

**ENOP**

**EUROPEAN NETWORK OF ORGANISATIONAL AND  
WORK PSYCHOLOGISTS**

# **NEWSLETTER NO. 22**

**December, 1991**

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## 1. Symposium 1992

After the reviews of East European political, economic and social transitions presented during the 1991 ENOP symposium, it was decided that the 1992 symposium should be a follow up of the previous one.

On the basis of an outline presented by Gunn Johansson and the discussion that followed, the Co-Co concluded that the 1992 symposium should have a clear focus on work and organisational psychology issues, and on research-based experience. It was also emphasised that the symposium should deal with issues at the individual as well as at the organisational levels, and that they should go beyond the survey of current problems and concentrate on ongoing activities in the area of work and organisational psychology.

The symposium is to be announced under the title "Organisational development and individual adaptation in Eastern Europe - An East West Dialogue", and four major areas are to be included:

- Individual crises;
- work motivation;
- organisational development;
- training.

For the first theme, Robert Roe was to retrieve information from Anna Leonovna on suitable speaker(s), for the other three themes speakers were suggested by members of the Co-Co Thus, it was decided that Prof.Z. Bures, Prof M. Frese, Prof Z. Kovacs and Prof K. Krumov were to be invited.

## 2. Workshops

- Sofia Preparations are under way for a Workshop entitled "Psycho-social aspects of employment" in Sofia the 16th to 20th September 1992. Programme to follow.
- Contact person: *Rob Roe*
- Bielefeld Frese, Timpe and Roe are organising a Workshop in Bielefeld at some date between September '92 and January 1993 on "Cognition in Work Activity".
- This is funded by the ZIF
- Contact person: *Rob Roe*
- Bad Homburg The New Technologies and Work Workshop will take place in May 14th to 16th 1992 entitled "Safety Management in a Changing Work Environment".
- Contact person *Bernhard Wilpert*
- Moscow Wilpert is planning a workshop with the Academy of Sciences in Moscow entitled "Cross Cultural Co-Operation in Research Projects".
- This will be run during 1993

### 3. Erasmus/Tempus

#### Student Exchanges

It was decided that the matter of student exchanges in Europe should be discussed at the next business meeting of ENOP. Pol Coetsier has agreed to send details in advance. (See Appendix 1, Current Erasmus student exchanges with the 12 participating Universities.)

- Hurley was asked to progress the Tempus application to expand the network of ENOP into the Eastern European countries. The deadline for this is the 31 December, 1991.
- General Applications. The group meeting to develop common teaching programmes has had several meetings and will prepare document for discussion at the next business meeting. The members of this group are: Pol Coetsier, Claude Levy-Leboyer, Jose-Maria Peiro and Bernhard Wilpert. The next meeting will take place on January 30th 1992.
- A Tempus application will be filed by Valencia, Tilburg, Budapest and Sofia based on the Erasmus Curriculum Development Project.

### 4. Special Programmes

Poland	Semmer is still interested in this programme but due to communications problems he reports that no progress has so far been made.
Library Programme	Gunn Johansson is to co-ordinate this programme to develop a list of textbooks, lists of recipient institutions, costing etc. When this is prepared every member of ENOP will be asked to approach their national foundations for separate financial support at this stage the library programme will be put into place. GJ is writing shortly to ENOP members to get their suggested lists of text-books.
Newsletter	A newsletter will be issued twice per year, once in December/January and once in early summer.
Summer School	A summer school is being organised in Tilburg University on new technologies in work. Details will be given later. ENOP members are asked to support and encourage participation. Contact person: Rob Roe.

### 5. Research

Wilpert and Levy-Leboyer are to organise a research planning workshop with Zabrodin which will be based around the manager of Tomorrow Programme and the meaning of work projects in order to commence co-operation with Russia. The expansion of this workshop to other countries will be examined.

Claude Levy-Leboyer has been asked to contribute to the new Dunnette Handbook on Work and Organisational Psychology.

## 6. Staff Visits

Dienes was invited by the BPS for one month to visit the UK. He was also invited by the Maison de la Science de l'Homme for one month.

Romanova, the Secretary General of the Psychological Association in Moscow has been invited to spend two months with the Maison during 1992.

Zinovieva of Sofia University, Bulgaria is to be invited to visit the Maison de la Science de l'Homme for six months.

Coetsier has been invited to visit the University of Paris 5 for three months during 1992.

## 7. Membership

A matrix of activities of ENOP members. It was agreed that Wilpert should report the results of this matrix of activities questionnaire and that this should be annually updated. This should indicate the substantial activities of members within ENOP.

A three year rule should apply; that is that members who have not been active during the last three years should be asked to make room for potentially more active new members.

### New members

The following new members have been invited to join ENOP:

- Grzelak (Poland)
- Stikar (Hungary)
- Rusinova (Bulgaria)

### Admission procedures

A procedural draft on the admission of new members is to follow from Robert Roe.

## 8. Co-operation

It was agreed that the ENOP newsletter should be sent to the Secretary of the European Association for Work and Organisational Psychology for selective use and to increase the visibility of ENOP throughout Europe.

SIOP the Society for Industrial and Organisational Psychology. Wilpert has visited St. Louis in the USA and met Donald Davis who proposed informal meetings between ENOP and SIOP should take place during the Brussels Conference in 1992. Pol Coetsier has agreed to arrange an informal hour in Brussels, which will facilitate a meeting of the organisational division of the IAAP, EAWOP, APA with ENOP.

### Algeria.

A request for French speaking speakers from an Algerian Applied Psychologist was received. Wilpert sent a list of possible names.

## 9. Business Meeting 1992

The suggested agenda for the 1992 business meeting was as follows:

- Report by CoCo
- Workshops
- On-going research
- Publications
- Membership
- East/West co-operation (Tempus)
- Conferences
- Symposium 93
- Erasmus/Comet
- Curriculum Development Report
- Elections to CoCo

### 9a Elections to Co-ordinating Committee

CoCo proposes three continuing members for reasons of their specialised functions that is:

- Claude Levy-Leboyer in relation to France;
- Bernhard Wilpert in relation to liaison with Le Maison de Sciences de l'Homme;
- John Hurley in relation to the Newsletter;
- Jose-Maria Peiro and Miklos Antalovits, are proposed as candidates by the CoCo in order to assure regional representation.

Proposals for two remaining CoCo positions should be made by members at the 1992 meeting.

## 10. Budget

Wilpert has discussions with Clemens Heller (Maison) and it is clear that at a substantial budget reduction is likely for this year, further details of this will be clear by the time of the 1992 business meeting.

## 11. The CoCo Meeting 1992

This was arranged for April the 2nd at 10.15am to run up to the symposium.

## 12. Conferences

The European Conference will be co-ordinated this year by the European Association of Work and Organisational Psychology. It will take place in Alicante, Spain from the 15th to the 17th April 1992. *The contact person there is J-M Peiro.*

CoCo suggests that the Curriculum Committee should consider the possibility of organising a session at the conference to get some feed-back on proposals to date.

- IUPS Brussels - Contact person Van Dierendonck
- Madrid IAAP Conference - Contact person Prieto
- The European Congress of Psychology will take place in Tampere, Finland, July 4-9, 1993. Contact person : Martti Takala, P.O. Box 905, SF-00101, Helsinki, Finland.

**Communications with CoCo members:**

<b>Name</b>	<b>Telephone</b>	<b>Fax</b>
Pol Coetsier	32 91 64 64 57	32 91 64 64 96
John Hurley	353 1 7045 224 353 1 37 00 77	353 1 7045 222 353 1 36 08 30
Gunn Johansen	46 8 16 39 00	46 8 15 93 42
Claude Levy-Leboyer	33 1 40 51 98 12 33 1 45 00 02 36	33 1 40 51 70 85
Jose Ferreira-Marques	35 11 79 34 554	35 11 79 33 408
Rob Roe	31 13 66 24 93 31 13 66 31 64	31 13 66 23 70 31 13 66 20 53
Bernhard Wilpert	49 30 31 42 2915	49 30 31 42 52 74

This newsletter was based on the:

**ENOP CoCo MEETING  
Paris  
November 15 & 16 1991**

**Attendance:**

Pol Coetsier  
John Hurley  
Gunn Johansen  
Claude Levy-Leboyer  
Jose Ferreira-Marques  
Rob Roe  
Bernhard Wilpert

Coordinated by University Gent

FROM	TO univ amsterdam	vu amsterdam	berlin	bologna	dublin	gent	leuven	lisbon	madrid	nijmegen	valencia
u amsterdam				planned exchanges			planned exchanges				
vu amsterdam					busy				busy		
berlin				busy						busy	
bologna			planned exchanges				planned exchanges				
dublin		planned exchanges				planned exchanges					
gent					busy				busy		
leuven		planned exchanges	busy		busy						
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madrid	planned exchanges									planned exchanges	
nijmegen			free mover					busy			busy
valencia	planned exchanges					free mover		planned exchanges			

 planned exchanges

Updated by 22 November 91