

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No. 40*

WEB ADDRESS

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(BY JOSE MARIA PRIETO)

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# *ENOP NEWSLETTER No. 40*

## *November, 2000*

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### 1. Editorial

Dear colleagues,

The November 2000 issue gives an overview of COCO decisions and activities in September 2000 in Paris. Moreover, Bernhard Wilpert and Vincent Rogard have prepared a review of ENOP activities in the past and goals for the future. Finally, member addresses, research activities, and recent publications are listed.

I wish you all successful Winter term!

Erich Kirchler  
Vienna, November 2000

PS. Thanks again to Tony Keenan who corrected the language.

## 2. CoCo Meeting, September 2000

The CoCo Meeting took place in Paris, from September 29-30, 2000. The following topics were discussed:

- (a) Review 1998-2001, Prospective 2002-2005
- (b) Symposium 2001
- (c) 20<sup>th</sup> ENOP anniversary
- (d) E-Net Teaching
- (e) Summer schools
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- (i) Business meeting 2001
- (j) Elections to CoCo
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- (l) Miscellanea

(a) Review 1998-2001, Prospective 2002-2005: The Maison des Sciences de l'Homme needs to prepare a detailed report of its activities and future goals. Therefore, ENOP has been asked to report on its activities and prospectives. Bernhard Wilpert and Vincent Rogard have summarized past ENOP activities and have proposed described goals for the next five years. The report is printed in the next section.

(b) Symposium 2001: David Guest is organizing the next symposium on "Work-life-balance", which takes place at the MSH, Paris, March 29-31, 2001.

(c) 20<sup>th</sup> ENOP anniversary: Bernhard Wilpert takes the responsibility to invite colleagues who were active ENOP members during the first three years of ENOP.

(d) E-Net Teaching: At many psychology departments, the number of PhD-students enrolled in work and organizational psychology is small and teaching resources for specialised high level seminars are limited. Combining teaching activities across departments addressing PhD-students in various countries is perceived as a useful and necessary alternative to seminars offered by single departments. Miklos Antalovits, Erich Kirchler, Edvard Kondrad and Branimir Sverko are developing a series of international seminars on work and organizational psychology and economic psychology for PhD-students. It is intended that those will make use of the internet. The first meeting to develop the programme was held in Paris, September 2000. Further meetings will be in

Vienna, February 1, 2001, and Paris, March, 2001.

## **The 2000 ENOP Symposium**

### **Work-Life Balance**

It was agreed that the 2000 symposium should explore issues of work-life balance in European countries. Following the CoCo meeting, it was further agreed that the symposium would cover the following themes:

- Analysis of why work-life balance has become a contemporary policy issue in different countries, the key components of the policy debate and its w/o psychology dimensions
- Frameworks for analysing work-life balance at different levels of operation from individual to national level
- How w/o psychology theory and research has contributed to our understanding of work-life balance, how it might contribute even more fully and what shared research priorities might be identified.
- The meaning of "balance" in work-life balance

The symposium will have five kinds of input:

1. An overview paper setting out some of the issues. This will be distributed in advance.
2. Contributions from ENOP members representing distinctive country groupings
3. A presentation from a national policy-maker
4. Brief reflective contributions, with the wisdom of hindsight, from invited founder members of ENOP
5. Group discussions and feedback on the contributions and related issues.

Full details of the programme timetable and speakers will be distributed in February

David Guest  
Sydney University  
Australia

(e) Summer schools: After several attempts to organize a summer school in Northern Europe, Vincent Rogard is exploring the possibility of holding a summer school in France.

(f) Workshops:

=> Veronique de Keyser is organizing a workshop on "Psychology and

Democracy” in Vienna, November 11, 2000.

=> March 31 to June 2, 2001 the Bad Homburg workshop on New Technology and Work will take place (Bernhard Wilpert).

=> In October 2001 a workshop on work and organizational psychology in health care will take place in Sweden (Pol Coetsier, Jose Maria Peiro, Andre Büssing).

=> The Annual IAREP Colloquium and SABE conference on economic psychology and behavioral economics took place in Vienna, July 12-16, 2000. For conference proceedings write to elisabeth.hoellerer@univie.ac.at.

(g) Curriculum development: The Reference Model provides a useful scheme for the development of curricula in work and organizational psychology. CoCo proposes the establishment of a standing committee for evaluating programs and modules with regard to the Reference Model.

The next step in the development of the Reference Model should be work as teaching aids and teaching modules. At the next Business Meeting, March 2001, a working group should be established for this purposes. Moreover, a workshop on teaching material and didactic issues might be useful.

