

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No. 46*

*WEB ADDRESS*

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

*(BY JOSÉ MARIA PRIETO)*

*DECEMBER, 2003*

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# ***ENOP NEWSLETTER No. 46***

## ***DECEMBER, 2003***

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### **1. Editorial**

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting held in Paris on October 31, 2003. You will also find the Programme of the ENOP Symposium to be held in Paris, 2004. Brief description of the project for a Network of excellence entitled "Work and Quality of Life in Knowledge Society. Towards an integrated interdisciplinary European Research Programme" is presented for your consideration.

The Newsletter contains also information about "W/O Psychology e-learning course at Tallinn Technical University (TTU)". Finally, the Newsletter includes the updated contact information of the ENOP members, resumes of their research activities and publications in 2002-2003, and some other helpful information.

Merry Christmas and a Happy New Year!

With best wishes,

Lyudmila Karamushka  
Kyiv, December 2003

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

## 2. CoCo-Meeting, October 2003

The CoCo-Meeting took place in Paris, on October 31, 2003. Bernhard Wilpert, Vincent Rogard, Erich Kirchler, Fred Zijlstra, Handan Sinangil and Lyudmila Karamushka participated in and discussed the following topics:

- a) 6PCRD
- b) Summer school
- c) ENOP web-site and ENOP Newsletter
- d) Postgraduate education and e-learning
- e) Reference model development
- f) ENOP new members
- g) Congresses, workshops, conferences
- h) Symposium -2004
- i) Budget
- j) Business meeting 2004
- k) Other business

### ***a) 6PCRD:***

*Bernhard Wilpert and Vincent Rogard* have reported about the progress achieved in the field of an application development for a NoE to the European Union. They have informed that, during the last Business Meeting (March 2003) a drafting committee (José, M. Peiró, Vincent Rogard, Mare Teichman, Matti Vartiainen, Bernhard Wilpert) has been founded in order to prepare such an application document for the proposed ENOP NoE under the European Union's 6<sup>th</sup> Framework Programme. During three meetings (Lisbon, Paris), the drafting committee has worked towards this end.

Altogether 20 colleagues (three of them were outside of ENOP) have responded to call for participation in the NoE (beginning of June 2003). They will be the starting Partners within the NoE. Their submissions have preliminarily been grouped into eight research areas plus one area for sharing an excellence.

*Vincent Rogard* has informed that considerable work will still have to be completed until the final submission deadline (December 10, 2003, 17:00) by the Partners within the next three weeks. Vincent Rogard and Bernhard Wilpert will finalise the application (a document of presumably some 400 pages). The final application will be sent to all Partners and ENOP members.

The CoCo encouraged rapid continuation of the project.

Brief description of the project for a Network of excellence entitled "Work and Quality of Life in Knowledge Society. Towards an integrated interdisciplinary European Research Programme" can be found in the present Newsletter.

***b) Summer School:***

*Vincent Rogard* informed that the next ENOP summer school is planned for 2005 in Valencia. The opportunities for this important scientific event in this country, especially financial finding, are in process of evaluation.

***c) 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.

*Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. Newsletters will be placed on the ENOP web-site. *Lyudmila Karamushka* informed that next ENOP Newsletter will be issued by the end of December, 2003.

***d) Postgraduate education and e-learning:***

- *Erich Kirchler* informed that Internet-based postgraduate course in Work and Organizational Psychology, which was established within the framework 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. Colleagues interesting in cooperation in this area are invited to participate.
- *Mare Teichmann* (Tallinn Technical University) has initiated sub-project of the ENOP proposed project called “Activities to spread excellence – educational programmes”. The purpose of the sub-project is to work out a collection and database of electronic teaching materials to teach work and organisational psychology related courses at the universities all over Europe free of charge. The contribution of the ENOP members to the project would be preparing a 45 minute top level academic lecture, including slides, based on the topics of the European Curriculum in W/O Psychology Reference Model and having a digital video recording made.

Information about positive experience of Tallinn Technical University in working out digital teaching materials and using them at the university level at Estonian universities can be found in the present Newsletter.

