

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS  
ENOP

ENOP Newsletter

No 18 February 1990

Editorial Responsibility  
Peter Dachler  
Secretariat  
Anne Rocha Perazzo

---

Contents

- ENOP Symposium 1990 pp. 1-4
- East-West Cooperation pp. 4-5
- Report from the Coordinating Committee in Budapest, Oct. 1989 pp. 5-6
- Activities of the ENOP Coordinating Committee, May 87-March 90 pp. 7-9
- The European Universities and the cooperation between regions and frontiers pp. 10-25
- Announcements pp. 26-28

---

Maison des Sciences de l'Homme  
54 Bd. Raspail  
75270 Paris Cedex 06  
Tel. (1) 49 54 22 48

ENOP SYMPOSIUM 1990 IN PARIS

Thursday, March 22 to Saturday, March 24

**Main Theme:** Harmonizing Training in Europe

Claude Levy-Leboyer has (or is in the process) of analyzing the data from the questionnaires that were sent back from each country regarding the local training situation in W/O psychology. The results of this survey and what they suggest with respect to concrete plans and activities for harmonizing W/O psychology training and the resulting options for exchange will be the main topic areas for this year's ENOP symposium.

**IMPORTANT NOTICE REGARDING THE FINANCIAL SUPPORT FOR THE ENOP SYMPOSIUM**

As you know, we have received support from the Erasmus program to develop suggestions for harmonizing training in Europe for W/O Psychology. Based upon the budget it seems that ENOP members will receive financial support for their travel costs as well as a per diem.

**Program:**

Thursday, 14.00	<b>Opening</b> Chair: B. Wilpert C. Levy-Leboyer: Summary of questionnaire results
15.15	<b>Workgroups:</b> There will be 3 workgroups, one for each section in the questionnaire. Part I: Training situation at your own university Part II: Situation relative to W/O psychology in your country in general Part III: Facilitating and hindering factors for exchange processes

The idea is to take the results pertaining to each section of the questionnaire and to develop concepts and suggestions based upon the results.

- 17.15      **Plenary session**    Chair: B. Wilpert  
Interim reports from the workgroups and  
general discussion
- Friday,    09.30      **Group reports:** Chair: R. Roe  
Each group presents a full report of the  
results developed in that group.  
Discussion of each report in the plenum
- Presentations**    Chair: P. Dachler
- 15.00 -    J.M. Prieto: ENOP: Relations to the "out  
15.30      side" world
- 15.30 -    Discussion  
16.00
- 16.15 -    M. Antalovits: East-West Cooperation  
16.45
- 16.45 -    Discussion  
17.30
- Saturday, 09.30 -    **Business Meeting**      Chair: P. Drenth  
12.00

Issues for the Business Meeting in Paris, 1990:

- a)    Elections for CoCo: Proposed is the following slate for CoCo members: Principal issue: No more than 6 CoCo members for financial reasons.
- Category of members who should be regulars due to liaison with la Maison and the French ENOP representative:

Claude Levy-Leboyer, Bernard Wilpert, Blackler as possible new Newsletter editor and Rob Roe as representative of the European Roundtable "steering" committee.

-Category of members to be coopted for special tasks in the CoCo: Coetsier, Prieto or Marques (or both, if Prieto can finance himself).

If Blackler is not prepared to take over the job of ENOP Newsletter editor, Claude offered to take over that function.

- b) Membership: A general discussion regarding the broadening of access to ENOP must be held. Rob Roe will prepare a formal statement worked out by CoCo regarding membership in ENOP, as a basis for discussion.

New members: Kirjonen (SF), Curie (F), Sperandio (F), Johannsen (S), Blachler (GB), Semmer (CH).

- c) Plans for 1990:

1. Symposium 1990  
"Conditions of Staff and Student Exchange in Europe"  
March 22 - 24, 1990, Paris. Basically funded by Erasmus grant. Responsible: CoCo.
2. Follow-up meeting of Symposium. Brussels, Summer 1990. Participants: Country Representatives. Action # 4 of Erasmus-project: "Development of Cooperative Models" on the basis of the Symposium results.  
Responsible: CoCo.
3. New Technology and Work (Network)-Workshop.  
"Managing New Technologies", Bad Homburg, May 3 - 5, 1990. Responsible: B. Wilpert.

