

**EUROPEAN NETWORK
OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS**

NEWSLETTER

No. 84

AUGUST, 2024

WEB ADDRESS

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

EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 84

August, 2024

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1. Editorial

Dear Colleagues,

The Newsletter provides information about activities of the ENOP in the period from December 2024 till August 2024.

The Newsletter includes, among other, information about decisions taken at the ENOP Business Meeting on April 5, 2024.

You will also find the report on the 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 conferences and congresses in the field of Work and Organizational Psychology (2024-2028) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2024, and other useful information.

Sincerely,

Liudmyla Karamushka
Kyiv, Ukraine, August 2024

2. ENOP Business Meeting-2024

Paris, Maison de Sciences de Hommes

ENOP Business Meeting took place on *Friday, 5 April, 2024*

Participants: Dirk Steiner, Finian Buckley, Eva Demerouti, Ståle Einarsen, Franco Fraccaroli, Vicente Gonzalez Roma, Gudela Grote, Jari Hakanen, David Holman, Cornelius Konig, Christian Korunka, Tuija Muhonen, Ioannis Nikolaou, Rosalind Searle, Sabine Sonnentag, Fred Zijlstra

Chair: Meeting chaired by *incoming President, Karina Nielsen.*

Minutes: Minutes taken by *Secretary, Dragos Iliescu.*

1. Annual Business Meeting (part 1). Inauguration of new members.

[Meeting Starting 14:15, Fri, 5 Apr 2024]

As per ENOP Statutes, new members of ENOP are only formally members once they have been approved at the Annual Business Meeting.

Before formally voting on their inauguration, each new member had the opportunity to say a few words about their work.

Seven new members have been proposed for inauguration. Four were present and talked about their research interest and personal development: *Ståle Einarsen* (Norway), *Eva Demerouti* (Netherlands), *Jari Hakanen* (Finland), *David Holman* (UK).

Three other new members were not presented and offered apologies: *Bernadeta Goštautaitė* (Lithuania), *Emilie Vayre* (France), *Marit Christensen* (Norway).

Formal vote for acceptance is taken, all members pass unanimously.

Karina Nielsen will send invitation to access the ENOP shared drive to new members.

[Meeting Ending 14:29, Fri, 5 Apr 2024]

2. Extraordinary General Assembly

[Meeting Starting 14:30, Fri, 5 Apr 2024]

There has been a discrepancy between the French statutes registered with the French authorities and the English version, from which ENOP has been functioning informally. To rectify this issue, *Dragos Iliescu*, *Dirk Steiner*, and *Karina Nielsen* have drafted a simplified version of the French statutes that still meets the French

legal requirements. As with the change in the address of the ENOP headquarters, any changes in the statutes must be discussed at an Extraordinary General Assembly (EGA).

The EGA was announced with more than the required two weeks' notice that an Extraordinary General Assembly will take place at the Maison des les Sciences d'Homme at 2.30 p.m. on April 5, 2024.

The announcement contained: a) the proposed new statutes drafted by *Dragos Iliescu*, *Dirk Steiner*, and *Karina Nielsen*, b) the informal English version, c) the French formal version, translated into English.

In the EGA, members have discussed the proposed changes and agreed on an updated version.

Formal vote for acceptance was taken at 14:50.

Voting in person were the following members: Karina Nielsen, Dragos Iliescu, Franco Fraccaroli, Fred Zijlstra, Ioannis Nikolaou, Cornelius Konig, Tuija Muhonen, Sabine Sonnentag, Rosalind Searle, Dirk Steiner, Finian Buckley, Vicente Gonzalez-Roma, David Holman, Jari Hakanen, Evangelia Demerouti, Ståle Einarsen.

Members who were unable to attend the Extraordinary General Assembly, have nominated a colleague who is present to vote at the Assembly on their behalf. The following proxies were acknowledged: Lourdes Munduate vote goes to Vicente Gonzalez Roma, Gudela Grote & Christian Korunka vote goes to Fred Zijlstra, Emilie Vayre vote goes to Dirk Steiner, Hans de Witte vote goes to Dragos Iliescu

A number of 21 votes from 31 members were expressed, all in favour.

The statutes were accepted with an absolute majority.

[Meeting Ending 14:51, Friday, 5 April 2024]

3. Annual Business Meeting (part 2). Regular business meeting

[Meeting Starting 14:52, Fri, 5 Apr 2024]

a. Minutes from previous meeting:

Minutes are approved unanimously.

b. Next year's symposium: dates and topic:

Ideas were proposed: (a) EAWOP Impact Incubator (*Ros Searle*), (b) how broad and how inclusive is our domain (*Cornelius Konig*), (c) the ENOP Reference Model (*Dragos Iliescu*).

Topic for 2025: Impact Incubator (*Ros Searle*), possibly with invitations from the International Labour Organization (ILO), Eurofound, EU-OSHA, OECD.

Note: Rules about financial spending for invited participants to be sent to Ros Searle by Karina Nielsen.

