

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS—ENOP

ENOP Newsletter

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NEXT ISSUE OF THE NEWSLETTER

The next ENOP Newsletter will be published in June 1986. 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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SIXTH ENOP SYMPOSIUM: Paris 7 and 8 March 1986

Timing and other constraints force us to change plans for the next Symposium, which it was hoped to hold in Hungary. The symposium will again be held in Paris, on 7 and 8 March 1986. Sessions will take place at the Centre Henri Piéron, 28 rue Serpente, PARIS 6ème.

Linking themes of previous symposia with the forthcoming in 1986, the following theme and preliminary programme is suggested:

Transition into Work

March 7, 1986

- 9.30 YOUTH PROBLEMS (Chair: José Fereira Marques)
1. Paper: "Past and Present Research Foci" (B. Wilpert)
- 10.15 2. Paper: "Future Research Needs" (P. Coetsier)
- 11.00 Coffee Break
- 11.30 Discussant (Göran Ekvall) and General Discussion
- 12.30 Lunch Break
- 14.30 PROBLEMS OF ADULTS
3. Paper: "Adapting to Work after Unemployment" (Peter Warr)
- 15.00 Discussant (Don Wallis) and General Discussion
- 16.00 4. Paper: "Career Patterns and Problems of Women" (K. Ley)
- 16.30 Discussant (Anne Marie Gozellier) and General Discussion
- 17.30 5. Paper: "EUA: A Swiss National Programme for the Study of Transition into Work" (G. Steiner)

March 8, 1986

- 9.00 Planning future ENOP-work (Chair: Pieter Drenth)
- (Please come with many suggestions!)

REPORT FROM THE CO-ORDINATING COMMITTEE

The Co-ordinating Committee met on November 19, 1985. Present were: Peter Dachler, Claude Levy-Leboyer, Anne Rocha Perazzo, Sylvia Shimmin, Bernhard Wilpert, Charles de Wolff.

Discussed were:

1. Workshops

- (1) Work and Organizational Problems in Hospitals, Cardiff, September 25-27, 1985. See page 4 of this Newsletter for a report.
- (2) Work Socialization of Youth, Ghent, October 24-26, 1985. See page 5 of this Newsletter for a report.
- (3) New Technologies and the Effects of Human Error, Bad Homburg, February 1984. The proceedings will be published in 1986 by Wiley. Editors: Keith Duncan, Jacques Leplat, Jens Rasmussen.
- (4) The Meaning of Work and New Technologies, Bad Homburg, April 1985. The manuscript for the publication of proceedings is presently being prepared by Veronique de Keyser, Thoralf Qvale, Bernhard Wilpert.
- (5) Information Technology, Competence and Employment, Bad Homburg, April 24-26, 1986. The workshop is being prepared by Maurice de Montmollin. Membership is limited to 25 participants. Twelve papers are already committed and processed for advance distribution to participants.
- (6) Evaluation of Management Training, Paris, April 24-25, 1986. Pol Coetsier and Peter Herriot are organizing a workshop on the above theme. For information please contact one of the organizers.

2. Joint Study Programmes

The Commission of the EC has agreed to support the preparation of a Joint Study Programme on "New Information Technologies and Psychology". The application was submitted by the Technical University Berlin (Bernhard Wilpert), Technical University Delft (Robert Roe), University of Paris XIII (Maurice de Montmollin). A grant has been accorded to the Technical University Berlin and the University of Paris XIII. The applicants are presently involved in planning a one-month "Summer School" on the topic for graduates in Psychology to be held in 1987. More details will be communicated when they become available.

3. Newsletter

Peter Dachler has agreed to take over the editorship in 1987. Peter Warr will continue as editor until then.

4. Directory

The directory of European Work and Organizational Psychologists and Institutions has been updated and is ready for distribution. It covers about 400 Psychologists and almost 100 University Departments in Europe.

5. Sixth ENOP Symposium

Plans for the 1986 ENOP Symposium were discussed. See page 1 of this Newsletter.

6. International Congress of Applied Psychology, Jerusalem,
July 13-18 1986

No separate ENOP-Programme will be proposed, since many ENOP-members are integrated with papers in the official programme. A social hour activity will be planned in cooperation with our parallel US organization SUMMIT.

