

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 42

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(BY JOSÉ MARIA PRIETO)

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ENOP NEWSLETTER No. 42

November, 2001

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1. Editorial

Dear colleagues,

This newsletter provides information about decisions taken at the COCO-September meeting in Paris, about the next symposium and the summer school in Paris, 2002.

After having been responsible for seven newsletters, Lyudmila Karamushka will from now edit the next issues. I would like to thank Anne Rocha Perazzo for her support, all ENOP members who provided information, and my department for the financial support needed to produce the newsletters.

Wish you all a good winter-term!

Erich Kirchler

Vienna, November 2001

2. COCO-Meeting, September 2001

The CoCo Meeting took place in Paris, September 18, 2001. Bernhard Wilpert, Vincent Rogard, Lyudmila Karamushka, Edward Konrad, Erich Kirchler and Friedhelm Nachreiner were present and discussed the following topics:

- a) Symposium 2002
- b) Summer School
- c) Organizational structure of ENOP
- d) Newsletter editor
- e) Reference model
- f) Workshops and conferences
- g) Research and publications
- h) Postgraduate education
- i) Library project
- j) Socrates/Tempus
- k) New member
- l) COCO members
- m) Budget
- n) Any other business

a) Symposium 2002: The next ENOP symposium will be held in

Paris, MSH, March 21-23, 2002

(business meeting on Saturday morning). ENOP decided to dedicate the 2002 symposium to

EUROPEAN CHALLENGES FOR EAST AND WEST

Friedhelm Nachreiner and Lyudmila Karamushka will organize the symposium. A detailed description of the outlines can be found in the present newsletter.

b) Summer School: Vincent Rogard will organize the next ENOP Summer School in Paris, July 1-20, 2002. As the summer school is an ENOP event, COCO decided to establish a program committee with Vincent Rogard, José Maria Peiro, and Fred Zijlsta. COCO would also like to emphasize that all ENOP members are requested to take concern for the information campaign and selection of students. A detailed description of the summer school is presented by Vincent Rogard in this newsletter.

It should be mentioned that the participants of the Budapest-summer school are at present organizing the 5th after-meeting in Hamburg. The workshop takes

part at the end of September, 2001, and is – as were the other four meetings – autonomously organized by the participants.

c) Organizational structure of ENOP: Since the beginning of ENOP in the 1980s, the network was defined on the base of trust between Bernhard Wilpert and the director of MSH. After many years of successful collaboration and support, with Vincent Rogard as the French-link to MSH, Bernhard Wilpert suggests to maintain network like structure but to establish also a more formal structure. The contact between ENOP and MSH should formally be regulated by two ENOP members, one from France and the other from another European country. Since Bernhard Wilpert is planning to leave ENOP in a few years, he suggests asking Vincent Rogard and Erich Kirchler to assume this responsibility for two years. COCO accepts and will present the issue at the next business meeting and ask for approval.

d) Newsletter editor: Lyudmila Karamushka is appointed new newsletter editor starting with newsletter #43, March 2002.

e) Reference model: The ENOP reference model has influenced substantially the development of curricula in psychology in Europe. ENOP should discuss a 2nd stage of model development. COCO agrees that the development of a didactic and content program, teaching tools etc. would be most useful.

f) Workshops and conferences:

- Bad Homburg series of activities over 20 years ends because of loss of financial support.
- St. Petersburg, June 17-21, 2002. Meeting on "teaching psychology".
- Turku, Finland, June 30-July 4, 2002. Annual Colloquium of Economic Psychology and Behavioral Economics. (<http://www.tukkk.fi/iarep-sabe2002>).
- Singapore, July 7-12, 2002. 25th congress on Applied Psychology, ICAP.
- Louvain La Neuve, July, 2002. Conference of French Psychologists.

g) Research and publications:

- B. Kirwan (2001) (guest editor), Accelerating Technologies, Special Issue Safety Science, 37, (2-3) (Bad Homburg Workshop 1998).

In press:

- B. Wilpert & B. Fahlbruch (eds.), Challenges and Pitfalls of safety Interventions, Amsterdam: Elsevier Publishers (Bad Homburg Workshop 1999).
- A. Hale & B. Kirwan (eds.), Safety Regulations, Amsterdam, Elsevier Publishers (Bad Homburg Workshop 2000).

