

International Association of Applied Psychology (IAAP)

Division 1.

Work and Organizational Psychology

Newsletter # 1

May, 2017



The Newsletter is issued by
Division 1 (Work and Organizational Psychology)
of the International Association of Applied Psychology (IAAP)
(web-page: www.iaapsy.org/division1)

EDITORIAL

Dear members of IAAP Division 1,

We are pleased to present the 2017 first issue of Division 1: Work and Organizational Psychology electronic Newsletter. It provides information about Division 1 activities from July 2016 to May 2017.

The Newsletter includes the traditional Presidential Column, and in addition the reports about the meetings of CoCo, Division 1.

In this issue you will find information about the Alliance for Organizational Psychology (AOP) established by Division 1 of IAAP, EAWOP and SIOP.

See the information about important journal publications on Organizational Psychology and future psychological congresses and conferences.

Many thanks go to the colleagues who kindly submitted their contributions to this issue. We hope that this cooperation will continue in the future.

Editorial group:

Liudmyla Karamushka, Prof. (coordinator)

Institute of Psychology, Kyiv, Ukraine

Oksana Kredentser, PhD (editor)

Institute of Psychology, Kyiv, Ukraine

Michał Brol, PhD (member of group)

University of Silesia Katowice, Poland

Kyiv, Katowice, May, 2017

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1. Presidential Column



At the 2006 Congress in Athens, our President, Michael Frese, made a forceful presentation on the necessity for "psychology to matter" to society. The outcome was the formation of an IAAP team of psychologists to represent us at the U.N. That team consists of Drs. Mary O'Neill Berry, Judy Kuriansky, and Walter Reichman (NYC), Raymond Saner, Lichia-Saner Yui (Geneva), Wolfgang Beiglboeck, Belinda Mikosz, and Eva Bettina Hoffman (Vienna).

At the request of our current President, Janel Gauthier, a formal strategy for IAAP was developed and subsequently approved by our Board in Yokohama, July, 2016 at the ICP. The strategy formalizes the need for IAAP to provide a scientific basis for improving human welfare. Specifically, the strategy calls for the provision of white papers for the benefit of aiding decision makers at the U. N. in formulating policy regarding its 17 sustainable development goals. Our sole focus on the UN is temporary in that we do not want to stretch ourselves too thin. Divisions are free to focus on other international bodies of relevance to them. For example, Division 1, Work and Organizational Psychology will, in addition to the UN, send papers to the Federation of Labor.

Emails have been sent to the Division Presidents and President-Elects that inform them of this initiative. Our UN team, cited above, will inform us of topics where a Division(s) can bring expertise to bear. I have been asked by Janel to chair the UN Advisory Policy Board. In addition to me (Canada, President Division 1), James Kaagari (Uganda, Member at Large), Andrew Martin (Australia, President Division 5) Walter Reichman (IAAP Main Representative as a member of Division 1), and

Urte Scholtz (Switzerland, President Division 8) will serve on this board. We will read white papers for quality, comprehensiveness and readability by the public. The papers, no more than 1500 words, should be written in meaningful, memorable language that is easily digestible by non-behavioral scientists. If you have expertise on one or more of the UN's 17 sustainable goals, please notify your Division President so that you will be notified when a particular topic is raised by the UN. In the interim, if you have already written papers relevant to one or more of the UN's sustainable goals, please send them to Walter (walterreichman@gmail.com) as he and Mary are building a library of articles and experts that they can use with regard to the UN's sustainable goals.

Organizational Psychology at the United Nations Organizational psychologists are playing an ever increasing role at the UN. The discipline is represented by organizational psychologists representing IAAP and SIOP in New York and Geneva. All of them have been actively involved in developing the Sustainable Development Goals to which 193 governments have agreed to implement. The achievement of these goals over the next 15 years will define the humanitarian agenda of the UN. Organizational psychologists were involved in several of the goals but primarily in Goal 8 which relates to economic growth and decent work. We are currently actively involved in developing the measurement of the implementation of decent work. In addition, we have been active in working with UNICEF, the UN Development Program, UN Women and with the Secretariat of the UN. We are actively involved with other branches of psychology as members of the Psychology Coalition of the UN and in presenting Psychology Day at the UN. We are also currently developing an electronic procedure in which organizational psychologists around the world will be able to contribute their research, knowledge and experience to the achievement of the SDGs. We recognize that governments and organizations will have to undergo change and we are offering to develop procedures whereby governments and organizations will bring about the desired change. We recognize the importance of the involvement of business in the establishment of the SDGs and we are actively involved in recruiting businesses to that task.

2. Information from the Executive Committee of IAAP Division 1

**Meeting of Division 1 CC President and President-Elect
(Toronto, October 20, 2016)**



President of Division 1, Gary Latham, and President-Elect of Division 1, Barbara Kozusznik, met in Toronto, at Rotman School of Management, University of Toronto, October 20, 2016.

They discussed the range of sustainable development goals targeted at the United Nations for Division 1 to focus on (e.g., gender quality, eradication of poverty, meaningful work, subjective well-being, a safe work environment). They discussed how to: (1) Inform Division 1 members of their ability to influence U.N. policy. (2) Identify Division 1 members who have expertise in one or more of the UN's 17 sustainable goals. (3) Be prepared to write a white paper by early summer.

The goals that Division 1 members have the expertise to address are as follows:

- End poverty in all forms everywhere
- End hunger, achieve food security and improve nutrition and promote sustainable agriculture

- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

The discussion also focused on the Division 1 members' engagement in "EAWOP Task Force on Policy Impact". At last General Assembly of the European Association of Work and Organizational Psychology (EAWOP), a decision was taken to charge the EAWOP Executive Council (EC) with developing proposals for activities towards increasing policy impact of work and organizational psychology by building on earlier initiatives. Division 1 President and President-Elect took part in January, 2016 meeting and were invited to the January, 2017 meeting organized to discuss proposed actions to be taken by EAWOP. Documents were prepared and discussed during the second Task Force meeting focusing on four topics: exploit opportunities within existing EU research and policy initiatives, create (virtual) international think tank; collaborate with and use methods of other disciplines; employ social media.

Submitted by:

Prof. Barbara Kozusznik

Institute of Psychology

University of Silesia

(Katowice, Poland)

E-mail: barbara.Kozusznik@us.edu.pl

3. Information about activities of the Alliance for Organizational Psychology (AOP) established by Division 1 of IAAP, EAWOP and SIOP

**Meeting with Lynda Zugec, Canadian SIOP Chair
(Toronto, 21 October, 2016)**



President-Elect Barbara Kozusznik met Lynda Zugec, Canadian SIOP Chair, to discuss co-operation between the two associations. The main points of interests were registration/licensing of I/O psychologists in Canada. Of the past CSIOP Chairs, 21 out of 22 were against mandatory licensing and 89% of the membership was against mandatory licensing.

The discussion also concerned co-operation between IAAP Division 1 and CSIOP to help *create Local Groups of Work and Organizational Psychologists* as a good

basis to enhance our identity, and start engagement in solving important local problems.

