

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 75

WEB ADDRESS

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MARCH, 2019

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ENOP NEWSLETTER No. 75

MARCH, 2019

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1. Editorial

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from September 2018 till March 2019.

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 28, 2018.

You will also find the preliminary programmes of the ENOP Symposium 2019 “Opportunities, Challenges and Hindrances for Academia – State of the Art and Looking for Solutions” (March 28-29, 2019, Paris).

The Newsletter includes as well information on Máster WOP-P: The 12th edition of Winter School Robert Roe & Bernhard Wilpert (February 17 - March 1, 2019).

Details about forthcoming conferences, congresses and meetings in the field of Work and Organizational Psychology (2019-2022) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2018-2019, and other useful information.

Liudmyla Karamushka

Kyiv, March 2019

2. CoCo Meeting 2018

The CoCo-meeting took place in Paris on *September 28, 2018* at New building of the Maison des Sciences de l'Homme (54 boulevard Raspail).

Participants: Fred Zijlstra, Gudela Grote (minutes), Liudmyla Karamushka, Karina Nielsen, Hans De Witte

Agenda:

1. Welcome
2. Approval of the minutes from the 2017 CoCo Meeting
3. ENOP Membership
4. ENOP Finances/Budget (Administrative aspects regarding the bank account).
5. Annual ENOP Symposium 2019/Business Meeting
6. Education. ENOP Reference Model
7. Collaborative Research
8. Policy impact. EAWOP Task Force information
9. ENOP Newsletter & ENOP web page
10. Division of roles and membership CoCo
11. Any other business

1. Welcome

Fred Zijlstra welcomes everyone to the meeting.

2. Approval of the minutes from the 2017 CoCo Meeting

The minutes from the last CoCo meeting were approved.

3. ENOP Membership

Some candidates for representation of UK were discussed, *Karina Nielsen* will explore with *John Arnold*.

4. ENOP Finances/Budget (Administrative aspects regarding the bank account).

Fred Zijlstra reported that the finances of ENOP are in proper state, however we will have to avoid renting expensive meeting rooms in the future.



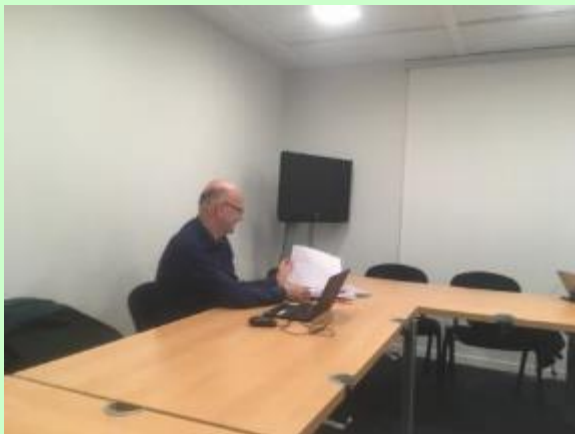
Fred Zijlstra reported that the administrative arrangements for the bank account in Paris have been settled. To ease procedures with accessing the account, *Fred Zijlstra* will ask *Dirk Steiner* as new member from France to become treasurer.

5. Annual ENOP Symposium 2019/Business Meeting

Hans De Witte presented a first draft program for next year's symposium. There will be two strands: job insecurity and QWL in academia. Lara Roll (South Africa) and Marit Christensen (Danmark) will be invited as external speakers, as they both have been involved in collecting data and developing policy recommendations on this issue. *Hans De Witte* will also send a brief survey to all ENOP members to ask about their expertise and interests in this topic. From that, a few more speakers will be identified. There should also be sufficient time to discuss implications and courses for action. The symposium will take place 28/29 March 2019, starting at 9.30 am on Thursday, March 28.

Because the MSH is generally closed on Saturdays, it is decided to have the *Business Meeting on Friday, May 29* in the afternoon. That means that we have one day and a half for the symposium.

(The final program of the ENOP Symposium-2019 is presented in the Newsletter, section 3).



6. Education. ENOP Reference Model

Fred Zijlstra reported that the next meeting of the Task Force will take place in November 2018.

7. Collaborative Research

Karina Nielsen reported that there have been no further developments since the meeting in March.

8. Policy impact initiatives. EAWOP Task Force information

Gudela Grote provides a brief summary of the EAWOP Policy Task Force activities. The proposal for the EAWOP think tank is underway. Several workshops are in planning that will be together researchers and policy makers on topics such as migration and demographic changes. The editors of EJWOP and OPR were approached to explore the idea of a "policy brief section" in these two journals which

would contain summaries of recent meta-analyses and systematic reviews with macro-level implications added. A survey on experience with and interest in policy-related activities will be distributed to all EAWOP members in the fall as a baseline for future activities such as building registries around certain policy topics.

9. ENOP Newsletter & ENOP web page

Liudmyla Karamushka proposed that the new publication dates for the ENOP newsletter will be June and December. The CoCo approves the proposal.

Cornelius König is working to update the webpage. *Liudmyla Karamushka* will contact *C.Konig* with relevant information.

Agenda of the Business Meeting in March 2019 will include an item to discuss content and format of information to be added to the newsletter and webpage.



10. Division of roles and membership CoCo

Karina Nielsen will take over the membership coordination role from *Fred Zijlstra*. *Dirk Steiner* will be asked to become treasurer and with that also member of the CoCo.

11. Any other business

None.

3. ENOP Symposium 2019

“Opportunities, Challenges and Hindrances for Academia – State of the Art and Looking for Solutions”

(March 28-29, 2019, Paris)

Place: New building of the Maison des Sciences de l'Homme ([54 boulevard Raspail](#))

Organizers: Hans De Witte, Dragos Iliescu, John Arnold, Marco Depolo

Thursday, 28 March 2019, from 9.30 to 17.00

Before noon: *Chair:* Hans De Witte

9.30 - 10.00 - *Opening the symposium and results from our inquiry and structure of the symposium:* Marco Depolo (& organizers)

10.00 - 11.00 - *Italian workforce on quality of working life in universities:* Emanuela Ingusci, Marco Depolo & Margherita Brondino (presentation 45' and discussion 15')

11.00 - 11.30 – *Coffee break*

11.30 - 12.30 - *International comparative research on job insecurity in higher education: overview of the study and its design:* Lara Roll (presentation 45' and discussion 15')

12.30 - 14.00 – *Lunch*

Afternoon: *Chair:* John Arnold

14.00 - 14.25 – *Justice Perceptions as Antecedents of Quantitative and Qualitative Job Insecurity:* Dragos Iliescu

14.25 - 14.50 – *Job insecurity, job and personal resources as predictors of burnout in academia: The application of the revised JD-R model across different positions:* Darja Maslić Seršić

14.50 - 15.15 – *Job demands and job resources among Academia in Belgium: actual situation and evolution over time:* Hans De Witte

15.15 – 15.40 - *Improving women's opportunities for leadership in British and Irish universities. Lessons learned from a large-scale project:* John Arnold

15.40 - 16.15 – *Coffee break*

16.15 – 17.00 - *General discussion: what about the other countries? Suggestions for practice, policy and research?*

Friday, 29 March 2019, from 9.30 to 12.30

Before noon: *Chair:* Dragos Iliescu

9.30 - 11.00 – *The ARK-programme for organizational development in the academic sector: Results from implementing and evaluating health promoting bottom-up interventions:* Marit Christensen

11.00-11.30 – *Coffee break*

11.30-12.30 – *General discussion: how to implement all this in our universities?*

12.30 - 14.00 – *Lunch*

Friday, 29 March 2019, from 14.00 to 16.00

ENOP Business meeting.

4. Máster WOP-P: The 12th edition of Winter School Robert Roe & Bernhard Wilpert *(February 17 - March 1, 2019)*



From the 17th of February to 1st of March, the Gandia International Centre (CIG-UV) is hosting 52 students from 30 countries, for the classroom phase of the 12th edition of the Winter School “Robert Roe - Bernhard Wilpert”. The Winter School is part of the training organized for the Master Erasmus+: Erasmus Mundus in Work, Organizations and Personnel Psychology (<https://www.erasmuswop.org/>), taught in the consortium of four European universities (Barcelona, Bologna, Coimbra, and Valencia). A dedicated team of professors from the School of Psychology and the research institute of the University of Valencia – IDOCAL coordinates the Winter School.

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

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

The training team comprised of leading researchers, academics and practitioners in the field of Work, Organization and Personnel Psychology. They include Rob Briner (University of Bath, UK), Richard Griffith (Florida Institute of Technology), Dirk Steiner (University of Nice, France), David Guest (King’s College, University of London, U.K.), Eric Andriessen (University of Delft, The Netherlands), Fred Zijlstra (Maastricht University, The Netherlands), Ana Cristina Costa (Brunel Business School, U.K.) Leonor Pais (University of Coimbra, Portugal), Neil Anderson (Brunel Business School, U.K.) Vicente González Romà (University of Valencia, Spain), Salvatore Zappalà (University of Bologna, Italy).

The Winter School was organized with the coordination of Professors from the University of Valencia – Professor J.M Peiro, Carolina Moliner, and Esther Gracia, Vicente Martínez, Isabel Rodríguez, and PhD Candidate Alice Maniezki; and the University of Bologna – Professor Salvatore Zappalà and the University of Coimbra – Professor Leonor Pais.

Submitted by:

Peiró, José María

Faculty of Psychology,

Research Institute of Personnel Psychology,

Organizational Development and Quality of Working Life (IDOCAL),

(Valencia, Spain),

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5. Future Congresses, Conferences, Meetings (2019-2022)

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>



EAWOP Small Group Meeting Personality Dynamics at Work

July 10-12, 2019

Lübeck, Germany

Web:

<http://www.eawop.org/news/small-group-meeting-on-personality-dynamics-at-work>





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>



EAWOP Small Group Meeting “Ethical issues in psychological assessment in organizational context”

September 11 - 13, 2019,

Warsaw, Poland.

Web: <http://www.eawop.org/news/eawop-sgm-call-for-papers-ethical-issues-in-psychological-assessment-in-organizational-context>



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

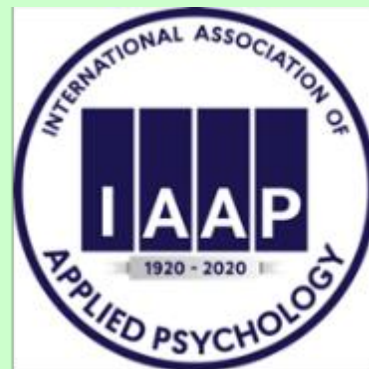
2022

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 2018-2019 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 organizational contexts.

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.

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

Research topics:

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

Recent publications:

- Neumeyer, X., Santos, S.C., Caetano, A., Kalbfleisch, P. (2018). Entrepreneurship ecosystems and women entrepreneurs: a social capital and network approach. *Small Bus Econ* (2018). <https://doi.org/10.1007/s11187-018-9996-5>.

- Junça-Silva, A., Caetano, A. & Lopes, M. (2018). Activated or deactivated? Understanding how cognitive appraisals can drive emotional activation in the aftermath of daily work events. *Revue Européenne de Psychologie Appliquée / European Review of Applied Psychology*. 68 (4-5), 189-198.

- Junça-Silva, A., Caetano, A., & Lopes, R. R. (2019, in press). Understanding what happens in a working day of employees: Development and validation of the scale for daily hassles and uplifts at work. *TPM - Testing, Psychometrics, Methodology in Applied Psychology*.

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:

- Vignoli, M., Depolo, M. (2019). Transfer of training process. When proactive personality matters? A three-wave investigation of proactive personality as a trigger of the transfer of training process. *Personality and Individual Differences*, 141, pp. 62-67.
- Topa, G., Depolo, M., Alcover, C.-M. (2018). Early retirement: A meta-analysis of its antecedent and subsequent correlates. *Frontiers in Psychology*, 8 (JAN), art. no. 2157, .
- Vignoli, M., Depolo, M., Cifuentes, M., Punnett, L. (2018). Disagreements on leadership styles between supervisors and employees are related to employees' well-being and work team outcomes. *International Journal of Workplace Health Management*, 11 (5), pp. 274-293.

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:

- Du Toit, M., De Witte, H., Van den Broeck, A., & Rothmann, I. (2018). Unemployment experiences in context: A phenomenological study in two townships in South Africa. *Journal of Psychology In Africa*, 28(2), 122-127, <https://doi.org/10.1080/14330237.2018.1454575>
- Du Toit, M., De Witte, H., Rothmann, S., & Van den Broeck, A. (2018) Contextual factors and unemployment: a review of qualitative studies. *SA Journal of Economic and Management Sciences*, 21(1), a2083. Doi:10.4102/sajems.v21i1.2083.
- Erreygers, S., Vandebosch, H., Vranjes, I., Baillien, E., & De Witte, H. (2018). Development of a measure of adolescents' online prosocial behavior. *Journal of Children and Media*, 12(4), 448–464. <https://doi.org/10.1080/17482798.2018.1431558>
- 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*, 27(5), 603-615. <https://doi.org/10.1080/1359432X.2018.1504769>
- Niesen, W., Van Hoetegem, A., Handaja, Y., Battistelli, A., De Witte, H. (2018). Quantitative and Qualitative Job Insecurity and Idea Generation: The Mediating Role of Psychological Contract Breach. *Scandinavian Journal of Work and Organizational Psychology*, 3(1), 1–14, DOI: <https://doi.org/10.16993/sjwop.36>
- Selenko, E., Berkers, H., Carter, A., Woods, S.A., Otto, K., Urbach, T., & De Witte, H. (2018). On the dynamics of work identity in atypical employment: Setting out a research agenda. *European Journal of Work and Organizational Psychology*, 27(3), 324-334. <https://doi.org/10.1080/1359432X.2018.1444605>

- Sousa-Ribeiro, M., Sverke, M., Coimbra, J.L., De Witte, H. (2018). Intentions to participate in training among older unemployed people: A serial mediator model. *Journal of Career Development*, 45(3), 268-284. DOI: 10.1177/0894845316687669
- Urbanaviciute, I., Lazauskaite-Zabielske, J., Vander Elst, T., & De Witte, H. (2018) Qualitative job insecurity and turnover intention: The mediating role of basic psychological needs in public and private sectors. *Career Development International*, 23(3), 274-290, <https://doi.org/10.1108/CDI-07-2017-0117>
- Van der Vaart, L., De Witte, H., Van den Broeck, A. & Rothmann, I. (2018). A psychosocial typology of the unemployed in South Africa. *South African Journal of Psychology*, 48(2), 179–192. <https://doi.org/10.1177/0081246317721600>
- 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>
- Vranjes, I., Baillien, E., Vandebosch, H., Erreygers, S., & De Witte, H. (2018). Kicking someone in cyberspace when they are down: Testing the role of stressor evoked emotions on exposure to workplace cyberbullying. *Work & Stress*, 32(4), 379-399. <https://doi.org/10.1080/02678373.2018.1437233>
- Vranjes, I., Erreygers, S., Vandebosch, H., Baillien, E., & De Witte, H. (2018). Patterns of cybervictimization and emotion regulation in adolescents and adults. *Aggressive Behavior*, 44, 647–657. DOI: 10.1002/ab.21790

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:

- Dewa, C. S., Hoch, J. S., Corbière, M., Villotti, P., Trojanowski, L., Sultan-Taïeb, H., . . . Fraccaroli, F. (2019). 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*, 55(2), 202-210. doi:10.1007/s10597-018-0281-5
- Villotti, P., Corbière, M., Dewa, C. S., Fraccaroli, F., Sultan-Taïeb, H., Zaniboni, S., & Lecomte, T. (2018). 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*, 40(26), 3113-3119. doi:10.1080/09638288.2017.1377294-
- 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
- Fraccaroli, F., & Avanzi, L. (2018). Psicologia della salute organizzativa: Problemi emergenti e contributi di ricerca. *Psicologia Sociale*, 13(3), 185-192. doi:10.1482/91428

- Ciampa, V., Balducci, C., Avanzi, L., & Fraccaroli, F. (2018). The effect of perceived organizational change on psychological well-being and work-related stress: A longitudinal study. *Psicologia Sociale*, 13(3), 251-266. doi:10.1482/91432
- Avanzi, L., Albertini, S., Fraccaroli, F., Sarchielli, G., De Plato, G., & van Dick, R. (2018). Exploring identity dynamics from a combined social exchange and social identity perspective. *International Public Management Journal*, 21(4), 677-702. doi:10.1080/10967494.2015.1115450
- 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.

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

Research topics:

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

Recent publications:

- Grote, G. (2019). Leadership in resilient organizations. In S. Wiig & B. Fahlbruch (eds.), *Exploring resilience - A scientific journey from practice to theory* (pp. 59-68). Springer.
- Grote, G. (2018). On the importance of culture for safety: Bridging modes of operation in adaptive safety management. In C. Gilbert, B. Journé, H. Laroche & C. Bieder (eds.), *Safety culture, safety models - Taking stock and moving forward* (pp. 93-104). Springer.
- Grote, G. (2018). Managing uncertainty in work organizations. In R.A. Scott, M. Buchmann & S. Kosslyn (eds.), *Emerging trends in the social and behavioral sciences*.

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:

- Maricutoiu, P. L., Payne, B. K., & Iliescu, D. (2019). It works both ways: Enhancing explicit self-esteem using the self-reference task. *Journal of Experimental Social Psychology*, 80(1), 8-16. DOI: 10.1016/j.jesp.2018.08.017
- Butucescu, A., & Iliescu, D. (2018). Patterns of Change in Fairness Perceptions During the Hiring Process: A Conceptual Replication in a Controlled Context. *International Journal of Selection and Assessment*, 26(2-4), 196-201. DOI: 10.1111/ijsa.12227
- 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

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., Gnuskina, G.V. (2018). Psychology of entrepreneur burnout: monograph. Kyiv, Logos, 2018, 198 p.
- Karamushka, L.M., Tereshchenko, K.V. (2018). Modification and adaptation of Index of Organizational Tensions questionnaire (on the example of educational organizations). *Organizational Psychology. Economic Psychology*. 2018. Vol. № 4 (15), 48-58. DOI: <https://doi.org/10.31108/2.2018.4.15.6>

10. Kinnunen, Ulla. Faculty of Social Sciences (Psychology), 33014 Tampere University, Tampere, Finland (Tel. +358401901386, e-mail: ulla.kinnunen@tuni.fi)

Research topics:

Recovery from job strain; job insecurity and temporary work; job burnout and workengagement; work-family interface; leadership

Recent publications:

- Kinnunen, U., Feldt, T., & de Bloom, J. (2019). Testing cross-lagged relationships between work-related rumination and well-being at work in a three-wave longitudinal study across 1 and 2 years. *Journal of Occupational and Organizational Psychology*. DOI:10.1111/joop.12256
- Van Laethm, M., Beckers, D. G. J., de Bloom, J., Sianoja, M., & Kinnunen, U. (2018). Challenge and hindrance demands in relation to self-reported job performance and the role of restoration, sleep quality, and affective rumination. *Journal of Occupational and Organizational Psychology*. DOI:10.1111/joop.12239

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:

- Debus, M. E., & König, C. J. (2019). Was, wenn mein Arbeitsplatz unsicher ist? Die Bedeutung von Arbeitsplatzunsicherheit für die eigene Karriere. In D. Spurk & S. Kauffeld (Hrsg.), *Handbuch Laufbahnmanagement und Karriereplanung* (S. 631-653). Heidelberg: Springer. doi:10.1007/978-3-662-45855-6_11-1
- Fell, C. B., König, C. J., Jung, S., Sorg, D., & Ziegler, M. (2019). Are country level prevalences of rule violations associated with knowledge overclaiming among students? *International Journal of Psychology*, 54, 17-22. doi:10.1002/ijop.12441
- Debus, M. E., Kleinmann, M., König, C. J., & Winkler, S. (in press). Being tough versus tender: The impact of country-level and individual masculinity orientations when appraising job insecurity. *Applied Psychology: An International Review*.

- Fell, C. B., & König, C. J. (in press). Examining cross-cultural differences in academic faking in 41 nations. *Applied Psychology: An International Review*, advance online publication. doi:10.1111/apps.12178
- 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., König, C. J., & Scheuss, A. (in press). Love the way you lie: Recruiter impression management in company presentation videos. *Journal of Personnel Psychology*.
- 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.

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:

- Korunka, C., Kubicek, B., & Riska, M. (2019). New Way of Working in Public Administration in Europe. Austrian Presidency of the Council of the European Union, 2019.
- 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

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.

15. Maslić Seršić, Darja. Department of Psychology, Faculty of Humanities and Social Sciences, University of Zagreb, Ivana Lučić 3, 10000 Zagreb, Croatia. (Tel. + 385 1 4092199; fax: +385 1 4092037; e-mail: darja.maslic@ffzg.hr).

Research topics:

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

Recent publications:

- Tomas, J., 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:

-Geisler, M., Berthelsen, H., & Muhonen, T. (2019). Retaining Social Workers: The Role of Quality of Work and Psychosocial Safety Climate for Work Engagement, Job Satisfaction, and Organizational Commitment. *Human Service Organizations: Management, Leadership & Governance*, 1-15.

-Berthelsen, H., Muhonen, T., & Toivanen, S. (2018). What happens to the physical and psychosocial work environment when activity-based offices are introduced into academia?. *Journal of Corporate Real Estate*, 20(4), 230-243.

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:

-Abildgaard, J. S. & Nielsen, K. (2018). The interplay of sensemaking and material artefacts during interventions: A case study. *Nordic Journal of Working Life Studies*, 8 (3), 5-26.

-Christensen, M., Innstrand, S.T., Saksvik, P.O., & Nielsen, K. (in press). The Line Manager's Role in Implementing Successful Organizational Interventions –ARK as a Case Study. *The Spanish Journal of Psychology*.

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

-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., von Thiele Schwarz, Nielsen, K., & Hasson, H. (2018). Employees' and Line Managers' Active Involvement in Participatory Organizational Interventions: Examining Direct, Reversed, and Reciprocal Effects on Well-Being. *Stress and Health*, DOI: 10.1002/smi.2841.

-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*.

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:

-Georgiou, K., Nikolaou, I., & Turban, D. B. (accepted) The Impact of a Training Intervention developing Psychological Capital on Job Search Success. *Journal of Career Development*.

-Georgiou, K. & Nikolaou, I. (in press) The influence and development of Psychological Capital in the job search context. *International Journal for Educational & Vocational Guidance*.

-Nikolaou, I., Georgiou, K. & Kotsaralidou, V. (in press) The Exploring the relationship of a gamified assessment with performance. *Spanish Journal of Psychology*.

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:

-Villajos, E., Tordera, N., Peiró, J.M., van Veldhoven, M. (2019). Refinement and validation of a comprehensive scale for measuring HR practices aimed at performance-enhancement and employee-support, *European Management Journal*, <https://doi.org/10.1016/j.emj.2018.10.003>

-Rodríguez, I., Kożusnik, M. W., Peiró, J.M., & Tordera, N. (2019) Individual, Co-active and Collective Coping and Organizational Stress: A Longitudinal Study. *European Management Journal*.

-Di Fabio, A., & Peiró, J.M. (2018). Human capital sustainability leadership to promote sustainable development and healthy organizations: A new scale. *Sustainability*, 10, 2413

-Di Fabio, A., Peiró, J.M., Rodríguez, I., & Kozusznik, M.W. (2018). The valencia eustress-distress appraisal scale (VEDAS): Validation of the Italian version. *Sustainability*, 10, 3903.

-Martínez-Córcoles, M., Gracia, F. J., & Peiró, J.M. (2018). El estudio del comportamiento humano de seguridad en organizaciones de alta fiabilidad: el caso de la industria nuclear. *Papeles del Psicólogo*, 39(3), 183-190.

-Pătraş, L., Martínez-Tur, V., Estreder, Y., Gracia, E., Moliner, C., & Peiró, J.M. (2018). Organizational performance focused on users' quality of life: The role of service climate and "contribution-to-others" wellbeing beliefs. *Research in Developmental Disabilities*, 77, 114-123.

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.

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:

Job stress; recovery from job stress; exercise and eating behavior; proactive work behavior; self-regulation at work; work engagement.

Recent publications:

-Sonnentag, S., & Schiffner, C. (2019). Psychological detachment from work during non-work time and employee well-being: The role of leader's detachment. *The Spanish Journal of Psychology*, 22, e3, 1-9.

-Pinck, A. S., & Sonnentag, S. (2018). Leader mindfulness and employee well-being: The mediating role of transformational leadership. *Mindfulness*, 9, 884-896.

-Sonnentag, S. (2018). The recovery paradox: Portraying the complex interplay between job stressors, lack of recovery, and poor well-being. *Research in Organizational Behavior*, 38, 169-185.

-Sonnentag, S., & Lischetzke, T. (2018). Illegitimate tasks reach into after-work hours: A multi-level study. *Journal of Occupational Health Psychology*, 23, 248-261.

-Sonnentag, S., Reinecke, L., Mata, J., & Vorderer, P. (2018). Feeling interrupted - being responsive: How online messages relate to affect at work. *Journal of Organizational Behavior*, 39, 369-383.

