9th Conference of the European Academy of Occupational Health Psychology

CONFERENCE PROGRAMME

European Academy of
Occupational Health Psychology

Rome 2010

Pontifical Urbaniana University • Rome, Italy • 29-31 March

The European Academy of Occupational Health Psychology in collaboration with the Department of Occupational Medicine of the Italian National Institute of Occupational Safety and Prevention (ISPESL) welcome you to the 'eternal city' of Rome and to the Pontifical Urbaniana University that is playing host to its 9th conference. The Academy's first conference took place in 1999 to provide a new platform to promote the development of research, education and practice in the then emerging field of occupational health psychology. That inaugural event was held in Lund, Sweden. In the intervening years, conferences have been held successfully in Nottingham, England (2000), Barcelona, Spain (2001), Vienna, Austria (2002), Berlin, Germany (2003), Porto, Portugal (2004), Dublin, Ireland (2006) and, most recently, Valencia, Spain (2008). We are delighted to have been able to organise this IX Academy conference in Rome and this has in no small part been possible due to the financial and practical support provided by our co-organiser, ISPESL and by our international sponsors.

The Rome conference promises to be the largest ever organised by the Academy. It has a powerful and engaging schedule of keynote, oral and poster presentations as well as invited special sessions and workshops.

On behalf of the Organising Committee, we would like to welcome you to this conference. We hope it will meet your expectations and will stoke up your enthusiasm. Finally, we would like to thank all of those who have given so generously of their time in helping to make this event a reality.

Sergio Iavicoli (Conference Chair)   Tom Cox (President, EAOHP)

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Sturle Tvedt, Norwegian University of Science and Technology, Norway
Siobhan Wray, St George's Hospital Trust, UK

DELEGATE FACILITIES

Venue

The Conference will be held at the 'Gianicolo Congressi' convention centre, located within the Pontifical Urbaniana University, next to St Peter's Square and with magnificent views of the Gianicolo Promenade and Rome. It is a 10 minute walk from St Peters Square and well connected by public transport.

Address: Pontifical Urbaniana University, Via Urbano VIII, Rome, Italy.

Internet access

There are no internet facilities at the Venue.

Presentations

All oral presentations must be supported by a Microsoft PowerPoint presentation. Presentations should be on CD or USB stick and clearly labelled with (i) the name of the lead author, (ii) title of presentation and (iii) day, time and room number of the presentation.

Authors for posters presentations should bring their posters (max dimensions 100X70cm) to the conference venue on the day of presentation. Please, note that is not allowed to modify or print the presentation at the venue.

Catering

Lunch is included in the delegate fee and refreshments will be available at no cost each morning and afternoon of the conference. Refreshments will also be available through out the duration of the conference.

Exhibition stands

During the conference, you are invited to visit the exhibition stands located in the foyer. Books and journals relevant to occupational health psychology from Wiley-Blackwell, Taylor & Francis and the EAOHP will be available.

Further assistance

Should you require any assistance before the conference please don't hesitate to conference organising committee at conference@eaohp.org (in English) or eaohp2010@ispesl.it (in Italian)

CONFERENCE
PROGRAMME

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Monday 29 March 2010

08:00-09:00

Registration

09:00-09:45

<u>Aula Magna:</u> **Opening address**

09:45-11:15

<u>Aula Magna:</u> **Special Session "The management of psychosocial risks: good practices and successful models" (S. Iavicoli & S. Leka)**

WHO global perspective on psychosocial risk management
Kortum, E.

Assessing and preventing psychosocial risks in the EU: An overview of EU-OSHA's work
Rial-Gonzalez, E.

UK Management Standards Approach for tackling work-related stress in a global context.
Palferman, D.J., Mackay, C. & Kelly, P.

Republic of Ireland - Work Positive, Risk Assessment method for auditing work-related stress in a global context.
Murray, P.

Surveillance of occupational health and safety in Norway: experiences with establishment of a national Surveillance system
Sterud, T.

<u>Aula II:</u> **The Changing world of Work and the Aging Workforce**

Age differences in stressors and strain
Rauschenbach, C. & Hertel, G.

The Landscape of Psychological Age and Chronological Age at Work
Barnes-Farrell, J., Johnson, N.C., & Cherniack, M.G.

The effect of Retirement Behaviour on Retirees' Quality of Life
Ceresia, F.

The ageing office population: age and the work physical environment
De Been, I. & De Bruyne, E.

Early retirement: a coping strategy against ageism at work
Desmette, D., Iweins, C.,& Herman, G.

The aging workforce - more chilled out than burnt out?
Johnson, S., Holdsworth, L., Hoel, H., Cunningham, K.

<u>Aula III:</u> **Developing Intervention Process Evaluation (R. Randall)**

Strengthening the evaluation strategy of stress management intervention programs using process evaluation and multilevel methods: The evaluation of a team-based stress management intervention program for low-qualified workers
Busch, C. & Clasen, J.

Does training managers help? A longitudinal, mixed methods field study of the implementation of team-working

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Nielsen, K. & Randall, R.

Substance over style: The importance of theories-in-use as determinants of intervention outcomes.
Randall, R. & Nielsen, K.

Evaluating stress prevention through work-related interventions: Trade-offs involved, and implementation issues to be considered.
Semmer, N.K.

Aula VII: **Bullying in the Workplace**

Monitoring of working and health conditions in victims of bullying at work
Romeo, L., Pelizza, L., Antonini, E., Ballottin, A., Cabianca, M., Tisato, S., & Perbellini L.

Healthy Change Process Index (HCPI) as a predictor of workplace bullying during organizational change
Tvedt, S.D., Nielsen, M.B., & Lau, B.

Workplace Bullying and Staff Well-Being: A Mixed Methodological Approach
Woodrow, C. & Guest, D.

How bullying changed my life
Cecchini, F.

Occupational and health conditions among victims of workplace bullying: a prospective study
Punzi, S., Pavesi, A., Castellini, G., Conway, P.M., Militello, E., Cassitto, M.G., & Costa, G.

Bullying among nurses: Extent, context, and consequences
Kaminski, M. & Sincox, A.K.

11:15-11:30

Refreshments

11:30-13:00

Aula Magna: ***Special Session Part II - The management of psychosocial risks in Italy (M. Masi & L. Fantini)***

ISPESL's commitment to manage and assess work-related stress
Iavicoli, S.

Inter-regional guidelines for assessment and management of work-related stress
D'Orsi, F.

The slow consolidation of the "right" concept of work-related stress
Frascheri, C.

Work-related stress
Pontrandolfi, F.

Aula II: ***The Psychosocial Working Environment and Work-related Stress***

Professional competence as an intervening variable in affecting work-related stress: the case of public school teachers in Italy.
Callari, T.C., & Re, A.

Evaluation of Job Stress Models for Predicting Health at Work
Reineholm, C., Ekberg, K., & Gustavsson, M.

Social Stress Risk Model
Penati, V., Ferrari, F., Sinibaldi, F., & Girard, A.

Regulatory focus at Work: the Moderating Role of Regulatory focus in the Job Demands-Resources Model
Brenninkmeijer, V.

The success-resource model of job stress
Grebner, S., Elfering, A., & Semmer, N.K.

<u>Aula III:</u> ***Temporary Employment and Well-being: New Avenues for Research (N. De Cuyper & H. De Witte)***

Temporary versus permanent employment and psychological outcomes: the moderating effect of motives for hiring temporary workers
Bakk, Z., de Jong, J., Cambré, B. & De Cuyper, N.

Job insecurity in the temporary workforce: A moderated mediation model linking volition, job insecurity and contract expectations to well-being.
Bernhard-Oettel, C., Rigotti, T., & Clinton, M.

Perceived employability and engagement among temporary versus permanent workers
De Cuyper, N., Van Vuuren, T., Van der Heijden, B., & Alarco, B.

Core self-evaluations and job satisfaction: Mediation by employability?
Mäkikangas, A., Mauno, S., & Kinnunen, U.

<u>Aula VII:</u> ***Burnout Syndrome in Mental Health Professionals: Cross Cultural Perspectives (S.M. Lee)***

Individual and Work-Related Factors influencing Burnout of Mental Health Professionals: A Meta-Analysis.
Lee, S.M. & Choi, B.Y.

Antecedents and Consequences of Burnout in Mental Health Professionals: A Meta-Analysis
Kim, A. & Lee, J.

Burnout Syndrome of American Mental Health Professionals
Lee, J. & Puig, A.

Burnout Syndrome of Korean Mental Health Professionals
Choi, H. & Yu, K.

Burnout Syndrome of Japanese Mental Health Professionals
Jin, Y.Y. & Lee, J.

Examining the Burnout Model (Demand-Control vs. Effort-Reward) in Mental Health Professionals
Shin, H. & Lee, J.

<u>Aula VIII:</u> ***Understanding the Impact of Emotional Labour***

Emotional labour in job-centre workstations and impact on third party violence
Manz, R.

Emotion work and emotional exhaustion in teachers: What kind of job resources do they need?
Naring, G., Vlerick, P., & Van de Ven, B.

Resources depletion model of Emotional Labour: Perceived emotional effort as key factor in Spanish-English samples

Rodríguez-Carvajal, R., Quiñones-García, C., Clarke, N., Moreno-Jiménez, B., & De Rivas-Hermosilla, S.

Emotion work antecedent or consequence of burnout and work engagement?
Hakanen, J.

A longitudinal investigation into whether emotional labour and other work strains have an impact on the physical and mental health of individuals working in the Service Profession
Al Serkal, A.

How to stand emotionally demanding work settings: workload, emotional regulation and emotional exhaustion among German physicians
Staechele, T., Ensinger, K., & Schuepbach, H.

13:00-13:45

<u>Aula Magna:</u> ***EAOHP Fellowship address***

Enhancing Mental Capital and Wellbeing in the Workplace
Cooper, C.L.

