

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS (ENOP)

ENOP NEWSLETTER

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EDITORIAL

This newsletter is to serve ENOP-members to get in touch with each other economically and unbureaucratically, stimulate joint programs, and provide effective information on forthcoming and past ENOP-activities. We hope it will be a real link-pin. So, please place your requests and information items in the issues to come (see address below). We intend to publish two or three issues per annum.

HOW DID ENOP GET STARTED?

In April 1981, ENOP was founded. Some 35 professors of organizational and/or work psychology take part in this network. They come from some 15 different West and East European countries, and do not only have experience in teaching and research, but also serve and have served in all kinds of national and international bodies. Many have extensive experience in consultancy. They have an important influence on the shaping of research programmes and professional activities. 18 of these professors met for the first time at Windsor, in April 1981,

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where they discussed mutual problems.

A coordination committee has been established, having seven members from different countries. This committee was asked to work out the organization of future activities, and to look after appropriate funding. It met for the first time in June 1981 at the Maison des Sciences de l'Homme in Paris (see report below).

Why was ENOP established? Psychology has grown very rapidly. After World War II the profession of psychologists - and teaching curricula - were hardly established in almost all countries. Now there are about 100.000 psychologists and out of those there are about 5.000 work psychologists. There is a very large number of students taking up psychology. Until now most activities have been on a national scale, but in the past decade some projects got started on an European basis.

It is clear that European countries will face many new problems in the next decades. An important objective of ENOP is to explore what consequences this development has for the activities of organizational and work psychologists, and to find out what they can contribute to the solution of these problems. The Windsor meeting already constituted a small working group to organize activities in this respect, which will lead to a symposium at the International Congress of Applied Psychology at Edinburgh in 1982.

WHAT NEXT? ENOP-PROGRAM POSTFOLIO

Report on the meeting of the Organizing Committee, Paris, June 18-19, 1981

Participants

The Committee considered as its main functions to further develop the ENOP-activities and to look into the possibilities of developing an adequate support structure. The meeting was supported by the Maison des Sciences de l'Homme. Present were Pol Coetsier (Belgium), Claude Lévy-Leboyer (France), Bernhard Wilpert (F.R.G.), Charles de Wolff (Netherlands). Regrets from Gunnar Borg (Sweden), Sylvia Shimmin (U.K.), Eberhard Ulich (Switzerland).

The program for the next two years ought to include:

■ ENOP-Meetings

Annual meetings of the whole network to explore specific professional or scientific themes. The first was held in Windsor Park, April 1981. The second will be held in Paris, January 1982 on the theme "Organizational and Work Psychology in the next two Decades". The results of the 1982-meeting will be presented at a special ENOP-Symposium of the World Congress of the International Association of Applied Psychology, Edinburgh, July 1982.

■ ENOP-Workshops

Such workshops may be related either to training or to research issues. They can be organized as a single event in order to assess the state of the art in a given domain, or as a series of workshops with the intention to develop a specific research collaboration over a longer time horizon.

Participation should be made dependent on active contribution (e.g. papers) and can be drawn from researchers and teachers in and outside of ENOP.

ENOP-members are invited to propose and develop such workshops. It is estimated that about four workshops will be held within the next 24 months on topics such as "Unemployment and Work Psychology" (Contact person: Coetsier), "Organizational and Work Psychology in Developing Countries" (Contact person: Drenth), "Impacts of New Technologies on Work Content and Work Organization" (Contact person: Wilpert).

■ Special Project Groups

Such groups are established on an ad hoc basis to pursue special projects. Presently are scheduled:

- Directory Project Group (Contact: de Wolff) to prepare a directory of European public and academic centers teaching or researching in Organizational and Work Psychology.
- Reader Project Group (Contact: de Wolff) to develop a reader of European materials in Organizational and Work Psychology.
- ENOP-meeting 1982 Preparation Group (Contact: Coetsier) to meet in Belgium during Fall 1981. Members: The two committees established in Windsor on training (Drenth, Wallis, Wilpert) and "Futures Committee" (Coetsier, de Cock, Shimmin).
- IAAP-Symposium Group to be established after ENOP-meeting 1982 and to meet in April 1982.

■ ENOP-Newsletter

A very simple, and as much as possible short newsletter will periodically (2-3 times a year) inform ENOP-members of past, on-going and planned activities. The Newsletter should encourage ENOP-members to advertise their plans and calls for cooperation or help.

■ Exchange Programs

It is anticipated that exchange of students, researchers and professors on a bi-lateral or multi-lateral basis will increase in the future. Charles de Wolff will develop a short questionnaire to ascertain specifics of existing exchange needs which will enable ENOP to take supportive action.

SUPPORT STRUCTURE

The Maison des Sciences de l'Homme (MSH) has offered to serve as permanent ENOP-address, assist in the production of ENOP-materials (e.g. Newsletter), take care of their distribution and help in the organization of ENOP-activities. Mme Anne Rocha-Perazzo of the MSH staff has been appointed as being in charge of the ENOP-secretariat.

