

## BOOK REVIEW

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### **Sulea, C., & Iliescu, D. (Eds.). (2016). Teorii și modele în psihologia sănătății ocupaționale [Theories and models in Occupational Health Psychology]. Timișoara: Editura Diacritic, 371 p.**

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Edited by Coralia Sulea and Dragoș Iliescu, this book responds to a growing interest in the field of Occupational Health Psychology (OHP) in Romania. The field of OHP is relatively new in Romania, developing particularly after 2010. Two master-level programs in OHP were established, a series of scientific events and a growing number of research projects in the OHP area have created the context for this editorial effort.

The book provides an overview of the major theories and conceptual models within the field of OHP. The authors who contributed to the book are established researchers as well as young promising researchers in the field. The editors, Coralia Sulea and Dragoș Iliescu, are prominent scholars, with important contributions to the OHP literature and also coordinators of the OHP master programs in Romania.

The book consists of 10 chapters, each providing a comprehensive account of one prominent theory or model in the field of OHP. Each chapter follows a similar structure, beginning with an introduction, outlining the development of the theory or model, its revisions, key assumptions, empirical support, methodological and measurement issues, applications in organizations, and conclusions, highlighting its strengths and limitations.

The first chapter, authored by Gabriel Fischmann and Coralia Sulea, focuses on the social exchange theories. After briefly discussing the sociological bases of this approach, the main concepts that operationalize these theories, such as the psychological contract, leader - member exchange and organizational justice, are defined and their applications in the OHP are discussed, as well as methodological and measurement issues.

In chapter two, Andreea Petruș and Patricia Albușescu, addresses the Demand-Control model and its extension, the Demand-Control- Support model. The models defines stress as a result of high job demands and low control, and low control and low social support respectively. After an introduction describing the context of the models development, the main assumptions of the models and their empirical support and practical implications for organizations are outlined, highlighting individual and organizational outcomes predicted based on the models.

Chapter three, by Andreea Butucescu, Dragoș Iliescu and Alexandra Ilie, describes and gives a critical account of the cognitive theory of psychological stress and coping. The two key concepts of the theory – appraisal and coping –, as well as its empirical support and

implications for occupational stress management are highlighted.

In Chapter four Bogdan Oprea, Dragoş Iliescu and Alexandra Ilie describe the Conservation of Resources theory. From this perspective stress is the result of a perceived threat to resources. The principles of the model and their consequences are outlined, as well as its explanatory value for outcomes such as burnout, work engagement, commitment, work-family conflict, and its applications in OHP interventions.

In the fifth chapter, Alexandra Tuşer and Răzvan Filipescu address the affective events theory, describing the role of affective reactions in the workplace, their relations to antecedents and consequences at work.

Chapter six, authored by Andrei Ion and Cristina Chirazof, discusses the person-environment fit theory, the explanatory mechanisms for the P-E fit, its forms, levels, and predictive value for performance, job attitudes, as well as measures operationalizing the construct.

The Effort–Reward imbalance model is given a comprehensive overview in chapter seven, authored by Simona-Alexandra Ispas. In this perspective stressful experiences are a result of a perceived mismatch between effort at work and rewards that compensate it.

The broaden-and-build theory, the focus of chapter eight by Şerban-Andrei Zanfirescu and Roxana Dimanche describe the key assumptions of the model, the positive emotions role, their correlates and implications for organizations.

Chapter nine, authored by Anja Van den Broeck and Daniela Andrei, addresses the way in which work motivation contributes to the well-being from a self-determination theory approach. Both a general theory approach, as

well as perspectives from theories as basic psychological needs and autonomous and controlled motivation, and work – related values are outlined.

In chapter ten, Evangelia Demerouti and Arnold Bakker, focus on the job demands-resources approach, probably the most often cited explanatory framework in OHP. The job demands–resources model and its extension, the job demands–resources theory, describes the effects of job demands and job resources on job stress and motivation.

This book is an extremely valuable resource for students, researchers and practitioners as it gives not only an excellent overview of the theoretical foundations of the field, but also outlines the limitations of each approach, implications for practice and proposes suggestions for future research. Moreover, the simple and unitary structure used in all chapters help the reader to easily follow the information offered on each theory and model, and also allows for comparisons among explanatory frameworks.

To conclude, I would say that the book is highly valuable as it is one the few (at national and international level) to provide an overview of the most influential OHP theories and models. Few articles to review the most important explanatory frameworks in OHP exist, and those are only brief accounts of the theoretical foundations of the field. So, this book is the first to give a comprehensive review of OHP theories and models. It represents an even more valuable resource in Romania as relevant OHP literature in Romanian language is scarce. As such this book will bring a significant contribution to the further development of research and practice in OHP in Romania.