

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 51

WEB ADDRESS

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(BY JOSÉ MARIA PRIETO)

SEPTEMBER, 2006

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ENOP NEWSLETTER No. 51

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0. Contents

1. Editorial
2. Business Meeting 2006
3. Report of the 2006 ENOP-Symposium: “Exploring National Differences in Job Satisfaction”
4. Work, Organizational and Economic Psychology Curriculum (WOE-Psychology Curriculum)
5. European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)
6. 25th NeTWork Workshop “Safety in Applying Genetic Engineering to Agriculture”
7. Xth European Conference on Organizational Psychology and Human Service Work “Work and Organizational Psychology in Human Services Organizations: different European perspectives”
8. ENOP-Members Research Interests and Publications

1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the business meeting held in Paris on March 25, 2006. You will also find the report on the 2006 ENOP-Symposium “Exploring National Differences in Job Satisfaction”.

In addition, the Newsletter includes “Work, Organizational and Economic Psychology Curriculum (WOE-Psychology Curriculum)”, which has been evaluated positively by ENOP and found to correspond to the ENOP Reference Model, and some information about initial steps of the process of “European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)”.

Also Newsletter includes information about two regular workshop and conference activities of ENOP – 25th NeTWork Workshop “Safety in Applying Genetic Engineering to Agriculture” (12-14 October 2006, Schloss Steinhöfel, Germany) and “Xth European Conference on Organizational Psychology and Human Service Work “Work and Organizational Psychology in Human Services Organizations: different European perspectives” (3-6 October 2007, Kyiv, Ukraine).

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.

With best wishes for beginning of academic year,

Lyudmila Karamushka
Kyiv, September 2006

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

2. Business Meeting 2006

The 2006 ENOP business meeting, led by *David Guest* and *Jose M. Piero*, took place at Université René Descartes, Paris, on March 25, 2006 with the following agenda:

- a) Future of ENOP
- b) ENOP Reference Model
- c) ENOP new members
- d) Symposium 2007
- e) CoCo meeting
- f) ENOP web-site and ENOP Newsletter
- g) Congresses and conferences
- i) Publications
- j) Other business

a) Future of ENOP:

Bernhard Wilpert reported about the history and development of ENOP. From a “club of friends”, ENOP developed as a Network of Work and Organizational Psychologists in Europe with the scope to exchange information about the development of the field in Europe, stimulation and enforcement of teaching and research. Reporter has emphasised that the ENOP was highly efficient, and its outcome includes but not restricted to: publications, development of the ENOP Reference Model as a European framework for curricula development, Erasmus Mundus Master on Work, Organizational and Personnel Psychology (WOP-P), summer schools, e-learning curriculum, list of 100 most important publications for training in Work and Organizational Psychology and support for Eastern European countries, national evaluation of curricula, etc. MSH has in the past supported ENOP as a flagship of the institution.

Taking into account that the traditional source of support is unavailable anymore, the meeting participants have discussed two options related to the future of ENOP: 1) Closing down the ENOP activities. This option was not accepted by the members of the business meeting; 2) Framework of the ENOP activities at the condition of restricted financial resources. The participants expressed desire for ENOP to continue by keeping one meeting per year and recommended the COCO to consider possibilities to transform the ENOP into “professional association” as legal entity.

The participants have discussed as well the future activities of the ENOP:

- a) Education (curricula, summer schools, filling reference model with contents, etc.);
- b) Research (function of the ENOP as a platform to enforce and stimulate research);
- c) Think tank for the development of the discipline and streams of development, as well as input for policy makers;
- d) Networking outside the ENOP network and backing up this networking.

b) ENOP Reference Model:

- *Erich Kirchler* reported about main objectives of the “Work, Organizational and Economic Psychology Curriculum (WOE-Psychology Curriculum)” proposed by him and his colleagues from University of Vienna, University of Innsbruck, and University of Graz. *Eva Bamberg*

reported about results of activity of the work group comprising *Vincent Rogard, José M. Peiró and Eva Bamberg* which was established to review this Curriculum. She reported that Curriculum is well developed and based on ENOP Reference Model. Evaluation of the Curriculum is available in German and English language. (Detailed information about content and structure of this Curriculum is presented in the Newsletter, part 4).

- *Jose M. Peiro* reported about objectives and structure of 'European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)' which was funded by EU. (Detailed information about initial steps of the process of 'European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)' is presented in the Newsletter, part 5).

- *Jose M. Peiro* reported about organization of EAWOP Task Forces on advanced Diploma in WOP.

c) ENOP new members:

The following colleagues were invited to attend the 2006 Symposium and to join ENOP:

- *Prof. Dr. Gudela Grote* (Professor of Work and Organizational Psychology, Department of Management, Technology, and Economics, ETH Zürich, Switzerland)

- *Prof. John Arnold* (Professor of Organizational Behaviour, Business School, Loughborough University, United Kingdom).

These members were unanimously accepted and welcomed to ENOP.

Criteria for ENOP membership were discussed, and *Fred Zijlstra* took responsibility to analyse the issue and prepare recommendation.

d) Symposium 2007:

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

'The contextualized individual: Concepts and methods for bridging individual and social system level analyses'

Symposium is going to take place in **Paris, on March 22-24, 2007.**

Prof. Dr. Gudela Grote will be responsible for organization of the Symposium and designing framework of the event. CoCo will approve the detailed topics of the Symposium 2007.

e) CoCo meeting:

CoCo 2006/7 consists of the following members:

Wilpert Bernhard (contact with MSH)

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

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

Zijlstra Fred (responsible for ENOP membership)

Grote Gudela (responsible for ENOP Symposium - 2007)

Peiro Jose M.

Karamushka Lyudmila (Eastern Europe representative, Newsletter Editor)

The next CoCo meeting will take place at MSH on Friday, September 29, 2006, 10.00-18.00.

f) ENOP web-site and ENOP Newsletter:

- *José Maria Prieto* with support of his University (Madrid, Spain) will be responsible for redesigning of ENOP web-site according to modern IT requirements.
- *Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. Lyudmila Karamushka informed that next ENOP Newsletter N 51 will be prepared in September, 2006, and printed by support of Ukrainian Association of Organizational and Work Psychologists and Centre of Organizational and Economic Psychology (Kyiv, Ukraine). Materials of the Newsletter will be placed as well on the ENOP web-site.

g) Congresses and conferences:

- *Johansson, Gunn*, informed about preparation of *XXIst European Congress of Work and Organizational Psychology "Sustainable Work: Promoting Human and Organizational Vitality"* which will take place on May 9-12, 2007, in Stockholm, Sweden. She noted that many members of ENOP are involved in the Advisory Committee and Program Committee of the Congress and preparatory activities. (For more information see: www.eawop2007.org).
- *Bernhard Wilpert* informed about one of regular workshop activities of ENOP – *XXVth NeTWork Workshop "Safety in Applying Genetic Engineering to Agriculture"* which will take place on 12-14 October 2006, in Schloss Steinhöfel, Germany. (Detailed information about programme of this workshop is presented in the Newsletter, part 6). For more information please contact bernhard.wilpert@tu-berlin.de
- *Jose M. Peiro* and *Lyudmila Karamushka* announced one of regular conference activities of ENOP – *Xth European Conference on Organizational Psychology and Human Service Work "Work and Organizational Psychology in Human Services Organizations: different European perspectives"* which will take place on 3-6 October 2007, in Kyiv, Ukraine. (Detailed information about programme of this workshop is presented in the Newsletter, part 7). For more information please contact: LKARAMA01@yahoo.co.uk
- *XXth European Congress of Psychology "Mapping of Psychological Knowledge for Society"* will take place on 3-6 July, 2005, in Prague, Czech Republic. For father information: <http://ecp2007.com>
- *IAREP 2007 Congress "Values and Economy"* will take place on 9-12 September, 2007, in Ljubljana, Slovenia. For more information please contact: IAREP2007@ff.uni-lj.si
- *XXXrd Interamerican Congress of Psychology "Integrating the Americans"* will take place on 1-5 July, 2007, in Mexico City, Mexico. For father information: www.cipmexico2007.org.mx
- *XXIXth International Congress of Psychology* will take place on 20-25 July 2008, in Berlin, Germany. For father information: www.icp2008.org
- *XXth European Congress of Psychology "A rapidly Changing Word – Challenges for Psychology"* will take place on 7-10 July, 2009, in Oslo, Norway. For father information: www.ecp2009.no
- *XXVth International Congress of Applied Psychology* will take place on 11-16 July 2010, in Melbourne, Australia. For father information: www.icap2010.com

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 the Newsletter. The last section of the Newsletter will be devoted to members' scientific interests.

k) Other business: N/A

3. Report on the 2006 ENOP Symposium: “Exploring National Differences in Job Satisfaction”

Paris, March 23-25, 2006

The central aim of the 2006 ENOP Symposium, held for the last time at La Maison des Sciences de l'Homme, was to explore national differences in job satisfaction, well-being and happiness. The associated aims were to examine and understand the basis for national differences and to assess the implications for W/O psychology theory, research and analysis, particularly bearing in mind the need to consider multi-level analysis.

The symposium was introduced by **Professor David Guest**. He outlined reasons for the interest in this topic including the persisting evidence that there are national differences and the growing interest in the topic among economists, based partly on the failure to find any association between increasing affluence among advanced industrial countries and increases in job satisfaction. Indeed job satisfaction has been generally fairly stable and even falling in some countries. There is also a growing interest in “well-being” stimulated partly through the concern of the Council of Europe, the OECD and the ILO to develop “more and better” jobs; partly through the changing nature of the workforce which has become better educated and more female and gives a greater priority to work-life balance; and partly because of a general interest among people in health and well-being linked to ideas about a healthy life style, which has been adopted by many organizations wishing to attract and retain high quality workers.

