

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 36

November, 1998

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1. Editorial

Dear colleagues,

This newsletter informs you about the COCO meeting in Paris, October 1998. You will also find information about the next business meeting in Paris and a preliminary outline of the symposium. Moreover, I have tried to summarise some of the scientific activities of ENOP members. The information has been collected during this summer after a Call for Information via e-mail and via newsletter # 35. While most ENOP members have responded to the call and sent back information about research interests and a selection of publications, some have not. Since reasons for not responding may vary, I will not insist on receiving completed forms back. However, I will include further incoming information in the next newsletter, since I am sure that circulating information about each other's research activities will contribute to stronger ties within the network.

Before summarising the minutes of the COCO meeting, I would like to inform those who had no chance to join the 24th International Conference on Applied Psychology (ICAP) in San Francisco, August 1998, that more than 20 ENOP members attended a most successful international conference. On August 12th, Bernhard Wilpert invited the attending colleagues to a stimulating informal ENOP meeting, which was not only most stimulating because it took place on floor 41 of Hilton and Towers Hotel shortly after two earthquakes, but also because ENOP had to celebrate Michael Frese as president elect of the IAAP, Bernhard Wilpert as past president, and José Prieto as secretary general. A big success for ENOP!

Erich Kirchler
Vienna, November 1998

PS. I am very grateful to Tony Keenan for language correction of a previous version of this newsletter.

3. COCO Meeting in Paris, October 1998

The 1998 COCO meeting took place in Paris, France, from October 16th to 17th, with Rene Bowen, Tony Keenan, Erich Kirchler, Edvard Konrad, Robert Roe, and Bernhard Wilpert attending. The following topics were discussed:

3.1. Library program

The greatest part of the library program has been completed. The funds provided by Volkswagen have been spent on ten sets of books sent to ten Universities at Central and Eastern Europe (Universities of Bratislava, Budapest, Cluj, Katowice, Ljubljana, Moscow, Sarajevo, Sofia, Prague and Zagreb). The procedure chosen to distribute the books was very strict and was applied only after a pilot run with the University of Budapest. First, ENOP members made suggestions of Universities to send literature on work and organisational psychology. Then, contacts with Universities were established, books were purchased after successful price negotiations and distributed by the Dutch organisation Houtshield to the selected Universities. Bernhard Wilpert judged the procedure to have worked brilliantly and suggested applying it also in the future. On behalf of ENOP, the COCO-team thanked Bernhard for his enthusiastic endeavour with this project.

The Work Life Centre, Sweden, has provided funds which should allow us to provide book sets for two additional Universities. Gunn Johansson, Robert Roe, and Bernhard Wilpert were nominated to start the procedure with Gunn being invited to take overall responsibility for the project. Possible candidate-Universities are Estonia and Kiev.

3.2. Reports on workshops

From September 30th to October 3rd, 1998, a workshop entitled „Organisational psychology and transition processes in Central and Eastern Europe“ was held in Dubrovnik. The workshop was supported by MSH and organised under the auspices of ENOP and the Croatian Open Society Foundation. Overall, 25 colleagues from Eastern and Western parts of Europe took part. The outcome of the workshop will be publications on the Internet and a volume of proceedings. Branimir Sverko et al. will edit a special issue of the Journal of Social Science Information with contributions from the workshop.

From June 4th to 6th, 1998, the workshop „New Technology and Work (NeTWork)“ took place in Bad Homburg, Germany. The content of the workshop was on new technology and safety medicine. Overall, 80 colleagues from eleven countries attended. Three medical specialists were invited as special speakers who provided stimulating information and fruitful discussion. Workshop presentations will be published in the 9th volume of the series „New Technology and Work“.

3.3. Planning workshops

The 18th workshop on „NeTWork“ will take place in Bad Homburg, Germany, on June, 17th to 19th, 1999. The preliminary title of next year's workshop will be: „Safety related interventions in organisations“.

The 4th European Conference on Work and Organisational Psychology in Health Care will be held in Gent, Belgium, October 1999.

In the year 2000, the second conference on „Organisational Psychology and Transition in Central and Eastern Europe“ will take place in Prague, Czech Republic. Further information can be obtained from Branimir Sverko or Robert Roe.

3.4. Annual Symposium, MSH, Paris, France; March 25th to 26th, 1999.

The next Annual Symposium – just before the business meeting – will be organised by Rene Bowen, Veronique De Keyser and Erich Kirchler. The preliminary title of the symposium is “Doing research with policy implications – Bridging organisational psychology and policy making”.

The symposium should inform and stimulate discussion about the following preliminary topics: Work and organisational psychology in context; theoretical and methodological implications and policy research; communication and influence: the link to policy. The symposium will be held at MSH and will begin at 14.00 h at March 25th. It is planned to have three sessions:

Session A, March 25th 14.00-18.00 h;
Session B, March 26th 9.00-13.00 h; and
Session C, March 26th 14.00-18.00 h.

3.5. Preliminary agenda of the business meeting 1999

The business meeting will take place on Saturday morning: March 27th, 1999 at MSH.

Preliminary agenda: (a) Four year plan
(b) Work and organisational psychology evaluation
(c) Symposium 2000
(d) Workshops
(e) Summer schools
(f) Library project
(g) Curriculum development
(h) Erasmus, Socrates and others
(i) Research
(j) Publications
(k) Membership

- (l) Budget
- (m) Research evaluation
- (n) Any other business

3.6. Summer School

Anna Leonova informed COCO-ENOP that it will not be possible to raise enough funds for organising the next summer school in 1999 in Moscow. Therefore, no summer school can be organised next year. COCO members will try to get information about sources of funding to allow running a school in the year 2000. Ideas are welcome at the next ENOP business meeting.

3.7. Curriculum development

The COCO believes that the Reference Model described in the brochure „European Curriculum on Work and Organisational Psychology“ should be distributed to Psychology Departments in European Universities. The aim is to inform colleagues in all Psychology departments about the reference model as a guide for designing psychology curricula at their Universities. Also, national psychology-organisations and institutions involved in psychology training should be informed. While Robert Roe and Bernhard Wilpert will formulate a letter to heads of departments and other “gate-keepers” on behalf of ENOP, all ENOP members are invited to send out brochures, ENOP-letters and a personal letter to colleagues working in national education-institutions involved in curricula development.

Moreover, the curriculum on work and organisational psychology will be made available on the Internet. It is also hoped that the „European Curriculum on Work and Organisational Psychology“ will be published in the European Journal of Work and Organisational Psychology.

3.8. Relations to EU

An endeavour will / should be made to investigate sponsoring possibilities for further development of curricula and European PhD(s) on work and organisational psychology.

3.9. Symposium and business meeting 2000

Since the MSH building is being renovated (work begins in Autumn 1999), the annual symposium and business meeting in the year 2000 can not take place at the usual place. Vincent Rogard is kindly asked to get information about possible alternative venues.

3. Evaluation of scientific activities by Edvard Konrad, University Ljubljana

Analysis of criteria for evaluation of research projects in Work and Organizational Psychology

In 1996, ENOP held a symposium on the topics of research evaluation in W/O Psychology. The presentations and discussions among members on this symposium showed that systematic evaluation of research, while no yet ubiquitous throughout Europe, was becoming increasingly. In some cases, the results of such evaluation is being used in the resource allocation process. Futhermore, the sums of money involved are often substantial.

ENOP members had a number of concerns about the way in which some of these evaluations have been carried out in the past and are likely to be carried out in the future. A particularly important question is whether evaluations can be carried out in such a way that, not only is there a fair comparison across W/O units or departments, but also between W/O psychology and other fields of psychology.

The question of which criteria should be adapted when evaluating research projects in W/O Psychology seemed to ENOP to be central to the whole process. In 1997 ENOP decided to conduct a survey among members go obtain additional insight into this issue. This paper present the summary results of this research.

