Groups and individuals at work

1. Full title
   The functioning and performance of individuals and groups in organizations

2. Research group
   Work and Organizational psychology
   Director: Carsten de Dreu

3. Members of the group
   Senior staff
   Neil Anderson, Bianca Beersma, Carsten de Dreu, Arne Evers, Ute-Christine Klehe, Bernard Nijstad, Irene de Pater, Marc Schabracq, Olga Smit-Voskuilj, Annelies van Vianen
   Postdoctoral fellows
   Myriam Bechtoldt, Michel Handgraaf
   Ph.D. students
   Matthijs Baas, Maria Dijkstra, Astrid Homan, Ilona McNeill, Eric Rietzschel, Sonja Schinkel, Lotte Scholten, Femke ten Velden

4. Membership Research Schools and other Research Institutes
   Research of the group is embedded in two research schools, the Kurt Lewin Institute and IOPS.

5. Research topics
   The mission of the research program is to advance theoretically meaningful and practically useful knowledge about work-related functioning of individuals and groups in organizations. The program identifies problems in theory and practice, and grounds ideas, explanations, and solutions through empirical support. Implicit in the objectives of our research is a “topical” element, to match the applied context. Nevertheless, the aim is to conduct research at a more generic and theoretical level, so that, as technologies and work organizations change, the knowledge we generate and systematize transfers to new circumstances. The program is located in the Department of Psychology at the University of Amsterdam and also in the Kurt Lewin Institute (KLI), the inter-university research school for social psychology and its applications.
The program comprises two interrelated lines of research. *Group processes and performance* concerns the interpersonal and group processes in organizations. It includes research on team functioning and performance, conflict management and negotiation, and power and influence. *Individual processes and performance* concerns the study of individual work actions and its consequences for performance and health. It includes research on typical-maximum performance, bias in selection, person-environment fit, and stress and burnout. Within each of these lines of work instrument development and validation takes place as well.

6. **Program development**

The program has attracted a junior Assistant Professor (Ute Klehe, since July 2005) to strengthen research on individual processes and performance. Myriam Bechtoldt was appointed post-doc on a EU-project to study workteam composition and innovative performance, Michel Handgraaf was appointed post-doc to study individual and group decision delay (VIDI-project Nijstad), and Bianca Beersma was awarded a VENI grant to further develop her research on group negotiation and decision making.

7. **Composition of research input of academic staff in 2005**

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<td>Professor (HGL)</td>
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<td>Ph.D. students (AIO, OIO)</td>
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RESEARCH OUTPUT

1. Ph.D. Theses
   1.a Internally prepared

   1.c Doctorates at other faculties/universities, co-supervised by program members

2. Academic Publications

   2.1 In refereed journals issued in English


### 2.3. In refereed journals issued in other languages

### 2.4 Other academic publications


### 3. Professional Publications


4. Congress proceedings


5. Popular publications


**OTHER PROOFS OF PRODUCTIVITY**

6. Editorial positions

6.1 Editorships

Anderson, N. R.

*International Journal of Selection and Assessment* (Founding Editor)

de Dreu, C. K. W.

*Personality and Social Psychology Bulletin* (Associate Editor)

6.2 Memberships of editorial boards

Anderson, N. R.

*Gedrag & Organisatie*

*Journal of Occupational and Organizational Psychology*

*Journal of Applied Psychology*

*Journal of Industrial Psychology*

*Journal of Managerial Psychology*

*Selection and Development Review*

*The Encyclopedia of Industrial and Organizational Psychology*

*The European Psychologist*

*European Journal of Work and Organizational Psychology*

Beersma, B.

*Journal of Management*
de Dreu, C. K. W.

*European Journal of Work and Organizational Psychology*
*Group Processes and Intergroup Relations*
*Journal of Behavioral Decision Making*
*Journal of Experimental Social Psychology*
*Journal of Personality and Social Psychology*
*Organizational Behavior and Human Decision Processes*
*Personnel Psychology*

Evers, A.

*International Journal for Educational and Vocational Guidance*
*Suvmovena Psihologija*

Klehe, U.-C.

*Journal of Managerial Psychology*

Nijstad, B. A.

*Gedrag en Organisatie*

van Vianen, A.E.M.

*Personnel Psychology*

7. **Organisation of conferences and symposia**


8. **Scientific Awards**

Reactions to Performance Feedback in Rejection Situations”, Lisbon, Portugal, December.

9. Memberships of Scientific Committees

Anderson, N. R.

* NWO, Review Board Member
* Scientific Council for Government Policy
  (‘Wetenschappelijke Raad voor het Regeringsbeleid’)
* Amsterdam Institute for Advanced Studies (AIAS), Board Member and Fellow
* GITP, Scientific Board Member and Expert Advisor
* Saville Consulting, Expert Advisor and Group Board Member

de Dreu, C. K. W.

* Kurt Lewin Institute, Scientific Director
* European Association for Experimental Social Psychology, Treasurer
* Amsterdam Center for Conflict Studies, Co-director
* Nederlandse Stichting voor Psychotechniek, Board Member
* NWO referenten college
* NWO Verkenningscommissie “Conflict,” Chair

Evers, A.

* International Test Commission, Dutch representative
* European Federation of Professional Psychological Associations (EFPPA)
  Member, Standing Committee on Tests and Testing
* Committee on Test Affairs of the Dutch Association of Psychologists (COTAN)
  Representative, Department of Psychology of the UvA.

10. Other products

Beersma, B.

* Interview in De Telegraaf, "Gossip at work", March
* Interview Radio 1 De ochtenden, "Functions of gossip", March
* Interview Radio Gelderland, "Functions of gossip", March
* Interview SiS, "Negotiating your salary", September

de Pater, I. E.

* Interview in De Volkskrant, Peter Giesen, November
* Interview Radio 747, Dias, Henk van Middelaar (RVU), November
* Interview Radio 2, Ontbijtradio, Hans Smit (VARA), November
* Interview BNR, Nonstop nieuws, November
van Vianen, A.E.M.
*Interview in NRC Handelsblad, “Focus niet op haantje de voorste”, September*
*Interview in Folia, “Stop met aardig zijn”, December*
*Interview in NSVP Journaal “Wat stuurt loopbaangedrag”, September*

11. **Visiting professorships and invited lectures**

*Keynote speeches and invited lectures at conferences*

Nijstad, B. A. Group decision delay. Invited lecture at Tilburg University, April.

Nijstad, B. A. Group decision delay. Invited lecture at Utrecht University, March.

*Invited lectures at universities*

