

CURRICULUM VITAE

René (M.J.D.) Schalk

Professor René Schalk, September 2013

Dutch work address:

Human Resource Studies (P1.144)
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Date of birth: May 5, 1955, Breda, The Netherlands
Married, four children

Education

University degree	Psychology, Tilburg University, Masters degree 1981 With Distinction Specializations: social- and organizational psychology, human factors and ergonomics, research methods and statistics
PhD	Radboud University, Nijmegen, the Netherlands, 1989 Dissertation: determinants of frequent short-term absenteeism

Positions

2008 -	Department of Human Resource Studies, Tilburg University
2011 -	Extraordinary Professor, Faculty of Economic and Management Sciences, North West University, South Africa
2003 -	Special chair Policy and Ageing, Tranzo, Tilburg University
2001 - 2008	Associate Professor Organization Studies, Tilburg University
2001 - 2005	Faculty member Business Studies, Faculty of Economics, Tilburg University
1999 - 2005	Faculty member Vesalius College, Free University Brussels, Belgium
1990 - 2000	Assistant Professor Work and Organizational Psychology, Tilburg University
1988 - 1990	Researcher department Work and Organizational Psychology Radboud University Nijmegen
1986 - 1990	Lecturer HEAO Utrecht
1982 - 1985	Researcher Work and Organizational Psychology, Tilburg University
1981 - 1982	Consultant Sportraad Noord-Brabant, Den Bosch

PhD's

Promotor:

1. A. De Vos: Individual antecedents of the emergence and development of organizational newcomers' psychological contracts (Gent University, October 2002, with D. Buyens)
2. P. Curseu: Formal group decision making (Tilburg University, September 2003, with S. Schruijer).
3. P. Bevers: Samenwerken binnen de rechterlijke organisatie (Tilburg University, March 2004, with J. Soeters).
4. B. Linde: Employment relations, the psychological contract and work wellness in the higher education sector in South Africa (Tilburg University, June 2007, with H. Linde).
5. C. Freese. Organizational change and the dynamics of psychological contracts (Tilburg University, October 2007).
6. R. Hammen- Poldermans. Wie dan leeft..... wie dan zorgt? (Tilburg University, with I. Merks-Van Brunschot, May 2008).
7. J. de Jong. A matter of time. Mechanisms behind fair treatment perceptions in temporary employment. (Tilburg University, June 2008).
8. T. Bijlsma. Teamleren bij de Nederlandse krijgsmacht. (Tilburg University, November 2009, with J. Soeters).
9. F.J. Gellert. The role of age in workteam settings. (Tilburg University, September 2010, with A.J. de Graaf).
10. K. Span. Coordination of health and well-being policies on the local community level (with J. Schols and K. Luijkx). (Tilburg University, June 2012).
11. S. van den Heuvel. Organizational changes and employee attitudes towards change (with C. Freese). (Tilburg University, November 2012).
12. S. Syed. Antecedents and outcomes of work-interference with family life: A cross-national study in the banking sector in Pakistan and in the Netherlands. (Tilburg University, April 2013, with C. Freese).
13. H. Gloudemans. Critical thinking and self-efficacy. Useful concepts in nursing practice and education (Tilburg University, September 2013, with W. Reynaert).

PhD's Evaluated:

1. D. Hutton. Employee psychological contracts (Deakin University Australia, July 2000).
2. C. Fernandes da Costa. Trust between teams (Tilburg University, November 2000).
3. I. Houkes. Work and individual determinants of intrinsic work motivation, emotional

