

**International Association of Applied
Psychology
(IAAP)**

Division 1. Work and Organizational Psychology

Newsletter

DECEMBER 2008

**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 3rd issue of the electronic Newsletter of the Division 1: Work and Organizational Psychology. This issue provides information about activities of the Division 1 in the period from May 2008 till December 2008.

Many thanks go to the colleagues who kindly provided us with the information to be used in this issue. We welcome everyone to fruitful cooperation.

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TABLE OF CONTENTS

Editorial

1. Greetings from the President of the IAAP Division 1

2. Report to the IAAP Board of Directors for the period 2006-2008. By José María Peiró, President of Division 1 - Work and Organizational Psychology

3. Activities organized by the IAAP Division 1 at the 29th International Congress of Psychology (Berlin, 20-25 July, 2008)

3.1. "Publishing Internationally" – a workshop during the ICP in Berlin, given by Professor Michael Frese, past president of the IAAP, sponsored by the Division 1 and Division 15

3.2. "Psychosocial risk analysis and prevention at work" – an invited symposium during ICP in Berlin chaired by Professor José Maria Peiró, president of the Division 1

3.3. "Social hour" of IAAP Division 1 during ICP in Berlin

4. Information from the Executive Committee of IAAP Division 1

Report about Division 1 Executive Committee meeting (Berlin, July 22, 2008)

5. Recruitment of new members of Division 1

6. IAAP Division 1 has launched an alliance with SIOP and EAWOP

7. Report on the First European PostDoc Summer School for Advanced Work and Organizational Psychology (Berlin, Germany, September 6-12, 2008)

8. WOP around the world

8.1. Industrial-Organizational Psychology in Hong Kong

8.2. WOP in Spain: Bonding and Bridging Social Capital within the W&O Psychology Community

9. News from members of IAAP Division 1

10. Task Forces and Networks

10.1. EAWOP, IAAP-Division 1 and SIOP have established a Task Force to prepare White Papers

10.2. IAAP: Task Force: Women's Status

10.3. Network "Enterprise for Health"

11. Calls for scholarships

11.1. Call for 4 Erasmus Mundus scholarships for Non-European Scholars.

11.2. Call for 17 Erasmus Mundus scholarships for Non-European Students.

11.3. WOP-P Master and Erasmus Mundus Program

12. Future Conferences, Congresses and Schools

12.1. 14th European Congress of Work and Organizational Psychology (EAWOP)

12.2. XXVIIth International Congress of Applied Psychology (11-16 July, 2010, Melbourne, Australia)

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

12.4. Winter School carried out within the Erasmus Mundus Master WOP-P: In memoriam of Bernard Wilpert (22 February- March, 2009, Spain, Barcelona)

12.5. WOP Conferences and Congresses (2008-2010)

13. IAAP Membership Application Form

14. IAAP Division 1 Executive Committee

15. Information about editorial team

1. GREETINGS FROM THE PRESIDENT OF THE IAAP DIVISION 1



Dear members of the Organizational Psychology Division:

I want to take advantage of this excellent opportunity that our Newsletter provides me to **share with you some thoughts about the mission of our Division** and some information about the ways we are implementing it.

In my view it is important to reflect on the **functions our Division should play in the international context** of Work and Organizational Psychology, and how fulfilling these functions involves and is of use to its membership. I think there are three important functions to fulfil:

Division 1 has to provide services for its membership.

This is the most immediate function that is expected from a professional and scientific organization and it is the first consideration a member makes when analysing the advantages of becoming or continuing as member. Does being a member pay off?

The Executive Committee of our Division, the IAAP Officers and BOD have the challenge of **providing more and more**

good services to IAAP membership: Newsletters, Journal, Web page, Conferences, promotion and facilitation of international contacts and exchanges, etc. We think the **membership has to be active and engaged in stimulating new services** and we will appreciate your suggestions to improve the results of our efforts and dedication.

Since the last newsletter, new developments have taken place to provide services to our membership. I will briefly summarize them here. However, you can find more detailed information about them in this Newsletter.

At the ICP (Berlin, July 2008) we organized several events for our members and other participants, interested in our activities: 1) A **workshop** for young researchers on “Publishing in international Scientific journals” given by Prof. **Michael Frese**; 2) an **invited symposium on Psychosocial Risks prevention at work** and 3) a **Social Hour** for the members of our Division and other congress participants. Usually, the international Congresses are

events that provide an opportunity to intensify the life of our Association and division. Having a broadly distributed membership, usually our communication and cooperation is via internet. That is why we are especially interested in promoting face-to-face encounters during international conferences and similar events.

Another action, recently implemented to extend the service for our members, is the **agreement established between SIOP-EAWOP and IAAP-Division 1**. Through this agreement these three associations show a clear willingness to cooperate and to make available their services, at a reduced membership fee, for the members of the other two associations. It has been agreed that members of any of the **three associations may become members of one or the other two with a reduced fee**. In this way, we intend to stimulate joint membership and we provide a **broader array of services produced by SIOP and EAWOP to our membership**. We expect our members may profit from these benefits and we invite you to join the other associations.

Division 1 has to contribute to the creation of social capital for W&O Psychologists.

In a global society the community of W&O Psychologists, composed of professionals, scientists and academics from all over the world, needs to increase the **bonding social capital** by increasing the number of links and relations among their members from different countries and regions. The **agreement achieved with SIOP and EAWOP may nicely serve to this end**.

In addition it is also important to stimulate **bridging social capital** with other Psychology disciplines and with other professionals who work in the field, as well as with institutions. In fact, belonging to IAAP is an important asset for our Division. During the ICP Congress in Berlin, **IAAP BOD meeting** was an excellent opportunity to get a clear picture about the progress made in several fronts and to exchange

information and experiences among the different Divisions. The information provided by the different task forces was also useful and interesting. You may receive updated information on all these reports in the next IAAP General newsletter.

Conferences are excellent opportunities to enact “bonding” and “bridging” social capital in our Association. During the last months, the members of the Executive Committee had several opportunities to participate in Conferences where they met different members of our division. The participation at the International Conference, organized by the Institute of Work Psychology (Sheffield, June, 18-20, 2008), the VI Iberoamerican Congress of Psychology in Perú (Lima, July, 17-19, 2008), and at the 29th International Congress of Psychology (Berlin, July, 20-25, 2008) provided us with the opportunity to build new relationships with National Associations and other active groups in our field or in related fields. Now, we are looking forward to the upcoming conferences such as the **SIOP conference** (New Orleans, April 2-4, 2009) and the **EAWOP Conference** in Santiago de Compostela (May 13-16, 2009). Moreover the **ICAP conference of IAAP (Melbourne July 2010)** is becoming closer and it is time to start the preparation to submit contributions. I invite you to profit of all these opportunities to get updated about the developments in our discipline and to meet and interact with colleagues.

Our Association is proud to have a large number of prestigious researchers and professionals among its membership. They are well recognized in the national and international scene. This **membership represents an important asset of social capital**. It is important that this capital is more shared and profitable. In order to do so, **our Association aims to facilitate contacts, disseminate information, and provides additional visibility to the activities of its members**. I strongly invite you to communicate relevant information on these issues. We put at your disposal our

communication services (web, newsletter, list-server, etc.) and we are ready to undertake new initiatives you might suggest us to improve the development of this social capital in our global world. It is important to facilitate and promote contacts among W&O Psychologists around the world, to learn more about their ways of working and providing effective services, and to find ways of successful international cooperation.

Division 1 aims to contribute to the development and promotion of a positive image and reputation of W&O Psychology for the society, especially for policy makers and potential customers.

This is another important function but difficult to achieve if we are not large enough in size. In this issue, numbers and resources matter! Being a member of our Division, you are contributing to the fulfilment of this important function but we need more members to better fulfil it. It is important that the psychological perspective about social issues related to work, employment, and organizations is expressed and heard. From this perspective, being a member of an international association, such as IAAP and its Division 1, is more than just seeking for some services. It is the way we can make our discipline present in international institutions, organizations and in the media. It is also the way of building an image and a reputation of our discipline for the society. Members can contribute to this social image by disseminating our association profile and also their own professional activities and successful contributions to the society and the clients. We would be pleased to disseminate these contributions. So, **I invite you to share with us this information to disseminate it.**

Recently, our Association has made progress in the fulfilment of this important function. **IAAP has participated at the 61st Annual DPI/NGO Conference**, organized by the NGO Relations, Department of Public Information of the United Nations, on “Reaffirming Human Rights for All: The

Universal Declaration at 60”. It was held in Paris, September 3-5, 2008. Prof. Janel Gauthier presented an interesting report on the “**Universal Declaration of Ethical Principles for Psychologists**” in workshop sponsored by IAAP and chaired by Dr. Judy Kuriansky. I also had the opportunity to participate in this event as IAAP delegate and I was really pleased to be there.

Moreover, **EAWOP, IAAP Division-1, and SIOP** have established a Task Force to prepare **White Papers** on topics where the contributions of our science and profession may be relevant and of clear interest for the society. Your contributions and ideas may be useful inputs for this Task Force and will be very welcome.

You can find **more information** about the efforts and achievements of **IAAP Division 1 in the report I have submitted to the BOD** on behalf of the Executive Committee and in the different sections of this **Newsletter**.

Before I finish this message I would like to share with you the efforts of the Division 1 Executive Committee to **attract more members to IAAP. We got about 10 new members who participated at the workshop held at the ICP Conference**, but we need much more. The membership form is attached at the end of this newsletter.

Moreover, we are also interested in **inviting the members of IAAP who have not joined any division or only one so far, to become members of Division 1**. In this way we can extend our exchange and opportunities for cooperation. If you know **any member of IAAP who could be interested in Work and Organizational Psychology and is not yet a member of our division**, please invite him or her to **apply for it**.

