

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 41

WEB ADDRESS

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(BY JOSÉ MARIA PRIETO)

MAY, 2001

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ENOP NEWSLETTER No. 41

May, 2001

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1. Editorial

Dear colleagues,

This newsletter provides information about decisions taken at the business meeting in Paris, March 2001. You will see that ENOP - a "model institution" at MSH – is engaged in a wide range of various activities. You will also find an outline of the preliminary curriculum of the Inter-university – internet based seminar for PhD-students. Finally, this newsletter contains the updated addresses of ENOP members, their research activities and – when information was received – their publications for 2000 and 2001.

With best wishes for a fruitful summer term and relaxing vacation,

Erich Kirchler
Vienna, May 2001

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

2. Business Meeting 2001

The 2001 ENOP business meeting, led by Gert Graversen, took place at MSH, Paris, March 31, 2001 with the following agenda:

- a) Summer School
- b) Post graduate education
- c) Further developments of the Reference Model
- d) Workshops & conferences
- e) Symposium 2002
- f) Research & publications
- g) Public Relations
- h) Library project
- i) Socrates / Tempus
- j) ENOP new members
- k) COCO members and meeting
- l) Budget
- m) Any other business

a) Summer School: The next Summer School for Doctoral Students in Work and Organizational Psychology will be organized by Vincent Rogard in Paris, France, July 2002, with the objective of establishing a European nucleus of junior work and organizational psychologists. According to Vincent Rogard, financial support will be provided by his University and the French Ministry of Education. Further financial contributions are, however, needed. Accommodation problems for participants and teachers are already solved. The Summer School should be organized like the highly successful Budapest-model, and last for three weeks. About 20-25 students shall be invited to participate and all ENOP members are requested to volunteer to contribute to the teaching. The title and topics for the Paris-Summer School need to be decided by the organizers and COCO.

b) Postgraduate education: Mare Teichmann informed the meeting that at the University of Tallin an e-teaching tool has been developed and anybody interested should contact her for the program on CD. The inter-university-internet-seminar for PhD-students, developed by Miklos Antalovits, Eduard Konrad, Erich Kirchler, and Branimir Sverko, will start in September 2001. At present, students of the four Universities of Budapest, Ljubljana, Vienna, and Zagreb will participate, and eventually Lyudmila Karamushka, Kyiv, will contribute PhD-students. A detailed description of the program is included in this newsletter.

c) Further developments of the Reference Model: ENOP expects to review curricula from various universities which are applying the reference model. The members of the committee for recognition are Bernhard Wilpert, José Maria Peiro, David Guest, Mare Teichmann and Veronique de Keyser.

d) Workshops & conferences: Newsletter 40, November 2000, announced a Conference on Work and Organizational Psychology in Health organizations, Stockholm, Sweden, October 2001 (information will be provided by José Maria Peiro).

John Hurley announced a symposium in Dublin, Ireland, on Organization and Scientific Research Effectiveness.

Miklos Antalovits will organize an ENOP social hour at the next conference in Prague, Czech Republic.

This year, June 2001, the last workshop on New Technology and Work, Bad Homburg, Germany, will take place. Bernhard Wilpert regrets to announce that due to financial problems the series of workshops will end.

José Maria Prieto plans to organize a workshop or conference on Trust in Organizations. Information will be sent to ENOP members late 2001.

A workshop on Trust is also being organized by EIASM, Brussels, Belgium; as well as a workshop on Gender und Management.

WORKSHOP ON TRUST WITHIN & BETWEEN ORGANISATIONS

Where : Amsterdam, the Netherlands

When : November 29-30, 2001

Web site : <http://www.eiasm.be/WStrust.html>

In addition, I would like to draw your attention to the :

INTERNATIONAL WORKSHOP ON CROSSING ISSUES OF GENDER & MANAGEMENT IN ORGANIZATIONS

This workshop will be held in Brussels

March 15-16, 2002

Web site : <http://www.eiasm.be/WsGenderIssues.html>

e) Symposium 2002: Several areas of interest were mentioned for the next ENOP symposium, e. g.,

European challenges on work and organizational psychology,
Future of work, new forms of work,
Innovations in work and organizational psychology,
Diversification and harmonization in Europe,
Human resources and mobility,
Changing concerns in labour fields,
Influence of work and organizational psychology on politics, media
etc.

