

**EUROPEAN NETWORK
OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS**

NEWSLETTER

No. 83

DECEMBER, 2023

WEB ADDRESS

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

EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 83

December, 2023

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1. Editorial

Dear Colleagues,

This Newsletter provides information about activities of the ENOP in the period from August 2023 till December 2023.

This Newsletter includes, among other, information about decisions taken at the on-line CoCo meeting on October 16, 2023.

You will also find the preliminary programme of the Annual ENOP Symposium 2024 «(Re)discovering workers' individual differences as a key asset for coping with uncertain future» (April 4-5, 2024, Paris).

Details about forthcoming congresses and conferences in the field of Work and Organizational Psychology (2024-2026) 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.

Have a Merry Christmas and a Happy New Year!

Sincerely,

Liudmyla Karamushka
Kyiv, December 2023



2. On-line ENOP CoCo meeting 2023

ENOP CoCo meeting:

16 October 2023

Time:

13:00 – 13:50 London Time

Participants:

Karina Nielsen

Fred Zijlstra

Liudmyla Karamushka

Dirk Steiner

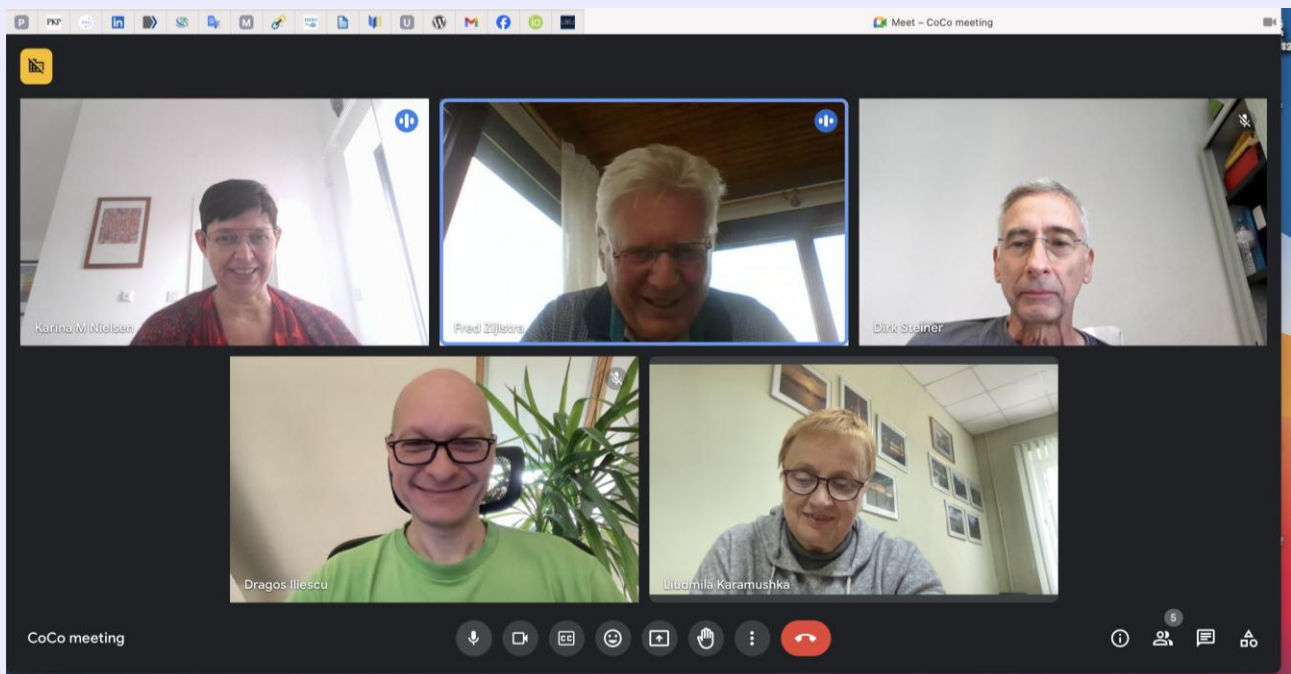
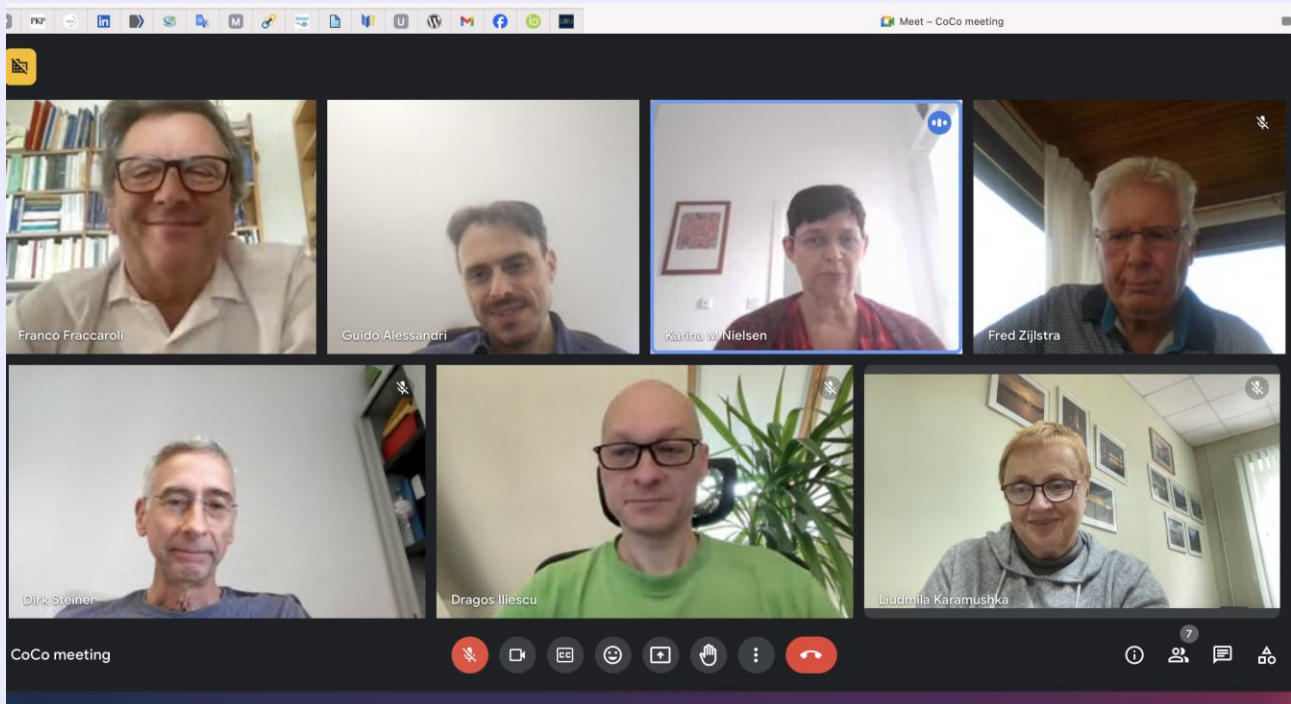
Iliescu Dragos

