

Paul Maurice Conway  
Associate professor  
Department of Psychology  
Institut for Psykologi  
E-mail: paul.conway@psy.ku.dk  
Direct phone: +4535324935  
Web address: www.psy.ku.dk, <http://www.psy.ku.dk>



## Short presentation

### Office hours: Mondays 11:30-12:30

I joined the Center for Work and Organizational Psychology, Department of Psychology at the University of Copenhagen in May 2013. Prior to that, I worked at the Department of Clinical and Community Sciences at the University of Milan, Italy. My primary research interests relate to topics within the field of Occupational Health Psychology (OHP), including workplace bullying, work-related stress, sickness presenteeism, ageing at work, mental health at work, and work motivation.

### Current projects (as Principal Investigator):

"Workplace bullying, mental health and risk of suicide: A Danish register-based study", grant from the Region of Southern Denmark (27.000 Euro)

"Flexible retirement in Danish workplaces", grant received within the multi-disciplinary "Copenhagen Centre for Healthy Ageing-III (CEHA-III)" project, Track 2: Retirement and transitions (<https://healthyaging.ku.dk/>) (388.000 Euro).

## Publications

### A weekly diary within-individual investigation of the relationship between exposure to bullying behavior, workplace phobia, and posttraumatic stress symptomatology

Balducci, C., Conway, Paul Maurice & Vignoli, M., 1 Jan 2024, (E-pub ahead of print) In: Journal of Occupational Health Psychology.

### Work ability and work nonparticipation: A prospective study of 2,426 participants in Germany

Conway, Paul Maurice, Burr, H., Kersten, N. & Rose, U., 2024, (E-pub ahead of print) In: Journal of Occupational and Environmental Medicine.

### Long-term associations of psychosocial working conditions with depressive symptoms and work-related emotional exhaustion: comparing effects in a 5-year prospective study of 1949 workers in Germany

Conway, Paul Maurice, Rose, U., Formazin, M., Schoellgen, I., d'Errico, A., Balducci, C. & Burr, H., 24 Feb 2023, In: International Archives of Occupational and Environmental Health. 96, p. 661-674

### Negative Acts as Risk Factor for Work-Related Violence and Threats from Clients towards Employees: A Follow-Up Study

Andersen, L. P. S., Biering, K. & Conway, Paul Maurice, 14 Feb 2023, In: International Journal of Environmental Research and Public Health. 20, 4, 12 p., 3358.

### Association of workplace violence and bullying with later suicide risk: a multicohort study and meta-analysis of published data

Hanson, L. L. M., Pentti, J., Nordentoft, M., Xu, Tianwei, Rugulies, Reiner Ernst, Madsen, I. E. H., Conway, Paul Maurice, Westerlund, H., Vahtera, J., Ervasti, J., Batty, G. D. & Kivimäki, M., 2023, In: The Lancet Public Health. 8, 7, p. e494-e503 10 p.

### Associations between depressive symptoms and 5-year subsequent work nonparticipation due to long-term sickness absence, unemployment and early retirement in a cohort of 2,413 employees in Germany

Rose, U., Kersten, N., Pattloch, D., Conway, Paul Maurice & Burr, H., 2023, In: BMC Public Health. 23, 1, 10 p., 2159.

### Is a Positive Intergenerational Workplace Climate Associated with Better Self-Perceived Aging and Workplace Outcomes? A Cross-Sectional Study of a Representative Sample of the Danish Working Population

Tybjerg-Jeppesen, Anette, Conway, Paul Maurice, Ladegaard, Yun & Jensen, C. G., 2023, In: Journal of Applied Gerontology. 42, 6, p. 1212-1222

**Notified occupational mental disorders: associations with health and income**

Ladegaard, Yun, Dalgaard, V. L., Conway, Paul Maurice, Eller, Nanna Hurwitz, Skakon, Janne, Maltesen, T., Scheike, Thomas & Netterstrom, B., 2023, In: Occupational Medicine. 73, 2, p. 66–72 7 p.

**Workplace Bullying and Post-Traumatic Stress Disorder Symptomology: The Influence of Role Conflict and the Moderating Effects of Neuroticism and Managerial Competencies**

Chenevert, M., Vignoli, M., Conway, Paul Maurice & Balducci, C., 26 Aug 2022, In: International Journal of Environmental Research and Public Health. 19, 17, 19 p., 10646.

**Workplace Bullying and Long-Term Sickness Absence-A Five-Year Follow-Up Study of 2476 Employees Aged 31 to 60 Years in Germany**

Burr, H., Balducci, C., Conway, Paul Maurice & Rose, U., 11 Jun 2022, In: International Journal of Environmental Research and Public Health. 19, 12, 10 p., 7193.

**Precarious Work as Risk Factor for 5-Year Increase in Depressive Symptoms**

Demiral, Y., Ihle, T., Rose, U., Conway, Paul Maurice & Burr, H., 8 Mar 2022, In: International Journal of Environmental Research and Public Health. 19, 6, 21 p., 3175.

**Workaholism and the Enactment of Bullying Behavior at Work: A Prospective Analysis**

Balducci, C., Menghini, L., Conway, Paul Maurice, Burr, H. & Zaniboni, S., 19 Feb 2022, In: International Journal of Environmental Research and Public Health. 19, 4, 13 p., 2399.

