

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 44

WEB ADDRESS

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(BY JOSÉ MARIA PRIETO)

FEBRUARY, 2003

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1. Editorial

Dear colleagues,
this newsletter provides information about decisions taken at the CoCo meeting held in Paris December 14, 2002. You will also find the Programme of the ENOP Symposium to be held in Paris, 2003. A conceptual paper on perspectives of the ENOP development for 2003-2006 and a description of the project for a network of excellence on the theme “Information Society Technologies and Work Life Challenges” are presented for your consideration.

The newsletter contains also the final report of the Fourth ENOP Summer School (July, 2002, Paris), and key results of the Internet-based postgraduate Course in Work and Organizational Psychology that was established within the framework of the cooperation among four European universities.

Finally, the newsletter includes the updated contact information of the ENOP members, resumes of their research activities and publications in 2000-2002, and some other helpful information.

With best wishes,

Lyudmila Karamushka
Kyiv, February 2003

P.S. Special thanks to Erich Kirchler for helpful consultation regarding content of the Newsletter and for correcting the language.

2. CoCo-Meeting, December 2002

The CoCo-Meeting took place in Paris, on December 14, 2002. Anna Rocha Perazzo, Vincent Rogard, Erich Kirchler, Edward Konrad, Lyudmila Karamushka and Willy Haukedal participated in and discussed the following topics:

- 1) Symposium 2003
- 2) Expression of interests and relations of ENOP
- 3) Budget
- 4) ENOP new members
- 5) Newsletter
- 6) Business meeting 2003

2.1. Symposium 2003:

The next annual ENOP symposium will be held in Paris, MSH, on March 27-29, 2003 (business meeting on Saturday morning). ENOP decided to dedicate the 2003 symposium to

WORK MOTIVATION IN THE CONTEXT OF PAY AND THE PSYCHOLOGICAL CONTRACT OF WORK

Willy Haukedal has proposed the programme of the symposium which was discussed in details and approved by the CoCo. A detailed description of the programme can be found in the present newsletter.

2.2. Expression of interests and relations of ENOP:

Strategy of the ENOP development for 2002-2006 was elaborated by Vincert Rogard and Benhard Wilpert. Vincert Rogard presented the key ideas of this document (*see below*). He emphasized that ENOP is now called upon to go further and to make a new and original contribution to what today are acknowledged to be two priorities: a) construction of the European university space; b) internalization of research in the human and social sciences. In response to the interest shown, in the framework of the 6th PCRD, the ENOP submitted a project for a network of excellence on the theme "Information Society Technologies and Work Life Challenges" (*see below*). The interest expressed was the object of broad consultation within the ENOP network in the cooperation with the MSH, which is the organization submitting the proposal.

In the case of positive decision by the European Commission, the ENOP members have to discuss a new structure of ENOP, new forms of research projects and interactions at the business meeting on 29 March, 2003.

2.3. Budget:

Anna Rocha Perazzo has been presented the draft ENOP budget for 2003 fiscal year. The draft budget has been approved by the CoCo members.

2.4. ENOP new members:

Edward Konrad proposed the following colleague as new ENOP member:

- Fred Zijlstra, (Netherlands)

CoCo approves the proposal.

Some countries have no or not enough ENOP country representatives (e. g., Poland, Slovakia, Beldgium). It was proposed to search for possible candidates.

For different reasons, Frese Michal, Graversen Gert, Ignatov Marin, Louche Claude, Ratajczak Zofia, Stikar Jiri, and Zabrodin Yuri have terminated their membership in ENOP. We thank them very much for their valuable contributions.

2.5. Newsletter:

Lyudmila Karamushka informed that ENOP Newsletter will be issued at the end of January/ beginning of February, 2003.

2.6. Business meeting 2003:

Erich Kirchler reported that the next business meeting will take place at the MSN, Paris, France, and will start at 9.00 and finish at 13.00 on Saturday, March 29, 2003,

The agenda of the meeting will include following items:

- a) The ENOP future orientation: expression of interests and relations
- b) New organizational structure of the ENOP
- c) Reconstruction of the ENOP web page
- d) Postgraduate education
- e) Socrates/ Tempus
- f) Summer school (New project)
- g) Teaching reference model
- h) Researches and publications
- i) ENOP new members
- j) CoCo members and meeting
- k) Symposium - 2004
- l) Budget
- m) Other business

3. ENOP SYMPOSIUM 2003

Work motivation in the context of pay and the psychological contract of work

Paris, March 27-29

PROGRAMME

Thursday

- 1400-1500 Some official views on compensation trends in Europe
Invited speaker
- 1500-1530 Discussion
- 1530-1600 Coffee break
- 1600-1730 Experiences with pay and performance in large companies
Invited speaker

Friday

- 900-1030 Performance contingent pay and motivation. Some lessons from research.
Henk Thierry (University of Tilburg, Netherlands)
- 1030-1100 Coffee break
- 1100-1230 Pay, systems of compensation and theories of motivation.
Willy Haukedal (University of Bergen, Norway)
- 1230-1300 Discussion
- 1300-1400 Lunch
- 1400-1530 Pay and the psychological contract of work.
David Guest (King's college, London, UK)
- 1530-1600 Discussion
- 1600-1630 Coffee break
- 1630-1800 Preparation of business meeting

Saturday

- 0900-1300 Business meeting

4. EUROPEAN NETWORK OF ORGANIZATIONAL AND WORK PSYCHOLOGISTS (ENOP): Perspectives 2002-2006

New perspectives for ENOP

Ever since its creation, in 1980, ENOP has been providing organizational and work psychologists – teachers, researchers and practitioners – with a European cooperation framework to help deal with the new social and professional challenges spawned by European integration.