Franco Fraccaroli (invited for Agenda point 1)

Guido Alessandri (invited for Agenda point 1)

Agenda:

1. Welcome
2. Approval of the minutes of the 2022 CoCo Meeting
3. Annual ENOP Symposium 2024
4. ENOP Newsletter
5. ENOP web-site
6. ENOP Finances/Budget
7. ENOP Membership
8. Annual ENOP Business meeting
9. Any other business



1. Welcome

Karina Nielsen welcomed everyone to the CoCo Meeting.

2. Approval of the minutes of the 2022 CoCo Meeting

The minutes of the last CoCo meeting were approved.

3. Annual ENOP Symposium 2024

Franco Fraccaroli: Symposium program is prepared. All seems to be perfectly in place. Gudela Grote has requested a slot on the program, because it fits with some her research. There is also lack of clarity about Sabine Sonnentag – whether she will be able to travel or not.

Karina Nielsen: Let's write to Sabine Sonnentag to see if she can travel, and if she confirms. We can also put her slot at the end of the program, and if she cannot be with us, we will use that time for discussions, because there is too little discussion anyway.

Karina Nielsen: Did we converse with our invited speakers, to let them know what the ENOP financial 'impositions' are?

Dirk Steiner: The only one coming from very far away is Jose Cortina. The understanding is that we will pay his round trip ticket from/to the US, 3 nights hotel in Paris. We also pay for dinner for all of the symposium participants.

Karina Nielsen: Once we have the final program, I will send it out to everybody. The sooner the better.

Fred Zijlstra: We also have to ask people to pay the ENOP fee – ideally in November or December 2023. If the program is ready by then, we can send it together with the rest of the end-of-the-year communications on the ENOP fee payment etc.

4. ENOP Newsletter

Liudmyla Karamushka: Towards the end of the year, we will have the second issue for 2023 prepared. We got good responses from the members, all is in place.

5. ENOP Website

Karina Nielsen: Raised 3 points:

(a) Program is listed under news, not under symposia. Karina will ask Ioannis Nikolaou to change that.

(b) Regarding the ENOP Members: Fred Zijlstra is still listed as the ENOP President, Dragos Iliescu is not listed as CoCo member.

(c) Previously we had also information about ENOP member's institutions – and it does not work now, and we should solve this. We only have the names and country, but we also have to have the institutions there.

6. ENOP Finances/Budget

Dirk Steiner: All members of the ENOP paid organization fee. We have in our accounts 1989.44 EUR (checking account) and 12614.45 EUR (savings account). We have a lot of new members, so that we can anticipate some increase in terms of incoming funds. We may want to think about what this means in terms of how we use our money.

Dirk Steiner: We will also have to subscribe to an insurance, because Maison des Sciences de l'Homme (MSH) will not leave us to use their premises any more without that. The rate for 2023 is 103 EUR. We will do this for the new year, possible a little bit higher, but not by much. This is an expense, but it's probably worth it.

Dirk Steiner: We ran into some difficulties regarding the red tape for this insurance, specifically with the Association's founding papers.

The official status of the ENOP is that we are not registered with the Police. We should do this every time we change the President. Last time this was done for the Presidency of Jose Maria Peiro, and the address was Vincent Rogard's personal address. Vincent Rogard did not have much details in terms of the paperwork for the association's past. We need to get hold of the papers – which are probably in the archive in Vincent's former University.

Karina Nielsen: The Association needs to be registered, and needs to be registered at a French address. Dirk Steiner will do so in Nice. He may have to do this before being able to get the insurance. This is an obstacle – but we will solve it, Dirk is optimistic. But we should remember that we need to file this every single time the ENOP President changes.

Dirk Steiner: Regarding expenses, we do not know what to expect in terms of Jose Cortina's expenses – but we may be facing 1200 EUR for his airfare. Not sure if we should have cancellation insurance for this flight.

Karina Nielsen: We should buy as flexible tickets as possible. For spending 100 extra EUR we can get the money back if anything happens and he cannot come. Also, had some painful experience with reimbursement from the US and I think it will be nice for us to pay directly for his flight.

Fred Zijlstra: If he makes his own travel arrangements, he can definitely take care of this all – including cancellation insurance in his tickets. We can then reimburse.

Dirk Steiner: Yes, this is a possibility, but at the same time if we pay directly, it's easier – with him being from the US and we will have extra costs to reimburse. So I may pay with my own credit card, and I will then be reimbursed by the ENOP.

Dirk Steiner: For the hotel, I was thinking to reserve the same hotel Dirk stayed in last time – and there's a reduction code from the hotel anyway, so we should get a reasonable rate.

Dirk Steiner: Also, it's probably best to return to the same restaurant as last time. It was great and pretty close to the place of the event. We will pay for all the invited guests for dinner.

Fred Zijlstra: Maybe we think of extra activities for the future, especially if we now get slightly more money.

Karina Nielsen: Completely agree, let's talk about this, we should use the money on something exciting for our members.

7. ENOP Membership

Karina: We have recruited 7 new members: David Holman (UK), Jari Hakanen (Finland), Bernadeta Goštautaitė (Lithuania), etc. Remy Kouabenan is about to retire, but Emily Vayre will take over from him for France. Hans de Witter will also be retiring, but Hans suggests that he remains a member until 2025 and he will recommend someone, so that we will discuss his propositions later. Franco Fraccaroli will also retire, but Guido Alessandri will take over. From Fred Zijlstra we will have Eva Demerouti taking over. Over the next year we will look to explore whether we can identify qualified candidates from Norway and Eastern European countries.

8. ENOP Annual Business meeting

Karina Nielsen: Try to figure out what extra activities we could do. Trying to work with Dragos Iliescu Dragos to imagine something to do as an exercise in Paris. My health condition may stop me from traveling. Therefore, should we do an online exercise before that?

Fred Zijlstra: Skeptical about an online exercise.

