

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

**NEWSLETTER**

*No. 73*

*WEB ADDRESS*

*<http://www.enop.ee>*

***MARCH, 2018***

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# ***ENOP NEWSLETTER No. 73***

## ***MARCH, 2018***

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# 1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 29, 2017.

You will also find the preliminary programmes of the ENOP Symposium 2018 «Digitization: The role of work and organizational psychology in developing 21st century competencies and organizations» (March 22-23, 2018, Paris), «The Grant application workshop» (March 23, 2018, Paris), ENOP Business Meeting 2018 (March 24, 2018, 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 (2018-2020) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2017-2018, and other useful information.

Liudmyla Karamushka,

March, 2018  
Kyiv



## 2. COCO-MEETING, 2017

The CoCo-meeting took place in Paris on *September 29, 2017* at New building of the Maison des Sciences de l'Homme ([54 boulevard Raspail](#))

Participants: José María Peiró, Fred Zijlstra, Gudela Grote (minutes), Liudmyla Karamushka, Karina Nielsen, Vincent Rogard



### Agenda:

1. Welcome
2. Approval of the minutes from the 2016 CoCo Meeting
3. Policy impact. EAWOP Task Force information
4. Education. ENOP Reference Model
5. Collaborative Research
6. ENOP Membership
7. President's election
8. ENOP budget
9. ENOP Archives
10. ENOP Newsletter & ENOP web page
11. Annual ENOP Symposium 2018
12. Administration of ENOP
13. Any other business

### 1. Welcome

*José María Peiró* welcomes all participants.

### 2. Approval of the minutes from the 2016 CoCo Meeting

The minutes were approved.

### 3. Policy impact. EAWOP Task Force information

*Gudela Grote* outlines the planned work of the EAWOP Task Force on policy impact. The Task Force will work on a) a survey of EAWOP members regarding interests in and resources for policy impact work, b) the business plan for an EAWOP think tank, c) three workshops aimed at engaging researchers and policy makers on the topic of ageing society, digitization, and migration & inclusion, d) collaboration with OPR/EJWOP on starting a series of review papers linking microlevel psychology findings with macrolevel economic consequences.

*Karina Nielsen* mentions that Scandinavian health researchers are very good in addressing the macrolevel.

*José María Peiró* mentions that he has asked, with positive response, to organise a session on policy issues during the SGM on healthy organisations that will be held in Florence at the end of October 2017. He also mentions that he sees general interest at EU level to get input on research agendas for after 2020. He sent links regarding these programs in a separate email. A first draft of the business plan for the think tank should be ready for discussions at the next ENOP Business meeting.

### 4. Education. ENOP Reference Model

*Fred Zijlstra* and *José María Peiró* presented their work results on the ENOP Reference Model. The next step will be to collect examples for the different boxes in the model, which will be done by a small working group, taking into account the EuroPsy model of competencies and International Declaration on Core Competencies in Psychology. The updated proposal will be presented at the next ENOP business meeting.

*Karina Nielsen* will reserve a slot for a workshop on the ENOP Reference Model at the IWP 2018 Conference to get broader feedback on it.



### 5. Collaborative Research

*Karina Nielsen* presented her ideas for the organization of the research meeting (*Grant application workshop*) to be held on Friday, March 23, 2018 after ENOP

symposium. The aim of the meeting is to draft a joint research proposal. Karina Nielsen will invite people especially for this meeting.

*José María Peiró* suggests to use topics from the EU in the 2018 to 2020 part of Horizon 2020 research proposals to stimulate discussion on research topics.

*(The program of the the Grant application workshop is presented in the Newsletter, section 4).*

## **6. ENOP Membership**

*Fred Zijlstra* informed that Kerstin Isaksson and Magnus Sverke have proposed to introduce new member of ENOP from Sweden. *Fred Zijlstra* will also contact David Guest again about possible ENOP members from UK. *José María Peiró* will contact Dirk Steiner as a possible new member from France. *José María Peiró* informed that he has made some exploration to identify suitable candidates from Hungary.

## **7. President's election**

*Fred Zijlstra* is going to apply for ENOP president election at the next ENOP business meeting for two years. At the next Business meeting it should be decided that the election period is 2 years with possible re-election for another 2 years. An amendment to the statute will be proposed at the ENOP Business meeting.

## **8. ENOP budget**

*Vincent Rogard* reports that the ENOP finances are in a good state (EUR 1400 bank account, EUR 13000 savings account). It will be important to reconsider the rules for invited speakers and approve maximum amount of support for them (3 star hotel, economy fare lowest possible rate, e.g.). Invited speakers should always be invited for the symposium dinner.

## **9. ENOP Archives**

*Vincent Rogard* informs that the library of Université Paris Descartes accepts to host the ENOP archives. The first thirty numbers of newsletters are archived at MS, *Vincent Rogard* has copies for the ENOP archive and will also get them scanned for the ENOP webpage.

## **10. ENOP Newsletter & ENOP web page**

*Liudmyla Karamushka* informed that the current paper newsletter will be distributed in March at the Symposium. In the future, only electronic version of the Newsletter will be available, and, as an exemption, few paper copies will be prepared for the library and archive.

*Liudmyla Karamushka* will discuss with *Cornelius König* the issue of extending content of the webpage (by, for instance, including announcements / reports of the conferences with illustrative materials, etc.). In general, it would be good to have regular updating the webpage. CoCo decided to discuss with *Cornelius König* at the next ENOP Business meeting an opportunity of the ENOP to provide payment for

his students to take on a more formal webmaster function which would allow to have a continuous news feed.

### **11. Annual ENOP Symposium 2018**

*Gudela Grote* informed about the planned program for the next ENOP Symposium. CoCo agreed on the general outline and content. Suggestions are made for possible speakers. *Gudela Grote* will take these suggestions back to the other organizers. CoCo followed the suggestion of the EAWOP Task Force to have the symposium be developed into the planned workshop on digitization. The other members of the Task Force will be invited to the ENOP Symposium and possibly a few further selected individuals. Part of the funding allowed for the Task Force by EAWOP could be used to sponsor invited speakers and invited participants.

Concerning the Symposium location *Vincent Rogard* is still in discussion with the current Director of MSH Michel Wieviorka to get a room at MSH. A backup option is the previous location at René Descartes. *José María Peiró* suggested to have a formal meeting with the director to see whether a more long-term agreement with MSH can be re-established. *José María Peiró* will check with Anne Rocha about such a meeting.

*(The final program of the ENOP Symposium-2018 is presented in the Newsletter, section 3).*



### **12. Administration of ENOP**

There is a formal handover of documents from *Vincent Rogard* to *José María Peiró* and the treasurer stamp from *Vincent Rogard* to *Fred Zijlstra*. *Fred Zijlstra* will make a proposal about how the bank account should be dealt with in the future (e.g. move it to Netherlands). It was decided that for the time being the legal ENOP address will be address of Vincent Rogard (still Paris).

### **13. Any other business**

There is no other business.

*José María Peiró* closed the meeting.



### **3. ENOP Symposium 2018**

## **«Digitization: The role of work and organizational psychology in developing 21st century competencies and organizations»**

**(March 22-23, 2018, Paris)**

**Place:** 1, rue Maurice Arnoux-Montrouge, near Metro Porte d'Orléans

#### **Objective**

Technological developments under the general heading of digitization are expected to have a major impact on how we live and work. What kinds of competencies do people need to make the best out of these new opportunities? How are these new systems to be designed so that people can interact with them in the most effective way and what competencies do system designers need to make this happen? How should these developments be taken into consideration when designing organizations and teams and in job crafting? The symposium will take stock of what work and organizational psychology knowledge there is to meet these challenges and what policy makers expect from work and organizational psychology in order to make informed decisions on the future development and use of digital technology. From the discussions next steps will be identified in order to get ENOP to play a more active role in the digitization debate.

#### **Program overview**

The symposium has three parts:

1. Discussion of relevant work and organizational psychology knowledge concerning requirements for people's competencies and system and organizational design with increasing digitization of work.
2. Discussion of policy making concerning the effects of digitization on workers and organizations and of the role of work and organizational psychology.
3. Development of an outline for an ENOP action plan concerning digitization of work (e.g., preparing white papers and policy briefs, establishing contacts with relevant policy makers and institutions, organizing workshops with policy-makers and practitioners, reviewing study programs in work and organizational psychology).

## **Thursday, March 22**

9.00 - 9.15 Welcome and introduction  
**Gudela Grote**

### **Part I      Discussion of relevant work and organizational psychology knowledge**

9.15 - 9.45 Insights from research on personnel selection and assessment  
**Dragos Iliescu/Cornelius König**

9.45 - 10.15 Insights from research on job design and career development  
**Gudela Grote**

10.15 - 10.45 Insights from research on socio-technical system design  
**Matti Vartiainen**

*10.45 - 11.15 Coffee break*

11.15 - 12.30 **General discussion**  
Moderator: **Fred Zijlstra**

*12.30 - 13.30 Lunch*

### **Part II      Discussion of the policy making perspective**

13.30 - 14.15 **Helena Leurent** (World Economic Forum)

14.15 - 15.00 **Agnes Parent-Thirion** (Eurofound)

*15.00 - 15.30 Coffee break*

15.00 - 15.45 **Marcelino Cabrera** (European Commission-JRC Seville)

15.45 - 16.30 **Didier Fouarge** (Labor Market Research, Maastricht University)

16.30 - 18.00 **General discussion**  
Moderator: **José María Peiró**

*19.30 – 22.00 Conference dinner*

## **Friday, March 23**

9.30 - 9.45 **Summary of Day 1**  
Gudela Grote

### **Part III Discussion of ENOP action plan**

9.45 - 10.45 **Discussion in small groups (mechanism for deciding on group composition and topic per group still to be determined)**

*10.45 - 11.15 Coffee break*

11.15 - 12.00 **Reports from groups and general discussion**  
Moderator: **Karina Nielsen**

12.00 - 12.30 Next steps  
Moderator: **Gudela Grote**

*12.30 - 13.30 Lunch*

13.30 End of Symposium

## **4. «The Grant application workshop»**

**(March 23, 2018, Paris)**

**Place:** 1, rue Maurice Arnoux-Montrouge, near Metro Porte d'Orléans

**Organized by Karina Nielsen, University of Sheffield, UK**

### **INVITATION**

This workshop is aimed at ENOP colleagues interested in developing European grant applications. We will go through a structured process of identifying shared interests and developing project ideas that interested groups can continue working on.

### **PROGRAM**

**13.30-14.00 Introduction and key challenges of research until 2020.**

**14.00-17.00 CLEAR IDEAS** - An interactive workshop identifying areas for collaboration and development of groups and initial project ideas.

## 5. ENOP Business Meeting 2018

(March 24, 2018, Paris)

**Place:** Paris, 1, rue Maurice Arnoux-Montrouge (near Metro Porte d'Orléans)

**Schedule:** from 9:00 am to 12:00 h. (with a break of 15 min.)

### Agenda

1. Opening and welcome
2. Approval of the Minutes of 2017 Business Meeting
3. Report of the outgoing president of ENOP (JMP)
4. Election of the new President of ENOP
5. ENOP membership
6. ENOP budget
7. ENOP Reference Model
8. Policy impact. EAWOP Task Force information
9. Collaborative Research
10. Update on ENOP activities (Web page, Newsletter, Archives,..) and members' research projects, congresses, etc.
11. ENOP CoCo members
12. Next Symposium 2018: Theme; Convener, Place and date.
13. AOB
14. Adjourning.

## 6. ENOP members' activities

### 6.1. Inclusive Organisations

The Centre for Inclusive Organisations at the Department of Work and Social Psychology at Maastricht University developed instruments and tools to facilitate the inclusion of people with a distance to the labor market. The Centre's main activities are research and development, dissemination of information, and consultancy. (<http://www.inclusievearbeidsorganisatie.org/>).

**Submitted by:**

**Fred Zijlstra**

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*Faculty of Psychology and Neuroscience,*

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## 6.2. The 13th European Academy of Occupational Health Psychology Conference

(5-7 September 2018, Lisbon, Portugal)

<http://www.eaohp.org/conference-committees.html>

### CALL FOR PAPERS IS NOW OPEN!

The theme for the EAOHP 2018 conference is '**Adapting to rapid changes in today's workplace**'. The conference will be co-organized by the **Business Research Unit** (BRU-IUL), specifically by the Organizational Behavior and Human Resources (**OBHR**) research group. BRU-IUL is a multidisciplinary research unit that spans the main fields of Business, Economics and Finance in **ISCTE-IUL** (Lisbon, Portugal).

The programme will include keynotes from **Prof Leslie B. Hammer**, **Prof David E. Guest**, and **Prof Maria José Chambel**.



### **Pre-conference workshop: Designing, Implementing and Evaluating Organisational Interventions (4 September 2018, Lisbon, Portugal)**

*by Prof Karina Nielsen & Dr Raymond Randall*

<https://www.eventbrite.co.uk/e/designing-implementing-and-evaluating-organisational-interventions-tickets-41500617464>

### DESCRIPTION

#### *Designing, Implementing and Evaluating Organisational Interventions*

#### **Background**

In recent years, organizational interventions aimed at improving employee well-being through changing the way work is organized, designed and managed has gained popularity. The implementation and evaluation is such complex intervention

is challenging for researchers and practitioners. It has been argued that it is crucial to understand what works for whom in which circumstances in order to inform future interventions (Nielsen, 2017). Such an understanding requires researchers to develop their knowledge on how to plan, implement and evaluate such interventions with a view to documenting the intervention processes and the factors that may explain any improvement in health and well-being.

To advance researchers' understanding of how to plan, implement and evaluate interventions, frameworks have been developed that employ a phased approach to organizational interventions. It is crucial that to develop our understanding of what works for whom in which circumstances, researchers are aware of how to design, implement and evaluate intervention processes and understand how to fit activities to the organizational context. Furthermore, it is important not only to evaluate the process post-intervention but develop methods and tools that may help change agents within the organization (e.g. occupational health and safety practitioners and line managers) to monitor progress and take corrective action if the process is not on track.

The overarching aims of this workshop are to a) share a recent framework for how to design, implement and evaluate organizational interventions, and b) provide the participants with practical insights into the design, implementation and evaluation of organizational interventions by drawing on participants' own expertise and experiences.

### **Session Description**

The first half of the workshop will focus on presenting a recent framework for planning session will involve the presentation of one recent framework for developing interventions developed by Nielsen, Randall and colleagues (2010). This framework outlines five phases of designing, implementing and evaluating organizational interventions. Participants will then engage in group work discussing important tools and considerations of each phase based on their own experiences. A key part of the discussions will be to develop an understanding of how intervention activities may be integrated into existing organizational practices to ensure intervention fit.

The second half of the workshop will focus on the collection, interpretation and use of process evaluation data during each phase of the framework. Evidence about the utility of different data collection methods will be presented to enable participants to formulate and evaluate specific plans for the process evaluation of interventions. The opportunities and challenges associated with the integration, interpretation and use of these data will be presented. New methods will be introduced to participants that show how process evaluation data can be integrated into intervention decision-making. Participants will then explore how process evaluation data from each stage can be used to enhance intervention implementation and reduce the risk of intervention failure.



## Session Outcomes

When this workshop is complete, participants should be able to:

1. List and describe the phases an organizational intervention goes through.
2. Have an understanding of key elements in each phase, e.g. what needs to be considered when setting up an intervention.
3. Have an understanding of the need to tailor intervention activities to the organizational context and the people within the organization.
4. List and evaluate a number of different methods that can be used to collect process evaluation data.
5. Integrate different sources of information about intervention processes to evaluate the fit of the intervention to stakeholder needs and the organizational contexts.
6. Describe how process evaluation data can be used to enhance intervention-related activities and employee well-being outcomes.

### ***Submitted by:***

**Karina Nielsen,**  
*University of Sheffield,*  
*Institute of Work Psychology*  
*(Sheffield, UK)*  
*e-mail: [k.m.nielsen@sheffield.ac.uk](mailto:k.m.nielsen@sheffield.ac.uk)*

## 7. Future Congresses, Conferences, Meetings (2018-2020)

### 2018

**EAWOP Small Group Meeting:  
Working Anywhere, Anytime: Work Flexibility  
from a Management and an Occupational Health  
Perspective**

12-12 April, 2018

Leuven, Belgium

Web: <http://eawop.org/news/working-anywhere-anytime-work-flexibility-from-a-management-and-an-occupational-health-perspective>



**International seminar:**

**The future of Work and Organizational Psychology:  
emerging issues and trends**

23-24 April, 2018

Facultad de Psicología,  
Universidad Complutense de Madrid

Web: <http://www.eawop.org/news/international-seminar-the-future-of-work-and-organizational-psychology-emerging-issues-and-trends>



**EAWOP Small Group Meeting:  
The future of Work and Organizational  
Psychology**

16-18 May, 2018

Breda, the Netherlands

Web: <http://www.eawop.org/news/the-future-of-work-and-organizational-psychology>

## **The 6th EAWOP Early Career Summer School 2018**

2-6 June, 2018

Heraklion, Crete, Greece

Web: <http://onlinesurveys.aueb.gr/index.php/961844/lang/en/newtest/Y>



## **Institute of Work Psychology International Conference 2018**

19-21 June, 2018

Sheffield, UK

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



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

June 23-30, 2018

Montréal, Canada,

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



**EAWOP Small Group Meeting:  
New frontiers in employability research:  
How to build a sustainable workforce?**

28-29 June, 2018

Eindhoven University of Technology, the Netherlands

Web: <http://www.eawop.org/news/workforce-employability-and-sustainability>



**EAWOP Small Group Meeting:  
Recent Developments in Recruitment and Selection**

27-29 June, 2018

Edinburgh, UK

Web: <http://www.eawop.org/news/recent-developments-in-recruitment-and-selection>



UNIVERSITY OF EDINBURGH  
Business School



**4th ENESER meeting**  
Recent Developments in  
Recruitment and Selection  
Edinburgh, June 27-29, 2018

**International Congress of the International Association for CrossCultural Psychology (IACCP)**

July 1-5, 2018

Guelph, Ontario, Canada

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



**EAWOP Small Group Meeting:  
Presenteeism and Absenteeism**

27-28 July, 2018

University of Klagenfurt, Austria

Web: <http://eawop.org/news/call-for-papers-presenteeism-and-absenteeism>



**EAWOP Small Group Meeting:  
Organizational frame conditions  
and their meaning for change recipients**

September, 11-14 2018

Dortmund, Germany

Web: <http://eawop.org/news/call-for-papers-eawop-small-group-meeting-organizational-frame-conditions-and-their-meaning-for-change-recipients>



**Caribbean Regional Conference on Psychology 2018**

November, 12-16, 2018

Havana, Cuba

Web: <http://canpanet.org>



**2019**

**19<sup>th</sup> EAWOP Congress**

May 8-11, 2019

Turin, Italy

Web: <http://eawop2019.org>

TORINO, MAGGIO 2019

**19<sup>TH</sup> CONGRESS OF EUROPEAN  
ASSOCIATION OF WORK AND  
ORGANIZATIONAL PSYCHOLOGY**

<http://eawop2019.org/>





**2020**

**32nd International Congress of Psychology ICP 2020**

June 19-24, 2020

Prague/Czech Republic

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



**PSYCHOLOGY IN THE 21ST CENTURY:  
OPEN MINDS, SOCIETIES & WORLD**

The 32<sup>nd</sup> International Congress of Psychology  
PRAGUE 2020 / Czech Republic

**Submitted by:**

**Liudmyla Karamushka**

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## 8. ENOP-Members Research Interests and Recent Publications

*In this section you will find a list of 25 members of «New» ENOP, their addresses and research topics as well as publications dated 2017-2018 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.

**2. Aycan, Zeynep.** Department of Psychology and Management, Koc University, Sariyer, Istanbul, Turkey. Tel. +90 212 338 1353. E-mail: [zaycan@ku.edu.tr](mailto:zaycan@ku.edu.tr); website: [www.zeynepaycan.net](http://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). Cross-Cultural Interaction: What We Know and What We Need to Know. *Annual Review of Organizational Psychology and Organizational Behavior*, Volume 4. DOI: <https://doi.org/10.1146/annurev-orgpsych-032117-104528>

-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. DOI: [10.1037/apl0000186](https://doi.org/10.1037/apl0000186)

-Dietz, J., Fitzsimmons, S.R., Aycan, Z., Francesco, A.M., Jonsen, K., Osland, J., Sackmann, S.A., Lee, H-Y., & Boyacigiller, N.A. (2017). Cross-cultural management education rebooted: Creating positive value through scientific mindfulness. *Cross-Cultural and Strategic Management*, 24 (1), 125-151. DOI: <https://doi.org/10.1108/CCSM-01-2016-0010>

-Korabik, K., Aycan, Z., & Ayman, R. (2017). *Work-family interface in global context*. New York: Routledge.

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

Research topics:

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

Recent publications:

-Caetano, A. e Santos, S. C. (2017). The gap between research and professional practice in work and organizational psychology: Tensions, beliefs, and options. In E. R. Neiva, C.

V. Torres, e H. Mendonça (Eds.), *Organizational psychology and evidence-based management – What science says about practice*, pp. 1-22. Switzerland: Springer.

-Costa, S. F., Santos, S. C., Wach, D., Caetano, A. (2017). Recognizing Opportunities across Campus: The Effects of Cognitive Training and Entrepreneurial Passion on the Business Opportunity Prototype. *Journal of Small Business Management*. doi: 10.1111/jsbm.12348

**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](mailto:marco.depolo@unibo.it)

Research topics:

Work-related stress; Diagnosis and prevention of psychosocial risks at work; Individual and organizational issues of ageing at work; Methodological issues of evaluation of training and performance assessment in (mainly public) organizations.

Recent publications:

-Gabriela, T.; Depolo, M.; Carlos-Maria, A. Early Retirement: A Meta-Analysis of Its Antecedent and Subsequent Correlates, *«Frontiers in Psychology»*, 2018, 8, 1 – 24.

-Fraccaroli, F., Depolo, M., Wang, Mo (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.

-Fraccaroli, F.; Depolo, M., Salute psicologica e lavoro: fattori di rischio occupazionale e organizzativo, *«Giornale di diritto del lavoro e di relazioni industriali»*, 2017, 4, 639 – 662.

-Guglielmi, D.; Vignoli, M.; Camellini, L.; Florini, M. C.; Brunetti, M.; Depolo, M., When helpers need help: A case study on the 2012 earthquakes in Italy, *«Work»*, 2017, 58, 185 – 191.

**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](mailto: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:

-Erreygers, S., Vandebosch, H., Vranjes, I., Baillien, E., & De Witte, H. (2018). The interplay of negative experiences, emotions and affective styles in adolescents' cybervictimization: A moderated mediation analysis. *Computers in Human Behavior*, 81, 223-234. <https://doi.org/10.1016/j.chb.2017.12.027>

-Niesen, W., Van Hoetegem, A., Vander Elst, T., Battistelli, A. & De Witte, H. (2018). Job Insecurity and Innovative Work Behaviour: A Psychological Contract Perspective. *Psychologica Belgica*, 57(4), 174–189. DOI: <https://doi.org/10.5334/pb.381>

-Piccoli, B., Callea, A., Urbini, F., Chirumbolo, A., Ingusci, E., & De Witte, H. (2017). Job Insecurity and Performance: The Mediating Role of Organizational Identification. *Personnel Review*, 46(8), 1508-1522. DOI 10.1108/PR-05-2016-0120



- 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
- 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>
- Van den Brande, W., Baillien, E., Vander Elst, T., De Witte, H., Van den Broeck, A., & Godderis, L. (2017). Exposure to Workplace Bullying: The Role of Coping Strategies in Dealing with Work Stressors. *BioMed Research International*. Article ID 1019529, 12 p., <https://doi.org/10.1155/2017/1019529>
- Van den Broeck, A., Vander Elst, T., Baillien, E., Sercu, M., Schouteden, M., De Witte, H., Godderis, L. (2017). Job Demands, Job Resources, Burnout, Work Engagement and Their Relationships: An Analysis Across Sectors. *Journal of Occupational and Environmental Medicine*, 59(4), 369-376. DOI: 10.1097/JOM.0000000000000964
- Vîrgă, D., De Witte, H., & Cifre Gallego, E. (2017). The Role of Perceived Employability, Core Self-Evaluations, and Job Resources on Health and Turnover Intentions, *The Journal of Psychology*, 151(7), 632-645. <http://dx.doi.org/10.1080/00223980.2017.1372346>
- 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>
- Vranjes, I., Baillien, E., Vandebosch, H., Erreygers, S., & De Witte, H. (2018). When workplace bullying goes online: construction and validation of the Inventory of Cyberbullying Acts at Work (ICA-W). *European Journal of Work and Organisational Psychology*, 27(1), 28-39. <http://dx.doi.org/10.1080/1359432X.2017.1363185>

**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](mailto:franco.fraccaroli@unitn.it), <http://discof.unitn.it/fraccaroli.htm>

Research topics: Elderly workers and the work exit phase; psycho-social risk and quality of organizational life; workaholism; psycho-social transitions to work and within work; psychology of working times; organizational identification and burnout

Recent publications:

- Avanzi, L., Fraccaroli, F., Castelli, L., Marcionetti, J., Crescentini, A., Balducci, C., & van Dick, R. (2018). *How to mobilize social support against workload and burnout: The role of organizational identification.* *Teaching and Teacher Education*, 69, 154-167. 10.1016/j.tate.2017.10.001
- Fraccaroli, F. & Depolo, M. (2017). Salute psicologica e lavoro: fattori di rischio occupazionale e organizzativo. *Giornale di diritto del lavoro e di relazioni industriali*, vol. 156, p. 639-662, ISSN: 1720-4321
- Ceschi, A., Fraccaroli, F., Costantini, A., & Sartori, R. (2017). Turning bad into good: How resilience resources protect organizations from demanding work environments. *Journal of Workplace Behavioral Health*, 32(4), 267-289. doi:10.1080/15555240.2017.1398659

- Spagnoli, P., Balducci, C., & Fraccaroli, F. (2017). A two-wave study on workplace bullying after organizational change: A moderated mediation analysis. *Safety Science*, 100, 13-19. doi:10.1016/j.ssci.2017.05.013
- Villotti, P., Corbière, M., Dewa, C. S., Fraccaroli, F., Sultan-Taïeb, H., Zaniboni, S., & Lecomte, T. (2017). A serial mediation model of workplace social support on work productivity: The role of self-stigma and job tenure self-efficacy in people with severe mental disorders. *Disability and Rehabilitation*, , 1-7. doi:10.1080/09638288.2017.1377294
- Balducci, C., Romeo, L., Brondino, M., Lazzarini, G., Benedetti, F., Toderi, S., Pasini, M. (2017). The validity of the short UK health and safety executive stress indicator tool for the assessment of the psychosocial work environment in Italy. *European Journal of Psychological Assessment*, 33 (3), 149-157. doi:10.1027/1015-5759/a000280
- Fraccaroli, F., Zaniboni, S., & Truxillo, D. (2017). *Job design and older workers* doi:10.1108/S1877-636120170000017008
- Shen, W., Sackett, P. R., Lievens, F., Schollaert, E., Van Hove, G., Steiner, D. D., Cook, M. (2017). Updated perspectives on the international legal environment for selection. *Handbook of employee selection, second edition* (pp. 659-677) doi:10.4324/9781315690193

**7. Grote, Gudela.** Department of Management, Technology, and Economics, ETH Zürich, Weinbergstrasse 56/58, 8092 Zürich, Switzerland; Tel. +41446327086, Fax: +41446321186, e-mail: [ggrote@ethz.ch](mailto:ggrote@ethz.ch)

Research topics:

Socio-technical systems design; safety management; leadership and cooperation in high-risk teams and innovation teams; career management; psychological contract; flexible working.

Recent publications:

- Dönmez, D. & Grote, G. (2018). Two sides of the same coin – how agile software development teams approach uncertainty as threats and opportunities. *Information and Software Technology*, 93, 94-111.
- Weiss, M., Kolbe, M., Grote, G., Spahn, D.R. & Grande, B. (2017). We can do it! Inclusive leader language promotes voice behavior in multi-professional teams. *Leadership Quarterly*, advance online publication.
- Chmiel, N. & Grote, G. (2017). Why do I put myself and others in danger or help increase safety? Person- and situation-related causes of safety behaviours. In N. Chmiel, F. Fraccaroli, & M. Sverke (eds), *An introduction to work and organizational psychology: An international perspective* (pp. 388-409). Chichester, UK: Wiley.

**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](mailto: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:

- Kluemper, D. H., Mossholder, K. W., Ispas, D., Bing, M. N., Iliescu, D., & Ilie, A. (2018). When Core Self-Evaluations Influence Employees' Deviant Reactions to Abusive

Supervision: The Moderating Role of Cognitive Ability. *Journal of Business Ethics*, Online before print. DOI: 10.1007/s10551-018-3800-y

-Ion, A, Nye, C. D., & Iliescu, D. (2017). Age and Gender Differences in the Variability of Vocational Interests. *Journal of Career Assessment*, Online before print. DOI: 10.1177/1069072717748646

-Ispas, S.-A. & Iliescu, D. (2017). Work-life interaction as a mediator between work factors and outcomes. *Psihologia Resurselor Umane*, 15(2), 106-124. DOI: 10.24837/pru.2017.2.478

-Zanfirescu, S. A, Butucescu, A., Iliescu, D. (2017). Empirical exploration of the circumplex model and subjective well-being on employees. *Psihologia Resurselor Umane*, 15(2), 125-137. DOI: 10.24837/pru.2017.2.479

-Iliescu, D., Dinca, M., & Bond, M. H. (2017). The Increment of Social Axioms over Broad Personality Traits in the Prediction of Dyadic Adjustment: An Investigation Across Four Ethnic Groups. *European Journal of Personality*, 31(6), 630-641. DOI: 10.1002/per.2131

-Iliescu, D. (2017). Adapting Tests in Linguistic and Cultural Situations. Cambridge, UK: Cambridge University Press.

-Iliescu, D., Macsinga, 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. DOI: <https://doi.org/10.1108/CDI-08-2016-0146>

-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>

-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.

-Ion, A., Iliescu, D., Ratanadilok, K., Rana, N., Widyanti, A., & Aldhafri, S. (2017). A Cross-Cultural Analysis of Personality Structure through the Lens of the HEXACO Model. *Journal of Personality Assessment*, 99(1), 25-34. DOI: 10.1080/00223891.2016.1187155

**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.

Recent publications:

-Karamushka L.M. Social tension in educational organizations: types, consequences, conditions of prevention and overcoming. *Fundamental and applied researches in practice of leading scientific schools*, 2017, 22 (4), 79-84.

-Karamushka L.M. Social tension in educational organizations: main types and relationship with meso-level organizational and functional factors. *Organizational Psychology. Economic Psychology*. 2017. Vol. № 2-3(9-10), 39-52.

-Karamushka, L.M., Tereshchenko, K.V., Kredentser, O.V., Lagodzinska, V.I., Kovalchuk, O.S., Ivkin, V.M. Relationship between educational organization staff's

negative mental states and types and levels of educational organization culture. *Organizational Psychology. Economic Psychology*. 2017. Vol. № 4 (11), 43-53.

-Karamushka, L.M., Honcharenko Ya.V. Orientation to the client in commercial organizations: the main types of personnel. *Fundamental and applied researches in practice of leading scientific schools*, 2017, 21 (3), 49-55.

**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 workengagement; work-family interface; leadership

Recent publications:

- Mäkikangas, A., Tolvanen A., Aunola, K., Feldt, T., Mauno, S., & Kinnunen, U. (2018). Multilevel latent profile analysis with covariates: Identifying job characteristics profiles in hierarchical data as an example. *Organizational Research Methods*. doi: 10.1177/1094428118760690

- Sianoja, M., Kinnunen, U., Mäkikangas, A., & Tolvanen, A. (2018). Testing the direct and moderator effects of the stressor-detachment model over one year: A latent change perspective. *Work & Stress*. doi: 10.1090/02678373.2018.1437232

- De Bloom, J., Rantanen, J. Tement, S., & Kinnunen, U. (2017). Longitudinal leisure activity profiles and their associations with recovery experiences and job performance. *Leisure Sciences*. doi. 10.1080/01490400.2017.1356254

- Kinnunen, U. (2017). Työstä palautuminen [Recovery from work]. In A. Mäkikangas, S. Mauno & T. Feldt (Eds.), *Tykkää työstä. Työhyvinvoinnin psykologiset perusteet* (pp. 127-147). Jyväskylä, Finland: PS-kustannus.

- Kinnunen, U., Feldt, T., Korpela, K., Mauno, S., & Sianoja, M. (2017). Uupumusasteisen väsymyksen kehityskulut kahden vuoden aikana: yhteydet työstä palautumiseen vapaa-ajalla [The development of job exhaustion across two years: relations to recovery during off-job time]. *Psykologia*, 52(4), 293-306.

**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; impact of new technologies; time management; science-practitioner gap

Recent publications:

- Bajwa, N. u. H., & König, C. J. (eds.) (2018). *Karrierperspektiven in der Arbeits- und Organisationspsychologie: Darstellung aktueller und zukünftiger Tätigkeitsfelder*. Berlin: Springer.

- Langer, M., König, C. J., & Fitili, A. (2018). Information as a double-edged sword: The role of computer experience and information on applicant reactions towards novel technologies for personnel selection. *Computers in Human Behavior*, 81, 19-30. doi:10.1016/j.chb.2017.11.036

- König, C. J., Jansen, A. & Lüscher Mathieu, P. (2017). What if applicants knew how personality tests are scored? A minimal intervention study. *Journal of Personnel Psychology*, 16, 206–210. doi:10.1027/1866-5888/a000183



- Langer, M., König, C. J., & Krause, K. (2017). Examining digital interviews for personnel selection: Applicant reactions and interviewer ratings. *International Journal of Selection and Assessment*, 25, 371-382. doi:10.1111/ijsa.12191
- 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
- Gebhard, P., Schneeberger, T., André, E., Baur, T., Damian, L., Mehlmann, König, C. J., & Langer, M. (in press). Serious games for training social skills in job interviews. *Transactions on Computational Intelligence and AI in Games*.
- 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.
- Langer, M., Schmid Mast, M., Meyer, B., Maass, W., & König, C. J. (in press). Research in the era of sensing technologies and wearables. In R. Landers (ed.), *Cambridge handbook of technology and employee behavior*. Cambridge, UK: Cambridge University Press.
- 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

**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](mailto: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., Paškvan, M., Kubicek, B., & Korunka, C. (2018). Exploring the Ambivalence of Time Pressure in Daily Working Life. *International Journal of Stress Management*, 25(1), 35-43.

**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](mailto:Remi.Kouabenan@upmf-grenoble.fr)

Research topics:

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

Recent publications:

- Ngueutsa, R., Kouabenan, D.R. (2017). Fatalistic beliefs, risk perception and traffic safe behaviors (Croyances fatalistes, perception du risque et comportements de sécurité routière). *European Journal of Applied Psychology*, 67, 6, 307-316. doi.org/10.1016/j.erap.2017.10.001.

**14. 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](mailto:barbara.kozusznik@us.edu.pl))

Research topics:

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

Recent publications:

-Kożusznik B., Paliga M., Smorczewska B., Grabowski D., Kozusznik M. (2018). Development and Validation of the Team Influence Relations Scale (TIReS): Beyond the Measurement of Individual Influence in Teams, *Baltic Journal of Management*, ISSN 1746-5265, vol.13, issue 1, pp.84-103.

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

Research topics:

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

Recent publications:

-Virkes, T., Maslić Seršić, D., Lopez-Zafra, E. (2017). Core Self- Evaluations and Individual strategies of coping with unemployment among displaced Spanish workers. *The Spanish Journal of Psychology*, 20, E59, 1-11.

**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](mailto:munduate@us.es)).

Research topics:

Conflict management, negotiation and mediation strategies, and power dynamics in organizations.

Recent publications:

-Di Marco, D, Arenas, A., Hoel, H. & Munduate (2017). *¿Quién queda en el armario? La experiencia de personas lesbianas y gais en el trabajo*. Madrid: Pirámide.

-Medina, F.J & Munduate, L. (2017). La Psicología en los estudios sobre negociación. In J.J Arrospide, C. Márquez-Taboada, & J.F. Morales (Coords). *Innovación, Transparencia y Comunicación en Grupos y Organizaciones*. Madrid: Sanz y Torres

-Elgoibar, P., Euwema, M. & Munduate, L. (2017). Conflict Management. *Encyclopedia of Psychology*. Oxford, UK: Oxford University Press. DOI: 10.1093/acrefore/9780190236557.013.5

-Garcia, A., Munduate, L., Elgoibar, P., Wendt, H. & Euwema, M. (2017). Competent or Competitive? How Employee Representatives gain influence in Organizational Decision-Making. *Negotiation and Conflict Management Research*, 10 (2), 107-125.

- Ramirez, J., Ramirez, J. & Munduate, L. (2017). Selling to strangers, buying from friends: effect of communal and exchange norms on expectations in negotiation. *Group Decision and Negotiation*. <https://doi.org/10.1007/s10726-017-9548-4>
- Romero-Pender, E., Elgoibar, P., Munduate, L., García, A. B. & Euwema, M (2017). Improving Social Dialogue. What employers expect from employee representatives. *The Economic and Labour Relations Review*, 1-21, DOI: 10.1177/1035304617739506

**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](mailto: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:

- Nielsen, K. (in press). How workers' cognitive appraisals of organizational change influence employee well-being. In Petrou, P., & Vakola, M. *Organizational Change and Employee Functioning: Investigating Resources as Boundary Conditions*. Routledge.
- Abildgaard, J.S., Hasson, H., von Thiele Schwarz, U., Løvseth, L., Ala-Laurinaho, A., & Nielsen, K. (in press). Forms of participation – the development and application of a conceptual model of participation in work environment interventions. *Economic and Industrial Democracy*.
- Nielsen, K., Yarker, J., Munir, F. & Bültmann, U. (in press). IGLOO - An integrated framework for sustainable Return to Work in employees with common mental disorders sustainable RTW. *Work & Stress*.

**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](mailto:inikol@aueb.gr))

Research topics:

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

Recent publications:

- Nikolaou, I. & Georgiou, K. (accepted for publication). Fairness reactions to the employment interview. *Journal of Work & Organizational Psychology*.

**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](mailto:jose.m.peiro@uv.es)

Research topics:

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

Recent publications:

- García-Buades, E., Martínez-Tur, V., Ortiz-Bonnin, S., & Peiró, J.M. (2018). Engaged teams deliver better service performance in innovation climates. En Ramos, J., Anderson, N., Peiró, J.M., & Zijlstra, F. (eds) *Creativity and Innovation in Organizations Current*

*Research and Recent Trends in Management*. Routledge, Oxon, UK and New York, USA. Pp 121-136

- García-Castro, L., Rocabert-Beut, E., Yeves, J., & Peiró, J.M. (2018). Modelo de medida del constructo ‘subempleo’ en jóvenes trabajadores en España [A measurement model of the ‘underemployment’ construct of youth employees in Spain]. *Revista Mexicana de Psicología*, volumen 35, número 1, enero-junio 2018.
- Henao-Zapata D., & Peiró J.M. (2018) The Importance of Empowerment in Entrepreneurship. In: Tur Porcar A., Ribeiro Soriano D. (eds) *Inside the Mind of the Entrepreneur*. Contributions to Management Science. Springer, Cham
- Lorente, L., Tordera, N., & Peiró, J.M. (2018). How Work Characteristics are related to European Workers’ Psychological Well-being. A comparison of two age groups. *International Journal of Environmental Research and Public Health*, 15, (1), 127
- Ramos, J., Anderson, N., Peiró, J.M., & Zijlstra, F. (2018). Introduction – Studying innovation in organizations: a dialectic perspective. En Ramos, J., Anderson, N., Peiró, J.M., & Zijlstra, F. (eds) *Creativity and Innovation in Organizations Current Research and Recent Trends in Management*. Routledge, Oxon, UK and New York, USA. Pp 1-4
- Peiró, J.M. (2017) Liderazgo y salud laboral. [Leadership and occupational health] En García-Izquierdo, L. (dir.) *Ergonomía y Psicosociología aplicada a la prevención de Riesgos Laborales*. Cátedra Asturias de Prevención. Universidad de Oviedo. Pp 545-572
- Peiró, J.M. (2017) El papel del bienestar en el ámbito laboral: fundamentos y aportaciones desde la psicología [*The role of well-being at work. Fundamentals and contributions from Psychology*] INFOCOP Consejo General de la Psicología de España, 78, jul-sep.
- Peiró, J.M (2017). El trabajo de los jóvenes: empleabilidad, emprendimiento y Desarrollo de Carrera. Una aproximación Psicosocial [The work of youngsters: Employability, entrepreneurship, and career development. A psychosocial approach]. En *Ceremonial del Solemne Acto Académico con motivo de la clausura del curso académico 2016/2017 de la Universidad Miguel Hernández y de la Investidura como Doctor Honoris Causa del Sr. D. José M. Peiró Silla*. Universidad Miguel Hernández, Elx.
- Zornoza, A., Orenge, V., Peñarroja, V. y Peiró, J.M. (2017). El trabajo en equipos virtuales: el papel del feedback y la reflexión guiada [Team work in virtual teams: The role of feedback and guided reflexivity]. En Arróspide, J.J., Martínez-Taboada, C., y Morales, J.F. (Coord.). *Innovación, Transparencia y Comunicación en Grupos y Organizaciones* [Innovation, Transparency and Communication in Groups and organizations”. Ed. Sanz y Torres, Madrid, pp 193-213

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

Research topic:

Occupational health psychology.

**21. Sonnentag, Sabine.** Department of Psychology, University of Mannheim, Schloss Ehrenhof Ost, D-68131 Mannheim, Germany, Phone: +49 621 181 2118, Fax: +49 621 181 2119, email: [sonnentag@uni-mannheim.de](mailto:sonnentag@uni-mannheim.de)



### Research topics:

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

### Recent publications:

- Bosch, C., Sonnentag, S., & Pinck, A. S. (2018). What makes for a good break? A diary study on recovery experiences during lunch break. *Journal of Occupational and Organizational Psychology*, 91, 134-157.
- Kühnel, J., Sonnentag, S., Bledow, R., & Melchers, K. G. (2018). The relevance of sleep and circadian misalignment for procrastination among shift workers. *Journal of Occupational and Organizational Psychology*, 91, 110-133.
- Venz, L., Pundt, A., & Sonnentag, S. (2018). 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*, 39, 26-38.
- 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.
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- Pinck, A. S., & Sonnentag, S. (in press). Leader mindfulness and employee well-being: The mediating role of transformational leadership. *Mindfulness*.
- 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*.
- Starzyk, A., Sonnentag, S., & Albrecht, A.-G. (in press). The affective relevance of suggestion-focused and problem-focused voice: A diary study on voice in meetings. *Journal of Occupational and Organizational Psychology*.
- 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*.
- Tuckey, M. R., Sonnentag, S., & Bryan, J. (in press). Are state mindfulness and state work engagement related during the workday? *Work & Stress*.

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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:

-Nylén, E.C., Lindfors, P., Le Blanc, P., Aronsson, G., & Sverke, M. (2017/online first). Can a managerial intervention focusing on job demands, job resources, and personal resources improve the work situation of employees? *Nordic Psychology*. DOI: 10.1080/19012276.2017.1381037.

-Sousa-Ribeiro, M., Sverke, M., Coimbra, J.L., & De Witte, H. (2017/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. (2017). *Women and men and their working conditions: The importance of organisational and psychosocial factors for work-related and health-related outcomes*. Stockholm: Arbetsmiljöverket/Swedish Work Environment Authority. (pp.1–139)

**23. Mare Teichmann.** Cyber Psychology Research Group, Software Science Institute, Information Technology Faculty, Tallinn University of Technology, [Ehitajate tee 5](http://ehitajate.tee.ee), Tallinn 19086, Estonia.e-mail: [mare@pekonsult.ee](mailto:mare@pekonsult.ee)

Research topics:

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

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

Research topics:

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

Recent publications:

- Koroma, J. & Vartiainen, M. (2017) From presence to multipresence: Mobile knowledge workers' densified hours. In: Taylor, S. & Luckman, S. (Eds.), *The new normal of working lives: Critical studies in contemporary work and employment*, pp. 171-200. Palgrave Macmillan.

- Antoni, C.H., Baeten, X., J. Perkins, S.J., Shaw, J.D. & Vartiainen, M. (2017) Reward management. Linking employee motivation and organizational performance. *Journal of Personnel Psychology*, 16, 2, 57-60.

- Vartiainen, M. (2017) Development of work psychology and well-being research in Finland. In: Mäkikangas, A., Mauno, S. & Feldt, T. (Eds.), *Liking work – the psychological bases of well-being*, pp. 11-35. Jyväskylä: PS-Kustannus. (in Finnish)
- Peltoniemi, S., Poutanen, J., Vuolle, M., Vartiainen, M., Ahtinen, A., Horstia, J., Palomäki, E., Salenius, H., Sivunen, A. & Kaisa Väänänen, K. (2017) *POP UP – A development model for knowledge work*. Tampere: Tampere University of Technology. (in Finnish)

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

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

Recent publications:

-Vornholt, K., Vilotti, P., Muschalla, B., Bauer, J., Colella, A., Zijlstra, F.R.H., Van Ruitenbeek, G., Uitdewilligen, S., Corbière, M., (2018). Disability and Employment – Overview and Highlights. In: *European Journal of Work and Organizational Psychology*, online 10-10-2017. <http://dx.doi.org/10.1080/1359432X.2017.1387536>

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