

EUROPEAN NETWORK  
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

# ENOP

## *NEWSLETTER*

*No. 53*

WEB ADDRESS

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

*OCTOBER, 2007*

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# ***ENOP NEWSLETTER No. 53***

## ***OCTOBER, 2007***

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### **1. Editorial**

Dear colleagues,

This Newsletter provides information about activities of the ENOP in the period March - October, 2007.

With great sadness we heard about the passing away of most prestigious member of ENOP, “founding father” of ENOP, **Bernhard Wilpert**. An obituary is included in the newsletter.

You will find information about decisions taken at the business meeting held in Paris, March 24, 2007, and the report on the 2007 ENOP-Symposium “The conceptualized individual: Concepts and methods for bridging individual and social system level analyses”.

In addition, the newsletter includes the report on X European Conference on Organizational Psychology and Human Service Work (Kyiv, 2007), information about the Winter School at Erasmus Mundus Master on Work, Organizational and Personnel Psychology (WOP-P) (Italy, 2008) and a call for grants for European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P) (3rd edition, 2008-2009).

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2006-2007, and some other helpful information.

Lyudmila Karamushka

Kyiv, October 2007

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

## 2. Bernhard Wilpert (1936-2007)

It is with great sadness and shock that we heard about Bernhard Wilpert's passing away on August 20, 2007. He was one of the 'Founding Fathers' of the European Network of Organizational Psychologists (ENOP), the main sponsor of the current conference series. And since the creation of ENOP, more than 25 years ago, he has been one of the main driving forces behind this network. With his excellent scholarship, nurturing leadership and personal warmth he contributed to the development of ENOP and through it to establishing an identity of European Work and Organizational Psychology. He also was very committed to bringing together colleagues from East and West Europe. He therefore made many friends in East and West.

During his membership of ENOP he initiated and contributed in an important way to most of ENOP's activities, like the development of the reference model for the European Curriculum in W&O psychology, a series of Summer Schools for PhD students and young professionals, and a series of workshops, initially on new information technology, and later on technology and safety. Bernhard was always convinced that a network of European scholars would enhance European values in research and professional domain. And thus contribute to the humanization of working life, and democratization of organizations in our society. "ENOP should be the yeast in bread", was how he expressed his idea. Now, we can say that this idea was successful. European W&O psychology is indebted to Bernhard's farsightedness.

With Bernhard's death we lose one of the great figures of European Work and Organizational Psychology in the 20<sup>th</sup> century. He has played a leading role in scientific, professional and institutional domains within W&O Psychology. He also has contributed in a significant way to the visibility of European Work and Organizational psychology in the international community, being one of its most outstanding representatives.

Bernhard Wilpert, born in Breslau in 1936, studied psychology, anthropology and sociology in Tübingen, Germany and Eugene, United States. He received his Ph.D. from the University of Tübingen in 1965. From 1969-1978 he was a Research Fellow at the Science Center Berlin where he became well known for his international comparative studies on management and participation and the introduction of new technologies. In 1980 he was appointed Professor for Work and Organizational Psychology at Technische Universität Berlin (TUB; Berlin University of Technology). Between 2001 and 2002 he also served as Vice President of TUB, with particular responsibility for international affairs and the promotion of young scientists. After his retirement in October 2003 Bernhard continued research as a very active Emeritus in the department of Work and Organizational Psychology at TUB.

His main research interests focused on three different fields:

### *International Management and Participation Research*

Bernhard conducted several comparative studies about decision-making of management in 8 countries, and about the role of participation in 12 European countries. Together with the IDE team he shaped the notion of Industrial Democracy in Europe. In addition, his studies covered Sino-German joint ventures from an intercultural point of view.

### *The Meaning of Working (MOW)*

The original MOW research began in 1978 with a cross-national study conducted by the MOW

International Research Team (MOW IRT) composed of Work & Organizational psychologists from eight countries. The research addressed comparative studies of the role work plays in people's lives within the fabric of industrialized societies, and focussed on work as paid employment in traditional and new employer-employee contracts, work careers, absence of work, and work-nonwork connections. The original research team included some of the most known colleagues in Europe. Erik Andriessen (Netherlands), Vojko Antoncic (Slovenia), Rita Claes (Belgium), Pol Coetsier (Belgium), Pieter Drenth (Netherlands), George England (USA), Itzhak Harpaz (Israel), Frank Heller (UK), Marnix Holvoet (Belgium), Jyuji Misumi (Japan), Antonio Ruiz-Quintanilla (Germany/USA), Rob van der Kooij (Netherlands), William Whitely (USA), and Bernhard Wilpert (Germany). Based on this research another MOW research program was formally established in 1990. As part of this latter program several replication studies were conducted enlarging the original scope of research. Furthermore, MOW has always promoted advanced human resource management practises using motivational programs, work stress management, career development, diversity management, and global management.

*The Role of Human Behavior in High-Reliability Organisations*

From 1990 on, the main focus of Bernhard's work had been on issues of safety in high-reliability organisations like airlines, nuclear power plants, chemical plants, or hospitals. It was then he founded the Research Centre for System Safety (*Forschungsstelle Systemsicherheit, FSS*) at the TUB. FSS is specialized on the human contribution (factor) to improve safety in high-reliability organisations by considering the interaction of human, technology and organisational characteristics and processes. His main contributions to this field include several conceptual publications, as well as the development of a specific tool for human factors-oriented event-analyses in nuclear power plants which meanwhile has become a standard tool in Germany and Switzerland. The study of these questions made him the first social scientist to become a member of the German Federal Commission for Nuclear Power Plant safety (RSK). From 1992 on he served as consultant of RSK.

Bernhard Wilpert's scientific work includes more than 150 journal articles and book chapters. In addition, he was the editor of 21 books and served as member of the editorial board of several scientific journals. The international acknowledgment of this work is reflected in a number of awards and honorary functions and memberships. In 1989 he received the honorary doctor of the Rijkuniversity Ghent for his international comparative organization research. From 1994-1998 he served as President of the International Association of Applied Psychology. In November 1999 he was appointed honorary professor of the Academia Sinica Beijing, China, for his contributions to international psychology. In 2001 he became a Foreign Member of the Royal Dutch Academy of Sciences as a token of the Academy's appreciation of excellent scholarly work. In 2003 he received the award by the European Association of Work and Organizational Psychology (EAWOP) for contributions to the development and structuring of work psychology in Europe.

In addition to his scientific contributions, Bernhard Wilpert has always been known for his unique achievements in international networking in University and Education. The most important achievement in this respect was related to his involvement in the foundation of the European Network of Work and Organizational Psychologists (ENOP), which still serves as an important scientific platform for colleagues from West and East Europe. Bernhard's role as a founder, coordinator and innovator in ENOP cannot be over-estimated: ENOP deserves him special thanks for being one of the "engines" of the network. Yet, in addition to this kind of networking he was also involved in several specific initiatives in order to promote the international collaboration in research and education within Europe. For example, he initiated the series of conferences on New Technologies and Work (NeTWork), which take place annually since 1983. Together with Maurice de Montmollin (Paris) and Robert Roe (Tilburg/Maastricht)

he originated the European Summer Schools for New Information Technologies; the first one was conducted 1989 in Berlin with support from Volkswagen Foundation.

