

## MICHAEL FRESE

(University of Giessen, Germany, and London Business School).

PRESIDENT OF THE INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY

Michael Frese (born 1949) received his Diploma and Doctorate from the Free University of Berlin and Technical University Berlin respectively. He holds a chair for work and organizational psychology at the University of Giessen, is Visiting Professor at the London Business School and is Adjunct Professor at the University of Pennsylvania (Psychology). Prior to this appointment, he has taught in Berlin, was Associate Professor at the University of Pennsylvania, and professor at the Universities of Munich and Amsterdam. In addition to lecturing within Germany, he lectured in the U.S.A., England, Finland, Sweden, Zimbabwe, Philippines, China (Visiting Professor at Zhejiang Univ., Center for Human Resource and Strategic Development), and elsewhere internationally.

His research spans a wide range of basic and applied topics within work and organizational psychology. Most important are his longitudinal studies on psychological effects of unemployment, impact of stress at work, predictors of personal initiative in East Germany and psychological success factors in small scale entrepreneurs. His large scale field studies on errors and on shift work are also well known. In addition he is studying training - most importantly the concept of error training and psychological training for increasing entrepreneurship and personal initiative. He also studies cultural factors in organization and across nations. Recently, his research looks at psychological success factors in entrepreneurs in developing countries and in Europe.

He is author of more than 200 articles (in amongst other journals JAP, JOOP, JPSP, AMJ, JOB, ROB, and APIR) and editor/author of more than 20 books and special issues. His (co-authored or co-edited) books include **Industrial Psychopathology** (German), **Goal-Directed Behavior: The Concept of Action in Psychology** (English), **Psychological Issues of Human-Computer Interaction in the Work Place** (English), **Computers in the Office and in Public Service** (German), **Productivity and Quality in Software-Projects - Psychological Analyses and Optimization of Work Processes in Software-Development** (German), **Successful Entrepreneurs: Psychological Analyses and Practical Suggestions for Entrepreneurs in East and West Germany** (German), and **Success and failure of microbusiness owners in Africa: A psychological approach** (English).

Prof. Frese is President of the **International Association of Applied Psychology**. He was Editor of the journal **APPLIED PSYCHOLOGY: An International Review**, Co-Editor of **Psychologische Rundschau**, and is Co-Editor of a German book series on entrepreneurship and on the editorial board of the prestigious SIOP Frontiers book series. He is a Fellow of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association). He is a former and current member of the following Editorial Boards: **Journal of Occupational and Organizational Psychology**, **European Journal of Work and Organizational Psychology**, **Zeitschrift für Arbeits- und Organisationspsychologie**, **Journal of Occupational Health Psychology**, **Gedrag en Organisatie**, **Journal of Small Business Management**, **Organizational Behavior and Human Decision Processes**, **Applied Psychology: An International Review**, **Zeitschrift für Arbeitswissenschaft**, **Journal of Organizational Behavior**, **International Journal of**

**Management Reviews, Human Performance, Journal of Applied Psychology.** He is internationally the most frequently cited work and organizational psychologist from Germany or Holland and one of the most frequently cited Europeans. He was the past president and vice president of the division Work and Organizational Psychology in the Deutsche Gesellschaft für Psychologie. He has given more than 20 invited keynote addresses, e.g., at the International Congresses in San Francisco (1998) and in Stockholm (2000).

Prof. Frese received large scale research grants (from 50 000 to a few million Euros) from the Bundesministerium für Forschung und Technologie, Deutsche Forschungsgemeinschaft, European Union, Nederlandse Wetenschap Organisatie, Mercedes-Benz, Opel, and Accenture.

Prof. Frese is also a consultant and lecturer to the management of many companies (among others banks, technology firms, automobile, electricity, telecommunication, and computer industry).

### **Memberships:**

- Deutsche Gesellschaft für Psychology (former president of I/O group)
- American Psychological Association/Foreign Associate
- Society for Industrial and Organizational Psychology (elected Fellow)
- Gesellschaft für Arbeitswissenschaft
- Academy of Management
- International Association of Applied Psychology
  - President 2002-2006
  - Executive Committee of the Board of Directors
- Honorary Member of Psychological Society of South Africa (PSYSSA)
- The Society for Organizational Behavior (SOB, by invitation only)
- The Summit Group of I/O Psychologists in the US (by invitation only)

### **Various Positions and Honors:**

- Who's Who – various editions, various parts
- Member of the Planning Commission of the Federation of the German Psychology Associations 1991-1992
- Chair of a Committee on Continuing Education in Work and Organizational Psychology, 1991 - 1993 (Federation of the German Psychology Associations)

- Governing Board of the Software-Ergonomics Group in the Gesellschaft für Informatik, 1990- 1993
- President (Speaker) of the division Work and Organizational Psychology in the Deutsche Gesellschaft für Psychologie, 1990-1992
- Vice-President of the division Work and Organizational Psychology in the Deutsche Gesellschaft für Psychologie, 1992-1994
- Fellow of SIOP (Society for the Industrial and Organizational Psychology) of Division 14 of the American Psychological Association 2000
- President-Elect (Officer) of the International Association Applied Psychology 1998-2002
- President (Officer) of International Association Applied Psychology 2002- 2006
- Honorary Member of the Psychological Society of South Africa (PSYSSA)
- Article on Stress at work and psychosomatic complaints: A causal interpretation, Journal of Applied Psychology, 1985 was nominated as one of the most influential articles in I/O psychology and was therefore included in Cooper's International Library of Critical Writings in Psychology 1: Industrial and Organizational Psychology, Vol. II, 1991, 358-372.

## **Selection of Publications**

### ***Books and edited books, special issues***

Frese, M. (Ed.). (2000). *Success and failure of microbusiness owners in Africa: A psychological approach*. Westport, Conn.: Quorum Books, Greenwood Publ.

Frese, M., Chell, E., & Klandt, H. (Eds.) (2000). *Psychological approaches to entrepreneurship*. Special issue for The European Journal of Work and Organizational Psychology (Vol. 9, No. 1, 2000). Hove, East Sussex, UK: Psychology Press.

Pearce, J.L., & Frese, M. (Eds.) (2000). Applied psychology from transitional economies in Eastern Europe. Special issue for Applied Psychology: An International Review (Vol. 49, Issue 4, Oct. 2000). Oxford, UK: Blackwell Publishers.

Frese, M., & Friedrich, C. (Eds.) (2002). Entrepreneurship in Africa: What do we know and where do we have to go from here? Special issue for Journal of Developmental Entrepreneurship.

Baum, R., J. Frese, M., Baron, R. A.(in prep.) (Eds.) The Psychology of Entrepreneurship. Lawrence Erlbaum: SIOP Frontier Series

### ***Chapters in books and proceedings***

Sonnentag, S., & Frese, M. (2003). Stress in organizations. In W.C. Borman, D.R. Ilgen, & R.J. Klimoski (Eds.), *Comprehensive Handbook of Psychology, Volume 12: Industrial and Organizational Psychology* (pp. 453-491). New York: Wiley.

Brodbeck, F. C., & Frese, M. (in press). Societal culture and leadership in Germany: At the interface between East and West. In R. House & Associates (Eds.), *The Global leadership and organizational effectiveness research program (GLOBE)*.

Frese, M. (in press). Grand theories and mid-range theories: Cultural effects on theorizing and the attempt to understand active approaches to work. In K.G. Smith & M.A. Hitt (Eds.), *The Oxford Handbook of Management Theory: The Process of theory development*. Oxford University Press.

Frese, M. (2004). The psychological actions and entrepreneurial success: An action theory approach. In Baum, R., J. Frese, M., Baron, R. A. (in prep.) (Eds.) *The Psychology of Entrepreneurship*. Lawrence Erlbaum: SIOP Frontier Series.

Frese, M. (2004). Doing science while practicing training: On the evaluation of training for entrepreneurs. In Friedrich, C. (Ed.), *Entrepreneurship Training in South Africa*. Van Schaik.

### *Articles in peer-reviewed journals*

Rank, J., Pace, V.L., & Frese, M. (2004). Three avenues for future research on creativity, innovation, and initiative. *Applied Psychology: An International Review*, 53, 518-528.

Keith, N., & Frese, M. (in press). Self-regulation in error management training: Emotion control and metacognition as mediators of performance effects. *Journal of Applied Psychology*.

Dormann, C., Fay, D., Zapf, D., & Frese, M. (in press). A state-trait analysis of job satisfaction: On the effect of core self-evaluation. *Applied Psychology: An International Review*.

Van Gelder, J.-L., De Vries, R.E., Frese, M., & Goutbeek, J.-P. (in press). Differences in psychological strategies of failed and operational business owners in the Fiji Islands. *Journal of Small Business Management*.

Van Dyck, C., Frese, M., Baer, M., & Sonnentag, S. (in press). Organizational error management culture and its impact on performance: A two-study replication. *Journal of Applied Psychology*.

Rauch, A., & Frese, M. (2004). Effects of human capital and long-term resources development and utilization on employment growth of small-scale businesses: A causal analysis. Submitted for publication.

Giardini, A., & Frese, M. (2004). Service work as affect management: Linking service providers' affect-related competence to state affect and perceived service orientation. Submitted for publication.

Krauss, S. I., Frese, M., & Friedrich, C. (2004). Entrepreneurial orientation: A psychological model of success among Southern African small business owners. *Entrepreneurship Theory and Practice*. Submitted for publication.

Frese, M., Krauss, S.I., Grabarkiewicz, R., Escher, S., Heers, C., Luneng, S.T., & Friedrich, C. (2004). Towards a psychology of action strategy characteristics: Relationships with small-scale business success in three African countries. Submitted for publication.

Krauss, S. I., Frese, M., & Friedrich, C. (2004). A longitudinal analysis of employment development in Zimbabwean informal and formal sector small enterprises and a sector-specific classification of their owners. Submitted for publication.

Van Dyck, C., Frese, M., Baer, M., & Sonnentag, S. (in press). Organizational error management culture and its impact on performance: A two-study replication. *Journal of Applied Psychology*.

Frese, M., Garst, G., & Fay, D. (2004). Making things happen: Reciprocal relationships between work characteristics and personal initiative (PI) in a fourwave longitudinal structural equation. Submitted for publication.

Rauch, A., & Frese, M. (2004). Let's put the person back into entrepreneurship research: A meta-analysis on the relationship between business owners' personality and business creation and success. Submitted for publication.

Rauch, A., Frese, M., & Utsch, A. (2004). Effects of human capital and long term human resources development on employment growth of small-scale businesses: A causal analysis. Submitted for publication.

Rauch, A., Wiklund, J., Lumpkin, G.T., & Frese, M. (2004). Entrepreneurial orientation and business performance: A meta-analysis. Submitted for publication.

Giardini, A., & Frese, M. (2004). Reducing the negative effects of emotion work in service occupations: Emotional competence as a psychological resource. Submitted for publication.