- exhaustion and turnover intention (Maastricht University, January 2002).
4. I. Van den Brande. Het psychologisch contract in Vlaanderen (Leuven University, March 2002).
 5. E. de Boer. Organizational fairness, well-being and sickness absenteeism (Utrecht University, December 2003).
 6. B. Ten Brink. Psychological contract: A useful concept? (VU University Amsterdam, October 2004).
 7. T. Op den Buijs. Werkbelasting, gezondheid en welzijn (Tilburg University, December 2004).
 8. I. van der Kloet: A soldierly perspective on trust (Tilburg University, February 2005).
 9. J.A.C.M. van den Braak. Samenwerking in beweging. (Tilburg University, September 2005).
 10. K. van Rijswijk. It's about time. Part-time, flexitime and a healthy work-home balance (Tilburg University, February 2006).
 11. M.R. Parzefall. Exploring the role of reciprocity in psychological contracts – A study in a Finnish context (London School of Economics, May 2006).
 12. E.J. Gerritsen. Metaphors of the organization: discourse in public and private worlds. (Tilburg University, June 2006).
 13. S. Raeder. Habilitationsschrift. Arbeit und Identität. Analyse von Beschäftigungsbeziehungen im Kontext flexibler Arbeit untersucht anhand der Konzepte des psychologischen Vertrages und der beruflichen Identität. (ETH, Zürich, July 2006).
 14. M. Sonnenberg. The signalling effect of HRM on psychological contracts of employees. (Erasmus University, Rotterdam, October 2006).
 15. I. Silla Guerola. Trabajo temporal, percepción de inseguridad laboral y sus implicaciones. Factores psicosociales intervinientes (Universitat de Valencia, 2006).
 16. D. Meiring. Bias and equivalence of psychological measures in South Africa (Tilburg University, February 2007).
 17. A.V. Crossman. The relationship between managerial authoritarianism and the transactional psychological contract: A study of call centre workers (University of Surrey, 2007).
 18. A.C. Bontekoning. Generaties in organisaties (Tilburg University, December 2007).
 19. N. De Cuyper. Temporary employment: Associations with employees' attitudes, well-being and behaviour. A test of different explanations. (Leuven University, March 2008, proposal evaluated).
 20. M. Gaillard. Identity of older employees. (Université de Louvain, October 2008).
 21. T. Rigotti. Psychological contracting. Antecedents, consequences, and conceptual refinements (Universität Leipzig, October 2008).
 22. M. Bal. Age and psychological contract breach in relation to work outcomes (VU Amsterdam, May 2009).
 23. D. Admiraal-Hilgeman. Loopbaanontwikkeling als middel om competent te leren omgaan met organisatieontwikkeling in het onderwijs. (Tilburg University, September 2009).
 24. M. Andres. Behind family lines (Tilburg University, January 2010).
 25. D. Kooij. Motivating older workers: A lifespan perspective on the role of perceived HR practices (VU Amsterdam, April 2010).
 26. J. Duel. Teamwork in action (Tilburg University, May 2010)
 27. F. Stemers. Blijvende inzetbaarheid in de loopbaan (VU Amsterdam, May 2010).
 28. D. Mulders. Essays on the nature and dynamics of higher-order organizational capabilities (TU Eindhoven, June 2010).
 29. R.D. Jijena Michel. Work-family enrichment and faculty satisfaction (University of Zaragoza, January 2012).
 30. I. Bernaerts. Rechtvaardigheid en eigenbelang in studentenmedezeggenschap (OU, April

2012).

31. A. de Werd-de Rooij. Living with dementia in small-scale and traditional long-term care settings. (Tilburg University, September 2012).

32. A. de Coen. In search of Active Aging. The role of age and employability regarding job search and retirement intention. (University of Leuven, November 2012).

33. Th. Sverdrup. The strength of reciprocity: Exploring horizontal psychological contracts in work groups. (Norwegian School of Economics, November 2012).

34. N. de Witte. Measurement of frailty in older adults: Development and psychometric properties of the Comprehensive Frailty Assessment Instrument (CFAI). (Free University Brussels, July 2013).

35. L. van Gastel. Verantwoordelijkheden van bestuurders in de ouderenzorg. (Tilburg University, November 2013).

36. C.R. Poponete. Dynamics of military culture and multinational cooperation. A study of the Romania Armed Forces. (Tilburg University, November 2013).

