

ENOP

EUROPEAN NETWORK OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS

NEWSLETTER NO. 27

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Saturday 12th March 1994 - 9.30 am

ENOP Business Meeting 1994

Chair: Peter Warr

1. Minutes of the 1993 Business Meeting were accepted as an accurate record.
2. *Strategic Planning*

Bernhard Wilpert reminded the meeting that the three major current activities of ENOP are East-West co-operation (including the Library Support Project), curriculum development, and organization of symposia and workshops. It was agreed that they should remain in the focus of ENOP's strategic interest. David Guest suggested that pan-european research projects should be encouraged and information on them disseminated. Next year's poster session should be a step in this direction.

3. *Publications*

John Hurley's proposal to change the title of the Newsletter to Bulletin was considered. It was agreed that in the recent years the Newsletter has gradually expanded and has become an important reference source for the network, but the proposal was not supported. It was pointed out that ENOP is an informal organization. Unless there is an input to the Newsletter from other people and wider dissemination, the change of the title does not seem warranted.

Juhani Kirjonen proposed that we might consider the possibilities for electronic distribution of the Newsletter. Branimir Sverko supported the idea as a solution for the future, because at the moment only about a half of ENOP members have an access to electronic mail.

Bernhard Wilpert informed the meeting that CoCo had decided to establish an ENOP Reports Series to publish the outputs of our activity. Three reports seem feasible at the moment: the Reference model for an European curriculum in W/O psychology, the list of basic books in W/O psychology compiled as a part of the Library Project, and the report on ENOP's twelve years activity.

Peter Dachler commended this year symposium presentations and proposed to publish them in the Newsletter. It was agreed that Norbert Semmer will collect a one-page summary of each presentation and integrate them for the Newsletter.

Of the ENOP-related publications to appear in 1994 Rob Roe announced Psychosocial aspects of employment - Proceedings

of the ENOP Workshop in Sofia (Eds. R.A. Roe & V. Rusinova), by the Tilburg University Press, and Anna Leonova indicated that Readings in W/O psychology (translated into Russian) will be published in Moscow.

4. *Research*

Jose Ferreira-Marques informed the meeting about the international research project Psychological and Social Determinants of Environmental Attitudes and Behaviors, which is funded by EC. The co-ordinator is Claude Levy-Leboyer (Univ. Paris V), and other participants are J. Ferreira-Marques (Univ. of Lisbon), Kurt Pawlik (Univ. of Hamburg), J. Chase (U. of Surrey) and M. Bannes (La Sapienza, Rome).

Peter Warr is initiating research on the effectiveness of training and invites all who have interest to join him.

Two other studies in the area of learning were announced: Learning in an expert organization (Juhani Kirjonen) and Learning potential of jobs (Rene Bouwen).

Robert Roe reported that funds for the project Work Motivation and Quality of Work: Prerequisite for Successful Socio-economic Change have been awarded by the European Commission. Co-ordinated by R. Roe, the study involves Hungary, Bulgaria, and Czechia.

Giancarlo Trentini described the research project on psychopolitical attitudes involving several universities in Italy (Venice, Padova, Bologna, Urbino, and Palermo).

5. *Library Project*

Gunn Johansson gave a progress report on the Library Project. The project has received its first financial contribution, a grant from the Swedish Work Environment Fund of 100.000 SEK, equal to about 11.000 ECU covering the cost of two sets of books.

Eight out of a total of 13 publishers had responded to a request for deduction of list prices, offering discounts of 20 to 50 per cent on 24 out of 55 titles.

A specified offer has been submitted by bookseller Bookimpex in The Hague. Main items of the offer are: (1) all books for one addressee will be sent by registered mail provided with all the necessary customs declarations; (2) all books will carry a label listing the sources which provided funding; (3) invoices will be paid in advance by donors, directly to one of the Bookimpex accounts in the Netherlands, Germany, UK, or USA; (4) the estimated cost of one set of available books will amount to circa 4.650 ECU, and the total cost of 15 sets would be approximately 69.750 ECU. Postage will be about 200 ECU per set, and the total cost about 73.000 ECU.

It was decided

- that the Bookimpex offer should be accepted as a basis for further action and that a Letter of Agreement, referring to the above terms, should be signed by Bookimpex, Maison des Sciences de l'Homme, and ENOP;

- that the procedures for payment, distribution, etc., as specified by Bookimpex be included in an updated version of the Library Project Report; and

- that this report, together with the 12-year ENOP report and information about MSH, will be used for applications to funding agencies.

6. *Membership*

The proposals that Claude Louche (France), Gunnela Westlander (Sweden), Veikko Teikari (Finland), and Rene Denis Bouwen (Belgium) should become ENOP members were all accepted unanimously.

Branimir Sverko reported that two candidates for ENOP membership have been approached recently: Prof. Eduard Konrad (Ljubljana, Slovenia), and Prof. Zofia Ratajczak (Katowice, Poland). The search for members from Austria, Greece, and Turkey is continuing.

Norbert Semmer suggested Michael Rousson (U. Nauchatel) as a possible 3rd member from Switzerland. Gunn Johansson pointed out that there is no member from the Baltic states, and suggested Viesturs Renge (U. of Latvia, Riga) as a candidate. Anna Leonova suggested possible candidates from Ukraine.

Bernhard Wilpert reported that Peter Timpe has resigned from ENOP because he changed the department.

7. *Election to CoCo*

Two new members were unanimously elected to CoCo: Anna Leonova and Tony Keenan. For reasons of their specific responsibilities to the network John Hurley, Gunn Johansson, Claude Levy-Leboyer, Branimir Sverko, and Bernhard Wilpert were unanimously re-elected to CoCo.

8. *Conferences & Workshops*

Miklos Antalovits reported that VII European Congress on W/O Psychology, organized by EAWOP and Hungarian Co-ordination Council for Work Psychology, will be held in Győr (Hungary) on April 19-22, 1995. It will cover a broad range of topics, but special attention will be paid to the implications of present European context for W/O psychology. Deadline for abstract submission: 1 June 1994. The address of the Congress Secretariat: Postbox 9, B-2100-Deurne-2, Belgium.

Jose-Maria Peiro announced that the IV European Conference

on Organizational Psychology & Health Care will be held in September 1995 in Munich, Germany. Organized by ENOP and the Chair of Psychology at the Technical University of Munich, the Conference will focus on the work and organizational settings of health care personnel. Early abstracts with a half-page biographical note can be submitted from the 1 July 1994 to: Dr Amanda Griffiths, Department of Psychology, U. of Nottingham, NGZ 2RD, UK, or to Dr. Gerd Wenninger, Chair of Psychology, Technical U. of Munich, Lothstr. 17, D-80335 Munich, Germany.

Jose-Maria Prieto reminded people of the Madrid IAAP Congress and mentioned a possibility for eminent scholars to apply through him for accommodation in Residencia per estu-diantes.

Bernhard Wilpert reminded the meeting of the Bad Homburg 16-18 June Workshop on Models of system adaptation with participants from various disciplines.

Jiri Stikar described the Prague Workshop on simulation models in W/O psychology scheduled for 27-29 September 1995.

Juhani Kirjonen informed that the Finish National Conference Psychology 94 will take place at the Univ. of Jyvaskyla, August 31 to Sept. 2, 1994. The main theme is "Life span and crises". There will be several workshops and symposia in the area of W/O psychology. The official language is Finnish, but some events will be in English. For more information contact Juhani Kirjonen, Univ. of Jyvaskyla, P.O. Box 35, FIN 40351 Jyvaskyla (Email: jkirjonen jytk.jyu.fi).

9. *ENOP Symposium 1995*

Several ideas were put forward for the next Symposium:

- * The identity of W/O psychology
- * Competence in W/O psychology
- * Discipline and profession of W/O psychology
- * Relation of W/O psychology to other disciplines
- * The role of multimedia in training of W/O psychology

It was observed that the themes are mutually related and that they link with the curriculum development task. Rene Bouwen and Gunnela Westlander agreed to formulate the topic and prepare a proposition for the 1995 symposium. It was also agreed that one them will be invited to attend the next CoCo meeting.

The location of the 1995 Symposium was discussed. It was proposed to organize the Symposium in Gyor in April, immediately prior to or after the European W/O Psychology Congress. But, the proposition was voted down (9:6). The final decision was left to CoCo.

(BS)

Friday 11th March 1994 - 2.30 pm

**The Core Curriculum in Work and Organizational Psychology:
Discussion of the Revised Reference Model**

Robert Roe summarized the comments made at the Coco's November meeting. The Coco suggested that the discussion should not start from the beginning, but focus on further steps. Some changes in accents and some additional function (e.g. the nostrification of degrees) had been suggested. More substantial suggestions had been that (1) a greater stress should be placed on the harmonizing function of the model, by formulating stronger recommendations and making the 'Local Models' optional; (2) the content of the model should be phrased in topics and specific educational objectives associated with them, (3) a list of didactic methods should be added and (4) a standard credit system should be adopted.

The discussion, first in groups next in plenary, made clear that the majority of members preferred an invitational approach over a prescriptive one. Yet, it was agreed that some minimum norms (concerning the structure and the overall coverage of the field) should be expressed. Some comments on the model were that the imbalance in resolution between organizational, personnel and work psychology should be reduced, that the implicit suggestion of an exclusive positivist approach should be avoided, that the audiences of the RM should be made explicit, etc. Several suggestions were given regarding the survey. It was agreed that the survey will be directed to ENOP-members in the first place. They will be asked to indicate the topics covered in their curricula in terms of educational objectives and in terms of course content and size, using the categories of the RM. They will also be asked to mention desirable trends for the future. The results will be used to 'fill' the model, taking account of the level of agreement. The project group will continue the work and report in the 1995 meeting.

(RR)

XIVth Annual ENOP Symposium, Paris, 10-12 March 1994

List of Participants

Miklos Antalovits, Rene Bouwen, Pol Coetsier, Peter Dachler, Charles de Wolf, Marian Dobrynski, Pieter Drenth, Jose Fortezza, David Guest, Gunn Johansson, Anthony Keenan, Juhani Kirjonen, Anna Leonova, Claude Levy-Leboyer, Claude Louche, José Ferreira Marques, José M. Peiro, José M. Prieto, Robert Roe, Norbert Semmer, Jiri Stikar, Branimir Sverko, Veikko Teikari, Henk Thierry, Giancarlo Trentini, Bernhard Wilpert, Gunnela Westlander, Peter War

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