

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 71

WEB ADDRESS

<http://www.enop.ee>

MARCH, 2017

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ENOP NEWSLETTER No. 71

MARCH, 2017

0. Contents

1. Editorial.
2. CoCo Meeting 2016.
3. ENOP Symposium 2017 «Mobility and transitions» (March 23-24, 2017, Paris).
4. ENOP members' activities.
 - 4.1. Master WOPP: The 10th Edition of Winter School «Robert Roe - Bernhard Willpert».
 - 4.2. Inclusive Organisations.
5. Future Congresses, Conferences, Meetings (2016-2018).
6. ENOP-Members Research Interests and Recent Publications.

1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 16, 2016.

You will also find the preliminary programmes of the ENOP Symposium 2017 «Mobility and transitions» (March 23-24, 2017, 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 2016-2017, and other useful information.

Liudmyla Karamushka
Kyiv, March, 2017

2. COCO-MEETING, 2016

The CoCo-meeting took place in Paris on *September 16, 2016* at the new office of MAISON DES SCIENCES DE L'HOMME (190-198, Avenue de France).

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



Agenda:

1. Confirmation of the minutes from the 2015 CoCo Meeting
2. Actions to be taken following the agreements approved in the Business Meeting of the General Assembly of ENOP
3. ENOP Membership
4. ENOP Budget
5. Annual ENOP Symposium 2017
6. ENOP Newsletter / ENOP website / ENOP archive
7. Discussion about the strategy of ENOP for the coming years
8. Any other business



1. Confirmation of the minutes from the 2015 CoCo Meeting:

The minutes from the CoCo meeting in September 2015 are approved.

2. Actions to be taken following the agreements approved in the Business Meeting of the General Assembly of ENOP:

- *Vincent Rogard* will take the necessary formal steps following up approved changes of ENOP Statutes and election of new ENOP President.
- The working group for further development of the Reference Model has been established and constituted of *José María Peiró, Marco Depolo, Fred Zijlstra, Mare Teichman*.

3. ENOP Membership:

The two new members elected at the last business meeting have been invited (*Ioannis Nikolaou, Zeynep Ayca*) and will join the meeting in March 2017. *Fred Zijlstra* will contact Christian Korunka to invite him to join ENOP. Vincent Rogard contacted two professors as possible successors for himself, but so far with no success. David Guest and Kerstin Isaksson will propose successors for themselves at the next Business Meeting. David Guest will also look for possible candidates from Ireland.

4. ENOP Budget:

Most of ENOP Members have paid their fees for 2016. The financial situation of ENOP is fine. Some expenses for this year's Special ENOP Workshop on Employment and Well-Being Post Economic Crisis were decided by CoCo to be covered by the donation of Prof. De Wolff. *Vincent Rogard* has initiated the transferring of the bank account to José María Peiró. The bank account change is needed as well because internet banking with the current bank does not work well.

5. Annual ENOP Symposium 2017

Kerstin Isaksson presents the suggested program for the next symposium. There is agreement that the overall structure is good. It is decided that there should be an introduction from a labor economist for an overview of labor market mobility (within countries, across countries, across jobs etc.). *Fred Zijlstra* will contact a colleague at his university for this introduction. Regarding refugees *Gudela Grote* will check whether one of the people from the EAWOP refugee projects could be invited. Further topics are discussed, e.g. social mobility related to career mobility, effects of digitization on career opportunities and transitions, and programs for employability. *Kerstin Isaksson* and *David Guest* will further develop details of the program in the coming months.

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

6. ENOP Newsletter / ENOP website / ENOP archive:

- *Liudmyla Karamuskha* will continue publishing ENOP Newsletter in a capacity of the Newsletter editor.
- The ENOP website is also fine. All ENOP newsletters will be scanned and put on

the ENOP website.

- *Vincent Rogard* is working on archiving ENOP documents from its long history. The archiving is progressing.

7. Discussion about the strategy of ENOP for the coming years

ENOP is a small agile group of individuals well-established in the academic discipline of Work and Organizational Psychology. This very valuable resource could be used more effectively to influence Work and Organizational Psychology in practice and in academic work. ENOP could become a think tank for policy-making and also an incubator for large research programs at the European level. Collaboration with other disciplines should be explored and collaboration with other psychological associations expanded (e.g., with EAWOP, EFPA). Activities around the Reference Model should be strengthened in order to influence education. Dissemination of knowledge/networking opportunities etc. could be further supported by ENOP. In order to play these roles better, a proper communication strategy is needed.

These ideas will be discussed and detailed further at the next ENOP Business Meeting based on a short position paper.

8. Any other business:

none.



3. ENOP Symposium 2017

«Mobility and transitions»

(March 23-24, 2017, Paris)

Coordinator: Kerstin Isaksson

Broad aim:

The symposium aims to review new and emerging patterns of working, with a focus on mobility and transitions, to outline how work and organizational psychologists (and others) are researching these topics and to explore potential research agendas and policy implications.

1. Transitions into the labour market

Problems and solutions during the entering working life - e.g. for refugees, migrants young people

2. Transitions and mobility as part of a long term career. State of the art for career research

Career transitions e.g. after unemployment, temporary work, voluntary turnover and individual career plans, employability,

3. Transition - exit from the labour market. Patterns of working among the ageing population and bridge employment

Rationale:

General background

Recent decades has witnessed dramatic changes in the labour market, due to technical innovations (“digitization” robots etc) globalization and repeated financial crises. Impact for employees has been tremendous mostly because global competition in the private sector and budget cuts in the public sectors have lead to a recurrent need for reduction of costs for personnel followed. Flexibility became a mantra for companies during the 1980ies together with rumors that “the company man” (i.e open ended loyal career employees) was outdated. Obvious consequences were e.g increasing proportions and new forms of temporary employment and increasing job insecurity. These are a number of issues currently debated and question is whether research has developed to follow these quite dramatic changes. The symposium will try to show state of the art and emergent topics for research regarding three critical areas for employees

The symposium will start with an introduction about the changing labour market in Europe – statistics and an update about the post-crisis situation.

The symposium aims to cover *three areas*:

1. Transitions into the labour market

Problems and solutions during the entering working life - e.g. among refugees, young people

The European Union and globalization has lead to increasing mobility in Europe but also world-wide with expatriate workers in multinational companies. Experience of short or longer periods of assigned migration has become much more widespread and varied but research in this areas is still rather unusual. The other form of increasing migration is self-initiated and often not for career purposes but instead due to poverty and high unemployment in European countries. Long lasting wars and poverty in African and Arabic countries has also led to forced migration and increasing number of refugees have moved to seek their future in Europe and to find jobs in the European labour market. Concepts and theories related to migrant workers are clearly underdeveloped, partly due to the unstable living conditions and mobility between countries.