***e) Reference model development:***

Information about ENOP reference model and its implication will be discussed at the ENOP Symposium 2004.

Special working group comprising Ratajczak Zofia (Chair), Kirchler Erich, Peiro José. M., Sinangil Handan Kepir, Vartiainen Matti evaluates appropriate experience in this area (at the 2<sup>nd</sup> stage of the model development).

*f) ENOP new members:*

Fred Zijlstra recommended the following colleagues as new ENOP members:

- Prof. Francesco Avalone (Italy);
- Prof. Mogens Agervold (Denmark).

CoCo approved the proposal.

*g) Congresses, workshops, conferences :*

- **March 4-6, 2004.** Society of Psychologists in Management. Annual Conference. San Francisco. USA. (Contact: [www.spim.org](http://www.spim.org))
- **April 2-4, 2004.** 19<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association). Contact: <http://www.siop.org>
- **May 10-12, 2004.** The Fifth Conference on Psychology and Health. Kerkrade, Netherlands. Contact: Wilmar Schaufeli ([w.schaufeli@fss.uu.nl](mailto:w.schaufeli@fss.uu.nl))  
<http://pandh.fss.uu.nl/rolduc4.htm>
- **May 2004.** Workshop "Organizational and Work Psychology in Ukraine in the context of European integration". Kyiv, Ukraine. (Contact: Lyudmila Karamushka LKARAMA01@yahoo.co.uk)
- **June 27-30, 2004.** Society for Human Resource Management. Annual Conference. New Orleans, USA (Contact: [www.shrm.org](http://www.shrm.org) ).
- **August 8-13, 2004.** 28<sup>th</sup> International Congress of Psychology ( ISP 2004). Beijing, China. (Contact: <http://www.icp2004.org>; <http://www.icp2004.cn> ).
- **May 2005.** XII European Congress of Work and Organizational Psychology. Istanbul, Turkey. (Contact with: Handan Kepir Sinangil [sinangil@boun.edu.tr](mailto:sinangil@boun.edu.tr)).
- **July 3-8, 2005.** 9<sup>th</sup> European Congress of Psychology. Granada, Spain. Contact: <http://www.ecp2005.com>

*h) Symposium 2004:*

The next annual ENOP Symposium will be held in Paris, MSH, on March 25-27, 2004. ENOP decided to dedicate the 2004 symposium to

**DESIGNING CURRICULA - INPUT AND CONTENTS AND  
OUTPUT OF SKILLS**

*Handan Sinangil* 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.

***i) Budget:***

Due to the fact that the funds provided by MSH are limited, and the fact that ENOP's activities are expanding, the budget has to be reconsidered and restructured. Also taking into account that the European Union will be enlarged in 2004 since 10 new member states will join the EU, CoCo suggests to reconsider the way of providing financial support to the ENOP members to attend the annual symposium.

CoCo would like to suggest that ENOP members of EU member states will in principle no longer receive financial support to attend the Annual Symposium. However, there will be a hardship fund to which ENOP members may apply for financial support. Applications for support will be considered upon by the CoCo meeting in October. Therefore applications have to be submitted to the CoCo by October 1<sup>st</sup> of the year preceding the annual symposium.

It is proposed that this new rule will first apply for the 2005 Symposium.

***j) Business meeting 2003:***

The next business meeting will take place at the MSN, Paris, France, and will start at 9.00 and finish at 12.00 on Saturday, March 27, 2004. The agenda of business meeting will be discussed on Friday, March 26, 2004 (17.00 -18.00).

