

ENOP Newsletter

N° 4 JUNE 1982

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► WORKSHOPS

(1) "Introduction of office new technologies and information technologies"
(Leplat, de Montmollin, Wilpert)

This workshop will be held in Dec. 1982 or Janu. 1983. Place: either Werner Reimers Stiftung, Bad Homburg, F.R.G., with total support from this foundation, or Berlin, F.R.G., with informal support from the MSH Foundation and other institutions. Number of participants expected: 20 to 25.

(2) "Research needs in vocational training" (Wallis)

This workshop seems to be proceeding reasonably well. We are awaiting for more precise information from Wallis.

(3) Any proposal for organizing a workshop on one of the themes listed in ENOP Newsletter N° 3 (Apr. 1982) should be notified before Nov. 1st, 1982, so that it be scheduled for the agenda of ENOP Symposium '83.

(4) Subsequently to a meeting of the ENOP Coordinating Committee with a representative of OECD-CERI (Center for Educational Research and Innova-

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tion), a workshop on "Decision-making in universities" might be envisaged (Lévy-Leboyer, Shimmin). More details will be given in the next issue of the newsletter.

► EXCHANGE PROGRAMS

Teaching people: Wilpert's assistant in Berlin will come to Paris next Fall to work in Leplat's laboratory, while Lévy-Leboyer's assistant will be in Cardiff to work in Wallis' laboratory.

Please let us know whether other exchanges of this type are being envisaged.

Students: The problem of students exchange will be discussed during our next meeting. Those interested should find out with their own universities whether an inter-universities agreement is needed.

► PUBLIC RELATIONS

Wilpert has written a short note on ENOP activities which has been submitted to a German group of Professors in organizational psychology. This has stimulated a presentation at the next meeting of the German Psychological Association (practitioners). The same document has been sent to the German Scientific Association of Psychology. Those who wish to engage in the same type of public relations within their own countries will find this document as an appendix to the newsletter. *

► ENOP ACTIVITIES AT EDINBURGH

There will be an ENOP 'social hour' at the North British hotel, on Wednesday, July 28 between 5 and 6 p.m. All ENOP members present at Edinburgh are invited. De Wolff is in charge of other invitations.

Our symposium is scheduled for Friday, July 30 as all the other professional activities (see attached document).

► ENOP SYMPOSIUM '83, JAN. 27-28-29, MAISON DES SCIENCES DE L'HOMME, PARIS

Preliminary agenda

Topical discussions on

- North-South dialogue (Coetsier)
- Unemployment and Organizational and Work Psychology
- Organizational Psychology problems in universities (Lévy-Leboyer, Shimmin)

Information exchange on

- Edinburgh follow up
- Ongoing research
- Innovative teaching techniques
- Exchange programs

The final program should be ready by early Nov. 1982. So, please let us know of any specific theme you would like to be included in the program or any proposal you would like to make.

► ENOP COORDINATING COMMITTEE

The Coordinating Committee of ENOP held its 3rd meeting in Paris at the Maison des Sciences de l'Homme on May 28, 1982. The next one is scheduled for Nov. 6, 1982 (Paris, M.S.H.). A report of the work of the Coordinating Committee will be presented at the ENOP Symposium '83.

Note (p.2)

* A French translation of this text will be sent out with the next issue of the newsletter.

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS—ENOP

At least since the early fifties, social sciences in Europe had by and large willingly accepted a leadership of US-American theory developments and methodological approaches. This intellectual imbalance surely had consequences for the organisation of social sciences as well. The transatlantic flow of academic exchange programs from European universities to US institutions of higher learning outweighed the flows in reverse direction. International associations in the social sciences were often dominated by US scholars not only by respective membership rates but also their influence in policy making groups.

However, during the seventies one could notice signs of increased European self-assistance. A sharpened focus on specifically European research issues (e.g. problems of industrial democracy, migration, European integration) and the growth of European social science networks (the MSH supported European Group for Organizational Studies - EGOS; the Laboratoire Européen de Psychologie Sociale, etc.) and the creation of new Europe-based learned journals (Organization Studies) are symptoms of that trend.

Another remarkable trend, possibly related to the first, is the astounding growth of certain disciplines. After World War II hardly any European university had established a systematic curriculum in psychology, the profession of psychologists was at best established in a nuclear form. In 1982 the number of psychologists in European countries has grown to more than 100,000. Virtually, every university has established chairs and institutes of psychology. The number of organizational and work psychologists alone already exceeds 5000. The number of students remains ever increasing.

Apart from large international scientific congresses, most activities in the field of psychology, and in particular organizational and work psychology, have been carried out on a local or national level. This holds true for teaching, training, consulting, and research. However, it became more and more clear that a large set of problems are quite similar for organizational psychologists in Europe irrespective of their own particular country. Technological change and their input on working

conditions, economic crisis and unemployment, needs for training and rehabilitation, migrant workers, changing work related attitudes, the need to provide opportunities for participation and industrial democracy - the list of these themes is not exhaustive but quite illustrative of common problems and challenges posed to organizational and work psychologists in all European countries.

Aware of such commonalities it was Prof. Charles de Wolff (University of Nijmegen, Netherlands) who, under the auspices of the Dutch Foundation for the Study of Developments in Industrial Psychology in Europe, invited 35 colleagues from 15 East and West European universities to St-Catherine's Lodge, Windsor (G.B.), Apr. 13-15, 1981. The participants unanimously decided to form the "European Network for Organizational and Work Psychologists-ENOP". Its major functions were seen to be:

- (1) Information exchange:
 - Exchange on educational systems and programs in European countries leading to a degree in work psychology.
 - Exchange about ongoing and planned research programs at the various institutes or on a national level.
 - Establishment of a directory of European institutions concerned with organizational and work psychology.
- (2) Personnel exchange:
 - International exchange of scientific personnel on all levels: undergraduates, graduates, staff members, researchers, chairholders.
- (3) Training:
 - Joint development of curricula leading to a degree in organizational and work psychology.
 - Joint development of training schemes and teaching instruments for use on the postgraduate and postwork experience level based on work field analyses.
 - Development of a reader "European contributions to organizational and work psychology".
- (4) Research
 - Joint identification of major research needs that lend themselves to concerted or collective research efforts.
 - Facilitation and conduct of joint research.
 - Preparation and implementation of international research workshops.

- (5) Promotional activities

- Concern with developments in and challenges for organizational and work psychology in Europe.

- Development of strategies and methods to influence public policy in Europe, national and international professional and interest groups, funding agencies, etc.

A minimum of organizational structure was created to implement the ENOP program with the help of a secretariat based within the M.S.H. (Me Anne Rocha Perazzo) and a Coordinating Committee: Prof. Gunnar Borg (Sweden), Prof. Pol Coetsier (Belgium), Prof. Claude Lévy-Leboyer (France, liaison to the M.S.H. secretariat), Prof. Sylvia Shimmin (G.B.), Prof. Eberhard Ulich (Switzerland), Prof. Bernhard Wilpert (Germany), Prof. Charles de Wolff (Netherlands). A periodically appearing ENOP Newsletter serves as link-pin to the network members in between its meetings.

ENOP held its first annual symposium at the M.S.H. from Jan. 28-30, 1982. Under the general theme "Organizational and work psychology in the next two decades" three major topics were treated:

- (1) Different scenarios of socio-economic development and their challenges to organizational and work psychology.

Based on a survey among ENOP members, Prof. de Cock (Belgium) reported the anticipated consequences for the role of organizational and work psychologists in Europe posed by developments regarding changing work ethics, unemployment, marginal groups (e.g. migrants), technological change, industrial relations. The feedback of the survey data to the group who provided the data is a well-known technique of organizational analysis (Group Feedback Analysis). It served to enrich the aggregate materials with qualitative interpretations that will result in an ENOP position paper on organizational and work psychology to be presented at the forthcoming international congress of the International Association of Applied Psychology (Edinburgh, July 1982).

- (2) Organizational and Work Psychologists in the North-South dialogue.

Prof. Coetsier (Belgium) reported results from an investigation of the present preoccupations of organizational and work psychologists related to Third World issues. Problems of adequate training for students from developing countries, training needs of trainers and research into work performance requirements in the Third World and of the conditions of technology transfer were identified as important lines of future ENOP activities.

- (3) Educational systems, Training and Research of Organizational and Work Psychologists.

Prof. Drenth (Netherlands) presented available materials on on-going training and research activities in European institutes of psychology. The meeting resolved to study further the reasons for the considerable curricular differences between the institutes that were identified.

Apart from initiating plans for the ENOP Symposium '83 (Paris, M.S.H., "European Contributions to Organizational and Work Psychology"), various working parties were established to plan and implement research workshops in various domains:

- New technologies and working conditions (Profs. J. Leplat, Paris; M. de Montmollin, Paris; B. Wilpert, Berlin).
- Vocational training needs (Prof. D. Wallis, Cardiff).
- North-South dialogue (Prof. P. Coetsier, Gent)
- Conflicts in organizations (Profs. P. Drenth, Amsterdam; P. Coetsier, Gent).

With the various program activities well under way and a functioning network of collaborating colleagues from East and West European countries, ENOP seems to have made important strides ahead in helping to form a distinct identity of European Organizational and Work Psychology.

Bernhard WILPERT