

**EUROPEAN NETWORK  
OF ORGANISATIONAL AND  
WORK PSYCHOLOGISTS**

**NEWSLETTER**

*No. 82*

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**WEB ADDRESS**

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

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# ***ENOP NEWSLETTER No. 82***

## ***July, 2023***

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# 1. Editorial

Dear Colleagues,

The Newsletter provides information about activities of the ENOP in the period from January 2023 till July 2023.

The Newsletter includes, among other, information about decisions taken at the ENOP Business Meeting on March 24, 2023.

You will also find the report on the ENOP Symposium-2023 «Trust and Morality in a Post-Truth World» (March 23-24 2023, Paris).

Also, the Newsletter describes report about humanitarian support of the ENOP to the Ukrainian Association of Organizational and Work Psychologists during the war.

Details about forthcoming conferences and congresses in the field of Work and Organizational Psychology (2023-2026) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2023, and other useful information.

Sincerely,

***Liudmyla Karamushka***  
*Kyiv, Ukraine, July 2023*

## 2. ENOP Business Meeting-2023

ENOP Business Meeting took place on *March 24, 2023*.

*Participants:* Fred Zijlstra, Dirk Steiner, Karina Nielsen, Barbara Kozusznik, Barbara Wisse, Chiara Ghislieri, Christian Konrunka, Dragos Iliescu, Finian Buckley, Franco Fraccaroli, Hans de Witte, Ioannis Nikolau, Liudmyla Karamishka, Lourdes Munduate, Magnus Sverke, Marianna Virtanen, Ros Searle, Tuija Muhonen.

*Minutes:* Karina Nielsen

*Chair:* Fred Zijlstra



### **Agenda:**

1. Opening setting the agenda.
2. New ENOP members and introduction.
3. ENOP membership.
4. ENOP finances.
5. Ukraine support: report of Liudmyla Karamushka.
6. Composition COCO, new ENOP President.
7. Next year's ENOP symposium: proposal of Franco Fraccaroli.
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9. Other initiatives from within ENOP.
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## 1. Opening setting the agenda

*Fred Zijlstra* welcomed participants and outlined the agenda, which everyone agreed to.



## 2. New ENOP members and introduction

*Chiara Ghislieri* introduced herself. She has been a member since 2020 but regretfully was not able to join us last years.

*Marianna Virtanen* introduced herself. She has been member since 2021 but as we were not able to join last year's meeting.

## 3. ENOP membership

*Karina Nielsen* informed that ENOP will invite *David Holman* (UK), *Jari Hakanen* (Finland), *Bernadeta Goštautaitė* (Lithuania) to be members of ENOP.

Over the next year we will look to explore whether we can identify qualified candidates from Denmark, Greece, France, Norway and Eastern European countries.

## 4. ENOP Finances

The finances are healthy. As of 20<sup>th</sup> of March, 2023, there are 3946.89 euros in the main account and 11614.45 in the savings account. A few people have not yet paid this year's fee. There will be some additional expenses in relation to this ENOP Symposium. There is no need to raise the fee for next year. The link to the shared drive is: <https://drive.google.com/drive/folders/1-WH2QDOiYXZZDq7XsXuN-dCiYWjmwqts?usp=sharing>.

Guidelines for planning symposia, including budgeting have been developed and can be found here: [https://docs.google.com/document/d/1QqQndynsDo-0TNF1mFsvvkiatfOVX4-i/edit?usp=share\\_link&oid=102218273009303452770&rtpof=true&sd=true](https://docs.google.com/document/d/1QqQndynsDo-0TNF1mFsvvkiatfOVX4-i/edit?usp=share_link&oid=102218273009303452770&rtpof=true&sd=true)

## 5. Ukraine support: report of Liudmyla Karamushka.

ENOP supported the Ukrainian Association of Work and Organizational Psychologists with 1000 Euros donation. *Fred Zijlstra* also facilitated support from EAWOP. *Liudmyla Karamushka* thanked for the support. The war in Ukraine has had a severe impact on the Ukrainian population and *Liudmyla* and her colleagues have put the money to good use. For a detailed report see: [https://docs.google.com/document/d/1TPjOnATNGeTFGVtMYGqss04IumFmnFcZ/e/dit?usp=share\\_link&oid=102218273009303452770&rtpof=true&sd=true](https://docs.google.com/document/d/1TPjOnATNGeTFGVtMYGqss04IumFmnFcZ/e/dit?usp=share_link&oid=102218273009303452770&rtpof=true&sd=true)

## 6. Composition COCO, new ENOP President

*Fred Zijlstra* retires this year but will continue to work for a couple of year. He expressed his intention to retire as a President of ENOP, and CoCo suggested that *Karina Nielsen* takes over the responsibility of the ENOP President to ensure continuity, and this proposal was supported by the members of ENOP. *Dragos Iliescu* stepped forward to join CoCo and he was welcomed to the CoCo.

## 7. Next year's ENOP Symposium: proposal of Franco Fraccaroli

*Franco Fraccaroli* provided a short presentation of the next year's ENOP Symposium “(Re)discovering worker's individual differences as a key asset for coping with uncertain future”, which was already agreed at the last year's ENOP Symposium and discussed with the CoCo in October 2022.

*Franco Fraccaroli* suggested five presenters at the planned Symposium namely *Guido Alessanri*, *Jose Cortina*, *Donald Truxillo*, *Enrico Perinelli*, and *Mariola Laguna*.

The only who needs to have their costs covered is *Jose Cortina*. See slide show for details of the programme:

[https://docs.google.com/presentation/d/1TObiyasXuRiYyoYBRQuY1i1bSNbCGV3a?rtpof=true&authuser=k.m.nielsen%40sheffield.ac.uk&usp=drive\\_fs](https://docs.google.com/presentation/d/1TObiyasXuRiYyoYBRQuY1i1bSNbCGV3a?rtpof=true&authuser=k.m.nielsen%40sheffield.ac.uk&usp=drive_fs)

The proposal was accepted, and *Franco Fraccaroli* was complimented for the thorough preparation and the inclusion of discussants, especially new members of ENOP.

*Dirk Steiner* will make necessary arrangements for the next year's ENOP Symposium.



## **8. ENOP Website and ENOP Newsletter**

Abstracts from this year's ENOP Symposium has been made available on the ENOP website:

<https://enop-psy.org/enop-news-and-activities/>

Photos have been taken of our new members and they will be uploaded to the website:

<https://enop-psy.org/current-enop-members/>

*Liudmyla Karamushka* kindly agreed to continue to prepare the ENOP Newsletter. She informed that ENOP Newsletter # 82, 2023 will be issued in July-August 2023.

## **9. Other initiatives from within ENOP.**

*Fred Zijlstra* asked whether any additional activities should be planned.