In these last days of 2002, ENOP numbers 37 professors of organizational and work psychology from 20 countries in Eastern and Western Europe. Membership requires affiliation with a university or an academic research institution in organizational and work psychology, as well as active personal participation in the ENOP programs. ENOP members often serve as bridgeheads for national research networks, so that ENOP's actions reach well beyond its own network. It is worth emphasizing from the start that there are very few examples, especially in the field of psychology, of a European academic network covering so large a geographical area and having such a stable, longstanding activity.

In many ways, ENOP has been one step ahead of the evolutions that have become imperative even beyond the borders of the European Union. With its achievements, ENOP is now called to go further and to make a new and original contribution to what today are acknowledged to be two priorities:

- a) Construction of the European university space**
- b) Internationalization of research in the human and social sciences.**

It is for this reason that the present report emphasizes ENOP's new objectives and projects rather than its past actions. The latter have been reported regularly to the MSH, and do not need to be reviewed here. The elements featured in this document are those that constitute the foundations and the pledge of the success of the new projects.

I.1 ENOP's place in the construction of the European university space

Diploma equivalences and the implementation of an ECTS credit system have already facilitated student movement among EU member countries. Generalization of the 3.5.8 scheme will provide the possibility of acquiring a truly European training by taking into account the strong points of the various European universities.

Student and teacher mobility have been one of ENOP's strong points from the outset. The existence of smoothly running European support programs should make it possible to achieve two new objectives:

- a) systematization of course offerings and exchanges up to level 5
- b) intensification of doctoral and post-doctoral programs.

Systematization of course offerings and exchanges up to level 5

Via ERASMUS, more and more level-3 and level-4 students are on the move. ENOP's objective here is to make the different university course offerings in its field easier to interpret. The considerable effort put in by ENOP's to conceive a "reference model for a European curriculum in organizational and work psychology" will be stressed here. ENOP will set up work groups whose objective will be to develop examples of content for the different courses. The aim is not so much to develop similar courses as to establish equivalences in terms of workload, modularity of the curriculum and calculation of ECTS credits.

Universities will list the parts of their curricula that feature in their third- and fourth-level course offerings. The ENOP Web site will provide an exhaustive list of the links to these universities' web pages. Eventually the ENOP site will become the principal gateway for academics in the field of European training in organizational and work psychology. It will aid students in putting together the best possible course of training. Pedagogical supports (video, case studies, analytical instruments...) will be gradually included, thus prolonging and amplifying the on-line training experience already developed by a workgroup made up of ENOP members (Austria, Hungary, Slovenia, Croatia).

Establishing this numerical European campus for organizational and work psychology involves looking for new means to go beyond the present small-scale model. In particular, ENOP will appoint a Webmaster in charge of articulating this initiative with MSH actions in the same area.

ENOP members will have an active role as national contacts and student advisors. In this way, a European map of courses in organizational and work psychology will gradually take shape.

Intensification of doctoral and post-doctoral programs

Since 1989 (in Berlin), ENOP has developed a summerschool model for graduate students that has proved itself. The fourth edition was held in Paris in July 2002 and received the European Summerschool label from the National Education Ministry. ENOP summerschools are distinguished by their duration (3–4 weeks) and their broad thematic coverage. In addition to the spin-offs from doctoral research, the primary result of these programs has been the constitution of young researcher networks. The group dynamics developed during the sessions continues in the form of long-lasting ties and the conduct of research on an international scale. Students meet on their own and submit collective contributions to European symposia (e.g. Lisbon, May 2003).

Other editions of the ENOP summerschool are planned for 2004 (Moscow or Valencia). But ENOP also has plans for a new type of action aimed at thesis students, in the form of residential doctoral seminars. 3–5 day meetings between some fifteen European doctoral candidates and experts working in the same field will be organized by ENOP. The purpose will be to encourage the circulation of ideas as well as to improve and deepen research in progress. A pilot seminar will be programmed for 2003/2004 in response to an internal ENOP call for submission. Applications will systematically be submitted to the European mobility-aid programs to help fund these actions.

Laboratory openings and training programs for post-doctoral students will be systematically gathered and posted within the ENOP and elsewhere.

I.2. ENOP and internationalization of human and social science research

Reaffirmation of a major role in enhancing the value of research

The long series of annual ENOP symposia and of thematic workshops¹ held with the support of ENOP, testify to the central role of the network in the international effort to enhance the value of research. Their broad conception has always enabled the integration of experts in the disciplines related to organizational and work psychology. The publications resulting from these meetings and encounters play a major role in informing the scientific community at large. This desire to favor theoretical and methodological exchanges on the most topical themes will remain one of the principal axes of ENOP's actions.

Optimization of ENOP's research potential: towards a network of excellence

When it comes to the conception and actual conduct of research, ENOP has in the past always supported a large number of projects involving international cooperation. Let us add that, owing to their problematics, the majority of ENOP projects have been interdisciplinary. The contacts established between network members have thus given rise to numerous cooperative research ventures that would never have seen the light of day without ENOP.

Conscious of the network's central position in European university research, the members of ENOP were unanimous in expressing the desire to optimize its potential for cooperation in research. This shared will to enter a new stage, in reality supposes something of an overhaul in terms of ENOP's objectives and means. While it plans to remain a network for academic exchange and enhancement of the value of research, ENOP will more than ever become a true international network for research through labeled research projects. These projects will be defined by deliberation among ENOP members and through analysis of the social demand in the area of work and organizational functioning. In order to favor this mutation, ENOP members decided unanimously to seek European funding and notified the active commitment of their institutions to this new perspective.