Submitted by:

Prof. Barbara Kozusznik

Institute of Psychology

University of Silesia

(Katowice, Poland)

E-mail: [barbara.Kozusznik @us.edu.pl](mailto:barbara.Kozusznik@us.edu.pl)

4. Reports from

IAAP Division 1 Activities

4.1. Conference: New approaches to HR management: do they work in Central and Eastern Europe? (Katowice, University of Silesia, 6 October, 2016)

This conference discussed the new challenges faced by HR management. It was an opportunity to present the latest research evidence on effective HR management practices, and to share practical experiences of HR management approaches that work well in Poland and in other countries of Central Europe, drawing on the expertise of both eminent experts in HR management and leading practitioners. During the conference, Helen Baron, General Secretary of European Association of Work and Organizational Psychology (EAWOP) gave the participants the results of her research and many years of experience in her lecture: "Seven point plan for excellence in assessment". *The event was organized by a team under the leadership of Barbara Kożusznik, the President-Elect of Division 1.*



Professor Barbara Kożusznik (President-elect of Division 1)



Professor Mare Teichmann (Tallinn University of Technology)



Professor Helen Baron (General Secretary of EAWOP)

Submitted by:

Prof. Barbara Kożusznik

Institute of Psychology

University of Silesia

(Katowice, Poland)

E-mail: barbara.Kozusznik@us.edu.pl

4.2. XI-th International conference on organizational and economic psychology «Psychology of Post-Traumatic Renovation» (Kyiv, Institute of Psychology, June 30 - July 1, 2016)



On June 30 - July 1, 2016 Kiev hosted the XI-th International conference on organizational and economic psychology, "Psychology of Post-Traumatic Renewal." The Conference was organized by the Institute of Psychology of the National Academy of Educational Sciences (NAES) of Ukraine, the Laboratory of organization and social psychology of the Institute of Psychology of the NAES of Ukraine and the Ukrainian Association of Work and Organizational Psychologists. The Conference co-organizer was the South Ukrainian National Pedagogical University named after K.D. Ushynsky. The event was organized by the team headed by Liudmyla Karamushka, the Secretary of Division 1.

The Conference was attended by over 100 researchers, academics and practicing psychologists from different regions of Ukraine (Berdyansk, Dnipro, Kamyanets-Podilsk, Kherson, Kirovograd, Kyiv, Lutsk, Lviv, Odessa, etc.), as well as from Belarus, Poland and the USA.

On the first day the plenary session discussed the range of issues faced by Ukrainian psychologists: social and psychological aspects of development of psychologists' readiness to provide psychological assistance to antiterrorist operation veterans and their families, environmental effects and psychological care of the individual, philosophical and psychological foundations of post-traumatic

renewal, organizations' work in ambiguous situations and crisis, discourse mechanisms of provocation, manipulation and destructive influence, transcendental meditation as a method of preventing and overcoming PTSD, secondary PTSD and burnout of volunteers while working with war trauma, etc. The Conference presentations were made by Ukrainian psychologists.



Johan Delton (head of the department of organizational and industrial psychology at Idaho University, USA) made two video presentations: 1) A beginning for a better understanding of the effects of stressful events on displaced people and families and 2) How "Ukraine Reborn" provides psychological assistance to orphans in Ternopil Region, in collaboration with "Orphans' Future" and the Ukrainian Association of Work and Organizational Psychologists (UAWOP).

The plenary session was followed by two thematic sections: "The content and



methods of psychologists' work to overcome the effects of traumatic events" and "Technologies of psychological support for individuals, families and organizations in conditions of social tension".

The second day included eight workshops: "Administrative counseling in situations of crisis", "Supporting traumatized students: SSFT program, its basis, effectiveness and application", "Psychosocial support for veterans' adjustment",

"Metaphorical self-description of organizations in a crisis", "Ecofacilitation as psychological aid in transitional period", "Post-traumatic development training", "Tale therapy in group work", "Technological approach to prevention of negative perfectionism in terms of post-traumatic renewal", etc. The workshop participants practiced specific technologies of psychological help in a crisis.

The participants had a good chance to enjoy professional and informal contacts and talks with each other.

Submitted by:

Liudmyla Karamushka, Oksana Kredentser,

Kira Tereshchenko, Volodymyr Ivkin,

Valentina Lahodzinska, Olexandr Kovalchuk

*Ukrainian Association of Work and Organizational
Psychologists,*

*Laboratory of Organizational and Social Psychology,
Institute of Psychology*

(Kyiv, Ukraine)

e-mail: LKARAMA01@gmail.com

4.3. Understanding The Rise of the Journal of Business and Psychology: An Interview with the Editor, Steven G. Rogelberg University of North Carolina, Charlotte

Interviewer: Joe Allen, University of Nebraska, Omaha



Journals with a long history in the discipline often have an identity, a prestige or level, that is consistent and does not change dramatically over time. One can name the elite journals in their field and those journals have been the elite journals for some years, even decades. However, recently, there is one journal that has arguably moved into the elite group, the Journal of Business Psychology. In the last 6 years, the Journal of Business and Psychology has reached new heights with record numbers of submissions (over 500 a year), an exploding impact factor (an increase by 4 times), and an international group of associate editors and board members consisting of some of the best minds in the organizational sciences. I recently had the opportunity to virtually sit down with the editor of the Journal of Business and Psychology, Steven Rogelberg, Chancellor's Professor, at the University of North Carolina at Charlotte, and ask him about the journal, its rise to prominence, and the initiatives he is furthering. The responses were enlightening.

How did JBP go from relative obscurity to one of the top journals in the IO/OB/HR space?

This is a hard question to answer. I would like to believe it is because we have shown that we are a high quality journal that also lives a set of values that our community finds compelling. I believe that our rise is based on us being humane in all that we do, integrity, having an amazing editorial team, not engaging in any game playing with regard to our impact factor, and trying new initiatives to help the science. For example, we offer new submission paths including a results-blind option, welcoming inductive and deductive work, having unique special features

(e.g., a feature on null results), and methods corner pieces. Ultimately, Journals are owned by communities. JBP's success is due to the community wanting a journal like the one we created here.

What drew you to JBP in terms of your editorship?

Just wanting to having a positive impact on the science more broadly. I felt being an editor gave me an outlet for that energy. In my mind, editors are not just stewards for their particular journal, but must have a keen focus on the bigger picture – the health of our science. We must try to take on the big vexing problems us as Editors are uniquely positioned to take on. I wanted to be part of that.

What does JBP do internally that perhaps sets it apart?

We really try to run JBP in a way that honors the time and commitment of our board. To that end, we have no terms for board members or editors. You do the job as long as you want to do it, and you enjoy doing it. Given this, my job becomes clear. I need to design a compelling experience for the team filled with good communication, appreciation, and transparency, plus editorial loads must stay low so that we can stay true to our values of quality, constructiveness, and humanity in our editorial processes. Low loads have also enabled us to attract and keep first-rate highly talented individuals to our team.

I've noticed that JBP has been a leader in a number of improving science initiatives such as special features on null results and inductive research, introducing registered reports and hybrid registered reports, and being a founder of Editorethics.com. These all sound like a lot of work that goes beyond the standard practices of editing a journal. Why did you pursue these paths?