Karina Nielsen: Agree. We should do something in the room, physically, in Paris. But it's uncertain if I will be able to travel to Paris. We will plan to do it together, and if I cannot be there, Dragos will run it. Karina and Dragos are responsible to run the exercise. Fred Zijlstra can be a last-minute assistant if needed.

The exercise should scope around what our members want us to do extra. We should have some boundaries (i.e., what we want to achieve) but then be fairly open about it (i.e., ask members what they want to have).

9. Any other business

Dirk Steiner How many members do we have now?

Karina Nielsen: We have 25 active and 7 recruited new members, which will have an official status «ENOP members» in 2024 or 2025 year.

Karina Nielsen: When we have the final program, I will send the program and also the financial reminder for payment of ENOP annual fees.

3. Annual ENOP Symposium 2024 «(Re)discovering workers' individual differences as a key asset for coping with uncertain future» (April 4-5, 2024, Paris)

Program

Time:

Thursday, April 4, 2024, 10.00 – 17.10

Friday, April 5, 2024, 09.30 – 13.00

Friday, April 5, 2024, 14.30 – 17.30; Business Meeting









Maison des Sciences de l'Homme, Paris

Location: Maison des Sciences de l'Homme, Paris

The symposium will offer insights over the available empirical evidences offered work and organizational studies targeting key individual resources, and over what strategies human resources have available to develop individual potentialities. A unifying theoretical framework will be presented and next steps will be identified in order to get ENOP to offer insights about how to sustain workers health and motivation during phases of organizational change and transitions, with the aim to promote new conceptions of individual differences in the work setting, and new intervention and training perspectives to advance practices in organizational psychology

Key words: personality change; strong situations; restricted variance interactions; personality at work

DISCUSSANTS & ORGANIZERS

-  **Karina Nielsen and Fred Zijlstra**
-  **Franco Fraccaroli** - *University of Trento, Italy*
-  **Sabine Sonnentag** - *University of Mannheim, Germany*
-  **Vicente González-Romá** - *University of Valencia*
-  **Ioannis Nikolaou** - *Athens University of Economics and Business*
-  **Dragos Iliescu** - *University of Bucharest, Romania*
-  **Chiara Ghislieri** - *University of Torino*
-  **Gudela Grote** *ETH Zurich*

GUESTS

-  **Guido Alessandri** - *Sapienza, University of Rome*
-  **Josè Cortina** - *Virginia Commonwealth University, USA*
-  **Donald Truxillo** - *University of Limerick, Ireland*
-  **Enrico Perinelli** - *University of Trento, Italy*
-  **Mariola Laguna** - *The John Paul II Catholic University of Lublin, Poland*

Guido Alessandri

Full Professor of Psychology at Sapienza, the University of Rome.

He currently serves as Associate Editor of *Personality and Social Psychology Bulletin*, and of *Identity*. His research interests lie at the intersection of psychometrics, work psychology and personality psychology. His current focus is on the relationship between the individual and the working environment, and in particular on the links between personality and well-being in the organization and on work performance.

José Cortina

Virginia Commonwealth University, USA.

His recent research has involved topics in meta-analysis, structural equation modeling, and significance testing, as well as predictors and outcomes of emotions in the workplace. Dr. Cortina was honored by SIOP with the 2001 Ernest J. McCormick Award for Distinguished Early Career Contributions and by the Research Methods Division of the Academy of Management with the 2004 Robert O. McDonald Best Paper Award. He was also honored by George Mason University with a 2010 Teaching Excellence Award and by SIOP with the 2011 Distinguished Teaching Award.

Mariola Laguna

Department of Psychology, John Paul II Catholic University of Lublin, Poland

She is the director of the KUL Doctoral School, and the head of the Department of General Psychology, KUL Lublin. She is also vice-President of the Committee on Psychological Sciences of the Polish Academy of Sciences. Her research interests lie at the intersection of personality psychology, social psychology and the psychology of motivation.

Donald M Truxillo

Professor at the Kemmy Business School, University of Limerick, Ireland.

Previously, he worked in the areas of hiring and training in the public sector and as a professor in the industrial/organizational psychology program at Portland State University.

He studies the applicant experience, workplace safety and health, and age differences at work. He serves on several editorial boards and is the author of over 100 peer-reviewed journal articles and book chapters. He has received three Fulbright grants. He is a fellow of SIOP, APA, APS, and IAAP.

Enrico Perinelli

Research Fellow in Work and Organizational Psychology at the Department of Psychology and Cognitive Science, University of Trento (Italy).

His main area of research is concerning the study of stability and change of individual differences in work settings and in educational contexts. He published his researches in several academic journals, such as *Journal of Personality and Social Psychology*; *Applied Psychology: An International Review*; *International Journal of Selection and Assessment*; *Journal of Personality*; *Contemporary Educational Psychology*; *Work, Aging and Retirement*.

PROGRAMME

Thursday, April 04, 10.00 – 17.10

10:00 –	Greetings and opening - Prof. Karina Nielsen and Fred Zijlstra
10:20	Introduction - Prof. Franco Fraccaroli
10:20 –	Personality and Individual Differences: New Avenues for practice and Research
11:30	Prof. Prof. Guido Alessandri
	Discussant - Prof. Ioannis Nikolaou + general discussion
11:45 –	Using restricted variance interactions to understand individual difference models
13:00	Prof. José Cortina
	Discussant - Dr. Enrico Perinelli + general discussion
14:35 –	Work Ability as a Key Individual Difference
15:45	Prof. Donald Truxillo
	Discussant - Prof. Vicente González-Romá + general discussion
16:00 –	An Identity and Individual-Difference Perspective on Job-Stress Recovery
17:10	Prof. Sabine Sonnentag
	Discussant – Prof. Gudela Grote + general discussion

PROGRAMME

Friday, April 05, 09.30 – 13.00

09:30 –	Personal resources in entrepreneurship
10:40	Prof. Mariola Laguna
	Discussant - Prof. Chiara Ghislieri + general discussion
10:55 –	Uncertainty Mindsets and Occupational Future Time Perspective
12:05	Prof. Gudela Grote
	Discussant – Prof. Sabine Sonnentag + general discussion
12:05 –	The comeback of individual differences in WOP
13:00	Prof. Dragos Iliescu
	Discussant - Prof. Ioannis Nikolaou + general discussion and conclusions

4. Future congresses and conferences (2024-2026)

22st EAWOP Congress

May 2025

Prague/ Czech Republic

Web: <http://www.eawop2025.com>



19th European Congress of Psychology «Transforming Psychological Science: the 2030 agenda»

July 1-4, 2025

Paphos, Cyprus

Web: <https://ecp2025.eu>

2024 SIOP Annual Conference

39th Annual SIOP Conference

April 17-20, 2024

Chicago, Illinois (USA) and Online

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





16th Conference of European Academy of Occupational Health Psychology

June 5-7, 2024

Granada, Spain

Web: https://eaohp.org/eaohp_2024/

33rd International Congress of Psychology

«Psychology for the future: Together in hope»

July 21 – 26, 2024

Prague, Czech Republic

Web:



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. Buckley, Finian. Dublin City University Business School, DCU, Dublin 9, Ireland. e-mail: Finian.Buckley@dcu.ie

Research topics:

Workplace trust; trust development; maintenance, motivation to trust; trust breach experience; silence in the workplace; motivation and emotion regulation when pursuing workplace goals.