All the best

Prof. Jose M. Peiró
President of the Division 1. Work and Organizational Psychology

2. REPORT TO THE IAAP BOARD OF DIRECTORS FOR THE PERIOD 2006-2008

By José María Peiró

President of Division 1 - Work and Organizational Psychology

During the ICAP in Athens, the new Executive Committee of IAAP Division 1 was installed with the following members:

President: Prof. Jose. M. Peiró (Spain)

Past-President: Prof. Virginia Schein (USA)

President elect: Prof. Handam Sinangil (Turkey)

Treasurer: Prof. Filip Lievens (Belgium)

Secretary: Prof. Barbara Kozusznik (Poland)

Editor of Newsletter: Prof. Ludmila Karamushka (Ukraine)

The Executive committee highlighted the role of Division 1 in facilitating the interactions and exchanges among scholars and professionals all around the world. In this line, the **following objectives** were set:

- 1) To stimulate communication among practitioners and scientists, especially though the re-launching of the newsletter
- 2) To promote exchange among scholars and students from different countries, supporting and facilitating the cooperation for joint research and exchanges of professional experiences.
- 3) To provide the platforms and services that will facilitate all these opportunities
- 4) To stimulate and promote joint activities between national associations.

The **following activities** were carried out to accomplish the outlined objectives:

- a) Presentations at different national, regional and international congresses, some organized in cooperation with other WOP associations and IAAP Divisions,
- b) Cooperation with Division 15 in the organization of a workshop for students during international congresses.
- c) Electronic Newsletter, disseminated not only among the Division 1 members,

but also among the members of BOD and other WOP associations, willing to disseminate it.

- d) The launch of the second Membership survey and the dissemination of its results
- e) Reports about the developments of WOP in different countries around the world
- f) Reports about the WOP in professional practice
- g) The design and update of the Division website
- h) Cooperation for the preparation for the ICAP in Melbourne
- i) Contacts and cooperation with national and international associations of WOP in different continents
- j) Promotion and dissemination of Division 1 and IAAP at different international and national conferences
- k) Meeting of the Executive Committee and cooperation though virtual teamwork
- l) Participation in Task forces and committees to promote internationalizations of WO Psychology
- m) Participation (in cooperation with EAWOP) in the decision for the appointment of the Editor of the European Journal of Work and Organizational Psychology, (prof. Vicente González-Romá).

a) Presentations at different national, regional and international congresses

SIOP Annual Conference (New York, April, 2007)

Division 1 supported the Education, Learning, Teaching Forum on "Internationalizing I/O Education: Needs, Problems and Models", where several members of the Division made their

contributions. The conveners were Keith James (Portland State University) and Jose M. Peiró (University of Valencia and President of IAAP Div. 1: Organizational Psychology). The authors and co-authors of the contributions were Mo Wang (Portland State University), Robert Roe (Maastricht University), Beverley Burke (Middle Tennessee State University), and John Hazer (Indiana University/Purdue University), Vicente Martínez-Tur and Isabel Rodríguez (University of Valencia), Michael Horvath (Clemson University) and Milton Hackle (Bowling Green Ohio).

European Congress of Work and Organizational Psychology (Stockholm, May, 2007)

Division 1, together with EAWOP, organized a symposium about “Education and training of Work and Organizational Psychology in a global world”, with the following contributors: Robert A. Roe (Maastricht University), Beverly Burke and Richard G. Moffett III (Middle Tennessee State University), and José M. Peiró, Vicente Martínez-Tur and Isabel Rodríguez (University of Valencia).

ENOP European Conference on Organizational Psychology and Human Service Work (Kyiv, October, 2007)

Several members of our Division were participating at this conference, where Division 1 has also been officially announced by Prof. Lyudmila Karamushka (chair of the conference organizing committee and member of the Division 1 EC).

SIOP Annual Conference (San Francisco, April, 2008)

Division 1 was present at several activities at this conference, which was a great opportunity to promote our Division and to meet with colleagues from different parts of the world. First, Keith James, Mo Wang (Portland University) and José María Peiró presented a workshop on “Knowledge and skills for Industrial and Organizational Psychologists in a global era”, where the participants were also informed about the

activities of our Division in promoting these topics.

International Congress of Psychology (Berlin, July, 2008)

Division 1 also sponsored a symposium on “Psychosocial Risk Prevention” chaired by José María Peiró. The presenters were: Christian Korunka, Kari Lindström, Norbert K. Semmer, Rémi Kouabenan, and Lois Tetrick. Finally, Division 1 also held a social hour at this congress to provide an opportunity to the members of our division, present at the conference, and other interested psychologists to meet each other and with the division Executive Committee.

Moreover the members of Executive committee have participated in different national and international congresses during the last two years and they have mentioned the Division 1 of IAAP in the affiliation of their presentations, and also have promoted informally the Association during the Congress.

b) Cooperation with Division 15 in the organization of a workshop for students during international congresses

At the *International Congress of Psychology (Berlin, July, 2008)* Division 1, in cooperation with the Division 15, has organized a workshop about “*Publishing internationally*”, held by Professor Michael Frese.

c) Newsletter

Since 2006 we published two issues of the electronic Newsletter of the Division 1 (uploaded at www.iaapsy.org/division1). This important communication channel among the members of the Division and a way of disseminating information about the activities and the news from the Division and its members turned out to be a huge success.

We also use the newsletter to promote the membership of IAAP, and to do it, we disseminate it also to the I/O Psychologists

who are members of other associations who cooperate with us. We plan to publish two issues annually.

d) Membership survey

This initiative of the Executive Committee has been carried out by Barbara Kozusnik with the help of Philip Lievens and it was a way of contributing to the invitation of the President of IAAP, Michael Knowles, to participate in the task force about visibility and impact of applied psychology. We have forwarded the results of the survey to the Task Force. With our first survey we found out that for Division 1 members the most important thing is to be better recognized among other professionals. Therefore, with this second survey we wanted to know what should be the main message to disseminate about the contribution of WOP in a global society. The second survey results tell us that Work and Organizational Psychologists are aware that they are doing good work and that there is a great number of positive interventions. In the near future, we will raise some issues to be discussed by Division 1 members because we believe that it is high time to create a common plan of Work and Organizational Psychology future and its role in the global and local world.

e) WOP around the world

With the aim to contribute to the international dissemination of the activities in Work and Organizational Psychology that take place at the national level, we started to collect reports about the status and developments of Work and Organizational Psychology in different countries all over the world. In a global world it is even more important to get acquainted with local activities because they have, in one way or another, relevance to the understanding of the global phenomena. So far, we have received reports from the following countries: Brazil (by Prof. Sigmar Malvezzi), Turkey (by Prof. Handan Kepir Sinangil), Uruguay (by Dr. Alvaro Cristiani), and Colombia (by Prof. María Constanza Aguilar, Prof. Wilson López

López, and Juan Pablo Gamboa). They were published in our Newsletter and are also uploaded at the division website.

f) WOP in professional practice

Division 1 would like to stimulate the communication of experiences and good practices of practitioners, who work either as consultants or as HR managers or professionals in firms. In line with this aim, we already received a contribution by Michael Sanger from the Mobley Group Pacific about “*Best practices sharing forum*”, uploaded at the Division website.

g) Division website

The new web page of the Division (www.iaapsy.org/division1) has been launched to provide our membership and to Work and Organizational Psychologists with general information about the services and benefits that Division 1 offers for the sake of society, workers, and organizations, promoting and enhancing cooperation between scientist and professionals in this field on an international scene. Apart from the reports of the activities outlined above, the Division website offers information about the future congresses, events, calls for papers and scholarships, news from members, etc. Division 1 is very grateful to José M. Prieto, a Communication officer of IAAP and his team, Justyna Jachimowska and José Ramón Correas, for their support and help in developing the new web page

h) Preparation for the ICAP in Melbourne

Division 1 has been cooperating in the development of the programme at the next ICAP, Melbourne in 2010. We exchanged ideas also with Gina McCredie, National Chair of the College of Organisational Psychologists of the Australian Psychological Society.

i) Cooperation with International and national Associations of Work and Organizational Psychology

Division 1 has developed a very fruitful and promising meeting and activities with SIOP and EAWOP in order to find out ways of cooperation and promotion of Work and Organizational Psychology around the world and to facilitate exchange of resources and

promote activities for the benefit of the respective memberships. In a specific report on this topic, the main ideas and initiatives for cooperation and activities are presented.

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3. Activities organized by the IAAP Division 1 at the 29th International Congress of Psychology (Berlin, 20-25 July, 2008)

3.1. “Publishing Internationally” – a workshop during the ICP in Berlin, given by Professor Michael Frese, Past President of the IAAP, sponsored by the Division 1 and Division 15

The workshop was held on the 20th of July within the pre-congress workshop program and lasted for three hours. The workshop dealt with some typical problems of European work and organizational psychologists when publishing internationally. Some of the aspects that were covered were: basic issues of publishing in international journals, cutting the paper right and double publication, producing a good story and theory, writing style and transitions, how to choose the right journal, common mistakes of non-English

speaking authors, response to rejection and rewrites, etc.

The workshop was attended by 18 participants. This workshop was a wonderful opportunity to get some insights about how to publish their research in the future. Division 1 is already planning to organize similar workshops at the future congresses, for instance at the 14th European congress of work and organizational psychology, taking place in Santiago de Compostela, Spain, from the 13th to 16th of May 2008.



Submitted by:
Kristina Potocnik
University of Valencia
(Valencia, Spain)

3.2. “Psychosocial risk analysis and prevention at work” – an invited symposium during ICP in Berlin, chaired by Professor José Maria Peiró, president of the Division 1.

The invited symposium was organized on July 22nd at 4.30 PM in the room Roof Garden.

The chair of the symposium Prof. **José María Peiró** opened the lecture and emphasized that psychosocial risk analysis and its prevention at work constitutes a WOP contribution for the society and its world of work. Peiró said that work should not be a danger for workers' health and

psyche. On the contrary, it should promote their well being and self-fulfillment.

Christian Korunka in his presentation on “Emergent psychosocial risks conditions in current work places: Evaluation and prevention strategies” added on the basis of his research findings that current work places can be characterized by emergent psychosocial risks and our task is to capture the “new” risks before it's too late.



Kari Linstrom's presentation on “Psychosocial risks at work and their prevention in Finland” concerned risk analysis in Finnish organizations as well as different prevention strategies based on the healthy work organization approach.

Norbert K. Semmert was talking about “Stress prevention and management in the work place: Concepts, findings and desiderata”. He offered an interesting review about the intervention projects pointing out that successful projects share a number of features, such as a thorough analysis, a participative approach, and management support. He also mentioned that even well-implemented interventions are not likely to lead to improvements in all parameters for

all participants, and trade-offs have to be considered more than they typically are.

