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OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 70

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1. Editorial

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from March 2016 till September 2016.

You will find information about decisions taken at the ENOP Business Meeting held in Paris, March 19, 2016, and reports on the ENOP Sponsored Workshop on Employment and Well-Being After the Economic Crisis (March 16-17, 2016, Paris) and the ENOP 2016 Symposium “Assessing the ENOP Reference Model achievements during the last 25 years” (March 17-18, 2016, Paris).

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2016-2020) are included as well.

Finally, you will find updated contact information of the ENOP members, résumés of their research activities, list of publications in 2015-2016, and some other helpful information.

Liudmyla Karamushka
Kyiv, September 2016

2. ENOP Business Meeting 2016

The business meeting of ENOP took place at the Université René Descartes, Paris, on **March 19, 2016** with the following agenda:

1. Approval of the Minutes of 2015 ENOP Business Meeting
2. ENOP Membership
3. ENOP Budget
4. ENOP General assembly
5. Future of ENOP
6. ENOP Symposium 2017
7. ENOP activities
8. ENOP website
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10. ENOP archives
11. Other business

Participants: Marco Depolo, Vincent Rogard, Karina Nielsen, Matti Vartiainen, José María Peiró, Cornelius König, Dragos Iliescu, António Caetano, Lourdes Munduate, Darja Maslic Sersic, Mare Teichmann, Barbara Kozusznik, Liudmyla Karamuskha, Gudela Grote (minutes), Kerstin Isaksson, Fred Zijlstra, David Guest.

1. Approval of the Minutes of 2015 ENOP Business Meeting:

The Minutes of 2015 ENOP Business Meeting were considered and approved.

2. ENOP Membership:

Currently, there are 27 ENOP members. *Zeynep Ayca* is elected as a new member of ENOP from Turkey. *Ioannis Nikolaou* is elected as an associate member of ENOP from Greece (based on the new rule, see Item 4).

Hanan Sinangil is seriously ill and has to be considered retired from ENOP. *Anna Leonova* has to be considered retired as she has not come to ENOP meetings for many years. *Erich Kirchler* has retired.

Christian Korunka has been considered as a possible member from Austria.

3. ENOP Budget:

The budget provides an opportunities for financing extra activities.

4. ENOP General assembly:

José María Peiró is elected as a new president of ENOP by acclamation.

Vincent Rogard has been elected as a honorary president of ENOP for life by

acclamation.

A change to the rules for membership is unanimously approved: "In those European countries that are not represented at ENOP and where there are either no W/O full professors or none who are willing to join ENOP, we create the opportunity for well-known W/O psychologists from these countries who are academics without the status of full professor to be considered as *associate members of ENOP*. They would have the same facilities as full ENOP members. Potential candidates would be considered by CoCo and then proposed to the Business Meeting in the usual way."

Karina Nielsen is interested in joining the CoCo in 2017. All current members will stay on for another year. *José María Peiró* will join the CoCo as a new president of ENOP.

5. Future of ENOP:

Vincent Rogard has contacted *Franck Zenasni* however he is not interested in joining ENOP. He will explore further options including possibilities to reestablish links with the MSH.

José María Peiró mentioned that it would be desirable to revitalize links to other European networks and associations and also explore possibilities for joint researches.

6. ENOP Symposium 2017:

Possible topics are discussed: Establishing joint research in ENOP, retirement and prolonged employment, climate measures, mobility and transitions, 21st century skills.

It is decided to focus on transitions (including migration, careers, retirement). *Kerstin Isaksson* will organize the symposium.

The next ENOP Symposium will take place on March 23-24, 2017, in Paris, followed by the Business Meeting on March 25, 2017, 9:00-13:00.

7. ENOP activities:

- *Ljudmila Karamuskha* informed about the international workshop on psychological support in conditions of social tension.
- *David Guest* informed about the workshop held just before this year's ENOP symposium on temporary working after the economic crisis. The presentations will be written up for a special issue in the Journal Economic and Industrial Democracy.
- *José María Peiró* and *Marco Depolo* will write the report on the discussions of the ENOP reference model. *Mare Teichmann* and *Fred Zijlstra* agreed to join them to discuss how to continue the work on the reference model. This topic will be discussed further at the business meeting of 2017.
- Different examples of ongoing paneuropean research activities are

discussed:

- *Cornelius König* coordinates a study on cross-cultural research on job applicants' behavior in selection situations, including several European countries (but no ENOP members).
- *Karina Nielsen* is involved in a Nordic project on combining process and effect evaluation of organizational interventions to explore what works for whom in which circumstances (with Karolinska Institute, Sweden; NTNU, Norway; FIOH, Finland and NRCWE, Denmark).
- *José María Peiró* is involved in a cross-national project on SUSTAINABLE WELL-BEING AT WORK (SWAW) which aims to explore the workers' and work units profiles combining well-being and performance. It raises the issue whether in addition to the positive relation between well-being and performance assumed by the "happy-productive model", other potential combinations may occur (unhappy and productive; or happy and unproductive). The project also aims to identify the relevant variables for discriminating employees in different patterns. The project is lead by the University of Valencia and list of participating institutions included the Universities of Silesia, Salento, Cluj, ITAM-México; Centro Universitário de Brasília, and Instituto Tecnológico Cordillera, Ecuador.
- *Lourdes Munduate* informed about the project "Mediation System Effectiveness for Collective Organizational Conflict: A Comparative Study in Europe", which is the third research project financially supported by the EC to NEIRE (New European Industrial Relations) network. Other ENOP members *Antonio Caetano* (Portugal), *Barbara Kozusznik* (Poland), *Dragos Illiescu* (Romania), and *Mare Teichmann* (Estonia) are involved in the project.
- *Fred Zijlstra* is involved in a study on "the dark side of innovation" (with UK, Brunel University; Spain, University of Valencia) looking at the consequences for well-being on team and individual level.

8. ENOP website

The website is well-organized and functional, but some updates are needed. *Vincent Rogard* will contact *Cornelius König* to fix this issue.

9. 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 publication. 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 # 70 will be published in September 2016 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.

10. ENOP archives:

Vincent Rogard reported that the work on collecting and sorting the relevant

information is ongoing. The location for the archives still need to be selected and approved. Some financial support can be available from the ENOP budget for student helpers.

11. Other business

José María Peiró and *Marco Depolo* are thanked for organizing this year's symposium.

**The next ENOP CoCo meeting will take place on September 16, 2016,
13.30-16.30 in Paris**

3. Report on the ENOP Sponsored Workshop on Employment and Well-Being After the Economic Crisis (March 16-17, 2016, Paris)

Coordinators: David Guest and Kerstin Isaksson



ENOP agreed to sponsor and provide financial support for a workshop that took place in Paris on 16-17 March 2016, just prior to the annual symposium. The background to the workshop is as follows. In the years between 2003 and 2006, a seven-country team of researchers conducted studies to compare the psychological contract and well-being of permanent and temporary workers. This EU funded project, known as Psycones (PSYchological COntracts across Employment Situations) found, contrary to expectations, that in all seven countries temporary workers of all kinds reported higher well-being than permanent workers.¹ However these data were collected in relatively buoyant economic conditions. Since then, the labour market has changed dramatically following the major economic crisis and unemployment has risen greatly in many European countries. This raises the question of whether in the more uncertain and insecure economic conditions that prevail today, temporary workers continue to report higher well-being than permanent workers. This is the question the workshop set out to explore.

¹ Guest, D., Isaksson, K. & De Witte H. (eds.) (2010). *Employment Contracts, Psychological Contracts and Employee Well-Being*. Oxford: Oxford University Press.

A second motive behind the workshop was to bring together the researchers from the Psycones project to report on their recent relevant research. A distinctive feature of the project was that in each country, young researchers were appointed who were still studying for their PhDs. Building on the research, all the researchers, with the single exception of the Israeli colleague, successfully obtained their doctorates and have gone on to pursue academic careers. A reason for ENOP sponsorship is that four of the national supervisors of the Psycones project, Professors **Kirsten Isaksson**, **Hans De Witte**, **Jose Maria Peiro** and **David Guest**, are members of ENOP.



In the event, illness, work pressures and sabbatical absence meant that only three of the six researchers were able to come to Paris to present papers. They were joined by the national project directors including **Gisela Mohr from Germany** and **Rene Schalk** from The Netherlands who had been the project directors in their respective countries, and some additional members of ENOP who participated prior to the symposium. Together with the keynote speaker, **Marie Jose Chambel** from Lisbon University, the three contributors provided a series of lively presentations as a basis for extensive discussion. The programme is attached.



Although the picture is often unclear and varies across countries, on the basis of the presentations it seems that even in the aftermath of the crisis, the well-being of temporary workers remains as good or, in some cases better than that of permanent workers. There may be variations between countries that have been hit to varying degrees by the crisis and depending on the type of temporary worker, with those on fixed-term contracts relatively better off than those on more short term contracts in relatively casual work. What this implies, in line with the findings of the original study, is that it is often the nature of the work rather than the type of employment contract that is likely to have a major influence on work-related well-being.

The journal *European and Industrial Democracy* has agreed that papers produced from the workshop can form a special issue to be edited by David Guest and Kerstin Isaksson.



Workshop Programme

Wednesday 16 March

14.00 Welcome from Professor Vincent Rogard on behalf of ENOP.

14.10 Introductions: David Guest and Kerstin Isaksson

14.30: Beatriz Sora (Open University of Catalonia).

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

15.30: Coffee

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

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

17.00 Discussion

17.30 Finish

19.00 Dinner

Thursday 17 March

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

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

10.30 Coffee

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

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

12.00: Discussion and Next Steps

12.30 Finish

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4. Assessing the ENOP Reference Model achievements during the last 25 years: Report on the Paris ENOP Annual Symposium (March 17-18, 2016, Paris)

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

This symposium was organised in Memoriam of **Claude Levy-Leboyer (1928-2015)**, one of the leading founders of ENOP and a member of the Task-Force that initiated and designed the Reference Model. Moreover, in the inaugural session the participants of the Symposium observed a minute's silence in Memoriam of **Robert Roe (1944-2016)** who passed away the last 23rd of February. Prof. Roe served as chair of the ENOP Reference Model task force (1989-1993).

Born in 1993 as “ENOP Reference Model” (the first version was issued by ENOP and presented that year at the EAWOP congress in Alicante). The latest version has been labelled the “ENOP-EAWOP Model” and it was reported in the Business Meeting of the 2008 Annual Symposium of ENOP and then in the 2009 General Assembly of EAWOP, where the Assembly approved its use for the purpose of the European Specialized Certification of W&O Psychology.
(See the text at www.enop.ee/enop/index.php/curriculum).

During the last 25 years, important transformations have taken place in the world of work and organizations, as a consequence of important socioeconomic, socio-political, 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 model as it was designed and developed about a quarter of a century ago.



Taking all these issues into consideration, the ENOP symposium of 2016 has been devoted to the analysis and revision of the ENOP Reference Model and to the analysis and discussion on the future prospects of the education of Work and Organizational Psychologists in Europe.

The symposium has developed the topic through different contributions, as well as a structured discussion about the future. This report aims to offer the reader with a summary of the main contents emerged.

Session 1 hosted two lectures and one group work session aimed to setting the stage and analyse the changes and developments in the context of Work and Organizational Psychology.

M. Vartianen discussed the future challenges and needed competencies for W&O psychologists, showing the effects on jobs and occupations of some factors: i) digitalization; ii) radical changes in the labour market (temporary work, freelancing, crowdworking, ...) and iii) the gaps between competencies needed and thought.

D. Guest presented then a prospective outlook of W&O Psychology, starting from the relationship between research and teaching in our domain. The first challenge emerging is about diversity. Differences exist in national requirements and constraints for teaching content, standards and funding and focuses of research; in focus (f.i. psycho-physics, health, organizational features); in academic location (Psychology Departments vs Business School); in status of W&O Psychology teaching (major degree vs optional modules in other degrees). Moreover, comparing research interests surveyed and what teaching is needed in order to train professionals in the domain, a gap emerges, confirmed also by some disagreement about what is really “evidence based” in our area.

Based on these main inputs, a group-work session followed, trying to elaborate a SWOT analysis to identify the Strengths and Weaknesses of European W&O Psychology as well as the Opportunities and Threats of its environment. The main results are presented in table 1.



Table 1 - Main results of the SWOT analysis about the European Work and Organizational Psychology

<p>Strengths:</p> <ul style="list-style-type: none"> - 100 years of research in our field - Understanding of critical issues: diversity, benefitting from diversity in EU - We are a well-organized community - The ENOP model itself; uniformity across Europe - Evidence based methods (although debated) - Well-connected with applied and professional field - Our field is very broad, and students are well-trained in understanding the context of work; and the diversity of the context; - We are driven by problems (applied field) - Good statistical and analytical (methodological) skills - Well-trained in traditional aspects: for example selection and assessment - We are theoretically strong - We have our own journals - We care for people; focus on people at work (well-being) - We have strong ethical principles 	<p>Weaknesses:</p> <ul style="list-style-type: none"> - Being separated (apart) from mainstream psychology - Have not been able to enter in new fields - Continuous professional development is weak - Lack of a fundamental knowledge base (like in economics) - Too many theories, old historical models, and difficult to convince clients that one theory is better than the other - Work psychology is old fashioned, compared to other Psy subdisciplines - We fail to understand the context - We do not grasps the issues that are out there - Practitioners tend not to read our journals; poor communication between researchers and practitioners - As a community, we are reactive rather than proactive - Lot of competition from neighbouring disciplines (organisational psychology, organisational change, management) - Not much progress/development in research on key topics; too much theoretical rigor and refinement rather than applicable knowledge - We say too often: “it depends...”, too much focus put on moderators and mediators.
<p>Opportunities:</p> <ul style="list-style-type: none"> - W&O psych can be applied in many fields: economy, technology, design - Understanding new contexts, and new problems: work-life balance, aging workforce, team work (new developments; social dynamics); new methods like network analysis - Back to basics in psychology, find connections with developments in adjacent fields: social psychology, neurosciences, etc. - Cross-professional research; we are well-placed for multi-disciplinary research and European level research – collaboration opportunities - Broader understanding of individual and societal needs; - We are still attractive for students 	<p>Threats:</p> <ul style="list-style-type: none"> - Other disciplines coming to our field, competition with neighbouring fields - W&O psychologists going to Business schools - Technological development makes human work redundant; role of human beings is reduced in work settings. - We are becoming marginalized in mainstream psychology - Dominance of USA emphasis on rigor: mediation/moderation, multilevel, etc. - Clients are not necessarily interested in evidence - Organizations are not always interested in co-creation

J.M. Peiró reconstructed the long trip of the model since 1989 to 2016, enlightening its educational objectives and its role in building an European space for the training of W&O psychologists, mainly through the proposition of a set of minimal standards, to be considered as reference for curricula design.

Textbook of Work and Organizational Psychology in Swedish. The textbook was aimed for basic level students specializing in W/O Psychology. The ENOP model was used as a starting point to guide the selection of chapters and the type of

structure, leadership and change and development) and Personnel Psychology (Careers, Retirement, Employment relationship, Motivation, Diversity, work – home, HRM, Selection and recruiting and Occupational Health and Safety prevention and promotion).

A man in a dark suit and light shirt is seated at a long wooden table, presenting. He is looking towards the camera. On the table are a laptop, a water bottle, and some papers. Behind him, a large projection screen displays a slide titled "A brief history of the ENOP Ref. M". The slide lists several bullet points: "Dissemination activities (national and international conferences, publications...)", "Signs of influence in different countries university curricula and creating a common european view.", "Different uses", "Curriculum design and evaluation", "assessment of exchange students", "Definition of departments staffing needs", and "Promotion of W&O p". The room has a white door and a small poster on the wall behind the presenter.



one option in the master core area of “Applied Psychology”. The number of classes/ECTS with WOB contents is therefore limited. In the German speaking countries, there is a general trend observable towards the return of a general master program in “psychology”. From a WOB perspective, this is a quite unsatisfactory development.

Thanks to **M. Teichman**, we had a view on the Baltic situation. Since no master training in W&O Psychology existed in this area, in 2009 professors and professionals from six EU states (Latvia, Lithuania, Estonia, Poland, Sweden, and Finland) established a network to improve the professional competences in Work and Organizagtional Psychology in the region and a Master programme was designed according to the EuroPsy requirements and the ENOP



reference model which was called EAWOP Baltic Area Alliance Board (BAAB). The master was implemented in Estonia in 2012, and latter on in Lithuania in 2014. Other masters are still forthcoming.

Focusing on teaching practices based on the Reference Model, **J.M. Peiró** presented the case of the Erasmus Mundus Master Program of Work Organizational and Personnel Psychology (WOP-P). About 10 years ago, five European universities (Valencia – coordinator – Barcelona, Bologna, Coimbra, and Paris5) submitted a successful application to the excellence UE programme “Erasmus Mundus” and started a Master fully dedicated to our domain. The main strengths were: i) a comprehensive approach (training students in Work, Organization, and Personnel Psychology); ii) focus on both explanatory theories and intervention; iii) designed keeping in mind a “scientist-practitioner” approach; and iv) a strong reference to targeted specific competencies (including the ones in the Europsy Model). This Master has been in 2011 financed for a second round (5 years more) by the EU. The Reference Model has been seminal for the design of the curriculum that is structured based on the three different areas, the type of knowledge and the learning objectives to be taught. It is also clearly related with the professional competences of Europsy whose development is aimed by the program. Finally the Reference model is useful for the students to self evaluate their knowledge and skills in WOP Psychology at the beginning of the program and to formulate a personalized learning plan for the Master.

In the next presentation, **V. Rogard** provided additional information about the same WOP-P Master, presenting the result of the survey conducted among WOP-P alumni (112 respondents from 34 countries in 4 continents) and concerning their insertion into labour market. 80% of them were employed, and 3 out of 4 of them got a job within 3 months or less from the graduation. While 48% evaluated the Master as very related to the work they currently do as professionals, “communication” and “critical thinking” were the top rated competences acquired during the Master followed by five out of the six blocks of professional competencies included in the Europsey Professional Certificate.

M. Vartiainen presented the use of the Reference Model in the development and implementation of the Specialization training and Continuous Professional development in Finland organised by the Psykonet University Network. This professional post graduate education was organized considering the following topics of Work (Work analysis and development, Safety and risk psychology and Work, age and coping) Organizational (Organizational resources and functionality, Leadership and Simulation to study Teamwork) and personnel Psychology (Human resources management, Selection and recruitment, Life course and career, Counselling and Counselling research and evaluation). Moreover, the program included an speacialization exam, optional studies, and a period of guided work experience.



In her contribution, **L. Munduate** presented an outlook of the relationship between ENOP Model and the EAWOP-EFPA European Specialized Certificate of Work and Organizational Psychology. After describing the so-called Input (academic) – Output (professional) model, which was the basis for the Specialized Certificate of WOP Professionals, she presented the results of a survey conducted among professionals in 19 EU countries (plus Russia, Switzerland and Ukraine), concerning the centrality of professional competencies listed in the model. The survey showed that The ENOP reference model has become the standard for

evaluating the knowledge and skills required for the specialization in W&O Psychology. Nevertheless, it is interesting to note that there are some differences in job content and practices across Europe, that lead to somewhat different operational requirements to obtain the S-Certificate in W&O Psychology. Finally it was pointed out that those differences in competences among countries bring added value to the profession and make them more competitive when compared with other professions working in similar areas.



The last presentation was made by **B. Kozusznik**. She offered a different perspective about the ENOP reference model, from outside Europe. Ten qualified experts from North America, Latin America, Africa, Asia, and New Zealand gave their appraisal, comments and suggestions on the model, considering it from the perspective of WO Psychology in their own regions. A lot of interesting, often



specific and detailed remarks and suggestions have been made, showing both the high potential of the model, as well the need for continuous confrontation with international points of view. As a very summarized conclusion, one should report that the

ENOP model appears simple, comprehensive and not so different from other models and approaches formulated and used outside Europe. Therefore the ENOP seems a useful prototype but it seems to require updating: more internationalisation and cross-cultural issues, more “e” approach in teaching, practicum and training and more emphasis on green economy and jobs. Also humanitarian work could be included in. In a similar way, it could benefit from more customer orientation and interdisciplinary approach (economy, law, management, finance).

This rich amount of information, reflection and prospective thinking was the input for a final general discussion, aiming to focus on relevant domains and contents of European W&O Psychology in the coming decades. The main goal now is assessing and reviewing the Reference model in its concept, structure and content domains.

The **general discussion** pointed out many important aspects. Among them one should specially consider the following starting points for modifications and improvement:

1. Issues about the structure:

- a. The model is an “ideal” framework and thus, it does not exist as such in practice, but provides different ingredients for different implementations. We can live with the current structure that provides a helpful and guiding framework.
- b. The model has been found very helpful in terms of identifying and classifying learning objectives (knowledge and skills) and also in structuring the different type of science (explanatory and intervention) in our discipline and its usefulness for professional practice.
- c. The structure in three content areas (Work, Organization, Personnel) has been useful at the beginning, to demonstrate the goal of getting the complete coverage of all historical domains in research and professional activity. The experience showed that the boundaries are not so clear, and comments have rose pointing out that the model maybe too analytical.

2. **The stakeholders.** We have to discuss again who are the (many) stakeholders that the model intends to talk to, taking advantage from experience. In Europe the model put more emphasis on discipline itself, professional associations, governments, and similar “public” bodies. Outside Europe, a growing and more preminent attention for labour market and customers exist.

3. **The target.** Who is the target (or targets) of the model? Changes in the world of work and in the dedicated professions suggest reconsider the answer(s) to this question in slightly different terms than it was at the beginning of the model. At that time, the emphasis was first on psychology. Nowadays we could check the model against the opportunity to use it also to teach students in other disciplinary backgrounds but aiming to contribute professionally to the human and organizational issues of work and human capital (engineering; business schools; administration science; ...). It is clear that these professionals need the knowledge and competences considered in the model.

4. Teaching and pedagogical issues:

- a. Try to teach recomposing knowledge and skills into professional-oriented competencies
- b. Remember that the model aims to offer both competences in research

(among them methodological competence) and in professional design and intervention. This is the result of the “scientist-practitioner” orientation adopted.

- c. In some universities, teaching staff from our field does research but does not practice (or they do at very limited extension, in time and in range). Integration of both academic and professional teaching staff is required. The more we want to integrate research and practice in the training designed by the model, the more the syllabus has to be operationalized keeping it in mind. It is not a matter of contents, but of approach and methods of teaching.
- d. Orient students towards multilevel analysis and study of organizational structures and contexts: it is also a good method to reduce the individualistic bias that may arise from previous training in Psychology first level degrees.
- e. Be ready to include introduction and (at least) basic training on new topics and issues, as for both methods (use of ICT; multisource; big data; ...) and contents (crosscultural issues; EBP interventions; consequences of social, economic, and cultural changes; ...).

5. **Inter-country diversity.** The model has been very useful in sharing a common framework across the EU. Regulations about the profession of psychologist have been differentiating in the national contexts, bringing also new challenges (cf. the relationship between W&O and Clinical and Health Psychology). The model should be updated keeping in mind that such diversity has to be considered a rich asset and a stimulus to redesign some features, specially the more related to the professionalization process of students. Relying more on competencies than in contents should be an advantage point for the dissemination of the model.

During the ENOP business meeting a discussion took place on how to further advance in the revision, update and reformulation of the ENOP-EAWOP Reference Model and the following agreement was taken: “José María Peiró and Marco Depolo will write the report on the discussions of the ENOP reference model. Mare Teichmann agreed to join them to discuss how to continue the work on the reference model and Fred Zjilstra also expressed interest in joining the group. This topic will be discussed further in the business meeting in 2017”.

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5. Future Congresses, Conferences, Meetings (2016-2020)

2016

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

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

September 23-24, 2016

University of Bath, United Kingdom

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



Conference 'Inclusive Organisations'

September 30, 2016

Maastricht, the Netherlands, at the MECC

EAWOP Small Group Meeting
How does work shape our identity?

October 6-7, 2016

Sheffield University Management School, United Kingdom

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

October 17-18, 2016

University of Barcelona, Spain

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

November 3-4, 2016

King's College, London, United Kingdom,

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

32nd Annual Meeting, International Society for Traumatic Stress Studies

November 10, 2016:

Dallas, Texas, USA

Web: www.istss.org/meetings-events/events-calendar/istss-32nd-annual-meeting.aspx



2017

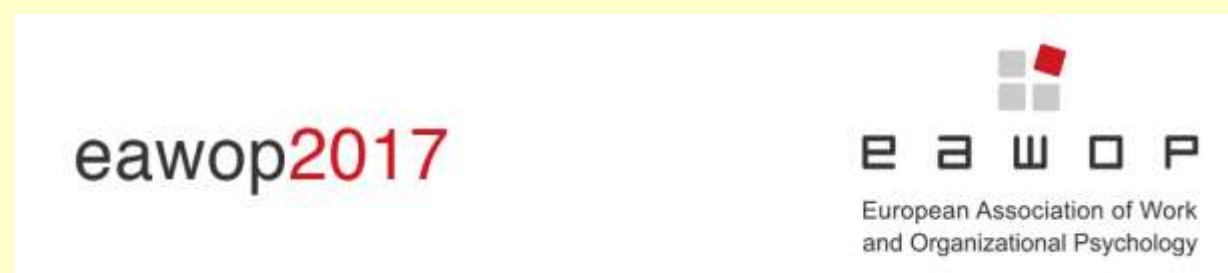
18th EAWOP Congress:

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

Web: <http://psychologycongress.eu/2017/>



1st Pan-African Psychology Union (PAPU) Congress

September 17-22, 2017

Web: www.panafricanpsychologyunion.org



125th Annual Convention of the American Psychological Association

August 3 - 6, 2017:

125th Annual Convention of the American Psychological Association

Washington, DC, USA

Web: www.apa.org/convention

2018

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

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com



126th Annual Convention of the American Psychological Association

August 9 - 12, 2018:

San Francisco, CA, USA

Web: www.apa.org/convention

2019

16th European Congress of Psychology (ECP)

July 2-5 or 9-12, 2019

Moscow, Russia

Web: <http://ecp2019.ru/en>

127th Annual Convention of the American Psychological Association

August 8 - 11, 2019:

Chicago, Illinois, USA

Web: www.apa.org/convention

2020

32nd International Congress of Psychology

June 1, 2020

Prague, Czech Republic

Web: www.icp2020.com



128th Annual Convention of the American Psychological Association

August 6 - 9, 2020

Washington, DC, USA

www.apa.org/convention

Submitted by:

Liudmyla Karamushka

Laboratory of Organizational Psychology,

Institute of Psychology

(Kyiv, Ukraine)

e-mail: LKARAMA01@gmail.com

6. ENOP-Members Research Interests and Recent Publications

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

2. Aycan, Zeynep. Department of Psychology, Koc University, Sariyer, Istanbul, TURKEY 34460 (Tel. & Fax. +90 212 338 1353; e-mail: zaycan@ku.edu.tr).

Research topics:

Cross-cultural comparisons in human resource management, leadership, and work-life balance.

Recent publications:

-Gelfand, M., Aycan, Z., Erez, M., & Leung, K. (in press). Cross-cultural Industrial and organizational Psychology and Organizational Behavior: A hundred year journey. *Journal of Applied Psychology*.

-Thomas, D., Liao, Y., Aycan, Z., Cerdin, J-J., Pekerti, A.A., Ravlin, E.C., Stahl, G.K., Lazarova, M.B., Fock, H., Arli, D., Moeller, M., Okimoto, T.G., van de Vijver, F. (2015). Cultural intelligence: A theory-based short form measure. *Journal of International Business Studies*, 46(9), 1099-1118.

3. Caetano, António. Human Resources Management and Organizational Behavior Department, University Institute of Lisbon (IUL/ISCTE), Av. Forcas Armadas, Edif ISCTE, 1649-026, tel. +351217903001 Lisboa. e-mail: antonio.caetano@iscte.pt

Research topics:

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

Recent publications:

-Caetano, A., H. Mendonça, M. C. Ferreira (2016). Análise e diagnóstico organizacional, in H. Mendonça, M. C. Ferreira, E. R. Neiva (Orgs), *Análise e Diagnóstico Organizacional – Teoria e Prática* (pps. 9-36). S. Paulo, Brasil: Vector. (ISBN 978857585783-0).

-Costa, S. F., Caetano, A., & Santos, S. C. (2016). Entrepreneurship as career option: Do temporary workers have the competencies, intentions and willingness to become entrepreneurs? *Journal of Entrepreneurship*. June 21, 2016, doi:10.1177/0971355716650363.

-Spagnoli, P., Santos, S. C., Caetano, A., & Presti, A. (2016). A contribution to the validation of the Italian version of the Entrepreneurial Potential Assessment Inventory. *Applied Psychology Bulletin*, Jan-Apr, Vol. 64 Issue 275, p37-49.

4. 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.

5. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP-O2L), Faculty of Psychology and Educational Sciences-KU Leuven, 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

Additionally affiliated at Optentia Research Focus Area, Vanderbijlpark Campus, North-West University, South-Africa

Research topics:

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

Recent publications:

-Baillien, E., Camps, J., Van den Broeck, A., Stouten, J., Godderis, L., Sercu, M., De Witte, H., (2016). An eye for an eye will make the whole World blind: conflict escalation into workplace bullying and the role of distributive conflict behaviour. *Journal of Business Ethics*, 137, 415-429. DOI 10.1007/s10551-015-2563-y

-De Witte, H. (2016). On the scarring effects of job insecurity (and how they can be explained). *Scandinavian Journal of Work and Environmental Health*, 42(2), 99-102. doi:10.5271/sjweh.3545

-De Witte, H., Pienaar, J., & De Cuyper, N. (2016). Review of 30 years of longitudinal studies on the association between job insecurity and health and well-being. Is there causal evidence? *Australian Psychologist*, 51(1), 18-31.

-Griep, Y., Kinnunen, U., Nätti, J., De Cuyper, N., Mauno, S., Mäkikangas, A., & De Witte, H. (2016). The effects of unemployment and perceived job insecurity: A comparison of their association with psychological and somatic complaints, self-rated health and life satisfaction. *International Archives of Occupational and Environmental Health*, 89(1), 147–162. DOI: 10.1007/s00420-015-1059-5.

-Nikolova, I., Van Ruysseveldt, J., van Dam, K., & De Witte, H. (2016). Learning Climate and Workplace Learning: Does Work Restructuring Make a Difference? *Journal of Personnel Psychology*, 15(2), 66-75.

-Låstad, L., Vander Elst, T., & De Witte, H. (2016). On the reciprocal relationship between individual job insecurity and job insecurity climate. *Career Development International*, 21(3), 246-261. <http://dx.doi.org/10.1108/CDI-03-2015-0046>

-Philippaers, K., De Cuyper, N., Forrier, A., Vander Elst, T. & De Witte, H. (2016). Perceived Employability in Relation to Job Performance: A Cross-lagged Study Accounting for a Negative Path via Reduced Commitment. *Scandinavian Journal of Work and Organizational Psychology*, 1(1): 2, 1–0, DOI: <http://dx.doi.org/10.16993/sjwop.2>

-Smet, K., Vander Elst, T., Griep, Y. & De Witte, H. (2016). The explanatory role of rumours in the reciprocal relationship between organizational change communication and job insecurity: A within-person approach. *European Journal of Work and Organizational Psychology*, 25(5), 631-644. <http://dx.doi.org/10.1080/1359432X.2016.1143815>

-Van den Brande, W., Baillien, E., De Witte, H., Vander Elst, T., & Godderis, L. (2016). The Role of Work Stressors, Coping Strategies and Coping Resources in the Process of Workplace Bullying: A Systematic Review and Development of a Comprehensive Model. *Aggression and Violent Behavior*, 29, 61-71, <http://dx.doi.org/10.1016/j.avb.2016.06.004>

-Vanhercke, H., De Cuyper, N. & De Witte, H. (2016). Perceived Employability and Well-being: An Overview. *Psihologia Resurselor Umane – Psychology of Human Resources Journal*, 14(1), 8-18.

-Vander Elst, T., De Cuyper, N., Baillien, E., Niesen, W., & De Witte, H. (2016). Perceived Control and Psychological Contract Breach as Explanations of the Relationships Between Job

Insecurity, Job Strain and Coping Reactions: Towards a Theoretical Integration. *Stress & Health*, 36(2), 100-116. DOI: 10.1002/smi.2584

-Vander Elst, T., Näswall, K., Sverke, M., Bernhard Oettel, C., & De Witte, H. (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. <http://dx.doi.org/10.1037/a0039140>

6. 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; psycho-social risk and quality of organizational life; workaholism; psycho-social transitions to work and within work; psychology of working times; organizational identification and burnout

Recent publications:

-Avanzi, L; Albertini, S.; Fraccaroli, Franco; Sarchielli, G.; De Plato, Gio; van Dick, R. (2016) Exploring Identity Dynamics from a Combined Social Exchange and Social Identity Perspective. *International Public Management Journal* (published on-line)

-Fraccaroli, F. Recruitment and Retention. (2016) The Encyclopedia of Adulthood and Aging; Wiley; Published on-line.

-Balducci C., Avanzi L., Fraccaroli F. (2016) The Individual “Costs” of Workaholism: An Analysis Based on Multisource and Prospective Data. *Journal of Management* 0149206316658348, first published on July 21, 2016 doi:10.1177/0149206316658348

7. 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., Guest, D. & Budjanovcanin, A. (2016) Bounded or boundaryless? An empirical investigation of career boundaries and boundary crossing. *Work, Employment and Society*, 30 (4) 669-686. DOI: 10.1177/0950017015570726.

-Guest, D. (2016) The psychological contract and industrial relations. In P. Elgoibar, M. Euwema and L. Munduate (eds). *Trust Building and Constructive Conflict Management in Organizations*. The Netherlands: Springer International.

-Guest, D. (2016) Human resource Management and Organizational Psychology. In *The Oxford Research Encyclopedia of Psychology*. New York: Oxford University Press.

-Latorre, F, Guest, D., Ramos, J & Gracia, F. (2016) High commitment HR practices, the employment relationship and job performance: a test of a mediation model. *European Management Journal*, 34: 328-337.

-Grote, G. and Guest, D. (2016) Reinvigorating quality of working life research. *Human Relations*. DOI.10.1177/0018726716654746

8. 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:

- Grote, G. & Guest, D. (2016). The case for reinvigorating quality of working life research. *Human Relations*, published online first, doi:10.1177/0018726716654746
- Grote, G. (2016). Berufliche Identität. In J. Pahl (Ed.), *Lexikon Berufsbildung* (3. Auflage). Bielefeld: Bertelsmann.
- Grote, G. (2016). 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* (pp. 485-505). Chichester, UK: Wiley.
- Grote, G. (2016). Leading high-risk teams in aviation. In C. Peus, S. Braun & B. Schyns (eds), *Leadership lessons from compelling contexts - Monographs in Leadership and Management*, Vol. 8 (pp. 189-207). Bingley, UK: Emerald.

9 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:

- Iliescu, D., Ilie, A., Ispas, D., Dobrean, A., & Clinciu, A. (2016). Sex differences in intelligence: A multi-measure approach using nationally representative samples from Romania. *Intelligence*, 58, 54-61.
- Leong, F. T. L., Bartram, D., Cheung, F. M., Geisinger, K. F., & Iliescu, D. (2016). *The ITC International Handbook of Testing and Assessment*. Oxford: Oxford University Press.
- Iliescu, D., & Ispas, D. (2016). Personality Assessment. In F. T. L. Leong, D. Bartram, F. M. Cheung, K. F. Geisinger, & D. Iliescu (2016). *The ITC International Handbook of Testing and Assessment* (pp. 134-146). Oxford: Oxford University Press.
- Oakland, T., & Iliescu, D. (2016). Ethical Standards, Guidelines and Related Issues Pertinent to International Testing and Assessment. In F. T. L. Leong, D. Bartram, F. M. Cheung, K. F. Geisinger, & D. Iliescu (2016). *The ITC International Handbook of Testing and Assessment* (pp. 425-437). Oxford: Oxford University Press.
- Ion, A., Iliescu, D., Ratanadilok, K., Rana, N., Widyanti, A., & Aldhafri, S. (2016). A Cross-Cultural Analysis of Personality Structure through the Lens of the HEXACO Model. *Journal of Personality Assessment* [accepted].
- Ion, A., Iliescu, D., Ilie, A., & Ispas, D. (2016). The emic-etic approach to personality measurement in personnel selection. *Personality and Individual Differences*, 97, 55-60.
- Sarbescu, P., & Iliescu, D. (2015). Traffic Offenses. In W. G. Jennings (Ed.). *The Encyclopedia of Crime and Punishment*. Malden, MA: Wiley-Blackwell.

10. Ioannis Nikolaou. Department of Management Science and Technology, Athens University of Economics and Business, 76 Patission Ave., 10434, Athens, Greece (tel. +30-210-8203121; e-mail: inikol@aueb.gr)

Research topics:

Employee recruitment and selection; applicant reactions to selection methods; social media in recruitment/selection; gamification in recruitment; employer branding; personality in selection.

Recent publications:

- Nikolaou, I. & Oostrom, J.K. (Eds.) (2015). *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice*. London: Routledge/Psychology Press.
- Nikolaou, I., Bauer, T.N & Truxillo, D.M. (2015). Applicant Reactions to Selection Methods: An overview of recent research and suggestions for the future. In I. Nikolaou & J. K. Oostrom (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice* (pp. 80-96). Hove, East Sussex: Routledge.

11. Isaksson, Kerstin. Mälardalens högskola (Mälardalen University). School of Health Care and Social Welfare (HVV), Department of Psychology, SE 721 23 Västerås. SWEDEN. Tel +46 21 10 73 16. e-post: kerstin.isaksson@mdh.se.

Research topics:

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

Recent publications:

-Loeb, C., Stempel, C. & Isaksson, K. (2016) Social and emotional self-efficacy at work. *Scandinavian Journal of Psychology*, 57, 152-161.

-Welander, J., Astvik, W. & Isaksson, K. (2016) Corrosion of trust: violation of psychological contracts as a reason for turnover amongst social workers. *Nordic Social Work Research*.

12. 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.

Research topics:

-Experience Ukraine and the EU in solving urgent problems of modern psychology in social and political terms: a collection of scientific articles (2016) / [Ed. S.D.Maksymenka, LM Karamushka, O.V Kredentser, Yu Gorbanyuk]. Kyiv – Lublin, 2016, 148 p.

-Karamushka, L., Grubi, T. (2016) Typology of perfectionism *Organizational Psychology. Economic Psychology*. 2016. Vol. № 1 (4), pp.77-84.

-Karamushka L.M., Tereshchenko, K. V., Kredentser O.V., Ivkin, V.M. (2016) The role of teaching staff's tolerance in the development of students' tolerance. *International Conference on Classroom, Scholl, Society and Student Development: The proceeding of the conference*. (18-19 June 2016, Shanghai, China), pp.16-23.

-Karamushka L., Ivkin V. (2015) Staff attitudes to change: relationship with the educational institution's organizational culture type. *Psychoprevention Studies*. –2015. – № 4. –pp. 1-2.

13. 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.

14. 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:

- 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

- Deutsch, R., Abele-Brehm, A., Antoni, C., Bühner, M., Erdfelder, E., Fydrich, T., Gollwitzer, M., König, C., & Spinath, B. (2016). Empfehlungen der "Kommission Studium und Lehre" der Deutschen Gesellschaft für Psychologie zu unterschiedlichen Dissertationsformen. *Psychologische Rundschau*, 67, 125-129. doi:10.1026/0033-3042/a000307

- Fell, C. B., & König, C. J. (in press). Cross-cultural differences in applicant faking on personality tests: A 43-nation study. *Applied Psychology: An International Review*.

- Fell, C. B., & König, C. J. (2016). Is there a gender difference in scientific collaboration? A scientometric analysis among industrial-organizational psychologists. *Scientometrics*, 108, 113-141. doi: 10.1007/s11192-016-1967-5
- 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
- Hahn, E., Gottschling, J., König, C. J., & Spinath, F. M. (2016). The heritability of job satisfaction reconsidered: Only unique environmental influences beyond personality. *Journal of Business and Psychology*, 31, 217–231. doi:10.1007/s10869-015-9413-x
- Ingold, P. V., Kleinmann, M., König, C. J., & Melchers, K. G. (2016). Transparency of assessment centers: Greater opportunity to perform but lower criterion-related validity? *Personnel Psychology*, 69, 467-497. doi:10.1111/peps.12105
- König, C. J., & Karn, B. (2016). Industrie 4.0: Ein Thema und Arbeitsfeld für die Wirtschaftspsychologie. *Wirtschaftspsychologie aktuell*, 2/2016, 38-42.
- König, C. J., & Kleinmann, M. (2016). Arbeits-, Organisations- und Wirtschaftspsychologie. *Report Psychologie*, 41, 252-253.
- Odermatt, I., König, C. J., & Kleinmann, M. (in press). Development and validation of the Zurich Meeting Questionnaire (ZMQ). *European Review of Applied Psychology*, advance online publication. doi: 10.1016/j.erap.2016.06.003
- Odermatt, I., König, C. J., Kleinmann, M., Nussbaumer, R., Rosenbaum, A., Olien, J. L., & Rogelberg, S. G. (in press). On leading meetings: Linking meeting outcomes to leadership styles. *Journal of Leadership and Organizational Studies*, advance online publication. doi: 10.1177/1548051816655992
- Richter, M., König, C. J., Koppermann, C., & Schilling, M. (2016). Displaying fairness while delivering bad news: Testing the effectiveness of organizational bad news training in the layoff context. *Journal of Applied Psychology*, 101, 779-792. doi:10.1037/apl0000087
- Wilhelmy, A., Kleinmann, M., König, C. J., Melchers, K. G., & Truxillo, D. M. (2016). How and why do interviewers try to make favorable impressions? A qualitative study. *Journal of Applied Psychology*, 101, 313-332. doi:10.1037/apl0000046.

15. 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. (2016). 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.
- 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*, 26(4):381-95.
- 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.

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

Research topics:

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

17. 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:

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

Recent publications:

-Maslić Seršić, D. (2016). Profesionalni razvoj – poticaji i prepreke. U (Lj. Žanetić, ur.) *Profesionalni razvoj u osnovnoj škol.*, Požega: Hrvatski zavod za zapošljavanje, str. 22-28.

-Maslić Seršić, D. (2016). Školska klima i kultura kao determinante profesionalnog razvoja učenika. U (Lj. Žanetić, ur.) *Profesionalni razvoj u osnovnoj školi.* Požega: Hrvatski zavod za zapošljavanje, str. 28-34.

-Letina, S., Robins, G., Maslić Seršić, D. (2016). Reaching out from out from a small community: The social influence models of collaborations across national and disciplinary boundaries in three fields of social sciences. *Revija za Sociologiju*, 46, 2.

18. 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 strategies, and power dynamics in organizations.

Recent publications:

-Boz, M., Martínez-Corts, I., & Munduate, L. (2016). Types of combined family-to-work conflict and enrichment and subjective health in Spain: A gender perspective. *Sex Roles*, 74 (3-4), 136-153. DOI 10.1007/s11199-015-0461-5

-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 (2016). Trust building and constructive conflict management in organizations. The Netherlands: Springer International. ISBN 978-3-319-31473-0

-Elgoibar, P., Euwema, M., & Munduate, L. (2016). Building trust and constructive onflict management in organizations. En P. Elgoibar, M. Euwema, & L. Munduate (2016). Trust building and constructive conflict management in organizations. (pp.1-14). The Netherlands: Springer International. ISBN 978-3-319-31473-0

-Munduate, L., Euwema, M. & Elgoibar, L. (2016). Constructive conflict management in organizations: Taking stock and looping forward. En P. Elgoibar, M. Euwema, & L. Munduate (2016). Trust building and constructive conflict management in organizations. (pp. 213-230). The Netherlands: Springer International. ISBN 978-3-319-31473-0

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:

- De Jong, T., Wiezer, N., de Weerd, M., Nielsen, K., Mattila-Holappa, P., & Mockallo, Z. (2016). The Impact of Restructuring on Employee Well-being: a Systematic Review of Longitudinal studies. *Work & Stress*, 30, 1, 91-114.
- Nielsen, K & Daniels, K (2016). The relationship between transformational leadership and sickness absenteeism: The role of presenteeism. *Work & Stress*, 30, 193-208.
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- Nielsen, K. (2016). Leaders can make or break an intervention – but are they the villains of the play? In *Leading to Occupational Health and Safety*. In: E. K. Kelloway, K. Nielsen and J. Dimoff. *Leading to a psychologically healthy workplace*. Wiley Blackwell.
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- Hasson, H., von Thiele Schwarz, U., Nielsen, K., & Tafvelin, S. (2015) Are we all in the same boat? The role of perceptual distance in organizational health interventions. (in press). *Stress & Health*.

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Research topics

Work stress, work teams, flexibility and job insecurity, organizational climate and culture.

Recent publications

- García-Buades, E., Martínez-Tur, V., Ortiz-Bonnín, S., & Peiró, J.M. (2016). Engaged teams deliver better service performance in innovation climates. *European Journal of Work and Organizational Psychology*, 25(4), 597–612
- Martínez-Tur, V., Estreder, Y., Moliner, C., Sánchez-Hernández, R.M., Peiró, J.M. (2016). Under-over benefitting perceptions and evaluation of services. *Journal of Service Theory and Practice*, 26(4), 430 - 447
- Ramos, J., Anderson, N., Peiró, J.M., & Zijlstra, F. (2016). Studying innovation in organizations: a dialectic perspective—introduction to the special issue. *European Journal of Work and Organizational Psychology*, 25(4), 477-480.
- Ayala, Y., Peiró, J.M., Tordera, N., Lorente, L., & Yeves, J. (2016). Job Satisfaction and Innovative Performance in Young Spanish Employees: Testing New Patterns in the Happy-Productive Worker Thesis - A Discriminant Study. *Journal of Happiness Studies*, online version DOI 10.1007/s10902-016-9778-1
- Zijlstra, F., Peiró, J.M., & Grote, G. (2016). Robert Roe. *European Journal of Work and Organizational Psychology*, DOI: 10.1080/1359432X.2016.1167040

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:

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) & 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, email: wilmar.schaufeli@ppw.kuleuven.be

Research topic:

Occupational health psychology.

Recent publications:

- Consiglio, C., Borgogni, L., Di Tecco, C., Schaufeli, W. B., (2016). What makes employees engaged with their work? The role of self efficacy and employee's perceptions of the social work context over time. *Career Development International*, 21, 125-143.
- Harju, L., Hakanen, J. & Schaufeli, W.B. (2016). Can job crafting reduce boredom and increase work engagement? A three-year cross-lagged panel study. *Journal of Vocational Behavior*, 95-96, 11-20.
- Hochstrasser, B., Brühlmann, T., Cattepan, K., Hättenschwiler, J., Holsboer-Trachsler, E., Kawohl, W., Schulze, B., Seifritz, E., Schaufeli, W., Zemp, A., & Keck, M.W. (2016). Burnout-Behandlung Teil 1: Grundlagen/Le traitement du burnout, partie 1: principes fondamentaux. [Burnout treatment: general principles] *Swiss Medical Forum – Schweizerisches Medizin-Forum/Forum médical Suisse*, 16, 538-541.
- Hochstrasser, B., Brühlmann, T., Cattepan, K., Hättenschwiler, J., Holsboer-Trachsler, E., Kawohl, W., Schulze, B., Seifritz, E., Schaufeli, W., Zemp, A., & Keck, M.W. (2016). Burnout-Behandlung Teil 2: Praktische Empfehlungen/Le traitement du burnout, partie 2: recommandations pratiques. [Burnout treatment: practical recommendations]. *Swiss Medical Forum – Schweizerisches Medizin-Forum/Forum médical Suisse*, 16, 561-566.
- 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.
- Mäkikangas, A., Feldt, T., Kinnunen, U., & Schaufeli, W.B. (2016). The longitudinal development of employee well-being: A systematic literature review. *Work & Stress*, 30, 46-70.
- Mazetti, G., Schaufeli, W.B., Guglielmi, D. & Depolo, M. (2016). Overwork Climate Scale (OWCS): Psychometric properties and relationships with working hard. *Journal of Managerial Psychology*, 31, 880-896.
- Mazzetti, G., Biolcati, R., Guglielmi, D., Vallesi, C., & Schaufeli, W. (2016). Individual characteristics influencing physicians' perceptions of job demands and resources: The role of affectivity, work engagement and workaholism. *International Journal of Environmental Research and Public Health*, 13, 567 doi:10.3390/ijerph13060567.
- 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.
- Schaufeli, W.B. (2016). Heavy work investment, personality and organizational climate. *Journal of Managerial Psychology*, 31, 1057-1073.
- Schaufeli, W.B. (2016). Job insecurity research: Still alive and kicking twenty years later. *Australian Psychologist*, 51, 32-35.
- Vazquez, A.c., Pacico, J.C., Magnan, E., Hutz, C.S., & Schaufeli, W.B. (2016). Avaliação do engajamento das pessoas com seu trabalho: a versão brasileira da escala Utrecht de egajamento no trabalho (UWES). [The assessment of work engagement: the Brazilian version of the Utrecht Work Engagement Scale (UWES)]. In, C.S. Hutz (Ed.), *Avaliação em Psicologia Positiva* (pp. 75-87). São Paulo: Hogrefe.

23. Sonnentag, Sabine. Department of Psychology, University of Mannheim, Schloss Ehrenhof Ost, D-68131 Mannheim, Germany, Phone: +49 621 181 2118, Fax: +49 621 181 2119, email: sonnentag@uni-mannheim.de

Research topics:

Recovery from job stress; exercise and eating behavior; proactive work behavior; informal learning; work engagement

Recent publications:

-Sonnentag, S., & Kühnel, J. (in press). Coming back to work in the morning: Psychological detachment and reattachment as predictors of work engagement. *Journal of Occupational Health Psychology*.

-Sonnentag, S., Pundt, A., & Venz, L. (in press). Distal and proximal predictors of snacking at work: A daily-survey study. *Journal of Applied Psychology*.

-Unger, D., Sonnentag, S., Niessen, C., & Kuonath, A. (in press). Love won't tear us apart but work might: How job stressors related to constructive and destructive reactions to one's romantic partner's negative behavior. *International Journal of Stress Management*.

-Daniel, S., & Sonnentag, S. (2016). Crossing the borders: The relationship between boundary management, work-family enrichment and job satisfaction. *The International Journal of Human Resource Management*, 27, 407-426.

-Sonnentag, S., & Pundt, A. (2016). Organizational health behavior climate: Organizations can encourage healthy eating and physical exercise *Applied Psychology: An International Review*, 65, 259-286.

24. Sverke, Magnus. Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden (Phone: +46 8 16 14 19, Mobile: +46 70 635 1961, Fax: +46 8 15 93 42, E-mail: magnus.sverke@psychology.su.se). Also Extraordinary Professor at Northwest University, South Africa (2009-2017).

Research topics:

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

Recent publications:

-Berntson, E., Bernhard-Oettel, C., Hellgren, J., & Sverke, M. (in press). *Enkätmetodik* [Questionnaire methods]. Stockholm: Natur & Kultur.

-Chmiel, N., Fraccaroli, F., & Sverke, M. (in press). *An introduction to work and organizational psychology: An international perspective* (3rd edition). Chichester: Wiley.

-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*.

-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*.

-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.

25. 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:

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

Recent publications:

From Stress to Wellbeing. (2016) Volume 1. The Theory and Research on Occupational Stress and Wellbeing. Editor: Cooper, C.L. 466 p., Palgrave Macmillan

26. Vartiainen, Matti. Work Psychology and Leadership, Department of Industrial Engineering and Management, Aalto University School of Science. P.O.Box 15500, Otaniementie 17, 00076 Aalto, Finland. (Tel. +358-50-5553380, e-mail: matti.vartiainen@aalto.fi).

Research topics:

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

27. 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:

-Van der Klink, J.J.L., Bültmann, U., Burdorf, A., Schaufeli, W.B., Zijlstra, F.R.H., Abma, F.I., Brouwer, S., & van der Wilt, G.J. (2016). Sustainable employability – definition, conceptualization, and implications: A perspective based on the capability approach. *Scandinavian Journal of Work, Environment and Health*. Vol. 42(1), 71–79 doi:10.5271/sjweh.3531.

-Zijlstra, F.R.H. (2016). Dialectiek Herboren? In: *Gedrag & Organisatie*, Vol.29(2), 168-171.

-Zijlstra, F.R.H., Ruitenbeek, G., & Mulders, H. (2016). Inclusieve Arbeidsorganisaties. In: *Tijdschrift voor Gezondheidswetenschappen*, vol. 94 (6), spectrum, pp. 205-206.

-Ramos, J., Anderson, N., Peiró, J.M., & Zijlstra, F.R.H. (2016). Studying innovation in organizations: a dialectic perspective — introduction to the special issue. *European Journal of Work and Organizational Psychology*, Vol. 25(4), 2016 pp. 477-480. DOI:10.1080/1359432X.2016.1192364.

-Fleuren, B.P.I., de Grip, A., Jansen, N.W., Kant, I.J., Zijlstra, F.R.H., (2016). Critical reflections on the currently leading definition of sustainable employability. In: *Scandinavian Journal of Work, Environment and Health*. Vol.42(1), pp. 34-42. doi:10.5271/sjweh.3585

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