To answer this question, let me step back and put my academic hat on. I recently published an editorial reviewing 64 studies on questionable research practices (QRPs) such as HARKING to P-hacking. 58 of these studies reported the existence of extensive QRP evidence. While most QRPs are not laden with author malice or intent to deceive, their presence in the literature serves to harm the development of theory, evidence-based practice, the quality of our literature, the value of our meta-analyses, and perceptions of the rigor and relevance of science. With that said, it is my strong belief that we don't have a "bad apples" problem, we have a "bad barrels" problem. Our systems reinforce a set of informal "rules" that are counterproductive. Namely, if initial support is largely not found, given the time, money, and energy that went into conducting a study and the enormous pressure from the current incentive system to publish, it likely that researchers begin to consciously or subconsciously tinker with their analyses, their processes, and their reporting in order to present the best possible story to reviewers—to win the publishing "game". So, back to your question, as an editor, I am uniquely positioned to help address the systems piece. That was my motivation.

Going back to all those improving science initiatives, can you say more about the hybrid registered reports initiative?

It is basically having a result-blind review process. Our goal is to encourage authors to propose conceptually sound, interesting, and methodologically rigorous research without concern for whether the results will be statistically significant. Instead, we want the focus to be on the importance of the research question and the rigor of the research design. Simply speaking, well-conceived, designed, and conducted research should form the corpus of knowledge. We believe this special initiative provides an opportunity to do just that.

Interesting. How has this been received by the field?

We have had a handful of submissions to date. General reaction to the initiative has been fantastic. The key though is that we need more and more journals to get on board for this to get momentum as a science. I do want to give a special shout out to the editors of the following journals who have started a similar initiative. Proud to be associated with this team: *European Journal of Work and Organizational Psychology*; *Group and Organization Management*; *International Journal of Selection and Assessment*; *Journal of Managerial Psychology*; *Journal of Personnel Psychology*; *Journal of Vocational Behavior*; *Leadership Quarterly*; *Organizational Research Methods and Work, Aging and Retirement*

What advice would you give to people submitting to JBP?

I really don't have any advice particular to JBP. Just submit your excellent, well-grounded, well-designed, and well-written work to us, and we will promise an efficient, constructive and humane editorial process.

This has been great! Any final thoughts or final news about JBP that you want to share?

Sure. To keep up with our increasing number of submissions, we are moving to 6 editions a year starting in 2017. This also allows us to maintain our acceptance rate at roughly its current level of around 11%, rather than decreasing it further as we truly want to be in the business of publishing very good research, rather than rejecting very good research.

Submitted by:

Prof. Gary Latham,

University of Toronto

Secretary of State Professor of Organizational Effectiveness

105 St. George Street

Toronto Ontario M5S 3E6

E-mail: Latham@Rotman.utoronto.ca

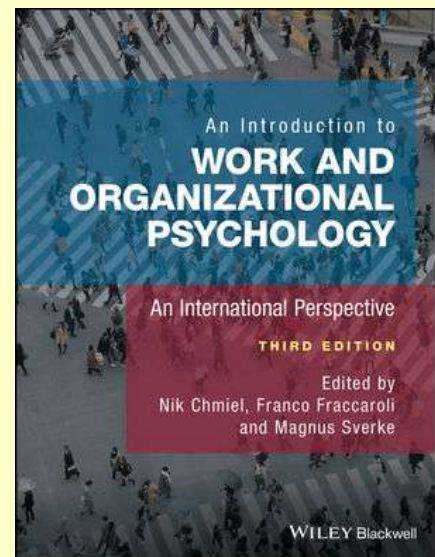
5. Review of publications of Organization Psychology

5.1. Main books

An Introduction to Work and Organizational Psychology: An International Perspective, 3rd Edition

by Nik Chmiel, Franco Fraccaroli, Magnus Sverke

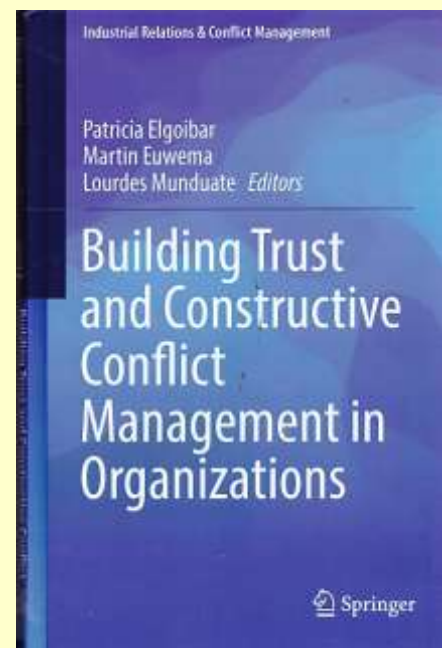
This fully updated edition of a best-selling textbook provides the most comprehensive introduction to issues in work and organizational psychology with an international perspective; reflecting current advancements in the workplace, the book brings together the expertise of leading thinkers and practitioners. The book presents a solid foundation on a range of core topics including working with technology, the impact on employees when organizations change, and maintaining the work-life balance.



Building Trust and Constructive Conflict Management in Organizations

by Patricia Elgoibar, Martin Euwema, Lourdes Munduate

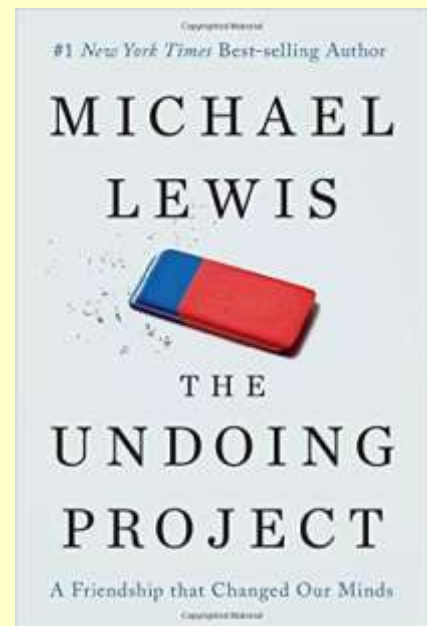
This book presents the most recent theoretical insights and practical intervention methods to (re)build trust between management and organized employees in organizations. Offering a multidisciplinary perspective on trust and conflict management in organizations, the book draws from diverse fields such as organizational psychology, business, law, industrial relations and sociology. The book introduces a new theoretical approach: the Tree of Trust, designed to analyse and mediate the interconnected levels of trust and distrust in industrial relations. It presents case studies and practical recommendations to build trust and constructive conflict management in the organizations, and illustrates these by means of experiences from different countries around the globe.