¹ The remarkable series of "New Technologies and Work" workshops (held with the support of the MSH and the Eindhoven and Berlin technological universities) as well as those on the topic of "Psychology and health Systems" will continue. Two workshops are already programmed for 2003.

In response to the interest shown, in the framework of the 6th PCRD, *ENOP submitted a project for a network of excellence on the theme “Information Society Technologies and Work Life Challenges”*. The interest expressed (*Annex A*) was the object of broad consultation within the ENOP network in cooperation with the MSH, which is the organization submitting the proposal.

Decoding of the documents produced by the Commission and the European call for submission due out on 17 December 2002 will provide a better idea of ENOP’s chances to obtain in the near future the network of excellence label and the means that go with it. In all events, the wills manifested within ENOP will certainly find an outlet.

Vincent Rogard & Bernhard Wilpert

November 2002

5. EXPRESSION OF INTEREST: NETWORK OF EXCELLENCE

Sixth Framework Programme of the European Community

For Research, Technological Development and Demonstration

Information Society Technologies and Work Life Challenges (1.1.2)

1. Problem Nature and Objectives

The dramatic influx of new information and communication technologies in work settings has concomitant dramatic consequences of change in working structures, work habits, competence demands, employment opportunities and unemployment. Further, these changes have also spill-over effects for non-work domains such as division of labour among family members and leisure activities. Given that already during the last decade of the past century more than every second work place was estimated to be directly affected by these technological dynamics and in view that the expansion of new information and communication technologies continues to progress in unabated manner, we may be justified to claim that European societies are facing here a tremendously towering challenge. The challenge poses critical demands on several levels which may for purposes of illustration be mentioned: On the individual level they refer to personal adaptation and flexibility demands, readiness for continued education; on the work group level they refer to new patterns of division of work, new working conditions and demands, team work and social competences; on the organizational level they imply new organizational structures, leadership styles, personnel recruitment, selection and development; on the institutional level they ask for new educational methods and approaches; on the national level are required new labour market policies and industrial relations; on the international level educational equivalence and mobility structures need to be implemented.

During the first decades after World War II US American approaches and concepts dominated the field of organization sciences. Only during the 1970ies began a European awakening which lead to the formation of genuinely European conceptualisations in response to specific needs of the continent. In many countries high level scientific work was conducted. However, by and large, these efforts are spread over many countries without much of integration in the field of research. Besides experiences shows that among European countries, particularly between East and West Europe, exists considerable diversity but also, to a lesser extend, between Northern and Southern Europe.

The proposed Network of Excellence “Information Society Technologies and Work Life” (1.1.2) aims at to explore the kind of Work and Organizational Psychology and its linkages to relevant sister disciplines which reflect distinctive European traditions and perspectives. As such distinctly European features might be considered industrial democracy; social partnership; a concern for health and well –being at work; the relation between work,

employment and community; education and personal growth, the activity oriented approach to work design. Thus, the proposed Network of Excellence strives to integrate these various strands under a common theme in order to arrive at an institutionalized form of cooperation in the interest of a first class European competence network in relevant research activities.

2. Feasibility of the proposed Network of Excellence

Starting point and Basis of the proposed Network of Excellence is provided by an already existing network, though somewhat different from the intended one: the European Network of Organizational and Work Psychologists (ENOP). ENOP was created in 1980 out of an acute awareness that the progress of European integration posed novel challenges both for scientific inquiry as well as professional practice which called for renewed efforts in information exchange, scientific cooperation and concerted European action of all social sciences.

This problem-oriented focus called for a strategy to transcend received national borders and monodisciplinary traditions. Thus, ENOP formed part of the European wide trend in the 70s and 80s among social sciences to develop a more genuine European outlook in social science research and application.

ENOP consists of close to 36 professors in W/O Psychology from about 20 East and West European countries. Membership is linked to a respective university or academic position in W/O Psychology and personal commitment and active involvement in ENOP programs. Member selection is based on international reputation and demonstrated superior scientific achievements

ENOP is facilitated by a small administrative support structure (scientific secretariat) and modest but critical program support in terms of seed money and support for participants from East European countries provided by the Maison des Sciences de l'Homme (MSH). Throughout its existence ENOP strove to extend its cooperation and services to East and Middle European countries. While no formal charter or bylaws nor representational roles (president or similar functions) limit the collective responsibility of all members, implementation and realisation of program elements are carried out by way of drastic decentralization, i.e. various members take on operational functions individually or in specific task forces depending on their interest and competence.

As can be seen from Annex B, ENOP activities have covered a wide gamut of interdisciplinary programs:

- Academic exchange and communication through annual thematic symposia and a series of workshops
- Student and staff exchange through support from the Maison des Sciences (Paris) during the early 1980ies, later from ERASMUS
- Educational programs such as the development of a “European Framework for a University Curriculum in Work and Organizational Psychology “ (see Annex C)
- A series of Summer Schools for post-graduate studies (Berlin, 1989; Tilburg, 1992; Budapest, 1997; Paris, 2002).
- International interdisciplinary research
- A library support program for East and Middle European universities

- Consultation missions in order to assist in the formation of national research networks
- Joint book publications

The seniority and superior competence of ENOP members and associated scientists offer a unique opportunity to create an interdisciplinary mentor-mentee process through the workshops and summer schools which help to develop a European perspective and network also among junior researchers.