Recent publications:

-Naughton, B., O'Shea, D., van der Werff, L., & Buckley, F. (2023). Influencing a nation: How a leader's interpersonal emotion regulation influences citizen compliance via trust and emotions during a global pandemic. *Emotion*. <https://dx.doi.org/10.1037/emo0001262>

-O'Shea, D., Kirrane, M., & Buckley F. (2023). More than going on Mute: Proactive responses to threats among narcissists in the workplace. *European Academy of Occupational Health Psychology*, Paper.

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

Research topics:

Contingent workers; work-family relationship; stress and well-being at work; work in extreme context

Recent publications:

-Allen, T. et al., (2023). Boundary management preferences from a gender and cross-cultural perspective. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2023.103943>

-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>
- Campos, F., Chambel, M.J., & Lopes, S. (2023). Work social support and PTSD in police officers: The mediate role of organizational commitment. *Sustainability*, 5, 16728. <https://doi.org/10.3390/su152416728>
- Carvalho, V.S., Chambel, M.J., Marta, B. (2023). “Lines Demarked”: A Way to foster occupational health in police officers. *Sustainability*, 15, 16940. <https://doi.org/10.3390/su152416940>
- 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. (Ed.), (2023). *Dinâmicas das fronteiras entre o trabalho e a família [Dynamics of the boundaries between work and family]*. Ed. Autor, (e-book), Faculdade de Psicologia, da Universidade de Lisboa. ISBN:978-972-95069-6-3
- Chambel, M.J., Carmona, L., Curral, L., Pinheiro, R., Faria-Anjos, J., Reis, V., Neto, M., Ângelo, R., & Namorado, S. (2023). *Liderança e Bem-estar dos Bombeiros [Firefighter Leadership and Wellbeing]*. Ed. Autor, (e-book). Faculdade de Psicologia, da Universidade de Lisboa. ISBN: 978-972-95069-5-6
- 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>
- Klein, N., Costa, C., Pereira, C.R., Chambel, M.J., & March, J.P (2023). Relational job characteristics and well-being of Brazilian K-12 teachers. *Trends in Psychology*. <https://doi.org/10.1007/s43076-023-00335-2>
- 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>
- Mérida-Lopez, S., Roberto, M.S., Carvalho, V.S., Guerrero-Barona, E., Extremera, N., & Chambel, M.J. (2023). Daily exhaustion and engagement in Portuguese health science students: Exploring the contributions of negative events and

emotional intelligence facets. *Studies in Higher Education*.
<https://doi.org/10.1080/03075079.2023.2259950>

-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., 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>

3. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), part of the Research Unit Occupational & Organisational Psychology and Professional Learning (O2L), Faculty of Psychology and Educational Sciences-KU Leuven, Van den Heuvelinstituut (VHI), Dekenstraat 2, Postbox 3725, B-3000 Leuven, Belgium, Tel. +16-32.60.60, e-mail: Hans.Dewitte@kuleuven.be
 Additionally affiliated at Optentia Research Unit, Vanderbijlpark Campus, North-West University, South-Africa. Emeritus (with «assignme») since October 2023.

Research topics:

Psychological consequences of job insecurity, unemployment, temporary employment and downsizing; mobbing at work; burnout; work engagement; attitudes towards work.

Recent publication:

-Harju, L., Van Hootegem, A., & De Witte, H. (2023). Bored or Burning Out? Reciprocal Effects of Job Stressors, Boredom and Burnout. *Journal of Vocational Behavior*, 139 (2022) 103807 <https://doi.org/10.1016/j.jvb.2022.103807>

-Kohnen, D., De Witte, H., Schaufeli, W.B., Dello, S., Bruyneel, L., & Sermeus, W. (2023). What makes nurses flourish at work? How the perceived clinical work environment relates to nurse motivation and well-being: A cross-sectional study. *International Journal of Nursing Studies*, 148, 104567
<https://doi.org/10.1016/j.ijnurstu.2023.104567>

-Lazauskaitė-Zabielskė, J., Žiedelis, A., Jakštienė, R., Urbanavičiūtė, I., & De Witte, H. (2023). The Lithuanian version of the Burnout Assessment Tool (BAT-LT): psychometric characteristics of the primary and secondary symptoms scales. *Frontiers in Psychology*. 14:1287368. doi: 10.3389/fpsyg.2023.1287368

-Tomas, J., Jung Lee, H., Bettac, E.L., Jenkins, M.R., De Witte, H., Probst, T.M., & Maslić Seršić, D. (2023). Benefiting the organization while helping yourself: A three-wave study of reciprocal effects between job crafting and innovative work

- behaviour. *European Journal of Work and Organizational Psychology*, 32(6), 761-776, <https://doi.org/10.1080/1359432X.2023.2250094>
- Tsantila, F., Coppens, E., De Witte, H., Arensman, E., Amann, B., Cerga-Pashoja, A., Corcoran, P., Creswell Smith, J., Cully, G., Toth, M.D., Greiner, B., Griffin, E., Hegerl, U., Holland, C., Leduc, C., Leduc, M., Ni Dhalaigh, D., O' Brien, C., Paterson, C., Purebl, G., Reich, H., Ross, V., Rugulies, R., Sanches, S., Thompson, K., Van Audenhove, C., & MENTUPP Consortium Members (2023). Outcome assessment of a complex mental health intervention in the workplace. Results from the MENTUPP pilot study. *International Archives of Occupational and Environmental Health*, 96: 1149–1165.
<https://doi.org/10.1007/s00420-023-01996-3>.
- Van Hootegem, A., Grosemans, I., & De Witte, H. (2023) Trajectories of employees' learning intentions and training opportunities in relation to job insecurity and psychological contract breach. *European Journal of Work and Organizational Psychology*, 32(5), 645-661
<https://doi.org/10.1080/1359432X.2023.2214317>
- Van Hootegem, A., Grosemans, I., & De Witte, H. (2023). In Need of Opportunities: A Within-person Investigation of Opposing Pathways in the Relationship Between Job Insecurity and Participation in Development Activities. *Journal of Vocational Behavior*, 140 (2023) 103825
<https://doi.org/10.1016/j.jvb.2022.103825>
- Vranjes, I., Vander Elst, T., Griep, Y., De Witte, H., & Baillien, E. (2023), What Goes Around Comes Around: How Perpetrators of Workplace Bullying Become Targets Themselves. *Group & Organization Management*, 48(4), 1135-1172, DOI:10.1177/10596011221143263

