

**GUIDEBOOK AND ABSTRACTS**  
**2nd EAWOP Early Career Summer School for**  
**Advanced Work and Organizational Psychology**

**Valencia, September 11<sup>th</sup>-17<sup>th</sup>, 2010**



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## 1. INTRODUCTION

**The Second EAWOP Early Career Summer School** is held in Valencia (Spain) from the 11<sup>th</sup> to the 17<sup>th</sup> of September 2010.

The aim of the Second EAWOP Early Career Summer School for Advanced Work and Organizational Psychology is to foster inner-European research collaborations and to support the development of promising researchers in this field. The summer school presents the unique opportunity for young researchers to meet with fellow researchers and prominent professors and discuss their own work as well as aspects of being a researcher. The summer school will consist of a variety of activities:

1. Key Notes (held by senior scholars)
2. Sessions on fund raising, publishing and research management (held by senior scholars)
3. Group sessions where participants will present and discuss their own research with fellow participants and senior scholars
4. Poster sessions
5. Company visit
6. Social activities

## 2. GETTING HERE

### **SHUTTLE BUS - September 11th**

- a) **17.00-17.30** Valencia (Manises) airport
- b) **17.30-18.15** Faculty of Psychology. **Address:**  
  
Facultat de Psicologia- Universitat de València  
  
Avda. Blasco Ibáñez, 21 46010-Valencia

The best way to get here is by subway (**metro**): you should stop at  
"Facultats"

### **SHUTTLE BUS - September 17<sup>th</sup>**

- a) **9.00** Hotel Borgia
- b) **10.30** Valencia airport
- c) **11.00** Faculty of Psychology. Valencia

### **TRAIN**

From: Valencia train station (Estación del Norte)

To: Gandia train station, and viceversa please see:  
<http://www.renfe.com/horarios/english/index.html>

### **BUS INFORMATION**

If you prefer to go from Valencia to Gandía by bus, you could find more information at: <http://www.alsa.es/portal/site/Alsa/>

### **TAXI**

If you arrive late and there isn't bus or train, there is a specific taxi company which arranges trips from Valencia to Gandía: <http://www.taxival.net/prices.htm> or you could just take a regular taxi at the front door of Valencia Airport.

### **3. ACCOMODATION**

Borgia Hotel: <http://www.dchoteles.net/borgia/index.php>

Address: Avda. República Argentina, 5 – Gandía, (Valencia)- Spain.

T: +34 96 287 81 09

### **4. SUMMER SCHOOL FEE**

**The registration Summer School fee covers:**

- The Opening Ceremony and Welcome Reception
- Summer School participation
- Accommodation and full board
- Coffee breaks
- Company visit
- Guided Tour
- Summer school completion certificate

### **5. SUMMER SCHOOL VENUE**

The Summer School will be held at the International Center of Gandia, University of Valencia, 5 minutes walk from the Hotel facilities. Gandia is a historical city about 40 Kmts south Valencia and near the beach. <http://www.uv.es/cig/c/index.htm>

Address: Centro Internacional de Gandia  
Palau Ducal dels Borja  
Duc Alfons el Vell, 1  
46701 GANDÍA

