The European Academy of Occupational Health Psychology in collaboration with Birkbeck College, University of London, invites you to London to attend the 11th conference of the European Academy of Occupational Health Psychology. The event will take place over three days, 14-16 April, 2014, at the Senate House and Birkbeck College, University of London.

The theme for the 2014 conference is 'Looking at the past – planning for the future: Capitalizing on Occupational Health Psychology multi-disciplinarity'. The programme will include a session featuring a keynote debate on the future of OHP with Professor Robert Karasek and Professor Johannes Siegrist and further keynote addresses by Professor Tom Cox and Professor Eva Demerouti. The programme will also include special sessions organized by the Division of Occupational Psychology, British Psychological Society.

**CALL FOR PAPERS Closing soon** - Deadline 21 October 2013. Submissions are welcomed on all areas of research, practice, and education in occupational health psychology and related areas. For more details and instructions on how to submit an abstract, please visit: [http://www.eaohp.org/call-for-papers.html](http://www.eaohp.org/call-for-papers.html)

**More information** on the draft programme, venue and accommodation, delegate registration and social events is available on the conference website: [http://www.eaohp.org/conference.html](http://www.eaohp.org/conference.html)
Welcome to the latest issue of the Newsletter! We hope that you all had a good summer, and took the opportunity for some relaxation and recuperation, no matter how short!

We are pleased to begin this issue by providing further details about the 11th EAOHP conference. This will take place from 14 to 16 April and, we can now confirm that it will be hosted by Birkbeck College, University of London.

Our ‘Focus on practice’ feature is an interview with Anna Lundqvist, an OHP practitioner with Scania, Sweden. Anna, tells us how from an initial social work background, she became interested and involved in OHP, and about the type of work in which she is currently engaged.

In his research report, Chris Piotrowski uses qualitative bibliometrics to explore why some issues that continue to be of interest to the OHP community, appear to developed a disproportionately low profile in OHP journals.

This issue of the Newsletter sees the introduction of a new section ‘Postgraduate showcase’, in which Sara Leitão tells us about her ongoing PhD. We hope this new section will become a regular feature. It is often difficult for postgraduate students to find a forum, outside of the usual publication channels, in which they can showcase their work prior to completion. This new feature aims to fill this gap, so if you are a postgraduate student, we would very much like to hear from you!

We are grateful to Birgit Greiner and Peter Kelly for providing us with Research and Practice Forum updates, and to Toon Taris, now Editor Designate, for providing an overview of recently published and forthcoming papers in Work & Stress.

Lastly, we are sorry to say goodbye to Jennie Guise, Newsletter co-editor, who is moving on to pastures new. On behalf of the Editorial team, I would like to thank Jennie for the hard work she has put in during her time as co-editor and, to wish her well in her new endeavours.

As always, please remember this is your newsletter, so we would very much welcome your suggestions, contributions or feedback!

Sue Cowan, Editor
On behalf of the Editorial Team
e-mail: suecowan@workingwelltogether.eu
How did you first become interested in occupational health psychology?

I have been interested in Occupational Health Psychology for a long time. But it was when I started working in an Occupational Health department that my interest actually grew. Applying psychological theories to support organizations, managers and employees is astonishingly interesting. A sustainable working life is beneficial to us all, employees, leaders, organizations and society at large. To achieve this, OHP plays an incredibly important part.

What is your educational background, and what if any, previous relevant work experience have you had?

I have a Bachelor of Science in Social Work and worked within social care for many years. I worked mainly with young people who needed support in different ways. It could be drug or alcohol related problems, being expelled from home, or otherwise in need of help and support. Working with people with such issues is demanding in many ways. It could, at times, also be dangerous. It was in this type of work that I learned how important an understanding of OHP could be in helping me to support my clients.

During the past years I have been working with Organizational Behaviour Management (OBM), and I am now certified as well. This autumn I will start a Masters degree course in Leadership at Stockholm University to further broaden my expertise in the field of leadership.

Could you tell us something about your current employer and the kind of department you work in?

Scania is one of the world’s leading manufacturers of heavy trucks and buses. Industrial and marine engines is another important business area. Scania is a global company with a sales and service organization in more than 100 countries. Scania has approximately 38,600 employees. Scania’s Head Office is located in Södertälje, Sweden, where a total of 5,800 people work with sales as well as administrative and other tasks. Also in Södertälje are Scania’s research and development operations, with about 3,300 employees. Here in Södertälje Scania runs a Safety, Health and Environment (SHE) organization, in order to support and promote the wellbeing and working ability of all Scania’s employees. The Occupational Health Department is part of the SHE organization and consists of 60 employees of different professions. We work in multidisciplinary teams that consist of Occupational Health Physicians, Nurses, Ergonomists, Work Environment Engineers and my profession, Psychosocial Specialists.

What are your key responsibilities in relation to your employer/department?

The assignment for the Occupational Health Department is to support and promote the wellbeing and working ability of all Scania’s employees. My key responsibility is to support the organization with psychosocial issues e.g. stress management, conflict resolution, resolving bullying situations, and rehabilitation (return to work). Together with a multidisciplinary team we work on an individual, group and organizational level. I spend most of my time helping and supporting the managers within Scania with these issues.

Could you describe some of the work initiatives/projects in which you have been, and are currently, involved?

There are many different projects that I have been involved in. One that I can mention is an on-going project that deals with the safety culture at Scania. The aim of the project is to propose a method for increasing awareness on why incidents and accidents happen. This method will contain an escalation model and analysis tools, as well as training for managers.
and employees to raise awareness for safety issues. In this case it is very useful to apply psychological theories of human behaviour and why we do what we do.