13:45-15:15

<u>**AULA VIII:**</u> **EAOHP Research Forum**

Lunch and Poster Session

<u>**Job Satisfaction**</u>

Job satisfaction and stress in doctors of public tertiary medical care in Mexico.
Colunga Rodriguez, C., Rendon-Manjarrez, J.I., Dominguez-Diaz, R., & Angel-Gonzalez, M.

Shaping of wellbeing with Job Satisfaction
Molan, M. & Molan, G.

Quality of Life and Job Satisfaction: Multicultural Perspective
Pereira, J. & Sousa, A. D.

<u>**Mental Health and the Workplace**</u>

Family systems in parents of children with Generalized Anxiety Disorder (GAD)
Aleyasin (Al yasin), S.A. & Salehi, B.

Psychiatric disabilities and employment discrimination: An empirical analysis of EEOC ADA Title I charges
An, S. & Roessler, R.

Study of psychological health status in the dental students of the Qazvin University Of Medical Sciences (second semester of the year 2007-2008)
Ansari Ramandi, S.

Explaining an Unexpected Interactive Relationship Between Gender Harassment and Union Tolerance for Harassment in Relation to Mental Health: The Role of Conflict
Golay, L., Mellor, S., & Magely, V.J.

Shiftwork and mental health - a cross sectional study of shiftworkers in the Norwegian petroleum sector
Ljoså, C.H

The Role of Sense of Coherence as a Mediator between Job Strain and Mental Health in Two Distinct Work Settings
Reeves, D. & Henning, R.

Culture of excellence and mental health of public service workers. A psychodynamic reading of work in Quebec and Switzerland.
Resenterra, F.

Predictors of psychological discomfort and well-being in a sample of correctional officers employed in Penitentiary Sector in Italy
Viotti, S.

Psychosocial Risk Assessment: a pilot study in an Administration and Coordination Operative Unit
Atzori, E. & Tagliaferri, C.

Burnout

Prevalence of the burnout syndrome in top managers sent by multinational industrial companies on long-term working stays to foreign culture
Alfoldy, S. & Gil-Monte, P.

Stress, Burnout and Emotional Disorders in the Emergency Medical Volunteers
Alheiro, A.S. & Cunha, M. J.

Job burnout and work fatigue in the context of organizational stress among nurses.
Beata, B. & Wilczek-Ruzyczka, E.

Investigating the causes of burnout in police officers
Burba, M.

Burn out syndrome and contributory work environment factors among psychiatry nurses
Circenis, K., Deklava, L., & Millere, I

Vulnerability to stress, burnout, emotional disorders and quality life in occupational health care providers in women with breast cancer
Cunha, M.J., Costa, M., Pereira, J.P., & Gascon, S.

Workload and job burnout among prison educators
Deitinger, P., Nardella, C., Bentivenga, R., & Ghelli, M.

Burnout and work engagement during the transition from education into work life
Hultell, D. & Gustavsson, J.P.

Burn-out and psychosomatic health complaints in a hospital in Piemonte region
Martini, M. & Converso, D.

Which is the importance of teachers' competence development programs? The relation between burnout, depression and anxiety in Portuguese teachers
Patrao, I. & Santos-Rita, J.

School Burnout and Engagement during Educational Transitions
Salmela-Aro, K.

How do schools burn-out Portuguese teachers? The role played by age, type of contract and length of experience
Santos-Rita, J. & Patrao, I.

The effect of perceived support and self efficacy on work related stress and burnout amongst intellectual disability direct care workers in Australia
Walker, A. & Jackson, B.

The feeling of coherence and burnout syndrome among nurses

Wilczek-Ruzyczka, E.

Work-life balance

Work-life balance despite or because of volunteering. A comparative, explorative data analysis in Switzerland
Brauchli, R., Bauer, G., Wehner, T., & Hämmig, O

Is work-family-conflict mediating the relationship between personal resources and burnout/satisfaction with life?
Braunstein-Bercovitz, H. & Burstein-Frish, S.

Vacation Effect: Reduction of Load and Addition of Pleasure?
de Bloom, J., Geurts, S.A.E., Sonnentag, S., & Kompier, M.A.J.

Till' 5pm Do Us Part: Intimate Relations in the Workplace
Donohoe, M.

Work/family conflict and work stress outcomes in working shifts nurses
Iskra-Golec, I.

An investigation of workaholism components in relation to work and life values and satisfaction
Kasprzak, M., Tokarz, A., & Malinowska, D.

To Work or not to Work in an Extended Working Life
Nilsson, K.

Causes and consequences of the utilization of work-life policies by professionals
Peper, B., Dikkers, J., Vinkenburg, C., & van Engen, M.

A Test of influences of Work-Family Conflict, Job Enrichment and Leader' Member Exchange on Employee Turnover Intentions.
Portoghese, I., Galletta, M., & Battistelli, A.

Health care managers' boundary approaches to balance their time-commitments at work and in life
Tengelin, E., Wikstrom, E., Arman, R., & Dellve, L.

Validation Study of a Multidimensional Measure of Work-Family Conflict in Romania
Virga, D., Sulea, C., & Marcutoiu, L.

Work and family support, work to family spillover and job satisfaction: a model
Zito, M., Colombo, L., & Ghislieri, C.

Individual differences: Personality and Coping

Coping and Quality of Life in Informal Caregivers of Individuals
Alves, J. & Machado, F.

The Relationship between Personality Traits, Job Satisfaction and Job Performance of South African Retail Store Managers
Barkhuizen, N. & Ermakova, J.

The relationship between masculine financial identity, workgroup aggression normalization, and incivility perpetration: a discriminant function analysis.
Bauerle, T., & Magely, V.J.

Continuance commitment mediating the effect of masculine financial identity on burnout and stress: a case for masculine occupational health.
Bauerle, T. & Magley, V.J.

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Need for achievement as a vulnerability factor in a politicized work setting
Berset, M., Henseleit, J., Omlin, F., Willi, S., Semmer, N.K., & Elfering, A.

Personality factors and professionally relevant behaviour in health care
Deklavs, L., Millere, I., & Circenis, K.

Conflict Management Styles and Performance Relations Among Voluntary Health Workers
Erturkelvan, E.M.

Positive and Negative affect: Diverse pathways on emotion management.
Garrosa. E., Blanco, L. M., Rodriguez-Carvajal, R., Sanz-Vergel, A.I., & Rodriguez-Muñoz, A.

A Global Look at Workplace Incivility: Does Personality Play a Role Throughout the World?
Milam, A., Sulea, C., Hanif, R., Spitzmueller, C.

Coping strategies and positive affect through gender dimension
Niculaes, A.

Do individual coping strategies help or harm in the work-family conflict situation? Examine coping as a moderator between work-family conflict and well-being.
Rantanen, M., Mauno, S., Rantanen, J. &Kinnunen, U.

Psychological well-being: levels of vitality and inner resources as relevant components of eudaimonic well-being
Rodriguez-Carvajal, R., de Rivas, S., Moreno-Jiménez, B., Blanco, A., & Alvarez, A.

Humour Style in Relationship to Stress and Well-being: Four Different Personalities
Stokenberga, I.

Coping and Quality of Life in subjects with Spinal Cord Injury
Teixeira, A. Machado, F.

The Impact of Emotional Intelligence on Organizational Citizenship Behaviors
Yildirim, D., Hunerli, S., Atan, O.

15:15-16:45

<u>Aula Magna:</u> ***Healthy Organisations and Workers: A Global Perspective***

Witnessing workplace violence, psychological stress and job abandoning: Four case studies from Mexican State universities
Sieglin, V., Coronado, M.Z., & Ramos, M.E.

Cultural variation and motivation of Indian and Korean employees: A cross-cultural study
Kamalanabhan, T.J. & Deug Kim, H.

Working conditions in a precarious work environment – A global study of aviation workers
Greiner, B., Rosskam, E., McCarthy, V., Mateski, M., Zsoldos, L., Marowsky, I., Rodriguez-Muñoz, G., Williamson, E., & Tyler, J.

Stress and Esfahan steel employees, Iran
Lotfizadeh, M. & Hassim, N.

Stressed and Fatigued on the Ground and in the Sky: Changes in civil aviation workers conditions of work in the post 9/11 era
Rosskam, E., Greiner, B.

<u>Aula II:</u> ***Organizational Health Development (G.F. Bauer)***

Organisational Health Development Model
Bauer, G.F., Hoffmann, S., Müller, F., & Jenny, G.J.

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Organisational Health Capacity: The Role of Capacity Building in the Organisational Health Development Process
Hoffmann, S., Müller, F., Jenny, G.J., & Bauer, G.F.

Key indicators of organisational health capacities: operationalization, validity and empirical relations with predictors and outcomes
Müller, F., Jenny, G.J., Hoffmann, S., & Bauer, G.F.

Evaluation of an Organisational Health Development (OHD) Project
Jenny, G.J., Müller, F., Inauen, A., & Bauer, G.F.

Aula III: **Employee Empowerment and Self-esteem**

Antecedents and consequence of work empowerment for elementary teachers
Choochom, O.

Wellbeing at work: informing and empowering employees
Hamilton, J.

Influence of empowerment on new graduate nurses' experiences of bullying and burnout in Canadian Hospital settings
Laschinger, H.

Parallel Development of Social Stressors, Somatic Complaints and Self-Esteem: A Latent Growth Approach
Gross, S., Semmer, N.K., Meiser, L.L., Kaelin, W., & Tschan, F.

Does higher professional education increase contingent self-esteem?
Hallsten, L., Rudman, A., & Gustavsson, P.

Exclusion and lack of power at the core of unemployment self-esteem
Herman, G., Bourguignon, D., Desmette, D., Guinote, A., & Larue, G.

Aula VII: **Psychosocial Working Environment, Work Stress, and Worker Wellbeing**

Psychosocial factors promoting well-being in call-center operators
Campanini, P., Conway, P.M., Camerino, D., Punzi, S., Fichera, G.P., & Costa, G.