Editor roles

2012 - Associate editor Journal of Managerial Psychology

2011 - Advisory board member Tijdschrift voor Ontwikkeling in Organisaties

2010 - Associate Editor Gedrag en Organisatie

2008 - Editorial board member Group and Organization Management

2001 - Editorial Board member Journal of Managerial Psychology

2004 - 2010 Editor-in-chief Gedrag en Organisatie

1999 - 2005 Consulting editor Journal of Organizational Behavior

Special issues

2011 Guest editor Journal of Occupational and Organizational Psychology

2011 Guest editor special issue Gedrag en Organisatie

2010 Guest editor special issue Journal of Managerial Psychology

2008 - Guest editor special series “psychological instruments” Gedrag en Organisatie

2008 Guest editor special issue Career Development International

2005 Guest editor special issue Gedrag en Organisatie

2002 Guest editor special issue Gedrag en Organisatie

1998 Guest editor Journal of Organizational Behavior

Publications

Articles listed in Web of Science/in ISI-listed journals

2013

Schalk, R., Timmerman, V. & van den Heuvel, S. (2013). How strategic considerations influence decision making on e-HRM applications. *Human Resource Management Review*, 23, 1, 84-92.

DOI 10.1016/j.hrmr.2012.06.008

Gloudemans, H.A., Schalk, R. & Reynaert, W. (2013). The relationship between critical thinking skills and self-efficacy beliefs in mental health nurses. *Nurse Education Today*, 33, 3, 275-280.

DOI 10.1016/j.nedt.2012.05.006

2012

Gellert, F.J. & Schalk, R. (2013). Age-related attitudes. The influence on relationships and performance at work. *Journal of Health Organization and Management*, 26, 1, 98-117.

Lub, X., Bijvank, M.N., Bal, P.M., Blomme, R. & Schalk, R. (2012). Different or alike? Exploring the psychological contract and commitment of different generations of hospitality workers. *International Journal of Contemporary Hospitality Management*, 24, 4-5, 553-573.

DOI 10.1108/09596111211226824

Gellert, F. J. & Schalk, R. (2012). The influence of age on perceptions of relationship quality and performance in care service work teams. *Employee Relations*, 34, 1, 44-60.

DOI 10.1108/01425451211183255

Span, K. C. L., Luijkx, K. G., Schols, J.M.G.A. & Schalk, R. (2012). The relationship between governance roles and performance in local public interorganizational networks. A conceptual analysis. *American Review of Public Administration*, 42, 2, 186-201.

DOI 10.1177/0275074011402193

Span, K. C. L., Luijkx, K. G., Schalk, R. & Schols, J.M.G.A. (2012). What governance roles do municipalities use in Dutch local support networks? *Public Management Review*, 14, 8, 1175-1194.

DOI 10.1080/14719037.2012.664013

Schalk, R. (2012). Where is the organization in Organizational Behavior? *Gedrag & Organisatie*, 25, 3, 285-292.

2011

De Lange, A. H., Ybema, J. F. & Schalk, R. (2011). Continuing work or retiring? An introduction to theory and practice of retirement in the Netherlands. *Gedrag & Organisatie*, 24, 4, 323-341.

Dirks, C., Curseu, P. L. & Schalk, R. (2011). End-of-life decisions. An exploration and extension of the shared decision making model. *Revista Romana De Bioetica*, 9, 4, 65-73.

Schalk, R., Raeder, S. (2011). Flexicurity assessed. A questionnaire for organizational and employee flexibility and security. *Gedrag & Organisatie*, 24, 3, 286-303.

Schalk, R., Van der Heijden, B., De Lange, A. & Van Veldhoven, M.J.P.M. (2011). Long-term developments in individual work behavior. Patterns of stability and change. *Journal of Occupational and Organizational Psychology*, 84, 2, 215-227.
DOI 10.1111/j.2044-8325.2011.02031.x

Freese, C., Schalk, R. & Croon, M. (2011). The impact of organizational changes on psychological contracts: A longitudinal study. *Personnel Review*, 40, 4, 404-422.
DOI 10.1108/00483481111133318

Schalk, R. (2011). The influence of organizational commitment and health on sickness absenteeism. A longitudinal study. *Journal of Nursing Management*, 19, 5, 596-600.
DOI 10.1111/j.1365-2834.2010.01170.x

2010

Schalk, R. & Curseu, P. L. (2010). Cooperation in organizations. *Journal of Managerial Psychology*, 25, 5, 453-459.
DOI 10.1108/02683941011048364

De Jong, J. & Schalk, R.(2010). Extrinsic motives as moderators in the relationship between fairness and work-related outcomes among temporary workers. *Journal of Business and Psychology*, 25, 1, 175-189.
DOI 10.1007/s10869-009-9139-8

Schalk, R. & Van Veldhoven, et al. (2010). Moving European research on work and ageing forward. Overview and agenda. *European Journal of Work and Organizational Psychology*, 19, 1, 76-101.
DOI 10.1080/13594320802674629

Josten, E. & Schalk, R. (2010). The effects of demotion on older and younger employees. *Personnel Review*, 39, 1-2, 195-209.
DOI 10.1108/00483481011017417

Curseu, P. L., Schalk, R. & Schruifer, S. (2010). The use of cognitive mapping in eliciting and evaluating group cognitions. *Journal of Applied Social Psychology*, 40, 5, 1258-1291.

2009

Chaudhry, A., Wayne, S. J. & Schalk, R.(2009). A sensemaking model of employee evaluation of psychological contract fulfillment. When and how do employees respond to change? *Journal of Applied Behavioral Science*, 45, 4, 498-520.
DOI 10.1177/0021886309341739

De Jong, J., Schalk, R. & de Cuyper, N.(2009). Balanced versus unbalanced psychological contracts in temporary and permanent employment. Associations with employee attitudes. *Management and Organization Review*, 5, 3, 329-351.
DOI 10.1111/j.1740-8784.2009.00156.x

Krjukova, I., Schalk, R. & Soeters, J. (2009). Local/foreign status, cultural background, and organizational citizenship behavior. A study among foreign and local workers in The Netherlands. *European Journal of Work and Organizational Psychology*, 18, 4, 464-476.
DOI 10.1080/13594320802615614

Schalk, R. (2009). The future profile of behaviour and organization. *Gedrag & Organisatie*, 22, 1, 1-2.

Van den Heuvel, S. & Schalk, R. (2009). The relationship between fulfilment of the psychological contract and resistance to change during organizational transformations. *Social Science Information*, 48, 2, 283-313.
DOI 10.1177/0539018409102415

De Jong, J., Schalk, R. & Croon, M. (2009). The role of trust in secure and insecure employment situations. A multiple-group analysis. *Economic and Industrial Democracy*, 30, 4, 510-538.
DOI 10.1177/0143831x09342622

2008

Curseu, P. L., Schalk, R. & Wessel, I. (2008). How do virtual teams process information? A literature review and implications for management. *Journal of Managerial Psychology*, 23, 6, 628-652.
DOI 10.1108/02683940810894729

Freese, C. & Schalk, R. (2008). How to measure the psychological contract? A critical criteria-based review of measures. *South African Journal of Psychology*, 38, 2, 269-286.

Linde, B. & Schalk, R. (2008). Influence of pre-merger employment relations and individual characteristics on the psychological contract. *South African Journal of Psychology*, 38, 2, 305-320.

De Cuyper, N., De Jong, J., De Witte, H., Rigotti, T., Isaksson, K. & Schalk, R. (2008). Literature review of theory and research on the psychological impact of temporary employment. Towards a conceptual model. *International Journal of Management Reviews*, 10, 1, 25-51.
DOI 10.1111/j.1468-2370.2007.00221.x

Schalk, R. (2008). The 'impact' of Gedrag & Organisatie. *Gedrag & Organisatie*, 21, 1, 1-2.

Freese, C., Schalk, R. & Croon, M. (2008). The Tilburg Psychological Contract Questionnaire. *Gedrag & Organisatie*, 21, 3, 278-294.

2007

De Jong, J. P., Schalk, R. & Goessling, T. (2007). An institutional perspective on the employment position of temporary workers in the Netherlands. *Relations Industrielles-Industrial Relations*, 62, 3, 492-515.