2. Career transitions like for example after unemployment, temporary work, voluntary turnover and individual career plans, employability, protean careers

New forms of careers were discussed and even the career concept has been debated and gradually changed from the traditional bureaucratic organizational career into other forms: professional, boundary-less protean careers. Generally it seemed like career responsibility was increasingly transferred to the individual and employability became a widespread concept both in policy debate and research. Youth unemployment became a recurrent issue when young people lacking previous experience met difficulties to enter the labour market. Career issues related to temporary work is still an open question with high relevance for the young. Question remains whether the development with an increase and change of contract forms has continued?

3. Transition out exit from the labour market – part-time working bridge employment etc

Finally, demographic development in European countries with increasing longevity has lead to debates about retirement age in a number of countries. Within the topic of mobility and transitions the symposium will aim to describe the transition out from the labour market as part of the process leading to retirement.

PROGRAM

Thursday, March 23

14.00

Introduction. **Kerstin Isaksson**

1. Transitions into the labour market

14.15- 15.00

The changing labour market in Europe – statistics and up-date of the situation.

Thomas Liebig, OECD, Paris

15.00- 15.45

The school to work transition in the UK.

Richard Dorsett, National Institute for Economic and Social Research

15.45- 16.15 Coffee break

16.15 – 17.00

Social and labour integration of refugees.

Rita Berger, University of Barcelona

Friday, March 24

2. Career transitions and mobility

10.00 - 11.00

Careers as callings: Examining occupational callings over time.

Mike Clinton, King's College London

11.00 – 11.15 Coffee break

11.15 - 12.15

Have careers become more boundaryless? An analysis of career boundaries and boundary crossing in the contemporary world of work.

David Guest, King's College London

12.15-13.30 Lunch break

13.30 - 14.30

Employability, does it matter? (in the context of careers and transitions).

Nele de Cuyper, KU Leuven, Belgium

14.30 -15.15

3. Transition out; exit from the labour market. Patterns of working among ageing population, bridge employment

Kerstin Isaksson

15.15-15.45 Coffee break

15.45-17.00

Concluding discussion

Saturday, March, 25

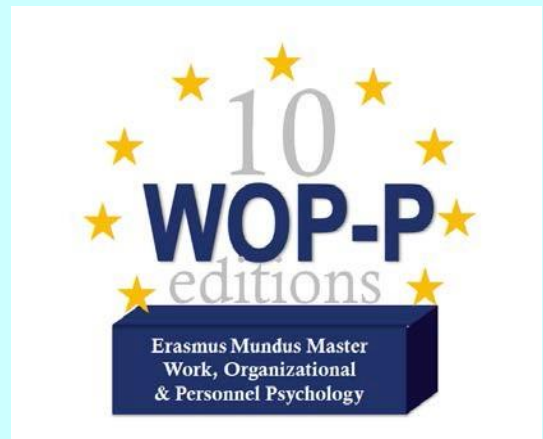
9:30 –13:00

ENOP Business Meeting

4. ENOP members' activities

4.1. Master WOPP: The 10th edition of Winter School «Robert Roe - Bernhard Willpert»

From the 20th February to 4th March, 2017, the Gandia International Centre (CIG-UV) is hosting 56 students from 24 countries, for the classroom phase of the 10th edition of the Winter School “Robert Roe - Bernhard Wilpert”. The Winter School is part of the training organized for the Master Erasmus+: Erasmus Mundus in Work, Organizations and Personnel Psychology (<https://www.erasmuswop.org/>), taught in the consortium of five European universities (Barcelona, Bologna, Coimbra, Paris-Decartes and Valencia). A dedicated team of professors from the School of Psychology and the research institute of the University of Valencia – IDOCAL coordinates the Winter School.



This year besides hosting students from the five WOP-P Consortium universities, and two collaborating Universities University of Guelph (Canada) and University of Brasilia (Brazil), we also have participants from various American Universities such as the University of Baltimore, University of Colorado and Florida Institute of Technology.

This intensive joint learning takes place in *three stages*: First, Virtual Teamworking where students work in teams of 4-5 international members virtually to deliver assignments. Second, Intensive Residential Phase where participants congregate at Gandia International Centre for series of workshops and lectures. Lastly, Intergration where participants work independently with the support of the online platform (virtual classroom) of the University of Valencia.

The training team comprised of leading researchers, academians and practitioners in the field of Work, Organization and Personnel Psychology. They include Rob Briner (University of Bath, UK), Dirk Steiner (University of Nice, France), David Guest (King's College, University of London, U.K.), Eric Andriessen (University of Delft, The Netherlands), Vincent Rogard (Université Paris Descartes, France), Fred Zijlstra (Maastricht University, The Netherlands), Ana Cristina Costa (Brunel Business School, U.K.) Leonor Pais (University of Coimbra, Portugal), Neil Anderson (Brunel Business School, U.K.) Vicente González Romà

(University of Valencia, Spain), Salvatore Zappalà (University of Bologna, Italy).

The Winter School was made possible with the coordination of Professors from the University of Valencia – Professor J.M Peiro, Carolina Moliner, and Esther Gracia with the support of Jorge Magdaleno and Nia Djourova; and the University of Bologna – Professor Salvatore Zappalà and the University of Coimbra – Professor Leonor Pais.



Submitted by:

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OD, and QWL (IDOCAL).*

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4.2. Inclusive Organisations

In September 2016, the Centre for Inclusive Organisations was launched with a national conference on this topic. Inclusive Organisations are those organisations that can include people with a great diversity of capabilities, and thus also people ‘with a distance to the labourmarket’. The Centre for Inclusive Organisations is a cooperation between Maastricht University and the Dutch Social Security Fund (UWV). Scientific Director of the Center is Fred Zijlstra.

