

**Dr. Ferry Koster**

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**Education and academic degrees**

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- 2005 Ph.D., University of Groningen, Sociology / the Interuniversity Center for Social Science Theory and Methodology (ICS). Title of dissertation: *For the time being: accounting for inconclusive findings concerning the effects of temporary employment relationships on solidary behavior of employees*. Supervisors: Karin Sanders, Frans Stokman and Werner Raub.
- 1997 MA, University of Groningen, Sociology. Title of thesis: *Arbeid en kapitaal. Een analyse op het niveau van bedrijfsklassen*. Supervisor: Rudi Wielers.
- 1995 BA, Hanze University Groningen, Personnel management.

**Academic positions**

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- 2010-present Associate professor of Labor, Organization and Management, Erasmus University Rotterdam, Sociology.
- 2010-present Guest researcher, Leiden University, Faculty of Law, Department of Economics.
- 2009-present Researcher SIG research program “Solidarity in the 21<sup>st</sup> century”, Amsterdam Institute for Advanced Labour Studies, University of Amsterdam.
- 2008-2010 Researcher SIG research program “Social security reform”, Leiden University, Faculty of Law, Department of Economics.
- 2005-2008 Researcher SIG research program “Solidarity and the welfare state”, Amsterdam Institute for Advanced Labour Studies, University of Amsterdam.
- 2000-2004 Ph.D. researcher “Solidarity at work”, Groningen University, Department of Sociology, Interuniversity Center for Social Science Theory and Methodology (ICS).
- 1998-2000 Ph.D. researcher “Functional flexibility of labor, operational mobility and the quality of work”, Groningen University, Department of Management and Organisation.

## Grants and awards

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- 2011 Grant from the European Commission's Seventh Framework Programme. Project: "NEUJOBS - Employment 2025: How multiple transitions will affect the European labour market" (with with Kees Goudswaard, Koen Caminada and Olaf van Vliet, Leiden University, in cooperation with 27 partners), total budget: €7,902,328.
- 2009 Grant from Stichting Instituut GAK (SIG). Project: "Solidarity in the 21<sup>st</sup> Century" (with Paul de Beer, Amsterdam Institute for Advanced Labour Studies), total budget: €1 million.
- 2005 Best paper award: Lambooi, M., Sanders, K., Koster, F. & Zwiers, M. (2005). *Effects of consistent human resource practices on organizational performance*. IVth International Conference on HRM, Enschede.
- 2003 Visiting fellow, Ohio State University, Department of Sociology. Host: Randy Hodson.
- 2002 Travel grant of the Netherlands Organisation for Scientific Research (NWO).

## Teaching

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### BA and MA Courses

- 2010-present Quantitative research (FSWS255), Erasmus University Rotterdam.
- 2010-present Organizational sociology (FSWS489), Erasmus University Rotterdam.
- 2010-present Sociology of Work (FSWS364), Erasmus University Rotterdam.
- 2010 Applied sociology (FSWS500), Erasmus University Rotterdam.
- 2010 Labor relations, University of Twente.
- 2007 Modern sociology, Applied University of Amsterdam.
- 2007 Classical sociology, Applied University of Amsterdam.
- 2007 Welfare state and labor market, University of Amsterdam.
- 2004-2005 Introduction to organizations, University of Groningen.

### Guest lectures

- 2010 Methodology (FSWS165), Erasmus University Rotterdam.
- 2010, 2011 Pro-social behavior, University of Groningen.
- 2007 Globalization and welfare state, University of Amsterdam.
- 2006 Flexibility and solidarity, University of Amsterdam.
- 2006 Solidarity in organizations, AIAS / De Burcht.
- 2003 Cooperation in organizations, University of Groningen.
- 2002 Collective action, University of Groningen.
- 2001 Regression analysis, University of Groningen.
- 2001 Flexibility in organizations, University of Groningen.

### Workshops

- 2007 Care and social policy, University of Amsterdam.
- 2007 Modern sociology, Applied University of Amsterdam.
- 2007 Classical sociology, Applied University of Amsterdam.

2002-2003 Diagnosing organizations, University of Groningen.  
2001 Quality of life and care, University of Groningen.  
1999 Administrative sciences introduction, University of Groningen.  
1999 MA Thesis, University of Groningen.  
1995 Different workshops, Hanze University Groningen.

#### Professional courses

2010-present Survey construction.

