

**EUROPEAN NETWORK
OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS**

NEWSLETTER

No. 78

DECEMBER, 2020

WEB ADDRESS

<https://www.enop-psy.org/>

EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 78

December, 2020

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1. EDITORIAL

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from March 2020 till December 2020.

This Newsletter includes, among other, information about decisions taken at the on-line CoCo meeting on October 2, 2020.

You will also find the preliminary programmer of the ENOP Symposium 2021 ‘Do new Forms of Workplace and Labour Market Flexibility improve Quality of Working Life?’ (10-11 June, 2021).

The Newsletter includes as well information about new ENOP web-site and recourses for Navigating Covid-19.

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (2021-2022) are included as well.

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

Best wishes of successes and prosperity in forthcoming New Year!

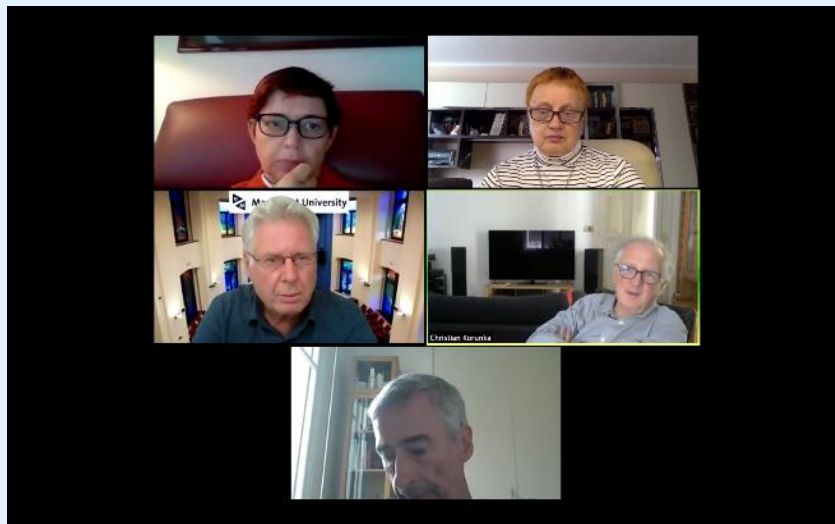
Sincerely,

Liudmyla Karamushka
Kyiv, December 2020

2. On-line ENOP CoCo MEETING 2020

On-line ENOP CoCo-meeting took place on *October 2, 2020*.

Participants: Dirk Steiner, Fred Zjlstra, Christian Korunka, Karina Nielsen, Luidmila Karamushka



Agenda:

1. Welcome
2. Approval of the minutes from the 2019 CoCo Meeting
3. Annual ENOP Symposium 2021/ENOP Business Meeting
4. ENOP Newsletter
5. ENOP web-site
6. ENOP Membership
7. ENOP Finances/Budget
8. Any other business

1. Welcome

Fred Zijlstra welcomes everyone to the meeting.

2. Approval of the minutes from the 2019 CoCo Meeting

The minutes from the last CoCo meeting were approved.

3. Annual ENOP Symposium 2021/ENOP Business Meeting

Coordinating Committee (CoCo) of ENOP discussed the current situation concerning the COVID-19, and its consequences.

It was noted that the Annual Symposium in Spring 2020 has been canceled, and currently it is not clear whether the next Symposium can be organized. Some organizations have already canceled conferences for Spring 2021; others decisions are still open.

CoCo has decided to organize the Symposium a bit later in the Spring or Summer 2021, hoping that the situation will allow us to arrange a face-to-face meeting. CoCo has tentatively scheduled on 10-11 June 2021 for the Symposium.

However, should this appear to be impossible we will organize a virtual symposium. Evidently, this virtual symposium will be much shorter. A final decision will have to be made around February/March 2021, and details will follow. (The preliminary program of ENOP Symposium 2021 is in the Section 2).

4. ENOP Newsletter

Liudmyla Karamushka informed that ENOP Newsletter # 78 will be prepared in December 2020.

5. ENOP web page

Ioannis Nikolaou is dealing with design of the new ENOP website. (See detailed information in the Section 3).

6. ENOP Membership

Two new members have joined the ENOP Network - Chambel Maria José from Portugal, and Ghislieri Chiara from Italy. (Brief information about their activity can be found in the Section 7).

Meeting participants have discussed proposals concerning election of the new ENOP members from other countries.

7. ENOP Finances/Budget

In general, the finances of the ENOP are healthy. At the same time, due to postponing the Symposium 2020, the ENOP organization fee for 2020 is still expected from some members of the Network.

8. Any other business

None.

3. ENOP SYMPOSIUM 2021

‘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 on 10-11 June 2021)*

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

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

Magnus Sverke: Flexibility and its implications for employment arrangements

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

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

2nd day

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

Adrian Todoli: Labour law, flexibility and technological challenges

Guido Hertel: Flexibility in Activity based office concepts

ENOP Business Meeting

4. NEW ENOP WEB-SITE

ENOP has now moved into the new host and changed the web-site address. Our new address is <https://www.enop-psy.org/>. Administrator of the site is **Ioannis Nikolaou**, Athens University of Economics and Business.

You may contact him directly (inikol@aueb.gr) for any issues regarding the site and/or if you want to suggest any changes or you would like to include any useful material regarding Work and Organizational Psychology.



