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OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 72

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1. Editorial

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from March 2017 till September 2017.

You will find information about decisions taken at the ENOP Business Meeting held in Paris, March 25, 2017, and report on the ENOP 2017 Symposium “Mobility and transitions” (March 23-24, 2017, Paris).

The Newsletter includes as well information on the ENOP members’ activities.

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2017-2020) are included as well.

Finally, you will find updated contact information of the ENOP members, résumés of their research activities, list of publications in 2016-2017, and some other helpful information.

Liudmyla Karamushka

Kyiv, September 2017

2. ENOP Business Meeting 2017

The business meeting of ENOP took place at the Université René Descartes, Paris, on **March 25, 2017** with the following agenda:

1. Approval of the Minutes of 2016 ENOP Business Meeting
2. ENOP Membership
3. ENOP Budget
4. ENOP activities
5. Future of ENOP and inputs for a new strategy
6. ENOP Reference Model
7. Policy impact. EAWOP Task Force information
8. Collaborative Research
9. Next steps on future of ENOP
10. ENOP CoCo members
11. ENOP Archives
12. ENOP Symposium 2018
13. ENOP Newsletter / ENOP website.

Participants: Marco Depolo, Franco Fraccaroli, Gudela Grote (minutes), David Guest, Dragos Iliescu, Kerstin Isaksson, Liudmyla Karamuskha, Cornelius König, Christian Korunka, Rémi Kouabenan, Karina Nielsen (chair), Ioannis Nikolaou, José María Peiró, Vincent Rogard, Darja Maslic Sersic, Mare Teichmann, Matti Vartiainen, Hans de Witte, Fred Zijlstra.

José María Peiró **opens the meeting** and introduces the main topics for the meeting.

1. Approval of the Minutes of 2016 ENOP Business meeting:

The Minutes of 2016 ENOP Business Meeting were considered and approved without changes.

2. ENOP Membership:

Fred Zijlstra informed about three new members: *Ioannis Nikolaou* from Greece, *Christian Korunka* from Austria, and *Zeynep Aycan* from Turkey. Ioannis and Christian were present and given a warm welcome. Due to the current situation in Turkey Zeynep was not able travel to the Business Meeting.

3. ENOP budget:

The financial situation is healthy with about EUR 12'000 on the savings account. Membership fees will be kept the same.

4. ENOP activities:

All participants reported on the ENOP related activities:

Franco Fraccaroli: 19th EAWOP Congress (May 8-11, 2019, Turin);

Marco Depolo: Teaching with Reference Model;

Dragos Iliescu: Activities on assessment of testing standards generalization;

Mare Teichmann: Baltic WOP program will be closed; EU Project on labor relations;

Fred Zijlstra: WOP master research at Maastricht, Valencia, and Lüneburg Universities;

Christian Korunka: Austrian WOP Program based on the ENOP model;

Cornelius König: Erasmus Project on updating teaching with new assessment methods (e.g., gamification);

Ioannis Nikolaou: EAWOP summer school in Greece in 2018;

David Guest: Activities of ABS;

Darja Maslic Sersic: Founding the Center for Career Research at Zagreb University; the Project on the productivity of Eastern European researchers;

Liudmyla Karamushka: Ukrainian-Polish Workshop on work changes (Kyiv, 2018);

Kerstin Isaksson: New Scandinavian Journal on the WOP;

Matti Vartiainen: 6th Reward Management Conference (RMC 2017);

Gudela Grote: Involvement in the Project on the increasing citizen participation in European research;



José María Peiró: The Sustainability at the work project is progressing with the participation of research teams from Poland, Italy, Mexico, Ecuador, Brasil; Regional Congress of Psychology (sponsored by IAAP, IACCP, ITC) in Vietnam in November 2017; University of Valencia is involved in the Erasmus+ Program on Career; Services and Tracer study on labour market insertion of graduates in

Vietnam;

Karina Nielsen: IWP Conference, 19-21 June, 2018, Sheffield; Erasmus Project on training; several projects on the intervention research.

5. Future of ENOP and inputs for a new strategy:

Results from the individual brain-storming:

POLICY IMPACT (Influencing the EC):

Increase political influence;

Be present where policy makers make input for decision;

WOP Expert working with policy related issues;

Yes, policy but toward whom exactly? It requires specific skills;

Be strong part(ner) in EAWOP policy impact initiatives;

Policy influences;

Have an additional voice at institutions and decision makers;

Impact on policy makers in EU, people and organizations;

ENOP as task force (think tank) for policy impact.

EU AGENDA:

Impacting EU research agenda;

Promote WOP at the European Commission;

Lobbying at EC.

COLLABORATIVE RESEARCH:

Joint EU Projects – Western and Eastern countries;

Small grants for specific topics.

RESEARCH IMPACT:

Think about common research topics;

Apply for a joint European Research Projects;

Collaborative impact;

Research Network. Especially collaboration between East-Western European countries (priority);

Collaborative research;

Enabling large EU Project;

Research collaboration: small group for specific topics;

More collaboration in joint Projects (Europeans or otherwise);

Elaborating joint Projects between EAWOP participants;

Elaborating joint Projects with participants of Eastern European Countries.

EDUCATION:

Strengthening the WOP in Universities;

European teaching programs including ENOP Reference Model;

Reference for WOP education;

Education (ENOP Reference Model);

Exchange of the state-of-the art of teaching projects;
Preparing double master courses with East European countries;
Educational renewal / collaboration;
Exchanging experience in teaching psychology and non-psychology students in
WO Psychology;
Joint PhD Programs;
Follow up on ENOP Reference Model;
European Hdbk on WOP;
Analysing changes in the WOP context and implications in teaching WOP;
Facilitating teaching/research of the IOP in smaller countries (e.g. in East or
South);
Teaching future WO psychologists (e.g., ENOP model).

BOUNDARY SPANNING:

To deal with boundaries and identify potential collaborators in other fields (other
disciplines such as business, sociology, economics);
Working closer with other organisations (SIOP, Alliance, EFFPA).

CLOSING DOWN ENOP:

Have a final symposium for present and past members reviewing the evolution of
ENOP and WOP plus a grand party/celebration of ENOP. Then close ENOP.

The issues were taken up in the discussions reported under point 9.

6. ENOP Reference Model:

Fred Zijlstra presented the work results of the Task Force (Marco Depolo, José
María Peiró, Fred Zijlstra), which discussed needed changes in the ENOP
Reference Model due to the changes in the field of work, giving more emphasis on
ethics and professional values, the more multidisciplinary nature of issues and new
methodologies / methods (e.g., regarding design and interventions). The amended
ENOP Reference Model is discussed. The Task Force will take this input and
continue its work.

7. Policy impact. EAWOP Task Force information:

Gudela Grote informed about the work of the EAWOP Task Force and presented
the draft proposal to be submitted to the EAWOP General Assembly in Dublin in
May 2017. The proposal included a number of measures to support advocacy
efforts by EAWOP members and a feasibility study for creating an EAWOP think
tank combined with pilot testing the idea on a small action program.

8. Collaborative Research:

Karina Nielsen presented a method developed at the IWP in Sheffield, which
supports research teams in preparing large collaborative grant applications.

9. Next steps on future of the ENOP

The group discussing research proposed an Action plan for Collaborative research:

Action 1: EAWOP evening meeting. Each brings three topics to the meeting. Identifying why, e.g. identify need in EU calls, e.g. societal challenges and why it is important to investigate from a country perspective. Person responsible: *Christian Korunka*. *Iannis Nikolaou* has to arrange meeting facilities.



Action 2: Post-ENOP meeting has been scheduled on Friday afternoon on March 23, 2018. The task: Identify the needs of research in ten years using CLEAR IDEAS as a framework. Successful expected outcome: Submission of grant applications and award of grants.

The group discussing policy impact have developed some ideas on how the ENOP could take the role of an EAWOP think tank. The first steps would be the business meeting expanding into a strategy and planning meeting, where actions for the next year are been discussed and planned, e.g. commissioning white papers and briefing papers for the members of European Parliament; ENOP Symposia with more policy focus and possibly policy makers as participants;



workshops for policy makers in Brussels. Also, reaching out other relevant actors was discussed, e.g. association of national institutes of occupational health.

The group discussing education focused on the suggested changes to the ENOP Reference Model. The Task Force will take on the suggestions from the group and continue their work.

10. ENOP CoCo members:

Karina Nielsen is elected as new CoCo member. *David Guest* and *Vincent Rogard* retire as CoCo members this year.

11. ENOP Archives:

Vincent Rogard successfully negotiated with Université René Descartes. The University library agreed to take the ENOP archives and scan all the material.

12. ENOP Symposium 2018:

A number of topics have been discussed: the WOP role in 21st century competencies for digitized societies/economies; research challenges for next 10 years; WOP perspective on the role of psychology in the education system.

The topic for next year's symposium will be "*WOPs role in developing 21st century competencies for a digitized society and economy*". The symposium will also explore research and policy agendas linked to this topic. Regarding the organization of the Symposium, there will be an opening with information on individuals' ENOP-related activities. Also, the aim will be to have a tangible output, e.g. a position paper or white paper.

Gudela Grote, *Dragos Iliescu*, *Matti Vartiainen* and *Cornelius König* are responsible for organizing the Symposium. As usual, the first draft of the program will be presented to the CoCo at the meeting in September 2017.

Vincent Rogard will explore with MSH whether they would host the meeting. The current place at René Descartes would be the fall-back option.

The *ENOP Symposium* will take place **March 22-23, 2018**. It will start in the morning of March 22 already and finish at lunchtime on March 23 to leave time for a research planning session in the afternoon of March 23.

Date for next *ENOP Business Meeting: March 24, 2018*, 9.30-13.00.

Date for next *CoCo meeting: September 29, 2017*.

The next ENOP Symposium will take place on March 22-23, 2018 in Paris, followed by the Business Meeting on March 24, 2018, 9:00-13:00.

13. ENOP Newsletter / ENOP website:

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

José María Peiró **closes the meeting** and thanks everyone for the fruitful discussions.

3. Mobility and transitions: Report on the annual ENOP Symposium 2017 (March 23-24, 2017, Paris)

Coordinator: Kerstin Isaksson

General background for the symposium was to get an overview of research about changing patterns of working and careers. 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. Flexibility became a mantra for companies during the 1980-ies together with rumors that the idea and advantage with “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.

In summary, the symposium aimed 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.

The symposium tried to show state of the art and emergent topics for research regarding **three critical areas for employees:**

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 area 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 are 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 seems that career responsibility has increasingly been transferred to the individual and employability became a widespread concept both in policy debate and research. Youth unemployment has become a recurrent issue when young people lacking previous experience meet 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 led 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.

The Symposium started on Thursday with two presentations regarding the *first topic: transitions into the labour market* – with a focus on migration and labour integration of migrants in Europe. **Cécile Thoreau**, from OECD, Paris presented facts and figures about “*Recent migration trends and labour integration of migrants in Europe*”. Migration is slightly lower in 2016 than in 2015 when the increase in number of refugees and asylum seekers peaked. Migration in Europe is not as large as could be expected from the public debate.

Next was **Rita Berger** from University of Barcelona talking about efforts to integrate newcomers and refugees. Title of her talk was: “*Social and labour integration of refugees*”. Her report was from an on-going project comparing methods of social and labour integration in three



countries; Spain, Germany and Canada with a focus on refugees and asylum seekers. Based on a theoretical model they want to test effects of the different approaches for integration in the three participating countries.

The last speaker on Thursday afternoon was **Richard Dorsett**, National Institute for Economic and Social Research, UK presenting data about young people's labour market entry with the title: "*The school to work transition in the UK*". In his presentation he aimed to describe transitions from school to work of 16-year olds and how trajectories have changed over time and finally to assess how early experience influences later careers. Results comparing cohorts from 1958 to cohorts born 30 years later showed marked change in early transitions: rapid entry to employment is now less common, longer periods are spent in education, and a small but growing minority seem not to achieve a positive transition. Based on cluster analysis and sequence analyses, trajectories of work related experience could be visualized. These analyses showed that background characteristics were important predictors but also that early experience had an influence. In all, there were both theoretical and practical implications of this research and the discussion seemed to indicate that similar results could be expected in many European countries.

On Friday morning the *second area: Transitions and mobility as part of a long-term career*, included three speakers. The first one was **Mike Clinton**, King's College, London presenting results from a study of priests in the Church of England, with the title: "*Careers as callings: Examining occupational callings and self-sacrifice over time*". Having work with a calling means work with external summons, sense of great meaning / personal purpose, and prosocial orientation. He presented a number of studies indicating that jobs demanding self-sacrifice could be linked to success, but the spillover into family life is a potential limitation for sustaining effectiveness and well-being over long-term. One conclusion was that the concepts calling and self-sacrifice were clearly useful for work and organizational psychology. One possible area to explore could be the driving forces of extremely successful leaders.



Second speaker was **David Guest**, King's College London giving an overview of recent career research with the title "*Have careers become more "boundaryless": An analysis of career boundaries and boundary crossing in the contemporary world of work*". David used boundary concepts to highlight the challenges of contemporary career transitions, which seem to get increasingly difficult for disadvantaged groups. There seem to be major inequalities in ease of transition for different groups of workers. Temporary work is very high among young workers (15-24) and long term unemployment seems to increase. This development could result in a disadvantaged 'precariat' consisting of young, less educated and migrant workers. Mobility upwards is getting more difficult. This position could result in a poverty trap and cynicism / alienation and disengagement among workers. A final conclusion was that this development raises major challenges for the role of W/O psychology .



The last speaker on this topic was **Nele de Cuyper**, KU Leuven, Belgium. She presented results from several studies about the role of employability in transitions in the labour market. The title was: "Employability, does it matter?" Employability was defined as "The individual's perception of available employment opportunities" in a longitudinal study of Belgian workers. Results indicated that individual *Movement capital* seemed to affect both internal and external employability which then seemed to have an effect on transitions over time. Her group also looked on different categories of workers to increase the understanding of employability. The relationship with age seems to be curvilinear with a peak at 36-38 years.



Furthermore it seems to be related to working conditions and job satisfaction but generally seems to be relatively stable and related to concepts such as self-efficacy.

Last speaker on Friday covering the last topic of the symposium was **Kerstin Isaksson**, Mälardalen University, Sweden talking about transitions out from the labour market with the title: “Careers and transition out from the labour market: Patterns of working in the ageing population.” Based on previous research she concluded that we know quite a lot about reasons to retire but not as much about reasons to continue working. Statistics show that financial reasons are clearly the most common reasons to continue working, and there seems to be an increase in part-time working as part of a gradual retirement. Mean retirement age has increased but there are large national and cultural differences in attitudes towards work and retirement age. There is not much research about career patterns and motivation before retirement and there is a need for longitudinal and perhaps qualitative studies to understand these processes.



The presentations altogether gave a rich input to the concluding discussion about possible research areas and collaboration. This discussion also continued as part of Saturday’s Business Meeting where the future of ENOP was discussed.

Submitted by:

Kerstin Isaksson

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4. ENOP members' activities

Prof. Jose M. Peiró has been bestowed a **Doctor Honoris Causa** by the University Miguel Hernandez (Elche, Alicante). The ceremony took place on 4th of July, 2017. The lecture delivered by Prof. Peiró was titled "Youth's work: Employability, Entrepreneurship and Career Development. A Psychosocial approach". Full text of the lecture (in Spanish) can be downloaded from <http://protocolo.umh.es/files/2017/07/Discurso-Honoris.pdf>



You can find a report and some pictures on the following link <http://protocolo.umh.es/category/actos/actos-academicos/acto-clausura-curso/>

5. Future Congresses, Conferences, Meetings (2017-2020)

2017

19th Annula Global Conference:

Leadership In Turbulent Times

October 12-15, 2017

Brussels, Belgium.

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



The First South-East Asia

Regional Conference of Psychology (RCP2017)

November 28 – December 1, 2017

Hanoi, Vietnam

Web: <http://rcp2017.org.vn/en/home-page/>



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

**Institute of Work Psychology
International Conference 2018**

19-21 June, 2018

Sheffield, UK

Web: <http://iwpcconference.group.shef.ac.uk>



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>



2019

19th EAWOP Congress

May 8-11, 2019

Turin, Italy

Web: <http://eawop2019.org>



2020

32nd International Congress of Psychology ICP 2020

June 19-24, 2020

Prague/Czech Republic

Web: <http://www.icp2020.com>



Submitted by:

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6. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 26 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.uk

<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., Coombs, C. R., & Gubler, M. (in press) Career Anchors and Preferences for Organizational Career Management: A Study of Information Technology Professionals in Three European Countries. *International Journal of Human Resource Management*

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:

-Adler, N. J. & Aycan, Z. (2017, forthcoming). Cross-Cultural Interaction: What We Know and What We Need to Know. *Annual Review of Organizational Psychology and Organizational Behavior*, Volume 4.

-Lun, J., Gelfand, M.J., Bruss, B., Assaad, L., Aycan, Z., Dagher, M.M., & Abdel-Latif, A-H. (2017). An analysis of subjective culture in the Middle East: Lessons learned from a qualitative research program. In M. Moaddel & M.J. Gelfand (Eds.). *Values, political action, and change in the Middle East and the Arab Spring* (pp. 325-351). London: Oxford University Press.

3. Caetano, António. Human Resource Management and Organizational Behavior Department, ISCTE - Instituto Universitário de Lisboa (ISCTE-IUL), Av. Forças Armadas, Edif ISCTE, 1649-026, tel. +351217903001 Lisboa. e-mail:

antonio.caetano@iscte-iul.pt

Research topics:

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

Recent publications:

-Junça-Silva, A., Caetano, A. & Lopes, R.R. (2017). Daily Uplifts, Well-Being and Performance in Organizational Settings: The Differential Mediating Roles of Affect and

Work Engagement. *Journal of Happiness Studies*, Volume 18, Issue 2, pp 591–606. doi:10.1007/s10902-016-9740-2

-Lopes, R. R., Navarro, J., Caetano, A., & Junça-Silva, A. (2017). Forecasting the influence of customer-related micro-events on employees' emotional, attitudinal and physiological responses. *European Journal of Work and Organizational Psychology*, pp. 1-19, <http://dx.doi.org/10.1080/1359432X.2017.1360286>

-Santos, S.C., Caetano, A., Spagnoli, P., Costa S. F., and Neumeyer, X. (2017). Predictors of entrepreneurial activity before and during the European economic crisis. *International Entrepreneurship and Management Journal*, pp. 1-26, doi:10.1007/s11365-017-0453-8

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 and performance assessment in (mainly public) organizations.

Recent Publications:

-Capaldo, G., Depolo, M., Rippa, P., Schiattone, D. (2017). Supervisor/peer involvement in evaluation Transfer of Training process and results reliability: A research in an Italian Public Body. *Journal of Workplace Learning*, 29 (2), 134-148.

-Guglielmi, D., Florini, M.C., Mazzetti, G., Depolo, M., Calabrò, E., Miglioli, S., Mariani, M., Cioni, G. (2017). Assessment of organizational well-being in an Italian General Hospital after an organizational change. *Italian Journal of Medicine*, 11 (2), 95-101.

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@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:

-De Moortel, D., Thévenon, O., De Witte, H., & Vanroelen, C. (2017). Working Hours Mismatch, Macroeconomic Changes, and Mental Well-being in Europe, *Journal of Health and Social Behavior*, 58(2), 217-231. 10.1177/0022146517706532

-Erreygers, S., Vandebosch, H., Vranjes, I., Baillien, E., & De Witte, H. (2017). Nice or naughty? The role of emotions and digital media use in explaining adolescents' online pro- and antisocial behavior. *Media Psychology*, 20: 374–400. Doi: 10.1080/15213269.2016.1200990

-Iliescu, D., Macinga, I., Sulea, C., Fischmann, G., Vander Elst, T., & De Witte, H. (2017). The five-factor traits as moderators between job insecurity and health. A vulnerability-stress perspective. *Career Development International*, 22(4), 399-418. <https://doi.org/10.1108/CDI-08-2016-0146>

-Schaufeli, W. & De Witte, H. (Eds.). Special Issue: Burnout and work engagement: dual unity? *Burnout Research*, 5, 1-60 (June 2017)

<http://www.sciencedirect.com/science/journal/22130586/5>

-Vanbelle, E., Van den Broeck, A., & De Witte, H. (2017). Job Crafting: Autonomy and Workload as Antecedents and the Willingness to Continue Working Until Retirement Age as a Positive Outcome. *Psychology of Human Resources Journal (Psihologia Resurselor Umane)*, 15(1), 25-41. DOI: 10.24837/pru.2017.1.3

-Verhofstadt, E., Baillien, E., Verhaest, D. & De Witte, H. (2017). On the moderating role of years of work experience in the Job Demand-Control Model. *Economic and Industrial Democracy*, 38(2), 294-313. doi: 10.1177/0143831X15569550

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. 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.

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

Research topics:

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

Recent publications:

-Butucescu, A., Zanfirescu, A. S., & Iliescu, D. (2017). Construct validity of the IWP Multi-Affect Indicator scale in Romanian work environment. *Psihologia Resurselor Umane*, 15(1), 42-55.

-Iliescu, D., & Ispas, D. (2016). Personality Assessment. In F. T. L. Leong, D. Bartram, F. M. Cheung, K. F. Geisinger, & D. Iliescu (Eds.), *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 (Eds.), *The ITC International Handbook of Testing and Assessment* (pp. 425-437). Oxford: Oxford University Press.

9. 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; professional stress; social tension in the organizations; attitudes to money.

Recent publications:

-Karamushka, L. M., Khodakevych O.H. (2017). Psychological features of students' attitudes to money: monograph. Kyiv: KNEU, 2017, 223 p.

-Karamushka L. M. (2017). Instruments to study components, types and factors behind social tension in the organization. *Organizational Psychology. Economic Psychology. Social Psychology*. 2017. Vol. № 46, pp.74-80.

10.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:

-De Bloom, J., Sianoja, M., Korpela, K., Tuomisto, M., Geurts, S., & Kinnunen, U. (2017). Effects of park walks and relaxation exercises during lunch breaks on recovery from job stress: Two randomized controlled trials. *Journal of Environmental Psychology*, 51, 14–30.

-Kinnunen, U., Feldt, T., Sianoja, M., De Bloom, J., Korpela, K., & Geurts, S. (2017). Identifying long-term patterns of work-related rumination: Associations with job demands and well-being outcomes. *European Journal of Work and Organizational Psychology*, 26(4), 514–526.

- Korpela, K., Nummi, T., Lipiäinen, L., de Bloom, J., Sianoja, M., & Kinnunen, U. (2017). Nature exposure predicts well-being trajectory groups among employees across two years. *Journal of Environmental Psychology*, 52, 81–91.
- Mauno, S., Ruokolainen, M., de Bloom, J., & Kinnunen, U. (2017). Does recovery buffer against emotional labor in terms of motivational outcomes at work? Analyzing age differences among Finnish health care professionals. *Applied Nursing Research*, 36, 88–94.
- Perko, K., Kinnunen, U., & Feldt, T. (2017). Long-term profiles of work-related rumination associated with leadership, job demands, and exhaustion: A three-wave study. *Work & Stress*, 31(4), 395–420.
- Schulz, A., De Bloom, J., & Kinnunen, U. (2017). Workaholism and daily energy management at work: Associations with self-reported health and emotional exhaustion. *Industrial Health*, 55(3), 252–264.
- Sianoja, M., Syrek, C., De Bloom, J., Korpela, K., & Kinnunen, U. (2017). Enhancing daily well-being at work through lunchtime park walks and relaxation exercises: Recovery experiences as mediators. *Journal of Occupational Health Psychology*. DOI: 10.1037/ocp0000083
- Torrente, P., Kinnunen, U., Sianoja, M., De Bloom, J., Korpela, K., Tuomisto, M., & Lindfors, P. (2017). The effects of relaxation exercises and park walks during workplace lunch breaks on physiological recovery. *Scandinavian Journal of Work and Organizational Psychology*, 2(1), 1–15.
- Vahle-Hinz, T., Mauno, S., De Bloom, J., & Kinnunen, U. (2017). Rumination for innovation? Analyzing the longitudinal effects of work-related rumination on creativity at work and off-job recovery. *Work & Stress*, 31(4), 315–337.

11. 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:

- Debus, M. E., & König, C. J. (advance online). Was, wenn mein Arbeitsplatz unsicher ist? Die Bedeutung von Arbeitsplatzunsicherheit für die eigene Karriere. In Spurk, D. & S. Kauffeld (eds.), *Handbuch Laufbahnmanagement und Karriereplanung*. Heidelberg, Germany: Springer. doi:10.1007/978-3-662-45855-6_11-1
- Fell, C. B., König, C. J., Jung, S., Sorg, D., & Ziegler, M. (in press). Are country level prevalences of rule violations associated with knowledge overclaiming among students? *International Journal of Psychology*, advance online publication. doi:10.1002/ijop.12441
- König, C. J., Jansen, A. & Lüscher Mathieu, P. (in press). What if applicants knew how personality tests are scored? A minimal intervention study. *Journal of Personnel Psychology*.
- Langer, M., Brenner, F. S., Green, N., & König, C. J. (in press). Sprach- und Körpersprachanalyse Systeme und digitale Kompetenzbewertung in der Personalauswahl und -entwicklung. In W. Appel & M. Wahler (eds.), *Die digitale HR-Organisation: Personalarbeit von der IT aus gedacht*. Neuwied, Germany: Personalwirtschaft/Wolters Kluwer.

- Odermatt, I., König, C. J., Kleinmann, M., Bachmann, M., Röder, H. & Schmitz, P. (in press). Incivility in meetings: Predictors and outcomes. *Journal of Business and Psychology*, advance online publication. doi:10.1007/s10869-017-9490-0
- Richter, M., König, C. J., Geiger, M., Schieren, S., Göhlich, J., Lothschütz, J., & Zobel, Y (in press). "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
- Bajwa, N. u. H., & König, C. J. (2017). 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*, 40, 538-555. doi:10.1108/MRR-02-2016-0036
- König, C. J., Steiner Thommen, L. A., Wittwer, A.-M., & Kleinmann, M. (2017). Are observer-ratings of applicants' personality also faked? Yes, but less than self-reports. *International Journal of Selection and Assessment*, 25,183-192. doi:10.1111/ijsa.12171
- Odermatt, I., König, C. J., Kleinmann, M., Nussbaumer, R., Rosenbaum, A., Olien, J. L., & Rogelberg, S. G. (2017). On leading meetings: Linking meeting outcomes to leadership styles. *Journal of Leadership and Organizational Studies*, 24, 189-200. doi:10.1177/1548051816655992
- Richter, M., & König, C. J. (2017). Explaining individuals' justification of layoffs. *Journal of Applied Social Psychology*, 47, 331-346. doi:10.1111/jasp.12442
- Shen, W., Sackett, P. R., Lievens, F., Schollaert, E., Van Hoye, G., Steiner, D. D., Rolland-Sayah, F., Georgiou, K., Nikolaou, I., Tomprou, M., Tzafrir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yan, H., Oostrom, J. K., Englert, P., Chernyshenko, O., Kriek, H. J., Joubert, T., Salgado, J. F., Wilhelmy, A., König, C. J., Chuang, A., & Cook, M. (2017). Updated perspectives on the international legal environment for selection. In J. L. Farr & N. Tippins (eds.), *Handbook of employee selection* (2nd edition, pp. 659-677). New York, NY: Routledge.

12. Korunka, Christian. Faculty of Psychology, University of Vienna. Universitaetsstrasse 7, A-1010 Vienna, Austria. Phone +43 4277 47342. Email: christian.korunka@univie.ac.at

Research topics: New job demands, flexible work, boundaryless work, quality of working life, psychological aspects of entrepreneurship

Recent publications:

- Prem, R., Ohly, S., Kubicek, B., & Korunka, C. (2017). Thriving on challenge stressors? Exploring time pressure and learning demands as antecedents of thriving at work. *Journal of Organizational Behavior*, 38(1).
- Gerdenitsch, C., Korunka, C., & Hertel, G. (2017). The effects of an activity-based flexible Office redesign on Office workers: A longitudinal study. *Environment and Behavior*.
- Kubicek, B., & Korunka, C. (2017). Job demands in a changing world of work. In R. Burke, & K. Page (Eds.), *Research handbook on work and well-being* Cheltenham, UK: Edgar Elgar.
- Korunka, C. & Kubicek, B. (2017). (Eds.), *Job demands in a changing world of work* New York/Amsterdam: Springer International Publishing
- Korunka, C., & Vaittianen, M. (2017). ICT at work is great, isn't it? In N. Chmiel, F. Fraccaroli, & M. Sverke (Eds.), *An introduction of work and organizational psychology* Hoboken, NJ: Wiley.

- Prem, R., Paškvan, M., Kubicek, B., & Korunka, C. (2016). Exploring the Ambivalence of Time Pressure in Daily Working Life. *International Journal of Stress Management*.
- Gerdenitsch, C., Scheel, T., Andorfer, J., & Korunka, C. (2016). Coworking spaces: Providing a source of social Support for Independent professionals. *Frontiers in Psychology*
- Prem, R., Kubicek, B., Diestel, S., & Korunka, C. (2016). Regulatory job stressors and their within-person relationships with ego depletion: The roles of state anxiety, self-control effort, and job autonomy. *Journal of Vocational Behavior*, 92, 22-32.

13. Kouabenan, Rémi. Université Pierre Mendès France, UFR SHS, Département de Psychologie, BP 47, 38040, Grenoble Cedex 9, France (Tel. 04 76 82 56 29 (office); 04 76 22 85 07 (home); fax: 04 76 82 56 65; E-mail: Remi.Kouabenan@upmf-grenoble.fr)

Research topics:

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

Recent publications:

- Ngueutsa, R. & Kouabenan, D.R. (2017). Accident history, risk perception and traffic safe behaviour, *Ergonomics*, 60:9, 1273-1282, DOI: 10.1080/00140139.2016.1259508 To link to this article: <http://dx.doi.org/10.1080/00140139.2016.1259508>
- Cippelletti, E., Kouabenan, D.R., & Landry, A. (2017). Analyse de l'activité de techniciens de maintenance d'équipement en interaction avec un logiciel de gestion de procédure. *Psychologie du Travail et des organisations* (in press)
- Azouaghe, S., Kouabenan, D. R., & Belhaj, A. (2017). Diagnostic des facteurs de bien-être et de la détresse psychologique au travail chez les enseignants du primaire et du secondaire marocains. In actes du XIXème congrès de l'Association Internationale de Psychologie du Travail de Langue Française (AIPTLF), Bruxelles (Belgique), 10-13 juillet 2016 (in press).
- 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.

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

Research topics:

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

Recent publications:

- Kozusznik B., Smorzewska B., Grabowski D., Paliga M., Kozusznik M., 2017. Development and Validation of the Team Influence Relations Scale (TIReS): Beyond the Measurement of Individual Influence in Teams. *Baltic Journal of Management* (accepted to be published).

15. 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>

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

-Maslić Seršić, D. i Tomas, J. (2017). 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: Zagreb: FF Press, 134-140.

-Čarapina, I. i Maslić Seršić, D. (2017). 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: FF Press, 128-133.

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

Research topics:

Conflict management, negotiation and mediation 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

17.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:

-Vignoli, M., Nielsen, K., Guglielmi, D., Tabanelli, T. C., & Violante, F. S. (2017). The Importance of Context in Screening in Occupational Health Interventions in Organizations: A Mixed Methods Study. *Frontiers in Psychology: Organizational Psychology*. 8:1347. doi: 10.3389/fpsyg.2017.01347

-Coxon, A., Nielsen, K., Cross, J., & Fox, C. (2017). Implementing enhanced recovery pathways: a literature review with realist synthesis. *Hospital Practice*, 1-10. doi.org/10.1080/21548331.2017.1351858

-Abildgaard, Nielsen & Sverke (2017). Can the job insecurity be managed? A mixed method evaluation study of an organizational level intervention addressing the negative effects of restructuring. *Work & Stress*, doi.org/10.1080/02678373.2017.1367735

-Nielsen, K., Nielsen, M. B., Ogbonnaya, C., Käsälä, M., Saari, E., & Isaksson, K. (2017). Workplace resources to improve both employee well-being and performance: A systematic review and meta-analysis. *Work & Stress*, 31(2), 101-120.

-Day, A. & Nielsen, K. (2017). What does our organization do to help our well-being? Creating Healthy Workplaces and Workers. In: *An introduction of work and organizational psychology* Nik Chmiel, Franco Fraccaroli, & Magnus Sverke. Wiley Blackwell, pp. 295-314.

-Nielsen, K. (in press). How workers' cognitive appraisals of organizational change influence employee well-being. In Petrou, P., & Vakola, M. (2017). *Organizational Change and Employee Functioning: Investigating Resources as Boundary Conditions*. Routledge.

18. Nikolaou, Ioannis 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:

-Ryan, A. M., Reeder, M., Golubovich, J., Grand, J., Inceoglu, I., Bartram, D. Derous, E., Nikolaou, I., Yao, X. (2017) Culture and Testing Practices: Is the World Flat? *Applied Psychology: An International Review*, 66 (3), 434-467.

-Shen, W., Sackett, P.R. et al. (2017). Updated Perspectives on the International Legal Environment for Selection. In J. L Farr and N. T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 659-677). New York: Taylor & Francis.

-Nikolaou, I. Georgiou, K. Bauer, T.N, Truxillo, D. M. (in press). *Technology and Applicant Reactions*. In R. N. Landers (Ed.). *Cambridge Handbook of Technology and Employee Behavior*. Cambridge: Cambridge University Press.

-Nikolaou, I. & Foti, K. (in press). Personnel Selection and Personality. In V. Zeigler-Hill & T. Shackelford (Eds.) *The SAGE Handbook of Personality and Individual Differences*. London: Sage.

-Nikolaou, I. & Tsoni, E. (in press). Internet Recruitment. In B. Warf (Ed.), *The SAGE Encyclopedia of the Internet*. London: Sage.

19. Peiró, José María. Faculty of Psychology, Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (IDOCAL), Valencian Institute of Economic Research (IVIE). Avenida Blasco Ibañez 21, 46010 Valencia, Spain, tel.: +34 96 38646 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:

- Martínez-Tur, V., Estreder, Y., Moliner, C., García-Buades, E., Ramos, J. & Peiró, J. M. (2017). Linking Employees' Extra-Role Efforts to Customer Satisfaction Presence Versus Absence of Complaints. *Social Psychology*, 48(2), 104–112

- Kozusznik, M. W., Peiró, J.M., Soriano, A., & Navarro, M. (2017). "Out of Sight, Out of Mind?": The Role of Physical Stressors, Cognitive Appraisal, and Positive Emotions in Employees' Health. *Environment and Behavior*, 1–30
- López de Castro, B., Gracia, F.J., Tomás, I., & Peiró, J.M. (2017). The Safety Culture Enactment Questionnaire (SCEQ): Theoretical model and empirical validation. *Accident Analysis and Prevention*, 103, 44–55
- Gudela Grote (2017). There is hope for better science. *European Journal of Work and Organizational Psychology*, 26(1), 1-3. J.M. Peiró is a participant of this Small Group Meeting.
- Peiró, J.M., & Salvador, A. (2017). EFPA News and Views. News and Announcements. Robert Roe (1944–2016): Contributions to Psychology. *European Psychologist*, 22(2), 132–137
- 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
- Kozusznik, M. W., Soriano, A. y Peiró, J. M. (in press). "User behavior in smart and sustainable offices (SSO)". *Informes de la Construcción*

20. 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.

21. Schaufeli, Wilmar. Department of Psychology, Utrecht University, Utrecht (Heidelberglaan 1, 3508 TC Utrecht, The Netherlands (Tel: +31 30 2539093) email: w.schaufeli@uu.nl) & Research Group Work, Organisational & Personnel Psychology (WOPP), Faculty of Psychology and Educational Sciences-KU Leuven, Dekenstraat 2, Postbox 3725, B-3000 Leuven, Belgium, Tel. +16-32.37.92.39, e-mail: wilmar.schaufeli@ppw.kuleuven.be

Research topic:

Occupational health psychology.

Recent publications:

- Schaufeli, W.B. (2017). The Job Demands-Resources model; A 'how to' guide to increase work engagement and prevent burnout. *Organizational Dynamics*, 46, 120-132.
- Schaufeli, W.B., De Witte, H. (2017). Work engagement in contrast to burnout: real or redundant? *Burnout Research*, 5, 1-2.
- Schaufeli, W.B., De Witte, H. (2017). Work engagement in contrast to burnout: real and redundant! *Burnout Research*, 5, 58-60.
- Desart, S., Schaufeli, W.B. , De Witte, H. (2017). Op zoek naar een nieuwe definitie van burnout [In search of a novel definition of burnout]. *Overwerk*, 1, 86-92.
- Lovakov, A.V., Agadullina, E.R., Schaufeli, W.B. (2017). Psychometric properties of the Russian version of the Utrecht Work Engagement Scale (UWES-9). *Psychology in Russia: State of the Art*, 10, 145-162.
- Mäkikangas, A., Schaufeli, W.B., Bakker, A.B. (2017). Antecedents of day-level job crafting. *European Journal of Work & Organizational Psychology*, 26, 421-433.

-Reijseger, G., Peeters, M.C.W., Taris, T.W. & Schaufeli, W.B. (2017). From motivation to activation: Why engaged workers are better performers. *Journal of Business & Psychology*, 32, 117-130.

-Schaufeli, W.B. (2017). Burnout: A short socio-cultural history. In S. Neckel, A.K. Schaffner, G. Wagner (Eds.), *Burnout, fatigue, exhaustion: An interdisciplinary perspective on an modern affliction* (pp. 105-127). New York: Springer.

22. 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. (2017). A task-level perspective on work engagement: A new approach that helps to differentiate the concepts of engagement and burnout. *Burnout Research*, 5, 12-20.

-Sonnentag, S., & Pundt, A. (2017). Media-use and well-being at the work-home interface. In L. Reinecke & M. B. Oliver (Eds.), *Handbook of media use and well-being: International perspective on theory and research on positive media effects* (pp. 341-354). New York, NY: Routledge.

-Sonnentag, S., Venz, L., & Casper, A. (2017). Advances in recovery research: What have we learned? What should be done next? *Journal of Occupational Health Psychology*, 22, 365-380

-Unger, D., Sonnentag, S., Niessen, C., & Kuonath, A. (2017). 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*, 24, S74-S97.

-Casper, A., Sonnentag, S., & Tremmel, S. (in press). Mindset matters: the role of employees' stress mindset for day-specific reactions to workload anticipation. *European Journal of Work and Organizational Psychology*.

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

-Sonnentag, S., Reinecke, L., Mata, J., & Vorderer, P. (in press). Feeling interrupted - being responsive: How online messages relate to affect at work. *Journal of Organizational Behavior*.

-Tremmel, S., & Sonnentag, S. (in press). A sorrow halved? A daily diary study on talking about experienced workplace incivility and next-morning negative affect. *Journal of Occupational Health Psychology*.

-Venz, L., Pundt, A., & Sonnentag, S. (in press). What matters for work engagement? A diary study on resources and the benefits of selective optimization with compensation for state work engagement. *Journal of Organizational Behavior*.

23. 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:

- Abildgaard, J. S., Nielsen, K., & Sverke, M. (2017/online first). Can job insecurity be managed? Evaluating an organizational-level intervention addressing the negative effects of restructuring. *Work & Stress*. DOI: 10.1080/02678373.2017.1367735.
- Berntson, E., Bernhard-Oettel, C., Hellgren, J., & Sverke, M. (2017). *Enkätmetodik* [Questionnaire methods]. Stockholm: Natur & Kultur.
- Chmiel, N., Fraccaroli, F., & Sverke, M. (2017). *An introduction to work and organizational psychology: An international perspective* (3rd edition). Chichester: Wiley.
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Research topics:

E-HRM; Techno-stress; Cyber Psychology and Hygiene; Human-related Cyber Hygiene Risk Profile and Competences; Activity Theory and Situational Awareness.

Recent publications:

- Mario Martínez-Córcoles, M., Teichmann, M. Murdvee, M. (2017). Assessing Technophobia and Technophilia: Development and Validation of a Questionnaire. *Technology in Society* (in press).
- Teichmann, M., Kożusznik, B., Murdvee, Barbara Smorczewska, B., Wiecek, K., Rudnicka, P, Chrupala-Pniak, M. (2017). Technostress at Work (in press).

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Research topics:

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

Recent publications:

- Vartiainen, M. (2017) Driving forces in digitalizing work life. In: Salmela-Aro, K. & Nurmi, J-E. (Eds.) What drives us – the basics of motivation psychology, pp. 149-163. Jyväskylä: PS-Kustannus. (in Finnish)

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

Recent publications:

-Zijlstra, F.R.H., & Nyssen, A.-S., (2017). How do we handle technology? In: N. Chmiel, F. Fraccaroli, M. Sverke (Eds). *An introduction of work and organizational psychology. 3rd Edition*. Wiley Blackwell Publishers.

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