Professor Guest noted the variety of measures of each of the three core concepts of satisfaction, well-being and happiness, which could be applied both in general and in the specific context of work. In work settings, the determinants of job satisfaction traditionally considered by W/O psychologists include a range of aspects of work context, the features of the specific job and individual factors such as positive or negative affect. When national differences are considered, then economic, institutional and cultural factors may need to be incorporated. These require some consideration of multi-level analysis to identify whether the major explanation for any national differences in satisfaction or well-being lies at the individual, organizational or national level. In considering these different levels, W/O psychologists have to move outside their normal levels of analysis.

The distinguished outside speaker at the symposium was **Professor Ruud Veenhoven**, Professor of the Social Conditions for Human Happiness at Erasmus University, Rotterdam. He has been studying happiness across nations and within relationships for well over twenty years and he provided an overview of his perspective and his research findings. He drew a number of important distinctions. First he distinguished between factors external and internal to the individual that he described in terms of “livability” and “life-ability”. In other words, the external conditions, for example in affluent societies might be conducive to happiness; whether those conditions were realised depended on internal individual factors such as personality and expectations. Secondly, he distinguished between enduring and passing features of happiness. Among the former were notions of life and job satisfaction while in the second category were enjoyment of an experience and peak experiences.

In studying happiness, **Professor Veenhoven** acknowledged the possibility of a range of measures, including physiological measures, but opted for the single item general measure of happiness on a ten point rating scale. His core question was therefore: “Taking all together, how satisfied or dissatisfied are you with your life as a whole these days?”. A similar question might be asked of context-specific satisfaction. Based on this type of question, Professor Veenhoven demonstrated an association between Gross Domestic Product and happiness by contrasting data from Switzerland and Zimbabwe. This reflected his analysis of the societal conditions for happiness. His research suggested that freedom, material affluence and rule of law were important factors, a strong social security system provided some gains, while income equality had no noticeable effect. Within countries, he identified being married, social participation and income, while the role of education was mixed and dependent children did not add to happiness. At a more personal level, the personality factors of conscientiousness and independence were strongly associated with happiness, as was social intelligence. General intelligence was not associated with happiness while placing a high value on materialism was negatively associated with happiness. Despite these findings, it was acknowledged that a considerable amount of the variance in happiness within a given society, as measured by the standard single item, remained unexplained.

The final part of the presentation applied these issues to the work context. **Professor Veenhoven** noted that the very limited amount of longitudinal research made this difficult to report with any confidence. Within specific countries there are associations between happiness and type of occupation and employment sector but these vary considerably between nations. There is also a consistent association with a positive social climate at work, autonomy and some pressure or demand in the job. However the key and valuable contribution of Professor Veenhoven’s presentation was to highlight a broadly based concept and measure of happiness and to offer insightful international comparisons. The two subsequent presentations focus more specifically with the work context.

Professor Antonio Caetano from ISCTE, Lisbon, presented data from the European Social Survey which contains a representative sample of employees from the then 15 EU countries plus Norway, the Czech Republic, Hungary, Poland and Slovenia. It includes items on satisfaction with life a whole, happiness, subjective general health and work satisfaction. Confirmatory factor analysis confirmed that these four measures could be used as a measure of subjective well-being in each country. While there was high inter-rater agreement in each country, the intra-class correlations were very low ($ICC1 = 0.06$) suggesting that the country level explains only three per cent of the variance. Bearing this in mind, four countries, Denmark, Austria, Norway and Ireland report slightly above average levels of subjective well-being while four other countries, Hungary, Poland, Slovenia and Czech Republic are slightly below average.

When the focus is turned more specifically to work satisfaction, the intraclass correlation is even lower indicating that national differences explain only 1.6 per cent of the variation between countries in job satisfaction. In all cases, the average level of work satisfaction on a 10-point scale, where a high score indicates high satisfaction, falls between 5 and 7 and in all cases the standard deviation reveals considerable variation within each country. Bearing the small national differences in mind, five countries are above average in work satisfaction; these are Norway, Ireland, Austria, Denmark and Portugal. Another four are below average, Slovenia, France, Hungary and the United Kingdom. If the countries are divided out according to the various cultural models, there is little evidence that the pattern conforms, for example to the categorisation of Schwartz.

Given that the country variable explains only 1.6 per cent of the variance in work satisfaction cross countries, what else might explain the variations? The evidence suggests that work autonomy and placing a high value on work – what is sometimes described as work as a central life interest – are the most important influences among those measured. What this study suggests is that the influence of national level differences is small and that national cultural models of differences across countries within Europe do not stand up when either general subjective well-being or work satisfaction is being assessed. It also implies that it will be legitimate to compare work satisfaction across the countries of Europe.

The third main presentation was given by **Professor Jose Maria Peiro** from the University of Valencia who described some of the findings from the Psycones study, an EU-funded seven-country study of employment contracts, the psychological contract and worker well-being. The presentation focussed on national differences. The seven countries involved were Sweden, Germany, The Netherlands, Belgium, the United Kingdom, Spain and, as a comparator, Israel. The samples, which ranged from 628 to 960 workers in each country, were not representative since about a third were on temporary employment contracts and they worked in three sectors, food, retail and education. Data were collected on a large number of outcomes and revealed some national differences. Sweden reported the lowest levels of well-being. Germany was also low on well-being but high on work involvement. The Netherlands and Spain reported high well-being while Belgium was in the middle of the range on most outcomes. The UK had low work involvement, low job satisfaction, high depression and high intention to quit compared with the other countries.

Despite apparent national differences on the descriptive analysis, the multivariate analysis, taking account of individual, organizational, sector and national level revealed that the national level accounted for only a small proportion of the explained variance. This ranged between 3 and 13 per cent across the different dependent variables. The sector level explained almost none of the variance while the organizational level never explained more than 8 per cent of the variance. The findings are therefore similar to those presented by Professor Caetano in challenging the assumption that national level differences represent a major explanatory variable. They further confirm the importance of issues at the individual and work levels.

The final part of **Professor Peiro's analysis** explored the feasibility of identifying a range of institutional characteristics that might be used to describe and compare countries. These covered laws and regulations, the industrial relations system, the labour market and economic system, the education system, family orientation and cultural values. Based on data obtained from experts in each country, followed by cluster analysis, three country clusters emerged. Cluster 1 contained Belgium, Germany, The Netherlands and the UK which share a number of characteristics such as high spending on social welfare, low unemployment, low trade union density and a high priority on pleasure and enjoying life. Cluster 2 contains the two Mediterranean countries of Spain and Israel with high unemployment, larger households, less spending on social welfare and a lower emphasis on values such as pleasure and enjoying life! Cluster 3 includes only Sweden with high union density, high female employment, a positive attitude towards working mothers and a low priority for pleasure and enjoyment. While some of the variables included in this analysis may help to explain variations in well-being, they do not match well with the results obtained in the survey.

All three studies indicate that within Europe, country-level differences are relatively unimportant. They also highlight the importance of autonomy at work, work as a central value and/or high work involvement and a positive work climate in influencing job satisfaction and

work-related well-being. In the discussion that followed, there was some concern that the workplace level has been under-emphasised in these studies and that this was an area that W/O psychologists could usefully highlight. This might include variables such as organizational climate, human resource practices, perceived organizational support, leadership style and systems of direct participation. It seems probable that these were incorporated in the individual-level analysis. Three research recommendations emerged. The first is to recognise and study the relationship between levels, recognising that they are interdependent. This might lead to a focus on concepts such as organizational coping. Secondly, there should be more focus on analysis from the bottom up but with some concentration on the impact of organizational practices. Thirdly, there remains a need for working from the bottom up using large-scale comparative data sets.

On a more personal note, I would like to thank the three main speakers for three excellent presentations. The symposium was held in somewhat challenging circumstances with major demonstrations in the streets of Paris and the future of ENOP hanging over us. These constraints did not deter them. However we came away with the impression that even if the papers downplayed the importance of international differences, the French are still ahead of most other European countries in their ability to protest in the streets in the face of perceived threats to their well-being at work.

Submitted by:
David Guest
King's College,
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4. Work, Organizational and Economic Psychology Curriculum (WOE-Psychology Curriculum)

The Austrian Work and Organisational Psychologists of the University of Innsbruck (Work and Organizational Psychology Research Group of the Unit of Applied Psychology of the Institute of Psychology), the University of Graz (Work Division of the Work, Organizational and Environmental Psychology Department of the Institute of Psychology) and the University of Vienna (Unit of Economic Psychology of the Faculty of Psychology) have submitted a newly developed curriculum (see below) for evaluation by ENOP. The curriculum has been evaluated positively and found to correspond to the ENOP Reference Model.

Preamble

Psychology is increasingly being applied to questions regarding work, organization and economics, developing theories and techniques, and is teaching skills which are in demand by both business and civil service and which are already taken into account by legislation (for instance, the Austrian law regarding employee protection, “ArbeitnehmerInnen-Schutz-Gesetz”).

Psychologists are engaged by companies to support the selection of employees, the design of work processes, monitoring organizational change, promotion and development of employees, creation of consumer policies and marketing, as well as in market research. The current marketplace demands that psychologists become increasingly specialized, going beyond the scope of traditional psychology curricula. Therefore a curriculum for Work, Organizational and Economic psychology is essential.