ENOP decided to dedicate the 2002 symposium to

EUROPEAN CHALLENGES FOR EAST AND WEST

Friedhelm Nachreiner and Lyudmila Karamushka will organize the symposium which will take place at the MSH, March 21-23, 2002 (business meeting on Saturday morning).

f) Research & publications: Every ENOP member was invited to contribute to the newsletter by sending any relevant information to the Editor. Moreover, to keep the list of member addresses and research activities up to date, all members are invited to send information of recent publications to erich.kirchler@univie.ac.at

MSH publishes the Journal of Social Sciences which welcomes contributions in the field of work and organizational psychology as well as research contributions from other social disciplines. David Guest will coordinate publications emerging from the symposium 2001.

g) Public Relations: Tony Keenan is willing to lead a PR-group which was originally proposed during the strategy discussion 2000.

As a first step, every member was invited to contact their national psychology associations requesting that they consider linking their internet home pages to the ENOP home page.

h) Library project: Gunn Johansson reported that the "Swedish Project" is continuing. Every ENOP member will receive a list of current books in work and organizational psychology and is asked to comment, in order to provide three Eastern Universities with the most recent and appropriate reading material.

i) Socrates / Tempus: Experiences with student and teacher mobility were discussed.

j) ENOP new members: The following colleagues were invited to attend the 2001 symposium and to join ENOP:

Remi Kouabenan (France),
Vincent Rogard (France),
Santiago Quijano (Spain), and
Guido Sarchielli (Italy).

All four members were unanimously accepted and welcomed to ENOP.

k) COCO members and meeting: COCO applies a rotating system with members changing every two years. This year Tony Keenan and Zofia Ratajczak leave COCO. COCO 2001/2002 consists of the following members:

Bernhard Wilpert (contact with MSH)
Eduard Konrad (responsible for ENOP membership)
Erich Kirchler (newsletter; to be replaced 2002)
Friedhelm Nachreiner (responsible for symposium 2002)
Henk Van der Flier
Lyudmila Karamushka (Eastern Europe representative)
Vincent Rogard (contact with MSH and budget)

The next COCO meeting will take place at MSH, Monday, September 24, 2001, 9:00. Besides other business, COCO will appoint a new newsletter-editor for 2002 and following years.

l) Budget: Vincent Rogard reported that the financial position is similar to previous years.

m) Any other business: None.

3. Inter-university – internet based seminar for PhD-students

A frequent problem with PhD lectures is that the number of students working in a specific area is very limited and therefore costs for setting up lectures are uneconomical. Therefore Miklos Antalovits, Eduard Konrad, Erich Kirchler and Branimir Sverko developed the idea to offer inter-university – internet based seminars for PhD students enrolled in various universities. The goal is not only to increase the number of students participating in a seminar and, thus, reducing the relative costs, but also to offer PhD students an international platform of learning and mutual exchange. The first trial of an internet based seminar shall start in 2001.

The seminar shall be organized so that students and teachers meet in September 2001 in Zagreb. The get-together is necessary to explain the goals and structure of the seminar and to allow students and teachers get acquainted with each other.

The plan is to provide four modules, each supervised by one of the organizers, which will start in October 2001 and end in Spring 2002. Each module lasts for six weeks, and is subdivided into three segments of two weeks each. During the period of two weeks participants read scientific literature and discuss and criticize it via the internet. At least three texts are read and discussed during a module. One of the students shall open the discussion and the others comment on it. Another student will be invited to close a two-week section by providing a summary of the discussion.

The four modules are:

1. New developments in assessment and selection (B. Sverko, from 1-10-2001 to 10-11-2001).
2. Psychology of human computer interaction (M. Antalovits, L.Izso, from 12-11.2001 to 22-12.2001).
3. Organizational culture (E. Konrad, from 11-2-2002 to 23-3-2002)
4. Household decisions / Economic psychology (E. Kirchler, from 8-4-2002 to 18-5-2002).

At the end of the seminar, May or June 2002, students and teachers will again meet for a general discussion and to evaluate the seminar.

In the following, the thematic units are described in more detail. We would appreciate comments and suggestions for improvement.

