

**EUROPEAN NETWORK
OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS**

NEWSLETTER

No. 85

JULY, 2025



WEB ADDRESS

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

EDITORIAL RESPONSIBILITY:

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

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

ENOP NEWSLETTER No. 85

July, 2025

Contents

1. Editorial.
2. ENOP Business Meeting-2025.
3. Report on the ENOP Symposium-2025 “Creating and sustaining impact”
(March 27-28 2025, Paris)
4. Future conferences and congresses (2025-2028).
5. ENOP-Members Research Interests and Recent Publications.

1. Editorial

Dear Colleagues,

The Newsletter provides information about activities of the ENOP in the period from August 2024 till July 2025.

The Newsletter includes, among other, information about decisions taken at the ENOP Business Meeting on March 28, 2025.

You will also find the report on the ENOP Symposium-2025 “Creating and sustaining impact” (March 27-28 2025, Paris).

Details about forthcoming conferences and congresses in the field of Work and Organizational Psychology (2025-2028) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2025, and other useful information.

Sincerely,

Liudmyla Karamushka
Kyiv, Ukraine, July 2025

2. ENOP Business Meeting-2025

Paris, Maison de Sciences de Hommes

Friday, 28 March 2025

Meeting chaired by Secretary, Dragos Iliescu

Minutes taken by Secretary, Dragos Iliescu

Present:

Guido Alessandri
Finian Buckley
Marit Christensen
Nele De Cuyper
Hans De Witte
Eva Demerouti
Chiara Ghislieri
Vicente Gonzalez-Roma
Gudela Grote
David Holman
Dragos Iliescu
Liudmilla Karamuska
Cornelius Konig
Christian Korunka
Darja Maslic (present at voting)
Tuija Muhonen
Ioannis Nikolaou
Rosalyn Searle
Sabine Sonnentag
Dirk Steiner
Magnus Sverke
Barbara Wisse
Despoina Xanthopoulou

Absent (apologies sent):

Ståle Einarsen
Bernadeta Goštautaitė
Jari Hakanen
Barbara Kozusznik
Lourdes Munduate
Emilie Vayre (proxy given to Dirk Steiner)
Marianna Virtanen

[Meeting starting 11:53, Fri, 28 Mar 2025]

0. Election of a new president

- *Cornelius Konig* was proposed as candidate for President. He accepted the nomination. No other candidates came forward.
- *Gudela Grote* was elected as vote counter.
- Secret ballots were collected, Gudela Grote announced after counting 24 votes in favor of Cornelius out of 25 (one blank ballot).
- *Cornelius Konig is ENOP President, Dirk Steiner* to submit the necessary declaration to the French authorities.
- Other members are encouraged to join CoCo if they want to contribute more.



[Meeting adjourned for lunch 12:09, Fri, 28 Mar 2025]

[Meeting restarting 13:20, Fri, 28 Mar 2025]

1. Honoring Karina Nielsen. Members were invited to say a few words in honor of Karina, our past president. *Ioannis Nikolaou* proposed that we post a few comments (anonymously) on the website. He requests that we submit them by mid-April; he will collect them on: <https://forms.gle/jD7ENdW6x2HfQyqh7>

2. Minutes from previous meeting

- The Minutes from the Business Meeting on April 5, 2024 were unanimously accepted.

3. Inauguration of new members

- Two new members were suggested previously and found to be eligible: *Francisco Medina* (Spain) and *Bettina Kubicek* (Austria).

- Vicente Gonzalez-Roma presents Francisco Medina
 - Christian Korunka presents Bettina Kubicek
 - Formal vote is taken for their acceptance. These new members are accepted by unanimity. CoCo will invite them to join.

- *Magnus Sverke* stepping down next year, this is to be his last participation, Tuija Muhonen will staying on for another year or two. Magnus will propose to CoCo one or several new names from Sweden to be approached for joining.

- *Gudela Grote* will be stepping down, and will propose to CoCo one or two names for Switzerland.

- *Dirk Steiner* will search for options in French-speaking Belgium, in conjunction with the conference of the French WOP association, which will be held this year in Nice.

- CoCo to consider all these proposals and after due diligence to submit for vote in business meeting 2026.



4. Next year's symposium: dates and topic

- Possible dates for 2026 are 26-27 March 2026 (option 1) and 19-20 March 2026 (option 2). *Dirk Steiner* to reserve the meeting room and to let everyone know the final date.