4. Fraccaroli, Franco. Department of Psychology and Cognitive Science, University of Trento, Italy, Palazzo Fedrigotti, Corso Bettini 31, I-38068 ROVERETO (TN). Tel. (+39) 0464 808609, fax: (+39) 0464 808602, e-mail: 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

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

Research topic:

work-life interface; invasion of work through technologies; well-being at work; remote work; positive and disruptive leadership; soft skills and international mobility; listening to music at work; governance of sustainability.

Recent publications:

-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., Molino, M., & Dolce, V. (2023). 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.

-Ghislieri, C., Sanseverino, D., Dolce, V., Manuti, 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.

-Ingusci, E., Ciavolino, E., Signore, F., Zito, M., Russo, V., & Ghislieri, C. (2023). The Role of Personal Resources in Buffering College Student Technostress during the Pandemic: A Study Using an Italian Sample. *Social Sciences*, 12, 484. <https://doi.org/10.3390/socsci12090484>.

-Molinaro, D., Loscalzo, Y, Buono, C., Del Giudice, L., Lustro, A., Ghislieri, C., & Spagnoli, P. (2023). Studyholism and Health Outcomes: Could Internet Addiction Make the Difference?, *Social Science Computer Review*, 10.1177/08944393231192233

-Molino, M., Dolce, V., Cortese, C.G., Sanseverino, D., & Ghislieri, C. (2023). Stop (to Work) and Go (to Recover) During Mandatory Work From Home: A Three-Wave Study. *Health education & behavior: the official publication of the Society for Public Health Education*, 10901981231192988 .

-Muca, E., Molino, M., Ghislieri, C. et al. (2023). Relationships between psychological characteristics, academic fit and engagement with academic performance in veterinary medical students. *BMC Vet Res* 19, 132, <https://doi.org/10.1186/s12917-023-03695-0>

-Sacchi, A., Molino, M., Dansero, E., Rossi, A., & Ghislieri, C. (2023). How sustainable is the governance for sustainability in higher education? Insights from an Italian case study. *International Journal of Sustainability in Higher Education*, 24(8), 1971–1991. doi/10.1108/IJSHE-08-2022-0254.

-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.

-Sanseverino, D., Molinaro, D., Spagnoli, P., & Ghislieri, C. (2023). The Dynamic between Self-Efficacy and Emotional Exhaustion through Studyholism: Which

Resources Could Be Helpful for University Students? *In: J Environ Res Public Health*. 27, 20 (15):6462. doi: 10.3390/ijerph20156462.

6. 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)

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:

-González-Romá, V., & Hernández, A. (2023). Conducting and Evaluating Multilevel Studies: Recommendations, Resources, and a Checklist. *Organizational Research Methods*, 26(4) 629–654. <https://doi.org/10.1177/10944281211060712>

-González-Romá, V., Hernández, A., Ferreres, A., Zurriaga, R., Yeves, J., & González-Navarro, P. (2023). Linking teacher-student relationship quality and student group performance: A mediation model. *Current Psychology*, 42, 21048–21057. <https://doi.org/10.1007/s12144-022-03206-8>

-Davcheva, M., & González-Romá, V. (2023). Proportion of Women in Work Teams and Team Performance: a Moderated Mediation Model. *Current Psychology*, 42 (29), 25028–25041. <https://doi.org/10.1007/s12144-022-03534-9>

-Tomás, I., González-Romá, V., Valls, V., & Hernández, A. (2023). Perceived overqualification and work engagement: the moderating role of organizational size. *Current Psychology*, 42, 23069–23079.

<https://doi.org/10.1007/s12144-022-03420-4>

-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>

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

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., Igit, 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.

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 individual differences and selection methods; occupational health, with emphasis on measurement.

Recent publications:

-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>

-Cotiga, A. C., Zanzirescu, 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. (2023). Testarea standardizata in educatie [Standardized Educational Testing]. *Humanitas*.

-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).

-Iliescu, D., & Tânculescu, L. (2023). Diagnoza organizațională [Handbook of organizational diagnosis]. *Polirom*.

-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).

-Ispas, S. A., Iliescu, D., Ren, L., So, S., & Toy, M. (2023). Psychometric Tests for Hepatitis B – A Systematic Review. *Evaluation & the Health Professions* (online first). <https://doi.org/10.1177/01632787231188458>

-Fischmann, G., Corbeanu, A., Spînu, R., Sulea, C., & Iliescu, D. (2023). Job insecurity, job security, job future ambiguity? Oh my... A new step towards conceptual clarity. In: N. De Cuyper, E. Selenko, M. Euwema, & W. Schaufeli

(Eds.), *Job Insecurity, Precarious Employment and Burnout: Facts and Fables in Work Psychology Research* (pp. 12-29). Edward Elgar Publishing.

-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>

-Truica, A.-M., & Iliescu, D. (2023). Nicolae Mărgineanu (1905-1980). *Contemporary Psychology/Suvremena psihologija*, 26(1), 71-76.

-Weber, A. M., Greiff, S., & Iliescu, D. (2023). Assessing Children in Developmental Research: Challenges in Testing Through Infancy to Adolescence. *European Journal of Psychological Assessment*, 39(6), 385-389. <https://doi.org/10.1027/1015-5759/a000808>

9. 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:

-Karamushka L.M., Kredentser, O.V., Tereshchenko, K.V., Delton, Y., Lazos, G.P., & Paskevsk, I.A. (2023). The relationship between work characteristics and subjective well-being of educational organization managers and employees *Polski Merkuriusz Lekarski Polish Medical Journal*, 4, 390-397.

<https://doi.org/10.36740/merkur202304114>

-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., & Yen, C-F. (2023). 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*, 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., Rosenblatt J.D., Ho, R., McIntyre, R.S., & Chen Yi-Lung. (2023). Depression, anxiety and post-traumatic stress during the 2022 Russo-Ukrainian war, a comparison between populations in Poland, Ukraine, and Taiwan. *Scientific Reports*, 13(1), 3602.