5. Resources For Navigating COVID-19

While COVID-19 has been challenging on a global scale, the most sensitive to and suffering from COVID-19 remain local communities. Let's help each other get through this difficult period! In this section, please find the links to various resources from our network partners recommended by the **Alliance for Organizational Psychology** (<https://alliancefororganizationalpsychology.com/>)

BPS (The British Psychological Society)

BPS: Coronavirus Resources

<https://www.bps.org.uk/coronavirus-resources>

BPS: Covid-related anxiety and distress in the workplace

<https://www.bps.org.uk/sites/www.bps.org.uk/files/Policy/Policy%20-%20Files/Covid-related%20anxiety%20and%20stress%20in%20the%20workplace.pdf>

BPS: Considerations for people from minority groups in the Covid-19 pandemic

<https://www.bps.org.uk/sites/www.bps.org.uk/files/Policy/Policy%20-%20Files/Considerations%20for%20people%20from%20minority%20groups%20in%20the%20Covid-19%20pandemic.pdf>

BPS: Supporting young people into training, learning, and work during Covid-19

<https://www.bps.org.uk/sites/www.bps.org.uk/files/Policy/Policy%20-%20Files/Supporting%20young%20people%20into%20training%2C%20learning%2C%20and%20work%20during%20Covid-19.pdf>

BPS: Returning to the Workplace

<https://www.bps.org.uk/coronavirus-resources/professional/returning-workplace>

BPS: Reducing Trauma

<https://www.bps.org.uk/coronavirus-resources/professional/taking-trauma-home>

BPS: Working from Home

<https://www.bps.org.uk/coronavirus-resources/public/working-from-home>

E-Learning Industry: How to Effectively Use Videos in E-Learning

<https://elearningindustry.com/effectively-use-videos-in-elearning>

IAAP (International Association of Applied Psychology):

IAAP: Distributed & Mobile Work

https://iaapsy.org/site/assets/files/1935/distributed_and_mobile_work.pdf

IAAP: Virtual Knowledge Work

https://iaapsy.org/site/assets/files/1935/virtual_knowledge_work.pdf

IAAP: Future Competencies for New Ways of Working

https://iaapsy.org/site/assets/files/1935/future_competences.pdf

IAAP: Building Emotional and Mental Resilience in Tough Times

https://iaapsy.org/site/assets/files/1935/building_emotional_and_mental_resilience_in_tough_times.pdf

NIP (Dutch Institute of Psychologists) & Werkgemeenschap van Onderzoekers in de Arbeids- & Organi

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https://efpa.magzmaker.com/covid_19

NIP (Dutch Institute of Psychologists) & Werkgemeenschap van Onderzoekers in de Arbeids- & Organi

<http://human-rights.efpa.eu/introduction/newsletter-march-2020/>

NIP (Dutch Institute of Psychologists) & Werkgemeenschap van Onderzoekers in de Arbeids- & Organi

https://efpa.magzmaker.com/covid_19

SIOP (Society of Industrial and Organizational Psychology)

SIOP: COVID-19 Resources

<https://www.siop.org/>

SIOPSA (Society for Industrial and Organizational Psychology of South Africa)

SIOPSA: COVID-19 Information & Support Hub

<https://www.siopsa.org.za/siopsa-covid-19-information-hub/>

SIOPSA: The Emerging Role of the IO Psychologist During the COVID-19 Epidemic

<https://www.siopsa.org.za/views-on-the-emerging-role-of-the-industrial-and-organisational-psychologist-during-the-covid-19-epidemic/>

SIOPA: Resources for Organizations

<https://siopa.org.au/overcoming-covid-19-resources-for-i-o-psych-professionals-leaders-organisations-and-individuals/>

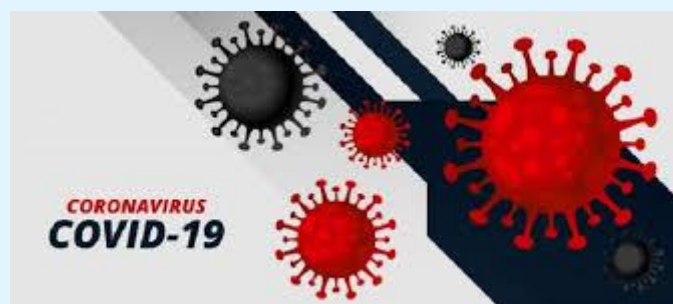
SIOPA: Resources for Organizations & Individuals During COVID-19

<https://zoom.us/rec/share/1eMIq3e3WpLQonJwIDbfJcOMKjAT6a81iIW86FenkxW6VjCt3vouy8iBsuNHkkb>

New Zealand Institute of Organizational Psychology

New Zealand Institute of Organizational Psychology: How IO Psychologists Can Help

<http://organisationalpsychology.nz/covid-19-resources-for-members/>



6. FUTURE CONGRESSES, CONFERENCES, MEETINGS (2021-2022)

2021

Division of Occupational Psychology

Virtual Conference 2021,

(The British Psychological Society)

07 January 2021 - 8 January 2021

Web: <https://www.bps.org.uk/events/division-occupational-psychology-virtual-conference-2021>

SIOP Annual Conference

April 15-17, 2021

Hilton New Orleans Riverside

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



32nd International Congress of Psychology ICP 2020

June 19-24, 2020

Prague, Czech Republic

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

(Because of the current health risks and restrictions on travel the congress has been rescheduled to 18-23 July 2021 in Prague)



2022

20th EAWOP Congress

May 26-29, 2021

Glasgow, UK

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

(Because of the current health risks and restrictions on travel the congress has been rescheduled to 11th to 14th January 2022 in Glasgow)



17th European Congress of Psychology

July 5-8 2022

Ljubljana, Slovenia

Web: <https://www.ecp2022.eu/index.php>

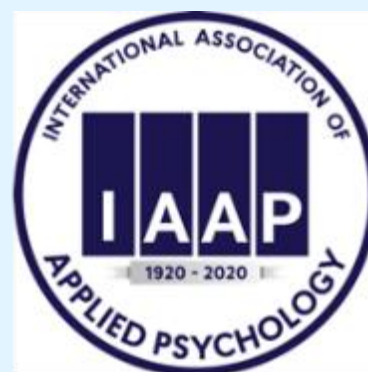


30th International Congress of Applied Psychology

July 24-29 2022

Beijing , China

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



7. 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 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.

Recent publications:

- Kelly, C., Strauss, K., Arnold, J., and Stride, C. (2020). The relationship between leisure activities and psychological resources that support a sustainable career: The role of leisure seriousness and work-leisure similarity. *Journal of Vocational Behavior* Vol.117 DOI <https://doi.org/10.1016/j.jvb.2019.103340>

- McConville, D., Arnold, J., and Smith, A. (2020). What do people think employee share ownership schemes do for them? A qualitative study of participants' experiences in three UK share schemes. *International Journal of Human Resource Management*, 31, 2340-2371. <https://doi.org/10.1080/09585192.2018.1445655> 31, 2340-2371.

2. Chambel, Maria José, Faculty of Psychology, University of Lisbon, Alameda da Universidade, 1649-013 Lisbon, Portugal; Tel. +351969075673, e-mail: mjchambel@psicologia.ulisboa.pt

Research topics:

Contingent workers; work-family relationship; stress and well-being at work; psychological contract.

Recent publications:

-Alcover, C.M., Estreder, Y. & Chambel, M.J. (2020). Monetary incentives, motivational orientation and affective commitment in contact centers. A multilevel mediation model. *Journal of Economic Psychology*. <https://doi.org/10.1016/j.joep.2020.102307>

-Bandeira, R., Chambel, M.J., & Carvalho, V.S. (2020). Influence of the work-family relationship on perceived health 5-Years later: The moderating role of job insecurity. *Social Indicators Research*. <https://doi.org/10.1007/s11205-020-02509-2>

-Castanheira, F., Chambel, M.J., Santos, A., & Rodrigues, F. (2020). Healthy healthcare in Portugal: empirical studies of relational job characteristics and wellbeing among hospital nurses. In T. Lovseth and A. De Lange (Eds.), *A system-based understanding of healthcare organizations, workers health and quality of care for patients* (pp.297-315). London: Springer.

-Chambel, M.J., Carvalho, V.S., & Neto, M. (in press). Occupational' stress and well-being research in Portugal: A qualitative systematic review of literature. K. Sharma, C. Cooper,

& D.M. Pestonjee (Ed.), *Organizational stress around world: Research and practice*. London: Routledge.

-Chambel, M.J., Lopes, S., Castanheira, F. & Rodrigues-Silveira, C. (2020). Military burnout and work engagement: A qualitative systematic review of literature. In U. Kumar (Ed.), *The Routledge International Handbook of Military Psychology and Mental Health* (pp. 283- 317). London: Routledge. ISBN: 9780367237066

-Dominguez, D., Chambel, M. J., & Carvalho, V. S. (2020). Enhancing engagement through job resources: The moderating role of affective commitment. *The Spanish Journal of Psychology* <http://doi.org/10.1017/SJP.2020.19>

-Imam, H. & Chambel, M.J. (2020). Productivity or illusion? Assessing employees' behavior in an employability paradox. *Employee Relations*, 42(6), 1271-1289. <https://doi.org/10.1108/ER-11-2019-0446>

-Imam, H., Naqvi, M.B., Naqvi, S.A., & Chambel, M.J. (2020). Authentic leadership: unleashing employee creativity through empowerment and commitment to the supervisor. *Leadership & Organization Development Journal.*, 41(6), 847-864. <https://doi.org/10.1108/LODJ-05-2019-0203>

-Santos, A., Chambel, M.J. & Castanheira, F. (2020). Wellbeing among hospital nurses: A cross-sectional study of the contributions of relational job characteristics. *International Journal of Nursing Studies*, 105 <https://doi.org/10.1016/j.ijnurstu.2019.103438>

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 in 2020

-Brondino, M., Bazzoli, A., Vander Elst, T., De Witte, H., & Pasini, M. (2020). Validation and Measurement Invariance of the Multidimensional Qualitative Job Insecurity Scale. *Quality & Quantity*, 54, 925–942, <https://doi.org/10.1007/s11135-020-00966-y>

-De Beer, L., Schaufeli, W., De Witte, H., Hakonen, J., Shimazu, A., Glaser, J., Seubert, C., Bosak, J., Sinval, J., & Rudnev, M. (2020). Measurement invariance of the Burnout Assessment Tool (BAT) across seven cross-national samples. *International Journal of Environmental Research and Public Health*, 17, 5604; doi:10.3390/ijerph17155604

-De Cuyper, N., Schreurs, B., De Witte, H. & Selenko, E. (2020). Impact of job insecurity on job performance – Introduction. Guest Editorial - Special Issue on ‘Impact of Job Insecurity on Job Performance’. *Career Development International*, 25(3), 221-228. DOI 10.1108/CDI-06-2020-332

-De Cuyper, N., Schreurs, B., De Witte, H. & Selenko, E. (Eds., 2020). Special Issue on ‘Impact of Job Insecurity on Job Performance’. *Career Development International*, 25(3).

- Du Toit, M., De Witte, H., Rothmann, S., & Van den Broeck, A. (2020). Positive deviant unemployed individuals: Survivalist entrepreneurs in marginalised communities. *South African Journal of Business Management* 51(1), a1627. <https://doi.org/10.4102/sajbm.v51i1.1627>
- Menéndez-Espina S, Llosa JA, Agulló-Tomás E, Rodríguez-Suárez J, Sáiz-Villar R, Lasheras-Díez HF, De Witte H and Boada-Grau J (2020). The Influence of Gender Inequality in the Development of Job Insecurity: Differences Between Women and Men. *Frontiers in Public Health, section Occupational Health and Safety*, 8:526162. doi: 10.3389/fpubh.2020.526162
- Richter, A., Vander Elst, T., & De Witte, H. (2020). Job Insecurity and Subsequent Actual Turnover: Rumination as a Valid Explanation ?" *Frontiers in Psychology*, 11, article 712, <https://doi.org/10.3389/fpsyg.2020.00712>
- Paver, R., De Witte, H., Rothmann, S., & Van den Broeck, A. & Blonk, R. (2020). A systematic literature review of the implementation and evaluation of the JOBS programme: A suggested framework for South Africa. *South African Journal of Economic and Management Sciences*, 23(1), a3049. DOI: <https://doi.org/10.4102/sajems.v23i1.3049>
- Paver, R., De Witte, H., Rothmann, S., Van den Broeck, A., & Blonk, R. (2020). The Implementation and Evaluation of the South African Adaptation of the JOBS Program. *Frontiers in Psychology, section Organizational Psychology*, 11, Article 1418, <https://doi.org/10.3389/fpsyg.2020.01418>
- Van den Brande, W., Baillien, E., Vander Elst, T., De Witte, H. & Godderis, L. (2020). Coping styles and coping resources in the work stressors–workplace bullying relationship: A two-wave study, *Work & Stress*, 34(4), 323-341, DOI: 10.1080/02678373.2019.1666433
- Van der Vaart, L., Van den Broeck, A., Rothmann, S., & De Witte, H. (2020). Experiences, Attitudes and Behaviors of the Unemployed: The Role of Motivation and Psychological Needs. *Psychological Reports*, 123(4), 1117–1144. DOI: 10.1177/0033294119849020