***k) Other matters (miscellanies): N/A.***

# 3. ENOP SYMPOSIUM 2004

## Designing Curricula - Input and Contents and Output of Skills

Paris, March 25-27, 2004

### PROGRAMME

#### Thursday

14:00 - 14:15	Introduction
14:15 - 15:00	Information about ENOP reference models and its implication <i>Jose Maria Peiro-Silla</i>
15:00 - 15:30	Discussion
15:30 - 15:45	Coffee break
15:45 - 16:30	Professional skills required for work and organizational Psychologists – “A competence Based Curriculum for European Work and Organizational Psychology” <i>Robert A Roe</i>
16:30 - 17:00	Discussion
17:00 - 18:00	Euro Psyche T: A Framework for Curriculum Development <i>Invited speaker</i>

#### Friday

09:00 - 10:30	Euro Psyche T: Continued and Discussion <i>Invited speaker</i>
10:30 - 10:45	Coffee break
10:45 - 13:00	Introduction of Workshops – WOP Curricula of Master <i>Erich Kirchler</i>
13:00 - 14:00	Lunch
14:00 - 15:30	Workshop work and preparation of reports
14:30 - 15:45	Coffee break
15:45 - 17:00	Presentations and Discussion
17:00 - 18:00	Preparation for business meeting <i>Erich Kirchler &amp; Vincent Rogard</i>

#### Saturday

09:00 - 12:00	Business meeting
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## 4. THE PROJECT OF NETWORK OF EXCELLENCE

On December 9, the project of proposed Network of excellence based on ENOP was delivered to Brussels. 18 universities partners + the Maison des sciences de l'Homme were finally included in the Network. The developed proposals were included in a final document comprising 400 pages. Summary and objectives of the NoE are presented below.

**Proposal full title:** *Work and Quality of Life in Knowledge Society. Towards an integrated interdisciplinary European Research Programme*

Proposal acronym: WQL

Type of instrument: Network of Excellence comprising

- Maison des Science de l'Homme Foundation, Paris, France
- Université René Descartes-Paris V, Paris, France
- Budapest University of Technology and Economics, Budapest, Hungary
- Katholieke Universiteit Leuven, Leuven, Belgium
- University of Vienna, Vienna, Austria
- Université Pierre Mendès-France, Grenoble, France
- Universitat de Valencia, Valencia, Spain
- Kings College London, London, United Kingdom
- Universidad Computense, Madrid, Spain
- University of Silesia, Katowice, Poland
- University of Zagreb, Zagreb, Croatia
- Technical University of Tallin, Tallinn, Estonia
- Helsinki University of Technology, Helsinki, Finland
- Vrije Universiteit Amsterdam, Amsterdam, the Netherlands
- Technische Universität Berlin, Berlin, Germany
- University of Surrey, Surrey, United Kingdom
- Delft University of Technology, Delft, the Netherlands
- Universidad de Sevilla, Sevilla, Spain
- Marmara University, Istanbul, Turkey.

The **overall objective** of the proposed Network of Excellence, planned for a four years period, is to integrate existing work related European research strands and expand those in international comparative and interdisciplinary manner in order to arrive at an institutionalised form of interdisciplinary co-operation in the interest of forming a first class European competence network in relevant research activities. In order to achieve this general objective *more specific objectives* will be aimed during the four year period planned in this document:

- Develop common and/or shared research infrastructures, methodologies, indicators, statistics, databases, etc.

- Develop links with major national and international level research programs or activities in the area of changes in work
- Contribute to the development of training programs including particular provisions for young scientists
- Develop and disseminate reviews of state-of-art that may be used for research and teaching as well as for policy makers and more general audiences
- Contribute to strengthening the scientific knowledge-bases for policies at the EU-level, including policy development, analysis and assessment
- Map research competencies in Europe and beyond in the field of changes of work in a knowledge society
- Remain open and outward looking and make appropriate provisions to assist those who wish and are able to join during the implementation period of the NoE.

One objective during the starting phase of the proposed Network of Excellence will, therefore, be to use the social and scientific expertise and human capital built up by ENOP (the European Network of Organisational and Work Psychologists) over more than 20 years, to conduct national and international comparative studies of work related research and to inter-link the many existing research, educational and knowledge dissemination programmes in the 35 member universities.

***Vincent Rogard***

# **5.W/O PSYCHOLOGY E-LEARNING COURSE AT TALLINN TECHNICAL UNIVERSITY (TTU)**

TTU is one of the largest universities in Estonia, providing an interdisciplinary higher education and technological advancement. TTU enrolls over 9000 students and personnel of 1600. TTU offers diploma, bachelors, masters and doctoral degree programmes.

