

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 38

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1. Editorial

Dear colleagues,

in the 38th newsletter you will find information about the CoCo meeting in Paris, September 1999, a discussion frame for the meeting on ENOP strategies in Spring 2000, and the membership list. The reason for the membership list is to provide an up-to-date list of addresses of ENOP members and to distribute knowledge of each other's research activities. To ensure that our information is as accurate as possible, please collaborate by informing the newsletter editor about changes of addresses, shifts of research interests, and current publications or papers in press. I would like to invite you once more to mail any respective information and also any other information you feel is important to be distributed to all members of our network.

Erich Kirchler
Vienna, November 1999

2. COCO Meeting, Paris, September 1999

The 1999 CoCo meeting took place in Paris, September 26th, with Tony Keenan, Erich Kirchler, Edvard Konrad, Zofia Ratajczak, Robert Roe, Vincent Rogard and Bernhard Wilpert attending. The following topics were discussed:

2.1. ENOP-Membership

The CoCo discussed the issue of non-attending members. It is ENOP policy that members not attending the symposium and business meeting three times or more in a row lose their membership. Vincent Rogard agreed to check past attendance lists with Anna Rocha Perazzo. Those members who have not participated in the last three meetings will receive a letter from Edvard Konrad informing them of loss of membership.

Edvard Konrad is responsible for new members and will ask Giancarlo Trentini and Enzo Spaltro for names of potential new Italian members. Also, it is necessary to find new Dutch members, since Peter Drenth has retired and Robert Roe has accepted a challenging job outside the University and intends to leave ENOP in March 2000. The current Dutch ENOP-members are invited to propose new members. Also, additional and/or new members are needed from Poland, Serbia, Spain, and Turkey. The usual procedure for acceptance of new members is a proposal by national ENOP-members, presentation of CV and circulation among CoCo-members, invitation to a symposium, and final acceptance at the business meeting.

Finally, CoCo will inform members at the annual Symposium of any colleagues who are due to retire from ENOP. It was also agreed that the general secretary, Vincent Rogard, will send an appropriate letter of thanks to retiring members. In this context, CoCo discussed the possibility of establishing some kind of honorary membership for colleagues who are no longer in university employment in order to allow them to continue their association with ENOP. This issue will be put on the agenda of the next business meeting.

2.2. Summer-School (past and future)

The past summer-school in Budapest was a great success not only because of the program there and the great interest by participants and high expertise of teachers, but also because of subsequent activities: The participants themselves organized additional meetings in Dubrovnik and Berlin and plan an event in Spain, 2000. The participants have established a network amongst themselves, are in active communication with each other for the purpose of planning and running various projects.

It is hoped that the next summer school will take place in a Scandinavian country, organized by ENOP colleagues from Denmark, Finland, Norway, and Sweden. However, recent developments do not look very favourable: NorFa refused to fund the planned summer school. At the moment of preparation of this newsletter the Nordic Team decides what steps to take next.

At the CoCo-meeting the possibility of organizing a winter-school was also discussed. If ENOP decides at the next business meeting to proceed with this proposal Zofia Ratajczak might take the responsibility for it.

2.3. ENOP-Symposium 2000 on “KNOWLEDGE MANAGEMENT”

The ENOP-symposium 2000 will take place in Paris at MSH, March 23-24. The colleagues responsible for the next symposium on knowledge management are Edvard Konrad, Kiell Ohlsson and Veikko Teikari. At the CoCo-meeting in Paris, possible presentations by Peter Dachler on factors influencing generation of knowledge, Robert Roe on institutionalization of a center of competence, and by Veronique de Keyser on transmission of knowledge through training were discussed. A final program will be prepared by the organizers. The time schedule for the symposium and other ENOP events in March 2000 is as follows:

Time	Thursday, 23/3/2000	Friday, 24/3/2000	Saturday, 25/3/2000
9.00-13.00 h	Workshop on post-graduate education (chair: Edvard Konrad)	Symposium 2000 “Knowledge management”	ENOP Strategies discussion (chair: David Guest)
13.00-14.00 h	break	break	end of meeting
14.00-16.00 h	Symposium 2000 “Knowledge management”	Symposium 2000	
16.00-18.00 h	(chair: Edvard Konrad et al.)	Business meeting (chair: Ivan Robertson)	