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<https://doi.org/10.1038/s41598-023-47840-z>

- Dian-Jeng Li, Nadiya Hapon, Agata Chudzicka-Czupala, Mateusz Paliga, Liudmyla Karamushka, Marta Zywołek-Szeja, Roger S. McIntyre, Soon-Kiat Chiang, Yi-Lung Chen, Cheng-Fang Yen, Roger Ho Chun Man (2023). Rumination about the Russo-Ukrainian War and its related factors among individuals in Poland and Ukraine. *Kaohsiung Journal of Medical Sciences*, 39 (9), 943-953. <https://doi.org/10.1002/kjm2.12711>
- Miliutina, K., Trofimov, A., Zelenin V., Andrushchenko T., Karamushka L. (2023). The Role of Pets in Preserving the Emotional and Spiritual Wellbeing of Ukrainian Residents During Russian Hostilities, *Journal of Religion and Health*, 62(1), 500–509. <https://doi.org/10.1007/s10943-022-01669-4>

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; cybersecurity; time management; science-practitioner gap

Recent publications:

- Ashraf, A., Taha, Bajwa, N. H., König, C. J., Javed, M., & Mustafa, M. (2023). «Stalking is immoral but not illegal»: Understanding security, cyber crimes and threats in Pakistan. *Proceedings of the 19th Symposium on Usable Privacy and Security* (SOUPS 2023), 37-56. <https://www.usenix.org/system/files/soups2023-ashraf.pdf>
- 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- & Organisations psychologie*, 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. (2023). Trust in hybrid human-automated decision-support. *International Journal of Selection and Assessment*, 31(3): 388–402. <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>
- Vesper, D., & König, C. J. (2023). Differences in strike attitudes and behavioral reactions among British, German, and French samples. *Workers of the World*, 1(11), art. 3. <https://doi.org/10.5281/zenodo.8384487>
- Vesper, D. & König, C. J. (2023). Do French and German cross-border workers differ in their strike attitudes and willingness to strike? In: F. Clement, R. Belkacem, I. Pigeron-Piroth, & C. Wille (Eds.). *Le travail frontalier en Europe: Réalités et défis* (pp. 161-172). Larcier.
- Vesper, D., Grzymala-Moszczyńska, J., König, C., J., Martínez-Iñigo, D., Sverke, M., & Zickar, M. J. (in press). One opportunity of antiwork: Bringing unions (back) to the I-O table. *Industrial and Organizational Psychology*.
- Vesper, D., & König, C. J. (in press). Measurement equivalence of the English, German, and French version of the strike attitude and behavioral reactions scale. *European Journal of Psychological Assessment*.

11.Kouabenan, Rémi. Université Pierre Mendès France, UFR SHS, Département de Psychologie, BP 47, 38040, Grenoble Cedex 9, France. Tel. 0476825629 (office); 0476228507 (home); fax: 0476825665; e-mail: Remi.Kouabenan@upmf-grenoble.fr

Research topics:

Health and safety: accident analysis; risk perception; human behaviour and transport mode choice; management of change and innovation; management of conflicts and social re

Recent publications:

- Boua, M., Kouabenan, D. R., & Belhaj, A. (2023). Fatalistic Beliefs, Naive Causal Explanations of Accidents and Road Safety Behaviors. *Psychological Studies*. <https://doi.org/10.1007/s12646-023-00763-1>. Published online 17 November 2023
- Ngueutsa, R., Wassouo, E., Tchagneno, C.L.G., & Kouabenan, D. R. (2023). Fatalistic beliefs, cultural beliefs and socio-instrumental control beliefs: What are the links? Can we speak of an active fatalism? *Psychological Reports*. First online, 1-24 (Q.2). <https://doi.org/10.1177/00332941231153799>

12. 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:

- Kubicek, B., Uhlig, L., Hülshager, U., Korunka, C., & Prem, R. (2023). Are all challenge stressors beneficial for learning? A meta-Analytical assessment of differential effects of workload and cognitive demands. *Work and Stress*, 37(3), 269-298.
- Nalis-Neuner, I., Kubicek, B., & Korunka, C. (2023). Bridging Troubled Times: Adaptability and Identity Metaskills in Challenging Career Contexts. *Zeitschrift für Arbeits- und Organisationspsychologie*, 67(1).
- Patterer, A. S., Yanagida, T., Kühnel, J., & Korunka, C. (2023). Daily receiving and providing of social support at work: identifying support exchange patterns in hierarchical data. *European Journal of Work and Organizational Psychology*, 32(4), 489-505.
- Patterer, A. S., T., Kühnel, J., & Korunka, C. (2023). Parallel effects of the need for relatedness: A three-wave panel study on how coworker social support contributes to OCB and depersonalization. *Work & Stress*.
- Schöllbauer, J., Tement, S., & Korunka, C. (2023). Honey, there's something on my mind... Adverse consequences of negative and positive work rumination on attention to the partner, and the advantage of talking about it. *Journal of Happiness Studies*, 24, 917-944.
- Straus, E., Uhlig, L., Kühnel, J., & Korunka, C. (2023). Remote workers' well-being, perceived productivity, and engagement: which resources should HRM improve during COVID-19? A longitudinal diary study. *International Journal of Human Resource Management*, 34, 2960-2990.
- Uhlig, L., Korunka, C., Prem, R., & Kubicek, B. (2023). A two-wave study on the effects of cognitive demands of flexible work on cognitive flexibility, work engagement and fatigue. *Applied Psychology: An International Review*, 72, 625-646.
- Uhlig, L., Baumgartner, V., Prem, R., Siestrup, K., Korunka, C., & Kubicek, B. (2023). A field experiment on the effects of weekly planning behaviour on work engagement, unfinished tasks, rumination, and cognitive flexibility. *Journal of Occupational and Organizational Psychology*, 96(3), 575-598.

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

Recent publications:

-Kozusznik, 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.

-Flak, O., & Kozusznik, B. (2023), Knowledge representation of managerial competences in virtual teams aimed at artificial management. *Scientific Papers of Silesian University of Technology Organization and Management Series*, 177, 175-190. [10.29119/1641-3466.2023.177.10](https://doi.org/10.29119/1641-3466.2023.177.10).

-Irshad M.T., Li F., Nisar M.A., Huang X. Buss M., Peifer C., Kozusznik B., Pollak A., Pyszka A., Flak O., & Grzegorzec M.. Wearable-Based Human Flow Experience Recognition Enhanced by Transfer Learning Methods Using Emotion Data. *Computers in Biology and Medicine*, 166(1). Manuscript Number: CIBM-D-23-04437

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

Research topics:

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

Recent publications:

-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. *Psihologijske teme*, 32, 2; 28694, 19.