Schalk, R. & Van Rijckevorsel, A. (2007). Factors influencing absenteeism and intention to leave in a call centre. *New Technology Work and Employment*, 22, 3, 260-274.
DOI 10.1111/j.1468-005X.2007.00198.x

Curseu, P. L., Stoop, R. & Schalk, R. (2007). Prejudice toward immigrant workers among Dutch employees. *Integrated threat theory revisited. European Journal of Social Psychology*, 37, 1, 125-140.
DOI 10.1002/ejsp.331

Schalk, R. & Roe, R. E. (2007). Towards a dynamic model of the psychological contract. *Journal for the Theory of Social Behaviour*, 37, 2, 167-182.
DOI 10.1111/j.1468-5914.2007.00330.x

2005

De Vos, A., Buyens, D. & Schalk, R. (2005). Making sense of a new employment relationship. Psychological contract-related information seeking and the role of work values and locus of control. *International Journal of Selection and Assessment*, 13, 1, 41-52.
DOI 10.1111/j.0965-075X.2005.00298.x

Schalk, R. & Van Dijk, W. (2005). Quality management and employee commitment illustrated with examples from Dutch health care (II). *International Journal of Health Care Quality Assurance incorporating Leadership in Health Services*, 18, 2-3, 170-178.
DOI 10.1108/09526860510594730

Schalk, R. & Van Dijk, W. (2005). Quality management and employee commitment illustrated with examples from Dutch health care (I). *International Journal of Health Care Quality Assurance incorporating Leadership in Health Services*, 18, 1, 32-40.
DOI 10.1108/09526860510576956

Before 2004

De Vos, A., Buyens, D. & Schalk, R. (2003). Psychological contract development during organizational socialization adaptation to reality and the role of reciprocity. *Journal of Organizational Behavior*, 24, 537-559.
DOI 10.1002/job.205

Bejerot, E. E., Hasselbladh, H., Humble, M. & Schalk, R. (2000). Killing us softly The management version. *International Journal of Psychology*, 35, 3-4, 327.

Schalk, R. & Schouten, R. (2000). The relationship between workplace attitudes, health complaints and absenteeism. *International Journal of Psychology*, 35, 3-4, 399.

Anderson, N. & Schalk, R. (1998). The psychological contract in retrospect and prospect. *Journal of Organizational Behavior*, 19, 637-647.
DOI 10.1002/(sici)1099-1379(1998)191+<637aid-job986>3.0.co;2-h

Van den Berg, P. T. & Schalk, R. (1997). Type A behavior, well-being, work overload, and role-related stress in information work. *Journal of Social Behavior and Personality*, 12, 1, 175-187.

Van den Berg, P. T., Roe, R. A., Schalk, R., Taillieu, T. & Zijlstra, F. (1996). Research Unit on Work and Organizational Psychology (Work and Organization Research Centre), Tilburg University, the Netherlands. *International Journal of Selection and Assessment*, 4, 2, 106-109.

Schalk, R. (1995). Job relocation. Managing people on the move. *International Journal of Selection and Assessment*, 3, 4, 252-253.

Schalk, M.J.D. (1992). Prediction versus explanation. What is the real aim of absence research? *International Journal of Psychology*, 27, 3-4, 511.

Books

Rousseau, D.M. & Schalk, R. (Eds.) (2000). *Psychological contracts in employment: Cross-national perspectives*. Thousand Oaks: Sage.

Schalk, R. (2006, Ed.). *De Wmo komt!* Deventer: Kluwer.

Schalk, R. (2004). *De tijd staat niet stil. Dynamiek en complexiteit in het ouderenbeleid*. Amsterdam: Dutch University Press.

Schalk, R. (Red.) (1995). *Oudere werknemers in een veranderende wereld*. Utrecht: Lemma.

Schalk, M.J.D. (1989). *Determinanten van veelvuldig kortdurend ziekteverzuim*. 's-Gravenhage: DELWEL.

Book chapters and articles in peer reviewed journals non-Dutch

Gloudemans, H., Schalk, R., Reynaert, W.M. & Braeken, J. (2013). The development and validation of a five-factor model of sources of self-efficacy in clinical nursing education. *Journal of Nursing Education and Practice*, 3, 80-87.

Vollenberg, M., Schalk, R. & Merks-Van Brunshot, I. How to coordinate care for people with dementia? A case study of a region in the Netherlands. *Dementia: The International Journal of Social Research and Practice*, 12, 513-522.

Schalk, R. & Van der Linden, K. (2011). The influence of cultural intelligence of the supervisor and the cultural similarity between the supervisor and employee on employee engagement. *Management Today*, 29, 10, 62-66.

Gellert, F.J., & Schalk, R. (2011). Youth employment: Student preferences for mobiflex

work. In P. Manzella & L. Rustico (Eds.), *Productivity, investment in human capital and the challenge of youth employment* (pp. 155-172). Newcastle upon Tyne: Cambridge Scholars Publishing.

Schalk, R., De Jong, J., Rigotti, T., Mohr, G., Peiró, J.M., & Caballer, A. (2010). The psychological contracts of temporary and permanent workers. In: Guest, D.E., Isaksson, K. & De Witte, H. (Eds.). *Employment contracts, psychological contracts, and employee well-being*. Oxford. Oxford University Press. Pp. 89-120.

Claes, R., Schalk, R. & De Jong, J. (2010). International comparisons of employment contracts, psychological contracts, and worker well-being. In: Guest, D.E., Isaksson, K. & De Witte, H. (Eds.). *Employment contracts, psychological contracts, and employee well-being*. Oxford. Oxford University Press. Pp. 213-230.

Schalk, R. & Van Woerkom, M. (2010). Does age influence the relationship between learning opportunities at work and employee well being and mobility? In Bohlinger, S. (Ed.). *Working and learning at old age. Theory and evidence in an emerging European field of research*. Göttingen: Cuvillier Verlag. pp. 105-126.

Schalk, R. (2010). Matching individual and organisation needs to enable longer working lives In: Cedefop. *Working and ageing: Emerging theories and empirical perspectives*. Luxembourg: Publications Office of the European Union, 114-131.

Schalk, R., & Gellert, F.J. (2010). Nomadic work - challenging students? In S. Pavlin & A.N. Judge (Eds.) *Development of Competencies in the World of Work and Education (DECOWE)*. Ljubljana: DECOWE, 287-294.

Gellert, F.J., & Schalk, R. (2009). Nomad workers: Hochgradig mobile arbeitskräfte. *Personal*, 61 (3), 21-23.

Hinrichs, K., Gellert, F.J., & Schalk, R. (2009). Moderne nomaden. *Personal*, 61 (12), 34-35.

Schalk, R., & Woerkom, M. van (2009). Does age influence the relationship between learning opportunities at work and employee well being and mobility? In L. Deitmer, L. Lassnigg, & S. Manning (Eds.) *Proceedings of the ECER VETNET Conference 2009: Papers presented for the VETNET programme of ECER 2009 "Theory and Evidence in European Educational Research" in Vienna (28 to 30 September 2009)*, Berlin: Wissenschaftsforum Bildung und Gesellschaft e.V.

Van der Heijden, B.I.J.M., Schalk, R. & Van Veldhoven, M.J.P.M. (2008). Ageing and careers. European research on long-term career development and early retirement. *Career Development International*, 13, 2, 85 -94.

De Jong, R., Schalk, R. & Curseu, P.L. (2008). Virtually communicating, conflicts and performance in teams. *Team Performance Management*, 14, 7/8, 364 – 380.

Linde, B., Schalk, R. & Linde, H. (2008). Clarity and trust. The experience of workplace regulations by employees. *South African Journal of Labour Relations*, 32, 2, 86 – 103.

Schalk, R. & Soeters, J. (2008). Psychological contracts around the globe. In: P.B. Smith, M.F. Peterson & D.C. Thomas (Eds.). *The handbook of cross-cultural management research*. Thousand Oaks: Sage. pp. 117-134.

Schalk, R. & Rousseau, D.M. (2008). Psychological Contracts in Employment. In: Altman, Y., Bournois, F. & Boje, D. (Eds.). *Sage Library in Business and Management: Managerial Psychology*. Vol.1. Individual Perspectives. Thousand Oaks, CA: Sage. Pp. 242-255.

Linde, B. & Schalk, R. (2006). Experience of the employment relationship after a merger. *Management Review*, 17, 484-498.

