10 December 2015, on the theme "Quality of life at work, safety and management of Human Resources in the South". For more information see the website of the Network at <http://www.pto-sud.net> or directly the call for papers at <http://www.pto-sud.net/articles/congres/6>.

Submitted by:

Prof. Kouabenan, Rémi.

Université Pierre Mendès France, UFR SHS

Département de Psychologie,

(Grenoble, France)

e-mail: Remi.Kouabenan@upmf-grenoble.fr

7. 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 2014-2015 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. (2014). Impact of career exploration amongst Hong Kong Chinese university students. *Journal of College Student Development*, 55, 732-748.

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

-Gubler, M., Arnold, J., and Coombs, C. R. (2014). Organizational boundaries and beyond: A new look at the components of a Boundaryless Career Orientation. *Career Development International*, 19, 641-667.

-Inkson, K., Dries, N., & Arnold, J. (2014). *Understanding Careers* 2nd Edition. London: Sage. 406pp.

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:

- Araújo, A., S. A. Silva, Duarte, L., & Caetano, A. (2014). Efeitos da formação: impacto nos conhecimentos e comportamentos de segurança no trabalho. In A. Caetano, S. A. Silva, S. Tavares, & S. C. Santos (Orgs.), *Formação e desenvolvimento organizacional. – Abordagens e casos práticos em Portugal*. Lisboa: Mundos Sociais, pp 75-84

- Caetano, A., Silva, S. A., Tavares, S. & Santos, S. C. (2014). *Formação e desenvolvimento organizacional. – Abordagens e casos práticos em Portugal*. Lisboa: Mundos Sociais

- Rueff-Lopes, R., Navarro, J., Caetano, A. and Silva, A. J. (2014), A Markov Chain Analysis of Emotional Exchange in Voice-to-Voice Communication: Testing for the Mimicry Hypothesis of Emotional Contagion. *Human Communication Research*. doi: 10.1111/hcre.12051.

- Gomes, C., Curral, L. & Caetano, A. (2015). The mediating effect of work engagement on the relationship between self-leadership and individual innovation. *International Journal of Innovation Management*, Vol. 19, No. 1, 1550009 1-18. DOI: 10.1142/S1363919615500097.

- Santos, J. P., Caetano, A. & Tavares, S. M. (2015, in press, June). Is Training Leaders in Functional Leadership a Useful Tool for Improving the Performance of Leadership Functions and Team Effectiveness? *Leadership Quarterly*.

- Santos, S. C., Caetano, A., & Costa, S. (2015, in press). Socio-psychological characteristics of entrepreneurial teams: Profiling the entrepreneurial potential. In A. Fayolle, P. Kyro & F. Liñan (Eds.). *Developing, shaping and growing entrepreneurship*. Cheltenham: Edward Elgar.

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:

-Alcover, C., Topa, G., Parry, E., Fraccaroli, F., Depolo, M. (2014). Bridge Employment: lesson learned and future prospects for research and practice. In: (a cura di): C. Alcover; G. Topa; E. Parry; F. Fraccaroli; M. Depolo, Bridge employment: A research handbook. p. 269-290, Abingdon: Routledge

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:

-Baillien, E., Bollen, K., Euwema, M. & De Witte, H. (2014). Conflicts and conflict management styles as precursors of workplace bullying: a two-wave longitudinal study. *European Journal of Work and Organizational Psychology*, 23(4), 511-524.

-Billiet, J., Meuleman, B., & De Witte, H. (2014). The relationship between ethnic threat and economic insecurity in times of economic crisis: Analysis of European Social Survey data. *Migration Studies*, 2(2), 135-161.doi: 10.1093/migration/mnu023

-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.

-De Spiegelaere, S., Van Gyes, G., De Witte, H., Niesen, W. & Van Hootegeem, G. (2014). On the Relation of Job Insecurity, Job Autonomy, Innovative Work Behaviour and the Mediating Effect of Work Engagement. *Creativity & Innovation Management*, 23(3), 318-330.

-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.

