

ENOP Newsletter

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The next ENOP Newsletter will be published in June 1985. 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 next issue. His address is MRC/ESRC SAPU, University of Sheffield, Sheffield S10 2TN, England. Material should be received before the end of May.

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FIFTH ENOP SYMPOSIUM: Barcelona 21 to 23 March 1985

The Fifth ENOP Symposium will be held in Barcelona between 21 and 23 March 1985. We hope that all ENOP members will make a special effort to attend.

The Symposium will be linked to the Second Spanish National Congress of Work Psychology (between 20 and 22 March). The Spanish Congress will be our host and has generously offered ENOP members free room and board. This will provide a unique opportunity for an exchange of experience and views.

Topics for discussion

The formal content of the Symposium will be divided into four parts:

- I Country Reports (Chair: P. Drenth)
Norway, Poland, Italy, German Democratic Republic or Israel.
- II Round-table Discussion in Cooperation with the Spanish Congress:
"Focus on Europe" (Chair: M. Mateu Brunet):
 - Role and Function of ENOP (M. de Montmollin)
 - Emerging Trends in European Work and Organizational Psychology (P. Dachler)
 - Developments of a Profession: Work and Organizational Psychology (Ch. de Wolff)
- III Power in Organizations

Speaker: P. Abell
Discussant: P. Dachler
- IV Business Meeting (Chair: Ch. de Wolff)

Finance and travel arrangements

Since local expenditures will be covered, please seek travel funds from your home organization. We shall try to obtain additional financial support, but do not know whether and to what degree we will succeed. We advise you to buy package deals or APEX-flights. Attached is a Registration Form which we ask you to send back to Mme. Anne Rocha Perazzo immediately. Her address in Paris is shown on the front cover.

You will receive further details about the meeting place in due course.

EXCHANGE OF PERSONNEL

One of ENOP's goals is to encourage visits between psychologists from different countries. The Newsletter has received two items of information about exchanges; please let us have details of others.

1. Birgit Bothe, postgraduate student from the Technical University of Berlin, is working as a stagiaire at the Laboratoire de Psychologie du Travail (J. Leplat). Her stage is supported by a grant from the Laboratoire and from the Maison des Sciences de l'Homme.

2. Herman van den Broeck, a doctoral student from the Laboratory of Socio-psychology of Work and Organization at the University of Ghent, has recently been working in the Department of Behaviour in Organizations at the University of Lancaster. While he was there he wrote as follows:

"I will soon have been "abroad" for nine months and feel at home in England, even though strangers still treat me as a newly arrived visitor when they hear my accent. Before I left Belgium if people asked me "Where is Lancaster?", I tried to give them a geographical answer. Not only is Lancaster near one of the most beautiful parts of the U.K., but the University of Lancaster is also a little bit more "critical" or "radical" than many others. This holds true for most of the departments.

So, what have I learned from being here? First, English people seem to have more time than we ("continentals") have, so I was glad to be able to borrow a little bit of that time to read and work through all those books and articles I once wanted to read but never did. I even had the time to think about the things I was reading! Second, meeting staff and other research students whose ideas were sometimes quite different from mine was like a creative journey where you first have to lose direction in order to find a new path to walk on. This intense confrontation of ideas helped me to look in a critical way at the field we are in and at the work I am doing. To question some of these things is not the same as finding an appropriate answer. Probably such answers don't exist. But I'm very glad to have had the "exchange" opportunity, the opportunity to distance myself from my "cadre de reference" and, confronted with other ideas, to work in a profound way in an area of my choice.

I am grateful to the Department of Behaviour in Organizations, especially to Professor Sylvia Shimmin, for the stimulating, critical environment provided. If someone gets a similar chance and wants to evaluate his/her ideas within a theoretical (organizational psychology and sociological) context, I can, without any hesitation, recommend the experience."

WORKSHOPS

Another important function of ENOP is to organize workshops devoted to specific topics. If you would like to arrange a workshop to discuss issues of interest to you, please contact Charles de Wolff for initial discussions.

In the meantime, you may like to attend the next Workshop in our programme. It will be held at a date to be arranged during 1985, and details are as follows:

Work and Organizational Problems in General and Psychiatric Hospitals and Nursing Homes

Nowadays hospital organizations as a part of the health care system are continually under pressure. The non-growth economy has stimulated governments in several countries to introduce budgetting operations that have a serious impact on organizational arrangements. These arrangements have to be changed in order to cope with limited budgets. Such changes do not occur without organizational problems. Independent of the non-growth economy, there are already some "historical" problems.

