

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 74

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ENOP NEWSLETTER No. 74 ***SEPTEMBER, 2018***

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1. Editorial

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from March 2018 till September 2018.

You will find information about decisions taken at the ENOP Business Meeting held in Paris, on March 24, 2018, and reports on the ENOP 2018 Symposium ‘Digitization: The role of Work and Organizational Psychology in developing 21st century competencies and organizations’ (March 22-23, 2018, Paris) and ‘CLEAR IDEAS grant application workshop’ (March 23, 2018, Paris).

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2018-2022) are included as well.

Finally, you will find updated contact information of the ENOP members, résumés of their research activities, list of publications in 2017-2018, and some other helpful information.

Liudmyla Karamushka
Kyiv, September 2018

2. ENOP BUSINESS MEETING 2018

ENOP Business Meeting took place in Paris on *24 March, 2018* (1, rue Maurice Arnoux-Montrouge).

Participants: Jose Maria Peiro, Liudmyla Karamuska, Gudela Grote (Chair), Barbara Kozusnik, Franco Fraccaroli, Ioannis Nicalao, Hans De Witte, Antonio Caetano, Matti Vartiainen, Dragos Illiescu, Karina Nielsen, Marco Depolo, Christian Korunka, Fred Zijlstra (minutes).

Agenda:

1. Opening & Welcome,
2. Minutes of previous Meeting (2017)
3. Report of the outgoing President of ENOP
4. Election of next President of ENOP
5. ENOP membership
6. ENOP budget
7. ENOP Reference Model
8. Policy Impact: EAWOP task force
9. Collaborative Research
10. Update of ENOP activities and members' initiatives
11. Next ENOP symposium 2019 (topic, date)
12. AOB
13. Closing



1. Opening: *Gudela Grote* chaired this Meeting, and welcomed all participants.

2. Approval of the Minutes of the 2017 Business Meeting

The Minutes of the 2017 Business Meeting were approved.

3. Report of the outgoing President of ENOP

Jose Maria Peiro mentions that he met, together with *Vincent Rogard*, the Director of MSH and discussed whether it would be possible to hold meetings in the building of MSH in the future. They explained that ENOP in the past always had their meetings within the facilities of MSH. It was agreed that in principle ENOP could organize their meetings in the MSH building, and in fact the CoCo meeting of last September was already held in the MSH building.

This means that as soon as the dates for the next meetings have been decided we should contact ENOP in order to make reservations.

Jose Maria Peiro expressed his gratitude for *Vincent Rogard's* support and assistance in these matters, and thanked *the organizers for this year's symposium*.

4. Election of next President of ENOP

Jose Maria Peiro had announced previously that his presidency expires this year, and therefore a new person should be elected to take over this role and responsibility. He indicated that in the last CoCo meeting this issue was discussed. He first asked if anybody volunteers to be candidate for this role. As far as no volunteers applied, CoCo proposed *Fred Zijlstra* to take over this responsibility. The proposal was accepted, and *Fred Zijlstra was elected (by acclamation) as the new President of ENOP*.



Fred Zijlstra pointed out that he is willing to accept for a period of two years, and that in the next period we will have to think and elaborate proposal on the renewal of the leadership structure (including the Coordinating Committee – CoCo).

5. ENOP membership

ENOP's membership is relatively stable: a few members have retired last year, and some new members have joined: from Sweden *Prof. Tija Muhonen* (CTA - Centre for Work Life and Evaluation studies, Malmö University), and from France *Prof. Dirk Steiner* (Professeur de Psychologie Sociale du Travail et des Organisations, Directeur Laboratoire d'Anthropologie et de Psychologie Cliniques, Cognitives et Sociales (LAPCOS), Université Nice).

Still several countries are not represented, and these countries can be primarily found in Eastern Europe. Also UK and Ireland are underrepresented.



6. ENOP budget

ENOP's finances are healthy; most members have paid their Annual Fee, and those that are late will be requested to pay their dues. This year's symposium is more expensive than previous years since a different venue had to be rented (by comparison: we now have to pay approx. 1500 Euro, whereas around 300 in the past). For next year we hope to be able to have cheaper facilities again. In case this symposium will lead to a deficit we will have an opportunity to ask the EAWOP task force on policy impact for a contribution. And for emergencies ENOP's savings account may provide a solution. Therefore there is no need to change the Annual Fee, and it will remain at 150 Euro.

7. ENOP Reference Model

Marco Depolo gives an update of the state of affairs concerning the Reference Model (he also circulated a memo by email). Based upon previous discussions a new Framework has been developed, and now the various cells in the matrix (framework) needs to be filled indicating suggestions for content to be taught.

The plan forward is to include the results of this year's symposium on 'digital competences', and in the autumn a survey will be distributed asking for suggestions for content of the cells of the Framework. The draft of the new framework will be presented at next symposium. It was suggested to use next year the same formula as this year: start of the Annual Symposium on Thursday morning (rather than afternoon), and use Friday afternoon for a session discussing the Framework (rather than using the whole business meeting). This proposal was accepted.

A question was raised on how the Reference Model aligns with national frameworks (like in UK, where the BPS accredits courses and uses its own framework)? The survey will have to indicate whether this situation also applies to other countries. And the Reference Model is not meant to be a prescriptive standard, but just a Reference Model that people may use, and that has been developed by experts as a recommendation.

8. Policy Impact: EAWOP task force

Gudela Grote reported on the task force policy impact. This is an EAWOP task force, but several ENOP members participate in this task force. This task force takes on various topics, and tries to bring them to attention of policymakers (either through writing 'white papers', or organizing meetings with policy makers). Various suggestions were made to improve this goal, like looking at meta-reviews and see if there are clear policy implications to be developed from these reviews. This may even imply a re-analysis of the data, and thus may be time-consuming.

This year's symposium on digital competences was helpful in this respect, since competences and changes in competences that are required for the labor market, are important topics. *Matti Vartiainen* agreed to draft a plan for a survey inventory on digital competences, and estimate whether funding will be available with EAWOP. EAWOP is considering setting up a 'thinktank' for such activities.

Dragos Illiescu suggested that meetings such as this symposium should lead to a 'memorandum of understanding' which can be published on the website. This will be considered when writing the report on the symposium (*Gudela Grote*).

9. Collaborative Research

The workshop on Friday was entirely devoted to signaling and developing joint research projects. Several initiatives were discussed, and it looks as if some of those ideas will be taken a step further and developed in applications for funding.

10. Update of ENOP activities and members' initiatives

-ENOP Website: *Cornelius König* reported that there were some minor technical issues with hosting the website, and he will discuss this with Mare Teichmann.

- ENOP Newsletter: *Liudmyla Karamushka* asked whether a printed or electronic version of the Newsletter is required. It was agreed that an electronic version would be best and sufficient.

-Various members reported on ongoing activities. Each was requested to drop a few lines describing these activities to *Liudmyla Karamushka* for the ENOP Newsletter.

11. Next ENOP Symposium 2019:

The next *ENOP Symposium* will take place on **March 28-29, 2019**, in Paris, followed by the *ENOP Business Meeting* on **March 29, 2019** (at Fondation Maison des sciences de l'homme, 54 boulevard Raspail, Paris). The ENOP Symposium will start in the morning of **March 28 at 9.30**.

The next ENOP Symposium and ENOP Business Meeting will take place on March 28-29, 2019 in Paris.

The discussion regarding *the topic* centered towards job insecurity in academic setting and how this may change at the job level. This involves academic career trajectories, the role of temporary (postdoc) positions. A plan needs to be developed, *Karina Nielsen, Dragos Illiescu, John Arnold and Hans De Witte* have agreed to be involved.

Date for next *ENOP CoCo meeting*: **September 28, 2018**.

12. AOB: A point was raised that discusses the implications of the fact that health (or sanitary) psychology seems to be the professional discipline that is, or will be regulated by various national authorities as the only profession to be allowed to propose interventions. This may have serious consequences for other psychological disciplines, like W&O, since it limits their professional options, and thus will no longer be attractive for students. Also interventions in the domain of work & health will then only be covered by (health) insurance companies if it will be done by a 'registered' professional, generally a clinical psychologist, or psychotherapist.

Hans De Witte had raised this issue with an email. He promises to collect the various responses as they provide a reasonable overview of the state of affairs in Europe, and distribute the document with the various perspectives. This might justify a session on the next EAWOP conference in Torino (2019).

13. Closing

Gudela Grote closed the meeting and thanked everyone for the fruitful discussions.

3. Report on the ENOP Symposium 2018 'Digitization: The role of Work and Organizational Psychology in developing 21st century competencies and organizations'

(March 22-23, 2018, Paris)

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 took 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 were identified in order to get ENOP to play a more active role in the digitization debate.

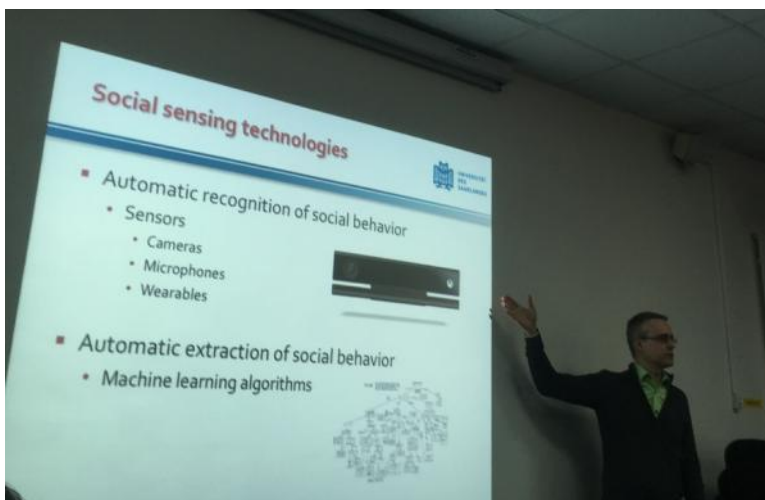


The symposium contained **three parts**.

First, extant work and organizational psychology knowledge was discussed in relation to requirements for people's competencies and for system and organizational design with increasing digitization of work. *Dragos Iliescu* and *Cornelius König* gave impressive accounts of how technology is changing personnel selection and assessment and what impact this might have on the competencies required of work and organizational psychologists themselves.



Dragos Iliescu presented a number of evolutions in assessment technology that will likely influence assessment and all subsequent assessment-based interventions in work and organizational settings. Influences such as improved internet and mobile-based testing, automated item generation, cheat-proof (or at least difficult-to-cheat) items, big data analysis, forensic data analysis, serious games, and others were presented, together with evolutions in supervisory practices for test taking, as a reaction of ever increasing technologies giving test takers opportunities to cheat. The conclusion points to an ever-increasing integration of testing and assessment-based interventions with technology.



Cornelius König presented work he is doing with computer scientists who have developed algorithms that use input from microphones and cameras to automatically detect trace of applicants' skills and maybe even personality. On the one side, his presentation showed the potential of such new technologies – on the other side, his talk also explained the

concerns that are often raised by members of the public.

Gudela Grote presented an overview of how the current job design and career literatures take digitization into consideration. She pointed out the technological developments are often alluded to as a source of uncertainty for employees, but really studied explicitly. She argued that work and organizational psychology can offer design, intervention and training methods for shaping 21st century work, but that job design and careers research also needs to substantiate macro-level economic predictions at a micro-/meso-level; develop more dynamic models of job design; and update design methods to incorporate newest AI/machine learning developments.



Matti Vartiainen discussed different approaches to human-system integration. He discussed on how digital technologies impact on human work activities. According to him, the main effect comes from the direct influence of technologies on work processes either by replacing tasks and jobs, renewing them and/or creating new ones.



Different technologies, digital working platforms and digitalization of work have, however, specific impacts in the following manner: (1) Jobs and tasks are replaced by removing human labor in work processes, e.g., robotics and 3D printing

in replacing work phases in manufacturing processes. Their societal outcome may be unemployment and disassembling competencies. (2) Hybrid jobs and tasks may be created by adding new characteristics to jobs and tasks, e.g., medical diagnosis with the help of AI. In this case, partly new competencies are needed. (3) Fully new jobs and tasks are created by reallocating jobs, e.g., work in social media, virtual work. In this case, completely new competencies are needed.

The *subsequent discussion* focused on questions such as how engineers can be convinced of the relevance of WOP knowledge, how big data analytics might be used to support adaptive job and organizational design, and whether government regulation is the best way to influence evidence-based practice in personnel assessment and job design. Also, changes for WOP practitioners themselves through technological developments, for instance in personnel assessment were emphasized and the question raised, how WOP can capitalize on the fact that in the contact of AI the whole world is currently discussing what it means to be human.

In the **second part**, presentations focused on policy making concerning the effects of digitization on workers and organizations and the role of work and organizational psychology can play for policy-making.



Helena Leurent from the *World Economic Forum* presented their activities in the area of the future of production, especially concerning employment and skills requirements. The WEF has developed scenarios that allow to discuss requirements for education and human-centric technological and economic development. WOP could be important to spell out what human-centric implies and to help specify skill requirements and education/training approaches.

Agnes Parent-Thirion from *Eurofound* provided some background information on the European Working Conditions Survey. Job quality is one of the core elements and EU countries can be divided into five groups based on job quality (high flying, smooth running, active manual, under

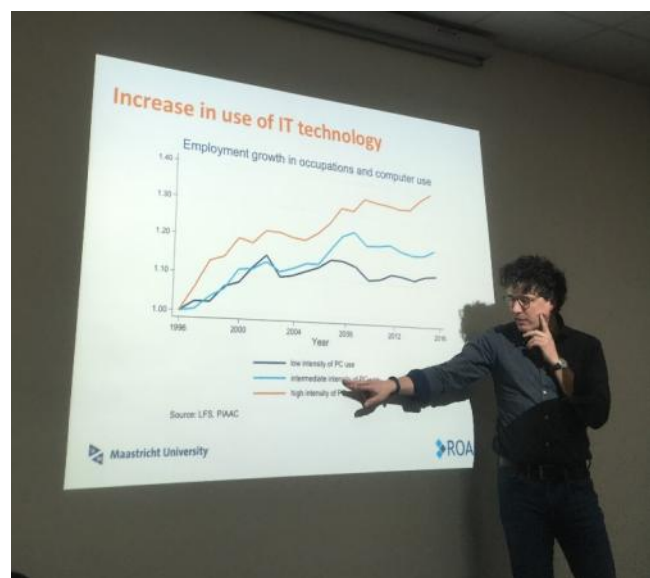


pressure, poor quality). Currently, preparations for the 2020 survey are underway, which will include more macro-level indicators and cover issues of precarious work, technological demands, links between job quality and career paths, and the tightening of control.

Marcelino Cabrera from the *European Commission-Joint Research Center* in Seville presented the digital competencies framework, which encompasses information/data literacy, communication & collaboration, digital content creation, data security & privacy, and problem solving. The development of the framework and actions based on it are mostly aimed at citizens in Europe that have no access to ICT yet (about 20-30% of the EU population overall). Another activity is the support of geographical mobility by developing new AI-based methods for language comprehension and acquisition.



Didier Fouarge from *Labor Market Research at Maastricht University* reported on data from the Netherlands concerning changing demands in different occupational fields. The largest growth is evident in occupations with high problem-solving and interpersonal skills. Generally, demand for jobs with vocational trainings has remained stable, university-level jobs are offered more and low-skill jobs offered less. He discussed polarization effects in wages, which do not seem to be linked to different kinds of education, though. He also mentioned a study which showed that adolescents pay attention to labor market prospects in their vocational decisions.



Issues mentioned in the subsequent discussion were relevant factors in education-job fit, opportunities for WOP-based skills research, and how WOP could/should capitalize on their key competencies.

The third part of the symposium involved work in *small groups and a plenary discussion* on suggested future actions for ENOP concerning the digital transformation of work. *Group 1* discussed how digitization is changing our own profession and how we can react to those changes, e.g. through changing curricula for WOP. *Group 2* discussed how we can help define competencies for a digital future. *Group 3* discussed how can we support monitoring of changes taking place in a digitized world and how we can be part of the discussion concerning a human-centred approach to digitization.



Two actions were decided:

- Establish an ENOP Task Force for defining digitization competencies required for WOP researchers and practitioners themselves and for stimulating research on the validation of current frameworks for digital competencies more generally
- Stay in contact with Eurofound to discuss possibilities to include questions on the digital transformation in the 2020 survey

Statement from ENOP on the Role of WOP in the Digitization Debate

In March 2018 about twenty professors of Work and Organizational Psychology from across Europe met together with representatives from the World Economic Forum, Eurofound and the European Commission Joint Research Center for two days to discuss the role of work and organizational psychology in the ongoing debate on the future of work in the digital age.

They acknowledged that several challenges and opportunities arising from new technologies for the profession of Work and Organizational Psychology need to be addressed. It was concluded that there is a great need for validating macro-economic predictions of job losses through automation. Furthermore the current methods of personnel assessment and selection based on big data and the assessment of digital competences needs to be reviewed and updated. This requires research grounded in Work and Organizational Psychology. The importance of using methods such as the Eurofound (European Foundation for the Improvement of Working Conditions) Survey for monitoring changes in job quality due to digitization was noted and collaboration with Eurofound on their 2020 survey agreed upon.

Submitted by:

Grote Gudela

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ETH*

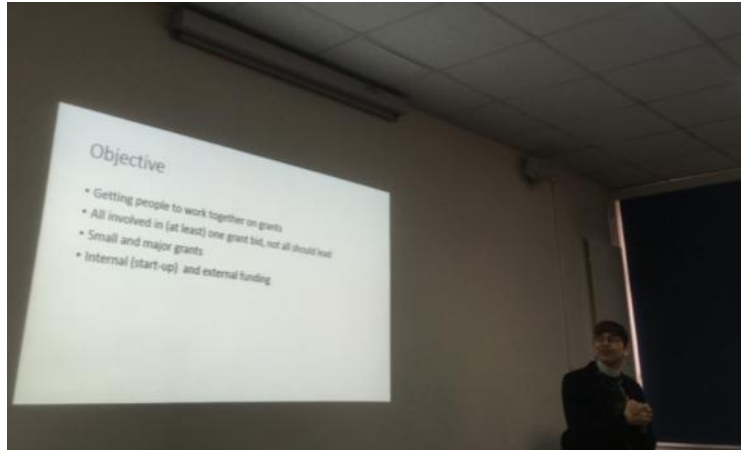
(Zürich, Switzerland)

e-mail: ggrote@ethz.ch

4. Report on 'CLEAR IDEAS grant application workshop'

(March 23, 2018, Paris)

Karina Nielsen conducted a grant application workshop to stimulate collaboration between ENOP members and their research groups. The workshop took place on Friday the 23rd of March, 2018 in the afternoon. *The objectives* were to get people to work together on grants, that all should be involved in (at least) one grant bid, the application could be for small or major grants and could target internal university funding or external funding body funding.



The workshop followed the structure of CLEAR IDEAS. The CLEAR IDEAS innovation development methodology is a systematic approach to translating research findings on effective innovation into concrete innovations. The approach follows ten steps (IDEAS steps – Illuminate, Detail, Erupt, Assess, Select) and implement (CLEAR steps – Commit, Lead, Engage, Align, Review).

The workshop applied the first three steps.



First, Karina illuminated major EU funding opportunities. Next, each participant in the workshop detailed on post-its the main challenges faced by organisations in the next 10-15 years. In a plenary session, these post-its were grouped together into major themes and four groups were formed. These four groups erupted with ideas as to how these challenges could be addressed through concrete research projects. A research project template was provided which allowed participants to detail their proposed research projects.



Finally, each group presented their idea to the whole group.

Submitted by:

Karina Nielsen

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Sheffield University Management School,
(Sheffield, UK)*

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5. Future Congresses, Conferences, Meetings (2018-2022)

2018

WorkLab 2018

7th EAWOP Practitioner Skills Workshop
'Positive Interventions to Increase Employee
Work Engagement'
November, 8-10 November, 2018
Budapest, Hungary
Web: <http://www.eawop.org/worklab-2018>

WORKLAB 2018

Caribbean Regional Conference on Psychology 2018

November, 12-16, 2018
Havana, Cuba
Web: <http://canpanet.org>



2019

34th Annual SIOP Conference

April 4-6, 2019
Maryland, USA
Web: <http://my.siop.org/Conferences/2019-Conference>



19th EAWOP Congress

May 8-11, 2019

Turin, Italy

Web: <http://eawop2019.org>

TORINO; MAGGIO 2019

19TH CONGRESS OF EUROPEAN ASSOCIATION OF WORK AND ORGANIZATIONAL PSYCHOLOGY

<http://eawop2019.org/>



16th European Congress of Psychology

June 2-5, 2019

Moscow, Russia

Web: <https://ecp2019.ru>

79th Annual Meeting of the Academy of Management

August 9-13, 2019 |

Boston, Massachusetts, USA

Web: <http://aom.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 32nd International Congress of Psychology
PRAGUE 2020 / Czech Republic

2022

30th International Congress of Applied Psychology

July 24-29 2022

Beijing , China

Web:<http://www.icap2022.com>



Submitted by:

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6. ENOP-Members Research Interests and Recent Publications

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

All aspects of careers in both vocational and organisational contexts.

Recent publications:

-Gubler, M., Coombs, C., and Arnold, J. (2018). The gap between career management expectations and reality – Empirical insights from the IT industry. *Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte Organisationspsychologie*, 49(1), 12-22. doi:10.1007/s11612-018-0402-1

-Taneva, S. K., and Arnold, J. (2018). Thriving, surviving and performing in late career: A mixed-method study of pathways to successful aging in organizations. *Work, Aging and Retirement*. 4(2), 189-212. Doi: <https://doi.org/10.1093/workar/wax027>

-McConville, D., Arnold, J., and Smith, A. (in press). What do people think employee share ownership schemes do for them? A qualitative study of participants' experiences in three UK share schemes. *International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2018.1445655>

2. Aycan, Zeynep. Department of Psychology and Management, Koc University, Rumeli Fener Campus, Sariyer, Istanbul, Turkey, 34450; Tel. +90 5334602480, Fax: +90212 338 3760, e-mail: zaycan@ku.edu.tr

Research topics:

Leadership emergence; cross-cultural interfaces/interactions; cultural and institutional correlates of HRM practices across countries.

Recent publications:

-Adler, N. J. & Aycan, Z. (2018). Cross-Cultural Interaction: What We Know and What We Need to Know. *Annual Review of Organizational Psychology and Organizational Behavior*, Volume 5, 307-333.

-Aycan, Z. & Shelia, S. (in press). "Leadership, no thanks!" A new construct: Worries about leadership. *European Management Review*.

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.

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», 2017, 29, pp. 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», 2017, 11, pp. 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:

-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>

6. Fraccaroli, Franco. Department of Psychology and Cognitive Science, University of Trento, Italy, Palazzo Fedrigotti, Corso Bettini 31, I-38068 ROVERETO (TN), tel. (+39) 0464 808609, fax:(+39) 0464 808602, franco.fraccaroli@unitn.it, <http://discof.unitn.it/fraccaroli.htm>

Research topics:

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

Recent publications:

-Avanzi, L., Savadori, L., & Fraccaroli, F. (2018). Unraveling the organizational mechanism at the root of safety compliance in an Italian manufacturing firm. *International Journal of Occupational Safety and Ergonomics*, 24(1), 52-61. doi:10.1080/10803548.2016.1232917

- Balducci, C., Avanzi, L., & Fraccaroli, F. (2018). The individual “Costs” of workaholism: An analysis based on multisource and prospective data. *Journal of Management*, 44(7), 2961-2986. doi:10.1177/0149206316658348
- Dewa, C. S., Hoch, J. S., Corbière, M., Villotti, P., Trojanowski, L., Sultan-Taïeb, H., . . . Fraccaroli, F. (2018). A comparison of healthcare use and costs for workers with psychiatric disabilities employed in social enterprises versus those who are not employed and seeking work. *Community Mental Health Journal*, , 1-9. doi:10.1007/s10597-018-0281-5
- Fraccaroli, F. (2018). Ubiquitous computing and organization of the human work. [Ubiquitous computing e organizzazione del lavoro umano] *Giornale Italiano Di Psicologia*, 45(1), 119-121.
- Marcionetti, J., Castelli, L., Crescentini, A., Avanzi, L., Fraccaroli, F., & Balducci, C. (2018). Validation of a short scale in italian to measure teacher burnout. *Swiss Journal of Psychology*, 77(2), 49-58. doi:10.1024/1662-9647/a000208
- Villotti, P., Zaniboni, S., Corbière, M., Guay, S., & Fraccaroli, F. (2018). Reducing perceived stigma: Work integration of people with severe mental disorders in italian social enterprise. *Psychiatric Rehabilitation Journal*, 41(2), 125-134. doi:10.1037/prj0000299
- Villotti, P., Corbière, M., Fossey, E., Fraccaroli, F., Lecomte, T., & Harvey, C. (2017). Work accommodations and natural supports for employees with severe mental illness in social businesses: An international comparison. *Community Mental Health Journal*, 53(7), 864-870. doi:10.1007/s10597-016-0068-5

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:

- Dodan W., Grote G., Rigotti T. (2018). Does leader–member exchange buffer or intensify detrimental reactions to psychological contract breach? The role of employees' career orientation. *Journal of Vocational Behavior*, 106, 192-208.
- Grote G., Kolbe M., Waller M.J. (2018). The dual nature of adaptive coordination in teams: Balancing demands for flexibility and stability. *Organizational Psychology Review*, online first.
- Grote G., Cortina J.M. (2018). Necessity (not just novelty) is the mother of invention: using creativity research to improve research in work and organizational psychology. *European Journal of Work and Organizational Psychology*, 27, 335-341.
- Guest D., Grote G. (2018). Captured by neo-liberalism: what hope for WOP? *European Journal of Work and Organizational Psychology*, online first.
- Kornblum A., Unger D., Grote G. (2018). When do employees cross boundaries? Individual and contextual determinants of career mobility. *European Journal of Work and Organizational Psychology*, online first.
- 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*, 29, 389-402.

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:

-Fischmann, G., De Witte, H., Sulea, C., & Iliescu, D. (2018). Qualitative job insecurity and in-role performance: a bidirectional longitudinal relationship? *European Journal of Work and Organizational Psychology* (online before print). DOI: <https://doi.org/10.1080/1359432X.2018.1504769>

-Iliescu, D. & Ispas, D. (2018). Changing relationships within the testing ecosystem. In J. Scott, D. Bartram, & D. H. Reynolds (Eds.) *Next Generation Technology-Enhanced Assessment: Global Perspectives on Occupational and Workplace Testing* (pp. 139-170). Cambridge: Cambridge University Press.

-Iliescu, D., & Ion, A. (2018). Interpretarea scorurilor la testele psihologice [Interpretation of scores to psychological tests]. In V. Enea, & I. Dafinoiu (Eds.), *Evaluarea Psihologică: Manualul Psihologului Clinician* [Psychological Assessment: Manual for Clinical Psychologists] (pp. 88-120). Iași: Polirom.

-Ispas, S. A., & Iliescu, D. (2018). The Romanian Adaptation of the Survey Work–Home Interaction, NijmeGen. Evaluation & the Health Professions (online before print). DOI: 10.1177/0163278718791303

-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

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 culture; professional stress; burnout; social tension in the organizations.

Recent publications:

-Karamushka, L.M (2018). Classification of social tension in educational organizations. *Organizational Psychology. Economic Psychology*. 2018. Vol. № 1 (12), 42-56.

-Karamushka L.M. (2018) Training program psychology of prganization-level social tension in educational organizations: objectives, main thematic sessions and interactive techniques. *Organizational Psychology. Economic Psychology*. 2018. Vol. № 2 (13), 48-61.

-Karamushka, L. M. Kovrovsky, Yu.G.(2018) Relationship between the levels of burnout and organizational and professional characteristics of the personnel of civil protection operative and rescue service of the state emergency service of Ukraine. *Organizational Psychology. Economic Psychology*. 2018. Vol. № 2 (13), 61-67.

10. Kinnunen, Ulla. Faculty of Social Sciences (Psychology), 33014 University ofTampere, 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:

-Hyvönen, K., Törnroos, K., Salonen, K., Korpela, K., Feldt, T., & Kinnunen, U. (2018). Profiles of nature exposure and outdoor activities associated with occupational well-being among employees. *Frontiers in Psychology / Environmental Psychology* 9, 754.

-Kinnunen, U. & Nätti, J. (2018). Work ability score and future work ability as predictors of register-based disability pension and long-term sickness absence: A three-year follow-up study. *Scandinavian Journal of Public Health*, 46, 321-330.

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:

- König, C. J., Bajwa, N. u. H., Schui, G., & Fell, C. B. (in press). How industrial-organizational psychology can benefit from scientometrics (and vice versa). *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi:10.1017/iop.2018.90

- Thomas, K. E., & König, C. J. (2018). Knowledge of previous tasks: Task similarity influences bias in task duration predictions. *Frontiers in Psychology*, 9, 760. doi:10.3389/fpsyg.2018.00760

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.

Recent publications:

-Gerdenitsch, C. & Korunka, C. (2018). *Digitale Transformation der Arbeitswelt*. Berlin: Springer International.

-Prem, R., Scheel, T., Weigelt, O., Hoffmann, K. & Korunka, C. (2018). Procrastination in Daily Working Life: A Diary Study on Within-Person Processes That Link Work Characteristics to Workplace Procrastination. *Frontiers in Psychology*, doi 10.3389/fpsyg.2018.018.

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.

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)

Research topics:

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

Recent publications:

-Kozusznik 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).

Research topics:

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

Recent publications:

-Čarapina Zovko, I., Maslić Seršić, D. (2018). Dostupnost socijalnog kapitala prilikom traženja prvog zaposlenja diplomanata različitog socioekonomskog statusa ((Availability of social capital upon first jobsearch of university graduates with different socioeconomic status). *Revija za socijalnu politiku*, (25) 2, 175-190.
-Tomas, J., Maslić Seršić, D., & De Witte, H. (in press). Psychological climate predicting job insecurity through occupational self-efficacy. *Personnel Review*.

16. Muhonen, Tuija. Centre for Work Life and Evaluation Studies & Department of Urban Studies, Malmö University, SE 205 06 Malmö, Sweden; Tel. +46 702327451, e-mail: tuija.muhonen@mau.se

Research topics:

Organisational and social work environment issues, health and wellbeing, psychosocial safety climate, gender mainstreaming in academia; career development and leadership from a gender perspective.

Recent publications:

-Berthelsen, H., Muhonen, T. & Toivanen, S. (2017). What happens to the physical and psychosocial work environment when activity-based offices are introduced into academia? *Journal of Corporate Real Estate*, accepted for publication.
-Jönsson, S., Muhonen, T., Forssell, R. C., & Bäckström, M. (2017). Assessing exposure to bullying through digital devices in working life: two versions of a cyberbullying questionnaire (CBQ). *Psychology*, 8(3), 477-494.
-Muhonen, T., Jönsson, S., & Bäckström, M. (2017). Consequences of cyberbullying behaviour in working life: The mediating roles of social support and social organisational climate. *International Journal of Workplace Health Management*, 10(5), 376-390.
-Languilaire, J.C. & Muhonen, T. (2017). Missing voices on meaningful relationships in time and space, *Community, Work & Family*, 20(1), 1-3.

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

Research topics:

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

18. 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:

-Nielsen, K., Yarker, J., Munir, F. & Bültmann, U. (2018). IGLOO: An integrated framework for sustainable return to work in workers with common mental disorders. *Work & Stress*. DOI: [10.1080/02678373.2018.1438536](https://doi.org/10.1080/02678373.2018.1438536)

-Nielsen, K. & Noblet, A. (2018). Introduction: Organizational interventions: where we are, where we go from here? In K. Nielsen and A. Noblet. Designing, implementing and evaluating organizational interventions. Routledge.

-Nielsen, K. & Noblet, A. (2018). Introduction: Organizational interventions: where we are, where we go from here? In K. Nielsen, & A. Noblet (2018). Organizational interventions for health and well-being: a Handbook for evidence-based practice. Oxon: Routledge, pp. 1-23

-Noblet, A. & Nielsen, K. (2018). Epilogue: Critical reflections and the way forward. In K. Nielsen, & A. Noblet (2018). Organizational interventions for health and well-being: a Handbook for evidence-based practice. Oxon: Routledge, pp. 262-274

-Randall, R, Nielsen, K, & Houdmont, J. (2018). Process Evaluation for Stressor Reduction Interventions in Sport. *Journal of Applied Sport Psychology*. <https://doi.org/10.1080/10413200.2018.1480544>

-Tafvelin, S, Nielsen, K., von Thiele Schwartz, U., & Stenling, A. (in press). Leading well is a matter of resources: Leader vigour and peer support augments the relationship between transformational leadership and burnout. *Work & Stress*.

-Nielsen, K., Daniels, K., Nayani, R., Donaldson-Feilde,r E., & Lewis, R. (in press). Out of mind, out of sight? Leading distributed workers to ensure health and safety. *Work & Stress*.

19. 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:

-Nikolaou, I. & Georgiou, K. (2018). Fairness reactions to the employment interview. *Journal of Work and Organizational Psychology*, 34, 103-111. <https://doi.org/10.5093/jwop2018a13>

-Nikolaou, I. & Foti, K. (2018) Personnel Selection and Personality. In V. Zeigler-Hill & T. Shackelford (Eds.). *The SAGE Handbook of Personality and Individual Differences*. (pp. 659-677). London: Sage.

-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.

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

-Christiani, A., & Peiró, J.M. Human resource function, unions and varieties of capitalism: exploring their impact on human resource management practices based on CRANET data. *Employee Relations*. (Pre publication)

-González-Romá, V., Gamboa, J.P., & Peiró, J.M. (2018). University Graduates' Employability, employment status, and job quality. *Journal of Career Development*, 1-18. DOI: 10.1177/0894845316671607

-Pérez, F. (dir.), J. Aldás-Manzano, J.M. Peiró, L. Serrano, B. Miravalles, A. Soler e I. Zaera (en prensa): *Itinerarios de inserción laboral y factores determinantes de la empleabilidad: Formación universitaria versus entorno*. Bilbao: Fundación BBVA, (2018).

-Ramos, J., Anderson, N., Peiró, J.M., & Zijlstra, F. (2018). *Creativity and Innovation in Organizations Current Research and Recent Trends in Management*. Routledge, Oxon, UK and New York, USA.

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:

-Bakusic, J., Duca, J.C., Creta, M., Cleas, S., Schaufeli, W., & Godderis, L. (2018). Salivary cortisol and cortisone: UPLC-MS/MS method validation and temporal variability over one week. *Journal of Psychosomatic Research*, 109, 88.

-Hakanen, J.J., Peeters, M.C.W., & Schaufeli, W.B. (2018). Different types of employee wellbeing across time and their relationships with job crafting. *Journal of Occupational Health Psychology*, 23, 289-301.

-Kašpárková, L. Vaculik, M., Trocházka, J., & Schaufeli, W.B. (2018). Why resilient workers perform better: The roles of job satisfaction and work engagement. *Journal of Workplace Behavioural Health*, 33, 43-62.

-Mazetti, G., Schaufeli, W.B., & Guglielmi, D (2018). Are workaholism and work engagement in the eye of the beholder? A multirater perspective on different forms of working hard. *European Journal of Psychological Assessment*, 34, 30-40.

-Mol, M.C. van, Nijkamp, M.D., Bakker, J., Schaufeli, W.B., & Kompanje, E.J.O. (2018). Counterbalancing work-related stress? Work engagement among intensive care professionals. *Australian Critical Care*, 31, 234-241.

- Petrou, P., Demerouti, E., & Schaufeli, W.B. (2018). Crafting the change: The role of employee job crafting behaviors for successful organizational change. *Journal of Management*, 44, 1766-1792.
- Roelen, C.A.M., van Hoffen, F.M.A., Waage, S., Schaufeli, W.B., Twisk, J.W.R., Bjorvatn, B., Moen, B.E., & Pallesen, S. (2018). Psychosocial work environment and mental-health related long-term sickness absence among nurses. *International Archives of Occupational & Environmental Health*, 91, 195-203.
- Schaufeli, W.B. (2018). Work engagement in Europe: Relations with national economy, governance and culture. *Organizational Dynamics*, 47, 99-106.
- Schaufeli, W.B. (2018). Burnout: Feiten en fictie [Burnout: Facts and fiction]. *De Psycholoog*, 53, 9, 10-20.
- Schaufeli, W.B. (2018). General engagement: Conceptualization and measurement with the Utrecht General Engagement Scale (UGES). *Journal of Well-Being Assessment*, 1, 9-24.
- Souza Vasquez, A., Pinto Pizarro de Freitas, C., Cyrne, A., Hutz, C.S., Schaufeli, W.B. (2018). Evidências de Validade da Versão Brasileira da Escala de Workaholism (DUWAS-16) e sua versão breve (DUWAS-10) [Validity evidence of the Dutch Work Addiction Scale – Brazilian Version]. *Avaliação Psicológica*, 17, 69-78.

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 behaviour; proactive work behaviour; 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.

23. Steiner, Dirk. Laboratoire d'anthropologie et de psychologie cliniques, cognitives et sociales (LAPCOS), Université Nice Sophia Antipolis, 24 avenue des Diables Bleus, 06357 Nice, France; Tel. +33489152374, e-mail: dirk.steiner@unice.fr

Research topics:

Organizational justice, leadership and gender, employment discrimination.

Recent publications:

- Steiner, D. D. (2017). Organizational justice for understanding employee health and well-being. In C. Moliner, R. Cropanzano, & V. Martínez-Tur (Eds.), *Organizational justice: International perspectives and conceptual advances* (pp. 160-180). London: Routledge, Taylor and Francis Group.

24. Sverke, Magnus. Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden (Phone: +46 8 16 14 19, Mobile: +46 70 635 1961, Fax: +46 8 15 93

42, E-mail: magnus.sverke@psychology.su.se). Also Extraordinary Professor at Northwest University, South Africa (2009-2017).

Research topics:

Organizational change; job insecurity; work-related 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. (2018). Can job insecurity be managed? Evaluating an organizational-level intervention addressing the negative effects of restructuring. *Work & Stress*, 32(2), 105-123. (DOI: 10.1080/02678373.2017.1367735).

-Richter, A., Tafvelin, S., & Sverke, M. (2018). The mediated relationship of leadership on job insecurity. *Scandinavian Journal of Work and Organizational Psychology*, 3(1), 2, 1–14. (DOI: <https://doi.org/10.16993/sjwop.43>)

25. Teichmann, Mare. Cyber Psychology Research Group, Software Science Institute, Information Technology Faculty, Tallinn University of Technology, Ehitajate tee 5, Tallinn 19086, Estonia. e-mail: 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.

26. Vartiainen, Matti. Work Psychology and Leadership, Department of Industrial Engineering and Management, Aalto University School of Science. P.O.Box 15500, Maarintie 8, 00076 Aalto, Finland. (Tel. +358-50-5553380, e-mail: matti.vartiainen@aalto.fi).

Research topics:

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

Recent publications:

-Vartiainen, M. (2018) Consequences of Digitalized Working Life for Reward Management in Theory and Practice. In: S. Perkins (Ed.) *The Routledge Companion to Reward Management* (pp. 179-190). London and New York: Routledge.

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

Research topics:

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

Recent publications:

-Firoozabadi, A., Uitdewilligen, S., Zijlstra, F.R.H., (2018). Solving problems or seeing troubles? A day-level study on the consequences of thinking about work on recovery and wellbeing, and the moderating role of self-regulation. In: *European Journal of Work and Organizational Psychology*. Published online: 9 August 2018. <https://doi.org/10.1080/1359432X.2018.1505720>

- Fleuren, B.P.I, van Amelsvoort, L.G.P.M., de Grip, A., Zijlstra, F.R.H., Kant, IJ., (2018). Time takes us all? A two wave observational study of age and time effects on sustainable employability. In: *Scandinavian Journal of Work, Environment and Health*. Online June, 2018. doi:10.5271/sjweh.3741.
- Fleuren, B.P.I, van Amelsvoort, L.G.P.M., Zijlstra, F.R.H., de Grip, A., Kant, IJ., (2018). Handling the reflective-formative measurement conundrum: A practical illustration based on sustainable employability. In: *Journal of Clinical Epidemiology*, firstonline: 20-08-2018. <https://doi.org/10.1016/j.jclinepi.2018.07.007>
- Otto, T., Zijlstra, F.R.H., Goebel, R., (2018). Feeling the Force: Changes in a left-lateralized network of brain areas under simulated workday conditions are reflected in subjective mental effort investment. *PLOS ONE*, PONE-D-17-36256R2
- Van Ruitenbeek, G. Zijlstra, F.R.H., & Hulsheger, U., (2018). The Development of an instrument to measure the Work Capability of People with Limited Work Capacity (LWC). In: *Journal of Occupational Rehabilitation*. June 2018; <https://doi.org/10.1007/s10926-018-9774-x>

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