-Nikolova, I., Van Ruysseveldt, J., De Witte, H., & Syroit, J. (2014). Well-being in times of task restructuring: The buffering potential of workplace-learning. *Work & Stress*, 28(3), 217-235. <http://dx.doi.org/10.1080/02678373.2014.929601>

-Van den Broeck, A., Sulea, C., Vander Elst, T., Fischmann, G., Iliescu, D. & De Witte, H. (2014). The mediating role of psychological needs in the relation between qualitative job insecurity and counterproductive work behaviour. *Career Development International*, 19(5), 526 – 547. <http://dx.doi.org/10.1108/CDI-05-2013-0063>

-Vander Elst, T., Van den Broeck, A., De Cuyper, N. & De Witte, H. (2014). On the reciprocal relationship between job insecurity and employee well-being: Mediation by perceived control? *Journal of Occupational and Organizational Psychology*, 87, 671-693. DOI:10.1111/joop.12068

-Vanhercke, D., De Cuyper, N., Peeters, E. & De Witte, H. (2014). Defining perceived employability: a psychological approach. *Personnel Review*, 43(4), 592-605.

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:

-Zaniboni, S., Truxillo, D., M., Fraccaroli, F., McCune, E., Bertolinom M. (2014). Who benefits from more tasks? Older versus younger workers. *Journal of Managerial Psychology*, vol. 29, p. 508-523, ISSN: 0268-3946

-Alcover, C., Topa, G., Parry, E., Fraccaroli, F., Depolo, M. (2014). Bridge Employment: lesson learned and future prospects for research and practice. In: (a cura di): C. Alcover; G. Topa; E. Parry; F. Fraccaroli; M. Depolo, Bridge employment: A research handbook. p. 269-290, Abingdon: Routledge

-Truxillo, D., Fraccaroli, F. (a cura di) (2014). Age in the Workplace: Challenges and Opportunities . Di D. Truxillo; F. Fraccaroli. LONDON: Routledge, ISBN: 1138787620

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.

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:

-Kolbe, M., Grote, G., Waller, M. J., Wacker, J., Grande, B., Burtscher, M. J., & Spahn, D. R. (2014, September 15). Monitoring and Talking to the Room: Autochthonous Coordination Patterns in Team Interaction and Performance. *Journal of Applied Psychology*. Advance online publication. <http://dx.doi.org/10.1037/a0037877>

-Engelmann, C., Grote, G., Miemietz, B., Vaske, B. & Geyer, S. (2015). Weggegangen - Platz vergangen? Karriereaussichten universitären Gesundheitspersonals nach Rückkehr aus einer Elternzeit: Befragung und Beobachtungsstudie. *Deutsche Medizinische Wochenschrift*, 140, e28-e35.

-Grande, B., Weiss, M., Biro, P., Grote, G., Steiger, P., Spahn, D.R. & Kolbe, M. (2015). Ist Reden wichtig? Technisches versus kombiniert technisches/nicht-technisches Atemwegstraining in der Anästhesie und Intensivmedizin. *Anästhesie und Intensivmedizin*, 56, 5-12.

-Grote, G. (2015). Promoting safety by increasing uncertainty - Implications for risk management. *Safety Science*, 71, 71-79.

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

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., Ishchuk, O.V. (2015) Psychology of organizational culture of higher educational institutions (in the context of students' professional identity): monograph - Kyiv-Zaporizhya: Krugosor, 2015, 276 pages. (in Ukrainian).

-Karamushka, L.M., Kurytsa, D.I., Levkovets, V.V., Alyokhina, O.I. (2015) Technology of state administration staff's psychological training in occupational stress prevention and management: Manual. – Kyiv: Logos, 2015, 159 p. (in Ukrainian).

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:

-Bergbom, B., & Kinnunen, U. (2014). Immigrants and host nationals at work: Associations of co-worker relations with employee well-being. *International Journal of Intercultural Relations*, 43, 165–176.

-Mäkelä, L., Bergbom, B., Tanskanen, J., & Kinnunen, U. (2014). The relationship between international business travel and sleep problems via work-family conflict. *Career Development International*, 19, 794–812.