Date for 2025: Will only be certain in September, alternatives are: 27-28 March (preferred date), 10-11 April (second choice), 13-14 March (third choice).

c. Budget/financial issues:

The Treasurer (*Dirk Steiner*) gave an overview of the finances. Currently \$4280.02 Euro in the regular account; 12973.14 Euro in the savings account. Some expenses for this year's symposium must still be paid, and to date we have not yet received the annual fee for three members.

d. Membership:

New members were accepted previously. Overview of proposals for new members: *Despoina Xanthopoulou* (as a second representative from Greece); *Nele de Cuyper* (Belgium, Leuven); *Florence Stinglehamber* (Belgium, Loivain la Neuf); *Guido Alessandri* (Italy, Sapienza Rome).

It was agreed that all these would be invited to join ENOP. *Dragos Iliescu* will send invitation.

e. Future activities of ENOP:

Topics identified through stick-it notes:

1. *Diversity.*

2. *Emerging research questions:*

Identify problems, try to find a way to solve those problems. Problems not pushed forward by researcher curiosity but by societal or organizational need.

3. *New technologies & AI:*

We need to increase the amount of education and information that non-WOP professionals have about WOP – maybe an ENOP Reference Model for non-psychologists – because much of research on AI comes ready-designed by people from outside of WOP.

4. *Working life of a WOP academic: publishing, teaching, research etc.*

5. *Boundaries to related fields / connections with other disciplines:*

Important to work with other disciplines – then again what kind of problem do we want to solve? Ideally societal issues, problems that are larger than one organizations – we then need to find adjacent disciplines (engineering, economics) – by discussing we understand their line of thinking (and they understand ours) – work together, publish together

6. *Impact and translating research into practice:*

Understand challenges of society and organizations – then find solutions for problems, how can we from our domain of science help to solve these issues? Help by designing selection systems or provide training systems, through job design, etc.

7. *Talent pipeline for WOP: attracting and recruiting bright people.*
8. *Cross-cultural research and practice, incl. encouraging WOP in countries without WOP tradition.*
9. *Construct proliferation & quantity over quality.*

Ideas for projects:

- People do not know what ENOP does. Our events are for us. The challenge is to create short pieces (evidence based summaries) to communicate topics in WOP to the general audience. Any ENOP member could contribute with a piece, by next meeting. Should be future-focused. ABC of work psychology. Everybody is an expert in our field – everybody making superficial comments. We brand this to be evidence-based. Serious stuff by serious people. Guideline is needed: structure of the contribution, tone of voice etc. Coordination is needed, so that we do not cover the same topic twice. Volunteer: *Ros Searle*. *Karina Nielsen* will send guidelines for publication on Occupational Health at Work to *Ros Searle*.

- Creating an ENOP Reference Model for the education of non-psychologists. Specifically educating engineers, when they have to design machines for use by humans. We can be influential if we educate the people who design these things, to have a human-centric mindset. Have an online workshop in which people can have an input – especially with colleagues who teach in engineering programmes, also engineers from such programs. Design a simple reference model that can be fed into their curriculum. Volunteer: *Vicente Gonzales Roma*.

- Identify some of the problems to which we can give answers. Not push this through our expertise, but through the problems. EAWOP summer school to extend to a problem – with presentation of problem, working through it towards solving and reaching solution – could be 1-2 weeks, working summer schools. Maybe have a prize by EAWOP or ENOP – a teaching prize for impact of teaching (explaining teaching plan – show case about how to design good courses in WOP. Volunteer: *Eva Demerouti & Ioannis Nikolaou* to report back on a plan by next year.

f. Any Other Business:

- Formal thanks to the outgoing President, *Fred Zijlstra*, for his lifelong contribution to ENOP.
- Formal thanks to *Franco Fraccaroli* who retires from ENOP this year for this contribution to ENOP.
- Announcement from *Ros Searle* on special issue of JOOP on impact.
- *Liudmyla Karamushka* has accepted to continue on ENOP Newsletter.

[Meeting Ending 17:06, Fri, 5 Apr 2024]

3. Report on the ENOP Symposium-2024 “(Re)discovering workers’ individual differences as a key asset for coping with uncertain future” (April 4-5 2024, Paris)

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 provided insights into the available empirical evidence from work and organizational studies focusing on key individual resources and strategies that human resources can use to develop individual potential. The aim was to promote new conceptions of individual differences in the workplace, as well as new intervention and training perspectives to advance practices in organizational psychology. The symposium addressed a classic theme in psychology, central to work and organizational psychology: individual differences. More specifically, it concerned recent advancements that focus on the psychosocial resources of individuals in organized contexts. For example, the issue of stability/flexibility of such resources (including personality); the influence of organizational contexts (i.e., organizational personality change); the role of aging processes on some resources (i.e., work ability); the evolution of research methods in this area; some applied areas such as the relationship between psychological resources, stress, and recovery; entrepreneurship; occupational time perspective. Some considerations have also been addressed to the role of new technologies in the analysis of individual differences.

Thanks to the participation of the international colleagues and the contributions of the ENOP members, held a highly interesting symposium. All the presentations were extremely engaging, with updated and stimulating contributions. The ensuing discussion was always lively and well-participated. The decision to have dedicated discussants for each presentation proved very effective in guiding the discussion and offering further insights.

Below is the detailed program of the two-day symposium.