*Karina Nielsen* as incoming ENOP President will run a post-it exercises, and to discuss new initiatives as a part of the next year's annual ENOP business meeting. *Ros Searle* suggested to review the disaggregated curricula. EFPA seems to be moving away from Work and Organizational Psychology, so we need to be proactive in engaging with EFPA to make sure that the issues of the Work and Organizational Psychology are in the EFPA's agenda and presented at the EFPA's conferences. *Karina Nielsen* informed that a new EFPA President is expected to be elected in 2024 and this could be an opportunity to renew the relationship.

## **10. Any Other business.**

No.

## **11. Closing.**



### 3. Report on the ENOP Symposium-2023 «Trust and Morality in a Post-Truth World» (March 23-24 2023, Paris)

During March 23-24 2023, the ENOP has hosted a Symposium entitled «Trust and Morality in a Post-Truth World».

The Symposium was organized by *Rosalind Searle & Finian Buckley*.

#### Summary:

As the UN opens to accept the advocacy and expert insights of Psychologists on citizen's and worker's well-being post-pandemic (IAAP 2023), the Symposium focused on the surfacing the current evidence on active trust and moral agency in contemporary workplaces. The presentations were oriented to bring ENOP members up-to-date with emergent evidence and provide a forum for discussion of both policy and practical implications.



#### TOPICS, PRESENTERS AND OVERVIEW:

- *Introduction – (Rosalind Searle, Adam Smith Business School, University of Glasgow & Finian Buckley, Dublin City University Business School).*



## **The Impact of Trust on Workplace Dynamics and Outcomes: *An Overview*** (*Finian Buckley, Dublin City University Business School*).

**Abstract:** The presentation focused on a short precise of the trust research and the significant role played by European scholars in establishing cohesion within the trust research arena. The presentation delivered the map of the evolution of research on trust in the workplace, isolating key insights and milestones in the development of the nomological network of trust.

Within this, research that demonstrates how trust is linked with a variety of key workplace outcomes, including performance are shared. Emerging trust research methods including neurological imaging are also noted.

The presentation served as a broad foundation for the other papers that seek to deliver deeper insights from contemporary trust and morality research.



## **Trust, Distrust and Vulnerability in a Cyber Security Context** (*Rosalind Searle, Adam Smith Business School, University of Glasgow*).

**Abstract:** Cybersecurity attacks are growing in both their scale and effectiveness. They offer a pertinent context within which to examine the currently under-explored dynamics of trust and distrust and their consequences for organisations and their employees, with these attacks wreaking havoc in organisations, costly both in financial



and reputational terms. In this presentation it was outlined a dynamic, multi-level process approach to understanding organisational responses following an initial attack by unseen exploiter. Drawing from events theory, a multi-level conceptual trust model is devised drawing on the interrelations between the emotional, cognitive and social processes that these attacks can produce, by distinguishing two paths that

reveal markedly different durations, magnitudes, and level of relational and threat consequences. These dynamic experiences of trust elucidate vulnerability and its experience and management for the targeted individual, regarding key organisational actors. The presentation showed the formation of an anchoring event that creates enduring changes to multiple relationships within the organisation with consequences for individual, team and organisational resilience and risk.

**Motivated Trust in Artificial Intelligence at Work: The case of HRM Systems and HR Stakeholders. (*Guido Hertel, University of Muenster*).**

*Abstract:* Artificial Intelligence (AI) is increasingly used across human resource management (HRM) functions, yet successful use is contingent upon these tools being trusted within organizations. Whereas longstanding cognitive models of trust have been extended to technology and AI as the target of trust, motivational influences on trust in technologies have been neglected thus far. However, the consideration of motivational drivers is important to understand and predict different stakeholder views on trust in AI. We integrate cognitive frameworks of trust in AI with more recent approaches of trust motivation stemming from interpersonal trust research. Based on this integrative model, we specify separate motivational drivers and cognitive processes for trust in AI for four separate HRM stakeholder perspectives: the employer, decision makers, decision targets, and HR professionals. Particularly the perspective of HR professionals has been neglected so far, despite the fact that this group is often closely involved with the implementation of AI systems and may see considerable changes to their job tasks after AI adoption. The theoretical implications of the different stakeholder perspectives for future research were discussed, and specific practical implications of our integrative model were outlined.



**“It’s Business”: A Qualitative study of the dynamics of Moral Injury and Well-Being (Karina Nielsen, Sheffield University Management School).**



*Abstract:* Moral injury has primarily been studied from a clinical perspective, aiming to clinically assess, diagnose and treat the outcomes of moral injurious experiences in healthcare and military settings. Public scandals such as Enron suggest that moral transgressions may also occur in for-profit business settings. Little is known about the lived experiences of those who have had their moral values transgressed, particularly in business settings. In this qualitative study, we examine the lived experiences of 16 workers in for-profit organizations who identified as having suffered moral injury. Using semi-structured narrative interviews, our findings offer insights into the values that workers feel are transgressed and the pathways between morally injurious experiences and the long-term outcomes. Experiencing moral transgressions has a profound impact on participants as it presents a threat to their identity, however, participants employed emotion- and problem-focused coping to minimise the impact during the event. Participants exited the organisation and in often changed careers to protect themselves from further injury and to make up for the wrongdoing. This study advances our understanding of the experience of moral injury in business settings and leads to the development of a conceptual model of the pathways of moral injury in business settings.



**How organisations accomplish wrongdoing through the moral agency lens. The conceptualisation of organisational moral disengagement (*Roberta Fida, Norwich Business School*).**



*Abstract:* Prior study of morality at work has identified the mechanisms that enable individuals to morally disengage (Bandura, 2016; Newman et al., 2020; Ogunfowora et al., 2021). However, less is known about how wrongdoing is accomplished through the collective suspension of morality. Bandura applied his understanding of moral agency and moral disengagement theory to corporate contexts and reflected that much moral disengagement may occur collectively (Bandura, 2016; Bandura et al., 2000; White et al., 2009). However, he did not conceptualize organizational moral disengagement as a distinct theoretical construct to refer to how organizations accomplish wrongdoing as collective agents. Earlier studies in the educational field did examine collective moral disengagement in classrooms (Gini et al., 2014, 2015; Thornberg et al., 2019). However, given their focus on children bullying behavior in class they conceptualized it in terms of diffusion of personal moral disengagement rather than a construct in its own rights. In our study, we defined organizational moral disengagement as the perception of how the organization justifies unethical activities with specific collective mechanisms for suspending morality in a social group. We described each of the eight mechanisms in terms of the discursive repertoires and institutionalized structures and processes by which organizations can justify wrongdoing, and hence we provided a valid and reliable way

**Wrap up - (*Rosalind Searle, Adam Smith Business School, University of Glasgow & Finian Buckley, Dublin City University Business School*).**

(Presentations of the ENOP Symposium-2023 and a reading list are available on the shared google drive:

<https://drive.google.com/drive/folders/1TtkuxW2R4JNXA54TFcUk4-o2g0gBLTG> ).

## 4. Humanitarian support of the ENOP to the Ukrainian Association of Organizational and Work Psychologists during the war

In September 2022, the UAOWP received a donation from the European Network of Organizational Psychologists (ENOP) for the humanitarian support of the Ukrainian Association of Work and Organizational Psychologists (UAOWP) in wartime in the amount of *1000 Euros*.

The donation was used for two types of activities of UAOWP:

1. For developing and implementing the scientific and educational project «Technologies of psychological assistance to individuals and organizations in conditions of war»;
2. For the preparation and publication of the scientific journal «Organizational Psychology. Economic Psychology» (# 3-4 (27), 2022).

Below is a detailed report on these activities.

**First**, donated resources made it possible for Ukrainian Association of Work and Organizational Psychologists (UAOWP) together with the Laboratory of Organizational and Social Psychology of the Institute of Psychology named after G.S. Kostyuk of the National Academy of Sciences of Ukraine *to develop and implement the educational project «Technologies of psychological assistance to individuals and organizations in conditions of war»*.

The need for this project was stipulated by the fact that the provision of psychological assistance to the population, specialists and organizations, which is very relevant in the context of war, involves the continuous training of psychologists, the exchange of real professional experience gained both in Ukraine and in other countries where forced migrants from Ukraine, substantiation of the most important tasks, methods and forms of psychological assistance.

*The goal of the project:* development and holding of a series of self-authored webinars (psychological workshops) for members of the UAOWP on the issues of technologies of psychological assistance to the population, specialists and organizations in war conditions.

The implementation of the project included *three stages; preparatory, main and final (September-November 2022)*.

The project structure included webinars developed by well-known psychologists, consultants, psychotherapists, scientists, taking into account their own practical experience of providing psychological assistance during the war in Ukraine and abroad (Germany, Greece), as well as their own scientific developments, modern scientific trends, reflected in the literature, and assets of a number of international organizations (Records of all webinars are available on the UAOWP YouTube channel).

The following webinars were organized and held:



**Науково-освітній проект  
«Технології психологічної  
допомоги особистості та організації  
в умовах війни»**

- **Вебінар № 1:** «Психологічна робота з сім'ями та дітьми під час війни: досвід Ізраїлю» (6 жовтня 2022 р).  
<https://www.youtube.com/watch?v=KGTx34RzajI>
- **Вебінар № 2:** «Психологічна допомога українцям в Німеччині під час війни: шлях від травми до ресурсу» (13 жовтня 2022 р).  
[https://www.youtube.com/watch?v=4jLOOI\\_eW1g](https://www.youtube.com/watch?v=4jLOOI_eW1g)
- **Вебінар № 3:** «Психологічна стабілізація та реабілітація військових (інтеграція індивідуального та групового досвіду) (20 жовтня 2022 р).  
[https://www.youtube.com/watch?v=3CwCGOEN2\\_Y](https://www.youtube.com/watch?v=3CwCGOEN2_Y)
- **Вебінар № 4:** «Психолог і війна: зміна парадигми психологічної допомоги та резильєнтність» (27 жовтня 2022 р).  
<https://www.youtube.com/watch?v=o-tXIVzreLI>
- **Вебінар № 5:** «Організація і війна: психологічна допомога організації та персоналу» (3 листопада 2022 р.). (3 листопада 2022 р).  
<https://www.youtube.com/watch?v=YDINhH4YoC4>

1. Psychological work with families and children during war: Israel's experience (October 6, 2022). <https://www.youtube.com/watch?v=KGTx34RzajI>

Trainers: PhD Tetyana Melnychuk, psychologist-consultant;  
Natalia Klymenko, psychotherapist, organizational consultant.

2. Psychological assistance to Ukrainians in Germany during the war: the path from trauma to resource (October 13, 2022).

[https://www.youtube.com/watch?v=4jLOOI\\_eW1g](https://www.youtube.com/watch?v=4jLOOI_eW1g)

Trainer: Prof. Oksana Kredentser, Leader of the project «Social and psychological support of Ukrainians in Germany», psychologist-consultant, coach, business trainer.

3. Military Psychological Stabilization and Rehabilitation (Integration of Individual and Group Experience) (October 20, 2022)

[https://www.youtube.com/watch?v=3CwCGOEN2\\_Y](https://www.youtube.com/watch?v=3CwCGOEN2_Y)

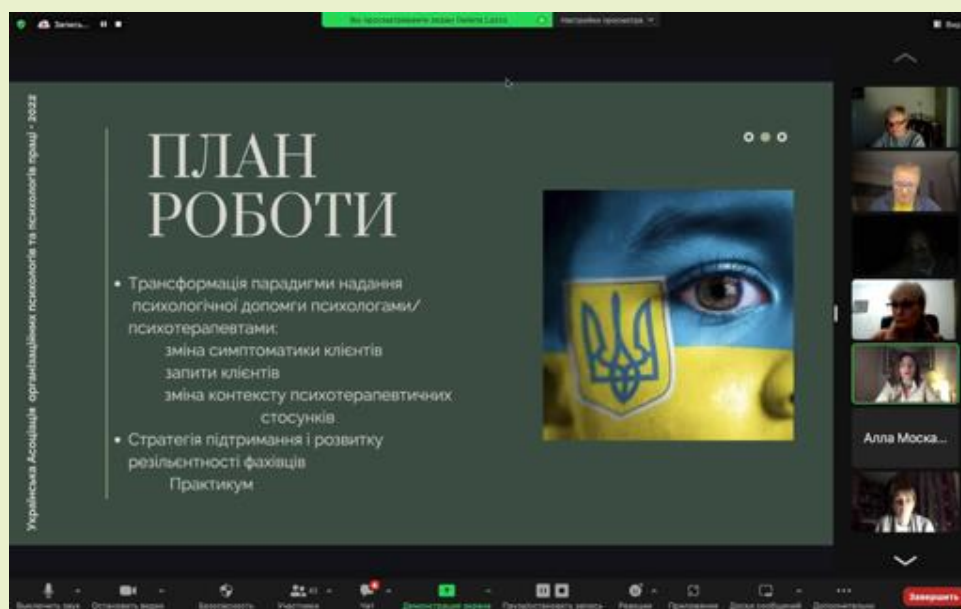
Trainer: Natalia Mysan, psychotherapist, basic trainer.

4. Psychologist and War: Changing the Paradigm of Psychological Care and Resilience (October 27, 2022) <https://www.youtube.com/watch?v=0-tXIV2reLI>

Trainer: Helena Lazos, PhD, psychotherapist, group analyst.

5. Organization and war: psychological help for organization and personnel (November 3, 2022) <https://www.youtube.com/watch?v=YDiNhH4YoC4>

Trainer: Prof. Lyudmyla Karamushka, psychologist-consultant, business trainer.



The 5 webinars were attended by 500 organizational psychologists from various branches of the UAOWP, who work in the cities Bila Tserkva, Vinnytsia, Dnipro, Ivano-Frankivsk, Kyiv, Nizhyn, Kropyvnytskyi, Lutsk, Poltava, Sumy, Kharkiv, Khmelnytskyi, Chernivtsi, Uman and others (Ukraine). In addition, UAOWP members currently living and working in Great Britain, Germany and Poland took part. The participants of the webinars represented scientific, educational, medical, military organizations, organizations of the civil service system, which organize and provide psychological assistance to the population and professional groups during the aggressive war of the Russian Federation against Ukraine.

The participants were provided with all materials for further practical work (presentations, video recordings of webinars), and also received certificates attesting to their completion of training in 5 modules.





It should be especially emphasized that the webinars were held under conditions of increased tension for its trainers and participants in the context of significant interruptions with electricity and the Internet, which arose after a significant increase in missile attacks by the Russian Federation practically on the entire territory of Ukraine last fall. And despite the complexity of the situation, a full cycle of webinars was completed, including using alternative light sources and the Internet, which once again testifies to the relevance of the issues of webinars-psychological workshops and the expressed professional identity of its participants.

The participants of the webinars expressed satisfaction with the content and form of the scientific and educational project, its compliance with the main characteristics of the projects (focus on understanding and solving current, socially significant problems, development of specific products and services, dynamic implementation, clear work of the project team, coordinated, partnership interaction project participants, constant coverage of project results in social networks, etc.)

**Secondly**, part of the funds was used for the preparation and publication of articles by organizational psychologists (50% of the payment), *for the scientific Journal «Organizational Psychology. Economic psychology» (2022, # 3-4 (27). Special section «Psychology of war» was created. 16 articles were published.* <http://orgpsy-journal.in.ua/index.php/ojep/issue/view/25/26> (Information about donat of ENOP is on page 3 of journal).

Information about these activities was published on the website of UAOWP. <http://www.uaoppp.com.ua>.

*In addition, such information was presented in two editions:*

1. Newsletter of UAOWP. 2023, # 25, 2023, pp. 27-30

[http://www.uaoppp.com.ua/files/pdf/25-2022\\_1672348519.pdf](http://www.uaoppp.com.ua/files/pdf/25-2022_1672348519.pdf)

2. Information book «Ukrainian Association of Organizational and Work Psychologists». Kyiv: 2023. 162 pages. (Part 3. Activities of the Ukrainian Association of Organizational and Work Psychologists during the war. pp. 87-89, pp.101-103).

[https://lib.iitta.gov.ua/734254/1/Довідник%20УАОППП.pdf?fbclid=IwAR08pv4NgSzT1VaBxflAPrQ\\_BUY2BiuJ6yW6UrNolslKPI2VazChGbuil20](https://lib.iitta.gov.ua/734254/1/Довідник%20УАОППП.pdf?fbclid=IwAR08pv4NgSzT1VaBxflAPrQ_BUY2BiuJ6yW6UrNolslKPI2VazChGbuil20)

Ukrainian Association of Work and Organizational Psychologists expresses its thanks to the European Network of Organizational Psychologists for supporting the activity important for UAOWP in wartime.

**Submitted by:**

**Liudmyla Karamushka**

*President of*

*Ukrainian Association of Organizational and Work Psychologists*

*(Kyiv, Ukraine)*

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## 5. Future conferences and congresses (2023-2026)

### **EAWOP WorkLab – Practitioner Skills Workshop:**

Engaging Leadership: Cultivating Employee Strengths  
and Psychological Safety in Organization

November 2-4, 2023, Valencia, Spain

Web:

<https://www.eventbrite.co.uk/e/engaging-leadership-cultivating-employee-strengths-psychological-safety-registration-655841729267?aff=oddtcreator>



### **ICOH 2023: 17 International Conference on Occupational Health**

December 2-3, 2023

Sydney, Australia

Web: <https://waset.org/occupational-health-conference-in-december-2023-in-sydney>



**22 st EAWOP Congress**  
May 24-27, 2025  
Praga, Chesh Repubik



**19th European Congress of Psychology:**  
July, 1-4, 2025, Paphos, Cyprus



**31 International Congress of Applied Psychology**  
July 20-26, 2026  
Florence, Italy  
Web: <https://www.icap2026.org>



## 6. ENOP-members research interests and recent publications

*In this section you will find a list of 25 members of «New» ENOP, their contact information and research topics as well as list of publications dated to 2023 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.

**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 in workplace; trust breach and repair; self-regulation and motivation; silence in workplace; emotion regulation.

**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:

-Barceló-Soler, A., Morillo-Sato, H., Fernández-Martínez, S., Monreal-Bartolomé, A., Chambel, M.J., Gardiner, P., López-del-Hoyo, Y, García-Campayo, J., & Pérez-Aranda, A. (2023). A systematic review of the adherence to home-practice meditation exercises in patients with chronic pain. *International Journal of Environmental Research and Public Health*, 20, 4438. <https://doi.org/10.3390/ijerph20054438>

-Beham, B., et. al. (2023). Humane orientation, work-family conflict, and positive spillover across cultures. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001093>

-Chambel, M.J., Carvalho, V.S., Gomes, F., & Rodrigues-Silveira, C. (2023). Work-family boundary management profiles and well-being at work: A study with militaries on humanitarian aid mission. *Military Psychology*. <https://doi.org/10.1080/08995605.2023.2195793>



- Chambel, M.J., Carmona, L., Carvalho, V.S. & Gascón, S. (2023). Suicide in emergency professionals: A systematic review of literature. In Updesh Kumar (Ed.), *Handbook of Suicide Prevention: Insights, Strategies and Approaches*. Springer Nature.
- Coelho Júnior, F.A, Rodrigues, M.S., Mauch, A.G.D., Lopes, G.L.S., Chambel, M.J., Torres, C.V., & Macedo, F.G. (2023). Validity evidence of the Work-Family Conflict Scale for Public Security professionals. *Psicologia: Teoria e Pesquisa*, 39. <https://doi.org/10.1590/0102.3772e39503.en>
- Curral, L., Carmona, L., Pinheiro, R., Reis, V., & Chambel, M.J. (2023). The effect of leadership style in firefighters' well-being during an emergency. *Fire*. 6(6), 233. <https://doi.org/10.3390/fire6060233>
- Maio, A., Chambel, M.J., & Carmona, L., (2023). Transformational leadership and flourishing in Portuguese professional firefighters: the moderating role of the frequency of intervention in rural fires. *Frontiers in Psychology*. 14, 1076411. <https://doi.org/10.3389/fpsyg.2023.1076411>
- Mérida-Lopez, S. Carvalho, V.S., Chambel, M.J., & Extremera, N. (2023). Emotional intelligence and teachers' work engagement: The mediating and moderating role of perceived stress. *The Journal of Psychology: Interdisciplinary and Applied*, 157(3), 212-226 <https://doi.org/10.1080/00223980.2023.2169231>
- Munoz, F.M., López, S.B., Ven Beurden, J., Chambel, M.J., & Ugarte, S. (2023). The relationship between job insecurity and employee performance: A systematic literature review and research agenda. *Career Development International*. <https://doi.org/10.1108/CDI-06-2022-0164>
- Rodrigues-Silveira, C., Chambel, M.J., & Bartone, P. (2023) Organizational affective commitment effects on militaries' well-being during a deployment: A study of a peacekeeping mission. *Military Psychology*, 35(1), 27-37. <https://doi.org/10.1080/08995605.2022.2060031>
- Santos, A., Chambel, M.J., & Castanheira, F. (2023). Desenho do trabalho – caminhos de gestão de pessoas [Design of work – ways to personal management]. In Teresa Proença e Ana Veloso (Eds.), *Tendências no Trabalho e na Gestão de Pessoas [Trends in Work and People Management]*, RH Editora.
- Santos, A., Roberto, M.S., Camilo, C. & Chambel, M.J. (2023) Information and communication technologies-assisted after-hours work: A systematic literature review and meta-analysis of the relationships with work–family/life management variables. *Frontiers in Psychology*, 14:1101191. <https://doi.org/10.3389/fpsyg.2023.1101191>

**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:

-Lazauskaite-Zabielske, J., Urbanaviciute, I., & De Witte, H. (2023). What happens to others will happen to me! Examining the cross-lagged relationship between perceived overall justice and job insecurity. *Baltic Journal of Management*, 18(3), 285-299. <https://doi.org/10.1108/BJM-07-2022-0273>

-Nawrocka, S., De Witte, H., Pasini, M. & Brondino, M. (2023). A person-centered approach to job insecurity: Is there a reciprocal relationship between the quantitative and qualitative dimensions of job insecurity? *International Journal of Environmental Research and Public Health*, 20, 5280. <https://doi.org/10.3390/ijerph20075280>

-Nikolova, I., Vander Elst, T., De Jong, S.B., Baillien, E. & De Witte, H. (2023). Can task changes affect job satisfaction through qualitative job insecurity and skill development? *European Journal of Work and Organizational Psychology*, 32(4), 520-537. DOI: 10.1080/1359432X.2023.2189104

-Roll, L., De Witte, H., & Wang, H.-J. (2023). Conceptualization and Validation of the Occupation Insecurity Scale (OCIS): Measuring Employees' Occupation Insecurity Due to Automation. *International Journal of Environmental Research and Public Health*. 20, 2589, <https://doi.org/10.3390/ijerph20032589>

-Schaufeli, W.B., De Witte, H., Hakanen, J.J., Keltiainen, J. & Kok, R. (2023). How to assess severe burnout? Cutoff points for the Burnout Assessment Tool (BAT) based on three European samples. *Scandinavian Journal of Work, Environment and Health*, 49(4): 293-302 doi:10.5271/sjweh.4093

-Shoss, M., Van Hootegeem, A., Selenko, E., De Witte, H. (2023). The Job Insecurity of Others: On the Role of Perceived National Job Insecurity During the COVID-19 Pandemic. *Economic and Industrial Democracy*, 44(2), 385-409. DOI 10.1177/0143831X221076176

-Tsantila, F., Coppens, E., De Witte, H., Abdulla, K., Amann, B.L., Arensman, E., Aust, B., Creswell-Smith, J., D'Alessandro, L., De Winter, L., Doukani, A., Fanaj, N., Greiner, B., Griffin, E., Leduc, C., Maxwell, M., O' Connor, C., Paterson, C., Purebl, G., Reich, H., Ross, V., Van Weeghel, J., & Van Audenhove, C. (2023). Developing a framework for evaluation: A Theory of Change for complex workplace mental health interventions, *BMC Public Health*, 23:1171, <https://doi.org/10.1186/s12889-023-16092-x>

-Vangrieken, K., De Cuyper, N. & De Witte, H. (2023). Karasek's activation hypothesis: A longitudinal test of within-person relationships. *Journal of Organizational Behavior*, 44(3), 421-571. DOI: 10.1002/job.2669

**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:

- Perinelli, E., Filosa, L., Avanzi, L., & Fraccaroli, F. (2023). Self-esteem stability and change at home versus at work: An application of the latent state-trait model for the combination of random and fixed situations (LST-RF). *Identity*, 23(1), 50-66. doi:10.1080/15283488.2022.2115495
- Sarchielli, G. & Fraccaroli, F. (2023). *Introduzione alla Psicologia del lavoro; Terza Edizione*. Il Mulino, Bologna

**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 (normal, new normal and emergency); 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:

- Ghislieri, C., Molino, M., & Dolce, V. (In press). To Work or Not to Work Remotely? Work-To-Family Interface Before and During the COVID-19 Pandemic. *La Medicina del Lavoro*, 114 (x): e2023027 (accepted 09.05.2023)
- Sacchi, A., Molino, M., Denserò, E., Rossi, A., Ghislieri, C. (In press). How sustainable is the governance for sustainability in higher education? Insights from an Italian case study, *International Journal of Sustainability in Higher Education* (accepted 22.05.2023)
- Molinaro, D., Loscalzo, Y, Buono, C., Del Giudice, L., Lustro, A., Ghislieri, C., & Spagnoli, P. (In press). Studyholism and Health Outcomes: Could Internet Addiction Make the Difference?, *Social Science Computer Review* (accepted 09.06.2023)
- Sanseverino, D., Caputo, A., Cortese, C.G., Ghislieri, C. (2023). “Don’t Stop the Music,” Please: The Relationship between Music Use at Work, Satisfaction, and Performance. *Behavioral Sciences*, 13(1),15. doi: 10.3390/bs13010015.
- Dolce, V., Davoine, É., Wodociag, S., Ghislieri, C. (2023). The road to an international career: The “Erasmus effect” on resilience, intercultural interactions and cultural intelligence. *International Journal of Intercultural Relations*, 92, 101741. doi: 10.1016/j.ijintrel.2022.101741



-Ghislieri, C., Sansaverino, D., Dolce, V., Minuti, E., Spagnoli, P., Ingusci, E., Addabbo, T. (2023). Emotional Exhaustion and Engagement in Higher Education Students during a Crisis. Lessons Learned from COVID-19 Experience in Italian Universities. *Social Sciences*, 12(2), 109. doi: 10.3390/socsci12020109

**7. González-Romá, Vincent.** Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (Idocal), University of Valencia, Av. Blasco Ibáñez, 21, 46010-Valencia, Spain. (Phone: +34 96 386 44 55; e-mail: [vicente.glez-roma@uv.es](mailto:vicente.glez-roma@uv.es))

Research topics:

Organizational and team climate; leadership; work teams; job burnout and engagement; wellbeing; career development; overqualification; work digitalization; research and measurement methods.

Recent publications:

-Eman, G., Hernández, A., & González-Romá, V. (2023). Charismatic leadership, intra-team communication quality, and team performance: The role of average leadership perceptions and their homogeneity. *European Management Journal*. <https://doi.org/10.1016/j.emj.2023.04.011>

**8. 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:

-Medici, G., Grote, G., Igic, I., & Hirschi, A. (2023). Technological self-efficacy and occupational mobility intentions in the face of technology advancement: A moderated mediation model. *European Journal of Work and Organizational Psychology*, published online first.

-Doden, W., Pfrombeck, J., & Grote, G. (2023). Are "job hoppers" trapped in hedonic treadmills? Effects of career orientations on newcomers' attitude trajectories. *Journal of Organizational Behavior*, 44(1), 64-83.

-Unger, D., Kornblum, A., Grote, G., & Hirschi, A. (2023). Boundaries for career success? How work-home integration and perceived supervisor expectation affect careers. *Journal of Occupational and Organizational Psychology*, 96(1), 144-164.

**9. Iliescu, Dragos.** Department of Psychology, University of Bucharest, Sos. Panduri Nr. 90, 050657 Bucharest, Romania. Tel: +40723627077; e-mail: [dragos.iliescu@fpse.unibuc.ro](mailto: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 individual differences and selection methods; occupational health, with emphasis on measurement.

### Recent publications:

- Cotiga, A. C., Zanzfirescu, S. A., Iliescu, D., Ciumăgeanu, M., Gotca, I., & Popa, C. O. (2023). Psychometric characteristics of the Romanian Adaptation of the GAD-7. *Psychopathology and Behavioral Assessment* (accepted).
- Iliescu, D., Ion, A., Ilie, A., Ispas, D., & Butucescu, A. (2023). The incremental validity of personality in predicting job performance, voluntary turnover and career success in high-stakes contexts - a longitudinal study. *Personality and Individual Differences* (accepted).
- Nicolau, R., Corbeanu, A., & Iliescu, D. (2023). Conscientiousness and Cognitive Abilities: A Meta-Analysis. *Psihologia Resurselor Umane*, 21(1), 11–28. <http://dx.doi.org/10.24837/pru.v21i1.53111>
- Ion, A., Georgescu, A., Nye, C., Miu, A., & Iliescu, D. (2023). Events-Affect-Personality: A Daily Diary Investigation of the Mediating Effects of Affect on the Events-Personality Relationship. *Psychological Reports* (accepted).
- Corbeanu, A., Iliescu, D., Ion, A., Spînu, R. (2023). The Link Between Burnout and Job Performance: A Meta-Analysis. *European Journal for Work and Organizational Psychology* (accepted). <http://dx.doi.org/10.1080/1359432X.2023.2209320>

**10. Karamushka, Lyudmila.** Institute of Psychology, Laboratory of Organizational Psychology. 2 Pan'kivska Str. 01033 Kyiv, Ukraine. Tel: +38 067 953 40 31; e-mail: lkarama01@gmail.com.

### Research topics:

Mental health in organizations; mental health in war conditions; wellbeing.

### Recent publications:

- Chudzicka-Czupała, A., Hapon, N., Ho Chun Man, R., Li, D.-J., Żywiołek-Szeja, M., Karamushka, L., Grabowski D., Paliga, M., McIntyre, R.S., Chiang, S.-K., Pudełek, B., Chen, Y-L. and Yen, C-F. Associations between coping strategies and psychological distress among people living in Ukraine, Poland, and Taiwan during the initial stage of the 2022 War in Ukraine. *European Journal of Psychotraumatology*, 2023, 14(1), 2163129. <https://doi.org/10.1080/20008066.2022.2163129>
- Chudzicka-Czupała, A., Hapon, N., Chiang, S.-K., Żywiołek-Szeja, M., Karamushka, L., Lee, Ch. T., Grabowski, D., Paliga, M., Rosenblat J.D., Ho, R., McIntyre, R.S., Chen Yi-Lung. Depression, anxiety and post-traumatic

stress during the 2022 Russo-Ukrainian war, a comparison between populations in Poland, Ukraine, and Taiwan. *Scientific Reports*, 2023, 13(1), 3602.

<https://doi.org/10.1038/s41598-023-28729-3>

-Dian-Jeng Li, Nadiya Hapon, Agata Chudzicka-Czupala, Mateusz Paliga, Liudmyla Karamushka, Marta Zywiolok-Szeja, Roger S. McIntyre, Soon-Kiat Chiang, Yi-Lung Chen, Cheng-Fang Yen, Roger Ho Chun Man. Rumination about the Russo-Ukrainian War and its related factors among individuals in Poland and Ukraine. *Kaohsiung Journal of Medical Sciences* 2023; 1–11.

<https://doi.org/10.1002/kjm2.12711>

-Miliutina, K., Trofimov, A., Zelenin V., Andrushchenko T., Karamushka L. The Role of Pets in Preserving the Emotional and Spiritual Wellbeing of Ukrainian Residents During Russian Hostilities. *Journal of Religion and Health*. 2023, 62(1), 500–509.

<https://doi.org/10.1007/s10943-022-01669-4>

**11. König, Cornelius J.** Universität des Saarlandes, Campus A1 3, 66123 Saarbrücken, Germany. Tel. +49 681 302 3629; e-mail: ckoenig@mx.uni-saarland.de

Research topics:

Personnel selection; job insecurity and layoffs; impact of new technologies; cybersecurity; time management; science-practitioner gap.

Recent publications:

- Eid, G., & König, C. J. (2023). Wie gehen Recruiter\_innen mit der Herausforderung kulturübergreifender Bewerber\_innenpools um? [How do recruiters manage the challenge of cross-cultural applicant pools?] *Zeitschrift für Arbeits- & Organisationspsychologie*, 67(3), 121-134. <https://doi.org/10.1026/0932-4089/a000400>

- Feldkamp, T., Langer, M., Wies, L., & König, C. J. (in press). Justice, trust, and moral judgments when personnel selection is supported by algorithms. *European Journal of Work and Organizational Psychology*, advance online publication. <https://doi.org/10.1080/1359432X.2023.2169140>

- Greulich, B., König, C. J., & Fischer, N. (in press). How much is stress relative? The influence of social comparison when responding to work stress surveys. *Journal of Personnel Psychology*, advance online publication. <https://doi.org/10.1027/1866-5888/a000330>

- Jacob, F., Grosse, E. H., Morana, S., & König, C. J. (2023). Picking with a robot colleague: A systematic evaluation of technology acceptance in human-robot collaborative warehouses. *Computers & Industrial Engineering*. 180, art. no. 109262. <https://doi.org/10.1016/j.cie.2023.109262>

- Kares, F., König, C. J., Bergs, R., Protzel, C., & Langer, M. (in press). Trust in hybrid human-automated decision-support. *International Journal of Selection and Assessment*, advance online publication. <https://doi.org/10.1111/ijsa.12423>

- Langer, M., & König, C. J. (2023). Introducing a multi-stakeholder perspective on opacity, transparency and strategies to reduce opacity in algorithm-based human resource management. *Human Resource Management Review*, 33(1), art. no. 100881. <https://doi.org/10.1016/j.hrmr.2021.100881>
- Langer, M., König, C. J., Back, C., & Hemsing, V. (2023). Trust in artificial intelligence: Comparing trust processes between human agents and automated systems in light of unfair bias. *Journal of Business and Psychology*, 38(3), 493-508. <https://doi.org/10.1007/s10869-022-09829-9>
- Richter, M., König, C. J., Brausch, C., & Gaszka, J. (in press). Exhaustion and job satisfaction among internal and external outplacement counsellors. *British Journal of Guidance & Counselling*, advance online publication. <https://doi.org/10.1080/03069885.2021.1978057>

**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.

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

Recent publications:

-Kożusznik, B., Filipowicz, G., Flak, O., Więcek-Jakubek, K., Chrupała-Pniak, M., Fafiński, M., Pyszka, A., Smorczewska B., & Węgrzyn A. (2023) *Kompetencje pracowników uczelni badawczych w Polsce. (Competences of the staff at research universities in Poland)*. Wydanie I. - Katowice : Wydawnictwo Uniwersytetu Śląskiego.

**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:

Unemployment, work stress, economic stressors, burnout, career behavior, scientific productivity

Recent publications:

-Martinčević, M.; Maslić Seršić, D. & Jokić, D. (2023). Contribution of CEE authors to psychological science: is the growing trend of publishing in non-CEE journals still

present 10 years after its inception? *Scientometrics*, 128, 6, 3703-3721  
<https://doi.org/10.1007/s11192-023-04695-5>

-Caha, D.; Maslić Seršić, D. & Novak, M. (2023) Latentna deprivacija i mentalno zdravlje: validacija Upitnika manifestne i latentne dobrobiti (LAMB) na uzorku nezaposlenih korisnika zajamčene minimalne naknade (Latent deprivation and mental health: Validation of the Latent and Manifest Benefits Scale (LAMB) on a sample of unemployed social assistance recipients, *Psihologijske teme*, 32, 2; 28694, 16

-Probst, T. M., Tomas, J., Roll, L., Maslić Seršić, D., Jiang, L., & Jenkins, M. R. (2023). Attenuating the relationship between job insecurity and job satisfaction: An examination of the role of organizational learning climate in three countries. *Economic and Industrial Democracy*. <https://doi.org/10.1177/0143831X231155975>

**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:

- Holm, K., Jönsson, S., & Muhonen, T. (2023). How are witnessed workplace bullying and bystander roles related to perceived care quality, work engagement, and turnover intentions in the healthcare sector? A longitudinal study. *International Journal of Nursing Studies*, 138. <https://doi.org/10.1016/j.ijnurstu.2022.104429>

**16. Lourdes Munduate.** University of Seville, Department of Social Psychology, Camilo Jose Cela s/n, 41018 Seville, Spain (Tel: 34 954557706, Fax: 34 954557711 email: [munduate@us.es](mailto:munduate@us.es))

Research topics:

conflict management, negotiation, mediation, power dynamics, and diversity and inclusion in organizations.

Recent publications:

-Ezema, J., Medina, F.J., Munduate, L. & Euwema, M. (in press). Pray for Improvement: Experiences with Mediation by Female Victims of Intimate Partner Violence in Nigeria. *Pastoral Psychology*

-Pujol, L., Armadans, I., Medina, F., Munduate, L., & Anguera, M.T. (2023). In Theory. The Mediating Alliance. *Negotiation Journal*, 39(2), <https://doi.org/10.1111/nejo.12428>

-Medina, F., Sanclemente, F., & Munduate, L., (2023). Expressing negative emotions and not feeling them improves effectiveness in solving disputes. *International Journal of Social Psychology*, 38(2), 304-329 <https://doi.org/10.1080/02134748.2023.2170545>



**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:

-Nielsen, K., & Yarker, J. (2023). Thrivers, survivors or exiteers: A longitudinal, interpretative phenomenological analysis of the post-return to work journeys for workers with common mental disorders. *Applied Psychology: An International Review*. DOI: 10.1111/apps.12479

-Dalgaard, V.L., Gayed, A. Lundberg Hansen, A.K., Grytnes, R., Nielsen. K., Kirkegaard, T., Uldall, L., Ingerslev, K., Skakon, J., Jacobsen, . C.B. (in press) A study protocol outlining the development and evaluation of a training program for frontline managers on leading well-being and the psychosocial work environment in Danish hospital settings – a cluster randomized waitlist controlled trial. *BMC Public Health*

-Lam, W, Nielsen, K., & Kelly, C. (in press). The experience of working informal carers of older people: a qualitative diary study. *International Journal of Care and Caring*.

--Nielsen, K. Organizational Interventions. *Oxford Research Encyclopedia of Psychology*. Retrieved 22 Dec. 2022, from <https://oxfordre.com/psychology/view/10.1093/acrefore/9780190236557.001.0001/acrefore-9780190236557-e-109>.

-Roodbari, H., Nielsen, K., & Axtell, C. (2023). What works for whom in which circumstances? An integrated realist evaluation model for organisational interventions. *Scandinavian Journal of Work and Organizational Psychology*.

**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:

-Begeny, C.T., H. Arshad, T. Cuming, D. Dhariwal, R. Fisher, M. Franklin, P. Jackson, G. McLachlan, R.H. Searle & C. Newlands. (forthcoming). Sexual Harassment, Sexual Assault and Rape in the Surgical Workforce – Women and Men are Living Different Realities: An Observational Study using NHS Population-derived Weights. *British Journal of Surgery*.

-Searle, R.H. (2023) How many more people will be abused before we act on sexual violence in healthcare? *British Medical Journal*; 381: p1094 doi:10.1136/bmj.p1094

-Nienaber, A., Woodcock, A., Soares, A. Searle, R. & Tietmeyer, J. (forthcoming). The role of women as change agents in a male-dominated context. Empirical findings from the transport and mobility industry. *WORK: A Journal of Prevention, Assessment & Rehabilitation*

-Searle, R.H. & McWha-Hermann, I. (2023). Humanitarian Work Policy and Praxis. In S. C. Carr, V. Hopner & D.J. Hodgetts (Eds.), *Tackling Precarious Work*. SIOP Organizational Frontiers Series.

-Searle, R.H., Hodgetts, D., Hopner, V., & Carr, S. (2023). Animation: *Human Security Psychology*. Available at [https://www.youtube.com/watch?v=TWUC\\_14\\_1IQ](https://www.youtube.com/watch?v=TWUC_14_1IQ), associated webinar

- <https://www.youtube.com/playlist?list=PLPBOkjZk2aeIvf2DHSaaN5QIcuNNXVmXC>

**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:

-Arnold, M., & Sonnentag, S. (in press). Time matters: The role of recovery for daily mood trajectories at work. *Journal of Occupational and Organizational Psychology*.

-Nesher Shoshan, H., Venz, L., & Sonnentag, S. (in press). Reciprocal relations between emotional exhaustion and episode-specific emotional labour: An experience-sampling study. *Work & Stress*.

- Sonnentag, S., Kottwitz, M. U., Koch, T. J. S., & Völker, J. (in press). Enrichment and conflict between work and health behaviors: New scales for assessing how work relates to physical exercise and healthy eating. *Occupational Health Science*.
- Völker, J., Casper, A., Koch, T. J. S., & Sonnentag, S. (in press). It's a match: The relevance of matching chronotypes for dual-earner couples' daily recovery from work. *Journal of Occupational Health Psychology*.
- Sonnentag, S., Tay, L., & Nesher Shoshan, H. (2023). A review on health and well-being at work: More than stressors and strains. *Personnel Psychology*, 76(2), 473-510.
- Wiegelmann, M., Völker, J., & Sonnentag, S. (2023). Sleep has many faces: The interplay of sleep and work in predicting employees' energetic state over the course of the day. *Journal of Occupational Health Psychology*, 28(1), 52-63.
- Law, Y. C., Wehrt, W., Sonnentag, S., & Weyers, B. (2023). Obtaining semi-formal models from qualitative data: From interviews into BPMN into user-centered design processes. *International Journal of Human-Computer Interaction*, 39(3), 476-493.

**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:

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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:

- Engelkes, T., Sverke, M., & Lindholm Öjmyr, T. (2023, online first). Predicting loyalty: Examining the role of social identity and leadership in an extreme operational environment – A Swedish case. *Armed Forces and Society*. <https://doi.org.ezp.sub.su.se/10.1177/0095327X221150948>
- Gagné, M., Nordgren Selar, A., & Sverke, M. (2023). How important is money to motivate people to work? In R. M. Ryan (Ed.), *Oxford Handbook of Self-Determination Theory* (pp. 901–919). New York: Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780197600047.013.46>
- Nordgren Selar, A., Gagné, M., Hellgren, J., Falkenberg, H., & Sverke, M. (2023). Compensation profiles among private sector employees in Sweden: Differences in work-related and health-related outcomes. *Frontiers in Psychology*, 14:949711. <https://doi.org/10.3389/fpsyg.2023.949711>



-Yüce-Selvi, Ü., Sümer, N., Toker-Gültaş, Y., Låstad, L., & Sverke, M. (2023). Behavioral reactions to job insecurity climate perceptions: Exit, voice, loyalty, and neglect. *International Journal of Environmental Research and Public Health*, 20, 5732. <https://doi.org/10.3390/ijerph20095732>

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Research topics:

Psychosocial factors at work; employment relations; work stress; mental health; work disability; climate change and working life.

Recent publications:

-Blomqvist, S., Högnäs, R.S., Virtanen, M., LaMontagne, A.D., & Magnusson Hanson, L.L. (2023). Job loss and job instability during the COVID-19 pandemic and the risk of depression and anxiety among Swedish employees. *SSM Population Health* Jun;22:101424. doi: 10.1016/j.ssmph.2023.101424.

-Peutere, L., Terho, K., Pentti, J., Ropponen, A., Kivimäki, M., Härmä, M., Krutova, O., Ervasti, J., Koskinen, A., & Virtanen, M. (2023) Nurse staffing level, length of work experience, and risk of health care-associated infections among hospital patients: A prospective record linkage study. *Medical Care*, 61(5):279-287. doi: 10.1097/MLR.0000000000001843.

**24. Wisse, Barbara.** Department of Psychology, University of Groningen, Grote Kruisstraat 2/1, 9712 TS Groningen, the Netherlands; Tel. +310620403588, e-mail: [b.m.wisse@rug.nl](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:

-Breevaart, K., Wisse, B., Schyns, B. (in press). Locked in: Unveiling the captivity of destructive leadership and why breaking free seems impossible. *California Management Review Insights*.

-Kleine, A. K., Schmitt, A., & Wisse, B. M. (2023). Challenge and threat appraisal of entrepreneurial errors: a latent profile analysis and examination of coping responses. *Current Psychology*, 1-15. <https://doi.org/10.1007/s12144-023-04370-1>

-Laurijssen, M.L., Wisse, B., Sanders, S., & Sleebos, E.P. (2023). How to neutralize primary psychopathic leaders' damaging impact: Rules, sanctions, and transparency. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-022-05303-x>

-Rus, D.C., Wisse, B. De Jong, N. & Heesink, J.A.M. (in press). Exploration career role enactment and employability evaluations: The moderating roles of leader opening and closing behaviours. *European Journal of Work and Organizational Psychology*.

- Yamini, S., Fousiani, K. & Wisse, B. (2023). Self-construal, face concerns and conflict management strategies: A meta-analysis. *Cross Cultural & Strategic Management*, 30(2), 375 – 412. DOI: 10.1108/CCSM-07-2021-0130
- Zhang, B., Wisse, B., & Lord, R. G. (2023). How objectifiers are granted power in the workplace. *European Journal of Social Psychology*, 1–22. <https://doi.org/10.1002/ejsp.2930>.

**25. 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:

- Van Ruitenbeek, G., Zijlstra, F.R.H., Hülshager, U.R. (2023). Workplace learning and development of people with limited work capacity. In: *Applied Psychology: An International Review*. First online: 16 January 2023; <https://doi.org/10.1111/apps.12459>
- Van de Baan, F., Poesen, L., Westra, D., Fleuren, B., Ruwaard, D., Zijlstra, F., Gifford, R., (2023). Use it or lose it? Identifying reasons for the low use of psychosocial support by hospital staff. In: *Human Resources for Health* 2023, 21:44 / Published on: 9 June 2023. <https://doi.org/10.1186/s12960-023-00830-8>
- Gatari E., Fleuren B. P. I., Zijlstra F.R.H., and Hülshager U.R., (2023). Sweet Dreams are Made of This: A Person-Centered Approach Towards Understanding the Role of Sleep in Chronic Fatigue. In: *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000355>

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