-Romppainen, K., Saloniemi, A., Kinnunen, U., Liukkonen, V., & Virtanen, P. (2014). Does provision of targeted health care for the unemployed enhance re-employment? *BMC Public Health*, 14:1200.

-Bergbom, B., Vartia-Väänänen, M., & Kinnunen, U. (2015). Immigrants and natives at work: exposure to workplace bullying. *Employee Relations*, 37, 158–175.

-Mauno, S., De Cuyper, N., Kinnunen, U., Ruokolainen, M., Rantanen, J., & Mäkikangas, A. (2015). The prospective effects of work-family conflict and enrichment on job exhaustion and turnover intentions: comparing long-term temporary vs. permanent workers across three waves. *Work & Stress*, 29, 75–94.

-Mauno, S., Ruokolainen, M., & Kinnunen, U. (2015). Work-family conflict and enrichment from the perspective of psychological resources: Comparing Finnish healthcare workers by working schedules. *Applied Ergonomics*, 48, 86–94.

-Kinnunen, U., Feldt, T., de Bloom, J., & Korpela, K. (2015). Patterns of daily energy management at work: relations to employee well-being and job characteristics. *International Archives of Occupational and Environmental Health*. doi: 10.1007/s00420-015-1039-9 (published online)

-Mäkelä, L., Kinnunen, U., & Suutari, V. (2015). Work-life conflict and enrichment among international business travelers: The role of international career orientation. *Human Resource Management*. doi:10.1002/hrm.21629 (published on line)

-Perko, K., Kinnunen, U., Tolvanen, A., & Feldt, T. (2015). Investigating occupational well-being and leadership from a person-centered longitudinal approach: congruence of well-being and perceived leadership. *European Journal of Work and Organizational Psychology*, doi:10.1080/1359432X.2015.1011136 (published online)

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:

-Gangl, K., Hofmann, E., & Kirchler, E. (2015). Tax authorities' interaction with taxpayers: A conception of compliance in social dilemmas by power and trust. *New Ideas in Psychology*, 37, 13-

23.

-Kasper, M., Kogler, C. & Kirchler, E. (2015). Tax policy and the news: An empirical analysis of tax payers' perceptions of tax-related media coverage and its impact on tax compliance. *Journal of Behavioral and Experimental Economics*, 54, 58-63.

-Kogler, C., Kirchler, E. & Muehlbacher, S. (2015). Testing the „slippery slope framework“ among self-employed taxpayers. *Economics of Governance*. (DOI 10.1007/s10101-015-0158-9).

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:

- Boss, P., König, C. J., & Melchers, K. G. (2015). Faking good and faking bad among military conscripts. *Human Performance* 28, 26-39. doi:10.1080/08959285.2014.974758

- König, C. J., Wirtz, A., Thomas, K., & Weidmann, R.-Z. (2015). The effects of previous misestimation of task duration on estimating future task duration. *Current Psychology*, 34, 1-13. doi:10.1007/s12144-014-9236-3

- Aksoy-Burkert, F., & König, C. J. (in press). *Meeting training: A suggestion*. In J. A. Allen, N. Lehmann-Willenbrock & S. G. Rogelberg (eds.), *The Cambridge handbook of meeting science*. Cambridge, UK: Cambridge University Press.

- Diekmann, J., & König, C. J. (in press). Personality testing in personnel selection: Love it? Leave it? Understand it! In I. Nikolaou & J. Oostrom (eds.), *Employee recruitment, selection, and assessment: Contemporary issues for theory and practice*. Hove, UK: Psychology Press.

- Diekmann, J., König, C. J., & Alles, J. (in press). The role of neuroscience information for choosing a personality test: Not as seductive as expected. *International Journal of Selection and Assessment*.

