

**EUROPEAN NETWORK
OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS**

NEWSLETTER

No. 81

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WEB ADDRESS

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EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 81

September, 2022

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1. Editorial

Dear Colleagues,

The Newsletter provides information about activities of the ENOP in the period from January 2022 till September 2022.

The Newsletter includes, among other, information about decisions taken at the ENOP Business Meeting on March 24, 2022.

You will also find the report on the ENOP Symposium-2022 ‘Developments in Workplace Flexibility and Team Work’ (March 24-25, 2022, Paris).

Also, the Newsletter describes the main levels, directions and forms of psychological support for population and organizations in the conditions of full-scale Russian Federation's war against Ukraine based on the experience of the Ukrainian Association of Organizational and Work Psychologists (from February to August 2022).

Details about forthcoming conferences and congresses in the field of Work and Organizational Psychology (2022-2023) are included as well.

You will find as well updated contact information of the ENOP members, résumés of their research activities and publications in 2022, and other useful information.

Sincerely,

Liudmyla Karamushka

Kyiv, Ukraine, September 2022

2. ENOP Business Meeting-2022

ENOP Business Meeting took place on *March 24, 2022*.

Participants:

Christian Korunka, Lourdes Munduate, Dirk Steiner, Fred Zijstra, Franco Fraccaroli, Finian Buckley, Barbara Wisse, Ioannis Nikolaou, Cornelius Konig, Gudela Grote, Dragos Iliescu, Vicente Gonzalez-Roma, Karina Nielsen, Tuija Muhonen, Ros Searle, Hans de Witte, John Arnold.

Minutes: Karina Nielsen

Chair: Dirk Steiner.

Agenda:

1. ENOP Finances/Budget.
2. ENOP web-site.
3. ENOP Membership.
4. Support of WOP in Ukraine.
5. ENOP Symposium-2023.
6. Any other business.

1. ENOP Finances/Budget

Steiner Dirk has informed that the ENOP finances are in a healthy state. Current balance in the regular account: 2118.71 Euros; balance in the savings account: 12,451.43 Euros.

Steiner Dirk informed as well that ENOP had few expenses only in the past two years related to the website support, account fees, etc. The regular account was used for reimbursement of travel expenses for presenters.

It was agreed to keep the membership fees remains 150 Euros per year. The bank details can be found in the shared ENOP folders.

2. ENOP web-site

Website costs are quite expensive in consideration of how little maintenance the site requires. *Ioannis Nikolaou explained* that there are two types of expenses associated to the site – operational expenses for using the domain and updating the website. He suggested that the site can be moved to work press, which is cheaper. This proposal was agreed.

ENOP members were asked to review the content of the website and provide suggestions and ideas for improvement of the content and image of the site and make it more attractive and interesting.

Ros Searle suggested to link ENOP to the EAWOP impact site. This was agreed.

Dragos Iliescu called for support to translate the existing impact accelerator tools on the EAWOP website. *Ros Searle* informed ENOP members which languages are missing.

3. ENOP Membership

Karina Nielsen informed that ENOP have a few people retiring during next few years so the CoCo has asked these people to consider their replacement.

Matti Virtainen has retired and suggested Taru Feldt and Saija Mauno as replacements. Both are in the well-being field. We only have one vacancy and CoCo suggested Taru Feldt on the basis that she holds a 100% full professor position whereas Saija Mauno has a 50% senior lecturer and a 50% full professor position. It was agreed to invite Taru Feldt, but both are qualified so if Taru Feldt turns it down, we will invite Saija Mauno.

ENOP members were asked to recommend professors from Denmark, Norway, Turkey, Estonia, Latvia, Slovenia.

4. Support of WOP in Ukraine

Liudmyla Karamushka has asked for support of WOP in Ukraine, and ENOP is keen to support Ukrainian colleagues. *Dragos Iliescu* emphasised importance of the WOP in Ukraine surviving and activities. The form and scale of the possible support was discussed.

Dragos Iliescu, *Gudela Grote* and *Finian Buckley* on behalf of their Universities have offered some research and educational opportunities for Ukrainian staff and students at their universities. ENOP will share an information on such opportunities through Polish colleague *Barbara Kozusznik* keeping in mind the fact that Poland has taken many Ukrainian refugees. *Liudmyla Karamushka* will share such information as well.

ENOP members have comprehensive experience in supporting refugees and can offer insights and relevant technical assistance in this area.

5. ENOP Symposium-2023

Some topics for next year's ENOP Symposium were proposed:

- Trust and/or counterproductive behaviours (Ros Searle);
- AI systems (Gudela Grote);
- Digital mindsets (Karina Nelson);
- AI systems policy and research (Cornelius Konig);
- Trust (as a good example of an umbrella term that can be discussed at different levels) (Finian Buckley);
- Counterproductive behaviours (Tuija Muhonen).

It was noted that there's a small group meeting on counterproductive behaviours, targeting ECR and PhD.

Ros Searle and Karina Nelson were requested to put together all proposals and design draft program of the next ENOP Symposium in order to present, discuss and approve the program at the CoCo Meeting in September, 2022.

Preferred dates for next ENOP Symposium are **23-24 March, 2023**, alternatively **30-31 March, 2023** in the case if La Maison will not be available on the 23-24 March, 2023.

Franco Fraccaroli will consider a suggestion for 2024's ENOP Symposium and will communicate with the CoCo.

6. Any other business.

No.

3. Report on the ENOP Symposium-2022 ‘Developments in Workplace Flexibility and Team Work’ (March 24-25, 2022)

During March 24/25 2022, the ENOP has hosted a symposium entitled ‘Developments in Workplace Flexibility and Team work’.

The symposium was organized by **Fred Zijstra** and **Christian Korunka**. It was the first symposium in real life presence after the onset of the COVID-19 pandemic.

The symposium consisted of two parts:

In the **first part** of the symposium, two presentations dealing with aspects of workplace flexibility were given:

Christian Korunka presented on ‘Flexible working practices and approaches’, focusing on the development of modern workplaces, following a strong trend of increasing flexible working practices and approaches, offering more flexibility in working times, working places, work organization, and work relations. He presented the outcome of the ENOP 2021 symposium, a book entitled ‘Flexible working practices and approaches. Psychological and social implications’ (New York: Springer publishers, 2022).

Christophe Vanroelen presented on ‘Precarious employment. An overlooked determinant of workers’ health and well-being?’. He gave an overview from a sociological perspective about changes in work organization over the past decades. At least in certain niches of the labour market this involved a precarisation of employment (e.g. contractual instability, flexible working hours, low wages, weak bargaining position). In his contribution, he outlined the theoretical and conceptual underpinnings of a multidimensional concept of precarious employment that is conceived for empirical research among workers.

The **second part** of the symposium dealt with different aspects of team adaptation processes:

Ramon Rico presented (together with **Sjir Uitdewilligen**) on ‘Cognitive and Behavioral Bases of Team Adaptation and Adaptive Leadership’. He presented an overview of three intertwined lines of research blending recent theorisation and discoveries on team adaptation, team interaction patterns and adaptive leadership and discussed both field and lab findings aiming to tackle the current relevant question of how to lead for team adaptation.

Gudela Grote presented on ‘The dual nature of team adaptation: balancing demands for flexibility and stability’. In capturing this dual nature of adaptive coordination, she presented a conceptual model that characterizes adaptation triggers in terms of stability and flexibility demands and proposed four modes of adaptive coordination termed experiential, exploitative, exploratory, and ambidextrous coordination. The model's contribution to a more systematic and comprehensive understanding of team adaptation and extant research was extensively discussed.

Submitted by:

Christian Korunka

Faculty of Psychology,

University of Vienna

(Vienna, Austria)

E-mail: christian.korunka@univie.ac.at

4. Psychological support for population and organizations in the conditions of full-scale Russian Federation's war against Ukraine: experience of the Ukrainian Association of Organizational and Work Psychologists



From the first days of the Russian Federation's full-scale war Russia against Ukraine, members of the Ukrainian Association of Organizational and Work Psychologists (UAOWP) have been providing psychological support to the population and different professional groups at volunteer centers, civil defense centers, refugee centers, international humanitarian organizations, and psychological help centers, etc..

Although sometimes the psychological assistance given by our psychologists is not in line with their professional activities in the field of organizational and work psychology, it was focused on the meeting the urgent needs of society in this difficult period. War-relevant psychological support of the UAOWP members has been provided at the individual, group, organizational, and community levels.

The **individual-level psychological assistance** focuses on overcoming the negative mental conditions developed by the majority of the Ukrainian population during the war: 1) acute stress and its consequences (fear, panic, shock, anxiety, apathy, depression, aggression, loss of meaning in life, etc.); 2) panic attacks, phantom alarm syndrome; 3) early and late secondary PTSD symptoms; 4) the loss of the loved ones, etc. In this case, the first psychological aid plays a key role.



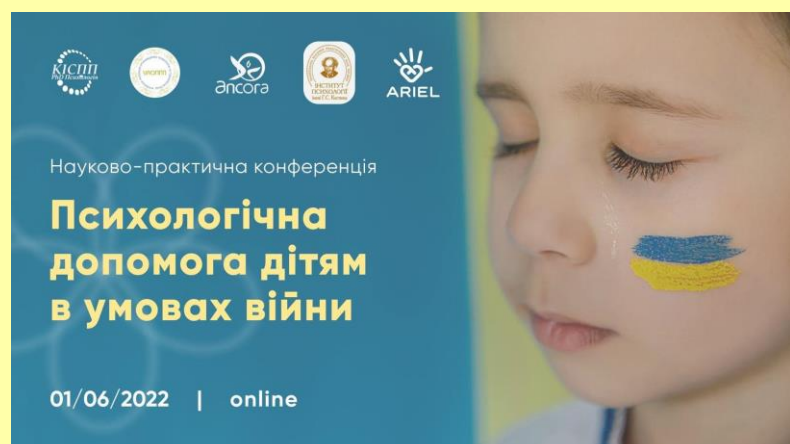
The UAOWP members' practice shows that *the main forms* of the individual-level psychological support include: making and dissemination of special information leaflets, booklets, and bulletins (text-only and with images, electronic and printed); placement by psychologists of informational psychological resources on their personal pages and pages of their organizations on Facebook, Instagram, Telegram, and YouTube; creation of psychological information sites (e.g., ‘Primary Psychological Help During the War’) and thematic Viber communities; giving individual consultations (both online, and face-to-face), etc.

The **group-level psychological interventions**, which aimed, mainly, at preserving and maintaining family-members' mental health, included: 1) development of family-members' ability to support each other, especially children in war conditions; 2) family conflict prevention and management in conditions of war; 3) psychological support for communication with family members who are abroad; 4) psychological support for the families with children to adjust to life abroad; 5) development of a group crisis intervention technology, etc.

The *most common forms* of the group-level psychological intervention include: psychoeducation; psychological group support for women with different family backgrounds (living with children, living with elderly parents, etc.); individual and family consultations; as well as family and personal psychological resources development trainings, etc.

Special psychological help has that been given to children, aims at leading children through the challenges of war, teaching them to overcome stressful situations caused by shelling and military actions, supporting children of different ages depending on the type of the environment the children are in (dangerous or safe), etc.

For example, in June 1, which the International Children's Day, the UAOWP together with its partner organizations held an international scientific and practical conference ‘*Psychological Assistance to Children in War Conditions*’: <https://www.youtube.com/watch?v=VIdunQ1czn0>.



The Ukrainian WOP psychologists who work in European countries (Austria, Germany, Poland, the Czech Republic) and in Ukraine shared their psychological techniques and methods for supporting families and children in wartime.

The **organization-level psychological** interventions that have been made by the UAOWP members include psychological support for organizations in: 1) improving their work in war conditions; 2) creation of a positive supportive organizational culture, 3) promotion of a situational management style, development of self-organization and autonomy among staff; 4) prevention of trauma in the organization; 5) psychological support of volunteer activities; 6) psychological support for deferent professional groups, etc.

The *main forms* of the organization-level psychological interventions include: staff's crisis management skills development; webinars on mental health promotion for various professional groups (doctors, social workers, teachers, psychologists, etc.); creation of stabilization psychological groups; individual managers counselling; group staff counselling; creation of special pages in social networks, e.g., 'Psychological Support for Personnel in Organizations', as well as the formulation of recommendations for burnout prevention among volunteers, etc.

For example, in April and May 2022, the UAOWP together with the University of Education Management and partner organizations from Poland held *a series of webinars* on psychological support for the staff of educational organizations in war conditions. The webinars covered the following topics:

- Overcoming extreme stress in war conditions:
<https://youtu.be/EQ62pSCttbI>
- How to preserve and support mental health in wartime?:
<https://www.youtube.com/watch?v=cTeahzn1J04>
- Coaching tools for psychological support in war period:
<https://youtu.be/Qvi2ORimLVE>
- Technologies of psychological support in war conditions:
<https://youtu.be/qVdEBEFxSK4>
- How to develop resilience in war conditions?:
<https://youtu.be/qVdEBEFxSK4>

The webinars were attended by more than 2,200 school principals, teachers, and psychologists from different regions of Ukraine. The webinars' video recordings, which have been viewed by more than 20,000 people, can be found on the YouTube.

Besides, a significant psychological support with the focus on trauma and mental disorders prevention has been provided to military personnel.

The **community-level psychological interventions** made by the UAOWP members focused mainly on: 1) create psychological support for forced migrants, particularly, women and children; 2) prevention of conflicts and development of partnership interaction between the local population and forced migrants, 3) the development of partnership (rather than rivalry) between various organizations on the territory of the community; 4) establishment of business communication channels between organizations; 5) organization and psychological support of volunteer centers and call-centers on the territory of communities, etc.



The community-level *main psychological interventions* include: creation of psychological Internet resources; giving psychological support for volunteer centers; individual and group counselling for managers and employees on different aspects of the territorial community work; and conducting webinars and/or trainings for territorial community managers and employees (on communication optimization, stress prevention, mental health, etc.).

It seems essential to use a **multi-level approach** to making psychological interventions, because interventions should affect all levels of life of the individual, group, organization or community. Practice shows that in the conditions of war, the individual-level psychological interventions prevail over the family-level interventions, *while the organization- and community-level interventions, are less common*. Therefore, it can be concluded that psychologists should *develop and use special psychological interventions of various levels, which would help to maintain mental health of individuals, organizations, and communities*.

It should be noted that the above-described activities have been carried out by the UAOWP members both in Ukraine and other countries (Poland, Germany, Austria, etc.) they were forced to evacuate to as the war began. The *Malteser-Ukrainian project* called ‘Social and Psychological Support for Ukrainians in the Conditions of War’ is one of many activities carried out by the UAOWP members abroad (<https://www.facebook.com/psychology.ukraine.deutschland>). Under the Project, Ukrainian psychologists provide on-line and off-line support in stabilization groups to Ukrainian women who migrated to Germany with their children, as well as offer individual on-line counselling and provide psychoeducation, etc.



We are deeply grateful to ENOP and EAWOP for the humanitarian and professional support of the members of the Ukrainian Association of Organizational and Work Psychologists in the wartime.



Submitted by:
Liudmyla Karamushka
President of
Ukrainian Association of Organizational and Work Psychologists
(Kyiv, Ukraine)
E-mail: lkarama01@gmail.com

5. Future conferences and congresses (2022-2023)

Conference of Latvian Society of Organizational Psychology:

Hybridwork: how was it & where it is going?

October 6- 7, 2022 (Zoom Conference)

Web:

http://www.eawop.org/ckeditor_assets/attachments/1719/call_for_speakers_2022.pdf?1660983913



9th EAWOP WorkLab – Practitioner Skills Workshop:

Improving Psychological Wellbeing

Through Organisational Interventions

November 10-12, 2022, Mallorca, Spain

Web: <http://www.eawop.org/worklab-2022>



8th Reward Management Conference:

Rewards in turbulent times

December 1-2, 2022

(Brussels, Belgium)

Web: https://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1516



2023 SIOP Annual Conference

April. 20 - 23, 2023

Boston, Massachusetts, USA

Web: <https://www.siop.org/annual-conference>



21st EAWOP Congress

May 24-27, 2023

Katowice, Poland

Web: <https://www.eawop2023.org>



18th European Congress of Psychology:

Uniting communities for a sustainable world

July, 3-6, 2023, Brighton, UK

Web: <https://ecp2023.eu>



ICOH 2023: 17 International Conference on Occupational Health
December 2-3, 2023
(Sydney, Australia)
Web: <https://waset.org/occupational-health-conference-in-december-2023-in-sydney>



6. ENOP-members research interests and recent publications

In this section you will find a list of 26 members of «New» ENOP, their contact information and research topics as well as list of publications dated to 2022 provided by the members.

1. Arnold, John. School of Business and Economics, Loughborough University, Ashby Road Loughborough, LE11 3TU, United Kingdom. Tel.: +44 (0) 1509 228007, e-mail: J.Arnold@lboro.ac.uk

<http://www.lboro.ac.uk/departments/sbe/staff/profiles/arnoldjohn/arnold-john.html>

Research topics:

All aspects of careers in both vocational and organizational contexts.

Recent publications:

-Vahidi, G., Barnard, S., and Arnold, J. (2022). Examining career transition narratives through the lens of social justice: a critical study of the British Press. *British Journal of Guidance and Counselling*. <https://doi.org/10.1080/03069885.2022.2077305>

2. Buckley, Finian. Dublin City University Business School, DCU, Dublin 9, Ireland. e-mail: Finian.Buckley@dcu.ie

Research Topics: trust in workplace; trust breach and repair; self-regulation and motivation; silence in workplace; emotion regulation.

Recent Publications:

-Bruen, J., and Buckley, F. (2022). Strategic Communication across Languages in Business Environments. *European Journal of Language Policy*, 14 (1), 29-53.

-Van Der Werff, L., O'Shea, D., Healy, G., Buckley, F., Real, C., Keane, M., and Lynn, T. The Neuroscience of Trust Violation: Differential activation of the default mode network in ability, benevolence and integrity breaches. *Applied Psychology: An International Review* (In Press).

3. Chambel, Maria José, Faculty of Psychology, University of Lisbon, Alameda da Universidade, 1649-013 Lisbon, Portugal. Tel. +351969075673, e-mail: mjchambel@psicologia.ulisboa.pt

Research topics:

Contingent workers; work-family relationship; stress and well-being at work; psychological contract.

Recent publications:

-Chambel, M.J., & Carvalho, V.S. (2022). Commitment and wellbeing: The relationship dilemma in a two-wave study. *Frontiers*, 13. <https://doi.org/10.3389/fpsyg.2022.816240>

- Chambel, M.J., Carvalho, V.S. & Carvalho, A. (2022). Reinventing the Workplace: The adoption of teleworking pos-COVID times. In C. Machado and J.P. Davim (Eds.), *Organizational Management In Post Pandemic Crisis* (pp. 53- 64). Springer. <https://doi.org/10.1007/978-3-030-98052-8>
- Chambel, M.J, Castanheira, F., & Santos, A. (2022). Teleworking in times of COVID-19: The role of Family-Supportive Supervisor Behaviors in workers' work-family management, exhaustion, and work engagement. *The International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2022.2063064>
- Fragoso, P., Chambel, M.J., & Castanheira, F. (2022). High-performance work systems (HPWS) and individual performance: the mediating role of commitment. *Military Psychology*, 34(4), 469-433. <https://doi.org/10.1080/08995605.2021.2010429>
- Imam, H., Chambel, M. J., Nauman, S., & Yasin, H. (2022). Status conflict and team creativity: The roles of depersonalization and organizational awareness. *Journal of Work and Organizational Psychology*. <https://doi.org/10.5093/jwop2022a9>
- Llorens, S., Salanova, M., Chambel, M.J. Torrente, P. & Ângelo, R.P. (2022). Organizational drivers of burnout and work engagement: A multilevel study in Portuguese firefighters' brigades. *International Journal of Environmental Research and Public Health*, 19, 4053. <https://doi.org/10.3390/ijerph19074053>
- Munoz, F.M., Lopez, S. B., Jiang, I., Chambel, M.J., & Ugarte, S.G. (2022). Qualitative job insecurity and voice behavior: Evaluation of the mediating effect of affective organizational commitment. *Economic and Industrial Democracy*. <https://doi.org/10.1177/0143831X221101655>
- Rodrigues-Silveira, C., Chambel, M.J., & Bartone, P. (2022). Organizational affective commitment effects on militaries' well-being during a deployment: A study of a peacekeeping mission. *Military Psychology*. <https://doi.org/10.1080/08995605.2022.2060031>
- Sabino, A., Basilio, E., Lopes, S. Chambel, M.J., Dias, P., & Cesário, F. (2022). The moderating role of age in the relationship between perceived overqualification, employability, job insecurity and global psychological needs satisfaction. *Management Research, The Journal of the Iberoamerican Academy of Management*. <https://doi.org/10.1108/MRJIAM-01-2022-1261>
- Santos, A., Carvalho, V., & Chambel, M. J. (2022). 'With a little help...': Supervisor support, work-life balance, and wellbeing among Portuguese employees on telework due to COVID-19. In S. Gascon, L.M. Fernández Hernández, C. Salas, V. Flora and A. Torres Ortiz (Eds), *Factores Psicosociales en el Trabajo. Trabajo Digno y Saludable en la era COVID: Desafíos y oportunidades*. Universidad de Zaragoza, Prensas Universitarias. ISBN 978-84-18321-18-4
- Sobral, F., Morais, C., Chambel, M. J., & Castanheira, F., (2022). Trabalho temporário: As novas necessidades do mercado laboral e a emergência do trabalho contingente. In N. Simões & N. Crespo (Eds.), *Mercado de Trabalho em Portugal* (pp. 183-204). Almedina

4. De Witte, Hans. Research Group Work, Organisational & Personnel Psychology (WOPP), part of the Research Unit Occupational & Organisational Psychology and Professional Learning (O2L), Faculty of Psychology and Educational Sciences-KU Leuven, Van den

Heuvelinstituut (VHI), Dekenstraat 2, Postbox 3725, B-3000 Leuven, Belgium. tel. +16-32.60.60, e-mail: Hans.Dewitte@kuleuven.be

Additionally affiliated at Optentia Research Focus Area, Vanderbijlpark Campus, North-West University, South-Africa

Research topics:

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

Recent publications:

-De Beer, L., Schaufeli, W. & De Witte, H. (2022). The psychometric properties and measurement invariance of the Burnout Assessment Tool (BAT-23) in South Africa. *BMC Public Health*. 22:1555, <https://doi.org/10.1186/s12889-022-13978-0>

-Griep, Y., Vanbelle, E., Van den Broeck, A., & De Witte, H. (2022). Active Emotions and Personal Growth Initiative Fuel Employees' Daily Job Crafting: A Multilevel Study. *Business Research Quarterly*, 25(1), 62–81. DOI: 10.1177/23409444211033306

-Hadžibajramović, E., Schaufeli, W. & De Witte, H. (2022). Shortening of the Burnout Assessment Tool (BAT) — from 23 to 12 items using content and Rasch analysis. *BMC Public Health* 22, 560. <https://doi.org/10.1186/s12889-022-12946-y>

-Sermeus W, Aiken LH, Ball J, Bridges, J., Bruyneel, L., Busse, R., De Witte, H., Dello, S., Drennan, J., Eriksson, L.E., Griffiths, P., Kohnen, D., Koppen, J., Lindqvist, R., Maier, C.B., McHugh, M.D., McKee, M., Rafferty, A.M., Schaufeli, W.B., Sloane, D.M., Smeds Alenius, L., Smith, H., Magnet4Europe consortium (2022). A workplace organisational intervention to improve hospital nurses' and physicians' mental health: study protocol for the Magnet4Europe wait list cluster randomised controlled trial. *BMJ Open* 2022;12:e059159. doi:10.1136/bmjopen-2021-059159

-Spurk, D., Hofer, A., Hirschi, A., De Cuyper, H. & De Witte, H. (2022). Conceptualizing Career Insecurity: Toward a Better Understanding and Measurement of a Multidimensional Construct. *Personnel Psychology*, 75, 253–294, DOI: 10.1111/peps.12493

-Van der Vaart, L., Van den Broeck, A., Rothmann, S. & De Witte, H. (2022). Motivational Profiles in Unemployment: A Self-Determination Perspective. *Frontiers in Public Health*, section Public Mental Health, 10:870073. doi: 10.3389/fpubh.2022.870073

-Van Hootegeem, A., Van Hootegeem, A., Selenko, E., & De Witte, H. (2022). Work is political: Distributive injustice as a mediating mechanism in the relationship between job insecurity and political cynicism. *Political Psychology*, 43(2), 375-396. <https://doi.org/10.1111/pops.12766>

-Van Hootegeem, A., Sverke, M. & De Witte, H. (2022). Does occupational self-efficacy mediate the relationships between job insecurity and work-related learning? A latent growth modelling approach. *Work & Stress*, 36(3), 229-250, DOI: 10.1080/02678373.2021.1891585

5. Fraccaroli, Franco. Department of Psychology and Cognitive Science, University of Trento, Italy, Palazzo Fedrigotti, Corso Bettini 31, I-38068 ROVERETO (TN). Tel. (+39) 0464 808609, fax: (+39) 0464 808602, e-mail: franco.fraccaroli@unitn.it, <http://discof.unitn.it/fraccaroli.htm>

Research topics:

Elderly workers and the work exit phase; psycho-social risk and quality of organizational life; workaholism; psycho-social transitions to work and within work; psychology of working times; organizational identification and burnout.

Recent publications:

-Avanzi, L., Savadori, L., Fraccaroli, F., Ciampa, V., & van Dick, R. (2022).

Too-much-of-a-good-thing? the curvilinear relation between identification, overcommitment, and employee well-being. *Current Psychology*, 41(3), 1256-1266. doi:10.1007/s12144-020-00655-x

-Balducci, C., & Fraccaroli, F. (2022). *Stress e rischi psicosociali nelle organizzazioni*. Il Mulino, Bologna

-Perinelli, E., Alessandri, G., Cepale, G., & Fraccaroli, F. (2022). The sociometer theory at work: Exploring the organizational interpersonal roots of self-esteem. *Applied Psychology*, 71(1), 76-102. doi:10.1111/apps.12312

-Perinelli, E., Pisanu, F., Checchi, D., Scalas, L. F., & Fraccaroli, F. (2022). Academic self-concept change in junior high school students and relationships with academic achievement. *Contemporary Educational Psychology*, 69. doi:10.1016/j.cedpsych.2022.102071

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

Research topic:

Work-life balance and well-being; remote working (normal, new normal and emergency); leadership and followership; international mobility and career; guidance and training; challenges for work and organizational psychology; gender differences is a cross-cutting approach to all research axes.

Recent publications:

-Dolce, V., Ghislieri, C. (2022). Resilience and Intercultural Interactions of Italian Erasmus Students: The Relation with Cultural Intelligence, *Journal of International Students*, 12(3), pp. 674–693

-Ghislieri, C., Sanseverino, D., Addabbo, T., Guidetti, G., Converso, D. (2022). The Show Must Go On: A Snapshot of Italian Academic Working Life during Mandatory Work from Home through the Results of a National Survey, *Social Sciences*, 11(3), 111.

-Guidetti, G., Converso, D., Sanseverino, D., Ghislieri, C. (2022). Return to Work during the COVID-19 Outbreak: A Study on the Role of Job Demands, Job Resources, and Personal Resources Upon the Administrative Staff of Italian Public Universities, *International Journal of Environmental Research and Public Health*, 19(4), 1995.

-Ghislieri, C., Dolce, V., Sanseverino, D., Marianna, G., Molino, M. (2022). Might insecurity and use of ICT enhance internet addiction and exhaust people? A study in two European countries during emergency remote working, *Computers in Human Behavior*, 126, 107010

7. González-Romá, Vincent. Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (Idocal), University of Valencia, Av. Blasco Ibáñez, 21, 46010-Valencia, Spain. (Phone: +34 96 386 44 55; e-mail: vicente.glez-roma@uv.es)

Research topics:

Organizational and team climate; leadership; work teams; job burnout and engagement; wellbeing; career development; overqualification; research and measurement methods.

Recent publications:

-Davcheva, M., & González-Romá, V. (2022). Proportion of Women in Work Teams and Team Performance: a Moderated Mediation Model. *Current Psychology*. <https://doi.org/10.1007/s12144-022-03534-9>

-Massei, F., Tierney, P., Zappalà, S., & González-Romá, V. (2022). From Job Resources to Idea Implementation: A Moderated Sequential Mediation Model. *Group & Organization Management*, <https://doi.org/10.1177/10596011211011296>.

-González-Romá, V. & Hernández, A. (2022). Conducting and Evaluating Multilevel Studies: Recommendations, Resources, and a Checklist. *Organizational Research Methods*. <https://doi.org/10.1177/10944281211060712>

-Tomás, I., González-Romá, V., Valls, V., & Hernández, A. (2022). Perceived overqualification and work engagement: the moderating role of organizational size. *Current Psychology*. <https://doi.org/10.1007/s12144-022-03420-4>

-González-Romá, V., Hernández, A., Ferreres, A., Zurriaga, R., Yeves, J., & González-Navarro, P. (2022). Linking teacher-student relationship quality and student group performance: A mediation model. *Current Psychology*. <https://doi.org/10.1007/s12144-022-03206-8>

8. Grote, Gudela. Department of Management, Technology, and Economics, ETH Zürich, Weinbergstrasse 56/58, 8092 Zürich, Switzerland. Tel. +41446327086, fax: +41446321186, e-mail: ggrote@ethz.ch

Research topics:

Socio-technical systems design; safety management; leadership and cooperation in high-risk teams and innovation teams; career management; psychological contract; flexible working.

Recent publications:

Hitz, F., Ribi, K., Grote, G., Kolbe, M., Schmitz, C., Lamb, B.W., Ruhstaller, T., Berchtold, P., & Sevdalis, N. (2022). Team functioning across different tumour types: Insights from a Swiss cancer center using qualitative and quantitative methods. *Cancer Reports*, 5(8), e1541 <https://doi.org/10.1002/cnr2.1541>

9. Iliescu, Dragos. Department of Psychology, University of Bucharest, Sos. Panduri Nr. 90, 050657 Bucharest, Romania. Tel: +40723627077; e-mail: dragos.iliescu@fpse.unibuc.ro

Research topics:

Psychological assessment, tests and testing, with an emphasis on cross-cultural testing and test adaptation; personnel psychology, with emphasis on selection methods; occupational health, with emphasis on job insecurity.

Recent publications:

- Butuceanu, A., Corbeanu, A., Zanfirescu, A. S., Mincu, C. L., Virga, D., & Iliescu, D. (2022). Interventions for the prevention of perceived unfairness in assessment contexts. *Psihologia Resurselor Umane*, 20(1), 19-21. <https://doi.org/10.24837/pru.v20i1.505>
- Cucu-Ciuhan, G., Nicolau, R., & Iliescu, D. (2022). Perceived Stress and Wellbeing in Romanian Teachers during the COVID-19 pandemic: The Intervening Effects of Job Crafting and Problem-Focused Coping. *Psychology in the Schools* (accepted).
- Fokkema, M., Iliescu, D., Greiff, S., & Ziegler, M. (2022). Machine Learning and Prediction in Psychological Assessment. *European Journal of Psychological Assessment* 38(3), 165-175. <https://econtent.hogrefe.com/doi/abs/10.1027/1015-5759/a000714>
- Iliescu, D., Greiff, S., Ziegler, M., & Fokkema, M. (2022). Artificial Intelligence, Machine Learning, and Other Demons. *European Journal of Psychological Assessment*, 38(3), pp. 163-164. <https://doi.org/10.1027/1015-5759/a000713>.
- Iliescu, D., Rusu., A., Greiff, S., Fokkema, M., & Scherer, R. (2022). Why We Need Systematic Reviews and Meta-Analyses in the Testing and Assessment Literature (Editorial). *European Journal of Psychological Assessment*, 38(2), 73–77. <https://doi.org/10.1027/1015-5759/a000705>
- Ion, A., Iliescu, D., Nedelcea, C., & Golu, F. (2022). The convergent validity of the Romanian version of the Behavioral Assessment of Children: A Multitrait-Multimethod Analysis. *Journal of Evidence-Based Psychotherapies* (accepted).
- Vincze, A., & Iliescu, D. (2022). The Dynamics of Quiet Eye under Stress in Elite Table Tennis Performance. *International Journal of Sport and Exercise Psychology* (accepted). <https://doi.org/10.1080/1612197X.2022.2078853>

10. Karamushka, Lyudmila. Institute of Psychology, Laboratory of Organizational Psychology. 2 Pan'kivska Str. 01033 Kyiv, Ukraine. Tel: +38 067 953 40 31; e-mail: lkarama01@gmail.com.

Research topics:

Occupational stress; burnout; social tension in the organizations; mental health in organizations; mental health in war conditions.

Recent publications:

-Karamushka, L., Kredentser, O., Tereshchenko, K., Lagodzinska, V., Ivkin, V. Kovalchuk, O. (2022). Peculiarities of mental health of staff of educational and research organizations in the conditions of war. *Organizational Psychology. Economic Psychology*, 1(25), 62-74. <https://doi.org/10.31108/2.2022.1.25.7> (In Ukrainian).

-Karamushka, L., Karamushka, T. (2022). An empirical study of mental health features of forced internal migrants in war conditions. *Organizational Psychology. Economic Psychology*, 2(26), 48-59. <https://doi.org/10.31108/2.2022.2.26.6> (In Ukrainian).

-Karamushka, L., Kredentser, O., Tereshchenko, K., Delton, Y., Arefniya, S., Paskevskaya, I. (2022). Study on subjective well-being of different groups of population during the 2022 war in Ukraine. *Wiadomości Lekarskie* (accepted).

11. König, Cornelius J. Universität des Saarlandes, Campus A1 3, 66123 Saarbrücken, Germany. Tel. +49 681 302 3629; e-mail: ckoenig@mx.uni-saarland.de

Research topics:

Personnel selection; job insecurity and layoffs; impact of new technologies; time management; science-practitioner gap.

Recent publications:

-König, C. J., & Langer, M. (2022). Machine learning in personnel selection. In S. Strohmeier (ed.), *Handbook of research on human resource management and artificial intelligence* (pp. 149-167). Edward Elgar.

-König, C. J., Richter, M., & Isak, I. (2022). Exit interviews as a tool to reduce parting employees' tendency to complain about their former employer and to ensure residual commitment. *Management Research Review*, 45(3), 381-397. <https://doi.org/10.1108/MRR-02-2021-0148>

-Langer, M., & König, C. J. (in press). Introducing a multi-stakeholder perspective on opacity, transparency and strategies to reduce opacity in algorithm-based human resource management. *Human Resource Management Review*, advance online publication. <https://doi.org/10.1016/j.hrmr.2021.100881>

-Langer, M., Hunsicker, T., Feldkamp, T., König, C. J., & Grgić-Hlača, N. (2022). 'Look! It's a computer program! It's an algorithm! It's AI!': Does terminology affect human perceptions and evaluations of intelligent systems? *Proceedings of the CHI '22: CHI Conference on Human Factors in Computing Systems*, art. no. 581. <https://doi.org/10.1145/3491102.3517527>

-Langer, M. & König, C. J. (2022). Applied explainable artificial intelligence (XAI) in human resource management or: How to address issues of AI opacity and understandability in HRM. In S. Strohmeier (ed.), *Handbook of research on human resource management and artificial intelligence* (pp. 285-302). Edward Elgar.

-Langer, M., König, C. J., Back, C., & Hemsing, V. (in press). Trust in artificial intelligence: Comparing trust processes between human agents and automated systems in light of unfair bias. *Journal of Business and Psychology*, advance online publication. <https://doi.org/10.1007/s10869-022-09829-9>

-Langer, M., König, C. J., Siegel, R., Fredenhagen, T., Schunck, A. G., Hähne, V., & Baur, T. (2022). Vocal stress diary: A longitudinal investigation of the association of everyday work stressors on human voice features. *Psychological Science*, 33(7), 1027-1039. <https://doi.org/10.1177/09567976211068110>

-Richter, M., König, C. J., Brausch, C., & Gaszka, J. (in press). Exhaustion and job satisfaction among internal and external outplacement counsellors. *British Journal of Guidance & Counselling*, advance online publication. <https://doi.org/10.1080/03069885.2021.1978057>

-Sparfeldt, J. R., Becker, N., Greiff, S., Kersting, M., König, C. J., Lang, J. W. B., & Beauducel, A. (2022). Intelligenz(tests) verstehen und missverstehen. *Psychologische Rundschau*, 73(3), 161-172. <https://doi.org/10.1026/0033-3042/a000597>

-Vesper, D., & König, C. J. (in press). Ever thought about strikes? Development of a scale to assess attitudes to strikes. *Journal of Business and Psychology*, advance online publication. <https://doi.org/10.1007/s10869-022-09801-7>

-Vesper, D., König, C. J., Siegel, R. & Friese, M. (2022). Is use of the General System Justification Scale across countries justified? Testing its measurement equivalence. *British Journal of Social Psychology*, 61(3), 1032-1049. <https://doi.org/10.1111/bjso.12520>

11. Korunka, Christian. Faculty of Psychology, University of Vienna. Universitaetsstrasse 7, A-1010 Vienna, Austria. Tel. +43 4277 47342; Email: christian.korunka@univie.ac.at

Research topics: New job demands; flexible work; boundaryless work; home office; quality of working life; Covid-19 and quality of working.

Recent publications:

-Kerman, K., Korunka, C., Tement, S. (2022). Work and Home Boundary Violations During the COVID-19 Pandemic: The Role of Segmentation Preference and Unfinished Tasks. *Applied Psychology. An International Review* 71(3), 784-806. <http://dx.doi.org/10.1111/apps.12335>

-Kubicek, B., Baumgartner, V., Prem, R., Sonnentag, S. & Korunka, C. (2022). Less detachment but more cognitive flexibility? A diary study on outcomes of cognitive demands of flexible work. *International Journal of Stress Management*, 29(1), 75-87.

-Nalis, I. Kubicek, B. & Korunka, C. (2022). Resources to respond: A career construction theory perspective on demands, adaptability and career crafting. *The Career Development Quarterly*, 70(2), 138-152.

-Straus, E., Uhlig, L., Kühnel, J., & Korunka, C. (2022). Remote workers' well-being, perceived productivity and engagement: Which resources should HRM improve during COVID-19? A longitudinal diary study. *The International Journal of Human Resource Management*.

-Uhlig, L., Korunka, C., Prem, R. & Kubicek, B. (2022). A two-wave study on the effects of cognitive demands of flexible work on cognitive flexibility, work engagement and fatigue. *Applied Psychology: An International Review*.

13. 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

Research topics:

Health and safety; accident analysis; risk perception; human behaviour and transport mode choice; management of change and innovation; management of conflicts and social relations.

14. Kozusznik, Barbara. Department of Pedagogy and Psychology, University of Silesia, Bankowa 12, 40-007 Katowice, Poland. Tel. +48510089193; e-mail: barbara.kozusznik@us.edu.pl.

Research topics:

Social influence in organizations; team effectiveness and its correlates; team science, deinfluencization (DEI) as a phenomenon of conscious withdrawal of influence.

Recent publications:

-Kozusznik B., Martinez-Tur V., Whelan V., Więcek-Jakubek K., Zugec L., Davcheva M. (2022). This Work In My Place. *Applied Psychology Around the World*. Volume 4, Issue 2, June. ISSN: 2639-6521, pp.1-61.

-Kozusznik B., Flak O., Pyszka A., Wiecek-Jakubek, K., Filipowicz, G. (2022). Competency model of the research and administrative support staff in Polish universities – empirical research results. In: *Human Resources Management* Ed. Marzena Spor Wyd. UE Wrocław

-Paliga M., Pollak A., Sanecka E., Kozusznik, B., (2022). The Relationships of Psychological Capital and Influence Regulation with Job Satisfaction and Job Performance. *PLoS ONE*. ISSN 1932-6203

-Puig-Perez, S., Cano-Lopez, I., Martinez, P., Kozusznik, M.W., Alacreu, A., Pulopulos, M., Duque, A., Almela, M., Alino, M., Garcia-Rubio, M.J., Pollak, A., Kozusznik, B., (2022). Optimism as a protective factor against the psychological impact of COVID-19 pandemic through its effects on perceived stress anticipation. *Current Psychology*, March, pp. 1-16.

15. Maslić Seršić, Darja. Department of Psychology, Faculty of Humanities and Social Sciences, university of Zagreb, Ivana Lučića 3, 10000 Zagreb.. Tel. +385 1 4092199; e-mail: darja.maslic@ffzg.hr

Research topics:

Stress at work; unemployment; job insecurity; labor issues; career management.

Recent publications:

-Caha D, Maslić Seršić D. (2022). Impact of Community Service on Latent Deprivation of Social Assistance Recipients. *Research on Social Work Practice*. August. doi:10.1177/10497315221118107

-Bago, B.; Kovacs, M.; Protzko, J.; ...; Čubela Adorić, V.; ...; Dumančić, F.; ...; Maslić Seršić D.; ... et al. (2022). Situational factors shape moral judgments in the trolley dilemma in Eastern, Southern, and Western countries in a culturally diverse sample. *Nature human behaviour*, 6, 4; 1-22. doi:10.1038/s41562-022-01319-5

16. Muhonen, Tuija. Centre for Work Life and Evaluation Studies & Department of School Development and Leadership, Malmö University, SE 205 06 Malmö, Sweden. Tel. +46 702327451, e-mail: tuija.muhonen@mau.se

Research topics:

Bystanders of workplace bullying; work related health and wellbeing; psychosocial safety climate; gender mainstreaming in academia; career development and leadership from a gender perspective.

Recent publications:

-Edvik, A. & Muhonen, T. (2022). Being in a work environment blind spot – a study of school principals' organizational and social work environment. *Scandinavian Journal of Public Administration*. (Accepted).

-Karatuna, I., Jönsson, S., & Muhonen, T. (2022). Job Demands, Resources, and Future Considerations. Academics' Experiences of Working from Home during the COVID-19 Pandemic. *Frontiers in Psychology, section Organizational Psychology*. <https://doi.org/10.3389/fpsyg.2022.908640>

-Jönsson, S. & Muhonen, T. (2022). Factors influencing the behavior of bystanders to workplace bullying in health care – A qualitative descriptive interview study. *Research in Nursing & Health*, 13. doi.org/10.1002/nur.22228

17. Munduate, Lourdes. Department of Social Psychology. Universidad de Sevilla. C/ Camilo Jose Cela s/n, 41018 Seville, Spain. Tel. +34 954557706; e-mail: munduate@us.es

Research topics:

Conflict management; negotiation and mediation strategies; power dynamics in organizations.

18. Nielsen, Karina. Institute of Work Psychology, Sheffield University Management School, University of Sheffield, Conduit Road, S10 1FL Sheffield, UK. Tel. +441142220983; e-mail: k.m.nielsen@sheffield.ac.uk

Research topics:

Leadership and well-being, design, implementation and evaluation of organizational interventions; restructuring and well-being, sustainable return to work for workers with common mental disorders.

Recent publications:

-Andersen, M.F., Svendsen, P.A., Nielsen, K., Brinkmann, S., Rugulies, R., & Madsen, I. E. H. (2022). Influence at work is a key factor for mental health – But what do contemporary employees in knowledge and relational work mean by ‘influence at work’? *International Journal of Qualitative Studies in Health & Well-being*. 17:1, 2054513, DOI: 10.1080/17482631.2022.2054513

-Lam, W, Nielsen, K., Sprigg, C, Kelly, C.M. (2022) The demands and resources of working informal caregivers of older people: A systematic review. *Work & Stress*. DOI: 10.1080/02678373.2022.2028317

-Nielsen, K., De Angelis, M., Innstrand, S. T. & Mazzetti, G. (2022). Quantitative process measures in interventions to improve employees’ mental health: A systematic literature review and the IPEF framework. DOI: 10.1080/02678373.2022.2080775

-Nielsen, K., N, K., Vignoli, M., Lorente, L., & Peiro, J.M. (2022). A mixed methods study of the training transfer and outcomes of safety training for low-skilled workers in construction. *Work & Stress*. <https://doi.org/10.1080/02678373.2022.2086646>

-Nielsen, K., Ng, K., Guglielmi, D., Lorente, L., Pătraș, L., & Vignoli, M. (2022). The importance of training transfer of non-technical skills safety training of construction workers. *International Journal of Occupational Safety and Ergonomics*. <https://doi.org/10.1080/10803548.2022.2052624>

-Saxon, I., Bromfield, S., Leow-Taylor, S.H., Vega, C.E., Berk, M., LaMontagne, A.D., Martin, A.J., Mohebbi M., Nielsen, K., Reavley, N. J., Walker, A., Conway, A., de Silva, A., Memish, K., Rosetto, A., Tanewski, G., Noblet, A. (2022). Counting On U training to enhance trusting relationships and mental health literacy among business advisors: protocol for a randomised controlled trial. *BMC Psychiatry* <https://doi.org/10.1186/s12888-022-04034-7>

-Taris, T., de Lange, A., & Nielsen, K. (2022). Taming the flood of findings: What makes for a really useful literature review in occupational health psychology? *Work & Stress*. Editorial. DOI: 10.1080/02678373.2022.2033349

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

Research topics:

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

Recent publications:

-Chatzi, S., Nikolaou, I. & Anderson, N. (in press). Team personality composition and team innovation implementation: The mediating role of team climate for innovation. *Applied Psychology: An International Review*. <http://doi.org/10.1111/apps.12408>

-Tsouvelas, G., Nikolaou, I. & Koulierakis, G. (in press). Emotional processes, leadership and workplace affect in interdisciplinary teams. *PSYCHOLOGY, the Journal of the Hellenic Psychological Society*.

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

Research topics:

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

Recent publications:

-Hodgetts, D., V. Hopner, S. Carr, D. Bar-Tal, J.H. Liu, R.Saner, L. Yiu, J. Horgan, R.H. Searle, G. Massola, M.A. Hakim, L. Marai, P. King, and F. Moghaddam, (2022). Human security psychology: A linking construct for an eclectic discipline. *Review of General Psychology*, June. <https://doi.org/10.1177/10892680221109124>

-Rice, C., Searle, R.H. (2022). The Enabling Role of Internal Organizational Communication in Insider Threat Activity – Evidence from a High Security Organization. *Management Communication Quarterly*, 36(3), 467-495. <https://doi.org/10.1177/08933189211062250>

21. Sonnentag, Sabine. Department of Psychology, University of Mannheim, Schloss Ehrenhof Ost, D-68131 Mannheim, Germany. Tel.: +49 621 181 2118, Fax: +49 621 181 2119, email: sonnentag@uni-mannheim.de

Research topics:

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

Recent publications:

-De Longis, E., Alessandri, G., Sonnentag, S., & Kuppens, P. (2022). Inertia of negative emotions at work: Correlates of inflexible emotion dynamics in the workplace. *Applied Psychology: An International Review*, 71(2), 380-406.

-Law, Y. C., Wehrt, W., Sonnentag, S., & Weyers, B. (in press). Obtaining semi-formal models from qualitative data: From interviews into BPMN into user-centered design processes. *International Journal of Human-Computer Interaction*.

- Nesher Shoshan, H., Venz, L., & Sonnentag, S. (in press). Being recovered as antecedent of emotional labor. *Journal of Personnel Psychology*.
- Kubicek, B., Baumgartner, V., Prem, R., Sonnentag, S., & Korunka, C. (2022). Less detachment but more cognitive flexibility? A diary study on outcomes of cognitive demands of flexible work. *International Journal of Stress Management*, 29(1), 75-87.
- Schoellbauer, J., Sonnentag, S., Prem, R., & Korunka, C. (2022). I'd rather know what to expect – Work unpredictability as contemporary work stressor with detrimental implications for employee well-being. *Work and Stress*, 36(3), 274-291.
- Sonnentag, S., Wehrt, W., Weyers, B., & Law, Y. C. (2022). Conquering unwanted habits at the workplace: Day-level processes and longer term change in habit strength. *Journal of Applied Psychology*, 107(5), 831-853.
- Sonnentag, S., Cheng, B. H., Parker, S. L. (2022). Recovery from work: Advancing the field toward the future. *Annual Review of Organizational Psychology and Organizational Behavior*, 9, 33-60.
- Wehrt, W., Casper, A., & Sonnentag, S. (in press). More than a muscle: How self-control motivation, depletion, and self-regulation strategies impact task performance. *Journal of Organizational Behavior*.

22. Steiner, Dirk. Laboratoire d'anthropologie et de psychologie cliniques, cognitives et sociales (LAPCOS), Université Nice Sophia Antipolis, 24 avenue des Diabes Bleus, 06357 Nice, France. Tel. +33489152374, e-mail: dirk.steiner@unice.fr

Research topics:

Organizational justice; leadership and gender; employment discrimination.

Recent publications:

-Raymondie, R. A, & Steiner, D. D. (2022). Backlash against counter-stereotypical leader emotions and the role of follower affect in leader evaluations. *Journal of Applied Social Psychology*, 52, 676-692. <https://doi-org.proxy.unice.fr/10.1111/jasp.12778>

23. Sverke, Magnus. Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden. Phone: +46 8 16 14 19, Mobile: +46 70 635 1961, Fax: +46 8 15 93 42, E-mail: magnus.sverke@psychology.su.se

Research topics:

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

24. Virtanen Marianna. Department of Educational Sciences and Psychology, University of Eastern Finland, P.O. Box 111, 80101 Joensuu, Finland, Tel. +358 50 448 3445 email: marianna.virtanen@uef.fi

Research topics:

Psychosocial factors at work and employee mental health, well-being and work capacity across the working life course.

Recent publications:

- Virtanen, M., Heikkilä, K., Vahtera, J., Kivimäki, M., Halonen, J.I., Alexanderson, K., Rautiainen, S., Lallukka, T., Mittendorfer-Rutz, E (2022). Clustering of disability pension and socioeconomic disadvantage in Sweden: a geospatial analysis. *European Journal of Public Health*, ckac096. doi: 10.1093/eurpub/ckac096
- Elovainio, M., Hakulinen, C., Komulainen, K., Kivimäki, M., Virtanen, M., Ervasti, J., Oksanen, T. (2022) Psychosocial work environment as a dynamic network: a multi-wave cohort study. *Scientific Reports*, 12, 12982. doi: 10.1038/s41598-022-17283-z
- Xu, T., Rugulies, R., Vahtera, J., Pentti, J., Mathisen, J., Lange, T., Clark, A.J., Magnusson Hanson, L.L., Westerlund, H., Ervasti, J., Virtanen, M., Kivimäki, M., Rod, N.H. (2022). Workplace psychosocial resources and risk of cardiovascular disease among employees: a multi-cohort study of 135 669 participants. *Scandinavian Journal of Work Environment & Health*, 4042. doi: 10.5271/sjweh.4042
- Stengård, J., Virtanen, M., Leineweber, C., Westerlund, H., Wang, H.X. (2022) The implication of physically demanding and hazardous work on retirement timing. *International Journal of Environmental Research & Public Health*, 19, 8123. doi: 10.3390/ijerph19138123

25. Wisse, Barbara. Department of Psychology, University of Groningen, Grote Kruisstraat 2/1, 9712 TS Groningen, the Netherlands; Tel. +310620403588, e-mail: b.m.wisse@rug.nl. Department of Management and Marketing, Durham University Business School, Mill Hill Lane; Durham DH1 3LB, United Kingdom

Research topics:

Leadership; power; dark triad; ethics.

Recent publications:

- Breevaart, K., Wisse, B., Schyns, B. (in press). Trapped at work: The Barriers Model of Abusive Supervision. *Academy of Management Perspectives*.
- Fousiani, K. & Wisse, B. (in press). Effects of leaders' power construal on Leader-Member Exchange: The moderating role of competitive climate at work. *Journal of Leadership and Organizational Studies*, 29(3), 306–324. DOI: 10.1177/15480518221075229
- Kunz, L.K., Scheibe, S., Wisse, B., Boerner, K., & Zemlin C. (2022). From dementia mindsets to emotions and behaviors: Predicting person-centered care in care professionals. *Dementia: The International Journal of Social Research and Practice*, 21(5), 1618–1635. DOI: 10.1177/14713012221083392
- Schyns, B., Gauglitz, I.K., Wisse, B.M., & Schuetz, A. (2022). How to mitigate destructive leadership – Human resources-practices that mitigate Dark Triad leaders' destructive tendencies. In: D. Lusk & T. Hayes (Eds.), *Overcoming bad leadership in organizations: A handbook for leaders, talent management professionals, and psychologists*. Bowling Green, OH, US: Society for Industrial and Organizational Psychology.
- Wisse, B., & Rus, D.C. (in press). Shift, suppress, sever: Systemic strategies for dealing with dark leadership. *Zeitschrift für Psychologie*. DOI: 10.1027/2151-2604/a000492

- 26. Zijlstra, Fred.** Department of Work & Social Psychology, Faculty of Psychology and Neuroscience, Maastricht University. Professor of Work & Organisational Psychology, and Scientific Director of Centre for Inclusive Organisations. Universiteitssingel 40, Maastricht, The Netherlands. e-mail: fred.zijlstra@maastrichtuniversity.nl
Research topics: Work & health; sustainable employability; inclusive organisations.
- Gifford, R.E., Fleuren, B., van de Baan, F., Ruwaard, D., Poesen, L., Zijlstra, F., & Westra, D. (2022). There and back again. Examining the development of employee commitment during a prolonged crisis. In: *SSM - Qualitative Research in Health* <https://doi.org/10.1016/j.ssmqr.2022.100053>
- Hülshager, U.R., Uitdewilligen, S., & Zijlstra, F.R.H., Walkowiak, A., (2022) Blue Monday, Yellow Friday? Investigating Anticipation as an Explanatory Mechanism and Boundary Conditions of Weekly Affect Trajectories, accepted by *Journal of Occupational Health Psychology*. DOI: 10.1037/ocp0000330
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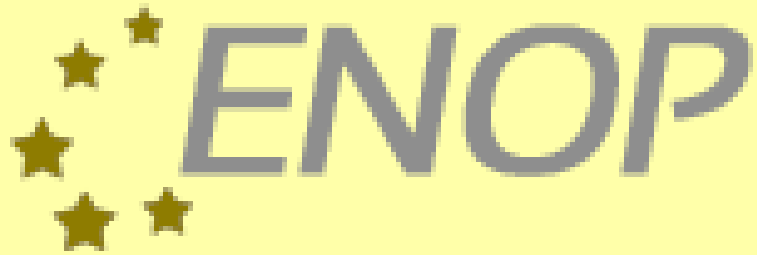
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