**6. ORGANIZATION COMMITTEE**

<p><b>José Maria Peiró Silla</b></p> <p>IDOCAL (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life) &amp; IVIE  Department of Social Psychology  University of Valencia (Spain)  E-mail: <a href="mailto:jose.m.peiro@uv.es">jose.m.peiro@uv.es</a></p>	
<p><b>Arnold B. Bakker</b></p> <p>Erasmus University Rotterdam  The Netherlands  E-mail: <a href="mailto:bakker@fsw.eur.nl">bakker@fsw.eur.nl</a></p>	
<p><b>Ann-Louise Holten</b></p> <p>The National Research Centre for the Working Environment (NRCWE)  Copenhagen (Denmark)  E-mail: <a href="mailto:alh@nrcwe.dk">alh@nrcwe.dk</a></p>	
<p><b>Carmen Carmona Rodríguez</b></p> <p>IDOCAL (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life)  Department of Research Methods and Diagnosis in Education  University of Valencia (Spain)  E-mail: <a href="mailto:carmen.carmona@uv.es">carmen.carmona@uv.es</a></p>	
<p><b>Isabel Luján Gimeno</b></p> <p>Centre Internacional de Gandia (CIG)  University of Valencia (Spain)  E-mail: <a href="mailto:isabel.lujan@uv.es">isabel.lujan@uv.es</a></p>	
<p><b>Yolanda Estreder Ortí</b></p> <p>IDOCAL (Research Institute on Personnel Psychology, Organizational Development, and Quality of Working Life)  Department of Social Psychology  University of Valencia (Spain)  E-mail: <a href="mailto:yolanda.estreder@uv.es">yolanda.estreder@uv.es</a></p>	

## 7. KEY NOTE SPEAKERS

<p><b>Arnold B. Bakker</b></p> <p>Erasmus University Rotterdam The Netherlands E-mail: <a href="mailto:bakker@fsw.eur.nl">bakker@fsw.eur.nl</a></p> <p>Keynote session on Work Engagement</p>	
<p><b>Remus Ilies</b></p> <p>Michigan State University USA E-mail: <a href="mailto:ilies@bus.msu.edu">ilies@bus.msu.edu</a></p> <p>Keynote session on Diary Research on Employee Well-being</p>	
<p><b>Martin Kleinman</b></p> <p>University of Zurich Switzerland E-mail: <a href="mailto:m.kleinmann@psychologie.uzh.ch">m.kleinmann@psychologie.uzh.ch</a></p> <p>Keynote session on Construct Validity of Personnel Selection Methods and a session on Funds and Fundraising</p>	
<p><b>Vicente Gonzalez Romá</b></p> <p>University of Valencia Spain E-mail: <a href="mailto:Vicente.Glez-Roma@uv.es">Vicente.Glez-Roma@uv.es</a></p> <p>Keynote session on Work-team Climate and a session on Publishing</p>	
<p><b>José Maria Peiró Silla</b></p> <p>University of Valencia Spain E-mail: <a href="mailto:jose.m.peiro@uv.es">jose.m.peiro@uv.es</a></p> <p>Keynote session on Organizational Change and Employee Participation</p>	
<p><b>Rob Briner</b></p> <p>Birkbeck University of London UK E-mail: <a href="mailto:r.briner@bbk.ac.uk">r.briner@bbk.ac.uk</a></p> <p>Keynote session on Evidence-based Management and a session on Research Management</p>	
<p><b>Nik Chmiel</b></p> <p>University of Chichester UK E-mail: <a href="mailto:N.Chmiel@chi.ac.uk">N.Chmiel@chi.ac.uk</a></p> <p>Keynote session on Workplace Safety</p>	

## 8. KEY NOTE SESSIONS

### WORK ENGAGEMENT

Prof. dr. Arnold B. Bakker, Erasmus University Rotterdam, The Netherlands

**Arnold B. Bakker** is full professor and chair at the Department of Work and Organizational Psychology at Erasmus University Rotterdam, The Netherlands. He is president of the European Association of Work and Organizational Psychology, and secretary-general of the Alliance of Organizational Psychology. His research interests include work engagement, burnout, spillover and crossover. His research has been published in journals such as *Journal of Applied Psychology*, *Journal of Vocational Behavior*, and *Human Relations*. He is the editor (with Michael Leiter) of *Work engagement: A handbook of essential theory and research* (Psychology Press), and the series editor of *Current issues in Work and Organizational Psychology* (Psychology Press). See also: [www.arnoldbakker.com](http://www.arnoldbakker.com)

#### **Abstract**

Engaged employees have high levels of energy and are enthusiastic about their work. Moreover, they are often fully immersed in their work so that time flies. The concept of work engagement is becoming more and more popular among scientists and practitioners, because the empirical evidence suggests that engagement is predictive of organizational performance. Research has consistently shown that job resources including social support from colleagues and supervisors, performance feedback, skill variety, and autonomy are positively associated with work engagement. Recent studies in this field start to illuminate how engaged employees stay engaged. In my presentation, I will discuss my research program on work engagement, and show how engaged employees stay engaged by proactively changing their own work environment.

## **EVIDENCE-BASED MANAGEMENT**

Prof. dr. Rob Briner, Birkbeck, University of London. United Kingdom.

**Rob Briner** is Professor of Organizational Psychology. His research focuses on the reciprocal links between work and various aspects of well-being such as moods and emotions. His other interests include the psychological contract at work, absence, ethnicity, work-nonwork relationships, and contextual performance. He is also involved with a number of evidence-based management initiatives. He has published in journals such as Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, and Journal of Vocational Behavior. Rob Briner is currently on the editorial board of a number of journals including Journal of Organizational Behavior, Human Relations, and International Journal of Work, Organisation and Emotion and was Associate Editor of Human Relations from 1997-2007. He has edited special issues of a number of journals including European Journal of Work and Organizational Psychology , Occupational Medicine and Human Relations. Currently, prof. Briner is Consultant Editor for Organizational Psychology for Wiley-Blackwell.

### **Abstract**

Evidence-based management: Where's it from and where's it going? How do you do it? How is it relevant to Organizational Psychology?

The notion of evidence-based management (EBMgt) though relatively new and undeveloped has attracted some support and some criticism. The origins of EBMgt can be traced to parallel (though very different) developments in other areas of practice such as medicine. At the same time, the notion that management and OP research should, where relevant, inform management and OP practice is as old the academic discipline of management itself. Some of the critiques of EBMgt are aimed at what is perceived to be a 'movement' and a particular view about what EMBgt entails. However, activity to date does not suggest a large nor active 'movement' nor much agreement about what EBMgt might be. Given this context, where might EBMgt be going? And how do you do EBMgt? They key role of systematic reviews of evidence will be considered.

**WORKPLACE SAFETY**

Dr. Nik Chmiel, University of Chichester, United Kingdom

**Nik Chmiel** is the Head of Psychology and Counselling, Programme Co-ordinator BSc Psychology at the University of Chichester. Nik is a Chartered Occupational Psychologist, and past president of the European Association of Work and Organizational Psychology 2003-2007. He is on the policy committee for the British Psychological Society publication 'the Psychologist' and an associate editor of the European Journal of Work and Organizational Psychology. His research interests focus on psychology in the workplace, and include the psychology of safety at work, job stress and work engagement. He has published in journals such as Journal of Occupational Health Psychology and Personality & Individual Differences. He is an academic Referee of several journals as Applied Cognitive Psychology; Behavioural Research Methods, Instruments, and Computers; British Journal Of Psychology; European Journal of Work & Organizational Psychology and Journal of Occupational Health Psychology.

**Abstract**

Countries and Organizations are both concerned about accidents at work. Many countries have extensive Health and Safety legislation in place requiring organizations to establish safe work systems and identify and control hazards, and employees to comply with safety procedures. Retrospective analyses of past accidents has led to a view that both organizational practices and individual behaviours are implicated in major accidents, leading to the proposal of a general accident causation scenario (GACS). Of key interest to work and organizational psychologists, the GACS proposes that it is unsafe behaviour that leads to accidents unless organizational/system safeguards and defences prevent it. Unsafe behaviours are hypothesised to arise from psychological precursors such as lack of attention or a poor attitude toward safety. Psychological precursors, in turn, are elicited through organizational practices and the working environment, called general failure types (GFTs). Examples of GFTs include bad equipment design, poor training for safety, requiring operation under extreme time pressure, poor safety procedures, poor communications, and poor management approaches to safety. In this talk this conceptualisation of accident causation will be examined by reference to other approaches to safety that incorporate organizational influences on safety behaviour and accidents, and to empirical evidence from survey data. This approach throws up several interesting questions that have received scant research attention, and these will be discussed. One result is the acknowledgement that traditional approaches to safety have largely ignored established theorising in occupational health psychology that investigates the relationships between jobs and stress. This gap is addressed by the presentation of a study that uses the Job Demands/Resources Model as a framework to predict safety behaviour, and which then considers the role of traditional approaches to safety in it.