- Topic: Several proposals informal work, AI and work. *Sabine Sonnentag* proposes to focus on how larger political evolutions influence work and WOP (macro-evolutions).

- *David Holman* steps forward to organize the 2026 symposium, on informal work. He will submit a brief proposal to CoCo.

5. Budget/financial issues

Dirk Steiner gave an overview of finances. ENOP is in good shape.

- 13,362.33 Euros in savings and 4953.21 Euros in checking, after making all payments regarding the 2025 symposium. Two members have not yet paid the 100 euro membership fee for this year.

6. Future activities of ENOP

- The 3 areas that were decided on in 2024 are repeated to the audience. Area 1 will be further expanded by *Ros Searle*. Area 2 will be further pursued by *Vicente Gonzalez-Roma*. Area 3 already has a proposal by *Eva Demerouti and Ioannis Nikolaou* – to be also sent to CoCo.
- CoCo to report on these 3 areas in 2026 – or sooner, if needed.

7. AOB

- *Ros Searle* reporting on discussions with SIOP members about challenges of teaching and research on specific topics in the USA. We should keep open to reacting as a group/organization – e.g., showing our support for our colleagues.
- It is decided that *Ros Searle* will draft a support letter to SIOP and send it to CoCo.
- Each of the new members, present for the first time this year, introduced themselves briefly: *Nele De Cuyper, Despoina Xanthopoulou, and Guido Alessandri* were welcomed by the assembly.



[Meeting ended at 14:55, Fri, 28 Mar 2025]

3. Report on the ENOP Symposium-2025 “Creating and sustaining impact” (March 27-28 2025, Paris)



During March 28-29 2025, the ENOP has hosted a symposium entitled ‘**Creating and sustaining impact**’.

The symposium was organized by **Rosalind Searle**. The workshop focused on how to create and achieve impact drawing from work and organizational studies. It specifically

explored different stakeholder groups: this included those in parliament, regulators and those working in health and poverty reduction and on youth employment interventions, The presentations sought to bring ENOP members up-to-date with emergent evidence and experiences on working to achieve impact.



The symposium consisted of two parts:

In the **first part** of the symposium, on 27 March, 2025, three presentations dealing with aspects of impact were given: Outlined achieving impact in Parliament and for a political work. In her presentation **Prof. Jo Silvester** considered politics as a unique space in which to study work. She drew on

her ongoing work looking at how work psychology can be applied into a political arena. Specifically, she considered the diversification of political talent critically the expanding role of women and diverse candidates: developing political ability: and enabling political work.

In her presentation, prof. Jo Silvester made a compelling case for why work psychologist should be interested in politics. She concluded this as unique and under-developed space for research and Work Psychology study. Drawing on her own research, she outlined the distinction in terms of politics as a domain for work. She looked at her work applying selection methodologies to political parties expanding insight into competencies for political candidates and showed the success of this methodology in identifying more electable candidates. Secondly, she focused on developing political ability drawing on her work across different political perspectives for local government. She outlined its the value of developing skill sets across different political persuasions to enhance the calibre of those in elected offices. She showed the challenges of being able to start work with Little on boarding for these people in their new roles. Finally, she looked at a program of work focusing on enabling political work and examining the UK's House of Commons and its culture. She showed a workshop that identify different forms of positive and negative behaviour and how that had been helpful in building respect and consensus for different roles within the house of commons.



In the next presentations, **Prof. Rosalind Searle** outlined her work with different professional groups and policy makers in health. She outlined the importance of trust in this space and the challenges for one of the UK's largest employers with staff from multiple cultural and

country contexts. She outlined her findings from comparative study of different professional groups and how that had been used with regulators to help them understand what the misconducts were that they needed to examine? and the implications of these for the public and professionals. Further study has looked specifically at one group of professionals outlining the different lived experiences – that of surgical staff. Through this work she outlined showed the value of working alongside other professionals to help them study specific phenomena, identify key issues as well as ways to ameliorate, reduce, and deter sexual perpetrators. She outlined the different resources that are available on the EAWOP impact site specifically animations – ‘why do people good people do bad things?’ and ‘silence is golden?’

