

ENOP Newsletter

N° 7 JUNE 1984

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The next ENOP Newsletter will be published in December 1984. Information about events or current issues in your country would be of great interest to ENOP colleagues. Please send a brief note to Peter Warr for inclusion in the December issue. His address is MRC/ESRC SAPU, University of Sheffield, Sheffield S10 2TN, England. Material should be received before the end of November.

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FOURTH ENOP SYMPOSIUM: Paris 29-30 March 1984

Another successful meeting was held in the Maison des Sciences de l'Homme in the spring of this year. Eighteen persons attended, from 9 different countries. In addition to much informal discussion and the development of plans for individual visits and collaboration, three principal presentations were made. These were as follows:

1. Claude Paré, Groupe Bull, Paris
Technological Trends and Social Implications

Themes included: the increasing power of computers (by 25% a year), organizational applications and implications, future developments (intelligent workstations, distributed information, expert systems, artificial intelligence, wider use at all levels). Discussion focussed on the need for psychologists' study of the tensions which are increasingly arising between individuals and technology at the work-place.

2. Jos Vollebergh, Catholic University, Nijmegen
New Technologies' Challenge to Organizational and Work Psychology

That theme was central to the second presentation, which explored technological influences on the division of work, mass production and distribution, control systems, and the encouragement of innovation. Specific tasks for work and organization psychologists were reviewed, in the design of work, in social policy and in personnel policy.

3. Erhard Olbrich, Friedrich-Alexander University, Erlangen-Nuernburg
Ageing, Technological Change and Ability Structure

Evidence about age changes in several types of ability and performance was summarized, and the implications of these changes for work psychology were examined. Discussion focussed on differences between generations as well as the effects of ageing (e.g. school-children at the present time are acquiring computer skills not shared by most of the previous generation) and on the changing age structure of European populations.

Written material associated with each of these three Symposium presentations is available on request to Anne Rocha-Perazzo at the Maison des Sciences de l'Homme. Two further sessions of the 1984 Symposium were as follows.

4. Bernhard Wilpert, Technical University of Berlin
Report on Study Group: New Technologies and Work (NeTWork)

This international, interdisciplinary study group was initiated by ENOP members (Pieter Drenth, Jacques Leplat, Maurice de Montmollin, Bernhard Wilpert), and is jointly sponsored by the Maison des Sciences de l'Homme. Its purpose is to conduct a series of research workshops over a period of five years on different aspects of the overall theme in an attempt to intellectually penetrate its salient aspects. The workshops will bring together researchers who are actively involved in major research projects.

The first workshop on "New Technologies and the Effect of Human Error" was held in Bad Homburg, Germany, February 13-15, 1984. Further workshops are envisaged on these topics:

- The meaning of working under conditions of new information technologies
- Co-existence of different levels of technologies: Consequences and managerial problems
- Job training
- Technological flexibility
- Labour market consequences of new technologies
- New technologies and changing industrial relations systems

ENOP-members actively involved in research on any of the above topics and interested in contributing should contact Bernhard Wilpert, Technische Universitaet Berlin, Sekr. DO 205, Institut fuer Psychologie, Dovesstrasse 1-5, D-1000, Berlin 10, West Germany.

5. ENOP Business Meeting

The further development of ENOP was discussed during a business meeting. Some changes in membership were agreed, and these are described below. Plans for the 1985 ENOP Symposium and contributions to the 1986 IAAP Conference in Jerusalem were also discussed.

The meeting summarized expanding European contacts and exchanges, and learned that a second edition of the Directory of Work Psychologists in Europe was planned for later this year. A start was also made on the organization of further Workshops (see below); participants at previous ENOP Workshops stressed how stimulating they had been.

1985 ENOP SYMPOSIUM

The dates of the Fifth ENOP Symposium are 21-23 March 1985. The Symposium will again be held in Paris (with thanks to the Maison), and a large attendance is hoped for on what is our fifth "birthday". Please try particularly hard to be there.

Details of the programme will be included in the December Newsletter. Possible themes are (a) power in organizations and (b) trade unions and work psychology. Reviews of developments in individual countries are also likely.

MEMBERSHIP OF ENOP

As mentioned above, the 1984 Business Meeting discussed membership. Everyone present agreed that the network can only operate successfully as long as it has active members. In several countries there are others who are eager to participate, but the character of meetings is such that only a limited number can be accepted.

It was therefore decided that all members who have missed two consecutive meetings should be asked to reconsider their position. Do they really want to stay in the network? Do their other commitments prevent them from being an active member? Are there other reasons why they would prefer not to be an active participant? If they cannot be active, they should give someone else a chance to become a member.

The Business Meeting asked the Coordinating Committee to write to everyone who had missed two consecutive meetings, enquiring whether they wished to remain an ENOP member. It was recognized that there can be very sound reasons for non-attendance, and current members wishing to remain in the network do of course continue to be very welcome. However, it was agreed that recent non-attenders should be asked to confirm their interest, in response to a letter to be mailed shortly. If no reply is received, it will regretfully be assumed that a person no longer wishes to be part of the network.

The Business Meeting also decided that a small increase in overall membership would be attractive at this time to reflect the growing interest in ENOP and in European collaboration. The maximum number of members from each country was therefore raised from three to four. Current members from each country were asked to discuss possibilities (recognizing that membership is confined to full professors in the area of work and organizational psychology), and to forward names to Anne Rocha-Perazzo. (Please obtain agreement from the persons concerned before doing this!)

ENOP WORKSHOPS

In addition to the NeTWork meetings referred to above, plans are being made for ENOP Workshops on specific research topics. Don Wallis and Charles de Wolff hope to arrange a meeting to discuss work and organizational psychology in hospitals. Please contact them if you would like more details and/or would like to take part.

Other ideas include Workshops on unemployment, new ventures, and occupational socialization and career choice processes. The Business Meeting hoped that ENOP members with an interest in these and any other topics would offer to arrange a meeting. Workshops are ideal places for younger colleagues and thesis-writing students to join more established researchers in discussion of new developments. Please contact Anne Rocha-Perazzo in the first instance.

REPORT OF THE CONFERENCE OF FRENCH AND GERMAN WORK AND ORGANIZATIONAL PSYCHOLOGISTS (Paris, 24-25 February, 1984)

Invited by the Society of French-speaking work psychologists, 25 German colleagues joined this bilingual meeting in the Conservatoire National des Arts et Métiers. A total of 60 people attended (including 3 from Canada and 2 from Luxemburg), and the meeting was very successful. In addition to the formal sessions, there was plenty of opportunity to converse with colleagues, with fruitful results.

The strong influence from English-speaking countries (especially from the USA) upon German industrial psychology after World War II and authors' preferences for this language has reduced contact between German- and French-speaking psychologists from universities and practice. Nevertheless many problems in the field of jobs might be more similar between Germany and France than between some English-speaking countries and the continent. So there has been a need for more meetings and increased opportunities to learn about each other's work.

The Conference Report submitted before opening includes all papers in their home language and summaries in the other language. All papers were translated simultaneously, and the discussions were managed bilingually by J. Schlegel (Strasburg) in an excellent way.

The following papers were presented (titles here translated into English):

G. Wenninger (Munich):

Behaviour-orientated analysis of safety attitudes in industry: First experiences with the new "Questionnaire for Safety Diagnosis (FSD)".

X. Cuny (Paris):

The development of work safety in the French iron and steel industries.

K. Bilitza (Dusseldorf):

Prevention of alcohol abuse and alcoholics at the work place - a real Utopia "1984"?

A. Ripon (Bordeaux):

Vocational training and safety in industry.

N. Chatillon (Paris):

The integration of work safety into vocational training.

U. Kleinbeck (Dortmund):

Performance-orientated motivation.

J.C. Sperandio (Paris):

Vocational training and ergonomics towards adjustment of data processing to users.

J. Froitzheim (Cologne):

Training of fork-lift truck drivers by modern educational aids.

P. Goguelin (Paris):

Education of industrial psychologists in France and its problems.

H. Methner (Bonn):

Academic education and continuing education of work and industrial psychologists in the Federal Republic of Germany.

One afternoon was kept free for visits to psychologists' workplaces in and near Paris: the S.N.C.F. (French Railway), the R.A.T.P. (Metro subway), and the C.S.A.A. at Bretigny-sur-Orge (selection centre for personnel of the French Air Force), which gave interesting details about tests and their validation..

(With thanks to Heinz-Ludwig Horney, Bochum, for this information.)

OTHER CONTRIBUTIONS FROM ENOP MEMBERS

1. Boris Petz (from Zagreb) is sorry not to have been able to attend the last ENOP Symposium; he sends his regards.

Organizational psychology in Yugoslavia is a teaching subject within Psychology Departments in three universities (Beograd, Zagreb and Ljubljana). There are more than 200 work and organizational psychologists in the country, but the major job problems concern material shortages and other technical difficulties. National congresses are held every 4 years, and the main interest of Yugoslavian psychologists is in clinical and educational topics.

2. Heinz-Ludwig Horney (from Bochum) reports that the 26th Conference for continuing education in Work and Industrial Psychology was held in Luebeck between 21 and 23 May. The theme was "Work and industrial psychology in the field of new technologies and organizational structures". Nearly 250 colleagues and students were present.

It is expected that all papers will be published in an official report. Details of this and of future meetings are available from: Sektion Arbeits- und Betriebspsychologie im BDP, c/o Dipl.-Psych. H. Fischer (Chairman), Mannesmannroehren-Werke AG, Postfach 25 11 67, D4100 Duisburg 25, West Germany.

FORTHCOMING MEETINGS

West European Conference on the Psychology of Work and Organization.

This meeting is organized by the Psychological Societies of West Germany, Belgium, France, the Netherlands and Great Britain, and will take place in Aachen (West Germany) between 1 and 3 April 1985. The conference languages will be English, French, and German, and plenary sessions will be simultaneously translated in these languages.

For details of this meeting, contact one of the persons named below. Psychologists from other countries are also welcome to attend; please write to one of the coordinators listed.

Dipl.-Psych. Helmut Methner, Basteistrasse 50b, 5300 Bonn 2, West Germany.

Drs. Karel de Witte, Psychologisch Instituut, K.U. Leuven, Tiensestraat 102, 3000 Leuven, Belgium.

M. Albert Ripon, 26 allée des Acacias, Parc de Médicis, 33850 Léognan, France.

Mr. Chris Clegg, MRC/ESRC SAPU, University of Sheffield, Sheffield S10 2TN, England.

Dr. Agnes Koopman-Iwena, Psychologisch Laboratorium, Vakgroep Arbeid en Organisatie, K.U. Nijmegen, Postbus 9104, 6500 HE, Nijmegen, the Netherlands.

Sixth International Work and Pay Conference

This meeting, organized by the European Committee for Work and Pay (Chairman Henk Thierry) is to be held from 23 to 25 September 1985 in Amsterdam. Contributions are sought which cover one of the following themes:

1. Changes (in the private and in the public sector) in technology, work organization and job design as they impact upon worker qualifications, motivation, productivity, satisfaction, and pay.
2. Participation in organizations and payment.
3. Job evaluation (e.g. abbreviated procedures because of costs; measurement techniques, multi-purpose applications).
4. Equal opportunities and remuneration.
5. Payment by results systems.
6. Deregulation and flexibility in compensation systems regarding working conditions (e.g. Cafeteriaplan).
7. Compensation in multi-national enterprises (e.g. expatriates).

As the majority of participants are professional practitioners, contributions should focus upon applied aspects. One-page summaries should reach the secretary before January 1 1985: Karel L. Schuurman, Wilhelminaweg 29, 3941 DE Doorn, the Netherlands.

British Psychological Society Occupational Psychology Conference

This annual meeting is a lively and pleasant occasion, which is increasingly enjoying the presence of non-British colleagues. The next conference is 7-9 January 1985 at the University of Sheffield. For further details contact Mr. C. Brotherton, Department of Psychology, University of Nottingham, Nottingham NG7 2RD, England.