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. 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 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

Presentations of the ENOP Symposium-2024 and a reading list are available on the shared google drive:

<https://drive.google.com/drive/folders/1msCfCp5P1nYZQ4feH0G9dmY4V4-Mt9Yr0>

4. Future congresses and conferences (2024-2028)

EAWOP Small Group Meeting:

*Challenges in Work Stress:
Advancing the Knowledge about
Challenge Stressors
and Recommendations for Addressing
Ambivalent Work Demands in Policy and
Practice*

September 12th-13th, 2024

Graz, Austria

UNIVERSITY OF GRAZ



Web: http://www.eawop.org/ckeditor_assets/attachments/1999/eawop_sgm_challenges_in_work_stress_call_for_papers.pdf?1709400332

2025 SIOP Annual Conference

April 3-5, 2025

Denver, Colorado (USA)

Web:

<https://www.emedevents.com/c/medical-conferences-2025/38th-annual-society-for-industrial-and-organizational-psychology-siop-conference-2025>



22st EAWOP Congress:

*Transforming working environments:
challenges & opportunities*

21-25 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>



**ECP
2025**



ICAP 2026

**31st INTERNATIONAL CONGRESS
OF APPLIED PSYCHOLOGY**

FLORENCE 20th - 26th JULY, 2026

**31 International Congress of
Applied Psychology**

July 20-26, 2026

Florence, Italy

Web: <https://www.icap2026.org>

34th International Congress of Psychology

July 16-21, 2028

Melbourne, Australia

<https://psychologyevents.org.au/icp-2028>

6. ENOP-members research interests and recent publications

In this section you will find a list of 31 members of ENOP, their contact information and research topics as well as list of publications dated to 2024 provided by the members.

1. Buckley, Finian. Dublin City University Business School, DCU, Dublin 9, Ireland. Ireland. Tel: 00353 7005658, 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, listening and trust.

Recent Papers:

-Kong, DT, Crossley, C., Cooper, C., Buckley, F., van der Werff, L., & Real, C. (2024). How trust and age-based experiential resources influence venture team resilience amid the Covid-19 pandemic. *EGOS Conference, Milan*

-Grazi, A., & Buckley, F. (2024). Leaders and Followers different experiences of remote versus office working and its influence on Well-Being. *INPACT Conference proceedings, Lisbon*. ISSN (electronic version): 2184-3414.

- Crossley, C., Cooper, C., Buckley, F., Kong, T., van der Werff, L., & Real, C. (2024). Better with Age? The role of Trust and Age in Venture team Resilience. *Babson CERC conference proceedings, Munich*.

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

3. Christensen, Marit. Department of Psychology, Norwegian University of Science and Technology, N-7491 Trondheim, Norway. Tel. +47 99712702, e-mail: marit.christensen@ntnu.no

Research topics:

Healthy healthcare: Integrating the Organization of Health Services, Worker Wellbeing and Quality of Care; mental health and wellbeing in academia – organizational interventions; H-WORK: multilevel interventions for mental health in SMEs and public organizations; BAT: Burnout Assessment Tool.

Recent publications:

-Peláez Zuberbuhler, J., Corbu, A., Christensen, M., & Salanova, M. (2024). The effectiveness of positive psychological coaching at work: a systematic review.

Coaching: An International Journal of Theory, Research and Practice, 1–26.
<https://doi.org/10.1080/17521882.2023.2300822>

-De Lange, A. H., Teoh, K., Fleuren, B., Christensen, M., Medisauskaite, A., Løvseth, L. T., ... Correia, I. (2024). Opportunities and challenges in designing and evaluating complex multilevel, multi-stakeholder occupational health interventions in practice. *Work & Stress*, 1–21. <https://doi.org/10.1080/02678373.2024.2332169>

-De Beer, L. T., Schaufeli, W. B., De Witte, H., Hakanen, J., Kaltiainen, J., Glaser, J., Seubert, C., Shimazu, A., Bosak, J., Procházka, J., Kajzar, A., & Christensen, M. (2024) Revisiting a Global Burnout Score with the Burnout Assessment Tool (BAT) Across Nine Country Samples. *European Journal of Psychological Assessment*. <https://doi.org/10.1027/1015-5759/a000839>

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
 Additionally affiliated at Optentia Research Unit, Vanderbijlpark Campus, North-West University, South-Africa.

Academically active as ‘Emeritus with assignment’ 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 publications:

-De Beer, L.T., Hakanen, J.J., Schaufeli, W.B., De Witte, H., Glaser, J., Seubert, C., Kaltiainen, J., & Morin, A.J.S. (2024). The Burnout-Depression Conundrum: Investigating Construct-Relevant Multidimensionality Across Four Countries and Four Patient Samples. *Psychology & Health*.
<https://doi.org/10.1080/08870446.2024.2321358>

-Dello, S., Bruyneel, L., Kohnen, D., De Witte, H., Schaufeli, W. B., Mchugh, M. D., Aiken, L., Sermeus, W. for the Magnet4Europe consortium (2024). Prevalence, predictors and outcomes of physician care left undone in acute care hospitals across six European countries during COVID-19: A cross-sectional study. *European Journal of Internal Medicine*, 121: 95-102. <https://doi.org/10.1016/j.ejim.2023.10.021>

-Hadžibajramović, E., Schaufeli, W.B., & De Witte, H. (2024). The ultra-short version of the Burnout Assessment Tool (BAT4) – development, validation, and measurement invariance across countries, age and gender. *PLoS ONE*, 19(2): e0297843. <https://doi.org/10.1371/journal.pone.0297843>

