

CV – Johnny Hellgren, Ph.D.

Born 06 October 1963, married (Ulrika), three daughters, born 1990 (Jasmin), 2007 (Ellika), 2008 (Hedvig)

Associate Professor of Work and Organizational Psychology
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Education

- BSc in Psychology, Stockholm University (1995)
- PhD in Psychology, Stockholm University (2003)
- Associate Professor in Psychology, Stockholm University (2006)

Positions

Present position:

- Lecturer/Researcher, Dept. of Psychology, Stockholm University 2004-).

Previous academic positions:

- Researcher, Dept. of Psychology, Stockholm University (040101-040631).
- Research Assistant Dept. of Psychology, Stockholm University (960901-031231).
- Research Assistant, Swedish Institute for Work life Research (940101-960831).
- Part-time lecture, Dept. of Psychology, Stockholm University (hourly basis, 1998-2004).

Other previous positions:

- Dairy worker (1986-1992).
- Bookbinder (1982-1985).
- Season Working baker (1978-1981)

Parental leave

- 1990: 8 months, 2007: 6 months, 2008: 6 months

Supervision of PhD theses

Completed supervision:

- *Main supervisor, Psychology, Stockholm University:* Lars Häsänen (2010), Marianne Jakobsson (2013), Kristina Langhammar (2013).

Ongoing supervision:

- *Main supervisor:* Malin Mattson.
- *Co-supervisor:* Caroline Stjernström, Anders Eriksson.

Teaching

- *Psychology, Stockholm University:* undergraduate education since 1994, master classes since 1998 and PhD classes since 2006. My teaching includes areas of work and organizational psychology, organizational theory, research methods and statistics, research design, questionnaire design and structural equation modeling.
- *Other national teaching:* Research methods (Mälardalen university, 2003-2004; 2014), Organizational culture and safety (Royal technical university, 2010-2014).
- *International teaching:* I have been teaching at universities in the Netherlands and South Africa.
- *Supervision:* 3 PhD theses, 68 Bachelor theses, 25 Master's theses

Review activities

Journals:

- *Editorial Board Member:*
Scandinavian Journal of Work Environment and Health (2007-2013)
- *Reviewer:* I have had review work for many international journals since 1995, with about 5 assignments/year

Academic positions:

- I have worked as reviewer for recruitments such as, lecturers, postdoc (10 assignments).

Theses:

- I have been opponent for 2 halftime PhD theses and, been part of the committee for 4 PhD theses defenses and been the internal/external reviewer for several PhD theses.

Research councils:

- I have reviewed for funding agencies in Sweden, Norway, Switzerland, Canada, and South Africa.

Appointed positions:

- Head of the undergraduate education, Dept of psychology, Stockholm university (2005-2010).
- *Board membership:* Member of the Board of the Swedish forum for Work Life Research (2010-)
- Member of the Advisory Board for “a healthy work life” newsletter (2013-),
- Member of the board for the Department of Psychology, Stockholm University (2006-2010).

Organizing activities:

- Main organizer for the conferences ”Organizational Psychology and Human Service Work” (2001), AOnet Stockholm (2009), FALF, Stockholm (2013)
- Member of the Organizing Committee for ”European Congress of Work and Organizational Psychology” (2007)

Research coordination

- Since PhD 2003 I have been granted a total of around 10 mSEK for several research projects as main applicant and well as participating in several founded projects as co-applicant.

• **Publications**

Hellgren's publications include 6 books, 2 special issues in journals, 35 peer-reviewed journal articles, 19 book chapters, 12 reports and around 70 conference papers (incl. keynotes). Selection:

Books:

- B1 Sverke, M. & Hellgren, J. (Eds.) (2002). *Medlemmen, facket och flexibiliteten. Svensk fackföreningsrörelse i det moderna arbetslivet*. Lund, Arkiv förlag.
- B2 Hellgren, J., Näswall, K., Sverke, M. & Söderfeldt, M. (Eds.) (2003). *New organizational challenges for human service work*. Munchen, Rainer Hampp Verlag.
- B3 Näswall, K., Hellgren, J. & Sverke, M. (2003) *Anställningsotrygghet: Individen på den flexibla arbetsmarknaden*. Lund, Studentlitteratur.
- B4 Sverke, M., Hellgren, J., Näswall, K., Chirumbolo, A., De Witte, H., & Goslinga, S. (2004). *Job insecurity and union membership: European unions in the wake of flexible production*. Brussels: P.I.E.-Peter Lang.
- B5 Näswall, K., Hellgren, J., & Sverke, M. (Eds.) (2008). *The individual in the changing working life*. Cambridge: Cambridge University Press.
- B6 Aronsson, G., Hellgren, J., Isaksson, K., Johansson, G., Sverke, M., & Torbiörn, I. (2012). *Arbets- och organisationspsykologi: Individ och organisation i samspel*. Stockholm: Natur & Kultur.

• **Special issues:**

- S2 Sverke, M., De Witte, H., Näswall, K., & Hellgren, J. (2010) (Eds.). European perspectives on job insecurity. Special issue of *Economic and Industrial Democracy* (Vol. 31, Issue 2, 2010).
- S3 Sverke, M., Isaksson, K., & Hellgren, J. (Eds.) (2013). Ett gränslöst arbetsliv: Temanummer till Gunnar Aronsson. Special issue of *Arbetsmarknad & Arbetsliv* (Vol. 19, Issue 4, 2013).

Journal articles:

Submitted:

Mattson, M., Hellgren, J., & Göransson, S. (Submitted). Leader communication approaches and patient safety: An integrated model. *Journal of Safety Research*

In press:

A35 De Cuyper, N., De Witte, H., Sverke, M., Hellgren, J., & Näswall, K. (in press). Felt job insecurity and union membership: The case of temporary workers. *Društvena istraživanja*.

Published:

- A1 Isaksson, K., Pettersson, P., Hellgren, J. (1998). Utvecklingscentrum: En verksamhet för uppsagda tjänstemän i KF. *Arbetsmarknad & Arbetsliv*, 1, 33-43.
- A2 Hellgren, J., Sverke, M., & Isaksson, K. (1999). A two-dimensional approach to job insecurity: Consequences for employee attitudes and well-being. *European Journal of Work and Organizational Psychology*, 8, 179-195.
- A3 Hellgren, J. & Sverke, M. (2001). Unionized employees' perceptions of role stress and fairness during organizational downsizing: Consequences for job satisfaction, union satisfaction and well-being. *Economic and Industrial Democracy*, 4, 543-567.
- A4 Näswall, K., Sverke, M., & Hellgren, J. (2001). Tryggare kan ingen vara? Metaanalys av relationen mellan anställningsotrygghet och välbefinnande. *Arbetsmarknad & Arbetsliv*, 3, 179-193.
- A5 Sverke, M. & Hellgren, J. (2001). Exit, voice, and loyalty reactions to job insecurity in Sweden: Do unionized and non-unionized members differ? *British Journal of Industrial Relations*, 39, 167-182.
- A6 Sverke, M., Hellgren, J. & Näswall, K. (2001). Vad vet vi om anställningsotrygghet och dess konsekvenser? Implikationer av två decenniers forskning. *Nordisk Psykologi*, 53, 91-108.
- A7 Eriksson, A., Sverke, M., Hellgren, J. & Wallenberg, J. (2002). Lön som styrmedel. Konsekvenser för kommunanställdas attityder och prestation. *Arbetsmarknad och Arbetsliv*, 3, 205-217.
- A8 Sverke, M. & Hellgren, J. (2002). The nature of job insecurity: Understanding employment uncertainty on the brink of a new millennium. *Applied Psychology: An International Review*, 51,23-42.
- A9 Sverke, M., Hellgren, J. & Näswall, K. (2002). No security: A meta-analysis and review of job insecurity and its consequences. *Journal of Occupational Health Psychology*, 3, 242-264.
- A10 Chirumbolo, A. & Hellgren, J. (2003). Individual and organizational consequences of job insecurity: A European study. *Economic and Industrial Democracy*, 2, 217-240.
- A11 Hellgren, J. & Chirumbolo, A. (2003). Can union support reduce the negative effects of job insecurity on well-being? *Economic and Industrial Democracy*, 2, 271-289.
- A12 Hellgren, J. & Sverke, M. (2003). Does job insecurity leads to impaired well-being or vice versa? Estimation of cross-lagged effects using latent variable modeling. *Journal of Organizational Behavior*, 24, 215-236.
- A13 De Witte, H., Näswall, K., Chirumbolo, A., Goslinga, S., Hellgren, J. & Sverke, M. (2004). Consequenties van tijdelijk werk en baanonzekerheid in vier Europese landen. *Gedrag & Organisatie*, 17(3), 161-185.
- A14 Falkenberg, H., Sverke, M., Hellgren, J., & Näswall, K (2004). Sjukvård på bolag eller i förvaltningsform: Hur påverkas personalen? *Arbetsmarknad & Arbetsliv*, 2, 117-133.
- A15 De Witte, H., Goslinga, S., Chirumbolo, A., Hellgren, J., Näswall, K., & Sverke, M. (2005), Baanonzekerheid als schending van het psychologisch contract bij vakbondsleden: gevolgen voor vakbondsattitudes en opzegintentie in België en

