

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS (ENOP)

ENOP Newsletter

N° 2 NOVEMBER 1981

Editorial responsibility :
Claude Lévy-Leboyer
_Secretariat :
Anne Rocha-Perazzo

ENOP - SYMPOSIUM 1982

1. Background

The meeting at Windsor Park (April 1981) which founded ENOP established two working committees :

- A. "Organizational and Work Psychology in the 80ies and Beyond" (members : Shimmin, Coetsier, de Cock)
- B. "Educational Systems, Training and Research of Organizational and Work Psychologists" (members : Drenth, Wallis, Wilpert).

The plenary meeting decided that surveys should be conducted among ENOP-members to collect background materials that might serve for future planning purposes. The two working committees were to analyze the collected materials and to propose a preliminary agenda for the forthcoming ENOP-Symposium 1982 (Paris, January 28-30, 1982).

The two surveys were conducted between May and October 1981. (Note : Anyone who has not mailed back the survey questionnaires : do so immediately !). A joint meeting of the two working committees was called by Prof. Pol Coetsier to take place in Gent, October 23-24, 1981. Two members of each Committee were able to attend : Coetsier/de Cock, and Drenth/

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Wilpert. The joint committee reviewed the materials received and decided to conduct one further survey on "Organizational and Work Psychologists in the North-South Dialogue".

On the basis of preliminary evaluations of materials received so far (which, incidentally, proved to be extremely informative, interesting and stimulating) the joint working committee proposes to structure the forthcoming ENOP-Symposium 1982 completely around the materials generated by ENOP-members in order to facilitate the development of a genuine ENOP-document to be presented at the forthcoming International Association of Applied Psychology (IAAP)-Conference in Edinburgh.

2. Proposed Agenda of ENOP Symposium 1982

Thursday, January 28, 1982

(Chairperson : Claude Lévy-Leboyer)

- 15.00 Welcome of participants (Chairperson)
Report Joint Planning Committee (B. Wilpert)
- 15.30 Report on the survey "Organizational and Work Psychology in the Future" (G. de Cock)
- 16.00 Plenary discussion : Structuring the next steps within the Symposium
- 16.30 Small working parties to work on issues decided by plenary discussion
- 17.30 Plenary session : Reports of working groups
Possibly : Formation of a sub-committee to draft a document for the IAAP-Conference

Friday, January 29, 1982

(Chairperson : Charles de Wolff)

- 9.00 Report on the survey "Organizational and Work Psychologists in the North-South Dialogue" (P. Coetsier)
- 9.30 Plenary discussion
Possibly : Establishment of task force on issues relating to North-South dialogue
- 10.15 Report on the survey "Educational Systems, Training and Research of Organizational and Work Psychologists" (P. Drenth)

- 10.45 Small working parties. Proposed issues :
(1) Curricula
(2) Research
(3) Training methods
- 15.00 Plenary session : Reports of working groups
.. Possibly : Planning of further follow-up actions
- 17.00 Meeting of the task force on North-South dialogue

Saturday, January 30, 1982

(Chairperson : Sylvia Shimmin)

- 9.00 Plenary session : Future actions and directions
of ENOP
A preliminary list of issues might include :
- Activities
 - . Seminars and workshops
 - . Exchange and collaboration in training
 - . Exchange and collaboration in research
 - . IAAP-Meeting in Edinburgh
 - . ENOP-Newsletter
 - . ENOP-Symposium 1983
 - Membership
 - Structure of ENOP
 - ENOP and the public
- 13.00 Farewell

ENOP-SYMPOSIUM '82

January 28-30, 1982

Maison des Sciences de l'Homme

54, boulevard Raspail

75270 Paris Cedex 06

Secretariat : Anne Rocha-Perazzo

Tel. : (1) 544.38.49

3. Administrative Details

(1) Each participant is expected to do whatever possible to obtain funding for travel from their home institutions. If funds cannot be obtained under any circumstances, please notify in your registration form (attached). The Secretariat in the Maison des Sciences de l'Homme will then try to help by locating possible funding agencies.

(2) Participants will receive a per diem of the Maison des Sciences de l'Homme of FF. 250 to help covering local expenses.

(3) Fill in attached registration form and mail immediately to :

Anne Rocha-Perazzo
ENOP - Bureau 425
Maison des Sciences de l'Homme
54, boulevard Raspail
75270 Paris Cedex 06

(4) The attached questionnaire on activities of members relating to developing countries should be mailed immediately to :

Prof. Dr. Pol Coetsier
Laboratory of Applied Psychology
University of Gent
Pasteurlaan, 2
Gent, Belgium

SURVEY ON EDUCATIONAL SYSTEMS AND RESEARCH

Pieter Drenth will hold the questionnaires received until December 1, 1981 at the latest, and will then have them mailed to members. So, don't fail to send them in time !

Dear ENOP Members

During the Gent Meeting (October 23-24, 1981) of the two subgroups preparing the ENOP Symposium '82, we not only had the occasion to discuss

- A. Organizational and Work Psychology in the 90's
- B. Teaching Programmes, Objectives, Curriculum, Assessment
Teaching Techniques and Research Programmes

but we also took the time to develop a little bit our ideas on "developing countries". In Windsor already, a subgroup expressed its intent on that subject. In Gent we had the opportunity to meet a person from UNIDO (United Nations Industrial Development Organization).

There can be some interest of international bodies in the work an ENOP subgroup can contribute. That is the rationale for this document. The group in Gent asked me to make this note and to try to summarize things for a session in Paris.

The direct goal of the document is to inventarize what expertise is present in ENOP, who is interested, and in which aspects of the developing countries programs.

The idea of a work-group on Developing Countries can be concretized in four directions :

I. To prepare a general advisory report in combination with a symposium where the vision of W & O psychologists on D.C. is given.

A "Club of Rome"-type document.

II. To initiate a collective research effort to facilitate diagnosis of the reasons of effectiveness and failure of D.C. projects.

III. To identify, inventarize and explain the training expertise of W & O psychologists for D.C. programs, especially as concerns the identification of training needs or adapted methodologies for D.C. ; the identification of the most important conditions to render the D.C. environment receptive to change and thus realizing transfer of training to practice.

IV. To identify, inventarize and offer possibilities of applied advice for real projects (expertise and guidance work).

Please fill in the attached page and send it back as early as possible to

Pol COETSIER
Laboratory of Applied Psychology
Section : Socio-psychology of the organization
State University of Gent
Pasteurlaan, 2
B-9000 Gent, Belgium

Tear off, fill in and send back to Pol COETSIER

If you don't have experience in D.C. work
but if you like to be involved in a project

put a cross

.....

If you have experience in D.C. work, please check in the matrix below the areas in which you worked

	<u>I</u> n <u>d</u> u <u>s</u> t <u>r</u> i <u>a</u> <u>l</u>	<u>p</u> o <u>l</u> i <u>c</u> y	<u>m</u> a <u>n</u> a <u>g</u> e <u>m</u> e <u>n</u> t	<u>t</u> r <u>a</u> i <u>n</u> i <u>n</u> g	<u>w</u> o <u>r</u> k <u>o</u> r <u>g</u> a <u>n</u> i <u>z</u> a <u>t</u> i <u>o</u> n	<u>o</u> t <u>h</u> e <u>r</u> . . .	<u>E</u> d <u>u</u> c <u>a</u> t <u>i</u> o <u>n</u> a <u>l</u>	<u>s</u> y <u>s</u> t <u>e</u> m <u>s</u>	<u>t</u> e <u>a</u> c <u>h</u> i <u>n</u> g	<u>t</u> e <u>s</u> t <u>i</u> n <u>g</u>	<u>t</u> r <u>a</u> i <u>n</u> i <u>n</u> g	<u>o</u> t <u>h</u> e <u>r</u> . . .	<u>O</u> t <u>h</u> e <u>r</u>	
Research																				
Training																				
Services and Advice																				

Give a short description of the type of project :

Project 1

Project 2

Project 3

Do you wish that an ENOP group should do some work in the field of D.C.

yes	no

Can you briefly explain which type of project will be feasible.

Describe : . . . _____

Would you collaborate in such a project

yes	no

Rank in the table below from one to five the above mentioned directions of an eventual project :

1 = most preferred

	Rank	Would collaborate	
		yes	no
I. Club of Rome type			
II. Effectiveness and failure of D.C. projects Comment :			
III. Training needs and adapted methodologies Comment :			
IV. Applied advice Comment :			
V. Other Comment :			

ENOP SYMPOSIUM 1982
 Paris, Maison des Sciences de l'Homme
 January 28-30

REGISTRATION FORM *

Name :

Address :

.....

Tel. :

I will attend the Symposium

I will not attend

I will be able to finance my travel expenses

I will not be able

Hotel reservation needed Yes No

Price range 100-150 F 150-200 F 200 F +

Single room with shower

Double room with bath

Nights of Wednesday January 27

 Thursday January 28

 Friday January 29

 Saturday January 30

* Please send this form back to Anne Rocha-Perazzo (see address p. 4)