-Kohnen, D., De Witte, H., Schaufeli, W.B., Dello, S., Bruyneel, L., & Sermeus, W. (2024). Engaging leadership and nurse well-being: The role of the work environment and work motivation - a cross-sectional study. *Human Resources for Health*, 22:8 <https://doi.org/10.1186/s12960-023-00886-6>

- Popescu, B., Maricuțoiu, L.P. & De Witte, H. (2024). The student version of the Burnout Assessment Tool (BAT): psychometric properties and evidence regarding measurement validity on a Romanian sample. *Current Psychology*, 43, 2037-2051. doi.org/10.1007/s12144-023-04232-w.
- Tomas, J., Maslić Seršić, D. M., Mikac, U., Rebernjak, B., Buško, V. & De Witte, H. (2024). 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*, 32(1), 40-53. <https://doi.org/10.1111/ijsa.12447>
- Toscanelli, C., Urbanaviciute, I., De Witte, H., & Massoudi, K. (2024): Better bored than burned-out? Cynicism as a mediator between boredom at work and exhaustion. *British Journal of Guidance & Counselling*, 52(2), 274-285, DOI:10.1080/03069885.2023.2219376

5.Demerouti, Evangelia. Human Performance Management group, Department of Industrial Engineering and Innovation Sciences, Eindhoven University of Technology, PO Box 513, 5600MB Eindhoven, The Netherlands. Tel. +31 40 247 5669, e-mail: e.demerouti@tue.nl

Research topics:

The effects of job characteristics, individual job strategies (including job crafting and decision-making), occupational well-being, interventions and work-life balance.

Recent publications:

-Demerouti, E., Roth, C., Ebner, K., Soucek, R., & Moser, K. (2024). Toward a better understanding of self-regulation promoting interventions: When performance management and job crafting meet. *Human Resource Management*. Advance online publication. <https://doi.org/10.1002/hrm.22236>

6. Einarsen, Ståle Valvatne. Bergen Bullying Research Group, Department of Psychosocial Science, Faculty of Psychology, University of Bergen, N-5020 Bergen, Norway. Tel. +47 91183855, e-mail: stale.einarsen@uib.no

Research topics:

All aspects of workplace bullying and harassment in the workplace; destructive and abusive leadership; interpersonal conflicts; work environment quality; stress and health at work.

Recent publications:

-Nielsen, M.B., Einarsen, S. V., Parveen, S., & Rosander, M. (2024). Witnessing workplace bullying - A systematic review and meta-analysis of individual health and well-being outcomes. *Aggression and Violent Behavior*, 75, <https://doi.org/10.1016/j.avb.2023.101908>

-Glambek, M., Einarsen, S.V. Gjerstad, J. & Nielsen, M.B. (2024). Last in, first out? Length of service as a moderator of the relationship between exposure to

bullying behaviours and work-related outcomes. *Current Psychology*, 43 (2); 1296-1308. <https://doi.org/10.1007/s12144-022-04202-8>.

-Blomberg, S., Rosander, M., & Einarsen, S.V. (2024). Role ambiguity as an antecedent to workplace bullying: Hostile work climate and supportive leadership as intermediate factors. *Scandinavian Journal of Management*, 40 (2), 101328. <https://doi.org/10.1016/j.scaman.2024.101328>

7. 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:

-Fraccaroli, F., Zaniboni, S., & Truxillo, D.M. (2024), Challenges in the New economy: a New era for work design, *Annual Review of Organizational Psychology and Organizational Behavior*, ol., 11, 1, 307-335, doi: 10.1146/annurev-orgpsych-081722-053704

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

Research topics:

Work-life interface, well-being at work, remote work, positive and destructive leadership, soft skills and international mobility.

Recent publications:

-Dolce, V., Ghislieri, C., Molino, M. *et al.* (2024). “A good night’s sleep!” How do remote workers juggle work and family during lockdown? Some answers from a French mixed-methods study. *Current Psychology*. <https://doi.org/10.1007/s12144-024-06193-0>

-Giunchi, M., Dolce V., Vonthron A.-M., Ghislieri C. (2024). Successful teleworking: The role of leadership and the relationship with emotional exhaustion [Réussir le télétravail: le rôle du leadership et la relation avec l’épuisement professionnel]. *Psychologie du Travail et des Organisations*, 30(2), 101-116. <https://doi.org/10.1016/j.pto.2023.12.004>

-Molinaro, D., Loscalzo, Y., Buono, C., Del Giudice, L., Lustro, A., Ghislieri, C., & Spagnoli, P. (2024). Studyholism and Health Outcomes: Could Internet Addiction Make the Difference? *Social Science Computer Review*, 42(2), 496-511. <https://doi.org/10.1177/08944393231192233>

-Molino M., Dolce ., Cortese C.G., Sanseverino D., Ghislieri C. (2024). Stop (to Work) and Go (to Recover) During Mandatory Work From Home: A Three-Wave

Study. *Health Education & Behavior*, 51(1), 21-31.
doi:[10.1177/10901981231192988](https://doi.org/10.1177/10901981231192988)

9. 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:

-Davcheva, M., González-Romá, V., Hernández, A., & Tomás, I. (2024). The Influence of Employment Quality on Employee Health Complaints: A Parallel Mediation Model. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-024-09944-9>.