Furthermore, Bernhard Wilpert always supported very actively the student exchange programs of ERASMUS and SOCRATES.

During many years Bernhard take care of the relation between ENOP and the Maison de Sciences de l'Homme and worked closely with two Directors of Maison de Sciences de l'Homme Clemens Heller and Maurice Aymard with the support of Anne Rocha.

Bernhard Wilpert was a devoted researcher, a very much appreciated integrative figure in European Work and Organizational Psychology, and a wonderful person, colleague, and friend.

And it will be through these achievements and the warm friendship we have shared with him that we will remember Bernhard. He will live in our memories.

**Members of ENOP:**

- *Manzey, Dietrich (Germany)*
- *Karamushka, Lyudmila (Ukraine)*
- *Kirchler, Erich (Austria)*
- *Peiró, José M. (Spain)*
- *Rogard, Vincent (France)*
- *Schaufeli, Wilmar (the Netherlands)*
- *Zijlstra, Fred (the Netherlands)*

**Scientific Coordinator of ENOP:**

*Rocha Perazzo, Anne (France)*

### 3. Business Meeting 2007

The 2007 ENOP business meeting took place at the Université René Descartes, Paris, March 24, 2007 with the following agenda:

- a) „New“ ENOP (future structure, organisation, finances, strategy, etc.);
- b) Symposium 2008;
- c) CoCo members and CoCo meeting;
- d) ENOP membership;
- e) EAWOP/ENOP cooperation;
- f) European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P);
- g) ENOP web-site and ENOP Newsletter;
- h) Congresses and conferences;
- i) Other businesses.

**a) „New“ ENOP (future structure, organisation, finances, strategy, etc.):**

*Gudela Grote* summarized the discussion of small groups during the 2007 symposium on the «mission» of ENOP. It was emphasised an importance to work on European integration of Work and Organizational Psychology. One important aim is that the loose network of ENOP should work strategically to collect developments in Europe in Work and Organizational Psychology, discuss and coordinate activities, develop and disseminate standards in Work and Organizational Psychology. (Detailed information about results of this discussion is presented in the Newsletter, part 4).

*Josè Maria Peiro* reports on the CoCo Autumn 2006-meeting and suggestions for the *future structure and organisation of ENOP*. No current ENOP members were among the group founding the network; moreover, the ENOP has lost the support of MSH. CoCo has considered several potential alternatives to structure “new” ENOP: a) Totally loose and informal network as until now; b) “Autonomous chapter” under an existing organization (e.g., EAWOP, IAAP-Division 1); c) Formal association with minimal structure (“using” ADEMAST in a first step and adaptation to ENOP requirements); d) Creation of a totally new association. (For more information about potential alternatives to structure “new” ENOP see ENOP Newsletter, No. 52, p 9-10). In the case ENOP opts for alternative c) (“using” ADEMAST), each ENOP member has to make an application to become member of ADEMAST. Then the members of ADEMAST can study the statutes of ADEMAST and decide about adaptations. ENOP asked CoCo to consider further steps to “transform” ADEMAST into ENOP structure.

CoCo needs a minimum amount of *financial resources* to run the minimal functions. CoCo estimated that about 6,000 Euro are required. Considering the number of members, a fee of 150 Euro would guarantee the minimum amount necessary.

Before discussing and deciding about the future structure, it is important to discuss the *strategy of ENOP*.

*What can ENOP do better than EAWOP or what EAWOP can not do?* Answers: Teaching, because ENOP members are university professors; moreover, ENOP members have a voice at universities in decisions on curricula development and other activities at the university, etc. EAWOP members are mainly practitioners. EAWOP members are mainly non-active within the organisation, but pay and use the service provided. They are not using to develop networks and do not use channels to enhance collaboration. ENOP has members from almost all European countries and all are active in terms of collaboration; members share values and views. Thus, the

intensive network of ENOP creates ENOP important “social capital”, which EAWOP has to a lesser extent.

*As a network, we have to ask ourselves what ENOP “networks”?* Answers: teaching higher education, Reference Model, Summer schools, shared interest in professional teaching, etc. ENOP provides a platform for members to reflect their own position in teaching and researching W&O psychology. This is a rare occasion for university professors. In future, ENOP should discuss emerging topics and possibly stimulate research on new relevant phenomena.

Summary of points mentioned: networking, strategic think tank in terms of spotting social and societal developments, strategic issues like the future of Work and Organizational Psychology within psychology departments or in business and management departments, exchange schemes for students (summer/winter schools), content driven issues are perhaps less important in ENOP.

*Would we found ENOP today if it did not exist already?*

In Europe, there is more pressure for networking and cross-country collaboration in research and teaching. ENOP is providing a base for inter-European collaboration in research.

*What are the future developments which require ENOP activities?* What shall ENOP do/focus on in the future? Emerging markets (e.g., China) require Work and Organizational Psychology-teaching. Increasing numbers of refugees and (labour) integration programs require the attention of Work and Organisational Psychologists. Big issues are: identification and fragmentation in society (also within Europe: Greece, Ireland, etc.). Research standards applicable to applied psychology versus standards in biomedicine, natural sciences, general-cognitive psychology.

#### ***b) ENOP Symposium 2008:***

Some proposals for next year's symposium were discussed. They included but not restricted to:

- How can W&O psychology contribute in different countries to integration (of refugees, migrants etc.);
- Models of well-being;
- Qualitative and quantitative methods;
- How to combine theoretical research and practical work; theory driven work versus problem driven research;
- Life of knowledge workers;
- Standardization of W&O issues;
- Socio-technical approach (60 Years of Tavistock Institute);
- Quality of working life (focus on method: measurement possibilities); (Michael Frese mentioned in his talk at the IAAP Athens the interest of UN general elect.);

*Prof. Gudela Grote and Prof. David Guest* will be responsible for organization of the Symposium and designing framework of the event. CoCo will approve the detailed topics of the Symposium 2008.

***The next ENOP Symposium will take place in Paris, on March 27-29, 2008***

#### ***c) CoCo members and CoCo meeting:***

CoCo 2007/2008 consists of the following members:

Rogard Vincert  
Kirchler Erich  
Zijlstra Fred  
Grote Gudela  
Guest David

Peiro Jose M.  
Karamushka Lyudmila

***The next CoCo meeting will take place at MSH on Friday, October 19, 2007, 14.00-18.00.***

***d) ENOP membership:***

*Fred Zijlstra* told that members of ENOP will have to apply for ADEMAST membership formally (approx. September - October 2007).

*Vincent Rogard* explained that the fee of 150 Euro, paid for 2007, is for ENOP membership. 21 members paid their fee (3.150 Euro, 800 Euros were spent). About 2.500 Euro remain for funding the next COCO meeting. Reminder should be written to members who have not yet paid the 2007 fee. COCO has a mandate to take a decision about the fee for 2008 (fee max. 300 Euro).

***e) EAWOP/ENOP cooperation:***

*Jose M. Peiro* and *Matti Vartiainen* reported about *EAWOP Task Force* on advanced Diploma in WOP. The Task Force comprises 6 persons, 3 of them are members of ENOP:

Jose M<sup>a</sup> Peiro (Task Force Chair) – member of ENOP;

Marco Depolo;

Robert Roe;

Branimir Sverko - member of ENOP;

Matti Vartiainen- member of ENOP;

Lourdes Munduate (EAWOP liaison).

Task Force has prepared the survey. The survey results will be presented within the session on ‘EuroPsy and Advanced Diploma in WOP Psychology: Ideals and Proposals’ that will take place at EAWOP Stockholm Congress ([www.eawop2007.org](http://www.eawop2007.org)) on Thursday the 10<sup>th</sup> at 9.30-12.15 and will be published in the EAWOP web page afterward.

***f) European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)***

*Josè-Maria Peiro* reported about the implementation of the programme for 40 international students. Also he informed that the Winter Schools at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P) are planned.

***g) 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. Materials of the Newsletter will be placed as well on the ENOP web-site.

***h) Congresses and conferences:***

- *Gunn Johansson* informed about preparation of XXIIIth European Congress of Work and Organizational Psychology “Sustainable Work: Promoting Human and Organizational Vitality” (May 9-12, 2007, Sweden);

- *Lyudmila Karamushka and Josè-Maria Peiro* reported about preparation of 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”( October, 3-6 2007, Kyiv).
- *XXIXth International Congress of Psychology* will take place on 20-25 July 2008, in Berlin, Germany. For father information: [www.icp2008.org](http://www.icp2008.org);
- *BPS Division of Occupational Psychology Conference* will take place on January 9-11, 2008, in Stratford-upon-Avon, UK. For father information: <http://www.bps.org.uk/dop2008>;
- *Work, Stress and Health Conference* will take on March 6 - 8, 2008, Washington , DC , USA For father information <http://www.apa.org/pi/work/wsh.html>;
- *8th Conference of the European Academy of Occupational Health Psychology* will take place on November 12-14, 2008, in Valencia, Spain. For father information <http://www.ea-ohp.org/Conferences>
- *14th European Congress of Work and Organizational Psychology* will take place on May, 13-16, 2009 in Santiago de Compostela, Spain. For father information [www.eawop2009.org](http://www.eawop2009.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](http://www.ecp2009.no);
- *XXVIIth International Congress of Applied Psychology* will take place on 11-16 July 2010, in Melbourne, Australia. For father information: [www.icap2010.com](http://www.icap2010.com)

**i) Other businesses: -**

## 4. Report on the 2007 ENOP Symposium: The conceptualized individual: Concepts and methods for bridging individual and social system level analyses

**Paris, March 22-24, 2007**

The discussions during the 2006 ENOP symposium brought up some critical points in current research on contextualizing individual attitudes and behaviour, both at the conceptual and methodological level. The context of individual behaviour has received increasing attention in general psychology, and work and organizational psychology is both particularly suited and challenged to provide theoretical frameworks and methodological approaches to do so. The 2007 ENOP symposium was designed as a continuation of the discussion in the 2006 symposium, supporting also the development of recommendations to deal with these problems in future research.

The symposium was supposed to be introduced by **Gudela Grote** - due to unseasonable snow in the Swiss Jura her train got delayed, so that her introduction was more of an intermission on the morning of the second day of the symposium. Looking at two examples from her own research first, Gudela Grote introduced theoretical and methodological issues in multilevel research. In one case, the aim was to analyze standardization as a moderator in the relationship between team coordination and team performance. Standardization was measured by the number of formal rules, team performance by expert ratings, and team coordination by coding individual behaviour, which then was analyzed both on the individual level and aggregated to team level. The other example concerned the relationship between psychological contracts and organizational flexibility, with both constructs measured on the individual and organizational level.

Three theoretical issues were pointed out:

- the relationship between higher and lower level variables (e.g. in the study on flexibility and psychological contract it had been assumed that the higher level variable organizational flexibility measured also on the organizational level would moderate the relationship between psychological contract (mis)matches and perceived fairness measured on the individual level, however only the individually perceived organizational flexibility did have an effect, pointing to a potential reciprocal relationship along the lines of the "enacting structures" paradigm)
- homology between constructs at different levels
- team properties (e.g. in the study on standardization effects on team coordination and performance team coordination might be considered a global, shared or configural team property).

Linked to the issue of using lower level aggregate measures at higher levels of analysis, three methodological questions were raised:

- Under what conditions should aggregate versus independent measures be used?
- What theoretical basis is assumed for aggregation, e.g. homogeneous, independent, or heterogeneous individual contributions?
- Should agreement/disagreement be studied in its own right, e.g. regarding team characteristics affecting level of (dis)agreement such as work interdependence.

The distinguished outside speaker at the symposium was **Mathilde Bourrier**, professor of sociology at Geneva University. Her research has focused on understanding the organizational and individual mechanisms underlying the functioning of high reliability organizations. She positioned her research on organizational compliance in relation to more macrolevel approaches, which conceptualize organizations solely in terms of organization level variables. First she pointed to the problematic practice of ascribing to organizations the same properties as to individual actors (e.g. flexible individual, flexible organization). She then described the basic issue of compliance from a strategic firm level perspective and from an individual/group level perspective. While from a macro level perspective compliance is seen as a firm response to external forces, which translates directly to group and individual behaviour (without actually studying these translation processes), organizational sociology studies group/individual behaviour in its own right and tends to assume that compliance on an individual/group level may be dysfunctional due to rules being intrinsically incomplete.

In her own study, Mathilde Bourrier focused on group and individual behaviour within the context and conditions created by an "over-compliant" organization. She did find compliant behaviour at the individual and group level and then searched for a link between behaviour and organizational level characteristics. She assumed that the direct links between workers and rule makers and the flexibility of the rule makers in adapting the rules to the needs of the tasks at hand furthered compliance. With her study she was therefore able to show the mechanism most likely underlying the "compliant individual" and the "compliant organization".

Besides different theoretical approaches to organizational phenomena, Mathilde Bourrier also discussed methodological consequences of different theoretical choices. In the macrolevel studies she described, constructs were usually measured by means of interviews with management and data on company performance. In her own study, she used an ethnographic approach, spending several weeks observing and interviewing people at the shop floor. Issues of homology then become apparent, e.g. is the compliant behaviour of individuals, teams, and organizations conceptually the same thing and how do the different measurement methods affect the definition of the constructs? One a more general level, it was also discussed how generalizable the findings on compliant behaviour regarding safety rules are to compliant behavior in other domains.

The next presentation was supposed to be given by **René Bouwen** who unfortunately could not attend the symposium, but provided the group with an outline of his talk and a few issues for discussion in small groups. His focus was on the development of the systemic perspective within organizational psychology. Typical for this perspective is that it is situated between the structural approach of sociology and the aggregation of individual perceptions and experiences in work psychology. This perspective is about processes in the ongoing relational practices among the actors involved. It is actually called a relational processual perspective, building on the concepts and methods (clinical, qualitative, action research, survey feedback, learning history, collaborative research, etc.) of founding fathers such as Edgar Schein, Chris Argyris, Kath & Kahn and Karl Weick. These approaches rely mainly on collaborative action research projects. Research and intervention are strongly intertwined. Often forms of collaborative research are practiced: group or organization self-assessment as inquiry and development work. This domain becomes interdisciplinary and it is a very important domain for a lot of consultants; the challenge for organizational psychology is to keep contributing to this domain by research and intervention through focusing on the psychological relational processes. Psychologists can contribute by specific 'relational work' in collaborating with engineers, economist, social scientists etc.

The group followed the suggestion by René Bouwen to adopt a systemic perspective in assessing ENOP-as-organization in terms of five questions:

A-What are the most typical/essential characteristics of ENOP as a community concerning: mission/goals, structures, procedures and work forms, culture and identity, concrete joint practices?

B- What are the most important driving forces/organizing principles underlying these characteristics?

C-What do we have to do to extent those forces into the future and to continue the essential elements of ENOP?

D-Which forms and practices can we plan/concretize to embody those essentials?

E-Who is going to do what, when and how?

Following are answers to these questions that were given in the four small groups and that were used in the business meeting following the symposium in order to discuss options for the future of ENOP.

#### A. Essential characteristics of ENOP

Metaphors: flock of pigeons on a marketplace (Jose Maria Peiro: 15 yrs ago it was „yeast in the bread“)

Mission: bringing WOP together for strategic (and operational?) activities regarding education and training;  
integration of WOP in Europe - also as counterpart to the US

Organization: loosely structured network with very few rules (mainly regarding membership) and some rituals (meetings in Paris);  
high flexibility

Tasks: e.g. library, symposium, summer schools

#### B. Driving forces

No driving force anymore because mission is accomplished?

Current aims: collecting knowledge/exchange information/build helpful contacts/build collective competencies/coordinate teaching

Intellectual stimulation through top level members (think tank)

#### C. Extend forces into the future

Future aims: to do some things better

e.g. collecting more up-to-date information about members' activities (including retired ENOP-members) such as lectures, new research projects, curricula in Erasmus Mundus;

stimulate intellectual work more

to do new things

e.g. joint research/understand comparative research, focus on Ph.D. student training/exchange

#### D./E. Practical suggestions for future work

Is there uniform support for continuing ENOP? Is a new mission needed?

Continues the strategic focus on activities related to education and training, potentially with more focus on Ph.D. students and more focus on EU programs, such as Summer Schools.

Keep basic organization (Paris meetings, CoCo)

More joint research?

More marketing for ENOP activities?

How to maintain top level membership ? (how to identify leading WOP per country given the increasing numbers of WOP; how to motivate leading WOP to participate in ENOP)

The 3<sup>rd</sup> presentation of the symposium was a joint effort by **Wilmar Schaufeli** and **Fred Zijlstra**. In their presentation they focused on specific multilevel issues in work and organizational psychological research, and gave a succinct overview on problems to be addressed. Especially, misspecification of constructs, aggregation bias, cross-level fallacy and the mix-ups of team properties as global, shared or configural were pointed out. In order to avoid these problems, measurement models need to be specified involving also tests of isomorphism of constructs at different levels if true multilevel models are used. Frequently research designs involve only assumptions about cross-level causal relationships where no isomorphism of constructs is required. For composite models involving aggregation to higher levels, the assumed link between lower and higher level construct are to be defined (additive, consensus, reference shift, dispersion, process). In cross-level designs, the hypothesized causal relationships may be direct, moderated or "frog-pond" relationships, each requiring different statistical procedures.

Wilmar Schaufeli referred to an example from his own research, which illustrates some of the issues: He found in a bank that a measure of group engagement based on an aggregate of individual work engagement was negatively correlated with branch financial performance. This opens the question whether the aggregation was adequately chosen, which should be decided based on theoretical considerations concerning the construct group engagement. Finally, it was also discussed whether linking concepts at different levels in an organization should also incorporate more interdisciplinary work as these concepts often stem from different disciplines, e.g. financial performance versus job design.

The overview concluded with presenting 4 questions for *small group discussions*: Own experiences with multilevel research; discussion of examples from individual research experience; processes assumed to underlie the transfer from individual to collective level; should psychologists focus on the individual level only; recommendations.

It turned out that groups had interesting and animated discussions revealing many of the earlier mentioned problems. And they also brought back interesting examples and questions from their own work into the plenary:

- Linking HR-practices at firm level to branch performance via individual perception of HR-practices and individual performance, raising issues of individual processes acting as moderators and/or mediators in the organizational level processes;
- What are the methodological consequences of treating organizational variables as moderators in processes on an individual level vs. treating individual variables as moderators in organizational level processes?
- What is 'team knowledge'? How can it be operationalized and measured? How to deal with the difference between 'shared' versus 'configural' knowledge settings?
- Agreement as prerequisite for culture versus disagreeing/agreeing cultures?

Recommendations that emerged were the following:

A key recommendation was that it is necessary to be very rigorous in theorizing and conceptualizing multi-level processes, specifically

- make the assumed relationships between variables very clear;
- do not easily assume isomorphism between concepts at various levels;
- work more in interdisciplinary teams;

- carefully consider multilevel issues in study design;
- clarify relationships between variables (independent, dependent, intervening etc.);
- do not use or at least be very cautious with analogies to avoid covering up differences in underlying processes;
- establish cut-off points for acceptable agreement in the various agreement indicators (ICC etc.);
- look at change over time to better understand concepts at different levels;
- beware that not all research requires multilevel assumptions and designs

Finally, many thanks to all the speakers and all the participants in the group discussions for providing important insights into the value and pitfalls of multilevel research, which definitely is also a multidisciplinary endeavour. Levels should not be assigned to particular disciplines, though - therefore a clear 'No' to Fred's and Wilmar's question on whether psychologists should strictly stick to the individual level of analysis, instead bridges for collaboration should be built for which hopefully the symposium has provided one brick.

***Submitted by:  
Prof. Gudela Grote,  
Department of Management,  
Technology, and Economics,  
ETH Zürich  
(Zürich, Switzerland)***

## 5. Xth European Conference on Organizational Psychology and Human Service Work (Kyiv, October 2007)

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 a broader field of human service work.

ENOP regular, **Xth, European Conference on Organizational Psychology and Human Service Work** took place in Kyiv, Ukraine on October, 3-6, 2007.

The conference was organized by the 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.

This conference was quite symbolic.

**Firstly**, it was the jubilee (tenth) conference that reflected some traditions and achievements in the field of Organizational Psychology and Human Service Work which foundations were laid ten years ago by the representatives of the European Network of Organizational and Work psychologists, particularly by *Jose Maria Piero* and *Wilmar Shaufeli*.

**Secondly**, it was the first time ever that Ukraine had hosted the conference of this type. It was the result of a close cooperation between ENOP and the Ukrainian Association of Organizational and Work Psychologists.

The first real event produced by this cooperation was the 1st International Workshop “Organizational, Work and Economic Psychology in Ukraine in the context of European Integration” (May, 2004) attended by three ENOP members (*Bernhard Wilpert*, *Vincent Rogard*, *Jose Maria Piero*). The workshop adopted the program “Development of Organizational, Work and Economic Psychology in Ukraine in the context of European integration” (2004-2014).

**Thirdly**, this conference was sponsored by EAWOP (*European Association of Work and Organizational Psychology*) of which the Ukrainian Association have been a constituent since 2005. The EAWOP president *Franco Fraccaroli*, the president of the 13th EAWOP Congress, member of ENOP *Gunn Johansson*, and a member of the EAWOP Executive Committee *Munduate, Lourdes*, and a former member of the EAWOP Executive Committee *Ute Schmidt-Brasse* took part in this conference.

The **main goal** of the conference was exchange of ideas and research findings between representatives of various countries and schools of WOP and promotion of this field of on organizational psychology and human service work in Europe.

45 participants took part in the conference from 9 Countries of EU (Belgium, Finland, Germany, Ireland, Italy, Netherlands, Portugal, Spain, Sweden), and also from Ukraine, Republic of Belarus and Iran.

The Conference offered a wide range of well-selected oral and poster presentations in the field of organizational psychology and human service work. Most of the presentations related the conference topic ‘Work and Organizational Psychology in human services organizations: different European perspectives’.

The conference had 5 *oral and 3 poster sessions*. The oral sessions considered the following subjects: “Stress and individual factors”; “Burnout, stress and organizational factors”; “Burnout, stress and change processes”; “Occupational health and safety job involvement”; “Job demands, job resources and health care”.

The poster presentations discussed the following issues: “Stress, change and innovative processes”; “Stress, well-being and organizational factors”; “Health care for special processes”.

The participants listened to and discussed two keynote presentations made by *Prof. Jozien Bensing* (Netherlands Institute of Health Services Research, Netherlands) who considered pressure on the medical consultation, in part the influence of work-related stressors on communication between health professionals and patient, and *member of ENOP, Prof. Santiago D Quijano* (Social Psychology Department, Faculty of Psychology, University of Barcelona, Spain) who analyzed the results of a cross-cultural study of the structure of the construct ‘people results’ according to the EFQM model in the health care sector of some European countries.

The participants stood in a minute’s silence to commemorate the outstanding psychologist and a founding father of ENOP *Prof. Bernhard Wilpert*.

The conference proceedings *X<sup>th</sup> 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): Editors: Lyudmila Karamushka, José M. Peiró, Wilmar Schaufeli. Kyiv, «Naukovyi svit», 2007* were prepared and published.

The participants were unanimous in their favorable opinions about good conference organization, friendly atmosphere, and interesting social program which allowed to know better Ukraine, its people and the capital.

*Submitted by:*

*Members of Scientific Committee of Conference:*

*Prof. Lyudmila Karamushka,  
Institute of Psychology,  
Laboratory of  
Organizational Psychology,  
(Kyiv, Ukraine)*

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

*Prof. Dr. Wilmar Schaufeli,  
Utrecht University  
Department of Social and  
Organizational Psychology  
(Utrecht, The Netherlands)*

## 6. Winter Schools at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)

**11- 23 February 2008 (Italy)**

**<http://www.uv.es/erasmuswop/WS>**

The European Master in Work, Organizational and Personnel Psychology (WOP-P) opens its Winter Schools to **12 postgraduate students** interested in this area of expertise and non-registered in the Master.

The Master WOP-P is one of the 100 postgraduate programmes supported by the *Erasmus Mundus Programme* and the only one in the professional and academic area of psychology. *Five European Universities* deliver the Master: Universitat de València (Spain), Universitat de Barcelona (Spain), Université René Descartes Paris V (France), Alma Mater Studiorum-Università di Bologna (Italy), and Universidade de Coimbra (Portugal). (Please, visit the web page for further information [www.erasmuswop.org](http://www.erasmuswop.org))

### **What are the Winter Schools?**

As part of its educational programme, the Master offers a *Joint Intensive Learning Unit (Winter School)*. For the next year the Master offers two alternative Winter Schools:

- a) *Organizational Psychology Intervention;*
- b) *Personnel Psychology Intervention.*

Emphasis will be placed in the design and development of models, strategies, methods and tools. The teaching staff is composed of well-recognised university professors and researchers from different European countries.

### **To Whom is Addressed?**

The Winter School is addressed to students at WOP-P and external postgraduate students. Places for external students are limited to 12.

### **When, Where and How?**

Both Winter Schools are organized as a blended learning combining e-learning with an internship of 2 weeks. A total number of 25 students per Winter School will follow different lessons and seminars either in Organizational or Personnel Psychology.

The total workload will be 10 ECTS according to the following calendar:

- *E-learning phase.* From 1<sup>st</sup> November 2007 till 11<sup>th</sup> February 2008. Study supported by electronic platform.
- *Internship phase.* From 11<sup>th</sup> February to 23<sup>th</sup> February 2008. Seminars will take place in Bologna (Organizational Psychology; Personnel Psychology).
- *Assignment phase.* From 23<sup>th</sup> February till 23<sup>th</sup> March 2008. Assignment (e-learning).

A Certificate will be issued by the Consortium of the Master for external students.

## **Application Procedure**

Application must be sent by email, including CV and indicating student's first preference (Organizational or Personnel intervention) [erasmuswop@uv.es](mailto:erasmuswop@uv.es).

Application deadline is *30<sup>th</sup> September 2007*.

Further information about fees, lodging costs, location and other matters will be posted at: <http://www.uv.es/erasmuswop/WS>

## **Application and Contact:**

Coordinating Committee Master WOP-P:

Dep. of Social Psychology

Universitat de València

Avda. Blasco Ibáñez, 21

46010 Valencia (Spain)

+34 96 386 45 49

E-mail: [erasmuswop@uv.es](mailto:erasmuswop@uv.es)

*Submitted by:*

*Prof. Jose M. Peiró,*

*Universitat de València*

*Department of Social Psychology*

*(Valencia, Spain)*

## 7. Call for grants for European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)

### 7.1. Call for grants for Non-European Scholars' grants from the European Commission to teach in the Master of Work and Organizational Psychology (3rd edition. 2008-2009)

The call for three grants to teach in the Erasmus Mundus Program in WOP- Psychology during the academic year 2008-2009, is now open. Candidates may be scholars from non European countries who would like to spend a stay of three months in one or several universities of the consortium (Barcelona, Bologna, Coimbra, Paris V and Valencia).

The amount of the grant is of 4000 euros monthly plus 1000 euros for travel costs.

Deadline for application: **15 th of December 2007.**

More detailed information: [www.erasmuswop.org](http://www.erasmuswop.org)

### 7.2. Call for Students' Grants from the European Commission to study the Master of Work and Organizational Psychology (3<sup>RD</sup> edition. 2008-2009) (Universities: Barcelona, Bolona, Coimbra, Paris V and Valencia)

Non European students with a degree in psychology can now apply for admission at the Master of Work, Organization and Personnel Psychology. This Master is organized by a **consortium of five European Universities**. The duration of **the programmer** is two years, with a total workload of 120 ECTS credits. Students will attend at least two of the partner institutions (Home and Host Universities). Students are awarded with a **double degree**, delivered by two Universities. The Master qualifies for the **professional practice** of WOP-P and allows access to doctoral studies in this and related disciplines. Moreover, students will gain a broad view of the discipline thanks to the **mobility** requirements. The Master promotes direct interaction between students and scholars from European and non-European countries. **Mobility scholarships** under the Erasmus programmer can be applied in order to allow mobility. The Erasmus Mundus programmer is intended to strengthen international links. Thus, one main interest of the Consortium is the development of partnerships with non-EU higher education institutions.

**Who can participate in the programme?** Students with a **degree in psychology** are eligible for participation, with full-time dedication, a good level in English, and fluency in at least one of the European languages of the Consortium (Spanish, French, Italian, or Portuguese).

**Amount of the grant and application deadlines.** The total amount of the grant is 42000 euros and the application deadline for students is **December, 15<sup>th</sup>, 2007.**

More information on: [www.erasmuswop.org](http://www.erasmuswop.org)

*Submitted by:*

*Prof. Jose M. Peiró,*

*Universitat de València*

*Department of Social Psychology*

*(Valencia, Spain)*

## 8. ENOP-Members Research Interests and Recent Publications

*In this section you will find a list of 36 ENOP members, their addresses and research topics as well as publications dated 2006 and 2007 indicated by the members.*

**1. Agervold, Mogens.** Department of Psychology, University of Aarhus. Jens Chr. Skovsvej 4, DK-8000 Aarhus C. Denmark (Tel.: +45 89434980; [Agervold@psy.au.dk](mailto:Agervold@psy.au.dk))

### Research topics:

Work environment; psychosocial factors; stress; burnout, emotional labour; HRM and organizational factors and the relation to mental health.

### Recent publications:

-Agervold, M. & Andersen, L.P. (2006). The psychosocial work environment and incidence of acts of violence *Nordic Psychology*, 58, 3, 232-247.

-Christiansen, J.M., Nørby, H. & Agervold, M. (2006). *Psykisk arbejdsmiljø I praksis. (Psychological Work Environment in practise)*. København: Schultz Boghandel.

-Agervold, M. (2006). Er det gode arbejde stressende?: En undersøgelse af det gode arbejdes egenskaber og deres betydning for udviklingen af stress og følelsesmæssig nedslidning. (Are the good work a stressor? An investigation of good work and its conditions for development of stress and emotional worn out.). In: T.Dalsgaard: Stress - et vilkår i det moderne arbejdsliv?. København: Jurist- og Økonomforbundets Forlag, 2006. s. 29-64

**2. Antalovits, Miklos.** Budapest University of Technology and Economics, Department of Ergonomics and Psychology, Egri J. u. 1. E. III. 11, Budapest, H-1111 Hungary (Tel. +36 14632654; Fax: +36 14632106; e-mail: [antalovits@erg.bme.hu](mailto:antalovits@erg.bme.hu)).

### Research topics:

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

**3. 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](mailto:j.m.arnold@lboro.ac.uk))

### Research topics:

Career choice, development and management; leadership.

### Recent publications:

Rothwell, A. T., and Arnold, J. (2007). Self-perceived employability: Development and validation of a scale. *Personnel Review*, 36, 23-41.

Bosley, S., Arnold, J., and Cohen, L. (2007). The anatomy of credibility: A conceptual framework of valued career helper attributes. *Journal of Vocational Behavior*, 70, 116-134.

Coombs, C.R, Arnold, J., Loan-Clarke, J., Wilkinson, A.J, Park, J., and Preston, D. (2007). Improving the recruitment and return of nurses and allied health professionals: A quantitative study. *Health Services Management Research*, 20, 22-36.

Arnold, J. (2007). Editorial: current developments in policies, priorities and personnel. *Journal of Occupational and Organizational Psychology*, 80, 1-9.

**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](mailto:Francesco.Avallone@uniroma1.it) ).

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

Research topics:

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

**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](mailto:bamberg@uni-hamburg.de)

Research topics:

Work and health; work and gender; innovation at work

Recent publications:

-Bamberg, E., Schmidt, J., Hänel, K. (Eds.) (2006), *Beratung – Counseling – Consulting*. Göttingen: Hogrefe-Verlag.

-Bamberg, E. (2006). Die Effektivität betrieblicher Gesundheitsförderung – eine Frage der Untersuchungsmethode? *Wirtschaftspsychologie*, II./III., 8, 40-46.

-Bamberg, E., v.d. Anker, F., Sarodnick, F. (2006). Kleinunternehmen und Freelancer in virtuellen Unternehmen: Ein Projekt stellt sich vor. In In F. v.d. Anker, E. Bamberg, K. Nühse, F. Sarodnick, C. Strasse (Hrsg.), *Arbeit in virtuellen Unternehmen* (S. 7-12). Göttingen: Cuvillier.

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

Research topics:

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

Recent publications:

- Neves, P. & Caetano, A. (2006). Social exchange processes in organizational change: The Roles of trust and control. *Journal of Change Management*, Vol. 6, (4), 351-364.

- Velada, R. e Caetano, A. (2007). Training transfer: The mediating role of perception of learning. *Journal of European Industrial Training*, 31 (4). (in press)

- Caetano, A. (Org.) (2007). *Avaliação da formação profissional – Estudos em organizações Portuguesas*. (Training evaluation). Lisboa: Livros Horizonte.

**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](mailto:david.guest@kcl.ac.uk)).

Research topics:

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

Recent publications:

- Guest, D., 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](mailto:ggrote@ethz.ch))

Research topics:

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

Recent publications:

-Günter, H., Grote, G. & Thees, O. (2006): Information technology in forestry supply networks: does it lead to better collaborative planning? *Journal of Enterprise Information Management*, 19, 540-550.

-Totter, A., Stütz, D. & Grote, G. (2006). ICT and Schools: Identification of Factors Influencing the use of new Media in Vocational Training Schools. *Electronic Journal of e-Learning*, Volume 4 Issue 1 March 2006.

-Wittekind, A., Bernard, U., Gerber, M., Grote, G., Staffelbach, B. (2006). Schweizer HR-Barometer 2006. Psychologischer Vertrag und Karriereorientierung. Zürich, NZZ Libro, Buchverlag Neue Zürcher Zeitung.

-Grote, G. (2007). Understanding and assessing safety culture through the lens of organizational management of uncertainty. *Safety Science*, 45, 637-652.

**10. Haukedal, Willy.** Norwegian School of Economics and Business Administration, Institutt for Strategi og ledelse, Breiviksveien 40 5045 Bergen (Tel: 55 959452; [Willy.Haukedal@nhh.no](mailto:Willy.Haukedal@nhh.no); [Willy.Haukedal@nhh.no/w-hauk@online.no](mailto:Willy.Haukedal@nhh.no/w-hauk@online.no); Web: [www.willyhaukedal.info](http://www.willyhaukedal.info))

Research topics:

Psychological contracts and motivated behaviour; intrinsic motivation from the perspective of aesthetic theory; leadership in marginal work situations.

Recent publications:

See the following Internet side: Web: [www.willyhaukedal.info](http://www.willyhaukedal.info)

**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](mailto:john.hurley@dcu.ie); web-site of institution: <http://www.dcu.ie/~business/research/staff/jh/index.htm>).

Research topics:

Organisation effects in research in the physical sciences; organisational influences on hypothesis generation and their development.

Recent publications:

Ryan, J. C. and Hurley, J. An empirical examination of the relationship between scientists' work environment and research performance. *R&D Management* 37, 4, 2007. pp345-354

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

Research topics:

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

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

Research topics:

Career development; personnel selection; stress and burnout.

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

Research topics:

Change management; team building; stress and burnout at work

Recent publications:

- Karamushka L. (Ed.) (2007). X<sup>th</sup> 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): Conference proceedings. Editors: L. Karamushka, J. M. Peiró, W. Schaufeli. Kyiv, «Naukovyi svit», 2007. 50 p.

- Karamushka L. (2007). Distinctive features of Change process in educational organizations In: Abstracts of EAWOP XIII European Congress of Work and Organizational Psychology (Stockholm, May 9-12, 2007). (Abstract, CD-ROM).

- Karamushka L. (2007). Distinctive features of attitude toward change in managers of educational organizations In: Abstracts of Xth European Congress of Psychology. Prague, Czech. Republic, 3-6 July.2007. (Abstract, CD-ROM).

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

Research topics:

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

**16. Kirchler, Erich.** Faculty of Psychology. Department of Economic Psychology, Educational Psychology and Evaluation. University of Vienna . Universitaetsstrasse 7; A-1010 Vienna . (Tel. +43 1 427747880; Fax: +43 1 427747889; e-mail: [erich.kirchler@univie.ac.at](mailto:erich.kirchler@univie.ac.at); <http://www.univie.ac.at/psychologie/wirtschaftspsychologie>).

Research topics:

Economic psychology; household decision making; tax behaviour, labor market.

Recent publications:

- Albert, M., Güth, W., Kirchler, E., & Maciejovsky, B. (2007). Are we nice(r) to nice(r) people? An experimental analysis. *Experimental Economics*, 10, 53-69.

- Fellner, B., Holler, M., Kirchler, E. & Schabmann, A. (2007). Regulatory Focus Scale (RFS): development of a scale to record dispositional regulatory focus. *Swiss Journal of Psychology*, 66(2), 109-116.

- Hofmann, E., Meier-Pesti, K. & Kirchler, E. (2007). The decision process for ethical investment. *Journal of Financial Services Marketing*, 12(1), 4-16.

-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](mailto: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](mailto:Remi.Kouabenan@upmf-grenoble.fr))

Research topics:

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

Recent publications:

-Kouabenan D.R. (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](mailto:aleonova@mn.ru))

Research topics:

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

Recent publications:

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

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

**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](mailto:dietrich.manzey@tu-berlin.de)).

Research Topics:

Basic issues of human-automation interaction, automation in medicine, system safety and safety culture, multiple-task performance, aviation and space psychology

Recent Publications:

Manzey, D. (2006). Luft- und Raumfahrtpsychologie. In K. Pawlik (Hrsg.) *Hanbuch Psychologie* (S. 859-866). Heidelberg: Springer.

Manzey, D. & Müller, T. (2006). Luft- und Raumfahrt. In U. Konradt & B. Zimolong (Hrsg.). *Ingenieurpsychologie* (S. 777-806). Enzyklopädie der Psychologie. Göttingen: Hogrefe.

Manzey, D., Bahner, E.J. & Hüper, A.-D. (2006). Misuse of automated aids in process control: Complacency, automation bias, and possible training interventions. In *Proceedings of the 50<sup>th</sup> Annual Meeting of the Human Factors and Ergonomics Society*, San Francisco, 16-20 October, 2006.

**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](mailto:friedhelm.nachreiner@uni-oldenburg.de); web-site of institution: <http://www.uni-oldenburg.de/psychologie/aundo/aundo.html>)

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

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

Research topics:

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

Recent publications:

-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](mailto:jmprieto@psi.ucm.es)).

Research topics:

See the following internet sites:

<http://www.ucm.es/info/Psyap/>; <http://www.ucm.es/info/Psyap/enop/>; <http://www.cop.es/>

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

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

**25. Quijano, Santiago D. de.** Department of Social Psychology. Faculty of Psychology. University of Barcelona. C/ Passeig de la Vall d'Hebrón 171; 08035 – Barcelona. (Tel. +34 93 453 29 28; Fax: +34 93 402 11 66; e-mail: [sdiazdequijano\\_ub.edu](mailto:sdiazdequijano_ub.edu) ; <http://www.ub.edu>).

Research topics:

Organizational psychology; human system audit; human resources management; organizational consulting.

Recent publications:

-Quijano, S. (coord) (2006). Dirección de RR.HH. y Consultoría en las Organizaciones. El ASH (auditoría del sistema humano). Editorial Icaria. Barcelona.

-Quijano, S. (2006). El fundamento científico de la consultoría profesional (Scientific grounds of professional consulting). En Quijano (coord.) Dirección de RR.HH. y Consultoría en las Organizaciones (Human resources management and organizational consulting). Icaria Editorial. Barcelona. Pp. 55-74.

-Quijano, S. (2006). La Consultoría Experta y su fundamento positivista (Expert consulting and its positivist grounds). En Quijano (coord.) Dirección de RR.HH. y Consultoría en las Organizaciones (Human resources management and organizational consulting). Icaria Editorial. Barcelona. Pp.75-108

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

Research topics:

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

**27. Rogard, Vincent.** Université René Descartes, Institut de Psychologie, Laboratoire d'Ergonomie Informatique, 71 avenue Edouard Vaillant, 92774 Boulogne-Billancourt Cedex France (Tel: 01 55 20 57 38; E-mail: [rogard@psycho.univ-paris5.fr](mailto:rogard@psycho.univ-paris5.fr), [vincentrogard@yahoo.fr](mailto:vincentrogard@yahoo.fr)), web-site of institution: <http://www.univ-paris5.fr>).

Research topics:

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

Recent publications:

- Rogard V. (2006), *La dimension internationale de la formation en psychologie du travail*, 2<sup>e</sup> Entretiens de la Psychologie, Paris, novembre 2006

- Caroff X., Rogard V. (2007), Le psychologue du travail. In J. Lautrey (Ed.), *Psychologie du développement et psychologie différentielle* (pp. 494 -507) , Paris : Presses Universitaires de France.

**28. Sarchielli, Guido**

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Research topics:

Organizational socialization, time & work, psychosocial effects of occupational flexibility, psychology of retirement, professions

**29. Schaufeli, Wilmar.** Department of Psychology. Social and Organizational Psychology, Utrecht University, P.O. Box 80.140, 3508 TC Utrecht, The Netherlands (Tel. +31 30 253 9093; Fax: +31 30 253 7482; e-mail: [w.schaufeli@uu.nl](mailto:w.schaufeli@uu.nl); <http://www.schaufeli.com>).

Research topics:

Occupational health psychology; job stress, burnout, work engagement, workaholism.

Recent publications:

-Le Blanc, P.M., Hox, J.J., Schaufeli, W.B., Peeters, M.C.W. & Taris, T.W. (2007). 'Take Care!' The evaluation of a team-based burnout intervention program for oncology care providers. *Journal of Applied Psychology*, 92, 213-227.

-Schaufeli, W.B. (2007). Burnout in health care. In P. Carayon (Ed.). *Handbook of human factors and ergonomics in health care and patient safety* (pp. 217-232). Mahway, NJ: Lawrence Erlbaum.

-Schaufeli, W.B. & Salanova, M. (2007). Work engagement: An emerging psychological concept and its implications for organizations. In S.W. Gilliland, D.D. Steiner. & D.P. Skarlicki (Eds.), *Research in Social Issues in Management (Volume 5): Managing Social and Ethical Issues in Organizations*. (pp. 135-177). Greenwich, CT: Information Age Publishers.

-Schaufeli, W.B. & Salanova, M. (2007). Efficacy or inefficacy, that's the question: Burnout and work engagement, and their relationship with efficacy beliefs. *Anxiety, Stress & Coping*, 20, 177-196.

**30. Sinangil, Handan Kepir.** Marmara University, Faculty of Economics & Administrative Sciences, Dept. of Business Administration, 81040 Goztepe / Istanbul, Turkey. (Tel.: (W) +90 (216) 3365273, (H) +90 (216) 432 3036; Fax: (W) +90 (216) 3458629; (H) +90 (216) 432 3146; (GSM) +90 (532) 2667037; E-mail: [sinangil@boun.edu.tr](mailto:sinangil@boun.edu.tr))

Research topics:

The Human Side of Mergers and Acquisitions, Organizational Culture and Change, Organizational Development, Expatriate Management, Leadership Behavior

Recent publications:

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

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

-Foldes, H.J., Ones, D.S., Sinangil, H.K. (2006) Neither here, nor there: Impression management does not predict expatriate adjustment and job performance, *Psychology Science*, Vol.48, 2006 (3), p. 357-368.

**31. Šverko, Branimir.** Department of Psychology, University of Zagreb, Lučićeva 3, 10000 Zagreb, Croatia (Tel. +385 1 6120-216; Fax +385 1 6120-037; e-mail: [bsverko@ffzg.hr](mailto:bsverko@ffzg.hr)).

Recent topics:

Psycho-social aspect of unemployment

Recent 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

-Šverko, 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.

-Šverko, B., Galić, Z., Maslić Seršić, D. (2006) Nezaposlenost i socijalna isključenost: longitudinalna studija. (Unemployment and social exclusion: A longitudinal study). *Revija za socijalnu politiku*, 13, 1-14.

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Research topics:

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

Recent publications:

-Teichmann, M.; Ilvest, J. Jr. (2007). Engineers' Occupational Stress Prevention System: E-psycho-diagnostics and E-learning. In: *Abstracts of CISSE 2006, the Engineering/Computing and Systems Research E-Conference : CISSE 2006, EIAE06, International Conference on Engineering Education, Instructional Technology, Assessment, and E-learning, December 4 - 14, 2006 . (Toim.) Sobh, Tarek M. . USA: University of Bridgeport, 2007*

-Teichmann, M. (2007). Integrated Contact- and E-learning Course in Managerial Psychology for Engineering Students. In: *Abstracts of CISSE 2006, the Engineering/Computing and Systems Research E-Conference : CISSE 2006, EIAE06, International Conference on Engineering Education, Instructional Technology, Assessment, and E-learning, December 4 - 14, 2006 . (Toim.) Sobh, Tarek M. . USA: University of Bridgeport, 2007*

-Teichmann, M. (2007). Job Stress and Employee Well-being. In: *Abstracts of EAWOP XIII European Congress of Work and Organizational Psychology: EAWOP XIII European Congress of Work and Organizational Psychology, Stocholm, Sweden, 2007. Sweden: Stockholm University, 2007, 316.*

-Arnold, J.; Bouwen, R.; Teichmann, M.; Vartiainen, M. (2007). Sustainable work in UE-27: Prospecting new challenges to W&O Psychology. In: *Abstracts of EAWOP XIII European Congress of Work and Organizational Psychology: EAWOP XIII European Congress of Work and Organizational Psychology, Stocholm, 09.-12.2007. Stocholm: Stockholm University, 2007, 144*

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

Research topics:

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

**34. Van der Flier, Henk.** Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boerhorststraat 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 5988712; Fax: +31 20 5988702; e-mail: [H.van.der.Flier@psy.vu.nl](mailto: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:

-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.

**35. Vartiainen, Matti** Laboratory of Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology, P.O.Box 5500, Otaniementie 17, 02015 TKK, Finland. (Tel:

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<http://vmwork.tkk.fi>; <http://www.palkitseminen.hut.fi/>

Research topics:

Mobile virtual work; distributed workplace, organizational innovations, knowledge and competence management, reward systems, sociotechnical systems

Recent publications:

- Kokko, N., Vartiainen, M. & Lönnblad, J. (2007) Individual and collective competences in virtual project organizations. *The Electronic Journal for Virtual Organizations and Networks* 8, March 2007, 28-52.

- Hulkko, K. & Vartiainen, M. (2007) Pay Systems and Outcomes in Finland. In: C.H. Antoni, X. Baeten, B.M.J. Emans & M. Kira (eds.) *Shaping Pay in Europe - A Stakeholder Approach*, pp. 165-174. Brüssel: P.I.E. Peter Lang.

- Vartiainen, M. (2007) Analysis of Multilocational and Mobile Knowledge Workers' Work Spaces. In: Harris, D. (Ed.) *Engineering Psychology and Cognitive Ergonomics, Proceedings of 7th International Conference, EPCE 2007, held as Part of HCI International 2007, Beijing, China, July 22-27, 2007*, pp. 194-203. Berlin, Heidelberg: Springer-Verlag.

- Vartiainen, M., Hakonen, M., Koivisto, S., Mannonen, P., Nieminen, M.P., Ruohomäki, V. & Vartola, A. (2007) *Distributed and Mobile Work – Places, People and Technology*. Tampere: Otatiето. 206 p.

**36. Zijlstra, Fred.** Professor of Cognitive Work Psychology, Department of Work and Social Psychology, University of Maastricht, P.O. Box 616, 6200 MD, Maastricht, The Netherlands. (Tel. + 3143 388 4337; email: [fred.zijlstra@psychology.unimaas.nl](mailto:fred.zijlstra@psychology.unimaas.nl). <http://www.psychology.unimaas.nl/>

Research topics:

Recovery after work; shared mental models, mental effort

Recent publications:

-Sonnentag S. & Zijlstra, F.R.H., (2006). Work and Off-Job Time Activities as Predictors of Need for Recovery and Well-Being, *Journal of Applied Psychology*. Vol. 91(2), pp. 330-350.

-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.

-Zijlstra, F.R.H., & 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, Kivimäki M, Riihimäki H, Luukkainen R, Kirjonen J, Leino-Arjas P. (2004). Psychosocial factors at work as predictors of hospitalization for back disorders: a 28-year follow-up of industrial employees. *Spine*. 2004, 29(16),1823-30.
- 20. Kleinbeck, Uwe.** Bergische Universität, 20 Gausstraße, 5600 Wuppertal, Norwegen (Tel. +47 202 4392291).
- 21. Levy-Leboyer, Claude.** Institut de Psychologie, Université René Descartes, 28, rue Serpente, 75006 Paris, France (Tel. +33 40519812; Fax: +33 40517085).

Research topics:

Leaders competences in teams; structured interviews validity in high risk industry.

Recent publications:

- Lévy-Leboyer, C. (2006). Motivation au travail (3rd edition) Editions d'organisation.
- Lévy-Leboyer, C., Louche, C., Rolland, J-P.(2006). RH : les apports de la psychologie du travail (2nd edition) Editions d'organisation
- Lévy-Leboyer, C. (2007) Evaluation du personnel (6th edition) Editions d'organisation.

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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. (2006). Dall'atomismo alla personologia alla sociopsicologia, *Le parole dell'Essere. Per Emanuele Severino*, (Eds. A. Petterlini, G. Brianese, G. Goggi). Milano, Bruno Mondadori, 647-652.

-Trentini G. (2007). Conversazione sulla psico-politica, *Supplemento Quotidiano di Quaderni Radicali*, News 06, 1-2.

-Trentini G. (2007). Spunti di riflessione sulla professione psico-terapeutica, *Atti Convegno Istituti di Specializzazione in Psicoterapia*, Roma, 1-6, sito on line [www.miur.it](http://www.miur.it).

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

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