- Ingold, P. V., Kleinmann, M., König, C. J., & Melchers, K. G. (in press). Transparency of assessment centers: Greater opportunity to perform but lower criterion-related validity? *Personnel Psychology*. doi:10.1111/peps.12105

- Ingold, P. V., Kleinmann, M., König, C. J., & Melchers, K. G. (in press). Shall we continue or stop disapproving of self-presentation? Evidence on impression management and faking in a selection context and their relation to job performance. *European Journal of Work and Organizational Psychology*, advance online publication. doi:10.1080/1359432X.2014.915215

- Ingold, P. V., Kleinmann, M., König, C. J., Melchers, K. G., & van Iddekinge, C. H. (in press). Why do selection interviews predict job performance? The role of interviewees' ability to identify criteria. *Journal of Business and Psychology*, advance online publication. doi:10.1007/s10869-014-9368-3

- König, C. J., Fell, C. B., Steffen, V., & Vanderveken, S. (in press). Applicant reactions are similar across countries: A refined replication with assessment center data from the European Union. *Journal of Personnel Psychology*.

- Odermatt, I., König, C. J., & Kleinmann, M. (in press). *Meeting preparation and design characteristics*. In J. A. Allen, N. Lehmann-Willenbrock & S. G. Rogelberg (eds.), *The Cambridge handbook of meeting science*. Cambridge, UK: Cambridge University Press.

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

- 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*, 24(3), 225-231.
- Kouabenan, DR. (2014). Quelle contribution de la psychologie du travail au développement des organisations des pays du sud? Préface de l'ouvrage «Psychologie du travail et développement des pays du sud» coordonné par R. Ngueutsa, R., Mokoukolo, N. Achi, & A. Belhaj, A. Paris : Harmattan (pp.7-11)
- Nguetsa, R. & Kouabenan, D.R. (2014). « Mes ancêtres et Dieu me protègent du danger, je peux prendre des risques » : effet des croyances de contrôle socio-instrumentales sur les comportements de sécurité routière. In R. Ngueutsa, R., Mokoukolo, N. Achi, & A. Belhaj, A., *Psychologie du travail et développement des pays du sud* ((pp.24-254). Paris : L'Harmattan, ISBN : 978-2-343-04943-4.
- 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.
- Sarnin, Ph., Kouabenan, D.R., Bobillier Chaumont, M-E., Dubois, M., & Vacherand-Revel, J. (Eds) (2015). *Santé et bien-être au travail : Des méthodes d'analyse aux actions de prévention* Paris : L'Harmattan (sous presse).
- Mayaki, F. & Kouabenan, D.R. (2015). Social Norms in Promoting Family Planning: A Study in Niger. *South African Journal of psychology* (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. (2014). Psychology in supporting and stimulating innovativeness. The role of values and spirituality [IN:] Marek T., Karwowski W., Frankowicz, M. Kantola J., Zgaga P. (Eds.), *Science, Technology, Higher Education and Society in the Conceptual Age*, London, New York, Francis and Taylor. pp 273-284,
- Kożusznik B., & Kozusznik, M. W. (2014). I/O Cross-cultural competencies: enhancing creativity and innovation in organizations. (IN:) R. L. Griffith, L. Foster-Thompson, & B. K. Armon (Eds.) *Internationalizing the curriculum in organizational psychology*, pp. 151-181. New York, Springer.
- Kożusznik B., Polak J., (2015). Employee representatives in Poland. How are they perceived and what are the expectations by employers in Poland? (IN:) *Promoting Social Dialogue in European Organizations*. Editors: Martin Euwema, Lourdes Munduate, Patricia Elgoibar, Erica Pender, Ana Belen-Garcia. New York Springer.

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.

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

Recent publications:

- Medina, F., Vilches, V., Otero, M. & Munduate, L. (2014). How negotiators are transformed into mediators. Labor conflict mediation in Andalusia. *Journal of Work and Organizational Psychology*, 30, 133-140 DOI: <http://dx.doi.org/10.1016/j.rpto.2014.11.006>
- Munduate, L., Gamero, N. y Medina, F.J. (2014). Tordesillas Doctoral College in Work and Organizational Psychology. *Journal of Work and Organizational Psychology*, 30 95-96 DOI: <http://dx.doi.org/10.1016/j.rpto.2014.11.005>
- Munduate, L., Di Marco, D., Corts, I., Arenas, A. & Gamero, N. (2014). Rebuilding Social Dialogue and promoting inclusive organizations. *Papeles del Psicólogo*, 35(2).
- Euwema, M., Munduate, L., Elgoibar, P., García, A., & Pender, E. (2014). Promoting Social Dialogue in Organizations. Human Resources Management and Constructive Conflict Management. The Netherlands: Springer (ISBN 978-3-319-08604-0)
- Di Marco, A., Arenas, A., Munduate, L., & Hoel, H. (2015). Estrategias de coming out de personas lesbianas y gays en el trabajo. *Revista de Psicología Social* , 30(1), 122-151 10.1080/02134748.2014.987503