In the third presentation, **Dr. Ishbel McWha-Herman** considered the applications of work psychology for the UN's sustainability development goals and decent work agenda. In her presentation she outlined good/fair/decent work providing examples of different partnerships, notably her work on project fair and living wages. Dr McWha-Herman made a compelling case for why work psychology fits with the UN's sustainable development goals. She then considered the issue of work and its perpetuation of poverty in the Scottish context. She focused on the importance of undertaking engagement with the international labour organisation to raise awareness about in work poverty and its psychological impacts. Drawing on her work with HR professionals she outlined the different ways that work psychology can contribute to fair and decent work. In her project for she showed her it is having benefits with international NGOs in helping them to understand pay gaps and their implications. She showcased the Project Fair principles and standards of - ethical reward, transparency, equity, sustainability, compliance and risk. She showed the toolkit and its applications to a wide variety of context regarding reward. In her second example she outlined the work from the EAWOP 2019 living wage small group meeting. From this meeting a number of papers were developed and also a series educational game, a video, an animation and policy briefings. In conclusion she outlined the challenges for work psychology in terms of future direction that focused on supporting groups of workers not typically the focus of work psychology work, i.e. informal workers, the value of ensuring all voices can be heard in the development of more informed work psychology theories, as well as our role in advocacy to the UN and ILO and other organisations on the importance of dignity and decency at work



In the final presentation, **Gudela Grote** updated ENOP members on the ongoing mindfulness work around youth employment.

The Friday session, on 28 March 2025, sought to use these presentations in a discussion about different applications for work psychology. Below are the summaries of the different table discussions on impact:



Group 1

1. More studies in informal work
2. Raise ways of creating impact – teaching and impact

Group 2

The importance of impact via teaching shouldn't be underestimated. Need to make resources available (like UK impact case studies) more visible (on EAWOP website?)



organizations.

Nudging may have added value for impact, an area to explore.

Concept clarity – we should be more specific and clear, about what we mean (beyond subjectivity) so that practitioners understand what we can offer. (Maybe our theories/approaches need to shift from micro to macro engagement). In general we should link with systems, not just individuals and

Group 3

Valued in UK academics

Fair pay – giving voice.

Frustrated about the very limited possibilities for impact on parliaments and government officials in France where sociologists have more voice.

Excited about intervention possibilities in education regarding sexual misconduct in health professionals.

Hopefully regarding UN initiatives on decent work.

Intrigued by possibility that short interventions self-affirmation or growth mindsets, for example, can have an impact.

Excited to see that members of our community are having real societal impact.



Group 4

Impact in politics. Fascinating how WOP can fit into this issues and contribute to an area that is never identified as a potential organization- and it is very timely to contribute there – a lot of interest I am sure.

We then had a discussion on how impact can integrate with teaching/education and then asked people to identify one takeaway – what will you do re impact? (2) what can we do collectively? ENOP, EAWOP.

Submitted by:

Rosalind Searle

Adam Smith Business School,
University of Glasgow

E-mail: Rosalind.Searle@glasgow.ac.uk

4. Future congresses and conferences (2025-2028)

**EAWOP GSM (Group small meeting)
Advancing workaholism research:
Setting the stage for organizational
prevention**

16th September 2025

Gdansk, Poland

Web:

[https://eawop.org/upcoming-
events/advancing-workaholism-research-
setting-stage-organizational-prevention](https://eawop.org/upcoming-events/advancing-workaholism-research-setting-stage-organizational-prevention)



**The 10th EAWOP Early Career Summer
School**

September 2026

Bologna, Italy.

Web: [https://eawop.org/upcoming-
events/summer-school-2026-bologna-italy](https://eawop.org/upcoming-events/summer-school-2026-bologna-italy)



**31 International Congress of
Applied Psychology**

July 20-26, 2026

Florence, Italy

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

23rd EAWOP Congress

May 26th - 29th, 2027

Lyon, France.

Web: <https://eawop.org/upcoming-events/2027-eawop-congress>



34th International Congress of Psychology

July 16-21, 2028

Melbourne, Australia

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

6. ENOP-members research interests and recent publications

In this section you will find a list of 28 members of ENOP, their contact information and research topics as well as list of publications dated to 2025 provided by the members.

1. Alessandri Guido. Department of Psychology, Faculty of Medicine and Psychology, Va dei Marsi, 78 00185, Rome, Italy.

Research topics:

The personal determinants of job performance; the development of performance over the course of a career; adaptive behaviors within organizations.

Recent publications:

-Alessandri, G., Borgogni, L., & Latham, G. P. (2025). Direct and indirect longitudinal relationships among self-efficacy, job performance and career advancements. *International Journal of Psychology*, 60(1), e13262.