-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*.

-Tomas, J., Maslić Seršić, D., Mikac, U., Rebernjak, B., Buško, V., & De Witte, H. (2023). Validation of the Croatian version of the short form of the Burnout Assessment Tool: Findings from a nationally representative sample. *International journal of selection and assessment*, 1-14.

-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.

-Tomas, J., & Maslić Seršić, D. (2023). Job insecurity and job performance: Why do job-insecure employees not perform better? In: N. De Cuyper, E. Selenko,

M. Euwema and W. Schaufeli (Eds.) *Job Insecurity, Precarious Employment and Burnout* (pp. 30-47). Edgar.

-Tomas, J., Lee, H. J., Bettac, E. L., Jenkins, M. R., De Witte, H., Probst, T. M., & Maslić Seršić, D. (2023). Benefiting the organization while helping yourself: a three-wave study of reciprocal effects between job crafting and innovative work behaviors. *European Journal of Work and Organizational Psychology*, 1-16.

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

Research topics:

Bystanders of workplace bullying; activity-based offices in academia; work related health and wellbeing; psychosocial safety climate.

Recent publications:

-Holm, K., Jönsson, S., & Muhonen, T. (2023). Can Job Demands and Job Resources Predict Bystander Behaviour in Workplace Bullying? A Longitudinal Study. *International Journal of Bullying Prevention*. <https://doi.org/10.1007/s42380-023-00200-x>

-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>

-Toivanen, S., Berthelsen, H., & Muhonen, T. (2023). Consequences of implementing activity-based flexible offices in academia: A follow-up study of perceived changes in the work environment after relocation. *Facilities*, 41, 15/16, 129-145. <https://doi.org/10.1108/F-05-2023-0043>

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)

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

Research topics:

Leadership and well-being, design, implementation and evaluation of organizational interventions; restructuring and well-being, sustainable return to work for workers with common mental disorders.

Recent publications:

-Christensen, M., Fladmark, S. F., Zuberbuhler, J. P., Innstrand, S. T., & Nielsen, K. (2023). The ARK programme—a participatory organizational health intervention and development of meaning at work and work to home conflict over time for academics in Norway. In: M. Edwards, A. Martin, & N. Ashkanasy (Eds.). *Handbook of Academic Mental Health*. Edward Elgar Press.

-Løkling, T., Nielsen, K., & Christensen, M. (2024). Managing Conflict at Work: Addressing the Organizational Level. In C. Cooper & A. Day (Eds.) *The Routledge Companion to Mental Health at Work*. Routledge.

-Nielsen, K., Marzocchi, I., Di Tecco, C., Vignoli, M., Ghelli, M., Ronchetti, M., & Iavicoli, S. (2023). Validation of the Intervention Preparedness Tool: A short measure to assess important precursors for successful implementation of organisational interventions. *Work & Stress*.
<https://doi.org/10.1080/02678373.2023.2241417>

-Nielsen, K., & Yarker, J. (2023). «It's a rollercoaster»: The recovery and return to work experiences of workers with long COVID. *Work & Stress*. DOI - 10.1080/02678373.2023.2286654

-Nielsen, K., & Vasquez, C. (in press). Organizational interventions. In: C. Cooper & P. Brough (Eds.). *Elgar Encyclopedia of Occupational Health Psychology*. Edward Elgar Publishing.

-Nielsen, K., Di Tecco, C., Yarker, J., & Vignoli, M. (2024). An integrated approach to managing wellbeing in the workplace. In: P. Brough & G. Kinman (eds.). *Wellbeing at Work in a Turbulent Era*. Edward Elgar Publishing.

-Nielsen, K. (2024). Understanding the outcomes of work transformations: Evaluation of organizational interventions. In: S. Parker, F. Klonek, & C. Knight (Eds.). *Transformative Work Design: Synthesis and New Directions: A Prospectus*. SIOP Frontier Series.

-Roczniewska, M., Tafvelin, S., Nielsen, K., von Thiele Schwarz, U., Miech, E. J., Hasson, H., Edwards, K., Abildgaard, J. S., & Sørensen, O. H. (2023). Simple roads to failure, complex paths to success: An evaluation of conditions explaining

perceived fit of an organizational occupational health intervention. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12502>

-Sanz Vergel, A., Nielsen, K., Rodríguez-Muñoz, A., & Antino (2023). What happens at work doesn't always stay at work: Daily job crafting and detachment among colleagues. *Applied Psychology: An International Journal*. <https://doi.org/10.1111/apps.12499>

-Vasquez, C., & Nielsen, K. (in press). Modelo integral y multinivel para la evaluación de intervenciones organizacionales. Un aporte a la salud mental desde el contexto europeo. In: M. E. Ansoleaga Moreno, J. Yeves and L. Godoy (Eds.). *Proteger la salud mental en el trabajo: conceptos, contextos e intervenciones*.

-Nielsen, K., & LaMontagne, A. (2024). Prevention and Intervention: Multi-Level Workplace Interventions. In: M. Peeters, M., J. de Jonge, J., & T. Taris (Eds.). *An introduction to contemporary work psychology*. Wiley Blackwell.

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Research topics:

Employee recruitment and selection; applicant reactions to selection methods; social media in recruitment/selection; gamification in recruitment; employer branding; personality in selection.

Recent publications:

-Tsoni, E., & Nikolaou, I. (2023). Applicants' reactions to traditional and digital interviewing and the impact of inappropriate questions. *21st Congress of the European Association of Work and Organizational Psychology (EAWOP)*. Katowice, Poland.

-Katsadoraki, A., & Nikolaou, I. (2023). The Development of HEXACO-RUSH; Concurrent Validity and Applicant Reactions of a Gamified Personality (HEXACO) Assessment. In: R. Landers et al.: *Grounding Gamification: Comparing Gamified Measures to Traditional Standards. 38th Annual Conference of the Society for Industrial and Organizational Psychology*, Boston, USA.

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

Research topics:

Trust and distrust 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_I4_lIQ, 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

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., Casper, A., & Sonnentag, S. (2023). Daily trajectories of evening recovery experiences and their role for next-day mood. *Journal of Occupational Health Psychology*, 28(5), 291-309.

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

-Koch, T. J. S., Völker, J., & Sonnentag (in press). Healthy and successful: Health-behavior goal striving in daily work life. *Stress and Health*.