Method

A list of potential criteria collected by Tony Keenan in 1996 was circulated among members asking their comments and their suggestions about possible additional criteria. As result of this process a list of 26 criteria was produced. The list of 26 criteria was circulated among members with instruction to rate the importance of each using the following rating scale:

- Extremely important criterion (6)
- Very important criterion (5)
- Important criterion (4)
- Moderately important criterion (3)
- Slightly important criterion (2)
- Unimportant criterion (1)

Ratings of importance were collected from 20 members

To shed additional light on the criteria evaluation an alternative method was tried out. Participants were asked to select from the above list the five criteria which, according to their experienc, were thee most important ones. In addition they were asked to

assign weights to the selected criteria by distributing 100 points among them according to their respective importance. In this exercise 15 members took part.

After the ENOP symposium in 1998 ratings of two additional criteria related to electronic publishing were collected. It was only possible to rate these on their respective importance using the 6-point scale used in the first method above. These additional ratings were collected from 10 members.

Results and discussion

Basic statistics from the research evaluation exercise are summarized in Table 1. In this table the criteria are ranked according to the rated mean importance obtained by the first rating method. Only some of results of the second rating method are included in the table, namely the percentage selected as one of top five criteria. Results for both methods were significantly correlated ($\rho=.88$). Two discrepancies should be noted. Qualitative judgment of scientific impact (rank 6) is considered on average as very important but was never selected as one of top five criteria. On the other hand the viability of unit in terms of size, support staff etc. (rank 20) is considered on average as moderately important but was selected in 20% of cases as one of top five criteria.

Looking closer on the results of the second method a marked drop of 40% could be noted between fifth and sixth criteria. This suggests, analogous to a scree test in factor analysis, that about six criteria probably explain most common variance in evaluation of research in Work in Organizational Psychology. All of these criteria relate to output variables. Three of them are objective and relate to number of publications (in international, national and electronic peer review journals). The other three are subjective in nature and relate to innovativeness, applied relevance and scientific impact.

An interesting fact related to the impact of technology is the high rating of the importance of peer reviewed publications in electronic journals. This criterion was not even included as an option at the beginning of this investigation. The evidence about electronic publishing is still not conclusive because these criteria were rated by a smaller number of participants and were not included in the second part of the survey.

Other analyses were performed looking at the weights the members assigned to the top five criteria. No systematic relations were observed. It seems that these finer discriminations do not contribute a lot to the understanding of the data. Of course, the small N precludes more powerful conclusions.

In conclusion, the results of this small scale investigation have shed some light on the characteristics of criteria which should be used in evaluation of research projects in Work and Organizational Psychology. Additional research using different target groups of respondents (for example policy makers) should provide more complete information.

Table 1:
Summary of results related to evaluations of research criteria by ENOP members

Rank	Criteria for research evaluation	
1	Extent to which the research is innovative	C
2	Number of publications in peer review international journals	C
3	Number of research books and monographs	C
4	Number of publications in peer review electronic journals	C
5	Applied relevance of the research to real world problems	C
6	Qualitative judgement of scientific impact	C
7	Number of publications in peer review national journals	C
8	Number of citations for all publications	C
9	Qualitative judgement of impact of research on practitioners and managers	C
10	Level of international collaboration in research	
11	Number of refereed international conference papers published as proceedings	C
12	Number of Ph.D. gained in period of assessment	C
13	Level of professional activity of unit members e.g. journal editors, congress presidents, etc.	
14	Qualitative assessment of research plans and strategies	
15	Number of refereed national conference papers published as proceedings	C
16	Extent to which the unit is multi-disciplinary	
17	Value of research grants from industry and commerce	
18	Number of research students in unit doing their the diploma or thesis related to the project	
19	Value of research grants from competitive sources for applied academic research	
20	Viability of the unit in terms of size, support staff, etc	
21	Number of articles in professional non-refereed journals	C
22	Qualitative assessment of management of the unit	
23	Number of publications or participation in media (newspaper, TV etc.)	C
24	Non-refereed international conference papers published as abstracts	C
25	Continuation of grants of the same institution	
26	Number of non-refereed national conference papers published as abstracts	C
27	Number of non-refereed publications on World Wide Web	C
28	Unpublished conference papers	C

ⁱ N = 20

ⁱⁱ N = 15 (N.I. – Not included)

4. ENOP-member research interests and publications

In the last newsletter there was a Call for Information about members' research interests and publications. Several colleagues sent back the completed form. In the following you will find names and addresses of ENOP colleagues, their research interests, and a selection of (maximum) five recent publications.

Drenth, Pieter J. D. Vrije Universiteit, Faculty Psychology, Van de Boechorststraat 1, Amsterdam, The Netherlands, 1081 BT (Tel. +20 4448701; Fax: +20 4448702; e-mail: pjd.drenth@psy.vu.nl).

Research Topics: Cross national value studies (Eur.Value Study); intelligence theory & measurement; cross cultural studies in H.R.M. (China); science & ethics.

Drenth, P. J .D., Thierry, H., & de Loaff, C. J. (eds) (1998). Handbook of work and organizational psychology. (4 volums). Hove: Psychology Press.

Drenth, P. J .D., Koopmann, P. L . & Wilpert, B. (eds) (1996) Organizational decision making under different economic and political conditions. Amsterdam: North Holland Publishers.

Drenth, P. J. D. (1996) Gardening in Science. Amsterdam: North Holland Publishers (208 pp).

Drenth, P. J. D. (1996) Psychology as a science: truthful or useful? European Psychologist, 1, 3-13.

Drenth, P. J. D. (1997) Psychology of work and organizations: scientific inquiry and professional care. In J. G. Adair, K. Dione & D. Bélanger (eds) Advances in Psychology Science: Social Personal and Cultural aspects. Hove: Psychology Press, 295-306.

Frese, Michael. University of Giessen, Department of Psychology, Otto Behaghel-Str. 10, 35394 Giessen, Germany and University of Amsterdam, Department of Psychology, Roetersstraat 15, 1018 WB Amsterdam, The Netherlands (Tel. Giessen: Tel. +49-641-99 26220, Tel. Amsterdam: Tel. +31-20525 6860; E-mail: Giessen: michael.frese@psychol.uni-giessen.de, Amsterdam: ao_frese@macmail.psy.uva.nl).

Research Topics: Impact of stress at work; psychological effects of unemployment; predictors of personal initiative; psychological success factors in small scale entrepreneurs; error management and error training; human-computer interaction.

Frese, M. (Ed.) (1998). *Erfolgreiche Unternehmensgründer: Psychologische Analysen und praktische Anleitung für Unternehmer in Ost- und Westdeutschland*. Göttingen: Hogrefe.

Frese, M. (1998). Work and organizational psychology. In M. Eysenck (Ed.), *Psychology: An integrated approach* (pp. 624-667). Essex, England: Addison Wesley Longman.

Frese, M. (1997). Dynamic self-reliance: An important concept for work and organizational psychology in the 21st century. In C. L. Cooper & S. E. Jackson (Eds.), *Creating tomorrow's organizations: A handbook for future research in organizational behavior* (pp. 399-416). Chichester: Wiley.

Frese, M., Fay, D., Hilburger, T., Leng, K., & Tag, A. (1997). The concept of personal initiative: Operationalization, reliability and validity in two German samples. *Journal of Occupational and Organizational Psychology*, 70, 139-161.

Speier, C. & Frese, M. (1997). Generalized self-efficacy as a mediator and moderator between control and complexity at work and personal initiative: A longitudinal field study in East Germany. *Human Performance*, 10(2), 171-192.

Hurley, John J. P. Business School, Dublin City University, Dublin 9. (Tel. 7049224; Fax: 7045446; E-mail: John.Hurley@dcv.ie).

Research Topics: Organisation and Discovery in Science; development of Universities; technology and Organisation.

Hurley, J. (1998). *Organisation and Scientific Discovery*. Chichester: Wiley.

Heller, F. & Hurley, J. (1998). Leadership. Special edition of: *Europa. J.of.Work and Org.Psych.*, Volume 6, (4).

De Wolff, C. & Hurley, J. (1998). The changing Nature of Work and Organisational Psychology. *European Work and Organisation Psychologist*, Volume 4, (4), 343-355.

Basini, S. & Hurley, J. (1994). Work Meaning and Hierarchy. *European Work and Organisation Psychologist*, Volume 4, (1).

Hurley, J. (1992). Towards an Organisational Psychology Model for the acceptance and utilization of new technology in organisations. *Irish Journal of Psychology*, Volume 13, 1, pp 17-31.

Johansson, Gunn. Department of Psychology, Stockholm University, S-106 91 Stockholm (Tel. +46 8 163900; Fax +46 8 1593 42; E-mail: gj@psychology.su.se).

Research topics: Biopsychosocial study of work, stress, and health; intervention in city bus driving; flexibilization of work; women's careers.

Evans, G., Johansson, G., & Carrere, S. (1994). Occupational settings and

health: The interplay of the psychosocial and the physical environment. In C. L. Cooper & I. T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*, Volume 9 (pp 1-29). Chichester: Wiley.

Johansson, G., Cavalini, P., & Pettersson, P. (1996). Psychobiological reactions to unpredictable performance stress in a monotonous situation. *Human Performance*, 9, 363-384.

Johansson, G., Thomsson, H., & Berg, M.-L. (1996). Women's psychoneuroendocrine reactions to occupational and domestic activity. Reports from the Department of Psychology, Stockholm University, No. 821.

Rydstedt, L. W., Johansson, G., & Evans, G. W. (1998). A longitudinal study of workload, health, and wellbeing among male and female urban bus drivers. *Journal of Occupational Health Psychology*, 3, 161-171.

Lundberg, U. & Johansson, G. (pending). Stress and health risks in repetitive work and supervisory monitoring work. In R. Backs & W. Boucsein (Eds.), *Engineering Psychophysiology: Issues and Applications*. Hillsdale, NJ: Lawrence Erlbaum.

Kantas, Aristotelis. University of Patras, Department of Education, Section of Psychology, Rio, Patras, 26500 (Tel. & Fax +30 61 997772; E-mail: kantas@upatras.gr).

Research topics: Career development; personnel selection; stress and burnout.

Kantas, A., Kalogera, S., & Nikolaou, I. (1997). Recruitment and selection: managerial practices and perceptions in the Greek private sector. In R. Pepermans, A. Buelens, C. J. Vinkenburg, & P.G. W. Jansen (Eds.), *Managerial behaviour and practices. European research issues*. Leuven: Acco Leuven/Amersfoort.

Kantas, A. (1997). Self-efficacy perceptions and outcome expectations in the prediction of occupational preferences. *Perceptual and Motor Skills*, 84, 259-266.

Kantas, A., & Vassilaki E. (1997). Burnout in Greek teachers: main findings and validity of the Maslach Burnout Inventory. *Work & Stress*, 11, 94-100.

Keenan, Tony. School of Management, Heriot-Watt University, Edinburgh EH14 4A9 (Tel. 131 451 6610; E-mail: T.Keenan@hw.ac.uk).

Research topics: Recruitment; graduate selection; career management; human resource management and selection.

Selection for Potential: *International Handbook of Selection and Assessment*. N.Anderson & P. Herriot

Human Resource Management. Heriot-Watt University Distance Learning Text
Graduate Recruitment in Britain. A Survey of Selection Methods used in Britain. *Journal of Occupational Behaviour*, 16, 303-317

Kirchler, Erich. Department of Psychology. Unit of Applied and Clinical, Psychology. University of Vienna. Goelsdorfg. 3/6; A-1010 Vienna. (Tel. +43-1-5338568-14; Fax –19; E-mail: erich.kirchler@univie.ac.at).

Research interests: Economic psychology; household decision making; tax behavior; advertising.

Kirchler, E. (1999). *Wirtschaftspsychologie. (Economic Psychology)*; 2nd edition. Göttingen: Hogrefe.

Kirchler, E. (1995). Studying economic decisions within private households: A critical review and design for a "couple experiences diary". *Journal of Economic Psychology*, 16, 393-419.

Kirchler, E., Rodler, C. & Bernold, D. (eds.) (1997). *Psychologie der Wirtschaft. Porträts aus der Praxis. (Psychology and Economy)*. Wien: WUV.

Fehr, E., Kirchler, E., Weichbold, A. & Gächter, S. (1998). When social norms overpower competition: Gift exchange in experimental labor markets. *Journal of Labor Economics*, 16 (2), 324-351.

Kirchler, E. & de Rosa, A. (1998). Analyse de l'effet des messages publicitaires grâce au réseau d'associations. *Recherche et Applications en Marketing*, 13, 35-49.

Konrad, Edvard. Filozofska fakulteta, Department of Psychology, Askerceva 2, 1000 Ljubljana, Slovenia. (Tel: +386-61-1769-218; Fax: +386-61-1259-337; E-mail: edvard.konrad@uni-lj.si).

Research topics: Organizational climate and culture; work motivation; careers; leadership.

Konrad, E. & Z. Susanj (1996). Influences of industry on organizational culture and climate. *Review of Psychology*, 3, 1-2, 3-10.

Konrad, E., K. Brenk & Sabadin, A. (1998). Differences in organizational practices and values among industries. 6th International Conference on Work Values and Behaviour. International Society for the Study of Work and Organizational Values, Istanbul, 165-169.

Konrad, E. & R. Kranjcec (1997). A comparison of implicit leadership theories of managers and students. *Review of Psychology*, 4, 1-2, 41-47.

Implicit leadership theories in Eastern and Western Europe. ENOP Conference on Organizational Psychology and Transition Processes in Central and Eastern Europe. Dubrovnik, September 30 - October 3, 1998 (p.7).

Facet approach to the exploration of organizational climate and culture. 4. International Facet Theory Conference, 250-259, Prague, 1993.

Louche, Claude. Laboratoire de Psychologie du Travail et des Organisations, Université Paul Valéry, Route de Mende, F - 34199-Montpellier FR (Tel 33467142174; E-mail louche@danaid.univ-montp3.fr).

Research topics: Organizational structures; the role of social norms in workers evaluation and recruitment; meaning of work.

Louche, C. (ed) (1994). Individu et organisation. Neuchatel - Ed. Delachaux et Niestle

Ackroyd, S., Louche, C., & Letiche, H. (1997). The managerial regimes of European High Technology firms : Some findings from comparative research. In R. Oakey New Technology based firms in the 1990s, London, Chapman Publishing Ltd, 3, 197-210.

Louche, C., Grandadam, I. (1998). Structures d'entreprise a technologie évoluée et structures cognitives des dirigeants. In M. Rousson, Thygesen Fisher L. Psychologie du Travail et transformation de la societe. Neuchatel, Presses academiques, 192 - 202.

Louche, C. (1998). The norm of internality and coordination mechanisms in organizations. European Review of Applied Psychology, 48, 3, 1-4.

Pansu, P., Papet, J. & Louche, C. (1998). Attribution of internality and relations between asymmetric social groups in an organizational context. (submitted)

Navarro, Claude. Maison de la Recherche, Laboratoire "Travail et Cognition", Université Toulouse 2, 5 allées Antonio Machado, 31058 Toulouse cedex 1 (Tel. +33 5 61 50 35 25; Fax +33 5 61 50 35 33; E-mail: navarro@univ-tlse2.fr).

Research topics: Task-oriented dialogs; shared knowledge; new tools of cooperation; dialog process; computer supported dialog analysis.

Marchand, P.& Navarro, C. (1995). Dialog organization and functional communication in a medical assistance task by phone. Perceptual and motor skills, 81, 451-461.

Minondo, B., Navarro, C. (1998). Control of understanding in a task involving medical assistance given by phone. Psychological reports, 82, 603-610.

Peiró, Jose, M. Facultad de Psicología, Avda Blasco Ibañez, 21, 46010 Valencia. (Tel. 34.963864466; Fax 34.3864470; E-mail: Jose.M.Peiro@uv.es).

Research topics: Climate formation in organizations; leadership, interaction and structures; teams and teamwork mediated by new information technology; work socialization of youth; collective stress and burnout as emotional climate in organizations and work units; service organizations: management, quality of services and customers satisfaction.

Feij, J., Whitely, W., Peiró, J. M. & Taris, T. (1995) The development of career-enhancing strategies and content innovation: A longitudinal study of new workers. Journal of Vocational Behavior, 46, 231-256

Peiró, J. M. & Prieto, F. (Eds.) Tratado de Psicología del Trabajo. Vol I. La actividad laboral en su contexto. Vol. II. Aspectos Psicosociales del Trabajo. Madrid. Sinthesis. (Treatise of Work Psychology. Vol. I Work activity in its context. Vol. II Psychosocial aspects of work).

Peiró, J. M. & Munduate, L. (1998) Research developments on work and organizational psychology in Spain. An Overview. *Risorsa Uomo*.

Peiro, J. M., Ramos, J., Gonzalez, P., Rodriguez, I., Tordera, V., Martinez-Tur, V & Whitely, W. (1998): Situational distinctions in organizations: The case of sport facility management. *Journal of Park and Recreation Administration*. (in press).

Peiró, J. M., Gonzalez-Romá, V., Ramos, J. & Zornoza, A. (1996): Relationships between leadership and professionals' job attitudes and perceptions: Comparison of two leadership models. *Work and Stress*, 10, 3, 195-208.

Robertson, Ivan. Manchester School of Management, UMIST, PO Box 88, Manchester, M60 IQD (Tel. 0161 200 3443; Fax 0161 200 3518; e-mail: Ivan.Robertson@umist.ac.uk).

Research topics: Personnel selection and assessment; psychological assessment; individual differences; personality and work performance.

Cooper, C. & Robertson, I. T. (1995) *The psychology of personnel selection*, London: Routledge.

Arnold, J., Cooper, C. L. & Robertson, I. T. (1998) *Work Psychology* (3rd Edition), London: Pitman.

Cooper, C. L. & Robertson, I. T. (Eds.) (1998) *International review of industrial and organizational psychology*, Vol 13, Chichester: John Wiley & Sons Ltd.

Iles, P. A. & Robertson, I. T. (1997) The impact of personnel selection procedures on candidates. In N. Anderson and P. Herriot (Eds) *International Handbook of Selection and Assessment*, Chichester: John Wiley and Sons Ltd.

Robertson, I. T. & Callinan, M. (1998) Personality and work behaviour. *European Journal of Work and Organizational Psychology*, 7, 3, 321-340.

Roe, Robert A. Tilburg University - WORC / Departement of Psychology, P.O. Box 90153, 5000 LE Tilburg, The Netherlands (Tel +31.13.4662493 (-2480); Fax +31.13.2442370; E-mail: R.A.Roe@kub.nl).

Research topics: New forms of organization, work and employment; work activity; motivation and performance theory; socio-economic change and worker behavior; work pressure; linking macro-meso-micro levels in theory and research.

Roe, R.A. (1999). Work performance. In G. Cooper and I. T. Robertson (Eds.) *International Review of Industrial-Organizational Psychology – 1999* (in press), Chichester: Wiley.

Roe, R.A. (1998). Personnel selection: Principles, methods and techniques. In P. J. D. Drenth, Ch. J. de Wolff & H. Thierry (Eds.) *Handbook of Work and Organizational Psychology*. Vol. 3. Hove: Psychology Press; pp. 5-32.

Roe, R. A. (1996). Work and organizational psychology at the cross-roads. Keynote address at the 4th European Congress of Psychology. Athens, Greece, July 2-7, 1995. In J. Georgas, M. Mathouli, E. Besevegis & A. Kokkevi (Eds.) *Contemporary Psychology in Europe*. Göttingen: Hogrefe & Huber; p. 227-244.

Van den Berg, P. T., R. A. Roe & F. R. H. Zijlstra (1996). Temperamental factors in the execution of interrupted editing tasks. *European Journal of Personality*, 10 (1), 233-248.

Zinovieva, I. L., Ten Horn, L. A. & R. A. Roe (1993). Work motivation in post-Socialist industrial organizations. *European Work and Organizational Psychologist*, 3, 3: 251-262.

Semmer, Norbert. University of Berne, Department of Psychology, Muesmattstr. 45, CH - 3009 Bern (Tel. +41 - 31 - 631 4027; Fax: 631 82 12; E-mail: norbert.semmer@psy.unibe.ch).

Research Topics: Stress at work; learning and teaching methods; human error; quality and safety; strategy development and performance in teams.

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