

**EUROPEAN NETWORK
OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS**

NEWSLETTER

No. 79

JULY, 2021

WEB ADDRESS

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

EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 79

July, 2021

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1. EDITORIAL

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from January 2021 till July 2021.

You will find report on the ENOP virtual Symposium 2021 “Flexibility at work” (June 11, 2021, Zoom)

This Newsletter includes also information about decisions taken at the on-line CoCo meeting on June 11, 2021.

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 2021, and other useful information.

Have a good time and enjoy summer vacation!

Sincerely,

Liudmyla Karamushka

Kyiv, July 2021

2. On-line ENOP Business Meeting

On-line ENOP Business Meeting -2021 took place on *June 11, 2021*.

Participants:

- CoCo: Fred Zijlstra, Dirk Steiner, Liudmyla Karamushka, Karina Nielsen
- ENOP members: Christian Korunka, Barbara Kozusznik, Sabine Sonnentag, Maria Jose Chambel, Tuija Muhonen, Iannis Nikolau, John Arnold, Barbara Wisse, Gudela Grote, Ros Searle, Matti Virtainen, Darja Maslic, Jose Maria Peiro.

Agenda:

1. Welcome
2. ENOP Finances/Budget
3. ENOP Membership
4. ENOP Newsletter
5. ENOP web-site
6. Any other business

1. Welcome

Fred Zijlstra welcomes everyone to the meeting.



2. ENOP Finances/Budget

Steiner Dirk has informed that ENOP's finances are healthy. During the past year, we have spent only 700 euros (to manage the website). Therefore, there is no need to raise the membership fee.

At the same time, we apply to those who have not yet paid the 2020 annual fee (Euro 150,-) to complete this obligation. Please be reminded that the annual fee is a contribution to the ENOP society, not the attendance fee for the symposium.

For those who have paid the 2020 annual fee, no fee is incurred in 2021. The bank details you will find in the shared ENOP folders.



3. ENOP Membership

Karina Nielsen informed about new ENOP members: Finian Buckley, Barbara Wisse, Rosaling Searle, Maria Jose Chambel, Chiara Ghislieri and Marianna Virtanen. ENOP welcomed new members.

Matti Virtainen is retiring. The members of ENOP decided that Professor Taru Feldt from the University of Eastern Finland would be a suitable candidate, based on Ulla's and Matti's recommendation. Karina will send invitation to Taru Feldt.

Jose Maria Peiro has retired. Based on Jose Maria's and Lourdes' recommendation, the ENOP decided to invite Vicente Gonzalez-Roma, University of Valencia, to join ENOP. Karina will send invitation to Vicente.

Karina will invite new members to use the shared ENOP folder.



Business Meeting participants expressed cordial thanks to Jose Maria Peiro, Matti Virtainen for their contribution into development and sustainability of the ENOP.



4. ENOP Newsletter

Liudmyla Karamushka, editor of ENOP Newsletter, informed that ENOP Newsletter # 79 will be prepared in July 2021.



She kindly ask ENOP members to prepare and submit an information about their research topics and last publications for 2021 year and other important information about their activity (participation and contribution in the conferences, workshops, etc.) for the next ENOP Newsletter.

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5. ENOP web page

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*.



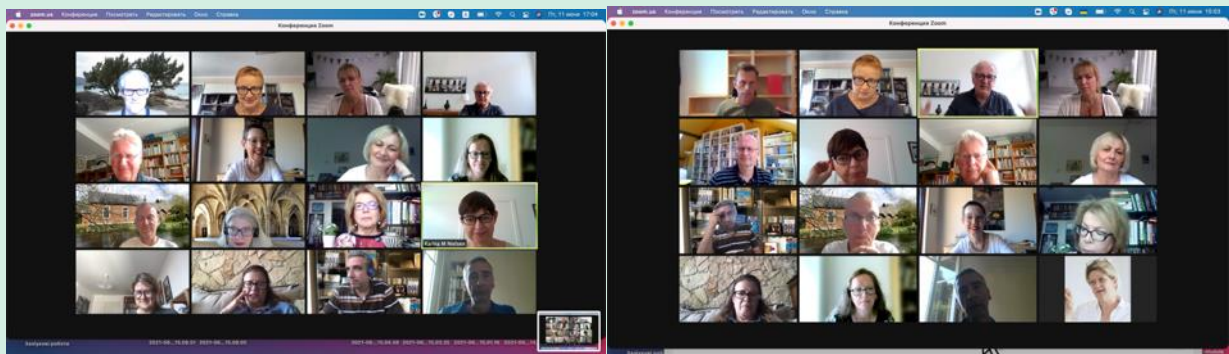
You may contact him directly (inikol@aueb.gr) for any issues regarding the site and/or if you want to suggest any changes or you would like to include any useful material regarding Work and Organizational Psychology.