**Physical and psychosocial working conditions as predictors of 5-year changes in work ability among 2078 employees in Germany**

Burr, H., Lange, S., Freyer, M., Formazin, M., Rose, U., Nielsen, M. L. & Conway, Paul Maurice, Jan 2022, In: International Archives of Occupational and Environmental Health. 95, p. 153-168

**Contextualizing Violence Prevention: How Contextual Aspects Influence the Implementation of a Violence Prevention Initiative in Prisons and Psychiatry**

Jaspers, S. Ø., Andersen, D. R., Karlsen, I. L., Pedersen, A. H. M., Andersen, L. P. S., Conway, Paul Maurice, Aust, B. & Dyreborg, J., 2022, In: Scandinavian Journal of Work and Organizational Psychology. 7, 1, p. 1-16

**Leadership behaviours and health-related early exit from employment: a prospective cohort study of 55 364 employees**

Sørensen, Kathrine, Sørensen, J. K., Andersen, L. L., Eskildsen Bruun, J., Conway, Paul Maurice, Framke, E., Madsen, I. E. H., Nielsen, H. B., Nordentoft, M., Seeberg, K. G. V. & Rugulies, Reiner Ernst, 2022, In: European Journal of Public Health. 32, 5, p. 709–715 7 p.

**Looking beyond violence prevention climate – exploring line managers' violence preventive practices in two high-risk sectors**

Jaspers, S. Ø., Raaby Andersen, D., Karlsen, I. L., Sønderbo Andersen, L. P., Conway, Paul Maurice, Dyreborg, J. & Aust, B., 2022, In: International Journal of Workplace Health Management. 15, 4, p. 429-444 16 p.

**Workplace bullying and risk of suicide and suicide attempts: A register-based prospective cohort study of 98 330 participants in Denmark**

Conway, Paul Maurice, Erlangsen, A., Grynderup, M. B., Clausen, T., Rugulies, Reiner Ernst, Bjørner, Jakob Bue, Burr, H., Francioli, L., Garde, Anne Helene, Hansen, Åse Marie, Hanson, L. M., Kirchheiner-Rasmussen, J., Kristensen, T. S., Mikkelsen, E. G., Stenager, E., Thorsen, S. V., Villadsen, E. & Høgh, A., 2022, In: Scandinavian journal of work, environment & health. 48, 6, p. 425-434 11 p.

**Antecedents of workplace bullying among employees in Germany: Five-year lagged effects of job demands and job resources**

Conway, Paul Maurice, Burr, H., Rose, U., Clausen, T. & Balducci, C., 1 Oct 2021, In: International Journal of Environmental Research and Public Health. 18, 20, 13 p., 10805.

**Deployment experiences and mental health problems as predictors of post-deployment unemployment length: a prospective, register-based study among Danish soldiers**

Elrond, A. F., Conway, Paul Maurice, Andersen, S. B., Karstoft, Karen-Inge, Vedtofte, M. S. & Pedersen, J., 7 Dec 2020, In: *BMJ Open*. 10, 12, 10 p., e040625.

**Study protocol: The association between workplace bullying and suicidal behaviour: A register-based prospective study of 98,330 participants in Denmark.**

Conway, Paul Maurice, Erlangsen, A., Brodsgaard Grynderup, M., Clausen, T., Bjørner, Jakob Bue, Burr, H., Francioli, L., Garde, A. H., Hansen, Åse Marie, Hanson, L. L. M., Kristensen, T. S., Mikkelsen, E. G., Rugulies, Reiner Ernst, Stenager, E., Thorsen, S. V., Villadsen, E. & Høgh (Hogh), A., 9 Oct 2020, 15 p.

**Subjective status and perceived legitimacy across countries**

Brandt, M. J., Kuppens, T., Spears, R., Andrighetto, L., Autin, F., Babincak, P., Badea, C., Bae, J., Batruch, A., Becker, J. C., Bocian, K., Bodroza, B., Bourguignon, D., Bukowski, M., Butera, F., Butler, S. E., Chrysochoou, X., Conway, P., Crawford, J. T., Croizet, J-C. & 55 others, de Lemus, S., Degner, J., Dragon, P., Durante, F., Easterbrook, M. J., Essien, I., Forgas, J. P., Gonzalez, R., Graf, S., Halama, P., Han, G., Hong, R. Y., Houdek, P., Igou, E. R., Inbar, Y., Jetten, J., Jimenez Leal, W., Jimenez-Moya, G., Karunagharan, J. K., Kende, A., Korzh, M., Laham, S. M., Lammers, J., Lim, L., Manstead, A. S. R., Mededovic, J., Melton, Z. J., Motyl, M., Ntani, S., Owuamalam, C. K., Peker, M., Platow, M. J., Prims, J. P., Reyna, C., Rubin, M., Saab, R., Sankaran, S., Shepherd, L., Sibley, C. G., Sobkow, A., Spruyt, B., Strøbæk, Pernille Piechowiak, Suemer, N., Sweetman, J., Teixeira, C. P., Toma, C., Ujhelyi, A., van der Toorn, J., van Hiel, A., Vasquez-Echeverria, A., Vazquez, A., Vianello, M., Vranka, M., Yzerbyt, V. & Zimmerman, J. L., Aug 2020, In: *European Journal of Social Psychology*. 50, 5, p. 921-942 22 p.

**Crowdsourcing Hypothesis Tests: Making transparent how design choices shape research results**

Crowdsourced Hypothesis Tests Collaboration, C. H. T. C., 2020, In: *Psychological Bulletin*. 146, 5, p. 451-479 29 p.

**The Demand-Control model and work-related threats and violence: Short- and long-term associations**

Andersen, L. P., Biering, K., Høgh, A., Gadegaard, C. A. & Conway, Paul Maurice, 2020, In: *Work*. 65, 3, p. 573-580 8 p.

**Workplace bullying and depressive symptoms among employees in Germany: prospective associations regarding severity and the role of the perpetrator**

Lange, S., Burr, H., Rose, U. & Conway, Paul Maurice, 2020, In: *International Archives of Occupational and Environmental Health*. 93, p. 433-443

**Does leadership support buffer the effect of workplace bullying on the risk of disability pensioning? An analysis of register-based outcomes using pooled survey data from 24,538 employees**

Clausen, T., Conway, Paul Maurice, Burr, H., Kristensen, T. S., Hansen, Åse Marie, Garde, Anne Helene & Hogh, A., 2019, In: *International Archives of Occupational and Environmental Health*. 92, 7, p. 941-948 8 p.

**Workplace bullying among employees in Germany: Prevalence estimates and the role of the perpetrator**

Lange, S., Burr, H., Conway, Paul Maurice & Rose, U., 2019, In: *International Archives of Occupational and Environmental Health*. 92, 2, p. 237-247

**The Contribution of Organizational Factors to Workplace Bullying, Emotional Abuse and Harassment**

Balducci, C., Conway, Paul Maurice & van Heugten, K., 8 Sep 2018, *Pathways of Job-related Negative Behaviour*. DC. P. E. A. (ed.). Springer, p. 1-26 (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 2).

**Workplace Bullying and Mental Health**

Conway, Paul Maurice, Høgh (Hogh), A., Balducci, C. & Ebbesen, D. K., 14 Jul 2018, *Pathways of Job-related Negative Behaviour*. DC. P. E. A. (ed.). Springer, Vol. 2. p. 1-27 (Handbooks of Workplace Bullying, Emotional Abuse and Harassment, Vol. 2).

**Optimal cut-off points for the short-negative act questionnaire and their association with depressive symptoms and diagnosis of depression**

Conway, Paul Maurice, Høgh, A., Nabe-Nielsen, Kirsten, Grynderup, M. B., Mikkelsen, E. G., Persson, R., Rugulies, Reiner Ernst, Bonde, Jens Peter, Francioli, L. & Hansen, Åse Marie, 1 Apr 2018, In: *Annals of Work Exposures and Health*. 62, 3, p. 281-294 14 p.

### **Does Workplace Bullying Affect Long-Term Sickness Absence Among Co-Workers?**

Hansen, Åse Marie, Grynderup, M. B., Bonde, Jens Peter, Conway, Paul Maurice, Garde, A. H., Kaerlev, L., Kolstad, H. A., Mikkelsen, S., Rugulies, R., Thomsen, Jane Frølund, Willert, M. & Høgh, A., Feb 2018, In: Journal of Occupational and Environmental Medicine. 60, 2, p. 132–137

### **Is organizational justice climate at the workplace associated with individual-level quality of care and organizational affective commitment? A multi-level, cross-sectional study on dentistry in Sweden**

Berthelsen, H., Conway, Paul Maurice & Clausen, T., Feb 2018, In: International Archives of Occupational and Environmental Health. 91, 2, p. 237–245 9 p.

### **Quality of Leadership and Workplace Bullying: The Mediating Role of Social Community at Work in a Two-Year Follow-Up Study**

Francioli, L., Conway, Paul Maurice, Hansen, Åse Marie, Holten, Ann-Louise, Grynderup, M. B., Persson, R., Mikkelsen, E. G., Costa, G. & Høgh, A., Feb 2018, In: Journal of Business Ethics. 147, 4, p. 889-899 11 p.

### **A cohort study on self-reported role stressors at work and poor sleep: Does sense of coherence moderate or mediate the associations?**

Hansen, Åse Marie, Grynderup, M. B., Rugulies, R., Conway, Paul Maurice, Garde, A. H., Török, E., Mikkelsen, E. G., Persson, R. & Høgh, A., 2018, In: International Archives of Occupational and Environmental Health. 91, 4, p. 445-456 12 p.

### **The associations between workplace bullying, salivary cortisol, and long-term sickness absence: a longitudinal study**

Grynderup, M. B., Nabe-Nielsen, Kirsten, Lange, Theis, Conway, Paul Maurice, Bonde, Jens Peter, Garde, A. H., Gullander, M., Kaerlev, L., Persson, R., Rugulies, Reiner Ernst, Vammen, M. A., Høgh, A. & Hansen, Åse Marie, 16 Sep 2017, In: BMC Public Health. 17, 1, p. 710 11 p.

### **Prevalence and Risk Factors for Workplace Bullying**

Høgh, A., Conway, Paul Maurice & Mikkelsen, E. G., 8 Sep 2017, *The Wiley Handbook of Violence and Aggression*. Wiley, p. 1-12

### **The Role of Psychological Stress Reactions in the Longitudinal Relation Between Workplace Bullying and Turnover**

Nabe-Nielsen, Kirsten, Grynderup, M. B., Conway, Paul Maurice, Clausen, T., Bonde, Jens Peter, Garde, A. H., Høgh, A., Kaerlev, L., Török, E. & Hansen, Åse Marie, Jul 2017, In: Journal of Occupational and Environmental Medicine. 59, 7, p. 665-672 8 p.

### **Predictive Validity of the Columbia-Suicide Severity Rating Scale for Short-Term Suicidal Behavior: A Danish Study of Adolescents at a High Risk of Suicide**

Conway, Paul Maurice, Erlangsen, A., Teasdale, T. W., Jakobsen, I. S. & Larsen, K. J., 2017, In: Archives of suicide research : official journal of the International Academy for Suicide Research. 21, 3, p. 455-469

### **Workplace bullying and suicide risk: A register-based study of 78,972 participants in Denmark**

Conway, Paul Maurice, Erlangsen, A., Clausen, T., Stenager, E., Garde, A. H., Hansen, Åse Marie, Rugulies, R. & Høgh (Høgh), A., 2017. 1 p.

### **Unwanted sexual attention and long-term sickness absence: a follow-up register based study**

Høgh (Høgh), A., Conway, Paul Maurice, Clausen, T., Madsen, I. E. H. & Burr, H., Aug 2016, In: BMC Public Health. 16, 678, p. 1-10 10 p.

### **Does Perceived Stress Mediate the Association Between Workplace Bullying and Long-Term Sickness Absence?**

Grynderup, M. B., Nabe-Nielsen, Kirsten, Lange, Theis, Conway, Paul Maurice, Bonde, Jens Peter, Francioli, L., Garde, A. H., Kaerlev, L., Rugulies, Reiner Ernst, Vammen, M. A., Høgh (Høgh), A. & Hansen, Åse Marie, Jun 2016, In: Journal of Occupational and Environmental Medicine. 58, 6, p. 226-230

**Negative Acts at Work as Potential Bullying Behavior and Depression: Examining the Direction of the Association in a 2-Year Follow-Up Study**

Høgh (Hogh), A., Conway, Paul Maurice, Grynderup, M. B., Gullander, M., Willert, M., Mikkelsen, E. G., Persson, R., Bonde, Jens Peter, Kolstad, H. A., Mors, N. P. O., Rugulies, R., Kaerlev, L. & Hansen, Åse Marie, Mar 2016, In: Journal of occupational and environmental medicine / American College of Occupational and Environmental Medicine. 58, 3, p. e72-e79 8 p.

**Exposure to negative acts and risk of turnover: a study of register-based outcome among employees in three occupational groups**

Clausen, T., Hansen, J. V., Høgh (Hogh), A., Garde, A. H., Persson, R., Conway, Paul Maurice, Grynderup, M. B., Hansen, Åse Marie & Rugulies, R., 2016, In: International Archives of Occupational and Environmental Health. 89, 8, p. 1269–1278 10 p.

**The role of poor sleep in the relation between workplace bullying/unwanted sexual attention and long-term sickness absence**

Nabe-Nielsen, Kirsten, Grynderup, M. B., Lange, Theis, Andersen, J. H., Bonde, Jens Peter, Conway, Paul Maurice, Garde, A. H., Høgh (Hogh), A., Kaerlev, L., Rugulies, Reiner Ernst & Hansen, Åse Marie, 2016, In: International Archives of Occupational and Environmental Health. 89, 6, p. 967–979

**Workplace bullying and sickness presenteeism: Cross-sectional and prospective associations in a 2-year follow-up study**

Conway, Paul Maurice, Clausen, T., Hansen, Åse Marie & Høgh (Hogh), A., 2016, In: International Archives of Occupational and Environmental Health. 89, 1, p. 103-114

**Confirmatory factor analysis of the Patient Assessment of Constipation-Symptoms (PAC-SYM) among patients with chronic constipation**

Neri, L., Conway, Paul Maurice, Basilisco, G. & Laxative Inadequate Relief Survey (LIRS) Group, L. I. R. S. (. G., 2015, In: Quality of Life Research. 24, 7, p. 1597-1605 9 p.

**Psychosocial working conditions in today's workplaces: towards an increased specificity in risk assessment and management**

Conway, Paul Maurice & Camerino, D., 10 Jun 2014, In: Medicina del Lavoro. 105, 2, p. 83-84 2 p.

**Is Sickness Presenteeism a Risk Factor for Depression? A Danish 2-Year Follow-Up Study**

Conway, Paul Maurice, Hogh, A., Rugulies, Reiner Ernst & Hansen, Åse Marie, Jun 2014, In: Journal of occupational and environmental medicine / American College of Occupational and Environmental Medicine. 56, 6, p. 595-603 9 p.

**Context specificity in the assessment of psychosocial risk at work: an empirical study on Italian call centre workers**

Camerino, D., Conway, Paul Maurice, Fattori, A., Cassitto, M. G., Punzi, S., Fichera, G. P., Menoni, O. & Campanini, P., Mar 2014, In: Medicina del Lavoro. 105, 2, p. 130-138 9 p.

**Using an integrated approach to the assessment of the psychosocial work environment: the case of a large-size hospital in Northern Italy**

Conway, Paul Maurice & Fiorella Lanfranchi, Sara Alaimo, F. L. S. A., 2014, In: Medicina del Lavoro. 105, 2, p. 139-151 13 p.

**Burnout ieri e oggi: stato delle conoscenze**

Camerino, D., Cassitto, M. G., Gugiarì, M. C. & Conway, Paul Maurice, 2013, In: Medicina del Lavoro. 104, 6, p. 411-427 17 p.

**Rischio mobbing e assenze lavorative per malattia**

Campanini, P., Conway, Paul Maurice, Neri, L., Punzi, S., Camerino, D. & Costa, G., 2013, In: Epidemiologia e prevenzione. 37, 1, p. 8-16 9 p.

**Stress lavorativo, disturbi psichici minori e indice di capacità di lavoro negli addetti al call center di un'azienda italiana**

Conway, Paul Maurice, Campanini, P., Punzi, S., Fichera, G. P., Camerino, D., Francioli, L., Neri, L. & Costa, G., 2013, In: Epidemiologia e prevenzione. 37, 1, p. 17-28 12 p.

**The Job Demand-Control model and Workplace Bullying: The protective role of Sense of Coherence**  
Francioli, L., Høgh (Hogh), A., Conway, Paul Maurice, Costa, G., Karasek, R. A. & Hansen, Åse Marie, 2013.

**Association between HSE 'Indicator Tool' and health in different work related-stress assessments**  
Campanini, P., Conway, Paul Maurice & Fichera GP, Punzi S, Camerino D, Neri L, Costa G, F. G. P. S. C. D. N. L. C. G., 2012, *Book of Abstracts: 10th Conference of the European Academy of Occupational Health Psychology, Zurich, 11-13 April 2012.*

**Health outcomes and personality: Differences between workplace bullying and other occupational stressors**  
Punzi S, Castellini G, Conway PM, Giovanni Costa v, P. S. C. G. C. P. G. C. V., 2012, *Book of Abstracts: 8th International Conference on Workplace Bullying and Harassment: "Workplace Bullying and Harassment: Towards future Challenges", 13-15 June 2012, Copenhagen, Denmark.*

**Is there a need to use instruments for assessing work stress which are adapted to the contexts under investigation? The case of call-centre workers**  
Conway, Paul Maurice & Campanini P, Camerino D, Punzi S, Fichera GP, Francioli L, Neri L, Costa G, C. P. C. D. P. S. F. G. F. L. N. L. C. G., 2012, *Book of Abstracts: 10th Conference of the European Academy of Occupational Health Psychology, Zurich, 11-13 April 2012.*

**Modello Job Demands-Resources, esaurimento psico-fisico e coinvolgimento lavorativo nel personale di una casa di cura per lungodegenti**  
Conway, Paul Maurice, Neri, L., Campanini, P., Francioli, L., Camerino, D., Punzi, S., Fichera, G. P. & Costa, G., 2012, In: *Giornale Italiano di Medicina del Lavoro ed Ergonomia.* 34, 3, p. 695-699 5 p.

**Workplace bullying, job demand-control and the role of social support and coping in reducing symptoms of Post Traumatic Stress Disorder**  
Francioli L, Hogh A, Conway PM, Costa G, Hansen ÅM, F. L. H. A. C. P. C. G. H. Å., 2012, *Book of Abstracts: 8th International Conference on Workplace Bullying and Harassment: "Workplace Bullying and Harassment: Towards future Challenges", 13-15 June 2012, Copenhagen, Denmark.*

**Effort Reward Imbalance and Work Ability among nurses and call-center operators**  
Campanini, P., Conway, Paul Maurice & Camerino D, Castellini G, Punzi S, Costa G., C. D. C. G. P. S. C. G., 2011, *Age Management during the Life Course: Proceedings of the 4th Symposium on Work Ability.* Nygård CH, Savinainen M, Kirsi T, Lumme-Sandt K (ed.). Juvenes Print, Tampere: Tampereen Yliopistopaino Oy, p. 126-134

**Effort-Reward Imbalance and Work Ability Index among Italian female nurses: the role of family status**  
Camerino, D. & Sandri M, Sartori S, Campanini P, Conway PM, Fichera GP, Costa G, S. M. S. C. P. C. P. F. G. C. G., 2011, *Age Management during the Life Course: Proceedings of the 4th Symposium on Work Ability.* Nygård CH, Savinainen M, Kirsi T, Lumme-Sandt K (ed.). Juvenes Print, Tampere: Tampereen Yliopistopaino Oy

**Rischio stress tra il personale degli asili nido/scuole dell'infanzia della Municipalità di Venezia e Marghera**  
Camerino, D., Fichera, G. P., Punzi, S., Campanini, P., Conway, Paul Maurice, Prevedello, L. & Costa, G., 2011, In: *Medicina del Lavoro.* 102, 3, p. 262-74 13 p.

**Valutare la percezione dei fattori di rischio da stress lavoro-correlato attraverso strumenti adattati al contesto: il caso degli addetti al call-center**  
Conway, Paul Maurice, Aquilina, T., Campanini, P., Camerino, D., Punzi, S., Fichera, G. P., Francioli, L., Neri, L. & Costa, G., 2011, In: *Giornale Italiano di Medicina del Lavoro ed Ergonomia.* 33, 3 Suppl, p. 343-7 5 p.

**Shiftwork, work-family conflict among Italian nurses, and prevention efficacy**  
Camerino, D., Sandri, M., Sartori, S., Conway, Paul Maurice, Campanini, P. & Costa, G., Jul 2010, In: *Chronobiology International.* 27, 5, p. 1105-23 19 p.

**Procedural, organizational and relational aspects of call-centre job: results of semi-structured interviews**

Conway, Paul Maurice & Campanini, D. Camerino, S. Punzi, G.P. Fichera, S. Sartori, G. Costa , C. D. C. S. P. G. P. F. S. S. G. C., 2010.

**Psychosocial characteristics and well-being in call-centres: A study on 1106 Italian operators**

Conway, Paul Maurice & Campanini P, Camerino D, Punzi S, Fichera GP, Sartori S, Costa G, C. P. C. D. P. S. F. G. S. S. C. G., 2010, *Book of Abstracts: Fourth ICOH-WOPS, 14-17 June 2010, Amsterdam, the Netherlands.*

**Ruolo dei fattori "genere" ed "eta" nella valutazione del rischio psicosociale e negli interventi di prevenzione del personale ospedaliero**

Camerino, D., Sandri, M., Conway, Paul Maurice, Campanini, P. & Sartori, S., 2010, In: *Giornale Italiano di Medicina del Lavoro ed Ergonomia.* 32, 3, p. 337-342 6 p.

**Valutazione del rischio stress lavoro-correlato negli addetti al call center: risultati di un'indagine condotta tramite questionario ed intervista semi-strutturata**

Conway, Paul Maurice & Campanini, D. Camerino, S. Punzi, G.P. Fichera, S. Sartori, G. Castellini, G. Costa, C. D. C. S. P. G. P. F. S. S. G. C. G. C., 2010, In: *Giornale Italiano di Medicina del Lavoro ed Ergonomia.* 32

**Effects of disturbed sleep on work ability and well-being among European nurses**

Camerino, D., Conway, Paul Maurice & Sartori S, Costa G , S. S. C. G., 2009, *Promotion of Work Ability Towards a Productive Aging.* Kumashiro, M. (ed.). Taylor & Francis, p. 283-291

**Gli strumenti per la valutazione soggettiva del rischio stress lavoro-correlato**

Conway, Paul Maurice, 2009, In: *Giornale Italiano di Medicina del Lavoro ed Ergonomia.* 31, 2, p. 197-9 3 p.

**Long working hours, night work and occupational stress in an Italian Offshore Company**

Montagnani R, Bontadi D, Boscolo A, Marullo A, Pinaffo G, Conway PM , M. R. B. D. B. A. M. A. P. G. C. P., 2009.

**Utilità dei modelli Job Strain ed Effort/Reward Imbalance per la valutazione dello stress lavoro-correlato nei call-center**

Conway, Paul Maurice & Campanini P, Camerino D, Punzi S, Fichera GP, Sartori S, Castellini G, Boria P, Giordano S, Costa G, C. P. C. D. P. S. F. G. S. S. C. G. B. P. G. S. C. G., 2009, In: *Giornale Italiano di Medicina del Lavoro ed Ergonomia.* 31

**Working Time Satisfaction in Ageing Nurses**

Camerino D, Sartori S, Sandri M, Conway PM, Campanini P, Costa G , C. D. S. S. S. M. C. P. C. P. C. G., 2009, *Extending the Work Life: Collection of Articles.* Tallinn University of Technology: Tallinn, p. 58-70

**Age-dependent relationships between work ability, thinking of quitting the job, and actual leaving among Italian nurses: A longitudinal study**

Camerino, D., Conway, Paul Maurice, van der Heijden, B. I. J. M., Estry-Beharf, M., Costa, G. & Hasselhorn, H., Nov 2008, In: *International Journal of Nursing Studies.* 45, 11, p. 1645-1659

**Main and interactive effects of shiftwork, age and work stress on health in an Italian sample of healthcare workers**

Conway, Paul Maurice, Campanini, P., Sartori, S., Dotti, R. & Costa, G., Sep 2008, In: *Applied Ergonomics.* 39, 5, p. 630-9 10 p.

**Factors affecting work ability in day and shift-working nurses**

Camerino, D., Conway, Paul Maurice, Sartori, S., Campanini, P., Estry-Béhar, M., van der Heijden, B. I. J. M. & Costa, G., Apr 2008, In: *Chronobiology International.* 25, 2, p. 425-42 18 p.

**Violence risks in nursing--results from the European 'NEXT' Study**

Estry-Behar, M., van der Heijden, B., Camerino, D., Fry, C., Le Nezet, O., Conway, Paul Maurice, Hasselhorn, H. & NEXT Study group, N. S. G., Mar 2008, In: *Occupational Medicine.* 58, 2, p. 107-14 8 p.

### **Anosognosia and alzheimer's disease**

Pia, L. & Conway, Paul Maurice, 1 Jan 2008, In: Brain Impairment. 9, 1, p. 22-27 6 p.

### **Back or neck-pain-related disability of nursing staff in hospitals, nursing homes and home care in seven countries-results from the European NEXT-Study**

Simon, M., Tackenberg, P., Nienhaus, A., Estry-Behar, M., Conway, Paul Maurice & Hasselhorn, H. -, Jan 2008, In: International Journal of Nursing Studies. 45, 1, p. 24-34

### **Work-related factors and violence among nursing staff in the European NEXT study: A longitudinal cohort study**

Camerino, D., Estry-Behar, M., Conway, Paul Maurice, van Der Heijden, B. I. J. M. & Hasselhorn, H., Jan 2008, In: International Journal of Nursing Studies. 45, 1, p. 35-50

### **Contribution of job strain to nurses' consideration of leaving the profession - results from the longitudinal European nurses' early exit study**

Hasselhorn, H. M., Conway, Paul Maurice, Widerszal-Bazyl, M., Simon, M., Tackenberg, P., Schmidt, S., Camerino, D. & Mueller, B. H., 2008, In: Scandinavian Journal of Work, Environment & Health. p. 75-82

### **Job strain and effort/reward imbalance in call-centre operators**

Conway, Paul Maurice & P. Campanini, D. Camerino, S. Punzi, G.P. Fichera, S. Sartori, G. Costa, P. C. D. C. S. P. G. P. F. S. S. G. C., 2008, *Book of Abstracts: Third ICOH-WOPS international conference "Psychosocial Factors at Work: From Knowledge to Action", September 1-4, 2008, Québec City, Québec, Canada.*

### **Perceived health and variety of negative actions in workplace bullying**

Campanini, P., Conway, Paul Maurice & Punzi S, Cassitto MG, Castellini G, Costa G , P. S. C. M. C. G. C. G., 2008, *Book of Abstracts: Third ICOH-WOPS international conference "Psychosocial Factors at Work: From Knowledge to Action", September 1-4, 2008, Québec City, Québec, Canada.*

### **The Demand-Control-Support model and intent to leave across six European countries: The role of employment opportunities**

Widerszal-Bazyl, M., Radkiewicz, P., Hasselhorn, H., Conway, Paul Maurice & van der Heijden, B., 2008, In: Work and Stress. 22, 2, p. 166-184

### **Victims of workplace bullying: considerations about personal characteristics using the Wartegg Drawing Completion Test**

Punzi S, Cassitto MG, Castellini G, Conway PM, Costa G , P. S. C. M. C. G. C. P. C. G., 2008, *Book of Abstracts: Sixth International Conference on Workplace Bullying, 4-6 June 2008, Montreal, Canada.*

### **Workplace bullying in a large sample of Italian workers. Sixth International Conference on Workplace Bullying**

Campanini P, Gilioli R, Punzi S, Cassitto MG, Conway PM, Costa G , C. P. G. R. P. S. C. M. C. P. C. G., 2008, *Book of Abstracts: Sixth International Conference on Workplace Bullying, 4-6 June 2008, Montreal, Canada.*

### **The impact of social work environment, teamwork characteristics, burnout, and personal factors upon intent to leave among European nurses**

Estry-Behar, M., Van der Heijden, B. I. J. M., Oginska, H., Camerino, D., Le Nezet, O., Conway, Paul Maurice, Fry, C. & Hasselhorn, H., Oct 2007, In: Medical Care. 45, 10, p. 939-950

### **Facteurs liés aux épisodes violents dans les soins: résultats de l'enquête européenne Presst-Next**

Estry-Behar, M., Duville, N., Menini, M., Camerino, D., Le Foll, S., le Nézet, O., Bocher, R., Van Der Heijden, B., Conway, Paul Maurice, Hasselhorn, H. & Next-Study group, N. G., 1 Jan 2007, In: Presse Medicale. 36, 1 Pt 1, p. 21-35 15 p.

### **Organizational configuration of hospitals succeeding in attracting and retaining nurses**

Stordeur, S., D'Hoore, W., Hasselhorn, H. M., Müller, B. H., Tackenberg, P., Kümmerling, A., Simon, M., Büscher, A., D'Hoore, W., Stordeur, S., Braeckman, L., Kiss, P., Verpraet, R., Laine, M., Wickström, G., Estry-Behar, M., Le Nezet, O., Gould, D., Camerino, D., Conway, P. & 10 others, Van Der Heijden, B., Van Der Schoot, E., Oginska, H., Pokorski, J., Radkiewicz, P., Widerszal-Bazyl, M., Hanzlikova, A., Kovarova, M., Josephson, M. & Lindberg, P., 1 Jan 2007, In: Journal of Advanced Nursing. 57, 1, p. 45-58 14 p.



### **Benessere Mentale e Lavoro**

Conway, Paul Maurice, 2007, *La prevenzione in Albergo a Venezia*. R. Montagnani e D. Simone (ed.). EBT e Dipartimento di Prevenzione ASL Venezia: Venezia, p. 341-350

### **Fear of making errors in young and old Italian nurses**

Camerino, D., Conway, Paul Maurice & Estry-Behar, M., 2007, In: *Ergonomia*. 29, p. 211-217

### **Il Work ability Index (WAI) come strumento per il monitoraggio della capacità funzionale di lavoro in relazione all'invecchiamento**

Sartori S, Conway PM, Dotti R, Costa G, S. S. C. P. D. R. C. G., 2007, *Atti del 31° Congresso Annuale dell'Associazione Italiana di Epidemiologia: L'epidemiologia dell'invecchiamento*. p. 154-155

### **Inadequate teamwork and burnout as predictors of intent to leave nursing according to seniority. Stability of associations in a one-year interval in the European NEXT Study**

Estry-Béhar M, Le Nézet O, Van der Heijden BIJ, Ogińska H, Camerino D, Conway PM, Fry C, Hasselhorn HM, E. M. L. N. O. V. D. H. B. O. H. C. D. C. P. F. C. H. H., 2007, In: *Ergonomia*. 29, p. 223-232

### **Work ability and ageing among hotel workers in Venice**

Conway, Paul Maurice & Sartori S, Montagnani R, Alessandri MV, Marchi T, Bontadi D, Pinaffo G, Magarotto G, S. S. M. R. A. M. M. T. B. D. P. G. M. G., 2007, In: *Ergonomia*. 29

### **Low-perceived work ability, ageing and intention to leave nursing: a comparison among 10 European countries**

Camerino, D., Conway, Paul Maurice, Van der Heijden, B. I. J. M., Estry-Behar, M., Consonni, D., Gould, D., Hasselhorn, H. & NEXT-Study Group, N. G., Dec 2006, In: *Journal of Advanced Nursing*. 56, 5, p. 542-52 11 p.

### **Factors influencing turnover among Italian qualified nurses**

Conway, Paul Maurice & Camerino, D., 2006, *Book of Abstracts: 28th ICOH Congress, 11-16 June 2006, Milan, Italy*.

### **L'anestesista-rianimatore svolge un ruolo usurante?**

Costa, G. & Conway, Paul Maurice, 2006, In: *Minerva Anestesiologica*. 72, p. 225-229 5 p.

### **Nurses' health, age and the wish to leave the profession—findings from the European NEXT-Study**

Hasselhorn, H. M., Tackenberg, P., Kuemmerling, A., Wittenberg, J., Simon, M., Conway, P. M., Bertazzi, P. A., Beermann, B., Büscher, A., Camerino, D., Caillard, J. F., D'Hoore, W., Estry-Behar, M., Fontenla, M., Gould, D., van der Heijden, B., Josephson, M., Kiss, P., Kovarova, M., Kuhn, K. & 14 others, Laine, M., Le Nezet, O., Lindberg, P., Oginska, H., Pokorski, J., Pokorska, J., Radkiewicz, P., Rimarcik, M., van der Schoot, E., Stelzig, S., Stordeur, S., Wickstroem, G., Widerszal-Bazyl, M. & Mueller, B., 2006, In: *Medicina del Lavoro*. 97, 2, p. 207-14 8 p.

### **Salute e rischio organizzativo nel settore alberghiero. L'Indice di Capacità di Lavoro come strumento di valutazione ad uso del Medico Competente**

Conway, Paul Maurice & Montagnani R, Sartori S, Alessandri M.V., Marchi T, Bontadi D., Pinaffo G., Magarotto G., M. R. S. S. A. M. V. , M. T. B. D. , P. G. , M. G., 2006.

### **The role of job alienation in work ability deterioration and unhealthy ageing**

Camerino, D., Conway, Paul Maurice, van der Heijden, B. I. J. M., van der Schoot, E., Pokorski, J., Estry-Behar, M. & Hasselhorn, H. M., 1 Jun 2005, In: *International Congress Series*. 1280, p. 61-66 6 p.

### **Il disturbo da rumore in ambienti di vita e di lavoro**

Camerino D e Merluzzi F, C. D. E. M. F., 2005, *Atti del 68° Congresso Nazionale della Società di Medicina del Lavoro e Igiene Industriale*. Mutti A e Goldoni M (ed.). MUP: Parma, p. 88-89

### **Lagged effects of high job demands and low job control on Italian nurses' well-being within the NEXT study**

Conway, Paul Maurice & Camerino, D., 2005, *Human Factor, a bridge between care and cure. Healthcare Systems Ergonomics and Patient Safety*. Tartaglia R, Bagnara S, Bellandi T (ed.). p. 457-459

**The loss of professional meaning: a global reason for premature exit from nursing**

Camerino, D., Conway, Paul Maurice & Rüttsche, J., 2005, *Human Factor, a bridge between care and cure. Healthcare Systems Ergonomics and Patient Safety*. Tartaglia R, Bagnara S, Bellandi T (ed.). Taylor & Francis, p. 159-164

**The role of job alienation in work ability deterioration and unhealthy ageing**

Camerino D, Conway PM, van der Heijden BIJ, van der Schoot E, Estryng-Behar M, Pokorski J, Oginska H, Hasselhorn HM and the NEXT Group, C. D. C. P. V. D. H. B. V. D. S. E. E. M. P. J. O. H. H. A. T. N. G., 2005, *Assessment and Promotion of Work Ability, Health and Well-being of Ageing Workers*. Costa G, Goedhard JA and Ilmarinen J (ed.). Elsevier Sci. Intl. Congress Series 1100, p. 61-66

**L'intenzione di lasciare la professione infermieristica**

Camerino, D., Lusignani, M., Conway, Paul Maurice, Bertazzi, P. A. & Gruppo NEXT, G. N., 2004, In: *Medicina del Lavoro*. 95, 5, p. 354-64 11 p.

**Intent to leave nursing in Italy**

Camerino D, Lusignani M, Coen S, Conway PM, Selva N, Florida LS, Bertazzi PA, C. D. L. M. C. S. C. P. S. N. F. L. B. P., 2003, *Working condition and intent to leave the profession among nursing staff in Europe. Working Life Research in Europe, Report No 7*. Hasselhorn HM, Tackenberg P, Mueller B (ed.). Stockholm: National Institute for Working Life, p. 182-192

**The Job Demand-Control-Support model applied to analysis of nursing work in ten European countries**

Widerszal-Bazyl M, Radkiewicz P, Hasselhorn HM and Conway PM, W. M. R. P. H. H. A. C. P., 2003, *Working condition and intent to leave the profession among nursing staff in Europe. Working Life Research in Europe, Report No 7*. Hasselhorn HM, Tackenberg P, Mueller B (ed.). Stockholm: National Institute for Working Life, p. 101-107