

EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS  
ENOP

ENOP Newsletter

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Editorial Responsibility

Frank Blackler

Secretariat

Anne Rocha Perazzo

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Maison des Sciences de l'Homme

54 Bd. Raspail

75270 Paris Cedex 06

Tel. (1) 49 54 22 48

Fax (1) 45 48 83 53

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### I. The Annual ENOP Symposium 1991

#### The Challenges of Economic and Organisational Changes in Eastern Europe

March 21-23rd, Maison des Sciences de l'Homme, Paris.

The overall aim of the symposium is to help increase understanding of the ongoing changes and their implications for cooperative programmes. At the CoCo planning meeting in November it was reported that John Hurley's work to uncover research evidence about changing socio-economic patterns in Eastern Europe had not unearthed much new information. The CoCo therefore decided to seek interdisciplinary inputs from speakers in various fields, with discussants leading responses and commentary from W&O psychologists.

It is intended to publish the papers presented at the symposium with the discussants reports. A Privatisation Research Workshop may be planned to follow up on the Symposium.

Since the November meeting of CoCo a number of outstanding speakers have agreed to address the meeting. They are:

**Prof. Dr. Lajos Hethy**, of the Research Institute of Labour, Budapest, Hungary: "Labour Market and Industrial Relations Changes in Hungary".

**Prof. Dr. K. Petkov**, Director of the Confederation of Independent Trades Unions, Bulgaria: "Organisational Changes in the State and Private Sectors in Bulgaria".

**Dr. Leonid Grigoriev**, IMEMO, Soviet Academy of Sciences: "Psychological, Social and Economic Issues of Privatisation in the USSR".

**Dr. Peter Grootings**, CEDEFOP, Berlin, "EC Training Programmes for Eastern Europe".

**Prof. Dr. Danica Purg**, University of Ljubjana, and Director, International Executive Training Centre, Kranj: "The Implications of Economic and Political Participation in Yugoslavia".

Members are reminded to let Anne Rocha Perazzo know whether you will attend the symposium and need hotel reservation. A major contingent of East European colleagues is expected to attend the symposium this year.

II. The ENOP Business Meeting will be held on the morning of Saturday 23rd March. Agenda items to include:

- CoCo Report to Network Members
- ERASMUS Continuation
- Membership
- The Future Nature and Structure of ENOP
- The European Association of W&O Psychology (EAWOP)
- Workshops
- Research Projects
- Symposium 1992
- Conferences, Congresses
- East-West Cooperation (including literature, exchanges)
- Publications

### III. Workshops and Conferences Held in 1990

#### a) Workshop on Technological Change Process and Its Impact on Work Siofok, Hungary, September 1990.

This workshop, organised by Miklos Antalovits and Robert Roe, was attended by 34 participants from 13 countries. The intention of creating a meeting place for W&O scientists from Eastern and Western Europe was well realised. Participants came from Hungary, Poland, Soviet Union, Yugoslavia as well as from France, Italy, the Netherlands, the United Kingdom, West Germany and the USA.

As written papers were available before or at the start of the workshop, intensive discussions took place after short presentations by the participants. A clear image was created of the situation with regard to technological change in the various European countries. It appeared that although the state of technological development in East and West is different, approaches to automation, and organisational reactions are often quite similar. Therefore research projects have several topics in common. On the other hand there appeared to be interesting differences between countries reflecting the social context and philosophical traditions, etc. Regarding the content of the research a trend could be discerned towards a more active role of W&O psychologists in the development of information systems, including design. It also appeared that there is a growing recognition of the interdisciplinary nature of problems and increasing interest in cultural, political and collective dimensions.

The workshop was generally evaluated as very stimulating and fruitful. The papers will be published in the Proceedings, which

will be made available early 1991 by ENOP and the Hungarian Coordination Council for Work Psychology.

b) Management of New Technologies  
Bad Homburg, May 1990.

Twenty two participants from twelve countries attended this meeting. The heterogeneity of papers was wider than usual. Papers were distributed in advance. Publication will be in the area of Safety and Reliability, to be published by Lawrence Erlbaum.

c) Stress and Organisational Problems in Hospitals  
Valencia May 1990.