7. Publications

It would be useful to document publications by ENOP-members that are linked to and outgrowths of ENOP-activities. A list will be compiled during the next Symposium. Members not able to participate are asked to submit references to Anne Rocha Perazzo, at the Maison des Sciences de l'Homme.

NEWS FROM MEMBER COUNTRIES

1. The Laboratoire Communication et Travail (directed by M. de Montmollin at the University of Paris-Nord) has for the past year organized an open workshop entitled Cognitive Ergonomics, where University people and outside practitioners meet together and discuss theoretical and methodological aspects of real industrial problems (until now: cement works, steel works, chemistry, nuclear plants, etc). The workshop is held about four times a year. For information, write to: Laboratoire Communication et Travail, Universite Paris-Nord, 93430 Villetaneuse, France.

2. The Division of Work and Organizational Psychology of the German Psychological Society is just starting a newsletter helping to communicate ideas, results and methods between members working in research centres, universities and other organizations.

The first issue is available to ENOP-members. Please send your request to: Professor Dr. U. Kleinbeck, Bergische Universitat-Gesamthochschule, Fach Psychologie, 5600 Wuppertal 1, FRG.

3. Heinz-Ludwig Horney is active in a special programme of management training in the Peoples' Republic of China. The Coal Mining Management College (CMMC), acting directly under the Ministry of Coal, has asked for a four years' programme at Beijing (Peking) for training (a) managers of hard coal mines and (b) students of the CMMC (three and four years' programmes) in Organizational Psychology and Management:

October - November 1985: one course of two months.
1986-1988: courses of 6-12 weeks in March-May and September-November.
The programme includes lectures and exercises in small groups.

4. Two years ago Svein Kile, together with four of his graduate students, founded the Norwegian Society of Organizational Psychology.

Today the Society has 130 registered members (only qualified psychologists). Several applicants with some psychology added to their basic education in other disciplines are pressing for admittance.

This growth reflects several trends in Norwegian society:

- (a) a strongly growing public interest in the field, expressed also by the Government,
- (b) a new interest within the University for more applied research and directly useful contributions to society,
- (c) individual students having strong motivations and interests in industry and business daring now to come forward. There seems to be a let-up in the long-standing and strong irrational attitudes of many leading psychologists towards these fields as being capitalistic, profit-centred etc. etc.

Graduate students from the Institute for Organizational Psychology have, during the last three years, got excellent and very demanding jobs in industry. Svein writes that they have made good. "I must be allowed to express my pride in their work".

"At the same time, some of us are deeply worried about the state of our art. There seems to be such a deep gap - indeed a gulf - between what we know as scientists and what our practical life shows and demands. Odd bits and pieces of previous research seem helpful for ideas, but most do not stand up to the test of organizational reality of today.

The Norwegian economy is still not safe and strong, many enterprises fail and/or have to be "slimmed down". Very little is to be found in our field on what to do and how best to do it, though it abounds with knowledge about how people get hurt".

4. The Industry and Employment Committee of the British Economic and Social Research Council is proposing an initiative in the area of new technology and jobs. Psychologists' work on cognitive and organizational issues is expected to be important within this.

WORKSHOP REPORTS

Two ENOP Workshops have been held since the last Newsletter, as follows:

1. Work and Organizational Problems in Hospitals, Cardiff, September, 25-27, 1985

This workshop brought together a group of psychologists and specialists in nursing research. The aim was to exchange ideas and information on technical and methodological issues; and to review examples of current research in a few pre-selected areas. There were 20 participants from 8 countries.

Four sub-themes were featured, through commentaries from speakers on their pre-distributed summaries and handouts. Group discussion followed each presentation. The themes were: (i) Organizational and technological factors; (ii) Occupational stress and role requirements; (iii) Quality of care; (iv) Psychological issues in hospital management.

A detailed account of topics discussed under these four headings has been prepared by Charles de Wolff and Don Wallis. A copy of their report may be obtained from Anne Rocha Perazzo at the Maison des Sciences de l'Homme.

An important outcome of the meeting was an agreement that the proceedings should be written up fully for publication in a monograph text. Late summer 1986 was set as the target date for this.

