

(Re)discovering workers' individual differences as a key asset for coping with uncertain future

European Network of Organizational Psychologists (ENOP)

Thursday, April 4, 2024, 10.00 – 17.10

Friday, April 5, 2024, 09.30 – 13.00

Maison des Sciences de l'Homme, Paris

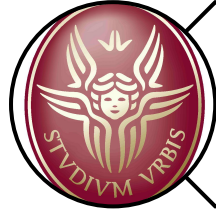


The symposium will offer insights over the available empirical evidences offered work and organizational studies targeting key individual resources, and over what strategies human resources have available to develop individual potentialities. An unifying theoretical framework will be presented and next 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

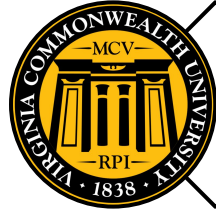
Key words: personality change; strong situations; restricted variance interactions; personality at work



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.

DISCUSSANTS & ORGANIZERS



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*



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
11:50 –	Using restricted variance interactions to understand individual difference models
13:00	Prof. Josè 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 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