The aim of the workshop is therefore to review the state of the art with regard to work and organizational psychological research in hospital organizations in Western Europe. Among topics of special interest are the following:

- Communication between health care deliverers on hospital ward level and consequences for nurses and patients.
- The organization of nursing: patients are nowadays grouped according to medical speciality. We can think also of the grouping of patients according to the intensity of nursing requirements. What can be the consequences for nurses and patients?
- The quality of nursing care (effectiveness: causes and consequences).
- Leadership processes on nursing wards.
- Role problems of nurses (conflict, ambiguity, overload, and stress and/or burn-out): causes and consequences.
- Policy planning in hospitals.
- Collaboration between medical/nursing staff in hospitals and in community health (G.P., district nurses etc.).
- Care systems; team-nursing versus primary care; functional nursing versus team-nursing; and their impact on behaviour of nurses.
- The differential characteristics of nursing wards (structural and technological) and their impact on behaviour.

The workshop will be open to approximately 30 - 40 members, and is to be held in Paris, the Netherlands or the United Kingdom. A selected number of persons will be asked to prepare a discussion paper to be presented within 15-20 minutes. The workshop will be jointly organized by ENOP and the Department of Work and Organizational Psychology of the Catholic University, Montessorilaan 3, 6500 HE Nijmegen, The Netherlands.

Applications for information should be sent to Professor. Dr. Ch. J. de Wolff or Dr. P.G.J. Zwaga, at the above address; or to Prof. D. Wallis, Department of Applied Psychology, UWIST, Llwyn-y-Grant, Penylan, Cardiff CF3 1YX, United Kingdom.

ENOP MEMBERSHIP

As indicated in the last Newsletter, there have been some changes in the Membership of ENOP, up to a maximum of four people from each country.

In order to facilitate communication between countries, an up-to-date membership list is enclosed. This is held by Mme. Anne Rocha Perazzo at the Maison des Sciences de l'Homme; please let her have details of any changes.

NEWS FROM MEMBER COUNTRIES

From Spain, J.M. Peiro and S. Monleon have written about Work and Organizational Psychology at the Congress of the Colegio Oficial de Psicologos, held in Madrid in May 1984:

"The structuring and development of the field of work psychology in this congress drew upon valuable experience obtained from the First Congress of Work Psychology (Madrid, 1983). This earlier meeting allowed a more accurate knowledge of the state of research and of professional practice in our country, and it also increased information exchange among a large number of work and organizational psychologists.

In the Congress of the Colegio Oficial de Psicologos, the technical committee for work psychology proposed as priority goals to advance toward the clarification of the scientific and professional problematic of the discipline. In this context were set the papers presented at the different sessions, the text of the introductory report, and the final conclusions of the closing session.

The initial report centred on the clarification of some aspects of organizational psychology: their conceptual delimitation, fields of intervention, professional practice, scientific-academic status, problems within the speciality, weak points, priorities and perspectives for the future.

About forty papers were presented, grouped in eight sessions by topics. There was special interest in intervention strategies at individual and organizational levels. However, theoretical reflections, reviews and updating papers, and analyses of the professional role of psychologists in organizations were also included.

The first session was directed to the theme of psychological intervention in relation to the overall changes in the organization. Papers covered approaches ranging through behaviour modification, organizational development, and quality circles.

The second session dealt with the design of work procedures. Technological aspects, the sociotechnical approach, the redesign of tasks and jobs, and the psycho-ergonomic dimension were all covered.

The third session paid attention to human development in the organization. Professional orientations and some physical conditions of work, as well as the study of the efficiency were considered.

Personnel management (specially, selection, placement, and training), possibly the field with the longest history in our country, was treated in session four. Personnel selection, professional profiles, job analysis, and specific studies of managers were considered.

A topic which caused a great debate was treated in the fifth session: the role of the psychologist in conflict and organizational bargaining and in the relationships between management and unions. Together with the problems of the reorganization of pay rolls, the role of psychologists in the unions was of particular interest.

Session six covered a topic of growing interest in our country: traffic psychology and road safety. The general consideration of this problem and the assessment of psychological aspects of driver candidates were treated there, and were further developed at the First International Meeting of Traffic Psychology and Road Safety held in Valencia in June 1984.

The topics of work safety and mental health were considered in the seventh session. Reports about programmes developed by public institutions (the National Institute of Safety and Hygiene at Work) and private ones were presented, together with theoretical reviews of the field of work mental health and a study on the state of work psychopathology in Spain. A third group of contributions emphasized clinical approaches to work problems in organizational environments.

The last session paid attention to new dimensions of work and organizational psychology. A general review of the present status of organizational psychology, studies of perceived power structures in organizations, and some aspects of military psychology were considered.

In the general conclusions of the closing session, suggestions were made about valuable action lines. As examples we can mention the following: to strengthen the implantation of work psychologists in Spanish organizations, recommending at least one psychologist for those enterprises with more than 1000 workers; a closer relation between the academic world and the professionals, in order to increase research and to contribute to professional improvement; the creation of a journal on organizational psychology to improve communication between professionals and researchers."

From the Federal Republic of Germany we have news about the Workshop on "Awareness of danger and safe behaviour: Psychological safety science for practical purposes".

This took place on 29 and 30 October in the Technical University of Munich, Institute of Psychology (Prof. Dr. C. Graf Hoyos). Several aspects

of safety psychology were dealt with, including:

- Behaviour-related analysis of systems which include hazard potential
- Abilities to recognize hazards and to act in dangerous situations
- Principles of application of knowledge in safety psychology

About 50 safety experts with different occupational backgrounds - industry, administration, universities - took part.

From the Netherlands, Charles de Wolff tells us:

1. Henk Thierry became President of the Netherlands Institute of Psychologists this year.

2. In August the final (10th) part of the Handbook of Work and Organizational Psychology, edited by P.J.D. Drenth, Hk. Thierry, P.J. Willems and Ch. J. de Wolff, was published by Van Loghum Slaterus (in Dutch). In September the English version was published by John Wiley. Also a Dutch student edition has appeared.

3. In Dutch universities several reorganizations are taking place under heavy pressure from the Government. The changes concentrate on three areas: training programmes, research, and organizational structure.

Training programmes: three years ago all programmes were reduced to four years in duration. This is a serious disadvantage for psychology. Psychology courses used to be 5 to 6 years, and were longer than sociology, education, and political science courses, partly because psychology programmes lead to a recognized title (psychologist) and require a lengthy period in practice under supervision of an experienced psychologist.

Research: There is now separate funding for training and for a major part of the research programmes. Funding for research is related to research output.

Structure: The number of students is decreasing, and will continue to do so for the next 10 years (up to reduction of 30%). A joint committee of the universities, under strong pressure of the Ministry of Education, has presented recommendations about reduction of the number of programmes and about restructuring of others. In the past year universities have tried to put these recommendations into effect.

A major issue is the structuring of social science faculties. In all universities there was a faculty of social sciences, and a subfaculty for psychology. In this structure psychology has a considerable amount of autonomy. Some universities have now advocated an integration of disciplines; others have proposed to have a separate faculty of psychology. Also within the subfaculties of psychology there have been reorganizations. Most universities now have a combined department for work/organizational and social psychology.

From the United Kingdom, members might like to know that Sylvia Shimmin has been elected Chairperson of the Professional Affairs Board of the British Psychological Society (BPS).

The BPS Occupational Psychology Section has recently established a Public Awareness Group, to improve the transmission of occupational psychological knowledge to policy makers, managers, workers and the general public.

The second Alex Rodger Memorial Lecture took place on 9 November 1984 in the University of London. The speaker was Charles de Wolff, and his topic was "The future of work psychology".

FORTHCOMING MEETINGS

The 9th Congress of the International Ergonomics Association will take place from 2-6 September 1985 in Bournemouth, England. A wide range of topics of interest to ENOP members will be covered, including retraining for new skills, effects of stress, human reliability, high technology, aids for the handicapped and many others. Further details are available from Hugh Cornwall, Congress Secretariat, 9th Congress of the IEA, Meon Conference Services, Meon House, Petersfield, Hampshire GU32 3JN, United Kingdom.

The 21st International Congress of Applied Psychology will take place in Jerusalem from 13-18 July 1986. Detailed pre-registration information can be obtained from the Congress Secretariat, 21st International Congress of Applied Psychology, P.O. Box 50006, Tel Aviv 61500, Israel.

The Second International Conference on Women at Work is being planned for November 1985. It will be held at Loughborough University, United Kingdom. For further details and offers of papers, contact: Sue Cox, Centre for Extension Studies, Loughborough University of Technology, Loughborough, Leicestershire LE11 3TU, United Kingdom.

INTERNATIONAL PUBLICATION

Volume II of the "International Yearbook of Organizational Democracy" was just published by John Wiley & Sons Ltd. under the title "International Perspectives on Organizational Democracy". Volume editors are Bernhard Wilpert and Arndt Sorge.

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