



EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

Newsletter

Editor: Ana Passos

November 2006

EDITORIAL

Dear members

2006 has been an important year for EAWOP. Our initiatives in Research, Education and Practice have gained considerable momentum, and we have established relationships with the Society for Industrial and Organizational Psychology (SIOP) in the USA and the Society for Industrial and Organizational Psychology of South Africa (SIOPSA). In brief we are launching small group meetings on topics important in W/O Psychology in themselves but that can also lead to position papers relevant to policy, developing a framework for training standards, and launching a practice-based e-journal. EAWOP is now recognised by SIOP as an organization whose members can apply directly for membership of SIOP without also joining APA first. SIOP membership criteria have to be met of course but we are only the second organization, after the Canadians, to be in this category. The fruits of these activities will not be apparent until later, but their beginning is vital to what EAWOP can bring to W/O Psychologists.

Our next congress is in Stockholm, Sweden, next May (details: www.eawop2007.org). A key development for us is that the congress fee will include EAWOP membership for 2007 and 2008 for those eligible to join and want to, or for those who are already members. There will be no reduction of fees for those who decide not to join so we hope most will elect to join or continue to be members, leading to a strong and vital organization. Increased membership will enable us to meet our strategic objectives for the next few years, especially our aim to increase our visibility and influence in promoting and developing work and organizational psychology in Europe. Please see the rest of the newsletter and the website for more information. Your continued support is very much valued.

Nik Chmiel, President

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**XIIIth European Congress of Work and
Organizational Psychology
Stockholm, May 9-12, 2007**

**Sustainable Work: Promoting Human and
Organizational Vitality**

LATEST NEWS ABOUT THE CONGRESS

Overwhelming response to call for papers

The deadline for submission of abstracts was reached in the beginning of October and the result is very encouraging. A total of 1.019 oral and poster submissions were submitted along with 49 suggested symposia. In addition, there will be six invited plenaries and just over 20 invited symposia. Although the review process will reduce the number of single paper/poster abstracts somewhat, there is a very large volume of scientific presentations and round-table discussions to be handled. As a result, the Program Committee is facing a tough task to fit everything into the congress schedule. It has already been decided that an extra symposium session will have to be added after lunch on the last day of the congress (Saturday, May 12).

As would be expected, Europe dominates with 792 submissions. Among European countries UK, Sweden and Spain are in the lead. North America is represented by 51 submissions, Asia with 67, Africa with 34, and Latin America with 20 submissions.

Here are some examples of the number of submissions within major congress topics

<i>Topic</i>	<i>Number of submissions</i>
Work-Family Interface	146
Human Resource Management	138
Job Stress and Employee Well-Being	135
Personnel Psychology	86
Leadership and Management	83
Teams and Workgroups	65
Organizational Structure, Culture, and Climate	64
Organizational Change and Development	58
Research and Methodology	47
Entry, Exit, and Mobility	43
Changing Employment Relations	40
Technology and Knowledge	34
Emotions in the Workplace	24
Industrial Relations	10

We are extremely pleased with the response that we have received, and we thank all colleagues who have submitted their abstracts. The review process is under way and notification of acceptance will be distributed by December 15.

Gunn Johansson
Organization Committee Chair

**PRE-CONGRESS WORKSHOPS
May 9, 2007**

Workshops for practitioners and / or researchers will be organised on Wednesday May 9 2007. The general aim is to offer a half-day focused, interactive education session within a given topic of high relevance and with a current interest. Workshop titles and instructors / facilitators will be announced on the web page during the beginning of the autumn 2006. Please look out for new announcements because the list will be updated continuously with new titles and descriptions (www.eawop2007.org).

Please note that the condition for a workshop to be given is that a minimum number of 20 participants must register for the workshop. Cost for participation is SEK 1.100 exkl 25% VAT for a three hour workshop.

WORKSHOP 1 09.00 - 12.00

**"Measuring and Improving Organizational Productivity"
Robert Pritchard, USA**

Description

The workshop will focus on measuring and improving organizational productivity. The workshop leader will first give a brief overview of one technique, the Productivity Measurement and Enhancement System (ProMES). ProMES was designed by the workshop leader to be a practical method of measuring organizational productivity, and to use these productivity measures as feedback to help people improve their productivity. The goal was to make these improvements in such a way that everyone benefited, including the people doing the work. Workshop participants will be asked to have read one article describing ProMES which will be provided in advance by the workshop leader. This article explains the steps in doing ProMES and the results from using it in organizations around the world. These results indicate that 1) the system generally results in large increases in productivity which last over long periods of time, 2) it can be used in many different types of organizations with people at all levels of the organization, 3) the system is highly cost effective to use, and 4) attitudes and stress improve under the system. Reading this article in advance will allow the focus of the actual workshop on practical issues in doing the intervention. Specifically, the workshop will simulate the steps in doing ProMES using the workshop participants as members of the design team. The focus will be on the practical issues that a ProMES facilitator must deal with in actual projects. This information is based on over 20 years of using the technique. Potential participants can get more information about ProMES from: <http://www.psych.ucf.edu/promes/>, the ProMES web site.

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WORKSHOP 2 09.00 - 12.00

**"I-DEALS: Idiosyncratic Deals Workers Bargain for Themselves challenges"
Denise Rousseau, USA**

I-DEALS: Idiosyncratic Deals Workers Bargain for Themselves challenges traditional notions that standardization is the only way to create workplace justice. Employees, especially those with valuable skills, can make their jobs, pay, perks and career opportunities different from their co-workers. These idiosyncratic arrangements can be a valuable source of flexibility and personal satisfaction-but can also create inequity and resentment among colleagues. How idiosyncrasy can be made fair, where differential treatment is acceptable to co-workers and beneficial to the employer, will be the focus of discussion in this workshop.

WORKSHOP 3 09.00 - 12.00

**"Managing Job Stress, Burnout and Engagement"
Wilmar Schaufeli, Utrecht University, The Netherlands**

The aim of the workshop is to increase participants' knowledge of job stress, burnout and work engagement, to make them aware of antecedents and consequences, and to help them identify and plan interventions to manage burnout and build engagement in organisations. More specifically, using an evidence-based model, four issues will be addressed:

- The work situation, including its demands and resources and their balance;
- Person factors, including the ways of coping with job stress;
- Situational factors, including life events and work-home interference;
- Burnout and engagement as negative and positive outcomes, respectively.

Each of these four issues will be illustrated with empirical results from recent investigations and participants are invited to identify factors in their own work situation that may contribute to their levels of job stress or - contrarily - to wellness at work. Also, levels of burnout and engagement of the participants are assessed using validated questionnaires.

Finally, an overview is presented of interventions to prevent burnout and promote engagement in organizations.

WORKSHOP 4 13.00 - 16.00

**"Ask the researchers about leadership"
Claes Wallenius, Sweden**

This workshop will be a forum for leadership discussion. The panel will consist of prominent Swedish leadership researchers from different sectors, including representatives from the national defense sector as well as the financial and health sectors. The participants will have the opportunity to address questions to the panel about the various discussion topics.

The first topic will concern the scientific aspects of leadership. The discussion will focus on questions surrounding the state of leadership research today. As is the case in many social sciences, researchers have left us with a number of models, and there is little consensus as to which one to use. The models focus mainly on leader traits, on leader styles, on situational aspects, and on the relationship between leaders and followers.

The second topic will concern the practical implications of leadership research. Many of those who practice leadership are interested in research that offers reliable answers to the "how to" questions. A related aspect concerns the criteria for quality leadership in the different models. Is it possible to define "good" or "bad" leadership on a general level or is it situation specific? It is important that we discuss the actual leadership advice that can be derived from the different models, which could help provide direction for those in leading positions, those who select and train leaders, and those who will be led.

WORKSHOP 5 13.00 - 16.00

**"International developments in the field of test quality and test user standards and guidelines"
Dave Bartram, UK**

The workshop will focus on the work carried out under the auspices of EFPA on developing common standards for test review procedures and the on standards for test use. The latter work, carried out jointly with EAWOP, will form the main focus of the workshop. In order to provide a context for this, we the work of the International Test Commission will also be reviewed, especially with regards to the guidelines on test adaptation, on test use and on computer-based and internet-delivered testing. An update on other international developments will be provided, in particular the progress of the ISO (International Standards Organization) project to consider standards for psychological assessment.

The timing of the workshop is ideal in that it will coincide with the time at which the EAWOP-EFPA Steering Group for the test user standards project will be reporting to the EAWOP General Assembly. As part of this project, data has been collected on test user qualifications requirements from a number of European countries.

The format of the workshop will consist of both briefing sessions and opportunities for delegates to provide input to these various projects, rather than just be told about them. In particular, I will be keen to collect delegate's views on how and in what directions EFPA should progress these various projects in the future, both on its own and in collaboration with EAWOP, IAAP, ITC and ISO.

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WORKSHOP 6 13.00 - 16.00
"Course in multilevel analysis for grouped and longitudinal data"
Joop Hox, Utrecht University

Social research often concerns relationships between individuals and the social contexts to which they belong. Individuals and their social contexts can be conceptualized as a hierarchical structure, with individuals nested within groups. Classical examples are organizational research, with individuals nested within organizational units, and cross-national research, with individuals nested within their national units. Such systems can be observed at two levels, and as a result we have data with group level variables and individual level variables. To analyze such hierarchical structures, we need multilevel modeling, which allows us to study the relationships between variables observed at different levels in the hierarchical structure. Multilevel modeling can also be used to analyze data from longitudinal research, by viewing measurement occasions as being nested within respondents. This has several advantages compared to more classical approaches to longitudinal data. This short course is intended as a basic and nontechnical introduction to multilevel analysis. It starts with a description of some examples, and shows why multilevel models are necessary if the data have a hierarchical structure. It then covers the basic theory of two- and three-level models. Next it explains how multilevel models can be applied to analyzing longitudinal data, and why and when this may be an attractive analysis approach, as compared to more classical analysis methods such as multivariate analysis of variance (Manova). Examples shall be given on how to conduct these analyses using the SPSS Mixed procedure, which is available in SPSS starting with version 11.5. The course assumes reasonable familiarity with analysis of variance and multiple regression analysis, but prior knowledge of multilevel modeling is not assumed.

The course is based on: J.J. Hox (2002). *Multilevel Analysis. Techniques and Applications*. Mahwah, NJ: Lawrence Erlbaum Associates. The course pack includes selected chapters from this text, a brief 'how to' guide to SPSS Mixed, and handouts from the PowerPoint slides.

WORKSHOP 7 13.00 - 16.00
"Personnel selection: New methods for analysis and design"
Prof.dr. Robert A. Roe, Universiteit Maastricht

Personnel selection is one of the key activities of W&O psychologists all around the world. Much has been written about how to develop test batteries for selection, and many studies have examined the psychometric properties of selection tests.

However, this literature is limited scope and addresses only a small part of the problems faced by psychologists involved in developing selection systems.

The aim of this workshop is to offer participants a broader perspective on personnel selection (that includes e.g. political, economic, and managerial aspects), to give a complete overview of the process of redesigning an existing selection system (or designing a new one), to discuss critical issues in the design process, and to present a variety of techniques that are helpful in dealing with these issues. Some keywords are: stakeholder analysis, design cycle, program of requirements, competence analysis, trajectory analysis, flow analysis, prediction models, selection stages and batches, compensation and cutoffs.

Participants in this workshop will, first of all, learn how to analyze selection situations from a number of perspectives. One is an organizational perspective that looks at the stakeholders of selection, vested interests, power games, and possibilities for change. Another is a psychological perspective that looks at performance (deficits), the various factors contributing to it, and possibilities for improvement by selection compared to other interventions. Next, there is a purely numerical perspective that looks at numbers of candidates and positions, and at possibilities for reaching targets on the basis of known validities and statistical considerations. Participants will be made familiar with the notion of designing a selection system in a stepwise but iterative process. They will learn to focus on the system's architecture and to take critical decisions before elaborating psychometric and practical details.

XIIITH EAWOP CONGRESS - STOCKHOLM
IMPORTANT DATES

15 th December 2006	Notification of acceptance
31 st January 2006	Last date for early registration fee
9 - 12 May 2007	Congress

The review process will be concluded by **December 15, 2006**, and letters of notification will be sent out by e-mail. Please note that the Program Committee reserves the right to change proposals for oral presentations to posters, rather than refusing abstracts, depending on the number, theme, and quality of submissions. All accepted abstracts will be published on the Congress website and on a CD to be distributed to the participants at the Congress.

We hope to be able to welcome you in Stockholm, one of the most beautiful capitals in Europe.

Gunn Johansson
Organization Committee Chair

EAWOP SMALL GROUP MEETINGS

CALL FOR PROPOSALS

EAWOP's mission is to promote and support the development of work and organizational psychology in Europe. One obvious way to do this is to get work and organizational psychologists from all across Europe together to explore mutual interest, and build collaborative networks. In addition to its successful bi-annual congress, EAWOP therefore launches a new initiative to stimulate, through start-up funding, *Small Group Meetings* – small-scale research or practice-oriented conferences (20-25 participants) with an international group of delegates, and with the explicit aim to stimulate contact between EAWOP members and the development of crossnational collaborative networks within Europe. EAWOP members interested in organizing such a meeting are invited to submit a proposal for such a Small Group Meeting to the EAWOP executive committee.

EAWOP offers a start-up budget of 3500 euro per meeting. This budget is intended for organizational costs. It is not meant to cover all costs – organizers are expected to actively seek additional funding. Moreover, it is explicitly meant for not-for-profit meetings only – funding is meant to keep costs to participating EAWOP members at a minimum.

The aim of this EAWOP initiative is to stimulate the organization of meetings that advance the international position of work and organizational psychology in Europe (i.e., build international visibility, collaboration, and research networks). We therefore solicit proposals for intensive, multiple-day conferences with an international range of delegates in which members of EAWOP play an active part. Following from the aim of the meeting, funding is contingent on meeting the following conditions:

- Multiple day meeting focused on a specific and important theme in work and organizational psychology
- Maximum of 20-25 participants, so that all participants can actively participate and present
- At least 50% of the participants are EAWOP members
- Participants are from at least four different European countries
- Lowest possible costs to EAWOP members
- Proposals for Small Group Meetings can be submitted by EAWOP members or EAWOP constituents
- The responsibility for the organization lies with the local organizers, not with EAWOP

- Participation in the meeting is in principle open to all EAWOP members (with the restriction that the maximum number of participants is 25); there is an open call for papers that is announced internationally (e.g., via the EAWOP website and newsletter); the meeting will be announced as “EAWOP Small Group Meeting on ...”
- Even though the actual participation in the small group meeting is restricted to 20-25 people, the meeting should yield a product available free of charge to the EAWOP membership such as a special issue of *European Journal of Work and Organizational Psychology*, a position paper published in *EJWOP* or via the EAWOP website, or a digest of the meeting's presentations that moves beyond a compilation of (extended) abstracts published via the EAWOP website

EAWOP members or constituents that are interested in organizing a Small Group Meeting are invited to submit a proposal to the EAWOP executive committee (c/o Daan van Knippenberg, dvanknippenberg@rsm.nl). First deadline for submissions is **January 20, 2006** (proposals received after that date will be discussed at a later meeting of the EAWOP Executive Committee). The proposal should contain the following:

- Title and description of congress theme, including a rationale for its importance in European work and organizational psychology
- Dates and place of the meeting (NB: please note that the distribution of the open call for papers requires substantial lead-time for interested parties to respond well in time for the meeting)
- Organizing committee and contact person
- Budget, including plans to secure additional funding
- Plan for the distribution of the call for papers, as well as the proposed call for papers
- Names of 10 EAWOP members from four different countries committed to participating in the meeting (NB: this is to assess the viability of the meeting; the remainder of the available slots should be competitive)

For further information, please contact Daan van Knippenberg (dvanknippenberg@rsm.nl).

**NEW: EAWOP E-JOURNAL
"EWOP In Practice"
still in December 2006**

Perhaps you remember: Publishing an EAWOP e-journal on Work and Organisational Psychology in practice as a counterpart for the meanwhile very well established and acknowledged, more scientifically orientated European Journal of Work and Organisational Psychology (EJWOP) had been agreed in the General Assembly at Istanbul in May 2005. The Assembly appointed Ute Schmidt-Brasse/Germany to deal with this issue. As scheduled, a First Draft of how this journal could look like and function was submitted to the Executive Committee in January this year. Adapted to some decisions and further specifications provided by the EC, the Second Draft of the projected EAWOP e-journal was finally presented to the attendants of the Constituent Council meeting on 21 October, 2006, in Sevilla. The draft was appreciated and given the "go" for the launch of a "0" edition in December 2006. The participants recommended as name: "European Work and Organisational Psychology (EWOP) In Practice".

Why does EAWOP pursue the edition of such an e-journal? There are several reasons, some of which are listed here:

- Benefit from diversity and co-operation between the various EAWOP Constituents and single members
- Provide an appropriate platform for sharing and exchanging theoretical knowledge and practical experience
- Create a hands-on counterpart for EJWOP
- Make EAWOP more valuable regarding practical application of our field
- Encourage more practitioners to share their approaches and experience
- Install a low price, quick assess, flexible, interactive, easy to manage medium.

By providing scientifically based hands-on information twice a year, the new e-journal will support state-of-the-art performance in the ever changing daily working life and allow for discussion and exchange of current facts and processes, down-to-earth problems, and solutions. Thus it will stimulate and disseminate fresh ideas, smart interventions, new procedures, methods, and techniques and give the possibility to „spin on“ to what you read. "EWOP In Practice" by that hopefully will encourage colleagues to get into touch and network with each other across borders. The new e-journal will be a special service to EAWOP members, that is why it will be part of the EAWOP website and accessible by members only. A second line of the e-journal will be opened later, providing a platform for emerging research.

The editorial team for the time being will consist of Ute Schmidt-Brasse/Germany as the editor, Dr. Angela Carter/U.K. as the co-editor, two assistants, and Ana Passos as link to the Executive Committee who is also responsible for the IT materialisation.

The e-journal will publish primary publications from the applied WOP field as well as "best of" national journals and congresses and will provide a possibility to give feedback on and discuss the contributions.

To start with, we succeeded in convincing our colleague Kristiina Fromholtz-Mäki, SR HR Manager with Nokia Corporate Functions, Espoo, Finland, to yield to us her Istanbul key note presentation of May 15, 2005, for the "0" edition. The paper imposingly tells about "Challenges for the HR in global companies". We are sure that this will be just the encouragement you need to lurk for the launch of "EWOP In Practice" on the EAWOP Website by mid of December.

You will then also find technicalities how to submit your own contributions for the First Edition (or further issues), how they will be assessed and filed "EWOP In Practice" will depend on your commitment!

*Ute Schmidt-Brasse
EAWOP In-Practice Editor*

**EAWOP TASK FORCE ON EUROPSY AND
ADVANCED DIPLOMA ON WOP PSYCHOLOGY
Jose M^a Peiró (Chair), Marco Depolo, Lourdes
Munduate, Robert Roe, Branimir Sverko, Matti A.
Vartiainen**

**Minimum standards to work in the field of Work,
Organization and Personnel Psychology**

EAWOP has created a Task Force to define the minimum standards which European Psychologists should have in order to qualify for independent practice in the field of WOP Psychology. The main questions to be addressed by the Task Force are the following:

1st Level (EuroPsy- European Diploma in Psychology):

What are the minimum requirements for entry into Supervised Practice in the field of WOP Psychology?

2nd Level (Advanced EDP):

What are the minimum requirements for entry into Practice as WOP Psychologist?

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The requirements refers to curriculum elements (input model) as well as professional competences (output model). For the curriculum elements the Task Force is considering the ENOP Reference Model. For the professional competences the Task Force is designing a web survey to judge which competences are required at the European level to become a WOP Psychologist

WEB SURVEY TARGET: Which competences are required to become a European WOP psychologist?

The Task Force would like to get the views of WOP psychologists across Europe on this matter by means of a web survey. The relevance of the web survey relies on differences in job content and differences in practices across Europe that could lead to different requirements. The survey seeks to gather data about the well-established practices all over Europe and also to gather the new and innovative practices already being used by a few professionals.

In order to reach the majority of professionals and also the few ones who are using new and innovative practices, the Task Force is requesting the following from the constituents:

- ✓ To answer the survey considering how to cover both traditional and non-traditional segments of the labor market of WOP Psychology
- ✓ The best way to approach their National Associations' members in order to request them to participate in the web survey
- ✓ The way each National Association is implementing the EuroPsy accreditation process

WEB SURVEY PROCEDURE

The survey will be put at EAWOP website and the call to participate will be sent to EAWOP members in January, 2007.

TASK FORCE REPORT

A session on 'EuroPsy and Advanced Diploma in WOP Psychology: Ideas and Proposals' will take place at EAWOP Stockholm Conference (May, 10-12, 2007). EAWOP Task Force on EuroPsy & AEDP will present and discuss the proposal on the requirements to become a European WOP Psychologist with participants at the session.

DIGESTS FROM THE EXECUTIVE COMMITTEE

Digest from the EXECUTIVE COMMITTEE (EC) Meeting in Stockholm in June 2006

Stockholm Congress. EC was informed about recent developments concerning the EAWOP Congress 2007. There will be at least six pre-congress workshops, 20 invited symposia and up to 12 parallel sessions. EAWOP GA meeting will be probable on Friday. Marketing issues will be the next major work. CO works on how to get more practitioners to be involved. About this issue several strategies were discussed: marketing could be made through the journals and newspapers of psychologist's associations, using EAWOP constituents network, emphasizing some specific topics of practitioners' interest. (GJ)

Financial matters. The financial situation of EAWOP was reviewed by the Treasure. There are still several constituents that did not pay membership for 2006. It was discussed the possibility that EAWOP financial year could be from May to May (due to the more important EAWOP income – the congress). It was decided that the General Secretary (HH) makes a checklist of main EAWOP administrative procedures, activities and timetables. Concerning the annual amount of administrative secretary costs EC approved the budget proposed by the Treasure.

Members. The following nine new members were approved: John Antonakis, Domenica Gentile, Ana Gomez-Bernabeau, Andreas Grau, Gladeline Lergier, Jean Masselin, Lisa Jane Matthewman, Maria Rosario Pelaez Lopez, Stephan Schild. There are several members that are "lost" or "unknown" (30 in total). It was decided that each EC member should verify the lost members list and, in case of having update information send it to the administrative secretary. (HH)

External relations. President reported his visit to SIOP Congress on May 2006. EAWOP was accepted as an I-O Related Group. SIOP was interested in EAWOP activities and strategy. SIOP and EAWOP have similar challenges: they are looking for visibility, influencing policy, making links with other organizations. EC approved that President can sign a memorandum of understanding between EAWOP and SIOP/SA. (NC)

Website, newsletter, communication. Concerning the website, the feedback from members is very positive. It was agreed that each EC member should be co-responsible for keeping own areas up to date. The 2nd Newsletter will be send to members in next autumn.. Main topics will be: Stockholm congress, liking EAWOP membership to congress, EAWOP/ SIOP relationship, EAWOP Small Group Meetings, Task-forces' report. Members will be formally informed on the new payment policy during the next autumn. (AP)

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Journals, EJWOP: There have been constant problems that some EAWOP members has not received the copies. In order to correct the situation immediate actions are needed toward Taylor & Francis.

The relationships to the constituents. An idea of creating a new affiliated constituent group within the Baltic countries has been presented by Matti Vartiainen, Finland. A workshop about this theme will be arranged in next autumn. EC encourages this idea and can also fund it, but needs first a more concrete plan and budget about the meeting. (LM)

The goal of EAWOP is to have as many constituents as possible. However, in 2005 only 10 constituents out of 28 paid the fee. It necessary to re-think what EAWOP wants from constituents. Moreover, it is necessary to think how to increase the number of constituents and their involvement. (LM)

Constituent Council meeting October 21. A proposal for the program of the CC was discussed. In order to increase the number of constituents involved in EAWOP, the EC agreed to make a special invitation for the two types of constituents: a) emerging constituents (like the Baltic group) and b) Re-emerging constituents (like Belgium, Ireland, Denmark and France). (LM)

Eurodiploma Task-Force. Main targets agreed by the task force are: a) propose the minimal standards to be able to request the EDP; b) propose the minimal standards to be able to request the AEDP; c) promote a survey to explore what is happening in different countries in order to make a list of WOP main competences; d) propose a list of competences to become a W&O psychologist; e) revise the ENOP model bringing in line with Bologna agreements; and f) provide different examples to get the AEDP. (LM)

EAWOP Small Group Meetings (SGM). EAWOP has received two SGM proposals. EC considers that it is good to have two SGM before the Stockholm Congress: one in January and other in February. (DK)

Test User Task Force. At present there are now two main questions to be tackled by the task force: 1) who is allowed to use the test (only psychologists or non-psychologist, too) and 2) the scope of methods the standards are covered by (only psychological/psychometric methods or other assessment method as well). (HH)

Prizes. EAWOP has had a young psychologist prize. In Istanbul prizes were given based on the abstracts. EC think that in future, evaluation should be based on a paper. Criteria of application should also be defined. Deadlines for submitting a paper for the next Congress will be middle of January 2007. It will be necessary to have a committee to review papers.

Digest from the EXECUTIVE COMMITTEE (EC) Meeting in Seville in October 2006

Stockholm Congress. GJ refers to the recent developments of the EAWOP-2007 congress. Over 1000 submissions of communications and posters are received; 23 symposia are invited and more than 50 are submitted. One panel debate and one round table are programmed.

The EC members congratulated with the congress organizers on the success in terms of submissions. They ask to find some alternatives to reduce the number of parallel sessions, if possible.

The EC members agreed with the proposition to prepare a diary for the next congress organizers with a data base of members and people that submitted abstracts.

Financial matters. FF reviewed the present financial situation. The present situation is well-balanced in relation to the provisional budget of 2006. There are still problems with some constituents that did not pay membership for 2006.

Constituent Council meeting preparations. EC prepared the Constituent Council Meeting discussing the agenda: presentation of EAWOP activities, Other future initiatives, Constituent partnership and promoting Constituent membership, EAWOP Congresses nominations for 2009/2011, preliminary discussion of the next General Assembly issues. Particular attention is devoted to the e-journal issue: EC recommends a first publication in December 2006 on the EAWOP website, visible for everybody.

Reviewing the result of the CC meeting. The EC members positively considered the results of the CC meeting. However, there is a low number of participants in comparison to the 2004 CC meeting.

The membership issues. EC approved the new members (ordinary and associates) following the list proposed by HH. NC will prepare a letter for all the EAWOP members and all post attending EAWOP congress, and all people that submitted an abstract at the Stockholm congress, to clarify the new payment procedures.

EAWOP activities. DK reviewed the situation of the Small Group Meeting for 2007 and 2008. EC members agreed to collect the application for new SGM and approved them one year before being carried out. The deadline for the new SGM is January 20 and the decision will be taken in the next meeting (Bologna, February 2007).

EC discussed the proposal of Peirò: EAWOP could sponsor the ENOP conference that will be held in Kiev (October 2007). The EC decided to sponsor the conference with 3500 euros if EAWOP will be included in the organizational structure of the conference.

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Administrative issues. EC discussed the actions needed to prepare the next General Assembly in Stockholm 2007.

Journals: EJWOP. NC reported that he received some proposition for new journal publisher. The EC will formally discuss these propositions in the meeting in Stockholm (May, 2007).

MINUTES OF THE CONSTITUENT COMMITTEE

Summary of the CONSTITUENT COMMITTEE (CC) Meeting in Seville in October 2006

Reports on EAWOP activities:

- (a) **Small group meetings** (DvK): two small group meetings (aging workforce, Tilburg, The Netherlands; psychological contracts, Zurich, Switzerland) are planned for 2007. EJWOP has agreed to invite position papers (acceptance of submissions is to the editors discretion) based on these meetings that capture the state of the art and an agenda for research and practice in the particular field.
- (b) **Advanced Euro-Diploma Task Force** (JMP): A task force chaired by Jose-Maria Peiro has formulated recommendations for the minimal requirements for someone to be recognized as a W&O psychologist. These requirements include a three-year bachelor, a two-year master, one year of supervised practical experience, and a portfolio of courses that cover the breadth and depth of W&O psychology.
- (c) **Test-User task force** (HH): The task force attempts to develop guidelines and requirements for psychological testing that can be applied across Europe. At present, these attempts are still hampered by a tension between different (national) models applied across Europe. Currently, EAWOP rather than EFPA is taking the lead in these attempts to develop a universally shared model.
- (d) **Website opportunities** (AP): EC has developed the possibilities and opportunities for constituents to use web-based services. Currently, however, a problem is that constituents are less responsive to requests for input than is desirable, and AP calls upon the constituents to use the opportunities provided by the improved website, and to provide input for website and newsletter

Other future initiatives

- (a) **Membership issues** (NC): Student membership with potentially a reduced conference and membership fee is attractive (i.e., builds longer term relations with the next generation of WO psychologists), but the question to be addressed is which students qualify for student membership.

Retired membership category (with reduced fee?) may recognize people's contribution and cater to members' interest. Do we want this category, and if so, under what conditions do people qualify for this category?

Honorary membership category is attractive to appropriately recognize people's contribution to European W&O psychology. In addition, it might be a "marketing tool" to flag EAWOP outside Europe by highlighting the contributions, and value, of non-European W&O psychologists. When would people qualify for this category? (assuming we'd want to install it).

The EC should formulate proposals for these new membership categories for the 2007 General Assembly in Stockholm.

- (b) **External relations and marketing (NC):** a letter/email will go out to all members, conference attendees, etc. - EAWOP has a new membership structure tied to the conference (but the old membership structure is still in place for those not attending the conference). As per recent agreement with the Society for Industrial and Organizational Psychology (SIOP), EAWOP members qualify for direct membership of SIOP (i.e., without APA membership).

Constituent partnership

- (a) **Baltic group** (HH): Matti Vartiainen has organized a first meeting of a group of W&O psychologist in the Baltic Sea area to promote the development of (a) new Baltic constituency(ies). More information about this meeting will be available at the next CC meeting.
- (b) **Pay policy for constituents** (NC): In view of the problems of getting in constituent fees and constituent participation in CC meetings, NC proposes to lower the fee for constituents to a nominal amount (e.g., enough to cover the actual costs of CC meetings) and to instead make constituent membership contingent on the provision of information to the EC, website coordinator, etc. CC members note that part of the solution might also be to make contributions outside of the CC meetings easier (e.g., via the internet) or to use fees to reduce costs for visits to CC meetings for constituents that might face more challenges raising the necessary funds.

The new e-journal

Ute Schmidt-Brasse presents the plans for the new electronic journal "In Practice". The journal: a) is going to be internet only; b) to be members only; c) will appear twice a year (June, December). The editorial team will consist of Ute Schmidt-Brasse and one or more others - Angela Carter offers her/BPS-DOP support (AC will be part of editorial team). Any efforts for Ph.D students (i.e., electronic publication opportunities) will be separate from the e-journal.

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A paper in In Practice should be a publication: editorial team to work out the issue of publication, e.g., arrange ISBN, continuity in availability/accessibility of published issues, etc. The first issue will appear December 2006

EAWOP Congresses

- (a) **2007 congress** (GJ): the Stockholm congress is well under way. It received over 1000 paper/poster submissions, more than 70 symposia submissions, 15 round table submissions from all around the world. Moreover, there are six pre-conference workshops and six invited keynote addresses. The review process is currently in progress.
- (b) **2009 congress** (JMP): Spain has expressed an interest in organizing the 2009 congress. Some issues still have to be resolved, but the expectation is that Spain will be able to present a formal proposal at the 2007 General Assembly in Stockholm. (The congress would then most likely be held in Santiago de Compostella.) If this unexpectedly does not work out, this should be clear before December, so the EC can take appropriate action.
- (c) **2011 congress** (NC/USB): Germany/Dieter Zapf (Frankfurt) has expressed a clear commitment to organize the 2011 conference. Timing is an issue though, and the EC stresses that deviating from the May window is not possible. NC is to contact Zapf about this.

Other issues

- (a) **EC membership** (NC): President NC is up for replacement as of the Stockholm conference. Nominations for president should be in at least 45 days prior to the Stockholm General Assambly. Members FF, HH, and LM are up for re-election (AP and DvK have still two years of their term left).
- (b) ENOP announces its next conference and requests EAWOP funding (JMP).

NEWS

OBITUARY FOR TOM CARRUTHERS/U.K.

EAWOP has lost one of its most unassuming but formative members: Tom Carruthers died in August at the age of 77. Originally, Tom had been trained as a teacher for English and history. After the war he had served in the RAF as an education officer in Germany, later as an appointment officer at Glasgow University, after achieving a B.Ed. he taught Applied Psychology there. Following an early retirement offer, he moved to counselling, especially to vocational guidance.

Regarding professional representation, he engaged in the Division of Occupational Psychology (DOP), part of The British Psychological Society (BPS), and served as Chairman of the Scottish Branch, as DOP and Admissions Committee member, and finally on the DOP Board of Examiners.

Tom Carruthers showed up in the European professional scene at one of the first meetings of a professional German-British experience exchange group installed in the early 90ties by the German Sektion Wirtschaftspsychologie (within the Professional Association of German Psychologists/BDP), together with BPS.

When, in 1996, EAWOP set up a Task Force on Professional Issues of Work and Organ-isational Psychology in Europe, Tom was nominated by BPS to be a member of this Task Force. The task of this internationally staffed working group was

- to gather information about the routes of study and training by which people became qualified as Work and Organisational Psychologists in European countries and
- to make clear the various ways in which psychologists have bridged the gap between university education and effective practice in W/O psychology.

Tom took over the essential duty to collate all data collected by the TF members and the Task Force was able to deliver a report in 1999 which was published for professional follow-up in the European Journal of Work and Organisational Psychology (EJWOP 2/1999).

Tom then re-engaged in the Task Force to Promote Practitioners in EAWOP which worked from 1999 to 2001. As the majority of EAWOP members were - and are - scientists from different kinds of universities and other researching institutes, it was the objective of this Task Force

- to develop strategies and
- to make EAWOP more attractive for practitioners

in order to enable EAWOP to fulfil its core objective: to support the development and application of Work and Organisational psychology in Europe and to contribute to bridge the gap between scientists and practitioners. Coming from teaching at university and now working as a practitioner, these were aims where Tom engaged with full heart. The results of this Task Force still are an appreciated basis of EAWOP strategies for further improvement of organisation, administration and content.

Looking back to both Task Forces, it is quite clear to me as the then-convenor that - besides his eminent contribution regarding contents - the considerable results were to a large extent due to Tom's extraordinary gentle, non-judgmental, integrating and mediating skills. His strengths were openness, empathy, dedication, patience, dry humour, and a sensitive handling of language.

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His tools were appreciation, asking questions and reinforcement - the most human way of communication I can think of.

Tom also contributed to Nik Chmiel's "Handbook of Work and Organisational Psychology – A European perspective" (Blackwell 2000). His chapter on the roles played, and contributions made, by Work and Organisational Psychology practitioners has been widely appreciated and read across Europe.

During the last years, Tom withdrew from active contribution which does not mean that he withdrew his interest in the further development of his field of scientific and practitioner work. He also stayed in touch with some colleagues to whom he was always ready to give advice and a helping hand when asked to do so.

EAWOP thanks Tom Carruthers for his active contribution and will not forget him.

Ute Schmidt-Brasse
October 8, 2006

Germany: New Board of „Sektion Wirtschaftspsychologie in BDP“

The 6th Congress on Work and Organisational Psychology "Networks and their interconnecting character", together with European WOP Practitioner Conference and Conférence des Praticiens de la PTO Européenne in May 2006 was a real success and – as always - a place for learning, discussing, and networking. The English and French speaking parts were – this time placed in the middle of everything - very well frequented and facilitated good experiences also across borders.

During the congress, the Sektions' General Assembly took place. Besides other issues - important for the German members – a new Board was elected, now consisting of

- Madeleine Leitner, Chairwoman
- Arne Germann
- Prof. Dr. Gerhard Raab
- Werner Grieshop
- Dr. Jürgen Smettan
- Dr. Annette Glitz.

Dr. Gerhard Raab (raab@wirtschaftspsychologie-bdp.de) and Werner Grieshop (grieshop@wirtschaftspsychologie-bdp.de) will now share responsibility for "international affairs", supported by Hans Peter Dogge (hpdogge@online.de) as future responsible colleague to deal with European matters and EAWOP Liaison Person as Ute Schmidt-Brasse stepped down from these duties. She will leave the BDP but will still lend a helping hand to the Sektion if needed. She took the opportunity to introduce Hans Peter Dogge to the EAWOP colleagues in Sevilla.

FORTHCOMING EVENTS

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

Working life in Europe is changing rapidly, also as far as human service work is concerned. To provide an arena for analyses and discussions of these developments, the European Network of Organizational Psychology (ENOP) initiated in 1985 a series of conferences on Work and Organizational Psychology. Originally these conferences exclusively focussed on health care, but later they developed into the broader field of human service work.

Conference theme

The conference will focus particularly, but not exclusively, on European perspectives of Work and Organizational Psychology application in human service work such as job control, autonomy, social leadership, skills development, team work, social support, commitment and engagement. It is the first time when the Conference from the series "Organizational Psychology and Human Service Work" is taking place in the NIS country therefore it is expected that particular attention will be paid to bridging and promoting of the East-West cooperation in the Work and Organisational Psychology of human services.

Nature of the conference

The conference is small-scale with exclusively plenary sessions and interactive poster sessions.

Presentations:

a) **Invited speakers:** We are pleased to welcome as keynote speakers:

Prof. Dr. Jozien Bensing (Netherlands Institute of Health Services Research, Netherlands). will deliver presentation "Pressure on the clinical encounter: workplace-related influences on the communication between professional and patient - a tale of ten countries"

Prof. Dr. Quijano, Santiago D. (Social Psychology Department, Faculty of Psychology, University of Barcelona, Spain) will deliver presentation "The structure of construct 'people results' in Health Care Sector, according the EFQM model, in some European countries: a cross-cultural study".

Prof. Wilmar Schaufeli (Department of Social & Organizational Psychology, Utrecht University, Netherlands) and **Prof. Jose M: Peiro** (Department of Social Psychology, Universitat de València, Spain) will deliver presentation preliminary entitled "Work and Organizational Psychology in human services organizations: overview of evolution and achievements".

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c) Oral presentations

The time allocated for each presentation is 15 minutes, with an extra 5 minutes for questions and comments after each speaker. At the end of each session some extra time for general discussion of the topics will be allocated.

Presentation equipment (overhead slide projector, multi-media projector, etc.) will be provided.

d) Interactive poster session

Two interactive poster sessions will run parallel to each other in separate rooms. The audience will move from one poster to another in one group. At each stop, the person responsible for the poster will be asked to briefly describe the content of the poster, followed by questions from the group. This short presentation with following questions is expected to take 5 minutes at the most.

Official language

The official language of the Conference is English. No simultaneous translation will be provided.

Publications

Abstracts of all presentations will be published in the Proceeding of the Conference and available at registration. Selected papers will be published in special journal issues or as book.

You are invited to submit an abstract (max 300 words) no later than **March 31, 2007**. Final notification will be sent out by May 31, 2007.

Complete paper should be submitted at the time of the conference to be included for the review process for the planned conference book. Submissions should be written in accordance to APA standards.

Organisation:

The conference is organised by 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.

Important Dates

31 March 2007 - Deadline for abstract submission

31 May 2007 - Final notification

1 July 2007 - Deadline for payment of the Conference fee

3- 6 October 2007 - First deadline for manuscript submission for publication (at the conference)

For more information, please contact:

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asorgpsy@online.com.ua

Xth European Congress of Psychology 3-6 July 2007, Prague, Czech Republic

The biennial European Congress of Psychology is organised under the auspices of EFPA.

The tenth will be held 3-6 July, in Prague, Czech Republic.

Please visit the congress web site at:

<http://www.ecp2007.com/>

5th Biennial Conference of the International Academy for Intercultural Research 9-12 July 2007, Groningen, The Netherlands

The 2007 Conference of the International Academy for Intercultural Research will be held on the campus of the University of Groningen, Netherlands on July 9th to the 12th (with a possible extension into the morning of July 13th).

Further information is available on

http://www.interculturalacademy.org/groningen_2007.html

22nd Annual SIOP Conference 27-29 April 2007, New York

The SIOP 2007 will be held in the Marriott Marquis on 27-29 April, New York.

Further information is available on SIOP website:

<http://siop.org>

CALL FOR PAPERS/ DATA

Journal of Occupational and Organizational Psychology

Call for Submissions Special Section on Innovations in the Study of the Work-Family Interface

Guest editor: Jeffrey H. Greenhaus (Drexel University,
USA)

The Journal of Occupational and Organizational Psychology (JOOP) invites submissions for a special section on innovations in the study of the work-family interface. It is anticipated that the special section will appear in the June 2008 issue of *JOOP*.

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Research on the work-family interface has grown substantially over the past 25 years, producing considerable insight into the interdependencies between work and family lives. Nevertheless, recent reviews have criticized the literature for its failure to develop and test inclusive theories of the work-family interface, its focus on the negative effects of multiple role participation, its reliance on cross-sectional designs with largely self-report data, its relative neglect of the social system in which individuals live and the strategies that individuals and families use to manage work and family roles, and its underrepresentation of significant segments of the population (e.g., older, working class, unmarried employees).

The special section of *JOOP* seeks conceptual and empirical manuscripts that address these and other limitations of the work-family literature. We are particularly interested in scholarship that examines novel work-family constructs and theoretical perspectives, uses innovative methodologies, and/or studies important but underrepresented segments of the population. Our aim is to publish a set of articles that will advance theory regarding the work-family interface. Questions from potential authors about this special section should be directed to Jeff Greenhaus at Greenhaus@drexel.edu

Submission deadline: April 30, 2007

Method of submission: Manuscripts, which should be clearly labelled as submissions intended for this Special Section, must be submitted through *JOOP*'s online Editorial Manager system in accordance with regular *JOOP* guidelines. All submissions will be blind reviewed, using the normal *JOOP* review criteria while also taking into account the innovative nature of the scholarship and its capacity to stimulate and guide work-family research in new and significant directions. More information about *JOOP* and the submission process can be found at <http://www.bps.org.uk/publications/journals/joop/>

REQUEST FOR PANEL STUDIES ON JOB ATTITUDE- WORK BEHAVIOR RELATIONSHIP

Dear colleague,

I am preparing a meta-analytic test of alternative causal models of the relationship between job attitudes and work behavior. As with every meta-analysis, it is crucial to consider as many relevant studies as possible, both published and unpublished. Thus, I am asking you whether you have relevant data and whether you are willing to share them with me

In general, I am looking for studies that meet the following criteria:

(1) Panel study (i.e., longitudinal design with repeated measurement of at least some of the variables), either at the individual level or an aggregated level (e.g., workgroups, companies)

AND

(2) At least one of the following job attitudes is measured at least two times: (a) job satisfaction (general or domain specific, e.g., satisfaction with pay or supervisor); (b) identification with, or affective commitment to, organizations, workgroups, occupational groups, or other work-related targets; or (c) job involvement.

AND

(3) At least one of the following forms of work behavior is measured at least two times and at the same time as the job attitude(s): (a) performance (self- or informant reports or objective indicators), (b) organizational citizenship behavior or specific facets thereof (e.g., helping), (d) absence, (e) lateness, or (f) turnover intention.

Have you conducted studies that meet these three criteria? If yes, I will be very grateful if you make these data available for inclusion in this meta-analysis. Of course, your data will be properly referenced in the paper on the meta-analysis, and you will receive a copy of the paper when it is written. If you are willing to contribute data to the meta-analysis, I will be grateful to receive the following information about your study:

- sample size
- demographic information about the sample (gender, tenure, age, occupations) (if available)
- information about the organizational setting (nation where the study was conducted, type of organization) (if available)
- time lag between the waves of measurement
- brief description of the job attitude measure(s)
- brief description of the work behavior measure(s)
- Cronbach alphas of job attitude and work behavior measures (if applicable)
- All possible zero-order correlations between the work behavior and job attitude measures at all waves of measurement. For example, for a two-wave longitudinal study (with measurement waves t1 and t2) and one job attitude and one work behavior measured, these would be the following 6 correlations: (a) the two cross-sectional correlations (job attitude t1 with work behavior t1; job attitude t2 with work behavior t2); (b) the two stabilities (job attitude t1 with job attitude t2; work behavior t1 with work behavior t2); (c) the two cross-lagged correlations (work behavior t1 with job attitude t2; job attitude t1 with work behavior t2).

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If your study is already published and the publication includes the described information, I will be happy to receive the reference or a copy of the publication. Although I have already conducted a thorough search in the major databases, some relevant publications may have gone undetected (e.g., because of insufficient indexing in the databases). If your study is unpublished, I will be happy to receive the above information in any decipherable format that is convenient for you (e.g., unpublished papers, SPSS output files, or raw data).

Your cooperation will be strongly appreciated. If you need further information, feel free to contact me at rikettam@aston.ac.uk.

Best wishes,
Michael Riketta

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