Twenty five delegates attended from France, UK, Belgium, the Netherlands, Italy, Germany, and Spain. Twelve papers were presented in areas including work satisfaction, personnel management and quality assurance in services. Publication possibly in a special issue of the European Journal of Work and Organisational Psychology.

c) Other workshops held in 1990 included the following. Reports on them will be welcomed for inclusion in the next newsletter:

Burn-Out  
Cracow, September 1990

Work Socialisation of Youth  
Paris, September 1990

Organisational Climate  
Ljubljana, September 1990

Safety in Nuclear Power Plants  
Budapest, September 1990

Opportunities and Constraints of East-West Joint Ventures  
Moscow, December 1990

d) ENOP members participated in a Symposium at the Congress of the Colegio Oficial de Psicólogos, Valencia, in April.

e) An ENOP symposium organised by J.M. Peiro was held at the Spanish Congress of Psychology at Barcelona in November. It involved M. Antalovits, F. Blackler, P. Coetsier and M. Mateu.

#### IV. Spin-off Publications

Spin-off publications associated with ENOP include the following:

- The forthcoming European Journal of Work and Organisational Psychology, edited by Charles de Wolffe
- A special issue of the Irish Journal of Psychology, guest editor John Hurley on "Organisational Psychology and the New Technologies"

- A special issue of Applied Psychology, guest editor M. de Montmollin, on "Skills, Qualifications and Employment"
- "The International Handbook of Participation", series co-editor B. Wilpert
- "Telematics and Work", edited by E. Andriessen and R. Roe.

## V. Plans for 1991

### Workshops planned for this year include:

- "Control of Safety and Reliability"  
Bad Homburg, May 2-4
- "Analysis of Activities"  
Autumn 1991, to be organised by Vincent Rogard and Rob Roe

### Conferences planned include

- The 2nd European Congress of Psychology. Budapest, July 8-12  
The WOSY project will meet at the conference. M. Antalovits, G. de Cock, M. Dobrzynski, R. Roe, B. Sverko, and B. Wilpert will participate in a symposium on East-West cooperation in research.
- A research group on "Cognitive Science and Computer Diagnostics of Knowledge" is planned during April 15 - May 10 and the University of Bielefeld, Germany. The aim is to promote an integration of scientists from Eastern and Western Europe who work within the domain of knowledge technology. Presentations, lectures and demonstrations are planned on methods of computer assisted knowledge diagnostics, knowledge engineering, diagnostics in teaching and higher education, diagnostics and information technologies at the work-place, clinical and neuropsychological applications of computer-assisted psychological methods, psychological instruments for decision support. Further information available from Boris Velichkovksy at the Department of Neuropsychology, University of Bielefeld.
- IUPsy S-congress, Brussels, 1992. Being a world congress European W&O Psychology should be well represented

### Projects planned for this year include:

- Continuation of the Work and Organisation Climate Workshop
- One of the main problems in changing East European economics is privatisation. Several colleagues have begun to develop research relevant to this issue. ENOP members interested in joining such initiatives should contact Jose Maria Prieto. The ENOP symposium this year should provide an opportunity to identify research issues in this field and to organise a follow-up workshop.
- Given the fact that funding might be found to provide books and academic journals for East European libraries, the CoCo

suggests that ENOP forms a literature committee. The Committee would develop a list of essential books and journals from which Eastern European libraries could choose up to a limit depending upon available funds.

- The CoCo points out that a growing number of opportunities exist for exchanges of personnel through, for example, ERASMUS, TEMPUS, Bourse Diderot, national exchange programmes etc. For example, Jose Maria Prieto is presently on a national exchange programme at the Universite de Paris, and Hungarian colleagues are supported by the Maison des Sciences de l'Homme for short-term visits to Western European universities.
- The CoCo proposes a compilation of an up-to-date directory of research interests of ENOP members for circulation in the Newsletter.
- A European Roundtable has prepared drafts of statutes for a European Association of W&O Psychology (EAWOP). These will be finalised after comments have been received from interested parties. Academics and professionals will be invited to join as individual members, corporate membership will also be possible. It is intended to launch EAWOP at the Rouen conference in March.

## **VI. ERASMUS and TEMPUS**

The official ERASMUS project report was submitted to the EC ERASMUS bureau in July last year. A follow-up application had been submitted earlier concerning the content of training modules. The CoCo decided at its November meeting that for the time being it would serve as a project group to identify modules to be developed which would be submitted to a meeting of country representatives. Subsequent expert meetings would then develop specific teaching aids.

One TEMPUS application exists: Budapest, Berlin, Delft, Loughborough, Tilburg (Human Computer Interaction). A further is planned: Tilburg, Nottingham, Wroclaw (Personnel Management).

## **VII. Structure of ENOP**

At the November meeting of CoCo R. Roe undertook to draft a statement to be discussed by the CoCo and then distributed to ENOP members for discussion at the next business meeting.