1. Module:

New Developments in Assessment and Selection
(Branimir Sverko)

Objectives

To provide students with a comprehensive overview of recent issues in assessment and selection and to encourage them to take an analytical and critical perspective in evaluating the relevance of these developments for assessment practice. The module in particular aims to guide students to:

1. Reexamine the traditional selection model and challenge its relevance considering the changing nature of work roles.
2. Review the main developments in computer-based assessment and critically assess its promise for advancing personnel selection.
3. Learn about the parallel vs. serial approach to ability assessment and its practical implications.

Conferencing topics and suggested reading

1. *What are the current changes in the world of work and how do they affect the traditional selection model? What are the emerging themes in selection and assessment?*

Herriot, P. (1997). Selecting for Change: How will personnel and selection psychology survive? *International Handbook of Selection and Assessment* (pp. 1-34), John Wiley & Sons Ltd.

Jensen, P. (1977). Assessment in a technological world. In N. Andersson & P. Herriot (Eds.) *International Handbook of Selection and Assessment* (pp. 125-146), John Wiley & Sons Ltd.

Guion, R.M. (1991). Personnel assessment, selection, and placement. In Dunnette, M.D. & Hough, L.M. (Eds.) *Handbook of Industrial and Organizational Psychology*, Palo Alto, Cal.: Consulting Psychologists Press, Inc.

2. *What are the advantages of computerized assessment? How to use computers for innovate assessment?*

Bartram, D. (1994). Computer based assessment. In C.L. Cooper & I.T. Robertson (Eds.) *International Review of Industrial and Organizational Psychology* (pp. 31-69). John Wiley & Sons Ltd.

Dragow, F. & Olson-Buchanan, J. (Eds.) (1999). Innovations in computerized assessment, Lawrence Erlbaum Associates. Chapters 1, 2, and 10.

3. *Parallel vs. serial approach to ability assessment: What is time-sharing ability, what evidence supports its existence, and what is its predictive potential?*

Brookings, J.B. & Damos, D.L. (1991) Individual differences in multiple-task performance. In D.L. Damos (Ed.) Multiple-task Performance, London: Taylor and Francis Ltd.

Jerneić, Ž., Šverko, B. (1994). Time-sharing factors and their relation to cognitive abilities and personality traits. *Personality and Individual Differences*, 16, 297-308.

Šverko, B., Jerneić, Ž., Kulenović, A. (1983). A contribution to the investigation of time-sharing ability, *Ergonomics*, 26, 151-160.

2. Module:

Psychology of Human Computer Interaction
(Miklos Antalovits and Lajos Izso)

Learning objectives:

- Describe the cognitive psychological framework of HCI
- Define the usability concept of software and smart products
- Discuss the various methodological approaches for usability testing
- Discuss the key elements of evaluating and design methodology of user interfaces

1. *Theoretical basis of Human-Computer interaction*

IZSÓ, L., (2001). Developing Evaluation Methodologies for Human-computer Interaction. Delft University Press. ISBN 90-407-2171-8, Delft, The Netherlands. Chapter 3 (pp. 11 – 43).

Recommended reading:

ARNOLD, A.G., ROE R.A. (1989), Action Facilitation: A Theoretical Concept and Its Use in User Interface Design. In: M.J. Smith, G. Salvendy (Eds.). *Work with Computers: Organizational, Management, Stress and Health Aspects*. Advances in Human Factors, Vol. 124. Amsterdam: Elsevier Science Publishers B.V., pp. 191-199.

2. *Methodology of evaluating and designing user interfaces*

IZSÓ, L., (2001). Developing Evaluation Methodologies for Human-computer Interaction. Delft University Press. ISBN 90-407-2171-8, pp. 236, Delft, The Netherlands. Chapter 5 (pp. 93 – 115).

IZSÓ, L., LÁNG, E. (2000). Heart Period Variability as Mental Effort Monitor in Human Computer Interaction. *Behaviour & Information Technology*, Vol. 19, No. 4. pp. 297-306. (Included in the Appendices of the book).

3. *Usability studies: design issues of web-sites and user interfaces of mobile phones*

NIELSEN, J. (2000). *Designing Web Usability: The Practice of Simplicity*. New Riders Publishing. ISBN 1-56205-810-X. Chapter 3. Content Design (pp 98 – 160), Chapter 8. Future Predictions: The Only Web Constant is Change (pp. 346 - 376).

Recommended reading:

RAMSEY, M., NIELSEN, J.: WAP Usability. Report from Field Study in London, Fall 2000 Nielsen Norman Group (<http://www.NNgroup.com/reports/wap>)

3. Module:

Organizational Culture from an International Perspective
(Eduard Konrad)

Learning objectives:

- Define organizational culture and explain how it affects employee behavior.
- Summarize the historical development of organizational culture.
- Describe two different approaches to culture in organizations.
- Describe methodological approaches used to measure organizational culture.
- Discuss the key elements of managing the organizational culture
- Discuss the significance of organizational culture in international context

1. *Theoretical bases of organizational climate and culture*

Denison R.D.(1996): What is the difference between organizational culture and organizational climate? A native's point of view in a decade of paradigm wars. *Academy of Management Review*, 21, 3, 619-654.

Recommended reading:

Schneider, B. (1987): The people make the place. *Personnel Psychology*, 40:437-453.

2. *Methodological issues related to organizational culture*

O'Reilly, A.C. ,Chatman, J. & Caldwell D.(1991): People and organizational culture: A profile comparison approach to assessing person-organization fit. *Academy of Management Review*, 34, 3, 387-516.

Recommended reading:

Rousseau, M.D.: Organizational culture: The case of multiple methods. In: Schneider B.(ed.): Organizational culture and climate.(p.153-193). San Francisco: Jossey-Bass.

3. *Organizational culture in international perspective*

Steensma, H.K., Marino L., Weaver, K.M. & Morse A.E. (2000): The influence of national culture on the formation of technological alliances. *The Academy of Management Journal*, 43, 5, 951-973.

Recommended reading:

Hofstede, G.(1991): *Cultures and organizations: Software of the mind*. London: Harper Collins Publishers.(Chapter 1 p.3-18).

4. Module:

Household Decisions: A Research Topic of Economic Psychology
(Erich Kirchler)

Objectives:

The thematic unit aims at giving an introduction to the field of economic psychology in general and presents recent research on household economic decisions as a specific topic. Participants read and discuss two articles presenting an overview of the development and current state of the interdisciplinary field of economic psychology, and by the end of the module should have a knowledge of psychological approaches to economic issues. Second, the specific area of household economic decisions is introduced. This research theme relates both to social psychological studies on intimate relationships, consumer behavior, and decision making as approached by descriptive models. Participants read about methods used in household decision studies and should gain knowledge about the usefulness of diary methods. Moreover, results of a recently conducted investigation are studied and discussed. The study relates to determinants of influence in decision making in general and to the interconnectedness of decisions over time.

Studying material:

1. *Economic Psychology as an interdisciplinary field of research*

Wärneryd Karl-Erik (1988). Economic psychology as a field of study. In W. Fred van Raaij, Gerry M. van Veldhoven and Karl-Erik Wärneryd (eds.). *Handbook of Economic Psychology*. Dordrecht: Kluwer (pp. 2-41).

Wärneryd Karl-Erik (1994). Psychology + Economics = Economic Psychology? In Hermann Brandstätter & Werner Güth (eds.). *Essays on Economic Psychology*. Berlin: Springer (pp. 31-52).

Recommended reading:

Lea, Stephen E. G., Roger M. Tarpay & Paul Webley (1987). *The Individual in the Economy*. Cambridge: Cambridge University Press.

2. *Economic Decisions within the Private Household: Research Methods*
Kirchler Erich, Rodler Christa, Hölzl Erik & Meier Katja (2001). *Conflict and Decision-Making in Close Relationships. Love, Money and Daily Routines*. Hove, East Sussex, UK: Psychology Press. (Chapter 5: Methods for Studying Decision-Making; pp. 89-134).
3. *Economic Decisions within the Private Household: Determinants of Influence*
Kirchler Erich, Rodler Christa, Hölzl Erik & Meier Katja (2001). *Conflict and Decision-Making in Close Relationships. Love, Money and Daily Routines*. Hove, East Sussex, UK: Psychology Press. (Chapters 6 and 7: Close Relationships and Influence in Decisions; Close Relationships and Decision Dynamics; pp. 135-184).