6. Any other business

Next ENOP Symposium and Business Meeting is scheduled on **March 24-25, 2022**, hopefully face-to-face in Paris.

3. Report on the ENOP virtual Symposium-2021 “Flexibility at work” (June 11, 2021, Zoom)

During its annual online meeting (11 June 2021), the ENOP has hosted a short virtual symposium entitled "Flexibility at work".



The symposium was organized by **Christian Korunka**.

Originally the symposium was planned as the regular yearly ENOP symposium in March 2020 in Paris. This symposium had to be cancelled because of the Onset of the COVID-19 pandemic.

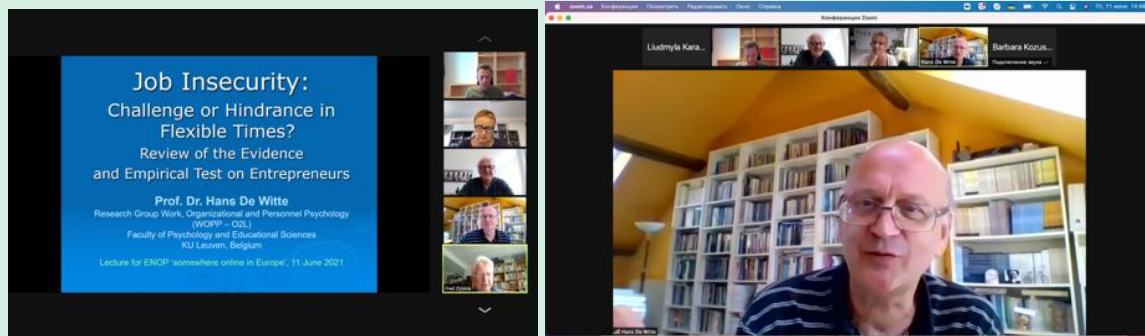
The planned presentations of the 2020 symposium will be published as book chapters instead:

Christian Korunka (ed.) (2021). Flexible working practices and approaches. Psychological and social implications. New York: Springer publishers.

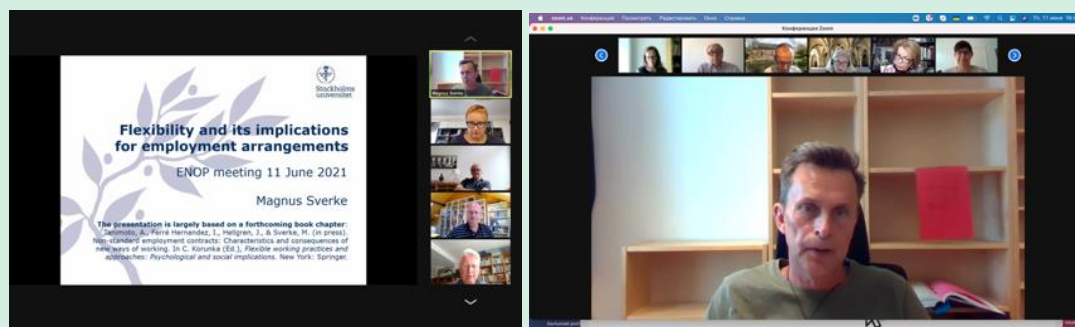
<https://www.springer.com/gp/book/9783030741273>

The short virtual symposium on 11 June 2021 consisted of **three presentations**:

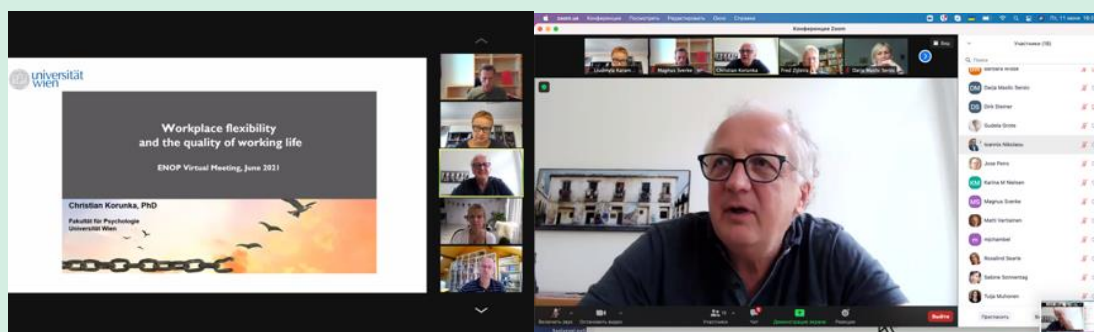
Hans De Witte presented on "Job insecurity: A challenge or hindrance stressor?", and gave an overview of the research on job insecurity. He critically examined the empirical evidence related to the assumption that job insecurity may have also some positive consequences in motivating the workers.



Magnus Sverke presented on "Flexibility and its implications for employment arrangements". He gave an overview over different forms of “non-standard” working contracts and their (mostly negative) consequences for quality of working life, workplace safety and workplace health.



Christian Korunka presented gave a general overview on flexibility at work. He focused on the negative effects of work intensification and presented results from studies dealing with home office workers during the COVID-10 crisis.



Submitted by:
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 e-mail: christian.korunka@univie.ac.at

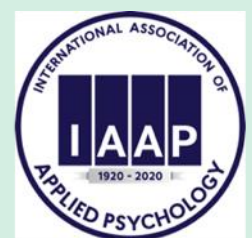
6. FUTURE CONGRESSES, CONFERENCES, MEETINGS (2021-2022)

2021

**American Psychological association's annual convention
(APA 2021 Virtual)**
August 12-14, 2021
Web: <https://www.apa.org/news/events/2021/apa-convention>



Early Career Marathon: Integrating Research and Practice: 24 hours of Applied Psychology from around the world
October, 16-17, 2021
Web: <https://iaapsy.org/meetings/early-career-marathon-integrating-research-and-practice/>



2022

**EAWOP Small Group Meeting
COVID-19 and the asymmetric impact on careers and work-life balance of women and ethnic minority individuals**
January 9-10, 2022
Glasgow, UK
Web: <http://www.eawop.org/news/eawop-small-group-meeting-call-for-submissions>



20th EAWOP Congress

January 11-14, 2021

Glasgow, UK

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

2022 SIOP Annual Conference

April 28 - 30, 2022

Seattle, Washington, USA

Web: <https://www.siop.org/annual-conference>



17th European Congress of Psychology

July 5-8 2022

Ljubljana, Slovenia

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

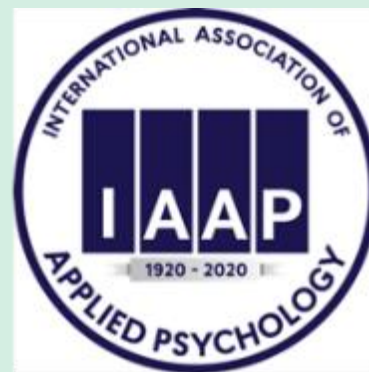


30th International Congress of Applied Psychology

July 24-29 2022

Beijing , China

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



Submitted by:

Liudmyla Karamushka

Institute of Psychology

(Kyiv, Ukraine)

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7. ENOP-MEMBERS RESEARCH INTERESTS AND RECENT PUBLICATIONS

In this section you will find a list of 23 members of «New» ENOP, their addresses and research topics as well as publications dated 2021 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:

Arnold, J., Dries, N., & Gabriel, Y. (2021). EJWOP Special Issue: Enhancing the social impact of research in Work and Organizational Psychology–Beyond academia. *European Journal of Work and Organizational Psychology*, 1-10.

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:

-Bandeira, R., Chambel, M.J., & Carvalho, V.S. (2021). Influence of the work-family relationship on perceived health 5-Years later: The moderating role of job insecurity. *Social Indicators Research*, 153:635–650 <https://doi.org/10.1007/s11205-020-02509-2>

-Campos, F., Chambel, M.J., Lopes, S. & Dias, P.C. (2021). Post-traumatic Stress Disorder in the military police of Rio de Janeiro: Can a risk profile be identified? *International Journal of Environmental Research and Public Health*, 18, 2594 <https://doi.org/10.3390/ijerph18052594>

-Carvalho, V.S., Correia, I., & Chambel, M.J. (2021). Is it OK to be connected outside the office? The well-being at work and mediation role of work and family. *International Journal of Organizational Analysis*.

-Carvalho, V.S., Santos, A., Ribeiro, M.T. & Chambel, M.J. (2021). Please, do not interrupt me: Work-family balance and segmentation behavior as mediators of boundary violations and teleworkers well-being' in lockdown for men and women. *Sustainability*.

-Chambel, M.J., Carvalho, V.S., Lopes, S., & Cesário, F. (2021). Perceived overqualification and contact center workers' burnout: Are motivations mediators?, *International Journal of Organizational Analysis*. <https://doi.org/10.1108/IJOA-08-2020-2372>

- Chambel, M.J., Carvalho, V.S., & Neto, M. (2021). 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.
- Dominguez, D., Chambel, M.J., Ângelo, R.P. & Raposo, H. (2021). Work-family conflict and firefighters' satisfaction with life: The autonomous motivation role. *Journal of Emergency Management*.
- Gonçalves-Candeias, D., Chambel, M.J., & Carvalho, V.S. (2021). Is stress in contact centers inevitable? *International Journal of Environmental Research and Public Health*, 18, 2999. <https://doi.org/10.3390/ijerph18062999>
- Mérida-Lopez, Extremera, N. & Chambel, M.J. (2021). How do pre-service teachers feel committed to teach? Examining the mediator role of study engagement among self- and other-focused emotion. regulation abilities and occupational commitment. *International Journal of Environmental Research and Public Health*, 18, 5434. <https://doi.org/10.3390/ijerph18105434>
- Silveira-Rodrigues, C., Chambel, M.J., & Carvalho, V.S. (2021). Positive Psychology in Context of Peacekeeping Militaries: A Mediation Model of Work-Family Enrichment. *International Journal of Environmental Research and Public Health*, 18, 429. <https://doi.org/10.3390/ijerph18020429>
- Sobral, F., Chambel, M.J., & Castanheira, F. (2021). The temporary agency worker's motivation profile analysis. *International Journal of Environmental Research and Public Health*, 18, 6779. <https://doi.org/10.3390/ijerph18136779>

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:

- De Witte, H. & Van Hootegeem, A. (accepted, 2021). Job Insecurity: Challenge or Hindrance Stressor? Review of the Evidence and Empirical Test on Entrepreneurs. In: Korunka, C. (Ed.), *Flexible working practices and approaches: Psychological and social implications of a multifaceted phenomenon*, Springer.
- Griep, Y., Bankins, S., Vander Elst, T., & De Witte, H. (2021). How psychological contract breach affects long-term mental and physical health: The longitudinal role of effort-reward imbalance. *Applied Psychology: Health and Well-Being*, 13(2), 263-281. DOI: 10.1111/aphw.12246
- Griep, Y., Lukic, A., Kraak, J., López Bohle, S.A., Jiang, L., Vander Elst, T., & De Witte, H. (2021). The Chicken or The Egg: The Reciprocal Relationship Between Job Insecurity

and Mental Health Complaints. *Journal of Business Research*, 126, 170-186, <https://doi.org/10.1016/j.jbusres.2020.12.045>

-Nawrocka, S., De Witte, H., Brondino, M., & Pasini, M. (2021). On the Reciprocal Relationship between Quantitative and Qualitative Job Insecurity and Outcomes. Testing a Cross-Lagged Longitudinal Mediation Model. *International Journal of Environmental Research and Public Health*, 18, 6392. <https://doi.org/10.3390/ijerph18126392>

-Piccoli, B., Reisel, B. & De Witte, H. (2021). Understanding the relationship between job insecurity and performance: Hindrance or Challenge Effect? *Journal of Career Development*, 48(2), 150-165.

-Prado-Gascó, V., Giménez-Espert, M.d.C., & De Witte, H. (2021). Job Insecurity in Nursing: A Bibliometric Analysis. *International Journal of Environmental Research and Public Health*, 18, 663. <https://doi.org/10.3390/ijerph18020663>

-Selenko, E., & De Witte, H. (2021). How job insecurity affects political attitudes: Identity threat plays a role. *Applied Psychology: An international Review*, 70(3), 1267-1294. doi.org/10.1111/apps.12275

-Urbanaviciute, I.; Massoudi, K.; Toscanelli, C.; De Witte, H. (2021). On the Dynamics of the Psychosocial Work Environment and Employee Well-Being: A Latent Transition Approach. *International Journal of Environmental Research and Public Health*, 18, 4744. <https://doi.org/10.3390/ijerph18094744>

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., Perinelli, E., Bressan, M., Balducci, C., Lombardi, L., Fraccaroli, F., & van Dick, R. (2021). The mediational effect of social support between organizational identification and employees' health: A three-wave study on the social cure model. *Anxiety, Stress and Coping*, doi:10.1080/10615806.2020.1868443

-Balducci, C., Alessandri, G., Zaniboni, S., Avanzi, L., Borgogni, L., & Fraccaroli, F. (2021). The impact of workaholism on day-level workload and emotional exhaustion, and on longer-term job performance. *Work and Stress*, 35(1), 6-26. doi:10.1080/02678373.2020.1735569

-Ciampa, V., Sirowatka, M., Schuh, S. C., Fraccaroli, F., & van Dick, R. (2021). Ambivalent identification as a moderator of the link between organizational identification and counterproductive work behaviors. *Journal of Business Ethics*, 169(1), 119-134. doi:10.1007/s10551-019-04262-0

-Finkelstein, L., Truxillo, D., Fraccaroli, F., & Kanfer, R. (2021). *Ageless Talent. Enhancing the performance and well-being of your age-diverse workforce*. Routledge, New York.

-Perinelli, E., Alessandri, G., Cepale, G., & Fraccaroli, F. (2021). Sociometer Theory at Work. *Applied Psychology*, doi:10.1111/apps.12312

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; gender differences is a cross-cutting approach to all research axes.

Recent publications:

-Dolce, V., Molino, M., Wodociag, S., Ghislieri, C. (2021). Gender paths in international careers: an approach centred on demands and resources, *Journal of Global Mobility*, 9 (1), 65-89, DOI: 10.1108/JGM-04-2020-0026

-Ghislieri, C., Molino, M., Dolce, V., Sanseverino, D., Presutti, M. (2021). Work-family conflict during the Covid-19 pandemic: remote working of administrative and technical staff in healthcare. An Italian study. *La Medicina del Lavoro*, 112 (3). <https://doi.org/10.23749/mdl.v112i3.11227>

-Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A.A., Arenas, A., Atitsogbe, K.A., Barrett, S., Bhattacharjee, A., Blanco, N.D., Bogilović, S., Bollmann, G., Bosak, J., Bulut, C., Carter, M., Černe, M., Chui, S.L.M., Di Marco, D., Duden, G.S., Elsey, V., Fujimura, M., Gatti, P., Ghislieri, C., Giessner, S.R., Hino, K., Hofmans, J., Jönsson, T.S., Kazimna, P., Lowe, K.B., Malagón, J., Mohebbi, H., Montgomery, A., Monzani, L., Pieterse, A.N., Ngoma, M., Ozeren, E., O'Shea, D., Ottsen, C.L., Pickett, J., Rangkuti, A.A., Retowski, S., Ardabili, F.S., Shaukat, R., Silva, S.A., Šimunić, A., Steffens, N.K., Sultanova, F., Szücs, D., Tavares, S.M., Tipandjan, A., van Dick, R., Vasiljevic, D., Wong, S.I., Zacher, H. (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries, *Journal of Organizational Behavior*, DOI: 10.1002/job.2512

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.