Goal Pursuit Put into Context: Psychosocial Work Environment Associates with Personal Work Goals in a 2-year Follow-up Study
Hyvonen, K., Feldt, T., Kinnunen, U., & Tolyanen, A.

Effort-Reward Imbalance in combination with overcommitment impairs self-rated health and supervisor-rated job performance
Feuerhahn, N., Kuehnel, J., & Kudielka, B.M.

Using job strain and organizational justice models to predict the relationship between working conditions and employee performance
Maharee-Lawler, S., Rodwell, J., & Noblet, A.

Team emotional intelligence as a predictor of employee strain and initiative: A conflict perspective
Schraub, E.M. & Schanz, K.

Switching on and off: the impact of smartphone use on employee well-being
Derks, D., Zecic, D., & Bakker, A.

Aula VIII: **Individual Differences and Personality**

The role of proactive coping in the Job-Demands-Resources Model
Ângelo, R., & Chambel, M.J.

Does successful coping require calming down? Both problem-focused coping and palliative coping are positively associated with well-being, mediated by successful calming down
Kaelin, W., & Semmer, N.K.

Collective coping within teams of low-qualified workers?!
Requa-Brueckner, G. & Busch, C.

Effects of Psychological Hardiness on Medically Certified Sickness Absence
Hystad, S.W., Eid, J., & Brevik, J.I.

The Quality of Prior Experiences, Current Job Conditions and Anticipated Stress in a Reorganization Scenario: the Central role of Cognitive Appraisal
Cullinane, S.J., Kirchner, A., Sczesny, S., Meier, L., & Bosak, J.

Anxiety and Locus of Control in Evaluation of Occupational Stress
Micali, E., & Bagnato, C.

16:45 -17:00

Refreshments

17:00-18:30

Aula Magna: **Workshop**

The Implementation of a New Inspection Tool in the Psychosocial Working Environment: The Experience of the Danish Working Environment Authority
Magwentshu, S.

Aula II: **Health-promoting Leadership (S. Vincent & F. Franke)**

Leadership and job design - Why good leadership is not sufficient for health promotion
Wieland, R. & Krajewski, J.

Health-promoting leadership behaviour: A new measure
Vincent, S.

Leaders' ability to shape an organisational climate for health: Do personal characteristics matter?
Gurt, J.

Health-promoting leadership: A new approach
Franke, F. & Felfe, J.

What makes supervisors lead in a healthy way? - Organisational and individual antecedents of health-promoting leadership
Wilde, B., Hinrichs, S., Pavez, C.B. & Schüpbach, H.

Aula III: **Improving Worklife: International Perspectives on Workplace Health and Work Engagement (Chair: M. Leiter; Discussant: L. Tetrick)**

How Exposure to Information and Communication Technology is related to Work Engagement: The Role of Positive Appraisal
Salanova, M. & Llorens, S.

Conflict, Performance And Commitment In Teacher Teams: The Mediating Role Of Team Potency
le Blanc, P.M., van Emmerik, H.Y., Euwema, M.C., Salanova, M. & Vera, M.

Work Positive: An Intervention to Improve Psychosocial Health and Safety in Hospitals
Murray, P.

CREW: Improving Worklife Through Collegiality
Leiter, M.P., Laschiner, H.K.S., Day, A. & Gilin-Oore, D.

Leader-member exchange (LMX) quality and enthusiasm at work: testing a dynamic mediated longitudinal relationship
González-Romá, V. & le Blanc, P.M.

Aula VII: **Strategies and Practices to Prevent Stress and Promote Employee Health**

Organizations health management systems: Do they improve employee's health?
Buech, V., Schraub, E.M.,& Sonntag, K.

Evaluating occupational health management: Development of the Health Index and its relation to economic outcomes
Schraub, E.M., Buech, V., & Sonntag, K.

The development of a methodology for developing a healthy organisation culture.
Bos, E., Scheppingen, V.A., Sarren, A., & Zwetsloot, G.I.J.M.

Effects of a stress management intervention on absenteeism and return to work - results from a randomized wait-list controlled trial
Willert, M.V., Thulstrup, A.M., & Bonde, J.P.

The Role and importance of goals in output-controlled working systems
Bahamondes Pavez, C., Wilde, B., Hinrichs, S., & Schuepba, H.

Relaxed Entrepreneurs: Approaches to Stress Management and Burnout Prevention
Olos, L.

Aula VIII: **Workplace Health Promotion**

HRM, psychological employee well-being & organizational performance
van Veldhoven, M., Croon, M., Peccei, R., & Wood, S.

Wellbeing in a Multinational Company
Gallo, R.

Perspectives of workplace health promotion
Noehammer, E., Schusterschitz, C., & Stummer, H.

Creating and maintaining individual well-being: The potential of worksite health promotion
Noehammer, E., Schusterschitz, C., & Stummer, H.

The dark side of high-skilled work. Assessing work-related stress risk in the Italian National Research Council.
Ponzini, G., & Moccaldi, R.

Recreation on the job: Rest break management among hospital physicians
Ensinger, K., Staechele, T., & Schuepbach, H.

Tuesday 30 March 2010

08:00 - 09:15

<u>Aula Magna:</u> ***Psychologically Healthy Workplaces & Corporate Social Performance: Applicant, Employee and Organizations Perceptions and Outcomes (A. Day)***

Psychologically Healthy Workplaces, Corporate Social Performance, and Applicant Attraction
Catano, V. & Morrow, H.

Healthy work as a competitive advantage: What do different generations want from their work?
McNally, C. & Loughlin, C.

Corporate social responsibility through healthy work practices: Implications for employees' work-related attitudes, behaviour and wellbeing
Sverke, M., Näswall, K. & Göransson, S.

Psychologically Healthy Workplace Practices: Implications for Organisations and Employees
Day, A., Randell, K. & Kelloway, K.

<u>Aula II:</u> ***Age effects in Work and Organisational Psychology: Young and Older Workers (V. Brenninkmeijer)***

Hindrances, Challenges, and Resources at Work in Relation to Psychological Well-being: Does Age Play a Significant Role?
Van den Broeck, A., Notelaers, G., Van der Heijden, B.I.J.M., De Lange, A.H., & De Witte, H.

The forgotten Potential of Older Employees: Attitudes, Strategies and Well-being of Older Employees in Service Interactions
Machowski, S., Zapf, D., Ohly, S., Bernhardt, L., & Trumpold, K.

A Self-Regulatory Perspective on Associations between Age Attitudes, Self-Categorization and Emotional Exhaustion
De Lange, A.H., & Van der Heijden, B.I.J.M.

Fresh and Healthy? Well-being, Health, and Performance of Young Employees with Intermediate Education
Akkermans, J., Brenninkmeijer, V., Blonk, R. & Koppes, L.

<u>Aula III:</u> ***Psychometrics***

The Development and Validation of the Job Crafting Scale
Tims, M., Bakker, A.B., & Erasmus, D.D.

The development and validation of the Perceived Emotional Effort Scale
Rodríguez-Carvajal, R., Quiñones-García, C., Clarke, N., Moreno-Jiménez, B., De Rivas-Hermosilla, S. & Alvarez-Bejarano, A.

Measurement and evaluation of perceived stress among students: What supports in an university context?
Tavolacci, M.P., Grigioni, S., Villet, H., Dechelotte, P., & Ladner, J.

HSE Management Standards and work-related stress: Italian translation and validation of the Indicator Tool
Natali, E., Martini, A., Ronchetti, M., Rondinone, B., & Iavicoli, S.

<u>Aula VII:</u> ***Occupational Health: Policy and Practice***

Identifying the policy context for psychosocial risk management in Europe
Jain, A. & Leka, S.

EU Policies and Social Dialogue on psychosocial risks- strengths and weaknesses
Ertel, M. & Stilijanow, U.

A Study of Social Capital and Health and Safety Climate-Behaviour-Outcome Relationship in education sector
Tang, J.J., Hunt, N., Leka, S., & McClellan, S.J.

Work-related stress: guiding employers on the law and good practice
Hamilton, J.

Mainstreaming gender in interventions for work-related stress and psychosocial issue: European expert's perceptions and practices.
Hassard, J., Leka, S. & Cox, T.

Aula VIII: *Workshop*

Dealing with the Impact of the "Shadow Side" of Work: An Exploratory
Gething, N. & Wren, B

09:15-10:00

Aula Magna: *Keynote Address*

Living Together and well being in organisations and society
Avallone, F.

10:00 – 11:30

Aula Magna: *Promoting Health and Healthy Behaviours*

Now I need a burger! – Job stressors, self-control, and fast food consumption
Sonnentag, S. & Naegel, I.J.

Motives matter – a diary study on the relation between job stressors and sports activity
Naegel, I. & Sonnentag, S.

A qualitative investigation of employees' perceptions of the impact of work on health behaviours.
Payne, N., Jones, F., & Harris, P.

The Direct and Indirect Antecedents of the Acceptance of Donation After Cardiac Death by Health Care Professionals: Psychological Concerns, Knowledge, and Engagement
Peltier, J., & Alessandro, A.

A daily study of effort and recovery: examining the role of time, effort and pleasure
Van Hooff, M., Geurts, S., Beckers, D., & Kompier, M.

Aula II: *Is Laughter the Best Medicine? Relations between Humour and Occupational Health (A.H. de Lange & J.S.E. Dikkers)*

Validation of the 4-dimensional structure of the Humour Styles Questionnaire among a large-scale employee sample
Dikkers, J.S.E., de Lange, A.H., de Witte, H., & den Broeck, A.V.

The associations of humorous coping styles, affective states, job demands and job control with the incidence of upper respiratory tract infection'
Doosje, S.

