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BOOK OF PROCEEDINGS



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Tom Cox
President EAOHP

Georg F. Bauer
Conference Chair

BOOK OF PROCEEDINGS

10th Conference of the European Academy of Occupational Health Psychology

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Kanda Janyam

Perfectionism in the Workplace
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Work and headache: A prospective study of psychological, social, and mechanical predictors of headache severity.
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Occupational well-being of social workers who work with families and children
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Non Molto Bene: Job Insecurity and Accident Under-reporting in Italy
Tahira Probst, Claudio Barbaranelli, Laura Petitta

Employability and Individual Well-being In times of organizational change: Results from a Swedish study
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Self-esteem and Occupational Self-efficacy as Mediators of the Association among Perceived Organizational Support, Work Engagement and Job Satisfaction: differences among temporary and permanent employees.
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Job satisfaction and academic precarious work: an Italian study
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ICG-OHP: Invited Session

12:30 - 13:45 HG E33.5

Symposium: Psychology of workplace safety

13:45 - 15:15 HG E33.1 **Chair: Nick Turner and Stacey Conchie**

Psychology of workplace safety
Nick Turner, Stacey Conchie, Kathryn Mearns

Occupational stressors as antecedents of workplace accidents and injuries: The differential role of hindrance and challenge stressors
Sharon Clarke

Autonomy, Task Uncertainty, and Injuries: A Model using Meta-Ethnographic Data
Nick Turner, Gudela Grote, Jeremy Dawson, Paul Dueck, Krystal Caldwell

questionnaire gathered information about different variables: job satisfaction (5 items, 6-point agreement scale, α .76); supervisors support (4 items, 6-point agreement scale, α .90); co-workers support (4 items, 6-point agreement scale, α .91); job autonomy (7 items, 6-point agreement scale, α .91); commitment (4 items, 6-point agreement scale, α .85); emotional dissonance (3 items, 6-point frequency scale, α .92); career advancement orientation (6 items, 4-point importance scale, α .82).

Data analysis (Pasw 18) included: alpha reliabilities (α) for each scale; analysis of variance; correlations and multiple regressions.

Results revealed that academic staff perceive higher level of job autonomy than academic precarious workers [t (194) = -2.89, p < .01]; while academic precarious workers perceive more supervisor support than academic staff [t (220) = 4.26, p < .00]. Multiple regression analysis show that in the academic precarious workers sample job satisfaction is influenced by supervisors support and commitment (explained variance 49%); whereas in the academic staff sample, job satisfaction is determined by supervisors support, commitment and job autonomy (explained variance 42%).

This contribution highlights, in this specific context, the importance of supervisors support and commitment (an intrinsic component of academic work; Brockner et al., 1992) in promoting job satisfaction. Moreover, findings show that co-workers support has no influence on job satisfaction, in line with literature suggesting the image of universities as fragmented organizations (competition and poor cooperation between colleagues; Altbach, 2000). Finally, the results of the study indicate the importance of promoting job autonomy in academic precarious work, considering its role in determining the job satisfaction among academic staff.

Temporary workers: the role of Corporate Image on Work Engagement

Alba Civilleri, Dario Davì, Vincenzo Nuzzo

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Introduction: A great deal of attention has been given recently on relations between the employees and organization: if this relation is not healthy, it decreases the likelihood of turnover (European Agency for Safety and Health at Work, 2009); employers are unlikely to invest in organizational commitment and motivation to work for temporary workers (Allen, Meyer, 1990; Becker, 1993; Amuedo-Dorantes, 2000; De Cuyper et al., 2008). In order to be successful, organizations should strategically aim to fit the individual values with corporate values (Bellotto, 1997). Value conflicts decrease employees' involvement in their work. Employees experience a de-motivating situation in which they are discouraged from pursuing what they truly value. They lose their sense of efficacy and accomplishment as they devote their time and talents to activities perceived as worthless or useless (Leiter, 2008).

Purpose of this study is to investigate some variables concerning the relationship between individuals and organizations in a temporary employees group compared to permanent. More specifically, this research investigates if corporate coherence and fairness affects work engagement, perceived organizational support and if there are differences between two groups with respect to the investigate variables. Moreover, the study investigates whether work values, occupational self-efficacy and perception of labour market in your area mediate between corporate coherence and fairness, work engagement and perceived organizational support.

Method: Data collection is still in progress. The research will be carried out on a sample of 200 employees: 100 permanent and 100 temporary workers recruited from different work contexts in southern Italy. Employees filled self-report questionnaires: *Utrecht Work Engagement Scale* (UWES - Schaufeli, Salanova, Gonzalez-Roma & Bakker, 2002; Schaufeli, Bakker & Salanova, 2006; Pisanti et al., 2008), *Corporate Coherence and Fairness* (Majer, D'amato, 2007), *Survey of Perceived Organizational Support* (SPOS - Battistelli & Mariani, 2011), *Work Value Scale* (Avallone et al., 2007), *Perception of Labour Market in your area* (Avallone, Grimaldi & Pepe, 2007), *Occupational Self Efficacy* (OCCSEF – Tani et al., 2009).

Results: We expect that the comparison will confirm that there are some statistically significant differences between the two groups. Regression analyses will be employed to find the effects of corporate coherence and fairness on work engagement and perceived organizational support and to explain the role of mediation variables.

Conclusion: The possible implication of research will be discussed also in view of future organizational consulting intervention programs.

Differential effects of social resources on younger and older manufacturing workers' well-being: A longitudinal analysis

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Older workers are a growing but relatively understudied labor force subgroup in the manufacturing sector whose needs and responses to psychosocial aspects of workplace conditions may differ from those of their younger colleagues. In this study we examine whether various workplace social resources that have the potential to contribute to work well-being and mitigate negative outcomes, function in the same fashion for older and younger workers.

Specifically, this study explores whether multiple social resources exert longitudinal influence on disengagement, job satisfaction, and turnover intention, and whether the pattern of influences differs for younger and older manufacturing employees.