Submitted by:

Fred Zijlstra

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5. Future Congresses, Conferences, Meetings (2017-2018)

2017

The 32nd Annual Conference of the Society for Industrial and Organizational Psychology(SIOP)

April 27-29, 2017

Orlando, USA

Web: <http://my.siop.org/Meetings/Annual-Conference/2017-Annual-Conference-Registration>



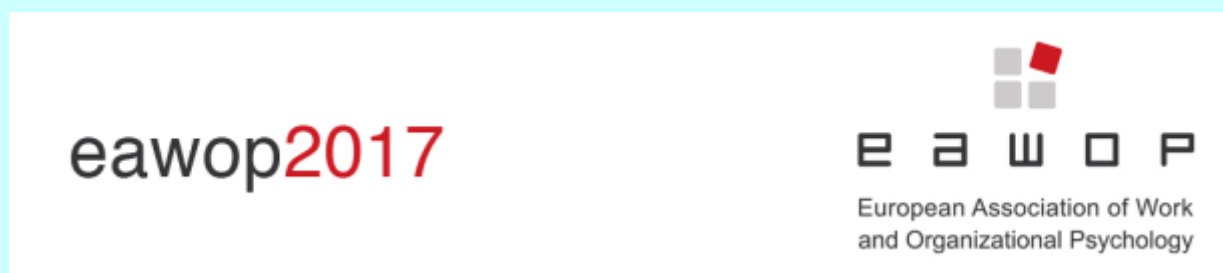
18th EAWOP Congress:

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: <https://psychologycongress.eu/2017/>



5th World Congress on Positive Psychology

July 13-16, 2017

Montréal, Canada

Web: <https://www.ippanetwork.org/wcpp2017/>



2017 Leadership Education Academy:

Learn. Reflect. Experience.

30 July -3 August, 2017

Denver, Colorado, USA

Web: <http://www.ila-net.org/lea/>



125 APA Annual Convention

August 3-6, 2017

Washington, D.C., USA

Web: <http://www.apa.org/convention/index.aspx>

125th ANNUAL CONVENTION | Washington, D.C.
AUGUST 3-6, 2017

19th Annula Global Conference:

Leadership In Turbulent Times

October 12-15, 2017

Brussels, Belgium.

Web: <http://www.ila-net.org/Conferences/2017/>



6th Reward Management Conference (RMC 2017):

The new pay revisited: promises fulfilled or unrequited?

December, 7-8 2017

Brussels, Belgium

Web:

http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1195



2018

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

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com



International Congress of the International Association for Cross-Cultural Psychology (IACCP)

July 1-5, 2018

Guelph, Ontario, Canada

Web: <http://www.iaccp.org/node/627>



Caribbean Regional Conference on Psychology 2018

November, 12-16, 2018

Havana, Cuba

Web: <http://canpanet.org>



Submitted by:

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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 2016-2017 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. (2016). Running the second last lap of the race: A multi-method analysis of growth, generativity and well-being amongst men in mid/late career. *Journal of Occupational and Organizational Psychology*, 89, 308-329. DOI: 10.1111/joop.12125.

-McConville, D., Arnold, J., & Smith, A. (2016). Employee share ownership, psychological ownership, and work attitudes and behaviours: A phenomenological analysis. *Journal of Occupational and Organizational Psychology*, 89, 634-655.

<http://onlinelibrary.wiley.com/doi/10.1111/joop.12146/epdf>

-Taneva, S. K., Arnold, J., and Nicolson, R. (2016). The experience of being an older worker in an organization: A qualitative analysis. *Work, Aging, and Retirement* 2 (4): 396-414. doi: <https://doi.org/10.1093/workar/waw011>

-Mellor, N., Ingram, L., Van Huizen, M., Arnold, J., and Harding, A-H. (2016). Mindfulness training and employee wellbeing. *International Journal of Workplace Health Management*, 9, 126-145.

2. Aycan, Zeynep. Department of Psychology and Management, Koc University, Sariyer, Istanbul, Turkey. Tel. +90 212 338 1353. E-mail: zaycan@ku.edu.tr; website: www.zeynepaycan.net

Research topics:

Influence of culture on HRM, leadership and work-life balance; culture change and transformational leadership.

Recent publications:

-Korabik, K., Aycan, Z., & Ayman, R. (2017). *Work-Family Interface in Global Context*. New York: Routledge.

-Gelfand, M.J., Aycan, Z., Erez, M., & Leung, K. (2017). Cross-Cultural Industrial Organizational Psychology and Organizational Behavior: A Hundred Year Journey. *Journal of Applied Psychology*, 102 (3), 514-529.

-Durantea, F., Fiske, S., Gelfand, M.J., Crippa, F., Suttora, C., Stillwell, A., Asbrocke, F., Aycan, Z., Byg, H.H., Carlsson, R., Björklund, F., Dagher, M., Geller, A., Larsen, C. A., Latif, A-H. A., Mähönen, T.A., Jasinskaja-Lahti, I. & Teymouri, A. (2016). Ambivalent stereotypes link to peace, conflict, and inequality across 38 nations. *PNAS*, 114 (4), 669-674.

-Varma, A., Aycan, Z., Budhwar, P., Pichler, S., Uygur, U., Paluch, R. (2016). Host country nationals' support to expatriates: an investigation in Turkey. *European Journal of*

International Management, 10 (6), 605-623.

-Dietz, J., Fitzsimmons, S.R., Aycan, Z., Francesco, A.M., Jonsen, K., Osland, J., Sackmann, S.A., Lee, H-Y., & Boyacigiller, N.A. Cross-cultural management education rebooted: Creating positive value through scientific mindfulness. *Cross-Cultural and Strategic Management* (in press).

3. Caetano, António. Human Resource 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:

-Antunes, A. C., Cunha, M. P., e Caetano, A. (2017). Reliability and Construct Validity of the Portuguese Version of the Psychological Capital Questionnaire. *Psychological Reports*, pp. 1-17. DOI: 10.1177/0033294116686742.

-Costa, S. F., Caetano, A., Frederiks, A. J., and Santos, S. C. (2017). Connecting the literature dots: A literature review on prototypes in entrepreneurship research. In, S. C. Santos, A. Caetano, C. Mitchell, H. Landström, and A. Fayolle, A. (Eds.), *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation* (pp. 13-). UK: Edward Elgar Publishing.

-Santos, S. C., Caetano, A., Mitchell, C., Landstrom, H. and Fayolle, A. (2017) (Eds.). *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation*. UK: Edward Elgar Publishing.

-Santos, S. C., Mitchell, C., Landström, H., Fayolle, A., and Caetano, A. (2017). Contributions on entrepreneurial behaviour research. In, S. C. Santos, A. Caetano, C. Mitchell, H. Landström, and A. Fayolle, A. (Eds.), *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation* (pp. 1-12). UK: Edward Elgar Publishing

-Caetano, A., Junça-Silva, A., Ferreira, M. C., Mendonça, H. (2016). Bem-estar, florescimento e engajamento, in H. Mendonça, M. C. Ferreira, E. R. Neiva (Orgs), *Análise e Diagnóstico Organizacional – Teoria e Prática* (pps. 295-318). S. Paulo, Brasil: Vector. (ISBN 978857585783-0).