## **WORK-TEAM CLIMATE**

Prof. Dr. Vicente González-Romá. University of Valencia. Spain

**Vicente González-Romá** is full professor of Work and Organizational Psychology at the University of Valencia, Spain. Currently, he is the Editor of the European Journal of Work and Organizational Psychology, and Contributing Editor of the Journal of Applied Psychology. His research has been published in journals such as Journal of Applied Psychology, Journal of Personality and Social Psychology, Journal of Vocational Behavior, European Journal of Work and Organizational Psychology, Journal of Occupational and Organizational Psychology, Multivariate Behavioral Research, and Structural Equation Modeling. His research interests include team climate, team processes, collective mood, burnout and engagement, and leadership. He is also serving as the Director of the Observatory of Job Insertion and Occupational Guidance of the University of Valencia.

### **Work-Team Climate Abstract**

Research in organizational climate has a long tradition in our discipline. Traditionally, a work unit's climate (e.g., team, department, organization) has been operationalized as the average of the unit members' climate perception. This operationalization has neglected the role that within-unit dispersion in climate perceptions may have to understand work units' emergent states, processes, and outcomes. In this presentation, I propose a conceptualization of team climate as a configural unit property that allows researchers to investigate the relationship between dispersion dimensions in work-team climate and team processes and outcomes. Moreover, some empirical evidence about the aforementioned relationship will be presented.

### **How to Publish in Scientific Journals Abstract**

Publishing in scientific journals is one of the tasks that we, as researchers, must accomplish. Especially at the beginning of an academic career, this task may appear as highly difficult and tough. But fortunately, it involves a number of elements (e.g., strategies, competences) that can be learnt and practiced. In this session, we will focus on some of these elements with the goal of improving the quality and publishability of our research papers.

## **DIARY RESEARCH**

Prof. Dr. Remus Ilies. Michigan State University. USA

**Remus illies** is Professor of Management, at the Eli Broad College of Business and Graduate School of Management, Michigan State University. Dr. Ilies's work in these areas has been published in premier scholarly journals such as Academy of Management Journal, Journal of Applied Psychology, Journal of Organizational Behavior, Leadership Quarterly, Organizational Behavior and Human Decision Processes, Personnel Psychology, and Psychological Bulletin. Currently, Dr. Ilies serves on the editorial boards of Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, Leadership Quarterly and Psihologia Resurseor Umane. His research focuses on topics such as individual differences, employee well-being, work-family processes, attitudes, leadership and motivation, with a particular interest in understanding the role of emotional processes in explaining outcomes relevant to these research topics. For his research, professor Ilies has received numerous awards, most recently the Early Career Achievement Award, Human Resources Division of the Academy of Management, 2010 and the 2009 Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, from the Organizational Behavior Division of the Academy of Management.

### **Diary Research on Employee Well-being Abstract**

In this presentation, I will first give an overview of the nature and importance of diary research on employee well-being. Then, I will explain the differences between traditional cross-sectional research and diary research, and show how the repeated-measures data collected in diary studies can be used to study both between- and within-individual difference in well-being. I will also explain how diary data are analyzed with multilevel modeling. Next, I will illustrate the types of research questions that diary research can answer through examples of diary studies from applied psychology and organizational behavior that focused the effects of various work demands and experiences on indicators of employee well-being. Finally, I will present several suggestions for future diary studies on the topic.

## PERSONNEL SELECTION

Prof. Dr. Martin Kleinmann. University of Zurich, Switzerland.

