



16th EAOHP CONFERENCE | 2024

Contributions of OHP to Social Justice

BOOK OF PROCEEDINGS

Editors

Fiona Frost, Kevin Teoh, France St-Hilaire, Alice Denman,
Caleb Leduc, Miguel Muñoz, Daniel Ripa



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16TH CONFERENCE OF THE EUROPEAN ACADEMY
OF OCCUPATIONAL HEALTH PSYCHOLOGY

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'Contributions of OHP to Social Justice'

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PREFACE

Welcome to the 16th scientific conference of the European Academy of Occupational Health Psychology, taking place on our 25th anniversary! The Academy was formally constituted in 1999 at the first European Workshop on Occupational Health Psychology in Lund, Sweden, as a new platform to promote the development of research, education and practice in the then emerging field of occupational health psychology. Our conferences first took place annually and from 2006 biennially. Follow-up conferences have been held successfully in Nottingham (2000), Barcelona (2001), Vienna (2002), Berlin (2003), Porto (2004), Dublin (2006), Valencia (2008), Rome (2010), Zürich (2012), London (2014), Athens (2016), Lisbon (2018), Online/Nicosia (2020), and Bordeaux (2022).

We are proud to see the Academy grow since its birth, and we have you to thank for its success! This year we received an unprecedented number of over 1000 submissions. While this meant a change in the conference venue, we are excited to be hosting our largest ever conference. With our return to Spain for the third time, EAOHP, in collaboration with the Faculty of Labour Relations and Human Resources of the University of Granada, welcomes you to its 16th scientific conference in this beautiful, historic city. This is our second conference to be held in a hybrid format, allowing delegates to attend the conference and present their accepted papers either in person or remotely.

The theme for this year's conference is 'Contributions of OHP to Social Justice'. With rapid changes in working conditions and employment contracts, linked to the macro political, economic, social, ecological and technological context, inequalities in health and well-being arise or become more pronounced. New knowledge is needed while sharing of existing knowledge and good practices can accelerate developing appropriate solutions in policy and practice. The conference will address what occupational health researchers and practitioners can do to support sustainable work and organizations while promoting social justice and reducing inequalities in working conditions and health.

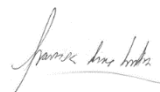
At each conference, the Academy awards a lifetime fellowship to individuals, who in the opinion of the Executive Committee, have made an exceptional contribution to the discipline of occupational health psychology. This year we are proud to welcome Professor Tahira Probst (Washington State University, USA) and Professor Marisa Salanova (Jaume I University, Spain) into our College of Fellows.

On behalf of the Organizing Committee, we would like to thank you for your commitment to the Academy and your contribution to this conference. We hope it will meet your expectations and will stoke up your enthusiasm.

We continue in our commitment to build a members' Academy and will always welcome those who wish to be actively involved going forward. Finally, we would like to thank all of those who have given so generously of their time in helping to make this event a reality.



Stavroula Leka
President, EAOHP



Francisco Díaz Bretones
Conference Chair

attention has also turned to the role of human resource (HR) practices. The prevalent assumption that HR practices designed primarily to improve employee performance, possibly at the expense of well-being, increase the risk of bullying, has received limited empirical support. In contrast, recent research suggests that HR practices focusing on employee participation in decision-making, rewards, and competence development—defined as high-involvement work practices (HIWPs)—appear to have a deterring effect. However, despite general calls for integrating research on leadership and HRM, we still know very little about their roles in preventing bullying. To address this limitation, we examine both relative and interactive effects of leadership and HRM on the incidence of bullying.

Method: We base our study on two-wave survey data (n=242) collected in Finland. Our sample is nationally representative and consists of employees from large Finnish organizations. We measure workplace bullying with nine items from the Short Negative Acts Questionnaire (Notelaers et al., 2019); leadership with ten items focused on visionary empowering leadership (Arnold et al., 2000; Kearney et al., 2019); and HIWPs with 20 items predominantly adapted from Bae & Lawler (2000). Given the relatively high correlation between leadership and HIWPs, we examine their relative importance while addressing multicollinearity with relative weights analysis (Tonidandel & LeBreton, 2011). To study the moderating effect of leadership, we use Hayes' PROCESS macro for SPSS.

Results: The results of the relative weight analysis suggest that while both good leadership and relevant HRM practices help reduce the incidence of bullying, the relative contribution of empowering visionary leadership to lowering the incidence of bullying is nearly twice larger than that of HIWPs. Examining moderation effects, we note that when empowering visionary leadership is low, there is a strong negative relationship between HIWPs and bullying. Under such conditions, HIWPs appear to have a strong protective effect. However, somewhat counter-intuitively, under conditions of high empowering visionary leadership, HIWPs seem to be associated with a somewhat higher risk of bullying.

Conclusion: The contribution of this study is three-fold: First, it contributes to our understanding of how the work environment, in this case leadership and HIWPs, affect the risk of bullying. Secondly, it contributes to the debate on how HR practices affect employee well-being, showing that HIWPs are associated with improved relationship well-being. Thirdly, it contributes to nascent discussions on the interaction between leadership and HR systems, suggesting complex and somewhat unexpected interaction effects between the two.

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The Role of Burnout in Seafarers: A Systematic Review

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Background: Seafaring is a demanding profession, often involving long periods of isolation in a confined environment with a multicultural crew and a heavy workload in an unpredictable workplace. These factors can contribute to increasing the risk of developing psychosocial risks, fatigue and burnout in seafarers. Burnout is considered to be a state of emotional exhaustion, depersonalisation and professional inefficacy. Recent systematic reviews have examined the role of fatigue in samples of seafarers, but despite the potential impact on seafarers' mental health and performance, burnout has not yet been systematically investigated. The aim of this systematic review is to examine, analyse and evaluate the quality of the literature on burnout in the maritime industry.

Method: According to the Preferred Reporting Items for Systematic Review and Meta-Analyses (PRISMA), we searched various databases (i.e. Scopus, PubMed, Web of Science, and PsycINFO) for articles on burnout and seafarers or shipping until May 2023. After removing duplicates, 1058 articles were screened. 31 articles were checked for suitability in full text. Eighteen were excluded for the following reasons: wrong result, foreign language, wrong population, wrong publication type, and wrong metrics. Thirteen full-text articles were included in the quality assessment. Only quantitative studies written in English and published in the form of journal articles dealing with seafarers and assessing burnout by collecting quantitative data were included in the review. The quality of the included studies was assessed using the National Institutes of Health (NIH) Quality Assessment tool for Observational Cohort and Cross-Sectional Studies.

Results & Conclusion: The analysis of the studies has not yet been completed, but the paper will be finalised by the conference date. This systematic review will be the first to provide a comprehensive overview of burnout syndrome in the maritime industry by listing all the evidence and examining the determinants and factors associated with burnout.

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Veterans' Experience of Civilian Employment: The Influence of Personality Traits and Job Characteristics

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Background: Extant research indicates that veterans' often experience difficulty transitioning from military service to a civilian career (Hayden et al., 2014; Morin, 2011; Stone & Stone, 2015; Yanchus et al., 2018), and that their civilian job satisfaction is negatively correlated with their length of service (Mihaela & Mihaela, 2013). Some difficulties veterans may encounter in their post-service employment include transferring their military skills to their civilian job (Clemens & Milsom, 2008) and negotiating the need to unlearn certain skills while learning new ones (Dirani, 2017). The research on veteran job satisfaction and/or their transition from military to civilian work is, however, quite limited. Further, no published studies to date have investigated how the experience of transitioning to civilian employment affects subsequent job satisfaction.

Additionally, although a substantial body of research demonstrates the relationship between personality and job satisfaction (e.g., Törnroos et al. 2019), no published studies have examined how veterans' personality traits influence their job satisfaction. This is significant because at least one study suggests that the average personality profile of veterans may differ from that of the general population and that the incentive and punishment structures of the military may lead to changes in the service members personality traits (Jackson et al., 2012). In this study we examine veterans' personality traits and how those traits interact with characteristics of their civilian job to predict their transition to civilian employment and satisfaction in their civilian job.

Method: We are recruiting approximately 400 veterans with subsequent civilian employment experience in the United States through Amazon's Mechanical Turk. Veterans are individuals who served in the United States Army, Navy, Marine Corps., Air Force, or Coast Guard. Participants complete an anonymous online survey comprised of established measures of personality, job satisfaction, job characteristics, as well as questions regarding participants' experience in the military and their transition into civilian employment.