

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

*NEWSLETTER*

*No. 35*

*MAY, 1998*

**ENOP NEWSLETTER No. 35**  
**May, 1998**

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## 1. Editorial

Dear colleagues,

As newly appointed editor of our Newsletter, I would like to start by thanking on behalf of ENOP John Hurley, who cared for the newsletter for many years and did a most valuable job in collecting information about activities and progress of our network. Many thanks also to Anne Rocha Perazzo for her assistance in distributing the information to all ENOP members. I very much hope that she will be as patient and helpful in the future.

As in the past, the Newsletter will be published twice an year, in Spring and Autumn. The motto which I will follow as new editor is "keep the letter short and informative". I do not think that it will be difficult to keep the Newsletter short; however, whether it will be informative or not, depends mostly on your contributions. Please send all relevant information which you would like to be included in the Newsletter either to Anne Rocha Perazzo at the Maison des Sciences de l'Homme or to me.

This Newsletter contains information about the business meeting in Paris, March 1998, a short overview of the Symposium 1998 and a call for information. In order to strengthen the network, I would like to present in the next Newsletter an overview of research activities of ENOP members, and I would therefore ask you to send in information about your current research projects and recent publications. Enclosed please find the respective form.

Finally, I wish you all a relaxing Summer!

Erich Kirchler

### OBITUARY

March 27th, 1998,  
Prof. José A. Forteza  
passed away.

*All freezes again,  
among the pines,  
winds whispering  
a prayer.*

(José M. Prieto)

## 2. Minutes of the business meeting, Paris, March 1998

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- 2.3. ENOP symposium 1999
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- 2.6. Library project
- 2.7. Curriculum development
- 2.8. Socrates, Erasmus
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- 2.9. (b) Symposia, congresses
- 2.10. Publications
- 2.11. Elections & CoCo
- 2.12. New members
- 2.13. Budget
- 2.14. Any other business ...  
(EC 5th framework; Journals).

### 2.1. Four year plan

Vincent Rogard reports that the Maison des Sciences de l'Homme (MSH) has signed the contract with ENOP for the next four years and is willing to support our network in the future.

### 2.2. W/O psychology evaluation

Edvard Konrad and Anthony Keenan are working on the research criteria list and will write a document with the results about rankings of various criteria. The document will be published in the European Journal of Work and Organisational Psychology (EJWOP) in September 1998.

### 2.3. ENOP symposium 1999

After a vivid discussion about interesting and relevant topics for W/O psychology to be discussed at the 1999 symposium in Paris, the participants of the business meeting agreed to entrust Véronique de Keyser, Rene D. Bouwen and Erich Kirchler with the organisation of the next symposium and



to define the topic which may be roughly entitled: Independent work and policy implications, entrepreneurship, self-employment, and new forms of organisations.

#### **2.4. Workshops**

Various workshops on W/O topics have recently been held. José Ferreira Marques reported on the successful workshop on W/O psychology in hospitals which took place in the Netherlands and is planned to be repeated in two years time. A book or a journal issue on the presentations at the workshop might be published soon.

Workshops were also held at Dubrovnik by Branimir Sverko and Robert Roe as well as at Bad Homburg on safety by Bernhard Wilpert.

#### **2.5. Summer schools**

Branimir Sverko and Miklos Antalovits enthusiastically reported on the big success of the summer school in Budapest, 1997. Besides heartfelt thanks to the organisers, it should be emphasised that ENOP summer schools are considered to be one of the most significant and important activities for W/O psychology in general.

Candidates for the next summer school are the cities of Madrid, Paris, Moscow, and a city in the "Nordic area". While Madrid can organise a summer school only for one week, Paris is not yet sure about the necessary resources. Colleagues from Northern Europe prefer organising a summer school in the year 2001, but Moscow is ready! Together with her colleagues Anna Leonova will organise the 4th summer school in Moscow in the year 1999 or 2000.

#### **2.6. Library project**

The grant from the Volkswagen foundation (DM 70.000) has been used to equip seven libraries from Eastern European countries with W/O psychology literature. Discounts on the large purchases from the publishers have allowed two further libraries from Eastern countries to be equipped.

The library project is especially appreciated by colleagues from East-European countries.