**Martin Kleinmann** is a professor of Work and Organizational Psychology at the University of Zurich, Switzerland. He studied psychology and computer sciences at the Universities of Kiel and Konstanz, Germany. After his dissertation (topic: Reactivity of assessment centres) he received a full professorship at the University of Marburg, Germany. He also worked as a consultant for several years in the field of personnel selection. His books about personnel selections are published in German and translated into Russian. Journal articles of Martin Kleinmann dealing with the construct validity of personnel selection procedures are published in the Journal of Applied Psychology, Personnel Psychology, Human Performance, International Journal of Selection and Assessment among others. Currently, he is the president of the German Society of Work and Organizational Psychology <http://www.aodgps.de> and one of the editors of the leading German journal of personnel psychology.

### **Construct Validity of Personnel Selection Methods Abstract**

Personnel selection procedures such as assessment centers, structured interviews, and personality inventories are useful predictors of candidates' job performance. But they also lack on construct-related validity. In addition to existing explanations for their criterion-related validity and their insufficient construct validity, I suggest that candidates' ability to identify the criteria used to evaluate their performance during a selection procedure contributes to their criterion-related validity. Conceptually, the ability to identify criteria might be framed in the broader literature on peoples' ability to read situational cues. Based on theoretical approaches and a body of empirical results, the potential of this ability to account for selection results and for performance outcomes on the job is outlined. Finally, implications for future research are presented.

### **Funds and Fundraising Abstract**

The beginning work and organisational scientist may have a lot of interesting ideas for his or her own future research. But normally European universities do not fund research directly; they pay for salaries of their researchers but not for the research itself. So the researcher needs to get money from national (or international) funding organisations. Such national research funding organisations exist in every European country. The way to write successful proposals is often in some aspects for applicants nontransparent. In the workshop it will be presented step by step possible ways to write a successful research proposal for national funding organisations. As well possible contents of proposals as selling arguments will be discussed. Typical mistakes that lead to rejections are also presented and discussed as ways to handle these unpleasant incidents. Tips for beginning researchers to write successful proposals and the funding organisations of all countries in Europe are also described.

**ORGANIZATIONAL CHANGE**

Prof. Dr. José M. Peiró Silla. University of Valencia. Spain.

**José María Peiró** is Full Professor of Work and Organizational (W&O) Psychology at the University of Valencia. He is Director of the Research Institute of Human Resources Psychology, Org. Development and Quality of Working life (IDOCAL). He is also senior researcher at the IVIE (The Valencian Institute of Economic Research). Prof. Peiró is President elect of the International Association of Applied Psychology (IAAP). He served as President of the European Association of Work and Organizational Psychology (EAWOP), Fellow member of the Society for Industrial and Organizational Psychology (SIOP), and the European Academy of Occupational Health Psychology (EAOHP). He is the coordinator of the Erasmus Mundus Master Program of Work, Organization and Personnel Psychology taught by a consortium of five European Universities: Barcelona, Bologna, Coimbra, Paris and Valencia. He has been member of the Europsy Project and also a former Associate Editor of the European Journal of Work and Organizational Psychology. He has published articles in scientific journals on occupational stress, psychosocial risk prevention at work, absenteeism training in organizations, organizational climate, team work, and customer satisfaction in service organizations. His research has been published in journals such as Journal of Applied Psychology, Journal of Vocational Behavior, European Journal of W&O Psychology, Applied Psychology and International Review.

**Abstract**

## Leadership and Occupational Health: Research and Intervention

In this presentation, the role of leadership in promoting work and organizational health and well-being at an individual and collective (work unit and company) level will be analysed. Special attention will be paid to psychosocial risk factors and work stress. In order to do it, first, the recent trends in work stress conceptualization and theoretical models will be outlined. Special attention will be paid to the perspective of positive psychology. This analysis will provide insights relevant to promote stress prevention at work. Moreover, the multiple roles leadership can play at an individual and collective level in work stress will be revised and special attention will be paid to the role played by leadership on stress from a cross-level approach. Shared leadership and its implications for work stress will also be considered, and finally, the implications from the empirical evidence and knowledge available for the assessment of leadership and for intervention will be discussed. In this point the interventions on occupational health will be reviewed from the point of view of the theory that has grounded them.

