

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 45

WEB ADDRESS

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

JUNE, 2003

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1. Editorial

Dear colleagues,

This newsletter provides information about decisions taken at the business meeting held in Paris, March 28, 2003. You will also find the brief report of the 2003 ENOP-symposium "Work motivation in the content of pay and the psychological contract of work", some information about joint activity of ENOP and EAWOP, as well as updated addresses of ENOP members, their research activities, publications in 2002-2003 and other helpful information.

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

Lyudmila Karamushka
Kyiv, June 2003

P.S. Thanks to Erich Kirchler for some consultation regarding the context of the newsletter.

2. Business Meeting 2003

The 2003 ENOP business meeting, chaired by Jose Maria Peiro, took place at MSH, Paris, on **March 28, 2003**, with the following agenda:

- a) ENOP and the 6PCRD: perspectives (follow up to the preparatory discussion)
- b) ENOP web-site and ENOP newsletter
- c) Summer school
- d) Reference model
- e) Postgraduate education and e-learning
- f) Workshops and conferences
- g) Research and publications
- h) ENOP new members
- i) CoCo members and CoCo meeting
- j) Symposium 2004
- k) Budget
- l) Other matters (miscellanies)

a) ENOP and the 6PCRD: perspectives (follow up to the preparatory discussion)

The decision was made to establish special Working Group aimed at further development of the project of participation of ENOP in the 6PCRD. *The members of the Group* are:

Wilpert, Bernhard
Rogard, Vincent
Antalovits, Miklos
Peiró, José, M.
Prieto, José, M.
Vartiainen, Matti

Objectives of the Group are:

- determination of most suitable sub-programmes, thematic priorities and research areas in the Sixth Framework Programme of the European Community (FP6) for creation of the Network of Excellence, involving most or all members of the ENOP;
- conducting a special electronic survey among members of the ENOP to clarify areas of their scientific interests and their participation in the Network of Excellence;

- analysis of the data obtained;
- design of the project to submit to the European Commission (for call in December 2003).

b) ENOP web-site and ENOP newsletter

Vincent Rogard reported about future reorganisation of ENOP web-site. José Maria Prieto with support of his university (Madrid, Spain) will be responsible for reorganisation of ENOP web-site according to modern IT requirements. The issues related to the web-site concept (categories of the information, access to the information, the role of the web-site in interactions of professors and students, etc.) were discussed.

Lyudmila Karamushka will keep her responsibility for Newsletter preparation. Newsletters will be placed on the ENOP web-site.

c) Summer School

The next ENOP summer school is planned for 2004 (Moscow or Valencia). The opportunities for this important scientific event in these countries are in process of evaluation. The results of this evaluation will be discussed at the CoCo meeting in October 2003.

d) 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. To assess experience in this area it was decided to establish *special working group* comprising:

Ratajczak, Zofia (Chair)
Kirchler Erich
Peiro José. M.
Sinangil Handan Kepir
Vartiainen Matti

The Group will analyse as well approaches to implementation of the European Diploma of Psychology (this idea was developed by EFPA in the framework of the Leonardo da Vinci program funded by the EU) in relation to the ENOP reference model.

e) Postgraduate education and e-learning:

- Branimir Sverko said that INTERWOP, an *Internet-based postgraduate course in Work and Organizational Psychology* which was established within the frameworks of 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) will be on-going. Special meeting of the representatives of these universities and the Institute of Psychology (Kyiv) took place before the Symposium. Content, timeline and new forms of implementation of the Course were discussed. Colleagues interesting in cooperation in this area are invited to participate.

-It was discussed as well that the ENOP is planning new type of activities aimed at preparation of students' thesis (in the form of *residential doctoral seminars*). 3–5 day meetings between some of fifteen European doctoral candidates and experts working in the same field will be organised by the ENOP. The purpose is to encourage the circulation of ideas as well as to improve and deepen research.

f) Workshops and conferences

- Bernhard Wilpert announced that *the workshop of the international study group "New Technologies and Work (NeTWork)"* will take place at the conference site of the Berlin-Brandenburg Academy of Science, in Blankensee, near Berlin, May 29-31. This the 22nd annual workshop will cover the topic "Safety in the Design Process". 20 personally invited scholars from Europe and the USA will participate.
- André Bussing announced the *VIIIth European Conference on Organizational Psychology and Health Care* (Vienna, Austria, October 8-11, 2003). (More information at www.univie.ac.at/enopconf).
- Handan Kepir Sinangil informed that *XII European Congress of Work and Organizational Psychology* will take place in May 2005 in Istanbul, Turkey. (More details at sinangil@boun.edu.tr).

Other Congresses, workshops and conferences:

June 3-5, 2003. IAREP Workshop in the Euro as currency and symbol. University of Vienna, Austria. For more and up to date information see: <http://mailbox.univie.ac.at/stephan.muehlbacher/euro/>

June 22–25, 2003. 55th Annual Conference of the Society for Human Resource Management. Philadelphia, PA. Contact: SHRM, (703) 548-3440 or www.shrm.org

June 22-25, 2003. 27th Annual Conference of the International Personnel Management Association Assessment Council "Exploring New Horizons in Assessment". Baltimore, Maryland. Contact: IPMA, (703) 549-7100 or www.ipmaac.org

July 6-11, 2003. 8th European Congress of Psychology. Vienna, Austria. Contact: <http://www.psychocongress.at>, e-mail: info@psychocongress.at

July 14-19, 2003. Organizational Development (O.D.) World Congress. Tilajari, Costa Rica Contact: Organization Development Institute, (440) 729-7419 or <http://members.aol.com/odinst>

July 14-19, 2003. [The 13th Annual O.D. Networks Worldwide](#), Tilajari, Costa Rica. Contact: Organization Development Institute, (440) 729-7419 or <http://members.aol.com/odinst>

October 22-26, 2003. International Conference "Conflicts in Organizations". Kyiv, Ukraine. Contact: Institute of Psychology of Ukraine +39 044 450 98 16, E-mail: LKARAMA01@yahoo.co.uk

November 6-9, 2003. 44th Annual Meeting of Psychonomic Society. Contact: <http://www.psychonomic.org/meet.htm>

November 6, 2003. The 33rd Annual Meeting of the Society for Computers in Psychology (SCiP). Vancouver, Canada. Contact: www.scip.ws

April 2-4, 2004. 19th Annual Conference of Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association). Contact: <http://www.siop.org>

July 3-8, 2005. 9th European Congress of Psychology. Granada, Spain. Contact: <http://www.ecp2005.com>

g) Research and publications:

- John Hurley presented recent edition "*Scientific Research Effectiveness: The Organisational Dimension*" (2003). Kluwer Academic, Dordrecht.
- Erich Kirchler and Erik Holsl presented "*Economic Psychology*" (Chapter 2) in International Review of Industrial and Organizational Psychology, 2003, vol. 18.
- Presentations and discussions at the annual symposia and workshops are 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.

h) ENOP new members: Zijlstra Fred (Netherlands) was invited to attend the 2003 Symposium and to join ENOP. He was unanimously accepted and welcomed to ENOP.

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

i) CoCo members and meeting: CoCo 2003/4 consists of the following members:

Wilpert Bernhard (contact with MSH)

Rogard Vincert (contact with MSH from France, budget issues)

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

Zijlstra Fred (responsible for ENOP membership)

Sinangil, Handan K. (responsible for ENOP symposium - 2004)

Henk Van der Flier

Lyudmila Karamushka (Eastern Europe representative, Newsletter Editor)

Edvard Konrad was responsible in CoCo for ENOP membership during last 6 years. *Colleagues appreciate very much his valuable contributions.*

<p><i>The next CoCo meeting will take place at MSH, Friday, October 31, 2003, 10.00.</i></p>

j) Symposium 2004

Some proposals for next year's symposium were discussed. It was agreed that preliminary topic of the symposium will be devoted to the

<p style="text-align: center;">DESIGNING CURRICULA OF W&O PSYCHOLOGY - INPUT AND CONTENTS AND OUTPUT OF SKILLS.</p>

Symposium is going to take place in **Paris, March 25-27, 2004.**

Handan K. Sinangil will be responsible for the organisation of the symposium; CoCo will approve the detailed topic of the Symposium 2004.

k) Budget: The financial situation is as usual.

l) Other matters (miscellanies): No.

3. Short report on the 2003 ENOP-symposium: Work motivation in the context of pay and the psychological contract of work

The 2003 ENOP symposium was about work motivation in the context of pay and the psychological contract of work. It started on Thursday, March 27th. Although not relevant at all, it must be remarked that the weather was splendid – framing the symposium most beautifully.

The first day of the proceedings contained two sessions. First of all, personnel manager **Ole Banggren of Siemens, Norway**, gave a presentation of their experiences with designing and implementing a results contingent pay system. One of their challenges was transforming themselves from a stable bureaucratic firm, with life long employment, to a results driven company of "business partnerships" (employees). It is now all about value creation in the service of the company, and result contingent rewards. Mr. Banggren proceeded to give an informative, open and engaging account of experiences gained with the design and implementation of this reward system.

The next issue this Thursday was chaired by **Vincent Rogard**, and was about the very central decision of which way to develop the ENOP in the future. One of the drivers behind this issue is the 6PCRD, to which ENOP may apply for research grants. Such an action must be based upon a motivation to develop ENOP into a research network, and Vincent Rogard led the discussion to a conclusion on such issues.

Friday consisted of three sessions. The first was prepared by **Willy Haukedal**, presenting an overview of issues related to pay, systems of compensation and theories of motivation. While there seems to be an accelerating interest in developing various schemes of result contingent rewards, their efficiency are seldom measured in a rigorous way. Moreover, most such projects have a tenuous relationship to motivation theory, raising questions of behavioural consequences. Some research findings were presented illustrating some of the issues raised.

Henk Thierry then gave a most thorough presentation of some of his most central lessons gained from his extensive research on performance contingent pay and

motivation. Amongst several informative issues raised was that pay and money will have strong psychological meaning for the individual, in addition to their apparent material value.

*Willy Haukedal,
University of Bergen, Norway*

4. Joint activity of ENOP and EAWOP (Joint Meeting of members of the Task Force on the Status and Enlargement of Work and Organisational Psychology in New/Future EU Countries (EAWOP) and the Group of ENOP members from the new and future EU Countries)

European Association of Work and Organizational Psychology (EAWOP) is continuing with its mission of cooperation and enlargement of Work and Organisational Psychology in Europe since its official establishment in 1991. As W/O psychologists (WOPs), we believe the profession will enlarge through cooperation and development of its members and organisations. In regard to this objective, the Task Force (TF) aims to focus on the status and the state of art of WOP in different countries with special emphasis on new/future EU countries.

The TF was initiated by EAWOP (2002) and has strong connections with the International Association of Applied Psychology (IAAP), European Network of Organizational and Work Psychologists (ENOP), Society of Industrial and Organizational Psychology (SIOP).

The TF see **its mission** as enlarging the role of WOP in Europe and internationally. The major priority of this development is to work with psychologists in new and future European Union (EU) countries. A key issue of this development is the promotion of WOP to public and private organisations in each European country and internationally. A fundamental contribution to this process will be using new learning and teaching technologies for WOP knowledge management (e.g., e-learning and distance teaching methods using digital teaching tools).

Discussion of the development of WOP in future EU countries focused on **four main aspects** by the Task Force group:

- Description of state of art of WOP. It is through a survey with a short questionnaire is used for this purpose in each country.

- Development of European standards in WOP for future EU countries.
- Recognition of practice and teaching. It is anticipated that BPS Division of Occupational Psychology Model of Chartership would advise the development of a practising certificate for future EU countries. The use of this model will be pursued in cooperation with the BPS.
- Development of life-long learning (continuous professional development, CPD) to maintain the development of W/O psychologists.

The *starting point* for this work was a survey to understand the state of the art in future EU countries. The participants of this study were an expert panel comprising ENOP and EAWOP members and other W/O psychologists known to the TF members. The *second phase* of actions are to set up firm links with professional bodies that will provide the models for certification of practice and teaching.

