

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No.54

WEB ADDRESS

HTTP://WWW.UCM.ES/INFO/PSYAP/ENOP/

(BY JOSÉ MARIA PRIETO)

MARCH, 2008

EDITORIAL RESPONSIBILITY:

LYUDMILA KARAMUSHKA
INSTITUTE OF PSYCHOLOGY
LABORATORY OF ORGANIZATIONAL PSYCHOLOGY
2 PAN'KIVSKA STR.
01033 KYIV
UKRAINE
(E-MAIL: LKARAMA01@yahoo.co.uk)
(TEL. + 38 044 288 07 19; FAX. +38 044 450 98 16)

SECRETARIAT:

ANNA ROCHA PERAZZO
MAISON DES SCIENCES DE L'HOMME
54 BOULEVARD RASPAIL
F-75270 PARIS CEDEX 06
FRANCE

(E-MAIL : arocha@msh-paris.fr)

(TEL. +33 01 49 54 22 48 ; FAX. +33 01 49 54 21 02)

ENOP NEWSLETTER No. 54

MARCH, 2008

0. Contents

1. Editorial
2. CoCo Meeting 2007
3. ENOP Symposium 2008
4. Report of the CoCo to ENOP members about the establishment of the “New ENOP”
5. Draft Statutes for “New ENOP”
6. 1st International Winter School on Work and Organizational Psychology coordinated by the University of Valencia (Bertinoro, Italy, 10-23 February, 2008)
7. Industrial, Work and Organizational Psychology in Turkey
8. ENOP-Members’ research interests and recent publications

1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, October 19-20, 2007. You will find a report from CoCo to ENOP members about the establishment of the “New ENOP” and draft Statutes for “New ENOP”.

You will also find the preliminary programme of the ENOP Symposium to be held in Paris, March 2008.

Also, the present Newsletter includes information about 1st International Winter School on Work and Organizational Psychology coordinated by the University of Valencia (Bertinoro, Italy, 10-23 February, 2008).

In addition, the Newsletters includes the information about development of Industrial, Work and Organizational Psychology in Turkey.

Finally, you will find updated contact information of ENOP members, résumés of their research activities and publications in 2007-2008, and some additional useful information.

Lyudmila Karamushka
Kyiv, March 2008

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

2. CoCo-Meeting, 2007

The CoCo-Meeting took place in Paris, on October 19-20, 2007. *Lyudmila Karamushka, Erich Kirchler, Jose Maria Peiro, Vincent Rogard, Fred Zijlstra and Anne Rocha* have participated and discussed the *following topics*:

- a) ENOP Symposium 2008
- b) “New ENOP”; ADEMAST
- c) Business Meeting 2008
- d) Finances
- e) ENOP new members
- f) CoCo members
- g) ENOP Newsletter and ENOP web-site
- h) Bernhard Wilpert memory
- i) 10th ENOP Conference:
- j) Congresses and conferences:
- k) Other matters

a) ENOP Symposium 2008:

The next annual ENOP Symposium will be held in Paris, at the Université René Descartes, Institut de Psychologie (71, Avenue Edouard Vaillant) on **March 27-29, 2008**.

The CoCo decided to dedicate the 2008 symposium to

“Quality of Working Life: The W/O Psychology Contribution to Conceptualisation and Measurement”

Prof. Gudela Grote (*Zurich*) and Prof. David Guest (*London*) are organizing the Symposium 2008. (*The preliminary program of the Symposium is presented in the Newsletter, section 3*).

b) “New ENOP”; ADEMAST:

CoCo took some decisions and agreements related transforming ADEMAST into ENOP structure (*Detailed report of CoCo to ENOP members about establishment of the “New ENOP” is presented in the Newsletter, section 4*).

c) Business meeting 2008:

The **meeting of new members of ADEMAST** will take place at the Université René Descartes, Institut de Psychologie (71, Avenue Edouard Vaillant), Paris, France, and will be on Saturday March **29, 2008 (from 9.30 till 11.30)**. During the meeting, discussion of the draft Statutes (prepared by CoCo) will be organised including discussion about requirements of membership, functions (president/chair, treasurer, secretary), membership fee, etc., as well as CoCo renewal. The meeting will be chaired by *Fred Zijlstra and José Maria Peiro*.

The **next business meeting of “New ENOP”** will take place at the Université René Descartes, Institut de Psychologie (71, Avenue Edouard Vaillant), Paris, France, and will be on Saturday, **March 29, 2008 (from 12.00 till 13.00)**. The business meeting will be chaired by *Fred Zijlstra*. *Vincent Rogard* and *Erich Kirchler* are preparing the agenda.

d) Finances:

Vincent Rogard reported on the finances of ENOP (ADEMAST). 26 members have paid the annual fee of 150 Euros. Subtracting bank transfer costs and other expenditures, the budget amounts to 2,837.24 Euros. Only participants of the 2007 Symposium have paid the fee.

Expenditures of the CoCo members for participation in the COCO meetings will be covered by ENOP (travel and accommodation expenses for 4 members estimated in 2000 Euros)

For the guest speaker at the Symposium 2008, CoCo agreed to provide support in amount of 1,000 Euros.

Considering the actual financial situation, CoCo suggested keeping the annual fee rate at 150 Euros.

Information and reminding letters on the ADEMAST issue and membership fee will be sent by *Vincent Rogard*, December 2007 and February 2008.

e) ENOP new members:

Membership analysis resulted in conclusion that 10 ENOP members were retired in 2006-2007 and 28 current active members do not represent all European countries. Therefore, additional effort should to be undertaken in order to involve new members in the Network.

f) COCO members:

COCO initiated discussion regarding replacement of CoCo members. The relevant procedure will be reflected in new Statutes.

g) ENOP Newsletter and ENOP web-site:

Lyudmila Karamushka will keep the responsibility for Newsletter preparation. She has informed that next ENOP Newsletter N 54 will be prepared and disseminated in March, 2008. Materials of the Newsletter will be placed as well on the ENOP web-site, which will be rearranged as soon as “New ENOP” will be established.

h) Bernhard Wilpert memory:

CoCo suggested discussing at the next business meeting the issue of establishment of a *prize in memory of Bernhard Wilpert*, as recognition of his outstanding contribution in the development of modern Work and Organizational Psychology. In particular, such price could be awarded to young scientists for outstanding PhD thesis in the Work and Organizational Psychology.

It was proposed as well to call the Annual ENOP *Symposium as Bernhard Wilpert Symposium*.

Lyudmila Karamushka has informed about **special memorial brochure “Bernhard Wilpert (1936-2007)”**. The brochure was prepared and disseminated among the participants of the 10th European Conference “Work and Organizational Psychology in Human Services Organizations: different European perspectives” (3-6 October, 2007, Kyiv, Ukraine). It was initiated by the Scientific Committee of the Conference (*Lyudmila Karamushka, Jose Maria Peiro, Wilmar Schaufeli*), members of ENOP (*Dietrich Manzey, and Erich Kirchler*) and members of Executive Committee of the Ukrainian Association of Organizational and Work Psychologists (*Alena Fil, Aleksander Kovalchuk, Anna Fedosova, Kira Tereschenko, Oksana Kredentser, Volodymyr Ivkin*). The brochure was sent as well to Mrs *Zarina Wilpert*.

i) 10th ENOP Conference:

Jose M. Peiro and Lyudmila Karamushka reported about the 10th European Conference “Work and Organizational Psychology in Human Services Organizations: different European perspectives” which took place on 3-6 October, 2007 in Kyiv, Ukraine. 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. 45 participants of the conference represented EU (Belgium, Finland, Germany, Ireland, Italy, Netherlands, Portugal, Spain, Sweden), and other countries (Ukraine, Republic of Belarus and Iran). The proceedings of the 10th European Conference «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, published, and disseminated. The Conference participants were unanimous in their favorable opinions about good Conference organization, friendly atmosphere, and interesting social program, which helped to know better Ukraine, its people and the capital.

j) Congresses and conferences:

- *23rd Annual SIOP conference* will take place on 10-12 April 2008, in San Francisco, USA. For father information: <http://www.siop.org/Conferences>
- *4th European Congress on Positive Psychology* will take place on 1-4 July 2008, in Rijeka, Croatia. For father information: <http://www.pospsy.ffri.hr>
- *29th International Congress of Psychology* will take place on 20-25 July 2008, in Berlin, Germany. For father information: www.icp2008.org
- *19th International Congress of the International Association for Cross Cultural Psychology* will take place on 27-31 July 2008, in Bremen, Germany For father information: k.boehnke@iu-bremen.de
- *3rd Brazilian Congress of Work and Organizational Psychology* will take place on 16-19 July 2008, in Florianópolis, Brazil. For father information: www.cbpot2008.com.br
- *8th Conference of the European Academy of Occupational Health Psychology* will take place on 12-14 November 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 13-16 May 2009, on Santiago de Compostela, Spain. For further information: www.eawop2009.org
- *The next Work, Organisational and Economic Psychology of the German Society of Psychology (Fachgruppentagung, Deutsche Gesellschaft für Psychologie) conference* will take place in Vienna, Austria, September 9-11, 2009. <http://public.univie.ac.at/index.php?id=20402> (English presentations are welcome).
- *11th European Congress of Psychology 'A rapidly Changing World – Challenges for Psychology'* will take place on 7-10 July, 2009, in Oslo, Norway. For further information: www.ecp2009.no
- *27th International Congress of Applied Psychology* will take place on 11-16 July 2010, in Melbourne, Australia. For further information: www.icap2010.com

k) Other matters:

3. ENOP Symposium 2008

“Quality of Working Life: The W/O Psychology Contribution to Conceptualisation and Measurement”

Paris, March 27-29, 2008

A core objective of work and organizational psychology has always been to provide concepts and methods that help improve working conditions, especially of those workers that have little voice themselves. The Quality of Working Life movement has been very forceful in defining criteria for humane work, in instigating change processes in organizations towards the establishment of humane working conditions and in initiating and supporting legal prescription and monitoring of such working conditions. Much has been achieved in the industrialized world, in particular regarding occupational health protection. Partly as a consequence, the Quality of Working Life movement has lost impetus in the recent decades. However the Lisbon declaration calling for “more and better jobs” and the growing interest of international organisations such as the UN in developing indicators and standards that can be applied in the developing as well as the industrialised countries, has created a renewed interest in the topic. In his presidential address to the IAAP, *Michael Frese* identified this as a topic where W/O psychologists should be able to offer a distinctive contribution and *Bernhard Wilpert* strongly supported this view at the 2007 ENOP symposium.

The aim of the 2008 symposium is therefore to assess the contribution that we, as W/O psychologists, might make to the development of the concept and measurement of quality of working life. We will start by reviewing past progress (and problems) and in particular the contribution of the Tavistock Institute and the Scandinavian countries. We will then look at some recent initiatives. Finally we will engage in some groups work to try to identify an approach to a conceptual framework and measures on which we can broadly agree. We may also wish to discuss how to take this work forward.

PROGRAMME

27 March, Thursday

14:00 *Prof. Gudela Grote* (Zurich) and *Prof. David Guest* (London):

Welcome to the symposium and introduction

14:30 *Prof. David Guest* (London): A short history of the development of the quality of working life movement and of its successes and failures

15:30 Coffee break

16:00 Developing the quality of working life in the 21st century. The experience of Finland

17:00 Small group discussion

18.00 Finish

20.00 Group Dinner

28 March, Friday

10:00 *Jim Hillage* (Institute of Employment Studies, Sussex University, UK): Developing a new national measure of quality of working life.

11.00 Discussion

11:30 Coffee break

12:00 Discussion on action plan to agree the concept and measurement of QWL
13:00 Lunch
14:30 The “New ENOP” - Chair: *Prof. David Guest*
15.30 Break
16:00 Continuation
18.30 End

29 March, Saturday

9.30 Welcoming of new members of ADEMAST by the current president Vincent Rogard
9:45 Discussion of draft of Statutes prepared by COCO incl. discussion about requirements of membership, functions (president/chair, treasurer, secretary), membership fee, etc.; renewal of CoCo; chaired by *Fred Zijlstra and José Maria Peiro*.
11:30 Break
12:00 Annual Business meeting chaired by *Fred Zijlstra*
13:00 End

4. Report of the CoCo to ENOP members about the establishment of the “New ENOP” (Decisions and agreements taken during the meeting of 19th-20th October 2007)

Introduction

During the 19th -20th of October the CoCo met in Paris and continued its work to fulfil the mandate of ENOP Assembly held in Paris during the Annual symposium 2007. In the Business Meeting session “ENOP” asked CoCo to consider further steps to transform ADEMAST into ENOP structure (see Newsletter, n° 53, p. 8). COCO also received the mandate to take a decision about the fee for 2008 (fee max. 300 euros) (Newsletter n° 53, p. 10).

In order to accomplish the above mentioned mandates **CoCo suggested taking the following steps:**

1. To invite all ENOP members to become members of ADEMAST in order to transform ADEMAST into ENOP structure.

CoCo understands that the easiest and most convenient way of having ENOP as a formal scientific association according to the current norms in France is to use the already existing association ADEMAST. In order to do so, ENOP members have to become members of ADEMAST and they need to apply for membership and have to be accepted as members by the General Assembly of ADEMAST.

If you are willing to become a member of ADEMAST (which later on will be transformed into the New ENOP) you need to fill in the Application Form for Membership and to send it to Anne Rocha-Perazzo (see address at the end of this document) before the *1st of February 2008*.

During February 2008, ADEMAST General Assembly will formally decide to accept the ENOP members who have applied for membership, as members. Afterwards, the president of ADEMAST, Vincent Rogard, will communicate the decision to the new members and will call for a General Assembly of ADEMAST to be held in Paris, the Saturday, 29 of March 2008, after the Annual Symposium. In this Assembly the new membership will take the decisions needed for the functioning of “New ENOP”.

2. Establishing the membership fees for 2008.

Following the recommendation of ENOP stated in the Business Meeting 2007, and having in mind the plan of activities for the next year and the current transitional situation the CoCo unanimously agreed to fix the fees for 2008 on 150 euros. The CoCoO also agreed that this annual fee should be paid transferring the money to the *following bank account:*

Crédit Industriel et Commercial Paris
88, Avenue de Breteuil
75015 PARIS
ADEMAST
Bank Code : 30066
Local branch Code :10531
Account Number
00010354701 Key : 66
B.I.C. : CMCIFRPP IBAN : FR76 3006 6105 3100 0103 5470166

Before the 1st of February 2008, one copy of the transfer order will be attached to the Application form for membership of ADEMAST. Application forms have to be sent to Anne Rocha-Perazzo (see address at the end of this document).

3. To inform about a proposal of the main transformations of ADEMAST in order to adapt to ENOP's structural and functional needs.

In order to facilitate the discussion during the Assembly of ADEMAST in Paris (March 2008) CoCo agreed that a draft of possible changes of statutes should be prepared and sent to ENOP members so that they can see how the status of ADEMAST should be changed in order to fit the needs for ENOP functioning.

(Draft of the statutes for "New ENOP" is presented in the Newsletter, part 5).

They basically include the informal rules we had in ENOP till now for the topic that requires to be included in the Statutes of a Scientific Association. In this way, you can see the main issues we should discuss during the next ASSEMBLY in March 2008. Those issues include, among others, the following topics: Aims, organization (general assembly, executive committee, roles, membership, new members and termination of membership, fees, etc.)

Given the formal requirements already in the current statutes of ADEMAST to change Statutes it is not clear for CoCo if the final and formal decision of changing the statutes could be taken during the General Assembly in March 2008 or if the Assembly will agree to formally change the statutes in the General Assembly in 2009. In this case, eventually a task force could be created to prepare the version of the Statutes that should be submitted for approval during the General Assembly in 2009.

4. To ask those who sent in the application form for ADEMAST's membership to fill in the questionnaire on the Mission, Strategy, Functions and main activities of New ENOP.

The CoCo agreed that a session should be devoted during the next symposium (*Friday afternoon*) to deeply discuss and formulate the *Mission, Strategy (2008-2012)*, main *functions and to formulate a list of potential cluster of activities.*

As it was discussed in the 2007 Business Meeting of ENOP one of the intended features of the ENOP, being a size limited membership network is that **members ought to be active in order to create important social capital and value not only for ENOP membership but also for W&O Psychology community** (see Newsletter, n° 53, p. 8-9).

In order to have everybody's inputs for this session and to prepare it more in deep is why the CoCo agreed that those who send in the application form for ADEMAST membership should also return at the same time the questionnaire about the Mission, Strategy, Functions and main activities of New ENOP in the near future.

Summary

If you are willing to continue as member of ENOP, and become a member of the "New ENOP" you should take the following actions:

1. Read the information sent to you by the CoCo related to this issue.
2. Pay the membership fee for 2008, by transferring 150 euros to the account number:

Crédit Industriel et Commercial Paris

88, Avenue de Breteuil

75015 PARIS

ADEMAST

Bank Code: 30066

Local branch Code: 10531

Account Number

00010354701 Key: 66

B.I.C.: CMCIFRPP IBAN: FR76 3006 6105 3100 0103 5470166

and send a copy of the TRANSFER ORDER to Anne Rocha Perazzo (see the address below).

3. Fill in the APPLICATION FORM to become a member of ADEMAST and send it to Anne Rocha Perazzo (see the address below).
4. Fill in the Questionnaire on the Mission, Strategy, Functions and main activities of New ENOP and send it to Anne Rocha Perazzo.
5. Fill in the form informing about your participation in the next ENOP symposium and send it to Anne Rocha Perazzo.

You can send all the information by attachments (then you scan your transfer order document) to

E-mail: arocha@msh-paris.fr

You can also send the documents by post mail to

Anne Rocha Perazzo

Scientific Coordinator

European Network of Organisational and Work Psychologists

Room 320

Maison des Sciences de l'Homme

54 Bd Raspail, 75006 Paris

France

Submitted by:
Members of CoCo:

Jose Maria Peiro

Erich Kirchler

Vincent Rogard

Fred Zijlstra

Lyudmila Karamushka

5. Draft Statutes for “New ENOP”

Below you can find a proposal for the statutes for “New ENOP” These need to be discussed within ENOP at the Business meeting in 29 March, 2008. (Please, read them carefully).

Article 1 Goal of the Association

The Association’s goal is to promote and stimulate teaching, research and professional practice in work and organizational psychology in Europe.

Article 2 Means of Action

The association aims to achieve its goal through

- a) organizing symposia, conferences, meetings, seminars, working groups;
- b) installing task forces, giving lectures,
- c) producing various publications,
- d) initiating or carrying out research.

Article 3 Duration

The duration of the association is not limited

Article 4 Seat

The seat of the Association is Paris. The General Assembly can choose to transfer its seat to any location by a simple decision.

Article 5 Composition

The Association consists of ‘active members’ only.

Article 6 Membership

Members of the association are work and organizational psychologists in the position of professor at a European university, and responsible for educational programs and teaching in work and organizational psychology.

Each member can propose new members. The General Assembly decides on membership of proposed candidates.

Per country a maximum of three members is permitted, but they should not be of the same university.

All the members of the Association ADEMAST are automatically registered as members of the association.

Article 7 Termination of Membership

Membership of the association ends when a member retires from his/her professional role as full professor at the university.

Membership can also be terminated by a decision of the General Assembly for reasons as:

- a) not paying the fee,
- b) not participating in the Association's activities in for more than three years

Article 8 Contributions

The fees for membership are annually decided by the General Assembly

Article 9 Resources of the Association

The resources of the Association consist of:

- a) membership fees
- b) grants and donations received
- c) positive results of activities undertaken

Article 10 Coordinating Committee

The Activities of the Association are coordinated by a Coordinating Committee (CoCo) consisting of 3 to 6 members who have been elected by the General Assembly for a period of three years.

The Coordinating Committee will act as 'Executive Committee' and represent the Association when needed.

The Coordinating Committee decides who of its members will fulfill the roles of:

- Chair (and if required Vice-Chair)
- Secretary General (and if required deputy Secretary General)
- Treasurer (and if required deputy Treasurer)

Members of the Coordinating Committee step down in turn.

Members can be re-elected for membership of the Coordinating Committee.

The Coordinating Committee prepares decisions, and the General Assembly has the right to make the decisions.

Article 11 Meetings of the Coordinating Committee

The Coordinating Committee will meet at least twice a year. When necessary the Coordinating Committee can agree to meet more frequently, by invitation of the Chair.

Article 12 General Assembly

The annual General Assembly consists of all active members.

The Coordinating Committee sends the invitations and suggests the agenda for the meeting.

The invitations for the General Assembly are sent at least 15 days before the meeting.

The Coordinating Committee reports on the general and financial situation of the association during the General Assembly.

The General Assembly can take decisions concerning the budget and other matters concerning the Association.

Decisions are taken by a majority of members present at the General Assembly.

Article 13 Extraordinary General Assembly

In order to change the statutes of the Association an extraordinary general assembly is required. Such assembly can be called according the same procedures of a regular General Assembly meeting or by 2/3 of the members of the Coordinating Committee. The decisions are taken by a majority of 2/3 of the members present or represented. For this matter members can be represented by another member.

Article 14 Dissolution

The Extraordinary General Assembly has the power to decide, upon a proposition of the coordinating committee, to dissolve the Association. In that case the Association nominates a person who has the mandate act on behalf of the association.

Article 15 By-laws

The Coordinating Committee can, if necessary, propose by-laws that specify in a more detailed way the execution of the present statutes.

Such by-laws come into effect when the General Assembly has agreed on these rules.

Article 16 Formalities

The Chair can represent the Coordinating Committee, and has the authority to fulfill the formalities prescribed by the law.

Submitted on behalf of CoCo by:

***Prof. Fred Zijlstra,
University of Maastricht
(The Netherlands)***

6. 1st International Winter School on Work and Organizational Psychology coordinated by the University of Valencia (Bertinoro, Italy from 10th to 23rd of February 2008)

First winter school on work, organizational and personnel psychology was held in Bologna (Italy) from 10th to 23rd of February. It was organized by the Universities of Barcelona, Bologna, Coimbra, Paris V and coordinated by the University of Valencia. Participants were **42 postgraduate students from 14 countries** (Argentina, Brazil, Colombia, Cote d'Ivoire, Costa Rica, Spain, France, Greece, Italy, Peru, Poland, Portugal, Romania and Uruguay).

Majority of the participants were **Erasmus Mundus Master students** of this discipline taking courses **at five Universities of Consortium** (www.uv.es/erasmuswop). Nevertheless, other postgraduate students from various countries as external students joined them at this winter school.

During fifteen days, these students followed an extensive programme of scientific and professional training focused on the design of new intervention strategies and development-oriented skills of Personnel Psychology. The programme was about an active training through case studies, teamwork, workshops and practical design of interventions. Particular attention was paid to a novel training, based on the approach that puts the emphasis on the professional development of competences relating to the design of interventions, tailored to the customer's needs. To this end, a rigorous methodology that was partly extracted from the design methodologies used in other scientific disciplines, was used.

Since last November, the participants had been working on this training activity on distance using the Virtual Classroom at our University. Training was provided by renowned professors and European professionals, such as **Micahel Frese** (U. Giesen), **Robert Roe** and **Fred Zjilstra** (U. Maastricht), **David Guest** (Kings College London), **Dirk Steiner** (U. Nice), **Erik Andriessen** (U. Delft) and **Jac Zaal** (Adm. Pub. Netherlands). **The International School** was coordinated by **professor Jose M. Peiro**, **general coordinator of the Erasmus Mundus Master of Work, Organizational and Personnel psychology** and a professor of Social Psychology of Organizations at the University of Valencia.

The Erasmus Mundus Master in Work, Organizational, and Personnel Psychology is the only master incorporated into this higher quality education program, established by the European Union to attract and financially support students from around the world to study in Europe. The duration of the Programme is two full-time years (120 ECTS) and awards a *double title*, delivered by the Home and the Host Universities they study at over the master programme. It involves a minimum mobility of 40 credits at another university of the consortium. European students can take at least 15 credits at Portland State University (USA) also with the grant from the European Union. Approximately 20 scholarships of about 42000 euros each year are awarded to non-European students and

four scholarships to visiting professors, also outside Europe. The Masters offers a problem solving based learning and its design is inspired in the Reference Model of ENOP and the Competency Model of EUROPSY.

***Submitted by:
Prof. Jose M. Peiró,
University of Valencia
(Spain)***

7. INDUSTRIAL, WORK AND ORGANIZATIONAL PSYCHOLOGY IN TURKEY

Psychology lectures and publications started at Istanbul University in 1870, during Ottoman period. After Turkey Republic is established in 1923 psychology courses were offered by Teachers Training Institute. During this period psychology professors from Europe and North America came to Istanbul and contribute to organize the psychology curriculum in Turkish Universities.

The first experimental psychology laboratory was established in 1937 and Turkish Psychological Association (TPA) published the first Psychology Journal in 1940. During this period two well known (in Europe and U.S.) Turkish psychologists namely Mumtaz Turhan from Istanbul University who had completed his PhD in Germany and obtained a second doctorate in U.K. and Muzaffer Serif who completed his PhD in the U.S. were two of the leading scholars of psychology in Turkey.

Industrial psychology emerged in 1960's as undergraduate classes at several universities and psychotechnics laboratories (focusing on selection and man-machine interaction) was established at Turkish Railway Company and a few textile industries.

After 1980's I-O psychology and its contributions were known, to some extent, both by academia and private sector organizations. During the last decades undergraduate classes and graduate programs in Industrial, Work and Organizational Psychology is disseminated at more than ten universities in the country.

Despite these developments, before the scientist - practitioner model of Work and Organizational Psychology became "known" in organizations, human resource management practices started as a "fad" and the signs as "personnel departments" replaced with "human resources management departments" in organizations. Unfortunately in late 80'ies there were almost no HR experts to be placed in HR departments. Therefore, lawyers (through their industrial relations, work with unions) started to work in HR departments with ad hoc applications for job analysis, selection, performance evaluation techniques, organizational development, organizational surveys and other basic functions. Professionals like engineers, economists, retired army and police officers were recruited for human resources management departments. Thus organizations and industry were not able to establish functional selection, promotion, performance evaluation systems, training programs etc.

During late 1980 period Total Quality Management (TQM) was introduced where the importance of participative leadership, team work, employee involvement, importance of communication, feedback systems came to the stage in organizations. The national industries and some organizations were highly involved establishing a professional HR department and using these systems efficiently. In mid nineties several large scale industries were able to win the European Total Quality Management Award (EFQM) consecutively for three-four years and the growth of these companies were remarkable. This was a great eye opener for hundreds of organizations in industry. Companies became aware of the virtues of "selecting the right people for the right jobs", training and

development programs, attitude surveys started across organizations in private sector firms.

Recently Turkish Psychological Association invited work and organizational psychologists working at the universities to organize a specific certified training program (150 hours) for the psychologists working in organizations human resource management departments and as consultants to improve the quality of HR applications in organizations .The program will start in April 2008.

***Submitted by:
Prof. Handan Kecip Sinangil
Marmara University
(Turkey)***

8. ENOP-Members Research Interests and Publications

In this section you will find a list of 28 ENOP members, their addresses and research topics as well as publications dated 2007 and 2008 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)

Research topics:

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

Recent publications:

2. 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. (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.

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

4. 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.

5. Caetano, António. Departament 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:

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

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

6. 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.

7. 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. (2007). Understanding and assessing safety culture through the lens of organizational management of uncertainty. *Safety Science*, 45, 637-652.

8. 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; Willy.Haukedal@nhh.no/w-hauk@online.no: Web: 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

9. Johansson, Gunn. Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (Tel. +46 8 163900; Fax: +46 8 1593 42; e-mail: gj@psychology.su.se; 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.

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

Research topics:

Change management; team building; stress and burnout at work.

Recent publications:

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

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

- Karamushka, L.M., Fil, O.A. (2007) Competitive management team building. Kyiv: INKOS, 2007. 268 p. (In Ukrainian).
- Karamushka, L.M. (2008) Psychological aspects of change management in educational organizational .Kyiv, 2008. 75p. (In Ukrainian).

11. 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, anaesthesiology, aeronautics.

12. 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; <http://www.univie.ac.at>).

Research topics:

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

Recent publications:

- Hofmann, E., Kirchler, E. & Kamleitner, B. (2007). Consumer Adaptation Strategies: from Austrian Shilling to the Euro. *Journal of Consumer Policy*, 30, 367-381.
- Kamleitner, B., & Kirchler, E. (2007). Consumer credit use: A process model and literature review. *Revue Europeenne de Psychologie Appliquee/European Review of Applied Psychology*, 57(4), 267-283.
- Kirchler, E., Hölzl, E. & Kamleitner, B. (2008). Spending and credit use in the private household. *The Journal of Socio Economics*, 37(2), 519-532.
- Kirchler, E., Hölzl, E. & Wahl. (2008). Enforced versus voluntary compliance: the "slippery slope" framework. *Journal of Economic Psychology*, 29(2), 210-225.

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

Research topics:

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

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

Research topics:

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

Recent publications:

- Kouabenan, D.R., Cadet B., Hermand, D., Muñoz Sastre, M.T. (eds) (2007): *Psychologie du risque: De Boeck, Collection « Préparer l'examen*», 206 pages.
- Gandit, M., Kouabenan, D.R., & Caroly, S. (2007). Optimisme comparatif, contrôle perçu, connaissance des dispositifs de sécurité, et comportement en cas d'incendie dans un tunnel routier. *Psihologia Resurselor Umane (Human Resource Psychology)*, 5(2), 58-71.

-Kouabenan, D.R. (2007). Décision, perception du risque et sécurité. In J.L. Bernaud & C. Lemoine, *Traité de Psychologie du Travail et des Organisations, 2^e édition revue et augmentée (pp.285-327)*. Paris: Dunod.

-Kouabenan, D.R., Dubois, M., Scarnato, F., De Gaudemaris, R., & Mallaret, M.R. (2007). Methicillin-Resistant Staphylococcus Aureus Risk Perception by Healthcare Personnel in a Public Hospital. *Social Behavior and Personality, 35 (1), 89-100*.

15. 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

16. 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:

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

17. Ohlsson, Kjell. Division of Industrial Ergonomics, Department of Mechanical Engineering and Division of Human Cognition, Department of Computer Science, Linköping Technical University, S-58183 Linköping, Sweden. (Tel. +46 13 281687, 13 283157; GSM: +46 70 5174435; Fax: +46 920 91030; e-mail: kjeoh@ida.liu.se).

18. 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:

-Peiró, J.M., Estreder, Y., Ramos, J., Caballer, A., & Gracia, F. (2007). Employee's affective commitment and propensity to leave in human services. The role of perceived organizational support and psychological contract. En P. Richter, J.M. Peiró & Schaufeli, W.B. (Eds), *Psychological Resources in Human Service Work*. Rainer Hampp Verlag, Munich.

-Buunk, A.P., Peiró, J.M., Rodríguez, I., Bravo, M.J. (2007). A loss of status and a sense of defeat: an evolutionary perspective on professional burnout. *European Journal of Personality, 21*, 471-485.

-Lira, E., Ripoll, P., Peiró, J.M., & González, P. (2007). The roles of group potency and information and communication Technologies in the relationship between task conflict and team effectiveness: a longitudinal study. *Computers in Human behaviour, 23 (6)*, 2888-2903.

-Buunk, A.P., Peiró, J.M. & Griffioen, C. (2007). A positive role model may stimulate career-oriented behavior. *Journal of Applied Social Psychology, 37 (7)*, 1489-1500.

19. Prieto, José, M. Department of Individual Differences and Work Psychology,

Universidad Complutense, Fac. Psicología, Campus Somosaguas, E-28223 Madrid, Spain (Tel. +34 91 3943236; Fax: +36 91 3943189; e-mail: jmprieto@psi.ucm.es).

Research topics:

See the following internet sites:

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

20. 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, 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:

- 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.

21. Sarchielli, Guido. University of Bologna. Dipartimento di Scienze dell'Educazione, Via Filippo Re 6, 40126 Bologna Italy; Faculty of Psychology, P.za A. Moro, 47023 Cesena , Italy (Tel. +39 051: 2091602; +39 0547 338512; Fax: +39 0547 338532: e-mail: guido.sarchielli@unibo.it).

Research topics:

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

22. 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; <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.

23. 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, Organizational Culture and Change, Organizational Development, Expatriate Management, Leadership Behavior.

Recent publications:

-Sinangil, H.K. (2008). Work Motivation: History, Theory, Research and Practice, Book Review, Latham, G., Sage. *International Public Management Journal*, February issue.

-N. Anderson, D.S. Ones, H.K. Sinangil & C. Viswesvaran (Eds.) (in press 2008). *Endüstri, İş ve Örgüt Psikolojisi El Kitabı – Personel Psikolojisi* Cilt 1. (H.K.Sinangil, (Ed.) Turkish version of the Handbook of Industrial, Work and Organizational Psychology, Personnel Psychology Vol.1). Istanbul: Literatür.

-N. Anderson, D.S. Ones, H. K. Sinangil & C. Viswesvaran (Eds.) (in press 2008). *Endüstri, İş ve Örgüt Psikolojisi El Kitabı-Örgüt Psikolojisi* Cilt 2. H.K.Sinangil (Ed.) (Turkish version of the Handbook of Industrial, Work and Organizational Psychology, Organizational Psychology Vol. 2), İstanbul: Literatür.

-Sinangil, H.K., Kücükaslan, A. (in press, spring 2008). Mergers and Acquisitions through Perspectives of Work and Organizational Psychology and Management. In N. Chmiel (Ed) *Introduction to Work and Organizational Psychology* (Second Edition). pp 377-394. Blackwell.

24. Šverko, Branimir. Department of Psychology, University of Zagreb, 10000 Zagreb, Croatia Phone: +385 1 6120-216 (office); +385 1 6170-222 (home), Email: branimir.sverko@ffzg.hr

Research topics:

Psychological aspects of unemployment, values and career assessment.

Recent publications:

-Šverko, B., Babarović, T. i Šverko, I. (2007). Vrijednosti i životne uloge i kontekstu odabira zanimanja i razvoja karijere (Values and life roles in the context of career choice and career development). *Suvremena psihologija*, 2, 295-320

-Šverko, B.; Galić, Z.; Maslić Seršić, D.; Galešić, M. (in press). Working in the hidden economy: associations with latent benefits and psychological health. *European Journal of Work and Organizational Psychology*

-Šverko, B.; Galić, Z.; Maslić Seršić, D.; Galešić, M. (in press). Unemployed people in search for a job. Reconsidering the role of search behavior. *Journal of Vocational Behavior*

25. 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. (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:

26. 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.

27. Matti Vartiainen. Laboratory of Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology, P.O.Box 5500, Otaniementie 17, 02015 TKK, Finland. (Tel: +358-50-5553380; fax: +358-9-4513665; e-mail: matti.vartiainen@tkk.fi; <http://www.tuta.hut.fi/units/Tps/>; <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, working in full virtual environments

Recent publications:

- 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. (2008) Facilitating Mobile and Virtual Work. In: Wangel, C. (Ed.) *21st Century Management, A Reference Handbook*, pp. 348-360. Thousand Oaks, CA: Sage.

-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.

28. 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. <http://www.psychology.unimaas.nl/>

Research topics:

Recovery after work; shared mental models, mental effort.

Recent publications:

-Van Doorn, R.A., & Zijlstra, F.R.H., (2007). Epidemiological study of fatal and non-fatal glider accidents in the U.S., 2001-2005. *Human Factors and Aerospace Safety*. Vol. 6(4), 409-418.

-D'Amato, A., & Zijlstra F.R.H., (2008). Psychological Climate and Individual Factors as Antecedents of Work Outcomes. *European Journal of Work and Organizational Psychology*. Vol. 17(1), p33-54.

-Zijlstra, F.R.H. & Rook, J., (2008). The Weekly Cycle of Work and Rest. In: R.A. Roe, M.J. Waller and S. Clegg (Eds.), *Time in organizations – Approaches and methods* London: Routledge.

Former ENOP members:

- 1. 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).
- 2. Blackler, Frank.** Department of Behaviour in Organizations, School of Management, University of Lancaster, Bailrigg, Lancaster, LA1 4YX, UK (Tel. +44 524 33553-4042).
- 3. 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).
- 4. Bussing, André.** Department of Psychology, Technical University Muenchen.
- 5. Coetsier, Pol.** Department of Personnel Management, Work and Organisational Psychology. State University of Ghent, 2 Dunantlaan, B-9000 Belgium (Tel. +32 9 2646457; Fax: +32 9 2825114; e-mail: pol.coetsier@rug.ac.be).
- 6. Curie, Jacques.** Laboratoire Associe au CNRS n° 259, Universite de Toulouse Le Mirail, 5 allees Antonio Machado, 31058 Toulouse cedex, France.
- 7. Dachler, Peter.** Hochschule St. Gallen, 11 Guisanstrasse, CH-9010 St. Gallen, Switzerland (Tel. +41 71 302640; Fax: +41 71 302659; e-mail: Peter.Dachler@unisg.ch; web-site of institution: <http://www.psy.unisg.ch>)
- 8. De Cock, Gaston.** Faculty of Psychology and Educational Sciences, 102 Tiensesstraat, B-3000 Leuven, Belgium (Tel. +32 16 286006; Fax: +32 16 286000).
- 9. De Wolff, Charles.** Psychologisch Laboratorium, Katholieke Universiteit, 3 Montessorilaan, 6500 HE Nijmegen, Pays-Bas (Tel. +31 80 512639; Fax: +31 80 515938).
- 10. Drenth, Pieter J. D.** Vrije Universiteit, Faculty Psychology, Van de Boechorststraat 1, Amsterdam, The Netherlands, 1081 BT (Tel. +20 4448701; Fax: +20 4448702; e-mail: pjd.drenth@psy.vu.nl).
- 11. Dobrzynski, Marian.** Faculty of Management, University of Warsaw, 3 Ul. Szturmowa, PL 02678 Warsaw, Poland (Tel. +48 2 471841; Fax: +48 2 6435437, e-mail: ardob@geo.uw.edu.pl).
- 12. Ekvall, Göran.** 5042 Faradet Box, 10241 Stockholm, Sweden (Tel. +46 08 679725).
- 13. Forteza, José A.** Department of Industrial and Differential Psychology, Universidad Complutense Fac. Psicología.
- 14. Frese, Michael.** University of Giessen, Department of Psychology, Otto Behaghel-Str. 10, 35394 Giessen, Germany and University of Amsterdam, Department of Psychology, Roetersstraat 15, 1018 WB Amsterdam, The Netherlands (Tel. Giessen: +49-641-99 26220, Tel. Amsterdam: +31-20525 6860; e-mail: Giessen: michael.frese@psychol.uni-giessen.de, Amsterdam: ao_frese@macmail.psy.uva.nl).

- 15. Graversen, Gert.** Institute of Psychology, Aarhus University, Asylvej 4, DK-8240 Risskov Denmark. (Tel. +45 89 424900; Fax: +45 89 424901; e-mail: gert@psy.au.dk).
- 16. Greif, Siegfried.** Universität Osnabrück FB4, Postfach 4469, 4500 Osnabrück, R.F.A.
- 17. Hacker, Winfried.** Sektion Arbeitswissenschaften, Technische Universität Dresden, Mommsenstr. 13, 8027 Dresden, Deutschland (Tel. +49 51 46346 95).
- 18. Herriott, Peter.** Institute of Employment Studies, Brighton, UK.
- 19. 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>).
- 20. Ignatov, Marin.** Institute of Psychology, Bulgarian Academy of Sciences, P. O. Box 106; BG-1220 Sofia, Bulgaria. (Tel./Fax: +359 2 595416; e-mail: martin.ignatov@tu-berlin.de).
- 21. Kantas, Aristotelis.** University of Patras, Department of Business Administration, Rio, Patras, 26500, Greece. (Tel./Fax: +30 61 996377; e-mail: kantas@upatras.gr).
- 22. Keenan, Tony.** Department of Business Organization, Heriot-Watt University, Edinburgh EH14 4A9, Great Britain (Tel. +44 31 4495111; Fax: +44 31 4513190; e-mail: T.Keenan@gradconsultants.freemove.co.uk).
- 23. Kirjonen, Juhani.** University of Jyväskylä, Freda, room 231, P. O. Box 35, SF-40351 Jyväskylä, Finland. (Tel. +358 14 2603321; Fax +358 14 2603201; e-mail: kirjonen@cc.jyu.fi).
- 24. Kleinbeck, Uwe.** Bergische Universität, 20 Gausstraße, 5600 Wuppertal, Norwegen (Tel. +47 202 4392291).
- 25. Levy-Leboyer, Claude.** Institut de Psychologie, Université René Descartes, 28, rue Serpente, 75006 Paris, France (Tel. +33 40519812; Fax: +33 40517085).
- 26. Louche, Claude.** Psychologie du Travail et des Organisations, Université Paul Valéry, Route de Mende, F-34199-Montpellier Cedex 5, France. (Tel. +33 4 67142174; Fax: +33 4 67142052; e-mail: louche@danaid.univ-montp3.fr).
- 27. MARQUES, Jose Ferreira.** Faculty of Psychology and Education, University of Lisbon. Alameda da Universidade.1600 LISBON Portugal. (Tel.: 351 21 7934554; Fax: 351 21 7933408).
- 28. Mateu, Melchor.** 28, 2° 1AC/Benedico Mateo, 08034 Barcelona, Espagne.
- 29. 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>)

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

31. 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 ; <http://www.ub.edu>).

32. 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).

33. 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>)

34. Roe, Robert A. Universiteit Maastricht, Faculty of Economics & Business Administration Department of Organization & Strategy, P.O. Box 616 6200 MD Maastricht The Netherlands (Tel: +31.43.3884985; Fax +31.43.3884893; E-mail: r.roe@os.unimaas.nl)

35. Schuler, Heinz. Lehrstuhl für Psychologie, Universität Hohenheim Institut 430, Postfach 70 05 62, 7000 Stuttgart 70, Deutschland (Tel. +49 711 4592654).

36. Semmer, Norbert. University of Bern, Department of Psychology, Unitobler, Muesmattstr. 45, CH - 3000 Bern 9 (Tel. +41 31 6314027; Fax: +41 31 6318212; e-mail: norbert.semmer@psy.unibe.ch).

37. Shimmin Sylvia: University of Lancaster, UK

38. Spaltro, Vincenzo. Dipartimento di Organizzazione e Sistema Politico, University of Bologna, 6 via Bersaglieri, I-40125 Bologna, Italy. (Tel. +39 051 6402723; Fax: +39 051 234036; e-mail: rilschoo@spbo.unibo.it).

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

40. Stikar, Jiri. Division of Work and Organizational Psychology, Department of Psychology, Charles University, Celetna 20, 11000 Prague, Czech Republic. (Tel. +42 2 24491406; Fax: +42 2 3123324).

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

42. Thierry, Henk. Department of Human Resource Science, University of Tilburg, P. O. Box 90153; NL-5000 LE Tilburg, The Netherlands. (Tel. +31 13 4662499; Fax: +31 13 4663002; e-mail: thierry@kub.nl).

43. Trentini, Giancarlo. Private address: Via Crocefisso 5 / 20122 Milano (Italy), tel.

++39.02.805.65.14, fax ++39.02.86.66.77, e-mail: studio.sintagma@tiscali.it

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

45. Touzard, Hubert. Institut de Psychologie, Université René Descartes, 28 rue Serpente, 75006 Paris, France.

46. Warr, Peter. MRC/ESRC Social and Applied Psychology Unit, Department of Psychology, University of Sheffield, Sheffield S10 2TN, UK (Tel. +44 742 756600).

47. Westlander, Gunnela. Department of Psychology, University of Stockholm, S-10691 Stockholm, Sweden. (Tel. +46 8 801827; Fax: +46 8 268663; e-mail: gunnela.westlander@mailbox.swipnet.se).

48. Wilpert, Bernhard. Technische Universität Berlin, Institute of Psychology.

49. Zabrodin, Yuri. Ministry of Labor, 1 Birjevaya sq., 103706 Moscow, Russia. (Tel. +7095 2988564; Fax: +7 095 9256227; e-mail: magister@glasnet.rk).