An ENOP internet home page, an e-communication platform and a bi-annual Newsletter facilitate intensive internal communication.

In conclusion: With ENOP as a starting point and basis which can bring considerable experience and know how of European cooperation to the proposed Network of Excellence It could provide a focal point for the debate on and development of key themes in the area of IST and work life challenges for collaborative research and development in a salient attempt to integrate across relevant themes, identify emerging issues, crystallize sub-theme oriented research groups and serve as a vehicle for dissemination of findings. In short, the venture appears ideally ready and poised to implement a major European effort in creating a superior ensemble of competence in the thematic area of Information Society Technologies and Work Life.

3. Thematic Foci and Institutional Partners of the proposed Network of Excellence

Although no comprehensive statement of the ultimate selection of thematic foci and cooperating institutional partners is intended at this stage, the following topics and institutions may be mentioned due to their past track records and long-range planning. The following list of possible thematic foci may easily be regrouped into three different levels, each of which presents significant challenges for the Network of Excellence: the individual or work place level, the level of personnel issues, and the organizational or systems level and its interaction with society (see Annex C):

1. Tele-Work (University of Technology Delft)
2. IST and risk/risk prevention, mental health and well-being (universities of Valencia, Stockholm, Oldenburg, Grenoble II)
3. IST and aging work force (Free university Amsterdam, Paris V)
4. Organizational Culture and Leadership Strategies of introducing new information technologies in work settings (universities of Valencia, Liege, Paris V, Grenoble II, Free University Amsterdam)
5. Expanding e-learning in university education (universities of Zagreb, Madrid Computense, London, Budapest, Vienna, Ljubljana, Institute of Psychology (Kyiv)
6. Concepts and structures for continued education in work sciences (university of Dublin)
7. Knowledge and organizational learning in high hazard organizations, safety and risk management (universities of Bern, Budapest, Berlin University of Technology, Grenoble II)
8. Intra-organizational models of knowledge sharing, innovation and inter-organizational collaboration (Berlin University of Technology, University of Leuven)
9. IST in medical care (universities of Technical University Munich, universities of

Valencia, Ghent, Grenoble II)

10. Standards for tasks Norms and work place design (universities of Oldenburg, Paris V)

11. Mental work load, work time arrangements (universities of Oldenburg, Moscow)

12. Personnel selection, recruitment, assessment, career planning, psycho-social audits (universities of Zagreb, Lisbon, Ljubljana, Edinburgh, Patras, Barcelona, Institute of Psychology (Kyiv)

13. Methodological approaches to integrate interdisciplinary research (this would have to be a collective task of all participating partners)

All individual ENOP members are leaders of research units in which a great number of doctoral students and post-docs who are actively involved in the research areas mentioned. Thus the actual number of researchers in the proposed Network of Excellence goes far beyond the 37 ENOP members and constitutes a critical mass of 100-120 researchers with a time perspective of critical research contributions of at least a decade. It is envisaged that the emergent network should link up also with existing national research networks (e.g. the French Réseau National de Recherche en Psychologie du Travail et des Organisations which consists of another ten research center). Thus, the Network of Excellence could be complemented by additional research foci such on the formation of identities in transitional situations and the evolution of professional practices in the context of IST.

The nature of the general thematic of the proposed Network of Excellence makes it necessary that Interfaces for cooperation with various social sciences will have to be actively exploited, such as with ethnology/anthropology (methodological approaches and socio-cultural aspects); sociology (work related issues and social acceptance of new technologies; business administration (economic consequences), engineering sciences (work setting design and man-machine interfaces).

4. Organizational Infrastructure

The MSH is uniquely experienced in coordinating international cooperation in the human sciences. This expertise is one of the most precious assets for the proposed Network of Excellence. It offers some basic administrative infrastructure which may and will be complemented by additional staff and volunteer work by ENOP members to help in coordinative tasks.

The existing e-platform of ENOP will be expanded in order to facilitate exchange among partners and documentation of results for general public.

A programme committee of seven members will coordinate planning and implementation of annual programmes. A scientific advisory board of three members (one EU-representative and two senior academics from the field of information technologies and organization sciences will review the program and the results of the Network.

5. First Steps toward Implementation of the Network of Excellence

Apart from establishing the requisite infrastructural bases (program committee, advisory committee, scientific coordination person, administrative support) a first step will have to be

a plenary meeting of the members who will join the Network in the beginning (“kick-off”). The function of this meeting is to create the necessary collective identity, to agree on the scope of activities and the necessary competences for the research, including the need for cooptation of other institutional disciplines in the Network.

Right after the plenary meeting the various topical sub-groups will spread out to conduct short workshop-type meetings. The function of these workshops will be to precise the specific research projects to be carried out within the various sub-topics. These initial workshops will have to be followed by additional project workshops where theoretical bases and methodological approaches are agreed upon.

After roughly one year of active research work another plenary meeting will be called for to discuss further the links among the various projects and their complementary aspects forming the integral character of the Network.

The Network of Excellence will use existing national institutions of dissemination of research findings.

Dissemination of results will be carried out through various complementary channels:

- General information activities through national structure of information on scientific research
- International topical symposia with outside participation
- Monograph publications and contributions to international conferences and learned journals
- Conduct of a bi-annual post-graduate Summer School

6. Conclusion

Starting out from an already highly select group of academics from more than 20 European countries, the proposed Network of Excellence offers a unique opportunity to utilize the experience and competence gathered and to widen the scope of activities in bringing together the leading European social scientists in concerted, institutionalized and interdisciplinary efforts of joint research work in a most pressing societal problem domain. A particular emphasis will be given to the formation of young European scientists in the area of IST. Furthermore, in co-opting researchers from countries where certain deficits may exist in the level of relevant research, a certain service function is fulfilled to create an overall European level of excellence which would be of a particularly high ranking quality world-wide.