-Filosa, L., Sommovigo, V., Tavorucci, S., Lucidi, F., & Alessandri, G. (2025). Daily associations between global self-esteem and self-concept clarity and their relationships with subjective well-being in a sample of adult workers. *Journal of Personality*, 93(2), 361–377.

-Toscano, F., Alessandri, G., & Zappalà, S. (2025). Examining job performance in work from home considering job concentration and social isolation: The moderating role of emotional stability in a diary study. *Computers in Human Behavior Reports*, 18, 100654.

2. 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.

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., Thern, E., Karlsen, H., Innstrand, S.T., Christensen, M., Landstad, B., Elling, D., Sjöström, M., Brulin, E. (2025). Problem drinking and comorbidity with mental ill health: a cross-sectional study among healthcare workers in Sweden, *Alcohol and Alcoholism*, 60, (3), <https://doi.org/10.1093/alcalc/agaf016>
- The Norwegian Government (2025). *NOU 2025:5. Kvinnearbeidshelse - kunnskap og tiltak (Women's occupational health – knowledge and actions)*. Report. <https://www.regjeringen.no/no/dokumenter/nou-2025-5/id3094205/>
- Axtell, C., Vasquez, C., Christensen, M., Innstrand, S.T., De Angelis, M., Mazzetti, G., Pelzer, V., van den Heuvel, M., Tušl, M., Šípová, I., Muschalla, B., Llorens, S., Peláez Zuberbuhler, J. (2025). Adapting mental health needs analysis activities to online and hybrid methods: Lessons learned during Covid-19, *Information & Management*, 62, (4). <https://doi.org/10.1016/j.im.2025.104132>.

4. De Cuyper, Nele. Research Group Work, Organization and Personnel Psychology, KU Leuven Dekenstraat 2 (pb 3725).3000 Leuven, Belgium

Research topics:

Employability, in connection to individual's health and well-being and careers, and a specific focus upon precarious employment (e.g., insecurity, temporary employment, part-time employment) and people with a larger distance to the labor market (e.g., unemployment, inactivity).

Recent publications:

- Grosemans, I., Forrier, A., & De cuyper, N. (in press) Dynamic interconnections between career engagement and perceived employability among recent graduates: A latent change modeling approach. *Higher Education, Skills and Work-based Learning*.
- Scheers, A., Forrier, A., De Cuyper, N., & Luyckx, J. (in press) Victimising, blaming and rescuing: A critical discourse analysis of street-level activation targeting women in disadvantaged socioeconomic positions. *Journal of European Social Policy*.
- Baeken, A.-S., Forrier, A., & De Cuyper, N. (2025). Work for people with a disability: A discourse analysis of labor market policy through the lens of recontextualization. *Journal of Business Ethics*, <https://doi.org/10.1007/s10551-025-05962-6>

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.

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.

7. 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.

8. 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; job and employment quality; new technologies at work; research and measurement methods.

Recent publications:

-Davcheva, M., González-Romá, V., Hernández, A., & Tomás, I. (2025). The Influence of Employment Quality on Employee Health Complaints: A Parallel Mediation Model. *Journal of Business and Psychology*, 40, 39–55. <https://doi.org/10.1007/s10869-024-09944-9>. (Open Access)

-Toscano, F., González-Romá, V. & Zappalà, S. (2025). The Influence of Working from Home vs. Working at the Office on Job Performance in a Hybrid Work Arrangement: A Diary Study. *Journal of Business and Psychology*, 40, 497–512. <https://doi.org/10.1007/s10869-024-09970-7> (Open Access)

-Molinero, D., González-Romá, V. & Spagnoli, P. (2025). Workaholism and job performance: testing indirect relationships via work engagement and poor sleep quality. *Current Psychology*, 44, 3760–3772. <https://doi.org/10.1007/s12144-025-07403-z> (Open Access)

-Jonczyk, N., Schweizer, T., González-Romá, V., & Peiró, J. M. (2025). The relationship between robotisation and work characteristics: a systematic literature review. *Management Review Quarterly*. <https://doi.org/10.1007/s11301-025-00488-7> (Open Access)