(h) ENOP members: CoCo proposes four colleagues to become new ENOP members:

*Kouabenan, Dongo Remi* from Grenoble, France;

*Quijan, Santjago* from Barcelona, Spain;

*Sarchielli, Guido* from Bologna, Italy.

Last but not least, *Vincent Rogard* who was not a full member until now, should now formally become a full member.

The long lasting problem with ENOP members not joining the business meetings for three times in a row should be resolved now. Tony Keenan will prepare a formal letter to non-active members inviting them to vacate their membership to make way for interested colleagues from their countries. Edvard Konrad, who is responsible for memberships, will approach non-active colleagues.

(i) Business meeting 2001: The next business meeting will be at the MSH, Paris, France, Saturday 31-3-2001, 9:00-13:00 h. Gunn Johansson will be asked to chair the meeting. The agenda is as follows:

- (1) Teaching activities: Summer school(s)
- (2) Teaching activities: Postgraduate education
- (3) Further development of the reference model (teaching material, didactics etc.)
- (4) Workshops and conferences
- (5) Research and publications
- (6) Library project

- (7) Socrates/Tempus
- (8) Members: New, leaving, non-active
- (9) Symposium 2002
- (10) CoCo members and CoCo meeting 2001
- (11) Budget
- (12) Any other business

(j) Election of CoCo members: ENOP members under taking specific functions become co-opted CoCo members. Such functions include the preparation of the newsletter, contact with MSH, and organization of symposia, representation of Eastern European countries. Members shall become CoCo members are elected for a period of two years.

(k) Administrative procedures for requesting financial support to the maison: Any ENOP member can apply for financial support for ENOP related activities. Any such application must be sent to Anne Rocha Perazzo one year in advance.

(l) Miscellanea.

### 3. European Network of Organizational and Work Psychologists (ENOP): Review 1998-2001 & Prospective 2002-2005 (by Bernhard Wilpert and Vincent Rogard)

#### *I. Aims and Structure of ENOP*

ENOP was created in 1980 out of an acute awareness that the progress of European integration posed novel challenges both for scientific inquiry as well as professional practice which called for renewed efforts in information exchange, scientific cooperation and concerted European action of all social sciences, including Work and Organizational Psychology (W/O Psychology). The aims of ENOP are to furnish specialists of W/O Psychology – teachers, researchers and practitioners – with a European framework for cooperation in order to meet emerging societal and professional challenges from European integration.

ENOP in 2000 consisted of 43 professors in W/O Psychology from 25 East and West European countries (see Appendix A). Membership is linked to a university chair or similar academic position in W/O Psychology, personal commitment, and active involvement in ENOP programs. As this report shows, the wide range of ENOP activities reaches far beyond the formal membership.

Program activities are decided by an annual "business meeting" of all members. An elected seven member Coordinating Committee (CoCo - tenure: two years, see Appendix B) meets twice a year to ensure the implementation of program decisions. No formal charter or bylaws nor representational roles (president or similar functions) limit the collective responsibility of all members and the implementation and realization of program elements are decentralized, i.e. various members take on operational functions individually or in specific task forces depending on their interest and competence.

ENOP is facilitated by a small administrative support structure (scientific secretariat) and modest but critical program support in terms of seed money and support for participants from East European countries provided by the Maison des Sciences de l'Homme (MSH). Supplementary sources for program activities are sought from third parties (e.g. Volkswagen Foundation; Werner Reimers Foundation, Bad Homburg, Germany; Soros Foundation; Commission of the European Union; universities; individual contributions), thus, the MSH contribution during the reporting period has overall been limited to about 25% of the annual budget.



## *II. Review*

### *II.1 Scientific Activities*

#### *II.1.1 Education*

##### *(1) Reference Model for a European Curriculum in W/O Psychology*

During the 90ies ENOP developed a model of a university curriculum for the training of W/O psychologists in Europe. The work on the *Reference Model* began with surveys of the state of affairs concerning teaching of W/O Psychology in European countries. Further, the development of a conceptual framework was to facilitate the comparison of curricula in different countries, their overlaps or specifics. Consultation with experts at the occasion of international congresses and with interest groups in the various European countries then led, in 1998, to the present final form of the Reference Model with minimal teaching standards (cf. Appendix D). The Model has been widely distributed and discussed in national and international conferences and lends itself to various uses: Curriculum design and evaluation, assessment of exchange students (via the proposed implementation of the European Credit Transfer System - ECTS), accreditation of W/O psychologists, definition of departmental staffing needs, promotion of W/O psychology. The Reference Model is ultimately to assist in facilitating and promoting university student and teaching staff mobility among European universities (see Appendix D).

