

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 77

WEB ADDRESS

<http://www.enop.ee>

MARCH, 2020

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MARCH, 2020

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EDITORIAL

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from September 2019 till March 2020

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, September 27, 2019.

You will also find the preliminary programmer of the ENOP Symposium 2020 ‘Do new Forms of Workplace and Labour Market Flexibility improve Quality of Working Life?’

The Newsletter includes as well information about achievement of Professor José Maria Peiró (University of Maastricht, The Netherlands, awarded him title ‘Doctor Honoris Causa’).

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2020-2022) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2019-2020, and other useful information.

Liudmyla Karamushka
Kyiv, March 2020

2. CoCo MEETING 2019

The CoCo-meeting took place in Paris on *September 27, 2019* at New building of the Maison des Sciences de l'Homme (54 boulevard Raspail).

Participants: Dirk Steiner, Fred Zijlstra, Christian Korunka, Karina Nielsen (minutes), Luidmila Karamushka

1. Welcome

Fred Zijlstra welcomes everyone to the meeting.



2. Approval of the minutes from the 2018 CoCo Meeting

The minutes from the last CoCo meeting were approved.

3. ENOP Finances/Budget

The finances are healthy, but we have lost money due to the long distance banking. It was agreed that the bank account will be transferred to Dirk Steiner from Fred Zijlstra as we have had additional costs due to long distance banking.

4. ENOP Membership

Meeting participants have discussed proposals concerning new ENOP Members.

Italy: A proposal has been put forward by Franco Fraccoli and Marco Depolo: Chiara Ghisliei. The challenge is that although she is qualified as professor she

does not formally hold a full professor position. In the past, it has been agreed that associate professors can become members if there are no full professors in the country, but this is not the case for Italy. Therefore, Karina Nielsen will go back to Marco Fraccoli and Franco Depolo and ask for an alternative. If no alternative will be received, the proposal will be discussed at the next ENOP Business Meeting.

Estonia: Mare Teichmann from Estonia is retiring. Karina Nielsen will contact Mare Teichmann about proposals for a new member from Estonia.

Ireland and Norway: Ireland and Norway have no representatives. Limerick has recruited Donald Truxillo and Kevin Murphy so they might be good candidates. In Norway we have tried to get representatives, but in the near future there may be a new generation of professors and we will review.

Bulgaria and Romania: Karina Nielsen will check abstracts from EAWOP Congress (Turin, May 2019) in order to find out any potential candidates.

France and Spain: France and Spain will have ENOP members retiring in the next couple of years so it is time to start considering new members from these countries.

5. Annual ENOP Symposium 2020 / ENOP Business Meeting

Christian Korunka presented a first draft program for next ENOP Symposium (18-19 March, 2020).

It was decided to include in the Symposium Program 7 presenters, hopefully, up to three external.

Christian Korunka, Magnus Sverke, Matti Vartiainen, and Hans De Witte are the obvious choices to contribute to the Symposium from the ENOP.



Meeting participants have discussed as well possible names of external speakers. Guido Hertel has been proposed, and the CoCo supported this suggestion.

Dirk Steiner will contact economists and sociologists from the Maison des Sciences de l'Homme in order to find good contributors from this institution. Some options were discussed (Christoph Vanroelen, Saijja Mauno, Francisco Perez, Adria Todoli).

Christian Korunka will arrange formal invitation for selected persons. The meeting participants decided as well to cover travel and accommodation expenditures for external presenters.

As regards to the Symposium content, it was emphasized to focus on consequences of work places flexibility, the boundary conditions and what can be done to improve quality of work life.

Opportunity of publishing the papers' book of the Symposium was discussed.

Fred Zijlstra informed that he might not be able to attend the next ENOP Symposium. Dirk Steiner and Karina Nielsen will be responsible for organization of the ENOP Business Meeting (19 March, 2020).

6. ENOP / EAWOP Reference Model

Reference Model was presented to the Constituents Council at EAWOP Congress (Turin, May 2019) and there was a round table discussion. Reference Model has got overall positive feedback, but some comments and proposals were provided. Model developers have taken them into account and revised the Model. It has been discussed in some countries, in particular Germany.

Small ENOP / EAWOP Task Force set up to promote ENOP/EAWOP Reference Model. Guido Hertel and Paul Kop from EAWOP and Fred Zijlstra and Jose Maria Peiro from ENOP will be represented in the Task Force.

7. ENOP Newsletter & ENOP web page

Liudmyla Karamushka informed that the current ENOP Newsletter will be prepared in March 2020.

Cornelius König is working to update the ENOP webpage.



8. Roles and Responsibilities of the CoCo members

Prof Zijlstra Fred - ENOP President

Prof. Rogard Vincert - Honorary ENOP President

Dirk Steiner - treasurer and liaison with the Maison des Sciences de l'Homme

Karina Nielsen - ENOP secretary and responsible for ENOP membership. Karina is managing Google drive for CoCo.

Liudmyla Karamushka - editor of ENOP Newsletter.

9. Any other business

None.

3. ENOP SYMPOSIUM 2020

‘DO NEW FORMS OF WORKPLACE AND LABOUR MARKET FLEXIBILITY IMPROVE QUALITY OF WORKING LIFE?’

(scheduled for March 19-20, 2020, Paris;
postponed due to COVID-19 pandemia)

Place: Fondation Maison des Sciences de l’Homme; 54 Boulevard Raspail, 75006 Paris

Organizers: Christian Korunka

There is a strong tendency towards an increase in labour market and work flexibility observable in many workplaces. Many drivers in the current world of work, like increased competition, increased economic pressures on the companies, but also demographic changes (e.g. migrations, changing needs of the younger workforce...), are responsible for this trend. The ever increasing potential of information and communication technologies further supports these developments. In fact there is a clear growing trends to organize work in non standard arrangement formats.¹

A recent Eurofund report² confirms that at least 15-18% of the workforce is affected by workplace flexibility with an increasing number over the next years. A number of studies dealing with different aspects of flexibility confirm both increases in but also threats to the quality of working life of the affected employees.

Five different aspects of workplace flexibility may be distinguished:

Flexibility in time: This is the most common form of flexibility, introduced already some decades ago. But even in time flexibility there new developments and less common forms like trust based working time.

¹ Spreitzer, G. M., Cameron, L., & Garrett, L. (2017). Alternative work arrangements: Two images of the new world of work' *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 473-499.

² Eurofund (2017). Working anytime, anywhere: The effects on the world of work. Geneva: Eurofund/ILO Report

Flexibility in place: First forms of workplace flexibility, labelled as “telework”, started also some decades ago. But current technology allows highly mobile work at any places in many jobs (at home, during travel, in coffeehouses etc.). Recently many organizations implemented activity based office concepts, without individualized work places, where employees could work at any place in the organization.

Functional flexibility: This is also a long-time used form of flexibility, but with still increasing numbers and forms, supported by new organizational trends (flat hierarchies, new forms of project work, agile organizations, etc.)

Flexibility in numbers: There are many new forms of short-time contracts and part-time working conditions, which are often threatening the perceived security of the jobs. But there are also many new “entrepreneurial” work places, like jobs in the gig economy or co-working spaces.

Contractual flexibility. Many non-standard permanent contracts and also the blurry distinction between the free-lance or self-employed work and working under contract for a company. The gig economy, especially the collaborative platform work is another special topic which could be analyzed here.

The symposium brings together experts from different disciplines. **We plan to discuss the following aspects:**

- Are there some new developments in flexible working conditions to be expected? What are the trends of the next decade?
- Are there improvements or decreases in quality of working life to be expected?
- What part of the workforce will be mainly affected?
- What are the contextual conditions of high quality of working life in flexible work?
- What should be done in work- and organizational psychology research?
- What needs to be done on the political level?
- What are the main perspectives and views about these phenomena by different disciplines

PRELIMINARY PROGRAM

1st day

14.00: Christian Korunka: **Workplace flexibility and quality of working life. An Introduction**

14.45: Magnus Sverke: **Flexibility and its implications for employment arrangements**

16.00: Christophe Vanroelen: **Precarious employment. An overlooked determinant of workers' health and well-being?**

16.45: Matti Vartiainen: **Mobile and multi-locational work as physical, social and mental flexibility**

2nd day

9.30: Hans De Witte: **Job Insecurity: challenge or hindrance in flexible times?**

10.30: Adrian Todoli: **Labour law, flexibility and technological challenges**

11.30: Guido Hertel: **Flexibility in Activity based office concepts**

14.00 – 17.00: ENOP Business Meeting

4. PROFESSOR JOSÉ MARIA PEIRÓ HAS BEEN NAMED ‘DOCTOR HONORIS CAUSA’ BY THE UNIVERSITY OF MAASTRICHT (THE NETHERLANDS)

On Friday, 31 January 2020, the Maastricht University celebrated its 44th Dies Natalis celebration in the Saint Janskerka Church, in which an , (nominated by the Faculty of Psychology and Neuroscience) was bestowed to José María Peiró by the University Rector Rianne Letschert and Professor Fred Zijlstra.

José María Peiró has expressed his satisfaction with the award, as it comes from a “leading, innovative and dynamic university, which thoroughly uses the problem-based learning method and has a wide international projection in research and training.” In addition, he highlighted the collaboration between Maastricht University (Netherlands), Leuphana Universität Lüneburg (Germany), and Universitat de València (Spain) in the recently launched International Joint Master of Research in Work and Organizational Psychology.

With this Honorary Doctor award, José María Peiró has three of the highest honors conferred by a University, the first was awarded to him in 2010 by the Methodist University of São Paulo and the second in 2017 by the Miguel Hernández University. Thus, José María Peiró continues to be regarded as an international figurehead in the field of psychology of organizations.

Congratulations!



5. FUTURE CONGRESSES, CONFERENCES, MEETINGS (2020-2022)

2020



35th Annual SIOP Conference

April 23-25, 2020

Austin, TX, USA

Web: <https://www.siop.org/Annual-Conference>

EAWOP Small Group Meeting (SGM)

Using Advanced Technologies and
Artificial Intelligence at Work

May 27.-28.05,2020

Goethe University Frankfurt, Germany

Web: <http://eawop.org/news/eawop-small-group-meeting-using-advanced-technologies-and-artificial-intelligence-at-work-call-for-papers>



EAWOP Small Group Meeting "6th ENESER meeting

“Job Search, Attraction, and Selection: Challenges for the Next Decade Papers”

June 10-12, 2020



University of Zurich, Switzerland

Web: <http://www.eawop.org/news/eawop-small-group-meeting-job-search-attraction-and-selection-challenges-for-the-next-decade-call-for-papers>

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



EAWOP Small Group Meeting

“Young people’s work, employment and careers”

29th June – 1st July 2020

Adam Smith Business School, University of
Glasgow

Glasgow, UK

Web: <http://www.eawop.org/news/eawop-smg-young-people-s-work-employment-and-careers-call-for-papers-extended-deadline>

80th Annual Meeting of the Academy of Management

August 7-11, 2020 |

Vancouver, British Columbia, Canada

Web: <http://aom.org/annualmeeting/>



EAWOP Small Group Meeting

“Building the future of work and organizational psychology - Developing a practical toolkit”

Date: 9-11 September 2020

Vrije Universiteit Brussel,

Brussels, Belgium

Web: <https://www.futureofwop.com/sgm-in-brussels-2020>

7th EAWOP EARLY CAREER SUMMER SCHOOL

September 14-18, 2020

Durham, UK

Web: <http://www.eawop.org/next-school2>



EAWOP Small Group Meeting (SGM)

‘Advancing Theory, Research, and Practice of Workplace Coaching’

November 12-14, 2020

HMKW University of Applied Sciences,
Berlin, Germany

Web: <http://eawop.org/news/eawop-small-group-meeting-advancing-theory-research-and-practice-of-workplace-coaching-call-for-papers>



2021

EAWOP Small Group Meeting

‘A Resources Perspective on Sustainable Careers’

January 18-19, 2021

Antwerp, Belgium

Web: <http://www.eawop.org/news/call-for-papers-eawop-small-group-meeting-a-resources-perspective-on-sustainable-careers>



20th EAWOP Congress

May 26-29, 2021

Glasgow, UK

Web: <https://www.bps.org.uk/eawop2021>



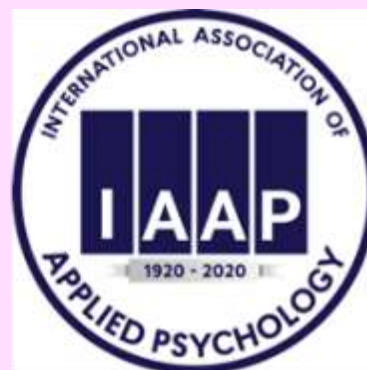
2022

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 25 members of «New» ENOP, their addresses and research topics as well as publications dated 2019-2020 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. 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:

- Santos, S.C., Morris, M.H., Caetano, A., Costa, S.F., Neumeyer, X. (2019). Team entrepreneurial competence: multilevel effects on individual cognitive strategies. *International Journal of Entrepreneurial Behaviour and Research*, 25 (6), pp. 1259-1282. DOI: 10.1108/IJEBr-03-2018-0126

3. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), part of the Research Unit Occupational & Organisational Psychology and Professional Learning (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, 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:

-Baillien, E., Griep, Y., Vander Elst, T. & De Witte, H. (2019). The relationship between organisational change and being a perpetrator of workplace bullying: A three wave longitudinal study. *Work & Stress*, 33(3), 211-230, DOI: 10.1080/02678373.2018.1496161

-De Cuyper, N., Philippaers, K., Vanhercke, D., & De Witte, H. (2019). The reciprocal relationship between resources and psychological distress among unemployed job

- seekers. *Journal of Career Development*, 46 (1), 17-30. DOI: 10.1177/0894845317730413
- De Cuyper, N., Piccoli, B., Fontinha, R. & De Witte, H. (2019). Job Insecurity, employability and satisfaction among temporary and permanent employees in post-crisis Europe. *Economic and Industrial Democracy*, 40(2), 173-192. DOI: 10.1177/0143831X18804655
- De Cuyper, N., Van Hootegeem, A., Smet, K., Houben, E. & De Witte, H. (2019). All Insecure, All Good? Job Insecurity Profiles in Relation to Career Correlates. ? *International Journal of Environmental Research and Public Health*, 16(15), 2640; <https://doi.org/10.3390/ijerph16152640>
- Erreygers, S., Vandebosch, H., Vranjes, I., Baillien, E., & De Witte, H. (2019). The Longitudinal Association Between Poor Sleep And Cyberbullying, Mediated by Anger. *Health Communication*, 34(5), 560-566, <https://doi.org/10.1080/10410236.2017.1422098>
- Erreygers, S., Vandebosch, H., Vranjes, I., Baillien, E., & De Witte, H. (2019). Feel Good, Do Good Online? Spillover and Crossover Effects of Happiness on Adolescents' Online Prosocial Behavior. *Journal of Happiness Studies*, 20(4), 1241-1258. <https://doi.org/10.1007/s10902-018-0003-2>
- Hakanen, J., Ropponen, A., De Witte, H., & Schaufeli, W. (2019). Testing Demands and Resources as Determinants of Vitality among Different Employment Contract Groups. A Study in 30 European Countries. *International Journal of Environmental Research and Public Health*. 16(24), 4951; <https://doi.org/10.3390/ijerph16244951>.
- Hakanen, J., Ropponen, A., Schaufeli, W., & De Witte, H. (2019). Who is engaged at work? A large-scale study in 30 European Countries. *Journal of Occupational and Environmental Medicine*, 61(5): 373-381. DOI: 10.1097/JOM.0000000000001528
- Lazauskaite-Zabielske, J., Urbanaviciute, I., Vander Elst, T., & De Witte, H. (2019). Explaining the link between Qualitative Job insecurity and Attitudes: The Role of perceived Overall Justice. *Baltic Journal of Management*, 14(2), 330-344 <https://doi.org/10.1108/BJM-08-2018-0293>
- Meneghel, I., Martinez, I.M., Salanova, M. & De Witte, H. (2019). Promoting academic satisfaction and performance: Building academic resilience through coping strategies. *Psychology in the Schools*, 56, 875–890. DOI: 10.1002/pits.22253
- Nikolova, I., van Dam, K., Van Ruysseveldt, J., & De Witte, H. (2019). Feeling Weary? Feeling Insecure? Are workplace changes all bad news? *International Journal of Environmental Research and Public Health*, 16, 1842; doi:10.3390/ijerph16101842
- Paver, R., Rothmann, S., Van den Broeck, A., & De Witte, H. (2019). Labour market interventions to assist the unemployed in two townships in South Africa. *SA Journal of Industrial Psychology*, 45, a1596, DOI: <https://doi.org/10.4102/sajip.v45i0.1596>.
- Peeters E., Nelissen J., De Cuyper N., Forrier A., Verbruggen M., De Witte H. (2019). Employability capital: A conceptual framework tested through expert analysis. *Journal of Career Development*, 46 (2), 79-93. doi: 10.1177/0894845317731865.
- Roll, L., , Siu, O., Li, S. & De Witte, H. (2019). Human Error: The Impact of Job Insecurity on Attention-Related Cognitive Errors and Error Detection. *International Journal of Environmental Research and Public Health*, 16(13), 2427; <https://doi.org/10.3390/ijerph16132427>
- Schaufeli, W. B., Shimazu, A., Hakanen, J., Salanova, M., & De Witte, H. (2019). An Ultra-Short Measure for Work Engagement: The UWES-3. Validation Across Five

- Countries. *European Journal of Psychological Assessment*, 35(4), 577-591. <http://dx.doi.org/10.1027/1015-5759/a000430>
- Taris, T., Peeters, M. & De Witte, H. (2019; Eds.), *The fun and frustration of modern working life. Contributions from an occupational health psychology perspective. Festschrift for Prof. dr. Wilmar Schaufeli*. Kalmthout: Pelckmans Pro. ISBN 978 94 6337 197 1
- Tomas, J., Maslić Seršić, D., & De Witte, H. (2019). Psychological climate predicting job insecurity through occupational self-efficacy. *Personnel Review*, 48(2), 360-380. <https://doi.org/10.1108/PR-05-2017-0163>
- Urbanaviciute, I., De Witte, H., & Rossier, J. (2019). Perceived Job Insecurity and Self-Rated Health: Testing Reciprocal Relationships in a Five-Wave Study *Social Science & Medicine*. 233, 201-207. <https://doi.org/10.1016/j.socscimed.2019.05.039>
- Van den Broeck, A., Van Hootegem, A., Vander Elst, T., & De Witte, H. (2019). Do self-enhancing and affiliative humor buffer for the negative associations of quantitative and qualitative job insecurity? *The Spanish Journal of Psychology*, 22. e8. Doi:10.1017/sjp.2019.7
- Van Hootegem, A. & De Witte, H. (2019). Qualitative job insecurity and informal learning: a longitudinal test of occupational self-efficacy and psychological contract breach as mediators. *International Journal of Environmental Research and Public Health*, 16, 1847; doi:10.3390/ijerph16101847
- Van Hootegem, A., De Witte, H., De Cuyper, N., & Vander Elst, T. (2019). Job insecurity and the willingness to undertake training: The moderating role of perceived employability. *Journal of Career Development*, 46(4) 395-409. DOI: 10.1177/0894845318763893
- Van Hootegem, A., Niesen, W., & De Witte, H. (2019). Does job insecurity hinder innovative work behaviour? A threat rigidity perspective. *Creativity and Innovation Management*, 28, 19-29. DOI: 10.1111/caim.12271

4. 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:

- Balducci, C.; Baillien, E.; Broeck, A.V.; Toderi, S.; Fraccaroli, F. (2020). Job Demand, Job Control, and Impaired Mental Health in the Experience of Workplace Bullying Behavior: A Two-Wave Study. *Int. J. Environ. Res. Public Health*, 17, 1358.
- Balducci, C., & Fraccaroli, F. (2019). Work-related stress: Open issues and future directions. [StRESS LAVORO-CORRELAtO: QUESTiONI APERtE E DIREZIONI FUtURE] *Giornale Italiano Di Psicologia*, 46(1-2), 39-65.
- Corbiere M., Zaniboni S., Dewa C.S., Villotti P., Lecomte T., Sultan-Taïeb H., Hupé J., Fraccaroli F. (2019). Work productivity of people with a psychiatric disability working in social firms. *Work*, 62, pp.151-160

- Dewa C.S., Hoch J.S., Corbière M., Villotti P., Trojanowski L., Sultan-Taïeb H., Zaniboni S., 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, pp.202-210
- Fraccaroli F., Barbieri I. (2019). The consequences of "poor job" on individual and organizational well-being. *Lavoro e Diritto*, 33, pp.29-50
- Fazi L., Zaniboni S., Estreder Y., Truxillo D., Fraccaroli F. (2019). The role of age in the relationship between work social characteristics and job attitudes. *Journal of Workplace Behavioral Health*, 34, pp.77-95

5. 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.

6. 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:

- Gunnesch, L., & Iliescu, D. (2020). Sex differences in intelligence: A multi-measure approach using nationally representative samples from Romania. *Intelligence* (online first). DOI: 10.1016/j.intell.2020.101430
- Butucescu, A., Zanfirescu, A. S., & Iliescu, D. (2020). The whys and wherefores of going the extra-mile as public health workers. *Personality and Individual Differences* (online first). DOI: 109646. doi:10.1016/j.paid.2019.109646
- Burtaverde, V., & Iliescu, D. (2019). Emic vs etic frame of reference personality assessment in the prediction of work-related outcomes. *Career Development International* (online first). DOI: 10.1108/CDI-10-2018-0273
- Butucescu, A., Iliescu, D., & Opariuc, C. (2019). The Generalizability of Reactions to Assessment: An Application of the Selection Procedural Justice Scale (SPJS) in Academic Settings. *International Journal of Selection and Assessment* (online first). DOI: 10.1111/ijsa.12262
- 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

-Spînu, R., & Iliescu, D. (2019). Psychological Assessment Reports in Selection Decisions: The Role of the Spatial Contiguity Principle. *Psihologia Resurselor Umane*, 17(2), 12-41. DOI: 10.24837/pru.v17i2.290

7. 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, psychological health in organizations.

Recent publications:

-Karamushka L. M., Bondarchuk O. I., Grubi T. V. (2019). *Research techniques of perfectionism, work addiction and procrastination: method book*. Kamyanets-Podilskyj : «Axioma», 2019. 80 p.

-Karamushka, L. M., Karamushka, T. V. (2019) Training program "Educational Staff's Career and Psychological Health"&\. *Organizational Psychology. Economic Psychology*. 2019. Vol. № 4 (19), 36-45.

-Karamushka, L. M., Klochko, A. O. (2019). Training program "Psychology of Development of Innovative Management Styles Used by Managers of Educational Organizations": Objectives, Main Thematic Modules and Interactive Techniques. *Organizational Psychology. Economic Psychology*. 2019. Vol. № 4 (19), 46-61.

-Karamushka, L. M., Kredentser, O. V., Tereshchenko, K. V. (2019). Tools for researching staff's mental health. *Organizational Psychology. Economic Psychology. Social Psychology*. 2019. Vol. № 54, 15-22.

-Karamushka, L.M., Shevchenko, A.M. (2019) Analysis of educational organization heads' attitude to health index. *Organizational Psychology. Economic Psychology*. 2019. Vol. № 2-3 (17), 58-65.

8.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 work engagement; work-family interface.

Recent publications:

-Kinnunen, U. (2019). Työstressi ja siitä palautuminen. Katsaus alan tutkimukseen. [Work stress and recovery from it. A review on research.] In T. Heiskanen, S. Syvänen & T. -Rissanen (Eds.), *Mihin työelämä on menossa? – tutkimuksen näkökulmia* (pp. 213–240) [Where is working life going on? – the viewpoint of research] Tampere: Tampere University Press. <http://urn.fi/urn:isbn:978-952-359-006-9> (In Finnish)

-Kinnunen, U., de Bloom, J., & Virtanen, A. (2019). Do older teachers benefit more from workday break recovery than younger ones. *Scandinavian Journal of Work and Organizational Psychology*, 4(1): 7, 1–15.

-Virtanen, A., de Bloom, J., & Kinnunen, U. (2019). Relationships between recovery experiences and well-being among younger and older teachers. *International Archives of Occupational and Environmental Health* (online). <https://doi.org/10.1007/s00420-019-01475-8>

9. 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:10.1007/978-3-662-48750-1_11

- Debus, M. E., Greulich, B., König, C. J., & Kleinmann, M. (2019). Insecure about how to rate your job insecurity? A two-study investigation into time frames applied to job insecurity measures. *Occupational Health Science*, 3, 421-435. doi:10.1007/s41542-019-00049-x

- 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*, advance online publication. doi:10.1111/apps.12189

- Debus, M. E., Unger, D., & König, C. J. (in press). Job insecurity and performance over time: The critical role of job insecurity duration. *Career Development International*, advance online publication. doi:10.1108/CDI-04-2018-0102

- 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, G., König, C. J., & Langer, M. (2019). Serious games for training social skills in job interviews. *IEEE Transactions in Games*, 11, 340-351. doi:10.1109/TG.2018.2808525

- König, C. J., & Bajwa, N. ul H. (in press). In our English-only research world, there is a need for reviewers who are tolerant to imperfect texts from non-anglophone authors. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

- König, C. J., Demetriou, A., Glock, P., Hiemstra, A. M. F., Iliescu, D., Ionescu, C., Langer, M., Liem, C. C. S., Linnenbürger, A., Siegel, R., & Vartholomaos, I. (in press). Some advice for psychologists who want to work with computer scientists on big data. *Personnel Assessment and Decisions*.