The Chair of Psychology was established during the academic reorganisation of the university in 1992. The academic staff of the Chair of Psychology provides different Psychology courses to the students of all the TTU faculties.

In 1998, we reorganised all our Psychology courses on the frame line of European Curriculum in W/O Psychology Reference Model. In September 2000, we started our first post-graduate W/O Psychology e-learning course. This course was designed for non-psychology post-graduate students – future engineers, public administrators, business and economy people, technologists, IT specialists, etc. In order to curricula of different faculties, the W/O Psychology course has 2,5 credits (1 credit unit in our university has 40 hours). It means that W/O Psychology post-graduate course has 100 hours, 50% of which are contact hours for lectures and seminars. In this situation we were just forced to create e-learning course and started to combine different didactic methods of teaching.

In the very first year of this century we did not know much about e-learning positive and negative fruits. Already there was some experience of MIT (Massachusetts Institute of Technology) and the first attempts in several European universities, but not really serious research about the method itself. We know that the main negative e-learning feedback from students was impersonal communication with professor. For this reason we created computer based, electronic, digital teaching tools in CD-ROM with video-lectures, written materials for student reading. The first digital teaching tool was a video-lecture about stress at work – theoretical background of stress at work, stressors at work, and results of Estonian researches (30 minutes). This digital teaching tool was created in cooperation with Estonian State TV Company, and all digital teaching tools were financed by private company AS PE Konsult. During half a year we made 8 digital teaching tools on different W/O Psychology topics in Estonian: Delegation, (1 CD-ROM, UDK 65.01), Managers' Imago, (1 CD-ROM, UDK 65.01), Team Work, (1 CD-ROM, UDK 65.01), Change Management, (1 CD-ROM, UDK 65.01), Stress at Work, (1 CD-ROM, UDK 331), Customer Friendly Service and Psychology, (1 CD-ROM, UDK 658), Coping with Stress, (1 CD-ROM, UDK 659), Knowledge Management, (1 CD-ROM UDK 65.01). At this time we were not able to use internet because internet was too slow for importing video-lecture to users PC and we used CD-ROMs. Today all these eight digital teaching tools are available via internet ([www.pekonsult.ee](http://www.pekonsult.ee)) free of charge for all users.

Simultaneously with creating digital teaching tools we redesigned our W/O Psychology course (100 hours). We started to combine the different didactical methods of W/O Psychology course - lectures at university, video-lectures on PC (digital teaching tools), seminars, video-trainings, case studies, discussion meetings, student presentations, student papers, student readings, so called classical e-teaching etc. We started to collect the data-base and to analyse the students results and feedback of different combinations of didactic methods. Today we are in the stand point that most effective, in our condition, is the four-part-combination of W/O Psychology course: 10 hours real lectures at university, 10 hours video-lectures on PC via internet (digital teaching tools), 30 hours seminars (video-trainings, case studies, discussion meetings, student presentation, student paper, etc), 50 hours student readings including classical e-teaching.

*The second goal of digital teaching tools springs from one dream – to ensure availability of lectures on W/O Psychology at the highest possible level to students of various European universities, and thus harmonise and improve the knowledge of W/O Psychology in various countries. Today this dream seems to be possible – we have technical tools and experience to use it, in the ENOP we have brains, experience, knowledge and excellence.*

**Mare Teichman**

## 6. ENOP-Members Research Interests and Publications

*In this section you will find a list of 35 ENOP members, their addresses and research topics as well as publications dated 2002 and 2003 indicated by the members.*

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**1. Antalovits, Miklos.** Budapest University of Technology and Economics, Department of Ergonomics and Psychology, Egry J. u. 1, 11, Budapest, H-1111 Hungary (Tel. +36 14632654; Fax: +36 14632106; e-mail: [antalovits@erg.bme.hu](mailto: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. (2003). Assessment of Crew Performance and Measurement Mental Effort in a Cognitively Demanding Task Environment. (In:) Hockey, G.R.J. Gaillard, A.W.K. Burov, O. (eds.) Operator Functional State. The Assessment and Prediction of Human Performance Degradation in Complex Tasks. IOS Press, Amsterdam. pp. 284-290.

Antalovits M. (2003). A munka- és szervezetszichológia az ezredfordulón: vázlatos hazai és nemzetközi helyzetkép. (*State of affairs of Work- and Organizational Psychology in the millennium*) In *Hungarian. Alkalmazott Pszichológia*, V/3-4. 147-169.

**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](mailto:rene.bouwen@psy.kuleuven.ac.be)).

Research topics:

Organizational innovation, change strategies, organisational culture, conflict management, group effectiveness and development, multi-party collaboration.

**3. 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](mailto: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.

**4. 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](mailto:vdekeyser@ulg.ac.be)).

Research topics:

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

**5. 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](mailto: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:

Humphrey, C., Ehrich, K., Kelly, B., Sandall, J., Redfern, S., Morgan, M. and Guest, D. (2003). Human resource policies and continuity of care. *Journal of Health Organization and Management*, 17, 2, 102-121.

Guest, D., Redfern, S., Wilson-Barnett, J., Peccei, R., Rosenthal, P., Dewe, P. and Evans, A. (2003). An evaluation of the introduction of a newly created job: The case of nurse, midwife and health visitor consultants in the UK National Health Service". In J. Hellgren, K. Naswall, M. Sverke and M. Soderfeldt (eds). *New Organizational Challenges for Human Service Work*. Berlin: Rainer Hampp Verlag. 27-44.

Guest, D., Michie, J., Conway, N. and Sheehan, M. (2003). Human resource management and corporate performance in the UK. *British Journal of Industrial Relations*, 41, 2, 291-314.

**6. 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](mailto:willy.haukedal@psych.uib.no)).

Research topics:

Leader psychology, production of knowledge workers. Leadership and autonomous work.

**7. 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](mailto: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) (2003). *Scientific Research Effectiveness: The Organisational Dimension*. Kluwer Academic, Dordrecht

**8. 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](mailto:gj@psychology.su.se); web-site: [www.psychology.su.se/units/ao](http://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.

**9. Kantas, Aristotelis.** University of Patras, Department of Business Administration, Rio, Patras, 26500, Greece. (Tel./Fax :+30 61 996377; e-mail: [kantas@upatras.gr](mailto:kantas@upatras.gr)).

Research topics:

Career development; personnel selection; stress and burnout.

**10.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](mailto:LKARAMA01@yahoo.co.uk))

Research topics:

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

Recent publicatons:

Karamushka L. (Ed.) (2003). Educational management. - Kyiv: "Educational word". 400p.

Karamushka L. (2003). Management Psychology. - Kyiv: Millennium. 345 p.

Karamushka L. (2003). Psychological peculiarities of the tolerance of educational managers. Psychology in dialogue with related disciplines. 8<sup>th</sup> European Congress of Psychology( 6-11 July 2003, Vienna, Austria). Abstract Book, 161. Vienna. P.161.

**11. 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](mailto:T.Keenan@gradconsultants.freeserve.co.uk)).

Research topics:

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

**12. 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](mailto:erich.kirchler@univie.ac.at); <http://www.univie.ac.at>).

Research topics:

Economic psychology; household decision making; tax behaviour; advertising.

Recent publications:

Kirchler, E., Maciejovsky, B. & Schneider, F. (2003). Everyday representations of tax avoidance, tax evasion, and tax flight: do legal differences matter? *Journal of Economic Psychology*, 24, 535-553.