The Associations of Intrinsic and Extrinsic Values with Social Support: Humour as an Explanatory Mechanism
den Broeck, A.V., de Lange, A.H., De Witte, H., Vansteenkiste, M., Dikkers, J.S.E., & Vander Elst, T.

Making jokes at the costs of others? Examining enhancing or buffering effects of humour in relation to workplace bullying
Rodríguez-Muñoz, A., de Lange, A.H., Sanz-Vergel, A.I., Moreno-Jiménez, B., & Baillien, E.

A self-regulatory perspective on the effects of humour styles in relation to burnout and work engagement
de Lange, A.H., Dikkers, J.S.E. & Demerouti, E.

Aula III: ***Employee Motivation and Performance***

The role of autonomy support and work engagement in job satisfaction and proactivity: A study in the Portuguese financial industry
Cortez, C. & Passos, A.M.

Does work engagement mediate effects of social and organizational work factors on mental health problems
Hagen, S., Grimsmo, A., Geving, G., Gudbergsson, S., & Torp, S.

The experience of salesperson engagement: A mixed-methods qualitative investigation of engagement in context
Medhurst, A. & Albrecht, S.

Exploring the multiple linkages between work engagement and health: An Empirical analysis within the Catalan nursing context.
Moodie, S., Dolan, S., & Arsenault, A.

The influence of task characteristics and social support on self-rated employee performance
Blaich, S., Noblet, A., & Rodwell, J.

Psychophysiological and Personal Characteristics of Marine Cadets: Estimation of Professionally Essential Qualities During Final Examination on the Radar-Tracking Simulator.
Nezavitina, T. & Vasylyeva, J.

Aula VII: ***Psychosocial factors, work-related stress and employee wellbeing***

Depressive symptoms and school burnout at middle and late adolescence
Holopainen, L., Salmela-Aro, K., & Savolainen, H.

Interaction Effects of Self-Control Demands and Cognitive Control Deficits on Burnout, Depression, Physical Strain and Daydisfunction
Hupke, M. & Schmidt, K.H.

The Effects of Job Demand and Job Control on Perceived Stress and Motivators among Information Technology (IT) Consultants
Wallgren, L.G.

How positive psychosocial work factors may promote caring efficacy and mental health among psychiatric nurses
Torp, S., Grimsmo, A., & Bredrup, O.J.

Perceived work strain: A comparison between models and between occupational groups
Magnavita, N., Garbarino, S., Ciprani, F., Cuomo, G., Bergamaschi, A.

Aula VIII: ***Changing World of Work: Gender and Diversity***

eaohp

Does cultural diversity matter for stress of low qualified workers?
Behrendt, K. & Busch, C.

Diversity management in northern Italy: Value or Bond?
Negri, L. & Briante, G.

Women who work and OSH: Exploring the limitations
Gervais, R., Schneider, E., Flaspöler, E., Hauke, A., Koppisch, D., Reinert, D., Koukoulaki, T., Vilkevicius, G., Martínez-Casariego, M.A., Martínez, M.B., Lozar, L.G., Martínez, S.V., Carter, L., & Leah, C.

Effect of Self Managing Life Crisis Programme based on the Oriental Approach towards Midlife Crisis and Well-being of Thai Married Women in Bangkok
Intarakamhang, U. & Mohan, K.P.

Impact of Gender Identity and Marginality on Occupational Stress
Palermo, J.

Socio-demographic implications of extended working life
Weyman, A

11:30-11:45

Refreshments

11:45- 13:00

<u>Aula Magna:</u> **Current Status and Prospects of Job Stress and Burnout Research in South Korea   (K. YU)**

Overview of Job Stress and Burnout Research in South Korea: Current Status and Prospects
Lee, S.M. & Kim, A.

Job Demands and Burnout Syndrome of Private Company Workers
Yu, K. & Choi, H.

Job Ambiguity and Burnout Syndrome of School Personnel
Lee, J. & Park, Y.M.

Work Demands and Burnout Syndrome of Military Personnel
Choi, B.Y. & Jin, Y.Y.

Academic Demands and Burnout Syndrome of Middle and High School Students
Park, Y.M. & Shin, H.

<u>Aula II:</u> **In Search of the X-factor: Within-Person Perspectives on Workaholism and Engagement (I. van Beek & T. Taris)**

I would if I could and love it too: Self-efficacy and work engagement
Vera, M., le Blanc, P., Salanova, M. & Taris, T.

Why do workaholics work long hours?
Van den Broeck, A. & Vansteenkiste, M.

Engaged employees: The role of personal resources in the relationship between job resources and work engagement
Ouweneel, A.P.E., Le Blanc, P.M., & Schaufeli, W.B.

The motivational bases of job-related well-being: Why do workaholic, engaged and burned-out employees work so hard?
van Beek, I., Hu, Q., Schaufeli, W.B., Taris, T.W., & Schreurs, B.H.

eaohp

Under pressure at work: The mediating role of workaholism
van Wijhe, C.I., Peeters, M.C.W., & Schaufeli, W.B.

Aula III: ***Promoting Resilience and Developing Wellbeing at Work (B.Wren)***

Building Psychological Resilience in Staff: Individual and Organisational Approaches
Jennings, T.

Developing Systemic Resilience: Practical Support for Managers
Hill-Tout, J.

Building Resilience In Individuals At Work - Coaching To Take Up Role Authority
Allen, C.

Developing Resilience At Work – Using A Mindfulness Approach
Schwartz, A.

Working with the Shadow Side – Anticipating Obstacles to Resilient Working
Gething, N.

Aula VII*: **How to Predict Work Engagement across Professions and Career Stages (K. Salmela-Aro & B.S. Wiese)***

Strategies during University Studies predict Work Engagement
Salmela-Aro, K.

Work engagement as an indicator of mothers' successful re-entry into working life
Wiese, B.S. & Dalit Jäckel

How is one partner's career self-efficacy related to the other partner's work engagement?
Neff, A., Niessen, C., Sonnentag, S., & Unger, D.

When Do Senior Managers Experience Engagement?
Aro, A.

Aula VIII: ***European Survey of Enterprises on New & Emerging Risks (ESENER) (S. Iavicoli)*** *by invitation only*

European Survey of Enterprises on New and Emerging Risks (ESENER): How is occupational safety and health managed in European workplaces?
Rial-Gonzalez, E., Cockburn, W. & Irastorza, X.

European Survey of Enterprises on New & Emerging Risks: Key findings on psychosocial risk management at the workplace
Leka, S., Jain, A., Houtman, I., Bakhuys-Roozeboom, M., Ertel, M., Pech, P. & Riedmann, A.

13:00 – 13:45

Magna Aula: ***Taylor & Francis Keynote Address***

Money, Models, and Mental Health: Implications of Economic Stress for Occupational Health Psychology
Sinclair, R.R

13:45-15:15

AULA VIII: **EAOHP Professional Forum**

Lunch & Poster Session

Diversity and Occupational Health

Multicentric italian study on gender work related stress among health workers in rehabilitation hospital departments: assessment and management.
Luigi Russo, G.

Exploring Racial and Ethnic Differences in Exposure to Work Stressors
Roberts, R.

Does Diversity Drive Employees Crazy? The Relationship between Organizational Demographics and Employee Mental Health
Waite, E., & Avery, D.R.

Physical Health

Psychological and social factors at work in relation to musculoskeletal disorders among employees in the Norwegian meat process industry
Elka, S., Christensen, J.O., Emberland, J.S., Vindsetmo, K., Pettersen, T., Aune, M., & Lau, B.

Relationship between cognitive-behavioral treatment and cortisol. A longitudinal study.
Figueiredo-Ferraz, H., Gil-Monte, R., & Ribeiro do Couto, B.

Job attendance in spite of musculoskeletal pain - a qualitative study on the role of work-related sense of coherence
Geving, G., Torp, S., Hagen, S., & Vinje, H.

Psychogenic mass syndrome in anti-cancer drug exposure
Magnavita, N., Iavicoli, I., Leso, V., & Bergamaschi, A.

The influence of 'significant others' on back pain disability and return-to-work: a qualitative pilot study of illness perceptions.
McCluskey, S., Brooks, J., Burton, K., & King, N.

Why do some people have no back pain? â€" Subjective characteristics of a middle-aged working population compared to a population-based cohort
Rolli Salathé, C., Melloh, M., Isalue, I., Semmer, N.K., & Elfering A.

Safety Climate

Psychological Capital and Safety Climate: A study of Norwegian Air Traffic Controllers
Bergheim, K., Hystad, S.W., & Eid, J.

The Effects of Task Interdependence, Workgroup Efficiency, and Perceived Supervisor Support on Safe Social Status: A Moderated Mediation
Golay, L., Reeves, D.W., Magley, V.J., & Gilson, L.L.

Promoting Safety Performance
Jones, C., Cox, T., & Griffiths, A.

Safety Climate as Moderator on the Relationship between Risk Perception and Job-satisfaction
Nielsen, M.B., Mearns, K., Matthiesen, S.B., & Eid, J.

Strategies of moral disengagement and attitude toward risk. Antecedents of the violation of safety rules at work
Palano, F., Cardellicchio, E., & Ingusci, E.

Correlation between psychosocial factors and work accidents
Picchi, M.P.C. & Erba, A.M.

Safe workplace design: psychological risk factors
Tint, P., Tkatsova, L., Reinhold, K., & Tuulik, V.

Positive Organizational Behaviour and Safety Science: Conceptual Issues and Future Research Questions
Westli, H.K., Eid, J., Mearns, K., Larsson, G., Laberg, J.C., Johnsen, B.H., Nielsen, M.B., Satrevik, B. & Bergheim, K.

Health Promotion in and out of the Workplace

Quality of Life in subjects with Spinal Cord Injury and their Informal Caregivers
Machado, F., Teixeira, A., Alves, J.