It is anticipated that much of this development will be carried out using e-learning and distance teaching tools (such as video lectures) developed across national boundaries. The value of these developments will be to transfer and strengthen knowledge in WOP. In addition the identity and image of WOP could be enlarged and developed through these activities.

The need for post-graduate programmes is critical for future EU countries. However, the institutions and professional WOP associations in these countries need to have the ability to train post-graduates and practitioners to a recognised standard. Once practitioners have achieved a recognised level of knowledge, skills and abilities at the level of European standards these must be maintained during their period of practice. A programme of life-long learning or continuous professional development (CPD) will be established to maintain effective practice.

Postgraduate programmes will form the foundation of development in future EU countries. The TF decided *to adopt the ENOP WOP reference model* as the minimum standard for this work.

In order to be able to find out the country needs and provide further data for survey, a meeting **was held in Paris on 28 March 2003 with a group of ENOP members from new and future EU countries.** The survey questionnaire was distributed to work and organizational psychologists who

could be considered as subject matter experts (SME's) from their country. Data were collected through *the contributions of ENOP and EAWOP members from 8 countries*, namely Croatia (Sverko, Branimir), Estonia (Teichmann, Mare), Hungary (Antalovits, Miklos), Poland (Ratajczak, Zofia), Russia (Leonova, Anna), Slovenia (Konrad, Edvard), Turkey (Sinangil, Handan Kepir) and Ukraine (Karamushka, Lyudmila).

Some of the results (see Tables 1-4) indicate that the range of the number of W/O psychologists in each country is between 20 to 6000, due to the respondents (Table 1). Both undergraduate and graduate programs in work and organizational psychology exist in each country (Table 2) in the sample group. Distance learning programs in W/O Psychology with new technology exists in most of the countries except of Russia, Turkey and Ukraine (Table 3). A licensing system to control and in some ways to develop work and organizational psychologists does not exist in any of these 8 countries, except of some attempts undertaken in Croatia only.

This allows any professional, not only W/O psychologists to function as consultants for organizations without expertise, with “do it yourself” methods which hinders the development of W/O Psychology and its utility.

As the following stage, the Task Force aims to organize a **2 days workshop for W/O psychologists** (fluency in English is essential) from new and future EU countries **in October, 2003**. The workshop site is offered at **Tallinn Technical University by Mare Teichmann**. Task Force group is in search of funds to actualise this program at its best to provide optimal contributions to the participants who will be the educators and trainers in their countries.

*Handan Kepir Sinangil
Marmara University, Istanbul ,Turkey.*

**1. How many WOP are practising in your country?
How many of them are members of EAWOP?**

Table 1.

Country	Practising Psychologists	EAWOP members
CROATIA	230	some dozen
ESTONIA	≈ 20	1
HUNGARY	250	
POLAND	4000/6000	(few)
RUSSIA	500/700	(very few)
SLOVENIA	200	3
TURKEY	50	10/12
UKRAINE	≈200/300	≈20

2. How do W/O psychologists gain their qualification to practice?

Table 2.

Country	University degree in Psychology	Master & PhD	Certificate/ Seminars
CROATIA	√	√	
ESTONIA	√		
HUNGARY	√	√	
POLAND	√	√	
RUSSIA	√	√	√
SLOVENIA	√	√	
TURKEY	√	√	√
UKRAINE		√	

3. What do you need to develop WOP in your country?

Table 3.

Country	Expert advice	Distance learning tools	More Post-graduate programs	Other
CROATIA	√			
ESTONIA	√	√	√	More demand from organizations. National/EU occupational standards.
HUNGARY				Regular national WOP Congress
POLAND	√	√		Going in labour market, better contact with top managers
RUSSIA	√	√	√	International contact
SLOVENIA				Demand from organizations.
TURKEY	√	√	√	More postgraduate programs. National/EU occupational standards. More demand from organizations.
UKRAINIA	√	√	√	Contact EAWOP, ENOP, literature, international projects

5. ENOP-Member Research Interests and Publications

In this section you will find a list of 39 ENOP members, their addresses and research topics as well as publications dated 2002 and 2003 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.

2. Bouwen, Rene. D. Work and Organisational 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, organisational culture, conflict management, group effectiveness and development, multi-party collaboration.

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

Büssing, A. (2002). Trust and its relation to commitment and involvement in work and organisations. *Journal of Industrial Psychology (Special edition on organisational change and trust)*, 28, 33-39.

Büssing, A. & Herbig, B. (2003). Implicit knowledge and experience in work and organizations. In C. L. Cooper & I. T. Robertson (Eds.), *International Review of Industrial and Organisational Psychology*, 18, 239-280.

4. Coetsier, Pol. Department of Personnel Management, Work and Organisational 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.

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.

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

Research topics:

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

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:

Employment contracts, psychological contracts and well-being; human resource management and performance; careers and commitment; the changing nature of employment relations.

Recent publications:

Guest D. Perspectives on the study of work-life balance.(2002) Social Science Information 41,2, 255-279

Guest D., Conway, N.(2002) Communicating the psychological contract: an employer perspective. Human Resource Management Journal 12, 2, 22-38

Guest D., Conway, N.(2002) Pressure at Work and the Psychological Contract London: CIPD

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.

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. (Ed) Scientific Research Effectiveness: The Organisational Dimension. Kluwer Academic, Dordrecht 2003

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; web-site: www.psychology.su.se/units/ao).

Research topics:

Biopsychosocial study of work, stress, and health; women's career patterns, work-life balance; burnout and chronic stress.

Recent publications:

Isaksson, K., Johansson, G. & Lindroth, S., & Sverke, M. (2002). Women's Health, Work and Education in a Life-Span Perspective: Timing of childbirth and education: A live event approach to female career patterns. IDA/Department of psychology, Stockholm University, No. 82.

Isaksson, K. & Johansson, G. (2003). Managing older employees after downsizing. Scandinavian Journal of Management, 19, 1-15.

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.

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

Research topics:

Organisational innovation, organisational climate and culture; conflict management; leadership in educational and other organizations.

Recent publications:

Karamushka L. (Ed.) Psychological counselling of managers.- Kyiv: Interregional Academy of Management , 2002,136 p.

Karamushka L. Principle of humanistic management as one of principle of educational management. Journal "Education and management", Vol.5, No4, 2002, p.45-60.

Karamushka L. Management Psychology. -Kyiv: Institute of Psychology, 2003, 225 p.

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.freeserve.co.uk).

Research topics:

Recruitment; graduate selection; career management; strategic human resource management and selection.

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:

Kirchler, E. & Schrott, A. (2003). Entscheidungen in Organisationen. Arbeits- und Organisationspsychologie 4. Wien: WUV.

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

Meier-Pesti, K. & Kirchler, E. (2003). Attitudes towards the Euro by national identity and relative national status. Journal of Economic Psychology, 24, 293-299.

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:

Organisational climate and culture; work motivation; careers; leadership.

Recent publicatons:

Konrad E. Knowledge management: new wisdom or transient fashion. AS. Andrag. spoznan., 2002, letn.8, št.3/4, str.70-79.

Konrad E. Eastern and western managers look on culture of their countries. V: Aktual'ni problemi psihologii. Tom 1. Kiiv: Institut psihologii, 2002, str. 145-154, .

Konrad E. Occupational safety and organizational learning. V: Zbornik referatov. Ljubljana: Univerza v Ljubljani, Fakulteta za kemijo in kemijsko tehnologijo, Oddelek za tehniško varnost, 2003.

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

Research topics:

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

Recent publications:

Kouabenan, D.R. (2002). Occupation, driving experience, and risk and accident perception. *Journal of Risk Research*, 5 (1), 49-68.

Kouabenan, D.R. & Dubois, M. (2003) (eds). *Les risques professionnels : évolution des approches. Nouvelles perspectives*. Toulouse : Octarès éditions.

Kouabenan, D.R., Conche, P., & Cecon, C. (2003). Les pratiques de prévention dans une entreprise nucléaire : vers une approche humaine et psychologique de la sécurité. In D.R. Kouabenan, & M. Dubois (coord.), *Les risques professionnels : évolution des approches. Nouvelles perspectives*. Toulouse : Octarès éditions.