-Ulfert, A. S., Le Blanc, P., González-Romá, V., Grote, G., & Langer, M. (2024). Are we ahead of the trend or just following? The role of work and organizational psychology in shaping emerging technologies at work. *European Journal of Work and Organizational Psychology*, 33 (2), 120-129. <https://doi.org/10.1080/1359432X.2024.2324934>

10. Goštautaitė, Bernadeta. ISM University of Management and Economics, Gediminas av. 7, Vilnius, Lithuania. Tel. +370 683 87487, email bergos@ism.lt.

Research topics:

Successful aging at work; adaptation to new technologies; diversity in organizations

Recent publications:

-Goštautaitė, B., Liubertė, I., Parker, S. K., & Bučiūnienė, I. (2024). Can You Outsmart the Robot? An Unexpected Path to Work Meaningfulness. *Academy of Management Discoveries*. <https://doi.org/10.5465/amd.2022.0113>

-Goštautaitė, B., & Šerelytė, M. (2024). Decreasing employability with age? The role of automation risk, lifelong learning, and occupational mobility. *Baltic Journal of Management*, 19(2), 145-162. <https://doi.org/10.1108/BJM-11-2022-0419>

-Goštautaitė, B., Mayrhofer, W., Bučiūnienė, I., & Jankauskienė, D. (2024). Mitigating medical brain drain: The role of developmental HRM and the focus on opportunities in reducing the self-initiated expatriation of young professionals. *The International Journal of Human Resource Management*, 35(3), 367-393. <https://doi.org/10.1080/09585192.2023.2241815>

11. 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:

- Bider, C., Grote, G., & Weyer, J. (2024) (Eds.). *Climate change and safety in high-risk industries*. Cham, Switzerland: Springer Nature.
- Dode, W., Grosemans, I., De Cuyper, N., Tschopp, C., & Grote, G. (2024). Employability in the post-job security era: Testing competing effects of perceived job insecurity on perceived employability change. *European Journal of Work and Organizational Psychology*, 33(1), 11-23.
- Grote, G. (2024). Uncertainty regulation in high-risk organizations: Harnessing the benefits of flexible rules. In J.-C. Le Coze & B. Journé (Eds.), *Compliance and initiative in the production of safety: A systems perspective on managing tensions and building complementarity* (pp. 13-20). Cham, Switzerland: Springer Nature.
- Kerstan, S., Bienfeld, N., & Grote, G. (2024). Choosing human over AI doctors? How comparative trust associations and knowledge relate to risk and benefit perceptions of AI in healthcare. *Risk Analysis*, 44(4), 939-957.
- Kahlert, A., & Grote, G. (2024). "Why should I care?" Understanding technology developers' design mindsets in relation to prospective work design. *European Journal of Work and Organizational Psychology*, 33(2), 230-244.
- Prombeck, J., Burmeister, A., & Grote, G. (2024). Older workers' knowledge seeking from younger coworkers: Disentangling countervailing pathways to successful aging at work. *Journal of Organizational Behavior*, 45(1), 1-20.
- Ulfert, A. S., Le Blanc, P., González-Romá, V., Grote, G., & Langer, M. (2024). Are we ahead of the trend or just following? The role of work and organizational psychology in shaping emerging technologies at work. *European Journal of Work and Organizational Psychology*, 33(2), 120-129.
- Walter, S., Schmutz, J. B., & Grote, G. (2024). A safety approach for improving security. Effective coordination strategies at the airport security screening checkpoint. *Human Factors*, 66(4), 1302-1314.

12. Hakanen, Jari. Finnish Institute of Occupational Health. Finnish Institute of Occupational Health, P.O. Box 40, FI-00032 Työterveyslaitos, Helsinki, Finland. Tel. +358-40-5625433; e-mail: jari.hakanen@ttl.fi.

Research topics:

Work engagement; burnout; job boredom; the job demands-resources model; servant leadership; job crafting; work-family interface; hybrid work; longitudinal research.

Recent publications:

- Kaltiainen, J., Virtanen, A., & Hakanen, J. J. (2024). Social courage promotes organizational identification via crafting social resources at work: A repeated-measures study. *Human Relations*, 77(1), 53-80. <https://doi.org/10.1177/00187267221125374>
- Harju, L., Tims, M., Hakanen, J. J., & Khapova, S. (2024). Crafting for one while considering all others: How the relational design of work shapes job crafting? *The International Journal of Human Resource Management*, 35:1, 67-97, DOI: [10.1080/09585192.2023.2211711](https://doi.org/10.1080/09585192.2023.2211711)
- De Beer, L.T., Hakanen, J.J., Schaufeli, W.B., De Witte, H., Glaser, J., Kaltiainen, J., Seubert, C., & Mori, A.J.S. (2024). The burnout-depression conundrum: investigating construct-relevant multidimensionality across four countries and four patient samples. *Psychology & Health*, 1-28, DOI: [10.1080/08870446.2024.2321358](https://doi.org/10.1080/08870446.2024.2321358)

13. Holman, David. Alliance Manchester Business School, University of Manchester. Booth St West, Manchester, M15 6PB. david.holman@manchester.ac.uk

Research topics:

Job design (antecedents, mechanisms, outcomes and interventions); emotion regulation.

Recent Publications:

-Zapf, D., Kern, M., Tschan, F., Holman, D., & Semmer, N. K., (2024). Emotion work in organisations. (Eds) M. Peeters, J. de Jonge, & T. Taris. *An Introduction to Contemporary Work Psychology*, Second Edition. John Wiley, Chichester.

14. 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:

- Bissantz, S., Frick, S., Melinscak, F., Iliescu, D., & Wetzel, E. (2024). The Potential of Machine Learning Methods in Psychological Assessment and Test Construction. *European Journal of Psychological Assessment* (online first). <https://doi.org/10.1027/1015-5759/a000817>
- Iliescu, D. & Greiff, S. (2024). Adopt standards for better social-science study comparisons. *Nature*, 628, 36. <https://doi.org/10.1038/d41586-024-00970-4>
- Iliescu, D., Greiff, S., & Dutu, R. (2024). The Emic-Etic Divide in Test Development and Adaptation: Recommendations to Authors to Address Cross-

Cultural Comparability. *European Journal of Psychological Assessment*, 40(2), 97–100. <https://doi.org/10.1027/1015-5759/a000823>

-Iliescu, D., Greiff, S., & Wetzel, E. (2024). Improving the Structured Reporting of Test Adaptations: Standards and Recommendations for Authors (Editorial). *European Journal of Psychological Assessment*, 40(3), 169–171. <https://doi.org/10.1027/1015-5759/a000845>

-Iliescu, D., Greiff, S., Ziegler, M., Nye, C., Geisinger, K., Sellbom, M., Samuel, D., & Saklofske, D. (2024). Proliferation of measures contributes to advancing psychological science. *Nature Communications Psychology*, 2(19). <https://doi.org/10.1038/s44271-024-00065-w>

-Petrescu, A. & Iliescu, D. (2024). Antecedents of Child Literacy in Romania. *Journal of Research in Reading (online first)*. <https://doi.org/10.1111/1467-9817.12463>

15. 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; coping-strategies.

Recent publications:

-Li, D-J., Chudzicka-Czupała, A., Paliga, M., Hapon, N., Karamushka, L., Żywiołek-Szeja, M., McIntyre, R.S., Chiang, S.-K., Chen, Y.-L., Yen, C.-F. Ho Chun Man R. (2024). Association Between the Time Spent on and Sources of the News of Russo-Ukrainian War and Psychological Distress Among Individuals in Poland and Ukraine: The Mediating Effect of Rumination. *Psychology Research and Behavior Management*. 1855-1866. <http://dx.doi.org/10.2147/PRBM.S457046>

-Karamushka, T., Karamushka, L., & Visich, O. (2024). Features of professional burnout of the staff of rehabilitation centers for wounded soldiers. *Organizational Psychology. Economic Psychology*, 32(2), 59-69. <https://doi.org/10.31108/2.2024.2.32.5> (in Ukrainian).

-Karamushka, L.M., & Snigur, Yu.S. (2024). *The psychology of educational organization heads' choice of coping strategies*: monograph. G.S. Kostiuk Institute of Psychology of the NAES of Ukraine, 195 pgs. (in Ukrainian).

16. 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:

- Feldkamp, T., Langer, M., Wies, L., & König, C. J. (2024). Justice, trust, and moral judgments when personnel selection is supported by algorithms. *European Journal of Work and Organizational Psychology*, 33(2), 130-145. <https://doi.org/10.1080/1359432X.2023.2169140>
- Greulich, B., König, C. J., & Fischer, N. (2024). How relative is stress? The influence of social comparisons when responding to work stress surveys. *Journal of Personnel Psychology*, 23(1), 1-11. <https://doi.org/10.1027/1866-5888/a000330>
- Greulich, B., König, C. J., & Mohr, R. (2024). When employees understate their stress: Defensive biasing in work stress surveys. *International Journal of Workplace Health Management*, 17(2), 102-122. <https://doi.org/10.1108/IJWHM-06-2023-0072>
- Richter, M., König, C. J., Brausch, C., & Gaszka, J. (2024). Exhaustion and job satisfaction among internal and external outplacement counsellors. *British Journal of Guidance & Counselling*, 52(3), 472-482. <https://doi.org/10.1080/03069885.2021.1978057>
- Vesper, D., Grzymala-Moszczynska, J., König, C. J., Martínez-Iñigo, D., Sverke, M., & Zickar, M. J. (2024). One opportunity of antiwork: Bringing unions (back) to the I-O table. *Industrial and Organizational Psychology*, 17(1), 70-74. <https://doi.org/10.1017/iop.2023.80>

17. 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:

Patterer, A. S., T., Kühnel, J., & Korunka, C. (2024). Parallel effects of the need for relatedness: A three-wave panel study on how coworker social support contributes to OCB and depersonalization. *Work & Stress*, 38, 1-23.

18. 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., & Flak, O. (2024). Psychological factors and artificial management. *Zeszyty Naukowe Organizacja i Zarządzanie Politechniki Śląskiej*.

-Kozusznik B., & Flak O. (2024). Sustainable management. The role of influence regulation. *Organizacja I Zarządzanie*.

19. 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

20. 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:

- Pfaff, J., Jönsson, S., & Muhonen, T. (2024). Bystander Intervention Programs Focusing on Sexual Violence in Academia—A Scoping Review. *Sage Open*, 14(2). <https://doi.org/10.1177/21582440241259156>

21. 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:

-Zijlstra, F.R.H., Arena, A., & L. Munduate, L. (2024). Inclusion of people with limitations in organizational contexts. Special Issue of *Applied Psychology: An International Review*. doi.org/10.1111/apps.12518

22. 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:

-Klasmeier, K., N., Thomson, B., & Nielsen, K. (2024). The fair share - Multilevel distributive justice as cross-level moderator for the impact of restructuring

- perceptions. *Journal of Change Management*.
<https://doi.org/10.1080/14697017.2024.2337443>
- Marzocchi, I., Nielsen, K., Di Tecco, C., Vignoli, M., Ghelli, M., Ronchetti, M., & Iavicoli, S. (2024). Job demands and resources and their association with employee well-being in the European Healthcare sector: a systematic review and meta-analysis of prospective research. *Work & Stress*.
<https://doi.org/10.1080/02678373.2024.2308812>
- Nielsen, K., Agate, C., Yarker, J., & Lewis, R. (2024). “It’s business”: a qualitative study of moral injury in business settings; experiences, outcomes and protecting and exacerbating factors. *Journal of Business Ethics*.
<https://doi.org/10.1007/s10551-024-05615-0>
- San Román-Niaves, M., Vasquez, C., Coó, C., Nielsen, K., Llorens, S., & Salanova, M. (2024). Effectiveness of compassion-based interventions at work: a systematic literature review and meta-analysis considering process evaluation and training transfer. *Current Psychology*, 43, 22238-22258.
<https://psycnet.apa.org/doi/10.1007/s12144-024-05959-w>
- Šípová, I., Lofajová, D., Máče, M., Nielsen, K., & Innstrand, S.T. (2024). Evaluation of the Effectiveness of Mental Health Intervention on Self-Compassion and Stigmatisation Attitudes among Leaders and Their Followers. *Central European Business Review*, 13(1), 85-104..10.18267/j.cebr.362
- Stenling, A., Nielsen, K., Olafsen, A. H., & Tafvelin, S. (2024). Need-supportive leadership behaviors and sickness absence among employees: The mediating role of basic psychological need satisfaction. *Applied Psychology: An International Review*. <http://doi.org/10.1111/apps.12523>

23. Nikolaou. Ioannis Department of Management Science and Technology, Athens University of Economics and Business, 76 Patission Ave., 10434, Athens, Greece (tel. +30-210-8203121; e-mail: inikol@aueb.gr)

Research topics:

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

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

Research topics:

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

Recent publications:

-Searle, R.H. & Rice, C.(2024) Trust and High Control: An exploratory study of Counterproductive Work Behaviour in a high security organization. *European Journal of Work and Organizational Psychology*.

<https://doi.org/10.1080/1359432X.2024.2344870>

-Searle, R.H., Al-Sharif, & N. Kamal (2024). Recruitment and Selection. In G. Wood and D.C. Collins (Eds.)/ *Human Resources Management: A critical introduction* (3rd edition). Basingstoke: Palgrave MacMillian.

-Searle, R.H. (2024). Ops I did it again! Understanding sexual misconduct in medicine and why it persists. In L. Stone, C. Phillips, E. Waldron, R.H. Searle & K. Douglas (Eds.). *Sexual abuse of doctors, by doctors: international perspectives and experiences*. Cambridge University Press, Cambridge.

-Searle, R.H., Bowen, E., & Stone, L. (2024). Applying a preventative medicine framework to sexual harassment in medicine. In L. Stone, C. Phillips, E. Waldron, R.H. Searle & K. Douglas, (Eds.), *Sexual abuse of doctors, by doctors: international perspectives and experiences*. Cambridge University Press, Cambridge.

-Searle, R.H. (2024). Trust. *Encyclopedia of Organizational Psychology*. Edward Elgar.

-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*.

25. 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:

–Koch, T. J. S., Völker, J., & Sonnentag (2024). Healthy and successful: Health-behavior goal striving in daily work life. *Stress and Health*, 40(2), e3295.

–Sonnentag, S., & Meier, L. L. (2024). Gain and loss cycles revisited: What to consider when testing key assumptions of conservation of resources theory. *Journal of Management Scientific Reports*, 2(2), 154-167.

–Völker, J., Koch, T. J. S., Wiegmann, M., & Sonnentag, S. (2024). Mind the misalignment: The moderating role of daily social sleep lag in employees' recovery processes. *Journal of Organizational Behavior*, 45(5), 684-701.

–Wehrt, W. & Sonnentag, S. (2024). When is taking charge depleting? Job control and self-control demands as moderators in daily depletion processes. *Scandinavian Journal of Work and Organizational Psychology*, 9(1): 3, 1-17.

26. 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 Publications:

-Marcus, J., Scheibe, S., Kooij, D., Truxillo, D., Zaniboni, S., Abuladze, L., Al Mursi, N., Bamberger, P., Balytska, M., Perek-Bialas, J., Boehm, S., Burmeister, A., Cabib, I., Coen, M., Deller, J., Derous, E., Diaz, N. B., Drury, L., Eppler-Hattab, R., Fasbender, U., ... Steiner, D. D., ... & Znidarsic, J. (2024). LeverAge: A European network to leverage the multi-age workforce. *Work, Aging and Retirement*, <https://doi.org/10.1093/workar/waae009>

27. 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:

-Klug, K., Bernhard-Oettel, C., & Sverke, M. (2024). The paradox of job retention schemes: A latent growth curve modeling approach to immediate and prolonged effects of short-time work on job insecurity and well-being. *Journal of Happiness Studies*, 25:72. <https://doi.org/10.1007/s10902-024-00787-y>

-Klug, K., Selenko, E., van Hoogtem, A., Sverke, M., & De Witte, H. (2024, online first). A lead article to go deeper and broader in job insecurity research: Understanding an individual perception in its social and political context. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12535>

-Klug, K., Selenko, E., van Hoogtem, A., Sverke, M., & De Witte, H. (2024, online first). Seeing the forest for the trees: A response to commentaries on job insecurity conceptualizations, processes, and social context. *Applied Psychology: An International Review*. <http://doi.org/10.1111/apps.12537>

-Malmrud, S., Falkenberg, H., Lindfors, P., Hellgren, J., & Sverke, M. (2023_online first). Opportunities and obstacles in individualized pay-setting from a manager perspective. *Nordic Journal of Working Life Studies*. <https://doi.org/10.18291/njwls.142492>

-Sousa-Ribeiro, M., Knudsen, K., Persson, L., Lindfors, P., & Sverke, M. (2024, online first). Meaning of working for older nurses and nursing assistants in Sweden: A qualitative study. *Journal of Aging Studies*. <https://doi.org/10.1016/j.jaging.2024.101230>

-Sousa-Ribeiro, M., Knudsen, K., Sverke, M., & Lindfors, P. (2024, online first). To work after retirement: A qualitative study among nursing assistants within psychiatric inpatient care. *Nordic Psychology*. <https://doi.org/10.1080/19012276.2024.2336231>

-Vesper, D., Grzymala-Moszczyńska, J., König, C. J., Martínez-Iñigo, D., Sverke, M., & Zickar, M. J. (2024). One opportunity of antiwork: Bringing unions (back) to the I-O table. *Industrial and Organizational Psychology*, 17(1), 70–74. <https://doi.org/10.1017/iop.2023.80>.

28. Vayre, Emilie. Social Psychology Centre, University Lumière Lyon 2, France.
e-mail: emilie.vayre@univ-lyon2.fr

Research topics:

New ways of working, flexible work arrangements, management, work-life balance, work related quality of life and health.

Recent publications:

-Dolce, V., Ghislieri, C., Molino, M., & Vayre, É. (2024). “A good night’s sleep!” how do remote workers juggle work and family during lockdown? Some answers from a French mixed-methods study. *Current Psychology: A Journal for Diverse Perspectives on Diverse Psychological Issues*. Advance online publication. <https://doi.org/10.1007/s12144-024-06193-0>

-Van der Linden, J., Helleman, C., Amadieu, F., Vayre, E., & van de Leemput, C. (2024). User Experience (UX) with Mobile Devices: A Comprehensive Model to Demonstrate the Relative Importance of Instrumental, Non-Instrumental, and Emotional Components on User Satisfaction. *International Journal of Human-Computer Interaction*, 1-12. <https://doi.org/10.1080/10447318.2024.2352210>

-Gilbert, P. & Vayre, E. (2024). Les grands auteurs en psychologie et le management [*The great authors in psychology and management*]. EMS GEODIF.

29. 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:

-Ervasti, J., Pentti, J., Aalto, V., Kauppi, M., Virtanen, M., Kivimäki, M., & Vahtera, J. (2024) Association of school neighbourhood socioeconomic disadvantage and teaching staff's risk of violence at work. *Scandinavian Journal of Public Health*. doi: 10.1177/14034948241252232.

-Kontturi, M., Virtanen, M., Myllyntausta, S., Prakash, K.C., Pentti, J., Vahtera, J., & Stenholm, S. (2024) Are changes in sleep problems associated with changes in life satisfaction during the retirement transition? *European Journal of Ageing*, 21, 7.

-Honkalampi, K., Kraav, S.L., Kerr, P., Juster, R.P., Virtanen, M., Hintsa, T., Partonen, T., & Lehto SM (2024) Associations of allostatic load with sociodemographic factors, depressive symptoms, lifestyle, and health characteristics in a large general population-based sample. *Journal of Affective Disorders*, 350, 784-791.

-Honkalampi, K., Urhonen, H.R., & Virtanen M. (2024) Negative effects in randomized controlled trials of psychotherapies and psychological interventions: A systematic review. *Psychotherapy Research*, 1-12.

30. 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.

31. Zijlstra, Fred. Department of Work & Social Psychology, & Centre for Inclusive Organizations. Maastricht University, P.O. Box 616; 6200 MD, Maastricht, The Netherlands. Tel. +31 4388 4337. E-mail: fred.zijlstra@maastrichtuniversity.nl.

Research topics: Work & health, work & technology, inclusive organizations, quality of work, cognitive aspects of work.

Recent publications:

-Zijlstra, F.R.H., Arena, A., & L. Munduate, L. (2024). Inclusion of people with limitations in organizational contexts. Special Issue of *Applied Psychology: An International Review*. July 2024. doi.org/10.1111/apps.12518

-Zijlstra, F.R.H., & Van Ruitenbeek, G. (2024). Employment and Disability: Barriers and Solutions. Chapter in: *Elgar Encyclopaedia of Organizational Psychology*.

Former ENOP members

1. **Agervold, Mogens.** Denmark.
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54. Quijano, Santiago D. de. Spain.
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