

The logo for IDOCAL features the word "idocal" in a dark brown, lowercase sans-serif font. The letter "o" is replaced by a stylized orange graphic consisting of three circles: a large one at the top, a smaller one to the left, and a very small one at the bottom, all arranged to form the letter's shape.

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1. Publicaciones: Organizational justice: International perspectives and conceptual advances - Moliner et al

Nos complace anunciar que recientemente se ha publicado el siguiente libro:

Moliner, C., Cropanzano, R., & Martínez-Tur, V. (2017). (Eds.), *Organizational justice: International perspectives and conceptual advances*. London, UK: Psychology Press/Routledge.

Los profesores del IDOCAL **Vicente Martínez-Tur** y **Carolina Moliner**, junto con el profesor **Russell Cropanzano** de la Universidad de Colorado son los editores del libro. Con la colaboración de autores de ámbito internacional, el libro aborda el estado y desarrollo de la justicia en los equipos de trabajo, su relación con el bienestar y la gestión de emociones, así como el liderazgo y la gestión del conflicto en las organizaciones, entre otros temas que esperamos sean de vuestro interés.

“An insightful collection of organizational justice research, which not only reviews from whence we’ve come, but also both highlights interesting new avenues of inquiry and points us toward future work in this area . . . This volume serves as a useful resource for budding and senior justice scholars alike. Representing the work of justice researchers spanning the globe, Organizational Justice is indeed an important contribution pertaining to what has proven to be a very important topic of study” – Deborah E. Rupp, Professor and William C. Byham Chair in Industrial Organizational Psychology, Purdue University, USA.

Para más información, pincha [aquí](#).

“An insightful collection of organizational justice research, which not only reviews from whence we’ve come, but also both highlights interesting new avenues of inquiry and points us toward future work in this area . . . This volume serves as a useful resource for budding and senior justice scholars alike. Representing the work of justice researchers spanning the globe, *Organizational Justice* is indeed an important contribution pertaining to what has proven to be a very important topic of study.”

– **Deborah E. Rupp**, Professor and William C. Byham Chair in Industrial Organizational Psychology, Purdue University, USA

Organizational justice – the perception of workplace fairness – can bring important benefits not only to the health and well-being of individual employees but also to the productivity of organizations themselves. This timely new collection, with contributions from leading researchers from around the world, considers organizational justice in an era when globalization has resulted in rapid organizational change, greater job insecurity, and increasing worker stress.

Both comprehensive and cutting edge, the book initially considers what we mean by organizational justice in its relationship to self-interest, social identity, and personal moral codes. But moving beyond the perceptions of individuals, the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice. There follow chapters on the negative results of perceived injustice, specifically around physical and mental employee health, as well as its deleterious impact on organizational productivity.

Providing a definitive, state-of-the-art overview of the field, the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today’s organizations, managers, and employees. Including a final section that both suggests new areas for research and critically reflects on the field itself, this will be essential reading for researchers and students across business and management, organizational studies, HRM, and organizational and work psychology.

CAROLINA MOLINER is Associate Professor of Organizational Psychology at the University of Valencia, Spain. She is also a researcher at the Research Institute IDOCAL. Her primary research interests include organizational justice and trust as well as service quality, well-being at work, and emotions.

RUSSELL CROPANZANO is Professor of Management at the University of Colorado, USA. He is a past editor of the *Journal of Management* and a fellow in the Academy of Management, the Society for Industrial/Organizational Psychology, the Southern Management Association, and the Association for Psychological Science.

VICENTE MARTÍNEZ-TUR is Professor of Organizational Psychology at the University of Valencia, Spain. His research focuses on trust and justice, psychology of services, and intergroup relations.

ORGANIZATIONAL PSYCHOLOGY

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ORGANIZATIONAL JUSTICE

EDITED BY CAROLINA MOLINER,
RUSSELL CROPANZANO,
VICENTE MARTÍNEZ-TUR

Routledge



ORGANIZATIONAL JUSTICE

International Perspectives and Conceptual Advances

EDITED BY
**CAROLINA MOLINER,
RUSSELL CROPANZANO,
VICENTE MARTÍNEZ-TUR**



2. Publicaciones: Robert Roe (1944–2016): Contributions to Psychology - Peiró & Salvador

Se ha publicado un monográfico sobre el prof. Robert Roe, escrito por José María Peiró y Alicia Salvador.

Peiró, J. M., & Salvador, A. (2017). Robert Roe (1944–2016): Contributions to Psychology. *European Psychologist*, 22(2), 132–137

EFPA News and Views

News and Announcements

Robert Roe (1944–2016): Contributions to Psychology

José M. Peiró and Alicia Salvador

IDOCAL, Research Institute, University of Valencia, Spain



(Frisian) background, he was initially able to evade deportation, unlike his relatives, who were all killed in German concentration camps. When rules tightened, he went underground but was betrayed and imprisoned until the day of the liberation. Robert Roe was the only child in the family who - with considerable support from his father - was able to go to college and university. The war and its lasting impact on the family and the city in which Robert Roe grew up appears to have had a deep impact on his life and career. Understanding people's biases, prejudice, irrationality, and destructiveness, and promoting collaboration and respect would become major motives for him.

He went to school in Amsterdam, where he followed a

Puedes encontrar el artículo entero al final del Boletín.

3. Visitantes en el IDOCAL: Angélica Calderón Ordóñez

Desde esta semana y por el plazo de un mes tenemos entre nosotros a Angélica Calderón Ordóñez, de la Universidad Autónoma de Ciudad Juárez. Está ubicada en el despacho M408. A continuación mostramos una reseña de su labor académica.

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Formación académica:

- ✚ Estudiante de doctorado en Ciencias Administrativas en la Universidad Autónoma de Ciudad Juárez
- ✚ Maestría en Administración
- ✚ Licenciatura en Administración de empresas



- ✚ Proyectos de investigación
- ✚ “Estrés laboral: revisión sistemática” presentado en el III Congreso Internacional, VI Coloquio Internacional y XI Nacional de Investigación en Ciencias Económico-Administrativas de la Universidad Autónoma de México el 15 de julio 2016.
- ✚ Artículo a presentar: “Estilos de afrontamiento al estrés entre trabajadores de la generación milenio en empresas en Ciudad Juárez” en el proyecto Juárez-El Paso Group of Organizational Research (JEPGOR): Organizing the Borderlands en octubre 2017.
- ✚ Artículo a presentar: Developing and validating a questionnaire construct that assesses digital media as a coping strategy. 14th European Conference on Psychological Assessment, Lisboa, 5-8 Julio 2017 (Leiner et al., 2017).

Tesis doctoral: Intervención “BIEN +” para la mejoría del desempeño laboral y el bienestar de trabajadores de empresas del sector maquilador

Antecedentes:

- ✚ Aumento de enfermedades crónicas en el mundo, así como en factores de riesgo (tabaquismo, dieta inadecuada, sedentarismo, entre otros). De igual forma un aumento en enfermedades físicas y emocionales relacionadas con el estrés con altos costos para las personas, sus familias, la sociedad y las organizaciones.
- ✚ Estrategias organizacionales de localización para la reducción de costos en lugares donde el estrés es diferente como: organizaciones con sistemas de trabajo de alto rendimiento con mayores exigencias, un entorno con altos índices de violencia e inequidad.
- ✚ Aumento de programas de promoción de la salud desde un enfoque limitado de bienestar objetivo con factores físicos lo cual plantea la necesidad de un enfoque integral y holístico.
- ✚ No se ha considerado el bienestar de los trabajadores promoviendo sus capacidades tanto en su entorno laboral como privado.

Planteamiento del Problema:

- ✚ El entorno de cambio y transformación constante en el que se desenvuelven las organizaciones globales repercute no solo en su productividad sino también en la salud de su capital humano.
- ✚ Implicaciones y consecuencias para la salud y el bienestar de los trabajadores con efectos importantes sobre la eficacia de las organizaciones.
- ✚ Un nuevo enfoque de responsabilidad social empresarial puede ser la promoción de la salud y un ambiente sano. Hay evidencia de que este ambiente beneficia a las empresas y mejora sus resultados.

Objetivo General: Determinar el efecto de la intervención denominada “BIEN +” en el bienestar subjetivo y las estrategias de afrontamiento al estrés de trabajadores de empresas globales. Así como la posible relación con un impacto positivo en las creencias de autoeficacia laboral del trabajador.

Metodología: El diseño del estudio es cuantitativo, experimental, exploratorio y correlacional. Muestra: 102 trabajadores en empresas de la industria de manufactura del sector automotriz consideradas como globales en el estado de Chihuahua.

4. Visitantes en el IDOCAL: Prof. Silvia Franco

Del 12 al 22 de Junio tendremos una nueva profesora invitada en el Idocal, Silvia Franco de la **Universidad de Uruguay**. Viene a trabajar con las profesoras **Rosario Zurriaga** y **Pilar González**. Durante su estancia impartirá un seminario para vosotros sobre una herramienta para investigar y promover la salud, que se detalla en la siguiente noticia. A continuación mostramos un breve resumen del CV de la profesora.

Licenciada en Psicología (Udelar, 1991 Psicóloga homologado a Licenciada 1999), Postgrado de Especialización en Gestión de Recursos Humanos (Universidad Católica del Uruguay, 1995), Doctora en Economía y Dirección de Empresas (Universidad Deusto, San Sebastián, España, 2015).

Docencia Universitaria en grado como Profesora Adjunta Gº3 de Psicología de las Organizaciones y el Trabajo del Instituto de Psicología Social, Facultad de Psicología, Universidad de la República (desde 2003) y Gestión de Personas, Ciclo Fundamental de la Facultad de Ciencias Empresariales de la Universidad Católica del Uruguay (desde 2013). En postgrado Maestría Psicología Social, Facultad de Psicología de la Universidad de la República y Profesora Titular en Planificación Estratégica de Recursos Humanos en Facultad de Ciencias Empresariales, Universidad Católica del Uruguay (desde 2002),

Ex Docente de Gestión Estratégica de Recursos Humanos en la Licenciatura de Facultad de Dirección de Empresas de la UCU (1997-2009).

Coordinadora académica del área de Gestión Humana de la Facultad de Ciencias Empresariales de la Universidad Católica del Uruguay (desde 2012)

Ex Coordinadora del Postgrado de Recursos Humanos de la Facultad de Ciencias Empresariales de la Universidad Católica del Uruguay Responsable de la Gestión Académica, Comercial y Administrativa del mismo. (1995 a marzo de 2001).

Líneas de investigación en torno a Organizaciones, Recursos Humanos, Salud y Trabajo, Percepción del Riesgo Laboral, Violencia Psicológica en el Trabajo. Coordina Equipos de Investigación al respecto.

5. Seminarios: Dispositivo psicosocial Historia Vital del Trabajo

El seminario tendrá lugar el lunes 19 de junio de 16 a 18h en la M400, y se reconocerá como medio seminario específico para los doctorandos.

El dispositivo psicosocial Historia Vital del Trabajo (HVT): una herramienta para la investigación, promoción y atención de salud de los trabajadores.

El HVT ha sido el dispositivo utilizado durante la investigación sobre Violencia Psicológica en el Trabajo en la Facultad de Psicología de la Universidad de la República del Uruguay. Este dispositivo, a la vez que ofrece a sus participantes efectos terapéuticos en su proceso, permitió identificar elementos pertinentes para la investigación.

En esta charla se presentará este dispositivo que fue construido por la profesora argentina Dra. Dulce Suaya (2003) y con el cual hemos trabajado por más de diez años en atención a trabajadores expuestos a la violencia psicológica en el trabajo. Se trata de un dispositivo psicosocial de proceso grupal el cual se desarrolla con objetivos delimitados en un período acotado de tiempo.

El objetivo de este dispositivo es generar un espacio de narración, analizar la dimensión subjetiva y operar oportunamente para promover un proceso de resignificación por parte del participante de la tarea que realiza y las relaciones que establece. En este proceso contribuye con el disminuir su sufrimiento, así como de fortalecer la confianza en sí mismo y su autoimagen.

El espacio de narración está integrado por pares que contribuyen a esa resignificación en el compartir, pensar y sentir. El espacio genera efectos terapéuticos en los participantes.

En la charla se transmite la experiencia acumulada en la implementación del dispositivo, sus características y resultados de su aplicación.

6. Investigación: Reunión del equipo internacional del proyecto de investigación Certified Professional

Los próximos días 12 y 13 de Junio tendrá lugar en la Sala M400 del IDOCAL una reunión del equipo internacional del proyecto de Investigación Certified Professional que está desarrollando un modelo de referencia de las competencias de emprendimiento sostenible.



Para más información, pincha [aquí](#).

Colaboradores de este número (por orden alfabético):

Angélica Calderón
Carolina Moliner
José María Peiró
Ana Zornoza

Editores:

Jorge Magdaleno
Luminița Pătraș

EFPA News and Views

News and Announcements

Robert Roe (1944–2016): Contributions to Psychology

José M. Peiró and Alicia Salvador

IDOCAL, Research Institute, University of Valencia, Spain



On November 23, 2015, Professor Robert Roe was awarded an Honorary Doctorate by the University of Valencia, Spain. The laudatio was held by Professor Alicia Salvador (Salvador, 2015). In the course of its preparation, the authors went through Robert Roe's curriculum vitae and a previous overview of his contributions to the field (Peiró, 2009) as well as his main publications. Several interviews with Robert Roe provided opportunities to gather information on a number of facets of his work and career directly from him. The present article, based on all this material, is intended both as a biographical reminder and as a deserved acknowledgment of the significant and great contributions that Robert Roe has made to psychology as a science, an academic discipline, and also a profession around the world and, more specifically, in Europe.

Family Background and Education

Robert Roe was born in Amsterdam, on August 11, 1944, during the final stage of World War II, as the 5th of 6 children in the family. His father was a Jewish businessman from a Sephardic family that had lived in Amsterdam since 1700. Being married to a Christian woman of Dutch

(Frisian) background, he was initially able to evade deportation, unlike his relatives, who were all killed in German concentration camps. When rules tightened, he went underground but was betrayed and imprisoned until the day of the liberation. Robert Roe was the only child in the family who – with considerable support from his father – was able to go to college and university. The war and its lasting impact on the family and the city in which Robert Roe grew up appears to have had a deep impact on his life and career. Understanding people's biases, prejudice, irrationality, and destructiveness, and promoting collaboration and respect would become major motives for him.

He went to school in Amsterdam, where he followed a science and maths curriculum and learned four languages (Dutch, German, French, and English). After obtaining his college degree in 1962, he enrolled at the University of Amsterdam as a student of psychology – after considering medicine, biology, geography, and engineering. He obtained his Candidate's degree in 1965 and his Master's degree in 1969. His supervisors were Professors H. C. J. Duijker (biosocial behavior), S. Wiegiersma (occupational and applied psychology), and A. D. De Groot (methodology). The student revolution of 1968 and the concerns left by the war led Robert Roe to choose political psychology as the field for his graduate work. His Master's thesis was dedicated to authoritarianism and job satisfaction in the police and awarded with a "cum laude." His Doctor's thesis was about left and right in students' political attitudes (1975).

As a student and young scholar, Robert Roe demonstrated a broad interest in social science. He took additional lectures in philosophy, physiology, mathematics, political science, film theory, and ethology. Greatly inspired by Adriaan Kortlandt (ethologist and chimpanzee investigator) he spent much time at Amsterdam Zoo observing animals and ... people. He subscribed to several journals outside of psychology, including *Acta Politica*, the Dutch biologists magazine (*Vakblad voor Biologen*), the *Scientific American*,

and the Dutch journal *Kennis & Methode (Knowledge & Methods)*. Among the favorite journals he borrowed from the library were the *Journal of Social Issues* and *Social Forces* (next to the *Journal of Abnormal and Social Psychology*).

The Main Career Stages: Significant Contributions to the Field

Robert Roe became a remarkably mobile academic. During his academic career, he worked at five universities in the Netherlands and five universities abroad. Within his field of specialization, work and organizational psychology, he was also very mobile, changing themes and approaches a number of times, and thereby continuously expanding and deepening his expertise. His intellectual curiosity and versatility is well reflected in the topics on which he worked and his large number of publications. Quite remarkable is the ease with which he collaborated with different disciplines, from engineering, sociology, political science, and demography to business research and medicine.

We can distinguish six different stages in his career that can be organized based on the institutions in which he worked but that are characterized by the roles he played in the academia and internationally in scientific and professional associations. Along these stages we can see the evolution and progression of the areas in which he successively worked and also we easily notice that he often kept interested in these topics later in his career.

1967–1980: Amsterdam

During this period Robert Roe obtained his first Candidate's degree in Psychology at the University of Amsterdam (1966), then he served as Assistant Professor at the same University (1969–1975) and, after his PhD, he was appointed as Associate Professor at the University of Amsterdam, The Netherlands (1975–1980). During this period, he first carried on the research for his Master thesis on "Authoritarianism and occupational satisfaction among police personnel" (1969) and for his PhD Dissertation on "Left and right in an empirical perspective – A study into the dimensionality of political attitudes among students" (1975). Thus, the main interest of his research focused at that time on Political Psychology, with an emphasis on political attitudes, authoritarianism and discrimination. Nevertheless, he also carried on studies and publications on Career and Industrial Psychology, with an emphasis on vocational choice and personnel selection. These interests led him to work on psychometrics and test development. In this area he published several original articles on

restriction of range based on a large-scale simulation study, including some new correction formulas (Roe & Elshout, 1972).

1980–1989: Delft

In 1980, Professor Roe moved to the Department of Work and Organizational Psychology at Delft University of Technology, where he served as Dean of the Faculty of Philosophy and Social Sciences (1986–1987). The new academic context in this stage opens new topics in his research. The main areas of the research carried on during this period are: personnel selection methods, organizational assessment, technology and work, automation and computerization in organizations, software psychology, and human computer interaction with an emphasis on the design of user interfaces, human reliability, and errors. We can highlight among his publications during this period a novel approach to the design of computer interfaces, based on work psychological theory: action facilitation approach (Roe, 1986–1987).

1988–1999: Tilburg

At the end of the 1980s Professor Roe moved again, this time to the University of Tilburg. Here, he was appointed as Professor of Work and Organizational Psychology (1988–1999), and in 1991, he founded the Work & Organization Research Centre (WORC) being its first Research Director (1991–1997). This was an important period in the career of Professor Roe when he produced most of his more important contributions in Organizational Psychology research. Again, the topics of his interest expanded, partly due to the new more interdisciplinary context and partly to his important international activity as founder President of the European Association of Work and Organizational Psychology (EAWOP, 1991–1995) and to his tireless efforts to strengthen the cooperation between Eastern and Western European Psychology after the fall of the Berlin Wall (see Roe, 1995). We can mention as important research topics during this period the following: new technology and work, with special emphasis on telematics; new forms of work and organization; work motivation and organizational changes during the economic and political transformation in Eastern Europe; work psychology highlighting work performance and interruptions; personnel psychology particularly on using design; methodology, and organizational psychology mainly on work values, leadership, and trust in teams. Among his important contributions during this period, we may highlight the large-scale surveys on the changes in work and organizations in the transition from a planned toward a market economy in Eastern Europe

(Zinovieva, Ten Horn, & Roe, 1993) and the in-depth studies on the changes in Bulgaria and Hungary (Roe, Zinovieva, Dienes, & Ten Horn, 2000; Roe, Zinovieva, Dienes, & Ten Horn, 2001). He coined new terms such as “mental information work” and “information-service-organizations” paying attention to the important changes in work and organizations during that period due to new technologies and other relevant factors (Roe et al., 1993). He also studied the cognitive and performance impacts of interruptions observed with physiological and behavior recording methods in a simulated work office (Roe, 1999; Zijlstra, Roe, Leonova, & Krediet, 1999).

1999–2002: Soesterberg, Nijmegen

During this period, Professor Roe made an important change in his career. He was appointed as Director of the Netherlands Aeromedical Institute in Soesterberg (1999–2001) while he still held a part-time professorship at the University of Tilburg (1999–2001) and afterwards at the University of Nijmegen (2002). He played significant roles in science transfer serving as advisor of important bodies and companies during this period and afterwards (e.g., Advisor, Air Traffic Control The Netherlands, Schiphol, Castor Fiber group; SHL, etc.). During this period, his research and development work focused on the design of advanced selection systems, the role of competences in career and selection, a number of issues related to health and performance with an emphasis on presenteeism and the knowledge management. Most of these topics in fact were challenging issues he faced as Director of the Aeromedical Institute. At the end of this period he published an important theoretical paper on competences as a notion bridging Differential and General Psychology (Roe, 2002).

2002–2009: Maastricht

In 2002, Professor Roe was appointed as Professor of Organizational Theory and Organizational Behavior at Maastricht University. Now, the disciplinary context is the Faculty of Economics & Business Administration and it again will moderate on the topics of his research, while other drivers from his previous work as well as the challenges he envisions in psychology also play a role on his work during this period. As he characterized it in one of our conversations: the topics he worked on, mainly during this period, were the following: time, temporal research, and temporal theorizing; dynamics of organizational commitment; dynamics of motivation; organizational change and employee behavior, including organizational culture and cynicism. During this period, he supervised several theses applying the paradigm of radical temporalism and he

published important theoretical papers on time (Roe, 2008, 2009); he showed important developments of his radical temporalism approach in a number of publications on different psychological phenomena such as organizational commitment, motivation, and teams.

2009–2016: International

In 2009 Professor Roe retired and became Honorary Professor Emeritus at Maastricht University. However, more than once we joked saying that he would never retire. In fact, during this last period of his life, he showed a fantastic activity and he held a number of visiting professorships: Center for Advanced Studies at the University of Leipzig, Germany (2012) and Leibnitz Professor at that University (2013–2014), University of Trento (from 2010), University of British Columbia, Vancouver, Canada (from 2009), University of Johannesburg, South Africa (from 2013), and the University of Valencia. In this latter, he held the Chair of the Advisory Scientific and Professional Board of the Erasmus Mundus Master in Work, Organizational, and Personnel Psychology. During this period he was also President of the European Federation of Psychologists' Associations (EFPA), playing an important role in contributing to the implementation of the EuroPsy Professional Certificate and making Psychology more relevant for policy making in Europe. This was a period in which the main challenges identified by Robert for the coming decade in Psychology's research and professional practice received his attention. Some of those issues implied new developments of previous work while others were added to his work and interests. He highlighted in 2015 the following research topics during this period: time, temporal research, and temporal theorizing were topics on which he continued his research and theoretical developments. In addition to this nuclear topic, he paid attention and work to culture in psychological research and theory and the applicability of psychology. The focus on Applied Psychology as a basic science in which context (including temporal components) plays an essential role for research and application was an important topic during this period (Roe, 2014b, 2005b). Moreover, he significantly contributed to the development of a rationale and methodology on design as a fundamental strategy and approach to psychological evaluation and intervention and in his work he provided several exemplar implementations (Roe, 2005a).

During this period he published several critical chapters on theoretical issues (Roe, 2012, 2013) and introduced a new type of validity concept: temporal validity (Roe, 2014a).

Of course, along his career he has collaborated with a large number of colleagues and students in many of these

endeavors, research projects, and publications. He has cooperated with people from different countries, and disciplines and he has supervised and promoted more than 55 PhDs in several universities and countries. He has led a large number of research projects and of task forces and working groups and has participated in others always contributing in a significant and valuable way to the outputs produced.

Some Significant Threads Underlying His Contributions

Behind all this apparent diversity, there are some connecting threads in the work of Robert Roe that need to be highlighted because they show the rationale and the meaningfulness of his contributions to psychology. Here we will focus on three of these threads that we will briefly characterize as methodology-application, ecology, and skepticism and criticism.

Methodology-Application

From the beginning of his career Robert Roe saw psychology as the science of “real people out there” and was interested in epistemological and methodological issues. The lesson he took from De Groot and Duijker was that psychological researchers should be explicit about their concepts and always spell out which people they study – in terms of where and when these people live, and which population (if any) they represent. From Wieggersma he learned that knowledge obtained should be scrutinized for its practical implications. He saw these points as connected: if one does not keep the referents to reality, knowledge becomes inapplicable. Thus, from the start on Robert Roe was more interested in how knowledge is generated and can be applied, than in content, which the thought would continue to change as research proceeds and as people and society develop further.

Ecology

In much of Robert Roe’s work there is an interest in ecology, the social and physical setting in which people are embedded, including time. He refers to Duijker who rejected the notion of social psychology because “there is never a moment when people are not social.” People are always part of smaller and larger social structures. But people are also biological organisms, and as such part of a layered physical world, living in shorter and longer times. The biosocial entity of the person and the significance of the context and time are reflected in much of

his work, which is rarely reductionistic and often somewhat complex.

Skepsis and Criticism

In his later publications, which are often reviewing the accumulated knowledge of psychology in certain areas, we see a certain degree of skepticism and criticism emerging. This can be read as a reaction to the tendency of researchers to ignore the two points just mentioned, and instead to engage in (as he calls it) “unreferenced” research and studies of people outside of context and time. Yet, the tone is often optimistic: future researchers can do better.

A Great Master for Many Psychologists

There are other dimensions of the career of Robert Roe, namely his activity as lecturer and supervisor of many Master and PhD students. As we have already mentioned he has supervised more than 55 PhD theses and he 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 at the undergraduate, graduate, postgraduate, and PhD level.

He also played a significant and most effective role as senior researcher inspiring other researchers from many different countries in Europe and in other continents. He was really supportive of young scholars in non-English speaking countries reassuring the value of their work and providing suggestions and inspiration that was really valuable to improve and enrich the value of the research carried on in those countries. He was a great colleague and collaborator and as one of us pointed out in a previous publication, Robert was

“... very eager to promote group work and cooperation by creating the conditions where all the participants feel valuable, valued and willing to contribute to the common objective. He is always ready to help and accept any work necessary, in order to contribute to achieving the common goals. In many cases, he has taken on the preparation of documents, formulation of proposals and other ‘home activities’ to facilitate the progress, success and achievements of the projects. His dedication, engagement and generosity have often been an example and a driving force for the rest of the group. He is respectful of

the contributions of others and values and appreciates their work” (Peiró, 2009, p. 146).

Contributions at an Institutional Level

It is important to mention that Robert Roe played an active role at an institutional level and made several contributions to the current standing of Psychology in Europe. He has been very active as a member of the European Network of Work and Organizational Psychology Professors (ENOP) since its foundation in 1980, particularly in developing the ENOP Reference Model (Roe, Coetsier, Levy Leboyer, Peiró, & Wilpert, 1994) and in extending the network across the whole of Europe after the fall of The Iron Curtain. He was the initiator and first President of the European Congress of W&O Psychology, as well as the first President of EAWOP. He was instrumental in building the bridge between European and American psychology (EAWOP-SIOP, Society for Industrial and Organizational Psychology), which was an important step toward establishing the Alliance for Organizational Psychology. Moreover, he has been a relentless organizer of conferences, symposia, workshops, and summer schools in the field of W&O Psychology to promote cooperation between psychologists from different countries.

From 2009 to 2015 he was President of the EFPA and in that role he did much to strengthen collaboration in psychology – among others, involving European specialists associations – and to raise its public profile. He was the driving force in the strategic reorientation of EFPA (2011): from an inward to an outward oriented organization, dedicated to putting psychology at the service of society. He strengthened contacts with the European Commission and organized several events to make European policy makers more aware of what psychology has to offer. As President he also played a key role in the implementation of EuroPsy, the European Certificate, to which development he had actively contributed in earlier years. Among his objectives as President were: access to a school psychologist for all children in primary education in the EU, as well as the adoption of psychology as subject in secondary education cross the EU. He also aimed for strengthening ties between psychologists from Europe and former colonies.

Coda

After describing his context and contributions to psychology, we want to close this biography of Robert Roe in the

way he used to finish his short bio, that is, pointing out one of his passions: Classic music. As he stated:

“Robert’s prime hobby is music. Robert is an active attendant of classical concerts and sings himself as a bass. He is Chairman of the Foundation for Music Innovation, and has been President of the Maastricht Tonal Art Choir and member of the Board of the Limburg Symphony Orchestra.”

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