

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 43

WEB ADDRESS

[HTTP://WWW.UCM.ES/INFO/PSYAP/ENOP/](http://www.ucm.es/info/psyap/enop/)

(BY JOSÉ MARIA PRIETO)

MAY, 2002

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ENOP NEWSLETTER No. 43

MAY, 2002

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1. Editorial

Dear Colleagues,

Being appointed responsible for edition of the ENOP Newsletters and preparing this, first in my practice issue, I now understand how important this work is for professional communication and how challenging it is. I appreciate very much work done by all my predecessors and am looking forward to active cooperation with all of you and rely upon your friendly support.

I hope the information in this newsletter will be useful for you. Key items of this issue are: the most important outcomes of the ENOP business meeting held in Paris, March 2002, short report on the 2002 ENOP-symposium "European harmonisation of working life - challenges for East and West", some results and final steps of the Internet-based seminar ("InterWOP - Internet-Based Learning in W/O Psychology"), the program of the ENOP Summer School to be held in Paris, 2002, as well as updated addresses of ENOP members, their research activities, publications for 2000-2002 and other helpful information.

With best wishes for a fruitful summer term and exciting holidays,

Lyudmila Karamushka
Kyiv, May 2002

P.S. Thanks to Erich Kirchler for some consultation regarding context of Newsletter and Tony Keenan who helping with the language,

2. Business Meeting 2002

The 2002 ENOP business meeting, led by Gun Johansson, took place at MSN, Paris, March 23, 2002, with the following agenda:

- a) ENOP future orientation
- 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) ENOP new members
- l) COCO members and meeting
- m) Symposium 2003
- n) Budget
- o) Any other business

a) ENOP future orientation:

Vincent Rogard reported on discussions with the MSH concerning the future of ENOP and its evolution. The situation appears highly positive for ENOP, however some innovations should be considered by ENOP. These innovations are stimulated by the dramatic development of new information and communication technologies during the last decades, and based on the concept of research integration in the field of organization sciences in the European countries.

Bernhard Wilpert and Vincent Rogard initiated the project aimed to create the **network of excellence** which will constitute the framework of joint research developments in European countries, and agreed to prepare draft proposals specifying future goals and activities. It is hoped that this application will be supported by EU.

The proposed Network of Excellence „Information Society Technologies and Work Life" being established will integrate various scientific efforts common themes in order to arrive at an institutionalised form of cooperation in the

interest of a first class European competence network in relevant research activities.

b) Summer School. *Vincent Rogard* reported that the selection meeting for students for the 4th ENOP European Summer School took place on Thursday 21 of March in Paris. The selection criteria were academic and scientific but also took into account the group composition (national representation, age, etc.). Forty-seven applications (34 female/13 male) from seventeen countries were finally received by the organization. The international selection committee chose 25 candidates among the applications. Some results of the selection meeting, and the Summer School program are presented by Vincent Rogard in this newsletter (see below).

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 suggested that the network like structure be maintained but to establish also a more formal structure. The contact between ENOP and MSH should formally be regulated by two ENOP members representing France and another European country. Since Bernhard Wilpert is planning to leave ENOP in a few years, he proposed that Vincent Rogard and Erich Kirchler assume this responsibility for two years. This proposal was presented by COCO at the business meeting and approved.

d) Newsletter editor: Lyudmila Karamushka has been appointed new Newsletter editor starting from Newsletter # 43, May 2002. Special thanks were expressed to Erich Kirchler for his enthusiasm and fruitful contribution in preparing of seven newsletters (1998-2002).

e) Reference model: The ENOP reference model (see the ENOP web-page) has influenced substantially the development of curricula in Psychology in Europe. It was agreed that 2nd stage of the model development has to be discussed. The Meeting agreed that the development of a didactic format and content of programs, teaching tools etc. would be most useful. Prof. José M. PEIRO informed that the meeting of the Committee (Bernhard Wilpert, José Maria Peiro, David Guest, Mare Teichmann and Veronique de Keyser) will be convened to discuss specific curriculum if any university submits it for review.

f) Workshops and conferences:

Bernhard Wilpert announced that the *meeting on "Risk coherence"* will take place on June 13-15, 2002, in Blankebsee near Berlin. It will deal with issues such as:

- public perception of risk
- sources of risk information
- trust in sources
- different industrial risks
- risk presentation
- risk in poor and rich countries

Inquiries to babette.fahlbruch@tu-berlin.de;

Erich Kirchler informed about *XXVII Annual Colloquium on Research in Economic Psychology / SABE 2002 Conference On Behavioural Economics* (June 30 - July 4, 2002, Turku, Finland,);

More details at web site: <http://www.tukkk.fi/iarep-sabe2002/default2.asp>);

Gunn Johansson announced the Third International Congress "*Women Work and Health*" (June 2-5, Stockholm, 2000; Web site: www.niwl.se/www);

Matti Vartiainen informed about *11th European Congress on Work and Organizational Psychology "Identity and diversity in organizations - building bridges in Europe"* (May 14-17, 2003, Lisboa, Portugal). For details see www.eawop-congress.iscte.pt.

Another Congresses, workshops and conferences:

June 2-4 InterWOP (Internet-Based Learning in W/O Psychology) workshop. Budapest, Hungary. Contact: Budapest University of Technology and Economics, +36 14632654; e-mail: antalovits@erg.bme.hu.

July 7-12 International Congress of Applied Psychology. Singapore. Contact: info@cemssvs.com.sg or www.icap2002.org .

June 12-15 International Test Commission's International Conference on Computer-Based Testing and the Internet. London, England. Contact ITC, +44 020 8335 7226 or www.intestcom.org/conference_2002.htm .

June 23-26 Annual Conference of the Society for Human Resource Management. Philadelphia, PA. Contact: SHRM, (703) 548-3440 or www.shrm.org .

June 30–July 3 Annual Conference of the International Personnel Management Association Assessment Council. New Orleans, LA. Contact: IPMA, (703) 549-7100 or www.ipmaac.org .

July 22–27 O.D. World Congress. Ghana, Africa. Contact: Organization Development Institute, (440) 729-7419 or <http://members.aol.com/odinst> .

Aug 11–14 Annual Meeting of the Academy of Management. Denver, CO. Contact: Academy of Management, (914) 923-2607.

Sept 19-20 International Seminar "Organizational Psychology: Innovational Approaches and Technologies". Kyiv, Ukraine. Contact : Institute Psychology of Ukraine +39 044 450 98 16 , E-mail: LKARAMA01@ yahoo.co.uk)

g) Research and publications:

Mr. Büssing A. presented recent edition "Organizational psychology and health care at the start of a new Millennium". De Jonge, J., Vlerick, P., Büssing, A. & Schaufeli, W.B. (Eds.). (2001), München: Rainer Hampp Verlag, 2001.

Presentations and discussions at the annual symposia and workshops be considered for publication.

All ENOP members are invited to send publication lists and research topics to the editor of Newsletter. The last section of the newsletter will be devoted to members' scientific interests.

Matti Vartiainen reported about development of the web page of EAWOP (European Association of Work and Organizational Psychology, <http://www.eawop.org>) and requested that members provide any appropriate information related to the field of W&O psychology, such as addresses, activities etc. of

- University departments and institutions
- Research units
- Conferences and symposia
- Publishers
- Journals etc.

Please, send the information about relevant links you will find interesting to: matti.vartiainen@hut.fi

Vincent Rogard reported on the future reorganisation of ENOP webside.

h) Postgraduate education: Branimir Sverko reported about the Inter-university Internet-based postgraduate course "New Developments in Work and Organisational Psychology: An International Perspective" that has been launched as a joint venture of the ENOP members from the Universities of Budapest, Ljubljana, Vienna, and Zagreb. Some details of the context and final steps of this course is presented by Branimir Sverko in the Newsletter (see below).

i) Library project Gun Johansson reported that the "Swedish project" has now been completed. After two reconstruction of the Swedish funding agency that had provided a grant of about 10.000 euro, the grant is no longer available. Luckily, the provision of literature to the intended recipients has become less urgent recently.

j) Socrates/Tempus -

k) ENOP new members: The following colleagues were invited to attend the 2002 Symposium and to join ENOP:

Handan Kepir Sinangil (Turkey)

Andre Buessing (Germany)

Matti Vartiainen (Finland)

All three members were unanimously accepted and welcomed to ENOP.