**What are the biggest challenges for you as an OHP practitioner?**

We are moving towards an increasingly tough working environment. The pace and demands of life and in the workplace are increasing. We are therefore exposed to more and new pressures at work which may adversely affect us and could lead to illness. My experience tells me that it will be a great challenge to raise awareness that this is a big risk for companies.

It is extremely important to pay close attention to the psychosocial work environment and to work towards continual improvement. It is increasingly important to improve the skills of managers in these matters, and above all to train them to work preventively before employees becomes ill. The psychosocial work environment needs to get as much focus as the physical work environment and that is a challenge.

**In what direction do you see OHP practice going in the future?**

I have noticed an increasing demand for our services regarding leadership and organizational development. There is a growing interest in working long-term and proactively with these issues. So for the future I see that we will need to continue our efforts to change the mindset from mostly working with sick individuals to support organizations at a much earlier stage. This means that OHP will have an increasingly important role in the future.

**What advice would you give to someone looking for their first job as an OHP practitioner?**

As I work for an “in-house” Occupational Health Department it is important for me that the company I work for has core values that I believe in. So my advice would be to look for opportunities at companies that you think treat their employees with respect and have a proactive approach to work environment issues.

**What advice would you give to someone considering OHP as a career?**

Go for it! I very much enjoy my work and the opportunities it gives me to work with issues I believe in, for example, coaching managers, developing methods and working with continuous improvement.

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**Contribute to the Newsletter!**

**This is your newsletter!** We do our best to cover what interests you, but we need your input. We welcome contributions of all kinds – for instance, news of people in practice, education and/or research, including new professional appointments and contracts, conference announcements, reports of symposia, accounts of work in progress, and letters to the Editor.

We are keen to include content from any contributory discipline, in order that we can encourage discussion and debate around Occupational Health Psychology in its fullest possible sense. You don’t have to be an EAOHP member to contribute, nor do you have to be based in Europe. We welcome contributions from all parts of the globe. We will publish any item that is of interest to Newsletter readers (who number some 1,000 individuals worldwide).

If English is not your first language, don’t let this put you off – if you need it, you will be provided with help to prepare your item.

If you have a contribution for the Newsletter then just send it to a member of the Newsletter Team or, if you are undecided, get in touch with Sue Cowan to discuss your ideas. See the back page of this Newsletter for our contact details.
Is the Lack of Research Emphasis in Some Areas of OHP a Function of Journal or Field?

By Chris Piotrowski

A clear sign of organizational maturity is when stakeholders in a profession have the courage and foresight to critically examine the intellectual domain of their discipline. In the era of evidence-based practice, scholars in work and organizational (W/O) and industrial and organizational (I/O) psychology seem to be addressing both the quality (Guest & Zijlstra, 2012) and the expansive knowledge base of the field. My line of research, using qualitative bibliometric methods, tends to focus on the latter by reporting on content analysis of individual journals or topical trend analysis of scholarly databases. Findings from this type of research can serve as a barometer of emerging research areas and can also expose investigatory domains that have lost their luster in the academic world.

Occupational health psychology (OHP) has been a vibrant and important area of both study and practice over the past two decades. Moreover, its scope of field can be argued to be truly multidisciplinary with a keen focus on both worker and organization. Both positive and adverse outcomes are within its purview. As with any emerging profession, OHP has much to gain by taking a critical examination of its knowledge base, theoretical or conceptual frameworks, research methods, scholarly domain, and publication process.

Recently, I pondered the question: What are the most popular researched topics in the OHP field? One avenue to address this issue would be to conduct a content analysis of major books or journals in the field. In 2012, I performed a content analysis of the topical domain of the Journal of Occupational Health Psychology (JOHP) for articles published from 1996-2012. The most researched topics were, in rank order, work-family issues, work-stress models, employee health, workplace health promotion, burnout, and wellbeing. Several areas, such as workaholism, person-job-fit, and turnover, received very modest research attention (Piotrowski, 2012). I reported these findings to present an overview of the major researched areas within the OHP field.

The current study

I revisited my data pool and decided that it would be revealing to examine those OHP topics that were completely de-emphasized in my 2012 analysis, i.e., topics as the main focus of research in only one study in JOHP (from 1996-2012). Table 1 lists 20 topical areas that are salient to the field of W/O and I/O psychology, but almost completely neglected by a premier OHP journal. For comparison purposes, I then determined the extent of coverage on these same topics in the general field of Occupational Health (Smith, 2010), by performing a keyword search of the PsycINFO database. The term Occupational Health identified 4,925 references (articles, books, chapters, dissertations). I then searched within this pool for each of the 20 topics noted in Table 1 (first column). The second column presents in rank order the number of references found (under the heading Occupational Health Field), for each of the neglected areas. In order to provide a bibliometric framework for these data, the third column displays the ‘total’ number of references for each topic available in PsycINFO.

Findings

This analysis shows that research coverage of eight of the 20 topics, de-emphasized in JOHP, improves greatly when reference sources in the related occupational health literature are included in a keyword search (see top of Table 1). Interestingly, research output for the remaining 12 topics is not improved by expanding searches in the general occupational health field (bottom of Table 1).

These illustrative findings provide a rather clear picture on the extent of available research on some rather common topics in the W/O and I/O literature, as viewed through the prism of bibliometrics. First, searches in need of a review of the literature in some areas of OHP will need to conduct multi-database search strategies in order to obtain comprehensive results. Second, coverage of some of these neglected areas improves substantially if the practitioner or researcher makes an effort to expand their literature review to adjunctive journal sources in the general occupational health field. Third, it may be necessary to expand online searches on select OHP topics to related fields in medicine and biological sciences (e.g., BIOSIS database) in order to obtain comprehensive coverage on individual topical domains.