- Nederland (Job insecurity as a violation of the psychological contract among trade union members: Consequences for attitudes towards unions and the intention to resign membership in Belgium and the Netherlands). *Gedrag & Organisatie*, 18 (1), 1-20.
- A16 Näswall, K., Sverke, M., & Hellgren, J. (2005). The moderating role of personality characteristics on the relation between job insecurity and strain. *Work & Stress*, 19, 37-49.
- A17 Andersson Stråberg, T., Hellgren, J., & Sverke, M. (2005). Att få vad man förtjänar: Rättvisupplevelser i samband med individuell lönesättning. *Arbetsmarknad & Arbetsliv*, 2, 93-106.
- A18 Goslinga, S., Hellgren, J., Chirumbolo, A., De Witte, H., Näswall, K. & Sverke, M. (2005). The role of union support in coping with job insecurity: A study among union members from three European countries. *SA Journal of Industrial Psychology*. 31(4): 72-78.
- A19 Hellgren, J., Näswall, K., & Sverke, M. (2005). There's more to the picture than meets the eye: A comparison of downsizing survivors with changed and unchanged job content. *SA Journal of Industrial Psychology*. 31, 87-93.
- A20 Näswall, K., Sverke, M., & Hellgren, J. (2005). Stand by me: The moderating effects of work-based and family-based support on the relation between job insecurity and subsequent strain. *SA Journal of Industrial Psychology*. 31, 57-64.
- A21 Hellgren, J., Baraldi, S., Falkenberg, H., & Sverke, M. (2006). Bäst arbetsklimat på sjukhus som bolagiserats eller privatiserats: Läkares upplevelser av att arbeta i olika driftsformer. *Läkartidningen*, 26-27, 2040-2044.
- A22 Andersson-Stråberg, T., Sverke, M., & Hellgren, J. (2007). Perceptions of justice in connection with individualized pay setting. *Economic and Industrial Democracy*, 28, 431-464.
- A23 De Witte, H., Sverke, M., Van Ruysseveldt, J., Goslinga, S., Chirumbolo, A., Hellgren, J., & Näswall, K. (2008). Job insecurity, union support and intention to resign membership: A psychological contract perspective. *European Journal of Industrial Relations*, 1, 85-103.
- A24 Sverke, M., Hellgren, J., Näswall, K., Göransson, S., & Öhrming, J. (2008). Employee participation in organizational change: investigating the effects of proactive vs. reactive implementation of downsizing in Swedish hospitals. *German Journal of Human Resource Research*, 2, 111-129.
- A25 De Witte, H., De Cuyper, N., Handaja, Y., Sverke, M., Näswall, K., & Hellgren, J. (2010). Associations between Quantitative and Qualitative Job Insecurity and Well-being: A Test in Belgian Banks. *International Studies of Management and Organization*, 1, 40-50.
- A26 Sverke, M., De Witte, H., Näswall, K., & Hellgren, J. (2010). European perspectives on job insecurity: Editorial introduction. *Economic and Industrial Democracy*, 2, 175-178.
- A27 Häsänen, L., Hellgren, J., & Hansson, M. (2011). Goal setting and plant closure: When good things turn bad. *Economic and Industrial Democracy*, 1, 135-156.
- A28 Näswall, K., Richter, A., Hellgren, J., & Sverke, M. (2011). Job insecurity and mental health complaints over time: A growth curve modelling approach. *In Proceedings of 9th Industrial and Organizational Psychology Conference*, pp. 6 - 10.
- A29 Langhammer, K., Bernhard-Oettel, C., & Hellgren, J. (2012). Individual Determinants of behavioral intentions: What tells us that practitioners really want to change hiring strategies? *International Journal of Selection and Assessment*, 4, 453-463.
- A30 Pienaar, J., De Witte, H., Hellgren, J., & Sverke, M. (2013). The Cognitive/Affective distinction of Job Insecurity: Validation and Differential Relations. *Southern African Business Review*, 2, 1-22.