It was discussed as well that some countries representatives (i.e., Bulgaria, Latvia, Slovakia) could be included as members of the ENOP.

l) COCO members and meeting: CoCo 2001/2002 consists of the following members:

Bernhard Wilpert (contact with MSH)

Vincert Rogard (contact with MSN, from France and budget)

Erich Kirchler (contact with MSH, from another European country)

Edvard Konrad (responsible for ENOP membership)

Haukedal, Willy(responsible for ENOP symposium -2003).

Henk Van der Flier

Lyudmila Karamushka (Eastern Europe representative, Newsletter Editor)

Edvard Konrad (responsible for ENOP membership during last five years) reminded the meeting that COCO members have to be changed every two years.

The next CoCo meeting will take place at MSH, Friday, *October 4, 2002*, 14.00.

m) Symposium 2003:

Some proposals for next year's symposium were discussed. It was agreed that of the symposium will be devoted to the topic of **Work motivation in the context of pay incentives and the psychological contract**. Symposium will focus on incentive systems and pay as practised by European companies, and their relationship to motivation theory. Further, it will to explore the relationships between various such instruments and the psychological contract between employees and their work places.

Willy Haukedal will be organising the next Symposium and will propose the framework of the event, and CoCo will approve the detailed programme and the date of the Symposium in 2003.

n) Budget: The financial situation is as usual.

o) Any other business: No.

3. Short report on the 2002 ENOP-symposium: European harmonisation of working life - challenges for East and West

In contrast to most of the preceding ENOP symposia the 2002 symposium did not intend to discuss a rather narrowly described theoretical or empirical topic but aimed at presenting and discussing issues for implementing work and organizational psychology findings into political developments, especially in the context of European harmonisation of working life, which is a basic goal of the EU. The basic idea was to show that there already exists a lot of legal regulations which deal with work and organizational psychology topics and which could be used to improve the application and use of work and organizational psychology knowledge.

For this purpose **Wolfhard Kothe** presented information on new developments in social legislation within the EU (e.g. relevant directives) and the policy the EU is following in issuing these directives, with one of the central ideas relating to the prevention of health and safety risks by all suitable means. This would of course include evidence from work and organizational psychology, e.g. with regard to the design of machinery or the organization of work. Kothe made it clear that there is an obligation for the manufacturer and the employer to make use of this knowledge, and that this not just an option.

However, since the European legislation is usually rather unspecific, a second block addressed the development of International and European Ergonomics Standards for supporting or specifying the requirements from the European directives. **Georg Kraemer** (Chairman of CEN Technical Committee 122 Ergonomics) and **Norbert Breutmann** (Secretary of the European and the International Ergonomics Committee) presented information on existing ergonomics Standards with work and organizational psychology contents. Both presentations have been distributed as Powerpoint files within ENOP.

Friedhelm Nachreiner by presenting standards on mental work load (the ISO EN 10075 series) and task design (EN 614-2) gave some illustration how work and organizational psychology knowledge has already been implemented into such ergonomics standards. Introducing the definitions and concepts of ISO EN 10075 showed that terms have been defined in a manner following the basic

ergonomic standards and not according to specific psychological theories in order to keep consistency among the standards, which are mostly directed towards non-psychologist, e.g. engineers or managers. The advantage is, however, that there is now a normative use of the relevant terms (stress, strain, fatigue, monotony etc.). The part containing guidelines for work design with respect to mental work load shows how impairing effects should be avoided or reduced by appropriate task and equipment design. Part 3 of the mental work load series specifies requirements concerning measurement and assessment and is intended to provide for an acceptable quality of measurement in this field. The European standard on task design specifies criteria for an evaluation of work tasks and procedures to be applied in designing tasks in relation to the design of machinery.

The block with contributions from eastern European countries (**Anna Leonova, Miklos Antalovits, Lyudmila Karamushka and Edvard Konrad**) showed the perspective from outside the EU. All the contributions made clear that harmonization of working conditions will be a problem for the next years, with requirements and possibilities of input from work and organizational psychology, and which has to be addressed.

