

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 39

MAY, 2000

EDITORIAL RESPONSIBILITY:

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ENOP NEWSLETTER No. 39

May, 2000

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1. Editorial

Dear colleagues,

In March 2000 ENOP had its annual symposium, organized by Edvard Konrad on knowledge management. For those interested in the presentations by ENOP members and invited speakers, special information is available in ENOP web-pages.

At the business meeting it was agreed that David Guest should organize the next symposium, March 2001, on work-life balance.

This year, ENOP also discussed future strategies. You will find a summary in this newsletter.

Finally, as already stated in previous newsletters, the last section is dedicated to ENOP members' research interests and recent publications. If you have informed me about your recent publications, you will find them included in this newsletter.

I wish you all a pleasant summer term and summer vacation!

Erich Kirchler
Vienna, May 2000

2. ENOP Strategy Discussion

At the 1999 ENOP Business Meeting it was decided to dedicate the last day of the March-2000 meeting in Paris to strategy discussion. On March 25th, 2000, a group of approximately 20 ENOP members discussed the following topics. David Guest chaired the session:

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*

1. Nature and identity of ENOP: Regarding the historical perspective, Bernhard Wilpert reported that ENOP had as its precursor a group of 6-7 friends who met irregularly to discuss professional issues in work and organizational psychology. Their idea in 1980 was to create an “institution” for organizing regular meetings. This institution should not be a rigid organization with strict regulations but a flexible network connecting people working in the field of W&O psychology at European universities. The number of participants should be limited to a maximum of three per country.

At the beginning of the 1980s, the driving force for ENOP was European integration.

Highlights and achievements of ENOP include more than 40 workshops at which more than 1,000 people took part; three summer schools which constitute a base of a European PhD program; the development of the reference model and its distribution to all European Universities and psychology departments; support of national psychology, e. g., French W&O psychology; support for Eastern European countries through library projects; and financial support of Eastern European colleagues through MSH. ENOP, although flexibly organized as a network, has achieved much and it has been and still is influential as a platform in the field of W&O psychology. ENOP has played a pioneering role in developing W&O psychology in Europe by developing rules and setting standards.

The purposes and functions of ENOP include sharing ideas, mutual moral and practical support and evoking and sustaining commitments to achieve new aims. Looking to the future, ENOP could function as a fore-runner in the field, be a “Club of Rome” in W&O psychology, and be an organization reflecting and commenting on trends and changes. A great advantage of ENOP is that it is a flexible network with no power games on rigid institutionalization, with members sharing similar interests and problems, carrying out activities on a voluntary basis. ENOP is multi-paradigmatic, and is open to learning from “other perspectives”. It is a network with the aim of stimulating developments within the field rather than just a network discussing current W&O psychology.

The strengths of ENOP are based on three aspects: Members have important positions in their universities; they are open in defining what is important at a given moment in time and in the next future; the network has weak ties which guarantee flexibility but which can be strong when members have common interests. Weaknesses of ENOP could be seen as poorly defined responsibilities and roles of members, and weak ties with MSH and the European Commission.

After a lively discussion, there was general support for the network concept. There was also some concern about the need for some additional structure to enhance our effectiveness. It was decided that ENOP should focus on trends and changes in the field, and develop teaching programs and methods. There was also some concern about ENOP’s fund raising activities and lack of influence on decisions taken by the European Commission.

2. Membership: Tony Keenan had prepared a paper outlining advantages and disadvantages of continued membership for individuals no longer working at universities.

ENOP MEMBERSHIP RULES - MEMBERS NO LONGER EMPLOYED IN THE UNIVERSITY SECTOR (by Tony Keenan)

At the October 1999 meeting of the Co-Co there was a short discussion about the current ENOP rule that anyone who ceases to be employed in a university setting, whether through retirement or otherwise, is required to resign from ENOP.

I was subsequently asked to write a short paper considering the pros and cons of changing this arrangement. One option would be to allow “retired” colleagues to continue as full members of ENOP. Alternatively, some kind of honorary category of membership could be created.