**On the behalf of ENOP,
Vincent Rogard & Bernhard Wilpert**

6. FOURTH ENOP SUMMER SCHOOL (DOCTORAL COURSE): FINAL REPORT

INFORMATION TECHNOLOGY WORK AND ORGANIZATIONAL PSYCHOLOGY

PARIS, JULY 2-20, 2002

Organized by the

University René Descartes - Paris V

and the

European Network of Work and Organizational Psychology (ENOP)

in cooperation with the

Maison des Sciences de l'Homme

After Berlin (1989), Tilburg (1992) and Budapest (1997), the fourth ENOP European Postgraduate Summerschool *Information Technology Work And Organizational Psychology* took place on the premises of the University René-Descartes (Paris) from July 2 –20, 2002. The summerschool was planned under auspices of ENOP with the support of the French Ministry of Education and Research and the Maison des Sciences de l'Homme (Paris). The city of Boulogne-Billancourt offered some facilities for summerschool participants.

The funding of the summerschool was assured through grants from the French Ministry of Education and Research², the Université René Descartes, Maison des Sciences de l'Homme and fees from participants.

The *general purpose* of the summerschool was to give work psychologists and professional in related disciplines a comprehensive view of the problems of the human being in his/her technological environment.

More precisely, *the objectives of the summer school* were:

1. To increase the problem awareness and sensitivity of the participants to issues raised by the introduction of information technologies in work settings.
2. To familiarise the participants with the main analytic approaches and intervention techniques offered by work and organizational psychology and ergonomics.
3. To equip participants with basic criteria to evaluate given strategy options of introducing information technology in culturally different work settings;

² The ENOP summerschool was recognized as part of the program « Université Européennes d'Eté » of the Ministry and received therefore a high financial support.

4. To provide a synopsis of the major trends in technological development and its diffusion to various fields of application ;

5. To foster international cooperation in coping with the challenging work demands.

1. PARTICIPANTS

47 students from 16 countries applied to the summerschool. The average age of the applicants was 28 years and three months and 62,4 % were female.

Finally, a selection committee selected 25 applicants at the end of March during a meeting held in Paris. A waiting list of five applicants was also formed in case of cancellation. Only one applicant has cancelled his participation due to urgent family matters. The participants came from 19 European universities. We can add also that professors who were not member of ENOP recommended 28% of them.

2. THE PROGRAM

The three weeks of the program cover all the topics linked with the introduction and development of information technologies in work settings : use of IT in assessment and learning, implementation phase and organizational climate, health of the workers and ergonomics standards. This approach was complemented by other relevant topics (industrial relations, organizational learning and change, psychological contract,...).

General didactic philosophy was to divide each day into two parts : a morning unit with inputs from staff member and an afternoon unit for inputs of the participants and group activities. Therefore three main kinds of activities were developed :

- Lectures from a member of the staff or an invited lecturer
- Presentation of their own research by participants
- Autonomous work groups activities and individual activities called Reading, Practice and Consultation(R, P &C)
- Site Visits

3. ORGANIZATION

4.1 Location of the course

The course took place in the building of the University Paris V located at Boulogne Billancourt. The campus offered a very good infrastructure :

- Computer rooms with Net access
- The oldest and most famous French library in the domain of psychology and related fields
- Seminar and common rooms

4.2 Students housing

Rooms for all the participants (except two) were rented at the Cité Internationale Universitaire. It is a very charming place offering facilities for leisure, cultural, sports activities,... but also bank branch, post office and more.

4.3. Fee

The base for the student fee was 620 Euros. The fee includes :

- **Housing facilities** (directly paid to the Cité by the Organization)
- **Standards meals** (lunch and dinner) during the whole summerschool (including weekends). The price of one meal is 2,40 Euros. The only exception is the lunch during site visits.
- The use of **public transport** within Paris for the duration of the summerschool. The price of such card (carte orange) was about 45 Euros.
- **Travel to and from Paris** (train basis) at the most of 170 euros.
- The use of all **facilities**, course materials and tutorial fees

Therefore the students **have only to make a first payment of 365 euros** {620€ less 120 € (Meals), 45€ (card orange), 90€ (advance on travel costs)}. Some students applied **wa** for reducing fees. The organizer decided to give reduction to some eastern students. **The final cost for most of the student s 285 Euros.**

4. EVALUATION

Two months after the end of the summerschool, participants received an evaluation questionnaire to complete. The following aspects are based on the 23 questionnaires (92%) returned to the organization.

a) Fulfilment of the goals of the summerschool from the point of view of participants

Scale from 1 (Fully achieved) to 5 (not at all fulfil)

GOALS	Mean (sd)
To increase the problem awareness and sensitivity of the participants to issues raised by the introduction of information technologies in work settings:	1,6 (.68)
To :familiarize the participants with the main analytic approaches and intervention techniques offered by work and organizational psychology and ergonomics	2,2 (.77)
To equip participants with basic criteria to evaluate given strategy options of	2.6 (.68)

introducing information technology in culturally different work settings:	
To provide a synopsis of the major trends in technological development and its diffusion to various fields of application:	1,95 (1)
To foster international cooperation in coping with the challenging work demands:	1,75 (.79)

Table I - Fulfilment of the goals of the summerschool

It can be seen in the Table I that the main goals of the summerschool had been fulfilled. The goal the less fulfilled in the opinion of participants was related to the way to implement information technology in culturally different work settings.

b) Personal expectations of participants

Of course, participants don't share the same expectations depending from many factors (country, research topic, age,...). So a question was related to the achievement of personal expectations of participants. The mean of answers was 2 (.79) on a five points scale from 1 (Fulfilled) to 5 (Not fulfilled). So the meeting of one's expectations was positively evaluated.

c) General impression on the summerschool.

