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OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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1. Editorial

Dear colleagues,

This Newsletter provides information about activities of the ENOP in the period March-September, 2010.

You will find information about decisions taken at the business meeting held in Paris, March 27, 2010, the report on the 2010 ENOP Symposium "From Economical Crisis and Job Insecurity to Regeneration of Human Resources".

In addition, the Newsletter includes the Report of EAWOP Small Group Meeting on "The future of Quality of Working Life in Europe and beyond".

Also you may find information about the Tempus Project for the cooperation between European universities and Universities of the Magreb region to develop a Master degree diploma on Work and Organizational Psychology in three Maghreb countries (Algeria, Morocco, Tunisia) and forthcoming conferences, congresses and meetings in the field of Work, Organizational and Economic Psychology (2011-2014).

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2010, and some other helpful information.

Lyudmila Karamushka
Kyiv, September 2010

2. Business Meeting 2010

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

- a) ENOP Membership
- b) Budget
- c) ENOP website
- d) ENOP Newsletter
- e) ENOP Symposium 2011
- f) CoCo members and CoCo meeting

a) ENOP Membership:

Rogard Vincert has introduced new members of ENOP: Lourdes Munduate (University of Seville, Spain), Sabine Sonnentag (University of Konstanz, Germany), Kerstin Isaakson (Mardalen University, Sweden), Magnus Sverke (Stockholm University, Sweden), Hans de Witte (Leuven University, Belgium), Franco Fraccaroli (Trento University, Italy), Barbara Kozusznik (University of Silesia, Poland) Ulla Kinunen (University of Tampere, Finland).

He informed new members about different kinds of activity of ENOP during more than 30 years period (East-West European cooperation, Library projects, Summer schools, annual Symposia, Reference Model, web-side, Newsletters, etc.).

ENOP currently has 23 members. It was emphasized about necessity of involvement of other candidates for ENOP, especially from Germany, Norway, Italy, Ireland, and Eastern European countries.

b) Budget:

There are sufficient funds to finance the basic activities of ENOP (newsletter, CoCo meetings, symposium). Apart of this, small grant (500 Euro) was provided to support Ukrainian-Polish Workshop to be held in Kyiv in October, 2010 under auspice of ENOP and Division 1 IAAP. In particularly this money will be used for publication of the Book of abstracts as well for support of the participation of young researchers.

c) ENOP website:

Mare Teichmann is responsible for managing new ENOP website located at www.enop.ee. It was proposed to upload on the site presentations delivered to annual Symposia as well as reflect information about external activities. Proposal regarding redesigning of the structure of the site was considered and approved.

d) ENOP Newsletter:

-Lyudmila Karamushka will keep her responsibility for Newsletter preparation. Lyudmila

Karamushka informed that next ENOP Newsletter N 59 will be prepared in September, 2010. Materials of the Newsletter will be placed as well on the ENOP web-site.

e) ENOP symposium 2011:

The symposium will take place on the last week of March 2011 in Paris. The topics and responsibilities will be discussed during next CoCo meeting.

f) CoCo members and CoCo meeting:

CoCo 2010/2011 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, September 17, 2010

3. Report on the 2010 ENOP Symposium "From Economical Crisis and Job Insecurity to Regeneration of Human Resources" (Paris, March 25-27, 2010)

The 2010 ENOP symposium concentrated on the human and social outcomes of the economical crisis. There were altogether five presentations starting from economical crisis and reasons behind it, and ending at considering possibilities to create sustainable work systems. The organizers of the symposium were Erich Kirchler and Matti Vartiainen. First two speeches were held during the first day and the rest on the second day.

