

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK
PSYCHOLOGISTS - ENOP

ENOP Newsletter

No 15 December 1987

Editorial Responsibility

Peter Dachler

Secretariat

Anne Rocha Perazzo

Contents

Coordinating Committee meeting (november 1987)	p. 1
ENOP Symposium 1988	p. 2
Tidbits of news	p. 4
- NetWork Workshop	
- Erasmus Program and ENOP	
- Publication of the Proceedings of ENOP Symposium 1987	
- Joint Study Program	
Information exchange	p. 9
International Congress of Psychology in Sydney, Australia	p. 10
Appendix: updated list of ENOP members	...

Maison des Sciences de l'Homme
54 Bd. Raspail
75270 Paris Cedex 06
Tel. (1) 54 44 38 49

NEWS FROM THE COCO WHICH MET IN PARIS NOVEMBER 1987

With respect to la maison.

Not all funds that had been budgeted for ENOP in 1987 were used. This was primarily a result of money available for workshops which were not held in 1987. The 1988 budget is rather tight. However, if interesting and good quality workshops are proposed to be held in 1988, the likelihood for getting the necessary funds is very good. Thus, an opportunity to act quickly on workshops for 1988.

ENOP symposium April 14 - 16, 1988 in Paris.

After discussion of several alternatives, the CoCo felt that the issue of European problems in training work and organizational psychologists was a high priority for an ENOP symposium. The 1988 ENOP symposium was therefore put under the title:

Toward a European University Training in Work and Organizational Psychology

Josè Prieto and Peter Herriot were asked to coordinate the symposium. Bernard Wilpert was asked to chair the ENOP Business Meeting and develop the agenda items for that meeting.

The structure for the 1988 symposium includes the following initial suggestions:

- I. Introduction: first day, afternoon
 - General introduction to symposium (short presentation)
 - General overview of the field: Issues in developing curricula in W/O psychology (presentation)
 - Discussant
 - Spanish experiences: A report on what has been specifically done recently in that field of training W/O psychologists in Spain
 - Discussant
 - Curriculum headlines (topics to be included in training) (presentation)
 - Discussant

- II. Conduct a survey before the symposium among ENOP members regarding the actual curriculum headlines used in training W/O psychologists and what curriculum headlines need to be added, changed, etc. for the future. This was meant as a data base for workshops to be carried out during the entire second day of the symposium on curriculum development in W/O psychology. (Please see P. Herriot's concrete proposal in a later section of this newsletter.)
- III. Business Meeting in the evening of the second symposium day.
- IV. Plenary session in the morning of the third symposium day to discuss the outcomes of the different workshops.
- V. Future plans and actions: Plenary discussion in the afternoon of the third day concerning concrete plans and further steps in European training programs in W/O Psychology.

ENOP SYMPOSIUM 1988: IMPORTANT ITEMS FOR ACTION

Toward European Training in Work and Organizational Psychology (Josè Prieto and Peter Herriot)

The Co-ordinating Committee tasked us with co-ordinating a symposium with the above title for the next ENOP meeting in Spring. After some thought, we believe that it would be a mistake to try to obtain detailed information about members' degree courses before that meeting. Rather, the establishment of a full data-base should be one of the workshop topics for the ENOP meeting. Here are some possible workshop topics which we have devised. Would colleagues please write back to:

Anne Rocha-Perazzo
Maison des Sciences de l'Homme
54, Boulevard Raspail
75270 Paris

giving their opinions as to whether the following workshop topics will be useful, and whether there are additional topics which

need to be covered.

1. Is a proper data-base regarding different European training programs in WO Psychology desirable ? What might it be used for ? (ERASMUS program) ? What should it contain ? Who would design it ? Where would it be held ? What would be the mechanisms for updating it ?
2. What should be the criteria according to which training programs for WO Psychologists should be developed ? Organizational demand ? The existence of some research literature ? An overall European training and development plan for WO Psychologists, to enhance mobility ?
3. The relevance of distance learning methods to this European concept - computer conferencing, interactive video, etc.
4. Where are the boundaries of our subject ? Industrial Sociology ? Industrial Relations ? Labour Economics ? Ergonomics ? Human Resource Management ? What is the core ?
5. Methodological issues, e.g. the place of work experience, the importance of group work, length of courses, part-time versus full-time study, criteria for entry, methods of assessment.
6. Different levels of academic training in WO Psychology: undergraduate, Masters, PhD degrees. What purposes does each level serve, and what are their appropriate contents and methods ?
7. The relationship of the academic training in WO Psychology to membership of professional bodies - a necessary but not sufficient condition ?

Several of Peter Herriot's colleagues at Birbeck College are prepared to attend - they are developing distance learning methods and have already used a new scheme for PhD training in WO Psychology.