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

18. 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:

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

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

- González-Romá, V. & Peiró, J. M. (2014). Climate and Culture Strength. In B. Schneider & K. Barbera (Eds.). *The Oxford Handbook of Organizational Climate and Culture*. New York: Oxford University Press, pp. 1042-1058.
- Monzani, L., Ripoll, P., Peiró, J.M., & Van Dick, R. (2014). Loafing in the digital age: The role of computer mediated communication in the relation between perceived loafing and group affective outcomes. *Computers in Human Behavior*, 33, 279–285.
- Martínez-Córcoles, M., Gracia, F.J., Tomas, I., & Peiró, J.M. (2014). Strengthening Safety Compliance in Nuclear Power Operations: A Role-Based Approach. *Risk Analysis*, 34(7), 57-69.
- Cristiani, A. & Peiró, J.M. (2014). Human resource function strategic role and trade unions: exploring their impact on human resource management practices in Uruguayan firms. *The International Journal of Human Resource Management*, 26 (3), pp. 381-400
- Carrasco, H., Martínez-Tur, V., Moliner, C., Peiró, J.M., & Ramis, C. (2014). Linking emotional dissonance and service climate to well-being at work: A cross-level analysis. *Universitas Psychologica*, 13(3), 947-960.
- Kozusznik, W., Rodríguez, I., & Peiró, J.M. (2015). Eustress and Distress Climates in Teams: Patterns and Outcomes, *International Journal of Stress Management*, 22(1), 1 – 23.

-Picazo, C., Gamero, N., Zornoza, A., & Peiró, J.M. (2015). Testing relations between group cohesion and satisfaction in project teams: A cross-level and cross lagged approach. *European Journal of Work and Organizational Psychology*, 24(2), 297-307.

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) email: w.schaufeli@uu.nl) & Research Group Work, Organisational & Personnel Psychology (WOPP), Faculty of Psychology and Educational Sciences-KU Leuven, Dekenstraat 2, Postbox 3725, B-3000 Leuven, Belgium, Tel. +16-32.37.92.39, e-mail: wilmar.schaufeli@ppw.kuleuven.be

Research topics: Occupational health psychology.

Recent publications:

-Harju, L., Hakanen, J., & Schaufeli, W.B. (2014). Job boredom and its correlates in 87 Finnish organizations. *Journal of Occupational and Environmental Medicine*, 56, 911-918.

-Hu, Q., Schaufeli, W.B., Taris, T.W., van Hessen, D.J., Hakanen, J. Salanova, M., & Shimazu, A. (2014). "East is East and West is West and never the twain shall meet" Work engagement and workaholism across Eastern and Western cultures. *Journal Behavioral and Social Science*, 1, 6-24.

-Mazetti, G. & Schaufeli, W.B., & Guglielmi, D. (2014). Are workaholics born or made? Relations of workaholism with person characteristics and overwork climate. *International Journal of Stress Management*, 21, 227-254.

-Roelen, C., van Rhenen, W., Schaufeli, W., van der Klink, J., Magerøy, N., Moen, B., Bjorvaten, B., & Pallesen, S. (2014). Mental and physical health-related functioning mediate between psychological job demands and sickness absence *Journal of Advanced Nursing*, 70, 1780-1792.

-Shimazu, A., Schaufeli, W.B., Kamiyama, L., & Kawakami, N. (2015). Workaholism vs. work engagement: The two different predictors of future well-being and performance. *International Journal of Behavioral Medicine*, 22, 18-23.

-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.

-Schaufeli, W.B. & Van Dijk, F. (2014). Ontwikkelingen die de preventieve bedrijfsgezondheidszorg veranderen. [Developments that change preventive occupational medicine] *Tijdschrift voor Bedrijfsgezondheidszorg en Verzekeringsgeneeskunde*, 22, 353-357.