Arguments in Favour of change

- Many of these individuals will remain active in areas of W/O psychology and will continue to have valuable expertise to contribute to ENOP - people do not lose their interest in the issues that concern ENOP simply because they no longer work in the university sector. Also, their new interests and expertise could broaden and enrich the contribution ENOP makes to W/O psychology.*
- Some individuals leave the university sector only to return to university employment at a later date. At present these individuals are likely to be “lost” to ENOP forever.*
- We do not at present have a surplus of members willing or able to make a real contribution to ENOP. If we retire too many of our most active members we are in danger of having insufficient activists to keep ENOP alive and healthy in the future.*
- If the individuals concerned are actually retired from full time employment, they may actually have more free time to do work on ENOP’s behalf than was the case previously. Given the pressures on all of us this could be a real benefit. Members who are retired from full time employment might really appreciate the opportunity ENOP would afford to keep up their interest in and involvement with their subject.*
- For many of us, other ENOP members are not just colleagues but are also friends. Given the geographical distances that separate us, keeping contact is difficult and expensive if one is out of the conference circuit. ENOP offers this opportunity.*

Arguments Against Change

- ENOP might become too big if all retired/ non-university members continued to attend regularly.*
- ENOP might change its nature to become the equivalent of a kind of retired gentlemen and ladies club.*
- Existing professors of I/O psychology on the “waiting list” to join ENOP might be unhappy about an apparent perpetuation of the exclusive nature of ENOP.*

Possible Action

1. *Maintain the status quo*
2. *Allow members to continue as full members provided they are still actively practising as I/O psychologists and have some university/ research/teaching involvement*
3. *Allow a limited number of members in the ex-university category from each country - perhaps selected by their peers*
4. *Set up a new category of honorary member with limited rights. e.g. with only a limited number of places available at the annual meeting .*
5. *Set an upper age limit on full membership. Perhaps full membership could be limited to those who are below 'normal' retirement age (or who are still working full-time?) and who meet criteria 2 above. Those who are retired might become honorary members.*
6. *Contact ex-members for their opinions. After all, if only a small number want to be involved, and if they tend to be the active ones anyway, then we do not have a problem.*

Most members agreed that ENOP members should have a significant position at their university, and that there should continue to be a maximum of three members per country. Also, members leaving ENOP should be invited to special events, such as the annual symposium or special workshops. It was also agreed that all of the founding members of ENOP should be invited by the CoCo to the symposium 2001.

3. Training and education: Teaching developments via Internet, e-Universities, summer-schools, and joint text-books in W&O psychology were all discussed. It was agreed that Miklos Antalovits, Erich Kirchler, Edvard Konrad, and Branimir Sverko initiate the developments of a post-graduate curriculum, with internet support and that the possibility of integrating this with the summer schools should be explored. The reference model should be used as a base model for the post-graduate curriculum. The group plans the first meeting at the beginning of September 2000 and will meet before the September CoCo meeting in Paris.

The reference model should be reviewed three years after its development. An evaluation is due to be carried out in the year 2001.

4. Scientific treatment of significant issues: Since collaboration between single ENOP members is very productive, the possibility of a more formalized research program including larger groups of members was discussed. Also, the necessity to focus on important political and societal issues was discussed. Moreover, the necessity for interdisciplinary research was emphasized. There was agreement that ENOP should put more effort not only into identifying real life problems but also into contributing to solutions.

5. Support of national groups: It was agreed that the library project had been most successful. In the coming years, psychology departments of various universities should send in their curricula for feed-back with regard to the reference model. CoCo will accept proposals for feedback and will also explicitly delineate the feedback process.

6. ENOP in public and professional affairs: Josè Maria Prieto is in charge of the ENOP-web-site. Vincent Rogard and Bernhard Wilpert will prepare an ENOP-report for distribution to psychology departments and other departments at various universities. CoCo will consider the possibility a setting up a PR-group for ENOP or will also consider web-communication strategies. For fund-rising success it is necessary to be more visible! CoCo will explore the option of having the EAWOP president as a honorary member in order to enhance collaboration. Friedhelm Nachreiner will take the responsibility for exploring "Marie Curie training" possibilities.

