

# ENOP Newsletter

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## NEXT ISSUE OF THE NEWSLETTER

The next ENOP Newsletter will be published in December 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 November.

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FIFTH ENOP SYMPOSIUM: Barcelona 20 to 22 March 1985

A further successful Symposium was held in March, linked with the Spanish National Congress of Work Psychology. Twenty-five ENOP members attended, and many interesting and valuable discussions took place.

The ENOP business meeting covered the following topics:

1. Sixth ENOP Symposium

Through contact with the Vienna Centre it was hoped that the next ENOP Symposium could take place in Budapest 20-21 March 1986. This suggestion was particularly supported on the grounds that it would strengthen East European participation in ENOP.

The programme for the conference should include one and a half days scientific work and a half-day business meeting. Small-group work should be included in the programme. The following subjects were suggested: psychologists' relationship with unions, legal issues, country reports (related to a general theme), development of the profession.

2. Cross-national Research Projects

It was suggested that ENOP might be in a position to influence and take on research projects for EEC's social fund. The social problems and challenges connected with technological change were of high priority, and the fund might be willing to support research on work-life issues in the changing community. Pol Coetsier and Gert Graversen would investigate the possibilities further through contact with the General Directorate 5.

3. European Congress of Applied Psychology

As the major events in applied psychology in the coming decade would take place outside Europe, it was agreed that it would be desirable to hold a European Congress. This could take place under the auspices of the International Association of Applied Psychology and the International Union of Psychological Science.

The first European Congress of Applied Psychology was provisionally scheduled for 3 to 7 July 1989, to be held in Amsterdam.

4. International Congress, Jerusalem 13 to 18 July 1986

Plans for the 21st International Congress of Applied Psychology in Jerusalem were well advanced. It was noted that relatively few European papers were currently on the programme, and that work and organizational psychology appeared likely to be dominated by American presentations. That was considered undesirable, and members agreed to encourage more European contributions.

## 5. European Training Programmes

EEC has a joint study programme, which provides financial support for university training courses for postgraduate students from EEC countries. The training courses should be of at least 4 weeks duration and accommodate a significant number of participants from different countries. For further details, see document U/1514/82 from the European Commission.

It was agreed that ENOP should take responsibility for arranging training courses under this programme. Two applications would be made: (a) by Maurice de Montmollin, Robert Roe and Bernhard Wilpert, for a programme on work and new technology (late 1986 or early 1987); and (b) by Pol Coetsier, Pieter Drenth, Peter Herriot, Robert Roe and Charles de Wolff, for a programme on organizational entry.

In addition, a two week summer course might be held in Spain, with funds from within that country. Jose Peiro and Jose Prieto offered to investigate this possibility.

## 6. ENOP Workshops

Two workshops are now firmly scheduled, and others are planned, as follows:

(a) Work and Organizational Problems in Hospitals, 25-26 September 1985, at Gregynog Hall, University of Wales.

The aim is to review examples of current research and research issues in the context of European hospitals and health care institutions. Reviews and discussion papers have been offered or invited from researchers in the following areas:

Occupational stress among hospital staff.  
Organizational factors affecting job satisfaction and morale in hospitals.  
Environmental and design factors.  
Issues affecting quality of care for patients.  
Problems associated with technological advances in hospital facilities.  
Problems of professional collaboration, status, and role.

Since a full 2-day workshop is planned, those attending are asked to arrive in Cardiff on 24 September; accommodation has been booked in anticipation. A coach will convey us from Cardiff at 0900 so as to arrive in Gregynog by mid-day. We shall be brought back to Cardiff (for Cardiff Wales Airport, or trains to London and Heathrow) on Friday morning, 27 September. Gregynog Hall is the residential conference centre of the University of Wales and is located in its own grounds of 750 acres near Newtown, Powys, in mid-Wales. Total cost is expected to be within £75.

Please write directly to Charles de Wolff in Nijmegen if you wish to attend, copying your letter to Don Wallis in Cardiff and Anne Rocha Perrazo. The addresses are as follows: Professor C. de Wolff, Katholieke Universiteit, Faculteit der Sociale Wetenschappen, Psychologisch Laboratorium, Montessorilaan 3, 6500 HE Nijmegen, The Netherlands.

Professor D. Wallis, Department of Applied Psychology, UWIST, Llwyn-y-Grant Road, Penylan, Cardiff CF3 17X, Wales. Mme A. Rocha Perazzo, Maison des Sciences de l'Homme, 54 Boulevard Raspail, 75270 Paris 06, France.

(b) New Information Technology and the Labour Market, to be held between 24 and 26 April 1986. This meeting is organized by the NETWork study group (New Technologies and Work), which was initiated by ENOP members. The study group is now jointly sponsored by the Werner Reimers Foundation (Bad Homburg, West Germany) and the Maison des Sciences de l'Homme.

The workshop will cover impacts on the micro-level (task analysis, transferability of competences, professional training needs), the meso-level (competence distribution in organizations, internal labour markets, management-worker negotiations, distribution of tasks) and the macro-level (economic aspects).

For further details and to offer contributions, please contact Maurice de Mantmollin, Université de Paris-Nord, 93430 Villetaneuse, France.

c) Work and interactive computer design. A proposal for a workshop in this area is being prepared by Robert Roe. Persons interested in taking part should contact him (Technische Hogeschool Delft, Onderafdeling der Wijbegeerte en Maatschappij Wetenschappen, Kanaalweg 2b, Delft 2628 EC, The Netherlands).

(d) Measurement of organizational climate. Plans for a meeting will be considered in the autumn by Goran Ekvall and Gaston de Cock.

(e) Training and training evaluation. Persons interested in (or who know of others interested in) attending a workshop in this area should contact Peter Herriot (Department of Occupational Psychology, Birkbeck College, Malet Street, London WC1E 7HY, England).

(f) Motivation at work. Henk Thierry and Uwe Kleinbeck will later this year be developing a workshop proposal.

(g) European perspectives on leadership and management. A proposal will be prepared by Peter Dachler.

In respect of (c) to (g) above, organizers are asked to keep in contact with the Coordinating Committee through Anne Rocha Perazzo at the Maison des Sciences de l'Homme. If possible, a note about progress should be sent to her before October 1985.

#### 7. Membership of ENOP and the Coordinating Committee

The question of ENOP membership and the composition of the Coordinating Committee was raised. This will be on the agenda for the next meeting of the Coordinating Committee, which will develop options to be presented to the ENOP business meeting in March 1986.

## NEWS FROM MEMBER COUNTRIES

(a) The German Society of Psychology has now created a Division of Organizational and Work Psychology. Uwe Kleinbeck has been elected Chairman, and Bernhard Wilpert Vice-Chairman.

(b) Within the Netherlands, the Ministry of Education has limited all university programmes to four years. Only for a few programmes (e.g. medical training) is a second cycle for professional training included, taking 1 to 2 years. The first students will graduate under this new programme in 1986. Since professors in work psychology feel that a four years' programme is inadequate, they are now preparing in collaboration with the Netherlands Institute for Psychologists a second cycle lasting about one and a half years, which will start at the end of 1986.

(c) The British Psychological Society's Occupational Psychology Division has established a Public Awareness Group, in order to make more widely known the contributions and potential of work and organizational psychology.

## WORK PSYCHOLOGY IN POLAND (a note from Marian Dobrzynski)

The evolution of work psychology in Poland during the last 15 years has been highly correlated with level of economic activity of the country. The 1970s saw economic boom, and this was also a period of lively development for industrial psychology. For example, the place and tasks of psychologists in business organizations were ensured by a government act on personnel services.

By the end of the 70s there were in Poland about 300 laboratories for psychosocial analysis within industrial plants. They employed some 600 young psychologists properly trained. Important numbers of psychologists were active as advisers in government agencies. Many development projects were launched under the general slogan of humanization of work.

Five universities trained a reasonable number of young psychologists, ensuring stable growth of the profession by the rate of +10% per annum. Practitioners were organized in so-called clubs for the humanization of work, supported by trade unions and by the party. The network of these clubs formed a pressure group to assist professions coping with work issues.

The crisis in the Polish economy began to appear by the end of the 70s, but the events of 1980 and 1982 have had fatal consequences for industrial psychologists.

First, psychologists appeared to be superfluous in industrial plants. The main events occurred without psychologists' assistance as experts on human behaviour. It appeared also that laboratories of social analysis did not enjoy the trust of workers. They were perceived as acting on behalf of management, because in the recent past they had worked on tools of control, for example assessment systems, job evaluation, psychophysical examinations

of drivers and other people working in dangerous posts, and so on. This type of worker attitude toward psychologists was injurious for them, because many psychologists had been sincerely involved in the fight for an improved quality of working life. But they had not achieved remarkable results, and this was thought to be their fault.

The decisive blow to psychosocial laboratories in industry came from reforms of the Polish economy implemented since 1982. Under the new management conditions profit became the most important goal of every industrial organization. Looking for savings, many enterprises restricted their social services, including laboratories of psychosocial analysis. According to a recent report by the Ministry of Work and Social Affairs (January 1985), the number of psychosocial laboratories in industry has dropped by 50% since 1980. These laboratories are restricted to one or two psychologists. Sociologists have been affected even more by this decrease of employment in industry. In general, psychologists working on technical, ergonomic topics have been spared.

This does not mean that work psychologists are threatened by unemployment. No-one was dismissed, but many were forced to accept administrative tasks. Overall, about 50% of psychologists left industry, some of them joined small independent firms, some returned to their previous specializations, others left the profession, but an important number of psychologists found positions in vocational centres. There exist in Poland 580 vocational centres for teenagers and 30 for adults. These employ 3500 specialists, including almost 2000 psychologists.

The crisis of work psychology contrasts with the generally healthy state of psychology in Poland. The last Congress of the Polish Psychological Association held in September 1984 was attended by 2000 participants. There were lively debates on general and specific practical topics. Clinical and medical psychology and aviation and sport psychology were distinguished by a number of well-founded research reports. But work psychology comprised only 10% of the programme.

However, the crisis of work psychology in Poland has probably now passed its lowest point. Managers have begun to reconsider the challenge of social problems in industry, the personnel services are being rebuilt under pressure from trade unions. Quality of working life issues are once again being considered urgently. New legislation on the social responsibility of industry is being debated.

But there is still a lack of clear concept of strategy and necessary action to be undertaken in order to rebuild the position and role of work psychology under the changed circumstances. Certainly a new organizational formula is indispensable, but psychologists have to work it out and implement by themselves.

## WORKSHOP AND CONFERENCE REPORTS

1. A workshop on "Changing work structures and work meanings in the context of new technologies" was held in Bad Homburg between 18 and 20 April 1985.

This was the second in a series of meetings held by the international study group New Technologies and Work (NeTWork), jointly sponsored by the Maison des Sciences de l'Homme and the Werner Reimers Foundation (see page 3). Researchers from Belgium, England, France, the Netherlands, Norway and the Federal Republic of Germany came together to discuss theoretical approaches and empirical results on the basis of papers which had been distributed to all participants in advance.

The main topics discussed were:

- socio-technical systems and the social meaning of working,
- work-related values and subjective meanings of working,
- new technologies, qualifications, competence and their measurement,
- decision support systems and work design,
- research approaches and policies.

It is intended to publish a book based on the revised papers of the workshop.

2. The West European Conference on the Psychology of Work and Organization was held in Aachen between 1 and 3 April 1985.

This conference was the follow-up of the First North-west European Conference on the Psychology of Work and Organization held in Nijmegen in 1983. It was organized by the national societies of occupational and organizational psychologists from Belgium, France, The Netherlands, United Kingdom and West Germany.

The meeting was attended by almost 300 psychologists, including 140 from West Germany, 60 from the Netherlands, 30 from the United Kingdom, 20 from Belgium, and 20 from France. A wide range of topics was discussed through plenary sessions, seminars, workshops and poster sessions.

The conference was generally felt to have been successful in scientific, professional and social terms, and a similar meeting is planned for April 1987 in Belgium.

## VISITS AND EXCHANGES

(a) Don Wallis from the University of Wales spent a week in Paris at the Université René Descartes in March 1984. His visit was sponsored by the British Council, as part of a formal "Convention" between the two Universities, designed to promote a continuing exchange of academic and research staff and students.

(b) Siegfried Greif from the University of Osnabrück is visiting several British universities in July 1985. Sponsored by the British Psychological Society, he is giving a seminar on training for microprocessor operations in the University of Sheffield on 24 July.

(c) Christian Puygrenier has just completed 5 months of study and laboratory research in the Department of Applied Psychology at UWIST, as a contribution towards the PhD thesis he is preparing under Claude Levy-Leboyer's supervision in Paris. His research, on the effects of environmental noise and occupational stress upon people with Type-A personality characteristics, is associated with research in this general area which has been the subject of exchange visits between Dylan Jones (UWIST) and Gabriel Moser (Université René Descartes).

(d) Martina-Angela Sasse from the University of Wuppertal is attending the MA Course in Occupational Psychology at the University of Sheffield for the year commencing October 1985.

## FORTHCOMING MEETINGS

### (a) Psychology of Occupational Safety

2nd Workshop, 23 and 24 September, 1985, University of Frankfurt/Main

The focus of this two-day workshop is on discussing new theories and approaches of occupational safety. The main subjects of the workshop are:

- Methods and results of safety-oriented behaviour modification.
- Engineering psychology and occupational safety.
- Information systems and occupational safety.

For further information please contact: Prof. Dr. Friedhelm Burkardt, Institute of Psychology, Mertonstrasse 17, D-6000 Frankfurt/Main, West Germany.

### (b) The British Psychological Society Occupational Section Annual Conference

2 to 4 January, 1986, University of Nottingham

Colleagues from outside the United Kingdom will be very welcome at this meeting, which is one of an annual series. For further details and



submissions of papers and symposia please contact: Dr. Michael Banks, MRC/ESRC Social and Applied Psychology Unit, University of Sheffield, Sheffield S10 2TN, England.

A CALL FOR HELP from Bernhard Wilpert

Subject: Youth, Work, and Technological Change

The International Social Science Council (ISSC) - the UNESCO-affiliated group of disciplinary international social science associations - has established an "Issue Group" to explore the possibilities of social science contributions to the above theme. The International Association of Applied Psychology (IAAP), being an Associate Member of the ISSC, has a keen interest in cooperating in a topic that is so close to our disciplinary interests.

The IAAP is represented in the Issue Group and has been asked to contribute a 25-page report on Psychological Perspectives on Technological Change and Young Workers. The President of IAAP (Claude Levy-Leboyer) and the President of its Organizational Division (Pieter Drenth) have entrusted me with this task. However, the scope of it surpasses a single individual's possibilities, given the fact that at least three regions in the world (developing, socialist, market economies) are to be covered. Hence my call for help and a collective effort.

The Task

- (1) Review of major issues relating to "Technological Change and Young Workers" from a psychological point of view. Such issues could be reflected in either a major research line or even a single research piece initiated or completed during the last decade, or they could have been identified on the basis of theoretical efforts.
- (2) If possible, the work considered ought to involve comparisons between more than one country or be a major advance within a single country with potential application elsewhere.
- (3) Work to be mentioned and reviewed ought to touch upon at least two of the central elements of the theme: Youth, Work, Technological Change.

My Queries to You

1. From your own knowledge of the field: What major issues/research efforts ought to be included in such a paper\*from IAAP?
2. Who are particularly knowledgeable colleagues to be approached (especially also colleagues knowledgeable of Third World countries)?
3. Can you send relevant addresses, references and (preferably) materials/reprints to Prof. Bernhard Wilpert (Institute of Psychology, Technical University Berlin, Dovesstrasse 1-5, 1000 Berlin 10, West Germany), by October 31, 1985?

By way of stimulating your ideas: in a preliminary abstract drafted on the spot I mentioned the following aspects:

- The meaning of working at different stages in the life cycle (youth in particular).
- The impact of new technologies on individual cognitive structures.
- Changing performance and competence demands as a consequence of technological change (relevant to young workers in particular).
- Participation of young workers in the introduction of new technologies in the work place, work design aspects.
- Training and educational demands in the transition phase from non-work to work in the context of new technologies.
- The traumatic experience of youth unemployment and its individual and social consequences.
  
- Changing societal, work-related value patterns with special emphasis on young workers and their expectations regarding work, working conditions, educational opportunities.

In advance: Thank you for your cooperation in this joint IAAP effort.