-Starzyk, A., Sonnentag, S., & Albrecht, A.-G. (2018). The affective relevance of suggestion-focused and problem-focused voice: A diary study on voice in meetings. *Journal of Occupational and Organizational Psychology*, 19, 340-361.

-Tremmel, S., & Sonnentag, S. (2018). A sorrow halved? A daily diary study on talking about experienced workplace incivility and next-morning negative affect. *Journal of Occupational Health Psychology*, 23, 568-583.

-Tuckey, M. R., Sonnentag, S., & Bryan, J. (2018). Are state mindfulness and state work engagement related during the workday? *Work & Stress*, 32, 33-48.

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.

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).

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:

- Sconfienza, C., Lindfors, P., Lantz Friedrich, A., & Sverke, M. (2019). Social support at work and mental distress: A 3-wave study of normal, reversed, and reciprocal relationships. *Journal of Occupational Health, 61*(1), 91–100. (DOI: <https://doi.org/10.1002/1348-9585.12020>)
- Nylén, E. C., Lindfors, P., Le Blanc, P., & Sverke, M. (in press). Do personal resources matter beyond job demands and job resources? Main and interaction effects on health-related outcomes among women working within the welfare sector. *WORK: A Journal of Prevention, Assessment, and Rehabilitation*.
- Annell, S., Lindfors, P., Kecklund, G., & Sverke, M. (2018). Sustainable recruitment: Individual characteristics and psychosocial working conditions among Swedish police officers. *Nordic Journal of Working Life Studies, 8*(4), 3–24. (DOI: <https://doi.org/10.18291/njwls.v8i4.111926>)
- Aronsson, G., Nylén, E. C., Ishall, L., Lindfors, P., & Sverke, M. (2018). The long arm of the job: Work characteristics and recovery windows in social welfare work. *International Journal of Workplace Health Management*. (DOI: <https://doi.org/10.1108/IJWHM-11-2017-0089>)
- Falkenberg, H., Nordgren Selar, A., Malmrud, S., Hellgren, J., & Sverke, M. (2018). *Anställdas syn på lön, motivation och prestation: En enkätundersökning av lönesättning i privat sektor* [Employees' views on pay, motivation and performance: A survey on pay-setting in the Swedish private sector]. Stockholm: Svenskt Näringsliv. (pp. 1-60)
- Låstad, L., Näswall, K., Berntson, E., Seddigh, A., & Sverke, M. (2018). The roles of shared perceptions of individual job insecurity and job insecurity climate for work- and health-related outcomes: A multilevel approach. *Economic and Industrial Democracy, 39*, 3, 422-438. DOI: 10.1177/0143831X16637129
- Nylén, E.C., Lindfors, P., Le Blanc, P., Aronsson, G., & Sverke, M. (2018). Can a managerial intervention focusing on job demands, job resources, and personal resources improve the work situation of employees? *Nordic Psychology, 70*(3), 179-197. DOI: 10.1080/19012276.2017.1381037.
- Sousa-Ribeiro, M., Sverke, M., Coimbra, J.L., & De Witte, H. (2018). Intentions to participate in training among older unemployed people: A serial mediator model. *Journal of Career Development, 45*(3), 268–284. DOI: 10.1177/0894845316687669

25. Teichmann, Mare. Cyber Psychology Research Group, Software Science Institute, Information Technology Faculty, Tallinn University of Technology, [Ehitajate tee 5](https://www.ehitajate.ee), 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.

27. Zijlstra, Fred. Department of Work & Social Psychology, Faculty of Psychology and Neurosciences. Maastricht University. P.O. Box 616; 6200 MD, Maastricht. Tel + 31 43 388 4337; email: fred.zijlstra@maastrichtuniversity.nl

Research topics:

Sustainability of employment, Inclusive Organisations, Disability and employment; Cognitive strategies of dealing with work

Recent publications:

-Merve Alabak, Hulsheger, U.R., Zijlstra, F.R.H., Verduyn, Ph. (2019). More Than One Strategy: A Closer Examination of the Relationship Between Deep Acting and Key Employee Outcomes. In: *Journal of Occupational Health Psychology*

-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*, Vol. 27(1), pp 40-55. <http://dx.doi.org/10.1080/1359432X.2017.1387536>

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