3. ENOP Business Meeting 2000

At the business meeting in March 2000, chaired by Robert Roe, the following topics were discussed:

- (a) Summer schools
 - (b) Library project
 - (c) Workshops and conferences
 - (d) Membership and loss of ENOP membership
 - (e) Symposium 2001
 - (f) Socrates/Erasmus/Tempus
 - (g) Postgraduate education
 - (h) Research and publications
 - (i) Budget
 - (j) Any other business
- (a) With regard to summer schools, no concrete details about the state of the next event in Scandinavia was available. Veikko Teikari reported difficulties in raising funds. It was agreed that CoCo would discuss the possibility of a summer school in Sweden with Gunn Johansson.
- (b) The library project has almost been completed. The first part of the project, financed by Volkswagen Stiftung, has come to an end. The second part, organized by the Work-Life-Center, Sweden, shall be terminated by Gunn Johansson soon. Mare Teichmann and Miklos Antalovits expressed their gratitude for the library project on behalf of their universities.
- (c) Workshops: Wilmar Schaufeli reported on the 5th Workshop on work and organizational psychology in health care at Gent, Belgium, 7-9 October 1999. Organizers were Pol Coetsier, Guy Karnas, José Maria Peiro, and Peter Vlerick. The next event will be in Sweden, October 2001. Organizers are Pol Coetsier and José Maria Peiro and also André Büssing, Munich.

Bernhard Wilpert reported on the 17th Workshop on New Technology and Work, initiated by founding members of ENOP. The workshop was held in Bad Homburg, Germany, May 1999. The next workshop will again be in Bad Homburg, June 2000. Organizing members are Bernhard Wilpert and Miklos Antalovits.

Veronique de Keyser is organizing a workshop on psychology and democracy in Vienna, November 2000. The workshop originated as a response to the recent political developments in Austria.

The proceedings of the workshop on organizational psychology and transition processes in Dubrovnic, 1998, organized by Branimir Sverko, will appear in the near future.

The 7th International Conference on Multi-Organizational Partnerships and Cooperative Strategy will take place in Leuven, Belgium, on July 6-8, 2000. Information is obtainable at tharsi.taillieu@psy.kuleuven.ac.be.

The next conference on economic psychology and behavioural economics, organized by IAREP and SABE, will take place at Vienna (Baden), Austria, July 12-16, 2000. Information can be found at the web-site: <http://www.univie.ac.at/iarep-sabe2000>; or at the e-mail address: iarep-sabe2000.psychologie@univie.ac.at.

- (d) Membership: A total of five new members were proposed. Since only two took part at the annual symposium ENOP decided unanimously to accept and welcome Wilmar Schaufeli, University of Utrecht, and Hendrik van der Flier, University of Amsterdam. Robert Roe and Peter Drenth as well as Juhani Kirjonen will leave ENOP in 2000. Special thanks were expressed to ENOP for their enthusiastic and fruitful contributions.

The meeting was reminded that members who are absent from the annual symposia and business meeting three times in a row lose their ENOP membership. Edvard Konrad will control the membership on the basis of attendance at meetings.

- (e) Symposium 2001: Several proposals for next year's symposium were discussed:

- Web-based recruitment and assessment
- Work-life-balance
- Minorities in the labor market in Europe
- Positive psychology: Work and organizational psychology on happiness and well-being
- Autonomous work and self regulation
- Flexi-health
- Innovations in teaching
- Development of W&O psychology.

ENOP members decided for

Work-life balance!

David Guest

will organized the next symposium which takes place at

MSH, Paris,

29-31 March 2001.

- (f) Socrates links between various universities were discussed and evaluated.
- (g) Mikolos Antalovits, Erich Kirchler, Edvard Konrad and Branimir Sverko had previously begun discussions about postgraduate courses on W&O psychology, the development of a PhD curriculum and teaching via the Internet. The further meetings will be hold in September 2000, one in Vienna, the other in Paris to develop these plans fuller. Josè Prieto and David Guest are especially invited to contribute their knowledge on distance learning. ENOP-reference model shall be the base of a Ph.D. curriculum.
- (h) Research activities and publications: All ENOP members are invited to send publication lists and research topics to the editor of the newsletter. The last section of the newsletter will be devoted to members' scientific interests.
- (i) Budget: Still no news.
- (j) Any other business.

ENOP Time Schedule

| | | |
|--|-------------------|--|
| Autumn CoCo meeting | MSH, Paris | Friday 29-9-2000; 14 h |
| Annual Symposium 2001 “Work-life balance” (David Guest) | MSH, Paris | Thursday-Friday 29/30-3-2001 14-18 h and 9-18 h |
| Business meeting 2001 | MSH, Paris | Saturday 31-3-2001; 9-13 h |

4. Special Publications (José M. Peiró)

SPECIAL ISSUE ON ORGANIZATIONAL PSYCHOLOGY

Revista de Psicología General y Aplicada. (1999) volume 52, 2-3.

The Spanish Journal of General and Applied Psychology published by the Spanish Federation of Psychology Associations, has recently published a special issue on Organizational Psychology edited by José M. Peiró and Pilar Ripoll (University of Valencia).

This issue offers a state of the art of research on organizational psychology in Spain. It starts with an introductory article on recent changes, challenges and perspectives of organizational psychology (Peiró, J.M. and Ripoll, P). Several contributions focus on research on teams in organizations: Influences of new forms of organizational flexibility on work-teams (Alcover, C. and Gil, F.); Work-team building, conflict management behaviours and culture change in organizations (Ayestarán, S.) and Meaning of Organizational Safety in the context of work-teams (Cabrera, D., Rolo, G., Gil-Monte, P. and Suarez, E.).

Another set of articles deals with mediation and negotiation. They include the article by G. Serrano and M. Mendez on Mediators interventions and the one coauthored by Cruces, S.J., Cisneros, I., Munduate, L. Gomedz, T and Dorado, M.A., on Cultural and Socioemotional factors in the negotiation processes: The importance of lying.

A third set of articles focus on Climate and culture in organizations. They include the paper by Gonzalez-Roma, V. and Peiró, J.M. on Climate in Work Organizations and Teams. And the one by Sanchez, J.C., Alonso, E. And Palaci, F.J. on the Organizational culture concept, theoretical bases and recent research in Spain.

Organizational assessment and intervention research is also represented by the articles of Quijano, S. and Navarro, J. The ASH (Human System Audit) quality models and organizational assessment, and the one by Salanova, M. and Grau, R. Training Needs Analysis and training evaluation in technological change contexts.

The special issue ends with two more articles one on Ethical dimensions of the organization by A. Rodriguez and V. Zarco and the other on Work and Organizational Psychology in Spain: A review of the state of the art in the nineties. This article offers a very detailed view of the research carried out in Spain on work and organizational Psychology during the nineties and these contributions are related to the societal and economic changes occurred in Spain during this decade.

This special issues offers a comprehensive and updated perspective about recent developments of Work and Organizational Psychology in Spain and show how this discipline is growing and making relevant contributions.

SPECIAL ISSUE ON PSYCHOSOCIAL FACTORS OF RISK PREVENTION AND HEALTH PROMOTION AT WORK. AN INTERNATIONAL PERSPECTIVE.
Revista de Psicología del Trabajo y de las Organizaciones (1999), 15, 2.

The Spanish Journal of Work and Organizational Psychology, published by the Colegio Oficial de Psicólogos has published a Special Issue on Psychosocial factors of risk prevention and Health promotion at work: an international perspective. It has been edited by José M. Peiró and María Jesús Bravo (University of Valencia).

After the promulgation of the Spanish Law on Risk prevention based on the European Directive on the same issue, an increasing demand is emerging to carry out job risk analysis and interventions for preventing risks. The law explicitly states that psychosocial factors have to be taken into account, and this situation represents a challenge and an opportunity for Work and Organizational Psychologists. In this context, further developments are required from researchers and professionals that should contribute with theoretical models, methodologies and diagnosis and intervention practices. This special issue intends to offer an overview of the developments that took place recently in different countries on these issues aiming to stimulate benchmarking and exchange of ideas and best practices.

The issue has an introductory chapter that analyse the current Spanish situation in the field of psychosocial factors of risk prevention research and practices. The implications of the new law are formulated and the challenges for research, training and professional practices are considered.

The issue contains the following articles:

Peiró, J.M. and Bravo, M.J. (Spain): Psychosocial factors of work risk prevention: Challenges and opportunities for work and organizational psychology.

Schaufeli W. (The Netherlands): Psychosocial risk assessment and prevention of job stress: Some Dutch experiences.

Hansez, I. and De Keyser, V. (Belgium): The WOCCQ: A new tool in the kitbag of job stressors fighters. The case of Belgian public services workers.

Cartwright S. and Cooper, C.L. (United Kingdom): An integrated organisational strategy to reduce workplace stress.

Lindstrom, K. and Kivimaki, M. (Finland): Survey feedback interventions for improving psychological and social factors at work in a health care organization.

Murphy, L.R. (United States): Healthy work organizations: A research agenda.

Melia, J.L. (Spain). Measurement and intervention methods in Safety Psychology and Accident prevention.

Peiró, J.M. (Spain). Psychosocial risk evaluation at work and prevention strategies: The AMIGO model as a theoretical foundation of the methodology: "Prevenlab/Psychosocial".

