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Psychology as the Hub Science: Opportunities & Responsibility

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Book of Abstracts

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Preface

Dear authors, EFPA members and other participants of the 17th European Congress of Psychology, dear colleagues,

It is a pleasure and a privilege for the Slovenian Psychological Association to welcome you to ECP 2022 with the overarching theme of Psychology as a Hub of Science: Opportunities and Responsibility. Indeed, the main objective of the Congress is to provide a forum to review the wealth of international research findings, professional practices, and theories in light of the opportunities and responsibilities of psychology as a hub science in today's society. Given our diverse cultural environments, lack of social and economic security, climate crisis, current war hotspots, and mental health issues raised by the COVID-19 pandemic, psychology's contribution to society has never been more important. Therefore, we believe that ECP 2022 will be a stimulating venue to discuss current trends and groundbreaking research and advances in various areas of psychology and related disciplines from 71 countries worldwide, 35 of which are from Europe.

This Abstract Book demonstrates the high quality of EFPA's traditions, which has been and continues to be an important hallmark of the organisation over the past 40 years. Moreover, the abstracts show the many colours of European and international psychological knowledge from a scientific perspective and with practical applications. In addition to the 18 keynote lectures that will serve as hubs of psychological science during ECP 2022, we will network and deepen our understanding of specific topics in 22 invited and 40 regular symposia, 78 thematic sessions, 227 posters, 11 workshops, and 7 pro-and-con discussions. A total of 918 presentations will be made over three working days.

The content of the abstracts provides insight into the scope and quality of the professional and scientific work of psychologists. We must continue to learn from each other and from other sciences and professions, and to share our knowledge with them and with society. In this way, we will strengthen both our internal psychological network and the position of psychology and science in general in today's world.

*Mojca Juriševič,
on Behalf of the Scientific Programme Committee
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recent increase in women's participation into labor force is considered, it is possible to see negative influences of this conflict on women especially who are married and have preschool old children. Although, the main context of parenting is known as family, according to ecological perspective, parenting behaviors are influenced from social environment where mothers' and fathers' are attending. Considering that generally mothers take the role of primary caretaker of their children, it is reasonable to observe negative influences in their parenting behaviors as a result of this conflict. In the light of negative influences of work-family conflict, many researches emphasized the importance of social support in decreasing this conflict. It was suggested that social support which individual receives from both work and non-work-related environment is an important source in managing stress. This study is one of the limited researches which studies the influence of work-family conflict on parenting behaviors. Furthermore, it is the first study which searches for the moderator role of social support in the relationship between work-to-family conflict and dimensions of parenting which are warmth, inductive reasoning, punishment and obedience demanding. In this study, there were 225 working mothers who have children between 2 and 6 years old. Mothers were applied a questionnaire form which includes items related with work-family conflict, social support and parenting behaviors. As a result of the study, no relationship was observed between work-to-family conflict and parenting behaviors. Additionally, the moderator role of social support, which is received from work-related (organization, supervisor, and coworkers) and non-work-related (spouse, family, and friend) sources, was not found. Findings were discussed in relation to study's methodological aspects and demographic characteristics of the sample.

Mental Health Promotion in the Workplace: Strengths, Weaknesses and Gaps of Current Policies in Some EU Countries

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As outlined by the European Union Council on Safety and Health of Workers at Work, European employers are legally obliged to address all types of risks in a preventive manner and establish appropriate health and safety procedures. In general, EU policies and legal frameworks on Mental Health (MH) in the workplace aim to engage employers in good practices with critical psychosocial risk management and prevention elements. The topic is crucial, in particular for small and medium-sized enterprises as managers do not always have the knowledge and tools to assess psychosocial risks in their workplaces or how to intervene to create a

healthy working environment. The EU-funded H-WORK project sought to map the current European regulatory and legislative scenario, with three key tasks: 1) to review existing policies, legal frameworks, broad strategies, social dialogue and "soft" policy initiatives in MH promotion (MHP) in the workplace within some EU countries (N = 91 policies identified); 2) to provide a summary of the relevant EU and National level policies (N = 27) based on specific selection criteria; and 3) to identify and analyse strengths, weaknesses and gaps of the current policies in order to create meaningful recommendations and strategies for policymakers and relevant stakeholders. Despite reasonable efforts and increasing attention to MHP, the focus is still on prevention and reduction of psychosocial risks, and not on well-being promotion whilst including cross-cutting issues such as age, gender and intersectionality. Future policies should promote and empower employers to provide a healthy working environment focused on the workers' strengths, abilities, and resources and not only normative requirements, limitations or restrictions. To this end, mental health and well-being at work should be promoted throughout the involvement of all stakeholders at different levels of the organisation, including team and leaders.

From Intern to Full-Time Employee: Explaining Conversion Intention Amongst Talented Millennials

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For millennials, internships and work-integration learning programmes are an increasingly significant entry point to organisational life and formal employment. Internships and learnerships provide new graduates with the opportunity to experience organisational life at a particular organisation while providing the organisation with a chance to assess the graduate's work capabilities and cultural fit. Little is known about the predictors of graduate intention to convert from their intern status to full-time employment, even as this has become more salient to organisations challenged to employ highly-skilled graduates from a constrained talent pool. The Theory of Planned Behaviour (TPB) provides a theoretical reference point to explain intern intention to convert from intern to full-time employee at their host organisation. In this cross-sectional quantitative study, interns (N = 210) from three organisations participated and completed an online survey. The study's findings confirmed the usefulness of the TPB in understanding intern conversion intentions. The TPB predicted 65% of the variance in conversion intentions (Subjective Norms and Attitudes were significant predictors, but Perceived Behavioural Control was not). Additional analyses indicated that perceptions of the effects of COVID-19 on employment prospects were not a significant direct predictor of conversion intentions and that the perceived effects of COVID-19 on conversion intention differed across ethnicities. The implications of these findings and a set of suggested future research projects are presented.