

Editorial

The 23rd joint Czech and Slovak Annual Conference on Work and Organizational Psychology, held in Zlín, Czech Republic, on 24-25 April 2024, brought together researchers, practitioners, and students to explore the theme of the conference: “Transformations of the world of work in the digital age”. The event provided a vibrant forum in which academics and practitioners discussed the ongoing transformation of workplaces triggered by advancing digitalisation and hybrid work settings. Key discussions focused on the impact of digitalization on workplaces and employee well-being, stress management and the evolving nature of organizational culture in times of continuous change. Leadership, work-life balance and psychological safety were given particular attention, as organisations adapt to hybrid and remote working models.

This special issue contains seven contributions (two practice spotlights and five empirical articles) from the conference. The first paper, a practice spotlight, authored by *Lucie Hrbáčková and colleagues* addresses the use of information and communication technologies (ICT) in human resource management (HRM), as well as the common barriers to their adoption. The results show that effectively implementing ICT in HRM requires strategic planning and open communication with employees. The second paper, an empirical piece, authored by *Denisa Newman and colleagues* highlights how remote and hybrid working is reshaping daily life. While offering benefits such as time savings, it also poses risks such as social isolation. This emphasises the importance of balanced remote working policies.

In addition to practical changes in work settings, the digital age requires psychological adaptability. The next two empirical papers authored by *Katarína Baňasová and Miriama Hudáková alongside their colleagues* examine how young adults and university students accept change, linking this ability to flourishing, vocational identity, and cognitive flexibility. Together, these studies demonstrate that the ability to adapt to continuous change is not only a desirable trait, but also an essential skill for navigating dynamic career pathways. In an evolving labour market where career paths are increasingly non-linear, cognitive flexibility and the willingness to explore different career options are vital for success. The fifth paper, a practice spotlight, authored by *Denisa Fedáková and Kimberley Breevaart* addresses the concept of psychological safety. It emphasises that healthy interpersonal relationships and a supportive work environment enable employees to voice their concerns, admit mistakes and take risks without fearing negative consequences. Key interventions for fostering psychological safety include education and awareness initiatives, establishing support networks, and creating a culture that encourages learning from mistakes.

The final two empirical papers both authored by *Michaela Muchová and Ester Nosáľová* examine the motivational mechanisms involved in pursuing work-related goals, which can be challenging for individuals with a high intolerance of uncertainty. The sixth paper revealed that reduced goal self-efficacy is a psychological mechanism that mediates the relationship between inhibitory anxiety and an action crisis. The seventh paper outlines initial steps for strengthening goal self-efficacy and preventing an action crisis, which can be achieved by

enhancing autonomous motivation and addressing intolerance of uncertainty, particularly inhibitory anxiety. Together, these studies emphasise the importance of considering individual differences when managing uncertainty and maintaining engagement with work-related goals.

The contributions to this special issue demonstrate that digital transformation involves far more than simply introducing new tools. The successful implementation of digital collaboration and hybrid work settings depends on flexible mindsets, supportive environments, and thoughtful organizational strategies.

As we look ahead to future issues of EWOP in Practice, we invite you to publish with us. We are particularly interested in contributions that deepen our understanding of the practical applications of Work and Organizational Psychology. Submissions may include practice-oriented tools, empirical studies, case studies, reflections on career journeys, conference or event reports, and book reviews. If you have an idea, please reach out to any of us with a brief outline of your proposed paper. We would be delighted to collaborate with you to bring your work to publication.

Roman Souček and Diana Rus



DR. DIANA RUS, ISSUE EDITOR

d.c.rus@rug.nl



PROF. DR. ROMAN SOUČEK, ISSUE EDITOR

roman.soucek@medicalschooll-hamburg.de



DR. ANGELA CARTER, EDITOR

angela_carter@justdevelopment.co.uk



DR. BELGIN OKAY-SOMERVILLE, EDITOR

belgin.okay-somerville@glasgow.ac.uk



DR. COLIN ROTH, EDITOR

colin.roth@blackboxopen.com