Further developments are expected to come from Sweden: The Swedish Council for Work Life might provide support for libraries in Estonia and possibly in Lithuania.

#### **2.7. Curriculum development**

The European Curriculum in W/O psychology with the reference model as minimal standard has been circulated among ENOP members and further discussions are welcomed. Comments, critiques and suggestions from the auditorium will be included in further modifications of the concept. The final version of the curriculum will be used as a ENOP document for a three years trial.

#### **2.8. Socrates, Erasmus**

No discussion.

#### **2.9. (a) Research and (b) Symposia, congresses**

The following meetings, conferences and symposia might be of interest to ENOP members:

- \* XXVII International Congress on Psychology, July 23-28, 2000, Stockholm, Sweden (contact Gunn Johansson)
  - \* European Congress of Applied Psychology, Summer 1999, Rome, Italy; and 2001 in London, UK.
  - \* IAAP, August, 1998, San Francisco, USA.
- Congress on training activities in Venice, Italy (contact Giancarlo Trentini).

#### **2.10. Publications**

CoCo will decide at the next meeting in October 1998 about priorities of publications.



### 2.11. Elections & CoCo

CoCo members were: Anthony Keenan, Robert Roe, Bernhard Wilpert, Sofia Ratajczak, and Branimir Sverko. Since Branimir Sverko resigned, new elections are necessary. The participants of the business meeting voted for

Anthony Keenan,  
Robert Roe,  
Bernhard Wilpert, and  
Sofia Ratajczak as well as for  
Edvard Konrad,  
Rene Bouwen and  
Erich Kirchler (Newsletter editor) as new CoCo members.

### 2.12. New members

No new ENOP members were proposed.

### 2.13. Budget

In short, the ENOP budget is about the same as in the past.

### 2.14. Any other business ... (EC 5th framework; Journals).

Kjell Ohlsson reported on the EC 5th framework on telematics. Since impressing budgets are spent within the 5th framework, everybody should feel encouraged to prepare proposals for projects. The deadline for submitting proposals is (around) March 1999.

Yuri Zabrodin introduced a new Russian Journal on Applied Psychology and encourages ENOP members to submit papers which - if accepted for publication - will be translated into the Russian language.

The next CoCo meeting will be held in Paris, October 16th - 17th, 1998. The date for the next ENOP symposium at MSH, Paris, is March 25th to 27th, 1999.

## 3. ENOP Symposium 1998

*(by José M. Prieto)*

The focus of analysis during the 1998 seminar has been the issues involved in the new area of Work & Organisational Cyberpsychology. The convener was José M. Prieto. Three specific facets were approached:

1. Information Technology Literacy in W/O Psychology. The lecturer was J. M. Prieto from the Complutense University of Madrid and the discussant was Claude Levy-Leboyer from the René Descartes University in Paris. New developments in designing online and offline experiments or field studies were introduced. The advantages and disadvantages of these tools were stressed by the discussant and analysed by the participants divided in buzzgroups.

2. Conceptualising, Designing and Implementing an Undergraduate Course in Industrial and Organisational Psychology on the World Wide Web. The lecturer was Steven Kronheim from the University of Maryland, USA and the discussant was Gert Graversen from Aarhus University, Denmark. A specific design, used in a Department of Psychology, was introduced and analysed step by step. Critical aspects concerning the adequacy of Web-based training programs were submitted to the audience. By buzzgroups the participants analysed the new dilemmas involved.

3. Developments in Electronic Publishing. The lecturer was Keith Courtney, Director, Taylor and Francis Ltd. How things go on in a publishing firm already networked was described; present challenges and difficulties were underlined paying attention to the analysis of short term and long term consequences within the scientific and technological community.

Some of the overheads used are available online in the following address:

<http://www.ucm.es/OTROS/Psyap/enop/symposia/>



## 4. Third European Summer School

*New Information Technology and Work Psychology*  
*Budapest, August 10-31, 1997 and Dubrovnik, February 1-8,*  
*1988 (by Brano Sverko)*

The Third European Summer School on "New Information Technology and Work Psychology" took place from August 10-31, 1997 at the Central European University Dormitory and Conference Centre in Budapest. The summer school was organised by the University of Zagreb and Technical University of Budapest, under the auspices of the European Network of Organisational and Work Psychologist (ENOP), and with the financial support of the Higher Education Support Program (HESP) of the Open Society Institute. Miklos Antalovits and Branimir Sverko served as Executive Directors.

This summer school continues a concerted European effort in postgraduate training in W/O psychology initiated at the first ENOP summer school in Berlin in 1989 and further developed at the second summer school held in Tilburg in 1992. Thematically centred at the human side of new information technologies, the program has focused at the development of concepts and didactic approaches for the advancement of competence among a selected group of East and West European graduates in W/O psychology and related fields. Altogether 23 selected participants attended the Summer School. They came from the following 14 countries: Australia (1), Austria (1), Bulgaria (1), Croatia (3), Finland (1), Estonia (2), Germany (2), Hungary (2), Netherlands (1), Russia (3), Slovenia (1), Spain (3), Sweden (1), Switzerland (1).

There were altogether 13 lecturers from various European universities, all experts in planned topics. The program comprised four main blocks: overview of technological developments, problems of their fitting to humans, personnel management policies, and issues concentrating on computer-based communication. Each block was subdivided into several units making a total of 12 thematic units (or courses,) which covered essential human factors issues related to new technologies:

1. Understanding technology: Interdisciplinary nature of the problem (B. Wilpert)
2. Technology, organisation, and work (R. Roe)
3. Net-based continuous learning (J.M. Prieto)
4. Advanced technology: Promises of computer-based assessment (B. Sverko)

5. Training for new technology (M. Antalovits)
6. Work analysis and design (V. Rogard)
7. Communication networks and management in R&D organisations (V. Teikari & A. Kiianmaa)
8. Telematics and work (E. Andriessen)
9. NIT mediated team work (J.M. Peiro)
10. Health issues in working with computers (F. Zijlstra)
11. Stress in computerised work: diagnostic and prevention approaches (A. Leonova)
12. Software psychology and human-computer interaction (B. Velichkovsky)

In principle one day was allocated for each of the topics, with morning sessions used for traditional lectures and site visit, and the afternoons devoted autonomous working groups, internet workshop and computer-based exercises, reading sessions and discussions with resource persons. Considerable attention was also given to social program and organised leisure activities during the weekends.

Every single working day during the summer school operation, the staff held a daily meeting in order to analyse current problems and evaluate the lecture and other activities of the respective day. With the exception of a students, complain that there was not enough time for individual work, no other serious problem was encountered. All of the lecturers attending the meeting shared very positive impressions of all aspects of the summer school organisation. This impression was corroborated by the analysis of the participants, anonymous ratings. A Likert-type instrument with a series of scales was used for appraising different aspects of the summer school. All other aspects had been highly valued by the participants, but they especially appreciated the extent to which the professors were responsive and helpful to students, the teaching facilities and the accommodation in the building, the organised social events, and the mutual relationship developed among the students. It was concluded, therefore, that this summer school was a successful educational venture.

Satisfied with this venture, the students took the initiative to organise an additional meeting. Under the name of "Winter Workshop" it was organised in the Interuniversity Centre (IUC) Dubrovnik (Croatia) from February 1-8, 1988. This workshop was a direct continuation of the work in Budapest with major contribution made by the students themselves.



## 5. Report on the 5<sup>th</sup> European Conference on Organisational Psychology and Health Care

After conferences in Wales, Valencia, Krakow and Munich, the 5<sup>th</sup> European Conference on Organisational Psychology and Health Care was held in Utrecht, The Netherlands from 9-11 October 1997. It was organised by the Department of Social and Organisational Psychology, the Department of Clinical and Health Psychology of Utrecht University and the 'Research Institute Psychology and Health'.

The purpose of the conference was to exchange and discuss research on organisational psychology and health care in Europe within a unique, small scale workshop-like structure. In total there were 32 participants from 9 different European countries. Since it is a distinct feature of ENOP to enable researchers from mid- and eastern Europe to present their work to other European colleagues, it was especially encouraging to have two Russian participants and one from Croatia. We also were delighted to welcome two U.S. participants.

18 Participants presented their papers in five plenary sessions. In addition, each speaker was asked to initiate discussion of another participant's paper by playing the role of discussant. It was the first time that this way of giving feedback was used on an ENOP conference and it proved to work very well. Most of the presentations led to lively, constructive discussions that seemed to be very fruitful for both the speaker as well as the audience.

The conference highlighted a wide range of issues. During the first day the emphasis was on individual approaches to job-stress and burnout, with as invited keynote speaker Prof. Dr. Christina Maslach from the University of California at Berkeley, USA. Her presentation was on job burnout and job-engagement. She presented and discussed a new model of match between workers and the workplace. We were especially delighted to have Prof. Dr. Maslach on our conference because she had just published a new book, together with Prof. Dr. Michael Leiter, and we were one of the first audience that got to see and hear something from this new book.

On the second day of the conference there were four presentations and one key-note presentation. This day the scientific emphasis was more on organisational stress and policy.

We were very honoured to have Prof. Dr. Kari Lindstrom, head of the Psychology Department of the Finnish Institute of Occupational Health as our second invited key-note speaker on this second day. He presented a elaborate and complete overview of organisational interventions and employee well-being in health care settings.

Finally, on the last day there was a full program consisting of seven presentations. In the morning there were presentations on stress management, working part-time, and effects of privatisation and education on nursing management, whereas in the afternoon the focus was again more upon individual job-stress and burnout.

In order to facilitate informal contacts between participants, a social program was offered on the first evening consisting of a dinner on a sightseeing boat. Concluding from the reactions, all the participants enjoyed their meal very much and considered the sightseeing by boat as a comfortable and cosy way to enjoy the beautiful historic city-centre of Utrecht. On the afternoon of the second day the social program continued with a walking tour through the centre of Utrecht and a visit to a typical Dutch museum.

All in all we may conclude that the 5th European Conference on Organisational Psychology and Health Care was again very successful. Researchers, both junior and senior and from many different countries have exchanged their knowledge, experiences and ideas about organisational psychology and health care. We feel that such an exchange is necessary and important in order to stimulate research in this area. From this point of view, we hope to have a Sixth Conference within two years in another European country.



## 6. "Applied Psychology Journal" (Russian)

(by Yuri Zabrodin)

Founders: The Ministry of Labour and Social Development of RF;  
the National Scientific and Practical Centre of Vocational Guidance and  
Psychological Support of Population.

Editor-in-Chief: Yuri Zabrodin, Dr. of Psychology, Professor.

Periodicity: 5 issues per year.

The journal "Applied Psychology" is a specialised psychological edition  
which can help specialists and others to learn about the world experiences in  
use of psychological knowledge to solve social, political, economical and  
human problems of everyday life and professional activities.

The key purposes of the journal are the following:

- promotion of stable and effective contact between psychological science, practice  
and main spheres of their application;
- making up an information deficiency in applying psychological knowledge to all  
types of activities where the human factor has one of the leading positions;
- helping to office employees, heads of departments and services dealing with human  
problems to learn the accumulated psychological knowledge;
- giving to specialists the opportunity to get oriented in the matter of psychological  
promotion of vocational training, retraining and staff skills improvement.

Permanent information sources constituting the content of the journal are  
institutions, laboratories, faculties studying the applied psychology aspects  
and also various centres of applied psychology and institutions, enterprises  
and services which have interesting experiences in the field.

The journal is intended for everybody who need information of the sphere of  
applied psychology. The subjects of the journal are: human resource  
management psychology, psychological phenomena in social, work and life  
situations, experimental and applied studies of psychological resources in  
the system of social work and professional relations, methodology and  
technology of studying, diagnostics and psychological support of individual  
in social, work and life situations; problems of psychological resources  
determination and prospects of concrete social and professional groups,  
psychological consequences of social innovations; studying the world  
experiences in the field of applied psychology, etc.



## 7. Call for information: ENOP Member Activities (1998)

I would like to prepare an overview of ENOP member research activities to be  
presented in the Autumn Newsletter. If you agree that information about your  
research and publications should be circulated among ENOP members, please  
answer the following questions and return the completed form to

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(e-mail: erich.kirchler@univie.ac.at).

Name (last, first): \_\_\_\_\_

Address at University: \_\_\_\_\_  
\_\_\_\_\_

City (Zip, city): \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

e-mail: \_\_\_\_\_

Research Topics (keywords): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
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Recent publications (max. five):

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

Any additional information to be circulated in the Newsletter:

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