Stress, Alcohol and Drug Addiction in workers employed in the building of the great infrastructures
Carpentiero, L., Costa, G., De Luca, G., Piocanelli, S., Vene, D., Marini, M., Baldanzi, S., Selvi, A., Scalas, S., Cassitto, M.G., Sartori, S., Lacangellera, D., & Bosco, A.

Participation in everyday activities - a comparison of people on sick leave and a reference group from the Swedish population
Eriksson, T., Jonsson, H., Tham, K. & Eriksson, G.

What is Quality of Work Life? A Research Based on the Workers' Point of View of a Brazilian Public Company
Ferreira, M.C., Ferreira, R.R. & Seidl, J.

Democratic Participation in NPO as a Factor of Organizational Wellbeing. First Research Results between Italy and Mexico.
Hindrichs, I. & Converso, D.

Job insecurity, employability and wellbeing: Evidence from an Italian study
Manuti, A., Rosa Pia, F., & Mariangela, M.

Work-related stress in the Health-Care sector. An evaluation
Raffaele, G., Cataldo, A., Nazzicone, F., & Di Cecio, M.

Psychological and symptomatic stress-related disorders with Radio Electric Asymmetric Conveyer
Rinaldi, S., Fontani, V., Aravagli , L., Bini, S., Mannu, P., Castagna, A., & Margotti, M.L.

Complementation and compensation effects of psychological and subjective well-being on their predictive capacity o positive and negative human functioning.
Rodriguez-Carvajal, R., de Rivas, S., Moreno-Jiménez, B., Blanco, A., & Alvarez, A.

Occupational health interventions

Worksite health promotion program for physicians: the assessment and management of short-term stress
Berezovskaya, R. & Shabelnik, O.

The Effectiveness of Psychological characteristic and Skill Training on Teacher Supervision for Enhancing Responsibility among Early Adolescent Students
Boonprakob, P., Boonprakob, M., Intarakamhang, U., & Thongpukdee, T.

Psychopathological screening and assessment of psychological discomfort in a sample of Italian teachers.
Borrelli, I., Bergamaschi, A., di Giannantonio, M., & Pozzi, G.

Risk stress work-correlated: the results about 6000 Italian workers
Carlo, B., Bertana, E., Bisio, C., Menighini, A., Muratore, M., Nocera, A., & Riva, P.

Good Governance of Thai Small and Medium Sized Enterprises.
Chongvisal, R.

Reference regulation and good practices in the assessment of psychosocial risk factors in Italy.
Deitinger. P., Nardella, C., Bentivenga, R., Ghelli, M., Persechino, B., & Iavicoli, S

Work related stress evaluation: two cases studied
Dusi, P. & Servadio, M.

Stress and coping of unemployed before and after interaction with job coaches
Eisele, P.

Results of a psycho - educative intervention about the stress symptoms, stressors at work and metabolic indicators in nurses (male and female) of attention of third level
Enriquez Hernandez, C. B., Colunga Rodriguez, C., Preciado Serrano Maria del, L., Angel Gonzalez, M., & Dominguez Diaz, R.

Structure matrix of work related stress based on "Framework agreement on work-related stress" of October 8th 2004.
Erba, A.M. & Carlo Picchi, M.P.

Some remarks about the function of ergonomics when facing psychosocial risks: an interactive approach aggregating clinical, organizational and activity-centered conceptions of field interventions
Favaro, M.

Assessment of Occupational Stress among shopping centre employees.
Fenga, C., Di Nola, C., Cacciola, A., & Nardella, C.

Well-being Survey in an Italian Research Institute
Ferravante, D.G. & Gloriani, I.

Quality of Work Life Assessment of a Brazilian Public Company
Ferreira, M.C., Ferreira, R.R. & Seidl, J.

A quali-quantitative approach for the survey of job stress and the Organizational Development in the organizations
Gattai, A., Scatolini, E., Magnani, M., Mancini, G.A., Majer, V., & Marocci, G.

Knowledge Mangement Systems for promoting Healthy Organizations
Isladia, R., Hernandez-Fernaud, E., Diaz-Cabrera, D., Ramos-Sapena, Y., & Casenave, S.

Longitudinal effects in the treatment of occupational stress: Controlled evaluation of an inpatient group-therapy program (7-years follow-up)
Koch, S., Schaaf, V., & Hillert, A.

Psychosocial risk in finance and banking sector: active participation as a prevention instrument. Application of a multivariate analysis technique (Multiple Correspondence Analysis - MCA).
Macciocu, L., Rossi, I, Nardella, C., Ferrante, P., Buresti, G., & Iavicoli, S.

Stress prevention for better health, better health to reduce the social costs
Magnani, M., Mancini, G.A., Scatolini, E., Gattai, A., Marocci, G., & Majer, V.

The assessment of workaholism as a work-life imbalance: "Time Usage Inventory" development and preliminary empirical testing
Malinowska, D., Tokarz, A.& Jochymek, S.

"Preliminary study on the welfare of a community Nosocomial of the province of Rome conversational approach and methodology"
Messineo, A., Panunzi, M., Visconti, S., & Ciconte, A.R.

Stress Management Interventions in Polish Companies
Molek-Winiarska, D.

Non-formal learning: proposal for an occupational health and safety-oriented approach
Nardella, C. Pizzuti, A., & Deitinger, P.

Development of Outstanding Students from the point of view the work of their teachers and companions
Soltero Avelar, R. & Margarita Torres, T.

Stress management in law enforcement: An integrative perspective
Turc, D. & Turc, M.

Experimental manipulation of organizational change processes: Effects on Healthy Change Process Index, psychosocial work environment, and stress
Tvedt, S.D.

Experimentally manipulated organizational change: Importance of healthy processes and change resilience for engagement, commitment, stress, and health complaints
Tvedt, S. D.

Flexible Working Time as a Tool to Manage Work-Related Stress and Workplace Bullying for Polish Clerical Workers
Zolnierczyk-Zreda, D. & Warszewska-Makuch, M.

15:15-16:45

<u>Aula Magna</u>: ***Overtime, Working Hours and Time Pressure***

The long arm of work: Time pressure at work, cognitive failure and commuting accidents
Elfering, A., Grebner, S., & De Tribolet, F.

Darling, it's gonna be late tonight: The relationship of work time on relationship quality
Unger, D., Niessen, C., Sonnentag, S., & Neff, A.

Associations between Overtime and Psychological Well-Being among Chinese Workers
Houdmont, J., Hassard, J., & Zhou, J.

Workplace Conflicts and Employee Well-Being: The Moderating Role of Detachment from Work during Off-job Time
Sonnentag, S. & Naegel, I.J.

Relaxation or Psychological Detachment? A Diary Study on Recovery among Workaholics
Xanthopoulou, D. & Bakker, A.B.

<u>Aula II</u>: ***Employee Retention and Sickness Absence***
The Relationship between Skills Training and Retention of Graduate Interns in a South African Information, Communication and Technology Company
Barkhuizen, N. & Pop, C.

Effectiveness of an empowerment based job retention program for employees with a chronic disease; a randomised controlled trial
Varekamp, I., & van Dijk, F.

Key Factors for Attracting and Motivating Young People to Work as Employees in Swedish Livestock Farming
Kolstrup, C.

Sustainability among managers in a public health care organisation: a prospective study
Skagert, K., Ahlborg, G., & Dellve, L.

Long sickness absence after depressive disorders - Results from the Finnish Health 2000 Study
Ahola, K., Virtanen, M., Honkonen, T., Isometsa, E.,& Lonnqvist, J.

<u>Aula III:</u> **Traumatic Events and PTSD: impact, Management and Prevention**

Adjustment not PTSD, the real effect of War on Reservist soldiers!
Fairweather, L., Gibbes, C., & Ridley, D.

Characteristics of Emergency Nurses Experiencing Traumatic Stress and a Change in Work Productivity
Gillespie, G., Gates, D., & Succop, P.

Work critical incidents and PTSD: The role of group cohesion
Goncalves, S., Neves, J., & Morin, E.

The relationship between potentially traumatic experiences, generic workplace stressors and mental health within a large UK police force.
Kerr, R. & McHugh, M.

The Incidence of Secondary Traumatic Stress in workers dealing with traumatising materials, victims and perpetrators
Tehrani, N.

<u>Aula VII:</u> **Psychosocial Risk Management**

Institutional perspectives on psychosocial risk management in Danish elderly care centers
Simonsen, J.S.

Managing Psychosocial Risks for Homeworkers
O'Hara, R.

Framing a new proposal for the Psychosocial risk assessment from Europe to Italian context: the Va.RP model
Deitinger, P., Nardella, C., Bonafede, M., & Aiello, A.

Stress risk assessment in 20 Irish organisations 2008-2009
Murray, P.

Assessing occupational hazards in the Ghanaian mining industry and their implications for employee well-being and quality of life
Amponsah-Tawiah, K., Stavroula, L., Cox, T., & Jain, A.

Utilising the HSE Management Standards approach to predict wellbeing in UK academics: the role of job-specific hazards
Kinman, G.

<u>Aula VIII:</u> **Organisational Citizenship, Justice and Culture**

Is Moral Disengagement a moderator within the Stressor-Emotion model of Counterproductive Work Behaviour?
Natali, E., Fida, R., Mamazza, L., & Barbaranelli, C.

Good citizens are healthy citizens? OCB and health-related attitudes and behaviours
Schusterschitz, C., Stummer, H., Noehammer, E., & Geser, W.

Task performance and organizational citizenship behaviour among Chinese nurses: The moderating effects of emotional exhaustion and organizational support.
Tourigny, L., Baba, V.V., Han, J., & Wang, X.

The work-stress relationship: Examining the independent contribution of organizational justice
Noblet, A., Rodwell, J., Demir, D & Steane, P.

Satisfaction with work-family balance, organizational culture, and stress reactions: Results from an academic institution.

Omori, M.

Refreshments

17:00-18:30

<u>Aula Magna:</u> ***Organisational Development and Change***

The importance of change content: A study of different change contents in the Norwegian food processing industry
Tvedt, S.D.

Workplace changes among Norwegian employees - does information and participation during the change process affect health and well-being?
Sterud, T.

Does the success of change management effect employees' well-being?
Pahkin, K., Leppänen, A., Ala-Laurinaho, A., & Kajosaari, K.

Chronic Work Conditions as Antecedents of Employees: Anticipated Stress to a Hypothetical Scenario of Organizational Change
Bosak, J., Kirchner, A., Sczesny, S., & Meiser, L.

Connections of Change Experiences, Work Engagement, and Other Indicators of Work Related Well-Being During Restructuring
Leppanen, A., Pahkin, K., Ala-Laurinaho, A., & Kajosaari, K.

Qualitative investigation of the relationships between staff health and change management processes in the UK National Health Service
Parkin, T. & Loretto, W.

<u>Aula II</u>: ***Understanding Individual Differences and Coping***

Can civil pilots' Personality traits predict their stress, coping types, and job performance?
Cherng, C.F.G.

Are there personal subtypes of company care drivers?
Musicant, O.

Adult attachment styles and health-related work attitudes and behaviors
Schusterschitz, C., Stummer, H., Noehammer, E., & Geser, W.

Humour Style in Relationship to Stress and Well-being: Four Different Personalities
Stokenberga, L.

Does starting the day with negative affective appraisal in the morning hinders recovery in the evening? The moderating role of employees perceived job decision latitude at an international airport's hub section
Michel, A., Turgut, S., & Sonntag, K.

Emotional competencies, resilience and wellbeing in trainee social workers
Kinman, G. & Grant, L.

<u>Aula III</u>: **Employee Engagement, Commitment, and Performance**

The mediating role of work engagement between job characteristics, and positive and negative non-task behaviours
Sulea, C., Maricutoiu, L.P., Virga, D., Schaufeli, W., Dumitru, C.Z.

A dynamic test of job engagement: personal demands, personal resources, and job resources as predictors
Barbier, M., Demerouti, E., & Hansez, I.

The Relationship between Barriers to Change and Work Engagement of Employees in a South African Property Management Company
Barkhuizen, N. & Bell, E.

Employee engagement as a mechanism by which organisational climate influences employee job satisfaction and well-being.
Albrecht, S.

Committed employees are healthy employees? Employee commitment and health relevant work attitudes and behaviours
Schusterschitz, C., Geser, W., Noehammer, E., & Stummer, H.

Teachers attributions of the performance appraisal system: implications on well-being
Ernesto, F. & Chambel, M.J.

Aula VII: **Wellbeing and Job Satisfaction**

Does Nurse Prescribing Increase Job Satisfaction?
Cousins, R. & Donnell, C.

Stress vulnerability, quality of life and well-being in pre-Hospital medical emergency professionals
Cunha, M., Salazar, G., & Pereira, J.P.

A Hierarchical model of the internal relationship marketing approach to nurse satisfaction and loyalty
Peltier, J, Schibrowsky, J.A., & Nill, A.

Non- working individuals in Norway, their latest occupation and self- reported health
Aagestad, C., Sterud, T., & Tynes, T.

Return to Work and Workrelated Psychological Complaints
Blonk, R., Oomens, S., & Huijs, J.

Enterprise bargaining, workers' job satisfaction and union-member relationship: An Australian retail study
Kang, S., Dollard, M.F., Winefield, A.H., Provis C., Black, Q.C., & Black C.

Aula VIII: **Mental Health in the Workplace**

Anxiety and fatigue in on-call workers
Earle, F., Reid, T., & Clough, P.

Depression at work: The moderating role of depressive symptoms on the association between information flow and work outcomes
ter Hoeven, C., ten Brummelhuis, L.L., & Peper, B.

Socioeconomic position and common mental disorders in a working age population
Pulkki-Raback, L., Virtanen, M., Ahola, K., Elovainio, M, & Kivimaki, M.

Job position and mental health: Do Jahodas latent functions matter?
Selenko, E., Batinic, B., Stiglbauer, B., & Paul, K.

A study of personal and collective efficacy at work in an individualistic culture
Torkelson, E.

Predicting Psychological Health at Work among Teachers: Testing a Mediation Model with Social-Organizational, Job-Related, and Individual Predictors
Boudrias, J., Desrumaux, P., Brunet, L., Savoie, A., & Nelson, K.

Secretariat: *ICG meeting (closed meeting)*

20:00

Conference dinner: ROOF GARDEN RESTAURANT 'LES ETOILES', HOTEL ATLANTE STAR

Wednesday 31 March 2010

08:00-09:15

<u>Aula Magna</u>: ***Occupational Health Climate: Why Does it Matter? (J.A. Lunt)***

Factors influencing choice and implementation of respiratory programmes in the workplace
Bell N. & Vaughan, N.

What influences employers to take noise risks seriously?
Bell N.

The perception of risk, job satisfaction and occupational accidents within a healthy work climate
Gervais, R.L., Weyman, A. & Williamson, J.

<u>Aula II:</u> ***How to Find a Balance and Cope with Multiple Roles of Work, Family and Private Life? (S. Mauno & J. Rantanen)***

Work-family balance and its relations to job and personal characteristics and well-being: A person-oriented approach
Rantanen, J., Kinnunen, U. & Mauno, S.

Work–Work–Life Balance: Burdens and Chances of Multiple Jobholding and Portfolio Careers
Olos, L.

Work-family conflict: Who is at risk?
Richter, A. & Näswall, K.

Do work-family coping strategies facilitate successful reconciliation of work and family under high job and family demands?
Mauno, S. Rantanen, M., Rantanen, J., & Kinnunen, U.

Patterns of coping with multiple roles and their impact on work-family enrichment and conflict
Matias, M. & Fontaine, A.M.

<u>Aula III:</u> ***Academic Work Demands and Resources and Higher Education Students' Wellbeing (A.M. Pinto)***

The impact of the Bolonha process on student's well-being: A comparison of pre and post Bolonha students on their perceptions of work demands, control, peer support and well-being.
Pinto, A.M.

Volunteering and higher education students´ well-being and academic performance
Pinto, A.M. & Figueira, C.

Higher education students' representations of factors associated to burnout and engagement
Figueira, C., Chambel, M.J., Pinto, A.M., Curral, L. & Castanheira, F.

Academic demands and resources` impact on higher education students` burnout and engagement: An application of the Job Demands-Resources model
Castanheira, F., Pinto, A.M., Chambel, M.J., Curral, L., & Figueira, C.

<u>Aula VII</u>: ***Promoting and Understanding Safety in Organizations***

The Antecedents of safety-related helpful behaviours and its impact on occupational safety performance

Krause-Juettler, G.

Development of a survey for evaluating expert work in safety critical organizations
Pahkin, K., Leppänen, A., Mäki, E., Kuronen-Mattila, T., & Järvenpää, E.

Risk perception in the health care domain, between clinical risk and practitioners safety: a study among operating theatres practitioners
Bruno, A., Bracco, F., Chiorr, C., Pugliese, F., Sossai, D., & Palombo, P.

Perceived Risk and Employees' and Supervisors' Participation on Work Safety
Hinrichs, S.

Aula VIII: **Delivering and Evaluating Training Programmes**

Does training improve participant well-being? The mediated moderation of work environment factors that influence the effects of training
Nielsen, K. & Daniels, K.

Mindfulness in Dentistry and Dental Hygiene
Durepos, D., Catano, V., & Lovas, J.G.L.

Developing on-line learning materials to support managers in the prevention and reduction of stress in the workplace
Donaldson-Feilder, E., Lewis, R., & Yarker, J.

Determinates of Successful, Culturally Competent Disability Service Providers
Dimpfl, S., Taylor-Ritzler, T., Balcazar, F., Oberoi, A., & Willis, C.

Secretariat*: ICG-OHP meeting and EAOHP Education Forum*

09:15-10:45

Aula Magna: **Leadership and OSH**

How is the "Swedish management model" related to organisational effectiveness?
Muhonen, T. & Jonsson, S.

Ethical leadership: Authenticity and responsibility
Cherre, B.

Leadership and health – Conceptual consideration and empirical evidence
Stummer, H., Noehammer, E., & Schusterschitz, C.

Do transformational leaders: Enhance their followers daily work engagement
Tims, M., Bakker, A.B., & Xanthopoulou D.

Fulfilment of psychological needs as a mediator in the relationship between Transformational Leadership and job satisfaction
Hetland, J., Hetland, H., Bakker, A.B., Demorouti, E., Andreassen, C.S., & Pallesen, S.

Aula II: **Recovery processes: Determinants and Effects on Health, Wellbeing, and Workability (J. de Bloom)**

Job characteristics and recovery experiences: testing causal relationships across one year
Kinnunen, U. & Feldt, T

The Moderating Role of Self-Esteem on the Effect of Effort-Reward Imbalance on Recovery – A Diary Study
Meier, L.L. & Semmer, N.K.

Physiological recovery from stress. Does distraction matter?

Radstaak, M., Geurts, S.A.E., Brosschot, J., Sonnentag, S. & Kompier, M.

Promoting the prerequisites for recovery through information, counselling and advising activities in the workplace survey process
Kivistö, S., Kallio, E. & Jalonen, P.

Effects of vacation from work on health and well-being: Lots of fun, quickly gone
de Bloom, J., Geurts, S.A.E., Taris, T.W., Sonnentag, S., de Weerth, C. & Kompier,

Vocationally oriented medical rehabilitation increases well-being at work via increased recovery experiences
Tirkkonen, M. & Kinnunen, U

Aula III: ***Addressing and Understanding Workplace Violence and Bullying: Approaches and Evidence***

Preventing post-traumatic stress following workplace robbery: procedure and preliminary results of a Psychological Debriefing Program for bank employees
Fichera, G.P., Musti, M., Coggiola, M., Russignaga, D., & Costa, G.

Violence prevention in a psychiatric unit
Magnavita, N.

Are role stressors and workaholism related to abusive behavior at work? The mediating role of workplace bullying
Balducci, C., Schaufeli, W., & Fraccaroli, F.

An Analysis Of Health Care Employees Experiences Of Mobbing Behaviours At Workplace; A Case Study Of Southern Marmara Region In Turkey (S. PALAZ)
Palaz, S. & Ozkan, S.

Finish peace keepers psychosocial well being after the home coming
Leskinen, J., Isosomppi, M., & Nyman, M.

Aula VII: ***Safety Climate and Behaviour***

The effect of risk perception and optimistic bias on safety climate attitudes and behaviour
Walker, A. & Pearce, M.

The Safe Mindset of Managers, Shift Bosses and Miners of a South African Platinum Mine
Barkhuizen, N., Van Rensburg, N.J. & Stanz, K.

Learning occupational safety and health on the job - how effective is it?
Masuhr, K. & Wetzstein, A.

Presenteeism and occupational accidents: A correlation waiting to happen
Gervais, R., Weyman, A., & Williamson, J.

Behavioural Safety Approach as a Method of Accident Prevention in Oil and Gas Industry in Nigeria
Kadiri, S.

Aula VIII: ***EU-OSHA: The Way Forward (E. Rial-Gonzalez)*** *by invitation only*

10:45-11:00

Refreshments

11:00-11:45

<u>Aula Magna:</u> **Keynote Address**

Stress and health: the role of working time
Costa, G.

11:45-13:15

<u>Aula Magna:</u> **Job Insecurity in Europe: Some New Insights (H. De Witte, & N. De Cuyper)**

The Job Insecurity Scale: A psychometric evaluation across six European countries
Vander Elst, T., De Witte, H. & De Cuyper, N.

Job Insecurity: Who is at Risk?
Richter, A., Näswall, K. & Sverke, M.

Job Insecurity and Withdrawal: Different Paths for Different Age Groups?
Stynen, D., Sels, L., Forrier, A., Vander Elst, T., Van den Broeck, A. & De Witte, H.

Praying for Security: Can Religiosity Offset the Negative Health Effects of Job Insecurity?
Schreurs, B., van den Heuvel, M., van Emmerik, H., De Cuyper, N. & Demerouti, E.

Associations between Job Insecurity and Workplace Bullying: a two-wave longitudinal test
Baillien, E., De Witte, H. & De Cuyper, N.

<u>Aula II:</u> **Worker's Physical Health and Functioning: Causes and Prevention**

The influence of psychosocial workplace factors on the development of musculoskeletal problems: A meta-analysis of longitudinal studies
Lang, J., Lang, P.J.W.B., Kraus, T., & Ochsmann, E.

The project PAKT - Prevention of Back Pain in German Waste Management Companies
Pangert, C., Herold, K., & Lemke, P.

Psychological Factors, age, and the onset of Cardiovascular Disease
De Lange, C.

Job strain and cardiovascular risk factors:- Does social support have an attenuating effect for an ageing Irish workforce
McCarthy, V., Perry, I.V., & Greiner, B.A.

The interaction between perceived job stress and rumination predicts long-term evening saliva cortisol secretion
Rydstedt, L.W. & Cropley, M.

Skin disorders and work strain in Hospital workers
Magnavita, N. & Bergamaschi, A.

<u>Aula III:</u> **Burnout: Antecedents and Consequences**

Is the interpersonal component of burnout still relevant in health care settings?
Consiglio, C., Borgogni, L., & Ferrillo, M.

Managers' Health - The Case of Person Related Burnout
Hytter, A.

The scientific evidence on occupational health: A meta-analysis on burnout
Palitti, T., Palermo, P., Tomei, G., Cinti, M.E., Rosati, M.V., Scimitto, L., Fiaschetti, M., Schifano, M.P., Panfili, A., Cetica, C., Tomao, E., Fioravanti, M., Tomei, F., & Sancini, A.

Job dimensions, personal goal facilitation and burnout: a longitudinal analysis.
Pisanti, R., van der Doef, M.P., Maes, S., Violani, C., & Lazzari, D.

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Early-career burnout among nursing professionals: A three-year longitudinal observational study
Rudman, A. & Gustavsson, P.

Work Stress, Burnout, and Health in Chinese Working men: Mediation Analysis
Li, J., & Li, S.

<u>Aula VII:</u> **OSH and Leadership**

The Study of Leadership and New Direction for Developing Entrepreneurs in Thai Small and Medium Sized Enterprises
Chongvisal, R.

Daily Inspirational Leadership and its Relation to Daily Engagement, Active Learning, and Performance
Hetland, H., Bakker, A., Hetland, J., & Demerouti, E.

Fulfillment of Psychological Needs as a Mediator in the Relationship between Transformational Leadership and Job Satisfaction
Hetland, J., Hetland, H., Bakker, A.B., Demerouti, E., Andreassen, C.S., & Pallesen, S.

Nursing leadership style and mental health outcome of nurses in Taiwan
Lin, P.Y., Hunt, N., & MacLennan, S.J.

Exploring the relationship between managers' leadership and their health
Lundqvist, D., Eriksson, A.F., & Ekberg, K.

<u>Aula VIII</u>: **Finding a Balance? The Impact of Work-Life Conflict**

Work-family conflict in the UK offshore oil and gas industry: A qualitative study
Guise, J. & Cowan, S.

Attitudes to On-call Working and Impact on Family Life
Reid, T., Earle, F., & Clough, P.

Work place and couple relationship: how are they related?
Vintila, M. & Goian, C.

Work-family and family-work conflict and enrichment; relationships with healthy eating in working mothers
Jones, F., & Grzywacz, J.

Work-life imbalance and effort-reward imbalance as predictors of burnout
Hämmig, O., Brauchli, R., Knecht, M., Bauer, G.

Work-life conflict and health among Swiss physicians - in comparison with other university graduates and with the general Swiss working population
Knecht, M., Bauer, G., Klaghofer, R., Buddeberg-Fischer, B., Samm, M., & Hämmig, O.

13:15-14:45

<u>Secretariat:</u> **EAOHP Executive Committee Meeting**

Lunch & Poster Session

<u>**Psychometrics**</u>

An evaluation of work-related stress through the integration of objective and subjective measures: the V.I.S. method and the Q-Bo test
Sarto, F., Falco, A., Vianello, L., Corso, L.D., Zanella, D., Magosso, D., Marcuzzo, G., Bartolucci, G.B., De Carol, N.A.

Psychometric Properties of the "Spanish Burnout Inventory" in German Professionals: Preliminary Results
Bosle, A., Gil-Monte, P.R., & Figueiredo-Ferraz, H.

Using the Questionnaire on Experience and Assessment of Work with the Italian population
Pace, F., Civilleri, A., Foddai, E., Lo Cascio, V., Passalacqua, C., & Zanca, M.A.

Confirmatory Factor Analysis of the Toronto Alexithymia Scale among a sample of nurses.
Pisanti, R., Violani, C., & Lazzari, D.

Psychometric analyses of the short-form Utrecht Work Engagement Scale (UWES 9) in Italian Health Care Workers.
Pisanti, R., Violani, C., & Lazzari, D.

Psychometric evaluation of radio electric auricular treatment for stress-related disorders: A double-blinded, placebo-controlled controlled pilot study
Rinaldi, S., Fontani, V., Aravagli , L., Bini, S., Mannu, P., Castagna, A., & Margotti, M.L.

Job Stress Battery: Scales of Job Control and Occupational Outcome Variables
Sertel Berk, H.O., Ozalp Turetgen, I, Unsal, P., & Basbug, G.

Job Stress Battery: The Job Stress Scale
Unsal, P., Ozalp Turetgen, I, Sertel Berk, H.O., & Basbug, G.

Antecedents and theory of Organizational Well-being. Variables to measure well-being at work
Trombetta, M. & Franco, M.

Criterion-related and incremental validity of the Civility Norms Questionnaire – Brief
Walsh, B. & Magley, V.

Exploring nurses' experiences of older adult care: A qualitative pilot study
Watts, J. & Robertson, N.

Challenge Stressors and work attitudes: Self-esteem tips the scales
Widmer, P., Gertsch, D., & Semmer, N.

The Psychosocial Working Environment

Literature Review: Psychosocial Aspects of Injury-Related Occupational Leave and Implications for the Military Context
Lee, J.E.C.

Life After Service Study (LASS): How are Canadian Forces Members doing alter Transition to Civilian Life?
Sudom, K., & Lee, J.E.C.

A Study Investigating if Emotional Labour and Other work strains impact on wellbeing in Cabin Crew
Al Serkal, A.

The Relationship between Perceived Compensation, Organisational Commitment and Job Satisfaction: The Case of Expatriates in South Africa
Barkhuizen, N. & Sage, N.

Shift work and health: How personality and circadian typologies affects the relationship between shift work and mental health
Berthelsen, M., Ljoså, C.H., & Lau, B.

Factors important for a good self-rated health last year in higher education – a nationwide longitudinal study among Swedish nursing students.
Bruce, M., Gustavsson, P.J. & Omne-Pontén, M.

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Predictors and Mediators of Psychosocial Wellbeing and Discomfort across Different Occupational Sectors. First Research Results.
Converso, D., Gattino, S., Loera, B., Viotti, S., & Hindrichs, I.

Cultural enablers and barriers for promoting organizational health and safety in aviation companies
Diaz-Cabrera, D., Hernandez-Fernaud, E., Ramos-Sapena, Y., & Casenave, S.

Working in a call centre: the role of personal and organizational resources on positive and negative emotions at work
Emanuel, F., Ricotta, S., Ghislieri, C., Gatti, P., & Colombo, L.

Job insecurity, job predictability and mental health: a prospective study of Norwegian employees
Finne, L.B. & Lau, B.

Strike experiences and the post-strike workplace: The strikers' perspective
Francis, L., Kelloway, K., Donohoe, M. Catano, V.M., & Gilin, D.

Solutions to university faculty work overload: A study of job sharing
Freeman, B. & Coll, K.

Stress factors in the medical profession. Measure of the imbalance in assistance relationships. TEEM questionnaire
Gascon, S., Pereira, J.P., Cunha, M.J., Santed, M.A., & Jareta, B.M.

Comparative analysis of stress factors and their influences on employees in a Romanian telecommunication company
Goian, C. & Vintila, M.

Stress sources in police officers
Goncalves, S., Neves, J., & Morin, E.

Longitudinal study with Job Demands-Resources Model in police context: Ongoing study
Goncalves, S., Neves, J., & Morin, E.

Analysis of a Subjective Mental Workload Scale and the influence of mental work load in occupational health
Hernandez-Fernaud, E., Diaz-Cabrera, D., & Rolo-Gonzalez, G.

Does ethical organizational culture associate with managers' occupational well-being?
Huhtala, M., Kaptein, M., Mauno, S., Hyvonen, K., & Feldt, T.

Nanotechnologies at the Workplaces: Social Impact and Risk Perception
Iavicoli, S., Boccuni, F., & Ronchetti, M.

Assessing impact of work organization on nursing: migration, outsourcing and early retirement
Iavicoli, S., Boccuni, F., Natali, E., Petyx, C., Ronchetti, M., & Valenti, A.

Embitterment at Work and Withdrawal
Jacobshagen, N., Rutz, J., Elfering, A., & Semmer, N.K.

Risks and hazards affecting Health & Safety Advisors
Leitão Alexandre, S. & Greiner, B.A.

Moderated effects of Job Insecurity on Work Engagement and Distress
Lo Presti, A., Ricercatore, M.N.

The Hazardous Physician
Magnavita, N.

Promote organizational wellness through the reduction of constraints and the development of organizational resilience
Maisetti, M., Bonzi, F., Fattori, M., & Camicia, B.

Assessing the Role of Climate for Mentoring and Distributive Justice in the Relationship Between Perceived Organizational Support and Job Satisfaction: A Moderated Mediation
Marmet, M., Magley, V., & Gilson, L.

It's good to talk: exploring social support and well-being at work
Parkin, T.

Positive and negative organizational behaviour
Patlan-Perez, J. & Zorrilla, D.M.N.

Work Contexts and their effects at an individual level
Deitinger, P., Nardella, C., Bentivenga, R., Ghelli, M., & Bonafede, M.

Evaluation of the work-stress correlation in industrial oil refining operators
Riso, F., De Luca, Annamaria, Barresi, G., Tanzariello, M.G., Velocci, S., Miceli, L., & Abbate, C.

Influence of workload in emergency on discrimination against patients
Schoenenberger, S., Moulin, P., & Brangier, E.

Job insecurity, intention to quit, and psychological well-being: Analysing causal relations.
Stiglbauer, B., Selenko, E., & Batinic, B.

Job Demands-Control-Support Model and Employee Safety Performance
Turner, N., Stride, C. B., Carroll, A. E., McCaughey, D., & Carter, A. J.

Communication in emergency ambulance setting: observation coding scheme development.
Upenieks, R.

Workplace mistreatment and perceived support: Different perpetrators and differential relationships
Walsh, B. & Magley, V.

Impact of exposure to critical incidents in health and psychological well-being of Emergency Ambulance Personnel
Marcelino, D., Figueiras, J., & Claudino, A.

Job-related Stress: a validation study
Tanucci, G., Cristina, E., Palano, F.

Risk stress work-correlated: the results about 6000 Italian workers
Carlo, B., Bertana, E., Bisio, C., Menighini, A., Muratore, M., Nocera, A., & Riva, P.

Workplace Violence and Bullying

Moral Agency and Workplace Aggression
Bozeman, J. & Hershcovis, S.

Organizational justice as predictor of incivility and incivility and verbal abuse at the workplace: The role of recovery experiences.
Diaz-gracia, L., Garrosa, E., Diaz, L., Moreno- Jiménez, B., & Rodriguez- Muñoz, A.

Workplace bullying and personal and organizational well-being
Fida, R., Natali, E., Mamazza, L., & Barbaranelli, C.

Post-traumatic stress symptoms and burnout in doctors and nurses suffering aggressions
Gascon, S., Pereira, J.P., Cunha, M.J., Santed, M.A., & Jareta, B.M.

Workplace violence in health care workers
Magnavita, N.

Becoming Person's Values – Protection against violence
Romanyuk, L., Surkov, P., & Romanyuk, L.

The bullying at work in the public administration
Rossi, De P.

Psychosocial work factors and bullying among employees in Norwegian nursing homes.
Schøning, M., Berthelsen, M., Christensen, J.O., Elka, S., Finne, L.B., Jacobsen, K., Pettersen, T., Utaaker, E., Vindsetmo, K., & Lau, B.

Verbal Aggression in Workplace Authority Structure: An Experimental Study
Tsang, F. T. & Chang, Y.W.

Workplace violence against health workers in Turkey
Yildiz, S., Aytac, S., & Bayram, N.

The experience of work engagement: Examining cross-national differences in hardy personality, optimism and subjective wellbeing among nurses from China and Spain
Carmona, I., Garrosa, E., Ladstätter, F., Moreno- Jiménez, B., & Gan, E.

14:45-16:15

Aula Magna: **The Healthcare Sector: Identifying Risks and Consequences**

Health and motivation in nurses: A multi-national European study
Schaufeli, W., Torrente, P., van der Heijden, B., & Hasselhorn, H.M.

Is primary care physicians' burnout associated with prescribing medications and making referrals to diagnostic tests and to other providers of health services?
Kushnir, T., Bachner, Y., Greenberg, D., Yermiahu, Y., & Hadari, I.

Stress and Burnout in Canadian Midwives
Schryer LeBel, F. & Day, A.

Burnout and secondary trauma: a review of the emotional costs of nursing
Watts, J. & Robertson, N.

Psychological work well-being and occupational accidents in health professionals
Santarém Semedo, C. & Dominguez, J.L.

An Innovative Approach to Address Workplace Stress in Healthcare
Zogran, C.

Aula II: **Promoting Healthy Workplaces and Employees: In and out of the Workplace**

Return to work after a workplace-oriented intervention for patients on sick leave due to burnout
Karlson, B., Jonsson, P., Palsson, B., Abjornsson, G., Malmberg, B., Larsson, B., & Osterberg, K.

Wellbeing and Contrast of Discomfort in the Health Context: the Institution of Permanent Observatories in the Region Piedmont's Health Units
Converso, D., Hindrichs, I., Mottura, B., & Viotti, S.

Stress and Burnout Managing Model in Health Care Professionals
Pereira, J., Rodrigues, J., & Cunha, M.J.

The family demands resource model

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ten Brummelhuis, L. & ter Hoeven, C.L.

The impact of subjective occupational success on personal resources
Muehlethaler, C., Jacobshagen, N., Kaelin, W., Grebner, S., & Semmer, N.K.

<u>Aula III:</u> **Organisational Level Interventions**

Organizational-level work stress interventions: The more the better?
Biron, C.

The Three-Level Model of Psychological Stressors - Limitations in Workplace Prevention of Psychological Stress
Windemuth, D.

The implementation of a new inspection tool in the psychosocial working environment : The experience of the Danish Working Environment Authority.
Magwentshu, S.

The working for wellness program: evaluation of an evidence-based employee well-being program using RCT
Page, K. & Vella-Brodrick, D

Work-related stress assessment: an organizational approach
Vecchio, G.M., Fiaschi, S., Pacelli, F., & Pacelli, E.

Work-related stress assessment: organizational demands and methodological considerations
Zuffo, R.G. & Cortini, M.

<u>Aula VII:</u> **Studying Positive Organizational Behaviour using Elaborated Research Designs (** *E. Demerouti & M.C.W. Peeters)*

Testing the Job Demands-Resources Model on the Level of Daily Processes: How to Promote Daily Work Engagement
Kühnel, J., Sonnentag, S. & Bledow, R.

Crafting a job daily: Contextual antecedents and the effect on work engagement
Petrou, P., Demerouti, E., Peeters, M.C.W. & Schaufeli, W.B.

Daily Detachment from Work and Home: The Moderating Effect of Role salience
Sanz-Vergel, A.I., Demerouti, E., Bakker, A.B., & Moreno-Jiménez, B.

Personality, regulatory focus and the work-family interface: The role of regulatory fit between partners
Demerouti, E., Bakker, A.B. & Tetrick, L.E.

Work engagement and job performance as correlates of a supportive organisational culture
Peeters, M.C.W., Demerouti, E., & Bakker, A.B.

<u>Aula VIII:</u> **The Role and Impact of Contextual Factors on Employee's Health and Performance**

Work and nonwork determinants of Job burnout: a cross validation in time
Smulders, P.G.W. & Houtman, I.L.D.

The role of demographic factors in the experience of the work-home interface
MacKinnon, R. & Gibbes, C.

Family firms Vs non-family firms: The influence of the organizational context on employee behaviour and well-being
Ceja, L., Escartín, J., & Tàpies , J.

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Organizational justice, stress and commitment: The mediating role of perceived organizational support and work-family conflict
Hansez, I. & Babic, A.

A Longitudinal Study of Employee Adaptation to Organizational Change: How Information and Individual Adaptability affect Well-being and Satisfaction during Change. (I. Brun)
Braun, I., Niessen, C., & Sonnentag, S.

The Interaction of Appreciation and Illegitimate Tasks in the Military.
Jacobshagen, N., Stocker, D., & Semmer, N.K.

16:15-16:30

Refreshments

16:30-17:00

Aula Magna: ***Closing Session and Awards Ceremony***