-Mendes, J. M., Caetano, A. Ferreira, J. M. C. (Orgs) (2016). *Sucesso e abandono no ensino superior em Portugal*. Coimbra: Almedina. ISBN 9789724064611; ISBN 9789724066707.

-Passos, A., Ramalho, N., Silva, S., Andrade, C., Caetano, A. (2016). Análise das dimensões psicossociais do sucesso académico, in J. M. Mendes, A. Caetano, J. M. C. Ferreira, (Orgs), *Sucesso e abandono no ensino superior em Portugal* (pp.215-246). Coimbra: Almedina.

-Santos, S. C., Costa, S. F., Neumeyer, X., Caetano, A. (2016). Bridging Entrepreneurial Cognition Research and Entrepreneurship Education: What and How. In M. H. Morris & E. Liguori (Eds), *Annals of Entrepreneurship Education and Pedagogy – 2016* (pp. 83-108). Northampton, Mass: E. Elgar Publishing.

-Silva, R. & Caetano, A. (2016). Organizational Justice Across Cultures: A Systematic Review of Four Decades of Research and Some Directions for the Future. *Social Justice Research*, 29, 3, 257-287. DOI 10.1007/s11211-016-0263-0

-Silva, S., Passos, A., Ramalho, N., Caetano, A. (2016). Teorias implícitas sobre o sucesso académico e a empregabilidade, in J. M. Mendes, A. Caetano, J. M. C. Ferreira,

(Orgs), *Sucesso e abandono no ensino superior em Portugal* (pp.195-214). Coimbra: Almedina.

4. Depolo, Marco. Department 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 and performance assessment in (mainly public) organizations.

Recent Publications:

-Fraccaroli, F., Depolo, M., Wang, M. (2017). What Happens When I Get Older? Older Workers, Late Careers and Transitions to Retirement: An International Perspective. In: N. Chmiel, F. Fraccaroli, M. Sverke (Eds.), *An Introduction to Work and Organizational Psychology*. Wiley-Blackwell Publishers.

-Guglielmi, D., Avanzi, L., Chiesa, R., Mariani, M.G., Bruni, I., Depolo, M. (2016). Positive aging in demanding workplaces: The gain cycle between job satisfaction and work engagement. *Frontiers in Psychology*, 7 (AUG), art. no. 01224.

-Topa, G., Guglielmi, D., Depolo, M. (2016). Effort–reward imbalance and organisational injustice among aged nurses: a moderated mediation model. *Journal of Nursing Management*, 24 (6), 834-842.

-Guglielmi, D., Bruni, I., Simbula, S., Fraccaroli, F., Depolo, M. (2016). What drives teacher engagement: a study of different age cohorts. *European Journal of Psychology of Education*, 31, 323-340.

-Mazzetti, G., Schaufeli, W., Guglielmi, D. Depolo, M. (2016). Overwork Climate Scale: Psychometric properties and relationships with working hard. *Journal of Managerial Psychology*, 31, 4, 880-896.

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; burnout; work engagement; attitudes towards work.

Recent publications:

-Piccoli, B., De Witte, H. & Reisel, B. (2017). Job insecurity and discretionary behaviours: Social exchange perspective versus group value model. *Scandinavian Journal of Psychology*, 58, 69–79. DOI: 10.1111/sjop.12340

-Vranjes, I. Baillien, E., Vandebosch, H., Erreygers, S. & De Witte, H. (2017). The dark side of working online: Towards a definition and an Emotion Reaction model of workplace cyberbullying. *Computers in Human Behavior*, 69, 324-334, <http://dx.doi.org/10.1016/j.chb.2016.12.055>

-Schumacher, D., Schreurs, B., van Emmerik, H., & De Witte, H. (2016). Explaining the relation between job insecurity and employee outcomes during organizational change: A multiple group comparison. *Human Resource Management*, 55(5), 809-827. Doi: 10.1002/hrm.21687

-Van Gerven, E., Vander Elst, T., Vandenbroeck, S., Dierickx, S., Euwema, M., Sermeus, W., De Witte, H., Godderis, L., & Vanhaecht, K. (2016). Increased Risk of Burnout for Physicians and Nurses Involved in a Patient Safety Incident. *Medical Care*, 54(10), 937-943. doi: 10.1097/MLR.0000000000000582

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:

-Kmicinska, M., Zaniboni, S., Truxillo, D.M., Fraccaroli, F., Wang, M. (2016). Effects of rater conscientiousness on evaluations of task and contextual performance of older and younger co-workers. *European Journal of Work and Organizational Psychology*. Vol. 5, Issue 5, 2, 2016, 707-721.

-Fraccaroli, F., Pisanu, F. (2016). Prove INVALSI come strumento di gestione e sviluppo organizzativo. *Giornale Italiano di Psicologia*. Vol. 43, Issue 3, 2016, 471-476.

-Avanzi, L., Savadori, L., Fraccaroli, F. Unraveling the organizational mechanism at the root of safety compliance in an Italian manufacturing firm. *International Journal of Occupational Safety and Ergonomics*. (in press).

-Villotti, P., Corbière, M., Fossey, E., Fraccaroli, F., Lecomte, T., Harvey, C. Work Accommodations and Natural Supports for Employees with Severe Mental Illness in Social Businesses: An International Community. *Mental Health Journal*. (in press)

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:

-Grote, G. & Guest, D. (2017). The case for reinvigorating quality of working life research. *Human Relations*, 70, 149-167.

-Guest, D.(2017) Human resource management and employee well-being: Towards a new analytic framework. *Human Resource Management Journal*, 27, 1, 22-38.

-Woodrow, C., Guest, D. (2017) Leadership and approaches to the management of workplace bullying. *European Journal of Work and Organizational Psychology*, 26, 2, 221-233.

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. (2017). There is hope for better science. *European Journal of Work and Organizational Psychology*, 26, 1-3.

- Grote, G. & Guest, D. (2017). The case for reinvigorating quality of working life research. *Human Relations*, 70, 149-167.
- Weiss, M., Kolbe, M., Grote, G., Spahn, D.R. & Grande, B. (2017). Why didn't you say something? Effects of after event reviews on voice behaviour and hierarchy beliefs in multi-professional action teams. *European Journal of Work and Organizational Psychology*, 26, 66-80.
- Grote, G. & Staffebach, B. (2016). Schweizer HR-Barometer 2014: Loyalität und Zynismus. Zürich: Universität Zürich und ETH Zürich.
- Corver, S. & Grote, G. (2016). Uncertainty management in enroute air traffic control: A field study exploring controller strategies and requirements for automation. *Cognition, Technology & Work*, 18, 541-565.
- Corver, S., Unger, D. & Grote, G. (2016). Predicting Air Traffic Controller workload: Trajectory uncertainty as the moderator of the indirect effect of traffic density on controller workload through traffic conflict. *Human Factors*, 58, 560-573.
- Dönmez, D., Grote, G., & Brusoni, S. (2016). Routine interdependencies as a source of stability and flexibility. A study of agile software development teams. *Information and Organization*, 26, 63-83.
- 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.

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:

- Ion, A., & Iliescu, D. (2017). The measurement equivalence of personality measures across high- and low-stake test taking settings. *Personality and Individual Differences*, 110, 1-6. DOI: <http://dx.doi.org/10.1016/j.paid.2017.01.008>
- Virga, D., & Iliescu, D. (2016). The well-being of Romanian workers in Spain: antecedents and moderators. *European Journal of Work and Organizational Psychology*. DOI: 10.1080/1359432X.2016.1225728
- Ion, A., Zugec, L., Sulea, C., Ilie, A., Ispas, D., & Iliescu, D. (2016). Industrial Organizational Psychology in Romania. *The Industrial Organizational Psychologist*, 54, 1-4.
- 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. (Eds.) (2016). *The ITC International Handbook of Testing and Assessment*. Oxford: Oxford University Press.
- Evers, A., McCormick, C. M., Hawley, L. R., Muniz, J., Balboni, G., Bartram, D., Buben, D., Egeland, J., El-Hassan, K., Fernandez-Hermida, J. R., Fine, S., Frans, O., Gintiliene, G., Hagemeister, C., Halama, P., Iliescu, D., Jaworowska, A., Jimenez, P., Manthouli, M., Matesic, K., Michaelsen, L., Mogaji, A., Morley-Kirk, J., Rozsa, S., Rowlands, L., Schittekatte, M., Sumer, H. C., Suwartono, T., Urbanek, T., Wechsler, S., Zelenevska, T.,

Zanev, S., & Zhang, J. (2016). Testing Practices and Attitudes Toward Tests and Testing: An International Survey. *International Journal of Testing*. (in 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*. (in press).

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@aub.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:

-Ryan, A. M., Reeder, M., Golubovich, J., Grand, J., Inceoglu, I., Bartram, D., Derous, E., Nikolaou, I., Yao, X. Culture and Testing Practices: Is the World Flat? *Applied Psychology: An International Review*. (in press)/

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:

-Nielsen, K., Ogbonnaya, C., Birkeland Nielsen, M., Saari, E., Kansala, M & Isaksson, K. Workplace resources to improve both employee well-being and performance: A systematic review and meta-analysis. (in press).

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.

Recent publications:

-Karamushka, L.M., Gnuskina, G.V., Ivkin, V.M.(2016)/ Occupational burnout: the relationships with internal and external professional characteristics of businessmen. *Organizational Psychology. Economic Psychology*. 2016. Vol. № 2-3 (5-6), pp.74-80.

Karamushka, L.M., Zaika, I.V. (2016)/ Social frustration of teaching staff: relationship with the organizational culture types of secondary schools. *Organizational Psychology. Economic Psychology*. 2. Vol. № 2-3 (5-6), pp.80-89.

-Karamushka, L.M., Baranova, V.P. (2016). Extracurricular educational institutions' organizational culture types: relationship with meso level factors. *Organizational Psychology. Economic Psychology*. 2016. Vol. № 4 (7), pp.68-75.

-Karamushka, L.M., Tereshchenko, K.V., Kredentser, O.V., Ivkin, V.M., Kovalchuk, O.S., Lagodzinska, V.I. (2016) Methods to study social tension in the organization. *Organizational Psychology. Economic Psychology*. 2016. Vol. № 4 (7), pp.75.-84.

13.Kinnunen, Ulla. Faculty of Social Sciences (Psychology), 33014 University of Tampere, Tampere, Finland (Tel. +358401901386, 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:

-Korpela, K., de Bloom, J., Sianoja, M., Pasanen, T., & Kinnunen, U. (2017). Nature at home and at work. Naturally good? Links between window views, indoor plants, outdoor activities with employee well-being over one year. *Landscape and Urban Planning*, 160, 38–47.

-De Bloom, J., Nawijn, J., Geurts, S., Kinnunen, U., & Korpela, K. (2016). Holiday travel, staycations, and subjective wellbeing. *Journal of Sustainable Tourism* (online). doi: 10.1080/09669582.2016.1229323

-Feldt, T., Hyvönen, K., Mäkikangas, A., Rantanen, J., Huhtala, M., & Kinnunen, U. (2016). Overcommitment as a predictor of effort-reward imbalance: evidence from an 8-year follow-up study. *Scandinavian Journal of Work, Environment and Health*, 42(4), 309–319.

-Gluschkoff, K. Elovainio, M., Kinnunen, U., Mullola, S. Hintsanen, M., Keltikangas-Järvinen, L., & Hintsala, T. (2016). Work stress, poor recovery and burnout in teachers. *Occupational Medicine*, 66 (7), 564–570.

-Huhtala, M., Kinnunen, U., & Feldt, T. (2016). School psychologists' ethical strain and rumination: Individual profiles and their associations with weekly well-being. *Psychology in Schools* (online). doi: 10.1002/pits.21992

-Kinnunen, U., Feldt, T., de Bloom, J., Sianoja, M., Korpela, K., & Geurts, S. (2016). Linking boundary crossing from work to non-work to work-related rumination across time: A variable- and person-oriented approach. *Journal of Occupational Health Psychology* (online). doi: 10.1037/ocp0000037

-Kinnunen, U. Feldt, T., & Mauno, S. (2016). Authentic leadership and team climate: testing cross-lagged relationships. *Journal of Managerial Psychology*, 31(2), 331–345.

-Mauno, S., Mäkikangas, A., & Kinnunen, U. (2016). A longitudinal person-centred approach to the job demands-control model. *European Journal of Work and Organizational Psychology*, 25(6), 914–927.

