

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No. 57*

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# ***ENOP NEWSLETTER No. 57***

## ***OCTOBER, 2009***

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# 1. Editorial

**Dear colleagues,**

This Newsletter provides information about activities of the ENOP in the period March-October, 2009.

You will find information about decisions taken at the business meeting held in Paris, March 27, 2009, the report on the 2009 ENOP Symposium "Job design for special groups".

In addition, the Newsletter includes the reports about the Sixth biannual meeting of the Division of Work and Organisational Psychology, German Association of Psychology "Decision making and change of work, in organisations and in the economy" (September 9-11, 2009, Vienna, Austria) and Polish-Ukrainian Workshop 'Work and Organizational Psychology problems and challenges in Poland and Ukraine' (September, 24-27, 2009, Katowice, Poland). Also the Newsletter provides the information about International Collaborative Experience for Masters Students in WOP-P and I/O Psychology between San José State University of California (USA) and University of Valencia (Spain).

Also you may find information about the Second EAWOP Early Career Summer School (Valencia, Spain, September, 11-17, 2010) and forthcoming conferences, congresses and meetings in the field of Work, Organizational and Economic Psychology (2009-2012).

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2009, and some other helpful information.

***Lyudmila Karamushka***  
*Kyiv, October 2009*

## 2. Business Meeting 2009

The business meeting of ENOP was chaired by *Fred Zijlstra*. Meeting took place at the Université René Descartes, Paris, on March 27, 2009, with the following agenda:

- a) Status of ENOP
- b) Financial situation
- c) ENOP Membership
- d) ENOP website
- e) ENOP Newsletter
- f) ENOP Symposium 2009
- g) CoCo members and CoCo meeting
- h) The Small Group Meeting on QWL
- i) Other ENOP activities

Participants: John Arnold, Antonio Caetano, Gudela Grote (minutes), David Guest, Gunn Johansson, Lyudmila Karamushka, Erich Kirchler, Mare Teichmann, Matti Vartiainen, Fred Zijlstra (chair)

### a) *Status of ENOP*

The association ADEMAST was formally changed into ENOP - ENOP thereby is now a formal French association (president: Vincent Rogard; treasurer: Fred Zijlstra). The CoCo will continue to operate as before with the current additional members Gudela Grote, David Guest and Lyudmila Karamushka who were elected for two years at the last business meeting in March 2008.

### b) *Financial situation*

There are sufficient funds to finance the basic activities of ENOP (newsletter, CoCo meetings, symposium). Vincent Rogard will finalize the financial report by the end of April 2009.

### c) *ENOP Membership*

ENOP currently has about 15 paying members. Anna Leonova, who left ENOP, would like to rejoin, which is very much appreciated. There are a number of proposals for new members. The following people will be contacted and invited to join ENOP:

Lourdes Munduate (University of Seville, Spain)

Jesus Salgado (University of Santiago di Compostela, Spain)

Sabine Sonnentag (University of Konstanz, Germany)

Ulla Kinunnen (University of Tampere, Finland)

Kerstin Isaksson (Mardalen University, Sweden)  
Magnus Sverke (Stockholm University, Sweden)  
Hans de Witte (Leuven University, Belgium)  
Barbara Kozusznik (University of Silesia, Poland)  
Franco Fraccaroli, Italy

A number of other persons were discussed, but not decided upon. Former ENOP members will be contacted and the EAWOP conference participants screened to identify further candidates for ENOP, especially from Germany, Norway, Italy, UK, and Eastern European countries.

It is decided to invite retired ENOP members back for the symposium following their retirement and honour their active participation with a dinner invitation.

***d) ENOP website***

Mare Teichmann presents the new ENOP website including a blog to be accessible by all ENOP members. The address is [www.enop.ee](http://www.enop.ee). There are currently still a few administrative issues to be solved (e.g. closing the old website), the website should be fully up and running by the summer. There will also be links established to the homepages of the ENOP members.

Many thanks to Mare for her excellent work!

***e) ENOP Newsletter:***

-*Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. Lyudmila Karamushka informed that next ENOP Newsletter N 57 will be prepared in October, 2009. Materials of the Newsletter will be placed as well on the ENOP web-site.

***f) ENOP symposium 2010***

The symposium will take place on *March 25-27 2010 in Paris*. Suggestions for topics were

- "How to change minds: Methods for major attitude and behavior change",
- "Revisiting fairness of reward systems in light of the financial crisis",
- "The role of work and organizational psychology in business schools".

A call will be distributed, so that new members could also propose a topic.

A final decision on the topic will be made by CoCo.

*Matti Vartiainen and Erich Kirchler* volunteered to organize the next symposium if it follows more or less closely the lines of the first two topics proposed.

***The next ENOP Symposium will take place in Paris, on March 25-27, 2010***

Next ENOP Business Meeting will be on 9-12, March 27, 2010 in Paris.

***g) CoCo members and CoCo meeting:***

CoCo 2009/2010 consists of the following members:

Rogard Vincert – President

Zijlstra Fred – Treasurer

Grote Gudela – Secretary

Karamushka Lyudmila – Editor of Newsletter

Guest David

***The next CoCo meeting will take place on Friday, October 30, 2009***

***h) The Small Group Meeting on QWL***

The Small Group Meeting on QWL, which was proposed as a consequence of last year`s ENOP symposium, has been accepted by the EAWOP executive committee. It will take place just *before the next ENOP symposium, March 23-24, 2010* also in Paris. It is envisioned that 25 researchers, half junior and half senior people will participate.

***i) Other ENOP activities***

- The *next summer school* is foreseen for 2010, possibly on the topic of employment relationships.
- The *ENOP conference 2009 in Lisbon* is progressing well - about 50 abstracts with very international participation were submitted.
- *Fred Zijlstra* will contact José Maria Peiró regarding the memorial session for Bernhard Wilpert at the EAWOP Congress 2009. *Robert Roe* is designing a special webpage for Bernhard Wilpert also.

### 3. Report on the 2009 ENOP Symposium "Job design for special groups"

Paris, March 26-28, 2009

The 2009 ENOP symposium was devoted to the topic of 'Designing work for people with special needs'.



The topic of the symposium was introduced by **Fred Zijlstra**. He presented the message that due to demographic developments a shortage at the labour market can be anticipated. Which means that governments are thinking of ways to increase the participation on the labour market of various groups, including elderly, but also people with particular kind of limitations (mental or social limitations).

On the other hand work itself has also changed over the last decades, primarily the basic tendency seems that work has intensified and become more complex. The requirements to be able to find a job seem to have increased, but in physical and cognitive sense. The 'simple' jobs have disappeared. Which means it is increasingly difficult for people with low level of qualifications (education, training, social skills, etc) to find a job.

Combining these two above tendencies may call for specific measures and solutions, such as adapting tasks to the possibilities and capabilities of (parts of) the work force. Thus the proposed solution is called 'inclusive organization' and 'elementary jobs'. This refers to organizations that are able to include various groups (also people with limitations), and simple jobs that do not require little or no specific knowledge and training (competencies). This idea was presented at the symposium, and its feasibility was discussed.

The first guest speaker was **Henny Mulders (UWV, The Netherlands)**. His presentation focused on the Dutch social security system, and particularly on the position of young people with mental and social disabilities. It appears that The Netherlands is the only country with a specific law and social security regulation that is particularly focused on

this group, and thus also has information on this group. In the presentation methods of assessing working capacity, various diagnostic categories was presented, including the fact that the Dutch regulation concerning this group (Wajong) is currently under revision. The aim of the revised law is that people in this group will be stimulated to find a job, and try to earn (as much as possible) their own income, so that they can participate in society.

However, if people with a disability are stimulated to find a job, than on the other hand employers should be stimulated to open up employment for these people in their organizations. And as can became clear from the previous presentation, people in this particular group lack the competencies to fulfill a regular job. Hence, the initiative to develop methods that help to create ‘elementary tasks’ (i.e. a set of simple tasks).

The second guest speaker was **Frans Nijhuis (Maastricht University)**, with title: **Working with a disability: A challenge for the employee and the organisation**

### **Introduction**

Participation of all citizens is becoming more and more a challenge in every European country. In The Netherlands there is a fast growing policy to increase the labour participation of persons with disabilities. The Dutch society could be seen as a caring society, giving attention to good work incapacity pension, good care and cure, in the last ten years there has been a tremendous shift towards a participating society. One of the central goals in this change is the increase of the labour participation of persons with disabilities. There are several reasons for a shift of attention towards participation, as well economical as well psychological.

The main reason for such a change was that the existing social security system was not activating. This is no Dutch problem, because an analysis of the social security systems in fifteen European countries showed that the social security system is **not** activating persons with a disability into the labour market and even more that the social security system often creates barriers and thresholds for persons with disabilities or a chronic disease to enter the labour market and to stay employed at the labour market.

Another result was that the definition of work incapacitated is different between the European countries and this difference influences the participation of persons with a disability or a chronic disease, but it also influences the self-image of the person with a chronic illness or a disability. Between the European countries exists a huge difference of persons who define themselves as having a chronic illness or disability and the number of persons that experience problems in their labour participation because of their health related limitations.

### **Improving the labour participation**

An international study showed several reasons that could support persons with a chronic illness or disability to enter the labour market or could support employers to employ persons with a disability.

From the perspective of the employee with a disability the most supporting activities are:

- 1) A supported employment service
- 2) Financial support to pay for the cost of being in a job

- 3) Positive & supportive attitudes
- 4) Someone to help a person to get grants
- 5) A one-stop-shop
- 6) A personal assistant
- 7) Working & receiving benefits
- 8) Being proficient in the language
- 9) Skills and Qualifications
- 10) Vocational training

Facilitating measures from the employers' perspective are:

- 1) Productivity Related Financial Supports
- 2) Workplace Monitoring
- 3) Job/Person Matching
- 4) Financial Incentives
- 5) Corporate Social Responsibility
- 6) Job coaching
- 7) Environmental adaptations
- 8) Disability awareness training
- 9) Information and advice
- 10) Recruitment Agencies
- 11) Diversity and equal opportunities

### **Difference in entering the labour market and keeping a job**

Based on the existing research it was concluded that specific laws and regulations have to be developed for persons with a disability or a chronic disease that have a kind of employment and for those who are not participating at the labour market. The factors in the European study, mentioned above, are related to the process of entering the labour market.

In another study on almost 1200 employees with a chronic disease or a disability we asked what kind of strategies they used to keep employed. The strategies that were used most often did not differ between persons with different disabilities. The most important strategies were:

- 1) Acceptance of your disability
- 2) Open communication with colleague and/or supervisor
- 3) Good collaboration and cooperation
- 4) Do what you can do
- 5) Optimistic and motivated attitude
- 6) Positive perseverance attitude
- 7) Taking the initiative
- 8) Trying to find one's own solutions
- 9) Social support of colleagues
- 10) Understanding of colleagues

### **Conclusions**

In creating a more participating policy it will be necessary to look at the factors that motivates persons with disabilities to enter the labour market and at the factors that

motivate employers to employ persons with disabilities. It will also be relevant to differentiate in the participation of persons with disabilities between those who are working and those who are outside the labour market.

Other policies and regulations are needed to increase or behold the labour participations of persons with disabilities.

The third and last guest was **Marion Wolff (University Rene Descartes, Paris)**, who informed the audience about a project that she was involved with, that focused on helping people with autistic spectrum syndrome.

With these presentations the message was presented that there is a substantial group in society that can not really participate in society, unless they receive specific help. And the organizers of this symposium think that Work & Organizational Psychologists have the knowledge and expertise to contribute to finding solutions for this topic. A first requirement though is that this topic is on the agenda of W&O psychologists.

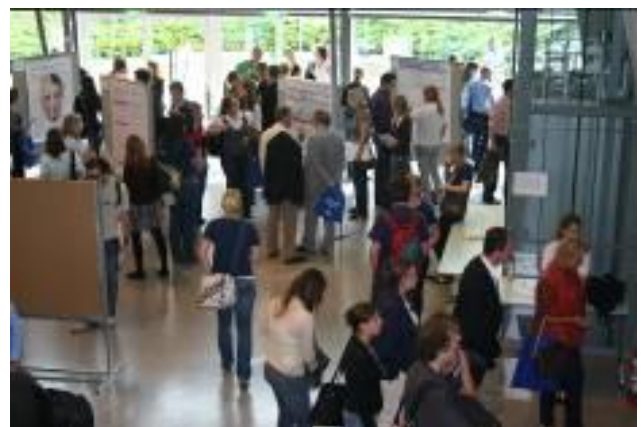


**Submitted by:**  
**Prof. Fred Zijlstra,**  
**(Maastricht University, the Netherlands)**  
**Prof. Frans Nijhuis**  
**(Maastricht University, the Netherlands)**

## **4. Sixth biannual meeting of the Division of Work and Organisational Psychology, German Association of Psychology “Decision making and change of work, in organisations and in the economy”**

**September 9-11, 2009, Vienna, Austria**

The 6<sup>th</sup> biannual meeting of the Division of Work and Organisational Psychology, German Association of Psychology was organized by the team of economic psychology at the Faculty of Psychology, University of Vienna, under the headline: “Decision making and change of work, in organisations and in the economy”. The biannual conference represents the main meeting of work and organizational psychologists in the German speaking countries. Overall, 600 academics and practitioners participated, together with 56 organizers and student staff members. The program contained over 420 presentations organized in 84 sessions which covered a wide range of topics in the field of work and organizational psychology as well as consumer behaviour and economic psychology. The Vienna meeting included for the first time economic psychology as a topic in the program. Traditional research in work and organizational psychology like leadership, teams in organizations, stress and work-life balance was supplemented by research in consumer attitudes and decision making as well as in economic psychology, such as financial decisions and tax behaviour. Furthermore, participants were invited to take part in a variety of workshops which created an atmosphere to debate on crucial topics. Topics varied, for instance, from the humanisation of work, to science meets practice, to discussions on work and organizational psychology as sub-disciplines of economic psychology in general, to discussion on the European Certificate in Psychology.



Key note speakers were Sharon Parker (University of Sheffield; UK) who gave a highly stimulating speech on “Staff who make things happen: New directions in understanding proactive behaviour at work”; José Peiro (University of Valencia, Spain), who presented “The role(s) of leadership in occupational health and well-being”, W. Fred van Raaij

(Tilburg University, The Netherlands), who talked about “Consumer and Investor Confidence and Trust”, and Sabine Sonnentag (University of Konstan, Germany), who spoke about findings of creativity, innovation and proactivity.

Although the main working language was German, parts of the meeting were conducted in English. For the first time, colleagues from non-German-speaking countries were explicitly invited to join the conference.

The social program included guided jogging in the morning, a conference gala dinner in the Vienna Town Hall and a farewell ceremony in the main building of the University.

We thank the colleagues who help organizing the conference, especially Heike Ulferts, and the participants who made the conference a success.

*Submitted by:*

*-Prof. Erich Kirchler ,*

*-Prof. Christian Korunka*

*Economic Psychology Group at the Faculty of Psychology,*

*University of Vienna*

*(Vienna, Austria)*

## 5. Polish-Ukrainian Workshop 'Work and Organizational Psychology problems and challenges in Poland and Ukraine'

September, 24-27, 2009

Katowice, Poland

On September, 24-27, 2009 the Chair of Work and Organizational Psychology of the University of Silesia, the Laboratory of Organizational Psychology of the Institute of Psychology (Kyiv) and the Ukrainian Association of Organizational and Work Psychologists held a workshop *WOP problems and challenges in Poland and Ukraine*. The purpose of the workshop was to discuss the current research results and plan the future co-operation.



The seminar was organized under the auspices of Division 1 'Work and Organizational Psychology' of the International Association of Applied Psychology (IAAP).

Besides it was the result of close cooperation between Division 1 'Work and Organizational Psychology' of IAAP, the European Network of Organizational and Work Psychologists (ENOP) and the European Association of Work and Organizational Psychologists (EAWOP). Four members of the European Network of Organizational and Work Psychologists (ENOP) were members of the International Scientific Committee of this workshop: *Prof., Dr. Peiró, Jose M.* – President of Division 1 'Work and Organizational Psychology' of the International Association of Applied Psychology (IAAP), member of ENOP (University of Valencia, Department of Social Psychology, Valencia, Spain); *Prof., Dr. Sinangil, Handan Kepir* – Elect President of Division 1 'Work and Organizational Psychology' of the International Association of Applied Psychology (IAAP), member of ENOP (Marmara University, Department of Business

Administration, Istanbul, Turkey); *Prof., Dr. hab. Kożusznik, Barbara* – member of the Coordination Committee of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP), member of ENOP, Vice Rector for Student Affairs, Promotion and International Relations of the University of Silesia; Chief of the Chair of Work and Organizational Psychology of the Institute of Psychology of the University of Silesia (University of Silesia, Katowice, Poland); *Prof., Dr. (Psychology) Karamushka, Liudmyla* – member of the Coordination Committee of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP); member of the Coordination Committee of ENOP, Head of the Laboratory of Organizational Psychology of the Institute of Psychology; president of the Ukrainian Association of Organizational and Work Psychologists (UAOWP) (Institute of Psychology, Kyiv, Ukraine). *The workshop coordinators* were Prof. Barbara Kożusznik (Poland) and Prof. Liudmyla Karamushka (Ukraine).

The workshop was attended by 17 Polish and 13 Ukrainian researchers, PhD and graduate students.



From the Polish part the opening addresses were made by prof. Barbara Kożusznik (Vice-Rector of the University of Silesia), prof. Zbigniew Spendel (Dean of the Department of Pedagogy and Psychology, University of Silesia), prof. Mągorzata Górnik-Durose (Director of the Institute of Psychology at the University of Silesia), Dr. Joachim Foltys (Director of the Katowice School of Management), from the Ukrainian part by prof. Liudmyla Karamushka (the President of UAOWP).

The invited Keynote speaker *prof. Handan Kepir Sinangil* made her presentation *Contributions of Work and Organizational Psychology to the Well-being of Individuals, Organizations and Countries*.

The workshop had *two oral sessions*: ‘Work and Organizational Psychology problems and challenges in Poland’ chaired by B. Kożusznik and ‘Work and organizational psychology problems and challenges in Ukraine’ chaired by L. Karamushka). The variety

of workshop topics reflected current problems of development of WOP in Poland and Ukraine. The *topics discussed included*: Strengthening the role of work and organizational psychologists in the global society (Kõżusznik B, Poland), Organizational culture and innovativeness based on values (Polak, J., Poland), Organizational and social resistance to changes in organizations (Stasiła-Sieradzka, M.), Work engagement among polish economic emigrants (Turska, E), Effectiveness of employee's trainings of European Social Found projects in Poland and organizational commitment of their participants (Chrupala-Pniak, M. Poland), The Initial Polish adaptation of the Multidimensional Work Ethic Profile (Chudzicka-Czupala, A. & PhD Grabowski, D., Poland), The aging man in flexible forms of employment. The case of Poland (Dobrowolska, M., Poland), Goals of persons starting their professional careers versus their work adaptation (Smorzewska, B., Poland), Personnel's change making motives in educational organizations (Karamushka L., Ukraine), Psychological aspects of characteristics of competitiveness in economics students Tereshchenko, K., Ukraine), Development of educational organization employees' competitiveness as a condition of their teamwork efficiency (Fil, A., Ukraine), Psychological peculiarities of female managers' gender identity (by the example of female students managers) (Bondarevska, I, Ukraine), Critical situation behavioral strategies in secondary school principals (Bondarchuk, O., Ukraine), etc

The workshop also had *two interactive poster sessions*: 'Work and organizational psychology problems and challenges in Poland' chaired by H.Sinangil) and 'Work and organizational psychology problems and challenges in Ukraine" chaired by A. Carter. The participants made and discussed about 20 interesting presentations.

Besides purely scientific problems, the participants focused their attention on some problems of *international cooperation* which were analyzed in the presentation '*EAWOP initiative to support Work and Organizational Psychology around the Baltic Sea*' made by the Keynote speaker *Dr. Carter Angela*, Member of the Executive Committee of the European Association of Work and Organizational Psychologists (EAWOP); EAWOP Constituent Coordinator (Sheffield, UK). During the discussion that followed the Polish and Ukrainian parts analyzed possible ways of development, obstacles and challenges of work and organizational psychology in their countries. It's noteworthy that the discussion of the Baltic countries WOP cooperation will take place at the *EAWOP Baltic Group Meeting* on October, 24-27, 2009 (Tallinn, Estonia) with Ukraine being its participant.

*Prof. Karamushka, L.*, the president of UAOWP (Kyiv, Ukraine) made her actively discussed presentation '*The Ukrainian Association of Organizational and Work psychologists (UAOWP): initiative regarding development of WOP in Ukraine in the content of international cooperation*' in which she made an account of UAOWP's international activates over the last seven years.

The workshop participants discussed and adopted the *Wop Polish-Ukrainian Cooperation Program*.

The workshop had an interesting social program which included the Krakow guided sightseeing bus-tour, excursion to historical places of Krakow, visit to Jagiellonian University and a tour of Katowice and Upper Silesia.

The workshop results were reflected in the *Book of Abstracts: Work and Organizational Psychology Problems and Challenges in Poland and Ukraine (Polish-Ukrainian workshop, 24-27, September 2009, Katowice, Poland)*. Editors: *Liudmyla Karamushka, Barbara Kożusznik*. – Kyiv: Interlink, 2009. - 107 pages.

In his Welcome Address *Prof., Dr. Peiró, Jose M.*, the President of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP), member of ENOP wrote: ‘I think this event is really important for the Development of Work and Organizational Psychology in the region and also for the advance of the internationalization of WOP... Also I am confident that the interaction with the participants of different countries will increase their social capital and will strengthen the international network of our discipline’. We hope that the workshop justified these words. To the participants’ shared mind the workshop offered the participants a unique opportunity to present their research results, share experience and outline ways of future cooperation.



The Polish and Ukrainian parts were unanimous in their willingness to conduct this kind of seminars and trainings on a regular basis as well as exchange information relevant to WOP.

***Submitted by:***  
***Prof. Liudmyla Karamushka***  
***Institute of Psychology***  
***(Kyiv, Ukraine).***

***Prof. Barbara Kożusznik***  
***Institute of Psychology***  
***University of Silesia***  
***(Katowice, Poland)***

## **6. International Collaborative Experience for Masters Students in WOP-P and I/O Psychology between San José State University of California (USA) and University of Valencia (Spain)**

### **6.1. Students from San José State University of California and University of Valencia participate in international virtual collaboration program**

*Sharon Glazer* from San José State University of California and *José María Peiró* from University of Valencia are carrying out a joint activity, called "Virtual Abroad Program".

This program (VAP) refers to a virtual collaboration project in which 25 students from Faculty of Psychology at the University of Valencia (UVEG) have started working with a team of as many students from San Jose State University of California (SJSU) for three months.

*The 50 students were assigned to international teams.* Each team is working virtually using ICT to develop a proposal for professional intervention on issues such as occupational health, stress, leadership in organizations, job training and vocational counseling. The program aims to develop skills in managing cultural diversity since the proposed intervention has to be done for a third country – that is, for a country, different to the origin of student participants. Carrying out this activity, students from both universities will have a wonderful opportunity of getting an insight into the functioning of virtual teams, having deadlines and working with multi-cultural teams.

During the last weeks of the program, students will present their proposals to the entire group, using Elluminate technology available at University of Valencia. Finally, Professor Sharon Glazer (SJSU) and Professor José María Peiró (UVEG) will give a lecture about the importance of globalization and cross-cultural development for training and professional practice of psychologists.

This program was made possible through collaboration between the two universities under the Erasmus Mundus Master in Work, Organizational and Personnel Psychology ([www.erasmuswop.org](http://www.erasmuswop.org)). This Master is offered by a consortium including the Universities of Coimbra, Paris, Barcelona and Bologna under the coordination of the University of Valencia. Around 8 to 10 students from SJSU participated as external

students in recent editions of the Master's "Winter School". This cooperation has been a basis for developing the "Virtual Abroad Program" for undergraduate students at both universities.

*Submitted by:*  
*Prof. Jose M. Peiró,*  
*University of Valencia*  
*(Spain)*

## **6.2. An International Collaborative Experience for Masters Students in WOP-P and I/O Psychology**

San Jose State University's Masters program in Industrial and Organizational (I/O) Psychology has teamed up with the European Union's Erasmus Mundus Masters program in Work, Organisational, and Personnel Psychology (WOP-P) for the WOP-P's virtual team and Winter School program. This program provides students with numerous real-world global experiences, while also implementing an applied study abroad immersion experience.

As part of its educational programme, WOP-P Master Erasmus Mundus ([www.erasmuswop.org](http://www.erasmuswop.org)) offers joint intensive learning unit - Winter school. *The II International Winter School "Bernhard Wilpert" took place from 22<sup>nd</sup> of February until 7<sup>th</sup> of March, 2009 in Barcelona.* Emphasis was placed on the design and development of models, strategies, methods and tools. The teaching staff was composed of well-recognised university professors and researchers from different European countries

The aims of the program are:

- 1) To develop internationally aware and competent I/O Psychology graduates who are proficient with understanding individual differences in organizational behaviors and attitudes, due to cultural differences.
- 2) To engage our graduate students in international coursework that would prepare them for international benchmarking tasks, global survey development and assessment, survey feedback, and other organization development and training programs.
- 3) To hone our graduate students' intercultural competencies so that they can interpret multinational data that is intertwined with vast global complexities.
- 4) To build upon the current, small foundation of intercultural I/O experts, who have the much needed data skills and statistics background from a cultural perspective.
- 5) To expose students to first-hand experiences engaging in global virtual teams, intercultural communication challenges, and competencies in cultural matters that

go beyond knowledge they gain in reading important research on culture's impact on organizational life.

- 6) To enhance students' global awareness of state-of-the-art processes that they could utilize in their workplace.

This collaborative effort provides a global experience that one often finds in business schools, with the humanistic background and statistical training and analytical skills that sets apart I/O Psychology graduates from MBAs. This program exposes our students to the heightened challenge of communicating across cultures and the challenges global virtual teams face. At the end, we hope to shape our students into globally-aware HR practitioners who could help create strategies, processes, and interventions for the global workforce. While studying the state-of-the-art of I/O-related practices around the world, with students from around the world, our students will get first-hand experience in interpreting their teammates' cultural filters, as well as implications of cultural practices and policies regarding work.

Thus far, my students' reactions are quite positive and they have agreed that the experience thus far is eye-opening and rewarding. To best understand how students are thinking about the program, I asked them to comment in 2-3 sentences some pros and cons they've experienced. One student commented that she enjoys the freedom to be creative in writing papers and PowerPoint presentations without excessive instruction. Another student wrote that her teammates are "awesome" and that everyone is "extremely dedicated to getting the project done" though the language barriers and time differences have sometimes been challenging. Another graduate student wrote that "everyone is really good about staying on top of things" or communicating with the team when delays are expected. She further commented on the supportive collaborations for resolving problems. Others have commented on the team coordination required to work around each other's busy schedules. This was the most negative (if one would even label it as such) comment I have received thus far. A number of my students, in the beginning of the project, clearly noticed their "American-style" of "getting down to business" and remembered that it is important to get to know their partners first. Each of the 7 participating graduate students at SJSU has continued to express their enthusiasm to meet their partners face-to-face during the Winter School portion of the team project experience. The Winter School will be held in Barcelona, Spain and for many of my graduate students this will be their first overseas experience.

Overall, at this point in the program, we are achieving the goals and aims set forth. We eagerly await the climax of the program at the Winter School.

*Submitted by*  
*Sharon Glazer, Ph.D.*  
*Associate Professor*  
*San Jose State University*  
*[sharon.glazer@sjsu.edu](mailto:sharon.glazer@sjsu.edu)*

## **7. The Second EA WOP Early Career Summer School**

**(September, 11-17, 2010, Valencia, Spain,)**

EAWOP (The European Association of Work and Organizational Psychology) is happy to announce **The Second EA WOP Early Career Summer School** in Valencia from the 11<sup>th</sup> to the 17<sup>th</sup> of September 2010.

The summer school will be organised by José Maria Peiró and his team from the University of Valencia. Several prominent senior scholars are invited to contribute and participate in the summer school.

The aim of EAWOP summer schools is to support young scholars in the field of work and organizational psychology and increase their opportunities for networking and professional exchange. Qualified participants are young scholars who have obtained their PhD within the past 5 years.

The summer school will consist of a variety of activities:

- 1) Key Notes (held by senior scholars)
- 2) Sessions on fund raising, publishing and career-related issues (held by senior scholars)
- 3) Group sessions where participants will present and discuss their research with fellow participants and senior scholars
- 4) Poster sessions
- 5) Company visits
- 6) Social activities

EAWOP summer schools are of high academic standard. Therefore, the selection of applicants will be based on the quality of their application (abstract) while at the same time securing a broad national spread.

Information on the program, application procedure, deadlines and practical information will be posted at the EAWOP web page [www.eawop.com](http://www.eawop.com). For further information or queries contact: [Carmen.carmona@uv.es](mailto:Carmen.carmona@uv.es)

Please feel free to disseminate this information to potential participants of the second EAWOP summer school.

***Submitted by:***  
***Prof. Jose M. Peiró,***  
***University of Valencia***  
***(Spain)***

## **8. Future Conferences, Congresses, Meetings (2009-2012)**

### **XIth European Conference ENOP 2009 On Organizational Psychology and Human Service Work**

October 22-24, 2009

Lisbon, Portugal

URL: <http://enop2009.com/>

### **EA WOP Baltic Group Meeting on WOP**

October 24-27, 2009

Tallinn, Estonia

Contacts: Teichmann Mare, [mare@pekonsult.ee](mailto:mare@pekonsult.ee)

### **Southeastern Europe (SEE) Regional Conference of Psychology**

October 30 - November 1, 2009

Sophia, Bulgaria

URL: <http://RCP2009.wordpress.com>

### **Work Stress and Health Conference**

November 5-8, 2009

San Juan, Puerto Rico

URL: <http://www.apa.org/pi/work/wsh.html>

### **2<sup>nd</sup> Bi-annual IWP Conference on Work, Wellbeing and Performance**

June 29-July 1, 2010,

Sheffield, UK

URL: <http://conference.iwp.dept.shef.ac.uk/>

### **EA WOP Small Group Meeting on The future of Quality of Working Life**

March 23-24, 2010

Paris, France

Contacts: Grote, Gudela; e-mail: [ggrote@ethz.ch](mailto:ggrote@ethz.ch)

**XXVII International Congress of Applied Psychology**

July 11 - 16, 2010

Melbourne, Australia

URL: [www.icap2010.com](http://www.icap2010.com)

**XXV European Congress of Work and Organizational Psychology**

May 25-28, 2011

Maastrich, the Netherlands

Contacts: Zijlstra, Fre; [fred.zijlstra@psychology.unimaas.nl](mailto:fred.zijlstra@psychology.unimaas.nl)

**XXII European Congress of Psychology,**

July 4-8, 2011

Istanbul, Turkish

URL: [www.ECP2011.org](http://www.ECP2011.org)

**XXX International Congress of Psychology (ISP)**

July 22-27, 2012,

Cape Town, South Africa

URL: [www.icp2012.com](http://www.icp2012.com);

## 9. Information about Open Position

Un poste de **professeur de psychologie du travail et des organisations** sera vacant à l'Université de Montpellier 3 à la **rentrée de 2010**.

La personne recrutée devra prendre la **direction de la spécialité** de psychologie du travail et des organisations (Master 1 plus Master professionnel de psychologie du travail et des organisations).

### **ENSEIGNEMENT**

Les cours à assurer (M1 et M2) portent principalement sur l'analyse organisationnelle (théorie des organisations, structure des organisations, système des activités, motivation et engagement organisationnel, implication, justice organisationnelle, intervention dans les organisations, diagnostic organisationnel...). Un enseignement de psychologie sociale portant sur « l'influence sociale » (20h) est également à prendre en charge. Une intervention en M2 recherche est prévue.

Des aménagements partiels sont possibles en fonction du profil de la personne recrutée.

### **RECHERCHE**

Le poste est actuellement rattaché au laboratoire de psychologie (EA 4425).

Un nouveau projet de laboratoire vient d'être déposé, pour le prochain contrat, au Ministère. Pour toute information voir [WWW.lab-epsylon](http://WWW.lab-epsylon). Le poste sera positionné dans l'axe « Dynamique des capacités humaines » et au niveau du thème « Dynamique du sujet dans ses rapports au travail et aux organisations ». La personne recrutée aura à prendre en charge, dans quelque temps, la direction de l'équipe réunie sur ce thème.

Une expérience pratique en psychologie du travail et des organisations (formation, audit, recrutement, bilan de compétences, santé et prévention ...) sera appréciée.

**POUR TOUTE INFORMATION, CONTACTER CLAUDE LOUCHE AU 0467704137**

[claude.louche@free.fr](mailto:claude.louche@free.fr)

## 10. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 21 members of «New» ENOP, their addresses and research topics as well as publications dated 2009 indicated by the members.

**1. Arnold, John.** The Business School, Loughborough University, Ashby Road, Loughborough, LE11 3TU, UK. (Tel+44 1509 223121, fax +44 1509 223960 e-mail [j.m.arnold@lboro.ac.uk](mailto:j.m.arnold@lboro.ac.uk))

Research topics:

Career choice, development and management; leadership.

Recent publications:

- Bosley, S., Cohen, L., and Arnold, J. (2009). How other people shape our careers: a typology drawn from career narratives. *Human Relations*, 62, 1487-1520.
- Cohen, L., El-Sawad, A., and Arnold, J. (2009). Outsourcing careers: Western theories in an Indian context. In Thite, M., and Russell, B. *The Next Available Operator*. London: Sage

**2. Caetano, António.** Human Resources Management Department, University Institute of Lisbon (IUL/ISCTE), Av. Forças Armadas, Edif ISCTE, 1649-026, tel. +351217903001 Lisboa. e-mail: [antonio.caetano@iscte.pt](mailto:antonio.caetano@iscte.pt)

Research topics:

Social exchange in organizations, group processes, training and change evaluation, and human resources management.

Recent publications:

- Velada, R., Caetano, A., Bates, R. & Holton, E. (2009). Learning Transfer in the Training Context - Validation of the Learning Transfer System Inventory in Portugal. *Journal of European Industrial Training*. Vol. 33, 7, 635-656

**3. Fraccaroli, Franco.** Department of Cognitive Sciences and Education, University of Trento, Italy, Palazzo Fedrigotti, Corso Bettini 31, I-38068 ROVERETO (TN), tel. (+39) 0464 808609, fax:(+39) 0464 808602, [franco.fraccaroli@unitn.it](mailto:franco.fraccaroli@unitn.it) <http://discof.unitn.it/fraccaroli.htm>

Research topics:

Evaluation of training programmes and the work accompaniment of adults; Psycho-social transitions to work and within work; Methodological aspects in the study of individual and organizational change; Psychology of working times; Elderly workers and the work exit phase;

Recent publications:

- Balducci C., Alfano V., Fraccaroli F. (2009). Relationship between mobbing at work and MMPI-2 personality profile, posttraumatic stress symptoms, and suicidal ideation and behavior. *Violence and Victims*, 2009, v. 24, n. 1, p. 52-67.
- Fraccaroli F., Battistelli A., Zaniboni S., (2008) Organizational socialization of women in the Italian army: learning processes and proactive tactics. *Journal of workplace learning*, 2008, v. 20, n. 5, p. 327-347. *carrière professionnelle. Le Travail Humain*, 2008, v. 71, n. 2, p. 137-172.
- Faurie I., Fraccaroli F., Le Blanc A. (2008). Age et travail: des études sur le vieillissement au travail à une approche psychosociale de la fin de la carrière professionnelle. *Le Travail Humain*, 2008, v. 71, n. 2, p. 137-172.

-Atzori M., Lombardi L., Fraccaroli F., Battistelli A., Zaniboni S. (2008). "Organizational socialization of women in the Italian army: learning processes and proactive tactics" *Journal of workplace learning*, 2008, v. 20, n. 5, p. 327-347.

**4. Guest, David.** The Management Centre, King's College, London, 150 Stamford Street, London SE1 9NN, UK. (Tel. & Fax. +44 207 8483723; e-mail: [david.guest@kcl.ac.uk](mailto:david.guest@kcl.ac.uk)).

Research topics:

Employment contracts, psychological contracts and well-being; human resource management and performance; careers and commitment; the changing nature of employment relations.

Recent publications:

- Proudfoot, J., Corr, P., Guest, D. & Dunn, P. (2009). "Cognitive-behavioural training to change attributional style improves employee well-being, job satisfaction, productivity, and turnover". *Personality and Individual Differences*, 46: 147-153.

**5. Grote, Gudela.** Department of Management, Technology, and Economics, ETH Zürich (Kreuzplatz 5, 8032 Zürich, Switzerland (Tel. +41446327086, Fax: +41446321186. e-mail: [ggrote@ethz.ch](mailto:ggrote@ethz.ch)

Research topics:

Socio-technical systems design; safety management; cooperation in high-risk teams; effects of work flexibility; collaborative planning

Recent publications:

-Grote, G. (2009) *Management of uncertainty - Theory and application in the design of systems and organizations*. London: Springer.

-Raeder, S., Mutz, R., Widmer, N., Wittekind, A. & Grote, G. (2009). Clusteranalytische Bestimmung von Patchworktypen sowie deren quantitative und qualitative Validierung. *Zeitschrift für Arbeits- und Organisationspsychologie*, 53, 131-141.

-Raeder, S., Wittekind, A. & Grote, G. (2009). The development of personal identity in the context of organizational change. In R.A. Roe, M.J. Waller & S.R. Clegg (Eds.), *Time in organizational research* (pp. 148-163). London: Routledge.

-Zala-Mezö, E., Wacker, J., Künzle, B., Brüesch, M. & Grote, G. (2009). The influence of standardisation and task load on team coordination patterns during anaesthesia inductions. *Quality and Safety in Health Care*, 18. 127-130.

**6. Isaksson, Kerstin.** Mälardalens högskola (Mälardalen University). SE 72 123 Västerås. SWEDEN. Tel +46 21 10 73 16. e-post: [kerstin.isaksson@mdh.se](mailto:kerstin.isaksson@mdh.se)

Research topics:

Unemployment; early retirement; downsizing and job insecurity; the psychological contract; organizational climate; well-being.

Recent publications

-Isaksson, K., De Cuyper, N., Bernhard-Oettel, C. & De Witte, H. (in press) The role of the formal employment contract in the range and fulfilment of the psychological contract: Testing a layered model. *European Journal of Work and Organizational Psychology*.

-Bernhard-Oettel, C., Isaksson, K. & Bellaagh, K. (2008). Patterns of contract motives and work involvement in temporary work: Relationships to work-related and general well-being. *Economic and Industrial Democracy*.

-Bernhard-Oettel, C., De Cuyper, N., Berntson, E. & Isaksson, K. (2008). Job and contract preferences in different employment forms: Relations to well-being and organizational attitudes. *International Journal of Stress Management*, 15, 345-363.

-Isaksson, K. & Johansson, G. (2008) Early retirement: positive or negative for well being? *Revista de Psicología del Trabajo y de las Organizaciones (Journal of Work and Organizational Psychology)*, 24, 283-301.

**7. Johansson, Gunn.** Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (Tel. +46 8 163900; Fax: +46 8 1593 42; e-mail: [gj@psychology.su.se](mailto:gj@psychology.su.se) web-site: [www.psychology.su.se/units/ao](http://www.psychology.su.se/units/ao))

Research topics:

Biopsychosocial study of work, stress, and health; women's career patterns; work-life balance; burnout and chronic stress.

**8. Karamushka, Lyudmila.** Institute of Psychology, Laboratory of Organizational Psychology. 2 Pan'kivska Str. 01033 Kyiv, Ukraine. (Tel: +38 044 244 37 19, Fax: +38 044 4509816; e-mail: LKARAMA01@yahoo.co.uk)

Research topics:

Change management; team building; managers' self-actualization

Recent publications:

- Karamushka, L.M., Tkalych, M.G. (2009). Managers' self-actualization in professional-managerial activity (in commercial organizations): Monograph. – Kyiv-Zaporizhya, 2009. 260 p. (in Ukrainian).
- Maksymenko, S. Karamushka, L., Fil O. (Eds.). (2009). Psychological conditions of development of organizations' competitiveness: Abstracts for the VI-th scientific-practical Conference of Organizational and Economic psychology (June, 25-27, 2009, Kerch). Kyiv, Naukovy svit, 2009. 240 p.(in Ukrainian).
- Karamushka, L., Kożuszniak, B. (Eds.). (2009). Work and Organizational Psychology: Problems and Challenges in Poland and Ukraine (Polish-Ukrainian workshop (24-27, September 2009, Katowice, Poland): Book of abstracts. Kyiv., Interlink, 2009. 108 p.
- Karamushka, L., (2009). Personnel's change making motives in educational organizations. In: Work and Organizational Psychology: Problems and Challenges in Poland and Ukraine (Polish-Ukrainian workshop (24-27, September 2009, Katowice, Poland): Book of abstracts. Kyiv., Interlink, 2009, pp.63-64.
- Karamushka, L., Maksymenko, S., Fil, O. (2009) Change management team building as a precondition of successful organizational adaptation to change . In: Abstracts of 14<sup>th</sup> European Congress of Work and Organizational Psychology: Developing people in 21<sup>st</sup> century organizations: global and local perspectives (Santiago de Compostela, Spain, May 13-16, 2009). – p. 85.

**9. Kirchler, Erich.** Faculty of Psychology. Economic Psychology. University of Vienna . Universitaetsstrasse 7; A-1010 Vienna . (Tel. +43 1 427747880; Fax: +43 1 427747889; e-mail: [erich.kirchler@univie.ac.at](mailto:erich.kirchler@univie.ac.at);<http://www.univie.ac.at>)

Research topics:

Economic psychology; tax behaviour, household money management.

Recent publications:

- Kastlunger, B., Kirchler, E., Mittone, L. & Pitters, J. (2009). Sequences of audits, tax compliance, and taxpaying strategies. *Journal of Economic Psychology*, 30, 405-418.
- Roland-Lévy, C. & Kirchler, E. (2009). Special issue: Psychology in the Economic World. *Applied Psychology: An International Review*, 58, 363-369.
- Kirchler, E., Muehlbacher, S., Hoelzl, E. & Webley, P. (2009). Effort and aspirations in tax evasion: Experimental evidence. *Applied Psychology: An International Review*, 58, 488-507.
- Muehlbacher, S. & Kirchler, E. (2009). Origin of Endowments in public good games: the impact of effort on contributions. *Journal of Neuroscience, Psychology, and Economics*, 2(1), 59-67.
- Hofmann, E., Penz, E. & Kirchler, E. (2009). The ' Whys ' and ' Hows ' of ethical investment: Understanding an early-stage market through an explorative approach *Journal of Financial Services Marketing*, 14, 102-117.

**10. Kouabenan, Rémi.** Université Pierre Mendès France, UFR SHS, Département de Psychologie, BP 47, 38040, Grenoble Cedex 9, France (Tel. 04 76 82 56 29 (office); 04 76 22 85 07 (home); fax: 04 76 82 56 65; E-mail: [Remi.Kouabenan@upmf-grenoble.fr](mailto:Remi.Kouabenan@upmf-grenoble.fr))

Research topics:

Health and safety: Accident analysis, risk perception (main topic). Human behaviour and transport mode choice; Management of change and innovation; Management of conflicts and social relations.

Recent publications:

- Gandit, M., Kouabenan, D.R., & Caroly, S. (2009). Road-Tunnel Fires: Risk Perception and Management Strategies Among Users. *Safety Science*, 47, 105-114.
- Kouabenan, D.R. (2009). Role of beliefs in accident and risk analysis and prevention. *Safety Science*, 47, 767-776.

**11. Kożusznik, Barbara.** University of Silesia in Katowice. Poland, 40-007 Katowice, 12, Bankowa str., tel/fax: +48 032 359-14 10. e-mail: [barbara.kozusznik@us.edu.pl](mailto:barbara.kozusznik@us.edu.pl)

Research topics:

Social influences in organization; conscious regulation of influences in work-teams (deinfluencing); leadership styles; psychological factors of innovativeness and of innovation transfer.

Recent publications:

- Kożusznik B. (2009). Zastosowania psychologii w zarządzaniu (Applications of Psychology in Management (Editor). University of Silesia Press Katowice 2009.
- Kożusznik B. (2009). Zagrożenia wpływu społecznego w organizacji (Threads of social influence in organization) In: Ed. Barbara Kożusznik Zastosowania psychologii w zarządzaniu ( Applications of Psychology in Management). University of Silesia Press, Katowice 2009
- Kożusznik B. (2009). Strengthening the role of work and organizational psychologists in the global society In: Work and Organizational Psychology Problems and Challenges in Poland and Ukraine. Book of Anstarcts Ed. Ludmila Karamushka, Barbara Kożusznik Katowice-Kyiv 2009.
- Kożusznik B.(2008). Kompetencje psychologów pracy i organizacji i ich znaczenie dla rozwiązywania problemów współczesnego świata (Work and organizational psychologists competences and their meaning in solving problems of contemporary World) In: Kompetencje a sukces zarządzania organizacją (Competences versus Organizations Management Success). Ed. Stanislaw Witkowski & Tadeusz Listwan. Difin. Warszawa 2008.

**12. Peiró, José María.** Department of Social Psychology, University of Valencia (Avda. Blasco Ibáñez, 21, 46010 Valencia, Spain (Tel. +34963864689, Fax: +34963864668. e-mail:[jose.m.peiro@uv.es](mailto:jose.m.peiro@uv.es)

Research topics:

Safety culture and climate in nuclear power plants; occupational health; work stress; service climate and service quality; diversity and performance in work teams.

Recent publications:

- Potocnik, K., Tordera, N., & Peiró, J. M. (2009). The role of human resource practices and group norms in the retirement process. *European Psychologist*, 14, 193-206.
- Martínez-Tur, V., & Peiró, J. M. (2009). The trust episode in organizations: implications for private and public social capital. *Social Science Information*, 48 (2), 143 –174.
- Costa, A., & Peiró, J. M. (2009). Trust and social capital in teams and organizations antecedents, dynamics, benefits and limitations: an introduction. *Social Science Information*, 48 (2), 131–141.
- Beatriz Sora, B., Caballer, A., Peiró, J. M., & Witte, H. (2009). Job insecurity climate's influence on employees' job attitudes: Evidence from two European countries. *European Journal of Work and Organizational Psychology*, 18(2), 125–147.
- González-Roma, V., Fortes-Ferreira, L., & Peiró, J. M. (2009). Team climate, climate strength and team performance. A longitudinal study *Journal of Occupational and Organizational Psychology*, 82, 511–536.

**13. Vincent, Rogard.** Université Paris Descartes , Institut de Psychologie Laboratoire Adaptation, Travail, Individu, 71, Avenue Edouard Vaillant 92774 Boulogne Billancourt Cedex (Tel. +33 01 55 20 57 38,e-mail: [Vincent.Rogard@parisdescartes.fr](mailto:Vincent.Rogard@parisdescartes.fr))

Research topics:

Ethic Psychological contract, Leadership and managerial competencies

Recent publications:

- Rogard, V (2009) - In Restituer l'évaluation en Psychologie. In O. Bourguignon (Ed), La Pratique du psychologue et l'éthique (pp.165-172). Liège : Mardaga,
- Rogard, V (2009) – What makes an ethically competent psychologist ? In. Zijlstra & L. Ten Horn & Ad van Iterson (Eds), Liber Amicorum for R. Roe, University of Maastricht

**14. Sarchielli, Guido.** Facoltà di Psicologia, Alma Mater studiorum, University of Bologna. Piazza A. Moro 90, 47123 - Cesena. Italy. (Tel. +39 0547 338512. Fax: +39 0547 3385 31; e-mail: [guido.sarchielli@unibo.it](mailto:guido.sarchielli@unibo.it); <http://www.psice.unibo.it>).

Research topics:

Occupational socialization, work transitions and career. Unemployment and contingent work Retirement. Emotion and work.

**15. Schaufeli, Wilmar.** Department of Social and Organisational Psychology, University Utrecht (P.O. Box 80.140, 3508 TC Utrecht, The Netherlands) Tel: (31) 30-253 9093; Fax: (31) 30-253 7842. e-mail: [W.Schaufeli@uu.nl](mailto:W.Schaufeli@uu.nl)

Research topics:

Burnout, Job stress and strain, Absenteeism, Work engagement, Workaholism, Worksite health interventions, Unemployment and Job insecurity

Recent publications:

- Xanthopoulou, D., Bakker, A.B., Demerouti, E. & Schaufeli, W.B. (2009). Reciprocal relationships between job resources, personal resources and work engagement. *Journal of Vocational Behavior*, 74, 235-244.
- Korunka, C., Kubicek, B. & Schaufeli, W.B. (2009). Work engagement and burnout: Testing the robustness of the Job Demands-Resources model. *The Journal of Positive Psychology*, 4, 243-255.
- Schaufeli, W.B., Leiter, M.P. & Maslach, C. (2009). Burnout: 35 years of research and practice. *Career Development International*, 14, 204-220.
- Seppälä, P., Mauno, S., Feldt, T., Hakanen, J., Kinnunen, U., Tolvanen, A., & Schaufeli, W.B. (2009). The construct validity of the Utrecht Work Engagement Scale: Multisample and longitudinal evidence. *Journal of Happiness Studies*, 10, 459-481.
- Schaufeli, W.B., Bakker, A.B., Van der Heijden, F.M.M.A., & Prins, J.T. (2009) Workaholism, burnout and well-being among junior doctors: The mediating role of role conflict. *Work & Stress*, 23, 155-172.
- Schaufeli, W.B., Bakker, A.B. & Van Rhenen, W. (2009). How changes in job demands and resources predict burnout, work engagement, and sickness absenteeism. *Journal of Organizational Behavior*, 30, 893-917.

**16. Sinangil, Handan Kepir.** Marmara University, Faculty of Economics & Administrative Sciences, Dept. of Business Administration, 81040 Goztepe / Istanbul, Turkey. (Tel.: (W) +90 (216) 3365273, (H) +90 (216) 432 3036; Fax: (W) +90 (216) 3458629; (H) +90 (216) 432 3146; (GSM) +90 (532) 2667037; E-mail: [sinangil@boun.edu.tr](mailto:sinangil@boun.edu.tr)

Research Topics:

The human side of mergers and acquisitions; leadership and authoritarianism

Recent Publications:

- Anderson, N.D., Ones, S., Sinangil, H.K. & Viswesvaran, C. (Eds.) (2009). *Endüstri, İş ve Örgüt Psikolojisi El Kitabı – Personel Psikolojisi* Cilt 1. (H.K.Sinangil, (Ed.) Turkish version of the Handbook of Industrial, Work and Organizational Psychology, Personnel Psychology Vol.1). Istanbul: Literatür.

**17. Sonnentag, Sabine.** Department of Psychology, University of Konstanz, Postbox 42, 78457 Konstanz, Germany; phone: +49 7531 88 3742; fax: +49 7531 88 5028; email: [sabine.sonnentag@uni-konstanz.de](mailto:sabine.sonnentag@uni-konstanz.de)

Research topics:

Job stress and recovery; proactivity and innovation; job performance from a self-regulatory perspective

Recent publications:

- Binnewies, C., Sonnentag, S. & Mojza, E. J. (2009). Daily performance at work: Feeling recovered in the morning as a predictor of day-level job performance *Journal of Organizational Behavior*, 30, 67-93.
- De Bloom, J., Kompier, M., Geurts, S., de Weerth, C., Taris, T., & Sonnentag, S. (2009). Do we recover from vacation? Meta-analysis of vacation effects on health and well-being. *Journal of Occupational Health*, 51, 13-25.
- Fritz, C. & Sonnentag, S. (2009). Antecedents of day-level proactive behavior: A look at job stressors and positive affect during the workday. *Journal of Management*, 35, 95-111.
- Sonnentag, S. & Volmer, J. (2009). Individual-level predictors of task-related teamwork processes: The role of expertise and self-efficacy in team meetings. *Group and Organization Management*, 34, 37-66.
- Sonnentag, S. & Geurts, S. A. E. (2009). Methodological issues in recovery research. In S. Sonnentag, P. L. Perrewé, & D. C. Ganster (Eds.), *Current perspectives on job-stress recovery* (pp. 1-36). Emerald Publishing Group.

**18. Teichmann, Mare.** Tallinn University of Technology, Chair of Psychology, Ehitajate tee 5, Tallinn 19086, Estonia. Tel. +372 6202661, Fax +372 6202020, GSM +372 5087510, e-mail [mare@pekonsult.ee](mailto:mare@pekonsult.ee)

Research topics:

Quality of life and occupational stress (managers, engineers, teachers, public administrators, med. doctors).

Recent publications:

- Teichmann, M. (2009). Web-based occupational stress prevention system. In: Abstracts of 14-th European Congress of Work and Organizational Psychology: EAWOP 14-th European Congress of Work and Organizational Psychology. (Toim.) J.M. Piero. Santiago de Compostela, Spain., 2009
- Teichmann, M. (2009). Elukvaliteet. Kahn, H.; Loit, H.M. (Toim.). Tervise abc (96 - 96). Tallinn: Valgus (in Estonian, 'Quality of Life', an article in Health Encyclopedia)
- Teichmann, M. (2009). Läbipõlemine. Kahn, H.; Loit, H.M. (Toim.). Tervise abc (296 - 296). Tallinn: Valgus (in Estonian, 'Burnout', an article in Health Encyclopedia)
- Teichmann, M. (2009). Stress. Tööstress. Koolistress. . Kahn, H.; Loit, H.M. (Toim.). Tervise abc (510 - 511). Tallinn: Valgus (in Estonian, 'Stress'; 'Occupational Stress'; 'School Stress', an article in Health Encyclopedia)
- Teichmann, M. (2009). Psühhosotsiaalsed ohutegurid töökeskkonnas. Eesti Töötervishoid, 1, 40 - 43. (in Estonian, 'Psycho-social risk factors at working environment', an article in Estonian Occupational Health Journal)

**19. Van der Flier, Henk.** Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boechorststraat 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 5988712; Fax: +31 20 5988702; e-mail: [H.van.der.Flier@psy.vu.nl](mailto:H.van.der.Flier@psy.vu.nl) website of institution: <http://www.psy.vu.nl/fpp.php/departments/workandorganizationalpsychology>

Research topics:

Personnel selection, psychometrics, cross-cultural psychology, fairness, work conditions.

**20. Matti Vartiainen.** Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology, P.O.Box 5500, Otaniementie 17, 02015 TKK, Finland. (Tel: +358-50-5553380; fax: +358-9-4513665; e-mail: [matti.vartiainen@tkk.fi](mailto:matti.vartiainen@tkk.fi); [http://www.tuta.hut.fi/units/Tps/tps\\_en.php](http://www.tuta.hut.fi/units/Tps/tps_en.php); <http://vmwork.tkk.fi>; <http://www.palkitseminen.hut.fi/>

Research topics:

Virtual, mobile and multi-locational work; distributed organization, organizational innovations, knowledge and competence management, reward systems, sociotechnical systems, work in virtual worlds.

Recent publications

- Vartiainen, M. (2009) Working in Multi-locational Office – How Do Collaborative Working Environments Support? In: Kurosu, M. (Ed.) Human Centered Design. Proceedings of First International Conference, HCD 2009, held as Part of HCI International 2009, San Diego, CA, USA, July 19-24, 2009, pp. 1090-1098. Berlin, Heidelberg: Springer Verlag.
- Andriessen, J.H. Erik & Vartiainen, M. (2009) Mobile virtual work in a globalising world. In: Battistelli, A. (Ed.) Innovation in the transformation of jobs and organizations, pp. 117-134. Roma: Di Renzo Editore.

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Research topics:

Recovery after work; shared mental models, mental effort.

Recent publications

-Zijlstra, F.R.H., Van Iterson, A., & Ten Horn, L.A. (Eds.). (2009). Time, Changes, Work, Maastricht: Datawyse.

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