Remi Kouabenan in his presentation entitled “Beliefs, accident analysis, risk perception and prevention” underlined that in the process of coping with accident risk we should concentrate on prevention rather than on responsibility and on the role of illusion and its positive and negative effects.

Lois Tetrick and Gloria González-Morales' presentation concerned the “Cross-cultural perspectives on coping with work-family conflict” and it was concentrated on coping with work-family conflict and gave evidence that work-family conflict can be a major source of distress.

José María Peiró and Isabel Rodríguez in their presentation entitled “Psychosocial risk prevention: An approach from positive psychology” claimed that fear emotional team climate plays a mediating role between leadership quality and well-being. The positive psychology approach to risk prevention was emphasized for promoting well being at work.

A vivid discussion took place after the symposium that lasted for more than half an hour. The interests, questions and engagement of the discussants were the proof that risk analysis and its prevention is one of the most important problems present in the contemporary organizations and deserves more contributions from psychology.

Submitted by:
Prof. Barbara Kozusznik
Institute of Psychology
University of Silesia
(Katowice, Poland)

3.3. “Social hour” of IAAP Division 1 during ICP in Berlin

The Division 1 of IAAP organized a Social Hour during the International Congress of Psychology in Berlin. The Social Hour was organized on the 22nd of July at 6.45 PM in the foyer in front of the room Roof Garden. It was open for the members of the division as well as for any guests from other divisions and organizations. The event was held after the invited symposium. As we expected, the Social Hour was an occasion to share information and opinions about the most important issues of Work and Organizational Psychology in the informal and friendly atmosphere. It was attended by over 60 persons. The discussions concerned

mostly the problem of WOP information sharing and common research tasks. This was a good occasion to introduce young WOP researchers and practitioners to their more experienced colleagues and to confront opinions on different topics. The Participants of the Social Hour were talking so vividly that our modest cookies stayed almost untouched. We are sure that there is a great need for such informal meetings and that is why we are planning the same events in the nearest future.

Submitted by:
Prof. Barbara Kozusznik
Institute of Psychology
University of Silesia
(Katowice, Poland)

4. INFORMATION FROM THE EXECUTIVE COMMITTEE OF IAAP DIVISION 1

Report about Executive Committee meeting of the IAAP Division 1 (Berlin, July 22, 2008)

The *third Executive Committee meeting* of the IAAP Division 1 took place in Berlin, on the 22nd of July, 2008 during the 29th International Congress of Psychology.

Participants were: José Maréa Peiró (President), Barbara Kozusznik (Secretary), Lyudmila Karamushka (Newsletter editor), and Kristina Potocnik (Member of Newsletter editorial team).

Virginia Schein (Past president), Handan Kepir Sinangil (President elect), Filip Lievens (Treasurer), were not able to attend the meeting.

Agenda:

1. BOD meeting in Berlin.
2. Membership of IAAP Division 1.
3. How to stimulate activities of Division 1?
4. IAAP Division 1 web-side.
5. Survey of IAAP Division 1.
6. A cooperation among SIOP, EAWOP, and IAAP Division 1
7. Plans for the next 2 years: Melbourne, 2010 scientific program
8. 14th congress of EAWOP (Santiago de Compostela, 2009)
9. Next issue of IAAP Division 1 Newsletter
10. Miscellaneous.

Report:

1. BOD meeting in Berlin

-Division 1 will present the report about its activities. (*This report is presented in the Newsletter, section 2*).

2. Membership of IAAP Division 1

-We asked José María Prieto about the updated membership bases

- He said he will make a listserv of all IAAP members, who never chose a division;
- Division 1 should prepare a letter to attract these members to take part in our Division

3. How to stimulate activity of Division 1?

- Professional exchange: try to identify people who could write something about this topic, from countries, such as China, Iran, Iraq, African countries etc.
- Asking people to write reports about "Teaching WOP in your country"
- Professional practice: reports from different countries
- Communication: research-practitioners
- To invite powerful units to write a report about their research units; for instance Sheffield (Peter Warr): we could ask them (Sharon Parker) to write approximately 3 pages about IWP and we could promote a book they recently published about their Institute; or in China, we could ask Zhang Kang; in Africa, Rémi Kouabenan, etc.

4. IAAP Division 1 web-site

- The use of space is not very appropriate (a lot of blank space between the paragraphs under certain section)
- Past presidents; currently under the section About Division 1; Could it be moved to more appropriate section?
- EC members should send their photos to be included in the section about EC members, etc.

5. Survey of IAAP Division 1

- Invite people who already achieved something, for instance were on TV or in the Newspapers, to report about it
- Checking out internet websites where WOP news is published

6. A cooperation among SIOP, EAWOP, and IAAP Division 1

- Motion on the behalf of the Division 1 about cooperation among Division 1, SIOP and EAWOP in order to develop several activities together; Gary Latham (President of SIOP), and Franco Fracarolli (President of EAWOP) will have a meeting with José María on the 25th of July
- José María is a member of the SIOP sub-task force on how US students could go abroad to study
- White papers: important papers written by 3 associations
(More detailed information about cooperation among SIOP, EAWOP and IAAP Division 1 is presented in the Newsletter, section 5, and section 8.1.).

7. Plans for the next 2 years: Melbourne, 2010 scientific program

- Think about who could hold symposiums and on what topic
- Division 1 could organize a social hour and/or a round table
- Any activity should be very internationally focused, for instance 1 speaker from Europe, 1 from Latin America, 1 from USA, 1 from East Asia or Middle East); possible topics: entrepreneurship around the world,

what is a good place to work, well-being, etc.

-José María already talked to Gina McCredie, chair of the College of Organisational Psychologists at the Australian Psychological Society and with the chair of the ICAP program committee in order to cooperate with the organizing committee in the preparation of activities on organizational psychology.

8. 14th congress of EAWOP (Santiago de Compostela, 2009)

- Deadline for submission is 3rd of October
- Important to note that symposium proposals must include speakers from at least 3 different countries

9. Next issue of IAAP Division 1 Newsletter

The Executive Committee agreed with the contents proposed by *José María Peiró* and *Lyudmila Karamushka* about the next issue of the IAAP Division 1 Newsletter. In addition, the members made several suggestions to incorporate new topics and items of information in the newsletter. It was agreed that the next issue should be released in December 2008.

-A report about the Workshop “Publishing Internationally” (written by Kristina Potocnik), a report from a Symposium on “Psychosocial risk prevention” and social hour (written by Barbara Kozusznik).

10. Any other issues.

No other issues.



5. RECRUITMENT OF NEW MEMBERS OF DIVISION 1

REASONS TO JOIN THE DIVISION 1

Dear Members of Division 1:

At the last BOD meeting, it was reported that about 50% of the IAAP members are not registered in any division of the IAAP yet. Knowing that, in our opinion, we should attract members, interested in Organizational Psychology, we have included in the IAAP Bulletin an announcement inviting those who have not yet chosen any division (or only one) to JOIN DIVISION 1.

We would appreciate that you also contribute to this campaign inviting the IAAP members you know to join our Division.

I would like to present the reasons we used to promote our Division:

- 1) Celebrating its 30th anniversary this year, Division 1 is and has been actively engaged in promoting WOP around the world by organizing and sponsoring different symposia, workshops and roundtables on relevant issues at the given moment at international, regional, and national congresses.
- 2) Division 1 offers you an electronic Newsletter twice a year and brand new website, www.iaapsy.org/division1, with the most relevant WOP-related information and news.
- 3) Division 1 provides an attractive program at the ICAP to facilitate the scientific and professional communication of the recent developments in the discipline.

4) Division 1 has a listserv to discuss, announce, and report about the WOP news and events.

5) Division 1 cooperates with other associations in our field, such as SIOP and EAWOP, in organizing different activities. In fact, just recently, Division 1 has launched an alliance with SIOP and EAWOP to foster its cooperation with both associations. With a reduced fee, members of Division 1 may take advantage of several membership benefits from SIOP

6) Division 1 is also contributing to promote high quality training in WOP. In this line, various symposia and round tables have been organized at the international Congresses on teaching of WOP around the world. Especially, promoting mobility among students and scholars across countries is one of the aims of the Division.

7) Membership of Division 1 is composed of W&O Psychologists from a large number of countries interested in the international projection of W&O Psychology. It is an interesting platform for professional international contacts, exchange, mobility, etc.

8) Most important, you can contribute to building an international active global community of professionals and academics all around the world and share with the membership your views, activities and interest of cooperation through Division 1.

Looking forward to welcoming you in the Division 1!

José María Peiró, Division 1 president

6. IAAP DIVISION 1 HAS LAUNCHED AN ALLIANCE WITH SIOP AND EAWOP

José María Peiró, president of the Division 1, has presented two motions at the last BOD meeting in Berlin (July, 2008) referring to the cooperation with SIOP and EAWOP. The first motion states that Division 1 is allowed to take initiatives that would lead to a letter of agreement between implied associations. This agreement would be signed by their respective presidents, and will include the actions and plans to achieve the goals of the alliance. The motion was fully supported by the BOD members.

A second motion was referred to the agreement between Division 1 and SIOP, suggesting that IAAP could offer the members of SIOP a subsidized annual membership fee of 50 USD. These members would benefit from a full membership, such as receiving 4 issues of the journal per year, and being able to register at the congresses as IAAP full members. In turn, SIOP has shown interest in establishing a collaborative agreement with Division 1, which would offer Division 1 members the same discount in fees with comparable benefits. The decision taken on this motion by the BOD was to ask the Board of Officers to study the implications and then to take a decision on the Motion. Recently, the President of IAAP, Mike Knowles, has communicated to the Division 1 that the Board of Officers has decided to support the motion.

IAAP Division 1 has been collaborating actively with both, EAWOP and SIOP, for a long time. For instance, since 2006 we held several joint symposia and forums at professional congresses of SIOP and EAWOP. However, such official alliance

will strengthen our cooperation and lead to more diverse joint projects, and it will also offer more concrete benefits for all our members.

In this line, members of the Division 1 have the opportunity to get an International Associate Membership to SIOP at a discounted rate of \$50US (savings of \$10US). This membership includes the following benefits:

- 1) Subscriptions to *Industrial and Organizational Psychology* (journal) and The Industrial-Organizational Psychologist (TIP; Newsletter). The personal subscription price for this quarterly journal is €71 for Europe. SIOP members will receive this publication as a part of membership. A copy of each issue will be mailed to members. Additionally, members can access the journal electronically via the SIOP Web site. The journal takes a focal article–peer commentary–response format. The subscription price for TIP is \$20US.
- 2) Discounted registration fee (same as members) for annual conference, conference workshops, and Placement Center. Registration for 2009 is \$190 for members and \$360 for non-members. Registration for pre-conference workshops is \$400 for members and \$650 for non-members.
- 3) Discounted publications (same as members) offered through SIOP online store.
- 4) Inclusion in SIOP online directory. This online directory lists contact information for more than 6,800 members

of SIOP in North America and around the world.

5) Eligible to submit proposals for SIOP Annual Conference presentations. The SIOP Annual Conference is a premier event in industrial-organizational psychology. The 3-day conference features more than 300 sessions, an exhibit hall, social activities, two theme tracks of programming, and a job placement center. The conference will be held in New Orleans April 2-4, 2009, and in Atlanta April 8-10, 2010

6) Subscription to SIOP Newsbriefs electronic newsletter. "Newsbriefs" is sent monthly to SIOP members.

As you can see, being a member of Division 1 provides you new advantages and benefits. In the next newsletter, we will inform you about the agreement with EAWOP that will provide members of Division 1 with similar benefits.

If you are still not a member of the Division 1: Organizational Psychology and you are interested in this field, we kindly **invite you to join our Division**. By doing so, you can contribute to strengthen the services IAAP provides to the international network of practitioners, researchers and academics in Work and Organizational Psychology, aiming to contribute to the development of workers, companies and the society in a more and more global world.

INVITATION TO JOIN DIVISION 1

Submitted by:
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7. Report on the First European postdoc Summer School for Advanced Work and Organizational Psychology (Berlin, Germany, September 6-12, 2008)

From the 6th to 12th of September, 2008, the **First European PostDoc Summer School for Advanced Work and Organizational Psychology (1st EPDSS)** took place in Berlin, Germany. Altogether, 40 young scientists from 22 different countries (19 European plus China, India, and Mexico)

traveled to Berlin, Germany, in order to learn crucial skills for their careers as up-and-coming researchers, to meet and interact with other PostDocs from different countries and to lay foundations for international, cooperative, and future research.



The event offered four key elements for the discussion on different topics:

1. Five *Keynote Discussions*, focusing on current issues and ongoing debates at work and organizational psychology, have been held by five outstanding scholars:

Prof. Dr. Neil Anderson (University of Amsterdam, NL) gave a Keynote Discussion on 'The Science – Practice Divide in IWO Psychology: Responsibilities of Scientists and Strategic Bridging Mechanisms'.

Moreover, a lecture was given on 'Validation, Meta-analyses and the Scientific Status of Selection' by Prof. Dr. Neal Schmitt, Michigan State University, USA.

Prof. Dr. Adrian Furnham (University College London, UK) covered 'Emotional Intelligence at Work'.

Prof. Dr. Frank Schmidt's (University of Iowa, USA) talk addressed the topic 'How to Detect and Correct the Lies that Data Tell'.

Finally, Prof. Dr. Joyce Osland from San José State University, USA, held a Keynote Discussion dealing with 'Global Leadership'.

These keynote discussions led to an active subsequent fruitful discussion between scholars and PostDocs.

2. In *Group Sessions*, participants were given the opportunity to discuss their research projects with colleagues working on similar topics.

In every session one participant presented his or her research activities, introduced key issues to the audience, and discussed his or her future research questions. Groups were formed according to the PostDocs' research interests. Altogether, six groups were formed representing different thematic foci, namely 'Group Processes and Performance', 'Leadership and Management', 'Organizational Behavior', 'Motivation and Perspectives', 'Work, Stress and Well-being', and 'Advances in Assessment and Methods'.

In addition, group sessions were usually accompanied by one or more senior scholars. Hence, this format made it possible to also seek advice and discuss with experienced and renowned professors.

3. In *Fireside Chats*, crucial 'how to' topics were addressed to support PostDocs in their upcoming and promising research.

Firstly, the most important steps in the publication process have been discussed in Prof. Dr. Neal Anderson's and Prof. Dr. Neal Schmitt's joint Fireside Chat on 'Publishing'. Both scholars gave advice how to maximize and communicate research outcomes.

Secondly, Prof. Dr. Jürgen Wegge (Technical University of Dresden, Germany) shared his experiences regarding the 'Leadership of Research Teams' and argued how to lead a research team discussing motivation as well as group problems and possible solutions.

Thirdly, Prof. Dr. Martin Kleinmann's (University of Zurich, Switzerland) Fireside Chat addressed the 'Application for

Research Grants: How to Become Successful!'

All fireside chats stimulated active discussion of PostDocs and scholars. Participants asked critical questions and learned from the know-how of experienced senior scholars.

4. Participants presented their current research and discussed it with other participants and senior scholars in *Poster Sessions*.

Additionally, the program gave the opportunity to meet practitioner managers, both at the Management Academy of Deutsche Bahn AG in Potsdam and at the headquarters of Daimler Financial Services in Berlin. At these two events practitioners and PostDocs used the opportunity to interact and discuss their projects and responsibilities.

The PostDoc Summer School was aimed to foster European research in the field of work and organizational psychology, set central guidelines, and build solid network foundations for future high-level cooperative research. Given these goals, the positive outcomes of the initiative can be highlighted:

Due to the multifaceted program, intensive exchange among participants and fruitful discussions with highly experienced senior scholars, crucial skills were improved and important information for their careers were conveyed to the participants. Furthermore, during and after the Summer School many ideas for joint international projects arose that are being planned right now among the PostDocs. Moreover, a PostDoc Platform (PDP) was established by a group of participants in October 2008. This platform is supposed to guarantee not only the communication and exchange among the participants of the First European PostDoc Summer School but also among participants of future Summer Schools and other interest groups. Main goal of the PDP is the improvement of exchange and collaborations among European young scientists in the field of work and organizational psychology. Furthermore, it

is intended to develop political influence of young scientists.

The entire event with a mix of different formats, ample room for discussions and the meticulous organization were regarded as quite positive by both participants and senior scholars.

This event was organized by Jürgen Deller and his team (Josephine Büttner, Peter Kolb, and Frieder Paulus) of Leuphana University

of Lüneburg, Germany. Volkswagen Foundation, Hanover, Germany, made the summer school possible financially with a substantive research grant. The summer school was also supported by German Society of Psychology and held under the auspices of European Association of Work and Organizational Psychology (EAWOP).

Report submitted by

***Peter Kolb and Jürgen Deller,
Leuphana University of Lüneburg,
Germany***

8. WOP AROUND THE WORLD

8.1. Industrial-Organizational Psychology in Hong Kong

Introduction

The development of I-O psychology (or work or occupational psychology as it is otherwise called) in Hong Kong is a relatively recent happening. Not until the past 10 years or so have we begun to have a community of practitioners and academics who communicate and meet regularly, as well as I-O psychology at the postgraduate level offered in at least one of the local universities. This is indeed strange considering that Hong Kong had, until the early 1980s, flourished in manufacturing and industrial production. It has also long been an important financial center. But I-O psychology was literally unheard of as an applied discipline in the 1960s through perhaps the 1980s. In the commercial sector, there were some I-O psychologists around, mostly foreign ones, employed in management consulting firms, and that is about all.

Turning Point

How did the breakthrough come about? Like psychology as a whole, the university has been the cradle of I-O psychology in Hong Kong. In 1997, the year when Hong Kong hit the news headlines with the return of its sovereignty to China, The Chinese University of Hong Kong (CUHK) started its 2-year master's program in I-O psychology, the first ever to be offered locally. Six students were enrolled. Directing it was Kwok Leung who earned his PhD from University of Illinois at Urbana-Champaign. Also teaching in the

program were two other Illinois associates, Winton Au and Darius Chan. Why all from Illinois? Perhaps no one is sure, but the important fact is that in the 10 years that have elapsed since, they have among them trained nearly 30 I-O psychologists. Some of these students have since gone on to pursue doctoral degrees.

Profile of HK I-O Psychologists

CUHK is not the only local university with teaching staff with an I-O psychology background. **Anne Marie Francesco** and Randy Chiu teach at Baptist University, although in a Management Department, same as Kwok Leung at the City University of Hong Kong. **Harry Hui** is at Hong Kong University and **Oi Ling Siu** is at Lingnan University; both teach I-O psychology at the undergraduate level.

Compared with I-O psychologists in the academia, I-O practitioners are more varied in terms of the jobs they have. A substantial number are employed as consultants in management consulting firms like PDI and SHL. Quite a few work as internal consultants in either big local firms or multinationals. In most cases, they are employed as human resources professionals rather than psychologists. A few others are self-employed.

Overall, the educational backgrounds of I-O psychologists in Hong Kong span several parts of the world. Not all were trained in the U.S. William Ng and Neil Cowieson, for example, earned their postgrad degree in occupational psychology

in the UK, and Mary Lee studied organizational psychology in Australia.

DIOP

Why and how then were we brought together as a community? In terms of the development of I-O psychology in Hong Kong, an important event happened in the year 2000. The Division of Industrial-Organizational Psychology (DIOP) was formed under the Hong Kong Psychological Society. DIOP was the third division established after the Division of Clinical Psychology and Division of Educational Psychology. It was a late arrival but one that has served the useful function of uniting people with common backgrounds and interests.

DIOP aims to promote the identity, cohesion, and recognition of I-O psychologists in Hong Kong, while presenting I-O psychology to the public, industries, and potential service recipients. Toward these ends, the inaugural chair of DIOP, Mary Lee, a clinical and I-O psychologist who has carried the title of Organizational Psychologist in the Hospital Authority, worked hard with her Executive Council during the initial years to announce the arrival of I-O psychology in Hong Kong. For example, a series of evening gatherings were organized and graced by dignitaries such as Mr. Joseph Wong (then secretary for the Civil Service), Mrs. Pamela Tan (then commissioner for Labor), and Ms. Anna Wu (then chairperson of the Equal Opportunities Commission). DIOP succeeded in making a name for itself, albeit a small one, through efforts like these.

Mary was succeeded by Kwok Leung and then Winton Au. William Ng is its fourth and current chair, and Neil Cowieson will succeed him next year. DIOP now has of over 60 members. About a quarter are academics with the rest being practitioners and a handful of students.

Networking Activities

After the initial round of promotional work, DIOP soon settled into its more regular

activities of promoting and sharing professional knowledge among its members and serving as a resource center for networking. Here are some of the things we do on a regular basis.

Mentorship Scheme

First, professional development is advanced through mentorship. Recently, we have established a mentorship scheme to pair up seasoned and junior DIOP member as mentors and mentees. This initiative is intended to promote continuing professional education by providing experience-sharing opportunities for all.

Dinner Talk Gatherings

Dinner talk gatherings are the most common platform for DIOP members to network. These are held about two to three times a year. They are all very casual, and the atmosphere is relaxed and light hearted. Typically 30 to 40 people join the dinner gathering. Some are members, but we also invite non-members such as human resources professionals to introduce them to the field of I-O psychology. We mingle, engage in small talk, exchange job information, and enjoy some delicious food. The highlight of the evening, the talk, is given by either an academic or a practitioner, local or from overseas, on an I-O psychology or related topic of common interest. Over the years, some talks have been delivered by local academics such as Harry Hui of The University of Hong Kong and Kwok Leung, who is now at the City University of Hong Kong. Other talks have been given by practitioners including Neil Cowieson who runs his own company called Human Scope, and **Paul VanKatwyk** at PDI. Quite a few overseas visitors have served as guest speakers as well. The more recent ones include Meredith Belbin, the team roles specialist, **Miriam Erez** from Technion–Israel Institute of Technology, **Wayne Cascio** from the University of Colorado, and **Don Campbell** from the United States Military Academy.

Interest Group Meetings

Evening interest group meetings are also very popular among members and friends of DIOP. Usually we have 10 to 20 people coming to a venue voluntarily offered by a member (e.g., a conference room in an office in city center). We deliberately limit attendance to a small size to ensure in-depth discussion during this one-and-a-half hour meeting. On many occasions we regret, though probably privately taking pride, having to turn away a few members due to oversubscription. No food is provided. Sometimes we manage to have free drinks if we have a benevolent host. But this does not matter at all as members bury themselves in discussion and debate. Each meeting carries a different theme. Pre-meeting readings and prepared handouts are given. Some examples of what we have discussed include “Recruitment & Turnover,” “Coaching” and “Managing Change.” The enthusiasm that is witnessed in these discussion meetings can probably be explained by the right mix of practitioners and academics among the participants, each presenting their different perspectives and challenging the other side. The meetings are very exciting. Indeed, the heat that is generated during these discussions is warm enough to help us, on a winter meeting, brave the strong north wind when we leave in the darkness of the evening with empty stomachs.

Networking With the International and Chinese Counterparts

Throughout the years, there has been no lack of overseas I-O psychologists visiting Hong Kong. Most often they come as visiting scholars and are attached to a university for a few months. We welcome them to our dinner gatherings and interest group meetings. Sometimes, special sessions are also held to introduce them and their research work, for which they are famous. They are our window on the world. We would also like to make a note that any I-O psychologist planning to come for either a holiday or on sabbatical are most welcome to contact us.

With Hong Kong being so near to mainland China, and having come under it since 1997, we naturally want to have close links with our compatriot counterparts. However, I-O psychology appears to be still a budding field in China and exchange visits with them have not occurred as often as desired. Nevertheless, we had **Kan Shi** at the Institute of Psychology, the Chinese Academy of Science, at one of our gatherings, and all those present were impressed by his work on the stress effect of SARS on health professionals. Among our members, **Oi Ling Siu** has also been invited to give talks in Beijing.

Advancing Professional Knowledge

DIOP Newsletter

DIOP circulates an e-newsletter among members, though admittedly, we have not been publishing it as frequently and regularly as we wish due to a shortage of manpower resources. Nonetheless, it is another channel whereby members can receive the most updated information about DIOP affairs and development. For example, in our most recent issue, we have included interviews with new members, a summary of a “Change Management” interest group meeting, reflections on the I-O psychology conferences in Australia that some of our members have attended, and a discussion (more truly a regret) on the lack of local data and statistics on I-O psychology-related issues.

Informal Review of I-O psychology and HR Literature

Since 2005, we have also been publishing an *Incomplete (or informal) Review on the Advances of I-O Psychology* on a quarterly basis. There is no lack of review of books and serious journal articles on I-O psychology or related issues. However, coverage of less formal articles such as those published in popular management or general magazines like *The Economist* and *Fortune* is rare. Sometimes, one can find gems in these magazines, which may be very revealing. The incomplete or informal review is an attempt to capture some of

these highly readable pieces. Feedback from members, especially practitioners, is that these reviews are an informative source to keep them updated on trends, current thoughts, and research findings.

Conference Presentations

Being a part of the Hong Kong Psychological Society, DIOP members have actively participated in and presented papers on different themes during symposiums at the annual conference of the HKPS. In 2000, we focused on “Changes, Work Stress and Work Behavior” and “Contemporary Issues at the Workplace.” In 2004, we delved into “Promoting Psychological Well-Being at Work.” The year following, 2005, the theme was “Assessment—Valid Tool to Identify and Develop Your Talent.” Last year, the spotlight was on “Strategically Leveraging Coaching for Senior Leadership” and “Transformational Coaching.” The theme this year, “Talent Management,” reflects the current condition in Hong Kong where employers are trying their utmost to vie for and keep productive workers.

Impact on the Community

Not only do we hope to contribute academically, we have also been trying to promote I-O psychology to the community. For 2 years, DIOP members contributed to a column in the *Hong Kong Economic Journal*, arguably one of the most influential local newspapers among intellectuals, under the column “Psychology at Work.” We have written more than 100 articles, covering a wide range of work-related issues from a psychological perspective. These articles can be accessed on <http://www.hkps.org.hk/diop>. We almost forgot to mention that they are written in Chinese. Some members have delivered talks to public and private bodies such as HSBC, Institute of Human Resource Management, Labor Department, and Occupational Safety & Health Council. We also organized a forum on the role of the business sector during the period of coping with SARS.

In addition, DIOP has engaged in some local research on the Hong Kong working population. Last year we conducted

a phone survey of 500 full-time employers to examine the state of overtime work in Hong Kong. The results were presented in a press conference attracting the attention of both the print and electronic media. Studies on work stress and counterproductive behaviors among Hong Kong employees have also been conducted. We believe the surveys have provided the public insights on the current work life of employees. Perhaps they have also helped to raise the profile of DIOP in the Hong Kong community.

Reflections on the Tenth Anniversary of DIOP and Looking Forward

Looking back at what we have achieved during the past 10 years, feelings are mixed. The division has grown in membership. We have a really nice community of I-O psychologists who value and enjoy the company of one another. We have also made our presence felt, at least in some quarters. But perhaps collectively, more could have been done especially given that Hong Kong is potentially such a rich ground for the application of I-O psychology. What has prevented this from happening?

Size matters. We are a small community compared with other professional associations, and not all members can find the time to join our activities or contribute to the newsletter. In a society where people easily work more than 12 hours a day and 6 days a week, where it is not uncommon for internal work meetings to start at 10 p.m., this is understandable.

The lack of local data about work and people at work is another limiting factor. Many important work statistics are not kept by the Labor Department or Census and Statistics Department. Without data, it is not possible for I-O psychologists to comment meaningfully on the state of work or to provide work-policy input to government or the legislature.

Looking forward, important opportunities exist. In many industrialized or highly developed countries, the world of work is changing. So are organizations in their design, structure, and communication channels as well as their contract, both

formal and psychological, with employees. Hong Kong is no exception. Hong Kong is, in fact, experiencing even more change than that. The change of sovereignty, coupled with other macro trends like globalization has triggered many social-, political-, and public-sector transformations of no small dimension. In this state of rapid changes, many people are thrown out of balance. Some opt for early retirement. Those who cannot afford to do so struggle along. Stress at work, and outside of work too, is nothing but high.

I-O psychology is about helping workers to be more productive. It is about helping people at work to adapt to and find satisfaction in work. It is about helping employers and workers come to some common understanding and mutual acceptance. It is about making the world of work a better place to be, against other harsher aspects of life. If that is so, then we believe Hong Kong now needs I-O psychologists more than ever before. It is a

calling whose time has come. We and our members sincerely believe that we have a mission to fulfill. We, using our professional knowledge, skills, and systematic and objective ways of inquiry, should be able to help shed light here and there, to point to possibilities and hope, and to make things happen.

If we are invited to write again on I-O psychology in Hong Kong in another 5 years, we certainly will have more to report.

Reference

Out with the old on clean desk day. (2004, January 13). *Chicago Sun-Times*, p. 8.

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8.2. Work and Organizational Psychology in Spain: Bonding and Bridging Social Capital within the W&O Psychology Community

During the last 4 decades of the 20th century, Spain has transitioned to a democratic country and a modern society with important developments in economic, social, political, educational, and other domains. Spain became a member of the Economic European Community (currently the European Union) in 1986, and since then

it has played a significant role in the development of Europe. The Spanish economy has experienced important developments, and companies have modernized, becoming more competitive in an increasingly global context. Meanwhile, the Spanish workforce has tremendously increased its human capital. Nowadays,

about 40% of every cohort reaches university studies, with a large part of the active population well qualified for employment. Employer associations and unions play a critical role as social agents in a climate of social dialogue and “concertation.” On several occasions during the last few decades, these important social players have worked with the government, through tripartite negotiation and dialogue, to reach agreements on core issues that have contributed to Spain’s economic and social development. All of these changes have implications for I-O psychology, known as work and organizational (W&O) psychology in Spain.

Psychology in the Country of Spain

A clear understanding of W&O psychology in Spain requires some information about the broader discipline of psychology in this corner of the world. Psychology as an academic discipline, as a science, and as a profession has experienced tremendous developments in our country during the last 4 decades of the 20th century. It has achieved important visibility and recognition in the European and broader international scene. In 1968, graduate studies of psychology were established by law at the Complutense University of Madrid and at the University of Barcelona. These studies quickly spread, and today psychology (at a graduate and postgraduate level) is taught in about half of the 70 universities (approximately two thirds of which are public).

Nowadays, the university education system in Spain is undergoing important transformations, which are driven by the Bologna agreement (1999). This agreement set the strategic goal of achieving a more integrated higher education European system, which should be fully put in place by 2010. The goals driving this deep reform of the higher education systems in European countries include a common structure of university studies, a higher mobility of students and staff across countries, the quality enhancement of universities, and more transparent information about the

diplomas granted. During the last decade, the Spanish Psychological Association (Colegio Oficial de Psicólogos, COP) has been involved, within the context of the European Federation of Psychology Associations, in the development of a European Certificate of Psychology. This certificate is intended to establish a quality benchmark of education and practice in psychology, thereby protecting the public and improving mobility for psychologists between countries in Europe (<http://www.europsy.eu.com/>).

In the professional arena, Spanish psychologists are associated with regional Colegios Oficiales de Psicólogos (COP), which are semi-public organizations created, by the parliament law in 1980 to protect the profession. Today, there are 23 Colegios (generally one per autonomous region of Spain), and all of them are integrated in the General Council of COPs (www.cop.es). These Colegios integrate 46,413 psychologists working in different specialties and fields of practice.

The Development of Work and Organizational Psychology in Spain

The discipline of W&O psychology in Spain has a long tradition. One important antecedent was the contribution made during the 16th century by Huarte de San Juan who in his work *Examen de Ingenios para las Ciencias* [*Examination of Talents for Sciences*] developed a differential psychology for career and vocational guidance. W&O psychology officially began in Spain during the first decades of the 20th century and was concentrated in the areas where industrialization was taking place (e.g., Madrid, Barcelona). Two Institutes of Vocational and Professional Guidance were created, one in Madrid under the leadership of Cesar de Madariaga and José Germain and the other in Barcelona, led by Emilio Mira y Lopez. In 1921 and 1930 the International Congress of Psychotechnics was held in Spain, demonstrating that the discipline and professional activity were established and internationally acknowledged. All of these developments,

however, were truncated by the Spanish Civil War (1936–1939). During the 1950s and 1960s, a progressive recovery of scientific psychology took place. In 1952, the Spanish Society of Psychology was founded and the *Revista de Psicología General y Aplicada* was launched by this Society. One year later, the creation of a postgraduate school of psychology in Madrid and Barcelona enabled the training of clinical, educational, and industrial psychologists who had obtained their bachelor's degrees in other disciplines. In 1968, the bachelor's degree (*licenciatura*) in psychology, as a university diploma, was created by the Ministry of Education; it was awarded after 5 years of study. Importantly, several W&O psychology courses were included in the curriculum.

Education and Training

Nowadays, W&O psychology is taught at undergraduate and/or postgraduate levels in about 35 Spanish universities. It is also included in the curriculum of other university diplomas such as Business Administration and Industrial/Labor Relations. Currently there are more than 70 tenured professors or associate professors of W&O psychology in the universities. Moreover, research groups have been created and developed in more than 20 psychology departments at the most important Spanish universities. Recently a research institute, Institute of Organizational and Personnel Development and Quality of Working Life, was established at the University of Valencia with about 35 full-time researchers and about 15 PhD students.

W&O psychology is taught in graduate and/or specialized postgraduate programs at about 35 universities as well. Opportunities for doctoral studies are available in universities such as the Complutense and the Autonomous Universities of Madrid, the University of Barcelona, the Autonomous University of Barcelona, and the universities of Valencia, Sevilla, Santiago, Salamanca, La Laguna, Granada, and Universitat Jaume I (UJI) among others. Spain also participates in the international training of W&O

psychologists. Currently, a consortium of five European universities from four different countries (Barcelona and Valencia from Spain, Bologna from Italy, Paris V from France, and Coimbra from Portugal) are running an International Master's Program on W&O psychology granted by the European Union as a Master Erasmus Mundus (www.uv.es/erasmuswop). It should be noted that about 20 non-European students and about 4 scholars are accepted every year into this program.

Beyond the university degree, important education and training activities for continuous professional development are also available. Such opportunities are offered by the Colegio Oficial de Psicólogos in every region and also by a number of psychology departments at the universities.

Even today, the Spanish continue to play a key role in the establishment of education and training guidelines for W&O psychologists. Some Spanish professors have taken an active part in the development of the ENOP reference model and minimal standards for the European curriculum in W&O psychology (www.ucm.es/info/Psyap/enop/). This frame of reference has been widely adopted by Spanish universities to design postgraduate curricula in W&O psychology. More recently, two Spanish professors have also participated in the European Association of Work and Organizational Psychology (EAWOP) Taskforce to develop the standards for a European Advanced Certificate of Work and Organizational Psychology recently submitted to the EAWOP executive committee.

Research and Publications

During the last 2 decades, an important increase of research activities and outcomes has taken place, with several indicators suggesting advancement in knowledge production. In particular, the number of PhD dissertations, the articles published in scientific international journals, the number of projects founded by national and European research agencies, and also the number of contracts between research

groups and industry or other organizations indicate clear positive progress and quite an important increase.

W&O research in Spain is published in a number of scientific and professional journals. In 1985, the COP created the *Revista de Psicología del Trabajo y de las Organizaciones* and also other more general journals (which include but are not limited to W&O psychology articles) such as *Psicothema*, *Apuntes de Psicología* or *Psychology in Spain*—a free access electronic journal that offers in English a select set of papers published in the Spanish journals (www.psychologyinspain.com/). Other scientific journals that include W&O psychology articles are published by Spanish scientific associations and by several universities. Among them are the *Revista de Psicología Social Aplicada*, *Revista de Psicología Social*, *Revista de Psicología General y Aplicada*, and *Ansiedad y Estrés*. Recently, a special issue on W&O psychology research carried out in Spanish universities was published in an outlet called *Papeles del Psicólogo* (www.papelesdelpsicologo.es/).

Various journals, and also books published in Spanish, are widely distributed in Iberoamerican countries. Furthermore, the Spanish COP offers an electronic index of psychological research—PSICODOC—covering most of the psychological literature published in Spanish (<http://psicodoc.copmadrid.org/psicodoc.htm>). Finally, the Ministry of Education produces a citation database for social science journals published also in the Spanish language—INRECS (<http://ec3.ugr.es/in-recs/>).

Professional Practice

Professional practice is well established all over Spain. Currently, more than 1,500 psychologists work in companies, mainly in HRM departments or as consultants in organizational or HRM consultancy firms. W&O psychology has widely expanded, with W&O psychologists specializing in a variety of domains including marketing, town and region development, occupational health, management, and so on. The work of

these professionals has spread out from industry to service organizations and from private to public organizations and administration. W&O practitioners also serve in many other types of organizations such as social economy (e.g., cooperatives), the military and nonprofit organizations and foundations. Moreover, a number of practitioners work in the public employment services, as well as in private temporary employment agencies, unions, and employer associations.

Organizations and Congresses

Just as I-O psychology in the U.S. is guided by organizations such as APA, APS, and SIOP, W&O psychology in Spain is organized within the Colegio Oficial de Psicólogos (COP) and has a coordination board at the national council of COPs. The COP is a founding constituent member of EAWOP (www.eawop.org) and has also been very actively represented in other international associations such as the International Association of Applied Psychology (<http://www.iaapsy.org/division1>).

Congresses (i.e., conferences) provide an important avenue for Spanish W&O psychologists to meet, network, and share knowledge. COP has been active in promoting national W&O psychology congresses in Spain. In several instances, congresses have been organized in cooperation with Iberoamerican associations of psychology. In addition, university departments of social psychology organize biannually the National Congress of Social Psychology, which is very well attended by W&O psychologists (a significant part of the program is devoted to W&O topics).

Altogether, Spanish W&O psychologists have been known to take an active part in international congresses, not the least of which is the European Congress of Work and Organizational Psychology organized by EAWOP. In fact, the 6th EAWOP congress was held in Alicante (Spain) in 1993, and in 2009 the 14th congress will be held in Santiago de Compostela (www.eawop2009.org). The

Iberoamerican Congress of Psychology is also organized every 2 years by the Iberoamerican Federation of Psychology Associations. The next one will take place in Lima in July of 2008 (<http://www.congresofiapperu.com/>).

Finally, the International Congress of Applied Psychology is also well attended by Spanish W&O psychologists, especially since 1994 when it was held in Madrid.

Summary and Invitation

In sum, during the recent decades, W&O psychology in Spain has experienced important developments in research, education, and professional practice. These developments are leading to a more intense collaboration with colleagues from other European countries, from Iberoamerica, and from many other parts of the world. Fortunately, this trend toward international

exposure and collaboration shows no sign of abating. As indicated above, the 14th European Congress of Work and Organizational Psychology will be held in Santiago de Compostela in May of 2009. This is a great opportunity to meet colleagues not only from Europe but from all over the world. The Spanish W&O psychologists warmly invite you to come and profit from this very promising scientific, professional, and academic but also social and cultural event. We look forward to meeting you there.

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Submitted by:

***Prof. Jose M. Peiró,
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(Valencia, Spain)***

9. NEWS FROM MEMBERS OF IAAP DIVISION 1

9.1. Allan Church, member of IAAP-Division 1 has become a new SIOP fellow. **Dr. Church** is recognized for his wide-ranging professional contributions as a scientist and practitioner, having published more than 30 refereed articles and numerous book chapters, most notably including his definitive contributions regarding the use of multisource feedback in leadership and organizational development. His active and continuous service to the profession is highlighted by his tenure as TIP editor, co-editor of the SIOP Professional Practice Series, chair of the Mayflower Group, and membership on numerous editorial boards including *Personnel Psychology* and the *Journal of Applied Behavioral Science*. Congratulations!

9.2. After consultation between EAWOP and IAAP Division 1, **Vicente González-Romá** was proposed and accepted as a new editor of the European Journal of Work and Organizational Psychology.

Vicente González-Romá is currently a Professor of Work and Organizational Psychology at the University of Valencia. He has published his research in top journals, such as *Journal of Applied Psychology*, *Journal of Vocational Behavior*, *Journal of Occupational and Organizational Psychology*, *Structural Equation Modeling*, *European Journal of Work and Organizational Psychology*, among others.

9.3. Steve W. J. Kozlowski, a fellow of the IAAP and Division 1 member, has become an editor of the *Journal of Applied Psychology* and **Neil Anderson**, also member of the Division 1, is one of the associate editors.

Steve W. J. Kozlowski, a professor at the Michigan State University, is one of the most distinguished researchers in WOP. He has published numerous articles in journals, such as *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, among others.

Neil Anderson is a Professor of Work & Organizational Psychology at the University of Amsterdam. He is Founding Editor of the *International Journal of Selection and Assessment*. His work has appeared in several scholarly journals including *Journal of Applied Psychology*, *Human Relations*, *Journal of Organizational Behavior*, *Journal of Occupational and Organizational Psychology*, and the *International Journal of Selection and Assessment*.

9.4. Division 1 sponsors ten subscriptions to the IAAP

Division 1 has just recently sponsored the IAAP membership fee for **ten students and young psychologists** who participated at the workshop “Publishing Internationally”, given by Prof. Michael Frese at the last ICP in Berlin. This workshop was organized by Division 1 and Division 15 and was especially targeted towards students and young psychologist who are just starting to publish their research. The fees participants paid to attend the Workshop were entirely dedicated to cover the room and equipment costs. Part of the money that was left was spent for paying a one-year IAAP membership fee for ten participants who accepted the offer. Division 1 will aim to organize similar activities at the future congresses to promote the IAAP and stimulate its membership.

10. TASK FORCES AND NETWORKS

10.1. EAWOP, IAAP-Division 1 and SIOP have established a Task Force to prepare White Papers

Robert D. Pritchard as a representative of SIOP, **Nik Chmiel** on the behalf of EAWOP and **Robert Roe** on the behalf of IAAP Division 1 were appointed to work for the Task Force, dealing with joint white papers.

The mission of this Task Force is to select topics on relevant issues in many countries, especially in Europe and the USA, and that

are likely to be high on the political agenda, such as diversity and aging, both reflecting the demographics now and into the future.

In this way, SIOP, EAWOP and IAAP could be more visible and influential in policy as well as in organizational terms. The papers will be issued for the public (eg, UN, Red Cross) and will be authored by our three associations.

10.2. IAAP: Task Force: Women's Status

A Primary focus of the **Women's Status: Taskforce** is on core concerns relating to women's status and roles across cultures and major world regions. These will be isolated and their significance for future research, theory and practice for the work of IAAP will be explored. Drawing from past developments and progress the focus will be firstly on pressing present needs, gaps and barriers to change followed by challenges and drivers for positive change into the future. This first introduction will draw on the major trends and patterns in this field identified by key organisations operating at world, regional, national levels and secondly relate to the field of psychology/applied psychology – key organisations – United

Nations (UN); International Labour Office (ILO); World Health Organisation (WHO); World Bank; OECD; European Union |Commission (EU-EC); The Americas – USA, Canada, Middle and South America; Middle East; Africa; Asian Region; Australia Region. The thematic areas that have further galvanised the attention, efforts, resources and outcomes of these organisations | governments will guide the discussion mapped out here. Core themes relating to women's status, rights and gender equality in society at all levels, will be focussed on by this Task Force for our IAAP Melbourne Conference 2010 as follows:

- **Women and Work:** paid | unpaid; formal | informal; affirmative | positive action | equal opportunity initiatives, 'vulnerable' work, unemployment.
 - **Women in Work - Life - Family/ Home:** integration and balance for women and men and children.
 - **Women in Education:** patterns of involvement, achievements, supports, significance, outcomes.
 - **Women and Decision Making:** work, home, community, leadership | management roles, representation national, local political parliaments, councils, entrepreneurial activity and large global organisations (Fortune 500 etc.)
 - **Women and Health:** access to health resources, vulnerabilities e.g. HIV/AIDS, drugs etc, migration (WHO, 2006)
 - **Women and Abuse:** Domestic violence, trafficking etc, consequences of violence for women, family, work, community, society.
 - **Women - Family - Children:** marriage - new forms, future trends.
 - **Women and Poverty:** welfare supports - effectiveness.
 - **Women and Finance:** access to finance, barriers to access, consequences.
 - **Legal Perspectives:** legislation change, impact, new directions, and limitations.
 - The Fourth United Nations World Conference at Beijing in 1995 launched the Beijing Platform for Action - a framework for action on women studies, which has been endorsed by 185 states. This *UN Advancement of Women document* (1998) highlighted the need for strong action over the period 1996-2000 to open up new avenues of involvement and engagement for those women found in large numbers in low level positions in public administration, political parties, business/corporations, trade unions. It was further observed that governments seldom integrate the concern and interest of women into mainstream policies.
 - The International Labour Office (ILO) (2008), conclude that the struggle for equal labour market access is marked by slow progress. Worldwide only 67 women are economically active for every 100 men (ILO - Global Employment Trends for Women, Geneva, 2008). As of 2007, 10 Fortune Global 500 Companies are run by women. Up from 7 in 2006 (ILO, 2007). The percentage of working women in wage and salaried employment increased from 41.8% in 1996 to 46.4% in 2007 (ILO, 2008).
 - Progress to date is slow and not sufficient enough to ensure *decent* and productive work for as long as women continue to face unequal access to employment, unequal pay and limited access to social protection and positions of leadership. To this end the ILO in 2008 focuses on the importance of investing in *Decent Work for Women - Decent Work Agenda*. Decent work embodies the integration of social and economic goals, including the promotion of rights, employment, security and social dialogue within a framework that supports both investment and economic growth. The primary goal of the *Decent Work Agenda* is to effect positive change within the world of work. Central to this agenda is the recognition of gender equality as a prerequisite to progress.
- The key activity of the ILO covers a wide range of themes including child and forced labour, the roles of women in the formal and informal economy, women entrepreneurship, gender equality issues post - conflict reconstruction, social issues and gender dimensions of HIV/AIDS and migration.
- A core goal of the ILO is to adequately mainstream gender into all of its 1,000 technical corporation programmes,

which are taking place in over 80 countries (ILO, 2008).

- European Union and European Commission and European Parliament (EU | EC | EP)

EU | EC | EP have being a central driving force for change in women and status in work | home | community | societal domains. Four Action Programmes on equal opportunities between women and men were initiated between 1982 –2000 followed by the EQUAL programme 2000-2006. EU policy as regards equality between women and men takes a comprehensive approach, which includes legislation, mainstreaming and positive action (EU Gender Equality, 2008).

- ***Key Concerns for Psychology – Gender Equality in the world of work:***

1. The concept of Decent Work. (ILO, 2008)
2. Potential of Women - untapped resources; barriers, blocks, stereotypes, prejudices.
3. Empowerment of women: women in leadership, decision-making and representation

4. Self-esteem and Self-confidence, respect for women.

5. Economic independence – move away from ‘vulnerable, haphazard, exploited employment’, discrimination and transparency.

6. Work – Family integration support systems - work places, community, state supported (Georgas et al, 2006)

7. Regional cultural factors shaping these concerns – National, International bodies and institutions e.g., UN, ILO, WHO, EU, US Women’s Bureau etc. – Context and conflicts.

8. Gender learning – gender gaps – sectoral and status distinctions.

9. Rightful returns, rewards for labour, efforts, performance and achievement. (Effort – reward – probability)

10. Freedom for women to choose paid work if they want to – human rights.

11. Promotion of gender equality, challenging initiatives across cultures.

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Submitted by:
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(Dublin, Ireland)

10.3. Network “Enterprise for Health”

Network Enterprise for Health (www.enterprise-for-health.org) is organizing, in co-operation with GlaxoSmithKline, a **European Management Conference “Achieving Business Excellence – Health, Well-being, and performance”**, taking place in London, from the 30th to the 31st of October 2008. Enterprise for Health is a network of international enterprises which devotes itself to the development of a corporate culture based on partnership and a modern company health policy. Backed by the expertise of international scientists, this network offers its members an exclusive platform for sharing experience from all branches of industry and all countries in a field of action which will be crucial for the future

The conference is a **European platform** for enterprises which combine health, employee participation and corporate culture with business excellence as integral elements of their company policies because they are convinced that long-term business success depends on the interests of all stakeholders being taken into account in a well-functioning community. It is aimed at decision-makers and practitioners - personnel management and production managers alike - and will also attract experts from occupational health and safety and training.

With the participation of practitioners, experts and decision-makers from European enterprises this conference will identify and exchange strategies with which the common

vision, 'healthy enterprises in an economically and socially healthy Europe', can be achieved.

Scientific program includes keynote lectures, given by **Prof. Dr. Rita Süßmuth** (President of the European Network "Enterprise for Health"), **Prof. Cary Cooper** (Lancaster University), **Prof. Dr. Juhani Ilmarinen** (Finnish Institute of Occupational Health), and **Prof. James O'Toole** (University of Southern California). Moreover, five parallel breakout sessions will be held on topics, such as healthy ageing, innovation and change, mental health and leadership, healthier lifestyles, and developing the business case for investing in corporate health and workplace partnership. The contributions at the conference are included in a *book entitled “Health is the Greatest Wealth. The key to future economic prosperity and business excellence in Europe”*, published by Bertelsmann Stiftung, BKK Bundesverband. The detailed schedule about the scientific programme can be found at <http://www.enterprise-for-health.org/index.php?id=216>.

José María Peiró, the president of the IAAP Division 1, was invited to participate at the breakout session on mental health and leadership. He and Isabel Rodríguez wrote an article on “Work stress, leadership and organisational health”, included in the above mentioned book.

Submitted by:

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11. CALLS FOR SCHOLARSHIPS

11.1. Call for 4 Erasmus Mundus scholarships for Non-European Scholars open

Call for Non-European Scholars Applications for 2009-2010 for WOP-P Master is open. The European Commission offers 4 Erasmus Mundus scholarships for Non-European Scholars! All candidates interested in applying have to send their documents by the 15th of January 2009 (the date of the documents arrival).

For more information regarding the application procedure and deadlines, please visit <http://www.uv.es/erasmuswop/applicaschol.htm> and http://www.uv.es/erasmuswop/deadline_application.htm

11.2 Call for 17 Erasmus Mundus scholarships for Non-European Students open

Call for Non-European Students Applications for 2009-2010 for WOP-P Master is open. The European Commission offers 17 Erasmus Mundus scholarships for Non-European Students! All candidates interested in applying have to send their documents by the 1st of January 2009 (the date of the documents arrival).

For more information regarding the application procedure and deadlines, please visit http://www.uv.es/erasmuswop/application_non_eu_students.htm and http://www.uv.es/erasmuswop/deadline_application.htm

11.3. WOP-P Master and Erasmus Mundus Program

The European Commission has awarded the Master in Work, Organization and Personnel Psychology in the framework of the Erasmus Mundus Program. It is the first Master in Psychology in Europe that has been selected in this European program. The

Master is jointly offered by the Universities of Barcelona, Bologna, Coimbra, Paris V, and Valencia and started from the academic year 2006-07 on. It is directed by Prof. José María Peiró, chair of Organizational Psychology at the University of Valencia,

which is the institution in charge of the coordination of the studies.

ERASMUS MUNDUS, is a cooperation and mobility program of excellence in Higher education, promoted by the European Union with a worldwide scope. This program has been conceived to support high quality European Masters and to promote the visibility and attractiveness of the European Higher Education in the rest of the world countries.

A Consortium of five European Universities offers the Master on Work, Organizational, and Personnel Psychology (WOP-P) within the Erasmus Mundus Programme: *Universitat de València* (Spain) as the

coordinating institution, *Universitat de Barcelona* (Spain), *Université Paris Descartes* (France), *Alma Mater Studiorum-Università di Bologna* (Italy), and *Universidade de Coimbra* (Portugal).

Admission criteria are:

- 1) University Degree in Psychology;
- 2) Commitment to full-time dedication to the study of the Master Programme;
- 3) English level B1, using the common European Framework of reference for languages
- 4) Fluency in at least one of the European languages of the Consortium (Spanish, French, Italian, or Portuguese).

12. FUTURE CONFERENCES, CONGRESSES AND SCHOOLS

12.1. 14th European Congress of Work and Organizational Psychology (EAWOP)

The **14th European Congress of Work and Organizational Psychology** (www.eawop2009.com) will be held in Santiago de Compostela (Spain), from the 13th to 16th of May 2009 under the auspices of the European Association of Work and Organizational Psychology (EAWOP). The Congress is organized by the Consejo General de Colegios Oficiales de Psicólogos (COP), in cooperation with the Faculty of Psychology of the University of Santiago and the COP Galicia.

The congress organizers expect more than 1000 participants. In addition, 1656 abstracts were submitted from 54 countries from all over the world. The majority of

abstracts (217) were submitted by Spanish authors; however the authors from the Netherlands (165), Germany (157), UK (150), and Italy (122) also submitted a large number of abstracts. In addition, 322 contributions were submitted by non-European authors, among which the majority of abstracts were submitted by the researchers from Canada (53) and the USA (45). A considerable number of abstracts were submitted also from the Republic of South Africa (36), Brazil (35), Mexico (30) and Iran (24). The number of submitted abstracts from different regions can be observed in Table 1.

Table 1. Number of abstracts submitted by region

| Region | Nº abstracts |
|----------------------------|--------------|
| Europe | 1334 |
| North America | 98 |
| South America | 79 |
| Asia and the South Pacific | 106 |
| Africa | 39 |

With regard to the congress topics and specific areas of interest, 92 abstracts deal with well-being and 78 with work stressors (within the topic Job Stress and Employee Well-being), followed by 84 submissions on Leadership Models (Leadership and Management), 73 on Selection and Assessment (Human Resource Management), and 61 on Performance (Organizational Behavior). In contrast,

areas, such as Union Structural Change and Worker Representation and Collective Bargaining (Industrial relations) or Outsourcing and Scheduling of Work (Organizational Structure, Culture, and Climate) count with only one submission. The exact distribution of submitted abstracts in each congress topic is presented in Table 2.

Table 2. Number of abstracts submitted by congress topic

| Congress topic | N° abstracts |
|--|--------------|
| Changing Employment Relations | 61 |
| Consumer Behavior | 17 |
| Emotions in the Workplace | 57 |
| Entry, Exit, and Mobility | 62 |
| Human Resource Management | 238 |
| Industrial Relations | 15 |
| Job Stress and Employee Well-being | 310 |
| Leadership and Management | 149 |
| Organizational Behavior | 239 |
| Organizational Change and Development | 115 |
| Organizational Structure, Culture, and Climate | 87 |
| Research and Methodology | 75 |
| Sustainable Environment and Organizations | 52 |
| Teams and Workgroups | 121 |
| Technology and Knowledge | 60 |
| Work-Family Interface | 56 |

Submitted by:
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12.2. XXVII th International Congress of Applied Psychology (11-16 July, 2010, Melbourne, Australia)

For more information, please visit www.icap2010.com

Contact email: icap2010@meetingplanners.com.au

The Congress will cover a range of themes emphasizing the contribution of Psychology to life and well being. The importance of psychological factors and the application of psychological knowledge are relevant for individuals, groups, communities, societies and the world community.

The scientific program will consist of

- state-of-the-art talks covering key areas of applied psychology
- invited keynote addresses by international experts
- invited addresses
- invited symposia
- pre-organised symposia by groups of researchers

- symposia of individual papers organized according to common themes
- panel discussions
- conversation forums with experts
- innovative audiovisual presentations, and
- full-day and half-day workshops

Key dates

- Call for Symposia Opens **January 2009** • Call for Symposia Closes **30 June 2009**
- Symposia Authors Notified of Acceptance **End of Aug 2009**
- Call for Individual Papers & Posters Opens **1 July 2009**
- Call for Individual Papers & Posters Closes **1 December 2009**

- Paper & Posters authors Notified of Acceptance **End of Feb 2010**
- Early Bird Registration deadline **March 2010**

Division 1 has been in touch with *Gina McCredie*, chair of the College of Organisational Psychologists at the Australian Psychological Society and with the chair of the ICAP program committee in order to cooperate with the organizing committee in the preparation of activities on organizational psychology. We invite you to send us (jose.m.peiro@uv.es, kristina.potocnik@uv.es) your suggestions and proposals in order to make our Congress more attractive, rich and stimulating.

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

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

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

The theme of ENOP 2009 is “New challenges and interventions in human services” and it aims to stimulate the exchange of ideas and experiences between researchers and practitioners in the fields of

work and organizational psychology, health care, human services, and occupational health. It will focus on the new challenges faced by professionals working in the human services, looking for interventions that allow the improvement of well-being, satisfaction and motivation at work and consequences for quality and efficacy in the services.

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

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

Abstracts submission deadline is **30 January 2009**. For further details please

look at Conference web site: <http://enop2009.com/>.

Submitted by:
Prof. Antonio Caetano,
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**12.4. Winter Schools at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)
- In memoriam of Bernard Wilpert -
(22 February-7 March, 2009, Spain, Barcelona)**

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

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

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

What are the Winter Schools?

The Master WOP-P is one of the 100 postgraduate programmes supported by the *Erasmus Mundus Programme* and the only one in the professional and academic area of psychology. A Consortium of *Five European Universities* deliver the Master: Universitat de València (Spain), Universitat de Barcelona (Spain), Université Paris

Descartes (France), Alma Mater Studiorum-Università di Bologna (Italy), and Universidade de Coimbra (Portugal).

As part of its educational programme, the Master offers a *Joint Intensive Learning Unit (Winter School)*. For the next year the Master offers two alternative Winter Schools:

- a) *Organizational Psychology Intervention;*
- b) *Personnel Psychology Intervention.*

Emphasis will be placed in the design and development of models, strategies, methods and tools. The teaching staff is composed of well-recognised university professors and researchers from different European countries.

To whom it is addressed?

The Winter School is addressed to students at WOP-P and external postgraduate students. Places for external students are limited to a number of 12.

When, Where and How?

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

- *E-learning phase*. From 1st November 2008 till 11th February 2009. Study supported by electronic platform.
- *Internship phase*. From 22nd February to 7th March 2009. Seminars will take place in Barcelona.
- *Assignment phase*. From 8th March till 31st March 2009. Assignment (e-learning).

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

Contact:

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

Coordinating Committee Master WOP-P:
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Submitted by:
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12.5. WOP Conferences and Congresses (2008-2010)

2008

8th Conference of the European Academy of Occupational Health Psychology

November 12-14, 2008

Valencia, Spain

URL: <http://www.ea-ohp.org/Conferences>

Values and empathy across social barriers: A neurocognitive approach to fairness

November 21-22, 2008

Barcelona, Spain

URL: <http://www.nyas.org/valconf>

2009

BPS Division of Occupational Psychology Annual Conference

January 14-16, 2009

Blackpool, UK

URL: <http://www.bps.org.uk/dop2009/>

24th Annual SIOP conference

April 2-4, 2009

New Orleans, USA

URL: <http://www.siop.org/conferences>

14th European Congress of Work and Organizational Psychology

May, 13-16, 2009

Santiago de Compostela, Spain

URL: www.eawop2009.org

21st Annual Convention, Association for Psychological Science

May 21 - 24, 2009

San Francisco, USA

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

Canadian Psychological Association (CPA) Annual Convention

June 11 - 13, 2009

Montreal, Canada

URL: www.cpa.ca

8th Industrial and Organisational Psychology Conference

June 25-28, 2009

Sydney, Australia

URL: <http://www.iopconference.com.au/>

32nd Interamerican Congress of Psychology

June 28 - July 2, 2009

Guatemala, Guatemala

URL: www.sip2009.org

International Council of Psychologists

July 4 - 8, 2009

Mexico City, Mexico

URL: www.icpweb.org

11th European Congress of Psychology

July 7 - 10, 2009

Oslo, Norway

URL: www.ecp2009.no

117th Annual Convention of the American Psychological Association

August 6 - 9, 2009

Toronto, Canada

URL: www.apa.org/convention

6th Meeting of the "Work- and Organizational Psychology" Division of the German Society of Psychology

Theme: Decisions and Change in Work, Organization and the Economy

September 9-11, 2009

Vienna, Austria

URL: www.univie.ac.at/aow2009/

XIth European Conference ENOP 2009 On Organizational Psychology and Human Service Work

October 22-24, 2009

Lisbon, Portugal

URL: <http://enop2009.com/>

Southeastern Europe (SEE) Regional Conference of Psychology

October 30 - November 1, 2009

Sophia, Bulgaria

URL: <http://RCP2009.wordpress.com>

2010

27th International Congress of Applied Psychology

July 11 - 16, 2010

Melbourne, Australia

URL: www.icap2010.com

Submitted by:
Kristina Potocnik
University of Valencia
(Valencia, Spain)

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