#### Theses supervision

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##### Ph.D. thesis - completed

Olaf van Vliet, *The convergence of social protection systems in the European Union*, Leiden University (with Kees Goudswaard and Koen Caminada); present position: assistant professor, Leiden University.

##### Ph.D. theses - in progress

Thijs, C. (2011 – 2017). Stereotyping at work. University of Amsterdam (with Paul de Beer).

Zwiers, M.D. (2011 – 2015). Labor market inequalities (daily supervisor). Erasmus University Rotterdam.

Fleischmann, M. (2010 – 2014). Occupational mobility (daily supervisor). Erasmus University Rotterdam (with Pearl Dykstra).

##### Master theses

Erlings, P. (2011). *Relationships matter. Het effect van sociale netwerken op carrièremobiliteit*. Erasmus University Rotterdam.

Ketelaars, E. (2011). *De crossculturele dimensies van Organizational Citizenship Behavior. Een vergelijking in Chinese en Nederlandse context*. Vrije Universiteit Amsterdam.

Oranje, M.V.P. (2008). *Regelovertredend gedrag in organisaties*. Leiden University.

Van der Schans, C. (2007). *Religieuze dimensies aan de afkeuring van slachtofferloze delicten. Een internationaal vergelijkend onderzoek*. Leiden University.

Arts, M. (2004). *De invloed van informatievoorziening en solidariteit op veranderingsbereidheid*. University of Groningen.

Zwiers, M. (2004). *Organisatiestrategie, solidair gedrag en productiviteit*. University of Groningen

Buffinga, E. (2004). *Carrièreperspectief, organisatiebetrokkenheid en solidair gedrag*. University of Groningen.

Tieks, W.J. (2004). *Roddelgedrag en solidariteit*. University of Groningen.

Homan, H. (2003). *Arbeidstevredenheid: solidariteit op de werkvloer?* University of Groningen.

Seminara, J. (2003). *Solidarity of men and women in the workplace: individual characteristics or quality of relationships within in the organization.* University of Groningen.

#### **Bachelor theses**

Ljiljak, P. (2011). *What you give is what you get. A quantitative research on the influence of the organizational climate on the balance in reciprocity within vertical and horizontal relationships.* Erasmus University Rotterdam.

Hendrikse, C.F. (2011). *Een helpende hand op de werkvloer. Een onderzoek naar het effect van solidariteitsrelaties binnen organisaties op het organizational citizenship behavior van de werknemer.* Erasmus University Rotterdam.

Buijs, J. (2011). *Geven en nemen. Een kwantitatief onderzoek naar de invloed van Organisational-based Self-esteem op het solidaire gedrag van Ego en Alter.* Erasmus University Rotterdam.

De Jonge, B. (2011). *Ik zie, ik zie, wat jij niet ziet. De invloed van zichtbaarheid op de relatie tussen informele relaties en solidariteit met het team.* Erasmus University Rotterdam.

Glimmerveen, L.M. (2008). *Vertrouwen in de vreemde ander. Over immigratie en steun voor de verzorgingsstaat.* University of Amsterdam.

#### **Other**

Beek, B. van, Berkerl, K. van, Dijk, M. van, Foolen, F., & Verhoeven (2011). *Broodnodig. Fundamenten van een solidaire economie.* Utrecht University.

#### **Administrative and other positions**

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- 2011-present Director of education, Mater Labour, Management and Organization.
- 2011-present Member of the editorial board of *Mens & Maatschappij*.
- 2011-present Work package leader NEUJOBS-WP 6 “Labour relations and modes of employment” (LEI, CEPS, ESRI and UWS).
- 2010-present External advisor SOR project “Combining resources in health care: how can we prepare our human resources to exploit our technological resources?”, National Institute for Public Health and the Environment (RIVM).
- 2010-present Cofounder of Re-analyse (with Paul de Beer).
- 2010-present External advisor of wetenschapsforum.nl, an online science forum.
- 2009-present Freelance instructor and consultant.
- 2008-present Research fellow, Leiden Law School.

- 2008-present Research fellow, Amsterdam Institute for Advanced Labour Studies, University of Amsterdam.
- 2008-present Member of the Seventh Framework Programme “Politics, economics and global governance: the European dimensions (PEGGED)”.
- 2007-present Member of the Equalsoc project “Social networks: theory, measurement and outcomes”.
- 2007-present Member of ESPAnet.
- 2007-present Member of Equalsoc.
- 2006-2008 Advisor for wetenschapsforum.nl.
- 2005-2007 Member of the Amsterdam Institute for Advanced Labour Studies, University of Amsterdam.
- 2000-2004 Member of the Interuniversity Center for Social Science Theory and Methodology (ICS), University of Groningen.
- 1998-2000 Member of the research school Systems, Organisations, and Management (SOM), University of Groningen.

**(Ad-hoc) reviewer**

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- Ongoing *American Journal of Political Science, Bentham Science Publishers book proposals ESPAnet conference papers, European Journal of Work and Organizational Psychology, Gedrag & Organisatie, Journal of European Social Policy, Journal of Quantitative Criminology, Personnel Review, Social Forces, Sociologie, Tijdschrift voor Arbeidsvraagstukken*
- 2008-2010 *Social Security Reform Working Papers  
Leiden Law School research proposals*
- 2005-2008 *ASSR Staff seminars  
ASSR Working Papers*

**Organization of conferences and workshops**

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Organizer “Labor, organization and management” seminars. Erasmus University Rotterdam.

Co-organizer “Welfare state attitudes and economic crisis”. ESPAnet conference Social Policy and the Global Crisis: Consequences and Responses, Budapest, 2010 (with Ursula Dallinger).

Organizer “Hervorming sociale zekerheid: Sociaal Europa”. Leiden Law School, 2010.

Co-organizer “Globalization, Europeanisation and welfare state reforms”. Politicologenetmaal, Nijmegen, 2009 (with Olaf van Vliet).

Co-organizer “Boekpresentatie: Voor elkaar of uit elkaar? Individualisering, globalisering en solidariteit”. De Burcht, Amsterdam, 2007 (with Paul de Beer).

Co-organizer “Samen voor ons eigen. Solidariteit in tijden van globalisering”. De Burcht, Amsterdam, 2006 (with Paul de Beer).

Co-organizer “Samen voor ons eigen. Solidariteit in tijden van individualisering”. De Burcht, Amsterdam, 2006 (with Paul de Beer).

Initiator and organizer of the “Group of Organization Studies” seminars at the University of Groningen (2003-2004).

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### **Experience with data collection and research management**

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Development and implementation of the vignette study *The effects of formal and informal norms on compliance* (with Heike Goudriaan and Wim Huisman), 2008.

Development and implementation of the vignette study *Help in need*, 2002.

Development and implementation of the *Solidarity at Work Survey* (with Matthijs Lambooi, Karin Sanders, Hetty van Emmerik, Werner Raub, Andreas Flache and Rafael Wittek), 2002.

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### **Additional courses**

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Multilevel analysis with R (UU, 2011), Introduction to R (UU, 2011), Longitudinal data analysis (VU, 2009), Multilevel analysis of longitudinal data (UU, 2009), Mixed models for categorical data (ICPSR, (2003), Social network analysis (ICPSR, 2003), Theory, methodology, and integration course (ICS, 2001 – 2002), Introduction to social network analysis (TI, 2001), Advanced topics in human resource management (TI, 1999), Introduction course (SOM, 1999), Writing in English for academic purposes (RUG, 1999), Statistics (IOPS, 1999), Methodology course (NOBO, 1998 – 1999), Philosophy of logic (RUG, 1998).

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### **Invited presentations and lectures**

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2011 Seminar Department of Economics, Leiden  
2010 Workshop, inauguration workshop Vincent Buskens, Rotterdam  
2010 Centraal Planbureau, Den Haag  
2009 PensioenNetwerkGroep, Nationale Nederlanden, Rotterdam  
2009 Werkgroep Heroverweging Werkloosheid, Den Haag  
2008 SIG onderzoekersdag, Amsterdam (keynote)  
2008 Vakbond de Unie, Culemborg  
2008 La Red, Delft  
2008 Tilburg University, Tilburg

2003 Delft University, Delft

### Conference presentations

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*The psychological contract in Europe.* SASE, Madrid (with Pascal Derogee, Hans Pruit and Romke van der Veen), 2011.

*Who did it and where did it happen?* NVK Congress, Leiden (with Heike Goudriaan and Leanne Houben), 2011.

*The psychological contract in Europe.* Dag van de Sociologie, Gent (with Pascal Derogee, Hans Pruit and Romke van der Veen), 2011.

*Recruitment strategies of employers.* Dag van de Sociologie, Gent (with Klarita Gërkhani), 2011.

*Micro-determinants of work hour preferences.* Dag van de Sociologie, Gent (with Rudi Wielers and Maria Fleischmann), 2011.

*Citizens' satisfaction and societal solidarity. A multilevel analysis of redistribution and wellbeing in 17 OECD countries.* Dag van de Sociologie, Gent (with Pamala Wiepking), 2011.

*EU citizens and the European Social Model, 2002-2008. A multilevel investigation.* XVII ISA World Congress of Sociology, Gothenburg (with Monika Kaminska), 2010.

*Economic globalization and the management of human resources. A multilevel study across 26 European countries.* XVII ISA World Congress of Sociology, Gothenburg (with Rafael Wittek), 2010.

*Arbeidsmotivatie en bestaanszekerheid: Een internationaal vergelijkend perspectief.* Dag van de Sociologie, Groningen (with Rudi Wielers), 2010.

*The graying of the median voter. Aging and the politics of the welfare state in the OECD.* Dag van de Sociologie, Groningen (with David Hollanders), 2010.

*Support for redistribution and the paradox of immigration.* Final EQUALSOC Conference, Amsterdam (with Brian Burgoon and Marcel van Egmond).

*Safe European Home. Job security, unemployment spending, and economic integration in the EU.* Seminar Sociaal Europa, Leiden, 2010.

*The European Social Model: formal institutions and individual attitudes, 1990-2004. A multilevel study.* SASE Conference, Paris (with Monika Kaminska), 2009.

*The European Social Model: formal institutions and individual attitudes, 1990-2004. A multilevel study.* ESRA Conference, Warsaw (with Monika Kaminska), 2009.

*The European Social Model: formal institutions and individual attitudes, 1990-2004. A multilevel study.* TRALEG Workshop "Institutional Change", Amsterdam (with Monika Kaminska), 2009.

*Explaining welfare state convergence in the European Union: the role of globalization, regionalization and domestic developments.* Politicologenetmaal, Nijmegen (with Olaf van Vliet), 2009.

*Europeanisation and the political economy of active labour market policies.* Politicologenetmaal, Nijmegen (with Olaf van Vliet), 2009.

*Dissonance or harmony? The institutional and relational embeddedness of welfare state attitudes.* Seminar Sociologie, Amsterdam (with Klarita Gërkhani), 2009.

*Dissonance or harmony? The institutional and relational embeddedness of welfare state attitudes.* European Public Choice Society, Athens (with Klarita Gërkhani), 2009.

*Explaining welfare state convergence in the European Union: the role of globalization, regionalization and domestic developments.* IMPALLA-ESPANET Conference, Luxembourg (with Olaf van Vliet), 2009

*Europeanisation and the political economy of active labour market policies.* HSZ Workshop, Leiden (with Olaf van Vliet), 2009.

*Europeanisation and the political economy of active labour market policies.* SIG Onderzoekersdag, Amsterdam (with Olaf van Vliet), 2008.

*Welfare attitudes and economic integration in the EU.* HSZ Workshop, Leiden, 2008.

*Europeanisation and the political economy of active labour market policies.* NIG Conference, Enschede (with Olaf van Vliet), 2008.

Economische openheid, baanonzekerheid en de verzorgingsstaat. ESS Workshop, Den Haag.

*Europeanisation and the political economy of active labour market policies.* Espanet Conference, Helsinki (with Olaf van Vliet), 2008.

*Have welfare state attitudes converged in Europe? A cross-national and longitudinal analysis.* International Institute of Sociology World Congress, Budapest, 2008.

*Globalization and insecurity.* International Institute of Sociology World Congress, Budapest, 2008.

*Formeel beleid, informele interacties en regelnaleving. Een vignettenstudie.* NVK, Leiden (with Heike Goudriaan and Wim Huisman), 2008.

*Globalisering en onzekerheid.* Dag van de Sociologie, Leuven, 2008.

*Bovennationale en lokale solidariteit.* Boekpresentatie “Voor elkaar of uit elkaar?”, Amsterdam, 2007.

*De calculerende burger.* Boekpresentatie “Voor elkaar of uit elkaar?”, Amsterdam, 2007.

*The institutional embeddedness of social capital. A multilevel investigation in 15 welfare states.* International Congress on Social Capital and Networks of Trust, Jyväskylä (with Jeroen Bruggeman), 2007.

*Social capital and organizational citizenship behavior. An empirical test.* International Congress on Social Capital and Networks of Trust, Jyväskylä (with Martin van der Gaag), 2007.

*Globalization and the organization of solidarity. A multilevel analysis of the effects of economic, social and political openness on individual preferences in 26 European countries.* ECSR/Transeurope Conference Globalization, Inequality and the Life Course, Groningen, 2007.

*Religieuze denominatie, religiositeit en de gepercipieerde rechtvaardigheid van slachtofferloze delicten. Een multilevel analyse.* Dag van de Sociologie, Rotterdam (with Coen van der Schans, Heike Goudriaan and Johan van Wilsem), 2007.

*Globalisering en de organisatie van solidariteit. Een analyse van economische, sociale en politieke openheid in 26 Europese landen.* Dag van de Sociologie, Rotterdam, 2007.

*Serial solidarity: the effects of experiences and expectations.* Reciprocity: Theories and Facts, Milan, 2007.

*Globalization and solidarity. The effects of economic, social, and political openness.* AIAS lunchseminar, Amsterdam, 2006.

*Social capital, achievement, and the welfare state.* Equalsoc conference, Barcelona (with Jeroen Bruggeman), 2006.

*Globalization and solidarity. Equal is not enough. Dealing with opportunities in a diverse society,* Antwerp, 2006.

*Human resource practices and organisational performance: internal and strategic fit.* AoM Meeting, Atlanta (with Mattijs Lambooj and Marieke Zwiers), 2006.

*Globalization and the supply of social capital.* ISA World Congress of Sociology, Durban, 2006.

*Networks and safety nets.* International Sunbelt Social Network Conference, Vancouver, 2006.

*Globalisering en solidariteit, 1971-2002. Nederland in vergelijkend perspectief.* Symposium Solidariteit in tijden van globalisering, De Burcht, Amsterdam, 2006.

*Effects of consistent human resource practices on organizational performance.* IVth International Conference on HRM, Enschede (with Mattijs Lambooj, Karin Sanders and Marieke Zwiers), 2005.

*Solidarity through networks: the effects of task and informal interdependence on cooperation within teams.* AoM Meeting, Honolulu (with Frans Stokman, Randy Hodson and Karin Sanders), 2005.

*Serial solidarity.* Sociaal Wetenschappelijke Studiedagen, Amsterdam (with Randy Hodson and Karin Sanders), 2004.

*Organizational citizens or solidary relationships.* French-Dutch Seminar on Social Network Analysis, Groningen (with Karin Sanders), 2003.

*Organizational citizenship behavior and organizational solidarity.* Marktdag Sociologie, Nijmegen (with Karin Sanders), 2003.

*Arbeidstevredenheid: solidariteit op de werkvloer?* WESWA/TVA congres, Amsterdam (with Hans Homans and Karin Sanders), 2002.

*Solidarity of men and women in the workplace: individual characteristics or quality of relationships within in the organization.* WESWA/TVA congres, Amsterdam (with Jessica Seminara and Karin Sanders), 2002.

*Horizontal and vertical solidarity: concepts, measurement, and relations.* WESWA/TVA congres, Amsterdam (with Karin Sanders and Siegwart Lindenberg), 2002.

*The effects of social embeddedness on job performance efforts of tenured and nontenured professionals.* Southern Management Meeting, Atlanta (with Hetty van Emmerik, Karin Sanders and Mattijs Lambooi), 2002.

*Commitment to the organization: the influence of satisfaction with the type and extent of the labor contract.* International Association for Time Use Research, Lisbon (with Karin Sanders and Aukje Nauta), 2002.

*De effecten van sociale inbedding op de inzet van tijdelijk en vast personeel.* Derde Vlaams-Nederlandse arbeidsmarktcongres, Rotterdam (with Hetty van Emmerik, Karin Sanders and Mattijs Lambooi), 2002.

*Betrokkenheid bij de organisatie: individualisering of flexibilisering?* Sociaal Wetenschappelijke Studiedagen, Amsterdam (with Karin Sanders and Aukje Nauta), 2002.

*Flexibility and solidarity of employers and employees.* Workshop on Strategic Human Resource Management, Linz, 2002.

*Solidarity within a Dutch university: the effect of temporal and network embeddedness on solidary behavior of Ph.D. students.* ASA Annual Meeting, Chicago (with Karin Sanders and Hetty van Emmerik), 2002.

*Solidarity within a Dutch university.* Dutch/French Seminar on Network Studies, Groningen (with Karin Sanders and Hetty van Emmerik), 2002.

*Solidarity within a Dutch university.* HRM congres, Nijmegen (with Karin Sanders and Hetty van Emmerik), 2001.

*Flexibiliteit en solidariteit.* NSV/VVS Marktdag, Antwerpen (with Karin Sanders and Hetty van Emmerik), 2001.

*Functional flexibility and operational mobility.* SOM seminar, Groningen, 1999.

*Kapitaalintensiteit en arbeidsplaatsenstructuur. Een analyse op het niveau van bedrijfsklassen.* WESWA Congres, Rotterdam (with Rudi Wielers and Peter van der Meer), 1998.

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## **List of scientific publications**

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### **Peer reviewed journal articles (International)**

Burgoon, B., Koster, F. & Van Egmond, M. (2011). Support for redistribution and the paradox of immigration. *Journal of European Social Policy*, forthcoming.

- Koster, F. & Kaminska, M.E. (2011). Welfare state values in the European Union, 2002-2008. A multilevel investigation of formal institutions and individual attitudes. *Journal of European Public Policy*, forthcoming.
- Gërzhani, K. & Koster, F. (2011). I'm not alone. Understanding public support for the welfare state. *International Sociology*, forthcoming.
- Caminada, K. Goudswaard, K. & Koster, F. (2011). Social income transfers and poverty: a cross-country analysis for OECD countries. *International Journal of Social Welfare*, forthcoming.
- Van Vliet, O.P. & Koster, F. (2011). Europeanisation and the political economy of active labour market policies. *European Union Politics*, 12(2): 217-239.
- Koster, F. (2011). Able, willing and knowing. The effects of HR practices on commitment and effort in 26 European countries. *International Journal of Human Resource Management*, forthcoming.
- Koster, F. (2010). Welfare state attitudes and economic integration in the EU, 1992-2002. A multilevel investigation across 24 countries. *Policy & Politics*, 38(2): 179-195.
- Koster, F., Goudriaan, H. & Van der Schans, C. (2009). Shame and punishment. An international comparative study on the effects of religious affiliation and religiosity on attitudes to offending. *European Journal of Criminology*, 6(6): 481-495.
- Koster, F. (2009). Risk management in a globalizing world. An empirical analysis of individual preferences in 26 European countries. *International Social Security Review*, 62(3): 79-98.
- Koster, F. (2009). The welfare state and globalisation: down and out or too tough to die? *International Journal of Social Welfare*, 18(2): 153-162.
- Koster, F. (2008). The effects of social and political openness on the welfare state in 18 OECD countries, 1970-2000. *International Journal of Social Welfare*, 17(4): 291-300.
- Koster, F. & Bruggeman, J.P. (2008). The institutional embeddedness of social capital. A multilevel investigation across 24 European countries. *Policy & Politics*, 36(3): 397-412.
- Koster, F. (2007). Globalization, social structure, and the willingness to help others. A multilevel analysis across 26 countries. *European Sociological Review*, 23(4): 537-551.
- Koster, F. & Sanders, K. (2007). Serial solidarity: the effects of experiences and expectations on the cooperative behavior of employees. *International Journal of Human Resource Management*, 18(4): 568-585.
- Koster, F., Stokman, F., Hodson, R. & Sanders, K. (2007). Solidarity through networks: the effects of task and informal interdependence on cooperation within teams. *Employee Relations*, 29(2): 117-137.
- Lambooj, M., Sanders, K., Koster, F. en Zwiers, M. (2006). Human resource practices and organisational performance: can the HRM-performance linkage be explained by the cooperative behaviours of employees? *Management Revue*, 17(3): 223-240.
- Koster, F. & Sanders, K. (2006). Organisational citizens or reciprocal relationships? An empirical comparison. *Personnel Review*, 35(5): 519-537.

Koster, F., Sanders, K. & Van Emmerik, H. (2003). Solidarity of temporary workers. *The Netherlands Journal of Social Sciences*, 38(1): 65-80.

#### Peer reviewed journal articles (Dutch)

Wielers, R.J.J. & Koster, F. (2011). Welvaart en arbeidsmotivatie. Een internationale vergelijking. *Tijdschrift voor Arbeidsvraagstukken*, 27(10): 9-24.

Koster, F. (2008). Globalisering is geen natuurramp. *Socialisme & Democratie*, 65(12): 53-56.

Koster, F. (2007). Bedreigt economische openheid de verzorgingsstaat, of niet? Een synthese van internationaal vergelijkend onderzoek. *Beleid & Maatschappij*, 34(3): 143-154.

Sanders, K., Emans, B. & Koster, F. (2004). Determinanten van solidair gedrag binnen moderne organisaties. *Gedrag & Organisatie*, 17(2): 120-130.

Sanders, K., Schyns, B., Koster, F. & Rotteveel, C. (2003). Het stimuleren van solidair gedrag: een kwestie van leiderschap. *Gedrag & Organisatie*, 16(4): 237-254.

Koster, F., Sanders, K. & Van Emmerik, H. (2002). Solidariteit van tijdelijke medewerkers: de effecten van temporele en netwerkinbedding bij universitaire junioronderzoekers. *Gedrag & Organisatie*, 15(4): 240-254.

Sanders, K., Nauta, A. & Koster, F. (2002). De invloed van tevredenheid met type en omvang van het contract op de betrokkenheid van medewerkers. *Gedrag & Organisatie*, 15(6): 456-472.

Koster, F., Wielers, R. & Van der Meer, P. (2000). Kapitaalintensiteit en arbeidsplaatsenstructuur: een analyse op het niveau van bedrijfsklassen. *Tijdschrift voor Arbeidsvraagstukken*, 16(3): 292-305.

#### Books and thesis

De Beer, P. & Koster, F. (2009). *Sticking together or falling apart? Solidarity in an era of individualization and globalization*. Amsterdam: Amsterdam University Press.

De Beer, P. & Koster, F. (2007). *Voor elkaar of uit elkaar? Individualisering, globalisering en solidariteit*. Amsterdam: Aksant.

Koster, F. (2005). *For the time being: accounting for inconclusive findings concerning the effects of temporary employment relationships on solidary behavior of employees*. Veenendaal: Universal Press.

#### Editorship

De Beer, P. & Koster, F. (2006). *Samen voor ons eigen. Individualisering, globalisering en de toekomst van de solidariteit*. Amsterdam: De Burcht.

Koster, F. (2006). *Shifting responsibilities*. Amsterdam: AIAS.

Working Papers series *Solidarity at Work* (with Karin Sanders and Hetty van Emmerik).

Working Papers series *Social Security Reform* (with Koen Caminada and Ben van Velthoven).

### Book chapters

- Koster, F. (2009). Economische openheid, baanonzekerheid en de verzorgingsstaat. In H.B.G. Ganzeboom & M. Wittenberg (Eds.) *Nederland in vergelijkend perspectief. Proceedings Tweede Nederlandse Workshop European Social Survey – 13 november 2008*. Amsterdam: Aksant.
- Koster, F. (2006). Globalisering en solidariteit, 1971-2002. Nederland in vergelijkend perspectief. In P. De Beer & F. Koster (Eds.) *Samen voor ons eigen. Individualisering, globalisering en de toekomst van de solidariteit*. Amsterdam: De Burcht.
- Koster, F. (2006). Discussion. In F. Koster (Ed.) *Shifting responsibilities*. Amsterdam: AIAS.
- Sanders, K., Seminara, J. & Koster, F. (2006). Solidarity of women and men in the workplace: individual characteristics or quality of relationships? In L. den Dulk, T. van der Lippe & J. Schippers (Eds.) *Emancipatie als kwestie. Liber amicorum voor Anneke van Doorne-Huiskes*. Utrecht: Dutch University Press.
- Koster, F. & Sanders, K. (2005). Burgerschap. In H. Van Emmerik & K. Sanders (Eds.) *Solidair gedrag binnen moderne organisaties: onderzoek naar het geven van steun en hulp op de werkplek*. Amsterdam: Aksant.

### Working papers

- Koster, F., McQuinn, J., Siedschlag, I. & Van Vliet, O.P. (2011). *Labour market models*. NEUJOBS position paper, WP6.
- Hollanders, D.A. & Koster, F. (2010). *The graying of the median voter. Aging and the politics of the welfare state in OECD countries*. AIAS Working Paper.
- Caminada, C.L.J., Goudswaard, K.P. & Koster, F. (2010). *Social income transfers and poverty alleviation in the EU15 and other OECD countries. An empirical analysis*. Department of Economics Research Memorandum 2010.01.
- Koster, F. (2007). *The effects of social and political openness on the welfare state in 18 OECD countries, 1970-2000*. AIAS Working Paper, 07/47.
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### **Under review**

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