-Mäkelä, L., & Kinnunen, U. (2016). International business travelers' psychological well-being: The role of supportive HR practices. *The International Journal of Human Resource Management* (online). doi: 10.1080/09669582.2016.1229323

-Perko, K., Kinnunen, U., Tolvanen, A., & Feldt, T. (2016). Back to basics: The relative importance of transformational and fair leadership for employee work engagement and exhaustion. *Scandinavian Journal of Work and Organizational Psychology*, 1(1), 6, 1–3.

-Ruokolainen, M., Mauno, S., Diehl, M-R., Tolvanen, A., Mäkikangas, A., & Kinnunen, U. (2016). Patterns of psychological contract and their relationships to employee well-being and in-role performance at work: longitudinal evidence from university employees. *The International Journal of Human Resource Management* (online). doi: 10.1080/09585192.2016.1166387

-Sianoja, M., Kinnunen, U., De Bloom, J., Korpela, K., & Geurts, S. (2016). Recovery during lunch breaks: testing long-term relations with energy levels at work. *Scandinavian Journal of Work and Organizational Psychology*, 1(1)7, 1–12.

-Tuisku, K., Virtanen, M., De Bloom, J., & Kinnunen, U. (2016). Cultural leisure activities, recovery and work engagement among hospital employees. *Industrial Health*, 54, 1–9.

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. (2016). Towards evidence-based writing advice: A linguistic analysis of HR articles. *Academy of Management Learning and Education*, 15, 419-434. 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
- Diekmann, J., König, C. J., Schadow, T., Knab, Y., & Harrison, O. V. (2016). Finding the right (test) type: On the differences between type- vs. dimension-based personality tests and between statistics- vs. theory-based personality tests when deciding for or against a test in personnel selection. *Zeitschrift für Sozialmanagement/Journal of Social Management*, 14(2), 83-102.
- Fell, C. B., & König, C. J. (2016). Cross-cultural differences in applicant faking on personality tests: A 43-nation study. *Applied Psychology: An International Review*, 65, 671-717. doi:10.1111/apps.12078
- Langer, M., König, C. J., Gebhard, P., & André, E. (2016). Dear computer, teach me manners: Testing virtual employment interview training. *International Journal of Selection and Assessment*, 24, 312-323. doi: 10.1111/ijsa.12150
- Odermatt, I., König, C. J., & Kleinmann, M. (2016). Development and validation of the Zurich Meeting Questionnaire (ZMQ). *European Review of Applied Psychology*, 66, 219-232. doi:10.1016/j.erap.2016.06.003
- Bajwa, N. u. H., & König, C. J. On the lacking visibility of management research from non-Western countries: The influence of Indian researchers' social identity on their publication strategy. *Management Research Review*.(in press).
- König, C. J., Jansen, A. & Lüscher Mathieu, P. What if applicants knew how personality tests are scored? A minimal intervention study. *Journal of Personnel Psychology*.(in press).
- Odermatt, I., König, C. J., Kleinmann, M., Bachmann, M., Röder, H. & Schmitz, P. Incivility in meetings: Consequences and antecedents. *Journal of Business and Psychology*. doi: 10.1007/s10869-017-9490-0(in press).
- Odermatt, I., König, C. J., Kleinmann, M., Nussbaumer, R., Rosenbaum, A., Olien, J. L., & Rogelberg, S. G. On leading meetings: Linking meeting outcomes to leadership styles. *Journal of Leadership and Organizational Studies*, advance online publication. doi:10.1177/1548051816655992 (in press).
- Richter, M., & König, C. J. (in press). Explaining individuals' justification of layoffs. *Journal of Applied Social Psychology*.(in press).
- Richter, M., König, C. J., Geiger, M., Schieren, S., Göhlich, J., Lothschütz, J. & Zobel, Y. "Just a little respect": Effects of a layoff agent's actions and organizational support on employees' reactions to a dismissal notification meeting. *Journal of Business Ethics*, advance online publication. doi:10.1007/s10551-016-3372-7 (in press).

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:

-Ngueutsa, R. & Kouabenan, D.R. (2016). Accident history, risk perception and traffic safe behaviors. *Ergonomics*, DOI: 10.1080/00140139.2016.1259508.

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.

Recent publications:

-Kożusznik B. (2017). Humiliation. Why we deserve respect at work. In N. Chmiel, F. Fraccaroli & M. Sverke (Eds.) *An introduction to Work and Organizational Psychology. An international perspective*. Third Edition. John Wiley and Sons, The Atrium, Southern Gate, Chichester.

-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.). *Building trust and constructive conflict management in organizations* (pp. 169-184). New York: Springer.

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:

-Tomas, J., & Seršić, D. M. (2017). Searching for a Job on the Contemporary Labour Market: The Role of Dispositional Employability. *Scandinavian Journal of Work and Organizational Psychology*, 2(1): 1, 1–13, DOI: <http://doi.org/10.16993/sjwop.9>

-Maslić Seršić, D. (2016). Odakle krenuti: faze planiranja karijere i profesionalni razvoj. U (M. Galović i M. Trcol ur.) *Uvod u profesionalno usmjeravanje*, Zagreb: Agencija za mobilnost I programe EU, str. 6-12.

-Virkes, T., Lopez-Zafra, E., Maslić Seršić, D. Core Self- Evaluations and Individual strategies of coping with unemployment among displaced Spanish workers. *The Spanish Journal of Psychology*. (in press).

-Maslić Seršić, D. i Tomas, J. Je li zapošljivost osobina? Uloga dispozicijske zapošljivosti u uspješnom suočavanju sa izazovima suvremenog tržišta rada. U (S. Salkičević, A. Huić, M. Parmač Kovačić i B. Rebernjak ur). *Psihofestologija*. Zagreb: Filozofski fakultet. (in press).

-Čarapina, I. i Maslić Seršić, D. Je li važnije što znam ili koga znam ? Socijalni kapital i njegov utjecaj na život pojedinca. U (S. Salkičević, A. Huić, M. Parmač Kovačić i B. Rebernjak ur). *Psihofestologija*. Zagreb: Filozofski fakultet. (in press).

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:

-Munduate, L. & Medina, F.J. (2017). How Does Power affect Those Who Have and Those Who Don't . In N. Chmiel, F. Fraccaroli & M. Sverke (Eds). *An Introduction to Work and Organizational Psychology. An International Perspective* (pp. 176-191). UK: Wiley.