The first guest speaker was **Esther-Mirjam Sent**, professor of Economic Theory and Policy at the University of Nijmegen, the Netherlands. The title of her speech was 'Financial crisis: what went wrong with financial incentives?' She discussed about the role of financial incentives as a cause of crisis. This seems evident as 'subprimes' were sold again and again without real economical basis. The outcome of this is known by the public: decline in growth and usually rise in governments' debts. From the psychological viewpoint, human greed seems to be behind as giving loans to those looking for a bigger house was rewarded financially. Those who were rewarded wanted more and more. Nobody seemed to control incentives. In all, variable pay systems without some kind of collective control seem easily to lead excessive growth of monetary incentives resulting risky decisions in the long run. Sent was critical towards her colleagues economists claiming new types of future economical principles: "from markets to institutions", "from growth to happiness", "from homo economicus to homo psychologicus" and "from compliance to integrity".



The second speaker was **Erich Kirchler**. The title of his speech was ‘Economic psychology and behavioral economics: contributions to the understanding of financial decision making’. He presented an overview over economic psychology research topics and describe two modes of thinking: the experiential and rational systems. While the first system is holistic, affective, pleasure-pain oriented and associative, the second is characterized by analytic problem solving, logical reasoning and rational decision making. Erich presented errors and biases contradicting the “homo oeconomicus” model of rationality and utility maximization on the stock market, so called decision anomalies: limitations of learning, heuristics and social effects, such as herding on the stock market. Special emphasize was given to trust and loss of trust at the beginning of the financial crisis. He questioned how trust originates on financial market and how trust can be regained once it has gone. Trust in financial-services providers will be influenced by competence of institution, stability, integrity, value congruence, reputation, benevolence, and transparency.



The title of the third speaker, **Matti Vartiainen**, was ‘Incentive systems in business organizations and in the financial market’. He started by claiming that the development of management theories and models, for example concerning financial reward systems, may develop as surges. These ‘great surges’ have been interestingly described by several scientists, for example, Schumpeter and Perez, and not long ago by the management guru Gary Hamel. After this he defined a reward system to be a systemic whole of means of rewarding, and principles of distributing and developing plus using this system. Because of its systemic nature, the functionality of the reward system depends on its purpose and context where it is used. After that he presented as an example observations on the functionality of pay-for-performance (PfP) for CEOs, which seemed to be the fashion behind the financial crisis. Carefully made literature reviews on empirical studies have shown that contrary to the ‘principal agent view’ behind this incentive, pay-for-performance of CEO do not have real incentive effect and other consequences expected by the ‘principal agent view’. In fact, there is evidence that external incentives may have a

negative effect on the performance. Finally, he concluded by coming back to the systemic view: the functionality of any reward system is dependent on its fit with strategy, processes, structure and the needs of personnel. As practical implications, he presented four principles to build a well-functioning rewards system: planned together, well informed, fitted with strategy, and considered as good by those involved.



The fourth speaker, **Hans De Witte**, talked about ‘Economic crisis and coping with effects of job insecurity’. His talk about the prevalence of insecurity, and its antecedents and consequences for individuals and organizations. In addition, he talked about interventions and need for future research. He interestingly described what job insecurity means from an employee’s perspective being very holistic and covering individual feelings and cognitive mind. He reported about the prevalence of insecurity feelings among Europeans. There seems to be quite a variance. Why people then do feel themselves insecure? Hans showed several possible antecedents from personality traits and ‘objective’ characteristics, for example, weak labor market position, to characteristics of the environment. The consequences seem to be clear: it is a stressor, it reduces well-being and also have organizational consequences, for example, low job satisfaction and commitment, turnover intentions among others. After many other sharp-sighted observations, Hans asked: “What can we do?” His answers were: (1) Reduce job insecurity by communication, participation, and fair procedures; (2) try to buffer the negative impacts by social and union support and better employability; and (3) restore the balance between efforts and rewards.



The fifth and last guest speaker was **Mari Kira**. Her talk concerned on ‘Sustainable work in contemporary working life’. In her presentation, Mari Kira defined sustainable worker to be a person who is able to cope with work and sense of general well-being at work, but is also able and willing to contribute through working. Questions then raise, what kinds of personal and professional resources promote this ability and how to design such a work that promotes and strengthens sustainable ability? According to Kira, personal resources that energize are the feelings of authentic working, and meaningful and competent work. What comes to characteristics of work enabling sustainable, local and dynamic solutions were offered as a methodological principle. Finally, Kira explored different models and theories that have offered principles and means to promote human and organizational sustainability.



The message sent by presentations was rather consistent: economical and social crisis require employees to adapt and overcome the existing hindrances, although they seem to result in deep disturbances, for example by creating insecurity. Old theories and models

are not enough to overcome the hindrances. It is necessary to analyze the general and local requirements in order to find solutions that work in different contexts.

The power point slides of all presentations can be found on the ENOP web side:
<http://www.enop.ee/>

Submitted by:

-Prof. Matti Vartiainen,

Aalto University School of Science and Technology

(Finland);

-Prof. Erich Kirchler,

University of Vienna

(Austria)

4. Report of EAWOP Small Group Meeting on "The future of Quality of Working Life in Europe and beyond" (Paris March 24 - 25, 2010)

Twenty researchers from eight countries met in Paris to discuss the state-of-the-art of QWL research in view of economic, social, and political developments in Europe and beyond. After an introduction into the past, present, and future of the Quality of Working Life movement by David Guest nine papers were presented grouped into **four sessions** under the headings "Stress as key to QWL", "QWL at the intersection of job design, career management and paid/volunteer work", "International perspectives on QWL", and "The impact of flexible working on QWL".



From the discussions, a number of important issues for future work on QWL emerged:

- *Firstly*, job design remains a core issue in QWL debates and provides some continuity with earlier research in this field. However, the nature of work has changed dramatically in advanced industrial societies and there is a need to take account of the service economy in considering quality of working life. This has resulted in more complex working arrangements and the need to consider those using the services when designing jobs. Models based on manufacturing are less appropriate in this context. The workshop indicated that there are rich insights about job design to be gained by exploring it from different perspectives. The role of job crafting was the focus of one paper but was also a recurring theme across the whole meeting. We can expect to see much more research that recognises that autonomy provides scope for people to choose how they undertake their work. This presents an interesting contrast with some of the highly prescribed activity in certain call centres.

- A *second* recurring theme was the persisting pressures and demands of work and the difficulty of addressing these through QWL initiatives. Providing autonomy for engaged workers may imply that they use it to work longer and more intensively. The need to take account of customers with varying demands creates a need for personal and organisational flexibility. Whereas legislation has served the important roles of protecting workers from abuse and providing scope for improvements at work, it is difficult to see how further legislation at a European level can contribute to improving the quality of working life in the face of the need to take account of the flexibility demanded by citizens as consumers of services.

- A *third* theme was the scope for measurement and international comparison. Data from the Psycones study illustrated how comparative data on quality of working life outcomes can usefully be collected and linked to policy and practice as well as to structural, sectoral and national factors. The review of the international call centre study research presented at the meeting reveals the scope for gaining useful insights by analysing institutional factors across a large number of countries. However it appears that it is what happens in the workplace that has the main impact on quality of working life. As the nature of work and the way it is organised changes, the research on the experience of work is changing to reflect that.



Overall, the meeting demonstrated the considerable progress achieved by W/O psychologists through their research in this field, illustrated impressive ways in which young scholars are developing the field, provided useful insights into contemporary research and highlighted a rich research agenda for future research on the quality of working life. The participants of the meeting were eager to follow up on these issues in a number of ways, e.g. joint sessions at conferences, journal special issues, and expert meetings. The next step will be to write a position paper to be submitted to EJWOP.

Submitted by:

***-Prof. Gudela Grote,
Department of Management,
Technology, and Economics,
ETH Zürich***

(Zürich, Switzerland)

- Prof. David Guest

***King's College,
The Management Centre
(London, UK)***

5. Tempus Project for the cooperation between European universities and Universities of the Magreb region to develop a Master degree diploma on Work and Organizational Psychology in three Maghreb countries (Algeria, Morocco, Tunisia)

Recently the European Commission of Education, Audiovisual, and Culture Executive Agency (EACEA) - Tempus project Management - has approved to support the project submitted by the University of Grenoble (Professor Remi Kouabenan) on behalf of 6 Universities from the Maghreb region, 2 associate partners from the same region and 4 European Universities.

The project is labeled “**Development and support of a Master's degree in Work Psychology in Maghrebi Universities (MPTUM)**” and aims to develop and implement a Master Course of Work and Organizational Psychology of 120 ECTS in the six universities from the region: two universities from Tunisia (University of Tunis and University of Tunis El Manar); two universities from Algeria (University of Oran and University of Constantine) and two universities from Morocco (University Mohamed V Agdal and University Mohamed V - Soussi). Moreover, two social economic partners are the National Enterprise of materials for Public Works (ENMTP), Ain Smara and the Management of SMEs of the Crafts Organization of Oran (Algeria).

The master will be developed following the general Guidelines of the Bologna agreement and it will be especially addressed to recent graduate students, although it will also incorporate people with professional experience who look for specialization and professional development. The **European partners (University of Grenoble - France, Free University of Brussels - Belgium, University of Cluj-Napoca - Romania, University of Verona - Italia and University of Valencia - Spain)** will contribute with their experience and will provide inputs from the masters that at the moment are delivered at these institutions. One important input for the design of the master will be the Reference Model and Minimal Standards for the Education of Work and Organizational Psychology in Europe, formulated by the European Network of Work and Organizational Psychology Professors (ENOP). Several professors participating in the Project are members of ENOP (José M. Peiró - U. Valencia and Remi Kouabenan - U. Grenoble - coordinator of the Project). However, the project has also been designed and organized to reinforce the cooperation and the relationships among the European Universities and those from the Maghreb countries. Strengthening the relationships between all the members of the project is one of the main goals. The project also contributes to the development of Work and Organizational Psychology in Africa. In this way and in a

cooperative manner, it is expected that the consideration of Work and Organizational phenomena in a broader context will enrich the discipline, its research and teaching, and also the participants (professors and students) involved in the project and in the Master Course. The Master implemented in different universities will clearly establish its goals aiming either to educate professionals or researchers.

This project will be developed during three years and several steps are established to develop, plan, pilot and implement the master. A mobility scheme of the teaching staff in north-south, south-south and south-north directions is part of the project and then the cooperation between all the partners will be enriched by the familiarization with the culture of the other countries and regions. We would like to thank the European Commission EACEA for giving us the opportunities and the means to achieve these different exciting goals. We truly hope to achieve them for the development of WOP in this part of the world by means of joint training and hopefully joint research programs.

Submitted by:

***-Prof. Rémi Kouabenan, University of Grenoble2 Pierre Mendès,
coordinator of the project
(Grenoble, France);***

***-Prof. José M. Peiro, University of Valencia,
partner
(Valencia, Spain)***

6. Future Conferences, Congresses, Meetings (2011-2014)

2011 Annual Meeting of the Society for Industrial & Organizational Psychology

April 14 - 16, 2011

Chicago, Illinois, USA

URL: www.siop.org/Conferences/futconf.aspx

XXV European Congress of Work and Organizational Psychology

May 25-28, 2011

Maastricht, the Netherlands

fred.zijlstra@psychology.unimaas.nl

XXXIII Interamerican Congress of Psychology (CIP-SIP)

June 26 - 30, 2011

Medellin, Colombia

URL: www.sipsych.org

XXII European Congress of Psychology,

July 4-8, 2011

Istanbul, Turkish

URL: www.ECP2011.org

XXX International Congress of Psychology (ISP)

July 22-27, 2012,

Cape Town, South Africa

URL: www.icp2012.com;

XXVIII International Congress of Applied Psychology

July 8-13, 2014

Paris, France

URL: www.icap2014.com

7. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 23 members of «New» ENOP, their addresses and research topics as well as publications dated 2010 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)

Research topics:

Career choice, development and management; leadership.

Recent publications:

-Arnold, J., Randall, R. et al. (2010). *Work Psychology* (5th edition). Harlow: Pearson. 814 pp

-Cheung, R., and Arnold, J. (2010). Antecedents of career exploration amongst Hong Kong Chinese university students: testing contextual and developmental variables. *Journal of Vocational Behavior*, 76, 25-36.

-Coombs, C. R., Arnold, J., Loan-Clarke, J., Bosley, S., and Martin, C. (2010). Allied Health Professionals' intention to work for the NHS: A study of stayers, leavers and returners. *Health Services Management Research*. 23, 47-53.

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

Research topics:

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

Recent publications:

-Correia-Santos, S., Caetano, A. (2010). Entrepreneurs' selection methodology in Social Entrepreneurship Programmes. In A. Surdej, K. Wach (eds.), *Exploring the Dynamics of Entrepreneurship*. Torun-Krakow: Wydawictwo Adam Marszalek,

-Correia-Santos, S., Curral, L., Caetano, A. (2010). Cognitive maps in early entrepreneurship stages: From motivation to implementation. *Entrepreneurship and Innovation* Vol 11, No 1, 2010, pp 29-44.

-Marçal, J. & Caetano, A. (2010). Corporate blended learning in Portugal: Current status and future directions. *European Journal of Open, Distance and E-Learning*, 2010(I). Retrieved from <http://http://www.eurodl.org/?article=405>.

-Pereira, M. T. e Caetano, A. (2010). Práticas de Gestão de Recursos Humanos no sector bancário português: estudo de caso. In E. Vaz e V. Meirinhos (Org), *Recursos Humanos: Das teorias às boas práticas* (pp. 371-387). Penafiel: Editorial Novembro.

3. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), Department of Psychology-K.U.Leuven, Tiensestr. 102, B-3000 Leuven, Belgium, Tel. +16-32.60.60, Fax. +16-32.60.55, e-mail: Hans.Dewitte@psy.kuleuven.be

Research topics:

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

Recent publications:

- De Witte, H., De Cuyper, N., Handaja, Y., Sverke, M., Näswall, K., & Hellgren, J. (2010). Associations Between Quantitative and Qualitative Job Insecurity and Well-Being. A Test in Belgian Banks. *International Studies of Management & Organization*. Special Issue on Job Insecurity. 40(1), 40-56.
- De Witte, H., Hooge, J. & Vanbelle, E. (2010). Do the long term unemployed adapt to unemployment? *Romanian Journal of Applied Psychology*, 12(1), 8-14.
- Guest, D. E., Isaksson, K. & De Witte, H. (2010) (Eds.). *Employment Contracts, Psychological Contracts & Employee Well-Being. An International Study*. Oxford: Oxford University Press.
- Sverke, M., De Witte, H., Näswall, K. & Hellgren, J. (2010). Special Issue on European perspectives on job insecurity. *Economic and Industrial Democracy*. 31(2).

4. 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, <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; work integration of people with severe psychiatric disorders; psycho-social risk and quality of organizational life.

Recent publications:

- Bertolino M., Truxillo D., Fraccaroli F. (2010). Age as Moderator of the Relationship of Proactive Personality with Training Motivation, Perceived Career Development from Training, and Training Behavioral Intentions. *Journal of Organizational Behavior*.
- Balducci, C., Fraccaroli, F., Schaufeli, W. B. (2010). Psychometric properties of the Italian version of the Utrecht Work Engagement Scale (UWES-9): A cross-cultural analysis. *European Journal of Psychological Assessment*; vol. 26 (2), 144-150.
- Zaniboni, S.; Sarchielli, G.; Fraccaroli, F. (2010). How are psychosocial factors related to retirement intentions?, *International Journal of Manpower* , 31 , 3 (2010) , p. 271 -285.
- Zaniboni S.; Corbière, M.; Fraccaroli; F.; Perron, J. Work values of people with severe mental disorders registered in vocational programs: validation of the Work Values Questionnaire (WVQ) . *Canadian Journal of community mental health* , 29 , 1 (2010) , p. 107 -122.

5. 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).

Research topics:

Human resource management and performance; the role of the psychological contract; workforce influences on patient safety and service quality in hospitals; aspects of career theory

Recent publications:

- Rodrigues, R., Guest, D. (2010). Have careers become boundaryless? *Human Relations*, 63:1157-1175.
- Guest, D., Isaksson, K. and De Witte, H. (eds) (2010). *Employment Contracts, Psychological Contracts and Worker Well-Being: An International Study*. Oxford: Oxford University Press

6. Grote, Gudela. Department of Management, Technology, and Economics, ETH Zürich (Kreuzplatz 5, 8032 Zürich, Switzerland (Tel. +41446327086, Fax: +41446321186. e-mail: 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., Kolbe, M., Zala-Mezö, E., Bienefeld-Seall, N., & Künzle, B. (2010). Adaptive coordination and heedfulness make better cockpit crews. *Ergonomics*, 53, 211-228.
- Künzle, B., Kolbe, M. & Grote, G. (2010). Ensuring patient safety through effective leadership behaviour: A literature review. *Safety Science*, 48, 1-17.
- Taneva, S., Grote, G., Easty, A. & Plattner, B. (2010). Decoding the perioperative process breakdowns: A theoretical model and implications for system design. *International Journal of Medical Informatics*, 79, 14-30.

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

Research topics:

Employment relationship psychological contract, service work and service climate, leadership and health.

Recent publications

- Guest, D., Isaksson, K. & De Witte, H. (2010). Introduction. In Guest, K. Isaksson & H. De Witte (eds.) *Employment Contracts and Psychological Contracts among European Workers*, (pp 1-24). Oxford University Press.
- Isaksson, K., Gracia, F., Ramos, J. & Peiro, J.M.(2010). Mutuality and reciprocity: Causes and consequences. In Guest, K. Isaksson & H. De Witte (eds.) *Employment Contracts and Psychological Contracts among European Workers*, (pp 161-184). Oxford University Press.
- Isaksson, K., Guest, D. & De Witte, H. (2010). Conclusions. In Guest, K. Isaksson & H. De Witte (eds.) *Employment Contracts and Psychological Contracts among European Workers*, (pp.231-252). Oxford University Press.
- Isaksson, K., Peiro, J.M., Bernhard-Oettel, C., Caballer, A., & Gracia, F . (2010). Flexible employment contracts and temporary contracts: The Employer's perspective. In Guest, K. Isaksson & H. De Witte (eds.) *Employment Contracts and Psychological Contracts among European Workers*, (pp. 45-64). Oxford University Press.
- Isaksson, K. & Bernhard-Oettel, C. (2010).Country related differences: comparing manager's perceptions of the psychological contract in Germany and Sweden. In *Gesund, mit or ohne Arbeit*.

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., Snyadanko, I.I. (2010).The psychology of organizational culture. Text-book. – Kiev. Lviv, 2010. 212 pages. (in Ukrainian)
- Karamushka, L.M., Ivkin, V. Types of educational managers in relation to their attributes critical for innovative change management in educational organizations. In.: *A broad trip through economic change. Proceedings of the IAREP/SABE2010 Conference. (Cologne, 4-8 September 2010).*- Cologne, 2010, pp 299-301.

9.Kinnunen, Ulla. Department of Psychology, 33014 University of Tampere, Finland. (visiting address: Kalevantie 5 (Linna), Tampere, Finland (Tel. +358-3-35516598, Fax: +358-3-35517345, e-mail: ulla.kinnunen@uta.fi)

Research topics:

Recovery from job strain; job insecurity and temporary work in relation to well-being; job burnout and work engagement; work-family interface; leadership and well-being.

Recent publications:

- Kinnunen, U., Feldt, T., Mauno, S., & Rantanen, J. (2010). Interface between work and family: A longitudinal individual and crossover perspective. *Journal of Occupational and Organizational Psychology*, 83, 119-1367.
- Kinnunen, U., Mauno, S., & Siltaloppi, M. (2010). Job insecurity, recovery and well-being at work: Recovery experiences as moderators. *Economic and Industrial Democracy*, 31, 179-194.
- Hyvönen, K., Feldt, T., Tolvanen, A., & Kinnunen, U. (2010). The role of goal pursuit in the interaction between psychosocial work environment and occupational well-being. *Journal of Vocational Behavior*, 76, 406-418.
- Malinen, K., Kinnunen, U., Tolvanen, A., Rönkä, A., Wierda-Boer, H., & Gerris, J. (2010). Happy spouses, happy parents? Family relationships among Finnish and Dutch dual earners. *Journal of Marriage and Family*, 72, 293-306.
- Mauno, S., Kinnunen, U., Mäkikangas, A., & Feldt, T. (2010). Job demands and resources as antecedents of work engagement: A qualitative review and directions for future research. In S. Albrecht (Ed.), *Handbook of employee engagement. Perspectives, issues, research and practice*. Oxon, UK: Edward Elgar Publishing.

10. 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; <http://www.univie.ac.at>).

Research topics:

Economic psychology; tax behaviour, household money management.

Recent publications:

- Kirchler, E. & Walenta, C. (2010). Motivation. Wien: Facultas.
- Wahl, I. , Muehlbacher, S., & Kirchler, E. (2010). The impact of voting on tax payments. *Kyklos*, 63(1), 144-158.
- Rechberger, S., Hartner, M., Kirchler, E. & Hämmerle, F. (2010). Tax amnesties, justice perceptions, and filing behavior: a simulation study. *Law & Policy*, 32(2), 214-225.
- Leder, S., Mannetti, L., Hoelzl, E. & Kirchler, E. (2010). Regulatory fit effects on perceived fiscal exchange and tax compliance. *Journal of Socio-Economics*, 39 (2), 271-277.
- Kirchler, E. & Wahl, I. (2010). Tax compliance inventory TAX-I: Designing an inventory for surveys of tax compliance. *Journal of Economic Psychology*, 31, 331-346.
- Forest, A. & Kirchler, E. (2010). Targeting occupations with varying reputations to increase tax revenue. *Journal of Socio Economics*, 39, 400-406.
- Kirchler, E., Fischer, F. & Hölzl, E. (2010). Price and its relation to objective and subjective product quality: evidence from the Austrian market. *Journal of Consumer Policy*, 33(3), 275-286.

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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.

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Research topics:

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

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Research topics: modern technologies and organizational changes, innovations in organizations, occupational stress and personnel well-being, human reliability in highly demanding jobs, individual stress-resistance, methodology of personnel assessment and stress prevention, elaboration of stress management programs for field research

Recent publications:

- Leonova A.B., Kuznetcova A.S., Barabanshikova V.V. (2010). Self-regulation training and prevention of negative human functional states at work: traditions and recent issues in Russian applied research. *Psychology in Russia: State of the Art. Scientific Yearbook* (v. 3). Moscow: Russian Psychological Society, pp. 141-163

- Leonova A.B. (2010) Regulatory model for the assessment of individual stress-resistance of professionals in demanding job conditions. Abstracts of the 27th International Congress of Applied Psychology (ICAP 2010). Melbourne: IAAP, the Australian Psychological Society, Ltd.

- Leonova A.B. (2010). Organizational innovations and dynamics of occupational stress. Abstracts of the 27th International Congress of Applied Psychology (ICAP 2010). Melbourne: IAAP, the Australian Psychological Society, Ltd.

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Research topics:

Conflict management; negotiation and mediation strategies; power dynamics; service quality in organizations; work-life balance

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Research topics:

Occupational health; work stress; leadership; service quality and climate; diversity in teams; organizational safety culture and work socialization.

Recent publications:

-Buunk, A., Zurriaga, R. & Peiró, J. M. (2010). Social comparison as a predictor changes in burnout nurses. *Anxiety, Stress, & Coping. Vol. 23, No. 2, 181 – 194.*

-González-Morales, M. G., Rodríguez, I. & Peiró, J. M. (2010). A longitudinal study of coping and gender in a female-dominated occupation: predicting teachers' burnout. *Journal of Occupational Health Psychology. Vol. 15, No. 1, 29 – 44.*

-Potocnik, K., Tordera, N. & Peiró, J. M. (2010). The influence of the early retirement process on satisfaction with early retirement and psychological well-being. *Int'l J. Aging and Human Development. Vol. 70, No. 3, 251 – 273.*

-Sánchez-Hernández, R. M., Martínez-Tur, V., Peiró, J. M. & Moliner, C. (2010). Linking functional and relational service quality to customers satisfaction and loyalty: Differences between men and women. *Psychological Reports, Vol. 106, No. 2, 1 – 13.*

-Agut, S., Grau, R. & Peiró, J. M. (2010). The relationship between overeducation and job satisfaction among young Spanish workers: The role of salary, contract of employment, and work experience. *Journal of Applied Social Psychology, Vol. 40, No. 3, 666 – 689. (2010).*

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Research topics:

Ethic psychological contract: leadership and managerial competencies.

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Research topics: Occupational health psychology.

Recent publications:

-Gorgievski, M.J., Bakker, A.B. & Schaufeli, W.B. (2010). Work engagement and workaholism: Comparing the self-employed and salaried employees. *Journal of Positive Psychology*, 5, 83-96.

-Schaufeli, W.B. & Bakker, A.B. (2010). The conceptualization and measurement of work engagement. In A.B. Bakker & M.P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 10-24). New York: Psychology Press.

-Van den Heuvel, M., Demerouti, E., Bakker, A.B. & Schaufeli, W.B. (2010). Personal resources and work engagement in the face of change. In Houdmont, J. & Leka, S. (Eds.), *Contemporary occupational health psychology: Global perspectives on research and practice* (pp. 124-150). Chichester: Wiley-Blackwell.

-Taris, T.W., Schaufeli, W.B. & Shimazu, A. (2010). The push and pull of work: About the difference between workaholism and work engagement. . In A.B. Bakker & M.P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 39-53). New York: Psychology Press.

-Salanova, M., Schaufeli, W.B., Xanthopoulos, D. & Bakker, A.B. (2010). Gain spirals of resources and work engagement . In A.B. Bakker & M.P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 118-131). New York: Psychology Press.

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Research Topics:

Psychology of mergers and acquisitions; leadership and authoritarianism.

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Research topics:

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

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Research topics:

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

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Research topics:

Virtual, mobile and multi-locational work; distributed organization: organizational innovations; new ways of working; knowledge and competence management; reward systems; sociotechnical systems; collaboration in virtual worlds.

Recent publications:

- Vartiainen, M. & Hyrkkänen, U. (2010). Changing Requirements and Mental Workload Factors in Mobile Multi-Locational Work. *New Technology, Work and Employment* 25, 2, 117-135.
- Perkins, S.J. & Vartiainen, M.A. (2010). European Reward Management? Introducing the special issue. *Thunderbird International Business Review* 52, 3, 175-187.

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Research topics:

Work & health; team cognitions; labor participation.

Recent publications:

- D'Amato, A., & Zijlstra, F.R.H., (2010). Towards a climate for work resumption: The non-medical determinants of return to work. *Journal of Occupational and Environmental Medicine*. Vol. 52 (1) - pp 67-80.
- Uytendewilligen, S., Waller, M.J., & Zijlstra, F.R.H., (2010). Team cognition and adaptability in dynamic settings: A review of pertinent work. To appear in: G.P. Hodgkinson & J.K. Ford (Eds.), *International Review of Industrial and Organizational Psychology* (Vol. 25). Chichester, UK: Wiley.
- Justen, P., van der Pal, J., Zijlstra, F. & van Doorn, R., (2010). Examining Shared Mental Models of Air Traffic Controllers: What Do They Entail And What Is Shared? To appear in: D. de Waard, A. Axelsson, M. Berglund, B. Peters, and C. Weikert (Eds.). (2010). *Human Factors: A System View of Human, Technology and Organisation*. Maastricht, the Netherlands : Shaker Publishing.

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