One thing which we might all do by way of preparation, which will not involve us in very much work, is to send 20 copies of our current syllabus contents to Anne Rocha-Perazzo, who will distribute them with the papers for the ENOP meeting.

Hopefully, the outcome of the meeting will be agreed actions, perhaps via the EEC, designed to increase European collaboration regarding training procedures; especially with respect to exchange staff and students, and greater transferability of qualifications.

TIDBITS OF NEWS

NETWORK workshop:

Leplat and Rasmussen will hold a further NETWORK workshop on May 5 - 7 in Bad Homburg on the topic of:

Distributive decision making in the process
of introducing new technologies.

Erasmus program and ENOP

Following is a letter which Peter Herriot sent to Mr. A. Smith, Director, Erasmus Bureau in Bruxelles:

We have read with great interest the information about ERASMUS circulated in your document V/1200/87/N. This coincides with two developments in which we are currently involved. The first is the transformation of our part-time MSc courses in Occupational Psychology and in Organisational Behaviour in this Department into distance learning format. The key feature of our degrees is the learning by students in groups, sharing their own work experience (our students are all mature people currently in middle management jobs, often in the personnel function). This we propose to facilitate by computer conferencing as the main source of communication.

The second development is at ENOP (European Network of Work and Organisational Psychologists), of which I am a representative from the UK. This is financed by the Maison des Sciences de l'Homme (Paris). At its annual meeting in Spring 1988, it intends to discuss ways in which the education and training of work and organisation psychologists can be brought closer together across the countries which participate. An ultimate aim is likely to be the transferability of academic and professional accreditation across Europe, and the exchange of students and staff between programs in different countries.

I note that your closing date for mailing of applications is January 31st 1988. It seems unlikely that we will meet this deadline, since ENOP needs first to clarify exactly what forms of joint activity it wishes to sponsor. However, I feel that the concurrent development of the distance learning mode and the drive to achieve transferability of qualifications is a happy coincidence which offers a great deal of potential. Please advise us on our best method of collaborating with ERASMUS

Publication of the 1987 ENOP symposium in Siofok.

Provisional outline

Title: Methodology in Work and Organizational Psychology:
European Perspectives.

Editors: E. Spaltro & R.A. Roe

Auspices: ENOP

Scope

The book will contain two introductory chapters, one on European work and organizational psychology (history, present state, and prospects), and one on methodology in work and organizational psychology (meaning of methodology for science and technology, characteristics of methodology, model of professional activity, problems relating to methodology, e.g. cultural context).

The scope of the book is defined by crossing these two perspectives (content-oriented and methods-oriented).

The major part of the book will be constituted by 10 chapters that cover 5 main problem domains, each from two different cultural perspectives. These perspectives will be those of western and eastern European societies.

These 10 chapters will be structured according to a common framework:

1. problem area
2. concepts and theories
3. problem context:
 - organizational and societal context
 - role context for the psychologist
4. psychologist's activities
(description of typical course of activities based on the general model)
5. strategies
(methods relating to the overall structure of activity)
6. methods
(methods, techniques, instruments for each of the activities mentioned)
7. concluding remarks

Contents

1. B. Wilpert (FRG) & E. Spaltro (I)
European W&O psychology
2. R.A. Roe (NL) & U. Kleinbeck (FRG)
Methodology in W&O psychology
3. G. Ekvall (S)
Organizational design
4. Pe~~r~~ (Y)

Organizational design

5. J. Leplat (F)
Job design
6. P. Richter (GDR)
Job design
7. P. Herriot (UK) or H. Schuler (FRG)
Personnel selection
8. S. Klein (H)
Personnel selection
9. G. De Cock (B)
Personnel training
10. M. Dobrzinsky (P)
Personnel training
11. Ch.J. De Wolff (NL)
Health improvement
12. A. Iwanowa (BUL)
Health improvement

Proposal for publication

Size: 200 - 250 pages
of copies: ?
Distribution area: Western-Europe and U.S.
Cooperation with Hungarian or other publisher
for Eastern-European market.)
Reproduction: photo offset?
Contents and authors: see provisional outline
Time table: manuscript ready nov. 88
publication spring 89

Problems to be covered in the introduction

1. Nature of methodology

Methods are dependent on theories and concepts; therefore one cannot speak about the appropriateness of methods per se.

Methodology can be seen as relating psychological theory to a specific problem. Methods serve to solve problems by using theoretical concepts and empirical knowledge.

An important methodological notion would appear to be: modeling. This refers to the process of developing a representation of the problem that makes it suitable for the application of scientific notions and problem solving methods (diagnosis, intervention, etc.).

2. Who is the client?

Individual clients should be distinguished from client systems. The position of the psychologist should be clarified, including the issues of values, possibly conflicting interests, etc.

3. Historical and cultural context

There may be differences in methodology between several parts of Europe, as a consequence of historical and cultural factors. One could think of:

- the socio-economic and socio-cultural context of the problems to be solved
- the roles that are assigned to psychologists, including authority vis a vis other professions
- differential diffusion of psychological knowledge and methods in society
- language differences (e.g. semantical or syntactical)
- socio-intellectual climate, political ideology; e.g. the view of man as individual or member of society, or subjectivism vs objectivism.

4. European diversity as a resource
The diversity of methodological approaches can be seen as a typical European resource, in as far as there is sufficient communication between European countries and room for a broad range of psychologists' roles in each country.
5. The need for methodology
Methodology is needed for several purposes:
 - better problem solving
 - theory development, generalization
 - training of W&O-psychologists
 - exchange of knowledge and methods and cooperation
6. Multidisciplinarity
Psychologists are not the only specialists that are called upon for the solution of client problems. Other relevant specialties are: medicine, law, engineering, etc.
Methodology should recognize the division of roles between disciplines, e.g. in the form of multiple 'interfaces'.
Apart from this one would need a general problem description language that can be used in communicating about problems with other disciplines as well with sponsors (owners), managers, and workers; a kind of 'lingua franca'.
7. Origin of methods
It is unavoidable that the methodology of W&O-psychology deals with methods that originate from other fields of science and technology. It could help to determine the identity of W&O-psychology by indicating what diagnostic and intervention methods are or are not psychological by origin. It should also be considered how the several methods can be combined.
8. Normative aspects of methodology
In discussing methodology attention should be given to the normative aspect: when to use what methods. This implies that criteria for good and methods should be presented.

Joint Study Program (Summerschool)

Earlier Newsletters have reported on this joint study program on new technologies and work psychology. Financial support from the Volkswagen Foundation has now been received for 1989. The course will last for four weeks during September/October 1989. The official language will be English. The Volkswagen Foundation funds will help cover the travel costs for teachers and students. An application to the European Commission is still pending for support in developing the teaching materials.

The estimated costs to students who should have the equivalent of a masters degree will be DM 1'000.-. Wilpert and Roe who have coordinated and structured this joint study program need the active support of all ENOP members to identify eligible and qualified students and to send them to this course in 1989.

Information Exchange

Based upon the opinion raised in last years ENOP business meeting that many ENOP members are hardly informed about the work and interests (scientifically and professionally) of many ENOP members, Henk Thierry made an initial proposal to the CoCo to use this problem as the focus of the 1988 ENOP symposium. For a number of reasons it was felt, however, that this topic alone would be cumbersome for an entire symposium.

However, in order to include this information exchange topic in the 1988 ENOP symposium:

All members are requested to send a one-page summary of their present research projects and their main professional activities at this time to Anne Rocha Perazzo at the Maison latest by March 31, 1988.

These summary sheets will be distributed to all ENOP members at the symposium (and those who can not attend) as a way of starting informal discussions and finding common interests.

14. INTERNATIONAL CONGRESS OF PSYCHOLOGY
IN SYDNEY, AUSTRALIA

Beside several presentations by ENOP members at the Congress in Sydney, there is also an ENOP Symposium presentation on "European trends in work and organizational psychology". Rob Roe is chairing this symposium and following are the topics and speakers in this symposium:

1. J.M. Prieto, Madrid, Spain
New ways of employment and self-employment
2. E. Ulich, Zurich, Switzerland
Humanization of work
3. P.J.D. Drenth, Amsterdam, The Netherlands
Industrial relations in Europe
4. C. Lévy-Leboyer, Paris, France
Migrant workers in Europe
5. R.A. Roe, Delft, The Netherlands
New technologies and work
6. P. Warr, Sheffield, United Kingdom
Work, health and safety
7. P. Dachler, St. Gallen, Switzerland
Challenges of traditional theories in I/O psychology and some consequences

Appendix : Updated list of ENOP members (january 1988)

Dr Miklos Antalovits
Research Institute of Labour
14 Mozsar U.
1066 Budapest
Hongrie
tel. 316 770

Prof. Pol Coetsier
Seminary and Laboratory of Applied Psychology
State University of Ghent
2 Pasteurkaan
9000 Ghent
Belgique
tel. (91) 24 02 24

Prof. Peter Dachler
Hochschule St. Gallen
11 Guisanstrasse
9010 St. Gallen
Suisse
tel. (71) 228 760

Prof. Gaston de Cock
Faculty of Psychology and Educational Sciences
102 Tiensesstraat
B-3000 Leuven
Belgique
tel. (16) 233 941

Prof. Véronique de Keyser
Faculté de Psychologie
Université de Liège
5 Bd. du Rectorat, B. 32
Sart Tilman par 4000 Liège 1
Belgique
tel. (41) 56 20 12

Prof. Maurice de Montmollin
3 avenue de Stalingrad
91120 Palaiseau
tel. 48 21 61 70

Prof. Charles de Wolff
Psychologisch Laboratorium
Katholieke Universiteit
3 Montessorikaan
6500 He Nijmegen
Pays-Bas
tel. (80) 51 26 39

Prof. Marian Dobrzynski
Faculty of Management
University of Warsaw
3 Ul Szturmowa
Warsowie
Pologne
tel. 47 19 41

Prof. Pieter Drenth
Department of Psychology
Free University
1081 de Boelelaan
1081 HV Amsterdam
Pays-Bas
tel. (20) 548 55 02

Prof. Goran Ekvall
5042 Faradet Box
10241 Stockholm
Suède
tel. (08) 67 97 25

Prof. Jose Ferreira Marques
Faculty of Psychology and Education
University of Lisbon
17-1' Rua Pinheiro Chagas
1000 Lisbon
Portugal
tel. (1) 575 341

Prof. Jose A. Forteza Mendez
Evolutive and Individual Differences Dept.
Universidad Complutense Madrid
23 Somoseguas
28023 Madrid
Espagne

Prof. Carl Graf-Hoyos
Institut für Psychologie
Technische Universität München
17 Lothstrasse
8000 Munchen 2
R.F.A.
tel. (089) 21 05

Prof. Gert Graversen
Technological Institute
Gregersensvej
2630 Tastrup
Danemark
tel. (02) 996 611

Prof. Peter Herriot
Department of Occupational Psychology
Birbeck College
University of London
Malet Street
WC1E 7HX London
Grande-Bretagne
tel. (01) 631 63 96

Prof. Heinz-Ludwig Horney
Fachhochschule Bergbau der WBK
45 Hernerstrasse
D-4630 Bochum 1
R.F.A.
tel. 234 625 258

Prof. Anthony J. Keenan
Department of Business Organization
Herriott-Watt University
35 Grassmarket
EH1 2HT Edinburgh
Grande- Bretagne
tel. (031) 225 64 65

Prof. Uwe Kleinbeck
Bergische Universität
20 Gausstrasse
5600 Wuppertal
Allemagne (R.F.A.)
tel. (202) 439 22 91

Prof. Jacques Leplat
Laboratoire de Psychologie du Travail
Ecole Pratique des Hautes Etudes
41 rue Gay-Lussac
75005 Paris
France
tel. 43 29 12 23

Prof. Claude Lévy-Leboyer
Université René Descartes
12 rue de l'Ecole de Médecine
75005 Paris
France
tel. 43 29 76 96

Prof. Melchor Mateu
28, 2^a la C/ Benedito Mateo
08034 Barcelona
Espegne

Prof. Jose M. Peiro
Departamento de Psicologia General
Facultad de Psicologia y Ciencia de la Educacion
21 Blasco Ibanez
10 Valencia
Espagne
tel. (6) 369 48 50

Prof. Boris Petz
Filozofski Fakultet
3 D. Salaja
41000 Zabreb
Yougoslavie
tel. 513 155

Prof. Jose M. Prieto
Facultad de Psicologia
Universidad Complutense
Campus Somosaguas
28023 Madrid
Espagne
tel. (91) 244 58 13

Prof. Robert A. Roe
Onderafdeling der Wijbegeerte en Maatschappij Wetenschappen
Technische Hogeschool Delft
2B Kanaalweg
2628 EC Delft
Pays-Bas
tel. (15) 781 716

Prof. Karl-Heinz Seifert
Institut für Pädagogie und Psychologie
Johannes Kepler Universität
A-4040 Linz/Donau
Autriche
tel. (732) 23 13 81

Prof. Sylvia Shimmin
Department of Behaviour in Organizations
University of Lancaster
Gillow House
LA1 4YX Lancaster
Grande-Bretagne
tel. 524 65201

Prof. Enzo Spaltro
Istituto Politico Amministrativo
Università di Bologna
33 via G. Petroni
Bologna
Italie
tel. (51) 222 241

Prof. Henk Thierry
Laboratory of Psychology
University of Amsterdam
8 Weesperplein
1018 XA Amsterdam
Pays-Bas
tel. (20) 525 36 21

Prof. H. Touzard
Université René Descartes
12 rue de l'Ecole de Médecine
75005 Paris

Prof. Giancarlo Trentini
5 Via Crocefisso
20122 Milano
Italie
tel. (02) 87 27 00

Prof. Peter Warr
MRC/ESRC Social and Applied Psychology Unit
University of Sheffield
S10 2TN Sheffield
Grande-Bretagne
tel. (742) 756 600

Prof. Bernhard Wilpert
Institut für Psychologie
Technische Universität Berlin
1-5 Dovestrasse
1000 Berlin 10
R.F.A.
tel. (30) 314 29 15