

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

NEWSLETTER

No. 55

WEB ADDRESS

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

OCTOBER, 2008

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ENOP NEWSLETTER No. 55

OCTOBER, 2008

0. Contents

1. Editorial
2. Business Meeting 2008
3. Report of the 2008 ENOP-Symposium: «Quality of Working Life: The W/O Psychology Contribution to Conceptualisation and Measurement»
4. «ENOP» Statutes
5. XIth European Conference ENOP 2009 on Organizational Psychology and Human Service Work: «New challenges and interventions in Human Services»
6. Winter School at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)
7. ENOP-Members Research Interests and Publications

1. Editorial

Dear colleagues,

This Newsletter provides information about activities of the ENOP in the period March-October, 2008.

You will find information about decisions taken at the business meeting held in Paris, March 29, 2008, the report on the 2008 ENOP Symposium «Quality of Working Life: The W/O Psychology Contribution to Conceptualisation and Measurement» and «ENOP» Statutes.

In addition, the Newsletter includes the information about XIth European Conference ENOP 2009 on Organizational Psychology and Human Service Work: «New challenges and interventions in Human Services» (Portugal, 2009) and Winter School at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P) (Spain, 2009).

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2008, and some other helpful information.

Lyudmila Karamushka
Kyiv, October 2008

2. Business Meeting 2008

Important discussions and meetings regarding «New» ENOP took place on 28 and 29 March, 2008 at the Université René Descartes, Institut de Psychologie (71, Avenue Edouard Vaillant), Paris, France.

1. In framework of 2008 ENOP Symposium (**March 28, 2008**), **discussion «New» ENOP** took place. *David Guest* chaired this event with the following agenda:

- a) «New» ENOP
- b) Membership of «New» ENOP

a) «New» ENOP:

Four main strategic goals for ENOP were identified:

- 1) Research – ENOP will serve as a platform where people meet, find potential research partners or right contacts, and probably initiate joint research projects;
- 2) Teaching – ENOP has always been very prominent on this aspect (Reference model, Summer schools, etc.) and should continue to be so; goal is to enhance teaching and education in the field of W&O Psychology in Europe;
- 3) Providing an expertise in the field W&O Psychology (operate as an expert group);
- 4) Stimulating W&O Psychology development in other continents as well (i.e., in non-EU countries, Africa, Asia, South America). In particular, providing assistance for non-EU countries with seminars and workshops can be very valuable.

To achieve its objectives, the *following actions* are expected from ENOP:

1) Teaching:

- Collaboration in teaching, in particular, to stimulate joint and/or double degree constructions between universities; this will stimulate mobility among professionals across Europe;
- Continuation of work on the Reference Model and work on a Reference Model for PhD education. Such a model should focus on creating opportunities for exchange rather than be prescriptive in the sense that students need to follow a particular curriculum. Exchange should preferably lead to tangible outcomes: such as a chapter of the dissertation or an article;
- Developing workshops for PhD students: The European Institute for Advanced Studies in Management (Brussels) can be a source for funding for doctoral workshops;
- Summer schools: a suggestion for a new initiative regarding Summer schools in Paris 2009 (Vincent Rogard);
- Sharing information. It was suggested to publish a list of research topics / PhD projects on the ENOP website to facilitate exchange.

2) Research:

- In line with teaching: focus on PhD exchange programs;
- Develop collaborative actions with other countries;
- Be a platform of experts and for experts; providing opportunities for collaboration;
- Europe 'watchers': how to tap into funding;
- Produce 'white papers', that can be send to policy makers; this ties with the role of 'think tank' or 'pressure group';
- Continuation of series of symposia, such as the 'health and service professions'; 'new technology', etc.;
- Suggestions for new topics: 'diversity', team working (shared cognition).

Sources of funding: what sources of funding are there (besides fees) to run ENOP's activities? For teaching, research, workshops and PhD seminars.

Various options have been mentioned:

- European Science Foundation;
- The European Institute for Advanced Studies in Management;
- Soros Foundation;
- Hans Buckler Foundation in Germany (only for German initiatives);
- EAWOP for special small group meetings;
- National funding organizations;
- Visiting professorships at various universities, etc.

b) Membership of «New» ENOP:

Membership of new ENOP was discussed. Key issues: what sort of membership do we want? What are the criteria?

-It was decided that in the spirit of ENOP, members should be leading, key figures from countries. They should be leading, and have a strong research profile. Members should preferably be full professors, but it was generally felt that we should not be too rigid about this criterion. Active young people can also be an option.

-Furthermore, it was emphasized that ENOP should not become too big. Preference is given to a relatively small group of which members are active (and also have the capability to lead). It was felt that ENOP should not be much bigger than approx. 50 members.

-And 'active membership' is operationalized in terms that people are not only attending the symposium, but also willing 'to work for others', a sense of altruism is required.

-Profile of ENOP: Preferably Europe wide; as many countries as possible; working in W&O Psychology as mainstream field; where the work and achievements are (which doesn't exclude somebody who was trained in an adjacent discipline) working in Psychology Department is preferred but not restrictive.

- Procedure to become member should still be through co-optation, and maximally three per country, not two from the same university. Gender diversity is also

something to strive for. Language skills are an issue, potential members should have reasonable fluency in English, have an international orientation.

-It was suggested to form 'search committees'.

Brief summary of proposed membership criteria

ENOP members should be:

- leading (academic leadership) key figures in the field of W&O Psychology;
- teaching W&O Psychology;
- strong research profile;
- international orientation and good language skills;
- preference is given to the full professors;
- certain level of altruism in order to function within ENOP is required.

2. On 29 March, 2008, Meeting of ADEMAST was chaired by the **ADEMAST** president *Vincent Rogard*. Meeting agenda included:

- a) Opening, welcome
- b) Membership of ADEMAST
- c) Statutes of the Association
- d) Closing of the Meeting

a) *Opening, welcome:*

The President welcomed all members presented and opened the Meeting of assembly of ADEMAST.

b) *Membership of ADEMAST:*

-The following people have applied for membership of ADEMAST, and paid the requested membership fee for 2008 year: 1) Arnold, John; 2) Caetano, António; 3) Guest, David; 4) Grote, Gudela; 5) Johansson, Gunn; 6) Karamushka, Lyudmila; 7) Kirchler, Erich; 8) Konrad, Edvard; 9) Kouabenan, Rémi; 10) Peiró, José, M.; 11) Rogard, Vincent; 12) Sarchielli, Guido; 13) Schaufeli, Wilmar; 14) Sinangil, Handan Kepir; 15) Šverko, Branimir; 16) Teichmann, Mare; 17) Van der Flier, Henk; 18) Vartiainen, Matti; 19) Zijlstra, Fred.

c) *Statutes of the Association:*

-*Fred Zijlstra* presented the draft of Statutes. The Statutes were discussed; a few amendments and changes were suggested. After discussing some proposed changes to the Statutes were approved by the General Assemble. (The 'ENOP' Statutes is presented in the Newsletter, section 4). It was noted that approving of Statutes is the first stage of the establishing «New» ENOP.

d) *Closing of the Meeting;*

-The President thanked all participants for their contributions and closed the meeting.

3. The business meeting of «New» ENOP was chaired by *Fred Zijlstra*. Meeting took place at the Université René Descartes, Paris, on March 29, 2008, with the following agenda:

- a) ENOP Reference Model
- b) ENOP Membership
- c) New form of activities
- d) ENOP Symposium 2009
- e) Memory of Bernhard Wilpert
- f) CoCo members and CoCo meeting
- g) ENOP web-site and ENOP Newsletter
- i) Congresses and conferences
- h) Other businesses

a) ENOP Reference Model:

José M. Peiró explained the background of the ENOP Reference Model, and informed about the progress achieved by the joint ENOP-EAWOP Task Force in further elaboration of the ENOP Reference Model. The Task Force worked in the framework of the Europsy and the Advanced Certificate in W&O Psychology, formulated criteria and competences, and produced a final document.

The members agreed to share authorship of the Reference Model with EAWOP. Henceforth it will be referred to as ENOP-EAWOP Reference Model.

The document is now open for comments. Members of ENOP were invited to send suggestions, comments, etc. to J.M.Peiro, M. Vartiainen or B. Sverko. In particular, comments of the ENOP members regarding implementation of the Reference Model in the various countries, will be appreciated.

(Document is located at EAWOP webpage: www.eawop.org, Education point)

b) ENOP Membership:

A few members have retired in the past year, and few members have decided not to apply for membership in renewed ENOP.

A decision was made to create *search committees* for recruiting new members. They are: «*Nordic region*» committee (Gunn Johansson, Mare Teichmann and Matti Vartiainen); «*Southern region*» committee (José M. Peiró and António Caetano), «*West and Central regions*» committee (David Guest, Gudela Grote and Vincent Rogard), and «*Eastern region*» committee (Branimir Branko and Ljudmila Karamushka).

Search committees have the task to come forward with the names of potential candidates for membership of ENOP. It is advised to elaborate initially the list of potential candidates without approaching or contacting the candidates. The committees should send their suggestions to CoCo before end of September. In order to strive some coordination in this activity, CoCo could than make a

suggestion of which candidates (and how many) should be approached. It is strived to have approx. 25 members attending the Annual Symposium of 2009. New list of members should be circulated.

It was also suggested to look at a «better procedure» for members who retire, in particular when they have served for many years as members (in particularly, inviting them to participate in the next year Annual Symposium, and expressing appreciation).

c) New forms of activities:

Initiatives for new activities were called for. The following initiatives were proposed:

- *Rémi Kouabenan* - links with Africa. Contents: Reference Model, research projects, list of universities having W&O, journals in Africa, an inventory of programs in W&O and Human Resources completion; a list of possible options to establish contacts;

- Task Force was established to carry the topic of Quality of Working Life further. *David Guest, Gudela Grote, Fred Zijlstra, Mare Teichmann, Antonio Caetano* and others;

- Proposal for a Doctoral Summer School in 2009 in Paris (at the beginning of July or September) funded by government (10 days, at least 20 students). *Vincent Rogard* will coordinate with *Fred Zijlstra*. Suggestions for topics: employment relations; organizational climate, etc.

- *Mare Teichmann and Matti Vartiainen*: extending the Reference Model to engineering students, or broader, non-psychologists (what are minimum aspects that these students would need to know about W&O Psychology?).

- *Antonio Caetano*: will organize the next XI Conference on Organizational Psychology and Human Service Work in Lisbon, 2009. Optimal date of the Conference was discussed. (The information about conference is presented in the Newsletter, section 5).

d) ENOP Symposium 2009:

The topic of «return to work» for people currently out of the work process was raised. In particular, focus could be given to young people who have never taken part in the labour market, but not exclusively. *Fred Zijlstra and Vincent Rogard* will work out a proposal.

David Guest, Fred Zijlstra and Antonio Caetano will be responsible for organization of the Symposium and designing framework of the event. CoCo will consider and approve the detailed topics of the Symposium 2009.

The next ENOP Symposium will take place in Paris, on March 26-28, 2009

e) Memory of Bernhard Wilpert:

It was generally felt that Bernhard Wilpert's work and contribution to ENOP should be recognised and honoured. Several suggestions have been brought forward. Consensus was found regarding suggestion to organize a specially dedicated symposium in Bernhard's honour at the bi-annual EAWOP Congress. In particular, PhD student's papers of contributions to one of Bernhard's topics («safety», «new technology», «industrial democracy») will be awarded. Fred Zijlstra will contact the local organizers of the Congress (*José M. Peiró*).

f) CoCo members and CoCo meeting:

CoCo 2008/2009 consists of the following members:

Rogard Vincert – President

Zijlstra Fred – Treasurer

Grote Gudela – Secretary

Karamushka Lyudmila – Editor of Newsletter

Guest David

The next CoCo meeting will take place on Friday, October 17, 2008

g) ENOP web-site and ENOP Newsletter:

-*Teichmann, Mare* will check the possibilities for updating web pages of ENOP.

-*Lyudmila Karamushka* will keep her responsibility for Newsletter preparation. Lyudmila Karamushka informed that next ENOP Newsletter N 55 will be prepared in October, 2008. Materials of the Newsletter will be placed as well on the ENOP web-site.

i) Congresses and conferences:

- *Josè-Maria Peiro* informed about preparation of 14th European Congress of Work and Organizational Psychology «Developing people in 21st century organizations: global and local perspective» (May 13-16, 2009, Spain, Santiago de Compostela). For further information www.eawop2009.org ;
- *Antonio Caetano* informed about XIth European Conference on Organizational Psychology and Human Service Work: «New challenges and interventions in psychosocial work environment» (October 22-24, 2009, Portugal, Lisbon). For more information please visit ENOP 2009 website: <http://enop2009.com/>;
- *8th Conference of the European Academy of Occupational Health Psychology* will take place on November 12-14, 2008, in Valencia, Spain. For further information: <http://www.ea-ohp.org/Conferences>;

- 8th Industrial and Organisational Psychology Conference (Sydney, Australia, June 25-28, 2009). For further information: <http://www.iopconference.com.au/>
- *XXth European Congress of Psychology «A rapidly Changing Word – Challenges for Psychology»* will take place on 7-10 July, 2009, in Oslo, Norway. For further information: www.ecp2009.no;
- 12ed Annual Conference of the European Health Psychology Society will take place on 23-26 September, 2009, in Pisa, Italy. For further information: e-mail: aim@aimecm.net;
- *XXVIIth International Congress of Applied Psychology* will take place on 11-16 July 2010, in Melbourne, Australia. For further information: www.icap2010.com;
- *XXX International Congress of Psychology (ISP)* will take place on 22-27 July 2012, in Cape Town, South Africa. For further information: www.icp2012.com

h) Any other Business:

-*Gunn Johansson*: suggested logo for ENOP is useful, and the options to complete logo's elaboration will be explored.

3. Report on the 2008 ENOP Symposium «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 was 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. For this purpose, the history of the QWL movement as well as current initiatives in several countries were presented and discussed followed by a discussion on the most relevant issues for carrying QWL into the future and potential contributions of ENOP to these issues.

The first speaker was **David Guest**, who gave an excellent overview of the different strands of work that formed the QWL movement in the 1960s and 70s, reasons for why QWL lost momentum in the 1990s and for why it recently has gained importance again.

There was broad agreement for current issues in QWL as presented by David Guest, namely developing better definitions of QWL, developing better indicators and measures for QWL focusing especially on objective indicators, role of government and legislation in promoting QWL, feasibility of developing international standards, and the role of theory and evidence base for promoting QWL. Additional issues were added by members of the audience: the changing nature of work (more service work, more goal-setting instead of prescribing particular work procedures, new technologies); interactions between working life

and life outside of work and their relationship to well-being; job crafting replacing job design.

Subsequently, **Matti Vartiainen** provided very interesting information on a national survey carried out on a regular basis in Finland on QWL, on the concept of proactive workplace developed by researchers in Finland, and on the Finish Workplace Development Program, which furthers QWL initiatives in companies.

The discussion centred on the findings provided by the Finish survey which seem to indicate that improved jobs in terms of more learning, variety and control are related to feelings of insecurity, time pressure, social conflicts, and reduced physical and psychological well-being. This may be taken as support for the old criticism against QWL as manipulating people into higher performance.

The final speaker was **Jim Hillage**, Director of the Institute of Employment Studies in London, who was the distinguished guest of this year's symposium. He gave an overview of why there should be measures for QWL (such as need for national benchmarks to assess impact of public policies, providing a reference point for employers, and allowing the study of links between QWL and organizational performance). He presented a definition of QWL based on eight components (leadership, management, working conditions, rewards, skills & prospects, relations at work, nature of work, organization of work) and showed first results from a telephone survey designed to measure these components.

In the discussion, mostly issues regarding definitions and measurement of QWL were brought up again, for instance the necessity for including elements of distributive and procedural justice, for differentiating between the perceptions of the work situation and the individual assessment of that perception, and for considering additional elements like bullying and pride. Finally, also the question was raised whether there really is the need for developing new measures or whether one should try to work with existing ones and which ones would be good candidates.

In order to start the general discussion on steps forward and ENOP's possible contribution, **Gudela Grote** summarized the prevalent issues as follows:

- (1) Theoretical/conceptual: changing nature of work, relationship between work and non-work, handling individual differences, QWL as productivity boost.
- (2) Empirical/methodological: quality of existing measures, relevance of objective versus subjective indicators, indicators close to individual jobs versus related to the employing organization more generally.
- (3) Policy/practice: international standards linked to human rights (health, safety, pay, freedom from harassment, voice), notion of job crafting for handling individual differences.

From the general discussion, the following **key issues** for possible ENOP contributions emerged:

- Broadening the concept of QWL to include interactions between work and non-work for well-being/pride/satisfaction while also considering cultural and life-stage differences;
- Compiling and evaluating existing measures for QWL;
- Outlining a hierarchy of QWL standards from minimum (related to basic human rights) to "ideal", including considerations of cultural/social/economic differences, of different reference points (young and healthy versus disadvantaged groups etc.) and of essential elements of work; such a hierarchy of standards could also help to identify candidates for further legislation in Europe and other supportive measures (e.g. guidelines on how to use opportunities for job and employment crafting); different functions of law should be considered (coercive, normative, enabling), also in relation to "voluntary" initiatives such as Corporate Social Responsibility (CSR);
- Defining QWL in objective and subjective terms, while focusing on objective indicators that can be turned into legal requirements (e.g. working hours).

In the ENOP business meeting, the **following actions** were decided:

- Establish ENOP interest group: *David Guest, Gudela Grote, Fred Zijlstra, Tare Teichmann, Antonio Caetano* and others will be charged with initiating the work of the group; potential activities could be compilation of current national/international QWL initiatives (incl. CSR) and QWL measures as well as compilation of existing national and international legal standards in view of developing a position paper on steps forward regarding QWL; one intermediate result could be a session organized by the Task Force at the next EAWOP Congress.
- Establish continuous exchange with *Michael Frese* on his UN-activities and ENOP activities.

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

4. «ENOP» Statutes

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, and other parts of the world. The Association also aims to use its expertise to influence relevant policies in the domain of work and organisation.

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;
- 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

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

The Association consists of 'active members' only. 'Active membership' means that members participate in the Association's activities, such as the Annual Symposium, various task forces, and other activities that the Association initiates.

Article 6 Joining the Association

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.

Article 7 Termination of Membership

Membership of the association ends when a member retires from his/her professional role, or when a member decides to leave the Association.

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 5 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 General Assembly will appoint the President, and the Coordinating Committee decides who of its members will fulfill the roles of:

- Vice-President (if required)
- 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 for two consecutive terms.

Members of the Coordinating Committee may co-opt additional members if necessary.

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 President.

Article 12 General Assembly

The General Assembly consists of all active members, and meets once a year. The Coordinating Committee, or 20 % of the members of the General Assembly, can call for an extra meeting of the General Assembly.

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 meeting of the General Assembly

In order to change the statutes of the Association an extraordinary meeting is required. Such a meeting 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. Each member can represent maximally one other member, and this representation must be indicated in writing.

Invitations for Extraordinary meetings of the General Assembly are sent 15 days before the meeting takes place.

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, as is required under law.....

Article 16 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 17 Formalities

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

**As agreed by all present and put in writing by Fred Zijlstra
In Paris at 29 March 2008**

*Submitted on behalf of CoCo by:
Prof. Fred Zijlstra,
University of Maastricht
(Maastricht, the Netherlands)*

5. XIth European Conference ENOP 2009 on Organizational Psychology and Human Service Work «New challenges and Interventions in Human Services» (October 22-24, 2009, Portugal, Lisbon)

The XIth European Conference on Organizational Psychology and Human Service Work is organized by the Núcleo de Investigação em Psicologia Organizacional (NIPO) of the Centro de Investigação e Intervenção Social (CIS/ISCTE) and the Núcleo de Psicologia Organizacional da FPCE-UL, and is sponsored by the European Association of Work and Organizational Psychology (EAWOP).

The conference will be held **22-24 October 2009** at ISCTE - University Institute of Lisbon

The theme of ENOP 2009 is «New challenges and interventions in human services» and it aims to stimulate the exchange of ideas and experiences between researchers and practitioners in the fields of *work and organizational psychology, health care, human services, and occupational health*. It will focus on the new challenges faced by professionals working in the human services, looking for interventions that allow the improvement of well-being, satisfaction and motivation at work and consequences for quality and efficacy in the services.

The conference will be a mix of plenary sessions and interactive poster sessions, where an active participation is expected.

Work & Organizational Psychologists and interdisciplinary researchers from neighbouring fields working in the above mentioned areas are invited to participate in the conference and submit an oral or poster presentation.

Abstracts submission deadline is **30 January 2009**. For further details please look at Conference web site: <http://enop2009.com/> .

Submitted by:
Prof. Antonio Caetano,
Management Department,
ISCTE
(Lisbon,Portugal)

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

- In memoriam of Bernard Wilpert -

22nd February to 7th March 2009 (Spain)

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

The European Master in Work, Organizational and Personnel Psychology (WOP-P) starts its II Winter School next 1st of November.

In its second edition, a total number of 36 WOP-P master students and 16 external students from different nationalities (North American, Indian, Taiwan, Caucasian, Mexican American, Ukraine, Romanian, Brazilian, China) will follow the different lessons and seminars either in Organizational or Personnel Psychology Intervention.

What are the Winter Schools?

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. A Consortium of *Five European Universities* deliver the Master: Universitat de València (Spain), Universitat de Barcelona (Spain), Université Paris Descartes (France), Alma Mater Studiorum-Università di Bologna (Italy), and Universidade de Coimbra (Portugal).

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 by 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 a number of 12.

When, Where and How?

Both Winter Schools are organized as a blended learning combining e-learning with an internship of 2 weeks. The total workload will be 10 ECTS according to the following calendar:

- *E-learning phase*. From 1st November 2007 till 11th February 2009. Study supported by electronic platform.
- *Internship phase*. From 22nd February to 7th March 2009. Seminars will take place in Barcelona.
- *Assignment phase*. From 8th March till 31st March 2009. Assignment (e-learning).

A Certificate is issued by the coordinating University of the Master WOP-P for external students.

Contact:

Further information about the celebration of the 3rd Winter School will be posted at: <http://www.uv.es/erasmuswop/WS>

Coordinating Committee Master WOP-P:
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Submitted by:
Prof. Jose M. Peiró,
Universitat de València
Department of Social Psychology
(Valencia, Spain)

7. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 19 members of «New» ENOP , their addresses and research topics as well as publications dated 2008 indicated by the members.

1. 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:

Morrell, K., Loan-Clarke, J., Arnold, J., and Wilkinson, A.J. (2008). A refinement and test of the unfolding model of voluntary turnover in a sellers' labour market. *Applied Psychology: An International Review*, 57, pp.128-150.

2. Caetano, António. Management Department, 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, group processes, human resources management, training and change evaluation, entrepreneurship.

Recent publications:

-Caetano, A. (2008). Avaliação de desempenho – O essencial que avaliadores e avaliados precisam de saber [Performance appraisal]. Lisboa: Livros Horizonte.

-Caetano, A., Garrido, M., Batel, S., & Martins A.C. (Org.). (2008). Percursos da Investigação em Psicologia Social e Organizacional,[Social and organizational psychology research ways] (vol. III). Lisboa: Edições Colibri.

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

Research topics:

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

Recent publications:

-Guest, D., Brown, W., Peccei, R. and Huxley, K. (2008) «Does partnership at work increase trust? An analysis based on the 2004 Workplace Employment Relations Survey». *Industrial Relations Journal*, 39 (2), pp.124-152.

-Guest, D. «Worker well-being» in P.Blyton, N. Bacon, J. Fiorito & E. Heery (eds). *The Sage Handbook of Industrial Relations*, Thousand Oaks, Calif. Sage. pp. 529-547.

-Guest, D. and Bryson, A. «From industrial relations to human resource management: The changing role of the personnel function». NIESR Working Paper.

4. 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. (2008). Führung. In P. Badke-Schaub, G. Hofinger & K. Lauche (Eds.), *Human Factors - Psychologie sicheren Handelns in Risikobranchen* (pp.176-190). Berlin: Springer.

-Grote, G. (2008). Rules management as source for loose coupling in high-risk systems. In E. Hollnagel, C. Nemeth & S. Dekker (Eds.), *Remaining sensitive to the possibility of failure* (pp. 91-100). London: Ashgate.

-Grote, G. (2008). Diagnosis of safety culture: A replication and extension towards assessing "safe" organizational change processes. *Safety Science*, 46, pp.450-460.

-Gerber, M., Grund, G. & Grote, G. (2008). Distributed collaboration activities in a blended learning scenario and the effects on learning performance. *Journal of Computer Assisted Learning*, 24, pp. 232-244.

5. 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.

6. 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.

Recent publications:

-Karamushka L. M. Psychological aspects of change management in educational organizations.- Kyiv: Naykovuy svit, 2008.- 76 p.

-Karamushka L.M. (Ed.) (2008). Technology of training of personnel of educational organizations to work at the conditions of social-economic changes; Text-book/ Scientific editing: L. M.Karamushka. – K.: Nayukovy Svit, 2008. – 100 p.

-Karamushka L.M. (Ed.) (2008). Psychological and economic foundations of securing organizational development of educational organizations: Abstracts of the conference (May, 22-23, 2008, Bila Tserkva) / Scientific editors: S.D. Maksymenko, L.M. Karamushka, N.I. Klokar. – K.: Nayukovy Svit, 2008. – 136 p.

-Karamushka L.M. (Ed.) (2008). Psychological foundations of effective work of educational organizations in conditions of socio-economic changes : Abstracts of the Vth scientific-practical conference of organizational and economic psychology (October, 9–10, 2008, Zaporizhya / Scientific editing: L. M.Karamushka. – K. : Naukovy Svit, 2008. – 123 p.

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

Research topics:

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

Recent publications (selection):

-Kirchler, E., Hölzl, E. & Kamleitner, B. (2008). Spending and credit use in the private household. *The Journal of Socio Economics*, 37(2), pp.519-532.

-Kirchler, E., Hölzl, E. & Wahl. (2008). Enforced versus voluntary compliance: the «slippery slope» framework. *Journal of Economic Psychology*, 29(2), pp.210-225.

-Mühlbacher, S. & Kirchler, E. (2008). Arbeitsaufwand, Anspruchsniveau und Steuerehrlichkeit. *Zeitschrift für Arbeits- und Organisationspsychologie*, 52(2), pp.91-96.

-Hartner, M., Recherger, S., Kirchler, E. & Schabmann, A. (2008). Procedural fairness and tax compliance. *Economic Analysis & Policy*, 38(1), pp.137-152.

-Holler, M., Hoelzl, E., Kirchler, E., Leder, S. & Mannetti, L. (2008). Framing of information on the use of public finances, regulatory fit of recipients and tax compliance. *Journal of Economic*

Psychology, 29, pp.597-611.

-Hofmann, E., Hoelzl, E. & Kirchler, E. (2008). A comparison of models describing the impact of moral decision making on investment decisions. *Journal of Business Ethics*, 82(1), pp.171-187.

8. 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.

9. 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.).

10. 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:

Organizational development; work teams.

Recent publications:

-Peiró, J.M., Martínez-Tur, V., (2008). Organizational development and change, pp.351-376. En N. Chmiel (Ed.) *An introduction to work and organizational psychology*, 2nd Edition, Blackwell, London.

-Peiró, J. M. (2008). Work and Organizational Psychology in Spain: Bonding and Bridging Social Capital Within the W&O Psychology Community. *The Industrial-Organizational Psychologist*, 46 (1), pp.63-68.

-Gamero, N., González-Romá, V., & Peiró, J.M. (2008).. The influence of intra-team conflict on work teams' affective climate: A longitudinal study. *Journal of Occupational and Organizational Psychology* (2008), 81, pp.47-69.

-Carmona, C., Buunk, A., Dijkstra, A. & Peiró, J.M. (2008). The relationship between goal orientation, social comparison responses, self-efficacy and performance. *European Psychologist*, 13 (3), pp.188-196.

-Peiró, J.M. (2008) Stress and coping at work: new research trends and their implications for practice. In K. Näswall, J. Hellgren & M. Sverke (Ed), *The Individual in the Changing Working Life*. Cambridge: Cambridge University Press.

11. 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.

12. Sarchielli, Guido. Facoltà di Psicologia, Alma Mater studiorum, University of Bologna. Piazza A. Moro 90, 47123 - Cesena. Italy. (Tel. +39 0547 338512. Fax: +39 0547 3385 31; e-mail: guido.sarchielli@unibo.it ; <http://www.psice.unibo.it>).

Research topics:

Occupational socialization, work transitions and career. Unemployment and contingent work
Retirement. Emotion and work.

Recent publications:

-Tabanelli M.C., Depolo M., Cooke R.M.T., Sarchielli G., Bonfiglioli R., Mattioli S., Violante F.S. (2008), Available instruments for measurement of psychosocial factors in the work environments, *International Archives of Occupational Environmental Health*, 82, 1, pp.1-12.

-Zappalà S., Depolo M., Fraccaroli F., Guglielmi D., Sarchielli G. (2008). *Career Development International*, 13, 2, pp.150-167.

13. Schaufeli, Wilmar. Department of Social and Organizational Psychology. Utrecht University. P.O. Box 80.140, 3508 TC Utrecht, The Netherlands. (Tel. +31 30 2539093; Fax: +31 30 2537482; e-mail: w.schaufeli@uu.nl; <http://www.schaufeli.com>).

Research topics:

Occupational Health Psychology; job stress, burnout, work engagement, workaholism.

Recent publications :

-Bakker, A.B. & Schaufeli, W.B. (2008). Positive organizational behavior: Engaged employees in flourishing organizations. *Journal of Organizational Behaviour*, 29, pp.147-154.

-Le Blanc, P., de Jonge, J. & Schaufeli, W.B. (2008). Job stress and occupational health In N. Chmiel (ed.). *An introduction to Work and Organizational Psychology: A European perspective* (pp. 119-148) London: Blackwell (2nd ed).

-Rodríguez-Sánchez, A.M., Schaufeli, W.B., Salanova, M. & Cifre, E. (2008). Flow experiences among Information and Communication Technology Workers. *Psychological Reports*, 102, pp.29-39.

-Lorente, L., Salanova, M., Martinez, I. & Schaufeli, W.B. (2008). Extension of the Job Demands-Resources model in the prediction of burnout and engagement among teachers over time. *Psicothema*, 20, pp.354-360.

-Maslach, C., Leiter, M.P. & Schaufeli, W.B. (2008). Measuring burnout. In C.L. Cooper & S. Cartwright (Eds.). *The Oxford handbook of organizational well-being* (pp. 86-108). Oxford: Oxford University Press.

-Oerlemans, W.G.M, Peeters, M.C.W. & Schaufeli, W.B. (2008) Ethnic diversity at work; An overview of theories and research. In, K. Näswall, M. Sverke & J. Hellgren (Eds.), *The individual in the changing working life* (pp. 211-232). Cambridge: Cambridge University Press.

14. 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., Küçükaslan, 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.
-Sinangil, H.K. (2008). Endüstri ve Örgüt Psikolojisinin İşletmeler ve Çalışanlar Açısından Değerlendirilmesi. (Industrial and Organizational Psychology: Perspectives of Employees and Organizations). *Mercek*, 13, pp.117-121.

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

Recent topics:

Psycho-social aspect of unemployment, career choice and development.

Recent publications:

-Šverko, B., Babarović, T., & Šverko, I. (2008). Assessment of Values and Life Saliency. In J. A. Athanasou, & R. Van Esbroeck (Eds.), *International Handbook of Career Guidance* (pp.539-564). Dordrecht: Springer.

-Šverko, B., Galić, Z., Maslić Seršić, D., & Galešić, M. (2008). Working in the hidden economy: associations with latent benefits and psychological health. *European Journal of Work and Organizational Psychology*; 17, pp.301-314.

-Šverko, B., Galić, Z., Maslić Seršić, D., & Galešić, M. (2008). Unemployed people in search for a job. Reconsidering the role of search behavior. *Journal of Vocational Behavior*, 72; pp.415-428.

16. 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., Kübarsepp, J., Ilvest J.Jr. (2008). Students' Self-management: E-course, E-tutoring and Online Support System. (Springer, in press).

-Teichmann, M., Kübarsepp, J., Ilvest J.Jr. (2008). Web-based Freshmen Support System at Tallinn University of Technology, In: UNESCO Chair, Proceedings of SEFI Annual Conference 2008, Research Symposium of PBL in Engineering Education, CD 5 pp.

17. Van der Flier, Henk. Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boeorchstraat 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.

18. 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/tps_en.php; <http://vmwork.tkk.fi>; <http://www.palkitsemien.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:

- Vartiainen, M. & Andriessen, J.H.Erik (2008) Virtual team-working and collaboration technologies. In: Chmiel, N. (Ed.) An introduction to work and organizational psychology – a European perspective, pp. 209-233. Oxford: Blackwell Publishing.
- Vartiainen, M., Antoni, C., Baeten, X., Hakonen, N. & Thierry, H. (Eds.) (2008) Reward management – facts and trends in Europe. Langerich: Pabst Science Publishers. 299 p.
- Vartiainen, M. (2008) Full virtuality as the challenge of global HRM. In: Conference Proceedings of HRM Global 2008, Sustainable HRM in the Global Economy, 27th – 29th August, 2008, Turku School of Economics, Turku, Finland, pp. 357-365.

19. 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:

- 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).
- 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.

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Contents

1. Editorial.....	3
2. Business Meeting 2008.....	4
3. Report of the 2008 ENOP-Symposium: «Quality of Working Life: The W/O Psychology Contribution to Conceptualisation and Measurement».....	11
4. «ENOP» Statutes.....	14
5. XIth European Conference ENOP 2009 on Organizational Psychology and Human Service Work: «New challenges and interventions in Human Services».....	17
6. Winter School at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P).....	18
7. ENOP-Members Research Interests and Publications.....	20

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