**9. GROUPS DISTRIBUTION**

Workgroup rooms are located at the International Center of Gandia (CIG) of the University of Valencia.

WORK ENGAGEMENT	AULA 1
TEAM ORGANIZATION AND TEAM CLIMATE	AULA 2
PERSONNEL SELECTION	AULA 3
WORKPLACE SAFETY	AULA 4
METHODOLOGY DIARY RESEARCH	MEETING ROOM 1
ORGANIZATIONAL CHANGE	MEETING ROOM 2
EVIDENCE-BASED MANAGEMENT	MEETING ROOM 3

## **10. CONTACT INFORMATION**

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Yolanda Estreder Ortí:

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**Telf.: +34 96.386.45.76**



## 11. PROGRAMME

	Saturday 11th	Sunday 12th	Monday 13th	Tuesday 14th	Wednesday 15th	Thursday 16th	Friday 17th
8.30 - 9	<b>Arrival Day</b>	8.40 Front door of the Hotel			<b>8.15 Shuttle Bus</b> Borgia Hotel		<b>Departure</b> <b>9.00 Shuttle bus</b> <b>Hotel Borgia</b>
9 . 9.30		KN 1. Aula 1 Prof. Martin Kleinmann	GS 3	KN 4. Aula 1 Prof. José M. Peiró	FORD Company visit	KN 6. Aula 1 Prof. Vicente González-Romá	
9.30 - 10		Construct Validity of Personnel Selection Methods		Leadership and Occupational Health: Research and Intervention	KN 5. Prof. Arnold Bakker Work Engagement	Work-team Climate	10.30 Valencia Airport
10 . 10.30							
10.30-11		**Coffee/break	**Coffee/break	**Coffee/break	D. Jose Abargues Human Resources Manager of FORD-Almusafes Plant	**Coffee/break	
11 . 11.30		GS 1 Presentations	KN 2. Aula 1 Prof. Rob Briner	GS 4	Role and function of the HR Dep. Ford Spain: Practices and Policies	GS 6	11.00 Faculty of Psychology
11.30 . 12			Evidence-based Management				
12 . 12.30							
12.30 . 13							
13 . 14.30			LUNCH*	LUNCH*	LUNCH*	LUNCH*	LUNCH*

14.30 . 15	<b>AIRPORT SHUTTLE BUS</b>	GS 2 Presentations	CP 2. Aula 1 Prof. Martin Kleinmann Funds and Fundraising	Poster preparation  15.00 Poster session. Aula 1	KN 5. Aula 1 Prof. A. Bakker Work Engagement Discussion	CP 3. Aula 1 Prof. Vicente González-Romá  How to publish	
15 . 15.30							
15.30 . 16							
16 . 16.30			**Coffee/break	**Coffee/break	**Coffee/break	**Coffee break	**Coffee break
16.30 . 17			CP 1. Aula 1 Prof. Rob Briner  Research Management	KN 3. Aula 1 Prof. Remus Ilies  Diary Research on Employee Well-being	Poster session	GS 5	KN 7. Aula 1 Prof. Nik Chmiel  Workplace Safety
17 . 17.30							
17.30 . 18							
18 . 18.30	<b>FACULTY OF PSYCHOLOGY SHUTTLE BUS (18.15)</b>			Voting Best Poster		GS 7 - Summer school evaluation	
18.30 . 19					Guided Tour		
19 . 19.30							<b>Closing Ceremony**</b>
19.30 . 20	<b>Arrival at Hotel</b>					<b>Drinks Reception **</b>	
20 . 20.30	<b>20.15 Opening * Ceremony</b>						
20.30 . 21		DINNER *	DINNER *	DINNER *	DINNER *	DINNER *	
21 . 21.30	<b>DINNER *</b>						

\* Hotel \*\* Sala de Exposiciones





VNIVERSITAT  
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European Association of Work  
and Organizational Psychology

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**2nd EAWOP Early Career  
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**September 11<sup>th</sup>-17<sup>th</sup>, 2010**

**Gandía-Valencia**