Finally, these findings prompt an unresolved question: Why is some disciplinary subject matter emphasized in
leading journals while other select topics are largely ignored? I think the evidence points more to the influence of editorial policies rather than to disinterest on the part of researchers. Drenth and Heller (2004) note the potential drawbacks of embracing a myopic perspective in W/O psychology to the detriment of solving practical concerns of practitioners. Moreover, such restrictive standards tend to dampen progress in policy-oriented research. In closing, I offer several thoughts to consider: a) funded research, both private and public, frequently generates momentum on specific issues—researchers and editorial boards get caught-up in the flow, b) journal editors serve as ‘gatekeepers’—and the gate can be open or closed (Krell, 2010), c) researchers tend to submit and editorial boards tend to favour positive findings (Fanelli, 2013)—this contributes to publication bias, and d) the perennial mantra in the professional community—research does not necessarily inform practice. The current findings corroborate this latter point.

References


<table>
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<tr>
<th>Topic in Occupational Health Psychology</th>
<th>No. of References in J of Occupational Health Psychology</th>
<th>No. of References in PsycINFO</th>
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</table>

Chris Piotrowski has been a research consultant at the University of West Florida, Pensacola FL USA for the last 35 years. Chris has extensive graduate training in both the field of Psychology and Information Science. In recent years, Chris has focused on the sub-specialty of I/O Psychology and applies his expertise in bibliometrics to shed some light on emergent trends in the field. Contact at: piotrowskichris@hotmail.com or cpiotrowski@uwf.edu
Looking after the professionals who look after workers” - This is the main axiom of the PhD study being developed by Sara Leitao under the supervision of Dr. Birgit Greiner within the Occupational Health Teaching and Research Cluster in the Department of Epidemiology and Public Health in University College Cork, Ireland. The study sets out to investigate the psychosocial work stress factors, health and wellbeing of Health and Safety Practitioners (HSPs) working in industrial settings in Ireland, the United Kingdom and Portugal, and to describe, in detail, the scope of responsibilities of these professionals.

Work plays a crucial role in the maintenance of, not only physical health, but also psychological wellbeing. However, the frontline professionals in promoting such conditions – the HSPs – are often not recognized for their role. In fact, the role of this professional is vaguely defined in many jurisdictions across Europe, showing considerable variation in responsibilities and level of influence, or authority by country and by organization. For the current international study, Ireland, the UK and Portugal were selected as these countries have distinctively different (legal) systems in relation to the role of HSPs.

Research on the role of HSPs is very scarce (Garrigou & Peissel-Cottenaz, 2008; Hovden et al., 2008; Jones, 2005). The main stressful aspects of this job described in the literature are the lack of a structured job description, role ambiguity, unclear and high demands, lack of control with pressures from management and hostility from workers. HSPs are often not given the authority to implement all the required measures necessary to safeguard OSH in the organization. Furthermore, it is documented that HSPs face an internal ethical battle where their professionalism drives them to follow the best shared values in their occupation and comply with professional standards, but in practice, circumstances do not allow for that to actually happen (Dawson et al., 1984; Hale, 1995).

Finally, with fast technological progress, restructuring of work, and recently, the economic downturn in many European countries, the role of HSPs has changed and expanded. This may further contribute to role ambiguity, and to a situation where often the job description does not match the role the professionals actually perform.

One main aim of the research is to describe and characterize in detail the scope of tasks of the HSP while using an international survey and applying Brun and Loiselle’s (2002) three-dimensional model of health and safety functions, developed in the Canadian context. HSPs’ activities will be classified into a human dimension (tasks with a focus on individual behaviour, e.g. training); a technical dimension (actions regarding machinery and materials); and an organizational dimension (mainly characterized by the creation of rules, policies and programmes). It is hoped to create a typology, which is transferrable across the three countries (and potentially across Europe).

The concept of ‘safety climate’ forms an important concept in this project. It is hypothesized that the quality of the safety climate within an organization impacts on the work stressors of HSPs. Research has shown that the safety climate within an organization (“Employees shared perceptions (…) on the true priority of safety at work”) influences safety behaviour, performance and safety-related outcomes, thus being closely linked to the HSP function (Zohar, 2003).

This study will test a proposed conceptual model...
(Figure 1) linking safety climate and Karasek’s job demand-control-support model (Karasek, 1979) as pivotal influences on the health and wellbeing of HSPs. It is hypothesized that a low safety climate is likely to create a job situation with high demands, low control and low social support, potentially leading to reduced health, and wellbeing of the HSP. In an additional study, the association between HSP wellbeing with safety performance will be explored, mainly through qualitative methods (interviews).

![Figure 1 Conceptual model to explore in the current research study](image)

The project has obtained support from relevant international organizations such as IOSH (Institution for Occupational Safety and Health) and ENSHPO (European Network of Safety and Health Professional Organizations). From a practical viewpoint, one of the greatest challenges faced by a research project in the area of occupational health and safety, particularly in Ireland, is funding. Generally, research support in this area is limited to a few pivotal institutions.

The main methodological challenge to overcome to date in the current project was sampling and establishing a study population of OSH professionals within each country. It became imperative to establish contacts with relevant professional groups and institutes. Two organizations emerged as potential platforms of contact with the HSPs: IOSH (Institution for Occupational Safety and Health) - as the main professional body to represent and advise these professionals in the UK and Ireland; and ACT (Authority for the Working Conditions in Portugal) - the main certifying body in Portugal.

The web-survey, currently being finalized, will be sent to HSPs through these two main organizations with the aim of obtaining a fairly representative sample in each country. Although this might be challenging, it is essential for the study that participants represent the variations and diversity of the functions to the full extent. The use of incentives after full completion of the survey is being considered to ensure an adequate and optimum response rate. The questionnaire will address tasks and responsibilities (based on a study by Hale et al., 2005), demands and job control, autonomy and influence, role ambiguity, organizational safety climate and indicators of health and wellbeing.

The findings may inform the development of models of good practice in work organization for HSPs and will allow understanding of the main psychosocial pressures affecting these professionals, their health and wellbeing and potentially their effectiveness in managing health and safety. The present study will hopefully contribute to a more detailed understanding of the health and safety functions in diverse sectors within the specified countries. Finally, it is hoped that the current research will encourage further study of this area and ultimately contribute to policy-making. At a European level, ideally these findings could contribute to the ongoing process of increasing recognition of the HSPs’ responsibility and create more homogeneous guidelines for the training, professional continuing education and role definition of these professionals.

References


Update: Work & Stress

Recently published and forthcoming papers in Work & Stress

By Toon Taris, Editor Designate, Work & Stress

It has been a while since you heard from us in the Newsletter. Of course, that does not mean that nothing has happened in the area of Work & Stress! Later in this newsletter you will read about recent developments regarding the journal’s editorship. Here you will find some additional information about our recent and future activities.

Special edition on longitudinal research

We are currently working on the preparation of a special edition (to appear early in 2014) on longitudinal research in occupational health psychology. This edition will include papers on a number of studies that used longitudinal designs to examine the research questions of interest. They will vary from state-of-the-art diary studies (in which multiple measures are taken on several consecutive days), via “standard” one-year panel designs, to a ten-year prospective study. To this we will add an interesting meta-analysis that examined how the length of the interval between the study waves affects a study's findings. There will also be comments by experts in the area of longitudinal research. As we are still working on this edition it is currently too early to provide you with full details of its contents.

Papers published in parts 2 and 3

We published a number of interesting papers in the last two issues (parts 2 and 3) of Work & Stress. Most of the papers fall into four main themes in occupational health psychology: the associations between task characteristics and worker functioning; the work-family interface; burnout; and interventions. Finally, there is a paper on the relation between bullying and personal characteristics.

Task characteristics and worker functioning

Many models for the relations between task (or job) characteristics and work outcomes have been proposed. Although these models tend to highlight different psychological processes, they often focus on the same or at least very similar characteristics, some of which are assumed to have positive effects on worker functioning, whereas others tend to affect worker functioning negatively. In their paper "Utilizing job resources: Qualitative evidence of the roles of job control and social support in problem solving", Kevin Daniels and his colleagues from the UK discuss how these two job characteristics help workers in solving problems at work. Based on a qualitative analysis of diary entries and interviews, their study provides qualitative support for the assumption that social support and job control are used to cope with demands, and helps us understand why and how high levels of control and social support have positive effects on workers’ functioning.

Two other papers in this category focus on task characteristics that affect worker functioning negatively. The paper "I shouldn't have to do this: Illegitimate tasks as a stressor in relation to organizational control and resource deficits", by Lisa Björk and colleagues from Switzerland and Sweden, focuses on the concept of illegitimate tasks – that is, tasks that are perceived by the employee to be outside the requirements of their job. Having to perform unnecessary or unreasonable tasks has been shown to be associated with stress and counterproductive work behaviour. Björk et al. examined how organizational characteristics contribute to the prevalence of illegitimate tasks in the work of frontline and middle managers. They show that such tasks are positively related to stress and negatively related to satisfaction with work performance, and that organizational characteristics such as high competition for resources between units, unfair and arbitrary resource allocation and obscure decisional structure tend to be associated with higher levels of illegitimate tasks.

The final paper in this category, "Customer negative events and employee service sabotage: The roles of employee hostility, personality and group affective tone" by Nai-Wen Chi and colleagues from Taiwan, focuses on the consequences of being confronted with customer negative events such as rudeness or unreasonable demands. Although their finding that negative events tend to be associated with service sabotage, they also reported that this association was especially strong for employees who obtained high scores on state hostility. This indicates that personal characteristics also determine to some degree how negative events at work affect worker functioning.

The work-family interface

A second main theme in occupational health research concerns the antecedents and consequences of various aspects of the work-family interface. In their paper...
"Work-self balance: A longitudinal study on the effects of job demands and resources on personal functioning in Japanese working parents", Eva Demerouti and colleagues from Japan and The Netherlands examine work–non-work issues in relation to the individual, or the "self". The self is considered in terms of personal interests, independent of the work and family domains. In a longitudinal study, they found that work-to-self conflict was related to high work overload and low supervisor support. In turn, work-to-self conflict predicted wellbeing (psychological distress and happiness). These findings suggest that the demands and resources encountered at work have an impact on personal functioning in other areas of life and wellbeing.

Another interesting issue in research on the work and non-work domains concerns the idea that it is possible to distinguish between workers regarding the type of balance between work and family in their lives. In their paper "Patterns of conflict and enrichment in work-family balance: A three-dimensional typology", Johanna Rantanen and her colleagues from Finland and Slovenia examined types of work-family interaction: work-to-family enrichment, work-to-family conflict, family-to-work enrichment, and family-to-work conflict. Using data from four samples, they found that workers fell into three types of work–family interaction: a Beneficial type, experiencing high enrichment and low conflict in both directions; an Active type, experiencing high conflict and enrichment in both directions, and a Contradictory type, reporting adverse effects from work to family, but positive experiences from family to home. Their findings indicate that the work-family interface should be studied as a diverse phenomenon.

Finally in this category, Scott Schieman and Marisa Young from Canada examined another aspect of the work-nonwork interface, which is of growing importance: the sending and receiving of work-related communications such as emails and cell phone messages outside regular working hours. In their paper "Are communications about work outside regular working hours associated with work-to-family conflict, psychological distress and sleep problems?", they examined whether such communication, which they call work contact for short, was associated with psychological distress and sleep problems. Using a large national sample of working adults, they found that work contact outside regular working hours was indeed associated with higher levels of work-to-family conflict, distress and sleep problems.

**Interventions**

Perhaps the most important theme in occupational health psychology is the issue of workplace interventions. Although organizational interventions should be beneficial, it is difficult to determine exactly how they bring about a change or why the desired outcome was, or was not achieved. Karina Nielsen and Johan Abildgaard from the UK and Denmark believe that it is important to examine not only the overall outcome of an intervention but also the processes and elements that are involved during the programme. Having examined the literature, they have produced guidance that is outlined in their paper "Organizational interventions: A research-based framework for the evaluation of both process and effects". Within the framework, elements that should be evaluated over the phases of an intervention are grouped into four categories. These are the organizational "actors" (that is, all those involved), the mental models of those actors, the context of the intervention, and intervention design and process. Using this framework, evaluation of the intervention process could elucidate what works for whom, why and how it works, and under which circumstances.

"Burnout and impaired cognitive functioning: The Role of executive control in the performance of cognitive tasks", Diestel et al. hypothesized that high emotional exhaustion (the core component of burnout) and high task-related demands would adversely affect performance in cognitive tasks. As predicted, high levels of exhaustion were associated with more errors and longer reaction times when cognitive demands were high. Interestingly, no effects of exhaustion on performance were found for tasks involving low cognitive demands. The findings indicate that emotional exhaustion (burnout) affects workers' cognitive functioning in conditions of high demands on executive control, and that this should be taken into account by employers.

Since burnout affects workers' wellbeing and performance, it is important to examine how it can be prevented. Another paper on burnout is "The value of psychological flexibility: Examining psychological mechanisms underpinning a cognitive behavioural therapy intervention for burnout", by Jody Lloyd and colleagues from the UK. Lloyd et al. assume that psychological flexibility (the degree to which people can focus on their current situation and take appropriate action, even in the presence of difficult and/or unwanted psychological events) is a key factor that could contribute to the occurrence of burnout. They tested whether training designed to increase this flexibility mediated a decrease in emotional exhaustion and, consequently, levels of burnout. This was largely confirmed, suggesting that burnout can be prevented or mitigated by stimulating participants' flexibility. This paper is also relevant to our next theme, namely interventions.

**Burnout**

A third theme in the latest two editions of *Work & Stress* concerns burnout. Much research has addressed the work-related antecedents and outcomes of burnout, but to date we have little insight how burnout actually affects workers' mental and cognitive capacities. This is what Stefan Diestel and colleagues from Germany examined in their paper
**Bullying and personal characteristics**

In their paper "Workplace bullying and psychological health at work: The mediating role of satisfaction of needs for autonomy, competence, and relatedness", Sarah-Geneviève Trépanier and her colleagues from Canada investigate how exposure to workplace bullying undermines psychological health at work through a lack of satisfaction of basic psychological needs. Their study showed that exposure to bullying was associated with adverse wellbeing (low engagement and high burnout), and that these relationships were mediated by unsatisfied needs for autonomy, competence and relatedness. This study sheds new light on the psychological processes that account for the adverse effects of bullying on health.

**Now read the papers!**

The papers mentioned here were published in Work & Stress Volume 27 parts 2 and 3, 2013. They may be obtainable from your institutional library, or can be downloaded from the journal’s web site: see [www.tandfonline.com/toc/twst20/current](http://www.tandfonline.com/toc/twst20/current).

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**Books**

**Book reviews:**

**Research in Occupational Stress and Well Being (Volume 10): The Role of the Economic Crisis on Occupational Stress and Well Being**


The economic recession and subsequent period of economic instability has led many organizations to downsize. This has involved laying-off employees, and using organizational change programmes to encourage efficient and economical ways of working. Although downsizing can have benefits for organizations, it is likely to create problems for those who become unemployed, such as stress, impaired health, and having to apply for work for which they are over-qualified. It may also create problems for the remaining employees who can also experience role overload, conflict and ambiguity as well as job insecurity, survivor guilt, promotion to roles for which they feel under-qualified, and the need to cope with new ways of working. These issues are precisely the focus of volume 10 of 'Research in Occupational Stress and Well Being’, which is a timely and welcome resource that covers issues relevant to occupational stress and wellbeing in the economic crisis.

The most up-to-date literature is reviewed by a variety of established researchers, many of whom draw upon their own research. Most chapters have a strong theoretical basis, especially relating to relevant stress theories such as Hobfoll’s Conservation of Resources theory. Moreover, in many chapters the authors propose their own theoretical frameworks, providing innovative directions for future research. Most chapters also conclude by discussing implications for practice. Given the topic, it would be very easy to simply focus on the undesirable consequences of the economic crisis. A number of chapters, however, also cover more positive concepts such as active coping, career adaptability, and job embeddedness.
In Chapter 1, Song Qi Liu and Mo Wang review the literature on over-qualification and propose a multilevel model (i.e. incorporating individual and group levels) of the antecedents and consequences of this. Mindy Shoss and Tahira Probst also propose a multilevel model in Chapter 2, which considers the outcomes of economic stress. The model highlights not only individual economic stress, and its implications for employee wellbeing and behaviours, but also group economic stress and wellbeing. The authors of Chapter 3, Aimee King and Paul Levy, propose a model of stress and organizational politics. The model emphasizes the importance of the attribution process in determining whether a situation or act is political, which subsequently has implications for coping and wellbeing. The impact of individual differences, situational characteristics and economic factors on this process is also examined.

In Chapter 4, Ute Christine Klehe and colleagues initially acknowledge the problems for employees of economic stressors, such as job insecurity, job loss, underemployment and unemployment. They subsequently adopt a more positive perspective, by examining the concept of career adaptability, linking this to proactive coping and behaviour. The individual difference and situational antecedents of adaptability are also examined. The authors of Chapter 5, Marilyn Whitman and Kristen Shanine, examine the consequences of organizational downsizing for survivors who may be promoted and, as a result, feel over-rewarded and under-qualified. A model is proposed in which this so called 'imposter phenomenon' may lead to emotional exhaustion. In Chapter 6, Sharon Glazer and colleagues examine the consequences of organizations using global virtual teams (GVTs) to help cope with the economic crisis. A framework for the impact of GVTs is proposed, and positive and negative consequences are considered; particular focus is placed on the stressors and strains that GVTs may engender for individual employees.

Chapter 7, by Frederick Leong and colleagues, focuses on occupational health disparities in three ethnic minority groups in the US (Latinos, Asian Americans and African Americans). Finally, in Chapter 8 Anthony Wheeler and Ramchand Rampersad examine how wellbeing may change over the course of both linear time (i.e. real time) and psychological time (i.e. the experience of time) during periods of economic instability. A model is proposed whereby job embeddedness moderates the relationship between economic shocks and wellbeing, which may also alter employees’ perceptions of time. The importance of both the work and non-work environments in this process is emphasized.

While the topic of Chapter 7 is important, and I can see that health disparities in ethnic minority groups are likely to have been exacerbated by the economic crisis, this chapter does not seem to fit so well with the others; moreover, it is also more relevant to the US than a European context. I especially enjoyed Chapter 8, in part due to the more direct link to the economic crisis made by the authors. For example, only in this final chapter is there a description of the time line of the recession and subsequent economic instability and the impact for different countries. Additionally, Chapter 8 emphasizes the importance of both the work and non-work environments and, as a researcher in the field of work life balance, I am especially pleased to see this recognized. Furthermore, again, perhaps due to my personal interest in multilevel modelling, it is also good to see a focus in some chapters on multilevel data (i.e. with person level and group or organizational level pathways). The authors of Chapter 2 even discuss the challenges of using hierarchical linear modelling techniques to analyze data relating to their proposed multilevel model of occupational stress and wellbeing.

As I have recently conducted research on the impact of the economic crisis on the work life balance agenda in UK public sector organizations, I hope that the book, and the theoretical frameworks proposed in many of the chapters, may stimulate future research, especially longitudinal research, focusing on the impact of the economic crisis on stress and well-being.

Review by Nicola Payne, Middlesex University


The subtitle of this book, in highlighting ethical practices, is potentially misleading. If the word ‘ethical’ were replaced with the word ‘good’, or the phrase ‘evidence-based’, readers who might see ethical practice as too abstract and academic might be rather more likely to look at the book in more detail. Closer inspection of the book reveals that it generally offers a very well-informed review of both theoretical and applied issues relating to the concept of work and quality of life. As a handbook, it works well, in that it serves to address most of the key areas of research, theory and practice.
For the academic, most chapters provide useful summaries of theory and research, identifying areas of debate and offering solid literature reviews up until about 2009/2010. For practising organizational psychologists, human resource professionals, and others charged with intervening in the work and quality of life sphere, many chapters go beyond providing a subject overview and provide illustrative vignettes, and even recommendations and suggestions for evidence-based interventions.

The book is advertised on the basis that it addresses the balance and potential for conflict between responsibilities of employees and employers, an aim which is tackled in a common-sense fashion in the main, as chapter authors refer to the real-life costs and benefits of various actions, and take into account the practical realities limiting applicability of what might appear theoretically sound intervention strategies.

The book seeks to consider dilemmas from three key perspectives, namely individual, organizational and cultural, and it explores ways in which organizations can address the dilemmas identified, so as to promote positive employee health and wellbeing.

The book is primarily North American in focus, although some chapter authors address issues (e.g. spirituality) from other than a Western perspective. Whilst reference is made to the concept of quality of working life directly and indirectly throughout the book, it is perhaps surprising that there is not more on evaluation and measurement. A more detailed exploration of the central concept of quality of work life might have been expected, and could serve to better unite the various themes. The issue of assessment would seem to be of particular relevance for this book, given the emphasis on evidence-based interventions, as the proper evaluation of any such interventions within the broader context of quality of working life (rather than just separate facets such as stress or job satisfaction) would seem to be key to the application of the ideas offered by implication.

Where specific concepts are discussed, the space available can lead at times to some frustration, as for example a chapter on ‘Work Stress’ zips through a wide range of concepts in just 12 pages. On the whole, however, the use of vignettes and provision of practical recommendations is welcomed, as is the identification and in-depth discussion of relevant dilemmas relating to the real-world application of the evidence-based interventions reviewed. However, it is, again, a North American evidence base for interventions that is referred to, which will necessarily limit to some degree the applicability of the book to other cultures and settings.