9. 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., Kim, N., Steindórsdóttir, B., Parry, E., Dello Russo, S., Andresen, M., Buranapin, S., Bosak, J., Cerdin, J.-L., Chudzikowski, K., Cotton, R., Dickmann, M., Duarte, H., Ferencikova, S., Kaše, R., Lysova, E., Madero-Gómez, S., Kumar Mishra, S., Panayotopoulou, L., Reiss, E. L. K., Saxena, R., Taniguchi, M., Verbruggen, M., Akkermans, J. Apospori, E., Reichel, A., Bagdadli, S., Briscoe, J., Çakmak-Otluoğlu, Ö., Casado, T., Cha, Jong-Seok, Dries, N., Dysvik, A., Eggenhofer-Rehart, P., Gartzia, L., Gianecchini, M., Gubler, M., Hall, D. T., Jepsen, D., Khapova, S., Krajcik, D., Lapointe, E., Lazarova, M., Mayrhofer, W., Michel, E. J., Milikic, B., Schramm, F., Smale, A., Stolz, I., Suzanne, P. A., Zikic, J. (2025). Age and Career Resilience Through the Lens of Life Course Theory: Examining Individual Mechanisms and Macro-Level Context Across 28 Countries. *Human Resource Management Journal*, <https://doi.org/10.1111/1748-8583.12596>

10. 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:

-Bienefeld, N., Keller, E. & Grote, G. (2025). AI interventions to alleviate healthcare shortages and enhance work conditions in critical care: Qualitative analysis. *Journal of Medical Internet Research*, 27, e50852

11. 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.

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

Research topics:

Job design, job crafting, workplace well-being

Recent Publications:

-Clarke, S., Seigel, L., & Holman, D. (2025). Is a Good Reputation a Dangerous Thing? A multi-method assessment of regulator culture and the implications for risk regulation *Risk Analysis*.

-Holman, D. & Rafferty, A. (2025). Global and National Factors Shaping Work Design. In S. Parker, C. Knight, F. Kloneck and F. Zhang (eds) *Transformative work designs: synthesis and new directions. Transformative work designs: synthesis and new directions*. The Society for Industrial and Organizational Psychology Organizational Frontiers Series.

13. 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:

-Iliescu, D. & Greiff, S. (2025). Rigorous science, reported with social responsibility: Not a contradiction, but a synthesis. *Intelligence*, 109(1), 101910. <https://doi.org/10.1016/j.intell.2025.101910>

-Iliescu, D., Wetzel, E., Greiff, S., Stadler, M., & Sailer, M. (2025). Fast-Tracking Manuscripts in EJPA. *European Journal of Psychological Assessment*, 41(2) (online). <https://doi.org/10.1027/1015-5759/a000894>

-Zanfirescu, S. A., Petrescu, M., & Iliescu, D. (2025). Maladaptive Personality Traits and Sleep Quality: The role of an active avoidance coping strategy among university students. *American Journal of Psychology* (accepted).

-Iliescu, D., Treska, V., Mavrodiev, S., & Ion, A. (2025). The History of Psychology in Albania, Bulgaria and Romania. In M. Bullock, M. Stevens, D. Wedding, & A. Clinton (Eds.), *The Handbook of International Psychology*. <https://doi.org/10.4324/9781315682945-70>

14. 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:

- Klymenko, I., Velykodna, M., Lazos, G., Karamushka, L., Deputatov, V., Pysarenko, T. (2025). Self-evaluated knowledge of evidence-based practice in psychology among university students in wartime Ukraine: prediction model developmen. *European Journal of Psychology Open*. 84 (Suppl.1). Paper 545, p. 64. <https://doi.org/10.1024/2673-8627/a000085>

-Velykodna, M., Lazos, G., Karamushka, L., Deputatov, V., Klymenko, I., Pysarenko, T. (2025). Knowledge and attitudes towards the evidence-based practice in psychology among university students and psychologists in Ukraine: a cohort study. *European Journal of Psychology Open*. 84 (Suppl.1). Paper 125, p. 109. <https://doi.org/10.1024/2673-8627/a000085>

-Karamushka, L., & Lolenko, K. (2025). Empirical study of the psychologist communicative brand. *Organizational Psychology. Economic Psychology*. 35(2), 82-95. (In Ukrainian). <https://doi.org/10.31108/2.2025.2.35.7/>

-Karamushka, T., & Karamushka, L. (2025). Burnout among Wounded Servicemen Rehabilitation Center personnel: the impact of personnel's educational and professional characteristics. *Organizational Psychology. Economic Psychology*, 34(1), 20-31. (In Ukrainian). <https://doi.org/10.31108/2.2025.1.34.2>