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:

- Avanzi, L., Savadori, L., Fraccaroli, F., Ciampa, V., & van Dick, R. (2020). Too-much-of-a-good-thing? the curvilinear relation between identification, overcommitment, and employee well-being. *Current Psychology*, doi:10.1007/s12144-020-00655-x
- Balducci, C., Alessandri, G., Zaniboni, S., Avanzi, L., Borgogni, L., & Fraccaroli, F. (2020). The impact of workaholism on day-level workload and emotional exhaustion, and on longer-term job performance. *Work and Stress*, doi:10.1080/02678373.2020.1735569
- 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.

-Perinelli, E., Salomone, R., & Fraccaroli, F. (2020). Nudging e mercato del lavoro: primi spunti per un dialogo tra psicologia e diritto. *Giornale Italiano Di Psicologia*, 47(2), 487-493. doi:10.1421/97877

5. Ghislieri, Chiara. Department of Psychology, University of Turin, Via Verdi 10, 10123 Torino, Italy. Tel. +39 011 6702873, email chiara.ghislieri@unito.it

Research topic:

Work-life balance and well-being; remote working “in time of peace” and during crisis; leadership and followership; international mobility and career; guidance and training; challenges for work and organizational psychology.

Recent publications:

-Dolce, V., Vayre, E., Molino, M., Ghislieri, C. (2020) Far away, so close? The role of destructive leadership in the job demands–resources and recovery model in emergency telework, *Social Sciences*, 2020, 9(11), pp. 1–22, 196

-Dolce, V., Emanuel, F., Casi, M., Ghislieri, C. (2020), The soft skills of accounting graduates: perceptions versus expectations, *Accounting Education*, 2020, 29(1), pp. 57–76

-Emanuel, F., Colombo, L., Santoro, S., Cortese, C.G., Ghislieri, C. (2020), Emotional labour and work-family conflict in voice-to-voice and face-to-face customer relations: A multi-group study in service workers, *Europe's Journal of Psychology*, 2020, 16(4), pp. 542–560

-Giunchi, M., Marques-Quinteiro, P., Ghislieri, C., Vonthron, A.-M. (2020), Job insecurity fluctuations and support towards Italian precarious schoolteachers, *Career Development International*, 2020, 25(6), pp. 631–647

-Lo Presti, A., Molino, M., Emanuel, F., Landolfi, A., Ghislieri, C. (2020), Work-family organizational support as a predictor of work-family conflict, enrichment, and balance: crossover and spillover effects in dual-income couples, *Europe's Journal of Psychology*, 2020, 16(1), pp. 62–81

-Musumeci, R., Ghislieri, C. (2020), Some voices from Italian youth on well-being: How to cope with job insecurity? *Social Sciences*, 2020, 9(4), 58

-Molino, M., Cortese, C.G., Ghislieri, C. (2020), The promotion of technology acceptance and work engagement in industry 4.0: From personal resources to information and training, *International Journal of Environmental Research and Public Health*, 2020, 17(7), 2438

-Spagnoli, P., Molino, M., Molinari, D., Giancaspro, M.L., Manuti, A., Ghislieri, C. (2020), Workaholism and Technostress during the Covid-19 emergency: the crucial role of the leaders on remote working, *Frontiers in Psychology* (accepted)

6. 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. (2020). Safety and autonomy - a contradiction forever? *Safety Science*, 127, 104709.
- Grote, G., & Pfrombeck, J. (2020). Uncertainty in Aging and Lifespan Research: Covid-19 as Catalyst for Addressing the Elephant in the Room. Accepted for publication in *Work, Aging, and Retirement*.
- Griffin, M., & Grote, G. (2020). When is more uncertainty better? A model of uncertainty regulation and effectiveness. Accepted for publication in *Academy of Management Review*.
- Parker, S. K., & Grote, G. (2020). Automation, algorithms, and beyond: Why work design matters more than ever in a digital world. Accepted for publication in *Applied Psychology: An International Review*.
- Pasarakonda, S., Grote, G., Schmutz, J., Bogdanovic, J., Guggenheim, M., & Manser, T. (2020). A Strategic Core Role Perspective on Team Coordination: Benefits of Centralized Leadership for Managing Task Complexity in the Operating Room. Accepted for publication in *Human Factors*.
- Pfrombeck, J., Doden, W., Grote, G., & Feierabend, A. (2020). A study of organizational cynicism and how it is affected by social exchange relationships at work. *Journal of Occupational and Organizational Psychology*, 93, 578-604.

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

Research topics:

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

Recent publications:

- Butucescu, A., & Iliescu, D. (2020). Fairness perceptions in educational assessment: The role of positive and negative affect. *Educational Studies*. (online first). DOI: 10.1080/03055698.2020.1753176
- 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
- Cucu Ciuhan, G., & Iliescu, D. (2020). Learning From a Failed Mixed Methods Child Art-Therapy Research Project. *International Journal of Qualitative Methods* (online first). DOI: <https://doi.org/10.1177/1609406920963797>
- David, I., & Iliescu, D. (2020). The influence of religiosity and meaning making on work outcomes: A path analysis. *Current Psychology* (online first). DOI: <https://doi.org/10.1007/s12144-020-01119-y>
- 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
- Iliescu, D. (2020). Pandemia la romani: Comportamente sociale si impact psihologic post-criză [Pandemics with the Romanians: Social behaviors and post-crisis psychological impact]. In O. Toderan, S. Celac, & G. Scutaru (Eds.). *Lumea de maine [The world of tomorrow]* (pp. 416-431). Bucharest: New Strategy Center.

