

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No. 49*

WEB ADDRESS

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

*JULY, 2005*

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# ***ENOP NEWSLETTER No. 49***

## ***JULY, 2005***

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### **1. Editorial**

Dear Colleagues,

This Newsletter provides information about decisions taken at the business meeting held in Paris, on March 19, 2005. You will also find the reports on the 2005 ENOP-Symposium “Quality of life in future organisations” , as well as updated contact information of the ENOP Members, their research activities, publications in 2004-2005 and other helpful information.

With best wishes for summer vacation,

Lyudmila Karamushka  
Kyiv, July 2005

## 2. Business Meeting 2005

The 2005 ENOP business meeting, led by David Guest, took place at MSH, Paris, on March 19, 2005, with the following agenda:

- a) Situation in MSH
- b) ENOP participation to the 6<sup>th</sup> PCRD
- c) ENOP web-site and ENOP Newsletter
- d) Postgraduate education
- e) ENOP Reference Model development
- f) ENOP new members
- g) Symposium –2006
- i) CoCo meeting
- h) Congresses, workshops, conferences
- i) Publications
- k) Other business

### ***a) Situation in MSH:***

*Vincent Rogard* has informed that Monsieur Maurice AYMARD, Directeur Maison des Sciences de l'Homme is going to retire and leave MSH soon. It may have some influence on ENOP activities. The new agreement between MSH and ENOP has to be prepared. The following key directions of the ENOP activity have been determined: i) research, ii) exchange of students, iii) summer schools.

### ***b) ENOP participation to the 6<sup>th</sup> PCRD***

*Bernhard Wilpert and Vincent Rogard* have reported that, regrettably, the Project of Network of Excellence based on ENOP was rejected by the EC. According to giving explanation, the main reason of rejection is that proposals did not meet requirements in terms of interdisciplinary relationship. The ENOP will look for other opportunities to get support for its activities. Therefore, efforts will be focused at: a) determination of key research directions for interdisciplinary projects (related to Globalisations and Challenges, E-Work, Mobile and Virtual Work, etc.); b) other forms of research activities – development of small projects under umbrella of ENOP in key scientific areas and applying for grants from national sources.

### ***c) ENOP web-site and ENOP Newsletter***

*Vincent Rogard* reported about expected reorganisation of ENOP web-site. José Maria Prieto with support of his University (Madrid, Spain) will be responsible for redesigning of ENOP web-site according to modern IT requirements. Emphases were given as well for permanent updating of the information for web-page.

*Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. It was agreed that Newsletters will be placed on the ENOP web-site. *Lyudmila Karamushka* informed that next ENOP Newsletter will be prepared in July, 2005.

***d) Postgraduate education:***

*Vincent Rogard* reported that he is going to organise the Doctoral colloquium in September 2006. The main goal of this colloquium – exchange of experience and discussion of activities concerning preparation of PhD thesis. Colloquium will be organized by the University René Descartes - Paris V and the European Network of Work and Organizational Psychology in co-operation with the Maison des Sciences de l'homme and with the support of the French Ministry of Education and Research.

***e) ENOP Reference Model development:***

- The decision has been taken concerning the organisation of a special Interactive session “European Diploma and the role of Subdisciplines referring the ENOP Reference Model” at XII European Congress of Work and Organizational Psychology to be held on 12-15 May 2005, Istanbul, Turkey. *Bernhard Wilpert, José, M. Peiró and Robert A. Roe* is responsible for this session.
- Development of “Work, Organizational and Economic Psychology Curriculum (WOE-Psychology Curriculum)” proposed by Erich Kirchler and her colleagues (University of Vienna, University of Innsbruck, and University of Graz) has been preliminary approved. The work group comprising of *Vincent Rogard, José, M. Peiró and Eva Bamberg* was established to review the Curriculum.
- Ukrainian Association of Organizational and Work Psychologists has initiated translation (in Ukrainian language) and publication of “European Curriculum in W&O Psychology. Reference Model and Minimal Standards” in order to make possible of using approaches of ENOP in training of W&O psychologists in universities of Ukraine. This activity is sponsored by ENOP and will be completed in September 2005. *Lyudmila Karamushka* is responsible for this publishing.

***f) ENOP new members:***

The following colleagues were invited to attend the 2005 Symposium and to join ENOP:

*António Caetano (Portugal)*

*Eva Bamberg (Germany)*

These members were unanimously accepted and welcomed to ENOP.

It was discussed as well that some countries' representatives (i.e., from Switzerland, United Kingdom, Poland) could be included as members of the ENOP. *Fred Zijlstra* will analyse this issue and prepare recommendation.

***g) Symposium 2006:***

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

<b>EUROPEAN COMPARISON OF JOB SATISFACTION AND EMPLOYMENT</b>
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Symposium is going to take place in **Paris, on March 23-25, 2006,**

*António Caetano with David Guest* will be responsible for organization of the Symposium and designing framework of the event; CoCo will approve the detailed topic of the Symposium 2006.

**i) CoCo meeting:**

CoCo 2005/6 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)  
António Caetano and David Guest (responsible for ENOP Symposium - 2006)  
Lyudmila Karamushka (Eastern Europe representative, Newsletter Editor)

***The next CoCo meeting will take place at MSH, Friday, October 7, 2005, 14.00-18.00.***

**h) Congresses, workshops and conferences:**

- *The 24th annual workshop of the ENOP created international study group on "New Technologies and Work - NeTWork"* was held at the Castle Blankensee near Berlin on the topic of *"Safety Culture and Behavioral Change at the Work Place"*. The Workshop was co-sponsored by the Netherlands Ministry of Social Affairs and the Berlin University of Technology, Institute of Psychology and Ergonomics, Department of Work and Organizational Psychology. The meeting included about 20 senior and junior participants from seven different disciplines and eight countries. The collection of the contributions are edited by Michael Baram (Boston University) and Markus Schoebel (Berlin University of Technology) to be published by Elsevier Science .
- *Next NeTWork workshop* will take place on September 8-10, 2005 on topic *"Global Challenges to Work Place Health and Safety"*.
- *30<sup>th</sup> Annual Conference of International Association for Research in Economic Psychology* will take place on September 21-24, 2005 in Prague, Czech Republic. For further information: [www.exac.uk/IAREP](http://www.exac.uk/IAREP); [www.webpark.cz/cappo](http://www.webpark.cz/cappo); [cappo@centrum.cz](mailto:cappo@centrum.cz)
- *IXth European Conference on Organizational Psychology and Health Care "Psychological Recourses in Human Service Work" sponsored by ENOP* will take place on October 5-8, 2005 in Dresden, Germany. For further information: [buruck@psychomail.tu-dresden.de](mailto:buruck@psychomail.tu-dresden.de)
- *XXVIth International Congress of Applied Psychology* will take place on July 2006 in Athens, Greece. For further information: <http://www.erasmus.gr/dynamic/>
- *XXIIIth European Congress of Work and Organizational Psychology "Sustainable Work: Promoting Human and Organizational Vitality"* will take place on May 9-12, 2007 in Stockholm, Sweden. For more info: [www.eawop2007.org](http://www.eawop2007.org).

***i) Publications:***

- Presentations and discussions at the annual symposia and workshops have been encouraged for publication.
- The ENOP members are invited to submit publication lists and research topics to the editor of Newsletter. The last section of the Newsletter will be devoted to members' scientific interests.

***k) Other business:*** N/A

### 3. REPORTS ON THE 2005 ENOP-SYMPOSIUM: “QUALITY OF LIFE IN FUTURE ORGANISATIONS”

#### 3. 1. General report on the Symposium

The symposium was held in a traditional manner as a two-day meeting during Thursday 17<sup>th</sup> and Friday 18<sup>th</sup> March at Maison des Sciences de l'Homme. The programme was future-oriented aiming at figuring out challenges of work and organisational psychology in the near future. The programme consisted of *three introductory speeches and group work in three groups*. In addition, on Friday afternoon John Hurley organised a separate session concerning the *opportunities, difficulties and challenges presented by the introduction of the Reference Model in the teaching of W/O Psychology in our countries*. John's session is reported separately in this Newsletter.

The symposium was opened by **Véronique de Keyser**, *the present member of European Parliament* (<http://www.vdekeyser.be/#>) and a former active member of the ENOP network. Her speech dealt with European societal and social challenges. She raised up among other things the questions of ageing population and workforce, economical slowing down and stagnation, unemployment and societal divide. She underlined that Europe really needs to renew its policies to meet and overcome these challenges.

The second talk on future workplaces was held by dr. **Hans Schaffers** (*Telematica Institute, The Netherlands*). He is the co-ordinator of MOSAIC project (<http://www.mosaic-network.org/>), which aims at finding out the future trends of working life. His speech covered a large range of topics. Driving forces for introducing new forms of mobile and context-aware work are both the business trends towards cost reduction and productivity increase, and the challenge of realising more intuitive, user-oriented and 'human-centric' work environments where people are at the foreground. Technologies supporting mobility, context- and location-awareness, collaboration, networking and intelligent and unobtrusive interfaces will play an important role in implementing this challenge. However, the potential impacts of these technologies on the worker and business environment are not well understood. Therefore, workplace innovation and coping with social and behavioural issues in mobility, sustainability, and the quality of work should go hand in hand with innovations in mobile and wireless technologies and applications. In the end of his presentation, Schaffers presented scenarios for the future. On the short term, it is expected that the number of mobile workers will increase, while the types of mobile workers remain unchanged, i.e., managers, sales, consultants, support technicians, scientists and academics. On medium term, ca 2008, smart, agile business networks start to emerge, based on smart collaboration workspaces. This implies that in the design of mobile work, requirements of collaboration and coordination, as well as organisational requirements become more dominant. On the long term, e.g., 2010-13, there will be major changes in the organisation of work. The number of mobile workers will increase even more, also in the form of independent experts form that can be recruited "on demand" by any networked business organisation.

On Friday morning, **Matti Vartiainen** (<http://vmwork.tkk.fi>) introduced the group work by asking, what are the outcomes of future work? Working life and organisations are changing rapidly. The worlds of work and technology are full of new concepts fighting for a living space.



The variety of concepts and their concurrence are an understandable outcome of the recent developments in working life, which inevitably result in confusion and sometimes chaos in the minds of both laymen and experts. Typical new concepts are e-Work, mobile and virtual work and distributed organisations. Work-related surveys show that new types of work arrangements are increasing. He referred to a European survey in fifteen European countries (EU15 plus Switzerland and USA) carried out by Empirica. According to the data 28 per cent of EU15 workers in 2002 belonged to the category of mobile workers, i.e. moving in their work. In the USA the percentage is 32. The number of high-intensity mobile workers, i.e., moving a lot in their work, was roughly half of this, i.e., 15 per cent in Europe and 19 per cent in the USA. *Mobile eWork*, i.e., moving and using new technologies, is found much less frequently: 4 per cent of the EU15 work force belonged to the mobile e-Workers in 2002. In the USA the share of e-Workers was 6 per cent. Matti Vartiainen concluded that in spite of the facts, which show the increased numbers of both new types of work and organisations, their influence on the job contents and well-being are only poorly known and understood. This raises new challenges to work and organisational research and education and, at the same time, possibilities to renew their contents (the topic of new types of work is more discussed in more details in the forth-coming book by E. Andriessen and M. Vartiainen (eds.): *Mobile Virtual Work: A New Paradigm? Published by Springer in 2005*).

The results of *three workshops and the special session by John Hurley on the Reference Model in the teaching of W/O Psychology* are reported separately below.

*Submitted by Matti Vartiainen  
Laboratory of Work Psychology and Leadership  
Department of Industrial Engineering and Management  
Helsinki University of Technology  
(Finland)*

## **3.2. Reports of the workshop groups discussions**

### **3.2.1. Report of the Group A discussion**

1. Rich, resourceful discussion indicated that mobile technology might have implications for multiple levels of human work in organization: economy, governance structure, management, organizational level of work, and individual level of work. We must do some reasonable guesses about the possible future of work related to this phenomenon.
2. The effects on economy level include the possible impact on employment. On one side the existing work can be performed with fewer employees. E-business can increase productivity and consequently downsizing as well. On other hand new possibilities for work could appear for example in homework.
3. The question arise how to protect the rights of employees. Which governance structure would be appropriate for protection of interest of workers? Should we stick to the old forms of protections or can we invent new ones? Could we be more proactive? Different policies that regulate the relationship between employees and employers should be considered.

4. We could expect that the mobile technology will foster organizational changes in the direction of breaking different time and space limits or barriers. The separation between working time and leisure will blur. The separation between work setting and home will be less clear. As a consequence some established balances could be disturbed. The changes could have possible affect on the quality of working life.

5. New technology will enable more control over worker's behaviour. As a result the autonomy of workers could suffer. The increase of alienation is possible (desensualization of work).

6. New technology enables better connectivity of employees what can improve the work coordination and increase the possibilities for organizational learning. Knowledge management will gain in importance.

7. New technology implies some changes in mental demands that the worker must cope with. Which mechanisms are available to support these coping processes remains to be investigated.

8. The above expectations of the future problems of work should be elaborated into research agendas that will analyse the actual changes and advance the possible solutions.

9. The question also aroused in which degree the expected changes devaluate our basic concept. We also emphasised that some reanalyse of traditional research topics would be recommended. Such topics are for example motivation and alienation, organizational commitment, psychological contract, mental load. We can also learn some lessons from the history (Taylorism).

*Summarized by Edvard Konrad  
Department of Psychology  
University Ljubljana  
(Slovenia)*

### **3.2.2. Report of the Group B discussion**

1. The changes or the development we are dealing with are not restricted to work, but they are more global – there is a link to life, or especially to work-life-balance.

2. But are these problems we are dealing with really new ones? Are they new for the youth? Or do we only think, that they are new; but we think so because we are old.

3. When we look at a possible research agenda, there are several interesting topics:

- work life balance
- mobility/mobile work
- e-teaching
- distribution of time budging
- motivation (for different types of work)
- new types of career (in new organizations)
- cross-cultural research.

4. But the labels, which are connected with these topics, are unclear – there is no common understanding. For example, what is work-life-balance? A process? A state? Does it mean balance of activity, of cognition, of values, of energy.

5. So we have to go beyond these topics. Perhaps it would be useful to proof, if the classical dimensions or characteristics of WOP are still appropriate (control over time, place to work, fulfilment of tasks), qualifications, insecurity, strain (time pressure). The development of work should be described with regard to these dimensions. Therefore, it would be necessary to distinguish different types of jobs.

6. Following this, the central question is: How will quality of life develop in different kinds of jobs?

7. But can we still separate quality of work and quality of life? This question remained controversial in the group.

*Summarized by Eva Bamberg,  
Department of Psychology,  
University of Hamburg  
(Germany)*

### **3.2.3. Report of the Group C discussion**

#### **Q. 1. What is the research agenda and what are the main research questions posed by the growth of mobile work?**

1. What are the implications of the greater 'freedom' offered by mobile work for motivation and satisfaction? In particular will there be new kinds of stress and anxiety as a result of too much freedom? In this context, what kinds of workers are going to be best able to cope with the new freedoms and demands of mobile work? For example, will they need to be high on self-efficacy, on proactivity and on capacity for self-management?
2. What are the implications for work-life balance of the further blurring of boundaries between work and non-work offered by mobile working? Who gains and who loses and how can we understand the processes whereby people erect 'appropriate' boundaries, mental or physical, between work and non-work when the traditional boundary is becoming increasingly blurred?
3. How can we address the apparent conflict between the 'youth' of technology and the ageing population of workers in Europe? What new sources of stress result from the need to work with mobile technology in particular and new technology more generally? What happens to those, particularly among the older workforce, who 'fall off the knowledge/technology ladder' and therefore find it hard to engage in mobile work? What new forms of social and technical exclusion emerge and how can they best be addressed?
4. How will people be socialised into work if mobile work removes the traditional social context and habits of organizational life? Will this give rise to more extensive alienation and anomie?
5. What new systems of control and risk management will organizations need to consider in the context of greater mobile working?
6. What are the new challenges for learning and competence? Will learning become more individualised, more technology-based and more self-driven? How will organizations

facilitate the learning of those who have difficulty making best use of technology? And what are the implications for the nature and role of leadership if workers are dispersed? Is the leadership of distributed groups different, and in what ways, from traditional, face-to-face based leadership?

7. What news issues emerge concerning power, abuse of position and worker protection? How will mobile work affect traditional and emerging forms of employment relations, particularly given the traditional focus on collective arrangements?
8. What are the challenges of mobile work for social science researchers? How will it affect their methodologies, their access and the nature of the methods they employ (see below)?
9. More generally, what are the implications of a growth of mobile working for the education and development of work and organizational psychologists? How will it affect the validity of the Reference Model? Will it alter the traditional chapters of a standard textbook in the field?

**Q. 2. What are the operational research challenges for W/O psychologists of mobile working?**

1. To what extent will the ‘organization’ in ‘work and organizational psychology’ disappear? What are the research and educational implications?
2. What is the threat to established research methods?
3. What is the threat to established concepts? Will we still be able to view job analysis in the same way? Do we have to re-think concepts such as communication and team-working?
4. Will the research and professional clients change? Will there be more work with individuals and networks rather than conventional organizations? Will there be more work with boundary-spanning organizations such as temporary organizations or networks and value chains? Will the contact occur during boundary crossing at times such as the start and end of careers, significant career breaks and career change?
5. Will W/O psychologists themselves increasingly move out of conventional organizations to undertake research and professional work?
6. Will the focus of research become more complex and will the research methods in turn become more varied to match this complexity? Will multi-method approaches, mixing qualitative and quantitative methods become more appropriate and more common?
7. How will researchers gain access to mobile workers and networks, bearing in mind that access has traditionally been through recognisable gatekeepers in generally large organizations? Will this still be feasible?
8. Do we need to develop a concept of ‘macro-psychology’ to deal with the big policy questions such a quality of working life, which operate at a number of levels?
9. Do we need a new Reference Model?

These discussions tended to assume that mobile working would become pervasive and provide a challenge to large organizations. There was not time to challenge this assumption. It might therefore be easy to over-emphasise the change brought about by mobile technology. The content of the research may change. It is less certain that the research methods, points of access etc will change to a great extent. However the discussion does provide a reminder that too often we work with large organizations and neglect small firms, networks and the self-employed. We may need to pay more attention to such workers irrespective of the growth of mobile working.

*Summarized by David Guest  
Department of Management  
King's College, London  
(United Kingdom)*

### **3.3. The Reference Model and its' development**

The ENOP Reference Model (see the ENOP web-page) has influenced substantially the development of curricula in Psychology in Europe. The present status and implementation and *the 2<sup>nd</sup> stage of the Model development* was discussed in detail, at the 2005 ENOP Symposium in Paris.

At the 2005 ENOP Symposium **existing teaching modules** were presented which can be considered as examples of the "content" of ENOP Reference Model.

Three models, examples of the use of the Reference Model in the development of post-graduate degrees *ab initio* were presented, those were Dublin City University (Ireland), University of Zagreb (Croatia) and University Ljubljana (Slovenia). Three other models were presented outlining post-graduate degrees developed from existing post-graduate degrees. These were: Technische Universität Berlin (Germany), University of Vienna, University of Innsbruck, and University of Graz (Austria), Helsinki University of Technology (Finland).

**Brief presentations** on their courses were made by:

1. **Matti Vartiainen** (Laboratory of Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology);
2. **Branimir Sverko** (Department of Psychology, University of Zagreb);
3. **Edvard Konrad** (Department of Psychology, University Ljubljana);
4. **Bernhard Wilpert** (Institute of Psychology, Technische Universität Berlin);
5. **John Hurley** (Business School, Dublin City University)

A number of useful points emerged from the discussion.

*Firstly*, it has been found not surprisingly, to be easier to design a postgraduate programmer in W/O Psychology *ab initio*, than to graft it on to existing programmers.

*Secondly*, it became clear during this session, that there is a wide divergence in ECTS points allocated to programmers and to components of programmers.

It was decided *to carry out some research* to find out exactly what constituted these differences, and how widespread they are. It would also appear to be necessary to try to harmonize our programmers in order to facilitate credit transfer between institutions and countries.

*Submitted by*  
*-John Hurley*  
*Business School*  
*Dublin City University*  
*(Ireland)*

*-Erich Kirchler*  
*Department of Psychology.*  
*Unit of Applied and Clinical Psychology*  
*University of Vienna.*  
*(Austria)*

*-Rene Bouwen*  
*Work and Organisational Psychology Department*  
*Catholic University Leuven,*  
*(Belgium)*

### **3.4. State of the art in ENOP universities to implement the Bologna process**

*John. Hurley and Bernhard Wilpert* drafted a short questionnaire during the ENOP symposium in order to get a quick overview of the activities and state of the art in ENOP universities to implement the Bologna decisions. ENOP members participated at the ENOP 2005 symposium to fill it in. Here are the results of N=17 (some answers missing):

#### **Legal Basis of Curriculum & Kind of program:**

Basis National Law: 5      Basis University Decision: 12

Only BA: 0      Only MA: 6      BA&MA: 9

#### **Status of Program:**

Planning: 3    Implementation: 1    Experimental : 1    Up and running: 10

#### **Estimated Overlap with Reference Model:**

80-100%: 3      60—79%: 5      40-59%: 5      20-39%: 1      1-19%: 2

#### **Role of Reference Model & of W/O Psychology:**

Reference Model important in designing W/O program:

Not at all: 3      Agree: 8      Strongly agree: 4

W/O Psychology now established in university:

Not at all: 1      Agree: 3      Strongly agree: 13

W/O Psychology a valued program in university:

Not at all: 1      Agree: 1      Strongly agree: 13

W/O Psychology absorbed into other courses:

Not at all: 5                      Agree: 7                      Strongly agree: 3

W/O Psychology being phased out in university:

Not at all: 12                      Agree: 2                      Strongly agree: 2

**Title of Program:**

MA/Diploma in Psychology or W/O Psychology: 7

Master of Work & Social Life (Paris)

MSc in W/O Psychology (Dublin)

MA in Human Factors (Berlin)

Organizational und Service Psychology (Bologna)

**Some Comments:**

Noteworthy seems:

- (1) Practically all present participants report that the Bologna process is being pursued.
- (2) The majority is implementing a program with BA&MA
- (3) The large majority has already ongoing programs
- (4) The estimated overlap with the Reference Model is quite substantial
- (5) Judging from the program names, there exist some differences among programs
- (6) The Reference Model seems to have had an important impact on the design and acceptance of W/O curricula

*Submitted by Bernhard Wilpert*

*Institute of Psychology*

*Technische Universität Berlin*

*(Germany)*

## 4. ENOP-Members Research Interests and Publications

*In this section you will find a list of 37 ENOP members, their addresses and research topics as well as publications dated 2004 and 2005 indicated by the members.*

**1. Agervold, Mogens.** Institute of Psychology, University of Aarhus, Asylvej 4 DK-8240 Risskov. Denmark (Tel. + 45 8942 4980; Fax. + 45 8942 4901; [agervold@psy.au.dk](mailto:agervold@psy.au.dk))

Recent publications:

-Agervold, M. & Mikkelsen, E. G. (2004) Relationship between bullying, psychosocial work environment and individual stress reactions. *Work & Stress*, vol. 18, 4, 1-15.

**2. Antalovits, Miklos.** Budapest University of Technology and Economics, Department of Ergonomics and Psychology, Egri J. u. 1. E. III. 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.

**3. Avallone, Francesco.** Facoltà di Psicologia 2, Università "La Sapienza" di Roma, Italy. (Tel.: +39/06/49917881; Fax: +39/06/35500702; e-mail : [Francesco.Avallone@uniroma1.it](mailto:Francesco.Avallone@uniroma1.it) ).

Recent publications:

-Avallone, F., Sinangil Kepir, H. Caetano, A. (Eds.) (2005). *Convivence in organizations and society*. Milano, Guerini Pub.

**4. Bouwen, Rene. D.** Work and Organisational Psychology Department. 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.

**5. Bamberg, Eva, Universität** Hamburg, Department of psychology, Von-Melle-Park 11, 22607 Hamburg, Germany, Tel: 0049 40 42838 3606 e-mail: [bamberg@uni-hamburg.de](mailto:bamberg@uni-hamburg.de)

Research topics:

work and health, work and gender, innovation at work

Recent publications:

-Bamberg, E., Ducki, A., Greiner, B. (2004). Betriebliche Gesundheitsförderung: Theorie und Praxis, Anspruch und Realität. (occupational health promotion: theory and practise), In: Steffen,



G. (Hrsg.). Betriebliche Gesundheitsförderung. Problemzentrierte psychologische Interventionen. Göttingen: Hogrefe, 11-37.  
-Bamberg, E. (2004). Occupation and gender. In: Spielberger, C. (Eds.) Encyclopedia of Applied Psychology. Oxford: Elsevier Ltd., 699-707.

**6. Caetano, António.** Department of Social and Organizational Psychology, Instituto Superior de Ciências do trabalho e da Empresa (ISCTE, Av. Forças Armadas, Lisboa, Portugal. (Tel. +351217903001, Fax: +351217903002. e-mail: [antonio.caetano@iscte.pt](mailto:antonio.caetano@iscte.pt)

Research topics:

Social exchange in organizations, organizational trust and commitment, group processes, training and change evaluation, and socialization processes.

Recent publications:

-Avallone, F., Sinangil Kepir, H. Caetano, A. (Eds.) (2005). *Convivence in organizations and society*. Milano, Guerini Pub.  
-Passos, A. & Caetano, A. (2005). Exploring the effects of intragroup conflict and past performance feedback on team effectiveness. *Journal of Managerial Psychology*, Vol. 20, No. 3-4, 231-244.  
- Miranda, H. & Caetano, A. (2004). Quality in work: A priority for European employment policy? - Portugal. *European Employment Observatory Review: Spring*, 118-123.

**7. 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.

**8. 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.

**9. 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:

Organizational correlates of Scientific Discovery; technology and organization, Organization and University development and change

Recent publications:

-Hurley, J. (2004) The cognitive and organizational processes of innovation: A knowledge management perspective. Chapter 16 in Andriessen and Fahbruch: Editors: How to manage experience sharing. Publisher: Elsevier

**10. 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.

**11. 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.

**12. 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:

Organizational innovation; team building; professional career; stress and burnout at work; conflict management; leadership in educational and other organizations.

Recent publications:

-Karamushka L. Technologies of work of organizational psychologists (Ed.) (2005). Kyiv, Incos, 369 p. (in press, in Ukrainian)

-Karamushka L. (2004). Psychology of Educational Management. Kyiv, Lubid, 424 p. (in Ukrainian).

-Karamushka L. (Ed.) (2004). Burnout Syndrome and Professional Career in Educational Organizations: Gender Aspects. Kyiv, Millennium, 262 p. (in Ukrainian).

**13. 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; e-mail: [vdekeyser@ulg.ac.be](mailto:vdekeyser@ulg.ac.be)).

Research topics:

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

**14. 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 behavior; advertising.

Recent publications:

-Hözl, E. & Kirchler, E. (2005). Causal attribution and hindsight bias for economic developments. *Journal of Applied Psychology*, 90(1), 167-174.

-Penz, E., Meier-Pesti, K. & Kirchler, E. (2004). It's practical, but no more controllable: Social representations of the electronic purse in Austria. *Journal of Economic Psychology*, 771-787.

-Kirchler, E. & van Raaij, W. Fred (2004). Strategic Plan for the Future of IAREP. IAREP Newsletter, November 2004, p. 12-14.

**15. 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:

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

Recent publications:

-Konrad E., Papalexandris N.(2004). Societal cultures and HR practices related to organizational learning. International conference on Human resource management in a knowledge-based economy, 2-4 June 2004, Ljubljana

-Konrad E., Polic M., Sabadin A.(2004). Human response. UPTUN: Cost-effective, Sustainable and Innovative Upgrading Methods for Fire Safety in Existing Tunnels. Work package 3, October.

**16. 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., Guyot, J.M. (2004). Study of the causes of pedestrian accidents by severity. *Journal of Psychology in Africa*, 14(2), 35-42.

-Weill-Fassina, A., Kouabenan, D.R., & De la Garza, C. (2004). Analyse des accidents du travail, gestion des risques et prévention. In E. Brangier, A. Lancry, & C. Louche, *Les Dimensions Humaines du Travail : Théorie et pratique de psychologie du travail et des organisations* (pp.251-283). Nancy : Presses Universitaires de Nancy.

**17. Leonova, Anna.** Department of Work and Organizational 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](mailto:aleon@chair.cogsci.msu.su)).

Research topics:

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

**18. Manzey, Dietrich.** Technische Universität Berlin. Institut für Psychologie und Arbeitswissenschaft, FG Arbeits- und Organisationspsychologie. Marchstr. 12, Sekr. F7.D-10587

Berlin.Germany. (Tel.: 030 - 31421340; Fax: 030-31425434; Email: [dietrich.manzey@tu-berlin.de](mailto:dietrich.manzey@tu-berlin.de)).

Recent publications:

-Manzey, D. (2004). Human missions to mars: New psychological challenges and research issues. *Acta Astronautica*, 55, 781-790.

**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](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.

**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](mailto: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](mailto:jose.m.peiro@uv.es); [www.uv.es](http://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 publications:

-Martinez-Tur, V.; Peiró, J.M. & Ramos, J. (2005): Linking Situational Constraints to customer satisfaction in service organizations. *Applied Psychology. An international Journal*, 54, 1, 25-36.

-Silla, I., Gracia, F. & Peiró, J.M.(2005): Job Insecurity and Health-related Outcomes in Different Types of Temporary Workers. *Economic and Industrial Democracy*, 26, 1, 89-117.

-Buunk, B.P., Zurriaga, R. Peiró, J.M., Gosalvez, I. & Nauta, A. (2005) Social Comparisons at Work as Related to a Cooperative Climate and to Individual Differences in Social Comparison Orientation. *Applied Psychology. An International Journal*, 24, 1, 61-80.

**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](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/>

**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](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".

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

Research topics:

Psychology of unemployment.

Recent publications:

-Ratajczak Z. (2004). Contemporary terrorism from psychological perspective. W: Contemporary terrorism. E.Pakszys, J.Wilczyński (red.), Poznań, Wydawnictwo UAM.

-Ratajczak Z., Turska E., Banka A. Psychologia pracy i organizacji w okresie zmian cywilizacyjnych (Work and Organizational Psychology in the Period of Civilizational Changes) (2005) - in press of the University of Silesia Publishers, Katowice.

**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](mailto: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, Laboratoire d'Ergonomie Informatique, 71 avenue Edouard Vaillant, 92774 Boulogne-Billancourt cedex France (Tel: 01 55 20 57 38; 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. (2004). Cadres, Leaders et managers: Activités et influence. In E. Brangier, A. Lancy, & C Louche (Eds), *Manuel de psychologie du travail*, Nancy: Presses Universitaires de Nancy (in press).

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

Research topics:

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

**28. Schaufeli, Wilmar.** Utrecht University, Social & Organizational 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:

-Schaufeli, W.; Gonzalez-Romá, V.; Peiró, J.M.; Geurts, S. & Tomas, I.: (2005). Withdrawal and Burnout in Health Care: The Mediating Role of Inequity. In Ch. Korunka and P. Hoffmann (eds.) Change and Quality in Human Service Work. Rainer Hampp Verlag. Munchem and Mering.205-225

**29. Sinangil, Handan Kepir.** Marmara University, Faculty 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:

-Avalone, F., Sinangil Kepir, H. Caetano, A. (Eds.) (2005). Convivence in organizations and society. Milano, Guerini Pub.

-Sinangil,H.K., Kucukaslan, A.(2005) Why Mergers and Acquisitions cannot Create Synergistic Results: Challenges in Turkey Market. In F.Avalone, H. Kepir Sinagil, A. Caetano (Eds.) Convivence in Organizations and Society, pp.95-101,Milano, Guerini Pub.

-Yurtkoru,S.,E., Sinangil, H.K., Sipahi, B. (2005) Gender Differences in Leadership and Authoritarianism in Organizations. In F.Avalone, H. Kepir Sinagil , & A. Caetano (Eds.) Convivence in Organizations and Society, pp.135-144, Milano, Guerini Pub.

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

Recent topics:

Psychological aspect of unemployment; value changes in organizations; selection processes.

Recent publications:

-Sverko, B. (2005). The Psychological Impact of the Hidden Economy Working. In F.Avalone, H. Kepir Sinagil , & A. Caetano (Eds.) Convivence in Organizations and Society, pp. 209-215. Milano, Guerini Pub.

-Sverko, B., Galesic, M. i Maslic Sersic, D. (2004). Aktivnosti i financijsko stanje nezaposlenih u Hrvatskoj. Ima li osnova za tezu o socijalnoj iskljucenosti dugotrajno nezaposlenih osoba? (Activities and financial situation of unemployed people in Croatia. Is there an indication for social exclusion of the long-term unemployed persons?). Socijalna politika, 3-4, 283-297.



-Sverko, B., Maslic Sersic, D. i Galesic, M. (2004). Nezaposlenost i subjektivno zdravlje. Jesu li najugroženije nezaposlene osobe srednje dobi? (Unemployment and subjective health. Are middle-aged unemployed persons most vulnerable?). *Suvremena psihologija*, 7 (2), 201-214.

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

Research topics:

Managerial stress; quality of life; work-family conflict.

Recent publications:

- Spector, P. E.; Allen, T. D.; Poelmans, S., Cooper, C.L. Bernin, P., Hart, P., Lu, L.F., Miller, K., Renault de Moraes, L., Ostrognay, G.M., Pitariu, H., Salamatov, V., Salgado, J., Sanches, J.I., Siu, O.L., Teichmann, M., Theorell, T., Vlerick, P., Widerszal-Bazyl, M., Yu, S.(2005). In: *Work and family: An international comparative study of work-family stress and occupational strain*. Poelmans, Steven A. Y.; Mahwah, NJ, US: Lawrence Erlbaum Associates, Publishers, 2005. pp. 71-84.

- Teichmann, M., Spector, P.E., Cooper, C.L., Sparks, K. (2005). *Job Stress and Quality of Life*. In F.Avallone, H.K.Sinangil,A.Caetano (Eds.) *Convivence in Organizations and Society*, pp. 179 – 185, Milano Guerini Pub.

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

Research topics:

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

**34. 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.

Recent publications:

-van Hooff, E.A.J., Born, M.Ph., Taris, T.W., van der Flier, H., & Blonk, R.W.B. (2004). Predictors of Job search behavior among employed and unemployed people. *Personnel Psychology*, 57, 25-59.

-Kolk, N.J., Born, M.Ph., & van der Flier, H. (2004). A Triadic Approach to the Construct Validity of the Assessment Center: The Effect of Categorizing Dimensions into a Feeling, Thinking, and Power Taxonomy. *European Journal of Psychological Assessment*, 20, 149-156.

**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/> )

Recent topics:

Mobile virtual work; distributed workplace; distributed teams; production knowledge; equality in rearward systems

Recent publications:

-Ruuska, I. & Vartiainen, M. (2005) Characteristics of knowledge sharing communities in project organizations. International Journal of Project Management. (in press)

-Vartiainen, M. & Kauhanen, J. (eds.) (2005) Rewarding in Global Finland. Helsinki: WSOY. (in Finnish). 400 p.

-Vartiainen, M., Kokko, N. & Hakonen, M. (2004) Management of dispersed organizations – leading space, time, diversity and communication. Jyväskylä: Talentum. (in Finnish). 238 p.

**36. 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](mailto: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.(2005). Stile der Aufsicht über die Kerntechnik und ihre Folgen. Atw.International Journal for Nuclear Power, 50, 3, pp.152-155.

-Wilpert, B., Wahlström B. et al. (2005). LearnSafe - Learning organisations for nuclear safety. Espoo: VTT

-Wilpert, B. (2004). Rahmenbedingungen und Anforderungen an erfolgreiche Ereignisanalysen (EA) und Human Factor (HF)-Analysen. In Deutsches Atomforum e.V. (ed.) Jahrestagung Kerntechnik - Fachsitzung (pp. 75-89). Berlin: INFORUM.

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



## Former ENOP members:

1. **Blackler, Frank.** Department of Behaviour in Organizations, School of Management, University of Lancaster, Bailrigg, Lancaster, LA1 4YX, UK (Tel. +44 524 33553-4042).
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12. **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: +49-641-99 26220, Tel. Amsterdam: +31-20525 6860; e-mail: Giessen: [michael.frese@psychol.uni-giessen.de](mailto:michael.frese@psychol.uni-giessen.de), Amsterdam: [ao\\_frese@macmail.psy.uva.nl](mailto:ao_frese@macmail.psy.uva.nl)).

**13. 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](mailto:gert@psy.au.dk)).

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

**16. 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](mailto:martin.ignatov@tu-berlin.de)).

**17. 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](mailto:T.Keenan@gradconsultants.freemove.co.uk)).

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

Recent publications:

-Kaila-Kangas L, Kivimäki M, Riihimäki H, Luukkainen R, Kirjonen J, Leino-Arjas P. (2004). Psychosocial factors at work as predictors of hospitalization for back disorders: a 28-year follow-up of industrial employees. *Spine*. 2004, 29(16),1823-30.

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Research topics:

Group and leadership, general and specific interview, in organizational research and intervention, values and work, mobbing in interpersonal and social relations.

Recent publications

-Trentini, G. (2005). The Role of the Leader in the Mobbing Processes, in Atti XII European Congress of Work and Organizational Psychology "Convivence in Organisations and Society", Istanbul, p. 102 (in coll. con M.C. Bolla, M. Bustreo, A. Trentini).

-Trentini, G. (2004). Membership, Leadership & Conflicts: Mobbing in Interpersonal and Social Relations, in Atti 28<sup>th</sup> International Congress of Psychology, Beijing, China, p. 383 (in coll. con M. Bustreo, M. Bellotto, M.C. Bolla, S. Ferri).

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

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#### **In Memoriam**

*Dr. Boris Petz*, Emeritus Professor and one of the early ENOP members, passed away on April 15, 2005. For more than 40 years he was professor at the University of Zagreb where he founded the Chair of Work Psychology and Ergonomics. He also served as a Chairman at the Departments of Psychology and Dean of School of Social Sciences and Humanities. Boris was a productive scholar, author of more than 150 publications. He was especially known for his original contributions to statistical analyses of industrial accidents and his psycho-physiological investigations of work and fatigue. His colleagues and students will remember him for his integrity, wisdom, and kindness. He was a true gentleman.

B. Sverko

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