

ENOP

EUROPEAN NETWORK OF ORGANISATIONAL AND
WORK PSYCHOLOGISTS

NEWSLETTER NO. 30

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CONTENTS

1. Minutes of last meeting
2. Symposium 1996
3. Conferences
4. Reports of other activities.
5. Assessment of Work and Organizational Psychology in France.
6. Summer Schools
7. Workshops
8. Library Project
9. Curriculum Development
10. Publications
11. Membership
12. Long-term planning
13. Budget
14. Business meeting 1996

CoCo meeting (November 10, MSH, Paris)

Participants :

John Hurley, Tony Keenan, Anna Leonova, Claude Levy-Leboyer, Vincent Rogard, Branimir Sverko, Bernhard Wilpert

1. Minutes of last meeting

The minutes of the Business meeting 1995 were read and were agreed as an accurate record of the meeting.

2. Annual Symposium 1996

2.1 12.00 - 2.00pm

ENOP COLLEAGUES INFORMATION EXCHANGE

Colleagues are encouraged to bring with them small posters or information leaflets which describe their current research interests, and future plans. These can be circulated and discussed during an informal session during which coffee will be provided, between 12 noon and 2pm

2.2 The goal of this years Symposium is to discuss the criteria for Evaluation of Research in Work and Organizational psychology.

A draft program designed by Tony Keenan was discussed. This given here:

Thursday 21st March

14.00-1430	Introduction to Symposium	Tony Keenan
14.30 - 15.30	Review of Alternative Methods of Evaluating Research Quality	To be announced
15.30 - 16.00	Coffee	
16.00 - 16.45	Research Assessment Systems and funding Allocation: The UK experience	Tony Keenan
16.45 - 17.30	Evaluation of Research Quality in the Netherlands	Rob Roe

Friday 22 March

9.00 - 9.45	Evaluation of Applied Psychology Research in Russia	Anna Leonova
9.45 - 10.30	Evaluation of Research Quality in Poland	Zofia Ratajczak (to be confirmed)

10.30 - 11.00	Coffee	
11.00 - 13.00	Group Sessions: Review and Analysis of Key Themes	
13.00 - 14.00	Lunch	
14.00 - 15.30	Reports from Groups	
15.30 - 16.00	Coffee	
16.00 - 17.30	Review and Synthesis	To be announced

3. Conferences

May 21-24, 1996 Istanbul - First international Conference on Applied Ergonomics

April 25 - 28, 1996 San Diego - Society For Industrial and Organizational Psychology

August 9-13, 1996 Toronto - Annual APA Convention

August 16-21, 1996 Montreal - International Congress of Psychology

4. Reports of other activities

Bernard Wilpert reported on the meeting about European Psychology held during the last congress of Athens. (2-7 July, 1995) Thirty groups and three international associations were represented. The organization of a workshop about the representation and the possibly greater influence of psychology was discussed.

Relation with SIOP. Claude Levy-Leboyer will be present to the next meeting of SIOP (April, 1996 San-Diego)

5. Assessment of Work and Organizational Psychology in France.

The situation of work and organizational psychology in France requires international expertise in the research areas developed in this domain. This expertise will be co-ordinated under the auspices of the French Ministry of Research in association with ENOP.

The head of the Social Science department of the French Ministry of Research will formally ask to ENOP to provide four international experts (Coetsier, Ferreira-Marques, Peiro, Wilpert). These experts will assess the research which has been developed in the last few years in France in the field of work and organizational psychology. A survey organized by the ministry will provide data for the European colleagues involved in the project. Claude Levy-Leboyer and Vincent Rogard will be the contact points for ENOP. Results of this evaluation will be used in the design of a French network for organizational and work psychology.

6. Summer schools

Vincent Rogard informed the CoCo of the results of the sub-meeting held in Paris June 16th 1995. The goal was to examine the different projects shortly submitted at the last business meeting. Participants agree on the necessity to plan a series of annual summer schools. In the light of the state of development of the different projects it was decided to support the following:

July 1997 - Budapest : Third summer school on New Information Technology and Work Psychology. Mainly organized by B. Sverko and M. Antalovits

The final proposal has been submitted to the Soros foundation. A decision will be taken at the end of November 1995.

July/ August/ September 1998- Helsinki or Paris : Fourth summerschool on New Information Technology and Work Psychology.

The Finnish proposal (Helsinki University of technology) focused on Individual and Collective Representations of Work in Europe in the 1990's - Analysis and Interpretation.

The French proposal (University Rene Descartes-Paris V and Maison des Sciences de l'Homme) focused on Work analysis and design in the context of New Information Technology - concepts, models and methods. Choice of the location for 1998 will be done at the end of 1996 depending of the feasibility of each project.

7. Workshops

Fourth Workshop on Work and organizational psychology in health care organizations (October 12-14, 1995- Munich). A report of this workshop realized by Jose M. Peiro is appended to this Newsletter. (Appendix I).

Bad Homburg (June 20-22-96). "Exploring the Safety-Management link."

Since five years the focus of the annual Bad Homburg Workshop was on *Human factors in safety and reliability of complex, hazardous socio-technical systems*.

B. Wilpert informed the Coco that due to financial troubles the support of the Werner-Reimers -Foundation will be reduced in the future. In June, the group of people in charge of this annual organization since its beginning (1982) will discuss the opportunity to maintain this series of workshops.

8. Library project

The cost of the Library project has been estimated to 60, 000 ECU's. An application to the Volkswagen foundation is pending. Branimir Sverko suggest that such a project could be supported by the Soros foundation. Contact with this foundation will be established before the annual symposium. At the same time a sub-meeting will formulate a draft.

9. Curriculum development

Bernard Wilpert summarized the recent developments of this project. An application in the EC Program for Targeted Socio-Economic Research (TSER) has been made. The research proposal (One million ECU) involve eight institutions in various countries. Results of this application will be known in November 1995. But, in any case, the CoCo would propose to support the project even at a lower level of support.

We have just heard that Brussels has turned down this application.

10. Publications

"Telematics and Work." R. Roe & E. Andriessen (Eds), Lawrence Erlbaum, 1994

"Exploring the Safety-Management link." B. Wilpert and M. Antalovits (Eds), 1995

"Readings on Work and Organizational Psychology" . A. Leonova & O. Chernychova (Eds), Moscow, Radix, 1995 (in Russian)

"Life roles, Values, and Careers." D. E. Super & B. Sverko (Eds), Jossey -Bass, 1995

CoCo decided to explore the modalities of producing introductory books for students in Work and Organizational psychology.

This topic was discussed following a discussion about contacts between Taylor and Francis and outsiders purporting to speak on behalf of ENOP. This something that could be included in our long-term planning, and is related to the curriculum development project. Wilpert will write to Taylor and Francis to explore these possibilities.

11. Membership

Branimir Sverko produced a list of attendance of the symposia (1992-1995). Starting from this document, the CoCo decided to contact some members who failed twice to attend the annual symposium.

Proposals for new members have come from Spain and various contacts were established with colleagues from Austria and Estonia. The CoCo also examined the situation of some countries (Norway, Italy, Greece). Branimir Sverko will establish the appropriate contacts.

12. Long term planning

John Hurley suggested we might think more about our long-term goals, and about additional sources of finance for ENOP, in order to place us in a more secure long-term position.

Two projects developed by ENOP are in fact long term projects : curriculum development and eastern/western cooperation.

The exchange of information and people (students and staff) inside the network could also be improved.

13. **Budget**

The 1996 budget will not be very different for the preceding one. Vincent Rogard will present the main supports provided by MSH during the next business Meeting.

Anna Leonova pointed out some difficulties of circulation (visas etc.). This question appears as a crucial one for the CoCo considering the eastern/western developments of ENOP.

Date of Symposium, 1996: 21-23 March, 1996

14. **Business meeting 96**

Proposed Agenda of the Business Meeting 1996

1. Conference 1997
2. Workshop
3. Conferences
4. Summerschool
5. Library project
6. Curriculum development
7. Research
8. W/O evaluation
9. Publications
10. Elections
11. Membership
12. Budget

Elections CoCo: - The CoCo suggested that three durable positions are needed :

- Link with the MSH (B. WILPERT)
- Eastern/Western development and summerschool (B. SVERKO)
- Newsletter (J.HURLEY)

- It was decided also to appoint a General Secretary who will act as a link with the French national organizations (V. ROGARD)

Three others people (2 western / 1 eastern) will be proposed :

- Robert Roe;
- Norbert Semmer;
- Zofia Ratajczak.

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IV WORKSHOP ON WORK AND ORGANIZATIONAL PSYCHOLOGY IN HEALTH CARE ORGANIZATIONS.

Report to: ENOP Coordinating Committee and
La Maison des Sciences de L'Homme.

From: European Scientific Organizing Conference.

CONTEXT.

A decade ago, members of ENOP approved during the Plenary Meeting, the organization of a Workshop on "Work and Organizational Psychology in Hospitals" being aware that psychologists working in this field were increasing in Europe and more exchange and cooperation among them were needed. That workshop took place in Wales (September 1985) organized by Profs. Dom Wallis and Charles De Wolff and sponsored by The British Council and La Maison des Sciences de L'Homme. Latter a selection of the contributions was published in the book edited by Wallis, D. and De Wolff, Ch.: "Stress and Organizational Problems in Hospitals" (1989).

The second Workshop on the same topic took place in Valencia during april 1990 organized by Prof. José M. Peiró and Charles De Wolff. It was sponsored by La Maission des Sciences de L'homme, La Universidad Politécnica de Valencia and la Universidad Literaria de Valencia. A selection of the contributions was published in a Special Issue of the Journal Work and Stress (July-Sept. 1992) under the title "Organizational Issues in Hospitals".

The third Workshop was held in Krakow (April 1993) intending to stimulate east European researchers and professionals interested and/or active in the field. It was organized by Ch. De Wolff, José M. Peiró, Tom Cox and W. Schaufeli with the cooperation of the members of the Center for Stress Education and Research of the University of Krakow. It was sponsored, as the previous one, by la Maison des Sciences de L'Homme and also by the Tempus program (JEP 1837-91) and by the Jagelonian University of Krakow. A selection of the papers has been edited and will appear as a Special Issue of the journal Work and Stress (scheduled for April 1996).

THE IV WORKSHOP.

The IV Workshop took place in Munich (October 12-14, 1995) under the title: ENOP'95: IV EUROPEAN CONFERENCE ON ORGANIZATIONAL PSYCHOLOGY IN HOSPITALS.

It has been sponsored by La Maison des Sciences de L'Homme and the Technical University of Munich.

ORGANIZATION STRUCTURE.

During the previous workshop, the organizing group realized that it was important to develop some basic structure in order to facilitate the continuity of the workshops. The structure developed is as follows:

- European Scientific Organizing Committee:
- Permanent Conference Secretariat.
- Local Conference Secretariat.

See page 3 of the Final Program, Abstracts and List of participants for a description of these three bodies.

SCIENTIFIC PROGRAM.

The Scientific Committee considered that it was relevant to include in the program two keynotes. One should present a review of the situation of the country that hosts the Conference on the topic of the conference, the other should present an overview of recent developments and future perspectives on a relevant issue.

During the present edition the Scientific program included: 2 keynotes, 20 papers and 7 posters.

In the Final Program, Abstracts and List of participants the abstracts of all this contributions as well as the final program of the Conference are presented. It is interesting to note that about half of the papers deal with burnout of health professionals and the rest with organizational diagnosis, quality of care, absenteeism, job and tasks characteristics, etc.

PARTICIPANTS.

The size of the conference it is intended to be lower than 40 in order to stimulate active participation and cooperation in the field. In addition, it is expected that participants will present a contribution either as a paper or poster.

During the present edition there were 36 participants (see list in the program booklet) from the following countries: Germany (16) Holland (7), United Kingdom (6), USA (2), Belgium (1), Poland (1), Spain (1) Switzerland (1).

Two other colleagues from Russia announced their participation but finally they were not able to come.

PUBLICATION.

During the Conference, the European Scientific Organizing Conference meet and agreed to prepare a publication containing selected papers of the Conference.

NEXT CONFERENCE.

The celebration of the next conference will take place in Holland in 1997.

ANEX.

- Conference Preliminary Program. (1 copy).
- Conference Final Program, Abstracts & List of Participants (2 copies).