Langer, M., König, C. J., & Hemsing, V. (in press). Is anybody listening? The impact of automatically evaluated job interviews on impression management and applicant reactions. *Journal of Managerial Psychology*. doi:10.1108/JMP-03-2019-0156

- Langer, M., König, C. J., Sanchez, D. R.-P. & Samadi, S. (in press). Highly automated interviews: applicant reactions and the organizational context. *Journal of Managerial Psychology*, advance online publication. doi:10.1108/JMP-09-2018-0402

- Schäpers, P., Lievens, F., Freudenstein, J.-P., Hüffmeier, J., König, C. J., & Krumm, S. (in press). Removing situation descriptions in situational judgment test items: Does the impact differ for video-based versus text-based formats? *Journal of Occupational and Organizational Psychology*, advance online publication. doi:10.1111/joop.12297

- Schäpers, P., Mussel, P., Lievens, F., König, C. J., Freudenstein, J.-P., & Krumm, S. (in press). The role of situations in situational judgment tests: Effects on construct saturation

and predictive validity. *Journal of Applied Psychology*, advance online publication. doi:10.1037/apl0000457

- Schilling, M., Roulin, N., Obschonka, M., & König, C. J. (in press). Do you fake more because of your neighbors? A multi-level study on regional and individual predictors of faking intentions across the USA. *Journal of Business and Psychology*, advance online publication. doi:10.1007/s10869-019-09664-5

10. 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:

-Arbeitsintensivierung: Ursachen, Verläufe, Risikogruppen (Work intensification: Causes, courses and risk groups). WSI-Mitteilungen 73(1), 11-18.

-Mauno, S., Kubicek, B., Minkkinen, J. & Korunka, C. (2019). Antecedents of intensified job demands: Evidence from Austria. *Employee Relations*, 41(4), 694-707.

11. 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.

12. Kożusznik, Barbara. Department of Pedagogy and Psychology, University of Silesia, Bankowa 12, 40-007 Katowice, Poland (Tel. +48510089193; e-mail: barbara.kozusznik@us.edu.pl)

Research topics:

Social influence in organizations, team effectiveness and its correlates, team science, deinfluentialization (DEI) as a phenomenon of conscious withdrawal of influence.

Recent publications:

-Kożusznik B., Brol M., Chrupała- Pniak M. (2019). Three decades of mediation in Poland. A constructive intervention or an obligatory requirement? (In) Martin Euwema, Francisco José Medina, Ana Belén García, Erica Pender (Eds) *Mediation in Collective Labor Conflicts* Copyright 2019 Publisher Springer International.

13. Maslić Seršić, Darja. Department of Psychology, Faculty of Humanities and Social Sciences, university of Zagreb, Ivana Lučića 3, 10000 Zagreb.; Tel. +385 1 4092199; E-mail: darja.maslic@ffzg.hr

Research topics:

Stress at work; unemployment; job insecurity; labor issues; career management.

Recent publications:

- Maslić Seršić, D. (in press 2020). Radni sati, konflikt rad-obitelj I psihofizičko zdravlje zaposlenih roditelja – postoje li razlike između žena i muškaraca? (Work hours, work-family conflict and psychophysical health of working parents: Are there differences between women and men?). *Društvena istraživanja*, 29, 1.

- Maslić Seršić, D., Potočnik, D., Karajić, N. (*in press* 2020). *Education and Employment of Roma*. Zagreb: Office for Human Rights and the Rights of National Minorities.
- Tomas, J., Maslić Seršić, D., de Witte, H. (2019). Psychological climate predicting job insecurity through occupational self-efficacy. *Personnel Review*, 48, 2, 360-380.

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

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., Ertel, M., Geisler, M., & Muhonen, T. (2019). Validating the Psychosocial Safety Climate Questionnaire – Integration of Findings from Cognitive Interviews in Germany and Sweden. *Scandinavian Journal of Work and Organizational Psychology*, 4(1): 9, 1–12.

15. 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.

16. 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:

-Peters, S. E., Nielsen, K., Nagler, E., Revette, A.C., Madden, J., & Sorensen, G. (2019). Ensuring organization-intervention fit for a participatory organizational intervention to improve food service workers' health and wellbeing: Workplace Organizational Health Study. *Journal of Occupational and Environmental Medicine*.

-Peiró, J. M., Nielsen, K., Latorre, F., Shepherd, R., & Vignoli, M. (*in press*). Safety Training for Migrant Workers in the Construction Industry: A Systematic Review and Future Research Agenda. *Journal of Occupational Health Psychology*.

-Nielsen, K., & Yarker, J. (*in press*). Job crafting as a work adjustment strategy for workers returning after long-term sickness absence due to common mental disorders. *International Journal of Rehabilitation Research*.

-Nielsen, K., Dawson, J., von Thiele Schwartz, U., Hasson, H. (*in press*). What about me? The impact of employee change agents' person-role fit on their job satisfaction during organizational change. *Work & Stress*.

-Lundmark, R.; Nielsen, K. Hasson, H.; von Thiele Schwarz, U. & Tafvelin, S. (*in press*). No Leader is an Island: Contextual Antecedents to Line Managers' Constructive and Destructive Leadership during an Organizational Intervention. *International Journal of Workplace Health Management*.

17. 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:

-Woods, S. A., Ahmed, S., Nikolaou, I., Costa, A. C. & Anderson, N. (2020). Personnel Selection in the Digital Age: A Review of Validity and Applicant Reactions, and Future Research Challenges. *European Journal of Work & Organizational Psychology*, 29, 64-77. <https://doi.org/10.1080/1359432X.2019.1681401>

-Nikolaou, I., Georgiou, K., & Kotsasarlidou, V. (2019). Exploring the Relationship of a Gamified Assessment with Performance. *The Spanish Journal of Psychology*, 22, 1-10. <https://doi.org/10.1017/sjp.2019.5>

-Georgiou, K., Nikolaou, I., & Turban, D. B. (2019). The Impact of a Training Intervention Developing Psychological Capital on Job Search Success. *Journal of Career Development*. <https://doi.org/10.1177/0894845319852425>

-Georgiou, K., & Nikolaou, I. (2019). The influence and development of psychological capital in the job search context. *International Journal for Educational and Vocational Guidance*, 19(3), 391-409. [doi:10.1007/s10775-018-9385-2](https://doi.org/10.1007/s10775-018-9385-2)

18. 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:

-Peiró, J. M., Kozusznik, M. W., & Soriano, A. (2019). From Happiness Orientations to Work Performance: The Mediating Role of Hedonic and Eudaimonic Experiences. *International Journal of Environmental Research and Public Health*, 16(24), 5002.

-Monzani, L., Knoll, M., Giessner, S., Van Dick, R., & Peiró, J.M. (2019) Between a Rock and Hard Place: Combined Effects of Authentic Leadership, Organizational Identification, and Team Prototypicality on Managerial Prohibitive Voice. *The Spanish Journal of Psychology*, 22, e2, 1–20

-Peiró, J.M. (2019). Prólogo en J.C. Zanelli & L.A. Kanan *Fatores de risco, proteção psicosocial e trabalho. Organizações que emancipam ou que matam*. Funiplac editora: Lages, Brasil.

-Villajos, E., Tordera, N., & Peiró, J. M. (2019). Human Resource Practices, Eudaimonic Well-Being, and Creative Performance: The Mediating Role of Idiosyncratic Deals for Sustainable Human Resource Management. *Sustainability*, 11(24), 6933.

19. Searle, Rosalind. Department of management, Adam Smith Business School, University of Glasgow, West Quadrangle, Gilbert Scott Building, Glasgow G12 8QQ, Scotland. Tel. +441413301781 e-mail: rosalind.searle@glasgow.ac.uk

Research topics:

Trust and distrust; counterproductive work behaviours and sexual abuse; living wages; identity; women and youth employment; refugee and work.

Recent publications:

-Gustafsson, S. Gillespie, N. Searle, R.H. and Hope-Hailey. V. (2020) *Preserving organizational trust during times of threat. Organisation Studies.*

-Searle, R.H. (2019) Sexual Misconduct In Health And Social Care: Understanding Types Of Abuse And Perpetrators' Moral Mindsets. Commissioned report for *Professional Standards Authority*. (Sept 2019). https://www.professionalstandards.org.uk/docs/default-source/publications/research-paper/sexual-misconduct-in-health-and-social-care-understanding-types-of-abuse-and-perpetrators-moral-mindsets.pdf?sfvrsn=630f7420_2

20. 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:

-Casper, A., & Sonnentag, S. (in press). Feeling exhaustion or vigorous in anticipation of high workload? The role of worry and planning during the evening. *Journal of Occupational and Organizational Psychology*.

-Nesher Shoshan, H., & Sonnentag, S. (in press). The effects of employee burnout on customers: An experimental approach. *Work & Stress*.

-Parker, S. L., Sonnentag, S., Jimmieson, N. L., & Newton, C. J. (in press). Relaxation during the evening and next-morning energy: The role of hassles, uplifts, and heart rate variability during work. *Journal of Occupational Health Psychology*.

-Sonnentag, S., Eck, K., Fritz, C., & Kühnel, J. (in press). Morning reattachment to work and work engagement during the day: A look at day-level mediators. *Journal of Management*.

-Starzyk, A., & Sonnentag, S. (in press). When do low-initiative employees feel responsible for change and speak up to managers? *Journal of Vocational Behavior*.

-Bosch, C., & Sonnentag, S. (2019). Should I take a break? A daily reconstruction study on predicting micro-breaks at work. *International Journal of Stress Management*, 26, 378-388

-Casper, A., Tremmel, S., & Sonnentag, S. (2019). Patterns of positive and negative work reflection during leisure time: A latent profile analysis. *Journal of Occupational Health Psychology*, 24, 527-542

-Casper, A., Tremmel, S., & Sonnentag, S. (2019). The power of affect: A three-wave panel study on reciprocal relationships between work events and affect at work. *Journal of Occupational and Organizational Psychology*, 92, 436-460.

-Gabriel, A. S., Podsakoff, N. P., Beal, D. J., Scott, B. A., Sonnentag, S., Trougakos, J. P., & Butts, M. M. (2019). Experience sampling methods: A discussion of critical trends and considerations for scholarly advancement. *Organizational Research Methods*, 22, 969-1006.

-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.

-Tremmel, S., Sonnentag, S., & Casper, A. (2019). How was work today? Interpersonal work experiences, work-related conversations during after-work hours, and daily affect. *Work & Stress*, 33, 247-267.

-Venz, L., Bosch, C., Pinck, A. S., & Sonnentag, S. (2019). Make it your break! Benefits of person-break fit for post-break affect. *Occupational Health Science*, 3, 167-186.

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

Research topics:

Organizational justice, leadership and gender, employment discrimination.

Recent Publications:

-Piasecki, C., & Steiner, D. D. (2019). La justice organisationnelle comme levier pour promouvoir la qualité de vie au travail [Organizational justice as a means for promoting the quality of working-life]. *Psychologie du Travail et des Organisations*, 25, 116-126. <https://doi.org/10.1016/j.pto.2019.02.002>

-Zaniboni, S., Bertolino, M., & Steiner, D. D. (2019). Relating subjective age to work and non-work outcomes. *Psicologia Sociale*, 1, 39-56. doi: 10.1482/92926

22.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; temporary employment arrangements; work-related attitudes and well-being; psychosocial work environment factors; performance-based pay and motivation; union member attitudes and behavior.

Recent publications:

-Annell, S., Sverke, M., Gustavsson, P., & Lindfors, P. (2019). Lämna yrket eller stanna kvar? En studie om nya poliser. *Arbetsmarknad & Arbetsliv*, 25(2), 6-27.

-Lindfors, P., Falkenberg, H., & Sverke, M. (2019). Organiserad psykosocial arbetsmiljö: Framåtblickar utifrån befintligt kunskapsläge. I G. Aronsson, E. Berntson, L. Björk, M. Bolin & L. Corin (Eds.), *Att synliggöra och motverka ojämställdhet i arbetslivet – en vänbok till Annika Härenstam*. Helsingborg: Komlitt förlag. (ISBN 978-91-7251-213-9).

-Nylén, E. C., Lindfors, P., Le Blanc, P., & Sverke, M. (2019). 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*, 64(3), 515-529. doi: 10.3233/WOR-193013

23. 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

Recent publications:

-Eloranta, T., Vanharanta, O. & Vartiainen, M. (2019) Change resistance as a resource in renewing organizations. Aalto University publication series SCIENCE + TECHNOLOGY 5, 2019. Helsinki.

24. Wisse, Barbara. Department of Psychology, University of Groningen, Grote Kruisstraat 2/1, 9712 TS Groningen, the Netherlands; Tel. +310620403588, e-mail: b.m.wisse@rug.nl. Department of Management and Marketing, Durham University Business School, Mill Hill Lane; Durham DH1 3LB, United Kingdom

Research topics:

Leadership; power; dark triad; ethics.

Recent publications:

-Mascareno, J., Rietzschel, E.F., & Wisse, B. (in press). Envisioning innovation: Does visionary leadership engender team innovative performance through goal alignment? *Creativity and Innovation Management*

-Toth-Bos, A., Wisse, B., & Farago, K. (2019). Goal pursuit during the three stages of the migration process. *International Journal of Intercultural Relations*, 73, 25-42. Doi: 10.1016/j.ijintrel.2019.07.008

-Rietzschel, E., Wisse, B. M., & Rus, D. (forthcoming 2020). "Leading teams towards innovation", Invited chapter to be published in B. Rouse & J. Zhou (Eds.), *Handbook of Research on Creativity and Innovation*, Edward Elgar Publishing. Manuscript under review.

-Braun, S., Kark, R., Wisse, B., eds. (2019). *Fifty Shades of Grey: Exploring the Dark Sides of Leadership and Followership*. Lausanne: Frontiers Media. doi: 10.3389/978-2-88945-695-6.

-Schyns, B., Braun, S., & Wisse, B. (forthcoming). Dark Personalities in the workplace. In J. Peiró (Ed.), *Oxford Research Encyclopedia of Psychology*. (pp. xxx-xxx). Oxford: Oxford University Press.

-Schyns, B., Neves, P., Wisse, B., & Knoll, M. (2019). Turning the blind eye to destructive leadership: The forgotten destructive leaders. In R. E. Riggio (Ed.), *What's Wrong With Leadership?: Improving Leadership Research and Practice* (1 ed., pp. 174-189). New York: Taylor & Francis Group.

25. 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:

Sustainable employment, fatigue & recovery; emotional labour; vocational rehabilitation

Recent publications:

-Van Ruitenbeek, G., Mulders, H. & Zijlstra, F., (2019). Inclusief organiseren opent nieuwe perspectieven. *Sociaal Bestek*, Maart, 2019, blz 46-48

-Zijlstra, F.R.H. & Mulders, H.P.G., (2019) Flipside Up! At what Side of the Coin are we looking? Chapter 24 in: T. Taris, M. Peeters, H. de Witte (Eds.). *The Fun and Frustration of Modern Working Life*. Pelckmans Pro Publishers. ISBN 978-94-6337-197-1

-Fleuren, B., de Grip, A., Kant, IJ., Zijlstra, F., (in press). Time equals money ? A randomized controlled field experiment on the effects of four types of training vouchers on training participation; *Journal of Vocational Behavior*.

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