Discussion of what may, for some readers, be less familiar concepts (‘Singilism’, chapter 12), and changes in working (telecommuting, chapter 14) bring the book up to date, as it covers a very broad range of ethical issues relating to work, without coming across as too politically correct or ‘holier than thou’. Just an occasional slip, as in a reference to “the right val-

ues” (on page 457), does not detract from the generally down-to-earth, real-world tone of the book. The complexity inherent to the consideration of ethical issues in the workplace is generally explicitly recognised and accepted, and authors readily accept the need for ideas and principles to be adapted to any specific workplace and work group.

Thus, whilst academics may well find that the book provides a good, up-to-date overview of this subject, and covers areas which may not have been familiar to all those working in this field, human resource practitioners and others should also find much here of interest. Discussion of the practical relevance of an effective code of ethics and review of performance management systems, for example, alongside consideration of the relevance of what are described as just, respectful, and productive organizations make this a worthwhile read.

It may well be that the on-line facility, which allows access to individual chapters, will prove to be of particular relevance, given the cost of the book. This option allows readers with specific interests to select the chapters which offer a good overview and practical suggestions on areas such as sexual harassment, telecommuting and religious diversity in the workplace. Where affordable, however, the purchase of the full book as a standard reference would seem worth considering. The book is part of Springer’s series of International Handbooks of Quality of Life Research, which are promoted as offering extensive bibliographic resources and literature reviews of the sub-disciplines and areas of study relating to quality of life research. Springer states that handbooks in this series will review quality of life research literature in specific life domains, populations, disciplines or sectors of industry. Interestingly, it is suggested that the handbooks will address measures of quality of life and wellbeing, through provision of information on measures and scales. It is therefore slightly odd that more was not provided in this book on measures of quality of working life, which would seem to be key.

If there were to be any slight gripes, attention could be drawn to the relatively limited index, and, in a perfect world, it might be nice to have a reference section of the whole book which allowed the reader to see if and where particular authors and papers are referred to. The ability thereby to cross-reference between chapters might serve to identify common themes more readily. The price of the book must also warrant some comment, as this will limit its accessibility.

Overall, the book provides a wealth of useful, well informed information and ideas of relevance to both academicians and practitioners.

Review by Simon Easton,
University of Portsmouth
Research and Practice Forum updates

Research Forum Update - by Birgit Greiner

The Research Forum initiates several activities to promote the work of Masters, PhD students and of early career researchers. The following activities are planned:

- **A Doctoral/Masters students and Early Career Researcher showcase** at the upcoming EAOHP conference in London 2014 (please see Conference news section)
- **A research student and Early Career Researcher forum at the conference** directly following the showcasing that provides the opportunity for networking with others and to raise issues relevant to the completion of PhD and Masters research. Part of this forum will be a toolbox talk from an experienced Research Supervisor with practical tips for the successful completion of research. The programme will be published at the conference website in due course.
- **Compilation of an annotated list of current or recently completed PhD theses** in the area of OSH to be published on the EAOHP website. PhD research is often not formally published before submission of the thesis making it difficult for the OHP academic and practitioner community to be aware of research in this area. The aim of the list is to increase the visibility of PhD research in occupational health psychology internationally. Such a list may also help researchers to identify colleagues who are working on similar topics. An e-mail will go out shortly asking all student members to submit their research titles together with a brief synopsis. Also EAOHP members who act as PhD supervisors will be asked to encourage their students to submit this information.

Ideas and recommendations relating to any of the above points are welcome. I am specifically looking for ideas for the Research Forum at the conference. I would like to make this forum as attractive and useful as possible to members. Which topics should be discussed? Suggestions for whom to invite for the planned toolbox talk are also greatly appreciated. Please mail your ideas and comments to b.greiner@ucc.ie.

Practice Forum Update – by Peter Kelly

The Practice Forum held a talk at the APA NIOSH conference, which was aimed at increasing academics’ awareness of the roles of OHP practitioners. The meeting went well and some discussions were held regarding the ways in which an OHP practitioner might add value to an organization. There was a focus on the role of practitioners in unstable economic times.

I also attended the international co-ordinating group for OHP to promote practitioner issues. It is an exciting time for the profession as we work collectively together to form strategic partnerships, which will advance our objectives as OHP practitioners. The EAOHP conference in London next April will offer another opportunity to promote practitioner issues.
Toon Taris to be Editor of *Work & Stress*

As from January 2014 Toon Taris will take over from Tom Cox as Editor of the journal *Work & Stress*, becoming only the second editor since the journal began.

*Work & Stress* has become a leading journal in occupational health psychology, last year achieving a five-year impact factor of 4.27. Toon has already served the journal for several years, first as an Associate Editor, since 2006 as the journal’s Deputy Editor, and for the last two years as its Scientific Editor. In these roles he has had primary responsibility for a wide range of activities, ranging from handling submissions to designing and implementing *Work & Stress*’s editorial policy (in association with Tom and the journal’s Associate Editors). Moreover, he has (co-)edited several special issues of the journal, on topics including the conceptualization and measurement of burnout (2006, with Tom Cox and Mary Tisserand), engagement at work (2008, with Arnold Bakker, Michael Leiter and Wilmar Schaufeli), and intervention research (2010, with Karina Nielsen and Tom Cox).

Toon is currently full professor of Work and Organizational Psychology at Utrecht University, The Netherlands. As an editor he is fair, pragmatic and an excellent communicator. He has wide experience in occupational health psychology, and has published extensively on subjects such as work motivation, workaholism, health and wellbeing, and work performance. Furthermore, being a methodologist by training, he continues to be interested in survey research methods. Toon is currently in the process of co-editing an introductory textbook on work psychology (with Maria Peeters and Jan de Jonge) that will be published later this year by Wiley-Blackwell. Toon also writes a regular feature on *Work & Stress* for this Newsletter – see earlier in this edition. In his role as Editor of *Work & Stress*, Toon will be assisted by Mary Tisserand, who has served in a supportive role on the journal for nearly 20 years.

The retiring Editor, Tom Cox, founded *Work & Stress* and has been its Managing Editor since the first edition in 1987. He also established the Institute of Work, Health & Organisations at the University of Nottingham, from which he has now retired. In 2000 he was awarded a CBE for services to occupational health. Tom is currently affiliated to Birkbeck College, University of London.
Call for the 2014 EAOHP conference:

Doctoral, Masters Students and Early career Researcher Showcase – A novel way of communicating your research

The Research Forum is organising a Doctoral showcase session for PhD and Masters students/scholars and early career researchers undertaking research in any topic area relevant to occupational health psychology. Students of all years are invited to present their research in a snappy, effective and innovative way to the audience. The aim of the showcase is to generate visibility to cutting-edge research, to communicate the main message of the research to academics and practitioners, to spark their interest, and to liaise and network with other research students.

Invited are students of all years at different stages of completion of their thesis and early career researchers just after completion of their PhD. There are four categories which students can enter:

- **The Grand Doctoral Plan:** A three minute presentation for PhD students in their first years of research to explain the research plan and initial ideas. The use of one slide only is permitted.

- **Three Minute Doctoral Thesis:** With the use of one slide only a three minute presentation for students close to completion to present the (potential) expected added value to knowledge and practice of their research.

- **Just After Completion:** A five minute presentation for early career researchers up to one year after completion of their PhD on the added value to knowledge and practice of their research. Additionally a brief personal reflection is expected on the question of ‘Was the effort worth it?’ Two slides are permitted.

- **Three Minute Masters Thesis:** A three minute presentation to present the Masters research of any stage of progression using one slide.

The idea is not to give a full conference speech with a detailed background to the research, methods and results but to convey the main idea, the main approach or the main message of the research. The use of humour, graphics or props is encouraged!

Details for submission of a brief abstract of your presentation can be found on the conference website. Please visit the conference website at [http://www.eaohp.org/call-for-papers.html](http://www.eaohp.org/call-for-papers.html)

For more information you contact the EAOHP Research Forum Chair:
Dr. Birgit Greiner: b.greiner@ucc.ie
GUIDELINES FOR CONTRIBUTORS

We are keen to publish many different kinds of articles, and we hope this will encourage a broad range of submissions. We welcome articles from people involved in practice, education and/or research in OHP and across the full range of contributory disciplines, and with a variety of levels of experience. If English is not your first language, don’t let this put you off – if you need it, you will be provided with help to prepare your item. We aim to publish three issues per year.

OHP research/practice
We welcome short reports (of no more than about 1000 words) of research findings, practice issues, case studies, brief literature reviews, and theoretical articles. This could be a valuable opportunity for you to disseminate information on your work both to academics and practitioners. When writing these reports please make them as accessible as possible to the broad readership of the Newsletter.

OHP briefings
We also welcome overviews of your OHP-related activities, or those of your research group, consultancy or organization. This type of article provides a useful insight into the sort of work that is being undertaken across the OHP world community. Additionally, this section enables the communication of policy developments that may have implications for OHP research, practice and education in your country. We ask that such articles are no longer than 1,200 words long.

Opportunities
We would be pleased to receive advertisements for job opportunities, internships or PhD studentships. If you have an opportunity that you would like to make our community aware of, please send a short description to the Editor.

Other articles
We welcome news, conference announcements, open letters regarding any OHP-related topics, responses to published articles and brief summaries (in English) of OHP issues that have been reported by your national news media.

We would be pleased to receive appropriate photographs to accompany your contributions.

Please email your questions, announcements or contributions to the Editor: Sue Cowan: suecowan@workingwelltogether.eu

Call for Book Reviewers

EAOHP is looking to expand our team of book reviewers. There are a number of benefits to becoming a book reviewer, including:

- access to the latest books, allowing you to keep up to date with your areas of practice, education and/or research, or simply those that interest you most;
- getting your name known in relevant circles;
- expanding your CV;
- and you get to keep any book that you review!

Book reviews should be approximately 500 to 700 words in length. Books for review will be sent to you, so you will not incur any costs. If English is not your first language, don’t let this put you off – if you need it, you will be provided with help to prepare your review. If you would like to join our team of book reviewers, please email the Newsletter’s Book Reviews Editor, Gail Kinman (Gail.Kinman@beds.ac.uk) with details of your interests.
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Are you interested in chairing the Academy Education Forum?

The position of the Chair of the EAOHP Education Forum remains vacant. If you are interested in undertaking this role, please email Aditya Jain at Aditya.Jain@nottingham.ac.uk to find out more. Or apply by sending a statement indicating why you are interested in the role along with a short resume. More details on roles and responsibilities of the position can be found in the EAOHP constitution.

This vacancy remains open until filled.

Academy Publications

the Occupational Health Psychologist: Published twice per annum. ISSN 1743-16737 (Online). Back copies can be downloaded at www.eaohp.org

Work & Stress: A journal of work, health and organisations. Published by Taylor & Francis in association with the European Academy of Occupational Health Psychology. ISSN 0267-8373


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