18. Leonova, Anna. Department of Work and Organisational Psychology, Moscow State University, 8/5 Mockovskaya 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

19. 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 shift work), ergonomics, human reliability.

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).

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 socialisation 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:

Peiró, JM., García-montalvo, J., Y Gracia, F. (2002): How do Young People with Job Flexibility?. Demographic and Psychological Antecedents of the resistance to accept a hob with non-preferred flexibility features. *Applied Psychology. An International Review*, 51 (1), 43-66.

Gonzalez-romá, V., Peiró, JM., Y Tordera, N. (2002): An Examination of the Antecedents and Moderator Influences of Climate Strength. *Journal of Applied Psychology*, 87 (3), 465-473.

Zornoza, A., Ripoll, P. Y Peiró, JM. (2002): Conflict Management in groups that work in two different communication contexts. Face-to-face and computer-mediated communication. *Small Group Research*, 33, 5, 481-508.

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/>

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".

24. Ratajczak, Zofia University of Silesia, Institute of Psychology, Grazynskiego, 53, 40-126 Katowice, Poland. (Tel. +48 32 2589-933; Fax +48 32 2599-605; E-mail: zofrataj@US.EDU.PL).

Research topics:

Psychology of unemployment.

Recent publicatons:

Ratajczak Z. Stres przeklety-stres blogowslawiony. O psychologicznych mechanizmach zaradnosci w sytuacjach zagrozenia.(Distress and eustress. On the psychological mechanizms of resourcefulness in threatening situations), (2002), In: Theoretical and clinical issues of the coping wit stress), I. Heszen-Niejodek,(ed.), Poznan, SPiA., p. 37-47.

Ratajczak Z. Utrata pracy-kryzys, czy wyzwanie. O psychologicznych mechanizmach zaradnosci. Job loss, Crisis in challenging situation. Psychological machanizms of resourcefulness, "Kolokwia Psychologiczne", 2002, v. 10, p. 165-177.

25. 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.

26. 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. (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.

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.

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 .

27. 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:

Organizational socialization; time perspective and work; unemployment, professional competences; psychology of professions.

Recent publications:

Sarchielli G., Fraccaroli F., Le professioni dello psicologo, Milano, R.Cortina, 2002

Fraccaroli F., Sarchielli G., E' tempo di lavoro? Per una psicologia dei tempi lavorativi, Bologna, Clueb, 2002

Depolo M., Fraccaroli F., Guglielmi D., Mariani M., Sarchielli G., L'incertitude à l'égard de l'avenir professionnel: une recherche longitudinale chez des étudiants de doctorat, "L'Orientation scolaire e Professionnelle", 2001, 30 (1), 49-62.

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

Research topics:

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

Recent publications:

Salanova, M., Peiró, J.M & Schaufeli, W.B. (2002). Self-efficacy specificity and burnout among information technology workers: An extension of the Job Demands Control Model. *European Journal of Work & Organisational Psychology*, 11, 1-25.

Salanova, M, Llorens, S., Cifre, E., Martinez, I & Schaufeli, W.B. (2003). Perceived collective efficacy, subjective well-being and task performance among electronic work groups: An experimental study. *Small Groups Research*, 34, 43-73.

Kalimo, R., Taris, T.W. & Schaufeli, W.B. (2003) The effects of past and anticipated future downsizing on survivor well-being: An equity perspective. *Journal of Occupational Health Psychology*, 8, 91-109.

29. 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.

30. 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@boun.edu.tr)

Research topics:

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

Recent publications:

Sinangil, H.K., Ones, D.S. (2003). Gender Differences in Expatriate Job Performance, *Applied Psychology: An International Review*, Vol.52, 3, July.

Avallone, F., Sinangil, H.K., Caetano, A. Eds. (2003). Identity and Diversity in Organizations-, Milano, Guerini Studio.

31. 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., Arambašić, L., & Galešić, M. Work-life balance among Croatian employees: role time commitment, work-home interference, and well being. *Social Science Information*, 2002, 41 (2), 281-301.

