

# ENOP Newsletter

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- "ORGANIZATIONAL AND WORK PSYCHOLOGY IN THE NEXT TWO DECADES"  
First Annual ENOP-Symposium 1982, Paris, January 28-30, 1982

## Introduction

The Maison des Sciences de l'Homme generously hosted the First Annual ENOP-Symposium. Its general theme was properly future oriented and the formal inputs (all derived from the three separate surveys conducted among ENOP-members) served as some kind of Group Feedback Analysis stimulating a thoroughly fascinating discussion among the participants: Coetsier (Ghent), de Cock (Leuven), Dobrzynski (Algiers / Warsaw), Drenth (Amsterdam), Graf Hoyos (Munich), Leplat (Paris), Levy-Leboyer (Paris), de Montmollin (Paris), Petz (Belgrade), Shimmin (Lancaster), Wallis (Cardiff), Warr (Sheffield), Wilpert (Berlin), de Wolff (Nijmegen). The symposium was organized in two separate parts:

- I. Tasks and challenges for European Organizational and Work Psychology
- II. Future actions and directions of ENOP

## I. Tasks and Challenges

### 1. Future demands

Based on a report of the survey (conducted by de Cock, Shimmin and Coetsier) dealing with the expectations of ENOP-members about work and organizational psychology in the 1980ies and beyond, Gaston de Cock reported on the results of the 24 respondents reacting to the presumed realism and consequences of eight scenarios (e.g. decline of work motivation, shortening of working time and increase of unemployment, high growth rate of new information technologies, increase of demands for participation and industrial democracy, increasing role of Third World countries).

Without coming to generally accepted definite conclusions, the liveliness of the discussion and the perspectives opened up by the form of data presentation and their qualitative enrichment in the course of the discussions left all participants with the conviction that the overall direction of work and organizational psychology needs to be reoriented to the pressing societal concerns of today. Implications of new technologies for work organization being little understood, work related motivational changes poorly researched, new arising training and retraining needs, industrial relations calling for more thorough understanding of power relations are just a few, non-exhaustive examples of the challenges posed to organizational and work psychology discussed in connection with the report (available upon request at the ENOP-Secretariat).

### 2. North-South dialogue

Pol Coetsier reported on a similar survey among ENOP-members. It must be assumed that only those directly concerned with Third World problems reacted (9 respondents). The main demands on organizational and work psychology seem to be in three (rank ordered) domains: training and adapted training methods, consulting, evaluation of development projects. Based on work of a subgroup, it was agreed that Pol Coetsier would head a working party to prepare more specific inputs of developed countries experienced Organizational and Work Psychologists at the next ENOP-Symposium.

### 3. Education and research

Results of the third survey were presented by Pieter Drenth. Fifteen institutes had responded to the questionnaire. The collected materials constitute a first basis for a directory of Work and Organizational Psychology institutes with valuable information of ongoing teaching programs, structure and size of programs, curricula, teaching methods, standard reference books used, ongoing research. The data show already the beginning of new orientations in the field: less emphasis on testing, focus on technological change, reorientation towards non-industrial work organizations (hospitals, public service); some concern was voiced about clinical psychology's neglect of work related pathologies. Notably amiss are such research foci as career psychology, counseling, environmental psychology, consumer psychology. It was decided to enlarge the survey with additional questions regarding the services rendered by Organizational and Work Departments to other psychology programs or other fields outside psychology.

A sub-group discussed possibilities of organizing research related workshops. As possible themes emerged (names in brackets indicate the persons committed to work towards the realization of respective workshops):

- (1) New (information) technologies and working conditions (Leplat, de Montmollin, Wilpert).
- (2) Organizational and Work Psychology and the public.
- (3) Psychological explanations of unemployment (Warr).
- (4) Counseling in Work Psychology.
- (5) Semiotic psychology in work settings.
- (6) Conflict in organizations (Drenth).
- (7) Organizational and Work Psychology and Third World Needs (Coetsier).
- (8) Migrant labor.
- (9) Research needs in vocational training (Wallis).

Once the respective workshops or working parties take shape they will be announced in the ENOP-newsletter.

## II. Future Actions and Directions

### 1. Workshops

Research related workshops will be open to all groups (also outside ENOP-confines) directly involved in relevant research. The topics under consideration are listed above.

### 2. ENOP contribution to IAAP 1982 (Edinburgh)

The theme of the contribution will be "Organizational and Work Psychology in the next decades - A European view". It will be based on further analysis of the survey data and the interpretative contribution made during the Paris discussions. It is intended to involve IAAP participants in the ongoing ENOP-discussions.

### 3. ENOP-Symposium 1983

The symposium will have two parts:

#### (1) Topical discussions on

-- North-South dialogue (with 'debriefing' of colleagues experienced in or from Third World countries).

- Unemployment and Organizational and Work Psychology.

#### (2) Information exchange on

- Edinburgh follow-up.

- Ongoing research.

- Innovative teaching techniques.

Place: Paris. Date: last week in January. The Coordinating Committee will meet before Edinburgh to discuss implementation aspects and it will call a business meeting of ENOP members present in Edinburgh.

### 4. Funding

Annual ENOP-Symposia, for the time being, can count on some (direct or indirect) MSH-support. The same holds for Coordinating Committee meetings. Workshops should in principle be funded through third parties. Organizers should feel responsible to submit funding requests to foundations. The MSH-network linking it to various national research councils can be called on to help in soliciting national support. Such assistance works often very unconventionally and fast.

#### 5. ENOP-Structure

The newsletter will continue to appear periodically as needed to bridge meetings and distance (3-4 times a year). Its production and making will continue to be through MSH offices (Anne Rocha Perazzo). The Coordinating Committee will for the time being continue to function as ENOP management committee with Claude Lévy-Leboyer as the liaison to the MSH.

#### 6. ENOP-Membership

Extensive discussions about the desirability of expanding the size of ENOP-membership resulted in the re-affirmation that for 1982 the principle of maximally three members per country ought to be maintained. The overall membership should, however, be expanded to roughly 40 by including additional countries from Eastern and Western Europe. Nominations should be submitted to Charles de Wolff. The membership issue will be reviewed in 1983.

#### 7. Directory of Organizational and Work Psychology in Universities and Public Research Institutes

Charles de Wolff will collate such a directory either under the auspices of the Foundation for the Study of Industrial Psychology in Europe or the European Foundation for the Quality of Work Life. ENOP-members will assist.

#### 8. Public relations

ENOP-members are encouraged to inform national associations of psychology and colleagues in general of ENOP, its aims and activities.

#### 9. Exchange programs

There was unanimity about the need and desirability of such exchange programs for teaching and research purposes. The implementation should grow through workshops and the personal links developed in ENOP-meetings. Especially the younger participants of workshops should be encouraged to explore such exchange programs which can often quite easily be supported through bi-national agreements of national research councils. Pieter Drenth has explored possibilities of obtaining EC-support for such programs (see below).

► EUROPEAN COMMUNITY GRANTS IN HIGHER EDUCATION

Joint programmes of study and Short study visits

Information has already been circulated among ENOP-members.  
You may request additional copies at the ENOP-Secretariat  
(Anne Rocha Perazzo, Maison des Sciences de l'Homme).

► INTERNATIONAL CONGRESS OF THE INTERNATIONAL ASSOCIATION OF  
APPLIED PSYCHOLOGY, Edinburgh, July 1982

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