-Taris, T.W. & Schaufeli, W.B. (2015). Individual well-being and performance at work: A conceptual and theoretical overview. In M. van Veldhoven & R. (Eds.) *Well-being and performance at work: The role of context* (p. 24-43). London: Psychology Press.

-Van Beek, I., Taris, T., Schaufeli, W.B., & Brenninkmeijer (2014). Heavy work investment: Its motivational make-up and outcomes. *Journal of Managerial Psychology*, 29, 46-62.

- Van Beek, I., Kranenburg, I., Reijseger, G., Taris, T.W. & Schaufeli, W.B. (2014). Bevlogenheid en werkverslaving: De rol van psychologische behoeftebevrediging en de gevolgen voor de werkprestatie [Work engagement and workaholism: The role of psychological need satisfaction and its consequences for work performance]. *Gedrag & Organisatie*, 27, 385-406.
- Van Dijk, F. & Schaufeli, W.B. (2014). De oogst van het programma: Kennis, instrumenten en interventies [The yield of the research program: Knowledge, tools and interventions]. *Tijdschrift voor Bedrijfsgezondheidszorg en Verzekeringsgeneeskunde*, 22, 401-406.
- Van Dijk, F. & Schaufeli, W.B. (2014). Slotbeschouwing, conclusies en aanbevelingen [Concluding remarks and recommendations]. *Tijdschrift voor Bedrijfsgezondheidszorg en Verzekeringsgeneeskunde*, 23, 9-11.
- 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.

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:

- Sonnentag, S., Puntdt, A., & Albrecht, A.-G. (2014). Temporal perspectives on job stress. In A.J. Shipp & Y. Fried (Eds.), *Time and work. Volume 1: How time impacts individuals* (pp. 111-140). New York, NY: Psychology Press.
- Neff, A., Sonnentag, S., Niessen, C., & Unger, D. (2015). The crossover of self-esteem: A longitudinal perspective. *European Journal of Work and Organizational Psychology*, 24, 197-210. doi: 10.1080/1359432X.2013.856298
- Sonnentag, S., & Fritz, C. (2015). Recovery from job stress: The stressor-detachment model as an integrative framework. *Journal of Organizational Behavior*, 36, S72-S103. doi: 10.1002/job.1924
- Sonnentag, S. (in press). Dynamics of well-being. *Annual Review of Organizational Psychology and Organizational Behavior*. doi: 10.1146/annurev-orgpsych-032414-111347

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.

Recent publications:

- Annell, S., Sjöberg, A., & Sverke, M. (2014). Use and interpretation of test scores from limited cognitive test batteries: How g and Gc can equal g. *Scandinavian Journal of Psychology*, 55, 399-408. (DOI: 10.1111/sjop.12140).

- De Cuyper, N., De Witte, H., Sverke, M., Hellgren, J., & Näswall, K. (2014). Felt job insecurity and union membership: The case of temporary workers. *Društvena Istraživanja/Journal for General Social Issues*, 23(4), 577-591. DOI: 10.5559/di.23.4.02
- Blom, V., Sverke M., Bodin, L., Bergström G., Lindfors P., & Svedberg, P. (2014). Work-home interference and burnout: A study based on Swedish twins. *Journal of Occupational and Environmental Medicine*, 56(4), 361-366.
- Eib, C., Bernhard-Oettel, C., Näswall, K., & Sverke, M. (2014). The interaction between organisational justice and job characteristics: Associations with work attitudes and employee health cross-sectionally and over time. *Economic & Industrial Democracy*.
- Låstad, L., Berntson, E., Näswall, K. & Sverke, M. (2014). Do core self-evaluations and coping style influence the perception of job insecurity? *European Journal of Work and Organizational Psychology*, 23, 680-692. (DOI: 10.1080/1359432X.2013.800678)
- Näswall, K., Göransson, S., & Sverke, M. (2014). Is work affecting my health? Appraisals of how work affects health as a mediator in the relationship between working conditions and work-related attitudes. *Work & Stress*, 28, . 342-361(DOI: 10.1080/02678373.2014.959092)
- Näswall, K., & Sverke, M. (2014). Unions and changes in working life: New challenges – new opportunities. In A. Day, E. K. Kelloway, & J. Hurrell (Eds.), *Workplace well-being: How to build psychologically healthy workplaces* (pp. 245-263). New York: Wiley.
- Richter, A., Näswall, K., Bernhard-Oettel, C., & Sverke, M. (2014). Job insecurity and well-being: The moderating role of job dependence. *European Journal of Work and Organizational Psychology*, 23, 816-829. (DOI:10.1080/1359432X.2013.805881)
- Sousa-Ribeiro, M., Sverke, M., & Coimbra, J. (2014). Perceived quality of the psychosocial environment and well-being in employed and unemployed older adults: The importance of latent benefits and environmental vitamins. *Economic and Industrial Democracy*, 35, 629-652. (DOI: 10.1177/0143831X13491840)
- 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.
- Åkerstedt, T., Garefelt, J., Richter, A., Westerlund, H., Magnusson Hanson, L. L., Sverke, M., & Kecklund, G. (in press). Work and sleep: A prospective study of psychosocial work factors, physical work factors and work scheduling. *Sleep*.
- Annell, S., Lindfors, P., & Sverke, M. (in press). Police selection: Implications during training and early career. *Policing: An International Journal of Police Strategies and Management*.
- Richter, A., Näswall, K., Lindfors, P., & Sverke, M. (in press). Job Insecurity and work-family conflict in teachers in Sweden: Examining their relations with longitudinal cross-lagged modeling. *PsyCh Journal*.
- Vander Elst, T., Näswall, K., Bernhard-Oettel, C., De Witte, H., & Sverke, M. (in press). The effect of job insecurity on employee health complaints: A within-person analysis of the explanatory role of threats to the manifest and latent benefits of work. *Journal of Occupational Health Psychology*.

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

Research topics:

Psychosocial factors at work; human factors in engineering context; management in virtual workplace

Recent publications:

- Murdvee, M.; Teichmann, M. (2014). Quality of Life and Income. 28th International Congress of Applied Psychology. Paris, France 8-13 July 2014.
- Teichmann, M. (2014). Occupational Stress and Quality of Life. 28th International Congress of

Applied Psychology. Paris, France 8-13 July 2014.

-Lõhmus, M., Teichmann, M. (2014). Developing social dialogue in new EC member states: a showcase from Estonia. 28th International Congress of Applied Psychology. Paris, France 8-13 July 2014. .

-Teichmann, M.; Läänemets, U.; Rüütmann, T.; Neudorf, R. (2014). Education in Estonia. Stanislaw Juszczak (Ed.). European Education (and Training) Systems (151 - 175). Torun, Poland: Wydawnictwo Adam Marszałek

-Teichmann, M.; Lõhmus, M. (2015). Employee Representatives in Estonia. How are they Perceived and what are the Expectations by Employers? Euwema, M.; Munduate, L.; Elgoibar, P.; Pender, E.; Belen Garcia, A. (Eds.). Promoting Social Dialogue in European Organizations: Human Resource Management and Constructive Conflict Management (53 - 67).Springer

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 and e-learning systems.

Recent publications:

- Alahuhta, P. & Vartiainen, M. (2014) Artefacts supporting distributed design collaboration. In: Laakso, M. & Ekman, K. (Eds.) Proceedings of NordDesign2014 conference, August 27 – 29, 2014, Espoo, Finland. pp. 223-232.

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Research topics: sustainable employment, return to work; working with mental health issues.

Recent publications:

-Hülshager, U.R., Lang, J., Alberts, H., Depenbrock, F., Fehrman, C., Zijlstra, F.R.H., (2014). The power of presence: The role of mindfulness at work for daily levels and change trajectories of psychological detachment and sleep quality. *Journal of Applied Psychology*. Vol. 99(6), Nov 2014, 1113-1128. <http://dx.doi.org/10.1037/a0037702> Online 10-9-2014. IF= 4.3

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