

**EUROPEAN NETWORK  
OF ORGANISATIONAL AND  
WORK PSYCHOLOGISTS**

**NEWSLETTER**

*No. 80*

*DECEMBER, 2021*

**WEB ADDRESS**

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

## **EDITORIAL RESPONSIBILITY:**

LIUDMYLA KARAMUSHKA  
INSTITUTE OF PSYCHOLOGY  
LABORATORY OF ORGANIZATIONAL PSYCHOLOGY  
2, PANKIVSKA STR.  
01033 KYIV  
UKRAINE

(E-MAIL: [LKARAMA01@gmail.com](mailto:LKARAMA01@gmail.com))  
(TEL. + 38 067 953 40 31)

# *ENOP NEWSLETTER No. 80*

## *December, 2021*

### **Contents**

1. Editorial.
2. On-line ENOP CoCo Meeting 2021.
3. Annual ENOP Symposium 2022 «Developments in Workplace Flexibility and Team Work» (March 24-25 2022, Paris).
4. Future Congresses, Conferences, Meetings (2022).
5. ENOP-Members Research Interests and Recent Publications.

# 1. EDITORIAL

Dear Colleagues,

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

This Newsletter includes, among other, information about decisions taken at the on-line CoCo meeting on October 15, 2021.

You will also find the preliminary programme of the Annual ENOP Symposium 2022 «Developments in Workplace Flexibility and Team Work» (March 24-25 2022, Paris).

Details about forthcoming congresses, conferences and meetings in the field of Work and Organizational Psychology (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.

Best wishes of successes and prosperity in forthcoming New Year!

Sincerely,

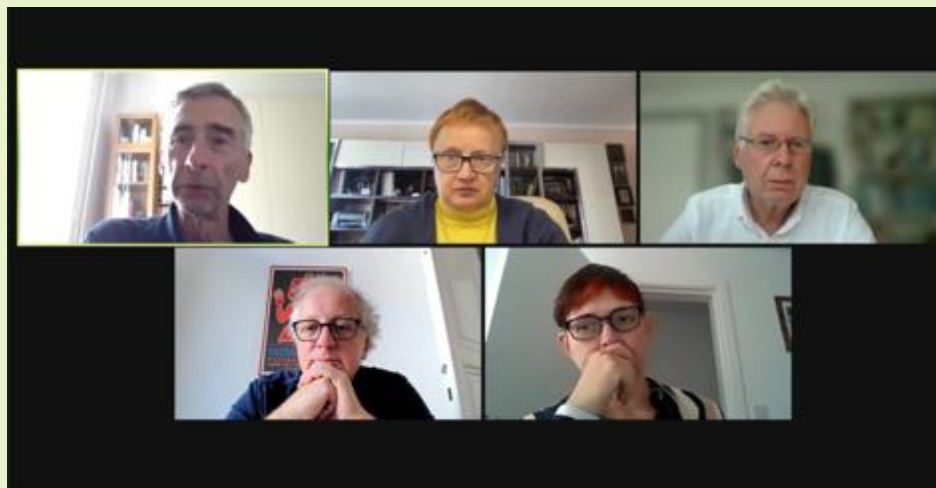
***Liudmyla Karamushka***

*Kyiv, December 2021*

## 2. On-line ENOP CoCo MEETING 2021

On-line ENOP CoCo-meeting took place on *October 15, 2021*.

*Participants:* Dirk Steiner, Fred Zijlstra, Christian Korunka, Karina Nielsen, Luidmyla Karamushka.



**Agenda:**

1. Welcome
2. Approval of the minutes of the 2020 CoCo Meeting
3. ENOP Finances/Budget
4. Annual ENOP Symposium 2022/ENOP Business Meeting
5. ENOP Membership
6. ENOP Newsletter
7. ENOP web-site
8. Any ther business

**1. Welcome**

Fred Zijlstra welcomes everyone to the Meeting.

**2. Approval of the minutes of the 2020 CoCo Meeting**

The minutes of the last CoCo meeting were approved.

**3. ENOP Finances/Budget**

Steiner Dirk has informed that ENOP's finances are healthy. There's about £12000 in the savings account and about £2000 in the daily account. So, we should be able to run the next business meeting without digging into the savings.

*Membership fees:* Those ENOP members who have not yet paid the ENOP organization fee for 2020 and 2021 will be asked to pay for 2022. For those who have paid ENOP organization for 2020 no fee is incurred in 2021.

Please be reminded that the annual fee is a contribution to the ENOP society, not the attendance fee for the symposium. The bank details you will find in the shared ENOP folders.

**3. Annual ENOP Symposium 2022/ENOP Business Meeting**

Annual ENOP Symposium 2022 is planned for March 24-25, 2022, pending confirmation that the Maison de l'homme can house us. *Dirk Steiner* will confirm this. The meeting will start at 10 on the 24<sup>th</sup> Marth, 2022 and finish with the Business Meeting in the afternoon of the 25<sup>th</sup> March, 2022.