De Jong, J. & Schalk, R. (2005). Temporary Employment in the Netherlands: Between Flexibility and Security. In: N. De Cuyper, K. Isaksson & H. De Witte (Eds.). *Employment contracts and Well-being among European Workers*. Hampshire, UK: Ashgate Publishing. Pp.119-151.

De Jong, J. & Schalk, R. (2005). Employment Strategy, the Psychological Contract, and Perceptions of Trust, Fairness, and Equity among Temporary Workers. In: Francesco Avallone, Handan Kepir Sinangil & Antonio Caetano (Eds.). *Convivence in Organizations and Society*. Milano: Edizioni Angelo Guerini Associati Spa. Pp. 81-88.

Schalk, R. (2004). Changes in the employment relation across time. In: J.A-M. Coyle-Shapiro, L.M. Shore, M.S. Taylor & L.E. Tetrick (Eds.). *The employment relationship. Examining psychological and contextual perspectives*. Oxford: Oxford University Press. Pp. 284-311.

Schalk, R. (2004). Contracts. In: Spielberger, C. (Ed. in Chief). *Encyclopedia of Applied Psychology*. Vol .1. Amsterdam: Elsevier. Pp. 493 – 496.

Shore, L.M., Tetrick, L.E., Taylor, S.M., Coyle Shapiro, J.A-M., Liden, R.C., McLean Parks, J., Wolfe Morison, E., Porter, L.W., Robinson, S.L., Roehling, M.V., Rousseau, D.M., Schalk, R., Tsui, A.S. & Van Dyne, L. (2004). The employee-organization relationship: A timely concept in a period of transition. In: J.J. Martocchio (Ed.). *Research in Personnel and Human Resources Management*. Volume 23. Amsterdam: Elsevier/JAI Press. Pp. 291 – 370.

Isaksson, K., Bernhard, C., Claes, R., Witte, H. de, Guest, D., Krausz, M., Mohr, G., Peiró, J.M., & Schalk, R. (2003). Employment contracts and psychological contracts in Europe: Results from a pilot study. *Saltsa Report 1*. Stockholm: National Institute for Working Life & SALTSA.

De Vos, A., Buyens, D. & Schalk, R. (2001). Antecedents of the psychological contract: The impact of work values and exchange orientation on organizational newcomers' psychological contracts. Gent: Universiteit Gent Faculteit Economie en Bedrijfskunde. Working Paper 2001/120. Pp. 41.

Ulbricht, S., Bernhard, C., Pietrzyk, U. & Schalk, R. (2002). Der "Psychologische Kontrakt" - ein Forschungskonzept zur Bewertung der Flexibilisierung von Beschäftigungsformen in Hinblick auf Beschäftigungsfähigkeit sowie Produktivitäts- und Innovationspotenziale als entscheidende Wettbewerbsfaktoren im wirtschaftlichen Wandel. In Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.), *Arbeitswissenschaft im Zeichen gesellschaftlicher Vielfalt*, Bericht zum 48. Kongress der Gesellschaft für Arbeitswissenschaft vom 20.-22. Februar 2002

in Linz (S. 171-174). Dortmund: GfA-Press.

Schalk, R., Heinen, J. & Freese, C. (2001). Do Organizational Changes Impact the Psychological Contract and Workplace Attitudes? A study of a merger of two home care organizations in the Netherlands. In: De Jonge, J., Vlerick, P., Büssing, A., & Schaufeli, W.B. (Eds.) (2001). *Organizational psychology and health care at the start of a new millennium*. Munchen und Mering: Rainer Hampp Verlag.

Schalk, R. & Rousseau, D.M. (2001). Psychological contracts in employment. In: Anderson, N., Ones, D.S., Kepir Sinangil, H. & Viswesvaran, C. (Eds.). *Handbook of industrial, work & organizational psychology; Volume 2 Organizational Psychology*. Thousand Oaks: Sage, pp. 133-142.

Freese, C. & Schalk, R. (2000). Psychological contracts in the Netherlands. Dualism: Flexibility and Security. In: Rousseau, D.M. & Schalk, R. (Eds.). (2000). *Psychological contracts in employment: Cross-national perspectives*. Thousand Oaks: Sage, pp. 176-194.

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