

ENOP

**EUROPEAN NETWORK OF ORGANISATIONAL AND WORK
PSYCHOLOGISTS**

NEWSLETTER NO. 26

**Editorial Responsibility:
John Hurley**

**Secretariat:
Anne Rocha Perazzo
Maison des Science de L'Homme
54 Boulevard Raspail
75270 Paris Cedex 06**

**Tel: 33 1 49 54 22 48
Fax: 33 1 45 4 83 53**

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CONTENTS:

1. Strategic Planning
2. Symposium 1994
3. Workshops
4. Library Project
5. Conferences
6. Publications
7. Membership
8. Roster
9. Business Meeting 1994
10. Budget
11. Election to Co-ordinating Committee

1. STRATEGIC PLANNING

The question of strategic planning within the ENOP network was discussed. Matters such as areas of research involvement; inter-disciplinarity, and distance learning, were raised. It was decided that the question of strategic planning should be tabled at the Business Meeting in the Spring with a particular reference to these matters, as well as co-operation between East and West, curriculum development and the future of work.

2. SYMPOSIUM 1994

It was decided that the Symposium 1994 should be on the subject of the future of work, it would include such matters as

- the future of work in society
- new technologies and the future of work
- gender and the future of work
- changing work patterns
- qualifications needed for future work

It was decided to ask members attending the symposium to present a poster if their work relates to any of the above ideas, and to circulate published articles related to these areas. The dates of the symposium are the 10-12th March 1994

Draft Agenda:

The ENOP Symposium 1994

Maison des Science de L'Homme, 54 Boulevard Raspail, 75006 PARIS, Room 214.
Title: THE FUTURE OF WORK

Thursday 10th March 1994, Chair: Michael Frese

- 1300 Poster Session
- 1400 - 1500 The Future of Work and Society - Bernhard Wilpert
Discussant Claude Levy-Leboyer
- 1500 - 1530 Coffee Break
- 1530 - 1630 New Technology and the Future Organisation of Work -
Norbert Semmer. Discussant - Robert Roe
- 1630 - 1700 Coffee Break
- 1700 - 1800 The Future Qualification Demands for the
Work Force - Charles de Wolff.
Discussant - Miklos Antalovits.
- 1800 - 1900 General Discussion

Friday 11th March 1994 - Chair: Norbert Semmer

- 0900 - 1000 Gender Aspects in the Future of Work - Gunn Johansson
Discussant: Anna Leonova
- 1000 - 1030 Worktime Models for the Future of Work - Hank Thierry
Discussant: Jose M. Prieto
- 1400 - 1800 The Core Curriculum in Work & Organizational Psychology,
Discussion of Revised Reference Model

Saturday 12th March 1994 -

0900 - 1300 Business Meeting - Chair: Peter Warr

3. WORKSHOPS

Bad Homburg 16-18 June, "Models of systems of adaptation"

Simulation models, Prague 13-18 April 1994

ENOP Workshop: Personnel Psychology in Health Care Organisations September 1993 Krakow Poland Organised by Peiro, De Wolff and Cox

In 1995 the next workshop on Health and Hospital issues will be held in Munich. A preparatory meeting of the planning committee will be held in Paris in June 1994, contact person J M Peiro.

4. LIBRARY PROJECT

The Library Project Report is completed. It has been used by Gunn Johansson and Bernhard Wilpert in Sweden and Germany to raise money for the fund. Approaches have been made to arrange copies of current contents to be available to the Institute of Scientific Information in Philadelphia. Funding possibilities also exist for a new project from the International Association for the Promotion of Co-operation with Scientists from independent states of the former Soviet Union, from the European Union. The question of distribution and control of books was also discussed.

It was decided to request the Maison des Sciences de L'Homme to order, purchase and pay for all books required under the Library programme for Eastern Europe. ENOP is to prepare a donor letter, an "Ex libris" sticker to be inserted in each book, to locate distribution centres and to draft a contract letter with the Director of each university stating the conditions of acceptance for the donation of books by ENOP to those universities.

Contract Letter

This contract letter should be drafted by Gunn Johansson and sent to donor agency in addition to the list of ENOP conditions.

5. CONFERENCES

The Seventh EAWOP Conference will be held at Győr in Hungary the 13th-17th April 1995

SIOP Social Hour Madrid. Bernhard Wilpert to write to Prieto and SIOP.

Fourth European Conference of Psychology, Athens, July 2nd to 7th 1995.

Contact: Yannis Georgas, who invited us to attend the conference. It was decided to take this matter up also at the business meeting in March 1994.

6. PUBLICATIONS

The ENOP Newsletter

John Hurley proposed that we might consider changing the title of the Newsletter to Bulletin to reflect the gradual expansion of the Newsletter that has taken place in recent years, and of the fact that it was now used as a reference source for various documents of key importance to the network. It was agreed to propose this change of title to the full ENOP meeting in March 1994.

John Hurley informed the meeting that he would be carrying out research at Stanford University in California from January to July and at Nijmegen University from July to October. For this reason he requested that the committee ask someone else to edit or at least co-ordinate the Newsletter for the next symposium which he would not be able to attend. It was agreed that Branimir Sverko would co-ordinate the Newsletter during the Symposium in March.

Note: Hurley's address during 1994 is:

School of Education

Stanford University

Stanford

California 94305-3096

USA

Tel 001 415 725 1946

Fax 001 415 725 7412

BOOKS

Bad Homburg series:

Rob Roe and Eric Andriesson: Telematics.
Lawrence Elbaum 1993

Wilpert, B. and Qvayle, Th. (Eds) Reliability and Safety in Hazardous Work Systems
Lawrence Elbaum 1993

Baram, M. and Brehmes, B. 1994 Safety through Rule making (working title) to be
published by Lawrence Elbaum

IDE International Research Group 1993. Industrial Democracy in Europe Revisited,
Oxford University Press.

A discussion took place at this point in the meeting on the need to consider the
popularization of Work and Organisational Psychology, various media including
videos, films, interviews were suggested. Claude Levy-Leboyer is to liaise with other
network members on this matter.

It was decided to establish an ENOP Report series since it is clear that we are
beginning to have a number of important reference documents. We already have the
history of ENOP and the curriculum reference model and the report on the two
seminars of East-West co-operation. It was decided to have a standard report cover
printed for Enop documents.

JOURNALS

European Work & Organizational Psychologist
Peter Herriot is to edit the Journal from 1995.

Work and Stress. Special Issue Vol 6 num. 3 1992
"Organisational Issues in Hospitals" De Wolff and Peiro

7. MEMBERSHIP

Claude Louche and Gunilla Westlander are accepted to be proposed at full Business
Meeting. It was reported that Timpe is now in the Technische Universitat Berlin in
the Department of Man-Machine Systems Engineering and is likely to resign at the
next meeting. It was decided to ask Charles de Wolff to advise on a possible
member for the Ukraine.

8. THE ENOP ROSTER

John Hurley reported that since the ENOP roster form was circulated in the last Newsletter there has been only one response to it, he proposed since there was so little interest among colleagues in this idea that we should drop it. This was agreed.

9. BUSINESS MEETING 1994

Draft agenda:

- Minutes of Business Meeting 1993
- Strategic planning
- Publications
- Research
- Library Project
- The Newsletter
- Membership
- Election to CoCo

10. BUDGET

No major changes are anticipated in the Budget allocation for this year.

11. ELECTION TO COCO

At the next Business Meeting all COCO members shall resign. For reasons of their specific responsibilities it was decided that COCO would recommend the re-election of Bernhard Wilpert, John Hurley, Branimir Sverko and Gunn Johansson.

(The above meeting took place on the 17th and 18th of November 1993.)

POSTSCRIPTUM

The Reference Model

A separate meeting was held to discuss progress on the Reference Model. It was decided to provide a full progress report for the Symposium of 1994 when Rob Roe will introduce the session on Friday 11th March.

(The above meeting took place on 19th November 1993.)

Communications with CoCo members:

	Telephone	Fax
Miklos Antalovits	36 1 181 2567	36 1 181 2567
John Hurley -DCU -Stanford	353 1 7045 224 001 415 725 1946	35 31 7045 222 001 415 725 7412
Gunn Johansson	46 8 16 39 00	46 8 15 93 42
Claude Levy-Leboyer (Home)	33 1 40 51 98 12 33 1 45 00 34 28	33 1 40 51 99 16 33 1 45 00 02 36
Jose-Maria Peiro	34 6 386 44 20	34 6 386 4470 (6225)
Branimir Sverko	38 41 513 155	38 41 513 834
Bernhard Wilpert	49 30 31 42 29 15	49 30 31 42 52 74