It is expected that the key topic of the Symposium will be Flexibility at Work. Discussion of the topic will be based, in particular, on the context of the Christian Korunka's book (Korunka, C. (2021) (ed.). Flexible working practices and approaches:

Psychological and social implications of a multifaceted phenomenon. New York: Springer Publishers). For this purpose, four speakers will be invited by Christian Korunka and Fred Zijlstra.

Karina Nielsen and Dirk Steiner will find dinner venue.

*(Preliminary programme of Annual ENOP Symposium 2022 is presented in the Section 3).*

#### **4. ENOP Membership**

Matti Vartiainen has made suggestions for new members from Finland. Karina Nielsen will check compliances of new suggested members with ENOP criteria.

ENOP Members from Belgium, France and the Netherlands will be retired in the coming years so we have to discuss potential new members at the ENOP Business Meeting in Paris on 25 March, 2022. Fred Zijlstra will also be retired in two years' time so it is as well the time to think about his replacement.

#### **5. ENOP Newsletter**

Liudmyla Karamushka informed that ENOP Newsletter # 80, 2021 will be prepared in December 2021.

#### **6. ENOP web page**

Administrator of ENOP web-site is Ioannis Nikolaou. You may contact him directly ([inikol@aub.gr](mailto:inikol@aub.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.

#### **7. Any other business**

None.

# 3. Annual ENOP Symposium 2022 «Developments in Workplace Flexibility and Team Work» (March 24-25 2022, Paris)

## Preliminary Program

**Time:**

March 24, 10.00 – 17.00

March 25, 10.00 – 13.00

Business meeting: 14.00-16.00

**Location:** Maison des Sciences de l’Homme, Paris

**Topics and presenters:**

*Introduction:* Flexibility and the role of teams (Fred Zijlstra, Maastricht University; Christian Korunka, University of Vienna)

*Precarious Employment* (Christophe Vanroelen, Vrije Universiteit Brussel)

*Team Adaption and team leadership* (Sjir Uitdewilligen, Maastricht university; Ramon Rico, Autonomous University of Madrid)

*Adaptive coordination in teams* (Gudela Grote, ETH Zurich)



## 4. FUTURE CONGRESSES, CONFERENCES, MEETINGS (2022)

### **International Congress on Occupational Health**

February 6-12, 2022

Melbourne, Australia

Web: <https://www.icoh2021.org>



### **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>



**15th Congress of European Academy  
of Occupational Health Psychology**

July 6-8, 2022

Bordeaux, France

Web: <https://h-work.eu/2020/01/01/15th-european-academy-of-occupational-health-psychology/>



**30th International Congress of Applied Psychology**

July 24-29 2022

Beijing , China

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



**The 11th EARLI SIG14 Conference**

(Learning and Professional Development)

August 17-19, 2022

Paderborn, Germany

Web: [https://en.kw.uni-paderborn.de/fileadmin/sig14/PDFs/2.Call\\_Final.pdf](https://en.kw.uni-paderborn.de/fileadmin/sig14/PDFs/2.Call_Final.pdf)



**Virtual Conference**

**Work, Stress and Health**

November 1-4, 2022

Web: <https://www.apa.org/wsh>



## 5. ENOP-MEMBERS RESEARCH INTERESTS AND RECENT PUBLICATIONS

*In this section you will find a list of 24 members of «New» ENOP, their contact information and research topics as well as list of publications dated to 2021 (2nd part of the year only) provided 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](mailto: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:

-Barnard, S., Arnold, J., & Munir, F. (in press). The personal and institutional impacts of a mass participation leadership programmer for women working in Higher Education: A longitudinal analysis. *Studies in Higher Education*.

<https://doi.org/10.1080/03075079.2021.1894117>

**2. Buckley, Finian.** Dublin City University Business School, DCU, Dublin 9, Ireland. e-mail: [Finian.Buckley@dcu.ie](mailto:Finian.Buckley@dcu.ie)

Research Topics:

Trust, trust development, trust breach and repair, the process of trusting; self-regulation and motivation; silence in organizations, vulnerability; leadership development.

Recent Publications:

-Brunton, J., & Buckley, F. (2021) 'You're thrown in the deep end: adult learner identity formation in higher education/ *Studies in Higher Education*, 46:12, 2696-2709, DOI: [10.1080/03075079.2020.1767049](https://doi.org/10.1080/03075079.2020.1767049).

-Bruen, J., & Buckley, F. (2021). Strategic Communication Across Languages in Business Environments: A study of the Language Management Strategies of Small and Medium-Sized Enterprises on the Island of Ireland. *European Journal of Language Policy*, 14 (1), 1757-6830.

**3. Chambel, Maria José,** Faculty of Psychology, University of Lisbon, Alameda da Universidade, 1649-013 Lisbon, Portugal. Tel. +351969075673, e-mail: [mjchambel@psicologia.ulisboa.pt](mailto:mjchambel@psicologia.ulisboa.pt)

Research topics:

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

Recent publications:

-Fragoso, P., Chambel, M.J., & Castanheira, F. (in press). High-performance work systems (HPWS) and individual performance: the mediating role of commitment. *Military Psychology*.

-Fragoso, P., Chambel, M.J., & Castanheira, F. (2021). Commitment profiles: an analysis of the Portuguese Navy Officers. *Military Behavioral Health*. <https://doi.org/10.1080/21635781.2021.1982087>

-Guerrero-Barona, E., Guerrero-Molina, M., Chambel, M.J., Moreno-Manso, J. M., Bueso-Izquierdo, N., & Barbosa-Torres, C. (2021). Suicidal ideation and mental health: the moderating effect of coping strategies in the police force. *International Journal of Environmental Research and Public Health*, 18, 8149. <https://doi.org/10.3390/ijerph18158149>.

**4. 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](mailto: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:

-Bazzoli, A., Brondino, M., De Witte, H., & Pasini, M. (2021). Development and Psychometric Properties of the Job Insecurity Appraisals Scale (JIAS-6). *European Journal of Psychological Assessment*, 37(4), 313–324. <https://doi.org/10.1027/1015-5759/a000611>

-De Cuyper, N., & De Witte, H. (2021, June 28). Job insecurity. In *Oxford Research Encyclopedia of Psychology*. Oxford University Press. doi: <https://doi.org/10.1093/acrefore/9780190236557.013.17>

-De Witte, H., & Van Hootegeem, A. (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, Cham. [https://doi.org/10.1007/978-3-030-74128-0\\_11](https://doi.org/10.1007/978-3-030-74128-0_11).

-Montani, F., Courcy, F., Battistelli, A. & De Witte, H. (2021). Job Insecurity and Innovative Work Behavior: A Moderated Mediation Model of Intrinsic Motivation and Trait Mindfulness. *Stress & Health*, 37(4), 742-754. <https://doi.org/10.1002/smi.3034>

-Oprea, B., Iliescu, D. & De Witte, H. (2021). Romanian Short Version of the Burnout Assessment Tool: Psychometric Properties. *Evaluation & the Health Professions*, 44(4), 406-415. [doi.org/10.1177/01632787211048924](https://doi.org/10.1177/01632787211048924)

-Putter, I., van der Vaart, L., De Witte, H., Rothmann, I., & Van den Broeck, A. (2021). Profiling the unemployed from selected communities in South Africa based on their experiences, commitment to employment, and job search behaviour. *South African Journal of Psychology* 51(4), 533-546. [doi.org/10.1177/0081246320978969](https://doi.org/10.1177/0081246320978969)

- \_Urbanaviciute, I., Lazauskaite-Zabielske, J. & De Witte, H. (2021). Deconstructing Job Insecurity: Do Its Qualitative and Quantitative Dimensions Add Up? *Occupational Health Science*, 5, 415-435. <https://doi.org/10.1007/s41542-021-00096-3>
- \_Urbanaviciute, I., Roll, L., Tomas, J., & De Witte, H.(2021). Proactive strategies for countering the detrimental outcomes of qualitative job insecurity in academia. *Stress and Health*, 37, 557–571. DOI:10.1002/smi.3023
- \_Vinueza Solórzano, A.M., Portalanza-Chavarría, C.A., de Freitas, C.P.P., Schaufeli, W.B., De Witte, H., Hutz, C.S., Vazquez, A.C.S. (2021). The Ecuadorian Version of the Burnout Assessment Tool (BAT): Adaptation and Validation. *International Journal of Environmental Research and Public Health*, 18, 7121. <https://doi.org/10.3390/ijerph18137121>
- \_Vranjes, I., Baillien, E., Erreygers, S., Vandebosch, H. & De Witte, H. (2021). You Wouldn't Like Me When I'm Angry: A Daily Diary Study of Displaced Online Aggression in Dual-Earner Couples. *Applied Psychology: International Review*, 70(4), 1463-1491. <https://doi.org/10.1111/apps.12283>

**5. 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, e-mail: [franco.fraccaroli@unitn.it](mailto: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:

- Barbieri, I., & Fraccaroli, F. (2021). Transcending the issue of joblessness: New challenges for research and intervention on unemployment via an ecological approach. *Psicologia Sociale*, 16(2), 125-153. doi:10.1482/98840
- Bison, I., Civilleri, A., & Fraccaroli, F. (2021) Delay in university studies: The role of irrational procrastination and study skills. *Giornale Italiano Di Psicologia*, 48(1), 273-284. doi:10.1421/101242
- Fraccaroli, F., (2021). *Sapersi organizzare. Piani, obiettivi, traguardi e altre sfide quotidiane*. Il Mulino, Bologna.
- Pisanu, F., Fraccaroli, F., Gentile, M., & Recchia, F. (2021). Competenze non cognitive come risorse psicosociali per il successo formativo. In: *Viaggio nelle character skills*. Il Mulino, Bologna, pp. 67-88.
- 

**6 Ghislieri, Chiara.** Department of Psychology, University of Turin, Via Verdi 10, 10123 Torino, Italy. Tel. +39 011 6702873, email [chiara.ghislieri@unito.it](mailto: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:

- Emanuel, F., Ricchiardi, P., Sanseverino, D., & Ghislieri, C. (2021). Make soft skills stronger? An online enhancement platform for higher education, *International Journal of Educational Research Open*, Volumes 2–2.
- Molino, M., Cortese, C.G., & Ghislieri, C. (2021). Technology acceptance and leadership 4.0: A quali-quantitative study, *International Journal of Environmental Research and Public Health*, 18 (20), art. no. 10845.
- Spagnoli, P., Manuti, A., Buono, C., Ghislieri, C. (2021) The good, the bad and the blend: The strategic role of the “middle leadership” in work-family/life dynamics during remote working, *Behavioral Sciences*, 11 (8), art. no. 112.
- 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., Elsev, V., Fujimura, M., Gatti, P., Ghislieri, C., Giessner, S.R., Hino, K., Hofmans, J., Jønsson, 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*, 42 (5), 619-648.
- Dolce, V., Molino, M., Wodociag, S., & Ghislieri, C. (2021) Gender paths in international careers: an approach centered on demands and resources. *Journal of Global Mobility*, 9 (1), 65-89.
- Cortese, C.G., Molino, M., & Ghislieri, C. (2021) Teaching psychological assessment for organizational contexts: In search of good practices [Insegnare l'assessment psicologico per i contesti organizzativi: Alla ricerca di buone pratiche]. *Giornale Italiano di Psicologia*, 48 (1), 109-114.
- Ricucci, R., Ghislieri, C., Krasteva, V., Jeliaskova, M., Taru, M., & Rokicka, M. (2021) How young people experience and perceive labour market policies in four European countries. In M. Unt, M. Gebel, S. Bertolini, V. Deliyanni-Kouimtzi, D. Hofäcker (Eds), *Social Exclusion of Youth in Europe: The Multifaceted Consequences of Labour Market Insecurity* (pp. 263-291).
- Schlee, C., Musumeci, R., & Ghislieri, C. (2021) Experiencing unemployment and job insecurity in two European countries: German and Italian young people's well-being and coping strategies. In: M. Unt, M. Gebel, S. Bertolini, V. Deliyanni-Kouimtzi, D. Hofäcker (Eds), *Social Exclusion of Youth in Europe: The Multifaceted Consequences of Labour Market Insecurity* (pp. 112-136).

**7. Grote, Gudela.** Department of Management, Technology, and Economics, ETH Zürich, Weinbergstrasse 56/58, 8092 Zürich, Switzerland. Tel. +41446327086, fax: +41446321186, e-mail: [ggrote@ethz.ch](mailto: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:

- Bellotti, L., Zaniboni, S., Balducci, C., & Grote, G. (2021). Rapid review on COVID-19, work-related aspects, and age differences. *International Journal of Environmental Research and Public Health*, 18, 5166.
- Dönmez, D., Kerry, M. J., & Grote, G. (2021). A meta-analysis of stability and flexibility effects on performance in product development. *International Journal of Product Development*, 25, 11-39.
- Hitz, F., Ribí, K., Grote, G. et al. (2021). Team functioning across different tumor types: Insights from a Swiss cancer center using qualitative and quantitative methods. *Cancer Reports*, published online first.
- Kornblum, A., Unger, D., & Grote, G. (2021). How romantic partnerships affect individual career goal attainment. *Journal of Vocational Behavior*, 125, 103523.
- Stühlinger, M., Schmitz, J. B., Grote, G., Nicca, D., & Flury, D. (2021). To get vaccinated or not? Psychological safety as a catalyst for the alignment between individuals beliefs and behavior. *Group & Organizational Management*, 46, 38-69.

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

Research topics:

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

Recent publications:

- Allen, M. S., & Iliescu, D. (2021). Impact factor wars. *European Journal of Psychological Assessment* (online first). <https://doi.org/10.1027/1015-5759/a000679>
- Cucu-Ciuhan, G., & Iliescu, D. (2021). Depression and Learning Problems in Children: Executive Function Impairments and Inattention as Mediators. *Acta Psihologica* (accepted).
- Iliescu, D., & Greiff, S. (2021). On Consequential Validity. *European Journal of Psychological Assessment*, 37(3), 163–166. <https://doi.org/10.1027/1015-5759/a000664>
- Fischmann, G., De Witte, H., Sulea, C., Vander Elst, T., De Cuyper, N. & Iliescu, D. (2021). Validation of a Short and Generic Qualitative Job Insecurity Scale (QUAL-JIS). *European Journal of Psychological Assessment*, 220, 103420. <https://doi.org/10.1027/1015-5759/a000674>.
- Oprea, B., Iliescu, D. & De Witte, H. (2021). Romanian Short Version of the Burnout Assessment Tool: Psychometric Properties. *Evaluation & the Health Professions*, 44(4), 406-415. <https://doi.org/10.1177/01632787211048924>

**9. Karamushka, Lyudmila.** Institute of Psychology, Laboratory of Organizational Psychology. 2 Pan'kivska Str. 01033 Kyiv, Ukraine. Tel: +38 044 244 37 19; Fax: +38 044 4509816; e-mail: LKARAMA01@ gmail.com.

Research topics:

Occupational stress; burnout; social tension in the organizations; mental health in organizations; psychology of money.

Recent publications:

- Karamushka L., Parshak O., Kredentser O., Brukhovetska O., & Chausova T. (2021). The role of money in employees' life: Connection with psychological characteristics of the



company staff. *Studies of Applied Economics (Estudios de Economía Aplicada)* Special Issue: Innovative Development and Economic Growth in the CIS Countries. Vol. 39, 6, 1-13. DOI: <https://doi.org/10.25115/eea.v39i6.5084>

-Dziuba, T., Karamushka, L., Halushko, L., Zvyagolskaya, I., & Karamushka, T. (2021). Mental health of teachers in Ukrainian educational organizations. *Mental Health: Global Challenges Journal*, 4(2). DOI: <https://doi.org/10.32437/mhgcj.v4i2.123>

-Karamushka, L., Tereshchenko, K., Kredentser, O., Ivkin, V., Lagodzinska, V., Kovalchuk, O., & Vozniuk, A. (2021). Tolerance of uncertainty as a determinant of educators' psychological health in conditions of social tension. *Organizational Psychology. Economic Psychology*, 4(24), 30-38, <https://doi.org/10.31108/2.2021.4.24.4>

**10. 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:

-Fisher, P. A., Risavy, S. D., Robie, C., König, C. J., Christiansen, N. D., Tett, R. P., & Simonet, D. V. (2021). Selection myths: A conceptual replication of HR professionals' beliefs about effective human resource practices in the United States and Canada. *Journal of Personnel Psychology*, 20(2), 51-60. <https://doi.org/10.1027/1866-5888/a000263>

-König, C. J., Langer, M., Fell, C. B., Pathak, R. D., Bajwa, N. ul H., Derous, E., Geißler, S. M., Hirose, S., Hülshager, U., Javakhishvili, N., Junges, N., Knudsen, B., Lee, M. S. W., Mariani, M. G., Nag, G. C., Petrescu, C., Robie, C., Rohorua, H., Sammel, L. D., Schichtel, D., Titov, S., Todadze, K., von Lautz, A. H., & Ziem, M. (2021). Economic predictors of differences in interview faking between countries: Economic inequality matters, not the state of economy. *Applied Psychology: An International Review*, 70(3), 1360-1379. <https://doi.org/10.1111/apps.12278>

-Langer, M., Bajwa, N. ul H., & König, C. J. (2021). *Arbeits- und Organisationspsychologie im 21. Jahrhundert* [Work and organizational psychology in the 21st century]. Berlin: Springer.

-Langer, M., Baum, K., König, C. J., Hähne, V., Oster, D. & Speith, T. (2021). Spare me the details: How the type of information about automated interviews influences applicant reactions. *International Journal of Selection and Assessment*, 29(2), 154-169. <https://doi.org/10.1111/ijsa.12325>

-Langer, M., König, C. J., & Busch, V. (2021). Changing the means of management decisions: Effects of automated decision-support systems on personnel selection tasks. *Journal of Business and Psychology*, 36(5), 751-769. <https://doi.org/10.1007/s10869-020-09711-6>

-Robie, C., Risavy, S. D., Jacobs, R. R., Christiansen, N. D., König, C. J., & Speer, A. B. (2021). An updated survey of beliefs and practices related to faking in individual assessments. *International Journal of Selection and Assessment*, 29(3-4), 503-509. <https://doi.org/10.1111/ijsa.12335>

-Siegel, R., König, C. J., & Porsch, L. (2021). Does electronic monitoring pay off? Influences of electronic monitoring purposes on organizational attractiveness. *Journal of Personnel Psychology*, 20(3), 103-113. <https://doi.org/10.1027/1866-5888/a000273>

**11. Korunka, Christian.** Faculty of Psychology, University of Vienna. Universitaetsstrasse 7, A-1010 Vienna, Austria. Tel. +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:

-Esbati, Z., & Korunka, C. (2021). Does Intragroup conflict Intensity Matter? The moderating Effect of Conflict Management on Emotional Exhaustion and Work Engagement. *Frontiers in Psychology*, 12: 614001, 1-15. doi: 10.3389/fpsyg.2021.614001

-Kerman, K., Korunka, C., & Tement, S. (2021). Work and Home Boundary Violations During the COVID-19 Pandemic: The Role of Segmentation Preference and Unfinished Tasks. *Applied Psychology*. Advanced online publication. <http://dx.doi.org/10.1111/apps.12335>

-Korunka, C. (2021) (ed.). *Flexible working practices and approaches: Psychological and social implications of a multifaceted phenomenon*. New York: Springer Publishers.

-Nalis, I. Kubicek, B. & Korunka, C. (2021). A Qualitative Analysis of Accounts in Mid-Career about Changes in the Career Path. *Frontiers in Psychology*, 12, 507.

-Patterer, A. S., Yanagida, T., Kühnel, J., & Korunka, C. (2021). Staying in touch, yet quite expected to do so? A diary study on the relationship between personal smartphone use at work and work-nonwork interaction. *Journal of Occupational and Organizational Psychology*, 94(10).

**12. 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](mailto: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:

- Ngueutsa, R., Wassouo, E., & Kouabenan, D. R. (2021). Construction and validation of a scale measuring cultural beliefs and values in Cameroon. *Current Psychology*, <https://doi.org/10.1007/s12144-021-02187-4> (Q2)

**13. 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](mailto: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.

**14. 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](mailto:darja.maslic@ffzg.hr)

Research topics:

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

Recent publications:

-Maslić Seršić, D. (2021). *Organizacijsko ponašanje – kompromis između pojedinca i konteksta*. U: V. Kolesarić, D. Ivanec, D. Domijan (ur): *Kontekst u psihologiji – konceptualni, teorijski i istraživački aspekti*. Zagreb: Novi redak. (str. 235-257)

-Modić Stanke, K., Galešić, D., Maslić Seršić, D. (2021). *Service-learning supporting career management*. ICERI2021 Proceedings, 2153-2161.

**15. 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](mailto:tuija.muhonen@mau.se)

Research topics:

Bystanders of workplace bullying; work related health and wellbeing; psychosocial safety climate; gender mainstreaming in academia; career development and leadership from a gender perspective.

Recent publications:

- Porter, S. & Muhonen, T. (2021). The Paradox of Political Accountability and Deficits in the Preconditions for Service Delivery in Elderly Care: A Qualitative Study of Swedish Politicians. *International Journal of Environmental Research and Public Health*, 18, 12350. <https://doi.org/10.3390/ijerph182312350>

**16. 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](mailto:munduate@us.es)

Research topics:

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

**17. 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](mailto: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:

-Le, H., Nielsen, K., & Noblet, A. (2021). The well-being and voice of migrant workers in participatory organizational interventions. *International Migration*. DOI: 10.1111/imig.12885

-Nielsen, K., & Christensen, M (2021). Positive participatory organizational interventions: A multilevel approach for creating healthy workplaces. *Frontiers in Psychology: Positive Psychology*, 12: 696245. doi: [10.3389/fpsyg.2021.696245](https://doi.org/10.3389/fpsyg.2021.696245)

-Andersen, M.F., Nielsen, K., Ajslev, J.Z.N. (2021). The Relational Fit in Organizational Interventions – What can Organizational Research Learn from Research in Psychotherapy?

*International Journal of Environmental Research and Public Health*. 18(15), 8104; <https://doi.org/10.3390/ijerph18158104>

-Roodbari, H., Axtell, C., Nielsen, K., & Sorensen, G. (2021). Organisational Interventions to Improve Employees' Health and Wellbeing: A Realist Synthesis. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12346>

-Roodbari, H., Nielsen, K., Axtell, C., Peters, S., & Sorensen, G. (2021) Developing Initial Middle Range Theories in Realist Evaluation: A Case of an Organisational Intervention. *International Journal of Environmental Research and Public Health*, 18(16), 8360; <https://doi.org/10.3390/ijerph18168360>

-Helland, E., Christensen, M., Innstrand, S. T. & Nielsen, K. (2021). Line Managers' Middle-levelness and Driving Proactive Behaviors in Organizational Interventions. *International Journal of Workplace Health Management*, pp. 1753-8351. DOI 10.1108/IJ

-Helland, E., Christensen, M., Innstrand, S.T., Iversen, A., & Nielsen, K. Safety Representatives' Job Crafting in Organizational Interventions: Driver, Counselor, Watchdog, or Abstainer. *Scandinavian Journal of Work and Organizational Psychology*. 6(1): 6, 1–13. DOI: <https://doi.org/10.16993/sjwop.137>

-Shepherd, R., Lorente, L., Vignoli, M., Nielsen, K., & Peiro, J.M. (2021). Challenges influencing the safety of migrant workers in the construction industry: A qualitative study in Italy, Spain, and the UK. *Safety Science*. <https://doi.org/10.1016/j.ssci.2021.105388>

-Nagler, E. M., Stelson, E.S., Karapanos, M., Burke, L., Wallace, L. M., Peters, S. E., Nielsen, K., & Sorensen, G. (2021). Using Total Worker Health implementation guidelines to design an organizational intervention for low-wage food service workers: The Workplace Organizational Health Study. *International Journal of Environmental Research and Public Health*, <https://doi.org/10.3390/ijerph18179383>

-Sorensen, G, Peters, S. E., Nielsen, K., Stelson, E., Wallace, L. M., Burke, L., Nagler, E. M., Roodbar, H., Karapanos, M., & Wagner, G. R (2021). Implementation of an organizational intervention to improve low-wage food service workers' safety, health and wellbeing: Findings from the Workplace Organizational Health Study. *BMC Public Health*, 21, 1869. <https://doi.org/10.1186/s12889-021-11937-9>

-Sanz Vergel, A., & Nielsen, K. (2021). Virtual issue: Psychological interventions in the field of work and organizational psychology. *Applied Psychology: An International Review*. DOI: 10.1111/apps.12361

**18. 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](mailto: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.

**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](mailto: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:

-McWha-Hermann, I., Searle, R. H., & Carr, S. C. (2021). Striving for more: Work and Organizational Psychology (WOP) and living wages. *European Journal of Work and Organizational Psychology*, 1-6

-Rice, C., & Searle, R.H. (forthcoming). The Enabling Role of Internal Organizational Communication in Insider Threat Activity – Evidence from a High Security Organization'. *Management Communication Quarterly*.

**20. Sonnentag, Sabine.** Department of Psychology, University of Mannheim, Schloss Ehrenhof Ost, D-68131 Mannheim, Germany. Tel.: +49 621 181 2118, Fax: +49 621 181 2119, email: [sonnentag@uni-mannheim.de](mailto: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:

-Parker, S. L., Dawson, N., Van den Broeck, A., Sonnentag, S., & Neal, A. (2021). Employee motivation profiles, energy levels, and approaches to sustaining energy: A two-wave latent-profile analysis. *Journal of Vocational Behavior*, 131, 103659.

-Sonnentag, S., Tian, A. W., Cao, J., & Grushina, S. V. (2021). Positive work reflection during the evening and next-day work engagement: Testing mediating mechanisms and cyclical processes. *Journal of Occupational and Organizational Psychology*, 94(4), 836-865.

**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](mailto:dirk.steiner@unice.fr)

Research topics:

Organizational justice; leadership and gender; employment discrimination.

Recent publications:

-Raymondie, R. A., & Steiner, D. D. (2021). 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/10.1111/jasp.12778> (Scimago, Social Psychology, Q2)

- d'Arripe-Longueville, F., Hayotte, M., Planchard, J. H., Steiner, D. D., & Corrion, K. (2021). Development and validation of the Workplace Decisional Balance Scale for Exercise (WDBex) in a French sample. *Journal of Occupational and Environmental Medicine*, 63(10), e715–e723. <https://doi.org/10.1097/JOM.000000000000234>

**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](mailto: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.

**23. 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](mailto: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:

- Kleine, A. K., Schmitt, A., & Wisse, B. M. (2021). Students' career exploration: A meta-analysis. *Journal of Vocational Behavior*, 1036-1045. DOI: 10.1016/j.jvb.2021.103645
- van Dellen, S. A., Wisse, B., Mobach, M. P., Albers, C. J., & Dijkstra, A. (2021). A cross-sectional study of lactation room quality and Dutch working mothers' satisfaction, perceived ease of, and perceived support for breast milk expression at work. *International Breastfeeding Journal*, 16(1), 1-13. DOI: 10.1186/s13006-021-00415-y
- Rietzschel, E., Wisse, B. M., & Rus, D. (2021). Leading groups and teams towards innovation. To be published in B. Rouse & J. Zhou (Eds.), *Handbook of Research on Creativity and Innovation* (pp. 129-155). Cheltenham: Edward Elgar Publishing.

**24. Zijlstra, Fred.** Department of Work & Social Psychology, Faculty of Psychology and Neuroscience, Maastricht University. Professor of Work & Organisational Psychology, and Scientific Director of Centre for Inclusive Organisations. Universiteitssingel 40, Maastricht, The Netherlands. e-mail: [fred.zijlstra@maastrichtuniversity.nl](mailto:fred.zijlstra@maastrichtuniversity.nl)

Research topics: Work & health; sustainable employability; inclusive organisations.

Recent publications:

- Fleuren, B.P.I., Poesen, L.T., Gifford, R.E., Zijlstra, F.R.H., Ruwaard, D., van de Baan, F.C., and Westra, D.D., (2021). We're not gonna fall: Depressive Complaints, Personal Resilience, Team Social Climate, and Worries about Infections among Hospital Workers during a Pandemic. *International Journal of Environmental Research and Public Health*, Vol. 18(9) 4701. <https://doi.org/10.3390/ijerph18094701>.
- Gifford, R., Fleuren, B., van de Baan, F., Ruwaard, D., Poesen, L., Zijlstra, F., & Westra, D. (2021). To Uncertainty and Beyond: Identifying the Capabilities Needed by Hospitals to Function in Dynamic Environments. *Medical Care Research and Review*. 1-13, Online: 21-11-2021. <https://doi.org/10.1177/10775587211057416>
- Vornholt, K., Uitdewilligen, S., van Ruitenbeek, G., & Zijlstra, F.R.H., (2021). The Development and Validation of the Workplace Acceptance Scale. Evidence from a Sample of Workers with Disabilities. *Journal of Vocational Rehabilitation* (first online Jan 2021). Vol. 54(2), 135–149/. DOI: [10.3233/JVR-201125](https://doi.org/10.3233/JVR-201125)

## Former ENOP members

1. **Agervold, Mogens.** Denmark.
2. **Antalovits, Miklos.** Hungary
3. **Avallone, Francesco.** Italy.
4. **Aycan, Zeynep.** Turkey.
5. **Bamberg, Eva.** Germany.
6. **Blackler, Frank.** UK.
7. **Bouwen, Rene.** Belgium.
8. **Bussing, André.** Germany.
9. **Caetano, António,** Portugal.
10. **Coetsier, Pol.** Belgium.
11. **Curie, Jacques.** France.
12. **Dachler, Peter.** Switzerland.
13. **De Cock, Gaston.** Belgium.
14. **De Keyser, Veronique.** Belgium.
15. **Depolo, Marco,** Italy.
16. **De Wolff, Charles.** Netherlands.
17. **Dobrzynski, Marian.** Poland.
18. **Drenth, Pieter J. D.** The Netherlands.
19. **Ekvall, Göran.** Sweden.
20. **Forteza, Josè A.** Spain.
21. **Frese, Michael.** Germany.
22. **Graversen, Gert.** Denmark.
23. **Greif, Siegfried.** Germany.
24. **Guest, David,** UK.
25. **Hacker, Winfried.** Germany.
26. **Haukedal, Willy.** Norway.
27. **Herriott, Peter.** UK.
28. **Hurley, John.** Ireland.
29. **Ignatov, Marin.** Bulgaria.
30. **Isaksson, Kerstin.** Sweden.
31. **Johansson, Gunn.** Sweden.
32. **Kantas, Aristotelis.** Greece.
33. **Keenan, Tony.** UK.
34. **Kinnunen, Ulla,** Finland.
35. **Kirchler, Erich.** Austria.
36. **Kirjonen, Juhani.** Finland.
37. **Kleinbeck, Uwe.** Norway.

38. **Konrad, Edvard.** Slovenia.
39. **Leonova, Anna,** Russia
40. **Leplat, Jacques.** France.
41. **Levy-Leboyer, Claude.** France.
42. **Louche, Claude.** France.
43. **Manzey, Dietrich.** Germany.
44. **MARQUES, José FERREIRA.** Portugal.
45. **Mateu, Melchor.** Spaine.
46. **Montmollin (de), Maurice.** France.
47. **Nachreiner, Friedhelm.** Germany.
48. **Navarro, Claude.** France.
49. **Ohlsson, Kjell.** Sweden.
50. **Peiró, José María.** Spain.
51. **Prieto, José, M.** Spain.
52. **Quijano, Santiago D. de.** Spain.
53. **Ratajczak, Zofia.** Poland.
54. **Robertson, Ivan.** UK.
55. **Roe, Robert A.** The Netherlands.
56. **Rogard, Vincent.** France.
57. **Sarchielli, Guido.** Italy.
58. **Schaufeli, Wilmar,** The Netherlands
59. **Schuler, Heinz.** Germany.
60. **Semmer, Norbert.** Switzerland.
61. **Shimmin Sylvia.** UK.
62. **Sinangil, Handan,** Turkey.
63. **Spaltro, Vincenzo.** Italy.
64. **Spérandio, Jean-Claude.** France.
65. **Stikar, Jiri.** Czech Republic.
66. **Šverko, Branimir.** Croatia.
67. **Teichmann, Mare,** Estonia
68. **Teikari, Veikko.** Finland.
69. **Thierry, Henk.** The Netherlands.
70. **Timpe, K.-P.** Germany.
71. **Touzard, Hubert.** France.
72. **Trentini, Giancarlo.** Italy.
73. **Warr, Peter.** UK.
74. **Westlander, Gunnela.** Sweden.
75. **Wilpert, Bernhard.** Germany.
76. **Van der Flier, Henk.** The Netherlands.
77. **Vartiainen, Matti.** Finland.
78. **Zabrodin, Yuri.** Russia



# ENOP Executive Committee

## President

### Prof Zijlstra Fred

Department of Work and Social Psychology,  
University of Maastricht,  
P.O. Box 616, 6200 MD, Maastricht,  
The Netherlands.  
Tel. + 3143 388 4337;  
e-mail: [fred.zijlstra@maastrichtuniversity.nl](mailto:fred.zijlstra@maastrichtuniversity.nl)



## Honorary president

### Prof. Rogard Vincert

Laboratoire Adaptations Travail-Individu (LATI)  
Université Paris Descartes  
Institut de Psychologie  
71, Avenue Edouard Vaillant  
92774 Boulogne Billancourt Cedex  
Tel. 01 55 20 57 38  
e-mail: [Vincent.Rogard@parisdescartes.fr](mailto:Vincent.Rogard@parisdescartes.fr)  
e-mail: [vincentrogard@yahoo.fr](mailto:vincentrogard@yahoo.fr)



### Prof. Karina Nielsen

Sheffield University Management School,  
Institute of Work Psychology  
Conduit Road  
Sheffield S10 1FL, UK  
Tel. +44(0)114 222 0983  
e-mail: [k.m.nielsen@sheffield.ac.uk](mailto:k.m.nielsen@sheffield.ac.uk)



**Prof. Steiner Dirk.**

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

**Editor of Newsletter****Prof. Karamushka Liudmyla**

Institute of Psychology,  
Laboratory of Organizational Psychology.  
2 Pan'kivska Str.  
01033 Kyiv, Ukraine.  
Tel: +38 044 288 07 19  
e-mail: [LKARAMA01@gmail.com](mailto:LKARAMA01@gmail.com)





*Happy Holidays*

AND HAVE A WONDERFUL NEW YEAR