



## Newsletter

Editors: Antonio Caetano & Margarida Garrido

Fall/Winter 2003

### EDITORIAL

Dear Newsletter Readers

It is an exciting time to belong to EAWOP. We have a new Executive Committee (EC) and President, elected in May at the General Assembly in Lisboa. The new team met in June to discuss the way ahead for the next two years. Key is the preparation of a strategy paper designed to meet three key aims which were outlined in Lisboa. First is to put the administration and services to members of EAWOP on a more professional footing. Second is to increase EAWOP membership, both constituent and individual members. Third is to raise the visibility and influence of EAWOP among European institutions.

The new aims are designed to enhance what we do well already, and to look forward to doing new things. We will place the success of our biennial congress at the core of our activities, Lisboa was extremely successful and the next congress is in Istanbul in 2005.

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We will place more emphasis on the role of our constituent organisations within EAWOP. With the help of constituents we want to shift the balance of activity towards influencing European thinking and legislation on Work and Organisational Psychology, without neglecting the important support and facilitating role we have played in putting members in contact with each other.

The strategy objectives and activities are still being finalised, but some action has already been taken. The EC is exploring ways in which the European Federation of Psychology Associations (EFPA) and EAWOP can work together where our interests coincide, and EAWOP has taken an initial position on the developing Euro-psychologist diploma, which is aimed at providing training standards for applied psychologists (including W/O Psychologists) within the European Union. The diploma is designed to facilitate employment mobility within the EU.

Finally we recognise that some aspects of our functioning have not been as smooth or straightforward as members would like. For instance the payment of membership subscriptions (especially renewals) and the delivery of some membership benefits like the European Journal of Work and Organisational Psychology have been problematic for some members. We hope the changes we plan will mean these problems become a thing of the past. Please join us in making the next two years exciting and productive for EAWOP and for you, the members.

Nik Chmiel

(President)

## ABOUT THE NEW EXECUTIVE COMMITTEE

**Nik Chmiel**

Is professor of Occupational Psychology at School of Psychology, Queen's University, Belfast. Currently is Co-director of MSc Occupational Psychology Course and conduct research on Work Design, Work Stress, Safety at work.

Among other publications, he published *Introduction to Work and Organisational Psychology: a European Perspective*. Since EAWOP conference in Prague, 2001, he serves as a member of the EC. In Lisbon was elected as President of EAWOP.

**Wilmar Schaufeli**

Wilmar Schaufeli is full professor for Clinical and Organizational Psychology at Utrecht University in The Netherlands and former chairman of the Dutch constituent WAOP.



Currently, he is director of the Research Institute Psychology & Health in which five Dutch and two Belgian universities participate. He is an active researcher in the field of Occupational Health Psychology, a relatively new psychological discipline which he promotes in his country as well as internationally.

Since the EAWOP conference in Helsinki, 1999, he serves as a member of the EC, in Lisbon he was re-elected for another term of two years. As the treasurer of EAWOP he is responsible for balancing the books. The target for the next years is to make EAWOP even more financially healthy, particularly by increasing memberships.

**António Caetano**

is professor of Social and Organizational Psychology at ISCTE, Lisbon

His research and consultancy work is focused on organizational change, training evaluation and competencies. He has published several papers and books on these subjects.

He has been serving as a member of the EC since Helsinki Conference and leaded the organization of the Lisbon Conference in 2003. In Lisbon he was re-elected for two (last) years as EC member, and now is responsible for the Newsletter edition and the EAWOP Webpage.

**Guy Karnas**

Is professor of W&O Psychology at Université Libre de Bruxelles and serves as member of EAWOP EC since Lisbon conference, 2003. Currently is Co-director of the "Laboratoire de Psychologie industrielle et commerciale", and Human Resource Manager of his university. He conducts research on Work Stress, Cognitive ergonomics, and psychosocial Workload.

**Lourdes Munduate**

Lourdes Munduate is Professor of Social and Organizational Psychology at Hispalense University of Sevilla. She divides her time between research, teaching and consulting on conflict management, negotiating strategies and power dynamics in organizations.

She is author of a number of books and has published in refereed journals. Munduate has recently been Guest editor (with Kilian Gravenhorst) of the Special Issue on 'Power Dynamics and Organizational Change' of *Applied Psychology: An International Review* (2003), which reflected some of the selected contributions to a traditional Symposium on the topic in EAWOP conferences since 1995.

**Franco Fraccaroli**

Full Professor of Work and Organisational Psychology in the Faculty of Sociology, Department of Human and Social Sciences, University of Trento, Italy.



He has participated in national and international research projects on work and organisational socialisation, proactivity in role transitions, training and competencies, and coping strategies.

While conducting these researches, he has concentrated in particular on methodological aspects to do with longitudinal surveying and statistical data analysis.

Recently he has published a book (in Italian and in French) on the methodological aspects for analysing change in organisation and (with Guido Sarchielli) a book on the relationship between time and work.

**Henry Honkanen**

I studied both social psychology and applied psychology and took my Masters degree at the University of Helsinki in 1986. That was followed by 2 years training in the area of w/o-psychology when working at the Finnish Institute of Occupational Health. After which I worked for a while in a large head-hunting consultancy as assessment psychologist.



From 1992 I have been independent consultant and partner in different network consultant organisations. My areas of expertise are organisational development (OD) practices, leadership training, consultant training and personnel assessment. Since 1993 I have been the president of the Finnish association of w/o-psychology (WOP-Forum). My first acquaintance with EAWOP was during the Verona congress. Later I was invited to be a member of the organising committee of the Helsinki congress. I got a closer look at EAWOP affairs when participating in the work of the task force "to Promote Practitioners in EAWOP".

## ABOUT THE 11<sup>TH</sup> EUROPEAN CONGRESS

### XTH EUROPEAN CONGRESS ON WORK AND ORGANIZATIONAL PSYCHOLOGY

#### **IDENTITY AND DIVERSITY IN ORGANIZATIONS – BUILDING BRIDGES IN EUROPE**

Lisbon, May 14th-17<sup>th</sup> 2003

#### **Global evaluation and suggestions**

##### **Organization – Composition of the Committees**

*Organizing committee:* the relation with EC is important and should be improved in future congresses.

*Programme Committee:* the relation with EC is also important and should be improved, as some decisions have to be made in short time. A timetable regarding PC activity would be useful, namely regarding the reviewing process.

*Advisory Committee:* this time, as a body this committee had almost no activity, however it is important for marketing reasons, and to advise about the scientific programme.

#### **Promotion and publicity**

Besides the traditional ways to promote the congress through printed materials, the use of the email and internet options proved to be very successful. The utilization of these media should be increased in future congresses. A database with more than thousand colleagues email addresses is available to be used according to rules that EAWOP has to define.

The Newsletter proved to be also a very good way to promote the congress. This practice should be maintained.

The congress web page was very important to promote the congress and inform participants.

#### **Electronic submissions**

The congress web page worked well and the electronic submission functioning was reasonable. However, we did not anticipate that so many abstracts would be submitted in the last three days of the deadline. That caused some troubles. Also, some operating systems were not compatible with the web page and only after some hard work that could be solved.

The electronic confirmation regarding submission worked well.

Some people did not submit all the information requested (or that was not correct) regarding abstract, topic, authors, address, etc. The next organizers must have a more rigid submission process requiring all the obligatory information/fields before people can go on with the submission.

#### **Scientific programme**

##### **Keynote speakers**

This time they had been asked only to relate to the main theme of the congress. However, besides the quality of the keynote speakers, it would be important to have at least two of them focused on the main theme of the congress.

##### **Sessions**

There were very good and participated sessions, mainly symposia sessions. It seems that this type of session should be the hard nucleus of the congress.

Individual presentations, oral sessions: large quality differences, some trouble with absent (without informing) presenters.

Poster sessions: diverse quality, seen as minor presentation by some people and institutions.

Interactive sessions: mainly aimed for professionals, however some had few participants. Maybe they should be restricted to technical and skills contents.

Overall, from the organizing point of view, symposia have a lot of advantages: there are few absent presenters, the topic is analyzed in a deeper way, active discussion may be increased, and there are no problems with topic categorization of individual presentations.

##### **Parallel sessions.**

There were too many parallel sessions. We have to face this problem in future congresses. There are several, not exclusive, options: restricted submissions only to EAWOP members, increase quality of accepted submissions, increase symposia sessions, enlarge duration, for instance to have open ceremony earlier on the first day...

## Reviewing process

As there were so many submissions, the scheduled reviewing process would not have worked on time. Selecting abstracts for the right reviewers, asking them for doing it, waiting for their evaluations and combine the diverse opinions, would not be possible in two months. So the way that was put in action (small group of reviewers met with PC Chairman) to analyze abstracts worked well, but shall be improved. Namely, for people whose abstracts are rejected or changed to poster, a deep explanation of the decision is absolutely necessary and makes the process fairer (and clear). However it is a hard work for reviewers and organizers. As so many abstracts shall be expected for the next congress, this issue should be carefully analyzed in advance.

In total, 1130 abstracts were submitted; the rejections rate was 6,6%; and 12,4% of the oral submissions were changed to poster sessions.

## Pre-congress workshops

Workshops as an additional financing for the congress did not work. It is one more cost for participants (usual without institutional support).

Maybe they should be redefined as an additional opportunity to learn and discuss some techniques and issues on very symbolic fee (only to compromise the registration in the workshop) and with some kind of sponsorship (as IAAP did with the Publishing scientific journals workshop).

## On site-arrangements

Overall, secretariat, rooms and equipment worked well. Coffee and refreshments and meals had an acceptable quality. Assistance to the rooms worked very well, and the projection equipment renting proved to be a good decision.

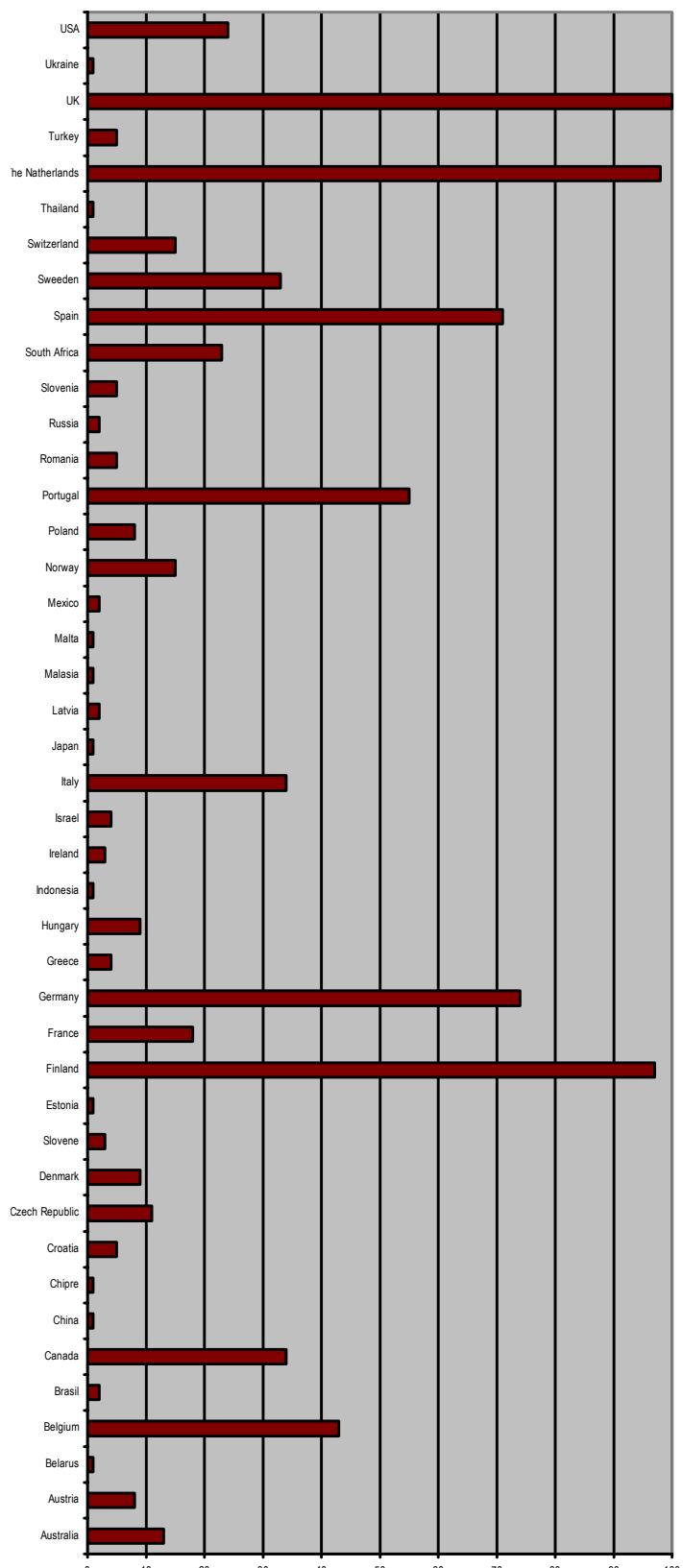
However, some rooms had no good acoustic conditions. There were not enough chairs on the lobbies for people to seat outside rooms, and no open bar inside the building between breaks.

## Registered Participants

The congress had 844 registered participants coming from 43 different countries (see figure).

## Overall

Comparing with former congresses and with the general aims, and according to participants, the XIth congress had a good level of efficiency and effectiveness, regarding organizing activity, scientific programme, and participation of association members.



Registered participants by country

## MINUTES OF THE EXECUTIVE COMMITTEE

### Summary of the EC meeting in London June 2003

The first meeting of EAWOP's new Executive Council (EC) took place in London 14-15. 6. 2003.

**EC members and their duties.** EC agreed on the responsibilities and duties of each EC member:

**Nik Chmiel** (UK) as the president leads the organisations and directs activities accordance with rules, goals and strategies. He also represents EAWOP to the outside world, is responsible for chairing meetings and deciding financial matters with the treasurer.

**Antonio Caetano** (Portugal) is responsible for the newsletter, web-pages

**Franco Fraccaroli** (Italy) is responsible for special projects, e.g. focuses on increasing membership

**Henry Honkanen** (Finland) as the general secretary is responsible for organising and administering the machinery of EAWOP. He prepares the meetings, keeps contact to members and constituents and coordinates activites with the president.

**Guy Karnas** (Belgium) has no special duties so far.

**Lourdes Munduate** (Spain) is responsible for coordinating the activities of EAWOP's task forces

**Wilmar Schaufeli** (The Netherlands) as the treasurer is responsible for EAWOP's financial matters. He produces a budget and audit accounts.

**Preparing a new strategy.** EC will prepare a strategic plan for EAWOP, that consists of the mission, aims, strategic objectives and concrete action plans for the near future. The current statutes states that EAWOP mission is to support the development and application of Work and Organisational Psychology in Europe and to promote the co-operation between scientists and practitioners working in this field across Europe. Three basic aims came up in the discussions: 1) to develop EAWOP administration so that the affairs of EAWOP will be handled professionally, 2) to increase EAWOP membership and 3) to raise the visibility and influence of EAWOP within Europe. Nik is responsible to prepare the strategy document.

**Financial matters.** There are a group of constituents that have not paid fees. Wilmar will contact them. EC decided to explore new methods of payments, to do it more simply for the members to pay fees.

**The EAWOP's secretariat.** EC decided that the secretariat should be moved from Liege, where it has been situated during the presidency of Véronique De Keyser. Nik and Wilmar will negotiate with EFPA of the possibility to share the office in Brussels.

**Review of the Lisbon Congress.** A report of the Lisbon congress was analysed.

**Taskforces.** It was discussed that in future task forces shall be founded only on central topics of EAWOP and that task forces shall produce output that EAWOP can directly utilise in its activities.

For the coming term only one task force was founded: Task Force Preparing European Standard In Personnel Assessment (Henry was nominated as the convenor).

-- After EC meeting there has appeared new initiatives in this area. EFPA's Standing Committee of Test and Testing during its meeting in Vienna in July proposed a new joint EFPA-EAWOP task force on "To develop an European standard for test user qualification in the field of w/o-psychology". EC will consider in its October meeting how to integrate the work of these two task forces together.

**Revision of rules and statuses.** In General Assembly in Lisbon there was proposed that EAWOP's rules and statutes shall be renewed. EC decided that in the first phase Henry will send to the constituents the documents (existing rules and statutes) and ask them to make proposals how the rules should be renewed.

**Euro Diploma for Psychologists.** EC discussed of the matter on the base of the documents: "Progress report for EFPA GA, Vienna July 2003" and "European diploma in psychology; zone A". EC decided that the Diploma should be specific to areas of practice and not generic.

-- However after EC meeting there has appeared new initiatives in this area. During EFPA's General Assembly meeting in Vienna in July "the EDP-Group" achieved a compromise that would integrate the specific and generic models together. The Group prepares a new proposal during this autumn (see more in EFPA's web-pages).

**Renewal of the EFPA-EAWOP agreement.** Nik and Henry met EFPA's president Tuomo Tikkanen during the EFPA congress in Vienna in July and reviewed 2001 agreement with EFPA and activities realised so far. It was decided that EAWOP will prepare a proposal for the new agreement.

**European Journal of WOP.** An improvement of the connection between EAWOP and EJWOP secretariat is needed for a regular expedition of the journal to EAWOP members.

**Future congresses.** EC surveyed the practical issues that should be agreed with the Istanbul 2005 congress organisers. Candidates would be sought for the congress in 2007 and 2009. It was discussed that in the future EAWOP would like to be more actively involved in congress arrangements. For this purpose EC will prepare the EAWOP congress-model: a document where the principles, objectives, basic structure and best practice concerning how to organise EAWOP congresses will be described

**Next EC meeting.** November 1-2 in London.

## FORTHCOMING EVENTS

### CHANGE AND QUALITY IN HUMAN SERVICE WORK

The VIIIth European Conference on Organizational Psychology and Health Care  
Vienna, 8 - 11.October 2003

To provide an arena for analyses and discussions of the consequences of a rapidly changing working life in Europe, the European Network of Organizational Psychologists (ENOP) initiated a series of conferences on organizational psychology and health care. Previous conferences have taken place in Cardiff (1985), Valencia (1990), Krakow (1993), Muenchen (1995), Utrecht (1997), Gent (1999), and Stockholm (2001) and resulted in several publications (books and special issues).

The VIIIth European Conference on Organizational Health Care is organized by the Department of Social Sciences of the Chamber of Labour of Vienna in cooperation with the University of Vienna and the University of Graz, and will be held 8-11 October 2003 at the Adolf-Czettel-Bildungszentrum downtown Vienna, Austria. Keynote speakers will be

Denise Rousseau, Carnegie Mellon University

Jürgen Pelikan, University of Vienna, Austria

<http://www.univie.ac.at/enopconf/index.html>

[VIIIth ENOP Conference on Organizational Psychology & Health Care.](#)

Conference secretariat: tanja.gruber@univie.ac.at

### NOVEMBER 7<sup>TH</sup> AND 8<sup>TH</sup>, 2003, ABO COACHING CONGRESS IN WIESBADEN/GERMANY

Together with relevant partners ABO in this congress tries to link coaching professionals and coaching customers in a constructive and in the same time critical way. The congress aims to ease interdisciplinary exchange regarding knowledge, experience, and information on coaching and to prepare the field to establish guidelines for orientation and quality standards. Participants – coaches, HR managers, scientists, executives, colleagues from neighbouring fields - will discuss topics like "What is coaching?", "What are standards, where are boundaries?", "What is the difference between coach and "normal" consultant?", "How and where can customers orientate themselves about coaching and coaches?", "How effective is coaching?", "What will the future of coaching be like?".

The congress will be held in German.

If you are interested you may visit

[www.coachingkongress.de](http://www.coachingkongress.de) or ask for further information with abo.geschaefsstelle@t-online.de.

### 5<sup>TH</sup> CONGRESS ON WORK & ORGANISATIONAL PSYCHOLOGY

MAY 17 – 19, 2004

with special European part (in English) in Hamburg/Germany

by Ute Schmidt-Brasse

Section ABO - German practitioner Constituent of EAWP - in collaboration with Section Market + Communication Psychology, both members of the Professional Association of German Psychologists, are organising the forthcoming 5<sup>th</sup> Congress on Work & Organisational Psychology: It will take place on May 17 – 19, 2004, in Hamburg/Germany.

As always, in this ABO Congress discussing and debating the WOP professional down-to-earth practice will be central. Participants will be both, peer colleagues as well as customers from business, industry, non-profit organisations. Contributors are invited to present their ideas and results in various ways: presentations, workshops, forums, discussions ... There will be also a series of presentations "Consultancies present their work" and – maybe interesting for you –

there again will be a **special European part in English**. ABO intends to co-operate with EAWOP in this part of the congress. Thus, ABO invites European WOP practitioners, especially of course EAWOP colleagues, to join the 5<sup>th</sup> Congress on Work & Organisational Psychology in Hamburg. There will be more information on the ABO website: [www.abo-psychologie.de](http://www.abo-psychologie.de) soon ("Veranstaltungen" and special eye-catcher). You may also address:

Geschäftsstelle Sektion ABO im BDP e.V., Frau Gabriele Jaschinski, Am Schilken 31, D-58285 Gevelsberg, Tel.+49 - 2332 - 964435, Fax: +49 - 2332 - 964436, E-mail: [abo.geschaefsstelle@t-online.de](mailto:abo.geschaefsstelle@t-online.de).

European colleagues who would like to contribute are invited to send in their full name and address, title of their contribution, 3 line short description and 2 page abstract until October 15, 2003. Contributors will have free entry to the congress but will have to pay for catering (€ 45 a day without resp. € 60 with social night or € 145 for the whole Congress).

Hamburg claims to be one of the most beautiful cities in Europe on the Elbe River and with a lake in the very heart of the city centre. The Free and Hanseatic City of Hamburg is situated on the point of intersection of traditional important European traffic and trade axes. It is the shopping and cultural centre of Northern Germany. If you want to know more about Hamburg and whether it is worth while going there, please, click [www.hamburg.de](http://www.hamburg.de), there is plenty of information also in „English“ and many „other languages“.

## **19<sup>TH</sup> ANNUAL CONFERENCE SOCIETY FOR INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY (SIOP)**

Chicago, Illinois

April 2-4, 2004

Workshops April 1

We invite people to share information regarding the science and practice of I-O psychology. Innovative topics that may have been underrepresented in past conferences are particularly encouraged. Key Dates and Deadlines

### **Online Submission Begins**

On or about July 30, 2003

### **Deadline for Conference Proposals Submissions:**

September 17, 2003, 5:00 p.m. EDT (Same time zone as New York City)

### **Announcement of Workshops:**

October issue of *TIP*

### **Deadline for Notification of Acceptance or Rejection of Proposals:**

December 31, 2003

**Online registration begins. Printed registration booklet will also be mailed on this date.**

January 6, 2004

Contact: [lhakel@siop.bgsu.edu](mailto:lhakel@siop.bgsu.edu);

Web: <http://www.siop.org>

## **EAWOP NEWS**

### **Revised ABO Directory on Providers of Work and Organisational Psychology Services**

For years already, you are able to reach a Directory of Providers of Work and Organisational Psychology services (e.g. trainers, consultants ...) via [www.bdp-abo.de](http://www.bdp-abo.de) where you can find and inform yourself online about some 200 German WOP colleagues – substantially about what they offer and regionally where they are living and working. This service is offered to the public by Section ABO and will now be revised in order to increase design and functioning: for instance the field of competence of the particular colleague will be depicted more clearly, search criteria will be optimised, providers will be able to enlist and correct their data by themselves.

More information: please address [binder@systemics.net](mailto:binder@systemics.net).

## **Section ABO in BDP – about to merge with Section M+K in BDP**

by Arne Germann

The EAWOP Constituent ABO (WOP) and M+K (Market & Communication Psychology) are both sections in the Professional Association of German Psychologists (BDP). In their General Assembly in May 2002 members of section ABO had unanimously voted for the fusion of the two akin sections in order to attach more importance to business psychology in public and also in BDP.

The preparatory activities for the 2004 merger have already advanced far: After having formed „merger tandems“ – teams consisting of one member of the respective Board each - the Boards of sections ABO and M+K during the first half year of 2003 have lashed up the essential cornerstones for a common future. Already now important steps have been materialised. Agreements have already been made for the following subjects:

1. Common office
2. Common Congress on Business Psychology
3. Trade-off of the Boards
4. Name of merged section: Section "Wirtschaftspsychologie"
5. Structure of section
6. Formal agreements.

We all know that in times of change and restart – as mergers are for those concerned - process quality is essentially coining future realisation. That is why the ABO Board is glad to

report – besides regarding progress in content – on a special constructive and confiding atmosphere in all negotiation and agreement processes.

Thus, the course is set for the formal merger of the two sections on the forthcoming Congress on Business Psychology in May 2004. The broad and manifold spectrum of business psychology topics in both fields will be obtained and mapped under one umbrella. This might also be a useful example for other partitions of BDP to bundle common resources to form a powerful BDP.

## **LATEST NEWS FROM DIN 33430**

DIN is the German Industry Standard (comparable e.g. with British Standard) and DIN 33430 represents the norm on quality criteria and standards for vocational aptitude assessment as well as for persons who are conducting those assessments. The norm has been introduced one year ago.

The test curatorship of BDP (practitioner organisation) and DGPs (scientist organisation) has committed to further the transfer of the norm into practice. There are plans to licence persons and to certify organisations for assessment work. A curriculum has already been worked out.

## ABO IN A NUTSHELL

[www.abo-psychologie.de](http://www.abo-psychologie.de) stands for quick, reliable and comprehensive information on section ABO.

Dates and events interesting for ABO colleagues are compiled here and also addresses of the Board members, of other officials, of thematic working groups and of regional ABO experience exchange groups.

You will find current information about meetings of these groups, on conferences and congresses, on the Directory of WOP Providers, on ABOmail.

This electronic mailing list links ABO colleagues across the Federal Republic as well as Board and members of ABO for quick questions and replies, support and information.

## PUBLICATIONS BY MEMBERS - 2002

### MEMBERS PUBLICATION REFERENCES IN 2002

Like we did one year ago, a list of members publication references during 2002 is edited as an Annex to this Newsletter.

The aim of this initiative is to increase the sharing among EAWOP members.

As soon as possible, this information will be available on the EAWOP site: <http://www.eawop.org/>

## INTERUNIVERSITY DOCTORATE PROGRAMME ON WORK AND ORGANIZATIONAL PSYCHOLOGY

The Opening Ceremony of the Second edition of Spanish Interuniversity Doctorate Programme on Work and Organizational Psychology will be held in Seville (Spain) on 27<sup>th</sup> October.

This is the first Doctorate Programme on Work and Organizational Psychology that have got The Quality Mention by the Spanish Agency. It is offered by University of Barcelona, University of Castellón, University of Madrid, University of Seville and University of Valencia.

The Opening Ceremony is dealing with a seminar on New Employment Relations in Europe, with participants from different countries who are going to approach the depth transformation of employment relations nowadays.

For additional information please contact Professor Lourdes Munduate ([munduate@us.es](mailto:munduate@us.es)) or consult the Web page of the Interuniversity Doctoral Programme:

<http://www.uv.es/doctoradointeruniversitarioPOT>.

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## Newsletter

Editors: Antonio Caetano & Margarida Garrido

Fall/Winter 2003

### **EDITOR'S NOTE**

As we did one year ago we are including in our newsletter the publication references of our members. We would like to thank all your contributions. For those you could not send us their publication references on time there will be another opportunity in the next year's list (concerning the year 2003) that we hope to see enlarged.

### **MEMBER'S PUBLICATION REFERENCES (YEAR 2002)**

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