4. ENOP-Member Research Interests and Publications

In this section you will find a list of ENOP members, their addresses and research topics as well publications dated 2000 and 2001 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:

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; 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 Liège 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:

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

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

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. The Management Centre, King's College, London, 150 Stamford Street, London SE1 9NN, UK. (Tel. & Fax. +44 207 8483723; e-mail: david.guest@kcl.ac.uk).

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

Recent publicatons:

Guest, D (with Sturges, J. and Mackenzie Davey, K.) (2000). "Who's in charge? Graduates' attitudes to and experiences of career management and their relationship to organizational commitment". *European Journal of Work and Organizational Psychology*, 9, 3, 351-370.

Guest, D. (2000). "Industrial relations, trade unions and human resource management". In J. Storey (ed). *Human Resource Management: A Critical Text*. London: Thomson Learning Press.

Guest, D. (with Conway, N.) (2001) *Change and the Psychological Contract*. London: CIPD.

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 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; 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:

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).

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; website: www.psychology.su.se/units/ao).

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

Recent publicatons:

Isaksson, K., Johansson, G., Lindroth, S. & Sverke, M. (2000). Women's health, work, and education in a life-span perspective. Technical report 2: The coding of work biographies. Department of Psychology, Stockholm University.

Lundberg, U. & Johansson, G. (2000). Stress and health risks in repetitive work and supervisory monitoring work. In R. Backs & W. Boucsein (eds.), *Engineering Psychophysiology: Issues and Applications* (pp. 339-359). Hillsdale, NJ: Lawrence Erlbaum.

Kantas, Aristotelis. University of Patras, Department of Business Administration, Rio, Patras, 26500, Greece. (Tel./Fax :+30 61 996377; 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:

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@gradconsultants.freeserve.co.uk).

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

Recent publications:

Keenan, Tony (2000). Graduate recruitment. The pros and cons of competency-based selection. *People Management*, 6, 30-38.

Keenan, Tony & Konrad, Edvard (2000). Evaluation of research in 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; <http://www.univie.ac.at>).

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

Recent publications:

- Güth, W., Kirchler, E. & Winckler, G. (2000). Homo Oeconomicus - Homo Rationalis. In: H. Pfusterschmidt-Hardtenstein (Hrsg.). *Materie, Geist und Bewußtsein*. Europäisches Forum Alpbach. Wien: Iberia (S. 96-101).
- Kirchler, E. & Meier, K. (2000). Forschungsfelder in der Wirtschaftspsychologie. In R. O. Zucha & S. D. Schlick (Hrsg.). *Führungsstärke oder Charisma?* Frankfurt am Main: Lang. (Wiederabdruck des gleichtitulierten Artikels in der Zeitschrift für Sozialpsychologie und Gruppendynamik, 1996, 21, 3-20).
- Kirchler, E. & Schmidl, D. (2000). Schichtarbeit im Vergleich: Befindensunterschiede und Aufmerksamkeitsvariation während der 8-Stunden und 12-Stunden-Schichtarbeit. *Zeitschrift für Arbeits- und Organisationspsychologie*, 44, 2-18.
- 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.
- Kirchler, E., Rodler, C., Hölzl, E. & Meier, K. (2000). *Liebe, Geld und Alltag. Entscheidungen in engen Beziehungen*. Göttingen: Hogrefe.
- Ravenna, M. & Kirchler, E. (2000). *Giovani e tempo del loisir. Ricerca di eccitazione, percezione del rischio e rappresentazioni del giorno e della notte*. *Giornale Italiano di Psicologia*, 27, 573-604.
- DeRosa, A. & Kirchler, E. (2001). Ambiguous images in Advertising: An application of the associative network method. In: C. Roland-Lévy, E. Kirchler, E. Penz & C. Gray (eds.), *Everyday Representations of the Economy*. (pp. 67-91). Vienna: WUV.
- Kirchler, E., Rodler, C., Hölzl, E. & Meier, K. (2001). *Conflict and decision making in close relationships. Love, money and daily routines*. Andover: Psychology Press.
- Rodler, C. & Kirchler, E. (2001). *Everyday life of commuters' wives*. In: H. Brandstätter & A. Elias (Eds.). *Persons, Situations, and Emotions*. (pp. 163-183). Oxford: Oxford University Press.
- Roland-Lévy, C., Kirchler, E., Penz, E. & Gray, C. (eds.). (2001). *Everyday Representations of the Economy*. Vienna: WUV.
- Ravenna, M., Hölzl, E., Costarelli, S., Kirchler, E. & Polmonari, A. (2001). *Diary reports on emotional experiences in the onset of a psychosocial transition: Becoming drug free*. *Journal of Community & Applied Psychology*, 11, 19-35.
- Kirchler, E. & Maciejovsky, B. (2001). *Tax compliance within the context of gain and loss situations, expected and current asset position, and profession*. *Journal of Economic Psychology*, 22(2), 173-194.

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).

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

Recent publications:

Kouabenan, Rémi. Université Pierre Mendès, UFR SHS, Département de Psychologie, BP 47, 38040, Grenoble II, Grenoble Cedex 9, France (Tel. 04 76 82 56 29 (office) ; 04 76 22 85 07 (home); fax : 04 76 82 56 65 ; E-mail : Remi.Kouabenan@upmf-grenoble.fr)

Research topics: Health and safety : Accident analysis, risk perception (main topic). Analysis of cognitive processes at work (including the organization of the work, social relations management, communication, management of change, of working conditions, and of quality, etc.). Social and professional integration of disabled people or people having some difficulties to integrate the social network (example : young men, delinquents, etc.)

Recent publications:

- Kouabenan, D. R. (2001). Les pratiques de bilan de compétences : un nouvelle forme d'évaluation dans l'organisation ? In G. Figari et al., L'activité évaluative réinterrogée dans son contexte professionnel, De Boeck Université.
- Kouabenan, D. R. (2001). Management de la sécurité : rôle des croyances et des perceptions. In C. Lévy-Léboyer, M. Huteau, C. Louche & J.P. Rolland, Psychologie appliquée à la Gestion des Ressources Humaines. Paris : Les éditions d'Organisation (forthcoming).
- Dubois, M. & Kouabenan, D.R. (2001). Réorganisation du travail et "Logiques métiers" : Quelles visions du changement ? Psychologie du Travail et des Organisations, numéro spécial sur la réorganisation du travail (forthcoming).
- Kouabenan, D.R., Gilibert, D., Medina, M. & Bouzon, F. (2001). Hierarchical position, gender, accident severity and causal attributions. Journal of Applied Social Psychology (forthcoming).
- Kouabenan, D.R. (2001). Occupation, driving experience, and risk and accident perception. Journal of Risk Research (forthcoming).
- Kouabenan, D.R., & Dubois, M. (2000). Les compétences des collectifs : développement et perspectives. In Kouabenan, Dubois et Grosjean, Les compétences des collectifs : perspectives actuelles. No. Spécial de Psychologie du Travail et des Organisations.
- Kouabenan, D.R. (2000). Décision, perception du risque et sécurité. In J.L. Bernaud & C. Lemoine, Traité de Psychologie du Travail et des Organisations (pp.279-321). Paris : Dunod.
- Kouabenan, D.R. (2000). Explication ordinaire des accidents, perception des risques et stratégies de protection. Pratiques Psychologiques, No. spécial sur "Bien-être subjectif et facteurs de protection" 85-97.
- Kouabenan, D. R. (2000). Culture et explication des accidents. Numéro spécial Bulletin de Psychologie sur la psychologie du travail (forthcoming).
- Kouabenan, D.R., & Dubois (2000) (s/direct. de). Les risques professionnels : quelles approches ? quelles perspectives ? (forthcoming)
- Kouabenan, D.R., Desrichard, O., Dubois, M., De Gaudemaris, R., Mallaret, M.R., & Scarnato, F., (2000). Analyse épidémiologique et psychologique des facteurs de contamination par le SAMR en milieu hospitalier. In Kouabenan, & M. Dubois (Ed.), Les risques professionnels : quelles approches ? quelles perspectives ? (forthcoming).

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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 Organisationspsychologie, 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:

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, José, 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:

Quijano, Santiago D. Social Psychology Department, Faculty of Psychology, University of Barcelona, Passeig de la Vall d'Hebrón 171, E-08035 Barcelona, Spain (Tel. + 34 93 312 51 93; fax. + 34 93 402 13 66; e-mail: sdquijano@psi.ub.es).

Research topics: Human System Audit, Quality of Human Resource Management Systems; psychosocial processes in organizations, psychological processes of individuals (self-efficacy, instrumentality, equity, role conflict, etc.); "Human Resources Quality".

Recent publications:

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, S. I. (2001). Problem Solving. Hove, UK: Psychology Press.

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:

Sarchielli, Guido. University of Bologna, Dipartimento di Scienze dell'Educazione, Via Zamboni 34, I-40126 Bologna, Italy (Tel. +39 051 2098466; Fax: +39 051 228847; e-mail: sarchiel@scform.unibo.it).

Reserch topics:

Recent publications:

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Research topics: Occupational health psychology, particularly: job stress and burnout, engagement and work pleasure, absenteeism, fairness.

Recent publicatons:

- Maslach, C. Schaufeli, W.B. & Leiter, M.P. (2001). Job burnout. Annual Review of Psychology, 52, 397-422.
- Van Dierendonck, D. van, Schaufeli, W.B. & Buunk, B.P. (2001). Burnout and inequity among human service professionals: A longitudinal study. Journal of Occupational Health Psychology, 6, 43-52.
- Salanova, M. & Schaufeli, W.B. (2000). Exposure to burnout and its relationship to burnout. Behavior and Information Technology, 19, 385-392.
- Schaufeli, W.B. & Peeters, M.C.W. (2000). Job stress and burnout among correctional officers: A literature review. International Journal of Stress Management, 7, 19-48.
- Schaufeli, W.B. (2000). Burnout. In W. Karwowski (ed.), International Encyclopedia of Ergonomics and Human Factors (pp. 382-386). London: Taylor & Francis
- Schutte, N., Toppinnen, S., Kalimo, R. & Schaufeli, W.B (2000). The factorial validity of the Maslach Burnout Inventory - General Survey (MBI-GS) across nations and occupations. Journal of Occupational and Organizational Psychology, 73, 53-66.
- Bakker, A., Schaufeli, W.B., Sixma, H.J., Bosveld, W. & van Dierendonck, D. (2000). Patiënt demands, lack of reciprocity, and burnout: A five-year longitudinal study among general practitioners. Journal of Organizational Behaviour, 21, 425-441.
- Bakker, A.B., Killmer, C.H., Siegrist, J. & Schaufeli, W.B. (2000). Effect-reward imbalance and burnout among nurses. Journal of Advanced Nursing, 31, 884-891.
- Bakker, A.B., Schaufeli, W.B., Demerouti, E., Janssen, P.M.P., Van der Hulst, R. & Brouwer, J. (2000). Using equity theory to examine the difference between burnout and depression. Anxiety, Stress, and Coping, 13, 247-268.
- Bakker, A.B. & Schaufeli, W.B. (2000). Burnout contagion processes among teachers. Journal of Applied Social Psychology, 30, 2289-2308.
- Demerouti, E., Bakker, A.B., Nachreiner, F. & Schaufeli, W.B. (2000). A model of burnout and life satisfaction among nurses. Journal of Advanced Nursing, 32, 454-464.
- Hansson, E.K.S., Schaufeli, W.B., Vrijkotte, T., Plomp, N.H., & Godeart, G.L.R. (2000). The validity and reliability of the Dutch effort-reward imbalance questionnaire, Journal of Occupational Health Psychology, 5, 142-156.

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

Recent publications:

- Balmer, R., Inversini, S., von Planta, A., Semmer, N. (2000). *Innovation im Unternehmen. Leit-faden zur Selbstbewertung für KMU*. Zürich: vdf, Hochschulverlag an der ETH.
- Semmer, N.K. & Mohr, G. (im Druck) Arbeit und Gesundheit: Konzepte und Ergebnisse der arbeitspsychologischen Stressforschung. *Psychologische Rundschau*.
- Tschan, F. & Semmer, N.K. (2001). Wenn alle dasselbe denken: Geteilte mentale Modelle und Leistung in der Teamarbeit. In R. Fisch, D. Beck & B. English (Hrsg.), *Projektgruppen in Organisationen. Praktische Erfahrungen und Erträge der Forschung* (S. 217-235). Göttingen: Verlag für Angewandte Psychologie.
- Semmer, N.K., Tschan, F., Keller-Schuhmacher, K., Minelli, M., Walliser, F. Dunckel, H. & Jerusel, S. (im Druck). The dark side of accurate feedback: Some side effects of a tailor-made system for measuring work performance. In R.B.Pritchhard, H. Holling, & F. Lammers (Eds.) *New developments in ProMES*. Austin, TX: Nova Science
- Minelli, M., Walliser, F., Herzog, W., Tschan, F. & Semmer, N.K. (im Druck). The Application of a Performance Management System in a Swiss School: Results and experiences. In R.B.Pritchhard, H. Holling, & F. Lammers (Eds.) *New developments in ProMES*. Austin, TX: Nova Science
- Semmer, N.K. (in press). Vocational Training Research and its Implications for the Training of Psychotherapists. In F. Caspar (Ed.), *The Inner Processes of Psychotherapists: Innovations in Clinical Training*. Oxford: Oxford University Press.
- Boos, N., Semmer, N., Elfering, A., Schade, V., Gall, I., Zanetti, M., Kissling, R. Buchegger, N., Hodler, J., & Main, C. (2000). Natural history of individuals with asymptomatic disc alterations in Magnetic Resonance Imaging. *Spine*, 2, 1484-1492.
- Elfering, A., Semmer, N.K., & Kälin, W. (2000). Stability and Change in Job Satisfaction at the Transition from Vocational Training into "Real Work". *Swiss Journal of Psychology*, 59, 170-183.
- Kälin, W., Semmer, N.K., Elfering, A., Dauwalder, J.-P., Heunert, S., & Tschan, F. (2000), Work Characteristics and Well-Being of Swiss Apprentices Entering the Labor Market. *Swiss Journal of Psychology*, 59, 183-195.
- Semmer, N.K. (2000). Control at work: Issues of specificity, generality, and legitimacy. In W.J. Perrig & A. Grob (Eds.), *Control of human behavior, mental processes, and consciousness* (pp. 55-574). Mahwah, NJ: Erlbaum.
- Semmer, N. (2000). Mitarbeiterbindung: Strategien gegen Stress und Fluktuation. In H. Schuler und J. Pabst (Hrsg.), *Personalentwicklung im Call Center der Zukunft*. (S. 217-229). Neuwied: Luchterhand.
- Semmer, N.K, Barr, W., & Steding, G. (2000). Unterweisungen in der betrieblichen Praxis *Zeitschrift für Arbeits- und Organisationspsychologie*, 4, 221-228.
- Tschan F., Semmer, N.K. Nägele, Ch., & Gurtner, A. (2000). Task adaptive behavior and performance in groups. *Group Processes and Intergroup Relations*, 3, 367-386.

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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 publicatons:

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 publicatons:

Maslić-Seršić, D., Šverko, D. Croatian workers in the period of transition: a five year follow-up of job related attitudes. *Social Science Information*, 2000, 39(2), 363-376

Šverko, B. Life roles and values in international perspective: Super's contribution through the Work Importance Study. *International Journal for Educational and Vocational Guidance*, 2001, 1, 121-130

Šverko, B. Internet-based career planning: A contribution to its evaluation. Paper presented at the conference "European trends towards fitting individual, job and organizational characteristics to New Information Technology", Castellon, Spain, October, 2000 (in press).

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).

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 publicatons:

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 publicatons:

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:

Trentini G. & Severino E. (2001). Valori e nichilismo. (Values and Nihilism). Franco Angeli. Milano.

Trentini G. (2000). Oltre l'intervista. Il colloquio nei contesti sociali. (Beyond the Interview. The Colloque in the Social Contexts). ISEDI.Torino.

Trentini G. (2000). Oltre l'intervista. Il colloquio nelle organizzazioni. (Beyond the Interview. The Colloque in the Organizations). ISEDI. Torino.

Trentini G. (1999). Psychology and the Challenge of Metamorphosis. European Psychologist, Hogrefe&Huber Publisher, 4 (4), 227-232.

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Research topics: Personnel selection, fairness, work conditions.

Recent publications:

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 publications:

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:

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: dardob@geo.uw.edu.pl).

Research Topics:

Recent publications:

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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:

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 publications:

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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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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:
