

ENOP-symposium on Work Motivation: *is Self-Determination Theory (SDT) the road to take?*

Organisers: Hans De Witte & Sabine Sonnentag

Thursday 22 – Saturday 24 of March 2012, Paris

Université Paris Descartes

Institut de Psychologie

71, Avenue Edouard Vaillant 92774 Boulogne Billancourt

Metro Station : Marcel Sembat (Line 9 – direction Pont de sèvres)

Aim: To present and discuss SDT in general and in applied setting (education and work) and to compare its contribution to already existing theories in the field of work motivation.

Method: In an interactive way – possibilities for discussion and small group workshops. A selection of relevant literature will be sent to participants, so they can already prepare themselves, when they want to (or read it all afterwards, of course).

Thursday March 22 – afternoon: Sipping at the theory

2 p.m. – 2.15 p.m.

Introduction: why a symposium on Self Determination Theory?

Hans De Witte (K.U.Leuven, Belgium) & Sabine Sonnentag (University of Mannheim, Germany)

2.15 p.m. – 3.45 p.m.

General overview of Self Determination Theory

Maarten Vansteenkiste (UGent, Belgium)

3.45 p.m. – 4.15 p.m.

Coffee break

4.15 p.m. - 5.30 p.m.

Interactive workshop: how to use and apply SDT in an educational setting (bachelor and master students, teaching, PhD-students)

Evening: Dinner in Paris (*please confirm your participation to Anne Rocha*)

Friday March 23: Debating its relevance for W&O Psychology

Before noon: SDT in W&O-Psychology: a strange marriage?

9.30 a.m.- 10.45 a.m.

Applying SDT to Work & Organizational Psychology: where are we, what still needs to be done? A view in favour of SDT

Anja Van den Broeck (HUB-K.U.Leuven, Belgium)

10.45 a.m. – 11.15 a.m.

Coffee break

11.15 a.m. – 12.45 a.m.

Work motivation and the 'New World of Work': A SDT perspective

Nico Van Yperen (Rijksuniversiteit Groningen, The Netherlands)

12.45 a.m. – 2.00 p.m.

Lunch break

Afternoon. Critical assessment of SDT: is SDT our future?

The idea of this afternoon is to debate the relevance of SDT in the global field of work psychology. Topics to debate are: what is the relevance of SDT in contrast to other existing theories? What are the advantages and disadvantages (*assets* and *pitfalls*) of SDT? How practical is SDT? Etc... So, the aim of this afternoon is to critical assess SDT, to enlarge the debate and to explore alternatives or combinations.

2.00 p.m. – 3.30 p.m.

Critical assessment of SDT

Arnold Bakker (Erasmus University Rotterdam, The Netherlands)

3.30 p.m. – 4.00 p.m.

Coffee break

4.00 p.m. – 5 p.m.

Debate and Closing the debate: where are we now? Where do we go from here?

Sabine Sonnentag (University of Mannheim, Germany) & Hans De Witte (K.U.Leuven, Belgium)

Saturday March 24: ENOP Business meeting

9:30 a.m. 13:00 a.m.