-Koch, T. J. S., Nesher Shoshan, H., Völker, J., & Sonnentag (in press). Psychological detachment matters right after work: Engaging in physical exercise after stressful workdays. *International Journal of Stress Management*.

-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.

-Mohr, M., Nesher S., H., & Sonnentag, S. (in press). Perfectionism and cognitive-behavioral processes in daily work: Implications for self-rated perceptions and emotions. *European Journal of Work and Organizational Psychology*.

- Mohr, M., & Sonnentag, S. (2023). To be or not to be a perfect parent? How striving for perfect parenting harms employed parents. *Journal of Vocational Behavior*, 147, 103941.
- Nesher S., H., Venz, L., & Sonnentag, S. (2023). Reciprocal relations between emotional exhaustion and episode-specific emotional labour: An experience-sampling study. *Work & Stress*, 37(4), 421-445.
- Sonnentag, S., Kottwitz, M. U., Koch, T. J. S., & Völker, J. (2023). Enrichment and conflict between work and health behaviors: New scales for assessing how work relates to physical exercise and healthy eating. *Occupational Health Science*, 7, 251-296.
- 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.
- Völker, J., Casper, A., Koch, T. J. S., & Sonnentag, S. (2023). It's a match: The relevance of matching chronotypes for dual-earner couples' daily recovery from work. *Journal of Occupational Health Psychology*, 28(3), 174-191.
- Wehrt, W., & Sonnentag, S. (in press). When is taking charge depleting? Job control and self-control demands as moderators in daily depletion processes. *Scandinavian Journal of Work and Organizational Psychology*.
- 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.

21. Steiner, Dirk. Laboratoire d'anthropologie et de psychologie cliniques, cognitives et sociales (LAPCOS), Université Côte d'Azur, 24 avenue des Diabls Bleus, 06300 Nice, France; Tel. +33489152374, e-mail: Dirk.STEINER@univ-cotedazur.fr

Research topics:

Organizational justice and health; leadership and gender; employment discrimination; personnel selection.

Recent conference organization:

-International Research meeting on the Determinants of the Physical, Mental, and Social Health of Professional Musicians and Proposals for Prevention. Nice, France, December 7 to 9, 2023. Organized by Dirk Steiner and Anne Mauge.

Recent conference presentation:

-Mauge, A., & Steiner, D. (December, 2023). The particular case of professional orchestra musicians: Justice perceptions, health, and instrumental performance in a context with multiple demands. Paper presented at the International Research meeting on the Determinants of the Physical, Mental, and Social Health of Professional Musicians and Proposals for Prevention. Nice, France

22. Sverke, Magnus. Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden (Phone: +46 8 16 14 19, Mobile: +46 70 635 1961, Fax: +46 8 15 93 42, E-mail: magnus.sverke@psychology.su.se).

Research topics:

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

Recent publications:

-Engelkes, T., Sverke, M., & Lindholm Öjmyr, T. (2023). 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 S., 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>

23. Virtanen Marianna. Department of Educational Sciences and Psychology, University of Eastern Finland, P.O. Box 111, 80101 Joensuu, Finland, Tel. +358 50 448 3445 email: marianna.virtanen@uef.fi

Research topics:

Occupational health psychology, mental health, disability

Recent publications:

-Airaksinen, J., Pentti, J., Seppälä, P., Virtanen, M., Ropponen, A., Elovainio, M., Kivimäki, M., & Ervasti, J. (2023). Prediction of violence or threat of violence among employees in social work, healthcare and education: the Finnish Public Sector cohort study. *BMJ Open* 29,13(8):e075489.

-Kontturi, M., Kc, P., Ervasti, J., Pentti, J., Myllyntausta, S., Karkkola, P., Honkalampi, K., Vahtera, J., Stenholm, S., & Virtanen, M. (2023) Do sleep problems explain the association between work stress and the trajectories of work ability from midlife to pensionable age? *Journal of Occupational & Environmental Medicine*, 65(12), 1063-1069.

-Nyberg, S.T., Elovainio, M., Pentti, J., Frank, P., Ervasti, J., Härmä, M., Koskinen, A., Peutere, L., Ropponen, A., Vahtera, J., Virtanen, M., Airaksinen, J., Batty, G.D., & Kivimäki, M. (2023). Predicting long-term sickness absence with

employee questionnaires and administrative records: a prospective cohort study of hospital employees. *Scandinavian Journal of Work Environment & Health*, 49(8):610-620.

-Peutere, L., Pentti, J., Ropponen, A., Kivimäki, M., Härmä, M., Krutova, O., Ervasti, J., Koskinen, A., & Virtanen M. (2023). Association of nurse understaffing and limited nursing work experience with in-hospital mortality among patients: A longitudinal register-based study. *International Journal of Nursing Studies*, 150, 104628. doi: 10.1016/j.ijnurstu.2023.104628

-Virtanen, M., Törmälehto, S., Partonen, T., Elovainio, M., Ruuhela, R., Hakulinen, C., Komulainen, K., Airaksinen, J., Väänänen, A., Koskinen, A., & Sund, R. (2023). Seasonal patterns of sickness absence due to diagnosed mental disorders: a nationwide 12-year register linkage study. *Epidemiology and Psychiatric Sciences*, 32, e64. doi: 10.1017/S2045796023000768

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.

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*. <https://doi.org/10.1080/1359432X.2023.2250081>

-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 objectifies 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

Research topics:

Work & health; sustainable employability; inclusive organisations.

Recent publications:

-Gatari E., Fleuren B. P. I., Zijlstra F.R.H., & Hülshager U.R., (2023). Sweet Dreams are Made of This: A Person-Centered approach towards understanding the role of sleep in chronic fatigue. *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000355>

-Manara, M.U., Nübold, A., van Gils, S., & Zijlstra. F.R.H., (2023). Exploring the path to corruption – An informed grounded theory study on the decision-making process underlying corruption. *PLOS ONE*, 18(9), e0291819.

-Van Ruitenbeek, G., Zijlstra, F.R.H., & Hülshager, U.R., (2023). Workplace learning and development of people with limited work capacity. *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. *Human Resources for Health*, 21:44 / Published on: 9 June 2023. <https://doi.org/10.1186/s12960-023-00830-8>

-Zijlstra F.R., Arena, A., & Munduate, L. (2023). Inclusion of people with limitations in organizational contexts. *Editorial for Special Issue of Applied Psychology: An International Review*.

-Zijlstra F.R. (2023). Met het oog op de toekomst – de waarde van werk. Farewell lecture, 8 June 2023 at Maastricht University.

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