

ENOP

**EUROPEAN NETWORK OF ORGANISATIONAL
AND WORK PSYCHOLOGISTS**

NEWSLETTER NO. 32

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CONTENTS

1. Minutes of last meeting
2. Reports of other activities.
 - 2.1 Library Project
 - 2.2 Assessment of Work and Organizational Psychology in France.
 - 2.3 Assessment in General
 - 2.4 European project
 - 2.5 Workshops
3. Symposium 1997
4. Curriculum Development
5. Conferences
6. Summer Schools
7. Workshops
8. European Harmonization
9. Membership
10. Publications
11. Budget
12. Business meeting 1997

CoCo meeting (November 10, Tilburg University)

Participants :

John Hurley, Tony Keenan, Jose Maria Peiro, Zofia Ratajczak, Rob Roe, Vincent Rogard, Branimir Sverko, Bernhard Wilpert

1. Minutes of last meeting

The minutes of the Business meeting 1996 were read and agreed as an accurate record of the meeting.

2. Reports of other activities.

2.1. Library Project

The Volkswagen Foundation has provided a sum of 70,000 DM and a Swedish Foundation has decided to fund 10 sets of books. The committee has chosen seven or eight universities in Eastern Europe to allocate books to and the first allocation will be commenced in Budapest.

2.2. The French assessment of Programmes in France

Fifteen research teams in organisational psychology have been evaluated by four members of ENOP. They were: Peiro, Ferreira-Marques, Coetsier and Wilpert. It is hoped to develop a doctoral training programme by way of the developing network that now exists in France.

2.3. Evaluation in General (follow-up to the Annual Symposium 1996)

(i) Tony Keenan will summarize what he has so far achieved, though he points out that there are limitations to the information he has got.

(ii) Some clarity is needed as to the objectives of work and organisational psychology. There was discussion as to how we could best evaluate, achievement towards these objectives. Have we strategic objectives in this area? Are there some specific characteristics of our research for example, interdisciplinary which we want to emphasize?

At the end of this discussion we should really propose some goals for the evaluation of organisational psychology.

2.4. The European Project

Rogard has received a letter of rejection from the EU in reference to our application for funding for a thematic network project under Socrates. The reasons for this rejection are totally unclear but Rogard is to check the reasons through the commission. There is a possibility that though the project contains reference to a very large number of countries collaborating in a thematic network, because this was not stated on the first page of the application and the covering letter that this may have been the reason it was rejected, but this is speculation.

2.5. Workshops

Organisational Psychology in Healthcare institutions

The report of the 3rd conference on this topic is to be published shortly in the Journal of Work and Stress.

The 4th conference report has been sent out to publishers for consideration.

Bad Homburg 1996. The 14th Annual Conference on Management

A number of these 14 workshops, nine have already been published, two more are in the process of being completed.

3. Symposium 1997

DISSEMINATION OF KNOWLEDGE IN WORK AND ORGANISATIONAL PSYCHOLOGY

This Symposium is in three parts; Part A: A report by Tony Keenan on Research evaluation; Part B: A communications exercise among ourselves on our own research; and Part C: A symposium on the subject of scientific dissemination.

Thursday 20th of March.

Part A: 14.00-15.15

Research evaluation in work and organizational psychology.

-Presentation of the Document. (Anthony Keenan).

-Discussion

15.30 15.45: Coffee

Part B: 15.45-17.00:

ENOP Members presentation of research interests and activities.

-Each participant will be allotted with 5 minutes time to present his/her main research interests and recent developments.

(It is recommended that we support our presentation with one or two transparencies and/or hand-outs to be distributed.)

Friday, 21st of March.

Part C: Scientific dissemination and professional practice:

"From science to practice and back again".

9.00-9.15: INTRODUCTION. Jose M. Peiro.

9.15-10.15: WORK IN GROUPS.

Participants will divide into 5 groups. Each group will discuss one of the topics that will be addressed in the presentations. Members of each group are expected to act as discussants after the presentation.

10.15-11.15:

Expectations and demands of clients (users) of Work and Organizational Psychology research.

Presenter: SNCF (Vincent Rogard).

-Discussion

11.15-11.30 Coffee

11.30-13.00

Communication through scientific journals in work and organizational psychology: future trends and challenges. Gatekeepers' views.

Panel Discussion: Michael Frese, Anthony Keenan, Heinz Schuler, Peter Herriot,

14.30-15.30:

Technology development for work and organizational psychology interventions. Linking research outcomes and interventions?

-Meurs Consulting

15.30 -16.30:

The role of research in work and organizational psychology: a practitioners' point of view.

-Ute Schmidt-Brasse. Germany.

16.30-17.30:

Multiple roles make the interaction between research and practice easier?:

The perspective from a researcher-consultant.

-John Hurley.

17.30-18.00 General discussion and implications.

Note: This is a draft outline; some of the speakers have to to be confirmed.

4. Curriculum Development

The CoCo will propose at the next business meeting that we carry on the curriculum development project and on the basis of the model and of the last survey. In the mean time ENOP will ask individual members to describe individual courses or elements which are prototypes and put this into the report as feedback to all. We would also continue to approach the EC for money for this valuable project.

5. Conferences:

- i. The conference in Verona, 500 papers have already been submitted. The conference will take place in Verona, April 2nd - 5th 1997. It was discussed whether we should have an ENOP presence at this conference.
- ii. Dublin. European Congress of Psychology No. 5 will take place in Dublin July 5th - 9th 1997.
- iii. IAAP in San Francisco. Very few applications have been received from eastern Europe in spite of funding which is now available to support such applications. It was decided to ask Rob Roe, to inform Wilpert on possible candidates for funding for attending this conference, this will be in San Francisco in 1998.
- iv. SIOP. Are there ideas to take to SIOP, e.g. exchange visits, research collaboration, and information on conferences.

6. Summer School 1997

This will take place August 10th - 31st in Budapest. This has been made possible by a grant of \$50,000 from the Soros Foundation. Applications must be received by the end of January and the organising committee meeting will be in Paris around the 1st or 2nd February 1997. Tentative outline enclose as Appendix 1

7. Workshops

Psychology and Healthcare (coordinator Peiro) will take place in Utrecht, from the 9th-11th October 1997. The conference has been announced and published and details are included in this newsletter as appendix 2.

Bad Homburg.

"The push and pull of technological changes and safety "(working title) will take place May 22nd - 24th 1997. Coordinator Wilpert.

Transformations in Eastern Europe

The project is planned for 1998 in Dubrovnik

8. European Harmonization

1. EFPPA

We have become aware that EFPPA has established a task-force to consider a European Diploma for psychologists. EFPPA has set up a task-force to advise it on work and organisational psychology. We should get information on EFPPA from EAWOP perhaps. José Maria Peiro could provide this on the present development on the European Psychological Diploma and this could be discussed at the business meeting. Also to be discussed would be the place of work and organisational psychology in the curriculum and any possible input to EFPPA.

2. Accreditation

The CoCo discussed how the reference model might be related to accreditation. It was felt that we need to think of how European systems of education of work and organisational psychology are structured; how this might be harmonized throughout Europe; and how this is related to curricular development. We explored the possibility that Socrates might fund a Ph.D. programme on a Europe-wide basis for example.

9. Membership

Sverko made a report on current approaches to being made to individuals with regard to membership of ENOP and this was agreed.

10. Publications

The CoCo discussed forthcoming publications and it became clear that a number of publications are either being planned or in the process of completion.

Hurley is proposing one text book based around the reference model and has got an international publisher who wishes to publish it. He will circulate this proposal details of this at the business meeting in March 97, and will seek the collaboration of the wider membership of ENOP in preparing it.

Roe is already preparing a text book.

Peiro has been approached to write modules by Taylor and Frances. It was decided that he should explore further the nature of these modules and how they might conflict with our own plans for publications.

Textbook:

Hurley, John "Organisation and Scientific Discovery". John Wiley, 1997

11. The Budget

The Maison des Sciences de l'Homme (MSH) is developing a four year plan starting in 1998. They have informed us that travel expenses present a particular problem to them. They would like to see more emphasis on programmes perhaps in-house activities in MSH rather than travel. Wilpert is concerned about this information and change in funding allocations. The change suggested seems to imply a different appreciation of the nature of the network. The essence of a network is a facilitating structure to which a travel budget for planning and evaluation meetings, eg CoCo, is essential. The ENOP network could not continue without travel funding this was the unanimous view of c. It was decided to Wilpert and Rogard will have discussions with MSH to see if this could be altered, failing this we would have to emphasis through DG12 our need for budget that would cover this activity.

12. Business Meeting -Draft Agenda

1. Four Year Plan.
2. Work and Organisational Psychology Evaluation.
3. Conference Symposium 1998
4. Workshops
5. Summer Schools.
6. Library Project.
7. Curriculum Development.
8. Socrates, Erasmus etc.
9. Research.
10. Publications.
11. Elections to Coco.
12. Membership.
13. Budget.
14. Any other business.

Communications with CoCo members:

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Appendix 1

**Tentative Program
of the Third European Summer School (July 1997)
on New Information Technology and Work Psychology**

Emerging technological developments: Their nature and context

1. **Understanding technology: Interdisciplinary nature of the problem.** Technology and human work. The contribution of different disciplines and professions to the study and modification of work: Engineering, Ergonomics, Psychology, Sociology, Organization Sciences, Economics, Information Sciences. Towards human-centered advanced technology.
Lecturer: Prof. Bernhard Wilpert, Berlin University of Technology, Germany
2. **Work and technological development: major trends.** Major trends of developments in new information technology (NIT) including telecommunications, office systems, industrial automation, robotics, and consumer products. Types of systems and their diffusion in different sectors of economy. General impacts on society and work life.
Lecturer: Prof. Robert Roe, Tilburg University, The Netherlands
3. **Strategies towards technical innovation.** Basic principles of project management. Some project management methods. Communication and project organization. Project planning. Problems of change: user involvement, resistance.
*Lecturer: *Prof. Michael West, The University of Sheffield, United Kingdom*
4. **New technology and culture.** Social values and technological policies. Problems with imported NIT. An overview of situation in Eastern and Central European countries.
Lecturer: T.B.A.

Designing computerized work: Fitting the technology to the human beings

5. **Organizational analysis and design.** Organizations as socio-technical systems. Analysis organizational structure, technology, competence. Analysis of intra- and interorganizational communication networks. The practice of participative organizational development.
Lecturers: Prof. Veikko Teikari & Antero Kiiänmaa, Helsinki U. of Technology, Finland
6. **Work analysis and design.** Work place: technical, socio-psychological, and economic characteristics. Task and activity. Procedures of analysis: observation, simulation, and survey. Psychological approach to job design. Job design and the new technology.
Lecturer: Dr. Vincent Rogard, Université René Descartes - Paris V, France
7. **Software psychology and interfaces for enhanced human-computer interaction** Cognitive system engineering. Mental models of human-computer interaction. Paradigms in the psychology of programming. User interface design. Norms and standards in the interface design. Software evaluation methodologies.
Lecturer: T.B.A.

- 8. Health issues in working with computers.** Conceptual framework for the study of health. Environmental stressors. Human reactions: stress, illness, coping. Health hazards with VDUs.
Lecturer: Dr. Fred Zijlstra, Tilburg University, The Netherlands

Personnel policies: Fitting the human person to the new technology

- 9. Selection for advanced technology: Promises of computer-based assessment**
Person-job fit: a conceptual framework and methodological issues. Traditional approaches to ability assessment. Assessment in the information technology age: computerized item generation, test administration, and scoring. Exploring possibilities for measuring new abilities.
Lecturer: Prof. Branimir Šverko, University of Zagreb, Croatia

- 10. Training for new technology.** Training and personnel development: concepts, models, and techniques. Computer-based instruction. Training by using simulation. Experiences from research in a nuclear power plant.
Lecturer: Prof. Miklos Antalovits, Technical University of Budapest, Hungary

- 11. Age and adaptation to new technology.** Aging as a process. Age-related changes in abilities which are relevant to the design and use of computers. Use of computers by older people: current situation and suggestions for improvement.
Lecturer: Prof. Peter Warr, The University of Sheffield, United Kingdom

- 12. Career management of high-tech workers.** Socialization and career development in organizations. Theories of career choices. Career stages: establishment, advancement, maintenance, withdrawal. Career development and planning of high-tech workers.
Lecturer: T.B.A.

Hot issues: Computer-based communication

- 13. Telematics and work: conceptual and methodological issues.** The concept of telematics, its diffusion, adoption, use, and impacts. Approaches to the study of telematics.
Lecturer: Prof. Robert Roe, Tilburg University, The Netherlands

- 14. Computer supported collaborative work** Communication and collaborative work in NIT settings: current state, methods of analyses, and research findings.
*Lecturer: *Prof. José M. Peiró, University of Valencia, Spain*

- 15. Mastering the usage of the Internet resources.** In search of information: Browsing the world-wide Internet resources. Electronic publishing and learning strategies.
Lecturer: Prof. José M. Prieto, Complutense University of Madrid, Spain.

- 16. Open issue session reserved for problems identified by the participants**

Note. The asterisk denotes the lecturers to be invited as soon as the decision about funding is known.

Third European Summer School

NEW INFORMATION TECHNOLOGY AND WORK PSYCHOLOGY

Budapest, 10-31 August, 1997

APPLICATION FORM

First name(s): _____

Family name: _____ Age: _____ male / female

Institution: _____

Address: _____ Country: _____

Phone: _____ Fax: _____ E-mail: _____

Academic background: (please specify dates)

Degrees obtained:

Title of diploma's / master's / doctor's thesis:

Work experience: (please specify employers, job, dates)

Career plan for the coming years:

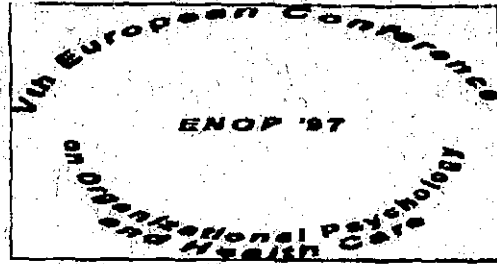
Name of the referent (with address):

Motives for application: (on the back of this page enter a brief statement describing your interest in the Summer School)

If you apply for the HESP support, please explain your request on a separate sheet of paper and indicate whether you need a partial or full support.

Application should be sent before December 15, 1996

Appendix 2



**FIRST ANNOUNCEMENT OF THE 7th EUROPEAN CONFERENCE
ON ORGANIZATIONAL PSYCHOLOGY AND HEALTH CARE
UTRECHT, 9-11 OCTOBER 1997**

The 7th European Conference on Organizational Psychology and Health Care will be held in October 1997 in Utrecht, the Netherlands. It is organized by the European Network of Organizational Psychologists (ENOP) in collaboration with the Department of Social and Organizational Psychology of Utrecht University and the 'Research Institute Psychology and Health'

The conference will focus on work and organizational research in European health care settings. It will highlight a wide range of issues, such as: job-stress and burnout, psychosocial, physical and ergonomic demands, intervention programs, worksite health promotion, health care management, job content and skill development, organizational development, etc.

The aim of this conference is to stimulate the exchange of ideas and experiences between health care researchers and practitioners. You are invited to submit abstracts (1 page, APA standard) for oral or poster presentations together with a half-page biographical note to the conference secretariat (address below). The deadline for abstracts is March 15th 1997.

The conference fee will be 1000,- Dfl, including three overnight stays at a hotel (three breakfasts, three lunches, and one dinner meal) and a sight-seeing tour.

Scientific Committee:

Prof. dr. André Büssing, Technical University of Munich
Prof. dr. Tom Cox, University of Nottingham
Dr. Pascale Le Blanc, Utrecht University
Dr. Maria Peeters, Utrecht University
Prof. dr. José Maria Peiró, University of Valencia
Prof. dr. Wilmar Schaufeli, Utrecht University
Prof. dr. Charles de Wolff, University of Nijmegen

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