-König, Demetriou, Glock, Hiemstra, Iliescu, Ionescu, Langer, Liem, Linnenbürger, Siegel, & Vartholomaios (2020). Some Advice for Psychologists Who Want to Work With Computer Scientists on Big Data. *Personnel Assessment and Decisions*, 6(1), 2

-Livinti, R., & Iliescu, D. (2020). Academic skills self-efficacy and college-going outcome expectations as predictors of undergraduates' satisfaction with their chosen area of study and dropout intentions. *Journal of Pedagogy*, 68(1), 193-202. DOI: 10.26755/RevPed/2020.1/193

8. 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., Kredentser, O., Tereshchenko, K. (2020). Teaching staff physical and psychological health: an empirical study during the COVID-19 pandemic. *Organizational Psychology. Economic Psychology*. 20. Vol. № 2-3(20). C. 72-83. DOI: <https://doi.org/10.31108/2.2020.2.20.7>

-Karamushka, L., Snihur, Y. (2020). Coping strategies used by heads of general secondary education institutions: relationship with job and organization satisfaction. *Organizational Psychology. Economic Psychology*. Vol. 1 (19), 44-53. DOI: <https://doi.org/10.31108/2.2020.1.19.5>

-Karamushka L., Tereshchenko K., Kredentser O., Lazos G., Karamushka T. (2020) Relationship between job-related tension, negative affect at work and organizational culture. *Social Welfare: Interdisciplinary Approach*. Vol 2. No 9. P. 18-28. DOI: 10.21277/sw.v2i9.49

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:

- Bajwa, N. ul H., & König, C. J. (2020). Akademisches Unternehmertum an afrikanischen Hochschulen. In K. Hölzl, V. Tiberius & H. Surrey (Hrsg.), *Perspektiven des Entrepreneurships: Unternehmerische Konzepte zwischen Theorie und Praxis* (S. 517-527). Stuttgart: Schäffer-Poeschel.

- Bajwa, N. ul H., König, C. J., & Kunze, T. (2020). Evidence-based understanding of introductions of research articles. *Scientometrics*, 124(1), 195-217. doi:10.1007/s11192-020-03475-9

- Debus, M. E., Kleinmann, M., König, C. J., & Winkler, S. (2020). Being tough versus tender: The impact of country-level and individual masculinity orientations when appraising job insecurity. *Applied Psychology: An International Review*, 69(3), 616-652. doi:10.1111/apps.12189

- Debus, M. E., Unger, D., & König, C. J. (2020). Job insecurity and performance over time: The critical role of job insecurity duration. *Career Development International*, 25, 325-336. doi:10.1108/CDI-04-2018-0102
- Fell, C. B., & König, C. J. (2020). Examining cross-cultural differences in academic faking in 41 nations. *Applied Psychology: An International Review*, 69(2), 444-478. doi:10.1111/apps.12178
- König, C. J. & Kleinmann, M. (2020). Zeitmanagement. In L. von Rosenstiel, E. Regnet & E. Domsch (Hrsg.), *Führung von Mitarbeitern: Handbuch für erfolgreiches Personalmanagement* (8. Aufl., S. 173-182). Stuttgart: Schäffer-Poeschel.
- König, C. J., & Bajwa, N. ul H. (2020). 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*, 13, 54-56. doi:10.1017/iop.2020.12
- 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., & Vartholomaios, I. (2020). Some advice for psychologists who want to work with computer scientists on big data. *Personnel Assessment and Decisions*, 6, 17-23. doi:10.25035/pad.2020.01.002
- König, C. J., Lehmann-Willenbrock, N., Meinecke, A., & Winter, J. (2020). A comparison of business meetings in Germany and Spain. *Gruppe. Interaktion. Organisation.*, 51(3), 353-362. doi:10.1007/s11612-020-00531-z
- Langer, M., König, C. J., & Hemsing, V. (2020). Is anybody listening? The impact of automatically evaluated job interviews on impression management and applicant reactions. *Journal of Managerial Psychology*, 35(4), 271-284. doi:10.1108/JMP-03-2019-0156
- Langer, M., König, C. J., Sanchez, D. R.-P., & Samadi, S. (2020). Highly automated interviews: Applicant reactions and the organizational context. *Journal of Managerial Psychology*, 35(4), 301-314. doi:10.1108/JMP-09-2018-0402
- Schäpers, P., Lievens, F., Freudenstein, J.-P., Hüffmeier, J., König, C. J., & Krumm, S. (2020). 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*, 93, 472-494. doi:10.1111/joop.12297
- Schäpers, P., Mussel, P., Lievens, F., König, C. J., Freudenstein, J.-P., & Krumm, S. (2020). The role of situations in situational judgment tests: Effects on construct saturation and predictive validity. *Journal of Applied Psychology*, 105(8), 800-818. doi:10.1037/apl0000457
- Schilling, M., Sparfeldt, J. R., Becker, N., Engel, M., Levacher, J., Sebastian, T. F. P., Schäfer, J., Schwabe, S., & König, C. J. (2020). Is it enough to be willing to win or do you have to be smart? The relationship between competitive worldviews, cognitive abilities, and applicant faking in personality tests. *International Journal of Selection and Assessment*, 28(3), 264-282. doi:10.1111/ijsa.12296
- Tuschen-Caffier, B., Antoni, C., Elsner, B., Bermeitinger, C., Bühner, M., Erdfelder, E., Fydrich, T., Gärtner, A., Gollwitzer, M., König, C. J., & Spinath, B. (2020). Quo vadis „Studium und Lehre“ in der Psychologie? Denkanstöße für die Neukonzeption von Studiengängen. *Psychologische Rundschau*, 71(4), 384-393. <https://doi.org/10.1026/0033-3042/a000513>

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; home office; quality of working life,

Recent publications:

-Korunka C.(ed.) (2021, in print). Psychological Aspects of Flexible Work. New York: Springer (Including the chapters related to the ENOP symposium 2021)

-Esbatilavasani, Z. & Korunka, C., (2020). hat Moderates the Relation Between Intragroup Conflict, Emotional Exhaustion, and Work Engagement? *Scandinavian Journal of Work and Organizational Psychology*, 5(1), 1–15.