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:

- Ionescu, A., & Iliescu, D. (2021, accepted). LMX, Organizational Justice and Performance: Curvilinear Relationships. *Journal of Managerial Psychology*.
- Livinti, R., Gunnesch-Luca, G., & Iliescu, D. (2021). Research Self-Efficacy: A Meta-Analysis. *Educational Psychologist* (online first).
<https://doi.org/10.1080/00461520.2021.1886103>
- Manea, A. I., & Iliescu, D. (2021). Development of a New Personality-Oriented Work Analysis Questionnaire: First Steps Towards Validation. *Psihologia Resurselor Umane, 19(1)*, 17-36. <http://dx.doi.org/10.24837/pru.v19i1.484>
- Zeinoun, P., Iliescu, D., & El Hakim, R. (2021). Psychological Tests in Arabic: A Review of Methodological Practices and Recommendations for Future Use. *Neuropsychology Review (accepted)*. DOI: <https://doi.org/10.1007/s11065-021-09476-6>

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; mental health in organizations.

Recent publications:

- Karamushka, L. (2021). Staff's psychological health in the context of the COVID-19 pandemic: a review of foreign studies. *Organizational Psychology. Economic Psychology*. Vol. № 1(22), 69-78. DOI: <https://doi.org/10.31108/2.2021.1.22.8>
- Karamushka, L., Melnychuk, T. (2021). Psychological well-being as a factor in young people's economic self-determination. *Conference proceedings of VII International research & training conference "Public health – social, educational and psychological dimensions"* (17 July 2021, Lublin, Poland), 6-7.

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:

- Greulich, B., Debus, M. E., Kleinmann, M., & König, C. J. (2021). Response behavior in work stress surveys: A qualitative study on motivational and cognitive processes in self- and other-reports. *European Journal of Work and Organizational Psychology, 30(1)*, 40-57. <https://doi.org/10.1080/1359432X.2020.1812580>
- Schilling, M., Becker, N., Grabenhorst, M. M., & König, C. J. (2021). The relationship between cognitive ability and personality scores in selection situations: A meta-analysis. *International Journal of Selection and Assessment, 29(1)*, 1-18. <https://doi.org/10.1111/ijsa.12314>
- Schilling, M., Roulin, N., Obschonka, M., & König, C. J. (2021). 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*, 36(2), 193–209. <https://doi.org/10.1007/s10869-019-09664-5>

- Schlicker, N., Langer, M., Ötting, S. K., Baum, K., König, C. J., & Wallach, D. (2021). What to expect from opening up “black boxes”? Comparing perceptions of justice between humans and automated agents. *Computers in Human Behavior*, 122, 106837. <https://doi.org/10.1016/j.chb.2021.106837>

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; Covid-19 and quality of working.

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)

-Kerman, K., Tement, S., Korunka, C. (2021). Don't leave your heart at work: Profiles of work-life interference and cardiometabolic risk. *International Journal of Stress Management*, Advance online publication. <http://dx.doi.org/10.1037/str0000224>.

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. Kozusznik, 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, deinfluencization (DEI) as a phenomenon of conscious withdrawal of influence.

Recent publications:

Kozusznik M., Pulig-Perez, S., Kozusznik B., & Pulopulos, M., (2021) Coping Strategies and Sleep: The Role of Depressive Symptoms Target: *Annals of Behavioral Medicine*. DOI: 10.1093/abm/kaaa048. 253-265.

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:

- Matijaš M., Maslić Seršić D. (2021). The Relationship Between Career Adaptability and Job-Search Self-Efficacy of Graduates: The Bifactor Approach. *Journal of Career Assessment*. March. doi:10.1177/10690727211002281
- Maslić Seršić, D., Martinčević M., Jokić M. (2021). 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*, 126, 2; 1453-1469 doi:10.1007/s11192-020-03784-z

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

Research topics:

Workplace bullying; bystanders; psychosocial safety climate; employee health and well-being; sexual harassment in academia.

Recent publications:

-Jönsson, S., Stavreski, H., & Muhonen, T. (2021). Preceptorship as part of the recruitment and retention strategy for nurses? A qualitative interview study. *Journal of Nursing Management*, 00:1–7. DOI: 10.1111/jonm.13319

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, sustainable return to work for workers with common mental disorders.