15. 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:

- Johnson, J., König, C. J., Dovidio, J. F., & Dierckx, K. (2025). High White racial identity predicts low allyship with a Black female sexual harassment complainant: The critical role of the benevolence of a White alleged perpetrator. *Sex Roles*, 91(1), art. 9. <https://doi.org/10.1007/s11199-024-01548-0>

- Kares, F., König, C. J., & Langer, M. (2025). Generative KI in der Wissenschaft: Ein Seminar zur Stärkung der KI-Kompetenzen von Studierenden. *Psychologische Rundschau*. 76(2), 145-147. <https://doi.org/10.1026/0033-3042/a000712>

- König, C. J. (2025). Electronic monitoring at work. *Annual Review of Organizational Psychology and Organizational Behavior*, 12(1), 321-342. <https://doi.org/10.1146/annurev-orgpsych-110622-060758>

- König, C. J., Ziegler, M., & Jousen, J. (in press). Twenty questions about employment testing fairness and bias in Germany. In W. Arthur, Jr., D. Doverspike, & B. D. Schulte (eds.), *Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing*. Cambridge University Press and Assessment.

- Vesper, D., & König, C. J. (in press). Measurement equivalence of the English, German, and French versions of the Strike Attitude and Behavioral Reactions Scale (SABeRS). *European Journal of Psychological Assessment*, advance online publication. <https://doi.org/10.1027/1015-5759/a000807>

- Wambi, E., König, C. J., Bajwa, N. ul H., & Baluku, M. M. (in press). Personality characteristics as predictors of temporary labor migration intentions and the moderating role of family influence: A case of prospective Ugandan

female migrant domestic workers to Saudi Arabia. *Journal of International Migration and Integration*, advance online publication.
<https://doi.org/10.1007/s12134-025-01260-2>

16. 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.

17. Lazauskaitė-Zabielskė, Jurgita. Centre for Organisational Psychology Research, Institute of Psychology, Vilnius University, Universiteto street 9, LT-01513 Vilnius, Lithuania. Tel. +37068701698, e-mail: jurgita.lazauskaite@fsf.vu.lt

Research topics:

well-being and performance within flexible work arrangements, burnout, work-life balance, organisational justice and job (in)security.

Recent publications:

-Žiedelis, A., Urbanavičiūtė, I., Lazauskaitė-Zabielskė, J., & Jakštienė, R. (2025). Who is serving whom? Exploring the mechanisms linking technology dependence to work engagement. *Frontiers in Psychology*, 16, 1494173.
<https://doi.org/10.3389/fpsyg.2025.1494173>

18. 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:

Work stress and well-being, economic stressors, burnout, career behavior

Recent publications:

-Maslić Seršić, Darja; Tomas, Jasmina. (2025). How can job insecurity lead to poor in-role performance and innovative work behavior in academia? The mediating role of burnout // *Global Perspectives on Job Insecurity in Higher Education: Precarity in the Ivory Tower* / Roll, Lara Christina; De Witte, Hans; Rothmann, Sebastiaan (ur.). Cham: Springer Nature Switzerland, 45-61

19. 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:

-Jönsson, S. and Muhonen, T. (2025), Bystander behavior in workplace bullying: a vignette study exploring how organizational space and situational strength influence intentions to intervene. *International Journal of Workplace Health Management*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJWHM-10-2024-0215>

20. 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@aub.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.

21. 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 and decent work.

Recent publications:

-Hughes, G., F. Ribenfors, S. Ryan, L.M. Wallace, R.H. Searle, A. Mueller, M. Greenfield, & A. Sorbie (2025). Iatrogenic injustice: an institutional ethnography of Fitness to Practise hearings. *Social Science and Medicine*

-Evans, T. R. et al. (2025) The individual and situational factors predicting unethical behaviour in the workplace: a direct and conceptual replication of Jones & Kavanagh (1996). *Comprehensive Results in Social Psychology*, <https://eprints.gla.ac.uk/358144/>

-Knoll, M., Fida, R., Marzocchi, I., Searle, R.H., Connelly, C., & Ronchetti, M. (in press) Quiet workaholics? The link between workaholism and employee silence and moral voice as explained by the social cognitive theory of morality. *Journal of Organizational Behavior*. <http://doi.org/10.1002/job.2867>

-Searle, R.H., (2025) Trust in vulnerability-highlighting settings. In S. Schafheitle, L. van der Werff, and J. Hamm (Eds) *EE Trust Encyclopaedia*. Chichester: Edward Elgar.

-Lippert, C & Searle, R.H., (2025) Living Wages and Peace, Justice and Strong Institutions (Goal 16). In I. Meyer, M. Teng-Calleja & R. Korde (Eds.), *The Elgar Companion to Living Wages and the UN Sustainable Development Goals*. Chichester: Edward Elgar.

-Real, C., Searle, R.H., and Van der Werff L. (2025) The Fundamental Role Of Trust In Social Exchange Theory. In M. Diehl, J. Coyle-Shapiro and R. Cropanzano (Eds.), *Handbook Of Social Exchange Theory*. Chichester: Edward Elgar.

- Searle, R.H., R. Al-Sharif & N. Grasiawaty (2025). Recruitment and Selection: The Age of Artificial Intelligence. In D.C. Collins, G. Wood & L.T. Szamosi (Eds.), *Human Resources Management: A critical introduction* (3rd edition). (pp. 211 - 236). Basingstoke: Palgrave MacMillian.
- Searle, R.H. (2025) Organisational Behaviour. In L. Stone, R.H. Searle, E. Waldron, C. Phillips, & K. Douglas (Eds.), *Sexual harassment and sexual abuse of doctors by doctors: Healing medical culture across the world*. Cambridge University Press, Cambridge.
- Searle, R.H., E.Bowen and L. Stone (2025).“Health Promotion Strategies to Reducing Sexual Harassment”. In L. Stone, R.H. Searle, E. Waldron, C. Phillips, & K. Douglas (Eds.), *Sexual harassment and sexual abuse of doctors by doctors: Healing medical culture across the world*. Cambridge University Press, Cambridge.
- Stone, L. and Searle, R.H. (2025). Conclusion. In L. Stone, R.H. Searle, E. Waldron, C. Phillips, & K. Douglas (Eds.), *Sexual harassment and sexual abuse of doctors by doctors: Healing medical culture across the world*. Cambridge University Press, Cambridge.

22. Sonnentag, Sabine. Department of Psychology, University of Mannheim, A5, 6, D-68159 Mannheim, Germany, Phone: +49 621 181 2118, Fax: +49 621 181 2119, email: sabine.sonnentag@uni-mannheim.de

Research topics:

Job stress; recovery from job stress; positive experiences at work; exercise and eating behavior; proactive work behavior; self-regulation at work

Recent publications:

- Parker, S. K., Tims, M., & Sonnentag, S. (2025). Top-down and bottom-up work design: A multilevel perspective on how job crafting and work characteristics interrelate. *Journal of Business and Psychology*.
- Sonnentag, S., Völker, J., & Wehrt, W. (2025). Good and bad days at work: A descriptive review of day-level and experience-sampling studies. *Journal of Organizational Behavior*, 46(2), 207-226.
- Toebben, L., Casper, A., Wehrt, W., & Sonnentag, S. (2025). Reasons for interruptions at work: Illuminating the perspective of the interrupter. *Journal of Organizational Behavior*, 46(1), 25-42.

23. Steiner, Dirk. Laboratoire d’anthropologie et de psychologie cliniques, cognitives et sociales (LAPCOS), Université Côte d’Azur, 24 avenue des Diables 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:

-Andrieu, C. F. A., & Steiner, D. D. (in press). Why bother? Becoming helpless and depressed at work when voice is non-instrumental in an unfair organizational environment. *Pratiques Psychologiques*,

<https://doi.org/10.1016/j.prps.2024.11.003>.

-Rams Boltaina, L., Sovet, L., Ngueutsa, R., Sarnin, P., Steiner, D.D., Deshayes, D., & Gay, B. (2025). Construction et validation de l’Inventaire de la Qualité de Vie et des Conditions de Travail (I-QVCT). *Psychologie du Travail et des Organisations*. <https://doi.org/10.1016/j.pto.2025.02.002>.

24. 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:

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

Recent publications:

-Låstad, L., Pienaar, J., Näswall, K., Richter, A., Hellgren, J., & Sverke, M. (2025). Moving on up now? A meta-analysis of the associations between job insecurity and career-related outcomes. *Scandinavian Journal of Work and Organizational Psychology*, 10(1): 2, 1–22. <https://doi.org/10.16993/sjwop.275>

25. 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.

26. Virtanen, Marianna. School of Educational Sciences and Psychology, University of Eastern Finland, FI-80100 Joensuu, Finland. Tel. +358 40 745 0106, e-mail: marianna.virtanen@uef.fi

Research topics:

Work and mental health, work disability, psychosocial factors at work.

Recent publications:

-Komulainen, K., Elovainio, M., Gutvilig, M., Niemi, R., Partonen, T., Ruuhela, R., Virtanen, M., & Hakulinen, C. (2025) Association of residential ambient temperature in childhood with mental disorders from childhood into adulthood: A register-based study. *Environmental Research*, 15, 273, 121206. <https://doi.org/10.1016/j.envres.2025.121206>

-Nyberg, S.T., Frank, P., Pentti, J., Alfredsson, L., Ervasti, J., Goldberg, M., Knutsson, A., Koskinen, A., Lallukka, T., Nordin, M., Rahkonen, O., Strandberg, T., Suominen, S., Väänänen, A., Vahtera, J., Virtanen, M., Westerlund, H., Zins, M., Stenholm, S., Sabia, S., Singh-Manoux, A., Hamer, M., & Kivimäki, M. (2025). Health benefits of leisure-time physical activity by socioeconomic status, lifestyle risk, and mental health: a multicohort study *Lancet Public Health*, 10, 2, e124-e135. [https://doi.org/10.1016/S2468-2667\(24\)00300-1](https://doi.org/10.1016/S2468-2667(24)00300-1)

-Vähäsarja, L.E.J., Lipsanen, J.O., Kouvonen, A.M., Lahelma, E.T., Lappalainen R., Virtanen, M., & Lallukka, T.M. (2025) Depression Anxiety Stress Scales (DASS-21) for Finnish-speaking adults: Validation and normative data *Psychological Assessment*, 37, 3, e15-e27. <https://doi.org/10.1037/pas0001355>

-Salmela, J., Heinonen, N.A., Knop, J., Virtanen, M., Fagerlund, P., Kouvonen, A., & Lallukka, T. (2025). Sickness absence trajectories among young and early midlife employees with psychological distress: the contributions of social and health-related factors in a longitudinal register linkage study. *International Archives of Occupational and Environmental Health*, 98, 1, 59-77. <https://doi.org/10.1007/s00420-024-02114-7>

27. 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.

28. Xanthopoulou, Despoina. School of Psychology, Faculty of Philosophy, Aristotle University of Thessaloniki, GR-54124, Thessaloniki, Greece. Tel. +302310 997216, email: dxanthopoulou@psy.auth.gr

Research topics:

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

Recent publications:

-Tsounis, A., Xanthopoulou, D., Kafetsios, K., Demerouti, E., & Tsaousis, I. (in press). Workplace and individual social capital as moderators on the work-life interface processes: Testing a multilevel model. *Group and Organizational Management*. <https://doi.org/10.1177/105960112413099>

Former ENOP members

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

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

ENOP Executive Committee

President

Prof. König, Cornelius J.

Universität des Saarlandes,
Campus A1 3,
66123 Saarbrücken,
Germany.

Tel. +49 681 302 3629;

e-mail: cornelius.koenig@uni-saarland.de



Honorary President

Prof. Rogard Vincert

Laboratoire Adaptations Travail-Individu
(LATI)

Université Paris Descartes

Institut de Psychologie

71, Avenue Edouard Vaillant

92774 Boulogne Billancourt Cedex

Tel. 01 55 20 57 38

e-mail: Vincent.Rogard@parisdescartes.fr

e-mail: vincentrogard@yahoo.fr



General Secretary

Prof. Iliescu, Dragos.

Department of Psychology,

University of Bucharest,

Sos. Panduri Nr. 90,

050657 Bucharest, Romania.

Tel: +40723627077;

e-mail: dragos.iliescu@fpse.unibuc.ro



Treasurer

Prof. Steiner Dirk.

Laboratoire d'anthropologie

et de psychologie cliniques,

cognitives et sociales (LAPCOS),

Université Nice Sophia Antipolis,

24 avenue des Diables Bleus,

06357 Nice, France

Tel. +33489152374,

e-mail: dirk.steiner@unice.fr



Editor of Newsletter

Prof. Karamushka Liudmyla

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



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



Vayre, Emilie.

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





EDITORIAL RESPONSIBILITY:

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

(E-MAIL: LKARAMA01@GMAIL.COM)
(TEL. + 38 067 953 40 31)