##### *(2) European Summer Schools*

Following the first ENOP European postgraduate Summer Schools on “New Technologies and Work Psychology” (Berlin 1989, Tilburg 1992) ENOP organized a third three week Summer School in Budapest 1997. The aim of ENOP Summer Schools (each with 20 – 25 participants) is to contribute towards the development of a genuine European doctoral training scheme in W/O Psychology and to assist in the build-up of European networks of young W/O psychologists. The Budapest Summer School was extremely successful in its networking objectives: the participants themselves, but with assistance of ENOP members, organized three post-Summer School sessions, 1998 in Dubrovnik, 1999 in Berlin, and 2000 in Valencia to discuss progress in doctoral research and professional issues. These “spin-off-networks” prove to be of considerable value in helping the alumni’s promotion of academic and professional careers.

##### *(3) Postgraduate internet course*

A subgroup of ENOP members from 6 countries has since 1999 been working on the development of a Ph.D. curriculum to be taught via the internet. Starting

from the Reference Model the intended outcome is to enable graduates to use distant learning opportunities in W/O Psychology. This initiative is being pursued with great vigor in view of the fact that it has a European model character.

### II.1.2 Annual ENOP Symposia

Annual scientific symposia (see Appendix C) have been carried out since the founding of ENOP. They serve as occasions to scrutinize emerging needs in European W/O Psychology and to develop first answers for them. The topics of the symposia during the reporting period are indicative of the thrust ENOP has been pursuing: 1998 “Work and Organizational Cyberpsychology”, 1999 “Doing Research with Policy Implications: Bridging Organizational Psychology and Policy Research”, 2000 “Knowledge Management”, 2001 “Work and Life Balance”. A double strategy is pursued in the annual symposia to invite contributions from ENOP members competent on the topic as well as asking outside experts to bring additional experience and to stimulate discussions.

### II.1.3 Thematic Workshops and International Conferences

Up to 1998 ENOP had conducted altogether 41 thematic workshops. The workshops always deal with work and organization related issues on the frontline of research and methodology. They address researchers from all disciplines and always strive to publish the results in edited volumes or special issues of learned journals (see Appendix D). Thus they reach out far beyond the ENOP members. This tradition was continued during the reporting period.

One ENOP workshop series is conducted under the theme of “New Technologies and Work – NeTWork” and is jointly supported by the MSH and the Werner Reimers Foundation (Bad Homburg, Germany, the site of all workshops in this series). Participation in these annual workshops, which in recent years has mainly covered safety problems in high hazard organizations, is always international and interdisciplinary. The workshops of NeTWork in the years 1998-2001 (# 17-19) brought the total number of participants to more than 200 from 21 countries. The topics were 1998: “Risk and Safety in Medicine”; 1999: “Achieving Successful Safety Interventions”; 2000: “Safety Regulation: the Challenge of New Technology and New Frontiers”; 2001: “Knowledge Sharing and Learning in Organization”.

A second ENOP workshop series addresses work and organizational psychological problems in hospitals and the health system. The 6<sup>th</sup> and 7<sup>th</sup> international interdisciplinary workshops in this series were held with the topics “Organizational Psychology and Health Care” (Gent, Belgium 1999, Stockholm, 2001) .

A separate workshop (Dubrovnik, 1998) was held under ENOP auspices with the topic of “Organizational Psychology and Transition Processes in Eastern and Central Europe” in which a large group of East and Central European social scientists participated.

In 2000 ENOP cooperated with the European Association of Work and Organizational Psychology in the organization of an international workshop on “Psychology and Democracy” in Vienna.

ENOP encourages its members to participate individually or with subgroups actively in a great variety of international conferences, to contribute with submissions for paper contributions and symposia. This goal was reached in a great variety of international congresses and meetings, e. g. at the occasion of the 24<sup>th</sup> International Congress of Applied Psychology (San Francisco, 1998), the Annual Convention of the American Psychological Association (San Francisco, 1998), the meeting of the American Society of Industrial and Organizational Psychology (San Francisco, 1998), the European Congress of Work and Organizational Psychology (Helsinki, 1999), the Workshop on Human Error (Liège, 1999), the 25<sup>th</sup> Conference of the International Association of Research in Economic Psychology (Vienna, 2000), the 2<sup>nd</sup> International Congress on Certification in Psychology (Oslo, 2000), the 27<sup>th</sup> International Congress of Psychology (Stockholm, 2000), the 7<sup>th</sup> and 8<sup>th</sup> European Congresses of Psychology (Rome, 1999; London, 2001).

#### II.1.4 Research

As in the past, ENOP supported through its members a large variety of international cooperative research projects. The themes pursued during the reporting period covered:

- Safety and reliability of nuclear power plants (Bulgaria, Hungary, Germany)
- Work Stress (Netherlands, Poland, Spain, UK)
- Work motivation and quality of work (Netherlands, Bulgaria, Tcheque Republic, Hungary)
- Informational work and interruptions (Netherlands, Russia)
- Human error in high hazard socio-technical systems (Germany, Denmark, Sweden, France)

A special emphasis is given by ENOP in cooperating with a research project funded by the Commission of the European Union under its SOCRATES program (1999-2001) on the development of a European Diploma in psychology. The project was initiated by the European Federation of Professional Psychologists Associations (EFPPA) and is carried out

cooperatively by 14 research teams from 11 European countries. Its aims are to analyze opportunities and constraints to develop and introduce a European-wide recognized psychology diploma which would facilitate professional mobility of psychologists throughout the European Union. The groundwork done by ENOP in connection with the Reference Model has successfully been brought into this project.

## *II.2 Promotional Activities*

### II.2.1 Personnel exchange

ENOP has since its foundation played a pioneering role in initiating and fostering student and staff exchange on a European level, including exchanges East-West. This activity was continued under auspices of the ERASMUS/SOCRATES programs of the European Union for which ENOP served as an ideal platform to link members from various universities in such programs. Included in these exchanges were universities of Amsterdam, Gent, Nijmegen, Dublin, Tilburg, Louvain, Berlin, Madrid, Valencia, Bologna, Lisbon, Gran Canaria.

Under the framework of MSH's Programme Diderot ENOP facilitated a 6 month research visit to France and Germany to a young and promising Moscow based psychologist. Additional short term exchanges were arranged with the assistance of the German Academic Exchange Service between Budapest and Berlin.

### II.2.2 East-West Cooperation

A special emphasis of activities is given by ENOP to foster cooperation among colleagues from East and Middle European and West European countries. A major effort concerned the successful completion of a library support program for 10 East and Middle European universities. Based on an iterative process among ENOP members of defining a set of 100 standard textbook and research publications such sets were compiled and with the support of the Volkswagen Foundation and the Swedish Work Life Fund given free of charge to universities or academies of sciences in Budapest, Moscow, Kiev, Bratislava, Zagreb, Sofia, Ljubljana, Katowice, Prague, Tallinn. As a by-product, the set of 100 volumes effectively constitutes an operational definition of the field of European W/O Psychology.

The MSH continues to make special efforts in supporting the participation of East and Middle European colleagues in ENOP activities by giving contributions to their travel expenses.

### II.2.3 Assistance to National Programs

Based on a special mission of ENOP in 1996 to assist in the evaluation of French W/O Psychology research centers with the aim to constitute a French national network of research centers, this evaluation effort has come to fruition during the reporting period. The network functions well and pursues its activities vigorously.

In 1999 ENOP members participated in a special evaluation mission of Portuguese university psychological research programs.

### II.2.4 Periodic publications and internet use

ENOP, with the assistance of the MSH-secretariat, publishes a bi-annual Newsletter of which 42 issues will have appeared by the end of 2001. It serves as a link among ENOP members and informs a broader public on important issues in European W/O Psychology. A special ENOP Report Series has been established to distribute results of ENOP activities. A special ENOP list on the internet facilitates easy communication among its members. The ENOP home page on the world wide web informs about the nature and programs of ENOP: <http://www.ucm.es/OTROS/Psyap/enop>

## *II.3 Summary Evaluation*

With limited material and administrative support from the MSH, ENOP has during the two decades of its existence played an important and strategic role within a crucial social science discipline in Europe. Its particular strength lies in its informality as a network which links more than 40 East and West European institutes of psychology in universities and national academies of sciences together. It provides the necessary platform to interact with the aim to improve the standards of teaching and research as well as professional practice in W/O Psychology and related social sciences. As the record during this reporting period demonstrates, the unquestionable national and international scientific standing of its highly committed members and the programs pursued are assets which allow ENOP to impact the European scene of W/O Psychology far beyond the confines of the members of the network and their discipline. The wide gamut of successful ENOP activities has only been possible by combining the motivation and creative initiative of its members with some modest support from various national and international sources.

## *III. ENOP: Perspectives 2001-2005*

In entering the 21<sup>st</sup> century it becomes ever more evident that Europe will be confronted with further political challenges in its needs for expansion and

integration. This may be considered the regional dynamic of Europe. Ongoing globalization processes will give these regional challenges an added world-wide dimension. Work and work organizations will have to take the brunt of these developments which enforce dramatic changes in the face of new demands to adjust and survive. This gives W/O Psychology a pivotal role in helping to master these emergent scenarios. In the European context ENOP is uniquely placed to contribute towards finding solutions based on its proven capacities and responding with new initiatives. The trajectories of ENOP-programs in the coming years will pursue three directions: using the strength of its network nature, responding to existing and emerging educational challenges, promoting interdisciplinary cooperation on significant social and scientific issues.

### *III.1 Maximizing the ENOP Network Potential*

#### III.1.1 Staff and student exchange

In the interest of developing intercultural awareness and competence as well as in order to upgrade existing teaching techniques and quality standards, ENOP will continue and expand its exchange activities through the elaboration of already operating exchange networks under EU and existing MSH (Diderot) exchange programs.

#### III.1.2 Support to national programs

As in the past, ENOP stands ready to assist in evaluating university or national educational programs in W/O Psychology with the aim to improve their quality. This service may be particularly important for the development of W/O psychological university curricula in East and Middle European countries, but experience shows that such needs also emerge in West European universities to bring curricula up to an international standard based on discipline-internal criteria as well as internationally accepted quality standards. The high scholarly competence of its members will be an important asset in achieving this. ENOP is in the process of appointing a Standing Committee for Evaluation which will evaluate university curricula on the basis of a set of relevant terms of reference.

#### III.1.3 East-West integration

As, over the coming years, the European Union expands and includes more East and Middle European countries the need for improved mutual understanding and communication exchange increases also in all fields of science between East and West. ENOP will continue to give priority to Eastern colleagues and their

specific needs. This will be done by carrying out joint research projects, seminars and workshops on topics relevant to future EU member countries.

### *III.2 Educational Activities*

#### III.2.1 Curriculum development

The Reference Model for a European curriculum in W/O Psychology has for the time being reached its final developmental stage. It has been positively evaluated by various interest groups. An important task remains in having the model implemented in as many European universities as possible. ENOP has no enforcing capacities. A way to increase implementation processes will be to add incentives through the development and improvement of didactics, teaching methods and teaching aids. It is planned that in coming years ENOP will establish working groups to develop particular model courses for specific subjects (training, personnel selection, organization development) with corresponding materials (video, cases, analytic instruments) as well as to develop an electronic list on teaching materials. Specific problems of didactics will be studied by way of a separate workshop.

#### III.2.2 Summer Schools

The series of ENOP summer schools will be continued with the aim of furthering doctoral training models in a European context. As in the past, the location of a summer school will be rotated among universities of ENOP members. The next summer school is scheduled for Paris in 2002. Like in previous summer schools ENOP's scientific standing committee for summer schools will assist the local organizers.

#### III.2.3 Internet teaching

The development of a distant teaching course in W/O Psychology will be continued in order to facilitate European-wide (or even world-wide) participation in most advanced knowledge transmission of university education. Some members of ENOP have already in-depth experience with requisite techniques and technologies.

#### III.2.4 European Psychology Diploma

Given the overriding importance of comparability of curricula and of improving staff and student mobility in Europe, the EU funded research on the development of a European Psychology Diploma will be continued with

applications for a follow-up grant to develop strategies for implementation of the emerging proposals from the first research in EU member countries.

### III.2.5 Continued education

The need for life span education are apparent in all European countries. ENOP will set up a special program, first to study existing W/O psychological training needs in member countries and, second, to develop proposals for the development, testing, and implementation of specific training modules for practitioners. From these activities will result educational programs which will be conducted via internet teaching in order to offer the requisite flexibility for professional users.

### *III.3 Promoting International Interdisciplinary Cooperation*

Interdisciplinary cooperation under auspices of ENOP with the aim to answer significant scientific and societal challenges will be pursued through annual symposia, thematic workshops, and international cooperative research projects.

#### III.3.1 Annual symposia

The series of annual symposia will be continued. As in the past, topics will be chosen on the basis of their societal or scientific importance. Their treatment will be via contributions of competent ENOP members as well as via contribution of experts from other disciplines. The annual symposium 2001 will contain a special review session in which founding members of ENOP will evaluate the program in progress.

#### III.3.2 Thematic workshops

The two ENOP workshop series on “New Technologies and Work” (annual workshops) and on “W/O Psychology in Hospitals and the Health System” (workshops every other year) will be continued in their international, interdisciplinary format and the intention to ensure widest possible distribution of results through respective publications.

Additional thematic workshops will be carried out in line with topics suggested by the discussions at the annual symposia. ENOP will encourage such workshops.

#### III.3.3 International interdisciplinary research

The majority of ENOP projects have been, as a consequence of their problem focus, interdisciplinary. ENOP will continue to emphasize this character of joint



research also in future projects. Many of the projects which were initiated in the last reporting period will be continued for some time in the future. Specific topics of new research will emerge as a consequence of deliberations in annual symposia and smaller working groups. These research projects will help to maintain and enhance the role of W/O psychology in cooperation with other human sciences. ENOP serves as an ideal platform to encourage and facilitate such cooperation.

### *Appendices*

- A - ENOP members
- B - Co-Ordinating Committees
- C - ENOP Symposia and Thematic Workshops
- D - Publications by ENOP members
- E - Financial Perspectives

## 4. VII ENOP Conference - First Announcement

New Organizational Challenges for Human Service Work: The VII<sup>th</sup> European Conference on Organizational Psychology and Health Care Stockholm, 11-13 October 2001.

To provide an arena for analyses and discussions of the consequences of a rapidly changing working life in Europe, the European Network of Organizational Psychologists (ENOP) initiated a series of conferences on organizational psychology and health care. Previous conferences have taken place in Cardiff (1985), Valencia (1990), Krakow (1993), Muenchen (1995), Utrecht (1997), and Gent (1999), and resulted in several publications (books and special issues).

The VII<sup>th</sup> European Conference on Organizational Health Care is organized by the Department of Psychology, Stockholm University, and will be held 11-13 October 2001 at the Scandic Hotel Continental in downtown Stockholm, Sweden. Keynote speakers will be Professor Julian Barling, Queens University, Canada, and Professor Gunn Johansson, Stockholm University.

### *Call for papers*

The aim of the Stockholm conference is to stimulate the exchange of ideas and experiences between researchers and practitioners in the fields of organizational psychology, health care, human services, and occupational health. It will focus on a wide range of issues, such as management practices, organizational change and development, health promotion and intervention programs, work (group) design, motivation and satisfaction, job stress and burnout, occupational health, service quality, and patient and client satisfaction. We plan a conference based on a mix of plenary sessions and interactive poster sessions, where an active participation is expected. A complete paper at the time of the conference grants the author inclusion in the review process for the planned conference book.

We invite you to submit an abstract (max 300 words) to the conference secretariat no later than 28 February 2001. Instructions for submission, the abstract submission form, and general information about the conference are provided on [www.psychology.su.se/enopconf](http://www.psychology.su.se/enopconf). Letter of notification will be sent out by 31 May. The conference fee will be 250 Euro (200 Euro for PhD students presenting papers). This includes all meals, coffee breaks, and a social program. The partly subsidized cost for accommodation at the conference hotel will be 100 Euro per night. A reduced fee for East European participants with

high-quality papers is planned.

Scientific Committee: Prof. Dr. André Buessing, Technical University of Muenchen; Prof. Dr. José Maria Peiró, University of Valencia; Prof. Dr. Wilmar Schaufeli, Utrecht University; Dr. Magnus Sverke, Stockholm University; Dr. Marie Soederfeldt, National Institute for Working Life. Organizing Committee; Dr. Magnus Sverke, Stockholm University; Johnny Hellgren, Stockholm University. Senior advisor: Prof. Gunn Johansson, Stockholm University. Conference secretariat: Katharina Naeswall, Department of Psychology, Stockholm University, 106 91 Stockholm, Sweden, Phone: +46 (0)8 161554; Fax +46 (0)8 159342; E-mail: knl@psychology.su.se.

## 5. ENOP-Member Research Interests and Publications

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

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**Antalovits, Miklos.** Budapest University of Technology and Economics, 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](mailto:antalovits@erg.bme.hu)).

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

Recent publications:

**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](mailto:rene.bouwen@psy.kuleuven.ac.be)).

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

Recent publications:

**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](mailto:pol.coetsier@rug.ac.be)).

Research topics: Decisions through group work, stress, effectiveness of assessment and selection.

Recent publications:

**Dachler, Peter.** Hochschule St. Gallen, 11 Guisanstrasse, CH-9010 St. Gallen, Switzerland (Tel. +41 71 302640; Fax: +41 71 302659; e-mail: [Peter.Dachler@unisg.ch](mailto:Peter.Dachler@unisg.ch); 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:

**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](mailto:vdekeyser@ulg.ac.be)).

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

Recent publicatons:

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

Research topics:

Recent publicatons:

**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](mailto:michael.frese@psychol.uni-giessen.de), Amsterdam: [ao\\_frese@macmail.psy.uva.nl](mailto: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 publicatons:

**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](mailto:gert@psy.au.dk)).

Research topics:

Recent publicatons:

**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](mailto: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 publicatons:

**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](mailto:willy.haukedal@psych.uib.no)).

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

Recent publicatons:

**Hurley, John J. P.** Business School, Dublin City University, Dublin 9, Ireland. (Tel. +353 1 7005224; Fax: +353 1 7005446; e-mail: [john.hurley@dcu.ie](mailto: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 publicatons:

Organisation and Scientific Discovery. (March 1997) John Wiley.

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.

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

Research topics: Safety culture, safety management, environmental management

Recent publicatons:

**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](mailto: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 publicatons:

**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](mailto:kantas@upatras.gr)).

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

Recent publicatons:

**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](mailto: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:

**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](mailto:T.Keenan@hw.ac.uk)).

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

Recent publications:

Keenan, T. (2000). The pros and cons of competency-based recruitment. *People Management*, 6, 34 – 38.

Keenan, T. & Konrad, E. (2000). Evaluation of research on work and organizational psychology: A European perspective. *European Journal of Work and Organizational Psychology*, 9, 431 – 437.

**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](mailto:erich.kirchler@univie.ac.at); <http://www.univie.ac.at>).

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

Recent publications:

Schmidl, D. & Kirchler, E. (2000). Schichtarbeit im Vergleich: Befindensunterschiede und Aufmerksamkeitsvariation während der 8-Stunden- versus 12-Stunden-Schichtarbeit. *Zeitschrift für Arbeits- und Organisationspsychologie*, 44, 2-18.

Kirchler, E., Rodler, C., Hölzl, E. & Meier, K. (2000). *Liebe, Geld und Alltag. Entscheidungen in engen Beziehungen*. Göttingen: Hogrefe.

Kirchler, E. & Venus, M. (2000). Zwischen Beruf und Familie: Gerechtigkeit und Zufriedenheit mit der Aufteilung der Arbeit zu Hause. *Zeitschrift für Sozialpsychologie*, 31, 113-123.

Güth, W., Kirchler, E. & Winckler, G. (2000). Homo Oeconomicus – Homo Rationalis. In: H. Pfusterschmid-Hardtenstein (Hrsg.). *Materie, Geist und Bewusstsein*. Europäische Forum Alpbach 1999. Wien: Ibero (S. 96-101).

Kirchler, E., Rodler, C., Hölzl, E. & Meier, K. (2000). *Conflict and decision making in close relationships. Love, money and daily routines*. Andover: Psychology Press.

**Konrad, Edvard.** University Ljubljana, Department of Psychology, Askerceva 2, 1000 Ljubljana, Slovenia (Tel: +386-1-241-1162; Fax: +386-1-125-9301; e-mail: [edvard.konrad@ff.uni-lj.si](mailto:edvard.konrad@ff.uni-lj.si)).

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

Recent publications:

- Koopman, P.L., Den Hartog, D.N. & Konrad, E. (1999). National culture and leadership profiles in Europe : some results from the GLOBE study. *Eur. j. work organ. psychol.* (Print), Vol. 8, pp. 503-520.
- Muijen, J.J.van, Koopman, P., Witte, K.de, Cock, G.de, Su Anj, Z., Lemoine, C., Bourantas, D., Papalexandris, N., Branjicski, I., Spaltro, E., Jesuino, J., Das Neves, J.G., Pitariu, H., Konrad, E., Peir, J., Gonz Lez-Rom, V. & Turnipseed, D. (1999). Organizational culture : the Focus questionnaire. *Eur. j. work organ. psychol.* (Print), Vol. 8, pp. 551-568.
- Den Hartog, D.N., House, R.J., Hanges, P.J., Ruiz-Quintanilla, S.A., Dorfman, P.W., Brenk, K.M., Konrad, E. & Sabadin, A. (1999). Culture specific and cross culturally generalizable implicit leadership theories : are attributes of charismatic/transformational leadership universally endorsed?. *Leadersh. q.*, Vol. 10, pp. 219-256.
- Konrad, E. & Su Anj, Z. (1999). Crossnational study of cultures in European manufacturing organizations. *Stud. psychol.*, Vol. 41, pp. 23.
- Brodbeck, F.C., Frese, M., Akerblom, S., Audia, G., Bakacsi, G., Bendova, H., Bodega, D., Bodur, M., Booth, S., Brenk, K.M., Castel, P., Den Hartog, D., Donnelly-Cox, G., Gratchev, M.V., Holmberg, I., Jarmuz, S., Correia Jesuino, J., Jorbenadse, R., Kabasakal, H.E., Keating, M., Kipiani, G., Konrad, E., Koopman, P., Kurc, A., Leeds, C., Lindell, M., Maczynski, J., Martin, G.S., O'Connell, J., Papalexandris, A., Papalexandris, N., Prieto, J.M., Rakitski, B., Reber, G., Sabadin, A., Schramm-Nielsen, J., Schultz, M., Sigfrids, C., Szabo, E., Thierry, H., Vondrysova, M., Weibler, J., Wilderom, C., Witkowski, S. & Wunderer, R. (2000). Cultural variation of leadership prototypes across 22 European countries. *J. occup. organ. psychol.*, Vol. 73, pp. 1-29.
- Konrad, E. (2000). Implicit leadership theories in Eastern and Western Europe. *Soc. Sci. inf.*, Vol. 39, pp. 335-347.
- House, R.J., Hanges, P.J., Ruiz-Quintanilla, S.A., Dorfman, P.W., Javidan, M., Dickson, M., Gupta, V. & Konrad, E. (and 120 coauthors) (1999). Cultural influences on leadership and organizations :Project GLOBE. V. Advances in global leadership. Stamford: JAI Press, pp. 171-233.
- Konrad, E. (2000). Changes in work motivation during transition : a case from Slovenia. *Appl. psychol.*, Vol. 49, pp. [619]-635.

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

Recent publications:

**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](mailto: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 Organisationspsychologie, P. O. Box 2503, D-26111 Oldenburg, Germany. (Tel. +49 441 7983811; Fax: +49 441 7983865; e-mail: [friedhelm.nachreiner@uni-oldenburg.de](mailto: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:

**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](mailto: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](mailto:jose.m.peiro@uv.es); [www.uv.es](http://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](mailto: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](mailto:mari@adm.us.edu.pl)).

Research topics: Psychology of unemployment.

Recent publications:

**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](mailto: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:

**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](mailto: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 publications:

**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](mailto: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](mailto: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:

**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](mailto: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](mailto:jose.m.peiro@uv.es); [www.uv.es](http://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](mailto: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](mailto: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](mailto: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:

**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](mailto: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 publications:

**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](mailto: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](mailto: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:

**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:

**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](mailto: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-Sersic, D. & Sverko, B. (2000). Croatia workers in the period of transition: A five years follow-up of job-related attitudes. *Social Science Information*, 39(2), 363-376.

Ten Horn, L., Sverko, B. & Zinovieva, I. (eds.) (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 kroz zanimanja - elektronicno izdanje (Careers Guide - Electronic Edition)*, <http://mrav.ffzg.hr/zanimanja/>

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

**Teichmann, Mare.** Technical University of Tallin, 5 Ehitajate Tee, EE-0026 Tallinn, Estonia. (Tel. +372 2 6202650; Fax: +372 2 6202020; e-mail: [pekonsult@trenet.ee](mailto:pekonsult@trenet.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](mailto: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](mailto: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](mailto: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 Boerhorststreet 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 4448712; Fax: +31 20 4448702; e-mail: [H.van.der.Flier@psy.vu.nl](mailto: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](http://www.psy.vu.nl/onderwijs/index.html), or [www.psy.vu.nl/vakgroepen/ao/](http://www.psy.vu.nl/vakgroepen/ao/))

Research topics: Personnel selection, fairness, work conditions.

Recent publicatons:

**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](mailto:gunnela.westlander@mailbox.swipnet.se)).

Research topics:

Recent publicatons:

**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](mailto: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 theatress)

Recent publicatons:

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

Research topics:

Recent publicatons:

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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:

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Research Topics:

**Kirjonen, Juhani.** University of Jyväskylä, Freda, room 231, P. O. Box 35, SF-40351 Jyväskylä, 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:

Kirjonen, J., Mutka, U., Filander, K. & Valkeavaara, T. (2000). Learning at work and new forms of the human capital. In Reijo Raivola (Ed.) Effectiveness of education. publications of the academy of Finland. Helsinki: Edita. pp. 141-167. (In Finnish)

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

Recent publications:

**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](mailto: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](mailto: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 publications:

**Spaltro, Vincenzo.** 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@spbo.unibo.it](mailto:rilschoo@spbo.unibo.it)).

Research topics:

Recent publications:

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

Research topics:

Recent publications:

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