2.4. Business meeting 2000

The next business meeting is scheduled for Friday, March 24th, 2000, 16.00-18.00 h. The CoCo invites Ivan Robertson to chair the meeting. The following topics will be discussed:

- a) Summer School (Gunn Johansson)
- b) Library project (Gunn Johansson)
- c) Workshops
- d) Membership / new members / honorary members (Edvard Konrad)
- e) Socrates program
- f) Postgraduate education (Edvard Konrad)
- g) Research and publications
- h) Any other business

2.5. Strategy discussion

At the last business meeting in March 1999, it was decided that there should be a discussion of ENOP strategy at the 2000 meeting. This discussion has been scheduled for Saturday morning, March 25th, 2000, and will be chaired by David Guest. The following topics shall be discussed in detail: Educational program (curriculum W/O psychology, postgraduate education, Socrates net, summer/winter schools, teaching tools, joint volume on W/O psychology), ENOP identity, membership and ENOP organizational structure (flat or hierarchical structure, ENOP representatives, president, ...), ENOP in public (WWW-site, services for government, firms, institutions (e. g., evaluation assistance, library projects), links to experts-list, ethics), Planning the future (politics, networking to other organizations, field of teaching and research, publications). A detailed schedule for the strategy discussion can be found in the next chapter of this newsletter.

2.6. Postgraduate studies in W&O-psychology

July 3-4, 1999 the ENOP members from Croatia, Hungary, and Slovenia (Branimir Sverko, Miklos Antalovits, and Edvard Konrad) held a meeting on the island of Silba (Croatia) to discuss the collaborative possibility of postgraduate studies in W/O psychology. The CoCo took the news that this activity was most welcomed and important and invited Edvard Konrad to organize a workshop on the issue before the start of the next symposium. Any ENOP member interested in W/O postgraduate education is invited to attend the workshop on Wednesday, March 23th, 2000, and should contact Edvard Konrad for additional information.

2.7. Curriculum development

The brochure of the "reference model" has been sent out to every ENOP member who then should have sent copies to all relevant institutions and persons in their countries, accompanied with a letter by Robert Roe and Bernhard Wilpert which was sent to each member after the business meeting 1999.

Up to now ENOP has not received any requests for advice about, or evaluation of W/O curricula.

2.8. Workshops

The traditional workshop on regulation of safety will be held in June, 15-17, 2000, at Bad Homburg, Germany. Detailed information can be obtained from Bernhard Wilpert.

2.9. Library project

The library project has been completed. Gunn Johansson took the initiative for an additional library project with the Universities of Talin and Riga. The project is to be completed soon.

2.10. Evaluation of research and teaching

The study by Edvard Konrad and Tony Keenan on criteria of research evaluation has been completed. Tony Keenan will explore the feasibility of preparing a paper on the results for the European Journal.

The Portuguese government has launched an evaluation project of all disciplines at Universities. Bernhard Wilpert has been appointed as a foreign evaluator of psychology.

2.11. Any other business

Last but not least: Veronique de Keyser is to receive the Maria Sibylla Merian Prize 1999 of the Essen University's Center of Advanced Gender Studies. The prize is sponsored by German Telecom and is annually awarded to woman scientists in natural, engineering, economic or medical sciences. The prize of DM 10,000 was awarded on November 19th, 1999 in Essen at the occasion of the Center's annual conference. The eulogy for the awardee will be held by one of ENOP's founding members, Prof. Maurice de Montmollin. CONGRATULATIONS!

CONGRATULATIONS also to Jose Ferreira Marques who has been nominated as a member of the Portuguese Academy of Sciences,

and CONGRATULATIONS to Bernhard Wilpert who – November 10th – was awarded Honorary Professor of Industrial and Work Psychology at the Department of Psychology of Academia Sinica, Beijing, China.

3. Towards the ENOP Strategy Discussion

The ENOP business meeting 1999 asked the CoCo to develop a framework to guide the strategy review discussion to take place during the business meeting 2000. The CoCo met on September 26, 1999, discussed the pertinent issues and suggests the following framework reflecting past and possible future characteristics and functions of ENOP:

1. Nature and identity of ENOP

- a) Club
- b) Network
- c) Association

2. Training/Education

- a) University curriculum development
- b) Teacher /student mobility through SOCRATES
- c) Post-graduate practitioner training
- d) Post-graduate doctoral training: summer schools
- e) European diploma in psychology
- f) Development of web-site training tools
- g) Training of non-psychologists (managers, engineers etc)
- h) Production of European textbook in W/O Psychology

3. Scientific treatment of significant issues

- a) Joint research projects
- b) Joint research publications
- c) Workshops on topical issues
- d) Interdisciplinary cooperation

4. Support to national groups

- a) Evaluation of W/O psychological institutions and research
- b) Support programs (e.g. library support project)

5. ENOP in public and professional affairs

- a) Networking to other organizations (EAWOP, SIOP)
- b) Legitimizing (certifying) activities of W/O psychologists and institutions
- c) Representation in professional issues: legislation, ethics
- d) Representation in international organizations: EU, ILO etc.
- e) Development of home page
- f) Development of an expert data bank
- g) Offering expert opinions and advice

It is recommended that the ENOP business meeting 2000 uses the list as a basis for discussion. The setting of priorities will, of course, be predicated on the question of what kind of personal and material resources are available or can be mustered in the pursuit of primary objectives chosen.

4. ENOP-member research interests and publications

In the last newsletter you found a list of ENOP members, their addresses and reseach topics as well as up to five publications indicated by the members.

Antalovits, Miklos. Technical University of Budapest, Department of Ergonomics and Psychology, Egry J. u. 1, 11, Budapest, H-1111 Hungary (Tel. +36 14632654; Fax: +36 14632106; e-mail: antalovits@erg.bme.hu).

Research Topics: Impacts of ICT on work; skill development by using simulators; product and system ergonomics.

Bowen, Rene, D. Work and Organizational Psychology. Catholic University Leuven, 102 Tiensestraat, B-3000 Leuven, Belgium (Tel. +32 16 326056; Fax: +32 16 326055; e-mail: rene.bowen@psy.kuleuven.ac.be).

Research Topics:

Coetsier, Pol. Department of Personnel Management, Work and Organizational Psychology. State University of Ghent, 2 Dunantlaan, B-9000 Belgium (Tel. +32 9 2646457; Fax: +32 9 2825114; e-mail: pol.coetsier@rug.ac.be).

Research Topics: Decisions through group ware, stress, effectiveness of assessment and selection.

Recent Publications:

Coetsier, P. 1999. Kwaliteit, profiel, doorstroming en uitval van eerstejaarsstudenten
Gent Academia Press 1999 (with M Schittekatte).

Coetsier, P. (in print). Approche Psycho Organisationnelle du stress au travail in Psycholgy du travail (avec Karnas G. et al.).

Dachler, Peter. Hochschule St. Gallen, 11 Guisanstrasse, CH-9010 St. Gallen, Switzerland (Tel. +41 71 302640; Fax: +41 71 302659; e-mail: dachler@csg5a.bitnet).

Research Topics:

De Keyser, Veronique. Faculté de Psychologie, Université de Liège, 5 Bd du rectorat, B-32 Start Liege 1, Belgium (Tel. +32 4 3662013; GSM +32(0)75691224; Fax: +32 ; e-mail:).

Research Topics:

Dobrzynski, Marian. Faculty of Management, University of Warsaw, 3 Ul. Szturmowa, PL-

02678 Warsaw, Poland (Tel. +48 2 471841; Fax: +48 2 6435437, e-mail:).

Research Topics:

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 (European Value Study); intelligence theory & measurement; cross cultural studies in H.R.M. (China); science & ethics.

Ferreira Marques, José. Faculty of Psychology and Education, University of Lisbon, Alameda da Universidade, P-1600 Lisbon (Tel. +35 11 7934554; Fax: +35 11 7933408; e-mail:).

Research Topics:

Frese, Michael. University of Giessen, Department of Psychology, Otto Behagel-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.

Graversen, Gert. Institute of Psychology, Aarhus University, Asylvej 4, DK-8240 Risskov Denmark. (Tel. +45 89 424900; Fax: +45 89 424901; e-mail: gert@psy.au.dk).