The goals of this curriculum are to enable the participants to act efficiently in businesses and in civil service, as well as in self-employment, and to improve psychological know-how regarding business and the economy. Since economic organizations are open systems in continuous interplay with macroeconomic changes, further education not only in the areas of Work and Organizational Psychology, but also in Economic psychology is relevant. This curriculum should not only impart theoretical competency and practical know-how, but also the basic ethical foundations of Work, Organizational and Economic psychology as well.

Implementation

This course of study comprises 90+30 ECTS credits.

The basis for awarding the ECTS is as follows:

We assume a 40-hour work week for the students, as well as 15 weeks per semester. One semester is comprised of 600 hours, which equals 30 ECTS. Therefore, in order for a student to gain one ECTS, 20 hours of class time is required. ECTS are calculated on the basis of the

work of the student, not of the professor. A lecture is typically calculated with less ECTS than for a research project. For example, a two-hour lecture (2 x 45 minutes) equals 4 ECTS.

In terms of imparting theory, the areas of Work, Organizational and Economic Psychology should comprise 30 ECTS total, at least 8 ECTS in each area (ideally an even split, 10:10:10 ECTS).

In order to ensure a meaningful degree of consistency, yet at the same time making sure individual research projects and interests are given adequate consideration, an “umbrella” model has been conceived: in the curriculum, various modules have been created per area (Work, Organization, Economic psychology), and the definitions of the contents of each module are pluralistically targeted (but not contextually arbitrary), and examples for the related lectures are listed.

For “Diagnostic skills,” 24 ECTS are planned, for “Intervention skills,” 26 ECTS. Activities in the “Diagnostic skills” subgroup are weighted with a factor of 1.5 in order to calculate the ECTS; activities in the subgroup “Intervention skills” are weighted with a factor of 2.

A thesis in the area of Work, Organizational and Economic Psychology will be required. 30 ECTS are allotted for the thesis and the accompanying research seminar.

Once the student has completed 6 ECTS of coursework in the basic principles, the student can attend seminars in the areas of Work, Organizational and Economic Psychology.

Curriculum Structure and Course Descriptions

Basic Principles

1. History 1 ECTS

Objectives: Understanding the historical developments of representative subjects, theories, methods and findings of WOE-Psychology. Understanding of the areas where societal and economic interests converge and conflict, as well as of the interdependencies between political/historical events and research and practice of applied psychology. Different orientations between Continental European and Anglo-American Research will also be considered.

Topics: a) Development of subject, conception of man and areas of work (e.g. Taylorism, Fordism, Psychotechnics, Human Relations, Socio-technical Systems Approach, Humanization of Work/Quality of Work Life, Human Resources Management, increased flexibility, cross-cultural approaches), b) Development of theoretical and methodical foundations and their interdependencies (Utilitarianism, Structuralism, Functionalism, Behaviorism, Gestalt-Theory; cognitive, decision and action theories), c) Development of professional institutions, bodies and interdisciplinary co-operations (publishers, scientific and professional associations, recurrent conferences, standards/norms).

2. Methodological, Ethical and Philosophical Foundations 3 ECTS

Objectives: Foundational establishment of applied psychological theories, methods and interventions in various principles of philosophy of science and epistemology. Knowledge of the political and socio-economic prevailing conditions of psychological research and intervention. Reflection of legitimate ethical standards, of competencies, concepts, criteria, methods and practical tasks; to recognize charlatanism and to act responsibly in the workplace. Elaboration on the interconnectedness of these subjects and other ones of the curriculum is required.

Topics: a) Foundations of philosophy of science/epistemology and typical methods of data collection and analysis (logical empiricism, critical rationalism, pragmatism, critical theory,

dialectical materialism, constructivism), b) Foundations of applied psychology concepts in social theory (e.g. humanism, marxism, theory of democracy, social market economy, neoliberalism/neoclassic approach), c) Foundations of business ethics in moral philosophy (e.g. utilitarianism, deontology, the ethic of reason/humanism, the ethics of justice/discourse ethics) practical areas of economic and business ethics (e.g. international division of labor and trade, regulation and deregulation, stakeholder vs. shareholder orientation, equality of distribution, social and ecological responsibility of companies, corporate citizenship, environmental protection, consumer ethics, participation and co-determination, leadership, employment security, job design, personnel and company data collection), e) Professional ethics of psychologists (e.g. ensuring professionalism, guidelines of professional psychology associations, case studies in practical ethical dilemmata).

3. Ergonomics, Technical Foundations and Norms 1 ECTS

Objectives: Knowledge of the foundations of related, especially technical disciplines, which are important to work and organizational psychology. Current legal regulations and norms should also be imparted.

Topics: a) Ergonomic design of work processes and workplaces (e.g. work area design, posture, arrangement of work areas with computer screens, b) hardware and software ergonomics (e.g. usability research), c) technical foundations of the interaction between man and machine (control panels), d) norms in WOE-psychology (e.g. Ö-Norm (Austrian norms)).

4. Biological Foundations 1 ECTS

Objectives: Knowledge of basic biology for the assessment of strain, recovery, and stress, as well as a basic understanding of bio-psychological issues in workplace design and in the relationship between work and health.

Topics: a) psycho-physiological measurement of strain in the field, b) biological rhythms and shift work, c) stress, recovery, and strain in the bio-psychological multi-level approach, d) models of effects of negative stresses on health using examples.

5. Legal Foundations 2 ECTS

Objectives: Knowledge of the ethical standards and work-related legislation in the field of work, organizational and economic psychology.

Topics: a) ethical standards (APA, BÖP, GKPP, Helsinki convention, DGEVAL), b) employment law and social security law (excerpts), c) employee protection act, d) work constitution act, e) data protection act, f) consumer protection act.

6. Foundations in Economics 2 ECTS

Objectives: Familiarity with basic economics, as well as theories of business administration and economics.

Topics: a) basic economics (especially business administration and economics), b) business administration basics (e.g. investments and finance, personnel, management and organization, marketing and advertising, logistics and procurement, controlling), c) overlapping areas of business administration and psychology, d) basic economics (overview of macroeconomics, microeconomics, economic politics), e) overlapping areas of economics and psychology, f) basic microeconomic concepts (e.g. homo economicus, market, mechanisms of consumer behavior).

Theory: Work Psychology

7. Concepts of Action, Emotion and Motivation 2 ECTS

Objectives: Knowledge of the foundations and selected research findings of concepts in behavior/human action, emotion and motivation that are relevant for work psychology analysis, evaluation and work design as well as development of critical reflection ability.

Topics: a) Concepts of alienation b) psychological activity/action regulation theory, c) work/life-related emotion concepts, d) work motivation, and job satisfaction – content and process theories, concepts and possibilities of personnel promotion and self-actualization.

8. Work, Personality and Health 2 ECTS

Objectives: Empirical well-founded knowledge of the interrelationship between work, health and factors of individual risks and buffers. Knowledge of models, methods and problems.

Topics: a) Epidemiological studies of work related illnesses, b) individual and organizational risk factors, c) concepts and measures promoting health in the workplace, including development of individual resources, d) the importance of functional scope, social support and regeneration, e) relationship-prevention approaches.

9. Analysis, Evaluation and Design of Gainful and Non-gainful Employment 2 ECTS

Objectives: Knowledge of the strengths and weaknesses of different approaches to job and task analysis, knowledge of the most important criteria in the evaluation of jobs, knowledge of approaches and examples of implementation of job design (e.g. introduction of partially autonomous work groups).

Topics: a) Overview of the techniques of job analysis and evaluation, b) description of examples of job design projects (e.g. partially autonomous work groups, automation, new technologies and/or software), c) work evaluation models (e.g. total workload approach, work-life-balance), d) interactions between work, obligations and free time, e) gender-specific problem areas.

10. Personality-related Aspects of Work 2 ECTS

Objectives: Basic knowledge of the necessary requirements for differential job design (e.g. job design related to individual needs, motives, interests, abilities, and skills). Individual and group-specific characteristics that allow for optimization as well as humanization of work activities and of organizations have to be analyzed.

Topics: a) Personal characteristics as requirements for and as result of work activity, b) Differential-psychological examination of activity regulation: work styles, behavioral orientation, activity planning and coping, c) Individual and collective norms, values and goals that are related to work activity, d) Principles and examples of flexible, differential and dynamic (e.g. change- and development-oriented) job design, e) the importance of age and gender.

11. New Types of Jobs and Changes in the Workplace 2 ECTS

Objectives: Introduction to “new” forms of work, using examples and case studies.

Topics: a) new types of jobs (e.g. working in a call center, emotion work, part time jobs) b) current issues in work and organizational psychology (e.g. organizational citizenship behavior, commitment, turnover, job insecurity, older employees), c) Discussion of the basic concepts of change and change management (e.g. flexibility, willingness to change, parameters of organizational change, change management).

12. Ergonomics / Industrial Psychology 2 ECTS

Objectives: Knowledge of the most important approaches and principles of ergonomics and the psychological principles in designing man-machine interfaces.

Topics: a) biophysiological parameters of work (noise, lighting, temperature, etc.): measurement and ergonomic threshold values, b) body size and work posture, c) diagnostic norms, strain measurement, etc., d) models for work schedules, e) computer workstations, f) display design, g) software ergonomics, h) information processing models, i) attention and decision process in man-machine systems, j) repetitive activity, k) human error.

13. Co-Operative and unpaid Employment 2 ECTS

Objectives: Knowledge of alternative business forms and jobs apart from those traditionally found in the private sector.

