

ROBERT A. ROE

University of Maastricht
Faculty of Economics & Business Administration
P.O. Box 616, 6200 MD Maastricht, The Netherlands
Tel +31-43-3884985 Fax +31-43-3884893
e-mail: r.roe@os.unimaas.nl

Dr. Robert A. Roe (Amsterdam, 1944) is professor of organizational theory and organizational behavior at the Universiteit Maastricht. He studied psychology at the University of Amsterdam where he obtained his Master's degree (cum laude) in 1969 and his PhD in 1975. After having worked as a researcher at the Institute of Social and Industrial Psychology and as assistant-professor at the University of Amsterdam, he was appointed as full professor in Work and Organizational Psychology at Delft University of Technology (1980). He held the chair in W&O Psychology at Tilburg University (1988-1999), and the part-time chair in Organizational Psychology at the University of Nijmegen (2002). During the years 1999-2001 he was general director of the Netherlands Aeromedical Institute in Soesterberg, the Netherlands.

Robert Roe is founding-president of the European Association of Work & Organizational Psychology (EAWOP, 1991-1995) and founding-director Work & Organization Research Center in Tilburg (WORC, 1991-1997). He also played an active role in the European Network of Organizational and Work Psychologists (ENOP) especially with regard to the development of the European Reference Model and Minimum Standards for Work and Organizational Psychology. Robert Roe has a broad international experience. He has played a leading role in several international projects and he has organized dozens of scientific conferences, symposia and workshops in the field of work and organization. He was recently involved in the development of EuroPsy, the European Diploma for Psychologists.

Robert Roe has an extensive record of consulting activities, involving firms and public organizations. His understanding of problems of everyday organizational life has helped him to teach students, professionals and managers, and to develop new approaches to the design of HRM architectures and to people management. In addition, he has also fulfilled several advisory roles in professional and public bodies. He is currently chairman of the Scientific Advisory Board of SHL International.

Robert Roe has worked on a wide range of topics in work, personnel and organizations, including personnel selection and appraisal, career development, work performance, organizational change, organizational culture, impacts of economic transformation, and methods of organizational assessment. He has special expertise with regard to personnel in ICT and knowledge organizations. His recent work focuses at theoretical and methodological innovations and aims at enhancing the effectiveness of organizational knowledge and its applications. It includes the development of methods for temporal modeling of organizational phenomena, methods of multi-perspective (spectral) analysis of organizational problems, and applications of design methodology. Key topics to which this is applied are motivation, competence and performance.

Robert Roe has taught a wide range of topics, ranging from work and organizational psychology to organizational behavior, organizational theory, and

research methodology to students of psychology, technological, economics and business administration. His current teaching concentrates on graduate, MBA and PhD students.

Over the years Robert Roe has written more than 300 scientific and professional publications, including several books. He has also served on the editorial boards of various scientific journals, currently including the *Journal of Organizational Behavior* (USA) and the *European Journal of W&O Psychology* (Europe).

Selected publications

Roe, R.A. (2005). The design of selection systems - context, principles, issues. In: Evers, A., Smit, O. & Anderson, N. (Eds.), *Handbook of personnel selection*. Oxford: Blackwell.

Claessens, B.J.C., Van Eerde, W., Rutte, C.C.G. & Roe, R.A. (2004). Planning Behavior and Perceived Control of Time at Work. *Journal of Organizational Behavior*, 25 (8), p. 937-950

Roe, R.A. & Van den Berg, P.T. (2003). Selection in Europe: Context, development and research agenda. *European Journal of Work & Organizational Psychology*, 12 (3), 257-287.

Roe, R.A. (2002). What makes a competent psychologist? *The European Psychologist*, 7 (3), 192-203.

De Vries, R.E. & Roe, R.A. (2002). The moderating effects of need for leadership on the relations between leadership characteristics and individual outcomes. *Leadership Quarterly*, 13 (2), 121-237.

Roe, R.A., Zinovieva, I.L., Dienes, E. & Ten Horn, L.A. (2001). Firm ownership and work motivation in Bulgaria and Hungary: An empirical study of the transition in the mid-1990's. In: D. Denison (Ed.), *Organizational Change in Transition Economies*. London: Sage; pp. 511-537.

Roe, R.A., Zinovieva, I.L., Dienes, E. & Ten Horn, L.A. (2000). Test of a model of work motivation in Bulgaria, Hungary and the Netherlands. *Applied Psychology - An international review*, 49 (4), 658-687.

Zijlstra, F.R.H., Roe, R.A., Leonova, A.B., & Krediet, I. (1999). Temporal factors in mental work: effects of interrupted activities. *Journal of Occupational and Organizational Psychology*, 72 (2), 163-186.

Roe, R.A. & P. Ester (1999). Values and work - Findings and theoretical perspective. *Applied Psychology. An international Review*, 48 (1), 1-21.

Roe, R.A. (1999). Work performance. A multiple regulation perspective. In: G. Cooper and I.T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology - 1999*. Chichester: Wiley; ISBN 0-471-98666-6; pp. 231-335.

- Roe, R.A. (1998). Personnel selection: Principles, methods and techniques. In: P.J.D. Drenth, Ch.J. de Wolff and Hk. Thierry (Eds.) *Handbook of Work and Organizational Psychology*. Vol. 3. Hove: Psychology Press; pp. 5-32.
- Roe, R.A. (1995). Developments in Eastern Europe and Work and Organizational Psychology. In: G. Cooper and I.T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*. Chichester: Wiley, ISBN 0-471-95241-9; pp. 175-349.
- Andriessen, J.H.T.H. and R.A. Roe (Eds.) (1994). *Telematics and work*. Hove: Lawrence Erlbaum Associates, ISBN 0-86377-316-8; 454 pp.
- Roe, R.A. and M.A.M. Daniëls (1994). *Personnel appraisal. Background and application* [in Dutch]. 3rd revised edition. Assen: Van Gorcum, ISBN 90-232-2869-3; 96 pp.
- Roe, R.A. (1991). *Foundations of personnel selection* [in Dutch]. Assen: Van Gorcum, 2nd Print; 711 pp.