Research Topics:

Guest, David. Department of Organizational Psychology, Birkbeck College, Malet Street, WC1E 7HX London, Great Britain. (T. +44 1 71 6316751; Fax: +44 1 71 6316750; e-mail: d.guest@bbk.ac.uk).

Research Topics:

Haukedal, Willy. Institute for Psychosocial Sciences, University of Bergen, Christiegt. 12, N-5015 Bergen, Norway. (Tel. +47 55589078; Fax: +47 55931344; e-mail: willy.haukedal@psych.uib.no).

Research Topics:

Hurley, John J. P. Business School, Dublin City University, Dublin 9, Ireland. (Tel. +353 1 7045224; Fax: +353 1 7045446; e-mail: john.hurley@dcu.ie).

Research topics: Organisation and discovery in science; development of universities; technology and organisation.

Ignatov, Marin. Institute of Psychology, Bulgarian Academy of Sciences, P. O. Box 106; BG-1220 Sofia, Bulgaria. (Tel./Fax: +359 2 595416; e-mail: marin.ignatov@tu-berlin.de).

Research topics:

Johansson, Gunn. Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (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 career development.

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

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

Karamushka, Lyudmila. Institute of Psychology, Academy of Pedagogical Sciences of the Ukraine, 2 Pan'kivska Str., 252033 Kyiv, Ukraine. (Tel./Fax: +38 044 4509767; e-mail: karama@biocol.freenet.kiev.ua).

Research topics:

Keenan, Tony. Department of Business Organization, Heriot-Watt University, Edinburgh EH14 4A9, Great Britain (Tel. +44 31 4495111; Fax: +44 31 4513190; e-mail: T.Keenan@hw.ac.uk).

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

Kirchler, Erich. Department of Psychology. Unit of Applied and Clinical, Psychology. University of Vienna. Universitaetsstrasse 7; A-1010 Vienna. (Tel. +43 1 427747880; Fax – +43 1 427747889; e-mail: erich.kirchler@univie.ac.at).

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

Recent publications:

Kirchler, E., Rodler, C., Hölzl, E. & Meier, K. (in press). Money, love and daily routines. London: Routledge.

Kirchler, E. & Schmidl, D. (2000). 12-Stunden versus 8-Stunden Schichtarbeit. Befinden und Müdigkeit. Zeitschrift für Arbeits- und Organisationspsychologie (in press). (12-hours versus 8-hours shift-work).

Kirchler, E. (1999). Reactance to taxation: Employers' attitudes towards taxes. *Journal of Socio Economics*, 28, 131-138.

Kirjonen, Juhani. Faculty of Sport and Health Sciences, University of Jyväskylä, P. O. Box 35, SF-40351 Jyvaskyla, Finland. (Tel. +358 14 603321; Fax +358 14 603201; e-mail: jkirjonen@jylk.jyu.fi).

Research topics: Learning and the acquisition of professional expertise, work, life style and health, development of human resources in small and medium-sized enterprises, mapping of emotional orientations. Methodological orientation: interdisciplinary, follow-up, organisational, and field designs.

Recent publications:

Palmroth, A. & Kirjonen, J. 1999. Sewers in a job redesign process: research project on work, well-being and participation in job redesign in a Finnish clothing company. In J. Ilmarinen & V. Louhevaara (Eds.) *FinnAge - Respect for the aging: Action programme to promote health, work ability and well-being of aging workers in 1990-1996*. People and Work. Research Reports 26 Helsinki: Finnish Institute of Occupational Health. S. 90-108.

Konrad, Edvard. Filozofska fakulteta, Department of Psychology, Askerceva 12, 1000 Ljubljana, Slovenia. (Tel: +386 61 1769-218; Fax: +386 61 1259-337; e-mail: edvard.konrad@ff.uni-lj.si).

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

Leonova, Anna. Department of Work and Organizational Psychology, Moscow State University, 8/5 Mockovaya Str., 103009 Moscow, Russia. (Tel. +7 095 2033123; Fax +7 095 9280830; E-mail: aleon@chair.cogsci.msu.su).