4. Kyoto-Congress, July 22 - 27, 1990.  
A Social hour of ENOP is planned. SUMMIT to be invited (by P. Dachler). Claude will ask organizing committee for room. Drinks provided by IAAP-president facilities or generosity of Madrid organizing committee or individual payment of participants.
5. Workshop on "Work and Organizational Psychology in Hospitals", Valencia July 5 - 7, 1990. Responsible: Ch. de Wolff, J.M. Peiro.
6. Research planning Workshop on Burnout, Cracow, some time 1990. Responsible: Ch. de Wolff.
7. Workshop on East-West Joint Ventures, Paris/Moscow, 1990/91. Responsible: B. Wilpert, who still is looking for colleagues who are actively involved in relevant research or practice for that workshop.
8. Workshop on "Technical Change and Work in East-West-Perspective", Siofok, September 2 - 6, 1990. Responsible: M. Antalovits, R. Roe.
9. Workshop on "Organizational Climate", Bologna, January 1990. Responsible: E. Spaltro.
10. Task Force Meeting on Selection Strategies and Practice in EC-countries. Responsible: J.M. Prieto.
11. CoCo-meeting in October.

#### EAST-WEST COOPERATION

A promising and important theme in the last CoCo Meeting in Budapest was seen to be postexperience training of W/O Psychologists and the possibility of encouraging East-West Cooperation on that topic. M. Antalovits will conduct a survey in

Hungary as an exemplary case on perceived training needs of practitioners and academics. Based on the results he will prepare a statement on potential models of cooperation to be submitted to the next Business Meeting.

#### VARIA

1. Below you will find an activities report of the ENOP coordinating committee from its redefined role worked out in Siofok (May 1987) to March 1990. Please bring it with you to the Paris Symposium for questions and comments during the business meeting.
2. Discussion on reports from the Roundtable meeting in Leuven regarding the structure of a European Association of W/O psychology as well as the problem of a European Journal of W/O psychology.
3. Varia items from ENOP members.

#### **REPORT FROM THE COCO MEETING IN BUDAPEST OCTOBER, 1989**

Based on an invitation from our Hungarian colleagues, the last CoCo meeting was held in Budapest with the provision that there would be a discussion with Hungarian W/O psychologists regarding East-West cooperation in a time of rapid change.

Erasmus program: After discussion of the problem regarding funding from the Erasmus program and ways of forcing the issue through direct contacts by ENOP members, it was decided to proceed with an action plan, in the hope that support will be forthcoming.

- The CoCo worked extensively on finalizing the fact-finding survey which Peter Herriot had drafted with so much dedication.

- The data analysis of the questionnaire to be sent out only to ENOP members will be financed by the Maison.
- Evaluation of the results with Erasmus support in the 1990 ENOP symposium.
- Development of cooperation models.
- 1990 - 1991 work on curriculum content improvement.

European Strategies for W/O psychology:

Three basic issues were discussed:

1. Coordination of proliferating European conferences relevant to W/O psychology.
2. Possible structure of a European Association of W/O psychology.
3. A European Journal of W/O psychology.

Following guidelines were adopted:

- Whenever possible, European W/O congresses should organize themselves as a satellite conference of an international or general psychology conference that is held in Europe.
- There should be no European congresses organized by cities, without institutional support from major psychology organizations.

No specific guidelines regarding a European Association of W/O psychology and a European Journal were developed, since the "Roundtable" international group and the International Committee on the 5th European Congress of W & O psychology in Rouen, France met on January 19 - 20, 1990 in Leuven, Belgium.

ACTIVITIES OF THE ENOP COORDINATING COMMITTEE

A Summary Report for the office tenure May 1987-March 1990

Preliminary Comments

The CoCo role was re-defined during the Siofok Symposium (May 1987), within the "yeast-in-the-dough" model proposed by B. Wilpert, as having permanent functions (e.g. ENOP publications, liaison with the Maison des Sciences de l'Homme, newsletter etc...) as well as consultative functions based upon ENOP programmes and activities generated, approved and reported in the annual symposium. It was suggested that the CoCo includes four elected members responsible for permanent functions and no more than four members elected on the basis of an approved ENOP programme.

During the same meeting, C. Lévy-Leboyer, J.M. Prieto, R. Roe and B. Wilpert were elected to CoCo for a two years trial period which was extended for one more year during the business meeting in Amsterdam in July 1989. P. Dachler was coopted into CoCo as newsletter editor. P. Herriott was also coopted as responsible for the ERASMUS operations but he had to resign from ENOP as he moved from University to the private sector.

CoCo meetings

During the period of this CoCo, members met six times (in July and November 1987, June and November 1988, April and October 1989). All these meetings took place in Paris either at the Maison or at the University René Descartes, except the last one which was hosted by our Hungarian colleagues, at the invitation of Dr Antolovits and the Institute of Labour in Budapest.

Regular activities present at each of our meetings are:

(1) Contacts with the Maison des Sciences de l'Homme i.e. annual preparation of the budget, discussion with the Maison officers, preparation and writing of annual reports of activities to the Maison, including a list of the publications which either are a result of one of our activities or were facilitated by ENOP network.

(2) Membership issues i.e. contacting potential members nominated by ENOP members in their countries and looking for



new contacts in European countries not yet represented in ENOP.

(3) Organization of ENOP annual Symposium i.e. choice of a topic, setting up of the agenda including the business meeting, appointing lecturers, chairmen and discussants, and checking their availability. During the above-mentioned period, this was done for the 88 symposium (Educating and training I/O psychologists in Europe), the 89 symposium (Toward a European University training in W/O psychology) and the 90 Symposium (Conditions of staff and student exchange in Europe).

(4) Organization of ENOP activities during major international events i.e. workshops, round tables, social activities etc.. This was done for the IUPS Congress in Sydney, (1988), the European Congress in Amsterdam (1989) and planned for the IAAP Congress in Kyoto (1990).

#### Conferences Activities

In the last two years, CoCo discussed and helped with the organization of Summer Schools, on work psychology in Madrid (June 1989), on New information and work psychology in Berlin (September 1989); and of Workshops, on telematics in Bad Homburg (April 1989), on stress and organizational problems in hospitals in Valencia (July 1990), on burnout in Cracow (1990), on technological change process and its impact on work (Siofok, September or November 1990), on assessment and selection in Madrid, and of networks and task forces on managing new technologies (co-sponsored by the Werner Reimer Foundation), on joint ventures (co-sponsored by the Academy of Sciences in USSR).

#### ERASMUS

European activities are stimulated by the political events expected in a near future. Among the consequences for ENOP, we considered publications possibilities and we prepared an application to the ERASMUS programme (on top of the various initiatives taken by ENOP members). This application for planning funds has been accepted. A large part of our Budapest meeting was thus devoted to rewrite a questionnaire on work psychology programme and University curriculum in Europe, using the draft prepared by Peter Herriott and the feedbacks coming from ENOP members. This questionnaire was mailed to all ENOP members in October 1989 and results will be presented in order to be evaluated for further action steps, during the 1990 ENOP Symposium.

East-West cooperation

Last, but certainly not least, ENOP is now involved in East-West cooperation. A workshop with Russian scientists on joint ventures was initiated during our CoCo meeting in April 1989 and took place in Paris in November 1989. And the CoCo members met with the work psychology section of the Hungarian Psychological Association in Budapest in October 1989, in order to list the needs and aims of a cooperation between Hungary and Western Europe.

I hope you will like this "French bread" version of the CoCo/yeast activities in the ENOP dough and that it will help us evaluate and improve the CoCo/ENOP working structure.

Claude Lévy-Leboyer  
(On behalf of the CoCo)