- E. Adnriessen & B. Fahlbruch (eds.), Knowledge Sharing and Learning in Organizations (working title, Bad Homburg Workshop 2001), Publisher not determined yet.

h) Postgraduate education: The internet-based interuniversity Seminar on work and organizational psychology, presented in newsletter #41 started September 27, 2001, with students and teachers meeting in Zagreb, Croatia.

i) Library project: The Swedish project needs to be finalized.

j) Socrates/Tempus: -

k) New members: Edward Konrad proposes the following colleagues as new ENOP members:

- Matti Vartianinen, Finland
- Andrè Büssing, Germany.

COCO approves the proposal. Proposals for new members from Switzerland, Czech Republic and Turkey are missing.

l) COCO members: Since new members were appointed in March 2001, no changes are presently needed.

m) Budget: The financial situation is as usual.

n) Any other business: -

3. ENOP Symposium 2002

European Harmonisation of Working Life – Challenges for East and West

One of the goals of the European Union - and of the integration of the European countries - is the harmonisation of working and living conditions, as can be seen in the European Act and the following treaties, e.g. the Amsterdam treaty.

The EU uses harmonised social legislation to achieve this goal, e.g. by issuing European Directives which are directed towards the member countries and which have to be implemented by the member countries. Some of these Directives directly or indirectly take up topics which are relevant from a work and organisational psychology perspective, since they address topics like stress, e.g. in the machinery directive, health and safety, e.g. in the framework directive, or the application of ergonomic principles, e.g. the VDU directive, or the safe operation of hazardous plants, e.g. the Seveso directive.

One of the problems of interest for work and organisational psychologist is how knowledge from this field has been implemented into the directives and how these directives are implemented on the national level - and whether and to what extent work and organisational psychologists have been involved in this implementation at the different stages.

Another question is, how we as work and organisational psychologist can use these legal regulations to implement our knowledge and make it work at the shop floor.

Thus some of the mechanisms of social legislation in the EU shall be discussed, together with supportive activities like ergonomic standardization - on the European and international level - which is an important and effective means to implement ergonomic or work and organisational psychological principles and knowledge into regulations aimed at promoting health, safety and effectiveness at work.

The program will thus address first principles of social legislation (with respect to implementing work and organisational principles), discuss the mechanisms of ergonomic standardization and will discuss two or three examples of ergonomic standards, where work and organisational principles have been addressed. A block with contributions from eastern countries on work and organisational psychology and its contribution to the harmonisation of working life within Europe will show the perspective from these countries. A final block is devoted to future perspectives of the extension of the EU and its implications for the harmonisation of working life within Europe.

The tentative program for the 2002 ENOP Symposium will be:

2002-03-21

14.00 - 15.30 **European social legislation with relevance for Work and Organizational Psychology**

Health and safety legislation in the EU

Presentation: Wolfhard Kothe,
University of Halle (FRG)

EU-directives with relevance for WOP,
Directives under § 95 and § 137 of the Amsterdam treaty
Machinery directive, Framework Directive, VDU Directive, Seveso II
Directive

How are they produced, how are they implemented in the member countries?
Are WOP involved?

Homework / preparation for all ENOP members

Discussion: all ENOP members

16.00 - 17.30 **Ergonomic standards - a means for supporting / fulfilling the requirements of European social legislation**

Overview over programs and policies of CEN TC 122 'Ergonomics' and ISO TC 159 'Ergonomics'

Presentation: Georg Kraemer, Chairman CEN TC 122 Ergonomics

Producing ergonomic standards at the European and international level: mechanisms, procedures, problems

Presentation: Norbert Breutmann, Secretary ISO TC 159 and CEN TC 122

Ergonomic Standardization: program and policy, producing standards, implementing ergonomics and work and organisational psychology into standards, rules, and codes of good practice

Discussion: Can and shall WOP contribute to standardisation ?

2002-03-22

09.00-10.30 **Case illustrations**

Examples of transforming WOP into ergonomic standards

Presentation: Friedhelm Nachreiner

The EN ISO 10075 series on 'Ergonomic principles related to mental workload' Part 1 - Terms and definitions

Part 2 - Guidelines for design

Part 3 - Assessment and measurement of mental workload

EN ISO 9241 - Part 2 - Guidelines on task design for office work
EN 614 - 2 Safety of machinery, guidelines on task design

Discussion: Problems of implementing WOP knowledge into ergonomic standards

11.00 - 12.30 Work and Organisational Psychology in eastern European countries - contributing to the harmonisation of working life

1. Social Legislation and the role of Psychologists in Work Safety System: A Russian Perspective.

Presentation: Anna Leonova, Moskow State University (Russia)

2. New challenges of strengthening market economy towards Work and Organization Psychology in Hungary.

Presentation: Miklos Antalovits, Technical University of Budapest (Hungary)

3. Stress factors in organizations. Case of Ukraine.

Presentation: Lyudmila Karamushka, Institute of Psychology (Ukraine)

4. Comparison of organization cultures between Eastern and Western European countries.

Presentation: Edvard Konrad, University of Ljubljana (Slovenia)

14.00 - 15.30 Extending the EU, General perspectives

The extension of the EU - problems and perspectives

Presentation: Guenter Verheugen, Commissioner for the extension of the EU

(to be confirmed)

Discussion

16.00 - 17.30 General Discussion

Harmonisation of Working Life in Europe - Challenges for East and West and Challenges for Work and Organisational Psychology

4. ENOP Summer School 2002

Fourth European Postgraduate Summer School (Doctoral course)

**INFORMATION TECHNOLOGY
WORK AND ORGANIZATIONAL PSYCHOLOGY**

P A R I S, JULY 1-20, 2002

Organized by the
University René Descartes - Paris V
and the
European Network of Work and Organizational Psychology (ENOP)

in co-operation with the
Maison des Sciences de l'homme

and with the support of the
French Ministry of Education and Research and of the city of Boulogne-
Billancourt

Program outline

Technological developments in the organisation

- Technology and organisation in the information society
- Organisational structuring and design
- Teams and team work
- Organisational communication and technology (Site visit)
- Change management & organisational learning

Work and technology

- New forms of work
- Psychosocial risks and health
- Human & information-communication technology interaction
- From science to work technology (Site visit)
- Work analysis and design

Personnel policies, practices and technological developments

- Careers and psychological contract
- Recruitment and selection

- Industrial relations
- E-learning. Training for technology
- Technology for human resource management

Didactical format

The morning sessions will primarily be reserved for thematic sessions, as mentioned above. They may be in the form of traditional *lectures*, and in the afternoon there will be opportunity for *individual work* and for *group work*. The afternoon sessions will give students better opportunity to interact with, and learn from, one another as well from the material and the instructors, since members of staff will also be available for individual consult. Additional *site visits* will be used to illustrate practical problems and solutions. The program will also include various social events, cultural activities and discovery of the town.

Teaching staff

The teaching staff will consist of invited lecturers from various European universities, all experts in their field.

Participants

Participation is open to a maximum of 25 postgraduates in psychology or related fields (e.g., sociology, ergonomics) or those from other fields specialising in work sciences. Preferably candidates should have graduated no more than five years ago. Participants should have good command of the English language.

ECTS

Participants of the program will receive 18 credit points in the ECTS.

Location

The course will take place at the Institute of Psychology, Centre Henri Piéron, in Boulogne-Billancourt (10 minutes from the centre of Paris).

Student accommodation will be available in the Cité universitaire internationale (in Paris).

Cost

The student fee will be 620 Euro's. This will cover housing in student accommodation (a single room, three meals per day), travel to and from Paris (train basis), free use of public transport within Paris for the duration of the Summer school, and the use of all facilities, course materials and tutorial fees.

Applications and further information

Detailed procedure, application and reference forms would be founded after November 15, at URL :

<http://www.psychology.univ-paris5.fr/>

Application deadline: January 31, 2002

The Organising committee will decide on admission before March 1, 2002.

Background and Objectives

During the past decades millions of jobs, in factories, offices, hospitals, schools, etc. have been affected by the introduction of technology. Implementing technology has numerous psychological and social implications. Human beings can either be seen as users of advanced technological systems or as people being dependent on these technologies. When technology is exclusively looked at from an engineering perspective, new systems may create social tensions and may cause reluctance in accepting technology. As a consequence the efficiency of the (human-machine) system will be sub-optimal and even may produce negative effects. Proper attention to the psychological, social and organisational factors of technology is essential during the design and implementation process. New and sophisticated systems will simply not work unless an adequate balance is achieved between technological innovation and human resource management needs.

The purpose of the Summer school is to present a comprehensive view of the problems and solutions that people may encounter in their work when dealing with technology. More specifically, the objectives of the school are :

1. To increase the problem awareness and sensitivity of the participants to issues raised by the introduction of information technology in work settings;
2. To familiarise the participants with the main analytic approaches and intervention techniques offered by work and organisational psychology and ergonomics;
3. To equip participants with basic criteria to evaluate given strategy options of introducing information technology in culturally diverse work settings;
4. To provide a synopsis of the major trends in technological development and its diffusion to various fields of application ;
5. To foster international co-operation in coping with the challenging work demands.

Organizing Committee

Prof. **Vincent Rogard** (Executive Director) (France); Université Paris V, Institut de psychologie ; E-mail : rogard@psycho.univ-paris5.fr

Prof. **Miklos Antalovits** (Hungary); Budapest University of technology and Economics; Department of Ergonomics and Psychology; E-mail : antalovits@erg.bme.hu

Dr. **Catherine Delgoulet** (France); Université Paris V, Institut de psychologie ; E-mail : delgoulet@psycho.univ-paris5.fr

Prof. **José Maria Peiro** (Spain); Universidad de Valencia, Facultad de Psicología; E-mail: Jose.M.Peiro@uv.es

Prof. **Branimir Sverko** (Croatia); University of Zagreb; Department of Psychology; E-mail: bsverko@ffzg.hr

Prof. **Bernhard Wilpert** (Germany); Technische Universität Berlin, Institut für Psychologie; E-mail: bernhard.wilpert@tu-berlin.de

Prof. **Fred Zijlstra** (United Kingdom); University of Surrey; Department of Psychology; Guilford GU2 7XH; E-mail: f.zijlstra@surrey.ac.uk

5. Congratulations

Congratulations to Bernhard Wilpert who was elected foreign member by the Royal Netherlands Academy of Science and Fine Arts and

who was also elected vice-president of the Technical University Berlin, Germany, June 2001.

6. 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, Egry J. u. 1, 11, Budapest, H-1111 Hungary (Tel. +36 14632654; Fax: +36 14632106; e-mail: antalovits@erg.bme.hu).

Research topics: Impacts of 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 publicatons:

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

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

Recent publicatons:

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 publicatons:

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 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).

Research topics:

Recent publicatons:

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:

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 publications:

Hurley, J. 2000. Gestion del conocimiento y competitividad en la industria. (Knowledge Management and competitiveness in Industry). Revista de Psicología Aplicada (Review of Applied Psychology), Spain Revista de psicología social aplicada, 10, 5-23.

Buckley, F. & Hurley, J. (forthcoming; 12/2001). Likely outcomes and effects of a quality based regime on university teaching. Social Science International, 40.

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:

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:

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:

Roland-Lévy, C., Kirchler, E., Penz, E. & Gray, C. (eds.). (2001). *Everyday Representations of the Economy*. Vienna: WUV.

Kirchler, E., Hölzl, E., Meier, K. & Rodler, C. (2001). *Zeitschrift für Sozialpsychologie. Themenschwerpunkt Ökonomische Psychologie. Jahrgang 32, Heft 3.*

Kirchler, E. & Rodler, C. (2002). *Motivation in Organisationen*. Wien: WUV.

Rodler, C. & Kirchler, E. (2002). *Führung in Organisationen*. Wien: WUV.

Kirchler, E. & Hölzl, E. (2002). *Arbeit in Organisationen: Analyse, Bewertung und Gestaltung*. Wien: WUV.

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:

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

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

Recent 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).

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

Recent publications:

LOUCHE Cl., MOLINER P. (2001) : Sens et représentation du travail chez des télétravailleurs et des travailleurs classiques. *Cahiers Internationaux de Psychologie sociale* (sous presse).

LOUCHE Cl., HUGUES C., SARRADE P.(2001) : Normes sociales , performances et pronostic de la réussite dans les études. *Orientation Scolaire et Professionnelle* (à paraître).

LOUCHE Cl., PANSU P., PAPET J. (2001) : Normes de jugement et évaluation du personnel. *Bulletin de Psychologie, n° spécial, 54, 3, 369-374.*

PAPET J., LOUCHE CL., PANSU P. (2000) : Apprentissage et représentation de l'entreprise. *Psychologie du travail et des Organisations*, 6, 1-2, 147-162.

PANSU P., TARQUINIO C., LOUCHE CL., PAPET J., (2001) : Internality attribution in an intergroup business setting. *Applied Psychology* (soumis).

LOUCHE Cl. (2001) : Psychologie sociale des organisations, Ed. Armand Colin (à paraître en septembre 2001)

LOUCHE CL, PANSU P., (2001), Psychologie sociale et problèmes de société, Paris, PUF (à paraître)

BRANGIER E., LANCY A., LOUCHE Cl. (Ed.) (2001) : *Psychologie du travail et des organisations*. Presses universitaires de Nancy (à paraître).

LEVY-LEBOYER C., HUTEAU M., LOUCHE Cl., ROLLAND J.P., (Ed.) (2001) : *Ressources humaines : les apports de la psychologie du travail*, Ed. d'organisation.

PANSU P., BRESSOUX P., LOUCHE CL. (2001) : Theory of the social norm of internality applied to Education and Organizations, IN Dubois N. (ed.), *A sociocognitive approach of social norms*, Londres, Routledge (sous presse)

LEVY-LEBOYER Cl., HUTEAU M., LOUCHE Cl., ROLLAND J.P. (2001) : De la théorie à la pratique et de la pratique à la théorie, IN Levy-Leboyer Cl., Huteau M., Louche Cl., Rolland J.P., *Gestion des ressources humaines : les apports de la psychologie du travail*, Editions d'Organisation, XVII-XXVI.

LOUCHE Cl., JOUVE V. (2001) : Le télétravail et ses problèmes psychologiques IN Levy-Leboyer Cl., Huteau M., Louche Cl., Rolland J.P., *Gestion des ressources humaines : les apports de la psychologie du travail*, Editions d'Organisation, 501-510.

LOUCHE Cl. (2000) : Structure et structuration des organisations. IN Bernaud J.L., Lemoine C. : *Traité de psychologie du travail et des organisations*. Dunod , 225-242.

LOUCHE Cl. (2001) : Consistance et fonctionnement organisationnel, Journées d'études du Réseau de Psychologie du Travail et des Organisations, Université de Lille (Juin).

LOUCHE Cl. (2000) : La centralité du travail dans les nouvelles formes d'emploi. Congrès de l'Association Internationale de psychologie du Travail de langue Française, Université de Rouen.

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

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

Recent publications:

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).

Research topics:

Recent publications:

Schaufeli, Wilmar. Utrecht University, Social & Organisational Psychology, P.O.Box 80.140 5808 TC Utrecht (Tel. +31 30 253 9216; Fax: +31 30 2537482; e-mail: w.schaufeli@fss.uu.nl)

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

Recent publications:

Semmer, Norbert. University of Bern, Department of Psychology, Unitobler, Muesmattstr. 45, CH - 3000 Bern 9 (Tel. +41 31 6314027; Fax: +41 31 6318212; e-mail: norbert.semmer@psy.unibe.ch).

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

Recent publications:

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 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:

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 topies), 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 publicatons:

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

Research topics: Personnel selection, fairness, work conditions.

Recent 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).

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

Research topics: System Safety of high hazard organizations.

Recent publicatons:

B. Wilpert & N. Itoigawa (eds.) (2001), Safety Cultur in Nuclear Power Operations, London: Talyor & Francis.

B. Wilpert (2001), Der Mensch im Kontext technischer Systeme, in: World Congress of Modern Technical Systems - Congress Documentation, Saarbrücken: TÜV Saarland Foundation, pp.29-44

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:

Blackler, Frank. Department of Behavior in Organizations, School of Management, University of Lancaster, Bailrigg, Lancaster, LA1 4YX, UK (Tel. +44 524 33553-4042).

