

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

*No. 68*

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# **ENOP NEWSLETTER No. 68**

## **SEPTEMBER, 2015**

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# 1. Editorial

**Dear Colleagues,**

This Newsletter provides information about activities of the ENOP in the period from March 2015 till September 2015.

You will find information about decisions taken at the ENOP Business Meeting held in Paris, March 28, 2015, and report on the 2015 ENOP Symposium “Changing Industrial Relations in Europe” (March 26-28, 2015, Paris).

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

Finally, you will find updated contact information of the ENOP members, résumés of their research activities, list of publications in 2015, and some other helpful information.

***Liudmyla Karamushka***

*Kyiv, September 2015*



# 2. ENOP Business Meeting 2015

The business meeting of ENOP took place at the Université René Descartes, Paris, on **March 28, 2015** with the following agenda:

1. Approval of minutes of 2014 ENOP Business Meeting
2. ENOP Membership
3. ENOP Budget
4. ENOP Symposium 2016
5. ENOP activities
6. ENOP website
7. ENOP Newsletter
8. ENOP archives
9. Future of ENOP
10. Any other business

**Participants:** Gudela Grote (chair, minutes), David Guest, Kerstin Isaksson, Liudmyla Karamuskha, Cornelius König, Rémi Kouabenan, Karina Nielsen, José-María Peiró, Vincent Rogard, Matti Vartianen



## **1. Approval of minutes of 2014 ENOP Business Meeting:**

The minutes of 2014 ENOP Business Meeting were considered and approved.

## **2. ENOP Membership:**

Currently, there are 28 members. A new member from Rumania was unanimously accepted as a new member of ENOP. Welcome *Prof. Dragos Iliescu!*

*Fred Zijlstra* will send a letter to current members of ENOP who have not paid their membership fee for more than one year to inform them that without payment their membership will be discontinued.

There are still a number of countries (e.g., Norway, Greece) that are not represented in ENOP. Any suggestions for new members are welcome and should be sent to *Fred Zijlstra*.

### **3. ENOP Budget:**

The ENOP Symposium in 2014 was quite expensive with several external speakers and used up the fees of 2014. However, due to the generous donation by Charles de Wolff there is money still available to start new activities and projects.

### **4. ENOP Symposium 2016:**

Topics for the next ENOP Symposium were discussed and an agreement reached on the following topic "Future context and domains for Work and Organizational Psychology in Europe: Assessing the ENOP Reference Model achievements during the last 25 years". The Symposium will concentrate on the usefulness of the Reference Model so far and potentials for amendments given the changing context within which WOP is taught and practiced. The main organizers will be *José-María Peiró* and *Vincent Rogard*.

*David Guest* proposed to conduct a survey among ENOP members before the symposium to capture experiences and challenges in relation to the Reference Model. Other data sources that could be useful for the symposium are discussed (EAWOP member survey at conference in Stockholm, survey of Erasmus Mundus students and alumni, internship reports from Erasmus Mundus students).

**The next ENOP Symposium will take place on March 17-18, 2016, in Paris, followed by the Business Meeting on March 19, 2016, 9:00-13:00.**



## 5. ENOP activities:

- The *PostDoc meeting* which was proposed by *David Guest* a year ago already is now planned for *March 16, 2016*, right before the symposium 2016, taking place also in Paris. The core participants will be researchers from the PSYCONES project who have now all moved into academic positions and have continued to research issues around temporary work and well-being, which continues to be a very relevant topic. It is agreed that the funding for accommodation and travel for up to 6 PostDocs will be provided by ENOP. *David Guest* will send a more detailed proposal and budget to CoCo.

**PostDoc Workshop will take place on March 16, 2016,  
9:00-17:00, in Paris,**

- *Liudmyla Karamuskha* asks for ENOP's support for current activities in Ukraine concerning psychological counseling of soldiers and dislocated families. The Ukrainian Association of Organizational and Work Psychologists has prepared some recommendations that should be disseminated via workshop, brochure and webpage. She will draw up a more concrete proposal for CoCo based on the decision taken that ENOP will support these activities with EUR 300 to 400.

## 6. ENOP website:

- A special thank to *Cornelius König* and his student for setting up the new ENOP website. All requests for changes/additions to the website as well as materials from previous meetings like summaries, major presentations etc. that could provide more detailed insights into the workings of ENOP should be sent to *Cornelius König*.
- *Fred Zijlstra* will be asked to contact *Charles de Wolff* about the summary of his reflections on ENOP he presented at the ENOP Symposium 2014 which Charles agreed to write then. This essay could then be added to the website as part of the history of ENOP.

## 7. ENOP Newsletter:

- *Liudmyla Karamushka* will keep running editorial activities of the ENOP Newsletter. She will send requests for inputs to the ENOP Newsletter a month before the newsletter appears. She will also prompt everyone again to not only send information about new publications but also about ongoing projects.
- *Liudmyla Karamushka* informed that next ENOP Newsletter # 68 will be published in September 2015 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.
- A summary of the ENOP Symposium 2015 will be written by *Lourdes Munduate* and included in the next ENOP Newsletter.

### **8. ENOP archives:**

*Vincent Rogard* informed that he is in the process of cataloguing the materials in the ENOP archive. Options for having the essential materials archived at a German Institute specialized in the history of psychology are discussed. *José-María Peiró* will provide details of this institute (where also the IAAP archive will be) to *Vincent Rogard*.

### **9. Future of ENOP:**

*Vincent Rogard* will retire as a professor in 2017 which means that his membership in ENOP will cease and he will also no longer be president of ENOP. Also *Anne Rocha* will retire in 2016, which will cut the last tie to the Maison des Sciences de l'Homme. These events raise crucial questions about the future of ENOP, which will have to be discussed in detail at the next CoCo meeting on September, 18, 2015, and the next ENOP Business Meeting on March 19, 2016. These questions do not only concern the succession of *Vincent Rogard* as a President of ENOP, but also the location of the meetings after the Symposium 2017, and more generally the working principles of ENOP as reflected in the Statute of ENOP.

### **10. Any other business**

There is no other business and the meeting is closed.

**The next ENOP CoCo meeting will take place on September 18, 2015,  
13.30-17.00 in Paris**



### **3. Report of ENOP's Annual Symposium 'Changing Industrial Relations in Europe' (March 26-28, 2015, Paris)**

**Organized by:** Mare Teichmann and Lourdes Munduate  
**Chaired by:** Barbara Kozusnik



The symposium addressed the changes that have taken place in the industrial relations system, highlighting the transition from a more collectivistic system – with its roots embedded in the beginnings of the industrial era of the 20<sup>th</sup> century – towards an *individualized model of labour relations*, more in line with the knowledge era and the competitive context of the 21<sup>st</sup> century.

Participants analysed the evolution from the *post-ward period* where industrial relations were mainly concerned with the development of stable and formalized collective institutions and procedures with the involvement of trade unions and management representatives in collective bargaining and joint consultation towards new relationship forms between employees and employers, in which a decline in the collective orientation, alternative forms of employee's representation, and promotion of individualized employment relations is clear.

These new relationship models have developed around *the changes occurred in the nature of work*, such as the growing knowledge-intensive business services, or technological advances, as well as changes occurred in the context of work, such as the growing proportion of women in the workforce, or the requirements of flexibility in diverse areas as work-life balance.

The new forms of relationships have been operationalized under *structural changes in labor relations*, with new forms of employment contracts, the decline of collective relations in favor of more individualistic frameworks of employment, or the decline in trade union membership together with new union strategies to respond proactively to it.

It was analyzed the emergency of *trade unions* renewal due to the difficulties that employee representatives have to cope with the complexity of the labor environment demands.



The changes can also be perceived in the evolution of *the processes of management of employees*, that have shifted from a model based on distrust, control and systematic antagonism - more in line with the Taylorist principles of production and management-, towards a model of social dialogue, with flexibility, based on mutual trust and commitment among the parties involved – more in line with the alchemy of flexibility and trust. Old certainties, assumptions and values have been re-examined and a watershed moment arrived reconsidering the rights and responsibilities of being a manager, being an employee and being a competitive organization at the same time.

*The aim of this symposium* was to explore these trends and issues, and identify research questions concerning the changing European Industrial Relations.

Most of the invited participants to 2015 symposium belong to the *NEIRE (New European Industrial Relations in Europe)* research network, funded by the European Commission to promote innovation of social dialogue in Europe.

*Mare Teichmann* analyzed EU legislation and regulations adopted by member states on Union, Work Councils and Workers' representation.

*Martin Euwema* and *Patricia Elgoibar* focused on changes and difficulties that social dialogue is coping with in Europe in terms of conflict management and empowerment of employee representatives.



*Søren Viemose* analyzed a case study on innovation of Industrial Relations in Denmark.



*Miguel Martinez-Lucio* questioned the so-called crisis of the labour relations and proposed new ways to reinvigorate these relationships, based on the results of the NEIRE studies.

*David Guest* argued that there is need for a psycho-social or collective psychological contract in organizations, as framework for employment relations.



*Matti Vartiainen* explored work relations in the digital age, and *Gudela Grote* documented "traditional" versus "new" career orientations in the framework of the trends toward more individualized work relationships.



Promoted by these previous contributions, the symposium participants *discussed new lines of research* that could be incorporated to the area of Work and Organizational Psychology from an interdisciplinary perspective.



The main contributions of this Symposium have been published in the second volume of the international series by Springer on *Industrial Relations & Conflict Management*, edited by Elgoibar, Euwema & Munduate (2015) (Eds). *Building Trust and Constructive Conflict Management in Organizations*.

**Submitted by:**  
***Lourdes Munduate***  
University of Seville  
(Spain, Seville)  
e-mail: munduate@us.es

## **4. Winner of the Aristotle Prize 2015**

### **Prof. Dr. Jose Maria Peiro**

**ENOP community congratulates Prof. Dr. José Maria Peiró, University of Valencia (Spain), ENOP Member, for awarding with prestigious Aristotle Prize 2015.**



*The Aristotle Prize was given to EFPA by the President of the IV<sup>th</sup> European Congress of Psychology in 1995 Athens, Greece, to be awarded to a psychologist from Europe who has made a distinguished contribution to psychology.*

The Aristotle Prize Selection Committee stated that:

“Prof. José Maria Peiró is an internationally reputed scholar, known for many original and inspiring contributions to work and organizational psychology, particularly in the domains of quality of work, occupational health, well-being and work stress.

One of Prof. Peiró’s many scientific contributions lies in the development of psychological climate theory, which bridges the gap between collective and individual behavior. His research has shown that people’s shared ideas and practices shape the actions and responses of individuals over and beyond individual level determinants. These findings are not only of theoretical but also of practical significance: assessing climate helps to better understand people’s responses in terms of role stress, tension, satisfaction, leadership perception and performance.

The scientific oeuvre of Prof. Peiró and his team comprises over 500 publications, which are widely read and cited in Europe and North-America, and in other English and Spanish speaking countries of the world. He has given numerous presentations in national and international conferences.

Prof. Peiró is a highly productive and entrepreneurial academic who has established the Center for Research in Organizational and Work Psychology at the University of Valencia which has become one of the leading centers in the world. He is also leading the IDOCAL applied research institute at the University of Valencia.

Prof. Peiró’s effectiveness in establishing and strengthening links between

psychological scholars from Europe and other continents has resulted in highly successful projects in research in education. One example is the EU-funded Erasmus Mundus Master Program in WOPP, which involves teaching staff from all over Europe and has delivered a European Master to hundreds of students from dozens of countries in the world.

Prof. Peiró is an inspiring leader and teacher for many colleagues and students, in Europe and abroad. He has supervised more than 50 PhD theses.”



**The Prize was handed over during the Opening Ceremony of the European Congress of Psychology in Milan on July 7, 2015.**

**Congratulations!!!**

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

2015

**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>

**4th EAWOP WorkLab - Practitioner Skills Workshop:**  
**Effectively employing mindfulness interventions at work**  
November, 12-14, 2015  
Nuremberg, Germany  
Web: <http://www.eawop.org/worklab-2015>

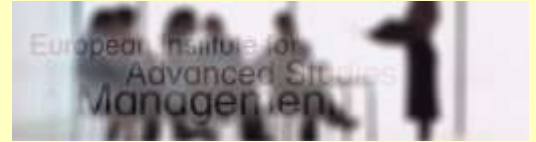


**5<sup>th</sup> European Reward Management Conference (RMC 2015):  
MANAGING CHANGE: CAN PAY LEAD THE WAY?**

December 10-11, 2015

Brussels, Belgium

Web: [http://www.eiasm.org/frontoffice/event\\_announcement.asp?event\\_id=1115](http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1115)



**1<sup>st</sup> 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>



**31st Annual SIOP Conference**

April 14-16, 2016

Anaheim, California, USA

Web: <http://www.siop.org/Conferences/16con/cfp/default.aspx>



**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](http://www.icp2016.jp/index.html)



## **The 5th EAWOP Early Career Summer School**

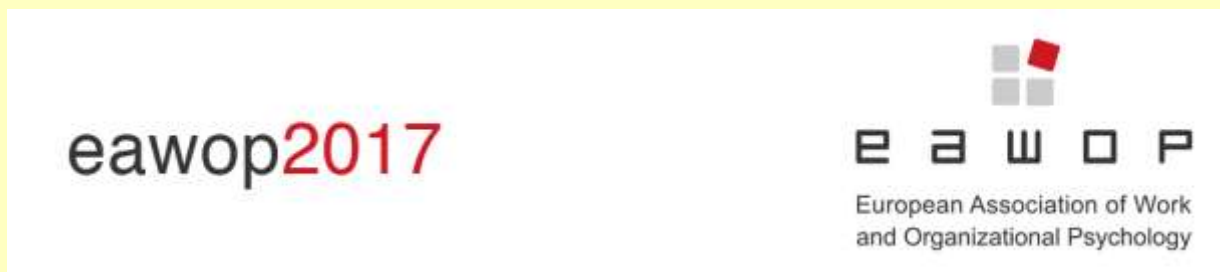
September, 12-16, 2016

Birmingham, UK

Web: <http://www.aston.ac.uk/aston-business-school/research/groups/wop/eawop-2016-5th-summer-school/>



2017



### **18<sup>th</sup> EAWOP Congress:**

Enabling Change through Work and Organizational Psychology:

Opportunities and Challenges for Research and Practice

May 17-20, 2017

Dublin, Ireland

Web: <http://www.eawop2017.org/>

### **15<sup>th</sup> European Congress of Psychology (ECP)**

July 11-14, 2017

Amsterdam, the Netherlands

2018



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

June 23-30, 2018

Montréal, Canada,

Web: [www.icap2018.com](http://www.icap2018.com)

**Submitted by:**

***Prof. Karamushka Liudmyla***  
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*Institute of Psychology*  
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# 7. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 28 members of «New» ENOP, their addresses and research topics as well as publications dated 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:

-Arnold, J., & Clark, M. (in press) Running the penultimate lap of the race: A multimethod analysis of growth, generativity, career orientation, and personality amongst men in mid/late career *Journal of Occupational and Organizational Psychology* Article first published online: 30 MAY 2015 | DOI: 10.1111/joop.12125

**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](mailto:antonio.caetano@iscte.pt)

Research topics:

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

Recent publications:

- Gomes, C., Cural, L., Caetano, A., & Quinteiro, P. M.(2015). Better off together: A cluster analysis of self-leadership and its relationship to individual innovation in hospital nurses, *PSICOLOGIA*, 2015, Vol. 29 (1), 45-58. [http://www.scielo.mec.pt/scielo.php?script=sci\\_arttext&pid=S0874-20492015000100005&lng=en&tlng=en](http://www.scielo.mec.pt/scielo.php?script=sci_arttext&pid=S0874-20492015000100005&lng=en&tlng=en)

- Santos, J. P., Caetano, A. & Tavares, S. M. (2015). Is Training Leaders in Functional Leadership a Useful Tool for Improving the Performance of Leadership Functions and Team Effectiveness? *Leadership Quarterly*. Vol. 26 (3), 2015, 470–484. DOI:10.1016/j.leaqua.2015.02.010

- Silva, M. R., Roque, H., & Caetano, A. (2015). Culture in Angola: insights for human resources management, *Cross Cultural Management*, Vol. 22 Iss: 2, pp.166 – 18. DOI: 10.1108/CCM-02-2013-0036

- Veloso, A., Silva, M. J., Silva, I. & Caetano, A. (2015). Fatores que afetam a transferência da aprendizagem para o local de trabalho. *RAE-Revista de Administração de Empresas*, 2, 188-201. DOI:10.1590/S0034-759020150208.

**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](mailto: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.

**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](mailto: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.

**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](mailto: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:

- Sarchielli G., Fraccaroli F. (2015). *Andare in pensione*. Il Mulino, Bologna.
- Finkelstein L., Truxillo D., Fraccaroli F., & Kanfer R. (2015) (eds). *Facing the Challenges of a Multi-Age Workforce: A Use-Inspired Approach*. (SIOP Frontiers series.) Taylor & Francis/Routledge.
- Fraccaroli F. (2015). Invecchiamento al lavoro: la tarda carriera e la transizione al pensionamento. In De Beni R., & Borella E. (eds). *Psicologia dell'invecchiamento e della longevità*. Il Mulino, Bologna.
- Zaniboni S., Fraccaroli F., & Truxillo D. (2015). Older workers and sustainable late careers: The job characteristic effects. In A. De Vos, B. Van der Heijden (eds.), *Handbook of research on sustainable careers*, Cheltenham: Edward Elgar Publishing.
- Avanzi L., Schuh S., Fraccaroli F., van Dick R. (2015). Why does organizational identification relate to reduced employee burnout? The mediating influence of social support and collective efficacy. *Work and Stress*, v. 29, p. 1-10.
- Rizzi C., Fraccaroli F., Balducci C. (2015) Misure dello stress lavoro-correlato: approcci fisiologici. *Giornale Italiano di Psicologia*, 52, 219-248.
- Savadori L., Caovilla J., Zaniboni S., Fraccaroli F. (2015) The affect heuristic in occupational safety. *Medicina del Lavoro*, 106, 239-249.
- Soraperra I., Savadori L., Mittone L., Fraccaroli F. (2015) Effects of individual risk attitude, safety climate, and affective commitment on safety compliance. *Business and Economic Research*, vol. 5, 196-226.
- Fraccaroli F., Deller J. (2015). Work, aging, and retirement in Europe: Introduction to the special issue. *Work, Aging and Retirement*, 1, 237-242.
- Villotti P., Corbière, M., Zaniboni S., Leconte T., Fraccaroli F. (2015) Evaluating the motivation to obtain and sustain employment in people with psychiatric disability. *Psicologia Sociale*, vol. 10, pp.57-69.
- Rizzi C., Fraccaroli F., Balducci C. (2015, in press) Misure dello stress lavoro-correlato: aspetti cognitivi e comportamentali. *Giornale Italiano di Psicologia*.
- Cadiz D., Truxillo D., Fraccaroli F. (2015, in press). What Are the Benefits of Focusing on Generation-Based Differences and at What Cost. *Industrial and Organizational Psychology*.
- Balducci C. et al. (in press). The Validity of the Short UK Health and Safety Executive Stress Indicator Tool For the Assessment of the Psychosocial Work Environment in Italy. *European Journal of Psychological Assessment*.
- Guglielmi D., Bruni I., Simbula S., Fraccaroli F., Depolo M. (2015, in press). What drives teacher engagement: a study of different age cohorts. *European Journal of Psychology of Education*.
- Desmette D., Fraccaroli F. (2015). From work to retirement. In *Encyclopedia of Geropsychology*; Springer.

**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.

-Guest, D. and. Rodrigues, R., "Career control" in A. De Vos and B. Van der Heijden (eds). *Handbook of Research on Sustainable Careers*. Cheltenham UK: Edward Elgar. pp. 205-222.

-Guest, D. "Voice and employee engagement". In S. Johnstone and P. Ackers (eds). *Finding a Voice at Work?* Oxford: Oxford University Press. pp 44-66.

-Wright, P., Guest, D. & Paauwe, J. "Off the mark: Response to Kaufman's Evolution of Strategic HRM". *Human Resource Management*, 53, 409-415.

**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](mailto: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

**8. Ilescu, Dragos.** Department of Psychology, University of Bucharest, Sos. Panduri Nr. 90, 050657 Bucharest, Romania (Tel: +40723627077; e-mail: dragos.iliescu@fpse.unibuc.ro).

Research topics:

Psychological assessment, tests and testing, with an emphasis on cross-cultural testing and test adaptation; personnel psychology, with emphasis on selection methods; occupational health, with emphasis on job insecurity.

Recent publications:

- Ilescu, D. (2015). Cum se înțeleg rezultatele unui studiu din domeniul psihologiei interculturale [How to understand the results of a study in cross-cultural psychology]. *Revista de Politica Științei și Scientometrie*, 4(2), 98-102.

- Virga, D., Horga, A., & Ilescu, D. (2015). Work–Life Imbalance as a Moderator in the Relationship Between Resources and Work Engagement. *Journal of Personnel Psychology*, 14(2), 80-90.

- Ilescu, D., Popa, M., & Dimache, R. (2015). Adaptarea românească a Setului International de Itemi de Personalitate: IPIP-Ro [The Romanian adaptation of the International Personality Item Pool: IPIP-Ro]. *Psihologia Resurselor Umane*, 13(1), 83-112.

- Ilescu, D., Ispas, D., Sulea, C., & Ilie, A. (2015). Vocational Fit and Counterproductive Work Behaviors: A Self-Regulation Perspective. *Journal of Applied Psychology*, 100(1), 21-39.

**9. 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](mailto: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

**10. 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. (ed. (2015)) Psychological determinants of organizational culture development. (2015): monograph. Kyiv, Pedagoguchna dumka: 2015, 288 p. (in Ukrainian).
- Karamushka, L.M., Shevchenko, A.M., Tereshchenko, K.V. (2015) Organizational culture of educational organizations: the nature, structure, functions, types. *Organizational Psychology. Economic Psychology. Social Psychology*, 2015. Vol. 42. p.3-13.
- Karamushka L. Kredentser, O., Kovalchuk O.(2015) Levels and factors of development of organizational culture of educational organizations. Abstracts of the 17th European Congress of Work and Organizational Psychology «Respectful and Effective Leadership» (Oslo, Norway, 20- 23 May 2015)
- Karamushka L Tereshchenko, K., Ivkin, V. (2015) Staff's tolerance in educational organizations with different types of organizational culture. Abstracts of the 17th European Congress of Work and Organizational Psychology «Respectful and Effective Leadership» (Oslo, Norway, 20 -23 May 2015 )

**11. 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. (2015). Recovery processes during and after work: Associations with health, work engagement, and job performance. *JOEM*, 57(7), 732–742.
- Griep, Y., Kinnunen, U., Nätti, J., De Cuyper, N., Mauno, S., Mäkikangas, A., & De Witte, H. (2015). The effects of unemployment and perceived job insecurity: a comparison of their association with psychological and somatic complaints, self-rated health and satisfaction. *International Archives of Occupational and Environmental Health*. doi 10.1007/s00420-015-1059-9 (published online)
- Lampi, K., Kirves, K., & Kinnunen, U. (2015). Job demands and symptoms of insomnia: Job-related rumination as a mediator. *Psykologia*, 50(3), 164–179. (in Finnish)
- Mauno, S., Kinnunen, U., Rantanen, J., & Mäkikangas, A. (2015). Work-family interface in atypical working arrangements. In A. De Vos & B.I.J.M. Van der Heijden (Eds.), *Handbook of research on sustainable careers* (pp. 239–253). Cheltenham, UK: Edward Elgar.
- Salminen, S., Mäkikangas, A., Hätinen, M., Kinnunen, U., & Pekkonen, M. (2015). My well-being in my own hands: Experiences of beneficial recovery during burnout rehabilitation. *Journal of Occupational Rehabilitation*. doi 10.1007/s10926-015-9581-6 (published online)
- Sianoja, M., Kinnunen, U., de Bloom, J., & Korpela, K. (2015). Insufficient recovery from job stress as a risk factor for poor health and well-being. In C. R. Hopkin (Ed.), *Job stress. Risk factors, health effects and coping strategies* (pp. 27-48). New York: Nova

**12. 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](mailto:erich.kirchler@univie.ac.at); <http://homepage.univie.ac.at/erich.kirchler/>).

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

Recent publications:

- Hartl, B., Hofmann, E., Gangl, K., Hartner-Tiefenthaler, M. & Kirchler, E. (2015) Does the Sole Description of a Tax Authority Affect Tax Evasion? - The Impact of Described Coercive and Legitimate Power. *PLoS ONE* 10(4): e0123355. doi:10.1371/journal.pone.0123355.
- Frecknall-Hughes, J. & Kirchler, E. (2015). Towards a general theory of tax practice. *Social & Legal Studies*, 24(2) 289–312.
- Kirchler, E. & Kogler, C. (2015). Diversification bias. In M. Altman (Hrsg.), *Real-world decision making. An encyclopedia of behavioral economics* (S. 99-101). Santa Barbara, CA: Greenwood.

- Kirchler, E. & Kogler, C. (2015). Endowment effect. In M. Altman (Hrsg.), Real-world decision making. An encyclopedia of behavioral economics (S. 118-119). Santa Barbara, CA: Greenwood.
- Kirchler, E. & Kogler, C. (2015). Framing. In M. Altman (Hrsg.), Real-world decision making. An encyclopedia of behavioral economics (S. 164-166). Santa Barbara, CA: Greenwood.
- Kirchler, E. & Hofmann, E. (2015). Household decisions. In M. Altman (Hrsg.), Real-world decision making. An encyclopedia of behavioral economics (S. 203-205). Santa Barbara, CA: Greenwood.
- Kirchler, E. & Stark, J. (2015). Price-quality illusion. In M. Altman (Hrsg.), Real-world decision making. An encyclopedia of behavioral economics (S. 336-338). Santa Barbara, CA: Greenwood.
- Kirchler, E. & Hartl, B. (2015). Tax avoidance, tax evasion, and the shadow economy. In M. Altman (Hrsg.), Real-world decision making. An encyclopedia of behavioral economics (S. 431-432). Santa Barbara, CA: Greenwood.
- Kirchler, E. & Gangl, K. (2015). Trust. In M. Altman (Hrsg.), Real-world decision making. An encyclopedia of behavioral economics (S. 442-444). Santa Barbara, CA: Greenwood.

**13. 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](mailto:ckoenig@mx.uni-saarland.de)).

Research topics:

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

Recent publications:

- Debus, M. E., König, C. J., Kleinmann, M., & Werner, C. S. (in press). Examining the effects of negative affectivity on self- and supervisor ratings of job stressors: The role of stressor observability. *Work & Stress*. doi:10.1080/02678373.2015.1075233
- Diekmann, J., & König, C. J. (2015). 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* (pp. 117-135). Hove, UK: Psychology Press.
- Diekmann, J., König, C. J., & Alles, J. (2015). The role of neuroscience information for choosing a personality test: Not as seductive as expected. *International Journal of Selection and Assessment*, 23, 99-108. doi:10.1111/ijsa.12099
- Fell, C. B., König, C. J., & Kammerhoff, J. (in press). Cross-cultural differences in the attitude toward applicants' faking. *Journal of Business and Psychology*, advance online publication. doi:10.1007/s10869-015-9407-8
- Hahn, E., Gottschling, J., König, C. J., & Spinath, F. M. (in press). The heritability of job satisfaction reconsidered: Only unique environmental influences beyond personality. *Journal of Business and Psychology*, advance online publication. doi:10.1007/s10869-015-9413-x
- Ingold, P. V., Kleinmann, M., König, C. J., & Melchers, K. G. (2015). 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*, 24, 420-432. doi:10.1080/1359432X.2014.915215
- Ingold, P. V., Kleinmann, M., König, C. J., Melchers, K. G., & van Iddekinge, C. H. (2015). Why do selection interviews predict job performance? The role of interviewees' ability to identify criteria. *Journal of Business and Psychology*, 30, 387-398. doi:10.1007/s10869-014-9368-3
- König, C. J., Fell, C. B., Kellnhöfer, L., & Schui, G. (in press). Are there gender differences among researchers from industrial/organizational psychology? *Scientometrics*, advance online publication. doi:10.1007/s11192-015-1646-y
- Wilhelmy, A., Kleinmann, M., König, C. J., Melchers, K. G., & Truxillo, D. M. (in press). How interviewers try to make favorable impressions: A qualitative study. *Journal of Applied Psychology*.

**14. 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](mailto: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.

**15. Kozusznik, 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](mailto:barbara.kozusznik@us.edu.pl))

Research topics:

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

**16. 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](mailto:darja.maslic@ffzg.hr)).

Research topics:

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

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

Research topics:

conflict management, negotiation and mediation, trust, empowerment

Recent publications:

-Arenas, A., León-Pérez, J.M., Munduate, L., & Medina, F. J. (2015). Workplace Bullying as a Conflict Escalation Process: The Role of Supervisor's Power. *Journal of Social Psychology*, 30(2) [10.1080/21711976.2015.1016753](https://doi.org/10.1080/21711976.2015.1016753)

-Boz, M., Martínez-Corts, I., & Munduate, L. (2015). Types of combined family-to-work conflict and enrichment and subjective health in Spain: A gender perspective. *Sex Roles*, 72 DOI 10.1007/s11199-015-0461-5

-Euwema, M., Munduate, L., Elgoibar, P., García, A., & Pender, E. (2015). *Promoting Social Dialogue in Organizations. Human Resources Management and Constructive Conflict Management*. The Netherlands: Springer. ISBN 978-3-319-08604-0

-León-Pérez, J.M., Medina, F.J., Arenas, A., & Munduate, L. (2015) Confront the Conflict or Leave it Alone? *Journal of Managerial Psychology*, 30(3) <http://dx.doi.org/10.1108/JMP-01-2013-0034>

**18. Leonova, Anna B.** Faculty of Psychology, Lomonosov Moscow State University, Mokhovaya str. 11/5, 125009 Moscow, Russian Federation (phone: +7 495-629-5795, mob. +7 903 616-24-16; e-mail: [ableonova@gmail.com](mailto:ableonova@gmail.com))

Research topics: Job motivation and organizational culture; personnel adaptation to organizational changes; stress and long-term effects on mental health and personality deformations; neuro-cognitive mechanisms of activity regulation in strenuous work conditions; elaboration of full-screen stress-management technologies; human-computer interface design and websites usability evaluation.

Recent publications:

- Burmistrov I.V., Zlokazova T.A., Leonova A.B. (2015). "Flat Design vs. Traditional Design: Comparative Experimental Study". *Human-Computer Interaction* (Lawrence Erlbaum Associates Inc., United States), INTERACT-2015, C\_ID 700.

- Leonova A.B. (2015). "Towards stress-management technology: Perspectives on measuring and enhancing the human life potential". *ECP-2015: Abstracts Book*. Milano, Italy: Innexa S.r.L, p. 19.

- Leonova A.B., Degtyarenko I.V. (2015). "Experimental verification of the complex approach to websites usability assessment". *Psychology in Russia: State of the Art*, 8 (3), 38-49.

- Leonova A.B., Sultanova F.R. (2015). "Interrelations between attractiveness of organizational culture and dominant motivational orientations of members in working groups". *Psychological Journal*, 36 (3), 15-28 (in Russian).
- Klimov E.A., Leonova A.B., Noskova O.G., Solntceva G.N. (2015). "Work psychology, engineering psychology and ergonomics". *Textbook for Academic Baccalaureate*. Moscow: Yurait, 618 p.

**19. 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.

**20. 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

-Peiró, J.M., Hernández, A., & Ramos, J. (2015). The challenge of building human capital and benefiting from it: A person-centric view of youth unemployment and underemployment. In L. Finkelstein, D. Truxillo, F. Fraccaroli and R. Kanfer (Eds.) *Facing the Challenges of a Multi-Age Workforce: A Use Inspired Approach*. SIOP Frontiers

-Monzani, L., Ripoll, P., & Peiró, J.M. (2015). Winning the hearts and minds of followers: The interactive effects of follower's emotional competencies and goal setting types on trust in leadership. *Revista Latinoamericana de Psicología*, 47(1), 1-15.

-Marjanovic, Z., Greenglass, E., Fiksenbaum, L., De Witte, H., Garcia-Santos, F., Buchwald, P., Peiró J.M., & Mañas M .A. (2015). Evaluation of the Financial Threat Scale (FTS) in four European, non-student samples. *Journal of Behavioral and Experimental Economics*, 55, 72-80.

-Peiró, J.M., Gracia, F.J., & Martínez-Córcoles, M. (2015). Desarrollos recientes en el estudio de la cultura de seguridad y sus correlatos: el papel del liderazgo. *Nuclear España Revista de los Profesionales del Sector Nuclear*, 359, 43-47.

**21. 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](mailto:Vincent.Rogard@parisdescartes.fr); [vincentrogard@yahoo.fr](mailto:vincentrogard@yahoo.fr))

Research topics:

Ethic Psychological contract; leadership and managerial competencies.

**22. Schaufeli, Wilmar.** Department of Psychology, Utrecht University, Utrecht (Heidelberglaan 1, 3508 TC Utrecht, The Netherlands (Tel: +31 30 2539093) email: [w.schaufeli@uu.nl](mailto: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](mailto:wilmar.schaufeli@ppw.kuleuven.be)

Research topic:

Occupational health psychology.

Recent publications:

- Alessandri, G., Borgogni, L., Schaufeli, W.B., Caprara, G.V. & Consiglio, C. (2015). From positive orientation to job performance: The role of work engagement and self-efficacy beliefs. *Journal of Happiness Studies*, 16, 767-788.
- Schaufeli, W.B. (2015). Van burnout naar bevlogenheid Werk en welbevinden in Nederland [From burnout to work engagement: Work and well-being in the Netherlands]. *M&O*, 69, 15-31.
- Schaufeli, W.B. (2015). Coping with job stress. In, J.D. Wright (Ed.), *International Encyclopedia of Social and Behavioral Sciences* (2nd Ed. Vol 4; pp. 902-904). Oxford, UK: Elsevier.
- Seppälä, P., Hakanen, J., Mauno, S., Perhoniemi, R., Tolvanen, A., & Schaufeli, W. (2015). Stability and change model of job resources and work engagement: A seven-year three-wave follow-up study. *European Journal of Work and Organizational Psychology*, 24, 360-375.
- 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.
- 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.

**23. 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](mailto:sinangil@boun.edu.tr))

Research Topics:

Psychology of mergers and acquisitions; leadership and authoritarianism.

**24. 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](mailto: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. (in press). Crossing the borders: The relationship between boundary management, work-family enrichment and job satisfaction. *The International Journal of Human Resource Management*.

-Nägel, I. J., Sonnentag, S., & Kühnel, D. (in press). Motives matter: A diary study on the relationship between job stressors and exercise after work. *International Journal of Stress Management*.

-Henker, N., Sonnentag, S., & Unger, D. (2015). Transformational leadership and employee creativity. *Journal of Business and Psychology*, 30, 235-247.

-Sonnentag, S. (2015). Dynamics of well-being. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 261-293.

-Sonnentag, S., & Starzyk, A. (2015). Perceived prosocial impact, perceived situational constraints, and proactive work behavior: Looking at two distinct affective pathways. *Journal of Organizational Behavior*, 36, 806-824.

**25. Sverke, Magnus.** Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden (Phone: +46 8 16 14 19, Mobile: +46 70 635 1961, Fax: +46 8 15 93 42, E-mail: [magnus.sverke@psychology.su.se](mailto:magnus.sverke@psychology.su.se)). 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.

**26. 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

**27. 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](mailto:matti.vartiainen@aalto.fi)).

Research topics:

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

Recent publications:

- Vartiainen, M. (2015) "Virtual spaces as workplaces: working and leading in virtual worlds". In A. Ropo, P. Salovaara, E. Sauer and D. de Paoli (eds) *Leadership in Spaces and Places* Cheltenham, UK: Edward Elgar Publishing, pp. 128-144.

- Gilson, L.L., Maynard, M.T., Jones Young, N.C., Vartiainen, M. and Hakonen, M. (2015) "Virtual teams research: ten years, ten themes, and ten opportunities". *Journal of Management*, 41 (5), 1313-1337.

**28. Zijlstra, Fred.** Department of Work and Social Psychology, Faculty of Psychology and Neuroscience, University of Maastricht, P.O. Box 616, 6200 MD, Maastricht, The Netherlands. (Tel. +3143 388 4337; email: [fred.zijlstra@psychology.unimaas.nl](mailto:fred.zijlstra@psychology.unimaas.nl). <http://www.psychology.unimaas.nl/>

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

Recent publications:

-Hülshager, U.R., Schewe, A., Lang, J., & Zijlstra, F.R.H. (2015). When regulating emotions at work pays off: The joint effects of daily levels of deep acting and positive affect on customer tips, *Journal of Applied Psychology*. Vol. 100(2), 263–277. <http://dx.doi.org/10.1037/a0038229> IF= 4.37

-Kok, G., Gurabardhi, Z., Gottlieb, N., & Zijlstra, F.R.H., (2015). Influencing Organizations to Promote Health: Applying Stakeholder Theory. *Health Education Behaviour*, Vol, 42(1S), pp. 123S–132S IF= 1.54, DOI: 10.1177/1090198115571363

-Nijhuis, F.J. & Zijlstra, F.R.H., (2015). De arbeidsmarktpositie van mensen met een arbeidshandicap. *Tijdschrift voor Arbeidsmarktvraagstukken*, Vol. 32(1), DOI:10.5553/TvA/016922162015031001008

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