The group expressed enthusiasm for promoting their new-found "identity" through correspondence and mutual contact. It was hoped that a further workshop to review progress and developments during the next two years may be arranged after that time.

2. Work Socialization of Youth, Ghent, October 24-26, 1985

Some 17 social scientists from 10 countries (Belgium, France, Germany, Great Britain, Israel, Italy, Netherlands, Portugal, Spain, United States) discussed during three days the 'Work Socialization of Youth' (WOSY), with the intention to set up an international comparative study on this topic.

First each country presented its national infrastructure which youngsters can use to enter the labour market: employment centres; vocational education systems; guidance centres; legislation; social partners' activities. Clearly big differences exist in the macro environment of WOSY between countries.

It became clear that work socialization is a very broad concept. In the workshop it was defined as the learning processes by which a youngster gets integrated in the world of work. The work socialization process includes acquiring: behaviours, activities, values, norms, abilities, skills (technical & social), attitudes and roles of an employee (in a company or self-employed). The process of work socialization is really one of interaction, bargaining, negotiation between the individual and the organization in which both play an active part.

The work socialization process starts indirectly in family and school education. The process becomes 'anticipatory work socialization' when directly preparing for work. While in work, the changes in the individual continue to take place, and at that period work socialization also comprises "organizational socialization" i.e. the process by which an individual acquires the social knowledge and skills necessary to assume an organizational role. Various transitions - other than from school to work - seem to be important: unemployment to employment; work socialization in old versus new technologies.

The initiators of the WOSY-project want to focus on work entry and the beginning of the career in work. The latter is defined as paid (self) employment, although it can have other and broader meanings.

A minimum "core" of research programme and a preliminary research model was agreed upon. It comprises: socialization for and in work during the start of a career as employee; analysis of different patterns of beginning career transitions; work socialization process in new versus old technology settings; economic and social well-being as outcomes of the work socialization process.

The European countries will do pilot studies to test out appropriate methods to analyze work socialization of youth and will report on these in a next meeting of the WOSY-team in Spring 1986.

During one day of the meeting a representative of the European Centre for the Development of Vocational Training (CEDEFOP) (Berlin) took part in the discussion. The WOSY-team submitted a request for financial support to CEDEFOP and hopes to receive some subsidies from 1986 on.

VISITS AND EXCHANGES

1. Dr. Eckhard Apenburg (Department of Psychology, Universitat - Gesamthochschule Wuppertal) visited the Laboratoire de Psychologie du Travail, a research institute of the Ecole Pratique des Hautes Etudes in Paris, on the 5th of July, 1985, and participated in discussions with Professors Cuny, Gadbois and Leplat on various topics related to research in occupational and industrial psychology. Among the points discussed was the validity of certain methods of measuring mental workload and means of improving the perceptibility of traffic signals and signals in other areas. This visit was financed by the Medical and Public Health Research Programme of the Commission of the European Communities.
2. On 16 and 17 December 1985, Dr. K. De Witte from the Centre for Organizational and Personnel Psychology, University of Leuven, visited Professor Ekvall from the Swedish Council for Management and Organizational Behaviour. The purpose of the visit was to discuss the research projects on organizational climate at both centres. The possibility of organizing an ENOP-symposium on organizational climate was studied.
3. Between 16 and 18 October 1985, Peter Warr attended a meeting in Ljubljana organized by the Regional Office for Europe of the World Health Organization. This reviewed research and possible developments in the area of long-term unemployment in Europe.

FORTHCOMING MEETING

The Third West-European Congress on Work and Organizational Psychology will take place in Belgium, from 13 to 15 April 1987. Organizing countries are: Belgium, United Kingdom, The Netherlands, Germany, France and Spain. A first announcement will be sent out in April 1986. If you already have suggestions, please send those to: Dr. K. de Witte, Department of Psychology, Tiensestraat 102, 3000 Leuven, Belgium.

ENOP ACTIVITIES REPORT

Bernhard Wilpert has prepared a 12-page report on ENOP activities from the network's foundation in 1981 up to September 1985. Copies may be obtained from Anne Rocha Perazzo at the Maison des Sciences de l'Homme.