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OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 69

MARCH, 2016

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1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 18, 2015.

You will also find the preliminary programmes of the Special ENOP Workshop on Employment and Well-Being Post Economic Crisis (March 16-17, 2016, Paris) and the ENOP Symposium 2016 “Future context and domains for Work and Organizational Psychology in Europe: Assessing the ENOP Reference Model achievements during the last 25 years” (March 17-18, 2016, Paris).

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 (2016-2018) are included as well. You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2015-2016, and other useful information.

The Newsletters includes memorials about CLAUDE LÉVY LEBOYER (1928-2015) and ROBERT ROE (1944-2016) outstanding WO psychologists and active members and contributors to ENOP who passed recently.

Liudmyla Karamushka

Kyiv, March 2016

2. COCO-MEETING, 2015

The CoCo-meeting took place in Paris, on *September 18, 2015* at the new office of MAISON DES SCIENCES DE L'HOMME (190-198, Avenue de France).

Attending: Gudela Grote (minutes), David Guest, Liudmyla Karamuskha, José-Maria Peiró, Vincent Rogard, Fred Zijlstra

Agenda:

1. ENOP Membership
2. ENOP Budget
3. Annual ENOP Symposium 2016
4. Pre-symposium workshop
5. Workshop in Ukraine on Organizational Psychology support in conditions of social tension
6. ENOP Newsletter / ENOP website / ENOP archive
7. Future of ENOP
8. Any other business



1. ENOP Membership:

Membership is currently quite stable, there are still a number of European countries missing, though. To feel this gap, *Fred Zijlstra* will contact Zeynep Ayca from Turkey and possible successors for Erick Kirchler, for instance Christian Korunka and Wolfgang Weber.

David Guest proposes to change the ENOP rules regarding eligibility so that for representation of the countries where lacking full professors of Work and Organizational Psychology or the existing full professor(s) do not want to join ENOP, other senior academics active in the field of Work and Organizational Psychology can be considered for ENOP membership. A formal proposal on this issue will be presented to the ENOP Business meeting in March 2016.



2. ENOP Budget:

The ENOP budget is fine and due to Charles de Wolff's donation there are still sufficient means for some extraordinary activities.

3. Annual ENOP Symposium 2016:

José-Maria Peiró presents the plans for the next symposium, which will

be devoted to reviewing the current state of application of the ENOP Reference Model in study programs across Europe.

An overview will be given by *David Guest* and *Matti Vartiaine*, followed by a presentation of the situation in Eastern Europe, the Baltic states and Ukraine.

Vincent Rogard and *José-Maria Peiró* will present results from a survey among the Erasmus Mundus students carried out in the fall of 2015. There may also be results from a survey



conducted by *Barbara Kozusznik* on countries outside of Europe. Besides these different presentations, the Symposium will be very interactive with everyone participating in a SWOT analysis and discussion on how to move the Reference Model into the future. The Symposium should end with directions for updating the Reference Model that should then be developed further by a task force.

(The final program of the Symposium is presented in the Newsletter, section 4).

4. Pre-symposium workshop:

David Guest presents the Program for the pre-symposium workshop on temporary work, with the main actors from the PSYCONES project as presenters. A budget to be covered by ENOP of about 3000-4000 Euro is agreed.

(The final program of the pre-symposium workshop is presented in the Newsletter, section 3).

5. Workshop in Ukraine on Organizational Psychology support in conditions of social tension:

Liudmyla Karamuskha presents the program for the workshop “Main trends in Organizational Psychology and methods used by organizational psychologists in condition of social tension” (November 6, 2015, Kyiv, G.S. Kostyuk Institute of Psychology) which promises to be a very useful meeting helping in the current situation in Ukraine. ENOP supports the workshop with 400 Euro.

(The report about this workshop is presented in the Newsletter, section 6).

6. ENOP Newsletter / ENOP website / ENOP archive:

Liudmyla Karamuskha will continue as ENOP Newsletter editor. No changes are needed in the Newsletter. The ENOP website is also fine.

Fred Zijlstra still needs to contact Charles de Wolff about the promised short essay on the history of ENOP for the website.

Vincent Rogard is working on archiving ENOP documents from its long history.



7. Future of ENOP:

Anne Rocha will retire in 2015 which will end the connection with the Maison des Sciences de l'Homme. There will be a formal farewell at the symposium dinner 2016.

Vincent Rogard will retire in 2017, however for a smooth transition it would be good to elect a new president in 2016 already. He will discuss with Frank Zenasni who has recently been elected professor whether he would be interested in joining ENOP and be the formal liaison in France where ENOP is registered. He could then also become treasurer. Successors for Vincent Rogard as president of ENOP are discussed, *David Guest* proposes José-Maria Peiró.

Fred Zijlstra will prepare an agenda for the next ENOP business meeting.

8. Any other business:

None.

3. Special ENOP Workshop on Employment and Well-Being Post Economic Crisis

(March 16-17, 2016, Paris)

Coordinators: David Guest and Kerstin Isaksoon

The Psycones Project (PSYchological CONtracts across Employment Situations) explored the relationship between employment contracts, the psychological contract and employee well-being. This EU-Funded project was conducted in seven countries, namely Belgium Germany, Israel, Spain, Sweden, the Netherlands and the United Kingdom. Data were collected from 5288 temporary and permanent workers in over 200 organizations. Contrary to initial expectations, it found that temporary workers reported higher well-being than permanent workers. This finding was sustained across different forms of temporary employment. However the data were mainly collected in 2004 – 2006, prior to the economic crisis. The broad aim of the workshop will be to explore how far the evidence suggests that attitudes have changed since and perhaps as a result of the crisis. Is temporary employment now associated with lower well-being?

The proposal is supported and funded by ENOP (The European Network of Work and Organizational Psychologists). It is relevant to ENOP for three main reasons. Firstly, it addresses an issue of core concern to ENOP members that sits squarely at the heart of W/O psychology interests. Secondly, it is a pan-European comparative project that reflects the spirit of ENOP activities. Thirdly, four of the national research directors on the Psycones project are members of ENOP.

The workshop will take place in Paris from lunchtime on *Wednesday 16 March to lunchtime on the Thursday 17 March*. Five of the six researchers will present papers based on their recent research but focused on the core topic, including an assessment of developments in their own country. The sixth researcher, Mike Clinton, will on sabbatical leave in Australia at the time of the symposium. *The original directors of each national programme will attend the workshop. Four are members of ENOP (Jose Maria Peiro, Hans De Witte, Kerstin Isaksson and David Guest)*. The two national programme directors who are not members of ENOP, Professor Gisela Mohr from Germany and Dr Rene Schalk from The Netherlands are also invited.

All members of ENOP are invited to attend the workshop which takes place immediately prior to the annual ENOP symposium.

Workshop Timetable

Wednesday, 16 March, 2016

14.00 Welcome and Introductions: David Guest and Kerstin Isaksson

14.30: Nele De Cuyper (K. U. Leuven).

Employability: The New Job Security or the Newest Hype?

15.15 Coffee

15.30: Jeroen de Jong (Dutch Open University).

Temporary Does not Equal Dispensible: Facilitating Team Functioning and Performance in Blended Workgroups

16.15: Beatriz Sora (Open University of Catalonia).

How has the Economic Crisis Affected Employees? Is it the Same Effect for Temporary and Permanent Workers?

17.00 Discussion

17.30 Finish

19.00 Dinner

Thursday, 17 March, 2016

09.30: Thomas Rigotti (Johannes Gutenberg-Universitat, Mainz).

Temporary Employment: Disentangling the (Dynamic) Role of Contract and Job Characteristics for Health and Well-Being of Employees.

10.15: Claudia Bernhard-Oettel (University of Stockholm).

Self-Employed and Independent Contractors: How Do They Compare to Temporary Workers in Work Conditions and Health?

11.00 Coffee

11.30: Keynote Presentation: Maria Jose Chambel (University of Lisbon).

When Temporary Agency Work is not so Temporary: Motivation and Well-Being Implications.

12.30: Discussion and Next Steps

13.00 Finish

Workshop Location

The workshop will take place at:

Salle de Conseil

The University Rene Descartes

71, Avenue Edouard Vaillant

92774 Boulogne Billancourt Cedex

4. ENOP 2016 Symposium

**Future context and domains for Work and
Organizational Psychology in Europe: Assessing the
ENOP Reference Model
achievements during the last 25 years
(March 17-18, 2016, Paris)**

Coordinators: José M. Peiró, Marco De Polo and Vincent Rogard

IN MEMORIAM OF PROF. CLAUDE LEVY LEBOYER (1928-2015)



Presentation

Since the beginning of ENOP one of its goals was the analysis and improvement of the education of Work and Organizational Psychologists in Europe. In 1989 a discussion was held at the ENOP Annual symposium on the education of W&OP in different European countries. Soon it became clear that the development of a common frame of reference would be an important step forward to promote our discipline in Europe. In order to develop this frame of reference an Erasmus Grant (CMA-89-F 0001/CM90-F-2006) was obtained and in this context a survey was carried on among the members of ENOP about the education of W&OP Psychology in their Universities. At the same time, a Report on “The structure of studies in W&OP” was prepared and discussed (Hertz, 1990).

After a couple of years of work, the First Reference Model was presented and discussed in the ENOP Symposium, of 1993 and then presented during the EAWOP Congress at Alicante in April the same year. Its final version was published in the *European Journal of Work and Organizational Psychologist* (Roe et al. 1994). Afterwards, several revisions were discussed, and in 1998 the booklet titled “*European Curriculum in W&OP. Reference Model and Minimal Standards*” was published by ENOP with the support of La Maison des Sciences de L’Homme. Since then the ENOP Reference model has been considered and used in several countries and Universities to design W&OP education

programs. It also has inspired several publications and textbooks. Along the years it has become an important and significant input in the definition and conception of the discipline of Work and Organizational Psychology in Europe and it has had a relevant influence in the education of several generations of W&O Psychologists. In 2006, the European Association of Work and Organizational Psychology created a Task Force to prepare a proposal of a European Specialized Certificate of Work and Psychologists that could be integrated in the Certification of Europsy in cooperation with the European Federation of Psychology Association. This Task Force reviewed the ENOP reference model and made the proposal of adopting it as the model to be established to describe the education required for the Specialized certification. The ENOP-EAWOP Model was presented to the Annual Symposium of 2008 and the Assembly approved this version and its use for the above mentioned purpose of the European Specialized Certification of W&O Psychology (see the text at <http://www.enop.ee/enop/index.php/curriculum>).

During this period important transformation have taken place in the world of work and organizations influenced by important socioeconomic, technological, demographic, and value changes. These transformations have had clear impact on the development of the research and professional practice of our discipline and these changes raise the issue about the adequacy of the ENOP Reference Model as it was designed and developed about a quarter of century ago.

This challenging question opens a broader issue that refers to the education of the professionals and scientists of our discipline in the coming decades, taking into account the new contexts and scenarios of work and organizations in a global world. It also poses the question about the meaning of a European approach to this education.

Taking all these issues into consideration, during the Business meeting of the Annual Symposium 2015 it was decided that the symposium of 2016 should be devoted to the analysis and revision of the ENOP Reference Model and the discussion on the future prospects of the education of Work and Organizational Psychologists in Europe.

In order to fulfill this mandate we have organized the symposium starting with an analysis of the Changes in the context of Work and Organizations in Europe and globally and implications for the Education of W&O Psychologists. Then we have asked to several colleagues that have been active in the use and development of the model across Europe to share their experiences during the last quarter of the century. Moreover, we have included in the symposium the presentation about the recent developments of the *Europsy Specialized Certificate of Work and Organizational Psychologist* created jointly by the European Federation of Psychology Associations and the European Association of Work and Organizagtional Psychology. This certificate has adopted the ENOP reference model as the framework to define the required education of the certificate and has been related to the Europsy Professional Competencies framework. We have also paid attention to the views and considerations of the model made by prestigious colleagues from different regions of the world. The final part of the symposium will be devoted to the analysis of the relevant domains and contents of European WOP in the coming

decades and the inputs for the Education of W&O Psychologists during the coming decades.

A few months ago, Prof. Claude Levy-Leboayer one of the founders of ENOP and one of the members of the task force who developed the Model passed away. The CoCo of ENOP and the Coordinators of the Symposium have decided to devote it memorial of Prof. Levy Leboyer and to pay tribute and recognition to her contributions to ENOP and to Applied Psychology in Europe and internationally. We are confident and hopeful that the discussions and contributions in this symposium will serve as a seminal input to the education of WOP scientist and professionals of the next generations.

References

ENOP-EAWOP (2008): European Curriculum Reference Model with Minimum Standards for W&O Psychology: Basic and Advanced. <http://www.enop.ee/enop/index.php/curriculum>

European Network of Organizational and Work Psychologists (1998). European Curriculum in W&O Psychology. Reference Model and Minimal Standards. Maison des Sciences de l'Homme. Paris.

Guest, D. & Zijlstra, F. (2012) "Academic perceptions of the research evidence base in work and organizational psychology: A European perspective". *Journal of Occupational and Organizational Psychology*, 85: 109-119

Roe, R.A., Coetsier, P., Levy Leboyer, C., Peiró, J. M., & Wilpert, B. (1994). The teaching of Work and Organizational Psychology in Europe. Towards the development of a reference Model. *The European Work and Organizational Psychologist*, 4(4), 355-366.

Recommended reading:

To prepare the symposium we recommend you to read the ENOP-EAWOP (2008): European Curriculum Reference Model with Minimum Standards for W&O Psychology: Basic and Advanced. <http://www.enop.ee/enop/index.php/curriculum>

Program

Thursday, 17 March, 2016

14:00-17:30 Session 1: Changes in the context of Work and Organizations in Europe and globally and implications for the Education of W&O Psychologists. (Chair José M. Peiró)

14:00-14:05 Welcome and introduction. José M. Peiró

14:05-14:30: The views of the European WO Psychologist before the crisis: Future challenges and needed competencies. Matti Vartiainen.

14:30-15:00 W/O research in Europe: implications for teaching W/O psychology. David Guest.

15:00-16:00 Group work session. A SWOT analysis for European Work and Organizational Psychology

16:00-16:20 Coffe Break

16:20-17:30 Plenary session (chair: David Guest).

Friday, 18 March 2016

9:30-13:00 Session 2: A quarter of a Century of ENOP Reference Model (Chair Barbara Kozusznik).

9:30-09:45 A historical perspective of the ENOP Reference Model. José M. Peiró

09:45 11:00 Experiences on implementing the model across Europe

- The ENOP Reference Model as a framework to develop a W&O Psychology textbook. Kerstin Isaksson

- The ENOP Reference Model as a framework for the Work, Organizational and Economic Psychology Curriculum (WOE-Psychology Curriculum) developed by Austrian Universities. Christian Korunka (to be confirmed)

- ENOP Reference Model in Baltic Master Programme of Work and Organizational Psychology. Mare Teichman

- ENOP Teaching practices based on the Reference Model. The case of the Erasmus Mundus Master Program of Work Organizational and Personnel Psychology. José M. Peiró

- The perspective and evaluation of the Master alumni. Vincent Rogard

- The Reference Model in the development and implementation of the Specialization training and Continuous Professional development. Matti Vartiainen

11:00-11:20 Coffe Break

11:20-13:00 Session 3: A quarter of a Century of ENOP Reference Model (cont.) (Chair: Gudela Grote)

11:20-11:40, The ENOP Model and the European Specialized Certificate of Work and Organizational Psychology. Lourdes Munduate.

11:40-12:00 Views and perspectives about the ENOP reference model from outside Europe. Barbara Kozusznik.

12:00-13:00 General Discussion.

13:00-14:30 Lunch.

14:30- 16:00 Group work: Relevant domains and contents of European WOP in the coming decades. Assessing and reviewing the Reference model concept, structure and content domains. Facilitator Marco Depolo

16:00- 16:45 Plenary session and general discussion. Chair Marco Depolo

16:45-17.00 General conclusions and next steps. Chair Fred Zjilstra

Saturday, 19 March, 2016

9:30 –13:00 ENOP Business meeting

5. CLAUDE LÉVY LÉBOYER (1928-2015).

IN MEMORIAM¹

Claude Lévy Leboyer (Paris, 1928 - Paris, 2015), one of the most eminent French organizational psychologists, has recently passed away. This is a great loss for the European and world psychology, as well as for all her disciples, friends and colleagues that had, in one or another moment, benefited from her wide knowledge and great humanity. A significant handful of well-known present day researchers and professors have grown around her, and have followed her direction and suggestions.

She had been for many years professor at the Psychological Institute of the Université René Descartes (Paris V) where she taught social and organizational psychology, and carried out many research programs on the environmental influences on behavior. She established there a Laboratory of Applied Social Psychology, in which many young researchers have been educated.

One of her first publications that brought her the esteem of her colleagues was a chapter in the well-known Henri Piéron's *Handbook of Applied Psychology* (1949) on the topic of psychology applied to industry and trade activities. In this early work she declared her conviction that the research carried out in the laboratory was a wholly valid mean for solving everyday problems, and she positioned herself against quackery and charlatanism in the study of human work. In order to obtain a right application of psychology to industry and commerce, three aspects had to be considered: individual differences –or personality; man-machine adaptation - ergonomic factor; and human factors such as motivation, human relations and job satisfaction, among others.

Another of her main interests was personnel evaluation, and the scientific methods to carry out this evaluation process. She has always claimed for the need of the use of scientific principles and techniques in applied interventions,. In 1990 her book on 'Personnel assessment' was published, and it got a great impact in her country and also in psychology in Spanish and Portuguese language as it was translated into both languages in 1992. In it she presented some of the main problems of that assessment and dealt with other important questions such as the people's right to be evaluated through sound technological procedures, instead of being dismissed under a judgment made on the bases of popular and uncontrolled tools and methods. She emphasized the need of making evaluation through proved instruments fully contrasted with scientific studies, and, here as in other topics, she declared herself in favor of scientific rigor and analysis. As a result, French authorities carried out a research to determine the political and legal implications that would be involved in that sort of interventions.

She has maintained the need of evaluating personnel through the assessment of their competences. These are, in her view, one of the main factors involved in an enterprise'

¹ Published in the IAAP Bulletin, 2015,3.

success. Such competences, or types of behavioral repertoires of operations that are needed in each firm or organization to be a successful one, make a difference between productive and ineffective workers. She stressed the importance of determining the basic profile of competences for an effective and creative executive in different types of enterprises. The total competences in a firm would in the end be equal to the sum of those belonging to its executives.

Abilities and I.Q. were, in her view, some relevant factors in determining competences, and, as she put for title to another of her studies, 'personality' might be considered as a clue for success in economic life. She also made a remarkable emphasis to the role of motivation in the day-to-day activity of any productive organization. In fact, she maintained the value of psychological theories and concepts, empirically proved, in the design and planning of practical interventions. On this ground, she claimed for an adequate scientific training for those professionals of psychology that should assume responsibility in daily productive life in our countries.

The development of an international scene for the work problems, was propitiated by the growing complexity of the social and economic structure of the European Union, created in 1993 by the Maastricht Treaty, that paved the way to a new historical structure of the Old Continent, and a wholly reorganized economic and working field. Lévy-Leboyer felt the importance of a new work culture, and did some empirical research on the values implicated in the labor sphere. She emphasized that, although there is everywhere a similar structure of work activity, values and ethical appreciation of such activity varies according to social variables like social class and civil status of people. She stressed the importance of social education in this field, to strengthen human conditions for the working person.

Her approach to the industrial and organizational psychology paved her way to the consideration of environmental problems in human life. In her book on this topic, different ways and models for perceiving environment were analyzed, and an emphasis was placed on the tensions and stress felt by people in certain places and spaces. Moreover, an important analysis of the personal space or 'circumstance' was included in its closing chapter.

Her open mind and wide array of interests carried her to the study of certain problems of great importance in our social world, as the one of 'vandalism' and destructive and aggressive behaviors of certain groups toward their own community, a phenomenon that in her view would be rooted in a deep default of involvement and compromise experienced by some people toward their immediate world. On such grounds, she considered some possible ways to increase in individuals a sense of property and belongingness that would compensate a previous 'alienation'.

As a IAAP president (1982-1990), she openly declared in a "Letter from the President", (Newsletter, vol. 32, 1, January 1983) her interest in promoting the diffusion of scientific knowledge, as well as the development a study on the status of psychologist in the contemporary World, that would enhance a strong international network of professionals, and a fair position of professional women in it. She prolonged the process of internal organization of the society that had been initiated by her predecessor,

Ed Fleischman, and that would be continued by her successor, Harry Triandis. They have had great responsibility in the notorious progress experienced by the association in the final days of the 20th century.

All along her career she has published a large number of books. Here we will mention the following ones: *Comportement social et caractéristiques individuelles* (1973), *Psychologie des Organisations*, (1974), *Auto-critique de la science* (1975); *Psychology and environment* (1982); *Vandalism: Behaviour and motivation* (1984); *La crise des motivations* (1984); *Évaluation du personnel*, (1990); *Gestion des compétences* (2000). She also published many articles and chapters in collective books.

She played a significant role in the establishment of the European Network of Work and Organizational Psychology Professors in 1980 and in its development during its two first decades of existence. This network was instrumental in consolidating cooperation in the discipline across Europe. She also played a role as an expert in several international organizations such as UNESCO, OMS and the OCDE.

During her life she received many distinguished awards and recognitions like the *Légion d'honneur* awarded by the French government. The university of Surrey honoured her as Doctor *Honoris Causa*. Her memory and the fruits of her seminal contributions to Applied Psychology will remain among us and deserve to be acknowledged as a great contribution to our discipline. Her strong defence of a scientific outlook in all psychological interventions is a still firm and valid lesson for psychologists everywhere.

Helio Carpintero. Past-President Division 18
José M. Peiró. Past-President of IAAP

6. ENOP members activities

**The workshop “Main trends in Organizational Psychology and methods used by organizational psychologists in condition of social tension”
(November 6, 2015, Kyiv)**



On November 6, 2015 the G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine hosted a scientific workshop “Main trends in Organizational Psychology and methods used by organizational psychologists in condition of social tension”

The Workshop was organized by G.S. Kostyuk Institute of Psychology of the National Academy of Pedagogical Sciences of Ukraine, (Laboratory of Organizational Psychology) and the Ukrainian Association of Organizational and Work Psychologists (UAOWP). The Workshop was held *under the patronage of the European Network of Organizational and Work Psychologists (ENOP)*.

The Workshop was attended by over 100 researchers, practitioners and academics from different parts of Ukraine (Bila Tserkva, Zaporizhya, Dnipropetrovsk, Kamyanets-Podilsky, Kyiv, Lutsk, Odesa, Lviv, Poltava, Rivne, Sumy, Uman etc.) who represented psychological services of institutions of secondary and higher education, post-graduate institution departments of psychology, as well as public and volunteer organizations.



The Workshop aims included sharing organizational and other psychologists' experience in situations of social tension and finding psychological and organizational ways to improve organizational psychologists' effectiveness in situations of social tension.

The Workshop was opened by Sergiy D. Maksymenko – academician of the NAPS of Ukraine, Dr. of Psychology, prof., Director, G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine, President of the Association of Psychologists of Ukraine, and Liudmyla Karamushka – Corresponding

Member of the NAPS of Ukraine, Dr. of Psychology, prof., Deputy Director for international relations, G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine, President of the Ukrainian Association of Organizational and Work Psychologists.

The Workshop covered a number of important psychological issues relevant to organizational and other psychologists' assistance to different strata of population in the period of social tension.

The *first group* of the Workshop presentations included those relevant to psychological assistance given to the anti-terrorist operation (ATO) servicemen.



The *second group* of presentations dealt with the problems relating to the psychological support for the forced migrants.

The *third group* of presentations discussed prevention and management of burnout in psychologists in conditions of social tension.



The *fourth group* of presentations was dedicated to the methods used by organizational psychologists to improve psychological culture of employees and individuals in situations of social crisis to improve cooperation between public, volunteer and government organizations in giving psychological assistance to the population.

The Workshop presentations were followed by hot and emotional discussions of the problems raised.

After the Workshop the participants' general meeting *decided*:

1. To *give a positive evaluation* to the work done by G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine and the Ukrainian Association of Organizational and Work Psychologists (UAOWP) in solving peoples' psychological problems in situations of social tension.

2. To *intensify the study* of psychological problems faced by individuals in situations of social tension and to step up relevant psychological assistance given to different groups of population;

- To create a special UAOWP workgroup to analyze and solve the problems in question;
- To compile a book 'Organizational Psychologists' Technologies in Conditions of Social Tension' to reflect the Workshop's work (editors S.D. Maskymenko, L.M. Karamushka);
- To hold an international scientific-practical conference "Psychology of post-traumatic renewal: legal, organizational and psychological aspects" (June 2016, Odesa; organizers: G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine, the Military Academy (Odesa), the Southern National Pedagogical University named after K.D. Ushinsky (Odessa), and the Ukrainian Association of Organizational and Work Psychologists);
- To promote cooperation with governmental and non-governmental organizations specializing in the area of interest;

-To attract UAOWP members to the development and implementation of social projects to provide psychological assistance to crisis event victims.

Submitted by:

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7. Future Congresses, Conferences, Meetings (2016-2018)

2016

31st Annual SIOP Conference

April 14-16, 2016

Anaheim, California, USA

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



EAWOP Small Group Meeting

The psychology of organizational change: Understanding and dealing with change recipients' reactions

8-10 June, 2016

Athens University of Economics and Business,
Greece,

Web: <http://sgmchange.weebly.com/>

EAWOP Small Group Meeting

Applicant Behavior

June 30 - July 1, 2016

Vrije Universiteit Amsterdam, the Netherlands

Web: <http://www.eawop.org/news/applicant-behavior>



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



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/>



EAWOP Small Group Meeting

Advanced Modeling: new methods and techniques for studying individual differences in organizations

September 14-16, 2016

Verona University, Italy

Call for Papers, Submission deadline April 28th 2016

Web: <http://www.eawop.org/news/advanced-modeling-new-methods-and-techniques-for-studying-individual-differences-in-organizations>

EAWOP Small Group Meeting

The Future of Workplace Commitment

23 – 24 September, 2016

University of Bath, United Kingdom

Call for Papers, Submission deadline April 1st 2016

Web: <http://www.eawop.org/news/the-future-of-workplace-commitment>



EAWOP Small Group Meeting

How does work shape our identity?

6-7 October, 2016

Sheffield University Management School, United Kingdom,

Call for Papers, Submission deadline June 6th 2016

Web: <http://www.eawop.org/news/how-does-work-shape-our-identity>

EAWOP Small Group Meeting

Nonlinear Dynamics in Work and Organizational Psychology: To Nonlinear Modelling ... and Beyond

17– 18 October, 2016

University of Barcelona, Spain,

Call for Papers, Submission deadline April 15th, 2016

Web: <http://www.eawop.org/news/nonlinear-dynamics-in-work-and-organizational-psychology-to-nonlinear-modelling-and-beyond>

EAWOP Small Group Meeting

Time in Psychological Contract Processes

3-4 November, 2016

King's College, London, United Kingdom,

Call for Papers, Submission deadline August 7th, 2016.

Web: <http://eawopsgm2016timeinpc.com/>



18th EAWOP Congress:

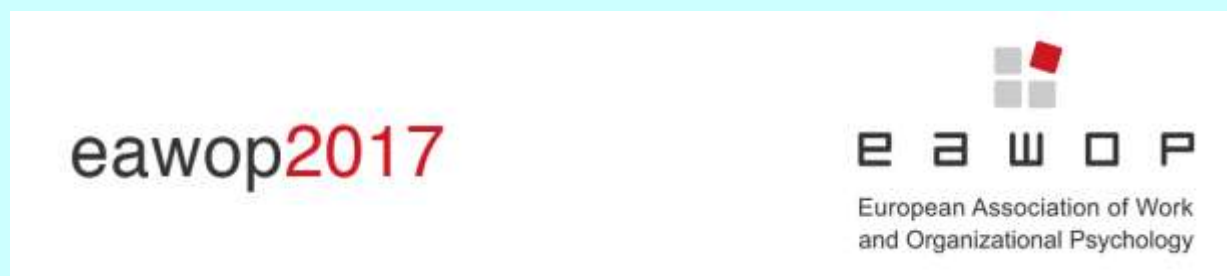
Enabling Change through Work and Organizational Psychology:

Opportunities and Challenges for Research and Practice

May 17-20, 2017

Dublin, Ireland

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



15th European Congress of Psychology (ECP)

July 11-14, 2017

Amsterdam, the Netherlands



The 29th International Congress of Applied Psychology (ICAP 2018)
June 23-30, 2018
Montréal, Canada,
Web: www.icap2018.com



Submitted by:

Liudmyal Karamushka

Laboratory of Organizational Psychology,

Institute of Psychology

(Kyiv, Ukraine)

e-mail: LKARAMA01@gmail.com

8. ROBERT ROE (1944-2016).

IN MEMORIAM



Prof. Robert Roe died on Monday (February 22, 2016) in Leipzig. He was one of the initiators of ENOP and he played a very significant role in it especially during the first two decades of its existence. He led the works of the task force installed to develop the ENOP REFERENCE MODEL for the Education of W&O Psychologists in Europe. He was one of the most active and significant members in many activities of the Network. He largely contributed many times to the ENOP annual symposia and to the different programs and activities of ENOP (e.g. summer schools, the organization of workshops and the promotion of international research projects). He also was heavily involved in promoting cooperation between the researchers from Eastern and Western Europe. In fact his work to create links and cooperation between W&O Psychologists from these regions has been highly successful.

Robert was one of the initiators of the biannual Congresses in Work and Organizational Psychology and during decades he contributed to converting it in the European Congress of Work and Organizational Psychology. He also played an important role in the foundation of the EAWOP and was elected as its first President. He was also one of the leading members in the development of the European Certificate of Psychology (Europsy) and more recently as President of EFPA has promoted Psychology at the European level and has made it more present for policy makers.

Robert was always ready to support others and to engage in projects to promote Psychology stimulating and inspiring the work of psychologists for the benefit of the society. He built very fruitful and enriching links and bridges across many borders (country, culture, disciplines, etc.) and he played an instrumental role in the development of the Psychological institutions and organizations. He was always willing to share his wisdom and his sense of humour. He will be remembered by all of us for his contributions to psychology but also because of his supportive attitude and friendship.

José M. Peiró. Past-President of IAAP

9. 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 2015-2016 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

Research topics:

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

Recent publications:

-Costa, S. F., Caetano, A., & Santos, S. C. (in press). Entrepreneurship as career option: Do temporary workers have the competencies, intentions and willingness to become entrepreneurs? *Journal of Entrepreneurship*.

-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, S. C., Caetano, A., Baron, R. A., & Curral, L. (2015). Prototype models of opportunity recognition and the decision to launch a new venture: Identifying the basic dimensions. *International Journal of Entrepreneurial Behaviour & Research*, 21(4), 510-538.

-Santos, S. C., Caetano, A., Costa, S. F., Amich, M. J., & Spagnoli, P. (2015). O empreendedorismo feminino em Portugal. In S. B. Ameneiro, (Ed.), *Emprendimiento Femenino en Iberoamérica*. Red Emprendia, ISBN: 978-1511492171.

-Santos, S. C., Caetano, A., & Costa, S. (2015). Socio-psychological characteristics of entrepreneurial teams: Profiling the entrepreneurial potential. In A. Fayolle, P. Kyro & F. Liñan (Eds.). *Developing, shaping and growing entrepreneurship* (pp. 101-125). Cheltenham: Edward Elgar.

-Spagnoli, P., Caetano, A., & Santos, S. C. (2015). Entrepreneurial self-efficacy in Italy: an empirical study from a gender perspective. *Testing, Psychometrics, Methodology in Applied Psychology*, 22(4), 485-506.

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:

- Guglielmi, D., Bruni, I., Simbula, S., Fraccaroli, F., Depolo, M. (in press). What drives teacher engagement: a study of different age cohorts. *European Journal of Psychology of Education*.
- Mazzetti, G., Schaufeli, W., Guglielmi, D. Depolo, M. (in press). Overwork Climate Scale: Psychometric properties and relationships with working hard. *Journal of Managerial Psychology*.
- Depolo, M. Bruni, I. (2015). Teachers' Facilitation between Work and Family Roles: Myth or Reality?. *Procedia - Social and Behavioral Sciences*, 186, 886 – 893

4. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP-O2L), Faculty of Psychology and Educational Sciences-KU Leuven, (*new address!*) Van den Heuvelinstituut (VHI), Dekenstraat 2, Postbox 3725, B-3000 Leuven, Belgium, Tel. +16-32.60.60, Fax. +16-32.60.55, e-mail: Hans.Dewitte@ppw.kuleuven.be

Research topics:

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

Recent publications:

- De Cuyper, N., & De Witte, H. (2015). Temporary workers/Temporary Agency Workers. *Wiley Encyclopedia of Management*, 3rd edition, Volume 5, Wiley, DOI: 10.1002/9781118785317.weom050105
- De Cuyper, N., Van den Broeck, A., De Witte, H. (2015). Perceived employability in times of job insecurity: A theoretical perspective. In: A. De Vos & B. Van der Heijden (Eds). *Handbook of Research on Sustainable Careers*. Cheltenham/Northampton: Edward Elgar Publishing, pp. 161-174.
- De Spiegelaere, S., Van Gyes, G., De Witte, H., & Van Hootegeem, G. (2015) Job design, work engagement and innovative work behavior: A multi-level study on Karasek's learning hypothesis. *Management Revue*, 26(2), 123-137.
- De Witte, H. (Ed., 2015). Special issue: Job Insecurity – the east side story. *Psihologia Resurselor Umane – Psychology of Human Resources Journal*, 13(2).
- De Witte, H., & De Cuyper, N. (2015). Job Insecurity and Employability. In: Cooper, C. (Ed.), *Wiley Encyclopedia of Management*, 3rd edition, Volume 5, Wiley, DOI: 10.1002/9781118785317.weom050125
- De Witte, H., Vander Elst, T., & De Cuyper, N. (2015). Job Insecurity, Health and Well-Being. In J. Vuori, R. Blonk, & R. H. Price (Eds.), *Sustainable Working Lives: Managing Work Transitions and Health Throughout the Life Course*. New York: Springer, pp. 109-128.
- Fischmann, G., Sulea, C., Kovacs, P., Iliescu, D., & De Witte, H. (2015). Qualitative and quantitative job insecurity: relations with nine types of performance. *Psihologia Resurselor Umane – Psychology of Human Resources Journal*, 13(2), 152-164.
- Griep, Y., Hyde, M., Vantilborgh, T., Bidee, J., De Witte, H., & Pepermans, R. (2015). Voluntary work and the relationship with unemployment, health, and well-being. A two-year follow-up study contrasting a materialistic and psychosocial pathway perspective. *Journal of Occupational Health Psychology*, 20(2), 190–204. DOI: 10.1037/a0038342.
- Marjanovic, Z., Greenglass, E.R., 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. [doi:10.1016/j.socec.2014.12.001](https://doi.org/10.1016/j.socec.2014.12.001)
- Piccoli, B. & De Witte, H. (2015). Job insecurity and emotional exhaustion: Testing psychological contract breach versus distributive injustice as indicators of lack of reciprocity. *Work & Stress*, 29(3), 246-263. <http://dx.doi.org/10.1080/02678373.2015.1075624>
- Stynen, D., Forrier, A., Sels, L., & De Witte, H. (2015). The relationship between qualitative job insecurity and OCB: Differences across age groups. *Economic and Industrial Democracy*, 36(3), 383-405. doi:10.1177/0143831X13510326
- Urbanaviciute, I., Bagdziuniene, D., Lazauskaite-Zabielske, J., Vander Elst, T., & De Witte, H. (2015). The Role of Career Factors in Qualitative and Quantitative Job Insecurity: A Study in Different

Organizational Contexts. *International Journal of Psychology: A Biopsychosocial Approach*, 16, 23-45.
<http://dx.doi.org/10.7220/2345-024X.16.2>

-Vanhercke, D., Kirves, K., De Cuyper, N., Verbruggen, M., Forrier, A., & De Witte, H. (2015). Perceived employability and psychological functioning framed by gain and loss cycles. *Career Development International*, 20(2), 179-198.

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:

-Rizzi C., Fraccaroli F., Balducci C. (in press) Misure dello stress lavoro-correlato: aspetti cognitivi e comportamentali. *Giornale Italiano di Psicologia*.

-Cadiz D., Truxillo D., Fraccaroli F. (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. (in press). What drives teacher engagement: a study of different age cohorts. *European Journal of Psychology of Education*.

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

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

Recent publications:

-Rodrigues, R and Guest, D (2016). "Bounded or boundaryless? An empirical investigation of career boundaries and boundary crossing". *Work, Employment and Society*. doi 10.1177/0950017015570726.

-Rodrigues, R., Guest, D., Oliveira, T. & Alfes, K. (2015). "Who benefits from the new career? Employees, organizations or both?" *Journal of Vocational Behavior*, 91, 23-34.

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:

-Tschopp, C., Unger, D., & Grote, G. (2016). Are support and social comparison compatible? Individual differences in the multiplexity of career-related social networks. *Journal of Applied Social Psychology*, 46, 7-18.

-Tschopp, C., Grote, G., & Köppel, N. (2016). Disentangling effects of age and career preferences on the relationship between job satisfaction and turnover intention and behavior: An examination in three samples. *Work, Aging and Retirement*, 2, 73-85.

-Grote, G. (in press). Managing uncertainty in high risk environments. In S. Clarke, T. Probst, F. Guldenmund & J. Passmore (eds), *The Wiley-Blackwell Handbook of the Psychology of Occupational Safety and Workplace Health*. Chichester, UK: Wiley.

-Grote, G. (in press). Leading high-risk teams in aviation. In C. Peus, S. Braun & B. Schyns (eds), *Leadership lessons from compelling contexts*. Bingley, UK: Emerald.

- Engelmann, C., Grote, G., Miemietz, B., Vaske, B. & Geyer, S. (2015). Weggegangen - Platzvergangen? 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. *Anästhesiologie & Intensivmedizin*, 1, 5-12.
- Grote, G. (2015). Gestaltungsansätze für das komplementäre Zusammenwirken von Mensch und Technik in Industrie 4.0. In H. Hirsch-Kreinsen, P. Ittermann & J. Niehaus (eds), *Digitalisierung industrieller Arbeit Die Vision Industrie 4.0 und ihre sozialen Herausforderungen* (pp. 131-146). Baden-Baden: Nomos.
- Grote, G. (2015). Sicherheit - Eine Herausforderung und Chance für arbeits psychologische Einflussnahme. In R. Wieland, O. Strohm, W. Hacker & P. Sachse (eds), *Wir müssen uns einmischen Arbeitspsychologie für den Menschen* (pp. 122-129). Kröning: Asanger.
- Grote, G. (2015). Promoting safety by increasing uncertainty - Implications for risk management. *Safety Science*, 71, 71-79.
- Grote, G. & Kolbe, M. (2015). Organisations theoretische Ansätze und Systemtheorien. In P. Hausmann, M. Henninger & J. Koppender (eds), *Patienten sicherheits management*. Berlin: De Gruyter.
- T., Tschopp, C., & Grote, G. (2015). How career anchors differentiate managerial career trajectories: A sequence analysis perspective. *Journal of Career Development*, 42, 412-430.
- Schick, C. J., Weiss, M., Kolbe, M., Marty, A., Dambach, M., Knauth, A., Spahn, D.R., Grote, G., & Grande, B. (2015). Simulation with PARTS (Phase Augmented Research and Training Scenarios): a structure facilitating research and assessment in simulation. *Simulation in Healthcare*. 10(3), 178-187.

8. Iliescu, 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:

- David, D., Iliescu, D., Matu, S., & Balaszi, R. (2015). The national psychological/personality profile of Romanians: An in depth analysis of the regional national psychological/personality profile of Romanians. *Romanian Journal of Applied Psychology*, 17(2), 34-44.
- Fischmann, G., Sulea, C., Kovacs, P., Iliescu, D., & DeWitte, H. (2015). Qualitative and quantitative job insecurity: relations with nine types of performance. *Psihologia Resurselor Umane*, 13(2), 152-164.
- Oprea, B., & Iliescu, D. (2015). Burnout and job insecurity: the mediating role of job crafting. *Psihologia Resurselor Umane*, 13(2), 232-244.
- David, I., & Iliescu, D. (2015). Inventarul Psihologic California [The California Psychological Inventory]. In Iliescu, D., & Sulea, C. (Eds.). *Tratat de Psihodiagnostic al Personalitatii* [Handbook of Personality Psychology] (pp. 29-68). Iasi: Polirom.
- Iliescu, D., & Sulea, C. (Eds.). (2015). *Tratat de Psihodiagnostic al Personalitatii* [Handbook of Personality Psychology]. Iasi: Polirom.
- Iliescu, D., & Sulea, C. (2015). Introducere. In Iliescu, D., & Sulea, C. (Eds.). *Tratat de Psihodiagnostic al Personalitatii* [Handbook of Personality Psychology] (pp. 20-28). Iasi: Polirom.
- Iliescu, D. (2015). Abilitatile digitale ale generatiei Y ca baza a deprinderilor pentru secolul 21 [Digital Abilities of the Y Generation as 21st Century Skills]. In Stoian, M., & Gavrila, B. (Eds.). *Romania Noului Val* (pp. 302-309). Bucuresti: Foreign Policy.
- Iliescu, D., Ion, A., & Nedelcea, C. (2015). Evaluarea psihologică în context organizational [Assessment in the organizational context]. În I. Ciorbea (Ed.). *Evaluarea psihologică aplicată: Repere teoretice și practice* [Applied Psychological Assessment: Theory and Practice] (pp. 407-546). București: Editura Trei.

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.

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. , Bondarchuk O. I. , Grubi T. V. (2015). Psychological Factors of Professional Burnout of Employees of State Fiscal Service of Ukraine : monograph. – Kyiv - Kamyanskyj: Medobory-2006, 2015, 254 p. (in Ukrainian).

-Karamushka, L. (2015). Organizational development of educational organizations of traditional and innovative types: comparative analyses. *Organizational Psychology. Economic Psychology*, 2, pp.107-113.

-Maksymenko, S.D., Karamushka, L.M., Kredentser, O.V., Ivkin, V.M. (2015). Economic Psychology in Ukraine: challenges, trends, prospects. *Organizational Psychology. Economic Psychology*, 3, pp.7-15.

-Karamushka, L.M., Tereshchenko, K.V., Ivkin, V.M. (2015). Effects of organization-level and individual-level factors on organizational culture types of educational institutions. *Organizational Psychology. Economic Psychology*, 3, pp.16-21.

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:

- Perko, K., Kinnunen, U., Tolvanen, A., & Feldt, T. (2016). 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*, 25(1), 105-119.

- Mäkikangas, A. & Kinnunen, U. (2016). The person-oriented approach to burnout: a systematic review. *Journal of Burnout Research*, 3, 11-23.

- Mäkikangas, A., Kinnunen, U., Feldt, T., & Schaufeli, W. (2016). The longitudinal development of employee well-being: A systematic review. *Work & Stress*, 30(1), 46-70.

- Mauno, S., Ruokolainen, M., Kinnunen, U., & De Bloom, J. (2016). Emotional labour and work engagement among nurses: examining perceived compassion, leadership and work ethic as stress buffers. *Journal of Advanced Nursing*. doi 10.1111/jan12906 (online)

- Kinnunen, U., Rantanen, J., De Bloom, J., Mauno, S., Feldt, T., & Korpela, K. (2015). The role of work-nonwork boundary management in work stress recovery. *International Journal of Stress Management*. doi:10.1037/a0039730 (online)

- Korpela, K., De Bloom, J., & Kinnunen, U. (2015). From restorative environments to restoration in work. *Intelligent Buildings International*, 7 (4), 215-223.

- Mäkikangas, A., Schaufeli, W., Leskinen, E., Kinnunen, U., Hyvönen, K., & Feldt, T. (2015). Long-term development of employee well-being: A latent transition approach. *Journal of Happiness Studies*. doi 10.1007/s10902-015-9696-7 (online)

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 1 427747339; e-mail: erich.kirchler@univie.ac.at; <http://homepage.univie.ac.at/erich.kirchler/>).

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

Recent publications:

- Schwarzenberger, H., Muehlbacher, S., Bazart, C., Unger, L. & Kirchler, E. (2016) Une typologie des contribuables travailleurs indépendants basée sur les attitudes motivationnelles. *Social Sciences Information*, 55(1), 60-77.
- Muehlbacher, S. & Kirchler, E. (2016). Taxperiments – About the external validity of laboratory experiments in tax compliance research. *DBW Die Betriebswirtschaft*, 76(1), 7-19.
- 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*, 16(2), 125-142. (DOI 10.1007/s10101-015-0158-9).
- Gangl, K., Hofmann, E., de Groot, M., Antonides, G., Goslinga, S., Hartl, B. & Kirchler, E. (2015). Taxpayers' motivations relating to tax compliance: Evidence from two representative samples of Austrian and Dutch self-employed taxpayers. *Journal of Tax Administration*, 1(2), 15-25.
- Muehlbacher, S., Hartl, B. & Kirchler, E. (2015). Mental accounting and tax compliance: Experimental evidence for the effect of mental segregation of tax due and revenue on compliance. *Public Finance Review*, 1-22. DOI: 10.1177/1091142115602063
- Kogler, C., Mittone, L. & Kirchler, E. (2015). Delayed feedback on tax audits affects compliance and fairness perceptions. *Journal of Economic Behavior & Organization*.
- Penz, E. & Kirchler, E. (2015). Impact of Spouses' Past Influence Patterns on Economic Decision Making: A Couple's Diary Technique Applied in Vietnamese Households. In: B. Schmitt & L. Lee (Eds.). *The Psychology of Asian Consumer* (p. 97-101). New York: Routledge.
- Zehnter, M. and Kirchler, E. (2015). Verpflichtende Frauenquoten – genderbewusste Organisationskultur? Soziale Repräsentation über Quotenregelungen an Universitäten. In M. Klemisch, A. Spitzley, & J. Wilke (Hrsg.), *Gender- und Diversity-Management in der Forschung* (S. 60-67). Stuttgart: Fraunhofer Verlag.
- Kirchler, E. (2015). The art of dodging. *FinancialWorld* (www.financialworld.co.uk), June/July 2015, 40-43.
- Kirchler, E. & Muehlbacher, S. (2015). Zahlen – oder nicht? *Spektrum der Wissenschaft; Gehirn & Geist*, Nr. 3/2015, 61-63. (reprint 2011).
- Beer, S., Kasper, M., Kirchler, E. & Erard, B. (2015). Audit impact study. *TAS Research and Related Studies*, Volume 2. Retrievable from: http://www.taxpayeradvocate.irs.gov/Media/Default/Documents/2015ARC/ARC15_Volume2_3-AuditImpact.pdf

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).

Research topics:

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

Recent publications:

- Fell, C. B., König, C. J., & Kammerhoff, J. (2016). Cross-cultural differences in the attitude toward applicants' faking. *Journal of Business and Psychology*, 31, 65-85. doi:10.1007/s10869-015-9407-8
- Aksoy-Burkert, F., & König, C. J. (2015). Meeting training: A suggestion. In J. A. Allen, N. Lehmann-Willenbrock & S. G. Rogelberg (eds.), *The Cambridge handbook of meeting science* (pp. 69-89). Cambridge, UK: Cambridge University Press.

- Bajwa, N. u. H., König, C. J., & Harrison, O. S. V. (in press). Towards evidence-based writing advice: A linguistic analysis of HR articles. *Academy of Management Learning and Education*, advance online publication. doi:10.5465/amle.2015.0002
- 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
- Debus, M. E., König, C. J., Kleinmann, M., & Werner, C. S. (2015). Examining the effects of negative affectivity on self- and supervisor ratings of job stressors: The role of stressor observability. *Work & Stress*, 29, 341-361. doi:10.1080/02678373.2015.1075233
- 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
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- König, C. J., Fell, C. B., Steffen, V., & Vanderveken, S. (2015). Applicant reactions are similar across countries: A refined replication with assessment center data from the European Union. *Journal of Personnel Psychology*, 14, 213-217. doi:10.1027/1866-5888/a000142
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- 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
- Richter, M., König, C. J., Koppermann, C., & Schilling, M. (in press). Displaying fairness while delivering bad news: Testing the effectiveness of organizational bad news training in the layoff context. *Journal of Applied Psychology*, advance online publication. doi:10.1037/apl0000087
- Odermatt, I., König, C. J., & Kleinmann, M. (2015). Meeting preparation and design characteristics. In J. A. Allen, N. Lehmann-Willenbrock & S. G. Rogelberg (eds.), *The Cambridge handbook of meeting science* (pp. 49-68). Cambridge, UK: Cambridge University Press.
- 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*, advance online publication. doi:10.1037/apl0000046.

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)

Research topics:

Health and safety: accident analysis; risk perception; human behaviour and transport mode choice; management of change and innovation; management of conflicts and social relations.

Recent publications:

-Kouabenan, D.R. & Ngueutsa, R. (2015): Control beliefs and engagement in hygienic and safety behaviours: the case of foodborne illness, *International Journal of Environmental Health Research*, DOI: 10.1080/09603123.2015.1119807.

-Kouabenan, D.R. (2015). Prévention des risques professionnels. In M.-E. Bobillier-Chaumon, E. Brangier, M.Dubois, & G. Valléry, *Psychologie du travail et des organisations : 100 mots-clés*. Paris: Dunod (sous presse).

-Kouabenan, D.R., & Ngueutsa, R. (2015). Identity, Risk, and Accidents. In A.M. Costa e Silva & M. Aparicio, *International Handbook about Professional Identities (pp.107-130)*. American Scientific and Academic Publisher (ASAP), ISBN: 978-1-938681-35-6.

- Kouabenan, D.R., Ngueutsa, R. & Mbaye, S. (2015). Safety Climate, Perceived Risk, and Involvement in Safety Management. *Safety Science*, 77, 72-79. (ACL – 0925-7535).
- Mayaki, F. & Kouabenan, D.R. (2015). Social Norms in Promoting Family Planning: A Study in Niger. *South African Journal of psychology*, 45(2) 249–259 (ACL – 0081-2463).
- Sarnin, Ph., Kouabenan, D.R., Bobillier-Chaumon, M-E., Dubois, M., & Vacherand-Revel, J. (Eds) (2015). *Santé et bien-être au travail*. Paris : L'Harmattan.

15. 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 influence in organization, teamwork and management, the role of regulation of influence on team and organization effectiveness.

Recent publications:

- Kożusznik, B., Polak, J., (2016). Regulation of Influence. An Ethical perspective on how to stimulate cooperation and trust in innovative social dialogue. In P. Elgoibar, M. Euwema & L. Munduate (eds). *Trust building and constructive conflict management in organizations*. The Netherlands: Springer International. ISBN 978-3-319-31473-0
- Kożusznik B., Chrupała-Pniak M., Sulimowska-Formowicz M. (2015). Team dimension of relational competence of organization – psychological perspective, *Management*, pp.7-20, 18, ISSN 1429-9321,068.
- Kożusznik B., Polak, J. (2015). Employee Representatives in Poland. How are they perceived and what are the expectations by employers in Poland. In M. Euwema, L. Munduate, P. Elgoibar, E.Pender, A.Belen-Garcia (eds) *Promoting Social Dialogue in European Organizations. Human Resources Management and Constructive Conflict Management*. pp.123-134, ISBN 978-3-319-08604-0.

16. Maslić Seršić, Darja. Department of Psychology, Faculty of Humanities and Social Sciences, University of Zagreb, Ivana Lučić 3, 10000 Zagreb, Croatia. (Tel. + 385 1 4092199; fax: +385 1 4092037; e-mail: darja.maslic@ffzg.hr).

Research topics:

Psychology of unemployment; coping with job loss; dispositional employability; organizational aspects of work stress and well-being; job insecurity.

Recent publications:

- Maslić Seršić, D. (in press). Profesionalni razvoj – poticaji i prepreke. [Career development – goads and barriers] in Maslić Seršić, D. ; Savić, A. ; Vizek vidović, V. ; Žanetić, Lj. (ur.). *Moj pametan izbor [My Smart Choice]*.
- Maslić Seršić, D. (in press). Školska klima i kultura kao determinante profesionalnog razvoja učenika. [School climate and culture as determinants of students' career development]. in Maslić Seršić, D. ; Savić, A. ; Vizek vidović, V. ; Žanetić, Lj. (ur.). *Moj pametan izbor [My Smart Choice]*.
- Maslić Seršić, D. i Tomas J. (eds.) (2015). *Dispozicijska zapošljivost: Tko uspijeva na tržištu rada. [Dispositional Employability: Who Succeed on a Labor market?]* Zagreb: FF press, pp.209
- Maslić Seršić, D. i Tomas, J. (2015). Zapošljivost kao suvremena alternativa sigurnosti posla: teorije, nalazi i preporuke u području psihologije rada. [Employability as a contemporary alternative to job security: Theories, findings and implications in work and organizational psychology]. *Revija za socijalnu politiku*, 22, 1, 95-112.
- Tomas, J. & Maslić Seršić, D. (2015). Job insecurity and health among industrial shift workers: The role of organizational context. *Psihologija Resourserol Umane*, 13, 189-205.
- Letina, S.; Robins, G. & Maslić Seršić, D. (under review). Reaching out from small scientific community: Models of collaboration across national and disciplinary boundaries in three fields of social sciences.
- Tomas, J. & Maslić Seršić, D. (under review). Searching for a job on the contemporary labour market: The role of dispositional employability.

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).

Research topics:

conflict management, negotiation and mediation, trust, empowerment

Recent publications:

-Di Marco, D., Hoel, H., Arenas, A., & Munduate, L. (2016). Work Place Incivility as Modern Sexual Preduce. *Journal of Interpersonal Violence*, DOI: 10.1177/0886260515621083

-Elgoibar, P., Euwema, M., & Munduate, L. (2016). *Trust building and constructive conflict management in organizations*. The Netherlands: Springer International. ISBN 978-3-319-31473-0

-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

-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

-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)

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.

Recent publications:

-Ogbonnaya, C., Daniels, K., Connolly, S., van Veldhoven, M. & Nielsen, K. (2016) Employees, managers and high performance work practices: A 'win-win' or the transformational leader's exploitative approach to organizational performance. In: N. Ashkanasy, R. Bennett & M. Martinko (Eds.) *Understanding the high performance workplace: The line between motivation and abuse*. London: Routledge

- De Jong, T., Wiezer, N., de Weerd, M., Nielsen, K., Mattila-Holappa, P., & Mockaľo, Z. (2016). The Impact of Restructuring on Employee Well-being: a Systematic Review of Longitudinal studies. *Work & Stress*. DOI: 10.1080/02678373.2015.1136710
- Nielsen, K & Daniels, K (in press) The relationship between transformational leadership and sickness absenteeism: The role of presenteeism. *Work & Stress*.
- Clausen, T., Christensen, K.B & Nielsen, K. (2015). Does group-level commitment predict employee well-being? A prospective analysis. *Journal of Occupational and Environmental Medicine*, 57 (11) 1141 - 1146.
- Gupta, N., Wählin-Jacobsen, C. D., Henriksen, L. N., Abildgaard, J.S., Nielsen, K., & Holtermann, A.. (2015). *A Participatory Physical and Psychosocial Intervention for Balancing the Demands and Resources among Industrial Workers (PIPPI): Study Protocol of a Cluster-Randomized Controlled Trial*. BMC Public Health, 15, 274-286.
- Sanz Vergel, A., Rodríguez, A., Nielsen, K. (2015). The thin line between work and home: The spillover and crossover of daily conflicts. *Journal of Occupational and Organizational Psychology*. 1, 1-18.
- Nielsen, K., Randall, R Christensen, K.B. (2015). Do different training conditions facilitate team implementation? A quasi-experimental mixed methods study. *Journal of Mixed Methods Research*. DOI: 10.1177/1558689815589050
- Nielsen, K. & Randall, R. (2015). Addressing the fit of planned interventions to the organizational context. In Karanika-Murray, M., & Biron, C. *Derailed organizational stress and well-being interventions: Confessions of failure and solutions for success*. Springer. Dordrecht, pp. 107-118.
- Nabe-Nielsen, K., Persson, R., Nielsen, K., Olsen O., Carneiro, I.G., Garde, A. H. (2015). Perspective on randomization and readiness for change in a workplace intervention study. In Karanika-Murray, M., & Biron, C. *Derailed organizational stress and well-being interventions: Confessions of failure and solutions for success*. Springer. Dordrecht, pp.201-208.

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

- Bayona, J.A., A. Caballer y J.M. Peiró: "The Work Design Questionnaire: Spanish version and validation = Validación española del Work Design Questionnaire", *Journal of Work and Organizational Psychology*, 31(3), pp. 187-200.
- Blumberg, B.F., Peiró, J.M., & Roe, R.A. (2015). Trust and social capital: challenges for studying their dynamic relationship. In Lyon, F., Möllering, G., and Saunder, M. (Eds.). *Handbook of Research Methods on Trust*. Second Edition. Elgar Publishing. UK. pp 86-96.
- Buunk, A.P., J.M. Peiró, E. Rocabert y P. Dijkstra: "Life satisfaction and status among adolescent law offenders", *Criminal Behaviour and Mental Health*, en prensa.
- Cristiani, A. & Peiró, J.M. (2015). 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), 381-400
- Höge, T., B. Sora, W.G. Weber, J.M. Peiró y A. Caballer: "Job insecurity, worries about the future, and somatic complaints in two economic and cultural contexts: A study in Spain and Austria", *International Journal of Stress Management*, 22(3), agosto, pp. 223-242.
- Martínez-Tur, V., C. Moliner, J. Peñarroja, E. Gracia y J.M. Peiró: "From service quality in organisations to self-determination at home", *Journal of Intellectual Disability Research*, 59(10), octubre, pp. 882-890.
- Molina, A., C. Moliner, V. Martínez-Tur, R. Cropanzano y J.M. Peiró: "Unit-level fairness and quality within the health care industry: A justice-quality model", *European Journal of Work and Organizational Psychology*, 24(4), pp. 627-644.

- Monzani, L., A.S. Hernandez, R. Van Dick y J.M. Peiró: "The synergistic effect of prototypicality and authenticity in the relation between leaders' biological gender and their organizational identification", *Journal of Business Ethics*, 132(4), diciembre, pp. 737-752.
- Monzani, L., P. Ripoll y J.M. Peiró: "The moderator role of followers' personality traits in the relations between leadership styles, two types of task performance and work result satisfaction", *European Journal of Work and Organizational Psychology*, 24(3), pp. 444-461.
- Peiró, J.M., N. Tordera, L. Lorente, I. Rodríguez, Y. Ayala y M.F. Latorre: "Bienestar sostenible en el trabajo. Conceptualización, antecedentes y reto", *Psiencia. Revista latinoamericana de ciencia psicológica*, 7(1).
- Rubio, C., A. Osca, P. Recio, B. Urien y J.M. Peiró: "Work-family conflict, self-efficacy, and emotional exhaustion: A test of longitudinal effects", *Journal of Work and Organizational Psychology*, 31(3), diciembre, pp. 147-154.
- Tetrick, L.E. y J.M. Peiró: "Health and safety: Prevention and promotion", en Grawitch, M.J. y D.W. Ballard (eds.): *The psychologically healthy workplace: Building a win-win environment for organizations and employees*. Washington, DC: American Psychological Association, cap. 9, pp. 199-229.

21. Rogard, Vincent. Laboratoire Adaptations Travail-Individu (LATI), Université Paris Descartes, Institut de Psychologie, 71, Avenue Edouard Vaillant, 92774 Boulogne Billancourt Cedex (Tel (33) 1 76 53 29 38, e-mail: Vincent.rogard@parisdescartes.fr

Research topics:

Work-life balance, leadership, ethics

Recent publications:

- Rogard, V. (in press). Ethique et Déontologie in Psychologie du Travail et des Organisations, 110 notions clés, (M.E. Bobillier, E. Brangier, M. Dubois & G. Valléry eds), Dunod
- Rogard V. & L. Perez Becerra (2015), Elaboration d'un instrument de mesure du contrat psychologique des agents de la fonction publique, *Psychologie du Travail et des Organisations*, 21(2015) 336-357

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) & 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 topic:

Occupational health psychology.

Recent publications:

- Hu, Q., Schaufeli, W.B., & Taris, T.W. (2016). The Job Demands-Resources model in China: A differentiation in type of job resources and an extension with guanxi exchange. *Journal of Managerial Psychology*, 31, 127-140.
- Schaufeli, W.B. (2016). Job insecurity research: Still alive and kicking twenty years later. *Australian Psychologist*, 51, 32-35.
- Van der Klink, J., Bültmann, U., Burdorf, A., Schaufeli, W.B., Zijlstra, F., Brouwer, S., & Van der Wilt, G-J. (2016). Sustainable employability; its definition, conceptualization, and assessment: A perspective based on the capability approach. *Scandinavian Journal of Work, Environment & Health*, 42, 71-79.
- Akkermans, J., Brenninkmeijer, V., Schaufeli, W.B. & Blonk, R. (2015). It's all about career skills: Effectiveness of a career development intervention for young employees. *Human Resource Management*, 54, 533-551.
- Furunes, T., Mykletun, R.J., Solem, P.E., De Lange, A.H., Schaufeli, W.B., & Ilmarinen, J. (2015). Late career decision making: A qualitative panel study. *Work, Aging and Retirement*, 1, 284-295.
- Peeters, M.C.W., Ligthart, A., Schaufeli, W.B. & Taris, T.W. (2015). BRAVO op het werk: Een onderzoek naar de relatie tussen leefstijl gedragingen en individuele werkprestatie [BRAVO at work: An

investigation about the relationship between age-related behaviors and individual work performance]. *Human Factors*, 40, 5-9.

-Petrrou, P., Demerouti, E., & Schaufeli, W.B. (2015). Job Crafting in Changing Organizations: Antecedents and Implications for Exhaustion and Performance. *Journal of Occupational Health Psychology*, 20, 470-480.

-Rantanen, J., Feldt, T., Hakanen, J., Kokko, K., Huhtala, M., Pulkkinen, L. & Schaufeli, W.B. (2015). Cross-national and longitudinal investigation of a short measure of workaholism. *Industrial Health*, 53, 113-123.

-Roelen, C.A.M., Van Hoffen, M.F.A., Groothoff, J.W., De Bruin, J., Schaufeli, W.B. & Van Rhenen, W. (2015). Can the Maslach Burnout Questionnaire and the Utrecht Work Engagement Scale be used to screen for risk of long-term sickness absence? *International Archives for Occupational and Environmental Health*, 88, 467-475.

-Schaufeli, W.B. (2015). Engaging leadership in the Job Demands-Resources Model. *Career Development International*, 20, 446-463.

-Sulea, C. Van Beek, I., Sarbescu, P., Virga, D. & Schaufeli, W.B. (2015). Engagement, boredom, and burnout among students: Basic need satisfaction matters more than personality traits. *Learning and Individual Differences*, 42, 132-138.

-Souza Vasquez, A.C., Dos Santos Magnan, E. Paico, J.C., Hutz, C.S. & Schaufeli, W.B. (2015). Adaptation of the Brazilian version of the Utrecht Work Engagement Scale. *Psico-USF*, 20, 2, 207--217.

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

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

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). Also Extraordinary Professor at Northwest University, South Africa (2009-2017).

Research topics:

Organizational change and its effects on employees; downsizing job insecurity, and employment contracts; employee attitudes and well-being, work climate; performance-based pay and motivation; union member attitudes and behavior.

Recent publications:

- Vander Elst, T., Näswall, K., Bernhard-Oettel, C., De Witte, H., & Sverke, M. (2016). 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*, 21(1), 65-76.
- Åkerstedt, T., Garefelt, J., Richter, A., Westerlund, H., Magnusson Hanson, L. L., Sverke, M., & Kecklund, G. (2015). Work and sleep: A prospective study of psychosocial work factors, physical work factors and work scheduling. *Sleep*, 38(7), 1129-1136.
- Annell, S., Lindfors, P., & Sverke, M. (2015). Police selection: Implications during training and early career. *Policing: An International Journal of Police Strategies and Management*, 38(2), 221-238.
- Aronsson, G., Ishäll, L., Göransson, S., Lindfors, P., Nylén, E.-C., & Sverke, M. (2015). Arbetsuppdrag och återhämtning i välfärdstjänstearbete. *Arbetsmarknad & Arbetsliv*, 21(2), 7-25.
- Chirumbolo, A., Hellgren, J., De Witte, H., Goslinga, S., Näswall, K., & Sverke, M. (2015). Caratteristiche psicometriche di una scala breve per la misura della job insecurity: Uno studio cross-culturale europeo (Psychometric characteristics of a short measure of job insecurity: A European cross-cultural study). *Rassegna di Psicologia*, 32(3), 83-98.
- Falkenberg, H., Näswall, K., & Lindfors, P., & Sverke, M. (2015). Working in the same sector, in the same organization and in the same occupation: Similarities and differences between women and men physicians' work climate and health complaints. *Nordic Journal of Working Life Studies*, 5(4), 67—84. DOI 10.19154/njwls.v5i4.4844
- Låstad, L., Näswall, K., Berntson, E., Seddigh, A., & Sverke, M. (in press). The Role of Shared Perceptions of Job Insecurity and Job Insecurity Climate for Work- and Health-Related Outcomes: A Multilevel Approach. *Economic and Industrial Democracy*.
- Låstad, L., Berntson, E., Näswall, K., Lindfors, P., & Sverke, M. (2015). Measuring qualitative and quantitative job insecurity climate: Scale validation. *Career Development International*, 20(3), 202-217.
- Magnusson Hanson, L. L., Chungkham, H. S., Ferrie, J., & Sverke, M. (2015). Threats of dismissal and symptoms of major depression: A study using repeat measures in the Swedish working population. *Journal of Epidemiology & Community Health*, 69(10), 963-969.
- Magnusson Hanson, L. L., Westerlund, H., Chungkham, H. S., Vahtera, J., Wikman, A., Sverke, M., & Alexandersson, K. (in press). Treatment with antidepressants in the Swedish population in relation to major workplace downsizing. *Epidemiology*.
- Richter, A., Näswall, K., Lindfors, P., & Sverke, M. (2015). Job Insecurity and work-family conflict in teachers in Sweden: Examining their relations with longitudinal cross-lagged modeling. *PsyCh Journal*, 4(2), 98-111. DOI: 10.1002/pchj.88
- Sverke, M. (2015). Commentary on "The circumplex model of occupational well-being: Its relation with personality, Journal of Person-Oriented Research, 1(3), 130. DOI: 10.17505/jpor.2015.14

26. Teichmann, Mare. Institute of Industrial Psychology, Tallinn University of Psychology, Ehitajate tee 5, Tallinn 19086, Estonia. Tel. [+372 6202661](tel:+3726202661), Fax [+372 6202020](tel:+3726202020), GSM [+372 5087510](tel:+3725087510), e-mail mare@pekonsult.ee Research topics:

Research topics:

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

Recent publications:

Teichmann, M; Kattel, K; Murdvee, M; Kerikmäe, T. (2015). Sources of Occupational Pressure among Lawyers and Legal Professionals. *International and Comparative Law Review*, 15 (1), 85–106.

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

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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:

- Rönqvist, R., Hakonen, A. & Vartiainen, M. (2015) The Bridge Program – Participant Perspectives. Aalto University publication series SCIENCE + TECHNOLOGY 4/2015. Helsinki. ISBN 975-952-60-62211-2.

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. <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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