

International Association of Applied Psychology (IAAP)

Division 1. Work and Organizational
Psychology

Newsletter # 1

April 2010



The Newsletter is issued by
Division 1 (Work and Organizational Psychology)
of **International Association of Applied Psychology (IAAP)**

(web-page: www.iaapsy.org/division1)

EDITORIAL

Dear members of IAAP Division 1,

I am pleased to present you the first issue of the Division 1: Work and Organizational Psychology electronic Newsletter in 2010. The Newsletter provides information about Division 1 activities in the period from December 2009 till April 2010.

Many thanks go to the colleagues who kindly submitted their contributions to this issue. We noticed a very positive response from our membership which can be seen from a large number of news we received. Hopefully, this trend of positive collaboration will continue in the future.

Editor:

Prof. Lyudmila Karamushka
Institute of Psychology
Laboratory of Organizational Psychology
2 Pan'kivska str., office 22
01033 Kyiv
Ukraine
tel./fax + 38 044 288 07 19
e-mail: lkarama01@yahoo.co.uk

Kyiv, April 2010

TABLE OF CONTENTS

Editorial

1. Greetings from the President of the IAAP Division 1.

2. Division 1: Work and Organizational Psychology at the 27th ICAP in Melbourne

- 2.1. Program of Division 1: Organizational Psychology at the 27th ICAP in Melbourne
- 2.2. Special activities of Division 1: Organizational Psychology at the 27th ICAP in Melbourne: Alliance for Organizational Psychology Round Table on ‘Internationalizing Education in Work and Organizational Psychology. What competences W&O Psychologists need in a global world?’
- 2.3. Special activities of Division 1: Organizational Psychology at the 27th ICAP in Melbourne: Round Table on ‘Training in Organizations: Policy Issues’
- 2.4. Special activities of Division 1: Organizational Psychology at the 27th ICAP in Melbourne: Cross-cultural Research Incubators
- 2.5. Special activities of Division 1: Organizational Psychology at the 27th ICAP in Melbourne: Call for General Assembly
- 2.6. Special activities of Division 1: Organizational Psychology at the 27th ICAP in Melbourne: Social hour
- 3. ICAP and ARTs: encourage young scholars to attend

4. Call for IAAP fellows nominations

5. Call for the IAAP Division 1 EC elections

6. The Alliance for Organizational Psychology (AOP) established by IAAP Division 1, EAWOP and SIOP

7. International Organizations dealing with work related issues

- 7.1. International Labour Organization (ILO): Decent work for all
- 7.2. The Employment Conditions Knowledge Network (EMCONET)

8. Reports from IAAP Division 1 Activities

- 8.1. XIth European Conference ENOP 2009 on Organizational Psychology and Human Service Work ‘New challenges and interventions in Psychosocial Work environment’ (Lisbon, October 2009)
- 8.2. European Master Erasmus Mundus WOP – P Winter School 2010 (Coimbra, 21 February - 6 March, 2010)
- 8.3 Baltic Area Alliance Meeting

9. IAAP Division 1 Task Force on Humanitarian Work Psychology

10. News from IAAP Division 1 members

11. WOP projects

- 11.1. Health in Restructuring: Innovative Approaches and Policy Recommendations (HIRES)
- 11.2. Tempus Project for the cooperation between European universities and Universities of the Maghreb region to develop a master degree diploma on Work and Organizational Psychology in three Maghreb countries (Algeria, Morocco, Tunisia)
- 11.3. Technion Multi-Cultural Team Project:

11.4 Virtual Abroad Program.

12. WOP BOOK ANNOUNCEMENT

SIOP Professional Practice Series: Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace (edited by Kyle Lundby)

13. WOP web-sites

Making I/O-Related Research More Available to Practitioners: A Free Resource Website

14. WOP Journals

Human Relations special issue: Call for papers

15. Future Conferences, Congresses, Workshops and Schools

15.1. WOP Conferences and Congresses (2010-2011)

15.2 VII Congreso Iberoamericano de Psicología (Oviedo, Asturias, Spain, July 20-24, 2010)

15.3. LXXXVI Assembly of the National Council for Teaching and Research in Psychology (CNEI) (Mexico)

15.4. VIII International Congress of Occupational Risk Prevention (ORP) (Valencia, Spain, May 5-7, 2010)

15.5. IV Congresso Brasileiro de Psicologia Organizacional e do Trabalho (IV CBPOT) (Sao Paulo, Brasilia, July 5-7, 2010)

15.6. Second EAWOP Early Career Summer School (Valencia, September 11-17, 2010).

15.7. Workshop on WOP problems and challenges in Ukraine and Poland (Kyiv, October 20 -24, 2010)

16. Call for Post-doc fellowship

17. IAAP Membership Application form

18. IAAP Division 1 Executive Committee

19. Information about editorial team

1. GREETINGS FROM THE PRESIDENT OF THE IAAP DIVISION 1



Dear Division 1 members,

The term of my presidency is coming to an end. This is the last Newsletter of our Division, issued during this period. So, let me, first of all tell you that I have enjoyed serving the Division in this position and I am very satisfied with the work we have done. I would describe my satisfaction as “aspirational” because I think more should have been done and more has to be done to increase the impact, visibility and identity of our Division and the participation and cooperation of its membership. This does not prevent me from acknowledging the progress we have made and what we have achieved collectively.

My gratitude to everyone who supported and contributed to these achievements.

Let me thank all of you for your cooperation and support. During these four years, I have asked a lot of members for cooperation and contribution to the activities of the Division and I have always received a positive response. This was really encouraging. I also received a large number of messages and comments from our members giving feedback about the activities done, especially for the newsletter, asking for information and making suggestions. I would now like to thank the members who provided these contributions

and messages and the **membership** in general for their support. Let me next express my gratitude to the **members of the Executive Committee**. To **Virginia Schein**, past president, because after her term she continued cooperating and advising me; to **Handan Sinangil** because she has been active and supportive in launching the Alliance and also in contributing to the development of the regional activities of our Division. **Barbara Kozusnik**, Secretary General has been really active and in addition to fulfill her role as secretary, she carried on a membership survey and was also really helpful in organizing the Division activities at the 27th ICAP Congress. **Liudmyla Karamuska** has been extremely helpful and dedicated in preparing the Electronic Newsletter of the Division, with her **editorial team**. **Filip Lievens** contributed in his role of Treasurer. **Kathryn von Treuer** has been very helpful as our link with ICAP Program Committee. I would especially like to thank **Kristina Potocnik** (President IAAP Division 15), very committed in her cooperation with our Division. We have organized joint activities with Division 15 for students at several congresses. Moreover, she has been very cooperative and helpful in several important communication tasks with

our membership (website, newsletter, Division listserv, etc.).

I would also like to thank the **IAAP Officers, chairs of task forces and our representatives in UN** because they have been helpful to inform our membership about their activities. The developments achieved in the **Alliance for Organizational Psychology**, launched by our Division with EAWOP and SIOP, are positive and it all has been possible thanks to the constructive cooperation of our representatives **Handan Sinangil, Miriam Erez, Virginia Schein** and myself with **Milt Hackel, Gary Latham, Kurt Kraiger, Eduardo Salas, Nick Chmiel, Franco Fracarolli and Arnold Bakker**. In the near future, we are going to see very positive results of all the efforts and work done. **Robert Roe**, current President of EFPA, has also made important contributions during this period cooperating in several activities developed by our Division in the context of the Alliance (Education of WO Psychologists symposia, Task Force on White papers, etc.).

I have been really fortunate because **many other people has contributed** to the work of the Division writing contributions for the newsletter, participating in committees or joint task forces with SIOP and EAWOP, delivering workshops and organizing regional activities of the Division. I cannot mention one by one but all of them know how grateful I am for their cooperation. I am not going to describe in detail here **everything we have done and achieved together** but if you are interested in a general view of our achievements, I invite you to visit the web page of the Division (www.iaapsy.org/division1/) and also <http://www.uv.es/jmpeiro/division1.html>.

A new challenge! Candidacy for IAAP President-elect.

As you probably know, I have been nominated by a number of IAAP members from several Divisions as candidate for the position of IAAP President Elect. This is the first time that **all IAAP membership can directly vote** for the election to this office, and consequently, after four years, to the office of President of the Association. I think this

change in the Constitution is great because it has given the sense of responsibility for the future of the Association to all the membership and also the participation in choosing among the different candidates and deciding for the one each member thinks would be the best for the Association.

The Chair of the Committee for this election has asked the candidates to submit one page with the CV and another page describing what each candidate wants to achieve. I invite you to read the pages submitted by the two candidates that run in these elections because it is an opportunity to know the views about the future of our Association.

I see that **IAAP**, after 90 years of existence, is now **more meaningful and needed than ever** because we live in a global world with many changes that require and will benefit from the contribution of Applied Psychology in its different disciplines. So, I see great opportunities to increase the visibility, identity and impact of our organization in the different areas and Divisions and I also **see IAAP as instrumental to contribute to the well-being of our societies**, respecting their diversity and also enhancing commonalities. If you want to know more about my views and what I want to achieve if I am elected, please visit <http://www.uv.es/jmpeiro/IAAP.html>.

I would like to **encourage you to participate in the elections and to vote** for whom you think is the best option for our Association in the future.

Looking forward to meeting you at the 27th ICAP Conference in Melbourne next July.

The 27th ICAP is coming close. It looks very promising, with really high quality and attractive contributions in an excellent program and in a very well organized congress. Let me **congratulate all the committees and people** who have worked hard to organize this excellent Congress.

In what concerns the **program of our Division**, I see it as really attractive, rich, varied and of excellent quality. If you visit the web site of the Congress you can already notice the large number of contributions, the

attractive invited keynotes, state-of-the-art lectures, symposia and other contributions.

In addition, our **Division is organizing a number of activities** to stimulate membership socializing. We would like you to participate in the **General Assembly of the Division** where we will inform you about our activities and will ask for your views about the relevant topics for the Division. Moreover, we will present the Alliance for Organizational Psychology. Finally, the incoming President, Prof. Handan K. Sinangil, will share with us her views, plans and projects for the next four years. After the Assembly you are warmly invited to the **Social Hour** where we will meet with our Australian colleagues, members of the **College of Organizational Psychology** of the Australian Psychological Society (see www.groups.psychology.org.au/cop/).

We also plan to stimulate cooperation on research and we plan to organize **two Cross-Cultural Research incubators** one on **Retirement** and the other one on **Candidates reactions** towards selection methods and processes. Also we are organizing a round table discussion on *Training in Organizations in the global world* which is the topic of one of the **White papers** that the Alliance would like to issue and disseminate.

The present newsletter

Before I conclude this message, I would like to thank all the people who made this newsletter possible. The Newsletters have been proved an

excellent instrument to keep our membership informed and to stimulate participation. They have also been a space where a lot of information has been shared and a good number of activities have been announced and reported. If you go through all the sections, you will see, how many activities and initiatives are going on and take place in different parts of the world concerning our discipline. You will also see how **many people have contributed** to realize these activities and to communicate them to our membership.

We do not want to keep the newsletter just to ourselves. We would like to share it with all professionals, researchers, and academics in our discipline. We are convinced that by **sharing it we extend the visibility and the impact of our society**, and we will attract more members because we will be more and better known and appreciated. That is why we circulate this newsletter with application form for membership registration (as we also did in the two previous ones). **We invite you to forward this Newsletter and the membership form to your colleagues who you think may be interested and can benefit from reading it.** It would also be good if at the same time you kindly invited them to join the IAAP and our Division.

As always I wish you all the best and I am looking forward to meeting you in Melbourne.

Jose M. Peiró.
President of Division 1.

2. DIVISION 1: WORK AND ORGANIZATIONAL PSYCHOLOGY AT THE 27TH ICAP IN MELBOURNE

2.1. Program of Division 1: Organizational Psychology at the 27th ICAP in Melbourne

The **Preliminary Scientific Program of the 27th ICAP** conference has been released at the Congress web site (<http://www.icap2010.com/preliminary%20prog.php>). It looks really promising! In what concerns the **Division 1 program**, I must say it **looks great!** Our discipline is really very well represented at the Congress in terms of topics, regions and countries, researchers, professionals and academics. I **invite you to explore the large offer** you can find in the program every single day. Just to give you a first idea about our program, I offer you a **quantitative overview of our Division activities** distributed by type of contribution and day.

| | Monday | Tuesday | Wednesday | Thursday | Friday |
|---------------------|--------|------------|-----------|----------|--------|
| Keynote/SOA | -- | 2 | 3 | 2 | 1 |
| Symposia | 7 | 12 | 12 | 5 | 15 |
| Oral Present | 3 | 7 | 1 | 18 | 9 |
| Others | -- | Assem/S.H. | -- | -- | -- |
| | 10 | 22 | 16 | 25 | 25 |

As you can see from these numbers, the program for the participants interested in Work and Organizational Psychology looks really impressive. Moreover, when you look at the **topics and the regions, countries and institutions of the presenters** you will easily come to the conclusion that this really is a **global conference**. Researchers and professionals who want to get informed about what is **going on nowadays all around the world** in the very broad array of topics that constitute the field of Work and Organizational Psychology must come to the **ICAP conference**.

But participating at the conference is more than just getting informed and updated about research and practice in progress. It is also about **meeting researchers, professionals, academics and students from all over the world and exchanging ideas** with them. It is about identifying and creating **new opportunities** for research, cooperative practice and mobility.

To **enhance social interaction** among all those interested in our Discipline, our **Division organizes also Special events** at this Congress. Some of them are organized in cooperation with SIOP and EAWOP. This cooperation has been arranged under the new **Alliance for Organizational Psychology** that the three associations have launched and is now in the process of ratification by the Assemblies of the involved Associations, initiating its provisional implementation.

I am pleased **to invite you to come to Melbourne and to participate in the activities** and to meet colleagues. I am convinced you will enjoy the Congress. **See you all in Melbourne!**

Jose M. Peiró

President of Division 1. Organization and Work Psychology.

2.2. Special activities of Division 1: Organizational Psychology at the 27th in Melbourne

Alliance for Organizational Psychology Round Table on ‘Internationalizing Education in Work and Organizational Psychology. What competences W&O Psychologists need in a global world?’

Facilitator: José M. Peiró, University of Valencia (Spain)

Discussants: Gary Latham (Canada);
Kurt Kraiger (USA);
Michael Frese (Singapore, Germany);
Handan Sinangil (Turkey);
Franco Fracarolli (Italy);
Fernanda Afonso (Australia)

Globalization is affecting nearly every aspect of Work and Organizational Psychology, and our post-graduate education programs need to reflect our changing reality. Curricula have adapted to integrate international perspectives and to provide students opportunities to enhance their international competencies. Many are investigating creative ways to improve their students’ readiness for the global workplace. Means of globalizing graduate curricula have included: adding global content to course work, recruiting students internationally, student and faculty exchanges, research partnerships, semesters abroad, and short-term study-abroad opportunities. Each of these means has advantages and disadvantages. None appears to provide a completely satisfactory solution to the challenge of internationalizing graduate education in work and organizational psychology. This round table is a continuation of the one previously held at European Congress of W&O Psychology and its **purpose** is to bring together representatives of the European Association of Work and Organizational Psychology (EAWOP), the International Association of Applied Psychology (IAAP) – Division 1:

Organizational Psychology, and the Society for Industrial and Organizational Psychology (SIOP) along with interested audience members to discuss this topic. The following questions will be directed to the panelists, and the audience will be invited to join the discussion:

1. **What does currently work well in the internationalization of postgraduate education?**
2. **What does not work well?**
3. **Does technology offer any special opportunities?**
4. **How could these three organizations (IAAP, EAWOP, and SIOP) help?**

The session will begin with a description of its purpose and an introduction of the participants. Questions will be directed to the participants and then to the audience. A short time at the end will be devoted to identify some next steps that participants and attendees want to take.

**2.3 Special activities of Division 1:
Organizational Psychology at the 27th ICAP in Melbourne**
**Alliance for Organizational Psychology Round Table on ‘Training in
Organizations: Policy Issues’**

Chair: Milton D Hakel (USA, AOP)

Participants:

Kurt Kraiger (USA, SIOP)

Franco Fraccaroli (ITALY, EAWOP)

Dave Bartram (UK, IAAP, DIVISION 1)

**2.4. Special activities of Division 1:
Organizational Psychology at the 27th ICAP in Melbourne**
Cross-cultural Research Incubators

The Research Incubator forum encourages individuals with mutual interests in a given research field to combine efforts to expand cross-cultural research. This year at the 27th ICAP, IAAP Division 1 organizes two research incubators in cooperation with EAWOP and SIOP in the context of the Alliance for Organizational Psychology. We would like to invite you to participate.

The GOAL of both sessions is to connect individuals, both practitioners and researchers, interested in cross-cultural research involving Work, Organization and/or Human resources strategies.

The TOPICS of these two Cross-Cultural research Incubators are

1.- A Cross-Cultural Research Incubator on Applicant Reactions: Expanding the Cross-Cultural Frontier

Description and Purpose The proposed research incubator is designed to get new culturally relevant ideas to make sure that individuals feel fully invested, and to provide

a forum as an active exchange between researchers in this field. During the session, participants will share their interests in the topic, explore major issues and trends in the area, narrow their focus to specific research questions and hypotheses, and organize specific research projects that have the potential to produce publications in top-tier Work, Industrial, and Organizational Psychology and Management journals. Attendees will also follow up on previous contacts, projects, and collaborative efforts that are on-going. An international team of experts on the topic will serve as facilitators for the session, with the aim of building research ideas and collaborations among participants. In this capacity, facilitators will identify key areas that require attention in the field, provide feedback and editorial suggestion on research ideas, and provide any other help that motivates international collaborations. Anyone who is interested in participating in research on this topic cross-culturally is welcome to attend. The session will therefore provide the ideal form for

partnerships to be made among (1) established and newly emerging researchers, (2) researchers interested in tackling questions in different substantive areas (e.g., stress, culture, attitudes, selection, leadership), (3) academics and practitioners, and (4) researchers from different geographical locations.

Facilitator: Sally Carless, Monash University, Australia. Associate Professor Sally Carless has undertaken a number of longitudinal studies on applicant reactions and is part of an international consortium of researchers who discuss research ideas regarding applicant reactions. She is currently involved in a research project which is examining whether cultural background (English-speaking background compared to non-English-speaking background) affects applicant reactions to psychological testing.

2.- A Retirement Research Incubator: Expanding Applied Research Frontiers

Description: The proposed research incubator is designed to provide a forum as an active exchange between researchers in the field of retirement research. During the session,

Facilitators:

Mo Wang, University of Maryland, Co-Chair, mwang@psyc.umd.edu

Beryl Hesketh, University of Western Sydney, Co-Chair, B.Hesketh@uws.edu.au

Barbara Griffin, Macquarie University, Co-Chair, Barbara.Griffin@psy.mq.edu.au

HOW THE CCRIs WORK: SCHEDULE OF ACTIVITIES

| PHASE | ACTIVITIES |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Phase 1: 10 Minutes | -Session organizers offer a “General Welcome” and the facilitators and participants introduce themselves. -Session organizers provide an overview of the process. -Participants break into clusters of 3 or 5, based on their initially expressed interests (prior to attending the session) or those suggested by the facilitators. |
| Phase 2: 20 Minutes | -Cluster members take a few minutes to elaborate more on their own research interests and ideas. The cluster will brainstorm on current trends in the area, problems that need to be solved, and ideas about addressing research agendas. Individuals will be encouraged to migrate to other clusters to offer opportunities for cross-collaboration. The focus of various clusters will be prominently displayed by facilitators on a flip chart. -Clusters of members will refine and focus their ideas into a detailed list of top three |

participants will share their interests in the topic, explore major issues and trends in the area, narrow their focus to specific research questions and hypotheses, and organize specific research projects that have the potential to produce publications in top-tier Applied Psychology journals. Drs. Mo Wang, Beryl Hesketh, and Barbara Griffin will serve as facilitators for the session, with the aim of building research ideas and collaborations among participants. In this capacity, facilitators will identify key areas that require attention in the field, provide feedback and editorial suggestions on research ideas, and provide any other help that motivates international collaborations.

Anyone who is interested in participating in research on this topic is welcome to attend. The session will therefore provide the ideal form for partnerships to be made among (1) established and newly emerging researchers, (2) researchers interested in tackling questions in different aspects of retirement research, (3) academics and practitioners, and (4) researchers from different geographical locations.

priorities or top three research questions the area faces.

| | |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Phase 3: 35 Minutes | <p>-Clusters will present specific research questions/hypotheses to the larger group, where questions and feedback can be provided. Session organizers will record ideas and group discussion on flip charts.</p> <p>-Facilitators and participants will identify key areas that require attention in the field. Small teams of 2 or 3 will be formed based on participants' top choices. Where more than 3 to 4 individuals wish to pursue the same idea, session facilitators will encourage the formation of another team. Those teams may elect to take different angles on the problem, however, they may decide later to get back together to form one larger group. In essence, this session will serve as a task force for advancing the state of research beyond realms that are available to any given researcher within any given country.</p> |
| Phase 4: 35 Minutes | <p>-Working groups will discuss specifics for carrying out a research project that tackles the specific research question devised by the group in phase 3 (e.g., possible methods, operationalization of key variables, data collection opportunities, time frames, etc.).</p> <p>-Facilitators may join specific projects, roam from group to group, and/or provide feedback, procedural guidance, editorial suggestions, or any other help that motivates progress.</p> |
| Phase 5: 10 Minutes | <p>-The Plenary Session will pull everyone together to provide overarching direction based on the summary feedback from facilitators.</p> |
| Phase 6: Beyond the session | <p>-Working groups will continue their discussion and, ideally, put their project into effect.</p> |

Anticipated OUTCOMES AND BENEFITS: The research incubators are designed to generate a rich vein of ideas and proposals for the development of international collaborations in a psychologically safe and non-threatening climate. It is further aimed at extending and progressing existing collaborative projects that are underway as a result of earlier sessions and contacts. Participants will receive a summary of the overall process and outcomes following the sessions. With the involvement of several key researchers within the field, this Incubator is designed to move the literature forward

substantially and provide participants with a genuine sense of involvement and contribution to the critical design phases of this program of research. In addition, this session brings together researchers from around the world, and also helps bridge the gap between academics and practitioners. Finally, this research incubator can serve as the basis for a rotation of research collaboration sessions with IAAP, EAWOP, and SIOP, thereby directly meeting the objectives of the **Alliance for Organizational Psychology** between all associations signed into effect in 2009.

2.5. Special activities of Division 1: Organizational Psychology at the 27TH ICAP in Melbourne

Call for General Assembly

Dear Division 1 member,

As in previous times, Division 1 will hold the General Assembly during the 27th ICAP. The Assembly is planned for **Tuesday 13th at 18:30**. However, you will receive the official call in due time, when we are informed about the place and definite time from the organizers. The items in the agenda are as follows:

AGENDA

1. Welcome and Installing the assembly
2. Approval of the previous minutes
3. Report from the EC by the President
4. Report from the treasurer
5. Info about the activities at the ICAP
6. Info about the Task force on Humanitarian Work and Organizational Psychology
7. Information about the Alliance for Organizational Psychology established by IAAP Division 1, EAWOP and SIOP
8. Members' comments and proposals
9. Results of the Elections for President Elect and Treasurer of the Division
10. Incoming president address: Prof. Handan K. Sinangil
11. Closing and Social Hour.

NOTE: Relevant information related to these items is included in the **Newsletter, 2010 #1**.

All the members are kindly invited to participate at the Assembly
Non-members of the Division, interested in becoming members, may participate as observers without a voting right.

2.6 Special activities of Division 1: Organizational Psychology at the 27TH ICAP in Melbourne

Social hour

The International Congress of Applied Psychology is a very special event where a large number of members of our Division participate. This is the main reason why we think it is important to facilitate the gathering of the membership and create opportunities for our members to meet other people interested in knowing more about us and joining our Division.

The **Social Hour** will take place after the Division 1 General Assembly held on **Tuesday 13th of July, starting at 18:30**. The place and time will be confirmed and announced when we receive the information from the congress organizers.

If you know anybody interested in our Division, please invite him or her to our Social Hour.

This year, the Social Hour is going to be organized in cooperation with the College of Organizational Psychologists of the Australian Psychological Society (www.groups.psychology.org.au/cop). Thus, this is an excellent opportunity to get better acquainted with our Australian colleagues. During the Social Hour beverages and snacks will be served.

The Executive Committee is looking forward to meeting all of you there.

3. ICAP AND ARTS: ENCOURAGE YOUNG SCHOLARS TO ATTEND

The purpose of this message is to encourage you to help identify young professionals in your country who may benefit from attending the 2010 Advanced Research Training Seminars (ARTS) program to be held during July, 2010 in Melbourne, Australia. The ARTS program is planned and organized jointly by the International Union of Psychological Science, International Association of Applied Psychology, and International Association of Cross-Cultural Psychology.

ARTS seminars are designed to build capacity, facilitate exchange, and promote dialog among early career psychologists working in majority world, low income, and countries in transition, leading to the promotion of excellence in scientific research and other scholarly activities. Participating in ARTS also provides these psychologists an opportunity to travel to the linked conferences and present their work to an international audience.

Three ARTS seminars are offered:

Cultural and Social Cognitive Neuroscience Research (July 5-6, Melbourne, Australia)

Test Development and Adaptation (July 9-11, Melbourne Australia)

Discourse Analysis (July, 10-11, Melbourne Australia)

Please encourage early career psychologists working in majority world, low income, and countries in transition to consider applying for one of these programs. Consult the following site for more information:

<http://www.iupsys.net/index.php/arts>

I look forward to seeing you in July!

Submitted by

Thomas Oakland

oakland@coe.ufl.edu

IAAP Division 2 President Elect

4. CALL FOR IAAP FELLOWS NOMINATIONS

The IAAP Fellowship Committee invites nominations of new 2010 Fellows. **All Nominations should have been submitted by email to the IAAP Fellowship Committee Chair Miriam Erez meresz@ie.technion.ac.il by April 30, 2010, including** a letter of endorsement of one nominator and a CV of the nominee, given that he is willing to be nominated. This call was circulated on due time to the official Division 1 membership list (members in good standing at the 31st Dec. 2009).

Steps in Becoming a Fellow

Nomination

1. Potential Fellows may be nominated by:
 - a. The Board of Officers
 - b. The President of a Division on behalf of the division
 - c. Any member of the Board of Directors
 - d. Any Member of the Association

2. Role of the Nominator
 - a. The Nominator contacts the potential nominee to determine interest.
 - b. If the Nominee assents, the nominee sends his/her CV to the nominator.
 - c. The Nominator writes a letter of nomination and submits the letter of nomination and the Nominee's curriculum vita to the IAAP Fellowship Committee Chair - Miriam Erez : meresz@ie.technion.ac.il

3. Role of the Association Fellows Committee
 - a. The Association Fellows Committee reviews material and decides on approval/disapproval
 - b. In case of disapproval, the Association Fellows Chair corresponds with the nominator to explain the reasons for the disapproval.
 - c. In case of approval, the Association Fellows Chair submits the name of the nominee to the Board of Directors for final approval.

4. Role of the Board of Directors
 - a. All nominations approved by the Association Fellows Committee should be approved by the Board of Directors.

5. CALL FOR THE IAAP DIVISION 1 EC ELECTIONS

Every four years the Divisions of the International Association of Applied Psychology hold elections for their officers. This letter is a Call for Nominations for the offices of President-Elect and Treasurer of Division 1 (it was circulated to the official membership list (members in good standing at the 31st Dec. 2009) on 16th of April, 2010).

Candidates for President-Elect and Treasurer must be members of IAAP and Division 1 in good standing during the past four years at a minimum. Substantial involvement of candidates in Division activities, journal, newsletter and the previous ICAP will be criteria to be highlighted during the election process. Candidates must be nominated by a minimum of two members of the division in good standing. Following nominations, each candidate will send to the Chair of the Elections Committee a letter of acceptance and

willingness for the given term and a brief resume of about 500 words that will be at the disposal of the division members on the homepage of the division.

So far, the Elections Committee has received two nominations, (Dr. Gary Latham, University of Toronto, Canada for President-Elect and Dr. Frederik Anseel, University of Gent, Belgium for Treasurer). We welcome other nominations for both offices. Please send your nominations for President -Elect and Treasurer to me at vschein@gettysburg.edu no later than April 30.

Division elections will be held in early May, 2010. You will receive exact notification in May.

Thank you for your support of Division 1.

Sincerely,
Virginia E. Schein
Chair, Division 1 Elections Committee

Elections Committee
Virginia E. Schein, Past President
Jose Maria Peiro, President
Handan Kepir Sinangil, President-Elect

6. THE ALLIANCE FOR ORGANIZATIONAL PSYCHOLOGY (AOP) ESTABLISHED BY DIVISION 1 OF IAAP, EAWOP AND SIOP

During the last months, the preparation for launching the Alliance has made progress in several ways. As the final approval by the different member associations will take some time to take place, a provisional Council has been established with one officer from each of the founding organizations (President, Secretary General and Treasurer) and three members from each Association. The four members of IAAP who have been appointed for this provisional Council are **Miriam Erez, Virginia Schein, Handan K. Sinangil and Jose M. Peiró**. EAWOP and SIOP have also named four members each for starting preparatory and provisional operations of the Alliance.

The following initial operations have been undertaken in three main areas:

Sharing the services and benefits among the members of the three associations facilitating joint membership at a reduced price. The three Associations have installed a procedure to make effective the reduction of membership fees when a member of another association joins any other association. The membership status gives access to all the services of the Association (reduced fees for congresses, journals offered for free to the members, newsletters, etc.). So, you can join SIOP just for 50\$ and EAWOP for 65€ obtaining full membership benefits.

Developing rules and structure to be ready for full functioning immediately after the definite approval by three Associations. The last step is expected to take place at the EAWOP General Assembly that will be held during the next European Congress of Work and Organizational Psychology (Maastricht, the Netherlands, May 2011).

Implementing cooperative activities under the umbrella of the Alliance, but with the approval of the Presidents of three Associations during this initial period of provisional operation. Our aim has been to develop smooth strategies for cooperation and to make progress toward the implementation of the operational functioning. In this direction, several activities have already been carried out during the EAWOP Congress in Santiago de

Compostela (Spain) such as 1) A session on the topic of work and aging to obtain inputs for a white paper on this topic to be issued jointly by three associations; 2) A symposium on internationalization of graduate education of I/O Psychologists; 3) An invited address at the closing Ceremony where Gary Latham presented the mission, goals and strategies of the Alliance.

Several activities have been organized in the spirit of the AOP also at the SIOP conference, recently held in Atlanta (April 2010), such as the Cross-Cultural Research Incubators and the International Members Reception. At this reception, the President of EAWOP and the President of the IAAP Division 1 addressed the attendants, informing them about the activities carried out by their associations and announcing upcoming events, such as the ICAP conference in Melbourne. Moreover, the provisional Council of the AOP had a meeting where a draft of the constitutions and several operational issues, as well, as the criteria for the extension of the membership when the Alliance will be finally established, were discussed.

As you will see in several sections included in this Newsletter, also at the ICAP several special activities have been organized by our Division in cooperation with EAWOP and SIOP: two cross-cultural research incubators, one round table on Training in Organizations: Inputs for policies and another round table on Competence Development for International practice in Education of post-graduate W&O Psychologists. Moreover, during the General Assembly, the AOP will be presented to the Division 1 members for discussion and approval.

In my view, it is important that in a global, changing, and challenging context like the one in which our discipline develops and operates today, our Associations unite efforts to provide positive responses and serve the societies better. This cooperation has already generated a good number of synergies and I think it has been very positive for the progress and development of our Division and for increasing the services it provides to its members.

**President of Division 1. Organization and Work Psychology.
José María Peiró**

7. INTERNATIONAL ORGANIZATIONS DEALING WITH WORK RELATED ISSUES

Division 1 would like to disseminate the information regarding different international associations that deal with work related issues among its membership. Often, these organizations frame important politics regarding work and organizations, and undoubtedly psychology plays an important role in all these aspects.

Acknowledging the existence of these associations could stimulate our members from all over the world to get in contact with delegations in these associations from their countries to get informed in more details about their actions. In this issue, we present you the basic information about *The International Labour Organization (ILO)* and *The Employment Conditions Knowledge Network (EMCONET)*

7.1. International Labour Organization (ILO): Decent work for all

The International Labour Organization (ILO) is the tripartite UN agency that brings together governments, employers and workers of its member states in common action to promote decent work throughout the world. The concept of decent work refers to opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Decent work is a condition for a decent life, which in turn is a universal right of human beings.

Decent work sums up the aspirations of people in their working lives – their aspirations for opportunity and income; rights, voice and recognition; family stability and personal development; and fairness and gender equality. Ultimately these various dimensions of decent work underpin peace in communities and society. Decent work reflects the concerns of governments, workers and employers, who together provide the ILO with its unique tripartite identity.

Decent work is captured in four strategic objectives: fundamental principles and rights at work and international labour standards; employment and income opportunities; social protection and social security; and social dialogue and tripartism. These objectives hold for all workers, women and men, in both formal and informal economies; in wage employment or working on their own account;

in the fields, factories and offices; in their home or in the community.

Decent work is central to efforts to reduce poverty, and is a means for achieving equitable, inclusive and sustainable development. The ILO works to develop Decent Work-oriented approaches to economic and social policy in partnership with the principal institutions and actors of the multilateral system and the global economy.

Progress requires action at the global level. The ILO is developing an agenda for the community of work, represented by its tripartite constituents, to mobilize their considerable resources to create those opportunities and to help reduce and eradicate poverty. The Decent Work Agenda offers a basis for a more just and stable framework for global development.

The ILO provides support through integrated decent work country programmes developed in coordination with ILO constituents. They define the priorities and targets within national development frameworks and aim to tackle major decent work deficits through efficient programmes that embrace each of the strategic objectives.

For more information, please, visit www.ilo.org.

7.2. The Employment Conditions Knowledge Network (EMCONET)

The Employment Conditions Knowledge Network (EMCONET) is one of the nine Knowledge Networks, established under the auspices of the World Health Organization/Commission on Social Determinants of Health, to develop the promotion of knowledge gathering and action on the social determinants of health.

The EMCONET was developed and implemented by two leading international institutions in the field of employment conditions and health, i.e., the Occupational Health Research Unit in the Pompeu Fabra University (UPF, Barcelona-Spain) and the Institute of Collective Health in the Federal University of Bahia (UFBA, Salvador de Bahia-Brazil). The focal persons of EMCONET are the chairs of the hub: Joan Benach (UPF) and Carles Muntaner (UPF and University of Toronto), and the chair of the co-hub: Vilma Santana (UFBA).

The main objectives of ECONET project can be summarized under the following points:

- To develop *models and measures* through which we can improve our understanding of the links between employment conditions and social determinants.
- To develop *pathways* of how this knowledge can be translated into public and occupational health policy recommendations to improve the health of workers and their families.
- To collect *data and evidence* on the effectiveness of different health programs of interventions that integrate macro and micro determinants.
- To address employment conditions at the level of *comprehensive policy* in different

context of countries and for different vulnerable and high-risk groups.

- To identify *programs* which include workers' participation in developing interventions.
- To enhance *dynamism* and to promote *social consensus* towards the need to act upon health inequities as a politically avoidable and harming reality for individual and social development and well-being.

EMCONET prepared a report in which data and evidence on the relation between employment conditions and health were collected in a way that adequate knowledge-based interventions can be designed and implemented. The EMCONET represents an unprecedented opportunity to link knowledge on employment conditions as a determinant of health and political action. The establishment of a wide net of participants, from academic institutions to civil society organizations, assured that the process was representative and that one of its products – the Final Report – includes information from all relevant actors and agents according to a fair and relevant geographical distribution. EMCONET is concerned primarily with creating mechanisms for action on employment conditions from equity in health perspective. Therefore, advocacy for change is regarded as a main task to be fulfilled, and participants contributed with valuable knowledge and tools to influence public policies in distinct country contexts.

Please visit the following site to view the final report on Employment Conditions and Health Inequalities, prepared by the EMCONET:
http://www.who.int/social_determinants/resources/articles/emconet_who_report.pdf

8. REPORTS FROM IAAP DIVISION 1 ACTIVITIES

8.1. XIth European Conference ENOP 2009 on Organizational Psychology and Human Service Work 'New challenges and interventions in Psychosocial Work environment' *Lisbon, October 2009*

The XIth European Conference on Organizational Psychology and Human Service Work (www.enop2009.com) was organized by the Núcleo de Investigação em Psicologia Organizacional (NIPO) of the Centro de Investigação e Intervenção Social (CIS/ISCTE), the Management Research Center (MRC) and the Núcleo de Psicologia Organizacional da FPCE-UL, and was held from the 22nd to the 24th of October 2009 at the University Institute of Lisbon (ISCTE).

The aim of the Lisbon conference was to stimulate the exchange of ideas and experiences between researchers and

practitioners in the fields of work and organizational psychology, health care, human services, and occupational health. It focused on the new challenges faced by professionals working in the human services, looking for interventions that allow the improvement of well-being, satisfaction and motivation at work and consequences for quality and efficacy in the services. This conference has characteristics of a "small group meeting" in terms of number of participants, time spent on presentation and discussion of the work and the dynamics of the sessions.



The ENOP 2009 conference had four invited speakers: Professor Robert Sinclair (Clemson University - USA), Professor Jan de Jonge (Eindhoven University of Technology- The Netherlands), Professor Jose Maria Peiró (Universitat de València -Spain) and Professor Maria José Chambel (FP-Universidade de Lisboa).

The meeting program focused on several themes as for instance: Leadership, work attitudes and behaviours in hospital contexts; Psychosocial risks, burnout and stress; Norms, teamwork, attitudes and health; Motivation, workers attitudes and behaviours; Innovation, change and performance in the 3rd sector; Intervention programs and Health Promotion; Health, Safety, Leadership and Psychological contract; Leadership, Management and Cooperation in Human Services.

The Participants at ENOP 2009 Conference (about 50) came from various universities overall corresponding to 11 countries (USA; Portugal; Spain; UK; Italy; Netherlands; Sweden; Germany; Belgium; Norway; Australia).

For the first time, as part of this conference, the Seminar “Improving the quality of life at work: Promotion of a Healthy Workplace” was organized. This was an initiative Open to all academic and professional community that endorsed the debate on improving the quality of working life and promoting healthy workplaces. This seminar began with three interventions from Professor David Guest (King’s College London), Prof. Sílvia Silva (ISCTE-IUL) and from the Portuguese

General Inspector of Labor Dr. Paulo Morgado de Carvalho (ACT).

The objectives of the conference were achieved and participants were satisfied with the meeting. A collection of selected papers will be published in an international book /monograph in the Series “ORGANIZATIONAL PSYCHOLOGY AND HEALTH CARE”; the deadline for submission was 30th of March 2010. Participants at the Xth ENOP Conference (Kiev, 2007) were also invited to submit papers.

For additional information, please visit: www.enop2009.com

Organizing Committee:

António Caetano (ISCTE-IUL)
Maria José Chambel (FPCE-UL)
Sílvia Silva (ISCTE-IUL)
Susana Tavares (ISCTE-IUL)
Magda Roberto (ISCTE-IUL)
Filipa Castanheira (FPCE-UL)

Scientific Committee:

António Caetano (ISCTE-IUL, Portugal)
José-María Peiró (Valencia University, Spain)
Wilmar Schaufeli (Utrecht University, Netherlands)

Submitted by:

***Prof. Antonio Caetano,
Management Department,
ISCTE
(Lisbon, Portugal)***

8.2. European Master Erasmus Mundus WOP-P Winter School 2010 (Coimbra, 21 February - 6 March, 2010)

The Winter School is *one of the most important activities* of the Master internationally known as WOP-P Master (Work, Organizational and Personnel Psychology Master). This is a unit of intensive learning, divided in two major groups, or rather integrating two Winter Schools (one related to Personnel Psychology and the other to Organizational Psychology) which aims to provide students from the five European universities involved in this European master (University of Coimbra, University of Paris Descartes, University of Bologna, University of Barcelona and University of Valencia) with a unique opportunity to spend time together and learn with some of the most prominent European researchers in the field.

This year, the Internship of the Winter School took place at the **University of Coimbra, at the Faculty of Psychology and Educational Sciences, between 21st of February and 6th of March**. During these two weeks of intensive studying and also great cultural exchange, 41

students from different countries (the Netherlands, Spain, Brazil, Portugal, France, Italy, the United States, Colombia, Mexico, Peru, Uruguay, Moldavia, Mauritius, Argentina, Armenia and Poland) exchanged experiences and learned to research in the organizational context.

The Winter School comprises **three phases**. The *first* one (since 1st November till 23rd of February) implies virtual teamwork supported by a platform managed by the coordinating institution. The *second* one is the “in residence” described above and the *third* one is again e-learning phase for the preparation of the integration assignment. The Winter School is organised under the coordination of the University of Valencia which is also the coordinating institution of the Master WOP-P Consortium and has been sponsored by the Ministry of Education of Spain, and also by the University of Coimbra and Paris Descartes University.



A group of 13 professors accompanied the activities carried out, 7 of them being invited to be in charge of the diverse Workshops/Seminars integrating the Winter School's scientific programme: *Robert Roe* (University of Maastricht, the Netherlands), *Dirk Steiner* (Sophia Antipolis University, Nice, France), *Erick Andriessen* (Delft University of Technology, the Netherlands), *David Guest* (King's College of London), *Neil Anderson* (University of Amsterdam, the Netherlands), *Fred Zijlstra* (University of Maastricht, the Netherlands), *Keith James*

(University of Portland, United States of America). *Sharon Glazer*, San José State University, United States of America was also present. In addition, coordinators from different Universities of the Consortium also participated (*Adelino Duarte Gomes* (Coimbra); *Vincent Rogar* (Paris Descartes), *Salvatore Zappala* (Bologna) and *José M. Peiró* (University of Valencia, general coordinator). Teaching staff of the Master of the University of Coimbra have also participated.



From the set of activities carried out, from 9:00 to 19:00, over 15 days, we highlight those of a scientific nature (Workshops, Seminars, Work in small and large groups, Presentation of work, Feedback activities, etc.), but we cannot fail to mention others of a socio-cultural nature, which allowed all the participants to become more involved with Portuguese culture in general and that of the University of Coimbra in particular (Welcome reception, Tour around the University, Visit to the site of Conímbriga, diverse moments of entertainment and relaxation, Closing party and farewell).

During the closing activities, awards were given to the two best pieces of work produced during this unit of intensive learning, one being selected from the set of groups belonging to Personnel Psychology and the other from Organizational Psychology. The activities ended at 23:00 on 5th of March. In assessing the Winter School and at the closing ceremony, the participants (Lecturers and Students) **expressed a very positive opinion on the work carried out** and showed great satisfaction with this experience and the learning acquired.

Submitted by:

Prof. Leonor Cardoso,
University of Coimbra (Portugal)
Coimbra (Portugal)

8.3 Baltic Area Alliance Meeting

Ludmila Karamushka and **Barbara Kozusznik** participated at the meeting of Baltic Area Alliance as representatives of IAAP Division 1 EC. The event was held from the **26th to the 27th of October, 2009, in Tallinn (Estonia).**

EAWOP supported a meeting of representatives from Finland, Estonia, Lithuania, Latvia, Poland and Ukraine. The meeting was moderated by EAWOP representative **Angela Carter**.

The purpose of the meeting was to discuss issues of WOP work in the Baltic Area. Each representative presented the WOP situation in the country: **Mare Teichmann** as a host presented WOP problems and challenges in Estonia, **Matti Vartiainen** and **Leena Korppoo** in Finland, **Timurs Czou** in Latvia, **Jurgita Lazauskaite** in Lithuania, **Barbara Kozusznik** in Poland, and **Ludmila Karmushka** in Ukraine.

As a result of the meeting several tasks were formulated:

1. First task is to establish shared curriculum across members of the Baltic Area Alliance as based on European

Model. Participants of the project would like to introduce a common program at Baltic Area universities, share their experience, and stimulate the exchange of WOP teachers and students.

2. Second task refers to continuing professional development because we think there's not enough care about Work and Organizational Psychologists – practitioners as far as their constant education in the area of WOP is concerned.
3. Third task is based on Advanced European Diploma (AED) / EuorPsy Diploma in WOP which is treated as a base of comparison between AED requirements and Baltic Area universities curricula. Participants of the project are sending letters to ask Baltic Area universities about compatibility of their curricula to AED. They are expecting answers from the universities to make gap analyses of country resources against the WOP postgraduate curriculum, dissemination of AED and EuroPsy to universities.



9. IAAP DIVISION 1 TASK FORCE ON HUMANITARIAN WORK PSYCHOLOGY

Background:

Humanitarian Work Psychology (HWP) is an area of Work and Organizational (W&O) Psychology that involves researching and applying W&O Psychology in humanitarian areas (e.g., poverty reduction, disaster relief and recovery, etc.; Thompson, 2009a, 2009b). HWP focuses internally on employees and organizations and externally on alignment with the local community.

Purpose:

The overarching purpose of this task force on HWP is to identify and act upon opportunities for IAAP Division 1 to support the Network for Humanitarian Work Psychology in its efforts to:

- Promote a socially responsible agenda in the field of W&O Psychology.
- Unify the international community of W&O Psychologists and other professionals in addressing humanitarian issues.
- Increase awareness that W&O Psychology has a presence in the humanitarian arena, and publicize its past, present, and future contributions.
- Articulate (in layman terms) research and project results in order to influence policy and practical application of development and aid efforts.
- Lobby for a presence and a voice where humanitarian policy decisions are made (e.g., UN, World Bank).
- Provide a resource for development and aid suggestions.
- Encourage new and collaborative projects, case studies, and research with a practical focus on HWP.
- Provide career development suggestions and opportunities that coincide with and

expand the traditional W&O Psychology approach.

- Increase the representation and opportunities for W&O Psychologists from lower- and middle-income countries.
- Offer data-sharing of past and present research from projects around the world in order to increase the positive application of data to local communities (Global Task Force for Humanitarian Work Psychology, n.d.).

Specific goals of the IAAP Division 1 Task Force on HWP will include:

1. Serving as a liaison and conduit for communication between the Network for Humanitarian Work Psychology and the Alliance for Organizational Psychology in order to promote a synergistic relationship between the two.
2. Increasing the incorporation of HWP into undergraduate and graduate education and training in W&O Psychology.
3. Increasing HWP's presence, voice, and visibility at W&O Psychology congresses.
4. Identifying and reducing the barriers which prevent W&O Psychologists from low income countries from participating in W&O Psychology congresses such as ICAP, SIOP, and EAWOP.

Composition:

The task force will be composed of ten members. One of the ten task force members shall be a student representative. Broad representation from low- to high-income countries will be sought when formulating the task force. An attempt will be made to select

task force members representing the major areas of employment for W&O Psychologists: academia, business and industry, government, and consulting. Members of the task force will be appointed by the IAAP Division 1 President. If you are interested in participating of the task force please send an email to Jose.M.Peiro@uv.es

Time Frame:

This task force will be four years in duration, beginning at the ICAP 2010 congress in Melbourne and concluding at the ICAP 2014 congress in Paris.

Submitted by:
Lori F. Thompson
North Carolina State University

References

Global Task Force for Humanitarian Work Psychology (n.d.). *Humanitarian work psychology*. Retrieved April 15, 2010, from http://www.humworkpsy.org/resources/HWP_Brochure.pdf

Thompson, L. F. (2009a). Humanitarian work psychology: Examining work and organizational psychology's role in global poverty reduction. *International Association of Applied Psychology (IAAP) Division 1 Newsletter*, 2, 27-31.

Thompson, L. F. (2009b). Organizational psychology's role in poverty reduction. *The IAAP Bulletin*, 21 (4), 14-16.

10. NEWS FROM IAAP DIVISION 1 MEMBERS

10.1. Members of our Division cooperate in the Division tasks

During the last months new tasks and activities have been launched and several members have been willing to cooperate.

Virginia Schein, Miriam Erez, and Handan K. Sinangil have accepted to serve as members of the provisional Council of the Alliance of Organizational Psychology.

Ana Cristina Costa has accepted to be appointed as IAAP Division 1 liaison in the International Committee of SIOP.

Dave Bartram has been willing to join the group that will prepare the document for the

white paper on Training in organizations: Inputs for policies.

Ben Schneider, a fellow member of IAAP, and a member of our Division has accepted to serve in the Fellow Committee of IAAP, chaired by Miriam Erez.

José María Peiró, President of the Division 1, would like to thank them for their willingness to help and contribute to the activities of our Division and their committed work.

10.2. Forthcoming in September 2010 a new volume, *Developing Self in Work and Career: Concepts, Cases, and Contexts*, edited by **Paul J. Hartung and Linda M. Subich**, will be published by APA Books.

The volume examines the construct of self within a full range of vocational psychology and career development topics dealing with history, theory, assessment, and intervention. Chapters by leading authorities such as Mark Savickas, Audrey Collin and Jean Guichard,

Fred Vondracek, Fred Leong, and David Blustein examine the self from a range of perspectives including P-E fit, developmental, social-cognitive, and constructivist/social constructionist as well as gender, race and ethnicity, and social class.

10.3 **Antonia Dietman** has undertaken a function of Chair of the British Psychological Society's Division of Occupational Psychology in 2010.

10.4 **VIJAY PADAKI (Bangalore, India)** has taken the practice of OD to some unexplored areas in the recent past.

Brief descriptions of three such areas are:

1. Strategic Planning as a gateway to OD in a quasi-governmental agency called the Centre for Cultural Resources and Training. The Centre is set up by the Ministry of Culture, Government of India, as an educational resource centre to enrich the teaching of arts in schools.

2. Organization Development in an NGO committed to creation and dissemination of appropriate technologies for poverty reduction, energy efficiency and environment protection. With rapid growth the “charity” model of

organization must transform to a “business units” model, yet maintain its basic character of addressing the needs of social development.

3. Organization transformation in an NGO that began as a resource centre (a “knowledge worker” NGO) in development communication, but has found itself playing more and more activist roles.

There is much learning from these assignments that may be relevant to social development intervention programmes elsewhere, including policy for international NGOs supporting local programmes.

10.5. Rabi S. Bhagat, Professor of International Management and Organizational Behavior at University of Memphis has co-edited the Cambridge Handbook of Culture, Organizations, and Work which was published in August 2009.

The web link of this 548 page printed handbook which has contributions from renowned scholars such as Kwok Leung, Miriam Erez, Rick Steers, Ron Burke, and others is <http://www.cambridge.org/uk/catalogue/catalogue.asp?isbn=9780521877428>. This handbook is designed to be a major contribution to developing theory and research in the area of

cross-cultural and applied concerns in organizational behavior and theory. Please see the web link of this handbook published by the Cambridge University Press of UK in 2009. He also co-edited the Special Issue of the Journal of International Business Studies (JIBS) April 2010 Issue which focused on important themes on Asia and Global Business in the 21st Century.



Moreover, he has provided advice to the MBA program design for the New York Institute of Technology in Abu Dhabi, UAE during January 2010. He was also a keynote speaker at the International Conference on Perception of Time held at Nizhny Novgorod State

University in Russia in September 2009. Another keynote speaker was Professor Geert Hofstede from the University of Maastricht from Holland.

10.6. Allen Kraut, editor of SIOP Professional Practice Series, wrote the foreword for a new book, *Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace*, edited by Kyle Lundby and published by Jossey-Bass under the sponsorship of SIOP as part of the Professional Practice Series.

10.7. The SIOP International Affairs Committee.

The International Affairs Committee of SIOP (Society for Industrial-Organizational Psychology) entertained 200 participants from outside the United States at its annual conference in Atlanta Georgia on April 8th 2010. Among the dignitaries to welcome the guests were *José María Peiró*, President of Division 1 of IAAP and *Arnold Bakker* of EAWOP. The guests mingled and got to know

each other over drinks and food on the first evening of the conference.

The International Affairs Committee announced the formation of a collaborative task force among SIOP, IAAP, EAWOP and CSIOP to plan activities of mutual interest and an international directory of I-O Psychologists. The task force member representing Division 1 of IAAP is *Ana-Cristina Costa*.

11. WOP PROJECTS

11.1. Health in Restructuring: Innovative Approaches and Policy Recommendations (HIRES)

Executive Summary

(Please visit <http://ideas.repec.org/b/rai/rhbook/9783866183407.html> for full report)

The health dimension of enterprise restructuring is a widely neglected area of research, intervention and public concern. The HIRES expert group (supported by DG Employment in the PROGRESS programme) has examined and discussed a wide range of experience from different countries and from related European projects (DG Research, ESF, DG Employment, DG Health and Consumer Protection) in which the members of this group have been involved over the last decade. In addition to this established expertise, the HIRES group also analysed empirical evidence on the health impact of organizational restructuring, including evidence about the effectiveness of steps taken to limit the adverse health effects. Finally, external experts from company and regional levels were invited to give presentations in a series of workshops in 2008, further enhancing the range of experience the group could call on.

Restructuring is taking place in every competing organisation and therefore affects all European societies. Restructuring is understood to mean organisational change that is much more significant than commonplace changes. Restructuring affects at least a whole organisational sector or an entire company rather than peripheral alterations to a business. These can manifest themselves in the forms of closure, downsizing, outsourcing, offshoring, sub-contracting, merging, delocalisation, internal job mobility or other complex internal reorganisations. Besides or through its effects on employment, restructuring also has a vast impact on the health of employees,

organisations and communities. Moreover, health is a central aspect that feeds back into company employment and productivity. Thus, maintaining health is a central challenge for all actors within the processes of restructuring and it is this often neglected aspect of organizational transitions that the HIRES expert group has addressed.

The HIRES expert group attempts to answer the following questions: What data is available for monitoring the prevalent forms and effects of organisational restructuring at the European and national level? How are the effects of restructuring on individual health and organisational performance interrelated? What European policies might guide restructuring processes to reduce the negative health effects of restructuring best? How can the different groups of actors cooperate best to maintain organisational, employee and community well-being? Which innovative restructuring approaches optimally account for the issue of health?

A lack of specific knowledge regarding the effects of restructuring on the health of employees has been recognised by the HIRES group as problematic. This deficit of understanding had already been diagnosed in earlier DG Employment projects, such as the MIRE project: Monitoring Innovative Restructuring in Europe, 2005-07. Accordingly, the HIRES report lists some available sources of surveillance data on the topic of restructuring from the European and some national levels. The quality and relevance of these monitoring systems for the issue of health in restructuring is limited, as is

their coverage within the EU. An overview about the scientific evidence about restructuring effects on individual health and organisational performance is also provided.

The most prevalent notion of restructuring remains that of a crisis which puts current working conditions and indeed employment at stake. On top of the challenges and struggles due to the changes in the organisational routines itself, this causes uncertainty and irritation at all organisational levels even when jobs might in fact be less insecure than perceived. Therefore the proactive incorporation of restructuring as a “normal” tool of organisational development should bring the following issues onto the agenda permanently: For the employees to decrease the issue of job insecurity, two strategies seem to be advisable:

- a) Joint efforts of the individual employee and the organisation to secure sustainable employability, which limits the severity of potential job loss and
- b) Transparent and fair decision processes in preparation for and the course of an organizational restructuring to limit the uncertainty.

The project aims to raise awareness of the health implications of restructuring on the directly affected victims in the case of downsizing, on those remaining in the company after downsizing (survivors) and on the managers responsible for guiding and executing the process of restructuring. The health effects go beyond these groups as they also affect the families of victims and survivors as well as the communities in which the restructuring occurs as a whole. The HIRES group would like to broaden the perspective of the traditional research on unemployment to all groups affected by the required social and economic changes.

As this report shows, these groups also need public attention and support. It concludes that occupational transitions often exceed the personal resources available to cope with these challenging life events. Therefore, we have developed the concept of a “social convoy” in occupational transitions, whereby society as a

whole and all actors involved have to take on a social responsibility to allow for a smoothening of this process.

The HIRES Report discusses existing and required policies for the European level and reviews the role of institutions across Europe. The roles of all relevant social actors are critically reviewed. Our proposal for a social dialogue on health in restructuring is accompanied by specific suggestions for the active participation of each social group within the restructuring processes.

The tools, instruments and practices, as well as the considerations regarding the roles of social actors and OSH institutions presented in the HIRES Report are of use to: employers, other social partners and policy makers on a European, national and regional level. Our plea for a re-prioritization of health in restructuring may contribute to the reinternalisation of the health costs involved into the debate on restructuring. The present financial markets crisis – the effects of which on the real economy can, at present, be only roughly estimated on a very preliminary and vague basis – will reinforce the necessity to carefully monitor and manage the process of restructuring by using and applying tools, instruments and practices that may help ensure less socially damaging changes.

The report summarises the current state of affairs in terms of good practices, innovative tools and instruments to secure individual health and organisational performance in restructuring. The MIRE project already showed how health can become a central issue prior to or during restructuring which needs to be addressed by the organization and other institutional bodies responsible for managing or supporting the restructuring.

Following this line, the HIRES project gathered and discussed cases of good practice in regard to the issue of health in organisational restructuring to subtract specific lessons to be learned and practices to be adopted. The innovative aspects and specific lessons learned from the selected cases in regard to health prevention are in short:

- Socially sensitive restructuring (like the ILO-SSER concept demonstrates) is a

first step to secure individual health during restructuring.

- “Healthier restructuring” needs conscious stakeholders, especially shareholders and leaders.
- Organisational change is always a potential stress factor: Redundancies are often integral to restructuring.
- Employees stress levels as early warning signs indicate the need for health specific prevention efforts.
- Health monitoring and prevention need to be coordinated on the basis of concrete protocols.
- “Healthier restructuring” needs a proactive health policy.
- A proactive health policy needs collaborative health management within the organisation.
- External collaborations can be utilised to guarantee a proactive health policy.
- Organisational restructuring and related health effects can have a major impact on the community level.

The evidence examined by the HIREs group demonstrates categorically that the process of restructuring can have a significant detrimental effect on the health of employees who are affected, including the so called survivors of restructuring (those who remain in the company after restructuring). It is also clear that there are steps that can be taken by employers and other social actors to help mitigate the negative effects of restructuring on the health of employees and be of benefit to those employees, the employer and wider society.

Based on the experience of the expert group, analysis of the case studies and that of the external experts who shared their experiences with the HIREs group, we have derived a set of 12 recommendations for a future European framework for the development of healthier ways of enterprise restructuring. Thus, we want to enlarge the predominant concept of health in restructuring that narrowly limits itself to the economic dimension of organisational change. We

attempt to draw the attention to the outcome of a counterproductive neglect of long-term effects on the health of individuals and the economic performance of companies and societies as a whole.

The 12 HIREs policy recommendations refer to the following areas:

1. Monitoring and evaluation
2. Direct victims of downsizing: the dismissed
3. Survivor reactions and organisational performance
4. Managers responsible for the restructuring process
5. Organisational anticipation and preparation
6. Experienced justice and trust
7. Communication plan
8. Protecting contingent and temporary workers
9. New directions for Labour Inspectorates
10. Strengthening the role of Occupational Health Services
11. Specific support for SMEs in restructuring
12. New initiatives needed in Europe: CSR, routine health promotion, discourse on career change and employability

A concept of enterprise restructuring that aims at preserving certain features of a European social model of employment relations with the new demands of a globalised competition has to take into account not only economic indicators of the health of a company but also the individual effects of restructuring on the workforce. Moreover, such a concept needs also to reflect on the considerable impact on the long-term competitiveness of the economy. This new understanding broadens the perspective from a unilateral shareholder perspective to a more balanced view on the interests of all stakeholders involved. Such a broadened perspective has the goal of a socially responsible restructuring.

The HIRES recommendations, even though they are based on comprehensive material and broad knowledge, have to be brought down to the national, regional and company level for the relevant issues to be refined. It will therefore be the main task of the follow-up project of HIRES – which has already found the support of DG Employment, the HIRES PLUS project – to contextualise the results in the light of concrete experience and

backgrounds of 13 countries including a wider range of countries from Western and Eastern Europe. By translating our expertise to the different national levels, different stakeholders and actors, as well as OSH institutions a process of dissemination and consultation can take place that has the potential to enrich the HIRES concept and to increase awareness of these issues in more member states of the EU.

Project Co-ordinator

Prof. Dr. Thomas Kieselbach

Institute for Psychology of Work, Unemployment and Health (IPG)

University of Bremen, Germany

Email: kieselbach@ipg.uni-bremen.de

11.2. Tempus Project for the cooperation between European universities and Universities of the Maghreb region to develop a master degree diploma on Work and Organizational Psychology in three Maghreb countries (Algeria, Morocco, Tunisia)

Recently the European Commission of Education, Audiovisual, and Culture Executive Agency (EACEA) - Tempus project Management - has approved to support the project submitted by the University of Grenoble (Professor Remi Kouabenan) on behalf of 6 Universities from the Maghreb region, 2 associate partners from the same region and 4 European Universities.

The project is labeled “***Development and support of a Master's degree in Work Psychology in Maghrebi Universities (MPTUM)***” and aims to develop and implement a Master Course on Work and Organizational Psychology of 120 ECTS at the six universities from the region: two universities from Tunisia (University of Tunis and University of Tunis El Manar); two universities from Algeria (University of Oran and University of Constantine) and two

universities from Morocco (University Mohamed V Agdal and University Mohamed V - Soussi). Moreover, two social economic partners are the National Enterprise of materials for Public Works (ENMTP), Ain Smara and the Management of SMEs of the Crafts Organization of Oran (Algeria).

The master will be developed following the general Guidelines of the Bologna agreement and it will be especially addressed to recent graduate students, although it will also incorporate people with professional experience who look for specialization and professional development. The European partners (University of Grenoble - France, Free University of Brussels - Belgium, University of Cluj-Napoca - Romania, University of Verona - Italy and University of Valencia - Spain) will contribute with their experience and will provide inputs from the

masters that are delivered at these institutions at the moment. One important input for the design of the master will be the Reference Model and Minimal Standards for the Education of Work and Organizational Psychology in Europe, formulated by the European Network of Work and Organizational Psychology Professors (ENOP). Several professors participating in the Project are members of ENOP (José M. Peiró - U. Valencia and Remi Kouabenan - U. Grenoble - coordinator of the Project). However, the project has also been designed and organized to reinforce the cooperation and the relationships among the European Universities and those from the Maghreb countries. Strengthening the relationships between all the members of the project is one of the main goals. The project also contributes to the development of Work and Organizational Psychology in Africa. In this way and in a cooperative manner, it is expected that the consideration of Work and Organizational phenomena in a broader context will enrich the discipline, its research and teaching, and also the participants

(professors and students) involved in the project and in the Master Course. The Master implemented at different universities will clearly establish its goals aiming either to educate professionals or researchers.

This project will be developed during three years and several steps are established to develop, plan, pilot and implement the master. A mobility scheme of the teaching staff in north-south, south-south and south-north directions is part of the project and then the cooperation between all the partners will be enriched by the familiarization with the culture of the other countries and regions. We would like to thank the European Commission EACEA for giving us the opportunities and the means to achieve these different exciting goals. We truly hope to achieve them for the development of WOP in this part of the world by means of joint training and hopefully joint research programs.

Prof. **Rémi Kouabenan**, University of Grenoble2 Pierre Mendès France, coordinator of the project and Professor **José Maria Peiro**, University of Valencia, partner.

11.3. Technion Multi-Cultural Team Project

The Technion Multi-Cultural Team Project is an online environment that was designed for learning purposes. It allows cross-cultural teams to cooperate on joint projects and monitor their interaction patterns. The International project environment offers graduate research students and MBA students first hand experience of international multi-cultural teamwork. The accumulated experience of the international teams could serve for research on cross-cultural organizational behavior.

Participants receive continuous feedback on their team processes of communication, task

conflicts, interpersonal conflicts, on the emergence of a team spirit, and on the behavioral norms that either facilitate or inhibit the success of the multicultural teams.

The project was initiated and designed by Professor Miriam Erez and her doctoral student Efrat Shokef, The William Davidson Faculty of Industrial Engineering and Management, Technion - Israel Institute of Technology. The project is run in cooperation with Schools all around the world.

For more information please visit <http://iew3.technion.ac.il/~merez>

11.4 Virtual Abroad Program

As announced in previous issue of our Newsletter, *Sharon Glazer* from San José State University of California and *José María Peiró* from University of Valencia carried out a joint activity, called "Virtual Abroad Program". Moreover, Carmen Carmona and Carolina Moliner from University of Valencia together with Sharon Glazer were in charge of the program activities.

This program refers to a virtual collaboration project in which 25 students from Faculty of Psychology at the University of Valencia (UVEG) had worked with a team of as many students from San Jose State University of California (SJSU) for three months.

Here you can see the report from one of the participants in the program:

Virtually Almost Abroad

Prof. Jose Maria Peiró asked us to participate in a new experiment: the Virtually Almost Abroad Project (VAP). Twenty-five students of the Universitat de Valencia and 25 students of the San Jose State University of California (USA) participated in this project. Several groups were made, composed of four members: two members from the Universitat de Valencia and two members from the San Jose State University. Each team had to work on one topic in Organizational Psychology (for example: communication, negotiation, work motivation, etc.) in one specific country. None of the team members could have already visited the country in question. The final goal of the presentation and the paper was to make a kind of training guide on this specific topic for an expatriate, who is going to do business in a foreign host country. At the end of the project, every team had to do the presentation by video-conferencing. The guide should help the expatriate to adapt to the host culture, avoid misunderstandings, and manage effectively with respect to the chosen topic. We introduced the dominant values, expectations, managerial practices and

behaviors salient in the host culture, mainly in the workplace.

To achieve this goal, we had to get to know each other, search information about the topic and about the country, make a presentation, etc. We were able to use every possible way to communicate with each other (email, internet, Skype). We did teamwork in a virtual setting.

In our group, we communicated by MSN messenger (a chat program) and by email. A lot of emails were send: to share information, to keep each other up to date, to set up meetings and so on. Once a week we had an appointment on MSN messenger that lasted for two hours.

In the first two chat conversations, we talked about ourselves, our characteristics, our studies, our cultural background, our activities, our values and beliefs, among others. We had to tell everyone what was important for us so that the teamwork and communication was done efficiently. We sent a photo of ourselves to the other team members after our first conversation. This was a special experience because we had a long chat with each other before having an idea about how the others looked like. In the other chat conversations, we talked about our topic. After every conversation, we had to send the 'chat log' to the project coordinators, Carolina Moliner for Spain and Sharon Glazer for the USA.

In the first conversations we also discussed some scenarios in our teams. In these scenarios some situations were discussed that involved dilemmas about ethical topics, friendship, etc. We each had to define our answer that fitted to the scenario the most (answers were multiple choice). Then, we could compare the answers of the group members. This was the first time that we were confronted with the different cultural backgrounds. Sofie and I (Spain) chose the same answer on the situation, in opposition to

the answer that Sachie and Tracey (USA) pointed out. It was very curious that each pair of students of the same country chose the same answer. This exercise was good to start the project because everyone is confronted with a different way of thinking.

My group had to make a presentation about 'Communication in Peru'. The presentation consisted of different parts so we divided them and we each worked out our part. First, we discussed information about the host country: the dominant values, expectations, managerial practices and behavior of the people in Peru. In the next part, we compared the cultural values (mastery, hierarchy, conservatism, harmony) of the three different countries (Peru, Spain and USA). At the end, we explained how an expatriate could adapt in the best possible way when working in Peru. To validate our information, we interviewed someone from Peru; by doing so, we could

control if our information and our guidelines were correct.

Every week we came together and four groups presented their presentation. This was a very unique experience because during the presentation the four team members presented their work in front of the class. The only difference with a 'normal' PowerPoint presentation was that two persons talked in front of the class and the other two persons (San Jose State University) talked by video conference. Surprisingly, the presentations were very structured and well organized; it was easy to follow even if it was on screen. I was very pleased that I could have been part of the VAP. I learned a lot about different cultures, about working with people from a different background and about communication in a virtual setting.

Submitted by:

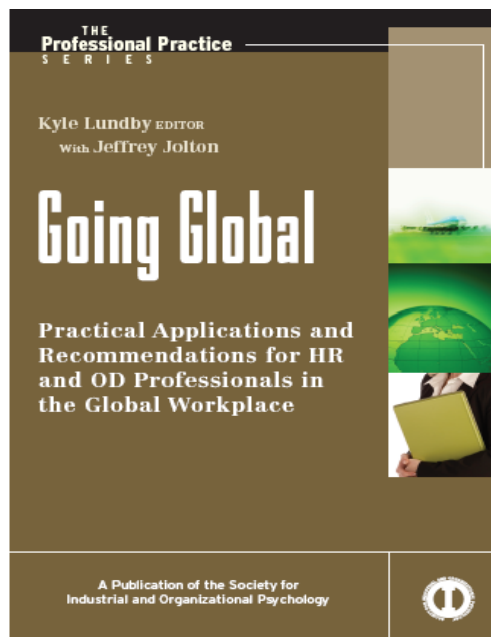
Isabel Backaert

Universiteit Gent (Belgium)

Erasmus student at the University of Valencia (Spain)

12. WOP BOOK ANNOUNCEMENT

SIOP Professional Practice Series
Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace
(edited by Kyle Lundby)



In this new volume from SIOP's Professional Practice Series, each chapter discusses critical aspects of HR and OD practices as they relate to global organizations. While each chapter was based on sound theory and research, the primary purpose of the Professional Practice Series is to provide advice and real-world examples from organizational psychologists with practical experience in a global environment. *Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace* is organized into thirteen chapters and three sections. Each chapter represents an area of HR and OD practice.

- Part One (**Practical considerations for HR and OD practitioners working across geographic-cultural boundaries**) provides a review of some higher-level issues of interest and relevance to HR and OD practitioners and consultants to global organizations. These chapters examine the increasingly global nature of work and its impact on the role of HR, as well as culture, values, and teamwork.
- Part Two (**Attracting and selecting employees in the global workplace**) looks at the process of organizational entry. Chapters in this section address such critical issues as attracting, selecting, and on-boarding employees in a global environment.

- Part Three (**Maximizing performance in the global workplace**) takes a broader look at maximizing employee effectiveness, and includes chapters on training for intercultural competence, the role of strategic surveys and employee engagement, work-family balance, and maximizing the effectiveness of international assignees.

As Kyle Lundby and Jeff Jolton note in the Preface (pp. xx-xxi), no two global organizations are alike. They vary on a

number of key factors, from the stage of globalization (multinational, international, etc.) to their strategy around organizational identity (similar to differentiated) and processes integration (integrated versus differentiated). As a result, there is no one-size-fits-all approach for HR and OD practitioners operating in this complex and shifting environment. However, the chapters in this volume touch on issues that are critical to all of us (recruitment, selection, etc.) and offer practical advice that can be tailored to fit your particular situation.

13. WOP WEB-SITES



Contact: Alison Mallard, PhD

Website: www.ioatwork.com

Phone: 011-404-327-6006

Email: amallard@hr-catalyst.com

Making I/O-Related Research More Available to Practitioners: A Free Resource Website

In the recent SIOP practitioner needs survey, 95% of respondents indicated that they would like a convenient way to keep up with I/O-related research. With I/O AT WORK and 10 – 15 minutes a week, a user can stay current with and gain access to recent, relevant I/O research... **for free.**

How Does it Work?

The I/O AT WORK reviewers scan recent research from top journals to identify articles that are particularly relevant, interesting, and/or informative to our target audience (organizational psychologists and high-level practitioners in HR-related fields). Brief reviews of each article are then written, edited, and posted. Reviews provide:

- 1) A brief overview of the article, including the authors' findings/conclusions
- 2) The reviewer's own insights about the article and how it is relevant to the practice of I/O, HR, etc.
- 3) A full citation of the article which is hyperlinked to the website page where the reader can purchase/read the full article
- 4) An opportunity for readers to comment on the review or existing comments

The Reviews Can be Viewed Three Ways:

- 1) **By date of posting** so readers can see what has been posted lately
- 2) **By topic** so readers can see reviews by an area of specific interest
- 3) **By resource** so readers can peruse the journal of their choice

Put I/O AT WORK to Work For You

- 4) We help I/O practitioners and HR professionals stay abreast of the latest research
- 5) We provide a site which allows researchers and publishers to direct practitioners to their work
- 6) We provide a forum where I/O psychology students can quickly sort through recent research, as well as connect with practitioners through comments, questions, and reviews

Learn more at www.ioatwork.com and find us on:



14. WOP JOURNALS



Human Relations Special Issue call for papers

The life of a happy worker: Examining short-term fluctuations in employee happiness and well-being

Guest Editors:

Despoina Xanthopoulou, PhD, *University of Crete, Greece*

Arnold B. Bakker, PhD, *Erasmus University Rotterdam, The Netherlands*

Remus Ilies, PhD, *Michigan State University, USA*

Happiness and subjective well-being have been in the focus of attention of both psychologists and sociologists for many decades (e.g., Campbell, Converse, & Rodgers, 1976; Haring, Okun, & Stock, 1984; Veenhoven, 1991), and there is a well-established research tradition on the role of emotions in organizational research (Rafaeli & Sutton, 1989). More recently, happiness has also been a subject of interest in economics (Layard, 2006), and has become the central focus of the emergent positive psychology movement (Seligman & Csikszentmihalyi, 2000). Positive psychology shifted the attention from the study of malfunctioning to the study of those positive qualities in people that help them flourish. As a consequence, the field of positive organization behavior (POB) has been developed. POB emphasizes the need for more focused theory development, research and effective applications of positive traits, states and behaviors of employees in organizations (Bakker & Schaufeli, 2008). Examining employee happiness is crucial both for theoretical and practical reasons, because it contributes to a more integrated understanding of working life. In this respect, interdisciplinary approaches that combine paradigms from different organizational sciences (e.g., psychology, sociology,

economy), may contribute significantly to a better understanding of employee happiness.

Furthermore, the role of time as a critical variable in theories that explain work attitudes and behaviors has been recently emphasized (Fried, Grant, Levi, Hadani, & Haynes Slowik, 2007). As a consequence, scholars started to shift from static to more dynamic models of employee well-being that, next to between-person differences, investigate within-person fluctuations (Daniels, Besley, Cheyne, & Wimalasiri, 2008; Ilies, Schwind & Heller, 2007). Recent methodological advancements (e.g., multilevel modeling techniques) provide the opportunity to examine state (i.e. daily, weekly, and monthly) aspects of employee well-being, their predictors and outcomes. This is important because it helps understanding how and why employees who are generally happy may have a bad day or week (Sonnentag, Dormann & Demerouti, in press).

The purpose of the present special issue is to unwind the psychological mechanisms that explain short-term fluctuations in employee happiness. Capturing the dynamic aspect of employee happiness allows investigating positive experiences as they happen (or very

close to their actual occurrence), and thus yields stronger evidence of its antecedents and outcomes than study designs with long interval periods. Examining the dynamic character of employee happiness reduces measurement biases and leads to a better evaluation of causal effects. In addition, this attempt has important practical implications because insights on fluctuations of employee happiness may be transformed into job redesign strategies that aim at creating happy and productive workforces on a day-to-day level.

The main objective of this special issue is to publish a coherent set of theoretical and empirical studies that explain happiness fluctuations in a worker's life. We define happiness as a broad, positive well-being state (ranging from positive emotions to job satisfaction, health, and work engagement) that may vary within the same person over short periods of time (e.g., days, weeks, or months). We are interested in studies that focus on short-term, within-person fluctuations in well-being indicators, situational and personal determinants of these fluctuations, relations with other-ratings or objective indicators of job performance, potential positive spillover effects from work to other domains in an employee's daily life, as well as crossover effects of positive states from the employee to significant others. In this context, we welcome daily, weekly or monthly diary studies that stem from different organizational disciplines (e.g., psychology, sociology, management).

The list below presents illustrative questions for contributions. However, other related topics may also be suitable:

- Do short-term fluctuations in happiness go hand-in-hand with fluctuations in productivity? Are happiness and performance reciprocally related?
- Which situational factors are responsible for short-term, within-person fluctuations in employee positive psychological states?
- Do personality characteristics explain within-person fluctuations in employee happiness?

- Are state adaptations of established trait scales a reliable tool for measuring within-person fluctuations in happiness, engagement, satisfaction, and proactive behavior?
- Do real time qualitative methodologies add in the measurement of short-term fluctuations in employee happiness?
- Which short-term workplace interventions may enhance employee happiness and job performance? Are positive interventions positive for all employees?
- What can employees do to feel happy every day at work? Does job crafting help in this respect?
- Do happy employees cross over their happiness to other people around them (e.g., colleagues, family members) on a day-to-day basis?
- Do social norms explain short-term changes in employee happiness?

We welcome theoretical papers, as well as theory-driven empirical studies. Elaborate study designs (e.g., experience sampling studies, daily deconstruction methods, growth-curve studies, multiple-sources of information), with real-time quantitative (e.g., surveys) and/or qualitative (e.g., ethnographies) techniques, and application of advanced methodologies (i.e. multilevel/mixed models) will be considered an advantage.

Contributors should note:

- This call is open and competitive, and the submitted papers will be subjected to anonymous review by referees with expertise in the field.
- Submitted papers must be based on original material not under consideration by any other journal or outlet.
- For empirical papers based on data sets from which multiple papers have been generated, the editors must be provided with copies of all other papers based on the same data.
- The editors will select five papers to be included in the special issue, but other papers submitted in this process may be published in other issues of the journal.

The deadline for submissions is **31 December 2010**. Submissions should not be submitted before 01 December 2010. The special issue is intended for publication in *Human Relations* in the second half of **2012**.

Papers to be considered for this special issue should adhere to the submission requirements of *Human Relations* (please see: http://www.tavainstitute.org/humanrelations/submit_paper.html), and will be submitted through the online system (<http://mc.manuscriptcentral.com/hr>) of the journal. Please indicate in your covering letter that the paper is intended for this special issue.

Please direct questions about the submission process, or any administrative matter, to the Editorial Office:
humanrelationsjournal@tavainstitute.org.

The Guest Editors of this special issue would be happy to discuss your ideas for potential submissions. They can be contacted directly at dxanthopoulou@psy.soc.uoc.gr (Despoina Xanthopoulou), at bakker@fsw.eur.nl (Arnold B. Bakker), or at ilies@msu.edu (Remus Ilies). Authors who are interested in contributing to this special issue are kindly requested to inform the Guest Editors of their plans via email before 01 September 2010.

References:

- Bakker AB, Schaufeli WB (2008). Positive organizational behavior: Engaged employees in flourishing organizations. *Journal of Organizational Behavior*, 29, 147–154.
- Campbell A, Converse P, and Rodgers W. (1976). *The quality of American life*. New York: Russell Sage Foundation.
- Daniels K, Besley N, Cheyne A, and Wimalasiri, V. (2008). Coping processes linking the demands-control-support model, affect and risky decisions at work. *Human Relations*, 61, 845–874.
- Fried Y, Grant AM, Levi AS, Hadani M, and Haynes Slowik L (2007). Job design in temporal context: A career dynamics perspective. *Journal of Organizational Behavior*, 28, 911–927.
- Haring MJ, Stock WA, and Okum MA (1984). A research synthesis of gender and social class as correlates of subjective well-being. *Human Relations*, 37, 645–657.
- Ilies R, Schwind KM, and Heller D (2007). Employee well-being: A multilevel model linking work and nonwork domains. *European Journal of Work and Organizational Psychology*, 16, 326–341.
- Layard R (2006). Happiness and public policy: A challenge to the profession. *Economic Journal*, 116, 24–33.
- Rafaeli A, Sutton RI (1989). The expression of emotion in organizational life. In Cummings LL and Staw BM (Eds), *Research in organizational behaviour*, Vol. 11 (pp. 1–42). Greenwich CT: JAI Press.
- Seligman MC, Csikszentmihalyi M (2000). Positive psychology: An introduction. *American Psychologist*, 55, 5–14.
- Sonnentag S, Dormann C, and Demerouti E (in press). Not all days are created equal: The concept of state work engagement. In Bakker AB and Leiter MP (Eds), *Work engagement: A handbook of essential theory and research*. New York: Psychology Press.
- Veenhoven, R. (1991). Questions on happiness: Classical topics, modern answers, blind spots. In Strack F, Argyle M, & Schwarz N (Eds) *Subjective wellbeing: An interdisciplinary perspective*. London: Pergamon Press.

15. FUTURE CONFERENCES, CONGRESSES, WORKSHOPS AND SCHOOLS

15.1. WOP Conferences and Congresses (2010-2011)

22nd Annual Convention of Association of Psychological Science (APS)

May 27-30, 2010

Boston, USA

URL: <http://www.psychologicalscience.org/convention/>

71st Annual Convention of the Canadian Psychological Association

June 3-5, 2010

Winnipeg, Canada

URL: <http://www.cpa.ca/convention>

6th International Interdisciplinary Conference. *Gender, Work and Organization*

June 21-23, 2010

Keele, UK

URL: http://www.keele-conference.com/conferences_delegate.htm
<http://www.blackwellpublishing.com/journal.asp?ref=0968-6673>

5th European Conference on Positive Psychology

June 23 - 26, 2010

Copenhagen, Denmark

URL: www.ecpp2010.dk

12th International Conference on Work Values and Behavior

June 27 - 30, 2010

Estoril-Lisbon, Portugal

URL: www.Isus.edu/ba/isswov

2nd Bi-annual IWP Conference on Work, Wellbeing and Performance

June 29 – July 1, 2010

Sheffield, UK

URL: <http://conference.iwp.dept.shef.ac.uk/>

20th International Congress of IACCP (International Association for Cross-Cultural Psychology)

July 7-10, 2010

Melbourne, Australia

URL: www.iaccp2010.com

27th International Congress of Applied Psychology

July 11 - 16, 2010

Melbourne, Australia

URL: www.icap2010.com

8th International Conference on Teaching Statistics (ICOTS)

July 11 - 16, 2010

Ljubljana, Slovenia

URL: www.stat.auckland.ac.nz/~iase/index.php**7th Conference of the International Test Commission**

July 19 - 21, 2010

Shatin, Hong Kong

URL: www.itc2010hk.com/**7th Iberoamerican Congress of Psychology**

July 20-24, 2010

Oviedo, Spain

URL: www.fiap2010.com**2010 International Council of Psychologists Convention**

August 3 - 7, 2010

Chicago, Illinois, USA

URL: web.mac.com/rvelayo/icpweb/convention.html**2010 Annual meeting of Academy of Management**

August 6-10, 2010

Montréal, Canada

URL: <http://annualmeeting.aomonline.org/2010/>**118th Annual Convention of the American Psychological Association**

August 12 - 15, 2010

San Diego, California, USA

URL: www.apa.org/convention**24th Annual Conference of the European Health Psychology Society**

September 1 - 4, 2010

Cluj-Napoca, Romania

URL: www.ehps-cluj2010.psychology.ro/**International Association for Research in Economic Psychology**

September 5 - 8, 2010

Cologne, Germany

URL: www.iarep-sabe.uni-koeln.de/conference.html**54th Annual Meeting of the Human Factors and Ergonomics Society**

September 27 - October 1, 2010

San Francisco, California, USA

URL: www.hfes.org/web/HFESMeetings/2010annualmeeting.html**2011 Annual Meeting of the Society for Industrial & Organizational Psychology**

April 14 - 16, 2011

Chicago, Illinois, USA

URL: www.siop.org/Conferences/futconf.aspx**15th European Congress of Work and Organizational Psychology**

May 25-28, 2011

Maastricht, the Netherlands

URL: www.eawop.org

33rd Interamerican Congress of Psychology (CIP-SIP)

June 26 - 30, 2011

Medellin, Colombia

URL: www.sipsych.org

12th European Congress of Psychology (ECP)

July 4 - 8, 2011

Istanbul, Turkey

URL: www.ecp2011.org

Submitted by:

Kristina Potocnik

University of Valencia

(Valencia, Spain)

(Kristina.potocnik@uv.es)

15.2 VII CONGRESO IBEROAMERICANO DE PSICOLOGÍA JULY 20-24, 2010, OVIEDO, SPAIN



VII CONGRESO IBEROAMERICANO DE PSICOLOGÍA
OVIEDO - ASTURIAS - ESPAÑA
20-24 Julio 2010

Del **20 al 24 de julio de 2010**, se celebrará en Oviedo (Asturias, España) el **VII Congreso Iberoamericano de Psicología**, bajo el lema: "La Psicología Iberoamericana en un mundo globalizado".

El Congreso, organizado por el **Consejo General de Colegios Oficiales de Psicólogos –COP–** y la **Federación Iberoamericana de Asociaciones de Psicología –FIAP–** se ha convertido en

punto obligado de encuentro para los psicólogos y psicólogas de toda Iberoamérica, y dará la oportunidad de compartir las últimas novedades científicas y los avances de la profesión en los diferentes ámbitos y especialidades de la disciplina

Con este *VII Congreso Iberoamericano de Psicología*, se pretende potenciar una vinculación cada vez mayor entre los

países de ámbito iberoamericano, así como las vías de cooperación para el desarrollo de la Psicología y crear lazos que permitan generar el intercambio científico y profesional. En esta edición, no se perderá de vista el reto que supone superar las fronteras visibles e invisibles de un mundo globalizado, en el que la Psicología se integra como herramienta de excepción para la adaptación a las nuevas realidades emergentes. Todo ello en el marco incomparable que ofrece la ciudad de Oviedo, cuna de los Premios Príncipe de Asturias, reconocida por su enorme belleza, encanto y magnífica gastronomía.

Entre las numerosas actividades previstas, destacan las conferencias que ofrecerán invitados de excepción, como **Leandro Almeida** (Universidad do Minho), **José María Peiró Silla** (Universidad de Valencia), **Gualberto Buela-Casal**, (Universidad de Granada), **María Regina Maluf** (Sociedad Interamericana de Psicología), **Serafín Lemos Giráldez** (Universidad de Oviedo), **Wilson López López** (ABA Colombia/Pontificia Universidad Javeriana), **Emilio Ribes Iniesta** (Universidad de Guadalajara), **Eliás Scaff Silva** (Universidad de Chile) y **Francisco J. Labrador Encinas** (Universidad Complutense de Madrid).

Asimismo, hasta la fecha también han confirmado su participación en distintas actividades invitadas, **Jorge L. Arias Pérez** (Universidad de Oviedo), **Miguel Aurelio Alonso García** (Universidad Complutense de Madrid), **Ramón Arce** (Universidad de Santiago de Compostela), **David Arribas Águila** (TEA-Ediciones), **M^a Soledad Ballesteros Jiménez** (Universidad Nacional a Distancia), **M^a Isabel Barbero García** (Universidad Nacional a Distancia), **Elisardo Becoña Iglesias** (Universidad de Santiago de Compostela), **José Bermúdez Moreno** (Universidad Nacional a Distancia), **Amalio Blanco** (Universidad Autónoma de Madrid), **Cristina Botella Arbona** (Universidad de Castellón), **María África**

Borges del Rosal (Universidad de la Laguna), **Gualberto Buela Casal** (Universidad de Granada), **Ana María Calles Doñate** (Universidad Complutense de Madrid), **Antonio Cano Vindel** (Universidad Complutense de Madrid), **Enrique Cantón Chirivella** (Universidad de Valencia), **Antonio Capafons Bonet** (Universidad de Valencia), **Juan Ignacio Capafons Bonet** (Universidad de la Laguna), **Helio Carpintero Capell** (Universidad Complutense de Madrid), **José Antonio Carrobles** (Universidad Autónoma de Madrid), **Fernando Chacón Fuertes** (Universidad Complutense de Madrid), **Víctor Cláudio** (Instituto Superior de Psicología Aplicada de Lisboa), **Jaume Cruz** (Universidad Autónoma de Barcelona), **Fernando Cuetos Vega** (Universidad de Oviedo), **M^a Victoria del Barrio Gándara** (Universidad Nacional a Distancia), **Carmen del Río** (Universidad de Sevilla), **Paula Elosua Oliden**, (Universidad del País Vasco), **Jordi Fauquet Ars** (Universidad Autónoma de Barcelona), **Rocío Fernández-Ballesteros** (Universidad Autónoma de Madrid), **Pablo Fernández-Berrocal** (Universidad de Málaga), **Francisco Gil Rodríguez** (Universidad Complutense de Madrid), **Héctor González-Ordi** (Universidad Complutense de Madrid), **Jorge C. Fernández del Valle** (Universidad de Oviedo), **Victoria Ferrer Pérez** (Universidad de Baleares), **Eduardo Fonseca-Pedrero**. (Universidad de Oviedo), **Enrique García Fernández-Abascal** (Universidad Nacional a Distancia), **José Manuel García Montes** (Universidad de Almería), **Olaya García Rodríguez** (Universidad de Barcelona), **Elena García Vega** (Universidad de Oviedo), **Juan F. Godoy García** (Universidad de Granada), **María Elena Humphrey** (Ave Maria University - Nicaragua), **Francisco Labrador Encinas** (Universidad Complutense de Madrid), **Cristina Larroy García** (Universidad Complutense de Madrid), **Francisca López** (Universidad de Almería), **Wilson López López** (ABA Colombia /

Universidad Javeriana - Colombia), **Luis Lozano** (Universidad de Oviedo), **Carmen Luciano Soriano** (Universidad de Almería), **María Ángeles Luengo Martín** (Universidad de Santiago de Compostela), **Raúl Medina Centeno** (Universidad de Guadalajara), **José Francisco Morales Domínguez** (Universidad Nacional a Distancia), **Rafael Moreno Rodríguez** (Universidad de Sevilla), **Carmen Moreno-Rosset** (Universidad Nacional a Distancia), **José Muñiz** (Universidad de Oviedo), **José Carlos Núñez** (Universidad de Oviedo), **Alfonso Palmer Pol** (Universidad de Baleares), **José María Peiró Silla** (Universidad de Valencia), **Wenceslao Peñate Castro** (Universidad de la Laguna), **Marino Pérez Álvarez** (Universidad de Oviedo), **Vicente Ponsoda** (Universidad Autónoma de Madrid), **José Antonio Portellano Pérez** (Universidad Complutense de Madrid), **Gerardo Prieto** (Universidad de Salamanca), **Santiago Redondo Illescas** (Universidad de Barcelona), **Antonio Rial Boubeta** (Universidad de Santiago de Compostela), **Emilio Ribes Iñiesta** (Universidad de Guadalajara/Universidad Veracruzana), **María José Rodrigo** (Universidad de la Laguna), **Jesús Rodríguez-Marín** (Universidad de Elche), **María Mercedes Rodríguez Pérez** (Departamento de Evaluación y Calidad de Madrid-Salud), **José Manuel Sabucedo Cameselle** (Universidad de Santiago de Compostela), **M^a Carmen Saldaña García** (Universidad de Barcelona), **María Pilar Sánchez López** (Universidad Complutense de Madrid), **Pablo Santamaría Fernández** (TEA-Ediciones), **Encarnación Sarriá** (Universidad Nacional a Distancia), **Elias Scaff Silva** (Universidad de Chile), **M^a Victoria Sebastián Gascón** (Universidad Complutense de Madrid), **Roberto Secades Villa** (Universidad de Oviedo), **Francisco Tortosa** (Universidad de Valencia), **Miguel Ángel Vallejo-Pareja** (Universidad Nacional a Distancia), **Javier Urra Portillo** (Fiscalía del Tribunal Superior de Justicia y Juzgados

de Menores de Madrid) y **Jesús Varela Mallou** (Universidad de Santiago de Compostela).

¿A quiénes va dirigido? Un congreso para todos

Con la organización de este Congreso, la Psicología española quiere ofrecer una visión integral de los distintos ámbitos de la Psicología en Iberoamérica en el momento actual, así como promover el desarrollo de nuevas ideas y teorías dentro de las diferentes áreas de trabajo y estudio. Por ello, es de máxima prioridad para nosotros alentar la participación del mayor número de asistentes y esperamos que profesionales, investigadores, docentes y estudiantes, se animen a acudir a esta gran cita.

El Congreso ofrece la posibilidad de asistir como oyente y/o de presentar propuestas en diferentes modalidades (simposios, comunicaciones orales, mesas redondas, pósteres y talleres).

¡Os esperamos en Oviedo!

El éxito de las ediciones anteriores nos anima a invitaros a participar en esta gran fiesta de la Psicología que no podéis perderos. Toda la información puede encontrarse en la página *Web* del Congreso.

www.fiap2010.com

Organized by the Federation of Iberoamerican Associations of Psychology, the next Iberoamerican Congress of Psychology will be held in **Oviedo (Spain) from 20th till 24th of July**. Previously, it has been organized in different Iberoamerican countries, such as Colombia, Chile, México or Perú.

This is one of the Iberoamerican spaces where psychologists from all disciplines and from the professional and scientific context come together to exchange recent developments in

research, experiences, tools and other relevant contents in the discipline of Psychology. Professor Peiró has been invited to deliver an address on “Positive Occupational Psychology: New developments and achievements”. During the congress, the biannual meeting of Iberoamerican Conference of Deans of Psychology Faculties will also take place. Moreover, the Council of Editors of Iberoamerican Scientific Psychological Journals will hold its ordinary biannual meeting.

15.3. LXXXVI Assembly of the National Council for Teaching and Research in Psychology (CNEIP) (MEXICO)

(<http://www.cneip.org/menu.htm>)

The next Council will be held at the Universidad Autónoma de Ciudad Juárez (UACJ) Chihuahua, **Chihuahua**, during **29-30th of April**. The Mission of the Council is to promote teaching, research, transfer and dissemination of professional practice of Psychology through the promotion of its scientific and professional development, with a high quality level in the global world context.

The CNEIP is a recognized accrediting body for psychology studies in Mexico. Its institutional membership is composed of 72 Higher Education institutions plus about 10 Psychological Associations, 16 individual members and about 20 honorary members.

During the LXXXVI Assembly Professor José M. Peiró (University of Valencia, Spain and

President of the IAAP Division 1) will deliver an Invited lecture on “**The experience of the EU for the validation and accreditation of the Psychology curricula**”. About 80 Deans of the Faculties of Psychology have announced their participation at the Assembly. At the same time, the CNEIP organizes the **XXXVII CONGRESS OF THE NATIONAL COUNCIL FOR PSYCHOLOGY TEACHING AND RESEARCH (CENEIP)**. (<http://www.cneip.org/menu.htm>) During this Congress, Prof. Peiró will present an Invited address about “**Recent challenges and contributions to Organizational Development**”.

15.4. VIII International Congress of Occupational Risk Prevention (ORP)

(www.orpconference.org/2010/programa-en.htm)

This is a biannual International congress that aims to create value Through Risk Prevention Management. The present edition of the Congress will be held in **Valencia (Spain)** from the **5th to the 7th of May, 2010**. It is a multidisciplinary congress with a focus on promoting innovation and developments through the communication of the results of scientific research and the developments coming from the professional practice.

A number of psychologists who are leaders in the area of Occupational Health will deliver invited addresses at this congress, such as Gudela Grote, Stavroula Leka, Luis Lopez Mena, among others. Professor Peiró will speak about "Measures for Psychosocial Risk Prevention and Health Promotion. Scientific and Empirical Evidence".

15.5. IV CONGRESSO BRASILEIRO DE PSICOLOGIA ORGANIZACIONAL E DO TRABALHO (IV CBPOT)

Held in **Sao Paulo** from the **5th till the 7th of July**, the goal of this congress is to provide opportunities to disseminate knowledge and to stimulate the debate among the researchers and professionals from the field of Work and Organizational psychology and related areas. It also aims to stimulate networking and to strengthen the existing networks. More than 1800 participants are expected in a big country where the community of Work and Organizational Psychologists is very large and well organized and developed. The event is promoted by the Brazilian Association of Work and Organizational Psychology and the Universidade Metodista de Sao Paulo.

The Brazilian Association of Work and Organizational Psychology (www.sbpot.org.br) was created in 2001. Its goal is to promote science and education in the field of W&O Psychology through research and dissemination of knowledge and technologies in our discipline. Professor Peiró has been invited to deliver the Inaugural address entitled "**New trends in occupational stress research and its implications for psychosocial risk analysis in organizations**".

15.6. Second EAWOP Early Career Summer School

Valencia, 11-17 September, 2010.

The Second EAWOP Early Career Summer School is held in **Valencia (Spain) from the 11th to the 17th of September 2010.**

The aim of the Second EAWOP Early Career Summer School for Advanced Work and Organizational Psychology is to foster inner-European research collaborations and to support the development of promising researchers in this field. The summer school presents the unique opportunity for young researchers to meet with fellow researchers and prominent professors and discuss their own work as well as aspects of being a researcher.

The summer school will consist of a *variety of activities*:

1. Key Notes (held by senior scholars).
2. Sessions on fund raising, publishing and research management (held by senior scholars).
3. Group sessions where participants will present and discuss their own research with fellow participants and senior scholars.
4. Poster sessions.
5. Company visits.
6. Social activities.

More information:

<http://www.eawop.org/web/>

15.7. Workshop on WOP problems and challenges in Ukraine and Poland

Kyiv, 20 -24 October, 2010

On **October, 20-24, 2010** the Laboratory of Organizational Psychology of Institute of Psychology (Kyiv) and the Ukrainian Association of Organizational and Work Psychologists and the Chair of Work and Organizational Psychology of the University of Silesia will hold the 2nd Workshop on WOP problems and challenges in Ukraine and Poland. The topic of the Workshop will be '*Psychological aspects of innovative changes in organization and organizational development*'.

The aim of the Workshop is to discuss the current research results and plans for the future co-operation.

The Workshop will be organized under auspices of IAAP Division 1 and ENOP.

The 1st Workshop on WOP problems and challenges in Poland and Ukraine was held on September, 23 -28, 2009, in Katowice, Poland in the University of Silesia.

Coordinators of the Workshop: members of Executive Committee of IAAP Division 1 – **Prof. Luidmyla Karamushka** (Ukraine) and **Prof. Barbara Kozusznik** (Poland).

16. CALL FOR FELLOWSHIP



Job Description and Attributes Required for the Recruitment of Research Assistants

Post Ref No:

Post Title: Post Doctoral Research Fellow

Contract Type: Fixed Term - 24 months (with possible extension)

Full-Time

Grade and Salary: Grade R; Up to pounds per annum.

Responsible to: Prof. Neil Anderson/Prof. Zahir Irani

Aims and Objectives of the Post: To work on organizational psychology research projects, as defined.

Post Profile

- PhD in Industrial-Organizational or Occupational Psychology
- MSc degree in related discipline is preferable but not mandatory
- Good communication skill
- Good writing skill
- Skills at conducting research within organizations is essential
- Evidence of an ability or potential to publish is preferred

Management of Staff and Students (Responsibilities and Accountability)


- To provide appropriate advice to staff and students on their research area or research methodologies

Duties and Responsibilities

- To develop joint-funding applications to major research funding bodies
- To conduct state-of-the-science reviews of topic areas under research
- To publish in scientific journals in HRM and I-O Psychology
- To present papers at international and national conferences from the joint research
- To undertake a limited number of hours lecturing and student project supervision
- To undertake advanced statistical analyses of relevant datasets

University Policy on the Employment of Staff

- Undertake any other reasonable duties commensurate with the aims and objectives of the position.
- Adhere and comply with the provisions of the Health and Safety at Work Act and in accordance to the University's policy on health and safety.
- Undertake all duties and responsibilities in compliance with the rules and regulations encompassing equal opportunities and data protection, maintaining confidentiality at all times.
- Adhere, comply and work in accordance with University and Departmental policies, procedures and codes of conduct.

| Additional attributes may be incorporated as appropriate to the area and field | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|--------------------------------------|
| Disabled applicants meeting the Essential criterion will be guaranteed an interview  part of the University's commitment to Positive About Disabled People | | | | |
| Attributes | Attributes | E | D | How to be Demonstrated |
| Academic Attainments | Ph D in Industrial - Organizational or Occupational Psychology | E | | Application submission |
| Experience | Evidence of statistical analysis experience, and experience in conducting research within host organizations (including feedback reporting to the organization) | E | D | Application submission and Interview |
| Teaching and Management Skills | Good communication and interpersonal skills | E | | Interview |
| Knowledge/ Abilities | Evidence of current knowledge in the subject area (the psychology of workplace innovation or personnel psychology) | E | | Through application and interview |
| | Demonstrate ability in acquiring and Interpreting research data and results | E | | Test/Interview (Either) |
| | Ability to compile reports and give/participate in academic presentations | E | | Interview/ Presentation (Either) |
| | Ability to draft research papers for Publication in appropriate academic journals | E | | Application |

Unfortunately we are unable to acknowledge receipt of applications. If you do not hear from the University within four weeks, please assume that your application has been unsuccessful.

17. IAAP MEMBERSHIP APPLICATION FORM

IAAP Membership Application Form

I wish to join the International Association for Applied Psychology

Please enroll me in the following Divisions (no more than two):

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> Organizational Psychology (1) <input type="checkbox"/> Psychological Assessment and Evaluation (2) <input type="checkbox"/> Psychology and National Development. (3) <input type="checkbox"/> Environmental Psychology (4) <input type="checkbox"/> Educational, Instructional and School Psychology (5) <input type="checkbox"/> Clinical and Community Psychology (6) <input type="checkbox"/> Applied Gerontology (7) <input type="checkbox"/> Health Psychology (8) | <input type="checkbox"/> Economic Psychology (9) <input type="checkbox"/> Psychology and Law (10) <input type="checkbox"/> Political Psychology (11) <input type="checkbox"/> Sport Psychology (12) <input type="checkbox"/> Traffic and Transportation Psychology(13) <input type="checkbox"/> Applied Cognitive Psychology (14) <input type="checkbox"/> Student Division (15)* <input type="checkbox"/> Counseling Psychology (16) <input type="checkbox"/> Professional Practice (17) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

***Note:** Students can sign up for two divisions in addition to the Student Division

IAAP ANNUAL MEMBERSHIP FEES*

Please tick the relevant circle below:

- STANDARD DUES** - \$60.00 U.S. £40.00 (UK)
 REDUCED DUES - for members for whom paying the Standard Dues is a hardship \$40.00/£26.00 (UK)
 SUBSIDISED DUES - for members in developing countries as well as students \$20.00/ £13.00(UK)
 SUBSIDISED DUES -for SIOP members \$50.00
 STUDENT DUES - \$10.00/ £7.00(UK)

ACTION 100: IAAP offers exemption of membership dues only to 100 cases. For further information, contact the Secretary *General* by email: iaap@psi.ucm.es

MEMBER DETAILS :

Last Name : _____ First Name : _____
 Position : _____ Department : _____
 Establishment : _____
 Street Address : _____
 Town / City : _____ County / State : _____
 Post Code / Zip Code : _____ Country : _____
 Email : _____

PAYMENT DETAILS:

Payment must accompany orders and can be made by cheque or credit cards. Cheques must be made payable to Blackwell Publishing Ltd in £ Sterling drawn on a UK bank, or US\$ drawn on a US bank.

Cheque/money order made payable **Blackwell Publishers.**

Please charge my: American Express Diners Club MasterCard Visa

Card Number: _____ Expiry Date: _____

Amount: _____ Name on Card: _____

Signature: _____ *Credit card orders are not valid without a signature.*

We would like to contact you with relevant Blackwell Publishing and Polity new book and journal information in your subject area by mail, telephone or email. This may involve the transfer of your data outside the EC. Your data may also be passed on within the Blackwell Group. If you do not wish to be contacted in this way, please tick here: *mail* *phone* *e-mail*.

Please return your completed form to:

Penny Taylor, Membership Services (IAAP), Blackwell Publishers PO Box 1269 9600 Garsington Road, Oxford OX4 2ZE; Tel: +44 (0)1865 778171; Fax: +44 (0)1865 471776;

membershipservices@oxon.blackwellpublishing.com

18. IAAP DIVISION 1 EXECUTIVE COMMITTEE

President

José M. Peiró

University of Valencia
 Department of Social Psychology
 Avda. Blasco Ibañez 21
 46010 Valencia - Spain
 Email: jose.m.peiro@uv.es



Past-President

Virginia Schein

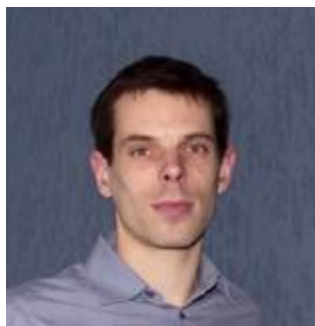
Gettysburg College
 Management Department
 Gettysburg, PA 17325-USA
 Email: vschein@gettysburg.edu

President elect

Handan Kepir Sinangil

Marmara University
 Department of Business Administration
 Goztepe/Istanbul, 34722
 Istanbul-Turkey
 Email: sinangil@boun.edu.tr



**Treasurer****Filip Lievens**

Ghent University
Department of Personnel Management
Work and Organizational Psychology
Dunantlaan 2,
Ghent-Belgium
Email: filip.lievens@ugent.be




Secretary**Barbara Kożusznik**

Institute of Psychology
University of Silesia
ul.Grazynskiego 53
40-124 Katowice-Poland
Email: kozusznik@us.edu.pl

**Editor of Newsletter****Ludmila Karamushka**

Organizational Psychology Laboratory
Institute of Psychology of Academy of
Pedagogical Sciences of Ukraine
2 Pan'kivska str. 01033 KYIV-Ukraine
Email: lkarama01@yahoo.co.uk

19. INFORMATION ABOUT EDITORIAL TEAM

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Editor:</p> <p><i>Prof. Lyudmila Karamushka</i> Institute of Psychology Laboratory of Organizational Psychology (Kyiv, Ukraine) 2 Pan'kivska str. 01033 Kyiv Ukraine tel./fax + 38 044 288 07 19 <i>Please use editor's e-mail to submit contributions</i> e-mail: lkarama01@yahoo.co.uk</p> |  |
|  | <p><i>Kristina Potocnik</i> University of Valencia (Valencia, Spain) e-mail: kristina.potocnik@uv.es</p> |
| <p><i>Oksana Kredentser</i> Institute of Psychology Laboratory of Organizational Psychology (Kyiv, Ukraine) e-mail: okred@mail.ru</p> |  |