Jean-Eric Paquet from the CEC, Cabinet Verheugen, reported on the state of the enlargement of the EU. The target date for the candidate countries would be 2004, with 2 out of the 12 negotiating countries probably needing some more time to fulfil the political, economic and legislative criteria for accession, and this also includes the implementation of social legislation. There will be some transitional periods, however, e.g. with regard to the employment market, in order to prevent too massive and abrupt changes in work and employment conditions.

In general it has been agreed that implementing work and organizational psychology into International or European Ergonomics standards might be an important and effective way of making work and organizational psychology work. Problems of cutting down knowledge into a format which is less scientific but much more practical and thus necessarily less elaborated, as well as addressing non-psychologists have been discussed.

It has been agreed at the business meeting to prepare some material for teaching purposes in the training of work and organizational psychologist in order to make teachers as well as students aware of the existing standards, their

political relevance, the way they are produced and how their development can be influenced. This material shall be made available to all ENOP members. Another item to be implemented is a list of International or European Standards with relevance for work and organizational psychology which will be also made available to ENOP members via an internet link.

Friedhelm Nachreiner

4. InterWOP - Internet-Based Learning in W/O Psychology

The Inter-university, Internet-based postgraduate course "New Developments in Work and Organizational Psychology: An International Perspective" that has been launched as a joint venture of the ENOP members from the universities of Budapest, Ljubljana, Vienna, and Zagreb is approaching its end. This virtual event has started with a two-day introductory, get-together workshop that was held in Zagreb in September 27-29, 2001. Immediately after that, the virtual, net-based instruction has started. After twelve computer-conferencing topics, which have been vigorously discussed over the net during the last seven months, the participants will meet face-to-face again. The final evaluation workshop is scheduled for **June 2-4, 2002 in Budapest**. Its purpose is to summarize the experiences and evaluate the value of the program as well as provide opportunity for students to plan further activities. More details about this venture can be found at <http://webct.carnet.hr:8900> (user name: guest; password: webct).

Virtual, net-based instruction is used. It is built on Internet communication standards that use WWW technology to store, organize and distribute the course materials, and electronic mail and related applications for computer conferencing, consultation and examination.

The emphasis is on active learning through *computer conferencing*¹. It is a process of discussing via computers, involving participants in different locations. Essentially, it is a process of sharing messages within a group of participants that involves sending messages to every member of the group and reacting to other members' messages. The content of discussion is defined by the *computer conferencing topics*, which are related to the study modules and scheduled in advance. The computer conferencing topics are akin to seminar topics that would be discussed in conventional face-to-face seminars.

Although lacking the immediacy of face-to-face interactions, computer conferencing is a group participative instructional method in which students actively learn from one another as well as from materials and the instructor. Besides, it allows for an individual learning pace. Since in the computer

¹ In adopting the computer conferencing method we relied on procedures developed at Department of Organizational Psychology of the University of London Birbeck College.

conference schedule a discussion topic is "active" for a certain period (generally a fortnight), each student has some flexibility to schedule his studying and contributions to discussion at his or her own pace. However, all students are required to participate regularly and frequently. Each student should contribute to at least three-quarters of the topics for each module, with several contributions to a topic. The students who do not meet this minimum will be regarded as not having met the attendance requirement. Though quantity of contribution is important, quality is even more so: the contributions should be relevant to the topic under discussion and should enlighten the participants.

Each discussion topic will have a designated starter and finisher. *Starter* (facilitator) is the student designated for opening and facilitating the discussion. His or her opening statement should bring relevant theory, indicate research, and provide tentative solutions if required. The starter should not aim to give a complete answer to the question, but encourage others to contribute. *Finisher* summarizes the discussion. After a conference topic has been discussed for two weeks, she or he sums up the main points in the discussion and conclusion drawn.

The *instructor's* role is to monitor the discussion and offer guidance if needed. In principle, the instructor will be reactive and responsive rather than proactive.

The students should be prepared for the conference topics. Prior to the beginning of the discussion they should study the *course materials* distributed to them as well as the recommended texts in academic books and journals.

Staff Workshops

Two actual one-day meetings are planned to support the conferencing methods of distance learning. At the beginning of the process a *get-together workshop* will be arranged to provide opportunity for students to get acquainted, develop sense of membership and, thus, facilitate later interactions over the net. An *evaluation workshop* is planned at the end of process. Its purpose is to summarize the experiences and evaluate the value of the program as well as provide opportunity for students to possibly plan further activities.

Branimir Sverko

5. ENOP Summer School 2002

14th European Postgraduate Summer School (Doctoral course)
INFORMATION TECHNOLOGY
WORK AND ORGANIZATIONAL PSYCHOLOGY
PARIS, 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

1. 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.

2. SELECTION OF PARTICIPANTS

The selection meeting for the IVth ENOP European Summer school took place on Thursday 21 of March in Paris. The selection criteria were academic and scientific but take care also of the group composition (national representation, age,...). . Forty-seven applications (34 female/13 male) from seventeen countries were finally received by the organization. The international selection committee choose 25 candidates among all these applications.

Table 1 – Selection of participants to the IVth ENOP Summerschool

Country	Number of applicants	Number of students selected
Austria	7	2
Bulgary	1	0
Croatia	1	1
Estonia	1	1
Finland	2	1

France	4	3
Germany	6	3
Hungary	2	2
Italy	8	3
Netherlands	2	1
Portugal	1	1
Slovenia	3	2
Spain	3	2
Sweden	1	1
UK	2	1
Ukraine	3	1
	47	25

- *m* : 28, 3 year (From 23 to 40)
- Referents: 28

3. PROGRAM

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 also include various social events, cultural activities and discovery of the town.

WEEK 1. TECHNOLOGICAL DEVELOPMENTS IN THE ORGANIZATION

Unit 1- JULY 2, TUESDAY - Organizational structuring and design (R. Bouwen)

Unit 2 - JULY 3, WEDNESDAY - New forms of work (F. Zijlstra)

Unit 4 - JULY 4, THURSDAY - Organizational communication and technology (Site visit, National Centre for Telecommunications Research)

Unit 5 - JULY 5, FRIDAY - E-learning. (J. M. Burkhardt) - **Unit 6 -** Work analysis and design (V. Rogard)

WEEK 2 - TECHNOLOGY AND WORK

Unit 3 -- JULY 8, MONDAY - Distributed teams and teamwork (E.Andriessen)

Unit 7 - JULY 9, TUESDAY - Psychosocial risks and health (G.Johansson)

Unit 8 - JULY 10, WEDNESDAY - From science to work technology (Site visit, City of Industry and Science)

Unit 9- JULY 11, THURSDAY - Human & information-communication technology interaction (F. Nachreiner)

Unit 10 - JULY 13, FRIDAY– Case study (M. Antalovits)

WEEK 3 - PERSONNEL POLICIES, PRACTICES AND TECHNOLOGICAL DEVELOPMENTS

Unit 11 -JULY 15, MONDAY - Careers and psychological contract (Sarchielli)

Unit 12 -JULY 16, TUESDAY - Assessment and Selection in a Technological World (B. Sverko)

Unit 13 - JULY 17, WEDNESDAY - Change management & organizational learning (Jose M. Peiro)

Unit 14 - JULY 18, THURSDAY - Industrial relations (B. Wilpert)

Unit 15 - JULY 19, FRIDAY - Technology for human resource management (N. ANDERSON) *To contact*

4. GENERAL INFORMATION

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.

ECTS

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

5. ORGANIZING COMMITTEE/INTERNATIONAL SELECTION 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

FURTHER INFORMATION

Detailed information would be founded at URL :

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

Vincent Rogard

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 2001 and 2002 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:

Antalovits, M., - Izsó, I. 1999., A methodology for assessing and developing teamwork in cognitively demanding jobs. *Periodica Politechnica Ser. Soc. Man. Sci.*, Vol.7, No. 2, pp. 105-118.

Antalovits, M. , - Katona, n. 2000., Applied Psychology in Hungary. *Periodical of the Applied Psychology Foundation (APA)*, 1999-2000/1-2. pp. 27-37.

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:

Buessing, André. Chair of Psychology, Technical University Muenchen, Lothstr. 17; D - 80335 Muenchen. (Tel.: 0049-89-289-24200, -24201; Fax: 0049-89-289-24202; e-mail: buessing@ws.tum.de; e-mail: buessing@telekooperation.de; <http://www.psychologie.wiso.tu-muenchen.de>; <http://www.telekooperation.de>).

Research topics: Teleworking and telecooperation, occupational health and safety, work and organisational psychology in health care, transitions from knowledge to behaviour at work.

Recent publications:

Büssing, A. (2001). Telework. In W. Karwowski (Ed.), *International Encyclopedia of Ergonomics and Human Factors*, Vol. 3, 1723-1725. London: Taylor & Francis.

Büssing, A. (2001). Work-family interface under telework. A challenge for Occupational Health Psychology. In C. Weikert, E. Torkelson & J. Pryce (Eds.), *Occupational Health Psychology in Europe 2001*. (pp. 48-53). Nottingham: I-WHO Publications.

Büssing, A. (2002). Motivation and satisfaction. In A. Sorge (Ed.), *Organization* (pp. 371-387). London: Thomson Learning.

DeJonge, J., Vlerick, P., Büssing, A. & Schaufeli, W.B. (Eds.). (2001). *Organizational psychology and health care at the start of a new Millenium*. München: Raainer Hampp Verlag

Herbig, B., Büssing, A. & Ewert, T. (2001). The role of tacit knowledge in the work context of nursing. *Journal of Advanced Nursing*, 34, 687-695.

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

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

Recent 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 publications: Grønhaug, K. & Haukedal, W. (2001): Market research in the Thought-Full Enterprise. In Bo Hellgren and Jan Løwstedt (eds.): Management in the Thought-Full Enterprise. Bergen: Fagbokforlaget.

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 publications:

Johansson, Gunn. Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (Tel. +46 8 163900; Fax +46 8 1593 42; e-mail: gj@psychology.su.se; 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 publications:

Johansson, G & Isaksson, K. (2001). Kompetenz und Relationen nach der vertraglich festgelegten Arbeitsschutz Pensionierung. In G. Aronsson & Å. Kihlbom (Eds.), Arbeit über

45. Historische, psychologische und physiologische Perspektiven älterer Menschen im Berufsleben (pp. 209-220). Dortmund: Bundesanstalt für Arbeitsschutz und Arbeitsmedizin.

Johansson, G. (2002). Work-life balance: The case of Sweden in the 1990s. *Social Science Information*, 41(2), 303-317.

Johansson, G. (2002). Stresslandskapets ändrade karaktär. [The changing character of the stress landscape.] In R. Ekman & B. Arnetz (Eds.), *Stress. Molekylerna - Individerna - Organisationerna - Samhället*. [Stress. Molecules - Individuals - Organizations - Society.] Stockholm: Liber. Pp. 62-66. (In Swedish)

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, 2 Pan'kivska Str. 01033 Kyiv, Ukraine. (Tel/Fax: +38 044 4509816; e-mail: LKARAMA01@yahoo.co.uk)

Research topics: Organizational innovation, organizational climate and culture; conflict management; leadership in educational and other organizations.

Recent publications:

Peter B. Smith, Mark F. Peterson and Shalom H. Schwartz with Abd Halim Ahmad, Debo Akande, Jon Aarum Andersen, Sabino Ayestaran, Massimo Bellotto, Stephen Bochner, Victor Callan, Reka Czeglédi, Carlos Davila, Bjorn Ekelund, Pierre-Henri François, Eduardo Gamas, Gert Graversen, Michael Hadani, Charles Harb, Jorge Jesuino, Aristotle Kantas, Lyudmila Karamushka, Paul Koopman, Ersin Kusdil, Kwok Leung, Pavla Kruzela, Sigmar Malvezzi, Andrew Mogaji, Shahrenaz Mortazawi, John Munene, Ken Parry, B.J. Punnett, Mark Radford, Arja Ropo, Jose Saiz, Grant Savage, Bernadette Setiadi, Ritch Sorenson, Erna Szabo, Punyacha Teparakul, Aqeel Tirmizi, Sevda Tsvetanova, Conrad Viedge, Carolyn Wall, Zhong Ming Wang, Vladimir Yanchuk and Irina Zinovieva. Cultural values, sources of guidance and their relevance to managerial behavior: a 47 nation study. *Journal of Cross-Cultural Psychology*. (In press)

Karamushka L. Psychology of educational management.- Kyiv.: Nika-Centre, 2000., 338 p. (In Ukrainian).

Karamushka L. (Ed.). Educational management: psychological aspects.- Kyiv: Inst. of Psychology, 2000.- 222p. (In Ukrainian)

Karamushka L. (Ed.) Psychological counseling of managers.- Kyiv: Interregional Academy of Management (In press.).

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

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

Rodler, C., Kirchler, E. & Hölzl, E. (in press). *Gender Stereotypes of Leaders. A Content Analysis of Obituaries from 1974 to 1998. Sex Roles*.

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 publicatons:

Louche, Claude. Psychologie du Travail et des Organisations, Université Paul Valery, 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:

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

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

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 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:

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:

Rogard V. (2001), « La relation de service et ses implications dans la gestion des ressources humaines » dans Psychologie du travail appliquée aux ressources humaines (sous la direction de C. Levy-Leboyer, M. Huteau, C. Louche et J.- P. Rolland), Paris, Editions d'organisation, pp 403-416.

Rogard V. (2002), « Relation de service et motivation au travail pour les postes de contact avec le public dans les services de l'Etat » dans La motivation au travail dans les services public, (Devilliers, T. Ed.), Editions L'Harmattan (in press).

Rogard V. (2002), "Cadres, leaders et managers : autorité et influence" dans Traité de psychologie du travail (E. Brangier, C. louche & A. Lancry, Eds) Presses Universitaires de Nancy (in press).

Rogard V. (2002), "Cadres, leaders et managers : autorité et influence" dans Traité de psychologie du travail (E. Brangier, C. louche & A. Lancry, Eds) Presses Universitaires de Nancy (in press)

Rogard V. (2002) , "RÔLES ET STATUTS" dans encyclopédie des ressources humaines, Editions Economica, (in press)

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 publicatons:

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:

Sinangil, Handan Kepir. Marmara University, Fac. of Economics & Administrative Sciences, Dept. of Business Administration, 81040 Goztepe / Istanbul ,Turkey. (Tel.: (W) +90 (216) 3365273, (H) +90 (216) 432 3036; Fax: (W) +90 (216) 3458629 : (H) +90 (216) 432 3146; (GSM) +90 (532) 2667037; E-mail: sinangil@hamlin.cc.boun.edu.tr).

Research topics: Expatriate management, organizational culture, organizational development, performance appraisal (and management), selection, training and development.

Recent publications:

Anderson. N., Ones, D.S., Sinangil H.K., Viswesvaran, C. (Eds.) (2001). Handbook of Industrial, Work and Organizational Psychology, Personnel Psychology, Vol.1. London: Sage.

Anderson, N., Ones, D.S., Sinangil H.K., Viswesvaran, C. (Eds.) (2001). Handbook of Industrial, Work and Organizational Psychology, Organizational Psychology, Vol.2. London: Sage.

Sinangil, H.K. & Ones, D.S. (2001). Expatriate Management, In N. Anderson, D.S. Ones, H.K. Sinangil & C. Viswesvaran (Eds.) Handbook of Industrial, Work and Organizational Psychology, Vol.1. London: Sage.

Sinangil, H.K. & Avallone, F. (2001). Organizational Change and Development, In N. Anderson, D.S. Ones, H.K. Sinangil & C. Viswesvaran (Eds.) Handbook of Industrial, Work and Organizational Psychology, Vol2 London, Sage.

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:

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. (ur.) Psihologija - udžbenik za gimnazije, Deseto izdanje (Psychology – Textbook for High School, Tenth Edition) Zagreb: Školska knjiga, 2001.

Jerneić, Ž., & Šverko, B. Life-role changes in times of socioeconomic transition. *Review of Psychology*, 2001, 8, 41-47.

Šverko, B., Arambašić, L., & Galešić, M. Work-life balance among Croatian employees: Role time commitment, work-home interference, and well being. *Social Science Information* (in press).

Šverko, B., Akik, N., Babarović, T., Brčina, A., Palašek, M. & Šverko, I. Validity of e-advice: The evaluation of an Internet-based system for career planning. *International Journal for Educational and Vocational Guidance* (submitted for publication).