Two months later, comments on the general impression of the summerschool are still very positive. For most of the participants it was a very intense experience on the human and scientific point of view.

d) The composition of the group

The composition of the group was judged very positively :

-“ The heterogeneity of the participants' backgrounds (many different countries, academics and practitioners) provided an interesting platform for debate. It meant that no single perspective became privileged “,

- “I really enjoyed having a lot of nationalities. Of course, it takes few days to know each other, but I think we did quite well at the end”

-“ Good mix of people from different countries, study areas and ages. “...

e) The overall architecture of the course and the time distribution

The overall architecture of the course was generally judged positively. The time-sharing between teaching units, subgroups activities and individual work was judged positively. Some participants claim about the two hours of travel each day to reach the university. Also, some participants were expecting more time for their individual work and the use of the library facilities (on this last point, specially people from eastern counties).

f) The composition of the staff

Most of the participants judged positively the teaching staff even if the gender repartition was not so good (too few females). Some participants take care of the difference in the level of involvement of member in the teaching staff.

g) The teaching units

The item dealing with the evaluation of teaching units was open. Some of the students used a scale from one to five (the best score) and others have made some open comments less or more detailed.

Each member of the teaching staff received the complete evaluation of his unit on three aspects : Content, Didactics and Relevance.

	Content		Didactics		Relevance	
	<i>m</i>		<i>m</i>		<i>m</i>	
All units	4,05		4,26		4,09	

Table II - General mean for content, didactics, relevance for the whole twelve teaching units.

As we can see the evaluation of units was generally very positive. It appears, that students are very aware of the dynamic of the teaching. They expect to learn new contents and not only general overview of the topic. We can add that the twelve speakers received positive comments.

h) The general organization of the summerschool

Comments on the general organization of the summerschool are extremely positive. The housing in the Cité internationale and the facilities (Teaching room, Library , Computer room) offered by the university were judged like very good. The special atmosphere of the Cité was a *plus* for a lot of students :

✓ “ *The atmosphere was very good. We had the chance to socialize and to work. Also the students in the Cite were very nice to us, inviting us to their social events. The facilities were quite ok. The only thing I missed at the Cité was bad internet accessibilities*”.

✓ “*It was really exciting, because it was a place where we could meet people of different countries. The environment of the Cité (trees, grass,...), it was a nice place to live for 20 days.*

✓ “ *never seen such a nice campus before, it was a little like being in a movie* “

And so on...

Flowers to the organization : ... not necessary to make citations here !

5. FINANCIAL REPORT

We gave below the financial report including post-summer school activities (evaluation meeting) related to the design of a junior research network. It can be seen in the Table III, that such project was possible only with the main financial support of the French Ministry of Education. Due to this support, the cost of the summer school was quite low for students. Therefore, the participation of eastern students was easier.

Support from the Minister	12000	
Support from Paris V (International relations)	1150	
Students Fee	7855	
Support from the MSH	400	
Housing students (Cité Internationale)		10450
Travel Students		1360
Travel Teaching staff + <i>per diems</i>		3396
Housing staff		2817
Farewell party/ Site Visit		964
Didactics		226
Teaching costs		390
Final report (<i>schedule</i>)		200
Administration, Secretary,...		400
Evaluation meeting, post-summer school activities (<i>schedule</i>)		1202
	21405	21405

Table III – Financial balance of the IVth ENOP Summer school

It could be added that the organization decided to attribute grant to three eastern students and that four students received grants in their country.

6. THE POST SUMMERSCHOOL

One of main goal of the summer school is to favour the design of young researchers network in the field of work and Organizational Psychology. For this reason post summer school activities are very important in the spirit of organizers.

At this time, it could be said that most the participants of the summer school would participate to the EAWOP (European Association of Work and Organizational psychology) congress scheduled in Lisbon in May 2003. A symposium based on the subgroups research had been submitted to the organizers. Two post-summer school meetings would be held during this congress with members of the teaching staff (evaluation) and students (scheduled actions).

7. PROSPECTS FOR THE FUTURE

The success of this Fourth ENOP summerschool confirm that this kind of educational venture play a major role in the aim to foster international cooperation between young researchers. Therefore the series of ENOP summerschools will be continued. New candidates for organizational responsibility will emerge from ENOP.

In the same time, ENOP prospect the way to develop new doctoral activities. For instance, doctoral workshops on current research topics are in prospect and internet courses are still ready to be use. In the future, the aim of ENOP is to provide a wide range of doctoral activities combining the use of new technologies and different format of exchange and teaching meeting. In this view, the summerschool model is the starting reference for new developments.

Vincent ROGARD

7. INTERWOP: NEW DEVELOPMENTS IN WORK AND ORGANIZATIONAL PSYCHOLOGY

INTERWOP, an Internet-based postgraduate course in Work and Organizational Psychology was established within the frameworks of a cooperation between four European universities: the Budapest University of Technology and Economic Sciences, University of Ljubljana, University of Vienna, and the University of Zagreb under the auspices of ENOP. Using the Internet for transmitting the teaching materials, discussing the opinions about the readings, suggestions, giving remarks by the professors, and for the assessment of the students' achievement made it possible that PhD students geographically far from each other could learn from leading specialists of particular issues in W/O Psychology, from each other, and from up-to-date scientific literature. The aim of the course was to offer PhD students an international platform of learning and mutual exchange. The organizers and professors of the course were: Miklos Antalovits, Lajos Izso, Edvard Konrad, Erich Kirchler and Branimir Sverko.

Structure of the course

The course held the title: „New developments in Work and Organizational Psychology: An International Perspective”. It consisted of four modules, each addressing important and actual issues in W/O Psychology. Each of the modules were supervised by one of the organizers and professionalist of the particular area. The modules were made up by three topics lasting two weeks each. During the period of two weeks participants read scientific literature and discussed it via the Internet. The first module started in October 2001, the last finished in May 2002. The course was intruduced by a workshop held in Zagreb in September 2001 and finished by another held in Budapest, in May 2002. The aim of the Zagreb workshop was to explain the goals, structure and tasks of the seminar to the participating students, and to offer possibility for personal meeting and acquaintance thus facilitating the later internet-based communication between them. The purpose of the Budapest workshop was to evaluate the contribution of the students and the whole course.

The four modules and the topics were the following:

1. New developments in assessment and selection
 - a. What are the current changes in the world of work and how do they affect the traditional selection model? What are the emerging themes in selection and assessment?
 - b. What are the advantages of computerized assessment? How to use computers for innovate assessment?
 - c. Parallel vs. serial approach to ability assessment: What is time-sharing ability, what evidence supports its existence, and what is its predictive potential.
2. Psychology of human computer interaction
 - a. Theoretical basis for Human-Computer Interaction.

- b. Methodology of evaluating and designing user interfaces.
 - c. Usability studies: design issues of web-sites and user interfaces of mobile phones.
- 3. Organizational culture
 - a. Theoretical bases of organizational climate and culture.
 - b. Methodological issues related to organizational culture.
 - c. Organizational culture in international perspective.
- 4. Household decisions / Economic psychology
 - a. Economic Psychology as an interdisciplinary field of research.
 - b. Economic Decisions within the Private Household: Research Methods.
 - c. Economic Decisions within the Private Household: Determinants of Influence.

Participant

Participants of the course were PhD students in the field of Work and Organizational Psychology from Austria, Croatia, Hungary, Slovenia and Ukraine.

Method

The frames of distance learning were provided by WEBCT, a sophisticated program for web-based teaching, offered to the course by the University of Zagreb. The discussions were opened by a “Starter” contribution written by one of the students. It summarized the articles and suggested questions, problems to discuss for the participants. At the end of each topic an other student closed the session with a “Finisher” contribution summarizing the discussion. In each module students had to submit two contributions in each (but at least in two) topic. The main types of contributions were the following: opinions of the students about the actual topic, the reading material, bringing relevant theory and research, presenting practical experiences related to the topic, posing questions to other students, giving remarks on earlier contributions. Contributions were transmitted via e-mails, sent to every student in the group. The role of the professors was that of monitoring the discussion, motivating the students for sharing their opinion, and if they have found necessary, correcting misunderstandings, and suggesting further issues for discussion. As the aim of the course was to facilitate the active learning of PhD students, professors kept back from direct interventions to the discussions in most of the cases. At the end of each module, professors evaluated students’ contributions.

Assessment

Students’ contributions were assessed by their frequency, quantity and quality. According to the overall rates of the students the quality of their contributions were generally very high, and also the frequency was at least acceptable in most of the cases. Fourteen students have completed the course and have received a certificate with 6 ECTS-units. The students overall achievement was appropriate: all but two of them received proper and outstanding grades. The method proved to be adequate for PhD students: it required active participation from them, thus facilitating problem solving and creative thinking, and on the mean time it’s flexibility allowed for individual learning pace.

Evaluation of the Internet-based course

This first trial of an internet based seminar in W/O Psychology proved to be successful. The discussions of the students were comprehensive, creative, provocative. Students reacted on each others comments, facilitated each others thinking. The discussion proved to be more

than just a summary and critic of the literature, new thoughts, ideas were emerging. Although a specific incident turned up in the discussions: coming from the relatively short time for a topic, students have started to submit their contributions only in the second half of the two-week period, thus making difficult to think over others opinion, and to react on them.

At the end of the last module students have filled out an evaluating questionnaire about the course. According to this evaluation the main profit of the course for students was, that it offered them new viewpoints, new information, gave an opportunity to practice their English, and to make new relationships. The students found the preparation for the course fairly demanding, and the pace of the course a little bit fast. Satisfaction was very high with the user interface. The role of the starter and the finisher was highly appreciated. Most of the starter and finisher contributions were very well done, they were comprehensive summaries of the articles or the discussion. Students also highly evaluated the personal meetings in the workshops. Some students suggested to have even more personal meeting during a course. The students were satisfied with the content of the modules, they found that the modules were investigating the current issues of work and organizational psychology. They have found the readings interesting, informative, valuable and scientifically up-to-date. Students thought that the discussions revealed new information not explicitly found in the texts, so the method proved to be appropriate for the purpose of the course.

Suggestions of the students for future courses

The majority of the students suggested to devote more time for the topics and have longer intervals between the modules to have time for reading the teaching material. The students would have preferred the professors to participate more actively in the discussions, and to give more feed-back. Issues that students would like to have included in a future course: more topics about economic psychology and web-usability, computer mediated communication, virtual teams, psychosocial factoras at work, HRM issues, trust. A technical proposal coming from students was to use mailing list technique instead of logging in on a homepage.