-Bollen, K., Euwema, M., & Munduate, L. (2017) (Eds.). *Advancing Workplace Mediation Through Integration of Theory and Practice*. The Netherlands: Springer International

19. Nielsen, Karina. Institute of Work Psychology, Sheffield University Management School, University of Sheffield, Conduit Road, S10 1FL Sheffield, UK, tel. +441142220983. e-mail: k.m.nielsen@sheffield.ac.uk

Research topics:

Leadership and well-being, design, implementation and evaluation of organizational interventions; restructuring and well-being.

Recent publications:

-Von Thiele Schwarz, U., Nielsen, K., Stenfors-Hayes, T., Hasson, H. (2017). Using Kaizen to improve employee wellbeing: Results from two organizational intervention studies. *Human Relations*. DOI: 10.1177/0018726716677071.

-Nielsen, K., Antino, M., Sanz-Vergel, A., & Rodríguez-Muñoz, A., (2017). Job crafting: A multi-method, cross-cultural validation of a job crafting questionnaire. *Work & Stress*. doi.org/10.1080/02678373.2017.1293752.

-Ogbonnaya, C., Daniels, K., & Nielsen, K. (2017). Compensatory payments: Do they promote desirable employee attitudes or intensify work? *Human Resource Management Journal*. doi: 10.1111/1748-8583.12130.

-Nielsen, K. & Miraglia, M. (2017). Critical essay: What works for whom in which circumstances? On the need to move beyond the “what works?” question in organizational intervention. *Human Relations*, 70(1) 40-62.

-Nielsen, K. (2017). Leaders can make or break an intervention – but are they the villains of the play? In *Leading to Occupational Health and Safety: How Leadership Behaviours Impact Organizational Safety and Well-Being*. Eds. K. Kelloway, K. Nielsen & J. Dimoff. Wiley. Pp. 197-2010.

-Kelloway, K., Nielsen, K. & Dimoff, J. (2017). Introduction. *Leading to Occupational Health and Safety: How Leadership Behaviours Impact Organizational Safety and Well-Being*. Eds K. Kelloway, K. Nielsen & J. Dimoff. Wiley. Pp. 1-8.

Day, A. & Nielsen, K. (in press). What does our organization do to help our well-being? *Creating Healthy Workplaces and Workers*. In: *An introduction of work and organizational psychology* N. Chmiel, F. Fraccaroli, & M. Sverke. Wiley Blackwell.

-Abildgaard, J.S., Nielsen, K., & Saksvik, P.O. (2016). How to Measure the Intervention Process? An Assessment of Qualitative and Quantitative Approaches to Data Collection in the Process Evaluation of Organizational Interventions. *Frontiers in Psychology: Organizational Psychology*. doi: 10.3389/fpsyg.2016.01380.

-Nielsen, K., Nielsen, M.B., Ogbonnaya, C., Käsälä, M., Saari, E., Lackmaker, J., Isaksson, K. Workplace resources to improve both employee well-being and performance: A systematic review and meta-analysis. *Work & Stress*.(in press).

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:

- Molina, A., Moliner, C., Martínez-Tur, V., Cropanzano, R., & Peiró, J.M. (2016). Validating justice climate and peer justice in a real work setting. *Journal of Work and Organizational Psychology*, 32, 191-205.

- González-Romá, V., Gamboa, J.P., & Peiró, J.M. (2016). University Graduates' Employability, employment status, and job quality. *Journal of Career Development*, 1-18. DOI: 10.1177/0894845316671607

- Kozusznik, M., Peiró, J. M., Lloret, S., & Rodriguez, I. (2016). Hierarchy of Eustress and Distress: Rasch Calibration of the Valencia Eustress-Distress Appraisal Scale. *Central European Journal of Management*, 2(1, 2).

- Buunk, A.P., Peiró, J.M., Rocabert, E., & Dijkstra, P. (2016). Life satisfaction and status among adolescent law offenders. *Criminal Behaviour Mental Health*, 26, 94–100.

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:

Ethical Psychological contract; leadership and managerial competencies.

21. Schaufeli, Wilmar. Department of Psychology, Utrecht University, Utrecht (Heidelberglaan 1, 3508 TC Utrecht, The Netherlands (Tel: +31 30 2539093) email: w.schaufeli@uu.nl) & Research Group Work, Organisational & Personnel Psychology (WOPP), Faculty of Psychology and Educational Sciences-KU Leuven, Dekenstraat 2, Postbox 3725, B-3000 Leuven, Belgium, Tel. +32-32.37.92.39, e-mail: wilmar.schaufeli@ppw.kuleuven.be

Research topic:

Occupational health psychology.

Recent publications:

-Schaufeli, W.B. (2017). *Work engagement in Europe: Relations with national economy, governance, and culture*. Research Unit Occupational & Organizational Psychology and Professional Learning (internal report). KU Leuven, Belgium.

-Airila, A., Hakanen, J.A., Schaufeli, W.B., Luukkonen, R., Punakallio, A., & Lusa, S. (2016). Are job and personal resources associated with work ability 10 years later? The mediating role of work engagement. In: T.W. Taris (Ed.). *Longitudinal research in occupational health psychology* (pp. 167-185). London: Routledge.

-Hu, Q., Schaufeli, W.B. & Taris, T.W. (2016). The effect of a nation specific stressor on well-being: Guanxi in Chinese workplace. In A. Shimazu, R. Bin Nordin, M. Dollard & J. Oakman (Eds.), *Psychosocial factors at work in the Asia pacific* (pp. 325-340). Basel: Springer.

-Mäkikangas, A., Schaufeli, W.B., Leskinen, E., Kinnunen, U., Hyvönen, K. & Feldt, T. (2016). Long-term development of employee well-being: A latent transition approach. *Journal of Happiness Studies*, 17, 2325-2345.

-Rodríguez-Sánchez, A., Schaufeli, W.B., Salanova, S., Cifre, E., & Sonnenschein, M. (2016). Enjoyment and absorption: An electronic diary study on daily flow patterns. In: T.W. Taris (Ed.). *Longitudinal research in occupational health psychology* (pp. 49-66). London: Routledge

-Solem, P.E., Syse, A., Furunes, T., Mykletun, R.J., de Lange, A., Schaufeli, W., & Ilmarinen, J. (2016). To leave or not to leave: Retirement intentions and retirement behaviors. *Aging and Society*, 36, 259-281.

-Taris, T.W. & Schaufeli, W.B. (2016). The Job Demands-Resources model. In: S. Clarke, T.M. Probst, F. Guldenmund & J. Passmore (Eds.). *The Wiley Blackwell handbook of the psychology of occupational safety and workplace health* (pp. 157-180). Chichester: John Wiley.

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:

-Bliese, P. D., Edwards, J. R., & Sonnentag, S. (2017). Stress and well-being at work: A century of empirical trends reflecting theoretical and societal influences. *Journal of Applied Psychology*, 102, 389-402.

-Sonnentag, S., Pundt, A., & Venz, L. (2017). Distal and proximal predictors of snacking at work: A daily-survey study. *Journal of Applied Psychology*, 102, 151-162.

-Sonnentag, S., & Kühnel, J. (2016). Coming back to work in the morning: Psychological detachment and reattachment as predictors of work engagement. *Journal of Occupational Health Psychology*, 21, 379-390.

- Sonnentag, S., & Lischetzke, T. (in press). Illegitimate tasks reach into after-work hours: A multi-level study. *Journal of Occupational Health Psychology*. (in press)

-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*. (in press)

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, psychosocial work environment factors; performance-based pay and motivation; union member attitudes and behavior.

Recent publications:

-Berntson, E., Bernhard-Oettel, C., Hellgren, J., & Sverke, M. (2017). *Enkätmetodik* [Questionnaire methods]. Stockholm: Natur & Kultur (309 pages).

-Chmiel, N., Fraccaroli, F., & Sverke, M. (in press/April 2017). *An introduction to work and organizational psychology: An international perspective* (3rd edition). Chichester: Wiley.

-Låstad, L., Hellgren, Näswall, K., Richter, A., Sverke, M. (2016). 30 års forskning om anställningsotrygghet: En litteraturöversikt [30 years of research on job insecurity: A literature review]. *Arbetsmarknad & Arbetsliv*, 22(3/4), 8-27.

-Låstad, L., Näswall, K., Berntson, E., Seddigh, A., & Sverke, M. (in press/online first). 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*. DOI: 10.1177/0143831X16637129

-Magnusson Hanson, L. L., Westerlund, H., Chungkham, H. S., Vahtera, J., Wikman, A., Sverke, M., & Alexandersson, K. (2016). Treatment with antidepressants in the Swedish population in relation to major workplace downsizing. *Epidemiology*, 27(2), 257-64.

-Sousa-Ribeiro, M., Sverke, M., Coimbra, J. L., & De Witte, H. (in press/online first). Intentions to participate in training among older unemployed people: A serial mediator model. *Journal of Career Development*. DOI: 10.1177/0894845316687669

-Sverke, M., Falkenberg, H., Kecklund, G., Magnusson Hanson, L., & Lindfors, P. (2016). *Kvinnors och mäns arbetsvillkor: Betydelsen av organisatoriska faktorer och psykosocial arbetsmiljö för arbets- och hälsorelaterade utfall* [Women and men and their working conditions: The importance of organizational and psychosocial factors for work-related and health-related outcomes]. Stockholm: Arbetsmiljöverket [Swedish Work Environment Authority]. Kunskapssammanställning 2016:2 (140 pages).
<https://www.av.se/arbetsmiljoarbete-och-inspektioner/kunskapssammanstallningar/kvinnors-och-mans-arbetsvillkor/>

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, Maarintie 8, 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, digital work, distributed teams and organizations, reward systems, knowledge and competence building and e-learning systems.

Recent publications:

-Upadaya, K., Vartiainen, M. & Salmela-Aro, K. (2016). From job demands and resources to work engagement, burnout, life satisfaction, depressive symptoms, and occupational health. *Burnout Research*, 3, 101-108.

- Maynard, T., Vartiainen, M. & Sanchez, D. (2017) Virtual teams: Utilizing talent management thinking to assess; what we currently know about making virtual teams successful. In: Collings, D.G., Mellahi, K. & Wayne F. Cascio, W.F. (Eds.) *The Oxford Handbook of Talent Management*. Oxford University Press.(in press).

- Korunka, C. & Vartiainen, M. (2017). Digital technologies and their relevance in the world of work. In: N. Chmiel, F. Fraccaroli and M. Sverke (Eds.), *An introduction to work and organizational psychology, an international perspective*, pp. 102-120. Chichester, UK: Wiley. (in press).
- Maynard, M.T., Gilson, L.L., Jones Young, N., & Vartiainen, M. (2017) Virtual teams. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.) *The Wiley-Blackwell Handbook of the Psychology of the Internet at Work*. London, UK: Wiley. (in press).

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:

- Nelissen, Ph.T.J.H, Hülshager, U.R., van Ruitenbeek, G.M.C., & Zijlstra, F.R.H., (2016), How and when stereotypes relate to inclusive behavior toward people with disabilities, *The International Journal of Human Resource Management*, Vol. 27(14), pp. 1610-1625. Published online: 18 Sep 2015; IF= 0.92 DOI:10.1080/09585192.2015.1072105.
- Zijlstra, F.R.H., Ruitenbeek, G, & Mulders, H. (2016). Inclusieve Arbeidsorganisaties. In: *Tijdschrift voor Gezondheidswetenschappen*, vol. 94 (6), spectrum, pp. 205-206. DOI: 10.1007/s12508-016-0073-7
- Nelissen, P.T.J.H., Hülshager, U.R., van Ruitenbeek, G.M.C., & Zijlstra, F.R.H., (2016). Lending a Helping Hand at Work: A Multilevel Investigation of Prosocial Motivation, Inclusive Climate and Inclusive Behavior. *Journal of Occupational Rehabilitation*. DOI: 10.1007/s10926-016-9680-z
- Van der Klink, J.J.L, Bültmann, U, Burdorf, A, Schaufeli, WB, Zijlstra, FRH, Abma, FI, Brouwer, S, & van der Wilt, GJ, (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.
- Fleuren, B.P.I., de Grip, A., Jansen, N.W., Kant, IJ, 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(3), pp. 34-42. doi:10.5271/sjweh.3585
- Cropley, M., Zijlstra, F.R.H., Querstret, D., and Beck, S., (2016). Is Work-Related Rumination Associated with Deficits in Executive Functioning? *Frontiers in Psychology*, Vol.7:1524. doi: 10.3389/fpsyg.2016.01524.
- Firoozabadi, A, Uitdewilligen, S., Zijlstra, F.R.H. (2016). Should You Switch off or Stay Engaged? The Consequences of Thinking about Work on the Trajectory of Psychological Well-Being over Time. *Journal of Occupational Health Psychology*. Vol 21(4). Online available 19-12-2016. <http://dx.doi.org/10.1037/ocp0000068>

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