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.

Recent publications:

-Hagl, M., & Kouabenan, D.R. (2020). Safe on the road – Does Advanced Driver-Assistance Systems Use affect Road Risk Perception? *Transportation Research Part F*, 73 (2020) 488–498.

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, deinfluencing (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 M. Euwema, F.J. Medina, A.B. García, & E. Pender (Eds.), *Mediation in Collective Labour Conflicts*, Springer International Publishing eBook DOI 10.1007/978-3-319-92531-8

-Kozusznik M., Pulig-Perez, S., Kożusznik B., & Pulopulos, M., (2020) Coping Strategies and Sleep: The Role of Depressive Symptoms Target. *Annals of Behavioral Medicine*. DOI: 10.1093/abm/kaaa048

-Pollak, A., Paliga M., Pulopulos, M., Kożusznik B., Kozusznik M. (2020) Stress in Manual and Autonomous Modes of Collaboration with a Cobot. *Computer in Human Behaviors*. DOI: 10.1016/j.chb.2020.106469

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. & Kurtović, I. (2020). Work Hours, Work – Family Conflict and Psychophysical Health of Working Parents – Are There Differences Between Women and Men? (Radni sati, konflikt radne i obiteljske uloge i psihofizičko zdravlje zaposlenih roditelja – postoje li razlike između žena i muškaraca?) *Društvena istraživanja*, 29, 1, 113-134. <https://doi.org/10.5559/di.29.1.06>

-Maslić Seršić, D., Martinčević, M. & Jokić, M. (*in press*). The contribution of CEE authors to psychological science: a comparative analysis of papers published in CEE and non-CEE journals indexed by Scopus in the period 1996 - 2013. *Scientometrics*. doi :10.1007/s11192-020-03784-z.

-Maslić Seršić, D. (*in press*). Organizacijsko ponašanje – kompromis između pojedinca i konteksta. (Organizational behavior – a compromise between the individual and the context). In V. Kolesarić, D. Domijan & D. Ivanec (Eds.). *Značenje konteksta u psihologiji* (The Meaning of Context in Psychology). Zagreb: FF Press.

-Potočnik, D., Maslić Seršić, D. & Karajić, N. (2020). *Inclusion of Roma in Croatian Society: Education and Employment*. Zagreb: Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. (p.256)

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 well-being; psychosocial safety climate; gender mainstreaming in academia; career development and leadership from a gender perspective.

Recent publications:

-Edvik, A., Geisler, M., Muhonen, T., Witmer, H., & Björk, J. (2020). Credence in the organization's ability to respond to change - Implications on work engagement and job satisfaction in the Church of Sweden. *Frontiers in Psychology*, 11: 995. <https://doi.org/10.3389/fpsyg.2020.00995>

-Muhonen, T., & Berthelsen, H. (2020). Activity-Based Work and its implications for the academic work environment. *Journal of Applied Research in Higher Education*, ahead-of-print. <https://doi.org/10.1108/JARHE-02-2020-0046>

-Karatuna, I., Jönsson, S., & Muhonen, T. (2020). Workplace bullying in the nursing profession: a cross-cultural scoping review. *International Journal of Nursing Studies*, 111. <https://doi.org/10.1016/j.ijnurstu.2020.103628>

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; 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:

-De Angelis, M., Giusino, D., Nielsen, K., Aboagye, E., Christensen, M., Innstrand, S.T., Mazzetti, G., van den Heuvel, M., Sijbom, R., Pelzer, V. Chiesa, R., Pietrantonio, L. (in press). H-WORK Project: Multilevel Interventions to Promote Mental Health in SMEs and Public Workplaces. *International Journal of Environmental Research and Public Health*

-Di Tecco, C., Nielsen, K., Ghelli, M., Ronchetti, M., Marzocchi, I., Persechino, B., & Iavicoli, S. (2020). Improving Working Conditions and Job Satisfaction in Healthcare: A Study Concept Design on a Participatory Organizational Level Intervention in Psychosocial Risks Management. *International Journal of Environmental Research and Public Health*, 17(10), 3677

-Iavicoli S., Leka S.&Nielsen K. (2020): Promoting Occupational Health Psychology through professional bodies: The role of the European Academy of Occupational Health Psychology, *Work & Stress*, DOI: 10.1080/02678373.2020.1774939. editorial

-Lundmark, R., Nielsen, K., Hasson, H., von Thiele Schwarz, U., & Tafvelin, S. (2020). No Leader is an Island: Contextual Antecedents to Line Managers' Constructive and Destructive Leadership during an Organizational Intervention. *International Journal of Workplace Health Management*, 13(2), 173-188. DOI 10.1108/IJWHM-05-2019-0065

-Nielsen, K., Axtell, C., & Sorensen, G. (in press). Organizational interventions – fitting the intervention to the context to ensure the participatory process. In: C. Cooper & K. Kelloway. (eds.) *Research Agenda for Workplace Stress and Wellbeing*. Edward Elgar Publishing

-Nielsen, K., Axtell, C., & Taylor, S. (in press). National approaches to wellbeing interventions: The UK Management Standards as an example. In: T. Wall, C. Cooper, P. Brough. (eds.) *The Sage Handbook of Organisational Wellbeing*. Sage.

-Nielsen K., Yarker J., Munir F., Bültmann U. (2020). IGLOO: A Framework for Return to Work Among Workers with Mental Health Problems. In: Bültmann U., Siegrist J. (eds) *Handbook of Disability, Work and Health*. Handbook Series in Occupational Health Sciences, vol 1. Springer, Cham

-Salanova, M., Rodríguez-Sánchez, A.M. & Nielsen, K. (2020). The impact of group efficacy beliefs and transformational leadership on followers' self-efficacy: a multilevel-longitudinal study. *Current Psychology* <https://doi.org/10.1007/s12144-020-00722-3>

-von Thiele Schwarz, U., Nielsen, K., Edwards, K., Hasson, H., Ipsen, C., Savage, C., Simonsen Abildgaard, J., Richter, A., Lornudd, C., Mazzocato, P., Reed, J.E. (in press). How to design, implement and evaluate organizational interventions for maximum impact: The Sigtuna Principles. *European Journal of Work and Organizational Psychology*. <https://doi.org/10.1080/1359432X.2020.1803960>

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:

-Gkorezis, P., Georgiou, K. & Nikolaou, I. Kyriazati, A. (in press). Gamified or traditional situational judgement test? A moderated mediation model of recommendation intentions via organizational attractiveness. *European Journal of Work & Organizational Psychology*.

<https://doi.org/10.1080/1359432X.2020.1746827>

-Georgiou, K. & Nikolaou, I. (2020). Are applicants in favor of traditional or gamified assessment methods? Exploring applicant reactions towards a gamified selection method. *Computers in Human Behavior*, 20, 106356

<https://doi.org/10.1016/j.chb.2020.106356>

-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>

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:

-Bayona, J. A., Caballer, A., & Peiró, J. M. (2020). The Relationship between Knowledge Characteristics' Fit and Job Satisfaction and Job Performance: The Mediating Role of Work Engagement. *Sustainability*, 12(6), 2336.

- Di Fabio, A., F. M. Cheung y J.M. Peiró (2020). «Personality and individual differences and healthy organizations». *Personality and Individual Differences* 166, 1-5.

-Gracia, F. J., Tomás, I., Martínez-Córcoles, M., & Peiró, J. M. (2020). Empowering leadership, mindful organizing and safety performance in a nuclear power plant: A multilevel structural equation model. *Safety Science*, 123, 104542.

-García-Buades, M. E., Peiró, J. M., Montañez-Juan, M. I., Kozusznik, M. W., & Ortiz-Bonnín, S. (2020). Happy-Productive Teams and Work Units: A Systematic Review of the 'Happy-Productive Worker Thesis'. *International Journal of Environmental Research and Public Health*, 17(1), 69.

-Martín, P., J. Ramos, A. Zornoza, E.M. Lira y J.M. Peiró (2020). «Mindfulness and Job Control as Moderators of the Relationship between Demands and Innovative Work Behaviours=Mindfulness y autonomía en el puesto de trabajo como moderadores de la relación entre las demandas y los comportamientos innovadores». *Journal of Work and Organizational Psychology = Revista de Psicología del Trabajo y de las Organizaciones* 36, n.º 2 (agosto), pp. 95-101.

- Martín, J. L., Sastre, S., Peiró, J. M., & Hilera, J. R. (2020). The Effects of Using a Fully Integrated Mobile Application to Access Learning Management Systems in Higher Education. *Journal of Universal Computer Science*, 26(9), 1212-1228.
- Martínez-Córcoles, M., Tomás, I., Gracia, F. J., & Peiró, J. M. (2021) The power of empowering team leadership over time: A multi-wave longitudinal study in nuclear power plants. *Safety Science*, 133, 105015.
- Peiró, J.M. (2020). «The Contributions of IAAP to the Internationalization of the Education and Training in Psychology and a Science-Based Practice». En Carpintero, H., R. Ardila y A. M. Jacó-Vilela (eds.): *International Association of Applied Psychology: A Centennial History 1920–2020*. Oxford (Reino Unido): Wiley-Blackwell, pp. 219-232.
- Peiró, J.M., Bayona, J.A., Caballer, A., & Di Fabio, A. (2020). Importance of work characteristics affects job performance: The mediating role of individual dispositions on the work design-performance relationships. *Personality and Individual Differences*, 157, 109808.
- Peiró, J. M., Kozusznik, M. W., Rodríguez-Molina, I. & Tordera, N. (2020) The Happy-Productive Worker Model and Beyond: Patterns of Wellbeing and Performance at Work. In Rohlman, D.S. & Kelly, K.M. (Eds) *Using Total Worker Health to Advance Worker Health and Safety* MDPI. Basel, pp. 326-345. Reprinted from (IJERPH 2019, 16, 479, doi:10.3390/ijerph16030479)
- Peiró, J. M., Nielsen, K., Latorre, F., Shepherd, R., & Vignoli, M. (2020). Safety training for migrant workers in the construction industry: A systematic review and future research agenda. *Journal of Occupational Health Psychology*, 25(4), 275-295.
- Pérez, F. (dir.), B. Broseta, A. Escribá-Esteve, A. Gómez, L. Hernández, J.M. Peiró, L. Serrano y A. Todolí. (2020). *Cambios tecnológicos, trabajo y actividad empresarial: El impacto socioeconómico de la economía digital*. Madrid: Consejo Económico y Social (CES), 366 pp. (XXI Premio de Investigación del CES)
- Reneclé, M., Tomás, I., Gracia, F. J., & Peiró, J. M. (2020). Spanish validation of the mindful organizing scale: A questionnaire for the assessment of collective mindfulness. *Accident Analysis & Prevention*, 134, 105351
- Reneclé, M., Gracia, F. J., Tomas, I., & Peiró, J. M. (2020). Developing mindful organizing in teams: A participation climate is not enough, teams need to feel safe to challenge their leaders. *Journal of Work and Organizational Psychology*.
- Soriano, A., M.W. Kozusznik, J.M. Peiró y E. Demerouti (2020). «Employees' Work Patterns-Office Type Fit and the dynamic relationship between Flow and Performance». *Applied Psychology, An International Review*. 2020, 0 (0), 1–29 doi: 10.1111/apps.12251
- Tordera, N., Peiró, J. M., Ayala, Y., Villajos, E., & Truxillo, D. (2020). The lagged influence of organizations' human resources practices on employees' career sustainability: The moderating role of age. *Journal of Vocational Behavior*, 103444.
- Van Thang, N., J. M. Peiró, L. Q. Canh, V. González-Romá and V. Martínez-Tur (2020). *Vietnamese graduates' labour market entry and employment: A tracer study*. Uppsala (Sweden): Uppsala University. DOI: 10.33063/diva-409987.

19. Searle, Rosalind. Department of Management, Adam Smith Business School, University of Glasgow, West Quadrangle, Gilbert Scott Building, Glasgow G12 8QQ, Scotland. Tel. +44141 330 1781 e-mail: rosalind.searle@glasgow.ac.uk

Research topics:

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

Recent publications:

-Gillespie, N., Searle, R.H., Gustafsson, S. and Hope-Hailey, V. (2020) Preserving employee trust during crisis. *Behavioral Science and Policy*. https://issuu.com/behavioralsciencepolicyassociation/docs/bsp_journal_special_online_covid_gillespie-searle

-Gustafsson, S. Gillespie, N., Searle, R.H., Hope Hailey, V., & Dietz, G. (2020). Preserving organizational trust during times of threat. *Organisation Studies* (ABS 4*) <https://doi.org/10.1177/0170840620912705>

-Searle, R.H. and R. Al-Sharif (In press). *Multilevel Trust and HRM*. *Frontiers in Psychology*, Volume on Multilevel Trust.

-Searle, R.H. and C. Rice, (In press). Making impact in healthcare contexts: Insights from a mixed -methods study of professional misconduct. *European Journal of Work and Organizational Psychology*. (ABS 3*)

-Searle, R.H. and I. McWha (2020). “Money's Too Tight (to Mention)”: A review and psychological synthesis of living wage research. *European Journal of Work and Organizational Psychology*. Doi: 10.1080/1359432X.2020.1838604

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*.

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

Research topics:

Organizational justice, leadership and gender, employment discrimination.

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

Recent publications:

-Eib, C., Falkenberg, H., Hellgren, J., Malmrud, S., & Sverke, M. (in press). What helps managers being fair? Predicting managers' self-reported justice enactment during pay setting using the Ability-Motivation-Opportunity framework. *International Journal of Human Resource Management*.

-Klug, K., Bernhard-Oettel, C., Selenko, E., & Sverke, M. (2020). Temporal and person-oriented perspectives on job insecurity. In Y. Griep, S. Hansen, J. Hofmans, & T. Vantilborgh (Eds.), *Handbook on the temporal dynamics of organizational behavior* (pp. 91-104). Cheltenham: Edward Elgar (ISBN: 978 1 78897 437 0).

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Research topics:

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

Recent publications:

- Schaffers, H., Vartiainen, M. & Bus, J. (Eds.) (2020) Digital innovation and the future of work. Denmark: River Publishers.

- Schaffers, H., Vartiainen, M. & Bus, J. (2020) Introduction. In: H. Schaffers, M. Vartiainen & J. Bus (Eds.) (2020) Digital innovation and the future of work, pp. 1-15. Denmark: River Publishers.

- Vartiainen, M. (2020) Competencies in digital work. In: H. Schaffers, M. Vartiainen & J. Bus (Eds.) (2020) Digital innovation and the future of work, pp. 225-257. Denmark: River Publishers.

24. Wisse, Barbara. Department of Psychology, University of Groningen, Grote Kruisstraat 2/1, 9712 TS Groningen, the Netherlands; Tel. +310620403588, e-mail:

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Research topics:

Leadership; power; dark triad; ethics.

Recent publications:

-Kunz, L.K., Scheibe, S., Wisse, B., Boerner, K., & Zemlin C. (2020). Dementia as fixed or malleable: Development and validation of the dementia mindset scale. *Innovation in Aging*, 4, 1-12. DOI: 10.1093/geroni/igaa023

-Mascareno, J., Rietzschel, E.F., & Wisse, B. (2020). Leader-Member Exchange (LMX) and Innovation: A Test of Competing Hypotheses. *Creativity and Innovation Management*, 1, 1-17. DOI: 10.1111/caim.12390

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25. Fred Zijlstra, Faculty of Psychology and Neuroscience, Department of Work & Social Psychology, Maastricht University. Universiteitssingel 40, Maastricht, The Netherlands.

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Research topics: work & health; sustainable employability; Inclusive Organisations.

Recent publications:

-Alabak, M., Hulsheger, U.R., Zijlstra, F.R.H., Verduyn, Ph. (2020). More Than One Strategy: A Closer Examination of the Relationship Between Deep Acting and Key Employee Outcomes. *Journal of Occupational Health Psychology*. Vol 25(1), 32-46. Online on 2019, <https://doi.org/10.1037/ocp0000152>

-Fleuren, B., de Grip, A., Kant, I.J., Zijlstra, F., (2020). Time equals money ? A randomized controlled field experiment on the effects of four types of training vouchers on training participation; *Journal of Vocational Behavior*. Vol. 118. <https://doi.org/10.1016/j.jvb.2020.103403>

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-Manara, M.U., van Gils, S., Nübold, A., Zijlstra, F. (2020). Corruption, Fast or Slow? Ethical Leadership Interacts with Machiavellianism to Influence Intuitive Thinking and Corruption. *Frontiers in Psychology, section Organizational Psychology*, online November 2020, p 1-17. [10.3389/fpsyg.2020.578419](https://doi.org/10.3389/fpsyg.2020.578419)

-Mulders, H., van Ruitenbeek, G., en Zijlstra, F. (2020). Methode Inclusief Herontwerp van Werk vernieuwd: IHW2.0. *Tijdschrift voor Bedrijfs- en Verzekeringsgeneeskunde*. Vol. 28(8), 46-49. <https://doi.org/10.1007/s12498-020-1262-5>

-Van Ruitenbeek, G.M.C., Zijlstra, F.R.H., & Hülshager, U.R. (2020) Predicting and Assessing Work Performance of People with Disabilities and Limitations – a Multi-wave, Multi-source Study, *Journal of Occupational Rehabilitation*, online 10-9-2020, <https://doi.org/10.1007/s10926-020-09925-8>

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