

ENOP

EUROPEAN NETWORK OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

NEWSLETTER NO. 28

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1. Minutes of last meeting

The minutes of the Business meeting 1994 were read and were agreed as an accurate record of the meeting. Arising from that meeting and the symposium, Branimir Sverko pointed out that though all members had been asked to give a summary of their presentations, only a few had done so. He agreed to circulate all others asking for their summaries so that they could be included in the forthcoming newsletter.

Appreciation of his work as acting newsletter editor was expressed by CoCo. (Editors note: these summaries have not been received as of 30 November)

2. SYMPOSIUM 1995

A discussion took place on whether to hold the ENOP Symposium in Gyor before or after the EAWOP meeting. It was decided not to hold it at Gyor, but one month earlier. The dates were fixed for 23-25 March 1995, in Paris.

A proposal was received from Rene Bouwen on "Building Competencies for W/O Psychologists" This was accepted as the topic for the next symposium. The draft outline is:

Draft Symposium Outline:

(Note: Rene Bouwen tells me that some of the proposed contributors could not yet be contacted, hence some of the names may change.)

ENOP Symposium 1995

Maison des Science de L'Homme, 54 Boulevard Raspail, 75006
PARIS, Room 214.

Title: "Building New Competencies for
W/O Psychologists."

General Concept:

There is a widening gap between research and practice in Work and Organisational Psychology. There are also new emerging paradigms for theory and practice. By reviewing some of the most central domains (performance, quality of working life, organisational change) in Work and Organisational Psychology, we wish to explore, through collegial dialogue, which new competencies can be recognized and supported through these novel and renewed approaches.

Thursday 23th March 1995

1200 - 1400 Poster Session

1400 - 1530 Setting the context:
Gunella Westlander, Rene Bouwen, Peter
Dachler, Pol Coetsier, G-C Trentini.

1530 - 1600 Coffee Break

1600 - 1800 Performance and effectiveness in
organisation. Frank
Blackler, Peter Dachler
and group dialogue.

Friday 24th March 1995

- 0900 - 1030 Context of working life
 Review: David Guest
 Discussant: Gunella Westlander
- 1030- 1100 Coffee Break
- 1100 - 1230 Change and learning in organisations.
 Review: J-M Prieto
 Discussant: Rene Bouwen
 and group dialogue.

In each of the three preceding sessions we will search for new and emerging perspectives for theory and practice.

- 1400 - 1530 Identification of new competencies
- 1530 - 1600 Coffee
- 1600 - 1800 How to develop these competencies for students, scholars and practitioners. The afternoon will be used for discovery and dialogue in the plenary group, assisted by an outside facilitator.

Saturday 25th March 1995 0900 - 1300
 Business Meeting (see item 11)

3. ENOP presence at Gyor

It was decided to ask the Gyor organisers to schedule a Panel Discussion of the Reference Model for this conference. This panel would be composed of those members of the Reference Model committee, and a number of practitioners would also be invited to participate.

4. Conferences

Tilburg: "Values and Work" 9-22 November, 1994

Guangzou 27-31 August 1995 Chinese regional conference in Psychology. Contact: Bernard Wilpert

The Seventh EAWOP Conference will be held at Győr in Hungary the 13th-17th April 1995 Contact person: Miklos Antalovits

Fourth European Conference of Psychology, Athens, July 2nd to 7th 1995. Contact: James Georgas, who invited us to attend the conference.

4th European Conference on Organisation Psychology and Health Care. Munich, October 12-15th 1995 Final Abstracts by 1st December 1994. Contact person Dr A Griffiths University of Nottingham, UK, Fax 44 602 51 5324, or Dr G Wenninger TU Munich, Germany. Fax 49 89 2105 4202

5. Workshops

"Theoretical and practical approaches to event analyses"
Bad Homburg, Germany, 11-13 May, 1995

6. 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 the Institute of Scientific Information in Philadelphia to arrange that copies of 'Current Contents' be available for our project. 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.

7. Research

Moskou-Tilburg Joint Research project "Interruption in Informational Work" Coordinators: Anna Leonova, Rob Roe

Berlin -Budapest Joint research project: "Safety and human reliability in socio-technical systems of high complexity." Coordinators: Bernard Wilpert and Miklos Antalovits

Liege, Moskou, Giessen and 8 other universities. Human error in high risk socio-technical systems." Coordinator: Veronique de Keyser.

8. Publications

ENOP report number 1: "A dozen years in review"

ENOP Report number 2: "The ENOP Library project"

ENOP Report number 3: "The ENOP Reference Model for Training in W/O Psychology."

9. Membership

Branimir Sverko reported on progress in relation to new members. It was agreed that three of the ten potential members would be invited to attend the next symposium. The are: Eduard Konrand (Slovenia) Zofia Ratjczak (Poland) and Ivan Robertson (UK) Others were still in the process of replying and giving CV details.

He also brought to the attention of CoCo the fact that three existing members had not attended any events or contributed to ENOP activity during the past year. It as agreed that a letter reminding those people that ENOP is a small active network, and depends on members active contribution for its effectiveness.

10. BUDGET

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

11. Business Meeting 1995:

Draft Agenda:

- Minutes of Business Meeting 1994
- ENOP at Gyor
- Symposium 1996
- Publications
- Research
- Library Project
- Membership

Appendices:

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Communications with CoCo members:

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Bernhard Wilpert	49 30 31 42 29 15	49 30 31 42 52 74

UNIVERSITE DE NEUCHÂTEL

FACULTE DE DROIT ET
DES SCIENCES ECONOMIQUES

MISE AU CONCOURS

En raison de la retraite de l'actuel titulaire et de la réorganisation du plan d'études,

**Un poste de professeur ordinaire de
psychologie sociale du travail**

comportant des cours et séminaires dans les domaines de la psychologie sociale du travail et des relations de travail, complété, selon le profil du candidat par un cours de méthodologie de l'enquête ou de "bilan personnel et mesure".

Deux charges de cours de 2 heures

- Ergonomie
- Systèmes et techniques de formation dans les organisations

Titre exigé: doctorat

Entrée en fonction: 1er octobre 1995

Traitement: légal

Obligations: légales

Les demandes de renseignements peuvent être adressées au doyen de la Faculté de droit et des sciences économiques, avenue du 1er-Mars 26, CH-2000 Neuchâtel, tél. 038 24. 36 36

Les candidatures doivent être présentées, avec curriculum vitae, travaux, publications scientifiques et références au Département de l'instruction publique et des affaires culturelles, service de l'enseignement universitaire, Château, CH-2000 Neuchâtel jusqu'au 31 janvier 1995.

Second Announcement of the IVth European Conference on Organizational Psychology & Health Care. Munich, 1995.

The IVth European Conference on Organizational Psychology & Health Care will be held on 12-14th October 1995 in Munich, Germany. It is organized by the European Network of Organizational Psychologists (ENOP) in collaboration with the Chair of Psychology at the Technical University of Munich.

The conference will focus on the work and organizational settings of health care personnel in both hospitals and outpatient care. Health care workers constitute a large proportion of the workforce in most European countries and the work and organizational problems may be similar throughout Europe for most of the occupational groups in the health care sector. The conference will highlight a wide range of issues, such as the way work is organized; the contact between patients and the health care worker; psychosocial, physical and ergonomic demands and risks; job content and skill development; working time; stress and burnout; intervention programmes; health care management, etc.

The aim of the conference is to increase the interchange of experience from research to practice and from practice to research. To ensure a high standard and wide-ranging scientific programme, we have constituted a scientific committee consisting of experts with diverse backgrounds. Abstracts of papers for oral or poster presentations, discussions sessions and workshops are welcome. A post-conference publication is planned which will contain lengthier versions of selected presentations. Papers from previous conferences have been published in the journal *Work & Stress*.

Abstracts together with a half-page biographical note can be submitted to the conference secretariat (addresses below). The final deadline for full abstracts (1 page, APA standard, camera ready) will be **1st February 1995**.

European Scientific Organizing Committee:

Professor André Büssing, Technical University of Munich
Professor Tom Cox, University of Nottingham
Professor José-María Peiró, University of Valencia
Professor Charles de Wolff, University of Nijmegen

Conference Secretariat:

Dr Amanda Griffiths

Centre for Organizational Health & Development, Department of Psychology,
University of Nottingham, NG7 2RD, UK. Fax (+44) 1159 515324

or

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Germany. Fax (+49) 89 2105 4202.