- A31 Richter, A., Näswall, K., De Cuyper, N., Sverke, M., De Witte, H., & Hellgren, J. (2013). Coping with job insecurity – Exploring effects on perceived health and organizational attitudes. *Career Development International*, 5, 484-502.
- A32 Sverke, M., Isaksson, K., & Hellgren, J. (2013). Introduktion: Ett gränslöst arbetsliv. Temanummer till Gunnar Aronsson. *Arbetsmarknad och Arbetsliv*, 4, 5-13.
- A33 Torbiörn, I., Mattson, M., & Hellgren, J. (2013). Om acceptans i klara och oklara situationer. *Arbetsmarknad och Arbetsliv*, 4, 37-49.
- A34 Mattson, M., Törbiörn, I., & Hellgren, J. (2014). Effects of staff bonus systems on safety behaviors. *Human Resource Management Review*, 24, 17-30.

Book chapters:

- C1 Hellgren, J., Sjöberg, A., Sverke, M. (1997). Intention to quit: Effects of job satisfaction and job perceptions. In Avallone, F., Arnold, J., de Witte, K. (Ed). *Feelings work in Europe*. Guerini Studio, Milano.
- C2 Sverke, M., Hellgren, J., & Öhrming, J. (1999). Organizational restructuring and health care work: A quasi-experimental study. In P.M. le Blanc, M.C.W. Peeters, A. Büssing, & W.B. Schaufeli (Eds.), *Organizational psychology and health care: European contributions* (pp. 15-32). München: Rainer Hampp Verlag.
- C3 Isaksson, K., Hellgren, J. & Pettersson, P. (2000). Repeated downsizing: Attitudes and well-being for surviving personnel in a Swedish retail company. In K. Isaksson, C. Hogstedt, C. Eriksson, & T. Theorell (Eds.), *Health effects of the new labor market*. (pp. 85-101). New York: Plenum.
- C4 Sverke, M., Gallagher, D. G., & Hellgren, J. (2000). Alternative work arrangements: Job stress, well-being and pro-organizational attitudes among employees with different employment contracts. In K. Isaksson, C. Hogstedt, C. Eriksson, & T. Theorell (Eds.), *Health effects of the new labour market* (pp. 145-167). New York: Plenum.
- C5 Sverke, M., Hellgren, J., Näswall, K., & Braun, C. (2000). Anställningsotrygghet, arbetsattityder och hälsa i magra organisationer: En litteraturöversikt och metaanalys. I K. Barklöf (Ed.), *Smärtgränsen: En antologi om hälsokonsekvenser i magra organisationer* (pp. 119-134). Stockholm: Rådet för Arbetslivsforskning.
- C6 Goslinga, S., Hellgren, J., Chirumbolo, A., De Witte, H., Näswall, K. & Sverke, M. (2002). Fackligt stöd som en buffert mot negativa konsekvenser av anställningsotrygghet – ett europeiskt perspektiv. I M. Sverke & J. Hellgren: (Red). *Medlemmen, facket och flexibiliteten. Svensk fackföreningsrörelse i det moderna arbetslivet* (sid 187-199). Lund, Arkiv förlag.
- C7 Hellgren, J., Sverke, M. & Näswall, K. (2002). Hjälper fackligt medlemskap anställda att hantera anställningsotrygghet? I M. Sverke & J. Hellgren: (Red). *Medlemmen, facket och flexibiliteten. Svensk fackföreningsrörelse i det moderna arbetslivet* (sid 175-186). Lund, Arkiv förlag.
- C8 Nordqvist, S., Hellgren, J. & Sverke, M. (2002). Decentraliserad facklig studieverksamhet – hinder och möjligheter. I M. Sverke & J. Hellgren: (Red). *Medlemmen, facket och flexibiliteten. Svensk fackföreningsrörelse i det moderna arbetslivet* (sid 235-247). Lund, Arkiv förlag.
- C9 Sverke, M & Hellgren, J. (2002). Inledning. I M. Sverke & J. Hellgren: (Red). *Medlemmen, facket och flexibiliteten. Svensk fackföreningsrörelse i det moderna arbetslivet* (sid 11-26). Lund, Arkiv förlag.
- C10 Hellgren, J., Näswall, K., Sverke, M., & Söderfeldt, M. (2003) Introduction. In J. Hellgren, K. Näswall, M. Sverke, & M. Söderfeldt: (Eds.). *New organizational challenges for human service work* (pp. 9-24). München, Rainer Hampp Verlag.
- C14 Hellgren, J., Sverke, M., Falkenberg, H., & Baraldi, S. (2005). Physicians' work climate at three hospitals under different types of ownership. In Korunka, C. & Hoffmann, P.