Kirchler, E., Hofmann, E., Muehlbacher, S. & Berti, C. (2003). Konflikte in Organisationen: Erprobung eines Instrumentes zur Messung von Einflusstaktiken. *Der Markt*, 42, 80-88. (Conflicts in organizations. Assessing influence tactics)

Kirchler, E. & Meier-Pesti, K. (2003). Konsumentenpsychologie. In A. E. Auhagen & H.-W. Bierhoff (Hrsg.). *Angewandte Sozialpsychologie. Das Praxishandbuch.* (S. 422-433). Weinheim: Beltz. (Consumer psychology)

**13. 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](mailto:edvard.konrad@ff.uni-lj.si)).

Research topics:

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

Recent publications:

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

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

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

**14. 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](mailto: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., Desrichard, O., Dubois, M., De Gaudemaris, R., Mallaret, M.R., & Scarnato, F., (2003). Du diagnostic épidémiologique à la perception des risques de contamination par le SAMR (staphylocoque doré) en milieu hospitalier. In D.R.



Kouabenan, & M. Dubois (coord.), Les risques professionnels : évolution des approches. Nouvelles perspectives (pp.87-104). Toulouse : Octarès.

Kouabenan, D.R., Dubois, M. & Bouverot, A. (2003). Contribution de l'analyse naïve au diagnostic et à l'aménagement ergonomiques: le cas d'une mise en conformité sécurité. *Cognition, Creier, comportement* (revue roumaine «Cognition, Brain, Behavior»), VII, 3, 259-275.

Kouabenan, D.R., Dubois, M. & Bouverot, A. (2003). L'analyse naïve au service de l'expertise et de l'aménagement ergonomiques: application à la mise en conformité sécurité de machines-outils. *Psychologie du Travail et des Organisations*, 9, (1-2), 45-67.

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Research topics:

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

**16. 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](mailto: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.

**17. 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](mailto:kjeoh@ida.liu.se)).

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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 publications:

Peiró, J.M., García-montalvo, J., Y. Gracia, F. (2002): How do Young People with Job Flexibility? Demographic and Psychological Antecedents of the resistance to accept a job 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.

**19. 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](mailto: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/>

**20. 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](mailto: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".

**21. 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](mailto:zofrataj@US.EDU.PL)).

Research topics:

Psychology of unemployment.

Recent publications:

Ratajczak Z. (2002).Stres przeklęty-stres błogosławiony. O psychologicznych mechanizmach zaradności w sytuacjach zagrożenia.(Distress and eustress. On the psychological mechanisms of resourcefulness in threatening situations). In: Theoretical and clinical issues of the coping wit stress), I. Heszen-Niejodek (Ed.), Poznan, SPiA., p. 37-47.

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

**22. 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:

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Research topics:

Personnel selection and assessment; psychological assessment; individual differences; personality and work performance.

**23. 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](mailto: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. (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 .

**24. 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](mailto:sarchiel@scform.unibo.it)).

Research topics:

Organizational socialisation; time perspective and work; unemployment, professional competencies; psychology of professions.

Recent publications:

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

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

**25. 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](mailto:w.schaufeli@fss.uu.nl))

Research topics:

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

Recent publications:

Bakker, A.B., Demerouti, E., De Boer, E., & Schaufeli, W.B. (2003). Job demands and job resources as predictors of absence duration and frequency. *Journal of Vocational Behavior*, 62, 341-356.

Bakker, A.B., Demerouti, E., Taris, T., Schaufeli, W.B. & Schreurs, P.J.G. (2003) A Multi-group analysis of the Job Demands-Resources Model in four home-care organizations. *International Journal of Stress Management*, 10, 16-38.

Le Blanc, P.& Schaufeli, W.B. (2003). Burnout among oncology care providers: Radiation assistants, physicians and nurses. In M.F. Dollard, A.H. Winefield & H.R. Winefield (Eds.). *Occupational stress in the service professions* (pp. 143-167). London: Taylor & Francis.

**26. 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](mailto: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.

**27. 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](mailto:sinangil@boun.edu.tr))

Research topics:

The Human side of Mergers and Acquisitions, leadership in organizations, organizational culture and change, organizational development, expatriate management, performance appraisal and management.

Recent publications:

Sinangil, H.K. (in press). Individual-Management-Culture-Strategic Communication in Mergers and Acquisitions. In: H. Sümer, H. Pernsteiner (Eds) *Fusion*, Istanbul: Alfa Pub. Com.