Topics: a) Different types of co-operatives (e.g. productive-, productions-, DL-, producers-, commercial marketing co-operatives) including structure and principles, b) socio-economic principles/functions and social economy in Europe, c) empirical studies of relevant problems in typical social economic/co-operative work and organizational psychology (e.g. collective profit orientation vs. utility to the community and the principle of solidarity), d) forms, function and

psychological analysis of non-gainful employment: e.g. “DIY (Do it yourself)/housework, childrearing, voluntary community service, citizen work, self-work(including ideas from Beck, Offe, Illich, Gorz), e) psychological concepts and empirical studies of non-gainful employment.

Theory: Organizational Psychology

14. Organizational Theories 2 ECTS

Objectives: Knowledge of classical and modern organizational concepts, organizational forms and quality assurance/controlling, knowledge of the meaning of the idea of man and the culture of organizations, knowledge of the connection between organizational forms and cooperation, motivation and satisfaction.

Topics: a) classical models of organizations (bureaucracy, administrative management, technology theory, the organization as an open system, theories of individuals, theories of groups, bounded rationality), b) modern theories of organizations (systems theory, the learning organization, project organization, network and team structures, virtual organizations), c) controlling and quality assurance in modern organizations.

15. Organizational Development, Change Management, Knowledge Management 2 ECTS

Objectives: Knowledge of the theories, techniques, evaluation methods and risks in the current methods of changing entire organizations.

Topics: a) historical foundations and phase models of organizational development (group dynamic laboratory, survey feedback, action research, quality of work life/socio-technical systems design, strategic change management), b) diagnostic and intervention methods of organizational development: person-related (e.g. sensitivity training), structure-related (e.g. work structure, organizational restructuring) and process-related approaches (e.g. process consultation), interventions at the individual level (e.g. role analysis), at group level (e.g. inter-group team development), at the organizational level (e.g. large group interventions), c) concepts and methods of change management (e.g. strategic business development and the bio-cybernetic approach of the St. Gallen School), d) concepts and methods of knowledge management (e.g. techno-centric knowledge management systems, learning organizations according to Argyris & Schön, The Fifth Discipline according to Senge, The Knowledge Creating Company according to Nonaka & Takeuchi), e) Human oriented quality criteria for the evaluation of organizational development, change management, and knowledge management (e.g. according to Fatzer).

16. Leadership and Participation 2 ECTS

Objectives: Knowledge of the theories, techniques, evaluation methods and risks in current management and employee-oriented participation and democratization concepts.

Topics: a) important leadership theories and concepts (trait-oriented, situational, systems-theory-oriented, symbolic, democratic, etc.), b) current management concepts (e.g. Taylorism/Fordism, Lean Management, Business Process Reengineering, Total Quality Management, Quality Management, New Public Management) and their socio-economic effects on corporations and society, c) Methods and results of leadership and management research, d) Principles, forms, concepts and case studies regarding participation and democracy in enterprises and the economy (e.g. direct and indirect workers' participation, workers' self-management, Kibbutz, role of employee representation including unions and Chambers of Workers/Employees), e) methods and results of research in the areas of organizational democracy and participation.

17. Personnel Selection 2 ECTS

Objectives: Knowledge of personnel selection foundations, strategies and techniques. Competence in choosing and designing a personnel selection system for a defined job. Foundations of expert reports.

Topics: a) requirement analysis, b) description of the most important practices when using various sources of data (biographic data, performance data, observational data, etc.), c) diagnostic decision strategies and evaluation errors, d) validity issues, e) ethics of diagnostic decisions/ organizational choice behaviors, f) techniques and variations of formulating expert reports.

18. Personnel Development and compensation 2 ECTS

Objectives: Knowledge of the most important methods of determining the need (actual - required) for personnel development measures, overview of professional and cross-functional training

schemes. Knowledge of the most important personnel development models and of the evaluation approaches of personnel development models. Knowledge of compensation models and methods to determine fair compensation schemes.

Topics: a) personnel development needs analysis, b) personnel evaluation, c) feedback interview, d) potential analysis, e) personnel development and leadership, f) professional and cross-functional training schemes, g) Computer Based Training (CBT), h) examples of evaluation of personnel development and compensation schemes.

19. Innovation, Self-Employment and Entrepreneurship 2 ECTS

Objectives: Understanding of the work and organizational psychological aspects of innovation, self-employment and entrepreneurship.

Topics: a) differential- and personality psychological approaches to innovation and entrepreneurship, b) decision theories and decision processes, c) entrepreneurship, intrapreneurship, corporate entrepreneurship, business founding process and founding decisions, d) Innovation and autonomy aspects (role models, resources, micro-social environment), e) predictors of entrepreneurial success, training in innovation and running one's own company.

20. Groups and Teams 2 ECTS

Objectives: Knowledge of the types of intra-organisational and inter-organisational cooperative/collaborative work

Topics: a) different forms of group work and teamwork (e.g. autonomous or semi- autonomous work groups), quality circles/problem-solving groups, continuous improvement processes, project teams, multi-functional development teams), b) basic psychological concepts (e.g. team-building, phases of team development, cooperation and competition, group cohesion, solidarity research, distributed cognition, situated learning, collective memory, participation, group think, process losses, social identity theory), c) findings of group and team research in organizational psychology, d) methods of studying group structures and processes, (e.g. sociotechnical systems analysis, criteria for autonomy, sociograms, decision-making in groups, team diagnostics), e) Team-building and team-development interventions.

21. Diversity and Culture 2 ECTS

Objectives: Knowledge of the current problems and possible solutions concerning discrimination of different employee groups.

Topics: a) The concept of organisational and its significance for gender research, b) empirical results of equality of opportunity in organizations, c) The importance of structural aspects (gender system) and interactive construction of gender (doing gender) on gender segregation of jobs, d) personnel management approaches which offer foundations of increased equality of opportunity for female employees, or employees who speak foreign languages or handicapped employees (e.g. managing diversity, gender mainstreaming), e) instruments for implementing equality-of-opportunity programs (e.g. tools for non-discriminatory employee evaluations).

Theory: Economic psychology

22. Consumer Behavior 2 ECTS

Objectives: Basic understanding of the experiences and behavior of consumers in the marketplace.

Topics: a) purchasing behavior in the context of culture (e.g. cultural differences, ethical issues, cultural values), b) buyer's decision-making processes (e.g. single versus household decision, dynamics of purchasing decisions, individual and situational determinants, habitual, automatic, spontaneous decisions, the influence of emotions on the purchase decision-making process), c) individual conditions (values, motives, attitudes, resources, sociodemographic variables), d) situational differences (e.g. shopping environment, Internet shopping), e) psychological processes (e.g. learning, changing attitudes, processing of information, reactance, dissonance), f) methods in consumer research (e.g. panels, observation, ethnography, etc.).

23. Marketing 2 ECTS

Objectives: Knowledge of traditional and current concepts in marketing and market psychology.

Topics: a) definition of target groups (e.g. characteristics for determining requirements of the target group), b) marketing instruments regarding product policy (e.g. product life cycle, product design, product image), pricing policy (e.g. price determination and perception, the connection between price changes and demand, the price-quality illusion), distribution policy (e.g. direct marketing, store choice, E-Commerce), communication policy (e.g. the effect of advertising, effective advertising design), c) characteristics of relationship marketing (e.g. customer satisfaction, customer loyalty, effectiveness of customer loyalty programs).

24. Decision theories 2 ECTS

Objectives: Knowledge of general psychological decision making models and theories.

Topics: a) the concept of the „decision“, in contrast to other related concepts (e.g. problem solving), b) normative decisions in the economy and rational decision models (under certainty and under uncertainty), c) weaknesses of rational decision models and theoretical alternatives, such as bounded rationality and ecological rationality, d) prospect theory as an approach to explaining decisions made in insecurity (including the effects of framing), e) heuristics, d) other topics: Regret theory and the connection between decision and emotion; utility as a critical element of the decision; multi-person decision vs. single-person decisions; decision strategies in the decision process.

25. Money and Financial psychology 2 ECTS

Objectives: Knowledge of general psychological, social psychology and economic basics of money and finance psychology (e.g. perception phenomena, heuristics, attitude theories, expected utility theory, etc.).

Topics: a) monetary socialization (e.g. economic behavior of children, size perception of coins and notes, attitudes toward money and currencies, inflation, currency changes (Euro: expectations, behaviors, etc.)), b) personal finance (e.g. savings behavior, credit taking, old-age provisions/retirement insurance), c) financial market psychology (behavioral finance; e.g. attitude towards risk, information processing, herding, sustainable investment).

26. Tax, Insurance, Alternative Economies, Hidden Economy 2 ECTS

Objectives: Knowledge of the psychological background regarding tax evasion, insurance fraud and the hidden economy (illegal employment).

Topics: a) the social dilemma as a paradigm, b) factors influencing the frequency and the amount of tax evasion (e.g. reasons for honesty, perception of the tax system and its weaknesses, methods for investigating tax evasion), b) insurance and insurance fraud, c) the hidden economy (research methods, individual, economic and social effects and side-effects of illegal employment).

27. Lay Theories, Socialization, Social Perceptions of the Economy 2 ECTS

Objectives: Knowledge of sociological and social psychological theories applied to the understanding of economic processes.

Topics: a) understanding and knowledge of economic facts and the economic connection by children and adults, b) social representation (e.g. differences between the theory of social representation and classical attitude theories, illustration and analysis of social representation), c) subjective causes of poverty, unemployment and similar phenomena.

28. Poverty, Welfare and Affluence 2 ECTS

Objectives: Knowledge of the reasons for poverty, welfare and affluence based on general, social psychological and sociological models.

Topics: affluence, individual satisfaction and well-being (e.g. absolute and relative comparison processes).

Diagnostic Skills

29. Job Analysis 3 ECTS

Objectives: Knowledge of the approaches and techniques when analyzing and evaluating work activities.

Topics: a) approaches to job analysis, b) classical technical-centered job analysis process, c) classical activity-centered job analysis practices, d) job analysis and requirements analysis, e) subjective job analysis methods, f) socio-technical systems approach in job and task analysis g) job analysis and job design.

30. Selection 3 ECTS

Objectives: Introduction to the techniques for analysis of job aptitude, personnel selection and personnel development.

Topics: a) occupational motivation and interest structures, occupational decision processes, b) diagnostic methods for selection (construct-oriented, simulations-oriented and biography-oriented techniques: Performance diagnostic procedures, personality questionnaires, Assessment Center, job trials, interview procedures), c) occupational socialization, knowledge and behavior oriented procedures in personnel development.

31. Organizational Diagnosis 3 ECTS

Objectives: Knowledge of and ability to use the methods and tools of psychological organizational diagnosis (possibly using a case study). Understanding of the particularities and main focus of structural and process-related organizational analysis.

Topics: a) Theories of organizational diagnosis (e.g. organizational structure analysis/ contingency approach, organizational culture and organizational maps, influence tactics and organizational politics) b) Levels and methods of organizational diagnostics (e.g. phases according to Kühlmann & Franke, STSAS according to Pasmore, MTO according to Strohm & Ulich, organizational climate, 360-degree feedback), c) Dimensions of organizational diagnostic strategies (according to Büssing, e.g. status- vs. process diagnostics, open vs. closed diagnostics, norm- vs. criteria-oriented diagnostics), d) Different user groups and reporting .

32. Qualitative Methods / Interview Techniques 3 ECTS

Objectives: Reflexive method competency required in qualitative data collection and data analysis in WOE-Psychology.

Topics: a) Advantages and limitations of the use of qualitative methods, b) knowledge of different qualitative data collection methods (e.g. types of procedures for interviews and observation), c) knowledge of different qualitative data analysis methods (e.g. qualitative content analysis, Grounded Theory, discourse analysis), d) importance of test theoretical criteria for the evaluation of qualitative methods, e) experience with computer programs for qualitative data analysis (e.g. Atlas-TI or MAXQDA), f) ways of combining qualitative and quantitative investigations (e.g. Mayring).

33. Market research 3 ECTS

Objectives: Knowledge and skills in handling various methods of traditional and psychological market research. Finding and using the proper method for research, based on a given problem.

Topics: Using a practical exercise, marketing data will be collected, analyzed and a final report of the findings will be presented (e.g. image analysis, lifestyle analysis, customer satisfaction survey, product/concept tests).

34. Measuring Strain 3 ECTS

Objectives: Knowledge and skills in measuring strain (e.g. stress according to the multi-level approach) in the workplace according to ISO 10075.

Topics: a) ambulatory psycho-physiological monitoring, b) behavior observation (computer aided activity protocols and stress-ratings), c) integrated evaluation of different sources of data, taking the specificity problems into consideration, d) basic problems with the various methods and the most important sources of artifacts.

35. Employee survey 3 ECTS

Objectives: Knowledge and skills in the most important approaches, models, methods and feedback techniques of employee surveys.

Topics: a) Inclusion of employee surveys in organizational diagnostics, b) employee survey models, c) questionnaire preparation approaches, d) employee surveys in workplace health promotion, e) intervention strategies and employee surveys, f) methodological problem areas (response behaviors, samples, quotas, varying specifications, etc.), g) feedback methods and

involvement of groups, h) ethical and legal aspects of employee surveys, i) examples of practical procedures.

36. Simulation Methods 3 ECTS

Objectives: Overview of models and skills when using simulations in analyzing and job designing activities, as well as for diagnosing complex abilities.

Topics: a) Classical simulations and business games, b) experimental simulation, c) specific paradigms within complex simulations for the collection of certain characteristics, d) behavior observation during simulations, e) simulations and measuring strain, f) reliability and validity of data gained from simulations.

37. Key Indicators and Norms 3 ECTS

Objectives: Knowledge of the meanings of key indicators and norms, knowledge of examples of highly relevant norms and key indicators in WOE-Psychology, skills in data collection methods and analysis methods of corresponding key indicators.

Topics: a) Relevant WOE norms, b) Psychological and economic key indicators in cost-benefit analysis, c) illustration of psychological interventions in organizationally relevant key indicators, d) key indicators and norms in business decisions/mistakes (empirical examples) and work-psychological prevention.

Intervention Skill

Students should complete two projects from two different areas (each project worth 8 ECTS), if possible. In addition, the student should complete 10 ECTS of coursework in various other areas.

External Co-training and Supervision can also be included. (Individual proposal).

38. Moderation max. 8 ECTS

Objectives: Introduction and Practice of basic moderation techniques.

Topics: practice of basic skills in moderation techniques, practical introduction to moderation: communication in groups, methods of moderation, visualization techniques, and various techniques in structuring the process, techniques for questioning, conference management, conflict management and management of difficult situations, creative moderation techniques, technical aids and presentation techniques.

39. Interventions in Work-, Organisational- and Economic Psychology max. 8 ECTS

Objectives: Imparting intervention techniques for organizational development, team development, job design, and for individual stress regulation.

Topics: basic theory, empirical findings and practical application, a) Organizational development (e.g. quality management, quality circles, systemic organizational development), b) Team development (e.g. team resource management, conflict management), c) workplace health promotion (e.g. job design, health teams), d) Personnel development (e.g. development of managers, stress/anger management).

40. Presentation max. 8 ECTS

Objectives: Imparting of general and social psychology basics such as perception phenomena, halo-effect and motivation theories, and the practice of basic presentation techniques.

Topics: a) creation of target-group specific texts (e.g. choice of proper medium such as scientific journal, popular scientific book, brochures, Internet), b) design of oral presentations (adjusting to the target group, usage of audio-visual aids (e.g. overhead projector, PowerPoint), c) nonverbal aspect of communication (gestures, facial expression).

41. Negotiation max. 8 ECTS

Objectives: Analysis of the effects of one's own behavior on the outcome of negotiations and on the relationship to the negotiating partner. Building upon social psychology findings, negotiation techniques will be tested and trained. Recognizing and reflecting on one's own behaviors and attitudes, and additionally increasing one's own behavior repertoire.

Topics: a) goals and expectations in negotiations, b) planning negotiations (choice of location, time, including or excluding preliminary information, the sequence of discussion topics, tactical considerations, etc.), c) functions and types of factual arguments, d) conversational tactics (e.g. realization, utility and use of conversational tactics, rhetoric).

42. Social Competence max. 8 ECTS

Objectives: Acquisition of intervention techniques - also for self-use – for diagnosis and promotion of social competencies (self-perception, perception of others, interaction, moral judgment) of employees and other actors in business. Acquisition of knowledge of the scientific foundations of these intervention methods and possible risks of their application.

Topics: a) Different concepts of social competence (e.g. social skills, interpersonal skills social/emotional intelligence, empathy and perspective taking, prosocial organizational behavior and OCB, moral judgment competence, communication competence), b) Intervention methods for diagnosing and promoting social competence (e.g. social competence trainings, team-development and inter-group cooperation, intercultural understanding and cooperation, conflict management methods, business ethics consulting), c) Criteria for professional and ethical evaluation of intervention methods in the promotion of social competence in areas of economy and business.

43. Project Management max. 8 ECTS

Objectives: Skills in using project management tools and management of team processes.

Topics: a) Project definition, b) project management tools, c) knowledge of the typical processes and barriers in project management, d) experience in group and team processes through (simulated) example projects, e) project evaluation and documentation.

44. Future Workshop and Related Techniques max. 8 ECTS

Objectives: Skills using intervention techniques – also for self-use – to promote collective creativity, problem solving ability and democratic participation practices of employees and other economic actors. Acquisition of knowledge of the scientific bases of these intervention methods and possible risks of their application.

Topics: Theoretical foundations, empirical results and practical application of large group interventions, such as the future workshop (according to Jungk and Müllert), the future source (according to Weisbord), the Search Conference (according to Emery and Purser) and dialogue (according to Bohm, Isaacs and Kantor).

Submitted by:
Erich Kirchler
University of Vienna,
Department of Psychology,
Unit of Applied and Clinical Psychology
(Vienna, Austria)

Course	ECTS	Min.	Max.	Course	ECTS	Min.	Max.	Course	ECTS	Min.	Max.
Basic Principles											
1 History	1	1	1	3 Ergonomics, Technical Foundations and Norms	1	1	1	5 Legal Foundations	2	2	2
2 Methodological, Ethical and Philosophical Foundations	3	3	3	4 Biological Foundations	1	1	1	6 Foundations in Economics	2	2	2
Module Total									10	10	10
Work Psychology			Organizational Psychology			Economic Psychology					
7 Concepts of Action/Activity , Emotion and Motivation	2	0	2	14 Organizational theories	2	0	2	22 Consumer Behavior	2	0	2
8 Work, Personality and Health	2	0	2	15 Organizational Development, Change Management, Knowledge Management	2	0	2	23 Marketing	2	0	2
9 Analysis, Evaluation and Design of Gainful and Non-gainful Employment	2	0	2	16 Leadership and Participation	2	0	2	24 Decision Theories	2	0	2
10 Differential Aspects of Work	2	0	2	17 Personnel Selection	2	0	2	25 Money and Financial Psychology	2	0	2
11 New Types of Jobs and Changes in the Workplace	2	0	2	18 Personnel Development and Remuneration	2	0	2	26 Tax, Insurance, Alternative Economies, Hidden Economy	2	0	2
12 Ergonomics / Industrial Psychology	2	0	2	19 Innovation and Self-Employment	2	0	2	27 Lay Theories, Socialization Social Perceptions of the Economy	2	0	2
13 Co-Operative- and Non-gainful Employment	2	0	2	20 Groups and Teams	2	0	2	28 Poverty, Welfare and Affluence	2	0	2
				21 Diversity and Culture	2	0	2				
Module Total			14	8	14	Module Total			16	8	14
Module Total									14	8	14
Total									44	30	30

Course	ECTS	Min.	Max.	Course	ECTS	Min.	Max.	Course	ECTS	Min.	Max.			
Diagnose Skills														
29	Job Analysis	3	0	3	32	Qualitative Methods/ Interview	3	0	3	35	Employee Survey	3	0	3
30	Selection	3	0	3	33	Market Research	3	0	3	36	Simulation Methods	3	0	3
31	Organizational Diagnosis	3	0	3	34	Measuring Strain	3	0	3	37	Key Indicators and Norms	3	0	3
Total										27	24	24		
Intervention Skills														
38	Moderation	8	0	8	41	Negotiation	8	0	8	43	Project Management	8	0	8
39	Work and Organizational Psychological Interventions	8	0	8	42	Social Competence	8	0	8	44	Future Workshop and Related Techniques	8	0	8
40	Presentation	8	0	8										
Total										56	26	26		
Thesis														
	Thesis	22	22	22										
	Research Seminar	8	8	8										
Total										30	30	30		
Curriculum Total										167	120	120		

ECTS: European Credit Transfer System; credits per course offered in the curriculum

Min: Minimum amount of ECTS required for the course/module

Max: Maximum amount of ECTS that can be achieved in this course which will be allotted to the corresponding module

5. EUROPEAN MASTER ERASMUS MUNDUS ON WORK, ORGANIZATIONAL AND PERSONNEL PSYCHOLOGY (WOP-P)

The Master Erasmus Mundus program will start at the end of September 2006. Five European Universities are involved: [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).

Twelve non EU Students applying from a grant of the European Community were selected at the end of February 2006. Other students were selected at the end of January.

Three scholars were awarded with an Erasmus Mundus scholarship for master WOP-P during next academic years 2006-2007 and 2007-2008 :

- **Deniz S. Ones** (Professor of Industrial Psychology, University of Minnesota, USA)
 - **Sigmar Malvezzi** (Professor of Social psychology and Work, University of Sao-Paulo, Brazil)
 - **Sharon Glazer** (Assistant Professor of Industrial Psychology, San José State University, USA)
- Scholars will teach in the partner universities during the second semester of the academic year.

From May 31 to June 3, the first annual workshop of the Master: “**Sharing And Enriching The Model And Promoting Innovation And Quality In The Erasmus Mundus Master Wop-P**” was held in Collbàto near Barcelone. The workshop was mainly devoted to the coordination, harmonisation and integration of contents, criteria of evaluation of students, teaching strategies, and methods to be implemented in the three main training areas (work, organizational, and personnel courses; research and methodology; professional stage and professional report). More than 40 people of the partner universities attend to this Workshop. The second annual workshop is planned to be held in *Bologna in May 2007*.

Submitted by:

Prof. Vincent Rogard
*Université René Descartes,
UFR Psychologie,
Laboratoire d’Ergonomie Informatique,
(Paris, France)*

Prof. Jose M. Peiró
*Universitat de València
Department of Social Psychology
(Valencia, Spain)*

6. SAFETY IN APPLYING GENETIC ENGINEERING TO AGRICULTURE

25th NeTWork Workshop
12 – 14 October 2006
Schloss Steinhöfel, Germany,

Thursday, 12 October

14:30 **Welcome & Introduction to NeTWork** – Bernhard Wilpert
15:00 **Introduction to the Workshop** – Michael Baram &
 Mathilde Bourrier

Session 1 – Encompassing Issues

15:20 Arber – Organic Farming and modern breeding
16:00 Coffee/Tea
16:30 Schauzu – Genetically modified plants and food safety – the state of the art and
 discussion in Europe
17:10 General discussion
19:00 Dinner

Friday, 13 October

Session 2 – Problems of Risk Assessment in Genetic Engineering

09:00 Degen – Chances and risks of plant made pharmaceuticals – how can complex
 biological systems be managed safely?
09:40 Notebom – Safety of plant genetic engineering: scientific challenges for risk
 assessment
10:10 Coffee
10:40 Spök – Environmental and health risks of plant derived pharmaceuticals
11:20 General Discussion
12:20 Lunch

Session 3 – Legal Issues and the Role of Public Participation

14:00 van Duijne – Public perception and impacts on GE
14:40 Vergragt & Brown – Small scale experiments and civil regulation for GE in
 Agriculture
15:20 General Discussion

Session 4 – Case Analyses

16:00 Coffee/Tea
16:30 Leite Farias – Evolution of regulatory system for genetically moderated crops in
 developing countries: the case of Brazil
17:10 Mezzomo Allain – Transgenic in Brazil: a case study of (non)safety in applying
 genetic engineering to agriculture
18:10 General Discussion
19:00 Dinner

Evening: NeTWorking into the future, Brainstorming

Saturday, 14 October**Session 5: Regulatory Strategies**

- 09:00 Menrad – Co-existence and traceability of GMOs in the agro-food sector
9:40 Spök – Regulatory issues of molecular farming in the EU
10:20 Coffee/Tea
10:40 General Discussion – Towards a joint Publication, Baram & Bourrier

Closing of Workshop

Submitted by:

Prof. Bernhard Wilpert

Technische Universität Berlin,

Institute of Psychology,

(Berlin, Germany)

7. Xth European Conference on Organizational Psychology and Human Service Work «Work and Organizational Psychology in human services organizations: different European perspectives»

**3 - 6 October, 2007
Kyiv, Ukraine**

1. SCIENTIFIC PROGRAMME INFORMATION:

Background

Working life in Europe is changing rapidly, also as far as human service work is concerned. To provide an arena for analyses and discussions of these developments, the European Network of Organizational Psychology (ENOP) initiated in 1985 a series of conferences on Work and Organizational Psychology. Originally these conferences exclusively focussed on health care, but later they developed into the broader field of human service work.

Previous conferences

Since the first conference in Cardiff (1985), conferences took place in Valencia (1990), Krakow (1993), Munich (1995), Utrecht (1997), Ghent (1999), Stockholm (2001), Vienna (2003), Dresden (2005) and resulted in several publications (books and special issues).

Conference theme

The conference will focus particularly, but not exclusively, on European perspectives of Work and Organizational Psychology application in human service work such as job control, autonomy, social leadership, skills development, team work, social support, commitment and engagement. It is the first time when the Conference from the series “Organizational Psychology and Human Service Work” is taking place in the NIS country therefore it is expected that particular attention will be paid to bridging and promoting of the East-West cooperation in the Work and Organisational Psychology of human services.

Nature of the conference

The conference is small-scale with exclusively plenary sessions and interactive poster sessions.

Presentations:

a) Invited speakers:

- **Prof. Dr. Jozien Bensing** (Netherlands Institute of Health Services Research, Netherlands). The topic of the presentation will relate to the *communication in health care (between doctor and patient) and based on the results of the researches in different European countries*.
- **Prof. Dr. Quijano, Santiago D.** (Social Psychology Department, Faculty of Psychology, University of Barcelona, Spain) will deliver presentation "*The structure of construct 'people results' in Health Care Sector, according the EFQM model, in some European countries: a cross-cultural study*".
- **Prof. Wilmar Schaufeli** (Department of Social & Organizational Psychology, Utrecht University, Netherlands) and **Prof. Jose M: Peiro** (Department of Social Psychology, Universitat de València, Spain) will deliver presentation preliminary entitled "*Work and Organizational Psychology in human services organizations: overview of evolution and achievements*".

b) Oral presentations

The time allocated for each presentation is 15 minutes, with an extra 5 minutes for questions and comments after each speaker. At the end of each session some extra time for general discussion of the topics will be allocated.

Presentation equipment (overhead slide projector, multi-media projector, etc.) will be provided.

c) Interactive poster session

Two interactive poster sessions will run parallel to each other in separate rooms. The audience will move from one poster to another in one group. At each stop, the person responsible for the poster will be asked to briefly describe the content of the poster, followed by questions from the group. This short presentation with following questions is expected to take 5 minutes at the most.

Official language

The official language of the Conference is English. No simultaneous translation will be provided.

Publications

Abstracts of all presentations will be published in the Proceeding of the Conference and available at registration. Selected papers will be published in special journal issues or as book.

You are invited to submit an abstract (max 300 words) no later than March 31, 2007. Final notification will be sent out by May 31, 2007.

Complete paper should be submitted at the time of the conference to be included for the review process for the planned conference book. Submissions should be written in accordance to APA standards.

2. ORGANISATION:

The conference is organised by European Network of Organizational Psychology (ENOP), Paris, France in cooperation with Kostyuk Institute of Psychology (Laboratory of Organizational Psychology), Ukrainian Association of Work and Organizational Psychologists (UAOWP) and the Centre of Organizational and Economic Psychology, Kyiv, Ukraine.

Scientific committee:

Prof. Dr. Jose-Maria Peiro (Valencia, Spain) - member of ENOP:
 Prof. Dr. Wilmar Schaufeli (Utrecht, Netherlands) - member of ENOP
 Prof. Dr. Lyudmila Karamuhka (Kyiv, Ukraine) - member of ENOP
 Prof. Dr. Christian Korunka (Vienna, Austria)
 Prof. Dr. Peter Richter (Dresden, Germany)

Organizing committee:

Prod., Dr. Lyudmila Karamushka,
 Dr. Tayina Zaichikova,
 Volodumur Ivkin,
 Oksana Kredentcer,
 Aleksander Kovalchuk,
 Anna Fedosova,
 Alena Fil
 Kostyuk Institute of Psychology (Laboratory of Organizational Psychology),
 Ukrainian Association of Work and Organizational Psychologists,
 Centre of Organizational and Economic Psychology,

3. CONFERENCE DATES AND CONFERENCE VENUE:**Conference dates and place:**

The Conference will take place on 3-6 October 2007 in Kyiv, Ukraine.

Conference venue:

The conference will take place at Hotel "Rus" located in beautiful downtown Kyiv.

Hotel "Rus":

4, Hospitalna Str.,
 Kiev, Ukraine, 01601
 Tel.: +38 044 256 4000
 +38 044 256 4104
 Fax: +38 044 289 4363,
 www.hotelrus.kiev.ua

The registration at the Conference will be in operation the following dates and hours:

Wednesday, 3 October 2007, Hotel "Rus", 10.00-20.00

Thursday, 4 October 2007, Hotel "Rus", 08.00-10.00

4. SOCIAL PROGRAM**Welcome Reception**

Welcome Reception will be at hotel "Rus" (4 October 2007, 20.00)

Kyiv sight-seeing tour

Kyiv sight-seeing tours (3-4 hours) are scheduled on October 3 and 6. The tour includes visits to well-known historical places of the Ukrainian capital including the Kyievo-Pecherska Lavra.

5. REGISTRATION INFORMATION:

Conference fee: 350 Euro.

Registration fee includes: 1) admittance to all Scientific sessions; 2) Welcome Reception; 3) Congress bag and Final Program; 4) Proceeding of the Conference; 5) 2 lunches (4, 5 October); 6) 5 coffee breaks (4, 5, 6 October); 7) Kyiv sight-seeing tour; 8) Certificate of Attendance.

Payment of Conference fee:

Organizational fee must be transferred to special bank account. Please see information below:

Beneficiary	UAOWP*
Legal address	Ukraine, Kiev, Pankivska, 2,
Beneficiary's account	26007858
Beneficiary's bank	JSB "Poltava-Bank" Poltava, Ukraine SWIFT: POLTUA2X
Correspondence Account	400886777201
Intermediary institution	Commerzbank AG, Frankfurt am Main, Germany SWIFT: COBADEFF
Remittance information	ENOP-Conference

*Ukrainian Association of Organizational and Work Psychologists

Please indicate your name in the money transfer voucher.

A transfer by credit card is not possible unfortunately.

Reservation of the hotel:

Hotel reservation is your responsibility and we recommend you to make reservation in advance. The Organising Committee arranged a discount of 15 % if the hotel reservation is made by e-mail: inna@hotelrus.kiev.ua. When making the reservation, please indicate the title and dates of Conference. Prepayment for accommodation is not mandatory. The normal price of standard single room is about 100-110 Euro per night. For more information about hotel room and facilities please visit site www.hotelrus.kiev.ua).

On-line room reservation (through <http://www.hotelrus.kiev.ua/en/reservation.php>) will not guarantee any discount.

6. IMPORTANT DATES

31 March 2007

Deadline for abstract submission

31 May 2007

Final notification

1 July 2007

Deadline for payment of the Conference fee

3- 6 October 2007

First deadline for manuscript submission for publication (at the conference)

7. CONFERENCE SECRETARIAT

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Submitted by:

-Prof. Lyudmila Karamushka,

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-Prof. Jose M. Peiró

Universitat de València,

Department of Social Psychology

(Valencia, Spain)

-Prof. Schaufeli Wilmar

Utrecht University,

Department of Social & Organizational Psychology

(Utrecht , Netherlands)

8. ENOP-Members Research Interests and Publications

In this section you will find a list of 38 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)

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).

Research topics:

Impacts of IT on work; skill development by using simulators; product and system ergonomics.

3. Arnold, John. The Business School, Loughborough University, Ashby Road, Loughborough, LE11 3TU, UK. (Tel+44 1509 223121, fax +44 1509 223960 e-mail j.m.arnold@lboro.ac.uk)

Research topics:

Career choice, development and management; leadership.

Recent publications:

Rothwell, A. T., and Arnold, J. (2005) How HR professionals rate continuing professional development. *Human Resource Management Journal* 15 (3) 18-32.

Cohen, L., Wilkinson, A., Arnold, J., and Finn, R. (2005) "Remember I'm the bloody architect!". Architects, organizations, and discourses of profession. *Work, Employment and Society*, 19, 775-796.

Arnold, J., Loan-Clarke, J., Coombs, C. R., Bosley, S., & Martin, C. (2006) *Push and Pull: Why Allied Health Professionals stay in, leave, or return to the NHS: Final report*. Loughborough University Business School.

4. 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).

Recent publications:

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

5. 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).

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.

6. 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

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.

7. 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

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.

-Caetano, A. & Estrada, R. (2006). Bem estar subjectivo dos advogados portugueses. *Boletim da OA*, Jan_Fev., 88-92.

8. Guest, David. The Management Centre, King's College, London, 150 Stamford Street, London SE1 9NN, UK. (Tel. & Fax. +44 207 8483723; e-mail: david.guest@kcl.ac.uk).

Research topics:

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

Recent publications:

- Guest, D. and Clinton, M. (2005). "Contracting in the UK: Current research evidence on the impact of flexible employment and the nature of psychological contracts". In N. De Cuyper, K. Isaksson, and H. De Witte (eds). *Employment Contracts and Well-Being Among European Workers*. Aldershot: Hants: Ashgate. pp. 210-224.

- Guest, D., Oakley, P., Clinton, M. and Budjanovcanin, A. (2006). "Free or precarious? A comparison of the attitudes of workers in flexible and traditional employment". *Human Resource Management Review*, 16, 107-124.

-Coster, S., Redfern, S., Wilson-Barnett, J., Evans, A., Peccei, R and Guest, D. (2006). "Impact and role of nurse, midwife and health visitor consultants". *Journal of Advanced Nursing*, 55, 352-363.

9. Grote, Gudela. Department of Management, Technology, and Economics, ETH Zürich (Kreuzplatz 5, 8032 Zürich, Switzerland (Tel. +41446327086, Fax: +41446321186. e-mail: ggrote@ethz.ch)

Research topics:

Socio-technical systems design; safety management; cooperation in high-risk teams; effects of work flexibility; collaborative planning

Recent publications:

Grote, G. (2004). Uncertainty management at the core of system design. *Annual Reviews in Control*, 28, 267-274.

-Grote, G., Zala-Mezö, E., & Grommes, P. (2004). The effects of different forms of coordination on coping with workload. In R. Dietrich & T. Childress, M. (Eds.), *Group interaction in high risk environments* (pp. 39-55). Aldershot, UK: Ashgate.

-Raeder, S. & Grote, G. (in press). Career changes and identity continuities - a contradiction? In A. Brown, S. Kirpal & F. Rauner (Eds.), *Identities at Work*. Springer.

10. Haukedal, Willy. Institute for Psychosocial Sciences, University of Bergen, Christiegt. 12, N-5015 Bergen, Norway. (Tel. +47 55589078; Fax: +47 55931344; e-mail: willy.haukedal@psych.uib.no).

Research topics:

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

11. Hurley, John J. P. Business School, Dublin City University, Dublin 9, Ireland. (Tel. +353 1 7005224; Fax: +353 1 7005446; e-mail: john.hurley@dcu.ie; web-site of institution: <http://www.dcu.ie/~business/research/staff/jh/index.htm>).

Research topics:

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

12. Johansson, Gunn. Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (Tel. +46 8 163900; Fax: +46 8 1593 42; e-mail: gi@psychology.su.se; web-site: www.psychology.su.se/units/ao).

Research topics:

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

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

Research topics:

Career development; personnel selection; stress and burnout.

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

Research topics:

Change management; team building; stress and burnout at work

Recent publications:

- Karamushka L. Technologies of Work of Organizational psychologists Ed. (2005).Kyiv, Incos, 366 p. (in Ukrainian)
- Karamushka L. (Ed.) (2006). Burnout Syndrome and Professional Career in Educational Organizations: Gender Aspects. 2-ed. Kyiv, Millennium, 262 p. (in Ukrainian).
- Karamushka L.M., Fil A.A., Ivkin V.M. (2006) Correlations between educational organizations' employees' orientations toward teamwork and psychological characteristics of their competitiveness // IAREP-SABE Conference (5-8 July 2006, Paris, France) (CD-Rom, Abstract O357)

15. 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).

Research topics:

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

16. Kirchler, Erich. Department of Psychology. Unit of Applied and Clinical, Psychology. University of Vienna. Universitaetsstrasse 7; A-1010 Vienna. (Tel. +43 1 427747880; Fax: +43 1 427747889; e-mail: erich.kirchler@univie.ac.at; <http://www.univie.ac.at>).

Research topics:

Economic psychology; household decision making; tax behaviour; credit use.

Recent publications:

- Kirchler, E., Niemirowski, A. & Wearing, A. (2006). Shared subjective views, intent to cooperate and tax compliance: similarities between Australian taxpayers and tax officers. *Journal of Economic Psychology*, 27, (4), 502-517.
- Kirchler, E. & Meier-Pesti, K. (2006). Wirtschafts-, Markt- und Konsumpsychologie. In K. Pawlik (Hrsg.). *Handbuch Psychologie. Wissenschaft, Anwendung, Berufsfelder.* (S.791-803). Heidelberg: Springer.
- Kirchler, E. (2007). *The Economic Psychology of Tax Behaviour.* Cambridge, UK: Cambridge University Press.

17. Konrad, Edvard. University Ljubljana, Department of Psychology, Askerceva 2, 1000 Ljubljana, Slovenia (Tel: +386-1-241-1162; Fax: +386-1-125-9301; e-mail: edvard.konrad@ff.uni-lj.si).

Research topics:

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

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

Research topics:

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

Recent publications:

-Kouabenan D.R. (2006). Des croyances aux comportements de protection – 2e partie : quels apports des études sur la perception des risques au diagnostic de sécurité et aux actions de prévention ? In D.R. Kouabenan, B. Cadet D. Hermand, M.T. Muñoz Sastre (Editeurs), *Psychologie du risque : Identifier, évaluer et prévenir les risques* (pp.259-289). Bruxelles : De Boeck Université.

-Kouabenan, D.R. (2006). Des facteurs structurants aux biais ou illusions dans la perception des risques. In D.R Kouabenan, B. Cadet D. Hermand, M.T. Muñoz Sastre (Editeurs), *Psychologie du risque : Identifier, évaluer et prévenir les risques* (pp.125-145). Bruxelles : De Boeck Université.

-Kouabenan, D.R., Cadet B., Hermand, D., Muñoz Sastre, M.T. (eds) (2006): *Psychologie du risque: Identifier, évaluer et prévenir les risques*. Bruxelles : De Boeck Université.

19. 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)

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.

20. 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).

Research topics:

Automation and human performance; system safety; aviation and space psychology; procedural justice of personnel selection

Recent publications:

- 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. .
- Manzey, D. & Müller, T. (2006). Luft- und Raumfahrt. In Konradt & Zimolong (Hrsg.). Ingenieurpsychologie. Enzyklopädie der Psychologie. Göttingen: Hogrefe .
- Manzey, D. (2006). Luft- und Raumfahrtpsychologie. In Pawlik, K. (Hrsg.) Psychologie. Heidelberg: Springer .

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

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

22. 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).

23. Peiró, José, M. Facultat de Psicologia Universitat de Valencia, Avda. Blasco Ibañez, 21, 46010 Valencia, Spain. (Tel. 34 963864689 or 34.963864473; Fax: 34 963864668; e-mail: jose.m.peiro@uv.es; www.uv.es).

Research topics:

Climate formation in organizations; leadership, interaction and structures; teams and teamwork mediated by new information technology; work socialization of youth; collective stress and burnout as emotional climate in organizations and work units; service organizations: management, quality of services and customers satisfaction.

Recent publications:

- Gracia, F., Silla, I., Peiró, J.M., Fortes-Ferreira, L. (2006). El estado del contrato psicológico y su relación con la salud psicológica de los empleados. *Psicothema*, 18 (2), 256-262.
- Fortes-Ferreira, L., Peiró, J.M., gonzález-Morales, G., Martín, I. (2006). Work-related stress and web-being: the roles of direct action coping and palliative coping. *Scandinavian journal of psychology*, 1, 1-10.
- González-Morales, M.G., Peiró, J.M., Rodríguez, I., Greenglass, E.R. (2006). Coping and Distress in Organizations: The Role of Gender in Work Stress. *International Journal of Stress Management*, 13(2), 228-248.

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

Research topics:

See the following internet sites:

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

<http://www.recol.es/>

25. Quijano, Santiago D. Social Psychology Department, Faculty of Psychology, University of Barcelona, Passeig de la Vall d'Hebrón 171, E-08035 Barcelona, Spain (Tel. + 34 93 312 51 93; fax. + 34 93 402 13 66; e-mail: sdquijano@psi.ub.es).

Research topics:

Human System Audit, Quality of Human Resource Management Systems; psychosocial processes in organizations, psychological processes of individuals (self-efficacy, instrumentality, equity, role conflict, etc.); "Human Resources Quality".

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

Research topics:

Psychology of unemployment.

Recent 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.

27. Robertson, Ivan. Manchester School of Management, UMIST, PO Box 88, Manchester, M60 IQD, Great Britain. (Tel.: +44 161 200 3443; Fax: +44 161 200 3518; e-mail: ivan.robertson@umist.ac.uk, web-site of institution: <http://www.umist.ac.uk>, web-site of SHL Research Centre: <http://www.shlgroup.com>)

Research topics:

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

28. 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). web-site of institution: <http://www.univ-paris5.fr>).

Research topics:

Ergonomic approach to managers' activities; activity analysis and professional selection.

29. Sarchielli, Guido. University of Bologna, Dipartimento di Scienze dell'Educazione, Via Zamboni 34, I-40126 Bologna, Italy (Tel. +39 051 2098466; Fax: +39 051 228847; e-mail: sarchiel@scform.unibo.it).

Research topics:

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

30. 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)

Research topics:

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

Recent publications:

-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.

31. 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)

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. 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.

-Sinangil, H.K. (July, 2006) Spotlight on I-O Organizations: I-O in Turkey, *The Industrial-Organizational Psychologist*, 44(1), 83-87.

32. 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).

Recent topics:

Psychological aspect of unemployment; value changes in organizations.

Recent publications:

-Sverko, B.(2005) 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.

-Sverko, B. (2006). Super's career development theory. Chapter in J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of Career Development* (pp.789-792). Thousand Oaks, CA: Sage Publications.

-Šućur, Z., Matković, T. Štulhofer, A., Šverko, B., Bejaković, P., Papa, J. Pastuović, N. & Škegro, M. (2006). *Poverty, Unemployment and Social Exclusion*. Zagreb: United Nations Development Programme (UNDP) in Croatia

33. Teichmann Mare Tallinn University of Technology, Chair of Psychology, Ehitajate tee 5, Tallinn 19086, Estonia. Tel. +372 6202661, Fax +372 6202020, GSM +372 5087510, e-mail mare@pekonsult.ee

Research topics:

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

Recent publications:

- 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

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

Research topics:

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

35. Van der Flier, Henk. Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boechorststraat 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 5988712; Fax: +31 20 5988702; e-mail: H.van.der.Flier@psy.vu.nl; website of institution: <http://www.psy.vu.nl/fpp.php/departments/workandorganizationalpsychology>).

Research topics:

Personnel selection, psychometrics, cross-cultural psychology, fairness, work conditions.

Recent publications:

- De Meij, A.M., Kelderman, H., & van der Flier, H. (2005). Latent-Trait Latent-Class Analysis of Self-disclosure in the Work Environment. *Multivariate Behavioral Research*, 40, 435- 459.
- van Hooft, E.A.J., Born, M.Ph., Taris, T.W., & van der Flier, H. (2006). The cross-cultural generalizability of the theory of planned behavior: A study on job seeking in The Netherlands. *Journal of Cross-Cultural Psychology*, 37, 127- 135.
- van Hooft, E.A.J., van der Flier, H., & Minne, M.R. (2006). Construct validity of multi-source performance ratings: An examination of the relationship of self-,supervisor- and peer-ratings with cognitive and personality measures. *International Journal of Selection and Assessment*, 14, 67- 81.

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Research topics:

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

Recent publications:

- 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.

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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). Psychology and Design Processes. *European Psychologist*, Vol. 10(3), 229-236
- Wilpert, B. (2005). Stile der Aufsicht über die Kerntechnik und ihre Folgen. *atw - Internationale Zeitschrift für Kernenergie*, 152-155
- Wilpert B. (2006). On environments of quality of life. *Revue européenne de psychologie appliquée*.
- 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 (eds.), *Management des Organisations*, Paris: Éditions d'Organisation, 283-298

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Research topics:

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

Recent publications:

- Rook, J. & Zijlstra, F.R.H., (2006). The contribution of various types of activities to recovery. *European Journal of Work and Organizational Psychology*, Vol. 15(2), pp. 218-240.
- D'Amato, A., & Zijlstra, F.R.H. (2005). Il clima e le sue strategie. In: A.Damato & V. Majer, (Eds.). (2005). *Il Vantaggio del Clima*. Milano: Raffaello Cortina Editore, pp. 132-150.
- Zijlstra, F.R.H., and Sonnentag, S., (Eds.). (2006). *Work and rest - a topic for work and organizational psychology*. Hove: Psychology Press:

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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.
- 20. Kleinbeck, Uwe.** Bergische Universität, 20 Gausstraße, 5600 Wuppertal, Norwegen (Tel. +47 202 4392291).
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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. (Eds.) (2006). *Oltre il mobbing: Le nuove frontiere della persecutività*. Milano, Franco Angeli.
 -Trentini G. (2006). Significato e storia di un'indagine, in *Oltre il mobbing: le nuove frontiere della persecutività*. Milano, Franco Angeli, Milano, 11-29.
 -Trentini G. (2006), Riflessioni conclusive, in *Oltre il mobbing: le nuove frontiere della persecutività*. Milano, Franco Angeli, Milano, 176-201.
- 35. Timpe, K.-P.** Sektion Psychologie, Humboldt Universität zu Berlin, Oranienburgerstr. 18, 1020 Berlin, Deutschland (Tel. +49 2805115; Fax: +49 0112823).
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