Research topics:

Recent publications:

Curie, Jacques. Laboratoire Associe au CNRS n° 259, Universite de Toulouse Le Mirail, 5 allees Antonio Machado, 31058 Toulouse cedex, France.

Research topics:

Recent publications:

De Cock, Gaston. Faculty of Psychology and Educational Sciences, 102 Tiensesstraat, B-3000 Leuven, Belgium (Tel. +32 16 286006; Fax: +32 16 286000).

Research topics:

Recent publications:

De Wolff, Charles. Psychologisch Laboratorium, Katholieke Universiteit, 3 Montessorilaan, 6500 HE Nijmegen, Pays-Bas (Tel. +31 80 512639; Fax: +31 80 515938).

Research topics:

Recent publications:

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

Research topics: Cross national value studies (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:

Ekvall, Göran. 5042 Faradet Box, 10241 Stockholm, Sweden (Tel. +46 08 679725).

Research topics:

Recent publications:

Forteza, Josè A. Dpt. Of Industrial and Differential Psychology, Universidad Complutense Fac. Psicologia, 23 Somosaguas, 28023 Madrid, Espagne (Tel. +34 1 5823104; Fax: +34 1 5823189).

Research topics:

Recent publications:

Greif, Siegfried. Universität Osnabrück FB4, Postfach 4469, 4500 Osnabrück, R.F.A.

Research topics:

Recent publications:

Hacker, Winfried. Sektion Arbeitswissenschaften, Technische Universität Dresden, Mommsenstr. 13, 8027 Dresden, Deutschland (Tel. +49 51 46346 95).

Research topics:

Recent publications:

Kirjonen, Juhani. University of Jyväskylä, Freda, room 231, P. O. Box 35, SF-40351 Jyvaskyla, Finland. (Tel. +358 14 2603321; Fax +358 14 2603201; e-mail: kirjonen@cc.jyu.fi).

Research topics: Learning and the acquisition of professional expertise, work, life style and health, development of human resources in small and medium-sized enterprises, mapping of

emotional orientations. Methodological orientation: interdisciplinary, follow-up, organisational, and field designs.

Recent publications:

Kleinbeck, Uwe. Bergische Universität, 20 Gausstraße, 5600 Wuppertal, Norwegen (Tel. +47 202 4392291).

Research topics:

Recent publications:

Levy-Leboyer, Claude. Institut de Psychologie, Université René Descartes, 28, rue Serpente, 75006 Paris, France (Tel. +33 40519812; Fax: +33 40517085).

Research topics:

Recent publications:

Mateu, Melchor. 28, 2º 1AC/Benedico Mateo, 08034 Barcelona, Espagne.

Research topics:

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:

Roe, Robert A. Tilburg University - WORC / Department of Psychology, P.O. Box 90153, 5000 LE Tilburg, The Netherlands. (Tel +31.13.4662493 (-2480); Fax +31.13.2442370; e-mail: R.A.Roe@kub.nl, web-site of institution: <http://www.kub.nl>)

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

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

Recent publicatons:

Schuler, Heinz. Lehrstuhl für Psychologie, Universität Hohenheim Institut 430, Postfach 70 05 62, 7000 Stuttgart 70, Deutschland (Tel. +49 711 4592654).

Research topics:

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).

Research topics:

Recent publications:

Spérando, Jean-Claude. Directeur Institut de Psychologie, Université René Descartes, 28 rue Serpente, 75005 Paris, France.

Research topics:

Recent publications:

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

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

Recent publications:

Timpe, K.-P. Sektion Psychologie, Humboldt Universität zu Berlin, Oranienburgerstr. 18, 1020 Berlin, Deutschland (Tel. +49 2805115; Fax: +49 0112823).

Research topics:

Recent publications:

Touzard, Hubert. Institut de Psychologie, Université René Descartes, 28 rue Serpente, 75006 Paris, France.

Research topics:

Recent publications:

Warr, Peter. MRC/ESRC Social and Applied Psychology Unit, Department of Psychology, University of Sheffield, Sheffield S10 2TN, UK (Tel. +44 742 756600).

Research topics:

Recent publications:
