

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No.50*

WEB ADDRESS

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

*MARCH, 2006*

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# ***ENOP NEWSLETTER No. 50***

## ***MARCH, 2006***

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### **1. Editorial**

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, October 10, 2005. You will also find the preliminary programme of the ENOP symposium to be held in Paris, 2006. In addition, the Newsletter includes papers about Future ENOP (with an outline of the actual situation and alternatives which must be discussed at the next business meeting) and the role of ENOP in promotion of Organisational and Work Psychology in Ukraine. You will also find the reports on IXth European Conference on Organizational Psychology and Health Care (Dresden, 2005) and detailed information about the Erasmus Mundus Master on Work, Organizational and Personnel Psychology (WOP-P)

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2005-2006, and some other helpful information.

Lyudmila Karamushka  
Kyiv, March 2006

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

## 2. The 50th issue of the ENOP Newsletter

Dear Colleagues!

This issue of the Newsletter is unusual. It is the 50th, jubilee, issue.

Celebrating a jubilee people traditionally analyze achievements they made, thank people who helped them, and make plans for the future.

I myself, as an editor of ENOP Newsletter, and on behalf of ENOP would like to congratulate you on this occasion and wish you successful and fruitful work in ENOP.

I'd like to note that, to my mind, ENOP Newsletter, has been playing **an important role** in informational support of ENOP members, coordination of their efforts and work, making their achievements known. Newsletter gives information about: 1) CoCo meeting and decisions; 2) forthcoming symposia; 3) work of thematic groups at symposia; 4) innovative forms of activity (distant courses, summer schools, etc.) as well as conferences, workshops and congresses; 5) research interests of ENOP members as well as their latest publications, etc.

I'd like to say a word of my sincere gratitude to members of ENOP who worked as Newsletter editors during the last 15 years and whose efforts helped the Newsletter to be what it has been:

- **Jorn Hurley**, who took charge of editing the Newsletter from 1991 to 1997. (*No. Newsletter 22 to 34*) and also introduced the first electronic version.

- **Erich Kirchler**, who was editor of Newsletter from 1998 to 2001 (*Nr. 35 to 42*). During his editorship, he introduced the "green-newsletter", included member list and members' recent publications.

- I, **Lyudmila Karamushka** has been working as an editor since 2002, *Nr 43*, and has prepared 8 *issues* with new cover and with detailed reposts about work of groups at annual ENOP Symposiums, ENOP workshops, conferences, research activities in different universities. Special thanks *to Erich Kirchler* for helpful consultation regarding content of the Newsletters.

I would like to acknowledge the great role of **Maison des Sciences de l'Homme and Anne Rocha Perazzo, coordinator of ENOP**, in supporting of publishing the Newsletter.

I think that actually that we are discussing the future of ENOP, **it's very important to keep our Newsletter going and use it as a reliable source of information**. As the present editor, I will do my best to make it meet your expectations.

*Lyudmila Karamushka*  
*Kyiv, March 2006*

### 3. CoCo-Meeting, 2005

The CoCo-Meeting took place in Paris, on October 7, 2005. Bernhard Wilpert, Vincent Rogard, Erich Kirchler, David Guest, Antonio Caetano, and Lyudmila Karamushka participated in and discussed the *following topics*:

- a) Situation in MSH
- b) 6PCRD
- c) ENOP Reference Model development
- d) Summer school
- e) ENOP web-site and ENOP Newsletter
- f) Postgraduate education
- g) ENOP new members
- h) Congresses and conferences
- i) Publications
- j) Symposium 2006
- k) Business meeting 2006
- l) CoCo members:
- m) Budget
- n) Other matters.

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

Head of the MSH is now *Dr. Alain D'Iribarne* who is going to change the policy applied in the past. Projects have to be rationalized (controlled etc.), new innovative initiatives will be supported, cooperation with enterprises is welcome; training and education is not a main purpose.

It is most likely that in the future the MSH will not provide the usual support for ENOP. At present, the financial support for the symposium and business meeting in 2006 is guaranteed but no further activities will be supported. ENOP needs to find alternatives with regard to meetings and sponsorship. It is important to discuss alternatives at the business meeting 2006.

*David Guest* will prepare (together with COCO members) an outline of the actual situation and alternatives which must be discussed at the next business meeting. (This information presented in the Newsletter).

#### ***b) 6PCRD:***

As reported at the business meeting 2005, the project was not accepted by EU. At present the project will not be carried further.

#### ***c) ENOP Reference Model development:***

- EU has funded Erasmus Mundus Master on Work, Organizational and Personnel Psychology (WOP-P). (Detailed information about this programme is presented in the Newsletter).

COCO congratulated *Josè Maria Prieto* and colleagues for the success with Erasmus Mundus Master on Work, Organizational and Personnel Psychology (WOP-P).

-*Vincent Rogard, José Maria Peiro and Eva Bamberg* will evaluate the Austrian curriculum for Work, Organizational and Economic Psychology, and will submit the report to Erich Kirchler.

- 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 was sponsored by ENOP and completed in September 2005. *Lyudmila Karamushka* was presented this publication.

**d) Summer school:**

Summer school(s): At present there is no summer school planned. All colleagues, especially those from eastern European countries are invited to organize a summer school.

**e) ENOP web-site and ENOP Newsletter:**

José Maria Prieto has updated parts of ENOP web-site. Ljudmila Karamushka and Erich Kirchler will check [HTTP://WWW.UCM.ES/INFO/PSYAP/ENOP/](http://www.ucm.es/info/psyap/enop/)

Costs of the Newsletter are 200 Euro per year. At the next business meeting it should be decided whether the Newsletter should be sent out electronically only.

**f) Postgraduate education:**

ENOP could consider periodical update trainings for graduates.

**g) ENOP new members:**

John Martin Arnold from Loughborough University, UK, and Gudela Grote from ETH Zurich, Switzerland, are accepted as new ENOP member. They will be invited to participate in the ENOP Symposium 2006.

Fred Zijlstra will provide a list of countries with no ENOP members at present.

**h) Congresses and conferences:**

- 6<sup>th</sup> Congress on Work and Organisational Psychology “Networks and their interconnecting character” (together with European WOP Practitioner Conference and Conférence des Praticiens de la PTO Européenne) will take place on 22-24 May, 2006, in Leipzig, Germany (Dipl.-Psych. Madeleine Leitner and Dipl.-Psych. Arne Germann are Co-Presidents of the Congress and Dipl.-Psych. Ute Schmidt-Brasse is Organizer of the English and French speaking parts of the Congress). For detailed Congress programme please visit site [www.wp-kongress.de/](http://www.wp-kongress.de/)
- EURAM (Energizing European Management) Annual Conference-06 will have a specific track on “POSITIVE ORGANIZATIONAL STUDIES”. The Conference will take place on 17-20 May 2006 in Oslo, Norway. For detailed information: <http://www.euram2006.no/>
- 1st International Congress on Interpersonal Acceptance and Rejection” will be held on June 22-24, 2006, Istanbul, Turkey. For further information: [www.iar2006.org](http://www.iar2006.org)
- IAREP/SABE Congress “Behavioural Economics and Economic Psychology” will be held on 5-8 July 2006 in Paris, France. Detailed information: <http://team.univ-paris1.fr/iarep-sabe2006/>
- XXII<sup>nd</sup> 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 information: [www.eawop2007.org](http://www.eawop2007.org).
- Xth European Conference on Organizational Psychology and Health Care will take place on October, 2007 in Kyiv, Ukraine. For further information please contact: LKARAMA01@yahoo.co.uk
- XXVI International Congress of Applied Psychology will take place on 16-21 July, 2006 in Athens, Greece. For further information: <http://www.erasmus.gr/dynamic/>
- A special Symposium “International comparative studies of job satisfaction and quality of work life” proposed by ENOP will be held at Congress XXVI International Congress of Applied Psychology (16-21 July, 2006, Athens, Greece):

Convenor: BERNHARD WILPERT

Discussant: PIETER J.D. DRENTH

Presentations:

-S164.1 Impact of work context and socialization on work satisfaction - an international panel study

G. Sarchielli\*, M. Depolo

- S164.2 Work goals and intrinsic work life features in different National and labour market groups  
B. Wilpert\*
- S164.3 Mapping work satisfaction in European Union countries and contributing factors to plain existing patterns  
A. Caetano\*
- S164.4 Psychological contract components and their contribution to job satisfaction  
J.M. Peiro\*, F. Gracia, A. Caballer, J. Ramos

***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.

***j) Symposium 2006:***

The next annual ENOP Symposium will be held in Paris, MSH, on March 23-25, 2006. The CoCo decided to dedicate the 2006 symposium to

<p style="text-align: center;"><b>Exploring National Differences in Job Satisfaction</b></p>
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*Antonio Caetano and David Guest* are organizing the symposium 2006. Preliminary program of the Symposium is presented in this Newsletter.

***k) Business meeting 2006:***

The next business meeting will take place at the MSN, Paris, France, and will start at 9.00 and finish at 13.00 on Saturday, March 25, 2006. *Vincent Rogard and Erich Kirchler* is preparing the agenda for the business meeting 2006.

***l) CoCo members:***

Potential candidates for COCO (E.Bamberg, J.Peiro, E.Kirchler, V.Rogard, F.Zijlstra, L.Karamushka) and their responsibilities (like Newsletter edition, etc.) were discussed.

***m) Budget:***

No information available.

***n) Other matters:*** No information available.

# **4. ENOP Symposium 2006**

## **Exploring National Differences in Job Satisfaction**

**Paris, March 23-25, 2006**

### **Aims of the Symposium:**

- 1.To explore national differences in measures of happiness, job satisfaction and well-being across countries in Europe.
- 2.To assess the size and significance of these differences.
- 3.To consider the alternative plausible explanations for differences.
- 4.To assess the implications for W/O psychology theory and research and for comparative research.
- 5.To review the case for multi-level analysis within the research of W/O psychologists.
- 6.To debate the policy implications of the nature and causes of differences at the national level for moves towards greater integration and cross-national employment mobility within Europe.
- 7.Given that most studies have been conducted in West European countries: explore the generalizability of findings from Western to East and Middle European countries.
- 8.Develop a publication for the Journal of the Maison des Sciences de l'Homme "Social Science Information".



## **PROGRAMME**

### **23 March, Thursday**

14:00-14:45 Welcome to the symposium  
Issues in the Comparative Study of Job Satisfaction  
*Professor David Guest, King's College, London*

14:45-15:30 Comparative Research on Happiness  
*Professor Vennhoven , Erasmus University, Rotterdam*

15:30-16:00 Coffee break

16:00-18:00 Questions and Discussion  
*Professor Vennhoven , Erasmus University, Rotterdam*

### **24 March, Friday**

9:00-10:00 Comparative Research on Job Satisfaction: Comparative Research on Job Satisfaction and Subjective Well-being: The ESS (European Social Survey) and other data  
*Professor Antonio Caetano, ISCTE, Lisbon*

10:00-11:00 Comparative Research on Well-Being: The Psycones project and other data  
*Professor Jose Maria Peiro, Universitat de València, Valencia*

11:00-11:30 Coffee break

11:30-13:00 Group Discussion on sub-themes

13:30-14:00 Lunch

14:00-15:00 Feedback from Group Discussion and Summary of Workshop. Discussion on production of manuscripts

15:00-15:30 Coffee break

15:30-18:00 The Role and Modus Operandi of ENOP in coming years

### **25 March, Saturday**

9:00 Business Meeting

## 5. The Future of ENOP

The new director of the Maison des Sciences de l'Homme, Alain d'Iribarne, has recently taken up his post. He has indicated that he wishes to change the focus of the Maison to give priority to relatively short-term support of new research projects, to promote links with industry and to cease to support established activities and any kind of educational activities. It is therefore almost certain that the 2006 ENOP Symposium in Paris will be the last that will receive financial support from the Maison. CoCo, in its meeting of October 7, 2005 discussed this new situation and came to the conclusion that we need to give some urgent consideration to the future of ENOP under these new conditions. This will be a major item on the agenda for the 2006 Business Meeting but it will be helpful if the various possibilities are aired and considered in advance to provide some focus to that discussion.

### **The Role of ENOP**

In considering the future of ENOP, it is helpful to summarise ENOP's role. There are essentially six main purposes:

1. To promote the development of W/O Psychology in Europe with a special emphasis on the integration of West and East European developments.
2. To influence and contribute to the development of a common European syllabus for W/O Psychology.
3. To provide a vehicle and a pressure group to promote the interests of W/O Psychology in Brussels.
4. To foster a pan-European perspective in the development of doctoral students through summer schools.
5. To promote specific developments in cross-European research by sponsoring workshops on specific topics, notably new technology and health psychology.
6. To provide a forum for meeting and exchange and fostering of links between senior European professors to promote research, teaching and other collaborative work in the field of W/O Psychology.
7. To provide a forum for in-depth discussions of professional issues of European W/O psychology.

### **Alternatives for the Future**

1. Close Down ENOP. ENOP has had a successful existence for over 25 years. It has achieved most of its main goals. Long-term, continuing goals can be promoted almost as effectively through EAWOP and the IAAP. We should therefore congratulate ourselves on a job well done and move on to other activities.
2. Operation Shoestring. We may wish to retain crucial elements of ENOP's activities. For example, we could retain the annual symposium, locating it in different countries each year, with each participant paying for themselves. Anne Rocha has kindly agreed to continue to play some sort of coordinating role, though what this might be has yet to be decided. The specialist workshops in new technology and health psychology only receive modest support from ENOP and could continue on a self-funding basis. Summer Schools could be carried out in similar ways as in the past with national support.
3. Seek Alternative Funding. We may wish to look elsewhere for funding to replace that provided over the years by La Maison. It is not at all obvious to CoCo what external sources of funding might be available. However possibilities that might be considered include:

- a. Some form of subscription whereby each member, either personally or through their university, would pay an annual fee to belong to an “ENOP Association”.
- b. Revenue generation through a form of Research Update/What’s New Workshops for post-experience W/O psychologists in industry, probably attached to the annual symposium, for which they would pay.
- c. A variant on (b) above would be to hold “What’s New in W/O Psychology?” workshops for managers and anyone else interested attached to the annual symposium.
- d. Obtain medium to long-term support from a Foundation or the European Community.

These are some very preliminary ideas to generate our discussion in March 2006. CoCo is not recommending any of these as a preferred line of action. Indeed there may be a number of other paths to pursue and we would welcome suggestions about what these might be.

CoCo invites all members to react now to this letter. Please send your comments and suggestions to Vincent Rogard ([vincent.rogard@univ-paris5.fr](mailto:vincent.rogard@univ-paris5.fr)). CoCo will summarise these reactions as a basis for discussion at the 2006 Annual Symposium.

***Submitted by:***  
***Prof. David Guest (on behalf of CoCo),***  
***King’s College,***  
***London, UK***

## 6. The role of ENOP in promotion of Organisational and Work Psychology in Ukraine

Today that we are concerned with the future of ENOP, I'd like to dwell upon the impact ENOP has had on the development of O&W Psychology in Ukraine since, as was noted in the previous paper, one of the important ENOP's objectives is *promotion of O&W Psychology in Europe with a special emphasis on integration of West and East European developments*.

During March 1999 when I, as a representative of Ukraine, was invited to join ENOP, *ENOP provided encouragement and financial support of different activities of Ukrainian W&O psychologists*.

First of all, I would like to emphasise the importance for Ukraine of the participation of its representative in the *annual ENOP Symposium* (six times, thanks to sponsoring of ENOP and the Maison des Sciences de l'Homme). It helped us to identify the most important trends in Organizational and Work Psychology in Europe, to share the experience of European countries in researching different aspects of organisational life which resulted in our better understanding of these problems followed by intensification of their research in Ukraine. Of special importance for me was my involvement together with *Prof. Friedhelm Nachreiner* (Germany) in organisation and holding of ENOP Symposium 2002 *European Harmonisation of Working Life – Challenges For East And West*. It was my first experience of active communications with the researchers from Western and Eastern Europe as well as a good chance to present my findings and developments at my presentation called *Stress Factors In Organisations. Case study in Ukraine*.

Another important experience for me was my work in *CoCo as an Eastern Europe representative and ENOP Newsletter Editor* since September 2001 which was an expression of trust to me. Work as a Newsletter Editor (since Newsletter issue # 43 up to now) promoted establishment of good contacts with many ENOP members as well as analysis of information relating different trends of WOP in Europe. My work in CoCo allowed me to participate in direct discussions of strategic and tactical issues of ENOP activity, to better understand ENOP's role in development of Organizational and Work Psychology in Ukraine and to attract Ukrainian psychologists to various activities which were innovative and important for Ukraine.

Such activities, first of all, included participation of a representative of Ukraine (PhD student O.Chebotarova) in the *Internet-based post-graduate course in Work and Organisational Psychology "New developments in Work and Organisational Psychology: An International Perspective"* which was established as a cooperation between four European universities: the Budapest University of Technology and Economic Sciences, University of Ljubljana, University of Vienna, and the University of Zagreb under the auspices of ENOP (October 2001 – June 2002). The course organisers *professors Miklos Antalovits, Lajos Izso, Edvard Konrad, Erich Kirchler and Branimir Sverko* kindly supported Ukraine's participation in the course.

Another activity important for us was my and O.Chebotarova's participation in *InterWOP (Internet-Based Learning in W&O Psychology) Workshop* (Budapest, Hungary, Budapest University of Technology and Economics, June 2-4 2002) which summarized the course work. The financial support of our participation in the seminar came from ENOP, the Maison des Sciences de l'Homme and Budapest University of Technology and Economics.

PhD student O.Chebotarova attended as well *The Fourth ENOP European Postgraduate Summer-school "Information Technology In Work And Organisational Psychology"* which took place at Université René-Descartes (Paris) (July, 2 –20, 2002). The summer-school was organised under the auspices of ENOP with the support of the France Ministry of Education and Research and the Maison des Sciences de l'Homme. These institutions sponsored the participation of Ukrainian representative (with personally assistant *Prof. Vincent Rogard*),.

Activities aimed to develop *strategic directions of development of Organizational and Work Psychology in Ukraine* include *The international workshop "Organizational, Work And Economic Psychology In Ukraine In The Context of European Integration"* which took place in Kyiv on May 23-24, 2004. The Workshop was held by the Ukrainian Association of Organizational and Work Psychologists in cooperation with the Institute of Psychology under the auspices of ENOP and with financial support of the Maison des Sciences de l'Homme. The *main objectives* of the Workshop were as follows: 1) To analyse the level of development of Organizational, Work and Economic Psychology in Ukraine as well as prospects of its development in the context of European integration; 2) To analyse the main approaches to training of O&W psychologists developed by the European Network of Organizational and Work Psychologists. To study the European Curriculum in O&W Psychology, the Reference Model and Minimal Standards as well as possibilities of their application in Ukraine; 3) To analyze the standards of profession of O&W psychologists in relation to the main ideas of the European education and Diploma in Psychology as well as to determine the ways of their introduction into Ukraine; 4) To analyse experience of some European universities in training W&O psychologists (Valencia University, Université René Descartes – Paris) and consider the possibilities of using this experience in Ukraine, etc.

The *Invited Lecturers* were: *Prof. Dr. Dr. h.c. Bernhard Wilpert* (Technische Universität Berlin, Institut für Psychologie and Arbeitswissenschaft, Germany), Member of the Coordination Committee (CoCo) of ENOP; *Prof. Dr. Vincent Rogard* (Université René Descartes UFR Psychologie, France), Member of the Coordination Committee of the ENOP; *Prof. Dr. Jose Maria Peiro* (Universidad de Valencia, Facultad de Psicología, Spain). At the end of the Workshop the invited lecturers were unanimously awarded the status of Honorary Members of the Ukrainian Association of Organizational and Work Psychologists.

The workshop was attended by *40 members* of the Ukrainian Association of Organisational and Work Psychologists who represented *12 regions of Ukraine*. The main result of the Workshop was the discussion and approval of the *Programme of Development of Organisational, Work and Economic Psychology In Ukraine In The Context Of European Integration (2004-2014)*.

Within the *Programme of Development of Organisational, Work And Economic Psychology In Ukraine In The Context of European Integration* with the assistance from ENOP the following activities were performed during 2004-2006:

1. Ukrainian W&O psychologists participated in the *XII-th Congress of Work and Organisational Psychology* (May 12-15, 2005, Istanbul, Turkey) – 32 abstracts submitted by the Ukrainian W&O psychologists were published with the support of the Congress Organisational Committee and personally *Handan Kepir Sinangil*, the Chair of Organisational Committee, member of ENOP;

2. The Ukrainian Association of Organisational and Work Psychologists joined *EAWOP* as a constituent (*XII-th Congress of Work and Organisational Psychology*, May 12-15, 2005, Istanbul, Turkey) (*with support members of ENOP professors Matti Vartiainen, António Caetano, Wilmar Schaufeli*);

3. ENOP sponsored translation into Ukrainian and publication (200 copies) of *The European Curriculum in W&O Psychology. Reference Model and Minimal Standards* in order to make

known ENOP's approaches to training of W&O psychologists and use them in universities of Ukraine (September, 2005);

4. Three Ukrainian W&O psychologists (Lyumila Karamushka, Olena Fil and Tatyana Zaichikova) participated in *IX-th European Conference on Organisational Psychology and Health Care* (October, 5-8, 2005, Dresden, Germany) with support from ENOP (members of ENOP *Prof. Dr. Jose Maria Peiro, Prof. Dr. Wilmar Schaufeli*), the Maison des Sciences de l'Homme and Dresden University of Technology (*Prof. Peter Richter*);

5. The Scientific Committee of *IX-th European Conference on Organisational Psychology and Health Care* proposed to organise the next *X-th European Conference on Organisational Psychology and Health Care* in Kyiv in 2007. The preparation for this event has started (with kind advice and consultations from *Prof. Jose Maria Peiro* and *Prof. Wilmar Schaufel, Prof. Peter Richter*).

6. The Ukrainian representative has been invited to participate in preparation of the *XIII-th European Congress of Work and Organisational Psychology* as a member of the Advisory Committee. The Congress is to take place in Stockholm (May 9-12, 2007). The invitation came from *Gunn Johansson*, member of ENOP, President of the XIII-th European Congress of Work and Organisational Psychology.

Thus, we can *conclude that participation of the Ukrainian representative in ENOP's work during the last six years* a) helped Ukrainian W&O Psychologists establish cooperative links with leading Work and Organisational Psychologists in Europe; b) allowed Ukrainian W&O Psychologists to participate in European congresses and conferences on Work and Organisational Psychology; c) improved Ukrainian W&O Psychologists' understanding of theoretical and methodological approaches to W&P Psychologists' training and research which can be used in their professional activity. *Citing Prof. B.Wilpert* who attended the Workshop in Kyiv in 2004, we can say that cooperation between ENOP and Ukrainian W&O Psychologists is *good example of ENOP's activity in promoting European integration and cooperation between Eastern and Western Europe*, and, in particular, in promoting cooperation between national universities, research institutions and professional associations.

This is, of course, only the beginning of a fruitful cooperation. To my mind, the Ukrainian Psychologists need *further considerable support* from ENOP members in a) preparing and accomplishing joint projects; b) making joint publications using the results of projects implementation; c) creating in Ukraine an international School (Center) for W&O Psychologists' training; d) concluding contracts with universities about cooperation, etc.

To put it into a nutshell, *cooperation with ENOP is really needed today for sustained development of Work and Organizational Psychology in Ukraine and I advocate the idea of continuing this activity (through new forms of professional activity and financing).*

And the last but not the least, I would like to express my sincere gratitude to ***Prof. Robert Roe*** and ***Prof. Edvard Konrad*** for their helping me to join ENOP.

I would like to acknowledge the great role of ***Maison des Sciences de l'Homme and the European Network of Organisational and Work Psychologists*** in supporting and sponsoring many international activities of Ukrainian W&P psychologists.

Many thanks to *Prof. Bernhard Wilpert, Prof. Erich Kirchler, Prof. Vincent Rogard, , Prof. Jose Maria Peiro, Prof. Miklos Antalovits, Prof. Edvard Konrad and Prof. Branimir Sverko* and all ENOP members for their support of my work and professional development while in ENOP.

I am very grateful to *Anne Rocha Perazzo, coordinator of ENOP*, for her precious help in organising my and my Ukrainian colleagues' different activities.

*Submitted by:*

*Prof. Lyudmila Karamushka,  
Laboratory of Organizational Psychology  
Institute of Psychology;  
Ukrainian Association of Organizational and Work  
Psychologists  
Kyiv, Ukraine*

# 7. IX European Conference on Organizational Psychology and Health Care

**Dresden, October 2005**

Since 1985 the European Network of Organizational Psychologists (ENOP) has initiated a series of conferences in the field of health care. The last two took place in Stockholm (2001) and Vienna (2003).

The **IXth European Conference on Organizational Psychology and Health Care** took place in Dresden, Germany between 5 - 8 October 2005. For some years it has become especially important to increase the attention on psychological and health aspects in occupational research, the Dresden conference was focused on “**Psychological Resources in Human Service Work**”. The conference was organized by the department of Work and Organizational Psychology (**Peter Richter**) of the Dresden University of Technology Germany in cooperation with the Federal Institute for Occupational Safety and Health (FIOSH). The conference was attended by about 70 participants who come from 15 Countries of EU, and also from Ukraine, Bulgaria, Russia, Canada, Australia and China.

Besides stress- and burnout- symptoms in health care systems, the approaches to cope with stress in health care systems and the development of psychosocial resources like job decision latitudes, team development, human oriented leadership and social support are of particular importance.

Three excellent keynote speakers gave the conference a wide thematic frame during the whole conference. Michael **West** (Birmingham, United Kingdom) reported the results about the connections between management, teamwork and effectiveness in health service organizations. Anna **Leonova** (Moscow, Russia) spoke about an integrative questionnaire instrument (Managerial Stress Survey, MSS) for diagnostic of stress factors and health outcomes and interventions to a health-oriented development of self-regulation in organizations. Winfried **Hacker** (Dresden, Germany) reported about knowledge work in human services as productive combination of stress research with cognitive psychology.

20 oral presentations and 24 posters were structured in topics like: organizational climate and change processes, team work in health care, health care for special processes, individual stress



coping and outcomes, occupational health & safety and knowledge, competence & training, burnout & stress.

Especially interesting were talks about the theoretical integration and empirical testing of social support theory and psychological contract models, both were discussed intensively at the last conference in Vienna (2003) by José Maria **Péiro** (Valencia, Spain), the longitudinal studies of general practitioners about 10 years, and the demonstration of disturbed reciprocity between patients and doctors as a predictor of burnout and further negative perception of patient demands 5 years later with an increase of burnout symptoms and the intensification of this feedback loop 10 years later by Wilmar **Schaufeli** (Utrecht, The Netherlands).

The conference was well-balanced between oral and poster presentations. There was a lot of time for informal discussions and the possibility to take part in guided tours in the beautiful surrounding of the new erected baroque downtown of Dresden.

As we have already done in the last four conferences we will also publish selected papers as volume 5 of the series “Organizational Psychology and health Care” (Editors: Peter **Richter**, José Maria **Péiro** and Wilmar **Schaufeli**) at Rainer Hampp Publishing House Munich and Meringen.

The conference was sponsored [partially](#) by the Maison des Sciences del’ Homme (Paris) and the friendship society of the University Dresden.

*The Xth Conference will take place 2007 in Kiew (Ukraine).*

***Submitted by:***  
***Prof. Peter Richter,***  
***Department of Work and Organizational Psychology***  
***Dresden University of Technology***  
***Dresden, Germany***

## 8. Erasmus Mundus Master on Work, Organizational and Personnel Psychology (WOP-P)

The European Master on Work, Organizational, and Personnel Psychology (WOP-P) is a postgraduate university programme, supported by the European Commission through the [Erasmus Mundus Programme](#). The European Master of Work, Organization and Personnel Psychology WOP-P is one of the 57 programmes supported by the Erasmus Mundus Programme so far and the only one in this professional and academic area.

The Master on Work, Organizational, and Personnel Psychology (WOP-P) has *four main objectives*:

- a) to prepare the students as competent practitioners in Work, Organizational and Personnel Psychology;
- b) to offer a European referent of training in WOP-P to the students of other regions of the world;
- c) to promote mobility of European and third-country students and staff across Europe;
- d) to contribute towards university excellence and competitiveness within the European Higher Education system.

The Master *qualifies students for the professional practice* of Work, Organizational, and Personnel Psychology. As it is based on national laws regulating the psychologist profession, the titles awarded make it possible to practice the profession of psychologist in the field of WOP Psychology. Moreover, the Master facilitates access to doctoral studies in this and related disciplines.

The *duration of the Programme* is two years, with a total workload of 120 ECTS (60 per year). The languages of instruction and examination will be the languages of the countries where the universities are located (Spanish, French, Italian, and Portuguese), with the exception of the Joint Intensive Learning Units (winter schools), where the language of instruction and examination will be English. Some invited seminars and courses in the partner institutions may be in English. The mobility scheme will assure the use of at least two European languages.

The *size of the student population* is 125, and 75 *teaching staff* are involved in the programme, representing a ratio of 0,6 professor/student. Teaching staff consists of well-recognized researchers and professionals from the member Universities and from other European and third country universities.

The programme is based on the "*scientist-practitioner*" *model*, which assumes that a good preparation as practitioner implies the acquisition of professional and research competencies. *The Master implements the main guidelines developed by the Euro-Psych model for the European Diploma of Psychology (EDP)* supported by the European Federation of Psychology Association (EFPA). It also follows *the Reference Model and Minimal Standards of the European Curriculum in WOP Psychology* established by the European Network of Work and Organizational Psychology Professors (ENOP).

The programme covers the *three main domains*: Work, Organizational, and Personnel Psychology. It intends to develop knowledge, skills, and competencies in these domains.

The **model of competencies** to be acquired by the students of the Erasmus-Mundus Master in Work, Organizational and Personnel Psychology takes into account the proposal developed by the Europsych Project devoted to design the European Diploma of Psychology, and adapted by Prof. Robert Roe to WOP Psychology.

So, the Master Programme aims to develop **four types of competencies as learning outcomes**:  
**1. Basic Competencies**: They include competence in areas of using information technology, oral and written communication, and working with numbers. All these competencies are really relevant during the process of learning and they will facilitate the building of the professional competencies.

**2. Professional competencies**: These are specific competencies required for an adequate role performance in the different areas of the profession of WOP psychologists. There are twenty core competencies grouped in six roles for the performance of professional activities in the context of Work and Organizational Psychology:

- a. Goal specification
- b. Assessment
- c. Development
- d. Intervention
- e. Evaluation.
- f. Communication.

**3. Enabling competencies**. These sets of competencies are not specific to WOP Psychologists. They are shared with other professions and providers of services. However, they are required in WOP Psychologists in order to provide quality in their services: professional strategy, practice management.

**4. Research competencies**. Following the scientist-practitioner model, the Master adds a fourth block of competencies. It is assumed that a good training of work and organizational psychologists requires the development of research competencies

The **workload** is distributed as follows:

- a) 48 ECTS are devoted to courses on Work, Organizational, and Personnel Psychology, including theory and methodology aspects;
- b) 16 ECTS are devoted to free-choice courses related to the field;
- c) 10 ECTS to the Joint Intensive Learning Unit (Winter-School);
- d) 15 ECTS to professional stage,
- e) 24 ECTS to the development of research competences;
- f) 7 ECTS to prepare a Professional Report integrating research and practice.

**A Consortium of five European Universities**, Universitat de València (Spain) as the coordinating institution, Universitat de Barcelona (Spain), Université René Descartes Paris 5 (France), Alma Mater Studiorum-Università di Bologna (Italy), and Universidade de Coimbra (Portugal), offers the Master on Work, Organizational, and Personnel Psychology (WOP-P) within the Erasmus Mundus Programme.

**Three models or combinations of mobility** are established. These models force the student to develop at least 60 ECTS of the workload in the partner institution where he/she is registered as a student (Home University). The student also has to study at least 40 ECTS of the workload (1/3 of the total) in another partner institution located in a different country (Host University). Any

combination of home and host universities, pertaining to different countries, is possible. The Home and the Host Universities for every student are the partner institutions that will deliver the official *double title*, as described in the agreement signed by all the partners.

The *title of each partner university* is as follows: Master en Psicología del Trabajo, de las Organizaciones y de los Recursos Humanos/ Màster en Psicologia del Treball, les Organitzacions i els Recursos Humans (Universitat de València and Universitat de Barcelona), Master mention Psychologie, Travail et Vie Sociale, spécialité Psychologie du Travail (Université René Descartes Paris 5), Laurea Specialistica in Psicologia delle organizzazioni e dei servizi” (Alma Mater Studiorum Università di Bologna), Mestrado em Psicologia, na área de especialização de Psicologia do Trabalho e das Organizações (Universidade de Coimbra).

*Admission criteria* are:

- 1) University Degree in Psychology;
- 2) Commitment to full-time dedication to the study of the Master Programme;
- 3) English level B1, using the common European Framework of reference for languages (<http://culture2.coe.int/portfolio/documents/0521803136txt.pdf>);
- 4) fluency in at least one of the European languages of the Consortium (Spanish, French, Italian, or Portuguese).

Non-European students *who wish to participate in the program can apply for 12 Erasmus Mundus scholarships for the academic year 2006/07*. Moreover, under the "Asian window", the WOP-P consortium has the possibility to select 13 additional Asian students who will be granted an Erasmus Mundus scholarship to start their study in the academic year 2006/2006. The amount of these scholarships is 21,000 euros/year: a fixed amount (5,000 euros/year) and a monthly amount (1,600 euros per month with a total of 10 months per year). Grant holders may not come from any country of the European Union (EU) or any associated country with the EU. Applicants to Erasmus Mundus scholarships may not have spent more than one year as student or worker in any EU country or any associated country to the EU for the last five years.

*Call for applications opened*

The application [deadline](#) for the WOP-P Programme is **May 31st 2006** (date of arrival) for non-Eu students and **June 30 2006** (date of arrival) for Eu students.

Students who wish to be considered for an Erasmus Mundus [scholarship](#) for 2006/2007 must apply until *February 1st 2006* (date of arrival).

### **Beneficiary**

Universitat de València, Spain  
Avda. Blasco Ibáñez, 13  
E - 46010 Valencia  
<http://www.uv.es>

### **Co-ordinator**

Prof. Jose M. Peiró-Silla ([Jose.M.Peiro@uv.es](mailto:Jose.M.Peiro@uv.es))  
Department of Social Psychology  
Universitat de València  
Avda. Blasco Ibáñez, 13,  
E - 46010 Valencia

### **Partners**

Universitat de Barcelona, Spain  
Alma Mater Studiorum. Università degli Studi di Bologna, Italy  
Université René Descartes – Paris 5, France  
Universidade de Coimbra, Portugal

**More information**

[www.uv.es/erasmuswop/](http://www.uv.es/erasmuswop/)

[http://europa.eu.int/comm/education/programmes/mundus/index\\_es.html](http://europa.eu.int/comm/education/programmes/mundus/index_es.html)

*Submitted by Prof. Jose M. Peiró-Silla  
Department of Social Psychology  
Universitat de València  
Valencia, Spain*

## 9. ENOP-Members Research Interests and Publications

*In this section you will find a list of 36 ENOP members, their addresses and research topics as well as publications dated 2005 and 2006 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))

**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.

Recent publications:

-Bouwen, R. (2005) Relational Organizing: The Social Construction of Communities of Practice and Shared Meaning. In: Dörte Resch, Pascal Dey, Annette Kluge & Chris Steyaert (Eds): *Organisatiepsychologie als Dialog; Inquiring Social Constructionist Possibilities in Organizational Life*. Pabst Science Publishers, D-49525 Lengrich.

-Bouwen, R., Craps, M. & A. Dewulf (2005) Knowledge discourses and Implications for inclusion and exclusion. *Quaderni di Psicologia del Lavoro*, Special issue *Convivence in Organizations and Society*. Vol 12, 63-72.

-Dewulf, A., Craps, M., Bouwen, R., Abril, F. & M. Zhingri (2005) How indigenous farmers and university engineers create actionable knowledge for sustainable irrigation. *Action Research*. Vol 3(2), 175-192.

**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. (2005). Bewertungs- und Bewältigungsprozesse im Umgang mit Belastungen am Arbeitsplatz. *Supervision, Heft 3* (S. 6-9). Weinheim: Beltz.
- Resch, M. & Bamberg, E. (Eds.) (2005), Work-Life-Balance - Ein neuer Blick auf die Vereinbarkeit von Berufs- und Privatleben? *Zeitschrift für Arbeits- und Organisationspsychologie*. Vol. 49, No. 4, 171-175. Göttingen: Hogrefe.
- Resch, M. & Bamberg, E. (2005).
- Bamberg, E., Schmidt, J., Hänel, K. (Eds.) (2006), Beratung – Counseling – Consulting. Göttingen: Hogrefe-Verlag.

**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.
- Lima, M. E Caetano, A. (2005). Relationship between perceived organizational support, LMX and commitment: The mediating role of trust in organization. In Avallone, F., Sinangil, H. K., & Caetano, A. (2005). *Convivence in organizations and society* .Milano, Italy: Guerini Studio (pp.113 -118).

**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.

Recent publications:

- Guest, D. (2005)“Organizational Commitment”. In Nicholson, N. (ed). *Encyclopedic Dictionary of Organizational Behavior*. 2<sup>nd</sup> ed. Blackwell: Oxford. pp. 44-46.
- Guest, D. (2005) “Human resource management and corporate performance: Recent empirical evidence”. In *Corporate Governance, Human Resource Management and Firm Performance*. DTI Economics Paper No 13. pp. 101-118.
- Guest, D. and King, Z.(2005) “Management development and career management”. In S. Bach (ed). *Managing Human Resources: Personnel Management in Transition*. 4<sup>th</sup> edition. Oxford: Blackwell. pp. 237-265..
- Sturges, J., Conway, N., Guest, D. and Liefoghe, A (2005) “Managing the career deal: The psychological contract as a framework for understanding career management, organizational commitment and work behaviour”. *Journal of Organizational Behavior*, 26, 7, 821-838.

**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, John J. P. (2005) The cognitive and organisational processes of innovation: A knowledge management perspective.” In: How to manage experience sharing. Editors, Andriessen and Fahlbruch 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, 366 p. (in Ukrainian)

-Karamushka L. M., Fil O. Team Building as A Factor of High Competitiveness of Entrepreneurs. XII European Congress of Work and Organizational Psychology (May 12–15, 2005, Istanbul, Turkey) (Abstract 125-1, CD-ROM)

-Karamushka L., Zaichikova T. A System of Socio-psychological Measures to Prevent and Overcome Burnout in Teachers. // In: Psychosocial Resources in Human Service Work. Proceedings of IX ENOP Conference on Organizational Psychology and Health Care. Dresden, Germany: BAUA, 2005, p. 26.

-Karamushka L., Kredentcer O., Fil A. Entrepreneurs psychological training as a determinant of effective business activity //30<sup>th</sup> Annual Congress IAREP “Absurdity in the Economy”. Prague, Czech. Republic, September 21-24, 2005. (Abstract, CD-ROM)



**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 behaviour; credit use.

Recent publications:

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

-Hofmann, E., Kamleitner, B. & Kirchler, E. (2005). Soziale Vorstellungen über den (T)Euro – Überblick über empirische Studien zur Währungsumstellung. *Jahrbuch der Absatz- und Verbrauchsforschung*, 51(1), 94-110.

-Kirchler, E., Maciejovsky, B. & Weber, M. (2005). Framing effects, selective information, and market behavior: An experimental analysis. *Journal of Behavioral Finance*, 6(2), 90-100.

- el Sehity, T., Hölzl, E. & Kirchler, E. (2005). Price developments after a nominal shock: Benford's law and psychological pricing after the euro introduction. *International Journal of Research in Marketing*, 22(4), 471-480.

**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.

**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., & Cadet, B. (2005). Risk evaluation and accident analysis. *Advances in Psychology Research*, 36, 61-80.

-Cadet B, Kouabenan D.R. (2005): Evaluer et modéliser les risques : apports et limites de différents paradigmes dans le diagnostic de sécurité. *Le Travail Humain*, 68, 7-35.

-Causse, P., Delhomme, P., & Kouabenan, D.R. (2005). Jugements comparatifs et absolus de deux risques routiers contextualisés et raisons invoquées quant à ces jugements. *Psychologie du Travail et des Organisations*, 11, 191-208

-Kouabenan, D.R. (2006). Management de la sécurité : rôle des croyances et des perceptions. In C. Lévy-Léboyer, M. Huteau, C. Louche & J.P. Rolland, *RH : Les apports de la psychologie du travail, tome 2 : Management des organisations* (pp. 361-383). Paris : Les Editions d'Organisation.

**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: [aleonova@mn.ru](mailto:aleonova@mn.ru))

Research topics:

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

Recent publications:

-Leonova A.B. Psychologist in Organizations: Introduction to Profession. Moscow, Academia, 2006, 186 p. (in Russian)

-Leonova A.B., Motovilina I.A. Occupational stress in the process of organizational changes. In: Psychological Journal, 2006, v. 27, 2, pp. 44-58 (in Russian)

-Leonova A.B. Stress in medical doctors' professions: job/organizational dynamics and psychological treatment. Invited lecture. In: Psychosocial Resources in Human Service Work. Proceedings of IX ENOP Conference on Organizational Psychology and Health Care. Dresden, Germany: BAUA, 2005, p. 32.

-Leonova A.B., Motovilina I. Dynamics of job stress in the process of organizational innovations. In: Proceedings of XII European Congress of Work and Organizational Psychology. Istanbul, Turkey: EAWOP, 2005, p. 26.

**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)).

Research topics:

automation and human performance, system safety, aviation and space psychology, procedural justice of personnel selection

Recent publications:

-Manzey, D. & Bahner, J. E. (2005). Vertrauen in Automation als Aspekt der Verlässlichkeit von Mensch-Maschine-Systemen. In K. Karrer, B. Gauss & C. Steffens (Hrsg.), *Beiträge zur Mensch-Maschine-Systemtechnik aus Forschung und Praxis: Festschrift für Klaus-Peter Timpe* (S. 93-109). Düsseldorf: Symposion.

- Bahner, J.E., Hüper, A.-D. & Manzey, D.. Complacency in automated fault management: How to keep operators alert towards possible failures of automated aids. Proceedings of the 3rd Congress of the International Ergonomics Association, Maastricht, 10-15 July, 2006. (in press).

- Manzey, D. & Müller, T. (2006). Luft- und Raumfahrt. In Konradt & Zimolong (Hrsg.). *Ingenieurpsychologie. Enzyklopädie der Psychologie*. Göttingen: Hogrefe (in press).

- Manzey, D. (2006). Luft- und Raumfahrtpsychologie. In Pawlik, K. (Hrsg.) *Psychologie*. Heidelberg: Springer (in press).

**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:

-González-Romá, V., Väänänen, A., Ripoll, P., Caballer, A., Peiró, J.M., Kivimaki, M. (2005). Psychological Climate, sickness absence and gender. *Psicothema*, 17 (1), 169-174.

-Martínez-Tur, V., Peiró, J.M., Ramos, J. (2005). Linking situational constraints to customer satisfaction in a service environment. *En Applied Psychology: An International Review*, 2005, 54(1), 25-36.

-Peiró, J.M., Martínez-Tur, V., Ramos, J. (2005). Employee's overestimation of functional and relational service quality: a gap analysis. *En The Service Industries Journal*. Vol., 25, No. 6, 1-17.

- Moliner, C., Martínez-Tur, V., Peiró, J.M., Ramos, J. & Cropanzano, R. (2005). Relationships between organizational justice and burnout at the work unit level. *International journal of Stress Management*, 12 (2), 99-116.

**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., Turska E., Banka A.(2005) Psychologia pracy i organizacji w okresie zmian cywilizacyjnych (Work and Organizational Psychology in the Period of Civilizational Changes). 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.

**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.B. & Taris, T.W. (2005). Commentary. The conceptualization and measurement of burnout: Common ground and worlds apart. *Work & Stress*, 19, 356-262.

- Langelaan, S., Bakker, A.B., Van Doornen, L.J.P. & Schaufeli, W.B. (2006). Burnout and work engagement: Do individual differences make a difference? *Personality and Individual Differences*, 40, 521-532.
- González-Roma, V., Schaufeli, W.B., Bakker, A., Lloret, S. (2006). Burnout and engagement: Independent factors or opposite poles? *Journal of Vocational Behaviour*, 68, 165-174.
- Hakanen, J.J., Bakker, A.B. & Schaufeli, W. .B. (2006). Burnout and work engagement among teachers. *Journal of School Psychology*, 43, 495-513.

**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:

- Avallone, 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.
- Sinangil, H.K. and Küçükaslan, A. (2006). Mergers and Acquisitions: Critical Success Factors in Turkey. In H. Pernsteiner & H. Sumer (Eds.) *Mergers and Acquisitions in Emerging Markets Beispil Türkei*, pp. 73-94. Linz, Johannes Kepler Universitat, Trauner, D.

**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. The psychological impact of the hidden economy working. In Avalone, F., Kepir Sinagil, H. & Catano, A. (Eds.) Convivence in organizations and society (pp.209-215). Milano: Guerini, 2005.
- Maslic Sersic, D., Sverko, B., Galesic, M. Unemployment and dimensions of subjective health: exploring moderating effects of age. *Studia Psychologica*, 2005, 47, 221-234.
- Sverko, B., Galic, Z., & Maslic Sersic, D. Unemployment and social exclusion: a longitudinal study. *Revija za socijalnu politiku* (in press).

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Research topics:

Quality of life and occupational stress (managers, engineers, teachers, public administrators, med. doctors).

Recent publications:

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

- Teichmann, M. (2005). Estonian Managers' Work and Family Conflict, Inaugural Conference of the International Center of Work and Family, IESE, International Research on Work and Family: From Policy to Practice, 8 p. (Peer Reviewed, Conference Publication, CD, University of Navarra, Spain)

-Teichmann, M. (2005). W/O Psychology Course for Non-Psychologists. In: *Examples of Teaching Module for ENOP Work and Organizational Psychology Reference Model*, ENOP Newsletter, No. 48, January, 2005, pp. 34 – 39.

-Teichmann, M., Spector, P. E., Cooper, C. L., Sparks, K., Bernin, P., Pagon, M., Pitariu, H., Poelmans, S., Russinova, V., Salamatov, V., Salgado, J., Stora, J. B., Theorell, T., Vlerick, P., Widerszal-Bazyl, M. *Eastern European versus Western Control Beliefs at Work*, 26-th International Congress of Applied Psychology, 16-21. July 2006, Athens, Greece (abstract, in press)

**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.

**33. 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.

**34. Matti Vartiainen.** Laboratory of Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology, P.O.Box 5500, Otaniementie 17, 02015 TKK, Finland. (Tel: +358-50-5553380; fax: +358-9-4513665; e-mail: [matti.vartiainen@tkk.fi](mailto:matti.vartiainen@tkk.fi); [http://www.tuta.hut.fi/units/Tps/tps\\_en.php](http://www.tuta.hut.fi/units/Tps/tps_en.php); <http://vmwork.tkk.fi>; <http://www.palkitseminen.hut.fi/>; <http://www.bit.hut.fi/samapalkkaisuus>

Research topics:

Mobile virtual work; distributed workplace, organizational knowledge and competences, reward systems

Recent publications:

-Hyrkkänen, U. & Vartiainen, M. (2005) *Mobiili työ ja hyvinvointi. Työpoliittinen tutkimus*, nro 293. Helsinki: Työministeriö. (Mobile Work and Well-being). 255 p + Appendices 20 p

- Vartiainen, M., Lönnblad, J., Balk, A. & Jalonen, K. (2005) Mobiilin työn haasteet. Työpoliittinen tutkimus, nro 269. Helsinki: Työministeriö. (Challenges of Mobile Work). 183 p.
- Antoni, C., Berger, A., Baeten, X., Verbruggen, A., Emans, B., Hulkko, K., Vartiainen, M., Kessler, I. & Neu, E. (2005) Wages and working conditions in the European Union. European Foundation for the Improvement of Living and Working Conditions. Luxembourg: Office for Official Publications of the European Communities. 80 p.
- Andriessen, J.H.Erik & Vartiainen, M. (eds.) (2006) Mobile Virtual Work: A New Paradigm? Heidelberg: Springer. 400 p.

**35. 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., Wahlström B. et al. (2005). LearnSafe - Learning organisations for nuclear safety. Espoo: VTT.
- Wilpert, B. (2005). On environments of quality of life, *Revue européenne de psychologie appliquée*.
- Wilpert, B. (2005) Psychology and Design Processes. *European Psychologist*, Vol. 10(3), 229-236
- Wilpert, B. (2006). Le role des psychologues dans le maintien de la sécurité dans les organisations à haut risque, In: C. Lévy-Leboyer, C. Louche, J.-P. Rolland, RH, les apports de la psychologie du travail, Paris: Editions d'organisation, 283-298

**36. Zijlstra, Fred** Maastricht University, Faculty of Psychology, P.O. Box 616, NL – 6200 MD Maastricht, The Netherlands (Tel: + 31 43 388 4337 / 1908; Fax: + 31 43 388 4196; E-mail: [fred.zijlstra@psychology.unimaas.nl](mailto:fred.zijlstra@psychology.unimaas.nl))

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 publications:

- Zijlstra, F.R.H., (2005). Work and Organization Psychology in Europe. Editorial. *European Journal of Work and Organizational Psychology*, Vol. 14(4), pp.
- Sonnentag S. & Zijlstra, F.R.H., (2006). Work and Off-Job Activities as Predictors of Need for Recovery and Well-Being, *Journal of Applied Psychology*. Vol. 91(2), pp.
- Zijlstra, F.R.H., and Sonnentag, S., (2006). After work is done: Psychological perspectives on recovery from work. *European Journal of Work and Organizational Psychology*, Vol. 15(2), pp.
- Zijlstra, F.R.H. and Cropley, M., (2006). Work and Recovery. In: F. Jones, R.J. Burke, & M. Westman, (Eds.). *Work-Life Balance: A Psychological Perspective*. Hove: Psychology Press.

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  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, Kivimaki M, Riihimaki H, Luukkonen 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.

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

**20. Levy-Leboyer, Claude.** Institut de Psychologie, Université René Descartes, 28, rue Serpente, 75006 Paris, France (Tel. +33 40519812; Fax: +33 40517085).

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

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**24. Navarro, Claude.** Maison de la Recherche, Laboratoire "Travail et Cognition", Université Toulouse 2, 5 allées Antonio Machado, 31058 Toulouse cedex 1 (Tel. +33 5 61 50 35 25; Fax +33 5 61 50 35 33; e-mail: [navarro@univ-tlse2.fr](mailto:navarro@univ-tlse2.fr)).

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

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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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