The Undoing Project: A Friendship That Changed Our Minds

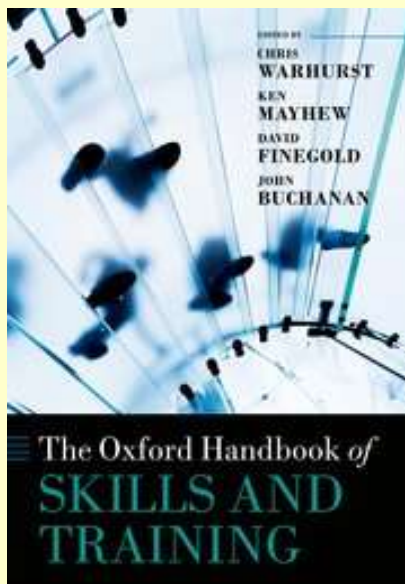
by Michael Lewis (Author)

In this book best-selling author Michael Lewis examines how a Nobel Prize-winning theory of the mind altered our perception of reality. The Undoing Project is about the fascinating collaboration between two men who have the dimensions of great literary figures. They became heroes in the university and on the battlefield—both had important careers in the Israeli military—and their research was deeply linked to their extraordinary life experiences. Amos Tversky was a brilliant, self-confident warrior and extrovert, the center of rapt attention in any room; Kahneman, a fugitive from the Nazis in his childhood, was an introvert whose questing self-doubt was the seedbed of his ideas. They became one of the greatest partnerships in the history of science, working together so closely that they couldn't remember whose brain originated which ideas, or who should claim credit. They flipped a coin to decide the lead authorship on the first paper they wrote, and simply alternated thereafter.



The Oxford Handbook of Skills and Training

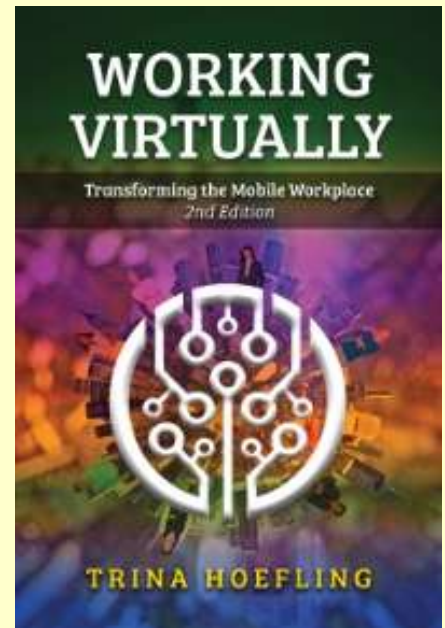
by John Buchanan (Editor), David Finegold (Editor), Ken Mayhew (Editor), Chris Warhurst (Editor)



Skills and workforce development are at the heart of much research on work, employment and management. But are they so important? To what extent can they make a difference for individuals, organisations and nations? How are the supply and - more importantly - the utilisation of skill - current evolving? What are the key factors shaping skills trajectories of the future?

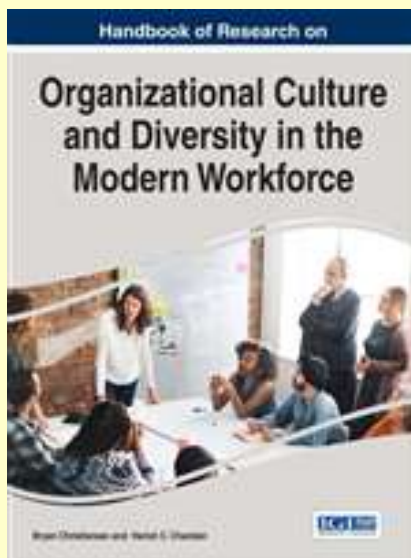
Working Virtually: Transforming the Mobile Workplace
by *Trina Hoefling*

Most organizations are still grappling with how to effectively manage their virtual staff and how to effectively support and motivate them – an increasingly urgent task as more Millennials join the workforce, bringing changed attitudes to work satisfaction. This book, the fruit of the author's three decades of experience planning and implementing remote working environments, provides expert guidance for anyone planning a shift to remote working, managing teams of teleworkers, or themselves working in a virtual team.



Handbook of Research on Organizational Culture and Diversity in the Modern Workforce

by *Bryan Christiansen (Author, Editor), Harish C. Chandan (Editor)*

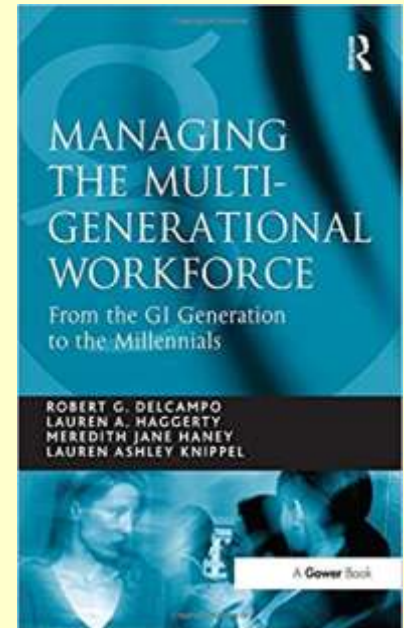


This Handbook is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments.

Managing the Multi-Generational Workforce: From the GI Generation to the Millennials

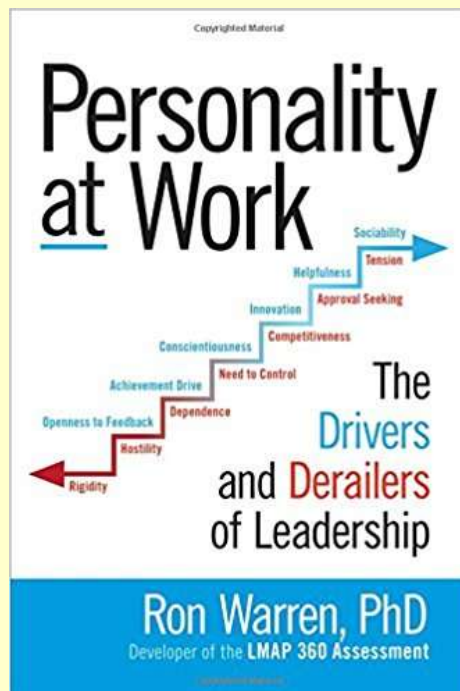
by Robert G. DelCampo (Author), Lauren A. Haggerty (Author), Lauren Ashley Knippel (Author)

Based on rigorous academic research, *Managing the Multi-Generational Workforce* identifies the characteristics of the different generations, considers their expectations and values, and how these influence the way they relate to each other. The authors then examine implications for organizational culture and structures, recruitment and retention tactics, training, and management styles and approaches.



Personality at Work: The Drivers and Derailers of Leadership

by Ronald Warren (Author)

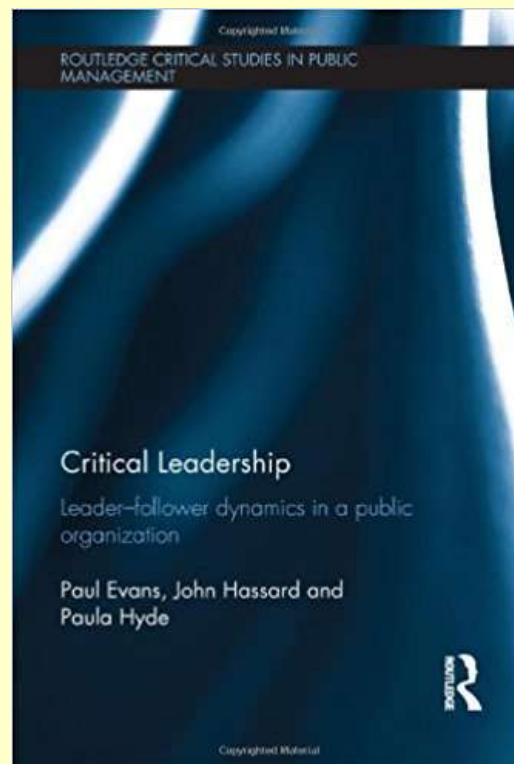


In *Personality at Work*, psychologist Ron Warren lays out the key personality traits that drive high performance—and the common traits that derail it. Warren clusters closely related traits into four dimensions of behavior. *Personality at Work* integrates research on personality and performance, teamwork, communications, judgment, and decision-making.

Critical Leadership: Leader-Follower Dynamics in a Public Organization

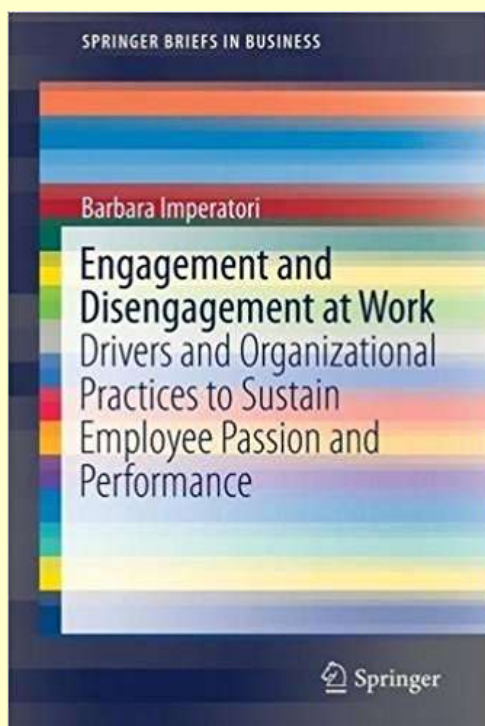
by Paul Evans (Author), John Hassard (Author), Paula Hyde (Author)

The book offers a critical account of the nature of leadership and management in modern organizations. Specifically it examines the forces that affect the influence relationships between leaders and followers in public sector organizational settings and thus, how these relationships inform social influence processes. Although the book focuses on the case of a public sector organization in the UK, the findings are placed in the context of both leadership theory and research across the globe and the dissemination of 'new public management' worldwide.



Engagement and Disengagement at Work: Drivers and Organizational Practices to Sustain Employee Passion and Performance

by Barbara Imperatori (Author)

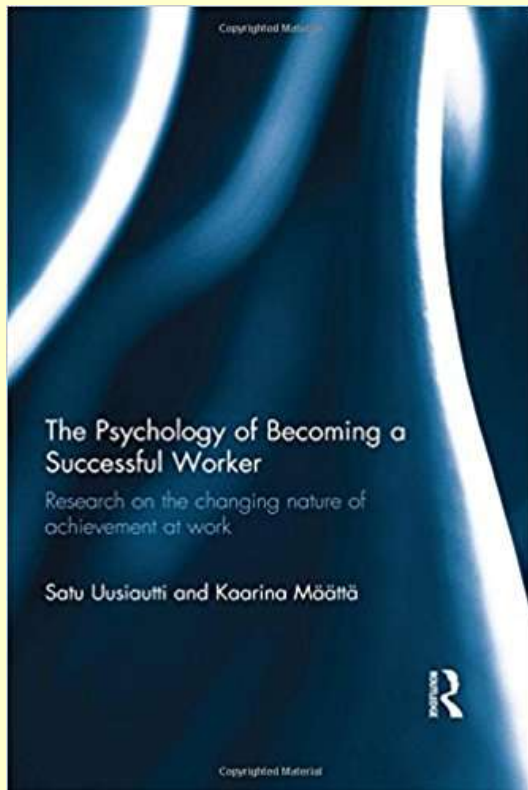


This book offers a concise summary of cutting-edge research and practical implications about employee engagement. The author presents a clear perspective on the meaning of employee engagement, its antecedents and consequences are presented with evidences. Based on latest research results, the book discusses organizational practices which enhance people engagement focusing on the new trends of the HRM domain such as well-being practices, e-HRM systems and social volunteering initiatives. The detailed analysis also takes the recent complaints about the HR function into account. This book emphasizes that modern organizations require passionate people to thriving in a rapidly changing world, and it is important to understand why, despite the growing relevance of employee engagement, disengaged

persists.

The Psychology of Becoming a Successful Worker: Research on the changing nature of achievement at work

by Satu Uusiautti (Author), Kaarina Määttä (Author)

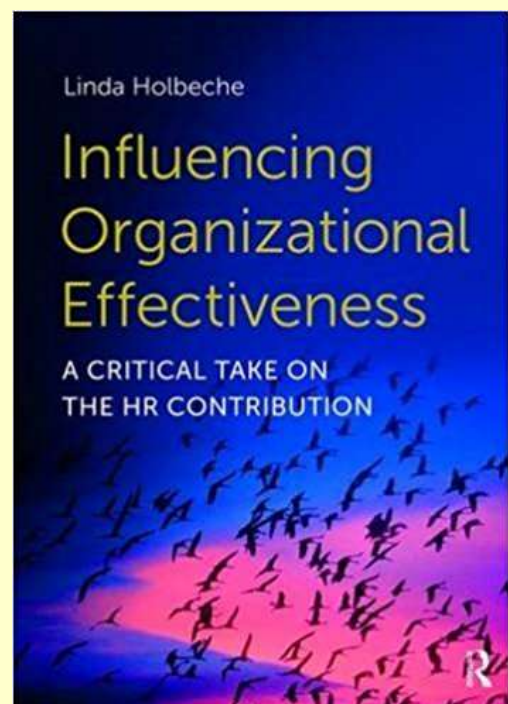


Based on the authors' in-depth research into the phenomenon of success at work, this book provides a positive human-strength based approach to success and offers a fresh viewpoint to the modern, demanding and hectic work life. Drawing from the theory of positive psychology and outlining new theoretical ideas including work motivation, career orientation, work characteristics, and positive states of work, success is described as a combination of multiple elements which include other areas of life.

Influencing Organizational Effectiveness: A Critical Take on the HR Contribution

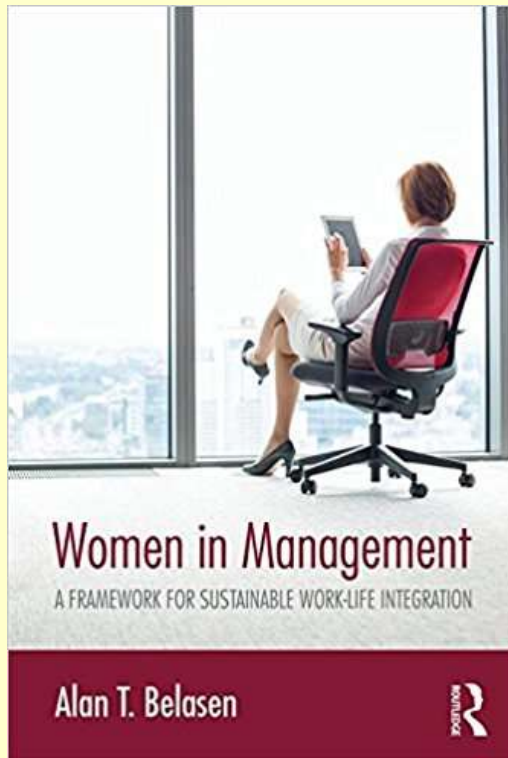
by Linda Dr Holbeche (Author)

In this book Linda Holbeche offers an historical narrative on the changing landscape of work since the 1980s and considers how definitions of organizational effectiveness have changed over time. She considers the characteristics and effects of the neo-liberal work culture of new capitalism, and how HRM practices have contributed to shaping this work culture.



Women in Management: A Framework for Sustainable Work–Life Integration

by Alan T. Belasen (Author)



This book presents a realistic perspective on the paradoxes employees face when navigating work and personal responsibilities for career success. The author answers the critical question of how to achieve sustainable and rewarding work–life integration from a perspective of "both/and" rather than "either/or."

Submitted by:

Michał Brol, PhD

Institute of Psychology

University of Silesia

Katowice, Poland

E-mail: brol.michal@gmail.com

5.2. Award for book

Teofrast's Award for Barbara Mróz (Member of the Polish Association of Organizational Psychology) for book "20 years later - personality and hierarchy of outstanding Polish actors. Longitudinal study"

This book received the award for "the most popular psychological book" in a plebiscite of psychological magazine "Charaktery". The purpose of this plebiscite is to distinguish scientific and popular science books devoted to psychology (textbooks, monographs) of Polish authors, contributing significantly to the development and promotion of psychology.



Submitted by:

Michał Brol, PhD

Institute of Psychology

University of Silesia

Katowice, Poland

E-mail: brol.michal@gmail.com

5.3. Recently Published papers from «Applied Psychology»

October 2016, Volume 65, Issue 4

- "When Winning is Everything: The Relationship between Competitive Worldviews and Job Applicant Faking" by Nicolas Roulin and Franciska Krings
- "Cross-Cultural Differences in Applicant Faking on Personality Tests: A 43-Nation Study" by Clemens B. Fell and Cornelius J. König

January 2017, Volume 66, Issue 1

- "Flow at Work and Basic Psychological Needs: Effects on Well-Being" by Remus Ilies, David Wagner, Kelly Wilson, Lucia Ceja, Michael Johnson, Scott DeRue and Dan Ilgen
- "Toward an Integration of Goal Setting Theory and the Automaticity Model" by Gary P. Latham, Jelena Brcic and Alana Steinhauer
- "What Does it Take to Break the Silence in Teams: Authentic Leadership and/or Proactive Followership?" by Hannes Guenter, Bert Schreurs, IJ. Hetty van Emmerik and Shuhua Sun
- "Positive Projections and Health: An Initial Validation of the Implicit Psychological Capital Health Measure" by P.D. Harms, Adam Vanhove and Fred Luthans
- "Employee Attributions of Corporate Social Responsibility as Substantive or Symbolic: Validation of a Measure" by Magda B.L. Donia, Carol-Ann Tetrault Sirsly and Sigalit Ronen
- "Breaking Psychological Contracts with the Burden of Workload: A Weekly Study of Job Resources as Moderators" by P. Matthijs Bal, Joeri Hofmans and Tuğba Polat
- "You have free access to this contentCrafting your Career: How Career Competencies Relate to Career Success via Job Crafting" by Jos Akkermans and Maria Tims

April 2017, Volume 66, Issue 2:

- "Why, When, and for Whom are Job Resources Beneficial?" by Marc van Veldhoven, Anja Van den Broeck, Kevin Daniels, Arnold B. Bakker, Susana M. Tavares and Chidiebere Ogbonnaya
- "Supervisors' Autonomy Support as a Predictor of Job Performance Trajectories" by Yaniv Kanat-Maymon and Abira Reizer

- "The Joint Moderating Effects of Activated Negative Moods and Group Voice Climate on the Relationship between Power Distance Orientation and Employee Voice Behavior" by Hsin-Hua Hsiung and Wei-Chi Tsai
- "Culture and Testing Practices: Is the World Flat?" by Ann Marie Ryan, Matthew C. Reeder, Juliya Golubovich, James Grand, Ilke Inceoglu, Dave Bartram, Eva Deros, Ioannis Nikolaou and Xiang Yao
- "Qualitative Research on Work–Family in the Management Field: A Review" by Mina Beigi and Melika Shirmohammadi

The AP: winter issue 2017 is now available for free download at <http://onlinelibrary.wiley.com/doi/10.1111/apps.2017.66.issue-1/issuetoc>

Submitted by :

Michał Brol, PhD

Institute of Psychology

University of Silesia

Katowice, Poland

E-mail: brol.michal@gmail.com

5.4. «Applied Psychology». Special issue. Call for papers

Consider submitting to the Special Issue on ‘**Job Resources**’ (October 2017). The call for papers can be found here:

WHY, WHEN AND FOR WHOM ARE JOB RESOURCES BENEFICIAL?

Guest editors Marc van Veldhoven, Anja Van den Broeck, Kevin Daniels, Arnold B. Bakker, Susana M. Tavares, Chidiebere Ogbonnaya

[http://onlinelibrary.wiley.com/store/10.1111/\(ISSN\)1464-0597/asset/homepages/CFP_special_issue_job_resources_Oct2017.pdf?v=1&s=6b05413b624311419f7cc3b2c5fc31a7d2fbb343&isAguDoi=false](http://onlinelibrary.wiley.com/store/10.1111/(ISSN)1464-0597/asset/homepages/CFP_special_issue_job_resources_Oct2017.pdf?v=1&s=6b05413b624311419f7cc3b2c5fc31a7d2fbb343&isAguDoi=false)

Submitted by:

Prof. Ute Stephan

Aston Centre for Research into International Entrepreneurship and Business

United Kingdom

E-mail: u.stephan@aston.ac.uk

7. Future Congresses, Conferences, Meetings (2017-2018)

6.1. Main Congresses and Conferences

18th EAWOP Congress:

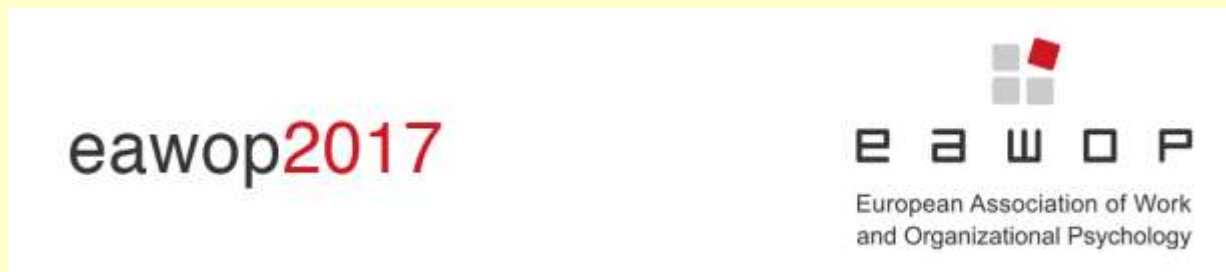
Enabling Change through Work and Organizational Psychology:

Opportunities and Challenges for Research and Practice

May 17-20, 2017

Dublin, Ireland

Web: <http://www.eawop2017.org/>



15th European Congress of Psychology (ECP)

July 11-14, 2017

Amsterdam, the Netherlands

Web: <https://psychologycongress.eu/2017/>



33rd Annual Conference of the Society for Industrial and Organizational Psychology (2018 SIOP Conference)

April 19-21, 2018

Chicago, Illinois, at the Chicago Sheraton

Web: <http://www.siop.org/conferences/futconf.aspx>

3rd Congress of the Polish Association of Organizational Psychology (Polskie Stowarzyszenie Psychologii Organizacji)

May 24-25, 2018

Lublin, Poland

Web: <http://iiizjzdpso.wixsite.com/konferencja>



**Polskie Stowarzyszenie
Psychologii Organizacji**

5th World Congress on Positive Psychology

July 13-16, 2017

Montréal, Canada

Web: <https://www.ippanetwork.org/wcpp2017/>



2017 Leadership Education Academy:

Learn. Reflect. Experience.

30 July -3 August, 2017

Denver, Colorado, USA

Web: <http://www.ila-net.org/lea/>



125 APA Annual Convention

August 3-6, 2017

Washington, D.C., USA

Web: <http://www.apa.org/convention/index.aspx>

125th ANNUAL CONVENTION | Washington, D.C. AUGUST 3–6, 2017

19th Annula Global Conference:

Leadership In Turbulent Times

October 12-15, 2017

Brussels, Belgium.

Web: <http://www.ila-net.org/Conferences/2017/>



6th Reward Management Conference (RMC 2017):

The new pay revisited: promises fulfilled or unrequited?

December, 7-8 2017

Brussels, Belgium

Web:

http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1195



The 29th International Congress of Applied Psychology (ICAP 2018)

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com



International Congress of the International Association for Cross-Cultural Psychology (IACCP)

July 1-5, 2018

Guelph, Ontario, Canada

Web: <http://www.iaccp.org/node/627>



Submitted by:

Prof. Liudmyla Karamushka

Oksana Kredentser, PhD

Laboratory of Organizational Psychology

Institute of Psychology

(Kyiv, Ukraine)

Email: LKARAMA01@gmail.com

okred278@gmail.com

6.2. XXII NATIONAL CONFERENCE
«Demographic and epidemiological trends: implications for
health economics and management»
(Pavia, 5-6 October 2017)



Italian Health Economics Association (AIES)

22nd Annual Conference

*Demographic and epidemiological trends: implications for health
economics and management*

Pavia, 5-6 October 2017

CALL FOR ABSTRACTS

Italian Health Economics Association invites scholars to submit contributions investigating the implication of demographic (e.g. ageing and immigration) and epidemiological trends for health economics, policy and management. Contributions to the conference entitled can be theoretical, empirical or policy oriented.

Contributions addressing the following specific topics will be particularly welcome:

- ▣ Population health management
- ▣ Immigration, health policy and management
- ▣ Comparative analysis of health care systems
- ▣ Determinants of health
- ▣ Health Technology Assessment

- Equity in health and health care access
- Clinical pathways and managed care
- Quality and efficiency of health care services
- Health care and technologies funding

It is possible to present contributions not pertaining to the subject of the Conference that will be discussed in “Open sessions”.

The following are also planned:

- **Poster Session**
- **Ph.D/ Young research fellows session (one or more)**, devoted to the presentation of a limited number of papers selected by the Scientific Committee. Joint papers are allowed but **all authors must be less than 35 years old**. Discussants of the accepted papers will be chosen by the Scientific Committee.
- **Panel (Organised) Sessions** Panel sessions usually involve up to four/ five papers on a specific topic moderated by a session chair

ABSTRACT SUBMISSION

Abstracts should be submitted by e-mail to aies2017@unipv.it by **May 31st 2017**. Abstract can be submitted either in English or in Italian.

Abstracts (no longer than **5,000 characters including spaces**) for Oral presentations, Oral presentations in Ph.D students / Young research fellows session and Poster, should include:

- name(s) of author(s) and affiliation; author presenting the study should be marked with an asterisk; corresponding author's e-mail address and telephone number;
- topic of the paper (choosing from the above-listed topics) or “Open session”;
- presentation format (oral, Ph.D students / Young research fellows, and poster);
- title, background, objectives, methodology, main (expected) results.

Abstracts (no longer than **8,000 characters including spaces** for Panel (Organised) sessions, should include:

- title of the Panel (Organised) Session;

- topic of the Panel (Organised) Session (choosing from the above-listed topics) or “Open session”;
- name, e-mail address, telephone number and affiliation of the Session’s Co-ordinator(s);
- name(s) of author(s) presenting in the Panel Session and affiliation (no more than 4 Oral presentations per Panel);
- title, background, objectives, methodology, main (expected) results of the oral presentations (maximum 4).

Authors who want to compete for the “**AIES Young Researchers Award**” presented in the in the Ph.D students / Young research fellows session must explicitly state it in their submissions and must present an original and unpublished paper at the conference. All authors must be less than 35 years old to be eligible for the award.

All abstracts will be reviewed by the Scientific Committee and acceptance/rejection will be communicated by **June 30th, 2016**. Review will consider consistency, methodological rigour and policy relevance. Abstract rejected for oral presentations cannot be presented in the Poster Session.

Author(s) of abstracts accepted are invited to send their contributions (full papers or .ppt presentations for oral presentations; short communications for the poster sessions) by **September 15th, 2016**.

The Scientific Committee will allocate contributions to appropriate sessions, according to the subject discussed and methodology.

CONFERENCE FEES

Participation fee to the Conference is **150 Euros** (for AIES members, including the annual Association Fee) and **180 Euros** (AIES non-members). An additional fee will be required for Social Dinner.

All information regarding the Conference will be published on the AIES website: <http://www.aiesweb.it>.

SCIENTIFIC COMMITTEE

Alberto Cavaliere

(Department of Economics and Management, University of Pavia)

Stefano Calciolari

(Faculty of Economics, Università della Svizzera Italiana)

Cinzia Di Novi

(Department of Economics and Management, University of Pavia)

Valeria Tozzi

(Centre for Research on Health and Social Care Management, Bocconi University)

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Carolina Castagnetti

(Department of Economics and Management, University of Pavia)

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Cinzia Di Novi

(Department of Economics and Management, University of Pavia)

Pietro Previtali

(Department of Economics and Management, University of Pavia)

LOCATION

Università degli Studi di Pavia

Strada Nuova, 65, Pavia 27100

SUPPORTED BY

Department of Economics and Management, University of Pavia; Parco Tecnico Scientifico
University of Pavia.

6.3. The XII-th International scientific-practical conference on Organizational and Economic Psychology «Organizational and Economic Psychology in Ukraine: Promoting Regional Development» (June 1-3, 2017, Kharkiv, Ukraine)

The National Academy of Educational Sciences of Ukraine, G.S.Kostiuk Institute of Psychology, Laboratory of organizational and social psychology, the Ukrainian Association of Organizational and Work Psychologists, Center for Organizational and Economic Psychology, the Institute of applied psychology «Humanitarian Center» (Kharkiv) and Ukrainian Engineer-Educational Academy are holding



Conference topics:

Organizational psychology:

- Psychological characteristics of Ukrainian organizations' work under social tension: regional aspect
- Psychological characteristics of Ukrainian organizations' work in various socio-economic sectors (industry, public administration, financial and economic sectors, business, education, medicine, etc.).
- Psychological determinants of organizational culture
- Psychological foundations of change management and organizational development
- Psychological features of team work in organizations
- Psychological problems of staff selection, adaptation, motivation and career-making in organizations
- Mental health and professional health in organizations, mobbing
- Occupational stress prevention and overcoming and burnout in organizations
- Psychology of communication and conflict management in organizations
- Organizational psychologists' work technologies
- Managers and organizational psychologists' training in effective region-specific organizational performance

Economic Psychology:

- Psychological features of social and economic policy under crisis in Ukraine
- Psychological characteristics of regional policy
- Psychological issues of state income (tax psychology)
- Psychology of money, investment and savings
- Psychology of business
- Psychology of marketing, advertising and consumer behavior
- Psychology of economic consciousness and behavior
- Economic frustration: diagnosis and overcoming
- Psychological aspects of economic socialization
- Psychology of the unemployed, the poor and the rich
- Psychologists' training in solving economic problems in various social sectors (public administration, financial and economic sectors, business, production, education, science, medicine, etc.)

Basic work forms: a plenary session, thematic sessions, workshops. The plenary presentations should not exceed 30 min., the section presentations - 10 min.

The Conference work languages: Ukrainian, Russian, English

Venue. Ukrainian Engineer-Educational Academy. Address: 16, Universitetskaya str.

Conference program:

| | |
|-----------------------------|-------------------------------|
| 01.06.17 p. (Day 1) | |
| Up to 9-00 | Arrival, checking in |
| 9-00 – 10-00 | Registration |
| 10-00 – 11-00 | Conference opening |
| 11-00 – 13-00 | Plenary session |
| 13-00 – 14-00 | Lunch |
| 14-00 – 18-00 | Thematic sessions / workshops |
| 19-00 | Reception |
| 02. 06.17 p. (Day 2) | |
| 10-00 – 13-00 | Thematic sessions / workshops |
| 13-00 – 14-00 | Lunch |
| 14-00 – 17-00 | Thematic sessions / workshops |
| 16-00 – 17-00 | Conference closing |
| 17-00 – 19-00 | Tour of Kharkiv |
| 03.06.17 p. (Day 3) | |
| 10-00 – 13-00 | UAOPPP meeting |
| 14-00 | Departure |

Conference abstract requirements:

The abstracts presenting the results of theoretical research should include the following components: 1) the relevance of research with its theoretical and practical substantiation ; 2) the objectives of research; 3) the results of the theoretical analysis of the problem; 4) conclusions including the results' applicability.

Abstracts covering the results of empirical research should include: 1) the relevance of research with its theoretical and practical substantiation; 2) the objectives of research; 3) methods and design of research; 4) research results; 5) conclusions including the results' applicability.

The abstract title and contents blocks should be paragraphed and bold. The abstract text should be preceded by UDK, title, author's initials and last name, scientific degree, rank, position and affiliation.

Students and post-graduate students also should specify their supervisors' first name and surname and their position and place of work.

Abstracts should not exceed 2 pages of printed text in .doc or .rtf formats, font Times New Roman, size 14 pts, line spacing 1.5, indents: top – 2 cm, bottom – 2 cm, left – 3 cm, right – 1.5 cm. The book of Conference abstracts will be published before the Conference starts.

Contact persons: **Liudmyla Karamushka** (LKARAMA01@gmail.com),
Oksana Kredentser (okred278@gmail.com)

7. IAAP MEMBERSHIP APPLICATION FORM

IAAP Membership Application Form

I wish to join the International Association for Applied Psychology

Please enroll me in the following Divisions (no more than two):

- | | |
|---|---|
| <input type="radio"/> Organizational Psychology (1) | <input type="radio"/> Economic Psychology (9) |
| <input type="radio"/> Psychological Assessment and Evaluation (2) | <input type="radio"/> Psychology and Law (10) |
| <input type="radio"/> Psychology and National Development. (3) | <input type="radio"/> Political Psychology (11) |
| <input type="radio"/> Environmental Psychology (4) | <input type="radio"/> Sport Psychology (12) |
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| <input type="radio"/> Clinical and Community Psychology (6) | <input type="radio"/> Applied Cognitive Psychology (14) |
| <input type="radio"/> Applied Gerontology (7) | <input type="radio"/> Student Division (15)* |
| <input type="radio"/> Health Psychology (8) | <input type="radio"/> Counseling Psychology (16) |
| | <input type="radio"/> Professional Practice (17) |

***Note:** Students can sign up for two divisions in addition to the Student Division

IAAP ANNUAL MEMBERSHIP FEES*

Please tick the relevant circle below:

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- ☐ **REDUCED DUES** - for members for whom paying the Standard Dues is a hardship \$40.00/£26.00 (UK)
- ☐ **SUBSIDISED DUES** - for *members* in developing countries as well as students \$20.00/ £13.00(UK)
- ☐ **REDUCED DUES** -for EAWOP *members* \$50.00 US
- ☐ **STUDENT DUES** - \$10.00/ £7.00(UK)

ACTION 100: IAAP offers exemption of membership dues only to 100 cases. For further information, contact the Secretary *General* by email: iaap@psi.ucm.es

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8. IAAP DIVISION 1 EXECUTIVE COMMITTEE

President

Prof. Gary Latham,

University of Toronto
Secretary of State Professor of
Organizational Effectiveness
105 St. George Street
Toronto Ontario M5S 3E6

E-mail: Latham@Rotman.utoronto.ca



President Elect

Prof. Barbara Kozusznik

Institute of Psychology
University of Silesia
ul. Grazynskiego, 53
40-124 Katowice-Poland

E-mail: barbara.Kozusznik@us.edu.pl



Past President

Prof. Handan Sinangil

Marmara University
Department of Business Administration
Anadolu Hisari, Beykoz
Istanbul-Turkey

E-mail: sinangil@boun.edu.tr



Secretary

Prof. Liudmyla Karamushka

Laboratory of Organizational
Psychology
Institute of Psychology of Academy of
Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine

Email: lkarama01@gmail.com



Newsletter Editor**Oksana Kredentser, PhD**

Laboratory of Organizational
Psychology
Institute of Psychology of Academy of
Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine
E-mail: okred278@gmail.com



9. INFORMATION ABOUT EDITORIAL TEAM

Coordinator

Prof. Luidmyla Karamushka

Organizational Psychology Laboratory
Institute of Psychology of Academy of
Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine

Email: lkarama01@gmail.com



Oksana Kredentser, PhD

Laboratory of Organizational
Psychology
Institute of Psychology of Academy of
Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine

E-mail: okred278@gmail.com



Michał Brol, PhD

Institute of Psychology
University of Silesia
Katowice, Poland

E-mail: brol.michal@gmail.com