Šverko, B. Internet-based career planning: A contribution to its evaluation. In E. Cifre, M. Salanova & M. D. Martinez-Peres (Eds.) *New information technology and work psychology: European trends towards fitting individual, job and organizational characteristics to new information technology*", CD-rom (e-book). Castelló, Spain: Universitat Jaume I, 2002.

Šverko, B., Akik, N., Babarović, T., Brčina, A., & Šverko, I. (2002) Validity of e-advice: The evaluation of and Internet-based system for career planning. *Internt. Jnl.for Educational and Vocational Guidance*, 2, 193-215.

32. 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, organisational culture and values exchange at international companies

Recent publicatons:

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. 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*, 2002, 51(1), pp170-178.

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

Research topics:

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

Recent publicatons:

Aaltonen, P., Ikävalko, H., Mantere, S., Teikari, V., Ventä, M. & Währn, H. (2002) *Tiellä strategiastaan toimintaan* (On the road from strategy to action). Helsinki: Yliopistopaino, p.91.

Mantere, S., Hämäläinen, V., Aaltonen, P., Ikävalko, H. & Teikari, V. (2003). *Organisaation strategian to teuttaminen* (how to imlement the organizations strategy). Helsinki: Edita, p. 146.

34. 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 organisational research and intervention.

Recent publicatons:

Trentini G. (2002), Epilogo, in "La qualità della morte" (a cura di L. Pinkus, A. Filiberti), Franco Angeli, Milano, pp. 237-240

Trentini G. (2002), Natura e cultura: le componenti della formazione del leader, in Atti 1° Leadership Forum, Economist Conferences, Roma, pp. 4-20.

Trentini G. (2002), Le mandat original de la Cité universitaire: de la forêt au champ, du champ à la cité, in La Cité internationale universitaire de Paris: 75 ans d'évolutions, Ed. Darantiere, Dijon, pp. 79-91.

35.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:

Organisational innovations, dispersed teams and projects, project memory, knowledge and learning in projects, inter-organisational learning mechanisms, knowledge support systems, total reward system

Recent publications:

Simola, A., Hakonen, M., Ruuska, I. & Vartiainen, M. (2002) Inter-project learning and knowledge sharing - a case study of software project managers. In: Smeds, R. (Ed.) Continuous Innovation in Business Processes and Networks, Proceedings of 4th International CINet Conference, September 15-18.2002, Espoo, Finland, pp. 605-614.

Ruuska, I., Simola, A. & Vartiainen, M. (2002) Communities of practice in interorganizational knowledge sharing - a case study of a community in ICT corporation. In: Smeds, R. (Ed.) Continuous Innovation in Business Processes and Networks, Proceedings of 4th International CINet Conference, September 15-18.2002, Espoo, Finland, pp. 593-604.

Vartiainen, M. & Hakonen, M. (2002) The functionality of virtual teams. In: Proceedings of 6th International Workshop on Teamworking, 16-17 September 2002, Malmö, Sweden, pp. 361-383. Malmö University.

36. Van der Flier, Henk. Department of Work and Organizational Psychology, Vrije

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Research topics:

Personnel selection, fairness, work conditions.

Recent publicatons:

37. 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).

38. 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:

Fahlbruch, B. & Wilpert, B. Goals, claims, and difficulties of safety interventions.(2002) In B. Wilpert & B. Fahlbruch (eds.), System Safety. Challenges and Pitfalls of Intervention (pp. 7-15). Oxford: Elsevier Science.

B. Wilpert & B. Fahlbruch (Eds.) (2002) System Safety. Challenges and Pitfalls of Intervention. Oxford: Elsevier Science.

39. Zijlstra, Fred University of Surrey, Department. of Psychology, GU2 8XH GUILDFORD, Surrey, UK (Tel.: 44 1483686945, E-mail: f.zijlstra@surrey.ac.uk).

Research topics:

Regulation of effort investment, and recovery after work; job rehabilitation and work resumption of people with stress-related mental health problems (burn out, ect.)

Recent publication:

Deelstra, J.T., Peeters, M.C.W., Schaufeli, W.B., Stroebe, W., Zijlstra, F.R.H., Van Doornen, L.P., (2003). Receiving social support at work: when help is not welcome. Journal of Applied Psychology, Vol 88(2), pp 324- 331

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