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 publications:

Spector, P. E., Cooper, C. L., Sanchez, J. I., O Driscoll, M., Sparks, K., Bernin, P., Büssing, A., Dewe, P., Hart, P., Lu, L., Miller, K., Renault de Moraes, L., Ostrognay, G. M., Pagon, M., Pitariu, H., Poelmans, S., Radhakrishnan, P., Russinova, V., Salamatov, V., Salgado, J., Shima, S., Siu, O. L., Stora, J. B., Teichmann, M., Theorell, T., Vlerick, P., Westman, M., Widerszal-Bazyl, M., Wong, P., & Yu, S. (In press). A 24 nation/territory study of work locus of control in relation to well-being at work: How generalizable are western findings? *Academy of Management Journal*.

Spector, P. E., Cooper, C. L., Sparks, K., Bernin, P., Büssing, A., Dewe, P., Lu, L., Miller, K., Renault de Moraes, L., O Driscoll, M., Pagon, M., Pitariu, H., Poelmans, S., Radhakrishnan, P., Russinova, V., Salamatov, V., Salgado, J., Sanchez, J. I., Shima, S., Siu, O. L., Stora, J. B., Teichmann, M., Theorell, T., Vlerick, P., Westman, M., Widerszal-Bazyl, M., Wong, P., & Yu, S. (In press). An international study of the psychometric properties of the Hofstede Values Survey Module 1994: A comparison of individual and country/province level results. *Applied Psychology: An International Review*.

M. Teichmann, Knowledge Management, digital teaching tool (in Estonian), PE Konsult AS, 2000

M. Teichmann, Teamwork, digital teaching tool (in Estonian), PE Konsult AS, 2000

M. Teichmann, Imago, digital teaching tool (in Estonian), PE Konsult AS, 2000

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

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

Recent publications:

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:

Vartiainen, Matti, Laboratory of Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology, P.O.Box 9500; Metsäneidonkuja 6; FIN-02015 HUT Helsinki. (Tel: +358-9-4513660; Mobile: +358-50-553380; Fax: +358-9-4513665; e-mail: matti.vartiainen@hut.fi;

<http://www.knowledge.hut.fi/projects/itss/>

<http://www.palkitseminen.hut.fi/>

<http://www.eawop.org>

<http://www.uta.fi/conference/rwl/>)

Research topics: Organizational innovations, dispersed teams and projects, project memory, knowledge and learning in projects, interorganizational learning mechanisms, knowledge support systems, total reward system

Recent publications:

Vartiainen, M., Avallone, F. & Anderson, N. (Eds.) (2000) Innovative theories, tools and practices in W&O psychology. Göttingen: Hogrefe & Huber. 323 p.

Vartiainen, M. (2001) Means of organizational memory to increase the redundancy of functions in work systems. In: Smith, M.J. & Salvendy, G. (Eds.) Systems, social and internationalization design aspects of human-computer interaction, vol. 2, pp. 43-47. Mahwah, NJ: Lawrence Erlbaum.

Vartiainen, M. (2001) The functionality of virtual organizations. In: Suomi, R. (Ed.) Proceedings of t-world 2001, Helsinki 13.9.2001. Labour Policy Studies, No. 231, pp. 273-292. Finland: Ministry of Labour.

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:

Wilpert, B..Psychology of Organizational Behavior. (2001).In N. J. Smelser & P.B. Baltes & (eds.), *International Encyclopedia of Social and Behavioral Sciences, Vol. 16* (pp. 10917-10921). Amsterdam: Elsevier.

Wilpert, B.The relevance of safety culture for nuclear power operations. (2001) In B. Wilpert & N. Itoigawa (eds.), *Safety Culture in Nuclear Power Operations* (pp. 5-18). London: Taylor & Francis.

Fahlbruch, B. & Wilpert, B. (2001) La notion de sécurité systémique: un nouveau domaine de recherche pour la psychologie industrielle. In M. Bourrier (ed.), *Organiser la Fiabilité* (pp. 107-142).. Paris: L'Harmattan.

Wilpert B.& N. Itoigawa (Eds.) (2001)*Safety Culture in Nuclear Power Operations*. London: Taylor & Francis.

Fahlbruch, B. & Wilpert, B. (2002) Aus- und Weiterbildung in Anlagen mit hohem Gefährdungspotenzial. *TU International*, 50/51, 37-39.

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. Psicología, 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:

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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:

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:

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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:

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Research topics:

Recent publications:

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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.

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:

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Research topics:

Recent publications:

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Research topics:

Recent publications:
