

MAGNUS SVERKE

(Stockholm University).

Present position

Professor of Work and Organizational Psychology (2004-)
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Education

Senior high school, social sciences track, Danderyd, 1979 (3 years).
Officers' training, Swedish Navy University, 1984 (2 years).
B.A., 1990, Psychology, Stockholm University.
Ph.D., 1995, Psychology, Stockholm University.
Promoted to Associate Professor 2000, Psychology, Stockholm University.

Previous academic positions

- Senior Lecturer/Researcher, Dept. of Psychology, Stockholm University (2003-2004).
 - Deputy Head, Division of Work & Organizational Psychology, Dept. of Psychology, Stockholm University (1998-).
 - Researcher, Dept. of Psychology, Stockholm University (1996-2002).
 - Researcher, Swedish National Institute for Working Life (1995).
 - Part-time lecturer, Dept. of Psychology, Stockholm University (1994-1995).
 - Research Assistant, Swedish Institute for Work Life Research (1994-1995).
 - Research Assistant, Swedish Center for Working Life (1990-1994)
- Prior, *non-academic employment* includes: nurse for mentally retarded adults (1979-1982; 1987-1989), navy officer (1982-1984), boat builder (1984-1985), recreation leader (1985-1986), schoolteacher (1986), furniture mover (hourly basis 1988-1990), consultant (1993-).

Teaching experience

At the Department of Psychology of the Stockholm University, Magnus Sverke has taught courses on the undergraduate level (since 1994), the master's level (since 1998), and the PhD level (since 1999), on topics such as organizational psychology, human resource management, organization theory, research methods & statistics, research design, questionnaire methodology, and structural equation modeling. He also teaches at other departments at Stockholm University, is regularly enrolled as lecturer in courses organized by companies and labor union, and has been part of the teaching staff for courses at Utrecht University, the Netherlands (2000, 2001, 2002, 2005) and Northwest University, South Africa (2004). Magnus Sverke has supervised numerous BA and MA theses and three completed PhD projects. He is currently the supervisor of an additional ten PhD students.

Research experience

Magnus Sverke's research interests include organizational change and its effects on employees, downsizing and job insecurity, labor market flexibility and new employment contracts, employee attitudes and well-being, work climate and employee motivation, and union member attitudes and behavior. His research is characterized by a strong interest in research methods, longitudinal designs, and validity aspects of measurement. He also places emphasis on international collaboration, as reflected in co-authored publications, international project coordination, and the organization of international conferences. Sverke regularly serves as reviewer for several international journals, and is member of the Editorial Board of *Journal of Occupational Health Psychology* and *Journal of Occupational and Organizational Psychology*.

Magnus Sverke is the head of a research group of ten persons and has, since 1997, received around 20 research grants (totaling an amount of around 2 million Euro). Current research projects include:

- "Union mergers: Motives, barriers, and consequences"
- "The member, the union, and the salary: Consequences of the new union pay policies in the public sector"
- "The salaried employee in the modern working life: Threats and challenges"
- "Hospitals as non-profit and for-profit companies: Consequences for work organization, work climate, effectiveness, and well-being"
- "Women's career patterns over the life-course"

Publications

Magnus Sverke has been author/co-author of 6 books, one journal special issue, 35 journal articles, 28 book chapters, 2 book reviews, 26 research reports, 75 conference papers (including keynote presentations and invited speeches), and several consultancy reports.

Selected Publications

Allvin, M. & Sverke, M. (2000). Do new generations imply the end of solidarity? Swedish unionism in the era of individualization. *Economic and Industrial Democracy*, 21, 71-95.

Chaison, G., Sverke, M., & Sjöberg, A. (2001). The impact of union merger on membership participation. *Journal of Labor Research*, 22, 355-372.

Hellgren, J. & Sverke, M. (in press). Unionized employees' perceptions of role stress and fairness during organizational downsizing: Consequences for job satisfaction, union satisfaction, and well-being. *Economic and Industrial Democracy*.

Hellgren, J., Sverke, M., & Isaksson, K. (1999). A two-dimensional approach to job insecurity: Consequences for employee attitudes and well-being. *European Journal of Work and Organizational Psychology*, 8, 179-195.

Sjöberg, A. & Sverke, M. (2000). The interactive effect of job involvement and organizational commitment on job turnover revisited: A note on the mediating role of

turnover intention. *Scandinavian Journal of Psychology*, 41, 247-252.

Sjöberg, A. & Sverke, M. (2001). Instrumental and ideological union commitment: Longitudinal assessment of construct validity. *European Journal of Psychological Assessment*, 17, 98-111.

Sverke, M. & Hellgren, J. (in press). The nature of job insecurity: Understanding employment uncertainty on the brink of a new millennium. *Applied Psychology: An International Review*.

Sverke, M. & Hellgren, J. (in press). Exit, voice, and loyalty reactions to job insecurity in Sweden: Do unionized and non-unionized members differ? *British Journal of Industrial Relations*.