YOUTH RESEARCH PROJECT: YOUTH TRANSITIONS INTO LABOUR MARKET AND WORK. A LONGITUDINAL STUDY FROM AN ECONOMICAL AND PSYCHOSOCIAL PERSPECTIVE.

A joint research project has been carried out by the Instituto Valenciano de Investigaciones Economicas and the Research Unit of Organizational and Work Psychology of the University of Valencia being sponsored by the Foundation of Bancaja (A saving bank of the region of Valencia).

This project aims to study the processes through which young people enter into the labor market and into work and consolidate their work role, and how these processes are influenced by the socioeconomic situation. The project is based on human capital theory models and also on psychosocial interactionist models of work-role development. Thus, macro and micro environmental factors are taken into consideration as well as personal characteristic of the youngsters (qualification and formation, values, attitudes and interests). In addition, behaviours of young people in the labour market (job search, job acceptance and voluntary/involuntary job withdrawal) and in the work place (content innovation, career enhancing strategies, etc) are considered as an important antecedent of work role consolidation, career development and success in the transition process.

The study has been designed as a longitudinal one with two waves (1996 and 1999) and with a representative sample (2000 youngsters between 16 and 30 years old) of the Valencian Region. 950 people have answered the interview/questionnaire in both waves.

A retrospective interview was included in the questionnaire for those that during the last five years (since 1991) first entered into the labor market searching for jobs whether they found them or not. Information about the jobs held, salaries, etc. and the type of companies that employed them has been gathered. The same information was obtained retrospectively in the second wave (1999) from 1996.

Recently the final report of the second wave study has been delivered to the sponsors. The first one has been published as a book (Garcia-Montalvo, Palafox, Peiró and Prieto, 1997). Longitudinal results show rather interestingly that a rather large array of psychological variables (work valued outcomes, work behaviour, work attitudes, satisfaction, preferences for flexibility of jobs, decisions, more or less emphasis on personal initiative, etc.) are different depending on economical changes and of the socioeconomic situation. In fact, 1996 was a period of recession in the Spanish economy while 1999 presented an expansive situation. Also, the patterns of career (sequence of jobs strategies in specific combinations of training, job acceptance and job withdrawal...) show relevant differences between both periods studied.

Those interested in getting more information, please contact

Prof. José M. Peiró

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5. ENOP-Member Research Interests and Publications

In this section you will find a list of ENOP members, their addresses and reseach topics as well as up to five publications indicated by the members.

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

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

Recent publicatons:

Bouwen, 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.bouwen@psy.kuleuven.ac.be).

Research topics: Organizational innovation, change strategies, organizational culture, conflict management, group effectiveness and development, multi-party collaboration.

Recent publicatons:

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 publicatons:

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

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

Dachler, Peter. Hochschule St. Gallen, 11 Guisanstrasse, CH-9010 St. Gallen, Switzerland (Tel. +41 71 302640; Fax: +41 71 302659; e-mail: dachler@csgghsg5a.bitnet; web-site of institution: <http://www.psy.unisg.ch>)

Research topics: Intercultural communication and change processes; power and political

processes in organizations; leadership; assessment; methodology; gender relations; knowledge and social constructionist epistemology.

Recent publications:

Dachler H.P. & Rueegg-Stuerm J. (under review). Beyond mere management: Critical challenges in fundamental changes in fundamental change processes from a system-relational-constructionist perspective.

Dachler, H.P. (1999). Power and political processes as ethical issues in methodology. *Organization Studies*, 20, 341-345.

Dachler, H.P. (1999). Alternatives to individual conceptions of global leadership: Dealing with multiple perspectives. In W.H. Mobley, M.J. Gessner & V. Arnold (eds.) *Advances in global leadership* (Vol 1, pp. 75-98). Stamford, Conn.: JAI Press.

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

Research topics: Human reliability, stress, work safety, time, cognitive ergonomics, anesthesiology, aeronautics.

Recent publications:

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:

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:

Recent publications:

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.

Recent publications:

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:

Recent publications:

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; web-site of institution: <http://www.bbk.ac.uk/manop/op>).

Research topics: Impact of HRM on workers and on organizational performance; the psychological contract and flexibility; motivation and performance; “new” careers.

Recent publications:

- Guest, D. Managing an insecure workforce: The search for a new psychological contract. In E. Heerly and J. Salmon (eds) *The Insecure Workforce*. London: Routledge.
- Guest, D. (1999). Human resource management: The workers’ verdict. *Human Resource Management Journal*, 9 (3), 5-25.
- Guest, D. (1998). Is the psychological contract worth taking seriously? *Journal of Organizational Behavior*, 19, 649-677.

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: Leader psychology, production of knowledge workers. Leadership and autonomous work.

Recent publications:

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; web-site of institution: <http://www.dcu.ie/~business/research/staff/jh/index.htm>).

Research topics: Organisational correlates of Scientific Discovery; technology and organisation, Organisation and University development and change

Recent publications:

- Hurley, J. & Buckley, F. (1999). The future of the University: an Image Theory decision making model. In Theile and O’Hogartaigh (eds.) *Partnership, Patterns and Prospects for the 21st Century* (Chapter 10). Dublin: Oak Tree Press.
- Heller, F. & Hurley, J. (1998). Leadership. Special edition of: *European Journal of Work and Organisation Psychology*, 6 (4).

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: Safety culture, safety management, environmental management

Recent publications:

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.

Recent publications:

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.

Recent publications:

Karamushka, Lyudmila. Institute of Psychology, Academy of Pedagogical Sciences of the Ukraine, 2 Pan'kivska Str. 252033 Kyiv, Ukraine. (Tel/Fax: +38 044 4509816; e-mail: lkarama@biocol.freenet.kiev.ua).

Research topics: Psychological aspects of educational management (organizational climate and culture; work motivation; conflict prevention and resolution; leadership; managers' training; learning and teaching methods).

Recent publications:

Karamushka, L.M. & Malugina, M. (1999). Psychological counselling of educational managers on the managerial problems. Abstracts of V1th Congress of psychology (Rome, July 4th-9th 1999) – Rome, p.228.

Karamushka, L.M. (1998). Formation of psychological preparedness of educational managers to management activity. Educational and management, 1, 75-80.

Karamushka, L.M. (1998). Imidg of modern school: What it is? Practical Psychology and Social Work,N2, 6-9.

Karamushka, L.M. (1998). Psychological basics of educational managements. Kyiv, (p. 180)

Karamushka, L.M. (ed.) (1997). Management of educational establishments: psychological aspects. Kyiv, (p. 112)

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; strategic human resource management and selection.

Recent publications:

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; <http://www.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). Schichtarbeit im Vergleich: Befindensunterschiede und Aufmerksamkeitsvariation während der 8-Stunden- versus 12-Stunden-Schichtarbeit. Zeitschrift für Arbeits- und Organisationspsychologie, 44 (1), 2-18. (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. University of Jyväskylä, Freda, room 231, P. O. Box 35, SF-40351 Jyvaskyla, Finland. (Tel. +358 14 2603321; Fax +358 14 2603201; e-mail: kirjonen@cc.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:

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.

Recent publicatons:

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: Occupational health, stress at work, job safety and well-being, personnel selection, professional competence

Recent publicatons:

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.

Recent publicatons:

Nachreiner, Friedhelm. Carl von Ossietzky Universitaet, Oldenburg, Arbeits- und Organisationspschologie, P. O. Box 2503, D-26111 Oldenburg, Germany. (Tel. +49 441 7983811; Fax: +49 441 7983865; e-mail: friedhelm.nachreiner@uni-oldenburg.de; web-site of institution: <http://www.uni-oldenburg.de/psychologie/aundo/aundo.html>)

Research topics: Mental work-load, hours of work (especially shiftwork), ergonomics, human reliability.

Recent publicatons:

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.

Recent publicatons:

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:

Recent publicatons:

Peiró, Jose, M. Facultat de Psicologia Universitat de Valencia, Avda. Blasco Ibañez, 21, 46010 Valencia, Spain. (Tel. 34.963864689 or 34.963864473; Fax 34.963864668; e-mail: jose.m.peiro@uv.es; www.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.

Recent publicatons:

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: See the following internet sites:

<http://www.ucm.es/info/Psyap/>; <http://www.ucm.es/info/Psyap/enop/>; <http://www.cop.es/>
<http://www.iaapsy.org/>; <http://forteza.sis.ucm.es/dpto/>; <http://www.ucm.es/Prieto/>
<http://www.recol.es/>

Recent publicatons:

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.

Recent publicatons:

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, web-site of institution: <http://www.umist.ac.uk>, web-site of SHL Research Centre: <http://www.shlgroup.com>)

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

Recent publications:

Robertson, I.T. et al. (in press). Conscientiousness and Managerial Performance. *Journal of Occupational and Organizational Psychology*.

Eleftheriou, A. & Robertson, I. (1999). A Survey of Management Selection Practices in Greece. *International Journal of Selection and Assessment*, 7 (4), 203-208.

Francis-Smythe, J. & Robertson, I.T. (1999). Time-Related Individual Differences. *Time & Society*, 8 (2), 273-292.

Francis-Smythe, J. and Robertson, I.T. (1999). On the relationship between time management and time estimation. *British Journal of Psychology*, 90, 333-347.

Nelson, A., Robertson, I.T., Walley, L. & Smith, M. (1999). Personality and work performance: some evidence from small and medium-sized firms. *The Occupational Psychologist*, 38, 28-36.

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; web-site of institution: <http://www.univ-paris5.fr>).

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

Recent publicatons:

Schaufeli, Wilmar. Utrecht University, Social & Organisational Psychology, P.O.Box 80.140, 5808 TC Utrecht (Tel. +31 30 2534781; Fax: +31 30 2537584; e-mail: w.schaufeli@fss.uu.nl).

Research topics: Work and health; stress at work; absenteeism, fairness, burnout.

Recent publications:

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:

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

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*.

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.

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.

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:

Recent publications:

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: Training in Work and Organisational psychology, stimulator training, psychology in transportation

Recent publications:

Stikar, J. et al. (2000). *Methods of work and organisational psychology* (Czech Language) Prague, Charles University.

Stikar, J. et al. (1998). *Basic work and organisational psychology* (Czech Language: 2nd edition), Prague, Charles University.

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: bsverko@ffzg.hr).

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

Recent publications:

Maslic-Ser ic, D. & Sverko, B. (in press). Croatia workers in the period of transition: A five years follow-up of job-related attitudes. *Social Science Information*.

Ten Horn, L., Sverko, B. & Zinovieva, I. (1999). *Organizational Psychology and Transition Processes in Central and Eastern Europe*. Proceeding of a conference held in Dubrovnik, 1998. 259 p.

Sverko, B. (ed.) (1999). *Vodic korz zanimanja – elektronicno izdanje* (Careers Guide – Electronic Edition).

Sverko, B. (1999). The Work Importance Study: Recent changes of values in Croatia. *Applied Psychology: An International Journal*, 48 (1), 89-102.

Sverko, B. & Vrancic, I. (1998). Predictive validity of value assessment in organizational settings. *Review of Psychology*, 5, 27-33.

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: Stress and burnout at work, personnel selection, quality of life (WHO topics), work motivation, organizational culture and values exchange at international companies

Recent publications:

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.

Recent publications:

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.

Recent publications:

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.

Recent publications:

Van der Flier, Henk. Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boechorststreet 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 4448712; Fax: +31 20 4448702; e-mail: H.van.der.Flier@psy.vu.nl; web-site of institution: <http://www.psy.vu.nl/onderzoek/instituut/saop/>, or www.psy.vu.nl/onderwijs/index.html, or www.psy.vu.nl/vakgroepen/ao/)

Research topics: Personnel selection, fairness, work conditions.

Recent publications:

J. Misumi, B. Wilpert & R. Miller (eds.) (1999) Nuclear Safety – a human factors perspective. London: Taylor & Francis
Büttner, J., Fahlbruch, B. & Wilpert, B. (1999). Sicherheitskultur. Frankfurt: Asanger

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:

Recent publications:

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; web-site of institution: <http://www.tu-berlin.de/fb11.aopsych/fss/index.html>)

Research topics: The role of humans in safety and reliability of complex socio-technical systems with high hazard potential (civil aviation, nuclear power operations, fast transport of goods and people, surgical operation theatres)

Recent publicatons:

J. Misumi, B. Wlpert & R. Miller (eds.) (1999) Nuclear Safety – Human Factors Perspective. London: Taylor & Francis
Büttner, T., Fahlbruch, B. & Wilpert, B. (1999) Sicherheitskultur. Konzepte und Analysemethoden. Heidelberg: Asanger

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:

Recent publicatons:

Former ENOP members:

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

Recent publicatons:

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, web-site of institution: <http://www.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@aeromed.nl).

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

Recent publicatons:

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