Conclusion

Relying on the succes of this pilot program, Internet-based seminars can and should be an integral part of the training of PhD students in W/O Psychology in Europe. Taking into consideration the experiences of this course and the suggestions made by students the course should be enlarged as much in the number of participants and participating countries as in the topics addressed. The ENOP would be the appropriate promoter and facilitator of this European-wide enlargement in accordance with the Bologna process.

Miklos ANTOLOVITS

8. ENOP-Member Research Interests and Publications

In this section you will find a list of 37 ENOP members, their addresses and research topics as well publications dated 2000 and 2002 indicated by the members.

1. 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.

2. 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:

3. 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.

4.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:

5.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:

6.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:

7.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:

8.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:

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

10.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.

11.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:

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 - Individnen - Organisationen - Samhället*. [Stress. Molecules - Individuals - Organizations - Society.] Stockholm: Liber. Pp. 62-66. (In Swedish)

12.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 publicatons:

13.Karamushka, Lyudmila. Institute of Psychology, 2 Pan'kivska Str. 01033 Kyiv, Ukraine. (Tel: +38 044 244 37 19, Fax: +38 044 4509816; e-mail: LKARAMA01@yahoo.co.uk)

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

Recent publicatons:

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 Teeparakul, 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*, Vol.33, No 2, March 2002, p.188-208.

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 , 2002,136 p.(In Ukrainian)

14.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:

15.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.

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

Kirchler, E. & Hölzl, E. (2002). *Arbeitsgestaltung in Organisationen*. Wien: WUV.

Rodler, C., Kirchler, E. & Hölzl, E. (2001). Gender stereotypes of leaders: An analysis of the contents of obituaries from 1974 to 1998. *Sex Roles*, 45, Nos. 11/12, 827-843.

Kirchler, E. & Maciejovsky, B. (2002). Simultaneous over- and underconfidence: Evidence from experimental asset markets. *Journal of Risk and Uncertainty*, 25(1), 65-85.

Albert, M., G uth, W., Kirchler, E. & Maciejovsky, B. (2002). Holistic experimentation versus decomposition: An ultimatum experiment. *Journal of Economic Behavior & Organization*, 48(4), 445-453.

H lzl, E., Kirchler, E. & Rodler, C. (2002). Hindsight bias in economic expectations: I knew all along what I want to hear. *Journal of Applied Psychology*, 87(3), 437-443.

El-Sehity, T., Haumer, H., Helmenstein, C., Kirchler, E. & Maciejovsky, B. (2002). Hindsight bias and individual risk attitude within the context of experimental asset markets. *Journal of Psychology and Financial Markets*, 3, 227-235.

Kirchler, E., Sobotka, R. & Rodler, C. (2002). Zufriedenheit und Commitment von Bankkunden – Eine Anwendung des Investmentmodells. *Jahrbuch der Absatz- und Verbrauchsforschung*, 48, 366-386.

Kirchler, E. & H lzl, E. (2003). Economic Psychology. *International Review of Industrial and Organizational Psychology*, 18, 29-80.

16.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 publicatons:

17.Kouabenan, R mi. Universit  Pierre Mend s, UFR SHS, D partement 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:

18.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:

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

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

Recent publicatons:

20.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:

21.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:

22.Prieto, José, M. Department of Individual Differences and Work Psychology, Universidad Complutense, Fac. Psicología, Campus Somosaguas, E-28223 Madrid, Spain (Tel. +34 91 3943236; Fax: +36 91 3943189; e-mail: jmprieto@psi.ucm.es).

Research topics: See the following internet sites:

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

Recent publicatons:

23. 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:

24. 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:

25. 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:

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)

26.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:

27.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:

28.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:

29.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, Vol.2 London, Sage.

30.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).

31.Teichmann, Mare. Technical University of Tallin, 5 Ehitajate Tee, EE-0026 Tallinn, Estonia. (Tel. +372 2 6202650; Fax: +372 2 6202020; e-mail: pekonsult@trenet.ee).

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

Recent publicatons:

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

32. 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:

33. Trentini, Giancarlo. University of Venice, Ca' Foscari, Palazzo Nani Mocenigo, Dorsoduro 960, I-30123 Venice, Italy (Tel. +39 041 2577220; Fax: +39 02 866677; e-mail: gtrentin@unive.it).

Research topics: Group and leadership, general and specific interview, values and work, institutional fundamentals of interview in organizational research and intervention.

Recent publications:

34. 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.

35. 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:

36. 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:

37. 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 publications:

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*.

Former ENOP members:

1.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:

2.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:

3.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:

4.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:

5.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:

6.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:

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

Research topics:

Recent publications:

8.Forteza, José 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:

9.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:

10.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:

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

Research topics:

Recent publications:

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

Research topics:

Recent publications:

13.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:

14.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:

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

Research topics:

Recent publications:

16.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:

17.Louche, Claude. Psychologie du Travail et des Organisations, Université Paul Valéry, Route de Mende, F-34199-Montpellier Cedex 5, France. (Tel. +33 4 67142174; Fax: +33 4 67142052; e-mail louche@danaid.univ-montp3.fr).

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

Recent publicatons:

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).

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)

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).

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

Research topics:

Recent publications:

19.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:

20.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:

21.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:

22.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:

23.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:

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

Research topics:

Recent publications:

25.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:

26.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:

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

Research topics:

Recent publications:

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

Research topics:

Recent publications:

29.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:

30.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: