

ENOP Newsletter

N° 5 NOVEMBER 1982

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

► **REPORT: MEETING OF ENOP-COORDINATING COMMITTEE**
Paris, Maison des Sciences de l'Homme, Nov. 6, 1982

■ **1. Workshops**

So far one theme oriented workshop on "New Technologies and Work Organization" was carried out with the support of the Werner Reimers Stiftung (Bad Homburg, F.R.G.) and the Maison des Sciences de l'Homme (see separate report in this Newsletter).

It seems that theme oriented workshop activities might turn out to be one of the most important and attractive features of ENOP-activities. Since funding seems possible in various countries, all ENOP members are invited to submit workshop proposals and ideas to Anne Rocha Perazzo in advance of the January '83 Symposium in order to facilitate better planning of future activities.

■ **2. Directory of European Organizational and Work Psychology**

Charles de Wolff reported on his attempts to find financial support for the preparation of the directory. It seems that by the end of '82 ENOP might be able to start work on the directory with the help of a European Foundation. The issue will further be discussed at the ENOP Symposium '83.

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■ 3. ENOP-US relations

The US equivalent to ENOP ("SUMMIT" is interested to explore cooperation. Milt Hakel, Chairman of APA-Division 14 will be invited to attend ENOP Symposium '83 to discuss collaboration possibilities in the area of Newsletter exchange, personnel exchange, joint programs at international conferences, etc.

■ 4. Composition of Coordinating Committee (CoCo)

Eberhard Ulich resigned from the CoCo due to work overload. It was suggested to invite Peter Dachler to serve on the CoCo. The CoCo will try to recruit a Scandinavian colleague to join in its work.

In spite of the evident difficulties to have representatives from East European countries in the CoCo it was agreed that ENOP should continue to explore all possible channels to find such representation.

■ 5. ENOP Symposium '83

Implementing the decisions of the 2nd ENOP Symposium (1982) and based on member suggestions received so far the CoCo proposes the following

Preliminary Program
3rd ENOP Symposium (1983)

The symposium will take place on the premises of the Maison des Sciences de l'Homme from January 27-29, 1983.

January 27

9.00 - 12.30

Chair: Claude Lévy-Leboyer

1. Introductory comments

2. Peter Warr:

Unemployment research - State of the Art

3. First discussant's comments (A researcher involved in research on unemployment)

4. Second discussant's comments (A representative of a national or international policy body concerned with unemployment issues)

5. Plenary discussion

14.30 - 18.00

Chair: Charles de Wolff

6. Review of present research activities of symposium participants

7. Bernhard Wilpert:

Report on theme oriented ENOP workshops

8. Developing future theme-oriented ENOP workshops (Plenary discussion)

January 28

9.00 - 12.30

Chair: Pol Coetsier

North-South Dialogue and Organizational and Work Psychology

9. Michael Durojaye (requested):

The view of a colleague from the Third World

10. Second speaker:

Reflections of a European on the shortcomings of presently available theoretical and methodological approaches in view of Third World needs

11. Maurice de Montmollin:

Discussant's comments

12. Plenary discussion

14.30 - 18.00

Chair: Sylvia Shimmin

13. Pieter Drenth:

Report on Organizational and Work Psychological Research and Training Activities in Europe

14. Plenary discussion:

The next Steps of ENOP

January 29

9.00 - 12.30

Small group discussions on joint projects, workshops, and other ENOP activities.

You are requested to mail back attached registration form immediately to Anne Rocha Perazzo.

► ENOP PUBLIC RELATIONS

The second ENOP Symposium (Paris, January 1982) proposed to promote a better understanding of its purposes by properly informing national Psychological Associations and Funding Bodies about its aims and activities. The German ENOP members have undertaken a small information campaign in Germany:

(a) A one-page leaflet was mailed to the presidents of the German Psychological Association (science oriented) and the Professional Federation of German Psychologists (practitioner oriented) as well as to the Chairman of both associations' Sections for Organizational and Industrial Psychology.

(b) The agendas of the regularly meeting Group of German Docents in Industrial Psychology contain a routine item "Information on ENOP activities".

(c) The Newsletter of the Professional Federation of German Psychologists offered to print an information item on ENOP.

(d) A report on the ENOP symposium '82 will appear in the new journal Psychologie und Praxis-Arbeits- und Organisationspsychologie.

Feedback from all addressees of information has been very favourable. Among others, the President of the German Psychological Association (Prof. Heckhausen) particularly stressed the need for supporting post-graduate personnel exchange on an European level because of the need to improve doctoral training of Organizational and Work Psychologists.

► REPORT ON THE FIRST THEME-ORIENTED WORKSHOP OF ENOP

Following up the interest generated at the second ENOP Symposium (Paris, 1982), Jacques Leplat, Maurice de Montmollin and Bernhard Wilpert jointly submitted a proposal to the Werner Reimers Foundation (Bad Homburg near Frankfurt, FRG) and the Maison des Sciences de l'Homme to support a theme-oriented Workshop on

New Information Technologies and Work Organization.

The Workshop took place on the premises of the Werner Reimers Foundation from October 20-23, 1982.

Basic intention of the Workshop was to review the state of the art of research on the topic as it is presently conducted by important research teams in Europe. Twelve teams from four European countries (Denmark, France, FRG, Netherlands) were able to participate (two further teams from UK and Sweden) had to cancel their participation on short notice due to health reasons).

Each team representative gave a 20 minutes informal presentation on the nature of the home institution and on theoretical and methodological approaches of their research project (in planning/ongoing/just finished). Ample discussion time (each project presentation was discussed at least one hour) gave a unique opportunity to an in-depth exchange on experiences and perspectives with the projects which could easily be grouped into a three-level perspective:

- (1) Individual work place level (cognitive and motivational aspects, stress and strain, competence requirements)
- (2) Work organizational level (social and structural conditions and consequences of introducing new technologies)
- (3) Processes of introducing new technologies (employee participation, managerial motivation).

The Workshop was considered by all participants to have been extremely valuable. Not in the least was it the stimulating environment of the Werner Reimers Foundation that the participants decided to develop plans of institutionalizing an interdisciplinary study group on New Technologies and Work Settings which could attempt to analyze the salient issues posed by new technologies in work settings. As a first possible next step was seen the development of a second theme-oriented workshop on New Technologies and Error Recognition.

ENOP SYMPOSIUM 1983
Paris, Maison des Sciences de l'Homme
January 27-29, 1983

REGISTRATION FORM

Name:

Address:

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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 100-150F 150-200F 200F +

Single room with shower

Double room with bath

Nights of Wednesday January 26

Thursday Jan. 27

Friday Jan. 28

Saturday Jan. 29

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