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

Sinangil, H.K. & Ones, D.S. (2003). Gender Differences in Expatriate Job Performance, *Applied Psychology: An International Review*, Vol. 52, 3 July. 461-475.

**28. 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](mailto:bsverko@ffzg.hr)).

Research topics:

Work values in cross-cultural perspective; job satisfaction; job involvement; ability assessment and selection procedures; occupational analysis.

Recent publications:

Galešić, M., Maslić-Seršić, D. i Šverko, B. (Ur.) (2003). *Psihološki aspekti nezaposlenosti* (Psychological Aspects of Unemployment). Odsjek za psihologiju Filozofskog fakulteta, Zagreb 2003. CD rom (e-book), also available at URL <http://mjesecc.ffzg.hr/nezaposlenost/>

Šverko, B. (Ur.) (2003). *Psihologija – udžbenik za gimnazije* (Psychology - Textbook for High-school) XII edition. Školska knjiga Zagreb.

Šverko, B. & Galešić, M. (2002). *Odabrana poglavlja iz psihologije potrošnje*. (Selected Chapters in Consumer Psychology) Odsjek za psihologiju Filozofskog fakulteta, Zagreb, E-book, URL <http://webct.carnet.hr:8900/>.

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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 publications:

Teichmann, M., 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., Theorell, T., Vlerick, P., Westman, M., Widerszal-Bazyl, M., Wong, P., & Yu, S., Estonian Civil Servants Managerial Stress (Longitudinal Study). 11-th European Congress on Work and Organizational Psychology, Abstracts; 14-17 May 2003, Lisboa, Portugal.

Teichmann, M. (2003). W/O Psychology Knowledge Transformation for Users, VIII European Congress of Psychology, Abstracts, Vienna, 2003

Teichmann, M. (2003). Work stress among Estonian Office Workers (longitudinal research 1997 and 2002), 1-st International Human Resource Management Research Conference in Estonia, People Friendly Management, Inimkeskne juhtimine, Tallinn, 6.11.2003

**30. 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](mailto:veikko.teikari@hut.fi)).

Research topics:

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

Recent publications:

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 strategiaa toteuttaminen (how to implement the organizations strategy). Helsinki: Edita, p. 146.

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Research topics:

Group and leadership, general and specific interview, values and work, institutional fundamentals of interview in organisational research and intervention.

Recent publications:

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.

**32. 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](mailto: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](http://www.psy.vu.nl/onderwijs/index.html), or [www.psy.vu.nl/vakgroepen/ao/](http://www.psy.vu.nl/vakgroepen/ao/))

Research topics:

Personnel selection, fairness, work conditions.

**33. 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](mailto: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:

Kasvi, J.J.J., Vartiainen, M. & Hailikari, M. (2003) Managing knowledge and knowledge competencies in projects and project organisations. International Journal of Project Management 21, 8, 571-582.

Ruuska, I. & Vartiainen, M. (2003) Communities and other social structures for knowledge sharing a case study in an Internet consultancy company. In: Huysman, M., Wenger, E. & Wulf, V. (Eds.) Communities and technologies, pp. 163 -183. Dordrecht: Kluwer Academic Publishers.

Vartiainen, M., Kokko, N. & Hakonen, M. (2003) Competencies in virtual organizations. In: Proceedings of the 3<sup>rd</sup> International Conference on Researching Work and Learning, 25-27 July 2003, Book I, pp. 209-219. Tampere, Finland.

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Research topics:

System Safety of high hazard organizations.

Recent publications:

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.

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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, etc.)

Recent publication:

Zijlstra, F.R.H., (2002). Work Performance. In: R. Fernandez-Ballesteros (Ed.), Encyclopedia of Psychological Assessment, Vol. 2, pp. 1107- 1113. Sage Publications.

Dormann, C., and Zijlstra, F.R.H., (2003). High on technology, low on emotions. European Journal of Work and Organizational Psychology. Vol. 12(4), pp 305-312.

Dormann, C., ad Zijlstra, F.R.H., (Eds.). (2003). Psychological Aspects of working in Call Centres. London: Taylor and Francis.

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