- (Eds.). *Change and Quality in Human Service Work*, (pp. 47-65) Munchen: Rainer Hampp Verlag.
- C15 Andersson Stråberg, T., Sverke, M., Hellgren, J., & Näswall, K. (2005). Attitudes towards individualized pay among human service workers within the public sector. In Korunka, C. & Hoffmann, P. (Eds.). *Change and Quality in Human Service Work*. (pp. 67-82) Munchen: Rainer Hampp Verlag.
- C11 Hellgren, J., Sverke, M., & van der Vliet, C. (2005). The union side of downsizing: Investigating members' union attitudes. In H. De Witte (Ed.), *Job insecurity and trade union participation in Europe* (pp117-135). Aldershot: Ashgate.
- C12 Isaksson, K., Hellgren, J., & Pettersson, P. (2005). Union involvement during downsizing and its relation to attitudes and distress among workers. In H. De Witte (Ed.), *Job insecurity and trade union participation in Europe* (pp97-117). Aldershot: Ashgate.
- C13 Sverke, M., Hellgren, J., & Näswall, K. (2005). We get by with a little help from our unions: Psychological contract violations and downsizing. In H. De Witte (Ed.), *Job insecurity and trade union participation in Europe* (pp135-155). Aldershot: Ashgate.
- C14 Sverke, M., Hellgren, J. & Näswall, K. (2005). Arbeitsplatzunsicherheit: berblick ber den forschungsstand (Job insecurity: A literature review). In B. Badura, H. Schellschmidt, & C. Vetter et al. (eds.), (pp59-92). Fehlzeiten-Report 2005: Arbeitsplatzunsicherheit und Gesundheit (Absenteeism report 2005: Job insecurity and well-being). Berlin: Springer-Verlag.
- C15 Näswall, K., Hellgren, J., & Sverke, M. (2008). The individual in the changing working life: Introduction. In K. Näswall, J. Hellgren., & M. Sverke (Eds.), *The individual in the changing working life* (pp1-13). Cambridge: Cambridge University Press.
- C16 Hellgren, J., Sverke, M., & Näswall, K. (2008). Changing work roles: New demands and challenges. In K. Näswall, J. Hellgren., & M. Sverke (Eds.), *The individual in the changing working life* (pp 46-66). Cambridge: Cambridge University Press.
- C17 Sverke, M., & Hellgren, J. (2013) Organisationsförändringar och stress. I Ekman, R., & Arnetz, A (Red.). *Stress: Gen Individ Samhälle*. (pp 287-299). Stockholm: Liber
- C18 Sverke, M., & Hellgren, J. (2013). Arbete och karriärvägar. In Andershed, A-K. & Andershed H. (Red.) *Att studera människors utveckling: Resultat från forskningsprogrammet IDA 1965-2013*. (pp 127-150). Lund: Studentlitteratur.
- C19 Hellgren, J., Kecklund, G., Lindfors, P., & Sverke M. (2013). Psychosocial risk assessment and prevention in Sweden. In J. M. Peiró Silla & C. Molina Navarrete (Eds.). *International Yearbook on Psychosocial Risk Prevention and Quality of Life at Work*. Spain.