Recent publications:

-Christensen, M., Dawson, J., & Nielsen, K. (2021). The Role of Adequate Resources, Community and Supportive Leadership in Creating Engaged Academics. *International Journal of Environmental Research and Public Health*, 18(5), 2776. <https://doi.org/10.3390/ijerph18052776>

-Nielsen, K., Antino, M., Rodríguez-Muñoz, A. & Sanz-Vergel, A. (2021). Is it me or us? The impact of individual and collective participation on work engagement and burnout in a cluster-randomized organisational intervention, *Work & Stress*, DOI: [10.1080/02678373.2021.1889072](https://doi.org/10.1080/02678373.2021.1889072)

-Nielsen, K., Shepherd, R., Vignoli, M., & Prieto, L. L. (2021). The integrated migrant worker safety training evaluation model: IMSTEM. *Safety Science*, 139, 105246. <https://doi.org/10.1016/j.ssci.2021.105246>

- Nielsen, K., Tafvelin, S., von Thiele Schwarz, U., Hasson, H. (2021). In the eye of the beholder: How self-other agreements influence leadership training outcomes as perceived by leaders and their followers. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-020-09730-3>
- Tafvelin, S., Hasson, H., Nielsen, K. , & von Thiele Schwarz, U. (2021). Integrating a transfer perspective into evaluations of leadership training. *Leadership & Organization Development Journal*. DOI [10.1108/LODJ-11-2019-0492](https://doi.org/10.1108/LODJ-11-2019-0492)
- Vignoli, M., Nielsen, K., Guglielmi, D, Mariani, M.G., Patras, L, & Peirò, J.M. (2021). Design of a safety training package for migrant workers in the construction industry. *Safety Science*, 136, 105-145. <https://doi.org/10.1016/j.ssci.2020.105124>.

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:

- Nikolaou, I. (2021). What is the Role of Technology in Recruitment and Selection? *The Spanish Journal of Psychology*, 24, <https://doi.org/10.1017/SJP.2021.6>
- Potočník, K., Anderson, N.A., Born, M., Kleinmann, M. & Nikolaou, I. (2021). Paving the way for research in recruitment and selection: Recent developments, challenges and future opportunities. *European Journal of Work & Organizational Psychology*, 30, 159-174. <https://doi.org/10.1080/1359432X.2021.1904898>

18. 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 in organisations; counterproductive work behaviours and sexual abuse; living wages; work identity; women and youth employment.

Recent publications:

- Searle, R.H. and R. Al-Sharif (2021). Multilevel Trust and HRM. In Gillespie, N., Fulmer, A., & Lewicki, R.J (Eds). *Understanding Trust in Organizations: A Multi-level Perspective*. New York, Routledge.

19. 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; positive experiences at work; exercise and eating behavior; proactive work behavior; self-regulation at work.

Recent publications:

-Rudolph, C.W., Allan, B., Clark, M., Hertel, G., Hirschi, A., Kunze, F., Shockley, K., Shoss, M., Sonnentag, S., & Zacher, H. (2021). Pandemics: Implications for research and practice in industrial and organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 1-35

20. 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

Research topics:

Organizational justice, leadership and gender, employment discrimination.

Recent publications:

Raymondie, R. A., & Steiner, D. D. (in press). Backlash against counter-stereotypical leader emotions and the role of follower affect in leader evaluations. *Journal of Applied Social Psychology*, 00: 1– 17. <https://doi-org.proxy.unice.fr/10.1111/jasp.12778>

21. 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:

-Sousa-Ribeiro, M., Bernhard-Oettel, C., Sverke, M., & Westerlund, H. (2021). Health and age-related workplace factors as predictors of preferred, expected, and actual retirement timing: Findings from a Swedish cohort study. *International Journal of Environmental Research and Public Health*, 18, 2746. <https://doi.org/10.3390/ijerph18052746>

-Van Hooft, A., Sverke, M., & De Witte, H. (2021, online first). Does occupational self-efficacy mediate the relationships between job insecurity and work-related learning? A latent growth modelling approach. *Work & Stress*. <https://doi.org/10.1080/02678373.2021.1891585>

22. 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:

Breevaart, K., Wisse, B., Schyns, B. (in press). Trapped at work: The Barriers Model of Abusive Supervision. *Academy of Management Perspectives*.

Mascareno, J., Rietzschel, E.F., & Wisse, B. (in press). Ambidextrous Leadership: Balancing opening and closing behaviours to facilitate idea generation and innovation. *European Journal of Work and Organizational Psychology*.

23. Fred Zijlstra, Faculty of Psychology and Neuroscience, Department of Work & Social Psychology, Maastricht University. Universiteitssingel 40, Maastricht, The Netherlands. Fred.zijlstra@maastrichtuniversity.nl

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

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