Research topics:

Louche, Claude. Psychologie du Travail et des Organisations, Université Paul Valéry, Route de Mende, F-34199-Montpellier Cedex 5, France. (Tel. +33 4 67142174; Fax: +33 4 67142052; e-mail louche@danaid.univ-montp3.fr).

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

Nachreiner, Friedhelm. Carl von Ossietzky Universitaet, Oldenburg, Arbeits- und Organisationspsychologie, Birkenweg 3, P. O. Box 2503, D-26111 Oldenburg, Germany. (Tel. +49 441 7988203; Fax: +49 441 7988333; e-mail: nachreiner@psychologie.uni-oldenburg.de).

Research topics:

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.

Ohlsson, Kjell. Division of Industrial Ergonomics, Department of Mechanical Engineering and Division of Human Cognition, Department of Computer Science, Linköping Technical University, S-58183 Linköping, Sweden. (Tel. +46 13 281687, 13 283157; GSM: +46 70 5174435; Fax: +46 920 91030; e-mail: kjeoh@ida.liu.se).

Research topics:

Peiró, Jose, M. Facultad de Psicología, Avda Blasco Ibañez, 21, 46010 Valencia, Spain. (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.

Prieto, José, M. Department of Individual Differences and Work Psychology, Universidad Complutense, Fac. Psicología, Campus Somosaguas, E-28223 Madrid, Spain (Tel. +34 91 3943236; Fax: +36 91 3943189; e-mail: jmprieto@psi.ucm.es).

Research topics:

Ratajczak, Zofia. Uniwersytet Slaski, Instytut Psychologii, Bankowa 12, PL-40-007 Katowice, Poland. (Tel. +48 32 589739; Fax +48 32 599605; E-mail: mari@adm.us.edu.pl).

Research topics: Psychology of unemployment.

Robertson, Ivan. Manchester School of Management, UMIST, PO Box 88, Manchester, M60 IQD, Great Britain. (Tel. +44 161 200 3443; Fax +44 161 200 3518; e-mail: Ivan.Robertson@umist.ac.uk).

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

Recent publications:

Robertson, I.T., Gibbons, P., Baron, H., MacIver, R. and Nyfield, G. Understanding management performance. *British Journal of Management*, 10, 5-12, 1999.

Nelson, A., Robertson, I.T., Walley, L. and Smith, M. Personality and work performance: some evidence from small and medium-sized firms. *The British Psychological Society: The Occupational Psychologist*, 38, 28-36.

Francis-Smythe, J. and Robertson, I.T. On the Relationship Between Time Management and Time Estimation. *British Journal of Psychology*. (in press)
Francis-Smythe, J. and Robertson, I.T. Time-Related Individual Difference Constructs. *Applied Psychology: An International Review*. (under review)
Robertson, I.T., Baron, H., Gibbons, P., MacIver, R. and Nyfield, G. Conscientiousness and Managerial Performance. *Journal of Occupational and Organizational Psychology*. (under review)

Roe, Robert A. Tilburg University - WORC / Department 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).

Dutch Aeromedical Institute. P.O. Box 22. 3769 ZG Soesterberg. The Netherlands. (Tel. +31 346334368; Fax +31 31 33351899; e-mail: r.a.roe@eromed.nl).

Research topics: Work activity in complex systems; work load and work pressure; motivation and performance theory; advanced selection methods; human factors in aviation.

Rogard, Vincent. Université René Descartes, UFR Psychologie, Pièce 108, 28 rue Serpente, F-75006 Paris, France. (Tel. +33 1 40519912; Fax +33 1 40517085; e-mail: rogard@psycho.univ-paris5.fr).

Research topics: Ergonomic approach to managers' activities; activity analysis and professional selection.

Semmer, Norbert. University of Bern, Department of Psychology, Unitobler, Muesmattstr. 4, CH - 3000 Bern 9 (Tel. +41 31 6314027; Fax: +41 31 6318212; 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.

Recent publications:

Dunkel, H., Jerusel, S., Tschan, F., & Semmer, N. K. (1999). PPM bei komplexen Aufgaben in einer Bank - Ein Fallbericht. In H. Holling, F. Lammers, & R. B. Pritschard (Eds.): *Effektivität durch partizipatives Produktivitätsmanagement* (pp. 117-133). Göttingen: Verlag für Angewandte Psychologie.