The MSH will, on the basis of existing formal and informal contacts with national funding bodies assist participants to ENOP-meetings to obtain funds, lend support with per diems and assist in connection with

travel cost on a subsidiary basis. The specifics of support for each activity, meeting or project will be negotiated between the MSH and the Coordination Committee. Claude Lévy-Leboyer will presently serve as contact person between ENOP and MSH.

The Coordination Committee distributed tasks among its members to investigate the possibilities to obtain additional funding.

DATES ■ REQUESTS ■ STOP PRESS

2nd ENOP Meeting
Paris, January 28-30, 1982

Attached: Preliminary list of ENOP-Members,
Minutes of the Windsor meeting.

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- * ENOP-members who all attended the Windsor meeting.
 - ** Potential ENOP-members who definitely indicated that they would contribute to ENOP-activities.
 - *** Potential ENOP-members who did not give indication as to their possible contribution to ENOP-activities.

► WINDSOR MEETING

Minutes of the first meeting of professors in Industrial and Organizational Psychology (Work Psychology) in Europe, Saint Catherine's Lodge, Windsor, U.K., Apr. 13-15, 1981, prepared by Drenth in consultation with de Wolff

Present: Ekvall, De Cock, Coetsier, Graversen, de Montmollin, Shimmin, Wallis, Warr, Wilpert, Horney, Spaltro, Petz, Drenth, Thierry, de Wolff, Grzelak, and during part of the meeting Drukker, Galaher.

Monday 13.4.1981

The meeting is opened by Charles de Wolff, who welcomes the sixteen attendants at this meeting. He announces that four more people are to come at the meeting and that twelve additional colleagues have expressed interest in attending these meetings. He describes the history of the foundation for the study of developments in industrial psychology in Europe, resulting in a review article in 1976 in Personnel Psychology and a book on Work Psychology in Europe appearing in May 1981. He underlines the desire to enlarge the group for a number of reasons:

- Eagerness of other psychologists to join.
- The importance of the European scene vis a vis developments in other parts of the world.
- The present economic situation meaning a challenge to the departments of industrial and organizational psychology.
- Societal problems in various countries in Europe originating in psycho-socio factors.
- The need for specialization, the creation of centres of excellence requiring contacts also outside one's own country.
- Cooperation within the European Community, the possibility of various funding agencies as far as organizational structure and relationship to existing institutes is concerned. A possible relationship with I.A.A.P. is pointed out, both with respect to the executive committee and the division of organizational psychology. Likewise reference is made to the Maison des Sciences de l'Homme in Paris, the European research ~~branch~~ of which Dr. Drukker is the secretary and the European foundation for improvement of living and working conditions located in Dublin, Ireland. Possibilities for cooperation and support will be explored.

After de Wolff's introduction each attendant presents himself with a short curriculum vitae and a description of his main interests in research and the primary objectives and expectations with respect to the present meeting. Interest in each other's work both in teaching and research, the need for international exchange and cooperation particularly with respect to the future developments in work psychology and an orientation on a larger than the national scale, seem to be common elements.

Monday night: We were fortunate to have Janusz Grzelak present at the meeting. He gave an insightful account of the latest developments in Poland, stemming from his double role: being a social psychological

observer and advisor, and being active within the Solidaridad Movement himself. Grzelak's scientific interests are in the fields:

- Conflict resolution and conflict diagnosis.
- Perceptions underlying choice behaviour and the relations between basic preferences and choice behaviour in social situations.
- Industrial democracy and participation.

He would be interested in receiving reprints and publications in these areas. Everyone is urged to send this material to Janusz Grzelak, Institute of Psychology, University of Warsaw, 00-183 Warszawa, Stanki 5-7.

Gert Graversen described a project he was involved in, in one of the Danish breweries. His research could be continued basically by virtue of the researchers not identifying themselves with any of the two conflicting parties. This case description led to an interesting discussion on the various roles of the work psychologist, the commitment he can and has to take and the tension between his value orientation and commitment on one hand and the objectivity and scientific credibility both for the scientific and practical audience on the other. The sine qua non of having to get into an organization and being acceptable to the various parties and of having responsibility for the implementation of the findings were stressed. Henk Thierry described a similar case in one of the Dutch breweries. In Denmark, the conflict concerned a manning problem and in Holland the issue was whether or not to accept a fifth shift. The discussion then led into the teachability of the skills that can be considered as necessary for fruitful practice. A work psychologist finds himself on the boundary of work and psychology. He has to be trained in both fields, psychology and work situation, organizations, industrial relations, unions etc. A third factor is the personality of the work psychologist. Everyone acknowledges that some students are doing better than others, irrespective of their training. Very little systematic knowledge is available about the work performance requirements of industrial psychologists. A work field analysis might be desirable.

An important subject for further discussion was the question whether we, as a network would like to continue to exist, and if so, what would be the raison d'être for this international established network. Two groups were formed to discuss possible tasks and achievements of the network in the future. Both groups came to the plenary session with a number of suggestions, including:

- Exchange of information on educational systems and programs leading to a degree in work psychology.
- Exchange about research programs at the various institutes or even at the national level.
- Prepare and support a meeting of organizational psychologists in Europe, within possibly the auspices of the organizational psychology division within I.A.A.P.
- Exchange of scholars, staffmembers, graduate students, undergraduate students and chairholders.

- Prepare and carry out comparative research.
- Be a platform for international updated information on organizations, meetings, committees etc.
- Concern with the developments in industrial and organizational psychology in the eighties, in view of developments in industries, economy, needs of students, training facilities, market situation for industrial psychologists, relation to sister disciplines within multi-disciplinary or inter-disciplinary teams etc.
- Prepare a directory and index of organizational and industrial psychologists in Europe. Who is doing what and where.
- Be a forum for discussion of training programs: teachability of training approach, teaching instruments within and without the department of psychology.
- Discussion and preparation of strategies to develop collaborative research, including the approach of funding agencies.
- Identification of training needs in various countries based on work field analysis of industrial psychologists now and in the future.
- Consideration to bring out and edit an international journal in industrial and organizational psychology in Europe.
- Promotional activities: the network could act so as to influence public policy, professional and interest groups, funding agencies etc.

In the following plenary session, the various suggestions were discussed and evaluated. Two subjects were selected for further consideration. 1. Exchange of information on teaching systems, curriculae, staff and students etc. 2. Possible developments within the world of work and industry and its implications for the development of industrial psychology in the eighties.

For the first task, a sub-committee has been appointed consisting of Don Wallis, Bernhard Wilpert and Pieter Drenth to design a questionnaire which will be sent to all members of the network, before the end of May with a request to return information as soon as possible. All information will be xeroxed and sent around to the members of the network.

As far as the second subject is concerned various possibilities to prepare a meeting and subsequently a symposium on the next meeting of the International Association of Applied Psychology in Edinburgh, were considered including the invitation of sensitive scholars who could present various futurological developments and scenario's for the mentioned developments. It was decided to do it ourselves and to ask each one of us to come up with ideas based on literature, personal expectations, discussions with policy makers, employers and unions. The attention could pertain to problems of employment, lay off, automatization, chips, technological developments, equalization and its implications, professional obsolescence, and the like. It was decided that each country team (consisting of three, two or one member) should come up with a statement up to ten pages stating what it feels to be the most important social changes affecting our profession, our research and our teaching, drawing on literature or whatever source it can mobilize. In this report some attention can be paid, if desired, to the question of how we should change our curriculae and methods according to the new desires of students; the issue of neo-

positivistic versus critical psychology, methodological versus humanistic psychology or however one wants to indicate the issue at stake. The paper will be submitted not later than September to a sub-committee who will collect the statements and information and condense it to a discussion piece for our next meeting. The committee consists of Gaston de Cock, Pol Coetsier and Sylvia Shimmin.

Some further discussions were devoted to the question of the definition of the group and the nature of the group. De Wolff: it should be professors in Industrial Psychology, Work Psychology or Industrial and Organizational Psychology. Furthermore, not more than three per country are to be invited. The number of invited persons depends on the number of industrial psychologists in the respective countries. Invitations have been sent to 35 people. The ones that have reacted and have come to this meeting plus the ones that have showed interest, but had to excuse themselves for this meeting, and the ones that will react positively on the invitation will belong to the network.

In June Charles de Wolff, Bernhard Wilpert and Maurice de Montmollin will explore further possibilities of financial support by the Maison des Sciences de l'Homme. This is a governmental based institution with the objectives:

- Documentation centre.
- Rallying point for humanities and social sciences.
- Stimulation of international cooperation.
- Fellowships.

It could be very well that our activities fall within the realm of this Maison. Further funding bodies are considered secondary: Nuffield, Thyssen Foundation, European Community and the like.

It is important to get the countries from the Eastern European block involved in the network. Suggestions with respect to names of the countries that have not yet been represented are welcome.

Europe has been defined as the geographical Europe. The possibility that other countries, such as Israel, Turkey, Algiers will be invited occasionally is not excluded. Basically it is an European network of professors of industrial and organizational psychology or professors in work psychology. A name and acronym still has to be invented. A possibility could be: European Network of Work Psychologists (ENWOP). What is needed for our discussions with the funding agencies is a statement on the objectives, nature and program of the network. Bernhard Wilpert volunteered to draw a first draft of such a statement. He will consult with Charles de Wolff and Pieter Drenth on its formulation. The latter volunteered to draft the minutes of the first meeting.

Finally some further discussions in subgroups were held. One subgroup concerned itself with the teachability of the various training approaches, a subject that has attracted quite some interest in the checklist of the previous day. Another subgroup discussed pro's and con's, difficulties, facilitators in cross-national research. Some experiences of members of that subgroup were shared with the others and some recommendations were formulated and considered.