Schade, V., Semmer, N., Main, C., Hora, J. & Boos, N. (1999). The Impact of Clinical, Morphological, Psychosocial and Work-related Factors on the Outcome of Lumbar Discectomy. *Pain*, 80, 239-249.

Dwyer, J. H., Rieger-Ndakorerwa, G. E., Lippert, P., Leaverton, P. E., Dwyer, K. M. & Semmer, N. (in press). Serum uric acid and change in blood pressure and serum cholesterol in adolescents: The Berlin-Bremen Study. *American Journal of Epidemiology*.

Semmer, N., Zapf, D., Dunkel, H. (im Druck) Instrument zur stressbezogenen Tätigkeitsanalyse. In H. Dunkel (Hrsg.), *Handbuch psychologischer Arbeitsanalyseverfahren*. Zürich: vdf Hochschulverlag.

Spaltro, Enzo. Dipartimento di Organizzazione e Sistema Politico, University of Bologna, 6 via Bersaglieri, I-40125 Bologna, Italy. (Tel. +39 051 6402723; Fax +39 051 234036; e-mail: rilschoo@spto.unibo.it).

Research topics:

Stikar, Jiri. Division of Work and Organizational Psychology, Department of Psychology, Charles University, Celetna 20, 11000 Prague, Czech Republic. (Tel. +42 2 24491406; Fax: +42 2 3123324; e-mail:).

Research topics:

Sverko, Branimir. Department of Psychology, University of Zagreb, Luciceva 3, 10000 Zagreb, Croatia (Tel. +385 1 6120-216; Fax +385 1 6120-037; e-mail: branimir.sverko@ffzg.hr).

Research topics: Work values in cross-cultural perspective; job satisfaction; job involvement; ability assessment and selection procedures; occupational analysis.

Teichmann, Mare. Technical University of Tallin, 5 Ehitajate Tee, EE-0026 Tallinn, Estonia. (Tel. +372 2 6202650; Fax: +372 2 6202020; e-mail: jyri@edu.ttu.ee).

Research Topics:

Teikari, Veikko. HUT, Laboratory of work psychology and leadership, Spektri Duo, Box 9500, SF-02015 TKK, Finland (Tel. +358 9 4513650; Fax: +358 9 4513665; e-mail: veikko.teikari@hut.fi).

Research Topics: Management of change, tools for development, development of knowledge products, group work, simulation games, process management.

Thierry, Henk. Department of Human Resource Science, University of Tilburg, P. O. Box 90153; NL-5000 LE Tilburg, The Netherlands. (Tel. +31 13 4662499; Fax: +31 13 4663002; e-mail: thierry@kub.nl).

Research topics: Job evaluation, pay and remuneration, strategic company policy and strategic compensation, working time arrangements, leadership and culture, human resource management.

Trentini, Giancarlo. University of Venice, Ca' Foscari, Palazzo Nani Mocenigo, Dorsoduro 960, I-30123 Venice, Italy (Tel. +39 041 2577220; Fax: +39 02 866677; e-mail: gtrentin@unive.it).

Research Topics: Group and leadership, general and specific interview, values and work, institutional fundamentals of interview in organizational research and intervention.

Westlander, Gunnela. Department of Psychology, University of Stockholm, S-10691 Stockholm, Sweden. (Tel. +46 8 801827; Fax: +46 8 268663; e-mail:

gunnela.westlander@mailbox.swipnet.se).

Research topics:

Wilpert, Bernhard. Technische Universität Berlin, Institute of Psychology, Franklinstr. 28, FR 3-8, 10587 Berlin (Tel. +49 30 314-22915; Fax +49 30 314-25274; e-mail: bernhard.-wilpert@tu-berlin.de).

Research topics: safety of complex socio-technic systems (nuclear power plants, chemical industry, aviation); safety culture; learning organization.

Zabrodin, Yuri. Ministry of Labour, 1 Birjevaya sq., 103706 Moscow, Russia. (Tel. +7 095 2988564; Fax: +7 095 9256227; e-mail: magister@glasnet.rk).

Research topics:

**Economic - Psychology
Conference - July 2000
Baden / Vienna - Austria**

<http://www.univie.ac.at/iarep-sabe2000/>